



IMO Social & FairTrade Programme Version Feb.08

Section 3: Social Issues Producer Groups

3.2.2 Working Conditions on Producer Farms

All farm workers (or workers for a handicraft producer) have fair and safe working conditions (safety, wages, working hours, regular payment, acceptable living conditions if living on the farm, social benefits as required by law).

Any worker working for a major part of the year (more than approximately 8 months) is considered as “Permanent worker” in the following control points.

If no workers contracted (e.g. on typical smallholder farms), rating is normally (2) unless indicated otherwise.

N°	Control Points Working Conditions on Producer Farms	MAX	Score
1	Forced Labour on farms: (0) Evidence (2=M) no indication of forced labour	2 M=2	
2	Producers (0) clearly do not allow (2=M) allow associative activities and collective bargaining of workers and do not discriminate unionized workers	2 M=2	
3	Disciplinary practices: (0) violate human dignity or are not transparent; (2) fair and transparent; no deductions from wages without agreement of worker; or no disciplinary actions	2	
4	Discrimination: (0) Evidence (2) no indication of systematic discrimination of workers (based on gender, race, caste, origin, religion, etc.); no sexually coercive/intimidating /abusive behaviour; (3) good opportunities for disadvantaged social groups. <i>If no labour → 3</i>	3	
5	Farm machinery and equipment (including farm processing) are (0) very unsafe/ in dangerous condition (1=M) not really dangerous (2) adequately safe for workers or farmers themselves; work accidents not common; (3) very good practice and equipment	3 M=1	
6	Handling of agrochemicals / farm inputs by farmer and/or worker: (0) no protection / very unsafe handling although toxic inputs; (2=M) adequately safe handling procedures and protection of workers and producers , as required for specific type of inputs used. <i>If not ok → improvement/training plan for member producers</i> ; (3) very advanced handling procedures in local context, or no toxic/irritating substances used at all	3 M=2	
7	Storage of agrochemicals / farm inputs: (0) highly toxic inputs stored openly or in kitchen/bedrooms. Containers reused for water, etc.; (2=M) toxic agrochemicals not stored in living quarters ; adequately locked away to prevent accidental use by children. Empty containers not re-used for water or food. <i>If not ok → improvement/training plan compulsory If no toxic/irritating inputs → (2)</i>	2 M=2	
8	Workers and family members are informed about major safety risks and safe working practice: (0) not informed; (1) sufficiently aware of existing risks; (2) workers well trained or no major safety risks	3	
9	First aid equipment: There is (0) no (1) some incomplete (2) sufficient basic first aid equipment (as needed for potential work accidents); (3) good and complete first aid kit & knowledge in first aid. <i>If smallholder with only occasional casual labour → (2) or (3) if has first aid</i>	3	
10	Adequate protection from noise, dust, light (0) missing although necessary (2) adequate protection or not necessary	2	
11	Defined employment conditions for permanent workers (job position, wage, benefits if any, working times, leave entitlement, housing if any): (0) employment conditions not defined, not even orally; (1=M) clearly defined and known to worker , even if not written; (2) contract or official registration of worker or other documents indicating at least the basic employment conditions. <i>If no permanent worker (working for more than 8 months / year) → (2)</i>	2 M=1	
12	Defined employment conditions for casual/seasonal workers: (0) employment conditions not clear, not even orally; (1) wage and working times agreed and known to worker, even if not written; (2) contract or official registration of worker or other documents indicating at least wages and working times. <i>If Smallholder producer → (2)</i>	2	
13	Permanent workers are paid (0) less than local average (1) local average (2=M) at least applicable minimum wages⁹ or typical local rates (if no minimum wage defined); <i>if not: improvement plan</i> ; (3) paid more than local average (including benefits, if any) (4) paid substantially more. <i>If no permanent workers → (3)</i>	4 M=2	
14	Casual or seasonal labour are paid (0) less than local average (1) local average (2=M) at least typical local rates ; <i>if not: improvement plan</i> ; (3) paid more than local average (including. benefits, if any); (4) paid substantially more. <i>If no casual/seasonal workers → (3)</i>	4 M=2	
15	Payments of all workers are (0) not done or unduly delayed; (1) no fixed days, or a few delays; (2) regularly done as agreed	2	
16	Payments are (0) not (1) poorly (2) documented, at least for permanent workers; (3) documented for all workers. <i>If no workers → (3)</i>	3	

⁹ In case of pay-per-production, calculate income of an average production day without overtime.



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17	Regular working hours and rest days of permanent workers are normally (0) far higher (1) slightly higher (2) basically in line with national labour legislation	3		
18	Overtime is (0) compulsory, not remunerated extra; (1) voluntary but not paid extra OR not voluntary but paid extra; (2) voluntary and at least paid as extra time or time compensated; (3) voluntary and remunerated at premium rate. <i>If no permanent workers → (3)</i>	3		
19	Permanent farm workers: (0) no paid leave/holiday; (2) official holidays are granted as paid leave; (3) holidays plus annual paid leave. <i>If no permanent workers → (3)</i>	4		
20	Provident funds / basic coverage for retirement/basic social security: (0) not at all, although local system would permit registration of workers; (2=M) basic coverage for permanent workers if legally required. If not: improvement plan to correct situation; (3) for all workers or for employed workers better than required. <i>Smallholder producer → (2) or if farmer has some kind of social security →(3)</i>	3 M=2		
21	If workers are given housing on the farm: (0) not acceptable conditions in local comparison; (1=M) acceptable ; (2) safe and adequate housing conditions in local context; reasonably priced; (3) very good housing in local context	3 M=1		
22	Farm workers are included in social development plan of the group: (0) not included, although many producers have contracted labour; (2) gradual improvement of working conditions of farm workers included in development plan/FairTrade policy or similar document; (3) demonstrated efforts to increase awareness in labour issues and work towards improvement of labour conditions	3		
TOTAL		MAX	TNP	Score
Maximum Points / Total Norm Points / Effective Points*		61	44	

* High score in this chapter may indicate either excellent working conditions for workers contracted on producer farms, or that the participating farms are genuine smallholder farms that structurally only depend on family labour.