

Criteria Overview for the DSF Criteria: Working Conditions

Strategic Intent: Across the dairy value chain, workers operate in a safe environment, and their rights are respected and promoted.

DSF Indicator Metric: *Farm/Facility Safety Plan developed and implemented.*

About this Criteria: The criteria covers the rights of all staff and employees across the whole dairy value chain. Respecting staff contribution to the workforce in a fair and just way is critical regardless of, for example, employee gender, nationality, or religious beliefs. Our industry is only as good as the staff engaged in the dynamic process required to produce a wide range of milk and dairy products. These individuals need to be valued, supported, and employed in a safe and positive environment where their rights are respected and promoted.

Aspects to be considered include:

- Wages – are all employees fairly compensated for their work – Consider Living/Decent wages as approaches to remuneration.
- Diversity is understood and respected (including cultural, gender and religious differences) in terms of remuneration and opportunities in the workplace.
- Health and safety of workers to reduce risk of injury or illness (operation of machinery/equipment, livestock, harmful substances, fatigue etc.)
- Risk assessments across the workplace to identify risks and hazards, along with considering strategies to prevent incidents.
- Positive working environment in terms of atmosphere, language, and operating conditions
- Clear and fair contracts of employment that include transparent conditions of employment, addressing, as relevant, topics such as pay schedule, reasonable working hours, breaks, vacation / sick leave, and collective bargaining opportunities
- Where appropriate suitable, safe, dry and warm accommodation
- Categorization of risks and identification of which workers are at risk, devise prevention strategies
- Clear job descriptions with flexibility for workers to support an overall work/life balance and annual reviews
- Opportunities for progression within the organization
- Training and skills development
- Technology, systems and processes that improve the quality of the workplace

Interlinkages: This criteria links closely with the **Rural Economies, Market Development, Product Safety and Quality and Animal Care** Criteria.