

Excerpt of the IFOAM Basic Standards Version 2005

8 SOCIAL JUSTICE

General Principle

Social justice and social rights are an integral part of organic agriculture and processing.

Recommendations

Operators should comply with all ILO conventions relating to labor welfare and the UN Charter of Rights for Children.

All employees and their families should have access to potable water, food, housing, education, transportation and health services.

Operators should provide for the basic social security needs of the employees, including benefits such as maternity, sickness and retirement benefits.

All employees should have equal opportunity and adequate wages when performing the same level of work regardless of color, creed and gender.

Workers should have adequate protection from noise, dust, light and exposure to chemicals that should be within acceptable limits in all production and processing operations.

Operators should respect the rights of indigenous peoples, and should not use or exploit land whose inhabitants or farmers have been or are being impoverished, dispossessed, colonized, expelled, exiled or killed, or which is currently in dispute regarding legal or customary local rights to its use or ownership.

Contracts should be fair, open to negotiation, and honored in good faith.

Standards shall require that:

8.1. Operators shall have a policy on social justice.

Operators who hire fewer than ten (10) persons for labor and those who operate under a state system that enforces social laws may not be required to have such a policy.

8.2. In cases where production is based on violation of basic human rights and clear cases of social injustice, that product cannot be declared as organic.

8.3 Operators not use forced or involuntary labor.

8.4 Employees and contractors of organic operations have the freedom to associate, the right to organize and the right to bargain collectively.

- 8.5** Operators shall provide their employees and contractors equal opportunity and treatment, and shall not act in a discriminatory way.
- 8.6** Operators shall not hire child labor.

Children are allowed to experience work on their family's farm or a neighboring farm provided that:

- a. such work is not dangerous or hazardous to their health and safety;*
- b. it does not jeopardize the children's educational, moral, social, and physical development;*
- c. children are supervised by adults or have authorization from a legal guardian.*