|  |
| --- |
| **Limited review of the definition and scope of significant number of workers- SPO Standard** |
| Consultation Period | **12 August 2022 – 12 September 2022** |
| Project Manager | Jebet Yegon, Project Manager, Standards j.yegon@fairtrade.net  |

**1. General Introduction**

Fairtrade Standards support the sustainable development of small-scale producers and workers in the Global South. Producers and traders must meet the relevant Fairtrade Standards for their products to be certified as Fairtrade. Fairtrade International’s Standards and Pricing Unit (S&P) is responsible for developing Fairtrade Standards in line with the [Standard Operating Procedure for the Development of Fairtrade Standards](https://files.fairtrade.net/SOP_Development_Fairtrade_Standards.pdf) and in compliance with all requirements of the [ISEAL Code of Good Practice for Setting Social and Environmental Standards](https://www.isealalliance.org/our-work/defining-credibility/codes-of-good-practice/standard-setting-code). A fundamental principle is wide consultation with stakeholders to ensure that new and revised Standards reflect Fairtrade International’s strategic objectives, are based on producers’ and traders’ realities and meet consumers’ expectations.

You are kindly invited to participate in the limited review on the definition and the applicability of the concept of “employing a significant number of workers” in the Fairtrade Standard for Small-scale Producer Organizations. We appreciate your input on the topics suggested in this document and encourage you to give explanations, analysis and examples illustrating your comments. All information will be treated with care and kept confidential.

**The deadline for completing the survey is 12.09. 2022**. If you have any further comments, please send them to Jebet Yegon, j.yegon@fairtrade.net.

Following the consultation, S&P will compile and aggregate all the comments received and share them anonymously via email and on the Fairtrade International website.

**2. Background**

Fairtrade envisions a world in which all small producers and workers can enjoy secure and sustainable livelihoods, fulfil their potential, and decide on their future.

During the full review of the Fairtrade Standard for Small-scale Producer Organizations (SPO) the definition of the significant number of workers was revised from 20 workers as previously defined by the certification body to “10 workers working for more than 30 hours per week that are present for one month or more during a year or equivalent”. The intention of the change was to increase the number of workers that are covered by the requirements that are applicable to SPOs and members that employ a significant number of workers.

Standards & Pricing (S&P) have received feedback that the number of variables included in the revised requirement (number of workers, hours worked per week, duration and equivalency) presents a challenge, as gathering all this information during the audits is not always easy especially because there is no mandatory requirement on record keeping. In an effort to strengthen the assurance framework for worker’s in SPOs, S&P is presenting a proposal in this consultation to introduce a mandatory requirement for record keeping.

A number of requirements in the conditions of employment and the occupational health and safety sections of the standard are only applicable if the SPO or its members employ a significant number of workers. S&P has also received feedback that requirements in this section that touch on basic and human rights should be applicable to all workers regardless to the number employed. S&P is therefore presenting 11 requirements from these 2 sections that would be applicable to all workers regardless to the number employed by the SPO or its members.

It is important to mention that if workers are hired by the whole organization, then the application of these requirements should be checked for the whole organization, and not per individual member. This would ensure that small individual farmers are not overburdened as they might not have the capacity to fulfil these requirements.

**3. Objectives of the Standards Review**

* To ensure that the requirements touching on fundamental human and labour rights are applicable to all workers regardless to the number employed.
* To strengthen the assurance framework for workers in the SPO Standard.
* Develop final proposals for approval by the Standards Committee (SC).

**4. Project and Process Information**

The project started in February 2022 with the launch of the [project assignment](https://files.fairtrade.net/standards/PA_-Definition-and-Scope-of-Significant-Number-of-Workers_Final-version.pdf) which is available on the Fairtrade International website.

The current Fairtrade Standard for Small-scale Producer Organizations is also available on the Fairtrade International website under [this](https://files.fairtrade.net/standards/SPO_EN.pdf) link.

The progress to date and next steps are described below:

|  |  |
| --- | --- |
| **Timeline** | **Activity**  |
| Oct 2021 | * Scoping
 |
| Oct 2021 – July 2022 | * Research
 |
| Aug– Sep 2022 | * Consultation published 30 days
 |
| Oct 2022 | * Drafting final proposal
 |
| Nov 2022 | * SC decision
 |
| Dec 2022 | * Publication
 |
| Dec 2022- Dec 2023 | * Implementation
 |

**5. Confidentiality**

We value your input and will analyze all responses carefully to inform the final proposal. All information will be treated with care and confidentiality, and the results will only be communicated in aggregated form. However, in order to make the best use of the data, we do need to know which responses are from producers, traders, licensees, etc., so we kindly ask you to provide us with information about your organization.

**6. Acronyms and definitions**

**Acronyms:**

HREDD Human Rights Environmental Due Diligence

NFO National Fairtrade Organization

RFA Rainforest Alliance

SC Standards Committee

SOP Standard Operating Procedure

SPO Small Producer Organization

S&P Standards & Pricing

PN Producer Networks

PPE Personal Protective Equipment

WRTU Workers’ Rights and Trade Unions

**PART 2 Draft Standard Consultations**

This consultation is divided into the following sections:

[1. Information about your organization 4](#_Toc108528359)

[2. Significant number of workers 5](#_Toc108528360)

[3. Conditions of employment 8](#_Toc108528361)

[4. Occupational health and safety 14](#_Toc108528362)

[5. Stakeholders’ comments / feedback on the present consultation 20](#_Toc108528363)

**The target groups of this consultation are:**

* SPOs and their members already certified or interested in becoming certified under the Fairtrade Standard for Small Producer Organizations.
* Workers in SPOs, Trade unions and other workers’ Organizations
* Producer networks, national Fairtrade organizations, Fairtrade International, FLOCERT,

The amount of time you spend answering the questionnaire will depend on how detailed your answers are. Your input is very important, so please take your time.

**Please take as much space as you need to respond to the questions.**

# Information about your organization

Please complete the information below:

|  |
| --- |
| **Q 1.1** **Please provide us with information about your organization so that we can analyze the data precisely and contact you for clarifications if needed. The results of the survey will only be presented in an aggregated form and all respondents’ information will be kept confidential.**Name of your organization Click or tap here to enter text.Name of contact person Click or tap here to enter text.Email of contact person Click or tap here to enter text.Country Click or tap here to enter text.FLO ID (if any) Click or tap here to enter text. |
| **Q1.2. Are your responses based on your own personal opinion or is it a collective opinion representing your organisation?**[ ] Individual opinion[ ] Collective opinion representing my organisation/company |
| **Q 1.3 What is your responsibility in the supply chain? Please tick all that apply.**[ ] SPO 1st grade[ ] SPO 2nd and 3rd grade[ ]  Trade unions and other workers’ Organizations[ ] Other (e.g. CLAC, FTA, NAPP, NFO, FLOCERT, Fairtrade International, researchers, NGO, commercial partners)If other, please specify here: Click or tap here to enter text. |

# Significant number of workers

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| During the full review of the Fairtrade Standard for Small-scale Producer Organizations (SPO) the definition of the significant number of workers was revised from 20 workers as previously defined by the certification body to *“10 workers working for more than 30 hours per week that are present for one month or more during a year or equivalent”.* The intention of the change was to increase the number of workers that are covered by the requirements that are applicable to SPOs and members that employ a significant number of workers.S&P has received feedback that the number of variables included in the definition (number of workers, hours worked per week, duration and equivalency) represents a challenge, as gathering all this information during the audits is not always easy. In addition, the lack of mandatory record keeping presents a challenge for the quality of assurance. Record keeping should therefore be made mandatory to enable auditors to check these requirements accordingly. The requirement should be made mandatory for medium sized and bigger members so as not to burden very small members. Small farms are small scale agricultural producers that mainly rely on family or household labour to carry out most of all the farm work. The focus for medium and bigger farms may be less on the family and more on increasing production. Generally, Asian and African producers have smaller land size as compared to producers in Latin America and the Caribbean. Given the difference, a threshold for members owning more than 2 hectares is proposed for African and Asian producers and 5 hectares for producers in Latin America and the Caribbean.There is also a need to clarify the applicability of the significant number of workers because the definition is not clear on which workers are included in the calculation of the significant number of workers especially on the ‘equivalency’. It is therefore important to clarify that the definition incorporates all workers (permanent, casual, temporary, migrant, or seasonal workers).**The proposed change is:*** A new requirement on record keeping for medium sized and bigger members.
* A clarification of the applicability of the definition of the significant number of workers

**Record Keeping**

|  |  |
| --- | --- |
| Core | You and/or your members keep an up-to-date list of permanent, temporary, casual and sub-contracted workers, containing for each worker:* Full name
* Gender
* Age
* Nationality
* Start and end date(s) of employment
* Days worked, in case of casual and sub-contracted workers
* Type of work (permanent, temporary, seasonal, full time/part-

time, days per week)* Salary rate earned per day, week, fortnight or month
* Social / in-kind benefits received or available when applied

(Health, education, food, housing, transportation)* Affiliation to social security and / or private health insurance

You allow workers to access the information about them at all times.This requirement applies to members owning more than **2** hectares in Africa and Asia and **5** hectares in Latin America and the Caribbean |
| Year 0 |
| **Guidance:** If workers are employed directly by the members, then it should be the responsibility of the members to keep the records. The SPO can provide support to the members e.g through providing templates or trainings on record keeping. If the workers are hired by the SPO, then it is the responsibility of the SPO to keep the records and the application of this requirement should be checked for the whole organization, and not per individual member. |

**Rationale**Keeping records helps to improve management practices to have a better overview of the organization. This would form an integral component of a functional management information system, which would inform and guide Fairtrade’s actions globally and provide near real time data on both producers and labour in their producer population. This will also support and strengthen the assurance process.A clarification of the applicability of the definition is important to ensure that all workers are covered. **Implications**Members owning more than 2 hectares in Africa and Asia and 5 hectares in Latin America and the Caribbean will be required to keep an up-to-date worker’s registry. A one-year transition period for the requirement on record keeping is proposed for SPOs already in the system to enable them to adapt to these changes and to enable PNs to conduct the necessary trainings. Newly certified SPOs will need to comply with this requirement without any transition period.**Q 2.1 Do you agree that record keeping should be made mandatory for members owning more than 2 hectares in Africa and Asia and 5 hectares in Latin America and the Caribbean?**[ ] Strongly agree[ ] Partially agree[ ] Disagree**If you partially agree or disagree, please explain why and suggest an alternative proposal.**Click or tap here to enter text.**The proposed transition period for this requirement is one year.** **Q 2.2 Do you agree with the proposed transition period?**[ ] Strongly agree[ ] Partially agree[ ] Disagree**If you partially agree or disagree, please explain why, and suggest an alternative proposal.**Click or tap here to enter text.**Q 2.3 Do you agree that the definition of the significant number of workers incorporates all workers (permanent, casual, temporary, migrant, or seasonal workers).**[ ] Strongly agree[ ] Partially agree[ ] Disagree**If you partially agree or disagree, please explain why, and suggest an alternative proposal.**Click or tap here to enter text. |

# Conditions of employment

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| The conditions and employment section of the SPO Standard is only applicable if SPOs or their members employ a significant number of workers. Most of the requirements in this section however touch on basic human and labour rights and should therefore be applicable to all workers regardless to the number the SPO or the small holder employs. It is important to mention that if workers are hired by the whole organization, then the application of these requirements should be checked for the whole organization, and not per individual member. **The proposed changes are:**Making the 5 requirements below in the conditions of employment section applicable to all workers regardless to the number the SPO or its members employ.* + 1. **Wages**

|  |  |
| --- | --- |
| **Core** | You and your members set salaries for workers according to CBA regulations where they exist or at regional average wages or at official minimum wages for similar occupations whichever is the highest. You specify wages for all employee functions and employment terms, such as piecework. |
| Year 0 |

* + 1. **Production, quotas and piecework**

|  |  |
| --- | --- |
| **Core** | For work based on production, quotas and piecework, during normal working hours, you and your members pay the proportionate minimum wage or the relevant industry average, whichever is higher. Information about this pay rate is available for all workers and worker organizations. For pay based on piecework, you and your members make the method of calculation transparent and accessible to the worker.You and your members do not use production, quotas and piecework employment as a means to avoid time-bound contracts. |

**3.3.20 Regular payments in legal tender**

|  |  |
| --- | --- |
| **Core** | You and your members make payments to workers at regularly scheduled intervals and document the payments with a pay slip containing all necessary information. Payments are made in legal tender. Only if the worker explicitly agrees may you make the payment in kind. |

**3.3.21 Subcontracted workers**

|  |  |
| --- | --- |
| **Core** | If you or your members employ migrant or seasonal workers through a contracting agency or person, you put effective measures in place to ensure that their hiring and working conditions also comply with this Standard. |
| **Year 0** |
| **Guidance:** The Standard cover all workers whether they are local, migrant, directly contracted or subcontracted. As subcontracted migrant or seasonal workers are in an especially vulnerable position, the organization needs to ensure that the requirements are equally applied to them. Effective measures may include referring to guidelines to select contracting agencies or persons, and procedures to monitor the working conditions of migrant or seasonal subcontracted workers. |

**3.3.22 Employment contracts**

|  |  |
| --- | --- |
| **Core** | You and your members ensure that all permanent workers have a legally binding contract and are aware of their rights and duties, responsibilities, salaries, and work schedules as part of the legal labour contract.You ensure that workers have a signed copy of their employment contract and that they understand the content by providing it in a format and language they understand. |
| **Year 1** |
| **Guidance:** If national legislation accepts oral contracts, then this is also accepted as long as the oral contracts provide the same benefits of a written contract.  |

**Rationale** Every worker, regardless of the number of workers an SPO or its member employs is entitled to receive a legal minimum wage as this is the lowest remuneration that employers can legally pay their employees. This is a basic right that should be received by every employee. In addition, the requirement to set salaries according to CBA regulations in the regional sector or at regional average or at the level of official minimum wages should be applicable to all workers Making payments at regularly scheduled intervals should be made mandatory for everyone. If workers are hired under any Fairtrade certification, then at least regular payment should be ensured in every set-up. Regarding work based on production, quotas, and piecework, if an employer is able to set quotas and piecework, he or she is also able to ensure that the minimum wage is met.The ILO views formalization of work as an essential process for the promotion of decent work and reduction of risk of exploitative practices. There is therefore a need to ensure that permanent workers have legally binding contracts. This will ensure that workers are better protected. **Implications** SPOs and their members employing any number of workers would be audited against these requirements. The SPO standard requires compliance with the national legislation and as paying a legal minimum wage is mandatory in most countries, this would not have huge implications in practice, because producer organizations are already required to comply to this requirement. A one-year transition period is proposed for SPOs already in the system to enable them to adapt to these changes. This transition period does not apply to those requirements that are already required by national legislation e.g., payment of minimum wages. Newly certified SPOs will need to comply with all these requirements without any transition period. **Q 3.1 Do you agree that requirement 3.3.18 below in the SPO Standard should be applicable to all workers regardless to the number of workers that the SPO or its members employ?****3.3.18 Wages**

|  |  |
| --- | --- |
| **Core** | You and your members set salaries for workers according to CBA regulations where they exist or at regional average wages or at official minimum wages for similar occupations whichever is the highest. You specify wages for all employee functions and employment terms, such as piecework. |
| **Year 0** |

[ ] Strongly agree[ ] Partially agree[ ] Disagree**If you partially agree or disagree, please explain why and suggest an alternative proposal.**Click or tap here to enter text. **There is no proposed transition period for this requirement because this is already required by the national legislation.** **Q 3.2 Do you agree with the statement above?**[ ] Strongly agree[ ] Partially agree[ ] Disagree**If you partially agree or disagree, please explain why, and suggest an alternative proposal.**Click or tap here to enter text.**Q 3.3 Do you agree that requirement 3.3.19 below in the SPO Standard should be applicable to all workers regardless to the number of workers that the SPO or its members employ?****3.3.19 3.3 19 Production, quotas and piecework**

|  |  |
| --- | --- |
| **Core** | For work based on production, quotas and piecework, during normal working hours, you and your members pay the proportionate minimum wage or the relevant industry average, whichever is higher. Information about this pay rate is available for all workers and worker organizations. For pay based on piecework, you and your members make the method of calculation transparent and accessible to the worker.You and your members do not use production, quotas and piecework employment as a means to avoid time-bound contracts. |
| **Year 0** |

[ ] Strongly agree[ ] Partially agree[ ] Disagree**If you partially agree or disagree, please explain why, and suggest an alternative proposal.**Click or tap here to enter text. **The proposed transition period for the changes in these requirements is one year.** **Q 3.4 Do you agree with the proposed transition period?**[ ] Strongly agree[ ] Partially agree[ ] Disagree**If you partially agree or disagree, please explain why, and suggest an alternative proposal.**Click or tap here to enter text.**Q 3.5 Do you agree that requirement 3.3.20 below in the SPO Standard should be applicable to all workers regardless to the number of workers that the SPO or its members employ?****3.3.20 3.3.20 Regular payments in legal tender**

|  |  |
| --- | --- |
| **Core** | You and your members make payments to workers at regularly scheduled intervals and document the payments with a pay slip containing all necessary information. Payments are made in legal tender. Only if the worker explicitly agrees may you make the payment in kind. |
| **Year 0** |

[ ] Strongly agree[ ] Partially agree[ ] Disagree**If you partially agree or disagree, please explain why, and suggest an alternative proposal.**Click or tap here to enter text. **The proposed transition period for the changes in these requirements is one year.** **Q 3.6 Do you agree with the proposed transition period?**[ ] Strongly agree[ ] Partially agree[ ] Disagree**If you partially agree or disagree, please explain why, and suggest an alternative proposal.**Click or tap here to enter text.**Q 3.7 Do you agree that requirement 3.3.21 below in the SPO Standard should be applicable to all workers regardless to the number of workers that the SPO or its members employ?****3.3.21 3.3.21 Subcontracted workers**

|  |  |
| --- | --- |
| **Core** | If you or your members employ migrant or seasonal workers through a contracting agency or person, you put effective measures in place to ensure that their hiring and working conditions also comply with this Standard. |
| **Year 0** |
| **Guidance:** The Standard cover all workers whether they are local, migrant, directly contracted or subcontracted. As subcontracted migrant or seasonal workers are in an especially vulnerable position, the organization needs to ensure that the requirements are equally applied to them. Effective measures may include referring to guidelines to select contracting agencies or persons, and procedures to monitor the working conditions of migrant or seasonal subcontracted workers. |

[ ] Strongly agree[ ] Partially agree[ ] Disagree**If you partially agree or disagree, please explain why, and suggest an alternative proposal.**Click or tap here to enter text. **The proposed transition period for the changes in these requirements is one year.** **Q 3.8 Do you agree with the proposed transition period?**[ ] Strongly agree[ ] Partially agree[ ] Disagree**If you partially agree or disagree, please explain why, and suggest an alternative proposal.**Click or tap here to enter text.**Q 3.9 Do you agree that requirement 3.3.22 below in the SPO Standard should be applicable to all workers regardless to the number of workers that the SPO or its members employ?****3.3.223.3.22 Employment contracts**

|  |  |
| --- | --- |
| **Core** | You and your members ensure that all permanent workers have a legally binding contract and are aware of their rights and duties, responsibilities, salaries, and work schedules as part of the legal labour contract.You ensure that workers have a signed copy of their employment contract and that they understand the content by providing it in a format and language they understand. |
| **Year 1** |
| **Guidance:** If national legislation accepts oral contracts, then this is also accepted as long as the oral contracts provide the same benefits of a written contract.  |

[ ] Strongly agree[ ] Partially agree[ ] Disagree**If you partially agree or disagree, please explain why, and suggest an alternative proposal.**Click or tap here to enter text. **The proposed transition period for the changes in these requirements is one year.** **Q 3.10 Do you agree with the proposed transition period?**[ ] Strongly agree[ ] Partially agree[ ] Disagree**If you partially agree or disagree, please explain why and suggest an alternative proposal.**Click or tap here to enter text. |

#

# Occupational health and safety

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Significant occupational health and safety (OHS) risks exist across the agricultural industry. Many risks are common across crops and countries, for example risks associated with use of agrochemicals, carrying heavy loads, use of sharp tools, and repetitive strenuous tasks. Most of the requirements in the OHS section of the SPO standard are currently only applicable if the SPO or its members employ a significant number of workers posing a huge risk to many workers.It is important to mention that if workers are hired by the whole organization, then the application of these requirements should be checked for the whole organization, and not per individual member.**The proposed changes are:**Making the 6 requirements below in the OHS section applicable to all workers regardless to the number the SPO or its members employ.**3.3.28 Workplace safety**

|  |  |
| --- | --- |
| **Core** | You and your members make work processes, workplaces, machinery and equipment on your production site safe. |
| **Year 0** |

**3.3.29 Restrictions on engaging in hazardous work**

|  |  |
| --- | --- |
| **Core** | Children under the age of 18 years, pregnant or nursing women, mentally disabled people, people with chronic, hepatic or renal diseases and people with respiratory diseases do not carry out any potentially hazardous work. Alternative work is provided for them. |
| **Year 0** |

**3.3. 3.3.3.31 Access to toilets, hand washing facilities and clean showers**

|  |  |
| --- | --- |
| **Core** | You and your members provide clean toilets with hand washing facilities close by for workers, and clean showers for workers who handle pesticides. These facilities are separate for women and men and the number of facilities is in proportion to the number of workers. |
| **Year 0** |

**3.3.** **3 3.3.32 Training on hazardous work**

|  |  |
| --- | --- |
| **Core** | You and your members provide training to workers who carry out hazardous work on the risks from this work to their health, to the environment, and on what to do in case of an accident. |
| **Year 3** |

**3.3.33 3.3.33 Visibility of safety instructions**

|  |  |
| --- | --- |
| **Core** | When you carry out hazardous work, you and your members display all information, safety instructions, re-entry intervals and hygiene recommendations clearly and visibly in the workplace in the local language(s) and with pictograms. |
| **Year 3** |

**3.3.34 3.3.34 Provision of personal protective equipment**

|  |  |
| --- | --- |
| **Core** | You and your members provide and pay for personal protective equipment (PPE) for all workers who perform hazardous work. You make sure that the PPE is used and that replacement equipment is ordered and distributed when the existing equipment wears out. |
| **Year 3** |

**Rationale** Since the requirements above only apply when SPOs or their members employing a significant number of workers, many workers are exposed to health and safety hazards present in the farm and workplace. It is therefore important to ensure that all workers especially those handling pesticides or hazardous chemicals are protected, receive training on how to handle chemicals and pesticides and in general work in a safe environment. Providing personal protective equipment (PPE) is an individual farmer responsibility. The Food and Agriculture Organization (FAO) recommend that when pesticides are used, at the very least, long-sleeved shirts, long trousers, boots, socks and chemical-resistant gloves should be worn at all times. A list of the basic minimum requirements for PPE for applying agricultural pesticides is included in annex 3 of the [International Code of Conduct on Pesticide Management](https://www.fao.org/3/ca7430en/CA7430EN.pdf#page=1&zoom=auto,-82,842) . Support from the SPO may be needed to farmers and workers regarding the correct use of PPE under applicable and safe working conditions.Since requirement 3.3.34 is subject to the “significant number of workers” threshold, ostensibly thousands of workers are still not being supplied basic occupational PPE.Children and vulnerable adults should not engage in hazardous work regardless of the number of workers the SPO employs.**Implications** SPOs employing any number of workers will be audited against these requirements that did not previously apply to them.A one-year transition period is proposed for SPOs already in the system to enable them to adapt to these changes. Newly certified SPOs will need to comply with these requirements without any transition period. **Q 4.1 Do you agree that requirement 3.3.28 below in the SPO Standard should be applicable to all workers regardless to the number of workers that the SPO or its members employ?****3.3.28 3.3.28 Workplace safety**

|  |  |
| --- | --- |
| **Core** | You and your members make work processes, workplaces, machinery and equipment on your production site safe. |
| **Year 0** |

[ ] Strongly agree[ ] Partially agree[ ] Disagree**If you partially agree or disagree, please explain why, and suggest an alternative proposal.**Click or tap here to enter text.**The proposed transition period for the changes in these requirements is one year.** **Q 4.2 Do you agree with the proposed transition period?**[ ] Strongly agree[ ] Partially agree[ ] Disagree**If you partially agree or disagree, please explain why, and suggest an alternative proposal.**Click or tap here to enter text.**Q 4.3 Do you agree that requirement 3.3.29 below in the SPO Standard should be applicable to all workers regardless to the number of workers that the SPO or its members employ?****3.3.29 3.3.29 Restrictions on engaging in hazardous work**

|  |  |
| --- | --- |
| **Core** | Children under the age of 18 years, pregnant or nursing women, mentally disabled people, people with chronic, hepatic or renal diseases and people with respiratory diseases do not carry out any potentially hazardous work. Alternative work is provided for them. |
| **Year 0** |

[ ] Strongly agree[ ] Partially agree[ ] Disagree**If you partially agree or disagree, please explain why, and suggest an alternative proposal.**Click or tap here to enter text.**The proposed transition period for the changes in these requirements is one year.** **Q 4.4 Do you agree with the proposed transition period?**[ ] Strongly agree[ ] Partially agree[ ] Disagree**If you partially agree or disagree, please explain why, and suggest an alternative proposal.**Click or tap here to enter text.**Q 4.5 Do you agree that requirement 3.3.31 below in the SPO Standard should be applicable to all workers regardless to the number of workers that the SPO or its members employ?****3.3.31 3.3.31 Access to toilets, hand washing facilities and clean showers**

|  |  |
| --- | --- |
| **Core** | You and your members provide clean toilets with hand washing facilities close by for workers, and clean showers for workers who handle pesticides. These facilities are separate for women and men and the number of facilities is in proportion to the number of workers. |
| **Year 0** |

[ ] Strongly agree[ ] Partially agree[ ] Disagree**If you partially agree or disagree, please explain why and suggest an alternative proposal.**Click or tap here to enter text.**The proposed transition period for the changes in these requirements is one year.** **Q 4.6 Do you agree with the proposed transition period?**[ ] Strongly agree[ ] Partially agree[ ] Disagree**If you partially agree or disagree, please explain why and suggest an alternative proposal.**Click or tap here to enter text.**Q 4.7 Do you agree that requirement 3.3.32 in the SPO Standard below should be applicable to all workers regardless to the number of workers that the SPO or its members employ?****3.3.32 3.3.32 Training on hazardous work**

|  |  |
| --- | --- |
| **Core** | You and your members provide training to workers who carry out hazardous work on the risks from this work to their health, to the environment, and on what to do in case of an accident. |
| **Year 3** |

[ ] Strongly agree[ ] Partially agree[ ] Disagree**If you partially agree or disagree, please explain why and suggest an alternative proposal.**Click or tap here to enter text.**The proposed transition period for the changes in these requirements is one year.** **Q 4.8 Do you agree with the proposed transition period?**[ ] Strongly agree[ ] Partially agree[ ] Disagree**If you partially agree or disagree, please explain why and suggest an alternative proposal.**Click or tap here to enter text.**Q 4.9 Do you agree that requirement 3.3.33 below in the SPO Standard should be applicable to all workers regardless to the number of workers that the SPO or its members employ?****3.3.33 3.3.33 Visibility of safety instructions**

|  |  |
| --- | --- |
| **Core** | When you carry out hazardous work, you and your members display all information, safety instructions, re-entry intervals and hygiene recommendations clearly and visibly in the workplace in the local language(s) and with pictograms. |
| **Year 3** |

[ ] Strongly agree[ ] Partially agree[ ] Disagree**If you partially agree or disagree, please explain why and suggest an alternative proposal.**Click or tap here to enter text.**The proposed transition period for the changes in these requirements is one year.** **Q 4.10 Do you agree with the proposed transition period?**[ ] Strongly agree[ ] Partially agree[ ] Disagree**If you partially agree or disagree, please explain why and suggest an alternative proposal.**Click or tap here to enter text.**Q 4.11 Do you agree that requirement 3.3.34 in the SPO Standard below should be applicable to all workers regardless to the number of workers that the SPO or its members employ?****3.3.34 3.3.34 Provision of personal protective equipment**

|  |  |
| --- | --- |
| **Core** | You and your members provide and pay for personal protective equipment (PPE) for all workers who perform hazardous work. You make sure that the PPE is used and that replacement equipment is ordered and distributed when the existing equipment wears out. |
| **Year 3** |

[ ] Strongly agree[ ] Partially agree[ ] Disagree**If you partially agree or disagree, please explain why and suggest an alternative proposal.**Click or tap here to enter text.**The proposed transition period for the changes in these requirements is one year.** **Q 4.12 Do you agree with the proposed transition period?**[ ] Strongly agree[ ] Partially agree[ ] Disagree**If you partially agree or disagree, please explain why and suggest an alternative proposal.**Click or tap here to enter text. |

# Stakeholders’ comments / feedback on the present consultation

In this section, you are invited to provide additional feedback regarding the revision of the definition and scope of significant number of worker’s consultation

|  |  |
| --- | --- |
| **Topic**  | **Comments/ feedback/ suggested improvements** |
| Click or tap here to enter text. | Click or tap here to enter text. |
| Click or tap here to enter text. | Click or tap here to enter text. |
| Click or tap here to enter text. | Click or tap here to enter text. |
| Click or tap here to enter text. | Click or tap here to enter text. |
| Click or tap here to enter text. | Click or tap here to enter text. |

If you need more information before commenting on this document, please do not hesitate to contact Jebet Yegon at j.yegon@fairtrade.net