

# Chapter 0 -Management system, transparency and traceability

## Key points

- Management system, transparency and traceability
- Migrant workers
- Homeworkers
- Employment conditions of young workers.

*“(a) The term **homework** means work carried out by a person, to be referred to as a homeworker,*

*O (i) in his or her home or in other premises of his or her choice, other than the workplace of the employer;*

*O (ii) for remuneration;*

*O (iii) which results in a product or service as specified by the employer, irrespective of who provides the equipment, materials or other inputs used, unless this person has the degree of autonomy and of economic independence necessary to be considered an independent worker under national laws, regulations or court decisions*

*(b) persons with employee status do not become homeworkers within the meaning of this Convention simply by occasionally performing their work as employees at home, rather than at their usual workplaces;*

*(c) the term employer means a person, natural or legal, who, either directly or through an intermediary, whether or not intermediaries are provided for in national legislation, gives out home work in pursuance of his or her business activity. ;” - Article 1 Home Work Convention, 1996 (No. 177)*

## Management system, transparency and traceability

- Existence and communication of policies set by the factory on child labour, forced labour, discrimination, disciplinary practices, harassment, abuse, freedom of association, work hours and overtime, remuneration and benefits, health and safety and anti-bribery.
- Hiring and termination terms.
- Supply chain and sub-contracting practices.
- Transparency and accessibility of the documents.
- Specific employment categories (e.g. homeworkers, migrant workers).

The ILO defines a **migrant worker** as a person who is working in a state of which he or she is not a national. The term is used interchangeably with labour migrant, and refers to people who migrate specifically for the purpose of employment.



### ILO Conventions:

- Migration for Employment :
  - [Migration for Employment Recommendation, 1939 \(No. 61\)](#) ;
  - [Migration for Employment Convention, 1939 \(No. 66\)](#) ;
  - [Migration for Employment Recommendation \(Revised\), 1949 \(No. 86\)](#) ;
  - [Migration for Employment Convention \(Revised\), 1949 \(No. 97\)](#) ;
- Protection of Migrant Workers : [Protection of Migrant Workers \(Underdeveloped Countries\) Recommendation, 1955 \(No. 100\)](#) ;
- Migrant Workers:
  - [Migrant Workers \(Supplementary Provisions\) Convention, 1975 \(No. 143\)](#) ;
  - [Migrant Workers Recommendation, 1975 \(No. 151\)](#) ;
- Home Work :
  - [Home Work Convention, 1996 \(No. 177\)](#) ;
  - [Home Work Recommendation, 1996 \(No. 184\)](#) ;