

# DEFINITION OF KEY WORDS



## 1 Contract

A written agreement that is enforceable by law.

## 2 Contractors / Intermediaries / Agents

Contractors are individuals or small companies hired by suppliers or sub-supplier factories on a contract or piece-rate basis. They are not considered employees. They organise part of the production process that is beyond the factory level. They may directly interact with concerned actors or hire a sub-contractor to complete certain tasks on their behalf.



## 3 Domestic Worker

A person who is employed to perform work in or for a household or households. Domestic workers work in other people's homes for a wage.

## 4 Employer

Employers are workers who either work on their own account or with one or more partners. They hold what is considered as a 'self-employment job' in which their earnings are dependent on the profits derived from the sale of goods or services produced. As part of their work, they also engage labour on a continuous basis, hiring one or more persons to work for them as employees.



## 5 Hazard

A situation that has the potential to cause adverse health effects, injury, or damage to someone or something.



## 6 ILO

International Labour Organization (ILO) was established in 1919. It is headquartered in Geneva, Switzerland. The ILO is an international organisation that is part of the United Nations. It brings together governments, trade unions, employers and workers from 187 member States to set labour standards, develop policies and programmes, and promote decent work for all.

## 7 ILO Convention

ILO Conventions are international labour standards. They are legal instruments that set out the basic principles and rights at work. They are legally binding international laws created together by representatives of governments, employers and workers. Once a Convention is adopted, members of the ILO are encouraged to ratify it.



## 8 Informal Economy

The informal economy is made up of the informal sector and informal employment. It consists of a diverse set of economic activities that are taken up by workers and economic units. These activities are – in law and in practice – not covered by or are insufficiently covered by formal arrangements.

## 9 Informal Employment

It refers to all informal jobs, whether carried out in formal sector enterprises, informal sector enterprises or households.

## 10 Informal Sector

It refers to employment and production that takes place in unincorporated small or unregistered enterprises.

### 11 Legal Protection

Protection of informal workers, including homeworkers, through an official, country policy.

### 12 Sub-Contractors

A sub-contractor is hired only after a contractor has been hired by the supplier or sub-supplier. It is the contractor who engages the services of the sub-contractor and the sub-contractor works directly for the contractor and not for the supplier or the retail company. Contractors and sub-contractors are also referred to as intermediaries or agents.



### 13 Social Compliance

It is a code of conduct that intends to protect labour and environment interests. The code of conduct guides businesses to set working standards that revolve around the fair treatment of employees, their wages, working hours and conditions, and environmental laws.

### 14 Social Enterprise

It is a for-profit entity that empowers women by leveraging market forces and existing assets to provide them with work and income opportunities. The entity can take on a variety of legal forms enabling women beneficiaries to become both owners and decision makers in cooperatives, producer companies and private limited companies. Its main aim is not profit maximization but strives to create social impact.

## 15 Supplier

A supplier can be a person, an organisation or any other entity that supplies materials, products or services to another person, organisation or an entity. The role of a supplier is to provide products from a manufacturer to a distributor or retailer for resale. They act as intermediaries between manufacturing company and retailers.

## 16 Sub-Supplier

It refers to a supplier who provides goods and services to another supplier who then supplies to another distributor or retailer for resale.



## 17 UN Guiding Principles of Business and Human Rights

It is an authoritative global framework that seeks to prevent the adverse impacts of business on human rights. It puts down standards for both States and businesses and outlines their duties and responsibilities when it comes to tackling human rights risks that are linked to business activities.

## 18 Violence and Harassment

It refers to a range of unacceptable behaviours, practices, or threats that occur either once or repeatedly and results in physical, psychological, sexual or economic harm. It also includes any form of violence and harassment that is directed towards a person or persons due to their gender or sex.

