



# IMO Social & FairTrade Programme Version Feb.08

## Section 3: Social Issues Producer Groups

### 3.1.3 Non-Discrimination and Gender Aspects

If the organisation restricts new membership, the restriction may not contribute to gender discrimination or discrimination of particular social groups.

N°	Control Points Non-Discrimination and Gender Aspects (all groups)	MAX	Score	
1	Statutes (or similar effectively used guidelines) (0) clearly restrict (1) slightly restrict <b>(2=M) do not restrict access to membership based on race, colour, religion, sex, political opinion, national extraction or social origin</b>	3 M=2		
2	Disadvantaged groups (other than women) are (0) systematically excluded (2) not systematically excluded, even if not present (3) actively encouraged to participate actively in the group (committee members, staff, become full members)	4		
3	Women group members: (0) excluded (1) not excluded but not present (2) not excluded, some women members, wives of members are free to also attend group meetings (3) Women are actively encouraged to participate in the group and become full group members/ many women members	4		
4	Trainings and group activities for registered farmers adequately include all family members who are involved in production; (0) clear exclusion of e.g. wives of members; (2) active promotion of group participation, appropriate organisation of trainings to also include the wives, etc.; (3) high efforts to include women	4		
5	Producers and workers are always paid directly (e.g. for women farmer payment to women, not her husband): (0) no direct payment; <b>(2=M) direct payment</b>	2 M=2		
6	<u>Additional points for voluntary commitment:</u> The group is active to strengthen the overall social and economic role of women (or men, if disadvantaged) in the communities and in the group by specific programmes, trainings, adapted procedures for e.g. group meetings. – Rating (0) to (3), no norm requirement	3		
7	<u>Additional points for voluntary commitment:</u> The group creates specific and particularly beneficial opportunities (e.g. as producers, workers, micro entrepreneurs) for disadvantaged / discriminated ethnic (e.g. minorities) or social (e.g. handicapped) groups. - Rating (0) to (3), no norm requirement	3		
<b>TOTAL</b>		<b>MAX</b>	<b>TNP</b>	<b>Score</b>
<b>Maximum Points / Total Norm Points / Effective Points</b>		<b>23</b>	<b>10</b>	