



## GAPC Certification Tips

**Don't forget to complete your self-assessment before your audit date!**

Our weekly email containing tips, advice and reminders that will help you achieve or maintain GAPC Certification in 2019.



### **This week: Forced Labor and Human Trafficking and Freedom of Association**

#### **1. Forced Labor and Human Trafficking**

##### **GAPC Critical Standards:**

1. Workers shall be allowed to terminate their commitment at any time, without the threat of intimidation, coercion, blacklisting, or any other type of discrimination or retaliation.
2. Growers are prohibited from employing compulsory or prison labor.
3. All work must be voluntary and shall not be carried out under threat or duress. Growers must not recruit, transport, or receive workers using threats, force, coercion, abduction, fraud, or deceit or abuse of their power or the vulnerability of workers.
4. Workers shall not be charged any fees for their recruitment or transport to their place of work, by the growers.
5. Growers are prohibited from retaining workers' personal identity documents, visas, money, valuables, paychecks, debit or credit cards, or return tickets. Grower my provide, upon request, workers with safe place to store these items, but these items must be accessible to the workers upon request.
6. There shall be no restrictions on workers' freedom of movement, and workers shall be permitted to enter exit their place of work.

#### **2. Freedom of Association**

##### **GAPC Critical Standards:**

Definition: the right to join or leave groups of a person's own choosing, and for the group to take collective action to pursue the interests of members

Example: labor union

1. Respect the legal rights of workers to, or not to, associate, organize and bargain collectively. Do you allow workers freedom of association with organized groups?
2. Do not interfere in union activities. Do you allow reasonable access to your workers from organized groups?
3. Do not discriminate nor retaliate against workers for such activities.

Past Certification Weekly tips are posted online for easy access at:

<https://www.gapconnections.com/services/certification-program>

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