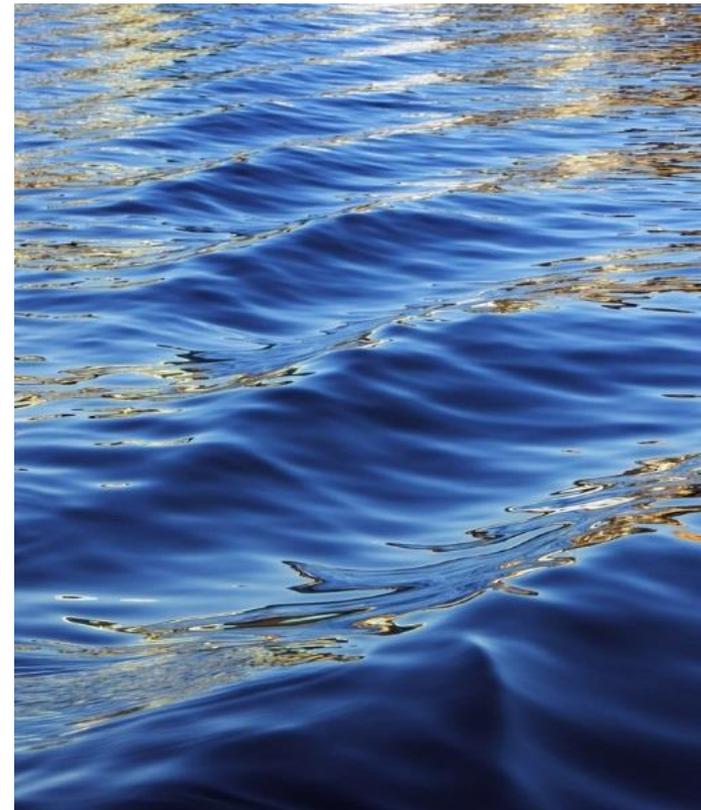




Labour conditions and risks in Agri- food supply chains



Food Products



Agenda

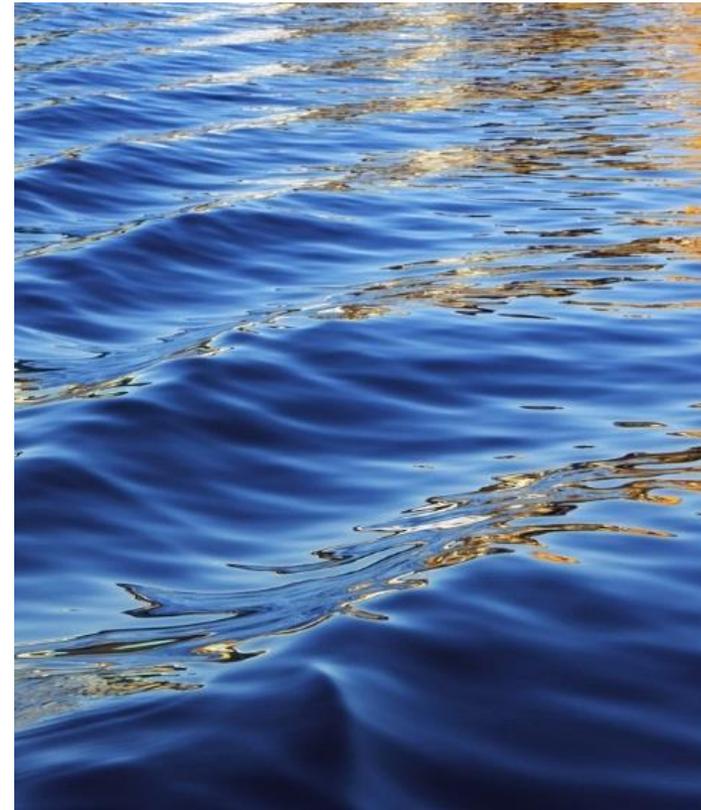
1. Labour conditions and risks: what are we talking about?
2. Social Dialogue
3. Freedom of Association
4. Occupational Safety and Health
5. Types of Contracts and workers
6. Excessive **work** and other labour risks
7. Equality at work and GBV





Labour rights violations

What issues are we talking about?



Labour right violations

- Union busting
- Lack of health facilities, food and housing
- Malfunctioning or lack of equipment and machines
- Malfunctioning or lack of protective gear
- Violence and harassment at the workplace
- Discrimination
- Childlabour and forced labour
- No decent living wage





Social Dialogue



Source: CNV Internationaal, photo by Maarten Schuth



Social Dialogue

The basis for building workers voice and decent work

[The value of social dialogue - YouTube](#)

Social dialogue with existing trade unions



The Peruvian fruit and vegetables export company Camposol started monthly field visits and monthly dialogues with union representatives to get into constructive dialogue with employees (after a period of conflicts and strikes).

[Camposol animation](#)

Source: <https://www.fnv.nl/mondiaal-fnv/acties-thema-s/de-best-practice-van-sociale-dialogoog>

Social dialogue in international supply chains



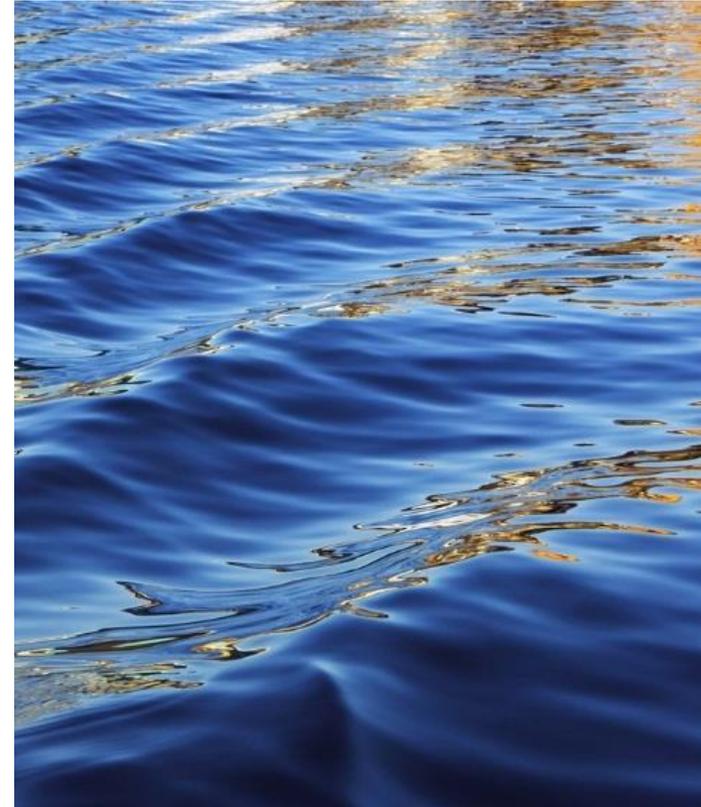
Source: Istock

Bonsucro initiative:

In the sugar cane sector, there is an international Social Dialogue initiative between employers and trade union representatives to improve the labour conditions in the sector



Freedom of Association





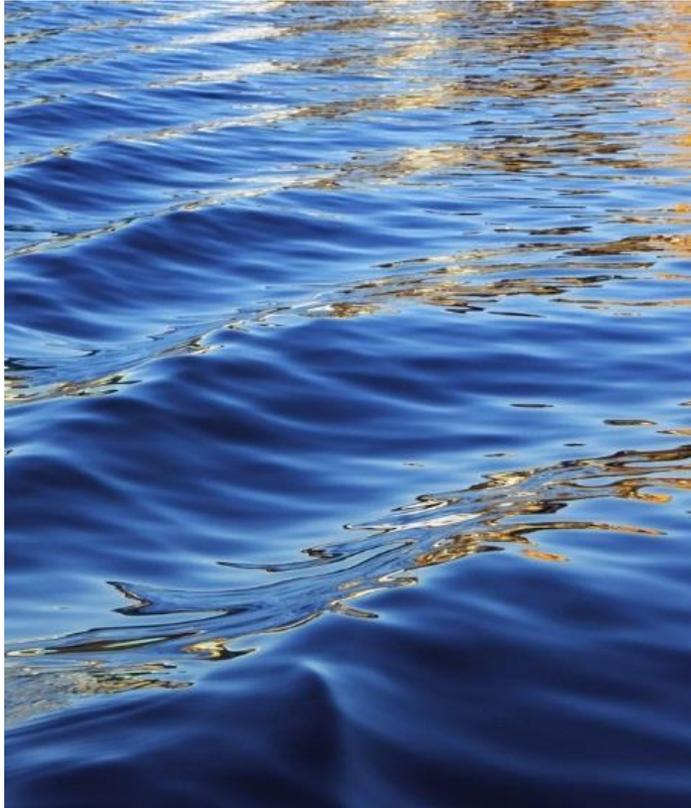
Freedom of Association

[Freedom of Association- Amnesty](#)



Freedom of Association for Trade Unions

- Free elected representatives
- Recognition of trade union
- No discrimination in any form
- Access to the company and its workers
- Open mind and mutual understanding
- Negotiate in a decent matter and good faith
- Effective collective bargaining
- Exchange of information for effective negotiations
- Work together in a problem-solving way
- Work on the relationship continuously



Collective Bargaining Agreements CBA

CBA, what's in it?

- Working contracts
- Salary and secondary benefits, annual raise
- Working hours
- Terms & Conditions
- Health and safety procedures and materials

What are the benefits?

- Understanding the context and issues
- Involving all workers
- Preventing and resolving disputes
- Coverage of labour conditions
- Increasing satisfaction for workers
- Increasing productivity and effectivity
- Decreasing accidents and labour risks



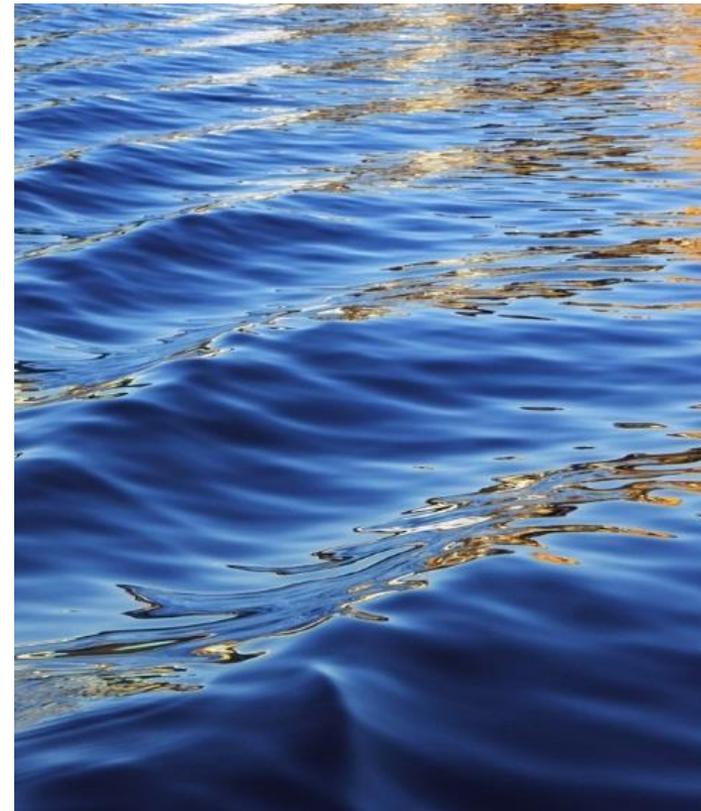
Source: CNV Internationaal, photo by Maarten Schuth

Multi-company CBA

Improving labour conditions in Indonesia and Vietnam through multicompany collective bargaining agreements in plantations



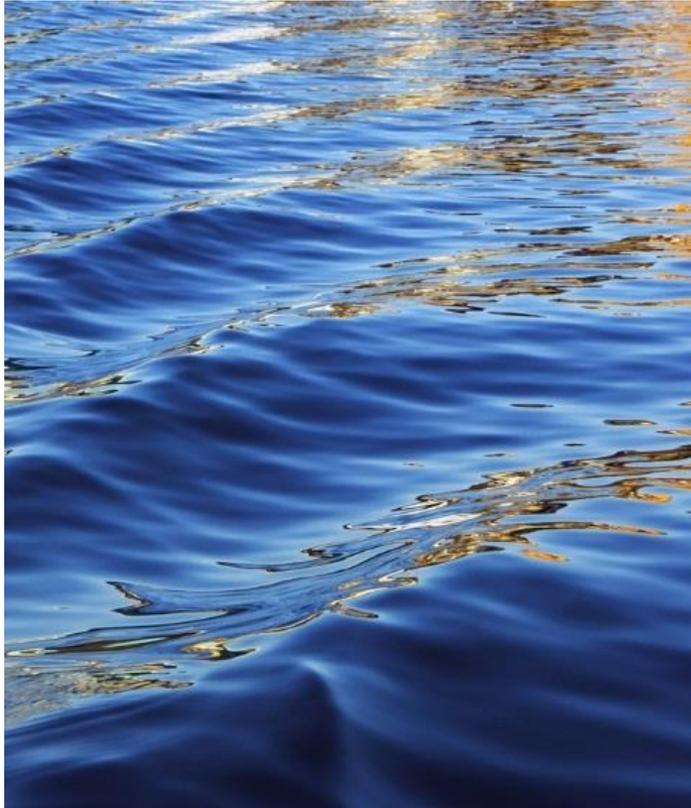
Questions & Answers





OSH occupational safety & health

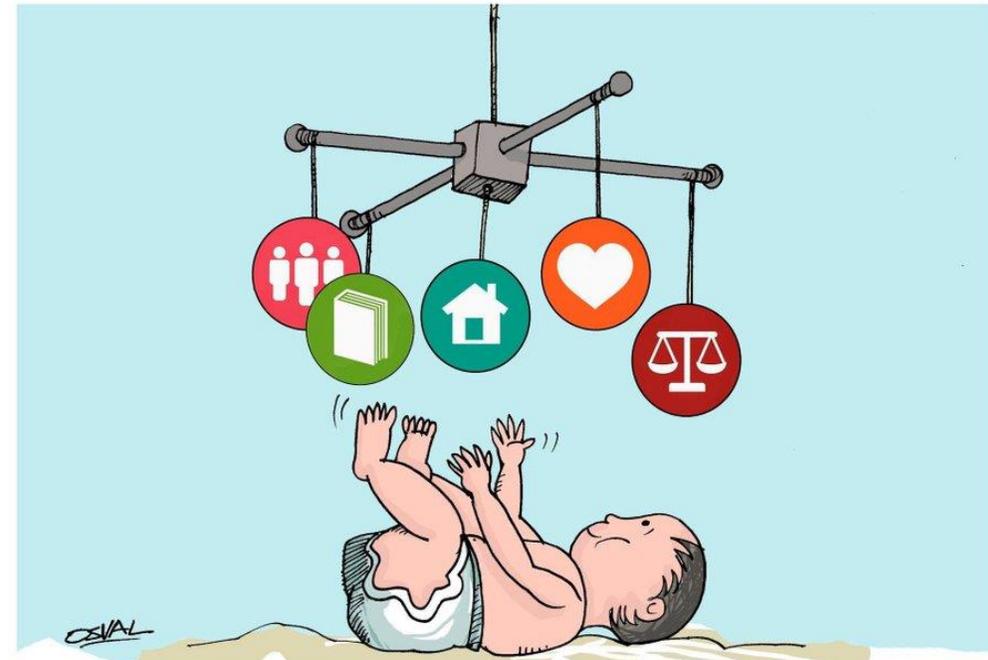
Simple health safety implementation



And its not just about workers

Article 25.1:

Everyone has the right to a standard of living adequate for the health and well-being of himself and of his family, including food, clothing, housing and medical care and necessary social services, and the right to security in the event of unemployment, sickness, disability, widowhood, old age or other lack of livelihood in circumstances beyond his control.



Source: Twitter Cartoon by #OsvaldoGutierrezGomez for @UNHumanRights & The Cartoon Movement



Expectation on country level

- Address systemic factors that may lead to OSH risks in agro-food
- Use of harmful substances
- Implementing a food and agriculture-specific regulatory framework on OSH
- Developing a national policy on OSH in line with the ILO standards
- Strengthening capacity of OSH services
- Training programs focused on OSH
- Research and measure development

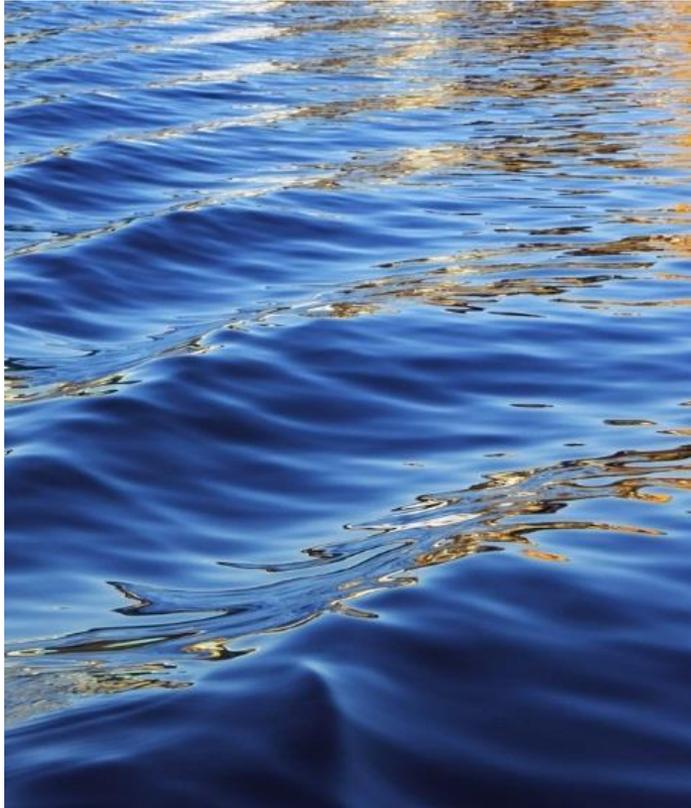


Meeting OSH requirements

- Implementing an OSH Management System
- Evacuation requirements
- Provision of safety equipment and personal protective equipment
- Chemical management
- Ventilation, electrical, facility installation, and maintenance
- Machinery safety and maintenance
- Medical facilities at the workplace
- Sanitation in all workplace facilities
- Nutritious food and safe drinking water available to workers
- Measures against airborne diseases



Contracts and workers



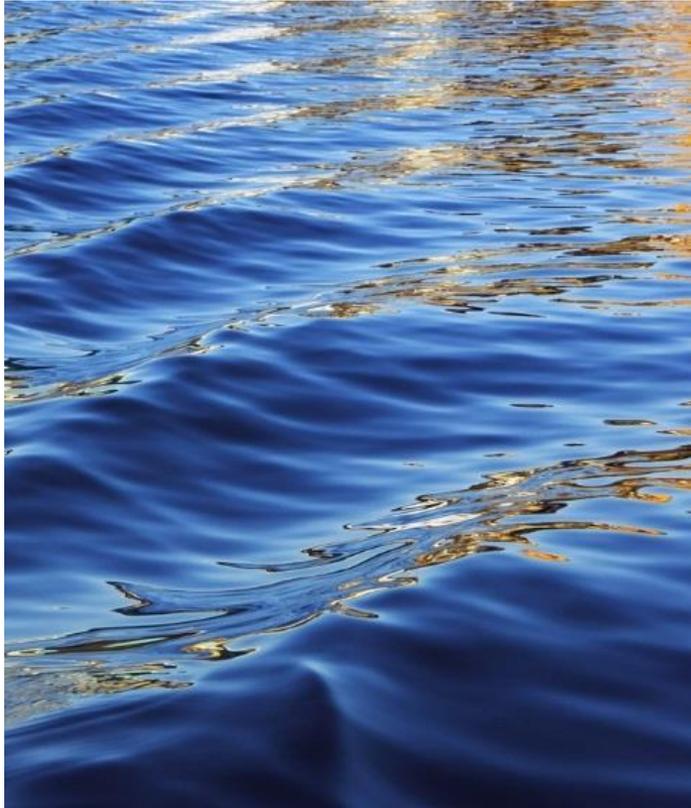


Contracts

- Fundamental Labour right
- Understandable for the worker
- Type of contracts
- Part of Collective bargaining
- Trade unions assisting workers

Includes:

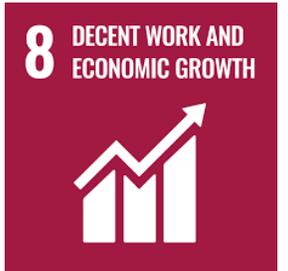
- Working hours, Overtime, Wages
- Labour rights and Obligations
- Terms & Conditions



Working conditions and (excessive) overtime

Working Conditions & Overtime Management

- Safe workplace and healthy conditions
- Protection of the workers
- Good functioning of human resources (including department)
- Hourly Wages, no piece rates
- Living wages
- Max. 48 hours in Max 6 days
- Proper planning & production
- Avoid excessive overtime
- Secure leave and holidays





Equality and GBV

Groups with an elevated risk profile

People that are more vulnerable to discrimination, because:

- They are in a dependency relation
- They are not aware of their rights
- They don't have a safety net to step out of the situation
- Do not have access to claim their rights.

Groups with an elevated risk profile:

- Informal workers
- Sub-contracted workers
- Seasonal workers
- Day labourers
- Smallholder farmers
- Migrant workers
- (Young) women
- People living with disabilities
- Low castes or ethnic minorities
- Indigenous people
- Children

ILO equality conventions



- Equal remuneration convention (No. 100)
- Discrimination (employment and occupation) convention (No. 111)
- Workers with Care Responsibilities convention (No. 156)
- Maternity protection convention (No. 183)

In progress of ratification by countries:

Violence and harassment convention (No.190)



Source: CNV Internationaal, photo by Maarten Schuth

Inequal labour conditions for women

- Lack of contracts
- No access to healthcare and insurance
- Less trade union representation
- Gender specific needs not included in CBA
- Higher risk of excessive overtime
- Protective gear not suitable
- Lack of protection against GBV

Working against GBV



Source: CNV Internationaal, photo by Maarten Schuth

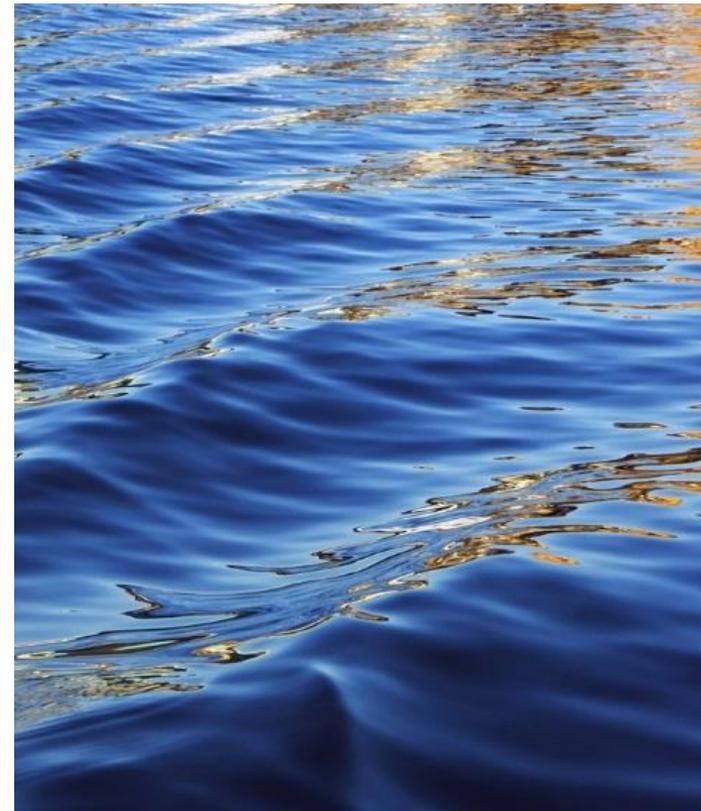
[RVO Violence at work](#)

This guide gives insights in steps to prevent GBV

Trade unions in Benin work towards decreasing GBV: [Break the silence - End violence and sexual harassment at work - Stories from Benin - YouTube](#)

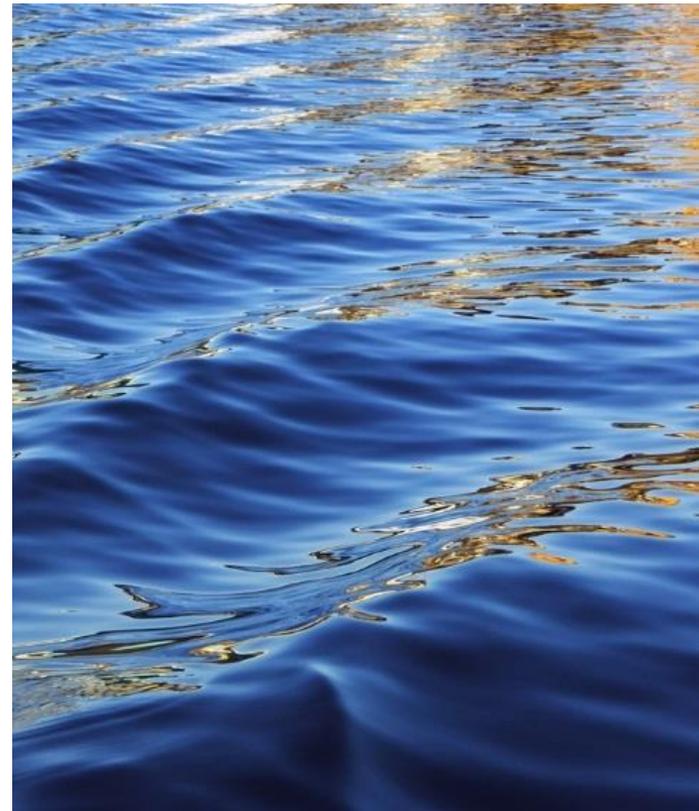


Questions & Answers





To conclude



Want to know more about the OECD guidance?

[OECD e-learning](#) Academy on Responsible Business Conduct

OECD e-learning Academy
on Responsible
Business Conduct

Register now &
learn with us!

OECD

The graphic features a large laptop as the central element. On the screen, there is a play button icon, a speech bubble, and a magnifying glass. To the left of the laptop are two large books, one orange and one green. A person in a blue shirt is standing next to the books, holding a pencil. Another person in a white shirt is sitting on the floor to the left, reading a book. A person in a yellow shirt is standing to the right of the laptop, holding a folder. A magnifying glass is positioned above the laptop. A green checkmark icon is on the floor in front of the laptop. The background is a solid blue color.

Key takeaways

- Social dialogue diminishes labor risks and improves labor conditions
- CBA's negotiated with independent trade unions benefit all parties
- Include CBAs in your company and your suppliers' contracts
- Include all types of workers in the OSH
- Make sure the different labour contracts cover all rights of workers
- Be aware of your demands and purchasing practices in increasing labour risks
- Make sure gender specific needs are included in OSH protocol and the CBAs
- Make sure your country ratifies and implements the ILO Conventions

What's next

Welcome to join more [webinars](#):

- **Living income and living wage in agri-food supply chains**
25 January 2022 9.00-10.30 / 15.00-16.30 CET
- **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: Marocco, 26-29 September 2022

Roadshow for Dutch companies on Human Rights Due Diligence

Questions and further information: secretariaatIMVO@ser.nl



Cordaid



Koninklijke Nederlandse
SPECERIJENVERENIGING

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Ministerie van Buitenlandse Zaken



Ministerie van Landbouw,
Natuur en Voedselkwaliteit



Relevant videos to review:

- [SOCIAL DIALOGUE in the sugar cane industry – YouTube](#)
- [International-labour-law fundamental-labour-standards](#) (8.30 minuten)
- [development of FoA animation](#) (5.20 minuten)
- [Improving labour conditions in Indonesia through multicompany collective bargaining agreements in tea plantations](#)
- [ILO safework info promo](#) (2.22 min.)
- [Break the silence - Stories from Benin](#)
- [Labour risks in Palmoil](#)
- [Labour risks in sugar \(cane\)](#)

Relevant documents:

- [RVO Violence at work](#)
- [human rights ITUC](#)
- [Guiding Principles of Business and HR](#)
- [social dialogue guidance](#)
- [Respecting-Trade-Union-Rights-in-Global-Value-Chains-Practical-Approaches-for-Business](#)
- [Core conventions International Labour Organization \(ILO\) \(ENG\)](#)
- [UN Guiding Principles \(Ruggie Principles\) \(ENG\)](#)
- [Manual for IRBC in companies \(ENG\)](#)
- [Survey_Violence_against_women_at_the_workplace](#)
- [Gbv manual ilo](#)
- [CNV Internationaal Stop Violence At Work](#)
- [C100 equal remuneration](#)
- [Ituc policy brief gender gaps social protection](#)