

Interpretation Note Fairtrade Tea Hired Labour Standard

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| Date | December 11, 2023 | | | | | | |
| Reference | Tea HL – INT | | | | | | |
| Affected standard requirement(s) | <p>1.2.1 NEW 2022 Fairtrade Compliance Committee composition</p> <table border="1"> <tr> <td colspan="2">Applies to: Companies</td></tr> <tr> <td>Core</td><td>A Fairtrade Compliance Committee (FCC) is created with the purpose of engaging the workers from existing established workplace committees in the implementation of the requirements in this standard.</td></tr> <tr> <td>Year 1</td><td> <p>The Fairtrade Compliance Committee is formed at estate level and consists of worker representatives - 1 member representative and 1 chair from each of the workplace committees in place:</p> <ul style="list-style-type: none"> – Occupational health and safety committee – Women's committee – Fairtrade Premium Committee <p>The FCC members are democratically elected by workers and elect the FCC chair. An up-to date list of FCC members is posted and accessible to all workers in the workplace.</p> <p>In the case of multi-estates there are FCCs at each affiliated plantation to the multi-estate. There may also be a central FCC at the head office.</p> <p>If present, trade unions representing workers in the company or, in their absence, a works council, are invited to take a seat in the Compliance Committee, one for each trade union. If a single trade union represents the workforce, two of their representatives can attend.</p> </td></tr> </table> | Applies to: Companies | | Core | A Fairtrade Compliance Committee (FCC) is created with the purpose of engaging the workers from existing established workplace committees in the implementation of the requirements in this standard. | Year 1 | <p>The Fairtrade Compliance Committee is formed at estate level and consists of worker representatives - 1 member representative and 1 chair from each of the workplace committees in place:</p> <ul style="list-style-type: none"> – Occupational health and safety committee – Women's committee – Fairtrade Premium Committee <p>The FCC members are democratically elected by workers and elect the FCC chair. An up-to date list of FCC members is posted and accessible to all workers in the workplace.</p> <p>In the case of multi-estates there are FCCs at each affiliated plantation to the multi-estate. There may also be a central FCC at the head office.</p> <p>If present, trade unions representing workers in the company or, in their absence, a works council, are invited to take a seat in the Compliance Committee, one for each trade union. If a single trade union represents the workforce, two of their representatives can attend.</p> |
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| Interpretation | <p><i>The requirement stipulates that trade unions representing workers in the company are invited to take a seat in the Compliance Committee; the FCC members are democratically elected by workers; FCC consist of 1 member representative and 1 chair from each of the workplace committees.</i></p> <p><i>a. Can workers representing trade unions be a member (s) of FCC? and</i></p> <p><i>b. How democratic election of workers for FCC to take place? and</i></p> <p><i>c. Who should be appointed in case there is no chair in one of the existing committees?</i></p> <p>a. Yes, trade unions representing workers in the company or on site Trade Unions that are involved in Fairtrade, can be listed as FCC members if they are invited.</p> <p>b, c. Democratic election of workers to join the FCC to take place as an election of two members from the existing workplace committee (s) (e.g. FPC, OHS, Women's committee). In the absence of chair in OHS or Women's Committee, any other member of the committee could be elected to join FCC.</p> <p>All elected workers that form FCC can not hold any of management representative role in the organization. The central FCC does not have to be at the head office, an FCC could be constituted from among the elected FCC representatives of each affiliated estates.</p> | | | | | | |