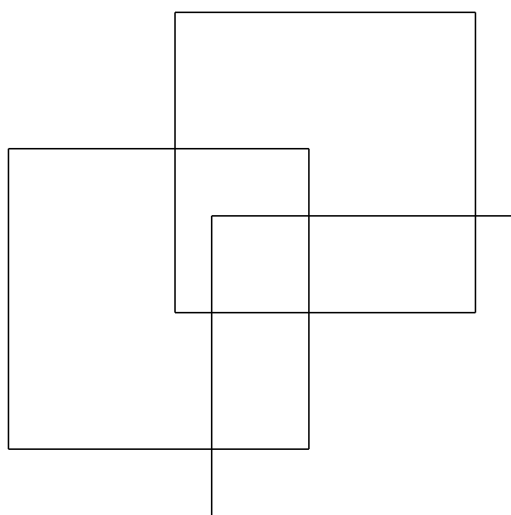




## Final report

**Meeting of Experts to Adopt Policy Guidelines for the Promotion of Sustainable Rural Livelihoods Targeting the Agro-food Sectors**  
(Geneva, 26–30 September 2016)



Geneva, 2017

Sectoral  
Policies  
Department

International  
Labour  
Standards  
Department



**MEPSLA/2016/6**

INTERNATIONAL LABOUR ORGANIZATION

**Sectoral Policies Department  
International Labour Standards Department**

## **Final report**

**Meeting of Experts to Adopt Policy Guidelines for the Promotion of  
Sustainable Rural Livelihoods Targeting the Agro-food Sectors**  
(Geneva, 26–30 September 2016)

Geneva, 2017

INTERNATIONAL LABOUR OFFICE, GENEVA

Copyright © International Labour Organization 2017  
First edition 2017

Publications of the International Labour Office enjoy copyright under Protocol 2 of the Universal Copyright Convention. Nevertheless, short excerpts from them may be reproduced without authorization, on condition that the source is indicated. For rights of reproduction or translation, application should be made to ILO Publications (Rights and Licensing), International Labour Office, CH-1211 Geneva 22, Switzerland, or by email: [rights@ilo.org](mailto:rights@ilo.org). The International Labour Office welcomes such applications.

Libraries, institutions and other users registered with a reproduction rights organization may make copies in accordance with the licences issued to them for this purpose. Visit [www.ilo.org](http://www.ilo.org) to find the reproduction rights organization in your country.

---

*Final report, Meeting of Experts to Adopt Policy Guidelines for the Promotion of Sustainable Rural Livelihoods Targeting the Agro-food Sectors*, Geneva, 26–30 September 2016, International Labour Office, Sectoral Activities Department, Geneva, ILO, 2017.

ISBN 978-92-2-130646-7 (Web pdf)

Also available in French: *Rapport final, Réunion d'experts chargée d'adopter des principes directeurs pour la promotion de moyens de subsistance durables en milieu rural, axés sur les secteurs agroalimentaires* (Genève, 26-30 septembre 2016), ISBN 978-92-2-231262-7 (Web pdf), Geneva, 2017; and in Spanish: *Informe final, Reunión de expertos para adoptar directrices de política para la promoción de medios de vida sostenibles en las zonas rurales dirigidas a los sectores agroalimentarios* (Ginebra 26 a 30 de septiembre de 2016), ISBN 978-92-2-330784-4 (Web pdf), Geneva, 2017.

Livelihoods / agricultural worker / rural worker / rural economy / sustainable development / employment policy / food industry

13.01.3

*ILO Cataloguing in Publication Data*

---

The designations employed in ILO publications, which are in conformity with United Nations practice, and the presentation of material therein do not imply the expression of any opinion whatsoever on the part of the International Labour Office concerning the legal status of any country, area or territory or of its authorities, or concerning the delimitation of its frontiers.

The responsibility for opinions expressed in signed articles, studies and other contributions rests solely with their authors, and publication does not constitute an endorsement by the International Labour Office of the opinions expressed in them.

Reference to names of firms and commercial products and processes does not imply their endorsement by the International Labour Office, and any failure to mention a particular firm, commercial product or process is not a sign of disapproval.

ILO publications and digital products can be obtained through major booksellers and digital distribution platforms, or ordered directly from [ilo@turpin-distribution.com](mailto:ilo@turpin-distribution.com). For more information, visit our website: [www.ilo.org/publns](http://www.ilo.org/publns) or contact [ilopubs@ilo.org](mailto:ilopubs@ilo.org).

---

Printed by the International Labour Office, Geneva, Switzerland

---

## **Contents**

Introduction .....	1
Chapter 1. Purpose and intended users.....	4
Monday 26 September .....	4
Paragraph 9 .....	4
Paragraph 10 .....	5
Paragraph 11 .....	5
Paragraph 12 .....	5
Chapter 2. Promoting decent work in the rural economy: Policy and action at the national level.....	6
Tuesday 27 September.....	6
Paragraph 13 .....	6
Paragraph 14 .....	7
Paragraph 15 .....	7
Paragraph 16 .....	8
Paragraph 17 .....	9
Paragraph 18 .....	10
Paragraph 19 .....	10
Paragraph 20 .....	11
Paragraph 21 .....	11
Paragraph 22 .....	12
Paragraph 23 .....	12
Paragraph 24 .....	12
Paragraph 25 .....	13
Paragraph 26 .....	13
Paragraph 9 .....	14
Wednesday 28 September.....	14
Paragraph 22 .....	14
Paragraph 27 .....	15
Paragraph 28 .....	16
Paragraph 29 .....	18
Paragraph 30 .....	19
Paragraph 31 .....	21
Thursday 29 September .....	22
Paragraph 32 .....	22
Paragraph 33 .....	24
Chapter 3. Promoting decent work in the agro-food sector: Sector-specific and enterprise-level measures.....	25
Paragraph 34 .....	25
Paragraph 35 .....	25
Paragraph 36 .....	25
Paragraph 37 .....	25

---

Paragraph 38 .....	27
Paragraph 39 .....	27
Paragraph 40 (new).....	27
Paragraph 40 (original) .....	27
Paragraph 41 .....	28
Paragraph 42 .....	29
Paragraph 43 .....	29
Paragraph 44 .....	30
Paragraph 45 .....	30
Paragraph 46 .....	30
Paragraph 47 .....	31
Paragraph 48 .....	31
Paragraph 49 .....	32
Paragraph 50 .....	32
Paragraph 12 .....	33
Paragraph 15 .....	33
Paragraph 16 .....	33
Friday 30 September.....	34
Paragraph 51 .....	34
Paragraph 52 .....	38
Appendix .....	41
Bibliography.....	45
List of participants.....	53

---

## Introduction

1. The Meeting of Experts on Policy Guidelines for the Promotion of Sustainable Rural Livelihoods Targeting the Agro-food Sectors was held in Geneva from 26 to 30 September 2016.
2. The Meeting was attended by eight experts from the Governments, eight experts from the Employers' group and eight experts from the Workers' group, as well as by 31 Government observers. There were 19 observers from intergovernmental organizations and international non-governmental organizations.
3. The purpose of the Meeting of Experts was to discuss and adopt the Policy Guidelines for the Promotion of Sustainable Rural Livelihoods Targeting the Agro-food Sectors.
4. The officers of the Meeting were:

*Chairperson:* Mr Sammy Nyambari (Government, Kenya)

*Vice-Chairpersons:* Mr Elsayed Abd Elrazik Mohamed Hassan (Government, Egypt)

Mr Andrew John Hoggard (Employers, New Zealand)

Mr Kingsley Ofei-Nkansah (Workers, Ghana)

5. The Chairperson, in his welcome remarks, indicated that he could not overestimate the importance of sustainable rural livelihoods and the agro-food sectors, in particular. The Guidelines could therefore become a key document for the promotion of decent work in the rural economy.
6. The Secretary-General of the Meeting, Ms Alette van Leur, Director of the ILO Sectoral Policies Department, noted that the promotion of decent work in agriculture and related sectors had been on the ILO's agenda since its establishment in 1919. In 1921, the Third Session of the International Labour Conference adopted the Right of Association (Agriculture) Convention, 1921 (No. 11), and since then, more than 30 legal instruments targeting agriculture and rural activities had been adopted. Since 2013, decent work in the rural economy had been identified as one of the priority outcomes of the ILO. The purpose of the Meeting of Experts was to transform the Office's proposed draft into useful guidance to assist intended users in the promotion of decent work in the agro-food sectors. The Guidelines were not binding, but set aspirational principles founded on decent work. Once adopted, the Guidelines would be the first comprehensive international text on employment and labour issues in the agro-food sectors, and the rural economy at large.
7. The Executive Secretary explained that the Guidelines would build the capacity of constituents to work on decent work issues at the national level, focusing on rural livelihoods and the agricultural base on which they predominantly depended. The Guidelines were based on several sources, including the conclusions of the 2008 International Labour Conference (ILC) discussion on the promotion of rural employment for poverty reduction and the outcome of the ILC discussion by the Committee on the Application of Standards of the General Survey concerning the right of association and rural workers' organizations instruments that was held in 2015. The document recognized the need for an integrated and coordinated approach at various levels and to involve a wide range of actors. The Guidelines would also inform ILO input on the work of the United Nations Secretary-General's High-Level Task Force on Global Food Security and collaboration with other UN agencies working on sustainable agriculture and food security.

- 
- 8.** The Employer Vice-Chairperson welcomed the discussion on the draft Guidelines but noted that the document was long, and in specific parts, more clarity was required. He highlighted the need to reinforce the role of women in the rural sector by the removal of discriminatory regulations that prevented their empowerment. The Guidelines should cover the entire world in order to create a level playing field that would contribute to a sustainable agro-food sector. More guidance on trade policies was needed. While acknowledging the value of collective bargaining, its limitations for the small farms sector should be acknowledged. Diverse realities in different countries needed to be recognized. The improvement of infrastructure was also brought forward as critical to improving rural livelihoods. The Employer Vice-Chairperson concluded that there was an important role for governments in enabling the required changes.
  - 9.** The Worker Vice-Chairperson referred to the report entitled *Giving a voice to rural workers: General Survey concerning the right of association and rural workers' organizations instruments* (2015), which stated that dismal living and working conditions in the rural sector often appeared to be largely the same as they were in 1975 and, in some places, they were not dissimilar from the conditions that existed in 1921. Challenges included: the malfunctioning of rural workers' organizations; the informality of the sector and the heterogeneity of existing labour relations; severe socio-economic and cultural disadvantages; inequitable labour relationships and distribution of benefits; lack of education and awareness; prevalence of child labour, forced labour and discrimination; the particular disadvantages experienced by women; and often, poor living conditions. The Guidelines should include innovative ideas to ensure decent work in rural areas including living wages for agricultural and food workers. The Guidelines should also address the right to land and policies to stop land grabbing. The issue of sexual harassment should be included, as it was a major issue for women plantation workers. The purpose of the Meeting was to adopt a document that would contribute to global policy coherence on rural development, in which the Food and Agriculture Organization of the United Nations (FAO) and the ILO both had important but different roles to play. Finally, the Workers' group suggested shortening the title of the Guidelines.
  - 10.** An expert from the Government of Indonesia thanked the Office for the organization of the Meeting that was in line with the Sustainable Development Goals and Goal 8, in particular. Agriculture was of significant importance in Indonesia and key to the eradication of poverty in the country. Indonesia had developed comprehensive policies to promote sustainable rural development. It had used many tools in advancing decent work in rural areas through a rural revitalization programme and investment in the agricultural sector. The Guidelines were an important basis to promote sustainable livelihoods with a view to achieving inclusive and sustainable economic growth.
  - 11.** The Government Vice-Chairperson said that strengthening sustainable livelihoods was important for the rural economy. The eradication of poverty and hunger was the first step. There was a need for effective implementation of decent work elements, including occupational safety and health (OSH), living conditions and sustainable livelihoods. Coordination between the ILO and Governments was important in developing approaches that would facilitate the recovery of the agricultural sector. He concluded that Governments should be ready to deal with all concerned parties to achieve sustainable rural development.
  - 12.** An expert from the Government of Brazil stated that her country was committed to the Decent Work Agenda and recognized the need to promote better means of life for rural workers. In relation to the common principles of the draft Guidelines, she referred to several actions that were initiated by the Brazilian government. To achieve substantial improvements in working conditions, it was necessary to advance and strengthen effective Government presence in rural areas, which could result in the reduction of the national poverty rate.



- 
13. The expert from the Government of Colombia underscored the pertinence of the topic for his country. While the Government had signed a peace agreement with the Revolutionary Armed Forces of Colombia – People’s Army (FARC), nearly 60 years of disruption had posed serious challenges for rural development. Consequently, he emphasized the need to have means of ensuring decent work, creating jobs and improving the provision of services, particularly in rural areas.
  14. The expert from the Government of Ghana noted that rural development was high on the country’s agenda, since the agro-food sector employed many workers. She recognized that notwithstanding Government efforts, the sector had its own challenges and emphasized the need for right policies and practices to promote sustainable rural livelihoods.
  15. The expert from the Government of Sri Lanka noted that the Guidelines comprised important economic, social and legal aspects. Adopting a set of Guidelines would lead to a global policy framework for rural development. In Sri Lanka, the right to information was an important aspect and it needed to be highlighted in the document.
  16. The representative of the United Nations Conference on Trade and Development (UNCTAD) stated that UNCTAD had published a *Commodities and Development Report 2015: Smallholder Farmers and Sustainable Commodity Production* (2015), which addressed the issues covered in the draft Guidelines. He agreed with the Employer Vice-Chairperson that the improvement of infrastructure and Government intervention were critical. The UNCTAD report addressed climate change and mitigation. New strategies to reform the food production system were needed in order to ensure resource efficiency, regulate food demand and ensure sustainable agricultural development. It also argued that there could not be sustainable development without unleashing smallholder farmers’ business potential. A few issues were identified as important for achieving sustainable results for smallholders, including: the improvement of smallholder organizations and their bargaining power; development of information and communication technologies; the creation of business friendly environments; and the establishment of investment treaties that would take into account the interest of smallholders. A gender lens should be applied to ensure sustainable commodity production and trade.
  17. The representative of the FAO stated that the Guidelines would be a useful contribution to sustainable development. He referred to the excellent collaboration between the ILO and the FAO. The FAO welcomed the document, in particular its coverage of youth employment, green jobs, child labour, rural women, economic empowerment and social protection, which were also at the core of the FAO’s mandate. As the broad title did not fully reflect the scope of the document, the representative offered to contribute to the finalization of the document by providing additional guidance on topics such as access to land and credit, sustainable management systems and the handling of pesticides. The Guidelines would also benefit from drawing on other instruments outside the ILO, including the *Principles for Responsible Investment in Agriculture and Food Systems* (2014) and the *Voluntary Guidelines on the Responsible Governance of Tenure of Land, Fisheries, and Forests in the Context of National Food Security* (2012).
  18. For ease of reference, the following paragraphs of the report should be read in conjunction with the draft Guidelines, which are attached as Appendix I. The Appendix reflects paragraphs agreed on during the Meeting as well as bracketed text and untreated text.

---

## Chapter 1. Purpose and intended users

*Monday 26 September*

### *Paragraph 9*

19. The Worker Vice-Chairperson proposed the insertion of “intergovernmental agencies” after the word “enterprise” in the fourth sentence to highlight the need for policy coherence. He also suggested, and the Meeting agreed on, an amendment to add “comprehensive” after the word “common” in the last sentence.
20. The expert from the Government of Egypt proposed adding “governments” instead of “intergovernmental agencies”, noting that the important role played by governments could not be ignored. The Employer Vice-Chairperson indicated that there was no need to elaborate, as the different actors were already included in the various levels referred to. The Meeting agreed to retain the original text.
21. The Employer Vice-Chairperson suggested inserting the words “and productive employment” after “decent work” in the first sentence and in the rest of the Policy Guidelines. Decent work had a broad reflection beyond formal work arrangements. He stated that the promotion of sustainable livelihoods encompassed measures that were not covered under decent work and proposed inserting “sustainable livelihoods and” after the word “promote” in the last sentence, and to add “while promoting an environment favourable to a transition from informality to formality” at the end.
22. The Worker Vice-Chairperson stressed that decent work had a clear meaning which should not be diluted. While agreeing with the Employers on the importance of productive employment, he noted that separating it from decent work, of which it formed part, would complicate the drafting process.
23. The Employer Vice-Chairperson pointed out that the amendment would be consistent with other ILO publications. The Employer expert from India highlighted that the rural population in his country contributed to a small percentage of the gross domestic product (GDP). In such a setting, it was paramount to make reference to “productive employment” after “decent work”. The Meeting agreed to include the term in the first sentence.
24. The Government Vice-Chairperson proposed that an appendix be prepared in which terms were defined, such as decent work, sustainable development, rural economy and OSH. The Employer Vice-Chairperson supported the idea.
25. The Worker Vice-Chairperson noted that sustainable livelihoods constituted a broad concept that contained various elements, including responsible agricultural investment and sustainable resource management. He expressed reservations regarding the title of the draft Guidelines and would not support the Employers’ proposal to include a reference to sustainable livelihoods.
26. The Secretary-General of the Meeting explained that the Office had originally proposed a different title. The Governing Body decided on the current title of the Meeting and it was upon the delegates to change it.
27. The Government Vice-Chairperson expressed concern regarding the implementation of international labour standards (ILS) and proposed retaining the last sentence as originally drafted. Sustainable livelihoods could only be achieved through decent work. Without that recognition the text would be unsatisfactory.

- 
28. The Worker Vice-Chairperson confirmed that decent work should not only be seen as an end in itself but also as a means to achieve sustainable livelihoods. The paragraph was placed in brackets.

### **Paragraph 10**

29. The Worker Vice-Chairperson proposed that after the third point, the ILO code of practice on safety and health in agriculture (2011) be included.
30. The Employer Vice-Chairperson proposed adding “as well as the ILO Recommendation No. 204 concerning the transition from the informal to the formal economy” to the fifth point of the list. At the end of the seventh point, he suggested inserting “especially the recently adopted Sustainable Development Goals”.
31. Several Government experts acknowledged the Recommendation’s importance, but noted that its inclusion would also require mentioning of other instruments. The Employer Vice-Chairperson withdrew the amendment. The paragraph was agreed as amended.

### **Paragraph 11**

32. The paragraph was agreed on as originally drafted.

### **Paragraph 12**

33. The Government Vice-Chairperson proposed inserting “including those engaged in social security and social protection” after “decent work” in point (i), explaining that it was crucial to call upon a wider audience. The Employer and Worker Vice-Chairpersons stated that all pillars of the Decent Work Agenda were equally important. The Government group withdrew their amendment.
34. The Employer Vice-Chairperson suggested that in point (ii) “and managers” and “private and public” be deleted. While farm managers were responsible for day-to-day operations, the employer ensured that rules and regulations were met.
35. The Worker Vice-Chairperson accepted the proposal in order to make progress, but mentioned the example of contractors and employment agencies. In that context, the agency would be the employer and thus, it would be very important for farm managers to read the Guidelines. He further proposed that “of agro-food companies” in point (ii) be replaced by “in the agro-food sector” for consistency.
36. The Employer Vice-Chairperson proposed inserting “where appropriate” before “trade unions” in point (iii). Workers that were not part of a union should not be forced to be represented by a union. The Worker Vice-Chairperson noted that the amendment would not be in line with the spirit of the ILO and would raise questions.
37. The Employer Vice-Chairperson suggested changing the wording to “workers and workers’ organizations” and to also refer to “employers and employers’ organizations” in point (iii) for consistency.
38. The Worker Vice-Chairperson reminded the Meeting that the Workers’ Representatives Convention, 1971 (No. 135), also referred to trade unions. Point (iii) was placed in brackets for discussion on the following day.

---

## Chapter 2. Promoting decent work in the rural economy: Policy and action at the national level

**Tuesday 27 September**

39. The Worker Vice-Chairperson noted that Chapter 2 mainly addressed governments. To avoid ambiguity, he suggested adding a new introduction, which was drawn from the conclusions of the 2008 Committee of Rural Employment for Poverty Reduction and would read as follows: “Cooperation between governments, workers and employers at national, regional and local level is important in promoting sustainable livelihoods through the development of integrated strategies and programmes that are focused on reducing poverty in rural areas. This cooperation requires the commitment of the tripartite parties to shared roles and responsibilities. This chapter proposes policy guidance for governments and should be developed in consultation with the representative organizations of employers and workers.”
40. The Employer Vice-Chairperson suggested a change in the last sentence of the new paragraph: “This chapter proposes policy guidelines for governments and should be developed in consultation with appropriate bodies.” Given the wide range of issues covered, including infrastructure development, other actors should be involved.
41. The Worker Vice-Chairperson agreed on the usefulness of consulting with other bodies but stressed the importance of tripartism. He proposed adding “including the representatives of employers and workers” to the end of the sentence.
42. As a compromise, the Meeting agreed that the last sentence should read as follows: “This chapter proposes policy guidelines for governments and should be developed in consultation with relevant bodies and, where appropriate, representative organizations of employers and workers.” The Meeting agreed on the insertion of a chapeau paragraph to the Chapter.

### **Paragraph 13**

43. The Employer Vice-Chairperson suggested amending the third sentence as follows: “A strong and realigned foundation will improve the effectiveness of other interventions. For example, consistent trade and taxation policies will have positive effects on agriculture.” He also proposed deleting the section from the word “efforts” to “futility” and to replace the word “key” with “one” in the last sentence. There were more components that could contribute to improving the social and economic situation of rural livelihoods.
44. The Worker Vice-Chairperson welcomed the proposals, but suggested leaving out the sentence starting with “For example”, as this would improve the flow of the text. He opposed the last amendment, as the aim of the Policy Guidelines was to ensure that decent work was retained as a key component of interventions. Its critical role should be highlighted.
45. An expert from the Government of Brazil agreed with the Worker Vice-Chairperson. An expert from the Government of Indonesia added that the original formulation already indicated that there were other components to consider. Furthermore, it was important to clarify whether the emphasis of the Guidelines was on the promotion of rural livelihoods or on decent work. The Employer Vice-Chairperson agreed to retain the original phrase “a key component”. The paragraph was agreed on as amended.

- 
46. The Employer expert from Zambia noted that some pages of the draft Guidelines referred to the informal sector, while the majority of the rural workforce was engaged in informal employment. He kindly requested the Meeting to take that into consideration.

### **Paragraph 14**

47. The Employer Vice-Chairperson suggested amending the formulation of the second sentence to “Government intervention in the form of investment on basic social services (in particular education, healthcare, infrastructure) in the agro-food sector should”, followed by the remainder of the sentence. He proposed deleting the last sentence as it confused the intention of the paragraph.
48. The Government Vice-Chairperson asked to keep the last sentence and change the wording after “areas” into “should be taken, especially in countries with high levels of poverty or violations or where violations of labour rights in rural areas exist”. The expert from the Government of Brazil agreed that the last sentence was a key element of the paragraph, especially when taking into account the aim of the Meeting, which was to promote decent work and to eradicate poverty, as set out in SDG 1. The Meeting supported the amendment.
49. The expert from the Government of Indonesia pointed out that there was a vicious cycle of underdevelopment, which prevented private investment from reaching rural areas. It was important to emphasize both private and public sector investment. For that reason he wanted to retain the second sentence as originally drafted.
50. The Employer expert from Colombia acknowledged that resources related to health, infrastructure and education should be seen as investments, regardless of whether they had originated from the public or private sector. She stressed that public–private partnerships were very important to meet the needs of the rural economy.
51. The Employer Vice-Chairperson clarified that the original text should refer to Government investment and expenditures, as it was impossible to ensure the equitable allocation of private investments between urban and rural areas.
52. An adviser to the expert from the Government of Indonesia acknowledged the concerns of the Employers and proposed separating the text into two sentences. First, “Government policies should encourage increasing investment in rural areas”. Second, “Expenditures on basic social services shall be equitably allocated between urban and rural areas”. The importance of Government’s commitment and willingness to increase investment in rural areas was highlighted.
53. The Employer Vice-Chairperson proposed adding the word “public” in order to amend the phrasing as follows: “Public expenditures on basic social services”. The paragraph was agreed on as amended.

### **Paragraph 15**

54. The Employer Vice-Chairperson suggested replacing the word “shall” with “should” in the ninth line of the paragraph, and to replace the final sentence referring to the development of a gender-responsive legal framework with: “The development of an inclusive legal framework for business development and the establishment of mechanisms to prevent and address all forms of discriminatory behaviour in lending markets and in land and property rights should be a priority.”

- 
55. The Government Vice-Chairperson proposed two amendments. Namely adding the words “dynamic economic” after the word “competitive” in the chapeau and to start a new subparagraph 1 with the words “Given the important role”. The amendment to replace the phrase related to gender was, in his opinion, contradictory to the Employers’ wish to emphasize the key role of women in the rural economy, as expressed at the beginning of the Meeting.
  56. An Employer expert from India underlined that the suggested amendments considered all inclusive practices against discrimination, which included gender discrimination.
  57. The expert from the Government of Brazil stated that it was important to maintain a strong gender perspective and to recognize the important role played by women in the rural economy. The Government Vice-Chairperson also agreed that the contribution of women was essential, adding that women were largely represented in rural areas.
  58. The Employer Vice-Chairperson clarified that his group wanted to focus on all forms of discrimination. The Employer expert from India explained that there were other forms of discrimination that also affected women, including racial discrimination and social discrimination. Considering that discrimination was not limited to women, it would be more appropriate to cover all types of discrimination in the paragraph. The Employer expert from the former Yugoslav Republic of Macedonia provided an example of discrimination against men in his country, where women had better access to microfinance.
  59. The Worker Secretary referred to the General Recommendation No. 34 on the rights of rural women of the Committee on the Elimination of Discrimination against Women (CEDAW). Rural women’s rights remained insufficiently addressed and measures to address double discrimination against women were not always implemented.
  60. The expert from the Government of Indonesia suggested adding “including from a gender perspective” after “legal framework”, as this could address the concerns of all parties. The Government Vice-Chairperson added that the chapter on discrimination could possibly comprise the different ideas brought forward. The paragraph was placed in brackets.

### **Paragraph 16**

61. The expert from the Government of Brazil proposed, on behalf of the Government group, adding “and mitigating issues of vulnerable people” at the end of the chapeau. Policies to create an enabling business environment should take into account situations of vulnerability, as these were widely present in rural areas.
62. The Worker Vice-Chairperson agreed in principle with the proposal from the Government group. He requested that “reducing” be used instead of “mitigating” and stated that “enhancing resilience” was a more appropriate phrasing, as sustainability was the main goal.
63. After some discussion, the Meeting agreed to amend the chapeau as follows: “Improve the functioning of rural labour markets as a crucial factor for ensuring the success of policies aimed at promoting rural livelihoods and growth and reducing vulnerability and enhancing resilience of rural communities.”
64. The expert from the Government of Colombia proposed adding the following phrase at the end of subparagraph 2: “In addition, it is necessary to strengthen the monitoring of job placement processes, avoiding the illegal offer of these services.”
65. The Employer Vice-Chairperson proposed changing subparagraph 3 as follows: “Considering minimum wage determination mechanisms through consultation with social

---

partners according to the national context.” Governments should not be responsible for determining wages but rather for deciding on the minimum wage. In subparagraph 4, he suggested that the words “organization and” be deleted.

66. The Worker Vice-Chairperson stated that the Workers group preferred the original text for subparagraph 3, as the ILO was traditionally committed to facilitating the establishment of wage determination mechanisms. Those mechanisms would be defined by parameters other than the market to ensure that the legitimate concerns of workers were taken on board.
67. In addition, he opposed the Employers’ amendment in subparagraph 4 and proposed adding a new subparagraph 4: “Establishing a livelihood security fund for rural populations.” The Government Vice-Chairperson asked for a clarification of what such a fund would entail.
68. The Meeting agreed that subparagraphs 2, 3, 4 and 5 be bracketed.

### **Paragraph 17**

69. The Employer Vice-Chairperson proposed deleting the second and third sentences referring to employment-intensive infrastructure development and suggested removing the following words from subparagraph 5: “which, where possible, should be based on labour-based construction and maintenance methods”. It was explained that the use of manual labour was not always appropriate.
70. The Worker Vice-Chairperson suggested adding “and community learning centres” after “roads, communication, energy” in the first sentence. In subparagraph 1, he suggested inserting “which reduce the risk of flooding,” after “drainage systems”. He requested that “new high-yielding” be replaced with “appropriate”. The following sentence was proposed to be added to the end of the subparagraph 1: “Consideration should also be given to innovative measures for example, rain water harvesting.” In subparagraph 5, he requested that “including decentralized cold storage,” be added after “storage capacity”.
71. The expert from the Government of Colombia proposed maintaining the text as originally drafted with the amendment from the Workers’ group concerning reducing the risk of flooding in subparagraph 1. The Employer Vice-Chairperson disagreed with the proposed amendment, explaining that building drainage on farmland, in some cases, could increase the risk of flooding. Regarding the Workers’ proposal on community learning centres, he suggested that the point was more appropriately placed in section 2.1.5 on soft infrastructure. The Worker Vice-Chairperson agreed.
72. The Worker Vice-Chairperson did not agree to deleting the text on employment-intensive infrastructure development as proposed by the Employers. While having the flexibility to decide on infrastructure development, Governments could consider labour-intensive methods.
73. The Employer Vice-Chairperson stated that the Guidelines should elaborate principles and not examine technical details. While labour-intensive methods might create jobs in the short term, it might not be the best solution for all countries. He called for removal of the text.
74. The Secretary-General noted that the ILO’s Employment-Intensive Investment Programme (EIIP) had been operating as one of the ILO’s most successful programmes for over 40 years. Agreement was reached that the paragraph be bracketed.

---

## **Paragraph 18**

- 75.** The Worker Vice-Chairperson suggested replacing “Expanding” with “Increasing” and inserting, after “knowledge”, the words “at the local level” in subparagraph 1. He also proposed adding a new subparagraph 4 to read: “Investing in public transport facilities for rural areas.” As agreed in the discussion on the previous paragraph, it was proposed that a new subparagraph 5 be added to read: “Establishing community learning centres.”
- 76.** The Employer Vice-Chairperson suggested deleting, in subparagraph 1, all words after “farm sector”.
- 77.** The expert from the Government of Sri Lanka proposed adding in subparagraph 2, after “loans,” the words “and credit guarantee funds and credit insurance systems”.
- 78.** The expert from the Government of Indonesia suggested moving the proposals by the Workers’ group on public transport to paragraph 17, which dealt with infrastructure.
- 79.** Paragraph 18 was agreed on as amended.

## **Paragraph 19**

- 80.** The Employer Vice-Chairperson proposed deleting part of the last sentence in subparagraph 1, starting with the words “and the prevalence of non-standard forms of employment (NSFE), including casual or day labourers, contract workers”. The sentence would read: “The heterogeneous nature of the rural labour force or part-time workers needs to be taken into account.” In subparagraph 2, he proposed removing the first sentence which referred to the promotion of sectoral policies, with a focus on sectors with high employment creation potential, and to begin the subparagraph with the second sentence, in which “agro-food supply chains” should be replaced with “the agro-food sector”. He explained that the Guidelines dealt with the agro-food sector and should not interfere with other sectors.
- 81.** The Worker Vice-Chairperson proposed adding, at the end of subparagraph 1(a), the phrase “which includes the collection of statistics in the rural workforce and mapping the migratory pattern of the agriculture and rural workers”. He also suggested adding at the end of subparagraph 1(b) the phrase “specifically on the legal rights of rural workers and small farmers”, and a new subparagraph 1(c) reading “an assessment of the impact of land acquisitions and the importance of conducting participatory social impact assessment with the affected parties and right to natural resources in case of the workers depending on natural resources for their livelihood”. The Worker expert from India explained that there was a need to collect data on farmers and their landholdings and to map migration patterns. Most workers were illiterate, had no clear land titles, were not aware of the legal procedures and often lost land without compensation. No Government should take land without examining the social impact on employment and incomes.
- 82.** The Government Vice-Chairperson objected to the proposed text on the grounds that governments should determine land policy and stated that the topic did not fit in the context of the Guidelines. The Employer Vice-Chairperson agreed and asked that the amendment on statistics be placed elsewhere. The Executive Secretary proposed placing it in subparagraph 1 which addressed statistical issues.
- 83.** In response to the Employers’ proposed amendment, the expert from the Government of Brazil argued that the original draft text was critical, as sectoral policies were essential drivers of employment creation and formalization processes.



- 
84. The Worker Vice-Chairperson echoed the last remark and pointed out that the transition process from the informal to the formal economy included dealing with sectoral policies and agro-food supply chains. He cited the 2016 ILC discussion on Decent Work in Global Supply Chains to support his statement.
  85. The Employer Vice-Chairperson withdrew the proposal to delete the first sentence, but retained the second amendment.
  86. Subparagraphs 3 and 4 were agreed on without changes. The rest of the paragraph was placed in brackets.

### **Paragraph 20**

87. The Worker Vice-Chairperson proposed that in subparagraph 4, the phrase “reducing migration to urban areas or overseas” be replaced with “reducing the rural exodus”.
88. The Employer Vice-Chairperson proposed the deletion of the words “is critical to the process of structural transformation and productive diversification” at the end of the last sentence of subparagraph 2. He also suggested deleting “and reducing migration to urban areas or overseas” in the last sentence of subparagraph 4, including the amendment proposed by the Worker Vice-Chairperson.
89. The Worker Vice-Chairperson suggested retaining “is critical to the process of structural transformation”, but deleting “and productive diversification”. The Government Vice-Chairperson agreed with the suggestion by the Worker Vice-Chairperson on subparagraph 2. The Employer Vice-Chairperson supported the retention of the original text.
90. The Meeting agreed to an amendment proposed by the expert from the Government of Indonesia to change the chapeau as follows: “Ensure that national policies and strategies pay adequate attention to the promotion of youth employment in the rural economy.”
91. When the Government Vice-Chairperson asked for a clarification on “rural young people” in subparagraph 5, the Executive Secretary explained that the age range of young people depended on national circumstances. It was decided to instead refer to “rural youth”.
92. The Meeting agreed on the paragraph as amended.

### **Paragraph 21**

93. The Worker Vice-Chairperson proposed a change to the title of section 2.1.8 to “Access to education and skills development” to align it better with the content in the subsequent paragraphs.
94. The Employer Vice-Chairperson proposed an amendment to replace “coordinated with the priorities set for rural development” with “respond to the needs of the rural economy”.
95. The Employer Vice-Chairperson further proposed that “for those engaged in cooperatives,” be deleted with the explanation that the scope should not be limited to those engaged in cooperatives in subparagraph 1. The Worker Vice-Chairperson proposed the addition of “including for those engaged in cooperatives” to highlight the significance of cooperatives in the rural economy.
96. The paragraph and its title were agreed on as amended.

---

## **Paragraph 22**

97. The Worker Vice-Chairperson proposed changing the title to “Provision of health care professionals and teachers”.
98. The Employer Vice-Chairperson suggested removing the words “public sector” and deleting the second sentence of subparagraph 4, which referred to the necessity for Governments “to limit and regulate the use of contract teachers or underqualified “community” teachers to fill rural teacher gaps”. The proposal was to also replace “consider adopting standards for housing” with “improve standards of housing”. He added that in subparagraph 5, “appropriately regulating”, “private” and everything after “health providers” be removed.
99. The Worker Vice-Chairperson amended the proposal for subparagraph 5 to read: “Strengthening school and health inspection and regulation of education and health providers in rural areas.”
100. Following discussion and requests for clarification on terminology, it was decided that the title and subparagraphs 1–5 would be discussed at a later stage. Subparagraphs 6 and 7 were agreed on as originally drafted.

## **Paragraph 23**

101. The Employer Vice-Chairperson suggested that in the opening sentence, which stated that “International labour standards are central to ensuring a rights-based approach to development”, “central” be replaced with “a means of”, explaining that ILS were not the only factor that promoted an enabling environment toward achieving development. The Worker Vice-Chairperson stated that ILS were central to ensuring a rights-based approach to development and did not agree, therefore, with the requested change.
102. The expert from the Government of Indonesia proposed that instead of “are central”, “play a key role” could be inserted.
103. The Employer Vice-Chairperson agreed. He further proposed separating the sentence and starting the new sentence with “National laws and regulations are important in” instead of “while”.
104. Paragraph 23 was agreed on as amended.

## **Paragraph 24**

105. The Employer Vice-Chairperson proposed the deletion of the words in the last line “including due to unequal power relations and elite capture”.
106. The Worker Vice-Chairperson did not agree with the proposed change. The issues of unequal power relations and elite capture were pertinent and there were no systemic attempts to address them. The Government Vice-Chairperson observed that the meaning of the word “elite” differed from country to country and said that the Meeting could consider the deletion of “elite capture”.
107. The Government Vice-Chairperson and the expert from the Government of Indonesia preferred to retain the original text. The section was related to compliance, which had an important role to play in addressing the challenge of elite capture.

- 
- 108.** The expert from the Government of Brazil noted that he was comfortable with the original text but added that in order to breach the divide, the text could be changed to “including due to social inequalities”, as it would adequately capture the terms in the original language.
- 109.** The Employer Vice-Chairperson agreed with the suggestion from the expert from the Government of Brazil. He also proposed that to avoid generalizations, “in many remote areas” should be replaced with “in some rural areas”, and “in some cases” should be added before “including due to social inequalities”.
- 110.** The Worker Vice-Chairperson disagreed with replacing “many” with “some”. The deficits referred to were present in many remote areas. The expert from the Government of Indonesia proposed inserting “including” before “social inequalities” instead of “in some cases” as was suggested by the Employer Vice-Chairperson.
- 111.** The Meeting agreed to bracket the paragraph.

### ***Paragraph 25***

- 112.** The Employer Vice-Chairperson proposed replacing the first sentence, which read “Building sustainable rural livelihoods requires promoting the ratification of relevant international labour standards and their effective implementation in rural areas” with “Building sustainable rural livelihoods requires effective implementation of national laws in rural areas”. He also proposed deleting the second sentence, which referred to the promotion of fundamental principles and rights at work (FPRW) as enabling rights, and the word “key” after the word “these” in the last sentence.
- 113.** The expert from the Government of Colombia proposed using “calls for” instead of “requires” in the first sentence.
- 114.** The Worker Vice-Chairperson expressed his opposition to the deletion suggested by the Employer Vice-Chairperson, insisting on the importance of ILS in building sustainable rural livelihoods.
- 115.** The Meeting agreed to bracket the paragraph.

### ***Paragraph 26***

- 116.** The Employer Vice-Chairperson proposed deleting the latter part of the paragraph, which referred to the challenges that have emerged in recent decades. The Employer expert from Colombia explained that globalization and global supply chains did not only offer challenges, but also opportunities. The first part of the paragraph was bracketed.
- 117.** In subparagraph 1, the Employer Vice-Chairperson pointed out that the ILO’s Right of Association (Agriculture) Convention, 1921 (No. 11), was due to be updated. He requested that the following would be removed from subparagraph 6: “as rural workers can be particularly vulnerable to discrimination which may impact their ability to exercise freedom of association”. He asked that subparagraph 7 be removed, since subparagraph 2 covered the topic. Regarding subparagraph 8, he proposed adding “through national law” after “freedom of association”.
- 118.** The Worker Vice-Chairperson noted that the need to remove obstacles for the organization of rural workers was discussed in the Committee on the Application of Standards of the General Survey concerning the right of association and rural workers’ organizations instruments during the 104th Session of the ILC (2015). He therefore proposed that

---

subparagraph 7 be retained and requested that “adopting” should be changed to “adapting” in the first sentence of subparagraph 2. “Ensuring the right to” in subparagraph 4 could be changed to “Ensuring the right of”. He proposed that “should also” be removed from the last sentence in that subparagraph.

119. The Employer Secretary proposed adding “In accordance with Recommendation No. 149” at the beginning of the second sentence in subparagraph 7.
120. The Worker Vice-Chairperson preferred the original wording but accepted the Employers’ group proposal. Subparagraphs 1–7 were agreed on as amended.
121. The Employer Secretary said that his group needed more time to discuss the text starting from paragraph 27 and requested to continue the discussion the following day. The Chairperson proposed continuing the discussion on text that had been bracketed earlier.

### **Paragraph 9**

122. The Meeting returned to discuss paragraph 9.
123. The Employer Vice-Chairperson suggested adding “including” prior to “decent work and productive employment” in the first sentence of paragraph 9. He explained that in addition to decent work, there were other components that were required to build sustainable livelihoods, which was the focus of the document.
124. The Worker Vice-Chairperson proposed the following wording: “sustainable livelihoods, decent work and productive employment in the rural economy”. He also suggested deleting the last sentence of the paragraph on the transition from the informal to the formal economy. The Employer Vice-Chairperson stated that the topic was a key issue for them and wished to retain it in the paragraph.
125. After considerable discussion, the Meeting adopted the first sentence up to “rural livelihoods”. The rest of the paragraph was placed in brackets.

### **Wednesday 28 September**

#### **Paragraph 22**

126. In response to the query from the Workers concerning the title of section 2.1.9, “Access to education and health-care services”, an expert from the Office explained that that particular section aimed to address education from an ILO perspective. It was centred on the working conditions of teachers, and not around other issues such as educational curricula, which were normally dealt with by other UN agencies. The ILO/UNESCO Recommendation concerning the Status of Teachers, 1966, was used as a reference document.
127. The expert from the Government of Brazil stated that, given the overall agenda to ensure decent work for public sector workers, he could not agree with the Employer group’s proposal to delete the reference to “public sector”.
128. The expert from the Government of Egypt pointed out that in his country, three sectors exist – the government sector, the public sector, and the private sector. The terminology “public sector” was considered to be limiting. He proposed replacing “public sector workers” with “all workers”. The paragraph remained bracketed.

---

## Paragraph 27

- 129.** The Employer Vice-Chairperson noted that while the paragraph was directed towards banning the worst forms of child labour, it risked banning work done by children who were helping their families. He proposed: replacing the subtitle “Abolition of child labour” with “Protection of children from exploitative labour practices”; adding “exploitative” between “Eliminate” and “child labour” in the subheading; changing the beginning of the third sentence to “Governments should consider ratifying the”; and replacing the last sentence of the first part with “Governments should pay particular attention to:”. The changes in the text were for the benefit of those who were not familiar with the language regarding child labour.
- 130.** He further proposed: in subparagraph 1, replacing “that recognize the crucial importance of promoting decent work” in the first sentence with “to promote sustainable livelihoods”; deleting “through improved earnings, income security and social protection”; replacing “help combat child labour” at the end of the second sentence with “help combat exploitation of children”; and replacing “indispensable to child labour prevention” in the third sentence with “indispensable to prevent exploitation”.
- 131.** In the first sentence of subparagraph 2, he suggested replacing “child labour-free” with “child-friendly”. He also proposed amending the second part of the second sentence, which read “... all children have the human right to be free of child labour and must not be displaced from one form of child labour to another” to “all children have the human right to be free of exploitation and the right to an education”. In subparagraph 3, he proposed adding “if they exist” after “legislation on national minimum age for the agricultural sector” in the first sentence, and adding “Where OSH legislation does not exist” in the beginning of the second sentence.
- 132.** Lastly, the Employer Vice-Chairperson proposed deleting the last sentences of subparagraphs 5, 7 and 9 and deleting “but may also require immediate intervention to remove children from the risk of harm” in the last sentence of subparagraph 8. He suggested adding a new subparagraph 10 to read: “Not all work done by children should be classified as child labour that is to be targeted for elimination. Children’s participation in work that does not affect their health and personal development or interfere with their schooling is generally regarded as something positive. This includes activities such as helping their parents around the home, assisting in a family business and earning pocket money outside school hours and school holidays. These kinds of activities contribute to children’s development and to the welfare of their families, they provide them with skills and experience and help prepare them to be productive members of society during their adult lives.” It was explained that the latter amendment did not encourage child labour but promoted opportunities to work after school.
- 133.** Several experts from Government group expressed the wish to retain the essence of the original text. The Worker Vice-Chairperson requested clarification from the Office regarding the legality and consistency of certain proposals.
- 134.** The Secretary-General clarified that the notion of child labour was captured in the Minimum Age Convention, 1973 (No. 138): “The provisions of the Convention shall be applicable as a minimum to the following: mining and quarrying; manufacturing; construction; electricity, gas and water; sanitary services; transport, storage and communication; and plantations and other agricultural undertakings mainly producing for commercial purposes, but excluding family and small-scale holdings producing for local consumption and not regularly employing hired workers.” She reiterated that the Meeting needed at all cost to avoid lowering standards. It was important not to go below official ILO language on child labour, in particular language taken directly from the relevant ILS.

- 
- 135.** An expert from the Office reiterated that the ILO was the guardian of child labour standards. In certain circumstances household activities were not considered child labour. If the parties wished to maintain the notion of a socializing activity related to non-commercial family enterprises, reference should be made to activities rather than work. He added that the adjective “exploitative” was rejected by the ILC, as exploitation could also take place outside the workplace. The consensus was that “the worst forms” distinguished between other types of child labour that were not hazardous.
- 136.** Following the explanation, the Employer Vice-Chairperson withdrew the amendments, provided that the suggestion to add a new subparagraph 27(10) be retained.
- 137.** While he agreed in principle that school-aged children could earn pocket money, the expert from the Government of Sri Lanka stated that the definition and principles regarding child labour had to apply. No exceptions could be made. The expert from the Government of Egypt said that there was no need to add the paragraph and asked for the original text to be retained.
- 138.** The Worker Vice-Chairperson noted that there was a link between the Employers’ amendment and subparagraph 4. The Meeting subsequently agreed to add the following sentence to that section: “It should be noted that not all work done by children should be classified as child labour that is to be targeted for elimination as supported by Convention No. 138 (Article 6).” The paragraph was agreed on as amended.

## **Paragraph 28**

- 139.** The Employer Vice-Chairman proposed deleting the first sentence. It gave a negative connotation to the rural economy, while the phrase “particularly relevant” should not be used without supporting evidence. He proposed replacing the last sentence with “Governments should pay particular attention to”, and deleting subparagraph 3 as it was covered in another section in the document.
- 140.** The Worker Vice-Chairperson and several Government experts asked that the first sentence be retained. The expert from the Government of Sri Lanka shared that indigenous and migrant workers were vulnerable to forced labour, which was a crucial issue in Asia and the Middle East. The expert from the Government of Indonesia queried the Secretariat to provide statistical data to substantiate the sentence.
- 141.** The Secretary-General proposed new language to begin the paragraph: “21 million people – 15.5 million adults and 5.5 million children – are victims of forced labour, which particularly affects vulnerable categories of workers and population groups such as indigenous peoples and migrant workers. New global estimates of forced labour, disaggregated by sector, will be published by the ILO in 2017. The issue of forced labour is of relevance to the rural economy, both in agriculture and other subsectors: forms of forced labour, such as forced labour for seasonal work and bonded labour, take place mainly in agriculture, the sector that accounts for 31 per cent of the global economy.”
- 142.** The Employer Vice-Chairperson did not accept the proposal, since the data was not specific to the agro-food sector. An Employer expert from Colombia added that although there was a clear need to address forced labour, the text should not stigmatize the sector.
- 143.** The Worker Vice-Chairperson reiterated that it was important to provide a rationale and to draw attention to the fact that forced labour was present in the sector without stigmatizing it. He proposed to shorten the text and to include the following: “The issue of forced labour is of relevance to various sectors including the agro-food sectors.”

- 
- 144.** The first sentences, as proposed by the Office, of paragraph 28 were placed in brackets.
- 145.** The Employer Vice-Chairperson proposed deleting subparagraph 3 to avoid repetition. The Worker Vice-Chairperson highlighted the importance of empowering rural workers' organizations to raise awareness and denounce deplorable practices. The Employer Vice-Chairperson withdrew the amendment.
- 146.** The Worker Vice-Chairperson proposed replacing the phrase "government departments" to "other relevant public institutions" after the word "ministries" in the first sentence of subparagraph 5. At the end of the second sentence of that paragraph, he proposed deleting "to falling victim" and adding the phrase "and in some cases are victims of slavery".
- 147.** The Worker Vice-Chairperson proposed adding two new subparagraphs: "6. Ensuring migrant workers, irrespective of their immigration status, have recourse to legal protection;" and "7. Raising awareness so that urban and rural communities understand the seriousness of forced labour and its negative impact not only on the affected workers but also on society and the State".
- 148.** The Employer Vice-Chairperson questioned whether the amendments could be implemented to promote sustainable rural livelihoods and proposed amending subparagraph 6 in accordance with the Forced Labour Convention, 1930 (No. 29): "Ensuring that all victims of forced labour, irrespective of their presence or legal status in the national territory, have access to appropriate and effective remedies, such as compensation."
- 149.** The Worker Vice-Chairperson proposed adding two more new subparagraphs: "8. Developing mechanisms to prevent the entry into countries of goods produced with forced labour;" and "9. Ensuring consumers are aware of forced labour and can choose to avoid purchasing goods produced with forced labour".
- 150.** An Employer expert from Colombia expressed concern that the proposed text might be interpreted as trade barriers by the World Trade Organization (WTO). The Government expert from Indonesia agreed that subparagraphs 8 and 9, as proposed by the Workers' group, were too far away from the ILO's mandate. The Government expert from Egypt added that labour ministries did not normally deal with the issues addressed in the proposed subparagraphs.
- 151.** The Worker Vice-Chairperson recalled that the United States had adopted a law on 25 February 2016<sup>1</sup> outlawing the import of all goods made with forced labour. He argued that the ILO had always established high standards for ideal working conditions and invited the Meeting to be ambitious with a view to building a broad coalition to eliminate forced labour.
- 152.** The Government expert from Brazil indicated that multi-stakeholder initiatives could make a significant difference and invited the Meeting to explore creative mechanisms. He proposed the following alternative text: "Developing multi-stakeholder initiatives bringing together all levels of governments, the judiciary, social partners, civil society and NGOs in order to prevent forced labour and study innovative mechanisms."
- 153.** The Worker Vice-Chairperson stated that the proposal by the Government expert from Brazil was a compromise to replace his amendments for subparagraph 8 and 9, even if he believed that the fear that this text could be creating trade barriers was unfounded.

<sup>1</sup> Trade Facilitation and Trade Enforcement Act.

---

154. Subparagraphs 1–7 were agreed on as amended and subparagraph 8 was placed in brackets.

## **Paragraph 29**

155. The Worker Vice-Chairperson proposed replacing “may however not be” with “are not registered and have no identity document and are” in the first section. A new subparagraph 10 was proposed: “Developing a system for the registration of small farmers and rural workers and issuance of identity documents.”
156. The Employer Vice-Chairperson requested that the list of examples at the end of the introductory part be deleted, from “including multiple discrimination” to “socio-economic status”. To avoid repetition, subparagraph 1 should replace subparagraph 7, and the original subparagraph 7 should be deleted. In the first sentence of subparagraph 2, the phrase “Increasing opportunities for decent work for vulnerable groups by improving access to agro-food value chains” should be replaced with “Increasing opportunities for decent work by improving access to opportunities for vulnerable groups”. At the end of subparagraph 2, the last two lines should be removed, from “supporting” to “projects”. In subparagraph 3, he suggested deleting the part from “including through” and to replace “This includes” with “by”. Regarding subparagraph 4, he suggested retaining only the first sentence. The last amendment concerned the second line of subparagraph 8. The words “affirmative action, such as” should be replaced by “promoting diversity”. The words “introducing quotas for public employment” should be deleted. The word “improving” should be included between the terms “add” and “access to finance”, and after the words “access to finance” the words “training and income opportunities” should be added.
157. A Government expert from Indonesia proposed adding “such as women, especially during pregnancy, migrant workers, indigenous and tribal peoples that are not registered and have no identity document and are” after the words “Significant groups of rural workers”. In the sentence starting with “proactive measures” and after the word “who”, it was proposed to add the words “for reasons such as sex, age, disability, family responsibilities or social or cultural status”. The delegate agreed with the Employers’ proposal to delete the words from “including” to “socio-economic status”. It was highlighted that the formulation was taken from Article 5 of the Convention concerning Discrimination in Respect of Employment and Occupation, 1958 (No. 111). It was not necessary to include a list of all vulnerable groups.
158. The Government expert from Colombia requested the deletion of references to “vulnerable groups” and “vulnerable communities”.
159. A Government expert from Brazil clarified that his delegation supported the original version of the paragraph. He noted that, for the sake of joining the group’s consensus and for the advancement of the proceedings, his delegation approved the new formulation.
160. The Worker Vice-Chairperson agreed to the proposal to remove the list at the end of the main paragraph in the interest of progress. He accepted the deletions with the understanding that they would appear elsewhere in the document.
161. The expert from the Government of Brazil stated that he agreed with the proposal to remove the list of groups provided that a reference to “aforementioned population groups” be included. In the UN system women were not considered a vulnerable group. The Employer Vice-Chairperson agreed.
162. The Worker Vice-Chairperson proposed discussing subparagraph 10, as it related to the issue being discussed. He said that if there was no objection to adding “developing a system for the registration of small farmers and rural workers and issuance of identity documents” then



---

subparagraph 10 could be used to capture the essence of the earlier suggestion in the main paragraph.

163. The Employer Vice-Chairperson asked how the development of a system for the registration of small farmers and rural workers and issuance of identity documents would help eliminate discrimination. The action proposed could be covered by statistics departments and censuses.
164. The expert from the Government of Egypt explained that the registration of small farmers contributed to the transformation of the informal economy to the formal economy. The documents would help small farmers obtain social security.
165. The Employer expert from Zambia stated that in his country registration and taxation resulted in farmers working outside the formal economy. The Government kept a list as evidence of who was planting rather than imposing registration.
166. The Worker expert from Argentina noted that the Republic of Argentina has a national register of rural workers and employers. The register was a public law entity and was audited by the Ministry of Labour. The register included co-responsibility for social protection, including unemployment, retirement, and occupational risks, and provided certification and training both for workers and employers.
167. The expert from the Government of Sri Lanka stated that registration was not about citizen identity; registration was required in order to safeguard the workers. In Sri Lanka all employers needed to pay welfare funds.
168. The Worker expert from India stated that 93 per cent of the total labour force in her country was engaged in the informal economy. Registration was necessary to prove that one was a worker, not a citizen. It was particularly important for small farmers in the informal economy.
169. The Employer expert from Zambia noted that the issuance of identity documents could extend to illegal immigrants and, consequently, be used to gain citizenship. The Meeting decided to bracket the paragraph.
170. Regarding the process, the Worker Vice-Chairperson proposed creating working groups with a view to reducing the differences between each group's amendments to speed up the process and achieve a positive outcome. The Employer Vice-Chairperson expressed his concerns over the proposal, stating that there was a need for consultations within his group. The Government Vice-Chairperson supported the Workers' proposal, recalling a similar proposition by him the previous day. He encouraged the Employers to revise their position on the matter.
171. Following clarifications from the Secretary-General on the procedures, the Employer Vice-Chairperson stated that the Employers preferred to stay together as a group. The Meeting should discuss one amendment at a time.

### **Paragraph 30**

172. The Employer Vice-Chairperson proposed deleting "based on freedom of association and the right to collective bargaining, and" and "essential" from the chapeau. The issue was covered in section 2.2.1. The word "essential" applied to good industrial relations but not to sustainable economic development.

- 
173. The Worker Vice-Chairperson requested the Office to comment on the amendment proposed by the Employers as it touched on fundamental issues.
  174. The Employer Vice-Chairperson withdrew his first amendment but wanted the word “essential” to be kept out of the text. After some discussion, the Meeting agreed.
  175. In subparagraph 1, the Employer Vice-Chairperson suggested replacing “guarantee” with “ensure”, explaining that governments were not able to guarantee the rights. He then suggested removing the second sentence starting with “The development of”, as the intention and consequences of the sentence were unclear.
  176. The Worker Vice-Chairperson indicated that Article 15 of the Rural Workers’ Organisations Recommendation, 1975 (No. 149), referred to public information and was well reflected in the subparagraph.
  177. The Employer Vice-Chairperson suggested that, in line with Recommendation No. 149, from the phrase “information outreach campaigns” be changed to “public awareness programmes”. The Meeting agreed.
  178. The Employer Vice-Chairperson proposed deleting the phrase beginning “such as” in subparagraph 2. The Employer Secretary clarified that they had proposed to delete “the removal of minimum requirements” earlier and wanted to be consistent.
  179. The Worker Vice-Chairperson explained that the section set out the legal and practical obstacles that needed to be removed. He argued that deleting part of the sentence would make the paragraph more obscure.
  180. The Executive Secretary clarified that the text drew from Recommendation No. 149. The Guidelines were written as an aspirational text to go beyond the existing Conventions and Recommendations and to set a higher standard. However, one solution could be to quote text from the Recommendation. The Meeting agreed to copy the text.
  181. In subparagraph 4, the Employer Vice-Chairperson proposed deleting “all levels”, which provided too much detail. The Employer Secretary stated that social dialogue had significantly progressed during the last decades. Some areas, however, required unilateral discussions and privacy.
  182. The expert from the Government of Indonesia proposed replacing the words “all levels” with “national and local levels”.
  183. The Employer Vice-Chairperson proposed replacing “unions” with “workers’ and employers’ organizations”. He proposed deleting the examples which were too Europe-focused and might not be adaptable to other parts of the world.
  184. When the Employer Vice-Chairperson proposed deleting the last sentence in subparagraph 4, the Worker Vice-Chairperson proposed amending it as follows: “This should be done through established procedures and institutions in a manner that is inclusive of the most vulnerable groups.”
  185. The Employer Secretary expressed the group’s concern that the sentence seemed to imply that social dialogue included informal consultation outside the tripartite dialogue. Therefore, the Employers’ group could not agree with the sentence.
  186. The Worker Vice-Chairperson pointed out that social dialogue could be bipartite, for example, between plantation managers and employer. He also shared an example of

---

non-tripartite social dialogue to combat child labour issues in Ghana, Nigeria and Brazil, which involved various stakeholders, including traditional tripartite constituents and others. He emphasized the importance of being more inclusive in social dialogue processes.

187. The Meeting agreed to bracket subparagraph 4.
188. The Employer Vice-Chairperson proposed deleting subparagraph 5 on “Closing the gap in women’s and other under-represented groups’ participation and leadership in organizations of rural workers and employers”, as it addressed the issue of non-discrimination, which was dealt with earlier.
189. The Worker Vice-Chairperson proposed deleting the words “and employers” in the first sentence in the paragraph.
190. The Worker Vice-Chairperson proposed to the Employers’ group, in a spirit of compromise and in order to progress in the discussions, to delete subparagraph 5 and to retain the sentence in subparagraph 4, given that the section was important for workers.
191. The expert from the Government of Brazil stated that he considered subparagraph 5 very important and proposed retaining it. It highlighted the importance of giving a voice to women in workers’ and employers’ organizations and aimed at improving the quality of social dialogue in all dimensions.
192. The paragraph was placed in brackets.

### **Paragraph 31**

193. The Worker Vice-Chairperson proposed deleting, in subparagraph 10, point (e), “childcare” and adding a new point (f), which would be “provision of childcare”.
194. The Employer Vice-Chairperson suggested removing subparagraph 10, as it should be aligned with other Conventions. He proposed replacing “providing paid” with “promote” in point (e).
195. The experts from the Governments of Colombia and Brazil agreed with the original text. The expert from the Government of Egypt added that the text was compatible with the interests of both employers and workers.
196. The expert from the Government of Colombia emphasized the major challenges for large populations with regard to the implementation of social security programmes. He reiterated that the Government of Colombia would be delighted to agree upon the Guidelines, which allowed for new approaches. The description reflected the needs of the governments.
197. The Employer Vice-Chairperson proposed deleting subparagraph 2 and including the wording “Closing gaps in social protection through appropriate and effectively considered schemes, whether contributory or non-contributory, or both”. The original text provided for the introduction of non-contributory social protection programmes. Governments were the ones to choose what would be most appropriate in accordance with their country’s context.
198. The Worker Vice-Chairperson highlighted the importance of non-contributory schemes in rural areas and urged the Meeting to recognize the purpose of the document that was being put in place.

- 
199. In subparagraph 3, the Employer Vice-Chairperson explained the Employers' rationale for proposing to remove the sentence beginning with "Governments should consider". In that way, the group meant to keep the text clear, simple and not country-specific.
  200. The Meeting agreed on removing the phrase that introduced examples of barriers to extending social protection coverage, starting from "such as".
  201. In subparagraph 4, the Employer Vice-Chairperson suggested deleting the second sentence. The meaning of the words "holistic and integrated" in the paragraph was unclear. He also requested an explanation of the words "delivery structures", "administrative" and "infrastructure".
  202. The Executive Secretary specified that the text referred to social protection delivery mechanisms, as rural areas often lack the necessary infrastructure that ensured access to social services.
  203. Subparagraphs 4 was placed in brackets. Subparagraphs 5 and 6 were agreed on as originally drafted.
  204. The Employer Vice-Chairperson clarified that the group suggested the removal of subparagraph 7, as it seemed redundant.
  205. The expert from the Government of Colombia remarked that the subparagraph was the only one that made reference to the application of contributory coverage in a rural environment. He highlighted the relevance of its content.
  206. Subparagraphs 7 and 10 were placed in brackets. Subparagraphs 8 and 9 were agreed on without amendment.

### ***Thursday 29 September***

207. The Chairperson expressed concern about the slow progress on the review of the draft Policy Guidelines. He feared that the current pace needed to accelerate considerably for the Meeting to finish its work within the set time frame. He announced having made arrangements for an evening sitting and proposed setting up a separate working group to discuss bracketed texts, while the plenary sittings would continue its work simultaneously.
208. The Government Vice-Chairperson supported the Chairperson's proposal.
209. The Worker Vice-Chairperson supported the Chairperson's proposal to facilitate the debate. In addition, he proposed engaging in semi-formal conversations between the Employers and the Workers as an alternative option.
210. The Employer Secretary declared that the Employers' group could consider an evening session, but among his group there was little hope of arriving at a version of the document that would be acceptable. The Employers' group preferred to continue the Meeting in plenary.

### ***Paragraph 32***

211. The Employer Vice-Chairperson proposed an amendment deleting: "in accordance with the Safety and Health in Agriculture Convention, 2001 (No. 184), and its accompanying Recommendation No. 192. The ratification and effective implementation of Convention

---

No. 184 is key to building sustainable agro-food sector”. ILS could contribute to building sustainable rural livelihoods only if they were applied in national legislation.

- 212.** The Worker Vice-Chairperson stated that they preferred the original text. The Meeting agreed to bracket the main text in order to proceed.
- 213.** The Employer Vice-Chairperson proposed an amendment adding “or reinforcing existing” after “establishing” and deleting the other sentences in subparagraph 1. As relevant organizations already existed in many countries, there was no need for the establishment of new bodies. The reason for removing the rest of the sentences was based on the understanding that the direction provided to governments was redundant.
- 214.** The Worker Vice-Chairperson stated that the original draft was preferred, but agreed with the first amendment as did the Government Vice-Chairperson. The second amendment was bracketed.
- 215.** In subparagraph 2, the Employer Vice-Chairperson suggested that the sentence beginning with “The competent authority” be deleted, as it may be directed at the wrong department. In New Zealand it was not the responsibility of the Occupational Safety and Health department to create a national qualifications framework. The subparagraph was bracketed.
- 216.** The Employer Vice-Chairperson proposed an amendment deleting subparagraph 3. Countries decided if they wanted to ratify the Occupational Health Services Convention, 1985 (No. 161), and would allocate the necessary resources, if needed. The subparagraph was bracketed.
- 217.** In subparagraph 4, the Employer Vice-Chairperson proposed an amendment replacing “and maintaining” with “or reinforcing” and deleting the rest of the sentences. Establishing a classification system for hazardous substances was the desired outcome, upon which governments could act. Actions described could fall under the responsibility of different departments.
- 218.** The Worker Vice-Chairperson supported the original draft text, which was derived from an approved document.
- 219.** The Secretary-General of the Meeting explained that the text in section 2.4.2 was largely based on agreed text from the ILO code of practice on safety and health in agriculture (2011). Subparagraph 4 was bracketed.
- 220.** In subparagraph 5, the Employer Vice-Chairperson proposed an amendment for the opening sentence to start “Establishing or reinforcing reporting systems”. He suggested deleting the last sentence.
- 221.** The Worker Vice-Chairperson said that if a country already had a strong reporting system in place, there was no need for reinforcement. He preferred to maintain the original text.
- 222.** The expert from the Government of Colombia, on behalf of the Government group, supported the suggestion made by the Employers. Subparagraph 5 was bracketed.
- 223.** In subparagraph 6, the Employer Vice-Chairperson suggested the first sentence read: “Ensuring that job sites have adequate welfare facilities as defined by national laws.” It was proposed that the rest of the paragraph be deleted, as it was prescriptive and potentially irrelevant, particularly in a small-scale farm setting.

- 
- 224.** The Workers preferred the original text, as did the Governments. The recommendations proposed should apply to a broad range of work situations in various countries, and therefore needed to be general. Point 6 was bracketed.
- 225.** The Employer Vice-Chairperson proposed an amendment deleting subparagraph 7 as its content was covered under the section on social security. Workplace health and safety should not be subject to insurance and social security schemes. The Workers and the Governments preferred retaining the text, which was put in brackets.
- 226.** The Worker Vice-Chairperson proposed inserting a new subparagraph for paragraph 32, which would read: “Preventing workplace violence, harassment and bullying, including sexual harassment.” The text was taken from *Workplace violence in services sectors and measures to combat this phenomenon: ILO code of practice* (2004).
- 227.** The Employer Vice-Chairperson noted that the ILO did not have a definition for workplace bullying. There was an ILO Meeting about the issue on the following week (Tripartite Meeting of Experts on Violence against Women and Men in the World of Work, 3–6 October 2016). This was the place to discuss this matter further.
- 228.** The Government expert from Colombia voiced support for the Workers’ position, but argued that the proposal should be placed elsewhere in the document. The text was placed in brackets.

### **Paragraph 33**

- 229.** The Employer Vice-Chairperson proposed an amendment to the header with a view to recognizing the role of labour inspectorates without elevating it to a “key mechanism”. The proposal was to replace “for” in the last line before “promoting productivity at work” with “one factor in”. The Governments and Workers expressed preference for the original text, but accepted the Employers proposal as a way forward.
- 230.** The Worker Vice-Chairperson proposed inserting a new subparagraph 2: “Encouraging cross-border cooperation between labour inspectorates.” The amendment would renumber the succeeding subparagraphs.
- 231.** The Employer Vice-Chairperson opposed the amendment as proposed by the Workers’ group, stating that it crossed into national jurisdictions. The amendment was placed in brackets.
- 232.** The amendment proposed by the Employer Vice-Chairperson, replacing the phrase “Attracting and retaining skilled human resources to ensure” with the word “Ensuring” in subparagraph 3 was adopted.
- 233.** In subparagraph 4, the Employer Vice-Chairperson proposed including “in accordance with national law and practice” after the word “legislation” in the third line. The Worker Vice-Chairperson did not object to the idea, but noted that legislation was always national and wanted to avoid wordiness. The amendment was bracketed.
- 234.** In subparagraph 5, the Employer Vice-Chairperson proposed removing the third sentence, starting with “Greater cooperation”, and replacing the phrase “socioeconomic and judicial partners, and academic institutions” with “with other stakeholders, when appropriate”. The cooperation with the actors proposed was not relevant for the establishment and maintenance of labour inspectorates. The proposal was placed in brackets.
- 235.** Subparagraph 1 and the initial subparagraphs 2 and 6 were agreed on without change.

---

## **Chapter 3. Promoting decent work in the agro-food sector: Sector-specific and enterprise-level measures**

- 236.** The Employer Vice-Chairperson proposed adding an introductory chapeau as follows: “While the cooperation between governments, workers and employers to promote sustainable livelihoods in the rural economy especially for small farms and plantations is essential, governments have a leading role to play. Ensuring the creation of an enabling environment that facilitates the growth and development of sustainable farms in the agro-food sector while taking into account national needs and circumstances, is key. This Chapter proposes Policy Guidelines for governments to take the lead in promoting sustainable rural livelihoods especially for small farms and plantations, in consultation with relevant bodies and, where appropriate, representative organizations of employers and workers.”
- 237.** Since the chapter provided guidance for action by governments as well as other actors, the expert from the Government of Indonesia opposed the proposal. Following the reservations expressed by the Worker Vice-Chairperson, the chapeau was placed in brackets.

### ***Paragraph 34***

- 238.** The Employer Vice-Chairperson proposed replacing “supply chains” with “the sector” in the last sentence, and deleting the phrase “to higher segments of supply chains” in the last sentence.
- 239.** The Worker Vice-Chairperson opposed the proposed amendment, which was therefore placed in brackets.

### ***Paragraph 35***

- 240.** The Employer Vice-Chairperson proposed deleting the paragraph which he described as a promotional text for an ILO programme. Since the Workers’ group and the Government group wanted to retain the original language, the paragraph was put in brackets.

### ***Paragraph 36***

- 241.** The paragraph was agreed on without change.

### ***Paragraph 37***

- 242.** The Employer Vice-Chairperson proposed replacing “supply chain” with “sector” in the first sentence, and deleting the second sentence which read “It can facilitate their access into lucrative supply chains by meeting food safety regulations or criteria for social initiatives” to avoid repetition. The expert from the Government of Sri Lanka supported the original text. The Employer Vice-Chairperson proposed bracketing the chapeau of the paragraph.
- 243.** In subparagraph 1, the Employer Vice-Chairperson proposed deleting “along the supply chain”, “are required to” and “that” in the last sentence. He argued that many small farmers were not engaged in export-oriented activities. By restricting the text to “supply chains”, large parts of rural areas were being overlooked.
- 244.** In light of the resolution of the 2016 ILC discussion on Decent Work in Global Supply Chains, the expert from the Government of Indonesia stated on behalf of the Government

---

group that supply chains were an important topic. Discussions were crucial for ensuring that all parties, upstream and downstream, could benefit fully from its value added. The Governments opposed the amendment.

- 245.** The Worker Vice-Chairperson noted that several products, such as cocoa and coffee, were being produced by small farmers in supply chains. Globalization was an important topic of discussion in the ILO. The ILC had resulted in clear conclusions to which the Employers had contributed and agreed.
- 246.** The expert from the Government of Sri Lanka supported the original text and clarified that supply chains were paramount for the future of small and medium enterprises (SMEs). The expert from the Government of Indonesia added that the majority of farmers in Indonesia were small-scale who could also benefit from engagement in supply chains. Promoting inclusive agro-businesses was a priority in the country.
- 247.** An Employer expert from the former Yugoslav Republic of Macedonia observed that there was no denying the global reach of supply chains. Supply chains, however, were largely a business matter, with governments playing the role of enablers. Since governments were addressed in the section, the text should consider sectors rather than supply chains.
- 248.** An Employer expert from Colombia noted that there was a difference between supply chains and value chains.
- 249.** The expert from the Government of Indonesia stated that the term supply chains was often used by agricultural economists and value chains were more closely linked with management and marketing systems. It was not necessary to dwell on such differences as both concepts were important for distributing benefits to all those involved in the different segments of the chains. Subparagraph 1 was placed in brackets.
- 250.** The expert from the Government of Brazil, speaking on behalf of the Government group, announced that his group was willing to withdraw all their amendments to Chapter 3 and that the group was ready to accept the entire text as proposed in the draft Guidelines. He appealed to the social partners to show their willingness to reach a consensus and finalize the document for the sake of the rural economy and its workers.
- 251.** The Worker Vice-Chairperson, after some discussion within his group, concurred with the Government group, noting that they were willing to forego amendments his group had prepared in order to strengthen the text.
- 252.** The Employer Vice-Chairperson stated that his group was unable to agree to the untreated text of the Guidelines as presented, and he therefore could not agree with the proposal made by the Government group and endorsed by the Workers' group. He announced that his group was ready to continue the discussion on the remaining parts of the text.
- 253.** Moving on to subparagraph 2 of paragraph 37, the Employer Vice-Chairperson proposed broadening the scope of training, noting it should respond to labour market needs. He further questioned the suggestion of introducing labour-intensive speciality crops to small farmers.
- 254.** The Meeting agreed to amend subparagraph 2 as follows: "Providing technology and technical skills training for small-scale agricultural producers. Training programmes can help smallholders adopt improved production practices and new technologies and introduce them to high-yielding crops."
- 255.** In subparagraph 3, the Employers' group proposed removing the second sentence. The Government group and the Workers' group agreed to the proposed amendment.



- 
- 256.** In subparagraph 4, the Employer Vice-Chairperson proposed referring to “programmes to equip both young people and older adults with the skills they need” in the first sentence. The section should be inclusive of both young people and older adults. The Worker Vice-Chairperson accepted the proposal in the interest of progress.
- 257.** Subparagraph 5 was agreed on as originally drafted.
- 258.** In subparagraph 6, the Employer Vice-Chairperson proposed removing the last two sentences, which addressed labour intensive methods in infrastructure development. He explained that it was Governments’ prerogative to decide on the methods to be used in infrastructure development.
- 259.** The Worker Vice-Chairperson stated that labour-intensive methods created employment opportunities. The subparagraph was placed in brackets.
- 260.** The Employer Vice-Chairperson proposed an amendment to create a new subparagraph 7 to address environmental sustainability. The Meeting agreed on inserting: “Skills development programmes focusing not only on improving the economic productivity of farming enterprises, but also focusing on how to do so while improving the environmental sustainability of farming systems; and looking to reduce or mitigate any negative environmental impacts should also be considered.” It was however decided that the section would be better placed in subparagraph 4.

### ***Paragraph 38***

- 261.** The Employer Vice-Chairperson suggested adding “in accordance with the national context” following “tax breaks are important”. He also proposed deleting the last sentence, as its content touched upon the responsibility of Ministries of Agriculture.
- 262.** An expert from the Government of Brazil believed that the Meeting should avoid adding further references to national contexts. The paragraph was agreed on as amended.

### ***Paragraph 39***

- 263.** The Employer Vice-Chairperson withdrew his proposed amendment to remove the words “pro-poor”, following a clarification from the Worker Vice-Chairperson that the concept was also referred to in SDG 1. The paragraph was agreed on without amendments.

### ***Paragraph 40 (new)***

- 264.** The Worker Vice-Chairperson proposed creating a new paragraph 40, which would read as follows: “Promoting measures to ensure small farmers have access to land and other productive resources, inter alia, water and seeds, and tenure rights (in line with the Voluntary Guidelines on the Responsible Governance of Tenure of Land, Fisheries, and Forests in the Context of National Food Security).” The paragraph was bracketed to allow consideration to be given to its insertion.

### ***Paragraph 40 (original)***

- 265.** The paragraph was agreed on without change.

---

## **Paragraph 41**

- 266.** The Employer Vice-Chairperson stated that there were no data to prove that programmes that facilitated access to financial services “have expanded and proven powerful” and proposed replacing the phrase with “are important”. Second, he proposed replacing “that provide opportunities in the supply chain” with “to sustain and develop their farm” and deleting “and provide consumption-smoothing services for rural household enterprises”, adding that entrepreneurship was related to taking risks and not with consumption-smoothing.
- 267.** The Worker Vice-Chairperson preferred to keep the original text. Financial institutions were key for small-scale producers to aggregate value on their own.
- 268.** In subparagraph 1, the Employer Vice-Chairperson proposed deleting “and promoting a savings and insurance culture through awareness campaigns, financial education or experience/testimony sharing among insured and uninsured people”. He asked for clarification on the meaning of the link between formal, informal and semi-formal institutions, which in his view could also be removed.
- 269.** An expert from the Office pointed out that people who had deposited savings in unregulated institutions ran the risk of losing their savings and becoming more vulnerable. Countries could be innovative in establishing mechanisms between those informal systems and the formal systems, for example, by encouraging savings groups to set up an account in a formal institution. The intention of the section was for all actors to benefit.
- 270.** The Worker Vice-Chairperson was in agreement with the original text. The financial literacy of rural communities was growing. A savings and insurance culture was achievable through awareness campaigns that provided people with practical steps.
- 271.** An expert from the Government of Sri Lanka stated that the first sentence captured essential ideas, which needed to be retained. The Employer Vice-Chairperson withdrew his first amendment.
- 272.** An Employer expert from Colombia considered that semi-formal methods were inappropriate. An Employer expert from India indicated that in his country a large share of the informal sector was constituted by the moneylenders system, which imposed extremely high interest rates. He expressed doubts on the feasibility of informal–formal linkages.
- 273.** A Worker expert from India described the experience of women’s groups in remote areas which organized themselves to establish self-help savings schemes. In the end, informal banking methods had allowed those women to become eligible for registration to a formal bank.
- 274.** The Employer Vice-Chairperson suggested replacing the sixth line with the words “facilitating access to formal financial institutions”. The Worker Vice-Chairperson agreed with the proposal.
- 275.** The Worker Vice-Chairperson proposed adding “storage” to the other examples listed in the second line. If storage for produce was available in villages, this could considerably lower transportation costs. Subparagraph 1 was agreed on as amended.
- 276.** In subparagraph 2, The Employer Vice-Chairperson requested removing the second sentence, noting that his group did not understand the meaning of the term “agricultural value chain finance” and, for that reason, was not comfortable endorsing it.

- 
277. The Worker Vice-Chairperson opposed the amendment as he understood that the text referred to the financing of the different segments of the agricultural market to ensure the correct management of financial resources. He asked whether deleting the third sentence instead could be a compromise.
278. The expert from the Government of Sri Lanka agreed with the Workers' group on the relevance of maintaining the original formulation. Subparagraph 2 was bracketed.
279. Subparagraph 3 was agreed on without amendments.
280. The Meeting agreed to remove all examples contained in subparagraph 4, as proposed by the Employer Vice-Chairperson.

### **Paragraph 42**

281. The Employer Vice-Chairperson asked to whom the sentence "In addressing the issue of market access, consideration should be given to" was addressed. He proposed clarifying in the text that it was a government responsibility.
282. The Worker Vice-Chairperson proposed replacing the paragraph with the following wording: "1. Developing rural distribution system; 2. Recognizing that contract farming can have both positive and negative effects on small farmers depending on the contracts and that consequently measures need to be taken to ensure that contracts are transparent and not imposed on small farmers; 3. Support the organization of small farmers to increase their bargaining capacity in the market; 4. Provision of market information systems that can be easily accessed by small farmers thus enabling them to sell their products at the best price."
283. The Employer Vice-Chairperson asked for clarification on who would be responsible for the implementation. He proposed inserting "governments should take measures to" in the first subparagraph. The paragraph was placed in brackets.

### **Paragraph 43**

284. The Employer Vice-Chairperson proposed deleting the phrase "and standardize and monitor their operations" from the chapeau.
285. The Worker Vice-Chairperson proposed including "and other agricultural non-farming activities" as "new crops" alone could limit the scope. He also asked to add "and" before the word "diversity". The Meeting agreed to the two amendments.
286. The Worker Vice-Chairperson proposed including a new subparagraph 3 that would read "using farmer field sources to promote and encourage the use of new technologies".
287. The Employer Vice-Chairperson suggested replacing subparagraph 1 with: "Providing support to smallholders in order to encourage them to make use of new technology. This support should be in the form of providing access to funds in order for them to purchase new technologies and inform of provision of training and skills to teach small farmers how to make use and adopt these technologies." In the original text, it was not clear as to what role smallholder farmers would play in analysing the impact of technology. It was proposed that subparagraph 2 be replaced with "Building the right infrastructure that can facilitate the use of digital technologies" to make it shorter.

---

**288.** The Government Vice-Chairperson explained that new technologies were not always appropriate due to negative environmental impact. For that reason, it was important to analyse such impacts. He preferred the original text. The paragraph was bracketed.

#### **Paragraph 44**

**289.** The Employer Vice-Chairperson suggested deleting the entire section on green jobs. He noted that the Employers did not possess the ability to go through publications to verify that the section was correct. He questioned, for example, the statement that focus should be on more productive farming methods with a low environmental impact. Low impact farming would not necessarily contribute to employment creation.

**290.** The Worker Vice-Chairperson stated that the Workers felt strongly about the section on green jobs. He was not comfortable with the point made by the Employers on the accuracy of the section. The ILO had a Green Jobs Programme in place since 2007.

**291.** The expert from the Government of Indonesia asked why the section focusing on plantations did not include references to green jobs. The experts from the Governments of Colombia and Egypt agreed that guidance on green jobs was of vital importance.

**292.** The Secretary-General explained that “The green initiative” was one of the ILO’s seven Centenary Initiatives and it aimed at scaling up the knowledge, policy advice, and tools for managing a just transition to a low-carbon, sustainable future. Some 1.5 billion jobs could be affected by and benefit from greening the economy.

**293.** The paragraph was bracketed.

#### **Paragraph 45**

**294.** The Employer Vice-Chairperson suggested that the first sentence in subparagraph 1 read: “Promoting and strengthening access to health care and other social protection services and raising awareness with the relevant authorities to address the issue, in accordance with local context.” For the second sentence, he proposed changing “should” to “could”. He recommended replacing “are decentralized in one particular location” with “are made available”. He requested that the last two sentences be deleted, noting that the sections were overly prescriptive.

**295.** The Worker Vice-Chairperson agreed to the proposed amendments in the first sentence. He requested that the second sentence end with “are decentralized”. There were many difficulties around extending social protection to small farmers. The necessary innovation oftentimes depended on small farmer cooperatives or other organizations.

**296.** The Employer Vice-Chairperson proposed an amendment to delete the text after “Social Protection Floors Recommendation, 2012 (No. 202)” in subparagraph 2.

**297.** The paragraph was agreed on as amended.

#### **Paragraph 46**

**298.** The Employer Vice-Chairperson suggested deleting the last sentence of subparagraph 1.

**299.** The Worker Vice-Chairperson proposed adding the following to the chapeau: “Assist small farmers and small enterprises to eliminate hazards, prevent accidents, reduce risks and enhance productivity.” This would clarify the fact that the section dealt with small farmers.

- 
- 300.** The Employer Vice-Chairperson supported the Workers' amendment. An expert from the Government of Indonesia proposed replacing "small enterprises" with "SMEs" for consistency.
- 301.** The Worker Vice-Chairperson proposed replacing the first part of paragraph 46 with the following text: "1. Provisions for the progressive extension of appropriate health services for small farmers and SMEs (Recommendation No. 192); 2. Progressive development of procedures for including small farmers and small enterprises in the recording and notification of occupational accidents and diseases; 3. Development of educational programmes, materials and appropriate advice and training for small farmers and SMEs covering, inter alia, their safety and health and the safety and health of those working with them concerning work-related hazards, including the risk of musculoskeletal disorders, the selection and use of chemicals and of biological agents, the design of safe work systems and the selection, use and maintenance of personal protective equipment, machinery, tools and appliances." He also proposed deleting subparagraph 2 and retaining the original text of subparagraphs 1 and 3.
- 302.** The Employer Vice-Chairperson disagreed with the proposed text and expressed concern about its application and added value for small farmers. The paragraph was bracketed.

### ***Paragraph 47***

- 303.** The Employer Vice-Chairperson stressed that mentioning collective bargaining to define OSH was not appropriate. The Worker Vice-Chairperson agreed that the text would better fit in another section. The Meeting agreed to remove the paragraph.

### ***Paragraph 48***

- 304.** The Employer Vice-Chairperson suggested deleting the text starting from the word "diseases" in subparagraph 5, which referred to examples of how managers could demonstrate commitment to the prevention of workplace accidents, injuries and diseases. The Workers Vice-Chairperson accepted the amendment, reiterating that he wanted to make progress.
- 305.** The Employer Vice-Chairperson wished to delete subparagraph 6 regarding the provision of access to approved medical practitioners to undertake periodic medical examinations, which was considered too directive. The Worker Vice-Chairperson stated that this was a standard practice and a human right. The Government Vice-Chairperson also expressed interest in the topic. The Employer Vice-Chairperson withdrew his amendment.
- 306.** The Employer Vice-Chairperson proposed an amendment deleting subparagraph 7, as it contained too much detail. The Worker Vice-Chairperson agreed that certain provided recommendations may be better addressed towards plantations. The subparagraph was put in brackets.
- 307.** The Employer Vice-Chairperson suggested removing the last sentence of subparagraph 8, which dealt with the provision of personal protective equipment (PPE). Small farms were often managed by one person only and therefore the guidance provided may not be relevant. The Worker Vice-Chairperson did not agree with the rationale, but accepted the amendment. If the process of providing PPE was well captured in the section on plantations, it could constitute a reference to small farms.
- 308.** The Employer Vice-Chairperson proposed deleting the two last sentences of subparagraph 9. After the Worker Vice-Chairperson elaborated on the importance of including examples of relevant training, the Employer Vice-Chairperson expressed his willingness to retain the

---

sentence referred to. The Meeting agreed to remove “by providing training, certification and supervision of workers operating machinery”.

**309.** The Employer Vice-Chairperson observed that ensuring compliance with OSH requirements should not be limited to contractors and subcontractors. He proposed, and the Meeting agreed on, an amendment to replace the text after the word “Ensuring” with the wording “safe and healthy workplaces for all”.

**310.** Paragraph 48 was agreed on as amended.

#### **Paragraph 49**

**311.** The paragraph was agreed on without change.

#### **Paragraph 50**

**312.** The Employer Vice-Chairperson proposed deleting section 3.1.10 on social dialogue and capacity building for employers’ and workers’ organizations. The section addressed employers’ and workers’ organizations in general, and not small farms and businesses specifically. Alternatively, it could be included in the previous section on social dialogue.

**313.** The Worker Vice-Chairperson highlighted the relevance of social dialogue for the rural informal economy, even in the case of smallholder farmers lacking a well-established management structure. In Ghana, unions had been promoting social dialogue as a way to prevent child labour. Social dialogue was a fundamental part of the formalizing process.

**314.** The expert from Indonesia requested clarification about the definition and the size of SMEs. The Executive Secretary quoted the previous year’s ILC report on *Small and medium-sized enterprises and decent and productive employment creation*: “Typically, microenterprises are defined as enterprises with up to ten employees, small enterprises as those that have ten to 100 employees, and medium-sized enterprises as those with 100 to 250 employees.” The expert from the Government of Indonesia agreed with the Employers’ proposal to remove the section.

**315.** The Worker Vice-Chairperson noted that social dialogue was defined by the ILO to include all types of negotiation, consultation or simply exchange of information between, or among, representatives of governments, employers and workers, on issues of common interest relating to economic and social policy. Social dialogue should be encouraged and promoted. He proposed rephrasing the section instead of removing it so that it could accommodate different circumstances in different countries.

**316.** The expert from the Government of Colombia clarified that if the Governments agreed to delete the part on social dialogue, it was not because they had not considered it important. Section 2.3 on social dialogue also covered small farmers.

**317.** The Worker Vice-Chairperson proposed an amendment to modify the title to “Social dialogue and capacity building”, and the chapeau to “Improving social dialogue, including strengthening the capacity of operators at the local level within the rural informal economy and SMEs”. While subparagraphs 1 and 2 should be kept, subparagraph 3 could be deleted to address the concerns expressed.

**318.** Following a proposal made by the expert from the Government of Indonesia to move relevant content to section 2.3, the Worker Vice-Chairperson agreed to add the reworded text there. The Employer Vice-Chairperson disagreed with the proposal. Section 3.1.10 was put in brackets.

- 
- 319.** The Employer Secretary expressed concern regarding the time available to finalize the document.
- 320.** The Workers Vice-Chairperson felt that the situation was, to a large extent, the result of a misunderstanding about the character and purpose of Policy Guidelines.

### ***Paragraph 12***

- 321.** The paragraph was agreed on as amended. The Policy Guidelines were intended for use by: “(i) government authorities at all levels engaged in devising policy and practice on promoting decent work and sustainable rural livelihoods targeting the agro-food sector; (ii) employers and employers’ organizations in the agro-food sector; (iii) workers and workers’ organizations in the agro-food sector; (iv) cooperatives and other organizations of rural producers; (v) international governmental organizations and non-governmental organizations (NGOs) involved in rural development and poverty reduction; (vi) research and training institutions.”

### ***Paragraph 15***

- 322.** The Worker Vice-Chairperson agreed to replace “shall” with “should”. He furthermore proposed rewording the original second amendment to “the development of an inclusive gender responsive legal framework”, as gender-based discrimination was common. The Employer Vice-Chairperson stated that the focus should not be on gender exclusively and advocated for “the development of an inclusive legal framework to address all forms of discriminatory behaviour”. An expert from the Government of Indonesia noted that gender mainstreaming had been addressed earlier in the document.
- 323.** Paragraph 15 was agreed on as amended.

### ***Paragraph 16***

- 324.** The Meeting agreed on the Workers’ amendment in subparagraph 1.
- 325.** The expert from the Government of Colombia explained that the amendment proposed previously in subparagraph 2 was necessary, as the issue of illegal intermediary recruitment services was significant.
- 326.** The Employer Vice-Chairperson said that the amendment created confusion, as one part of the text focused on regulation while the other part addressed illegal services.
- 327.** The Worker expert from Italy elaborated on the importance of filling the gap between formal employment services and illegal ones. The Worker Vice-Chairperson suggested changing the amendment into “In addition, it is necessary to strengthen the monitoring of job placement processes in order to avoid the unregulated nature of these services”.
- 328.** The Employer Vice-Chairperson proposed replacing it with “Governments should ensure that employment practice are in accordance with Convention No. 181”, instead. Subparagraph 2 was agreed on as amended.
- 329.** The Meeting discussed proposals to speed up the process. The Employer Secretary promised to look for solutions, but needed time the following morning to go through the rest of the text. The option of having an early start to the afternoon session would be explored.

---

**Friday 30 September**

**Paragraph 51**

- 330.** The Chairperson announced that an extended sitting of the plenary had been organized to allow for the finalization of the discussion. The Employer Secretary clarified that a number of Employer experts needed to leave Geneva in the early evening of 30 September and that the group would therefore not be able to pursue the discussion beyond 5.30 p.m. Despite appeals from the Workers' and the Government groups, no agreement was reached to extend the final plenary sitting. The Meeting thus continued.
- 331.** The Workers Vice-Chairperson suggested placing paragraph 3.1.11 after paragraph 3.1.12.
- 332.** The Employer Vice-Chairperson proposed replacing the third sentence of the paragraph with "Government policies should aim to stimulate competitiveness".
- 333.** While the expert from the Government of Colombia supported the proposal, the Worker Vice-Chairperson preferred the original language. He asked the Employers to reconsider their proposal.
- 334.** The Employer Vice-Chairperson withdrew his proposal and suggested removing the larger part of subparagraph 1, but retaining the first sentence.
- 335.** In subparagraph 1, the Worker Vice-Chairperson suggested adding "Recommendation No. 193 is an important reference point" and deleting up to "well organized farmers in the supply chain". The part about organized farmers should be kept.
- 336.** An expert from the Government of Colombia agreed with the amendment as proposed by the Workers' group.
- 337.** The Employer Vice-Chairperson maintained his position, as the original wording was in conflict with the information on the supply chain actors.
- 338.** Provided that the third sentence would be retained, the Worker Vice-Chairperson proposed removing the other sentences starting with "Cooperatives can pool" in the subparagraph.
- 339.** The Employer Vice-Chairperson proposed deleting everything from "Cooperatives hold the potential" in subparagraph 2. In subparagraph 3 only the first sentence would be retained. The last line on My.COOP in subparagraph 4 should be deleted.
- 340.** The Worker Vice-Chairperson reminded the Meeting that concessions and compromises would need to be made quickly due to the time limitations. Assuming that there was agreement on subparagraph 1, he agreed on the amendments in subparagraph 4. For subparagraph 3, they proposed to meet halfway, as keeping only the first sentence would be incomplete. He proposed the inclusion of the second sentence up to "decision-making", which entailed the action needed to go with the proposal.
- 341.** The Employer Vice-Chairperson proposed a further change to subparagraph 3, namely adding "cooperatives and", so that the new phrase read "leading positions in cooperatives and producers' organizations".
- 342.** The expert from the Government of Colombia clarified the position of the Governments who agreed on the proposals regarding subparagraphs 2, 3 and 4. They however wanted to maintain the last sentence in subparagraph 3.



- 
- 343.** The Employer Vice-Chairperson clarified the role of cooperatives and questioned their contribution to household decision-making. He said his group wished to have a concise and clear text. The amendment to remove the last sentence in subparagraph 3 was withdrawn.
- 344.** The Worker Vice-Chairperson noted that concessions were made in order to make progress. The logic of subparagraph 3 was that women's economic empowerment would be reflected at the household level, with implications for food security.
- 345.** The Employer Vice-Chairperson stated that it was unlikely that an outcome could be reached that day. Principles should however not be set aside.
- 346.** The Government Vice-Chairperson reiterated his group's willingness to reach consensus and appealed to the Employers' group to make concessions. The document was primarily intended for governments to implement.
- 347.** The Worker Vice-Chairperson remarked that the experts had an obligation to the ILO and to their individual groups to finish the work towards tripartism.
- 348.** An expert from the government of Brazil restated on behalf of the Government group that his group could fully support the Guidelines as originally drafted by the Office. The amendments that had been agreed upon had enriched the text. The remaining parts of the document would have been of great value to all stakeholders that the Guidelines had addressed.
- 349.** The Employer Vice-Chairperson commended the ILO for organizing the Meeting. Regardless of the final outcome, it would promote a better understanding among the tripartite constituents. This had been the main motivation behind the creation of the League of Nations. As tripartite constituents at the international level, they had a responsibility to provide appropriate guidance to policymakers at home so that laws and regulations could be improved in order to impact the lives of all people. He commended both the Workers' and the Governments' experts for their work and representing their respective mandates during the previous four days.
- 350.** He continued by stating that rural areas were traditionally characterized by challenges in service delivery, law enforcement and limited economic activities. The low level of revenue generation combined with the high cost of service delivery to sometimes remote locations with low-density populations posed major constraints to governments. As a result, the informal sector was rather large. Rural areas were in effect working societies, albeit informal ones. Though they were limited in size, and vulnerable to various challenges such as weather fluctuations and inflation, they created livelihoods. It was the Employers' group's concern that imposing rigid laws and regulations could inadvertently expose rural populations to vices like indebtedness, corruption and a level of expectations that could initially exceed their means. Unless matched or preceded by sustainable, permanent forms of work and/or income, imposing overly rigid regulations would effectively encourage the growth of informality. Rural economies would greatly benefit from policies including, but not limited to, infrastructure development, consistent government policies, and private sector investment matched by public service delivery and the introduction of flexible regulations that encourage the transition from informality to formality.
- 351.** The document as it stood needed further work in order to address the Employers' concerns. Approving it in its current form would not serve its intended purpose. The time was too limited and a large part had not been discussed and consensus had not been reached on large portions of the text.

- 
- 352.** The Worker Vice-Chairperson reemphasized his group's commitment to achieve the purpose of the Meeting. Even though some Employer experts would not be available for an evening sitting, they should make all possible efforts in view of the time left to try to reach consensus.
- 353.** On behalf of the Government group, the expert from the Government of Brazil expressed understanding, but regretted the reluctance of the Employers' group to continue to discuss the draft Guidelines. He requested the report to reflect that both the Governments' and Workers' groups had agreed with the proposed draft Guidelines. Both groups had shown flexibility in understanding the Employers' group position. In an attempt to find consensus, he proposed that the Meeting move forward by revisiting the text that had already been reviewed and to insert all the Employers' reservations on record. This would allow for the Governing Body to review the issues where consensus had been reached and to seek a way to move forward.
- 354.** The Employers Vice-Chairperson said that his group had not been able to study the entire document, and therefore could not support the Government group's proposal. In view of the time left, the Meeting could not revisit the entire document.
- 355.** The expert from the Government of Colombia expressed that work carried out during the previous days had been based on the premise that the document should reflect the views of the social partners and the Governments. This had already built a tripartite blueprint in the text. He made an appeal to all experts to continue the discussions.
- 356.** The Worker Vice-Chairperson expressed grave concern that the Meeting could not agree to finishing the negotiations.
- 357.** The Secretary-General explained that, if the Meeting would not be able to finish its work to adopt the Policy Guidelines, only the report of the Meeting would be submitted to the Governing Body in March 2017. The report would include an overview of the paragraphs of the Guidelines that were agreed to, the paragraphs that were bracketed and the non-treated paragraphs. She proposed that with the remaining time the Meeting focus on formally adopting the paragraphs that had already been agreed to. If time allowed, the Meeting could start discussing Chapter 3 on plantations. The adopted text could be useful as a starting point for a future discussion on the Policy Guidelines, should the Governing Body decide to reconvene another Meeting.
- 358.** The Employer Secretary stated that in his experience, it was not unusual for committees or meetings to finish without adopting documents. The text and paragraphs that had been reviewed and amended in previous days should not be considered a form of consensus or adopted parts of the Guidelines. If it was decided that another meeting on the topic would be held, the entire draft should be reviewed as a package for adoption. It would not make any sense to adopt just some of the paragraphs.
- 359.** The expert from the Government of Brazil made an appeal to all groups of experts to adopt the text that had already been agreed to or discussed.
- 360.** The Employer Secretary clarified that his group was committed to adopting the Policy Guidelines on the rural sector. However, existing challenges explained the reluctance to continue with the negotiations at that particular moment. His group had made all possible efforts to achieve consensus within the group, but at that point, could not agree to moving forward. Only the text of the Policy Guidelines as a whole, and not its individual paragraphs, would be acceptable for endorsement. The text included all the contentious issues that the Employers could face in an ILO document.
- 361.** The expert from the Government of Egypt appealed to the Employer experts to continue the work on the excellent draft Guidelines in the interest of rural development and for the sake

---

of the vulnerable rural people. He stressed that the Government and Workers' groups had made considerable compromises, as the Guidelines were of great added value to them.

362. The Chairperson recalled the tripartite nature of the ILO. It was important that all constituents were part of the process and reached out to each other. He proposed to continue to review the document within the remaining time frame.
363. The Employer experts from the former Yugoslav Republic of Macedonia and from Zambia underlined that they had significant experience in rural livelihoods, which they sought to reflect in the text.
364. An Employer expert from India stressed that the aim of the text was to improve rural livelihoods. His group had made enormous efforts to find consensus. It would not be possible to trade concessions on the text. It was important that the document would have real meaning, and more time was needed for his group to deal with it.
365. The Worker Vice-Chairperson, while understanding the Employers point of view, insisted that the Meeting needed to continue in order to finish its work.
366. The Employer Vice-Chairperson agreed to continue the discussion, albeit with a view to informing the report and not to adopt text.
367. The Employer Vice-Chairperson proposed deleting the sentence beginning with "Recommendation No. 193".
368. The Worker Vice-Chairperson proposed bracketing the text.
369. The expert from the Government of Colombia inquired whether the reference to Recommendation No. 193 in the chapeau of paragraph 51 could address the Workers' concerns.
370. The Workers Vice-Chairperson agreed to the deletion proposed by the Employers, and to bracket the text beginning with "Well-organized farmers". The Employers Vice-Chairperson agreed to this proposal, and suggested bracketing subparagraph 2–4 as well.
371. The Worker Vice-Chairperson suggested agreeing to the deletions proposed by the Employers if the words "women and" could be added in subparagraph 3 in the last sentence before the words "vulnerable groups".
372. The Employer expert from Zambia said that the text should not associate women with vulnerability.
373. The Secretary-General clarified that women were not vulnerable but that they were vulnerable to discrimination.
374. The Employer expert from Zambia asked to simplify the text.
375. All of paragraph 51 except the chapeau was put into brackets.
376. The Worker Vice-Chairperson wished the report of the Meeting to reflect that, despite multiple concessions made by his group, no progress had been achieved.

---

## **Paragraph 52**

- 377.** The Employer Vice-Chairperson proposed rephrasing the chapeau above paragraph 52 as follows: “Ensure the elimination of child and forced labour in the small farms sector.” The Meeting agreed.
- 378.** The Employer Secretary requested a clarification on the proceedings of the Meeting. Clarifications were required regarding the purpose of brackets at that stage. He said it was not clear what could be achieved by the end of the Meeting.
- 379.** The Chairperson responded that the Meeting would continue to identify areas of agreement, as proposed earlier.
- 380.** The Employer Secretary stated that he believed the discussion was at a stage where it was meant to merely inform the report instead of coming to an agreement on paragraphs. For the Employers, the purpose of continuing the discussion was to reflect the views of the Workers, Employers and Governments on the text, and not to negotiate the text.
- 381.** The Secretary-General of the Meeting clarified that the untreated text would inform the report and that the bracketed text would serve to inform the Governing Body about the unresolved issues. The Employer Vice-Chairperson reiterated that there was not sufficient time available for negotiations.
- 382.** The Employer Vice-Chairperson proposed an amendment to delete the first sentence as it was redundant. In subparagraph 1, he proposed replacing “Sensitizing” with “Educating” for clarity; deleting “This could include extension workers’ training or training for cooperatives, trade unions and employers’ organizations to promote information sharing”; and to remove the last sentence in subparagraph 2.
- 383.** The Worker Vice-Chairperson agreed with the first and third amendments proposed. He noted that regarding cash transfers, however, Brazil and Ghana had important programmes that had proven very effective. He asked for the last sentence in subparagraph 2 to be retained.
- 384.** The expert from the Government of Brazil agreed with replacing “Sensitizing” with “Education”, while noting that he preferred the original text.
- 385.** The Worker Vice-Chairperson proposed replacing “trade unions and” with “workers’ and” in subparagraph 1.
- 386.** The expert from the Government of Colombia, on behalf of the Government group, proposed that the Meeting provide general comments on the rest of the document to clarify the main areas of controversy. The Employer Vice-Chairperson agreed with the proposal made by the Governments.
- 387.** The Employer Vice-Chairperson, in his final statement, said he did not want to give the impression that there was agreement on some parts of the text without looking at the full document. In the Meeting of Experts, this was the only basis for consensus and, therefore, adoption. The major concerns of the Employers included redundant repetitions, a lack of clarity on how certain sections were useful for small farms and plantations, and the over-prescriptiveness of the Policy Guidelines. Specific negative connotations were present throughout the document, especially on workers in non-standard forms of work. Finally, there was no emphasis on the creation of income opportunities, which was the basis of sustainable rural livelihoods in that sector. Given those concerns, it was not feasible to continue the discussion.

- 
- 388.** The Worker Vice-Chairperson noted that a lot of resources had been spent preparing for the Meeting. He insisted on continuing discussion of the document, paragraph by paragraph as had been done thus far, until the end of the Meeting. Proposals made by the Employers' groups would be taken on board.
- 389.** The expert from the Government of Egypt underscored the many useful examples included in the Guidelines which could guide governments to implement rural policies. There was an agreement on several paragraphs and his Government was ready to adopt the untreated text as originally drafted. He proposed to continue the discussions with a view to reach at least partial agreement.
- 390.** The expert from the Government of Sri Lanka said it was unfortunate to end the Meeting without result. He highlighted the role of the Government group as representatives of all governments who were concerned with the future of the world. The Office had produced an excellent draft document. Many important parts of the document had not been retained. Striving for social justice and sustainable rural development, it was their collective responsibility to continue the discussion.
- 391.** The Employer Secretariat said that if a future Meeting would be agreed upon, this would be a new discussion that could not be pre-empted. Consensus on the whole text had not been reached.
- 392.** The Worker Vice-Chairperson regretted the decision by the Employers' group to discontinue the discussion and he remarked that the current spirit of resilience in the Workers' group was part of the spirit of the global workers' movement, aspiring to decent livelihoods. He stated that his group was looking forward to the next opportunity to work together.
- 393.** The Employer expert from Jordan argued that in the five days of the Meeting a democratic discussion had taken place, in which the Employer Vice-Chairperson had been coherent, honest and open to listening. He thanked the Meeting for their engagement and patience.
- 394.** The expert of the Government of Brazil made a final statement on behalf of the Government group. He expressed regrets about the discontinuation of the discussion and he reiterated the importance of a comprehensive report of the Meeting which would reflect the discussion. The Policy Guidelines were considered useful both for future ILO initiatives and for governmental work. The expert thanked the Office for their efforts. He also thanked the Workers for their commitment to the Meeting, the Employers for their honesty and his colleague experts for their excellent contributions. He very much regretted that the outcome had not led to the adoption of a final document.
- 395.** The Worker Vice-Chairperson asked the Secretariat whether it would be possible for all the groups to share their views and suggestions on the text with the other parties before a potential next meeting.
- 396.** The Secretary-General explained that the report of the Meeting would be submitted to the Governing Body in March 2017, and that the Governing Body would decide on the way forward. She further stated that despite consensus not being reached, progress had been made on a tripartite basis. She commended participants for their contributions and the Chairperson for presiding ably over the proceedings. The Office looked forward to reaching consensus in the future.
- 397.** The Chairperson thanked the participants and closed the Meeting.



---

## Appendix





**MEPSLA/2016/4(Rev.1)**

INTERNATIONAL LABOUR ORGANIZATION

**Sectoral Policies Department**

**Draft policy guidelines for the promotion of  
sustainable rural livelihoods targeting the  
agro-food sectors**

Under review

**Report for discussion at the Meeting of Experts to Adopt  
Policy Guidelines for the Promotion of Sustainable Rural  
Livelihoods Targeting the Agro-food Sectors**  
(Geneva, 26–30 September 2016)

Geneva, 2016

INTERNATIONAL LABOUR OFFICE, GENEVA



---

## Explanatory note

The following text has been discussed during the Meeting of Experts, which was held from 26 to 30 September 2016. For the ease of reference, the paragraphs of the text are marked as follows:

- |                         |                                                                    |
|-------------------------|--------------------------------------------------------------------|
| <b>(Agreed)</b>         | The text that has been agreed upon by the Meeting but not adopted. |
| <b>[...]</b>            | The text on which no agreement has been reached.                   |
| <b>(Untreated text)</b> | The text that the Meeting did not discuss.                         |



---

## Contents

	<i>Page</i>
Introduction .....	1
Why a focus on rural livelihoods and the agro-food sector?.....	1
Chapter 1. Purpose and intended users.....	5
1.1. Purpose of the policy guidelines .....	5
1.2. Intended users .....	5
Chapter 2. Promoting decent work in the rural economy: Policy and action at the national level.....	7
2.1. Economic, social and labour market policies .....	7
2.1.1. Decent work and rural development strategies.....	7
2.1.2. Enabling business environment .....	7
2.1.3. Rural labour markets .....	8
[2.1.4. Rural infrastructure] .....	9
2.1.5. Soft infrastructure .....	10
[2.1.6. Formalization of the informal rural economy] .....	10
2.1.7. Youth employment .....	11
2.1.8. Access to education and skills development (Agreed).....	12
[2.1.9. Provision of health care professionals and teachers].....	12
2.2. Enforcing compliance with laws and regulations (Agreed).....	13
2.2.1. Freedom of association and collective bargaining (Agreed).....	14
2.2.2. Abolition of child labour .....	15
2.2.3. Elimination of forced labour (Agreed).....	16
[2.2.4. Non-discrimination] .....	17
2.3. Social dialogue (Agreed) .....	18
2.4. Social security and labour protection (Agreed) .....	19
2.4.1. Social protection (Agreed) .....	19
2.4.2. Occupational safety and health (Agreed) .....	20
2.4.3. Labour inspection .....	21
[Chapter 3. Promoting decent work in the agro-food sector: Sector-specific and enterprise-level measures] .....	23
[3.1. Small farms].....	23
3.1.1. Skills development (Agreed).....	23
3.1.2. Entrepreneurship development (Agreed).....	24
3.1.3. Business development services .....	25
3.1.4. Financial services (Agreed).....	25
3.1.5. Market access (Agreed).....	26
3.1.6. Access to new technologies (Agreed) .....	26
[3.1.7. Green jobs] .....	26

---

3.1.8. Social protection (Agreed).....	27
3.1.9. Occupational safety and health (Agreed) .....	27
[3.1.10.Social dialogue and capacity building].....	28
[3.1.11.Improving organization after 3.1.12)] .....	29
[3.1.12.Labour rights] .....	29
3.2. Plantations.....	30
3.2.1. Engagement and recruitment of plantation workers .....	31
3.2.2. Skills development .....	32
3.2.3. Providing social security to plantation workers.....	33
3.2.4. Occupational safety and health.....	34
3.2.5. Welfare facilities .....	35
3.2.6. Wages .....	36
3.2.7. Hours of work.....	38
3.2.8. Social dialogue .....	39
3.2.9. Ensuring fundamental principles and rights at work .....	40
Appendix .....	43
Bibliography.....	45

---

## Introduction

### Why a focus on rural livelihoods and the agro-food sector?

1. Today, approximately 46 per cent of the world's population, including 40 per cent of the global working-age population, live in rural areas. Despite rapid urbanization, the majority of people in developing countries are still rural. In Africa and Asia, the percentage of the population residing in rural areas is 60 per cent and 52 per cent, respectively. Given that population growth will be especially high in the least developed countries, all of which but one are in Africa and Asia and the Pacific, eradicating poverty and inequalities and meeting the Sustainable Development Goals (SDGs) requires a strong focus on rural development and rural livelihoods. In this context, and due to the sheer number of people that depend on it for their livelihoods, the agro-food sector warrants particular attention. **(Untreated text)**
2. Although its share in total employment has fallen from 41.2 per cent to 28.6 per cent over the past two decades, agriculture remains the backbone of many low-income countries, accounting for 60 per cent of employment in the least developed countries as a whole and contributing up to two-thirds of gross domestic product in some of those countries. In low-income and lower-middle-income countries, agriculture constitutes the principal source of employment for women. In southern Asia and sub-Saharan Africa, over 60 per cent of working women are engaged in agriculture, often being concentrated in time- and labour-intensive activities, which are unpaid, unprotected or poorly remunerated. At the same time, rural areas are characterized by a great diversity of economic activities, including processing and marketing of agricultural products, tourism, handicraft development and other cottage industries, and important employment potential, including linkages with industrial and services sectors. **(Untreated text)**
3. Decent work for all cannot be achieved unless greater emphasis is placed on rural economies, where the lack of decent work opportunities is pervasive and persistent. Common constraints to unleashing the potential of rural areas include: lack of reliable incomes; low productivity; informality; weak labour market institutions and low enforcement of the rule of law; ineffective organization and participation of rural people in decision-making; under-investment in agriculture and non-farm rural employment; lack of adequate infrastructure; poor occupational safety and health (OSH) and working conditions; and limited or no access to social protection and services, including financial services such as insurance. Rural workers often face serious obstacles to exercising their rights to freedom of association and collective bargaining, which are key to ensuring sustainable wages and rural livelihoods. As a result, there are, for example, relatively few agricultural trade union members compared to the total number of workers in the sector. Such constraints particularly affect women and men from socially disadvantaged groups that are vulnerable to discrimination on various grounds.<sup>1</sup> Additional pressures in rural economies result from conflict, natural resource

<sup>1</sup> *Vulnerability* indicates a situation in which individuals or groups are particularly threatened by social, economic, political or other pressures, including cultural norms and stereotypes. In the context of employment, they are more susceptible to abuses and rights violations. Women are often in more vulnerable situations than men as a result of their reproductive function, gender-based inequalities, such as the unequal distribution of unpaid household and care work between women and men, discrimination, and exposure to violence. Groups of workers particularly exposed to socio-economic vulnerability include migrant workers, workers in the informal economy, as well as workers from disadvantaged groups, such as persons with disabilities, individuals living with HIV/AIDS or groups facing marginalization on grounds of ethnicity, religion, social origin or sexual orientation.

---

depletion and climate change. While the agro-food sector is particularly impacted by climate change, it can play an important role with regard to climate change adaptation and mitigation. The 2015 Paris Agreement contains related commitments. **(Untreated text)**

4. The importance of food in human life is another reason for according special attention to rural livelihoods and the agro-food sector. The right of every person to “a standard of living adequate for the health and well-being of himself and his family, including food” is enshrined in the Universal Declaration of Human Rights adopted in 1948 (Article 25). Paradoxically, the majority of those who are unable to realize this right today are small independent food producers or waged agricultural workers. The same category of workers constitutes a large body of the working poor, who live on less than US\$1.9 a day. **(Untreated text)**
5. The rural economy has been a focus of the ILO’s work since its establishment. The Third Session of the International Labour Conference (ILC) in 1921 culminated in the adoption of the Right of Association (Agriculture) Convention (No. 11). Since then over 30 legal instruments which target agriculture and rural activities have been adopted. A significant part of the ILO’s research and technical cooperation work has been aimed at improving the welfare and working conditions of the rural population. **(Untreated text)**
6. The global food price crises of 2007–08, which resulted in a number of high-level development initiatives, such as the United Nations Secretary-General’s High-Level Task Force on Global Food Security and Nutrition (HLTF) and the G8’s and G20’s work on food security, emphasized the need for action to support rural economies in developing countries in order to eradicate rural poverty and to build more resilient food systems. In 2008, the ILC adopted a resolution concerning the ILO’s and the tripartite constituents’ role in tackling the global food crisis. Called upon by the UN Secretary-General to contribute the decent work dimension to UN system efforts to advance the fight against hunger, the ILO joined the HLTF and has since been working closely with other UN agencies to build the longer term resilience of food-insecure communities. The same session of the ILC held a general discussion on rural employment, which culminated in the adoption of a resolution and conclusions concerning promotion of rural employment for poverty reduction (hereinafter referred to as conclusions on rural employment), setting a mandate for greater ILO involvement in rural development. As a follow-up to these conclusions, the promotion of decent work in the rural economy was identified as one of the eight areas of critical importance for the ILO’s priority action in 2014–15 and, consequently, a programme and budget policy outcome for 2016–17. **(Untreated text)**
7. Based on the 2008 ILC conclusions on rural employment, these guidelines present an expanded framework for the ILO and the tripartite constituents’ action in the rural economy and in particular the agro-food sector. For the purpose of this document, the term “agro-food sector” refers to “agricultural and forestry activities carried out in agricultural undertakings including crop production, forestry activities, animal husbandry and insect raising, and the primary processing of agricultural and animal products by or on behalf of the operator of the undertaking”.<sup>2</sup> The guidelines cover the part of agro-food production, including seafood production and aquaculture, taking place in the rural economy. **(Untreated text)**
8. Chapter 1 explains the purpose of the policy guidelines and identifies their intended users. Chapter 2 focuses on national-level policies and suggests action that governments should consider in order to create the enabling environment required for the effective promotion of decent work in the agro-food sector and the building of sustainable rural livelihoods based on other sectors of the rural economy. Chapter 3 focuses on the promotion of decent work on small farms and on plantations. In this document, the term “plantation” refers to “any

<sup>2</sup>Article 1, Safety and Health in Agriculture Convention, 2001 (No. 184).



---

agricultural undertaking regularly employing hired workers which ... is mainly concerned with the cultivation or production for commercial purposes” of monocultures; “it does not include family or small-scale holdings producing for local consumption and not regularly employing hired workers”. It “ordinarily includes services carrying out the primary processing of the product or products of the plantation”.<sup>3</sup> Where possible, Chapter 3 provides pointers on specific roles and responsibilities of the tripartite constituents and suggests action that they could consider to promote decent work in the agro-food sector. In addition, the appendix provides information on relevant international labour standards and other international documents that should be considered when designing and implementing rural development interventions. **(Untreated text)**

<sup>3</sup>Article 1, Plantations Convention, 1958 (No. 110).



---

## Chapter 1. Purpose and intended users

### 1.1. Purpose of the policy guidelines

9. This document provides a comprehensive guide for ILO constituents and other stakeholders engaged in the design and implementation of interventions aimed at building sustainable rural livelihoods through decent work and productive employment, with a specific focus on the agro-food sector. They set out common principles and the policy framework that should guide action to achieve decent work in the rural economy. Given the vast scope and complexity of the subject, such actions are many and diverse. The guidelines recognize the need for an integrated and coordinated approach at various levels (international, national, sectoral, local, and enterprise) and for involving a wide range of actors. They suggest different actors' roles in the process of designing and implementing such interventions. The guidelines can also be used to facilitate discussions among these actors by providing a common comprehensive policy framework to promote sustainable livelihoods in the rural economy. **(Agreed)**
  
10. The guidelines are based on principles derived from the following instruments and documents:
  - ILO Declaration of Philadelphia (1944);
  - ILO Declaration on Fundamental Principles and Rights at Work (1998);
  - ILO Declaration on Social Justice for a Fair Globalization (2008);
  - ILO code of practice in safety and health in agriculture (2011);
  - relevant ILO Conventions and Recommendations;
  - relevant resolutions and conclusions adopted by the ILC, most importantly the 2008 conclusions on rural employment and the outcome of the discussion by the Committee on the Application of Standards of the General Survey concerning the right of association and rural workers' organizations instruments (2015);
  - legislative, administrative and workplace good practices from ILO member States;
  - principles and good practices outlined in relevant instruments especially the Sustainable Development Goals and policy documents specifically applicable to the agro-food sectors, as listed in the bibliography. **(Agreed)**
  
11. In view of different country circumstances, the guidelines can be implemented progressively so as to take account of specific national settings. **(Agreed)**

### 1.2. Intended users

12. These policy guidelines are intended for use by:
  - (i) government authorities at all levels engaged in devising policy and practice on promoting decent work and sustainable rural livelihoods targeting the agro-food sector;
  - (ii) employers and employers' organizations in the agro-food sector;

- 
- (iii) workers and workers' organizations in the agro-food sector;
  - (iv) cooperatives and other organizations of rural producers;
  - (v) international governmental organizations and non-governmental organizations (NGOs) involved in rural development and poverty reduction;
  - (vi) research and training institutions. (**Agreed**)

---

## Chapter 2. Promoting decent work in the rural economy: Policy and action at the national level

*Cooperation between governments, workers and employers at national, regional and local level is important in promoting sustainable livelihoods through the development of integrated strategies and programmes that are focused on reducing poverty in rural areas. This cooperation requires the commitment of the tripartite parties to shared roles and responsibilities. This chapter proposes policy guidelines for governments and should be developed in consultation with relevant bodies and, where appropriate, representative organizations of employers and workers (Agreed)*

### 2.1. Economic, social and labour market policies

13. Economic and social policies are important levers for bringing about improvements in rural livelihoods and for ensuring access to decent work in the rural economy. They provide the necessary foundation for the wide range of other interventions at the sectoral and local levels that are necessary to achieve sustainable rural livelihoods and decent work. A strong and well-aligned foundation will improve the effectiveness of other interventions. In order to ensure that decent work is a key component of interventions that effectively target poverty in rural areas, the following actions should be considered. (Agreed)

#### 2.1.1. Decent work and rural development strategies

*Examine national development policies with a view to identifying gaps, deficiencies and potential obstacles to promoting decent work in the rural economy (Agreed)*

14. A key issue is to ensure that development policies and strategies do not have a bias against rural areas and that decent work forms an integral part of these policies. Government policies should encourage increasing investment in rural areas. Public expenditure on basic social services (in particular education, health care, infrastructure) should be equitably allocated between urban and rural areas. Some measures in favour of rural areas should be taken, especially in countries with high levels of poverty or where violations of labour rights in rural areas exist. (Agreed)

#### 2.1.2. Enabling business environment

*Facilitate the creation of an enabling business environment that attracts investment and contributes to the development of competitive and dynamic economic sectors and the generation of sustainable rural livelihoods and decent jobs (Agreed)*

15. A healthy business environment is a prerequisite for economic growth, employment creation and poverty reduction. The 2007 ILC conclusions concerning the promotion of sustainable enterprises and the 2015 ILC conclusions concerning small and medium-sized enterprises and decent and productive employment creation provide guidance on what constitutes such a conducive environment and the respective roles of the ILO and its tripartite constituents in promoting sustainable enterprises. In addition to promoting the basic conditions for sustainable enterprise development identified in these conclusions, governments should establish programmes and policies to create incentives for enterprises to develop and behave in a responsible and sustainable way. National-level business environment reform should focus on policies, laws and regulations covering such areas as tax, customs, trade, employment and labour, and competition, as well as the general conditions for private sector

---

development. The development of rural small and medium-sized enterprises (SMEs), which tend to be labour intensive and are likely to be pro poor, should receive particular attention. Emphasis should also be placed on the impact business environment reform has on the formalization of the informal economy. The development of an inclusive legal framework for business development and the establishment of mechanisms to prevent and address all forms of discriminatory behaviour in lending markets and in land and property rights should be a priority. **(Agreed)**

### **2.1.3. Rural labour markets**

*Improve the functioning of rural labour markets as a crucial factor for ensuring the success of policies aimed at promoting rural livelihoods and growth and reducing vulnerability and enhancing resilience of rural communities **(Agreed)***

- 16.** Traditional non-market institutions for mobilizing and allocating labour continue to play a significant role, while modern labour market institutions (such as for job placement, wage determination, organization and social dialogue) are largely absent. Where the market relationships exist (such as labour contracting), they are often poorly regulated and open to abuse. The demand and supply of labour often depend on the performance of the agricultural season, with fluctuations throughout the agricultural cycle resulting in seasonal employment patterns, seasonal migration, wage fluctuations, underemployment and casualization. Examining the interplay between the determinants of labour supply and demand provides insights into the challenges and opportunities for the promotion of more and better jobs in rural areas. Besides the policies and interventions discussed in these guidelines, all of which can positively impact the functioning of rural labour markets, governments should pay attention to strengthening labour market institutions in rural areas and in particular to: **(Agreed)**
  1. Strengthening labour market information systems. Improving the system of rural (and urban) labour statistics is instrumental in supporting the development, implementation, monitoring and evaluation of national policies and programmes for rural development. This should include, when possible, collection and analysis of data disaggregated by sex, age, disability, ethnicity or other characteristics relevant in the national context. This should include the collection of statistics on the rural workforce and the mapping of the migratory pattern of the agricultural and rural workers. **(Agreed)**
  2. Developing and improving public as well as regulated private employment services in rural areas. These services should be responsive to different needs of women and men. This will assist in raising jobseekers' awareness of job and training opportunities in rural and urban areas. It will help employers, including local and foreign investors, to make informed decisions. Governments should ensure that employment practices are in accordance with Convention No. 181. **(Agreed)**
  - [3. Establishing wage determination mechanisms in consultation with social partners according to national context.]
  - [4. Promoting organization and social dialogue in the rural economy.]
  - [4. Establishing a livelihood security fund for rural populations.]
  - ~~[5. Promoting social dialogue in the rural economy.]~~

---

#### **[2.1.4. Rural infrastructure]**

*[Increase investments in rural infrastructure as a pivotal factor for improving the functioning of rural labour markets, strengthening agriculture–rural non-farm and rural–urban linkages, hence improving the connection of rural economies to wider markets, promoting gender equality and stimulating rural growth]*

17. [Investments in infrastructure (such as roads, communication, energy) will reduce transaction costs through improved access to information, knowledge and resources (including new agricultural technologies and practices; market prices; early warning systems on pests and diseases; improved inputs and fertilizers; financial services) and are likely to have important positive effects on agricultural productivity, incomes and trade. Policies and action on rural infrastructure development should be climate sensitive and include adequate mechanisms to address possible negative impacts on the environment or communities, including on indigenous and tribal peoples. In particular, they should aim at:]
- [1. Extending or improving irrigation and drainage systems, which reduce the risk of flooding, enhance the productive potential of land and other natural capital, enabling multiple cropping and the adoption of appropriate plant varieties. Consideration should also be given to innovative measures, for example rainwater harvesting.]
  - [2. Constructing new roads and maintaining existing road networks, bearing in mind the need for effective and inclusive planning so that they help reduce the geographical exclusion of rural areas from national and global markets and basic social services.]
  - [3. Improving access to safe drinking water and sanitation facilities, which positively impacts working conditions and productivity, as well as food security and health outcomes. The ILO’s code of practice on safety and health in agriculture (hereinafter the OSH code of practice) contains recommendations on the provision of safe water and sanitary facilities and explains the link between accessible potable water, dehydration and productivity. Addressing the issue of access to water and sanitation will contribute to empowering women, reducing health and safety risks, including child and maternal mortality. Women, who are disproportionately affected by this constraint, would also be able to devote the time spent collecting water to other more productive activities.]
  - [4. Extending rural electrification, thereby improving the standard of living and providing an impetus to home business creation and longer operating hours for these enterprises. Rural electrification programmes can have greater impact on household income if accompanied by initiatives to promote productive uses of electricity. Benefits from rural electrification also include improved access to information through the Internet and media; better rural services; enhanced productivity through the use of electrical equipment; enhanced safety through better lighting. Research shows the impact that rural electrification can have on households’ labour supply decisions, highlighting a strong positive correlation between rural electrification and the propensity of women to engage in productive activities. Renewable energy technologies, which can operate on a large or small scale using resources often readily available in many rural areas, can facilitate the creation of a range of productive activities, particularly in food processing and storage.]
  - [5. Addressing the issue of storage capacity, including decentralized cold storage, which, where possible, should be based on labour-based construction and maintenance methods.]
  - [6. Extending mobile phone coverage and the Internet to rural areas, which have been shown to facilitate market access in a variety of ways. Information and communication

---

technologies (ICT) and traditional media are effective tools in promoting the adoption of innovations, including new agricultural and resource management practices.]

7. Investing in public transport facilities for rural areas. **(Agreed)**

### **2.1.5. Soft infrastructure**

*Investing in and promoting the development of soft infrastructure, which includes, inter alia, transport services, agricultural extension, business development and financial services, and sanitary and phytosanitary institutions, to ensure the benefits of investments in hard infrastructure and to facilitate opportunities for local producers to advance to higher segments of supply chains **(Agreed)***

18. Research shows the importance of addressing governance and policy issues in order to eliminate systemic inefficiencies in rural infrastructure. Attention needs to be paid to:
  1. Increasing agricultural extension services to effectively disseminate knowledge at the local level on new seed varieties, technology, sound management of chemicals, and improved cultivation and farm management techniques that will enable a rise in the productivity of the small farm sector. **(Agreed)**
  2. Extending financial infrastructure, including the physical coverage of financial service providers, into remote areas, thereby allowing rural populations to access savings, insurance, loans, and credit guarantee funds and credit insurance systems, or payment services, which help to improve productivity and better protect against shocks. **(Agreed)**
  3. Establishing and strengthening sanitary and phytosanitary institutions. **(Agreed)**
  4. Establishing community learning centres. **(Agreed)**

### **[2.1.6. Formalization of the informal rural economy]**

*[Take active measures to facilitate the transition of workers and economic units from the informal to the formal economy, while respecting workers' rights and ensuring opportunities for income security, livelihoods and entrepreneurship, and promote the creation, preservation and sustainability of enterprises and decent jobs in the formal economy and the coherence of macroeconomic, employment, social protection and other social policies]*

19. [Informality tends to be higher in rural than in urban areas and more prevalent in agricultural than non-agricultural activities. The lack of quality job opportunities in rural areas pushes the poor into low-return casual non-farm activities in the urban and rural informal economy. Promoting the transition to formality requires an integrated and coherent strategy, a policy mix and institutional coordination, as set out in the Recommendation concerning the transition from the informal to the formal economy (No. 204). In designing an integrated policy framework on formalization targeting the rural economy, governments should consider:]
  1. Developing a comprehensive intervention with the following steps: (a) diagnostics phase which includes the collection of statistics on the rural workforce and the mapping of the migratory pattern of the agricultural and rural workers; (b) review of legal and policy frameworks and practice specifically on the legal rights of rural workers and small farmers; (c) an assessment of the impact of land acquisitions and the importance of conducting participatory social impact assessments with the affected parties and right to natural resources in case of the workers depending on natural resources for their



---

livelihood; (d) inclusive social dialogue and capacity building of tripartite constituents; and (e) development of an integrated strategy and institutional framework for action and monitoring as proposed in the follow-up strategy for action on implementing Recommendation No. 204. This will include analysing the drivers of rural informality with a view to developing coordinated measures tailored to the specific characteristics, circumstances and needs of the different groups of workers and economic units. The heterogeneous nature of the rural labour force needs to be taken into account.]

2. Promoting sectoral policies, with a focus on sectors with high employment-creation potential, and promoting relevant trade, tax and infrastructure policies, and local development strategies, including regulated access for use of public space and public natural resources, with the aim of enhancing productivity and livelihood opportunities, and facilitating structural transformation. Promoting decent work in the agro-food sector, investing in education and skills that equip workers to improve productivity and start their own businesses, and promoting decent employment in other sectors of the rural economy remain critical. **(Agreed)**
3. Economically empowering groups which are more vulnerable to social and economic risks, including, but not limited to, women, young people, migrants, indigenous and tribal peoples, persons living with or affected by HIV or AIDS, persons with disabilities, and subsistence farmers. It is important to take into account the contribution that these groups can make to alleviate rural poverty and food insecurity. Social protection initiatives play a crucial role, while programmes facilitating smallholders' access to credit, training, financial and business services, and markets will contribute to the promotion of sustainable enterprise development. **(Agreed)**

### **2.1.7. Youth employment**

*Ensure that national policies and strategies pay adequate attention to the promotion of youth employment in the rural economy (Agreed)*

20. Despite rapid urbanization, young people, 85 per cent of whom live in developing countries, reside mostly in rural areas and account for a disproportionate share (23.5 per cent) of the working poor. "The youth employment crisis: A call for action", adopted by the ILC in 2012, is a set of conclusions that provide guidance to countries in shaping their national strategies for youth employment. In designing national plans for youth employment, serious consideration should be given to the needs of rural young people. This may include, as appropriate: **(Agreed)**
  1. Ensuring that targeted interventions for young women and men (such as public employment programmes, and wage and training subsidies) also cover rural young people. **(Agreed)**
  2. Diversifying into production of higher value agricultural products and rural non-farm activities (such as food processing and packaging) that can contribute to job creation for rural young people and is critical to the process of structural transformation and productive diversification. **(Agreed)**
  3. Promoting youth entrepreneurship in rural areas, including social enterprises and cooperatives, with adequate support services (business services, financial services and so on). **(Agreed)**
  4. Investing in social and cultural infrastructure, taking into consideration the broader social needs and aspirations of young people in terms of the access to entertainment and to modern communications networks, with a view to improving the attractiveness of rural areas. **(Agreed)**

- 
5. Encouraging the participation of rural youth in employers' and workers' organizations, and in social dialogue, thereby helping to ensure that their voice is heard in decision-making processes that affect them. **(Agreed)**

### **2.1.8. Access to education and skills development (Agreed)**

*[Invest in the development of a skilled workforce and the expansion of human capabilities through high-quality systems of education, training and lifelong learning, taking into account the needs of the rural economy]*

21. Skills are central to improving employability, productivity and incomes, reducing poverty and promoting environmentally sustainable development. Skills development in rural areas, where skills and education deficits are often acute, particularly for women, should respond to the needs of the rural economy. Skills development could be linked to policies aiming to diversify agricultural production or markets, expand services or manufacturing in rural areas, promote private sector development and entrepreneurship or improve small-scale agricultural productivity. Particular consideration needs to be given, as appropriate, to: **(Agreed)**

1. Expanding the outreach of national training institutions to rural areas using innovative approaches including: community-based training tailored to local areas; distance learning through the use of ICT; mobile training; and work-based learning that may include technical or entrepreneurship skills development including for those engaged in cooperatives, or training in employment-intensive infrastructure works. **(Agreed)**
2. Strengthening the capacity of technical and vocational education and training institutions to deliver quality training that responds to rural labour market needs and could support policies aimed at diversifying and improving agricultural production. **(Agreed)**
3. Ensuring that training provision responds to young people's needs and aspirations, helping them develop their capacity to learn, innovate and increase productivity. Programmes on life skills, including social and communication skills, will improve their business skills and their ability to understand and advocate for their rights. **(Agreed)**
4. Upgrading traditional and informal skill acquisition systems such as apprenticeships which can be formal and informal. Linking apprenticeship training with formal schooling can be an effective way of increasing young people's employability. **(Agreed)**

### **[2.1.9. Provision of health care professionals and teachers]**

*[Improve the access of rural communities to education and health-care services, as part of broader strategies to improve working and living conditions of rural workers]*

22. [Rural areas are often under-resourced in terms of qualified and experienced health-care workers and teachers. Access to education and health care is critical to improving rural livelihoods, as skills and good health are key drivers of strengthened human capabilities, economic growth, and social development. Governments should establish national policies that promote access to universal and free, quality, basic public education and health care in rural areas, in accordance with the needs of rural economies. Specifically, governments should focus on:]

- 
- [1. Establishing training schemes to develop teachers and health professions in rural areas, either through rural training centres, distance-learning schemes or support to study at urban centres. Quality training centres in rural areas can serve to attract students living nearby, and expose urban students to rural community experiences, which may entice them to serve in these areas.]
  - [2. Adapting admission standards and providing scholarships for training programmes aimed at supporting candidates from rural areas, and providing such trainees with appropriate continuing professional development. Entrance scholarships or bursaries could include compulsory service requirements in rural areas.]
  - [3. Recruiting, deploying and retaining teachers and health-care workers through financial incentives such as “hardship” allowances and additional paid leave, as well as non-financial incentives, such as provision of transport and housing, and by establishing clear career development paths programmes for rural areas.]
  - [4. Ensuring decent and safe working conditions for workers and living conditions for workers and their families. Governments should improve standards for housing, schools, and workplace infrastructure, with provisions for mandatory water, working toilets, hospitals with adequate facilities, and classrooms so that schools and health-care centres are safe environments conducive to learning and working.]
  - [5. Strengthening school and health inspection and regulation of education and health providers in rural areas.]
  6. Promoting collaborative practices between public service employees from urban areas, and those living rurally (for example, implementing telehealth, and mobile learning through ICT). Additionally, supporting the establishment of conferences, professional networks, and rural public service worker associations, would contribute to skill development and reduce feelings of isolation. **(Agreed)**
  7. Ensuring that rural health and education workers and their organizations are appropriately represented in social dialogue mechanisms and policy discussions. **(Agreed)**

## **2.2. Enforcing compliance with laws and regulations (Agreed)**

23. International labour standards play a key role in ensuring a rights-based approach to development. National laws and regulations are important in providing an enabling environment for improved productivity and performance. International labour standards that are of direct pertinence to the rural economy are part of the general body of international labour law that applies equally to the entire economy and does not differentiate between rural and urban areas, except where the standards state otherwise. **(Agreed)**
24. [Rural workers are often inadequately covered by labour legislation due to the nature of their work, the absence of an employment relationship, or simply because in some remote areas law enforcement, labour inspection and compliance are lacking or simply ineffective, due to social inequalities]
25. [Building sustainable rural livelihoods calls for effective implementation of national laws in rural areas. International labour standards that have direct relevance to the agro-food sector and the rural economy are listed in the appendix and addressed throughout this document, whereas the focus of this section is on fundamental principles and rights at work. In

---

promoting these areas of international labour standards to ensure rights-based rural development, programmes and strategies need to consider the following areas.]

### **2.2.1. Freedom of association and collective bargaining (Agreed)**

*Ensure freedom of association and the effective recognition of the right to collective bargaining (Agreed)*

**26.** [Freedom of association is essential for ensuring that rural workers' voices are heard in economic and social development. However, rural workers are often excluded from the right to associate and bargain collectively, and lack adequate legislative protection and mechanisms for the promotion of their collective voice. They often do not know their rights or are unable to access mechanisms to demand them, and face considerable obstacles of political, socio-economic and cultural nature to the establishment and functioning of rural workers' organizations. A lack of education and awareness; poor, unstable and isolated living conditions; inequitable labour relationships and distribution of benefits; the prevalence of informality and discrimination, and of child and forced labour are among these obstacles. In ensuring freedom of association and the effective recognition of the right to collective bargaining, in accordance with the ILO Declaration on Fundamental Principles and Rights at Work, governments should pay particular attention to:]

1. Ratifying and effectively implementing the ILO's Right of Association (Agriculture) Convention, 1921 (No. 11), the Rural Workers' Organisations Convention, 1975 (No. 141), and the Plantations Convention, 1958 (No. 110). **(Agreed)**
2. Establishing integrated national laws or adapting existing ones to the needs of rural workers to ensure their right to freedom of association and collective bargaining. In view of varying contexts, legislation may be adapted from general laws to be inclusive of all workers regardless of their wage or employment status, or be established specifically for agricultural workers. **(Agreed)**
3. Ensuring that there is adequate machinery, including responsible authority and labour inspectors, to ensure the effective application and implementation of laws, particularly those relating to freedom of association and anti-interference, in rural areas. **(Agreed)**
4. Ensuring the right of rural and agricultural workers' organizations to draw up their own constitutions and rules, to elect their representatives, and to organize their administrative activities, in order to protect the rights of workers to establish and join organizations of their own choosing. Workers' organizations have the right to establish federations and confederations and affiliate with international organizations. **(Agreed)**
5. Removing restrictions on the right of migrant or foreign workers to form or join trade unions. **(Agreed)**
6. Ensuring all legislative policy supports equality and non-discrimination for rural workers. **(Agreed)**
7. Eliminating obstacles to the establishment of rural and agricultural workers' organizations in accordance with Convention No. 141 (Article 5). In accordance with Recommendation No. 149, requirements regarding minimum membership, minimum levels of education and minimum funds should not be permitted to impede the development of organizations in rural areas where the population is scattered, ill-educated and poor. **(Agreed)**

- 
8. Protecting rural workers against dismissal or eviction based on their status or activities in workers' organizations, and protecting said workers against anti-union discrimination by establishing rapid appeal procedures, and creating and enforcing freedom of association through national law with sufficiently effective and dissuasive sanctions against interference. **(Agreed)**

### **2.2.2. Abolition of child labour**

*Eliminate child labour and, as a priority, its worst forms (Agreed)*

27. Almost 60 per cent of child labour (involving 98 million children) occurs in agriculture (including fisheries and forestry), some on plantations, but most as unpaid labour performed on family farms. Integrating child labour concerns into national socio-economic, development and poverty reduction policies and plans should be the starting point. Governments should ratify the Minimum Age Convention, 1973 (No. 138), and the Worst Forms of Child Labour Convention, 1999 (No. 182), and may emulate other ratifying member States<sup>4</sup> by developing, through tripartite consultation, national plans of action with measurable outcomes. This requires cooperation between relevant ministries and the social partners; monitoring and assessment of the problem; the design of an appropriate national strategy; and the strengthening of institutional capacities, including the establishment or strengthening of education provision and law enforcement. Particular attention should be paid to: **(Agreed)**

1. Developing integrated preventive policies and actions that recognize the crucial importance of promoting decent work for adults and youth of working age through improved earnings, income security and social protection. Social security interventions, designed in accordance with national needs and in line with the Social Protection Floors Recommendation, 2012 (No. 202) (such as health insurance; cash or in-kind transfers; public employment programmes; unemployment protection; social protection for persons with disabilities and older persons; maternity protection and access to childcare facilities), can help combat child labour. Access to free, quality, compulsory education and raising awareness in rural communities of the importance of schooling is indispensable to child labour prevention. Access to savings insurance schemes and government programmes providing start-up funds or matching workers' contributions can also help. **(Agreed)**
2. Pursuing integrated approaches to promote creation of child labour-free communities. The prevalence of the worst forms of child labour in a particular subsector, community or area may be an entry point for intervention, but all children have the human right to be free of child labour and must not be displaced from one form of child labour to another. **(Agreed)**
3. Raising awareness among rural communities of the legislation on national minimum age for the agricultural sector, including the distinction between acceptable youth employment and hazardous child labour. Banning hazardous forms of child labour in agriculture for children under the age of 18 should start with development of a national list of prohibited activities as required under Convention No. 182 (Article 4). **(Agreed)**
4. Making clear, if national legislation permits, what light work (in other words non-hazardous, performed for a limited number of hours and which does not interfere with school attendance) may be performed by children who have reached the age for light work provided for in Convention No. 138 (Article 7). It should be noted that not all

<sup>4</sup> As of June 2016, 169 member States had ratified Convention No. 138, and 180 had ratified Convention No. 182.

---

work done by children should be classified as child labour that is to be targeted for elimination as supported by Convention No. 138 (Article 6). **(Agreed)**

5. Helping enterprises establish child and forced labour prevention programmes to ensure that neither child nor forced labour is employed in their operations and out-grower schemes. These are best facilitated in particular through collective agreements with workers' organizations and in cooperation with producers' organizations and education services and may be assisted by local universities and NGOs. **(Agreed)**
6. Reducing farmers' need to rely on child labour through measures to increase productivity and incomes of farmers, for example by skills training and by introducing new/intermediate technologies. **(Agreed)**
7. Establishing and facilitating child labour monitoring and identifying children at risk and their referral to appropriate services. Community-level monitoring systems can include representative actors such as unions, cooperatives and district authorities and be pursued in collaboration with labour inspection and agricultural extension services, schools and, as appropriate, with NGOs. **(Agreed)**
8. Withdrawing children from child labour, referring them to the appropriate services, and getting them into school and/or skills training. This could be achieved through dialogue with parents, children, employers and trade unions, law enforcement authorities and the provision of the required public services, but may also require immediate intervention to remove children from the risk of harm. **(Agreed)**
9. Improving OSH and working conditions for children who are of legal minimum working age in their country, while pursuing prevention and withdrawal strategies for children below the minimum working age and all children engaged in hazardous work, taking into account Convention No. 138 (Article 3) and Recommendation No. 190 (Paragraph 3). This may include promoting the use of substitutes for hazardous substances to help eradicate the worst forms of child labour. **(Agreed)**

### **2.2.3. Elimination of forced labour (Agreed)**

*Eliminate all forms of forced or compulsory labour (Agreed)*

**28.** ~~[requires attention]~~ Twenty-one million people – 15.5 million adults and 5.5 million children – are victims of forced labour, which particularly affects vulnerable categories of workers and population groups, such as indigenous peoples and migrant workers. The issue of forced labour is of relevance to various sectors, including the agro-food sectors. Governments should ratify and implement the primary ILO instruments aimed at the prohibition and elimination of forced or compulsory labour: the Forced Labour Convention, 1930 (No. 29), and its Protocol of 2014; and the Abolition of Forced Labour Convention, 1957 (No. 105). Even if they have not ratified these Conventions, all member States, as stipulated by the ILO Declaration on Fundamental Principles and Rights at Work, have an obligation to respect, promote and realize the principle of the elimination of all forms of forced or compulsory labour. Particular attention should be paid to:]

1. Developing an approach to combating forced labour combining prosecution and law enforcement with employment-related and other social measures for prevention and rehabilitation of and compensation for victims. **(Agreed)**
2. Revising existing national legislation and introducing appropriate anti-forced labour and anti-trafficking laws and regulations with appropriate penalties and measures for remediation. **(Agreed)**

- 
3. Developing stronger enforcement, rural workers' organizations and social protection programmes, and improving governance for fair recruitment and access to skills, which are critical preventive measures. **(Agreed)**
  4. Reinforcing – through training and the development of specific mechanisms such as, for example, mobile response teams – the capacity of judiciary and law enforcement officials, including labour inspectors, to identify – and to ensure follow-up to – cases of forced and compulsory labour in the rural economy. **(Agreed)**
  5. Ensuring coordination between ministries, government departments and other relevant public institutions. Coordination with immigration authorities is important considering that migrant workers are particularly vulnerable to forced economic exploitation and in some cases are victims of slavery. **(Agreed)**
  6. Ensuring that all victims of forced labour, irrespective of their presence or legal status in the national territory, have access to appropriate and effective remedies, such as compensation. **(Agreed)**
  7. Raising awareness so that urban and rural communities understand the seriousness of forced labour and its negative impact not only on the affected workers but also on society and the State. **(Agreed)**
  - [8. Developing multi-stakeholder initiatives, bringing together all levels of government, the judiciary, social partners, civil society and NGOs in order to prevent and to combat forced labour and study innovative mechanisms.]

#### **[2.2.4. Non-discrimination]**

*[Eliminate discrimination in respect of employment and occupation]*

29. [The general acceptance of the principles of non-discrimination, equality and equal remuneration for work of equal value is reflected in high rates of ratification of the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), and the Equal Remuneration Convention, 1951 (No. 100). Significant groups of rural workers, such as women, especially during pregnancy, migrant workers, indigenous and tribal peoples that are not registered and have no identity document and are not effectively protected under the relevant national legislation. Even where there is legislation in force, rural workers may still face discrimination. Proactive measures are needed to address groups of rural workers who for reasons such as sex, age, disability, family responsibilities and social or cultural status may be vulnerable to discrimination, Non-discrimination policies targeting the aforementioned population groups should aim at:]
  - [1. Strengthening their capacity and opportunities to participate in decisions that affect them at national and local levels, and ensuring their participation and leadership in social dialogue mechanisms.]
  - [2. Increasing opportunities for decent work by improving access to opportunities for vulnerable groups. This includes ensuring the accessibility of self-employment start-up grants and/or a range of financial services for vulnerable groups.]
  - [3. Enhancing their resilience by providing entrepreneurship training, supporting financial inclusion through access to financial services, and increasing market access to vulnerable groups.]
  - [4. Promoting adequate, secure and equal access to land, natural resources, knowledge, infrastructure, and markets.]

- 
- [5. Eliminating barriers and facilitating equal access and participation in education and training programmes and employment recruitment processes.]
  - [6. Developing or revising national legislation and policies to ensure that there is no discrimination against or stigmatization of workers, in particular jobseekers and job applicants, on the grounds of real or perceived HIV status; as well as promoting workplace programmes which ensure HIV-related information is available and accessible to all and comprehensive education programmes to help women and men in the rural areas to know their HIV status and to reduce risky behaviours. The HIV and AIDS Recommendation, 2010 (No. 200), provides guidance on protecting human rights at work and mitigating the impact of the pandemic at work.]
  - [7. Strengthening the capacity of, and opportunities for, vulnerable communities to participate in decisions that affect them at national and local levels, and ensuring their participation and leadership in social dialogue mechanisms.]
  - [8. Mainstreaming gender, including establishing legislation on gender equality and promoting diversity and improving access to finance, training and income opportunities. The provision of and access to affordable quality childcare and other care services will promote gender equality, especially in the agro-food sector, where a large number of women work.]
  - [9. Ensuring respect of the principle of equal opportunity and treatment between women and men, promoting and ensuring equal remuneration for men and women workers for work of equal value.]
  - [10. Developing a system for the registration and issuance of identity documents for domestic small farmers and rural workers.]

### 2.3. Social dialogue (Agreed)

*Promote social dialogue, based on freedom of association and the right to collective bargaining, and supported by institutional, legal and regulatory frameworks, as means for promoting good industrial relations, sustainable economic development and decent work (Agreed)*

30. Strong, independent and effective organizations of rural workers and employers is a prerequisite to fostering social dialogue in rural areas and to enabling rural communities' participation in economic and social development. In addition to ensuring that rural people's voice is heard in the elaboration and implementation of law and policy, representative organizations of rural workers and employers can contribute to the improvement of issues such as land, housing, social protection, OSH, sanitation, access to education, access to financial services, and entrepreneurship. In ensuring effective social dialogue in the rural economy, focus should be on: **(Agreed)**
  1. Developing integrated national policies that promote the establishment, growth and functioning of rural workers' organizations, and that ensure the rights of freedom of association and collective bargaining of all workers. The development of public awareness programmes on the significance of the rights to organize and bargain collectively, and rights at work in general, as well as engaging rural workers' organizations in the preparation of relevant policies and legislation should be part of this endeavour. **(Agreed)**
  2. Reviewing the legal framework to eliminate legal and practical obstacles that impede the realization of freedom of association and the right to collective bargaining. In



---

accordance with Recommendation No. 149, requirements regarding minimum membership, minimum levels of education and minimum funds should not be permitted to impede the development of organizations in rural areas where the population is scattered, ill-educated and poor. **(Agreed)**

3. Creating an enabling environment for social dialogue by providing education and training programmes for rural workers in general, technical economic and social fields, which will enable them to more effectively engage in social dialogue. **(Agreed)**
- [4. Ensuring that organizations and representatives of rural workers and employers are involved in social dialogue at national and local levels. Fostering contact between workers' and employers' organizations, cooperatives and the competent authorities is key to ensure effective consultation among all stakeholders in matters relating to conditions of work and life in rural areas. This should be done through the establishment of procedures and institutions in a manner that is inclusive of the most vulnerable groups.]
- [5. Closing the gap in women's and other under-represented groups' participation and leadership in organizations of rural workers and employers. The active engagement of women and other under-represented groups in organizations of rural workers and employers can make these organizations more diverse and inclusive of the needs of all rural workers.]
6. Promoting the establishment and growth of cooperatives and farmer organizations through creating a level playing field in terms of the legal and administrative framework governing their formation and operation. Cooperatives and farmer organizations are an important means for rural producers to mobilize for self-help, particularly in developing countries where agriculture's share in the informal economy is large. The Promotion of Cooperatives Recommendation, 2002 (No. 193), provides guidance in the design and implementation of favourable cooperative development policies and legislation. The provision of technical assistance and training through cooperatives and farmer organizations to upgrade farmers' technical capacities and know-how in business and financial management, marketing and advocacy, is a cost-effective channel for reaching rural small-scale agro-entrepreneurs. **(Agreed)**

## **2.4. Social security and labour protection (Agreed)**

### **2.4.1. Social protection (Agreed)**

*Ensure social protection coverage of the rural population through appropriate and integrated policies in accordance with, and as recommended by, Recommendation No. 202 (Agreed)*

- 31.** Recommendation No. 202 promotes a universal and progressive approach for the extension of social protection. It is particularly relevant for the rural economy, as it aims to extend social protection by guaranteeing access to essential health care and basic income security at a nationally defined minimum level for all, including the poor, food-insecure households, and workers in the informal economy. In designing national policies and strategies on social protection, consideration should be given to: **(Agreed)**
  1. Linking social protection policies and strategies targeting the rural economy with other strategies and areas of intervention with a view to building a comprehensive framework for the rural economy; linking social security policies with active labour market policies, and with formalization policies in rural areas that contribute to the extension

---

of social security systems to smallholders and micro-enterprises is of relevance. **(Agreed)**

- [2. Closing gaps in protection through appropriate and effectively considered schemes, whether contributory or non-contributory, or both.]
3. Adapting social protection mechanisms to rural realities, by evaluating the needs of rural populations and to what extent these are addressed by existing schemes. Governments should consider introducing policies to tackle barriers to extending social security coverage to rural populations. **(Agreed)**
- [4. Extending administrative and delivery structures to rural areas, in a manner that matches the needs of rural populations and ensuring that rural populations can effectively benefit from services (for example health care, education and financial services) and infrastructure.]
5. Introducing efficient and reliable delivery systems that reach rural areas, using multiple delivery channels including agricultural banks, post offices, cooperatives and associations, shopkeepers, mobile ATMs, cell phones or others. Experience from successful rural programmes include the introduction of decentralized registration structures, with registration field officers visiting remote communities and using new technologies. **(Agreed)**
6. Providing information, awareness raising and ensuring participation of all stakeholders, including the private sector, in the design, promotion, governance, and monitoring of social protection programmes in rural areas. **(Agreed)**
- [7. ]
8. Where possible, building on existing structures to support the implementation of social protection schemes and ensuring the participation of employers' and workers' organizations, producers' associations, civil society, cooperatives or other community organizations that have organized membership. **(Agreed)**
9. Identifying and paying particular attention to non-discrimination, gender equality and the specific protection needs of disadvantaged groups, for example landless people, casual labourers, migrants, older persons, women, people living with HIV and AIDS, persons with disabilities, members of certain ethnic or religious groups. **(Agreed)**
- [10. Promoting women's access to maternity protection and childcare services to strengthen families' social and economic security, improve their participation and job quality, Promoting paternity leave to fathers is an important opportunity for fathers to contribute to child development and promote an equal share of care responsibilities between women and men.]

#### **2.4.2. Occupational safety and health (Agreed)**

*Establish and maintain a national system for OSH that covers all sectors of the rural economy, in accordance with the Occupational Safety and Health Convention, 1981 (No. 155), the Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187), and Recommendations (Nos 164 and 197) (Agreed)*

32. [With specific regard to the agro-food sector, this should include the development and enforcement of comprehensive OSH legislation that affords protection for all workers in the sector, irrespective of their gender and employment status, and helps develop a national preventive OSH culture for the sector. The OSH code of practice provides guidance for the

---

application of relevant ILO Conventions in practice and sets out appropriate strategies to address the range of OSH risks encountered in agriculture in order to prevent accidents and diseases for all those engaged in this sector. It provides guidance on the roles of the competent authorities, employers, workers and their organizations in promoting OSH within this sector. In this context, specific government policies should focus on:]

1. Establishing or reinforcing existing authorities or bodies responsible for the implementation and enforcement of national OSH systems. **(Agreed)**
- [2. Supporting the establishment and operation of an OSH education and training system catering to the needs of the rural economy.]
- []
- [4. Establishing or reinforcing a classification system for hazardous substances used in the agro-food sectors. Convention No. 184 (Articles 12–14) and the code of practice on safety in the use of chemicals at work provide detailed indications on this subject.]
- [5. Establishing or reinforcing existing reporting systems for recording and noting medical surveillance, occupational accidents, diseases and dangerous injuries. This is critical to identifying and understanding the causes of occupational accidents and diseases and to developing preventative measures. If possible, the data should be disaggregated by location, job category, sector, gender and age.]
- [6. Ensuring that job sites have adequate welfare facilities, as defined by national laws.]
- []
- [8. Preventing workplace violence, harassment and bullying, including sexual harassment.]

### **2.4.3. Labour inspection**

*Establish and maintain well-functioning institutions of labour inspection as a key mechanism for ensuring the effective enforcement of labour legislation and the protection of workers, and one factor in promoting productivity at work **(Agreed)***

- 33.** [To establish and maintain well-functioning institutions of labour inspection, particular attention needs to be paid to:]
  1. Developing an integrated strategy for inspection activities and ensuring the coordinating and supervisory role of the central authority. **(Agreed)**
  - [2. Encouraging cross-border cooperation between labour inspectorates.]
  2. Allocating adequate resources to labour inspectorates so that inspections can reach all rural employers and workers. **(Agreed)**
  3. Ensuring that inspections are carried out by adequately trained inspectors who are familiar with technical aspects of work in the agro-food sector. **(Agreed)**
  - [4. Ensuring that labour inspectors are able to exercise powers and perform functions, including enforcement and sanctions that are sufficiently dissuasive to deter violations of labour legislation in accordance with national law and practice while also providing corrective, developmental and technical advice, prevention tools and promoting workplace best practices. This includes inspectors' right of free entry to workplaces

---

and to order measures with immediate executory force to eliminate imminent dangers to workers' safety and health.]

- [5. Developing cooperative relationships across ministries and with other stakeholders, when appropriate. Closer cooperation with the Ministry of Agriculture, especially with agricultural extension services, can strengthen the information base on the sector.]
6. Exploring innovative approaches to improving labour inspectorates' internal working methods (for example, mobile groups) and the range and accessibility of services they provide for constituents by harnessing advances in ICT. Online, mobile and networking technologies can increase efficiency and reduce costs, improve transparency, facilitate the collection and analysis of labour statistics, and assist with dissemination of information about labour laws and policies. Innovative outreach systems such as roving representatives or workplace safety advisers covering several workplaces could effectively complement traditional labour inspection. **(Agreed)**

---

## [Chapter 3. Promoting decent work in the agro-food sector: Sector-specific and enterprise-level measures]

*[While the cooperation between government, workers and employers to promote sustainable livelihoods in the rural economy, especially for small farms and plantations, is essential, governments have a leading role to play. Ensuring the creation of an enabling environment that facilitates the growth and development of sustainable farms in the agro-food sector, while taking into account national needs and circumstances, is key. This chapter proposes policy guidelines for governments to take the lead in promoting sustainable rural livelihoods, especially for small farms and plantations, in consultation with relevant bodies and, where appropriate, representative organizations of employers and workers]*

### [3.1. Small farms]

34. [Addressing the issue of rural livelihoods requires a focus on smallholder farmers, who dominate the agricultural sector in the developing countries. Globally, there are more than 500 million small farms of less than 2 hectares. They are responsible for producing four-fifths of the food consumed in the developing world and generate approximately 40–60 per cent of total rural income from farm and non-farm activities they are engaged in. The majority use family labour and traditional techniques of production that are well below the production potential. Productivity-enhancing investments and the integration of small-scale producers in supply chains will positively impact production and food security, improving incomes and jobs in the agro-food sector and the rural economy at large. Creating opportunities for decent and productive employment and promoting small-scale farmers' participation and voice in the sector can provide opportunities to advance and contribute to building sustainable, inclusive and thriving rural economies.]
35. []
36. The following section provides suggestions on policies and measures that could be considered to support the promotion of decent work in the small farm sector. Where possible, it provides pointers on specific roles and responsibilities of the tripartite constituents. **(Agreed)**

#### 3.1.1. Skills development (Agreed)

*Increase investments in training, education, skills and knowledge development for smallholders and SMEs (Agreed)*

37. [Developing skills in the small farm sector will improve productivity and can shift small-scale producers and SMEs into higher value-added activities in the sector. In this context, greater attention should be paid to:]
- [1. Identifying learning and training opportunities for smallholders and SMEs. A detailed skills needs assessment based on social dialogue will help identify the skills that increase productivity and respond to rural local labour market needs.]
  2. Providing technology and technical skills training for small-scale agricultural producers. Training programmes can help smallholders adopt improved production practices and new technologies and introduce them to high-yielding crops. **(Agreed)**

- 
3. Adopting innovative methods in delivering agriculture extension services that enable trained experts to advise farmers about production techniques and the potential of new crop varieties has proven to be a vital means of increasing uptake of new technologies and raising productivity. However, ensuring equal access to such services is crucial and should include measures to target and actively improve service provision to women farmers. **(Agreed)**
  4. Developing targeted training programmes to equip both young people and older adults with the skills they need. Interventions may include: complementing learning at the workplace with more structured institutional learning; upgrading the training skills of master craftspersons and trainers overseeing the apprenticeships; promoting literacy training and livelihood skills; and strengthening community involvement, especially to open more occupations for young women. Skills development programmes focusing not only on improving the economic productivity of farming enterprises, but also focusing on how to do so while improving the environmental sustainability of the farming systems; and looking to reduce or mitigate any negative environmental impacts should also be considered. **(Agreed)**
  5. Incorporating business knowledge and skills in community-based training programmes. Training may include agricultural production; agribusiness with accompanying technological services; renewable energy; housing and community infrastructure; interpreting and acting on market information; financial planning and management and understanding supply chains. **(Agreed)**
  - [6. Promoting vocational skills such as carpentry, metalworking, stone cutting, brick making, bricklaying, and sector-specific skills such as agricultural equipment operators and mechanics to improve the attractiveness of the rural economy, while enhancing and consolidating skills in infrastructure development and community refurbishment.]

**38.** The social partners should consider:

7. Participating in the development of training programmes and competency-based training that correspond to rural labour market needs. Employers' participation is crucial in identifying skills that are essential for today's labour markets. SMEs in rural areas may not have the resources to create workplace training opportunities. In this case, incentives such as direct subsidies or tax breaks are important in accordance with the national context. **(Agreed)**

### **3.1.2. Entrepreneurship development (Agreed)**

*Harness the potential of entrepreneurship development for smallholders and SMEs to build a more efficient agro-food sector, promote decent work and alleviate food insecurity*  
**(Agreed)**

- 39.** Promoting entrepreneurship in the small farm sector can have multiplier effects for boosting household income, thereby contributing to a virtuous cycle of pro-poor growth. Entrepreneurship in agriculture and the rural non-farm economy is central to rural productive transformation and innovation. Embedding entrepreneurship in education by, for example, supporting entrepreneurship courses at education institutions, in particular those focusing on agriculture and rural development, could help attract youth to the sector. These programmes may include awareness-raising components to attract young women. Mobile training units, extension schemes and community-based modules can help in developing entrepreneurial skills. **(Agreed)**

**[New 40.** Promoting measures to ensure small farmers have access to land and other productive resources, inter alia, water and seeds, and tenure rights (in line with the Voluntary

### **3.1.3. Business development services**

*Strengthen business development services, targeting smallholders and SMEs, to improve productivity and incomes, contributing to poverty alleviation, gender equality, economic development and growth (Agreed)*

40. Business development services can play a crucial role by providing a range of business advice, information and support to the agro-food sector, facilitating access to markets, and stimulating the growth of SMEs by improving the business environment and addressing market failures. This could be done through establishing new business development centres, and enhancing the capacity of existing ones. Business development services must be needs-oriented and take into account the specific requirements and purchasing power of smallholders, SMEs, local entrepreneurs, individuals, as well as group enterprises and cooperatives in the agro-food sector. They should be gender sensitive and cater for the needs of the disadvantaged groups. **(Agreed)**

### **3.1.4. Financial services (Agreed)**

*Facilitate access to financial services, such as savings, credit, leasing and insurance, with a view to promoting inclusive growth and rural economic transformation, improving productivity and developing resilience to changing environments as well as to demand and supply (Agreed)*

41. [Programmes that facilitate access to financial services are important means for addressing rural poverty and for income generation in rural areas. Improved access to financial services can help create and grow enterprises, and support entrepreneurs to adopt business models to sustain and develop their farm. It may also be an effective way of moving entrepreneurs to the formal sector. To facilitate access to financial services, governments should focus on:]
1. Providing an enabling environment by improving infrastructure to lower transaction costs (for example, in communications, electricity, transport, weather stations and storage); increasing financial literacy of rural communities and promoting a savings and insurance culture through awareness campaigns, financial education or experience/testimony sharing among insured and uninsured people; and facilitating the access to formal financial institutions. **(Agreed)**
  - [2. Identifying innovative and effective means of promoting small-scale productive investment. One means could be promoting agricultural value chain finance and strengthening alternative providers such as aggregators. Facilitating access of owners of agro-food businesses to financial cooperatives, commercial banks, development banks, microfinance institutions, etc., can create opportunities for further productive expansion by accessing equipment finance.]
  3. Promoting preferential access to funds and an increased level of support for investing in young farmers as well as farmers belonging to disadvantaged groups. This could be achieved by increasing the capacity of financial service providers to serve these groups with tailor-made financial products and additional non-financial support like business plan development and business management training. Supplementing access to credit with training seems to yield better results than widely spread access to credit. **(Agreed)**

- 
4. Promoting access to agricultural insurance, particularly for smallholders. This will stabilize household incomes in case of drought, price shocks or fluctuations in demand, thus encouraging farmers to invest in increased production. **(Agreed)**

### **3.1.5. Market access (Agreed)**

*Promote access to markets for smallholders, small-scale producers and SMEs (Agreed)*

42. [Increased access to markets can provide a reliable source of demand for agricultural production, and an opportunity for diversification, boosting employment for smallholders and SMEs. In addressing the issue of market access, governments should take measures to:]
  - [- ~~develop~~ promote rural distribution systems;]
  - [- recognize that contract farming can have both positive and negative effects on small farmers depending on the contracts and that consequently measures need to be taken to ensure that contracts are transparent and not imposed on small farmers;]
  - [- support the organization of small farmers to increase their bargaining capacity in the market;]
  - [- provide market information systems that can be easily accessed by small farmers thus enabling them to sell their products at the best price.]
- [ ]

### **3.1.6. Access to new technologies (Agreed)**

*Improve access to new technologies that help smallholders and SMEs improve productivity and yields, and diversify into new crops, other agricultural and non-farm activities, and standardize and monitor their operations (Agreed)*

43. [Initiatives that seek to promote access to new technologies should aim at:]
  1. Providing support to smallholders in order to encourage them to make use of new technology. This support should be in the form of providing access to funds in order for them to purchase new technologies and inform of provision of training and skills to teach small farmers how to make use and adopt these technologies.]
  2. Building the right infrastructure that can facilitate the use of digital technologies.]
  3. Using Farmer Field Schools to promote and encourage use of appropriate new technologies.]

### **[3.1.7. Green jobs]**

*[Create green jobs and promote the greening of existing jobs by increasing the ecological literacy of small producers and rural workers]*

44. [Green practices in the agro-food sector can help to increase smallholder productivity and incomes, due to lower input needs, higher yields, higher prices or a combination of these factors. The transition to sustainable agriculture could create over 200 million full-time jobs across the entire food production system in 2050. In designing policies that facilitate a transition to greener practices for smallholders and SMEs, focus should be on more productive farming methods with a low environmental impact, which tend to be more labour-



---

intensive and can improve employment in many rural communities. Traditional occupations and knowledge of indigenous peoples can contribute to climate adaptation and mitigation and sustainable agriculture and forestry. When developing new technologies, alternative crops and growing processes prioritizing smallholders can assist in improving productivity and responding to environmental degradation and climate change.]

### **3.1.8. Social protection (Agreed)**

*Ensure that those engaged in the small-scale farm sector have access to social protection (Agreed)*

#### **45. Particular attention needs to be paid to: (Agreed)**

1. Promoting and strengthening access to health care and other social protection services and raising awareness with the relevant authorities to address the issue, in accordance with local context. To address this, “one-stop shops” could be established where information on social security benefits and services, such as health and education are made available. (Agreed)
2. Reducing vulnerability of smallholders through social assistance programmes and other measures in line with the Social Protection Floors Recommendation, 2012 (No. 202). (Agreed)

### **3.1.9. Occupational safety and health (Agreed)**

*Assist small farmers and small and medium-sized enterprises to eliminate hazards, prevent accidents, reduce risks and enhance productivity (Agreed)*

#### **46. [Measures to do this should include:]**

- [1. Provisions for the progressive extension of appropriate health services for small farmers and SMEs (Recommendation No. 192).]
- [2. Progressive development of procedures for including small farmers and small enterprises in the recording and notification of occupational accidents and diseases.]
- [3. Development of educational programmes, materials and appropriate advice and training for small farmers and SMEs covering, inter alia, their safety and health and the safety and health of those working with them concerning work-related hazards, including the risk of musculoskeletal disorders, the selection and use of chemicals and of biological agents, the design of safe work systems and the selection, use and maintenance of personal protective equipment, machinery, tools and appliances.]
- [4. Supporting SMEs and smallholder farmers for a progressive improvement of OSH to help in improving productivity and sustainability. This could include agricultural fairs and exhibitions, the media, the trade press, training and educational activities. These approaches should reach out to enterprises that are not normally covered by labour inspection.]
- [ ]
- [5. Promoting the establishment of OSH representatives at the enterprise level.]

#### **47. Paragraph deleted.**

---

**48.** Employers have an essential role in promoting OSH principles and have the responsibility of:

5. Setting out OSH policies, which should be specific to their enterprises while complying with national labour regulation. Employers should prioritize the establishment of a safety culture throughout all levels of the enterprise. Managers should demonstrate their commitment to the prevention of workplace accidents, injuries and diseases. **(Agreed)**
6. Providing access to approved medical practitioners to undertake periodic medical examinations, for example following exposure to chemicals. **(Agreed)**
- [7. Ensuring that workers have adequate shaded areas, access to welfare facilities including clean sanitary facilities, sufficient quantities of clean drinking water, food services, first aid and medical care, temporary shelter and frequent rest periods in order to prevent dehydration, heat stroke, hypothermia, and other weather-related illnesses, breast feeding and day-care facilities.]
8. Once risks have been eliminated or minimized through preventative measures, providing personal protective equipment (PPE) to all workers and at no cost to them as an additional means of protection against exposure to hazardous materials or conditions. This should be combined with awareness raising to ensure that workers take advantage of the equipment provided to them. **(Agreed)**
9. Ensuring that workers receive and understand the relevant safety and health information provided prior to work commencing and as work progresses. This could include creating information resources in common areas and ensuring that all hazard warning signage is adequate, clearly visible, and written in local languages. Relevant training should be provided to all workers, targeting those at risk of OSH hazards, young or inexperienced workers. Safety equipment should be kept up to date and hazards reduced. **(Agreed)**
10. Ensuring safe and healthy workplaces for all. **(Agreed)**

**49.** Workers' organizations have an important role to play by: **(Agreed)**

11. Participating in the design of measures to eliminate and prevent risks at the enterprise level. **(Agreed)**
12. Raising awareness of the importance of the use of PPE. **(Agreed)**

### **[3.1.10. Social dialogue and capacity building]**

*[Improving social dialogue, including strengthening the capacity of operators at the local level within the rural informal economy and SMEs]*

**50.** [Policies should aim at:]

- [1. Fostering the establishment of forums that include local government, local branches of trade unions, employers' associations, other organizations such as cooperatives, and small business associations, as well as women's groups, peasants' or indigenous peoples' organizations to jointly design and implement a common development strategy for local areas.]
- [2. Establishing enterprise-to-enterprise social dialogue to help build synergies and learning opportunities. This could be achieved through regular meetings at the community level to discuss economic and social challenges and opportunities.]

### **[3.1.11. Improving organization after 3.1.12]**

*[Stimulate organization in the small farm sector through cooperatives and producer associations]*

**51.** While government support is important for rural livelihoods, there is much that farmers can achieve themselves by organizing into cooperatives and other social and solidarity economy organizations. Cooperatives and producer organizations can improve access to markets and technology for smallholders, empower smallholder producers, help generate income and employment for their members and provide an avenue for other enterprises and service providers to reach an otherwise inaccessible smallholder sector. Government policies should not create situations for cooperatives to crowd out other supply chain actors but to stimulate competitiveness based on comparative advantages. Policies focused on cooperatives should be in line with the Promotion of Cooperatives Recommendation, 2002 (No. 193), and aim at: **(Agreed)**

- [1. Building the capacity of cooperatives and producer organizations and empowering producers to organize into legalized associations to ensure access to inputs, business development services, financial services, markets and economies of scale. Recommendation No. 193 is an important reference point. Well-organized farmers will be in a better position to access high value markets (such as organic niche markets) and connect to enterprises further up the supply chain, and in some cases can shorten the supply chain.]
- [2. Promoting cooperatives to stimulate knowledge sharing, adoption of new technologies, training and improvements in such areas as agronomic practices; agribusiness management; post-harvest management, thereby also contributing to reducing food waste and food loss. Establishing partnerships with civil society for training and technical assistance is important.]
- [3. Encouraging women to undertake leading positions in cooperatives and producers' organizations to improve participation in policy-making. Cooperatives can contribute to women's empowerment by providing economic opportunities to women leading to an increased say in household decision-making.]
- [4. Promoting managerial training for effective cooperative leadership. Leadership, education and managerial capacity are essential for ensuring the success of cooperatives in helping integrate small producers into the market system.]

### **[3.1.12. Labour rights]**

*[Ensure the protection of workers in the small farm sector, paying particular attention to the elimination of child and forced labour]*

**52.** [Chapter 2 (section 2.2) has provided suggestions on policies and measures that national governments can consider in order to ensure implementation of international labour standards and to close the labour protection gap for rural workers. This section provides further information on ways to promote the elimination of all forms of child labour and forced or compulsory labour specifically in the small farm sector. In addressing these challenges, attention should be paid to:]

- 
- [1. Sensitizing rural communities to national minimum age legislation for the agricultural sector and the negative impacts of child labour. This could include extension workers' training or training for cooperatives, trade unions and employers' organizations to promote information sharing.]
  - [2. Supporting the development and use of technology that improves the productivity and incomes of farmers, and ensuring access to free education, which can challenge the use of child and forced labour. Cash transfers can reduce the opportunity cost of having the children attend school rather than work.]
- 53.** [Employers have an essential role to play in eradicating child and forced labour, for example by:]
- [3. Conducting a detailed supply chain analysis to prioritize child and forced labour risks systematically across their operations. This may be followed by seeking to address the root causes of child labour, including by ensuring improved incomes (or helping provide additional alternative sources of income) for families, educational opportunities for young adolescents and awareness raising for parents.]
  - [4. Making a policy commitment to eliminate child and forced labour, for example by establishing child and forced labour prevention programmes to ensure that, in their operations, and their out-grower schemes, child labour and forced labour are not used. This could be facilitated through a local university, or similar educational institution, or by putting in place a system of farmer coaches, who help smallholder farmers meet company requirements, including on child and forced labour.]
  - [5. Facilitating monitoring practices and identifying children at risk. This can occur at the community level and include representative actors, such as cooperatives and rural workers' organizations, as well as agricultural extension officers, teachers and other duty bearers, to help in monitoring the prevalence of child and forced labour, in some cases combined with collective agreements, voluntary guidelines or codes of labour practice. As the small farm sector is often not covered by labour inspection, communication with labour inspection services are important elements of cooperation and is necessary when public enforcement authority must be brought to bear.]

***The following section of the document was not discussed***

### **3.2. Plantations**

- 54.** Plantations have long existed to produce bulk agricultural commodities. Established centuries ago by colonial powers to take advantage of cheap labour and natural resources, plantation systems have undergone major changes in terms of the scale and complexity of their operations over the past decades. Main trends included privatization of publicly owned plantation estates in developing countries, market liberalization and a global extension of contract farming. Multinational enterprises have become less involved in farming on plantations, but instead have increasingly focused on upstream activities (for example, provision of inputs) and downstream activities (for example, processing and trading) in supply chains. Developments in trade, communication, transport, and technology have further intensified the integration of developing countries' agro-food sectors into the global economy. **(Untreated text)**
- 55.** Plantations continue to be the backbone of many developing countries and a source of livelihood for millions of rural wage workers. Given that they usually operate in the formal economy, plantations hold the potential to regulate working conditions. They can play an

---

important role in stimulating local enterprise development and upstream job creation, for example in processing and transport. If properly managed, plantations can create forward and backward linkages with the rest of the economy, thus becoming an engine of broad-based growth. The impact of plantations on rural livelihoods is not confined to the workers directly employed by them. Their decisions on investments and their mode of operation have large potential effects on the small farm sector, not only because smallholder farmers often seek employment on nearby plantations as an additional source of income or are engaged with them through contract farming. The plantations sector, treated in this document as synonymous with the large commercial farm sector, has assumed great importance in the global structure of agricultural production and trade, and exerts an increasingly important influence on decent work in the rural economy. The adoption of socially responsible and inclusive business practices in this sector is thus of crucial importance for the promotion of sustainable livelihoods in the rural economy. The Plantation Convention, 1958 (No. 110), lays down a series of principles concerning engagement and recruitment of migrant workers; contracts of employment and abolition of penal sanctions; wages; annual holidays with pay; weekly rest; maternity protection; workmen's compensation; right to organize and collective bargaining; freedom of association; labour inspection; housing; and medical care. The Plantations Recommendation, 1958 (No. 110), sets out detailed guidelines for improving employment conditions of plantation workers. **(Untreated text)**

56. This section highlights the role the promotion of decent work in plantations plays in building sustainable rural livelihoods. **(Untreated text)**

### **3.2.1. Engagement and recruitment of plantation workers**

*Establish the necessary legal and regulatory framework on recruitment to ensure adequate protection to all plantation workers, paying particular attention to workers in NSFE*  
**(Untreated text)**

57. In many countries the large-scale farm sector is characterized by the increasing casualization of waged labour and reliance on mobile workers and out-grower schemes, hence posing challenges to the promotion of decent working conditions in the sector. Wage workers here are usually comprised of two major categories: a small permanent core workforce, which can benefit from collective bargaining coverage and regular payment, and seasonal or casual workers who are hired on a temporary basis, often during peak seasons, and usually paid on a per-day, per-task or piece-rate basis. While the use of casual and seasonal workers, increases plantations' ability to respond and adapt to market demands, these workers more frequently than other workers face difficulties in exercising their rights at work. The use of labour contractors specialized in the recruitment, transport and management of workers is a long-standing practice in this sector. The nature of labour contracting may vary, but the essential characteristic is the absence of a direct employment relationship between the workers concerned and the plantation for which they perform work. This may create a grey area around the employer's responsibilities. To improve the contribution of plantations to economic and social development, extending protection to all agricultural labourers, and ensuring that NSFE meet the legitimate needs of workers and employers and are not used to undermine decent work, is of paramount importance. **(Untreated text)**
58. In order to ensure that all plantation workers, including those in NSFE, have access to decent work, governments should focus on: **(Untreated text)**
1. Establishing formal and transparent recruitment procedures and practices, in accordance with the Private Employment Agencies Convention, 1997 (No. 181), and the Private Employment Agencies Recommendation, 1997 (No. 188), which can assist countries in developing a balanced regulatory framework on the subject. This shall

---

include laws or regulations which provide for penalties, including prohibition of those employment agencies which engage in fraudulent practices and abuses. Abuses of the system can be curtailed by a combination of measures, including registration and licensing of labour contractors, joint responsibility of employers and labour contractors with regard to the protection of workers and the application of labour and social laws, and public information on recruitment practices and terms and conditions of employment. **(Untreated text)**

2. Promoting compliance with, and enforcement of, relevant laws, including by strengthening the capacity and the role of labour inspection while providing mechanisms for on-the-spot inspections to investigate practices – and reported abuses or misconduct – of labour-supplying intermediaries. It is important that recruitment activities are monitored and that adequate complaint procedures are set up to identify and examine allegations of violation. **(Untreated text)**
3. Raising awareness among workers about their rights. **(Untreated text)**

**59.** Employers/plantation owners should aim, inter alia, at: **(Untreated text)**

4. Ensuring that the recruitment of workers is carried out by persons or institutions licensed by the competent authority. **(Untreated text)**
5. Acknowledging joint or residual responsibility for the payment of the wages and social protection of contract workers in case of default of the labour contractor. **(Untreated text)**
6. Putting in place all necessary arrangements to ensure that in engaging and recruiting migrant workers, whenever possible, workers are provided with transport of adequate quality and sanitary conditions to the place of employment, medical assistance, food, rest camps/houses, as appropriate, in accordance with Convention No. 110 (Articles 11–14). **(Untreated text)**
7. Ensuring that the rights of all workers are respected in accordance with national law and international commitments. **(Untreated text)**

**60.** Workers and their organizations should be: **(Untreated text)**

8. Participating actively in the design of the policy on recruitment and in its monitoring and enforcement. Routes to report non-compliance allow workers to contribute to its monitoring and enforcement. **(Untreated text)**
9. Taking active steps to promote the organization of plantation workers engaged in NSFE, so that they are able to more effectively represent their interests. Extension of collective agreements can be used as an approach to reach out to unorganized workers engaged in NSFE. **(Untreated text)**
10. Strengthening efforts to reach out to migrant workers with a view to promoting their organization and raising awareness about their rights and obligations. This also requires active transnational collaboration between origin and destination country trade unions and civil society organizations. **(Untreated text)**

### **3.2.2. Skills development**

*Improve education and training opportunities for plantation workers, particularly young women and men, through the promotion of access to core work and life skills development programmes* **(Untreated text)**

- 
- 61.** Recommendation No. 110 highlights the importance of skills development for plantation workers. This could include programmes on the use of machinery and agrochemicals, entrepreneurship and management, and modern resource saving and environmentally safe working methods and technologies, among others. **(Untreated text)**
- 62.** To promote skills development, governments should give consideration to: **(Untreated text)**
1. Assisting public and private training programmes by making available financial contributions; contributing land, buildings, transport, equipment and teaching material; contributing through scholarships or otherwise to the living expenses or wages of trainees during the course of training, and making entry into residential plantation schools free of charge to appropriately qualified trainees. **(Untreated text)**
  2. Establishing certification schemes to ensure that trainees receive a nationally recognized and internationally understood qualification. **(Untreated text)**
- 63.** Employers, workers and their representative organizations should be: **(Untreated text)**
3. Maintaining close collaboration with the authorities responsible for the training programmes; and playing an active part in the improvement of general and vocational education and training in plantations, as well as in training for community development. **(Untreated text)**
- 64.** Employers should consider: **(Untreated text)**
4. Establishing workplace training programmes, which will have a positive impact on productivity and working conditions. **(Untreated text)**
- 65.** Workers can contribute to skills development by: **(Untreated text)**
5. Establishing training as a priority issue and including it in collective bargaining. **(Untreated text)**
  6. Providing employees with support and advice on training matters and serving as a point of liaison between employees, management and training providers. **(Untreated text)**

### **3.2.3. Providing social security to plantation workers**

*Design and adapt social security systems to cover all agricultural workers, paying special attention to workers in NSFE* **(Untreated text)**

- 66.** Although the extension of social protection coverage to the well-organized plantations sector should be a straightforward process, in many countries it remains incomplete, especially when it comes to casual workers. In addition to Recommendation No. 202, which provides guidance on establishing social protection floors as an integral part of national social security systems, Convention No. 110 provides guidance on specific topics of relevance to the large-scale farm sector. Integrating policies at national and local levels to achieve synergies between employment, social security and other social policies will enhance social inclusion. **(Untreated text)**
- 67.** Governments should be: **(Untreated text)**
1. Extending the general compulsory social security schemes that are otherwise applicable either to all employees or to non-agricultural employees to plantation workers. These cover all or some of the contingencies enumerated in the international Social Security

---

(Minimum Standards) Convention, 1952 (No. 102), as applied in the countries concerned. **(Untreated text)**

2. Ensuring that workers are entitled to adequate workers' compensation in the event of an occupational injury or disease and to survivors' and dependants' benefits. They should have access to appropriate services for rehabilitation and return to work. **(Untreated text)**
3. Prescribing a qualifying period of maternity leave of at least 14 weeks and laying out other laws or regulations providing protection for pregnancy, which cover all or some of the contingencies enumerated in the Maternity Protection Convention, 2000 (No. 183). **(Untreated text)**
4. Prescribing paid paternity leave for fathers. **(Untreated text)**

**68. Employers should be: (Untreated text)**

5. Taking steps to establish social security measures for workers and their families through collective bargaining or through other measures taken by direct agreement between the parties concerned, when no general scheme exists. **(Untreated text)**
6. Fulfilling their duties with regard to workmen's compensation in accordance with national law and ensuring that workers receive medical care, medicines and any prosthetics or additional assistance needed. **(Untreated text)**
7. Ensuring that arrangements are made to report, record and notify occupational injuries and diseases, in accordance with national laws and regulations. **(Untreated text)**
8. Providing paid maternity and paternity leave, including cash and medical benefits, in accordance with the national laws or regulations; and providing nursing breaks during working hours. **(Untreated text)**

**69. Workers' organizations should be: (Untreated text)**

9. Promoting the extension of social security through social dialogue. **(Untreated text)**

**70. Employers, workers and their representative organizations have an important role to play by: (Untreated text)**

10. Actively participating in social dialogue on the development and implementation of social security policies and schemes. **(Untreated text)**
11. Disseminating information and raising awareness regarding social security through capacity building of their members. **(Untreated text)**

### **3.2.4. Occupational safety and health**

*Promote prevention and a safety culture on plantations, while ensuring plantation workers' access to adequate medical services and first aid* **(Untreated text)**

71. Plantation work is by nature physically demanding and the risk of accidents is often increased by fatigue, difficult terrain and wild animals. The provision of adequate medical services, the prevention of accidents and occupational diseases and the effective implementation of first-aid programmes on plantations is a shared responsibility of governments, employers and workers in their respective sphere of competence and should be pursued through cooperative efforts, involving employers, plantation workers and their



---

representatives, occupational health and public health organizations, and the labour inspectorate. Raising awareness of the important benefits to be derived from implementing safe work practices and instilling a preventive OSH culture at the plantation level is of critical importance. **(Untreated text)**

**72. Governments should focus on: (Untreated text)**

1. Including plantations in the national health-care system and national OSH policies, and ensuring that all workers have access to adequate health-care services and facilities. **(Untreated text)**
2. Monitoring the use of chemicals in the sector, including the introduction of new chemicals, and their effect upon the health of workers. **(Untreated text)**

**73. Employers have the responsibility of: (Untreated text)**

3. Establishing OSH management systems that contain the following main elements: (1) OSH policy; (2) OSH organization and arrangements for establishing responsibility and accountability, competence requirements and training, documentation and record keeping, and communication and information; (3) hazard identification and risk assessment; (4) planning and implementation of controls, including preventive programmes; and (5) monitoring, evaluation and improvement of OSH performance. **(Untreated text)**
4. Setting up tripartite OSH committees as set out in the Occupational Safety and Health Recommendation, 1981 (No. 164). **(Untreated text)**
5. Monitoring the use of chemicals with a view to taking appropriate action to prevent accidents and diseases and to protect the safety and health of workers and their families. **(Untreated text)**
6. Once risks have been eliminated or minimized through preventative measures, providing PPE to all workers, including casual or seasonal workers, as an additional means of protection against exposure to hazardous materials or conditions. The suitability and amount of PPE necessary should be determined by a consultation between the responsible authority, the employer and the workers. This should be combined with awareness raising to ensure that workers take advantage of the equipment provided to them. **(Untreated text)**
7. Establishing appropriate mechanisms for the registration, collection, transmission and utilization of statistical data concerning occupational accidents and diseases on plantations. **(Untreated text)**

**74. Workers' organizations' activities should include: (Untreated text)**

8. Raising awareness among plantation workers and employers of safety and health matters, including the appropriate use of PPE, and encouraging their participation in the application and review of safety and health measures. **(Untreated text)**
9. Actively participating in OSH committees. **(Untreated text)**

### **3.2.5. Welfare facilities**

*Ensure decent living conditions for plantation workers*

---

**75.** Decent living conditions and access to welfare facilities contribute to the health and well-being of plantation workers and their families, and can positively impact productivity. Plantation workers often reside on the plantations, therefore their working and living conditions are inseparable. **(Untreated text)**

**76.** Governments should be: **(Untreated text)**

1. Developing and implementing a national housing policy encouraging the construction and maintenance of adequate, decent and reasonably priced housing accommodation to ensure a suitable living environment for workers. The competent authority should establish, in the light of local conditions, minimum housing standards that include minimum space per person or per family and provide adequate sanitary and washing facilities and protection against heat, cold, damp, noise, fire, etc., in accordance with Convention No. 110 and the OSH code of practice (18.6). **(Untreated text)**
2. Directly providing, or encouraging the provision of, recreation facilities in a location convenient to workers. **(Untreated text)**
3. Actively seeking the establishment of public–private partnerships to improve living conditions of workers, as well as their access to health, education, recreation and other social services. **(Untreated text)**
4. Facilitating the provision of adequate and practical public transport services. **(Untreated text)**

**77.** Employers and their organizations should be: **(Untreated text)**

5. Ensuring that when providing housing, including for seasonal and migrant workers, it complies with minimum housing standards established by the competent authority and is not less favourable than that established by national or local custom. **(Untreated text)**
6. Seeking to make arrangements for, or directly providing, transport to and from the workplace where transport facilities are needed but are unavailable or inadequate. **(Untreated text)**
7. Providing other welfare and recreational facilities, as appropriate, where there is a real need for such facilities as indicated by the representatives of the workers concerned. Welfare facilities comprise the basic amenities that should be provided to workers and include toilets, food services, shelter and day care. **(Untreated text)**

**78.** Workers and their organizations should be: **(Untreated text)**

8. Promoting the extension of welfare facilities and transport through social dialogue and undertaking voluntary measures to encourage the provision of recreation facilities themselves in consultation with the employer. **(Untreated text)**

### **3.2.6. Wages**

*Ensure payment of decent wages, on a regular basis and in accordance with national laws and regulations, as a crucial element in creating a stable and productive agriculture workforce* **(Untreated text)**

**79.** A wage that cannot enable a worker to meet their basic needs will negatively impact their well-being and overall capacity to work, perpetuating poverty and food insecurity. In some countries, agricultural workers are excluded from minimum wage protection; in others it is

---

the specific types of occupations or workers frequently found on plantations, such as casual and seasonal workers, that cannot benefit from a minimum wage. Payment systems (for example based on a piece rate) can exacerbate this situation. The Plantation Convention, 1958 (No. 110), and the Plantations Recommendation, 1958 (No. 110), provide detailed guidance on the subject of minimum wages, wage fixing and wage payment in the sector. **(Untreated text)**

**80. Governments should be: (Untreated text)**

1. Adopting minimum wage policies in accordance with the Minimum Wage Fixing Convention, 1970 (No. 131), set at adequate levels that take into account needs of workers and their families, as well as economic factors, and that can be effectively enforced, to help protect plantation workers most at risk. Other relevant standards on minimum wages include the Minimum Wage Fixing Machinery (Agriculture) Convention, 1951 (No. 99), and the Minimum Wage-Fixing Machinery Convention, 1928 (No. 26). **(Untreated text)**
2. Taking appropriate measures to promote and ensure equality of opportunity and treatment in respect of remuneration for work of equal value, without discrimination based on race, colour, sex, religion, political opinion, national extraction or social origin. **(Untreated text)**
3. Ensuring that in cases where food, housing, clothing and other essential supplies and services form part of remuneration, the competent authority takes all practicable steps to control strictly their adequacy and their cash value. All necessary measures should be taken to limit deductions from wages to the extent deemed to be necessary to safeguard the maintenance of the worker and his family, as set out in Recommendation No. 110 (Articles 24–26). The Protection of Wages Convention, 1949 (No. 95), allows for the partial payment of wages in the form of allowances in kind in industries or occupations in which this is customary or desirable under the condition that: (a) such allowances are appropriate for the personal use and benefit of the worker and his or her family; (b) the value attributed to such allowances is fair and reasonable. **(Untreated text)**

**81. Workers, employers and their organizations should be: (Untreated text)**

4. Participating directly and on an equal footing in the fixing and operation of minimum wages through freely negotiated collective agreements. The principle of full consultation and participation, on the basis of equality, of the social partners in the establishment and operation of minimum wage systems is one of the pillars of Convention No. 131 and the accompanying Recommendation. In addressing the issue of wages, the focus should be to ensure that wages provide plantation workers and their families with an adequate/decent standard of living. Furthermore, real wage increases should be linked to productivity increases through an appropriate mechanism, so as to translate higher productivity levels into higher standards of living on plantations. **(Untreated text)**
5. Promoting and ensuring the principle of equal remuneration for men and women workers for work of equal value through collective bargaining agreements between employers and workers. **(Untreated text)**
6. Building the capacity of their members to research, analyse and bargain wage rates, including for workers in NSFE. **(Untreated text)**

**82. Employers should be: (Untreated text)**

- 
7. Ensuring that workers receive at least the minimum wage specified in collective bargaining agreements, or in the applicable national law or regulations in case there is no collective bargaining agreement applicable. **(Untreated text)**
  8. Ensuring the adequate periodicity of payment of wages. In cases where wages are calculated on a monthly or annual basis, they should be paid not less often than once a month, and directly to the worker. Payments cannot be made in the form of promissory notes, vouchers or coupons. When calculated on a piece rate, output, hour, day or week basis, the maximum intervals for payments should not be less often than twice a month. **(Untreated text)**
  9. Bringing the details of wage conditions to the knowledge of plantation workers, particularly with regard to the rates of wages payable, the method of calculation, the periodicity and place of payment, and the conditions under which deductions may be made; and maintaining relevant records. **(Untreated text)**

### **3.2.7. Hours of work**

*Regulate hours of work, taking into account the particularities of plantation work, and effectively enforce relevant laws and regulations, so as to ensure workers' well-being and productivity* **(Untreated text)**

- 83.** Working hours on plantations can be excessive due to several factors. Firstly, the nature of the plantation system, which normally operates on a seasonal basis, requires a quick turnaround in picking and processing. Secondly, workers are often paid piece rate and are thus incentivized to work longer hours to increase their wages. Thirdly, a minimum quantity of harvested goods is often required before wages are released to workers. **(Untreated text)**
- 84.** Governments should aim at: **(Untreated text)**
  1. Regulating hours of work, taking into account the particularities of work on plantations in accordance with Convention No. 110, the Forty-Hour Week Convention, 1935 (No. 47), the Reduction of Hours of Work Recommendation, 1962 (No. 116), and the Holidays with Pay Convention (Revised), 1970 (No. 132). **(Untreated text)**
  2. Enforcing existing legislation and regulation through the labour inspectorate, as well as through tripartite monitoring. **(Untreated text)**
- 85.** The social partners should be: **(Untreated text)**
  3. Engaging in collective bargaining to regulate hours of work and to constitute a shared understanding of the rights and duties of employers and workers at the plantation level. When payment is on a task or piece-rate basis, workers may not count their working time. The setting of these rates in relation to working time may require detailed collective bargaining to ensure that workers earn the equivalent of a living wage without working excessive hours. **(Untreated text)**
  4. Promoting the enforcement of existing laws and regulations on working conditions, including working time, through tripartite and bipartite monitoring. **(Untreated text)**
  5. Raising awareness among their constituency about laws, regulations or collective bargaining agreements related to working conditions, including working time. **(Untreated text)**
- 86.** Employers should be: **(Untreated text)**

- 
6. Arranging working hours so as to provide adequate periods of rest which, as prescribed by national laws and regulations or approved by labour inspectorates or collective agreements, where appropriate, should include: short breaks during working hours; sufficient breaks for meals; daily or nightly rest of not less than eight hours within a 24-hour period; weekly rest of at least a full calendar day, as set out in Convention No. 110 (Articles 43–45). **(Untreated text)**
  7. Enabling plantation workers to exercise their right to annual leave with pay after a period of continuous service with the same employer, in accordance with Conventions Nos 132 and 110 (Articles 36–42). **(Untreated text)**

**87. Workers should be: (Untreated text)**

8. Actively participating in social dialogue and raising awareness of the issue of hours of work. **(Untreated text)**

### **3.2.8. Social dialogue**

*Promote strong, independent and effective rural workers', producers' and employers' organizations as a key element to ensure the sector's voice is heard in decision-making processes (Untreated text)*

- 88.** Effective social dialogue on plantations can help ensure stable labour relations and boost productivity and quality of work life. Due to its relatively high degree of organization in many countries, collective bargaining in the sector plays a crucial role in reaching consensus on issues of concern to workers and employers and in raising awareness about their rights and obligations. Notwithstanding the conducive environment for social dialogue in plantations compared to the rest of the rural economy, legal and practical challenges remain and require concerted action by the tripartite constituents. Strengthening social dialogue in this sector, while increasing representation and outreach of the social partners to all workers, including those in NSFE, should remain a priority. **(Untreated text)**

**89. Governments should aim at: (Untreated text)**

1. Creating an enabling environment for the full respect of freedom of association and collective bargaining. **(Untreated text)**
2. Strengthening processes of empowerment and organization and institutions for voice and representation. **(Untreated text)**
3. Promoting effective consultation and dialogue with rural workers' and employers' organizations on plantation issues, including in national-level tripartite processes, and ensuring that the results of policy discussions are disseminated to the local affiliates. **(Untreated text)**
4. Improving existing social dialogue mechanisms and enhancing collective bargaining and negotiation, as a platform for giving plantation workers and small-scale producers a voice in social and economic development. **(Untreated text)**
5. Establishing new avenues of social dialogue involving multinational enterprises and other relevant actors. The Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy provides useful guidance on these processes. **(Untreated text)**
6. Encouraging the establishment of procedures and institutions that foster contacts between the social partners and the competent authorities, such as statutory boards and

---

committees, development agencies, and economic and social councils. **(Untreated text)**

7. Empowering the social partners to increase their outreach in plantations in all forms of social dialogue. **(Untreated text)**

**90.** Employers and their organizations should consider ways of: **(Untreated text)**

8. Increasing outreach and engagement in plantations. **(Untreated text)**
9. Establishing a mechanism for prevention and prompt and fair resolution of disputes between management and workers at the plantation level. **(Untreated text)**
10. Forming networks and partnerships with farmers' unions, cooperative organizations and other rural member organizations, both at national and local levels, to improve governance in plantations. **(Untreated text)**

**91.** Workers organizations should be: **(Untreated text)**

11. Taking measures to include and strengthen organization of, in particular, workers in NSFE to fully represent the different categories of workers on plantations. When workers are in indirect relationships through labour contractors, forming effective bargaining units is particularly difficult. Multi-employer bargaining can serve as a tool for improving bargaining positions for these workers. **(Untreated text)**
12. Taking action to empower plantation workers, with a particular focus on women and young people, and supporting their representation to participate in local decision-making and governance mechanisms. **(Untreated text)**
13. Strengthening relationships and building alliances with representative groups, such as small farmers' organizations. **(Untreated text)**

### **3.2.9. Ensuring fundamental principles and rights at work**

*Ensure effective implementation of international labour standards, starting with fundamental principles and rights at work* **(Untreated text)**

- 92.** In many countries, plantations are challenged by legislative and implementation gaps that negatively affect a rights-based and a pro-poor approach to development. Despite tremendous progress, child labour remains an issue of concern. Children are sometimes included as part of hired family labour for enterprises producing for export. Children may also be engaged in casual plantation work on a piece-rate or quota system through unregulated informal recruitment by intermediaries. The application and monitoring of international labour standards critically depend on the existence of freely established employers' and workers' organizations and on their ability to exercise fully their roles and responsibilities. While the organization of workers and collective bargaining are usually stronger on plantations than in other rural sectors, legal impediments and practical challenges remain. In some cases, anti-union discrimination, legislation or administrative obstacles impede the right of workers to establish and join trade unions. Freedom of association and collective bargaining rights are necessary to achieve the goal of decent work in any context and have obvious direct benefits for workers and employers in plantations. It has become increasingly important to step up the attention given to promoting international labour standards, starting with the fundamental principles and rights at work. **(Untreated text)**

---

**93. Governments should be: (Untreated text)**

1. Implementing policies that aim at addressing obstacles to the full exercise of freedom of association and the right to collective bargaining on plantations, as set out in Conventions Nos 87, 98, 110, 141, and the Workers' Representatives Convention, 1971 (No. 135). **(Untreated text)**
2. Securing for all those engaged on plantations the same rights of association and collective bargaining as granted to industrial workers, and repealing any statutory or other provisions restricting such rights. **(Untreated text)**
3. Taking measures to encourage and promote the full development and utilization of machinery for voluntary negotiations between employers or employers' organizations and workers' organizations. **(Untreated text)**
4. Taking measures by legislative means to safeguard the right of access of trade union leaders and representatives to plantations to meet with workers. **(Untreated text)**
5. Protecting workers against anti-union discrimination. **(Untreated text)**
6. Taking measures to eliminate child labour on plantations, in accordance with Conventions Nos 138 and 182. Attention needs to be paid to addressing the underlying causes of child labour in plantations, including, for example, by regulating employment agreements so as to limit the use of piece work contracts and quotas that provide incentives for the engagement of those below the minimum age. **(Untreated text)**
7. Pursuing policies aimed at eliminating all forms of forced and compulsory labour on plantations, in accordance with Convention No. 29 and its Protocol of 2014, and Convention No. 105; establishing policies that protect plantation workers, with a particular focus on vulnerable groups such as migrant workers, from conditions of forced labour, trafficking and abuses in origin and destination countries, and which provide for remedy and compensation. **(Untreated text)**
8. Taking measures to eliminate all forms of discrimination in the sector. **(Untreated text)**
9. Implementing awareness-raising campaigns on fundamental principles and rights at work and other international labour standards. **(Untreated text)**

**94. Employers should pay attention to: (Untreated text)**

10. Facilitating access to plantations by trade union officials for the purpose of carrying out lawful trade union activities, provided that there is no interference with work being performed during working hours and subject to any appropriate precautions being taken for the protection of the property. **(Untreated text)**
11. Removing existing hindrances, if any, in the way of the organization of free, independent and democratically controlled trade unions by plantation workers. In particular, no attempts should be made to establish a trade union under the control of management; or discourage workers from exercising their right to form a union. **(Untreated text)**
12. Providing unions with facilities for the conduct of their normal activities, including free office accommodation, freedom to hold meetings and freedom of entry. **(Untreated text)**
13. Ensuring that the minimum age for employment or work is respected. **(Untreated text)**

- 
14. Ensuring that the recruitment of adult workers is not deemed to involve recruitment of other family members, in particular children. **(Untreated text)**
  15. Taking immediate and effective measures to prevent and eliminate child labour on plantations. Enterprises are encouraged to support children's education either through scholarships, bursaries and stipends, or by providing funds to establish and improve schools near a plantation or a factory. **(Untreated text)**
  16. Ensuring that workers shall not be held in debt bondage or be forced to work by not using deductions from wages or deception in wage payment, wage advances, and loans to employees as a means to bind workers. Any advances of wages to recruited workers in particular should be strictly limited to safeguard against debt bondage. **(Untreated text)**
  17. Ensuring that workers are not forced to work overtime above the limits permitted in national law and collective agreements under the menace of a penalty. **(Untreated text)**
  18. Developing policies to promote non-discrimination and equal treatment and to prevent harassment and bullying in the plantations, and ensuring that these are clearly communicated and accessible to management, supervisors and workers. **(Untreated text)**
  19. Ensuring that women and men are paid the same wages for work of the same value. **(Untreated text)**
  20. Treating migrant workers fairly, irrespective of their legal status, and taking measures to prevent abusive conditions and fraudulent practices that may lead to coercion and trafficking for labour exploitation. **(Untreated text)**

**95. Workers' organizations have an important role to play by: (Untreated text)**

21. Organizing unorganized workers on plantations. **(Untreated text)**
22. Promoting plantation workers' education, including on their rights and obligations. **(Untreated text)**
23. Addressing practical challenges in relation to the freedom of association and collective bargaining rights of workers in NSFE. These would include issues concerning eligibility, the payment of dues, and awareness among workers. **(Untreated text)**
24. Creating social awareness and mobilization against the use of child labour, forced labour and discrimination on plantations. **(Untreated text)**
25. Engaging in the monitoring of discrimination on plantations. This could, for example, be done by establishing complaint procedures, including equality concerns in collective bargaining agreements, setting up gender committees and promoting pay equity. **(Untreated text)**
26. Tackling the challenge of equality within trade unions with a view to making the membership base and all levels of the leadership reflect the diversity of the plantation workforce. **(Untreated text)**



---

## Appendix

Building sustainable rural livelihoods requires paying special attention to the ratification and effective implementation of international labour standards. Although international labour standards apply equally to urban and rural areas, there are a number of ILO instruments of particular relevance to rural communities. Strengthening the knowledge of rural-relevant labour standards among governments, employers, workers and their organizations, and among other stakeholders, including judges, parliamentarians and civil society organizations, and promoting the adoption and effective implementation of these standards by emphasizing their key role in promoting sustainable rural development is of crucial importance. International labour standards that are of direct relevance to the agro-food sector and the rural economy include the following.

### Fundamental Conventions

Forced Labour Convention, 1930 (No. 29) and Protocol of 2014  
Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)  
Right to Organise and Collective Bargaining Convention, 1949 (No. 98)  
Equal Remuneration Convention, 1951 (No. 100)  
Abolition of Forced Labour Convention, 1957 (No. 105)  
Discrimination (Employment and Occupation) Convention, 1958 (No. 111)  
Minimum Age Convention, 1973 (No. 138)  
Worst Forms of Child Labour Convention, 1999 (No. 182)

### Governance Conventions

Labour Inspection Convention, 1947 (No. 81)  
Employment Policy Convention, 1964 (No. 122)  
Labour Inspection (Agriculture) Convention, 1969 (No. 129)  
Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)

### Other up-to-date instruments

Right of Association (Agriculture) Convention, 1921 (No. 11)  
Minimum Wage-Fixing Machinery Convention, 1928 (No. 26)  
Labour Inspection Recommendation, 1947 (No. 81)  
Migration for Employment Convention (Revised), 1949 (No. 97)  
Minimum Wage Fixing Machinery (Agriculture) Convention, 1951 (No. 99)  
Holidays with Pay (Agriculture) Convention, 1952 (No. 101)  
Plantations Convention, 1958 (No. 110)  
Plantations Recommendation, 1958 (No. 110)  
Rural Workers' Organisations Convention, 1975 (No. 141)  
Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143)  
Occupational Safety and Health Convention, 1981 (No. 155)  
Workers with Family Responsibilities Convention, 1981 (No. 156)  
Occupational Safety and Health Recommendation, 1981 (No. 164)  
Protocol of 1982 to the Plantations Convention, 1958

---

Occupational Health Services Convention, 1985 (No. 161)  
Occupational Health Services Recommendation, 1985 (No. 171)  
Indigenous and Tribal Peoples Convention, 1989 (No. 169)  
Chemicals Convention, 1990 (No. 170)  
Protocol of 1995 to the Labour Inspection Convention, 1947  
Private Employment Agencies Convention, 1997 (No. 181)  
Maternity Protection Convention, 2000 (No. 183)  
Safety and Health in Agriculture Convention, 2001 (No. 184)  
Safety and Health in Agriculture Recommendation, 2001 (No. 192)  
HIV and AIDS Recommendation, 2010 (No. 200)  
Social Protection Floors Recommendation, 2012 (No. 202)

In developing policies and strategies to promote decent work in the rural economy, consideration should also be given to the following documents:

- the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration), adopted in 1977 and updated in 2006;
- Principles for Responsible Investment in Agriculture and Food Systems, adopted by the Committee on World Food Security (CFS) in October 2014;
- Guiding Principles on Business and Human Rights, endorsed by the UN Human Rights Council in June 2011 and the ten Principles of the UN Global Compact in 2000;
- Voluntary Guidelines on the Responsible Governance of Tenure of Land, Fisheries and Forests in the Context of National Food Security, adopted by the CFS in May 2012;
- UN Declaration on the Rights of Indigenous Peoples, adopted by the General Assembly in the 107th plenary meeting, September 2007;
- Conclusions regarding decent work in global supply chains, adopted by the ILC at its 105th Session, May–June 2016.

---

## Bibliography

### Introduction

- Cheong D., Jansen M., Peters R. 2013. *Shared Harvests: Agriculture, Trade and Employment* (Geneva, ILO and UNCTAD).
- De Luca, L., Fernando, M., Crunel, E., Smith, L. 2011. *Unleashing the potential for rural development through decent work: Building on the ILO rural work legacy, 1970–2010* (Geneva, ILO).
- ILO. 2015. Key Indicators of the Labour Market database, ninth edition (Geneva).
- . 2016. *Women at Work: Trends 2016* (Geneva).
- . 2011. *Gaps in coverage and barriers to ratification and implementation of international labour standards* (Geneva).
- United Nations Conference on Trade and Development (UNCTAD). 2015. *The Least Developed Countries Report 2015: Transforming Rural Economies* (New York and Geneva).
- United Nations General Assembly. 2009. *Report of the Special Rapporteur on the right to food*, Olivier De Schutter. *Agribusiness and the right to food*, delivered at the 13th Session of the Human Rights Council, Geneva, 2009 (Geneva).
- United Nations, Department of Economic and Social Affairs, Population Division. 2014. *World urbanization prospects: The 2014 revision, Highlights* (New York).

### Chapter 1

- Chambers, R., Conway, G. 1992. *Sustainable rural livelihoods: Practical concepts for the 21st Century*, discussion paper 296 (Sussex, IDS).
- de Haan, L., Zoomers, A. 2005. “Exploring the frontier of livelihoods research”, in *Development and Change*, Vol. 36, No. 1, pp. 27–47.
- Ellis, F. 1999. “Rural livelihood diversity in developing countries: Evidence and policy implications”, in *Natural Resource Perspectives* (Overseas Development Institute), Vol. 40.
- Gereffi, G. et al. 2001. “Introduction: Globalisation, Value Chains and Development”, in *IDS Bulletin*, Vol. 32, No. 3, p. 3.
- ILO. 2010. *Decent work for domestic workers*, Report IV(1), ILC, 99th Session, Geneva, 2010 (Geneva).
- Nutz, N., Sievers, M. 2015. *A rough guide to value chain development: How to create employment and improve working conditions in targeted sectors* (Geneva, ILO).
- . No date. *Inventory of official national-level statistical definitions for rural/urban areas* (Geneva).

---

## Chapter 2

- Black, R.E. et al. 2013. “Maternal and child undernutrition and overweight in low-income and middle-income countries”, in *The Lancet*, Vol. 382, No. 9890, pp. 427–451.
- Chiripanhura, B.M. 2008. *The rural labour market and livelihood diversification under crisis conditions in Zimbabwe: Evidence from three districts*, paper presented at the Centre for the Study of African Economics Conference on Economic Development in Africa, Oxford, 18 Mar.
- Grogan, L., Sadanand, A. 2013. “Rural electrification and employment in poor countries: Evidence from Nicaragua”, in *World Development*, Vol. 43, pp. 252–265.
- ILO, Committee of Experts of the Application of Conventions and Recommendations. 2006. *General Survey: Labour inspection, Report III (Part IB)*, ILC, 95th Session, Geneva, 2006 (Geneva).
- . 2001. *An ILO code of practice on HIV/AIDS and the world of work* (Geneva).
- . 2007. *Conclusions concerning the promotion of sustainable enterprises*, ILC, 96th Session, Geneva, 2007 (Geneva).
- . 2008. *Promotion of rural employment for poverty reduction*, Report V, ILC, 97th Session, Geneva, 2008 (Geneva).
- . 2008. *Skills for improved productivity, employment growth and development*, Report V, ILC, 97th Session, Geneva, 2008 (Geneva).
- . 2010. *Accelerating action against child labour: Global Report under the follow-up to the ILO Declaration on Fundamental Principles and Rights at Work*, Report of the Director-General, Report I(B), ILC, 99th Session, Geneva, 2010 (Geneva).
- . 2011. “Skills for Rural Development”, in *Rural Development through Decent Work: Rural Policy Briefs* (Geneva).
- . 2011. Resolution and conclusions on labour administration and labour inspection, ILC, 100th Session, Geneva, 2011 (Geneva).
- . 2012. *Global Employment Trends 2012: Preventing a deeper job crisis* (Geneva).
- . 2012. *Working towards sustainable development: Opportunities for decent work and social inclusion in a green economy* (Geneva).
- . 2013. *Understanding the Indigenous and Tribal Peoples Convention, 1989 (No. 169): Handbook for ILO Tripartite Constituents* (Geneva).
- . 2014. *ILO Policy guidelines on the promotion of decent work for early childhood education personnel*, Final report (MEECE/2013/10), Meeting of Experts on Policy Guidelines on the Promotion of Decent Work for Early Childhood Education Personnel, Geneva, 12–15 November 2013, Sectoral Activities Department (Geneva, ILO).
- . 2015. “Promoting social dialogue in the rural economy”, in *Policy guidance notes on the promotion of decent work in the rural economy* (Geneva).
- . 2015. *Global evidence on inequalities in rural health protection* (Geneva).
- . 2015. *World Employment and Social Outlook: The changing nature of jobs* (Geneva).

- 
- . 2016. *Rural teachers in Africa* (Geneva).
- . 2016. *Women at Work: Trends 2016* (Geneva).
- . 2015. *Giving a voice to rural workers: General Survey concerning the right of association and rural workers' organizations instruments*, Report III (Part 1B), ILC, 104th Session, Geneva, 2010.
- International Union of Food (IUF). 2015. *If water is life ... Why do agricultural workers die every year from lack of access to potable water?* (Geneva).
- Jacoby, H.G. 2000. "Access to markets and the benefits of rural roads", in *The Economic Journal*, Vol. 110, No. 465, pp. 713–737.
- Jouanjean, M.-A. 2013. "Targeting infrastructure development to foster agricultural trade and market integration in developing countries: An analytical review" (London, ODI).
- Kiendrebeogo, Y. 2012. "Access to improved water sources and rural productivity: analytical framework and cross-country evidence", in *African Development Review*, Vol. 24, No. 2, pp. 153–166.
- Molina-Millan, T. et al. 2016. *Long-Term Impacts of Conditional Cash Transfers in Latin America: Review of the Evidence* (Washington, Inter-American Development Bank).
- Shahidur K., Barnes, D.F., Samad, H. 2013. "Welfare impacts of rural electrification: A panel data analysis from Vietnam", in *Economic Development and Cultural Change*, Vol. 61, No. 3, pp. 659–692.
- The Donor Committee for Enterprise Development (DCED). 2008. *Supporting business environment reforms: Practical guidance for development agencies* (United Kingdom).
- Tomei, M. 2005. *Indigenous and tribal peoples: An ethnic audit of selected poverty reduction strategy papers* (Geneva, ILO).
- United Nations (UN). 2015. *Transforming our world: The 2030 Agenda for Sustainable Development* (New York).
- United Nations Conference on Trade and Development (UNCTAD). 2015. *The Least Developed Countries Report 2015: Transforming Rural Economies* (New York and Geneva).
- United Nations Human Rights Office of the High Commissioner (OHCHR). 2007. *United Nations Declaration on the rights of indigenous peoples*, doc. A/RES/61/295, adopted by the UN General Assembly at its 61st session, 2007 (Geneva, United Nations).
- World Bank, The Independent Evaluation Group. 2008. *The welfare impact of rural electrification: A reassessment of costs and benefits* (Washington, DC, World Bank).
- World Bank. 2012. "Do School Feeding Programmes Help Children?", in *From Evidence to Policy* note series (Washington, DC).
- World Health Organization (WHO). 2010. *Increasing access to health workers in remote and rural areas through improved retention: Global policy recommendations* (Geneva).

---

## Chapter 3

- Balioune-Lutz, M., Brixiova, Z., Ncube, M. 2014. *Skills, gender and productive entrepreneurs in Africa*, paper presented at the African Economic Conference, (Addis Ababa).
- Bellemare, M.F. 2012. “As you sow, so shall you reap: The welfare impacts of contract farming”, in *World Development*, Vol. 40, No. 7, pp. 1418–1434.
- Bijman, J. “The changing nature of farmer collective action: introduction to the book” in Bijman, J., Muradian, R. and Schuurman, J. (eds): *Cooperatives, economic democratization and rural development* (Cheltenham, Edward Elgar) pp. 1–24.
- Blokland, K., Schuurman, J. 2016. “Growth, democracy and income equality: cooperatives – The development impact beyond membership benefits”, in Bijman, J., Muradian, R. and Schuurman, J. (eds): *Cooperatives, economic democratization and rural development* (Cheltenham, Edward Elgar), pp. 255–275.
- Bonney, L., Collins, R., Miles, M.P., Verreynne, M.-L. 2013. “A note on entrepreneurship as an alternative logic to address food security in the developing world”, in *Journal of Developmental Entrepreneurship*, Vol. 18, No. 3, pp. 1–20.
- Brixiova, Z., Ncube, M., Bicaba, Z. (2015). “Skills and youth entrepreneurship in Africa: Analysis with evidence from Swaziland”, in *World Development*, Vol. 67, pp. 11–26.
- Bureau for Employers Activities (ACT/EMP) and the International Organization of Employers (IOE). 2007. *Guides for Employers on Eliminating Child Labour* (Geneva, ILO).
- Davis, J.R. 2003. *The rural non-farm economy, livelihoods and their diversification: Issues and options* (London, Natural Resources Institute, DFID and World Bank).
- DCED. (No date). *Making markets work for the poor*. Available at: <http://www.enterprise-development.org/page/m4p> [9 Feb. 2016].
- Esibui, M. 2012. *Non-standard workers: Good practices of social dialogue and collective bargaining*, DIALOGUE Working Paper No. 36 (Geneva, ILO).
- Fischer, E., Qaim, M. 2012. “Linking smallholders to markets: Determinants and impacts of farmer collective action in Kenya”, in *World Development*, Vol. 40, No. 6, pp. 1255–1268.
- Food and Agricultural Organization of the United Nations (FAO) and ILO. 2013. *Guidance on how to address decent rural employment in FAO country activities* (Rome).
- Food and Agricultural Organization of the United Nations (FAO), the Technical Centre for Agricultural and Rural Cooperation (CTA), and the International Fund for Agricultural Development (IFAD). 2014. *Youth and agriculture: Key challenges and concrete solutions* (Rome, FAO).
- Gibbon, P. 2011. *Experiences of plantation and large-scale farming in 20th century Africa* (Copenhagen, DIIS).
- Gordon, J. 2015. *Global labour recruitment in a supply chain context* (Geneva, ILO).
- Green, M., Maynard, R. 2006. “The employment benefits of organic farming”, in *Aspects of Applied Biology*, Vol. 79.

- 
- Herre, R., Hurst, P., Longley, S., Luig, B. 2014. *Harvesting hunger: Plantation workers and the right to food* (Aachen, MISEREOR, FIAN, and IUF).
- Hurst, P., Termine, P., Karl, M. 2005. *Agricultural workers and their contribution to sustainable agriculture and rural development* (Geneva, FAO, ILO and IUF).
- ILO and International Organisation of Employers (IOE). 2015. *Child labour guidance tool for business: How to do business with respect for children's right to be free from child labour* (Geneva, ILO).
- ILO. 1994. *Recent developments in the plantations sector* (Geneva).
- . 1995. Conclusions and resolutions adopted by the Committee on work on Plantations 1950–1994, Sectoral Activities Programme (Geneva, ILO).
- . 1996. *Recording and notification of occupational accidents and diseases* ILO code of practice (Geneva).
- . 1996. *Wage workers in agriculture: Conditions of employment and work*, Tripartite meeting improving the conditions of employment and work in agricultural wage workers in the context of economic restructuring, TMAWW/1996 (Geneva).
- . 2003. *Good practices for combating child labour: IPEC 10 years in Brazil* (Brasilia).
- . 2007. *Guide to private employment agencies: Regulation, monitoring and enforcement* (Geneva).
- . 2008. *Promotion of rural employment for poverty reduction*, Report IV, ILC, 97th Session, Geneva, 2008 (Geneva).
- . 2008. *Skills for improved productivity, employment growth and development*, Report V, ILC, 97th Session, Geneva, 2008 (Geneva).
- . 2009. “International labour standards for plantation work”, in *ILO Helpdesk Factsheets*, No. 7 (Geneva).
- . 2011. ILO code of practice: *Safety and health in agriculture* (Geneva).
- . 2012. *Working towards sustainable development: Opportunities for decent work and social inclusion in a green economy* (Geneva).
- . 2012. *The youth employment crisis: A call for action*, resolution and conclusions, ILC, 101st Session, Geneva, 2012 (Geneva).
- . 2013. *Sustainable development, decent work and green jobs*, Report V, ILC, 102nd Session, Geneva, 2013 (Geneva).
- . 2014. *Maternity and paternity at work: Law and practice across the world* (Geneva).
- . 2014. *Minimum wage systems: General Survey of the reports on the Minimum Wage Fixing Convention, 1970 (No. 131), and the Minimum Wage Fixing Recommendation, 1970 (No. 135)*, Report III (Part 1B), ILC, 103rd Session, Geneva, 2014 (Geneva).
- . 2014. *World of Work Report 2014: Developing with jobs* (Geneva).
- . 2015. “Decent work for food security and resilient rural livelihoods”, *Portfolio of policy guidance notes on the promotion of decent work in the rural economy* (Geneva).

- 
- . 2015. “Developing the rural economy through financial inclusion: The role of access to finance”, in *Portfolio of policy guidance notes on the promotion of decent work in the rural economy* (Geneva).
  - . 2015. “Extending social protection to the rural economy”, in *Portfolio of policy guidance notes on the promotion of decent work in the rural economy* (Geneva).
  - . 2015. “Promoting decent work for rural workers at the base of the supply chain”, in *Portfolio of policy guidance notes on the promotion of decent work in the rural economy* (Geneva).
  - . 2015. Conclusions of the Meeting of Experts on Non-Standard Forms of Employment, Governing Body, 323rd Session, GB.323/POL/3, Geneva, 2015 (Geneva).
  - . 2015. *Combating forced labour – A handbook for employers and business* (Geneva).
  - . 2015. *Practical options for the extension of social health protection to small-scale farmers in Zambia* (unpublished, Lusaka).
  - . 2015. *The BOSS project in Timor-Leste: Thin markets, thick impact?* (Geneva).
  - . 2015. *Value chain development for decent work: A guide for development practitioners, government and private sector initiatives* (Geneva).
  - . 2015. *World Employment and Social Outlook: The changing nature of jobs* (Geneva).
  - . 2015. *Youth and rural development: Evidence from 25 school-to-work transition surveys* (Geneva).
  - . Forthcoming. *Trends and development report*, Sectoral Policies Department (Geneva).
- Jia, X., Huang, J. 2011. “Contractual arrangements between farmer cooperatives and buyers in China”, in *Food Policy*, Vol. 36, No. 5, pp. 656–666.
- Kormelinck, A.G., Plaisier, C., Muradian, R., Ruben, R. 2016. “Social capital and agricultural cooperatives: experimental evidence from Ethiopia”, in Bijman, J., Muradian, R. and Schuurman, J. (eds): *Cooperatives, economic democratization and rural development* (Cheltenham, Edward Elgar), pp. 123–150.
- Organisation for Economic Co-operation and Development (OECD) and Food and Agricultural Organization of the United Nations (FAO). 2016. *Guidance for responsible agricultural supply chains* (Paris, OECD).
- Organisation for Economic Co-operation and Development (OECD). 2015. *The G20 skills strategy for developing and using skills for the 21st century*, prepared for the third G20 Employment Working Group Meeting, Turkey, 23–24 July.
- Pesche, D., Losch, B. 2016. “The progressive participation of rural producer organizations in the policy debate: Lessons from the experience of West Africa”, in Bijman, J., Muradian, R. and Schuurman, J. (eds): *Cooperatives, economic democratization and rural development* (Cheltenham, Edward Elgar), pp. 25–47.
- Sharma, S., Pandove, A. 2010. “Organic farming in Punjab: an economic analysis”, in *Political Economy Journal of India*, Vol. 24, pp. 275–281.



- 
- Shiferaw, B., Hellin, J., Muricho, G. 2016. “Markets access and agricultural productivity growth in developing countries: Challenges and opportunities for producer organizations”, in Bijman, J., Muradian, R. and Schuurman, J. (eds): *Cooperatives, economic democratization and rural development* (Cheltenham, Edward Elgar), pp. 103–122.
- Sims, C. 2008. *Trade unions and skills development* (London, City and Guilds Centre for Skills Development).
- Smalley, R. 2013. *Plantations, contract farming and commercial farming areas in Africa: A comparative review* (Bellville, PLAAS).
- Thomas, H. 1997. *The slave trade: The story of the Atlantic slave trade 1440–1870* (Hampshire, Picador).
- United Nations Conference on Trade and Development (UNCTAD). 2009. *World Investment Report 2009: Transnational corporations, agricultural production and development* (New York and Geneva, United Nations).
- . 2015. *Policy guide on youth entrepreneurship* (Geneva).
- . 2015. *The Least Developed Countries Report 2015: Transforming Rural Economies* (Geneva).
- United Nations Development Programme (UNDP). 2004. *Business development services: How to guide* (Bratislava).
- Ya-Bititi, G.M., Lebailly, P., Mbonyinkebe, D. 2015. *Coffee has given us voice: Coffee cooperatives and women’s empowerment in Rwanda’s rural areas*, Paper presented at the Co-operatives and the World of Work International Research Conference, Antalya, 9 November.



---

**List of participants**  
**Liste des participants**  
**Lista de participantes**



---

Chairperson  
Président  
Presidente

Dr Sammy NYAMBARI, Commissioner for Labour, Ministry of Labour, Nairobi, Kenya.

Government experts  
Experts des gouvernements  
Expertos de los gobiernos

**BRAZIL BRÉSIL BRASIL**

Sra. Karla Carolina FARIA CALEMBO MARRA, Asesora Técnica del Departamento de Empleo y Salario, Ministerio del Trabajo, Brasilia, Brasil.

*Adviser/Conseiller technique/Consejero técnico*

Sr. Pablo SANGES GHETTI, Segundo Secretario, Misión Permanente del Brasil, Ginebra, Suiza.

**COLOMBIA COLOMBIE**

Sr. Miguel Ángel CARDOZO TOVAR, Director, Dirección de Generación y Protección del Empleo y Subsidio Familiar, Ministerio del Trabajo, Bogotá, Colombia.

**EGYPT EGYPT EGIPTO**

Mr Elsayed Abd Elrazik Mohamed HASSAN, Director, Information Centre, Consultant of Irregular Employment, Manpower Directorate, Cairo, Egypt.

*Adviser/Conseiller technique/Consejero técnico*

Mr Adel Fadel SALEM, Labour Counsellor, Permanent Mission of Egypt, Geneva, Switzerland.

**GHANA**

Ms Elizabeth ACQUAH, Assistant Chief Labour Officer, Labour Department, Ministry of Employment and Labour Relations, Takoradi, Ghana.

**INDONESIA INDONÉSIE**

Mr Muhammad FIRDAUS, Vice-Dean, Faculty of Economics and Management, Bogor Agricultural University, Bogor, Indonesia.

*Adviser/Conseiller technique/Consejero técnico*

Ms Rina SETYAWATI, Second Secretary, Permanent Mission of Indonesia, Geneva, Switzerland.

**REPUBLIC OF MOLDOVA  
RÉPUBLIQUE DE MOLDOVA  
REPÚBLICA DE MOLDOVA**

Ms Diana GHERMAN, Head of Policy Analysis, Monitoring and Evaluation Department, Ministry of Agriculture and Food Industry, Chisinau, Republic of Moldova.

---

## SRI LANKA

Mr Vijitha Chandra Piyathilaka NISSANKA PRATHIRAJAGE, Additional Secretary, Monitoring & Evaluation, Ministry of Agriculture, Battaramulla, Sri Lanka.

### Employer experts Experts des employeurs Expertos de los empleadores

Mr Mohammad AL-ABDULLAT, Board Member of the Jordan Chamber of Industry, Representative of the Food, Supplies, Agricultural and Livestock Sector, Amman, Jordan.

Mr Ernest Sunday Ben ESADA, General Manager Employee Relations, Olam Nigeria Limited, OPP First Bank, Lagos, Nigeria.

Mr Andrew John HOGGARD, National Chairman, Dairy Industry Group, Federated Farmers of New Zealand, Wellington Chambers, Wellington, New Zealand.

Sra. Luz Stella KURATOMI REYES, Directora Ejecutiva, Cámara de la Industria de Alimentos Balanceados, Asociación Nacional de Empresarios (ANDI), Bogotá, Colombia.

Mr Laurens Antonius Hendrikus MESSING, Vice-Chairman, Zambia Farm Employers Association (ZPEA), Lusaka, Zambia.

Sra. María Silvia PINEDA MOLINA, Directora, Responsabilidad Social Empresarial y Sostenibilidad, Asociación de Azucareros de Guatemala, Guatemala.

Mr Srinivasulu CAMSARI PALLI, Senior Vice-President - Human Resources, Mumbai, India.

Mr Martin TRAJCHEV, Rural Impact Economy Adviser, Business Confederation of Macedonia (BCM), Skopje, The former Yugoslav Republic of Macedonia.

### Worker experts Experts des travailleurs Expertos de los trabajadores

Mr Jean René BILONGO, Dipartimento Agricoltura – Mercato del Lavoro, Federazione Nazionale Lavoratori Agroindustria (FLAI-CGIL), Roma, Italy.

Mr Alberto BROCH, General Secretary, Confederação Nacional dos Trabalhadores na Agricultura (CONTAG), Brasilia, Brazil.

Ms Katusime KAFANABO, Gender Officer, Tanzania Plantation and Agricultural Workers Union (TPAWU), Dar es Salaam, Tanzania.

Ms Jyoti MACWAN, General Secretary, Self-Employed Women's Association (SEWA), Ahmedabad, India.

Sra. Luisa Isolina MELE, Asesora, Unión Argentina de Trabajadores Rurales y Estibadores (UATRE), Buenos Aires, Argentina.

Mr Kinglsey OFEI-NKANSAH, African Representative, Board of Agricultural Workers Trade Group, International Union of Food, Accra, Ghana.

Mr Golam SOROWOR, Finance Secretary, Bangladesh Agricultural Farm Labour Federation (BAFLF), Dhaka, Bangladesh.

Ms Anja WESTBERG, National Officer, Kommunal, International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco, and Allied Workers' Associations (IUF), Stockholm, Sweden.

---

Governments participating as observers  
Gouvernements participant en qualité d'observateurs  
Gobiernos que participan en calidad de observadores

**CAMBODIA CAMBODGE CAMBOYA**

Mr Bou CHANBOROTH, Labour Counsellor, Permanent Mission of the Kingdom of Cambodia, Grand-Saconnex, Geneva, Switzerland.

**CAMEROON CAMEROUN CAMERÚN**

M. Francis NGANTCHA, ministre conseiller, mission permanente de la République du Cameroun, Genève, Suisse.

**CHILE CHILI**

Sr. Pablo LAZO GRANDI, Agregado Laboral, Misión Permanente de Chile, Ginebra, Suiza.

**DOMINICAN REPUBLIC  
RÉPUBLIQUE DOMINICAINE  
REPÚBLICA DOMINICANA**

Sra. Isabel PADILLA, Consejera, Misión Permanente de la República Dominicana, Ginebra, Suiza.

**FRANCE FRANCIA**

M<sup>me</sup> Anne-Marie SOUBIELLE, directrice du travail, chargée de mission en santé au travail, ministère de l'Agriculture, de l'Agroalimentaire et de la Forêt, Paris, France.

**GABONESE REPUBLIC  
RÉPUBLIQUE GABONAISE  
REPÚBLICA GABONESA**

M. Ferdinand MANGONGO, conseiller chargé des questions sociales et des relations avec l'OIT, mission permanente de la République gabonaise, Genève, Suisse.

**HONDURAS**

Srta. Lilian Malexy JUÁREZ, Primera Secretaria, Misión Permanente de Honduras, Ginebra, Suiza.

**KENYA**

Ms Elizabeth Faith ONUKO, Minister Counsellor, Labour, Permanent Mission of Kenya, Geneva, Switzerland.

**MALAYSIA MALAISIE MALASIA**

Mr Umbar Jai Kumar Bin ABDULLAH, Labour Attaché, Permanent Mission of Malaysia, International Centre Cointrin (ICC), Geneva, Switzerland.

---

**MALTA MALTE**

Mr Daniel John ATTARD, First Secretary, Permanent Mission of the Republic of Malta, Geneva, Switzerland.

**NEPAL NÉPAL**

Ms Ranjita DAHAL, First Secretary, Permanent Mission of Nepal, Geneva, Switzerland.

**NETHERLANDS PAYS-BAS PAÍSES BAJOS**

Ms Charlotte BERNHARD MSc, Policy Adviser CSR, International Affairs Department, Ministry of Social Affairs and Employment, The Hague, Netherlands.

**NIGER NÍGER**

M. Ibrahim SOULEY TAYE, secrétaire général, ministère de l'Emploi, du Travail et de la Protection Sociale (MET/PS), Niamey, Niger.

M. Abdel KADER ISSA, directeur des ressources humaines, ministère de l'Agriculture et de l'Elevage, Niamey, Niger.

**PANAMA PANAMÁ**

Sr. César A. GÓMEZ R., Embajador, Representante Permanente Adjunto, Misión Permanente de Panamá, Ginebra, Suiza.

**PERU PÉROU PERÚ**

Sr. Carlos BRICEÑO, Ministro Consejero, Misión Permanente del Perú, Ginebra, Suiza.

**SAUDI ARABIA ARABIE SAOUDITE ARABIA SAUDITA**

Mr Mohammed Ibrahim AL-HAIDARY, Director-General, Agricultural Development Department, Riyadh, Saudi Arabia.

**THAILAND THAÏLANDE TAILANDIA**

Ms Chuleerat THONGTIP, Minister Counsellor (Labour), Permanent Mission of Thailand, Geneva, Switzerland.

**TOGO**

M<sup>me</sup> Kayi AGUEY, directrice des ressources humaines, ministère de l'Agriculture, de l'Elevage et de l'Hydraulique, Togo.

**VENEZUELA, BOLIVARIAN REPUBLIC OF VENEZUELA  
RÉPUBLIQUE BOLIVARIENNE DU VENEZUELA  
VENEZUELA, REPÚBLICA BOLIVARIANA DE**

Sr. Carlos Enrique FLORES, Agregado Laboral, Misión Permanente de la República Bolivariana de Venezuela, Ginebra, Suiza.



---

## ZIMBABWE

Mr Poem MUDYAWABIKWA, Minister Counsellor, Permanent Mission of Zimbabwe, Geneva, Switzerland.

Representatives of the United Nations, specialized agencies  
and other official international organizations  
Représentants des Nations Unies, des institutions spécialisées  
et d'autres organisations internationales officielles  
Representantes de las Naciones Unidas, de los organismos especializados  
y de otras organizaciones internacionales oficiales

**European Union (EU)**  
**Union européenne (UE)**  
**Unión Europea (UE)**

Ms Natacha TOLSTOI, Head of Section – Social and Health Issues, Permanent Delegation of the European Union to the United Nations in Geneva, Geneva, Switzerland.

Ms Amira ALMAKZOMY TAHIR, Intern, Permanent Delegation of the European Union to the United Nations in Geneva, Geneva, Switzerland.

**Food and Agriculture Organization of the United Nations (FAO)**  
**Organisation des Nations Unies pour l'alimentation et l'agriculture (FAO)**  
**Organización de las Naciones Unidas para la Alimentación y la Agricultura (FAO)**

Mr Pascal LIU, Senior Economist, Trade and Markets Division, Food and Agriculture Organization of the United Nations (FAO), Rome, Italy.

**United Nations Conference on Trade and Development (UNCTAD)**  
**Conférence des Nations Unies sur le commerce et le développement (CNUCED)**  
**Conferencia de las Naciones Unidas sobre Comercio y Desarrollo (UNCTAD)**

Mr Samuel K. GAYI, Head, Special Unit on Commodities, United Nations Conference on Trade and Development (UNCTAD), Geneva, Switzerland.

**International Union of Food, Agricultural, Hotel, Restaurant,  
Catering, Tobacco and Allied Workers' Associations (IUF)**  
**Union internationale des travailleurs de l'alimentation, de l'agriculture,  
de l'hôtellerie-restauration, du tabac et des branches connexes (UITA)**  
**Unión Internacional de Trabajadores de la Alimentación, Agrícolas,  
Hoteles, Restaurantes, Tabaco y Afines (UITA)**

Ms Sue LONGLEY, International Officer for Plantations and Agriculture, International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations (IUF), Geneva, Switzerland.

Mr Kirill BUKETOV, International Officer, International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations (IUF), Geneva, Switzerland.

**International Organisation of Employers (IOE)**  
**Organisation internationale des employeurs (OIE)**  
**Organización Internacional de Empleadores (OIE)**

M. Jean DEJARDIN, conseiller, Organisation internationale des employeurs (OIE), Genève, Suisse.

M<sup>me</sup> Thannaletchimy THANAGOPAL, Organisation internationale des employeurs (OIE), Genève, Suisse.

---

**International Trade Union Confederation (ITUC)  
Confédération syndicale internationale (CSI)  
Confederación Sindical Internacional (CSI)**

Ms Esther BUSSER, Assistant Director, ITUC Geneva Office (ITUC-GO), Geneva, Switzerland.