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Child Labour, HRDD and Certification

Kunera Moore & Rashida Nakabuga, February 2022

HRDD - company and certification schemes' roles

The Rainforest Alliance offers services, including standards and certification, that can help companies in parts of their due diligence.

However, **the responsibility to conduct due diligence remains with companies themselves**.
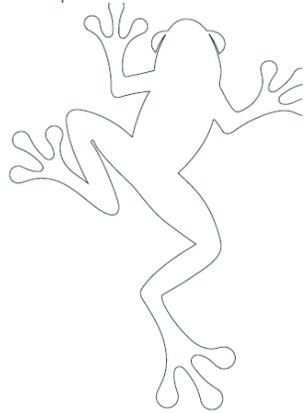
The applicability of using certification in due diligence may differ, depending on:
- The standard
- The sector
- The company's position in the supply chain
- The most salient risk issues
- The company's degree of leverage
- Other factors

Human rights in the RA Farm Standard

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RAINFOREST ALLIANCE SUSTAINABLE AGRICULTURE STANDARD

FARM REQUIREMENTS

Chapter 1: Management
1.1 Management
1.2 Administration
1.3 Risk Assessment and Management Plan
1.4 Internal Inspection and Self-Assessment
1.5 Grievance Mechanism
1.6 Gender Equality
1.7 Young Farmers and Workers

Chapter 2: Traceability
2.1 Traceability
2.2 Traceability in the Online Platform
2.3 Mass Balance

Chapter 3: Income and Shared Responsibility
3.1 Production Costs and Living Income
3.2 Sustainability Differential
3.3 Sustainability Investments

Chapter 4: Farming
4.1 Planting and Rotation
4.2 Pruning and Renovation of Tree Crops
4.3 Genetically Modified Organisms (GMOs)
4.4 Soil Fertility and Conservation
4.5 Integrated Pest Management (IPM)

4.6 Agrochemicals Management
4.7 Harvest and Post-Harvest Practices

Chapter 5: Social
5.1 Assess-and-Address Child Labor, Forced Labor, Discrimination, Workplace Violence and Harassment
5.2 Freedom of Association and Collective Bargaining
5.3 Wages and Contracts
5.4 Living Wage
5.5 Working Conditions
5.6 Health and Safety
5.7 Housing and Living Conditions
5.8 Communities

Chapter 6: Environment
6.1 Forests, Other Natural Ecosystems and Protected Areas
6.2 Conservation and Enhancement Of Natural Ecosystems and Vegetation
6.3 Riparian Buffers
6.4 Protection of Wildlife and Biodiversity
6.5 Water Management and Conservation
6.6 Wastewater Management
6.7 Waste Management
6.8 Energy Efficiency
6.9 Greenhouse Gases Reduction

Human rights in the RA Supply Chain Standard

RAINFOREST ALLIANCE SUSTAINABLE AGRICULTURE STANDARD

SUPPLY CHAIN REQUIREMENTS
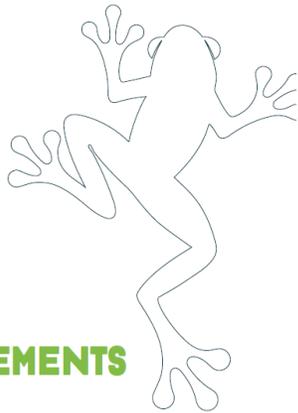
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Chapter 3: Income and Shared Responsibility
3.2 Sustainability Differential
3.3 Sustainability Investments
3.4 Supply Chain Contributions for Living Wage Payment

Chapter 5: Social
5.1 Assess-and-Address Child Labor, Forced Labor, Discrimination, Workplace Violence and Harassment
5.2 Freedom of Association and Collective Bargaining
5.3 Wages and Contracts
5.5 Working Conditions
5.6 Health and Safety

Chapter 6: Environment
6.6 Wastewater Management

HRDD system within certification - Assess-and-address

Child Labor	Forced Labor
Assess-and address Issues	
Discrimination	Workplace Violence & Harassment
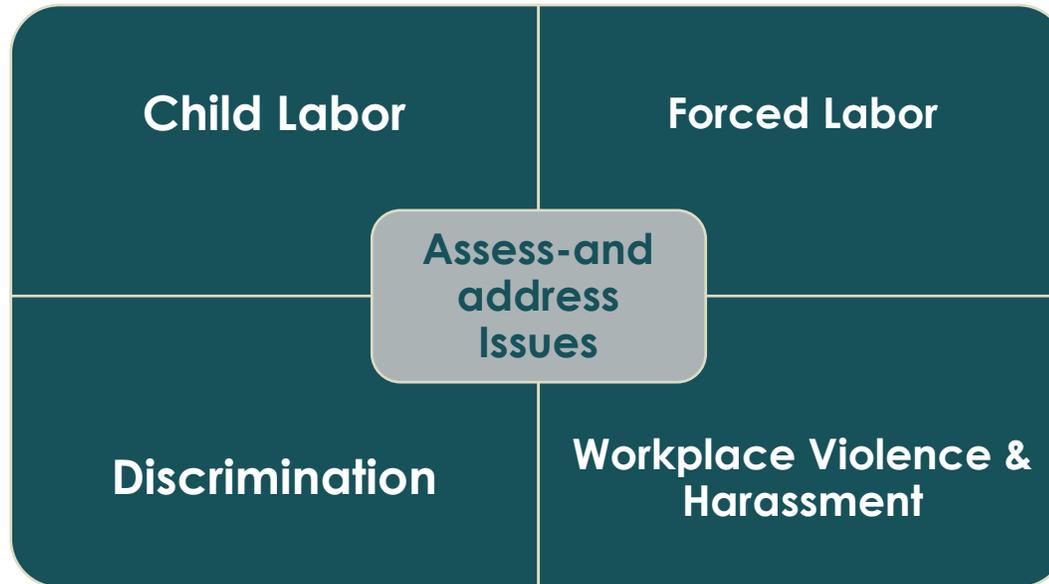
➤ **Risk based due diligence approach** at farm level

➤ Focus on **risk assessment and mitigation;**

➤ Capacity building for farms and auditors

➤ **System** to manage human rights issues at farm level

➤ Clear guidance and tools to support implementation and **continuous improvement**

Fundamental difference in approach

Zero-tolerance

With any case detected, you will be decertified right away!!

➡ Cases and risks will be hidden.

It is difficult to audit and verify an "absence" of a case.

Fundamental difference in approach

Assess-and-address

Let us build a system to
- identify risks
- prevent potential cases
- and address cases.

➡ Cases and risks are more likely to be identified and addressed.

Auditors can verify the "presence" of a functional system.

Assess-and-address Support Tools

Assess-and-address 30-min e-course

Video tutorials on Assess-and-address + Gender in-depth tool

Posters and training flipbook for field communication

S4: Remediation Protocol

Guidance L: Monitoring Assess-and-Address

Overall support A&A 1. Guidance L: Assess-and-address 2. online training 3. 15 minutes Tutorials per requirement

Remediation

Commit & Communicate

Monitoring

Risk Assessment

Risk Mitigation

Awareness raising materials & commitment letter sample

S3 Risk Assessment and Mitigation Tool

Child Labor and Forced Labor Sector Risk Maps

Using certification to improve impact

A. **Certification can help you to**

    A. understand risks and root causes of child labour/other HR issues

    B. support identification of solutions to tackle child labour in your supply chain

B. **Then it is your company's responsibility to**

    A. Prioritize actions/solutions

    B. Identify partners

    C. Allocate internal/external funds

    D. Implement these actions/solutions together with your supply chain partners

Further resources

1. Certification & Assess-and-Address: https://www.rainforest-alliance.org/resource-item/whats-in-our-2020-certification-program-assess-and-address/

2. https://www.rainforest-alliance.org/in-the-field/manage-risk-with-the-rainforest-alliance-child-labor-and-forced-labor-sectoral-risk-maps/

3. Why We Advocate for Mandatory Due Diligence Legislation

4. The Rainforest Alliance Certification Program: A Useful Tool for Due Diligence

5. Rainforest Alliance tools to tackle child labour in agriculture – tools for agri-businesses to tackle child labour in their supply chains

6. Rainforest Alliance report on cost-effectiveness of programs to tackle child labour –– https://www.rainforest-alliance.org/resource-item/results-insights-child-labor-free-zone-uganda-white-paper/

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