

POLICY ON NON-DISCRIMINATION

1. The factory hires workers on the basis of individual skills and does not discriminate on the ground of gender, race, religion, age disability, sexual orientation, nationality, political opinion or social or ethnic origin.
2. The factory pays wages, bonuses, allowances and all other forms of compensation to workers on the basis of job performance and behavior.
3. The factory promotes disciplines, assigns work, terminates employment and provides for retirement on the basis individual job performance and behavior.

This standard goes beyond hiring to cover "employment practices" which include salary, benefits, advancement, discipline, training opportunities, work assignments termination. From application throughout employment, every worker should be judged and treated on the basis individual abilities and proven performance and behavior. Any distinction, exclusion or preferential treatment unrelated to job assignment or performance – any distinction that runs counter to or hinders equal opportunity and treatment – is in noncompliance with this standard.

No society is immune from possibility of discrimination. Women in particular or often targets of discrimination in promotion and job assignment. On the line, every worker should be judged on the basis of individual skills and performance.

The challenge is to separate management decisions based on individual skills and abilities from factory policy or practice that categorize and treat particular groups of workers on the basis of factors unrelated to the demands of the job. Having workers of the same gender in section of the factory, for example, is not by itself evidence of discrimination. What is suspect or sweeping statement like "this is mans work:" "its too hard for a woman:" "Women make stitchers because they are more dependable;" and "women make less trouble"

As with many aspects of factory operation, it is important to look at policy and

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practice –what a factory says and what factory does. If distribution by race, color, national, origin, gender or religion in any area of factory seems skewed beyond common sense expectations, management should talk to supervisors and workers to conform that non-discriminatory policy is actually followed in practice

There are specific policies that help prevent discrimination against women, and factory practice should reflect such policies. The factory must not screen women for pregnancy during hiring, nor should it discipline or terminate women who became pregnant. the factory must provide maternity leave and benefits in accordance with applicable law. Factory management must not pressure pregnant workers to resign by singling them out for special tasks and levels of overtime. If cannot state in a worker's contract or letter of employment prohibition against became pregnant.

In addition, the factory should comply with local and national laws that have provisions regarding hazardous work or work hours for women.


Another example is discrimination on the basis of "political or other opinion, "Which may be very difficult to confirm. If, ina country where political power is monopolized by one party, a worker is vocal in his support of an opposition party or a movement for political reform and as a result is denied promotion or terminated, this would be in non-complaiance with the management outlook. Another example is the same country would be if the factory owner, as a supporter of the party in power, made it an unreturned requirement that only supporters of the party would be hired.

Note that paragraph "3" above refers to "individual job performance and behavior; "while paragraph "2" above does not. Some bonuses are line bonuses and, while linked to job performance, depend on the effort of a group, not an individual, while decisions to promote, discipline, assign work and terminate, along with most other forms of compensation, are based on the individual's own work and behavior.

Question to be considered include:


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- ❖ Are employment advertising and recruitment restricted only to one gender or group?
- ❖ What happens when an individual different from the predominant group in a particular section or operation applies for an available opening?
- ❖ Are all eligible applicants allowed to take required job exams?
- ❖ Is entry pay the same for workers of equivalent education and experience who perform the same task?
- ❖ Are all conditions of employment related to skills and attributes necessary for the performance of the task?
- ❖ Are supervisory positions drawn from line workers and do all line workers qualified by length of employment and performance criteria have the opportunity to be considered for a supervisory position?
- ❖ When workers are let go either randomly or seasonally, what are the selection criteria?

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