

Project Assignment

Limited review of the definition and scope of significant Number of workers- SPO Standard (23.02.2022)

This project assignment contains the most important information about the project. For additional information on the project, please contact the project manager (contact details below).

The project will be carried out according to the Standard Operating Procedures for the Development of Fairtrade Standards/Minimum Prices and Premiums. More information on these procedures can be found on the [website](#).

Rationale for and justification of need for the project:

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 only 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 need to be applicable to all workers regardless to the number employed by the SPO or its members.

It is important to mention that 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.

Risk assessment:

- Stakeholders might want to include other topics that are out of the scope of this limited consultation

Mitigation

- Clear communication from the beginning to make sure that stakeholders are aware of the limited scope of the project.

Project Start Event:

Publication of the project assignment for feedback

Project Start Date:

February 2022

Project End Event:

Publication of the standard

Project End Date:

November 2022

Project Goal and Objectives:

Goal: The goal of the limited consultation is to ensure that more workers are protected in the SPO Standard.

Objectives:

- To ensure that the requirements touching on human and labour rights are applicable
- To increase the number of requirements that apply to all workers, including casual, seasonal, temporary, migrant, and permanent workers
- 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)

Connection with Theory of Change (ToC):

This project is connected to the Fairtrade Goal(Foster sustainable livelihoods) through enabling improvements in income, decent working conditions, improved living conditions and sustainable ecosystems.For more information on Fairtrade’s ToC see this [link](#).

Project scope:

Scope and definition of the significant number of workers
Applicability of requirements touching on human and labour rights in the SPO Standard

Out of scope:

- Full revision of the SPO Standard
- Full revision of the labour conditions chapter of the SPO Standard

<p>Project timelines and information on opportunities to contribute: Scoping: Oct 2021 Research: Oct 2021 – April 2022 Consultation*: May – June 2022 Drafting Final proposal: July 2022 SC decision: Sep 2022 Publication: Nov 2022 Implementation: Nov 2022- Nov 2023</p> <p>* More information will be provided closer to the consultation period on our website. If you are identified as key stakeholders, you will receive an invitation to participate.</p>	<p>Decision making process: The final decision will be taken by the Standards Committee (SC), a body made up of stakeholder representatives. The SC will aim at making a decision based on consensus. They may reword the final proposal if needed to reach consensus. If consensus cannot be reached, the SC will resort to voting.</p>										
<p>Project Owner (Unit):</p> <p>Gudrun Schloepker, Director of Standards g.schloepker@fairtrade.net</p>	<p>Project Manager (contact point for the project):</p> <p>Jebet Yegon, Standards & Pricing j.yegon@fairtrade.net</p>										
<p>Project Team (Unit):</p> <table border="1" data-bbox="186 1153 785 1926"> <tr> <td>Standards Team</td> <td>Jebet Yegon</td> </tr> <tr> <td>Assurance</td> <td>Eleonora Gutwein</td> </tr> <tr> <td>GPPP</td> <td>Wilbert Flinterman</td> </tr> <tr> <td>FLOCERT</td> <td>Theresa Glammert-Kuhr</td> </tr> <tr> <td>PNs</td> <td>CLAC : Maria Trinidad FTA : Michael Kitetu NAPP : Jun Zhao</td> </tr> </table>	Standards Team	Jebet Yegon	Assurance	Eleonora Gutwein	GPPP	Wilbert Flinterman	FLOCERT	Theresa Glammert-Kuhr	PNs	CLAC : Maria Trinidad FTA : Michael Kitetu NAPP : Jun Zhao	<p>Project Environment (stakeholder groups not part of the project team):</p> <ul style="list-style-type: none"> Workers' Rights advisory Committee (WRAC)
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