



AGRICULTURAL INTERMEDIARY PROFILE STUDY

MAY 2018

DÜZCE, SAKARYA, ORDU



FAIR LABOR
ASSOCIATION



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OBJECTIVE OF THE STUDY

'Partnership to Eliminate Child Labor and to Improve Good Employment Practices in Imported Agricultural Products: Piloting the USDA Guidelines in the Hazelnuts Supply Chain in Turkey' Project was conducted between November 2015 and June 2018, in collaboration with Nestle and two of its suppliers, Balsu and Olam. The project aims to strengthen monitoring and remediation systems on child labor and unfair working conditions in the supply chains of partner companies.

To establish an effective monitoring and remediation system, companies need to map their supply chains and the actors in them, conduct risk assessment in the field and determine the monitoring and remediation strategies in the light of collected information.

This study was prepared based on data collection studies undertaken by FLA implementation partner Pikolo Association. Data were collected from agricultural intermediaries who play a determinative role in working and housing conditions of seasonal agricultural workers who take part in hazelnut production. Within the scope of the research, interviews were conducted with 309 agriculture intermediaries in 14 districts and 52 villages in Ordu, Düzce and Sakarya provinces between August 7 and September 6, 2017. This data, which shed light on their profiles, duties and responsibilities and the profiles of the workers with whom they work, provide a guideline for identifying risks in the supply chain and the geographical distribution of these risks.

The data in this report also provide important information for public agencies and non-governmental organizations working with seasonal migrant workers.

BACKGROUND

In seasonal agricultural work, agricultural intermediaries hold key positions. An agricultural intermediary is a person who establishes a business connection between a producer and a seasonal agricultural worker and who, in exchange, receives a commission from the worker or employer. The intermediaries, called "Dayıbaşı" or "Çavuş" in Turkey, have diverse responsibilities such as establishing a business connection, setting a wage guarantee and providing accommodation.

Key matters such as who are the agricultural business intermediaries, the conditions for obtaining their working permit, the types of intermediary work, their supervision and how to organize the relationship among the intermediary, the seasonal agricultural worker and the employer are defined in the "Regulation on Agricultural Intermediaries". According to the definition Regulation agricultural intermediary is defined as "natural or legal persons permitted by the institution to perform the job of finding works and workers in agriculture". The task of registering agricultural intermediaries belongs to the Turkish Labor Institution. However, in practice it has not been possible to register intermediaries in the hazelnut sector at the desired level, due to issues such as the period of seasonal agricultural work being temporary, performing the work on a very large area, the preponderance of unregistered work, and lack of information.

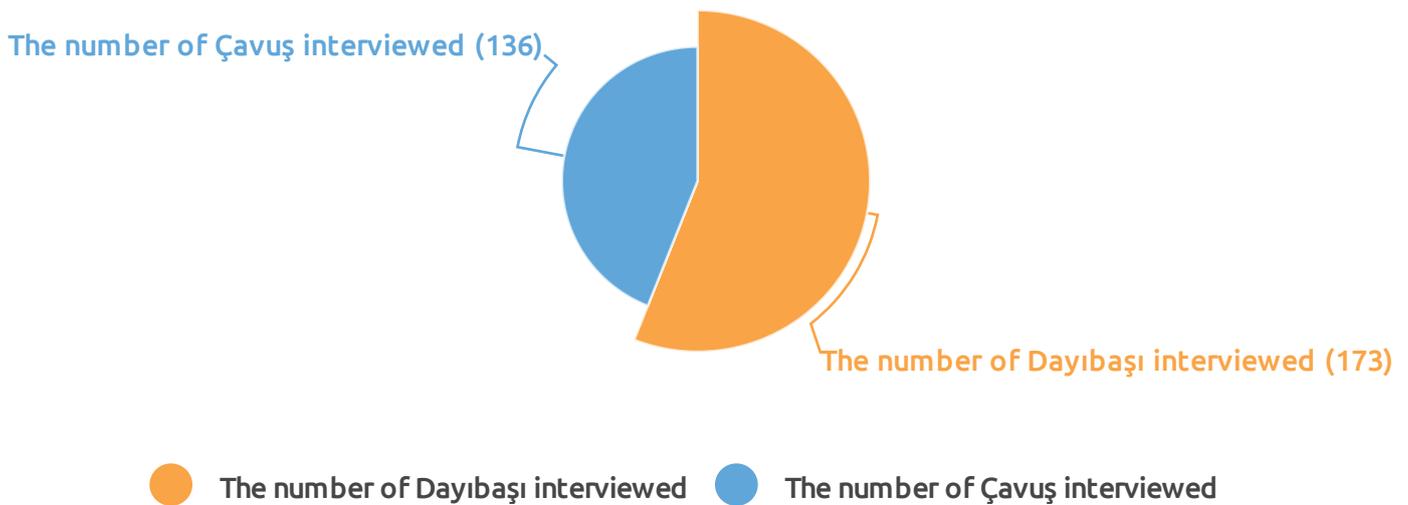
Registration of workers and intermediaries in seasonal agriculture will contribute to:

- a) protecting the economic rights of workers and intermediaries, and improving their living and working conditions,
- b) carrying out studies and actions carried out in order to eliminate child labor in seasonal agriculture,
- c) gradually eliminating informality in terms of the country's economy, and
- d) develop policies on business, education, health and social needs

METHODOLOGY

Target Group

The main target group of the project is the agricultural business intermediaries operating in Ordu, Sakarya and Düzce. Within the scope of the project, a total of 309 agricultural workers (163 in Ordu, 40 in Sakarya and 107 in Düzce) were interviewed in three provinces. During the study, it was determined that the agricultural labor intermediaries were divided into two subgroups as "Dayıbaşı" and "Çavuş" according to the way they work, the criteria for recruiting workers, the way they are compensated for their services (*for more detailed information, please see page 8*).



Data Collection

Within the scope of the project, a semi-structured interview form with 42 questions was prepared. The application of the forms lasted an average of 45 minutes. The length of the application period allowed building a certain degree of trust with the target group. The report was constructed using data obtained from the interviews and the research team's fieldwork observations.

METHODOLOGY

Challenges Encountered

Skepticism by respondents: Producers and agricultural intermediaries were skeptical about the work carried out on the field by international companies and organizations. Especially producers think that some international companies play an important role in reducing the price of hazelnuts. It was also observed, that some of the interviewees were hesitant to give clear or correct answers to certain questions because of their concerns about their economic and legal responsibilities.

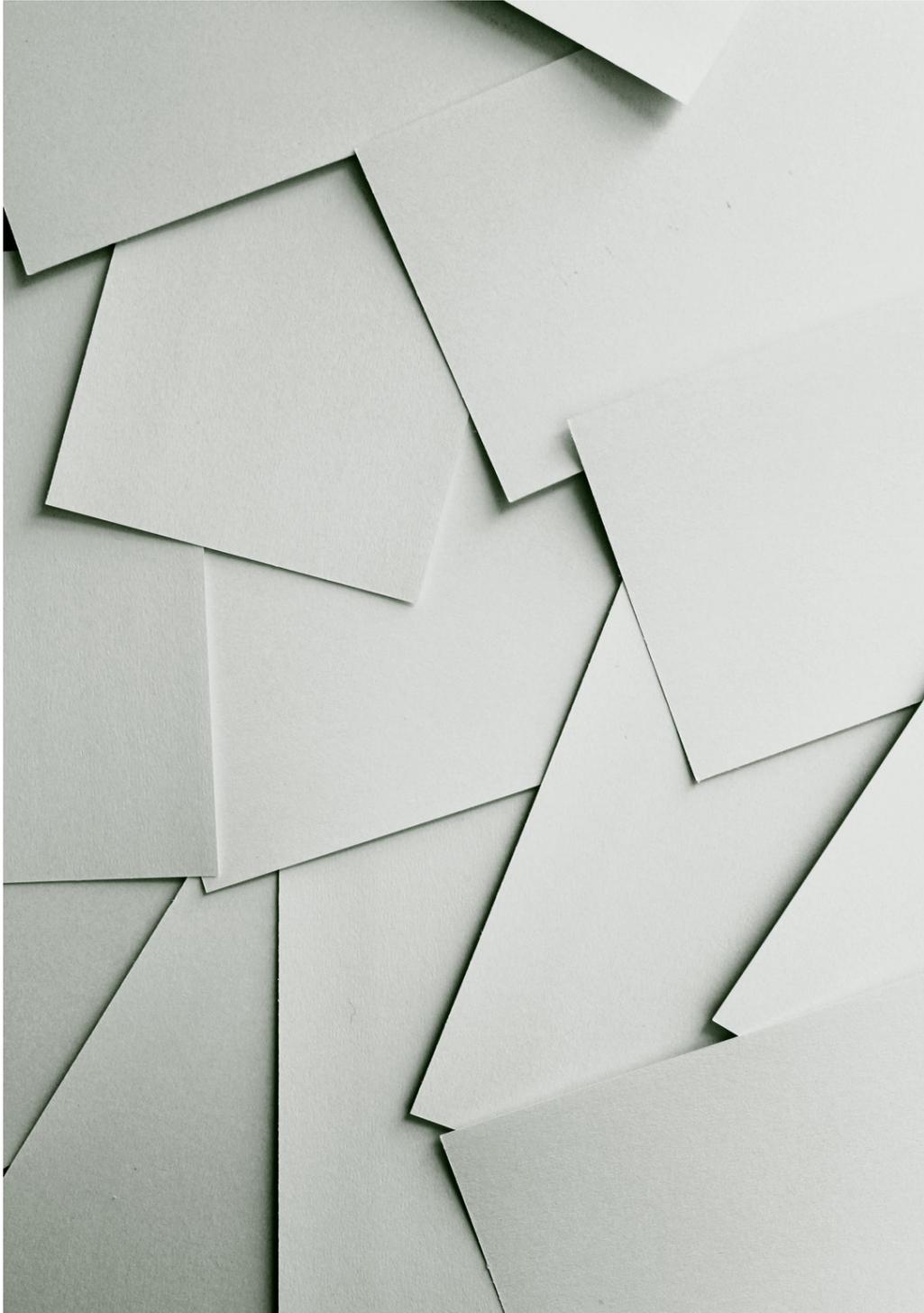
Producer Reactions: In order to facilitate fieldwork within the scope of the project, producers had been consulted from time to time. The fact that determination of the hazelnut base price was delayed and that the declared price remained below expectations caused an adverse reaction among the producers.

In this atmosphere, the producers who thought that their own problems were not being addressed, were prejudiced against the work carried out for the seasonal agricultural workers.

Negative Generalizations from Other Studies: In 2017 and earlier, numerous private-voluntary organizations conducted various fieldwork studies on seasonal agricultural workers. It is known that sometimes communication problems among local people, public institutions, officials, agricultural intermediaries and seasonal agricultural workers emerged due to the lack of knowledge and experience (especially regarding the region's social and cultural dynamics) of the people conducting these studies. Field workers were partially affected by this problem.

Land Conditions: The geographical conditions of the land within the supply chain are rough and the roads are rough. This made transportation difficult and extended the duration of the study.

FINDINGS



About "Dayıbaşı" and "Çavuş": Distinction

During the study, it was observed that the intermediaries are referred to as "Dayıbaşı" or "Çavuş" depending on the way they work, their criteria for recruiting workers, and the way of they earn their income.

"Dayıbaşı" organize fairly large group of migrant workers. Groups could have more than 100 workers. Meanwhile "Çavuş" work by establishing their own business connections without being bound to any "Dayıbaşı". The number of workers in their groups is smaller, usually between 10 and 20, and they work in the field with their groups themselves.

The most important difference between these two groups is that "Dayıbaşı" take a fee from the daily wage (5 - 10%) and "Çavuş" take twice the wage directly from the employer (field / garden owner) in exchange of establishing work connection .

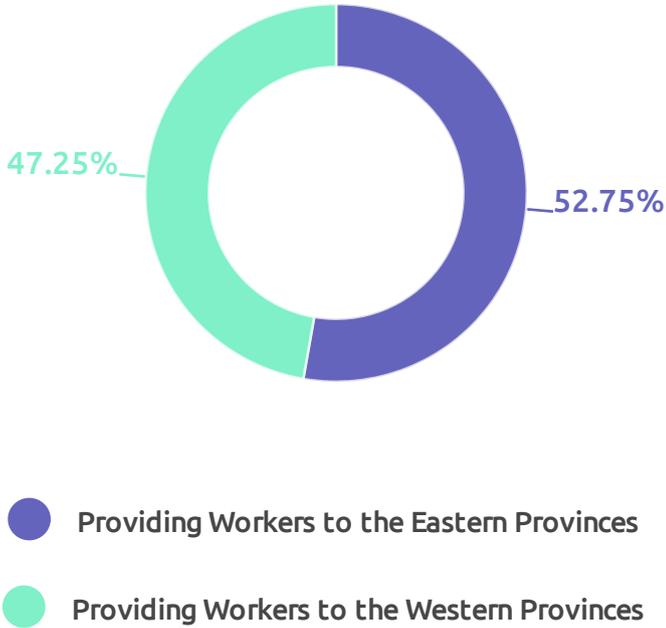
There is also a significant difference in terms workers' recruitment between Dayıbaşı and Çavuş. Çavuş's worker groups consist of family members, relatives and neighbors, while Dayıbaşı, in addition to relatives and acquaintances, also includes in his group workers whom he does not know (living in the same or other provinces).

In what follows the distinctions between Dayıbaşı and Çavuş findings are pointed where relevant. When there was no differentiation in the findings, the focus was on the main group, "Agricultural Business Intermediaries".



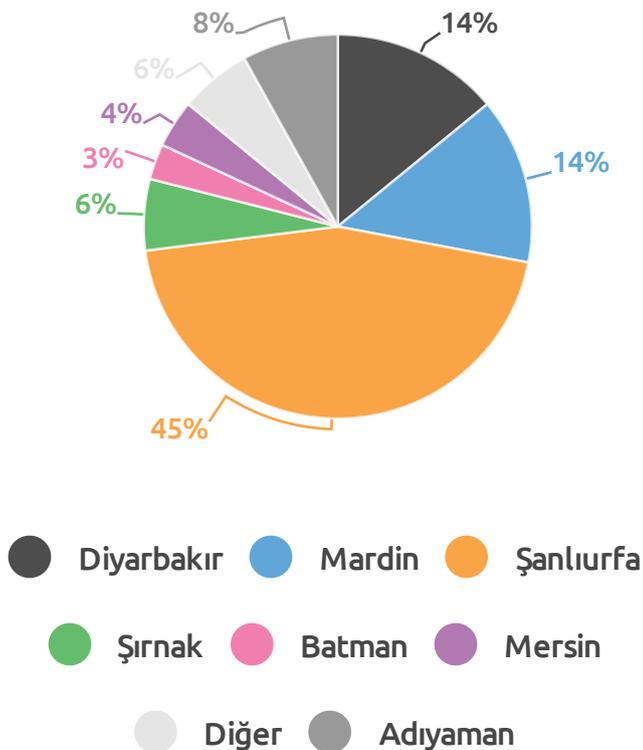
- Average number of workers under Dayıbaşı
- Average number of workers under Çavuş

Demographic Characteristics of Agricultural Intermediaries - *Locations to which they provide workers*



The data of the Eastern Black Sea (Ordu) and Western Black Sea (Düzce and Sakarya) regions, which constitute the fields for the study, were collected and analyzed separately and evaluated and interpreted as a whole. According to this, 47% (146 individuals) agricultural intermediaries provided workers to the Western Black Sea provinces while 53% (163 individuals) provided workers to the Eastern Black Sea provinces.

Cities of Origin

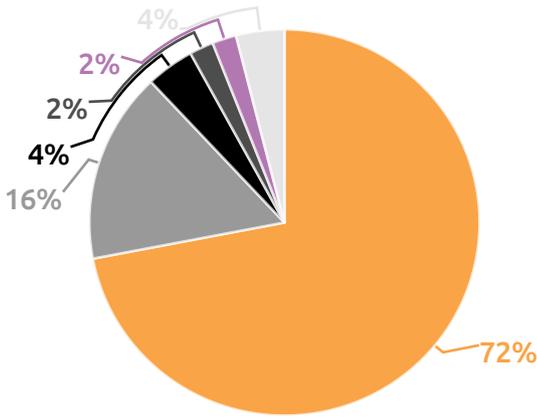


It is seen that 73% of the agricultural intermediaries come from Şanlıurfa, Mardin and Diyarbakır. These are the provinces to be included when conducting studies locally on agricultural intermediaries and seasonal agricultural workers.

In addition, it is understood that planning for the future studies can be performed considering the proximity of Adıyaman to Şanlıurfa and proximity of Batman, Şırnak and Diyarbakır provinces to Mardin province. During the interviews, it was learned that some of the agricultural intermediaries recruited workers from neighboring provinces too.

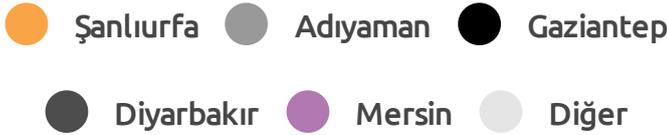
Demographic Characteristics of Agricultural Intermediaries - *Cities of Origin*

When we separately look at the findings of two regions, we see that there are two migration routes. Thus, 72% of the agricultural intermediaries go to the Eastern Black Sea from Şanlıurfa province, while half of the agricultural intermediaries going to the Western Black Sea Region are from Diyarbakır and Mardin.

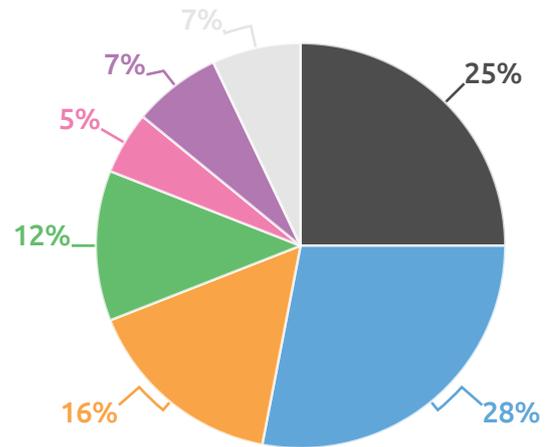


When the provinces of the 163 agricultural business intermediaries going to the Eastern Black Sea Region were analyzed, it was seen that the distribution was: 72% Şanlıurfa, 16% Adıyaman, 2% Diyarbakır, 2% Gaziantep and 2% Mersin.

Batman, Malatya, Elazığ, Kahramanmaraş and Hatay are within the "other" group.



When the provinces of the 146 agricultural business intermediaries going to the Western Black Sea Region were analyzed, the distribution was : 28% Mardin, 25% Diyarbakır, 16% Şanlıurfa, 12% Şırnak, 7% Mersin and 5% Batman.



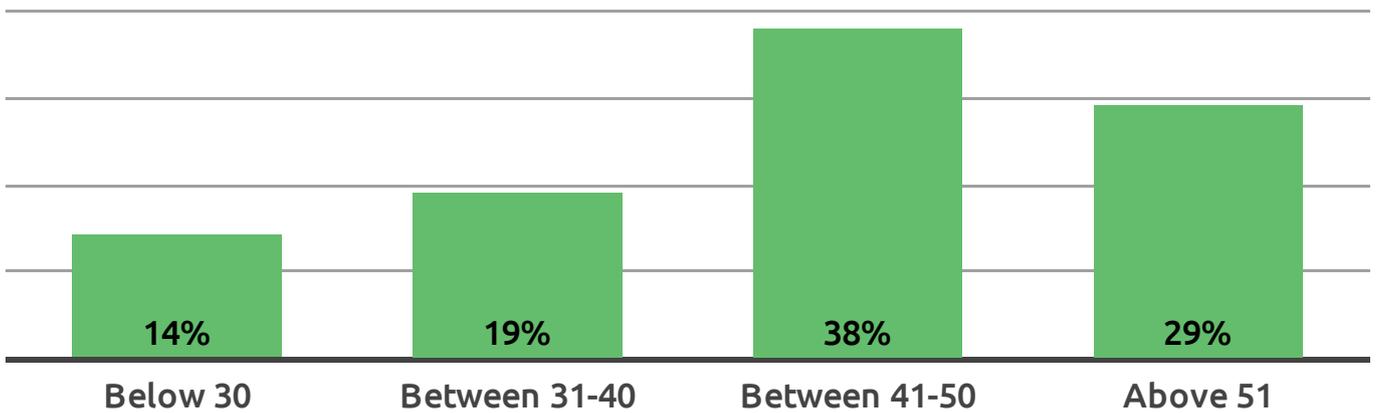
Adana, İstanbul, Sakarya, Elazığ, Antalya and Düzce are within the "other" group.



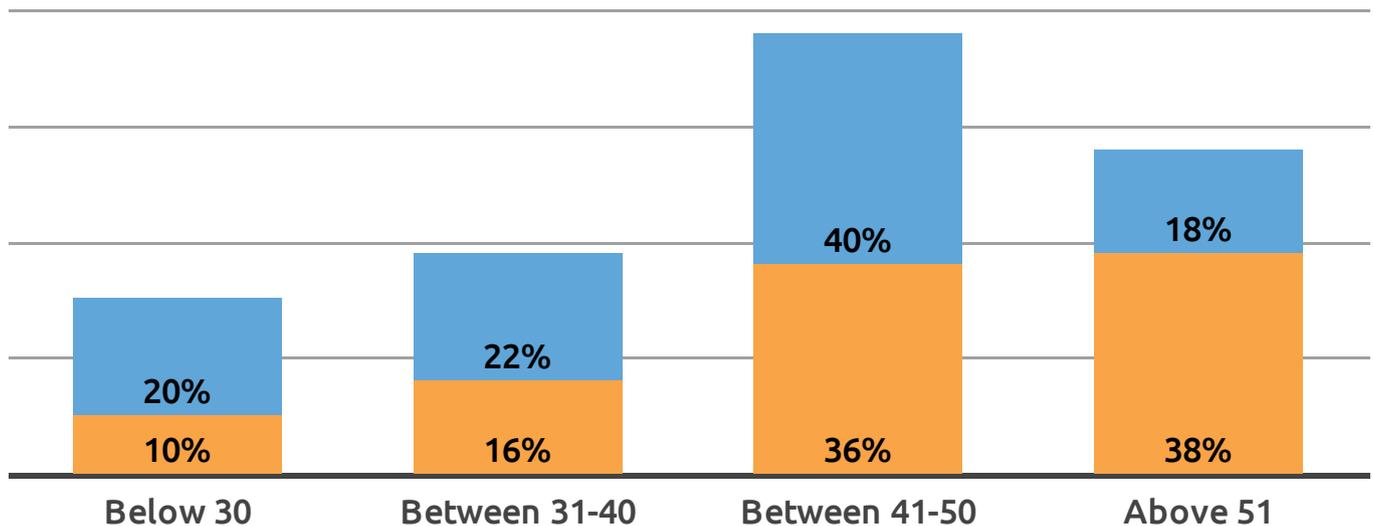
Demographic Characteristics of Agricultural Intermediaries - *Age Distribution*

Regarding the age distribution of agricultural business intermediaries, it was found that there was no significant difference among the regions. It is also seen that 67% are over 40 years old.

When we look at the results for "Çavuş" and "Dayıbaşı", it was observed that the average age of the agricultural intermediaries called "Dayıbaşı" is over 40 years old (74%). In contrast, "Çavuş" constitute a younger group.



● Agricultural Intermediaries

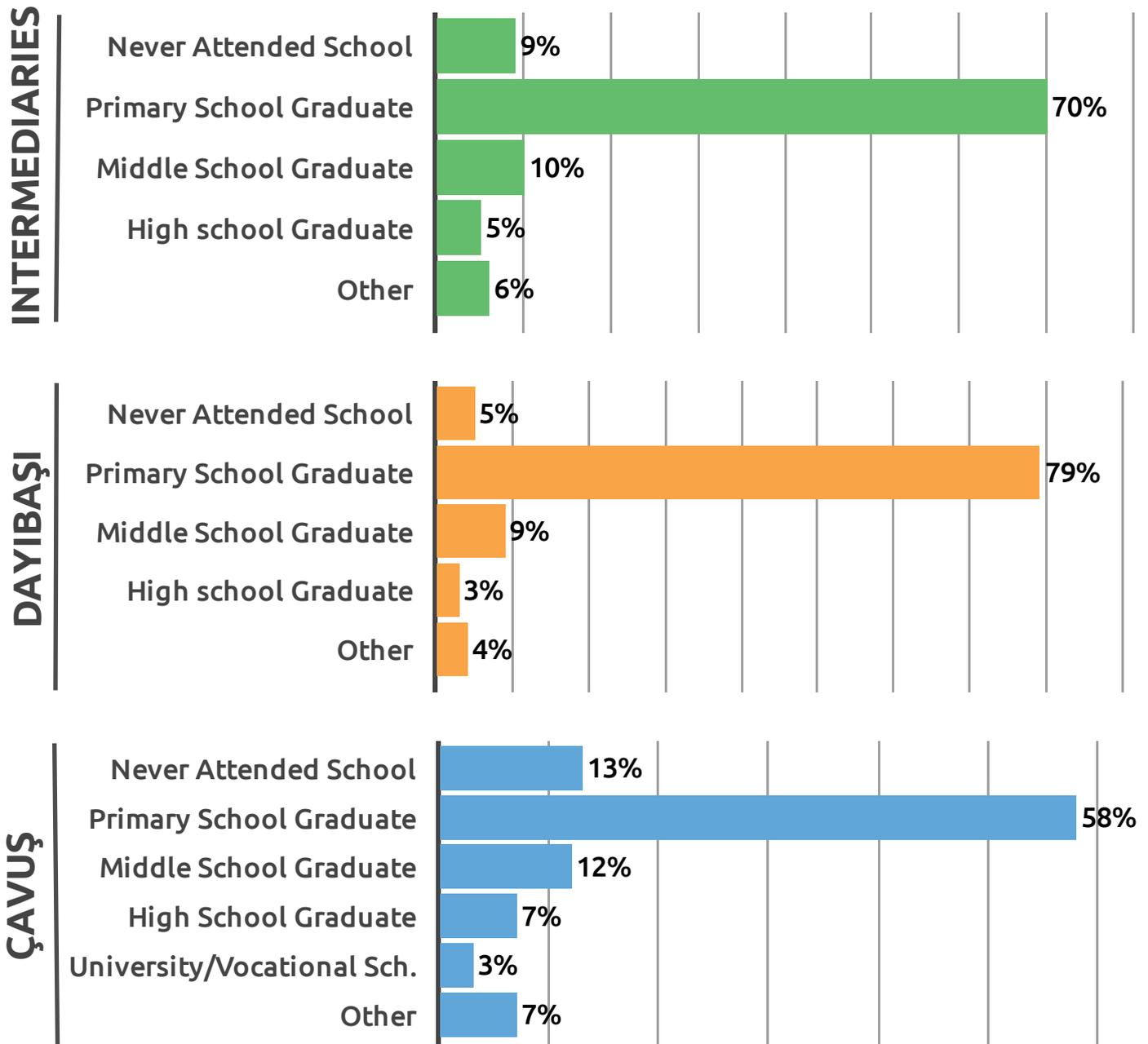


● Dayıbaşı ● Çavuş

Demographic Characteristics of Agricultural Intermediaries - *Educational Status*

When examining the educational status of agricultural business intermediaries, it was seen that 9% of them did not attend school at all and 70% of them were primary school graduates. The ones in the "other" category are literate individuals or university graduates. It was determined that 4 agricultural intermediaries were university graduates.

In order to be able to get the agricultural intermediary certificate, according to the agricultural business intermediation legislation, it is necessary to be a primary school graduate. In our sample, 43 agricultural intermediaries (who constitute 9% of the participants in the study) are not fit to legally conduct intermediary work.

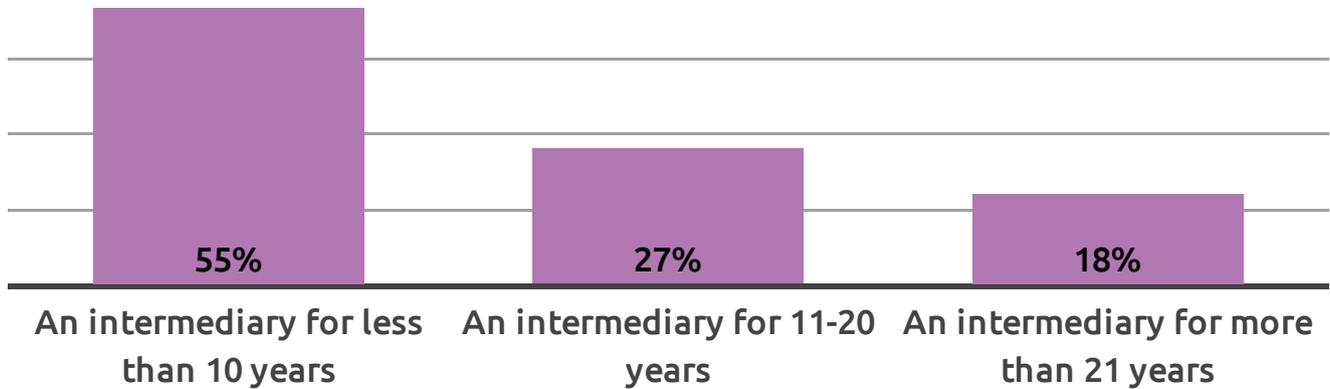


Demographic Characteristics of Agricultural Intermediaries - *Professional Status*

Overall:



Demographic Characteristics of Agricultural Intermediaries - *Professional Status*



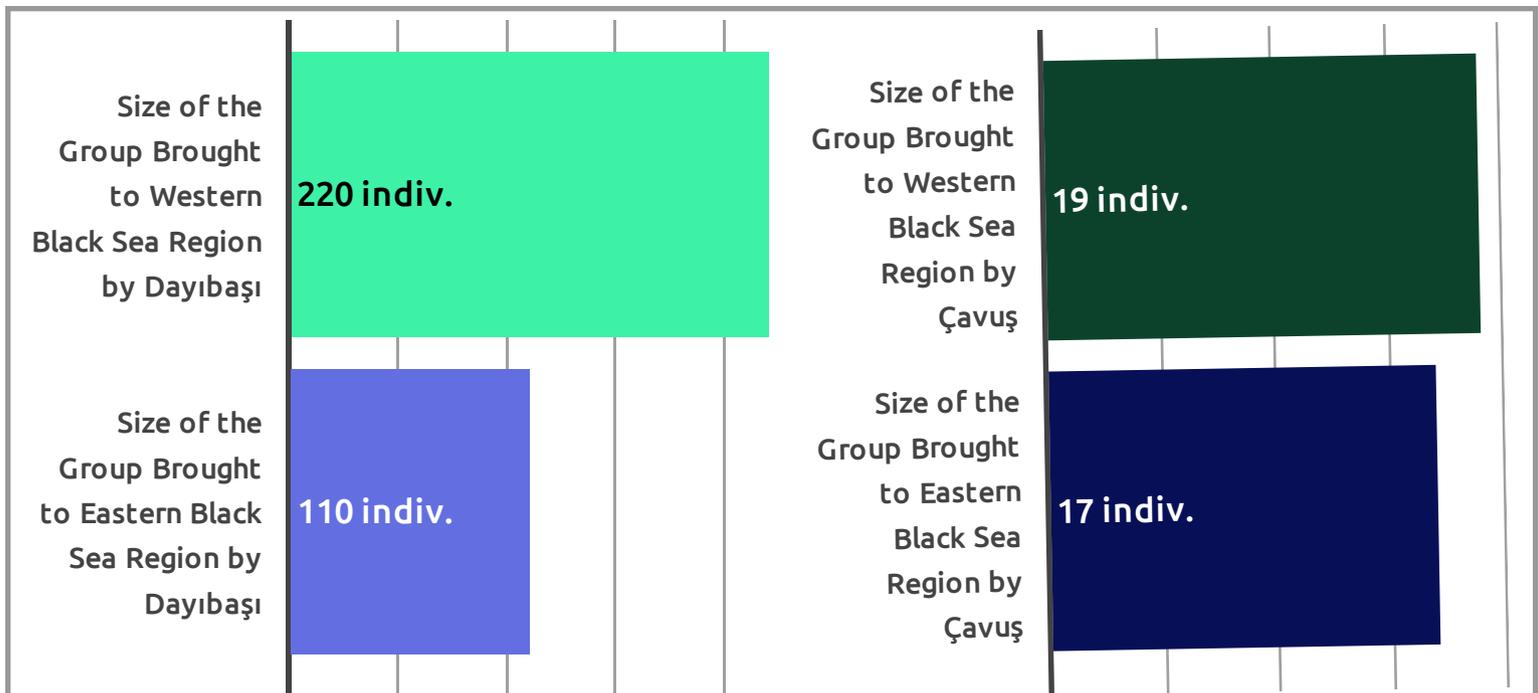
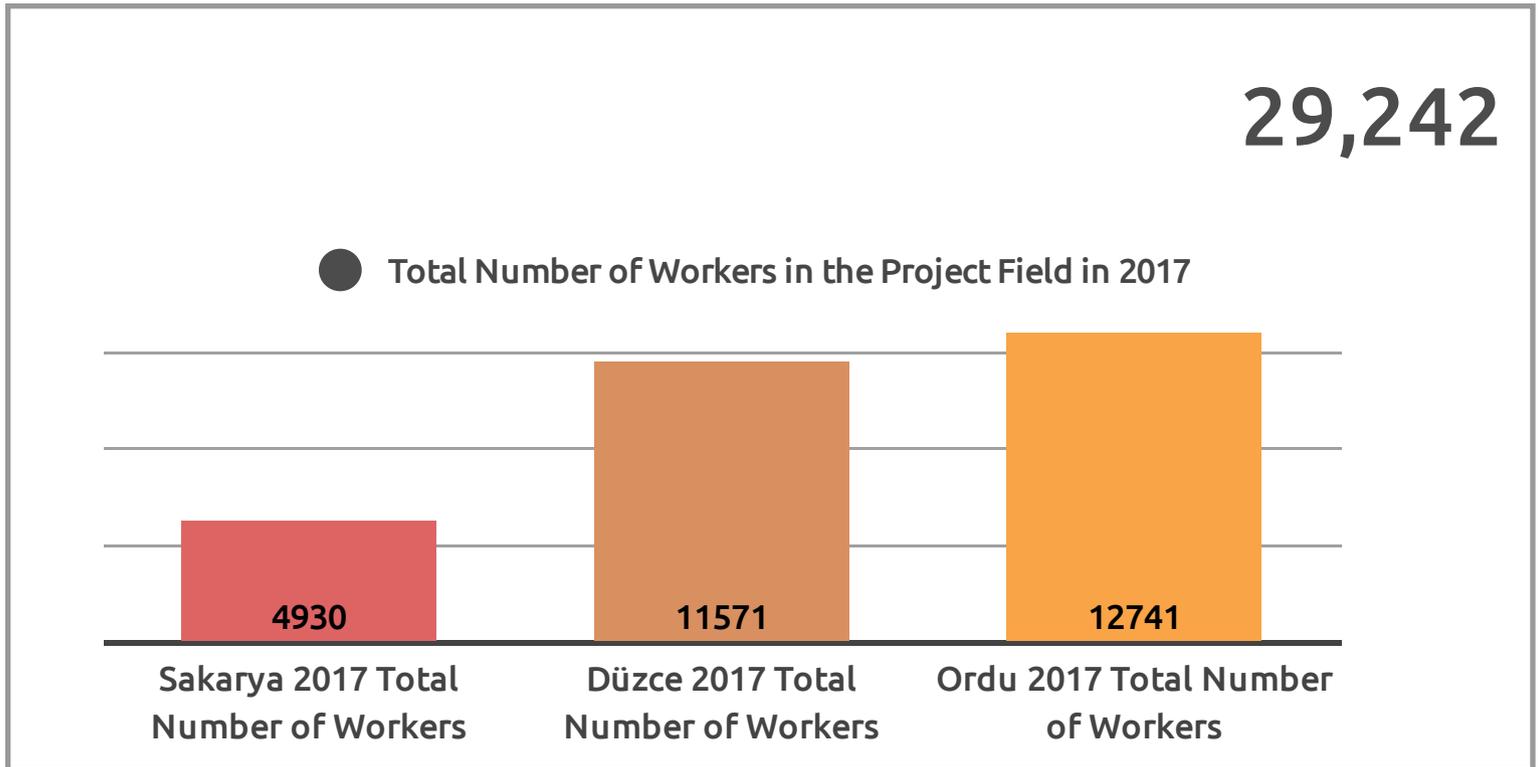
Based on data gathered during the research, observations made during fieldwork and literature review it can be concluded that:

- Seasonal agricultural work is seen as a profession by the families,*
- It becomes an option for work because of the low educational attainment and the lack of job opportunities in the region,*
- It is the only option for the poor and unemployed families,*
- It is a work and a way of life that passes down to other generations,*
- Reaching the status of Çavuş or Dayıbaşı is perceived as a career,*
- Taking into account the working hours, the agriculture intermediary profession requires certain experience and producer connections.*

Demographic Characteristics of the Workers Recruited - *Number of Workers*

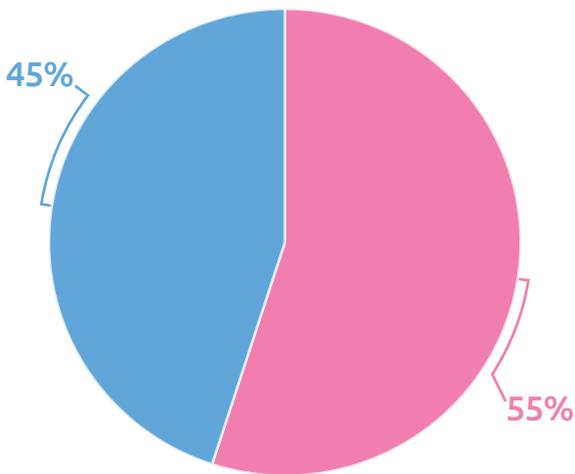
The number of workers brought to the region for the hazelnut harvest by agricultural intermediaries varies according to the amount of hazelnut to be harvested that year.

Based on the research, the total number of workers who came to the project area in 2017 was calculated as 29,242. When the size of the sample is compared with the size of the universe, it is understood that the data obtained represent 29% of the workers participating in the hazelnut harvest.

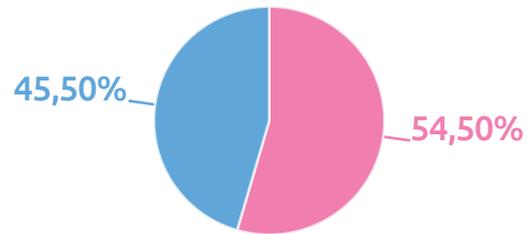


Demographic Characteristics of the Workers Recruited - *Gender & Age*

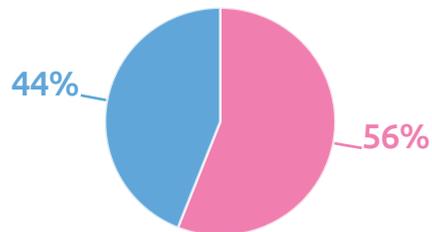
Considering both the general distribution and the breakdown of workers in the regions, it is seen that the number of female workers is 10% higher



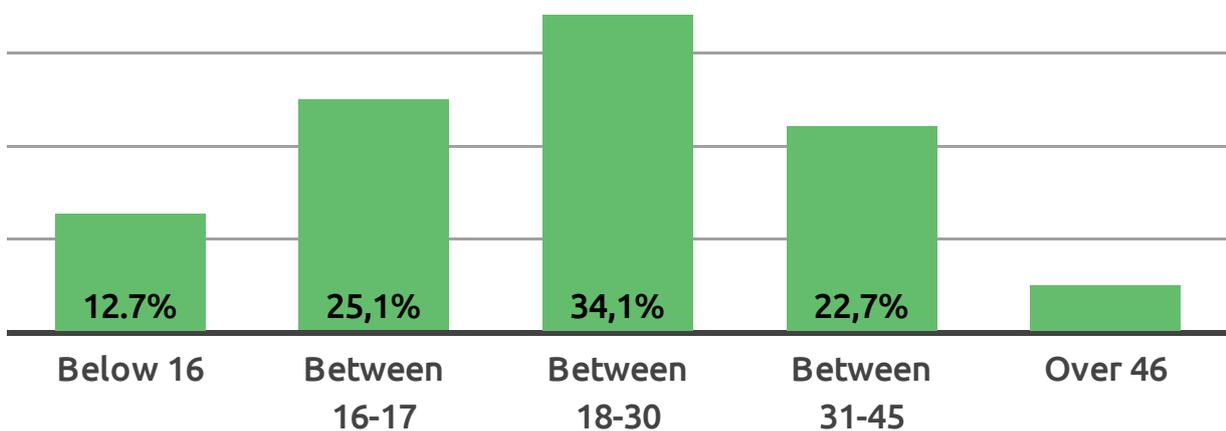
- Female (All Regions)
- Male (All Regions)



- Female (Western Black Sea)
- Male (Western Black Sea)

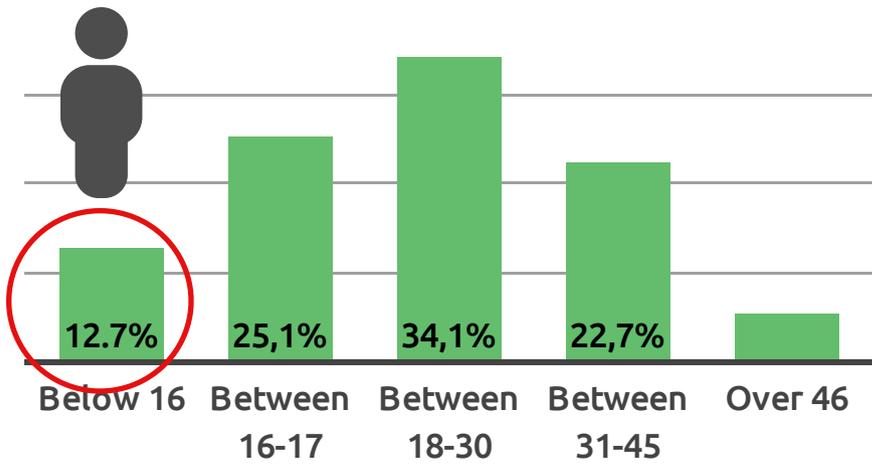


- Female (Eastern Black Sea)
- Male (Eastern Black Sea)

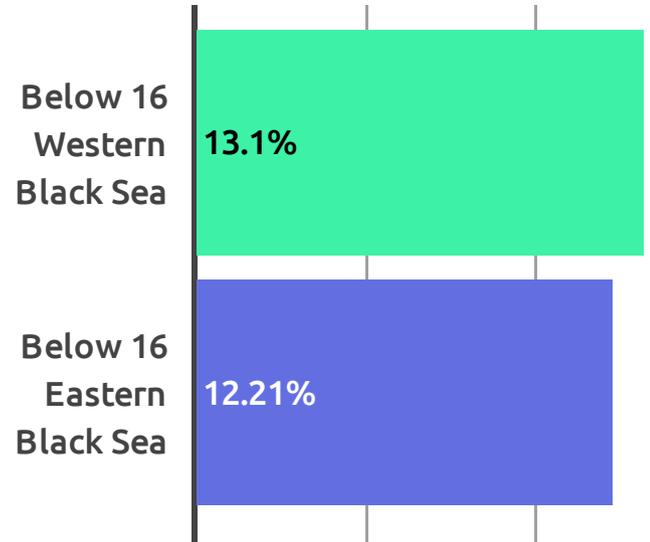


- Age distribution of the workers (all regions)

Demographic Characteristics of the Workers Recruited - *Findings on Child Labor*



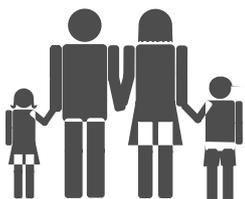
● Age Distribution of the Workers (All Regions)



● Proportion of Children in Western Black Sea (in Total)

● Proportion of Children in Eastern Black Sea (in Total)

When the collected data are evaluated, it is seen that the number of children going to the Western Black Sea is higher than the number going to the Eastern Black Sea Region. It seems that the children in this region are more likely to be under the risk of child labor.

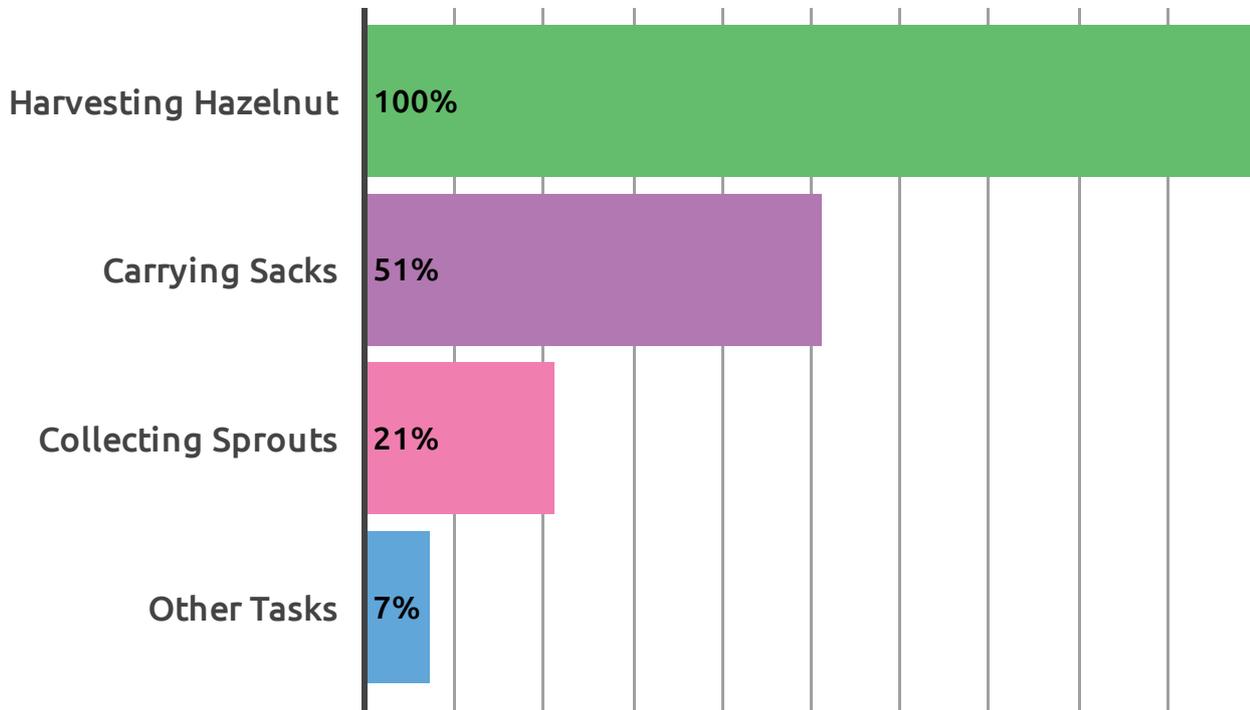


Workers groups going to the Eastern Black Sea Region are more concentrated in "family" labor. Children who migrate with their family come to the region not only for the purpose of being employed, but also because of their family's lifestyle habits. This is more common in families from Şanlıurfa and Adıyaman.



In the Western Black Sea Region, migrants travel in "groups" rather than as family. Everyone who goes to the region during the harvesting season primarily goes there to work. Thus, children under the age of 16 who are brought to the Western Black Sea Region seem to be at a higher risk of being employed.

Demographic Characteristics of the Workers Recruited - *Tasks Performed by Young Workers per the Intermediaries' Account*

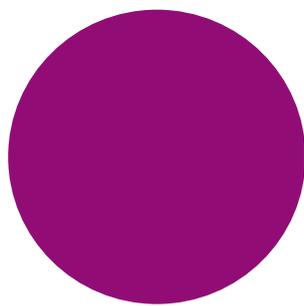
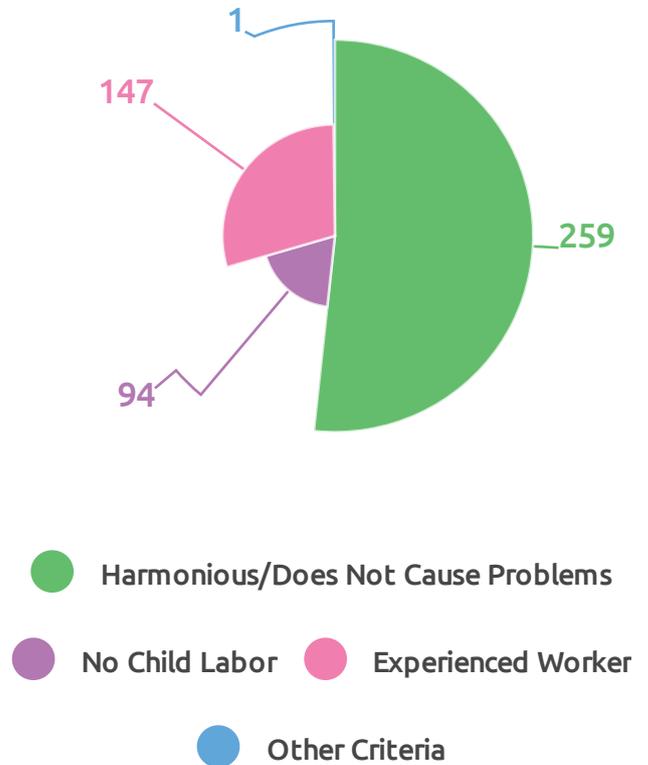


Data gathered reveal that there is no significant difference between adult workers and young seasonal agricultural workers aged 16-18 with respect to tasks, and that all workers who work in the garden perform same tasks independent of their age and nature of the tasks.

However, carrying sacks means heavy lifting; and collecting hazelnut requires leaning down and working in the same position for a long time. Such tasks are likely to have negative consequences for the health of children and young people who have not yet completed their physical development and whose skills such as strength, balance, reaction speed, coordination, flexibility and such are inadequately developed. There is a high risk for accidents and injuries for children and young people. Children and young people who engage in arduous tasks are more likely to face future health problems, particularly musculoskeletal disorders.

Demographic Characteristics of the Workers Recruited - *Worker Recruitment Criteria*

The interviewed agricultural intermediaries stated that there were no criteria for selection of workers. However, they stated that they are trying to select people who will not create any problems such as arguments, or fights. They expressed that they cut their business ties with people who cause such problems as early as possible or in the harvest period.



96,7%



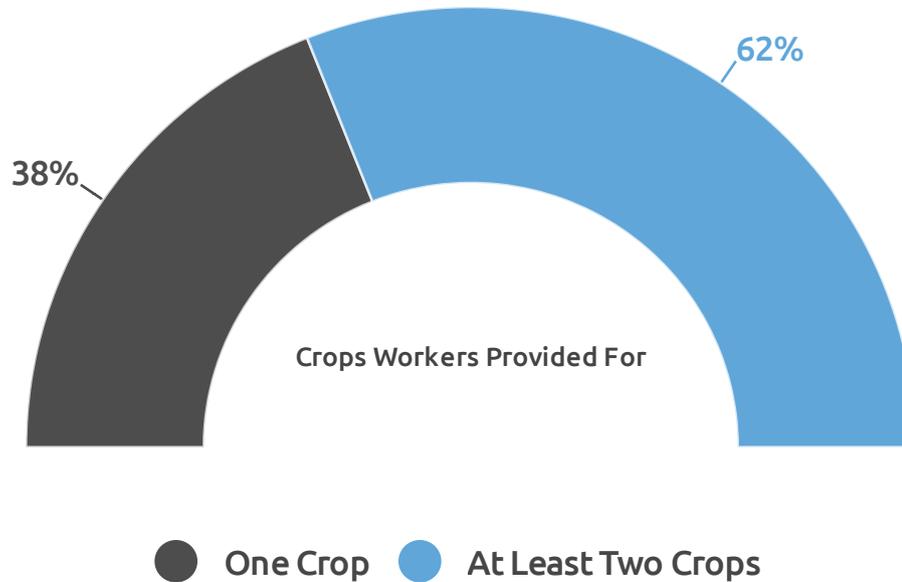
3,3%

- Has Relatives in the Labor Group
- Does Not Have Relatives in the Labor Group

Nearly all of the agricultural intermediaries have relatives working in their labor groups. Dayıbaşı(s) who have 150 and more workers in their groups have the lowest rates of non-relatives in their groups.

Demographic Characteristics of the Workers Recruited - *Results with Regards to the Other Crops They Have Been to*

It was found that 38% of the agricultural intermediaries (117 agricultural intermediaries) provided workers only for hazelnut harvest and 62% (192 agricultural intermediaries) provided workers for at least two crops.



When agricultural intermediaries supplying workers for at least two crops are examined, it was found that apricot, potato, sugar beet and cotton were the most popular crops.

Crop Name	Months	Work	No. of Intermediaries	No. of Workers	Cities
Apricot	June-July	Harvest	111	12,924	Malatya
Beet	April – May, October	Harvest Hoeing	78	3,764	Konya, Yozgat, Erzincan, Sivas, Muş, Kırşehir, Tokat, Elâzığ
Potato	April – May, September-October	Harvest Hoeing	50	7,629	Niğde, Nevşehir, Konya, Kayseri, Sivas, Tokat, Erzurum, Erzincan
Cotton	April September-	Harvest	29	3.182	Şanlıurfa, Adana, Diyarbakır,

Demographic Characteristics of the Workers Recruited - *Results with Regards to the Other Crops They Have Been to*

The details for the other crops are listed in the table below.

Crop Name	Months	Work	No. of Intermediaries	No. of Workers	Cities
Tomato	April, May, June, July	Planting Sprout Harvest	10	1,609	Antalya, Bursa, Eskişehir, Ankara, Tokat
Citrus	October, November, December, January, February, March	Harvest Packaging	30	3,060	Adana, Mersin, Hatay, Antalya, Muğla
Berry	June	Harvest	18	1,583	Afyon, Konya, Isparta
Apple	September, October, November	Harvest	16	995	Isparta, Antalya, Amasya, Niğde, Konya, Kayseri
Strawberry	February, March, April, May, September, October, November	Harvest	14	1,038	Mersin, Antalya, Konya, Bursa
Chickpea	May, June, July	Harvest Hoeing	12	1,126	Çorum, Sivas, Yozgat, Kırşehir, Nevşehir, Elâzığ
Greenhouse	12 Months	Planting Care Harvest	8	1,473	Adana, Mersin

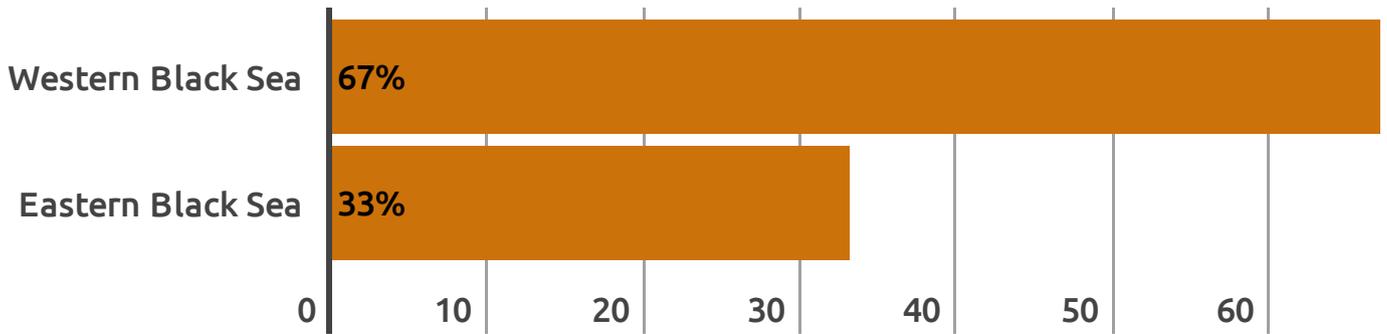
Demographic Characteristics of the Workers Recruited - *Results with Regards to the Other Crops They Have Been to*

The details for the other crops are listed in the table below.

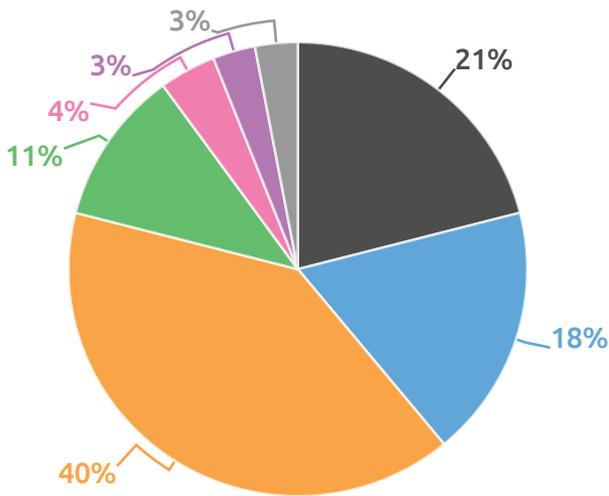
Crop Name	Months	Work	No. of Intermediaries	No. of Workers	Cities
Onion	May	Hoeing	3	380	Adana, Ankara, Niğde
Lentil	June	Harvest	4	92	Yozgat, Çorum, Şanlıurfa
Cumin	July	Harvest	3	77	Konya
Pumpkin Seed	October	Harvest	3	79	Niğde, Kayseri, Konya
Carrot	November, December, January, February	Harvest	1	450	Konya
Pomegranate	September	Harvest	1	150	Muğla

Demographic Characteristics of the Workers Recruited - *The People Coming to One Crop (Hazelnut)*

Of 117 agricultural intermediaries working on a single crop (hazelnut) 67% of them are in the West Black Sea and 33% in the Eastern Black Sea. It is seen that the intermediaries providing workers to Black Sea Region have a higher tendency to work on only one crop.



● Agricultural Intermediaries Only Coming For Hazelnuts



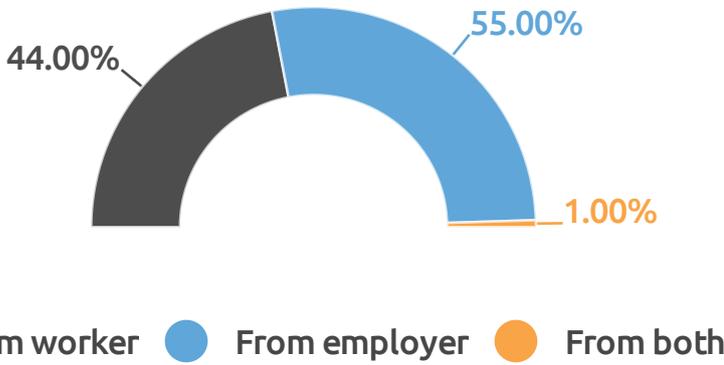
When we examine the provinces of origin of intermediaries who provide workers to only hazelnut harvest, it is seen that the agricultural intermediaries from Mardin, Diyarbakır, Batman and Şırnak have a higher tendency to work for one crop.

- Diyarbakır
- Mardin
- Şanlıurfa
- Şırnak
- Batman
- Mersin
- Diğer

Duties & Responsibilities of Agricultural Intermediaries - *Attitudes towards Contract, Wage & Commission Issues*

It was observed that overall, agricultural intermediaries do not make contracts with the employers. This causes problems in the workers end when conflicts arise as mentioned in the interviews.

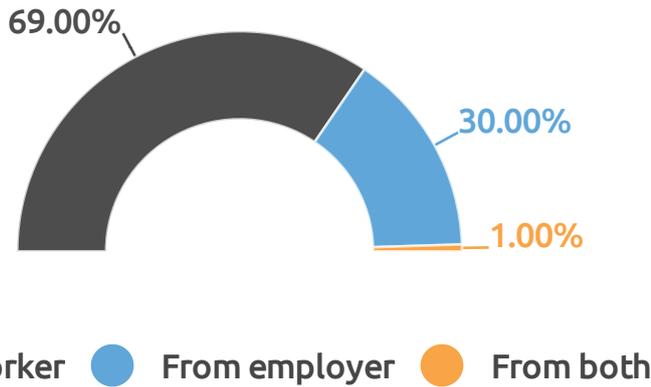
INTERMEDIARY



People From Whom The Agricultural Intermediaries Get Their Pay

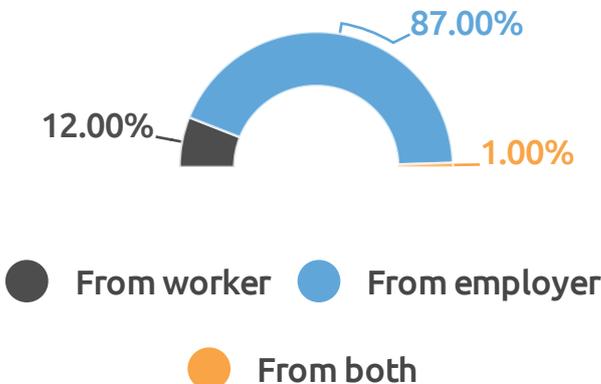
When the data are examined in general, it is found that 55% of the agricultural intermediaries receive the pay for the work they have performed according to the legislation.

DAYIBAŞI



The fact that the proportion of agricultural intermediaries that receive their pay in line with the legislation is high is due to sharing incorrect information and that 87% of the intermediaries called "ÇAVUŞ" receive their wages from the employer.

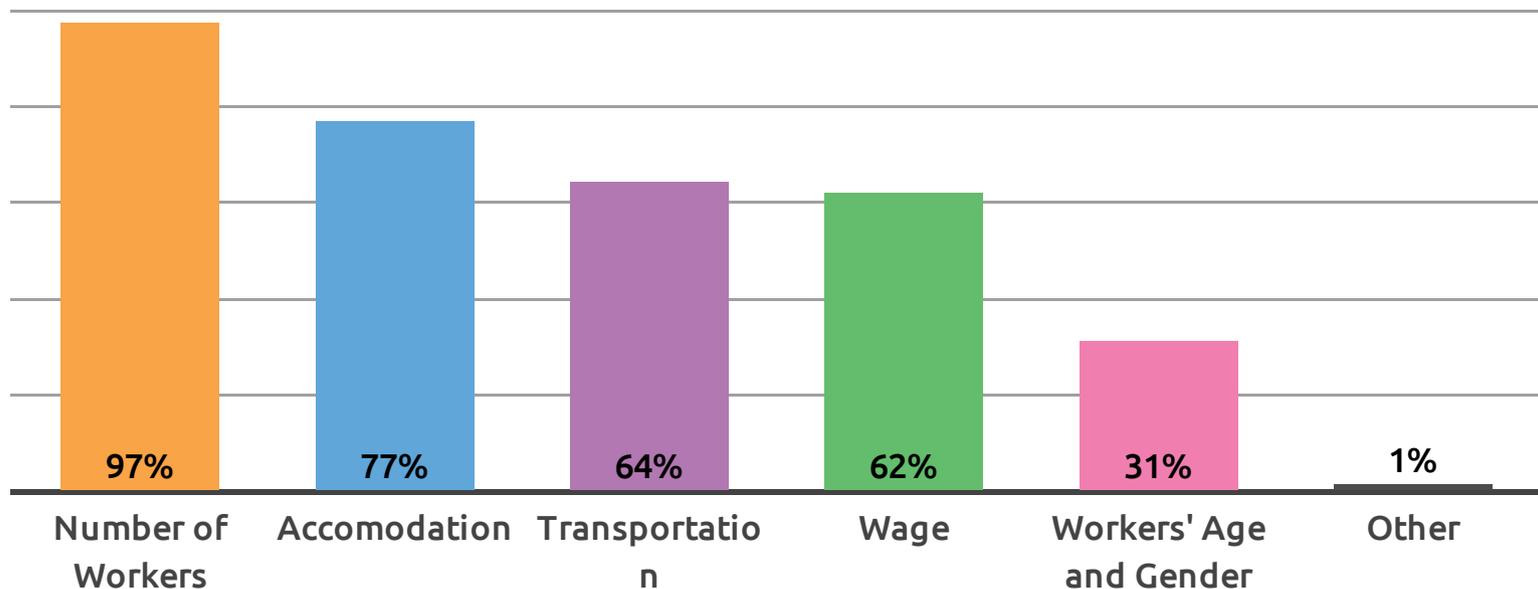
ÇAVUŞ



Duties & Responsibilities of Agricultural Intermediaries - *Other Findings About Wages*

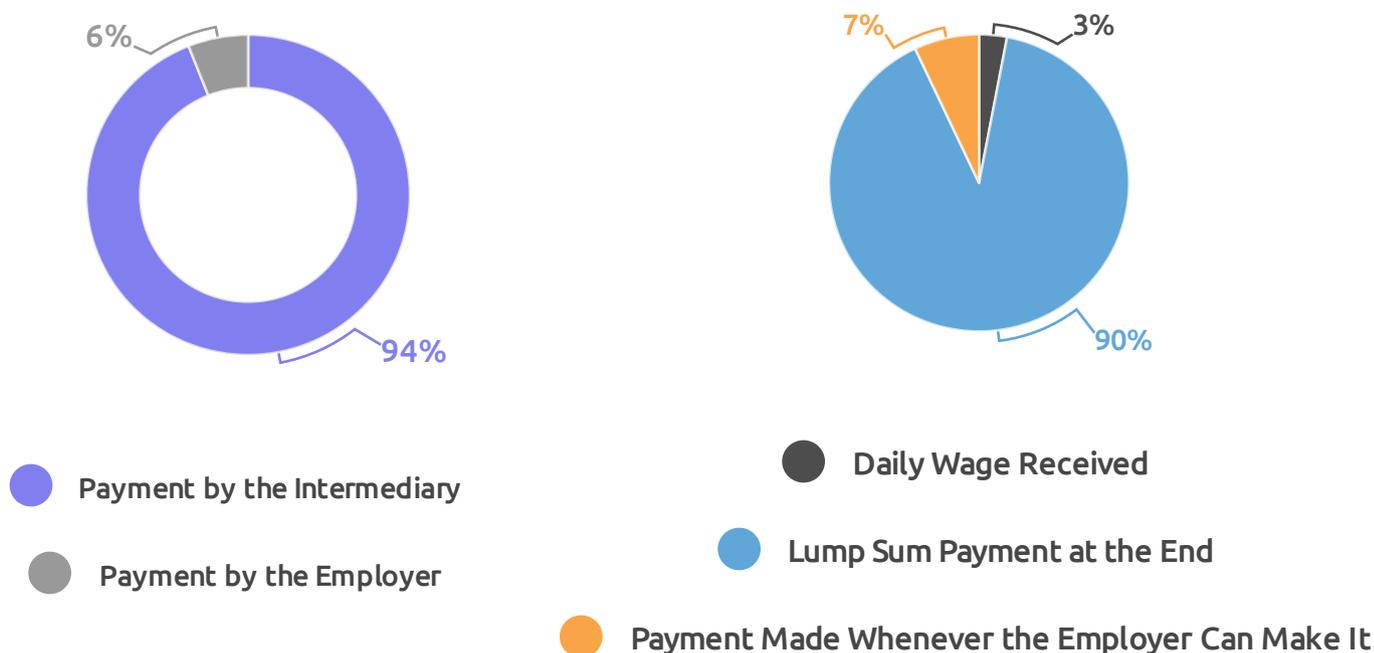
The majority of agricultural intermediaries stated that they negotiate with their employers about wages before starting to work.

Subjects Addressed by Agricultural Intermediaries in Negotiating with Employers:

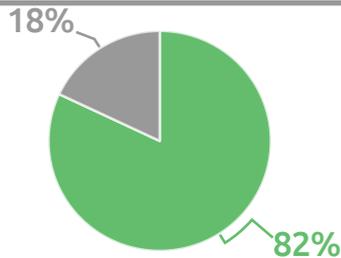


Data on the Wages of Workers

It is observed that the workers get their wages from the intermediaries at the end of their work (the harvest).



Duties & Responsibilities of Agricultural Intermediaries - *Attitudes & Behaviors towards Transportation Modes and Costs*

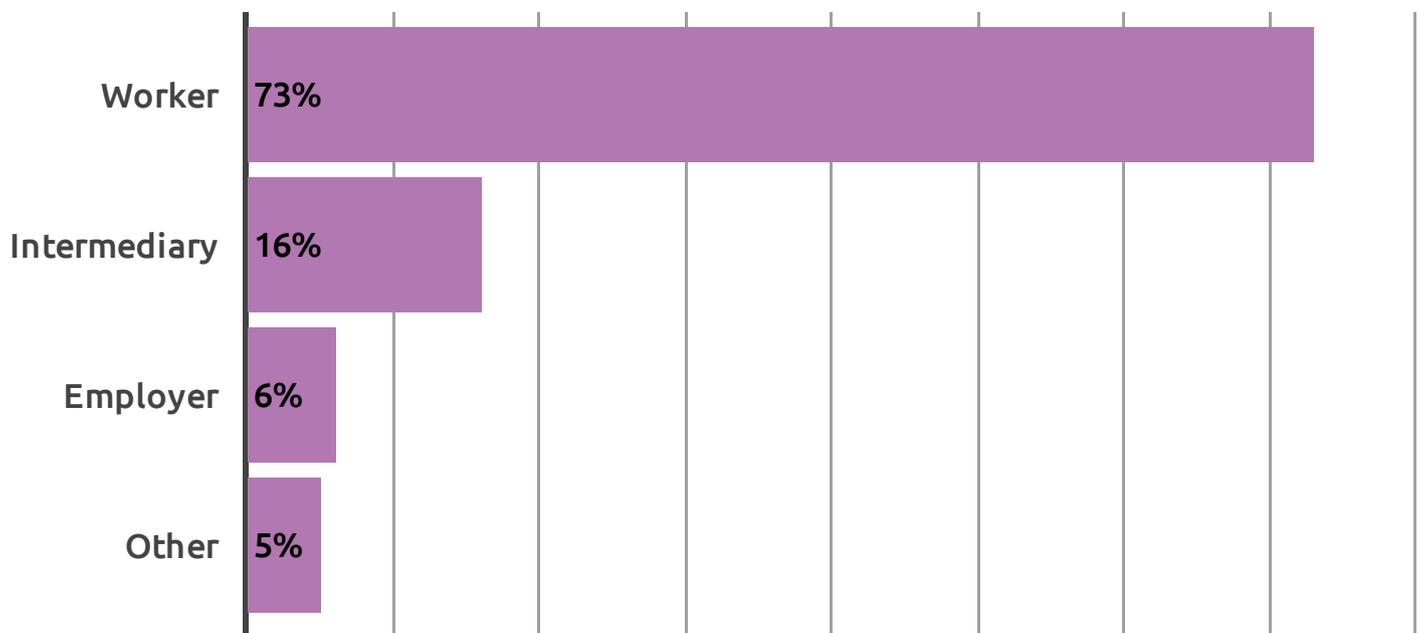


- Provides Information in Advance
- Provides Partial Information

A GENERAL NOTE:

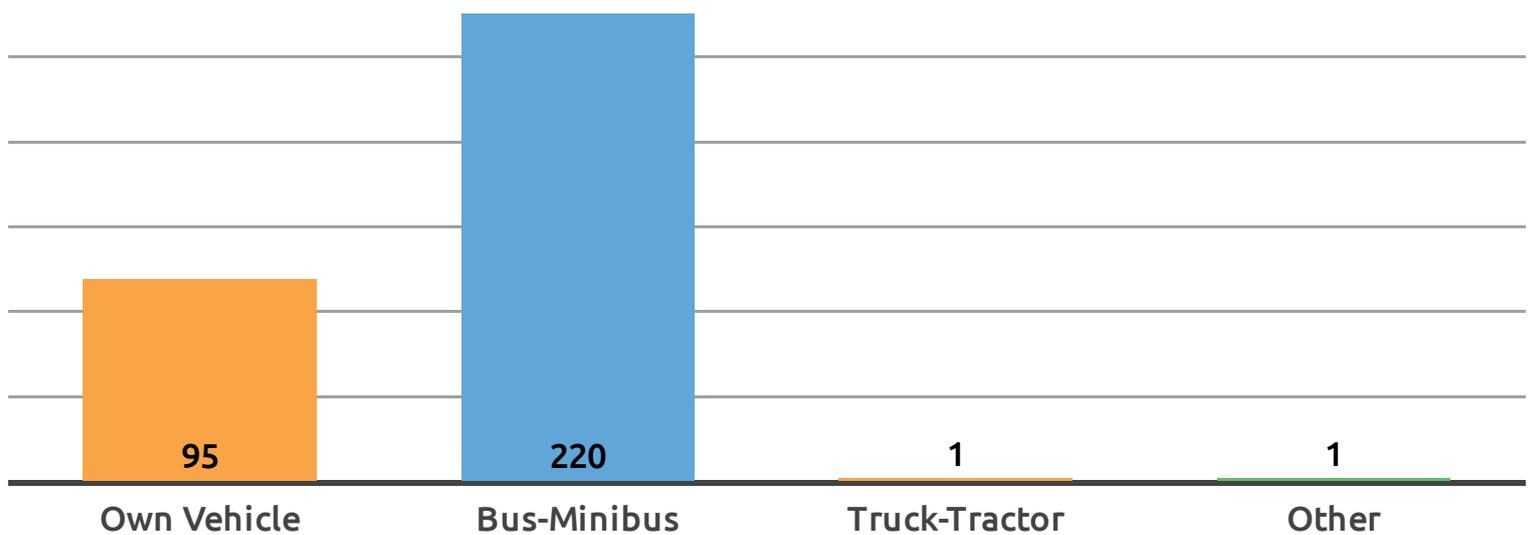
When the data about provision of information on working conditions, wages, transportation, accommodation are evaluated, it is observed that 82% of the agricultural intermediaries provide information to workers on these issues in advance and 18% provide partial information to workers.

73% of the workers cover their own transportation costs. The table below shows the proportion regarding the actors covering the transportation costs.

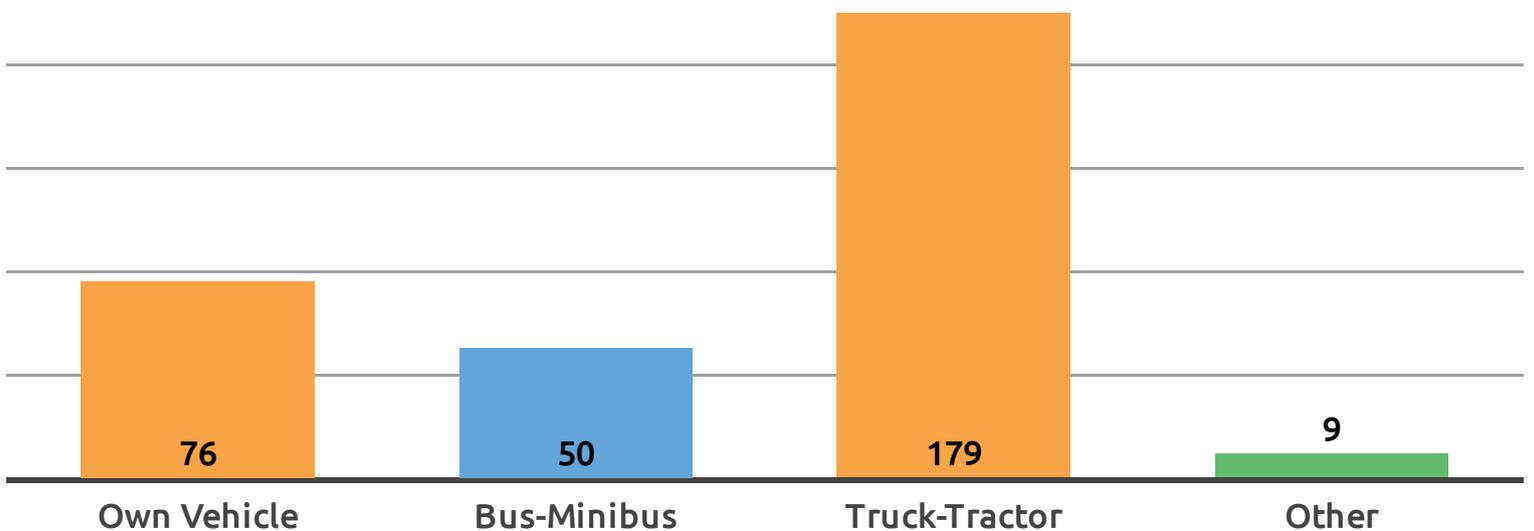


Duties & Responsibilities of Agricultural Intermediaries - *Attitudes & Behaviors towards Transportation Modes and Costs*

Mostly buses and mini-buses are provided from cities of origin to cities of destination.



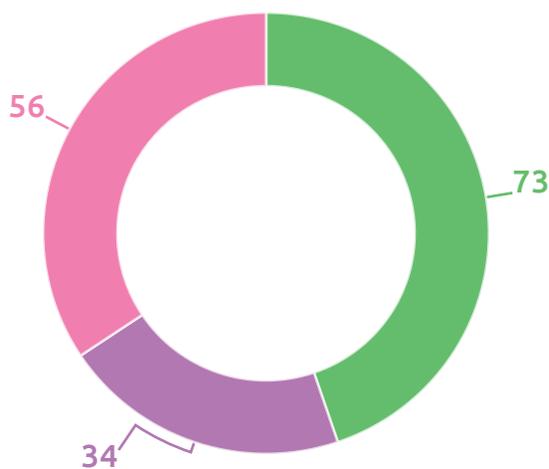
58% of the workers' access to the hazelnut gardens during the harvest was provided through vehicles not suitable for carrying passengers, such as trucks and tractors.



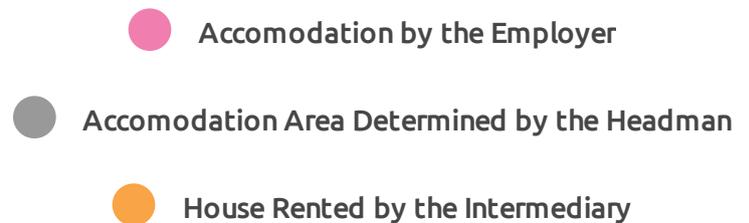
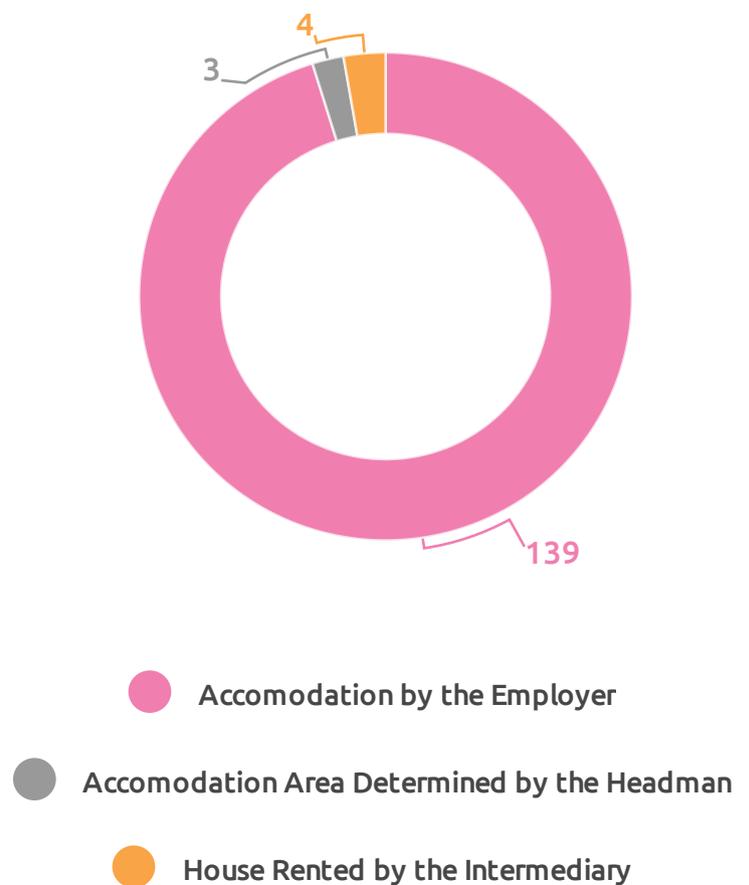
Duties & Responsibilities of Agricultural Intermediaries - *Attitudes & Behaviors about Accommodation/Housing Conditions*

The data regarding the conditions of the accommodation provided was examined in the two groups because there was no "METIP" (*Project for the Improvement of Working Conditions and Social Life of Seasonal Agricultural Workers*) field activity in the Western Black Sea.

In the interviews conducted in the Western Black Sea Region, it was stated that 95% of the workers lived in houses that the employer provided, and that these houses had significant deficiencies in terms of physical sufficiency and hygiene.



**EASTERN BLACK SEA
REGION FINDINGS**

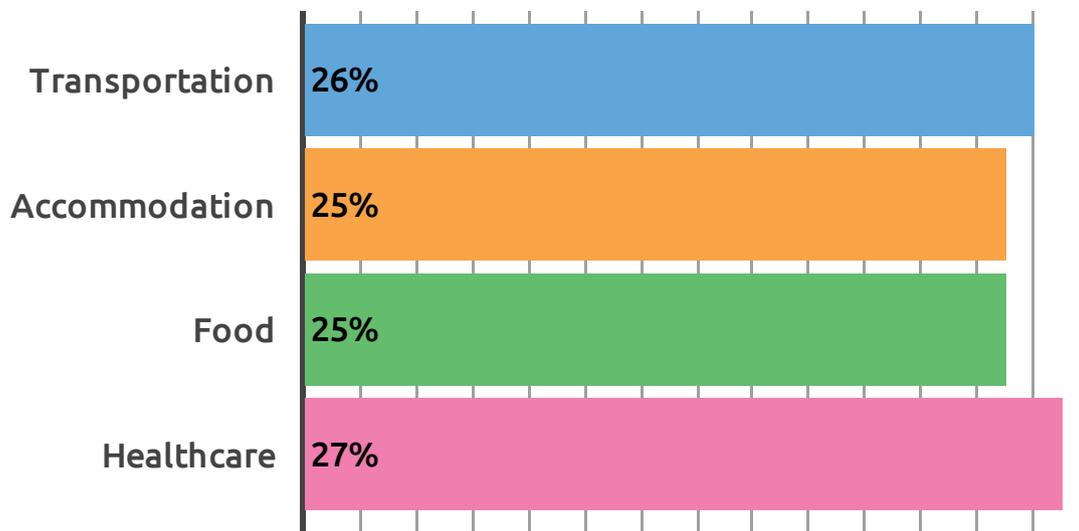


**WESTERN BLACK SEA
REGION FINDINGS**

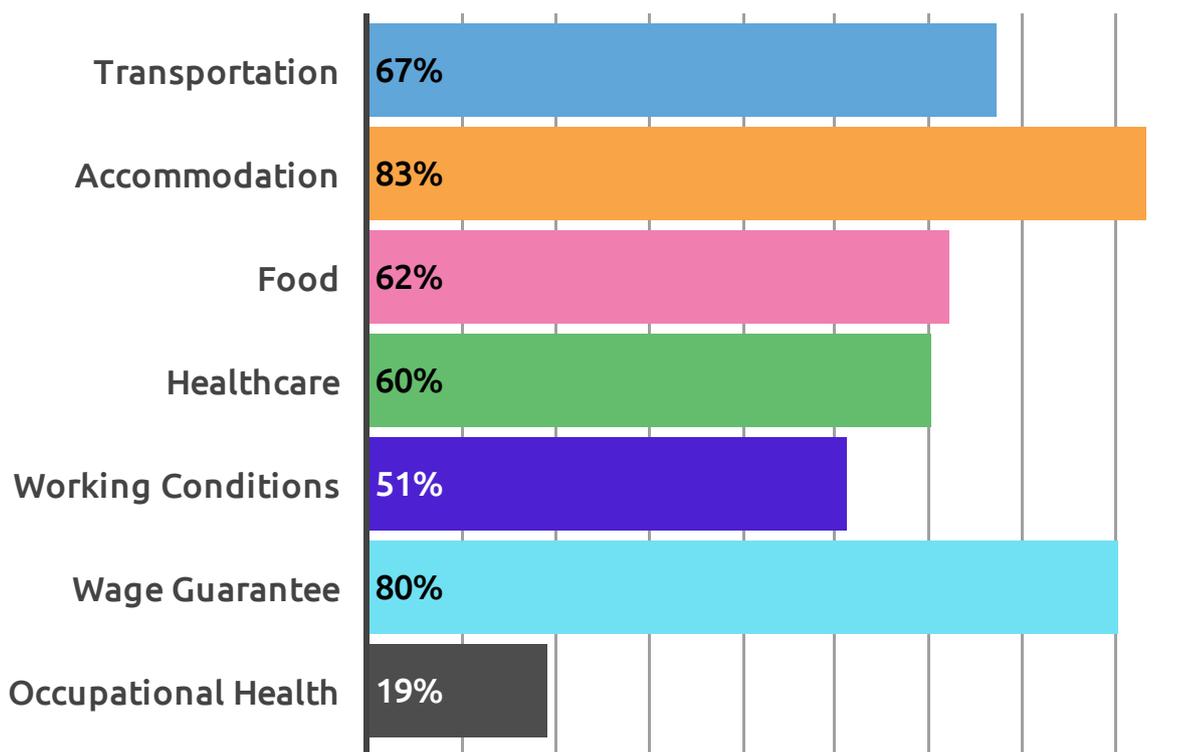
Results on the Responsibilities and the Expenses Undertaken by the Agricultural Intermediaries for Workers

When data collected on the needs of the workers and the responsibilities of the agricultural intermediaries are examined, it is observed that the responsibility of a large part of the workers' needs is fulfilled by the agricultural intermediaries, but the costs are collected from the workers.

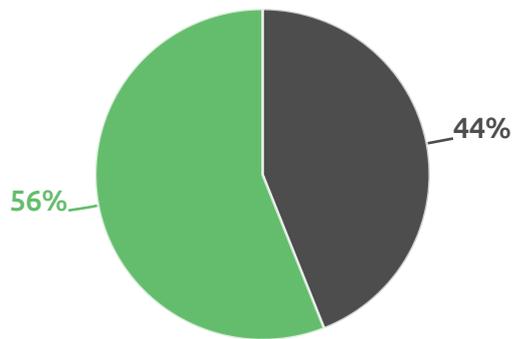
EXPENSES MET BY THE INTERMEDIARIES



RESPONSIBILITIES UNDERTAKEN BY THE INTERMEDIARIES



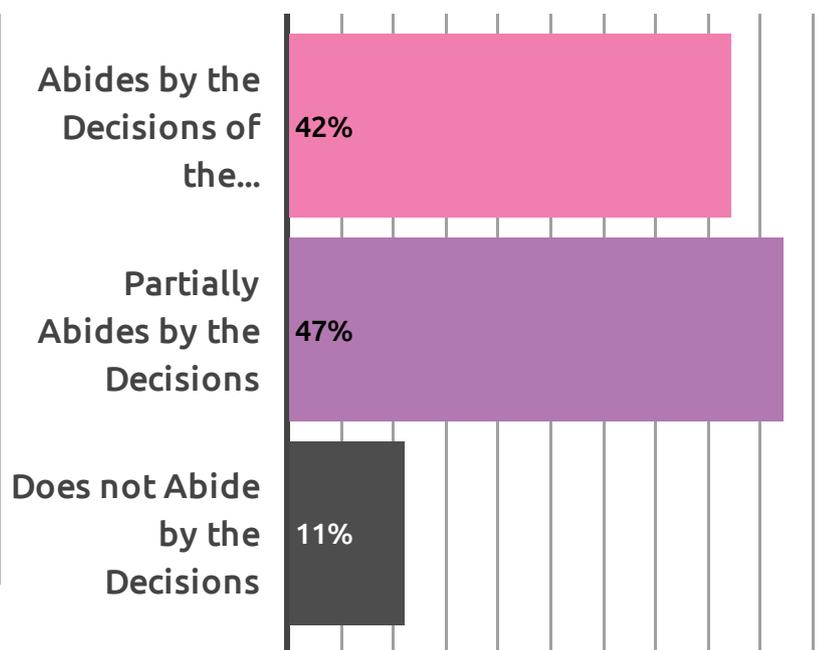
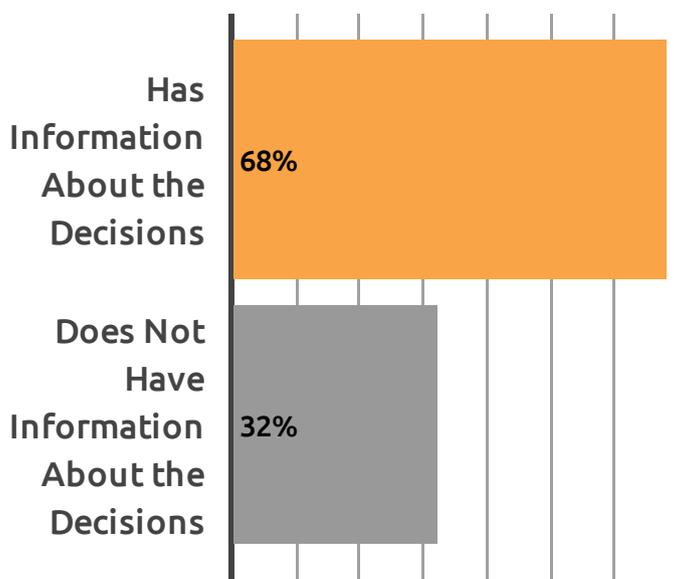
Findings on Payments to the Workers and the Decisions of the Wage Determination Commission



44% of the agricultural intermediaries were found to make deductions from the workers' wage.

Additionally, in the interviews conducted with 9 intermediaries, it was stated that they do not collect any commission from the workers and instead intermediaries get their daily wages once a week.

- Intermediaries Making Deductions
- Intermediaries Not Making Any Deductions

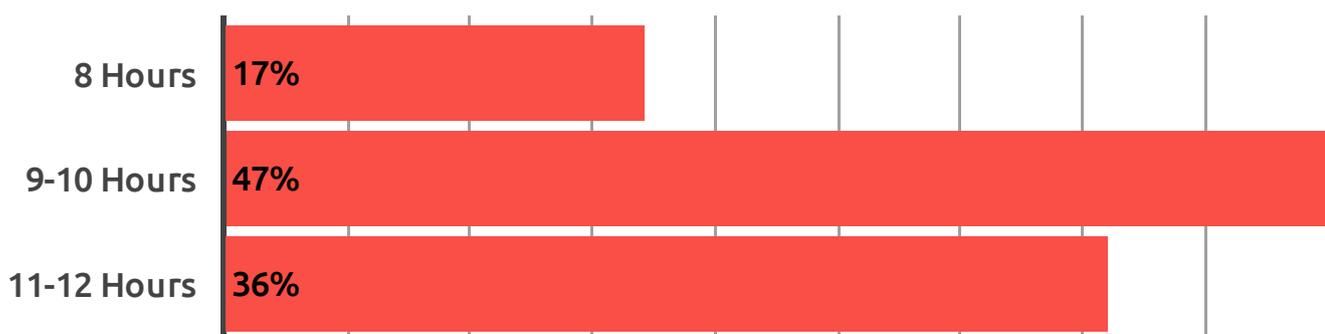


It was found that 68% of the agricultural intermediaries are aware of the decisions of the Wage Commission. It was also seen that 42% of them abided by these decisions, and 47% partially abided by these decisions.

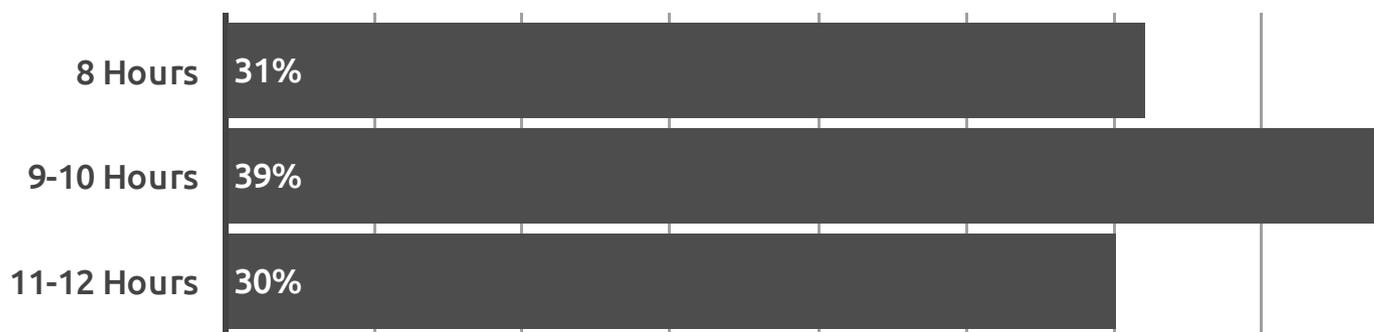
Findings on Working Hours

It was observed that 36% of the total agricultural workers in the Eastern and Western Black Sea Regions work for 11-12 hours per day and 47% work for 9-10 hours excluding the breaks.

It was seen that only 17% of workers work in accordance with the conditions stated in labor law. It is noteworthy that more than half of the workers in the Western Black Sea Region work for 11-12 hours.



● Daily working hours of seasonal agricultural workers (ALL REGIONS)



● Daily working hours of seasonal agricultural workers (EASTERN BLACK SEA)



● Daily working hours of seasonal agricultural workers (WESTERN BLACK SEA)

CONCLUSIONS & RECOMMENDATIONS

For the Companies

- The information presented in this report was based on a study carried out in 3 provinces, and 14 districts and involved 309 agricultural intermediaries. The data show the current status of working life, living and housing conditions of the workers, the worker profile (cities of origin, gender, age), the number of children under the risk of working or currently working, work undertaken by young workers in hazelnut harvesting and working hours in a limited geographical area. Such research allows companies to analyze the geographical risk areas in their supply chains. This study will facilitate effective planning for the budget and human resources to be allocated to social sustainability studies.

-During the 2017 hazelnut harvest, interviews conducted with the agricultural intermediaries showed that 12.7% of the workers under their supervision were children. The detailed findings of the research, that are not included in this report, also show the village distribution of children who are at risk of working or currently working. Such a study may point to specific geographical areas that should be the focus of remediation activities. The fact that the labor force is largely composed of female workers also reveals that gender issues need to be considered in any sort of planning and remediation actions.

- The fact that none of the agricultural intermediaries interviewed establish a contractual relationship with the producer is also an important finding of this research. Dialog should be carried out between the agricultural intermediary and the employer to encourage signing of contracts between them. Signing such contracts would significantly reduce major problems such as child labor, working hours, wage deductions and transportation.

-Agricultural intermediaries that display a positive attitude towards child labor and commissions deducted from workers' salary should be supported. Specific awareness studies should be carried out for agricultural intermediaries who lack knowledge in these areas.

-Producers should be included in the ongoing or planned projects. The inclusion of producers is of great importance in terms of local ownership and sustainability.

CONCLUSIONS & RECOMMENDATIONS

For Public Institutions

- The necessary legislative actions should be carried out for the classification of agricultural employment as a profession and for the social security registration of seasonal agricultural workers. The classification of agricultural intermediaries as profession holders will create a working system in which seasonal agricultural workers will work in more formal and humanitarian conditions and eliminate child labor.
- The Wage Determination Commissions are only established before Chambers of Agriculture, which are focused on employers. These commissions should be coordinated by İŞKUR (Turkish Employment Agency) in the provinces and include the agricultural intermediaries, who are the representatives of the workers. The representation of seasonal agricultural workers in these commissions will lead to decisions that can eliminate problems regarding child labor, working hours and wage deductions.
- Of the 309 agricultural intermediaries interviewed, only 15 were found to have agricultural intermediary certificates, and 5 of those had an expired certificate. Although there are no legal prohibitions for the intermediaries without certificates to work, it is understood that the most significant reason for this low rate is that the agricultural intermediaries are not informed about the legislation. Especially, being under informed or misinformed about taxation and social security issues causes the agricultural intermediaries to hesitate in registering with İŞKUR.
- İŞKUR provincial directorates in Şanlıurfa, Diyarbakır, Mardin, Adıyaman, Batman, which are the most important cities of origin of intermediaries should ensure that agricultural intermediaries work in line with the legal rules in order to prevent child labor. Government entities should carry out awareness-raising activities for agricultural intermediaries.
- In-service trainings should be organized for the personnel who work in the relevant units in İŞKUR provincial and district directorates in cities of origin such as Şanlıurfa, Diyarbakır, Mardin, Adıyaman, and Batman.
- The necessary audits should be performed for those intermediaries who are not registered and if they do not obey the laws and still work as agricultural intermediaries, they should be sanctioned. The sanctions imposed must be shared with the public.

CONCLUSIONS & RECOMMENDATIONS

For the Producers/Employers

- Producers should prefer to employ agricultural intermediaries who are registered and abide by the law. By doing so, the employer would be working with a more efficient work force, since the worker groups will be recruited by professionals and child labor will be eliminated. Also, the end product will become more valuable in the national and international markets.

- Employers should consider the acceptable number of working hours by taking into account the physical characteristics and needs of workers.

Annex - Questionnaire

Dear.....

We are conducting a project for children and families who are in seasonal migrant labor. With this form, we want to learn about the working habits and methods of agricultural intermediaries. The information to be collected from this form is intended to create a database on agriculture intermediaries and to shed light on future studies. The form is designed to be finished in half an hour. Thank you for your contribution.

Survey no:

Interviewee's name surname:

Interview date:

Province:

District:

Village:

A. PROFILE INFORMATION

1. NAME SURNAME:

2. Your

PROVINCE....

DISTRICT....

VILLAGE.....

ADDRESS.....

3. Phone number

4. Age

5. GENDER

6. EDUCATIONAL BACKGROUND Not educated Primary school High school Other.....

7. Has a Job other than intermediary YES NO

8. SOCIAL SECURITY YES NO

9. Works or Worked as a seasonal agricultural worker YES NO

10. Has been an intermediary for how long? *Dayıbaşı* *Çavuş*

11. Has information on the regulations YES NO

12. Has Intermediary Certificate YES (FOR HOW LONG....) NO

Annex - Questionnaire

13. Reporting to the Labor institution about the Intermediary Certificate YES NO

B. The Worker Profile Provided

14. Number of workers employed over the years

2014 2015 2016 2017

15. The number of workers in the group this year:

- a. Children under the age 16 not sure
- b. 16-17 age group not sure
- c. 18-39 age group not sure
- d. 31-45 age group not sure
- e. over the age 46 not sure
- f. Male workers..... not sure
- g. Female workers..... not sure

16. To which provinces did he send workers for harvesting hazelnuts? (More than one option can be selected)

SAKARYA DÜZCE ORDU OTHER

17. What are the tasks assigned to the workers in the 16-18 age group? (More than one option can be selected)

HARVESTING HAZELNUTS CARRYING BAGS COLLECTING SPROUTS OTHER

18. The provinces the workers come from:

BATMAN ŞIRNAK MARDİN ŞANLIURFA DİYARBAKIR ADIYAMAN OTHER.....

19. Has relatives among the workers YES (HOW MANY) NO

20. The criteria while choosing the worker

Being harmonious Not being a child Being experienced Other

21. The products and provinces the workers are sent to per months

	PRODUCT	PROVINCE
JANUARY		
FEBRUARY		
MARCH		
APRIL		
MAY		
JUNE		
JULY		
AUGUST		
SEPTEMBER		
OCTOBER		
NOVEMBER		
DECEMBER		

Annex - Questionnaire

C. DUTIES AND RESPONSIBILITIES

22. Are his workers contracted? YES NO

23. He gets the commission for intermediation from:

Employer worker both

24. He

GIVES INFORMATION

DOES NOT GIVE INFORMATION

GIVES LITTLE INFORMATION

about subjects such as the job description, wage, housing, and transportations to his workers.

25. What kind of transportation vehicle does he provide to the workers?

Their own vehicle Bus Truck etc.

26. Who covers the cost of transportation of the workers?

Workers Themselves Employer

27. What kind of transportation vehicle does he provide to the workers from their residence to the workplace?

Their own vehicle Bus Truck etc. Other.....

28. Who covers the cost of transportation of the workers from their residence to the workplace?

Intermediary, Worker, Employer

29. Where do the workers stay during the harvest?

-In a tent at the METIP field -in a tent out of the METIP field

-In schools, village houses etc. determined by the reeve -The house given by the employer

-The houses rented by the intermediary -Other

30. What are the expenses covered by the intermediary during the working period of the worker? (More than one option can be selected)

-all the expenses belong to the workers

-Health -Transportation -Housing -Food -Other....

31. What responsibilities of the workers does he undertake? (More than one option can be selected)

-Transportation -Housing -Healthcare -Food -Determining the working conditions

-Wage guarantee -occupational health and safety -Other.....

32. What are the subjects discussed when establishing a business connection with the employer?

-Number of workers -Work hours -Housing -Wage and commission

-Workers' age and gender -other.....

33. The worker gets his payment from:

Annex - Questionnaire

-Intermediary -Employer

34. When are the workers paid?

-Daily -Weekly -When the job is done -When it is received from the employer

-Depends on the contract -In advance before starting to work -Other.....

35. Is there a deduction in the workers' wage? YES NO

36. Has information regarding the commission decisions of the provinces to which he has sent workers:

YES NO

37. If so, are these decisions abided by?

YES NO PARTIALLY (Which decisions are hard to abide by?).....

38. How many hours do the workers work other than the harvesting hours?

8 HOURS, 9-10 HOURS, 11-12 HOURS, 12-14 HOURS

39. How many days do the workers work?

40. What kind of measures are taken for the safety of the workers?

-THEY ARE INFORMED -THEY ARE PROVIDED WITH EQUIPMENT

-THIS IS UNDER THE RESPONSIBILITY OF THE GARDEN OWNER -OTHER.....

41. He has information on the project school in the region YES NO

42. Does he encourage students to go to school? YES NO

42. In the labor group, are there children studying at these schools?

YES NO