

Motion passed by Dublin City Council in support of the
Congress *Charter for Fair Conditions at Work*

Monday November 2

The Congress ***Charter for Fair Conditions at Work*** seeks a societal consensus as to what constitutes fair conditions of employment. The charter identifies five key principles which, as a minimum, should be respected by every employer: a living wage, fair hours of work, the right to representation and collective bargaining, to be treated with dignity when at work and fair public procurement. This council supports and advocates the implementation of the Congress ***Charter for Fair Conditions at Work*** for all DCC employees and applies its principles in its public procurement process. In particular, DCC will:

- 1. Work with DCC employees' union representatives to ensure the implementation of the Charter across all DCC departments/sections**
- 2. Apply the following principles of public procurement as per EU Public Procurement Directives:**
 - **Most economically advantageous tender (M.E.A.T.)** so formulated to always include social considerations such as the impact on local employment. Under this DIRECTIVE it is essential that social considerations are given a suitable weighting
 - **Compliance with Labour Law:** *'Member States shall take appropriate measures to ensure that in the performance of public contracts economic operators comply with applicable obligations in the fields of environmental, social and labour law established by Union law, national law, collective agreements or by the international environmental, social and labour law provisions'* Article 18
 - **Inclusion of Social Clauses:** to detail specific criteria to require as a condition of the contract, respect for employment rights, including respect for right to collective bargaining and compliance with relevant JLCs (and EROs/REOs and REAs) and/or relevant Minimum/Living Wages (ILO Convention 94 on Labour Clauses in Public Contracts)
 - **Selection and Exclusion Grounds for Tendering:** including the exclusion of abnormally low tenders, having regard for economic and financial standing of tenders and previous behaviour compliance behaviour with legal/employment rights obligations
 - **Joint and Several Liability in Contracting Chains:** that the tenderer be asked to indicate in its tender any share of the contract it may intend to subcontract to third parties and to name and have oversight of any proposed subcontractors.

<http://www.ictu.ie/congresscharter/>