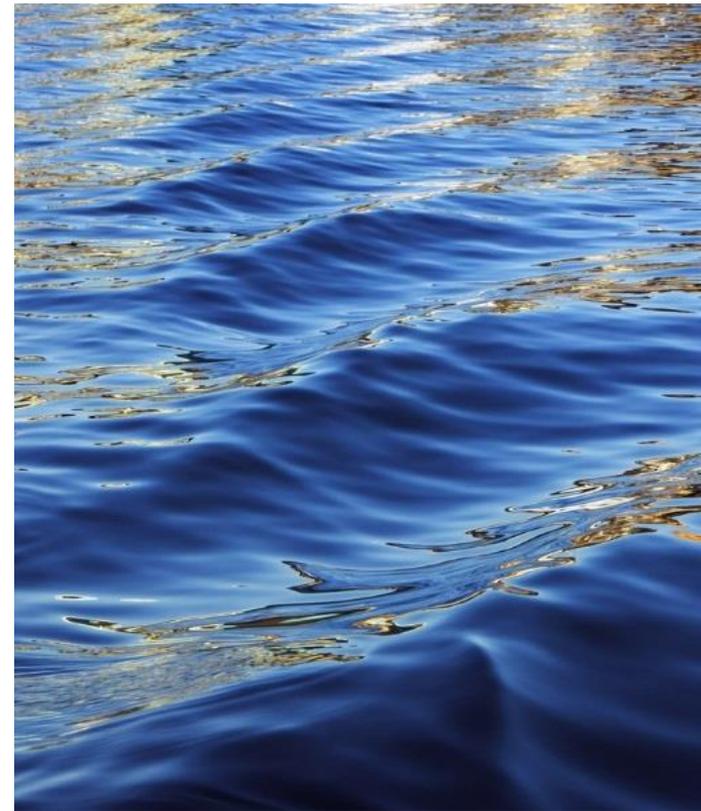




# Living Wage & Living Income



Food Products

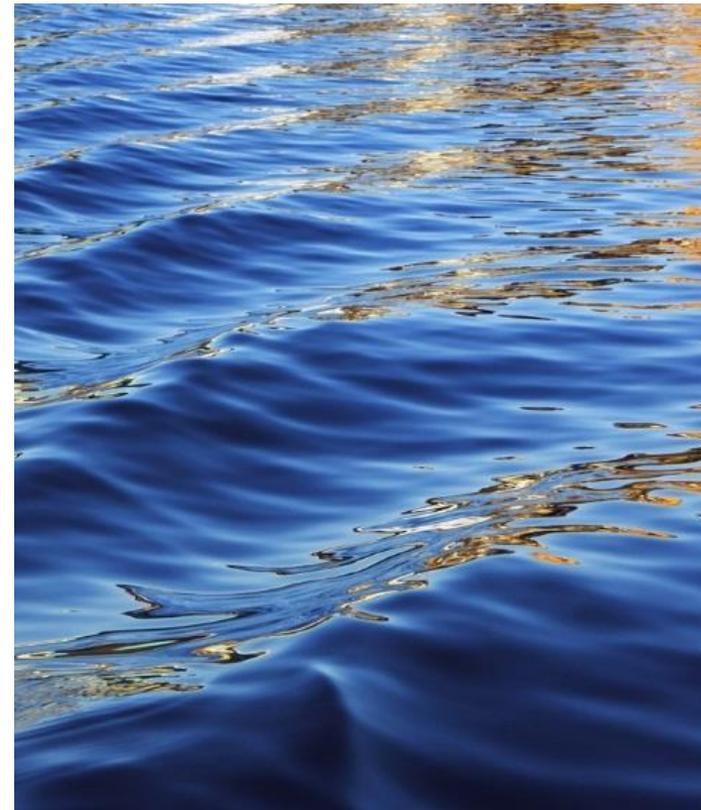


# Agenda

1. Introduction
2. Challenges  
Perspective of Trade Unions & CSOs
3. What is needed?
4. Key actors/stakeholders
5. Takeaways



# Introduction



**1** NO POVERTY



**2** ZERO HUNGER



**3** GOOD HEALTH AND WELL-BEING



**4** QUALITY EDUCATION



**5** GENDER EQUALITY



**6** CLEAN WATER AND SANITATION



**7** AFFORDABLE AND CLEAN ENERGY



**8** DECENT WORK AND ECONOMIC GROWTH



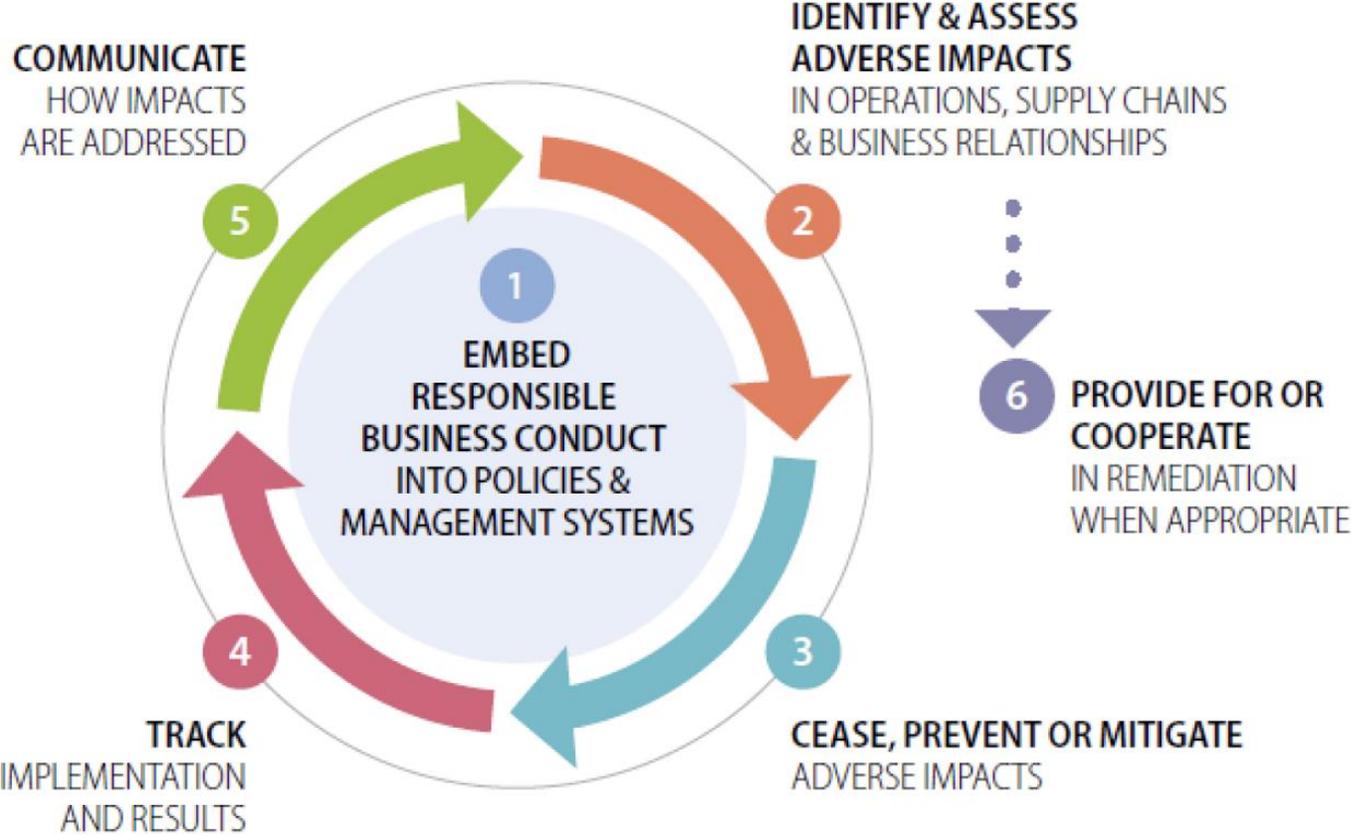
**10** REDUCED INEQUALITIES



**16** PEACE, JUSTICE AND STRONG INSTITUTIONS



# Human Rights Due Diligence



OECD. DUE DILIGENCE PROCESS & SUPPORTING MEASURES

# Living wage and living income



## Living wage

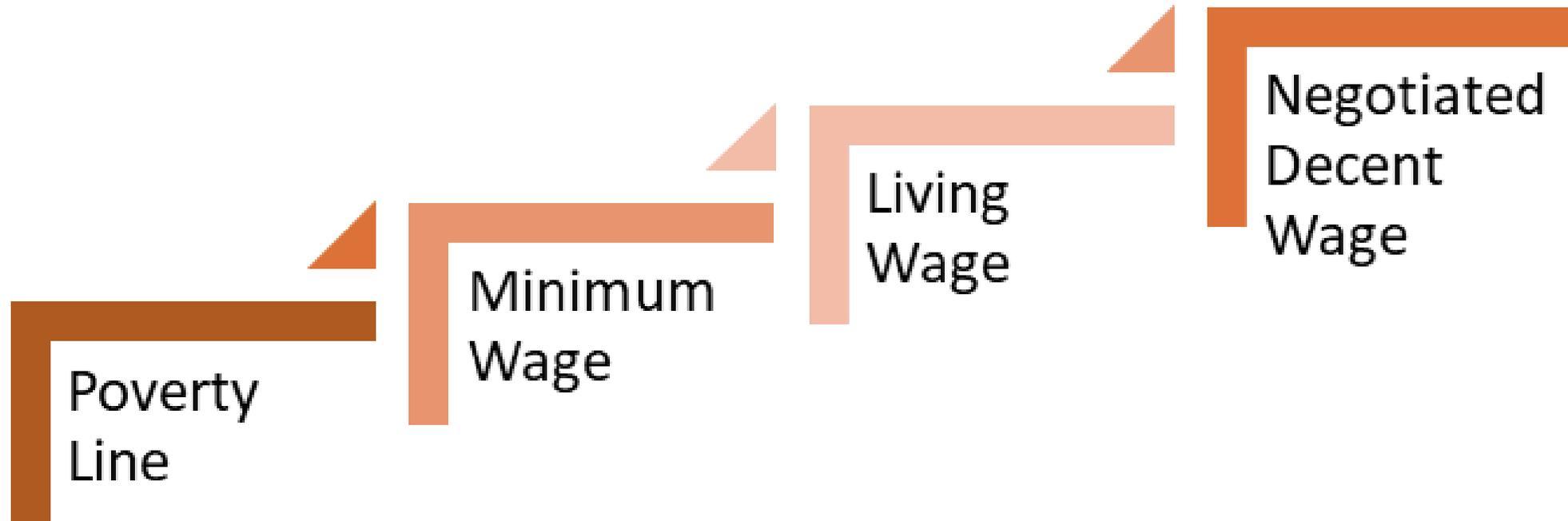
Vs.

## Living income

- absolute minimum that each full-time working individual should earn
  - remuneration of a worker with any type of contract paid by employer, client
  - Wage gap
- net annual income of a household, e.g. (smallholder) farming family
  - composed of multiple income sources
  - Income gap

shared responsibility in the supply chain to achieve living wage and living income

# Wage Levels



## Minimum wage

Vs.

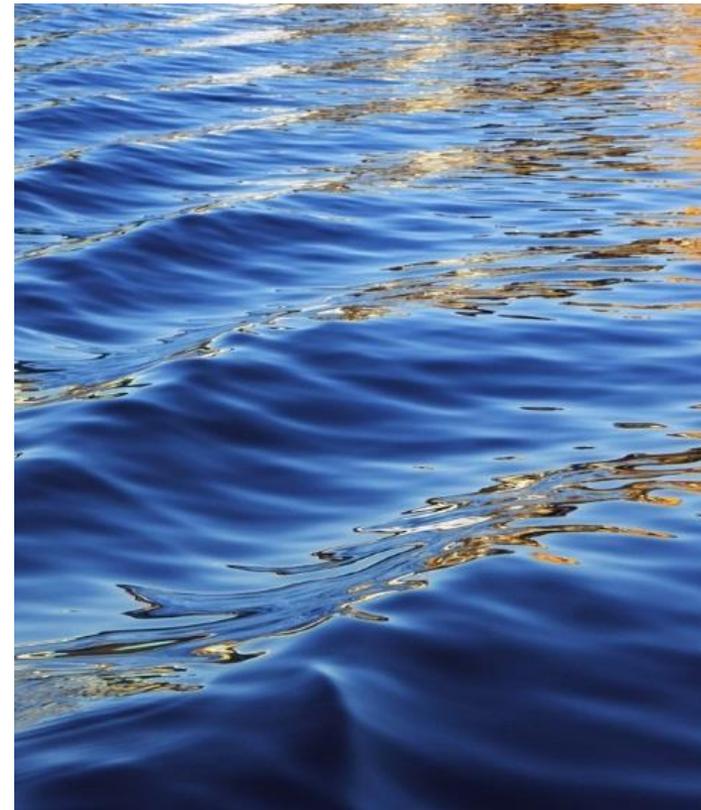
## Living wage

- determined through negotiations bi- or tri-partite (government/enterprises/ trade unions)
- not necessarily sufficient
- variable per region, industries, occupations, skill levels

- calculations yet ideally to be determined through negotiations
- basic needs of worker and their family
- variable per economic region
- absolute minimum



# Challenges



# Perspective of trade unions

- Social Dialogue
- FoA and CBA
- Ownership
- Family based
- Cover basic costs/needs
- Equal treatment
- Maximum 48 hours per week/6 days
- Security of work
- No forced labour
- Fundamental Human Rights
- Shared Benefits

# Perspective of CSO

Risks: poverty cycle, education-child Labor, gender

Challenges in the process:

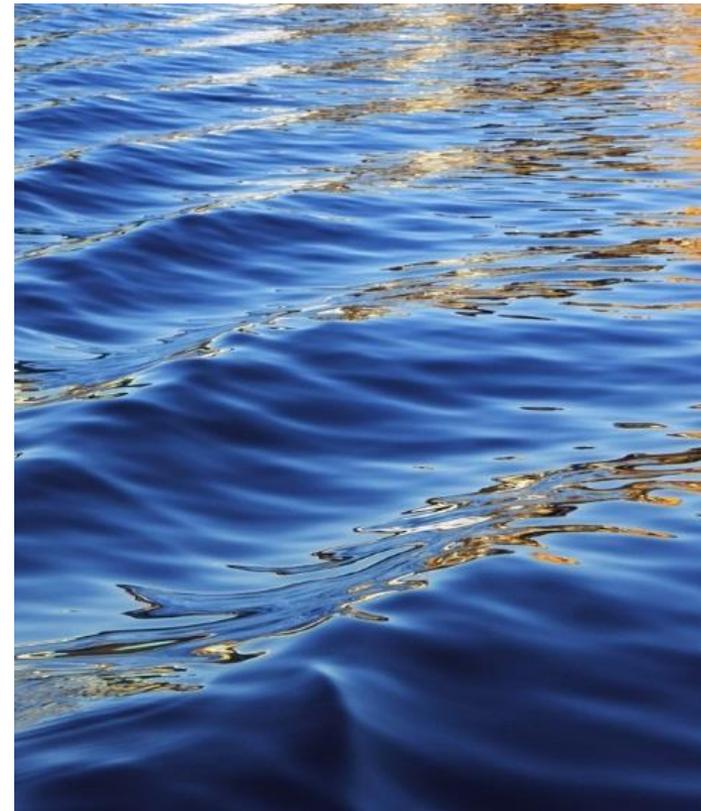
- Limited land size
- No alternative income activities
- Basic rights not met
- Cash crops - monocrops
- Middleman

Challenges in our work:

- Aid above trade
- Lack of organisation of farmers



What is needed?



# Perspective of trade unions

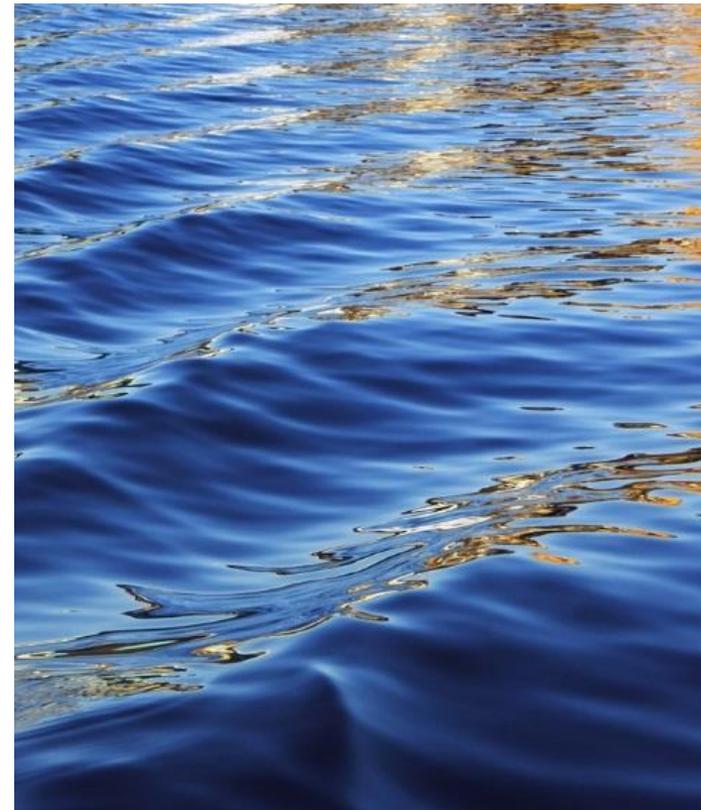
- Respecting trade unions rights - compliance of rights to freedom of Association and collective bargain agreements
- Bi- and tri-partite negotiations
- Capacity strengthening
- Bottom - up approach, involvement of workers

# Perspective of CSO

- Bottom - up approach, involvement of farmers
- Throughout assessment, local conditions, gap, including child labor research
- Identify and understand role of all actors involved - middleman key
- Consider women farmers
- Articulated work between CSOs and trade unions, among others
- Advocacy focus on rural development



# Key actors/stakeholders



who needs  
to be  
involved?



# who needs to do what?



Unions

- Capacity building
- Training and coaching
- Create Awareness
- Support all stakeholders



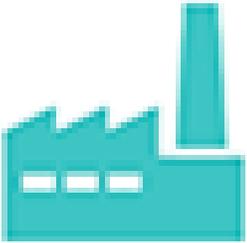
NGOs

- Capacity building of CSOs
- Working closer with different stakeholders - data
- Focus on broader rural development, not only commodity specific - Advocacy
- Rights-based approach per area

# who needs to do what?

## ENTERPRISES

(Brands, buyers and traders)

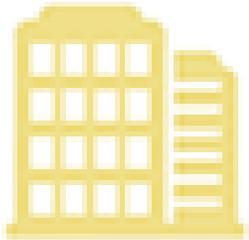


- Ability to implement pricing mechanisms and agree specific terms of trade
- Sufficient payment to suppliers and subcontractors (LW/LI gap and implementation)
- Equitable division of value across supply chain
- Transparency & monitoring, own and of suppliers
- Engage actively in dialogues / TU and CSO involvement / sector agreements
- DD as a tool (mapping, identification, remediation, communication)
- Labour rights are respected and decent wages paid

# who needs to do what?

## EMPLOYERS

(Suppliers, subcontractors)



- Systems for relations and social dialogue
- Enable TU rights (representation, negotiations)
- Transparency
- Negotiation with Enterprises

# who needs to do what?

## GOVERNMENT



- Ensure labor rights (ratification and implementation) and access to basic services
- Provide legal and institutional frameworks (producing-consumer countries)
- Support tri-/bipartite processes - social dialogue mechanisms - convening multistakeholder initiatives
- Setting wage/income baselines (minimum LW, LI benchmarks)
- Monitor enterprises
- Influence over areas such as infrastructure and agricultural development

# who needs to do what?

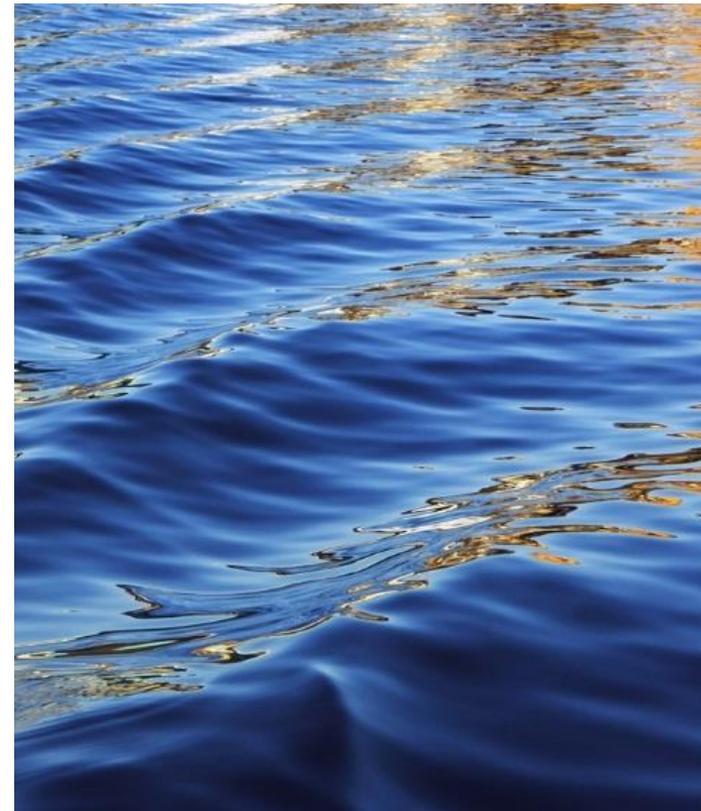
## INVESTORS



- Include LW/LI and decent work in investment policies
- Influence enterprises to move beyond risk mapping into LW/LI implementation
- Transparency & monitoring, own and of enterprises
- Promotion of TU and CSO engagement
- Offering products and services to farmers

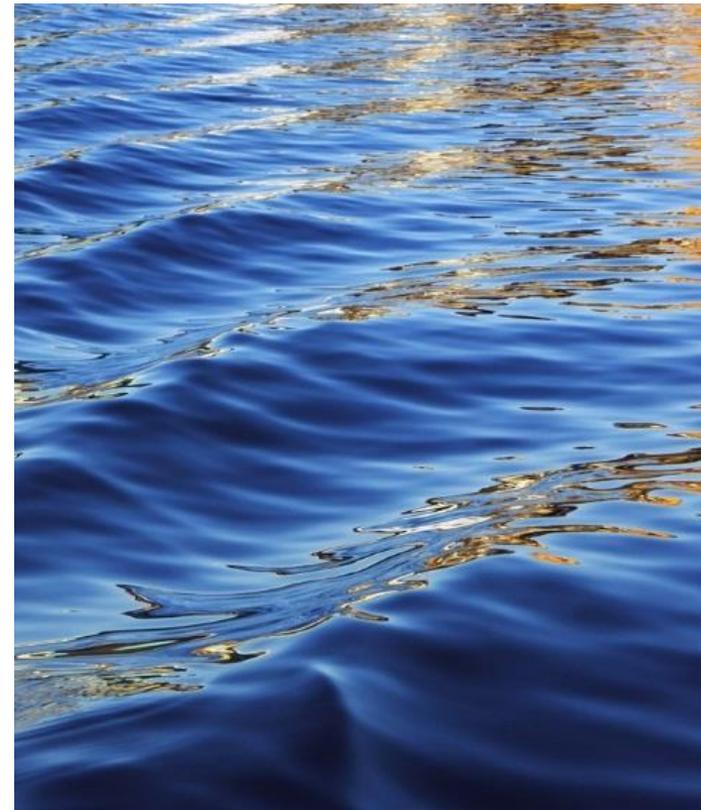


# Questions & Answers





# Takeaways



# Key takeaways

1. Bottom-up approach, involvement of workers/farmers
2. Part of Due Diligence
3. All stakeholders' effort
4. Get basic rights first

## Guidelines, treaties and policy

[Guiding Principles on Business and Human Rights \(UNGPs\)](#)

[OECD Guidelines Chapter 5: Employment and Industrial Relations](#)

[Universal Declaration of Human Rights, Article 23](#)

[Conventions](#) of the International Labour Organisation (ILO):

- [Protection of Wages Convention, 1949 \(No. 95\)](#)
- [Minimum Wage Fixing Convention, 1970 \(No. 131\)](#)
- [Protection of Workers' Claims \(Employer's Insolvency\) Convention, 1992 \(No. 173\)](#)
- [Equal Remuneration Convention, 1951 \(No. 100\)](#)

# Useful tools, links

[Living income community of practice](#)

[Global living wage coalition](#)

The [ILO](#) regularly examines how a living wage is calculated in the various methodologies and how it can best be applied

[Position paper](#) from CNV Internationaal: A union's plea for a living wage for everyone

Fair Trade - [Living income](#)

# What's next

Welcome to join more [webinars](#):

- **Child labor and forced labor in agri-food supply chains**  
10 February 2022 9.00-10.30 / 15.00-16.30 CET
- **Environmental risks in agri-food supply chains**  
22 February 2022 9.00-10.30 / 15.00-16.30 CET

# Further training and contact

## Regional training on conducting risk assessments

- East - Africa: Entebbe Uganda, 17-19 May 2022
- Latin - America: Bogotá Colombia, 14-16 June 2022
- Asia: Bangkok Thailand, 11-14 July 2022
- West - Africa/ MENA: Morocco, 26-29 September 2022

## Roadshow for Dutch companies on Human Rights Due Diligence

Questions and further information: [secretariaatIMVO@ser.nl](mailto:secretariaatIMVO@ser.nl)



Koninklijke Nederlandse  
**SPECERIJENVERENIGING**  
SINCE 1916



Ministerie van Buitenlandse Zaken



Ministerie van Landbouw,  
Natuur en Voedselkwaliteit