



Hired Labour Standard Main Changes

Fairtrade Standard for Hired Labour

The revised *Fairtrade Standard for Hired Labour (HLS)* is the result of a limited review undertaken in 2015 to monitor the effects of revisions made in 2014.

The revised HL Standard was approved by the Standards Committee in June 2015.

Changes to the HLS are minor. This document identifies the key changes made to the Standard and includes a table describing in more detail the extent of the changes made, following the structure of the new Standard.

This document does not describe the content of the changes in full detail. This document shall not replace a detailed study of the new Standard and it is not part of the Standard.

Key changes:

- **Added guidance and wording for clarification and support.**
- **Deleted redundant requirements.**
- **New formatting of Standard**

Overview of the 2015 revised Hired Labour Standard:

This table shows the most important changes, specifying if these are modifications, deletions or new additions.

New standard section	Type of change	New Standard 2015	Comments
Throughout standard, Spanish version	Modified	Use “gerencia” instead of “dirección” to refer to management of the company as per feedback to the Spanish version.	More applicable terminology
1. General Requirements	This chapter covers the requirements that relate to the certification process and to the scope of the Standard and intends to provide the necessary framework for effective implementation of the standard.		
1.1 Certification	Modified	Meeting frequency removed (1.1.3).	Redundant to other wording in requirement.
2. Social Development	This chapter outlines the requirements that are unique to Fairtrade and intends to lay the foundations for empowerment and development to take place.		
2.1 Management of Fairtrade Premium	Modified	Delete point that major projects are determined by the Fairtrade Premium Committee (FPC) Move details on reach consensus in decision making to guidance and add details on how to build consensus to explanatory document (2.1.4).	Major projects defined in standard (2.1.7).
	Modified	Add text on invoicing of Premium and following up by management for clarity (2.1.6).	Adds clarity of expected actions to comply with requirement.
	Modified	Details on worker status integrated from 3.1.9 (2.1.9).	Adds clarity and consistency.
	Clarified	Add examples of frequency of meetings for better	For better interpretation of

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		interpretation (2.1.11).	requirement.
	Modified	Major projects specified in standard: any loan to management or any investment that is more than 50% of total annual Premium income or exceeds 15,000 EUR, whichever is lower (2.1.17). Risk assessment is requested by FPC through management.	Determining major projects should be determined by Standard and not fall under FPC ToR. Added for clarity.
2.2 Capacity Building	Modified	Delete reference to informing workers on their rights and duties, see below; Move training on Premium into separate requirement with compliance from year 0 (2.2.1). Update subsequent numbering accordingly.	Delete redundancy from 3.5.8 Ensure FPC members are trained at initial certification.
	Modified	Separate 2.2.2 on FPC training (year 0) and 2.2.3 on worker representative training (Dev 3). (2.2.2 & 2.2.3) Added guidance: A help-desk for new FPC members where current and/or former members offer support and training is recommended (2.2.3). Updated subsequent numbering.	Correct misalignment in timing of training required.
	Modified	Add text on disadvantaged and minority groups to guidance (2.2.6)	For clarity.
3. Labour Conditions	This section intends to ensure decent working conditions for workers.		
3.1 Freedom from	Modified	Add reference to grievance procedure requirement 3.5.27	Change requirement for clarity and

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Discrimination		and reword (3.1.6).	simplicity.
	Deleted	Right to be elected as worker representative (3.1.9).	Details now included in 2.1.19
3.2 Freedom of Labour	Modified	Freedom from forced and compulsory labour	Clearer meaning, aligns with SPO, CP and Trader Standards
	Modified	Intent and Scope section updated (3.2).	Reflects appropriate ILO conventions and protocol
	Modified	Deleted reference to contract period. (3.2.1).	Reflects appropriate ILO conventions and protocol.
3.4 Freedom of Association and Collective Bargaining	Modified	Revise text on local point of contact - only necessary to inform workers when no CBA is in place (amend same way in FoA protocol) (3.4.2).	Correct for intent of requirement.
	Modified	Merge requirement 3.4.7 into 3.4.5 and delete 3.4.7.	Remove redundancy.
	Modified	Add "other" to differentiate elected representatives from union reps. (3.4.8).	Added clarity.
	Modified	Use combined term "trade union/workers' representative" to maintain the approach that alternative workers' organizations exist (1.2.3, 2.1.20, 2.2.1, 3.1.8, 3.2.4, 3.4.8, 3.5.4).	Use of a more precise terminology for better understanding.
	Modified	Delete reference to posting minutes (3.4.10).	Minutes may contain confidential issues and should not be posted. Minutes are shared responsibility of

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			trade unions and management.
3.5 Conditions of Employment	Modified	Change wording from “establish” to “approve” living wage benchmarks. Amend guidance to cover gap in the interim period so that the wage increases are at least checked. Change requirement wording from "wage increments" to "incremental steps" (3.5.4).	Recognizes other wage benchmarks than those set by Fairtrade. Ensures wage increases take place until benchmarks are in place. For better clarity.
	Modified	Move text and add reference to sexual harassment policy (3.5.27).	Added clarity
3.6 Occupational Health and Safety	Modified	Add, training is repeated for all new or reassigned workers (3.6.6).	Ensures better practice.
	Modified	Details on sanitary facilities added (3.6.9).	Added clarity.
	Deleted	Personal Protective Equipment (3.6.19).	Redundancy deleted.
	Modified	Details on type of examinations recommended for workers handling hazardous chemicals added to requirement and explanatory document (3.6.21).	To provided basis for consistent practices.
	Modified	Added guidance spraying when exposure is highest (3.6.23).	Added clarity.
	Modified	Added definition of Occupation Health and Safety	Added clarity.

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5. Trade	This chapter outlines the rules you need to comply with when you sell Fairtrade products.		
5.3 Contracts	Modified	Apply new wording in line with Trader standard, removing 6 month reference and adding 50% of volume if suspended.	Consistency among standards, better practice.
	New	New requirement on binding purchase (5.3.4).	Align with Fairtrade generic standards.