

	<b>WRC</b>	<b>SAI</b>	<b>JO-IN</b>
<b>Source</b>	<a href="http://www.workersrights.org/university/coc.asp">http://www.workersrights.org/university/coc.asp</a>	<a href="http://www.sa-intl.org/_data/n_0001/resources/live/SA8000_SideBySide_12_16_%202013.pdf">http://www.sa-intl.org/_data/n_0001/resources/live/SA8000_SideBySide_12_16_%202013.pdf</a>	<a href="http://www.jo-in.org/pub/docs/Jo-In%20Draft%20Common%20Code%2005.pdf">http://www.jo-in.org/pub/docs/Jo-In%20Draft%20Common%20Code%2005.pdf</a>
<b>Child Labor</b>			
What is the minimum working age allowed by the code?	15, or the national legal minimum, or 14 where the ILO specifies exceptions	15, (unless the minimum age for work or mandatory schooling is higher by local law, in which case the stipulated higher age applies)	15, or the age at completion of compulsory education, whichever is higher
<b>Forced Labor</b>			
Does the code prohibit forced labor (bonded, indentured, etc)?	Yes	Yes	Yes
Does the code prohibit prison labor?	Yes	No	Yes
<b>Health and Safety</b>			
Does the code require compliance with international or national safety laws?	Yes, both national laws and ILO standards are required	No	No
Does the code require access to clean toilet facilities and potable water?	No	Yes	Yes
Does the code require a worker-represented Health and Safety committee?	No	No	Yes
<b>Freedom of Association and Collective Bargaining</b>			
Does the code protect rights to freedom of association?	Yes	Yes	Yes
Does the code prohibit harassment, intimidation, and retaliation?	Yes	Yes	Yes
<b>Discrimination</b>			
Does the code prohibit discrimination in matters of hiring and all employment practices?	Yes	Yes	Yes
Does the code explicitly prohibit pregnancy testing?	Yes	Yes	Yes
Does the code explicitly prohibit discrimination based on marital status, sexual orientation, disability, or religious practices?	Yes	Yes	Yes
Does the code mandate equal pay for equal work between men and women?	Yes	Yes	Yes
<b>Harassment and Abuse</b>			
Does the code prohibit physical, sexual, psychological, or verbal harassment or abuse?	Yes	Yes	Yes
Does the code prohibit all forms of corporal punishment?	Yes	Yes	Yes
<b>Working Hours</b>			
What is the maximum working hours allowed per week?	48, or the hours allowed by the law of the country of manufacture (whichever is less)	48	48
How many days off are required?	One day in every seven day period	One day following every six consecutive days of working	One day following every six consecutive days of working
Are exceptions to the weekly maximum hours allowed?	No	Yes	No
Does the code require overtime to be voluntary?	Yes	Yes, except when overtime is needed in order to meet short-term business demand	Yes
Are holidays or vacation time mentioned?	Both holidays and vacation	Public holidays	Public and annual holidays
<b>Wages, Overtime, and Benefits</b>			
What are the wages paid to employees?	"Licensees shall pay employees, as a floor, wages and benefits which comply with all applicable laws and regulations, and which provide for essential needs and establish a dignified living wage for workers and their families."	Recognizes the "right of personnel to a living wage" and mandates "wages for a normal work week shall always meet at least legal or industry minimum standards"	"Workers shall have the right to a living wage. Wages and benefits paid for a standard working week shall, as a floor, always comply with all applicable laws, regulations and industry minimum standards"
Does the code mention a "living wage"?	Yes	Yes	Yes
Does the code require a "living wage"?	Yes	No, but recognizes a "right" to a living wage	No, but recognizes a "right" to a living wage
If a "living wage" is not mentioned, does the code use the terms "basic needs" or "discretionary income" when discussing wages?	N/A, "living wage" is mentioned	N/A, "living wage" is mentioned	N/A, "living wage" is mentioned
What does the code say about overtime compensation?	"Paid a premium rate as is legally required in the country of manufacture or, in those countries where such laws do not exist, at a rate at least one and one-half their regular hourly compensation rate"	"Paid at a premium rate as defined by national law or a collective bargaining agreement in countries where a premium rate for overtime is not regulated by law or there is no collective bargaining agreement, personnel shall be compensated for overtime at the organisation's premium rate or at a premium rate equal to prevailing industry standards, whichever is higher"	"In those countries where a premium rate for overtime is not legally required, workers shall be compensated for overtime at a premium rate at least one and one half of their regular hourly compensation rate"
Does the code prohibit deductions from being made as a form of punishment for disciplinary action?	Does not specify	Yes, except when: "a) Deductions from wages for disciplinary purposes are permitted by national law; and b) A freely negotiated collective bargaining agreement is in force that permits this practice."	Yes
<b>Monitoring and Verification</b>			
Does the code specify any monitoring and verification procedures?	Yes	Yes	Yes
<b>Transparency and Disclosure</b>			
Does the code require that any factory information or compliance findings be publicly released?	Yes	No	No
<b>Remediation</b>			
Does the code specify how to address fixing violations of the code?	Yes	Yes	Yes

	<b>GSCP</b>	<b>FLA</b>	<b>ETI</b>
<b>Source</b>	<a href="http://www.un.org/partnerships/Docs/GSCP_Reference_Code.pdf">http://www.un.org/partnerships/Docs/GSCP_Reference_Code.pdf</a>	<a href="http://www.fairlabor.org/sites/default/files/fla_complete_code_and_benchmarks.pdf">http://www.fairlabor.org/sites/default/files/fla_complete_code_and_benchmarks.pdf</a>	<a href="http://www.ethicaltrade.org/sites/default/files/resources/ETI%20Base%20Code%2C%20English.pdf">http://www.ethicaltrade.org/sites/default/files/resources/ETI%20Base%20Code%2C%20English.pdf</a>
<b>Child Labor</b>			
What is the minimum working age allowed by the code?	15, or the age at completion of compulsory education, or the national legal minimum, whichever is higher, or 14 where the ILO specifies exceptions and in accordance with national law	15, or the age at completion of compulsory education, whichever is higher	Does not specify, only states "no new recruitment of child labour"
<b>Forced Labor</b>			
Does the code prohibit forced labor (bonded, indentured, etc)?	Yes	Yes	Yes
Does the code prohibit prison labor?	Yes, except when in accordance with ILO Convention 29 on Forced Labour	Yes	Yes
<b>Health and Safety</b>			
Does the code require compliance with international or national safety laws?	No	Yes	No
Does the code require access to clean toilet facilities and potable water?	Yes	No, but is included in the following "compliance benchmarks"	Yes
Does the code require a worker-represented Health and Safety committee?	No	No, but is included in the following "compliance benchmarks"	No
<b>Freedom of Association and Collective Bargaining</b>			
Does the code protect rights to freedom of association?	Yes	Yes	Yes
Does the code prohibit harassment, intimidation, and retaliation?	Yes	Yes	Prohibits discrimination and calls for openness from employer
<b>Discrimination</b>			
Does the code prohibit discrimination in matters of hiring and all employment practices?	Yes	Yes	Yes
Does the code explicitly prohibit pregnancy testing?	No, but states that employers should not discriminate based on pregnancy	Yes	No
Does the code explicitly prohibit discrimination based on marital status, sexual orientation, disability, or religious practices?	Yes	Yes	Yes
Does the code mandate equal pay for equal work between men and women?	Yes	Yes	Yes
<b>Harassment and Abuse</b>			
Does the code prohibit physical, sexual, psychological, or verbal harassment or abuse?	"Suppliers shall not engage in or tolerate bullying, harassment or abuse of any kind."	Yes	Yes
Does the code prohibit all forms of corporal punishment?	Yes	Yes	Yes
<b>Working Hours</b>			
What is the maximum working hours allowed per week?		48 48, or the hours allowed by the law of the country of manufacture (whichever is less)	48
How many days off are required?	One day following every six consecutive days of working	One day in every seven day period	One day in every seven day period
Are exceptions to the weekly maximum hours allowed?	No	No	Yes
Does the code require overtime to be voluntary?	Yes	Yes, "other than in exceptional circumstances"	Yes
Are holidays or vacation time mentioned?	Public and Annual Holidays	Holiday and Leave	No
<b>Wages, Overtime, and Benefits</b>			
What are the wages paid to employees?	Wages must "meet or exceed legal minimum and/or industry benchmark standards and/or collective agreements, whichever is higher"	Recognizes "right to compensation for a regular work week that is sufficient to meet the worker's basic needs and provide some discretionary income" and mandates that "employers shall pay workers at least the legal minimum wage or the prevailing industry wage, whichever is higher"	States "living wages are paid" and "wages should always be enough to meet basic needs and to provide some discretionary income" but mandates that "wages and benefits paid for a standard working week meet, at a minimum, national legal standards or industry benchmark standards, whichever is higher"
Does the code mention a "living wage"?	No	No	Yes
Does the code require a "living wage"?	No	No	No
If a "living wage" is not mentioned, does the code use the terms "basic needs" or "discretionary income" when discussing wages?	No	Yes	Yes
What does the code say about overtime compensation?	"Paid at a premium rate, as required by law and, where applicable, by contractual agreement"	"Paid at such premium rate as is legally required in the producing country. Where there is no legally established overtime premium, employees shall be compensated for overtime hours at the prevailing industry premium rate or at the internationally recognized overtime rate, whichever is higher"	"Overtime shall always be compensated at a premium rate, which is recommended to be not less than 125% of the regular rate of pay"
Does the code prohibit deductions from being made as a form of punishment for disciplinary action?	Yes	Does not specify	Yes
<b>Monitoring and Verification</b>			
Does the code specify any monitoring and verification procedures?	Mentions auditing, but does not specify any procedures	Yes	No
<b>Transparency and Disclosure</b>			
Does the code require that any factory information or compliance findings be publicly released?	No	No	No
<b>Remediation</b>			
Does the code specify how to address fixing violations of the code?	No	No	No

	<b>FWF</b>	<b>BSCI</b>	<b>EICC</b>
<b>Source</b>	<a href="http://www.fairwear.org/ul/cms/fck-uploaded/documents/companies/FWFdocs/fwfcodeoflabourpractices.pdf">http://www.fairwear.org/ul/cms/fck-uploaded/documents/companies/FWFdocs/fwfcodeoflabourpractices.pdf</a>	<a href="http://www.bsci-intl.org/system/files/3.bsci_code_of_conduct_2014.pdf">http://www.bsci-intl.org/system/files/3.bsci_code_of_conduct_2014.pdf</a>	<a href="http://www.eicc.info/documents/EICCCodeofConductEnglish.pdf">http://www.eicc.info/documents/EICCCodeofConductEnglish.pdf</a>
<b>Child Labor</b>			
What is the minimum working age allowed by the code?	15, or the age at completion of compulsory education, whichever is higher	15, or age at completion of compulsory education, whichever is higher, exceptions allowed where the ILO specifies	15, or age at completion of compulsory education, whichever is higher, or the national legal minimum, or 14 where the ILO specifies exceptions
<b>Forced Labor</b>			
Does the code prohibit forced labor (bonded, indentured, etc)?	Yes	Yes	Yes
Does the code prohibit prison labor?	Yes	No	Prohibits involuntary prison labor
<b>Health and Safety</b>			
Does the code require compliance with international or national safety laws?	No	"Business partners shall comply with occupational health and safety regulations, or with international standards where domestic legislation is weak or poorly enforced."	No
Does the code require access to clean toilet facilities and potable water?	No	Yes	Yes
Does the code require a worker-represented Health and Safety committee?	No	No	No
<b>Freedom of Association and Collective Bargaining</b>			
Does the code protect rights to freedom of association?	Yes	Yes	Yes
Does the code prohibit harassment, intimidation, and retaliation?	Prohibits discrimination	Prohibits discrimination	Yes
<b>Discrimination</b>			
Does the code prohibit discrimination in matters of hiring and all employment practices?	Yes	No	Yes
Does the code explicitly prohibit pregnancy testing?	No	No	Yes
Does the code explicitly prohibit discrimination based on marital status, sexual orientation, disability, or religious practices?	Yes	Yes	Yes
Does the code mandate equal pay for equal work between men and women?	Yes	No	No
<b>Harassment and Abuse</b>			
Does the code prohibit physical, sexual, psychological, or verbal harassment or abuse?	Yes	Prohibits "mental or physical coercion and/or verbal abuse"	Yes
Does the code prohibit all forms of corporal punishment?	Prohibits "physical abuse, unusual punishments"	Yes	Yes
<b>Working Hours</b>			
What is the maximum working hours allowed per week?		48	48 Not to exceed the maximum set by local law
How many days off are required?	One day in every seven day period	One day in every seven day period	One day in every seven day period
Are exceptions to the weekly maximum hours allowed?	No	Yes	Yes
Does the code require overtime to be voluntary?	Yes	Yes	No
Are holidays or vacation time mentioned?	No	No	No
<b>Wages, Overtime, and Benefits</b>			
What are the wages paid to employees?	"Wages and benefits paid for a standard working week shall meet at least legal or industry minimum standards and always be sufficient to meet basic needs of workers and their families and to provide some discretionary income"	"Wages mandated by governments' minimum wage legislation, or industry standards approved on the basis of collective bargaining, whichever is higher"	"Compensation paid to workers shall comply with all applicable wage laws, including those relating to minimum wages"
Does the code mention a "living wage"?	No	No	No
Does the code require a "living wage"?	No	No	No
If a "living wage" is not mentioned, does the code use the terms "basic needs" or "discretionary income" when discussing wages?	Yes	No	No
What does the code say about overtime compensation?	"Shall always be compensated at a premium rate"	"Paid at a premium rate of not less than one and one-quarter times the regular rate"	"Compensated for overtime at pay rates greater than regular hourly rates"
Does the code prohibit deductions from being made as a form of punishment for disciplinary action?	Yes	"Deductions will be permitted only under the conditions and to the extent prescribed by law or fixed by collective agreement"	Yes
<b>Monitoring and Verification</b>			
Does the code specify any monitoring and verification procedures?	No	Mentions monitoring, but does not specify any procedures	Mentions monitoring, but does not specify any procedures
<b>Transparency and Disclosure</b>			
Does the code require that any factory information or compliance findings be publicly released?	No	No	No
<b>Remediation</b>			
Does the code specify how to address fixing violations of the code?	No	No	No

	<b>WRAP</b>	<b>ILO Better Work</b>	<b>SEDEX/SMETA</b>
<b>Source</b>	<a href="http://www.wrapcompliance.org/en/12-principles">http://www.wrapcompliance.org/en/12-principles</a>	ILO Better Work does not have a code as typical of other organizations, but relies on ILO conventions and a series of guidance documents <a href="http://betterwork.org/global/?cat=10">http://betterwork.org/global/?cat=10</a> <a href="http://betterwork.org/global/?page_id=333">http://betterwork.org/global/?page_id=333</a>	Page 45 of this document (based on ETI): <a href="http://www.sedexglobal.com/wp-content/uploads/2012/07/SMETA-Best-Practice-Guidance-4-Pillar-4_0-L.pdf">http://www.sedexglobal.com/wp-content/uploads/2012/07/SMETA-Best-Practice-Guidance-4-Pillar-4_0-L.pdf</a>
<b>Child Labor</b>			
What is the minimum working age allowed by the code?	14 or the minimum age established by law for employment, whichever is greater	15, or 14 where the ILO specifies exemptions, also: "Sometimes, light work may be performed by children two years younger than the general minimum age."	15 (or 14 "in some developing countries"). "Light work may be allowed for 12 and 13 year-olds in most developing countries provided it does not interfere with schooling" and as long as the legal minimum does not prevent it.
<b>Forced Labor</b>			
Does the code prohibit forced labor (bonded, indentured, etc)?	Yes	Yes	Yes
Does the code prohibit prison labor?	No	No	Yes (but later contradicts itself and allows well-documented voluntary prison labor)
<b>Health and Safety</b>			
Does the code require compliance with international or national safety laws?	No	Yes, national safety laws	No
Does the code require access to clean toilet facilities and potable water?	No	Yes	Yes
Does the code require a worker-represented Health and Safety committee?	No	Recommended	Yes
<b>Freedom of Association and Collective Bargaining</b>			
Does the code protect rights to freedom of association?	Yes	Yes	Yes
Does the code prohibit harassment, intimidation, and retaliation?	No	Yes	Yes
<b>Discrimination</b>			
Does the code prohibit discrimination in matters of hiring and all employment practices?	Prohibits discrimination generally	Yes	Yes
Does the code explicitly prohibit pregnancy testing?	No	Yes ("except as strictly required by health and safety laws)	No
Does the code explicitly prohibit discrimination based on marital status, sexual orientation, disability, or religious practices?	No	Yes	Yes
Does the code mandate equal pay for equal work between men and women?	No	No	Yes
<b>Harassment and Abuse</b>			
Does the code prohibit physical, sexual, psychological, or verbal harassment or abuse?	Prohibits, "supervisory or co-worker harassment or abuse"	Yes	Yes
Does the code prohibit all forms of corporal punishment?	Yes	Yes	Yes
<b>Working Hours</b>			
What is the maximum working hours allowed per week?	Not to exceed the limitations of the country's law	Not to exceed the limitations of the country's law	48 hours per week
How many days off are required?	One day in every seven day period, "except as required to meet urgent business needs"	Not specified, defers to national law	One day in every seven day period
Are exceptions to the weekly maximum hours allowed?	Does not specify, but implies extra hours can be worked when "required to meet urgent business needs"	Not specified, defers to national law	No
Does the code require overtime to be voluntary?	No, does not mention overtime	Not specified, defers to national law	Yes
Are holidays or vacation time mentioned?	No	Not specified, defers to national law	No
<b>Wages, Overtime, and Benefits</b>			
What are the wages paid to employees?	"Facilities will pay at least the minimum total compensation required by local law"	Legal minimum or a wage agreed upon in a collective bargaining agreement	"Wages and benefits paid for a standard working week meet, at a minimum, national legal standards or industry benchmark standards, whichever is higher. In any event wages should always be enough to meet basic needs and to provide some discretionary income."
Does the code mention a "living wage"?	No	No	Yes
Does the code require a "living wage"?	No	No	No
If a "living wage" is not mentioned, does the code use the terms "basic needs" or "discretionary income" when discussing wages?	No	No	Yes
What does the code say about overtime compensation?	Does not mention overtime	Legal minimum or a wage agreed upon in a collective bargaining agreement	Must be paid a premium rate
Does the code prohibit deductions from being made as a form of punishment for disciplinary action?	Does not specify	Does not specify	Yes
<b>Monitoring and Verification</b>			
Does the code specify any monitoring and verification procedures?	No	No	Yes
<b>Transparency and Disclosure</b>			
Does the code require that any factory information or compliance findings be publicly released?	No	Results are released to factories' international buyers and aggregate data (not including factory or brand names) are compiled twice a year into public "Compliance Synthesis Reports"	No
<b>Remediation</b>			
Does the code specify how to address fixing violations of the code?	No	No	Yes

# GoodWeave

<b>Source</b>	<a href="https://www.goodweave.org/uploads/GoodWeave-Standard-First-Stage-v-2-5-1-May-2014.pdf">https://www.goodweave.org/uploads/GoodWeave-Standard-First-Stage-v-2-5-1-May-2014.pdf</a>		
<b>Child Labor</b>			
What is the minimum working age allowed by the code?	14, or the national legal minimum - whichever is higher		
<b>Forced Labor</b>			
Does the code prohibit forced labor (bonded, indentured, etc)?	Yes		
Does the code prohibit prison labor?	No		
<b>Health and Safety</b>			
Does the code require compliance with international or national safety laws?	No, but recommended under "Progress Principles"		
Does the code require access to clean toilet facilities and potable water?	No, but recommended under "Progress Principles"		
Does the code require a worker-represented Health and Safety committee?	No		
<b>Freedom of Association and Collective Bargaining</b>			
Does the code protect rights to freedom of association?	No, but recommended under "Progress Principles"		
Does the code prohibit harrasment, intimidation, and retaliation?	No, but recommended under "Progress Principles"		
<b>Discrimination</b>			
Does the code prohibit discrimination in matters of hiring and all employment practices?	No, but recommended under "Progress Principles"		
Does the code explicitly prohibit pregnancy testing?	No		
Does the code explicitly prohibit discrimination based on marital status, sexual orientation, disability, or religious practices?	No, but recommended under "Progress Principles"		
Does the code mandate equal pay for equal work between men and women?	No, but recommended under "Progress Principles"		
<b>Harassment and Abuse</b>			
Does the code prohibit physical, sexual, psychological, or verbal harassment or abuse?	No, but recommended under "Progress Principles"		
Does the code prohibit all forms of corporal punishment?	No, but recommended under "Progress Principles"		
<b>Working Hours</b>			
What is the maximum working hours allowed per week?	No limit required, but recommended maximum of 48 hours per week		
How many days off are required?	None required, but at least one day a week off in every seven days recommended		
Are exceptions to the weekly maximum hours allowed?	Yes		
Does the code require overtime to be voluntary?	No, but recommended		
Are holidays or vacation time mentioned?	Yes		
<b>Wages, Overtime, and Benefits</b>			
What are the wages paid to employees?	"Wages and benefits paid should meet, at a minimum, national legal standards or industry benchmark standards, whichever is higher. In any event wages should always be enough to meet basic needs and to provide some discretionary income"		
Does the code mention a "living wage"?	Yes		
Does the code require a "living wage"?	No (recommended, not required)		
If a "living wage" is not mentioned, does the code use the terms "basic needs" or "discretionary income" when discussing wages?	N/A, "living wage" is mentioned		
What does the code say about overtime compensation?	"Workers should be paid a premium for working overtime"		
Does the code prohibit deductions from being made as a form of punishment for disciplinary action?	No (recommended, not required)		
<b>Monitoring and Verification</b>			
Does the code specify any monitoring and verification procedures?	Yes		
<b>Transparency and Disclosure</b>			
Does the code require that any factory information or compliance findings be publicly released?	No		
<b>Remediation</b>			
Does the code specify how to address fixing violations of the code?	Yes		