



Maximizing Employment to  
Serve the Handicapped

“ The idea that some lives matter less is the  
root of all that is wrong with the world”.

- Dr. Paul Farmer

## MESH'S FAIR TRADE FACT SHEET:

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### *Commitment to Non Discrimination, Gender Equity and Women's Economic Empowerment and Freedom of Association*

The fair trade organization does not discriminate 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, HIV/Aids status or age. The organization provides opportunities for women and men to develop their skills and actively promotes applications from women for job vacancies and for leadership positions in the organization.

The fair trade group takes into account the special health and safety needs of pregnant women and breast-feeding mothers. Women fully participate in decisions concerning the use of benefits collected from the production process.

The organization respects the right of all employees to form and join workers association of their choice and to bargain collectively. The organization ensures that representatives of employees are not subject to discrimination in the workplace.

Groups working directly with producers ensure that women are always paid for their contribution to the production process, and when women do the same work as men they are paid at the same rates as men. Organizations also seek to ensure that in production situations where women's work is valued less highly than men's work, women's work is re- valued to equalize pay rates and women are allowed to undertake work according to their capacities



**Based on principle six the producer groups are monitored on the basis of following points:**

Compliance Criteria	Indicators to show that you are implementing :
Employment Practices	<ul style="list-style-type: none"><li>◆ The organization has a clear policy and plan to promote gender equality that ensures that women as well as men have the ability to gain access to the resources that they need to be productive and also the ability to influence the wider policy, regulatory, and institutional environment that shapes their livelihoods and lives.</li><li>◆ The organization should not discriminate 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, HIV/Aids status or age.</li><li>◆ Women should receive equal pay for equal work. The group addresses special health and safety needs of pregnant women and breast-feeding mothers.</li><li>◆ The group respects the right of all employees to form and join workers association of their choice and to bargain collectively. The organization ensures that representatives of employees are not subject to discrimination in the workplace.</li></ul>



Reference:

<http://www.wfto.com/fair-trade/10-principles-fair-trade>

<http://www.l-arka.org/node/735>

Best Wishes,  
MESH