



Rainforest Alliance Policy on Working Hours and Days of Rest

March 2018
Version 2.0

The Rainforest Alliance works to conserve biodiversity and ensure sustainable livelihoods by transforming land-use practices, business practices, and consumer behavior.

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More information?

For more information about the Rainforest Alliance, visit www.rainforest-alliance.org or contact info@ra.org

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Policy

Issue Date:	Binding date:	Expiration date:	Replaces:
March 15, 2018	Immediately	Until further notice	Rainforest Alliance Policy on Working Hour Requirements, version 1
Developed by:		Approved by:	
Senior Manager, Standards		Director Global Programs	
Linked to (name of documents):		Reference criterion or clause number:	
Rainforest Alliance Sustainable Agriculture Standard 2017, version 1.2.		Critical criteria 4.10 and 4.11	
This policy is applicable to:		Type of organizations (if applicable):	
Certified operations.		Farms and group administrators.	
Crops:		Regions:	
All crops.		All regions.	

1. Introduction

Rainforest Alliance is a growing network of people who are inspired and committed to working together to achieve our mission of conserving biodiversity and ensuring sustainable livelihoods. For more information about Rainforest Alliance, visit our website: <http://www.rainforest-alliance.org>.

2. Policy

1. For Critical Criterion 4.10, the following exceptions are permitted:
 - a. A worker may work a maximum of 48 hours per week on average, with the calendar year as a basis for calculation.
 - b. A worker may work on holidays (public holidays or Sundays), under the condition that this worker is granted a full day of rest for each worked holiday and for every six consecutive days of work.
 - i. This rest period may not be replaced by payment for the hours worked during these holidays.
 - ii. The maximum number of consecutive work days for a worker is 18 days with a maximum of three consecutive holidays worked, under the condition that this worker is granted three days of rest after this working period.
2. For Critical Criterion 4.11, the following exceptions are permitted:
 - a. In the case of management positions and security guards, exceptions as defined by the local labor legislation apply.
 - b. During extraordinary circumstances periods, a worker may work maximum 56 hours of work per week on average with the calendar year as a basis for calculation.
3. Each extraordinary circumstance period does not exceed two consecutive weeks. No more than two exception periods are allowed each year.
 - a. For extraordinary circumstances periods, a worker may work maximum 10 hours of work per day on average with this period as a basis for calculation.

- b. Extraordinary circumstances periods are periods with:
 - i. Possible loss of harvest, in the case of perishable fruits, vegetables, flowers and ornamentals.
 - ii. Imminent risk of loss or damage of infrastructure, machines, cattle or crop plants.
- 4. The only scenarios where exceptions to clauses 2.1, 2.2 and 2.3 of this policy are allowed, require a legal framework that explicitly authorizes such exceptions, and undisputable evidence that workers are not compelled to work overtime or to work on holidays.
- 5. Certified organizations monitor accident rates during overtime periods and reduce overtime, if accident rates are higher during overtime work periods than during periods of regular work hours.