

## Fair Labour Policy Definitions

For the purposes of this Policy, the following definitions shall be taken to mean:

“Board” means the Algonquin and Lakeshore Catholic District School Board.

“Child” means any person less than 15, unless local minimum age law stipulates a higher age for work or mandatory schooling, or less than 14 if the minimum age law is set at that age in accordance with developing country exceptions under ILO Convention 138.

“Employer” means an entity that employs or contracts a worker in the production of an apparel product.

“Homeworker” means any person who carries out work in his or her home or in other premises of his or her own choice, other than the workplace of the employer, for remuneration, which results in a product or service as specified by the employer, irrespective of who provides the equipment, materials and or other inputs used.

“Minimum labour standards” means the minimum labour standards set out in [Procedure 2](#) entitled Terms of Compliance

“Policy” means this document in its entirety.

“Apparel” means any article of clothing, head-wear or footwear manufactured for the Board or any of its schools.

“Supplier” means an entity that sells an apparel product to the Board or any of its schools. It also includes any licensee that enters into an agreement with the Board or any of its schools to use a trademark on an apparel product, or any school uniform supplier who enters into an agreement with the Board or any of its schools to provide school uniforms to students.

“Subcontractor” means any person who directly or indirectly provides the supplier with goods and/or services integral to the manufacture of apparel products for the Board or any of its schools.

“Trademark” means a trademark, logo or other symbol associated with the Board or a school under its jurisdiction.

“Worker” means a person involved in the manufacture of an apparel product.

“Wages” mean that level of wages that meet “basic needs” by local standards are most effectively determined through free collective bargaining. In the absence of free collective bargaining, wages that meet “basic needs” shall be defined as wages paid for a normal 48 hour work week that are sufficient by local standards to provide for the food, clothing, housing, health care, potable water, child care and transportation needs of the worker and his/ her dependents. In defining wages that meet basic needs, factors that should be taken into account include the average number of dependents and the average number of wage earners per family in the sector in each country, local “market basket” surveys of the cost of goods and services needed by an average family, as well as data from local governments, labour and human rights organizations, and UN agencies.