

## WORKING CONDITIONS ARE DECENT

A safe and hygienic working environment shall be provided, the best occupational health and safety practice shall be promoted, bearing in mind the prevailing knowledge of the industry and of any specific hazard.

## THE EMPLOYMENT RELATIONSHIP IS ESTABLISHED

Employers should endeavour to provide regular and secure employment and refrain from the excessive use of temporary or casual labour. Obligations to employees arising from the regular employment relationship should not be avoided through the use of labour-only subcontracting arrangements, or through apprenticeship schemes where there is no real intent to impart skills or provide regular employment. Younger workers should be provided the opportunity to participate in educational and training programmes.

## IMPLEMENTATION AND MONITORING

Licensee, their contractors and subcontractors shall undertake to support and cooperate in the implementation and monitoring of the code by:

- providing FIFA or its agent with relevant information concerning their operations;
- permitting inspection at any time of their workplaces and operations by approved inspectors;
- maintaining records of the name, age, hours worked and wages paid for each worker and making these available to approved inspectors on request;
- informing, verbally and in writing, the workers concerned of the provisions of this code; and,
- refraining from disciplinary action, dismissal or otherwise discriminating against any worker for providing information concerning observance of this Code.

Any licensee, contractor or subcontractor found to be in breach of one or more terms of this Code of Labour Practice shall be subject to a range of sanctions up to and including withdrawal of the right to produce or organize production of FIFA-licensed goods. Furthermore, licensees who fail to ensure that their contractors or subcontractors abide by the Code of Labour Practice shall be subject to the same range of sanctions.

Questions as to the interpretation of the meaning of the provisions of this Code shall be resolved according to the procedure outlined in the memorandum of Understanding on the Code of Labour Practice between FIFA and the ICFTU/ITGLWF/FIET.