

Better Labour Practices in Fairtrade sugar cane supply chains

Sugar is consumed in virtually every household across the globe, from rich to poor.

Cane sugar accounts for around 80 percent of all sugar produced worldwide, with beet making up the rest. In 2020, the global cane sugar market was worth more than US\$220 billion.

Fairtrade key sugar origins include: Belize, Costa Rica, Cuba, El Salvador, Eswatini, Fiji, India, Mauritius, Malawi, Mozambique and Paraguay.

As of 2021, there were 49,709 Fairtrade sugar farmers in 82 Small Producer Organisations (SPOs) worldwide.



The challenges: Fairtrade's approach to Better Labour Practices (BLP)

The sugar cane sector is plagued by numerous social and economic challenges. Most of the operations in sugar cane are carried out manually. As such, sugar cane production and harvesting are highly labour intensive and for long durations, but low and unfair wages, combined with hazardous working conditions, have led to a shortage of skilled workers.

This fact sheet lays out Fairtrade's approach to improving labour practices, which has been deemed a success by the US Department of Labor (DOL). For producers in high risk countries, or those with an individual risk, the success stories are evidence of highly effective BLP programmes which are rooted in the Fairtrade Standards and other interventions.

Would you like to be part of the Fairtrade sugar success story? We offer many ways for companies and brands to put their values into action through existing or new relationships with Fairtrade sugar supply chains. Work with us to address global supply chain risks through Human Rights and Environmental Due Diligence (HREDD), better labour practices and climate resilience.

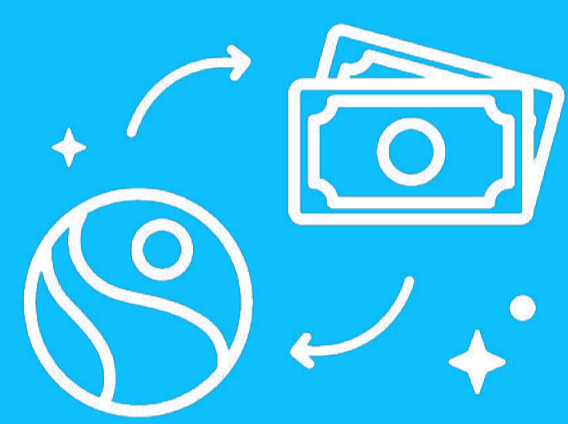
*A sugarcane farmer in Uttah Pradesh, India.
Photo by Ashwini Chaudhary(Monty) on Unsplash*



Most Fairtrade certified sugar SPOs employ seasonal workers, mainly during the harvest period, increasing the challenge of attracting skilled labour. Covid-19 has amplified the challenges faced by SPOs, with devastating effects on women and children - particularly in sugar cane producing households.

As a result of increasing challenges, many small-scale sugar farmers struggle to make a sustainable livelihood to support their families, invest in production or ensure compliance to labour standards and laws.

Faced with these interconnected threats, farmers and workers in the sugar cane supply chain are extremely vulnerable to exploitation and human rights abuses. Fairtrade's approach is designed to enable SPOs cope with and address the root causes of specific challenges, including:



Highly regulated markets



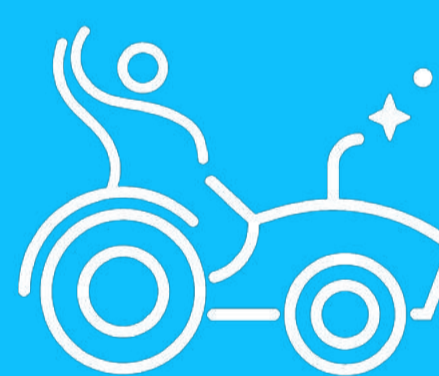
Competition from beet and cane sugar producers in export markets



Conflicting demands for sugar from food and bioenergy producers



Volatile sugar prices combined with high costs of agricultural inputs



Labour shortages caused by low incomes and wages



Hazardous health and labour practices



Lack of decent youth employment, skills development and business opportunities



Climate change and extreme weather destroying or damaging crops, or making land unusable



Meeting compliance with Fairtrade Standards

How Fairtrade Standards guide Fairtrade's approach to Better Labour Practices

Fairtrade takes a rights-based, holistic approach to addressing unacceptable labour processes, such as child labour, forced labour and gender-based violence in the farming communities within which we work. The Fairtrade Standards (SPO & Trader) are guided by the International Labour Organisation (ILO) **Declaration on Fundamental Principles and Rights at Work**, adopted in 1998 and amended in 2022.

Fairtrade's specific interventions to achieve Better Labour Practices are guided by:

Fairtrade Standards and audits include strict criteria concerning labour and protection which prohibit producers from directly or indirectly engaging in forced labour, gender-based or work-related violence.

The standards also prohibit employing children under 15 or under the age defined by local law, whichever is higher (including employing any child in the worst forms of child labour).

A Fairtrade Premium of US\$60 (non-organic) / US\$80 (organic) per tonne of sugar sold on Fairtrade terms. This Premium is paid to producers on top of the regular sales price.

Depending on producers' needs, prioritised investments are made in environmental and sustainable production practices, as well as BLP to tackle child and forced labour.

Fairtrade supports SPOs and their communities to better understand and adhere to the Standards and to implement BLP, including monitoring and responding to these on a continuous basis.

The Fairtrade Producer Networks (PNs) offer training and guidance on implementing and adhering to the Standards.

Fairtrade International, supply chain partners and producer organisations themselves (using the Fairtrade Premium) have financed intervention projects aimed at BLP within sugar cane farming communities.

Compliance with the Fairtrade Standards and the role of FLOCERT

Fairtrade PNs provide on-the-ground support to sugar cane producer organisations to periodically undertake risk assessments, and to implement and continuously improve monitoring and remediation systems for responding to and mitigating non-conformities required by the Standards. Standards' training, together with additional BLP programmes, helps producers comply with Fairtrade Standards - and go further to become best practice employers of mainly seasonal workers (who often prefer non-agricultural work).

As Fairtrade's independent certification body, FLOCERT regularly audits all operators as part of Fairtrade supply chains. Despite training and support, the increasing costs of inputs and labour, combined with the shortage of workers, remain an ongoing threat - especially for SPOs in high risk countries. This may lead to FLOCERT detecting non-conformities, and - depending on the severity of the breaches - an SPO may be suspended or decertified.

If a case of child labour, forced labour and/or gender-based and work-related violence is identified, the Fairtrade Standards require the SPO to develop and implement relevant policies, rights-based monitoring and remediation action; for the person involved to be safely withdrawn; and prevention projects implemented to prevent others from replacing them. These actions and projects must ensure prolonged safety.

Fairtrade Standards support Better Labour Practices through four main areas of intervention:

1

Fairer, sustainable & resilient supply chains



No child labour
No forced labour
No gender-based or work-related violence
Climate resilience

2

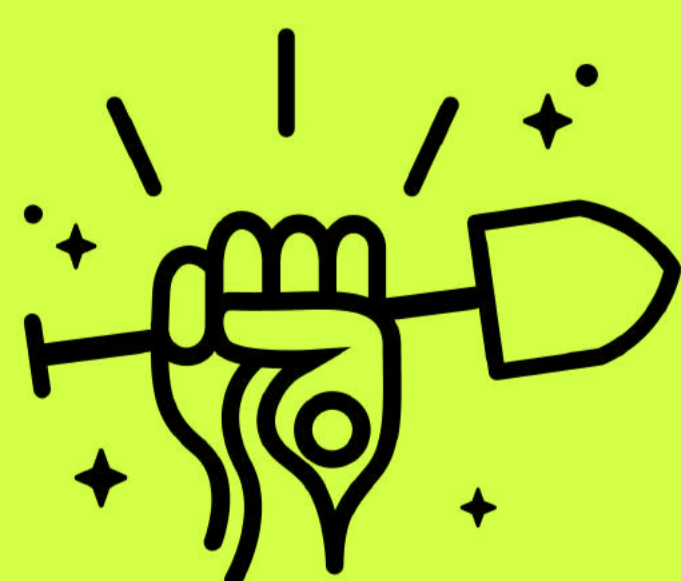
Gender equity & social inclusion



No discrimination on the basis of race, sexual orientation or religion
No testing for pregnancy, HIV or genetic disorders
No abuse of any kind

3

Decent work



Workers' rights
Policy on disciplinary measures
No repercussions for grievance procedures

4

Sustainable, resilient livelihoods



Fairtrade Premium contributes to, and finances this change

1 Fairer, sustainable & resilient supply chains



Fairtrade Standards

- ▶ Freedom from forced or compulsory labour.
- ▶ Include any related items in periodic risk assessments.
- ▶ If identified, safe and timely remediation (withdrawal and prevention) must be engaged, including reports to national protection agencies or expert partners to support.
- ▶ No child labour, No forced labour and No gender-based violence policies must be developed and implemented.
- ▶ SPO operates a rights-based monitoring and response system to undertake continuous improvements and verification of these practices.
- ▶ Prevention projects should be implemented to address root causes.

Beyond Standards

- ▶ Advisory support to encourage SPOs to include child labour, forced labour and gender-based and other work-related violence in their risk assessment and to proactively address these even if risk has not been identified.
- ▶ Strengthening the capacity to enable good labour practices, including setting up targeted and inclusive monitoring of and response to human rights abuses.
- ▶ Implementing relevant projects to mitigate risks, focusing on women, youth and at-risk migrants.
- ▶ Local, national and international levels advocacy and campaigning.
- ▶ Fairtrade-financed Better Labour Practices programme for producers in high-risk countries or individual risks.

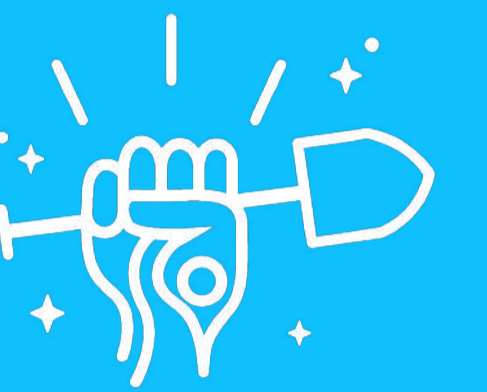
2 Gender equity & social inclusion

Fairtrade Standards

- ▶ Promote the development and implementation of written policies against any forms of discrimination.
- ▶ SPO policy should state it does not discriminate, support or tolerate discrimination.
- ▶ SPO promotes the rights of all groups in the workplace.
- ▶ SPO promotes activities to achieve equity in the workplace.
- ▶ No Tests for pregnancy, HIV or genetic disorders; policy during recruitment should be developed and implemented.
- ▶ No tolerance of sexual harassment policies in place in SPO and if identified actions that promote awareness among colleagues in the workplace should be implemented.
- ▶ SPO operates a rights-based monitoring and response system to undertake continuous improvements and verification of these practices.
- ▶ Prevention projects should be implemented to address root causes.

Beyond Standards

- ▶ Strengthening inclusive gender policies and implementation of protection policies.
- ▶ Supporting women into leadership positions.
- ▶ Supporting assertiveness training and awareness training on these policies.



3 Decent work

Fairtrade Standards

- ▶ Promotes the implementation of a policy that clearly outlines fair and appropriate disciplinary measures and ensures that workers are aware of this policy.
- ▶ Promotes the implementation of grievance mechanisms for workers to improve their conditions of work and supports the PO should not discipline, dismiss or discriminate in any way against workers for using any grievance procedure.

Beyond Standards

- ▶ Promote the implementation of better working conditions such as building sheds to prevent excessive heat exposure, improving water and sanitation for cane workers.
- ▶ Promote advocacy and dialogue with workers, unions governments, industry and other NGOs.
- ▶ Fairtrade-financed Better Labour Practices programme for producers in high-risk countries.



4 Sustainable, resilient livelihoods

Fairtrade Premium

- ▶ The Premium is an additional amount over the selling price that co-ops can invest in their businesses and communities.
- ▶ Premium projects encourage farmers to make long-term investments in climate resilient, sustainable agriculture and communities.
- ▶ Premium investment examples: Climate resilient and more sustainable sugar cane production; interventions aimed at BLP, such as strengthening capacity and organisational development; data collection and research, safeguarding and protecting those impacted by unacceptable practices; tackling child and forced labour; and preventing unacceptable or hazardous work conditions.

Beyond Standards

- ▶ Support market and business development to maintain and secure new sales.
- ▶ Collaboration with origin partners and buyers.
- ▶ Needs assessments and training to support strategic Premium investment.
- ▶ Promote communication about impact and the two major sugar programmes: *Better Labour Practices* and *Climate Resilient Cane Production*.



The Fairtrade Better Labour Practices programme

Fairtrade International's BLP is a global, Fairtrade-financed improvement programme offered to Fairtrade sugar SPOs in areas with a high risk of human rights violations and significant risks to vulnerable individuals. It covers producers, workers and traders, and promotes guidelines and training to mitigate unacceptable labour practices involving child labour, forced adult labour and gender-based and other forms of workplace violence and exploitation.

BLP is funded through income derived from sales and uses a targeted combination of Fairtrade Standards, Producer Network (PN) support, training and Better Labour Practices projects. BLP programmes are consistent with government regulations, industry business codes of conduct and relevant Fairtrade Standards.

BLP aims to support SPOs to establish and maintain better labour practices at farm, organisation and community level, by:

Through a targeted combination of Fairtrade Standards, PN support, training and Fairtrade-financed BLP programmes, we work to:

Enabling better and wider understanding of existing and applicable laws and regulations, and Fairtrade Standards, through training and capacity building.

Enable responsible and decent labour practices

Shining a spotlight on child labour, forced labour and gender-based and other forms of workplace violence and exploitation.

Build better relationships and collaboration between supply chain actors

Strengthening the protection and rights of vulnerable workers, including migrant, women and youth workers.

Ensure regulatory compliance

Identifying, supporting and developing appropriate monitoring and response systems to find, fix and prevent human rights abuses.

Promote the rights of women and young people, especially the right to be involved in matters affecting them

Ensuring workers play an active role in developing, implementing and monitoring these systems.

Tackle gender inequality, violence, and discrimination

Promoting a culture of social compliance and safeguarding, including regular, accurate communications on achieving Better Labour Practices milestones.

Strengthen capacity of understanding human rights, including labour rights

Encouraging cooperation between producers, workers, traders and the government - for example by establishing partnerships and funding opportunities for joint projects or programmes.

Support intergenerational sustainability by encouraging young people into sugar farming



Lobby governments to act against child labour, forced labour and gender-based and other work-related violence

A closer look at Fairtrade's approach to tackling child and forced labour

A number of sugar cane SPOs in Asia-Pacific, Africa and the Americas have decided to tackle child labour, forced labour and gender-based violence by implementing targeted internal control systems and/or Fairtrade International's signature **Youth Inclusive Community Based Monitoring and Remediation (YICBMR)** system to enable the wellbeing of children and vulnerable people in sugar producing communities.

An EU-funded independent study found positive results when SPOs use these systems.

However, the YICBMR system rated better for community involvement, involving youth in decision making, and remediation (safe withdrawal and prevention).

YICBMR also incorporates Human Rights Due Diligence (HRDD), as it involves SPOs working continuously to identify and respond to human rights risks, as well as keeping members and other supply chain actors regularly updated.

The YICBMR system is also designed to scale up results for policy-change goals.

Several SPOs have engaged with their governments and supply chain actors, calling for decent youth employment and skills development options in the sugar cane sector, as well as the enforcement of applicable national labour laws.

By combining YICBMR with the Better Labour Practices programme, Fairtrade aims to strengthen SPO capacity, reduce negative human rights impacts and enable compliance with relevant Standards and laws.



A sign reading "Children have the right to relax and play" in a playground at the Fairtrade certified Belize Sugar Cane Farmer Association (BSCFA) in Belize.

© Fairtrade / BSCFA



Members of the Fairtrade certified El Sunza sugar cooperative in El Salvador vote at a members' meeting.

© CLAC

Success story: Belize

Fairtrade certified co-ops in Belize aim to increase human rights in sugar supply chains.

- ▶ 3 SPOs: BSCFA, CSCPA & PSCPA
- ▶ Around 100,000 MT of sugar
- ▶ 5200 members
- ▶ 91% of the sugar is produced by Fairtrade certified co-ops, the rest by BSI/ASR

- ▶ The sugar industry is a vital component of Belize's economy, providing significant employment, foreign exchange earnings and other social and environmental benefits.
- ▶ Total direct employment is about 4,800 people, alongside 5,016 Fairtrade registered sugar cane farmers. It is estimated that some 40,000 people are dependent on the industry (equivalent to almost 15% of the country's population).
- ▶ Over the last 10 years, sugar accounted on average for 7.8% of the country's GDP and about 34% of total foreign exchange earnings as a percentage of agricultural exports.



Belize: the Better Labour Practices journey

Recognising the significant international interest in sourcing ethically produced sugar, Belize sugar cane SPOs began efforts to implement community-based monitoring and response systems to eliminate child labour, forced labour and/or gender-based violence in the production of sugar cane.

Fairtrade International, CLAC (Fairtrade PN for Latin America and the Caribbean) and the Fairtrade certified Belize Sugar Cane Farmers Association (BSCFA)* have been working since 2015 to establish good labour practices - starting with removing child labour. Five years later Belize became the flagship country in the Fairtrade system for going beyond minimum Standard requirements with the aim of removing Belize from the public watchlist on child labour.

Since 2015, Belizean SPOs have invested their own resources from Fairtrade Premium income into improving labour practices. Supply chain partners such as Tate & Lyle, and their buyers, also supported and co-invested in the project.

- 2015** BSCFA invested Premium funds into their own Fairtrade YICBMR project.
- 2016** BSCFA implemented an internal control system and Fairtrade International's Youth Inclusive Monitoring and Remediation System for child labour targeting 2 communities of risk.
- 2018** BSCFA partnered with PSCFA, another Belizean certified sugar SPO to roll out the YICBMR system to another 2 more communities and to support PSCFA in learning the YICBMR methodology.
- 2019** Fairtrade International commissioned an independent assessment of the YICBMR approach applied in Belize by BSCFA
- 2019** Fairtrade International and the SPOs in Belize signed a contract and financed a global Better Labour Practices programme
- 2020** an EU funded evaluation was carried out of systems used by the SPO to monitor and respond to child labour using an internal control system and YICBMR.
- 2020** BSCFA and ILO partnered to implement Social Innovation Platform Promotion of Productive Employment and Decent work for Vulnerable Youth and Women in the Sugarcane value chain in Orange Walk, Belize
- 2022** Launch of the new Belize National Child Labour Policy and Strategy 2022-2025, jointly developed by BSCFA, International Labour Organisation (ILO), UNICEF and the Government of Belize.
- 2023** YICBMR system set to be rolled out by BSCFA in their 16 communities.

* BSCFA has now evolved into four separate SPOs: BSCFA; Corozal Sugar Cane Producers Association (CSCPA); Progressive Sugar Cane Producers Association (PSCPA); and Northern Sugar Cane Growers Association (NSCGA).

Belize BLP programme highlights

- ▶ More than 5,200 members in four Fairtrade certified SPOs benefited in 2019.
- ▶ Four awareness-raising training sessions for SPO staff; four training sessions with cane cutters, harvesting leaders, farmers and their families, including children. 275 men and 110 women involved.
- ▶ The SPOs produced training guidance documents for developing an internal control system for monitoring child labour, forced labour and gender-based violence, including relevant policies.
- ▶ Two SPOs have implemented internal control systems. The Better Labour Practices project is still on-going with results to be reported in 2022.
- ▶ Awareness-raising campaign and training about forced labour for members (farmers and harvesting group leaders) and more than 2000 workers (cane cutters, tractor and grab drivers etc.).
- ▶ Training and development of an internal control system for monitoring child and forced labour.
- ▶ Monitoring, evaluation and remediation.
- ▶ Improved working conditions: provision of model tents and toilets.

Belize: overall results and impact

- ▶ The launch of the new Belize National Child Labour Policy and Strategy 2022-2025 was a significant success for Fairtrade and BSCFA.
- ▶ From the start, Belizean SPOs have invested their own Fairtrade Premium income into improving labour practices.
- ▶ Supply chain partners such as Tate & Lyle, and their buyers, have also supported and co-invested in related projects, one of which was the launch and development of a booklet about Good Hiring Practices in the cane cutting sector.
- ▶ THE US DOL recently noted "moderate advancement" in tackling child labour and made special mention of BSCFA and its role in the National Child Labour Policy.

To varying degrees, SPOs in Belize have taken significant steps to enable human rights in sugar cane production areas, by:

-  Establishing community-based monitoring and response systems for child labour, forced labour and/or gender-based violence.
-  Engaging the national protection agency to implement remediation projects for vulnerable populations withdrawn from unacceptable labour practices.
-  Researching the working and living conditions of young cane cutters, and incorporating their suggestions into prevention projects, such as alternative income generation and decent youth employment.
-  Implementing the Fairtrade YICBMR approach in the northern sugar cane producing areas of Belize (supported by Belize Sugar Industries Ltd, the Belizean government and EU funding).
-  Piloting training and awareness-raising materials for member farmers, cane cutters and temporary harvest workers about how to identify and respond to child labour and forced labour, and the prevention of unacceptable labour practices.
-  Organising additional training and stakeholder discussions to address issues faced by cane workers on all farm operations in northern Belize, especially migrants, young people and women (supported by Fairtrade International, Belize Sugar Industries Ltd and Tate and Lyle Sugars).
-  Documenting and analysing working conditions in sheds to prevent illness caused by excessive heat and kidney disease, as well as WASH (water and sanitation hygiene) for cane cutters and temporary workers during harvest time.
-  Implementing relevant policies, internal control and remediation systems to continuously check and respond to child and forced labour.
-  Advocating for protection and safeguarding of vulnerable persons, including enabling their participation and inclusion in matters that concern them.
-  Lobbying for decent youth employment, skills development and business opportunities.

Success story: Fiji

Enhanced human rights through intergenerational sustainability and gender equality in Fiji cane sugar producer communities.

- ▶ 2 Fairtrade certified SPOs: Labasa Cane Producer Associations (LCPA) and Rarawai & Penang Cane Producer Associations (RPCPA)
- ▶ 10,726 Farmers
- ▶ Around 128,000 MT of sugar
- ▶ All sugar produced in Fiji is produced by Fairtrade certified SPOs

- ▶ The sugar industry is important to Fiji's economy, contributing about 1.1% of GDP and generating about 4.5% of total exports (2019, based on provisional data from the Reserve Bank of Fiji). In 2020 the sugar sector's contribution to GDP was lower, because of the negative impacts of Tropical Cyclone Sarai.
- ▶ Unlike many other export-oriented businesses, most production inputs are domestic and have a high regional impact and cross-sectoral linkages.
- ▶ Like many similar island nations, Fiji faces challenges in attracting workers to the agricultural sector. The shortage of labour, combined with high wage costs has, **according to the US DOL**, resulted in widespread child labour.



Fiji: results and impact

Two Fairtrade certified SPOs, LCPA and RPCPA, ran a Better Labour Practices programme supporting human rights for vulnerable groups in cane sugar supply chains, supported by Fairtrade International and Fairtrade New Zealand. The programme aimed to enable the SPOs to find, fix, and prevent unacceptable labour practices through an area-based, community-inclusive approach. Both SPOs have:

- ▶ Applied No Child Labour and No Forced Labour policies in their individual sugar cane fields.
- ▶ Established Fairtrade's YICBMR system.
- ▶ Presented their policies for ratification to their Annual General Meetings in September 2020.
- ▶ Implemented an Internal Management System to monitor risks, especially in social compliance.
- ▶ Strengthened their inclusive gender policy and implemented a protection policy, with awareness training on these policies for all members including sugar cane cutters.
- ▶ Improved their Internal Management System to safely identify and respond to all identified or alleged cases of child labour, forced labour and gender-based violence, with the help of recognised rights-based experts in Fiji.
- ▶ Agreed that, in cases involving non-Fairtrade members, the SPOs must report them to the relevant government protection agency for follow-up and remediation.
- ▶ Established a partnership with local rights-based NGOs with an understanding of local context and networks, such as Empower Pacific.
- ▶ Cooperated with the Fijian Sugar Cane Growers Council.
- ▶ Taken part in a Fairtrade-organised exchange between co-ops in Fiji and Belize to identify and tackle similar challenges in the industry.
- ▶ Focused on first building strategic partnerships and relationships, then designed policies linked to national frameworks and civil society organisations (supported by Fairtrade Australia-New Zealand).
- ▶ Worked not only with their own members but engaged with the wider community to raise awareness about the root causes of child labour.

The second phase of the programme requires a targeted monitoring and response system to be implemented based on the new policies. Awareness raising will be extended beyond child labour to forced adult labour and gender-based violence.

Members of the Fairtrade certified Rarawai & Penang Cane Producers Association at a co-op meeting in Fiji.

© Fairtrade



Success story: Mauritius

Ongoing Better Labour Practices programme.

- ▶ 21 Fairtrade certified SPOs (2022)*.
- ▶ 2295 farmers.
- ▶ Around 16,000 MT of sugar.
- ▶ Around 20% of Mauritius' total sugar production produced by smallholder farmers.
- ▶ Fairtrade co-ops account for about 30% of this volume.
- ▶ Potential to increase Fairtrade sugar production in Mauritius to 50,000 MT.
- ▶ Cane plantations cover 80% of arable land, protecting the soil from erosion, protecting biodiversity, providing a green landscape, clean energy and better air quality.
- ▶ 16% of Mauritius' electricity generated from bagasse.
- ▶ Sugar cane makes up around 3-4% of national GDP and is a significant net earner of foreign exchange.
- ▶ Sugar cane production has been declining in recent years but remains an important provider of jobs to the rural population.
- ▶ Volatile global prices and the growing inability of farmers to meet workers' wage expectations have led to chronic labour shortages - a significant obstacle to sustainable sugar cane production.
- ▶ In recent years Mauritius has become both a source of and a destination for men, women and children subject to forced labour and illicit human trafficking, and was listed as a Tier 2 nation on the 2018 US Trafficking in Persons watch list.
- ▶ The Government of Mauritius does not fully meet the US DOL minimum standards for the elimination of trafficking (mainly in the manufacturing and construction sectors), but is making significant efforts. The government demonstrated overall increasing efforts compared with previous reporting period, considering the impact of the COVID-19 pandemic on its anti-trafficking capacity; therefore Mauritius remained on Tier 2.

* for a full list please see www.flocert.net



Mauritius: the Better Labour Practices journey

The Fairtrade BLP programme in Mauritius aims to increase the commitment of SPO members and workers to reduce labour risks in sugar cane production as well as to improve compliance with Fairtrade labour standards.

For the benefit of sugar SPOs, and with the support of Fairtrade International and Fairtrade Africa, the programme aims to foster BLP through the development of No Child Labour, No Forced Labour and anti-harassment policies at co-op level, while implementing prevention and remediation measures.

The BLP programme aims to gain government recognition of the policies Fairtrade and SPOs are working to get implemented in their co-ops. The programme also aims to attract skilled workers to perform green cane harvesting (which is the best environmental option, but harder and more time-consuming work for labourers) and other tasks as seasonal employees at SPOs.

Like other BLP programmes, the initiative is funded by the income derived from sales of Fairtrade sugar. Once completed, the Mauritian SPOs and stakeholders intend to promote the programme implementation with a best practice award ceremony for the participating co-ops.

Mauritius: BLP programme interventions

- ▶ In discussion with Fairtrade Africa and Fairtrade International's Senior Advisor Social Compliance and Development, eight 'first-mover' co-ops were selected for the first phase of the programme in Feb/March 2020, shortly before the Covid-19 pandemic.
- ▶ Due to closed borders and travel restrictions imposed as a result of the Covid-19 pandemic, refresher training sessions for the first tranche of SPOs were conducted virtually. Six out of the eight co-ops who received funding from the Fairtrade sugar programme were retrained in 2021.
- ▶ On top of the refresher training, the eight co-ops received further face-to-face training in October 2022 to help them develop No Child Labour, No Forced Labour and anti-harassment policies, and to establish and train Labour Committees to implement the programme.
- ▶ Fairtrade is also running a pilot in three SPOs to establish monitoring and response systems using the internal control system methodology.
- ▶ **Century CCS, Petit Paquet MPCS, Saint Pierre CCS:** 30 Participants in two refresher awareness-raising sessions.
- ▶ **L'Escalier CCS, Camp Diable CCS and Petite Savanne CCS:** 23 participants in two refresher awareness-raising sessions.
- ▶ **Bon Air CCS:** ten participants in two refresher awareness-raising sessions with SPO staff.
- ▶ Twelve additional Fairtrade certified sugar SPOs to benefit from Better Labour Practices programmes, with introductory training already started and continued in November 2022.

Sunghutter Toonarain, a member of the Century Credit Cooperative (CSS) in Mauritius for more than 30 years, in his sugar cane field.

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The way forward for Better Labour Practices

The programme is an evolving journey, at the end of which Fairtrade and producers aim to effect change and persuade government to adopt these policies and translate them into laws. Your business is part of a global supply chain, and by partnering with Fairtrade you will make a significant contribution to a brighter future, as well as being aligned with the European Union's "just and sustainable economy" based on Human Rights and Environmental Due Diligence.

Fair is working together

Fairtrade offers many ways for companies and brands to put their values into action in their supply chain. Choosing to make your business more responsible, while supporting farmers and workers worldwide, is a great decision. Entering into new agreements to source sustainable sugar is a forward-looking business strategy which will help future-proof your supply chains. Work with us to transform your sugar supply chain and discover what is fair!

For further information about how to partner with Fairtrade sugar supply chains, or to enter into new Fairtrade sugar sourcing commitments, visit www.fairtrade.net/act/fairtrade-for-business, contact your local National Fairtrade Organisation, or the Senior Advisor Sugar

m.berresheim@fairtrade.net



Cover photo: Mohamed Issah, a member of the Century Credit Cooperative (CSS) in Mauritius in his sugar cane field.

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the
future
is fair