

Cocoa Supplier Training on Forced Labour

Lesson 11: Prevention of Forced Labour Risk

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To help participants learn strategies for raising awareness and reforming recruitment and employment practices in order to stop the problem of forced labour and human trafficking before it begins

The importance of prevention

Forced labour persists as long as cultural, social, and economic roots grant it legitimacy and invisibility. The struggle against forced labour is largely about changing attitudes.

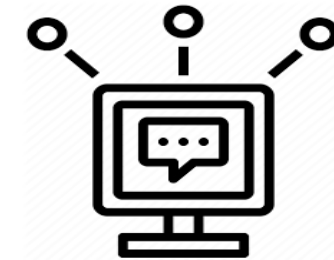
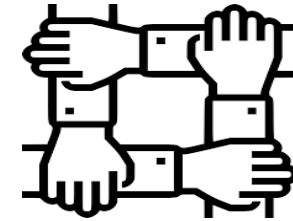
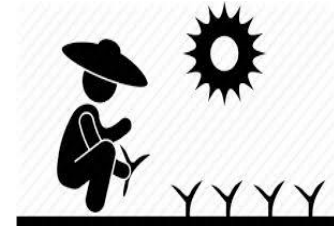
Cocoa suppliers cannot compel compliance with forced labor laws by deterrence alone. Community monitors should also focus on prevention, in addition to risk mitigation and remediation.

Through awareness-raising and providing advice, monitors can help farmers, workers, and the community realize that by preventing abuse of workers, society gains a more productive, healthier workforce that is better equipped to contribute to the economy and society.



Prevention is particularly important in rural sectors like cocoa production

- ❖ Forced labour often occurs in informal worksites that are remote and hard to reach, as are many West African cocoa farms.
- ❖ Strong collaboration between local partner associations, service providers, elected local officials, and other groups is key to successful implementation in remote rural areas.
- ❖ Community monitors must understand how the local population receives information and work with those information outlets to spread the message about forced labour and human trafficking.



Effective prevention strategies include:

National campaigns organized around specific days



World Day Against
TRAFFICKING
IN PERSONS
— July 30th —



Also consider:

- TV and radio spots
- Newspaper ads
- Billboards in high-risk areas warning against forced labour and human trafficking

Strategies may be bolstered by:

- Public support from well-known entities like government ministries
- Targeted, small-scale, and repeatedly delivered messages throughout the year help to solidify messages, change attitudes, and mobilize people

Creating an awareness-raising strategy

Cocoa suppliers benefit from having a **strategy** for awareness-raising and working with the media.

A good strategy should identify the following:

- **Who** do you want to influence? Who is your audience?
- **What** do you want them to do?
- What is the best **way** to reach them and prompt the change you want to see?
- What is the optimal **time** to reach them? When should outreach be done?
- Who should you **partner** with?
- What is your **message**?

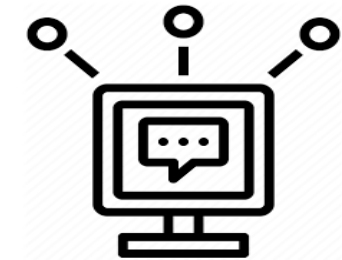
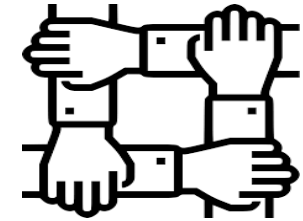
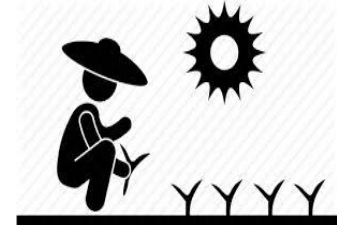
Elements of an awareness-raising strategy

Community monitors and facilitators who are engaged in outreach and awareness-raising on forced labour issues should ensure that community members:

- ▶ Understand the difference between forced labour and other labor violations;
- ▶ Understand the risks and indicators of forced labour; and
- ▶ Understand their rights and responsibilities.

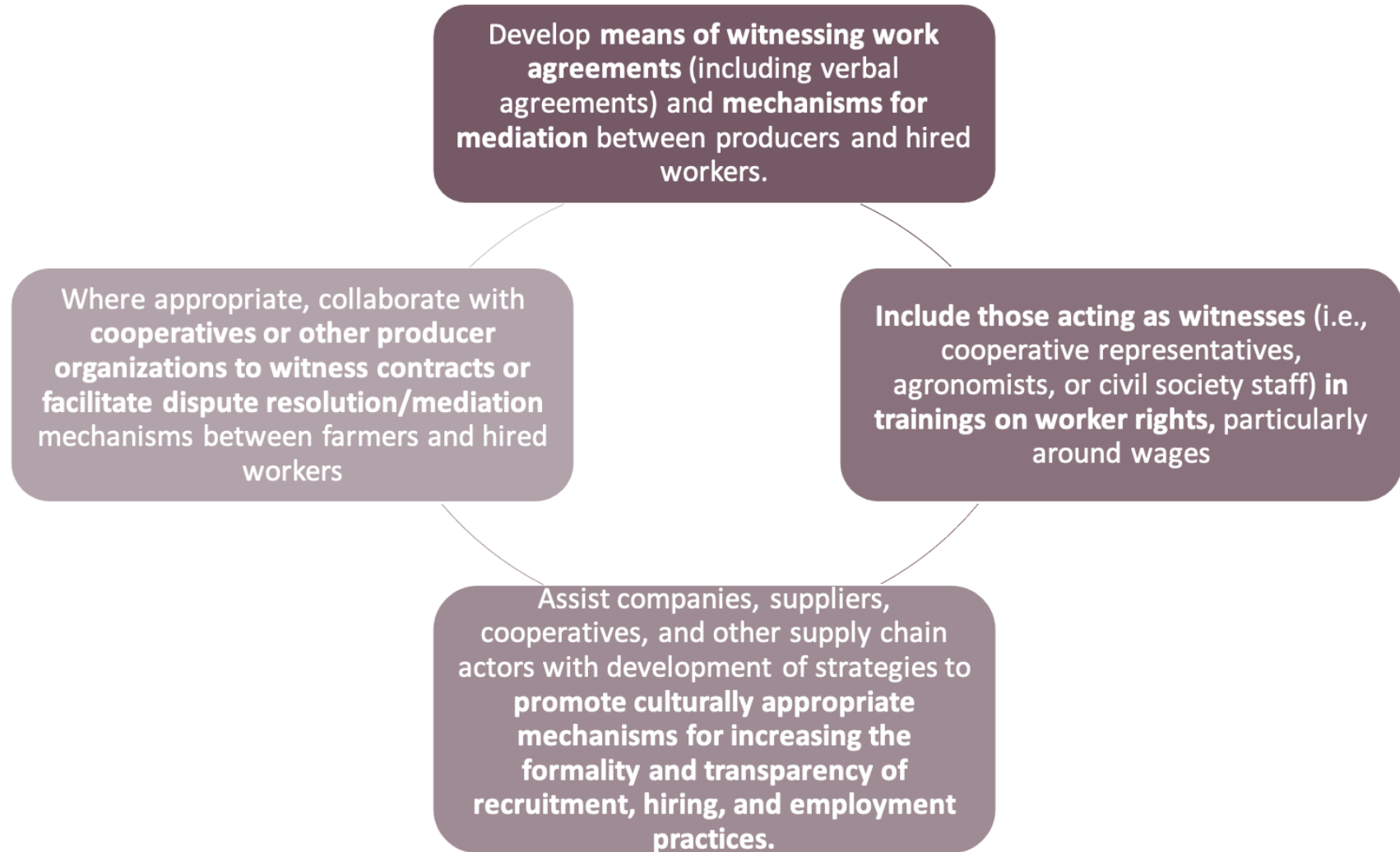
They should be sure to:

- ▶ Incorporate forced labor training into existing efforts among producers, such as child labor training;
- ▶ Provide producers with technical assistance and other resources necessary to improve practices;
- ▶ Facilitate national conversation through outreach and awareness-raising; an
- ▶ Collaborate with national and regional efforts to reduce risk and vulnerability for workers.



Increasing the formality of recruitment, hiring, and employment practices

Much forced labour risk can be prevented through formalization of the recruitment, hiring, and employment practices used by farmers to engage labourers on cocoa farms.



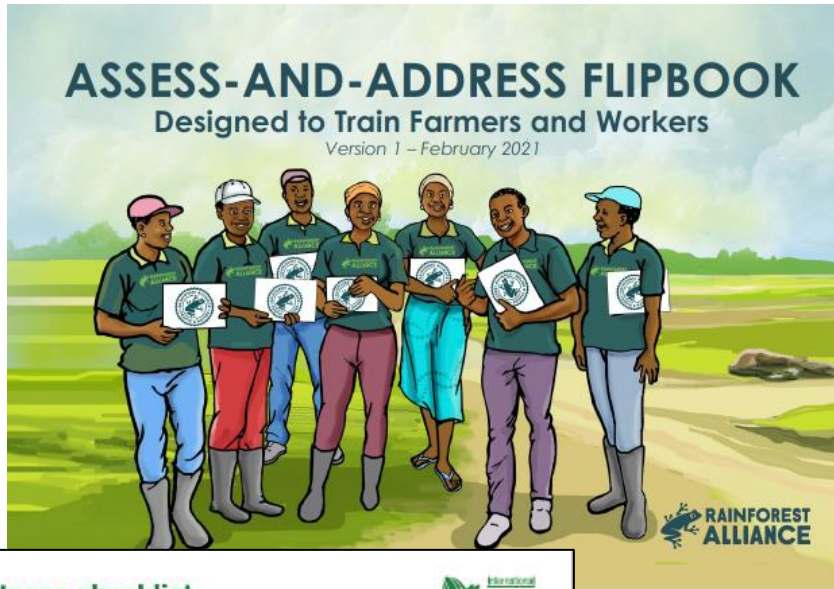
Key elements of employment agreements

When witnessing agreements between farmers and workers, community liaisons or others acting as witnesses should ensure that:

- ❑ The worker to be recruited is over 18 years of age;
- ❑ **The worker consents to the work and pay;**
- ❑ **Both parties have signed the agreement;**
- ❑ **Both workers and employees are aware of their rights; and**
- ❑ **The contract contains the following elements:**
 - ❑ The total area of the farms;
 - ❑ A list of tasks to be performed;
 - ❑ Number of working hours and working days per week;
 - ❑ Method, value (amount or portion), and frequency of remuneration;
 - ❑ Proposed duration of the work;
 - ❑ Remedies in the event of non-compliance with the agreement by one of the parties; and
 - ❑ Terms and conditions for breaking the agreement.



Additional resources are available from ICI and Rainforest Alliance



Witness checklist

If you are a witness to a contract between an employer and a worker for a cocoa farm, check the following...

Information to check Comment

	Is the worker over 18?	<input type="checkbox"/>	
	If the worker is aged 15-17, is it understood by the employer that the worker will only perform non-hazardous tasks appropriate for their age?	<input type="checkbox"/>	
	Does the worker have their		

1. This agreement is between...

The employer

First Name and Surname: _____

Identify document:
Select type: Passport
 ID card
 Birth certificate
 Other: _____

Number: _____

Home address: _____
District: _____

Tel: _____

- The International Cocoa Initiative (ICI) has developed model contracts and checklists for witnesses of verbal agreements between farmer and workers that use images to make the contents more accessible to non-literate stakeholders
- Both ICI and Rainforest Alliance have developed graphic, accessible materials to raise awareness and train stakeholders on good labour practices



What are some awareness-raising campaigns that you remember hearing about?

What about the campaign was effective? What was not?

Do you think it had an influence on people and changed attitudes?

References

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