



FAIRTRADE
INTERNATIONAL

Delivering Impact for Farmers and Workers through Outcome-Based Programmes



Contents

The Fairtrade Vision	2
About Fairtrade	2
Fairtrade and the UN Sustainable Development Goals	5
How Fairtrade measures its global impact	6
Fairtrade's Programmes	7
Climate and Environment Programme	9
Inclusion Programme	17
Gender Equality	18
Youth Inclusion	25
Human Rights Programme	32
Workers' Rights	33
Child Protection	38

The Fairtrade Vision

A world in which all smallholder farmers and workers can enjoy secure and sustainable livelihoods, fulfil their potential, and decide on their future.

At Fairtrade, we strongly believe that 'empowerment' – when farmers and workers are able to take decisions over their own futures – is the key driver to sustainable livelihoods and the achievement of the UN Sustainable Development Goals (SDGs): from earning decent livelihoods (living incomes and living wages) to climate resilience; from equality for women and opportunities for young people to protecting human rights.

About Fairtrade

Fairtrade is a global system connecting farmers and workers from sourcing countries with consumers and businesses across the world to change trade for the better.

Fairtrade works with:

- 1.9 million farmers and workers
- 1,930 producer organisations
- 300-plus value chains – including coffee, cocoa, bananas, cotton, gold, flowers, and carbon credits
- producer organisations in 71 countries
- more than 3,000 businesses sourcing Fairtrade certified products
- over 2,000 cities, schools, universities, and faith-based organisations promoting the principles of Fairtrade in their local communities

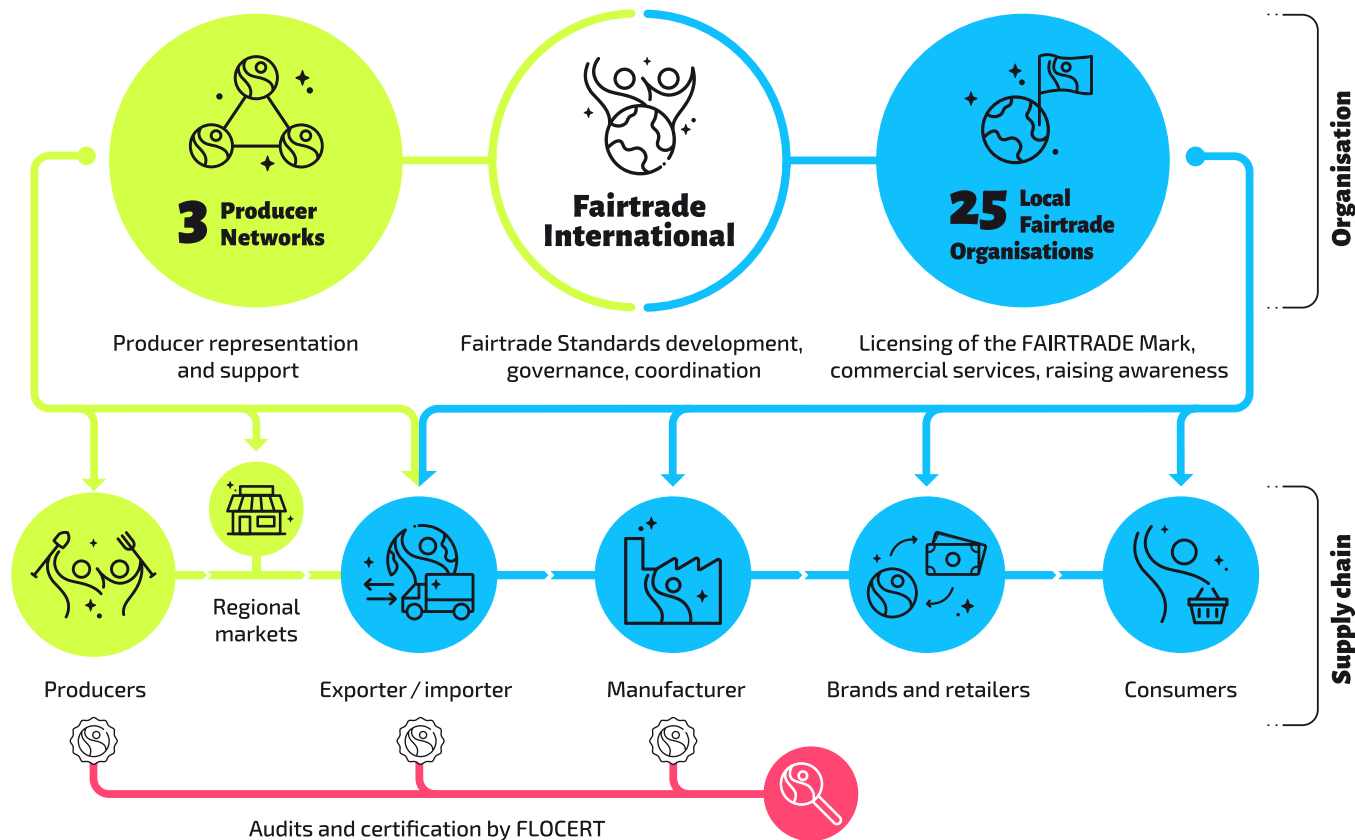


Members of the Fairtrade system

Three Fairtrade regional producer networks (PNs) cover Africa and the Middle East, Asia and the Pacific, and Latin America and the Caribbean. They work with small-scale farmers and workers to build markets, develop organisational capacity, comply with Fairtrade Standards and advocate for their priorities.

Fairtrade International is the non-profit, multi-stakeholder association that brings together all members of the Fairtrade system under one global strategy. Fairtrade International is responsible for setting the Fairtrade Standards and consolidates the organisation's global impact data and governance plans.

25 local Fairtrade organisations promote market access for Fairtrade certified products in their countries. They have established relations with more than 3,000 businesses committed to sustainable trading practices in line with SDG12. They also implement advocacy activities and dialogue with civil society to raise consumer awareness about fair trade and influence sectoral change.



FLOCERT is the independent third-party certifier for Fairtrade. It is an ISO 17065 accredited social company that audits producers and traders to ensure they comply with the Fairtrade Standards.

Fairtrade certification – a tool to drive systemic change

Key components

- **Fairtrade Minimum Price:** a price floor to protect producers when market prices fall
- **Fairtrade Premium:** additional funds above the purchase price for Fairtrade certified producers to invest in their community or business priorities
- Democratic decision-making at producer level
- Long-term, stable contracts with buyers
- Protection of the environment
- Adherence to core International Labour Organization (ILO) Conventions and UN Guiding Principles for Business and Human Rights



Embedding fairness and inclusion within Fairtrade

Half of the global Fairtrade system is owned by producers. They have an equal say in our decision-making and strategic priorities – from Standard setting and policy and programme development, to voting at our annual General Assemblies. Producers from each of our three regions are represented on Fairtrade International's Board of Directors, our Standards Committees and in our Centres of Excellence for Climate and Environment, and Human Rights and Environmental Due Diligence (HREDD).

GlobeScan consumer research study 2021

- More than 70 percent of consumers feel that by buying Fairtrade they are showing solidarity with the farmers and producers who grow our food.
- Nearly 70 percent of consumers feel they are part of a community standing up for fairness and justice when they buy Fairtrade.
- 78 percent of consumers say the FAIRTRADE Mark gives a positive impression of the brands that carry it.



Fairtrade and the UN Sustainable Development Goals

We are helping advance the SDGs in rural communities across 71 countries.

A great majority of the 169 SDG targets are related to food and farming. This means the SDGs will only be delivered successfully in rural areas once smallholder farmers and workers are better equipped to play a central role in driving change at local level. Fairtrade is an enabling actor. We partner with producers to become SDG agents of change. Our work contributes directly to eight specific SDGs where, with additional resources and through partnerships, we can achieve even greater impact. Our ambition is to achieve the following goals, in line with the SDGs, by 2030.



Fairtrade farmers and workers in our global product categories will be earning a living income and living wages.



Fairtrade supply chains will be fully traceable and transparent. We will make significant investments and partner with others to achieve this goal.



Fairtrade advocacy efforts will have resulted in the adoption of a major international agreement around living incomes and living wages as a fundamental human right for farmers and agricultural workers.



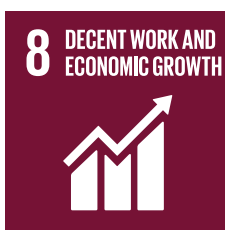
Consumers will recognise Fairtrade as a relevant priority both in our five top markets and in five additional markets with more growth potential.



Small-scale producer organisations and hired labour organisations create opportunities for women (and young people) to participate and be represented in leadership bodies.



Fairtrade farmers and workers will apply agroecological practices and/or environmentally sustainable practices and implement risk mitigation and climate adaptation plans.



All Fairtrade agricultural workers will enjoy decent working conditions. A worker representative will serve on our international Board.



Fairtrade will be recognised by our commercial partners as their preferred sustainability impact partner in agriculture. Fairtrade will have become a global actor in agricultural climate adaptation by working actively with climate partners.

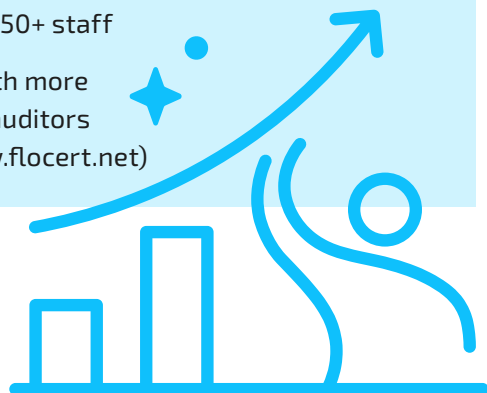
How Fairtrade measures its global impact

Fairtrade systematically assesses results from research and monitoring to better understand our impact and areas of strength and weakness. This informs our strategy, decision-making and planning processes. We are committed to learning and improvement as the heart of our own organisational development.

Our impact indicators are aligned with the SDGs and Environmental Social and Governance (ESG) priorities. This unites our actions as a global movement that promotes social and environmental justice, and tackles inequality through a market system approach.

FLOCERT in a nutshell

- The global certifier for Fairtrade
- Has approximately 6,000 clients representing 1.9 million farmers and workers
- Active in more than 120 countries on four continents
- Employs 150+ staff
- Works with more than 120 auditors (see www.flocert.net)



Systematically gathered data – from producer organisations' regular certification audits and wider Monitoring, Evaluation and Learning (MEL) initiatives, including project and programme evaluations – informs the continuous improvement of our Standards, producer support, certification, and programmes to deliver greater impacts for farmers and workers.



Fairtrade offers solutions to meet the ESG's 'Three Lines of Defense'

As the United States and the European Union consider mandatory assurance requirements for sustainability disclosure rules, Fairtrade is best placed to respond to ESG's 'Three Lines' approach:

- First line: corporate governance, including a robust system of internal controls with roles for management, Board, audit committee and internal audit
- Second line: independent external assurance through the first social certification body to be ISO 17065 accredited: Fairtrade's third-party assurance body FLOCERT
- Third line: regulatory supervision through ISEAL, Sedex and DAKkS

FLOCERT audits provide clear, data-driven impact information for the taxonomy's definition of sustainability. This can contribute to the European Green Deal (the European Commission's plan to make Europe climate-neutral by 2050).

Fairtrade's Programmes

We acknowledge that Fairtrade cannot achieve its vision through certification alone. For this reason, we complement our certification services with a range of tailored programmes, so smallholder farmers and workers can tackle organisational and development challenges themselves.

To develop programmes that deliver maximum impact, we consult with smallholder farmers and workers (particularly women and young people) to understand their needs and design effective tailor-made solutions. We build strategic partnerships to complement our expertise and impact with private sector companies, governments, research institutions and civil society organisations. To date, we have **implemented more than 150 projects** around the world to make fairness the new normal. We are leveraging this experience to scale up and deliver more innovative and system-changing programmes. These programmes aim to enable a greater number of producers to access the growing market demand for sustainably-produced products (SDG12). Overall, Fairtrade programmes contribute to advancing SDG1 and SDG2 in agricultural communities.

Fairtrade programmes centre on:

- **Climate and Environment (SDG13)**
- **Inclusion of women and youth (SDG5 & SDG10)**
- **Human Rights protection for workers and children (SDG8)**

What Fairtrade programmes offer

- ▶ Programmes consisting of several projects and components fostering:
 - **Large-scale and sustainable change** for farmers, workers and their communities while strengthening their businesses/enterprises
 - Support for Fairtrade's portfolio projects at thematic level, selected country focus, selected supply chain focus or other options
- ▶ Principles: all Fairtrade projects **target vulnerable groups, advance gender equality, contain a human rights component and have a results-based approach**
- ▶ Robust project management stemming from expertise in managing a portfolio of projects valued at over €20 million:
 - **Monitoring, evaluation, accountability and learning** through impact-based monitoring tools, annual financial audits, internal and external evaluations, impact assessments and producer-led feedback loops:
 - tracking and reporting programmatic impact with clear metrics
 - impact indicators aligned with both SDG and ESG priorities
 - Dedicated local expert project personnel on the ground
- Participatory project planning incorporating gender analysis, human rights risk assessments, and stakeholder and problem analysis through an end-to-end value chain approach (from producers to traders/buyers and consumers)
- ▶ Strong **localisation and producer ownership**
- ▶ Opportunities to **tackle salient human rights and environmental risks** in supply chains
- ▶ **Scalability and replication** through regional Fairtrade producer networks
- ▶ **Cost effectiveness and value for money** assured through system-wide coordination
- ▶ **Communication**: professional audio-visuals showcasing success stories, video clips, field visits, quarterly activity reports, analytical annual reports, evaluation reports. **Outreach to consumer** bases through Fairtrade's presence in 25 national markets in Europe, North America, and Asia Pacific



All our programmes embed the following core areas rooted in the Fairtrade Standards: **gender, youth and environmental sustainability**. In addition, to drive transformative change, we also implement targeted programmes through specific projects on gender, youth and environmental sustainability. Furthermore, gender, youth and environmental analyses inform our project design and ongoing implementation and monitoring.

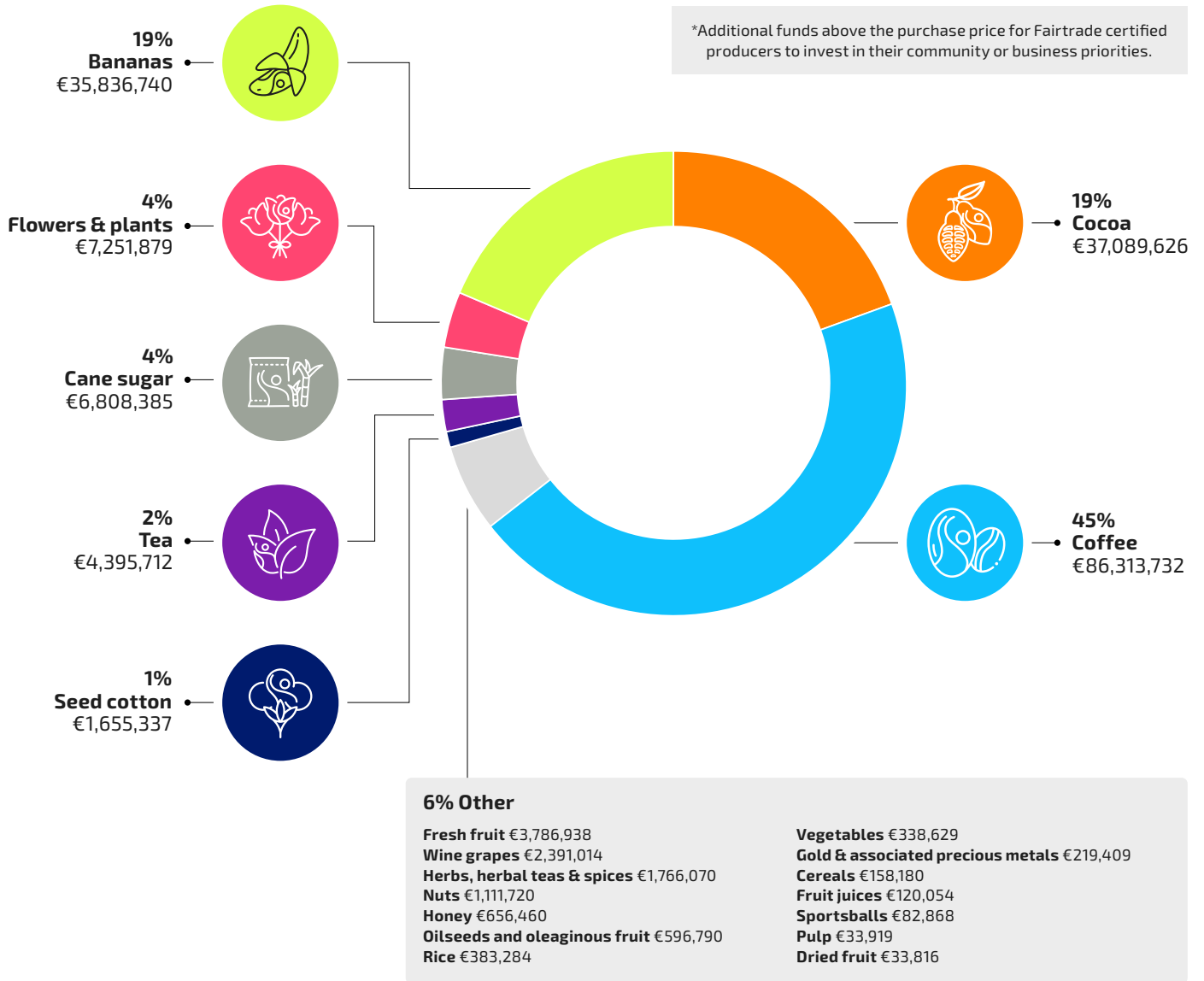
Priority supply chains for our programmes are **bananas, cocoa, coffee and flowers**. Fairtrade supply chains also cover **cotton, sugar and tea**, among other products.



Join us to achieve our ambitious goals

We welcome new partnerships from organisations seeking to make a step change in sustainable development. Collaborate with us to accelerate the transition to a more equitable world by investing in the future of agriculture.

FAIRTRADE PREMIUM GENERATED BY PRODUCT 2020*



Climate and Environment Programme

Climate change and environmental degradation highlight the disparities of power in the global economy: the most critical impacts of climate change are felt by smallholder farmers in sourcing countries. In other words, the people who are the least responsible for causing the climate change crisis are paying the heaviest toll for its consequences. Climate change and environmental degradation pose an existential threat to farmers' livelihoods and to the global food system as a whole.



What are the challenges producers face and what are the root causes

Smallholder farmers are on the frontline of the climate crisis. Every aspect of life in an agricultural community is affected by climate change: from unpredictable climate shocks, such as record-breaking heatwaves, extended cold snaps, forest fires, and rapid floods caused by more frequent and stronger hurricanes and monsoons, to long-term climate stresses witnessed through changes in average temperature and rainfall, prolonged dry seasons, and sea-level rises causing salination of fertile soils. Headlines about climate change are frequent, yet what often goes unsaid is how farmers are disproportionately affected. Their crops are directly threatened by changing weather patterns and disasters, putting their livelihoods at risk.



In the long run, popular consumer products, such as coffee, will be harder to find on supermarket shelves. In tandem with the climate crisis, farmers are also facing an environmental crisis: we are experiencing a sixth mass extinction of species involving both fauna and flora and rapidly diminishing tree coverage due to deforestation, forest fires and soil erosion. Smallholder farmers still lack the knowledge, skills and resources to adopt climate resilient agricultural practices.

Small-scale producers are also being challenged to meet growing legislative requirements, including:

- the European Union's Corporate Sustainability Due Diligence Directive and the Regulation on deforestation-free products
- the Brazilian Supreme Court's recognition of the Paris Agreement as a human rights treaty
- the UK's Environment Bill 2021

These aim to tackle human rights violations and deforestation in value chains in a way that avoids unintended negative implications for small-scale producers (including by ensuring that producers are not expected to shoulder the burden of new regulations imposed by big businesses further up the supply chain).

**Up to
50% of the
global surface used
for coffee farming may
no longer be suitable due
to climate change.**

Source: Zurich University
of Applied Sciences,
2022



How the Fairtrade Standards seek to drive sustainable production

The Fairtrade Standards oblige farmers to improve soil fertility and water management use, manage pests, avoid using harmful chemicals, manage waste, reduce their greenhouse gas emissions, and protect biodiversity. They require farmers to identify environmental risks and adopt practices to reduce exposure to such risks. Nevertheless, tackling climate change and biodiversity loss requires more than any certification system's requirements.

Fairtrade's Climate Change and Environment Programme

How the programme empowers producers

At Fairtrade, we understand that secure and sustainable livelihoods cannot be achieved without addressing climate change and promoting environmentally responsible food production. We seek transformative change in ecological sustainability by working at all levels of society. We create awareness of the climate crisis, environmental degradation and loss of biodiversity, and their dire consequences for the rightsholders' future livelihoods. Our programme aims to strengthen nature-based solutions and protection of the ecosystem in farmers' lifestyles. Through the programme, rightsholders and partners understand the value of biodiversity and the environment beyond economic purposes.



Fairtrade's definition of sustainable agriculture and agroecology

"The management and conservation of the natural resource base, and the orientation of technological and institutional change in such a manner as to ensure the attainment and continued satisfaction of human needs for present and future generations. Such development (in agriculture, forestry and fishing, etc.) conserves land, water, plant and animal genetic resources, is environmentally non-degrading, technically appropriate, economically viable and socially acceptable."

Source: UN Food and Agriculture Organization, 1990

Fairtrade understands environmental rights as human rights, as confirmed by the UN General Assembly in October 2021, which declared "a clean, healthy and sustainable environment" a human right. Therefore, Fairtrade approaches the environment and climate from both a human rights and an environmental perspective.

Our work on climate change and biodiversity is carried out through three main work packages: our Climate Academy, production of carbon credits, and producer organisations' adaptation and mitigation plans.

Climate Academy for coffee producers

What we aim to achieve:

- ▶ Coffee production is more resilient to climate change

How (activities):

- training on agroecological practices, agroforestry, etc.
- promote drought resistant coffee varieties and establish seedling nurseries
- conduct Risk and Opportunity Assessments related to climate change and environment, and develop Disaster Risk Response and Management Plans

What we aim to achieve:

- ▶ Farmers use natural resources more sustainably

How (activities):

- facilitate production, monitoring and sales of carbon credits
- climate change awareness and training at Small Producer Organisation (SPO) level
- promote afforestation
- training and technical support



The Fairtrade **Climate Academy** is a farmer-centred training package that focuses especially on the next generation of farmers, boosting their climate and environmental knowledge and increasing their understanding of the links between production and carbon emissions and biodiversity. The objective of the Fairtrade Climate Academy is to make farmers more resilient to climate change and their production more environmentally sustainable. The Academy equips and upskills smallholder farmers to tackle climate change and its causes by adopting more sustainable agricultural practices and alternative energy sources.

The production of **Fairtrade Carbon Credits** takes place through projects such as reforestation or renewable energy. Farming communities can become eligible for Fairtrade carbon credits while also tackling the effects of climate change. Developed in partnership with the Gold Standard, Fairtrade Carbon Credits mean a double benefit for farmers: a minimum price for every carbon credit sold, plus the Fairtrade Premium to invest in adaptation and mitigation priorities. To date, Fairtrade Carbon Credits have contributed to:

- a total of 833,000 CO₂eq verified carbon emission reductions
- benefitting 62,000 households in Burkina Faso, India, Lesotho, Uganda, Ethiopia and Peru
- generating €546,000 in Fairtrade Premium funds paid to producer organisations to increase their climate resilience

The purchase of Fairtrade Carbon Credits helps businesses to contribute to global climate mitigation as well as supporting producers' resilience to climate change.

Our programme also supports producer organisations to develop **adaptation and mitigation plans**. We promote the adoption of practices to:

- reduce synthetic fertiliser usage
- improve watershed enhancement
- switch to renewables in production processes (solar installations)
- improve energy efficiency
- reduce GHG emissions
- invest in biodiversity improvement projects (tree planting and water recycling and reuse, rainwater harvesting and wetlands rehabilitation, drip irrigation or other water-saving technologies)

Producer organisations are also supported to adopt climate risk insurance mechanisms.

Fairtrade's impact: Reducing water and carbon footprint in banana value chains

Fairtrade's Productivity Improvement Programme (PIP), which is being implemented in Latin America and the Caribbean, is enabling farms to use less water while emitting fewer greenhouse gases. Results:

- ▶ 23 percent increase in production while applying 20% less synthetic fertiliser
- ▶ 12 percent reduction in water footprint observed on targeted farms
- ▶ Find out more [here](#)



Join us to support producers to adapt to and mitigate climate change

We aim to support a growing number of producers on the frontline to build resilience to climate and disaster risks.

These interventions can help farmers adapt, mitigate, become more resilient to climate shocks and stresses, and implement environmentally sustainable agricultural practices.

This in turn will help producers meet the growing list of legislative requirements, including deforestation-free production and HREDD, and meet the Paris Agreement aims of 'net zero' and Scope 3 emissions targets.

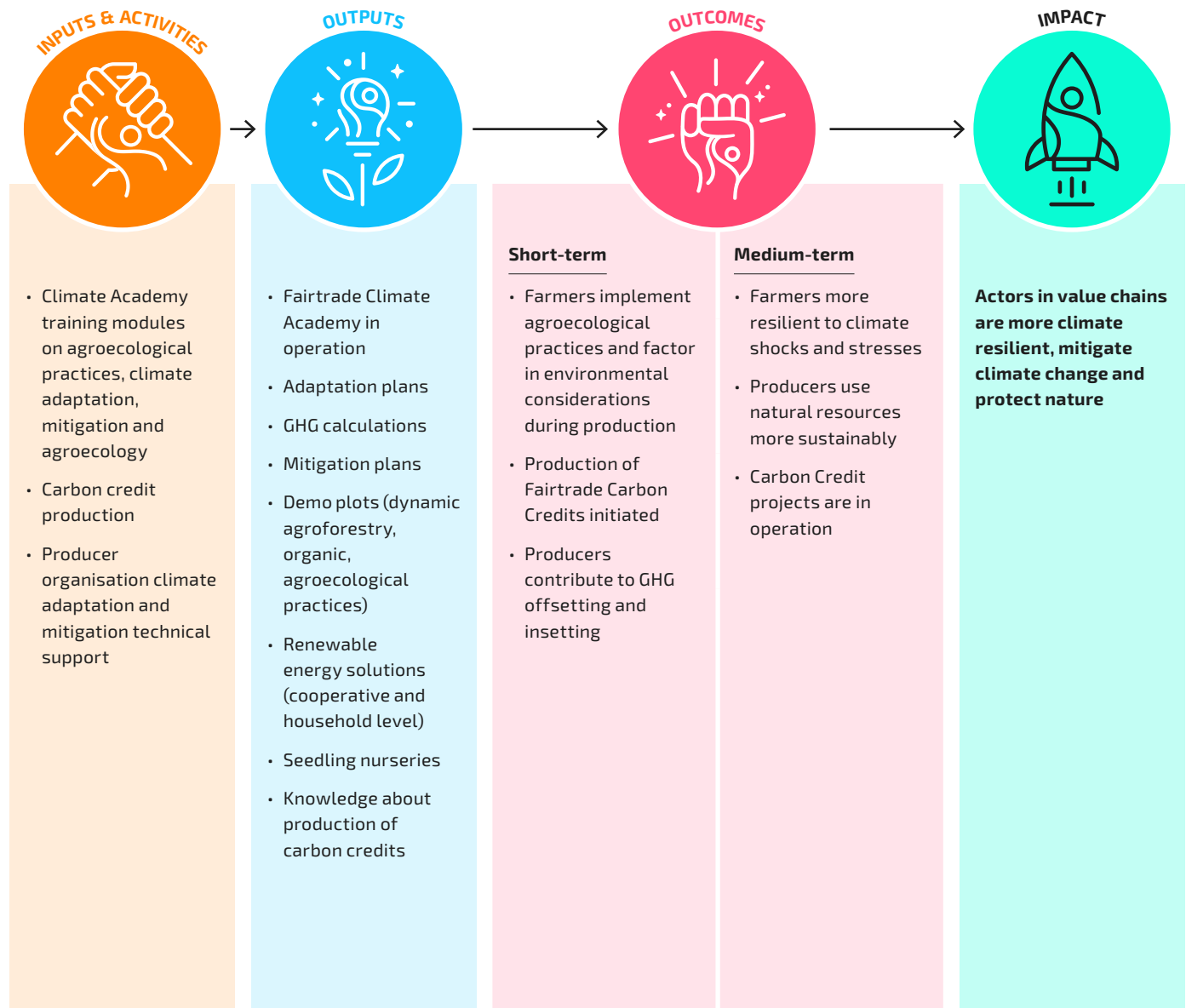
These interventions also can help producers to better position themselves to access the growing market demands for **climate positive products**.



What is this programme trying to achieve

Our Theory of Change

Producer organisations, once empowered to better take climate and environment into account through skills development, knowledge transfer, carbon sequestration products, and adopting agroecological practices and nature-based solutions, can build resilience to climate shocks and stresses and, at the same time, contribute to climate mitigation and the protection of biodiversity.



How we will measure impact: outcomes and indicators

Actors in value chains are more climate resilient, mitigate climate change and protect nature

- # of producer organisations that have implemented their approved GHG reduction plan in production
- # of producer organisations that have started reducing GHGs in their production during programme cycle
- Land area under reforestation (ha) initiated by producer organisations (Fairtrade Carbon Credit projects or other initiatives)
- Total land area (ha) under conservation management in last calendar year

Farmers are more resilient to climate shocks and stresses

- # of producer organisations that implement Disaster Risk Reduction plans
- # of producer organisations that implement adaptation plans

Carbon Credit projects are in operation

- # of producer organisations that have carbon credit projects in production phase
- Tonnes of carbon credits produced per annum

Producers use natural resources more sustainably

- # of producer organisations that apply agroecological practices and/or environmentally sustainable practices
- # of producer organisations that have invested in improving ecological efficiency, e.g. water resource management, agroforestry, energy efficiency

- # of people with enhanced access to clean/sustainable energy
- # of producer organisations that have mapped their carbon footprint in production

With your investment we can support a larger number of smallholder farmers to:

Be upskilled on agroecological practices – particularly targeting women and young people

Have environmental and climate adaptation plans in place in their cooperatives guiding their productivity and investments

Benefit from diversified income generation activities that contribute to agroecology, climate change mitigation and local biodiversity preservation

Be stewards of reforestation and renewable energy in rural communities

Increase productivity and reduce their costs of sustainable production

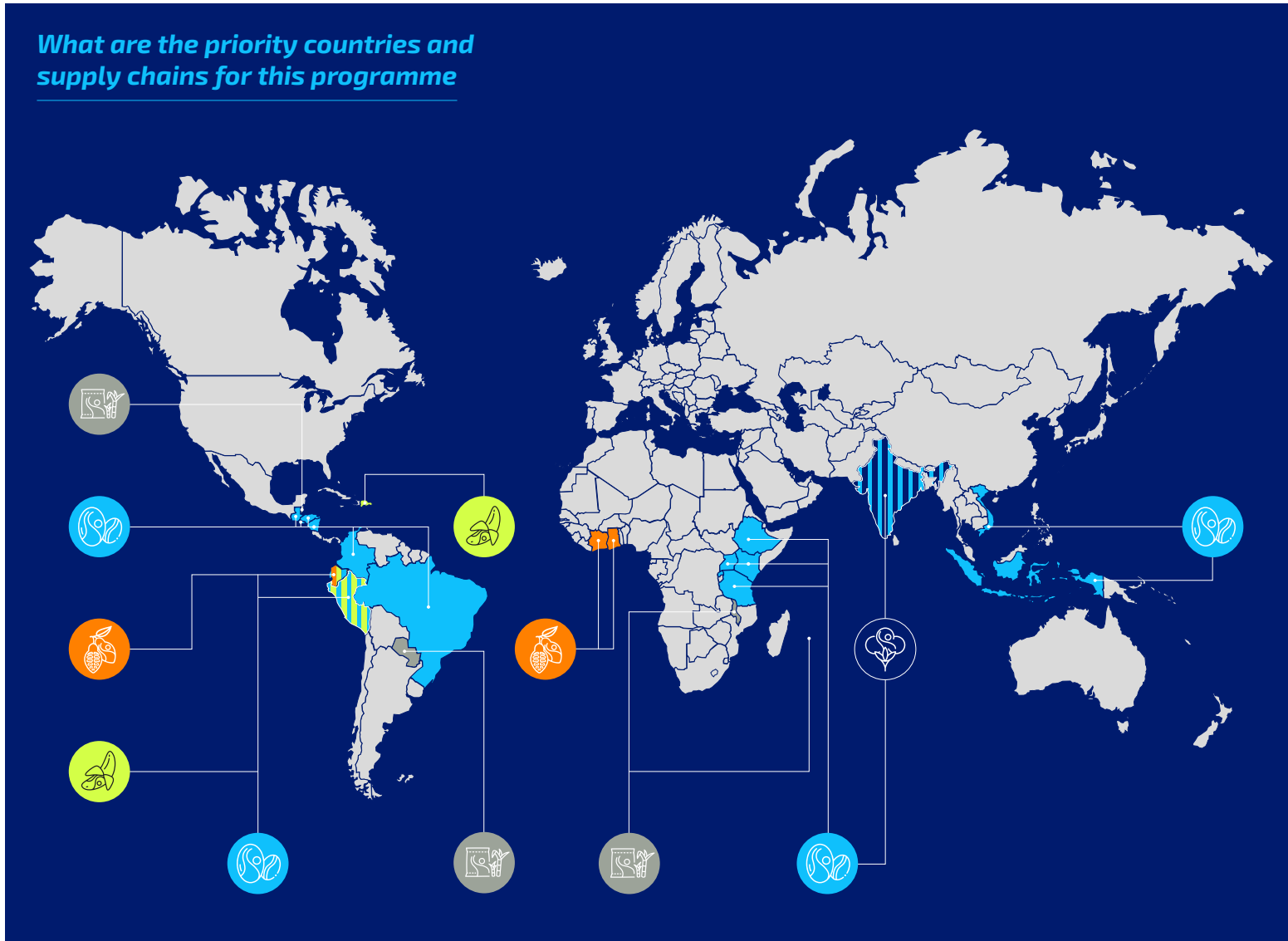
Convert to agroecological practices or organic production – reducing productivity costs and protecting the environment

Achieve living incomes through accessing climate positive and carbon credit markets

Contribute to reducing GHGs



What are the priority countries and supply chains for this programme



How partners can contribute to Fairtrade's programmes: available packages

1. Specific projects for investment

- Fairtrade's Climate Academy
- Fairtrade Carbon Credit production
- Producer organisation adaptation and mitigation

2. Investment in Fairtrade's holistic climate change programme

3. Country focus:

- LAC: Belize, Brazil, Colombia, Dominican Republic, Ecuador, El Salvador, Guatemala, Honduras, Nicaragua, Paraguay, Peru
- Africa: Côte d'Ivoire, Ethiopia, Ghana, Kenya, Malawi, Mauritius, Rwanda, Tanzania, Uganda
- Asia Pacific: Fiji, India, Indonesia, Vietnam

4. Supply chain focus:

-  BANANAS
-  CANE SUGAR
-  COCOA
-  COFFEE
-  COTTON

Inclusion Programme

Growing opportunities for women and young people

At Fairtrade, we believe that all genders (regardless of age) should have equal opportunities and reap equal benefits from society – be that with regard to the economy, education, culture, faith or policy.

When women have equal rights and opportunities as workers and farmers, they are able to realise their own personal goals, boost their household income, and positively influence others in their community.

And when young people see a future in farming and agricultural work, they are able to reap the benefits from sustainable agricultural livelihoods as the next generation of farmers, entrepreneurs and workers.

Fairtrade's inclusion programme also encompasses people with disabilities, ethnic minorities, migrants and other vulnerable groups.



Gender Equality



Women's empowerment is a key part of Fairtrade's mission. We believe that when women can claim their rights, have access to land, and take up leadership positions, the impact is far-reaching. When women have opportunities and choice, economies grow, food security is enhanced, and prospects are improved for current and future generations.

Fairtrade's contribution to SDG5 goes beyond gender mainstreaming: we want to realise transformative gender impact in agricultural value chains. We aim to tackle the gender gap in agriculture by empowering women farmers and workers, having more inclusive producer organisations, and through advocacy initiatives.

Closing the gender gap in agricultural yields is expected to increase agricultural output in the Global South by up to four percent and reduce the number of hungry people in the world by up to 150 million (17 percent decrease).

Source: UN Food and Agriculture Organization

What are the challenges producers face and what are the root causes

Fairtrade acknowledges that gender goes beyond the traditional binary male-female divide. Nevertheless, gender remains a very abstract issue for most of our farmer and worker communities in the Global South. As such, our main gender equality focus continues to be on the empowerment of women in global value chains.

An essential element of the Fairtrade Standards is the democratic management of producer organisations. However, women often remain excluded from management positions in producer organisations. This is despite the fact that they make up around 43 percent of the agricultural labour force in the Global South and that there is growing recognition of their vital role in agriculture.

Women farmers are disadvantaged in many ways:

- ▶ limited access to land
- ▶ low literacy rates
- ▶ poor access to finance
- ▶ high care workload

They are often prevented from becoming cooperative members due to land ownership restrictions, which in turn exclude them from having a say in both the management and financial affairs of the business. As a result, they are less likely to receive income or access to resources such as credit, inputs, information and technical assistance – perpetuating the 'gender gap' in agriculture.

A majority of workers on many agricultural plantations are female, and many are young adults with low levels of education. This makes the situation of female workers in formal labour settings quite vulnerable and there are widespread risks of gender-based violence (GBV) and poor job security. Awareness of gender issues remains low, especially on how to identify, prevent and respond to GBV. Sexual harassment is a considerable risk, particularly for women workers from their male supervisors. The lack of senior female staff intimidates women workers, especially young women, and prevents them from reporting incidences of harassment and related violence in their workplaces.

How the Fairtrade Standards seek to drive gender equality

As part of Fairtrade's contribution to SDG5, we support women to transform their organisations and communities. The Fairtrade Standards prescribe an increased role for women in producer organisations and call for them to receive equal benefits. The Standards also guide producer organisations in developing their own gender policies, encouraging investment of Fairtrade Premium funds in women-centred projects that improve childcare, healthcare, access to water, education and safer transport services to work.

However, certification alone will not solve the highly complex issue of gender equality. Fairtrade's Gender Programme aims to improve the livelihoods and wellbeing of a greater number of women farmers and workers.



Fairtrade Standards gender requirements

For Producer Organisations

No discrimination based on gender or marital status; zero tolerance of behaviour that is sexually intimidating, abusive or exploitative; no testing for pregnancy when recruiting workers; programmes to support disadvantaged and minority groups, such as women; developing a gender policy.



For Hired Labour Organisations

Provisions for breastfeeding breaks; childcare facilities; maternity leave; sex-disaggregated toilets; transport to work. In certain product Standards, where women form a substantial percentage of the workforce, the requirements are even more specific. In the Flower Standard for example, companies are required to establish and implement a policy that prohibits sexual harassment and to train their workforce on the policy.

Fairtrade's Gender Programme

How the programme empowers producers

We are working beyond the scope of our Standards to further prevent gender inequality, increase female participation in decision-making, and ensure more women and girls can access the benefits of Fairtrade. The programme's ripple effect aims to boost women's say in producer organisation governance structures, households and the wider society. As gender challenges are different within small producer and hired labour set-ups, so too is our approach.

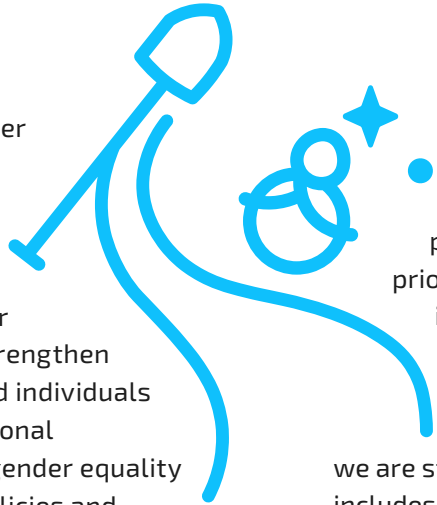
When working with **small-scale producer organisations**, our holistic programme covers three spheres of intervention: at individual level through leadership schools, at organisational level through internal buy-in, and at sectoral level through advocacy. At individual level, our **women's leadership school** projects train, mentor and coach cooperative members and strengthen leadership skills in order to foster greater understanding of and commitment to tackling gender challenges at local level. Women and men gain knowledge and skills for personal development, and to help them adopt gender equality practices – including studying concepts of masculinity, leadership, human rights, income diversification, project management, strategic negotiation, financial management and entrepreneurship. Graduates of the leadership school are supported to pursue alternative income generation activities, set up village savings and loan schemes, and maintain peer support groups for motivational and mentoring exchanges. To date, these projects have been implemented with 61 producer organisations in 16 countries.



The Women's School of Leadership in Côte d'Ivoire brings cocoa farmers together for a year of training and mentorship. The results to date include:

- Women advocating and gaining support for investments by their producer organisation into the livelihoods of women farmers
- Women fighting for and obtaining restitution of their share of family land to grow crops
- Women acting as gender ambassadors in their communities, supporting their cooperative to provide training on gender equality
- Women coming together to run savings groups which strengthen their income in the long term
- Women's organisations being established
- Women being elected to committee positions

This Fairtrade project is backed by the Ivorian Ministry of Gender, Women and Children, which have pledged financial support for graduates' income diversification and entrepreneurship plans.



At institutional level, the Gender Programme's *organisational development* component supports **small-scale producer organisations** to develop and implement gender policies and action plans to strengthen the representation of excluded individuals and gender groups. Organisational management that prioritises gender equality is fostered through revised policies and processes that reflect democracy, inclusion and greater transparency. With improved producer organisation management and structures, women's voices can be raised more confidently, and they can better participate in the committees and working groups where decisions are made.

The programme also has a strong advocacy component *promoting systemic change to tackle the most pressing gender barriers*, such as land rights, addressing the unequal care workload, and raising awareness of gender pluralism and gender equality. The component includes upskilling and mentoring gender advocates, developing gender action plans, campaigning with civil society partners and other context-specific advocacy initiatives.

On **hired labour plantations** (such as those producing flowers), the Gender Programme has a three-pronged approach. Firstly, we help establish, upskill and coach gender committees for workers. The training curriculum covers gender equality, conflict resolution and organisational management. The programme increases awareness of the importance of inclusion

in the workplace, and of actions aimed at preventing and eliminating gender-based violence. Women are encouraged to take part in committees to better address their priorities and risks. Secondly, workers gain individual skills through women's schools of leadership for plantations. The curriculum includes leadership training, developing advocacy skills and mentorships. Thirdly, we are strengthening plantation trade unions. This includes training trade union leaders on gender equality, negotiation skills, GBV and advocacy. Plantation managers are also trained on gender equality and human rights.

At sectoral level, we work with expert gender organisations and movements operating in specific value chains and countries, such as FEMNET in the East African flower sector and Empow'her in the West African cocoa sector. Together, we support advocacy initiatives striving for gender equality (#HeforShe, #MeToo, #BecauseIamaGirl).

In addition to these targeted gender-focused interventions, a gender equality lens plays a central role in the design and implementation of all our other work.

The rights of women, and their access to positions of power and decision-making, remains a challenge in many countries and value chains. Fairtrade cannot bring about change on its own. But, with your support to scale up our Gender Programme, more women farmers and workers can benefit from sustainable agriculture, and build fairer societies.



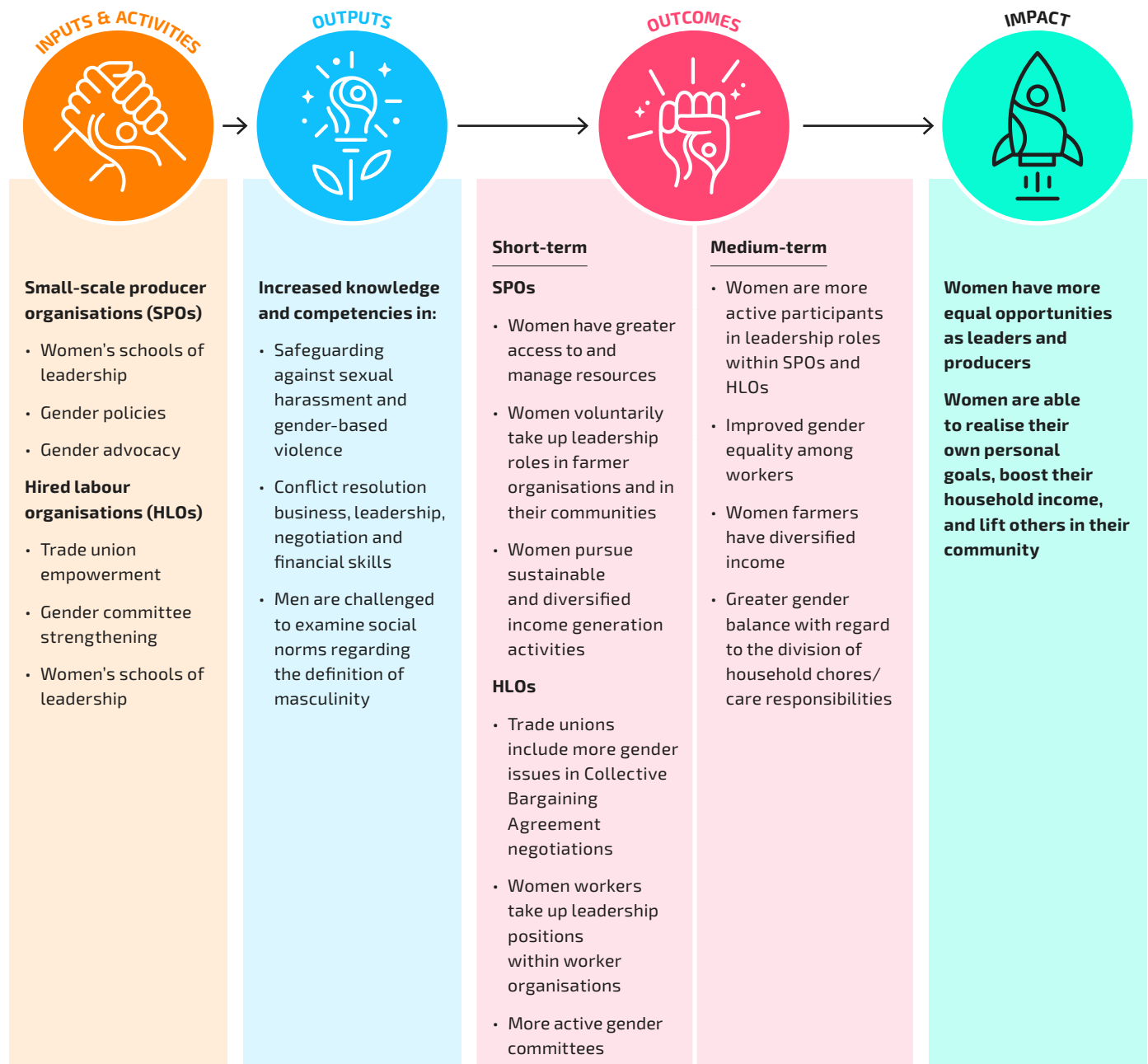
What is this programme trying to achieve

Our Theory of Change

Women producers, once empowered to pursue sustainable and diversified income generation activities and to contribute to decision-making in their cooperatives, plantations and societies – through skills development, building their self-confidence, advocacy initiatives and tools to reduce the risks of gender-based violence and to set a more equal distribution of the care workload – can contribute substantially to their households' wellbeing and society's development.

At **small-scale producer organisational level**, our gender programme empowers women to have a voice and be full members of their cooperatives. We also aim to increase cooperative members' awareness of gender imbalances and ways to tackle these by unlocking economic opportunities for women through diversified income generation activities. Empowered women can best achieve their personal goals, increase their household income and help others in their community.

In **hired labour organisations**, the programme trains and develops gender-inclusive policies and processes, generating greater dialogue between workers and management. This leads to improved self-esteem and productivity among workers. Plantation leaderships are encouraged to promote more gender-inclusive and safer working environments within their committees and decision-making bodies. When female workers see their interests represented by workers' associations and trade unions, they feel more confident and secure about raising concerns about their working conditions and wellbeing. These actions all lead to improved **gender equality among workers**.



How we will measure impact: outcomes and indicators

Women are more active participants in leadership roles

- % of women among: (1) producer organisation Board members, (2) producer organisation management, (3) Fairtrade Premium Committees, producer organisation committee members, (4) trade unions (5) worker organisation representatives
- % of women producers on Fairtrade governance bodies

Improved gender equality among workers

- Ratio of the average wage paid during the reporting period to female employees of the organisation for a specified position compared to the average wage paid to male employees of the organisation for the same position
- Average score achieved by Hired Labour Organisation in gender inclusion and participation as measured by the gender index (max score 3, 0 = no progress, 3 = high progress)
- # of organisations with a policy or Internal Management system (IMS) to protect against sexually intimidating, abusive and exploitative behaviours
- # of producer organisations with favourable gender policies (e.g. parental leave, provision of childcare support, transport to and from workplaces, facilities for breastfeeding mothers)

Financial empowerment of women farmers

- # of women farmers who report net increase in income through diversified income sources
- Share of total main cash crop earnings going to women farmers in the last calendar year
- # of women farmers benefitting from village savings and loan schemes

Greater gender balance with regard to the division of household chores/care responsibilities

- # of women farmers who report improved time division to cover daily unpaid care work (housework, childcare, long-term care for older people, people with disabilities and other chronic conditions)
- Evidence of male household members reporting changes in views on household division of labour and the concept of masculinity



Join us to enable a greater number of women farmers and workers to:

Learn business, negotiation and financial skills

Increase their knowledge and competence on leadership and entrepreneurial development

Increase their knowledge of how to safeguard against sexual harassment and gender-based violence

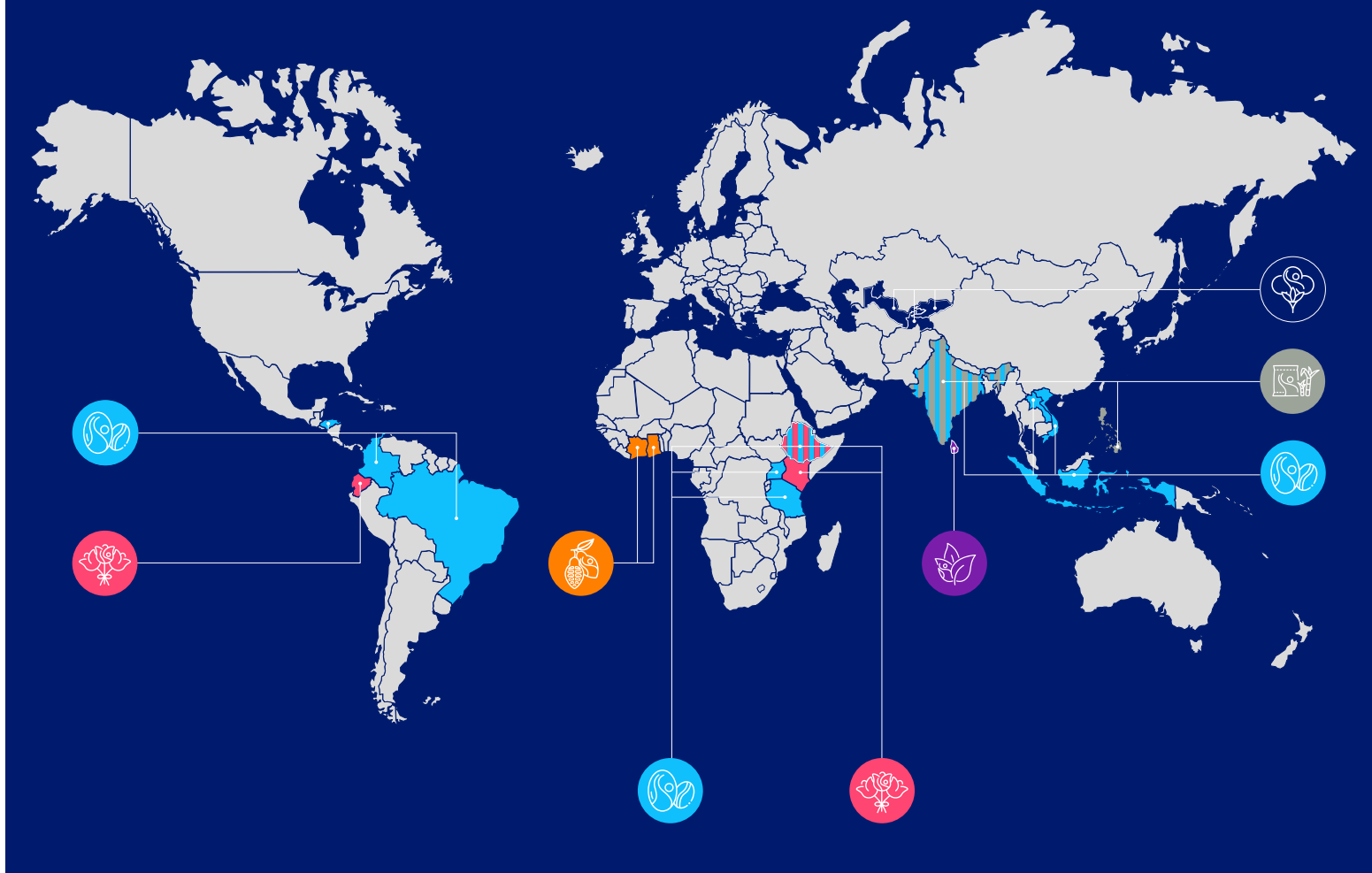
Challenge men to examine social norms regarding the definition of masculinity

Participate in decision-making/leadership positions in their cooperatives, trade unions and workers' associations, and take economic or social initiatives

Earn greater incomes from diversified sources – beyond the main export commodity produced

Enjoy greater gender balance with regard to the division of household chores/care responsibilities

What are the priority countries and supply chains for this programme



How partners can contribute to Fairtrade's programmes: available packages

1. Specific projects for investment

- Women's school of leadership (SPOs and HLOs)
- Gender policies (SPOs)
- Gender advocacy
- Trade union gender empowerment
- Gender committee strengthening

2. Investment in Fairtrade's holistic gender programme (small producer organisation and/or hired labour organisation)

3. Country focus:

- LAC: Brazil, Colombia, Ecuador, Honduras
- Africa: Côte d'Ivoire, Ethiopia, Ghana, Kenya, Tanzania, Uganda
- Asia Pacific: India, Indonesia, Kyrgyzstan, Laos, Philippines, Sri Lanka, Tajikistan, Uzbekistan, Vietnam

4. Supply chain focus:

- | | |
|--|---|
|  CANE SUGAR |  COTTON |
|  COCOA |  FLOWERS |
|  COFFEE |  TEA |

Youth Inclusion



Young people have a key role to play in the future of sustainable agriculture if they are supported to actively participate and invest in innovative agricultural production, marketing, logistics and value addition. The inclusion of young people is fundamental to sustainable and equitable development.

What are the challenges producers face and what are the root causes

Farming communities globally face the challenge of intergenerational change. Taking over the family farm could be a dream job for many young people in rural areas. That is if they could earn a decent living from it using modern technology to make the work less laborious and, at the same time, feel proud of their contribution to preserving the environment for the next generation. However, the reality is different. Young people see their parents' daily struggles and often associate farming with poverty and unfair returns on investments made. Rural livelihoods remain a discouraging prospect for most young people who are migrating to urban areas or abroad in search of decent work. According to Fairtrade monitoring data, the average age of farmers is 55 years old. So, for us, young people are a key target group if we are to ensure the sustainability of the smallholder agriculture sector. If we do not try and tackle this intergenerational issue, it will create a problem for food systems globally.

Almost half of the global population is below the age of 30 and 85 percent of them are living in the Global South. Young adults are three times more likely to be unemployed than older adults. 14.8 percent of African young people are unemployed.

Source: International Labour Organization

We need a more enabling environment for young farmers where appropriate policies, laws and regulations, norms and practices, and targeted investment engage them in the sector. Young people do not have a voice in agriculture but their voice counts. Fairtrade's ambition is to correct this imbalance.

How the Fairtrade Standards seek to drive youth inclusion

The Fairtrade Standards are designed to increase the roles and responsibilities young people play in producer organisations and to ensure they receive equal benefits. They also guide producer organisations in developing their youth-inclusive policies, especially in the areas of decent employment, skills development and business opportunities and decision making. In addressing these deficits, the Fairtrade Standards tackle the root causes of prohibited labour practices including those affecting young people in the agricultural sector. But standards alone cannot drive youth inclusion for more sustainable agricultural value chains.

Fairtrade's Youth Inclusion Programme

How the programme empowers producers

As part of Fairtrade's contribution to SDG10 (reduced inequalities), we work with young people so they can become more active members of producer organisations. We encourage them to find new roles – within organisational leadership structures, as entrepreneurs or as youth ambassadors – that provide them with a more attractive future in farming.

Our programme has three main approaches for youth inclusion: livelihood diversification; promoting a youth rights-based approach within producer organisations focusing on decent employment, skills development and business opportunities; and the Youth Ambassadors initiative.

Our programme supports young people to lead the way in **diversifying livelihood opportunities** in their communities and, in doing so, securing intergenerational sustainability in farming. Fairtrade initiatives for youth-targeted livelihood opportunities include the production of carbon credits for investing in climate adaptation and other producer organisation priorities; upskilling young people so they can pursue sustainable agribusiness and engage in incubation and innovation hubs and adopting disruptive technologies; the production and sale of organic fertilisers, and skills training in marketing and value addition. Once they have the skills and resources required, young people are able to apply new technological solutions that can improve productivity and the quality and marketing of their products. Fairtrade coffee producer

organisations have, for example, invested in skills training on quality cupping for their younger members, providing them with new expertise which benefits the whole organisation.

Fairtrade is equipping the next generation of producers to be able to access the growing demand for sustainably produced products.

Our programme also encourages producer organisations to take young people's voices into account at all levels of their operations. We promote greater intergenerational dialogue within producer organisations. Fairtrade's **rights-based Youth Inclusive initiative** strengthens the participation of young people in leadership roles through organisational development, increasing awareness about the importance of young people among the Boards of Directors and fostering greater commitment to policies supporting youth. Young producers (women and men) gain leadership and financial management skills to enable them to be at the forefront of succession planning and inclusive resilience building within producer organisations. This includes initiating youth-led climate resilience measures, including clean energy solutions (e.g. solar drying panels for coffee and cocoa or energy efficient cookstoves). Young people are also engaged as trainers in dynamic agroforestry, agroecological practices, and biodiversity conservation.

A more inclusive producer organisation is a win-win for young people and the organisation itself, resulting in decent youth employment, skills development, and business opportunities across agriculture value chains.



Young coffee farmers switch to clean energy powered by coffee husks

Switching to alternative energy sources is often put forward as one thing we can do to help tackle the climate crisis. Coffee producers have found a practical solution which is clean, green and powered by caffeine. With support from Fairtrade, coffee farmers in Kenya have been able to choose environmentally friendly energy sources in the form of 1,000 improved cookstoves. Rather than the traditional wood-fired set-ups, these energy efficient stoves burn charcoal or briquettes and use less fuel in doing so. And it gets better. Young farmers are being trained to convert waste husks from the coffee drying process into fuel briquettes.

Results:

- ▶ 60% reduction in the tonnage of firewood being used among targeted coffee farming households in Kenya
- ▶ time-saving for women who traditionally gather firewood
- ▶ providing a new income generation source for young people
- ▶ positive impact on the environment protecting soil and water sources
- ▶ improving the quality of the coffee beans



Since 2019, Fairtrade has invested in the next generation of producers through our **Youth Ambassador** initiative. It aims to increase the capacity of young producers to influence policies that have a direct impact on their cooperatives and their families' wellbeing. Young people are gaining advocacy and public speaking skills so they can better communicate the development priorities of their cooperatives and wider communities. They are also exchanging know-how and expertise, which contributes to their ability to meet the growing legislative demands affecting the agricultural sector, including the EU's deforestation-free cocoa directive, and Human Rights and Environmental Due Diligence legislation in the UK, Australia, the EU and elsewhere.



Since 2019, Fairtrade has been working with the Belize Sugar Cane Farmers' Association (BSCFA) to formulate a rights-based approach for youth involvement in the industry.

The vision of the BSCFA Youth Inclusive Policy is to empower young people working in sugar production and living in agricultural communities to participate in BSCFA's decision-making process.

The challenges the young people themselves cited during consultations included limited productivity due to a lack of finances, labour shortages, the poor condition of roads used to transport sugar, low wages, and discrimination based on gender and political affiliations.

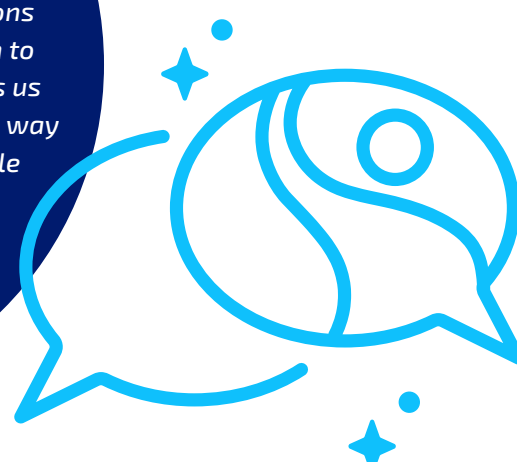
"We have been investing in these youth policies for more than five years. We are very keen to help them with their way of thinking, their way of learning, their experiences, their further studies ... to help them make better decisions for us tomorrow. Of course, we must listen to them, even in Board meetings, as this helps us make better decisions. I think this will be the way forward for us, to enable the young people to be part of the BSCFA, and also future generations, and Belize as a country."

Andy Westby, BSCFA Chair



"I have been trained as a leader in the fight against climate change. It has been a very important issue for us. We have also learned about the importance of leadership in our networks, in our organisations and as young people we have committed to undertaking new challenges, taking care of the environment."

Irene Huarachi Arcayne, a producer at the National Association of Quinoa Producers (ANAPQUI) and a youth representative in the Quinoa Network in Bolivia.



Fairtrade trains young people in climate leadership

As we have seen with climate activists such as Greta Thunberg, young people taking the lead can start a powerful movement for change. Leadership schools run by Fairtrade are already seeing success in empowering women in West Africa. For Latin America and the Caribbean, the focus is on young people and the climate crisis.

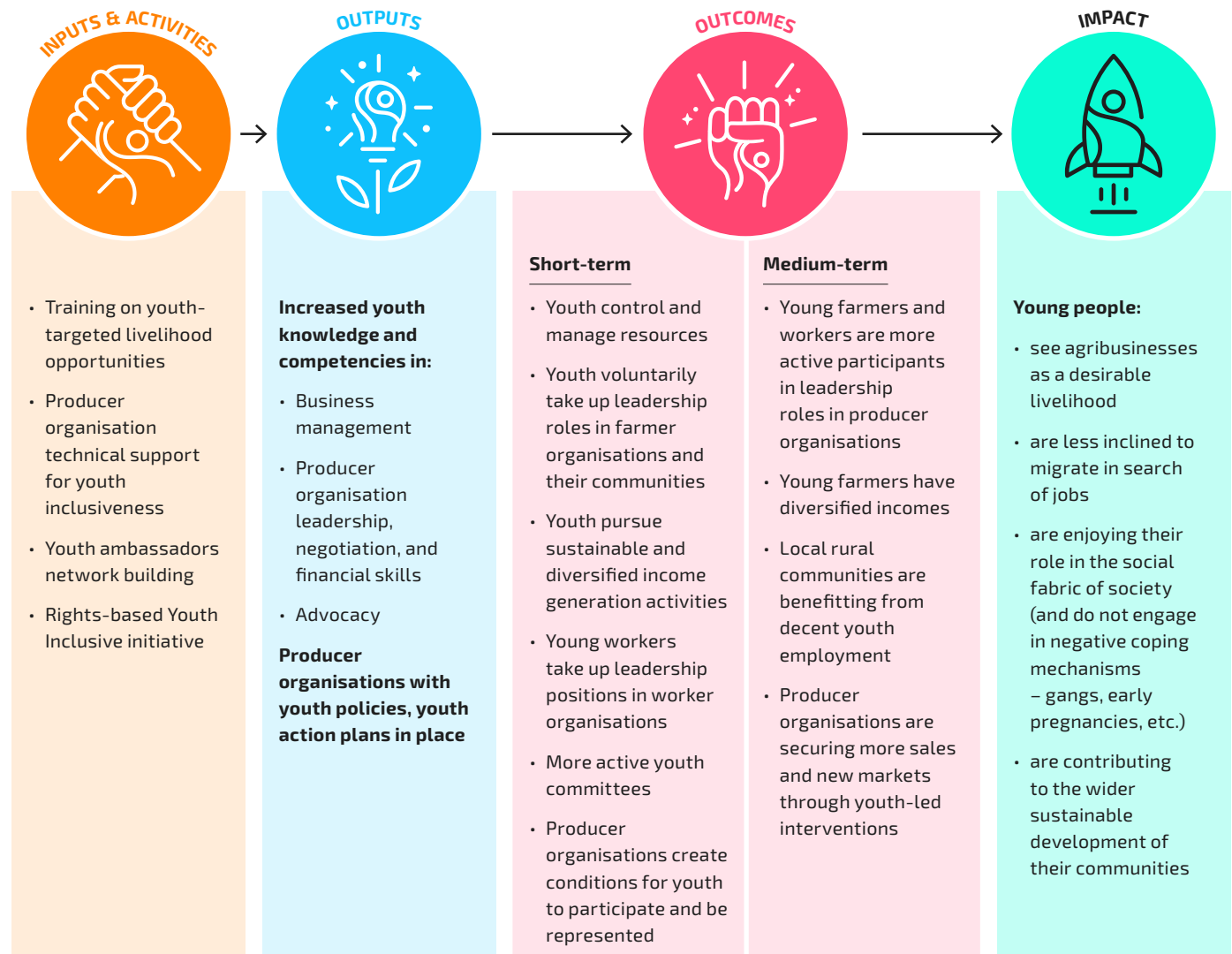
Since 2018, 112 young people from across the region have graduated as climate leaders and started to pass on their skills more widely in their communities. This approach recognises the important role young people play in calling for nature-based solutions as we adapt to climate change. As well as covering the wider impact of the climate crisis, the curriculum also equips students with the skills they need to **make their voices heard in their communities**, including advocacy, public speaking, effective communication, and effective leadership.

Fairtrade youth ambassadors have been influencing policy at the highest level, addressing the United Nations Climate Conferences (COP26), the UK and European Union parliaments and multi-stakeholder industry initiatives, such as Belgium's Beyond Cocoa Platform, among others.

What is this programme trying to achieve

Our Theory of Change

Once empowered through skills and opportunities, young people are able to improve their own and their organisation's prospects and secure better outcomes for their wider communities. This helps to mitigate economic migration, youth disenfranchisement, and other negative coping mechanisms.





How we will measure impact: outcomes and indicators

Young farmers and workers (women and men) are more active participants in leadership roles in producer organisations

- % of young people among: (1) producer organisations, Board members, (2) producer organisation management, (3) Fairtrade Premium Committee members, (4) trade unions, (5) worker organisation representatives
- % of young people on governance bodies
- # of young farmers pursuing value addition and new marketing initiatives for their producer organisations
- % of farmers (disaggregated by age and gender) who feel they are able to influence policies and regulations in their producer organisations and/or their communities

Young farmers have diversified income

- # of young farmers who report an increase in earnings through diversified income sources
- # of young farmers (gender disaggregated) who report leading or being engaged in value addition and new market access for their producer organisations

Improved intergenerational equality among workers

- % of young workers (under 29 years of age) who feel they are able to influence working conditions on their plantations

Join us to support a growing number of young people in rural areas to:

Take part in their producer organisations' decision-making bodies

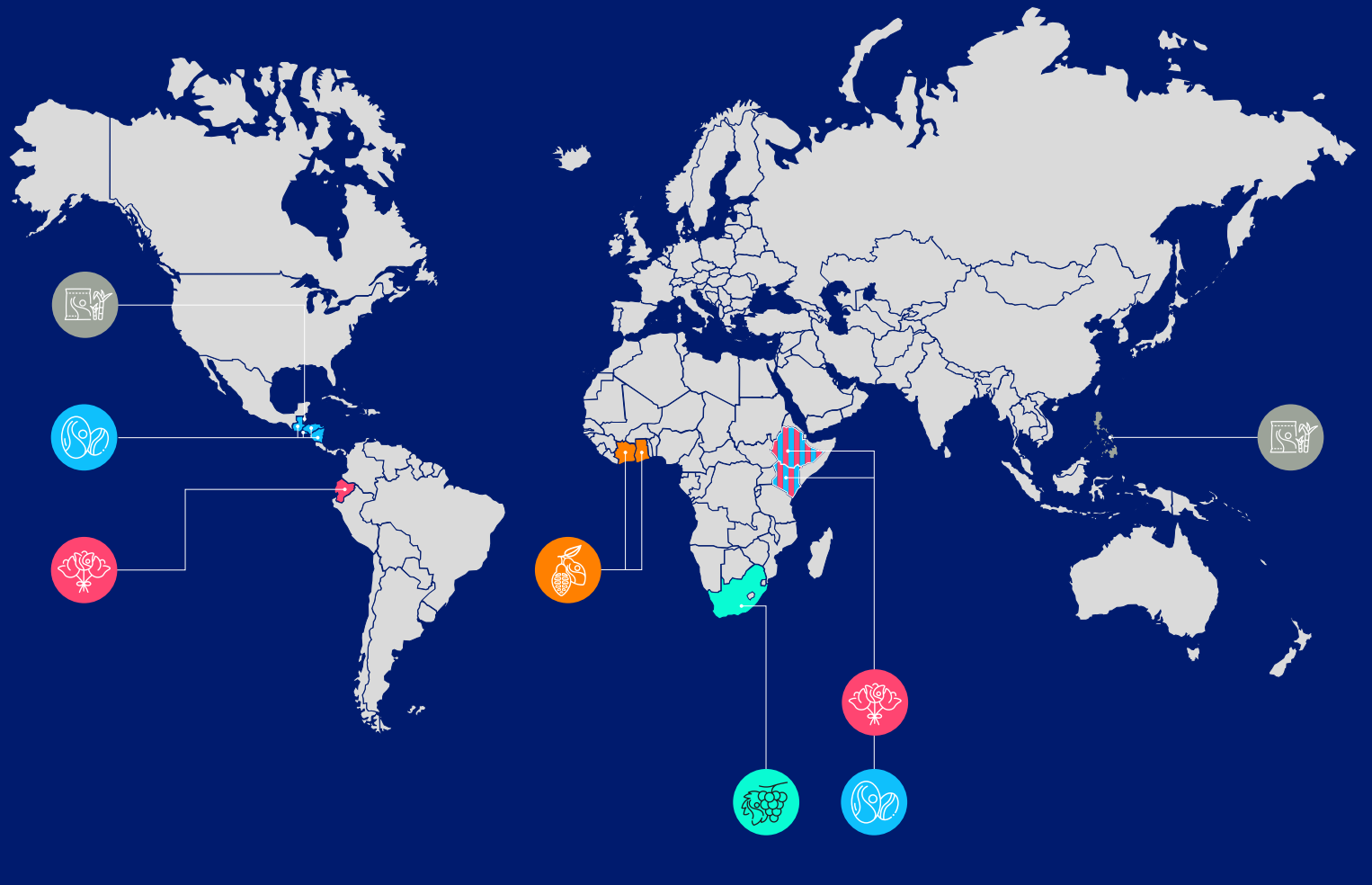
Secure diversified income generation activities

Add value to their export products and secure new markets through e-commerce and entrepreneurial skills

Contribute to rural development and reduce rural exodus/urban migration/economic migration



What are the priority countries and supply chains for this programme



How partners can contribute to Fairtrade's programmes: available packages

1. Specific initiatives for investment:






- Livelihood opportunities for young people
- Producer organisation rights-based Youth Inclusive initiatives
- Youth ambassadors

2. Investment in Fairtrade's holistic Youth Inclusion programme

3. Country focus:

- LAC: Belize, Ecuador, El Salvador, Guatemala, Honduras, Nicaragua
- Africa: Côte d'Ivoire, Ethiopia, Ghana, Kenya, South Africa
- Asia Pacific: Philippines

4. Supply chain focus:

-  CANE SUGAR
-  COCOA
-  COFFEE
-  FLOWERS
-  WINE

Human Rights Programme

Fairtrade works to empower farmers and workers, foster responsible business conduct and influence policy reforms that protect human rights in global supply chains. The human rights issues that we work on – through mitigation, prevention, and remediation— include: living wages and living incomes; child labour, forced labour and gender-based violence; discrimination based on gender, ethnic origin, or other status; freedom of association and unionisation; conditions of work, and environmental rights.

Our human rights programme has two components: workers' rights and child protection.



Workers' Rights



What are the challenges producers face and what are the root causes

Most countries have ratified the core UN International Labour Organization (ILO) Conventions for decent work, which require national legislation on labour rights and codes of conduct (from manufacturing and retail companies) for labour rights to be observed by their suppliers. Yet in most countries, there is a large gap between the policy and practice on labour rights.

The population in the programme's operating countries is predominantly young with mostly low levels of education. **Unemployment** rates are high and those lucky to have a job often face challenges to have their **rights at work fulfilled**. Many agricultural workers are vulnerable and exposed to human rights violations.

In many countries, trade unions and employers have a history of antagonistic relations. Some trade unions are still weak due to low membership and lack of capacity, and some companies still view trade unions as a costly threat. Unions can also be closely tied to companies and, as a result, lack sectoral bargaining power.

Many women and minority groups do not enjoy their right to work and to earn decent livelihoods due to deeply ingrained prejudices. Fairtrade certification prescribes non-discrimination but power structures and local **customs and traditions** can prevent the participation of young people, women, migrants, and other marginalised groups. The lack of recognition makes women workers in particular vulnerable to other threats, such as **gender-based violence (GBV)**.

Many companies do undertake Human Rights and Environmental Due Diligence (HREDD) and recognise the role of rightsholder dialogue within it. Yet, in practice, the level of **rightsholder engagement in the HREDD process** is, in most cases, significantly lower than what human rights-based thinking calls for – and what is expected – both in the UN Guiding Principles for Business and Human Rights and in the OECD Due Diligence Guidance.

How the Fairtrade Standards seek to drive workers' rights

Workers' rights are central to Fairtrade. Our Standards are based on the conventions and recommendations of the ILO. The Fairtrade Standard for Hired Labour sets out the requirements for plantations and any large farms that regularly employ workers. The requirements relate to fundamental rights and principles of work, such as the freedom of workers to organise through trade unions and to collectively bargain with management for fairer agreements, and the elimination of discrimination, child and forced labour, and gender violation risks. They also include rules on health and safety and terms of employment, including wages, leave time, social security, and employment contracts. However, our Standards alone cannot ensure that all workers enjoy decent working conditions and fair wages.

Fairtrade's Workers' Rights Programme

How the programme empowers workers

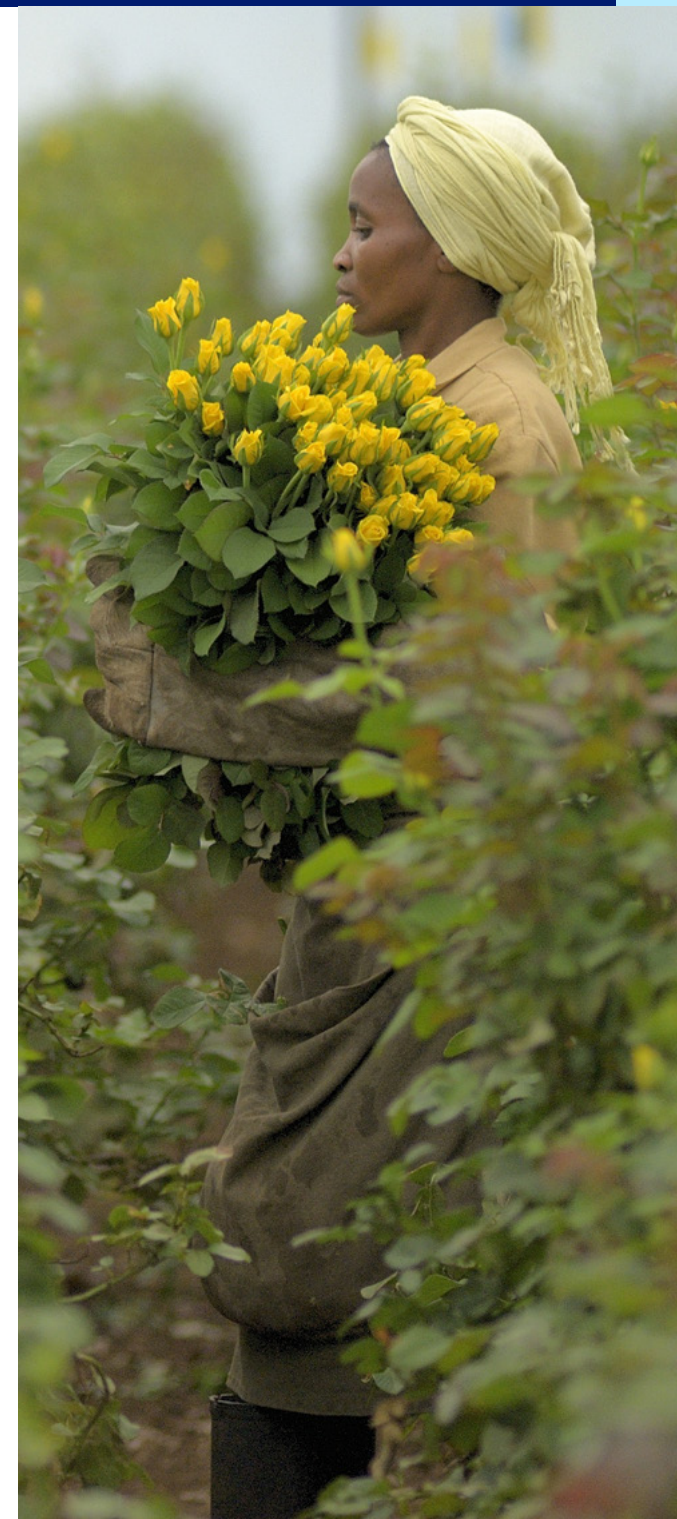
Our workers' rights programme complements the Fairtrade certification system, especially in areas where a market-based voluntary system is not enough to address vulnerabilities and social exclusion prevalent in supply chains. Our programme's objective is to **increase awareness of workers' rights among both workers and companies** through three main approaches: trade unions, gender equality and HREDD dialogue.

The programme supports **trade unions** on themes such as decent work, labour laws and contracts, and negotiation skills. Workers are encouraged to organise themselves into trade unions by informing them of their right to unionise, and by raising awareness among plantation owners and managers about workers' freedom of association and the role of trade unions. Our programme strives to remove barriers to organising and ensure trade union independence. We work together with employers, workers and trade union partners to build conditions where workers can organise and have the tools and confidence to bargain for better terms of employment and better wages. Social dialogue and industrial relations are improved through training on negotiation and human resource management, regular meetings between worker representatives and senior management, and conflict mediation services. The programme builds links with local trade unions, worker organisations and international trade unions and holds round-table discussions with trade unions and companies – from both producer and consumer countries.

Country-specific living wage benchmarks (Ankers' Methodology) are used to inform effective collective bargaining and advocacy work relevant to the country context. Workers' representatives and trade unions gain advocacy skills and support to co-create advocacy plans.

Our programme's **gender** approach includes three main interventions. Firstly, gender committees are established in the workplace and members are trained on gender equality, conflict resolution and organisational management. Awareness about inclusion and on the prevention and elimination of gender-based violence is raised in the workplace. Women are encouraged to get involved in different committees so that their specific interests are heard. Secondly, women's schools of leadership are being set up on plantations. The curriculum includes leadership training, development of advocacy skills and mentorship support. Thirdly, trade unions are being strengthened. This includes training trade union leaders on gender equality, negotiation skills, GBV and advocacy. All interventions also include raising awareness about gender equality among plantation managers.

Our programme also engages partners in **HREDD processes** centred on rightsholders. This process includes producer-driven mapping of human and environmental rights risks within the supply chains. This will generate context-specific data on workers' rights risks, which will support evidence-based advocacy on decent work, and inform training priorities for hired labour organisations, workers, and sourcing companies. The aim is to facilitate more informed direct dialogue between HLOs and companies.



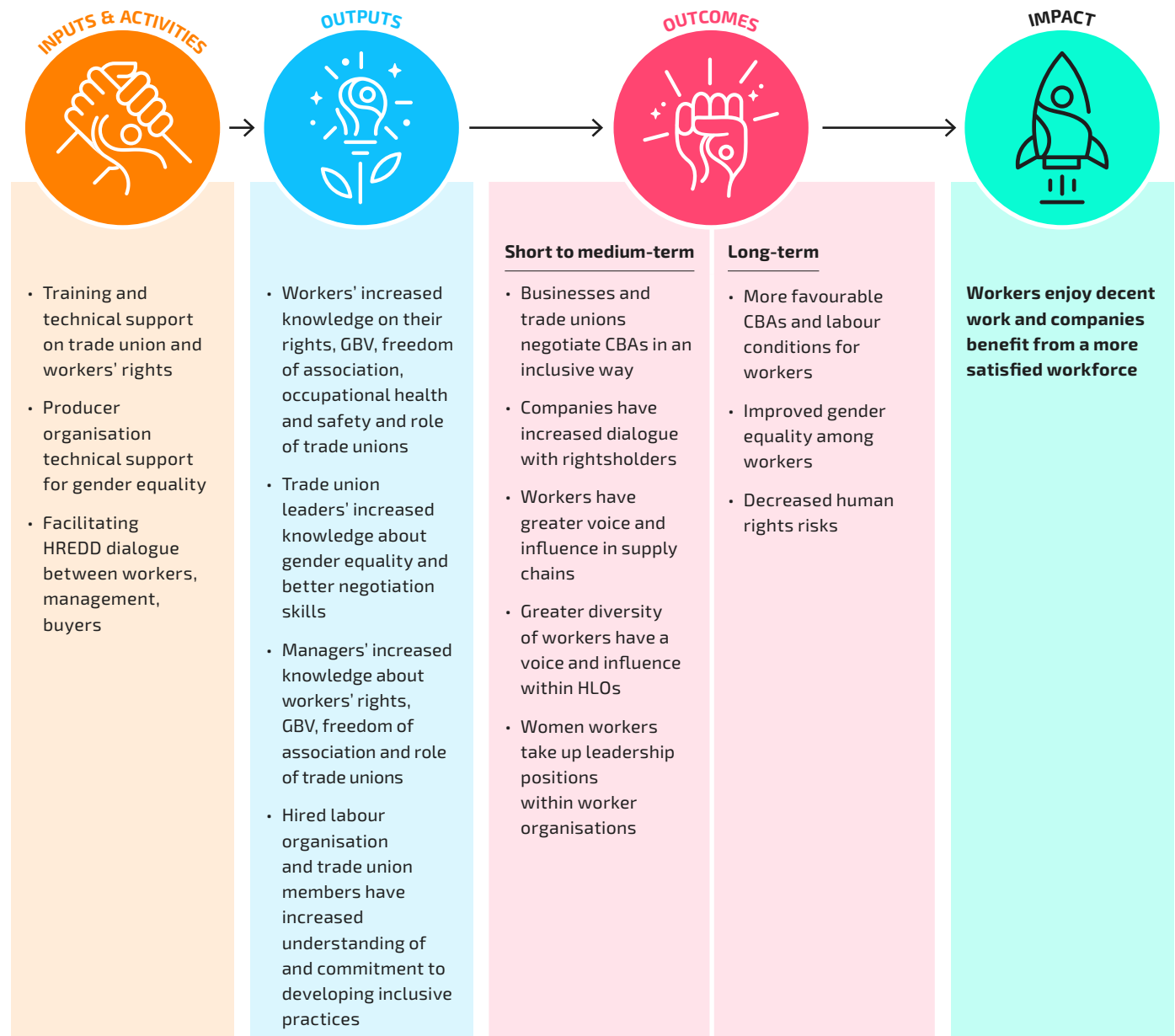
What is this programme trying to achieve

Our Theory of Change

Workers, once empowered to understand their rights, get involved in associations/unions and engage in social dialogue with management to secure collective bargaining agreements in pursuit of better working conditions and living wages.

Management, by complying with ILO Conventions regarding occupational health and safety and decent working conditions, and with HREDD legislation, can benefit from a more productive workforce.

Through trainings and the development of gender-inclusive policies and processes, improved self-esteem among women workers will lead to them having a stronger voice and a more diverse hired labour organisation. Women workers will see their interests represented by workers' associations and trade unions and feel confident about raising issues regarding their working conditions and wellbeing. The results will lead to **improved gender equality** among all workers.





Human rights risks in the value chain are expected to decrease following greater HREDD dialogues centred on producers having open, in-depth discussions about their human rights challenges and identifying joint solutions between rightsholders and traders, manufacturers and/or retailers that source from them.

Beyond the required legal minimum wage, the programme supports workers to achieve living wages so that they can adequately provide for themselves and their families. Employers also gain from paying a living wage: higher wages usually lead to better retention of skilled workers, improvements in quality and productivity, and lower recruitment and training costs. Improved workers' rights will increase productivity and contribute to lower costs through reduced absenteeism and increased job satisfaction.

How we will measure impact: outcomes and indicators

Agricultural workers' right to decent work is realised

- % of HLOs with consistent performance on decent working conditions over time with high levels of compliance as per Fairtrade metrics
- Average Wage Gap difference in HLOs: difference between the highest and lowest wage paid and benchmark (as per CBA by category of workers, living wages, national minimum wages)
- % of local, migrant, seasonal/temporary and permanent workers who receive equivalent benefits and employment conditions for equal work performed

More favourable Collective Bargaining Agreements

- % of HLOs that have a collective bargaining agreement (CBA) in place
- # of HLOs that made improvements in labour practices and conditions in the last calendar year, including type of improvements
- # and % of workers contracted by HLOs who were members of trade unions at the end of the last calendar year (age and gender)

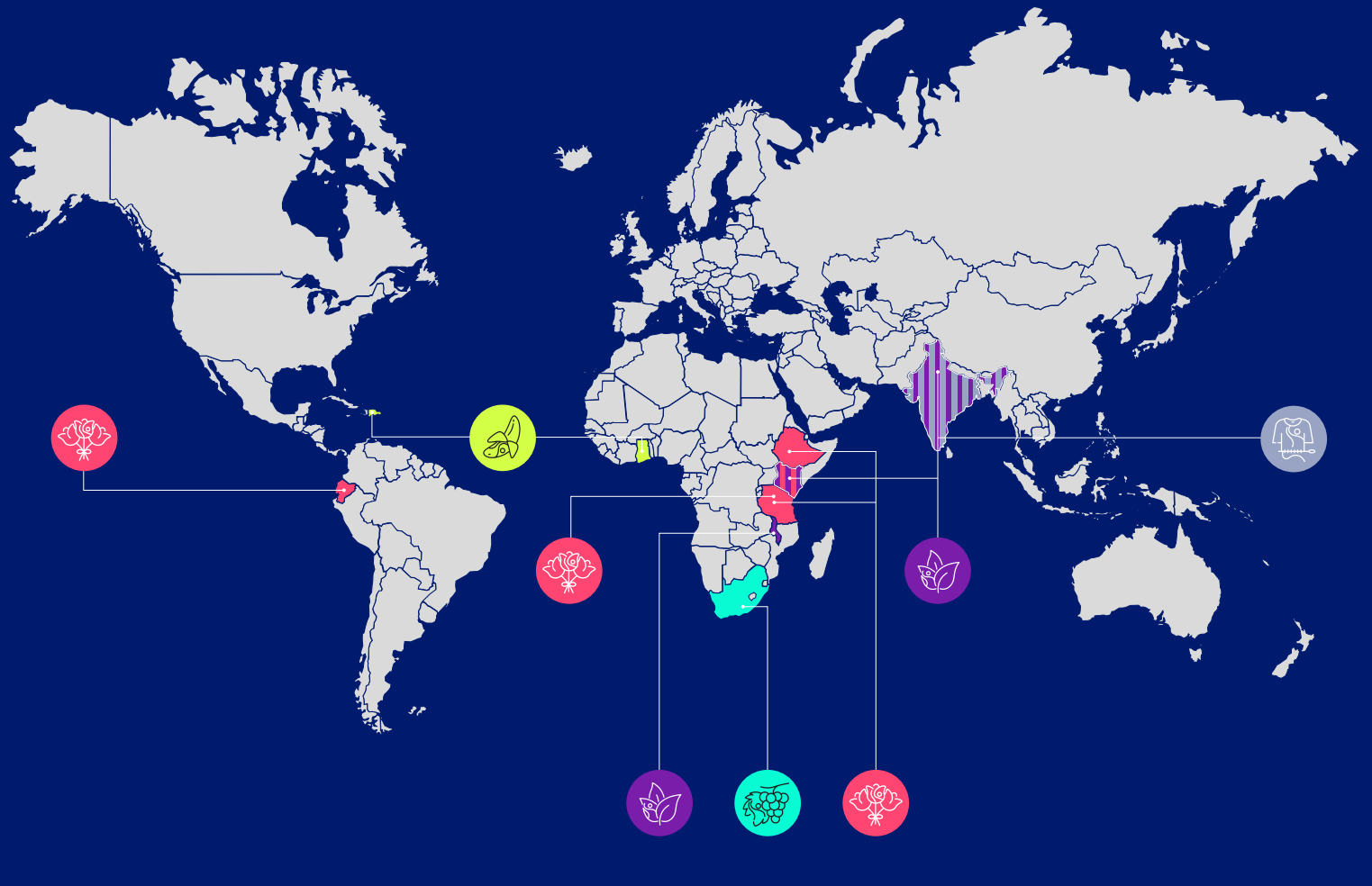
Improved gender equality among workers

- Ratio of the average wage paid during the reporting period to female employees of the organisation for a specified position compared to the average wage paid to male employees of the organisation for the same position
- Average score achieved by HLOs in gender inclusion and participation metrics
- # and % of organisations with a policy or Internal Management System (IMS) to protect workers from sexually intimidating, abusive and exploitative behaviours in the workplace

Decreased human rights risks

- # of businesses that implement HREDD regulations (engage with suppliers to identify, prevent, mitigate and account for how they address human rights violations and environmental impacts)
- # of workers benefitting from HREDD interventions implemented in their workplace

What are the priority countries and supply chains for this programme



How partners can contribute to Fairtrade's programmes: available packages

1. Specific projects for investment:






- Trade unions and workers' rights
- Workers' gender equality
- HREDD dialogue

2. Investment in Fairtrade's holistic workers' rights programme

3. Country focus

- LAC: Dominican Republic, Ecuador
- Africa: Ethiopia, Ghana, Kenya, Malawi, Tanzania, South Africa
- Asia Pacific: India

4. Supply chain focus:

-  BANANAS
-  FLOWERS
-  TEA
-  TEXTILES
-  WINE

Child Protection



What are the challenges producers face and what are the root causes

Decisions on family wellbeing are often influenced by **traditional knowledge and customs** that may be unsound and discriminatory or, in the worst cases, harmful. One of the negative practices that is rampant in farming is child labour. It refers to work that is harmful to a child's health and wellbeing, and interferes with their education, leisure and development. It is a complex issue affecting boys and girls in most countries of the world. Lack of access to quality education, conflict, discrimination, poverty, disasters and climate change are just some of the underlying causes. Household poverty, however, remains one of the key drivers. When families are not able to earn a decent living from their crops, ending child labour remains very difficult.

In regions where farmers' income is not enough and social services are absent, childcare is rarely available and seldom an option. Therefore, farmers and workers often bring children to their farms as a solution to keep them safe. Lack of access to safe schools and childcare facilities, as well as low income, contribute to child protection risks.

How the Fairtrade Standards seek to drive child protection

Fairtrade is committed to fighting the root causes of child labour and preventing abuse and exploitation of children. We have chosen to work in value chains and regions with a known risk of child labour because this is where our work is most needed.

Our Standards prohibit child labour as defined by the International Labour Organization (ILO) Minimum Age and Worst Forms of Child Labour Conventions.

Specific criteria in the Fairtrade Standards include:

- Children below the age of 15 are not to be employed by Fairtrade organisations.
- Children below the age of 18 cannot undertake work that jeopardises their schooling or their development.
- Children are only allowed to help on family farms under strict conditions. The work must be age appropriate and be done outside of school hours, or during holidays.
- In regions with a high likelihood of child labour, small producer organisations are encouraged to include a prevention and remediation plan in their Fairtrade Development Plan.
- If an organisation has identified child labour as a risk, it must implement policy and procedures to prevent children from being employed. The Fairtrade Standards recognise the challenges and root causes of child labour, and our child protection framework prescribes actions to protect children from harm. Our Standards encourage producer organisations to use their Fairtrade Premium funds to prevent these risks through investing in childcare, education facilities and scholarships for their members.

The Fairtrade Standards, in line with the UN Child Rights Convention, stipulate that identified child labour cases must be remediated in real time to protect children from violence and harm.

In at-risk hot spots, all risks of child labour must be assessed, policies and procedures must be put in place, and monitoring and remediation systems must be developed to address the risks identified.

If we find breaches of the ILO-defined criteria for child labour, Fairtrade takes immediate action to protect the impacted child. Fairtrade International's Act to Protect Policy mandates action and is not only applied to supply chains. Our position is that we all have a responsibility to act to protect vulnerable individuals. At producer network level, protection policies are also in place to ensure that due processes, emphasising the protection of vulnerable individuals, is followed when cases are identified, or allegations made.

Fairtrade's Child Protection Programme

How the programme empowers producers

As part of Fairtrade's contribution to SDG8, our aim is for farmers and workers to earn a decent living income, and for our Standards and auditing system to enforce the prohibition and to check for the presence of child labour.

Fairtrade recognises that Standards and auditing alone will not eliminate child labour. The wider causes of abuse and violence against children must be tackled and communities must have the knowledge

and tools to take action. Our Child Protection Programme complements the Fairtrade certification system by strengthening producer organisations' child protection processes through the following interventions: monitoring and remediation, human rights due diligence processes and targeted advocacy.

Fairtrade encourages producer organisations to work with young people and their communities for the wellbeing of children and youth in and around Fairtrade production. Since 2014, we have been promoting a **Youth Inclusive Community-Based Monitoring and Remediation** (YICBMR) approach to tackle child labour. Responsibility for reducing the incidence of child labour is placed on cooperatives and their wider communities, together with local duty bearers. By involving young people, decision makers and cooperative leadership, local solutions are being implemented to tackle child labour and other issues aggravating child protection risks. Children and young people are skilled to identify risks to their wellbeing, map where they feel safe and unsafe, and together with adults from the community, design preventive actions. Training on child labour, covering both international and domestic law, informs producers' active fight against child exploitation and their commitment to child rights. Our trainings target cooperative management and staff, while community members are targeted with child rights awareness raising. Producer organisations in 18 countries have piloted the approach so far, including producers of cocoa, sugar, gold, coffee, flowers, and vanilla. Since 2016, the YICBMR approach has been adapted to also cover forced adult labour, gender-based and other workplace violence and abuse.





Our programme also engages businesses in a HREDD process centred on producers as rightsholders. The first step is to conduct a **producer-driven mapping of human and environmental rights (HER) issues** in their supply chain, building on international guidelines for Human Rights Impact Assessments (HRIAs). The programme supports companies with assessing child labour risks in specific contexts. To respect producers' data ownership, assessment results are published in aggregated form, with emphasis on the root causes of the identified risks and infractions. The programme trains both producer organisations and businesses on human rights, HREDD and human rights-based approaches. Building on the HER mapping exercises, we support and facilitate direct dialogue between companies and producers on human rights and environmental challenges, their root causes, possible solutions and the conditions required for the collaboration needed to address these challenges. Fairtrade also engages with other actors in the supply chain, such as buyers and traders, and with duty bearers, to find joint solutions to child labour.

Advocacy plays a crucial role in the changes Fairtrade envisions to prevent child labour. It is a key vehicle to promote better business practice on a large scale. Fairtrade is uniquely positioned between the private sector and civil society and well placed to build bridges and dialogue between these stakeholders. We carry out advocacy work with companies and civil society groups to jointly address the root causes of child labour and ensure a holistic, community-based approach that does not just shift the problem elsewhere.

The programme's advocacy focus is informed by our work on the ground and strives towards sustainable solutions. We welcome binding HREDD policies and regulations that call on companies to identify and address sustainability problems in their supply chains. We also support producer organisations to advocate for better child protection laws and policies with both local and national policymakers.

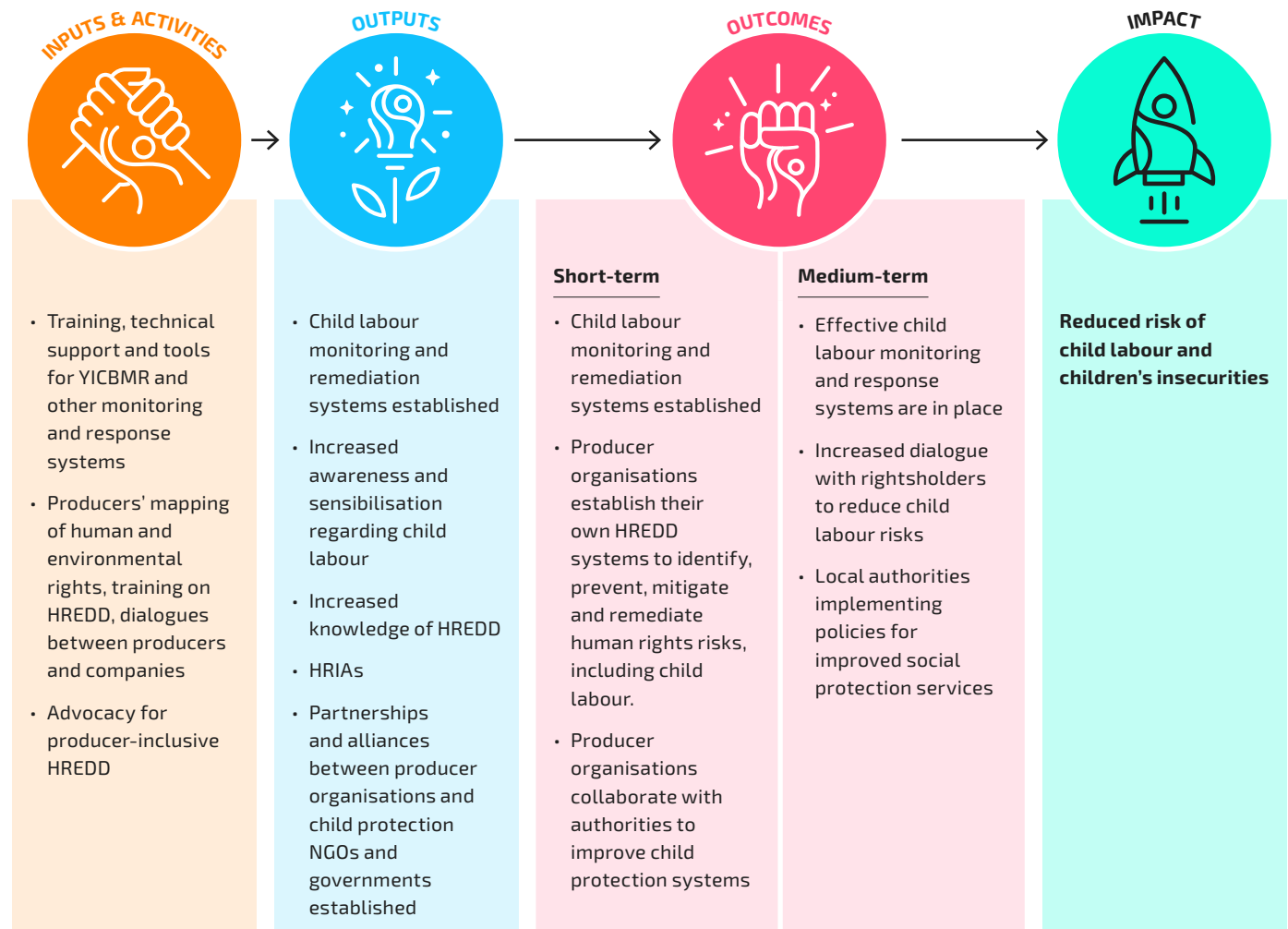
Fairtrade certified Belize Sugar Cane Farmers' Association (BSCFA)

Producer organisation BSCFA was among the first to implement Fairtrade's Youth Inclusive Community-Based Monitoring and Remediation approach in 2015. As well as funding an ambitious child labour prevention programme on their own farms and in their communities, the association also successfully advocated for the national government to step up the fight against child labour and played a key role in **Belize's adoption of a National Child Labour Policy and Strategy**. This new strategy and policy to tackle child labour was launched by the government in July 2022 following extensive dialogue with national stakeholders, cooperatives and social justice organisations, including Fairtrade. It includes the ambitious target of reducing the incidence of child labour and eliminating its worst forms by 2025.

What is this programme trying to achieve

Our Theory of Change

Producer organisations, once informed, mobilised, strengthened and granted access to cost effective targeted solutions, take greater action to identify and address the worst forms of child labour, contributing to a reduced risk of child labour. Businesses, once aware of the salient risks in their supply chains and their own HREDD obligations, take action to support producer organisations to tackle the root causes of child labour. Governments, once aware of effective mechanisms to tackle child labour risks, develop policies and actions to reduce the risks and mitigate the root causes (including investing in better education and social protection services).





How we will measure impact: outcomes and indicators

Decreased risk of child labour

- % of producer organisations with audited non-compliances related to child labour

Effective child labour monitoring and response systems are in place

- # of child protection committees (at producer organisation or community level) that perceive their response capacities have improved
- # of high risk producer organisations running self-governing systems to monitor and address child labour

Increased dialogue with rightsholders to reduce child labour risks

- # of businesses that are implementing HREDD regulations (engaging with suppliers to identify, prevent, mitigate and account for how they are addressing human right violations and environmental impacts)

Local authorities implement policies for improved social protection services

- # and scope of social protection policies and actions initiated by local/national authorities with input from Fairtrade

Join us to enable more producer organisations, their members and wider rural communities to:

Establish and implement child labour monitoring and remediation systems at cooperative level

Implement child labour prevention activities

Comply with Fairtrade Standard requirements regarding child labour prevention

Enable young people to actively contribute to cooperative governance and decision-making (General Assembly, Premium Committee, YICBMR, projects, etc.)

Raise awareness among parents/guardians so that they respect child rights, national legislation, and policies on child labour



What are the priority countries and supply chains for this programme



How partners can contribute to Fairtrade's programmes: available packages

1. Specific initiatives for investment:

- Youth Inclusive Community-Based Monitoring and Remediation child labour prevention projects
- HREDD work
- Advocacy work

2. Investment in Fairtrade's holistic child protection programme

3. Country focus:

- LAC: Belize, Colombia, Guatemala, Honduras, Mexico, Paraguay
- Africa: Côte d'Ivoire, Ghana, Mauritius
- Asia Pacific: Fiji, India, Philippines, Vietnam

4. Supply chain focus:

-  CANE SUGAR
-  COCOA
-  COFFEE



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Produced by Fairtrade International, 2023