

Global Assessment of Biomass and Bioproduct Impacts
on Socio-economics and Sustainability

Project No: FP7-245085



Assessment of existing socio-economic principles, criteria and indicators for biomass production and conversion

WP8 – Task 8.1

February 2011

Imperial College
London



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The Global-Bio-Pact project (Global Assessment of Biomass and Bioproduct Impacts on Socio-economics and Sustainability) is supported by the European Commission in the 7th Framework Programme for Research and Technological Development (2007-2013). The sole responsibility for the content of this report lies with the authors. It does not represent the opinion of the Community. The European Commission is not responsible for any use that may be made of the information contained therein. The Global-Bio-Pact project duration is February 2010 to January 2013 (Contract Number: 245085).



Global-Bio-Pact website: www.globalbiopact.eu

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Abbreviations

AAPRESID	Argentinian Association of Producers for No Tillage (Asociación Argentina de Productores en Siembra Directa)
BSI	Better Sugar Initiative
Fair	Trade Organisation FLO
FSC	Forest Stewardship Council
GBEP	Global Bioenergy Energy Partnership
ISCC	International Sustainability & Carbon Certification
ISEAL	International Social and Environmental Accreditation and Labelling Alliance
PEFC	Program for Endorsement of Forest Certification
RSB	Roundtable on Sustainable Biofuels
RSPO	Roundtable on Sustainable Palm Oil
RTRS	Roundtable on Responsible Soy
SAI	Social Accountability International
SAN	Sustainable Agriculture Network

Preface

Considering the majority of efforts for the development of sustainability schemes dedicated or related to bioenergy crops, these efforts have been focused on environmental impacts (e.g. local biodiversity (mainly deforestation), water availability and quality, soils, greenhouse gas (GHG) emissions). However, it is known that the increased use of biomass for biofuels and bioproducts will bring potential conflicts and synergies between socio-economic and environmental impacts, especially in developing countries. Some standards do include social and economic considerations although the majority are not bioenergy focused (except for the Roundtable on Sustainable Biofuels).

The main objective of the EU funded Global-Bio-Pact project is to develop and harmonise global sustainability certification systems for biomass production, conversion systems and trade. Therefore, the project assess existing and under development sustainability initiatives and certification schemes with focus on social and economic criteria. The review presented in this report aims to look at selected standards that may contribute to this assessment and will link to the environmental impacts.

Introduction

Despite extensive work in the last twenty years on selecting indicators, there is no international consensus on the concepts, theory and methodology for the use and application of indicators. Most experiences have a national or regional focus. Nevertheless, international agreements, such as the Rio Summit, have led to a generalisation on the use of sustainable indicators, on economic, social and environmental issues (Diaz-Chavez, 2003).

Since the Rio Summit (1992), there have been many initiatives to promote sustainable development and to measure progress towards it. Indicators are useful tools to gain insight into the progress in achieving sustainable development. Chapter 40 of Agenda 21 calls for the development of indicators for sustainable development. In particular, it requests countries at the national level, and international governmental and nongovernmental organizations at the international level to develop and identify such indicators (UN, 1992). Since then, several meetings have been convened to discuss indicators, such as the meeting in 1994 when the Organisation for Economic Cooperation and Development (OECD) published the “Core Set” of environmental Indicators. In that same year, the World Bank organized a workshop to establish a framework for sustainable development indicators (Diaz-Chavez, 2003).

Since then, Indicators have gained importance and have been used for a wide range of purposes (Siniscalco, 2000). They can be used in monitoring to examine trends, that is, in helping to determine rises and falls of a particular condition; they are also useful in identifying challenges, which may require additional resources. However, it is important to remember that indicators and indices are only useful, regardless of how carefully they are chosen, in describing or helping to describe a situation. They do not explain why that situation exists.

Sustainable indicators can be useful in showing the interconnections between changes in the economy, the environment and society. Their primary function lies in simplification: indicators are a compromise between scientific accuracy and the demand for concise information. Undoubtedly, the applicability of indicators at the local level and under particular conditions is a must in order to help the public and decision-makers to identify and solve problems hindering the achievement to sustainable development (Diaz-Chavez, 2003).

Most of the attention paid to indicators has been oriented to the environmental issues. The main reason has been that environmental indicators have existed for ecological purposes for a long time (e.g. water quality indicators). Less attention has been paid to social and economic indicators (Diaz-Chavez, R, 2003).

With the growing interest on biomass and by-products for biofuels and bioenergy, the need for standards has become more evident regarding sustainability concerns. This means that the assurance of a production that is environmental, social and economically sustainable is needed for several reasons: the evidence that is contributing to the reduction of greenhouse gases (GHG); that is not producing negative impacts (environmental and socio-economical); that is contributing to positive social impacts.

- A '**standard**' refers to a set of principles and criteria to be used consistently as rules, guidelines, or definitions of characteristics to ensure that materials, products, processes and services meet their purpose. The 'standard' will also define indicators and methods that are used to measure compliance with principles and criteria.
- '**Principles**' which are defined as '*general tenets of sustainable production*'
- '**Criteria**' '*Conditions to be met to achieve these tenets*' and which help to define the indicators to be answered.
- '**Indicators**' the individual proof (e.g. measurable unit) that indicates if *a farm, producer or company meets a particular criterion*. (Woods and Diaz-Chavez, 2008).

The main purpose of this report is to present the main standards or certification schemes that are in use or under development and that consider social and economic principles, criteria or indicators.

Selected Standards

A comparison of different international certification systems for general management, environment and supply chain, forest production and agricultural activities, has been carried out by different authors, in order to identify where these systems might be of relevance to biofuel production and supply chain environmental assurance (see, Junginger, 2006; Lewandowski and Faaij, 2006; Diaz-Chavez, 2007; Diaz-Chavez and Rosillo-Calle, 2009; Dam, 2010).

Considering the extensive number of possible applications (see Dam, 2010), twelve standards and systems (ISEAL is not a standard) were selected that were considered directly relevant to the bioenergy and by-products production and that also include social and economic issues. Table 1 shows those that were selected.

Table 1: Selected standards or systems

	Operational	Early implementation	Under development
Forestry	FSC, PEFC		
Oil Palm	RSPO	SAN, ISCC	RSB, GBEP
Soya	AAPRESID	SAN, ISCC	RTRS, RSB, GBEP
Sugarcane		BSI, SAN, RSB, ISCC	RSB, GBEP
Other	Fair trade, ISEAL, SAI		GBEP

The selected standards or systems were assessed following these points:

- Description of the initiative (Organisation, geographical coverage, feedstock/raw material)
- Description of system (biofuels, co-products, technologies)
- Standards description (principles, criteria, indicators) including number of each one and categories (e.g. social, legal)
- Compliance: legal, voluntary, international/national/regional approach

The following section shows these main characteristics and the main principles, criteria and indicators are shown in Annex 1.

Description of the standards

1.1 Rainforest Alliance: Sustainable Agriculture Network (SAN)

a) Description of the initiative:

The Rainforest Alliance (RA) is an international environmental organization based in New York City. Rainforest Alliance provides two secretariats for the Sustainable Agriculture Network: The Standards & Policy Secretariat coordinates the development of standards and related policies for SAN and the Certification Secretariat administers the certification systems for the Sustainable Agriculture Certification Network. The networks use the Rainforest Alliance certified™ seal, which has been granted since 1992.

SAN representatives and their operating countries are: Conservación y Desarrollo (C&D), Ecuador; Fundación Interamericana de Investigación Tropical (FIIT); Guatemala; Fundación Natura, Colombia; ICADE, Honduras; IMAFLORA, Brazil; Pronatura Chiapas, Mexico; SalvaNatura, El Salvador and Rainforest Alliance. Rainforest Alliance is the operating member of the SAN for the time being in Africa and Asia. All standards and criteria were developed with active stakeholder involvement through a public consultation process

b) Description of system:

The Mission of SAN/RA is to improve environmental and social conditions in tropical agriculture through conservation certification. Crops included for certification are: soy, sugarcane, sunflower, palm oil, bananas, citrus, cocoa, coffee, flowers and ferns.

c) Standards description:

The SAN standard consists of a list of general principles. Additionally, criteria for oil palm, sugar cane, soy, peanuts and sunflower farms are developed. The standard has 10 principles which apply to all its certified crops. From these 4 are social related as follows.

Principles include:

1	Social and Environmental Management System-
5	Fair Treatment and Good Working Conditions for Workers-
6	Occupational Health and Safety-
7	Community Relations-

The criteria and indicators that are developed for the socio-economic principles is presented in Annex 1.

d) Compliance:

SAN/RA is an international standard, based on voluntary basis.

1.2 Program for Endorsement of Forest Certification (PEFC)

a) Description of the initiative

The Programme for the Endorsement of Forest Certification (PEFC) is an international non-profit, non-governmental organization dedicated to promoting Sustainable Forest Management (SFM) through independent third-party certification (PEFC, 2010). PEFC is a global umbrella organization for the assessment of and mutual recognition of national forest certification schemes developed in a multi-stakeholder process. These national schemes build upon the inter-governmental processes for the promotion of sustainable forest management (Dam, 2010).

b) Description of system

PEFC includes 34 national certification systems among its membership, which is also open to international stakeholders such as civil society organizations, businesses, government entities and intergovernmental bodies (PEFC, 2010).

c) Standards description

One difference between PEFC and FSC is that PEFC does not play a role in the development of international forestry principles but relies on inter-governmental principles developed and adapted for different regions of the world (Dam, 2010). Additionally, PEFC endorsed systems are often based on system standards (e.g. specify the management system that must be in place) instead of performance standards (a minimum level of performance that must be achieved (Dam, 2010).

PEFC requires that all national standards developed meet PEFC International's Sustainability Benchmark. This "bottom-up" approach ensures that standards meet the expectations of stakeholders on the ground, address local conditions, and are consistent with national laws and regulations, while at the same time meeting international benchmarks and being internationally recognized (PEFC, 2010).

The national PEFC certification criteria shall:

- Be compatible and consistent with the current PEOLG or ATO/ITTO PCI (only for countries covered by ATO/ITTO PCI) or the relevant ITTO guidelines (only for ITTO producing member countries except those covered by ATO/ITTO PCI) and any deviations, (e.g., based on the non-adherence of a specific issue) shall be explicitly justified.
- Include management and performance requirements that are applicable at the level of a forest management unit and optionally also at multisite (i.e. group and regional) level.
- Require compliance with national legislation.
- Be in compliance with the fundamental International Labour Organisation (ILO) Conventions. If the requirements of the Conventions are incorporated into national legislation, which is the case when a country has ratified the Conventions, the certification criteria shall require compliance with the national legislation relevant to the core ILO conventions (Dam, 2010).

d) Compliance

It is a voluntary system. The consultation of stakeholders in the certification process is not required and the PEFC standards need to be renewed every 5 years.

1.3 Social Accountability International (SAI)

a) Description of the initiative:

SA8000 is an international standard for improving working conditions around the world. It is based on the principles of thirteen international human rights conventions, ten of which are conventions of the International Labour Organisation (ILO).

Social Accountability International (SAI) is a global standard-setting non-governmental human rights organization. The SA8000 voluntary standard was designed by a multi-stakeholder advisory board, including representation from companies, trade unions, NGOs, suppliers, government agencies, certification bodies, social investment firms, and human rights activists.

b) Description of system:

This is a general system, specifically developed to safeguard good working conditions.

c) Standards description:

Principles include:

1	Child labour
2	Forced labour
3	Health and safety
4	Freedom of association and the right of collective bargaining
5	Discrimination
6	Disciplinary practices
7	Working hours
8	Remuneration
9	Management systems

The indicators and criteria are presented in Annex 1.

d) Compliance:

SAI8000 is an international standard, based on voluntary basis.

1.4 Roundtable on Responsible Soy (RTRS)

a) Description of the initiative:

RTRS was initiated by WWF Switzerland and Coop Switzerland. A first paper has been developed by ProForest in 2004 known as the so-called “Basel Criteria for Responsible Soy”. The Round Table on Responsible Soy (RTRS) is the global platform composed of the main soy value chain stakeholders with the common objective of promoting the responsible soy production through collaboration and dialogue among the involved sectors in order to foster a economical, social and environmental sustainability.

The General Assembly is the highest decision-making body of RTRS Association. Decisions are made through the vote of Participating Members that are equally represented in the three constituencies, being: Producers, civil society and industry, finance and trade. Each constituency has a voting power of one third of the total votes.

The General Assembly delegates operational activities and most decision making to the Executive Board. The Executive Board is elected by the General Assembly and composed of the same three constituencies.

b) Description of system:

The RTRS is an international standard, developed to promote sustainable production of the soy value chain (production, trading, processing and manufacturing).

c) Standards description:

Principles include:

1	Legal Compliance and Good Business Practice
2	Responsible Labor Conditions
3	Responsible Community Relations
4	Environmental responsibility
5	Good Agricultural Practice

Annex 1 shows the table with the criteria that are developed for the socio-economic principles only. The criteria developed for the environmental principles are not shown. These are:

- Principle 4 (6 criteria)
- Principle 5 (7 criteria)

d) Compliance:

The RTRS is an international standard (in development), based on voluntary basis.

1.5 Roundtable on Sustainable Palm Oil (RSPO)

a) Description of the initiative:

The RSPO is a global, multi-stakeholder initiative on sustainable palm oil. The principal objective of RSPO is to promote the growth and use of sustainable palm oil through cooperation within the supply chain and open dialogue between stakeholders.

RSPO unites stakeholders from seven sectors of the palm oil industry - oil palm producers, palm oil processors or traders, consumer goods manufacturers, retailers, banks and investors, environmental or nature conservation NGOs and social or developmental NGOs. Multi-stakeholder representation is mirrored in the governance structure of RSPO such that seats in the Executive Board and project level Working Groups are fairly allocated to each sector.

Principles were developed through multi-stakeholder consultation. The Technical Committee developed a framework for the development of criteria on sustainable palm oil. Proforest was contracted to RSPO as facilitator for the verification protocol development. A criteria-workgroup developed the criteria for the law, technical, ecological and social aspects for sustainable palm oil on international and national level.

b) Description of system:

The RSPO is an international standard developed to promote sustainable palm oil (commodity) including production, trading, processing and retailing.

c) Standards description:

Principles include:

1	Commitment to transparency
2	Compliance with applicable laws and regulations
3	Commitment to long-term economic and financial viability
4	Use of appropriate best practices by growers and millers
5	Environmental responsibility and conservation of natural resources and biodiversity
6	Responsible consideration of employees and of individuals and communities affected by growers and mills
7	Responsible development of new plantings
8	Commitment to continuous improvement in key areas of activity

Annex 1 shows the table with the criteria that are developed for the socio-economic principles only. Principle 4 has in total 8 criteria. Only 2 of them (related to socio-economic impacts) are shown in the table below.

d) Compliance:

The RSPO is an international standard, based on voluntary basis.

1.6 The Forest Stewardship Council (FSC)

a) Description of the initiative:

The Forest Stewardship Council is a stakeholder owned system for promoting responsible management of the world's forests. The FSC Principles and Criteria (P&C) apply to all tropical, temperate and boreal forests. Many of the P&C apply also to plantations and partially replanted forests. More detailed standards for these and other vegetation types may be prepared at national and local levels. While the P&C are mainly designed for forests managed for the production of wood products, they are also relevant, to varying degrees, to forests managed for non-timber products and other services.

FSC has a three-chamber- system with a balanced participation of social, economic and environmental interests. It includes a wide group of stakeholders are members of initiative: academic, government, industry and consultation sectors. FSC is also supported by civil society and NGOs.

FSC accredits national standards only where it can be shown all relevant stakeholder groups have been consulted / involved in the standard development and decision making process. National /Regional standards do not involve only FSC members, but also a broad range of other stakeholders at national or regional level.

b) Description of system:

FSC promotes sustainable forestry including clearance, sustainable forestry management, and wood and fiber products. There are 3 certificates: Chain of Custody (CoC), forest management and controlled wood.

c) Standards description:

Principles include:

1	Compliance with laws and FSC principles: Forest management shall respect all applicable laws of the country, in which they occur, and international treaties and agreements to which the country is a signatory, and comply with all FSC Principles and Criteria.
2	Tenure and use rights and responsibilities: Long-term tenure and use rights to the land and forest resources shall be clearly defined, documented and legally established.
3	Indigenous peoples' rights: The legal and customary rights of indigenous peoples to own use and manage their lands, territories, and resources shall be recognized and respected.
4	Community relations and worker's rights: Forest management operations shall maintain or enhance the long-term social and economic well-being of forest workers and local communities.
5	Benefits from the forests: Forest management operations shall encourage the efficient use of the forest's multiple products and services to ensure economic viability and a wide range of environmental and social benefits.
6	Environmental impact: Forest management shall conserve biological diversity and its associated values, water resources, soils, and unique and fragile ecosystems and landscapes, and, by so doing, maintain the ecological functions and the integrity of the forest.
7	Management plan: A management plan -- appropriate to the scale and intensity of the operations -- shall be written, implemented, and kept up to date. The long term objectives of management, and the means of achieving them, shall be clearly stated.
8	Monitoring and assessment: Monitoring shall be conducted -- appropriate to the scale and intensity of forest management -- to assess the condition of the forest, yields of forest products, chain of custody, management activities and their social and environmental impacts.
9	Maintenance of high conservation value forests: Management activities in high conservation value forests shall maintain or enhance the attributes which define such forests. Decisions regarding high conservation value forests shall always be considered in the context of a precautionary approach.
10	Plantations: Plantations shall be planned and managed in accordance with Principles and Criteria 1

- 9, and Principle 10 and its Criteria. While plantations can provide an array of social and economic benefits, and can contribute to satisfying the world's needs for forest products, they should complement the management of, reduce pressures on, and promote the restoration and conservation of natural forests.

The table in Annex 1 shows the criteria that are developed for the socio-economic principles only. The criteria developed for the environmental principles are not shown. These are:

- Principle 6 has 10 different criteria
- Principle 9 has 4 criteria.
- For Principle 10 (with 9 criteria in total), only the criteria are shown that relate to socio-economic impacts.

d) Compliance:

FSC is an international standard, based on voluntary basis.

1.7 Roundtable on Sustainable Biofuels (RSB)

a) Description of the initiative

The Roundtable on Sustainable Biofuels (RSB) created in 2006, is an international multi-stakeholder initiative that has brought together over 500 individuals from companies, NGOs, governments, and experts in nearly forty countries. The work of the different stakeholders resulted in a draft standard for sustainable biofuels production and processing. Through a series of on-line consultations, teleconference discussions, and in-person stakeholder meetings in Brazil, China, South Africa, and India held between June 2007 and July 2008, the Roundtable drafted a series of principles and criteria of a global sustainability standard called "Version Zero". The reviewed scheme is called "Version Two" and is currently undergoing a field testing/trail phase, with certification anticipated for 2011 (RSB, 2010).

b) Description of the system

Early 2009, a new governance system was introduced: 11 chambers are introduced, each representing a stakeholder group. These Chambers will each elect two members into a new Standards Board, who will make all of the decisions regarding the RSB strategy, any changes to the standards, and approve the various options for certification, with decisions made via consensus

The standard is based on a 'meta-standard' system, which considers existing certification and standards schemes to assure that most RSB principles are met.

c) Standard description

The standard includes 12 principles organised in criteria and indicators. From these principles, six are environmental and six social and economic related.

Principles include:

2	Sustainable biofuel operations shall be planned, implemented, and continuously improved through an open, transparent, and consultative impact assessment and management process and an economic viability analysis.
4	Biofuel operations shall not violate human rights or labor rights, and shall promote decent work and the well-being of workers.
5	In regions of poverty, biofuel operations shall contribute to the social and economic development of local, rural and indigenous people and communities.
6	Biofuel operations shall ensure the human right to adequate food and improve food security in food insecure regions.
11	The use of technologies in biofuel operations shall seek to maximize production efficiency and social and environmental performance, and minimize the risk of damages to the environment and people.
12	Biofuel operations shall respect land rights and land use rights.

d) Compliance

It is a voluntary scheme which will lead to certification. The approach is considered international.

1.8 Bonsucro (before Better Sugar Initiative (BSI))

a) Description of the initiative

Developed as an attempt to reduce negative social and environmental impacts of sugar cane production, the Better Sugarcane Initiative is a global multi-stakeholder non-profit initiative founded in 2008. The BSI has developed a production standard that in line with ISO 65 is intended to constitute an auditable document serving to measure impacts and promote sustainable practices. In July 2010, the final version of the standard was presented after a multi-stakeholder consultative development process as outlined by the ISEAL Alliance (ISEAL, 2010).

b) Description of system

To be entitled to BSI certification, the members of the BSI must adhere to principles presented below, as well as to their corresponding indicators. At least 80% of the indicators must be satisfied in addition to complying with a number of core criteria.

c) Standard description

Principles include:

1.	Obey the law-
2.	Respect human rights and labour standards-
3.	Manage input, production and processing efficiencies to enhance sustainability-
4.	Actively manage biodiversity and ecosystem services-
5.	Continuously improve key areas of the business

The core criteria of the standard include the following:

1.1 To comply with relevant applicable laws.

2.1 To comply with ILO labour conventions governing child labour, forced labour, discrimination and freedom of association and the right to collective bargaining.

2.4 To provide employees and workers (including migrant, seasonal and other contract labour) with at least the national minimum wage.

4.1 To assess impacts of sugarcane enterprises on biodiversity and ecosystems services.

5.7 For greenfield expansion or new sugarcane projects, to ensure transparent, consultative and participatory processes that address cumulative and induced effects via an environmental and social impact assessment (ESIA).

d) Compliance

It is considered a voluntary international standard. In order to facilitate trade for BSI EU certified biofuels, a warrant, compiling the sustainability characters, will be assigned to each certified biofuel consignment. The verification and audit requirements specified by the BSI EU certification is outlined in the Certification Protocol that together with the Chain of Custody Standard and its guidelines is designed to ensure that compliance is honoured (BSI, 2010).

1.9 **Argentinian Association of Producers for No Tillage (Asociación Argentina de Productores en Siembra Directa) (AAPRESID)**

a) **Description of the initiative**

Aapresid is the Argentinean Organisation for No-Tillage, and they operate an agricultural certification for members based on no-till and good agricultural practices.

The system looks for better productivity under a sustainable environmental and energy efficient framework.

b) **Description of system**

Their certified agriculture includes a good agricultural practice manual, environmental indicators guidelines and the Principles and Criteria of sustainable agriculture.

The system is based on 4 “E” concepts: economy, ecology, ethics and energy.

The original focus is the agriculture in Argentina but is looking for international application. It is applicable for different types of crops (soy, maize, sorghum, wheat, grassland, others) without considering the final use (human or animal consumption, meat, milk, biofuels) (AAPRESID, 2010).

c) **Standards description**

The scheme presents five principles subdivided in criteria and indicators.

Principles include:

1.	Legal Obligations (including land property)
2.	Labour Obligations (labour conditions and ILO compliance)
3.	Social Obligations (consideration of traditional communities)

d) **Compliance**

This is a voluntary certification (certified by a Third party) with a duration of three years.

1.10 The International Social and Environmental Accreditation and Labelling Alliance (ISEAL)

a) Description of the initiative

ISEAL is an association of international organisations engaged in standard-setting, certification and accreditation focused on social and environmental issues. ISEAL has a code of good practice that provides a benchmark to assist standard setting organisations to developing their social and environmental standards. The normative documents that ISEAL used to draw its Code are the ISO/IEC Guide 59 Code of Good Practice for standardization, the ISO/IEC 14024 (environmental standards) and also the WTO Technical Barriers to Trade Agreement, among others (ISEAL, 2006). Although ISEAL does not provide direct standards related to specific topics (e.g. agriculture, biofuels), the points marked in their Code of Practice are also relevant to set a standardization system with reference to biofuels from its production to all the chain (e.g. 7. Effectiveness, relevance and international harmonization pp.5) (Diaz-Chavez, 2007). The new code launched in 2010 is the Impacts Code described in the section below.

b) Description of the system

The ISEAL Impacts Code provides a framework for standards systems to better understand the social and environmental results of their work, as well as the effectiveness of their various activities and programs. The Impacts Code will apply primarily to social and environmental standard-setting organisations, though many of the requirements are applicable to other organisations that support social and environmental change (ISEAL, 2010).

c) Standard description

The Impacts Code is not itself a standard but will require standards systems to develop an Assessment Plan that includes all the steps required to assess their contributions to impact. These steps include:

- Choosing from a core list the social and environmental issues where the standards systems intends to have an impact
- Defining the intended impact that the system is seeking to achieve for each issue
- For each issue, defining the desired behaviour change that is most likely to get to the intended impact (these are outcomes or areas of influence)
- Defining the strategies that are being implemented to get to the outcomes
- Choosing indicators to measure whether the changes in behaviour or practices come about and whether these practices lead to the desired impacts
- Gathering data about changes in behaviour and practice through the audit process, including data about other issues prioritised by stakeholders and unintended results
- Conducting evaluations of impact to draw causal links between outcomes and impacts
- Analysis of data to determine contribution to impact and to learn the extent to which strategies are leading to desired outcomes and impacts
- Feedback loops to refine the content of the standard, the strategies for supporting uptake of the standard, and the theory for how change comes about

d) Compliance

This is voluntary and will have a form of monitoring (similar to an audit).

1.11 Fair Trade Organisation (FLO)

a) Description of the initiative

FLO's Fairtrade standards are composed of generic standards (for small farmers, plantations, traders) and product-specific standards. It was founded in 1997 as an umbrella organization of 17 national fair-trade labeling initiatives. In addition, FLO-Cert has a number of certification and trading policies which operators have to adhere to. FLO standards cover a range of topics: social development, economic development, environmental development and labour conditions.¹ Standards are divided into minimum requirements (which operators need to adhere to in order to gain and maintain certification) and progress requirements (on which operators need to show a continuous degree of progress in order to maintain certification). The Fair Trade Organisation certification (FLO-Cert GmbH) based in Bonn, Germany inspects and certifies producers and traders against the FLO Standards (Diaz-Chavez, 2009a).

There are a number of Fairtrade Producer Networks which represent Fairtrade certified producers within the FLO system (advocacy platforms) including:

- Coordinadora Latinoamericana de Comercio Justo (CLAC)
- African Fairtrade Network (AFN)
- Network of Asian Producers (NAP)

b) Description of the system

Fairtrade standards are designed to support the sustainable development of small-scale producers and agricultural workers. The FLO Standards include social and democratic requirements for small farmer organisations and labour requirements for plantations that present a useful starting point for bioenergy sustainability standards.

The system includes generic standards for different products (Bananas, Cocoa, Coffee, Cotton, Flowers, Fresh Fruit, Honey, Juices, Nuts and Oilseeds, Rice, Spices and Herbs, Sports Balls, Sugar, Tea, Wine and Composite Food Products) and generic standards for trade. There are several standards under development or approval. It operates in over 70 countries (FLO, 2011).

The Certification provides a guarantee to consumers of Certified Fairtrade products that they are contributing to the Social-Economic Development of people through their purchases (FLO, 2011).

c) Standards description

The Fairtrade standards distinguish two types of requirements:

- minimum: producers must meet to be certified,
- progress: to encourage producers for continuous improvement and to invest in the development of their organizations and their workers.

This is to encourage sustainable, social, economic and environmental development of producers and their organizations.

The common principles for all standards for smallholders include:

1.	Social development: Fairtrade adds to Development
2.	Socioeconomic Development: The Fairtrade Premium is a tool for development, which objectives

¹ See FLO's complete standards on <http://www.fairtrade.net/standards.html>

	need to be in its development plan. For small producers' organizations it is meant for investment in the social, economic and environmentally-sustainable development
3.	Environmental Development-
4.	Labor conditions: FLO regards the ILO Conventions as the authority on working conditions, and expects all small producers' organizations to meet the ILO requirements as far as possible.

d) Compliance:

The certification is done by an independent international certification company, FLO-CERT GMBH. FLO-CERT coordinates the inspections.

Smallholder producer organisations are encouraged to form an Internal Control System (ICS) "to show an organised methodology and record-keeping system that applies to all levels of the organization from the top management down to the individual member.

An ICS in a common methodology used by grower groups in organic certification, and recognised by organic regulations in major consumer markets. It enables groups of producers to 'self-certify' themselves with an internal team of inspectors, and submit their documentation to an external certification body for approval. It is both a cheaper and more empowering system of certification for producers.

1.12 The Global Bioenergy Energy Partnership (GBEP)

a) Description of the initiative

The GBEP Task Force on Sustainability was launched during the Ministerial Segment of the 14th session of the Commission on Sustainable Development (CSD14) in New York on 11 May 2006. It was established under the leadership of the United Kingdom and has been developing a set of global science-based criteria and indicators with examples of experiences and best practices including benchmarks regarding the sustainability of bioenergy (GBEP, 2008). These criteria are based on four themes: Environmental, Economic, Social and Energy Security. Partners include the G8 countries + 5 (Mexico, South Africa, China, India and Brazil) and other UN institutions and associations although several countries have been adhering to the initiative (Diaz-Chavez, 2009).

b) Description of system

The criteria and indicators are intended to guide any analysis undertaken of bioenergy at the domestic level with a view to informing decision making and facilitating the sustainable development of bioenergy in a manner consistent with multilateral trade obligations (. The Task Force has released in June 2009 a report containing a common methodological framework for the use of policy makers and stakeholders when assessing GHG impacts by which the results of GHG lifecycle assessments could be compared on an equivalent and consistent basis (Dam, 2010).

Because the indicators have not yet been approved (expected to be approved and piloted in 2011) they cannot be presented in this report.

c) Standards description

The criteria and indicators are still under debate and it is expected that in 2011 they will be disseminated and pilot cases will be conducted.

The principles are based on five "baskets" as follows:

1	Environmental Basket
2	Economic Basket
3	Social Basket
4	Energy Security
5	Good Governance

d) Compliance

It is considered voluntary but the intention of GBEP is to provide aid at national level to comply with the criteria and indicators.

GBEP brings together public, private and civil society stakeholders in a joint commitment to promote bioenergy for sustainable development. The partnership focuses its activities in three strategic areas: Sustainable Development - Climate Change - Food and Energy Security.

1.13 International Sustainability & Carbon Certification (ISCC)

a) Description of the initiative

The system is supported by the German Federal Ministry of Agriculture/Agency for renewable resources and the consultancy firm Méo Corporate development GmbH is implementing the system. It was developed in 2006 to respond to the German Sustainability Regulation (BionachV) and the EU directive on the promotion of Renewable Energy Sources. After pilots in 2008 is currently expecting (2011) the first certifications (ISCC, 2010).

b) Description of system

The objective of the system is to test an international, pragmatic certification system, with the lowest possible administrative burden, that reduces the risk of non-sustainable production and can be used as a proof of GHG emissions of biofuels taking account of their entire life cycle.

c) Standards description

The standard includes 10 principles, criteria and indicators. From the 10 principles 3 are social related, 2 management related and 5 environmental.

6	Good social practice regarding human rights/ labour rights compliance
7	Land rights compliance
8	Priority for food supply/food security

The list of criteria and indicators is presented in Annex 1.

d) Compliance

The system is voluntary. The requirements set are mandatory according to the German and European governmental requirements.

Standards overview

The review of standards and system in the previous section focused on the social and economic issues. The aim of the review was to look at which were the main topics of the schemes as well as the overall functioning of it. Table 2 shows some of the general characteristics of the systems.

Table 2: General characteristics of the standards and systems

Standard	Year	Region	Type	Certification	Social	Econ
RSB	2007	Worldwide	Standard (draft)	Y	√	√
RSPO	2006	Worldwide	Standard	Y	√	√
RTRS	2004 (Basel)	Worldwide	Standard (draft)	Y	√	√
Better Sugar Initiative		Worldwide	Standard (draft) guidelines	Y	√	√
Rain Forest Alliance SAN	2002	Worldwide	Standard	Y	√	√
FSC	2000	Worldwide with national	Standard	Y	√	√
PEFC	1999	Worldwide with National	Standards at National level	Y	√	√
SAI	2004	Worldwide	Guidelines (standard in development)	N	√	√
ISEAL	2006	Worldwide	Code of Practice		√	√
Fair Trade	2008 (FLOcert)	Worldwide with geographic scope	Standard	Y	√	√
AAPRESID	1989	Argentina (National but looking to become international)	Standard	Y	√	√
GBEP	2008	Worldwide (national)	Indicators	N	√	√
ISCC	2006	Global	Indicators	Y	√	√

Most of the standards reviewed focus on qualitative indicators or information to be monitored. Only GBEP has indicators that measure both forms qualitative and quantitative.

Most of the standards include principles related to the working conditions, health and community benefits (including Corporate Social Responsibility). Table 2 shows the comparison of the different principles in most of the standards. ISEAL is not included as it provides guidelines for the development of schemes. GBEP was also not included because the indicators have not yet been approved. Some points to consider from this overview include:

- Some standards call for national interpretation (e.g. GBEP and RSB) and others such as PEFC already have national interpretations.
- Most of the standards look at the feedstock or the final product and few of them look at different parts of the supply chain.
- Very few have a specific principle or criteria for gender inclusion, although most call for community participation.

- There is little differentiation between the different parts of the supply chain except where the certification specifies chain of custody.

Table 3: Comparison of principles of selected standards

SAN Social and Environmental Management System.	SAI Child labour	IFRS Legal Compliance and Good Business Practice	RSPO Commitment to transparency	FSC Compliance with laws and FSC principles:	esa Planning with impact assessment and management process and an economic viability analysis.	BSI Obey the law.	Agresid Legal Obligations (including land property)	Fairtrade Social development: Fairtrade adds to Development	ISCC Good social practice regarding human rights/ labour rights compliance
Fair Treatment and Good Working Conditions for Workers.	No Forced labour	Responsible Labor Conditions	Compliance with applicable laws and regulations	Tenure and use rights and responsibilities	Not violate human rights or labor rights, and shall promote decent work and the well-being of workers.	Respect human rights and labour standards.	Labour Obligations (labour conditions and ILO compliance)	Socioeconomic and environmentally-sustainable development	Land rights compliance
Occupational Health and Safety.	Health and safety	Responsible Community Relations	Commitment to long-term economic and financial viability	Indigenous peoples rights	Contribute to the social and economic development of local, rural and indigenous people and communities.	Manage input, production and processing efficiencies to enhance sustainability.	Social Obligations (consideration of traditional communities)	Environmental Development.	Priority for food supply/food security
Community Relations.	Freedom of association and the right of collective bargaining	Environmental responsibility	Use of appropriate best practices by growers and millers	Community relations and worker's rights	Biofuel operations shall ensure the human right to adequate food and improve food security in food insecure regions.	Actively manage biodiversity and ecosystem services.	Labor conditions: ILO Conventions organizations to meet the ILO requirements as far as possible.		
	Discrimination	Good Agricultural Practice	Responsible consideration of employees and individuals and communities affected by growers and mills	Benefits from the forests ensure economic viability and a wide range of environmental and social benefits.	Maximize production efficiency and social and environmental performance, and minimize the risk of damages to the environment and people.	Continuously improve key areas of the business			
	Disciplinary practices		Responsible development of new plantings	Monitoring and assessment: to assess activities and social and environmental impacts.	Biofuel operations shall respect land rights and land use rights.				
	Working hours		Commitment to continuous improvement in key areas of activity	Maintenance of high conservation value forests					
	Remuneration		Plantations shall be planned and managed						
	Management systems								

Applicability of Standards for the Global-Bio-Pact project

The ISEAL Impact Code and GBEP standard are examples for available indicators that refer to the whole supply chain of the bioenergy feedstocks and their co-products.

It could be an opportunity to measure impacts and monitor them at different scales within the case studies of the Global-Bio-Pact project. Thereby both the impacts of bioenergy activities itself could be monitored, as well as the applicability of the standards in the Global-Bio-Pact case studies.

Social impacts tend to be more difficult to monitor and quantify as they require more in depth studies, normally household surveys which are time consuming and expensive. Therefore it could be a good possibility to link with organisations that are already monitoring and certifying activities in order to assess the impacts from the application of the standards. Nevertheless, it has to be considered that one of the main issues is that monitoring objective is to review compliance to the standards rather than monitoring actual impacts. See for instance the SAI principles shown on table 3.

Table 4: SAI Principles

SAI
Child labour
No Forced labour
Health and safety
Freedom of association and the right of collective bargaining
No Discrimination

Disciplinary practices
Working hours
Remuneration
Management systems

It should also be considered that there are some interactions between the environmental and socio-economic standards, for instance, the link between the use of water for the feedstock production and the use of water by the community. A review of the results reported from the stakeholder overview of principles needed to be included can be found on the RSB website and the COMPETE report on Good Practices (Diaz-Chavez, 2009b).

A suggested short list of principles to consider the development of indicators is shown in table 4.

1	Impacts on water supply and quality affecting the community
2.	Avoidance of Land use change impacts that could impact food security
3.	Community and women participation
4.	Skills transfer
5.	Improvement in services and infrastructure (energy supply, health)
6.	Land rights

Conclusion

Considerable amount of work has been done on sustainability issues regarding some feedstocks although not particularly for bioenergy. It is necessary to develop a more systematic approach which has greater acceptance. The problem is how to create a global standard that allows for national and global activities, given the complexity of many of the issues involved.

Any sustainability standard must include the three key components: economic, social and environmental aspects. Although, a political and institutional new pillar has to be included as many of the issues implied in sustainability are regarded of political nature (Diaz-Chavez, 2003).

Most of the standards work on a monitoring and compliance basis but few have indicators which can actually be monitored under quantitative or clear qualitative parameters. The review of these standards is a starting point to the selection of principles, criteria and indicators that can be used for the Global-Bio-Pact project and that most importantly can be feasible to apply on the field.

The development of indicators needs to consider practical considerations that can be applied in the field and that can produce a benefit for the producers, the governments and the standards application (certifiers).

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7. Annex 1

SAN

Overview of socio-economic criteria developed in standard:

Criteria:	Indicator
<p>1.1 The farm must have a social and environmental management system according to its size and complexity of its operations</p> <p>1.2 The farm must implement permanent or long-term activities to comply with the standard through various programs.</p> <p>1.3 The farm's upper management must demonstrate a commitment to certification and to complying with the requirements stipulated in the standard and by law. The management must also be familiar with and endorse the system and its programs and support its execution by providing the necessary resources.</p> <p>1.4 The objectives and a summary of the social and environmental management system and its programs must be available and made known to workers.</p> <p>1.5 The farm must keep in its offices or facilities all documentation and records created for the social and environmental management system, as well as documents proving compliance with the standard, for at least three years or for the alternative time indicated in this standard.</p> <p>1.6 The potential social and environmental impacts of new works or activities must be evaluated.</p> <p>1.7 The farm must have the necessary processes for follow up, measurement and analysis, including that of claims by workers or other persons or groups, to evaluate the functioning of the social and environmental management system and farm compliance with applicable laws and the standard.</p> <p>1.8 The farm's service providers must commit to complying with the environmental, social and labor requirements of this standard, not only while operating on the farm but also for any outside activities related to the services provided.</p> <p>1.9 The farm must implement a training and education program in order to guarantee the effective execution of the social and environmental management system and its programs. The training topics must be identified according to the standard, the position, and type of work carried out.</p> <p>1.10 The farm must have a system for avoiding the mixing of certified products with non-certified products in its facilities, including harvesting, handling, processing and packaging of products, as well as transportation. All transactions involving certified products must be recorded. Products leaving the farm must be duly identified and accompanied with the relevant documentation indicating a certified farm as origin (C).</p> <p>1.11 The farm must annually describe its energy sources and the amount of energy used from each source for production processes, transport and</p>	<p>1.1 Containing the necessary policies, programs and procedures that prove compliance with this standard and respective national legislation binding for social, labor and environmental aspects on farms – whichever is stricter.</p> <p>1.2 Social and environmental management system programs must consist of the following elements:</p> <p>a. Short-, medium- and long-term objectives and goals.</p> <p>b. A list of activities to be conducted in each program, and a timeline or plan indicating when they will be implemented.</p> <p>c. Identification of the persons responsible for carrying out the activities.</p> <p>Etc. <i>Not all listed here</i></p> <p>1.5 These documents must be readily available to the persons responsible for carrying out the social and environmental management plan's various programs and activities.</p> <p>1.6 These include the expansion of production areas, the construction or installation of new infrastructure, or major changes in production or processing systems. The evaluation must be carried out before the initiation of any changes or new work in accordance with applicable laws or, in their absence, based on technically accepted and recognized methods. Any evaluation must include procedures for monitoring and evaluating the significant impacts identified and not foreseen during the development of new works or activities.</p> <p>1.7 The continual improvement program must include the necessary corrective actions to rectify non-compliance situations, as well as the mechanisms needed to determine if the actions are implemented and if they result in improvements or need to be adjusted to produce the desired results. The results of these processes must be recorded and incorporated into the social and environmental management system through a continual improvement plan and program.</p> <p>1.8 The farm must have mechanisms for evaluating its service providers and checking that they are complying with this standard. The farm must not use the services of suppliers or contractors that do not comply with the social, labor and environmental requirements of this standard.</p> <p>1.9 Records must be kept that include the participants' signatures, topics covered and the instructor's name for each training or educational event. The required training must be paid as part of the normal workday.</p>

<p>domestic use within the farm limits. The farm must have an energy efficiency plan with goals and implementation activities for increased efficiency, for reducing dependency on non-renewable sources and for increasing the use of renewable energy. Where appropriate, the use of on-farm energy sources must be preferred (ADD).</p>	
<p>5.1 The farm must have a social policy that declares its commitment to complying with labor laws and international agreements indicated in this standard.</p> <p>5.2 The farm must not discriminate in its labor and hiring policies and procedures along the lines of race, color, gender, age, religion, social class, political tendencies, nationality, syndicate membership, sexual orientation, civil status or any other motive. The farm must offer equal pay, training and promotion opportunities and benefits to all workers for the same type of work. The farm must not influence the political, religious, social or cultural convictions of workers.</p> <p>5.3 The farm must directly hire its workforce, except when a contractor is able to provide specialized or temporary services under the same environmental, social and labor conditions required by this standard. The farm must not establish relations or contracts with third parties, form or directly participate in employee-owned companies, or use other mechanisms to avoid the direct hiring of workers and the obligations normally associated with labor contracts. Employment of foreign workers must be subject to a work permit issued by the competent government agency. The farm must not ask for money from workers in return for employment.</p> <p>5.4 The farm must have payment policies and procedures that guarantee the complete payment of workers on the dates agreed upon in the labor contract. Payment must take place at the workplace, or by another arrangement agreed upon by the worker. The farm must provide the worker with a detailed and comprehensive explanation of the salary paid and of any deductions made, allowing the worker to appeal in the case of perceived discrepancies.</p> <p>5.5 Workers must receive pay in legal tender greater than or equal to the regional average or the legally established minimum wage, whichever is greater, according to their specific job (C).</p> <p>5.6 Working hours, rest periods during the workday, the number of annual paid vacation days, holidays, and rest days must comply with current labor laws and with a set of minimum conditions. These rights and benefits must be made known to the workers and included in any labor contract or collective agreement.</p> <p>5.7 All overtime must be voluntary. The farm must have policies and procedures relating to the requirements and assignment of overtime that conform to current labor laws. These policies and procedures must be made known to workers when they are hired.</p> <p>5.8 It is prohibited to directly or indirectly employ full- or part-time workers under the age of 15. In countries where the ILO Conventions have been ratified, the farm must adhere to Convention 138, Recommendation 146 (minimum age).</p> <p>5.9 When applicable laws permit, minors between 12 and 14 years old may work part-time on family farms, only if they are family members or neighbors in a</p>	<p>5.1The policy must summarize the rights and responsibilities of the administration and workers, with emphasis on labor aspects, living conditions, basic services, occupational health and safety, training opportunities and community relations. The social policy must be approved by the farm's upper management and be divulged and made completely known and available to the farm's workforce.</p> <p>5.4 Farms with 10 or more full or part-time permanent employees must maintain an up-to-date written payroll and job description for each employee with the following information, which employees must have access to: a. Worker's name, national identity card number, and position, b. Job description + assigned salary, c Minimum salary established by the government according to the type of activity, d Weekly working hours established by applicable laws for the type of activity, and a comparison with the number of hours assigned each worker, e. Job requirements, for example, training or special skills, f. Payment dates, g. Gross pay for normal hours, h. Gross pay for overtime, i. Total pay: normal and overtime, j. Legal deductions and other deductions agreed upon by the worker, k. Net pay.</p> <p>5.5 In cases where the salary is negotiated through collective bargaining or other pact, the worker must have access to a copy of this document during the hiring process. For production, quota or piecework, the established pay rate must allow workers to earn a minimum wage based on an eight-hour workday under average working conditions, or in cases where these conditions cannot be met.</p> <p>5.6 Minimum conditions: a. The maximum number of hours worked per week must not exceed 48, b. Workers must have a minimum of 24 consecutive hours rest (one day off) for every six consecutive days worked, c. All workers must have the right to annual paid vacation equivalent to a minimum of one day for each month worked (12 days or 2 work weeks per year) or the equivalent for part-time workers.</p> <p>5.7 Overtime must not exceed 12 hours per week. Overtime hours must be paid at a higher rate than normal working hours. When current labor laws permit, this standard allows for an exception period during which the maximum 60 hours (48 normal hours plus 12 overtime hours) per week can be exceeded during seasonal activities or due to unforeseen circumstances, under a set of given conditions. <i>These conditions are not described here.</i></p> <p>5.8 Farms contracting minors between the ages of 15 and 17 must keep a record of the following information for each minor: a. First and last name, bb. Date of birth (day, month and year), c c. First and last name of parents or legal guardian, etc. Workers between 15 and 17 years old must not work more than eight hours per day or more than 42</p>

<p>community where minors have traditionally helped with agricultural work. The schedule for these minors including school, transportation and work must not exceed ten hours on school days or eight hours on non-school days, and must not interfere with educational opportunities.</p> <p>5.10 Any type of forced labor is prohibited, including working under the regimen of imprisonment, in agreement with International Labor Organization (ILO) Conventions 29 and 105 and national labor laws.</p> <p>5.11 The farm and supervisors must not threaten, sexually abuse or harass, or verbally, physically or psychologically mistreat workers for any reason. The farm must encourage the respectful treatment of workers and have a formal mechanism to act upon workers' claims of mistreatment.</p> <p>5.12 Workers must have the right to freely organize and voluntarily negotiate their working conditions in a collective manner as established in ILO Conventions 87 and 98. The farm must have and divulge a policy guaranteeing this right and must not impede workers from forming or joining unions, collective bargaining or organizing for ideological, religious, political, economical, social, cultural or any other reasons. The farm must periodically provide opportunities for workers to make decisions regarding their rights + alternatives to form any type of organization for negotiating their working conditions.</p> <p>5.13 The farm must inform permanent and regular seasonal workers - and the workers organizations that represent them - of any plans for changes in farm management activities or organizational structure with potentially significant social, environmental and economic effects (SUB).</p> <p>5.14 Housing provided by the farm for permanent or temporary workers living there must be well-designed, built and maintained to foster good hygienic, health and safety conditions.</p> <p>5.15 All workers of the farm and persons living on the farm must have access to potable water. Sufficient supply of potable water must be provided to all workers and must be available at the work site. The farm must be able to demonstrate that the water provided complies with the physical and chemical parameters and other characteristics established in applicable laws. Non-family farms that obtain water from their own sources - water not supplied by aqueducts managed by other entities - must have a periodic drinking water monitoring and analysis program.</p> <p>5.16 All workers and their families must have access to medical services during working hours and in case of emergency. When legislation requires, farms must contract the services of a doctor or nurse with the necessary equipment to provide these services.</p> <p>5.17 The farm must have mechanisms to guarantee access to education for the school-age children that live on the farm. Schools established and administered by certified farms must have the necessary resources, personnel and infrastructure to be able to provide an educational experience that complies with national legal requirements.</p> <p>5.18 The farm must implement an educational program directed towards administrative and operative personnel (farm workers) and their families that</p>	<p>hours per week. Their work schedule must not interfere with educational opportunities. These workers must not be assigned activities that could put their health at risk, such as the handling and application of agrochemicals or activities that require strong physical exertion.</p> <p>5.9 A set of minimum conditions must be fulfilled. <i>These conditions are not described here.</i></p> <p>5.10 The farm does not withhold any part or all of workers' salaries, benefits or any rights acquired or stipulated by law, or any of the workers' documents, in order to force them to work or stay on the farm, or as a disciplinary action. The farm does not use extortion, debt, threats or sexual abuse or harassment, or any other physical or psychological measure to force workers to work or stay on the farm, or as a disciplinary measure.</p> <p>5.13 a. Workers who will be replaced by the use of machines or for any other reason due to significant changes in farm management activities or organizational structure must be given priority consideration for opportunities to be contracted in other labors on the farm and must be trained for those new tasks.</p> <p>b. In confirmed cases of job loss and lack of employment opportunities, the farm must provide economic compensation for workers according to national labor legislation. In the absence of national legislation, the labor contract for permanent or seasonal workers must include a severance provision.</p> <p>5.14 Living quarters must be separated from production areas. The farm must seek alternatives for relocating housing or camps that are currently within production areas. Workers and their families living on the farm must have access to recreation areas according to the composition of inhabitants. The design, size and construction of dormitories, barracks and other housing, type and quantity of furniture, and number and location of sanitary facilities, showers, and washing and cooking areas must comply with applicable laws. In absence of applicable laws required set of elements and characteristics apply. <i>Required size and facilities given in standard not included here.</i></p> <p>5.15 Analysis program includes:</p> <p>a. Identification of water sources on a map and on the farm.</p> <p>b. Policies / procedures for guaranteeing protection of water sources.</p> <p>c. Sampling procedures and sampling locations and frequency.</p> <p>d. Analyses conducted by a legally recognized laboratory</p> <p>e. A record of the results for the last 3 years or since certification process was initiated.</p> <p>Additional analysis may be requested to ensure quality if evidence of direct or indirect contamination of surface or underground water exists.</p> <p>5.18 Topics include the general objectives and requirements of Rainforest Alliance Certified™</p>
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<p>encompasses three topics.</p> <p>5.19 In those regions or countries where families traditionally harvest specific crops and where national laws do permit it, minors can participate in harvesting under a set of conditions. <i>Conditions in standards not listed here.</i></p>	<p>certification; environmental and conservation topics related to this standard; and fundamental health and hygiene concepts. The program must be designed for the culture, language and educational level of those involved.</p>
<p>6.1 The farm must have an occupational health and safety program with the principal objective being to identify and minimize or eliminate workers' occupational risks.</p> <p>6.2 The farm must have a permanent and continuous training program to educate workers on how to carry out their work correctly and safely, especially regarding the handling of machinery and agricultural equipment. Workers must be familiar with the training requirements for their job, and must be trained before starting work on the farm.</p> <p>6.3 All workers that apply, handle, transport or come into contact with agrochemicals or other chemical substances must be trained in at least a series of defined subjects.</p> <p>6.4 Workers that carry out activities identified as being dangerous or a health risk in the occupational health and safety program, or those that require special skills such as the handling and application of agrochemicals, carrying heavy loads, harvesting manually or using agricultural machinery or equipment, must receive a medical check-up at least annually to assure their physical and mental capacities for such work. Workers must have access to the results of their medical examinations (SUB).</p> <p>6.5 Personnel who apply or handle agrochemicals must have examinations necessary to determine the potential effects of the agrochemicals they handle before initiating such activities on the farm. The examination results must be documented in a manner in which information is easily found. Workers must have access to the examination results and must be assigned to other activities if the recommendations indicate that they are unfit to apply these products.</p> <p>6.6 The farm must provide workers in all work areas with the basic services, resources and working conditions necessary to comply with the occupational health and safety program objectives and with the safety, health, and cleanliness requirements of applicable laws and this standard.</p> <p>6.7 The farm must maintain strict safety standards in workshops and storage areas in order to reduce the possibility of accidents. Farms must have mechanisms to manage and control access to these areas and workers must have knowledge of them. The farm must assign and train personnel responsible for managing distribution of materials and for controlling access to storage areas. Materials must be stored separately according to their characteristics.</p> <p>6.8 Workshops and storage facilities of all substances but agrochemicals or flammable must be designed, constructed and equipped to reduce the risk of accidents and negative impacts on human health and the environment.</p> <p>6.9 Those areas used for the storage and distribution of</p>	<p>6.1 The program must have the policies, procedures, personnel and the resources necessary for reaching its objectives. It must also comply with applicable national laws and with this standard and be known and understood by the workers. The workers must be involved with reviewing the policies, procedures and other activities indicated in the program to ensure compliance. An occupational health committee must be established on farms with ten or more permanent production and processing workers. A written procedure is required for selecting committee members, and records must be kept for committee meetings and actions taken.</p> <p>6.2 On farms with >10 permanent production and processing workers, farm must keep a written record of each training session.</p> <p>6.3 Defined subjects are a.o. general occupational health, Interpretation of the pesticide labels and of the Material Safety Data Sheet (MSDS) for the substances used, etc. Only persons with proven knowledge and experience in the subject must carry out the training. Farms with >10 permanent workers in production or processing must document for each training event the objectives, topics, the workers or positions that must attend training, the training materials used, the frequency and duration, and the list of participants.</p> <p>6.4 Those workers who either express or are observed having medical or mental health issues, must have the timely attention of and, as indicated, treatment by medical personnel - with the authority to find that a worker is unfit for the specific job he/she is doing and he/she needs job reassignment. Farm management must implement actions to avoid medical disorders of farm workers caused by harvest and other labor practices. Adequate rehydration must be provided at all times.</p> <p>6.5 These workers must not suffer from chronic diseases, hepatitis or renal diseases, or respiratory diseases nor have been declared mentally challenged. Only males between the ages of 18 and 60 are permitted to apply agrochemicals.</p> <p>6.6 Farms must provide facilities for human hygiene purposes in all sites with worker presence that is out of reach of administrative infrastructure. The farm must consult workers about the provided services, resources and working conditions, and demonstrate that they take into account the results of these consultations. The farm must provide the necessary protective equipment, and require its usage, for all machinery etc considered dangerous.</p> <p>6.7 Personal protection equipment must not be stored with chemical substances. A current inventory of materials must be maintained and only the quantities of materials necessary to guarantee the continuity of work on the farm must be stored.</p>

agrochemicals or flammable and toxic substances must be designed, constructed and equipped to reduce the risk of accidents and negative impacts on human health and the environment.

6.10 The farm must store agrochemicals in a manner that minimizes potential negative impacts on human health and on the environment. The farm must store only the amount of agrochemicals necessary to meet short-term needs. These products must be separated according to their biocide, toxicity and chemical formula. They must not be stored on the floor nor come within contact with absorbent materials. A Material Safety Data Sheet must be kept in the storage facility for each chemical product stored. *Also mentioned here: information about storage agrochemical containers.*

6.11 The farm must demonstrate that the locations of agrochemical and fuel storage areas comply with applicable laws. If applicable legislation does not exist and if the design, construction and management of these facilities do not comply with some or all of the requirements indicated in Criteria 6.7 to 6.10, a set of required separations must be maintained (*not listed here*).

6.12 The farm must take permanent measures to reduce the risk of accidents or spills of agrochemicals during their transportation to and within the farm. Vehicles used for transporting chemicals must be in a good state of repair, legally registered and have insurance policies designed for these services. The persons in charge of transporting agrochemicals must demonstrate that they know how to safely transport and handle the substances.

6.13 All workers that come into contact with agrochemicals, including those who clean or wash clothes or equipment that has been exposed to agrochemicals, must use personal protection equipment. The farm must provide this equipment in good condition, and must provide incentives to workers to use the equipment (C).

6.14 The farm must have the necessary safety measures for the protection of workers applying agrochemicals in the field.

6.15 The farm must take permanent actions to protect workers, neighbors and other persons from the effects of the application of agrochemicals and biological or organic inputs.

6.16 The farm must have showers and changing rooms for all persons that apply or come in contact with agrochemicals.

6.17 Clothes worn while applying agrochemicals must never be washed in the workers' homes. Handling and safety procedures must be established for transferring or transporting contaminated clothing from the shower area to the laundry room.

6.18 The farm must identify and analyze the types of potential emergencies that could occur on the farm according to its operations and environment. The farm must have an emergency response plan with actions and documented procedures for responding to all identified emergencies.

6.19 The farm must have accessible the necessary equipment for preventing and responding to the different types of emergencies identified in the

6.8 All of these areas must be used exclusively for designated purposes and must have signs inside and outside that indicate the types of SAN Sustainable Agriculture substances stored, the dangers they present, and precautionary measures to be taken in the area. The design, construction and equipping of these facilities must comply with applicable laws or with a set of defined parameters (*not included in this list*) whichever are stricter.

6.9 These areas must be used exclusively for these purposes. Fuels and other flammable substances must not be stored with agrochemicals. All of these areas must have signs legible at a distance of 20 meters to indicate the types of substances stored, the dangers they present and precautionary measures to be taken in the area. The farm must ensure that all conditions comply with applicable laws or with a set of parameters (*not listed here*) whichever are stricter.

6.12 All agrochemicals must be transported to the farm in their original containers and accompanied by a copy of their Material Safety Data Sheet. The farm must only transport to the production areas the quantity of agrochemicals necessary for that day's work. Chemicals must be transported in properly labeled plastic containers that are then returned to storage facility after use. Mobile agrochemical application equipment must be transported empty to the application area.

6.13 The equipment must reduce contact with the agrochemicals and the possibility of acute or chronic poisoning, and must comply with the strictest of the following requirements: a) the requirements indicated on the products' Material Safety Data Sheet, b) any applicable laws; or c) the equipment indicated in Annex of this standard.

6.14 A supervisor must check, at least every 3 hours, all workers applying WHO's categories Ia, Ib and II technical grade active ingredients of pesticides (see Annex). Workers must not apply agrochemicals for more than 6hours per day in order to limit their exposure to agrochemicals and to minimize the risk of accidents.

6.15 A list of actions is given. For products that do not have restricted entry periods in the Material Safety Data Sheet, a set of restricted entry intervals must be applied (*not given here*).

6.16 There must be policies and procedures that require that all workers that apply agrochemicals shower and change their clothes immediately after finishing the application and before leaving the farm at the end of the workday. There must be exclusive and separate areas for washing personal protection equipment and for washing application equipment.

6.18 All workers must be familiar with the emergency response measures relating to their areas of work and responsibilities. The farm must have workers trained in first aid available on each shift.

6.20 When harvesting at night, farms must provide constant lighting. Only in the case of monoculture crops with an average plant height lower than two meters, farms must provide shelter for shade and protection from extreme weather conditions, such as

<p>emergency response plan.</p> <p>6.20 Farms must implement documented procedures for protecting workers in the event of an extreme weather event.</p>	<p>heavy rain and lightning.</p>
<p>7.1 The farm must respect areas and activities that are important to the community socially, culturally, biologically, environmentally and religiously. These must not be affected by farm activities.</p> <p>7.2 The farm management must implement policies and procedures for identifying and considering the interests of local populations and community interest groups regarding farm activities or changes that could have an impact on their health, employment or local natural resources. The farm must document and make available for public view all complaints and comments it receives related to its activities and its replies to them (SUB) (C).</p> <p>7.3 The farm must have policies and procedures for prioritizing the hiring and training of a local labor force and for contracting and acquiring local services and products.</p> <p>7.4 The farm must contribute to the protection and conservation of community natural resources, collaborate with the development of the local economy, and contribute fairly towards the costs of the community infrastructure and local shared resources consumed – schools, pathways, aqueducts and other infrastructure as well as water and other resources – according to the amount used by the farm. Farms must negotiate a fair compensation with local communities and local and national authorities for resources and infrastructure used.</p> <p>7.5 The farm must help with local environmental education efforts and must support and collaborate with local research in areas related to this standard.</p> <p>The farm must have a legitimate right to land use and tenure, demonstrated by presenting the appropriate official documentation.</p>	<p>7.5 If there is no such documentation the farm must show either:</p> <p>a. Absence of significant disputes on land use, tenure and access, or</p> <p>b. The consent of local communities, regarding the land, natural and agricultural resources.</p>
<p>8.1 The farm must have an integrated pest-management (IPM) program based on ecological principles for the control of harmful pests (insects, plants, animals and microbes).</p> <p>8.2 The farm must demonstrate by comparative agrochemical inventories and use records that it rotates chemical products and reduces their use for crop production. The agrochemical inventory on the farm must include, as a minimum requirement, the commercial and generic product names, the quantities acquired and the purchase dates.</p> <p>8.3 The farm must implement the procedures and have the necessary equipment for mixing and applying agrochemicals, as well as maintain, calibrate and repair application equipment, in order to reduce to a minimum waste and excessive applications. The farm must designate and train personnel who will be responsible for the implementation of these procedures.</p> <p>8.4 A list of given chemical or biological substances cannot be used on certified farms (C). List of Prohibited Pesticides – Sustainable Agriculture Network is binding for the inserts 8.4.c, 8.4.d, 8.4.e and 8.4.f of this criterion.</p>	<p>8.1 The program must give priority to the use of physical, mechanical, cultural and biological control methods, and the least possible use of agrochemicals. The program must include activities for monitoring pest populations, training personnel that monitor these populations, and integrated pest management techniques.</p> <p>8.2 For field applications, the farm must record the following information: a. Products applied and application dates, b. Identification of the area where the application was made (on a map or clearly identified by the name or number of the plot), etc (<i>not complete list given here</i>). The information from records must be summarized and analyzed to determine application trends for specific products during the last five years.</p> <p>8.4 a. Biological or organic substances that are not legally registered in the country for commercial use, b. Agrochemicals that are not registered officially in the country, c. Agrochemicals that are mentioned in the List of Banned and Severely Restricted Pesticides in the U.S. by its Environmental Protection Agency (EPA) or pesticides banned or severely restricted in the European Union, d.</p>

<p>8.5 The farm must have a plan for eliminating the use of World Health Organization Class Ia and Ib technical grade active ingredients of pesticides, and for reducing the use of World Health Organization Class II technical grade active ingredients of pesticides.</p> <p>8.6 The farm must take steps to avoid introducing, cultivating or processing transgenic crops. When nearby transgenic materials are accidentally introduced into a certified farm's crop, the farm must develop and execute a plan to isolate the crops and provide follow-up in order to comply with the requirements of this criterion (C).</p> <p>8.7 Farms must only use fumigation methods for post-harvest treatment that minimize health effects in workers and control applications.</p> <p>8.8 Only for sugarcane: Farms that harvest sugarcane with machines are not allowed to use fire for harvest preparation. All other farms – employing manual rather than mechanized harvesting - must eliminate fire for harvest preparation within a maximum period of three years and must implement a set of rules.</p> <p>Fire must not be allowed to spread to conservation areas. The workers in charge of burning must be adequately trained in fire management, control and suppression (ADD)</p> <p>8.9 The use of fire for pest and disease management must only be used if it is the option of less environmental impact in comparison with other pest control measures. This option must be approved by competent authorities, must reflect technical considerations and focus on problematic areas only (ADD).</p>	<p>Substances that have been banned globally under the Stockholm Convention on Persistent Organic Pollutants, e. Substances listed in Annex III of the Rotterdam Convention on Prior Informed Consent (PIC), in relation to national bans or severe restrictions for documented health or environmental reasons in at least two regions of the World, f. All Pesticide Action Network Dirty Dozen substances.</p> <p>8.5 Farms that do use the formerly mentioned ingredients must demonstrate the following: a. No technically or economically viable alternatives do exist for the type of pest or infestation, b. The pest or infestation has had, or would have had, proven significant economic consequences that surpass the economic threshold for damage, c. Measures must be taken to substitute World Health Organization Class Ia, Ib and II technical grade active ingredients of pesticides.</p> <p>8.7 Records must be maintained of any post-harvest treatment. These records must at least include a list of required information (<i>Not listed here</i>).</p> <p>8.8 Rules include: Explain fire-elimination plan to workers, suppliers and surrounding communities, Comply with local legislation about the use of fire for farm management, Conduct burning in a way that minimizes impact on workers, surrounding communities and natural resources.</p>
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<http://sanstandards.org/sitio/subsections/display/7>

SAI8000

Overview of socio-economic criteria developed for the standard.

Criteria	Indicator
<ul style="list-style-type: none"> • 1.1 The company shall not engage in or support the use of child labor (1+2) as defined above. • 1.2 The company shall establish, document, maintain, and effectively communicate to personnel and other interested parties policies and procedures for remediation of children found to be working in situations which fit the definition of child labor above, and shall provide adequate support to enable such children to attend and remain in school until no longer a child • 1.3 The company shall establish, document, maintain, and effectively communicate to personnel and other interested parties policies and procedures for promotion of education for children covered under ILO recommendation 146 and young workers who are subject to local compulsory education laws or are attending school, including means to ensure that no such child or young worker is employed during school hours and that combined hours of daily transportation, school, and work time does not exceed 10 hours a day. • 1.4 The company shall not expose children or young workers to situations in or outside of the workplace that are hazardous, unsafe or unhealthy. 	Guidelines provided
<ul style="list-style-type: none"> • 2.1 The company shall not engage in or support the use of forced labor, nor shall personnel be required to lodge deposits or identity papers upon commencing employment with the company. 	Guidelines provided

<ul style="list-style-type: none"> • 3.1 The company, bearing in mind the prevailing knowledge of the industry and of any specific hazards, shall provide a safe and healthy working environment and shall take adequate steps to prevent accidents and injury to health arising out of, associated with or occurring in the course of work, by minimizing, so far as is reasonably predictable, the causes of hazards inherent in the working environment. • 3.2 The company shall appoint a senior management representative responsible for the health and safety of all personnel, and accountable for the implementation of the health and safety elements of this standard. • 3.3 The company shall ensure that all personnel receive regular and recorded health and safety training, and that such training is repeated for new and reassigned personnel. • 3.4 The company shall establish systems to detect, avoid or respond to potential threats to the health and safety of all personnel. • 3.5 The company shall provide, for use by all personnel, clean lavatories, access to potable water, and if appropriate, sanitary facilities for food storage. • 3.6 The company shall ensure that, if provided for personnel, dormitory facilities are clean, safe, and meet the basic needs of the personnel. 	Guidelines provided
<ul style="list-style-type: none"> • 4.1 The company shall respect the right of all personnel to form and join trade unions of their choice and to bargain collectively. • 4.2 The company shall, in those situations in which the right to freedom of association and collective bargaining are restricted under law, facilitate parallel means of independent and free association and bargaining for all such personnel. • 4.3 The company shall ensure representatives of such personnel are not the subject of discrimination and that such representatives have access to their members in the workplace. 	Guidelines provided
<ul style="list-style-type: none"> • 5.1 The company shall not engage in or support discrimination in hiring, remuneration, access to training, promotion, termination or retirement based on race, caste, national origin, religion, disability, gender, sexual orientation, union membership, political affiliation, or age. • 5.2 The company shall not interfere with the exercise of the rights of personnel to observe tenets or practices, or to meet needs relating to race, caste, national origin, religion, disability, gender, sexual orientation, union membership, or political affiliation. • 5.3 The company shall not allow behavior, including gestures, language, and physical contact, that is sexually coercive, abusive or exploitative. 	
<ul style="list-style-type: none"> • 6.1 The company shall not engage in or support the use of corporal punishment, mental or physical coercion, and verbal abuse. 	
<ul style="list-style-type: none"> • 7.1 The company shall comply with applicable laws and industry standards on working hours. The normal workweek shall be as defined by law but shall not on a regular basis exceed 48 hours. Personnel shall be provided with at least one day off in every seven-day period. All overtime work shall be reimbursed at a premium rate and under no circumstances shall exceed 12 hours per employee per week. • 7.2 Other than as permitted in Section 7.3 (below), overtime work shall be voluntary. • 7.3 Where the company is party to a collective bargaining agreement freely negotiated with worker organizations (as defined by the ILO) representing a significant portion of its workforce, it may require overtime work in accordance with such agreement to meet short-term business demand. Any such agreement must comply with the requirements of Section 7.1 	
<ul style="list-style-type: none"> • 8.1 The company shall ensure that wages paid for a standard working week shall always meet at least legal or industry minimum standards and shall be sufficient to meet basic needs of personnel and to provide some discretionary income. • SA8000 8.2 The company shall ensure that deductions from wages are not made for disciplinary purposes, and shall ensure that wage and benefit remuneration are detailed clearly and regularly for workers; the company shall also ensure that wages and benefits are rendered either in cash or check form, in a manner convenient to workers. • SA8000 8.3 The Company shall ensure that labor-only contracting arrangements and false apprenticeship schemes are not undertaken in an effort to avoid fulfilling obligations to personnel under applicable laws pertaining to labor & social security legislation and regulations. 	
<ul style="list-style-type: none"> • 9.1 Top management (1) shall define the company's policy for social accountability and labor conditions to ensure that it meets a set of criteria (see indicators) • 9.2 Top management shall periodically review the adequacy, suitability, and continuing effectiveness of the company's policy, procedures and performance results vis-à-vis the requirements of this standard and other requirements to which the company subscribes. System amendments and improvements shall be implemented where appropriate. • 9.3 The company shall appoint a senior management representative who, irrespective of other responsibilities, shall ensure that the requirements of this standard are met; 	9.1: a) includes a commitment to conform to all requirements of this standard and requirements to which the company subscribes; b) includes a commitment to comply with national and other applicable law, and

<ul style="list-style-type: none"> • 9.4 The company shall provide for non-management personnel to choose a representative from their own group to facilitate communication with senior management on matters related to this standard. • 9.5 The company shall ensure that the requirements of this standard are understood and implemented at all levels of the organization; methods shall include, but are not limited to: a) clear definition of roles, responsibilities, and authority; b) training of new and/or temporary employees upon hiring; c) periodic training and awareness programs for existing employees; d) continuous monitoring of activities and results to demonstrate the effectiveness of systems implemented to meet the company's policy and the requirements of this standard. • 9.6 The company shall establish and maintain appropriate procedures to evaluate and select suppliers/subcontractors (and, where appropriate, sub-suppliers) based on their ability to meet the requirements of this standard. • 9.7 The company shall maintain appropriate records of suppliers/ subcontractors commitments to social accountability, including, but not limited to, the written commitment of those organizations • 9.8 The company shall maintain reasonable evidence that the requirements of this standard are being met by suppliers and subcontractors. • 9.9 In addition to the requirements of Sections 9.6 and 9.7 above, where the company receives, handles or promotes goods and/or services from suppliers/subcontractors or sub-suppliers who are classified as home workers, the company shall take special steps to ensure that such home workers are afforded a similar level of protection as would be afforded to directly employed personnel under the requirements of this standard. • 9.10 The company shall investigate, address, and respond to the concerns of employees and other interested parties with regard to conformance/non-conformance with the company's policy and/or the requirements of this standard; the company shall refrain from disciplining, dismissing or otherwise discriminating against any employee for providing information concerning observance of the standard. • 9.11 The company shall implement remedial and corrective action and allocate adequate resources appropriate to the nature and severity of any non-conformance identified against the company's policy and/or the requirements of the standard. <p><i>Also 9.12, 9.13 and 9.14: Not included in overview</i></p>	<p>to respect the international instruments listed in Section II and</p> <p>their interpretation; c) includes a commitment to continual improvement; d) is effectively documented, implemented, maintained, communicated and is accessible in a comprehensible form to all personnel, e) is publicly available.</p>
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RTRS

Overview of socio-economic criteria developed for the standard:

Criteria	Indicator
1a. There is awareness of, and compliance with, all applicable local and national laws.	<ul style="list-style-type: none"> * Producer can demonstrate awareness of his or her responsibilities, according to applicable laws. * Applicable laws are being complied with.
1b. Legal use rights to the land are clearly defined and demonstrable.	<ul style="list-style-type: none"> * Documented evidence of rights to use the land (e.g. ownership document, rental agreement, court order etc)
1c. There is open and transparent engagement with interested parties (<i>optional, possibly to be removed</i>)	<ul style="list-style-type: none"> * Engagement with local actors and stakeholders. * Continuous improvement on divulging social and environmental information relevant to the RTRS standard.
2a. Do not engage in or support child labor or forced labor, or engage in or support discrimination or harassment.	<ul style="list-style-type: none"> * No forced, bonded, trafficked or otherwise involuntary labor is used at any stage of production. * No workers of any type are required to lodge their identity papers with anyone and no part of their salary, benefits or property is retained in order to coerce workers.

	<ul style="list-style-type: none"> * Spouses and children of contracted workers are not obliged to work on the farm. * Children and minors (below 18) do not conduct hazardous work or any work that jeopardizes their physical, mental or moral well being. * Children under 15 (or higher age as established in national law) do not carry out productive work. They may accompany their family to the field as long as they are not exposed to hazardous, unsafe or unhealthy situations. * There is no engagement in, support of or tolerance of any form of discrimination which annuls or affects the recognition, fruition or equal exercise of rights or liberties at work. * All workers receive equal remuneration for work of equal value, equal access to training and benefits and equal opportunities for promotion and to fill all positions open. * Workers are not subject to corporal punishment, mental or physical oppression and coercion, verbal or physical abuse, sexual harassment or any other kind of intimidation.
2b. All workers, sharecroppers, contractors, and subcontractors are adequately informed and trained for their tasks and are aware of their rights and duties.	<ul style="list-style-type: none"> * Labor laws, union agreements or direct contracts of employment detailing payments and conditions of employment (e.g., working hours, deductions, overtime, sickness, holiday entitlement, maternity leave, reasons for dismissal, period of notice, etc) are available in the languages understood by the workers or explained carefully to them by a management official. * Adequate and appropriate training and comprehensible instructions on fundamental rights at work, health and safety and any necessary guidance or supervision are provided to all workers.
2c. A safe and healthy workplace is provided for all workers.	<ul style="list-style-type: none"> * There is a health and safety policy which applies to all workers and is adequately implemented and monitored. * Relevant health and safety risks are identified and procedures are developed to address these risks by employers and these are monitored. * Immediate steps are taken to stop any operation where there is an imminent and serious danger to safety and health and to evacuate as appropriate. * Potentially hazardous tasks are only carried out by capable and competent people who do not face specific health risks. * Adequate and appropriate protective equipment is provided and used to cover all potentially hazardous operations such as pesticide application, land preparation and harvesting. * The necessary precautions are taken to avoid people entering into recently sprayed areas. * Accident and emergency procedures exist and instructions are clearly understood by all workers. * There is access to medical assistance and compensation in case of work-related disease or injury.
2d. Workers have freedom of association and rights of collective bargaining.	<ul style="list-style-type: none"> * All workers and sharecroppers have the right to establish and/or join an organization of their choice. * Effective functioning of such organizations is not impeded. Representatives are not subject to discrimination and have access to their members in the workplace. * All workers have the right to perform collective bargaining * Workers are not inhibited from interacting with external parties (e.g. NGOs, trade unions labor inspectors, agricultural extension workers, etc)
2e. All workers, employed directly or by major service providers, receive remuneration	<ul style="list-style-type: none"> * Remuneration: Workers are paid gross wages that comply with national legislation and sector agreements and are sufficient to meet basic needs.

<p>that is sufficient to meet basic needs.</p>	<ul style="list-style-type: none"> * Remuneration: Deductions from wages for disciplinary purposes are not made. Wages and benefits are detailed and clear to workers and workers are paid in a manner convenient to them. Paid wages are recorded by the employer. * Normal weekly working hours do not exceed 48. * If additional overtime hours are necessary: <ul style="list-style-type: none"> a) This will only be allowed in exceptional and unforeseen circumstances. b) All workers must agree to overtime. c) The farm can have only two exceptional periods per year. d) The farm must make sure that the average of working hours in the two-month period after the start of the exceptional period is still no more than 60 hours per week. * Working hours per worker are recorded by the employer. * Overtime work must at all times be voluntary and paid according to legal or sector standards. In case overtime work is needed, workers shall receive timely notification. Workers shall be entitled to at least one day off every seven-day period. * Salaried workers shall have all entitlements and protection in national law and practice with respect to maternity. Workers taking maternity leave shall be entitled to return to their employment on the same terms and conditions that applied to them prior to taking leave and they shall not be subject to any discrimination, loss of seniority or deductions of wages. * If workers are paid per unit/result (piece work), a normal 8 hour working day should allow workers, (men and women), to earn at least the national or sector established minimum wage and be sufficient to meet basic needs. * If employees live on the central production or processing site(s), they have access to affordable and adequate housing and food.
<p>3a. Traditional communities affected</p> <p>by expansion of soy bean areas are compensated for any relinquishment of rights (including traditional land use rights), subject to their free, prior, informed and documented consent.</p>	<ul style="list-style-type: none"> * A comprehensive, participatory and documented social and environmental assessment has been carried out (as per Criterion 4) * Documented evidence of compensation and free prior informed consent for relinquishment of rights
<p>3b. A dialogue is established with local communities and a procedure is in place to address complaints and grievances.</p>	<ul style="list-style-type: none"> * Documented evidence of the dialogue * A complaints and grievances mechanism which includes a compensation mechanism for damages incurred by the community as a result of the agricultural activities, and a timeframe for resolution of the complaint/grievance.
<p>3c. Preference is given to the employment and training of the local population, and to the contracting of services and purchasing inputs in the local market, as a means to promote community development.</p>	<ul style="list-style-type: none"> * Documentation/demonstration that there is a policy to favor hiring locally, and that this has been implemented. * Documentation of % of employment of local people who originate from the area. Adequate justification if local hiring has not taken place. * Demonstrate that purchasing policies favor local procurement of services and inputs, and (if necessary) provide adequate justification where this has not taken place.

<http://sanstandards.org/sitio/subsections/display/7>

RSPO

Overview of socio-economic criteria developed for the standard:

Criteria	Indicator
1a. Growers and millers provide adequate information to other stakeholders on environmental, social and legal issues relevant to RSPO criteria, in appropriate languages and forms to allow for effective participation in decision-making	Records of requests and responses must be maintained. Guidance: growers and millers should respond constructively and promptly to requests for information from stakeholders.
1b. Management of documents are publicly available, except where this is prevented by commercial confidentiality or where disclosure of information would result in negative environmental or social outcomes	This concerns management documents relating to environmental, social and legal issues, relevant to compliance with RSPO criteria. Documents that must be publicly available, but are not limited to, are a.o.: Land titles / user rights, Health and safety plan, Plans and impact assessment relating to environmental and social impacts, pollution prevention plan
2a. There is compliance with all applicable local, national and ratified international laws and regulations.	Evidence of compliance with relevant legal requirements: A documented system, which includes written information on legal requirements, a mechanism for ensuring that they are implemented and a system for tracking any changes in the law. Systems used should be appropriate to scale of organization.
2b. The right to use the land can be demonstrated, and is not legitimately contested by local communities with demonstrable rights.	Documents showing legal ownership or lease, history of land tenure and the actual legal use of the land. Evidence that legal boundaries are clearly demarcated and visibly maintained. Where there are, or have been, disputes, additional proof of legal acquisition of title and that fair compensation has been made to previous owners and occupants; and that these have been accepted with free prior and informed consent. Absence of significant land conflict, unless requirements for acceptable conflict resolution processes (criteria 6.3 and 6.4) are implemented and accepted by the parties involved.
2c. Use of the land for oil palm does not diminish the legal rights, or customary rights, of other users, without their free, prior and informed consent.	Maps of an appropriate scale showing extent of recognized customary rights (criteria 2.3, 7.5 and 7.6) Copies of negotiated agreements detailing process of consent (criteria 2.3, 7.5 and 7.6)
3a. There is an implemented management plan that aims to achieve long term economic and financial viability (not applicable for individual smallholders)	A documented business or management plan (minimum 3 years). Annual replanting program, where applicable, projected for a minimum of 5 years with yearly review.
4a. Operating procedures are appropriately documented and consistently implemented and monitored.	Standard Operating Procedures for estates and mills are documented. A mechanism to check consistent implementation of procedures is in place. Records of monitoring & the actions taken are maintained.
4h. All staff, workers, smallholders and contractors are appropriately trained.	A formal training program that includes regular assessment of training needs and documentation of the program. Records of training for each employee are kept.
6a. Aspects of plantation and mill management that have social impacts are identified in a participatory way, and plans to mitigate the negative impacts and promote the positive ones are made, implemented and	A documented social impact assessment incl. records of meetings. Evidence that the assessment has been done with the

monitored, to demonstrate continuous improvement.	<p>participation of affected parties.</p> <p>A timetable with responsibilities for mitigation and monitoring, reviewed and updated as necessary</p> <p>Particular attention paid to the impacts of out-grower schemes (where the plantation includes such a scheme).</p>
6b. There are methods for communication and consultation between growers and/or millers, local communities and other affected or interested parties.	<p>Documented consultation and communication procedures.</p> <p>A nominated management official responsible for these issues.</p> <p>Maintenance of a list of stakeholders, records of all communication and records of actions taken in response to input from stakeholders.</p>
6c. There is a mutually agreed and documented system for dealing with complaints and grievances, which is implemented and accepted by all parties.	<p>The system resolves disputes in an effective, timely and appropriate manner. Documentation of both the process by which a dispute was resolved and the outcome. The system is open to any affected parties.</p>
6d. Any negotiations concerning compensation for loss of legal or customary rights are dealt with through a documented system that enables indigenous peoples, local communities and other stakeholders to express their views through their own representative institutions.	<p>Establishment of a procedure for identifying legal and customary rights and a procedure for identifying people entitled to compensation.</p> <p>A procedure for calculating and distributing fair compensation (monetary or otherwise) is established and implemented.</p> <p>The process and outcome of any negotiated agreements and compensation claims is documented and made publicly available.</p>
6e. Pay and conditions for employees and for employees of contractors always meet at least legal or industry minimum standards and are sufficient to provide decent living wages	<p>Documentation of pay and conditions.</p> <p>Labor laws, union agreements or direct contracts of employment detailing payments and conditions of employment are available in the languages understood by the workers or explained carefully to them by a management official.</p> <p>Growers and millers provide adequate housing, water supplies, medical, educational and welfare amenities to national standard or above, where no such public facilities are available or accessible (not applicable to smallholders).</p>
6f. The employer respects the right of all personnel to form and join trade unions of their choice and to bargain collectively. Here the right to freedom of association and collective bargaining are restricted under law; the employer facilitates parallel means of independent and free association and bargaining for all such personnel.	<p>A published statement in local languages recognizing freedom of association.</p> <p>Documented minutes of meetings with main trade unions or workers representatives</p>
6g. Children are not employed or exploited. Work by children is acceptable on family farms, under adult supervision, and when not interfering with education program. Children are not exposed to hazardous working conditions.	<p>Documentary evidence that minimum age requirement is met. Only workers above the minimum school leaving age in the country or who are at least 15 years old may be employed, with the stated exception of family farms. The minimum age of workers will not be less than stated under national regulations.</p>
6h. Any form of discrimination based on race, caste, national origin, religion, disability, gender, sexual orientation, etc., is prohibited.	<p>A publicly available equal opportunities policy incl. identification of affected groups in local environment. Evidence that employees and groups incl. migrant workers have not been discriminated against.</p>
6i. A policy to prevent sexual harassment and all other forms of violence against women and to protect their reproductive rights is	<p>A policy on sexual harassment and violence and records of implementation. A specific grievance mechanism is established.</p>

developed and applied.	
6j. Growers and mills deal fairly and transparently with smallholders and other local businesses.	Current and past prices paid for FFB shall be publicly available. Pricing mechanisms for FFB and inputs/services shall be documented. Evidence shall be available that all parties understand the contractual agreements they enter into, and that contracts are fair, legal and transparent. Agreed payments shall be made in a timely manner.
6k. Growers and millers contribute to local sustainable development wherever appropriate.	Demonstrable contributions to local development that are based on the results of consultation with local communities.
7a. A comprehensive and participatory independent social and environmental impact assessment (IA) is undertaken prior to establishing new plantings or operations, or expanding existing ones, and the results incorporated into planning, management and operations.	Independent IA, undertaken through a participatory methodology incl. external stakeholder groups. Appropriate management planning and operational procedures. Where the development includes an out-grower scheme, the impacts of the scheme and the implications of the way it is managed should be given particular attention.
7e. No new plantings are established on local peoples' land without their free, prior and informed consent, dealt with through documented system that enables indigenous peoples, local communities and other stakeholders to express views through their own representative institutions.	Refer to criteria 2.2, 2.3, 6.2, 6.4 and 7.6 for indicators and guidance
7f. Local people are compensated for any agreed land acquisitions and relinquishment of rights, subject to their free, prior and informed consent and negotiated agreements.	Documented identification and assessment of legal and customary rights. Establishment of system for identifying people entitled to compensation. Establishment of a system for calculating and distributing fair compensation (monetary or otherwise). Communities that have lost access and rights to land for plantation expansion are given opportunities to benefit from plantation development. The process and outcome of any compensation claims should be documented and made publicly available. Activity to be integrated with SEIA (7.1).
7g. Use of fire in the preparation of new plantings is avoided other than in specific situations, as identified in the ASEAN guidelines or other regional best practice.	No evidence of land preparation by burning. Documented assessment where fire has been used for preparing land for planting. Evidence of approval of controlled burning as specified in ASEAN guidelines or other regional best practice. This activity should be integrated with SEIA required by 7.1.
8a. Growers and millers regularly monitor and review their activities and develop and implement action plans that allow demonstrable continuous improvement in key operations	The action plan for continual improvement should be based on a consideration of the main social and environmental impacts and opportunities of the grower/mill, and should include a range of indicators covered by these principles and criteria. As a minimum, these must include, but not necessarily be limited to: <ul style="list-style-type: none"> • Reduction in use of certain chemicals (criterion 4.6). • Environmental impacts (criterion 5.1). • Waste reduction (criterion 5.3). • Pollution and emissions (criterion 5.6). • Social impacts (6.1).

<http://www.rspo.org/?q=search/node/standard>

FSC

Overview of socio-economic criteria developed for the standard:

Criteria:
1.1 Forest management shall respect all national and local laws and administrative requirements.
1.2 All applicable and legally prescribed fees, royalties, taxes and other charges shall be paid.
1.4 Conflicts between laws, regulations and the FSC Principles and Criteria shall be evaluated for the purposes of certification, on a case by case basis, by the certifiers and the involved or affected parties.
1.5 Forest management areas should be protected from illegal harvesting, settlement and other unauthorized activities.
1.6 Forest managers shall demonstrate a long-term commitment to adhere to the FSC Principles and Criteria.
2.1 Clear evidence of long-term forest use rights to the land (e.g. land title, customary rights, or lease agreements) shall be demonstrated.
2.2 Local communities with legal or customary tenure or use rights shall maintain control, to the extent necessary to protect their rights or resources, over forest operations unless they delegate control with free and informed consent to other agencies.
2.3 Appropriate mechanisms shall be employed to resolve disputes over tenure claims and use rights. The circumstances and status of any outstanding disputes will be explicitly considered in the certification evaluation. Disputes of substantial magnitude involving a significant number of interests will normally disqualify an operation from being certified.
3.1 Indigenous peoples shall control forest management on their lands and territories unless they delegate control with free and informed consent to other agencies.
3.2 Forest management shall not threaten or diminish, either directly or indirectly, the resources or tenure rights of indigenous peoples.
3.3 Sites of special cultural, ecological, economic or religious significance to indigenous peoples shall be clearly identified in cooperation with such peoples, and recognized and protected by forest managers.
3.4 Indigenous peoples shall be compensated for the application of their traditional knowledge regarding the use of forest species or management systems in forest operations. This compensation shall be formally agreed upon with their free and informed consent before forest operations commence.
4.1 The communities within, or adjacent to, the forest management area should be given opportunities for employment, training, and other services.
4.2 Forest management should meet or exceed all applicable laws and/or regulations covering health and safety of employees and their families.
4.3 The rights of workers to organize and voluntarily negotiate with their employers shall be guaranteed as outlined in Conventions 87 and 98 of the International Labour Organisation (ILO).
4.4 Management planning and operations shall incorporate the results of evaluations of social impact. Consultations shall be maintained with people and groups (both men and women) directly affected by management operations.
4.5 Appropriate mechanisms shall be employed for resolving grievances and for providing fair compensation in the case of loss or damage affecting the legal or customary rights, property, resources, or livelihoods of local peoples. Measures shall be taken to avoid such loss or damage.
5.1 Forest management should strive toward economic viability, while taking into account the full

environmental, social, and operational costs of production, and ensuring the investments necessary to maintain the ecological productivity of the forest.
5.2 Forest management and marketing operations should encourage the optimal use and local processing of the forest's diversity of products.
5.4 Forest management should strive to strengthen and diversify the local economy, avoiding dependence on a single forest product.
7.1 The management plan and supporting documents shall provide: <ul style="list-style-type: none"> a) Management objectives. b) Description of the forest resources to be managed, environmental limitations, land use and ownership status, socio-economic conditions, and a profile of adjacent lands. c) Description of silvicultural and/or other management system d) Rationale for rate of annual harvest and species selection. e) Provisions for monitoring of forest growth and dynamics. f) Environmental safeguards based on environmental assessments. g) Plans for the identification and protection of rare, threatened and endangered species. h) Maps describing the forest resource base including protected areas, planned management activities and land ownership. i) Description and justification of harvesting techniques and equipment to be used.
7.2 The management plan shall be periodically revised to incorporate the results of monitoring or new scientific and technical information, as well as to respond to changing environmental, social and economic circumstances.
7.3 Forest workers shall receive adequate training and supervision to ensure proper implementation of the management plan.
7.4 While respecting the confidentiality of information, forest managers shall make publicly available a summary of the primary elements of the management plan, including those listed in Criterion 7.1.
8.5 While respecting the confidentiality of information, forest managers shall make publicly available a summary of the results of monitoring indicators, including those listed in 8.2
10.8 Appropriate to the scale and diversity of the operation, monitoring of plantations shall include regular assessment of potential on-site and off-site ecological and social impacts, in addition to those elements addressed in principles 8, 6 and 4. No species should be planted on a large scale until local trials and/or experience have shown that they are ecologically well-adapted to the site, are not invasive, and do not have significant negative ecological impacts on other ecosystems. Special attention will be paid to social issues of land acquisition for plantations, especially the protection of local rights of ownership, use or access.

<http://www.fsc.org/>

RSB

Overview of socio-economic principles and criterion developed for the standard:

	Principles	Criteria
2	Sustainable biofuel operations shall be planned, implemented, and continuously improved through an open, transparent, and consultative impact assessment and management process and an economic viability analysis.	<p>2a. Biofuel operations shall undertake an impact assessment process to assess impacts and risks and ensure sustainability through the development of effective and efficient implementation, mitigation, monitoring and evaluation plans.</p> <p>2b. Free, Prior & Informed Consent (FPIC) shall form the basis for the process to be followed during all stakeholder consultation, which shall be gender sensitive and result in consensus-driven</p>

		<p>negotiated agreements.</p> <p>2c. Biofuel operators shall implement a business plan that reflects a commitment to long-term economic viability.</p>
4	Biofuel operations shall not violate human rights or labor rights, and shall promote decent work and the well-being of workers.	<p>4.a Workers shall enjoy freedom of association, the right to organize, and the right to collectively bargain.</p> <p>4.b No slave labor or forced labor shall occur.</p> <p>4.c No child labor shall occur, except on family farms and then only when work does not interfere with the child's schooling and does not put his or her health at risk.</p> <p>4.d Workers shall be free of discrimination of any kind, whether in employment or opportunity, with respect to gender, wages, working conditions, and social benefits.</p> <p>4e. Workers' wages and working conditions shall respect all applicable laws and international conventions, as well as all relevant collective agreements.</p> <p>4.f Conditions of occupational safety and health for workers shall follow internationally-recognized standards.</p> <p>4 g. Operators shall implement a mechanism to ensure the human rights and labor rights outlined in this principle apply equally when labor is contracted through third parties.</p>
5	In regions of poverty, biofuel operations shall contribute to the social and economic development of local, rural and indigenous people and communities.	<p>5.a In regions of poverty, the socioeconomic status of local stakeholders impacted by biofuel operations shall be improved.</p> <p>5.b In regions of poverty, special measures that benefit and encourage the participation of women, youth, indigenous communities and the vulnerable in biofuel operations shall be designed and implemented.</p>
6	Biofuel operations shall ensure the human right to adequate food and improve food security in food insecure regions.	<p>6a. Biofuel operations shall assess risks to food security in the region and locality and shall mitigate any negative impacts that result from biofuel operations.</p> <p>6b. In food insecure regions, biofuel operations shall enhance the local food security of the directly affected stakeholders.</p>
11	The use of technologies in biofuel operations shall seek to maximize production efficiency and social and environmental performance, and minimize the risk of damages to the environment and people.	<p>11.b The technologies used in biofuel operations including genetically modified: plants, micro-organisms, and algae, shall minimize the risk of damages to environment and people, and improve environmental and/or social performance over the long term.</p> <p>11.c Micro-organisms used in biofuel operations which may represent a risk to the environment or people shall be adequately contained to prevent release into the environment.</p>
12	Biofuel operations shall respect land rights and land use rights.	<p>12.a Existing land rights and land use rights, both formal and informal, shall be assessed, documented, and established. The right to use land for biofuel operations shall be established only when these rights are determined.</p> <p>12.b Free, Prior, and Informed Consent shall form the basis for all negotiated agreements for any compensation, acquisition, or voluntary relinquishment of rights by land users or owners for biofuel operations.</p>

<http://rsb.epfl.ch/files/content/sites/rsb2/files/Biofuels/Version%202/PCs%20V2/10-11-12%20RSB%20PCs%20Version%20.pdf>

BONSUCRO (previously BSI)

Overview of socio-economic criteria and indicators developed for the standard.

Criteria	Indicator
1a. To comply with relevant applicable Laws	<p>Relevant national laws and international conventions complied with.</p> <p>Note: A list of relevant international conventions is included in Appendix 2. The more strict regulation or ratified convention - national or international – should prevail unless otherwise specified. The other criterion and indicators in this standard provide some guidance for defining the relevant laws.</p>
1b. To demonstrate clear title to land in accordance with national practice and law.	The right to use the land can be demonstrated and is not legitimately contested by local communities with demonstrable rights.
2.1 To comply with ILO labour conventions governing child labour, forced labour, discrimination and freedom of association and the right to collective bargaining.	Minimum age of workers
	Absence of forced or compulsory labour
	Absence of discrimination
	Respect the right of all personnel to form and join trade unions of their choice and/or to bargain collectively in accordance with the law.
2.b To apply BSI human rights and labour standards to suppliers and contractors.	Percentage of major suppliers and contractors who have demonstrated compliance with human rights and labor standards
2c. To provide a safe and healthy working environment in work place operations.	Los time accident frequency
	Assessment of the main health and safety risks and measures implemented for mitigation of risk
	Appropriate personal protective equipment supplied to and used by all workers.
	Training for health and safety
	Availability of sufficient safe drinking water to each worker present on the field and/or mill.
	Access to first aid and provision for emergency response.
2d. To provide employees and workers (including migrant, seasonal and other contract labor) with at least the national minimum living wage.	Ratio of lowest entry level wage including benefits to minimum wage and benefits required by law.

2e. To provide clear, equitable and comprehensive contracts.	Existence of a contract or equivalent document
4b. To implement measures to mitigate adverse impacts where identified	Documented plan and implementation of mitigation measures
5a. To train employees and other workers in all areas of their work and develop their general skills.	Training expense as percentage of payroll expense
5f. To foster effective and focused research, development and extension expertise.	Research and extension costs as % of sales
5g. For greenfield expansion or new sugarcane projects, to ensure transparent, consultative and participatory processes that address cumulative and induced effects via an environmental and social impact assessment (ESIA).	Compliance as recognized EISA
5h. To ensure active engagement and transparent, consultative and participatory processes with all relevant stakeholders.	Existence of a recognized grievance and dispute resolution mechanism for all stakeholders
	Percentage of meetings of stakeholder engagement where agreement has been reached by consensus driven process
5i. To promote economic sustainability	Value added / tonne cane

<http://www.bonsucro.com/>

AAPRESID

Overview of socio-economic criteria developed for the standard.

Principles and Criteria	Indicators
<p>P 1. Legal Obligations</p> <ul style="list-style-type: none"> Land use is documented and registered. 	<ul style="list-style-type: none"> To present a legal copy to demonstrate property rights or a lending contract for at least three years.
<ul style="list-style-type: none"> P2 Work Obligations As Argentina adheres to the International Labor Organization Standards (ILO OSH 2001), it promotes social justice and worthy employment (proper housing, clothing, sufficient salary and fair working conditions) for every employee. It is also expected that the tasks carried out by third parties (custom operated services) comply with these requirements. Child, forced or slave labor, and any kind of discrimination or harassment are not allowed or supported. All employees are properly informed and trained about the tasks they carry out as well as their implications. They are also aware of the quality management system adopted in the farm. 	<ul style="list-style-type: none"> There is visual and documental evidence so as to confirm that the workers have what the ILO OSH 2001 implies. There is visual and documental proof which asses that neither children, nor slaves are working in the farm. Moreover, no discrimination or harassment will be supported. The farmer keeps records of the training courses or lessons that he, or the person in charge of the quality management system, gives to the employees. This is done in order to train them to develop the activities they are responsible for and to keep records of the actions required by Certified Agriculture.
<ul style="list-style-type: none"> P3 Social Obligations Agricultural production does not affect traditional communities. Land is not misappropriated or used without the documented consent of the traditional community. There is a procedure to deal with claims and complaints. 	<ul style="list-style-type: none"> There is documental substantiation in attempt to verify that traditional communities are not being affected. In areas or regions with traditional communities, the property document that states the owner, includes a clause if it used with the consent of a traditional population. The farmer is obliged to uphold testimony of the claims and complaints that the society pose in regard to his activity.

http://www.ac.org.ar/descargas/PyC_eng.pdf

FAIRTRADE

Overview of socio-economic criteria developed for the standard.

Criteria for Fairtrade Product Standards	Indicators
<p>1.1 Fairtrade adds to Development</p> <p><u>Progress requirements:</u></p> <p>a) Within one year of certification, the organization carries out a needs assessment of how the Fairtrade benefits can help promote the environmentally-sustainable social and economic development of the organization and its members.</p> <p>b) Within three years of certification, the organization has a development plan in place indicating how the Fairtrade benefits will help promote the environmentally-sustainable social and economic development of the organization and its members. The development plan is based on democratic and transparent decision-making.</p>	<p>a) The organization is expected to create a development plan</p> <p>b) Based on the results of the needs assessment the organization must create and implement a development plan within three years of certification. The development plan is explained, discussed and agreed at the annual General Assembly and revised on an annual basis.</p>
<p>1.2 Members are Small Producers</p> <p>a) The organization has membership criteria as defined in its own stated rules and regulations (the organization's constitution or by-laws).</p> <p>b) The majority of the members of the organization are small producers (> 50%)</p> <p>c) Fairtrade products may only be sourced from members. The organization must therefore ensure that products from members are kept separate from non-members' products. Where an organization wishes to sell products produced by non-members, these must not be sold as Fairtrade products.</p> <p>d) For every Fairtrade product sold by the organization, more than 50% of the volume must be produced by small producers.</p>	<p>a) Regulations for registration of members of the organization must be specified in the by-laws and statutes of the organization. Membership data must be kept at the office of the organization and regular updates should be given to members about their membership status.</p> <p>b) More than 50% of the members must be small producers according to the product-specific category and indicators as defined in the introduction.</p> <p>c) -</p> <p>d) On a yearly average, smaller producers must provide more than 50% of the volume sold under Fairtrade conditions</p>
<p>1.3 Democracy, Participation and Transparency</p> <p>a) An organizational structure is in place which enables effective control by the members. There is a General Assembly with direct or delegated voting rights for all members as the supreme decision-taking body, and an elected Board. The staff answers to the General Assembly via the Board.</p> <p>b) The organization holds a General Assembly at least once a year.</p> <p>c) The organization's annual report, budgets and accounts must be presented to and approved by the General Assembly.</p> <p>d) Administration is in place.</p> <p><u>Progress requirements:</u></p> <p>e) From the moment of certification, the organization works towards transparent planning of the business. Such planning is approved by the General Assembly.</p> <p>f) The organization establishes or improves internal mechanisms to facilitate members' control over the administration.</p> <p>g) The participation of members in the organization's administration and internal control is promoted through training and education.</p> <p>h) Ongoing measures will be taken to review the members' commitment to the organization</p>	<p>a) The certification body will check whether the organization abides by its own stated rules and regulations</p> <p>b) The meetings must be properly minuted, signed by the President of the Board and at least one other member, and recorded. The minutes must contain a list of participants.</p> <p>c) -</p> <p>d) There is at least one person (or committee) in the organization responsible for managing the organizational administration and book-keeping. The organization also needs to have a bank account with usually more than one signatory. The official records and documentation must be maintained in a central place</p> <p>e) Organizations are required to make annual business plans (short-term strategic plans), cash flow prediction plans, and longer-term strategic plans.</p> <p>f) -</p> <p>g) The organization is required to provide training and education on business administration and internal control to its members</p> <p>h) Indicators for self-assessment will include the level of membership fees, the level of member participation at General Assemblies and any other organizational structures</p>
<p>1.4 Non-Discrimination</p> <p>a) The organization does not discriminate against members or restrict new membership on the basis of race, color, sex, sexual orientation, disability, marital status, age, religion, political opinion, language, property, nationality, ethnicity or social origin. Furthermore, there must be no discrimination regarding participation, voting rights, the right to be elected, access to markets, or access to training, technical support or any other benefit of membership.</p> <p>b) Programs related to disadvantaged/ minority groups within the organization are in place to improve the social and economic position of those groups in the organization</p>	<p>a) -</p> <p>b) The organization is expected to show how it directly supports members from disadvantaged or minority groups to participate actively in the organization. The applicability of this requirement depends on the size of the organization and the number of members.</p>
<p>2.2 Economic Strengthening of the Organization</p> <p><u>Progress requirements:</u></p> <p>a) The organization should take gradual steps to assume more control over the entire trading process.</p> <p>b) The organization will continue to develop its business-related operations and maximize the return to the members.</p>	
<p>4.1 Labor conditions – employment policy</p> <p><u>Minimum requirements</u></p> <p>No minimum requirements applicable</p>	<p>a) The organization starts developing an employment policy by carrying out an assessment on how to improve the working conditions of both its own workers and any workers employed by individual members of the organization. Plan includes: awareness raising tools, consulting of employers, etc.</p>

<p><u>Progress requirements</u></p> <p>a) Within three years of certification the organization has developed an employment policy as part of its development plan</p>	
<p>4.2 Freedom from discrimination</p> <p><u>Minimum requirements</u></p> <p>a) The organization ensures that there is no discrimination on the basis of race, color, sex, sexual orientation, disability, marital status, age, religion, political opinion, membership of unions or other workers' representative bodies, national extraction or social origin in recruitment, promotion, access to training, remuneration, allocation of work, termination of employment, retirement etc.</p> <p>b) The employer does not engage in, support or tolerate the use of corporal punishment, mental or physical coercion or verbal abuse.</p> <p>c) The employer does not engage in, support or tolerate behavior that is sexually intimidating, abusive or exploitative.</p>	<p>b) Workers should be aware of this policy. The organization should have in place an adequate system of records.</p> <p>c) Where discrimination is endemic within a sector or region an appropriate policy and system should be put in place to prevent any behavior that is not in line with this requirement. The organization should have in place an adequate system of records.</p>
<p>4.3 Freedom of Labor</p> <p><u>Minimum requirements</u></p> <p>a) Forced labor does not occur.</p> <p>b) Child labour does not occur. Children below the age of 15 are not employed (contracted).</p> <p>c) Working does not jeopardize the school attendance, the educational attainment, or the social, moral or physical development of the person less than 18 years of age.</p> <p>d) Persons under 18 years of age shall not be admitted to any type of work which, by its nature or the circumstances under which it is carried out, is likely to jeopardize their health, safety or morals.</p> <p>e) Persons under 18 years of age shall not be allowed to undertake work during the night.</p> <p>f) Employment of a worker is not conditional on the employment of their spouse. Spouses have the right to work elsewhere.</p>	<p>a) The employer must not retain any part of the workers' salary, benefits, property or documents in order to force them to remain in that employment. The employer must also refrain from requiring or forcing workers to remain in employment against their will through the use of any physical or psychological measure. The employer must explain to all workers that each worker is free to leave at any time, giving a due notice period as per his or her contract. The term 'bonded labour' also refers to workers having received loans from employers, when these loans are subject to unreasonable terms and conditions.</p> <p>b) Where children help their parents at individual member level after school and during holidays this is not considered as child labour under defined conditions. Where children have worked or been employed in the past, it is expected that the organization has put in place a remediation policy. Wherever applicable the organization considers the underlying social and economic context in its development plan for effectively eliminating child labour.</p>
<p>4.4 Freedom of Association and Collective Bargaining</p> <p><u>Minimum requirements</u></p> <p>a) The employer recognizes in writing and in practice the right of all workers to establish and to join workers' organizations of their own choosing and to collectively negotiates their working conditions. Workers are free to legally incorporate their organization.</p> <p>b) The employer allows trade unions not based at the organization to meet and share information with the workforce at an agreed time and place without the interference of management. The employer allows information meetings between workers and trade union officials to take place. Participation of workers in this meeting is voluntary.</p> <p>c) The employer ensures that neither workers nor their representatives are discriminated against or suffer other repercussions because of freely exercising their right to organize or because of their decision whether or not to join a workers' organization and/or participate in its legal activities.</p> <p><u>Progress requirements</u></p> <p>d) If no active and recognized union is able to work in the area, the organization encourages the workers to democratically elect a workers' organization which represents them and which negotiates with the employer to defend their rights and interests.</p> <p>e) The representation and participation of the workers is improved through training activities for workers and administrative staff alike. The employer provides adequate resources for this to take place.</p>	<p>a) It is expected that there has not been any opposition from the employer to workers organizing themselves within two years prior to application for certification, or, if this has been the case, that the organizational circumstances have changed substantially in the intervening time (e.g. through a change of management).</p> <p>c) It is expected that the employer does not move or close production or deny access to workers for the direct purpose of retaliating against those who have formed or are attempting to form a workers' organization. The employer is requested to report all cases of dismissals of union or workers' organization leaders to the certification body immediately, giving reasons for dismissal. The employer maintains a register of all terminated contracts with details on reasons for termination and indicating whether the worker was a member of a union or workers' organization.</p>
<p>Conditions of employment</p> <p><u>Minimum requirements</u></p> <p>a) Conditions of employment and in particular salaries are equal to or exceed sector CBA regulations where they exist, regional average wages or official minimum wages for similar occupations, whichever is higher. The employer shall specify wages for all functions.</p> <p>b) Payment is made regularly and in a timely manner, in legal tender, and is properly documented.</p> <p><u>Progress requirements</u></p> <p>c) Other relevant conditions of employment and non-monetary benefits are at least equal to national law, the sector CBA regulations where they exist, or the Agreement signed between the workers' organization and the employer, whichever is more favorable to the employee.</p> <p>d) All permanent workers must have a legally binding written contract of employment.</p> <p>e) An adequate regulation on sick leave is put in place.</p> <p>f) A working hours and overtime regulation is put in place.</p> <p>g) Salaries are gradually increased to levels above the regional average and official minimum.</p>	<p>a) National laws and applicable CBA terms must be complied with. Where national laws and applicable CBA terms exceed this standard, they supersede the standard. Where the provisions in this standard exceed national laws and CBA terms then this standard shall apply.</p> <p>b) Documentation should consist of pay slips bearing all necessary information.</p> <p>c) National laws and applicable CBA terms must be complied with. Where a workers' organization exists it is encouraged to negotiate the conditions of work with the employer. Workers have the right to choose representatives to take part in any negotiations, without external interference.</p> <p>d) The contract shall include all necessary items related to the position of the worker. The worker must be provided with a copy of the signed contract.</p> <p>f) Working hours and overtime must comply with applicable law and industry standards.</p> <p>g) It is expected that salaries will be negotiated between the employer and the workers' organization (where it exists) through a benchmarking system and in relation to the additional income the organization or member realizes through Fairtrade.</p> <p>l) The annual employers' work plan specifies measurable objectives with</p>

<p>h) Where possible all regular work is undertaken by permanent workers.</p> <p>i) Local and migrant, seasonal and permanent workers receive equivalent benefits and employment conditions for equal work performed.</p>	<p>regard to this.</p>
<p>4.6 Occupational health and safety</p> <p><u>Minimum requirements</u></p> <p>a) Work processes, workplaces, machinery and equipment on the production site are as safe as reasonably practicable.</p> <p>b) The following persons must not undertake any potentially hazardous work: persons younger than 18 years; pregnant or nursing women; etc.</p> <p>c) The employer provides adequate emergency first aid facilities, equipment and appropriately trained first aid staff to meet all reasonably foreseeable emergency first aid situations.</p> <p>d) All workers must have access to potable water and clean sanitary facilities.</p> <p><u>Progress requirements</u></p> <p>e) A workers' representative must be nominated who can be consulted on health and safety issues and who raises workers' concerns on health and safety issues with the organizational management.</p> <p>f) Workers engaged in any potentially hazardous work are adequately trained.</p> <p>g) A worker performing hazardous a task are provided with adequate personal protective equipment of good quality and in good condition at the employer's expense. This applies to all workers, including temporary workers.</p> <p>h) A Health and Safety policy is developed to minimize any inherent risk to health.</p> <p>i) Workers and their representatives are trained in the basic requirements of occupational health and safety, relevant health protection and first aid.</p>	<p>a) The organization is expected to carry out a risk analysis of health and safety issues. This risk analysis shall identify risk areas and potential hazards.</p> <p>c) Suitably stocked first aid boxes must be present in the workplace and be quickly accessible at all times. The employer trains a reasonable number of workers (in relation to the size of the operation) in first aid.</p> <p>d) Drinking water facilities must be clearly labeled as such and be placed within reasonable proximity to the workplace. The number of sanitary facilities must be in proportion to the number of workers. Sanitary facilities must be well maintained. Hand washing facilities must be close to toilets.</p> <p>e) The workers' representative on health and safety issues is not necessarily hired exclusively for this task but may have other duties and responsibilities within the operation. Where appropriate the workers can choose to create a health and safety committee</p> <p>h) A Health and Safety (H & S) policy shall be developed that addresses all necessary measures, means and control points. The policy is documented and communicated to the workers and is part of the overall employment policy</p> <p>l) Special measures are taken to identify and avoid recurring health risks to vulnerable workers operating in high risk areas. All workers will be given a formal induction and refresher training on occupational health and safety issues related to all aspects of their tasks. All training activities must be recorded including information on topics, time, duration, names of attendees and trainers.</p>

http://www.fairtrade.net/aims_of_fairtrade_standards.html

GBEP

Overview of socio-economic criteria developed for the standard.

Criteria
2b. Economic development and balance of trade or payments
2c. Economic viability and competitiveness of bioenergy
2d. Access to technology and technological capability, including research, development and demonstration and innovation
3a. Direct and indirect impacts of trade policies
3b. Food security
3c. Land and water rights
3d. Human and labour rights
3e. Equity of access of energy at the local level
3f. Human and health [and safety]
3g. Institutional, policy and legal framework
4a. Energy security
5a. Respect the rules
5b. Responsible investment approaches
5c. Transparency and participation

http://www.globalbioenergy.org/fileadmin/user_upload/gbep/docs/2008_events/6th_Steering_Committee/TF_Sustainability-Report_to_6th_SC1.pdf

ISCC

Criteria	Indicator
<p>P6. Social security:</p> <p>a) The farm management and the employee's representative have signed and displayed a self-declaration assuring good social practice and human rights of all employees;</p> <p>b) no discrimination of race, color, sex, religion, political opinion, nationality, social origin or other distinguishing characteristic;</p> <p>c) prohibition of forced, bonded or involuntary labour;</p> <p>d) prohibition of child labour</p> <p>e) all children living on the farm have access to primary school education; freedom of association and freedom of collective bargaining;</p> <p>f) the responsible person and the elected person of trust demonstrate awareness and/or access to national regulations concerning: Gross and minimum wages, working hours, union membership, anti-discrimination, child labour, labour contracts, holiday and maternity leave, medical care and pension/gratuity;</p> <p>g) documentation of a clearly identified, named person of trust and/or a workers' council representing the interests of the staff to the management;</p> <p>h) a complaint form and/or procedure is available for farm employees and surrounding communities;</p>	<p>Records demonstrate clearly an accurate overview of all employees (including seasonal workers and subcontractors) working on the farm.</p> <p>Records contain wage and the period of employment and must be accessible for the last 24 months; Establishment of a time recording system that makes working hours and overtime transparent for employees and employer;</p> <p>Documented working hours, breaks and rest days are in line with legal regulations and/or collective bargaining agreements and working hours do not exceed 48 hours a week.</p>
<p>P7. Documents show legal ownership or lease, history of land tenure and the actual legal use of the land; fair and transparent contract farming.</p>	
<p>P8. The biomass production does not replace stable crops and does not impair the local food security.</p>	
<p>P9. The producer or producer group takes responsibility to undertake a minimum of one self-assessment or producer group internal inspection, respectively, per year against the ISCC Checklist; effective corrective actions are taken as a result of non-conformances detected during the self-assessment or internal producer group inspections;</p>	<p>One self-assessment or internal inspection of ISCC checklist per year.</p> <p>Establishment of a record system for each unit of production;</p> <p>Records kept in an ordered and up-to-date fashion.</p>
<p>P10. The ISCC registered product must be traceable back to and traceable from the registered farm and field (and other relevant registered areas) where it has been grown.</p>	<p>ISCC product can be traced back to farm and field.</p>

http://www.iscc-system.org/e865/e890/e1491/e1496/ISCC202SustainabilityRequirements-RequirementsfortheProductionofBiomass_eng.pdf