

Level	Combined Theory of Change Theme	Core indicator
Basic Reach	Scope and profile of Fairtrade	Number of countries with FT certified POs
Basic Reach	Scope and profile of Fairtrade	Number of FT certified POs by region
Basic Reach	Scope and profile of Fairtrade	Geographic location of FT certified POs
Basic Reach	Scope and profile of Fairtrade	Number of FT certified POs, by PO set up and by product
Basic Reach	Scope and profile of Fairtrade	(1) Involvement of (a) Male members of household, (b) Female members of household, (c) Males from outside the household (hired labour and community members), (d) Females from outside the household (hired labour and community members) in Fairtrade production, by type of production activity; (2) Categories of males and females in the household who are involved in Fairtrade production: (a) adults, (b) teenage children, (c) younger children
Basic Reach	Scope and profile of Fairtrade	Number of FT certified SPOs categorized by nature of establishment: (1) who initiated the organization; (2) type of support received from external partners during early development of the organization
Basic Reach	Scope and profile of Fairtrade	Percentage of SPO member households by FT cultivation area, by type of production
Basic Reach	Scope and profile of Fairtrade	Type of land tenure SPO member households had (1) for all land managed by the household, (2) for areas cultivated with FT crops, in the last calendar year or production cycle (percentage of households with each type of land tenure, by gender of SPO member)
Basic Reach	Scope and profile of Fairtrade	Percentage of SPO member households by (1) total farm size, (2) area of land cultivated with FT crops, by gender of SPO member
Basic Reach	Scope and profile of Fairtrade	Percentage of FT certified PO members/ workers by age and gender
Basic Reach	Scope and profile of Fairtrade	Percentage of FT certified PO members/ workers by highest level of education completed, by gender
Basic Reach	Scope and profile of Fairtrade	Percentage of FT certified SPO members by level of mechanization
Basic Reach	Scope and profile of Fairtrade	Average household size for FT certified PO members/ workers
Basic Reach	Scope and profile of Fairtrade	Percentage of FT certified PO member/ worker households for which production of Fairtrade goods/ employment at the PO is the top source of income

OP(Outputs)	Enhanced access to fair trading conditions and fair prices for Fairtrade certified organizations	Total volume of FT certified production sold (1) under Fairtrade conditions (FTMP and Premium) to Fairtrade certified buyers, (2) as non-Fairtrade in last calendar year, by type of production
OP(Outputs)	Enhanced access to fair trading conditions and fair prices for Fairtrade certified organizations	Percentage of POs selling (1) less than 10%, (2) 10-24%, (3) 25-49% (4) 50-74%, (5) more than 75% of FT certified volume as Fairtrade (to Fairtrade certified buyers) in last calendar year
OP(Outputs)	Enhanced access to fair trading conditions and fair prices for Fairtrade certified organizations	(1) Number of newly certified POs in last calendar year, and (2) Percentage of POs with sustained participation in Fairtrade (over 3 years continual certification)
OP(Outputs)	Enhanced access to fair trading conditions and fair prices for Fairtrade certified organizations	Percentage of POs which perceive the quality of trading relationships for sales on Fairtrade terms to be better than for non-Fairtrade sales
OP(Outputs)	Enhanced access to fair trading conditions and fair prices for Fairtrade certified organizations	Price differential for SPO members' sales of FT certified crops to their SPO vs. other buyers in last calendar year
OP(Outputs)	Enhanced access to fair trading conditions and fair prices for Fairtrade certified organizations	Percentage of FT transactions where the price paid for FT product from POs was (1) equal to the FTMP, (2) above the FTMP in the last calendar year
OP(Outputs)	Increased investment in small producers and workers, their organizations and communities	Percentage of POs which have implemented a process to capture the development needs of farmers, workers and communities, for consideration when planning FT Premium use
OP(Outputs)	Increased investment in small producers and workers, their organizations and communities	Percentage of SPOs receiving credit or loans from (1) FT buyers and/or (2) other sources in last calendar year, and percentage which used the funds for different purposes
OP(Outputs)	Increased investment in small producers and workers, their organizations and communities	Number of SPOs receiving grants from the Fairtrade Producer Certification Fund, and total value of grants allocated in last calendar year
OP(Outputs)	Increased investment in small producers and workers, their organizations and communities	Percentage of SPOs receiving donations or grants in last calendar year, and percentage which used the funds for different purposes
OP(Outputs)	Stronger, well-managed, democratic organizations for small producers	Percentage of SPOs which (1) Have a strategic and/or business plan developed and approved by PO leadership and are using the plan(s) for guiding business decisions; (2) Draw up sales plans and cash projections annually

OP(Outputs)	Stronger, well-managed, democratic organizations for small producers	Percentage of SPOs which (1) generate financial statements at least quarterly, (2) have financial statement audited annually, (3) use specialized accounting software for financial management
OP(Outputs)	Stronger, well-managed, democratic organizations for small producers	Percentage of SPOs which accurately track Fairtrade Development Plan expenses and Fairtrade Premium use (% SPOs with SCORE rank 4 or 5 on SPO CC 4.1.0.14)
OP(Outputs)	Stronger, well-managed, democratic organizations for small producers	Degree to which SPO (1) Operates in accordance with clearly defined constitution and internal rules, (2) Has an active and functional internal control body fulfilling its supervisory role
OP(Outputs)	Stronger, well-managed, democratic organizations for small producers	Percentage of SPOs which held an annual General Assembly which was fully in line with statutes in last calendar year (% SPOs with SCORE rank 4 or 5 on CC: 4.2.0.10)
OP(Outputs)	Stronger, well-managed, democratic organizations for small producers	(1) Percentage of SPOs which charge an entry fee to become a member and average value of the entry fee, (2) Percentage of SPOs which charge annual or recurrent membership fees and average value of the fee, and (3) Percentage of SPO members which paid the annual/ recurrent membership fee in the last calendar year
OP(Outputs)	Stronger, well-managed, democratic organizations for small producers	Percentage of SPOs with good quality processes for (1) sharing documents prior to the General Assembly, (2) involving members in strategic decisions
OP(Outputs)	Stronger, well-managed, democratic organizations for small producers	Percentage of SPO members reporting that the SPO keeps members informed about important decisions which are taken and the reasons why, by gender
OP(Outputs)	Improved labour conditions and freedom of association for workers	Percentage of POs which made improvements in labour practices in the last calendar year (higher average SCORE than previous audit)
OP(Outputs)	Improved labour conditions and freedom of association for workers	Percentage of HLOs where local and migrant, seasonal/temporary and permanent workers receive equivalent benefits and employment conditions for equal work performed (SCORE rank 3 on CC 3.5.0.64)
OP(Outputs)	Improved labour conditions and freedom of association for workers	Percentage HLOs where (1) there is a transparent and effective grievance procedure in place and it is followed by the employer, (2) workers are aware of the grievance procedure (1 = SCORE rank 4 or 5 on CC 3.5.0.79; 2 = SCORE rank 5 on CC 3.5.0.79)

OP(Outputs)	Improved labour conditions and freedom of association for workers	Percentage of HLOs which have (1) signed the Freedom of Association Protocol provided by Fairtrade International (SCORE rank 3 on HL CC: 3.4.0.10), (2) communicated the Workers' Right To Unionize Guarantee to workers (SCORE rank 3 or 4 on HL CC: 3.4.0.12)
OP(Outputs)	Improved labour conditions and freedom of association for workers	Degree to which trade union representatives are free to carry out union activities without interference by management
OP(Outputs)	Improved labour conditions and freedom of association for workers	Percentage of workers who (1) perceive no negative implications from joining a trade union, and (2) acknowledge that freedom to unionize has been communicated to them by management
OP(Outputs)	Enhanced knowledge and capacity among small producers, workers and their organizations	Number of corrective actions taken by POs in response to Fairtrade audits in last calendar year, by thematic area
OP(Outputs)	Enhanced knowledge and capacity among small producers, workers and their organizations	Number of POs (1) decertified involuntarily, (2) decertified voluntarily in last calendar year, and reasons for decertification
OP(Outputs)	Enhanced knowledge and capacity among small producers, workers and their organizations	(1) Number of POs and number of people trained or supported by Fairtrade Producer Services in last calendar year, by category (PO management, members, workers etc) and by gender, age, and topics covered, (2) Specifically, number and type of people trained or supported on a) workers' rights, b) gender, c) child rights and child protection, d) labour legislation, e) negotiation skills
OP(Outputs)	Enhanced knowledge and capacity among small producers, workers and their organizations	(1) Percentage of POs where management/staff participated in training organized by Fairtrade and then rolled out the training to PO members/workers and their relatives, (2) number of people trained through this rolling out of training in last calendar year, by type of training and gender
OP(Outputs)	Enhanced knowledge and capacity among small producers, workers and their organizations	PN members' Satisfaction Index
OP(Outputs)	Enhanced knowledge and capacity among small producers, workers and their organizations	Number, type and value of productivity and quality improvement measures funded by the FT Premium, and estimated number of people benefiting, in last calendar year

OP(Outputs)	Enhanced knowledge and capacity among small producers, workers and their organizations	(1) Percentage of SPOs which took measures to improve productivity and/or quality in the last calendar year, by type of measure, and (2) Total investment by SPOs in productivity and quality improvement measures
OP(Outputs)	Enhanced knowledge and capacity among small producers, workers and their organizations	Percentage of POs which have taken reasonable measures to ensure people are protected from harmful effects of chemicals (% SPOs with average SCORE rank of 3 or above for SPO CC section 3.2.2.b/ HLO CC 4.2.1)
OP(Outputs)	Enhanced knowledge and capacity among small producers, workers and their organizations	Percentage of POs which have taken reasonable measures to ensure a safe and healthy working environment for workers (% POs with average SCORE rank of 3 or above for SPO CC section 3.3.6/ HLO CC section 3.6.0)
OP(Outputs)	Enhanced knowledge and capacity among small producers, workers and their organizations	Percentage of POs which (1) have a written child labour policy and (2) have an ICS to check for child labour at community level/ within the workplace
OP(Outputs)	Enhanced knowledge and capacity among small producers, workers and their organizations	Percentage of HLOs with a policy to protect vulnerable adults (prevention of forced labour ) (% with SCORE rank 4 or 5 on CC: 3.2.0.01)
OP(Outputs)	Enhanced knowledge and capacity among small producers, workers and their organizations	Percentage of PO members and workers who demonstrate moderate to good knowledge of Fairtrade principles and practices, by gender
OP(Outputs)	Enhanced knowledge and capacity among small producers, workers and their organizations	Percentage of PO members and workers who say they know how the Fairtrade Premium was spent in the last calendar year, by gender
OP(Outputs)	Increased networking and collaboration within and beyond Fairtrade around common goals	Number of POs which were members of FT Producer Networks at the end of the last calendar year, and percentage of all FT certified POs and associated farmers/ workers this represents
OP(Outputs)	Increased networking and collaboration within and beyond Fairtrade around common goals	Percentage of all FT certified POs which participated in at least one FT Producer Network event or activity in last calendar year, and percentage of delegates at PN organized events who were (1) PO management representatives, (2) PO members or workers, by type of event
OP(Outputs)	Increased networking and collaboration within and beyond Fairtrade around common goals	Degree to which SPO has formed relationships with other SPOs, or participates in higher level organizational structures, in order to create synergies, share knowledge and/or improve negotiation power

OP(Outputs)	Increased networking and collaboration within and beyond Fairtrade around common goals	Facilitating linkages between Fairtrade-certified organizations and buyers.
OP(Outputs)	Increased networking and collaboration within and beyond Fairtrade around common goals	Number of strategic alliances and joint actions with businesses, government and multilateral bodies, civil society organizations, sustainability initiatives, and funders
OP(Outputs)	Increased awareness and commitment to fair and sustainable trade among citizen-consumers, business and policy-makers	Number of new global sourcing commitments by business model
OP(Outputs)	Increased awareness and commitment to fair and sustainable trade among citizen-consumers, business and policy-makers	Number of companies complying with core business criteria around Fairtrade values/ standards
OP(Outputs)	Increased awareness and commitment to fair and sustainable trade among citizen-consumers, business and policy-makers	Per capita sales/ premium generated, by country
OP(Outputs)	Increased awareness and commitment to fair and sustainable trade among citizen-consumers, business and policy-makers	Number of large sourcing commitments in each FSP commodity with multi-year sourcing commitments in place
OP(Outputs)	Increased awareness and commitment to fair and sustainable trade among citizen-consumers, business and policy-makers	Volume of Fairtrade Carbon Credits sold and retired
OP(Outputs)	Increased awareness and commitment to fair and sustainable trade among citizen-consumers, business and policy-makers	Number of global campaigns (private or public) to incentivize business and governments to make trade fair
OC(Outcomes)	Resilient, viable and inclusive small producer businesses + Decent work for workers, sustained by mature systems of industrial relations and increased business capacity to invest	Percentage of PO's who perceive they are more able to negotiate price and other contractual conditions with buyers for Fairtrade certified sales than for non-Fairtrade sales

OC(Outcomes)	Resilient, viable and inclusive small producer businesses + Decent work for workers, sustained by mature systems of industrial relations and increased business capacity to invest	(1) Percentage of FT certified POs by highest position in value chain, and (2) Percentage of POs which have improved their position in the value chain since first achieving FT certification
OC(Outcomes)	Resilient, viable and inclusive small producer businesses + Decent work for workers, sustained by mature systems of industrial relations and increased business capacity to invest	Total annual gross revenue for POs from sale of FT certified product under FT conditions to FT certified buyers in last calendar year, and percentage of total PO revenue this represents
OC(Outcomes)	Resilient, viable and inclusive small producer businesses	Percentage of SPOs in each category of (1) low, (2) moderate and (3) high financial sustainability, for the last calendar year
OC(Outcomes)	Resilient, viable and inclusive small producer businesses	Average (1) gross revenue (2) net revenue for SPO members from sale of FT certified product to SPO in last calendar year, by gender
OC(Outcomes)	Resilient, viable and inclusive small producer businesses	Percentage of SPOs where members perceive that the margins for Fairtrade crops are higher than for other crops they produce, by gender
OC(Outcomes)	Resilient, viable and inclusive small producer businesses	Percentage of SPO members who perceive that their organization is inclusive, by gender
OC(Outcomes)	Resilient, viable and inclusive small producer businesses	Degree to which SPO members understand how payments from the SPO are calculated, by gender
OC(Outcomes)	Resilient, viable and inclusive small producer businesses + Decent work for workers, sustained by mature systems of industrial relations and increased business capacity to invest	Percentage of POs which: (1) had a gender policy and/or strategy by the end of the last calendar year, (2) implemented measures to address gender issues in the last calendar year
OC(Outcomes)	Resilient, viable and inclusive small producer businesses	Percentage of young adults (under 25 years old) among: (1) SPO Board members, (2) SPO management and salaried staff (excluding staff employed in processing), (3) Committee members (by type of committee), (4) participants in the last AGM
OC(Outcomes)	Resilient, viable and inclusive small producer businesses	(1) Percentage of SPOs which implemented specific activities or measures to bring young people into the membership in the last calendar year, (2) type of activities/ measures implemented, and (3) percentage of the measures which specifically targeted young women

OC(Outcomes)	Resilient, viable and inclusive small producer businesses	Percentage of SPOs where the Fairtrade Development Plan includes at least one activity which benefits workers and was designed in consultation with workers (SCORE rank 4 or 5 on CC 4.1.0.19)
OC(Outcomes)	Improved farming performance, protection of environment and adaptation to climate change	Percentage of SPOs where members report barriers to using Good Agricultural Practices for FT production and processing, by type of barrier and gender
OC(Outcomes)	Improved farming performance, protection of environment and adaptation to climate change	Percentage of SPO member households where training on Good Agricultural Practices (GAP) was received in the last calendar year by (1) Male PO members, (2) Female PO members, (3) Other males in the household, (4) Other females in the household, by GAP training topic
OC(Outcomes)	Improved farming performance, protection of environment and adaptation to climate change	Percentage of POs which have taken reasonable measures to ensure highly hazardous substances are not used on Fairtrade products (% POs with average SCORE rank of 3 or above for SPO CC section 3.2.2.d/ HLO CC section 4.2.2)
OC(Outcomes)	Improved farming performance, protection of environment and adaptation to climate change	Percentage of POs which have taken reasonable measures to ensure sustainable water use (% POs with average SCORE rank of 3 or more on SPO CC section 3.2.3.d/ HLO CC section 4.3.4)
OC(Outcomes)	Improved farming performance, protection of environment and adaptation to climate change	Percentage of POs which have implemented reasonable measures to ensure waste is managed in an environmentally responsible way (% POs with average SCORE rank of 3 or more on SPO CC section 3.2.4/ HLO CC section 4.4.0)
OC(Outcomes)	Improved farming performance, protection of environment and adaptation to climate change	Percentage of POs which are involved in GHG reduction/sequestration activities, type of activities they are involved in, and number of carbon credits sold, in the last calendar year
OC(Outcomes)	Decent work for workers, sustained by mature systems of industrial relations and increased business capacity to invest	Degree to which workers perceive their terms and conditions of employment to have improved since entry into FT, by gender and type of contract
OC(Outcomes)	Decent work for workers, sustained by mature systems of industrial relations and increased business capacity to invest	Degree to which (1) voluntary turnover rate, (2) total turnover rate for permanent workers has reduced since entry into Fairtrade/ since last measurement



OC(Outcomes)	Decent work for workers, sustained by mature systems of industrial relations and increased business capacity to invest	Percentage of HLOs which either paid a living wage or demonstrated progress towards living wages in the last calendar year (SCORE rank 3, 4 or 5 on CC: 3.5.0.07)
OC(Outcomes)	Decent work for workers, sustained by mature systems of industrial relations and increased business capacity to invest	Entry level wages in comparison to living wage benchmarks and percentage of workers who were paid at least the living wage rate in the last calendar year, by gender and type of contract
OC(Outcomes)	Decent work for workers, sustained by mature systems of industrial relations and increased business capacity to invest	Level of awareness of core labour rights among workers, by gender and type of contract
OC(Outcomes)	Decent work for workers, sustained by mature systems of industrial relations and increased business capacity to invest	Degree to which general workers understand how wages are calculated, by gender and type of contract
OC(Outcomes)	Decent work for workers, sustained by mature systems of industrial relations and increased business capacity to invest	Degree to which workers feel able to transmit their ideas or concerns to HLO management, by gender and type of contract
OC(Outcomes)	Decent work for workers, sustained by mature systems of industrial relations and increased business capacity to invest	Percentage of workers' grievances resolved, as reported by worker representatives, in last calendar year
OC(Outcomes)	Decent work for workers, sustained by mature systems of industrial relations and increased business capacity to invest	Degree to which sexual exploitation and abuse occurs in the workplace
OC(Outcomes)	Decent work for workers, sustained by mature systems of industrial relations and increased business capacity to invest	Degree to which (1) trade union members, (2) workers who are not members of trade unions feel that the workplace trade union(s) is effective in promoting and defending workers' interests, by gender
OC(Outcomes)	Decent work for workers, sustained by mature systems of industrial relations and increased business capacity to invest	Degree to which workplace trade union(s)/ other form of worker organization has linkages with (1) other company level trade unions/ worker organizations, (2) national trade union organizations, (3) international trade union organizations

OC(Outcomes)	Decent work for workers, sustained by mature systems of industrial relations and increased business capacity to invest	Degree to which financial and other relevant business information is disclosed to worker representatives regularly and in advance of collective bargaining
OC(Outcomes)	Decent work for workers, sustained by mature systems of industrial relations and increased business capacity to invest	(1) Frequency of wage negotiations, and (2) inclusion of wage rates in Collective Bargaining Agreements
OC(Outcomes)	Enhanced influence and benefits for small producers, workers and their communities	Percentage of POs where management perceives the benefits of Fairtrade for the PO and its members/ workers outweigh the costs, and the percentage reporting each type of benefit and cost
OC(Outcomes)	Enhanced influence and benefits for small producers, workers and their communities	(1) Types of benefits which PO members and workers associate with a) membership/ employment in their PO, b) participation in Fairtrade, and percentage of member/worker focus groups reporting each type of benefit, (2) Types of improvements which PO members and workers would like to see in a) their PO, b) Fairtrade and percentage of member/worker focus groups reporting each type of improvement, by gender
OC(Outcomes)	Enhanced influence and benefits for small producers, workers and their communities	Percentage of PO members and workers who perceive that their organizations (SPOs, trade unions, Fairtrade Premium Committees) understand their priorities and act in their best interests, by gender
OC(Outcomes)	Enhanced influence and benefits for small producers, workers and their communities	Percentage of PO members and workers who report that their organizations consult members/workers when deciding how to use the Fairtrade Premium, by gender
OC(Outcomes)	Enhanced influence and benefits for small producers, workers and their communities	Average direct economic support to each PO member/ worker household from the FT Premium in last calendar year
OC(Outcomes)	Enhanced influence and benefits for small producers, workers and their communities	(1) Percentage of SPOs providing services to members, by type of service, (2) Percentage of these services which were funded in full or in part by the FT Premium in the last calendar year, (3) Number of men, women or households benefiting from each type of service in the last calendar year
OC(Outcomes)	Enhanced influence and benefits for small producers, workers and their communities	Percentage of SPO members who report being satisfied with the services provided by their SPOs, by type of service and by gender of SPO member, and reasons for dissatisfaction where relevant

OC(Outcomes)	Enhanced influence and benefits for small producers, workers and their communities	Percentage of SPOs which took action to support income diversification and/or food security among members, and type of actions taken, in last calendar year
OC(Outcomes)	Enhanced influence and benefits for small producers, workers and their communities	Number, type and value of community projects funded by the FT Premium, and estimated number of people benefiting, in last calendar year
OC(Outcomes)	Enhanced influence and benefits for small producers, workers and their communities	Number, type and value of environmental improvement and climate change adaptation measures in communities funded by the FT Premium, and estimated number of people benefiting, in last calendar year
OC(Outcomes)	Enhanced influence and benefits for small producers, workers and their communities	Percentage of SPO member households where (1) women SPO members, (2) other women in the household a) attended training, b) received agricultural advice directly from extension officers, in the last calendar year
OC(Outcomes)	Enhanced influence and benefits for small producers, workers and their communities	Number, type and value of Premium projects specifically targeting (1) Children and youth (up to 24 years), (2) Women/ gender equality, (3) [SPOs only] Workers, (4) [HLOs only] Migrant and seasonal workers, and estimated number of people benefiting, in last calendar year
OC(Outcomes)	Enhanced influence and benefits for small producers, workers and their communities	Attitudes of PO members and workers in relation to child rights and Fairtrade standards on child labour, by gender (trends over time)
OC(Outcomes)	Enhanced influence and benefits for small producers, workers and their communities	Percentage of POs where (1) PO management, (2) [HLOs only] worker representatives perceive POs are able to influence policies and regulations within the Fairtrade system, and percentage using each type of channel to do so
OC(Outcomes)	Enhanced influence and benefits for small producers, workers and their communities	Percentage of POs where (1) PO management, (2) [HLOs only] worker representatives perceive they are able to influence government policy at (a) local, (b) national and (c) international levels, and that Fairtrade helps them to do so
OC(Outcomes)	Growing proportion of trade is on Fairtrade terms (in sectors where Fairtrade operates)	Increased proportion of Fairtrade products are sold under Fairtrade terms in Fairtrade markets, by country
OC(Outcomes)	Growing proportion of trade is on Fairtrade terms (in sectors where Fairtrade operates)	Global market share in tier one products

OC(Outcomes)	Broad coalition of actors (including producers, workers and citizen-consumers) driving change in way trade is structured and practiced	Campaigning and advocacy themes and objectives of Fairtrade are taken up and reinforced by civil society and the media.
OC(Outcomes)	Values and principles of Fair Trade increasingly mainstreamed in business practices and policy frameworks	Values & principles of Fair Trade increasingly mainstreamed in business practices & sustainability agendas
OC(Outcomes)	Values and principles of Fair Trade increasingly mainstreamed in business practices and policy frameworks	Policy makers take action to end unfair trading practices & enable fair & sustainable trade
IMPACT	Improved income, wellbeing and resilience among small producer and workers households	Percentage of PO member and worker households with reduced poverty levels, by gender of member/worker and [for HLOs only] by type of contract
IMPACT	Improved income, wellbeing and resilience among small producer and workers households	Percentage of PO member and worker households which have made investments in the last 3 years, and type of investments made, by gender of member/worker and [for HLOs only] by type of contract
IMPACT	Improved income, wellbeing and resilience among small producer and workers households	Percentage of PO members and workers who perceive that the economic situation of their household has improved in the last 3 years, by gender and [for HLOs only] by type of contract
IMPACT	Improved income, wellbeing and resilience among small producer and workers households	Percentage of HLO worker households with decent quality housing, by migrant status and gender of worker
IMPACT	Improved income, wellbeing and resilience among small producer and workers households	Degree to which SPO member households are financially secure and resilient to natural, medical or other shocks, by gender of SPO member
IMPACT	Improved income, wellbeing and resilience among small producer and workers households	Percentage of HLO workers with access to a state or private pension upon retirement, by gender and type of contract
IMPACT	Improved income, wellbeing and resilience among small producer and workers households	Percentage of PO member and worker households which have struggled to repay debts in the last calendar year, by gender of PO member/ worker
IMPACT	Improved income, wellbeing and resilience among small producer and workers households	Percentage of PO members' and workers' children and dependents aged 7 to 14 years who currently attend school, and percentage which are at the appropriate grade level for their age, by gender

IMPACT	Improved income, wellbeing and resilience among small producer and workers households	Percentage of PO members' and workers' children and dependents aged 15 and above who have received (1) secondary education, (2) tertiary education, by gender
IMPACT	Improved income, wellbeing and resilience among small producer and workers households	Percentage of PO member and worker households with access to healthcare facilities for antenatal care centre, by gender of PO member/ worker
IMPACT	Improved income, wellbeing and resilience among small producer and workers households	Percentage of PO member and worker households with reliable source of electricity for lighting in home, by gender of PO member/ worker
IMPACT	Improved income, wellbeing and resilience among small producer and workers households	Percentage of PO member and worker households using an improved sanitation facility which is not shared (with non-household members), by gender of PO member/ worker
IMPACT	Improved income, wellbeing and resilience among small producer and workers households	Percentage of PO member and worker households using an improved drinking water source, by gender of PO member/ worker
IMPACT	Enhanced gender equality and intergenerational sustainability in rural communities	Attitudes towards gender equality among PO members and workers, by gender (trends over time)
IMPACT	Enhanced gender equality and intergenerational sustainability in rural communities	Percentage of PO member/ worker households where women are involved in or take important decisions over financial resources and production, by gender
IMPACT	Enhanced gender equality and intergenerational sustainability in rural communities	Degree to which young people in SPO member households believe farming is a viable livelihood, by gender
IMPACT	Increased environmental sustainability and resilience to climate change	Degree of resilience to climate change within PO member and worker communities
IMPACT	Dignity and voice for small producers and workers at local, national and global levels	Percentage of PO members and workers who perceive that different opinions can be raised and are respected in their communities
IMPACT	Dignity and voice for small producers and workers at local, national and global levels	Percentage of PO members and workers who report working collectively with others to bring about improvements in their communities, by gender
IMPACT	Dignity and voice for small producers and workers at local, national and global levels	Degree of self-confidence and sense of control over lives experienced by PO members and workers

Basic Reach	Scope and profile of Fairtrade	Number of SPO members certified to produce under FT standard in last calendar year, by type of production and by gender
Basic Reach	Scope and profile of Fairtrade	Number of general workers contracted by FT certified POs in last calendar year, by type of contract and gender
Basic Reach	Scope and profile of Fairtrade	Percentage of FT certified POs which contracted migrant workers in last calendar year, by type of migrant workers
Basic Reach	Scope and profile of Fairtrade	Total land area (1) managed by FT certified POs and affiliated producers, (2) covered by FT certification and (3) in conservation management, in last calendar year
Basic Reach	Scope and profile of Fairtrade	Total area cultivated with FT crops in last calendar year, by type of production
Basic Reach	Scope and profile of Fairtrade	Total volume of product produced according to the FT standard for last calendar year/ production year, by type of production
Basic Reach	Scope and profile of Fairtrade	Total volume of FT certified production purchased by SPO from SPO members in last calendar year/ production year, by type of production
Basic Reach	Scope and profile of Fairtrade	(1) Number of FT certified POs categorized by number and combination of certification to other sustainability standards, (2) Percentage of FT certified POs not already certified to any other sustainability standards at time of first certification
OP(Outputs)	Enhanced access to fair trading conditions and fair prices for Fairtrade certified organizations	Percentage of POs which think being Fairtrade certified enables their organizations to achieve higher prices
OP(Outputs)	Enhanced access to fair trading conditions and fair prices for Fairtrade certified organizations	Total payment to SPO members in last calendar year for purchase of FT certified product
OP(Outputs)	Increased investment in small producers and workers, their organizations and communities	(1) Total FT Premium received across all POs, (2) Average FT Premium per PO, and (3) Average FT Premium per PO member/ worker, in last calendar year
OP(Outputs)	Increased investment in small producers and workers, their organizations and communities	Percentage of total Premium used for different purposes, and estimated number of people benefiting in total and from each category of Premium use in last calendar year
OP(Outputs)	Improved labour conditions and freedom of association for workers	Percentage of POs for which the lowest 'real' (adjusted for inflation) wage paid to general workers increased in the last calendar year, by type of contract and gender

OP(Outputs)	Improved labour conditions and freedom of association for workers	Percentage of POs where the lowest wage paid to general workers in the last calendar year exceeded (1) the national minimum wage for the relevant sector, (2) the wage agreed in the relevant sectoral CBA (by gender and type of contract)
OP(Outputs)	Improved labour conditions and freedom of association for workers	Percentage of HLOs where (1) permanent workers, (2) seasonal workers, (3) fixed term workers, (4) sub-contracted workers, were provided written contracts in the last calendar year
OP(Outputs)	Improved labour conditions and freedom of association for workers	Percentage of POs where there was at least one worker organization with the right to bargain representing (1) general workers, (2) office and professional staff, at the end of the last calendar year
OP(Outputs)	Improved labour conditions and freedom of association for workers	(1) Number and percentage of workers contracted by POs who were members of trade unions at the end of the last calendar year, (2) [HLO only] breakdown of trade union members by gender and type of contract
OP(Outputs)	Enhanced knowledge and capacity among small producers, workers and their organizations	Number and type of trainings delivered to PO members and workers by different types of provider in the last year, and average number of participants in each type of training by gender
OC(Outcomes)	Resilient, viable and inclusive small producer businesses + Decent work for workers, sustained by mature systems of industrial relations and increased business capacity to invest	Percentage of POs with (1) no buyers, (2) 1-3 buyers, (3) 4-6 buyers, (4) > 6 buyers in last calendar year
OC(Outcomes)	Resilient, viable and inclusive small producer businesses	Percentage of SPOs which made a net profit in the last calendar year
OC(Outcomes)	Improved farming performance, protection of environment and adaptation to climate change	Average yield for FT production in last calendar year, by type of production (organic/ conventional), according to (1) PO management data, (2) [SPOs only] SPO members
OC(Outcomes)	Decent work for workers, sustained by mature systems of industrial relations and increased business capacity to invest	Percentage of POs where the number of employment-related benefits provided to general workers have improved in the last calendar year, by type of contract and gender

OC(Outcomes)	Decent work for workers, sustained by mature systems of industrial relations and increased business capacity to invest	Percentage of HLOs which provided general workers with (1) access to onsite healthcare, (2) private health insurance, in last calendar year
OC(Outcomes)	Decent work for workers, sustained by mature systems of industrial relations and increased business capacity to invest	Percentage of HLOs where women on (1) permanent contracts (2) seasonal or fixed term contracts, received at least 12 weeks maternity leave on full pay in last calendar year
OC(Outcomes)	Decent work for workers, sustained by mature systems of industrial relations and increased business capacity to invest	Percentage of POs where worker representatives (1) had regular scheduled meetings with senior management to discuss general workplace issues, (2) met regularly with senior management to discuss individual cases and grievances as and when they arose, in the last calendar year
OC(Outcomes)	Decent work for workers, sustained by mature systems of industrial relations and increased business capacity to invest	Percentage of POs where terms and conditions for workers hired by (1) the PO, (2) [SPOs only] SPO members are determined by a legally recognized Collective Bargaining Agreement agreed at company or sector level, at the end of the last calendar year
OC(Outcomes)	Enhanced influence and benefits for small producers, workers and their communities	Percentage of women among: (1) PO Board members, (2) PO management, (3) Committee members, (4) [HLOs only] Trade Union/worker organization representatives, (5) participants in the last General Assembly