



Reducing Forced Labor in Brazil's Coffee Sector Through a Worker-Centric Grievance Mechanism

Section 1: Concept Overview

Project Objective: Pilot intervention of a grievance mechanism in the coffee supply chain in Brazil, based on newest human rights due diligence requirements.

Brief Description: This initiative is part of the “Coordinated Action towards Forced Labor Eradication (CAFE) Project”, which is led by the Global Fund to End Modern Slavery (GFEMS) and funded by the U.S. Department of State Office to Monitor and Combat Trafficking in Persons. Under the prevention stream of the project, GFEMS and its partners will establish a grievance mechanism for coffee workers in Minas Gerais, build a user base through education campaigns, and facilitate remedy for reported grievances. The initiative results from a broad process of consultation with Brazilian stakeholders, including public and private sector, workers organizations, civil society and survivors. The model takes into consideration the participation of an important workers’ organization in the country, the Brazilian National Confederation of Rural Workers (CONTAR), which will be responsible for receiving and processing complaints and dialoguing with employers to pursue remediation. It also relies on the United Nations Guiding Principles on Business and Human Rights, being legitimate, transparent, accessible, predictable, equitable and based on participation and dialogue. It will enable:

- Early detection of possible labor irregularities
- Act in a preventive manner to the occurrence of slave labor
- Bring workers closer to unions through secure reporting channels
- Strengthen the role of unions
- Provide greater risk control in the supply chain
- Encourage Responsible Business Conduct
- Result in a lower rate of infractions in the field
- Increase the remediation capacity of the private sector

The success of the project will be measured through a cluster randomized trial conducted by the Stanford University.

Country of Focus: Brazil

Key Performance Indicators:

Indicator	Metric	Baseline	Project Target
Number of workers reached by the grievance mechanism	Workers	Y2 Q1: 0 Y3 Q1: 12,250 Y4 Q1: 18,500 Y5 Q1: 24,500	Y2 Q4: 12,250 Y3 Q4: 18,500 Y4 Q4: 24,500 Y5 Q4: 24,500
Number of producers deploying the grievance mechanism	Producers	Y2 Q1: 0 Y3 Q1: 100 Y4 Q1: 300 Y5 Q1: 650	Y2 Q4: 100 Y3 Q4: 300 Y4 Q4: 650 Y5 Q4: 650

Percentage of victims of trafficking who enter remediation processes with producers	Victims of trafficking	Y3 Q1: 0% Y4 Q1: 75% Y5 Q1: 75%	Y3 Q4: 75% Y4 Q4: 75% Y5 Q4: 75%
Percentage of producers providing remediation processes with workers	Producers	Y3 Q1: 0% Y4 Q1: 50% Y5 Q1: 75%	Y3 Q4: 50% Y4 Q4: 75% Y5 Q4: 75%
Percentage of producers implementing reforms to their labor practices	Producers in agreement to CAP-type management improvement plan	Y2 Q1: 0 Y3 Q1: 10 Y4 Q1: 20 Y5 Q1: 40	Y2 Q4: 10 Y3 Q4: 20 Y4 Q4: 40 Y5 Q4: 40

Please indicate how this project aligns with the 2025 Targets:

- Resilient supply
 Improve well-being & prosperity
 Strengthen market demand
 Conserve nature

The grievance mechanism will work as an early warning system that will enable the private sector to act proactively and avoid that labor irregularities evolve to human rights violations. It aims to contribute to the protection and well-being of coffee workers' rights in Brazil.

Project Status: New project planned to commence soon

Project Timeline: *Start date: 10/01/2021 End date: 09/30/2024*

Section 2: Partnerships

Involved Parties:

Organization Name	Role in Project	Contribution
Global Fund to End Modern Slavery (GFEMS)	Lead (CAFÉ – Comprehensive Action towards Forced Labor Eradication)	Coordinate consultations with local stakeholders and conduct political arrangements.
ELEVATE	Implementer	Design and technical set-up of the grievance mechanism.
Brazilian National Confederation of Rural Workers (CONTAR)	Implementer	Operation of the grievance mechanism.
Instituto Trabalho Decente	Implementer	Support to ELEVATE in the design of the grievance mechanism.
Stanford University	Implementer	Conduct a Cluster Randomized Trial to evaluate the grievance mechanism.

Expectations for Partner Engagement: Beneficiary identification, especially brands and coffee buyers wanting to participate in the grievance mechanism.

Deadline for partnership opportunities: 3/1/2023



Section 3: Funding

Project Costs:

Total project costs	899,866.86 USD
Secured funding	899,866.86 USD
Funding needed	N/A

For more information on this project, please contact [Fernanda Carvalho](#) and [Beat Grüniger](#) at fernanda.carvalho@gfems.org and beat.grueninger@elevatelimited.com