### ILO Core Conventions (Annex 1a – core level, [Criterion ID 11238](https://www.upphandlingsmyndigheten.se/en/criteria/labour-law-requirements/ilo-core-conventions-and-sustainable-supply-chains/requirements-under-the-ilo-core-conventions/requirements-under-the-ilo-core-conventions/core/))

1. Workers’ Rights

1. *The Rights of Freedom of Association and Collective Bargaining*

The requirement is based on ILO Conventions 87, 98, 135 and 154, ILO Recommendation 143 and SDG 8.

Supplier shall:

* Respect the right of workers to form and join trade unions – or to refrain from doing so – and bargain collectively, in a free and democratic way, without distinction whatsoever and irrespective of gender;
* Ensure meaningful representation of all workers, without distinction whatsoever and irrespective of gender;
* Not discriminate against workers because of trade union membership;
* Not prevent workers’ representatives and recruiters from having access to workers in the workplace or from interacting with them;
* Respect this principle by allowing workers to freely elect their own representatives with whom the company can enter into dialogue about workplace issues, when operating in countries where trade union activity is unlawful or where free and democratic trade union activity is not allowed.

1. *No Bonded, Forced Labour or Human Trafficking*

The requirement is based on ILO Conventions 29 and 105, ILO Recommendation 35, the Palermo Protocol to Prevent, Suppress and Punish Trafficking in Persons Especially Women and Children, supplementing the UN Convention against Transnational Organized Crime, the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families, and SDG 8.

Supplier shall:

* Not engage in, or through business partners be complicit in, any form of servitude, forced, bonded, indentured, trafficked or non-voluntary labour, including state-imposed forced labour;
* Adhere to international principles of responsible recruitment, including the Employer Pays Principle, and require the same from its recruitment partners, when engaging and recruiting all workers, either directly or indirectly, and especially when engaging and recruiting members of vulnerable groups such as temporary and migrant workers. As a minimum, this includes:
  + No recruitment fees and costs are charged to workers
  + Clear and transparent employment contracts
  + Workers’ freedom from deception and coercion
  + Freedom of movement and no retention of identity documents
  + Access to free, comprehensive, and accurate information
  + Freedom to terminate contract, change employer, and safely return
  + Access to free dispute resolution and effective remedies.

1. *No Child Labour*

The requirement is based on ILO Conventions 138 and 182, ILO Recommendations 146 and 190, the UN Convention on the Rights of the Child, the Children’s Rights and Business Principles, and SDG 4 and 8.

Supplier shall:

* Not employ, directly or indirectly, children below the minimum age of completion of compulsory schooling as defined by law, which shall not be less than 15 years, unless the exceptions recognised by the ILO apply;
* Protect children from any form of exploitation;
* Establish robust age-verification mechanisms as part of the recruitment process; which may not be in any way degrading or disrespectful to the worker;
* Take special care and identify measures in a proactive manner in case of the dismissal and removal of children, to ensure the protection of affected children.

1. *No Discrimination, Violence or Harassment*

The requirement is based on ILO Conventions 100, 111, 159 and 190, ILO Recommendations 90, 111 and 168, the Convention on the Elimination of All Forms of Discrimination against Women, the International Convention on the Elimination of All Forms of Racial Discrimination, the Convention on the Rights of Persons with Disabilities, the Declaration on the Rights of Persons belonging to National or Ethnic, Religious and Linguistic Minorities, and SDG 5, 8 and 10.

Supplier shall:

* Treat all workers with respect and dignity;
* Ensure that workers are not subject to any form of violence, harassment, and inhumane or degrading treatment in the workplace, as well as threats of violence and abuse, including corporal punishment, verbal, physical, sexual, economic or psychological abuse, mental or physical coercion, or other forms of harassment or intimidation;
* Understand the possible grounds for discrimination in their specific context, and not discriminate or exclude persons based on sex, gender, age, religion, race, caste, birth, social background, disability, ethnic and national origin, nationality, membership in unions or any other legitimated organisations, political affiliation or opinions, sexual orientation, family responsibilities, marital status, pregnancy, diseases, or any other condition that could give rise to discrimination;
* Establish disciplinary procedures in writing and explain them verbally to workers in terms and language which they understand. The disciplinary measures must be in line with national legislation;
* Provide gender-sensitive and equal opportunities and treatment throughout recruitment and employment;
* Verify that workers are not harassed, disciplined, or retaliated upon for reporting issues on any of the grounds listed above.

**2. Zero Tolerance Deviations**

Forced labour and child labour are zero tolerance deviations.