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Section 3: Social Issues Producer Groups

3.3.2 Employment Conditions for Producer Group Staff

N°	Control Points Employment Conditions Producer Group Staff	MAX	Score
1	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; (3) good contract system <i>If no permanent worker (working for more than 8 months / year) → (2)</i>	3 M=1	
2	Defined employment conditions for casual/seasonal workers: (0) employment conditions not clear, not even orally; (1=M) 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, working times; (3) good contracts	3 M=1	
3	Permanent workers are paid (0) less than local average (1) local average (2=M) at least applicable minimum wages¹⁰ or typical local rates (if no minimum wage defined); if not: improvement plan; (3) paid more than local average (including benefits, if any); (4) paid substantially more. <i>If no permanent workers → (3)</i>	4 M=2	
4	Casual or seasonal labour are paid (0) less than local average (1) local average (2=M) applicable minimum wages or (if not defined) typical local rates; if not: improvement plan; (3) paid more than typical local wages (including benefits, if any); (4) paid substantially more	4 M=2	
5	Training sessions, time lost due to machine stoppage and other events beyond control of worker are (0) not remunerated (2) paid at normal rate	2	
6	Payments of all workers are (0) not done or unduly delayed; (1) no fixed days, or a few delays; (2) regularly done & on agreed days	2	
7	Payments are (0) not (1) poorly (2=M) well documented	2 M=2	
8	If accommodation or other in-kind remuneration is offered, workers (0) cannot choose freely (2) can choose freely the type of remuneration preferred (e.g. cash instead of housing); (3) substantially less than local prices/subsidized accommodation or food. <i>If n.a. → (2)</i>	3	
9	If staff is given housing by the company: (0) not acceptable conditions in local comparison; (1=M) acceptable ; (2) safe and adequate housing conditions in local context; reasonable rates; (3) very good housing; very good/subsidised rates; (4) very good and free <i>If no housing → (2)</i>	4 M=1	
10	Weekly working hours and rest days of permanent workers are normally (0) far higher (1) slightly higher (2) weekly hours in line with national labour legislation; at least 1 rest day out of seven; (3) weekly working hours lower than legal maximum hours OR working hours < 42 hours/week; (4) exceptionally good working hour requirements; flexible working hours	4	
11	Overtime is (0) compulsory, not remunerated extra; (2) voluntary and at least paid as extra time or time compensated; total working time not > 60 hours, including typical overtime; (3) remunerated at premium rate. <i>If no workers → (3)</i>	3	
12	Holidays/paid leave: (0) no paid leave/holidays; (2) holidays and paid leave granted as per legal requirements; (3) generous paid leave allowance, paid sick days; (4) exceptionally generous paid leave & sick days allowance	4	
13	Basic coverage for retirement / provident fund: (0) not at all; (2=M) for all workers if legally required (in many cases only for permanent workers). <i>If not → plan for correction</i> ; (3) better than legally required OR for all workers with adequate contributions from employer (even if legally required); (4) exceptionally high coverage and contributions by employer	4 M=2	
14	Basic coverage for maternity is guaranteed: (0) not at all (1) some efforts / not yet sufficient; (2) basic coverage for permanent workers as per legal requirements; (3) for all workers or for permanent workers higher than required OR at least 12 weeks; (4) exceptionally generous practice; substantial contributions by employer	4	
15	Regular employment for regular workers (working basically all year): (0) regular workers don't have the status of permanent workers; (2) regular workers are employed with all benefits of a permanent worker: regular work guaranteed, social security payments, sick-days/paid leave entitlements, etc. May be salaried or paid on daily wage; (4) Special effort to provide more workers than industry normal with regular employment rather than contract labour	4	
16	<i>If (some) workers are clearly marginalized → included in social development plan of the group:</i> (0) not included; (2) gradual improvement of working conditions of workers included in development plan/social policy; (3) demonstrated commitment to continuously improve labour conditions of workers <i>If n.a. → 3</i>	3	

¹⁰ In case of pay-per-production, calculate income of an average production day without overtime.



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TOTAL	MAX	TNP	Score
Maximum Points / Total Norm Points / Effective Points*	53	32	