

# A Blueprint for Farmworker Inclusion



## DESCRIPTION

White paper presenting a set of recommendations on how to assess and address farmworker challenges in coffee along with some case studies.

## CREATED BY

Specialty Coffee Association

## GEOGRAPHIC FOCUS

Global

## QUESTIONS THE TOOL CAN ANSWER

- What are the key labor issues in coffee?
- How does it relate to coffee?
- What can I do to begin addressing it?
- What are other industry actors doing?

## ASSUMPTIONS

The audience (industry) is familiar with coffee production.

## LIMITATIONS

Limited body of research on farmworkers in coffee to draw upon.

## PARTNERS

SCA Members

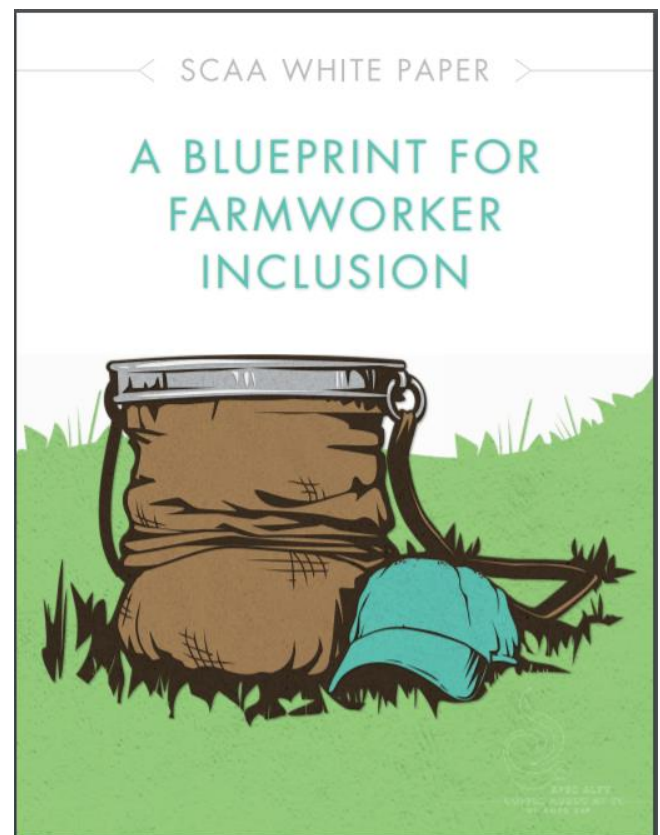
## KEY LESSONS

It is critical for the coffee industry to value the labor of farmworkers. Marginalized, unrecognized workers are vulnerable to human rights abuses. Producers face increasing labor shortages that reduce (or

eliminate) their ability to turn a profit. Buyers face risks to their brands when farms are found to violate labor laws.

## FIND OUT MORE

<http://www.scanews.coffee/wp-content/uploads/2016/04/SCAA-WP-TheFarmWorker-April2016.pdf>



## PROJECT OBJECTIVE

- To better understand labor shortages and their impacts on coffee production and define solutions to increase the quantity and quality of farmworkers.
- Improve working conditions, provide access to information, and offer training programs for farmworkers so that small-scale coffee farmers can attract and retain qualified labor.
- More specifically it:
  - Tests mechanisms to attract workforce to coffee farms.
  - Encourages industry participation to improve working conditions on coffee farms.

## MILESTONES ACHIEVED

As of February 2018, the project benefited 158 producers and 240 workers and also exercised its influence on 27 out of a total of 39 coffee villages in the municipality of Aguadas. A Technical council has been formed to oversee the project performance. The monitoring report for the first year of implementation is ready.

## CREATED BY

RGC Coffee

## GEOGRAPHIC FOCUS

Caldas, Colombia

## START AND END DATE

Results expected in Q1 2018, the project has been upgraded to a permanent program.

## ASSUMPTIONS

- Farms pay wages at market prices.
- Farms have technified crop management systems (young coffee trees, with renovation cycles).
- Farms are located in an agro-climatic zone suitable for growing coffee.

## LIMITATIONS

Worker distrust is generalized, but as soon as they see that the project is fulfilling promises, they want to be enrolled. Projects involving workers generally

take longer to show results. It is a must to invest early on awareness efforts.

## PARTNERS

Aguadas Cooperative, SCA, UTZ, Fair Trade USA, CRECE, Solidaridad, Luis-Jota Foundation, Expocafe.

## STATUS

Results of the pilot will be shared in SCA Seattle 2018.

## KEY LESSONS

- The credibility of the implementers among the community is the key to generating trust.
- The implementer's willingness to make changes and adjustments required is crucial throughout the implementation of the project.
- It is essential to incorporate an approach that is based on the measurement of results.
- An effective way to guarantee the project's sustainability is by linking it to a coffee sales strategy as part of an "inclusive business case".
- Collective work contributes to achieving results in projects with workers.
- Permanent dialogue with producers and workers as well as addressing collective solutions, allows the construction of low cost but high social impact implementation strategies.

## FIND OUT MORE

<http://www.rgccoffee.com/aguadas-farmerworkers.html>



### Why this Project is so Important?

To better understand labor shortage and its impact on coffee production and define solutions to increase the quantity and quality of farmworkers.

#### To them!

By improving working conditions, giving farmworkers better access to information and offering training programs, small-scale farm

#### To us!

The pilot intends to encourage broader industry participation and dialogue related to the treatment of farmworkers and strategies to

#### To you!

To find strategic solutions to increase the quantity and quality of farmworkers, defining a universal protocol in the industry to ensure a sustainable

# Commodity Mapping Tool



## OBJECTIVE

Pinpoint risks associated with commodity sourcing.

## DESCRIPTION OF THE TOOL

Risk assessment tool to understand the risks associated with sourcing coffee from various countries. Risks included are: child and forced labor, deforestation, water scarcity and biodiversity.

## CREATED BY

The Sustainability Consortium

## GEOGRAPHIC FOCUS

Global

## QUESTIONS THE TOOL CAN ANSWER

- Which countries present the greatest risk of child and/or forced labor in coffee supply chains?

## FIND OUT MORE

<https://www.sustainabilityconsortium.org/projects/commodity-mapping/>



All Coffee (Arabica + Robusta)	Production Rank	Average	Biodiversity	Child Labor	Deforestation	Forced Labor	Water Scarcity
Brazil	1	High	Low	Low	Low	Low	Low
Vietnam	2	High	Low	Low	Low	Low	Low
Colombia	3	High	Low	Low	Low	Low	Low
Indonesia	4	High	Low	Low	Low	Low	Low
Ethiopia	5	High	Low	Low	Low	Low	Low
Honduras	6	High	Low	Low	Low	Low	Low
India	7	High	Low	Low	Low	Low	Low
Peru	8	High	Low	Low	Low	Low	Low
Uganda	9	High	Low	Low	Low	Low	Low
Guatemala	10	High	Low	Low	Low	Low	Low



# Fair Hiring Tool

## OBJECTIVE

Toolkit offers tools, guidance, and approaches to support the responsible recruitment and hiring of migrant workers in global supply chains; includes information for brands, suppliers, government, advocates, investors, auditors, and multi-stakeholder initiatives.

## DESCRIPTION OF THE TOOL

Tools, guidance, and approaches to support the responsible recruitment and hiring of migrant workers in global supply chains.

## CREATED BY

Verité

## GEOGRAPHIC FOCUS

Global

## QUESTIONS THE TOOL CAN ANSWER

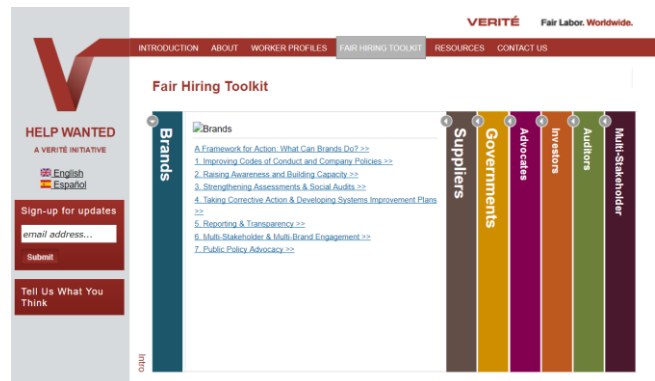
- What risks do labor brokers present for my company?
- What steps can my company and its suppliers take to reduce these risks?

## PARTNERS

State Department's Office to Monitor and Combat Trafficking in Persons, Made in a Free World, Aspen Institute.

## FIND OUT MORE

<http://helpwanted.verite.org/helpwanted/toolkit>



# Fairtrade Coffee Farmer Income Assessment



## DESCRIPTION

Coffee farmer income assessment methodology and pilot designed to:

- Develop fit-for-purpose benchmarks and refined living income methodology.
- Develop holistic Living Income Strategy – create an environment and develop tools that support Fairtrade farmers to progress towards a living income.

## CREATED BY

Fairtrade International

## GEOGRAPHIC FOCUS

Rwanda, Tanzania, Uganda, Kenya, India, Indonesia, & Vietnam.

## QUESTIONS THE TOOL CAN ANSWER

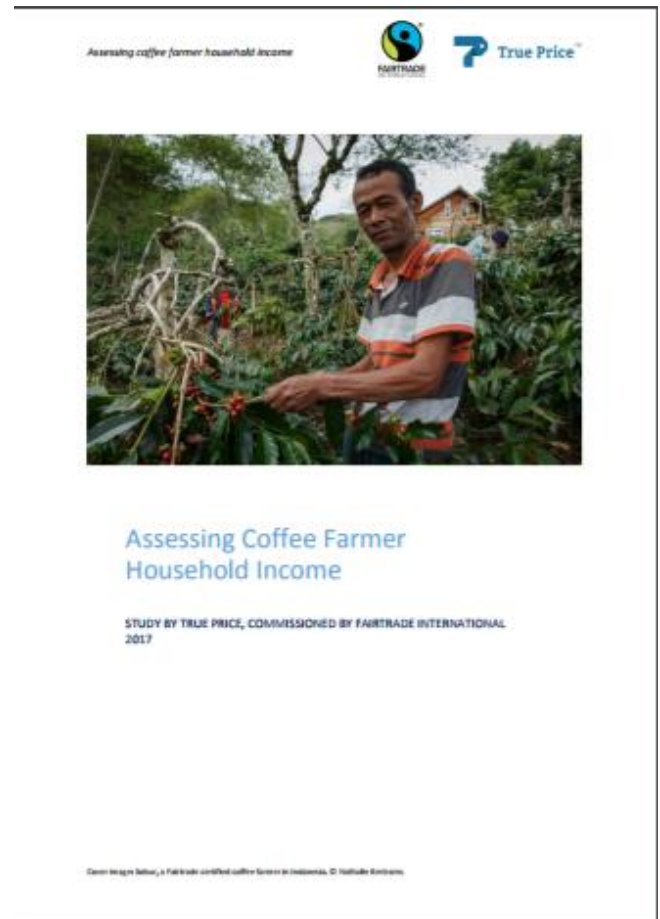
- What is the reliance on coffee farming for household income?
- How do household incomes differ between countries?
- Are coffee farmers attaining a living income?
- Are coffee farmers able to pay workers a living wage?

## PARTNERS

Fairtrade International, True Price.

## FIND OUT MORE

<http://trueprice.org/wp-content/uploads/2017/08/180807-Assessing-Coffee-Farmer-Household-Income.pdf>



# Farmworker Protections and Labor Conditions in Brazil's Coffee Sector



## DESCRIPTION

A report published in 2016 on labor conditions in the Brazilian coffee sector, that includes background on 'slave labor' (as defined by Brazilian authorities) and recommendations for promoting its eradication in the country.

## CREATED BY

Catholic Relief Services

## GEOGRAPHIC FOCUS

Brazil

## QUESTIONS THE TOOL CAN ANSWER

- What is the historical and current context in Brazil surrounding the forced labor issue?
- How do the Brazilian authorities define 'slave labor'?
- What are the root causes/risk factors of forced labor in the country?
- Given the current context, what can be done in Brazil to move towards eradication of forced and slave labor in the coffee sector?

## ASSUMPTIONS

N/A

## LIMITATIONS

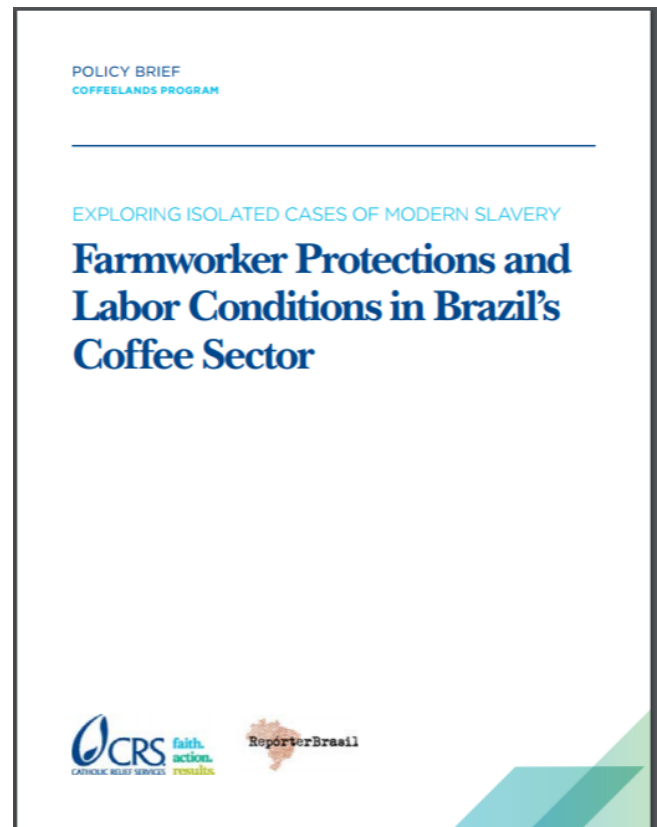
Scope of problem not fully known because of limited capacity for inspections.

## PARTNERS

Funded by CRS, Equal Exchange, Fair Trade USA, Farmer Brothers Coffee, Keurig Green Mountain, Mars Drinks, Specialty Coffee Association of America, United Farm Workers, UTZ Certified.

## FIND OUT MORE

<http://coffeelands.crs.org/wp-content/uploads/2016/04/CRS-Policy-Brief-Farmworker-Protections-and-Labor-Conditions-in-Brazil%E2%80%99s-Coffee-Sector.pdf>



# Forced Labor Priority Principles



## OBJECTIVE

The Consumer Goods Forum Priority Industry Principles help guide the necessary changes that eliminate forced labor. CGF members work to uphold these practices in their own operations and use their collective voice to promote the adoption of these priority principles industry-wide.

## DESCRIPTION OF THE TOOL

Based on 3 principles

- Every worker should have freedom of movement.
- No worker should pay for a job.
- No worker should be indebted or coerced to work.

## CREATED BY

Consumer Goods Forum

## GEOGRAPHIC FOCUS

Global

## QUESTIONS THE TOOL CAN ANSWER

- How to identify and address issues and geographies of shared concern, enhancing the efficiency of any individual company initiative?
- How to develop joint action plans supporting the eradication of forced labor?


## PARTNERS

European Retail Round Table, EuroCommerce, Food and Consumer

Products of Canada, Food Drink Europe, GMA, GS`, NACDS, CONMEXICO, AIM, ANTAD, Australian Food & Grocery Council, RCC, FG:C, FIA, FMI, ECR.

## FIND OUT MORE

<https://www.theconsumergoodsforum.com/initiatives/social-sustainability/key-projects/priority-industry-principles/>

**EVERY WORKER SHOULD HAVE FREEDOM OF MOVEMENT** 

 **NO WORKER SHOULD PAY FOR A JOB**

 **NO WORKER SHOULD BE INDEBTED OR COERCED TO WORK**

## OBJECTIVE

Develop a rating tool that informs consumers of corporate performance on eliminating forced and child labor using information reported by the companies themselves.

## DESCRIPTION OF THE TOOL

Assessments for coffee and other products based on company performance on workers' rights, monitoring, policies and transparency.

## CREATED BY

Not for Sale Campaign

## GEOGRAPHIC FOCUS

Global

## QUESTIONS THE TOOL CAN ANSWER

- Which companies present the most risk for child labor and forced labor in their supply chains?

## ASSUMPTIONS

Uses the USDOL/ILAB List of Goods produced by Child and Forced labor. For monitoring of supply chains, it assesses and rates a company with a grade system from A to F on whether a company has:

- a) internal systems,
- b) third party systems and
- c) quality audits.

## LIMITATIONS

Larger brands could possibly rate higher than smaller brands in terms of monitoring, policies and so forth. However, Free2work used

certain parameters such as worker ownership from production to sale, price paid from consumer to workers etc. to rate smaller companies higher.

## PARTNERS

NGOs and Consumer Advocacy groups.

## FIND OUT MORE

<https://www.facebook.com/Free2Work/>

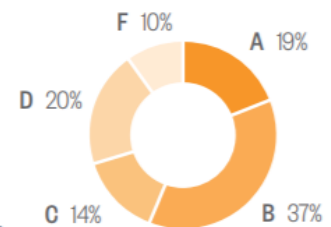
Consumer rating data will be provided in May 2018 by The Abolish Foundation who are releasing the BuyFair App in two phases. In Phase 1, consumers can petition their favorite brand to release information on their supply chains. During the second phase; once information released, the company will be rated on risks to modern slavery and labor exploitation in their supply chain. More available here:

<http://www.abolishfoundation.com/call-to-action/>

## GRADE IMPROVEMENT

66%

OF BRANDS ASSESSED  
IN BOTH 2013 & 2015  
IMPROVED THEIR GRADES







# Responsible Sourcing Tool

**VERITÉ**  
Fair Labor. **Worldwide.**

## OBJECTIVE

Prevent human trafficking by helping companies understand how risk enters into supply chains and where risk is most likely to affect the supply chain, as well as information about reducing risks through strong policies, screening & evaluation, and compliance management.

## DESCRIPTION OF THE TOOL

On-line tool to help companies understand if human trafficking might be hidden in their commodity supply chains.

## CREATED BY

Verité

## GEOGRAPHIC FOCUS

Global

## QUESTIONS THE TOOL CAN ANSWER

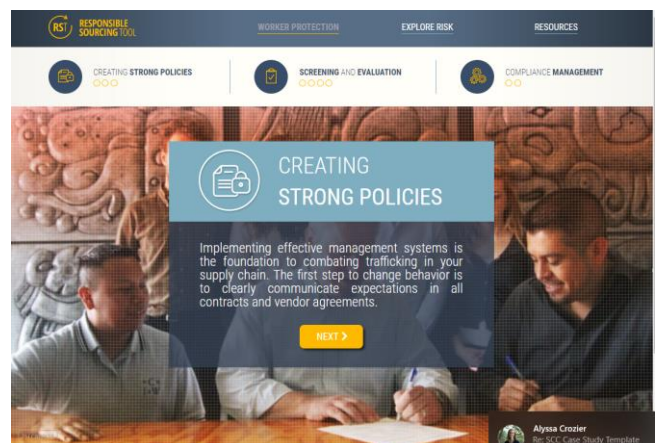
- Which countries and commodities present the greatest risk of human trafficking in coffee production?

## PARTNERS

State Department's Office to Monitor and Combat Trafficking in Persons, Made in a Free World, Aspen Institute.

## FIND OUT MORE

<http://responsiblesourcingtool.org/>



# The Trafficking in Persons (TIP) Report



## OBJECTIVE

Engage foreign governments and nongovernmental actors to inform of the nature and scope of trafficking in persons around the globe.

## DESCRIPTION OF THE TOOL

- Examines where resources are most needed in the global issue of human trafficking.
- Places each country into one of three tiers based on the extent of government compliance with minimum standards of the Trafficking Victims Protection Act (TVPA). If a country appears for several years on a tier, the number of trafficking victims has significantly increased and legislation to address the problem has not been improving, and a country can be placed on a watch list for that tier and in time fall to a lower tier.

## CREATED BY

U.S. Department of State

## GEOGRAPHIC FOCUS

Global

## QUESTIONS THE TOOL CAN

### ANSWER

- Which countries are putting efforts towards combatting trafficking in persons by complying with minimum standards required of the TPVA?

## ASSUMPTIONS

Minimum standards defined by the Trafficking Victims Protection Act of 2000 (TPVA).

## LIMITATIONS

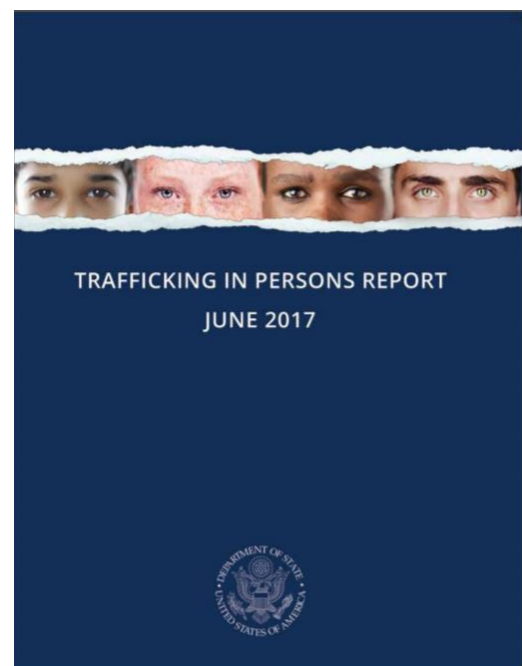
Placement in tier 1 indicates the highest level of government efforts to comply with minimum standards and does not mean that the country has zero human trafficking issues; progress is re-evaluated each year for a country to maintain tier 1 ranking.

## PARTNERS

Governments, industries and /or civil society organizations, including trade unions and certification companies.

## FIND OUT MORE

<https://www.state.gov/j/tip/rls/tiprpt/>



# Understanding the Situation of Workers in Corporate and Family Coffee Farms

**Solidaridad**



## DESCRIPTION

Report providing an assessment of labor issues in Colombia and Nicaragua, including an analytical framework and methodology, as well as case studies.

## CREATED BY

Solidaridad and SCA

## GEOGRAPHIC FOCUS

Colombia and Nicaragua

## QUESTIONS THE TOOL CAN ANSWER

- What are the threats and opportunities for the coffee industry based on the situation of farm workers?
- What are the successful case studies related to labor management?
- What is the situation of farm workers from the perspective of producers and workers?

## ASSUMPTIONS

An industry audience familiar with coffee production.

## LIMITATIONS

Financial and time constraints limited the scope of the study to two countries, which are not intended to be juxtaposed with one another but rather to demonstrate how cultural and political context affect the situation(s) of workers.

## PARTNERS

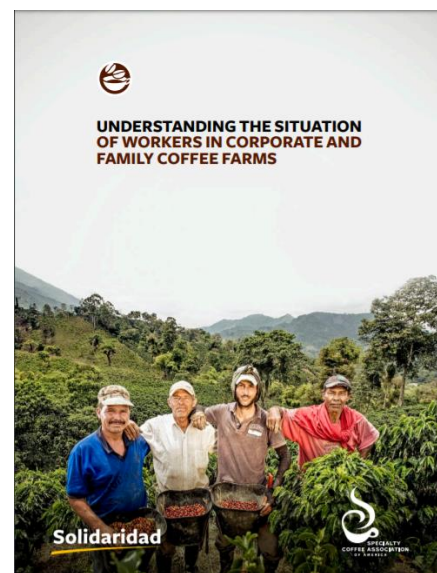
Solidaridad and SCA

## KEY LESSONS

The situations of workers on farms large and small in Colombia and Nicaragua share some features, for example, that younger workers don't see a future in coffee farming and workers suffer from low wages. They also face different challenges - while migration is significant in Nicaragua, Colombia's labor laws related to youth engagement present specific obstacles to labor recruitment and training there. In order to address any of these issues, the entire supply chain needs to understand that supporting farmworkers is a priority for building a sustainable value chain.

## FIND OUT MORE

<http://www.scanews.coffee/wp-content/uploads/2016/07/Coffee-Workers-report-ING-V81.pdf>



# List of Goods Produced by Child Labor or Forced Labor



## OBJECTIVE

Raise public awareness of child labor and forced labor around the world to serve as a catalyst for more strategic coordination and collaboration to address the problem.

## DESCRIPTION OF THE TOOL

- Valuable resource for organizations or companies seeking to assess risk and perform due diligence research on labor rights in their supply chain.
- The list includes coffee among the common agricultural goods and spans every region of the world.
- The list is updated annually.

## CREATED BY

Bureau of International Labor Affairs (ILAB) as part of U.S. Department of Labor.

## GEOGRAPHIC FOCUS

Global

## QUESTIONS THE TOOL CAN ANSWER

- Which countries present the greatest risk of child labor or forced labor in the coffee supply chain?

## ASSUMPTIONS

Definition of child labor follows ILO Convention 182 on the Worst forms of Child Labor, definition of forced labor follows ILO Convention 105, Abolition of Forced Labor. This List is produced in accordance with violations of international standards defined

by the Trafficking Victims Protection Reauthorization Act (TVPRA) of 2005.

## LIMITATIONS

Data on child and forced labor is not always available for various reasons. A country's absence from the list does not necessarily indicate child and forced labor is not occurring in the production of goods and services from that country. Conversely, the number of goods on the list from a particular country should not be read as if that country has extensive problems with child and forced labor.

## PARTNERS

Governments, industries and /or civil society organizations, including trade unions and certification companies.

## FIND OUT MORE

<https://www.dol.gov/ilab/reports/child-labor/list-of-goods/>



# Verisk Maplecroft Forced or Involuntary Labor Index



## OBJECTIVE

Assess the potential risk of business complicity in the use of forced labor in international operations or by supply chain partners.

## DESCRIPTION OF THE TOOL

The index is created by analyzing 196 countries for the frequency, duration, coverage and severity of reported forced labor violations.

## CREATED BY

Verisk Maplecroft

## GEOGRAPHIC FOCUS

Global

## QUESTIONS THE TOOL CAN ANSWER

- Which countries present the greatest risk for forced or involuntary labor?

## ASSUMPTIONS

Definition of forced labor follows ILO Conventions 29 on Forced labor and 105, Abolition of Forced Labor, including UNTOC definition of trafficking in persons (Protocol to Prevent, Suppress and Punish Trafficking in Persons Especially Women and Children, supplementing the United Nations Convention against Transnational Organized Crime).

## LIMITATIONS

This private risk analysis firm does not provide details about its methodology, although it does publish periodic analysis

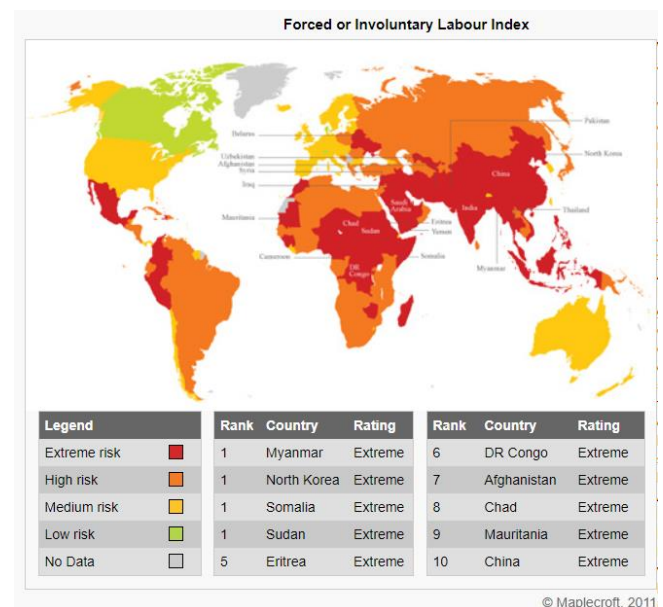
reports. The Forced Labor Index covers forced labor in general and provides an analysis of individual country performance. Access to the Index is available for a fee.

## PARTNERS

International Labor Organization (ILO), the UN Global Compact

## FIND OUT MORE

<https://maplecroft.com/about/news/forced-labour.html>



Verisk Maplecroft

Latest product news

Risk calculators and dashboards

China, India, Indonesia, Malaysia, Mexico, Philippines and Viet Nam rated 'extreme risk' for 8th year

An annual report assessing the risks of forced labour, especially across the most economically important emerging markets.

The Forced or Involuntary Labour Index, released by risk analysis and mapping firm Maplecroft, is one of 23 violations included in the Human Rights Risk Atlas 2012. It illustrates the potential risk of business complicity in the use of forced labour in international operations or by supply chain partners. Maplecroft calculates the index by analysing the frequency, duration, coverage and severity of reported forced labour violations in 196 countries.

Parish states top ranking, while emerging economies at 'extreme risk'

The widespread use of forced labour in Myanmar, North Korea, Somalia and Sudan means they top the rating. However, the overall status of the business environment in these countries, and operationally exposed operators, have marginalised investment.

