



[2018]

FAIR LABOR ASSOCIATION INDEPENDENT EXTERNAL MONITORING AGRICULTURAL REPORT

Company: Olam
Country: Ivory Coast
Cooperative: YEYASSOU
Crop: Cocoa

Production Process: Post Harvesting
Assessment Location: Région du Tonkpi, préfecture de Man.
Monitor: Societal Compliance Initiative
Assessment Dates: 20 February 2019
Number of assessed farms: 60
Total area covered: 115.27 ha
Number of farmers interviewed: 60
Total number of workers: 26
Number of workers interviewed: 13

Note: This year's IEMs visits took place during a transitional period between the end of the harvest period and the establishment of new plots. Some producers were in their last harvest, others were clearing new plots while still others were at rest waiting for the first rains to start crops. This allowed observation of people involved in activities other than those seen during the normal harvest period.

To view more about the FLA's work with Olam, please visit the FLA website [here](#).
To access the FLA Agriculture Monitoring Benchmarks, please visit [this page](#).

Employment Relationship

Compliance Status

| Section | Benchmark | Compliance status | Farms |
|----------------------------------|---------------|-------------------|-----------|
| Human Resource Management System | ER.1.1 | In compliance | |
| | ER.2.1 (PR) | In Progress | All Farms |
| | ER.2.1.1 (PR) | In Progress | All Farms |
| Recruitment and Hiring | ER.3.1 | Noncompliance | All Farms |
| | ER.3.1.1 | Noncompliance | All Farms |
| | ER.3.1.2 | In compliance | |
| | ER.4 | In compliance | |
| | ER.5.1 | In compliance | |
| | ER.5.2 | In compliance | |
| | ER.5.3 | In compliance | |
| | ER.6 (PR) | Not Initiated | All Farms |
| | ER.7.1 | In compliance | |
| | ER.7.2 | In compliance | |
| | ER.7.3 | In compliance | |
| | ER.7.4 | In compliance | |
| | ER.7.5 | In compliance | |
| | ER.7.6 | In compliance | |
| | ER.7.7 | In compliance | |
| | ER.7.8 | In compliance | |
| Terms and Conditions | ER.9.1 | In compliance | |
| | ER.9.2 | In compliance | |
| | ER.9.2.1 | In compliance | |
| | ER.9.2.2 | In compliance | |
| | ER.9.2.3 | In compliance | |
| | ER.9.3 | In compliance | |
| | ER.9.3.1 | In compliance | |
| | ER.9.3.2 | In compliance | |
| | ER.9.3.3 | In compliance | |
| | ER.10 | In compliance | |
| | ER.11 | In compliance | |
| | ER.12.1 | In compliance | |
| | ER.12.1.1 | In compliance | |
| | ER.12.2 | In compliance | |
| | ER.13.1 | In compliance | |
| ER.13.2 (PR) | In compliance | | |
| ER.13.3 (PR) | In compliance | | |
| Administration | ER.15.1 | In compliance | |
| | ER.15.2 | In compliance | |
| | ER.15.2.1 | In compliance | |
| | ER.16.1 | In compliance | |
| | ER.16.2 | In compliance | |
| | ER.17.2 (PR) | In compliance | |
| | ER.17.3 (PR) | In compliance | |
| ER.17.4 (PR) | In compliance | | |
| Worker Involvement | ER.18.1 | In compliance | |
| | ER.18.2 (PR) | In compliance | |
| Right to Organize and Bargain | ER.19 | In compliance | |
| Work Rules and Discipline | ER.20.1 | Noncompliance | All Farms |
| | ER.20.2 | Noncompliance | All Farms |
| | ER.20.3 (PR) | Not Initiated | All Farms |
| | ER.20.4 | Noncompliance | All Farms |
| | ER.20.6 | Noncompliance | All Farms |

| | | | |
|---------------------------------------|----------------|---------------|-----------|
| | ER.20.7 | Noncompliance | All Farms |
| | ER.20.8 | Noncompliance | All Farms |
| | ER.20.9 (PR) | Not Initiated | All Farms |
| | ER.20.11 | Noncompliance | All Farms |
| Access to Training for Family Members | ER.21 | In compliance | |
| HSE Management System | ER.24.1. | In compliance | |
| | ER.24.2 (PR) | In compliance | |
| | ER.24.3 | In compliance | |
| | ER.24.4 (PR) | In compliance | |
| | ER.24.4.1 (PR) | In compliance | |
| | ER.24.4.2 (PR) | In compliance | |
| | ER.24.4.3 (PR) | In compliance | |
| | ER.24.4.4 (PR) | In compliance | |
| | ER.24.4.5 (PR) | Not Initiated | All Farms |
| | ER.24.4.6 (PR) | In compliance | |
| Grievance Procedures | ER.24.5 (PR) | In compliance | |
| | ER.25.1 (PR) | In compliance | |
| | ER.25.2 (PR) | In compliance | |
| | ER.25.3 | In compliance | |
| | ER.25.4 | In compliance | |

Employment Relationship Assessment Summary

| Proof of Age Documentation | |
|---|--|
| <p>Benchmarks:</p> <p><i>ER.3.1: Employers shall verify proof of age documentation for all young workers in the farm at the time of their employment and work towards collecting and maintaining all documentation necessary to confirm and verify date of birth of all workers, including long term and casual workers.</i></p> <p><i>ER.3.1.1: Employers shall take reasonable measures to ensure such documentation is complete and accurate.</i></p> | <p>Risk of Noncompliance in all farms</p> |
| <p>Findings/Noncompliance Explanation:</p> <p>During the farm’s visits, the monitors did not meet any employed young workers. However, the producers interviewed told them that they sometimes recruit casual workers, some of whom may be young. They recognize that, in general, they only base on the physical appearance of the workers, without any verification of their age or keeping documents that can prove that they are the minimum legal age required for employment. At the level of the cooperative that organizes these producers, no mechanism is experienced to overcome this insufficiency of producers who operate in the informal sector.</p> <p><u>Source:</u> Document review, Interviews.</p> | |
| <p>Company Action Plan:</p> <p>Olam will sensitize all the suppliers on the importance of collecting and keeping worker identification documents by their producers’ members. Olam has started working with the ADGs (Group Administrators) by elaborating a standard working contract to be signed by all the new hires. The contract will be signed along with the presentation of a copy of the worker’s personal identity card or birth certificate.</p> <p>Olam will encourage suppliers to make all producers aware of the importance of keeping copies of workers' identification documents.</p> | |
| <p>Deadline Date:</p> | December 2020 |

Work Rules and Discipline

Benchmarks:

ER.20.1: Employers shall have disciplinary rules and practices that embody a system of progressive discipline (e.g. a system of maintaining discipline through the application of escalating disciplinary action moving from verbal warnings to written warnings to suspension and finally to termination).

ER.20.2: Any person supervising workers shall be aware of the disciplinary rules and practices.

ER.20.4: The disciplinary system shall be applied in a fair and non-discriminatory manner and include a management review of the actions by someone senior to the manager who imposed the disciplinary action.

ER.20.6: Disciplinary rules and practices shall be clearly communicated to all workers.

ER.20.7: Workers must be informed when a disciplinary procedure has been initiated against them.

ER.20.8: Workers have the right to participate and be heard in any disciplinary procedure against them.

ER.20.11: The disciplinary system shall include a third-party witness during imposition, and an appeal process. In case of smallholder settings, existing appeal mechanism at community level is acceptable.

**Noncompliance
in all farms**

**Findings/Noncompliance
Explanation:**

The monitors note that the cooperative has a system of disciplinary procedures that governs its relationship with the producers. But at the farms level, there is no disciplinary procedure to govern relations among producers and their workers.

Source: Interview, Review of procedures.

Company Action Plan:

Olam will work with all the suppliers to develop a disciplinary procedure between producers and workers.

This procedure will be shared with all the workers and producers and explained through the farmer field school.

Deadline Date:

December 2020

Child Labor

Compliance Status

| Section | Benchmark | Compliance status | Farms |
|--|--------------|-------------------|---------|
| General Compliance | CL.1 | Noncompliance | Farm 25 |
| Minimum Age | CL.2 | In compliance | |
| Immediate Family Members | CL.3 | In compliance | |
| Right to Education | CL.4.1 (PR) | In compliance | |
| Young Workers | CL.5 | In compliance | |
| | CL.6.1 | In compliance | |
| | CL.6.2 | In compliance | |
| | CL.7 | In compliance | |
| Apprenticeships and Vocational Training | CL.8.1 (PR) | In compliance | |
| | CL.8.2 (PR) | In compliance | |
| Children on Premises | CL.9 | In compliance | |
| Removal and Rehabilitation of Child Laborers | CL.10.1 | In compliance | |
| | CL.10.2 (PR) | In compliance | |

Child Labor Assessment Summary

| Immediate Family Members | |
|---|--|
| <p>Benchmarks</p> <p><i>Cl.1: Employers shall comply with all national laws, ratified international conventions, fundamental labor rights, regulations and procedures concerning the prohibition of child labor.</i></p> | |
| Noncompliance in one farm | |
| <p>Findings/Noncompliance Explanation:</p> | <p>Contrary to the Law on Compulsory Education for Children from 6 to 16 Years Old, in Force in Côte d'Ivoire, a 14-year-old girl, admitted to her examination for sixth grade, was forced by her parents to leave school due to lack of financial means to support her. Even if the monitors did not see her in a working situation during the visits, his permanent presence in the cocoa production environment exposes her to the risk of participating in field work, some of which could be dangerous for girls her age.</p> <p><u>Source:</u> Interview</p> |
| <p>Company Action Plan:</p> | <p>Olam will assist the supplier to send the girl back to school. Olam encourages and sensitizes producers to diversify their income sources by creating other IGA.</p> <p>Through community development activities, Olam is working with producers' women at the community level to create cassava plots, setting VSLA to help producers' households to diversify the source of income and send children to school.</p> <p>Olam will ask ICI to involve this household in their IGA and VSLA program.</p> |
| <p>Deadline Date:</p> | December 2020 |

Compensation

Compliance Status

| Section | Benchmark | Compliance status | Farms |
|--------------------------------|------------|--|-----------|
| General Compliance | C.1.1 | In compliance | |
| | C.1.2 | In compliance | |
| | C.1.3 | In compliance | |
| | C.1.4 | In compliance | |
| Minimum Wage/Fair Compensation | C.2.1 | In compliance | |
| | C.2.2 | In compliance | |
| | C.2.3 | In compliance | |
| | C.2.4 (PR) | Not to be answered by monitors. The FLA is working on analyzing the situation based on real wage data collected during IEMs. | |
| | C.2.5 (PR) | Not Initiated | All Farms |
| | C.2.6 (PR) | Not Initiated | All Farms |
| | C.3 | In compliance | |
| Farmer/Producer Income | C.4 (PR) | In Progress | All Farms |
| Wage Payment and Calculation | C.6 | In compliance | |

| | | | |
|-------------------|-------------|---------------|-------------------------------------|
| | C.7.1 | In compliance | |
| | C.7.2 | Noncompliance | Farms 8, 11, 12, 14, 15, 22, 26, 27 |
| | C.7.3 (PR) | In compliance | |
| | C.7.4 (PR) | In compliance | |
| | C.7.5 | In compliance | |
| | C.8.1 | In compliance | |
| | C.8.2 | In compliance | |
| | C.8.3 | In compliance | |
| | C.8.4 (PR) | In compliance | |
| | C.9 (PR) | In compliance | |
| | C.10.1 | In compliance | |
| | C.10.1.1 | In compliance | |
| | C.10.2 | In compliance | |
| | C.10.3 | In compliance | |
| Workers Awareness | C.11.1.1 | In compliance | |
| | C.11.1.2 | In compliance | |
| | C.11.1.3 | In compliance | |
| | C.11.1.4 | In compliance | |
| | C.11.1.5 | In compliance | |
| | C.13 (PR) | Not Initiated | All Farms |
| Fringe Benefits | C.12.1 | In compliance | |
| | C.12.2 (PR) | In compliance | |
| | C.12.3 | In compliance | |
| | C.12.4 | In compliance | |
| | C.12.5 | In compliance | |

Compensation Assessment Summary

| Wage Payment and Calculation | |
|--|---|
| <p>Benchmarks: C.7.2: FLA-affiliates shall ensure that farmers/producers receive payments and certification premiums through a traceable and reliable payment system.</p> | |
| | Noncompliance in eight farms |
| <p>Findings/Noncompliance Explanation:</p> | <p>After the visits, the monitors note that out of 60 producers interviewed, eight of them (13%), have not received their certification premium for the previous campaign.</p> <p><u>Source:</u> Interviews</p> |
| <p>Company Action Plan:</p> | <p>Olam has highly improved its procedure of premium payment verification at farmer level, which enables the verification of the payment of a sample of producers in a live interview with the farmers by the Olam field staff. The sample is defined as square root of the total number of farmers, is defined by the M&E team of Olam and the survey is conducted over two months, just after the payment of the first slice of the premium to the supplier. It's only when the premium is confirmed having been paid at farmer level, that the second slice of the premium is being paid by Olam to the supplier. Therefore, Olam will intensify the requirement to each supplier to set up booklets of vouchers to confirm the premium payment to farmers, going forward. For the cases of the 36 farmers claiming a non-payment of the premium, a specific investigation will be done by Olam and if the claim is confirmed, the supplier will have to regularize the payment of the premium at the concerned farmers.</p> |

| | |
|-----------------------|---|
| | Olam will work with the supplier to understand why some producers have not received their premium and set the responsibility if needed. |
| Deadline Date: | December 2020 |

Overview - Farms vs. Non-compliances

Total number of Farms: 60

| | Employment Relationship | Non-discrimination | Harassment or Abuse | Forced Labor | Child Labor | Freedom of Association and Collective Bargaining | Health, Safety and Environment | Hours of Work | Compensation | Total |
|---|-------------------------|--------------------|---------------------|--------------|-------------|--|--------------------------------|---------------|--------------|-------|
| % of farms with non-compliances or risk of non-compliances | 100% | 0% | 0% | 0% | 100% | 0% | 0% | 0% | 13% | |
| Farm No. 1 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 10 |
| Farm No. 2 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 10 |
| Farm No. 3 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 10 |
| Farm No. 4 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 10 |
| Farm No. 5 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 10 |
| Farm No. 6 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 10 |
| Farm No. 7 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 10 |
| Farm No. 8 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 11 |
| Farm No. 9 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 10 |
| Farm No. 10 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 10 |
| Farm No. 11 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 11 |
| Farm No. 12 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 11 |
| Farm No. 13 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 10 |
| Farm No. 14 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 11 |
| Farm No. 15 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 11 |
| Farm No. 16 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 10 |
| Farm No. 17 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 10 |
| Farm No. 18 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 10 |
| Farm No. 19 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 10 |
| Farm No. 20 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 10 |
| Farm No. 21 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 10 |
| Farm No. 22 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 11 |
| Farm No. 23 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 10 |
| Farm No. 24 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 10 |
| Farm No. 25 | 9 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 10 |
| Farm No. 26 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 |
| Farm No. 27 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 |

| | | | | | | | | | | |
|-------------|-----|---|---|---|---|---|---|---|---|-----|
| Farm No. 28 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 10 |
| Farm No. 29 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 10 |
| Farm No. 30 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 10 |
| Farm No. 31 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 10 |
| Farm No. 32 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 10 |
| Farm No. 33 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 10 |
| Farm No. 34 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 10 |
| Farm No. 35 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 10 |
| Farm No. 36 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 10 |
| Farm No. 37 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 10 |
| Farm No. 38 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 10 |
| Farm No. 39 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 10 |
| Farm No. 40 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 10 |
| Farm No. 41 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 10 |
| Farm No. 42 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 10 |
| Farm No. 43 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 10 |
| Farm No. 44 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 10 |
| Farm No. 45 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 10 |
| Farm No. 46 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 10 |
| Farm No. 47 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 10 |
| Farm No. 48 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 10 |
| Farm No. 49 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 10 |
| Farm No. 50 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 10 |
| Farm No. 51 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 10 |
| Farm No. 52 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 10 |
| Farm No. 53 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 10 |
| Farm No. 54 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 10 |
| Farm No. 55 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 10 |
| Farm No. 56 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 10 |
| Farm No. 57 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 10 |
| Farm No. 58 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 10 |
| Farm No. 59 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 10 |
| Farm No. 60 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 10 |
| TOTAL | 540 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 8 | 550 |