



2018

Social Projects Harvest Report



ELIMINATING CHILD LABOR IN HAZELNUT HARVEST

Corporate Report and Policy Recommendations

C

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INTRODUCTION

Due to lack of clear data about unregistered seasonal agriculture workers, the number of farmers work as a seasonal are unknown. (akbiyik, 2011, s 139).

At Turkey for the year 2016, determining the rate of unregistered employment as %33,49, this rate has been detected as %82,09 in migrant sector. (S.g.K, 2017). At rural region, the workers who don't have enough soil or don't have soil (they are half of the rural population), work as a unregistered (akbiyik).

Migrant workers, according to their live areas, has been assessed under two groups as migrant and local seasonal workers. Seasonal migrant workers has been identified as a workers who coming from outside. (Görücü & akbiyik, 2010, s.192), but for local workers no exact definition in the literature.

For all that the workers who reside near the working area and daily wage workers are known as a seasonal migrant workers. (beleli, 2013, s.15). Seasonal migrant workers are examined as insufficient and unbalanced nutrition, diseases caused by excessive heat and cold and deaths due to inability to access to services and a group exposed to social exclusion.

At the last years, these people are described as invisible and unheard of working life by

scientist, government and researchers. (Hurst, 2007, s.89-90). Seasonal migrant workers and their families main problems are listed as safely transportations, housing, occupational health and safety, clean water and infrastructure needs in working area

At Turkey, social Project about one of the most important social problems of child labor and living conditions of them in agriculture continues for years pioneered of NGO's, international companies and state agency.

A

ANALYSIS REPORT OF THE 2018

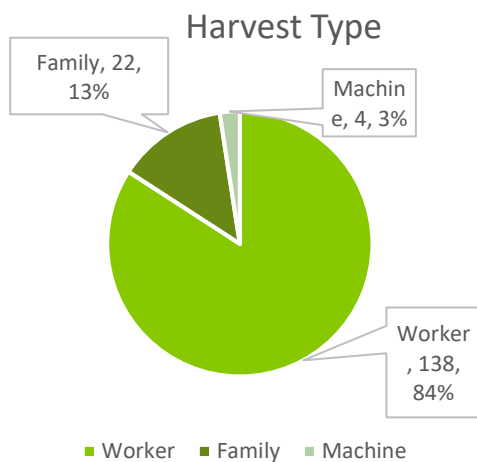
HARVEST

W

EST BLACKSEA REGION

During the 2018 harvest period (26.07.2018-24.09.2018), internal audits and farm visits were made to 164 farmers. At the end of the harvest, 1906 seasonal migrant workers and 135 local workers were observed. The results will be explained below.

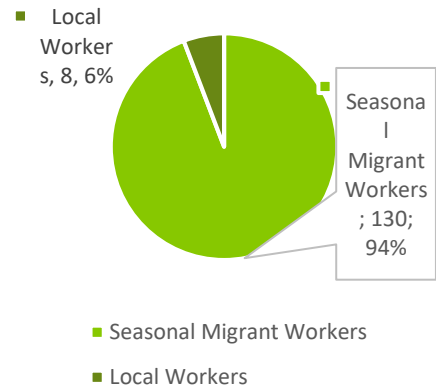
HARVEST TYPE: The harvest form of 164



farmers is grouped as workers, family and machinery. 130 farmers have harvested with seasonal migrant workers, 8 farmers local workers, 22 farmers families and 4 farmers machinery.

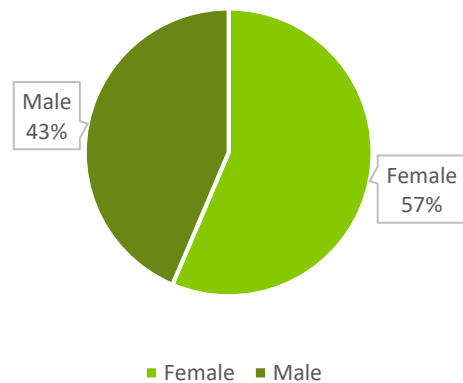
WORKER TYPE: Of the 138 farmers whose harvest was labor, 130 were employed seasonal migrant workers and 8 local workers.

Worker Type



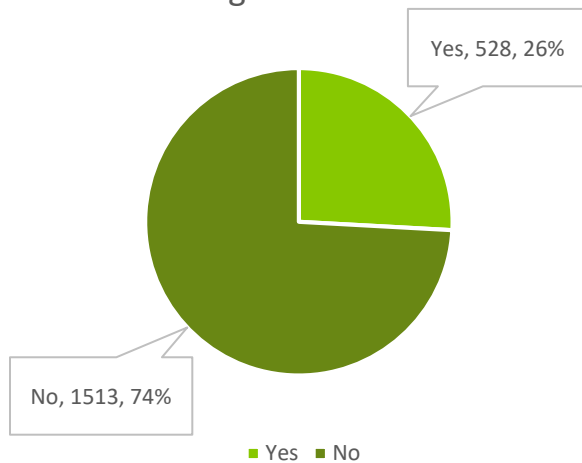
GENDER DISTRUBITION: Gender distribution of 1906 seasonal migrant workers is as in the graph.

Gender Distubition



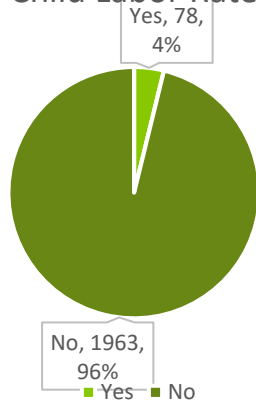
YOUNG WORKER RATE: There were 528 young workers in 2041 workers.

Young Worker Rate



CHILD LABOR RATE: 36 of the 164 farms observed were child labor. A total of 78 children were seen in 36 farms. A corrective preventive activity report was prepared in all of the farms where children were seen and interviews were conducted with the owner and family.

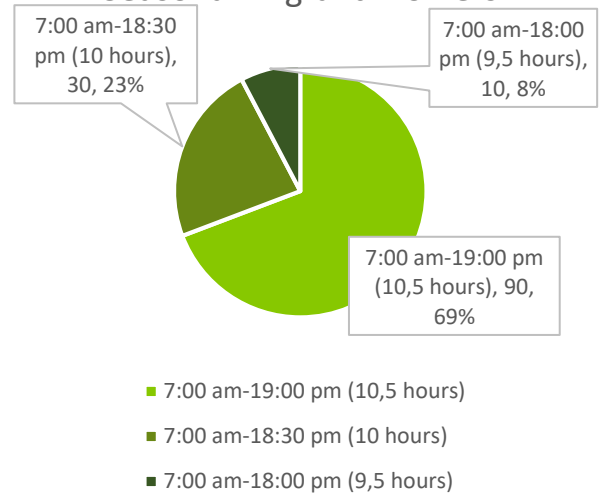
Child Labor Rate



WORK TIME: Working hours of workers are as the graphs

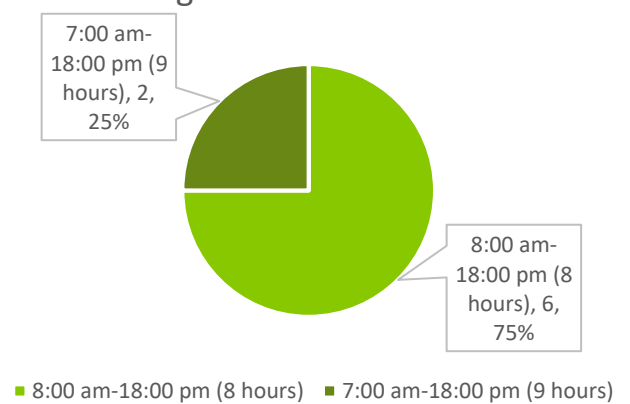
Working hours of the seasonal migrant workers:

Working Hours of The Seasonal Migrant Workers



Working Hours of Local Workers:

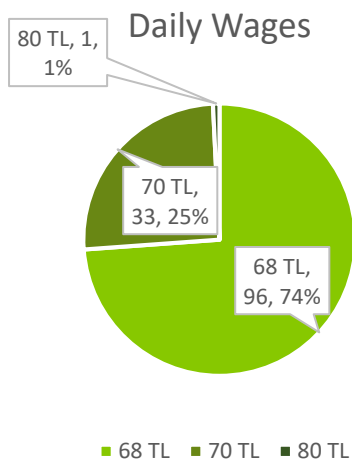
Working Hours of Local Workers



WAGES PROCESS OF SEASONAL MIGRANT WORKERS

The amount paid to seasonal migrant workers: 96 farmers pay 68 TL, 33 farmers pay 70 TL, 1 farmer pay 80 TL. The wage differences are not related to gender or age. The awareness of the farmer and the tie the farmer established with the workers were

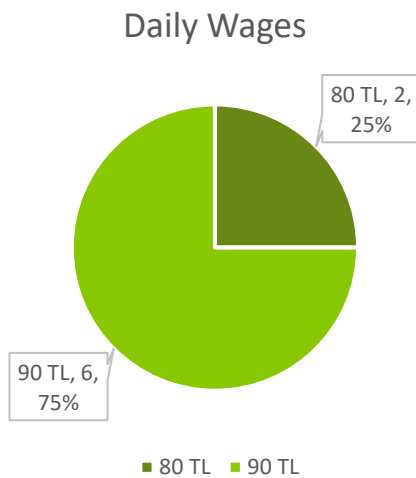
decisive. None of 1906 workers receive wages below the minimum wage.



- ❖ Period of wage purchase of 130 seasonal migrant workers' group (1906 workers),
- ❖ Period of wage purchase of 8 local workers' group (135 people).



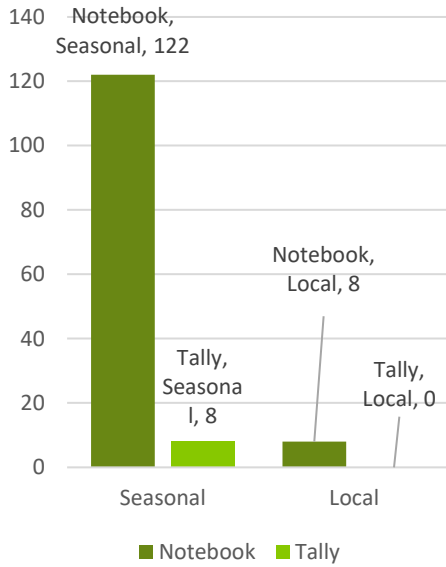
The amount paid to local workers:
6 farmers pay 90 TL, 2 farmers pay 80 TL.



Wages Registration Type: 122 groups of the seasonal migrant workers recorded their wages on notebook, 8 groups recorded on tally. All local workers recorded their wages on notebook.

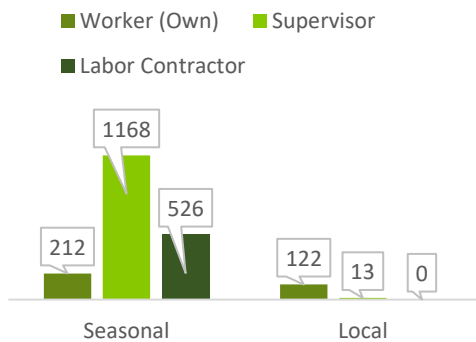
Wage's Time: 137 farmers pay the wage of workers, when the work finished. 1 farmer pay the wage of workers, when the work day finished. This title is divided into two parts.

Wages Registration Type



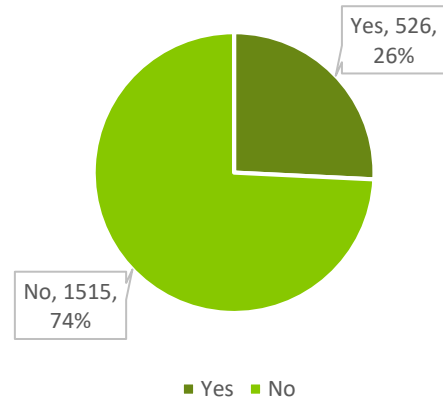
Receive Wages Type : 164 üreticiden 130'u mevsimlik tarım işçisi çalıştırmaktadır. 1168 seasonal migrant workers received their wage from supervisor; 526 workers from the labor contractors; 212 workers received it own. 13 of the local workers received the wages from supervisor; 122 workers received own.

Receive Wages Type



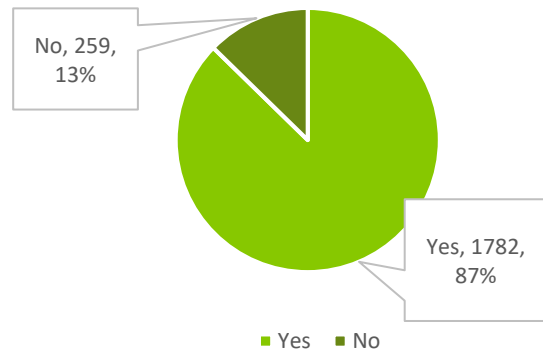
Wage Deductions: it was observed that there was a 7-10% deduction in 526 workers' wage.

Wage Deductions



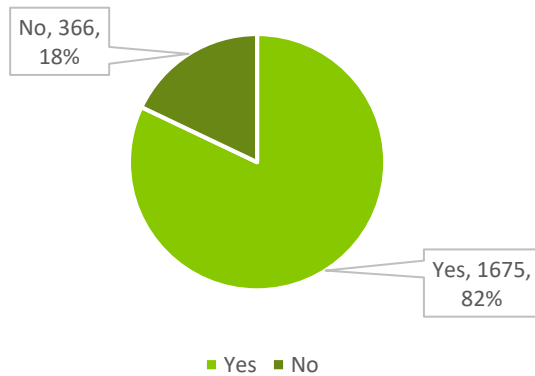
GRIEVANCE CHANNEL INFORMATION: Of the 2041 workers, 259 have no knowledge of the grievance channel.

Grievance Channel



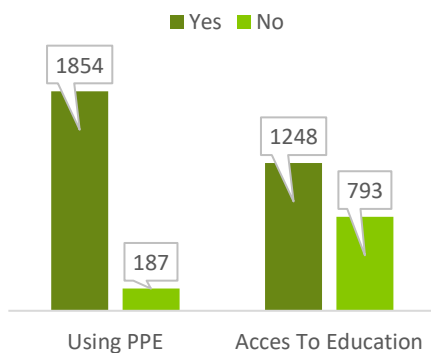
KNOWLEDGE ON FREEDOM OF ASSOCIATION: Of the 2041 workers, 366 have no knowledge on freedom association.

Knowledge on Freedom Association



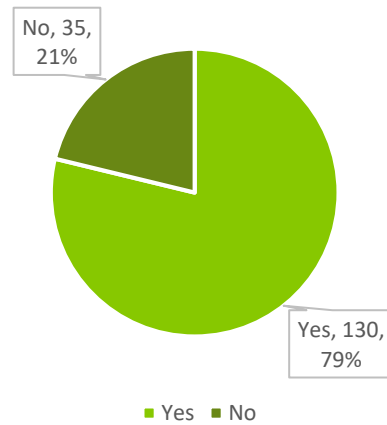
USING PPE AND ACCESS TO EDUCATION: in 2041 workers, 187 workers did not use personal protective equipment and 793 workers did not receive training on use.

Using PPE&Acces To Education



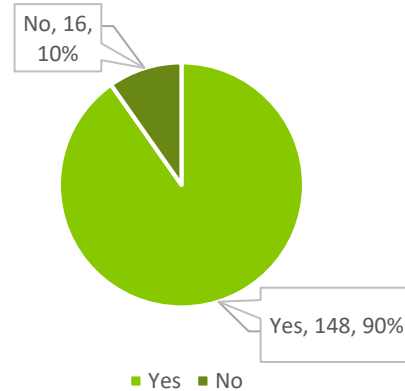
ACCESS TO FIRST AID BAG: There are no first aid kits in 35 out of 164 farms visited. (All of the farms without first aid kit were delivered after the internal audit has been performed.)

Acces To First Aid Kit



ACCESS TO HYGIENIC PRODUCTS IN THE FARM: Of the 164 farms visited, 148 of them have hygienic products but 16 of them are absent. (All farms without hygienic products were delivered after the internal audit.)

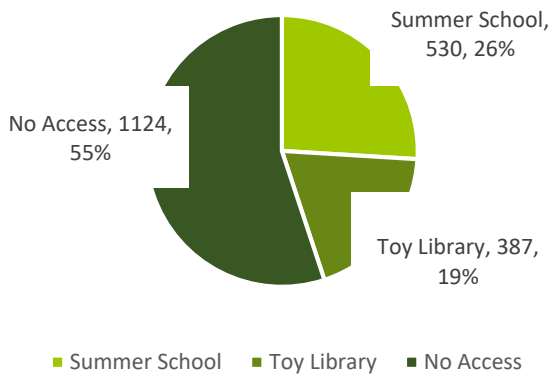
Access To Hygienic Products in The Farm



ACCESS TO OLAM PROGIDA'S SOCIAL SERVICES: The social facilities (Toy Library, Summer School) which are offered by Olam Progida according to the locations of the group of 164 workers, farmers who have undergone internal audits were analyzed. Among a total of 164 workers (2041 workers), group of 44 workers

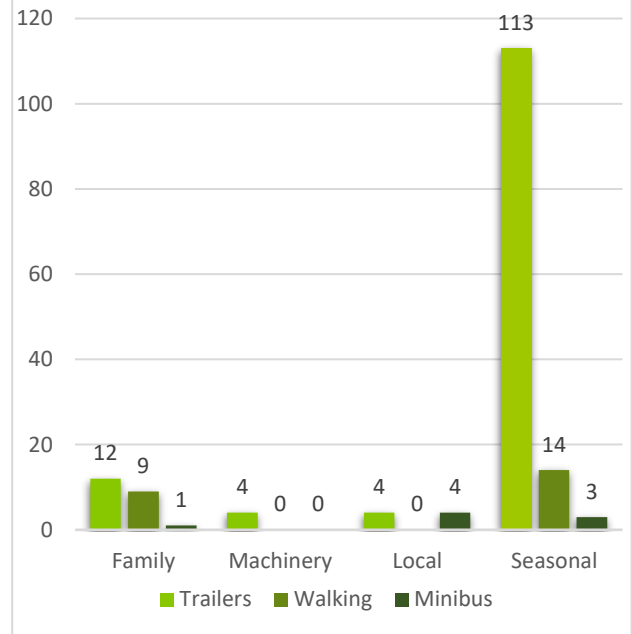
(684 workers) have access to social services offered by Olam Progida.

Access To Olam Progida's Social Services



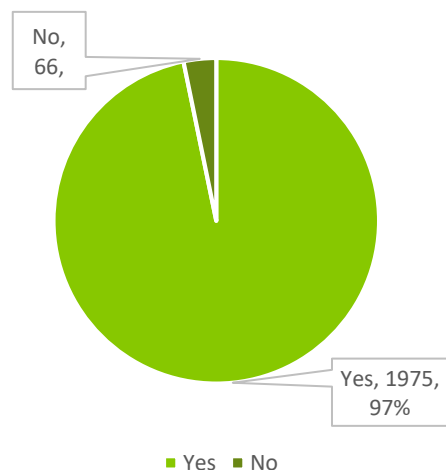
TRANSPORTATION TO FARM: 164 of the farm visited during the harvest period, 133 of them are with trailers, 23 of them are walking and 8 of them are provided with minibuses. Use of means of transport can change on 'Family, machinery, seasonal migrant workers and local workers.

Transportation To Farm



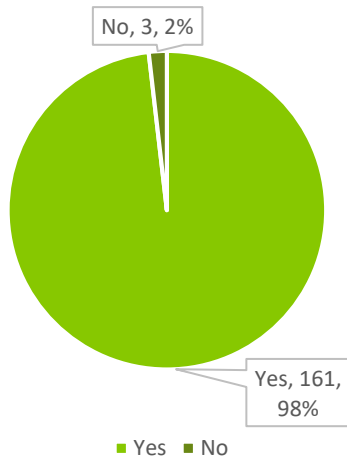
EMERGENCY INFORMATION: Of the 2041 workers, 66 workers do not know what to do in case of emergency injury.

Emergency Information

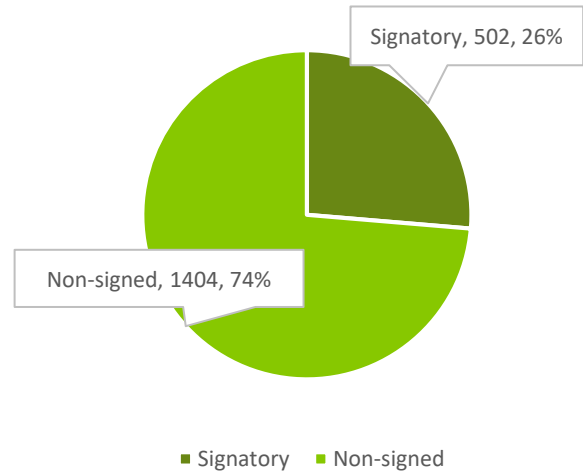


ACCESS TO CLEAN WATER: There are no clean drinking water in the farm of 3 out of 164 farmers having internal audits.

Access To Clean Water

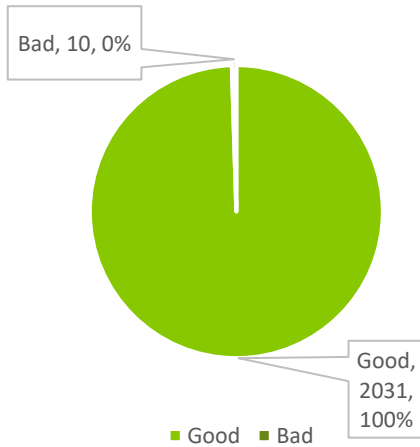


Rate of Seasonal Agricultural Business Agreement



WORKERS' HOUSES: Of the 2041 workers, the workers' house for which 10 workers are staying is below the minimum conditions. (Based on the electricity, WC-shower and water condition.)

Workers' Houses



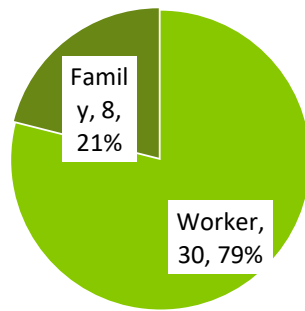
LABOR CONTRACTS: in 2018 Hazelnut Harvest, 49 Labor Contracts has been signed under the leadership of Olam Progida. Olam Progida Sustainability Department and all agreement has been approved by Turkish Employment Agency. The contracts include the signature of 502 different workers.

EAST BLACKSEA REGION

During the 2018 harvest period, farm visits were made to 38 farmers in the East Black Sea region. At the end of the harvest, information about 211 seasonal migrant workers and 211 local workers were collected. The results will be explained below.

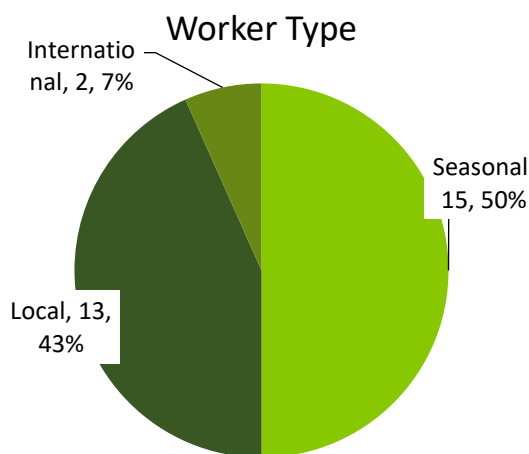
HARVEST TYPE: 38 üreticinin hasat şekli işçi, aile ve makine olarak gruplandırılmıştır. 30 üretici işçi, 8 üretici aile ile hasat yapmıştır. The harvest form of 38 farmers is grouped as workers, family and machinery. 30 farmers have harvested with workers and 8 farmers families.

Harvest Type



■ Worker ■ Family

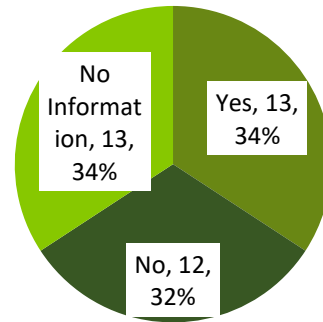
WORKER TYPE: Of the 38 farmers who have harvest with workers, 15 employed seasonal migrant workers, 13 local workers and 2 international workers.



■ Seasonal ■ Local ■ International

YOUNG WORKER RATE: Young workers were seen in 13 of the 38 farms visited and no information could be obtained from 13 farms.

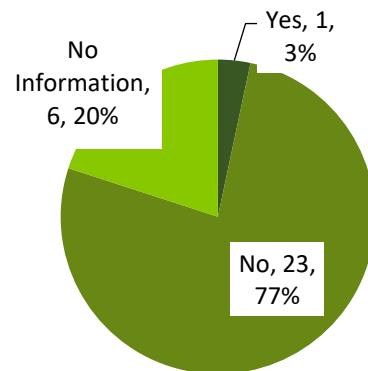
Young Worker Rate



■ Yes ■ No ■ No Information

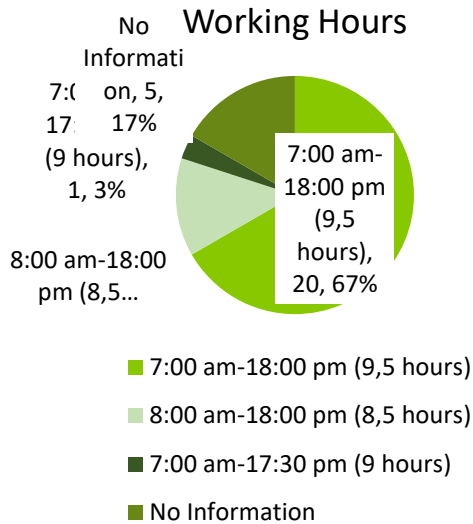
CHILD LABOR RATE: Child labor was detected in 1 of the 30 observed farms and no information was obtained from 6 farms.

Child Labor Rate



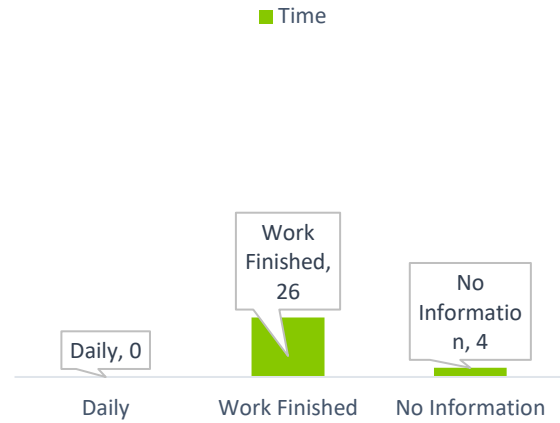
■ Yes ■ No ■ No Information

WORK TIME: The working hours of the workers are as in the graph.



WAGES TIME: Of the 30 farmers, 26 farmers pay to workers at the end of the job. No information has been received from 4 farmers.

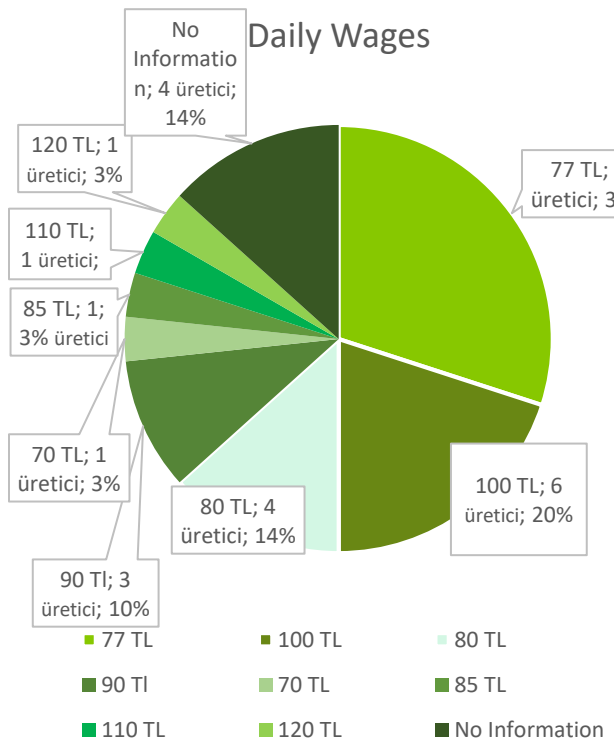
Wages Time



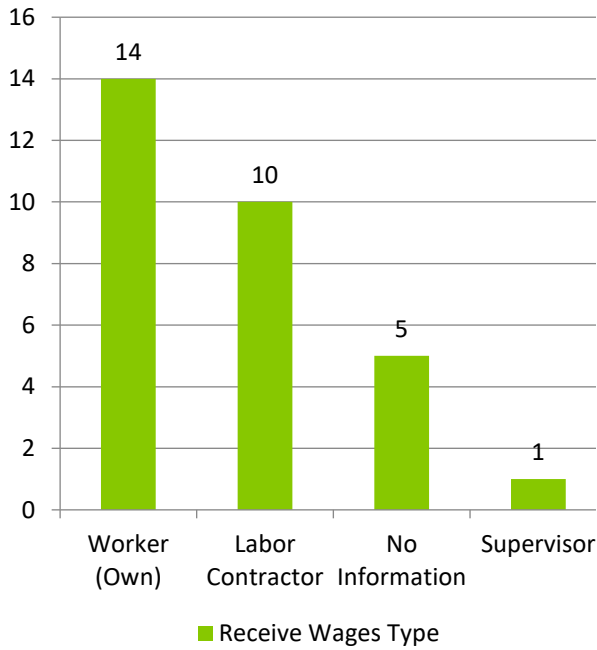
WAGES PROCESS OF SEASONAL MIGRANT WORKERS

The amount paid to migrant workers:: Of the 30 farmers, 9 farmers pay to workers daily at 77 TL; 6 farmers 100; 4 farmers 80 TL; 3 farmers TL 90 TL, 1 farmer 70 TL, 1 farmer 85 TL; 1 farmer 110 TL and 1 farmer 120 TL. There are no information for 4 farms.

Receive Wages Type: Of the 38 farmers, 30 farmers seasonal migrant workers. 14 of the farmers pay to own workers; 10 farmers to the labor contractors; 1 farmer to supervisor. No information has been received from 5 farmers.

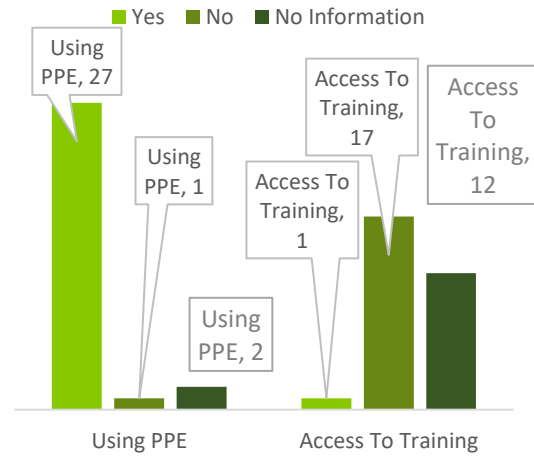


Receive Wage Type



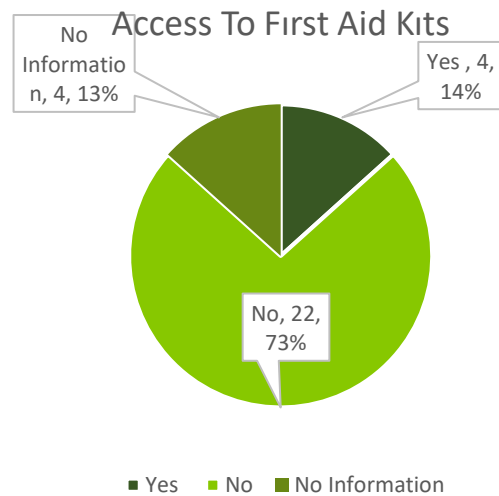
received from 12 of them.

Koruyucu Ekipman Kullanımı & Eğitim Erişim



USING PPE AND ACCESS TO EDUCATION: Of the 30 seasonal migrant workers, 27 used protective equipment during the study and 1 did not use it. No information in 2 groups. 1'i koruyucu ekipman kullanimi hakkında eğitim alirken 17'si'ni bu eğitimi While 1 was trained on the use of protective equipment, 17 did not receive this training. No information has been

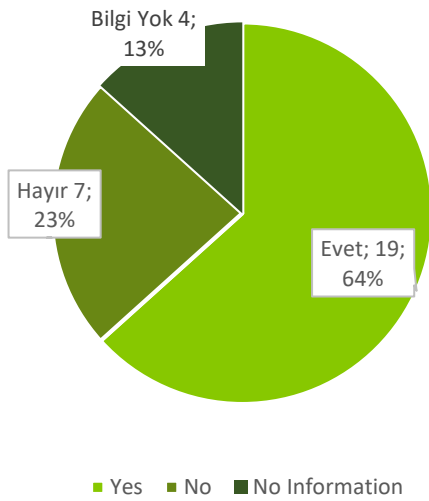
ACCESS TO FIRST AID KIT: Out of the 30 visited farms, there are 4 first-aid kits but 22 of them are not. No information was obtained from 4.



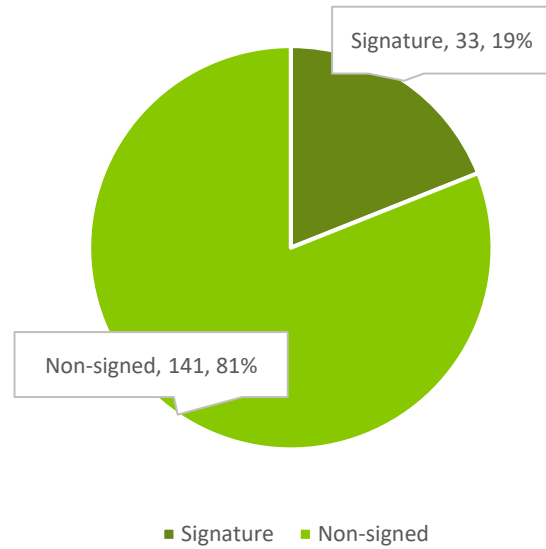
ACCESS TO HYGIENIC PRODUCTS IN THE FARM: Of the 30 farms visited, 19 of them have hygienic products but 7 of them are absent. No information was received from 4 farms.

Department and all work has been approved by Turkish Employment Agency (İş-Kur). The contracts include the signature of 502 different workers.

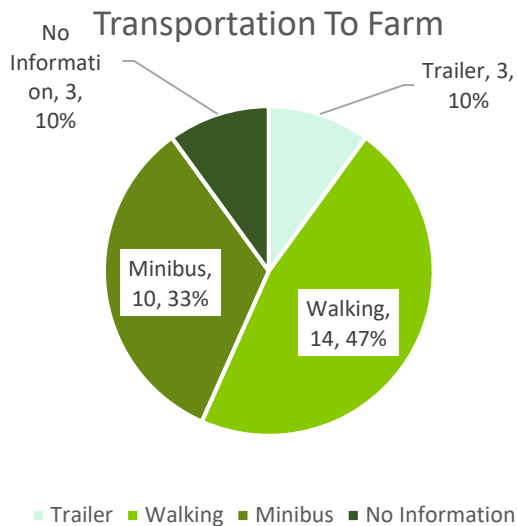
Hygienic Products



Rate of Seasonal Labor Contracts



TRANSPORTATION TO FARM: 3 of the 30 farms visited during the harvest period with trailers, 14 walking distance, 10 are provided with minibuses. No information could be obtained in 3 farms.



RATE OF SEASONAL LABOR CONTRACTS: in 2018 hazelnut harvest, 49 Seasonal Migrant Works Convention has been signed under the leadership of Olam Progida Sustainability

SOCIAL PROJECTS

APPLIED ON THE FIELD IN 2018 HARVEST

SUMMER SCHOOLS

in cooperation with the international Labor Organization (ILO) and local authorities, in the Black Sea region of Sakarya and Düzce, in the villages of Kirazli in the town of Sakarya, in the villages of Esmahanim and Akkaya in the Akcakoca district of Duzce, 3 schools was opened. About 300 children benefited from these schools. A total of 18 teachers participated in the schools. The number and distribution of students coming to summer schools are as follows:

Esmahanim Summer School: 91 children (82 seasonal migrant workers' children, 9 local)

Akkaya Summer School: 64 children (38 seasonal migrant workers' children, 26 local)

Kirazli Summer School: 93 children (70 seasonal migrant workers' children, 23 local)

in the closing activities of the summer schools, the demonstrations prepared by the children were exhibited. Seasonal migrant workers, families, farmers and children watched these demonstrations together. Through closing activities; summer schools have also been shown to contribute to the development of social integration between producers and workers.



Esmahanim Summer School Closing Activities



Kirazli Summer School Closing Activities



Akkaya Summer School

Community Volunteers Foundation (TOG) SOCIAL SKILLS AND SPORTS WORKSHOPS



TOG&Olam Progida Ulubey Activities

The social skills workshops implemented in cooperation with Olam Progida and the Community Volunteers Foundation have been prepared with the aim of increasing the children's hand skills and facilitating their expression through creative drama activities and recycling studies. Sports workshops have been prepared in order to provide communication, teamwork and self-expression skills in children by using sport as a tool to strengthen their physical and mental development. A total of 114 children participated in the workshops.

ORDU ROTARACT CHILDREN'S THEATER in cooperation with Olam Progida and Ordu Rotaract Club, in Saraycik Seasonal Migrant Worker Temporary Accommodation Area in Ordu

provided a theater event for children. Nearly 100 children attended the event. Children had watched Clown, Bugs Bunny, Aşık and Maşuk. also made the show with Hacivat Karagöz and the event was organized with musical entertainment.



Ordu Rotaract Club&Olam Progida Saraycik Seasonal Migrant Worker Temporary Accommodation Area (METiP) Activities

Libraries

The libraries of 2 village schools in Kabatas and ikizce regions of Ordu were renovated by Olam Progida, Z were converted to the library and

many books were donated.



Kabataş Atatürk Elementary Z (Library)

PROMOTIONS

During the harvesting period, approximately 2,000 workers have been promoted with a total of 10,000 promotions.



C ONCLUSION AND SUGGESTIONS

One of the most disadvantaged groups among seasonal migrant workers is women. When the gender distribution of seasonal migrant workers is examined, it is seen that women have a ratio of 57%. For this reason, studies on women in social projects have a significant share. With this project, it is aimed to raise awareness of issues such as labor contract, workers' rights, occupational health and safety creation of an environment where women can easily share the problems experienced by seasonal migrant workers. In this context, workers' house visits were made during the 2018 harvest period. On the other hand, the Toy Library Project carried out in parallel with the Neighborhood Mother Project supports the psycho-social development of children and raises a sense of responsibility.



Worker Trainings and Home Visits



Toy Library

Labor contractors, which have a key role in the field actors, make a great contribution to reaching the workers, but their lack of certification and their deduction from workers' wages cause new social problems. In the face of these problems, in cooperation with the Pikolo Association, 82 labor contractors were trained in January and February of 2018. Of the 82 labor contractors, 72 were certified. With the great impact of this study, the project has reached a sustainable status.

In this context, other labor contractors entering the supply chain of Olam Progida during the 2018 harvest period were identified. 87 labor contractors will be given training in winter time and they will be provided with certificates.

According to the surveys, of the 130 farmers 127 in the West Black Sea employ seasonal workers.

OTHER INFORMATIONS:

- ❖ Of the 194 farmers who have undergone internal audit, all have clean drinking water in the farm.
- ❖ Among the 2080 seasonal migrant workers, the home for 10 workers is below minimum requirements. (Based on the electricity, WC-shower and water condition.)
- ❖ All young workers work in the same time as the adults and receive the same wages.
- ❖ There were no ethnic, gender and regional discrimination in the farm visits.
- ❖ In all of the visits, the farmers allow workers to use their mother tongue and to express themselves culturally.

- ❖ in all of the farm visits, it was seen that there were three breaks in the morning, lunch and late afternoon.
- ❖ None of the workers were abused, mistreated or discriminated against.
- ❖ All supervisors and labor contractors treat equally to workers.
- ❖ The insurance premium is included as the wages paid to the workers are calculated over the gross wage of the minimum wage. For this reason, there is no farmer insuring workers.
- ❖ As a result of the visits, no pregnant and breastfeeding women were seen.
- ❖ None of the 174 seasonal migrant workers in the East Black Sea Region, where internal auditing was conducted, seen wages deduction.

POLICY RECOMMENDATIONS

LOCAL GOVERNMENTS

- ❖ One of the important problems experienced by seasonal migrant workers in the regions where they work is access to clean water. In the villages where the workers come, during the summer months, with the increase of both the population and the temperature, can be water shortage. In order to prevent this situation, infrastructure works should be done in the villages where the water problem is experienced.

MINISTRY OF HEALTH

- ❖ Mobile health units established by the Ministry of Health should provide health screening and referral work especially for seasonal migrant workers and especially seasonal migrant workers should be informed about the risks of the work done.
- ❖ To raise awareness of all seasonal migrant workers on the use of protective equipment and first aid materials, and to ensure the supply of protective equipment and first aid materials.
- ❖ In the production areas clean drinking water, toilet, shower, shelter area etc. training and support should be provided to farmers to ensure that sensitive issues that may affect human health are properly accessible and adapted to human rights.
- ❖ Training should be given to seasonal migrant workers and farmers regarding situations that may adversely affect the working conditions and health of young workers.

MINISTRY OF FAMILY WORK AND SOCIAL SERVICES

- ❖ Especially in times of harvest, discriminates against society such as violence and so on by providing trainings on issues, it can be ensured that the rights of children and women who are victims of violence or abuse are advocated and public awareness can be ensured.
- ❖ All seasonal migrant workers and farmers need to be informed about the labor contracts.
- ❖ Providing trainings on the sensitivity to the whole society regarding the laws and restrictions on child labor and

establishing an audit unit to be carried out jointly with the Ministry of interior.

- ❖ it is necessary to avoid working areas that are contrary to human rights by raising the awareness of the whole society on trade union rights and working hours.
- ❖ To inform students about the rights of the interpreter who are created for international workers and their children and to prevent their disadvantages with health studies.
- ❖ The main reason for child labor is poverty. Families run their children to earn their livelihood. Therefore, the minimum wage should be determined in such a way that the family does not need child labor.
- ❖ Child labor is an important problem affecting many people since the industrial Revolution. it is also one of the main problems in seasonal agriculture. Therefore, all actors in the field should work in order to prevent child labor. in particular, the work of local governments is important in preventing child labor.

MINISTRY OF INTERIOR

- ❖ With the police and gendarmerie teams, especially the seasonal transition for seasonal migrant work, the tightening of traffic control and the insecure transport of more than the capacity of the people carrying vehicles can be prevented.
- ❖ Production area inspections to be carried out at harvest times to prevent child labor, to keep working hours within legal limits and not to be below the specified

amount of wages conducting sensitive studies on human rights protection.

- ❖ The functionality of existing laws should be increased by auditing the employees' living conditions, ages, working conditions. The functionality of existing laws should be increased by auditing the employees' living conditions, ages, working conditions.

MINISTRY OF EDUCATION

- ❖ The children of seasonal migrant workers are harvested before the end of the school period. This situation increases the school absenteeism of the children of seasonal migrant workers and adversely affects their interactions with the school. As a result, children's interaction with the school should be strengthened and made accessible to all children.
- ❖ Summer schools should be opened in all regions where seasonal migrant workers are employed.

R E F E R E N C E S

<http://dergipark.gov.tr/download/article-file/421593> (Date of access: 26.09.2018)

<http://www.mevsimliktarimiscileri.com/sayfadetay.aspx?id=11> (Date of access: 26.09.2018)

