

Labour Practices and Decent Work

Core Indicators	Additional Indicators
<i>Employment</i>	
<p>LA1. Breakdown of workforce, where possible, by region/country, status (employee/non-employee), employment type (full time/part time), and by employment contract (indefinite or permanent/fixed term or temporary). Also identify workforce retained in conjunction with other employers (temporary agency workers or workers in co-employment relationships), segmented by region/country.</p>	<p>LA12. Employee benefits beyond those legally mandated. (e.g., contributions to health care, disability, maternity, education, and retirement).</p>
<p>LA2. Net employment creation and average turnover segmented by region/country.</p>	
<i>Labour/Management Relations</i>	
<p>LA3. Percentage of employees represented by independent trade union organisations or other bona fide employee representatives broken down geographically OR percentage of employees covered by collective bargaining agreements broken down by region/country.</p>	<p>LA13. Provision for formal worker representation in decision making or management, including corporate governance.</p>
<p>LA4. Policy and procedures involving information, consultation, and negotiation with employees over changes in the reporting organisation's operations (e.g., restructuring).</p>	
<i>Health and Safety</i>	
<p>LA5. Practices on recording and notification of occupational accidents and diseases, and how they relate to the ILO Code of Practice on Recording and Notification of Occupational Accidents and Diseases.</p>	<p>LA14. Evidence of substantial compliance with the ILO Guidelines for Occupational Health Management Systems.</p>
<p>LA6. Description of formal joint health and safety committees comprising management and worker representatives and proportion of workforce covered by any such committees.</p>	<p>LA15. Description of formal agreements with trade unions or other bona fide employee representatives covering health and safety at work and proportion of the workforce covered by any such agreements.</p>
<p>LA7. Standard injury, lost day, and absentee rates and number of work-</p>	

related fatalities (including subcontracted workers).	
LA8. Description of policies or programmes (for the workplace and beyond) on HIV/AIDS.	

Training and Education

LA9. Average hours of training per year per employee by category of employee. (e.g., senior management, middle management, professional, technical, administrative, production, and maintenance).	LA16. Description of programmes to support the continued employability of employees and to manage career endings.
	LA17. Specific policies and programmes for skills management or for lifelong learning.

Diversity and Opportunity

LA10. Description of equal opportunity policies or programmes, as well as monitoring systems to ensure compliance and results of monitoring. Equal opportunity policies may address workplace harassment and affirmative action relative to historical patterns of discrimination.	
LA11. Composition of senior management and corporate governance bodies (including the board of directors), including female/male ratio and other indicators of diversity as culturally appropriate	