FAIR LABOR ASSOCIATION

Improving Workers' Lives Worldwide

Pod opening at one of the assessed farms

ASSESSMENT OF NESTLÉ'S STANDARD COCOA SUPPLY CHAIN (NOT COVERED BY THE "NESTLÉ COCOA PLAN") IN CÔTE D'IVOIRE

Prepared by the Fair Labor Association

August 2016

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TABLE OF ACRONYMS

ASA .....Afrique Secours Assistance
CCC .....Coffee and Cocoa Council
COC.....Code of Conduct
CPT.....Community Profiling Tool
FEMAD.....Femme Action Développement
FLA.....Fair Labor Association
FT.....Fair Trade
GAI.....Grower's Assessment Instrument
GAP .....Good Agriculture Practices
GBCC .....Global Business Consulting Company
HSE.....Health Safety and Environment
ILO .....International Labor Organization
IMS.....Internal Management System
IMST .....Internal Monitoring System Tool
IPEC.....International Program on the Elimination of Child Labor
MoU .....Memorandum of Understanding
NCP .....Nestlé Cocoa Plan
NGO.....Non-Governmental Organization
PR .....Producers Relay
RA/RFA .....Rainforest Alliance
SACO.....Société Africaine de Cacao
SERAP.....Socially and Environmentally Responsible Agricultural Practices
SMT.....Supply Chain Mapping Tool
STCP.....Sustainable Tree Crop Programs
UNICEF.....United Nations Children's Fund
UTZ.....Utz Certified

I. EXECUTIVE SUMMARY

Since 2012, the FLA has assessed working conditions at farms in Côte d'Ivoire producing cocoa for Nestlé under the company's "Nestlé Cocoa Plan." This sustainability initiative focuses on the 20 percent of the company's cocoa supply chain in which Nestlé works collaboratively with its tier-1 suppliers to maintain visibility into labor standards at the suppliers' farms and enact its commitment to the FLA Workplace Code of Conduct.[1]

For the great majority of Nestlé's cocoa procurement, the company maintains no direct relationships with farmers, and relies on a network of intermediaries to secure access to the cocoa used in the company's products. For this assessment of Nestlé's "standard supply chain," the FLA worked with one of the company's tier-1 suppliers to identify an appropriate tier-2 supplier (also known as a "traitant") for an assessment of working conditions at farms outside of the "Nestlé Cocoa Plan."

Assessors visited farms in four communities, interviewing a total of 110 farmers and 322 farm workers, along with staff at both the tier-1 and tier-2 suppliers, and a number of additional intermediaries, such as truck drivers, warehouse workers, and others. The body of this report describes the structure of the supply chain they encountered, and the working conditions at the farms at the end of the supply chain.

Labor Standards Outside the "Nestlé Cocoa Plan"

When FLA assessors visit farms producing cocoa for the "Nestlé Cocoa Plan," they assess working conditions against nine broad categories outlined by the FLA Workplace Code of Conduct[2] , which has been adopted by Nestlé. This Code of Conduct forbids child labor and forced labor, articulates a number of health and safety standards, and requires reasonable hours of work and fair compensation, among other provisions. While Nestlé's adoption of this Code of Conduct obligates its implementation throughout the company's supply chain, FLA assessors found little awareness of this code and its provisions among the farmers and farm workers of the "standard supply chain."

Assessors did find that some of the farms supplying to the tier-2 supplier had achieved a third-party sustainability certification for their cocoa from either Utz[3] or the Rainforest Alliance[4]. To achieve these certifications, farmers must be trained on the certifying body's Code of Conduct (which is similar, but not identical, to the Nestlé Code of Conduct), and implement the certifying body's sustainability requirements at the farm level. Assessors found sustainability training and some sustainability monitoring among the 30 percent of farms that both produce for the tier-2 supplier and have also achieved certification. The tier-2 supplier maintains staff responsible for training these producers on the labor and environmental standards they must meet to earn certification, and for monitoring their compliance in preparation for assessment by the certification body.

For the 70 percent of farms outside of any certification program, however, FLA assessors found no evidence of any training on the labor standards articulated by Nestlé's Code of Conduct, or any monitoring to ensure that working conditions meet Nestlé's standards. The assessment team reports that in addition to the lack of monitoring and remediation systems, they found labor-rights issues that mirror those sometimes found on Nestlé

1 http://www.nestle.com/csv/rural-development-responsible-sourcing/nestle-cocoa-plan

2 http://www.fairlabor.org/our-work/labor-standards

3 https://www.utz.org/

4 http://www.rainforest-alliance.org

Cocoa Plan farms (which do have monitoring and remediation in place), such as child labor, health and safety issues, a lack of effective grievance procedures, and forced labor risks.

Supply Chain Traceability and Internal Management Improvements

Despite the many actors involved in the "standard supply chain," FLA assessors found that the systems and information necessary to fully trace this part of the supply chain do exist. Because of the need to track the cocoa coming from farms involved in certification programs, and to provide training at these farms, assessors found that the tier-2 supplier maintains traceability mechanisms that could be leveraged for non-certified farms as well.

Assessors also found that while the tier-2 supplier does not maintain documentation on the non-certified farms in the supply chain, this information could be obtained. The tier-2 supplier works with a number of intermediaries known as "pisteurs" ("trackers" in English) who maintain records on the farms where they collect cocoa beans. The assessors note that while many pisteurs are reluctant to share their information, if supply chain stakeholders could work together to combine the pisteurs' records with the tier-2 traceability system, it would be a first step toward organizing and better implementing labor standards across this part of the "standard supply chain."

The FLA recommends that Nestlé work with its tier-1 and tier-2 suppliers to introduce an electronic registration system of all supplier farms, based on the data currently maintained by the pisteurs. With this infrastructure in place, then, the FLA recommends that Nestlé and its suppliers develop a five-year plan to bring both internal labor monitoring and remediation of violations to the 70 percent of the supply chain not currently covered by a certification standard. This work would require support from Nestlé to distribute its illustrated Code of Conduct to the standard supply chain, expand the labor-standards training and monitoring functions performed by the tier-2 supplier, and strengthen farmers' contractual relationships to incorporate labor standards.

Farm and Community Level Improvements

Finally, the FLA recommends that Nestle and its tier-1 and tier-2 suppliers work together to make needed improvements at supplier farms and communities that will improve the quality of life for farmers and workers and improve working conditions at the farms. For example, FLA assessors identified that many farmers could increase their yields and therefore their incomes with some simple inputs such as new cocoa seedlings, fertilizers and plant nutrients, and training on best agricultural practices. Because low incomes are one driver of child labor at the farms, any inputs that help lift farmers' economic standing may help remediate this persistent labor-rights issue in cocoa supply chains.

The full assessment report includes further recommendations for improvements at the farm and community level (including further improvements intended to reduce child labor), and further recommendations for enhancing the internal management system of the standard supply chain. Implementing such recommendations would begin to bring Nestlé's full supply chain under the requirements of its established Workplace Code of Conduct.

II. INTRODUCTION

Côte d'Ivoire is the world's biggest cocoa producer accounting for one-third of global cocoa production. The country exports around 1.5 million tons[5] of cocoa beans per year, of which 80 percent is sourced from a supply chain that is neither formally organized by producers nor formally traced and tracked by buyers—what this report calls "the standard supply chain." As part of its affiliation with the Fair Labor Association, Nestlé is required to progressively establish transparency of its entire cocoa supply chain in Côte d'Ivoire (both organized and unorganized) and to ensure fair labor conditions in the entire supply chain, subject to independent verification by the FLA. For Nestlé, its "standard supply chain" refers to any cocoa sourced outside of its Nestlé Cocoa Plan (NCP), meaning that Nestlé has no direct contact with the cocoa growers and procurement is managed by the sub-suppliers (tier-2 suppliers, also known as traders and "traitants"). Per the Nestlé Supplier Code[6], each tier of the supply chain is required to adhere to established labor standards.

In a 2012 assessment of labor conditions at suppliers for the Nestlé Cocoa Plan, the FLA recommended that Nestlé begin scaling up its efforts to trace, monitor, and remediate labor abuses in its standard cocoa supply chain. Those recommendations were described as follows:

a. Nestlé should evaluate the options to include middlemen (other than cooperatives) under the NCP through registering of all tier-2 suppliers, their traitants and their pisteurs. Even though a portion of Nestlé's tier-1 suppliers change every year, there is a loyal base to start with and some already work on sustainability issues.

b. Nestlé should invest in training of registered traitants and pisteurs on code awareness, responsible sourcing practices and monitoring labor issues (especially child labor and health and safety).

c. This may also require some consolidation of the supply chain so that the tier-1 suppliers work with fewer partners who are known to them, and their suppliers do the same. Knowing your business partners should be a maxim observed at every level of the supply chain.

d. With other industry partners, Nestlé should explore the opportunities to organize joint monitoring of shared supply chains (farmers associations, traitants, SARLs). If industry-wide collaboration were attained, the standard supply chain could also be monitored for labor standards.

Nestlé's provided the following response to the FLA's recommendations:

"Nestlé believes that improving and scaling up the Nestlé Cocoa Plan will be an effective way to try to address the problems in our supply chain in Côte d'Ivoire. Nestlé Cocoa Plan aims to enable farmers to run profitable farms and eliminate child labor, while ensuring a sustainable cocoa supply chain for our business. The initiative is an example of our "creating shared value" approach to business. It is designed to create value through the supply chain—particularly for farmers and their families. It is a long-term holistic plan that leverages certification and complements it with other activities. We welcome the FLA findings that the Nestlé Cocoa Plan lays the

5 http://www.agenceecofin.com/cacao/2401-16970-la-cote-d-ivoire-a-produit-1-449-million-de-tonnes-de-cacao-durant-la-campagne-2012-2013

6 http://www.nestle.com/asset-library/Documents/Library/Documents/Suppliers/Supplier-Code-English.pdf

foundations for strengthening and mounting further efforts to achieve our mission of procuring cocoa from child labor free supply chains. Our action plan will deepen and extend the Nestlé Cocoa Plan.

- We will accelerate the extension of the Nestlé Cocoa Plan to more coops and farmers, and will report annually on progress. Our published targets for 2012 state 10 percent of our global cocoa supply should come from Nestlé Cocoa Plan, and we aim to increase the amount of cocoa we source through the Nestlé Cocoa Plan in Cote d'Ivoire by over 30 percent between 2012 and 2013.
- We will explore the possibilities to certify the conventional supply chain through working with our tier-1 suppliers (traitants and pisteurs) by December 2012. In this case we would include these participants in child labor awareness training and ultimately the monitoring and remediation scheme in the same manner as we plan for coops.
- FLA will conduct further research with our tier-1 suppliers, to get in-depth knowledge on the options and possibilities for consolidation."

In June 2015, the Fair Labor Association conducted an assessment of Nestlé's standard cocoa supply chain in the Soubré region, in Côte d'Ivoire. The goals of this assessment were to:

1. Conduct a workplace standards risk assessment in a sampled portion of the upstream cocoa supply chain that is currently managed by a traitant and is not covered by the Nestlé Cocoa Plan;[7]
2. Map the internal supply chain management systems and assess the gaps and challenges in the implementation of the FLA Code of Conduct (CoC) at the traitant level;
3. Assess the traceability and sustainability programs installed by the traitant and identify ways in which they can be made more efficient with the aim of building partnership through the tier-1 supplier to roll out an internal monitoring and remediation system;
4. Based on the findings, make definitive and actionable recommendations to Nestlé on integrating the standard supply chain that is currently not visible to Nestlé under NCP.

III. BACKGROUND

a. About Nestlé Standard Supply Chain Assessment

According to Nestlé, the manufacturing of Nestlé-branded cocoa products annually consumes around 10 percent of all cocoa beans harvested worldwide, with 37 percent of these beans and products (cocoa liquor, powder, butter) originating in Côte d'Ivoire. Around 25 percent of the cocoa[8] procured from Côte d'Ivoire by Nestlé is at present covered by the Nestlé Cocoa Plan (NCP)[9] and the remaining 75 percent comes from the yet-to-be-traced "standard supply chain."

In 2013, Nestlé and FLA contacted all of Nestlé's tier-1 suppliers (supplying both Nestlé Cocoa Plan cocoa as well as standard cocoa) to request an overview of their Supplier Code of Conduct and to survey their willingness to engage in a Standard Supply Chain

7 http://www.nestlecocoaplan.com

8 Beans and products

9 In October 2009, Nestlé launched NCP, which brings together all their past and future initiatives that focus on ensuring a sustainable future for the cocoa industry worldwide (Côte d'Ivoire, Ecuador, Venezuela, Ghana, Indonesia and on small scale in Brazil, Mexico and Malaysia).

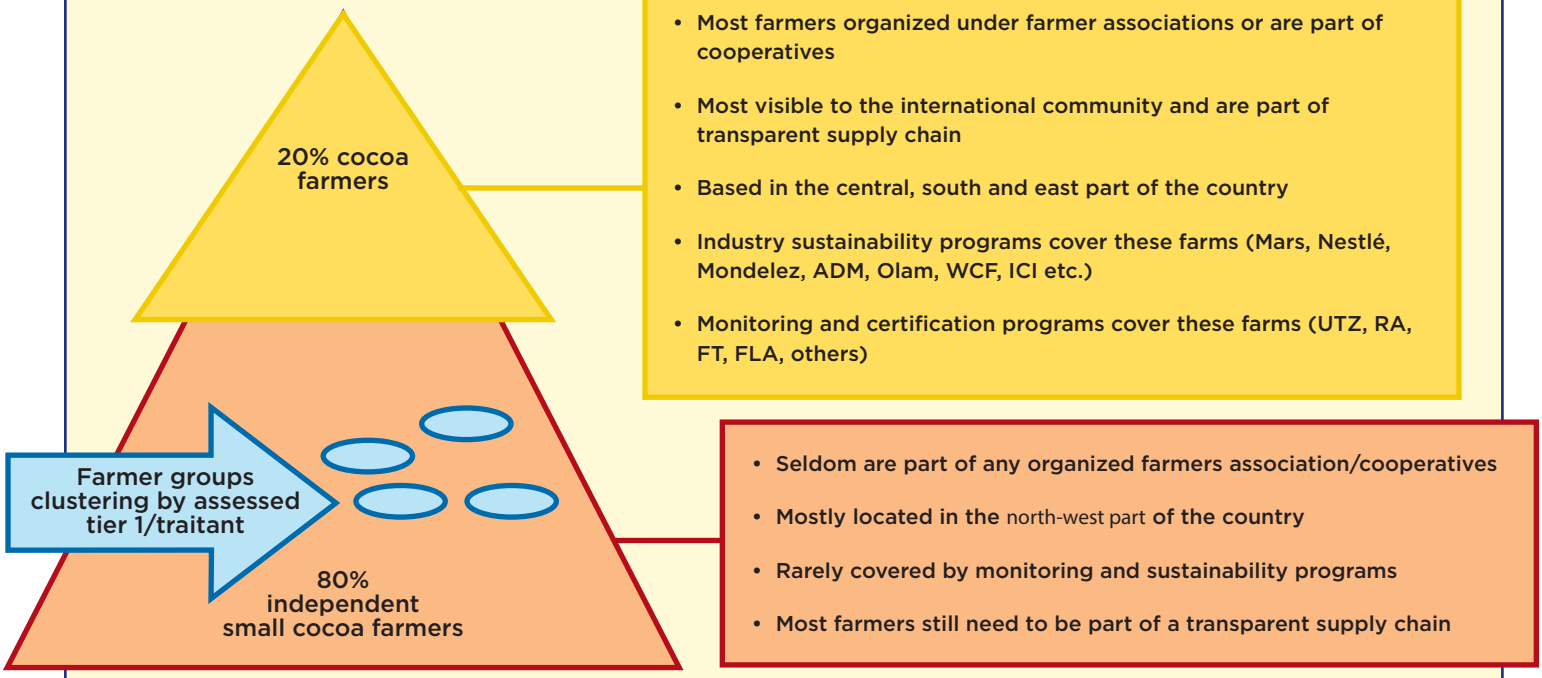

Figure 1: Current coverage of various sustainability programs in Côte d'Ivoire

assessment. At the time of this survey, Nestlé reported sourcing cocoa through 28 tier-1 suppliers. Of these, eight large tier-1 suppliers made up around 80 percent of the total cocoa volume procured from Côte d'Ivoire. Nestlé approached one of its largest tier-1 suppliers and processors and asked to conduct this "standard supply chain assessment" in their cocoa supply chain in Côte d'Ivoire. This tier-1[10] supplier responded positively and in turn identified one of its biggest sub-suppliers (a traitant that is planning to soon begin participating the Nestlé Cocoa Plan) to participate in the assessment.

The assessed tier-1 supplier started participating in the NCP in 2012 with an initial commitment of three years, including a trial year for part of its supply chain. The process for a tier-1 supplier to participate in the NCP is provided in Annex 1. While cocoa supplied through the NCP is well tracked in an electronic database (number of farmers, locations etc.), the information that the tier-1 supplier has of the non-NCP traitants' or other intermediaries' supply chains is more limited, usually to cocoa volume and financial information.

According to the tier-1 supplier staff, the farmers covered through the NCP and their own sustainability program form a very small proportion of the entire supply chain. Other sustainability programs tend to cover the same groups of farmers and cooperatives in Côte d'Ivoire. This FLA standard supply chain assessment is designed to assess the conditions in the roughly 80 percent the cocoa supply chain in Côte d'Ivoire unreached by any sustainability program.

10 The tier-1 supplier participating in the assessment is one of the world's leading agricultural processors and food ingredient providers, with about 33,000 employees across 140 countries. The global value chain of this tier-1 supplier includes around 470 crop procurement locations, 285 ingredient-manufacturing facilities, 40 innovation centers and a large transportation network. The company makes products for food, animal feed, chemical, and energy uses. The tier-1 supplier has its own Code of Conduct, a revised version of which was adopted in 2010 and covers employees, suppliers, and business partners. The tier-1 supplier supplies cocoa butter, liquor, and powder from West Africa (Côte d'Ivoire and Ghana) to a number of food companies including Nestlé, and a has a local office in Abidjan.

b. Supply Chain Management System at Tier 1 Supplier viz à viz Assessed Traitant

Figure 2 highlights the supply chain of the assessed tier-1 supplier. They source cocoa from:

1) cooperatives,

2) traitants, who gather cocoa from:

a) collection centers where cocoa growers deliver their own beans, and

b) a network of pisteurs ("trackers" in English) who operate as sub-suppliers, picking up cocoa beans from the farms and collecting them into a "bush warehouse."

In order to provide some structure to this large portion of the supply chain (representing 90 percent of the total volume of the assessed tier-1 supplier), the tier-1 supplier along with the assessed traitant are in the process of clustering the cocoa producers into farmer groups of 50-100 farmers each. These growers are not currently part of any existing farmers' association or cooperative. The clustering is done based on their geographical proximity. Traitant staff is in the process of registering the growers in an internal supplier database and traceability tool that they maintain.

As of March 2015, the traitant's database contained information from about 4364 cocoa farmers (both certified and non-certified) of whom 96 were women. The growers are registered according to their community "bush warehouses" (community-based cocoa collection centers maintained by a pisteur). Growers in these farmer groups,

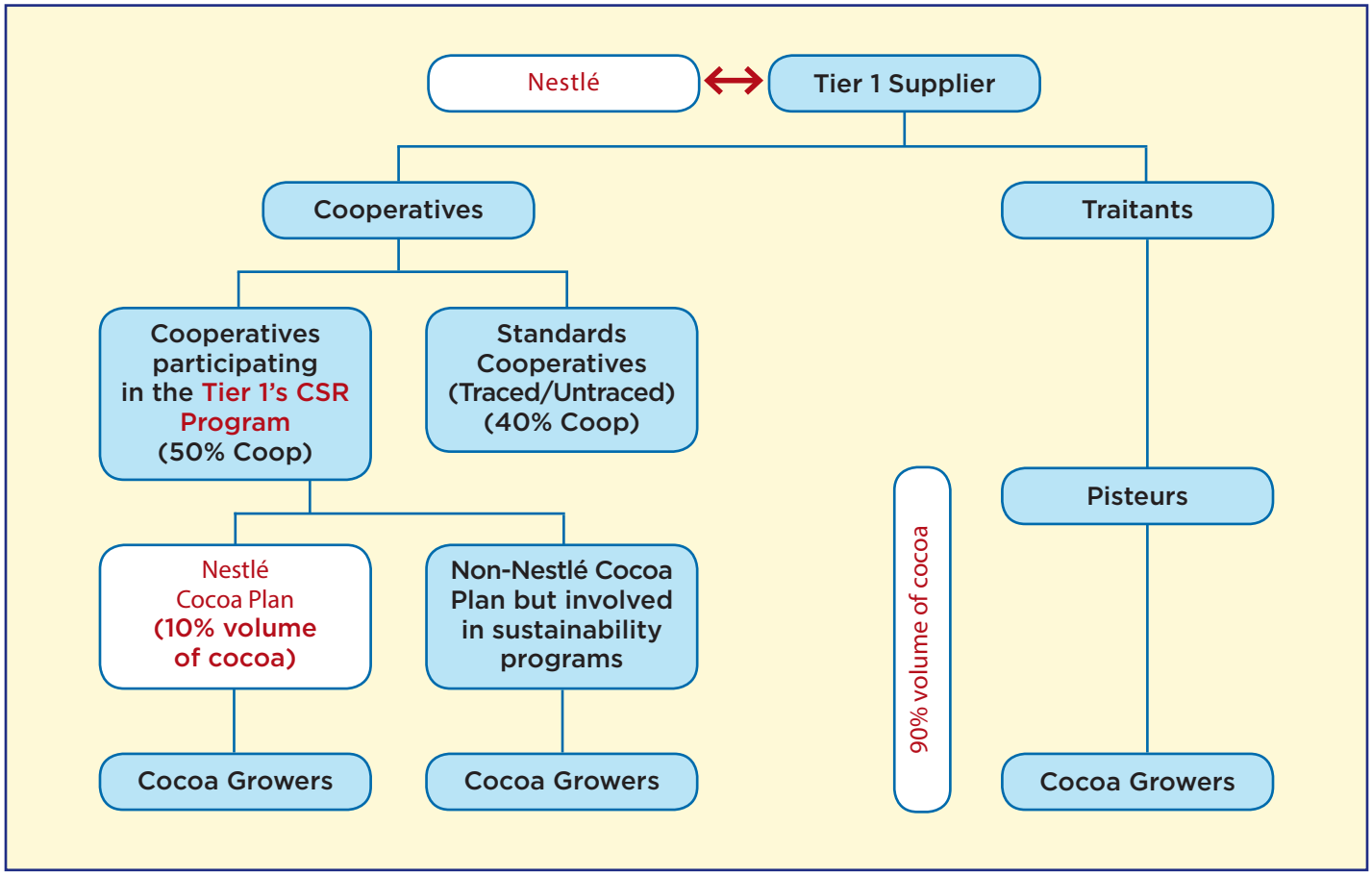

Figure 2: Cocoa Supply Chain of Assessed Tier 1 Supplier (estimated percentages)

agree to provide their cocoa harvest to the traitant and in return receive guaranteed purchase of their beans at the government-established price, plus other services, such as pick-up of their beans, and deliver of any fertilizers or other inputs for which they have paid.

The assessed **traitant** is one of the largest suppliers to the tier-1 supplier in Côte d'Ivoire and has been in business for thirty years. Some farms supplying to this traitant are Rainforest Alliance and UTZ certified and the process of bringing farms under the NCP is ongoing. Much of the procurement is through direct sourcing from small cocoa farmers in addition to working with 50-60 additional smaller cocoa traders. The traitant maintains an in-house sustainability team that is being advised by an international auditing firm. According to the tier-1 supplier, the assessed traitant procures and delivers about 150,000 tons of cocoa each year and has a fleet of 80 large trucks and approximately 500 pick-up trucks that bring cocoa from the farms to the collection centers. The current biggest catchment areas for the assessed traitant are Soubré and Gagnoa, where the cocoa beans are sorted and bagged. In Soubré, the assessed traitant operates one of the largest nurseries in Côte d'Ivoire (distributing about 100,000 cocoa seedlings each year), along with a local administrative office and a team of employees. During the initial discussions with the tier-1 supplier, FLA determined to concentrate the assessment in one of the two prime sourcing locations; Soubré was selected for the FLA assessment.

IV. METHODOLOGY

a. Assessment Team

The assessment team consisted of an FLA Program Manager (serving as lead researcher), and an FLA Research and Innovation Assistant, both based in Côte d'Ivoire. Technical support was provided by FLA Director of Research and Innovation based in Geneva. The team was responsible for tool adaptation, selection of communities, data collection, data processing, analysis, and reporting.

b. Sample Selection

For the initial sample selection, the FLA in consultation with the tier-1 supplier selected the top four zones producing most of the cocoa delivered to the collection center in Soubré:

1) Allakabo and

2) Sarakadji in Axis D[11],

3) Krohon in Axis B, and

4) Zogbodoua in Axis C.

In each of these zones, a group of twenty (20) farmers (men and women) were randomly selected from the list of traced farmers provided by the traitant. Based on this, a total of 80 farmers were randomly selected in four zones where assessment activities were to be conducted (Figure 3). During the introductory meeting with the traitant staff managing the Internal Monitoring System (IMS), the FLA team adapted the sample selection process to fulfill the objectives of the assessment. Interviews with the IMS staff revealed that the traitant maintains a partial farmer list.

There are three categories of farmers that the traitant works with:

1) certified farmers who are organized and involved in sustainability programs and appear on the traitant's list;

11 The traitant has divided the procurement regions into four Axis A,B,C,D for administration purposes.

2) non-certified farmers who are yet to be involved in any sustainability programs and appear on the list, and

3) untraced farmers who deliver their cocoa to the traitant whenever they want to, and who also do not appear on the list.

The initial selection of 80 farmers was only made from the available certified farmers' list. Therefore, in order to capture the reality of all the entire supply chain, FLA team interviewed additional farmers in the selected communities who supply cocoa beans to the traitant but are not involved in any certification program and were not displayed on the farmer list originally provided to the FLA. Additionally, during the field visits, some of the selected farmers were not available; therefore, other available farmers were selected. FLA staff also interviewed family members working on the farms, sharecroppers and contractual workers, pisteurs, collectors, truck drivers, and internal staff at the traitant's buying center in Soubré and at the community level.

Figure 3: The geographical reach of the FLA's assessment around Soubré, including areas along Axis B (Krohon), Axis C (Zogbodua), and Axis D (Allakabo and Sarakadji)

TABLE 1: DETAILS OF INTERVIEWED PERSONNEL FOR THE ASSESSMENT

ZONE	COMMUNITIES	NUMBER OF FARMERS	NUMBER OF WORKERS (FAMILY/ CONTRACTUAL)	NUMBER OF IMS STAFF	NUMBER OF PISTEURS, COLLECTORS, PRODUCER RELAYS, TRUCK DRIVERS*
Buying center	Soubré			5	3
Allakabo (Axis D)	Allakabo	33	13	3	3
	Petit Odiéné				
	Kaborédougou				
	Sidibédougou				
	Johin				
	Kra-N'guessankro				
	Petit Zuénoula				
	Moussadougou				
Sarakadji (Axis D)	Sarakadji	28	11	1	4
	Angbi-Kouakoukro				
	M'brakro				
Krohon (Axis B)	Krohon	26	8	1	2
	Renékro				
Zogbodoua (Axis C)	Zogbodoua	23	13	1	3
	Sialoukro				
	Oupoyo-Bété				
	Dar-es-alam				
Total	**18**	**110**	**45**	**11**	**15**

**The various categories of interviewees are defined under Section V—Findings-Supply Chain Actors.*

Table 1 provides the final sample size interviewed and the number of visited communities. FLA staff visited a total of 18 communities during the assessment and collected data from 110 cocoa farmers, 45 farm workers (family members, sharecroppers, and contractual labor); 11 traitant staff; and 15 pisteurs, collectors, and truck drivers—for a total of 181 interviews.

c. Data Collection and Tools Used

From June 10–26, 2015, the FLA field team met with the sustainability staff of the tier-1 supplier and traitant to, 1) understand their internal systems; 2) map the existing policies and procedures; and 3) assess the existing processes and their implementation.

In addition to these meetings, the team visited 18 communities in the selected zones to assess the workplace through observation, documentation review, individual and group interviews, and focus-group discussions with growers, workers, and their family members. Finally, FLA staff conducted interviews with pisteurs, collectors, truck drivers, and producers relay (PR)[12] for triangulation and additional information. Interviews were conducted in French, Baoulé, Malinké and others local dialects. As necessary, the FLA team used local translators. Interviews were held at farms, in homes, in the communities, or at the drying places.

The assessment team adapted existing FLA tools and developed new ones.

12 Producers relay (PR) are part of pisteurs' staff. They are hired by pisteurs and jointly paid by the pisteur and the traintant to provide training and awareness to farmers.

TABLE 2: ASSESSMENT STAGES

PHASE	PERIOD	OBJECTIVE(S)	INFORMATION SHARED OR GATHERED
Meeting with tier-1 supplier staff in Switzerland	December–February 2014	• Explain the FLA's approach to task and risk mapping, • Understand tier-1 supply chain model, in particular the cocoa supply chain under the selected traitant, • Determine next steps	Tier-1 and traitant's internal management systems
Development of tools, work plan, and methodology; selection of communities and farmers	February–June 2015	Prepare assessment tools and finalize sample size and assessment locations	Communities' names, farmer lists
Meeting with tier-1 supplier local staff in Côte d'Ivoire	June 10, 2015	Share the objective and methodology of the assessment	**FLA:** Context, objectives and methodology of the assessment. **Tier-1 Supplier:** Communities' locations; Security procedures.
Meeting with traitant staff in Soubré	June 16, 2015	Internal Monitoring System assessment	Understand policies and procedures and management system
Community and farm visits	June 17 – 25, 2015	Farm-level assessment	The results of IMS in communities
Closing meeting, clarification of all pending items with traitant staff	June 26, 2015	Sharing of preliminary conclusions of the assessment, discuss and sign the IMS report and clarify any pending items	IMS Report, numbers and statistics, summary findings
Data processing and report writing	July 1–August 15, 2015	Report on findings and recommendations	Findings and Recommendations

Four main data collection tools were used during this assessment:

1) Internal Monitoring System Tool (IMST),

2) Community Profiling Tool (CPT),

3) Supply Chain Mapping Tool (SMT) and

4) Grower's Assessment Instrument (GAI).

One IMS tool was completed for the traitant's central bush warehouse, four CPTs were completed for the communities visited in four zones (Annex 2), one SMT was completed for the entire supply chain, and 110 GAI tools were completed for 110 assessed growers. This report is a synthesis of the information collected in the various tools.

d. Assessment Stages

Table 2 provides the details of the assessment stages.

TABLE 3: STAKEHOLDER ENGAGEMENT AND EXTERNAL INFORMATION GATHERING		
ZONES	STAKEHOLDERS MET DURING THE ASSESSMENT	AREAS OF DISCUSSION
Krohon	President of Women's Association	Involvement of women in community-level decision-making; income generating avenue for women
	Representative of Notability	Involvement of the pisteur in community-level intervention, different actors from the cocoa sector in the community, communit- based intervention from cocoa actors
	Youth representative	Involvement of youth in community activities, main occupation of youth
	President of the School Management Committee	School fees, facility for children attending school, school infrastructures, involvement of the pisteur in the school activities
	School Director	School attendance rate, child labor prevalence in the community, sensitization regarding child labor
Sarakadji	Child Labor Monitoring Committee	Context and objective of the committee, means allocated to them, process of intervention, results of intervention
	Representative of Notability	Involvement of the pisteur in community based-interventions, relationship between pisteur and community members, opinions about the existence of the child labor committee
	Community Head of Angbi-Kouakoukro	Lack of water, village maintenance, relationship of the pisteur to the community
	School Director of Angbi-Kouakoukro	School attendance of children, school infrastructure, child labor prevalence
	Nurse of M'brakro	Health facilities in the community
	President of the School Management Committee	School infrastructure, school attendance, school fees
Allakabo	President of the School Management Committee	School infrastructure, school fees, child labor prevalence
	Notability Representative in Kra N'guessankro	The intervention of the pisteur in the community, labor issues, child labor, labor standards awareness
Zogbodoua	Notability Representative in Sialoukro	Labor issues, child labor, labor standards awareness, main actors from the cocoa sector in the community, intervention of the traitant in the community
	Koranic school teacher	Attendance rate of children at the Koranic school

e. External Information Gathering

In order to understand the functioning of the communities and collect information that could bolster the findings of the research, a number of local community based stakeholders were interviewed. Information about them is available in Table 3.

V. FINDINGS

a. Traitant's Supply Chain Mapping

This section primarily reports on the assessed traitant's supply chain structure in and around Soubré. For organizational purposes, the traitant has divided Soubré into four Axes (Axis A, B, C, and D) covering a total of 41 zones:

- 10 zones in Axis A
- 6 zones in Axis B
- 17 zones in Axis C
- 8 zones in Axis D

Each of these zones has a bush warehouse managed by a pisteur and covers about 20-30 communities and up to 1000 farms. Each of these communities includes both untraced farmers that do not appear in the traitant's supplier database and traced farmers that do. Each pisteur organizes and manages his own supply chain. They are not considered members of staff or employees

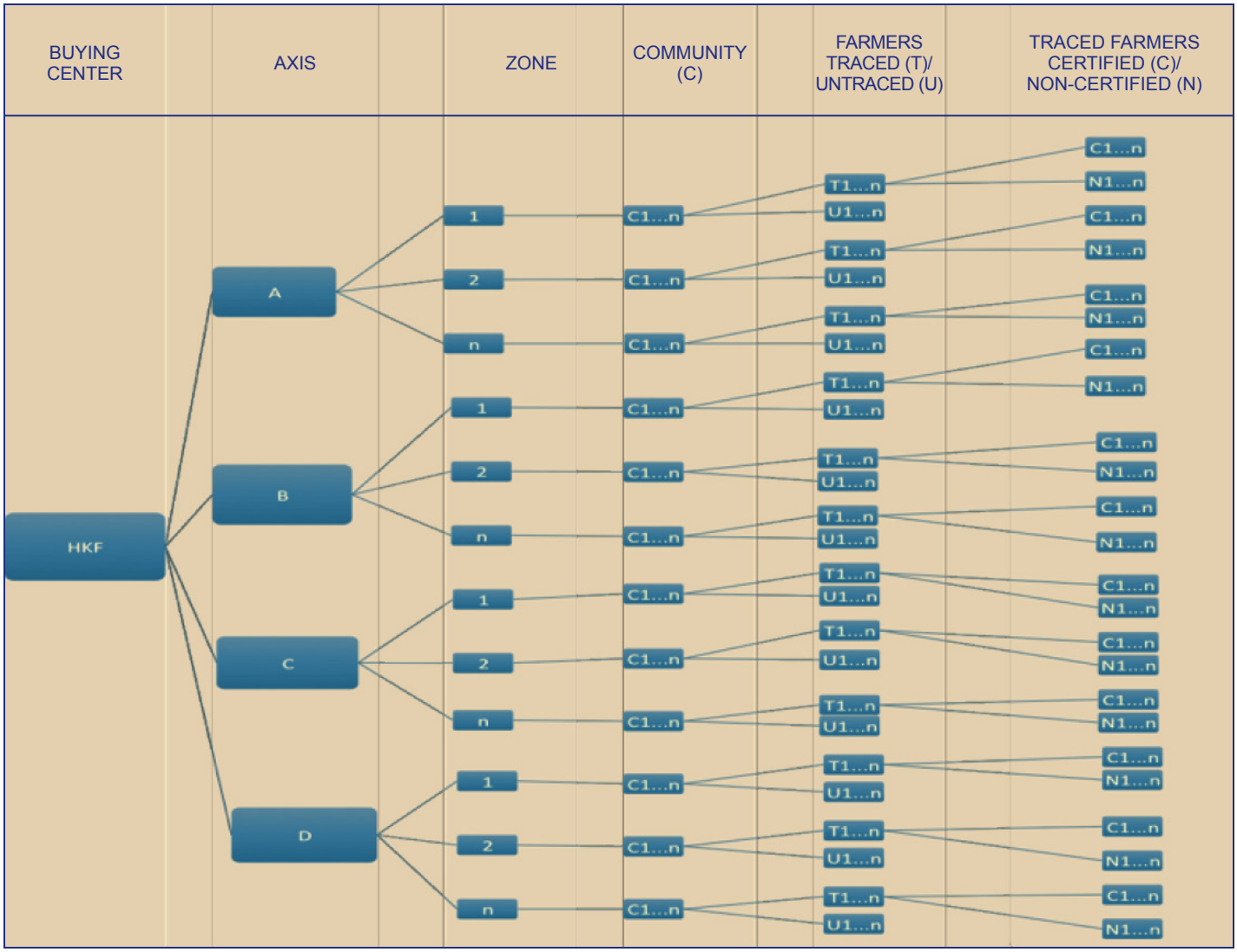

Figure 4: Traitant's Supply Chain Structure (Tier-1 Supplier—HKF*)

of the traintant. Pisteurs are responsible for collecting beans from the farmers in the communities they manage and for providing other services to the farmers in their designated zone. To help them in this process, they appoint collectors in some communities, who are responsible for bean collection from the farmers. In some communities, pisteurs employ additional truck drivers to collect the beans directly from the farmers. In addition to the pisteur's central bush warehouse (for 20-30 communities), some communities are equipped with local bush warehouses.

The traitant's buying center in Soubré collects from a total of around 90 bush warehouses. Although the catchment area for each bush warehouse is about 30-40 kilometers, pisteurs sometimes could cover farms located up to 80 kilometers away. The assessed traitant has provided pick-up trucks to each of the pisteurs (in total about 500 trucks) and advances them credit at the beginning of each season, with which they compensate the growers while picking up their cocoa. Pisteurs bring all the cocoa to the central warehouse in Soubré.

** The traitant is coded as HKF to protect its identity.*

The Soubré central bush warehouse has a garage where the pick-up trucks are serviced and maintained.

b. Traitant's Supply Chain traceability

Exporters (Tier-1 Suppliers)

Exporters are subsidiaries of multinational companies that manage the procurement, processing, and shipping of cocoa beans and products. They source cocoa beans from the farmer groups (cooperatives), traitants, and other companies[13] and provide the beans to companies like Nestlé. Within their supply chains many exporters implement sustainability or certification programs that help farmers improve working conditions at their farms and living conditions in the communities. They represent the tier-1 suppliers for the chocolate industry.

Traitants

A traitant is a large cocoa bean trader licensed by the Coffee and Cocoa Council (CCC) to source cocoa from farmers in a region for which the traitant holds a license. Traitants are different from cooperatives or farmers' associations, as they do not have formal farmer members. Traitants are tier-2 suppliers to the chocolate manufacturer. They buy cocoa beans from farmers (any farmer) and sell to the exporters. The assessed traitant provides cocoa beans to various exporters and implements certification programs (UTZ/Rainforest Alliance) for two exporters, including for the assessed tier-1 supplier. Each traitant is free to organize its supply chain to suit its business needs and business model.

Cocoa bags at the traitant's buying center

Pisteurs

A pisteur[14] is a small trader of cocoa beans. In some cases, he is an independent entity and works for himself, but most of the time he is attached to a traitant and acts as its representative in a given zone. Althought a pisteur usually manages only one zone, he can sometimes extend his operations to other zones as well that are managed by other pisteurs. A pisteur must obtain a license from the CCC to collect cocoa beans from farmers in a given area. Pisteurs work on commission, based on the quantity of cocoa they delivered. Pisteurs are tier-3 suppliers of the chocolate manufacturer. The Pisteur keeps in contact with the communities through the pick-up trucks drivers or collectors who are appointed as representatives of the pisteur in a given community or geographical area.

Collectors/Coxers

The collector (sometimes also called "coxer") is appointed by the pisteur to collect and gather cocoa beans from farmers in the same community, or from various communities in

13 Companies that are registered as SARL (limited liability societies).

14 In our assessment we did not come across any female pisteur, collector, truck driver or commis. According to the traintant's staff, women are not prevented from performing such activities, but they have never received a request from a women interested to work as a pisteur.

a given area. Most of the time, the collector is a farmer, living in the same community or area and is trusted by the fellow farmers. The collector works on a commission basis. In some cases, the pisteur provides a pick-up truck to the collector to transport the beans to the pisteur's bush warehouse. The Collectors are tier-4 suppliers to the chocolate industry. All communities may not necessarily have a collector, depending on the volume of business in the community, and the needs and preferences of the pisteur. Collectors must obtain the same license from the CCC as a pisteur.

Truck Drivers

Two types of drivers are involved in the assessed traitant's cocoa supply chain. One type of driver conveys cocoa beans from pisteurs' bush warehouses to the traitant's buying center or from traitant's buying center to the exporter's buying center. The other type of drivers are responsible for collecting cocoa beans from farmers' households or collectors' bush warehouses and transporting them to the pisteur's bush warehouse. These drivers are members of the pisteur's staff who are directly interacting with the farmers but are not suppliers or traders themselves.

Commis Officers

A pisteur appoints staff at the bush warehouse, where cocoa beans from various farmers are bought and collected before they are transported to the traitant's central collection point. The number and composition of the bush warehouse staff depends up on the volume of the cocoa beans procured; however, pisteurs almost always recruit cocoa handling staff and a lead officer or commis, who receives the cocoa beans in the warehouse, weighs the beans, issues receipts and updates the register of farmers. On the day when the beans are delivered to the central warehouse in Soubré, the commis is responsible for completing related documents such as the "Connaissement" that accompanies the loading of the beans.

A farmer drying cocoa following Good Agricultural Practices

Cocoa Farmers

The cocoa farmer (producer) or the cocoa farm owner is the last link in the cocoa upstream supply chain and represents the last tier supplier to the chocolate industry. The cocoa farmer sells his or her cocoa harvest in one of the following ways:

1) through the cooperatives (may or may not be a member of the cooperative),
2) to a collector, or
3) to a pisteur through the pick-up truck drivers.

In the assessed area, the farmers own small cocoa farms (between 2-10 hectares), and may also produce other commercial crops such as rubber or coffee, and food crops like yams, rice, cassava and corn.

With the support of two main tier-1 exporters, the traitant has traced around 30 percent of its cocoa farmers, until the time of this assessment. This represents 15,851

cocoa farmers, of whom 10,777 are UTZ or Rainforest Alliance (RA) certified. The remaining 5,074 traced farmers are not yet involved in any certification or sustainability program. The certified farmers receive a premium for the cocoa, along with training and awareness-building programs, and are audited by external auditors appointed by the certification bodies. The 5,074 traced farmers not yet involved in sustainability program are profiled and are awaiting the opportunity to get involved in a sustainability program. The part of the supply chain that remains untraced at the traitant level provides 70 percent of the volume to the traitant. Nevertheless, information about this large majority of cocoa producers is available in the manually maintained registers available at the pisteur and collector level.

Cocoa Farm Workers

The farmers maintain their farms with the support of workers. In the assessed farms, the farmers work with:

1) family members,

2) community based helping groups, or

3) contractual workers.

Family workers usually include the spouse (husband or wife) of the farmer, sons and daughters, cousins, nephews and nieces, brothers and sisters, in-laws and other family members. Family workers can be permanent workers working all year round, temporary workers working during vacations, or casual workers working for a specific task such as harvesting or cocoa pod opening. The family workers do not have a contract or any formal compensation. The income from the farm serves the household needs. In some instances, some family workers benefit from a gift or an impromptu amount provided by the family head. This is dependent upon the bounty of the harvest. Some family members are engaged as sharecroppers by their own parents. They receive the rate set for the sharecroppers (one-third of the farm's cocoa income).

A *helping group* is a group of farmers in the same community who work together on each other's farms on a rotating basis. This does not involve any compensation but exchange of services.

Contractual workers are hired workers including sharecroppers, occasional workers, seasonal workers, annual workers, and daily workers. They are engaged on either a verbal or written contractual basis and are paid according to the terms and conditions as agreed upon.

Service Providers, Producer Relay, and Support Personnel

A service provider in this context is a person or organization that is not directly involved in the production or procurement of cocoa beans, but provides services to support the cocoa production and sourcing. For the assessed supply chain, service providers include ANADER, the Global Business Consulting Company (GBCC), Intertek, and the tier-1 supplier's internal sustainability staff. The service providers support the assessed traitant's sustainability team, which includes a project coordinator, group administrators, data entry operators, and traceability agents. The project coordinator is responsible for the sustainability team at the traitant level. He leads all sustainability programs, manages the sustainability team, and advises the traitant's general manager in sustainability matters. The group administrator is responsible for the implementation of the certification programs. The assessed traitant has five group administrators. The data entry operator helps the group administrators in data entry

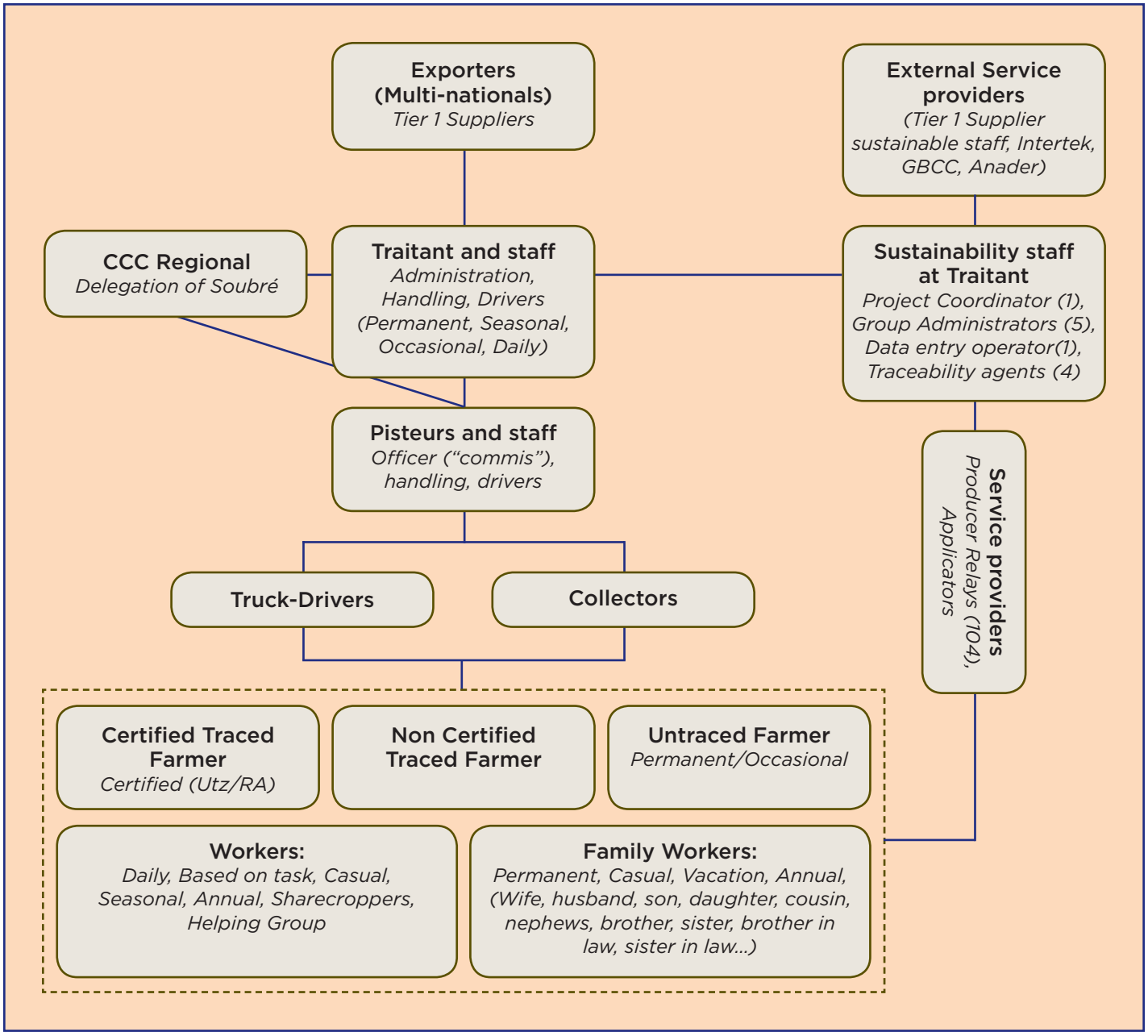

Figure 5: Traitant's Supply Chain Actors

tasks and the five traceability agents are responsible for the traceability of cocoa beans. They maintain documents on the volume and origins of the beans came from which grower and which community. The traitant also employs keepers of the central warehouse who receive the delivery of the cocoa beans.

Similarly, at the pisteur's level, service providers such as producer relays and applicators are involved in the supply chain. The assessed traitant system comprises a total of 104 producers relays working with pisteurs to implement certification programs at the farm level. The producer relays are responsible for the providing training, awareness building and monitoring for farmers. They report to the group administrators. The applicators are responsible for spraying chemicals at the farms. They are paid by the farmers for the service they provide.

c. Cocoa Bean Procurement and Transportation in Traitant's Supply Chain

The assessed traitant currently receives cocoa beans from 692 pisteurs and collectors licensed by the CCC. As the main contact points for the farmers in all communities in the Soubré' area, they are responsible for building a loyal supplier base to guarantee cocoa supply, and for collecting and delivering beans to around 90 bush warehouses in the communities and a buying center in Soubré. The FLA assessment found that almost all farmers who currently supply to the assessed traitant have been doing so regularly and form a loyal supplier base. The pisteurs and their staff report that they know most these farmers, many of whom come from families that have lived in the same cocoa communities for generations, but they maintain no formal suppliers' lists. Thirty percent of the farmers who form the permanent supplier base have been formally traced and recorded in the traitant's system.

Pisteurs maintain individual contacts with cocoa farmers via that establish terms for bean collection by pick-up truck drivers or collectors. After opening the cocoa pods opening, farmers inform the pisteur's representative (the collector or the pick-up truck driver) when to collect the wet cocoa beans and transport them to the village or camp where the cocoa will be dried. The officer ("commis") or the pick-up truck driver then plans to retrieve the dried cocoa beans once the drying process is complete. Pisteurs provide storage bags to the farmers according to the category of beans (certified versus non certified), but the management of the traceability of the certified cocoa beans varies among pisteurs. For example, in Allakabo, one of the visited zones, only certain designated collectors or pick-up truck drivers are allowed to collect certified beans, while in other areas this is not the case.

At the time of collection, the collector or the driver weighs the cocoa beans in presence of the farmer or his representative. The collector provides payment (farm gate prices as set by the Ivorian Government) and a receipt directly to the farmer. On arrival at the pisteur's bush warehouse, the cocoa beans are weighed again and checked for quality. In some communities where collectors are not appointed, farmers appoints 'convoyeur' (usually one farmer in the community) to transport the beans to the bush warehouse in order to verify the weighing and checking.

At the pisteur's bush warehouse the "commis" and the handling staff arrange the bags according to their certification status[15]—Utz-certified cocoa beans; Rainforest-Alliance-certified cocoa beans; and standard cocoa beans. Upon reaching sufficient stock, the pisteur or the traitant will appoint a truck driver to convey the stock from the bush warehouse to the central warehouse in Soubré. At the central warehouse, the warehouse keeper and the traceability agents receive the lading ('connaissement'—a shipping document that contains information about the weight, certification status, quality, and origin of the cocoa beans). The handling staff unloads the bags of cocoa beans for weighing and checking and stores the bags according to their certification status. If the stock is sufficient, the traitant appoints a truck driver to transport the cocoa beans to the exporter's buying center, usually located in Abidjan or San-Pedro.

15 The quality and certification status of the farm is checked before the cocoa is accepted as certified cocoa and this happens before the bags are issued to the growers for bagging cocoa.

TABLE 4: PROFILE OF THE ASSESSED FARMS						
ITEMS		ALLAKABO	SARAKADJI	KROHON	ZOGBODOUA	TOTAL
NUMBER OF INTERVIEWED FARMERS		33	28	26	23	**110**
ESTIMATED COCOA BEANS VOLUME PROVIDED BY INTERVIEW FARMERS (IN TONS)		69.8	38.5	59.8	53.1	**221.2**
TOTAL FARM SIZE ACCORDING TO INTERVIEWED FARMERS (IN HECTARES)		108	64.6	131	92.5	**396.1**
NUMBER OF WORKERS	FAMILY WORKERS	65	55	54	61	**235**
	CONTRACTUAL WORKERS	25	14	27	21	**87**
NUMBER OF CHILDREN (5-15 YEARS) IN INTERVIEWED FARMERS' HOUSEHOLDS		64	124	66	63	**317**
NUMBER OF CHILDREN WITHOUT BIRTH CERTIFICATE IN INTERVIEWED FARMS' HOUSEHOLDS		39	20	18	24	**101**
NUMBER OF CHILDREN ATTENDING SCHOOL*		37	86	41	31	**195**
NUMBER OF CHILDREN PRESENT IN FARMS DURING FARMS VISITS		9	8	6	0	**23**
NUMBER OF CHILDREN OR YOUNG WORKERS PERFORMING FARM WORK		6	3	4	0	**13**
NUMBER OF FARMERS ATTENDING TRAINING SESSIONS		14	11	14	15	**54**

*** Children can be enrolled and attend school without a birth certificate. However, when they reach the 6th grade it is compulsory for them to provide a birth certificate, lack of which could lead to their expulsion from the school.*

d. Farm Profile of the Assessed Farms

According to the tier-1 supplier, the assessed traitant delivers about 150,000 tons of cocoa each year to its buyers. The traitant was not able to provide data to confirm this number to the assessment team, but was able to demonstrate that during the last season (2013-2014) the traitant delivered about 87,000 tons (including both certified and standard) of beans to the assessed tier-1 supplier alone. The traitant has traced the supply chains leading back to around 30 percent of its suppliers (15,851 farmers), of which 10,777 are UTZ or Rainforest Alliance certified. The remaining 5,074 are yet to be involved in any sustainability program. These traced farmers include 469 female farmers of whom 375 are certified. The traced farmers produce cocoa on 74,237.02 hectares of land, which is divided into 16,665 traced farms. Table 4 provides detailed statistics and profile of the assessed farms.

Assessors found that the percentage of children enrolled in school in the visited areas (61.51 percent) is equal to the national average[16]. However, in general the communities were found to be lacking proper school infrastructure and facilities. In addition, 31.86 percent of children interviewed in farmers' households lack birth certificates—a pre-requisite for school attendance.

e. Risks Assessment of the Internal Management System at the Traitant Level

This section presents an analysis of the Internal Management System within the assessed traitant's supply chain and

16 According to UNICEF, the net enrollment rate in primary school in 2008-2011 is about 61.5 percent. See http://www.unicef.org/french/infobycountry/cotedivoire_statistics.html

elaborates on current risks related to the standards of the FLA Workplace Code of Conduct[17]. FLA's previous assessments[18] have reported on the tasks and risks in the overall cocoa sector in Côte d'Ivoire, which also apply within this standard supply chain.

The assessed traitant holds a license from the CCC to conduct cocoa trading in Soubré, which means the traitant can legally source from all farmers producing cocoa in the Soubré area[19]. Since 2012, to better meet certification requirements, the traitant with the support of the assessed tier-1 supplier and Global Business Consulting Center (GBCC), started organizing its supply chain by introducing an Internal Management System based on the UTZ and Rainforest Alliance certification standards. This Internal Management System (IMS) covers only the farmers that are currently involved in the certification programs (around 30 percent of the total supply chain).

1. Presence, Content and Visibility of Policies

The assessed traitant does not have an internal Code of Conduct (CoC) and the FLA assessment team did not find the Nestlé' CoC or the tier-1 supplier CoC in use at the farm level. The CoC and policies that are in use within the traitant's system are those of the certification bodies Utz certified[20] and Rainforest Alliance[21]. All FLA CoC elements are covered by the certification codes, in addition to other policies on environment, agronomics, integrated pest management etc. Nevertheless, the assessment team determined through its interviews that in spite of availability of CoC, the service providers and internal supply chain actors focus primarily on issues of bean quality and Good Agriculture Practices (GAP). The visibility of the certification policies at the field level is low. Only the farmers who participate in the certification training programs are made aware of these policies, which is less than 30 percent of the entire supply chain. The farm level workers are not part of these training programs[22]. During the farm level data collection, the assessment team recorded very few instances of all policies being made visible to workers. When the assessment team did find instances of policies made visible to workers (such as loose sheets of papers with "Stop Child Labor" written on them), these communications were found to be of limited use, as the majority of community members cannot read.

The assessment team found limited or no evidence of certification policies being implemented either at the central buying center in Soubré or in the communities. No pictograms, brochures, or posters of the buyer's CoC or the certification bodies' policies were posted or readily available to farmers, family members or workers.

17 www.fairlabor.org

18 http://www.fairlabor.org/report/assessment-nestle-cocoa-supply-chain-ivory-coast

19 Other traitants are also provided the license to source from Soubré, so it is not an exclusive regional license and there if competition amongst the various tier 1 suppliers and traitants to secure a loyal supplier base in the region.

20 https://utzcertified.org/attachments/article/26584807/FR%20UTZ%20Core%20Code%20of%20Conduct%20for%20Group%20Certification%202014.pdf

21 http://www.rainforest-alliance.org/agriculture/documents/norme_ag_durable_fr_Juillet2010.pdf

22 Three central training sessions per zone are organized per year for the farmers participating in RA certification program. Four central training sessions per zone are organized per year for those who are participating in Utz certification program. In addition to these central training sessions, Producers Relays hold additional training session through Farmers Field School for those who participate in Utz certification program. According to the document review based on the attendance lists, an average of 88 farmers participate in the central training sessions and 38 in the farmers field school training sessions. The assessment could not find information on the the total number of trained farmers per zone to calculate the percentof participation.

2. Implementation, Training and Internal Monitoring

The assessed traitant is currently in the process of implementing the certification bodies' policies through certain procedures, meetings, farmer field schools, awareness sessions, and monitoring. As needed, general meetings take place time to time at the pisteur's bush warehouses to discuss supply chain issues, such as quality of the cocoa beans, child labor elimination, safe chemical application, and good agriculture practices. In addition to these meetings, each zone conducts a number of centralized training sessions. For example, according to the traitant's internal staff, each zone receives at least three central training sessions (managed by the traitant or tier-1 supplier) during the year. These training sessions cover the certification's provisions, and issues related to sustainable development of cocoa. In addition, the zones that participate in the Utz certification program organize additional training sessions through Farmer Field Schools. Other awareness building activities consist of farm visits by the producer relays (PRs) appointed by the pisteurs to ensure appropriate application of GAP. If farmers are found to be unaware of or not implementing GAP, suitable advice is provided to them by the PRs.

Monitoring of workplace conditions for certified farms occurs in two stages. Producer relays conduct a baseline assessment at the farms before the farm is pre-approved to participate in a certification program. During this baseline assessment, the producer relays or ANADER's field agents appointed by the pisteurs assess the Good Agricultural Practices and the labor standards with an Internal Monitoring Template checklist. Based on the findings of this baseline assessment, the farmer is trained and advised how to improve the conditions at his or her farm.

When non-compliances with the certification bodies' policies are found, the farmer is expected to implement corrective actions. The traitant staff supports the farmers in implementing corrective actions by sharing policies and procedures with them or by providing guidance to them during the training sessions. The traitant's sustainability staff maintains a Standard Operating Procedures Manual[23] that elaborates the internal monitoring and remediation processes. Upon completion of its corrective actions, the farm receives an additional internal monitoring visit by the producer relays before the farm is recommended for an external certification audit. This is to ensure that the farmer does not fail the certification audit. Certification bodies then audit these farms annually to check their compliance with certification standards.

The traitant maintains this process for the 30 percent of the farmers in the traitant's supplier database who are working towards certification. The FLA assessment team concluded that training sessions at these farms remain insufficient, as they primarily cover Good Agricultural Practices and seldom cover social and labor issues. Training sessions are not held regularly and the Farmer Field Schools are sometimes located far from the farmers' communities. FLA assessors also found that farms are not regularly monitored to ensure labor standards. Baseline and other internal monitoring is done with the use of a checklist that primarily covers Good

23 The SOP Manual covers the procedure of admission and codification of the farmers in the program; the procedure of initial inspection; the procedure of annual internal monitoring; procedure of approval; sanction and removal of farmers; procedure of appeal; procedure to prepare for of external audit; procedure of communication on corrective measures; process of communication; procedure of chemical application; procedure of certification cost distribution into the buying center's members; and procedure for documentation management. The internal staff has access to this manual that was developed by the GBCC and is used by the ADGs and PRs for farmer training and sensitization.

Agricultural Practices aspects, and FLA assessors found that the internal monitors completing the checklist were insufficiently trained to conduct monitoring activities. The assessment team did not come across any plans by the tier-1 supplier or traitant to progressively roll out a monitoring and remediation program to cover the remaining 70 percent of the supply chain.

The traitant's sustainability staff maintains various documentation such as the Rainforest Alliance and Utz COC, a Standard Operating Procedures Manual, training-related documentation (attendance lists, training plans, training minutes), a premium payment register, farmers' folders including the contract between the farmer and the traitant, the additional MoU concerning premium payment, the mapping of the farmer's farm, and the reports of baseline and internal monitoring. This documentation covers farmers currently involved in the certification program. Other documentation related to the advances paid to the pisteurs for the volume of cocoa beans sourced and delivered by the traitant is available at the traitant level and managed by a separate team. Pisteur staff maintains the register of farmer suppliers and the purchase receipts documenting the volume of beans and the purchase price for all farmers. Farmers retain the purchase receipt. Additionally, farmers participating in certification programs retain a copy of their contract and additional MoU on premium payment.

3. Resource Allocation

The traitant and its partners (tier-1 suppliers) have allocated resources such as staff time, motorbikes, and training manuals to conduct field-level activities that will help meet the requirements of the certification programs. The sustainability staff of the tier-1 supplier, based in Abidjan and Soubré, oversees these activities through regular visits, training, and assistance of the traitant's staff. In addition, the assessed traitant maintains its own team responsible for the implementation of the certification programs at the field level through trainings, awareness building, meetings, and monitoring. Some pisteurs have also provided motorbikes to the traitant's sustainability staff (primarily producer relays) to aid their field activities.

In the current system, the number of producer relays in proportion to the number of farmers they oversee remains small. Each PR must oversee 103 certified farms, in addition to other non-certified farms. The FLA assessment team determined that the current numbers of producer relays are insufficient to ensure proper monitoring and remediation activities if the number of farms they must oversee increases. The assessment team also found discrepancies in the availability of resources to the PRs. While in some cases the PRs are well equipped, in other cases PRs lacked means of transportation to the farms and some were not regularly paid for the past five months by the traitant.

4. Indicators and Results

The main indicators used by the certification programs to determine a traitant's success are; 1) full traceability of the delivered cocoa beans, 2) quality of the cocoa beans, 3) proper maintenance of farms, and 4) respect for environment and labor standards. The assessment team did not find any reports or documentation that could verify if and how these indicators are being met. Therefore, based on the data collected during this assessment and field visits to the farms, the team provides its own analysis of the results for each indicator and views of the community-based stakeholders.

Traceability

The assessed traitant has a farm traceability system in place, as required by the CCC[24], utilizing both manual and electronic methods. According to the CCC, each farmer must be registered and buyers must be licensed. Following this requirement, all pisteurs and collectors are licensed and farmers are registered when they sell their cocoa. The pisteurs maintain registers that document the names of all farmers and the quantity of cocoa collected from those farmers, though this information is not available from the traitant. Around 30 percent of farmers are currently registered in the traitant's electronic system.

At the community and farm levels, cocoa beans are sorted according to their certification status and farmers package their beans accordingly in bags printed with the certification logos provided by the traitant. Therefore, when cocoa arrives at the bush warehouse, the collector or "commis" is able to differentiate between standard cocoa, and cocoa certified by Utz or Rainforest Alliance. In some zones, further steps are taken to ensure more certain traceability. For example, in Allakabo, different pick-up methods are used to ensure that certified and non-certified cocoa remains separate. Farmers deliver standard cocoa to collectors while the certified cocoa is directly collected by pick-up truck drivers and transported to the central bush warehouse. Each warehouse includes specific storage areas for different kinds of beans, with the status of the cocoa beans (number of bags / volume of cocoa) noted and updated on the wall. During unloading of cocoa beans in Soubré, the handling staff directly segregates the bags according to the certification status of the cocoa inside after the traceability agent checks it. In this system, once all the bags are collected, it is not possible to know which bag came from which farmer, so similar to the cooperative system, farm level traceability is lost, though certification accuracy is maintained. However, because the system is not 100 percent reliable, there could be some risk of beans coming from non-certified farmers into the certified supply chain but as part of this assessment it was difficult to determine if that is happening and to what extent.

Quality

In spite of a number of trainings in the field on GAP and quality, the assessment team found a need for additional training efforts, especially for farmers who are yet not involved in any certification program. Even trained farmers were found to be not respecting the prescribed techniques for harvesting, drying, harvesting and fermenting the cocoa. For example, all interviews found that farmers dry their cocoa on the ground, although GAP recommends the use of "Claih"[25] for cocoa drying. In many cases, this technique allows rain to impair proper drying and deteriorates the quality of the beans.

Farm Maintenance

The research team found that farmers are making visible efforts to maintain their cocoa farms. This effort is reflected on the volume of beans harvested each year. Farmers report that the producer relays provide strong support for proper farm maintenance by providing advice, about maintenance methods and techniques. Assessors found the farms to be clean, and found that cocoa trees were planted the proper distance apart. According to the interview with traitant's staff, in 2014 the traitant distributed enough cocoa seedlings to plant 140 hectares of land to farmers in 40 communities. During 2015, the traitant's staff reports they will distribute

24 http://www.conseilcafecacao.ci/docs/TRACABILITE_ET_AMELIORATION_DE_LA_QUALITE.pdf

25 The "claih" is a traditional instrument made from palm branches used for drying cocoa beans so as to ensure the quality of dried beans.

enough seedlings to plant 200 hectares of land, although farmers report they will need even more seedlings, as many plantations are getting old and need to be renewed.

f. Labor Risk Assessment

In this section we highlight risks at various levels of the supply chain benchmarked against the FLA's Code of Conduct.

1. Employment Relationship

FLA CoC: Employers shall adopt and adhere to rules and conditions of employment that respect workers and, at a minimum, safeguard their rights under national and international labor and social security laws and regulations.

Written contracts and in some cases Memoranda of Understanding (MoU) exist between:

- Nestlé and it's tier-1 supplier;
- The tier-1 supplier and the assessed traitant;
- The traitant and pisteurs;
- Pisteurs and collectors and commis;
- The traitant and farmers who are involved in certification programs.

These contracts cover the labor standards requirements at the workplace. At the farm level, most contracts between farmers and sharecroppers and contractual workers are verbal. Only farmers participating in the certification programs maintain contracts with pisteurs. In some cases, informal verbal agreements govern the relationship between pisteurs and farmers. For example, some farmers report verbally agreeing with pisteurs to sell their cocoa only to the pisteur they use for transporting wet cocoa beans.

The traitant's buying center in Soubré employs 194 workers including 68 permanent workers, 104 seasonal workers, and 22 occasional workers. Employment decisions are based on referrals made by the existing workforce, educational qualification, and on the physical abilities required for particular jobs. The traitant maintains documentation on these workers' employment at the central buying center, including written contracts and payment receipts.

The relationship between the traitant and the pisteurs is supported by MoU and "Mandats." The traitant advances interest-free credit to the pisteurs, at the beginning of each season. This credit is made through a written agreements ("Mandats") that specify the advance amount, the expected volume of cocoa to be delivered, and the time period of delivery. This money is used by the pisteurs to pay to the growers.

At the farm level, many workers are family members and no agreements are made with them. No monetary compensation is paid to any family members except for some cash from time to time to meet personal needs. According to the family members, the head of the family is responsible for managing the farm and for covering the family's basic needs such as food, clothing, shelter, education, medical expenses, and so on. Farmers also employ sharecroppers to maintain their farms. In most cases a verbal agreement in the presence of a trusted witness is made. As per the mutual agreement between the farmer and the sharecropper, the sharecroppers receives one third of the total farm's income when the harvest is sold. This represents his compensation and no monthly salary payment or other types of compensation is

provided through out the year[26]. Very few farmers employ annual or seasonal workers[27].

Farmers involved in the certification programs establish clear written contracts with their workers. According to the interviews, workers working on the certified farms receive the prevailing compensation rate in the region, which is between FCFA 150,000 - 200,000 (equivalent to US$ 300–350) per year. Given the labor shortage in the rural areas and exodus of younger people to cities, the numbers of farmers engaging in self-helps group is increasing. These groups consist of farmers residing in the same village or camp who agree to work on each other's farms on a rotational basis without a contract. The employment status of some other categories of workers involved throughout the supply chain is not clearly established or defined. These include apprentices, and pick-up truck drivers who work for the pisteurs. Most of the contracts at the farm level are verbal and workers say they feel free to enter and terminate a contract at will.

2. Forced Labor

FLA CoC: There shall not be any use of forced labor, including prison labor, indentured labor, bonded labor or other forms of forced labor.

The certified farms in the traitant's supply chain follow certification standards that prohibit forced labor, with farmers trained on this code element. The other 70 percent of the farmers supplying cocoa to the assessed traitant are not trained on the prohibition of forced labor. Assessors found that advancement of interest-free credit by the pisteurs to the farmers did not exhibit any major threat of forced labor in the assessed farms and helps farmers to pay their medical expenses and school fees, and conduct production activities.

However, during interviews, a farmer reported to the assessment team that the salary of his workers would go to the workers' parents, in a neighboring village, rather than directly to the workers, which would violate the FLA Workplace Code of Conduct. Moreover, the assessors found it difficult to determine the risk of forced labor for the family members who work without payment or contract. Finally, in the traitant's internal monitoring system there is no process in place to monitor, report, and remediate cases of forced labor at the farms or the risks of forced. The traitant's implementation staff demonstrated limited awareness of what constitutes forced labor.

3. Child Labor

FLA CoC: No person shall be employed under the age of 15 or under the age for completion of compulsory education, whichever is higher.

A number of child labor initiatives were found to being implemented in the region of Soubré. For example, the ILO/IPEC program Public Private Partnership with Mars is visible in the community of Krohon through a placard posted in the community. At Sarakadji, UNICEF in collaboration with local civil society organizations such as ASA and FEMAD implement a child labor program that consists of training, awareness building, and monitoring. A Child Labor Committee

26 For example on an average a farmer in the Ivory Coast produces cocoa of 3 hectares of farm. 1 hectare produces around 500 kilograms of cocoa. Therefore, each year, the farmer has the potential to earn FCFA 1,275,000 (US$ 2,550). From this income, one-third directly goes to the sharecropper and the remaining is used to take care of family needs as well as maintain the farm.

27 Annual or seasonal workers are different from sharecroppers and they are engaged for a specific duration at the farms or for sepcific activities. Their compensation is calculated based on working hours, on the activity they perform and on the prevailing regional wage rate. For example generally speaking, a seasonal worker receives US$ 170 for six months of work and an annual farm worker receives US$ 400 for one year of work. However, this rate. varies from one region to another and the numbers presented here are the maximum the asssesors have come acorss. The casual workers are engaged for specific tasks and are paid based on the tasks or working hours.

A young school boy helping his parents during school vacation

was established in the same village as part of the UNICEF project to continue building awareness and conduct monitoring activity, which was found to be still active and functional at the time of this assessment. In Ossérié, the traitant has built a school of six classrooms to make schools accessible to more children. The certification codes include a clause against employment of child labor. Farmers participating in the certification programs are trained on the prohibition against child labor. Prior to the FLA's assessment, the traitant displayed placards explaining the prohibition against the child labor policy in the visited zones. According to the interviews with the traitant's staff and the tier-1 supplier staff - the traitant is currently profiling all children living in certified farmers' households, to identify the number of children at risk of child labor, and to provide intervention or support for families.

During this assessment, the assessment team did not find any hired child workers, however, a number of children from farmers' households were involved in farm work. The assessment team observed 23 children in farms. Of these, 13 were performing tasks that could be categorized as child labor. Many children were working because the school was closed for vacation, but interviews reveal that some of them do not attend school at all. During the assessment the team could not calculate the total hours of work spent by children and youth working on the farms each day. Some children were observed doing light work such as babysitting, or drying or sorting cocoa. Others were performing hazardous[28] tasks such as cleaning the farm, fetching firewood, collecting pods, or breaking pods with machetes.

The risk of child labor is real and prevalent in the visited communities. In some remote camps there are no schools and children also have no birth certificates, as required to attend school.

According to interviews with the parents, their children are present in the farms to learn farming and production processes and

28 On January 19, 2012, Côte d'Ivoire officially defined all hazardous tasks for children (ARRETE no 009. Du 19/01/2012 révisant l'arrêté no 2250 du 14 mars 2005 portant détermination de la liste des travaux dangereux interdits aux enfants de moins de dix huit ans). The handling of machete and sickle are not included in this list but are considered hazardous by international organizations such as the ILO, multi-national companies including Nestlé and local civil society organizations.

not to perform hazardous tasks, although assessors observed that young people perform all types of work including using dangerous equipment such as machetes and sickles. Some community members and farmers say they are aware of the child labor policy and wish to comply, but face certain labor shortages driven by, 1) the low income provided by cocoa, which causes farmers to move on to more lucrative crops like rubber, palm oil, or bananas, 2) the aging of the current workforce, 3) the departure of many youth to nearby towns for better education, vocations, and job opportunities. Faced with such circumstances, when no one is available to work on the farms, the families stop sending their children to school and put them to work. Finally, the assessment team found that there is no child labor monitoring, reporting, and remediation mechanism in place in the assessed traitant's system, apart from the certification audits.

4. Harassment and Abuse (H&A)

FLA CoC: Every employee will be treated with respect and dignity. No employee will be subject to any physical, sexual, psychological or verbal harassment or abuse.

The certification standards available in the traitant's supply chain prohibit harassment and abuse, and certified farmers are trained on the prohibition of sexual harassment and abuse. No cases of harassment or abuse were observed or reported by the farmers against pisteurs or the traitant. In one zone, community members stated that they faced harassment and abuse from a "commis" working for a pisteur. Farmers reported that the "commis," demanded a commission from the farmers to be included in the list of loyal suppliers, and failed to weigh the cocoa properly. At the time of assessment this particular commis was no longer working with the pisteur, but field interviews reveal that no grievance mechanism is available to farmers and workers to report such behaviors.

Some farmers noted that the Farmer Field Schools are located far from their living quarters to easily access without a better transportation system. Others raised grievances related to lack of fertilizer, chemicals, or credit, or related to the quality of interactions with their local pisteur or "commis." The current internal monitoring system lacks a mechanism for farmers to raise these grievances directly to the traitant or report non-compliances. Additionally, farms lack policies on non-retaliation and progressive disciplinary measures. These gaps increase the risk of harassment and abuse in the supply chain.

Although no formal complaint was made during the assessment, the situation of family workers working with out a contract and compensation in all visited villages should be further investigated. Families constitute the majority of the workforce (the interviewed 110 farmers work with 235 family members) and conditions for these workers are entirely based on the will of the family head.

5. Non-Discrimination

FLA CoC: No person shall be subject to any discrimination in employment, including hiring, compensation, advancement, discipline, termination or retirement, on the basis of gender, race, religion, age, disability, sexual orientation, nationality, political opinion, social group or ethnic origin.

The certification standards available in the traitant's supply chain prohibit discrimination in the 30 percent of the traitant's supply chain that is traced and certified. The assessment team came across many ethnic groups employed in the supply chain, who were employed regardless of background and origin and paid equally for their work. The

traitant advances credit to pisteurs based on their capacity to collect cocoa, and assessors observed that pisteurs conduct business with all types of farmers, including both men and women.

The assessment team observed some situations in the field that pose the risk of discrimination. No female pisteur, collector, or producer relay was observed in the assessed traitant's supply chain, and no women were identified among the 194 staff members working for the traitant. At the community level, of the 15,851 traced farmers, 469 are female. According to the interviews with the traitant's staff, no provision in the hiring practices prevents women from becoming a pisteur, but women do not apply. Assessors found that women working on the farms and workers who cannot read had less access to the training and capacity building opportunities.

6. Health, Safety and Environment

FLA CoC: Employers shall provide a safe and healthy workplace setting to prevent accidents and injury to health arising out of, linked with, or occurring in the course of work or as a result of the operation of employer facilities. Employers shall adopt responsible measures to mitigate negative impacts that the workplace has on the environment.

The certification standards available in the traitant's supply chain cover provisions for health, safety, and environment protection (HSE), but are only applied in the 30 percent of the traitant's supply chain that is traced and certified. During internal inspections and external certification audits, HSE issues form the bulk of verification assessment points and therefore, assessors found farmers to be quite knowledgeable about HSE provisions. Nevertheless, a number of non-compliances and risks were identified during this assessment.

Chemical handling

Farmers use a variety of herbicides, pesticides, and other chemicals in cocoa cultivation, and the staff of the certification bodies advise them to handle these with proper protection. To avoid mishandling of products by farmers, pisteurs in each zone appoint applicators to spray chemicals at all farms that pay for this service. The 70 percent of farmers who are not in the certification programs receive no chemical training, or any applicator service from the pisteurs. During farms visits, researchers observed empty chemical containers in some of visited farms that were not properly disposed of.

Use of Personal Protective Equipment (PPE)

Some supplier farmers understand how to use personal protective equipment (PPE) while conducting farm work, however, many young workers and women are not properly equipped with protective footwear appropriate to farm work. To visit farms, producer relays most often ride motorbikes without using a helmet. At the central warehouse, cocoa-handling staff do not have access to nasal protection against the cocoa dust and debris.

Hazardous work

Many cocoa bean production tasks are hazardous and some of them are particularly hazardous to children and young workers found to be performing them. During farms visits, the assessment team observed children and young workers handling machetes. Other children were found fetching firewood, alone, in the absence of a supervisor or guardian. At the central warehouse level, workers must carry very heavy beanbags.

Access to medical care

Lack of access to health care is a long-standing and widespread issue for rural communities in Côte d'Ivoire. Three of the four visited "central" communities lack a

health center. In all cases the farmers and workers must travel long distances to reach the nearest health center, and transportation is seldom available to them. In most of the visited farms, there in no first kit available for farmers and workers. First aid kits are maintained at the bush warehouses of zones and at central warehouse in Soubré mainly for the workers working in the bush warehouse.

Hygiene, sanitation, and potable water

Hygiene and sanitation issues are included among the Rainforest Alliance. Some of the visited communities were found to be clean with suitable sanitation facilities, while others lacked basic hygiene and sanitation. Of the visited communities, assessors described four were as being in poor condition. Some of the visited communities were severely lacking in clean water supply, with the situation in Renékro (Zone–Krohon) and Angbi-Kouakoukro (Zone–Sarakadji) was found to be critical. These communities source un-treated water directly from ponds and wells, and the traitant has been working to address this issue by installing foot-pumps that draws ground water—which is comparatively cleaner—to some communities such as Allakabo and Sialoukro. Similar efforts to provide clean water and schools are underway in the community of Sialoukro in the Zogbodoua zone.

7. Freedom of Association and Collective Bargaining

FLA CoC: Employers will recognize and respect the right of employees to freedom of association and collective bargaining.

The certification codes currently in use in 30 percent of the traitant's supply chain cover freedom of association and collective bargaining. The interviews held during this assessment did not highlight any issues around the supply chain actors facing any problems in joining the organization of their own choosing. In the communities most farms are family-run farms where the majority of the workforce is made up of family members and sharecroppers. The average size of the farms is less than five hectares. None of these interviewed workers were part of any workers' orgnanization or labor union. There is no functionnal workers' organization in the visited communities. At the community and farm level, interviewees report that there are no perceived differences between the workers, sharecroppers, and farmers, because some workers and sharecroppers also own their own farms while working for other farmers to earn more money. The agreement between workers and farm owners covers the worker's tasks to be performed and the terms of payment. Workers are free to organize their working hours.

8. Hours of Work

FLA CoC: Employers shall not require workers to work more than the regular and overtime hours allowed by the law of the country where the workers are employed. The regular workweek shall not exceed 48 hours. Employers shall allow workers at least 24 consecutive hours of rest in every seven-day period. All overtime work shall be consensual. Employers shall not request overtime on a regular basis and shall compensate all overtime work at a premium rate. Other than in exceptional circumstances, the sum of regular and overtime hours in a week shall not exceed 60 hours.

The certification standards available in the traitant's supply chain cover provisions for hours of work but are only applied sporadically in even the 30 percent of the traced and certified supply chain. At the visited farms that have received hours-of-work training, the assessors could not gather any evidence of hours of work being tracked,

as the majority of farmers and workers cannot read and do not maintain any records. This situation is exacerbated because farmers allocate work by activity rather than by hour, with are no supervisors who monitor the hours worked. Assessors found that farmers and sharecroppers manage their own time, and take rest when they wish to.

According to the interviews, from September to November (the busiest season) the farmers and farm workers work for 10 to 11 hours for five to six days per week while they are harvesting cocoa. Overall, farmers and farm workers told assessors that they take two rest days per week (the market day and the day of prayer). Issues related to excessive overtime continuing for many weeks were not noticed in the visited farms. In the households, women are often subject to longer hours of work in order to fulfill their responsibilities both at home and at the farms. Women often do not have any rest days as they use them for marketing their food crops or doing household chores. At the warehouse, according to interviews, handling staff and drivers sometimes have to work more than 12 hours per day during harvest period from September to December, when there are cocoa beans to be transported. No interviewed personnel raised the issue of overtime, and stated instead that they do not have enough work for the rest of the year.

9. Compensation

FLA CoC: Every worker has a right to compensation for a regular work week that is sufficient to meet the worker's basic needs and provide some discretionary income. Employers shall pay at least the minimum wage or the appropriate prevailing wage, whichever is higher, comply with all legal requirements on wages, and provide any fringe benefits required by law or contract. Where compensation does not meet workers' basic needs and provide some discretionary income, each employer shall work with the FLA to take appropriate actions that seek to progressively realize a level of compensation that does.

The certification standards available in the traitant's supply chain cover compensation provisions but are only applied in 30 percent of the traced and certified supply chain. The CCC has made compensation a priority issue. All farmers were paid the price set by the government (FCFA 850 per kilo of cocoa beans), and certified farmers received their certification premium as agreed. According to a MoU signed with the traitant, certified farmers receive FCFA 25 per kilogram as a premium. The premium payment for the certified cocoa is usually around FCFA 100 per kilo (US$ 0.2). In the assessed traitant's system, the premiums are divided into four parts: (1) a share for the pisteur to cover services to the farmers, (2) a share for the farmer, and (3) two shares for the traitant to cover the charges of certification audit visits, maintenance of the sustainability staff, and training-related expenses. Under the Nestlé Cocoa Plan supply chain, the cooperative keeps 50 percent of the premium amount and the farmer receives the remaining 50 percent (refer to Annex 1 for detailed breakdown), a larger portion than in this set-up, in which the farmer receives 25 percent of the premium.

Workers at the buying center are paid on time according to the agreed-upon compensation rate that is always higher than the state-prescribed minimum wage (FCFA 333 per day for agricultural workers). The administrative staff likewise receives more than the state-prescribed minimum wages. At the field level, the assessment team found that some workers are not properly compensated. For example, some of the pisteurs' drivers have no formal salary structure or contract, and receive their pay at the discretion of the pisteurs.

Producers relays are paid for six months by the traitant and for the remaining six months the pisteur pays them, because the PR works for the traitant for six months while preparing farmers for certification. Normally the contract with the traitant ends when the farm is certified, whereupon the pisteur engages the PR to continue with the same activities for the rest of the year. In some zones, pisteurs were found to not pay their PRs the agreed upon amount or on time. Currently, the traitant's system does not conduct any type of monitoring and remediation activities on this issue.

Cocoa farm workers receive the prevailing compensation rate in the region, which is between FCFA 150,000–200,000 (equivalent to US$ 300–350) per year. This compensation is higher than the state-prescribed minimum wage for the agricultural sector, which is about FCFA 333 per day (or FCFA 121,545 per year, equivalent to US$ 245 per year).

VI. CONCLUSIONS

Supply Chain Traceability: The assessed traitant is one of the biggest cocoa traitants operating in Côte d'Ivoire and delivers to a number of international companies who are tier 1 suppliers to several chocolate companies. The FLA assessment found that the assessed traitant has supply chain traceability mechanisms installed up to the farm level, and that complete information about supplier farmers is documented by the pisteurs. This information, however, is not always shared with the traitant, the tier-1 supplier, or Nestlé. Pisteurs consider the information about supplier farms to be "business critical" and are reluctant to provide full information to the traitant, the tier-1 supplier, or Nestlé. In order to conduct any future evaluation of the standard supply chain, Nestlé will need to work closely with its tier 1 supplier to ensure access to tier 2 supplier or other intermediaries. The existing supply chain tracing system of the traitant needs to be strengthened and Nestlé could play a role by supporting documentation efforts (electronically) at the traitant and the Pisteur level. In this way, the entire supply chain of the traitant could be easily traced and organized.

Internal Management Systems: Farmers and sharecroppers report satisfaction with several the supply chain management systems introduced by the traitant and the pisteurs including advancement of interest-free credit, transportation of wet and dry cocoa beans, aid to achieve certification status, and other services through the Farmer Field Schools. Farmers also highlighted transportation services provided by the traitant as an advantage, and added that in case of illness in the villages or camps, pisteurs often offer their truck for transporting the sick person to the hospital, and will sometimes pay for their medication. The traitant reports that this system helps to develop a loyal supplier base an ensure supply of very high cocoa volumes. Some local community members reported that they prefer this system to being part of a local cooperative, which they find unorganized and lacking in service provision, despite the service charges deducted by the traitant and pisteurs from the premium payouts to the certified farmers. The assessment could not determine, however, whether all farmers are aware of and agree to the premium allocation under the traitant's system; the FLA recommends that Nestlé further investigate this issue.

Working Conditions: The FLA assessment team reports that overall working conditions found during this standard supply chain assessment mirror those found in the farms under the Nestlé Cocoa Plan supply chain. This assessment found some awareness at

the farmer level about certification standards good agricultural practices, but child labor, health and safety problems, lack of effective grievance procedures, and lack of effective internal labor standards monitoring and remediation systems remain as prominent issues. The traitant's system is particularly weak around systematic and sustainable remediation of non-compliances found at the field level, with its efforts to uphold labor and environmental standards limited to the 30 percent of the suppliers from whom the certified beans are procured. Assessors found no strategic plan upholding labor or environmental standards in the remaining 70 percent of the supply chain.

The FLA recommends that collectors, who are well-acquainted with the farmers, may be employed to conduct monitoring activities along with the producer relays. What' Yet, having dedicated staff with clearly defined roles and responsibilities and exposure to the requirements of the certification bodies can help expedite the process of rolling out an effective internal monitoring and remediation system with in the entire traitant's supply chain.

One of the most prominent findings of the assessment is the opportunity for Nestlé to have a large-scale impact on working conditions in the cocoa farms through a single intermediary. Given that 15,851 farmers have been traced and another 70 percent could be easily mapped with some additional efforts, working together with the tier 1 supplier and the traitant to strengthen the existing system and roll it out in the remainder of the 70 percent of the supply chain, Nestlé could help the tier 1 supplier and traitant potentially cover 50,000 more cocoa farmers and their families under the NCP in the short–medium term.

VII. RECOMMENDATIONS

During this assessment, the FLA team found tangible efforts made by the traitant and its partners to organize a portion of their supply chain and install a management system to build farmers' awareness about certification requirements. The FLA recommends the following to the existing internal management system, as well as improvements at the community and farm level to foster labor standards compliance.

a. Improvements in the Internal Management System

1. **Further enhance supplier registration and information management into an electronic database:** The FLA recommends that Nestlé work with the tier-1 supplier and the traitant to introduce an electronic registration system of all supplier farms—the data that is currently maintained at the pisteur level in manual registers by the commis. Appropriate technology and database platforms should be discussed and introduced. Electronic supplier registration should be included as an element in the existing contract between the traitant and the pisteur.
2. **Develop a time-bound strategic plan to cover the 70 percent of the supply chain that is not monitored by any certification systems:** Nestlé along with its tier-1 supplier and the traitant should discuss and develop a five-year plan to progressively role out an internal monitoring and remediation system in that part of the supply chain that currently has no programs in place and discuss how certain sections can be rolled under the Nestlé Cocoa Plan activities.

3. **Strengthening of contractual relationship with farmers through pisteurs:** Nestlé along with its tier-1 supplier should encourage the traitant and its pisteurs to develop more robust contracts that:

   a. require compliance with labor standards requirements,

   b. list services provided to the farmers along with seedling distribution

   c. provide grievance mechanisms for farmers and farm workers, and

   d. guarantee to buy cocoa from the farmers.

   This would lead to formalization of the business relationship between the pisteur and the farmers and creation of supplier lists.

4. **Distribution of Nestlé's Illustrated Supplier Code:** Since no code is currently being disseminated to the farmers, pisteurs could attach the Nestlé's Illustrated Code of Conduct to their contracts. In this context, Nestlé should ensure printing and distribution of the Nestlé supplier code to the traitant and the pisteurs. Preference should be given to farmers who are currently not involved in any certification systems and the code should be posted at the bush warehouses and the collection center in Soubré.

5. **Training of traitant internal sustainability staff and collectors on labor standards:** There is an existing staff of 116 people (including producer relays) involved in sustainability work for the traitant. The traitant should organize trainings for tehse staff members on how to remediate instances of child labor, introduce greater health and safety mechanisms, and institute grievance-handling procedures. Collectors and other staff working for the pisteurs who are most closely associated with the farmers should be invited to these training sessions to start building their awareness around these labor standards.

6. **Explore the role that the collectors can play in gathering information about labor standards at the farms:** The FLA recommends training collectors to gather basic labor information from the farms, such as:

   a. the number of hired workers at the farm,

   b. the number of family members working at the farm

   c. the number of children involved in farm activities and hazardous tasks

   d. information on any health and safety issues, and

   e. reported grievances.

   The FLA recommends that information gathered by the collectors be shared with producer relays who can then take appropriate corrective actions. Nestlé should facilitate the training and capacity building of the internal staff and collectors through its tier-1 supplier.

7. **Strengthen the existing internal monitoring and remediation system at the traitant level:** The assessed traitant lacks a comprehensive internal monitoring and remediation system, with inspection activities limited to certified farmers. Nestlé and the tier-1 supplier, based on their experience setting up internal monitoring and remediation programs with the cooperatives, should facilitate a supply-chain-wide program

at the traitant level that could include the following:

i. Defining clear program objectives and expected outcomes with milestones;

ii. Defining policies and procedures;

iii. Building an implementation plan that establishes the frequency of monitoring visits, depth of information to be gathered, personnel responsible, tools for data collection and data analysis, and required follow-up actions;

iv. Establishing a mechanism for reporting non-compliance with Nestlé's Workplace Code of Conduct, along with a grievance-handling mechanism that allows workers, growers, and family members to report non-compliance issues;

v. Investing in database to collect and manage information about suppliers, working conditions, and corrective actions. This database should be able to analyze persistent non-compliances and highlight the priority regions and areas for intervention;

vi. Ensuring access to trainings for farmers, workers, and family members;

vii. Exploring alternatives to cash-payments to the farmers to diminish the risk of armed robbery for both pisteurs and farmers.

b. Improvements at the community and farm level to foster labor standards compliance

8. **Access to Farmer Field Schools:** During the assessment many farmers reported they have no access to Farmer Field Schools because not all communities have the facilities for such schools available. Nestlé should explore with the tier-1 supplier and the traitant how these could be established in the assessed communities in the Soubré region.

9. **Implement programs that can help increase farmers' income:** Many farms in the visited locations are more than 25 years old and in need of renovations, new cocoa seedlings, and expanded use of fertilizers and plant nutrients to increase yield and earnings. Training on good agriculture practices and proper drying methods[29] could also enhance yields and decrease waste. The traitant and pisteurs should devise an intervention plan to address these agronomical needs, thereby increasing farmers' and sharecroppers' income.

10. **Increase community members' awareness about labor standards and general health and safety:** Given their existing infrastructure and reach within the sourcing communities, certain immediate steps can be taken by the traitant and pisteur to improve the awareness of community members (cocoa farmers, workers, and their families) about labor standards (particularly child labor and health and safety issues). These steps could include (but would not be limited) to painting messages on the walls of the buying centers and the bush warehouses and other prominent buildings in the community, or distributing the Nestlé illustrated code to community leaders. Existing training sessions should be

29 The traitant and its partners could address improper drying by, (i) engaging agronomists to promote other methods of drying that are available to farmers, since the material to design the "Claih" is no longer accessible; (ii) encouraging and organizing farmers in a group and train them on planned harvesting so that the same drying material can serve more farmers; (iii) introducing modern drying systems in the communities, which can also create income generating activities for youth or women

extended to all community members who wish to attend these sessions.

11. **Improve the existing mechanisms to address child labor in communities:** Based on the example of the Child Labor Monitoring Committee established in Sarakadji by UNICEF, the traitant should explore similar interventions in other communities[30] with the help of the pisteurs and producer relays. Nestlé could facilitate the capacity building of the internal staff and facilitate setting up of these committees and their capacity building. The assessed traitant has already started profiling growers and their families (the ones in the certification program) to assess the risk of child labor in its supply chain. These efforts of the traitant could be bolstered by training his staff on follow up activities and devising a plan on what needs to be done as and when child labor are identified in the farms and communities.

12. **Improve health, safety, and environmental conditions in the communities and farms:** The FLA recommends the following interventions to address the health, safety, and environmental issues identified at the farms.

    i. The traitant and the producer relays should conduct specific awareness building sessions on the use of personal protective equipment (PPE) for women and young workers involved in farm work, and facilitate access to suitable PPE. The traitant should provide suitable PPE to the central warehouse staff handling huge volumes of dry cocoa.

    ii. The traitant should train the farmers how to apply chemicals properly, or the pisteurs should make the services of the trained applicators available to all farmers regardless of certification. The traitant should also train farmers on the proper storage, handling, and disposal of chemical containers.

    iii. The traitant should ensure that all producer relays have access to helmets while riding their motorbikes.

    iv. The traitant and his partners should collaborate to ensure the availability of first aid kits and trained medical personnel in each community. Collectors who are residents of the communities could maintain the kits and be trained on first aid.

    v. The traitant could extend ongoing efforts to provide foot pumps for communities that lack potable water, like Renékro and Angbi-Kouakoukro.

30 At Sarakadji, UNICEF in collaboration with local civil society organizations such as ASA and FEMAD implement a child labor program that consists of training, awareness building, and monitoring. A Child Labor Committee was established in the same village as part of the UNICEF project to continue building awareness and conduct monitoring activity, which was found to be still active and functional at the time of this assessment.

ANNEX 1

Process followed by assessed Tier-1 supplier to participate in Nestlé Cocoa Plan (NCP)

Cooperatives that are covered by the NCP are selected from an online supplier database maintained by the tier-1 supplier. This platform manages information about the suppliers along with their certification status[31]. The supplier information is based on an annual assessment carried out by a third party audit firm against the tier-1 supplier code that evaluates the suppliers on cooperative governance, quality management, social responsibility, and environmental protection. Nestlé can choose the number and size of cooperatives from which they wish to source. The target volume and quality of the cocoa to be supplied to Nestlé are defined, so are the premiums that will be paid by Nestlé and the training and management costs that the upstream supplier will incur (and settled by Nestlé).

Traceability up to the cooperative level is assured by the tier-1 supplier's existing administrative system, which tracks the volume of cocoa sold, the price of the cocoa, quality of beans, bonuses and premium provided to suppliers per crop cycle, credit extended to suppliers, audit results, training, number of visits, and other variables. In the current system, mass balance[32] is used. Nestlé could request segregation and tracking of the certified beans on making additional payments to its tier-1 suppliers to administer the process.

Supplier trainings conducted at the field level are based on Sustainable Tree Crop Programs (STCP)[33]. Some curricula is designed for trainers ("training of trainers" courses), other courses are designed for the cooperative management, or farmers (farmer field schools). Tier-1 staff and Nestlé staff-approved consultants perform induction, education, and training. Some training is also handled by the cocoa sustainability team of the tier-1 supplier.

For Fair Trade certified farmers, the tier-1 supplier pays the entire premium to the cooperative (or producer group). For UTZ and Rainforest Alliance certified cooperatives, the accumulated program premium payout is contractually split equally between the cooperative (or producer group) and the farmers. The cooperative (or producer groups) use 35 percent of their portion of the premium for operational activities, farmer training, or building reserves, and spend the remaining 15 percent on social projects within the producer group community. Nestlé is kept informed of the social projects and is invited to the inauguration of the projects in the communities.

31 Certification status hereby refers to UTZ, Rain Forest Alliance or Fair Trade.

32 http://www.nestlecocoaplan.com/mass-balance-vs-segregation/

33 https://www.devex.com/impact/partnerships/sustainable-tree-crop-program-stcp-445

ANNEX 2

Community Profiles (4)

COMMUNITY I: ALLAKABO		
1	Assessment date	June 18, 2015
2	Community name	Allakabo (this information is only applicable to the community of Allakabo and not for the others communities visited in this zone.)
3	Community address Distance to Soubré Zone B/C	Zone D, 22 kilometers from Soubré
4	Number of people interviewed in the community	53
5	Brief profile of people interviewed in the community	Pisteur, Producer Relays, farmers, Collector, President of School Management Committee
6	Name of the monitor / assessor / expert	Jean Baptiste APPIA/Kevin BOSSON
7	FLA Affiliate for which the assessment is being conducted Presence of bush warehouse If yes, name and contact of the bush warehouse keeper Name and contact of the Pister	Nestlé Yes X No - Sawadogo Moumouni 09 20 68 20 Sawadogo Moumouni 09 20 68 20
8	Total size of the community (number of households / number of residents) approx.	Around 102 inhabitants. This number does not include the camps attached to Allakabo
9	Most prominent areas of work for the community Total number of farms registered	Agriculture 1551 farms/10857ha
10	**Presence of local infrastructures in the community**	
10.1	Functional Municipality (Y/N)	No
10.2	Local Governance Structures (Please specify) (Y/N)	Traditional Chiefs manage local governance. The leadership is composed of the heads of the three large communities (Baoule, Dioula, Mossi). But the main leader is the Chief of Baoule
10.3	Functional Primary School (Y/N) (please specify the distance from the community)	Yes. A primary school with three classrooms built with the use of wood and bamboo by the villagers themselves.
10.4	Functional Secondary School (Y/N) (please specify the distance from the community)	No
10.5	Vocational School (please specify what kind and the distance from the community)	No
10.6	Legitimate Financial Institutional / Lending Bodies (not private) (Please specify)	No
10.7	Functional Health Services Institution (please specify)	Not in the village. The nearest health center is in the village of Johin, 2 kilometers from Allakabo
10.8	Insurance Providing Institutions (health / weather etc.) (Please specify)	No
10.9	Farm inputs services (chemicals, nets, tools etc.)	No
10.10	Extension Services (knowledge about agronomics, farm productivity, plant science etc.)	There are 8 Farmer Field Schools for farmers' training.
10.11	Irrigation Facilities (please specify the source of water for farms in the community)	No. The area is rain fed.

COMMUNITY I: ALLAKABO		
10.12	Potable Water Facilities (please specify the water source that the community members use for drinking purposes)	Yes. The assessed traitant built a village pump in the community for potable water.
10.13	Number of programs /initiatives that promote empowerment of rural women and girls (such as self-help groups, access to credit programs, income-generating activities)	No
11	**Access to Services**	
11.1	Do the farmers/ workers / women have access to health services in the community?	There is no health center in the community. The nearest one is situated 2 kilometers away.
11.2	How much time does it takes for a workers / farmer / women to reach the health services in case of an emergency?	5 minutes by motorcycle to reach Johin (2 km far) or 40 minutes to reach Soubré (22 kilometers away)
11.3	Do the farmers / workers / women avail the financial services present in the community?	No
11.4	Do the farmers / workers / women avail insurance schemes present in the community?	No
11.5	Please specify the most common type of insurance cover?	N/A
11.6	Are there any self-help groups present in the community?	Yes
11.7	**Are there any saving groups / services present in the community?**	No
11.8	Number and percentage of women participating in community based empowerment programs	None
12	**Interview with the Community School/s**	
12.1	Number of children enrolled in the school currently	110 including 15 from Allakabo
12.2	Number and percent of school age children who regularly attend school	Data not available
12.3	Number and percent of children from farmer households currently enrolled in primary education	15 children (from the community of Allakabo)
12.4	Number and percent of children (girls) from farmer households currently enrolled in primary education	10 girls (from the community of Allakabo)
12.5	Do the children have to pay fees to attend the school?	Yes. FCFA 3000 per year for School Management Committee
12.6	Do the children have to bear other costs / requirements to attend school (such as birth certificates / books / uniform / meal etc.)	Yes, for birth certificates, school supplies, and school uniform
13	**Status of Adult Literacy in the Community**	
13.1	Number and percent of community members with basic reading and writing skills (please compare it to the national average)	36/102 according to the Pisteur (35%, less than the national average which is 51%)
13.2	Number and percent farmers with basic reading and writing skills	6 out of the 33 interviewed farmers (18%)
13.3	Number and percentage of farmers male/female who have completed primary education	3 out of the 33 interviewed farmers (9%)
13.4	Number and percent of workers with basic reading and writing skills	None

Other Comments:

The zone of Allakabo is a small village made up of 7 communities (Allakabo, Kra N'guessankro, Petit Zuenoula, Houssoukonankro, Kaborédougou, Bagayogodougou, and Sidibégoudou) whose center is Kra N'guessankro. The population is composed of three main ethnic groups - Baoulé, Dioula and Mossi.

Total farmers visited for assessment in Community I: 33 farmers

COMMUNITY II: SARAKAGUI		
1	Assessment date	June 23, 2015
2	Community name	Sarakagui
3	Community address Distance to Soubré Zone B/C	PoBox 1103 Soubré Zone D, 25 kilometers from Soubré
4	Number of people interviewed in the community	50
5	Brief profile of people interviewed in the community	Pisteur, warehouse keeper, Producer Relays, Farmers, Secretary of the chief, School Director, farm workers, Community Chief, chemist, volunteer nurse, driver
6	Name of the monitor / assessor / expert	Jean Baptiste APPIA/Kevin BOSSON
7	FLA Affiliate for which the assessment is being conducted Presence of bush warehouse If yes, name and contact of the bush warehouse keeper Name and contact of the pister	Nestlé Yes X No - Tanoh Kouamé Domique 48 63 42 65 N'dri Germain 58 09 78 17
8	Total size of the community (number of households / number of residents) approx.	Around 7000 inhabitants
9	Most prominent areas of work for the community Total number of farms registered	Agriculture Data not available
10	**Presence of local infrastructures in the community**	
10.1	Functional Municipality (Y/N)	No
10.2	Local Governance Structures (Please specify) (Y/N)	Local governance is composed of a Chief, Notables and Secretary of the Chief
10.3	Functional Primary School (Y/N) (please specify the distance from the community)	Yes. A school of 12 classrooms
10.4	Functional Secondary School (Y/N) (please specify the distance from the community)	No. The closest secondary school is 25 kilometers, in Soubré
10.5	Vocational School (please specify what kind and the distance from the community)	No
10.6	Legitimate Financial Institutional / Lending Bodies (not private) (Please specify)	No
10.7	Functional Health Services Institution (please specify)	There is a public health center in the community
10.8	Insurance Providing Institutions (health / weather etc.) (Please specify)	No
10.9	Farm inputs services (chemicals, nets, tools etc.)	Yes. There are several small shops that sell chemicals in the community
10.10	Extension Services (knowledge about agronomics, farm productivity, plant science etc.)	There is 1 Farmer Field School for farmers' training.
10.11	Irrigation Facilities (please specify the source of water for farms in the community)	No. The area is rain-fed.
10.12	Potable Water Facilities (please specify the water source that the community members use for drinking purposes)	There is only one village pump for 7000 inhabitants
10.13	Number of programs /initiatives that promote empowerment of rural women and girls (such as self-help groups, access to credit programs, income-generating activities)	The NGO FEMAD organized women in a group for their empowerment

COMMUNITY II: SARAKAGUI		
11	**Access to Services**	
11.1	Do the farmers/ workers / women have access to health services in the community?	Yes
11.2	How much time does it takes for a workers / farmer / women to reach the health services in case of an emergency?	The public health center is in the community
11.3	Do the farmers / workers / women avail the financial services present in the community?	No
11.4	Do the farmers / workers / women avail insurance schemes present in the community?	No
11.5	Please specify the most common type of insurance cover?	N/A
11.6	Are there any self-help groups present in the community?	Yes
11.7	**Are there any saving groups / services present in the community?**	No
11.8	Number and percentage of women participating in community based empowerment programs	15 members of Women's association ''Eboyekon''
12	**Interview with the Community School/s**	
12.1	Number of children enrolled in the school currently	Around 400 students
12.2	Number and percent of school age children who regularly attend school	Data not available
12.3	Number and percent of children from farmer households currently enrolled in primary education	Data not available
12.4	Number and percent of children (girls) from farmer households currently enrolled in primary education	Data not available
12.5	Do the children have to pay fees to attend the school?	Yes. FCFA 4000 per year for School Management Committee
12.6	Do the children have to bear other costs / requirements to attend school (such as birth certificates / books / uniform / meal etc.)	Yes. Cost of birth certificate, school supplies, and school uniform
13	**Status of Adult Literacy in the Community**	
13.1	Number and percent of community members with basic reading and writing skills (please compare it to the national average)	Around 60 percent, according to the secretary of the chief (more than the national average which is 51percent)
13.2	Number and percent farmers with basic reading and writing skills	12/28 interviewed farmers (42%)
13.3	Number and percentage of farmers male/female who have completed primary education	07/28 interviewed farmers (25%)
13.4	Number and percent of workers with basic reading and writing skills	None

Other Comments:
The visited communities of Sarakagui are composed to M'brakro, Angbikouakoukro and Sarakagui itself. Both Sarakagui and M'brakro are clean communities with a basic level of infrastructure. On the other hand, Angbikouakoukro is a large camp, difficult to access due to the absence of a proper road. The hygienic conditions in the camp are dirty. In Sarakagui, UNICEF has launched a program implemented by NGOs ASA (Afrique Secours Assistance) and FEMAD (Femme Actions Développement) to address child labor issues. This program consists in training, sensitization, monitoring and reporting. A village monitoring committee has been installed to conduct the monitoring and reporting activities.
Total farmers visited for assessment in community II: 28 farmers

COMMUNITY III: ZOGBODOUA		
1	Assessment date	June 24, 2015
2	Community name	Zogbodoua
3	Community address Distance to Soubré Zone B/C	In Zone C, 40 kilometers from Soubré
4	Number of people interviewed in the community	41
5	Brief profile of people interviewed in the community	Pisteur, warehouse keeper, Producer Relays, farmers, farm workers, Community Chief, Collector
6	Name of the monitor / assessor / expert	Jean Baptiste APPIA/Kevin BOSSON
7	FLA Affiliate for which the assessment is being conducted Presence of bush warehouse If yes, name and contact of the bush warehouse keeper Name and contact of the Pister	Nestlé Yes X No - Dipominin 08 86 91 38 Coulibaly Waoyégué
8	Total size of the community (number of households / number of residents) approx.	Around 3000 inhabitants
9	Most prominent areas of work for the community Total number of farms registered	Agriculture Data not available
10	**Presence of local infrastructures in the community**	
10.1	Functional Municipality (Y/N)	No
10.2	Local Governance Structures (Please specify) (Y/N)	Yes, there is Local Governance Structure composed of Central Chief, Notability, Chief of Quarters, Secretary of the Chief.
10.3	Functional Primary School (Y/N) (please specify the distance from the community)	Yes.
10.4	Functional Secondary School (Y/N) (please specify the distance from the community)	No. The closest secondary school is 40 kilometers away in Soubré
10.5	Vocational School (please specify what kind and the distance from the community)	No
10.6	Legitimate Financial Institutional / Lending Bodies (not private) (Please specify)	No
10.7	Functional Health Services Institution (please specify)	No. The nearest health center is 5 kilometers away in Ohawa.
10.8	Insurance Providing Institutions (health / weather etc.) (Please specify)	No
10.9	Farm inputs services (chemicals, nets, tools etc.)	Yes. There are many shops that sell chemicals in the community
10.10	Extension Services (knowledge about agronomics, farm productivity, plant science etc.)	No
10.11	Irrigation Facilities (please specify the source of water for farms in the community)	No. The area is rain fed.
10.12	Potable Water Facilities (please specify the water source that the community members use for drinking purposes)	There are 5 village pumps in the community of which 3 are functional.
10.13	Number of programs /initiatives that promote empowerment of rural women and girls (such as self-help groups, access to credit programs, income-generating activities)	None

COMMUNITY III: ZOGBODOUA		
11	**Access to Services**	
11.1	Do the farmers/ workers / women have access to health services in the community?	There is no public center in the community. The nearest heath center is 5 kilometers away
11.2	How much time does it takes for a workers / farmer / women to reach the health services in case of an emergency?	It takes 15 minutes by motorbike or car and 40 minutes on foot.
11.3	Do the farmers / workers / women avail the financial services present in the community?	No
11.4	Do the farmers / workers / women avail insurance schemes present in the community?	No
11.5	Please specify the most common type of insurance cover?	N/A
11.6	Are there any self-help groups present in the community?	Yes
11.7	**Are there any saving groups / services present in the community?**	No
11.8	Number and percentage of women participating in community based empowerment programs	None
12	**Interview with the Community School/s**	
12.1	Number of children enrolled in the school currently	Data not available. The school authorities were not available, because of holidays.
12.2	Number and percent of school age children who regularly attend school	Data not available
12.3	Number and percent of children from farmer households currently enrolled in primary education	Data not available (see 12.1)
12.4	Number and percent of children (girls) from farmer households currently enrolled in primary education	Data not available (see 12.1)
12.5	Do the children have to pay fees to attend the school?	Yes. FCFA 3000 per year for School Management Committee
12.6	Do the children have to bear other costs / requirements to attend school (such as birth certificates / books / uniform / meal etc.)	Yes, for birth certificate, school supplies, and school uniform
13	**Status of Adult Literacy in the Community**	
13.1	Number and percent of community members with basic reading and writing skills (please compare it to the national average)	Around 30%, according to the Chief Secretary, less than the national average (51%)
13.2	Number and percent farmers with basic reading and writing skills	5/23 interviewed farmers (21%)
13.3	Number and percentage of farmers male/female who have completed primary education	3/23 interviewed farmers (13%)
13.4	Number and percent of workers with basic reading and writing skills	None

Other Comments:
The visited community of Zogbodoua is composed of 4 villages - Sialoukro, Oupoyo-Bété, Dar-e-salam and Zogbodoua itself. Zogbodoua is a large village with potable water provided by three fountains. There is a primary school but no health center. Where as in Dar-e-salam there is neither potable water nor school. Sialoukro has a village pump and three school classes are in the process of getting constructed. The general hygienic condition in the communities is absent.
Total farmers visited for assessment in community III: 23 farmers interviewed

COMMUNITY IV: KROHON		
1	Assessment date	June 20, 2015
2	Community name	Krohon
3	Community address Distance to Soubré Zone B/C	In Zone D, 54 Kilometers from Soubré
4	Number of people interviewed in the community	43
5	Brief profile of people interviewed in the community	Pisteur, warehouse keeper, Producer Relays, farmers, Secretary of the Chief, President of School Management Committee, School Director, women's associations' presidents
6	Name of the monitor / assessor / expert	Jean Baptiste APPIA/Kevin BOSSON
7	FLA Affiliate for which the assessment is being conducted Presence of bush warehouse If yes, name and contact of the bush warehouse keeper Name and contact of the Pister	Nestlé Yes X No - Coulibaly Oumar 58 93 88 34 Coulibaly Djakaridja 06 21 90 54
8	Total size of the community (number of households / number of residents) approx.	Not available
9	Most prominent areas of work for the community Total number of farms registered	Agriculture Data not available
10	**Presence of local infrastructures in the community**	
10.1	Functional Municipality (Y/N)	No
10.2	Local Governance Structures (Please specify) (Y/N)	Local governance is composed of a Chief, 4 Notable and 10 Chiefs of the different communities
10.3	Functional Primary School (Y/N) (please specify the distance from the community)	Yes. There are two primary schools with 6 classrooms each
10.4	Functional Secondary School (Y/N) (please specify the distance from the community)	No. The closest secondary school is 2 kilometers away in Méagui
10.5	Vocational School (please specify what kind and the distance from the community)	No
10.6	Legitimate Financial Institutional / Lending Bodies (not private) (Please specify)	No
10.7	Functional Health Services Institution (please specify)	There is a private infirmary in the village. The nearest public health center is 2 kilometers away in Méagui
10.8	Insurance Providing Institutions (health / weather etc.) (Please specify)	No
10.9	Farm inputs services (chemicals, nets, tools etc.)	No
10.10	Extension Services (knowledge about agronomics, farm productivity, plant science etc.)	There is 1 Farmer Field School for farmers' training.
10.11	Irrigation Facilities (please specify the source of water for farms in the community)	No. The area is rain-fed.
10.12	Potable Water Facilities (please specify the water source that the community members use for drinking purposes)	Yes. There are 6 improved village water fountains in the village built by European Union and the NGO Solidarité International. Nevertheless, the villagers are asked to pay a fee by the village committee for the use of these fountains. The fee is used to maintain the fountains. Therefore, many villagers still drinking water from the wells as they refuse to pay fee for water.
10.13	Number of programs /initiatives that promote empowerment of rural women and girls (such as self-help groups, access to credit programs, income-generating activities)	3 programs including one of Vision for Change (conducted by Mars) to improve women's economic power

COMMUNITY IV: KROHON		
11	**Access to Services**	
11.1	Do the farmers/ workers / women have access to health services in the community?	There is a private infirmary. The public health center is 2 kilometers away.
11.2	How much time does it takes for a workers / farmer / women to reach the health services in case of an emergency?	5 minutes by motorcycle or by car to reach Méagui (2km away). 20 minutes on foot.
11.3	Do the farmers / workers / women avail the financial services present in the community?	N/A
11.4	Do the farmers / workers / women avail insurance schemes present in the community?	N/A
11.5	Please specify the most common type of insurance cover?	N/A
11.6	Are there any self-help groups present in the community?	Yes
11.7	**Are there any saving groups / services present in the community?**	No
11.8	Number and percentage of women participating in community based empowerment programs	168 women of three Women's Associations. −80 in "Rel-Windé", −50 in "KLOLEH" (President - Djê Tano epse Gueho 58 65 98 42) −38 in AFEDJROPA (President - SOREDJETE Céleste) All these associations work to enhance economic empowerment of women.
12	**Interview with the Community School/s**	
12.1	Number of children enrolled in the school currently	Around 200 students
12.2	Number and percent of school age children who regularly attend school	Data not available
12.3	Number and percent of children from farmer households currently enrolled in primary education	Around 95 percent according to the President of School Management Committee.
12.4	Number and percent of children (girls) from farmer households currently enrolled in primary education	Data not available
12.5	Do the children have to pay fees to attend the school?	Yes. FCFA 3000 per year for School Management Committee
12.6	Do the children have to bear other costs / requirements to attend school (such as birth certificates / books / uniform / meal etc.)	Yes. Costs related to birth certificate, school supplies and school uniform.
13	**Status of Adult Literacy in the Community**	
13.1	Number and percent of community members with basic reading and writing skills (please compare it to the national average)	Data not available
13.2	Number and percent farmers with basic reading and writing skills	9/26 interviewed farmers (34 percent)
13.3	Number and percentage of farmers male/female who have completed primary education	2/26 interviewed farmers (7 percent)
13.4	Number and percent of workers with basic reading and writing skills	None

Other Comments:
The visited communities of Krohon are composed of Renékro and Krohon itself. Krohon is a large village, which has 6 fountains to provide potable water and a basic level of infrastructure (primary school and a private health center). Renékro, a large camp has no potable water or school. The drinking water sources are very unhygienic and the camp is dirty and unkempt.
Total farmers visited for assessment in community IV: 26 farmers