

GSCP Equivalence Process  
Reference Code

#	Criterion	Assessment grade	Corresponding requirement	Fairtrade's comments
1.1	Suppliers are required to respect and implement all the requirements of this reference code, or its equivalent, and the principles which underpin them.	<b>A</b>	The essence of GSCP criterion is covered in the Hired Labour Standard introduction under the section "Requirements" (p.4): "You are in compliance with the Fairtrade Standard for Hired Labour if your company fulfils all core requirements and reaches the minimum score on the development requirements as defined by the certification body" as well as in the Scope section of the Hired Labor Standard (p.3): "This Standard is the Fairtrade Standard for Hired Labour and your company must comply with it regardless of the product your company wants to certify."	The essence of GSCP criterion is covered in the standard introduction under the section "requirements" page 4: "You are in compliance with the Fairtrade Standard for Hired Labour if your company fulfils all core requirements and reaches the minimum score on the development requirements as defined by the certification body" as well as in the Scope section of the Hired Labor Standard (p. 3): "This Standard is the Fairtrade Standard for Hired Labour and your company must comply with it regardless of the product your company wants to certify." Implementation: Page 3 of the FLOCERT Certification Contract, which states: "The Client will perform all actions required to receive and maintain Certification. This includes compliance with applicable Fairtrade Standards."

GSCP Equivalence Process  
Reference Code

#	Criterion	Assessment grade	Corresponding requirement	Fairtrade's comments
1.2	<p>Suppliers are required to comply with:</p> <p>a) fundamental international labour standards as defined by the ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up:</p> <ul style="list-style-type: none"> <li>-C87, Freedom of Association and Protection of the Right to Organise Convention, 1948</li> <li>-C98, Right to Organise and Collective Bargaining Convention, 1949</li> <li>-C29, Forced Labour Convention, 1930</li> <li>-C105, Abolition of Forced Labour Convention, 1957</li> <li>-C138, Minimum Age Convention, 1973</li> <li>-C182, Worst Forms of Child Labour Convention, 1999</li> <li>-C100, Equal Remuneration Convention, 1951</li> <li>-C111, Discrimination (Employment and Occupation) Convention, 1958</li> </ul>	<b>A</b>	<p>The essence of GSCP criterion is covered in the standard :</p> <ul style="list-style-type: none"> <li>- The Intent and Scope of Section 3 (Labour conditions) refers to the 1998 ILO Declaration on Fundamental Principles and Rights at Work as well as all other applicable ILO Conventions as references for decent working conditions. p.15</li> <li>- C 87 and C 98 are referred to under 3.4 Freedom of Association and Collective Bargaining (Intent and Scope section)p.19</li> <li>- C 29 and 105 are referred to under 3.2. Freedom of Labour (Intent and Scope section)p.17</li> <li>- C138 and C 182 are referred to under 3.3 Child Labor and Child Protection (Intent and Scope section) p.17</li> <li>- C 100 is mentioned under 3.5 Conditions of Employment (Intent and Scope section) on p.22 The only mention of equal remuneration is in 3.1, Freedom from Discrimination, which states in 3.1.1 "Your company must not discriminate...on the basis of...gender...in....remuneration.....p.16</li> <li>- C111 is referred to under 3.1 Freedom from Discrimination (Intent and Scope section ) on p.16</li> </ul>	<p>The introduction of the sections annotates the intent of each section in the standard where it claims the reference and guideline to the requirements and it covers all Conventions outlined in the GSCP criteria. The Fairtrade requirements are based on the ILO conventions mentioned in the Intent and adapted into the scope of Fairtrade certification environment. All requirements are worded to closely address the rights of Fairtrade producers particularly in the Hired Labour set up. Although the ILO conventions are not audited directly by Fairtrade, the principles are integrated with an extensive and rigid content. Therefore, a grade A is given.</p> <p>Policy: The essence of GSCP criterion is covered in the standard :</p> <p>a) the Intent and Scope of Section 3 (Labour conditions) refers to the 1998 ILO Declaration on Fundamental Principles and Rights at Work as well as all other applicable ILO Conventions as references for decent working conditions.</p> <ul style="list-style-type: none"> <li>- C 87 and C 98 are referred to under 3.4 Freedom of Association and Collective Bargaining (Intent and Scope section) p. 19</li> <li>- C 29 and 105 are referred to under 3.2. Freedom of Labour (Intent and Scope section) , p. 17</li> <li>- C138 and C 182 are referred to under 3.3 Child Labor and Child Protection (Intent and Scope section) P. 17</li> <li>- C 100 is mentioned under 3.5 Conditions of Employment (Intent and Scope section) on p. 22. The only mention of equal remuneration is in 3.1, Freedom from Discrimination, which states in 3.1.1 "Your company must not discriminate...on the basis of...gender...in....remuneration.....</li> <li>- C111 is referred to under 3.1 Freedom from Discrimination (Intent and Scope section ) on p. 16</li> </ul> <p>Implementation: The HL compliance Checklist provides evidence of implementation. The process for implementation is described by the FLOCERT Certification Contract</p>

GSCP Equivalence Process  
Reference Code

#	Criterion	Assessment grade	Corresponding requirement	Fairtrade's comments
1.3	<p>b)other applicable international labour standards, such as:</p> <ul style="list-style-type: none"> <li>-The ILO call for Decent Work</li> <li>-C1, Hours of Work (Industry) Convention, 1919</li> <li>-C14, Weekly Rest (Industry) Convention, 1921</li> <li>-C95, Protection of Wages Convention, 1949</li> <li>-C131, Minimum Wage Fixing Convention, 1970</li> <li>-C135, Workers' Representatives Convention, 1971</li> <li>-C155, Occupational Safety and Health Convention, 1981</li> <li>-C161, Occupational Health Services Convention, 1985</li> <li>-R85, Protection of Wages Recommendation, 1949</li> <li>-R116, Reduction of Hours of Work Recommendation, 1962</li> <li>-R135, Minimum Wage Fixing Recommendation, 1970</li> <li>-R164, Occupational Safety and Health Recommendation, 1981</li> <li>-R184, Home Work Recommendation, 1996</li> </ul>	<b>C</b>	<p>3.5 This section intends to ensure good practices regarding the payment of workers and their conditions of employment based on ILO Conventions C95 (Protection of Wages Convention)</p> <p>3.4 This section intends to protect workers against discrimination when exercising their human rights to organize and to bargain their working conditions collectively, based on ILO Conventions ...C135 (Workers' Representatives Convention)</p> <p>3.6 This section intends to prevent work-related accidents by minimizing hazards in the work place. It is based on ILO Conventions C155 (Occupational Safety and Health Convention) C184 (Safety and Health in Agriculture Convention) and ILO Recommendation R164 (Occupational Safety and Health Recommendation).</p>	<p>Although not every ILO Convention and Recommendation listed in the Reference Code is specifically cited, the requirements are. For example, C1, Hours of Work, is not cited in Standard HL_15, but the standard does contain C1's limits on working hours. Of the convention listed in the GSCP criteria, only the following are referred to in the FT Standard: C 135, C 95, C155, C 184 and R 164. Nevertheless, additional conventions that are not listed are also mentioned:</p> <ul style="list-style-type: none"> <li>- C141, C 102, C 130, C 121, C 183, C 77, C 78 and R 143, R 115, R 102</li> </ul> <p>The checklist provides evidence of process for implementation.</p>

GSCP Equivalence Process  
Reference Code

#	Criterion	Assessment grade	Corresponding requirement	Fairtrade's comments
1.4	c) applicable national and/ or local legislation. In all instances, the international labour standard, national and/or local legislation or GSCP reference code requirement which affords the highest level of protection shall apply.	<b>A</b>	Fairtrade International requires that companies always abide by national legislation on topics covered by this standard, unless that legislation conflicts with internationally recognized standards and conventions, in which case the higher criteria prevail. However, if national legislation sets higher standards or ensures more favourable conditions for workers on an issue than Fairtrade International, then it prevails. The same applies to regional and sector-specific practices.	The essence of the GSCP criteria is covered in the Standard under "References" on page 3: Fairtrade International requires that companies always abide by national legislation on the topics covered by this standard, unless that legislation conflicts with internationally recognized standards and conventions, in which case the higher criteria prevail. However, if national legislation sets higher standards or ensures more favourable conditions for workers on an issue than Fairtrade International, then it prevails. The same applies to regional and sector-specific practices.  CERT Social Development HL point 5.11.3 page 14 provides evidence of a process of implementation.
1.5	The provisions of this reference code constitute minimum and not maximum standards.	<b>A</b>	Standard: Core requirements which reflect Fairtrade principles and all of which must be complied with. These are indicated with the term 'Core' found in the column on the left throughout the Standard.  Guideline development of CC_Ranks: "Ranks describe possible and frequent scenarios, grading the actual reality found in audits and categorising its level of conformity: from absolute lack of conformity to best practice and beyond."	In Fairtrade's audit system, all core requirements must be complied with and moving beyond the minimum (rank 3). Fairtrade uses a checklist with a predefined set of scenarios (ranks) ranging from non conformity (rank 1,2), compliance (rank 3) to good and best practices (rank 4,5). Showing compliance is only the first step and more importantly how Fairtrade defines best practice which encourages operators to go beyond the minimum. All certified operators are assessed in audits against these ranks. The checklist is also published and available on FLOCERT's website. The FT standard does not exceed the GSCP criterion as only the "Year 0" requirements are within the scope of this review. The NSF checklist provides an evidence of a process of implementation.

GSCP Equivalence Process  
Reference Code

#	Criterion	Assessment grade	Corresponding requirement	Fairtrade's comments
1.6	This reference code shall not be used to prevent international labour standards or national and/or local legislations from being exceeded.	A	Standard "if national legislation sets higher standards or ensures more favourable conditions for workers on an issue than Fairtrade International, then it prevails. The same applies to regional and sector-specific practices".	<p>The guiding principle of Hired Labour standard is equivalent to GSCP as it states "if national legislation sets higher standards or ensures more favourable conditions for workers on an issue than Fairtrade International, then it prevails. The same applies to regional and sector-specific practices."</p> <p>The process for implementation is demonstrated through CERT SocialDevelopmentHL WI 10 en.pdf uploaded. (see point 5.11.3 National Legislation, p.14)</p>
1.7	<<< If your scheme includes any requirements that are not featured above, please enter them here. (if none, type N.A. in the text box below) >>>	NA		
2.1	All work must be conducted on a voluntary basis, and not under threat of any penalty or sanctions.	A+	<p>3.2.1 Your company must not directly or indirectly engage in, support or tolerate forced labour, including bonded or involuntary prison labour. Workers must be free to leave at any time as long as they follow due notice of their contract period.</p> <p>3.2.2 Your company must not make the employment of a worker or an offer of housing conditional on the employment of their spouse. Spouses have the right to work elsewhere. Guidance: This also applies if housing is provided to the worker and his/her family.</p>	<p>The requirements in Fairtrade Hired Labour Standard, requirement 3.2.1 and 3.2.2, have a more extensive content than the requirement in the GSCP criterion. It reinforces the requirement for all work to be conducted on a voluntary basis and not under threat of any penalty or sanctions with the fact that employment of a worker should not be conditional on the employment of a spouse. Therefore, the Fairtrade requirements go beyond the requirement outlined in the GSCP criteria.</p> <p>The process for implementation is demonstrated through Checklist_HL_v7.1.pdf uploaded.</p>

GSCP Equivalence Process  
Reference Code

#	Criterion	Assessment grade	Corresponding requirement	Fairtrade's comments
2.2	The use of forced or compulsory labour in all its forms, including prison labour when not in accordance with Convention 29, is prohibited.	<b>A</b>	<p>3.2.1 Your company must not directly or indirectly engage in, support or tolerate forced labour, including bonded or involuntary prison labour....</p> <p>Guidance: "Forced or compulsory labour shall mean all work or service which is exacted from any person under the menace of any penalty and for which the said person has not offered himself voluntarily" (C29 Article 2). Slavery, misuse of prison labour, forced recruitment, debt bondage, human trafficking for labour and/or sexual exploitation are some examples of forced labour. It is considered forced labour if the company retains any part of the workers' salary, benefits, property or documents in order to force them to remain in your employment. If your company requires or forces workers to remain in employment against their will using any physical or psychological measure this is considered forced labour.</p>	<p>The requirement 3.2.1 covers all the requirements detailed in the GSCP criteria. Therefore, the Fairtrade requirement is equivalent to the requirement outlined in the GSCP criteria.</p> <p>The process for implementation is demonstrated through Checklist_HL_v7.1.pdf uploaded.</p>
2.3	Suppliers shall not require workers to make deposits/financial guarantees and shall not retain identity documents (such as passports, identity cards, etc.) nor withhold wages outside a legal contractual agreement.	<b>C</b>	<p>3.2.1 Your company must not directly or indirectly engage in, support or tolerate forced labour, including bonded or involuntary prison labour.</p> <p>Guidance: ...It is considered forced labour if the company retains any part of the workers' salary, benefits, property or documents in order to force them to remain in your employment. If your company requires or forces workers to remain in employment against their will using any physical or psychological measure this is considered forced labour.</p>	<p>The Fairtrade Hired Labour Standard addresses forced labour in broad terms in requirement 3.2.1, and specifies what are considered forced labour practices. The requirement on "withhold wages outside a legal contractual agreement" is also covered on criterion 3.5.2. The GSCP essence is covered. The standard does not specifically detail the GSCP requirements concerning "deposits/financial guarantees" or "retain identity documents".</p> <p>The process for implementation is demonstrated through Checklist_HL_v7.1.pdf uploaded.</p>

GSCP Equivalence Process  
Reference Code

#	Criterion	Assess ment grade	Corresponding requirement	Fairtrade's comments
2.4	Bonded labour is prohibited. Suppliers shall not use any form of bonded labour nor permit or encourage workers to incur debt through recruitment fees, fines, or other means.	<b>A+</b>	<p>3.2.1 Your company must not directly or indirectly engage in, support or tolerate forced labour, including bonded or involuntary prison labour. Workers must be free to leave at any time as long as they follow due notice of their contract period. Guidance: “Forced or compulsory labour shall mean all work or service which is exacted from any person under the menace of any penalty and for which the said person has not offered himself voluntarily” (C29 Article 2). Slavery, misuse of prison labour, forced recruitment, debt bondage, human trafficking for labour and/or sexual exploitation are some examples of forced labour. It is considered forced labour if the company retains any part of the workers’ salary, benefits, property or documents in order to force them to remain in your employment. If your company requires or forces workers to remain in employment against their will using any physical or psychological measure this is considered forced labour. The term ‘bonded labour’ or “debt bondage” includes all loans from a company to a worker of excessive amounts and/or with unreasonable and/ or unjust terms and conditions for repayment, where the worker and/or their families are held to pay off the loan through their labour against their will.</p> <p>3.5.26 If your company actively recruits workers from other regions within your country or from other countries, your company must ensure that the recruitment practices of any agency or person involved comply with the requirements detailed in 3.5.24. Your company must pay any recruitment or agency and visa fees incurred. Your company must also pay travel costs for these workers to and from their home country or region at the onset and end of their work period, if the work period is less than one year.</p>	<p>The requirement 3.2.1 covers all the requirements detailed in the GSCP criteria. Additionally, 3.5.26 specifically requires employers to pay any recruitment fees and transportation costs to and from the home country and is beyond the GSCP requirement.</p> <p>The process for implementation is demonstrated through Checklist_HL_v7.1.pdf uploaded and as an evidence for implementation.</p>

GSCP Equivalence Process  
Reference Code

#	Criterion	Assessment grade	Corresponding requirement	Fairtrade's comments
2.5	<p>Indentured labour is prohibited. Suppliers shall respect the right of workers to terminate their employment after reasonable notice. Suppliers shall respect the right of workers to leave the workplace after their shift.</p>	C	<p>3.2.1 Your company must not directly or indirectly engage in, support or tolerate forced labour, including bonded or involuntary prison labour. Workers must be free to leave at any time as long as they follow due notice of their contract period. Guidance: "Forced or compulsory labour shall mean all work or service which is exacted from any person under the menace of any penalty and for which the said person has not offered himself voluntarily" (C29 Article 2). Slavery, misuse of prison labour, forced recruitment, debt bondage, human trafficking for labour and/or sexual exploitation are some examples of forced labour. It is considered forced labour if the company retains any part of the workers' salary, benefits, property or documents in order to force them to remain in your employment. If your company requires or forces workers to remain in employment against their will using any physical or psychological measure this is considered forced labour.</p> <p>The term 'bonded labour' or "debt bondage" includes all loans from a company to a worker of excessive amounts and/or with unreasonable and/ or unjust terms and conditions for repayment, where the worker and/or their families are held to pay off the loan through their labour against their will.</p> <p>3.5.6 Your company must have a legally binding written contract of employment with all permanent workers, signed by worker and employer that includes at least the following: ....a notice period for termination that is the same as the notice period for the employer.</p>	<p>Indentured labour is not allowed as defined in the Fairtrade requirement 3.2.1. ( see the definition of the terms 'bonded labour' and "debt bondage") and Fairtrade requirement 3.5.6 addresses notice period for termination.</p> <p>The GSCP contains multiple requirements. The Fairtrade Standard does not cover exactly each requirement in the GSCP criterion, specifically the "right of workers to leave the workplace after their shift".</p>

GSCP Equivalence Process  
Reference Code

#	Criterion	Assess ment grade	Corresponding requirement	Fairtrade's comments
2.6	<<< If your scheme includes any requirements that are not featured above, please enter them here. (if none, type N.A. in the text box below) >>>			
3.1	Suppliers shall comply with: i) the national minimum age for employment ii) or the age of completion of compulsory education iii) or any otherwise specified exceptions and shall not employ any person under the age of 15, whichever of these is higher. If however, local minimum age law is set at 14 years of age in accordance with developing country exceptions under ILO Convention 138, this	<b>C</b>	3.3.1 Your company must not employ children under the age of 15 or under the age defined by local law, whichever is higher.	<p>The requirement 3.3.1 does not allow employment of children under the age of 15 under any circumstance and is more stringent than GSCP criterion. However, "the age of completion of compulsory education" and "...local minimum age law is set at 14 years of age in accordance with developing country exceptions under ILO Convention 138, this lower age may apply." are not explicitly written in the Fairtrade Standard and therefore may not be considered equivalent.</p> <p>The NSF Checklist provides an evidence of a process of implementation (page 116)</p>

GSCP Equivalence Process  
Reference Code

#	Criterion	Assess ment grade	Corresponding requirement	Fairtrade's comments
3.2	Suppliers shall not recruit child labour nor exploit children in any way. If children are found to be working directly or indirectly for the supplier, the latter shall seek a sensitive and satisfactory solution that puts the best interests of the child first.	A+	<p>3.3.1 Your company must not employ children under the age of 15 or under the age defined by local law, whichever is higher. Guidance: The minimum age requirement also applies to children who are employed indirectly by your company...</p> <p>3.3.3 Your company must establish and implement a Child Labour Policy, including, a clear statement against child labour and a clear commitment to adopting a child rights' approach to protecting and remediating impacted children.</p> <p>3.3.4 If in the past your company has employed children under 15 years for any type of work, or children under 18 years were engaged in dangerous and exploitative work, your company must ensure that those children do not enter or are at risk of entering into even worse forms of labour, including hazardous work, slave-like practices, recruitment into armed conflict, sex work, trafficking for labour purposes, and/or illicit activities. Your company must develop a rights based remediation policy and program within a UN Convention on the Rights of the Child (CRC) protective framework that covers how to withdraw the children and how to prevent that they enter into worse forms of labour. This program should include remediation projects to ensure the immediate and continued protection of children. These projects can include expert partner organizations, preferably local.</p>	<p>The requirement 3.3.1, 3.3.3 and 3.3.4 cover all the requirements detailed in the GSCP criteria.</p> <p>In addition to that, Fairtrade requires that company must develop a child labour policy and remediation policy which further strengthen and secure the right of child labour. Therefore, the Fairtrade requirements go beyond the requirement outlined in the GSCP criteria.</p> <p>The process for implementation is demonstrated through Checklist_HL_v7.1.pdf uploaded.</p>

GSCP Equivalence Process  
Reference Code

#	Criterion	Assess ment grade	Corresponding requirement	Fairtrade's comments
3.3	Suppliers shall not employ young workers under 18 years of age at night, or in conditions which compromise their health, their safety or their moral integrity, and/or which harm their physical, mental, spiritual, moral or social development.	<b>A</b>	3.3.2 Your company must not directly or indirectly submit workers less than 18 years of age to any type of work which puts their health, safety or morals and their school attendance at risk. Guidance: Examples of work that is potentially damaging includes work that takes place in an unhealthy environment, involves excessively long working hours, night work, the handling or any exposure to toxic chemicals, work at dangerous heights, and operation of dangerous equipment.	The requirement 3.3.2 fully covers the essence of GSCP 3.3  The process for implementation is demonstrated through Checklist_HL_v7.1.pdf uploaded.
3.4	<<< If your scheme includes any requirements that are not featured above, please enter them here. (if none, type N.A. in the text box below) >>>			

GSCP Equivalence Process  
Reference Code

#	Criterion	Assess ment grade	Corresponding requirement	Fairtrade's comments
4.1	Workers have the right to join or form trade unions of their own choosing and to bargain collectively, without prior authorisation from suppliers' management. Suppliers shall not interfere with, obstruct or prevent such legitimate activities.	<b>A+</b>	<p>3.4.2 Your company must:</p> <ul style="list-style-type: none"> <li>• Respect the right of all workers to form or join trade unions;</li> <li>• Respect the right of workers to bargain collectively in practice;</li> <li>• Not engage in any acts of anti-union discrimination or in any acts of interference;</li> <li>• Not deny access rights for trade unions;</li> </ul> <p>Your company must not deny these rights in practice, and your company must not have opposed any of these rights in the last 2 years prior to application for certification.</p> <p>3.4.3 Your company must actively accept the conditions in requirement 3.4.2 by signing the Freedom of Association protocol provided by Fairtrade International in Annex 3 to this Standard. In case the ownership or senior management of a company changes, the FoA protocol must be signed by the new owners/management within 3 months.</p> <p>3.4.4 Workers' right to unionise guarantee, which is included in the Freedom of Association protocol, must be communicated to workers by at least:</p> <ul style="list-style-type: none"> <li>- Translating it into the appropriate languages</li> <li>- Displaying it publically in the workplace.</li> </ul>	<p>The Fairtrade Standard requirement 3.4.2 has a more extensive content than the GSP criterion, as it also requires that any of the rights must not have been opposed in the last 2 years preceding certification. In addition to the two-year history requirement, 3.4.2 also requires companies to "accept that it has a duty to bargain in good faith with unions." 3.4.3 requires companies to sign the "Freedom of Association protocol" to affirm its commitment to FoA, and 3.4.4 requires communicate FoA rights to the workforce, all of which go beyond the GSCP.</p> <p>The process for implementation is demonstrated through Checklist_HL_v7.1.pdf uploaded.</p>

GSCP Equivalence Process  
Reference Code

#	Criterion	Assessment grade	Corresponding requirement	Fairtrade's comments
4.2	Where the right to freedom of association and collective bargaining is restricted or prohibited under law, suppliers shall not hinder alternative forms of independent and free workers representation and negotiation, in accordance with international labour standards.	<b>A</b>	<p>3.4.2 Your company must:</p> <ul style="list-style-type: none"> <li>- Respect the right of all workers to form or join trade unions;</li> <li>- Respect the right of workers to bargain collectively in practice;</li> <li>- Not engage in any acts of anti-union discrimination or in any acts of interference;</li> <li>- Not deny access rights for trade unions;</li> <li>- Accept that it has a duty to bargain in good faith with unions;</li> <li>- Inform the workforce about the local point of contact and posts relevant contact information in the workplace for workers to see and understand.</li> </ul> <p>3.4.8 Your company must not interfere in any way with the freedom of association by controlling or obstructing trade unions or elected worker representatives or supporting one workers' organization over another.</p>	<p>The requirement 3.4.8 and 3.4.12 cover all the requirements detailed in the GSCP criteria. Therefore, the Fairtrade requirements are equivalent to the requirement outlined in the GSCP criteria.</p> <p>The process for implementation is demonstrated through Checklist_HL_v7.1.pdf uploaded.</p>
4.3	Suppliers shall not discriminate against or otherwise penalise worker representatives or trade union members because of their membership in or affiliation with a trade union, or their legitimate trade union activity, in accordance with international labour standards.	<b>A</b>	<p>3.4.1 Your company must not punish, threaten, intimidate, harass or bribe union members or representatives, nor discriminate against workers for their past or present union membership or activities, and must not base their hiring on not joining or giving up their union membership.</p>	<p>The requirement 3.4.1 covers all the requirements detailed in the GSCP criteria. Therefore, the Fairtrade requirement is equivalent to the requirement outlined in the GSCP criteria.</p> <p>The process for implementation is demonstrated through Checklist_HL_v7.1.pdf uploaded.</p>

GSCP Equivalence Process  
Reference Code

#	Criterion	Assess ment grade	Corresponding requirement	Fairtrade's comments
4.4	Suppliers shall give worker representatives access to the workplace in order to carry out their representative functions, in accordance with international labour standards.	<b>A+</b>	<p>3.4.7 Your company must allow access to trade union representatives in order to communicate about unionisation and/or to carry out their representative functions at an agreed time and place. These meetings must take place without management interference or surveillance.</p> <p>3.4.9 Your company must ensure that elected worker representatives:</p> <ul style="list-style-type: none"> <li>- Have access to all workers in the workplace during working time without interference or the presence of management representatives and at agreed times, on average every three months;</li> <li>- Can meet among themselves during regular working hours, at least once a month for one hour;</li> <li>- Meet representatives of senior management during working hours at least once every 3 months. These meetings must be scheduled on a regular basis and must be documented.</li> </ul>	<p>The essence of the GSCP requirement is covered in the Fairtrade Standard requirement 3.4.7 and 3.4.9. These two articles go beyond the GSCP requirement by being very specific about how a company must ensure that elected representatives can carry out their responsibilities.</p> <p>The process for implementation is demonstrated through Checklist_HL_v7.1.pdf uploaded.</p>
4.5	<<< If your scheme includes any requirements that are not featured above, please enter them here. (if none, type N.A. in the text box below) >>>			

GSCP Equivalence Process  
Reference Code

#	Criterion	Assessment grade	Corresponding requirement	Fairtrade's comments
5.1	Suppliers shall respect equal opportunities in terms of recruitment, compensation, access to training, promotion, termination or retirement.	<b>A</b>	<p>2.2.6 Your company must undertake activities to achieve equity in the workplace. This includes specifically addressing the employment and promotion of suitably qualified people from disadvantaged and minority groups.</p> <p>Guidance: ‘Equity’ means fairness or justice in the way people are treated. The aim of this requirement is to eliminate employment barriers for disadvantaged people such as persons with disabilities and members of minority groups. Examples of activities to support an equitable workplace include: education and professional training for women or other disadvantaged people or minority groups, in order to qualify them to take up more advanced positions; policies and practices to ensure that barriers are eliminated; appropriate representation of all groups in the workforce at all levels.</p> <p>3.1.1 Your company must not discriminate, support or tolerate discrimination on the basis of race, colour, gender, sexual orientation, disability, marital status, HIV/AIDS status, age, religion, political opinion, union or workers’ representative bodies, national extraction or social origin, or any other condition in recruitment, promotion, access to training, remuneration, allocation of work, termination of employment, retirement, general treatment in the workplace or other activities.</p>	<p>The requirement 2.2.6 in combination with non discrimination requirement 3.1.1 demonstrate equal opportunities which cover all the requirements detailed in the GSCP criteria. Therefore, the Fairtrade requirements are equivalent to the requirement outlined in the GSCP criteria.</p> <p>The process for implementation is demonstrated through Checklist_HL_v7.1.pdf uploaded.</p>

GSCP Equivalence Process  
Reference Code

#	Criterion	Assessment grade	Corresponding requirement	Fairtrade's comments
5.2	Suppliers shall not engage in, support or tolerate discrimination in employment including recruitment, hiring, training, working conditions, job assignments, pay, benefits, promotions, discipline, termination or retirement on the basis of gender, age, religion, marital status, race, caste, social background, diseases, disability, pregnancy, ethnic and national origin, nationality, membership in worker organizations including unions, political affiliation, sexual orientation, or any other personal	<b>C</b>	3.1.1 Your company must not discriminate, support or tolerate discrimination on the basis of race, colour, gender, sexual orientation, disability, marital status, HIV/AIDS status, age, religion, political opinion, union or workers' representative bodies, national extraction or social origin, or any other condition in recruitment, promotion, access to training, remuneration, allocation of work, termination of employment, retirement, general treatment in the workplace or other activities.	The requirement 3.1.1 covers most of the requirements detailed in the GSCP criteria. However, the criteria . "race", "caste", "pregnancy", "ethnic" are not included in the Fairtrade standard and only HIV/AIDS is considered in terms of disease. The process for implementation is demonstrated through Checklist_HL_v7.1.pdf uploaded.

GSCP Equivalence Process  
Reference Code

#	Criterion	Assessment grade	Corresponding requirement	Fairtrade's comments
5.3	Suppliers shall treat all workers with respect and dignity.	<b>A</b>	<p>3.1.3 Your company must not directly or indirectly engage in, support or tolerate the use of corporal punishment, mental or physical coercion, bullying, harassment or abuse of any kind.</p> <p>FoA Protocol</p> <p>1. The company agrees to respect the human rights of the workers concerned and, in particular, the human right of all workers to form or join trade unions and to collectively bargain the conditions under which their work is performed. The Fairtrade Standard includes requirements for how certified companies shall respect rights under the Freedom of Association.</p> <p>4. The Company agrees to promote labour relations based on mutual respect, frequent dialogue and procedural fairness between the employer, on one hand, and workers and their trade unions on the other.</p>	<p>Although the Fairtrade Standard does not explicitly state that "Suppliers shall treat all workers with respect and dignity", a number of elements of the Standard imply that the GSCP requirement is covered:</p> <ul style="list-style-type: none"> <li>- in the introduction: The purpose of the Fairtrade Standard for Hired Labour is to set the requirements that determine participation in the Fairtrade system that applies to workers, empowering them to combat poverty, strengthen their position and to take more control of their lives. The requirements ensure that employers pay decent wages, guarantee the right to join trade unions, and make certain that health, safety and environmental principles are adhered to (...) producers get an additional sum, the Fairtrade Premium, to benefit workers and invest in their communities.</li> <li>- Chapter 2 on Social development aims to empower and develop workers.</li> <li>- Chapter 3 on Labour conditions, and specifically 3.1.3 aim to protect workers and treat all workers with respect and dignity.</li> <li>- Provision 3.5.27 also gets into how to address sexual harassment, which is clearly related to dignity and respect.</li> </ul> <p>The process for implementation is demonstrated through Checklist_HL_v7.1.pdf uploaded.</p>

GSCP Equivalence Process  
Reference Code

#	Criterion	Assessment grade	Corresponding requirement	Fairtrade's comments
5.4	Suppliers shall base all terms and conditions of employment on an individual's ability to do the job, not on the basis of personal characteristics or beliefs.	<b>C</b>	<p>2.2.6 Your company must undertake activities to achieve equity in the workplace. This includes specifically addressing the employment and promotion of suitably qualified people from disadvantaged and minority groups</p> <p>Guidance: 'Equity' means fairness or justice in the way people are treated. The aim of this requirement is to eliminate employment barriers for disadvantaged people such as persons with disabilities and members of minority groups.</p> <p>Examples of activities to support an equitable workplace include: education and professional training for women or other disadvantaged people or minority groups, in order to qualify them to take up more advanced positions; policies and practices to ensure that barriers are eliminated; appropriate representation of all groups in the workforce at all levels.</p>	<p>Equity defined by Fairtrade secures all workers to have equal opportunities in the regard of hiring, training, work allocation and promotion policies, etc. However, Equal Opportunity is not specifically covered. 2.2.6 applies only in year 3 which is not applicable in this review.</p> <p>The process for implementation is demonstrated through Checklist_HL_v7.1.pdf uploaded.</p>
5.5	Suppliers shall not engage in or tolerate bullying, harassment or abuse of any kind.	<b>A+</b>	<p>3.1.3 Your company must not directly or indirectly engage in, support or tolerate the use of corporal punishment, mental or physical coercion, bullying, harassment or abuse of any kind.</p> <p>3.5.27...The grievance procedure must also include a procedure for cases of sexual harassment...</p>	<p>The essence of the GSCP requirement is covered more extensively in the Fairtrade Standard requirement 3.1.3. Sexual harassment is also mentioned in 3.5.27 of the Standard in the context of the grievance process.</p> <p>The process for implementation is demonstrated through Checklist_HL_v7.1.pdf uploaded.</p>

GSCP Equivalence Process  
Reference Code

#	Criterion	Assess ment grade	Corresponding requirement	Fairtrade's comments
5.6	Suppliers shall establish written disciplinary procedures and shall explain them in clear and understandable terms to their workers. All disciplinary actions shall be recorded.	<b>C</b>	3.1.4 Your company must establish and implement a policy that clearly outlines fair and appropriate disciplinary measures and ensure that workers are aware of this policy. The policy must be in line with the principle of non-discrimination. Guidance: A clear policy can prevent improper disciplinary practice.	Fairtrade requires policy and its implementation, but does not expressly require "procedures" as the GSCP criterion requires.  The requirement 3.1.4 does not cover exactly the requirement of the GSCP and 3.1.4 is not requested in year 0 and therefore it does not apply in this review.  The process for implementation is demonstrated through Checklist_HL_v7.1.pdf uploaded.
5.7	<<< If your scheme includes any requirements that are not featured above, please enter them here. (if none, type N.A. in the text box below) >>>			

GSCP Equivalence Process  
Reference Code

#	Criterion	Assessment grade	Corresponding requirement	Fairtrade's comments
6.1	Provisions under Health and Safety shall be further defined to cater for specific conditions and related hazards pertaining to different industries, in accordance with the relevant applicable Health & Safety principles:	<b>A</b>	<p>3.6.1 Your company must make work processes, workplaces, machinery and equipment on the production site as safe as possible and minimize any inherent health risks by adequate control.</p> <p>To ensure safety:</p> <ul style="list-style-type: none"> <li>• Risk areas and potential hazards must be clearly identified by warning signs in appropriate languages and include pictograms if possible;</li> <li>• Safety instructions and procedures including accident prevention and response must be in place and communicated to staff;</li> <li>• All hazardous machinery and equipment must be equipped with adequate safety devices;</li> <li>• Protective guards must be placed over moving parts;</li> <li>• Safety equipment must be provided to all workers who must be instructed and monitored in its proper use;</li> <li>• Equipment for chemical spraying must be stored properly.</li> </ul> <p>Guidance: In accordance with the regulation of subcontractors the management is held responsible for the safety of the machinery of all subcontractors.</p> <p>3.6.5 All information, safety instructions, re-entry intervals and hygiene recommendations regarding hazardous work must be displayed clearly in a visible place in the workplace in the language(s) understood by workers and with pictures</p> <p>3.6.7 Your company must appropriately train workers that are engaged in any potentially hazardous work according to the tasks they carry out. The training must cover health and environmental risks of the products workers handle, if applicable, and enable them to take correct emergency actions in case of an accident.</p>	<p>Fairtrade stresses on the agriculture sector as it is the core working area of Fairtrade, eg harvesting and food processing. The requirement 3.6.5 and 3.6.7 cover all the requirements detailed in the GSCP criteria also refers to C184 (Safety and Health in Agriculture Convention) as well as providing criterion analysing some of the major risks encountered in agriculture (e.g. chemicals, operating vehicles) and training workers appropriately(3.6.7). Therefore, the Fairtrade requirements are equivalent to the requirement outlined in the GSCP criteria.</p> <p>The process for implementation is demonstrated through Checklist_HL_v7.1.pdf uploaded.</p>

GSCP Equivalence Process  
Reference Code

#	Criterion	Assessment grade	Corresponding requirement	Fairtrade's comments
6.2	Suppliers shall provide safe and clean conditions in all work and residential facilities and shall establish and follow a clear set of procedures regulating occupational health and safety.	<b>C</b>	<p>3.6.1 Your company must make work processes, workplaces, machinery and equipment on the production site as safe as possible and minimize any inherent health risks by adequate control. To ensure safety:</p> <ul style="list-style-type: none"> <li>• Risk areas and potential hazards must be clearly identified by warning signs in appropriate languages and include pictograms if possible;</li> <li>• Safety instructions and procedures including accident prevention and response must be in place and communicated to staff;</li> <li>• All hazardous machinery and equipment must be equipped with adequate safety devices;</li> <li>• Protective guards must be placed over moving parts;</li> <li>• Safety equipment must be provided to all workers who must be instructed and monitored in its proper use;</li> <li>• Equipment for chemical spraying must be stored properly.</li> </ul> <p>Guidance: In accordance with the regulation of subcontractors the management is held responsible for the safety of the machinery of all subcontractors.</p> <p>3.6.11 Your company's premises and surroundings must be free of obvious defect and maintained in a safe, clean and, where necessary, hygienic condition at all times.</p> <p>3.5.28 If your company provides housing for permanent, migrant, seasonal/temporary or former workers, it must be such as to ensure structural safety and reasonable levels of decency, privacy, security and hygiene, and includes regular upkeep and improvement of housing and related communal facilities. If sanitary facilities are shared, a reasonable number of toilets and bathing facilities with clean water, per number of users, and according to regional practice, must be available. National or state regulation must be complied with in all cases and regional norms should be considered.</p>	<p>The requirement 3.6.1, 3.6.11 and 3.5.28 partially cover the requirements detailed in the GSCP criteria. Though the requirements do not refer specifically to a "clear set of procedures for OHS" required by GSCP. Though the requirement 3.5.28 goes beyond GSCP, is not applicable to this review as it is required only after year 3.</p> <p>The process for implementation is demonstrated through Checklist_HL_v7.1.pdf uploaded.</p>

GSCP Equivalence Process  
Reference Code

#	Criterion	Assessment grade	Corresponding requirement	Fairtrade's comments
6.3	Suppliers must take adequate steps to prevent accidents and injury to health arising out of, associated with, or occurring in the course of work, by minimising, so far as is reasonably practicable, the causes of hazards inherent in the working environment. Appropriate and effective personal protective equipment shall be provided as needed.	<b>A</b>	<p>3.6.3 Your company must establish an occupational Health &amp; Safety Committee with workers' representation. The H&amp;S Committee must hold regular meetings with the H&amp;S Officer to discuss health and safety in the workplace.</p> <p>3.6.4 Your company must carry out regular H&amp;S risk assessments jointly with workers and their H&amp;S representatives (see 3.6.3), and adapt safety measures accordingly.</p> <p>3.6.19 Your company must provide adequate quality personal protective equipment (PPE) to workers handling hazardous chemicals and ensure that workers are trained and use the equipment properly (see 4.2.4). Workers must always use such equipment.</p> <p>3.6.5 All information, safety instructions, re-entry intervals and hygiene recommendations regarding hazardous work must be displayed clearly in a visible place in the workplace in the language(s) understood by workers and with pictures.</p> <p>3.6.12 All your company's indoor workplaces must have adequate lighting, heating and ventilation appropriate for the local weather conditions.</p> <p>3.6.13 Electrical equipment, wiring and outlets in the company's facilities must be properly placed, grounded and inspected for overloading and leakage by a professional on a regular basis</p> <p>3.6.14 Your company must provide properly marked fire exits, escape routes, firefighting equipment and fire alarms for every indoor workplace, according to industry standard. Fire exits and escape routes must be kept clear from obstacles allowing for swift and safe exit in case of an emergency.</p>	<p>The GSCP criterion contains several requirements:</p> <ul style="list-style-type: none"> <li>- take adequate steps to prevent accidents and injury to health arising out of, associated with, or occurring in the course of work, by minimising, so far as is reasonably practicable, the causes of hazards inherent in the working environment is partially covered in FT Standard 3.6.1. 3.6.4 cannot apply here as it is only requested on year 3.</li> <li>- Appropriate and effective personal protective equipment shall be provided as needed is covered in FT Standard 3.6.19. and 3.6.25.</li> </ul>

GSCP Equivalence Process  
Reference Code

#	Criterion	Assessment grade	Corresponding requirement	Fairtrade's comments
6.4	Suppliers shall provide access to adequate medical assistance and facilities.	<b>A</b>	<p>3.6.18 Your company must provide access to appropriate healthcare in case of work-related illness or injury.</p> <p>Guidance: Access to appropriate healthcare means guaranteeing free transportation to the nearest hospital during working hours, or providing free onsite permanent medical support during working hours, which is able and equipped to deal with accidents and acute poisoning.</p>	<p>The requirement 3.6.18 covers all the requirements detailed in the GSCP criteria. Therefore, the Fairtrade requirement is equivalent to the requirement outlined in the GSCP criteria.</p> <p>The process for implementation is demonstrated through Checklist_HL_v7.1.pdf uploaded.</p>
6.5	Suppliers shall provide all workers with access to clean toilet facilities and to drinkable water and, if applicable, sanitary facilities for food preparation and storage.	<b>A</b>	<p>3.6.8 Your company must provide clean drinking water close by for all workers and clearly label drinking water facilities as such. If water purity has been identified as a risk, drinking water must be analysed at least twice a year to correspond with seasonal variations.</p> <p>3.6.9 Your company must provide clean toilets with hand washing facilities close by... Your company must also provide clean hand washing facilities close to the canteen. All facilities must be cleaned regularly and equipped with covered drains and pipes.</p> <p>3.6.10 Your company must provide suitable areas where workers can rest, and canteens with cooking facilities where necessary and if requested.</p>	<p>The requirements 3.6.8, 3.6.9 and 3.6.10 cover all the requirements detailed in the GSCP criteria. Therefore, the Fairtrade requirements are equivalent to the requirement outlined in the GSCP criteria.</p> <p>The process for implementation is demonstrated through Checklist_HL_v7.1.pdf uploaded.</p>

GSCP Equivalence Process  
Reference Code

#	Criterion	Assessment grade	Corresponding requirement	Fairtrade's comments
6.6	Suppliers shall ensure that residential facilities for workers, where provided, are clean and safe.	<b>C</b>	3.5.28 If your company provides housing for permanent, migrant, seasonal/temporary or former workers, it must be such as to ensure structural safety and reasonable levels of decency, privacy, security and hygiene, and includes regular upkeep and improvement of housing and related communal facilities. If sanitary facilities are shared, a reasonable number of toilets and bathing facilities with clean water, per number of users, and according to regional practice, must be available. National or state regulation must be complied with in all cases and regional norms should be considered.	<p>The requirement 3.5.28 covers all the requirements detailed in the GSCP criteria. However, it is only required from year 3. Hence it is not applicable to this review.</p> <p>The requirement is specified as year 3 meaning all operators will be audited against the requirement from the third year of certification onwards.</p> <p>The process for implementation is demonstrated through Checklist_HL_v7.1.pdf uploaded.</p>
6.7	Suppliers shall assign the responsibility for health and safety to a senior management representative.	<b>A</b>	3.6.2 Your company must appoint a Health and Safety Officer to be in charge of occupational health and safety matters. The company's senior management is responsible for ensuring that the H&S Officer is adequately trained for the job and have a job description which includes the following responsibilities: implementing, suggesting, planning and monitoring measures to improve health and safety on the site and for informing and training workers on H&S.	<p>The requirement 3.6.2 covers all the requirements detailed in the GSCP criteria. Therefore, the Fairtrade requirement is equivalent to the requirement outlined in the GSCP criteria.</p> <p>Three requirement mentioned above are specified as year 0 meaning all operators will be audited against the requirement as soon as they enter the system.</p> <p>The process for implementation is demonstrated through Checklist_HL_v7.1.pdf uploaded.</p>

GSCP Equivalence Process  
Reference Code

#	Criterion	Assess ment grade	Corresponding requirement	Fairtrade's comments
6.8	Suppliers shall provide regular and recorded health and safety training to workers and management, and such training shall be repeated for all new or reassigned workers and management.	<b>C</b>	<p>3.6.6 Your company must regularly train workers and their representatives in the basic requirements of occupational health and safety, relevant health protection and first aid, at least once per year.</p> <p>Records must be kept of these training activities indicating information on topics, time, duration, names of attendees and trainers.</p> <p>3.6.7 Your company must appropriately train workers that are engaged in any potentially hazardous work according to the tasks they carry out. The training must cover health and environmental risks of the products workers handle, if applicable, and enable them to take correct emergency actions in case of an accident.</p> <p>3.6.15 Your company must regularly train new and existing staff in evacuation procedures.</p>	<p>The requirements cover most but not all of the requirements outlined in the GSCP criteria. Although in the requirement 3.6.6 it mentioned that "company must regularly train workers and their representatives in the basic requirements of occupational health and safety, relevant health protection and first aid, at least once per year", management is not explicitly addressed, and training shall be repeated for all new or reassigned management is not covered. While there is a mention of training of "staff" in 3.6.15 in evacuation procedure, this is restricted to evacuation, hence not equivalent to GSCP requirement.</p> <p>The process for implementation is demonstrated through Checklist_HL_v7.1.pdf uploaded.</p>

GSCP Equivalence Process  
Reference Code

#	Criterion	Assess ment grade	Corresponding requirement	Fairtrade's comments
6.9	Suppliers shall provide adequate safeguards against fire, and shall ensure the strength, stability and safety of buildings and equipment, including residential facilities where provided.	<b>C</b>	<p>3.6.11 Your company's premises and surroundings must be free of obvious defect and maintained in a safe, clean and, where necessary, hygienic condition at all times.</p> <p>3.6.14 Your company must provide properly marked fire exits, escape routes, firefighting equipment and fire alarms for every indoor workplace, according to industry standard. Fire exits and escape routes must be kept clear from obstacles allowing for swift and safe exit in case of an emergency.</p> <p>3.6.1 Your company must make work processes, workplaces, machinery and equipment on the production site as safe as possible and minimize any inherent health risks by adequate control.</p> <p>3.5.28 If your company provides housing for permanent, migrant, seasonal/temporary or former workers, it must be such as to ensure structural safety ...</p>	<p>The requirement 3.6.11, 3.6.14, 3.6.1 and 3.5.28 cover some the requirements detailed in the GSCP criteria. Therefore, the Fairtrade requirements are equivalent to the requirement outlined in the GSCP criteria. The requirement 3.6.11, 3.6.14 and 3.6.1 mentioned above are specified as year 0 meaning all operators will be audited against the requirement as soon as they enter the system; The requirement 3.5.28 detailing housing requirements is specified as year 3 meaning all operators will be audited against the requirement from the third year of certification onward. Hence, not applicable to this review.</p> <p>The process for implementation is demonstrated through Checklist_HL_v7.1.pdf uploaded.3.6</p>

GSCP Equivalence Process  
Reference Code

#	Criterion	Assess ment grade	Corresponding requirement	Fairtrade's comments
6.10	Suppliers shall undertake sufficient training of workers and management in waste management, handling and disposal of chemicals and other dangerous materials.	<b>C</b>	<p>4.2.4 Your company must provide training in hazards related to pesticides and other hazardous chemicals during working hours to all workers handling these materials, and ensure that these chemicals are handled properly and proper PPE is used. Guidance: 'Handling' refers to transport, use, preparation, application, storage and disposal..</p> <p>3.6.7 Your company must appropriately train workers that are engaged in any potentially hazardous work according to the tasks they carry out. The training must cover health and environmental risks of the products workers handle, if applicable, and enable them to take correct emergency actions in case of an accident.</p> <p>4.4.2 Your company must have a waste management plan that includes strategies in waste reduction, recycling, reuse and disposal alternatives. This plan must establish timelines by when the company will identify the main wastes, ways to reduce and reuse them if applicable, and to dispose of them in the best available way.</p>	<p>Although training on proper use and handling to workers is included, there are no requirements specifically addressing training of workers and management in waste management.</p> <p>The requirement 4.4.2 on waste management is specified as year 1 which is not applicable to this review.</p> <p>The process for implementation is demonstrated through Checklist_HL_v7.1.pdf uploaded.3.6</p>
6.1	<<< If your scheme includes any requirements that are not featured above, please enter them here. (if none, type N.A. in the text box below) >>>	N.A.		

GSCP Equivalence Process  
Reference Code

#	Criterion	Assessment grade	Corresponding requirement	Fairtrade's comments
7.1	Work performed must be on the basis of a recognised employment relationship established in compliance with national legislation and practice and international labour standards, whichever affords the greater protection.	<b>A</b>	HL Standard, References section: "if national legislation sets higher standards or ensures more favourable conditions for workers on an issue than Fairtrade International, then it prevails. The same applies to regional and sector-specific practices". Work Instruction for auditing social development : " National laws and applicable CBA terms need to be complied with, especially if they exceed the Hired Labor Standard. An auditor must always arm him/herself with the relevant labor laws and regulations and refer to them as necessary. Fortunately, much labor legislation is now accessible in the internet. "	<p>The standard and the work instruction both address the applicability of Fairtrade standard with national legislation/international labour standards to ensure more favourable conditions for workers. The concept is incorporated throughout the requirement where it applicable. Employment relationship is recognized as "legally binding written contract of employment" in requirement 3.5.6 and 3.5.7. Therefore, the Fairtrade standard is equivalent to the requirement outlined in the GSCP criteria.</p> <p>The process for implementation is demonstrated through CERT SocialDevelopmentHL WI 10 en.pdf uploaded.</p>
7.2	Labour-only contracting, sub-contracting or home-working arrangements, apprenticeship schemes where there is no real intent to impart skills or provide regular employment, excessive use of fixed-term contracts of employment, or any comparable arrangements shall not be used to avoid obligations to workers under labour or social security laws and regulations arising from the regular	<b>A</b>	3.5.22 All regular work must be undertaken by permanent workers. Time-limited contracts and subcontracting are permitted during peak periods, in the case of special tasks and under special circumstances. Your company must not use production, quotas and piecework employment as a means to avoid time-bound contracts.	<p>The requirement 3.5.22 covers all the requirements detailed in the GSCP criteria. Therefore, the Fairtrade requirement is equivalent to the requirement outlined in the GSCP criteria. Furthermore, criterion 3.5.19 requires the company to provide legal social security to all workers. Although the wording is not the same than in GSCP, these requirements cover the essence of the GSCP criterion.</p> <p>The process for implementation is demonstrated through Checklist_HL_v7.1.pdf uploaded.</p>

GSCP Equivalence Process  
Reference Code

#	Criterion	Assess ment grade	Corresponding requirement	Fairtrade's comments
7.3	Suppliers must compensate their workers by providing wages, overtime pay, benefits and paid leave which respectively meet or exceed legal minimum and/or industry benchmark standards and/or collective agreements, whichever is higher. Wages and compensation for regular working hours shall meet basic needs and provide some discretionary income for workers and their families.	<b>A</b>	<p>3.5.1 Your company must set wages for workers and other conditions of employment according to legal or CBA regulations where they exist, or at regional average wages or at official minimum wages for similar occupations; whichever is the highest, with the intention of continually increasing salaries (see 3.5.4).</p> <p>Your company must specify wages for all employee functions and employment terms, such as piecework.</p> <p>3.5.3 For work based on production, quotas and piecework, during normal working hours, your company pays the equivalent to average hourly waged work based on a manageable workload. This is not below a proportionate minimum wage or the relevant industry average, whichever is higher. Information about this pay rate is transparent and available for all workers and worker organizations</p> <p>3.5.4 If remuneration (wages and benefits) is below living wage benchmarks as established by Fairtrade International, your company must ensure that real wages are increased annually to continuously close the gap with living wage....Fairtrade defines a 'living wage' as the remuneration received for a standard work week by a worker in a particular place sufficient to afford a decent standard of living for the worker and her or his family.</p>	<p>Fairtrade requirements demand that wages must be set according to law or CBA or not lower than regional average wages whichever is higher. Discretionary income is covered in the definition of living wages in the requirement 3.5.4. Thus, the requirement 3.5.1, 3.5.3 and 3.5.4 cover all the requirements detailed in the GSCP criteria and the Fairtrade requirements are equivalent to the GSCP criteria.</p> <p>The requirement 3.5.1 mentioned above are specified as year 0 meaning all operators will be audited against the requirement as soon as they enter the system; The requirement 3.5.4 is specified as year 1 meaning all operators will be audited against the requirement from the first year of certification onward. The process for implementation is demonstrated through Checklist_HL_v7.1.pdf uploaded.</p>

GSCP Equivalence Process  
Reference Code

#	Criterion	Assessment grade	Corresponding requirement	Fairtrade's comments
7.4	Suppliers shall provide all workers with written and understandable information about their employment conditions, including wages, before they enter into employment; and about details of their wages for the pay period concerned each time that they are paid.	B	<p>3.5.5 Your company must make payments to workers at regularly scheduled intervals and must document the payments with a payslip containing all necessary information. Payments must be made in legal tender.</p> <p>3.5.8 Your company must ensure that all workers are aware of their rights and duties, responsibilities, salaries, and work schedules as part of the legal labour contract. You must ensure that workers have a signed copy of their employment contract and that they understand the content by providing it in a format and language they understand.</p>	<p>The Fairtrade requirements only partially cover the requirements detailed in the GSCP criteria., eg. "payments must be made in legal tender", "before they enter into employment" and "about details of their wages for the pay period concerned each time that they are paid" are not explicitly specified in the Fairtrade requirements. Therefore the requirements are only partially equivalent.</p> <p>The process for implementation is demonstrated through Checklist_HL_v7.1.pdf uploaded.</p>
7.5	Suppliers shall not make any deductions from wages which are unauthorised or not provided for by national law. Suppliers shall not make any deduction from wages as a disciplinary measure.	A	<p>3.5.2 Your company must not make deductions from salaries unless they are permitted by national laws, fixed by a collective bargaining agreement or the employee has given his/her written consent.</p> <p>If your company makes deductions from salaries for services it provides, the amounts must be in line with the actual costs incurred by your company, and they must not be used for disciplinary purposes.</p>	<p>The requirement 3.5.2 covers the requirements detailed in the GSCP criteria. Therefore, the Fairtrade requirement is equivalent to the requirement outlined in the GSCP criteria.</p> <p>The requirement mentioned above is specified as year 0 meaning all operators will be audited against the requirement as soon as they enter the system. The process for implementation is demonstrated through Checklist_HL_v7.1.pdf uploaded.</p>

GSCP Equivalence Process  
Reference Code

#	Criterion	Assessment grade	Corresponding requirement	Fairtrade's comments
7.6	The supplier shall provide all legally required benefits, including paid leave, to all workers.	<b>B</b>	<p>3.5.13 Your company must grant workers at least 2 weeks of paid leave per year at minimum, not including sick and casual leave.</p> <p>3.5.15 Your company must put in place a regulation on regular sick leave and sick leave caused by employment injury.</p> <p>3.5.16 Your company must grant its workers at least eight weeks of maternity leave with compensation consistent with national laws or not less than 2/3 regular pay, whichever is higher,</p> <p>3.5.19 Your company must provide legal social security for all workers.</p>	<p>The Fairtrade requirements define the benefits for maternity leave, sick and social security. The essence of the GSCP criterion is partially covered as some of the workers, other than permanent, might be excluded from some legally required benefits or not all legally required benefits might be included in the contract, which has a bearing on workers' protection.</p> <p>The process for implementation is demonstrated through Checklist_HL_v7.1.pdf uploaded.</p>
7.7	Suppliers shall always compensate all workers for all overtime at a premium rate, as required by law and, where applicable, by contractual agreement.	<b>A+</b>	3.5.12 Your company must compensate overtime at a premium rate. The premium rate must be paid at a factor of 1.5 for work performed on regular workdays. For work performed on the regional day of rest, public holidays and night work a premium at a factor of 2 must be paid, unless otherwise defined by national legislation, by CBA or by agreements with unions.	<p>The requirement 3.5.12 covers all the requirements detailed in the GSCP criteria and has more extensive content than the GSCP criteria, such as overtime premium rate is indicated. Therefore, the Fairtrade requirement goes beyond the requirement outlined in the GSCP criteria.</p> <p>The process for implementation is demonstrated through Checklist_HL_v7.1.pdf uploaded.</p>
7.8	<<< If your scheme includes any requirements that are not featured above, please enter them here. (if none, type N.A. in the text box below) >>>			

GSCP Equivalence Process  
Reference Code

#	Criterion	Assessment grade	Corresponding requirement	Fairtrade's comments
8.1	Suppliers shall set working hours that comply with national laws or benchmark industry standards or relevant international standards, whichever affords greater protection to ensure the health, safety and welfare of workers.	<b>B</b>	3.5.9 Your company must comply with applicable national and local legislation and industry standards regarding working hours and overtime regulations...	<p>The essence of the GSCP is partially covered in the FT standard under 3.5.9. The international standards are not referred in the criterion, but the 48 hours maximum regular hours per week are equivalent. Nevertheless, the reference to exceptions and what exceptions permit has a bearing on workers protection. Section 3.7 of the FLO-CERT "Exceptions and Derogations Explanatory Document" provides for specific exceptions to the 48 hour work week. It states:</p> <p>*The number of weeks under exceptional circumstances should not exceed a period of 9 weeks (63 days), working hours per week should not exceed 72 hours and working hours per day should not exceed 14 hours.</p> <p>* The maximum 9 weeks exception granted are cumulative for overtime and rest days. Example: 43 days for overtime exception and 20 days for rest day exception.</p> <p>"Exceptional circumstances" are defined to be "peak production periods" and "the weather." However, it would be difficult to argue that either is "exceptional" in agriculture.</p>
8.2	Suppliers shall respect that the standard allowable working hours in a week are 48, excluding overtime. Workers shall not on a regular basis be required to work in excess of 48 hours per week.	<b>B</b>	<p>3.5.9 Your company must comply with applicable national and local legislation and industry standards regarding working hours and overtime regulations. Your company must not require workers to work in excess of 48 hours per week on a regular basis.</p> <p>Exceptions and Derogations Explanatory Document lists exceptions to this requirement.</p>	<p>The essence of the GSCP is covered in the FT standard under 3.5.9. The 48 hours maximum regular hours per week are equivalent. However, the reference to exceptions and what exceptions permit has a bearing on workers protection and make the equivalency only partial.</p> <p>The process for implementation is demonstrated through Checklist_HL_v7.1.pdf uploaded.</p>

GSCP Equivalence Process  
Reference Code

#	Criterion	Assessment grade	Corresponding requirement	Fairtrade's comments
8.3	Overtime shall be voluntary, shall not exceed twelve hours per week and shall not be requested on a regular basis.	<b>B</b>	3.5.11 Your company must not require its workers to work overtime. Overtime is allowable if it is voluntary and not used on a regular basis and does not extend over a period of more than 3 consecutive months. It must not exceed 12 hours per week...	<p>The requirement 3.5.11 covers most of the requirements detailed in the GSCP criteria and Fairtrade requires that overtime should not be allowed "over a period of more than 3 consecutive months" which is not explicitly detailed in the GSCP criteria. However, overtime shall not exceed 12 hours per week is not fully met because of the exceptions foreseen under 3.5.10</p> <p>The process for implementation is demonstrated through Checklist_HL_v7.1.pdf uploaded.</p>
8.4	Suppliers shall respect all workers right to breaks during work shifts and to at least one free day following six consecutive days worked as well as public and annual holidays.	<b>B</b>	<p>3.5.14 Your company must grant and respect lunch and work breaks.</p> <p>3.5.10 Your company must allow workers at least one day of rest for every 6 consecutive days worked...</p> <p>3.5.13 Your company must grant workers at least 2 weeks of paid leave per year at minimum, not including sick and casual leave. Periods of annual leave must be in line with national legislation and/or with agreements detailed in a specific or sectoral CBA, if either of these exceeds 2 weeks.</p>	<p>The requirements are equivalent and public holidays are in line with national legislation. However, public holidays are not explicitly specified in the requirement.</p> <p>Three requirements mentioned above are specified as year 0 meaning all operators will be audited against the requirement as soon as they enter the system.</p> <p>The process for implementation is demonstrated through Checklist_HL_v7.1.pdf uploaded.</p>
8.5	<<< If your scheme includes any requirements that are not featured above, please enter them here. (if none, type N.A. in the text box below) >>>	NA		