

Apprenticeship and Internship Criteria Revisions

Changes appear in RED

Long Form:

1. In the Rights of Labor Principle add the word *Internships* in the last sentence:

“Fair Trade means a safe and healthy working environment for producers and workers and conforms to all International Labour Organization conventions and the Universal Declaration of Human Rights. The participation of children (if any) does not adversely affect their well-being, security, educational requirements and need for play, and conforms to the United Nations Convention on the Rights of the Child as well as pertinent local/regional laws. Fair Trade ensures that there are mechanisms in place through which hired labor has an independent voice and is included in the benefits of trade through mechanisms such as living wages, profit sharing, and cooperative workplace structures. Apprenticeships and Internships are promoted to develop the skills of the next generation of farmers, artisans, and workers.”

2. In the Rights of Labor Principle, second paragraph, add a sentence:

“DFTA believes workers should be guaranteed a safe and healthy work environment, which includes freedom from unsafe exposure to toxic chemicals and other workplace hazards. The program should conform to all ILO conventions, the Universal Declaration of Human Rights, the UN Convention of the Rights of the Child, and all applicable state/national/federal labor laws. Mechanisms should exist for workers to have an independent, representative, and democratic voice on the job and to negotiate working conditions and compensation with employers. This includes the right to organize or unionize if workers choose. Workers should also share in the benefits of fair trade. Labor contractors are discouraged, but if they are used, all rights should still be upheld. Certification programs should have standards and procedures in place to ensure that certified farms and businesses meet the following criteria. Worker rights when it comes to social justice provisions should also extend to Apprentices, Interns, and all non-hired labor. Worker rights should also extend to the employees of the certification organization.”

3. Ideal Criteria #23— Add the following language:

“Interns or apprentices have educational opportunities and goals and are not substitutes for employees. Written contracts shall exist between employers and apprentices and interns addressing such concerns as the intern/apprentice's working conditions; methods of evaluation for providing regular feedback and for mutual evaluation at the end of the program; disciplinary procedures; the stipend to be provided; and housing to be provided, if any. Interns and apprentices shall be accorded the same social justice rights and privileges as provided to workers.”