



Fairtrade Standard for Hired Labour Main Changes

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The revised Fairtrade Standard for Hired Labour is the result of a review undertaken between May and November 2023 as part of the full standard review with focus on Human Rights and Environmental Due Diligence.

The revised Fairtrade Standard for Hired Labour was approved by the Standards Committee in November 2023.

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 revised Standard.

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

Key changes:

- **The Standard review on HREDD.**
- **New requirements on compliance with national law, committing to respecting human rights and the environment and raising awareness about it, human rights and environmental risk assessment and policies, action plan, remediation procedure, monitoring and remediation system, dialogue on HREDD collaboration and tracking due diligence activities.**
- **Strengthening requirements on sharing audit results with workers, human rights based grievance procedure and raising awareness about it.**
- **Addition to the definition section, addition of intent and scope section on HREDD and reorganization of requirements.**

Overview of the revised Fairtrade Hired Labour Standard:

The revised Fairtrade Standard for Hired Labour is applicable as of 1 Jan 2025. This version supersedes all previous versions and includes new and revised requirements. This table shows the most important changes. New requirements or sections are marked as 'NEW', changes in existing requirements or guidance are marked as 'MODIFIED'.

Hired Labour Organisations that start their certification on or after the 1 Jan 2025 will need to comply with the applicable requirements without a transition period.

Hired Labour Organisations that are certified before 1 Jan 2025 will need to comply with all applicable requirements following their regular certification cycle. However, there will be different transition periods for complying with the new or modified requirements.

Revised standard section	Type of change	Revised Standard 2024 16.04.2024_v 2.0	Comments
Introduction	MODIFIED	<ul style="list-style-type: none"> - Reference to national legislation deleted as this is now a requirement in the Standard - Section on definitions modified 	
1. General requirements and commitment to Fairtrade			
Requirement 1.1.2	MODIFIED	Audit results shared with workers (Core, Year 1)	<p>This requirement has been strengthened to increase workers' involvement and understanding of the auditing process.</p> <p>HLOs certified before 1 Jan 2025 have to comply with the modified part of the requirement by 1 Jan 2027.</p>
Requirement 1.1.4	NEW	Compliance with national law (Core, Year 0)	<p>To enable Fairtrade to act if violations of national laws on topics covered by the standard take place.</p> <p>There is no transition period for this requirement.</p> <p>This is a reactive requirement.</p>

2. Human Rights and Environmental Due Diligence			
Requirement 4.1.1	NEW	Written commitment to respecting human rights and the environment (Core, Year 0)	To indicate that the HLO is committed to responsible and sustainable practices. HLOs certified before 1 Jan 2025 have to comply with this requirement by 1 Jan 2026.
Requirement 4.1.2	NEW	Internal alignment of operational policies and procedures with commitment to respecting human rights and environmental sustainability (Core, Year 3)	Examples of policies include those on health and safety, human resources, environmental management, legal compliance, procurement/ contracting, risk management and project approval. HLOs certified before 1 Jan 2025 have to comply with this requirement by 1 Jan 2027.
Requirement 4.1.3	NEW	Awareness raising about the commitment to respecting human rights and the environment to your stakeholders (Core, Year 1)	Raising awareness among stakeholders about human rights helps to influence attitudes and behavior towards protecting human rights and environmental sustainability. Stakeholders include your board, management, staff members and workers. HLOs certified before 1 Jan 2025 have to comply with this requirement by 1 Jan 2027.
Requirement 4.2.1	NEW	Risk Assessment on human rights and the environment (Core, Year 1)	Risk assessment enables the HLO to identify and evaluate actual and potential adverse risks and address them before they grow bigger. The risk assessment is conducted at least every 3 years. HLOs certified before 1 Jan 2025 have to fully comply with this requirement by 1 Jan 2027.
Requirement 4.2.2	MODIFIED	Human rights based grievance mechanism (Core, Year 0)	Having a grievance mechanism in place is key to identifying human rights and environmental risks. It acts as an early warning system to support risk assessment, as it is a formal process for receiving and responding to complaints from stakeholders. This requirement has been strengthened to ensure that it is human rights based.

			HLOs certified before 1 Jan 2025 have to comply with the modified part of the requirement by 1 Jan 2026.
Requirement 4.2.3	NEW	Raising awareness about the grievance mechanism (Core, Year 1)	<p>Workers and other stakeholders need to know about the grievance mechanism for it to be meaningful.</p> <p>Awareness raising can be done through posting information on a notice board that workers can access, informing external stakeholders via email, and mentioning the mechanism in events and meetings.</p> <p>HLOs certified before 1 Jan 2025 have to comply with this requirement by 1 Jan 2027.</p>
Requirement 4.3.1	NEW	Human rights and environmental policies to prevent, mitigate and remediate at least three of the most salient issues identified through the risk assessment (Core, Year 1)	<p>Developing and implementing policies for the most salient human rights and environmental issues linked to the organisation helps to address those issues.</p> <p>The policy is revised at least every 3 years.</p> <p>HLOs certified before 1 Jan 2025 have to comply with this requirement by 1 Jan 2027.</p>
Requirement 4.3.2	NEW	Action Plan to prevent and mitigate the salient issues identified in your policies and to remediate where cases are found (Core, Year 3)	<p>Action plans set out the concrete actions that organisations will take in the short term to prevent and mitigate the most salient human rights and environmental issues identified.</p> <p>The action plan is revised annually to keep it up to date.</p> <p>HLOs certified before 1 Jan 2025 have to comply with this requirement by 1 April 2027.</p>
Requirement 4.3.3	NEW	Written procedure that guides remediation if human rights or environmental violations are identified (Core, Year 1)	<p>Where the HLO has caused or contributed to a human rights or environmental violation, it has a responsibility to remediate the harms and/or collaborate in the remediation with others.</p> <p>HLOs certified before 1 Jan 2025 have to comply with this requirement by 1 Jan 2027.</p>
Requirement 4.3.4	NEW	Monitoring and remediation system to check for and respond to cases of human rights or environmental violation. (Dev, Year 3)	The HLO focuses on selected types of violations, which they have identified as salient for the organisation.

			HLOs certified before 1 Jan 2025 have to comply with this requirement by 1 Jan 2027.
Requirement 4.3.5	NEW	Dialogue on HREDD collaboration (Core, Year 3)	<p>HLOs may receive support when they seek dialogue and collaboration with their buyers.</p> <p>The dialogue is about sharing information about your prevention, mitigation and remediation activities with at least one of your Fairtrade buyers.</p> <p>HLOs certified before 1 Jan 2025 have to comply with this requirement by 1 Jan 2027.</p>
Requirement 4.4.1	NEW	Tracking the implementation and effectiveness of due diligence activities (Core, Year 3)	<p>Tracking helps the HLO to see whether activities have been effective, to identify and continue good practices, and to change ineffective activities.</p> <p>The key lessons learnt are reported to workers' General Assembly and to your management and/or Board and/or shareholders.</p> <p>HLOs certified before 1 Jan 2025 have to comply with this requirement by 1 Jan 2027.</p>