

## frequently used terms

---

**Workers' Rights:** Workers' rights or labor rights are established through International Labor Organization (ILO) Conventions and national laws. The most fundamental ones include the right to organize, the right to collective bargaining, the right to claim unfair dismissal, and the right to non-discrimination. There may be other rights, like the right to maternity leave, that are conditional on the employee having sufficient length of service to exercise them.

**Floriculture:** Floriculture is commonly defined as the cultivation and management of ornamental and especially flowering plants. It is frequently used interchangeably with "flower industry."

**Flower Industry:** The web of commercial entities involved in the growing, the distributing, the transporting and the buying and selling of flowers. Each link in the fresh cut flower supply chain including the growers, the transporters, wholesalers, and retailers make up the floral industry.

**Supply Chain:** This term refers to the system of organizations, people, activities, information and resources involved in moving a product, in this case cut flowers, from supplier to customer. Supply chain activities transform raw materials and components into a finished product that is delivered to the end customer.

**Trade Union:** A trade union or labor union is an organization that represents workers. The trade union leaders negotiate with the employer on behalf of union members; these negotiations result in a collective labor contract. Trade unions can negotiate wages, work rules, complaint procedures, rules governing hiring, firing and promotion of workers, benefits, workplace safety rules and other policies. firing and promotion of workers, benefits, workplace safety and policies.

**Collective Bargaining:** This refers to the negotiation over wages and working conditions between trade unions and employers (when trade unions are permitted to operate openly).

**Child Labor:** Child labor is commonly defined as work done by children under the age of 18 (in some countries it is under the age of 16 or 17), which is considered to be damaging to their physical, emotional, intellectual, social and spiritual growth and denies them their rights to develop fully, to play or to go to school.

**Sexual Violence:** This is any act in which the person in power uses physical force, coercion, or psychological intimidation to force another person to participate in a sexual act against their will, or to participate in sexual interactions that lead to their victimization.



A female worker at Elite Flowers.