

# REFERENCE GUIDE TO FAIR TRADE AND WORKER WELFARE PROGRAMS

## KEY ELEMENTS OF CREDIBLE PROGRAMS IN THE UNITED STATES

This guide differentiates program claims to help people match their purchasing practices to their values.

Fair Trade Membership	Fair Trade Certification	Factory & Farm Worker Welfare Certification
Organization evaluates fair trade commitment and practice of companies against its membership criteria. No systematic verification of conditions along the value chain.	3rd party certifiers field-inspect growing and processing, possibly trading operations and compare performance against a set of fair trade standards	
Fair Trade Membership and Certification Principles		Factory & Farm Worker Welfare Principles
<ul style="list-style-type: none"> <li>• Small-scale Producer Focus</li> <li>• Long-Term Direct Trading Relationships</li> <li>• Payment of Fair Prices</li> <li>• No Child, Forced or Otherwise Exploited Labor</li> <li>• Workplace Non-Discrimination, Gender Equity and Freedom of Association</li> </ul> <p><i>These are the principles of fair trade for traditional South to North trading. A similar set of principles have been adopted for North to North trading in the U.S. for farmers, but for the purposes of this guide domestic programs refers to worker welfare programs. As a solidarity movement to fair trade develops for farmers in the U.S., we will include relevant programs in this guide.</i></p>		<ul style="list-style-type: none"> <li>• Inclusion of International Labor Organization (ILO) Core Conventions</li> <li>• Freedom of Association</li> <li>• Improving Wages</li> <li>• No Forced, Child or Otherwise Exploited Labor</li> <li>• Workplace Free of Discrimination, Abuse and Harassment</li> <li>• Safe and Healthy Workplace</li> <li>• Reasonable Working Hours</li> <li>• Clear and Adequate Grievance Mechanisms with No Retaliation</li> <li>• No Termination Without Just Cause</li> </ul> <p>Though Fairtrade America, Fair for Life and Fair Trade USA may have different levels of credible factory &amp; farmworker welfare programs they are misleadingly labeling products complying with their program as fair trade.</p>

Organization	Membership	Certification (Third Party Inspection)	Fair Trade Program	Factory & Farm Worker Welfare Program	Domestic Program	Overall Analysis
	N/A		N/A			<b>Agricultural Justice Project (AJP)</b> , standard setter for Food Justice Certified, sets strong requirements for buyer/farmer and farmer/worker relationships for U.S. farms of all sizes. Traditional fair trade components such as empowering organized farmers in the Global South are not included.
		N/A	N/A			<b>Domestic Fair Trade Association (DFTA)</b> is a North America based membership organization that brings together all sectors of the domestic agriculture system to advocate for social justice. DFTA evaluates the labels of domestic eco-social certifiers; it has not developed any product labels of its own.
	N/A		N/A			<b>The Fair Food Program (FFP)</b> sets and oversees standards to improve conditions and pay for farmworkers. Starting with farmworkers on tomato fields in Florida, FFP has developed a successful monitoring and accountability program to address abuses and increase wages.
	N/A		N/A			<b>The Equitable Food Initiative (EFI)</b> sets and oversees standards for their Responsibly Grown. Farmworker Assured label for food safety and farmworker justice with farmworker involvement in monitoring and a focus on improved wages; the program does not include collective bargaining.
	N/A				N/A	<b>Fairtrade America</b> is the U.S. labeling member of Fairtrade International, a strong standard setter for organized small producers in the Global South. Its factory & farmworker welfare standards include collective bargaining and benchmarks for living wages, though would more accurately be termed Fair Labor.
	N/A				N/A	<b>Fair for Life (FFL)</b> is a fair trade labeling program developed by the Institute for Marketecology and now held by Eco-cert. FFL has strong eligibility requirements with a focus on marginalized producers and workers. Its farmworker welfare standards include living wage and democratically administered premiums, though would more accurately be termed Fair Labor.
		N/A		N/A	N/A	<b>Fair Trade Federation (FTF)</b> is a North America based membership organization exclusively for brands and retailers dedicated to fair trade for all products and practices; FTF allows their membership logo to appear on products signifying membership, though they do not audit supply chains.
	N/A					<b>Fair Trade USA (FTUSA)</b> is a standard setter that has attempted to expand the fair trade model into new areas (for example the United States) and sectors (for example seafood). Its hired labor standards include health and safety requirements and a democratically administered premium, but lack collective bargaining and living wage requirements. Its apparel standards do not include all steps of the supply chain and only one piece of the very complex supply chain could be certified, however the product still uses the certification logo. <small>For food ingredients. Not considered a credible certification for their apparel and home good standards.</small>
	N/A			N/A	N/A	<b>FUNDEPPO</b> is the standard setter for the only farmer-led fair trade certification, the Small Producer Symbol (SPP), which has strong requirements for eligibility and farmer empowerment. The program does not address farms with significant hired labor.
				N/A	N/A	<b>World Fair Trade Organization (WFTO)</b> is a global membership organization requiring strong internal control systems, peer review, and external audits to guarantee members comply with fair trade principles throughout all of their supply chains. Members may use the WFTO guarantee label.