



## NETWORK OF ASIA & PACIFIC PRODUCERS

### CALL FOR HIRED LABOUR (HL) WORKER REPRESENTATIVE BOARD MEMBER

#### Introduction

Fairtrade changes the way trade works through better prices, decent working conditions and a fairer deal for farmers and workers in developing countries. By choosing Fairtrade products, people can create change through their everyday actions, and farming communities can improve their lives and invest in their future.

As a global grassroots movement and the owner of the most trusted ethical mark, we seek to be at the cutting edge of reforming global trade in favour of justice, unlocking the power of disadvantaged producers and workers.

For the past 25 years, we have taken the vision of the pioneering fair traders to the wider public, directly reaching over 1.5 million smallholders and workers. The model has been shown to work; now we need to take it wider.

Fairtrade's Strategy 2016 – 2020 focuses on the following areas:

- Building Benefits for Producers
- Deepening Impact through Programmes and Services
- Building Fairtrade Markets
- Influencing Government Policies
- Building a Strong Global System

The international Fairtrade system includes three producer networks, 19 Fairtrade organizations, Fairtrade International, and FLOCERT, the independent certification body of the global Fairtrade system.

The FI members include the three producer networks, and 19 of the Fairtrade organizations. They developed the Fairtrade labelling model and are responsible for decision making within Fairtrade International. The 19 Fairtrade organizations around the world promote products that carry the FAIRTRADE Mark. The three Producer networks represent Fairtrade certified producer organizations in the system from Asia Pacific, Latin America and Africa.

The Producer Network NAPP is the registered body under Hong Kong laws. It is a producer body that is responsible for delivery of producer services in Asia Pacific, provide inputs for Fairtrade Standards setting and supports producers in Asia Pacific. The current board has 16 elected board members governing the organization elected by the General Assembly of Fairtrade certified producer organizations in Asia Pacific. The Central Office of NAPP is based in Bangalore, India but works through staff and consultants located around the Asia & Pacific region where our producer organisations are located.

We have an ambitious strategy for transforming the way we work and scaling up the impact of our work and our Board of Directors has a vital role in providing strategic direction to achieve these aims.

**For ensuring effective voice of workers in the Fairtrade certified hired labour plantations and factories the Board of directors have resolved to invite a representative of workers as Board member, preferably with strong knowledge of relevant issues facing workers and their empowerment.**

#### The Role of the NAPP Board

The Board of NAPP is the governing body of the organization of Network of Asia and Pacific Producers and as such is responsible for the management of the Central Office and strategic guidance of the organization. The Board's primary role is to develop long-term directions and goals for the NAPP and for



the NAPP Central Office, based on the mission of NAPP which is to serve as an organ of representation, coordination, exchange and collaboration for the empowerment of small scale farmers and farm workers from Asia and the Pacific within the framework of Fairtrade certification. To facilitate the incorporation of more producers to be able to join the Fairtrade movement in Asia and the Pacific through an existing wide range of products and services and to ensure that Asian and Pacific realities and conditions are taken into account while setting Fairtrade Standards without compromising on the basic principles of Fairtrade.

Currently the NAPP Board consist of 16 members, elected through the General Assembly Election held in 2018. The NAPP Board aims to hold three physical sessions a year with additional virtual meetings as necessary. Meetings are generally held over two days to make the best use of time for people coming from long distances. All Board members are also asked to be involved in sub-committees and other groups that meet between Board meetings although these are held mainly by teleconference. It is expected that Board Members will contribute an average of 5 days per month

Board positions in NAPP carry no remuneration but travel and other out-of-pocket expenses are reimbursed. In return for your contribution, we offer the chance to work with and on behalf of people who are passionate in their commitment to our mission and are constantly inspiring in their energy and creativity to overcome hardship and achieve positive change.

### **Role of Individual Board Members**

Each Board Member is responsible for the overall governance of NAPP within the Board framework and code of conduct. Each Board Member has an individual responsibility to the Board to ensure that the Board is fulfilling its responsibilities, which are outlined in section 3 of this document.

Board Member's responsibilities include:

- Attending Board meetings which will be held at least three times per year;
- Being familiar with and providing a perspective, in a timely fashion, on Board matters including Board papers, contribution to Board papers and meetings, and on issues which arise between Board meetings;
- Contributing the Board Member's particular expertise, experience and skill to NAPP;
- Participating in the working of ad hoc and standing committees as required and appropriate to the Board Member's expertise;
- Informing themselves and understanding the legal implications of being a Board Member of NAPP;
- Encouraging and supporting the other Board Members and the staff of NAPP;
- Promotion of NAPP at any opportunity;
- Hosting, arranging and attending donor and publicity events for NAPP when near the Board Member's residence or associated with a Board meeting;
- Establishing and maintaining significant contacts for the benefit of NAPP in the Board Member's areas of activity and interest.

## Person specification:

**1. Threshold competencies:** The minimum generic professional knowledge and skills that should be desired of Board members

- Understanding of Fair-trades rationale including the context of its **workers issues & empowerment**, sustainable development, its principles, model of operation and the different perspectives of key stakeholders in the Fairtrade movement including hired labour sector and their organisations and trade unions, development NGO's and government institutions.
- Sound business awareness and judgement whether from a social organisations or not-for-profits perspective.
- Good understanding of English preferably (while at the same time NAPP provides interpreters during Board meetings and arrange document translations).
- Record of success in providing leadership and strategic direction and driving achievement for workers.

## 3. Personal characteristics and behaviours to be demonstrated by all Board members

- Respects and internalizes the principles of accountability
- Makes informed judgment
- Listens actively with an open mind
- Participates in debate, providing relevant comments
- Speaks own mind candidly but respectfully
- Demonstrates initiative and insightfulness
- Thinks both logically and creatively
- Makes decisions independently
- Advises from own experience base
- Teams with others, forming collaborative relationships with other Board members and, where appropriate, providing guidance and advice to staff

## Selection Process

- In the case of Hire Labour with one FLO ID but multiple Fairtrade Premium Committees under it, the Fairtrade Premium Committees (FPC) coming under the Multi Estate FLO ID will nominate one worker representative.
- Nominations should be submitted on the Nominations Form shown in Annexure 1 and have the name of the candidate proposed and seconded by another member representative. The Nomination form should be fully completed. One member can only propose or second one candidate. The candidates themselves cannot propose or second another candidate.
- A duly authorised representative of a certified producer organisation falling within the geographical territory of the Asia Pacific region (India, SriLanka and Pakistan) shall be eligible for nomination as a candidate for election HL Worker Board of Directors.
- The Nomination Form in the given format (as shown in Annexure 1) should be received by the Nominations Committee Chair on or before the notified date and time shown below.
- The decision of the Committee will be final and binding.
- Please apply by email only, in English, with nomination letter to [nominations@fairtradenapp.org](mailto:nominations@fairtradenapp.org) , citing *HL Worker Representative Board Member* in the subject line
- **Deadline for submission of Nominations is January 30th, 2019, IST 12.00 hrs**
- **Deadline for online interview (Goto Meeting, Skype or any other mode of online interview) and shortlist of candidates Between 10<sup>th</sup> Feb to 25<sup>th</sup> Feb 2019**



- The Nominations Committee of the Board will evaluate all applications, interview online (Go to Meeting or Skype etc), shortlist candidates and will make a recommendation on the appointment of Hired labour worker Board position in time next Board Meeting to ratify this decision at its meeting in April 2019.
- All board members can vote for the independent position if more than one nomination is received.
- The Committee shall make available ballot papers containing names of the candidates in which voters will place an X mark in the box against the preferred candidate's name/ symbol.
- **The Board of directors will vote** for the shortlisted candidates recommended by nomination committee and it shall be by secret ballot.
- Counting of votes shall start immediately after the end of the voting period. The Committee will conduct the process.
- The Nominations Committee shall submit the results of the election and announce the results at to the board member, which is scheduled to follow the closing of the ballot process, and the counting of the votes.
- All ballots cast will be under the custody of the Nominations Committee until the results are out after which they will be destroyed.
- **Women Workers are encouraged to send Nominations**

**Candidates from only Fairtrade certified Hired Labour Producer Organization's from Asia Pacific region are eligible to apply**