



GLOBALG.A.P.

GRASP V2 WEBINARS: Q&A

CONTENT INTERPRETATION AND ASSESSMENT PROCESS

<p>Under the current GRASP general rules, the GRASP assessment may be conducted by a different certification body (CB) than the one that granted the IFA certification. Is this the same under GRASP v2?</p>	<p>Under GRASP v2, the assessment must be conducted by the same CB that conducts the IFA audit, since they happen simultaneously.</p>
<p>How is GRASP applied if you have workers who come to work on an irregular basis, for example, if they come to harvest every 8 days? The number of workers on site varies a lot.</p>	<p>There must be worker representation if workers are employed. The form/type of representation must be chosen by the worker(s). The existence/recognition of self-representation is permitted as long as it is chosen by the workers and not imposed by the producer.</p>
<p>How does compliance work?</p>	<p>Following an assessment, a producer is either graded as <i>compliant</i> or <i>non-compliant</i>. To achieve <i>compliant</i> status, the producer must comply with 100% of the Major Must principles and criteria (P&Cs), and at least 70% of the Minor Must P&Cs in the first year of assessment. In the second and subsequent years the producer must comply with 100% of the Major Must P&Cs and 75% of the Minor Must P&Cs. 25 principles are graded as Minor Musts, therefore the producer must comply with at least 18 of them in the first year and at least 20 in the second and subsequent years.</p>
<p>Which year is considered year one – Is it 2023 (the first year in which GRASP v2 becomes mandatory) or the first year in which the producer is assessed against GRASP v2?</p>	<p>Year one is the first year of in which a producer is assessed against GRASP v2.</p>

<p>Is compliance with 39 of the Major Must P&Cs enough to be "fully compliant"?</p>	<p>No. Under GRASP v2 there are only two levels of compliance: <i>compliant</i> and <i>non-compliant</i>. To achieve <i>compliant</i> status, compliance with 100% of the Major Must P&Cs is required (and at least 70% of the Minor Must P&Cs in year one, and 75% in year two).</p>
<p>If an Option 1 individual producer has no workers on their farm, will there still be an on-site assessment?</p>	<p>Since the IFA audit and GRASP assessment take place simultaneously, the IFA auditor is required to check whether there are workers on the farm. If the auditor confirms that the Option 1 individual producer has not hired any workers, they will also confirm that the GRASP P&Cs are not applicable.</p>
<p>How is the requirement for worker representation implemented on farms that are in cooperatives but have no workers?</p>	<p>Worker representation can take any form as long as it is effectively and freely decided by the workers. In cooperatives, those producers without workers, represented in the QMS sample, will be visited by the auditor to verify that they do not have any workers.</p>
<p>How do I interpret the minimum wage requirement in a country with national tariff agreements in place?</p>	<p>GRASP is designed to support workers' rights and achieve the best protection of these rights. Where the local requirements are stricter, e.g., in the example of a national tariff agreement resulting in a higher wage than the legal minimum wage, the local legislation overrides the national minimum wage requirement under GRASP. If the national tariff results in a lower wage than any legal minimum wage, then the legal minimum wage is required for GRASP compliance. If a legal minimum wage does not exist or it is not defined for the sector but there is a sector or national tariff, this tariff shall be used.</p>
<p>Is a GRASP liaison different from a worker representation?</p>	<p>Yes, the GRASP liaison is different. If workers decide on self-representation, or if producers only use subcontracted labor, a management GRASP liaison shall be designated. It is an instrument of support for the workers, chosen by the producer. In terms of GRASP compliance, the GRASP liaison is considered to have the same duties as a worker representation and is evaluated as such, but GRASP liaisons are not the same as a worker representation because they are not elected by the workers.</p>
<p>How is the country risk level determined? How often is the level reevaluated?</p>	<p>The country risk classification concept was developed to provide a system for balancing the evidence methods required by the assessor when evaluating GRASP. The "risk level" of a country is not a general label for that country.</p> <p>The GLOBALG.A.P. Secretariat uses rankings issued by the World Bank (Worldwide Governance Indicators, WGI) to group countries into three different levels:</p> <ol style="list-style-type: none"> 1) High-risk countries: countries with a WGI rating from 0 to 49 2) Medium-risk countries: countries with a WGI rating from 50 to 79

3) Low-risk countries: countries with a WGI rating from 80 to 100
 The list of countries assigned to the three categories is updated in December each year, following the revision periods of the World Bank. The new classification level becomes applicable from the following January.

LETTER OF CONFORMANCE

<p>Where can I find the letter of conformance after a successful GRASP v2 assessment?</p>	<p>The letter of conformance can be found and downloaded from the Validation Service.</p>
<p>For very small family farms on which no workers are hired, many P&Cs are "not applicable". Is a letter of conformance still issued?</p>	<p>Family farms are evaluated according to a checklist with fewer P&Cs than normal. This is because many P&Cs are not applicable to the operation and nature of a family farm, but some are. To achieve <i>compliant</i> status and receive a letter of conformance, the producer is only required to comply with the P&Cs that are applicable to family farms.</p>
<p>Is the expiration date of the GRASP letter of conformance automatically the same as that of the IFA certificate?</p>	<p>Yes, the GRASP letter of conformance and the IFA certificate will have the same validity period.</p>

IMPLEMENTATION DATES AND FEES

<p>When does GRASP v2 become mandatory for producers?</p>	<p>From 1 January 2024. After this point, there will be no more CB assessments against GRASP v1.3.</p>
<p>Can GRASP v2 be implemented before it becomes obligatory?</p>	<p>GRASP v2 can be implemented as soon as CBs are trained to conduct the GRASP v2 assessments and the GRASP process has been programmed in Audit Online Hub.</p>
<p>How do I determine the number of workers to whom the GRASP fee applies? Do I use the current year or the previous season? How do I count seasonal workers? Do I count each person, or the full-time equivalent?</p>	<p>The fee for GRASP is calculated using the number of workers reported to GLOBALG.A.P. in the previous year. Each hired worker is counted (each person), not the hours worked. This includes all forms of labor used based on the definition of worker in GRASP general rules.</p>

NATIONAL INTERPRETATION GUIDELINES AND NATIONAL TECHNICAL WORKING GROUPS

<p>Are there specific requirements for forming a national technical working group (NTWG)? Where can I find them?</p>	<p>Yes, there are specific requirements regarding what type of organization can host an NTWG. You can find information about the requirements and approval procedures on our website.</p>
<p>If no GRASP national interpretation guideline (NIG) is available by the time GRASP v2 becomes obligatory, will it still be possible to conduct a GRASP v2 assessment?</p>	<p>Yes. GRASP v2 is applicable in all countries, even if there is no dedicated NIG. CBs shall apply for approval from GLOBALG.A.P. and in doing so shall present information regarding local regulations that are applicable to the GRASP assessment.</p>
<p>GGN LABEL</p>	
<p>What does GRASP v2 mean for producers who want to use the GGN label?</p>	<p>GRASP is voluntary for producers with IFA certification. For those wishing to use the GGN label, GRASP is a formal requirement. Find out more about the GGN label initiative on our web pages.</p>

If you have further questions which are not covered in this document, please see the [GRASP web page](#) and documents for download on our website, or contact standard@globalgap.org.