



COVID-19 FOCUSED REPORT OF BALSU'S HAZELNUT SUPPLY CHAIN IN TURKEY'S PRODUCTION REGION OF SAKARYA – 2020

Introduction and Assessment Objectives

In 2020, in addition to the standard Fair Labor Association (FLA) assessments, the FLA collected information on the impact of the COVID-19 pandemic and related access and movement restrictions on labor rights.

The FLA designed the COVID-19 focused assessment to measure the heightened risks at the farm level for workers and their families, especially in the areas of changing workers' demographics, risks for migrant workers, increased expenses to seek job opportunities due to heightened travel costs, COVID-19 related health risks, and workers' access to grievance mechanisms and public services.



Even with the restricted access and movement, the FLA maintained independence through the use of local assessors. The FLA accredited assessors (Asya Consultancy) were able to collect information independently in Sakarya, Turkey, from producers, workers, the Balsu management and field staff. Findings presented in this report were supplemented by information collected by the FLA assessors from the local civil society organizations and labor intermediaries.

An internal management systems (IMS) evaluation and documentation review was undertaken as well in 2020. The FLA focused on interventions taken by Balsu to mitigate COVID-19 related risks in its supply chain while undertaking 2020 IMS evaluation.

This report presents the findings from the assessment conducted in Turkey between 31 August and 3 September 2020 in Balsu's hazelnut supply chain and consists of four main chapters. In the first chapter data collection methods and sampling rates are presented. The second chapter introduces national context and coronavirus related developments, while the third chapter presents the findings of Balsu's Internal Monitoring System review, results of the worker, producer and stakeholder interviews. The final chapter provides an overview on the main findings against FLA Agriculture Code benchmarks.

I. Data Collection

Two assessors from Asya Control Certifications & Consultancy collected both field level and internal management level data between 31 August and 3 September 2020.

For Internal Management System (IMS) evaluation, face-to-face IMS management interviews and documentation reviews at the company's office were conducted with remote support of the lead assessor. The lead assessor followed all operations remotely and crosschecked the collected through the remote desk-based studies.

For field level data collection, assessors:

- Interviewed face to face a total of 11 adult male producers supplying hazelnut to the company. 11 producers in Ballıkaya, Süngüt and Çubuk Villages of Sakarya were selected from a list of 30 producers generated by the FLA through random sampling.
- Visited eight migrant workers' groups working for nine interviewed producers, one local worker group and one family labor group. The assessors interviewed a total 48 workers out of these groups, considering the COVID-19 measures.
- Conducted remote meetings with The Young Lives Foundation, Pikolo Foundation and Hendek Municipality Agricultural Services Directorate under scope of stakeholder interviews.

II. COVID-19 Related Country Background

Turkey was a country with low risk of COVID-19 (as of mid-late August) where partial field-visits could be undertaken by FLA designated assessors. It is reported that producers experienced some hardships in the pre-harvest season due to COVID-19 movement restrictions as they take care of pre-harvest tasks themselves. The agricultural fieldwork largely continued as usual as if the pandemic had not occurred during the harvest period. In these circumstances, assessors could continue with in-person visits to the farms with precautions (based on the FLA COVID-19 Guidance to Assessors), where assessors in consultation with the company staff felt assured that the activities could proceed with necessary precautions and measures, without threat to personal health and safety.

The assessors observed that producers and workers did not make drastic changes in their plans for 2020 Harvest due to COVID-19 and their working habits largely remained the same as the previous years. There was no difference in terms of production either. However, it should be noted that the number of workers in the region decreased according to six farmers in 2020 and they had to make certain adjustments¹.

Nationwide Restrictions

During the early COVID-19 period (mid-March till mid-June) when the authorities had implemented restrictions of travel, many companies converted their meetings and assessments to remote online meetings to avoid contamination to the pandemic. After mid-June up to date the companies have started returning to the “new-normal” by mitigating measures. It is still preferred to perform meetings and assessments remotely wherever possible.

When the pandemic hit, Turkey had followed a controlled lockdown mainly revolving around containing the virus by limiting social interaction and movement at an early stage of the pandemic. General curfew for the weekends and national holidays for slowing down the spread of the virus was implemented during early stages. Curfews for certain age groups (under 20 and over 65 years) was implemented by exempting agricultural producers and workers. Lockdown measures were covering closure of social places such as shopping malls, shops, mosques and limitation of travel between cities. Similar to what happened in other countries, the plan to reopen was developed by the government and set in motion mid-June.

Precautionary Measures for Seasonal Migrant Workers

Seasonal migrant workers were permitted to travel to their workplaces under certain conditions. Risk mitigation measures were taken by the authorities at the cities of origin and arrival locations of the seasonal workers according to “The Regulation of The Community Health Centre and Related Units, the Decree of The

¹ Please see the “Worker Profile” section below for more information.

Premiership with number 2017/6 and the Letter of the Ministry of Interior dated 03.04.2020 with number 6202”.

For the travel phase, making clear informative announcements about the rules to follow during the trip, decreasing number of passengers (half capacity of each vehicle) and providing hand antiseptic in the vehicles, isolating passengers infected with COVID-19 and taking fever measurements were required.

Various risk mitigation measures were identified by the government, such as fever checks, registration by police headquarters, notification of workers about rules, notification of group leaders and labor supervisors about actions to be taken with positive cases, decreased contact with local community, wearing mask at closed and crowded places, leaving distance between accommodation units, the decreasing number of workers accommodating in units, providing a daily ration of 15-40 liters of water to each worker, planting a minimum of one toilet and one tab for ten workers, planting a minimum of one shower for 30 workers, locating toilets with a specific distance to accommodation units, and identifying one representative of the group for shopping duties.

III. 2020 COVID-19 Assessment Findings

a. Company’s Internal Management Systems (IMS) Evaluation

Balsu has been implementing the Fair Labor Program in Turkey since 2013 and has participated in multiple FLA projects targeting to improve working conditions in the hazelnut production. Being an experienced company in managing social compliance and labor management programs at the upstream supply chain, overall internal management system performance of the Balsu evaluated well. A total of four main areas identified within the scope of the COVID-19 IMS assessment, namely awareness building and training in supply chain, facilitating the access to grievance mechanism, monitoring and data management and access to remedy and public services. Overview of the Balsu’s Internal Management System (IMS) evaluation presented in the below table.

FLA Principles and Company Actions on COVID-19	
<p style="text-align: center;">AWARENESS BUILDING AND TRAINING IN SUPPLY CHAIN AND OTHER MITIGATION EFFORTS</p>	
 <p>The image shows a 'TSE COVID-19 SAFE PRODUCTION CERTIFICATE' issued by the Turkish Standards Institution (TSE). It includes the TSE logo, a green checkmark icon, and text in Turkish and English. A red box highlights the words 'Safe Production Certificate'.</p>	<p>Balsu took all necessary COVID-19 measures announced by the authorities and has been granted a "Safe Production Certificate", reported to be the only safe production certificate in the hazelnut sector.</p> <p>They have prepared specific procedures regarding COVID-19. They kept producers updated and trained during the early stage of COVID-19 through social media, SMS and WhatsApp messaging groups and videos on YouTube.</p> <p>Face to face producer training was kicked off in July with the precondition of taking all COVID-19 precautions, including wearing masks and respecting social distance measures. During the same time, they started to deliver training for migrant workers as well. Their target was identified as reaching 1,500 workers. The training participation was reported to be 917 during the time of this assessment. The company has distributed informative brochures, handbooks, posters and PPEs during the training and garden visits.</p>

During the field visits, it was observed that the awareness of both producers and workers related to COVID-19 risks and measures was limited despite the efforts.

Balsu also contacted agricultural intermediaries and supervisors by phone in the pre-harvest period for



Worker Training



Worker PPEs



Informative Poster on COVID-19

information sharing. During the phone calls, intermediaries provided updated information on key issues such as the seasonal agricultural workforce and demographics expected, classification of where mobile agricultural workers come from, estimated time of harvest. As a second step, labor contractors and supervisors in the Balsu supply chain were contacted for a second time to provide information on the measures taken by the relevant public institutions due to the COVID -19 pandemic. In the aftermath of these calls, Balsu started to reach the public and non-governmental organizations within the framework of the responsibilities assigned to them; such as the planning the intercity travel of the workers, health screens, arranging and disinfecting the accommodation areas.

FACILITATING ACCESS TO GRIEVANCE MECHANISMS

The company has a free of charge, hotline dedicated for support and grievances. They communicate the number through training for producers, workers, intermediaries, and they are communicating this on the posters, brochures, and mass messages in the informative groups.

However, it is seen that workers do not use the hotline and prefer sharing grievances with their supervisors, labor contractors or producers.



MONITORING AND DATA MANAGEMENT

The company started with internal monitoring pre-harvest in March and April and had to suspend their efforts due to COVID-19. Balsu resumed the field level work during the harvest (July to August).

The company has added the risks components related to COVID-19 to their risk analysis report. They interviewed producers, labor contractors, and supervisors. They integrated information collected during these interviews with their field visits. The company was in process of internal monitoring during the FLA visit, so there were no monitoring reports ready to review.

REMEDICATION AND ACCESS TO PUBLIC SERVICES

The company supported summer school projects in the previous years. This year, Balsu collaborated with governmental bodies and Civil Society Organizations (CSOs) on remediation actions such as 'Provision of Safe Space for Children Program' to keep children away from gardens.

This year's program was implemented in partnership with the Young Life Foundation. Age group of 7-17 was targeted. Workshops were organized for children identified and the teams paid them visits twice a week. Young workers were accessed at their accommodation areas.

Education and hygiene kits were distributed to children within the framework of these efforts. With the educational kits, the basic stationery needs of children such as pencil, notebooks, coloring pen and schools' bags were met. Toys such as cubes and tangrams for intelligence development were included too. Hygiene kits contained masks, soaps, toothbrushes, toothpaste and cologne.

Additionally, in partnership with The Ministry of Culture and Tourism, Balsu has created a new model in Sakarya for the children of the seasonal agricultural workers to access books during their travel with families for the hazelnut harvest. While older children were provided with the university entrance exam books, younger children were given coloring and activity books. Further communication with the Ministry and the local public library continues to receive service of "mobile library" in the origin cities of the workers during 2021.

Balsu is also planning to offer a monthly scholarship to migrant workers' children in return for not working at the garden.

The monitors interviewed 18 workers aged below 18 years old. The ages of these workers were varying between 13 and 17. It is recommended to continue with existing remediation activities and extend them to all young workers.



Safe Space for the Children Handout

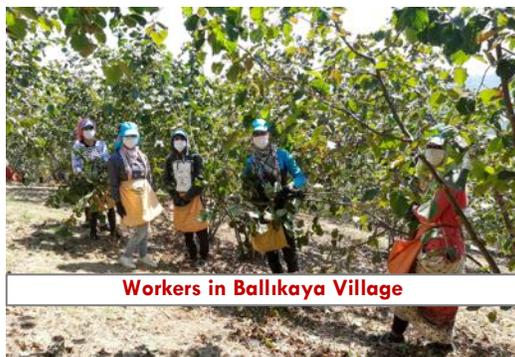


Children & Young People Accessing Books



Training Kit for Children

b. Interview with Workers, Producers and Stakeholders



Workers in Ballıkaya Village

Most of the visited producers had employed migrant workers from Southeast of Turkey. The producers reported that they employed migrant workers in previous years too. Two producers employed the same migrant worker groups as last year.

Six producers reported a decrease in temporary workers employed compared to last year. They gave different explanations about this decrease:

- According to two producers, it is due to COVID-19 precautions as the producers had provided limited accommodation areas for migrant workers to respect social distancing rules.
- According to two producers, the fact that workers had to wait in quarantine for two weeks was a demotivating factor.

- According to two producers, empty seats left in vehicles related with transportation regulation obligation for COVID-19 was a demotivating factor.

The interview conducted with a village head (muhtar) supports their claims. According to muhtar, 105 domestic migrant workers came to their village last year and this year this number is 80.

Young Life Foundation reports that the migrant workers are coming from new cities of origin and they work at new locations. Thus, the worker profile is changing too. Many migrant worker groups from Diyarbakir are working now in Düzce, Akçakoca and Kocaali regions. These workers have discovered that there are employment opportunities in the regions of Serdivan, Çubuklu and Süngüt. Pikolo reports that there are two kinds of seasonal agricultural worker groups in the region: group laborers and family laborers. It was observed that more young people came to the region this year and overall worker age has decreased in labor groups. In contrast, the representative of The Hendek Municipality Agricultural Services Directorate believes there has not been any major changes in workers' profiles.

According to worker interviews, seasonal migrant worker groups were from Southeast provinces of Turkey, such as Sanliurfa, Diyarbakir, Mardin and Batman.

Although the number of interviewed female workers (25) is close to the number of interviewed male workers (23), it is claimed that overall women workers outnumber men in their groups.

	Overall Number	Percentage
Female	93	65%
Male	51	35%

Out of 48 interviewees, 18 of the interviewed workers are aged below 18 years old. The ages of the young workers were varying between 13 and 17. Among this group, 12 are female and six are male. 52% of the interviewed workers claim that they observed an increase in the number of young workers this year.

	Number	Percentage
Below 18 y.o.	18	36%
18-29 y.o.	15	31%
40-49 y.o.	7	15%
50-59 y.o.	8	17%

The majority started to work in the farms in August undertaking harvest related tasks. 73% worked with the same farmers in the previous years.

Workers claim that COVID-19 has not impacted their work in hazelnut harvest yet 69% of them expressed that COVID-19 impacted their lives in one way or another:

- 35% fear getting infected with COVID-19 while working (though none has reported COVID-19 cases in their families).
- For 56%, there has been loss in family income since the beginning of the pandemic. (other family

members lost their jobs, or their salaries were reduced).

- 51% claim that their own income has been reduced due to reduction in working hours or work assignments.
- The cost of living has increased for all, especially the cost of food (for 89%).
- 58% received financial support to deal with the impact of COVID-19 (1,000 TL one-time payment for people without income).

Recruitment Process of Workers (including migrant workers)

65% of the workers claimed that they had no difficulties in getting employment this year due to COVID-19. For the remaining 35%, it should be noted that most of the interviewed workers started to work in the farms in August, the month that normalization movement reached its peak and they had a considerably “normal” harvest experience. However, recruitment usually starts much earlier, in spring, especially for seasonal migrant workers. Agricultural intermediaries and workers shake hands in their cities of origins to work together for upcoming months. Doubtless, 2020 Spring was a period of uncertainty for all parties. Additionally, they had to consider multiple demotivating factors, which the producers explained (social distancing measures during transportation phase and in the harvest region).

The impact of COVID-19 aside, recruitment practices did not change in 2020. According to traditional recruitment practices, local workers mainly contact farmers directly, or the farmer knows them and hires them in directly. Agricultural intermediaries are the main players in recruiting seasonal migrant workers. The intermediaries supply the employers with seasonal workers they need and at same time they ensure employment for the workers. They match the labor supply and demand at certain times and for certain numbers and qualifications of labor in exchange for payment. Landowners or farmers contact intermediaries mainly months in advance when they need workers and inform them how many workers they need. Legally, intermediaries must hold an Agricultural Intermediation Permit, however, as the agricultural sector in Turkey is ruled mostly by informal dynamics and working relations, intermediaries operate informally. Besides, their level of organization is very low and inspections by public authorities are very weak. On the other hand, they have an important role in the income and living conditions of seasonal agricultural migrant workers.

Besides intermediating between employers and workers, the intermediaries deal with various tasks related to workers, such as dismissal, scheduling work programs, taking commissions from worker’s wages, managing transportation from their hometown to the production sites and again between living space and the farms, shopping for their daily needs of consumer goods (worker pays for their portion), providing advances and loans and managing their relations with various institutions such as hospitals and schools.

Once the employer has reached agreement with the agricultural intermediary on the date on which the work is to be completed, the workers’ wages, the number of workers and the intermediary’s commission, the intermediary takes all the responsibility for getting the work done. The intermediary finds workers, ensures their transportation to the field, acts as a supervisor during the work and pays the workers after the work is completed. This arrangement relieves employers of a heavy burden of transaction and management costs. In some cases, the presence of the agricultural intermediary also helps to overcome the language barriers and issues of cultural difference that might arise between employers and workers. Consequently, intermediaries fulfil an important function in the smooth operation of agricultural production, the recruitment of labor for the employer, and the provision of employment for the workers.

Intermediaries do not sign written contracts with the employers or the seasonal workers, but they have verbal agreements. The negotiations start in January. Some farmers pay an advance payment of 5 to 10% of the

expected wages they will earn, to book the workers. Farmers mainly work every year with the same intermediary who already knows their request for the number and profile of workers.

Working Conditions During COVID-19

Interviewed producers and workers state that working conditions have not been affected significantly by COVID-19. Producers implemented the same working hours as last year. The working hours of visited worker groups were varying from 7 am to 7 pm, 7 am to 6.30 pm or 8 am to 6 pm. Workers have an hour lunch and two breaks of 15 minutes. None of the growers implemented shifts. All workers start and stop at the same time.

COVID-19 did not cause any change on the compensation side either. The producers are paying the workers the daily wage announced by the governorship which is 100 TL. None of the workers were asked to accept salary deductions, pay deductions, wage givebacks, or any other measure or deduction during the COVID-19.

However, 89% said that their contract does not entitle them to receive benefits such as sick leaves and they could not take leave without deductions if they had to. Similarly, 92% expressed that their employer did not increase health benefits (beyond the regular benefits to prevent sick workers from coming to work; or seek medical advice) during COVID-19. No sick leaves including COVID-19 cases were observed or reported during interviews, but producers explained that workers who get sick would go to hospital or rest at an accommodation place and be replaced by another worker.

The company collected data to be informed about workers' profiles during the harvest. Also, they delivered training to producers, intermediaries, and workers about written agreements and their significance. Finally, the company has encouraged producers to sign agreements with workers, and during their field visits it has helped producers to sign agreements. Despite the efforts, workers were not aware of any written agreement or conditions of verbal agreements.

It is seen that the company has provided a hotline for grievances, but workers prefer sharing grievances with their supervisors, labor contractors or producers. 84% of interviewed workers claimed to have access to grievance channels to provide feedback or raise questions around the adjustments to working arrangements needed due to COVID-19. Except for one worker, none had used these channels before.

COVID-19 Measures at Workplaces and Points of Accommodation

Balsu has collaborated with governmental bodies regarding workers' health and safety and took certain steps to eliminate infection risk such as measuring workers' fever and distributing masks, hygiene kits, disinfectants during the harvest to producers and agricultural workers.

71% feel that the employer has taken adequate measures to protect them from being infected by COVID-19 at the workplace. There are question marks for the remaining workers as their work during harvest does not allow them to take social distancing measures in the gardens. The assessors observed that in the visited areas, hazelnut branches are shrugged and those that spill on the ground are collected by leaning from the ground. Because the group of workers collects hazelnuts from the floor by scanning the area manually, there is usually one arm distance between them (80-90cm). Even if some of the producers said that they were warning workers to leave a distance of 1.5-2 meters, they also know that this is not possible. Otherwise, most of the hazelnuts cannot be collected. It should be also noted that most of the worker groups belong to the same family, thus they share the same accommodation facilities. For those worker groups, implementing

a distancing measurement is not applicable.

Based on the interviewed workers’ responses, it is understood that all producers conducted COVID-19 related training for workers. Training covered the topics listed below:

- Additional cleaning and sanitization of work tools and areas.
- Additional PPE (e.g., facial masks or gloves) and their proper uses.
- Proper distancing and guidance on how to achieve proper distancing during work.

However, it should be noted that COVID-19 related information could not be made available in visible and key locations by all the producers due to precautions taken by local authorities in the region. Within the scope of these precautions, it was advised to cease using printed material in the field to prevent transmission from print surfaces.

On the one hand, 92% of workers claim that the producer provided additional COVID-19 related PPE (e.g., face masks, hand sanitizers) free of charge with replacements sufficiently available. They add that there is a new process to ensure proper cleaning and disinfection (e.g., a cleaning routine and schedule of areas and tools; mandatory sanitization of specific tools or areas) and provide the cleaning supplies.

On the other hand, only five growers reported that they were informing workers to clean their masks, glows, clothes and buckets. Six growers reported there are no tools with harvesting so there is no need to clean anything. As an example, continuous cleaning and sanitization of collecting buckets as a specific tool for workers does not stand out as a priority. Provision of cleaning supplies and taking sanitary measures are perceived to be topics that fall under accommodation conditions.

Workers’ responses indicate that there were adjustments in housing to maintain distancing and isolate the sick workers in a limited number of accommodation points. According to observations during assessments, the accommodation places in Ballikaya Village were the most suitable ones for maintaining distancing and isolating the sick workers whenever necessary. It should be noted that effort and awareness of growers are very high in terms of accommodation conditions, and it is not specific to COVID-19.

In terms of transportation, 78% of the workers indicate that there have not been any adjustments in transportation to maintain distancing of workers. Eight producers did not take any measure regarding COVID-19 distancing on the vehicles. Workers are transported in tractor trailers together with hazelnut bags. Three producers reported that workers’ accommodation and gardens are walking distance, so there was no need for transportation.

IV. Farm Level Workplace Standards Evaluation

COVID-19 brought certain changes such as specific training and adjustments in the field (e.g., dividing a large group of workers to subgroups during transportation) in the Balsu supply chain. Beside these changes, it is seen that COVID-19 had no significant impacts or changes on producers’ or workers’ harvesting habits.

The gaps identified in terms of farm level workplace standards are presented below.

SUMMARY OF FLA IEM FINDINGS	SUMMARY OF COMPANY COMMITMENTS (Corrective Action Plan)
HOURS OF WORK AND COMPENSATION	

<ul style="list-style-type: none"> All seasonal agricultural workers including the workers under the age of 18 were working 8,5 to 10.5 hours per day, without weekly rest overtime payment. According to the reported working hours the interviewed young workers were working more than 40 hours a week which is above the permitted legal limits. Also, there is a wage difference between migrant and local workers. Producers report they pay local workers daily 120 TL while migrant workers receive 100 TL for the same harvest work. The producers' reason for this difference is that they provide migrant workers accommodation and utilities. 	<ul style="list-style-type: none"> Balsu will provide training to all related stakeholders (Headman, Supplier, Farmers, Family members of farmers) within the community through social workers about hours of work, compensation and age verification. 1,000 farmers, 2,000 workers and 35 suppliers will be reached through face-to-face training in the provinces of Sakarya, Düzce and Ordu in 2021. The training will be supported with informative documents. Also, as Balsu, we are going to provide training to labor contractors and workers heads that are in our supply chain. The training will take place between February and March 2021 in the Southeast region of Turkey, where seasonal agricultural workers come from within scope of the Harvesting the Future project. Ten labor contractors will be certified. Also 30 labor contractors will be directed to public institutions. This issue will also be expressed in the meetings held with the local authorities and the public institution support will be taken to prevent discrimination on this issue. Balsu will attend the pre-harvest commission meetings formed by public institutions for workers. Balsu will advise the local commission decision for emphasizing differences in working hours. Balsu will also visit public institutions and hold cooperation meetings with public institutions to solve current problems. According to 2021 plans, three District Directorates of National Education, three District Public Health Directorates, five Municipalities will be visited.
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CHILD LABOR

<ul style="list-style-type: none"> The company trained workers, producers, supervisors, labor contractors, intermediaries and own staff for increasing awareness towards age verification and prevention of child labor. The company is also collaborating with various CSOs in this subject. However, producers are not implementing an age verification. A total of four producers reported they could accept any workers brought by the labor contractors including young workers who could not attend schools due to COVID-19. The young workers below 18 years of age were 	<ul style="list-style-type: none"> Training will be delivered to all related stakeholders. The training module will include National legislation and Balsu ethical policy on age verification responsibilities of employers. As Balsu, we will provide farmers the sample documentation on registration of age and include this to workers training as well as to make them accept their ages to be noted by farmers. Please see above for more information on the planned training. Other steps Balsu will take to tackle child labor problems in the supply chain in 2021.
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collecting hazelnuts from the ground, shaking trees, bending trees, and **sometimes carrying bags of hazelnuts.**

1. Risk Assessment

Each farmer will be interviewed to determine the degree of risk related to child labor (low, medium, high). In order to determine the risk level, the number of workers to work, the date they will come to the region, the number of children involved in migration, information on labor contractors, participation in training and access to public services will be determined. **An intervention plan appropriate to the degree of risk will be initiated.**

2. Case Management

A case follow-up form is initiated and the seven-stage Balsu child labor intervention plan is implemented for each child identified at risk of working during visits. Through case management, each child is evaluated and recorded with a child labor improvement form identified in Balsu’s total quality management system. When considered to be necessary, the case is not closed, and it is followed up through origin activities taking place in the area where migrant workers live.

3. Safe Spaces and COVID-19 updated workshops (ILO, Young Life Foundation, etc.)

During COVID-19 pandemic, in the 2020 hazelnut season, we managed to implement different models to reach children. In this model, education and hygiene kits are provided to children through daily workshops at various places close to their shelters and together with the children who they share the shelter with. With the educational kits, the basic stationery needs of children such as pencil, notebooks, coloring pen and schools’ bags are met. Toys such as cubes and tangrams for intelligence development are included. Hygiene kits, masks, soaps, toothbrushes, toothpaste, cologne etc. are also provided for the children. **A workshop or summer school will continue in 2021.** However, the number of summer schools or the number of children cannot be specified at this stage due to the pandemic (June to July 2021 would probably be the months for the target to be more solid).

4. Worker Training and Labor Intermediary Training (including Origin)

Workers will be visited in **Sakarya, Düzce and Ordu** provinces for training. Please see the above section for more details and targets.

Origin activities in 2021 will be limited to the Harvesting the Future activities; i.e., **registration of labor contractors**

	<p>and simulation activity that Balsu carried out in 2020 for the first time (reaching out workers and labor contractors via digital means to provide training and receive necessary information to facilitate referring mechanism).</p> <p>5. Farmer training and Training for Women in Local Communities</p> <p>Child rights and child labor training will be provided for farmers and women. 2021 target: 1,000 farmers and 50 women.</p> <p>6. Grievance mechanism</p> <p>Balsu's support and grievance mechanism will be expanded in the new working regions. 2021 target city: Ordu.</p> <p>7. Government and other local stakeholders to scale up efforts across the country.</p> <p>2020-2024 Project “Elimination of Child Labor in Seasonal Agriculture” to be implemented by the International Labor Organization (ILO) Office for Turkey in cooperation with the General Directorate of Labor of the Ministry of Family, Labor and Social Services. Balsu will follow up the project activities for cooperation building.</p> <p>8. Working with community-based child labor expert</p> <p>The number of community-based child labor experts will be increased in regions where there are farmers with high risk of child labor. 2021 target is working with 15 community-based child labor experts.</p>
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HEALTH, SAFETY AND ENVIRONMENT

<ul style="list-style-type: none"> • During the interviews, five producers reported that they were informing workers to clean their masks, gloves, clothes and tools such as buckets. • Eight producers did not take any measure regarding COVID-19 distancing on the vehicles. Workers were transported in tractor trailers together with hazelnut bags. 	<ul style="list-style-type: none"> • Balsu follows the developments regarding COVID-19. It will work with farmers and workers to take all the precautions that seasonal migratory agricultural workers need in this regard and to support farmers to work within these measures. Occupational health and safety training modules were developed for farmers, workers and agricultural business intermediaries, considering each group’s needs. In 2020, training modules were updated due to COVID-19; hygiene and COVID-19 symptoms and prevention methods were added for workers. Balsu
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	<p>also provided hygiene kits to workers and farmers to facilitate compliance with the specified hygiene instructions. These practices will continue in 2021.</p> <ul style="list-style-type: none">• The measures to be taken for the workers to reach the gardens safely are discussed in the occupational health and safe training module. To ensure safe transportation of workers, informative documents with visual content will be shared with farmers, workers and agricultural business intermediaries through WhatsApp groups. 2021 Target: 2,000 workers, 30 labor contractors and 1,000 farmers.
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