

Your plan and activities for 2021-2022				Contribution to Fairtrade Strategy	BUDGET REQUEST 2021 2022
Sub unit (if applicable)	What you want to achieve by 2022 (result)	Success indicator - 2022 (how will you measure you reached your result)	Proposed Activities for 2021 and 2022	Link to 2025 Strategy Pillars	Please fill your budget request in Tab number 2
HRDD CoE	HRDD for the Public: HRDD regulation by the EU, relevant new OECD guidance and at least two Southern NAPs are influenced by Fairtrade's recommendations.	Policy content + evidence that Fairtrade contributed to it.	HRDD for the Public: Support Fairtrade colleagues in/to: - Direct contacts with decision makers in North and South, - Publish a brochure on our key asks (2021), - Social media action (2021), - Networking with other advocats, - Collaboration among members, - Revision of HRDD messages and plan	Advocacy and impact communication as core tool to engage public (PILLAR 3: Fairer Supply Chains)	15000,00
	HRDD for our Partners: Fairtrade has a clear HRDD service portfolio of at least three service options.	- HRDD services piloted. - 100% of license holders have received information about our HRDD service portfolio.	HRDD for our Partners: Support Fairtrade colleagues in/to: - Agree principles of engagement, roles, responsibilities and go/no go process ('21) - Publish medium and heavy HRDD O2B (incl legal check), - Develop internal guidance and case studies on O2B, - Dialogue on supply chain mapping tool with FLOCERT, - Complete two O2B pilots (e.g. facilitation of PO-company dialogue, HRIA or supply chain mapping).	New Business: Business Models Beyond Certification (PILLAR 2: Growth and Innovation)	25000,00
	HRDD for our People: Top-notch HRDD process established, including the publication of the first Human Rights Report.	- Based on the HRIA, key human rights issues and hotspots published on an interactive website, - HRDD criteria included in key Standards, - Human Rights Report receives positive, public feedback from key stakeholders.	HRDD for our People: Facilitate system HRIA + publish results. Support Fairtrade colleagues in/to: - Do HRDD revision of Trader, HL, SPO and CP Standards (2021), - Align Impact framework, grievance mechanisms (HQ,member,PO-levels) and organizational code with HRDD, - Study remediation in agriculture, - Turn Monitoring report into a HR (and environmental impact?) Report (2022).	Global Compliance (FI Internal)	33000,00
	HRDD Empowerment: Producers are increasingly empowered to influence and support HRDD services and advocacy.	X% of POs have received training or materials that build their capacity to influence and support HRDD services and advocacy.	HRDD Empowerment: - Support PNs to incorporate HRDD into PS and programmes (via materials in '21 etc), - Align HRDD work and product, thematic and programme work with each other.	Producer Strengthening (PILLAR 1: Small farmer and worker empowerment)	7000,00
	HRDD Embedding: All Fairtrade members are at ease in implementing HRDD activities as per the global strategy.	100% of FT staff have received HRDD training, feedback indicates high practical relevance (at least 4 on scale of 1-5).	HRDD Embedding: - Create an online training session, - Capacity building webinars and workshops for different functions, - Meetings with FI & members on request, - 4 effective HRDD WG meetings/year .	Strong organisational foundation (PILLAR 4: Launchpad for the future)	8000,00
	HRDD Networking: Fairtrade is a recognized participant in international HRDD discussions.	Fairtrade receives at least five invitations (PNs at least 2) to speak about HRDD at high-level international events in 2022.	HRDD Networking: - At least 2 online stakeholder meetings - Map, prioritize + pursue partnerships - Monitor other MSI's and (potential) licensees' HRDD work - Attend key events	Transformational partnerships (PILLAR 4: Launchpad for the future)	6000,00
	HRDD Leadership and Coordination	Above indicators are achieved.	HRDD Leadership and Coordination: - Staffing of the Centre of Excellence: Lead and Coordinator, both at 100% FTE	Transformational partnerships (PILLAR 4: Launchpad for the future)	234000,00
TOTAL					328000,00