

**Better Brick Nepal Standard**  
**Draft Version 4**  
**Summary of Revisions - January 2015**

In response to feedback and recommendations submitted during the first round of public consultation, the following revisions have been incorporated into version 4 of the BBN Standard. Please note that minor wording and formatting changes have also been made to the draft Standard but are not summarized below.

Category	Changes to the Standard Draft
Background information	The overview accompanying the Standard Criteria has been updated.
Structure	Results from worker interviews indicated that wages and working hours are closely related, leading to a discussion within the Standards Committee to combine these two principles. Therefore working hours, remuneration and benefits are combined into one principle: “remuneration and working hours”.
Structure	The Standard is reduced to 5 principles, now ordered as follows: <ol style="list-style-type: none"> <li>1. No Child Labour</li> <li>2. No Forced or Bonded Labour</li> <li>3. Remuneration and Wages</li> <li>4. Workplace Safety and Health</li> <li>5. No Harsh or Inhumane Treatment</li> </ol>
Principle 1	No Child Labour
1.1.4	Stakeholder consultation indicated that awareness and training should be emphasized in the standard to ensure that workers and kilns owners have the knowledge and capacity to adhere to the Standard’s requirements. Therefore, awareness has been moved from progress to minimum criteria.
Principle 2	No Forced or Bonded Labour
2.1.1	To establish the definition of “no forced or bonded labour” within the Standard’s requirement, “ <i>No forced or bonded labour is allowed</i> ”, with a footnote defining no forced or bonded labour, has been added to minimum criteria.
2.1.4	To ensure transparency and regulation within the advance system, minimum criteria, 2.1.4 is combined with progress criteria 2.2.3, requiring a written contract defining the terms and conditions of work between workers, naikes and kiln owners.
2.2.1/2.2.2	Formerly combined, progress criteria 2.2.1 is split into two separate criteria, one addressing a policy for no forced or bonded labour, and the second requiring remediation for no forced or bonded labour when found.
2.2.3	Reworded to limit repayment of advances to three months from one season and moved to progress criteria from minimum: “ <i>Advances or loans must be fixed at an amount which a worker is able to repay within three months (without involving assistance of children)</i> ”.

Principle 3	Remuneration and Working Hours
3	Working hours and remuneration combined into one principle.
3.1.1	Due to the informal nature of the industry and worker preference to set their working hours, hours will be verified at a weekly rate instead of daily. The weekly rate of 48 hours will be included in the piece rate calculation.
3.1.5	Moved up to minimum criteria in order to ensure that workers understand their terms and conditions of work with respect to wages and working hours.
3.2.2	A System to document working hours has been moved down to progress criteria. Currently owners have no capacity to document or track working hours. A comprehensive system will first need to be developed and tested before kilns can accurately track hours of work.
Principle 4	Workplace Safety and Health
4.1.1	4.1.1, criteria outlining the structure of living accommodations is removed from Standard. Housing is built by and according to the preference of workers; therefore producers cannot regulate individual housing. However, producers will be asked to provide recommendations for building structurally safe accommodations.
Removed	Progress criteria (formerly 3.2.1) for two medical check-ups a year has been removed due to feasibility.
Principle 5	No Harsh or Inhumane Treatment
5.1.1	Added to 5.1.1, is the requirement for employers to establish a grievance mechanism. The grievance mechanism will be outlined in the accompanying guidance document.
5.1.3	Added to minimum criteria, the employer must communicate the zero tolerance policy and grievance mechanism.
Removed	Progress criteria (formerly 6.2.4) requiring employers to oversee and refer employees in need of counseling is removed. Guidance will recommend a third party mechanism to establish counseling support for workers.