

# Fairtrade Risk Map, human rights, and environmental areas

In human rights and environmental due diligence (HREDD) work, organisations need to consider all internationally recognised human rights and environmental issues, understood, at a minimum, as those expressed in the International Bill of Human Rights and ILO Declaration on Fundamental Principles and Rights at Work.

In the agricultural sector, Fairtrade proposes that these human rights can be grouped into the following 13 areas:

1. Living income, living wage
2. Working conditions (for farmers and workers)
3. Health
4. Freedom of association and collective bargaining
5. Forced labour
6. Child protection and child rights
7. Gender rights
8. Non-discrimination
9. Self-determination
10. Climate resilience
11. Water and biodiversity
12. Freedom of speech, thought and public participation
13. Privacy

Please see the below table on how these 13 areas cover all internationally recognized human rights.

Human rights and environmental area	The covered human rights	Related requirements in Fairtrade Standards
<b>1. Living income, living wage</b> Every person has a right to a decent standard of living, including adequate food, safe drinking water, sanitation and decent housing. The income/wage that allows for decent living is called a living income/wage.	<ul style="list-style-type: none"> <li>• Right to enjoy just and favourable conditions of work (ICESCR 7).</li> <li>• The above includes the right to income/wage that provides a decent living for the person and her/his family and equal remuneration for work of equal value.</li> <li>• Right to an adequate standard of living: adequate food, safe drinking water, sanitation, housing and prohibition of forced evictions (ICESCR 11).</li> </ul>	<ul style="list-style-type: none"> <li>• Wage levels and increases</li> <li>• Pay for production, quote or piece-based work.</li> <li>• In-kind payments</li> <li>• Housing provided to workers</li> <li>• Pension schemes</li> </ul>
<b>2. Working conditions (for farmers and workers)</b> Every person has a right to just conditions of work and social security.	<ul style="list-style-type: none"> <li>• Right to work and just conditions of work (ICESCR 6, 7).</li> <li>• Right to social security, including social insurance and a family life (ICESCR 9 and 10).</li> <li>• Right to marry (ICCPR 23).</li> </ul>	<ul style="list-style-type: none"> <li>• Working hours</li> <li>• Availability of drinking water and toilets during workdays</li> <li>• Written contracts</li> <li>• Benefits including lunch breaks and days of rest</li> <li>• Sick leave</li> <li>• Payment schedules</li> </ul>



<b>3. Health</b>  Every person has a right to health, security of the person and life.	<ul style="list-style-type: none"> <li>• Right to health and life including right to have control over one's health and body (ICESCR 12, ICCPR 6).</li> <li>• Rights to security of the person, liberty, and not being subjected to torture or to cruel, inhuman or degrading treatment or punishment, even when detained (ICCPR 9, 7, 10).</li> </ul>	<ul style="list-style-type: none"> <li>• Safe work processes</li> <li>• Hazardous work and chemicals</li> <li>• Hazardous waste</li> <li>• Harassment and bullying</li> <li>• First aid</li> <li>• Health and safety representative, officer, committee, medical officer</li> <li>• Medical check-ups</li> </ul>
<b>4. Freedom of association and collective bargaining</b>  Every person has a right to freedom of association and assembly, to form and join trade unions and to bargain collectively.	<ul style="list-style-type: none"> <li>• Freedom of association and assembly, right to form and join trade unions (ICESCR 8; ICCPR 21, 22; ILO 87 and 98).</li> <li>• Right to bargain collectively, hold peaceful demonstrations and strike (ICESCR 8; ILO 98).</li> </ul>	<ul style="list-style-type: none"> <li>• Freedom to join workers' organisations</li> <li>• Encouragement of workers' organisation</li> <li>• Respecting Collective Bargaining Agreements</li> <li>• Meetings between worker representatives and senior management</li> <li>• Records of terminated work contracts</li> <li>• Workers' rights training</li> <li>• Freedom of Association protocol and Right to Unionise Guarantee</li> </ul>
<b>5. Forced labour</b>  Every person has a right not to be subjected to slavery, forced labour or trafficking.	<ul style="list-style-type: none"> <li>• Right not to be subjected to slavery, servitude or forced labour, including freedom from trafficking and debt bondage (ICCPR 8, ILO 29 and 105).</li> </ul>	<ul style="list-style-type: none"> <li>• Use, prevention and remediation of forced labour</li> <li>• Dependence on spouses' employment</li> <li>• Recruitment fees and travel costs</li> <li>• Disciplinary deductions from salaries</li> </ul>
<b>6. Child protection and child rights</b>  Every child has a right to education, protection and freedom from child labour.	<ul style="list-style-type: none"> <li>• Freedom from child labour, Rights of education and protection for the child (ILO 138, 182; ICESCR 13, 14; ICCPR 24; UN Convention on the Rights of the Child, CRC; Children's Rights and Business Principles).</li> </ul>	<ul style="list-style-type: none"> <li>• Employing children under the age of 15, or children under 18 for hazardous work.</li> <li>• Preventing worse forms of labour</li> <li>• Policy and procedures to prevent child labour</li> <li>• Remediation policy and program</li> <li>• School attendance</li> </ul>
<b>7. Gender rights</b>  Every person has a right to equality between men and women.	<ul style="list-style-type: none"> <li>• Right to equality between men and women (ICESCR 3; ICCPR 3; ILO 100; Convention on the Elimination of All Forms of Discrimination Against Women, CEDAW).</li> </ul>	<ul style="list-style-type: none"> <li>• Intimidating or abusive behaviour at workplace</li> <li>• Sexual exploitation etc.</li> <li>• Maternity leave</li> <li>• Breaks and shorter days for nursing mothers</li> </ul>



		<ul style="list-style-type: none"> <li>• Policies on gender and sexual harassment</li> <li>• Grievances on sexual harassment</li> </ul>
<b>8. Non-discrimination</b> <p>Every person has a right to equal dignity, respect and protection, including non-discrimination of minorities, migrants, indigenous people and persons with disabilities.</p>	<ul style="list-style-type: none"> <li>• Right to equal protection, including non-discrimination in employment, and freedom from racial discrimination (ICESCR 2; ICCPR 2, 26; ILO 111; Convention on the Elimination of All Forms of Racial Discrimination, ICERD).</li> <li>• Rights of indigenous people, minorities and persons with disabilities (UNDRIP; ICCPR 27; ICRMW; Declaration on Minorities; CRPD).</li> <li>• Rights to a fair trial, recognition and equality before the law, and due process when facing expulsion (ICCPR 14, 16, 13).</li> </ul>	<ul style="list-style-type: none"> <li>• Equal pay and opportunities</li> <li>• Non-discriminatory membership rules</li> <li>• Vulnerable groups and Hazardous work</li> <li>• Identification of minority and disadvantaged groups</li> <li>• Policy and programmes on equal treatment</li> <li>• Participation of vulnerable groups in Fairtrade Premium Committee</li> <li>• Fair distribution of the Fairtrade Premium</li> </ul>
<b>9. Self-determination</b> <p>All peoples have a right to self-determination – a freedom to choose one's own acts without external compulsion – and freedom to pursue development. Indigenous people have a right to preserve and develop their culture, lands etc.</p>	<ul style="list-style-type: none"> <li>• Right to self-determination and freedom to pursue development (ICESCR 1; ICCPR 1).</li> <li>• Freedom of movement, not being imprisoned for inability to fulfil a contract, and freedom from retroactive criminal law (ICCPR 12, 11, 15).</li> <li>• Indigenous people's rights to preserve, protect and develop their culture, lands, distinct institutions etc (UNDRIP).</li> </ul>	<ul style="list-style-type: none"> <li>• Land and water conflicts</li> <li>• Freedom to choose one's housing</li> </ul>
<b>10. Climate change and deforestation</b> <p>Every person has a right to a safe and predictable environment that is not destroyed by climate change or deforestation.</p>	<ul style="list-style-type: none"> <li>• Right to a clean, healthy and sustainable environment (A/RES/76/300).</li> </ul>	<ul style="list-style-type: none"> <li>• Soil erosion and soil fertility</li> <li>• Deforestation and protected areas</li> <li>• Energy use</li> <li>• Emissions</li> <li>• Adaptation to climate change</li> <li>• Environmental awareness</li> </ul>
<b>11. Water and biodiversity</b> <p>Every person has a right to sufficient biodiversity, soil and safe water for personal and domestic use.</p>	<ul style="list-style-type: none"> <li>• Right to a clean, healthy and sustainable environment (Resolution 76/300).</li> <li>• Right to an adequate standard of living: clean drinking water (ICESCR 11; Resolution 64/292).</li> </ul>	<ul style="list-style-type: none"> <li>• Hazardous chemicals</li> <li>• Pest management</li> <li>• Fertilizer use</li> <li>• Buffer zones</li> <li>• Water use</li> <li>• Waste and wastewater management</li> <li>• GMOs</li> <li>• Biodiversity plan and agroforestry</li> <li>• Wild harvesting and sustainability of plant and animal species</li> </ul>



		<ul style="list-style-type: none"> <li>Threatened and alien invasive species</li> </ul>
<b>12. Freedom of speech, thought and public participation</b>  Every person has a right to freedom of speech, thought and religion, and to take part in public affairs and cultural life.	<ul style="list-style-type: none"> <li>Rights to freedom of thought, conscience, and religion (ICCPR 18).</li> <li>Rights to freedom of opinion and expression (ICCPR 19).</li> <li>Freedom from war propaganda, and incitement to racial, religious or national hatred (ICCPR 20).</li> <li>Right to take part in public affairs, cultural life, and benefit from scientific progress and of the material and moral rights of authors and inventors (ICPR 25; ICESCR 15).</li> </ul>	<ul style="list-style-type: none"> <li>Worker's participation in General Assembly</li> </ul>
<b>13. Privacy</b>  Every person has a right to privacy, which means a right to keep one's personal matters and relationships secret.	<ul style="list-style-type: none"> <li>Right to privacy (ICCPR 17).</li> </ul>	<ul style="list-style-type: none"> <li>Use of pregnancy or health tests during recruitment</li> <li>Confidentiality of health records</li> </ul>

ICESCR = International Covenant on Economic, Social and Cultural Rights;

ICCPR = International Covenant on Civil and Political Rights

