

1

1

Subcommittee: SOC	Status: Working Draft	Wiki Links: https://sites.google.com/site/sustainableagstandards/social-sustainability/labor-rights
Current Version: 2.0	Document Type: Word	
Previous Version: 1.2	Parent Doc/Section: None	Key Discussion Threads: None
Start Date: April 2010	Lead Editor(s) & E-mail(s):	
Current Date: 06.15.10	This Version Approved by Standards Committee	Reference Docs:

2

3
4

5

6

7 **National Sustainable Agriculture Standard (SCS-001)**
8 **Subcommittee Work Product Form**

9

10 **Upon completion, this form should be submitted to the Coordinating Subcommittee**
11 **and the**
12 **Structure and Process Subcommittee**

13

14

15

16

[Social Sustainability Criteria Subcommittee]

17

18 **PURPOSE/PREAMBLE:** This document provides a form to be completed by the Subcommittees as
19 they organize their work during development of recommendations for the National Sustainable Agriculture
20 Standard. This document helps achieve the guidelines set forth in the *Guide to Developing Standard*
21 *Development Subcommittee Working Documents* by LEO on July 22, 2009. Use of this form will provide
22 a working list of outstanding topics to ensure that these topics are addressed. It will also provide a place
23 to record the discussion/descriptions of the situations and questions that need to be resolved and the
24 Subcommittee's recommendations on them.

25 **Types of Work Products:**

26

27 **I. Terms and Definitions**

28 This is a Subcommittee's recommendation relative to the current use of terms or definitions. Terms or definitions recommendations
29 may be specific to a document or may be submitted for universal inclusion in the Standard. Definitions that clarify a specific
30 document term or definition need to reference that document following the proposed definition.

31

32 **II. Standard Criteria/Requirements**

33 This is a Subcommittee's recommendation relative to the content of the Standard. Such recommendations include, but are not
34 limited to, organizational principles, metrics and measurement criteria, roles and responsibilities, etc.

35

36 **III. New Document**

37 This is a Subcommittee's proposal for a new document of which the content is submitted below. Such documents would likely not
38 be inserted into the Standard but might lend supporting information for recommendations or decisions made during the process.
39 New documents include, but are not limited to, reference or supporting document for the Standard, analysis of supporting
40 documents, new guidance/procedures, etc.

41

42 **IV. Discussions in Progress**

43 This is a Subcommittee's place to house topics that are in the discussion phase but have not yet reached a recommendation for
44 status as Terms and Definitions, Standard Criteria/Requirement, New Document, or Unresolved Issues. The Discussion in Progress
45 designation serves as a place holder for the subcommittee to log its discussion relative to a given topic.

46

47 **V. Unresolved Issues/Guidance Needed**

48 This is a Subcommittee's request for 1) clarification on a specific issue in order to advance its work on an item or 2) further guidance
49 in order to bring resolution to a given issue.

50 - - - - -

51 - - - - -

52 **Recommended Work Product Type:** *(Check Only One)*

53 I. Term/Def. II. Standard Criteria/Req. III. New Doc. IV. In Progress V. Unresolved
54 Issue

55

56 **Working Title or Summary of Document or Issue:**

57

58 *Sustainable Agriculture Standard Labor Rights Principles*

59

60 **SUBCOMMITTEE RECOMMENDATION:** *(Recommendation to Standards Committee on a given
61 discussion issue. Please footnote or insert references to all documents where information has been obtained.)*

62

63 **Preamble**

64 In a sustainable agricultural system, employers and workers are engaged in supportive and
65 mutually beneficial relationships that are free of exploitation. Clear, mutually agreed-upon
66 conditions of work, and harmonious workplace relations, foster workers' interest and ability to
67 continue working for their employer. Workers who are treated fairly and respectfully, and
68 enabled to meet their basic needs, will be more productive generally, more likely to respect the
69 economic goals of their employer, and more likely to have the capacity and commitment to
70 implement environmentally sound practices that are also necessary for sustainable agricultural
71 systems. The following principles provide a foundation for creating healthy, productive and
72 sustainable farms, communities, and workforces.

73

74**Principle #1: Work Contracts**

75Employers should seek to foster long term relationships with workers where possible.
76Employers should provide written contracts that explain terms and conditions of work to workers
77prior to the period of employment. These contracts should include, but are not limited to, a
78description of rights and duties, compensation, and work schedules.

79

80**Principle #2: Wages and Benefits**

81All workers should be dealt with fairly and honestly regarding wages and benefits. Wages and
82benefits received by workers should comply at a minimum with applicable local, state and
83federal laws and regulations and may be based on factors such as skill level, merit and
84experience.

85

86**Principle #3: Working Hours**

87All workers should have sufficient time off for non-work activities. Expectations for working hours
88should be clearly laid out prior to employment.

89

90**Principle #4: Health and Safety – To be developed**

91

92**Principle #5: Child Labor**

93Any employment of children under the age of 16 should not jeopardize their access to
94education. Further, children should be protected from work which is likely to harm their health or
95safety.

96

97**Principle #6: Forced Labor**

98Employers should not use any form of forced labor, including trafficked labor.

99

100**Principle #7: Discrimination**

101Employers should promote a working environment free of any type of discrimination. Employers
102should not discriminate based on factors including, but not limited to: age, race, color, sex,
103marital status, sexual orientation, religion, political or other opinion, and national or social origin.

104

105**Principle #8: Freedom of Association**

106All workers should have the right to establish and join organizations of their own choosing, to
107determine the rules of these organizations, and to elect their representatives. Employers and
108workers' organizations should respect voluntary and good faith collective bargaining.

109

110**Principle # 9: Violence and Harassment**

111Employers should not tolerate the use of physical punishment or threats of violence or other
112forms of physical, sexual, psychological or verbal abuse in the workplace or work-related sites.

113

114**Principle #10: Access to Justice – To be developed**

115

116

117 _____ (Items below this line are completed by reviewers) _____

118 **RECOMMENDATION #** _____

119 **Review Comments:**

120 **Addressed:**

121 **Outstanding:**

122 **Open Issues:**

123 **Status/Needs:**

124

125 *PLEASE COPY AND PASTE THE ABOVE FORMAT INTO THIS DOC AS NEW*
126 *TOPICS ARISE*

127

128 **VERSION DESCRIPTION:**

129V0.1 – Writing Group Draft

130V0.2 – Writing Group Draft

131V0.3 – Writing Group Draft

132V0.4 – Writing Group Draft

133V0.5 – Writing Group Draft (Principles #1, #6, and #8 submitted for comment)

134V0.6 – Writing Group Draft

135V0.7 – Writing Group Draft

136V0.8 – Writing Group Draft

137V0.9 – Writing Group Draft

138V0.10 – Writing Group Draft

139V0.11 – Writing Group Draft

140V0.12 – Writing Group Draft

141V0.13 – Writing Group Draft

142V0.14 – Writing Group Draft

143V 1.0 – Version presented to SOC Subcommittee for approval

144V 1.1 – Version approved by SOC Subcommittee, including all comments received.

145V1.2 – Final version presented to Standards Committee for approval.

146V2.0 – Version approved by Standards Committee