

Table 8 The Code of Ethics

In a series of workshops and meetings, the women came up with seven main points they wanted to see included in such a code. The points were:

1. Employers must guarantee work to all workers, without discrimination on the basis of race, religion, age, political opinions, physical handicap or pregnancy.
2. All employers must guarantee job security to their workers, including those who are pregnant. (Those who are pregnant must be given the appropriate benefits.)
3. Employers must offer a working environment that shows consideration and respect for workers and must refrain from any type of physical or mental abuse, verbal abuse and anything else that might affect the dignity of workers.
4. Employers must create working conditions that guarantee physical integrity, health, hygiene and minimum risk of accidents, medical checks that include female examinations, education and training in the areas of health, designed to reduce occupational risks, workplace standards related to hygiene, building construction, illumination, sound control and food quality, and periodic inspection of factories to ensure stated conditions are being met.
5. Employers must provide social security benefits.
6. Employers are obligated to guarantee their workers minimum wage and social security services.
7. All employers must respect the legal rights of workers and provide overtime pay as it is dictated by law.

\* Articles 6 and 7 were added during the signing of the Code by the Nicaraguan Ministry of Labour in February 1992.