

Guidance for Implementing the FairWild Standard (Version 2.0)



**GUIDANCE MANUAL FOR IMPLEMENTATION OF
SOCIAL & FAIR TRADE ASPECTS
IN FAIRWILD OPERATIONS**

VERSION 1.1

DECEMBER 2013

This document, and other documents related to this Standard are available on the FairWild website: www.FairWild.org.

For more information contact:

FairWild Foundation Secretariat
CH-8570 Weinfelden, Weststr. 51
Switzerland
Tel: +41-(0)71-626 0 626
Fax: +41-(0)71-626 0 623
e-mail: secretariat@FairWild.org

Comments on the FairWild Standard: Version 2.0 and related guidance documents are welcome. Please direct inquiries and comments to: secretariat@FairWild.org

FairWild Foundation. 2013. *Guidance Manual for Implementation of Social and Fair Trade Aspects in FairWild Operations* (Version 1.1 - December 2013). FairWild Foundation, Weinfelden, Switzerland.

© **FairWild Foundation, Switzerland**

Reproduction of this document for educational or other non-commercial purposes, or by users of the FairWild Standard for internal use, is authorised without prior written permission from the copyright holder provided the source is fully acknowledged.

Reproduction of this document for resale or other commercial purposes is prohibited without prior written permission of the copyright holder.

Contents

ACKNOWLEDGMENTS.....	1
HOW TO USE THIS MANUAL	2
1 INTRODUCTION.....	3
2 FAIR COLLECTION PRACTICES.....	5
2.1 FAIR RELATION BETWEEN COLLECTION OPERATION AND COLLECTORS.....	5
2.1.1 <i>Explanation of Requirements</i>	5
2.1.2 <i>Self-Assessment of Current Practices</i>	6
2.1.3 <i>Improvement Measures</i>	7
2.2 CHILDREN AND YOUNG PERSONS IN COLLECTION	8
2.2.1 <i>Explanation of Requirements</i>	9
2.2.2 <i>Self-Assessment of Current Practices</i>	10
2.2.3 <i>Improvement Measures</i>	10
2.3 RESPECTING CUSTOMARY RIGHTS AND BENEFIT SHARING	11
2.3.1 <i>Explanation of Requirements</i>	12
2.3.2 <i>Implementation Guidance</i>	12
2.3.3 <i>Improvement Measures</i>	14
3 FAIRWILD PRICING.....	15
3.1 FAIR PRICES FOR COLLECTORS	15
3.1.1 <i>Explanation of Requirements</i>	15
3.1.2 <i>Implementation Guidance</i>	16
3.2 SETTING THE FAIRWILD SALES PRICE AND FAIRWILD PREMIUM	19
3.2.1 <i>Explanation of Requirements</i>	19
3.2.2 <i>Implementation Guidance</i>	19
3.3 FAIRWILD PREMIUM ADMINISTRATION AND USE	21
3.3.1 <i>Explanation of Requirements</i>	21
3.3.2 <i>Implementation Guidance</i>	22
4 FAIR EMPLOYMENT CONDITIONS.....	24
4.1 BASIC LABOUR RIGHTS.....	24
4.1.1 <i>Explanation of Requirements</i>	24
4.1.2 <i>Implementation Guidance</i>	25
4.2 HEALTH AND SAFETY	26
4.2.1 <i>Explanation of Requirements</i>	26
4.2.2 <i>Implementation Guidance</i>	26
4.3 GOOD EMPLOYMENT CONDITIONS.....	27
4.3.1 <i>Explanation of Requirements</i>	28
4.3.2 <i>Implementation Guidance</i>	29
ANNEX	30
ANNEX 1: SAMPLE ORGANISATIONAL CHART WILD COLLECTION OPERATION	30
ANNEX 2: EXAMPLE FAIRWILD FAIR TRADE POLICY	31
ANNEX 3 COST CALCULATIONS.....	33

ANNEX 4 EXAMPLE COST CALCULATION 1.....34
ANNEX 5 EXAMPLE COST CALCULATION 2..... 35
ANNEX 6 SAMPLE SOCIAL POLICY36

ACKNOWLEDGEMENTS

The FairWild Foundation expresses thanks to all who contributed to the development and review of this Guidance Manual. In particular, the FairWild Foundation thanks Florentine Meinshausen, IMOswiss AG, who developed the first draft of the Manual, and Wolfgang Kathe, Bryony Morgan and Ximena Buitrón, who adapted the document during a review process between November 2012 and June 2013.

The FairWild Foundation is grateful for the active input of experts consulted during the review process, namely the members of the FairWild Foundation's Technical and License Committees, staff of TRAFFIC and IMOswiss AG and all external experts and stakeholders who contributed to the development and review of this Guidance Manual. The guidance is developed based on the efforts of the companies and collectors who undertake to implement the FairWild Standard in practice, and have provided their feedback in the course of pilot projects and through participation in the certification scheme.

The publication of this Guidance Manual was made possible through the generous financial support of the German Federal Agency for Nature Conservation (Bundesamt für Naturschutz, BfN) and WWF Germany. The Manual also draws on guidance material developed in the context of the framework of the programme "Sustainable management of the biodiversity in protected areas and forests, South Caucasus" financed by the German Federal Ministry for Economic Cooperation and Development (BMZ) and implemented by the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ).

HOW TO USE THIS MANUAL

This FairWild Guidance Manual is intended to provide users of the FairWild Standard (e. g. collection companies, collectors associations, certifiers) with detailed, easy-to-understand information on managing social and Fair Trade aspects in wild collection in compliance with the requirements of the FairWild Standard Version 2.0.

Structure

This guidance manual has two parts:

The Manual includes

- Introduction
- For each relevant principle of the FairWild Standard the criteria with performance indicators are listed with explanation and background information on the requirements. Guidance on implementation with practical tips and examples are given.

The Annex to this guidance document provides formats or examples of required documents or procedures mentioned in the Manual.

Sections providing implementation guidance on the FairWild principles are structured as follows:

Criteria of the FairWild Standard

The most important performance indicators are listed (norm level i.e. rating level 2 in the FairWild Version 2.0 Performance Indicator list and MIN requirements) to facilitate understanding of key requirements.

The numbering in the grey summary sections refers to the Criteria and respective performance indicators of the FairWild Version 2, Performance Indicators Document.

Example: 'f' in section 8.2 stands for the performance indicator N° 8.2.f.

- *Not all performance indicators are listed, only those considered particularly relevant.*
- *All MIN requirements are included¹.*
- *In some sections indicators are summarised for easier reading.*
- *In all cases only the norm² is displayed (level 2 in the FairWild Performance Indicators). For indications of best practice, refer to the Performance Indicators document.*

Explanation of Requirements

This section provides relevant background information to support better understanding of the FairWild requirements.

Implementation Guidance

In this section the procedures to ensure compliance are explained and examples are given on what should be kept in mind when addressing certain issues. 'Implementation Guidance' chapters are often split into two sections: 'Self-assessment of current practices' and 'Improvement measures'.

Boxes give practical examples of good practice or suggestions to improve performance.

Each section ends with the documentation to be maintained by the wild collection operation.



Summarises aspects that must be included in the operation's management plan and related documentation

Describes a separate document or record which should be prepared and kept by the collection operation

¹ MIN are minimum requirements the operator needs to fulfill before certification in the year indicated. For details see FairWild Standard 2.0.

² The 'norm' compliance is defined as a rating of '2' out of a rating span between '0' and '3'. For further details see FairWild Standard 2.0.

1 INTRODUCTION

The FairWild Standard: Version 2.0 applies to wild plant collection operations wishing to demonstrate their commitment to sustainable collection, social responsibility and fair trade principles.

The purpose of the FairWild Standard is to ensure the continued use and long-term survival of wild species and populations in their habitats, while respecting the traditions and cultures, and supporting the livelihoods of all stakeholders, in particular collectors and workers.

Several guidance manuals have been developed to explain specific key aspects in the FairWild Standard, e.g. resource assessment and the FairWild management plan. This Guidance Manual focuses on social and Fair Trade aspects within the FairWild Standard.

The Manual covers implementation guidance for the following Principles:

Principle 4. Respecting Customary Rights and Benefit-Sharing

Principle 5. Promoting Fair Contractual Relationships between Operators and Collectors

Principle 6. Limiting Participation of Children in Wild-Collection Activities

Principle 7. Ensuring Benefits for Collectors and their Communities

Principle 8. Ensuring Fair Working Conditions for all Workers of Wild-Collection Operations

Social Aspects in the FairWild Standard

The FairWild Standard requires fair working conditions for all people involved in sustainable wild collection. On collection level this means that collectors do not face any health and safety hazards during collection and that they earn a fair income from collection. The role of children in collection is minimised as much as possible and monitored to prevent prohibited forms of child labour. Collectors shall be empowered to take an active role in their negotiations with the collection operation. All workers contracted by collectors, e.g. as seasonal labour, shall enjoy good working conditions.

All workers of the collection operation, e.g. field staff and workers in collection centres or processing/packing units shall enjoy good employment conditions. Core labour rights like 'freedom of association' and strict conditions on child labour as well as 'no discrimination' must be respected. Fair wages, reasonable working hours and social benefits must be guaranteed.

For FairWild certification, the wild collection operation has to develop a management plan and internal collection rules. In preparation of certification the collection operation should investigate the present status with regard to social aspects in collection, in particular:

- health and safety risks in the collection process
- health and safety risks in any post-collection activities
- common practices in collection with regard to involvement of children (under the age of 15) or young people (15 to 18 years of age)
- common practices with regard to contracted workers/helpers in collection and their working conditions (including the provision and use of adequate insurance and safety equipment where relevant)

Problems identified should be addressed in the operation's management plan or other relevant documents. Training of collectors will be important to improve the identified problems. The relevant social aspects should be included in documents defining contractual relationships or collection instructions for collectors as appropriate.

In addition, the operation will need to review its employment practices and might need to address shortcomings.

Fair Trade Aspects in the FairWild Standard

In FairWild, collectors are normally the key Fair Trade beneficiaries. The collection operation has to maintain fair and transparent relations with the collectors and actively involve them in key decisions that directly affect them. In addition to fair prices for the collected products, the FairWild operation shall agree with buyers on an adequate FairWild Premium to be paid into a separate premium fund. The premium fund is intended to finance sustainable community projects for collectors or the local community. Its use must be decided upon by the collectors' assembly or through a multi-stakeholder process. The fund has to be administered responsibly with complete and truthful documentation of all expenses.

For FairWild certification, the wild collection operation has to include Fair Trade aspects in the management plan and related implementation documents such as policies. In particular, the following topics should be covered:

- fair pricing based on transparent and comprehensive cost calculations
- basic needs / living wage calculations
- establishment of committee to decide on use of Fair Trade Premium
- administration of Fair Trade Premium
- open and fair trading relationships between producer(s) and buyer(s)

Problems identified should be addressed in the operation's management plan or other relevant documents. Collectors and workers should be trained to understand the concept of Fair Trade and structures should be developed that guarantee the participation of all beneficiaries in the development of relevant structures (e. g. Fair Trade Committee) and calculations (e. g. production costs; basic needs).

World-wide Applicability of the FairWild Fair Trade Aspects

Fair Trade as a concept was developed by progressive companies in the food and cosmetic sectors in the 1970s, albeit without calling their approach 'Fair Trade'. The name became popular in the 1990s with the success of the Fairtrade Labelling Organization (FLO) and its national initiatives. The basic pillars of fair trade were a fair price (based on definitions of minimum prices per commodity and country of origin), a Fair Trade Premium for funding social community projects, prepayment to producers and reliable trade relationships between trade partners. Originally, the concept focused on 'South-North Trade', i.e. from so called developing countries to so called developed countries. It was designed to support especially smallholder farmers in poor countries and provide market access and achieve better prices for them.

After 2005, Fair Trade has considerably diversified, with regard to the scope of products traded, the standard concepts and the number of Fair Trade players on the market. Today, there are many different initiatives, which are not related to FLO (recently renamed into 'Fairtrade International') but provide independent Fair Trade certification. FairWild is one of them. Since the early days of Fair Trade, a lot has changed. While there are still considerable differences in the economic wealth and poverty level of countries, the old 'South-North' dichotomy is not valid any more. The social conditions and respect of worker rights in many 'rich' countries like the USA and many EU countries have deteriorated and poverty is increasing. On the other hand, quite a number of 'Southern' countries have become economically more developed with an increasing part of the population who can be considered as wealthy. Today, Fair Trade products are also sold in Brazil, India, Malaysia, Indonesia and many other 'Southern' countries, and there are Fair Trade production initiatives in North America and Europe.

FairWild takes these developments into account. Therefore, it applies no restrictions on countries of production and import. Still, the principles of FairWild are based on general Fair Trade principles which are also applied by Fairtrade International, Fair for Life, Ecocert Fairtrade, Soil Association Ethical Trade and others. In addition, every FairWild operator needs to have an overview of the level of marginalization of collectors / workers and identify target groups for FairWild Premiums. It is the ultimate goal of FairWild to improve livelihoods of collectors and workers who are active in sustainable gathering and processing of plants, lichens and fungi from the wild in any country around the world, where collection is happening. The decision whether or not an operator works with marginalized groups in the local context is left to the FairWild certification agency.

2 FAIR COLLECTION PRACTICES

2.1 Fair relation between collection operation and collectors

5.1 The economic relation between operation and collectors is fair and transparent and allows collectors to be involved in important decisions such as premium use or pricing agreements

MINIMUM REQUIREMENTS from Year 2:

- e. The collection operation entertains an open dialogue with collectors on relevant FairWild aspects e.g. during collectors training and encourages collectors to elect a collectors' representative board that discusses key FairWild aspects (prices, Premium use, important business developments for the collectors to be aware of) on their behalf.

NORM REQUIREMENTS:

- a. Collectors receive basic information on approximate quantities that can be sold to the collection operation.
- b. Collectors feel fairly well treated in the contractual relationship.
- c. The collection operation aims at long-term collection agreements with collectors: Collectors' contracts are only cancelled with documented due reasons (insufficient quality, declining sales) and collectors are given adequate notice.
- d. Collectors can resign from collection activities within an appropriate and fair time frame.
- f. All collectors have voting right to elect their representatives, who form part of a collectors' representative board to discuss with collection operation key collectors' concerns, such as prices, and have a say in FairWild Premium fund decisions.

5.2 There is no discrimination against collectors based on race, colour, ethnic origin, religion, sex or political opinion and encouragement of women as registered collectors.

MINIMUM REQUIREMENTS from Year 1:

- a. Operation policies or statutes do not restrict access to collectors group based on race, colour, religion, sex, political opinion, national extraction or social origin.

MINIMUM REQUIREMENTS from Year 2:

- c. Collectors (irrespective of their social status, gender, race etc.) have the same conditions (contract, trainings, prices paid, etc.)

NORM REQUIREMENTS:

- b. Disadvantaged groups (other than women) are not systematically excluded as registered collectors
- d. Women are not excluded from registration as collectors, and at least some collectors are women. Wives of registered collectors can also attend meetings and trainings.

2.1.1 Explanation of Requirements

Criteria 5.1 and 5.2 address the relation and communication between the collection operation and its collectors. It includes the requirement to begin and maintain a dialogue with collectors on all aspects directly concerning them, i.e. the FairWild system and certification, information about products requested (species, quality, volumes) and prices. The aim is a long term cooperation based on a contractual relationship. In order to empower the beneficiaries of the fair trade system, the collectors and workers should associate and elect representatives who participate in the decision making process with regard to Premium fund use and represent the collectors in talks and negotiations with the collection operator.

The relationship between the collection operation and the collectors and workers therefore should be well defined, with an adequate flow of information to the collectors and feedback from collectors back to the operation e.g. through approved minutes of meetings. The operation should maintain transparent and equal relations to all registered collectors without preferring or discriminating against any collectors on the basis of race, colour, ethnic origin, gender, sexual orientation, or other factors. The role of women (or men, if disadvantaged) as collectors should be strengthened, if there are cultural or other factors involved preventing their full participation. If there is a strong discrepancy in numbers of women and men collectors, the reasons should be investigated and analysed to find out whether or not this discrepancy is based on potential gender discrimination. Whenever possible, operators should strive for a good balance between women and men collectors.

Collectors are often not organised, and have very limited bargaining power in discussion with a collection operation. While the existence of a formal collectors' representation organisation is not compulsory in FairWild, FairWild companies are required to maintain at least a very good and open dialogue with collectors, including group discussions of important issues, e.g. during consultation or training sessions. Collectors shall be informed and have a say in all aspects that directly concern their trade relation with the collection operation. This concerns in particular price setting and purchase practices, internal collection standards, as well as all aspects related to the FairWild Premium.

The best means to establish an ongoing dialogue and long-term relations with collectors is the creation of a collectors' representation. The collection operation therefore must encourage collectors to start at least a simple form of individual or group representation to facilitate communication and negotiations. If more suitable, several collector representations can be set up (e.g. for different, independent regions). An example for an organisational chart of a collection operation is presented in Annex 1.

The main purpose of the collectors' representation, be it individual, via a group or an organization, is to have more regular and in-depth discussions between the collection operation and the collectors and to act as communication link between the operator and the collectors. The representatives shall facilitate collectors' meetings to understand the collectors' needs and to maintain good communication on key issues in both directions.

2.1.2 Self-Assessment of Current Practices

The collection operation should review its present contractual arrangements with its collectors, in particular:

- Written contract or other standard agreement between collection operation and collectors: what are contract termination clauses (if any)?
- Is the operation at present working long term with collectors or is it rather an ad-hoc relationship depending on required quantities and collector availabilities? What would need to be changed to make it more of an ongoing, continued relationship?
- Present system of information flow to and from collectors: are collectors informed about quantities / qualities that will be bought from them as well as other requirements that would need to be met? How does communication work on issues like quantities, prices, collection practices (e.g. through village heads etc. or by means of regular meetings with collectors). Does the operation staff directly and regularly interact with collectors and understands their expectations and concerns? Does this information reach the collection management as well and is considered in key decisions with direct impact on collectors?
- Are the conditions for becoming a collector and the conditions of trade the same for all collectors? Are all being paid the same prices and can deliver similar quantities or work according to different requirements (collected species, collection time, transport conditions, etc.)? How are decisions made if not all products collected can be bought by the operation? Is there a transparent and fair system to determine which collectors may sell how much?
- What is the role of women in collection and decision-making processes? Are any women directly registered as collectors? If not, how active are they in collection and to what extent does the income from collection reach them as well? How could the role of women be further strengthened? How can they be included in training and other group activities? Are (especially women) collectors paid directly or is the money for the goods they collect given or transferred to their spouses or families (e.g. husbands or clan / family heads)?

The collection operation should review and discuss the present degree collector organization in their work and cooperation with the collection operation.

- Do collectors within e.g. the same village, area or site know each other and discuss FairWild collection matters informally?
- Are there any traditional structures in place (e.g. village heads or chief collectors) who effectively represent the collectors' interests towards the collection operation? An existing informal organisation, e.g. village groups, can be used to build up a formal structure.
- Is there any group feeling between different collection groups or villages? What would be a reasonable geographical area with similar collection activities for a regional collectors' organisation? The set-up should allow representatives to meet each other and the collection operator reasonably easily and should permit implementation of community FairWild premium projects. Example: *If in a certain region collectors from 6 neighbouring villages collect the same or very similar products, all these collectors could well be combined into one representation organisation with e.g. one representative for each village or collection site.*

2.1.3 Improvement Measures

Most collection operations find that there is a relatively low degree of collector organisation or co-ordinated interaction and regular communication between the collection operations and the collectors. Therefore, the operation will need to develop and implement a plan how to establish better communication links and encourage collectors to organise and participate in important decisions.

Depending on the operational setting, present/traditional forms of organisation and inherent challenges (such as e.g. collectors spread over a vast area or different regions), ideas for suitable organisational forms should be analysed and discussed with collectors to identify suitable solutions.

In collection companies with geographically separate collection regions (e.g. collection areas in different parts of the country or province) it may be best to initiate one collection organisation per collection region and arrange individual meetings with the collection operation.

If the collection areas are rather small but scattered and geographically far apart, one joint representation organisation with representatives from the different subgroups may still be meaningful on issues like prices and to ensure closer communication and understanding between the collector subgroups and the collection operation; for premium use decisions a good balance would need to be found, e.g. through rotating the beneficiary regions for the Premium fund projects on an annual basis.

In case of a collection area with different subgroups (e.g. village collection centres), a joint representation organisation may be suitable, if necessary a rotating scheme for premium use in different villages could be envisaged.

An example for a plan to encourage and support collectors in establishing a representation organisation and an organisational chart is included in Annex 2.

In case the collectors are not interested to organise themselves, although encouraged by the collection operator, the operation should investigate into other options to maintain a good dialogue with collectors on key issues. Annual collector trainings can be used in order to establish more dialogue.

Annual collector trainings can be combined with discussions of FairWild premium use to understand collectors' ideas and wishes to be considered in the FairWild Premium committee. The collector meeting can also be used to let collectors vote on proposed FairWild premium use projects. To get more feedback and ideas from collectors it can be useful to have collectors develop their own proposals e.g. in mini-group sessions presented to the full group afterwards.

The training can be used to communicate procedures and prices or price setting mechanisms to collectors, or other relevant issues such as grading procedures during purchase, payment terms etc. The discussions should be as interactive as possible. Collectors should have the opportunity to raise their concerns or make comments.

Alternatively, the operation can establish a system of collector groups who regularly meet with collection field officers to discuss various practical matters related to sustainable collection. These meetings aim at maintaining a good dialogue on prices, FairWild premium use and other relevant matters:

Once a suitable organisational form has been found, the terms of reference for a collectors' representation or more informal dialogue during annual trainings should be integrated into the operation's management plan (as annex or directly in the management plan).



Terms of reference for the collectors' organisation: aims of the organisation, voting rights, voting or other procedures to elect collectors representatives; regular meetings of representatives with each other and the collection operation; record keeping information flow from collector representatives to collectors.



Discussions on FairWild premium use, as well as prices, grading or other relevant aspects should be integrated into the collector training curriculum or standard procedures for annual trainings.

2.2 Children and young persons in collection

Children are protected under international law and shall not work as labourers or collectors (criterion 6.1). In most social standards related to agriculture or similar work, there are specific provisions about children helping their families, as this is not contracted work. There are two different FairWild Standard criteria and performance indicators relating to children helping collectors in collection:

- a) Collectors contract (in writing or orally) and pay children to help them in collection or collect products on their behalf, e.g. the collectors asks the neighbour's children to help in collection for pocket money after school → see criterion 6.2
- b) Children helping their own family in collection → see criterion 6.3

6.1 Children are not contracted as collectors. Young collectors never do any hazardous work.

MINIMUM REQUIREMENT from Year 1:

- a. The collection operation does not contract children younger than 15 years as collectors.

MINIMUM REQUIREMENT from Year 2:

- b. If the collection operation contracts young collectors of age 15-18 years, it monitors carefully that the collection activity is not dangerous to the young people's health, safety and does not jeopardise their development.

6.2 Collectors do not contract children as workers to help them in collection or processing.

MINIMUM REQUIREMENT from Year 1:

- a. No children younger than 12 years are contracted by collectors to help in their collection or processing activities.
- c. Young workers (15-18 years) **CONTRACTED** as workers by collectors do not engage in work that is dangerous to their health, safety and that may jeopardise their development.

MINIMUM REQUIREMENT from Year 2:

- b. Children between 12 and 15 CONTRACTED as workers by the collectors: if sometimes working for pocket money, they only do light and non-hazardous work during non-school hours. Not more than app. two hours/day.

6.3 Children helping their parents in collection or home processing do very limited work in collection and only under supervision.

MINIMUM REQUIREMENT from Year 2:

- a. Children < 12 years helping their parents do only very light and non-hazardous collection related work: less than app. two hours/day regularly; under parental supervision; work does not jeopardise school attendance.
- b. Children 12-15 years helping their parents do no SUBSTANTIAL work (more than three hours/day) during school or app. seven hours during school holidays); work is non-hazardous and appropriate for age.

NORM REQUIREMENT

- c. Young people (15-17 years) helping their family are not engaged in work that is dangerous to their health, safety or may jeopardise their development.

2.2.1 Explanation of Requirements

Child labour is regulated under various international conventions and recommendations, most prominently ILO Convention 138 (Minimum wage), ILO Convention 33 (Minimum wage in non-industrial situations) and ILO Convention 183 (Worst forms of child labour). Children under the age of 15 shall not be employed as workers and hence may also not be contracted as collectors. Also young workers and hence young collectors (15-18 years) are protected by international law. If the collection operation contracts young collectors, great care must be taken to monitor that their work is not hazardous or may jeopardize their development or wellbeing.

The situation of children working in collection is more complex. As it is considered as a “non-industrial situation” under ILO conventions, there is some flexibility in international legislation for children older than 12 years. These children are permitted to engage in light non-hazardous work for limited times after school or during school holidays to earn pocket money.

ILO convention 33 permits that in non-industrial situations “Children over twelve years of age may, outside the hours fixed for school attendance, be employed on light work – (a) which is not harmful to their health or normal development; (b) which is not such as to prejudice their attendance at school or their capacity to benefit from the instruction there given; and (c) the duration of which does not exceed two hours per day on either school days or holidays, the total number of hours spent at school and on light work in no case to exceed seven per day; not on Sundays and legal public holidays nor during night.” ‘Sundays’ needs to be interpreted in a flexible way, because in some areas, Sundays are regular work days. In this case, any other weekday may be defined as a regularly free day.

In the case of children helping their families there is slightly more flexibility, as children even under the age of 12 frequently participate in collection during non-school hours. They are allowed to join in very light activities and help their parents. It is most crucial that all such activities of children must be analysed in detail and closely monitored / supervised by the collection operation to make sure that children never do substantial or hazardous work or work long hours, even under supervision of their parents. This work must under no circumstances jeopardise school attendance or successful education.

The provisions of this FairWild criterion have been debated at length and are still to some degree controversial. For this reason it is HIGHLY RECOMMENDED to operators to avoid any form of child labour through sub-contracting by other collectors and do not allow sub-contracting of collection work to children between under the age of 15 at all, because this can be interpreted as by-passing the provisions of Criterion 6.1.

In cases where the participation of children in collection activities beyond what is allowed in accordance with ILO Conventions has a cultural significance and related requirements, the situation needs to be analysed by the FairWild Foundation and the certification body with due care before a decision is made.

