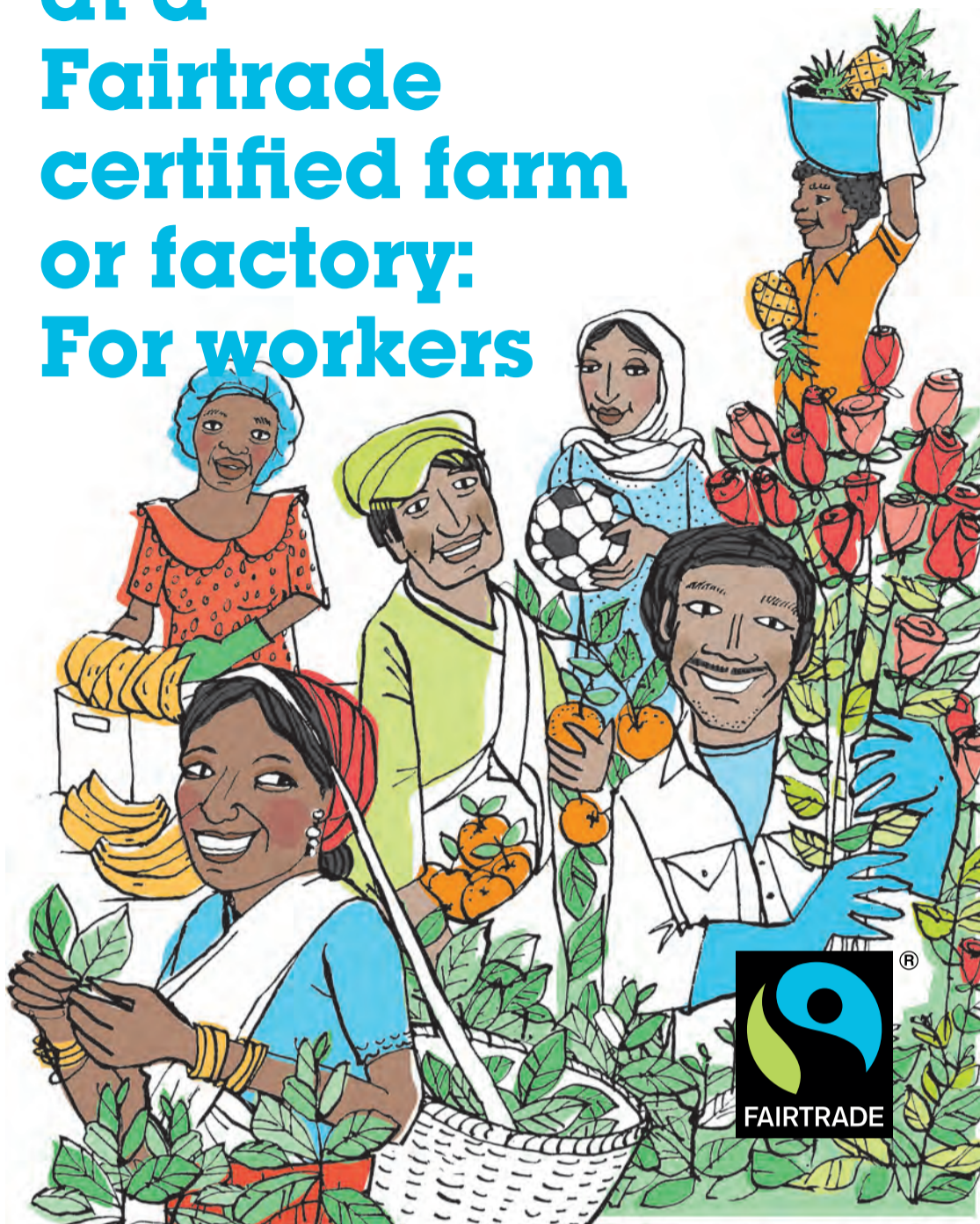


# Your rights at a Fairtrade certified farm or factory: For workers



People around the world choose to buy Fairtrade products to support you. The Fairtrade system exists so that you as a worker will have fair working conditions, projects that improve your life, and more control over your future.

If your company has chosen to become certified by Fairtrade, it has made an important step in securing you better working conditions and more opportunities. By joining Fairtrade, your employer has agreed to follow standards that protect your rights and make sure you benefit from Fairtrade. You can help your company stay Fairtrade certified by following your company's safety and other rules and by treating other workers with respect.

## Fairtrade benefits you

When your farm sells its products as Fairtrade, buyers pay a Fairtrade Premium on top of the price of the product. This money goes into a separate bank account and is used to improve workers' lives. The Fairtrade Premium can be spent on education, health care, career training, or other projects that meet the needs of you and other workers, your families and surrounding communities.

A committee called the joint body decides how this money is spent. The joint body is made up of worker representatives with support from management. You elect fellow workers to serve on the joint body. The joint body must discuss with all workers and identify your most important needs. You can make suggestions to them for Fairtrade Premium projects. They propose a plan to you on how to spend the Fairtrade Premium according to Fairtrade's guidelines. The joint body informs you about how projects are being carried out.



## Protecting your rights

If you feel that your rights are not being respected you can ask your union or workers' committee to discuss the problem with management. If this does not resolve the problem you can make a complaint to the government labour office.

The certification body FLO-CERT monitors your farm or factory to make sure everyone is following the Fairtrade standards. You can talk with FLO-CERT inspectors in confidence. FLO-CERT takes a decision about whether your company is Fairtrade certified based on what they find out in this inspection. If you believe there is a serious violation of the Fairtrade standards, you can send a message to FLO-CERT. FLO-CERT will respect confidentiality but will need enough details to investigate. Your union or workers' committee representative can help you with this.

You can send complaints to: [qualitymanagement@flo-cert.net](mailto:qualitymanagement@flo-cert.net) or FLO-CERT GmbH, Bonner Talweg 177, 53129 Bonn, Germany.

### For more information on Fairtrade

you can read the brochure *Fairtrade and You*, visit our website [www.fairtrade.net](http://www.fairtrade.net) or contact your local liaison officer or Fairtrade representative.



# Your rights

By joining Fairtrade, the company you work for has agreed to respect all your rights according to international and national laws, and the Fairtrade standards. Your rights at work include:



**A minimum wage:** You are paid at least the minimum wage or the regionally-agreed wage for your sector, whichever is higher.

**Employment contract:** You sign an employment contract with your employer which states your rights, duties, salary and other conditions. The contract says you are paid even if you can't work because you are sick, injured, or on maternity leave.

**Reasonable working hours:** You do not work more than 48 hours a week with at least one day off. You may work overtime under special circumstances and you are paid extra for this. You cannot be forced to work overtime.

**Paid leave:** You have at least 2 weeks paid holiday per year.

**You are not forced to work:** You are allowed to leave your workplace. You can leave employment when you want to after you inform your employer and give proper notice. You do not have to pay a deposit or leave identity papers with your employer.

**You are treated fairly** by management and other workers and are not threatened, harassed with sexual or cruel comments or physically harmed.

**No discrimination:** Your employer does not treat you differently because you are a woman or because of your religious or political beliefs, race or nationality, caste, union membership, or for any other reason. All workers have equal opportunities for employment, wages, promotion, training and benefits.

**No child labour:** Children are not hired to work if they are younger than 15. All children up to age 18 have the opportunity to go to school and do not do work that is dangerous for their health or development.

**Your work area is safe.** You get information and training about dangers in your workplace. If you have dangerous tasks then you are given protective clothing, equipment and training.

**Safe use of pesticides:** If your farm uses pesticides, sprayers get special training and protective clothing. No one goes back into the field or greenhouse until the correct amount of time has passed and the leaves are dry.

**Housing:** If your employer offers you housing then it is good quality and at a fair cost. If you live on-site, your employer makes sure your children can attend primary school.

**Rights for temporary workers:** If you are a temporary worker, you are hired directly by the company where you work and you have similar benefits to full-time workers. You get a contract after three months of work.

**Trade unions:** You have the right to join or form a union and to negotiate about your pay and conditions of employment (see below).

Your national or regional law may go further than these basic rights. You can contact your government official, local union, or labour rights specialist to learn all of your legal rights at work.



## Right to negotiate on wages and better work conditions

Your company follows the Fairtrade standards which respect your basic rights, but you also have the right to negotiate even better conditions for you and your fellow workers. Fairtrade encourages you to negotiate an income that meets your basic needs.

If you and other workers decide to, you can form or join a union of your choice. A union is an independent, democratic organization of workers who work together to protect their interests and improve their working conditions. A union can represent you and meet together with management in a collective bargaining process to negotiate on higher wages, benefits or better work conditions.

Under Fairtrade, the management at your company respects your right to unionize in writing and in practice, for example by allowing unions to meet freely with workers in your workplace. A union could also represent you if you had a disagreement with your employer.