



BETTER COTTON ASSURANCE PROGRAM TRAINING RECOMMENDATIONS FOR MEDIUM FARMS

APPLICABLE FROM 2014 HARVEST SEASON

ORIENTATION	<p><i>This document supports Implementing Partners and Producer Unit in defining training requirements to farmers/workers on each BCI Production Criteria. The starting point for any activity is to develop an understanding of the issues involved, the reasons why the issue is important and what can be done to address the issue. Farmers need to make informed decisions about their production practices and part of being able to make informed decisions depends on the level of access farmers have to knowledge and to training.</i></p>
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BCI Production Criteria	Training Recommendations
<p>1.1 An Integrated Pest Management Programme is adopted that includes the following principles:</p> <ul style="list-style-type: none"> i) growing of a healthy crop; and ii) prevention of build-up of pest populations and of the spread of disease; iii) preservation and enhancement of populations of beneficial organisms; and iv) regular field observations of the crop's health and key pest and beneficial insects; and v) management of resistance. 	<p>Formal training on IPM is provided in accordance with the IPM plan. Knowledge is made available on the specific practices to implement the 5 principles of IPM and is presented in a suitable format¹ to producers;</p>
<p>1.2 Only pesticides that are: (i) registered nationally for the crop being treated; and (ii) correctly labelled in the national language are used.</p>	<p>Knowledge is available (on how to identify correctly labelled pesticides, and the pesticides that are legally registered for use on cotton, including both active ingredient and the Trade Name(s) under which the pesticides are sold) and is presented in a suitable format to producers.</p>
<p>1.3 Pesticides listed in Annex A and B of the Stockholm Convention are not used</p>	<p>Knowledge is available (on the pesticides listed in the Stockholm Convention, including local Trade Name(s) under which the pesticides are sold) and is presented in a suitable format to producers.</p> <p>For the list of pesticides listed in the Stockholm convention see:</p> <p>http://www.pops.int/documents/convtext/convtext_en.pdf</p>
<p>1.4 Pesticides are prepared and applied by persons who are:</p> <ul style="list-style-type: none"> (i) healthy; and (ii) skilled and trained in the application of pesticides; and (iii) 18 or older; and (iv) not pregnant or nursing 	<p>Knowledge is available (on better management practices for pesticide use, covering the 4 issues noted in the Criterion) and is presented in a suitable format to producers and pesticide applicators.</p>

¹ A suitable format means that the knowledge is available in a format that allows the person attending training to be able to make sense of the knowledge provided. The language used should be appropriate to the training audience (e.g. not too technical) and consider local language, use of diagrams and pictures, literacy levels, etc.

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<p>1.5 Use of pesticides in any of the following categories: (i) WHO list of hazardous pesticides Class 1a and 1b, (ii) those listed in Annex III of the Rotterdam Convention,</p> <p>is phased out, with the timeline based on the availability of better alternatives and ability for the risk to be properly managed</p>	<p>Knowledge is available (on the pesticides included within the Criterion, including local Trade Name(s) under which the pesticides are sold, and on the alternative pesticides available, and on alternative methods), and is presented in a suitable format to producers.</p> <p>Rotterdam convention:</p> <p>http://www.pic.int/TheConvention/Overview/TextoftheConvention/tabid/1048/language/en-US/Default.aspx</p> <p>WHO Class I:</p> <p>http://www.who.int/ipcs/publications/pesticides_hazard_2009.pdf</p>
<p>1.6 Pesticides are always prepared and applied by persons who correctly use appropriate protective and safety equipment</p>	<p>Knowledge is available (on pesticide preparation and use, detailing how pesticides should be prepared and applied so as to minimise the risks of pesticide exposure to the user), and is presented in a suitable format to producers and pesticide applicators.</p> <p>Topics to be covered include: use of personal protective equipment (PPE) (including its maintenance and cleaning), mixing and tank-filling protocols (appropriate equipment, e.g. measuring jugs), importance of understanding and following of label instructions, application methods for ensuring the applicator is protected, and access to washing facilities. This information is informed by relevant legislative and regulatory requirements</p>
<p>1.7 Pesticide application equipment and containers are stored, handled and cleaned so as to avoid environmental harm and human exposure</p>	<p>Knowledge is available (on appropriate storing, handling and cleaning of pesticide containers and application equipment), and is presented in a suitable format producers and pesticide applicators.</p> <p>Topics to be covered include: i) the importance of keeping pesticides in their original containers; ii) the importance of not re-using pesticide containers; iii) how to transport and store them safely (e.g. separate by type, in a locked, well-ventilated room); iv) appropriate cleaning procedures for used containers and application equipment; v) choice of location for cleaning and storing used containers and application equipment; this information is informed by relevant legislative and regulatory requirements</p>
<p>1.8 Pesticides are applied in appropriate weather conditions, according to label directions and or manufacturer's directions, with appropriate and well-maintained equipment</p>	<p>Knowledge is available (on the influence of weather conditions and how to determine if conditions are appropriate, the importance of understanding and complying with label instructions (e.g. regarding application rate, application method, re-entry periods) and how to maintain application equipment), and is presented in a suitable format to producers</p>

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	and pesticide applicators.
1.9 Used pesticide containers are collected by a recycling programme, or disposed of safely	Knowledge is available (on the risks associated with re-using pesticide containers and on how to safely dispose of or recycle pesticide containers, including appropriate cleaning techniques), and is presented in a suitable format to producers and any workers.
2.1 Rain fed cotton: Water management practices are adopted that optimise water use	Knowledge is available (on management practices to capture rain fall / store moisture in the soil: e.g. use of cover crops, crop residue retention, tillage practices, planting date and planting rate (plant density), weed control and methods to capture water), and is presented in a suitable format to producers.
2.1 Irrigated: Water management practices are adopted that optimise water use	As above with additional issues to consider including: choice of irrigation system (including the importance of soil type and its water holding capacity), its monitoring and maintenance (infrastructure, pumps, plant), irrigation timing / scheduling
2.2 Management practices are adopted to ensure that water extraction does not cause adverse effects on groundwater or water bodies	Knowledge is available (on the potential impacts of water extraction and management practices to address this) and is presented in a suitable format to producers.
3.1 Soil management practices are adopted that maintain and enhance the structure and fertility of the soil	<p>Knowledge is available (on locally - appropriate soil management practices for preserving and enhancing soil structure and organic matter levels (e.g. zero tillage, cover crops, crop residue maintenance and use of crop / legume rotations, choice of tillage equipment)) and is presented in a suitable format to producers.</p> <p>Knowledge available and presented in a suitable format on how to identify soil structural problems</p>
3.2 Nutrients are applied on the basis of crop and soil needs. Timing, placement and quantity applied are all optimised.	Knowledge is available on appropriate nutrient monitoring procedures (e.g. visual inspection, leaf tests, soil tests), nutrient formulations and application techniques, and is presented in a suitable format to producers.
3.3 Management practices are adopted that minimise erosion, so that soil movement is minimised and water courses, drinking water sources and other bodies of water are protected from farm run-off.	Knowledge is available (on soil erosion management practices, such as strip cropping, crop residue maintenance, cover crops, use of earth works and use of strips of native vegetation along water streams to control erosion, filter out agrochemicals and protect wildlife habitats), and is presented in a suitable format to producers.

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4.1 Practices are adopted that enhance biodiversity on and surrounding the farm	Knowledge is available (on practices that enhance biodiversity on and surrounding the farm, and the likely presence of, and how to control, invasive species, and is presented in a suitable format to producers
4.2 The use and conversion of land to grow cotton conforms with national legislation related to agricultural land use.	Knowledge is available (on the legal use and conversion of land to grow cotton), and is presented in a suitable format to producers
5.1 Management practices are adopted that maximise the fibre quality	Knowledge is available (on the critical agronomic factors for managing fibre quality, in particular choice of variety, sowing date / density and water, weed and nutrition management), and is presented in a suitable format to producers.
5.2 Seed cotton is harvested, managed, and stored to minimise trash, contamination and damage	Knowledge is available (on appropriate harvesting and seed cotton storage management practices, including harvest timing and protocols for ensuring that seed cotton is maintained free of contamination during harvest, storage and transport: use of non-contaminating harvest bags, clean storage areas, segregation according to quality), and is presented in a suitable format to producers and pickers.
6.1 Smallholders (including tenants, share-croppers and other categories) have the right, on a voluntary basis, to establish and develop organisations representing their interests	Knowledge is available (on how family smallholdings can organise themselves to represent their interests, in their region and for cotton) and presented in a suitable format to smallholders
6.2 Access to potable and washing water is provided.	Knowledge is available (on water quality and hygiene) and presented in a suitable format to producers and workers.
6.3 There is no child labour, in accordance with ILO Convention 138.(See ILO Convention 138)	Knowledge is available (on national/state legislation and relevant ILO conventions related to child labour) and presented in a suitable format to producers and workers.
6.4 For hazardous work, the minimum age is 18 years of age	Knowledge is available (on what constitutes hazardous work in national legislation including reference to ILO convention 182) and presented in a suitable format to producers and workers. This includes information that, at a minimum, no one under 18 can prepare or spray pesticides (see crop protection criteria 1.4).
6.5 Employment is freely chosen: no forced or compulsory labour, including bonded or trafficked labour	Knowledge is available (on national/state legislation and relevant ILO conventions related to forced labour and various issues around forced, compulsory, bonded and trafficked labour in the local context) and presented in a suitable format to producers and workers.
6.6 There is no discrimination (distinction, exclusion, or preference) practised that denies or impairs equality of opportunity, conditions, or treatment based on individual characteristics and group membership or association.	Knowledge is available (on national/state legislation and relevant ILO conventions with regards to the issue of discrimination and how to address it in local cotton context) and is presented in a suitable format to producers and workers.

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6.7 All workers and employers have the right to set up and join organisations of their own choosing, and to draw up their constitutions and rules, to elect their representatives and to formulate their programmes	Knowledge is available (on national/state legislation with regards to freedom of association and relevant ILO conventions) and presented in a suitable format to employers and workers.
6.8 Workers and employers have the right to bargain collectively	Knowledge is available (on national/state legislation and relevant ILO conventions related to collective bargaining) and presented in a suitable format to employers and workers.
6.9 Workers have the right to belong to a trade union and carry out lawful union activities without any fear of anti-union discrimination	Knowledge is available (on national legislation and relevant ILO conventions related to freedom of association, rights of workers and trade unions) and presented in a suitable format to workers and Employers.
6.10 Employers should provide access and reasonable facilities for workers' representatives	Knowledge is available (on provision of access and facilities for workers' representatives) and presented in a suitable format to employers and workers
6.11 Workers receive regular health and safety training appropriate to the work that they perform	Knowledge is available (on health and safety issues) and presented in a suitable format to employers.
6.12 Employers meet their workers' basic requirements, as specified above, including a clean place to eat and access to adequate medical care at no charge	Knowledge is available (on meeting workers' basic requirements, including a clean place to eat and access to medical care at no charge) and presented in a suitable format to employers and workers
6.13 Employers identify work hazards, inform workers on safe work practices and adopt preventive measures to minimise hazards in the workplace. Employers maintain records of any accidents and occupational diseases	Knowledge is available (on work hazards, safe work practices, preventive measures and how to maintain appropriate records) and presented in a suitable format to the employer.
6.14 Employers ensure that measures are in place to deal with accidents and emergencies, including first aid and access to appropriate transportation to medical facilities	Knowledge is available (on how to deal with accidents and emergencies) and presented in a suitable format to employers.
6.15 Waged workers are paid wages at least equivalent to the applicable legal national minimum wage or regional norm, whichever is higher	Knowledge is available (on applicable legal national minimum wage or regional norm) and presented in a suitable format to employers and workers.
6.16 Where workers are paid at a piece-rate, this rate permits the worker to earn the applicable national minimum wage or regional norm (whichever is higher) during normal working hours and under normal operating conditions	Knowledge is available (on applicable legal national minimum wage or regional norm) and presented in a suitable format to employers and piece-rate workers.
6.17 Workers are paid regularly in cash, or in a form that is convenient to them	Knowledge is available (on national/state legislation with regards to the payment of wages) and presented in a suitable format to employers and workers.

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6.18 The principle of equal pay for work of equal value is observed	Knowledge is available (on the principle of equal pay for equal work) and presented in a suitable format to employers and workers. 'Equal Pay' should be understood as a broad concept that includes all payments, including basic wages, bonuses and non-monetary benefits
6.19 The worker's consent is obtained in advance as regards all working conditions	Knowledge is available (on the need to obtain worker's consent on their working conditions in advance) and presented in a suitable format to employers and workers.
6.20 Workers are employed under legally binding (preferably written) contracts of employment	Knowledge is available (on national/state legislation with regards to contracts of employment) and presented in a suitable format to producers and workers.
6.21 Adequate records are kept in accordance with national law, but in any event sufficient to enable monitoring	Knowledge is available (on national/state legislation for employment record keeping and what is sufficient to enable monitoring) and presented in a suitable format to employers.
6.22 Temporary, seasonal and (sub-) contracted workers receive equivalent benefits and employment conditions to permanent workers in relation to their period of employment	Knowledge is available (on what equal benefits means in relation to period of employment) and presented in a suitable format to employers and workers
6.23 Working hours comply with national laws or relevant collective agreements, whichever is more favourable to the worker	Knowledge is available (on national/state legislation or relevant collective agreements with regards to working hours) and presented in a suitable format to employers and workers.
6.24 Overtime work is voluntary and remunerated in accordance with the law or applicable collective agreements	Knowledge is available (on national/state legislation or applicable collective agreements with regards to overtime work) and presented in a suitable format to employers and workers.
6.25 Employers do not engage in or tolerate the use of corporal punishment, mental or physical coercion, sexual or other harassment or physical or verbal abuse of any kind.	Knowledge is available (on national/state legislation and what constitutes different types of harassment, punishment and abuse) and presented in a suitable format to employers and workers.
6.26 There is a transparent and clear policy and system for disciplinary measures and this is communicated to workers. The system includes fair warning principles and any disciplinary actions are proportionate to the conduct in question.	Knowledge is available (on the need for a transparent and clear policy and system for disciplinary measures) and presented in a suitable format to employers.