

Draft Project Assignment

Hired Labour Standard Review (20.11.24)

This project assignment contains the most important information about the project. For additional information on the project, please contact the project manager (contact details below).

The project will be carried out according to the Standard Operating Procedures for the Development of Fairtrade Standards/Minimum Prices and Premiums. More information on these procedures can be found on the [website](#).

Rationale for and justification of need for the project:

The Fairtrade Standard for Hired Labour is due for review as part of the regular standard monitoring and review cycle. The review will take place in phases and this round will mainly focus of the labour conditions chapter of the Hired Labour Standard. Reporting requirements related to Human Rights and Environmental Due Diligence as well as premium reporting via the FairInsight online platform will also be covered.

The review is also an opportunity to adapt and to ensure that the standard is in line with the Fairtrade global strategy 2021-2025 and contributes to its achievement. The strategy places great emphasis on empowered farmers and workers, growth and innovation, advocacy and digitalisation.

Risk assessment:

The following risks could affect the success of the project:

- There is a risk that stakeholders will expect a full review of the Hired Labour Standard and/or will expect additional issues to be addressed that are out of the scope of the review.

Mitigation: Make the objective clear to stakeholders that this is not a full review of the standard and that the topics will be reviewed in phases.

- Low participation in the consultation process

Mitigation: Work closely with the Fairtrade system in particular with the Producer Networks to motivate participation of key stakeholders.

- Lack of system wide consensus about certain key issues that may increase the complexity of the standard review.

Mitigation: Ensure clear communication with all stakeholders and if needed, conduct a second round of review to ensure stakeholder consensus. In addition, discussions amongst different categories of stakeholders will be organized to reach common understandings and find solutions.

<p>Project Start Event:</p> <p>Publication of the project assignment</p>	<p>Project Start Date:</p> <p>20.11. 2024</p>
<p>Project End Event:</p> <p>Publication of standards</p>	<p>Project End Date:</p> <p>Q4 2025</p>
<p>Project Goal and Objectives</p> <p>Goal: The main goal of this review is to strengthen and improve the Fairtrade Standard for Hired Labour so that it contributes to sustainable livelihoods for workers and their families.</p> <p>Objectives:</p> <ul style="list-style-type: none"> • Review and analyse outstanding issues related to the Labour conditions chapter of the Hired Labour Standard since last revision • Develop guidance for the implementation of requirement 3.5.4 of the Hired Labour Standard • Consult on Human Rights and Environmental Due Diligence (HREDD)-related reporting requirements • Consult on including Premium reporting via the FairInsight online platform into the generic Hired Labour Standard • Collect additional topics, issues, and concerns from relevant stakeholder groups and recent studies • Improve standard language for better clarity and simplicity • Develop final proposals for approval by the Standards Committee <p>Connection with Theory of Change (ToC):</p> <p>This project contributes to the goals of Fairtrade International which is to make trade fair, empower workers and foster sustainable livelihoods. For more information on Fairtrade’s ToC see this link.</p>	
<p>Project scope:</p> <p>This project covers all regions and products where the Fairtrade Standard for Hired Labour apply</p> <p>The Fairtrade Standard for Hired Labour is complementary to the product specific standards. For more information on Fairtrade Standards click this link.</p>	<p>Out of scope:</p> <ul style="list-style-type: none"> - Full review of the Hired Labour Standard - Product specific Standards - Fairtrade Minimum Price and Fairtrade Premium reviews
<p>Project timelines and information on opportunities to contribute:</p> <p>Scoping: Oct 2024 Research: Oct 2024 – Feb 2025 Consultation *: March - April 2025</p>	<p>Decision making process:</p> <p>The final decision will be taken by the Standards Committee (SC), a body made up of stakeholder representatives. The SC will aim at</p>

<p>Drafting proposal to SC: Q3 2025 SC decision : Sep 2025 Standard publication and implementation : Q4 2025</p> <p>* More information will be provided closer to the consultation period on our website. If you are identified as key stakeholders, you will receive an invitation to participate.</p>	<p>making a decision based on consensus. They may reword the final proposal if needed to reach consensus. If consensus cannot be reached, the SC will resort to voting.</p>								
<p>Project Owner (Unit):</p> <p>Alina Amador, Head of Standards</p>	<p>Project Manager (contact point for the project):</p> <p>Jebet Yegon, Senior Project Manager, Standards & Pricing</p>								
<p>Project Team (Unit):</p> <table border="1" data-bbox="247 896 837 1512"> <tr> <td>FI</td> <td>Wilbert Flinterman- Workers Rights and Trade Unions Diletta Parisi – Global Impact Lilian Maina – Social Compliance</td> </tr> <tr> <td>FLOCERT</td> <td>Ute Baoum</td> </tr> <tr> <td>PNs</td> <td>FTA: Michael Kitetu CLAC: Maria Trinidad NAPP: Subhro Tudu Arut Selvan</td> </tr> <tr> <td>NFO</td> <td>FTI: Peter Gaynor MHCH: Manuela Stiffler FTG: Maria Steenpass</td> </tr> </table>	FI	Wilbert Flinterman- Workers Rights and Trade Unions Diletta Parisi – Global Impact Lilian Maina – Social Compliance	FLOCERT	Ute Baoum	PNs	FTA: Michael Kitetu CLAC: Maria Trinidad NAPP: Subhro Tudu Arut Selvan	NFO	FTI: Peter Gaynor MHCH: Manuela Stiffler FTG: Maria Steenpass	<p>Project Environment (stakeholder groups not part of the project team):</p> <ul style="list-style-type: none"> • Certified Producer organizations under the Hired Labour Standard • Workers’ Rights advisory Committee (WRAC) • NFOs • Global Product Managers
FI	Wilbert Flinterman- Workers Rights and Trade Unions Diletta Parisi – Global Impact Lilian Maina – Social Compliance								
FLOCERT	Ute Baoum								
PNs	FTA: Michael Kitetu CLAC: Maria Trinidad NAPP: Subhro Tudu Arut Selvan								
NFO	FTI: Peter Gaynor MHCH: Manuela Stiffler FTG: Maria Steenpass								