

Each licensee licensed by FIFA under the FIFA Denominations Programme, and each contractor and subcontractor engaged by the Licensee, shall compulsorily implement and respect the following principles in the production and/or distribution of products bearing the FIFA name and/or FIFA authorised marks. Further more, each Licensee shall warrant that these principles shall be equally imposed upon all those employed or delegated by such Licensee.

CODE

EMPLOYMENT IS FREELY CHOSEN

There shall be no use of forced or bonded labour (ILO Conventions 29 and 105).

THERE IS NO DISCRIMINATION IN EMPLOYMENT

Equality of opportunity and treatment regardless of race, colour, sex, religion, political opinion, nationality, social origin and other distinguishing characteristic shall be provided (ILO Conventions 100 and 111).

CHILD LABOUR IS NOT USED

There shall be no use of child labour. Only workers above age of 15 years shall be engaged (ILO Convention 138).

FREEDOM OF ASSOCIATION AND THE RIGHT TO COLLECTIVE BARGAINING ARE RESPECTED

The right of workers to form and join trade unions and to bargain collectively shall be recognized (ILO Conventions 87 and 98). Employers should recognize the constructive contribution of trade unions to preventing exploitation and adopt a positive approach towards the activities of trade unions and an open attitude towards their organizational activities.

FAIR WAGES ARE PAID

Wages and benefits paid shall meet at least legal or industrial minimum standards and should be sufficient to meet basic needs and provide some discretionary income.

HOURS OF WORK ARE NOT EXCESSIVE

Hours of work shall comply with applicable laws and industrial standards. Workers shall not on a regular basis be required to work excess of 48 hours per week nor more than 12 hours overtime, and shall be provided with at least one day off for every 7 day period.