

**IS NESTLÉ'S  
CLMRS  
CONTRIBUTING  
TO THE  
REDUCTION  
OF CHILD LABOR  
IN ITS COCOA  
SUPPLY CHAIN  
IN CÔTE D'IVOIRE?**

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**FAIR LABOR**  
ASSOCIATION®



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**ABOUT THE FAIR LABOR ASSOCIATION**

The Fair Labor Association promotes and protects workers' rights and improves workplace conditions through collaboration among business, civil society, and colleges and universities. The FLA conducts transparent and independent monitoring to ensure that rigorous labor standards are upheld wherever FLA affiliates source their products, identifies root causes of non-compliances and proposes solutions to workplace problems.

# EXECUTIVE SUMMARY

**In March and April 2019**, the Fair Labor Association (FLA) conducted a social impact assessment (SIA) of cooperatives and communities participating in Nestlé’s Child Labor Monitoring and Remediation System (CLMRS), implemented in partnership with the International Cocoa Initiative (ICI). The FLA assessment was based on three sources: primary data from field observations and in-person interviews with a representative sample of cooperatives and communities in 2019; the FLA’s Independent External Monitoring (IEM) reports (2013 – 2017); and secondary data from Nestlé’s CLMRS (2012 – 2019). Further data was collected in the second quarter of 2020 to verify information provided by Nestlé in early 2020.

Nestlé launched the CLMRS in 2012 after the FLA conducted an independent evaluation of Nestlé’s cocoa supply chain in Côte d’Ivoire that identified child labor in its cocoa supply chain and made recommendations to Nestlé. In partnership with the ICI, Nestlé is addressing child labor through a range of interventions, with the CLMRS as a central component of these interventions.

Since 2013, the FLA has conducted and published annual announced and unannounced Independent External Assessments (IEA) in Nestlé’s cocoa supply chain in Côte d’Ivoire to monitor labor standards as articulated in the FLA’s Code of Conduct and Compliance Benchmarks for Agriculture Sector, based

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A Community Service Group at work.



on the ILO Fundamental Conventions. The FLA further verifies Nestlé's labor standards management systems in its cocoa supply chain against the FLA's Principles of Fair Labor and Responsible Sourcing for Agriculture Sector that closely align with the United Nations Guiding Principles on Business and Human Rights (UNGPs) and the OECD-FAO Guidance for Responsible Agricultural Supply Chains.

As an FLA affiliate Nestlé has made a commitment to remediate the non-compliances identified by the FLA assessments. Given the prevalence and magnitude of child labor in the cocoa sector in Côte d'Ivoire, Nestlé has prioritized addressing child labor in its internal monitoring and remediation efforts since 2012.

As part of the 2018-2019 due diligence cycle, the FLA and Nestlé agreed to conduct a detailed evaluation of Nestlé's CLMRS to assess its perceived impact through a revised due diligence methodology. In the social impact assessment, the FLA went beyond its audit-based compliance methodology and collected primary information to evaluate whether the cocoa farmers, workers, and their families have benefited from the CLMRS interventions, including data on their perception of whether and how CLMRS interventions are impacting child labor. The FLA will continue its annual due diligence and reporting in 2020-2021<sup>1</sup> to assess progress made through the CLMRS at the farm level.

To collect data, the FLA team visited nine communities supplying cocoa to four cooperatives during March and April of 2019. During that time the FLA interviewed 380 people to obtain their perceptions of the CLMRS. Among the interview participants are producers, women and children, and community stakeholders such as local school authorities and village leaders.

## Key Findings

- 1. Child labor data monitoring and transparency is improving.** The FLA study confirms that the Nestlé CLMRS collects and manages relevant data on child labor<sup>2</sup> in the households of the cocoa producers that currently supply to Nestlé, and it is building the data collection capacity of the cooperatives. Based on the CLMRS data from its supplier farms and cooperatives, Nestlé has published two reports — *Tackling Child Labour in 2017*, and *Tackling Child Labour in 2019*.
- 2. Awareness of legal minimum working age is high but is lacking on specifics of light and hazardous work.** Ninety-six percent of the people interviewed were aware of the legal minimum age for work (16 years). In addition, 92.5 percent of the respondents broadly understood what constitutes child labor (per the local legal definitions) and could refer to the prohibition of hazardous work for underage children and the fact that work must not interfere with schooling. Awareness-raising activities under the CLMRS can continue to close the existing knowledge gap, especially concerning the new legal requirements on light work and hazardous work.
- 3. More producers say they regularly send their children to school.** Measures to support schooling and enable education

<sup>1</sup> Subject to travel restrictions due to COVID-19

<sup>2</sup> In the CLMRS, children in the age group of 5-17 years performing hazardous work are considered being in child labor. Children engaged in hazardous work is used as a proxy for child labor and child labor is not measured separately. Per minimum age requirements in Côte d'Ivoire's any person below the local legal minimum age (16 years) and engaged in any type of work is considered child labor, with the exception of light work (Refer to Table 1).

include the construction of schools, distribution of school kits, financial support, and the introduction of home tutoring and bridging courses to facilitate the integration of children who have missed school into mainstream education. Among the interviewed producers, 86 percent with school-age children stated that their children have access to school in their community, and 47 percent credited Nestlé’s school infrastructure program with facilitating school attendance. Of the producers who reported their children attending school, 50 percent stated that their children never miss school and 44 percent said that their children attend school regularly.

**4. More adults are filling labor gaps.** By facilitating access to adult workers during peak periods on cocoa farms, the Community Service Groups (CSG) (established as a remediation measure under the CLMRS) contribute to reducing child labor. Ninety-five percent of participants in such groups stated that they no longer involve their children in cocoa production activities.

**5. Higher family income (especially for women) appears to result in higher school attendance.** Interviews revealed that school attendance is higher (92 percent) among children whose mothers are involved in Income-Generating Activities (IGA) as part of the CLMRS than the overall figure (84 percent) among children of cocoa households involved in the CLMRS.

Men and women interviewed in the communities spoke favorably of the results of CLMRS. Men expressed a higher satisfaction



level, possibly because they believe the educational support provided through the CLMRS is helping them to meet their family responsibilities. Eighty percent of women consider CLMRS successful, including 15 percent who rated it very useful. Ninety-two percent of cocoa producers surveyed believe that the dissemination of social programs through the CLMRS has been strong. Three of the four assessed cooperatives and all nine assessed communities continue to seek support to run the CLMRS.

Nestlé should continue its efforts and, through dialogue with its partners, develop a strategy to strengthen cooperatives and communities to self-sustain the interventions introduced through the CLMRS.

# BACKGROUND

## ► CHILD LABOR IN THE COCOA SECTOR IN CÔTE D'IVOIRE — A COMPLEX AND PERSISTENT ISSUE

**Almost 60 percent of the world's cocoa** is produced in two West African nations — Ghana and Côte d'Ivoire — with an estimated two million children engaged in child labor. In Côte d'Ivoire<sup>3</sup>, an estimated 800,000 smallholding farmers, grouped in communities and cooperatives, produce cocoa. Overall, some 4.5 million people, including over three million children, live in cocoa-growing communities.<sup>4</sup> The cocoa communities involve Ivorian farmers and producer families mainly from Burkina Faso. Some producers also originate from Mali and Guinea<sup>5</sup>. They all reside in various cocoa growing communities and own and/or work on cocoa farms. Families of both growers and sharecroppers are involved in cocoa production<sup>6</sup>.

A Tulane University study<sup>7</sup> commissioned by the United States Department of Labor-Bureau of International Labor Affairs (USDOL-ILAB) estimated that in 2013/14 the total number of children in hazardous work in Côte d'Ivoire was 1.15 million<sup>8</sup>. About 32 percent of children aged 5-17 in cocoa-growing areas of Côte d'Ivoire were engaged in child labor in cocoa production, and 31 percent were involved in hazardous work<sup>9</sup> such as cutting of trees and land clearing, carrying of heavy loads, and deprivation of schooling or the opportunity to attend school<sup>10</sup>. There is a 97 percent overlap between child labor and children involved

in hazardous work in Côte d'Ivoire with a three percent child labor case load<sup>11</sup>.

Among the root causes of child labor in Côte d'Ivoire are the lack of educational infrastructure and the poor quality of education. A major concern is children who lack a birth certificate, which is a requirement to register for secondary education.<sup>12</sup> Some estimates suggest that 40 percent to 50 percent of children born in cocoa-producing communities do not have a birth certificate. Low family income and persistent labor shortages in the cocoa sector also contribute to the prevalence of child labor.

3 <https://www.dol.gov/agencies/ilab/our-work/child-forced-labor-trafficking/child-labor-cocoa>

4 UNICEF 2018, Children's Rights in the Cocoa-Growing Communities of Côte d'Ivoire <https://www.unicef.org/csr/css/synthesis-report-children-rights-cocoa-communities-en.pdf>

5 *ibid.*

6 [https://www.fairlabor.org/sites/default/files/documents/reports/nestle\\_gender\\_report\\_7-9-14\\_0.pdf](https://www.fairlabor.org/sites/default/files/documents/reports/nestle_gender_report_7-9-14_0.pdf)

7 Table 14. Page 44, Tulane University June 2015, Final report 2013/14 Survey Research on Child Labor in West African Cocoa Growing Areas. [https://www.dol.gov/sites/dolgov/files/ILAB/research\\_file\\_attachment/Tulane%20University%20-%20Survey%20Research%20Cocoa%20Sector%20-%2030%20July%202015.pdf](https://www.dol.gov/sites/dolgov/files/ILAB/research_file_attachment/Tulane%20University%20-%20Survey%20Research%20Cocoa%20Sector%20-%2030%20July%202015.pdf)

8 This was a 46 percent rise in the total number of children in hazardous work from 0.79 million in 2008/2009. In the same duration (from 2008/2009 – 2013/14) the total production of cocoa increased by 40 percent in Côte d'Ivoire.

9 *ibid.*

10 Source: *ibid.* In 2013/2014, 71 percent of children reported having attended school or preschool in the past 12 months, This translates to 29 percent or 377,873 children not attending school.

11 Given the overlap between child labor and children performing hazardous work, in the CLMRS Nestlé and ICI use children performing hazardous work as a proxy for child labor. They prioritize addressing of children performing hazardous work from a saliency perspective as indicated by the United Nations Guiding Principles.

12 UNICEF 2018, Children's Rights in the Cocoa-Growing Communities of Côte d'Ivoire <https://www.unicef.org/csr/css/synthesis-report-children-rights-cocoa-communities-en.pdf>

Despite improvements<sup>13</sup>, gaps remain in the enforcement of existing laws.<sup>14</sup> Côte d'Ivoire has ratified all key international conventions regarding child labor, including ILO Convention 138 on minimum age<sup>15</sup> and Convention 182 on the Worst Forms of Child Labor<sup>16</sup>. Côte d'Ivoire adopted a National Plan of Action for the Fight Against Trafficking, Exploitation, and Child Labor first in 2014 and in 2018 developed a new plan for 2018–2020 and a new National Labor Inspection Strategy<sup>18</sup>.

In 2015, Côte d'Ivoire set its minimum legal age for work at 16 (previously it was 14) and the minimum age of light work at 13 years (previously it was 12). In 2017 the government ratified two new definitions: a Hazardous Work List (ARRETE N°2017-017 MEPS/CAB) and a Light Work List (ARRETE N°2017-016 MEPS/CAB du 02 Juin 2017) for children. Light work performed by children, allowed

from the age 12 according to ILO Convention 138 and age 13 according to Ivorian law, is sometimes described as “travail socialisant” or “socializing work.” Table 1 presents the child labor definition used in Côte d'Ivoire.

13 “The government developed a 2018–2020 National Action Plan of the Fight Against Trafficking, Exploitation, and Child Labor, and drafted a National Labor Inspection Strategy. The First Lady of Côte d'Ivoire signed a memorandum of understanding for carrying out applied research on child labor in cocoa-growing areas and opened a child protection center that houses and provides education, medical care, counseling, and vocational training to victims of child labor. The government also took enforcement actions against violations of the worst forms of child labor, including sentencing a child trafficker to 3 years in prison.” Source: US Department of Labor, 2018 Findings on the Worst Forms of Child Labor <https://www.dol.gov/agencies/ilab/resources/reports/child-labor/cote-divoire>

14 Gaps remain in resources, personnel, and training for law enforcement, which hindered child labor law enforcement efforts. Furthermore, the labor inspectorate is not authorized to assess penalties. Source: *ibid*

15 [https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:11300:0::NO:11300:P11300\\_INSTRUMENT\\_ID:312283:NO](https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:11300:0::NO:11300:P11300_INSTRUMENT_ID:312283:NO)

16 [https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:11300:0::NO:11300:P11300\\_INSTRUMENT\\_ID:312327:NO](https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:11300:0::NO:11300:P11300_INSTRUMENT_ID:312327:NO)

17 [https://www.ilo.org/wcmsp5/groups/public/@africa/@ro-abidjan/@sro-abidjan/documents/publication/wcms\\_461652.pdf](https://www.ilo.org/wcmsp5/groups/public/@africa/@ro-abidjan/@sro-abidjan/documents/publication/wcms_461652.pdf)

18 <https://www.dol.gov/agencies/ilab/resources/reports/child-labor/cote-divoire>

## ATTENTION ON THE CHILD LABOR IN THE COCOA SECTOR

Responding to the evidence of children working in hazardous work in the cocoa sector, the representatives of the global chocolate and cocoa industry in 2001 signed the **Harkin-Engel Protocol** and started collaborating through two main industry platforms – the **World Cocoa Foundation (WCF)**, and the **International Cocoa Initiative (ICI)**.

The United States Department of Labor’s Bureau of International Labor Affairs (USDOL-ILAB) put into motion a series of efforts in cocoa pursuant to the Harkin-Engel Protocol, including setting up the Child Labor Cocoa Coordinating Group (CLCCG) in 2010 and the **Declaration of Joint Action to Support Implementation of the Harkin-Engel Protocol**. USDOL commissioned two reports by Tulane University published in 2010 and **2015**.

Accompanying the Declaration is the **Framework of Action** to Support Implementation of the Harkin-Engel Protocol, which lays out a goal to reduce the worst forms of child labor by 70 percent in the cocoa sectors of Côte d'Ivoire and Ghana by 2020.

In December 2015, USDOL-ILAB commissioned a new study to be conducted by the **National Opinion Research Center at the University of Chicago (NORC)** to identify the various interventions carried out in the cocoa sector in Côte d'Ivoire and Ghana and measure progress toward achieving a 70 percent reduction in the worst forms of child labor and other goals by 2020, as set forth in the 2010 **Declaration of Joint Action**. The NORC report is nearing completion, still to be published.

### WHAT IS A CHILD?

The United Nations Convention of the Rights of Children (UNCRC, 1989) defines child as “Every human being below the age of 18 years unless under the law applicable to the child, majority is attained earlier.”

### WHAT IS CHILD LABOR?

The FLA Workplace Code of Conduct and Benchmarks for the Agriculture Sector, in line with ILO Convention 138, states that “No person shall be employed under the age of 15 or under the age for completion of compulsory education, whichever is higher”. In countries where the economy is insufficiently developed and educational facilities lacking, the minimum age for employment can be 14.

Child labor is work that deprives children of their childhood, their potential and their dignity, and is harmful to their physical and mental development. It involves activities that are:

- mentally, physically, socially or morally dangerous and harmful
- interferes with their schooling.

In Côte d'Ivoire the legal minimum age for work is 16 years.

### WHAT IS LIGHT WORK?

ILO Convention 138 allows light work that is age appropriate, not dangerous, and conducted outside school hours under parental supervision from the age of 12.

In Côte d'Ivoire the legal minimum age for light work “also called “travail socialisant” is 13 years.

### WHAT IS HAZARDOUS WORK?

The FLA Workplace Code of Conduct and Benchmarks for the Agriculture Sector, in line with ILO Convention 182, states that “no person under the age of 18 shall undertake hazardous work, i.e. work which is likely to “harm the health, safety or morals of persons under 18” or undermine their long-term development.

Such work includes, but is not limited to:

- The application of agricultural chemicals, pesticides, and fertilizer
- Lifting or moving heavy materials and goods
- Use of farm equipment, tools and machinery
- Working at heights or confined spaces
- Working in extreme conditions (heat, excessive hours, without breaks and at night).

### WHAT ARE THE WORST FORMS OF CHILD LABOR?

ILO Convention 182 defines worst forms of child labor as following activities

- Work which is likely to harm the health, safety and morals of children (hazardous work)
- Slavery
- Child trafficking
- Debt bondage
- Serfdom
- Forced labor (e.g. children in armed conflict)
- Sexual exploitation (prostitution, pornography and pornographic performances)
- Involvement in illicit activities (production and trafficking drugs, other crimes, organized beggary)



## TABLE 1: CHILD LABOR STANDARDS

| CATEGORY   | LEGAL REQUIREMENTS IN CÔTE D'IVOIRE  | FLA CHILD LABOR BENCHMARKS  |
|--|--|---|
| <p><b>Light work (nonhazardous activities)</b></p> | <p>Minimum age for light work: 13 years</p> <p><b>Hours of Work:</b></p> <ul style="list-style-type: none"> <li>• Max working hours per week during school day: 10 hours</li> <li>• Max working hours per day during school day: 2 hours</li> <li>• Max working hours per week outside of schools day: 14 hours</li> <li>• Max working hours per day outside of school day: 4 hours</li> <li>• Minimum daily rest: 14 hours per day</li> <li>• Minimum rest per week: 1 day</li> <li>• Minimum continuous rest during school holidays: At least half of the total holiday duration</li> <li>• Working time: Not before 7:00 am and not after 7:00 pm or during school hours.</li> </ul> <p><b>Examples of light work:</b></p> <ul style="list-style-type: none"> <li>• Helping in measuring distances between the plants when pods gathering</li> <li>• Extracting cocoa beans by hand after an adult has broken the pod</li> <li>• Washing beans</li> <li>• etc.</li> </ul> <p>Other details on light work included in the document ARRETE Number 2017-016 MEPS/CAB</p> | <p>In accordance with national laws and ILO Convention 138, children of producers not younger than 12 years may be involved in light work on their parents' farm provided that:</p> <ol style="list-style-type: none"> <li>1) The work is not dangerous and not harmful to their health or development;</li> <li>2) The work does not prejudice their attendance at school and is done within reasonable time limits after school or during holidays;</li> <li>3) The work is appropriate to the child's age and physical condition, and does not jeopardize the child's social, moral or physical development</li> <li>4) The child's parents provide supervision and guidance.</li> </ol> |
| <p><b>Apprenticeship</b></p>                       | <p>Minimum age for admission to apprenticeship: 14 years</p>   | <p>Employers may allow temporary workplace and apprenticeship education programs for young workers (14 or 15 – 18 years old) which are customary seasonal employment so long as such persons are closely supervised and their morals, safety, health, and compulsory education are not compromised in any way and all local, state and national laws regarding the employment of young workers are observed.</p> <p>Employers shall comply with all regulations and requirements of apprentice or vocational education programs.</p>  |
| <p><b>Working Age</b></p>                          | <p>Minimum age for work: 16 years</p>  | <p>Employers shall comply with all national laws, ratified international conventions, fundamental labor rights, regulations and procedures concerning the prohibition of child labor.</p> <p>Employers shall comply with ILO Convention 138 and shall not employ anyone under the age of 15 or under the age for completion of compulsory education, whichever is higher. If a country has a specified minimum age of 14 years due to insufficiently developed economy and educational facilities, employers might follow national legislations but must work to progressively raise the minimum age to 15 years.</p>   |

|                             |   |   |
|-----------------------------|---|---|
| <b>Compulsory schooling</b> | Up to the 16th birthday   | Resident and migrant children whose parents are involved in farm activities shall have guaranteed access to quality education. If there are no schools available in the area where children live or stay, the employer shall work with local authorities and/or other relevant stakeholders to facilitate access to education or provide alternative forms of schooling on the farm or in nearby communities.   |
| <b>Hazardous work</b>       | <p><b>Minimum age for hazardous work:</b> 18 years</p> <p><b>Exceptions:</b> Hazardous activities can be undertaken by children 16-18 years provided</p> <ul style="list-style-type: none"> <li>• Their health and safety, and morals are guaranteed</li> <li>• They have received a specific and adequate training or vocational training in relation to the activity</li> </ul> <p><b>List of hazardous work for agriculture and forestry (including cocoa):</b></p> <ul style="list-style-type: none"> <li>• Tree felling</li> <li>• Burning of fields</li> <li>• Sale, transportation, handling and application of agrochemicals</li> <li>• Hunting</li> <li>• Charcoal production or logging</li> <li>• Land clearing</li> <li>• Tree stump removal</li> <li>• Digging a hole</li> <li>• Pod-breaking with a sharp object /tool</li> <li>• Harvesting with machete or a sickle</li> <li>• Handling of motorized equipment/machines</li> </ul> <p><b>Hours of Work</b></p> <ul style="list-style-type: none"> <li>• Maximum of 40 hour per week</li> <li>• No night work</li> </ul> <p><b>Allowable Weight to carry</b></p> <ul style="list-style-type: none"> <li>• Boys and Girls 14-15 years: 8 kilograms</li> <li>• Boys and Girls 16-17 years: 10 kilograms</li> <li>• By Wheelbarrow, Boys and Girls 14-17 years: 40 kilograms</li> </ul> <p>Other criteria on carrying weight by train cart, tricycle, 3-4 wheeler, hand cart are detailed in the document ARRETE Number 2017-017 MEPS/CAB</p> | <p>Employers shall comply with all relevant laws that apply to young workers, (e.g., those between the minimum legal working age and the age of 18) including regulations related to hiring, working conditions, types of work, hours of work, proof of age documentation, and overtime.</p> <p>No person under the age of 18 shall undertake hazardous work, i.e., work which, by its nature or the circumstances in which it is carried out, is likely to harm the health, safety or morals of persons under the age of 18.</p> <p><b>Such work includes, but is not limited to</b></p> <ul style="list-style-type: none"> <li>• the application of agricultural chemicals, pesticides, and fertilizers,</li> <li>• use of farm equipment tools and machinery,</li> <li>• lifting or moving of heavy materials or goods,</li> <li>• carrying out hazardous work such as underground or underwater or at dangerous heights.</li> </ul> <p>Every activity performed by a young worker must be supervised by an adult.</p> <p>Employers shall maintain a list of all young workers, their entry dates, proof of age and description of their assignment.</p> |

NOTE: In the CLMRS, children in the age group of 5-17 years performing hazardous work are considered being in child labor. Children engaged in hazardous work is used as a proxy for child labor and child labor

## ► NESTLÉ'S CHILD LABOR MONITORING AND REMEDIATION SYSTEM

Nestlé launched the Child Labor Monitoring and Remediation System (CLMRS) in 2012, following the FLA's 2011 review of its cocoa supply chain in Côte d'Ivoire. The review revealed the presence of child labor, most of them family members, on cocoa supplier farms. Nestlé, with support from the International Cocoa Initiative (ICI), developed the CLMRS to identify

and remediate child labor. The ICI implements and manages the program on the ground. The CLMRS, part of the broader **Nestlé Cocoa Plan** designed to improve the lives of cocoa farmers and their families, seeks to address root causes of child labor, such as lack of education infrastructure, labor shortages, and poverty, through a series of focused interventions.

# MEASURING THE IMPACT OF THE CHILD LABOR MONITORING AND REMEDIATION SYSTEM

**The FLA conducts annual independent external assessments** (IEA) and publishes the results. The assessments provide field-level inputs that have helped Nestlé track progress in its supply chain and improve its interventions. Given the importance of addressing child labor in the cocoa supply chain in Côte d'Ivoire as established by the Harkin-Engel Protocol and campaigns in the U.S.<sup>19</sup> and Europe<sup>20</sup>, and issues identified by the FLA in its assessments, Nestlé has prioritized child labor in its internal monitoring and remediation efforts.

In 2019, as part of its mandate to conduct annual due diligence on Nestlé's cocoa supply chain, the FLA measured the progress made by CLMRS through a social impact assessment (SIA), a form of due diligence that goes beyond a compliance audit. The SIA was designed to collect information on the benefits of the CLMRS interventions and the perceptions of them among cocoa farmers, women, and children. This form of due diligence was used by the FLA for the first time in the cocoa sector.<sup>21</sup>

The approach reflects the growing need to measure the impact of interventions and increase our understanding of their benefits. It marks an evolution from regular inspections, certification visits, or other traditional compliance evaluations, which can reveal labor violations but often fall short in measuring how stakeholders perceive the efficacy of interventions and remediation measures.

In addition to examining quantitative results, the SIA collects qualitative information through individual interviews and focus group discussions to evaluate the perception of the cocoa growers (men and women) and their children of the community interventions. An analysis helps identify the most effective measures to reduce child labor and the potential gaps in the CLMRS, thus enabling Nestlé to adjust interventions to enhance its impact. The SIA provided an opportunity to take stock, and review remediation efforts, based on the feedback provided by the community leaders, workers, farmers and their families. See Annex 1 for details of the methodology, sampling, and limitations.

The 2019 SIA examined selected activities in five CLMRS intervention areas supported by Nestlé and intended to combat child labor in its cocoa supply chain in Côte d'Ivoire:

1. child labor monitoring;
2. child labor awareness and sensitization;
3. enabling education;
4. labor force initiatives;
5. income-generating activities.

<sup>19</sup> International Labor Rights Forum <https://laborrights.org/industries/cocoa>

<sup>20</sup> Make Chocolate Fair <https://makechocolatefair.org/campaign/who-we-are>; Voice Network [www.voicenetwork.eu/](http://www.voicenetwork.eu/)

<sup>21</sup> FLA piloted this approach in Turkey in the hazelnuts sector in 2018 in Nestlé's and its two suppliers' supply chains. [https://www.fairlabor.org/sites/default/files/documents/reports/social\\_impact\\_assessment\\_final.pdf](https://www.fairlabor.org/sites/default/files/documents/reports/social_impact_assessment_final.pdf)

*“Since 2012, ICI has been supporting Nestlé to design, roll-out and evaluate its human rights due diligence mechanism for child labor in cocoa. The Child Labor Monitoring and Remediation System (CLMRS) has proven to be effective in identifying child labor where it occurs, in supporting families to prevent children performing hazardous tasks and in providing enhanced education opportunities to thousands of communities in Ghana and Ivory Coast where cocoa is sourced. This is a great example of how companies can leverage their existing supply-chain structures to contribute efficiently to solving complex social issues.”*

— **Olivier Laboulle**, *International Cocoa Initiative Head of Programs*

The SIA covered nine communities<sup>22</sup> in four cooperatives in Côte d’Ivoire:

1. Coopérative Nouvel Esprit de Ketesso (CNEK)<sup>23</sup> (joined the CLMRS in 2014)
2. Union des Sociétés Coopératives de la Région du Gôh (USCRG) (2013)
3. Coopérative des Producteurs Agricoles de Divo (COOPRADI) (2013)
4. Loyal Coopérative des Agriculteurs de Guitry (LCAG) (2013)

Located in four distinct areas of intensive cocoa production, these cooperatives bring together 5,334 cocoa producers, of which 5,128 supply to Nestlé. Nestlé buys from these cooperatives through three traders/exporters/processors<sup>24</sup>. The producers are located in various communities under each cooperative (see Tables 2 and 3 for more information on the assessed co-operatives).

The FLA team visited nine communities in these four cooperatives and spoke with 380 individuals through focus groups and individual interviews, including profiling of 160 producer households and visit to 18 cocoa farms.

#### **Cooperative 1 – CNEK in Ketesso**

Communities:

1. Community 1
2. Community 2

#### **Cooperative 2 – USCRG in Gagnoa**

Communities:

3. Community 3
4. Community 4

#### **Cooperative 3 – COOPRADI in Divo**

Communities:

5. Community 5
6. Community 6
7. Community 7

#### **Cooperative 4 – LCAG in Guitry**

Communities:

8. Community 8
9. Community 9



Map: Location of the four cooperatives

<sup>22</sup> As per the sectional division, there are nine sections and 11 villages. The FLA counted them as nine communities, even though 11 were visited (based on the sectional division and the way information is input in the CLMRS)- (Community 1 and Community 8)

<sup>23</sup> The CNEK cooperative left the Nestlé Cocoa Plan in October 2019, after the SIA was conducted.

<sup>24</sup> The exporters and processors with whom Nestlé has a direct contract with are Sucden, Olam and Cargill. These companies in turn have an agreement with the assessed cooperatives. A list of Nestlé’s cocoa direct suppliers is published here <https://www.nestle.com/sites/default/files/asset-library/documents/library/documents/suppliers/supply-chain-disclosure-cocoa-cote-ivoire.pdf>

## ► CHILD LABOR MONITORING

### Data from the Child Labor Monitoring and Remediation System (CLMRS)

**Nestlé relies on the ICI to implement the CLMRS.** The ICI supports the recruitment done by the Cooperative and trains Child Labor Agents (Agents) who are based in the cooperatives, and Community Liaison People (Liaisons) who work at the community level, to collect household-level information and assist in the interventions. As the Liaisons collect household information from every member of the Nestlé Cocoa Plan, the information is entered into a centralized data base via a mobile application.

At the cooperative level, the Agents verify the information and validate the report submitted by the Liaisons. The ICI then analyzes the data from the cooperative, aggregates the information in the CLMRS database, identifies

trends, and works with the Agents and Liaisons and local partners to implement remediation activities.

According to the CLMRS strategy, after the first two years of support by the ICI through the CLMRS, the cooperatives are meant to cover the compensation of the cooperative-based Agents and the community-level Liaisons. The cooperatives should be equipped to continue these activities with minimal support from the ICI and their experience conducting and monitoring remediation grows over time.<sup>25</sup>

<sup>25</sup> ICI CLMRS approach <https://cocoainitiative.org/news-media-post/a-look-into-the-child-labour-monitoring-and-remediation-system-clmrs/>

## NESTLÉ'S 2019 REPORT "TACKLING CHILD LABOUR"

The 2019 Nestlé report provides updated figures as of September 1, 2019. It identifies 18,283 child laborers doing hazardous work among 78,580 children between the ages of 5-17 monitored as part of the CLMRS—a rate of **23 percent**.

The Nestlé report highlights the fluidity of children's involvement in cocoa production. After one follow-up visit, 51 percent of 14,511 children identified as child laborers who were doing hazardous work were no longer performing hazardous work while 49 percent were still undertaking some form of hazardous work.

After two follow-up visits, 29 percent of 8,549 children previously performing hazardous work in cocoa production were no longer performing hazardous work and can be considered "out of child labor".

CLMRS identifies children in the age group of 5-17 years performing hazardous work as being in child labor. Children engaged in hazardous work is used as a proxy for child labor. CLMRS identifies "out of child labor" children who are no longer performing hazardous work after two follow-up visits.

According to the Nestlé 2019 report, 41 percent were not carrying out hazardous work in the last two visits, and 31 percent were still involved in hazardous work. Preliminary analysis suggests that 10 to 20 percent of children who have stopped performing hazardous work return to such work.

*The FLA will continue to verify this information during its annual independent external assessment cycle in the upcoming harvest cycle in 2020 – subject to COVID-19 travel restrictions.*

For this assessment, ICI shared CLMRS data<sup>26</sup> for Nestlé communities specific to the four cooperatives and nine communities assessed by the FLA.

## Assessed Cooperatives' Profiles

Table 2 presents the profiles of the cooperatives assessed by the FLA, including the total number

of children in farmer households and the number of school-age children (5-16 years old).

Three of the four assessed cooperatives have participated in the CLMRS program since 2013 (CNEK started in 2014). Two years after they join the CLMRS, cooperatives are expected to cover the costs of running the program.

| <b>TABLE 2: PROFILE OF THE ASSESSED COOPERATIVES (CLMRS data as of February 2019)</b> |             |              |                 |             |                   |
|---|-------------|--------------|-----------------|-------------|-------------------|
| <b>COOPERATIVE</b>  | <b>CNEK</b> | <b>USCRG</b> | <b>COOPRADI</b> | <b>LCAG</b> | <b>TOTAL</b>      |
| <b>Year when cooperative joined CLMRS</b>   | 2014        | 2013         | 2013            | 2013        |                   |
| <b>Total producers registered in the cooperative</b>                                  | 1484        | 990          | 2300            | 560         | 5334              |
| <b>Total producers supplying to Nestlé</b>  | 1278        | 990          | 2300            | 560         | 5128 <sup>^</sup> |
| <b>CLMRS Communities (per Cooperative)</b>  | 10          | 69           | 49*             | 31          | 159               |
| <b>Communities listed in CLMRS database</b>   | 10          | 69           | 44*             | 31          | 154               |
| <b>Number of children in registered households</b>                                    | 1349        | 3392         | 2204            | 1439        | 8384 <sup>^</sup> |
| <b>Girls</b>  | 613         | 1502         | 1011            | 701         | 3827              |
| <b>Boys</b>   | 736         | 1890         | 1193            | 738         | 4557              |
| <b>Number of school-age children</b>  | 1007        | 2262         | 1472            | 1359        | 6100              |
| <b>Girls</b>  | 459         | 943          | 684             | 597         | 2683              |
| <b>Boys</b>   | 548         | 1319         | 788             | 762         | 3417              |

<sup>\*</sup>In cooperative COOPRADI, the number of communities declared being covered by CLMRS (by ICI) differs from the number of communities listed by the cooperative that are under the CLMRS.

<sup>^</sup>Per CLMRS data, the total number of children in 5,128 Producer households is 8,384, making the average number of children per household to be 1.6. A study conducted by Fair Trade presents the median family size at eight (8) persons (4.3 adults and 3.7 children) in cocoa communities<sup>27</sup>. One plausible explanation to this variation is that after the completion of the primary school, several children leave the camp and rural communities to pursue their studies in the nearest city. Those living in remote camps, send their children to the nearest village to attend school. Hence, even if there are several children in the household, it may be reported by some that they don't all live in the surveyed house.

26 The CLMRS reports on any child under the age of 18 involved in hazardous work (spotted or self-declared) and/or not attending school. Not all children out of school are involved in cocoa production; some attend bridging classes or vocational training. The data is dynamic as children age out of the category, some cooperatives drop out of the CLMRS, and others are added. As of February 2019, 15,436 child laborers in hazardous work were still registered in the CLMRS. Of these children, 12,542 (81.3 percent) had already been visited by ICI agents to assess their situation and remediation needs. Among the children listed in the database as engaged in "child labor in hazardous work", 3,834 (24.8 percent) had no birth certificate. CLMRS data show that out of the 4,283 child laborers in hazardous work who received two follow-up visits, 1,245 (29.1 percent) had stopped performing hazardous work in cocoa production (See Annex 2 on CLMRS data).

27 [https://www.fairtrade-deutschland.de/fileadmin/DE/01\\_was\\_ist\\_fairtrade/05\\_wirkung/studien/fairtrade\\_international\\_response\\_study\\_cocoa\\_farmer\\_income\\_2018.pdf](https://www.fairtrade-deutschland.de/fileadmin/DE/01_was_ist_fairtrade/05_wirkung/studien/fairtrade_international_response_study_cocoa_farmer_income_2018.pdf)

The SIA results indicate that among the four assessed cooperatives, only CNEK developed its ability to pursue monitoring and remediation efforts independently. The other three cooperatives still require and continue to seek assistance to run the CLMRS.<sup>28</sup> Similarly, the nine communities continue to need assistance from their cooperative to sustain these activities.

## FLA Independent External Monitoring Data (2013 – 2017)

Since Nestlé launched the CLMRS in 2012, the FLA has conducted annual Independent External Assessments (IEA)<sup>29</sup> in its cocoa supply chain in Côte d'Ivoire. Based on the results, Nestlé devises corrective action plans (CAPs) to address identified gaps in their labor standards, management system, and farm-level working conditions. Between 2013 and 2017, the FLA assessors visited 25 cooperatives, 66 communities, and

1,323 cocoa farms, and interviewed 2,058 individuals in Nestlé's cocoa supply chain. The monitoring visits documented 57 cases of child laborers (up to 15 years old) and 23 cases of young workers (aged 16-17) involved in child labor. These children were physically present working at the assessed farms during the FLA visits (Table 3).

<sup>28</sup> CNEK left the Nestlé Cocoa Plan in October 2019.

<sup>29</sup> The FLA's annual evaluations are based on the FLA's *Principles of Fair Labor and Responsible Sourcing for Agriculture Sector* that closely align with the United Nations Guiding Principles for Business and Human Rights (UNGP) and the FLA's *Code of Conduct and Compliance Benchmarks for Agriculture Sector* that are based on the International Labor Organization (ILO) Fundamental Conventions. In addition to checking compliance at the farm level, the FLA team also examines Nestlé's internal management systems, to ensure proper monitoring and remediation systems in the supply chain. The results of these evaluations are made public. A sample of the public reports are as follows.

2013: Role of Women in Cocoa Supply Chain <https://www.fairlabor.org/report/nestle-womens-roles-assessment-cocoa> 2014 IEM <https://www.fairlabor.org/report/2014-assessments-nestle-cocoa-supply-chain-ivory-coast>

2015 IEM <https://www.fairlabor.org/report/2015-assessments-nestle-cocoa-supply-chain-ivory-coast>

2016 IEM <https://www.fairlabor.org/report/2016-assessments-nestle-cocoa-supply-chain-ivory-coast>

2016 Assessment Non Nestlé Cocoa Plan Supply Chain <https://www.fairlabor.org/report/standard-supply>

**TABLE 3: 2013 – 2017 FLA INDEPENDENT EXTERNAL MONITORING (IEM) DATA ON CHILD LABOR**

| YEAR         | NUMBER OF COOPERATIVES VISITED | NUMBER OF COMMUNITIES VISITED | NUMBER OF FARMS VISITED | TOTAL NUMBER OF WORKERS ON THE VISITED FARMS <sup>30</sup> | CHILD LABOR (FAMILY) |           | CHILD LABOR (HIRED) |          |
|--------------|--------------------------------|-------------------------------|-------------------------|--|----------------------|-----------|---------------------|----------|
|              |                                |                               |                         |  | Young (16-17)        | Child     | Young (16-17)       | Child    |
| 2013         | 5                              | 10                            | 200                     | 120  | 6                    | 8         | 1                   | 0        |
| 2014         | 4                              | 13                            | 260                     | 74   | 6                    | 21        | 2                   | 1        |
| 2015         | 6                              | 16                            | 303                     | 171  | 0                    | 8         | 0                   | 2        |
| 2016         | 5                              | 14                            | 280                     | 608  | 5                    | 2         | 0                   | 0        |
| 2017         | 5                              | 13                            | 280                     | 450  | 3                    | 14        | 0                   | 1        |
| <b>TOTAL</b> | <b>25</b>                      | <b>66</b>                     | <b>1323</b>             | <b>1423</b>  | <b>20</b>            | <b>53</b> | <b>3</b>            | <b>4</b> |

<sup>30</sup> Farmers mostly rely on their family members or members of Community Service Groups for cocoa production. Producers only employ external workers when strictly necessary or when they can afford to hire them and hence in some cases the number of workers may be less than the farms.

There are challenges to accurately reporting on child labor in Côte d'Ivoire. The FLA's benchmark considers children up to age 15 engaged in farm work to be child laborers, a standard applied until 2015. Beginning in 2015, the FLA adjusted its reporting to reflect children up to 16 years old as engaged in child labor to match a change in the legal minimum age from 14 to 16 in Côte d'Ivoire. At the same time, light work on family farms was permitted at 13 years of age. A further complication in reporting is that assessors do not collect data on their type of work, which limits the ability to differentiate between child labor and children performing hazardous work.<sup>31</sup>

FLA assessors reported, based on interviews with cocoa farmers, an increase over time in awareness about child labor and hazardous work. The FLA found that children and young workers on family farms perform a variety of activities, such as picking cocoa, transporting cocoa beans, and clearing the farm with sharp implements. In most cases, young workers (16-17 years) worked as many hours as adults and performed similar activities, including using chemicals, swinging a machete, and carrying heavy loads — all of which are considered hazardous work.

FLA assessment interviews revealed external factors as drivers of family-based child labor. A shortage of adult labor, small landholdings,

an increase in the cocoa acreage, low income, and fluctuations in cocoa farm gate prices (including a roughly 35 percent drop in 2017)<sup>32</sup> were mentioned often in interviews. These factors affect farmer income and appear to explain why some producers engage their children in farm work.<sup>33</sup>

## Insights From the Social Impact Assessment on Child Labor Monitoring

- **Data Collection and Management.** The SIA confirmed that the CLMRS collects and manages data on the prevalence of child labor involved in hazardous work in Nestlé's cocoa supply chain. *Gaps in CLMRS data collection include the number of instances of hazardous work for children and the number of hours they are involved in cocoa production.*
- **Hazardous and Light Work.** Children, during focus group discussions, reported carrying out a range of activities, both light work and hazardous work (based on local legal definitions): learning to clear the field with a machete; harvesting and collecting cocoa pods; carrying small quantities of cocoa; removing rotten cocoa; serving water to workers; removing the cocoa placenta after cocoa pod opening; drying the cocoa beans; watering cocoa saplings in nurseries;

31 Per FLA monitoring of benchmarks applicable in the agriculture sector, the minimum age to work is 15 years. Children can be involved in light work only on family farms and in accordance with the national law and ILO Convention 138. Children between 12-13 years can only be involved in work that 1) is not dangerous and not harmful to their health or development; 2) does not prejudice their attendance at school and is done within reasonable time limits after school or during holidays; 3) is appropriate to the child's age and physical condition, and does not jeopardize the child's social, moral or physical development; and 4) The child's parents provide supervision and guidance.

32 <https://www.npr.org/sections/thesalt/2017/03/03/518328252/a-dip-in-global-prices-creates-cocoa-crisis-for-ivory-coasts-farmers?t=1588709895111>

33 Another factor could be the presence of migrant workers, who travel and settle with their families from neighboring countries are involved in cocoa production in Côte d'Ivoire. Migration may leave young workers more vulnerable to forced labor risks—an issue that has not been identified in the CLMRS. Migrants sometimes live in settlements closer to farms and further away from schools. This could affect school attendance levels for their children. A focused assessment is needed to identify the particular challenges involved of child labor among the cocoa-producing population from neighboring countries working in Côte d'Ivoire; such an examination was outside of the scope of this assessment.



delivering files to workers to sharpen machete; collecting and filling nursery bags; sowing and harvesting food crops (corn, rice, etc.); and scaring birds away from rice farms. Children said that they undertake some of these activities regularly to support their family, even when attending school.

- **Knowledge Gap on Minimum Working Age.** During interviews and focus group discussions, producers reported that children between ages 13-18 work on their cocoa farms. *About seven percent of the producers reported involving children younger than 13 years in cocoa production, which is not allowed even as part of light work and “travail socialisant”.* About 52 percent of the producers cited 18 years or above as the minimum age to perform light work on family farms, while 20 percent believe it to be 14 years or older<sup>34</sup>.

- **No Child Labor Yet to be a Community-Wide Norm.** CLMRS data show persistent cases of children in hazardous work and children considered at risk of child labor due to their age and family circumstances, as well as during school holidays. Many producers and children view farm work, including hazardous tasks, as a rite of passage, a typical part of a child’s growth and learning. Community members said that regular follow-up and verification by external stakeholders influences a family’s decision about not permitting children to work. *Having no child labor is yet to be self-sustained as a community-wide norm.*

<sup>34</sup> Government of Côte d’Ivoire in 2017 ratified two new definitions of Hazardous Work List and Light Work List for children. Light work performed by children, allowed from the age of 13 according to Ivorian legislation, is described as “travail socialisant” or “socializing work.”

Interview with a farmer on his farm.



## ► CHILD LABOR AWARENESS AND SENSITIZATION

One important aim of the CLMRS is to raise awareness about the issue of child labor. The CLMRS program organized 625 community sessions and 1,598 individual household sessions that provided information on child

labor to parents and children in Côte d'Ivoire. Between 2014-2018, these sessions reached 4,020 producer families in four cooperatives (Table 4.) Each of these households were cocoa growers supplying to Nestlé.

**TABLE 4: AWARENESS SESSIONS PER COOPERATIVE (OUTCOMES) AS OF FEBRUARY 2019**

|   | <b>CNEK</b> | <b>USCRG</b> | <b>COOPRADI</b> | <b>LCAG</b> | <b>TOTAL</b> |
|---|-------------|--------------|-----------------|-------------|--------------|
| <b>Total producers supplying to Nestlé</b>  | 1278        | 990          | 2300            | 560         | <b>5128</b>  |
| <b>Community Sessions (Total)</b>   | 50          | 134          | 215             | 226         | <b>625</b>   |
| <b>Individual Sessions (Total)</b>  | 660         | 36           | 618             | 284         | <b>1598</b>  |
| <b>Total sessions (community + individual) in all communities in the assessed Coop</b>        | 710         | 170          | 833             | 510         | <b>2223</b>  |
| <b>Number of SIA communities</b>  | 2           | 2            | 3               | 2           | <b>9</b>     |
| <b>Total sessions (community + individual) in nine visited communities</b>                    | 167         | 13           | 226             | 87          | <b>493</b>   |
| <b>Total number of women covered in all communities under the cooperative</b>                 | 516         | 49           | 676             | 371         | <b>1612</b>  |
| <b>Total number of men covered in all communities under the cooperative</b>                   | 788         | 74           | 983             | 458         | <b>2303</b>  |
| <b>Total number of children covered in all communities under the cooperative</b>              | 719         | 148          | 1934            | 1028        | <b>3829</b>  |
| <b>Total number of people covered by the sessions per cooperative</b>                         | 2023        | 271          | 3593            | 1857        | <b>7744</b>  |
| <b>Total number of women covered in nine visited communities</b>                              | 87          | 5            | 175             | 112         | <b>379</b>   |
| <b>Total number of men covered in nine communities</b>  | 135         | 4            | 289             | 82          | <b>510</b>   |
| <b>Total number of children covered in nine visited communities</b>                           | 96          | 7            | 479             | 256         | <b>838</b>   |
| <b>Total number of people covered in nine visited communities</b>                             | 318         | 16           | 943             | 450         | <b>1727</b>  |
| <b>Total number of children registered in the households in nine communities (from CLMRS)</b> | 450         | 358          | 491             | 279         | <b>1578</b>  |

**TABLE 5: INDIVIDUAL AND COMMUNITY LEVEL CHILD LABOR AWARENESS SESSIONS IN THE NINE ASSESSED COMMUNITIES AS OF FEBRUARY 2019 (CLMRS data)**

| COOPS    | COMMUNITIES | 2014 |       | 2015 |       | 2016 |       | 2017 |       | 2018 |       | TOTAL |       |
|----------|-------------|------|-------|------|-------|------|-------|------|-------|------|-------|-------|-------|
|          |             | Ind. | Comm. | Ind. | Comm. | Ind. | Comm. | Ind. | Comm. | Ind. | Comm. | Ind.  | Comm. |
| CNEK     | Community 1 | 1    | 6     | 5    | 10    | 4    | 15    | 39   | 19    | 8    | 0     | 57    | 50    |
|          | Community 2 | 0    | 1     | 0    | 2     | 0    | 0     | 52   | 0     | 5    | 0     | 57    | 3     |
| USCRG    | Community 3 | 0    | 0     | 1    | 1     | 1    | 0     | 0    | 0     | 0    | 0     | 2     | 1     |
|          | Community 4 | 0    | 10    | 0    | 0     | 0    | 0     | 0    | 0     | 0    | 0     | 0     | 10    |
| COOPRADI | Community 5 | 0    | 0     | 14   | 0     | 0    | 0     | 0    | 1     | 20   | 0     | 34    | 1     |
|          | Community 6 | 0    | 6     | 0    | 2     | 0    | 0     | 11   | 3     | 32   | 4     | 43    | 15    |
|          | Community 7 | 5    | 8     | 7    | 10    | 0    | 0     | 20   | 1     | 77   | 5     | 109   | 24    |
| LCAG     | Community 8 | 1    | 7     | 7    | 2     | 3    | 4     | 2    | 0     | 27   | 0     | 40    | 13    |
|          | Community 9 | 8    | 6     | 2    | 6     | 2    | 0     | 0    | 4     | 2    | 4     | 14    | 20    |

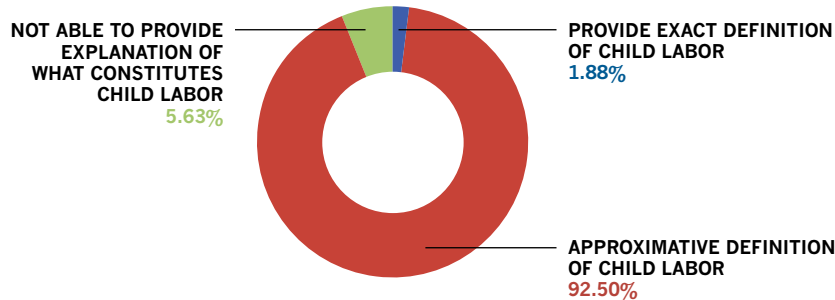
### Insights From the Social Impact Assessment on Awareness-Raising Activities

Producers continue to engage children in activities that are unfit for their age. *The FLA found a gap in understanding regarding which activities are considered hazardous work versus light work.*

- Awareness of Legal Minimum Age to Work.** Attendance at awareness-raising sessions — 61 percent of producers reported attending multiple trainings — resulted in 96 percent of participants exhibiting some knowledge of the legal minimum age to work. Two percent of producers accurately knew the minimum to be 16 years of age.
- Awareness Gap on Light Work Age.** Respondents had difficulty stating the accurate legal age for light work. While five percent were aware that light work is permitted from the age of 13, the majority (79 percent) believe the required age is older than 13 years and 16 percent thought the minimum age was lower.
- General Awareness of Child Labor.** Most producers (92.5 percent) provided an approximate definition of child labor, referring to interference with children’s schooling and the prohibition of hazardous work for underage children.
- Knowledge of What Constitutes Hazardous, Light Work.** Sixty-three percent of producers named at least three

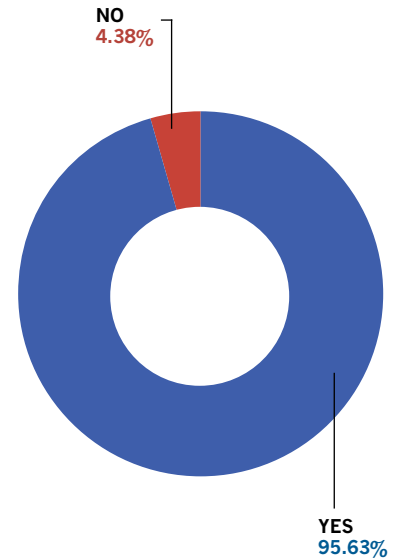
## SIA DATA: Child Labor Awareness – Understanding of Child Labor (Impact)

### Understanding of child labor amongst interviewed producers (160)



|  | Number     | Percentage |
|--|------------|------------|
| Provide clear definition of child labor  | 3          | 1.88%      |
| Provide approximate definition of child labor making reference to prohibition of hazardous tasks for underage children, or interference with children's schooling. | 148        | 92.50%     |
| Not able to provide explanation on constitutes child labor   | 9          | 5.63%      |
| <b>Total</b>   | <b>160</b> |            |

### Do you know that schooling is compulsory for children under 16 years old?



activities considered to be hazardous work. About one-quarter (23 percent) cited two hazardous activities; and 10 percent of producers knew at least one activity that falls under hazardous work prohibited for

underage workers. Knowledge about light work is less detailed. Sixteen percent list three light work activities; 29 percent listed two activities; and 50 percent accurately identified one light work activity.

## ► ENABLING EDUCATION

The CLMRS incorporates two categories of activities to address school attendance.

- **Schooling support** covers an array of activities that include home tutoring, reading clubs, distribution of school kits, support for school fees, school uniforms, bridging courses<sup>35</sup> that deliver two years of national curriculum in nine months to

support the integration of children who have been out of school, helping families obtain birth certificates through court judgments, and apprenticeships.

<sup>35</sup> Bridging classes are classes set up for children who have never attended school or dropped out of school at an early age. Since they cannot enter mainstream school right away at the level expected for their age, the bridging courses/classes provide a means for them to fast-track the learning process, after which the children may be ready to get integrated into mainstream educational institutions.

- **School infrastructure** supports the building of schools and classrooms, *appatams* (open sheds used as classrooms), canteens building and equipment, toilet construction, housing for teachers, school refurbishment, and the provision of school equipment.

The CLMRS interventions are delivered community wide, beyond the households that are part of the Nestlé cocoa cooperatives.

These interventions are designed to counter barriers that families face in sending their children to school. For example, the absence of a birth certificate (which is required to enroll in secondary school) is a major impediment to enrolling children in school. Once enrolled, it is critical that children stay in school, which requires addressing concerns such as their fear or intimidation in attending school and the lack of school infrastructure. Some remote communities do not have a nearby school while and others struggle to find teachers.

## Schooling Support

Nine communities benefited from school support initiatives delivered under the CLMRS, including the distribution of school kits, birth certificates, and bridging class placement (Table 7). The school kits, which contain pens, erasers, chalk and course books, proved highly popular across the cooperatives. The kits were initially distributed only to families with documented cases of child labor, but other families perceived the kits as valuable and complained about not receiving them. As a result, the kits were distributed more widely.

The assessment documented that 1111 children in the assessed communities participated in home tutoring.



Kit Kat ball

**TABLE 6: TYPE AND NUMBER OF ACTIVITIES IN SUPPORT OF EDUCATION UNDERTAKEN UNDER CLMRS (data as of February 2019)**

|  |               |
|--|---------------|
| Number of children benefiting from home tutoring                         | <b>1111</b>   |
| Number of reading clubs created in communities with child labor          | <b>10</b>     |
| School kits distributed from 2014 – 2018                                 | <b>20,137</b> |
| School fees covered for child workers                                    | <b>1</b>      |
| Uniforms provided (by the Cooperatives)                                  | <b>29</b>     |
| Court judgments <sup>36</sup> collected to facilitate birth certificates | <b>11,071</b> |
| Bridging classes from 2016 – 2018  | <b>89</b>     |
| Apprenticeships for child workers  | <b>60</b>     |
| School classrooms building from 2016 – 2018                              | <b>35</b>     |
| Appatam (Shed) classrooms building 2016 – 2018                           | <b>3</b>      |
| Classrooms restoration in 2018   | <b>15</b>     |
| School equipment (number of tables/benches provided)                     | <b>1200</b>   |
| Canteen building in 2017   | <b>1</b>      |
| Canteen equipment  | <b>0</b>      |
| Toilets built in 2018  | <b>4</b>      |
| Teachers' housing built in 2017  | <b>2</b>      |

36 A "jugement supplétif" is a court document issued in lieu of a birth certificate when the age of the child widely exceeds the legal period allocated for the declaration of birth.



School kit of a child supported by the CLMRS.

*“Nestlé remains committed to be transparent about the way we tackle child labor in our cocoa supply chain, the progress we make and the challenges that we face. We will continue to report on the progress of our CLMRS, share our learnings and invite others to do the same.”*

— **Darrell High**,  
Nestlé Cocoa Plan Manager

**TABLE 7: ACTIONS TAKEN IN THE COOPERATIVES UNDER THE SCHOOLING SUPPORT INTERVENTIONS (data as of February 2019)**

| COOPS           | COMMUNITIES | CHILDREN REGISTERED | NUMBER OF CHILD LABOR Y1-Y5 | NUMBER OF CHILDREN STOPPED WORKING IN COCOA | SCHOOL KITS GIVEN | SCHOOL UNIFORM | BIRTH CERTIFICATE | CHILDREN IN BRIDGING CLASSES |
|-----------------|-------------|---------------------|-----------------------------|---|-------------------|----------------|-------------------|------------------------------|
| <b>CNEK</b>     | Community 1 | 314                 | 30                          | 0   | 90                | 0              | 37                | 0                            |
|                 | Community 2 | 136                 | 7                           | 3   | 257               | 0              | 50                | 0                            |
| <b>USCRG</b>    | Community 3 | 131                 | 24                          | Data not available                          | 32                | 0              | 2                 | 30                           |
|                 | Community 4 | 227                 | 32                          | Data not available                          | 22                | 0              | 7                 | 0                            |
| <b>COOPRADI</b> | Community 5 | 194                 | 15                          | 20  | 24                | 0              | 4                 | 0                            |
|                 | Community 6 | 170                 | 9                           | 4   | 4                 | 0              | 4                 | 0                            |
|                 | Community 7 | 127                 | 4                           | 3   | 11                | 29             | 21                | 29                           |
| <b>LCAG</b>     | Community 8 | 117                 | Data not available          | 0   | 30                | 0              | 10                | 0                            |
|                 | Community 9 | 162                 | 56                          | 2   | 96                | 0              | 15                | 0                            |
| <b>TOTAL</b>    |             | <b>1578</b>         | <b>177</b>                  | <b>32</b>                                   | <b>566</b>        | <b>29</b>      | <b>150</b>        | <b>59</b>                    |



New school built by the CLMRS and community members.

## School Infrastructure

Nestlé, alongside cooperatives and communities, supported the construction of school facilities in response to a needs assessment conducted by the ICI through

the CLMRS. Community visits by the FLA assessors documented school infrastructure improvements in eight communities, which included renovation of school buildings, canteen construction and equipment, and the provision of toilets and housing for teachers.



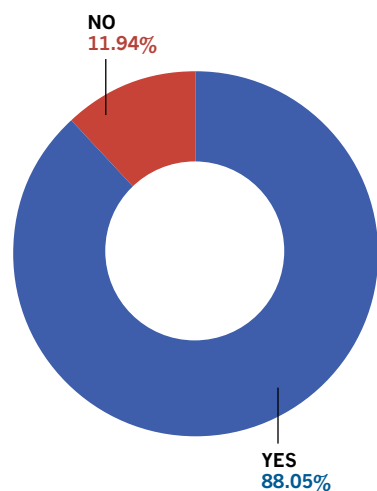
Pupils in an *Appatam* built by the CLMRS.

**TABLE 8: SCHOOLING INFRASTRUCTURE NEEDS ASSESSMENT AND REALIZED PROJECTS UNDER THE CLMRS (data as of February 2019)**

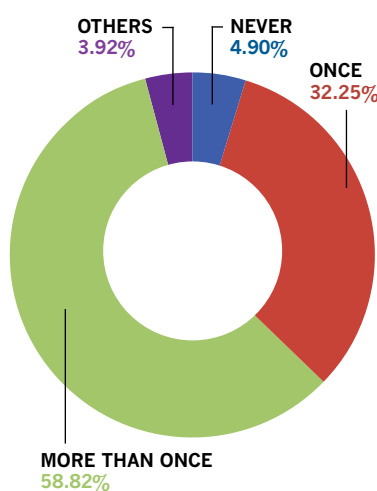
|                        | CNEK             |                      | USCRG            |                      | COOPRADI         |                      | LCAG             |                      |
|------------------------|------------------|----------------------|------------------|----------------------|------------------|----------------------|------------------|----------------------|
|                        | Needs Assessment | Facilitated by CLMRS | Needs Assessment | Facilitated by CLMRS | Needs Assessment | Facilitated by CLMRS | Needs Assessment | Facilitated by CLMRS |
| School Buildings       | 4                | 1                    | NA               | 8                    | 8                | 4                    | 4                | 4                    |
| Appatam (Shed) Schools | 5                | 2                    | NA               | 4                    | 0                | 6                    | 1                | 1                    |
| School Restoration     | 1                | 0                    | NA               | 1                    | 1                | NA                   | 3                | 1                    |
| School Equipment       | 2                | 0                    | NA               | 0                    | 17               | 6                    | 7                | 0                    |
| Canteen Building       | 1                | 0                    | 8                | 0                    | 8                | 1                    | 4                | 0                    |
| Canteen Equipment      | 3                | 1                    | 3                | 0                    | 18               | 0                    | 5                | 0                    |
| Toilet Building        | 2                | 1                    | 2                | 0                    | 5                | 2                    | 1                | 3                    |
| Teachers Housing       | 2                | 0                    | 2                | 0                    | 4                | 3                    | 7                | 0                    |

**SIA DATA: Enabling Education – Schooling Support (Impact)**

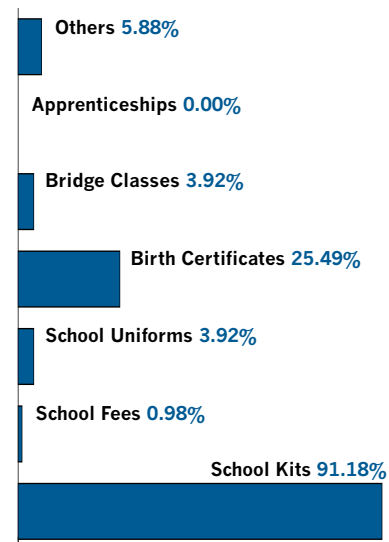
Percentage of interviewed producers (160) aware of ICI's education support



Percentage of households (160) benefiting more than once from the interventions



Type of support benefiting visited households (160)





## Insights from the Social Impact Assessment on School Support and Infrastructure

Across the nine communities visited by the FLA, 907 children (478 boys and 429 girls) from households covered by the CLMRS attended school. A majority of producers with children of school age (86 percent) reported that their children have access to schools in their community. Forty-seven percent of those families credited Nestlé’s school infrastructure program.

- **High Regard for Education Interventions.** Eighty-two percent of producers whose children attend school say they have benefited from the CLMRS. Fourteen percent of these producers said the support was critical — stating they would not have been able to send their children to school without it. Even those producers who were able to support their children’s schooling irrespective of the CLMRS consider the program a motivating factor in supplying to Nestlé.
- **School Attendance.** Producers reported that children’s attendance at school had improved as a result of Nestlé’s educational support, with almost 50 percent stating that their children never miss school and 44 percent that their children attend school regularly, with only occasional absences.
- **Academic Performance.** The education interventions led parents to view their children’s academic performance positively, with 22 percent of producers rating their children’s performance as excellent and 73 percent as good.

- **School Support Program Awareness.** Awareness of the school support program was 88 percent with 59 percent of producers mentioning that they benefited from the interventions multiple times and 32 percent benefiting at least once<sup>37</sup>.
- **Birth Certificate Access.** A quarter of households (25 percent) reported benefiting from facilitated access to a birth certificate. See table 7.
- **School Kit Popularity.** The distribution of school kits containing pens, erasers, chalk, and age-appropriate course books was the most positively cited intervention (91 percent). The kits were widely seen as a support and an encouragement. Parents reported that the kits had made learning easier for the children, and that not receiving a kit had a negative impact.
- **School Infrastructure.** *Appatams*, often used to hold bridging classes, accounted for 87.5 percent of school facilities in the visited communities. Seventy-five percent of communities had at least one conventional school building. Respondents mentioned that the construction of conventional class buildings was highly valued.

<sup>37</sup> The total percent of producers (91 percent) reporting benefiting from the program is higher than the total number of producers (88 percent) knowledgeable about the ICI interventions, as they may not be aware that the interventions are done by Nestlé-ICI but are aware that they have benefited. The interviewed producers were not directly aware that the home tutoring services were provided by ICI, hence they responded “No” (96 percent) to the question if they were aware of the home tutoring support. However, when the activity was described in detail to them, they mentioned that the activity benefitted their children (15 percent of the respondents). The total number of children who benefited from home tutoring is 111.

- **School Canteen Access.** Most children (79 percent) reported no access to a school canteen, and just two communities (Community 1 and 5) reported operating a school canteen. Even when they exist, according to interviews, canteens do not function for the full school year because of a lack of food. In the Community 5, however, the school canteen, which typically operates three days a week, was credited with improved school attendance. Families explained that their children are enthusiastic about attending school because of the opportunity to eat meals with their friends.
- **Women’s View of Education Benefits.** Women participating in the Income-Generating Activities reported that they are aware of the various support provided through the CLMRS, including school kits (86 percent), school fees (65 percent), school uniforms (51 percent), supplementary judgments to access birth certificates (13 percent), and other forms of support (19 percent) such as home tutoring, bridging classes, and school equipment.

## CASE STUDY: HIS CHILDREN NO LONGER WORK AT THE FARM

Originally from Burkina Faso, **Nabié Bauti** has been producing cocoa in Côte d’Ivoire for decades. He lives in an encampment with no electricity and running water near the cocoa plantation. Now aged 84, Nabié Bauti has eight children, 5 of them still under the age of 18. In 2014, when the CNEK cooperative (to which Community 2 has belonged since 2011) joined the CLMRS, the family was deemed “at risk” since a child, then aged 14-15, was found performing hazardous work on the farm.

Since then, CLMRS has supported and monitored the family as part of its program to remediate and monitor child labor. The farmer was encouraged to send his children to the makeshift school that the community had built. Five of Nabié Bauti’s children, who had no identity documents, obtained birth certificates through court judgments. When the CLMRS built a 7-classroom school in a nearby community to replace the existing open-air classroom, the producer’s children were among the students who enrolled. They have received school kits from the project every year.

Three of the farmer’s children are currently supported through the CLMRS. Two of them now attend a modern college located 30 km. away from the plantation. Like Mr. Nabié himself, the cocoa plantation has aged and it produces less cocoa, putting pressure on the household income. The farmer attended numerous awareness raising meetings on child labor and he remains an enthusiastic participant to community gatherings. His children no longer work on the plantation and they hope to attend vocational schools.

## ► LABOR FORCE INITIATIVES: COMMUNITY SERVICE GROUPS

The FLA Independent External Assessments between 2012 and 2017 documented the chronic shortage of available workers in cocoa production, which is often cited as an underlying cause for child labor on farms. One approach to address this issue, adopted

in sourcing communities under the CLMRS, is the creation of Community Service Groups (CSGs).

Community Service Groups are informal collectives made up of 10 or more producers

(and in some cases their family members) to make workers available when needed. These are structured on the principles of self-help groups, and often evolve from such groups in assessed communities. During periods of peak production on farms, members of the Community Service Groups can request support from fellow group members.

Interviews with producers indicate that most need help with their farm work, they often do not have the ability to hire workers due to the labor expense. As a result, they rely on alternative sources of labor.

- **96 percent reported seeking help for their farm work.**
- **75 percent do not hire workers for production activities.**

- **75 percent reported they have a systematic alternative** (cumulative percentage more than 100 percent as producers seek several types of work arrangements).
  - family support (60.65 percent)
  - self-help groups or Community Service Groups they belong to (27.1 percent)
  - work with Metayer (sharecroppers) (11.6 percent)
  - hire contractual workers (5.81 percent)

### Insights from the Social Impact Assessment on Community Service Groups

Community Service Groups, where they exist, have proven to be of interest to producers, but producers still face labor shortages. Among the 159 communities in the four cooperatives assessed by the FLA, only 13 Community Service Groups have been

## CLMRS DATA: Labor Force Initiatives

### Overall Outputs and Outcomes for Labor force initiative in Nestlé’s supply chain under CLMRS, 2014 – 2018

| Interventions                    | Number |
|----------------------------------|--------|
| CSG established                  | 97     |
| Persons participating in the CSG | 970    |
| Communities benefitting from CSG | 97     |
| Wheelbarrows distributed         | 3265   |

^^Number of producers participating in the CSG is not cumulative. It is the same farmers from Y1-Y5. Hence, there are same number of producers for CNEK. In COOPRADI the number has decrease from 12 to 7 persons in the same CSG.

\*In LCAG, the cooperative has data on the total number of persons participating in the CSG, but do not maintain data per year, hence only the total is available.

**The total number of communities under the CLMRS in the four assessed cooperatives is 159. Amongst these 13 CSG have been established.**

| CSG established in cooperatives from Years 1-5 and number of communities benefiting (Total – 13 from 159) |      |      |      |      |      |       |
|---|------|------|------|------|------|-------|
| Coops   | 2014 | 2015 | 2016 | 2017 | 2018 | Y1-Y5 |
| CNEK  | 2    | 0    | 0    | 0    | 0    | 2     |
| USCRG   | 2    | 0    | 1    | 0    | 2    | 5     |
| COOPRADI  | 0    | 0    | 1    | 0    | 0    | 1     |
| LCAG  | 0    | 4    | 1    | 0    | 0    | 5     |

| Number of producers participating in the CSG^^ (Overall communities – 159) |      |      |      |      |      |       |
|--|------|------|------|------|------|-------|
| Coops  | 2014 | 2015 | 2016 | 2017 | 2018 | Y1-Y5 |
| CNEK   | 23   | 0    | 0    | 0    | 0    | 23    |
| USCRG  | 20   | 0    | 10   | 0    | 20   | 50    |
| COOPRADI   | 0    | 0    | 12   | 0    | 0    | 7     |
| LCAG*  | 0    | 0    | 0    | 0    | 0    | 76    |

established. To decrease the likelihood of child labor, existing Community Service Groups can be strengthened, and new groups can be established.

- **Awareness of Community Service Groups.** Awareness of Community Service Groups is strong in the communities where they operate. Seventy-two percent of producers said that they belong to an existing self-help group or the CLMRS initiated CSG.
- **Uneven Impact.** Among the producers who belong to a Community Service Group, 95.5 percent reported that they no longer involve children in farm work since they joined. However, even where Community Service Groups exist, 22 percent of producers said they were not able to complete their farm work in a timely manner and 42 percent felt they needed to hire farm workers.
- **Opportunities for Improvement.** Producers reported the need for more support and equipment to sustain their groups, and the desire to find solutions for fairly determining which producer gets priority during periods of peak production to minimize dissatisfaction among members.

## CASE STUDY: WOMEN COMMUNITY SERVICE GROUP

**Kouamé Bernadette** is the president of a women's group in Community 3, which is part of the USCRG cooperative. The group was formed in 2014 in the context of the CLMRS to promote new Income-Generating Activities for women. Initially, the 30 women who joined it cultivated cassava. A shortage of available land and lack of adequate channels to market their production forced the women to reorient their activities in 2017.

They decided to act as a community group performing farming work, offering their collective labor to community members for 5,000 XOF/day (about US\$ 8 per day) and to outsiders for 10,000-12,000 XOF/day (about US\$ 15-18 per day)\*. The group now operates independently. "It is very important because the community lacks manpower," says Mrs. Kouamé. "When people request help, the group prepares a program. This way, women manage to complete farming activities on time." With their earnings, the women contributed to funding a roof for the local school. The rest of their earnings go toward supporting their family and their children's education.

*\*The guaranteed legal agricultural minimum wage in Côte d'Ivoire is XOF 36,000 per month (US\$ 61)*

## ► INCOME-GENERATING ACTIVITIES

Financial matters play an important role in the farmers' families' well-being. Many cocoa farmers struggle to maintain adequate standard of living due to insufficient and volatile income.<sup>38</sup>

Nestlé and its partners have invested in income-generating activities (IGA) designed

to diversify and increase family income by helping women family members to earn additional income that can contribute to household expenses.

<sup>38</sup> UNICEF 2018, Children's Rights in the Cocoa-Growing Communities of Côte d'Ivoire <https://www.unicef.org/csr/css/synthesis-report-children-rights-cocoa-communities-en.pdf>

Support included the creation of CFREC groups (Cellule Feminine de Renforcement Economique, or Women Self-Help Group for Economic Empowerment), and funding activities that would allow women to earn money, such as cassava farming, rice production, food crop farming, peanut, maize, and beans production, and bread production. Nestlé’s suppliers also support these initiatives.

In the nine visited communities, 473 women (and one male) participated in 26 collective Income-Generating Activities and six women participated in individual Income-Generating Activities. Of these beneficiaries, 80 women (17 percent) belonging to 26 such groups were interviewed. Of the 80 women interviewed, nine percent reported their income to be US\$ 336 – 838 after the IGA. Before the IGA intervention none of the

## IGA AT A GLANCE: CLMRS DATA

- 141 communities benefiting from IGA.
- 28 CFREC established.
- 2500 women beneficiaries.
- 29 communities benefiting from collective IGA and one community from individual IGA in the four cooperatives.
- 42 collective IGA established in four cooperatives benefiting 936 individuals.
- 12 individual IGA established in the four cooperatives, benefiting 12 individual IGA.
- 26 collective IGAs and six individuals established in the nine assessed communities.

women was earning in this range. Similarly, the percentage of women who reported their income to be between US\$ 169-335 grew from 19 percent to 29 percent before and after the IGA respectively. The remaining 62 percent women reported earning less than US\$ 168 at the time of the assessment.

## CLMRS DATA: Income Generating Activities (Outputs)

| Number of groups (26) in collective IGA and type of activities           |        | Number of groups that benefited from collective IGAs in the visited communities benefiting a total of 474 persons |              |  | Number of persons who benefited from individual IGA and type of activity (Total 6) |              |   |
|--|--------|---|--------------|--|--|--------------|---|
| Type of collective IGA   | Number | Coops   | Communities  | Types of Activities  | Coops  | Communities  | Type of Activity  |
| Peanut production  | 2      | CNEK  | Community 1  | 1 Maize production<br>1 Rice production<br>1 Cassava production                                | CNEK   | Community 1  | 0   |
| Aubergine production   | 1      |   | Community 2  | 1 Cassava production<br>1 Rice production<br>1 Peanut production<br>1 Community Services Group |  | Community 2  | 0   |
| Bean production  | 3      | USCRG   | Community 3  | 1 Cassava production<br>1 Community Service Group  | USCRG  | Community 3  | 0   |
| Maize production   | 3      |   | Community 4  | 1 Maize production<br>1 Aubergine production<br>1 Cassava production                           |  | Community 4  | 0   |
| Cassava production   | 8      | COOPRADI  | Community 5  | 1 Rice production<br>1 Beans (haricot) production  | COOPRADI   | Community 5  | 0   |
| Rice production  | 4      |   | Community 6  | 1 Cassava production<br>1 Food crops production  |  | Community 6  | 1 Trading of palm oil<br>4 Selling of breads<br>1 Revitalization of the oil trade |
| Food crops production  | 2      |   | Community 7A | 1 Beans production   |  | Community 7A | 0   |
| CSG (Community Services Group)   | 3      |   | Community 7B | 1 Cassava production<br>1 Food crops production  |  | Community 7B | 0   |
|  |        | LCAG  | Community 8  | 1 Cassava production<br>1 Rice production<br>1 Peanut production<br>1 Community Services Group | LCAG   | Community 8  | 0   |
|  |        |   | Community 9  | 1 Bean production<br>1 Maize production<br>1 Cassava production                                |  | Community 9  | 0   |
|  |        | <b>TOTAL</b>  |              | <b>26</b>  | <b>TOTAL</b>   |              | <b>6</b>  |
| Number of persons who benefited from individual IGA and type of activity |        |   |              |  |  |              |   |
| Type of individual activities  | Number |   |              |  |  |              |   |
| Trading of palm oil  | 1      |   |              |  |  |              |   |
| Selling of breads  | 4      |   |              |  |  |              |   |
| Revitalization of the oil trade  | 1      |   |              |  |  |              |   |

## Insights From the Social Impact Assessment on Income-Generating Activities

Money earned by women's Income-Generating Activities positively impact family well-being. In many cases, family incomes, captured via self-reported data in the FLA assessment, improved when women participated in the intervention.

- **Household Income and School Attendance.** Ninety-two percent of children whose mothers are involved in Income-Generating Activities attend school. Overall school attendance among children of households involved in CLMRS is 84 percent. This suggests that the school attendance for children is more likely in households where the women participate in the income-generating intervention.
- **Spending Additional Income.** Women participating in Income-Generating Activities spend on themselves and their children's school expenses. Women reported spending the money they earned on needs such as personal clothing and personal care items (72 percent); children's school expenses (51 percent); health care (38 percent); and food for the family (31 percent).
- **Continued Participation.** Sixty percent of women interviewed credited Nestlé's intervention as the factor that made their participation in IGA possible. Once engaged, women appear to stick with it. About 88 percent of women said they participated in IGA activities for three or more years.
- **Participation Barriers.** A lack of information about Income-Generating Activities was the single biggest reason

## CASE STUDY: "WE GOT TOGETHER FOR OUR CHILDREN'S SUCCESS"

Forty-five year old **Ouattara Affoussata** is secretary-general of the Bakpayolè (meaning "The Children's Success") women's group in Community 1. The group was formed in 2015, initially with support from the CLMRS, to help women earn money for their household through Income-Generating Activities that could supplement cocoa farming. It is now administered by the CNEK cooperative. The women cultivate rice, corn, as well as garden products like okra and eggplant.

"We got together for our children's success. We wanted to produce and move ahead," explains Ouattara Affoussata who has two girls and three boys, aged between 20 and 6. All of them attend school. The women still struggle to find ways to sell their production, which remains limited due to lack of funding to buy fertilizer and equipment.

Financial returns are therefore disappointing. The women invest a share of their small earnings into the project every year. The rest goes toward contributing to household expenses. "With the money we get, we look after our children, support their education, buy food for them," Ouattara Affoussata says.

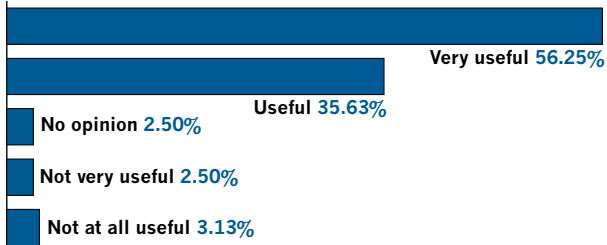
She acknowledges that some women are discouraged. "The cooperative tries to help us, but it is not sufficient. We need help." Launched with 125 participants, the group now has 85 members.

While financial gains have been limited, the project also has a social dimension. Working together promotes social cohesion and solidarity among the women. "We get on well, we exchange ideas. It is a positive aspect," says Ouattara Affoussata. "It provides opportunities for us to spend time together."

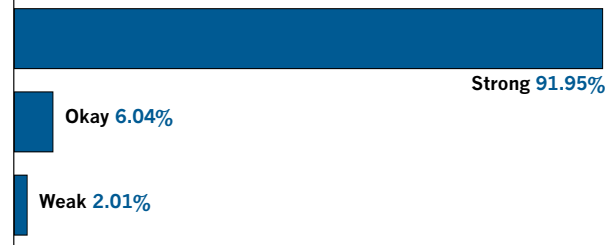
(73.5 percent) for not participating. Other reasons include: a lack of plots to cultivate crops (18.5 percent); no support from a spouse or partner (five percent); and the inability to find an activity that motivates them (5.2 percent).

## SIA DATA: Overall Perception of Respondents About CLMRS

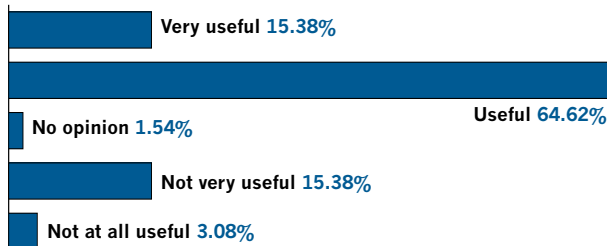
### Usefulness of Nestlé's CLMRS according to the PRODUCER HOUSEHOLDS



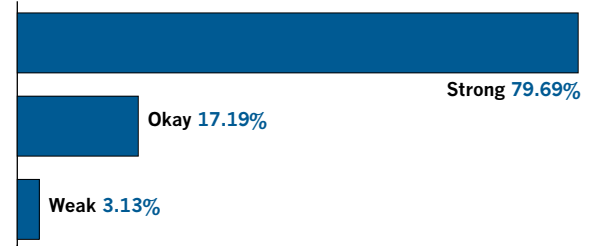
### Dissemination of Social program (CLMRS) according to the PRODUCER HOUSEHOLDS



### Usefulness of Nestlé's CLMRS according to the WOMEN



### Dissemination of Social program (CLMRS) according to the WOMEN



Interview with a CSG management.



# CONCLUSIONS

**The social impact assessment** confirms that the CLMRS is collecting relevant community-level data on the prevalence of child labor and laying a foundation to build the capacity of cooperatives to address the issue. Three cooperatives continue to rely on ICI's support and all the nine communities continue to rely on the cooperatives to support CLMRS. Based on the feedback received from all four cooperatives, the FLA recommends that ICI co-negotiates the salary of the Community Liaison who collect CLMRS data, jointly with the cooperative. By doing so the cooperative is aware of the potential expenses from the start. Furthermore, as part of the overall framework of the CLMRS, Nestlé should determine self-sufficiency milestones and the number of years that the cooperatives will continue to receive assistance and measure the progress of the cooperatives against those milestones.

Interviews at the community level reflect that producers and children view farm work as routine day-to-day activities for children (16 percent of producers did not know the legal minimum age for light work and seven percent of producers reported involved

children younger than 13 years in work). Overall, interventions to increase awareness of child labor and encourage school attendance appear to be gaining traction. The assessment results show that awareness campaigns must be sustained and further improved to ensure that families and children understand the types of light work that children may undertake on family farms, the age at which they can undertake light work, and the allowable hours per day and per week.

The participants perceived interventions such as the building of schools and the distribution of school kits as essential. Other interventions such as housing for teachers, the addition of toilets, and the allocation of benches also were welcomed by community members and appear to increase children's interest in attending school and the quality of education delivery. Birth certificates are considered vital for children who are planning to participate in secondary school (12 years and above). Respondents viewed the support provided by the CLMRS to obtain legal documents as fulfilling this need. Schooling support is one of the more

*“We are keenly aware of how difficult it is to address a persistent and systemic issue like child labor. Our research on Nestlé’s cocoa supply chain in Cote d’Ivoire sheds light both on the root causes of child labor and confirms Nestlé’s investment in monitoring and remediation. There’s no easy answer, but this report expands our understanding of how sustainable, community-based interventions are driving awareness of child labor, and creating environments that promote school participation and adult workforce participation— both important activities that can lead to the reduction of child labor.”*

— Sharon Waxman, FLA President & CEO



beneficial interventions as perceived by the respondents. Nestlé can bolster its efforts in this direction.

While the respondents did not view Income-Generating Activities and the Community Services Groups as the most beneficial CLMRS interventions, the FLA believes both have shown a positive impact on the reduction in the use of family child labor in cocoa production activities. By increasing parents' ability to support children's education, they promote the overall well-being of the family. By making adult labor available in the community, the reliance on family labor and children, especially, decreases. These interventions will continue to address some of the underlying causes of child labor in the long run. The FLA recommends that Nestlé continue to build on these efforts. In particular, it should explore strengthening existing and creating more IGA and CSGs. Within the Income-Generating Activity, Nestlé can explore how the income threshold of the participants can be increased by inputting more resources for the participants to scale activities, by facilitating

market linkages, or providing means to process and conserve fresh produce.

Increased income will increase the ability to both hire an adult work force and facilitate children's schooling. Once an Income-Generating Activity is launched, regular follow-up and support should enhance the impact. The scale of these interventions can be further enhanced to achieve a tangible impact in terms of total family income, labor force availability, as well as improved perception amongst the beneficiaries.

Overall, men and women spoke favorably about the of the results of the CLMRS interventions. Men expressed a higher satisfaction level, possibly because they believe that providing for the household and financing their children's education is their responsibility. Eighty percent of women consider CLMRS successful, including 15 percent who rated it very useful. Ninety-two percent of producers surveyed, and 80 percent of women believe that the dissemination of social programs through the CLMRS has been strong. ■

Women of IGA group.



# ANNEX 1: METHODOLOGY, SAMPLING & LIMITATIONS

**The FLA’s social impact assessment (SIA)** comprises a combination of qualitative and quantitative data collection methods, including primary and secondary data. Data collection included field visits, key informant interviews, field observations, and focus group discussions at the intervention sites.

Quantitative data collection occurred in the field during the post-harvest period. Data also was collected from documentation and internal monitoring reports provided by Nestlé, the International Cocoa Initiative, and participating cooperatives.

The FLA team selected four cooperatives and nine communities for the social impact assessment, and research included visits to 18 farms. The objective was to reach interviewees well-positioned to provide insights on more than one evaluation area, in order to understand the interconnectedness of the interventions.

Interviews with the cooperative-based monitoring and remediation agents (ASR) and group administrators (ADG), and interviews with the relevant staff and Community Liaison People (CLPs) provided further information.

FLA staff designed a questionnaire for its social impact assessment that used a combination of multiple-choice close-ended questions and open-ended questions. The Likert scale was used for questions about perceptions and satisfaction levels. Data

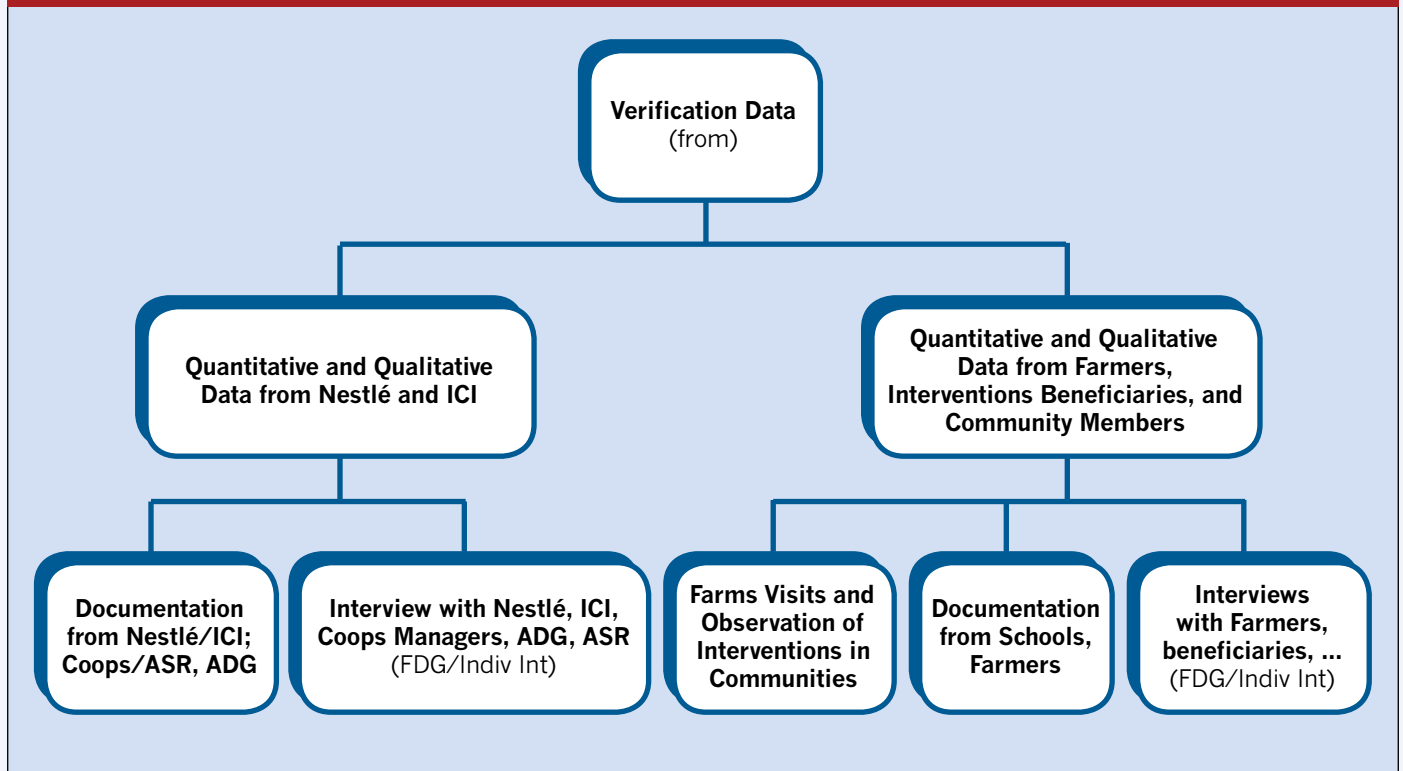
## SCOPE OF THE SOCIAL IMPACT ASSESSMENT

- **Identify achievement** in the context of Nestlé’s Cocoa Plan.
- **Map individual activities** undertaken to achieve the overall goal of reducing child labor.
- **Define intended output, outcome, and impact indicators** for each mapped activity evaluated under the Social Impact Assessment.
- **Determine the extent** to which each activity and their collective sum made progress toward its planned results.
- **Determine if implementation encountered any obstacles** (external and internal) to execute its planned strategies.
- **Measure if the interventions contributed to changes** (level of awareness, key results) in Nestlé’s cocoa supply chain through work with its implementing partner and other stakeholders.
- **Describe which program activities** have been more successful.

collection methods incorporated child-sensitive approaches for interviews with children following the ILO-IPEC guidelines on research on the worst forms of child labor and UNICEF’s Principles of Ethical Reporting for Children<sup>39</sup>.

<sup>39</sup> <http://www.ilo.org/ippecinfo/product/viewProduct.do?productId=3026> and [http://www.unicef.org/media/media\\_tools\\_guidelines.html](http://www.unicef.org/media/media_tools_guidelines.html)

## Data Collection Steps



Thirty-one focus group discussions were conducted with school authorities, Community Service Groups, women and children. One-on-one interviews and focus-group discussions yielded input from a total of 380 individuals:

- 160 producers including 113 from Community Service Groups
- 80 women from nine Income-Generating Activities groups
- 88 children, including 12 in three focus groups and two individual interviews
- 16 community leaders
- 36 school authorities and stakeholders
- 18 farms visits were undertaken

In addition, the FLA analyzed data from Nestlé's CLMRS from 2012 -2018 (and some data that as extracted on September 1, 2019),

and reviewed its own independent external monitoring (IEM) data from 2013–2017. Activities implemented under CLMRS such as building a Community Action Plan (CAP) or setting up of Child Protection Committees were not within the scope of this SIA.

### Limitations

There are limitations to this SIA and the process has helped the FLA to consider some refinements in the methodology going forward. No baseline data was collected in the intervention locations, nor was a counter-factual site assessed. This would have allowed impact to be measured over time and compared to an area where no interventions had been introduced.

## SIA: Key Steps and Timeline

1

Jan-Feb  
2019

**Mapping of interventions, development of key indicators, methodology, tools, and sampling:** Nestlé completed an excel tool to capture information on type of intervention, location, inputs (human, financial, technical, technological etc.) and expected output, outcome and impact and related indicators (key results chain) for all key program areas. FLA, Nestlé and ICI determine the main evaluation questions. FLA developed data collection methodology, tools and finalized sampling, field-work dates and locations.

2

March-April  
2019

**Field-level data collection:** FLA team visited 9 communities under four cooperatives during the second peak activity of cocoa harvest.

3

May 2019-  
June 2020

**Desk-based CLMRS information clarification, development of case studies and data analysis:** FLA conducted quantitative and qualitative analysis and requested clarifications from Nestlé and ICI. Phone interviews were held with community members to develop case studies. Nestlé's 2019 *Tackling Child Labour* data report published in December 2019 was included in the analysis.

4

July-August  
2020

**Report writing and quality review:** FLA drafted the SIA report based on the analysis for publication purposes and finalized the report design.

Another limitation is the lack of specific and measurable goals at the baseline. At the start of the CLMRS, Nestlé set a reduction in child labor as the outcome it sought, yet no interim metrics have been identified. The FLA at the beginning of the SIA, defined outputs and outcome indicators with Nestlé and ICI. The partners agreed that the assessment would measure the beneficiaries' perceptions of the usefulness of CLMRS activities. Finally, the FLA was not able to review a cost-efficiency analysis of the interventions. The cost involved in implementing the interventions per producer, household, community, or cooperative is not known.



Interview with a farmer.

## ANNEX 2: NESTLÉ'S CLMRS DATA – 2017 AND 2019

**Nestlé in its 2017 Tackling Child Labor Report**<sup>40</sup>, reported that the CLMRS covered 75 co-operatives and 1,553 communities, representing 48,496 cocoa producers who supply over 13,000 tons of cocoa to Nestlé annually. Of these farmers, 25,775 farmers received a household survey. Per the 2017 report, 40,728 children between 5-17 years old were being followed by the Nestlé CLMRS.

As per the figures collected by the FLA through the end of February 2019, overall, since 2012, the CLMRS registered 95,599 children living in households covered by the CLMRS during this period. Out of this total

number of children ever registered through household surveys during this period, 26,531 children were identified as involved in hazardous work, a rate of 27.6 percent. Table A shows a wide variation in the prevalence of hazardous child labor among the different communities. For example, it ranges from three percent in Community 5 to nearly 35 percent in Community 9. Almost 73 percent of the children identified in the producers' households were of school age. Within the

40 <https://www.nestle.com/asset-library/documents/creating-shared-value/responsible-sourcing/nestle-cocoa-plan-child-labour-2017-report.pdf>

**TABLE A: COMMUNITY-LEVEL CHILD LABOR DATA, PER CLMRS (as of February 2019)**

| COOPERATIVE  | COMMUNITIES | NUMBER OF CHILDREN REGISTERED IN THE HOUSEHOLDS | CHILD LABORERS ENGAGED IN HAZARDOUS WORK | PERCENTAGE OF CHILD LABOR ENGAGED IN HAZARDOUS WORK (%) |
|--------------|-------------|---|--|---|
| CNEK         | Community 1 | 314   | 30                                       | 9.5%  |
|              | Community 2 | 136   | 7  | 5.1%  |
| USCRG        | Community 3 | 131   | 24                                       | 18.3%   |
|              | Community 4 | 227   | 32                                       | 14.0%   |
| COOPRADI     | Community 5 | 194   | 15                                       | 7.7%  |
|              | Community 6 | 170   | 9  | 5.2%  |
|              | Community 7 | 127   | 4  | 3.0%  |
| LCAG         | Community 8 | 117   | Data not available                       | Data not available                                      |
|              | Community 9 | 162   | 56                                       | 34.5%   |
| <b>TOTAL</b> |             | <b>1578</b>                                     | <b>177</b>                               |   |

assessed communities, the school attendance rate varied from 97 percent in the USCRG to 70.5 percent in COOPRADI.

Nestlé's in its 2019 Tackling Child Labor Report<sup>41</sup>, published in December reported that the CLMRS had expanded to cover 87 cooperatives and 73,248 farmers by September 1, 2019. Of these farmers, 45,272 farmer families received a household survey. Per 2019 report, 78,580 children between 5-17 years old were being followed by the Nestlé CLMRS. Published after the FLA visited the communities to collect information for the SIA, the 2019 report identifies 18,283 child laborers in hazardous work among 78,580 children between the ages of 5-17 monitored as part of the CLMRS—a rate of 23 percent of child labor performing hazardous work.

While this is higher than the 17 percent rate referenced in Nestlé's 2017 CLMRS "Tackling Child Labour" report, that rate was based on an earlier, less-stringent legal definition of what constitutes hazardous work under Ivorian law. According to Nestlé-ICI, this can be explained by a change in the legal definition of hazardous work in Ivorian legislation, introduced in 2018. Applying the new provision<sup>42</sup> regarding the use of sharp tools to its 2017 data set would have nearly

doubled the rate of child labor in hazardous work. ICI currently counts children (5-17) either spotted or self-reported in hazardous work as child labor.

Based on a survey conducted in 2013/2014, the Tulane University 2015 report estimated that 32.2 percent of children aged 5-17 in cocoa-growing areas of Côte d'Ivoire were engaged in child labor in cocoa production and 30.9 percent were involved in hazardous work<sup>43</sup>.

41 <https://www.nestle.com/sites/default/files/2019-12/nestle-tackling-child-labor-report-2019-en.pdf>

42 In 2018, Côte d'Ivoire amended its legislation on child labor and expanded the list of hazardous work prohibited for children under 18.

43 Definition used by the Tulane Survey: Child Labor: "For the purpose of statistical measurement, children engaged in child labor include all persons aged 5 to 17 years who, during a specified time period, were engaged in one or more of the following categories of activities: 1. Worst forms of child labor, 2. Employment below the minimum age, and 3. Hazardous unpaid household services. Children in employment: Children in employment are those engaged in any activity falling within the production boundary in the SNA for at least one hour during the reference period. They consist of: (a) those in child labor within the SNA production boundary; (b) children aged 12 to 14 years in permissible light work; and (c) adolescents in the age group 15 to 17 years engaged in work not designated as one of the worst forms of child labor." When calculating children's working hours and estimating exposure to child labor, the following activities are included: (a) work in cocoa agriculture, (b) work in agriculture other than cocoa, and (c) economic activities other than work in agriculture. The estimates of child labor in this report cover: (a) children working below minimum age (if they are under 12), (b) children exceeding the number of working hours allowable for their age group based on the ILO framework (if they are between the ages of 12 and 17 years), and (c) children performing hazardous work in the cocoa growing areas of Côte d'Ivoire and Ghana. The WFCL other than hazardous work and hazardous unpaid household services are not discussed in the report.





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