

# A CHARTER BY THE SOCIAL PARTNERS IN THE EUROPEAN TEXTILE AND CLOTHING SECTOR

## *CODE OF CONDUCT*

### **Preamble**

The European Apparel and Textile Organisation (EURATEX) and the European Trade Union Federation of Textiles, Clothing and Leather (ETUF:TCL), convened within the social sectoral dialogue at European level, re-affirm their earnest allegiance to the respect of human rights. (\*)

Social partners at European level hope for fair and open world-wide trade.

These partners agreed to work towards a European textile and clothing industry that is productive, internationally competitive and based on the respect of both workers and employers.

### **Article 1 - Code of Conduct**

EURATEX and the ETUF:TCL call on their members (\*\*) to encourage actively the companies and workers of the European textile and clothing industry to comply with the following ILO Conventions:

1) The ban on forced labour (Conventions 29 and 105):

Forced labour, slave labour and prison labour is banned.

2) Freedom of association and the right to negotiate (Conventions 87 and 98):

The right for workers to form and join a trade union, as well as the right for employers to organise, are recognized. Employers and workers may negotiate freely and independently.

3) The ban on child labour (Convention 138):

Child labour is forbidden. Children under 15 or younger than the age of completion of compulsory schooling in the countries concerned are not admitted to work.

4) Non-discrimination of employment (Convention 111):

Workers are employed on the basis of their ability to work and not on the basis of their race, individual characteristic, creed, political opinion or social origin.

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(\*) As they are notably defined in the Universal Declaration on Human Rights.

(\*\*) Lists enclosed.

**Article 2 - Circulation and promotion**

- a) EURATEX and the ETUF:TCL commit to promote and circulate this present Charter in the relevant languages and at all levels by December 31, 1997 at the latest.
- b) EURATEX and the ETUF:TCL call on their respective member organisations to adopt this Charter and to encourage its progressive implementation at the companies' level.

**Article 3 - Follow-up and assessment**

- a) EURATEX and the ETUF:TCL agree to follow up, in the framework of the Social Sectoral Dialogue at European level, the progressive accomplishment of the implementation of this Charter.
- b) To this effect, EURATEX and the ETUF will conduct a yearly evaluation of the Charter's implementation, the first evaluation will take place no later than 10th July 1998. The results of such an evaluation will be reported in the framework of the Social Sectoral Dialogue. EURATEX and the ETUF could ask the Commission and Member States to supply the necessary assistance in order to carry out this evaluation.
- c) EURATEX and the ETUF:TCL may, in the framework of the Social Sectoral Dialogue at European level, decide jointly and freely to start any other initiative in pursuit of the implementation of this Charter.

Brussels, 10 July 1997

For EURATEX:

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