

No.	Title/ Subtitle	Year	Core or Development	Current requirement	Change	Proposed change (deletions strikethrough, additions in red)	Explanation
1	General Requirements	Intent and Scope: This chapter outlines the requirements that relate to the certification and to the scope of this Standard. This chapter applies to you as the certificate holder.					
1.1	Certification						
1.1.1		0	Core	You must accept audits of your premises and subcontracted premises and provide information at the certification body's request.			
1.1.2		0	Core	You must appoint a contact person for all certification matters. This person must keep the certification body updated with contact details and important information.			
NEW 1.1.3		0	Core		X	You ensure that the decision to join Fairtrade is a collective decision of all members of the organization and is approved by the GA. Guidance: It is clear for the organization the rationale to join Fairtrade and the commitment from the members that it requires.	The commitment of the members is key for Fairtrade to work. Members need to make an informed decision about joining Fairtrade, understand what it requires and the benefits that it can deliver are maximized when members endorse the principles and practices in the standard.
NEW 1.1.4	Compliance with national law				X	[Core, 0] You are aware of the applicable national legislation on the topics covered by this standard in your country and there are no indications that you violate any of them. Guidance: Fairtrade International requires that organizations and its members always abide by national legislation on topics covered by this standard. If a requirement contradicts national laws or regulations, the law is always to be complied with and prevail, unless that legislation conflicts with internationally recognized standards and conventions (for example the fundamental ILO Conventions), in which case the higher criteria prevail. However, if national legislation sets higher standards or ensures more favourable conditions for workers or higher standards for natural resources management on an issue than Fairtrade International, then it prevails. The same applies to regional and sector-specific practices.	Reactive requirement to be able to act but not proactive check on national legislation.
NEW 1.1.5	Prevention of bad faith practices				X	[Core, 0] There are no indications that you or your members deliberately circumvent the standard. Guidance: This refers to manipulative behaviour to prevent mandatory provisions in the standard from applying to members or organizations.	Sanctioning unfair trading practices is very challenging since by nature they are difficult to identify and verify. The current proposal is drafted at a high level to be able to have the possibility to act in case bad faith practices are found without having to define precisely which requirements they violate.
1.2	Members are Small Producers				X	Members are Small Scale Producers	Replacing the term small producers for small scale producers/farmers or small holder farmers/producers.
1.2.1		0	Core	You are a small producer organization and at least half of your members must be small producers. Guidance: If your members produce less labour intensive products (cocoa, coffee, herbs and herbal teas and spices, honey, nuts, oilseeds, cereals, seed cotton), they are small producers if they comply with the following criteria: <ul style="list-style-type: none"> • Farm work is mostly done by members and their families. • They do not hire workers all year round. If your members produce highly labour intensive products (cane sugar, prepared and preserved fruit & vegetables, fresh fruit, fresh vegetables, tea), they are small producers if they comply with either the above or the below criteria: <ul style="list-style-type: none"> • They hire less than a maximum number of permanent workers, as defined and published by Fairtrade International. • The size of the land they cultivate is equal to or below the average of the region, as defined and published by Fairtrade International. • They spend most of their working time doing agricultural work on their farm. • Most of their income comes from their farm. For specific country and product indicators please see the "Definition of small producer for small producer organizations" published by Fairtrade International.	X	You are a small-scale producer organization. Fairtrade defines a small-scale producer organization as an organization where at least half of 75% your its members are must be small-scale producers. The maximum size of the cultivated land where a member grows a Fairtrade crop is no more than 3 times the average land size of all the members of the organization. Guidance: Your members if your members produce less labour intensive products (cocoa, coffee, herbs and herbal teas and spices, honey, nuts, oilseeds, cereals, seed cotton), they are small scale producers if they comply with the following criteria: <ul style="list-style-type: none"> • The farm is operated /managed by members and their families. • Farm work is mostly done by members and their families. • They do not hire workers all year round. Family and small-scale farming is a means of organizing agricultural production which is managed and operated by a family and predominantly reliant on family labour, both women's and men's. In particular circumstances when the farmer is not able to carry out work on the farm (due to age, incapacity) and the work of the family members is not sufficient, hiring permanent labour is allowed. Special rules may exist for different products. Please see the product-specific standards. If your members produce highly labour intensive products (cane sugar, prepared and preserved fruit & vegetables, fresh fruit, fresh vegetables, tea), they are small producers if they comply with either the above or the below criteria: <ul style="list-style-type: none"> • They hire less than a maximum number of permanent workers, as defined and published by Fairtrade International. • The size of the land they cultivate is equal to or below the average of the region, as defined and published by Fairtrade International. • They spend most of their working time doing agricultural work on their farm. • Most of their income comes from their farm. For specific country and product indicators please see the "Definition of small producer for small producer organizations" published by Fairtrade International. 1.2.1 You are a small producer organization and at least half of your members must be small producers.	Scope of the standard is small scale and family farming (increased percentage of members that define a small producer organization. - Excluding large farms within Small Producer Organizations but allowing middle size farms. The upper limit of a large farm in relation to the organization allows for product/country specific realities and reduces the need to develop country/product specific indicators. - Reiterating that an individual small scale farmer is one that does not rely on permanent hired workers and deletion of other indicators to define individual small scale producers recognizing the current realities small scale producers face (climate change, declining prices for agriculture products, single head households, and elderly farmers) most of their income may not come from their farm and/or farmers may not spend most of their working time doing agricultural work. However, it is clear that they family and small scale farming is a means of organizing agricultural production which is managed and operated by a family and predominantly reliant on family labour, both women's and men's. - Recognizing that it may be that due to the current realities small scale producers face (single head households, elderly farmers) most of the time may not be spent on the farm and they may need permanent hired labour. - Leaving space for product specific rules in case of need. For example, acknowledging the existing indicators that define small producers in bananas (Colombia, DR and Ecuador), wine grapes (Brazil, Chile, Argentina) and citrus (Brazil). - The current indicators (bananas for Colombia, DR, Ecuador, Wine grapes for Brazil, Chile Argentina, Citrus and Avocados in Brazil) will be included in the product specific standards
1.2.2		0	Core	At least half of the volume of a Fairtrade product that you sell as Fairtrade per year must be produced by small producers. Guidance: This also applies to 2nd and 3rd grade organizations. This does not mean that you can sell products from non-members as Fairtrade. All your Fairtrade products must come from members (please see requirement 2.1.1).	X	At least half 75% of the volume of a Fairtrade product that you sell as Fairtrade per year must be produced by small-scale producers. Guidance: This also applies to 2nd and 3rd grade organizations. This does not mean that you can sell products from non-members as Fairtrade. All your Fairtrade products must come from members (please see requirement 2.1.1).	
2	Trade	Intent and Scope: This chapter outlines the rules you need to comply with when you sell Fairtrade certified products from your organization. This chapter does not include the requirements you will have to fulfil if you want to trade products from other certified organizations. In that case you will be considered a trader and you will have to comply with the rules in the Fairtrade Trade Standard. Finally, this chapter does not include the rules for composite products or composite ingredients (products or ingredients made of several components). If you want to sell composite products or ingredients you will need to follow the relevant rules in the Fairtrade Trade Standard. Buyers must also comply with the Fairtrade Trade Standard when they buy Fairtrade products from you. You are encouraged to know those rules so you can be better positioned when negotiating Fairtrade transactions. The rules for traders are explained in the Fairtrade Trade Standard that can be found at http://www.fairtrade.net/trade-standard.html . This chapter applies to all your Fairtrade transactions.					

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2.1 Traceability							
2.1.1		0	Core	<p>You can only sell as Fairtrade those products which were sourced from your members. For Fairtrade sales you must physically separate the products that were produced by members from the products from non-members, at all stages, until the product is sold. This requirement may not apply for processing of cocoa, cane sugar, juice and tea (see requirement 2.1.8).</p> <p>Guidance: You only need to separate the products of members and non-members that you want to sell as Fairtrade. You can always sell products from non-members, but you cannot sell them as Fairtrade products. If any of your members are also members of any other Fairtrade-certified organization(s) for the same certified product(s), it is important that you pay special attention to the traceability of the products coming from these members.</p>			
2.1.2		0	Core	<p>You must write down the product flow from members to the first buyer. Guidance: The product flow should include a description of the collection process from your members and the transaction process to your buyers.</p>			
2.1.3		0	Core	<p>You must keep records of products sourced from members. Records must indicate the name of the individual member, date of purchase, product name, volume and the price received by the member.</p>			
2.1.4		0	Core	<p>When you sell a Fairtrade product you must identify clearly in the related documents (e.g., invoices, delivery notes) that this product is Fairtrade.</p>			
2.1.5		0	Core	<p>You must keep records of all your Fairtrade sales. Those records must indicate the volume sold, the name of the buyer and its Fairtrade International ID number, the date of the transaction and a reference to sales documents in such a way that the certification body is able to link these records with the corresponding sales documents.</p>			
2.1.6		0	Core	<p>If you process Fairtrade products you must keep records that specify the amount of product before and after processing.</p>			
2.1.7		0	Core	<p>When you sell a Fairtrade product you must mark the product clearly so that it can be identified as Fairtrade. This requirement does not apply for cocoa, cane sugar, juice and tea if you sell to operators without physical traceability. Guidance: You can decide what type of mark you will use to identify the product as Fairtrade (e.g. the Fairtrade International ID or "Fairtrade International/Fairtrade" on the package and documentation), so long as it is visible and clear.</p>			
2.1.8		0	Core	<p>If you produce and process cocoa, cane sugar, juice or tea and you sell to operators without physical traceability, you do not need to physically separate at the processing stage the product that was produced by members from the product that was produced by non-members. You must fulfil the following rules:</p> <ul style="list-style-type: none"> • The volumes sold as Fairtrade must not exceed the equivalent volumes produced by your members. • The product must be produced by your members before it is sold. • The product from your members must be delivered and processed in the same site where the Fairtrade product is processed. • The product from members must be of the same kind and quality as the input used to process the Fairtrade product (like for like). <p>If you want to sell cocoa, cane sugar, juice and tea to operators that have physical traceability in place then you must physically separate the product during processing. Guidance: The above are called the Mass Balance Rules. To explain what the "same kind" of product means two examples are given: If you sell cocoa powder made with high quality cocoa, the product that you get from members cannot be low quality cocoa beans. Or, if you sell organic tea, the product that you get from members cannot be non-organic tea. The possibility to mix product from members and non-members only applies at the processing stage if you process yourself or subcontract the processing. Up to the processing stage, physical separation (as in requirement 2.1.1) is mandatory.</p>			
2.2 Sourcing							
2.2.1		0	Core	<p>When you become certified you can sell the product that you have in stock as Fairtrade, but you must not sell the product that was produced more than one year before initial certification as Fairtrade. Guidance: This requirement means that a producer organization obtaining certification may begin selling recently harvested products in stock from the last 12 months of production without having to wait for the next harvest after initial certification. Traceability requirements will be applied to these products, i.e. the products must have come from members.</p>			

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2.3	Contracts						
2.3.1		0	Core	<p>You do not sign new Fairtrade contracts if:</p> <ul style="list-style-type: none"> • your buyer is suspended; or • you are suspended; <p>unless you can prove that you have existing trade relationships.</p> <p>If you do have existing trade relationships you can sign new contracts with this partner but the volume is restricted to up to a maximum of 50% of the volume traded with each partner in the previous year.</p> <p>In all cases you must fulfil existing Fairtrade contracts during the suspension period.</p> <p>Guidance: The contracts can be cancelled only if you and your buyer both agree to it in writing. The certification body will determine whether an existing trading relationship exists.</p>			
2.3.2		0	Core	If you or your first Fairtrade buyer are decertified, you must stop selling any Fairtrade products from the date of decertification even if you have signed Fairtrade contracts still to be fulfilled.			
2.3.3		0	Core	<p>If Fairtrade International publishes new Fairtrade Minimum Prices, you must fulfil all signed contracts at the price agreed in the contract.</p> <p>Guidance: The price in the contract can be modified only if you and your buyer both agree to it in writing.</p>			
2.3.4		0	Core	<p>You must sign binding purchase contracts provided by your buyers, which are in line with Fairtrade requirements.</p> <p>Unless otherwise stated in the product Standards, contracts must at minimum clearly indicate the agreed volumes, quality, price (Fairtrade Minimum Price or market price; whichever is higher), payment terms, and delivery conditions. All contracts between producers and Fairtrade payers or conveyors must stipulate a mechanism to resolve conflicts separate from jurisdiction, agreed by both parties.</p> <p>Guidance: It is the responsibility of your buyer to provide a contract that is in line with Fairtrade requirements. It is your responsibility to sign the contract, once you agreed with your trader.</p>			
NEW 2.3.5	Honouring contracts				X	<p>[Core, 0] You honour all elements of the transactions fixed in the contract, unless you and the other party agree to a change.</p> <p>If you become aware that exceptional and/or unforeseen circumstances prevent you from supplying the volume stated in the contract, you promptly notify the buyer and actively seek a solution.</p> <p>Guidance: In case one party is not able to fulfil the contract due to exceptional and/or unforeseen circumstances the producer and buyer need to both demonstrate to the certification body that they are actively seeking to reach contract resolution.</p>	It is a compliance criteria already, alignment with Trader Standard.
2.4	Use of Fairtrade trademark						
2.4.1		0	Core	<p>If you want to use the FAIRTRADE Mark on your wholesale packaging or external promotional material (such as brochures, websites or invoices for Fairtrade products) you must first contact Fairtrade International for approval at artwork@fairtrade.net.</p> <p>Guidance: Fairtrade International encourages producers to use the FAIRTRADE Mark but needs to verify that it is used in line with the "Trademark Use Guidelines" to protect its integrity. Please calculate 5 to 6 weeks for the complete process.</p> <p>If you used the FAIRTRADE Mark without prior permission you do not need to remove it immediately, just contact artwork@fairtrade.net to discuss necessary steps.</p>			
2.4.2		0	Core	<p>If you produce finished Fairtrade products and want to sell them to consumers under your own brand name with any FAIRTRADE Mark, you must sign a contract with Fairtrade International or with a National Fairtrade Organization.</p> <p>Guidance: Please contact Fairtrade International at license@fairtrade.net for more information.</p>			

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3	Production			Intent and Scope: This chapter outlines the ethical and sustainable production practices that are behind every Fairtrade certified product.	X	This chapter outlines the ethical and sustainable production practices, including management practices , that are behind every Fairtrade certified product.	Underlining the importance of management practices.
3.1	Management of production practices			Intent and Scope: The requirements in this Standard apply to small producers that are part of organizations with formalized structures of management. The requirements acknowledge these internal structures and expect you to find the best means to guarantee your members' continuous compliance. For this reason, unless you are a 2nd or 3rd grade organization, this Standard does not require a formal internal quality management system. However, the requirements support you in monitoring your members' compliance with this chapter (chapter 3 - Production).	X	The requirements in this Standard apply to small producers that are part of organizations with formalized structures of management. The requirements acknowledge these internal structures and expect you to find the best means to guarantee your members' continuous compliance and improved practices . For this reason, unless you are a 2nd or 3rd grade organization, this Standard does not require a compulsory formal internal quality management system (IMS) . However, the requirements support you in enhancing monitoring your members' compliance and performance with this chapter (chapter 3 - Production).	Changing the focus of the section from compliance to management. Highlighting that sustainable practice also includes management practices and that a management system not only enables a better compliance of members but is a tool to support the mission of the organization to deliver economic and social benefits to the farmers.
3.1.1		0	Core	You must inform and explain to your members the environmental and labour requirements in the Production chapter. Guidance: You could keep a list of members that grow Fairtrade products, and identify the activities that have been implemented to raise awareness about the intention and the meaning of the requirements in this chapter.	X	You must inform and explain to your members the environmental and labour requirements in the Production chapter. Guidance: You can use the list of members (see req. 4.2.2) to keep a list of members that grow Fairtrade products , and identify the activities that have been implemented to raise awareness about the intention and the meaning of the requirements in this chapter.	A best practice suggestion, highlight the usefulness of the requirements of the Standard.
3.1.2		1	Core	You must identify which requirements in the Production chapter you and your members may be at risk of not complying with. Guidance: Risks refer to the probability of members not being able to comply with the requirements. The information needed to determine risks would most probably come from knowledge within the community, from your and your members' experiences or from discussions at the General Assembly.	X	You must identify which requirements in the Production chapter you and your members may be at risk of not complying with. Guidance: Risks refer to the probability of members not being able to comply with the requirements. The information needed to determine risks would most probably come from knowledge within the community, from your and your members' experiences or from discussions at the General Assembly. A best practice is to gather this information through farms assessments. The first step of a farm assessment is to collect additional household and farm data. Your organization can determine which additional farm data you would like to collect. Suggestions for additional data are: • Household information: number of household members, their date of birth, gender, and occupation; • Farm production area: number of farms, GPS coordinates, total farm size, total area cultivated, land tenure (owner or sharecropper), number of workers (permanent and seasonal), and location in relation to protected and high conservation value areas; • Farm observations: planting density, tree age, presence/risk of any debilitating disease, access to/use of H168planting material, shade management, soil condition/fertility, levels of pruning and weeding practiced, integrated pest management adopted (including safety measures), access to/effective use of fertilizer, sustainable use of organic waste, adoption of agroforestry; • Cost of production and income: Expenses for farm inputs (seedlings, pesticides, fertilizers, equipment), labour, and any other production related costs. Income from sales, premiums received, income from other farming activities.	A best practice suggestion, it points out farm assessments as a tool to identify risks of compliance of members against the standard. It promotes simple, good and robust data collection.
3.1.3		3 (New 2011)	Dev	Your identification of risks must be repeated periodically, at a minimum every 3 years. Guidance: The identification could be repeated more frequently if needed.	X	[Changing Dev to Core]	It reflects the Fairtrade goal of organizational and business strengthening. Stepwise approach towards a management system, recognizing and building on existing practices.
3.1.4		3 (New 2011)	Dev	You must define and implement a procedure to monitor and evaluate the performance of your members in relation to the requirements in the Production chapter. Guidance: You could obtain performance results by evaluating your members directly or by encouraging members to evaluate themselves and to provide feedback to you based on their knowledge of their own situation.	X	[Changing Dev to Core] You must define and implement a procedure to monitor and evaluate the performance and compliance of your members in relation to the requirements in the Production chapter. Guidance: You could manage compliance and obtain performance results by evaluating your members directly, for example through an Internal Management System , or by encouraging members to evaluate themselves and to provide feedback to you based on their knowledge of their own situation and / or their management systems	Stepwise approach towards a management system, recognizing and building on existing practices. It specifies the kind of knowledge expected from the members.
3.1.5		3	Dev	If you are a 2nd or 3rd grade organization, you must implement an Internal Control System (ICS) on the 2nd/3rd grade level which enables you to control compliance with Fairtrade requirements on all levels of the organization. Guidance: General principles for a functioning ICS are: •A documented description of the ICS •A documented management structure •One person responsible for the ICS •An internal regulation to ensure compliance •Identified internal inspectors •Training of the person responsible and the internal inspectors •Annual inspections and reports •Use of internal sanctions •Regularly updated Growers List •Use of risk assessment to address risks and threats to the integrity of the ICS The certification body will define and publish the necessary elements that an ICS will require.	X	If you are a 1st grade organization with more than 100 members, or a 2nd or 3rd grade organization, you must implement an Internal Management Control System (IMS ICS) on the 2nd/3rd grade level which enables you to monitor and assess control compliance with Fairtrade requirements on all levels of the organization. Guidance: General principles for a functioning IMS ICS are: •A documented description of the IMS ICS •A documented management structure, which includes plans and policies •One person responsible for the IMS ICS •An internal regulation to ensure compliance •Identified internal inspectors •Training of the person responsible and the internal inspectors •Annual inspections and reports, including key production indicators •Use of internal sanctions •Regularly updated Growers List •Use of risk assessment to address risks and threats to the integrity of the ICS The certification body will define and publish the necessary elements that an IMS ICS will require.	It reflects the Fairtrade goal of organizational and business strengthening.; It underlines the aim of reflecting the needs of management at certain levels; It eliminates redundancy; It clarifies which main elements should be included; It avoids duplicity with the 3.1.2 requirement (ie, identification of risks).
3.2	Environmental Development			Intent and Scope: This section intends to ensure that you and the members of your organization have agricultural and environmental practices that are sustainable and minimize risks and that biodiversity is protected and enhanced.			
	Environmental management			Intent and Scope: This section intends to ensure coordinated action and capacity building among you and your members to achieve the goal of a sustainable production system.			

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3.2.1		0	Core	One person in your organization must be given responsibility to lead the operational steps required for your organization to comply with the requirements in section 3.2 Environmental Development. Guidance: The chosen person does not need to have a formal education in subjects such as the environment or agronomy but needs to have enough practical or theoretical knowledge to be able to perform these tasks properly. This person should be in a position that can influence decision making at the organizational level.			
NEW	Land and water rights	0	Core		X	[Core, 0] There are no indications of conflict of your members' legal and legitimate right to land and water use and land tenure. Guidance: Disputes on land are resolved responsibly and transparently before certification can be granted. In cases where land claims and disputes are on-going, there is evidence that a legal resolution process is active.	The challenge with legal rights to natural resources in a small holder set-up is that there are different degrees of formality and a myriad of practices and one size does not fit all This is a new reactive requirement on land and water use and land tenure. This requirement would not be proactively checked but would enable Fairtrade to act in case there are indications of conflict.
NEW	Climate change	0	Core		X	[Core, 0] You identify the risks caused by climate change in your region or production area. Guidance: If you need support to identify the risks please engage in a dialogue with local authorities or local experts or contact the producer network in your region for assistance. Examples of risks are: increased periods of drought, higher growing season temperatures, new crop pests/diseases, untypical heavy rainfall patterns, longer dry seasons followed by heavier rains, longer /shorter cropping seasons, and dried out water sources.	Climate change affects the quality and volume of producers' crop production and, faced with high market demands, also their livelihoods. The first round of consultation showed that overall stakeholders in general and producers in particular, agreed that there is a need to address climate change issues in the standard.
NEW	Climate change	1	Core		X	[Core, 1]: You provide training to your members on climate change adaptation practices that are applicable to your production area and crops. Guidance: Based on the identification of risks (see previous requirement) the training sessions should aim to identify practical solutions with examples of new or improved existing practices. Examples of practices that could be included in trainings are: adaptation of crop planting to seasonal changes in temperatures, installation of facilities for rain water collection, agricultural soil and water conservation methods, such as soil plant cover/mulch to reduce water evaporation.	Trainings on adaptation practices is a natural next step after identification of risks. The purpose is not to have general trainings on climate change but practical sessions geared towards adaptation. Trainings give producers the opportunity to learn more about how they could tackle climate change before making a decision on the best direction for them.
NEW	Climate change	3	Dev		X	[Dev, 3] You and your members engage in climate change adaptation activities. Guidance: The adaptation activities depend on the identified risks and existing practices in your region/producer and are in line with the human and financial capacity of your organization and members. Examples of adaptation practices include: adjustments in crop planting dates to avoid periods with high temperature stress, installation of facilities for rain water collection and use, soil cover/mulch application, use of drought resistant crop varieties, crops diversification, and improved pruning practices.	After the identification of climate change risks and training on climate change adaptation practices, the last step proposed is carrying out adaptation activities. During the consultation the financial and human challenges that entail adapting to climate change were highlighted, therefore the kind of activities that producers would need to implement are not prescribed but are left to the organization to decide and are to be in line with the available resources.
	Pest management			Intent and Scope: This section intends to minimize risks from handling pesticides, promote the use of integrated pest management tools, and aims at reducing the amounts of pesticides used as much as possible. When pesticide use is necessary, you and the members of your organization are encouraged to use pesticides that are the least toxic as economically and technically feasible. Pest management requirements are applicable to all crops that the organization is certified for and also to the fields where they are grown. This means that the use of forbidden pesticides on the certified crops, even if not intended for the Fairtrade market, is not allowed.	X	This section intends to minimize risks from handling pesticides, promote the use of integrated pest management tools, and aims at reducing the amounts of pesticides used as much as possible. When pesticide use is necessary, you and the members of your organization are encouraged to use pesticides that are the least toxic as economically and technically feasible. Pest management requirements are applicable to all crops that the organization is certified for and also to the fields where they are grown. This means that the use of forbidden pesticides on the certified crops, even if not intended for the Fairtrade market, is not allowed. Producers are also encouraged to apply Fairtrade's pest management approach on the rest of the farm (other fields with non-Fairtrade crops)	The use of the substances poses a high risk to producers (Section 3.2. Pest management, Intent and scope). The change in the intention section aims to encourage producers to expand the scope of Fairtrade's approach on use and handling of hazardous materials to whole farm instead of only to Fairtrade crops and fields where they are grown.
	Integrated pest management						
3.2.2		3 (New 2011)	Dev	You must provide training to your members on the subject of integrated pest management. Training must include: • the monitoring of pests and diseases • alternative ways to control pests and diseases • preventive measures against pests and diseases • measures to avoid that pests and diseases build up resistance to pesticides Guidance: Alternative controls refer to methods other than the use of chemical pesticides. These can include biological controls such as the introduction of natural enemies or physical controls such as sticky traps to capture pests, as well as other means that serve to reduce and/or control the population of the pest. Preventive measures refer to cultivation techniques that may reduce the presence or the effects of pests. Your members are free to choose suitable measures. These can include crop rotation, ground covers, mixing compost with the soil, removing pest infested plants and plant parts and intercropping.			
3.2.3		6 (New 2011)	Dev	Your members must be able to demonstrate that pesticides are applied based on knowledge of pests and diseases. Guidance: Pesticide application decisions based on monitoring can best happen when you and your members understand which pests and diseases affect your Fairtrade crop and under which conditions they may put the crop at risk. Monitoring can include diagrams or sketches showing the distribution of pests and diseases in the field which could lead to spot pesticide applications.			

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	Proper use and handling of pesticides and other hazardous chemicals.						
3.2.4		3	Core	You must provide training to members and workers who handle pesticides and other hazardous chemicals on the risks of handling these materials and on how to handle them properly. Training must address: <ul style="list-style-type: none"> • how to properly store pesticides and hazardous chemicals especially so these cannot be reached by children • how to understand the product label and other safety instructions made available by the manufacturer. Containers should be labelled indicating contents, warnings, and intended uses (preferably in the original container when possible) • how to handle accidents and spills when preparing and applying • how to properly handle and dispose of empty containers, including triple rinsing and puncturing containers • intervals of time when people are not allowed to enter a sprayed area or field without any personal protection equipment. 			
3.2.5		3 (New 2011)	Core	You must implement measures to ensure that all people, including members and workers, wear appropriate personal protective equipment (PPE) when handling pesticides or hazardous chemicals. Guidance: PPE is protective clothing that effectively limits exposure to hazardous chemicals. PPE includes garments or equipment which cover the arms and legs, footwear (shoes or boots), a mask when applicable and, if spraying crops above your head, a hat. Specific garments will vary according to local context. The product labels may provide further guidance on the type of PPE that should be used when mixing and applying. Exposure may also be reduced by choosing certain formulations and modes of application. You can seek advice from the supplier or manufacturer.			
3.2.6		3	Dev	You must raise awareness amongst all members and workers of the hazards and risks related to pesticides and other hazardous chemicals, even if they are not directly handling these materials.	X	From [Dev.3] to [Core.3]	To continue Fairtrade's environmental approach to environmental practices. Awareness of hazards related to pesticides, clear labelling of substances and disposal of containers can't be an optional activity and is a must to protect the health of the farmers and their families
3.2.7		1	Core	You and the members of your organization must not apply pesticides and other hazardous chemicals within 10 meters from ongoing human activity (housing, canteens, offices, warehouses or the like with people present). A buffer zone of at least 10 meters must be kept unless there is a barrier that effectively reduces pesticide drift. Alternatively appropriate re-entry intervals can be applied so that people are not affected by pesticide drift. Guidance: The size of a reduced buffer zone may depend on the density of the barrier and on the spraying or application methods.			
3.2.8		1	Core	If you and the members of your organization spray pesticides or other hazardous chemicals from the air, you and the members of your organization must not spray above and around places with ongoing human activity or above and around water sources. If spraying is outsourced to subcontractors, you and the members of your organization must make sure that this requirement is met. Guidance: When spraying is done from the air, buffer zones need to be larger than when spraying from the ground. To guarantee that buffer zones are respected, you could identify places with human activity, rivers and other water sources on maps for pilots responsible for the spraying. If it is not possible to avoid spraying over small rivers or irrigation channels that flow within fields, you can protect them by planting protective vegetation.			
3.2.9		0	Core	If you have a central storage area for pesticides and other hazardous chemicals, you must maintain it in a way that minimizes risks. The storage area must: <ul style="list-style-type: none"> • be locked and accessible only to trained and authorised personnel • be ventilated to avoid a concentration of toxic vapours • have equipment, such as absorbent materials, to handle accidents and spills • not contain food • contain hazardous materials clearly labelled and indicating contents, warnings, and intended uses, preferably in the original container when possible, and • contain information on proper handling (safety sheets) Guidance: To further reduce risks you are encouraged to store the least amount of stock as possible and practical for you, depending on need, season, and distance to suppliers. It is good practice to keep obsolete materials in your storage area until they can be disposed of properly.			
3.2.10		3	Core	Your members must store pesticides and other hazardous chemicals in a way that minimizes risks, especially so they cannot be reached by children.	X	From [Core, 3] to [Core, 1]	To continue Fairtrade's environmental approach to environmental practices. A proper storage of pesticides that minimizes risks to those who could be exposed should be implemented as soon as possible.
3.2.11		3	Dev	Your members must have all pesticides and hazardous chemicals clearly labelled. Guidance: Containers should be labelled indicating contents, warnings, and intended uses (preferably in the original container when possible).	X	From [Dev. 3] to [Core.3]	To continue Fairtrade's environmental approach to environmental practices. Awareness of hazards related to pesticides, clear labelling of substances and disposal of containers can't be an optional activity and is a must to protect the health of the farmers and their families

No.	Title/ Subtitle	Year	Core or Development	Current requirement	Change	Proposed change (deletions strikethrough, additions in red)	Explanation
3.2.12		6	Dev	Your members must have equipment to handle accidents and spills in the areas where they prepare or mix pesticides and other hazardous chemicals, so these do not seep into soil or water. Members must plan spraying in such a way as to have no or very little spray solution left. Guidance: The equipment can be very simple, such as absorbent material.			
3.2.13		0	Core	You and the members of your organization must not reuse pesticide and other hazardous chemical containers to store or transport food or water.			
3.2.14		3	Dev	You and the members of your organization must triple rinse, puncture and store empty containers properly. All equipment that has been in contact with hazardous materials must be cleaned and stored properly. Guidance: Store properly means to reduce risk of hazards by keeping away from people, animals and water sources. Equipment refers to other material that has been in contact with pesticides, such as personal protection equipment (PPE), filters, measuring and application equipment. You are encouraged to contact chemical suppliers and/or local authorities for disposing of these materials. Pesticide and other hazardous material remnants are covered under requirements related to storage (see 3.2.9 and 3.2.10).	X	From [Dev. 3] to [Core.3]	To continue Fairtrade's environmental approach to environmental practices. Awareness of hazards related to pesticides, clear labelling of substances and disposal of containers can't be an optional activity and is a must to protect the health of the farmers and their families.
	Choice of pesticides used						
3.2.15		0	Core	You must compile a list of the pesticides that are used on Fairtrade crops and keep it updated. The list has the name of the active ingredients, commercial name, crop on which the pesticides are used and the targeted pests. You must indicate which of those materials are in the Fairtrade International Hazardous Materials List (HML), Part 1 (Red List), Part 2 (Orange List) and Part 3 (Yellow List) (see Annex 2). Guidance: Adequate knowledge of pesticides is the first step in proper use of hazardous materials in production and therefore maintaining an updated pesticide list is important. You can decide how you gather this information. You are encouraged to update the list often. The list can be compiled through interviews and informal communication with groups of members, or by collecting records of use kept by members. The Fairtrade International HML has three parts, part 1, the Red List, which includes a list of prohibited materials, part 2, the Orange List, which includes a list of materials that can only be used under conditions specified in the standard 3.2.17 and the use of which will be monitored and part 3, the Yellow List, which includes a list of materials that are flagged for being hazardous. You are encouraged to abandon the use of all materials in the Orange and Yellow Lists.			
NEW		6	Dev		X	[Dev, 6] You centralize the purchase of pesticides and chemical materials. You only use authorized pesticides. Guidance: Centralized disposal of materials is encouraged to reduce hazards of pesticides use.	In line with Fairtrade's environmental strategy to protect health of farmers. This is to ensure that only permitted materials are handled and if purchases of substances and their disposal are centralized, the hazards around their use are minimized.
3.2.16		0	Core	You and the members of your organization must not use any of the materials on the Fairtrade International HML part 1 (Red List) on Fairtrade crops (see Annex 2). All synthetic materials are used only if officially registered and permitted for use on the crop in the country of usage. Prohibited materials must be clearly marked not for use on Fairtrade crops. Guidance: You may use materials listed on the HML on crops that are not Fairtrade crops, but you will be asked by auditors for which crops and pests you are using them. You are encouraged not to use these materials on any of your crops as they are dangerous for you and the environment. There are many materials that are not approved for use in agriculture due to their extreme hazardous nature or are now considered obsolete and all of them are not listed in the HML. It is therefore extremely important that only officially approved materials are used for crop production and for purpose for which they are approved. Traditional pest control methods such as botanical preparations can be used even if they are not explicitly approved for use in agriculture, provided they are not explicitly prohibited for use.	X	You and the members of your organization must not use any of the materials on the Fairtrade International HML part 1 (Red List) on all Fairtrade crops that the organization is certified for and also to the fields where they are grown (see Annex 2). All synthetic materials are used only if officially registered and permitted for use on the crop in the country of usage. Prohibited materials must be clearly marked not for use on Fairtrade crops. Guidance: You may use materials listed on the HML on crops that are not Fairtrade crops, but you will be asked by auditors for which crops and pests you are using them. You are encouraged not to use these materials on any of your crops as they are dangerous for you and the environment. There are many materials that are not approved for use in agriculture due to their extreme hazardous nature or are now considered obsolete and all of them are not listed in the HML. It is therefore extremely important that only officially approved materials are used for crop production and for purpose for which they are approved. Traditional pest control methods such as botanical preparations can be used even if they are not explicitly approved for use in agriculture, provided they are not explicitly prohibited for use.	To clarify the scope of applicability of this requirement regarding the cropping area.
3.2.17		0	Core	You and the members of your organization use the materials in the Orange List on Fairtrade crops only under the following conditions: a) You fulfill the specific conditions of use. See Annex 2. AND b) You only use a material in the Orange List: i) as part of avoiding pesticide resistance buildup in pests, ii) in rotation with less harmful pesticides, iii) as part of Integrated Pest Management (IPM) (see SPO standard 3.2.2 and 3.2.3) and iv) includes non-chemical control measures. AND c) You develop a plan for reducing/phasing out the use of the materials including information on the type of material (technical name/active ingredient (a.i.), formulation (% of a.i.), commercial name), the quantity used (spray concentration (a.i. /ha or in % or ppm etc.) and total consumed a.i./ha/year), actions taken for reducing/phasing out the material including details of other non-chemical controls which are part of the IPM strategy. The plan is implemented and made available to the certification body.			

No.	Title/ Subtitle	Year	Core or Development	Current requirement	Change	Proposed change (deletions strikethrough, additions in red)	Explanation
3.2.18		1	Core	You must develop a procedure to ensure that members do not use any materials on their Fairtrade crops that appear on the Fairtrade International HML part 1 (Red List). The procedure must at least include activities that raise your members' awareness of the HML. Guidance: The procedure can describe any series of measures that are effective for your members. It may also include activities such as keeping and communicating an updated list of the commercial names of the materials on the HML part 1 (Red List), identifying those materials that may be critical to your members, as well as activities that aim at an exchange of best practices based on your members' experiences.			
3.2.19		3 (New 2011)	Dev	You must work toward all members who use herbicides minimizing the amount they use by implementing other weed prevention and control strategies. Guidance: Strategies may include activities to avoid favourable growing conditions for weeds, to bring competition to weeds or to promote alternative control measures such as mechanical weeding, manual weeding, using herbivores or biological control.			
	Soil and water	Intent and Scope: Soil and water are non-renewable resources. Fertile soils and clean and available water are important for the sustainability of the production system. Soil and water requirements are applicable to the Fairtrade crops and fields where they are grown.					
	Soil erosion						
3.2.20		3	Dev	You must identify land at risk of soil erosion and land that is already eroded in fields where your members plant Fairtrade crops.	X	From [Dev;3] to [Core;3] You must identify land at risk of soil erosion and land that is already eroded in fields where your members plant Fairtrade crops. Guidance: A best practice, as a follow-up to this activity, is to develop practical preventive measures that reduce soil erosion.	The first round consultation showed overall agreement among stakeholders that water issues are among the top challenges that producers face when it comes to use of natural resources. Although the standard promotes practices that address water-related challenges (scarcity and stress), now the proposal is that implementation of these activities within the given timelines is not optional.
3.2.21		6	Dev	You must provide training on practices that reduce and/or prevent soil erosion to those members of your organization where risk of soil erosion or already eroded land has been identified. Guidance: The training may include information on preventive measures to avoid erosive conditions, remedial actions, establishing groundcovers or other kinds of vegetation.			
	Handling fertilizers						
3.2.22		6 (New 2011)	Dev	You must provide training to the members of your organization on the appropriate use of fertilizers. This training must include: • measures to ensure that fertilizers (organic and inorganic) are applied in amounts that respond to the nutrient need of the crop • measures to store fertilizers separately from pesticides in a way that minimizes risks of polluting water Guidance: Nutrient content of soil may be determined by producers based on their knowledge. If soil samples are sent to laboratories for analysis, the samples shall represent all cultivated land and be analyzed as often as possible. Cross contamination between fertilizers and pesticides can lead to crop damage. However, if the label or the instructions allows mixing, they can be stored together.			
	Soil fertility						
3.2.23		3	Dev	You must report on measures that you as an organization and your members have implemented to improve soil fertility. Guidance: You are free to choose how you report the activities. Measures can include practices such as crop rotation, intercropping, agroforestry, the use of ground covers, or incorporating compost or green manures into the soil.			
	Sustainable water sources						
3.2.24		3 (New 2011)	Dev	You must list sources of water used for irrigating and processing Fairtrade crops. Guidance: Maps or schemes that show the location of the water sources are acceptable.	X	From [Dev;3] to [Core;3]	The first round consultation showed overall agreement among stakeholders that water issues are among the top challenges that producers face when it comes to use of natural resources. Although the standard promotes practices that address water-related challenges (scarcity and stress), now the proposal is that implementation of these activities within the given timelines is not optional.
3.2.25		6 (New 2011)	Dev	You must keep informed about the situation of the water sources in your area. In case local environmental authorities or other entities consider that your water sources are being depleted, or are in a critical situation, or under excessive pressure, you must engage in a dialogue with the authorities or local existing initiatives in order to identify possible ways to be involved in research or solution finding. Guidance: You may find it difficult to know if a water source is sustainable or if it has replenishing capacity, but you may monitor the existing knowledge about the sustainability of the water sources for related information and/or claims with local authorities, universities or organizations that are working in your region.			

No.	Title/ Subtitle	Year	Core or Development	Current requirement	Change	Proposed change (deletions strikethrough, additions in red)	Explanation
	Sustainable water use						
3.2.26		3 (New 2011)	Dev	You must provide training to the members of your organization on measures to use water efficiently. This training must include: <ul style="list-style-type: none"> estimating how much water is needed to irrigate and/or process Fairtrade crops measuring (or estimating) how much water is extracted from the source measuring how much water is used for irrigation and/or processing providing maintenance to the water distribution system adopting as applicable, methods to recirculate, reuse and/or recycle water. 	X	You must provide training to the members of your organization on measures to use water efficiently. This training must include: <ul style="list-style-type: none"> estimating how much water is needed to irrigate and/or process Fairtrade crops measuring (or estimating) how much water is extracted from the source assessment of water quality for irrigation or in processing measuring how much water is used for irrigation and/or processing providing maintenance to the water distribution system adopting as applicable, methods to recirculate, reuse and/or recycle water. 	The efficiency of water use practices depends on many direct and indirect factors, such as water quality, dynamics of climate conditions, timing and amount of water availability. In such cases it is important for producers to not only seek options to stay resilient but also to improve their practices for a more sustainable way of using water. Previously, the topic of irrigation water quality was not properly addressed as the main focus was on water availability. However poor water quality affects crop growth, soil properties and the quality of harvested/ processed products as well as the health of the producers. Overall, strengthening the existing requirements on water use was supported by most stakeholders.
NEW		3	Dev		X	Your members manage water resources efficiently Guidance: The organization can consider the following activities to address efficiency of water use: <ul style="list-style-type: none"> A regular estimation of the amount of water used for irrigation to avoid over- or under-irrigation, or for processing, to avoid water waste Improved irrigation scheduling, to supply water when crops need it Different irrigation methods (e.g. drip irrigation, intermittent irrigation, furrow irrigation) Measures to improve soil properties (soil cover to prevent water evaporation, or planting cover crops) Water sources (to ensure water is of good quality) Improved design of water channels to prevent water loss through percolation or evaporation and allow more efficient water management Use of water storage facilities for regions with seasonal water availability Implementation of a water-recycling system Any other measures applicable to the specific conditions of your region/ production area, topography, micro-climate, or crop 	The efficiency of water use practices depends on many direct and indirect factors, such as water quality, dynamics of climate conditions, timing and amount of water availability. It is important for producers to not only seek options to stay resilient but also to improve their practices towards a more sustainable way of water use.
3.2.27		6 (New 2011)	Dev	You must handle waste water from central processing facilities in a manner that does not have a negative impact on water quality, soil fertility or food safety. Guidance: Waste water from processing facilities includes water contaminated by the processing itself and waste water from sanitary facilities. You may define a plan to monitor the water quality of the waste water discharged from processing facilities. Such a plan may include: baseline levels of acceptability for waste water quality, method(s) of analysis of water quality and a specified frequency of monitoring and means to correct any incidence of contaminants down to adequate levels. You may install water filtration or other treatment systems in the processing facilities.			
3.2.28		6 (New 2011)	Dev	You must provide training to your members about waste water and the health risks it bears as well as on the prevention of risks and treatment methods of waste water and their implementation. Guidance: Plans to improve the sanitary conditions at member level could complement the training.			
	Waste			Intent and Scope: Reducing, reusing, handling and recycling waste in a manner that is appropriate to the respective materials reduces risks from hazardous waste and leads to an improved environment and work place.			
3.2.29		1	Core	You must ensure that your members keep their farms free of hazardous waste. Guidance: You may explain to your members which waste is hazardous, in which operations hazardous waste is involved and ways to handle and store hazardous waste properly in order to minimize risks.			
3.2.30		3 (New 2011)	Dev	You and the members of your organization must have designated areas for the storage and disposal of hazardous waste. In the absence of appropriate disposal facilities, small amounts of hazardous farm waste can be burned in a well-ventilated area away from people, animals or crops. You and the members of your organization may only burn hazardous waste if it is allowed by local regulation and all safety recommendations are followed. Guidance: You may provide central areas for disposal and storage of hazardous waste so that your members may avoid disposing of them unsafely or store them indefinitely. You may also contact suppliers and local authorities to help you identify hazardous materials and better practices to handle and dispose of them.			
3.2.31		3 (New 2011)	Dev	You must raise awareness among your members about re-using organic waste through the implementation of practices that allow nutrients to be recycled. You and your members may only burn organic waste if it is required by applicable legislation for sanitary purposes, or it is clearly a more sustainable practice. Guidance: Examples of good practices are composting, mulching and using green manures. Feeding animals with organic waste contaminated with pesticides and burning organic waste are not sustainable practices. If burning organic waste for sanitary reasons is undertaken, it should be done in a strictly controlled manner to minimize risk of wildfires and smoke production. Using organic waste as fuel could be considered a more sustainable practice.			

No.	Title/ Subtitle	Year	Core or Development	Current requirement	Change	Proposed change (deletions strikethrough, additions in red)	Explanation
	Genetically Modified Organisms (GMO)			Intent and Scope: Genetically Modified (GM) crops do not contribute to sustainability in the long run. GM crops increase dependencies on external inputs and discourage an integrated approach in the production system thus inhibiting resiliency. GM crops may also have potential negative impacts on human health and to the environment. GMO requirements in this section are applicable to all crops that the organization is certified for and also to other crops grown in the same fields. This means that the parallel production of a GMO variety and a non-GMO variety of the certified crops inside the organization, even if not intended for the Fairtrade market, is not allowed.			
3.2.32		0	Core	<p>You and your members must not intentionally use genetically engineered seed or planting stock for Fairtrade crop(s). You must implement practices to avoid GM contamination in seed stocks.</p> <p>Guidance: You may evaluate the potential risk of your members to use genetically modified seed stock and/or planting material. You may establish a program to raise awareness about the GM species and varieties which are registered in the country or region and are to be sold as Fairtrade. For species identified as at risk, you may establish additional measures to avoid use of these seed lots.</p> <p>You may make a list of GMOs being marketed in the country, by species, trait, and brand names. You may monitor publicly available lists to know what products are available on the market as GMOs. For any crops that your members grow that are of known GMO species you may have a standardized procedure for requiring documentation, analysis and other non-GMO verification for the seed in question.</p> <p>In cases where there is a risk of GMO contamination of the FT crop, you may</p> <ul style="list-style-type: none"> • have a plan to actively seek out and request non-GMO seed • keep records that show the distribution of the seed – by farmer name, quantity, lot number(s) of the seed, brand/source. • check if amount of seed distributed to the farmer matches theoretical planting density for the stated planted acreage. <p>If you save/produce your own seed, your species, field production techniques and post-harvest practices may be monitored to ensure contamination is avoided. A sampling and testing protocol may be in place, with a rationale given for the frequency and types of tests.</p>			
	Biodiversity			Intent and Scope: Biodiversity supports natural ecosystems. The loss of natural ecosystems is a threat to the sustainability of the production system because the benefits they provide can be lost. These benefits include enhanced water conservation, soil fertility, potential alternative crops, hosting of natural enemies, and a reserve of products important to local communities. Natural ecosystems also provide a buffer to mitigate and adapt to the effects of climate change. Biodiversity requirements in this section are applicable to the whole farm where a Fairtrade crop is grown.			
3.2.33		0	Core	<p>Your members must avoid negative impacts on protected areas and in areas with high conservation value within or outside the farm or production areas from the date of application for certification. The areas that are used or converted to production of the Fairtrade crop must comply with national legislation in relation to agricultural land use.</p> <p>Guidance: "Protected areas" are a clearly defined geographical space, recognised, dedicated and managed, through legal or other effective means, to achieve the long-term conservation of nature with associated ecosystem services and cultural values (IUCN 2008). Protected areas can be public or private biological conservation areas.</p> <p>You may identify protected areas with the help of local, regional or national authorities.</p> <p>"Areas with high conservation value" is a concept developed by Forest Stewardship Council –FSC- and refers to areas that are worth conserving because they are important on a local, regional or global scale and which may include social value such as the benefits that an area provides to a community in terms of its cultural importance or economic resource. Biological value includes ecosystems or habitats of an endangered species. These areas can usually be identified through natural vegetation with low disturbance from agriculture, forestry, industry, urbanism or other. You may initially identify areas with high conservation value based on available knowledge within your organization and neighbouring community. You may wish to consult with elders and people in the community who may have knowledge of the natural vegetation in the region. (For more information see www.fsc.org and www.hcvnetwork.org)</p> <p>"Negative impact" refers to partial or complete destruction of the protected area or loss of the conservation value.</p>			

No.	Title/ Subtitle	Year	Core or Development	Current requirement	Change	Proposed change (deletions strikethrough, additions in red)	Explanation
NEW	Protection from deforestation	0	Core		X	<p>Your members' activities on production areas do not cause deforestation and do not destroy vegetation on protected areas land or on High Carbon Stock forests areas.</p> <p>Guidance: Your members may identify protected areas with the help of local, regional or national authorities. For definition of High Carbon Stock areas please refer to http://highcarbonstock.org.</p> <p>Definitions and terms:</p> <p>"Protected areas" are a clearly defined geographical space, recognised, dedicated and managed, through legal or other effective means, to achieve the long-term conservation of nature with associated ecosystem services and cultural values (IUCN 2008). Protected areas can be public or private biological conservation areas.</p> <p>The High Carbon Stock (HCS) approach is a methodology that distinguishes forest areas for protection from degraded lands with low carbon and biodiversity values that may be developed. The methodology was developed with the aim to ensure a practical, transparent, robust, and scientifically credible approach that is widely accepted to implement commitments to halt deforestation in the tropics, while ensuring the rights and livelihoods of local peoples are respected. Thus this methodology allows to separate HCS areas (viable natural forest) from non-HCS areas (degraded land). It is implemented together with the High Conservation Value (HCV) approach. The rights and livelihoods of local communities are addressed via participatory mapping and Free Prior and Informed Consent (FPIC) (for more information see http://highcarbonstock.org)</p>	<p>The topic of deforestation was brought up by several stakeholders during the first round of consultation as a topic that should be strengthened in the standard. It was highlighted that deforestation contributes to climate change, puts the natural resources producers depend on (like water and soil) at risk and threatens biodiversity.</p> <p>New requirement is supported with relevant definitions that will be added to the section with list of terms and definitions.</p>
3.2.34		6 (New 2011)	Dev	<p>You must report on activities that you or your members carry out to protect and enhance biodiversity.</p> <p>Guidance: Members are free to choose how they report their activities to you. Activities can include:</p> <ul style="list-style-type: none"> • identification of key biodiversity issues in the region and actions that your members have implemented in order to improve the situation • activities you have provided to your members such as raising awareness about biodiversity or training in techniques to protect it • agro-forestry systems • maintaining and restoring natural ecosystems in areas that are not suitable for cultivation, and in buffer zones around bodies of water and watershed recharge areas and between production and areas of high conservation value, either protected or not • activities to increase ecosystem connectivity by identifying unproductive sites and buffer zones. <p>You may find valuable knowledge within your local community regarding further activities. With time you may benefit from advice by local experts such as authorities, universities, NGOs or online data bases. Restoration of ecosystems can take place by actively replanting native vegetation or by actively protecting it to allow regeneration of native vegetation.</p>			
3.2.35		6 (New 2011)	Dev	<p>You and the members of your organization must maintain buffer zones around bodies of water and watershed recharge areas and between production areas and areas of high conservation value, either protected or not. Pesticides, other hazardous chemicals and fertilizers must not be applied in buffer zones.</p> <p>Guidance: Buffer zones lead to better management and sustainability of adjacent protected areas which thus enhances biodiversity. Clusters of small farms can be considered a single production site, with buffer zones at its perimeters only. It is recommended that total use of land for crop production be avoided. It is also recommended that buffer zones, where feasible, are connected in order to create ecological corridors.</p> <p>Restoration of ecological corridors may take place by actively reintroducing the native vegetation or by protecting it to allow regeneration of native vegetation. No requirement is made on minimum distance.</p>			
3.2.36		1	Core	<p>You and the members of your organization that carry out wild harvesting of Fairtrade products from uncultivated areas must assure the sustainability and survivability of the collected species in its native habitat.</p> <p>Guidance: Wild harvesting implies that the only productive activity in the uncultivated area is the harvest itself. Any other activities (e.g. clearing paths, maintaining camps) should be done in a way that minimizes human impact. Assuring sustainability refers to harvesting in such a way to maintain the species, maintain availability to other species in the ecosystem that depend on it, and ensure that the subsequent harvest cycle will provide a comparable quantity.</p>			
3.2.37		3 (New 2011)	Dev	<p>You must raise awareness among your members so that no collecting or hunting of rare or threatened species takes place.</p> <p>Guidance: Initial classification of rare and threatened species may be made by your members based on their own knowledge. You may want to contact a local expert on biodiversity who would provide support in identifying rare and threatened species and in adjusting the initial classification. In addition to regional or local information, you may want to look at IUCN red list of threatened species at http://www.iucnredlist.org for further reference.</p>			

No.	Title/ Subtitle	Year	Core or Development	Current requirement	Change	Proposed change (deletions strikethrough, additions in red)	Explanation
3.2.38		3 (New 2011)	Dev	You must raise awareness among your members so that alien invasive species are not introduced. Guidance: Initial classification of alien species may be made by your members based on their own knowledge. You may want to contact a local expert who could provide support in identifying alien species and ways in which their introduction and propagation may be avoided. For further information see the Convention of Biological Diversity at http://www.cbd.int/invasive/			
	Energy and greenhouse gas (GHG) emissions			Intent and Scope: Agriculture is vulnerable to climate change. It also has the potential to reduce climate change by reducing emissions, increasing carbon sinks, enhancing biodiversity and maintaining natural habitats. Strengthening the sustainability of local production systems by lowering dependencies on external inputs may be an important way of adapting to climate change. Energy and greenhouse gas (GHG) emission requirements in this section are applicable to the whole farm where a Fairtrade crop is grown.			
3.2.39		3 (New 2011)	Dev	In central processing facilities where non-renewable energy is used you must keep records of energy consumption, take measures to use energy more efficiently and replace non-renewable sources by renewable ones as far as possible. Guidance: Records are intended to help to identify measures and make informed decisions on how to reduce energy consumption. An example of more efficient energy use is the adequate maintenance of processing equipment.	X	You take measures to reduce energy consumption in central processing facilities where non-renewable energy is used you must keep records of reduce energy consumption, take measures to use energy more efficiently and You replace non-renewable sources by renewable ones as far as possible. Guidance: Records are intended to help to identify measures and make informed decisions on how to reduce energy consumption. An example of more efficient energy use is the adequate maintenance of processing equipment.	To add clarity on what happens further with records. Phrased more like an outcome where organizations and members can decide how to implement.
3.2.40		6 (New 2011)	Dev	You must report on practices that you or the members of your organization carry out to reduce GHG emissions and increase carbon sequestration. Guidance: Incorporating green manure in the fields and increasing organic matter in the soil contribute to the increase in carbon sequestration.	X		
3.3	Labour Conditions			Intent and Scope: This section intends to ensure good working conditions for workers. Fairtrade International regards the core ILO conventions as the main reference for good working conditions. Workers are waged employees, whether they are permanent or temporary, migrant or local, subcontracted or directly employed. Workers include all hired personnel whether they work in the field, in processing sites, or in administration. Senior managers and other professionals are not considered workers. The requirements in this section apply to all members of your organization that produce a Fairtrade crop, and to all businesses and facilities that are related to Fairtrade production and processing of which you or your members own 75% or more. Requirements will only be audited within this scope. Nevertheless Fairtrade International expects that all your operations unrelated to Fairtrade are also conducted in a way that upholds national law, including international human rights treaties ratified by your government. Therefore, if Fairtrade International identifies or receives information on any violation of rights of children or vulnerable adults, this will trigger Fairtrade's internal protection procedures that include reporting to relevant national protection bodies.			
	Freedom from discrimination			Intent and Scope: This section intends to prevent discrimination against workers based on the content of ILO Convention 111 on Discrimination. The Convention defines discrimination as "any distinction, exclusion or preference made on the basis of race, colour, sex, religion, political opinion, national extraction or social origin, which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation" (Article 1). Discrimination is making an unfair distinction in the treatment of one person over another on grounds that are not related to ability or merit. This section is applicable to all workers employed by you and by the members of your organization. This section applies to workers employed directly or indirectly (subcontracted).			
3.3.1		0	Core	You and the members of your organization must not discriminate on the basis of race, colour, gender, sexual orientation, disability, marital status, age, HIV/AIDS status, religion, political opinion, membership of unions or other workers' representative bodies, national extraction or social origin in recruitment, promotion, access to training, remuneration, allocation of work, termination of employment, retirement or other activities. Guidance: Where discrimination based on any of the above mentioned indicators is endemic within a sector or region you are encouraged to address this within the framework of your Fairtrade Development Plan.			
3.3.2		0	Core	During the recruitment of workers you and the members of your organization must not test for pregnancy, HIV or genetic disorders.			
3.3.3		0	Core	You and the members of your organization must not engage in, support, or tolerate the use of corporal punishment, or mental or physical coercion or verbal abuse. Guidance: Where such practices are endemic within a sector or region you are encouraged to address this within the framework of your Fairtrade Development Plan, for example by developing a written policy and a system to prevent improper disciplinary practice.			

No.	Title/ Subtitle	Year	Core or Development	Current requirement	Change	Proposed change (deletions strikethrough, additions in red)	Explanation
3.3.4		0	Core	You and the members of your organization must not engage in, support, or tolerate behaviour, including gestures, language, and physical contact, that is sexually intimidating, abusive or exploitative. Guidance: Where such practices are endemic within a sector or region you are encouraged to address this within the framework of your Fairtrade Development Plan, for example by developing a written policy and a system that clearly prohibits sexually intimidating behaviour.			
	Freedom from forced or compulsory labour			Intent and Scope: This section intends to prevent forced or bonded labour, including trafficking and sexual exploitation based on ILO Conventions C29 (Forced Labour Convention) and C105 (Abolition of Forced Labour Convention) and Protocol 029 (Trafficking in persons). "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" (Article 2). This section is applicable to all workers employed by you and by the members of your organization. This section applies to workers employed directly or indirectly (subcontracted).			
3.3.5		0	Core	You and the members of your organization must not engage in forced labour, including bonded or involuntary prison labour. You must explain this to all workers. Guidance: "Forced labour" includes work for which a person has not offered him or herself voluntarily and they are forced to perform under the threat of any penalty. 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 you retain any part of the workers' salary, benefits, property or documents in order to force them to remain in their employment. If you require or force workers to remain in employment against their will using any physical or psychological measure that is considered forced labour. If you demand unreasonable notice period for termination of the contract of employment, it is also considered forced labour. The term "bonded labour" or "debt bondage" refers to workers that have received loans from employers, where these loans are subject to 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.			
3.3.6		0	Core	You and the members of your organization 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.			
	Child labour and child protection	NA	NA	This section intends to prevent labour that is damaging to children based on ILO Convention 182 on the Worst Forms of Child Labour addressing "work which, by its nature or the circumstances in which it is carried out, is likely to harm the health, safety or morals of children" and on ILO Convention 138 on Minimum Age. "The minimum age specified in pursuance of paragraph 1 of this Article shall not be less than the age of completion of compulsory schooling and, in any case, shall not be less than 15 years". This section is applicable to all workers employed by you and by the members of your organization. This section applies to workers employed directly or indirectly (subcontracted).			
3.3.7		0	Core	You and the members of your organization must not employ children below the age of 15 or under the age defined by local law, whichever is higher. Guidance: In the case of child-headed households where all members of the house-hold are below the age of 18 years, a child's right approach should be used to interpret the minimum age requirements, giving priority to the best interest of the child. The minimum age requirement also applies to children who are employed indirectly by you or the members of your organization, for example when children are working with their parents in your or your members' fields. If the age of a child is unknown, all efforts must be made to identify the age following child rights guidelines. When there is a high likelihood of child labour as defined by ILO Convention 138 (Minimum age) and ILO Convention 182 (Worst forms of child labour) occurring you are encouraged to address this and include actions that tackle root causes of child labour such as ensuring safe schooling of children in your Fairtrade Development Plan., If there are no schools available in the area where children live, all effort should be given to work with national authorities and/or other relevant partners to build schools for children or provide safe transportation so children can attend the nearest schools. If children who migrate temporarily with their working families to areas where no schools are available, temporary schooling alternatives could be sought and provided so children can attend school and receive a quality education. In all circumstances child rights should be given primary consideration, as reflected in the guiding principles of the UN Convention of the Rights of the Child (UNCRC).			
3.3.8		0	Core	Your members' children below 15 years of age are allowed to help your members on their farms under strict conditions: you must make sure that they only work after school or during holidays, the work they do is appropriate for their age and physical condition they do not work long hours and/or under dangerous or exploitative conditions and their parents or guardians supervise and guide them.			

No.	Title/ Subtitle	Year	Core or Development	Current requirement	Change	Proposed change (deletions strikethrough, additions in red)	Explanation
3.3.9		0	Core	<p>You and the members of your organization must not submit workers of less than 18 years of age to any type of work which, by its nature or the circumstances under which it is carried out, is likely to jeopardize their health, safety, morals or their school attendance.</p> <p>Guidance: Examples of work that is potentially damaging includes work that takes place in an unhealthy environment, involves excessively long working hours, night hours, the handling or any exposure to toxic chemicals, work at dangerous heights, operation of dangerous equipment and work that involves abusive punishment or is exploitative.</p>			
3.3.10		1	Core	<p>If in the past you or your members have employed children under 15 for any type of work, or children under 18 for dangerous and exploitative work, you 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.</p> <p>Any action that you take to ensure this must respect the UN Convention on the Rights of the Child (CRC) protective framework, which means that the best interest of the child are always the top priority, that their right to survival and development is respected, that you apply them to all children without discrimination, that the views of the child are heard and respected, and at all moments they are protected from violence.</p> <p>Guidance: In order to ensure children do not enter worse forms you could develop a rights based remediation policy and program within a UN CRC protective framework that covers how to withdraw the children and how to prevent that they enter into worse forms of labour</p> <p>This policy and program should include a clear statement against child labour and remediation projects to ensure the immediate and continued protection of children. To be able to monitor the risk of child labour, you could consider including in your remediation project a youth inclusive, community led monitoring and remediation on child labour aimed at improving social protection at household levels where possible impacted and at risk children live. These projects can include support from expert partner organizations, preferably local.</p> <p>You can check your country's National Action Plan to Eliminate Child Labour, especially its Hazardous Child Labour Framework, if available.</p> <p>If you choose to partner with Fairtrade and/or its child rights partner in safe withdrawal of impacted children found in unconditional worst forms of child labour, you will need a signed Child Protection Policy and Procedure that demonstrates a commitment to adopting a child rights' approach to protecting impacted children. You and your relevant staff will need to be trained on child rights methodologies and a Fairtrade contact within your organization or another representative from senior management should be responsible for the development, ratification, implementation, and evaluation of this Child Protection Policy and Procedure.</p>			
3.3.11		3	Dev	<p>If you have identified child labour as a risk in your organization (see requirement 3.1.2) you and the members of your organization must implement relevant procedures to prevent children below the age of 15 from being employed for any work and children below the age of 18 from being employed in dangerous and exploitative work.</p> <p>Guidance: Relevant procedures can be keeping records of all workers stating their age, gender, identification papers, migratory status and other relevant data.</p> <p>If you and your member chose to mitigate risk through your Fairtrade Development Plan you could build a youth inclusive community based monitoring and remediation on child labour on an on-going basis. This would include:</p> <ul style="list-style-type: none"> • identifying children in or at risk of being employed in child labour, • reporting on the status of the identified children on a regular basis, • measuring the progress made in safely withdrawing and preventing children from being engaged in child labour; and • avoiding that children withdrawn from labour situations are substituted by other. <p>For suggestions on how to establish a youth inclusive community based monitoring and remediation on child labour, please request Fairtrade's descriptive and training materials on this from producer support team.</p>			
	Freedom of association and collective bargaining			<p>Intent and Scope: This section intends to protect workers against discrimination when defending their rights to organize and to negotiate collectively based on ILO Convention 87 on Freedom of Association and Protection of the Right to Organize, ILO Convention 98 on the Right to Organize and Collective Bargaining and ILO Recommendation 143 on Workers' Representatives. "Workers and employers, without distinction whatsoever, shall have the right to establish and, subject only to the rules of the organization concerned, to join organizations of their own choosing without previous authorisation. Workers' and employers' organizations shall have the right to draw up their constitutions and rules, to elect their representatives in full freedom, to organize their administration and activities and to formulate their programmes."</p> <p>The core requirements in this section are applicable to all workers employed by you and by the members of your organization. The development requirements in this section are only applicable to you if you employ a significant number of workers, and to your members who employ a significant number of workers. Significant number is defined by the certification body and may vary according to region, requirement and identified risk.</p> <p>This section applies to workers employed directly or indirectly (subcontracted).</p>	X	Reduce the significant number of workers from 20 workers to 10 workers or equivalent (days worked * number of workers).	This will be in line with The ILO Convention 110 which defines a similar threshold as follows: A Member ratifying this Convention may, after consultation with the most representative organisations of employers and workers concerned, where such exist, exclude from the application of the Convention undertakings the area of which covers not more than 12.5 acres (5 hectares) and which employ not more than ten workers at any time during a calendar year.

No.	Title/ Subtitle	Year	Core or Development	Current requirement	Change	Proposed change (deletions strikethrough, additions in red)	Explanation
3.3.12		0	Core	<p>You and the members of your organization must ensure that all workers are free to join a workers' organization of their own choosing, and that workers are free to participate in group negotiations regarding their working conditions. You must not deny these rights in practice. You must not have opposed these rights in the last two years.</p> <p>Guidance: "Workers organization" is any organization of workers with the objective of "furthering and defending the interests of workers..." (ILO Convention 110, Article 69). If there has been opposition to these rights in the last two years you and the members of your organization can still fulfil this requirement if your circumstances have changed substantially, for example in case of a change of management.</p>			
3.3.13		0	Core	<p>You and the members of your organization must allow trade unions that do not have a base in the organization to meet workers and to share information. You must not interfere in these meetings.</p> <p>Guidance: Workers are free to participate or not in these meetings. The meetings can be requested by the workers. External union officials can request the meetings if the union is involved in a in a Collective Bargaining Agreement (CBA) within the relevant industry or at national level. Time and place for these meetings have to be agreed in advance. You and the members of your organization are not required to allow these meetings if either you have not been informed first.</p>			
3.3.14		0	Core	<p>You and the members of your organization must ensure that there is no discrimination against workers and their representatives for organizing, joining (or not) a workers' organization, or for participating in the legal activities of the workers' organization.</p> <p>If a workers' organization representative is dismissed you and the members of your organization must report it immediately to the certification body and explain the reason.</p> <p>You and the members of your organization must keep a record of all terminated contracts. These records must include the reason for termination and must indicate if workers are members of a workers' organization.</p> <p>Guidance: "Discrimination" means that workers are treated differently or suffer any negative repercussions. Some actions that could indicate discrimination against workers who form a workers' organization or who are trying to form one are closing production, denying access, longer working hours, making transport difficult or dismissals.</p>			
3.3.15		3	Dev	<p>If there is no union that is recognized and active in your area, if unions are forbidden by law, or if unions are managed by government and not by members, then you and the members of your organization that employ a significant number of workers must encourage workers to democratically elect a workers' organization. The workers' organization will represent workers in their negotiations with you to defend their interests.</p> <p>Guidance: Fairtrade International defends the rights of freedom of association and collective bargaining and believes that independent trade unions are the best way for achieving this. Therefore, this requirement only applies to you if there are no recognized unions that are active in your area, if unions are forbidden by law or if unions are managed by government and not by members.</p> <p>"Recognized union" means that the union is affiliated with a national or international trade secretariat (for example the Global Union Federation).</p> <p>If you or the workers need help in contacting a trade union representative you can ask Fairtrade International for support.</p>			
3.3.16		6	Dev	<p>You and the members of your organization must provide training to workers for improving their awareness about workers' rights and duties. Training must take place during paid working time.</p>			
	Conditions of employment			<p>Intent and Scope: This section intends to provide for good practices regarding the payment of workers and their conditions of employment based on ILO Convention 100 on Equal Remuneration and on ILO Convention 110 on Conditions of Employment of Workers.</p> <p>This section is only applicable to you if you employ a significant number of workers, and to your members that employ a significant number of workers. Significant number is defined by the certification body and may vary according to region, requirement and identified risk. This section applies to workers employed directly or indirectly (subcontracted).</p>			
3.3.17		0	Core	<p>You and the members of your organization must set salaries for workers according to CBA regulations where they exist or at regional average wages or at official minimum wages for similar occupations whichever is the highest. You must specify wages for all employee functions.</p>			

No.	Title/ Subtitle	Year	Core or Development	Current requirement	Change	Proposed change (deletions strikethrough, additions in red)	Explanation
3.3.18		0	Core	For work based on production, quotas and piecework, during normal working hours, you and the members of your organization must pay the proportionate minimum wage or the relevant industry average, whichever is higher. Information about this pay rate must be available for all workers and worker organizations. For pay based on piecework, the worker must agree that the rate is fair, and you and the members of your organization must make the method of calculation transparent and accessible to the worker. You and the members of your organization must not use production, quotas and piecework employment as a means to avoid time-bound contracts.			
3.3.19		0	Core	You and the members of your organization must make payments to workers at regularly scheduled intervals and must document the payments with a pay slip containing all necessary information. Payments must be made in legal tender. Only if the worker explicitly agrees may you make the payment in kind.			
3.3.20		6	Dev	You and the members of your organization must set maternity leave, social security provisions and non-mandatory benefits according to national laws or according to CBA regulations where they exist, or according to the agreement signed between the workers' organization and the employer, whichever is the most favourable for the worker.			
3.3.21		3	Dev	You and the members of your organization must have a legally binding written contract of employment for all permanent workers that includes at least the following: the job duties related to the position; protection of the worker from loss of pay in the case of illness, disability or accident; and a notice period for termination that is the same as to the notice period of the employer.	X	[From Dev 3 to Core 1] <i>Applicable only if the organization or members employ a significant number of workers</i> You and the members of your organization must have a legally binding written contract of employment for all permanent workers that includes at least the following: the job duties related to the position; protection of the worker from loss of pay in the case of illness, disability or accident; and a notice period for termination that is the same as to the notice period of the employer.	The ILO views formalization of work as an essential process for the promotion of decent work and reduction of risk of exploitative practices. A written contract ensures that workers are able to enjoy their rights and claim them if necessary. In most countries a formal contract is a prerequisite to access services to health and pension schemes. The change was also suggested by different stakeholders. These proposals are likely to be covered by the national legislation but they also ensure that workers are better protected and will have better access to social security.
3.3.22		3 (New 2011)	Dev	You and the members of your organization must provide a copy of the signed contract to the worker.	X	[From Dev 3 to Core 1] <i>Applicable only if the organization or members employ a significant number of workers</i> 3.3.22 You and the members of your organization must provide a copy of the signed contract to the worker.	he ILO views formalization of work as an essential process for the promotion of decent work and reduction of risk of exploitative practices. A written contract ensures that workers are able to enjoy their rights and claim them if necessary. In most countries a formal contract is a prerequisite to access services to health and pension schemes. The change was also suggested by different stakeholders. These proposals are likely to be covered by the national legislation but they also ensure that workers are better protected and will have better access to social security.
3.3.23		3	Dev	You and the members of your organization must gradually increase salaries above the regional average and the official minimum wage.			
3.3.24		3	Dev	Where possible you and the members of your organization must assign all regular work to permanent workers. Guidance: Regular work excludes all seasonal work, work that is added to usual work levels during peak periods, and special tasks. The intention of this requirement is that you do not avoid legal obligations by using continuous fixed-term employment contracts.			
3.3.25		6	Dev	You and the members of your organization must give local, migrant, seasonal and permanent workers the same benefits and employment conditions for the same work performed. Where this is not possible, you and the members of your organization must provide an alternative and equivalent benefit.			
3.3.26		0 (New 2014)	Core	If you or your members employ migrant or seasonal workers through a contracting agency or person, you must put effective measures in place to ensure that their hiring and working conditions also comply with this Standard. Guidance: The Standard cover all workers whether they are local, migrant, directly contracted or subcontracted. As subcontracted migrant or seasonal workers are in an especially vulnerable position, the organization needs to ensure that the requirements are equally applied to them. Effective measures may include referring to guidelines to select contracting agencies or persons, and procedures to monitor the working conditions of migrant or seasonal subcontracted workers.			

No.	Title/ Subtitle	Year	Core or Development	Current requirement	Change	Proposed change (deletions strikethrough, additions in red)	Explanation
	Occupational health and safety			Intent and Scope: This section intends to prevent work-related accidents by minimizing hazards in the work place. It is based on ILO Convention 155 on Occupational Safety and Health. This section is only applicable to you if you employ a significant number of workers, and to your members that employ a significant number of workers. Significant number is defined by the certification body and may vary according to region, requirement and identified risk. This section applies to workers employed directly or indirectly (subcontracted).			
3.3.27		0	Core	You and the members of your organization must make work processes, workplaces, machinery and equipment on your production site safe.			
3.3.28		0	Core	Children under the age of 18 years, pregnant or nursing women, mentally disabled people, people with chronic, hepatic or renal diseases and people with respiratory diseases must not carry out any potentially hazardous work.			
3.3.29		0	Core	You and the members of your organization must ensure alternative work for your employees in the case that a change of work is necessary to comply with requirement 3.3.28.			
3.3.30		0	Core	You and the members of your organization must have accessible first aid boxes and equipment and a sufficient number of people trained in first aid in the workplace at all times.			
3.3.31		0	Core	You and the members of your organization must provide clean drinking water and clean toilets with hand washing facilities close by for workers, and clean showers for workers who handle pesticides. These facilities must be separate for women and men and the number of facilities must be in proportion to the number of workers.			
3.3.32		3	Dev	You and the members of your organization must ensure that workers nominate a representative who knows about health and safety issues and who will raise workers' concerns on health and safety issues with the organization's management.			
3.3.33		3	Core	You and the members of your organization must provide training to workers who carry out hazardous work on the risks from this work to their health, and to the environment, and on what to do in case of an accident.			
3.3.34		3	Core	When you carry out hazardous work, you and the members of your organization must display all information, safety instructions, re-entry intervals and hygiene recommendations clearly and visibly in the workplace in the local language(s) and with pictograms.			
3.3.35		3	Core	You and the members of your organization must provide and pay for personal protective equipment for all workers who perform hazardous work. You must make sure that the personal protective equipment is used and that replacement equipment is ordered and distributed when the existing equipment wears out.			
3.3.36		3	Dev	You and the members of your organization must improve health and safety conditions by: <ul style="list-style-type: none"> • putting up warning signs that identify risk areas and potential hazards in local languages and including pictograms if possible • providing information to workers about safety instructions and procedures including accident prevention and response 			
3.3.37	Drinking Water for workers	0	Core		X	You and the members of your organization ensure that all field workers have access to clean drinking water Guidance: This is applicable to all producers regardless of the significant number of workers.	Having access to clean drinking water is a fundamental right and therefore it should be mandatory for everybody who employs hired labour to ensure that workers have access to clean drinking water.

No.	Title/ Subtitle	Year	Core or Development	Current requirement	Change	Proposed change (deletions strikethrough, additions in red)	Explanation
4	Business and Development			Intent and Scope: This chapter outlines the requirements that are unique to Fairtrade and intends to lay the foundations for empowerment and development to take place.			
4.1	Development Potential			Intent and Scope: Fairtrade should lead to the demonstrable empowerment and environmentally sustainable social and economic development of producer organizations and their members, and through them, of the workers employed by the organizations or by the members, and the surrounding community. The intent of this section is to ensure that the direct beneficiaries of Fairtrade are small producers, including their families who are organized into producer organizations.			
NEW		0	core		X	<p>You are a viable organization</p> <ol style="list-style-type: none"> 1. There is market potential for your product (either letter of intent from a buyer, recommendation from NFO, trading history, etc) 2. Your organization has been established 2 years prior to Fairtrade certification 3. Your organization is financially viable (results of financial audits, 4. The management of the organization is qualified to run an organization as demonstrated by their previous experience or qualifications. 5. You have a product quality control system in place <p>You fulfill three of the five above mentioned criteria.</p>	Additional requirement to focus on organizations that can benefit from Fairtrade and generate impact
4.1.1		1	Core	<p>You must plan and document at least one activity with the intention to promote the progress of your business, organization, members, workers, community and/or environment. The plan is called the Fairtrade Development Plan.</p> <p>In the plan you must include:</p> <ul style="list-style-type: none"> • the description of the activity (what you plan to do) • the objective of the activity (why you plan to do it) • the timeline of the activity (by when you plan to do it) • the responsibilities (who will be in charge of doing it) <p>• and in case you need to spend funds (such as the Fairtrade Premium as described in requirement 4.1.2 or other sources of funds), the budget of the activity (how much you plan to spend)</p> <p>If you are a 2nd or 3rd grade organization, you must have a Fairtrade Development Plan, which benefits all Fairtrade member organizations, and includes the total Fairtrade Premium income, the allocation system to the member organizations (if applicable), and the Fairtrade Premium decisions taken.</p> <p>If Fairtrade Premium is channelled to the member organizations directly, the member organizations must develop their Fairtrade Development Plans and provide them to you.</p> <p>Guidance: Planning, implementing and evaluating the plan will stimulate and increase the participation of members in their own organization and community. It is a good practice to plan activities that respond to the needs of your organization, members, workers and communities.</p> <p>Your organization has the right to choose any activities that your members agree on and are important for your particular situation, aspirations and priorities. Upon your request, Fairtrade International or Producer Networks can provide the List of Ideas for the Fairtrade Development Plan that includes activities that have been useful in other organizations. The list is only for guidance. You are encouraged to think of your own activities.</p>	X	<p>You must plan and document at least one activity with the intention to promote the progress of your business, organization, members, workers, community and/or environment. The plan is called the Fairtrade Development Plan.</p> <p>In the plan you must include:</p> <ul style="list-style-type: none"> • the description of the activity (what you plan to do) • the objective of the activity (why you plan to do it) • the timeline of the activity (by when you plan to do it) • the responsibilities (who will be in charge of doing it) <p>• and in case you need to spend funds (such as the Fairtrade Premium as described in requirement 4.1.2 or other sources of funds), the budget of the activity (how much you plan to spend)</p> <p>If you are a 2nd or 3rd grade organization, you must have a Fairtrade Development Plan, which benefits all Fairtrade member organizations, and includes the total Fairtrade Premium income, the allocation system to the member organizations (if applicable), and the Fairtrade Premium decisions taken. If Fairtrade Premium is channelled to the member organizations directly, the member organizations must develop their Fairtrade Development Plans and provide them to you.</p> <p>Guidance: This requirement is only applicable once your organization has sold under Fairtrade terms and received Fairtrade Premium.</p> <p>Planning, implementing and evaluating the plan will stimulate and increase the participation of members in their own organization and community. It is a good practice to plan activities that respond to the needs of your organization, members, workers and communities. Your organization has the right to choose any activities that your members agree on and are important for your particular situation, aspirations and priorities. Upon your request, Fairtrade International or Producer Networks can provide the List of Ideas for the Fairtrade Development Plan that includes activities that have been useful in other organizations. The list is only for guidance. You are encouraged to think of your own activities. In terms of allocation of Premium, the recommendation is to prioritize resources to strengthen an organization so it can effectively serve its members. Investing in the organizational sustainability can then be followed by investments to improve members' livelihoods and finally investments at community level. Please refer to the Fairtrade Premium guide for more information.</p> <p>It is also recommended (best practice) to have a Fairtrade Premium Committee especially for organizations with more than 500 members and/or very disperse membership. This will help to improve member participation in the development planning and decision making process. The role of a Premium committee should include:</p> <ul style="list-style-type: none"> - Managing the Fairtrade Premium - Supporting or organizing member consultations and needs assessments - Developing proposals and budgets for Premium use based on these and presenting them to the GA - Monitoring the implementing of the approved Premium plans - Reporting back to the GA on the results of the Premium plans 	Many SPOs do not have Fairtrade sales after one or even two years and therefore do not earn Premium so it not beneficial for them to have to comply with this requirement. Results from the first round of the consultation showed that stakeholders wished to have more guidance on Premium use in the standard. They also expressed the importance of having proper strategic plans in place while at the same time not being prescriptive on how the Premium should be used.
4.1.2		1	Core	<p>You must include all the activities that you plan to fund with the Fairtrade Premium in the Fairtrade Development Plan before you implement the activities.</p> <p>Guidance: The Fairtrade Premium is an amount paid to your organization, in addition to the payment for your products, for the realization of common goals. The Fairtrade Premium will help you implement the objectives in your Fairtrade Development Plan.</p>			This will help the organization to invest more strategically in a way that it contributes to achieving its long-term development goals. This is in line with the Fairtrade premium guide. A Fairtrade Premium Committee will help to improve member participation in the development planning and decision making process

No.	Title/ Subtitle	Year	Core or Development	Current requirement	Change	Proposed change (deletions strikethrough, additions in red)	Explanation
4.1.3		1	Core	<p>Before you implement the Fairtrade Development Plan, you must present it to the General Assembly for approval. You must document the decisions.</p> <p>If you are a 2nd or 3rd grade organization, your General Assembly of members (or if delegate system, then of delegates) at the 2nd/3rd grade level must decide on the use of the Fairtrade Premium. Delegates must consult with the members from their respective organizations.</p> <p>If Fairtrade Premium is channelled to the member organizations directly, the General Assemblies of the member organizations must decide on the use of the distributed Fairtrade Premium share. You must ensure that the Fairtrade Premium received is channelled to the member organizations without delay according to the allocation system agreed.</p> <p>Guidance: The intention is to guarantee transparent and democratic decision making. Only the General Assembly is authorised to approve the content and form of the Fairtrade Development Plan. It is possible that the Fairtrade Development Plan may need to be changed in between General Assembly meetings. This might be necessary in situations where, for example, you receive more or less Fairtrade Premium money than planned, or where members or the community are affected by an unexpected event and you wish to respond. If this happens, you will need to document the decisions to make the changes, and explain the changes and get ratification from the General Assembly retrospectively.</p>			
4.1.4		1	Core	<p>You must have an accounting system that accurately tracks the Fairtrade Development Plan expenses, and in particular identifies the Fairtrade Premium transparently.</p> <p>You must be able to prove that the Fairtrade Premium is used in line with applicable rules.</p>			
4.1.5		1	Core	<p>When you complete your planned activities you must update the Fairtrade Development Plan by planning at least one additional activity to be approved by the General Assembly of members.</p> <p>Guidance: Longer term projects are encouraged. Any planned action may be extended over more than one year or may be repeated.</p>	X	<p>When you complete your planned activities you must update the Fairtrade Development Plan by planning at least one additional activity to be approved by the General Assembly of members.</p> <p>Guidance: Longer term projects are encouraged. Any planned action may be extended over more than one year or may be repeated.</p> <p>Please refer to requirement 4.1.1 for guidance on premium use</p>	
4.1.6		3	Core	<p>You must report the results of the Fairtrade Development Plan to the General Assembly every year and document this presentation. In the report you must answer the following questions:</p> <ul style="list-style-type: none"> • Were the actions carried out yes/no? If not, why? • When? • At what cost? • Was the objective achieved or are further actions needed? <p>Guidance: The intention of this requirement is that you and your members self-monitor your own performance against the original plan and evaluate the success of the plan. There can be several reasons why a plan was not carried out as originally planned or why it was not successful in reaching the objectives. Your members need to be informed about this.</p>			
4.1.7		3 (New 2011)	Dev	<p>Workers must also benefit from at least one activity in your Fairtrade Development Plan.</p> <p>Guidance: The intention is that all people involved in the production of Fairtrade products can benefit and demonstrate solidarity with their communities. Supporting workers is especially important in achieving this.</p> <p>Benefiting producers, workers and communities can mean any action that is directed at improving their living conditions, welfare or capacities. The actions do not need to be addressed to workers only, but can benefit workers and members alike, such as for example by addressing needs of the communities where members and workers live.</p> <p>Ideally, and if feasible, you would consult workers and communities annually to understand their needs and know their preferences.</p>			
4.1.8		3	Dev	<p>If there are workers' representatives in your organization, you must invite them to the General Assembly to observe and participate in the discussion of the topics that relate to them.</p>			
4.1.9		6	Dev	<p>You must have an activity in your Fairtrade Development Plan to maintain or improve sustainable production practises within your eco-system.</p> <p>Guidance: The intention is that you are better able to decide on and plan your sustainability goals. You have the right to decide on the activities that are a priority for you. Activities do not necessarily need to be new but can focus on maintaining good practises you already carry out. This provides you with the opportunity to identify and maintain these practises and to increase overall awareness on sustainability. Maintaining or improving sustainable production practises can mean any activity that is good for both the farms and your environment. It could for example mean activities that increase soil fertility, promote the sustainable use of water, reduce the use of pesticides and other external inputs, enhance biodiversity, reduce carbon emissions or increase carbon sinks or promote measures to adapt to climate change.</p>			

No.	Title/ Subtitle	Year	Core or Development	Current requirement	Change	Proposed change (deletions strikethrough, additions in red)	Explanation
4.1.10		6	Core	You must design and start implementing a process that collects and analyzes the development needs in your organization. Guidance: The intention is to ensure there is a process in place that informs your organization of the needs included in the Fairtrade Development Plan. In time you are encouraged to use this information to measure the success or shortcomings of your plan and to guide your organization's planning in the future.	X	From Development 6 to Core year 1	Results from the first round of the consultation showed that stakeholders considered this requirement to start as too late to be effective in deciding how to use the Premium; therefore the proposal is to bring it forward as a core requirement.
4.1.11		1	Core	If you are a 2nd or 3rd grade organization, you must have one of the following systems in place to distribute Fairtrade income (Price and Premium) received to the different member organizations: • a quota system that specifies how much every member organization delivers under Fairtrade conditions and the distribution of income according to quota proportion or • an allocation system, defined by the organization, for distributing the Fairtrade income received by the 2nd or 3rd grade organization to the different member organizations. The system must be part of the agreed written internal regulations of your organization and monitored by a control committee.			
NEW 4.1.12					X	[Core, Year 1] At least once a year and at latest one month after the General Assembly, you send a complete report on Fairtrade Premium use for all projects to Fairtrade International. Guidance: Only applicable once the organization has sold under Fairtrade terms and has received Fairtrade Premium.	This has proven useful for other products (e.g. bananas) and would be a good communication tool for the market side. This will also not add any additional burden to the producers because they already present similar reports to the General Assembly. The requirement is proposed to be Core, Year 1 (and also would only kick in once the organization has received Fairtrade Premium). The reports would be sent to Fairtrade International (email and/or platform to be confirmed).
NEW 4.1.13					X	[Core, Year 0] You and the members of your organization administer Premium funds responsibly and do not mismanage the Fairtrade Premium. There is no evidence of favoritism or fraud in the management of the Fairtrade Premium or any activity that could jeopardize the business or certification of the company or have a demonstrable negative, structural, financial or social impact on the organization. Guidance: Examples of favoritism and fraud (deception intended for personal gain) include: special rewards for particular members, project bids that are prearranged, wasteful or not cost-effective, projects that benefit one group over others, and favoritism for project selection.	Although there are some requirements in the standard that embed the transparency with which the Premium should be used, stakeholders expressed the wish to have a more visible requirement highlighting that misuse of Premium is not acceptable
NEW 4.1.14					X	[Core, 6+] Your overall certification score on certification requirements increases over time. If exceptional and unforeseen circumstances prevent you from increasing your overall certification score, you inform the certification body. Guidance: Includes core and development requirements. Only applicable which have been in the system for more than 6 years.	To foster continuous improvement beyond year 6 of certification
4.2	Democracy, Participation and Transparency			Intent and Scope: This section intends to ensure that organizations facilitate the social and economic development of their members and guarantee that the benefits of Fairtrade reach these members. An organization should have democratic structures in place and a transparent administration that allows members and the board to have effective control over the management of the organization. Members should be able to hold the board accountable for its activities. An organization should strive to improve structures and practices continuously in order to maximize the member participation and their sense of ownership over the organization. Fairtrade International follows ILO Recommendation R193 "on the promotion of cooperatives" which is based on the cooperative principles of "voluntary and open membership, democratic member control, member economic participation, autonomy and independence, education, training and information, cooperation among cooperatives and concern for the community". Fairtrade International extends these principles to primary producer organizations (cooperatives, associations or other types of organizations) and to umbrella organizations where they exist.			
4.2.1		0	Core	The structure of your organization must have: • a General Assembly as the highest decision making body where all major decisions are discussed and taken • equal voting rights for all members in the General Assembly • a Board chosen in free, fair and transparent elections Guidance: Staff hired by your organization will be controlled by the Board which is in turn controlled by the General Assembly. In the General Assembly members can either vote directly or through a system of elected delegates if you choose so. The system is based on the principle that each member or member organization has the equal or proportional number of delegates. 2nd or 3rd grade organizations are democratically controlled by their direct members, which are legally constituted and legally affiliated 1st grade/2nd grade organizations. There is a democratically elected board on the 2nd/3rd grade level.	X	The structure of your organization must have: • a General Assembly as the highest decision making body where all major decisions are discussed and taken • equal voting rights for all members in the General Assembly • a Board chosen in free, fair and transparent elections Guidance: Staff hired by your organization will be controlled by the Board which is in turn controlled by the General Assembly. In the General Assembly members can either vote directly or through a system of elected delegates if you choose so. The system is based on the principle that each member or member organization has the equal or proportional number of delegates. 2nd or 3rd grade organizations are democratically controlled by their direct members, which are legally constituted and legally affiliated 1st grade/2nd grade organizations. There is a democratically elected board on the 2nd/3rd grade level. It is best practice to separate the roles and responsibilities between the Board and management. The Board's role and responsibilities differ from those of management: the Board's role is to govern, provide strategic direction and make decisions while the role of management is to ensure that the decisions are implemented. Lack of clarity between the roles and responsibilities can lead to extreme situations of either power concentration or insufficient room for decision making.	Clear definition of roles of Board and management was highlighted during the first round of consultation as an area that needed strengthening. It is included in guidance to allow organizations to decide by themselves how they want to address this within the organization.g

No.	Title/ Subtitle	Year	Core or Develop ment	Current requirement	Change	Proposed change (deletions strikethrough, additions in red)	Explanation
4.2.2		0	Core	It needs to be clear who is a member of your organization. Therefore, you must have written rules to determine who can become a member and you must keep a record of your members.	X	It needs to be clear who is a member of your organization. Therefore, you must have written rules to determine who can become a member and you must keep a record of your members on an annual basis. At a minimum member records should include: member name, contact information, gender, date of birth, registration date with SPO, farm location and farm size. Double membership is not allowed unless the organization has different products. Guidance: Double membership occurs when farmers are members of more than one Fairtrade certified SPO. You can use this information to improve your management practices (see req. 3.1.1 and 3.1.2) and overview of your organization, and gain understanding of members' situation	Linking the members' list with the IMS connects two important elements in the standard. The details on what needs to be included in member record provide clarity to members on what information to collect. The issue of double membership has been discussed in a previous review of the SPO standard. It was then decided not to include it as a requirement and to leave to the organizations the freedom to decide if they wanted to allow double membership or not. It is now proposed in this consultation based on input from stakeholders during the first round suggesting that this practice should be clearly forbidden in the standard.
4.2.3		0	Core	You must follow your own rules and regulations such as a constitution, by-laws and internal policies, including those for election, membership processes and a delegate system (if applicable). The Board term limit needs to be included in the constitution	X	You must follow your own rules and regulations such as a constitution, by-laws and internal policies, including those for election membership processes and board term limit which needs to be agreed by the organization, and a delegate system (if applicable). Guidance: Best practice is a Board term limit of 9 years (3 x 3-year terms, and re-election for 2 additional terms).	During the consultation it was suggested to define better the terms of members in the Board. In order to give as much freedom as possible to organizations to define this, it is proposed to be added that SPOs should define the term but the standard would not be prescriptive on who long a member could serve in the Board. This would give clarity on how long a member should serve and require organizations to think ahead about transitions.
4.2.4		0	Core	You must hold a General Assembly at least once a year. Guidance: 2nd and 3rd grade organizations hold a General Assembly at least once a year. You can establish an assembly of delegates. Member organizations of 2nd/3rd grade organizations hold local General Assemblies at least once a year.			
4.2.5		0	Core	You must inform your members in good time when the General Assembly will take place.			
4.2.6		0	Core	Minutes of the General Assembly must be taken and signed by the president of the Board and at least one other member and must contain a list of participants of the General Assembly.			
4.2.7		0	Core	You must present the annual report, budgets and accounts to the General Assembly for approval. Guidance: This requirement is common in most legal regulations for organizations of this kind.			
4.2.8		0	Core	You must have administration in place with at least one person or committee who is responsible for managing the administration and book keeping.			
4.2.9		0	Core	You must keep records and books that are accessible to all members.			
4.2.10		0	Core	You must have a bank account with more than one signatory, unless it is not possible. If you are a 2nd or 3rd grade organization, you must have an active bank account registered in your name. If the Fairtrade Premium is channeled to the member organization level, the individual member organizations must have active bank accounts registered in their names.			
4.2.11		3	Dev	You must explain to your members about the ways they can participate in the organization so that they can have more control over it. Guidance: Members should be aware of how to ask for information, present a request to the general assembly, make themselves heard within the organization, etc. This will increase members' understanding and awareness of the ways to participate enabling them to have more control.			
4.2.12		0 (New 2014)	Core	If there are non-members on your board, it must be approved by your General Assembly, in accordance with your constitution/statutes and national legislation, and it must be specified whether they have a voting or advisory role.	X	If there are non-members on your board, it must be approved by your General Assembly, in accordance with your constitution/statutes and national legislation, and it must be specified whether they have a voting or advisory role.	During the consultation concerns were raised about the influence of external actors in SPOs, in particular traders
4.2.13		3 (New 2014)	Core	You must share audit results with your members, in a format and language accessible to them. Guidance: The results of the audit mean an explanation or a summary of non-compliances and corrective measures. The results can be shared in the General Assembly, in other meetings or in other ways. This is an opportunity for members to have more awareness of and involvement in the process.	X	From Dev to Core	Sharing audits results with members increases the accountability of the management towards members and gives members more information about how the organization is performing.

No.	Title/ Subtitle	Year	Core or Development	Current requirement	Change	Proposed change (deletions strikethrough, additions in red)	Explanation
NEW 4.2.14		1	Core		X	<p>NEW 4.2.14 You have a surveillance committee to oversee the overall administration of the organization (including the use of Premium) on behalf of the members.</p> <p>A surveillance committee enhances transparent administration and the effectiveness of members' control. This body acts on behalf of the members and exercises an effective and continuous control over the board of directors and the management</p> <p>The surveillance committee:</p> <ul style="list-style-type: none"> • is elected by the General Assembly and reports back to it; • oversees the administration of the organization to ensure accordance with internal and external rules, mission and values, as well as the pursuit of approved strategies and plans; • flags detected irregularities to the board or competent bodies and follows up on corrective measures. • serves as a sounding board for members or staff to voice complaints. • may be involved in other control activities, such as the internal control system for certification requirements and financial audits. <p>Guidance: For the surveillance committee to fulfil its function, its members need to have a good understanding of their roles and responsibilities. All relevant information, such as meeting records, reports, accounts and contracts, should be provided to them in a timely manner for examination. It is crucial to elect members of a supervisory body that have adequate skills and knowledge of the organization If your organization already has a committee that fulfils this function you do not need to create one.</p>	The need to improve oversight functions in SPOs was highlighted in the consultation. Some SPOs already have a body that fulfil this function and/or a surveillance committee is required by national law. Also, producers mentioned that where a surveillance committee exists among SPOs, it has proven to be useful.
4.3	Non Discrimination			<p>Intent and Scope: Fairtrade International follows the Universal Declaration of Human Rights on ending discrimination. The Declaration rejects "distinction of any kind such as, race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status" (Article 2). Discrimination is making an unfair distinction in the treatment of one person over another on grounds that are not related to ability or merit. This section intends that these principles are followed. This is a voluntary social standard aiming to support the development of its beneficiaries. The "positive discrimination" of small producer members is therefore intended (see small producer definition and requirements of Standard section 1.2.). The same applies also for members from disadvantaged or minority groups as specified in 4.3.3.</p>			
4.3.1		0	Core	<p>You must not discriminate against members or restrict new membership on the basis of race, colour, gender, sexual orientation, disability, marital status, age, HIV/AIDS status, religion, political opinion, language, property, nationality, ethnicity or social origin. You must not discriminate regarding participation, voting rights, the right to be elected, access to markets, or access to training, technical support or any other benefit of membership.</p> <p>Guidance: Where particular forms of discrimination exist within an economic sector or geographical region, you are encouraged to show progress towards removing them, addressing them in your Fairtrade Development Plan.</p>			
4.3.2		0	Core	Your rules that determine who can become a member must not be discriminatory.			
4.3.3		3	Dev	You must identify disadvantaged/minority groups within your organization according to, for example, gender, age, income or land area.			
4.3.4		6	Dev	<p>You must have programmes activities in place related to the disadvantaged/minority groups that you have identified, to improve their social and economic position in your organization.</p> <p>Guidance: You are expected to show how you directly support your members from disadvantaged or minority groups in participating actively in your organization, for example by delegating organizational responsibilities. You are encouraged to give special attention to the participation of female members. You are encouraged to include these programmes within the framework of your Fairtrade Development Plan.</p>			

No.	Title/ Subtitle	Year	Core or Development	Current requirement	Change	Proposed change (deletions strikethrough, additions in red)	Explanation
NEW 4.3.5					X	<p>[Dev. 3]You develop and implement a gender policy. Your members are aware of this policy and its contents. Guidance: The aim of the policy is to increase women's active and equal participation in Fairtrade and to empower more women and girls with opportunities to access equitable benefits of Fairtrade. The policy should include the purpose, scope, actions to make it known, awareness raising, training, implementation and monitoring. Example of elements that can be included in the policy are: promoting participation of women in SPOs, Boards, leadership positions and other structures within the community, having a policy against sexual harassment, reinvesting in projects and programs focusing exclusively on women's needs but also that reduces the burden of care and work on women as this enables women to have time to participate in cooperative meetings. The gender policy can be part of a more overarching policy covering other relevant groups (e.g. youth, workers, family).</p>	<p>Majority of the stakeholders who responded during the first round of the consultation said that there was a need for Fairtrade to address the issue of gender inequality and the lack of women's participation within SPOs. Different suggestions were provided on how to address these issues while others cautioned about being too prescriptive. In order to enable each organization to decide on which areas of gender equality and women's empowerment to focus without being prescriptive, a development requirement on SPOs having a gender policy is proposed. A gender policy tailored to the needs and aspirations of each organization is likely to be more effective than a prescribed list of requirements.</p>
For Trader Standard							
NEW					X	<p>[Core. 0]If you provide any services such as training or other support activities to SPOs, you agree in advance and in writing with the SPO, on all terms and conditions, including fees. You do not put pressure on producers to accept the services and the fee, nor do you make it a condition of purchase. Guidance: The intention of this requirement is to ensure that SPOs can decide for themselves on the services provided to their members and their staff, and on the use of the Fairtrade premium.</p>	<p>Added transparency on services given to members from traders</p>