



# Morrisons

## Homeworkers Policy

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# **Morrisons Homeworking Policy**

Morrisons acknowledges that homeworking is taking place in our supply chains. This policy clarifies our position on homeworking, and outlines our commitments to workers and expectations of suppliers.

From the perspective of homeworkers, the option to work from home can offer a degree of flexibility not provided by traditional site-based work. The majority of homeworkers are female, and are often balancing work with domestic responsibilities such as childcare. We are supportive of homeworking as a route to economic empowerment for these women, many of whom have extremely limited alternate employment options. We demonstrate this commitment to women's empowerment in the workplace through our support of the [UN Women's Empowerment Principles](#), and encourage our suppliers to become signatories.

However, we recognise that homeworkers are often in vulnerable and precarious situations. Homeworkers are frequently employed informally and have limited visibility of their position in the supply chain. As a result, homeworkers' employment conditions may not meet the requirements of international labour standards and our Ethical Trading Code.

We believe that the first step towards reducing the vulnerability of these workers is to acknowledge their presence in our supply chain and adopt an open and positive approach towards the establishment of responsible homeworking practices. We are committed to working together with our suppliers to improve conditions for all homeworkers within our supply chain.

There are certain processes where homeworking is not appropriate for safety or hygiene reasons. These are communicated in our supplier technical requirements.

## **Definition**

Our definition of homework is based upon the International Labour Organisation (ILO) definition (1996, C177, Article 1) which states:

(a) the term homework means work carried out by a person, to be referred to as a homeworker;

(1) in his or her home or in other premises of his or her choice, other than the workplace of the employer;

(2) for remuneration;

(3) which results in a product or service as specified by the employer, irrespective of who provides the equipment, materials or other inputs used, unless this person has the degree of autonomy and of economic independence necessary to be considered an independent worker under national laws, regulations or court decisions;

(b) persons with employee status do not become homeworkers within the meaning of this Convention simply by occasionally performing their work as employees at home, rather than at their usual workplaces;

(c) the term employer means a person, natural or legal, who, either directly or through an intermediary, whether or not intermediaries are provided for in national legislation, gives out home work in pursuance of his or her business activity.

### **Our Commitment under this Policy**

We acknowledge that improving labour conditions for homeworkers is a complex issue. Under this policy we commit to:

- Communicate our position on homeworking throughout our company, to our suppliers and all other relevant stakeholders;
- Ensure that the identification or presence of homeworkers in the supply chain will not lead to the relocation of work or cancellation of orders;
- Work with our suppliers for the sustainable improvement of labour conditions for homeworkers in our supply chains, involving homeworkers and/or their representatives in this process;
- Engage where appropriate, with other brands and relevant non-governmental organisations (NGOs) as part of this process.

### **Suppliers are expected to:**

- Adopt this shared policy of acceptance of homeworking and commit to improving homeworkers' labour conditions where these do not meet the requirements of the ILO Home Work Convention (1996, C177, Article 4) and our Ethical Trading Code;
- Communicate this policy to all actors in the supply chain below them, including the homeworkers themselves;
- Work with the Morrisons Ethical Trading team to identify where homeworking occurs in their supply chains and disclose this information to us;
- Where homeworking is present, work with Morrisons and relevant stakeholders to develop an action plan for improving labour conditions for homeworkers if they are found to be below those set out in international labour standards and our Ethical Trading Code, and to involve homeworkers and/or their representatives in this process.

## **Appendix**

### **Homeworkers Worldwide Toolkit**

Further free resources and guidance, including:

- Model Purchase Order for Subcontractors Employing Homeworkers
- Model Homeworker Passbook
- Model Homeworker Contract
- Model Contracts for Subcontractors
- Guidelines for Quality Control and Rejection Handling
- Guidance and Questions for Group Discussions with Homeworkers
- Guidance and Questions for Discussing Piece Rates with Homeworkers
- Costing and Pricing Sheet

<https://www.homeworkersww.org.uk/resources/hidden-homeworkers-toolkit>

### **United Nations Home Work Convention, 1996**

[https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100\\_INSTRUMENT\\_ID:312322](https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_INSTRUMENT_ID:312322)

### **The United Nations Women's Empowerment Principles**

<https://www.weps.org>