

COVID-19 GUIDELINES FOR FAIRTRADE ORGANISATIONS

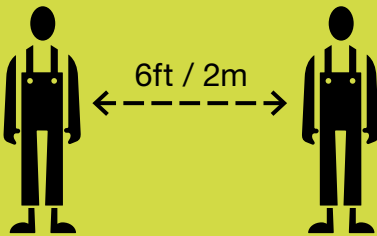
WHAT IS COVID-19 (CORONAVIRUS)?

COVID-19 is a new respiratory illness, not previously seen in humans. Symptoms include mild to severe respiratory illness with fever, cough, and difficulty breathing. Some patients develop pneumonia and experience multiple organ failure. There is no vaccine against COVID-19 and no specific antiviral treatment.

HOW DOES COVID-19 SPREAD?

The virus spreads mainly between people who are in close contact with each other (within two metres) through airborne respiratory droplets when an infected person coughs or sneezes. It is also possible to contract COVID-19 by touching a surface or object that is hosting the virus and then touching your mouth, nose or eyes.

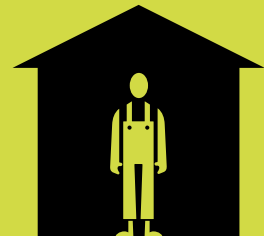
HOW CAN I PROTECT MYSELF AND OTHERS?



Keep your distance from others (about 6ft or 2m)



Don't shake hands or hug your co-workers



Stay home if you are sick, even with mild symptoms



Don't share food, drinks and personal items



Follow your government and health authority advice

If you're not feeling well:

Check your temperature twice a day. Normal range is 36.5–37.5 °C / 97.7–99.5 °F

Watch for coughing or trouble breathing

If you have a fever or are having difficulty breathing, ask your physician if you should be tested for the COVID-19 virus

PRODUCERS, COOPERATIVES & EMPLOYERS

- provide PPE (eg masks and disposable gloves) and the training to use them properly
- provide hand sanitisers
- promote hand-washing using soap and clean water
- regularly disinfect busses, shared vehicles, changing rooms, communal areas, canteens, equipment, telephones, computers, work stations etc
- promote social distancing (eg by laying down floor markers)
- encourage home working where practical
- keep in touch with your local health authorities
- communicate regularly with fellow producers, workers and the community to counter the spread of misinformation

WOMEN'S RIGHTS

- uphold existing social security, maternity leave and post-natal care rights
- provide safe, separate, clean toilets, washing facilities and appropriate PPE for pregnant, breastfeeding or menopausal workers
- ensure women are fully involved in agreeing virus response strategies
- ring-fence money allocated for sexual, reproductive and maternal health
- ensure the pandemic is not used as an excuse to weaken anti-discrimination and harassment measures

COMMUNITIES, CHILDREN & VULNERABLE ADULTS

- involve elders, children, women and minorities in drawing up a community-based virus response strategy
- avoid stigmatising those who may have been exposed to the virus, especially minority or migrant groups, and call out racism or discrimination
- reach out to migrant and informal workers to ensure they have all the information they need
- ensure medical supplies and PPE reach the most vulnerable
- be vigilant for signs of increased domestic abuse, sexual violence, forced or child labour during lockdown
- follow **WHO healthy parenting guidelines**
- promote e-learning, home study and regular online teacher-student check-ins
- be aware of possible increased neglect or physical, sexual and emotional violence towards children who remain at home
- discourage gossip and misinformation
- share official information and best practices

WORKERS' RIGHTS

- involve workers in drawing up virus response measures
- pay should not be docked if workers are laid off, sick or have to look after sick dependents
- workers should be able to speak out and remove themselves from unsafe workplaces without fear of the consequences
- temporary, seasonal, contract and migrant workers should have equal protection, medical and social care
- respect existing wage agreements and grievance mechanisms

BUYERS & TRADERS

- be transparent with your suppliers and work with them to minimise disruption
- set up a dedicated rapid response hot-line for suppliers
- commit to returning to 'business as usual' as soon as possible after the pandemic
- consider cash flow relief to support suppliers (eg to pay laid-off workers)
- honour your commitments to contracts
- follow the **OECD guidelines on Responsible Business Conduct**

FURTHER INFORMATION

- **ILO advice on business continuity planning during a pandemic**
- **ILO guidance on protecting employees during a pandemic**
- **IUF resources on agriculture and equality during the pandemic**
- **Ethical Trading Initiative (ETI) on maintaining good business practices**
- **WHO advice for the public**
- **WHO advice for workplaces**
- **WHO advice on healthy parenting**
- **UNICEF guidelines on education during the pandemic**
- **Centers for Disease Control and Prevention (CDC) advice on symptoms and prevention**
- **University of Vermont advice for fruit and vegetable growers**
- **OECD guidelines on Responsible Business Conduct for multinational enterprises**
- **UNOHCHR Guiding Principles on Business and Human Rights**