



**FAIRTRADE**  
INTERNATIONAL

# Fairtrade Standard for Tea Main Changes

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## Fairtrade Standards for Tea for Hired Labour organizations (HL) and traders

The revised Fairtrade Standards for Tea for HL and traders are the result of a review undertaken between September 2018 and March 2021.

The revised Fairtrade Standard for Tea was approved by the Standards Committee in March, May and June 2021.

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:

- **Full review of the standard, alignment with the Fairtrade Standard for Small-scale Producer Organizations, Hired Labour and Fairtrade Trader Standard.**
- **New requirements on Fairtrade Compliance Committee composition and tasks, on monitoring, prevention, and remediation of forced labour and gender based violence, gender policy, decent youth employment, treatment and compensation, regular assessment of housing, washing and sanitary facilities, purchases and sales of green tea leaves.**
- **Revised requirements on child labour and hazardous work for children under 18 years, temporary worker contract, health and safety risk assessment, worker housing and sanitation facilities, training trade union/elected worker representatives, raising awareness about Fairtrade, audit results shared with workers, annual general assembly, sustainability margin, compliance with national law, pre-finance, retro-certification.**
- **Addition of definition section, simplification of wording, reorganization of requirements, deletion of redundancies, added or improved guidance, new standard design.**

### Overview of the revised Fairtrade Standard for Tea:

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', deletions are also indicated.

Organizations that start their certification on or after the 1 April 2022 will need to comply with the applicable requirements.

Organizations that are certified before 1 April 2022 will need to comply with all applicable requirements following their regular certification cycle. However, there are different transition periods for complying with them. If there is no particular timeline mentioned in the requirement, it means that the requirement is applicable as of 1 April 2022.

Revised standard section	Type of change	Revised Standard 2021	Comments
Introduction	MODIFIED	<ul style="list-style-type: none"> <li>- Clarity on how to use the standard added</li> <li>- Product description, structure of standard and structure of requirements added</li> <li>- Scope includes geographical regions for tea</li> <li>- Section on definitions added</li> <li>- Modification of application date according to the new changes.</li> <li>- Deletion of previous record of changes</li> </ul>	Modified to align with the new layout of the Fairtrade Trader Standard, and the Standard for Hired Labor
Intent and scope of all sections	MODIFIED	Intent and scope of all sections modified	Modified to align with the new layout of the Standard for Hired Labor and Fairtrade Trader Standard on intent and the scope of requirements in each section
<b>1.General requirements</b>			
Certification	MODIFIED	Audit results shared with workers requirement modified (1.1.1, Core, Year 1)	1.1.2 requirement in the generic Hired Labour standard is included in the Tea HL standard with the modification to strengthen companies' procedures in place on ensuring better workers involvement in Fairtrade certification and awareness about audit results.
	NEW	Compliance with national legislation added as a requirement (1.1.2, Core, Year 0)	Compliance with national law is currently mentioned in the introduction of the generic HL Standard. It is now added as a reactive requirement in Tea HL to enable Fairtrade to act in case violations to national legislation take place. It also provides clarity to organizations on how to act in case if standard contradicts with the national law.

Revised standard section	Type of change	Revised Standard 2021	Comments
Commitment to Fairtrade	NEW	section 'Commitment to Fairtrade' added	section is added to align with the generic HL standard
	NEW	Fairtrade compliance committee composition added as a requirement (1.2.1, Core, Year 1)	To strengthen the approach on workers' participation in Fairtrade. The compliance committee consists of member representatives from existing committees (Occupational health and safety committee, Women's committee, Fairtrade Premium Committee) and FCC members elect the chair of the committee.
	NEW	Fairtrade Compliance Committee tasks added as a requirement (1.2.2, Core, Year 3)	To strengthen the approach on workers' participation in Fairtrade through engagement of workers in the implementation of the requirements in this standard. The FCC to fulfill the tasks that include documented evaluation of provided services/conditions under prioritized areas against the required in Fairtrade standard <i>Organizations certified before 1 April 2022 have to comply with these requirements by 1 April 2023.</i>
Labelling and packaging	DELETED	section title is deleted	All requirements under similar sections in the generic Hired Labour standard apply
Product description	DELETED	section title is deleted	Product description is included in the introduction chapter of the standard
Other product requirements	DELETED	section title is deleted	All requirements under similar sections in the generic Hired Labour standard apply
<b>2. Social Development</b>			
	DELETED	Requirements on exception to Darjeeling to use Fairtrade Premium deleted (requirements 2.1.2 and 2.1.3, Core, Year 0)	Deletion of requirements for equal terms and conditions on use of the Fairtrade Premium

Revised standard section	Type of change	Revised Standard 2021	Comments
Management of Fairtrade Premium	MODIFIED	Modification of title and the scope of sustainability margin requirement ( 2.1.4, Core, Year 0)	Extension of the scope of the sustainability margin for producers of conventional teas made using CTC, Orthodox 'Dust & Fannings' methods and Instant tea to cover the same teas categories for organic producers
	NEW	Sustainability Margin approval and reporting	To ensure transparency on use of Fairtrade Premium by the management of the estate following approval by Fairtrade Premium Committee , the procedures that includes reporting on activities where premium was used at the General Assembly
	MODIFIED	Annual general assembly held by the Fairtrade Premium Committee and other workplace committees added as a requirement (2.1.6, Core, Year 1)	For better transparency among workers on activities and conditions that company need to provide under Fairtrade certification, following the submission of reports from Health & Safety, Gender, Fairtrade Premium and Fairtrade compliance workplace committees required by Fairtrade standards.
Capacity building	MODIFIED	Raising awareness about Fairtrade requirement modified (2.2.1, Core, Year 1)	To strengthen awareness about Fairtrade at all levels in the company and that workers also understand about company's commitments under Fairtrade standards. Guidance provides examples of what should be understood under 'commitment' with example of best practice.
	MODIFIED	Requirements Training trade union/elected worker representatives changed from Dev /Year 3 to Core/Year 1 (2.2.2, Core, Year 1)	2.2.4 requirement in the generic Hired Labour standard is included in the Tea HL standard as strengthened and modified requirement, ensuring better training quality is provided that covers more topics for Trade Union representatives to be trained on, and to align with the other changes in the standard, e.g. inclusion of compliance committee.
<b>3. Labour Conditions</b>			
Freedom from discrimination	NEW	No tolerance of Gender Based Violence and other forms of harassment added as requirement (3.1.1, Core, Year 0)	Introduced requirement replaces the 3.1.3 and 3.1.5 in generic Hired Labour standard and ensures strengthened approach for companies to have a procedure in place towards prevention and elimination on any harmful act based on socially and/or biological ascribed (gender) differences between female and male identities against. Guidance also provides examples to help identifying the cases and an example of best practice.

Revised standard section	Type of change	Revised Standard 2021	Comments
	NEW	Gender Based Violence remediation added as a requirement (3.1.2, Core, Year 1)	Companies to ensure a safe remediation of all forms of GBV through rights approach and implementing relevant policies, projects, and procedures <i>Organizations certified before 1 April 2022 have to comply with this requirement by 1 April 2023</i>
	NEW	Gender policy added as a requirement (3.1.3, Core, Year 1)	To increase women's active and equal participation in Fairtrade and empowering women and girls with opportunities to access equitable benefits of Fairtrade. Companies to ensure that scope of policy is applicable to management, workers (including temporary/seasonal workers), subcontractors, job brokers and ensures trainings on policy content and application. <i>Organizations certified before 1 April 2022 have to comply with this requirement by 1 April 2023</i>
Freedom from forced and compulsory labour	MODIFIED	Modification of guidance of requirement on forced labour (3.2.1, Core, Year 0)	Requirement 3.2.1 in the generic Hired Labour standard is included in the Tea HL standard with modified requirement and guidance that provides examples forced labour cases indicators for companies to identify and prevent such cases.
	NEW	Remediation in case forced labour is identified added as a requirement (3.2.2, Core, Year 0)	To ensure that right based approach, with relevant procedures and policies are in place in case forced labour has been identified as a risk for organization to monitor and remediate. <i>Organizations certified before 1 April 2022 have to comply with this requirement by 1 April 2023</i>
Child Labour and Child protection	MODIFIED	No unconditional worst forms of child labour and hazardous work for children under 18 years modified (3.3.1, Core, Year 0)	Requirement 3.3.2 in the generic Hired Labour standard is included in the Tea HL standard with modified title, requirement text and guidance to provide more clarity that scope of protection for workers less than 18 years of age
	NEW	Decent Youth Employment added as a requirement (3.3.2, Core, Year 0)	Introduced requirement aims to address the topic of youth employment under decent conditions in the Tea HL standard more explicitly. .

Revised standard section	Type of change	Revised Standard 2021	Comments
Conditions of employment	MODIFIED	Temporary worker contracts added is added as a requirement (3.4.1, Core, Year 1)	Requirement 3.5.7 in the generic Hired Labour standard is included in the Tea HL standard with modified timeline to provide a written contract to the temporary worker changing from 3 months' period to 6 consecutive days or for at least 10 days in a month, or more. Further modification clarifies what elements of terms and conditions have to be mentioned in the contract
	MODIFIED	Worker housing requirement is added and changed from Year 3 to Year 0 (3.4.2, Core, Year 0)	Requirement 3.5.28 in the generic Hired Labour standard is included in the Tea HL standard with earlier timeline for implementation. Further the requirement is split into separate requirements on housing and sanitation facilities to enhance clarity on required quality of facilities. Improvement of provided facilities is ensured through requirement on annual assessment and a procedure to ensure transparency on planned activities with workers committees.
	MODIFIED	Washing and sanitary facilities added as a requirement (3.4.3, Core, Year 0)	
	NEW	Regular assessment of housing, washing and sanitary facilities added as a requirement (3.4.4, Core, Year 1)	<i>Organizations certified before 1 April 2022 have to comply with these requirements by 1 April 2023.</i>
Occupational health and safety	MODIFIED	Health and safety risk assessments changed from Dev Year 3 to Core Year 1 and added as a requirement (3.5.1, Core, Year 1)	Requirement 3.6.4 in the generic Hired Labour standard is included in the Tea HL standard with earlier timeline for implementation and scope, that ensure this applies to all HL organizations (large and small) and that assessment is carried out annually. Guidance provides example of action plan as a best practice. This requirement is applicable to all organizations.
	NEW	Treatment and compensation added as requirement (3.5.2, Core, Year 1)	New requirement to ensure better benefits to workers in case of work-related illness through provided treatment and compensation
<b>5. Trade</b>			
Sourcing	NEW	Section added	To align with Trader Standard
Contracts	Deleted	Section is deleted	No additional requirements under this section
Access to finance	MODIFIED	Clarification that pre-finance is not required for tea	To allow traders and producers to negotiate is pre-financing on Fairtrade contracts deemed necessary.

Revised standard section	Type of change	Revised Standard 2021	Comments
Pricing and payment terms	MODIFIED	Invoicing of Sustainability Margin added as a requirement (5.3.6, Core, Year 0)	To align with existing auditing practices
	Deleted	Fairtrade Minimum Prices (5.5.1, Core, Year 0)	Requirement is deleted and description of applicable price is moved to the introduction section of the standard. Requirements under section 4.2 Price and Fairtrade Premium in Fairtrade Trader Standard apply.
	Deleted	Fairtrade Minimum Price and premium for secondary products (5.5.3, Core, Year 0)	Requirement is deleted and description of applicable price and premium for secondary products is moved to the Introduction section of the standard.
Sharing risks	NEW	Section added	To align with Trader Standard
	NEW	Record-keeping for exporters added as a requirement (5.4.3, Core, Year 0)	To improve traceability on transactions and role of exporter in purchase and sale of retro-certified tea volumes and transparency at producers' side through timely passed information.