

REVIEW OF GLOBAL ACTIVITIES TO PROMOTE 'DECENT WORK' IN AGRICULTURE

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I. Introduction

This report outlines global activities to promote decent work in agriculture which are relevant to BCI. Firstly, in Section 2 it gives some contextual background and analysis on the promotion of decent work in agriculture and, broadly speaking, who the players are. Section 3 lists all stakeholders who have relevant learning and tools for BCI in table format, whether this be labour standards implementation through monitoring and assessments or a broader, programmatic or project approach to decent work promotion.

This document accompanies other regional studies, and there may be some duplication where regional activities have come from global organisations. As with the regional reports, decent work has been understood as farmers' and workers' rights at work (compliance with ILO core labour standards and national legislation) and the promotion of safe and productive work, as encapsulated within the BCI Production Principle and Criteria on Decent Work.

2. Existing initiatives and approaches: contextual background and analysis

This section looks at the context in which those organisations promoting decent work in agriculture are operating. It also gives an analytical overview of who is doing what, in particular flagging up especially relevant work and implications for BCI in the conclusion to this section (all further detail on stakeholders, their work and relevant tools listed in Section 3).

2.1 Contextual background

This report aims to cover all major initiatives addressing aspects of the decent work agenda who operate in agriculture. It must be noted that in comparison to work addressing decent work in manufacturing, extractives and other industries, decent work in agriculture receives

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relatively little attention despite the prominence of agriculture in developing countries and economies. Even where governments are explicitly working to integrate an (ILO-supported) Decent Work Agenda into poverty reduction, this may have focussed on the informal economy, often looking at small enterprises, and excluding primary agriculture from those enterprises.¹ This is evident in the programmes and activities of international donor agencies, financial institutions, national governments, development agencies and civil society as well as in the work of the private sector.

Relatively few initiatives promoting decent work in agriculture, though situation changing

Clearly intergovernmental agencies and national government departments in both developed and developing countries do have schemes in place to help those dependent on agriculture, many of whom are classified as poor or ultra-poor by international agencies. However, these schemes are usually focused on improving livelihoods by improving agricultural methods or yields, food security, access to inputs or credit, rural infrastructure and, in some cases, land reform. Rural to urban migration receives some attention, as does the need to generate employment in rural settings (compare the UNIDO ‘South-South Cotton Initiative’ for African countries² project which focuses on industrial development and job creation). Work on crops which are exported focuses on improved productivity, quality and marketing.³

The quality of employment and working conditions of farmers/their labourers receives little consideration. The overseas development co-operation work of a range of countries known to work in this area – Canada (CIDA), UK (DFID), Germany (GTZ), Netherlands (Minbuza), Sweden (SIDA), Denmark (Danida) – has put funding into project activities on child labour and education, but little with regard to the promotion of the full spectrum of decent work in agriculture. Organisations focusing on agriculture or sustainable development, such as the FAO or UNDP, have tended only to overlap with the decent work agenda with regard to worker health and safety.

However, this situation is changing. The role of agriculture itself is rising up the international agenda, and there is evidence amongst development institutions and United Nations agencies of a very recent increasing parallel focus on both labour rights (through the lens of Decent Work as defined by the ILO) and primary agriculture as vital and inter-connected means to promote sustainable development in developing countries. The ILO itself as well as other agencies have

¹ See the Ghanaian example at www.ilo.org/public/english/bureau/dwpp/countries/ghana/index.htm

² See www.unido.org/index.php?id=o84840 – the project is focused principally on cotton processing

³ See for example the list of projects at <http://tradestandards.org/en/Region.3.aspx>. This review found no existing World Bank projects which had relevant learning on the promotion of decent work in agriculture, thus the Bank’s absence from the table below. Likewise, the European Commission has expressed support for promoting decent work by mobilising relevant institutions and integrating decent work into external policies on development and trade assistance, but work has remained at policy level and no references have been found to promotion activities in agriculture.

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seen an increasing focus on agriculture. This impetus is captured in the recent International Labour Conference paper on Promotion of Rural Employment for Poverty Reduction⁴, as well as a partnership between ILO, FAO⁵ and IUF, and even the World Bank's *Agriculture for Development* World Development report 2008. However, while decent work in agriculture may now be on the *policy* agenda, current actual *activity* to promote decent work and labour standards lags behind and is still minimal, even in those agencies focusing on agriculture. Again, many of those activities which are in existence (especially those from the private sector) relate to child labour, and even in this sphere many efforts are limited to campaigning and awareness-raising.

Low union representation

One of the reasons that the agricultural workforce has until recently had so little international voice (with the exception of some powerful farmers unions, usually lead by larger farmers) is that trade union representation in agriculture is usually low, especially in sectors with few permanent workers. Many agricultural workers work informally, and may not be waged at all anyway. Union organisation can be difficult where workers are dispersed over geographically large areas. Union organisers may lack transport facilities. Union dues in agriculture are low, reflecting what agricultural workers are able to afford, and this also leaves agricultural unions with few resources. Unions may not legally recognise irregular agricultural workers as potential members, or the law may prevent them from doing so depending on their 'employment' relationships.

Child labour involvement in agriculture also has a detrimental effect on unionisation - undermining adult workers' bargaining power, weakening trade unions and their ability to negotiate fair and decent wages for adults. The international agricultural workers' union, the IUF, estimates that fewer than 10% of the world's waged agricultural workers are organised and represented in trade unions or rural workers' organizations. As a result, agricultural trade unions' ability to address the range of issues facing all the agricultural workers who are beyond their membership is limited (though there have been noticeable successes in how unions address this in some countries, such as the Landless Workers' Movement in Brazil).⁶ This is reflected at international level, with the IUF receiving a large number of requests for involvement to address relevant issues now that decent work in agriculture is on the agenda, but unable to take them all on.

⁴ International Labour Conference, 97th Session, 2008: Report IV – Promotion of rural employment for poverty reduction, International Labour Office Geneva

⁵ See www.fao-ilo.org

⁶ See www.mstbrazil.org for further information on the organisation of landless rural workers.

2.2 Supply chain initiatives and commodity roundtables

In the past decade, and the last three/four years in particular, several commodity-specific ‘sustainability initiatives’ have been established, incorporating an explicit labour rights component into their work, which usually follows a supply-chain model. These include the four commodity initiatives established by WWF and IFC on sugar, palm oil, and soy, as well as the 4Cs coffee code, and others listed in the overview table below, such as the World Cocoa Foundation. There are also additional players such as the UK’s Ethical Tea Partnership (ETP) which works on labour and environmental standards on tea exported to the UK. Some are multi-stakeholder groups (eg 4Cs), others are private sector actors only (such as ETP), and the make-up of different initiatives has also affected the direction they have taken in addressing decent work.

Multi-stakeholder initiatives and agriculture

There are several multi-stakeholder initiatives (MSIs) addressing labour standards within a supply chain framework. While the majority of these focus on manufacturing in the textiles, clothing and footwear industries, some MSIs have addressed labour standards in agriculture and have tools and experience which may be relevant to BCI. This includes primarily the work of the following three groups:

- UK Ethical Trading Initiative (ETI) conducting project work in fruit, vegetable, wine and flowers exports from Latin America and Africa, which gave rise to
 - guidance on participatory social auditing,
 - support for local monitoring and capacity building initiatives (in Zimbabwe, South Africa and Kenya)
 - drafting of Smallholder Guidelines on addressing labour standards with small farmers
- US Fair Labor Association (FLA) adapting its FLA 3.0 methodology to agriculture, and testing it in Indian seed production (originally due to the associate membership of Syngenta to the FLA, resulting from adverse publicity relating to bonded child labour in hybrid cottonseed production in Andhra Pradesh);
- Adaptation of the SA8000 standard on labour management for the agriculture sector (plantation or processing settings) effected in large part in collaboration with Dole. Social Accountability International (SAI) reports that about 10% of SA8000 certified facilities are in the agricultural sector, examples of which include Dole and Chiquita banana plantations in Colombia and the Philippines.

However, most MSI work, alongside supply chain work of purely private sector players such as the European BSCI and GSCP, has usually excluded primary agriculture and focused on efforts

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further up the supply chain. Work which has taken place on primary agriculture has tended to be on high-value exports (fresh produce, flowers) with short supply chains and predominantly from plantation agriculture, though recent ETI work on smallholders and FLA work through contracted cotton seed production are exceptions. As a result, while the many MSIs who have some experience in agriculture are listed in the table below, beyond ETI and FLA's smallholder work, it would seem that the experience of 'commodity initiatives' such as those cited above may be more relevant for BCI.

Private sector initiatives

There are private sector initiatives stating that they aim to improve labour standards or show good labour standards both at retailer and exporter level. Most focus on demonstrating compliance rather than actively promoting good practice, though of course the two overlap. Some have their own individual initiatives (Co-op supermarkets in Switzerland for example, Cadbury's or the Waitrose supermarket in the UK), others work together such as retailers and importers in the Business Social Compliance Initiative (BSCI), Global Social Compliance Programme (GSCP) and ETP (mentioned above). At present, public information on the activities of BSCI and GSCP in agriculture are limited, and any tools appear to be for members only. However, newsletters do outline BSCI's agriculture work and both may be willing to share experiences with BCI on request.

Exporters in international supply chains are also working together, notably in order to demonstrate that they are meeting occupational health and safety standards, and increasingly environmental and labour standards, to gain access to high-value (primarily European supermarket) markets. Organisations such as COLEACP (Europe-Africa-Caribbean-Pacific Liaison Committee)⁷ and CBI (Centre for the Promotion of Exports from Developing Countries)⁸ demonstrate this. In 2001 COLEACP promoted a Harmonised Framework which provides guiding principles for exporter-led codes covering environmental and social responsibility. It makes reference to compliance with the core ILO Conventions, and covers key direct employment issues such as equal pay, safety and hygiene, work hours, contracts and discrimination.

GlobalGAP (previously known as EurepGAP) relates solely to agriculture and covers a range of issues relating to production practices from seed to farm gate. In many national cases, the provisions of GlobalGAP have been translated into national exporter codes (eg KenyaGAP). A

⁷ COLEACP is a network promoting sustainable horticultural trade, gathering together ACP producers/ exporters and EU importers of fruit and vegetables, flowers and ornamental plants, and other companies and partners operating in the ACP/EU horticultural industry. Membership is open to companies able to demonstrate that their business activity involves the export or import of horticultural produce originating in ACP countries: www.coleacp.org

⁸ CBI (www.cbi.eu) is an Agency of the Ministry of Foreign Affairs and part of the development cooperation effort of The Netherlands. The CBI has five departments dealing with: market information; export coaching; training; institutional development of business support organizations; general affairs and accounting.

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business-to-business standard which relates primarily to food safety and quality, GlobalGAP is an audit and verification based scheme applied to both large and small farms. GlobalGAP is currently doing work on easier application of its standards to small farmers. While the focus of GlobalGAP is food safety and quality, there are ‘worker welfare’ and occupational safety and health aspects which overlap with the promotion of decent work.

2.3 Fair trade

Fair trade guarantees producers a minimum price plus a premium paid to producer organisations or workers in return for meeting certain standards, and in many but not all cases, achieving certification. The aim is to address low agricultural and commodity prices and to create opportunities for longer term relationships between buyers and producers that encourage sustainable development. The standards that producers must meet cover a combination of structural issues (such as democratic control of the producer organisation and their logistical ability), together with production standards that include both environmental impacts and labour conditions. However, Fairtrade efforts tend to focus on price paid and the buyer relationship, not working conditions, though this does vary according to the organisation operating and licensing the different fair trade standards in use.

Some organisations in the international fair trade movement undertake direct work with producers and may be willing to share information with BCI on request – for example the UK’s Twin Trading, which is owned by small producers and works closely with them, or, the World Fair Trade Organisation (IFAT). IFAT is currently a membership rather than certification scheme, though its operations are changing and it is introducing a management system with optional labelling for those who want it.

Fairtrade Labelling Organisation (FLO)

By far the most prominent fair trade player is Fairtrade Labelling Organisations International (FLO), an association of 20 nationally-based labelling initiatives in Europe, North America, Japan and Australasia with its own ‘Fairtrade’ mark and standards. FLO is split into FLO International e.V. which develops and reviews standards, and FLO-Cert that deals with inspection and certification of producers. Certification is paid for by the producer and carried out by FLO-Cert. FLO has developed two main standards – for small farmers and for hired labour – as well as a series of specific technical standards for different products and sectors, including cotton (covered in the India review).

Within FLO standards, small farmers are defined as essentially family concerns not structurally dependent on hired labour. In terms of how labour conditions apply to them, as of January 2009 FLO has revised its generic standard for small producer organisations (SPOs) including changes to how the standard applies to those working for SPOs (eg cooperative employees) and to those working for individual farmers, including migrant workers. According to FLO, in order to ‘*respond to the need for an adaptable tool for ensuring that workers’ needs (in a small*

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producers' environment) are taken into account, the revised standards introduce an employment policy'. This is formulated as a progress requirement to carry out an assessment on how to improve the working conditions of both the workers employed by the small producers' organization and any workers employed by individual members of the organization.

There is also a clearer explanation of FLO's approach to children's work on smallholdings in the 2009 re-draft. The standard notes that, *'where children help their parents at individual member level after school and during holidays this is not considered as child labour under the following conditions:*

- The child's work does not jeopardise her or his attendance at school, and is not so demanding as to undermine her or his educational attainment.*
- The work does not jeopardize the child's social, moral or physical development and does not constitute a hazard to the child's health,*
- Working hours are maintained within reasonable limits.*
- A member of the family must supervise and guide the child.'*

As well as needs assessments, SPOs are now required to carry out their own improvement plans, and to develop an employment policy and to involve workers in the drafting of relevant documents. Further information with regard to guidance to producers on this is not currently available.

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2.4 Conclusion: learning for BCI on different approaches to promoting decent work

Programmatic/project approach vs monitoring and certification

Monitoring/certification vs programme approach	
[] indicates <i>may</i> occur	
Monitoring/certification	Project/programme approach
Information on standard presented to applicant	Project leader co-ordinates assessment of issues to address
[Awareness-raising on standard, capacity-building]	Introduction of project to stakeholders
Self-assessment process by applicant	Needs assessment of producers <i>and their workers</i>
Assessment process by certifier	Consideration of which needs can be met and how
Feedback on non-compliance and timeframe for remediation	Project design to address producers needs and project leader's aims
[Guidance on remediation]	Implementation and creation of implementation/communications tools and guidance
Certification or failure	[Mid-term review and changes]
Verification of assessment results	Impact assessment
Re-assessment within given time period	Project redesign and/or replicate or close

The approach of many of the commodity roundtables has differed from that of product supply chain initiatives. Our analysis indicates that BCI has most to learn from the more advanced 'sustainable commodity' initiatives or those supply chain initiatives which favour projects over certification; capacity-building and detailed, practical guidance and tools on implementing decent work objectives over standards-only. The supply chains which 'sustainable commodity' initiatives are dealing with resemble BCI's more closely in that it extends to primary production, and their approach is one of programmatic activity best suited to decent work outcomes across a range of labour standards, as defined by intended beneficiaries as well as other industry players.

This contrasts with some of the supply chain initiatives who have received criticism over the real impact of their work on improving labour standards. Clearly many have contributed to workplace improvements for workers. However, through either their own formal impact-assessment programmes⁹ or through the scrutiny of trade unions and labour rights NGOs, some labour standards monitoring schemes have been shown to be:

- poor at showing up decent work deficits through over-reliance on inadequate assessment methodologies
- failing to take into account needs of workers/farmers with regard to decent work (as opposed to end user's desire for a 'child-labour-free' product)
- using standards and assessment methodologies which lead to the exclusion of those who are least equipped to either meet standards, who seek help in meeting them or who are

⁹ Eg ETI Impact Assessment www.ethicaltrade.org/Z/lib/2006/09/impact-report/index.shtml

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unable to demonstrate that they are being met (such as small farmers or invisible workers)

- consumer-facing: pressed to label products for consumer/buyer satisfaction purposes despite operating in areas where it is hard to provide guarantees that a product can be certified as meeting all standards
- entailing a poor cost/benefit ratio as monitoring and certification are expensive but may neither generate significant improvements for workers nor remove risk for industries or individual companies concerned about reputation.

At best these problems can result in the initiatives revising or tightening up their methodologies (as both UK ETI and US FLA have done). These problems have also been reflected in more recent coverage of some certification schemes being labelled ‘whitewashing’ only (as with the accusation of green washing with regard to environmental claims).¹⁰ By contrast, a programmatic approach appears to tend towards increased communication and understanding between relevant parties in both directions (as opposed to from the top down), more inclusive and participatory project design and the creation of practical tools which producers (and those who work with them) can use to make improvements for themselves and their workers. These may take into account specific geographical and industry issues, and then be adapted for use elsewhere. In some very recent cases (such as FLA 3.0 and Ethical Tea Partnership’s revised monitoring approach) some organisations have tried to combine the two approaches more explicitly to gain the benefits of both.

BCI would be advised to consider:

- the results in terms of successful promotion of decent work for producers and their workers;
- the trend for increased scrutiny and subsequent potential loss of trust by both producers, consumers and other stakeholders (initiative participants or funders)
- costs involved in different ways of working when considering which approach or combination of approaches to take.

Sustainable development approach

Those organisations which aim to improve rural development take a livelihoods approach to agriculture – they aim to improve farmers’ (and sometimes, though rarely, their workers’)

¹⁰ See for examples the work of the international campaign groups Clean Clothes Campaign, International Labour Rights Fund, and UK campaign groups War on Want and Action Aid, plus journalists investigating the impact of FLO-certified tea (see <http://www.timesonline.co.uk/tol/news/uk/article5429888.ece>)

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livelihoods. This is usually focused on improving agricultural yield or quality, or switching to niche/organic/fair trade produce, thus aiming to get more produce or a higher price for existing yields. This may overlap with promoting decent work on techniques such as good agricultural practice and farmer/worker health and safety, or more rarely, on labour productivity.

More fundamentally, any approach which increases rural incomes can play an effective role in improving the circumstances of poverty which often entrench and perpetuate unsustainable labour practices. However, *increased incomes do not automatically translate into improved labour practices*; for instance, increased revenues do not entail a more equitable division of value – between farmer and workers, or within the household.

Notable for useful, available tools following this approach is the Sustainable Agriculture for Rural Development *Project Toolkit* and other tools, listed below, as well as the methodology and tools from the work of the World Cocoa Foundation.

Conclusion

Many of the initiatives listed below have similar tools and techniques in use: awareness-raising, needs assessments, farmer field schools (and similar participatory education methodologies), training and capacity-building, gender analysis, participatory involvement. The monitoring methodologies (those publicly available) which have emerged since 2005 also have common elements of stakeholder consultation, participatory assessment methodologies, use of local partners and more attention to results for all workers and producers involved. This convergence across many players should help point BCI in the direction of some relevant learning and tools.

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3. Initiatives promoting labour standards in agriculture, their relevant work and tools

The table below indicates the main initiatives whose work included promoting labour standards in agriculture. It is not an exhaustive list of every international agency whose work or projects may have an element of decent work promotion, but instead focuses on the most relevant work where there may be practical tools available and shared learning useful for BCI. Some initiatives do not make their tools or experience publicly available considering these internal, working documents, but may be willing to share information with BCI on request. As a result, they are also listed below.

Initiative / Organisation	Background info and standard in use	Work promoting decent work in agriculture	Relevant tools
Multilateral Agencies			
International Labour Organisation www.ilo.org	UN tripartite labour agency. ILO Conventions	Range of different in-country projects, plus partnerships below. WIND scheme - <i>Work Improvement in Neighbourhood Development</i> – is a voluntary, participatory and action-oriented training programme, promoting practical improvements in agricultural households by the initiatives of village families. Training methodology is based on ILO’s programme for improvements in small-scale business, WISE. The WIND approach aims to improve both working and living conditions as inter-related aspects of rural life, ensuring the equal involvement of village men and women together in planning and implementing improvements, and its close links with community development and empowerment of agricultural workers and farmers.	Some methodologies for identification of child, forced and bonded labour (though not agricultural specific) Implementation tools for reduction in agricultural bonded labour. Methodology on child labour may be more relevant for state not private actors. Tools from some relevant ILO projects not publicly available. WIND training tool for rural workers available at: www.ilo.org/public/english/protection/condtrav/pdf/agri_wind.pdf WISE tools (Action and trainers’ manual, checklists for small enterprises) available at www.ilo.org/public/english/protection/condtrav/workcond/wise/wise.htm Eight training modules at: www.ilo.org/public/english/protection/condtrav/workcond/workcond_pamphlets.htm Next steps for successful and sustainable change are published in a good practice literature review entitled: <i>Designing programmes to improve working conditions in the informal economy</i> available at www.ilo.org/public/english/protection/condtrav/pdf/I0cws.pdf
International Agricultural Partnership (ILO/IPEC; International Federation of Agricultural	Global partnership to tackle child labour in agriculture, co-ordinated by ILO/IPEC, Geneva.	Aims to: <ul style="list-style-type: none"> - apply laws on child labour; - take action to ensure children do not carry out hazardous work in agriculture 	

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Initiative / Organisation	Background info and standard in use	Work promoting decent work in agriculture	Relevant tools
Producers (IFAP), IUF); Consultative group on International Agricultural research www.ilo.org/ipecc/areas/Agriculture/International_Partnership_IPCLA/lang-en/index.htm		<ul style="list-style-type: none"> - promote rural strategies and programmes aimed at improving rural livelihoods and bring child labour concerns into the mainstream of agricultural policy making - Overcome urban/rural gender gap in education - Promote youth employment in agriculture and rural areas. <p>Specific joint work to date unclear, more a policy and co-operation agreement.</p>	
Sustainable Agriculture for Rural Development Initiative (SARD) www.fao.org/SARD/en/init/2224/index.html	The Sustainable Agriculture and Rural Development (SARD) Initiative is a multi-stakeholder umbrella framework that engages civil society, governments and intergovernmental organizations in a joint effort to make rapid progress toward achievement of the sustainable agricultural development. Main members include FAO, ILO and IUF.	<p>Supporting pilot efforts and building the capacity of rural communities, disadvantaged groups and other stakeholders to improve access to resources, promote good practices for SARD, and foster fairer conditions of employment in agriculture. Provides support to local rural initiatives and shares best practice.</p> <p>So far much work has focused on policy and collaboration between relevant bodies, though also projects.</p>	<p>Project toolkit including information on farmer field schools; establishing farmer groups; gender analysis, community micro project planning ; impact monitoring and assessment see: www.fao.org/sd/dim_pe2/pe2_060701_en.htm</p> <p>On rural women and communication: www.fao.org/sd/2003/KN0601_en.htm</p> <p>Policy documents only (including on India National Rural Employment Guarantee Scheme and others on pro-poor employment) see: www.fao.org/sard/en/init/964/1602/1573/index.html</p>
Food and Agriculture Organisation www.fao.org	Rome –based UN Agency on food and agriculture.	<p>See partnerships above, also farmer field schools approach outlined in India promotion practices review.</p> <p>Project: Supporting Good Agricultural Practices (GAP) to enhance livelihoods of farmers in cotton growing areas of West Africa, 2004 - 2007</p> <p>Activities relevant to decent work farmers and workers working conditions with regard to GAP; also capacity building of farmers (through GAP Farmer Field Schools). The approach was piloted 2004-2006 in West Africa.</p>	<p>Tools may be available from Paola Termine, Rural Institutions and Workers' Officer.</p> <p>Training tools are available from AnneSophie.Poisot@fao.org</p> <p>Project information at http://tradestandards.org/en/Topic.Projects.5.aspx</p>
International trade unions			

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Initiative / Organisation	Background info and standard in use	Work promoting decent work in agriculture	Relevant tools
<p>International Union of Food, Agricultural workers</p> <p>www.iuf.org</p>	<p>Geneva - based international union of food and agricultural workers, with affiliates in many countries.</p>	<p>See partnerships above. Apart from international policy and agenda setting work, also support for national affiliates.</p> <p>Regional co-ordinators who work with national unions and national Agricultural Workers Unions conduct range of activities in different countries, promoting recognition of agriculture and right of agricultural workers to decent work.</p>	<p>Tools for awareness-raising and capacity building for agricultural workers of their rights (eg information on supply chains, international labour standards training modules). However, many documents not publicly available (though available from IUF head and regional offices)</p> <p>Materials mainly target those working in formal plantation setting.</p>
International multi-stakeholder initiatives			
<p>Ethical Trading Initiative (ETI)</p> <p>www.ethicaltrade.org</p>	<p>UK-based MSI</p> <p>Base Code covers:</p> <ul style="list-style-type: none"> • Employment is freely chosen; • Freedom of association and the right to collective bargaining are respected; • Working conditions are safe and hygienic; • Child labour shall not be used; • Living wages are paid; • Working hours are not excessive; • No discrimination is practised; • Regular employment is provided; • No harsh or inhumane treatment is allowed. 	<p>From inception (1998) members have applied standard to agriculture (fruit, veg, tea, coffee, bananas), including through experimental projects and addressing complaints. Experience on applying standards in particular on: bananas in Costa Rica; flowers in Kenya/Colombia; UK fruit and vegetable cultivation; management of gang labour.</p> <p>Also pioneering work on applying Base Code to agricultural smallholders (see ETI Smallholder Guidelines 2005). Members include both retailers (eg UK supermarkets) and major buying agents (eg fresh produce importers), who apply codes to several tiers of supply chain – often including (large-scale horticulture). Guidance may be more suited to well-integrated supply chains of high value export products. Approach has been used in Africa and Latin America, little feedback on application in Asian context</p> <p>Member experience covers small and large farms, primary cultivation and some processing also.</p>	<p>ETI Guidelines for implementing labour standards with smallholders. Includes:</p> <ul style="list-style-type: none"> • Needs and priorities assessment tool • Sample contracts • Framework for applying international labour standards to smallholder context • International labour standards assessment questionnaire • Indicators of compliance with international labour standards • Suggested list of records that smallholders and purchasers should keep • Record-keeping format for smallholders • Check list of selected health and safety measures • Cartoon booklet on labour standards. <p>www.eti2.org.uk/Z/lib/2005/09/smhdr-gls/ETI-shgl2005-all.pdf</p> <p>Range of other ETI tools on assessment methodologies (participatory); impact assessment; implementing specific labour standards; best practice on gang labour (www.ethicaltrade.org/Z/lib/2002/05/ukagric-sem/index.shtml#bestprac)</p>
<p>Fair Labor Association</p>	<p>US -based code of conduct MSI</p>	<p>Recent (2004 – ongoing) work with Syngenta has</p>	<p>FLA Tools:</p>

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Initiative / Organisation	Background info and standard in use	Work promoting decent work in agriculture	Relevant tools
<p>(FLA)</p> <p>www.fairlabor.org</p>	<p>seeking to promote adherence to international labour standards.</p> <p>FLA conducts independent monitoring and verification and undertakes public reporting.</p> <p>Previously focused on apparel, with members including Adidas, H&M (China), Nike. However, Syngenta joined the Fair Labor Association (FLA) in 2004 as the first agribusiness member.</p>	<p>seen FLA adapt its methodology for use in agriculture.</p> <p>System involves: adopting a code, collecting compliance information; addressing compliance issues; training staff to collect data and measure level of compliance on farms. Instead of conventional compliance checklist, task-mapping and risk assessment tools have been developed to identify compliance risks and remedial priorities.</p> <p>FLA 3.0 methodology emphasizes ‘inclusive strategy’ with local stakeholder involvement in defining and addressing compliance issues by direct involvement of farmers, their families and communities.</p>	<ul style="list-style-type: none"> • Agriculture benchmarks and guidance (FLA Monitoring Guidance and Benchmarks for Agriculture Sector) • Agriculture audit and tracking instrument Agriculture Audit Tracking Instrument (AATI); Farm Audit Instrument, and Internal Monitoring System (IMS) Audit Instrument • Methodology for production task risk assessment • Needs assessment for capacity building • Process for prioritising different needs identified • Impact assessment • Qualifications and accreditation criteria for independent external monitors for agriculture • Guidance for independent external monitors (Terms of Reference (TOR), Cost Estimate Form (CEF), FLA Welcome Letters for Civil Society Organizations and Growers) • Training materials? <p>Tools have been designed for shorter supply chain than cotton, and the cost model is dependent on heavy support from relevant supply chain companies. However, has been written to include small farmers and cognisant of challenges of working with them</p>
<p>Social Accountability International (SAI)</p> <p>www.sa-intl.org</p>	<p>SAI works with companies, consumer groups, non-governmental organizations (NGOs), workers and trade unions, local governments —as well as a network of agencies accredited for SA8000 auditing.</p> <p>SA8000 covers all widely accepted international labour rights (the ‘consensus’ labour standards included EIT Base</p>	<p>SA 8000 system has been primarily applied to agriculture processing units, though also in a plantation setting in various countries.</p>	<p>Labour standards compliance assessment methodology (using 3rd party accredited auditors) not publicly available.</p> <p>Methodology has not been applied to small farmers, plus there are significant costs associated with certifications and questions over the availability of certifying agencies in some locations.</p>

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Initiative / Organisation	Background info and standard in use	Work promoting decent work in agriculture	Relevant tools
	Code, FLA code etc) and also covers management systems.		
Private sector initiatives			
<p>Global Social Compliance Programme (GSCP) www.ciesnet.com</p>	<p>Run through CIES, an international association of food retailers.</p> <p>Executive Board: Major European and American retailers. Advisory Board: United Nations Office For Partnership; CSR Asia; Uni-Commerce; FIDH.</p> <p>Standard broadly consistent with ETI Base Code (more detailed in some areas). Additional principles: Implementation policy; risk assessment process; provide support to suppliers; assessing buying practices against code obligations.</p>	<p>No public information on members' current work in agriculture. However, CIES was originally a food network, so members should have experience in this area.</p> <p>Further information may be available to BCI on request.</p>	<p>Currently developing a reference toolkit for audits, comprising a reference code, reference audit systems and methodology and reference guidelines for auditor competence.</p> <p>See www.ciesnet.com/2-wwedo/2.2-programmes/2.2.gscp.workingplan.asp</p>
<p>Business Social Compliance Initiative (BSCI) www.bsci-eu.org</p>	<p>Brussels-based, not for profit, industry-only initiative; aimed primarily at retail sector but also open to manufacturers and importers of consumables. Code compliance and capacity building work. Members include: Coop, Lidl, Aldi, Migros, Ahold.</p> <p>Code based on: compliance with relevant laws; freedom of association and right to collective bargaining; prohibition of discrimination; compensation, providing for minimum wage / industry</p>	<p>Have adapted tools based on implementing and verifying audits and capacity building activities into a 'Primary Production Module' for application at farm level, which has been applied in South Africa, Kenya and Egypt. Will be applied in Central and South America in 2009.</p>	<p>BSCI <i>Management tools for Primary production</i> – not publicly available. Further information or learning experience may be available to BCI on request.</p>

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Initiative / Organisation	Background info and standard in use	Work promoting decent work in agriculture	Relevant tools
	standard / overtime; working hours – not to regularly exceed 48 per week; health and safety; prohibition of child labour; prohibition of forced labour and disciplinary measures; environment and safety issues; supplier company to have management systems. Code sent to suppliers for signing.		
GLOBALGAP (ex-EurepGAP) www.GLOBALGAP.org	<p>‘Business-to-business’ food safety standard and auditing framework for agricultural products: includes worker protection and health elements and reference to ILO Conventions.</p> <p>GLOBALGAP is a private sector body that sets voluntary standards for the certification of agricultural products around the globe, using accredited certification agencies. Members: agri-suppliers and processors.</p>	<p>Various projects regarding capacity building of exporters to reach GLOBALGAP standards, including:</p> <ul style="list-style-type: none"> - GRASP project on assessing risk of labour standards violations on both small and large farms. - Smallholder Task Force (current work) aiming to identify specific ways that GLOBALGAP General Regulations (group certification, quality management system requirements) as well as the Control Points and Compliance Criteria can be adapted to smallholders needs. 	<p>For GRASP tools, see below.</p> <p>Smallholder taskforce tools currently under development, see www.GLOBALGAP.org/cms/upload/About_Us/Smallholder-Involvement/Smallholder-Taskforce-Members.pdf</p>
GRASP GLOBALGAP Risk Assessment on Social Practice www.GLOBALGAP.org/cms/upload/Resources/Publications/Success-Stories/011021-GRASP-Flyer.pdf	<p>Public-private partnership between GLOBALGAP, GTZ and Co-op Switzerland to develop a tool for assessing labour standard violation risk on farms.</p> <p>Uses GLOBALGAP standard on social welfare.</p>	<p>From 2005 to 2007 partners aimed to develop an auditing module covering basic social criteria, based on document checking, applicable to all agricultural production systems and different farm sizes. Pilot projects on 4 continents (Kenya, Brazil, Vietnam, Spain, Morocco).</p> <p>In further pilots in retail supply chains from autumn 2008, farmers and assessors are supported through training programmes to learn about the GRASP requirements, their implementation and assessment. Impact of the use of the framework will now also be monitored.</p>	<p>Implementation guideline developed for farmers, based on their feedback during project, should be available from GLOBALGAP on request. From 2009, GLOBALGAP will be producing locally-adapted versions from stakeholder consultation in different regions.</p> <p>Compliance criteria developed during project are listed in annex to project report (see column one).</p>
Ethical Tea Partnership www.ethicalteapartnership.org	UK-based group of tea importers aiming to improve labour standards and build	Monitoring scheme using accredited monitors, plus capacity-building with producers in regional groups.	Guidance on scheme for producers (but not how to implement the standards) available at www.ethicalteapartnership.org/document_library/301346

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org	<p>capacity in tea industry through monitoring and capacity-building.</p> <p>Use ETI-Base Code plus other standards. New ETP Standard due to be launched April 2009.</p>	<p>System of regional managers (East Africa, Indonesia, China, India, Sri Lanka) to provide support to and co-ordinate producers and their involvement in ETP work.</p>	<p>14_ProducerBriefingLeaflet.Oct_07.pdf</p> <p>Other internal documents on implementation guidance are being developed for Chinese producers with BSR, and may be available on request to BCI (Norman.kelly@ethicalteapartnership.org)</p>
<p>Sustainable Agriculture Initiative</p> <p>www.saiplatform.org</p>	<p>Food industry membership organisation created to communicate worldwide and support the development of sustainable agriculture involving the different stakeholders of the food chain.</p> <p>Main work relates to working groups of member companies aimed at developing sustainable agriculture practices along economic, social and environmental lines.</p> <p>Works in 7 main sectors – dairy, coffee, potato and vegetables, fruit, cereals, palm oil, water & agriculture.</p> <p>Particular commitment to the eradication of child labour.</p>	<p>Separate guidelines (Sustainable production principles and practices) for each sector are being developed in consultation with stakeholders. All contain reference to international labour standards but to different degrees.</p> <p>Work is practically focused on action in four areas on how members (ie buying and retailing companies) can improve their operations:</p> <ol style="list-style-type: none"> 1) Knowledge building & management 2) Awareness raising 3) Stakeholder involvement 4) Support to the implementation of SA practices (within the supply chain as well as in compliance with trade policies and regulations). <p>Organise Working Groups and conduct pilot projects to collate best practice on specific issues.</p>	<p>Available to members only. Relevant re BCI members own behaviour, and potentially available to BCI on request.</p>
Fair trade organisations and socio-environmental certifiers			
<p>Twin Trading</p> <p>www.twin.org.uk</p>	<p>UK-based developing country producer owned fair trade membership organisation. Uses FLO Fairtrade mark on coffee, nuts, cocoa, sugar and fruit farmers.</p>	<p>Works with producer organisations on range of issues, some of which may overlap with decent work, eg quality control and management systems will contain OHS elements.</p> <p>Experienced at working with farmers to meet farmers' own needs, eg on governance and organisational strengthening ; business basics.</p>	<p>Internal documents not publicly available, but may be to BCI on request.</p>

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Initiative / Organisation	Background info and standard in use	Work promoting decent work in agriculture	Relevant tools
<p>Fair Trade Labelling Organisations International (FLO)</p> <p>www.fairtrade.net</p>	<p>Association of 20 nationally-based labelling initiatives. FLO is split into FLO International e.V. which develops and reviews standards and FLO-CERT that deals with inspection and certification of producers.</p> <p>Stakeholders from production level are directly represented on prime decision-making structures, through Producer Business Units (PBUs).</p> <p>Two main standards: small farmers and hired labour, and series of specific technical standards for different products and sectors (bananas, cocoa etc).</p> <p>Small farmers standard revised as at 01/01/09, see www.fairtrade.net/fileadmin/user_upload/content/Jan09_EN_Generic_Fairtrade_Standards_SPO.pdf</p>	<p>Undertaken through licensees and Fairtrade-certified producers.</p>	<p>Revised small producer organisation standard contains reference to the following:</p> <ul style="list-style-type: none"> ▪ <i>Self-produced producer needs assessment tool</i> (introduced Jan 09 in the revised Generic Fairtrade Standards for Small Producers' Organizations). ▪ <i>Development plan</i> to be prepared by producers, based on their own needs assessment, including goals and indicators for measuring progress. ▪ <i>Employment policy</i> requiring producer to carry out assessment of how to improve working conditions of workers employed by: a) the small producers' organization and b) any workers employed by individual members of the organization (including migrants). <p>It is unclear which of these standards has extra guidance/samples for producers on how to implement the new elements, and whether any guidance would be available to BCI.</p>
<p>World Cocoa Foundation</p> <p>www.worldcocoafoundation.org</p>	<p>US-based, non-profit cocoa industry membership organisation working with West African governments, NGOs and labour experts to improve livelihoods and implement 'certification' for cocoa farming labour practices, focusing on child and forced labour and good environmental practice.</p>	<p>Livelihoods improvement approach which appears very relevant to BCI (improved yield = improved income = quality of life = reduced child labour), though little on links to or responsibilities of purchasers. Programmes on sustainable farming; building communities and environmental stewardship in Africa, Asia and Latin America.</p> <p>Labour standards work focuses on child labour, current program re promoting good educational methods and encouraging children and young</p>	<p>Programme information on farmer field schools and peer training (including re trainer training, use of locals, influencing farmers), migrant labour work, women's education programme at www.worldcocoafoundation.org/difference/</p> <p>Program design information on Empowering Cocoa Households with Opportunities and Education Solutions (ECHOES) addressing child labour at www.worldcocoafoundation.org/difference/ECHOES_summary.asp</p>

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Initiative / Organisation	Background info and standard in use	Work promoting decent work in agriculture	Relevant tools
	Supported financially by US/European chocolate retailers.	people to stay in school.	
Utz Certified www.utzcertified.org	<p>Holland-based standards and certifying organisation.</p> <p>Developed for coffee but now creating 'sustainability models' for cocoa, tea and palm oil.</p> <p>Code based on GLOBALGAP; certification undertaken by Utz Foundation and third-parties.</p> <p>Cooperating with Ahold, Cargill, Heinz Benelux, Mars, Nestlé and ECOM to develop and implement a mainstream certification and traceability system for sustainable cocoa; cooperating with RSPO (see below) for sustainable palm oil in the supply chain.</p>	<p>Implementation guides developed on coffee for 5 Latin American countries.</p> <p>These are predominantly on GAP and quality, though there is guidance for farmers (Spanish only) on child and forced labour and OHS, access to health care and hours.</p>	<p>Implementation guides can be found at :</p> <p>www.utzcertified.org/index.php?pageID=111&showdoc=111_0_59</p>
Rainforest Alliance www.rainforest-alliance.org	<p>US-based certification agencies, originally on environmental issues, now also social-covering coffee, cocoa, citrus, banana, tea and flowers. Rainforest Alliance is international Secretariat for Sustainable Agriculture Network (SAN) – see SASA below</p> <p>Standard: "Farms pay salaries and benefits equal or more than the legal minimum, and the workweek and working hours must not exceed the legal maximums or those established by the ILO. Workers may</p>	<p>Agricultural labour standards work is certification based.</p> <p>Main body of work relates to improved environmental practices, see www.rainforest-alliance.org/resources.cfm?id=handbooks_manuals which may contain overlap with labour standards on occupational health and safety.</p>	<p>No tools for standards implementation publicly available – only certification standards.</p>

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Initiative / Organisation	Background info and standard in use	Work promoting decent work in agriculture	Relevant tools
	<p>organize and associate freely, especially for negotiating working conditions. Certified farms do not discriminate and do not use forced or child labour; to the contrary, these farms work hard to offer employment opportunities and education to people in neighbouring communities. Housing provided by certified farms is in good condition, and has potable water, sanitary facilities and domestic waste collection. Families living on certified farms have access to medical services and the children have access to education.”</p>		
<p>International Federation of Organic Agriculture Movements (IFOAM)</p> <p>www.ifoam.org</p>	<p>Organisation for organic movement; aiming for the global adoption of ecologically economically and socially sound systems based on organic agriculture.</p> <p>IFOAM Basic Standards includes chapter on social standards, including recommendations on ILO conventions, child labour, forced labour, equal opportunity, discrimination, freedom of association and collective bargaining.</p> <p>IFOAM is also an accreditation agency of organic certifiers which meet its standards.</p>	<p>Promotes farmers’ transition to organic agriculture.</p> <p>Develops tools for training organic farmers, producer groups, inspectors and others, supports the participation of people and organizations from developing countries on IFOAM committees and internal bodies and events.</p> <p>Recent work has included: I-GO project to integrate social standards into organic production; work on harmonization and equivalence between organic and other standards (especially for purpose of reducing trade barriers for developing country producers);</p>	<p>Information on different projects, plus relevant documents including reports and project tools can be found at:</p> <p>www.ifoam.org/partners/projects/index.html</p>
<p>International Flower Co-ordination</p>	<p>European network of NGOs and trade unions working on</p>	<p>Members have all taken action to improve labour standards in flower exporting countries. Much of</p>	<p>Flower Label Programme has implementation guidelines for growers at</p>

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Initiative / Organisation	Background info and standard in use	Work promoting decent work in agriculture	Relevant tools
www.flowercampaign.org/english/prod/code.htm	<p>labour issues in floriculture for export to European supermarkets. IFC code almost identical to ETI Base Code, drafted in 1999.</p> <p>Members based in Germany, Holland and Switzerland, as well as IUF. Members share learning and work jointly to address flower industry issues.</p>	<p>this has been campaigning work, though some practical also, eg in Kenya, Colombia, Ecuador, Ethiopia.</p> <p>Practical work done by Flower Label Programme (FLP) (www.fairflowers.de) and Fair Flowers Fair Plants (www.bothends.org) in Holland on implementation guidance for growers, training and capacity building workshops for workers.</p>	www.fairflowers.de/fileadmin/flp.de/Redaktion/Dokumente/Vereinsdokumente/FLP_Guidelines_Version_4_2008.pdf
Miscellaneous			
<p>Cotton Made in Africa (CMIA)</p> <p>www.cotton-made-in-africa.com</p>	<p>German-based organisation with commercial and NGO members, funded by GTZ</p>	<p>CMIA conducts on -site training programmes to teaching farmers (in Zambia, Benin and Burkina Faso) new farming practices to help them get better yields and to protect the environment as well as their health. CMIA takes a livelihoods approach aiming to improve farmers' living conditions and those of their families.</p> <p>Project goals relevant to decent work include targets on numbers of children in education and improved health and safety for cotton growers and workers.</p>	Not publicly available.
<p>Anti-Slavery International</p> <p>www.antislavery.org</p>	<p>UK-based campaigns and programmes NGO with international partners, addressing slavery around the world.</p> <p>Uses ILO Conventions in campaign work</p>	<p>Variety of campaigning and awareness-raising projects, including on agriculture, in particular on slavery, discrimination, forced, bonded and worst forms of child labour. Partners include organisations working on small tea farmers in India, tomato-pickers in Florida.</p>	<p>Detailed tools developed by partners (eg campaigns and communications tools re Florida workers supplying fast food chains at www.ciw-online.org/about.html).</p> <p>Awareness-raising tools on forced, bonded and child labour.</p>
<p>Made in Dignity</p> <p>www.madeindignity.be</p>	<p>Belgian-based union of Oxfam-Magasins du Monde (Belgium), plus Italian and French fair-trade NGOs.</p> <p>Using fairtrade (IFAT) standards to buy and produce cotton garments and other products from Indian producers.</p>	<p>Monitoring, capacity-building projects and awareness -raising with farmers and producers in India.</p>	<p>Further project information is available at : www.youthxchange.net/main/madeindignity.asp www.madeindignity.be/Public/Special.php?ID=1595 though no tools regarding work undertaken.</p>

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<p>Eliminating Child Labour in Tobacco Foundation (ECLT)</p> <p>www.eclt.org</p>	<p>Swiss-based multi-stakeholder membership initiative aiming to address child labour in tobacco growing.</p> <p>Members are representatives of the trade unions, tobacco growers and corporate sector.</p>	<p>Activities include research into child labour in tobacco industry, projects to eliminate child labour and sharing of best practice.</p>	<p>Shared learning from African projects (including indicators re reduced child labour, increased education and other community outcomes):</p> <p>www.eclt.org/filestore/PartnerWorkshopReport.pdf</p> <p>Summary of projects and their progress can be found at:</p> <p>www.eclt.org/activities/index.html</p>
<p>COLEACP (Europe-Africa-Caribbean-Pacific Liaison Committee)</p> <p>www.coleacp.org</p>	<p>A network promoting sustainable horticultural trade, gathering together ACP producers/ exporters and EU importers of fruit and vegetables, flowers and ornamental plants, and other companies and partners operating in the ACP/EU horticultural industry.</p> <p>Framework provides progressive coverage of social issues. Makes reference to compliance with all the core ILO Conventions, and covers key direct employment issues such as equal pay, safety and hygiene, work hours, contracts and discrimination.</p>	<p>COLEACP has produced a <i>Harmonised Framework</i>, which provides guiding principles for local (exporter-led) codes covering environmental and social responsibility, although the Framework is not itself an auditable code.</p> <p>Work to date has focused on pesticide issues in crop production.</p>	<p>Documents currently restricted to members.</p>
<p>ISEAL and Social Accountability in Sustainable Agriculture (SASA)</p> <p>www.isealalliance.org</p>	<p>UK-based international not-for-profit organisation, ISEAL alliance defines and codifies best practice at international level for design and implementation of social and environmental standards and certification systems.</p> <p>SASA project aimed to improve and harmonise social auditing processes in agriculture; to foster closer cooperation and shared learning between the</p>	<p>SASA Project was to define, codify and test best practice on standard setting and audit methodologies in the agricultural sector worldwide. Individual standards of participating organisations reflect focus on core labour standards and OHS.</p> <p>Major project outcome was query over appropriateness of 'imposition' of labour standards on smallholder farmers.</p>	<p>Tools on measuring impact of social and environmental standards (and on certification impact) at</p> <p>www.isealalliance.org/index.cfm?fuseaction=Page.ViewPage&PageID=999</p>

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	participating standard-setting bodies: FSC, IFOAM, IOAS, MAC, MSC, SAI, RA-SAN (see above)		
Sustainable Food Lab Responsible Commodities Initiative (RCI) www.sustainablefoodlab.org/bio-fuels	US-based international consortium of 70 businesses and social organizations focusing on providing tools to help system actors make better-informed decisions that support sustainable commodity markets. Members: Food companies, NGOs, government, academic institutions, private foundations	RCI has focused on addressing sustainability issues in palm oil, cotton, soy, sugar, coffee and other commodities through the creation of a Benchmarking Tool which calls for simple, targeted, and strategic production standards and for measurement of the few key environmental and social indicators that matter most. New project on addressing poverty and market access (2008- 2013) in agriculture, especially with smallholder farmers, addressing innovation for healthy value chains – may be especially relevant for BCI.	Entire toolbox to date, case studies and further reference for tools used available at www.sustainablefoodlab.org/toolbox/ Benchmarking tool available at www.sustainablefoodlab.org/benchmarking-tool
Commodity roundtables			
Common Code for the Coffee Community Association (4C) www.4c-coffeeassociation.org	Swiss/German-based global association aimed at social, environmental and economic sustainability in the mainstream coffee sector. Main pillars of 4C are a code of conduct, participation rules for trade & industry, support mechanisms for coffee farmers, a verification system and the participatory governance structure.	4C takes a livelihood approach which aims to improve producers' income and living conditions through cost reductions, quality improvements, optimisation of supply chain, improved marketing conditions and better access to markets and credits. It also promotes environmental sustainability, 4C offers support services to coffee producers. A support network provides access to training programmes, promotes good agricultural and management practices, facilitates information exchange, and strengthens the self-organisation of farmers. A virtual project network is planned shortly, sharing experience from different projects.	For project information see: www.4c-coffeeassociation.org/en/support-services.htm
Roundtable on Sustainable Palm Oil (RSPO) www.rsपो.org	Swiss/Malaysian based international multi-stakeholder initiative established in 2004 to address sustainability in the palm oil industry. Mainly focused on environment.	Range of projects on consulting with local growers re local interpretation of RSPO standards, plus Taskforce on Smallholders aiming to improve smallholder (independent and co-op) access to RSPO certification mechanisms and how to implement RSPO principles and criteria with	Range of project and standards documents available on website, including current work on smallholders at www.rsपो.org/Update_On_Task_Force_on_Smallholders.aspx Tools on RSPO implementation guidance,

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	Standard on labour addresses pay and conditions, trade union rights, child labour, discrimination and sexual harassment.	smallholders.	communications criteria for members, grievance procedure: www.rspo.org/download_list.aspx?catid=4&ddIID=16
Round Table On Responsible Soy (RTRS) www.responsiblesoy.org	Argentina-based international multi-stakeholder initiative working to define what is responsibly-grown and processed soy and promote the best available practices to mitigate negative impacts throughout the value chain. Currently developing criteria on responsible soy production and processing, to comply with all applicable national and local labour, occupational health & safety regulations and all applicable ILO conventions.	Current work involves dialogue between groups with different interests and backgrounds in order to define principles and common ground for future action.	
Better Sugar Initiative www.bettersugarcane.org	UK-based membership organisation of companies and NGOs aiming to improve environmental and social standards in sugarcane production and processing. Principles now drafted (all metric) and about to be released for public consultation.	No current projects, just development of standard. Likely to include forced labour, child labour, discrimination and OHS.	None to date.
National level Initiatives			
Wine and Agriculture Ethical Trade Association www.wieta.org.za	South African not for profit MSI aiming to improve labour standards in wine and agriculture through	Developed code and monitoring methodology; training for local inspectors; worker education and capacity building tools.	Workers photostory available on payment (Afrikaans only but useful example of tool for semi-literate workers). See:

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	<p>development and implementation of a code-of-conduct and monitoring system.</p> <p>Standard developed locally but including core ILO conventions and more.</p>		<p>www.wieta.org.za/news.html#WIETA_Training_&_Materials_Development_Programme_</p>
<p>Horticulture Ethical Business Initiative (HEBI)</p> <p>www.hebi.or.ke</p>	<p>Kenyan NGO (now defunct) which aimed to promote ethical social behaviour in the horticulture and floriculture industry.</p> <p>Standards based on ILO conventions, almost identical to ETI Base Code but with more emphasis on agriculture specific OHS.</p>	<p>Work from 2003 – 05 included reviewing prevailing social codes (both international & local); developing local code; developing appropriate participatory social auditing methodology; training social auditors in the use of a participatory audit methodology using newly developed HEBI Code.</p> <p>This included training on problem ranking tools and worker needs assessment.</p>	<p>Training on participatory social assessment for assessors can be found at:</p> <p>www.hebi.or.ke/pa-awareness.pdf</p>
<p>Fresh Produce Exporters Association of Kenya (FPEAK) - Kenya Good Agricultural Practice KENYA-GAP</p> <p>www.fpeak.org</p>	<p>Kenyan producers' association aiming to enhance members' business activities, through lobbying, information and marketing support, and promotion of members compliance to International standards.</p> <p>Compliance with KENYA GAP code is condition of membership, with verification undertaken by SGS, aiming to "ensure proper treatment of workers and the provisions for a safe work environment"</p>	<p>Promotes KENYA-GAP code, conducts awareness-raising and training for members including on labour standards.</p>	<p>Tools available for members.</p>
<p>KFC Kenya Flower Council</p> <p>www.kenyaflowers.co.ke</p>	<p>Kenyan private voluntary association of independent growers and exporters of cut-flowers and ornamentals formed to foster a responsible and safe production of cut</p>	<p>Auditing and certification work, along with capacity building on labour and environmental standards for members.</p>	<p>Quality management system for implementation of standard available for members. Potentially available to BCI on request.</p>

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	<p>flowers in Kenya while protecting the natural environment and benefiting the welfare of all farm staff.</p> <p>The 'Silver Standard' is basic requirement for all KFC members and is aligned with international labour standards.</p>		