WELCOME!

#CoffeePeople webinar 3:

“Enhancing cooperatives’ capacity to promote occupational safety and health”

November 22nd, 15h00 – 16h00 CET
Enhancing Cooperatives’ Capacities to Promote Occupational Safety and Health in Agriculture

Zooming in on the coffee supply chain

Rayann Koudaih – ILO COOP Unit
Key cooperative figures

- 3 million cooperatives and 1.2 million members worldwide (ICA figures).
- Employment in or within the scope of cooperatives concerns at least 279.4 million people across the globe, i.e. 10% of the world’s employed population.

In Agriculture:
- Employment within the scope of cooperatives, comprising mainly self-employed producer-members, concerns over 252.2 million people, the vast majority being in agriculture
- Cooperatives play a significant role in agriculture around the world:
  - Ethiopia: over 4,000 agricultural cooperatives (membership of 4.5 million)
  - Kenya: over 7,000 agricultural cooperatives (over 2 million farmers);
- EU: agricultural cooperatives control 40% of agri-food sectors

*CICOPA, 2017
Why producers form cooperatives in agriculture?

- Weak bargaining position of individual small farmers vis-à-vis large suppliers, traders and processors
- Agricultural producers voluntarily organize themselves to meet common economic, social, and cultural needs, including:
  - Purchasing inputs together
  - Sharing use of tools and services
  - Storing, transporting, processing together
  - Selling and marketing farm products jointly

Productivity, sustainability and the bargaining power of farmers greatly improves.
# Why join/form an agricultural cooperative?

<table>
<thead>
<tr>
<th>Rationale for farmers</th>
<th>Cooperative activity</th>
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</thead>
<tbody>
<tr>
<td><strong>Inputs:</strong> lower prices, easy access, higher quality</td>
<td>Bargaining, making inputs available at short distance, quality control, own production of inputs</td>
</tr>
<tr>
<td><strong>Outputs:</strong> higher prices, higher value</td>
<td>Bargaining, joint sorting, grading, packaging, bulking, and processing (of coffee produce)</td>
</tr>
<tr>
<td><strong>Market access</strong></td>
<td>Establish long-term relations with buyers, collecting market info, organizing markets</td>
</tr>
<tr>
<td>Access to <strong>education and training</strong></td>
<td>Provide member education, training and information</td>
</tr>
<tr>
<td>Access to <strong>credit and savings</strong></td>
<td>Provide credit or facilitate access to create</td>
</tr>
<tr>
<td>Reduce <strong>market risks</strong></td>
<td>Use a pool for selling farm products</td>
</tr>
<tr>
<td>Reduce <strong>production risks</strong></td>
<td>Provide insurance directly or facilitate access to it</td>
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What is a cooperative?

• A cooperative is defined as “an autonomous association of persons united voluntarily to meet their common economic, social and cultural needs and aspirations through a jointly owned and democratically controlled enterprise”

• A cooperative is both an enterprise and a collective action organization.

*ILO Promotion of Cooperatives Recommendation, 2002 (No. 193)
*International Cooperative Alliance (ICA) Statement on the Cooperative Identity
Cooperative values & principles

1. Voluntary and Open Membership
2. Democratic Member Control
3. Members’ Economic Participation
4. Autonomy and Independence
5. Education, Training, and Information
6. Cooperation among Cooperatives
7. Concern for Community

Values: Self-help, self-responsibility, democracy, equality, equity and solidarity

Advancing social justice, promoting decent work
Challenges facing cooperatives in the coffee supply chain

<table>
<thead>
<tr>
<th>Governance</th>
<th>Business Management</th>
<th>Market Access and Fair Trade</th>
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<tbody>
<tr>
<td>Quality Control</td>
<td>Access to Technology and Infrastructure</td>
<td>Access to Credit</td>
</tr>
<tr>
<td>Education and Training</td>
<td>Certification Costs</td>
<td>Competition with Larger Companies</td>
</tr>
</tbody>
</table>
Strengthening Cooperatives’ Integration into Global Supply Chains

- Establishing cooperatives of SMEs contributing to their market access, productivity and quality controls
- Establishing commercial links with SMEs (small ethical brands, fair trade shops)
- Cooperation between cooperatives:
  - Vertically between producer and consumer cooperatives
  - Horizontally by forming new consortia, cooperatives, cluster of primary cooperatives, or joining federations.
- Cooperatives can protect workers’ rights which can be at risk in the process of integration in supply chains
Oromia Coffee Farmers’ Cooperative Union (OCFCU)

- Established in 1999 by 34 coffee producer primary cooperatives in Oromia region, Ethiopia.
- Members are growers, processors and suppliers of high quality, organic Arabica coffee for the direct export.
- OCFCU exports organic and fairtrade coffee to EU, US, and Australia. More than 200,000 coffee producers and around 200 cooperatives are involved throughout the country.
- OCFCU grew from 34 primary cooperatives representing 22,691 household farmers to 407 primary cooperatives representing more than 557,186 household farmers.

Strengthens bargaining power of coffee farmers
Provides of training, advisory service & market information to member primary cooperative societies;
Collects coffee from member primary cooperatives and supply quality products to international & local market
Provides warehouse service, improved technology & innovation for members primary cooperatives
Supplies wholesale inputs that boost product and consumer goods
Cooperatives and Decent Work

- **Elimination of Child Labour**: by creating jobs and improving livelihoods for adults and thus help parents send their children to schools (Principle 1)

- **Forced Labour**: Worker cooperatives use their bargaining power with authorities to eliminate forced labour, facilitate access to social security, increase formalization (domestic worker cooperatives) (Principles 5, 6 and 7)

- **Non-discrimination**: Cooperatives are inclusive of all people who can use their services, join them, and vote as members without any discrimination (Principles 1 and 2)

- **Freedom of Association and collective bargaining**: Coops and trade unions share similar principles (1, 2 and 5) and help informal workers i.e. waste pickers and taxi drivers.
Cooperatives and Women’s Economic Empowerment

- **Gender Mainstreaming**: in ILO programme development, implementation, monitoring, and evaluation in different sectors
- **Capacity building**: to promote women’s leadership in cooperatives and women-led/only cooperatives
- **Inclusive and democratic decision-making processes**: to encourage active participation of women and men in cooperative decision-making
- **Addressing gender-based barriers**: to access resources, markets, and training opportunities
- **Recognition of Unpaid Care Work**: to reduce the burden of unpaid care work on women, allowing them to participate more fully in cooperative activities
- Participatory gender auditing and gender-responsive budgeting can be used by cooperatives

**Examples**: care economy, home-based work, WIEGO, HomeNet International, International Federation of Domestic Workers
OSH for Cooperatives

Why OSH for Coops?

- Reduces accidents – improves working environment – improves productivity – product/process quality – increases membership – helps demonstrate social responsibility

Cooperatives in agriculture can embody the principle “Concern for Community” by adhering to the ILO Code of Practice on Safety and Health in Agriculture:

- Raising awareness about OSH in agriculture
- Preventing accidents and diseases through training and access to resources
- Encouraging government and social partners to implement OSH measures (secondary, tertiary coops)

Good governance: clear definition of OSH responsibilities for BoD, general assembly, managers, and workers (and OSH committee)
Thank you!
The agriculture sector at a glance

1 out of 3 fatal injuries worldwide occur among agricultural workers

800 millions of people were employed by the agricultural sector globally
Risks factors in the agricultural sector

• Multiple tasks and locations
• Open air activities
• Short periods of time due to seasonality
• Physical intensive
• Use of dangerous substances and tools
• Exposure to biological hazards

• Poorly application of national labour laws
• Lack of access to social protection
• High prevalence of child labour and forced labour
• Long working hours
• Temporary and unpaid family Work
• Inadequate OSH infrastructure and services
All Members, even if they have not ratified the Conventions in question, have an obligation, arising from the very fact of membership in the Organization, to respect, to promote and to realize, in good faith and in accordance with the Constitution, the principles concerning the fundamental rights which are the subject of those Conventions, namely:

(a) freedom of association and the effective recognition of the right to collective bargaining;

(b) the elimination of all forms of forced or compulsory labour;

(c) the effective abolition of child labour;

(d) the elimination of discrimination in respect of employment and occupation; and

(e) a safe and healthy working environment.
Why integrating OSH in cooperatives?

- Profitability, and, therefore, long-term existence of cooperatives is determined in part by the well-being of members and workers.

- The benefits such as share of the surplus derived by farmer-members from the cooperative are influenced by the state of their health and well-being. If members are not able to make use of services or products of the cooperative due to sickness and injuries, their share of the surplus decreases.

- Compliance to voluntary social standards and codes which often include workers safety and health is fast becoming the norm among large buyers of agricultural produce and a pre-requisite to participation in their supply chains.

- Aside from mitigating reputational risks due to poor working conditions, ensuring safety and health of workers is one way of perpetuating business continuity and consistent delivery of required volume.
Why integrating OSH in cooperatives?

• Cooperatives have priority access to members and workers to provide information on how to prevent work related injuries and diseases.

• Supply cooperatives provide the farmer-owners access to affordable, quality production supplies such as feed, fuel, fertilizer, seeds, pesticides, tools, and other inputs.

• Service cooperatives provide support to farmer-owners through production services such as crop harvesting, land preparation, pruning, credit services, etc.

• Cooperatives should take all reasonable measures to ensure that its products, services, operations, and facilities do not cause injury and diseases to its member-users and workers.
Key action 1: Making OSH part of the cooperatives’ values

- Integrating OSH as part of the cooperatives’ goals and vision
- Include OSH related roles and responsibilities in each body of the cooperative: appoint focal points
- Disseminate the information among members and workers
Key action 2: Create awareness about OSH hazards and build capacity to assess risks

**RISK MATRIX: GINGER FARMERS AND FARM WORKERS**

<table>
<thead>
<tr>
<th>Risk Factors</th>
<th>Male</th>
<th>Female</th>
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<tbody>
<tr>
<td>Poisoning and long term health effects from chemical input use or exposure</td>
<td>Very likely</td>
<td>Very likely</td>
</tr>
<tr>
<td></td>
<td>Extreme</td>
<td>Moderate</td>
</tr>
<tr>
<td></td>
<td>High risk</td>
<td>High risk</td>
</tr>
<tr>
<td>Musculoskeletal injuries from repetitive and forceful movements and lifting</td>
<td>Very likely</td>
<td>Very likely</td>
</tr>
<tr>
<td>and carrying heavy loads</td>
<td>Moderate</td>
<td>Major</td>
</tr>
<tr>
<td></td>
<td>High risk</td>
<td>High risk</td>
</tr>
<tr>
<td>High level of sun exposure</td>
<td>Likely</td>
<td>Very likely</td>
</tr>
<tr>
<td></td>
<td>Moderate</td>
<td>Moderate</td>
</tr>
<tr>
<td></td>
<td>Medium risk</td>
<td>High risk</td>
</tr>
<tr>
<td>Insect and mosquito bites</td>
<td>Unlikely</td>
<td>Very likely</td>
</tr>
<tr>
<td></td>
<td>Major</td>
<td>Extreme</td>
</tr>
<tr>
<td></td>
<td>Medium risk</td>
<td>High risk</td>
</tr>
<tr>
<td>Stress</td>
<td>Unlikely</td>
<td>Likely</td>
</tr>
<tr>
<td></td>
<td>Major</td>
<td>Major</td>
</tr>
<tr>
<td></td>
<td>Medium risk</td>
<td>High risk</td>
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</tbody>
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Note: 4 x 4 risk matrix used

- **Participatory risk assessment**
- **Working together to identify risk control measures**
- **Identification of hazards at work**
Key action 3: Prioritize consensus-based and collective control measure

1st solution of Shwe Chin Sein: Piloted the distribution of small baskets to a few members at the start of harvest season.

New problems: need for double packaging to protect ginger from compression; baskets cannot be stacked – high transport cost

2nd solution of Shwe Chin Sein: Use of plastic crates with support from buyer. Crates distributed to members at harvest season. Everybody happy – members, farm workers, workers of Shwe Chin Sein and buyer.

New risk: overloading to lower transportation cost. A work in progress ....
Key action 4: Provide OSH education and training

- Identify the skills and knowledge needed for members and workers to do their job in a safe and healthy way. Compare these against current skills and knowledge and identify the gaps.
- Review records of injuries and illnesses among members and workers.
- Review the risk assessments to see where information and/or training have been identified as factors in controlling risks.
- Consider awareness training needs for members, farm workers, and cooperative workers.
Key action 5: Compile data on injuries and diseases

• How, Where, What:
  • SMS, which can include photo
  • Oral report to manager of cooperative; manager writes down report
  • Written report to manager (hard copy or soft copy)

• Keep track and inform
Key action 6: Have an action plan and engage members and workers

<table>
<thead>
<tr>
<th>Action Plan: Risk Control Measures</th>
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<tbody>
<tr>
<td>Hazard</td>
</tr>
<tr>
<td>--------</td>
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</table>

- Cooperatives are designed to respond to the needs and interests of both women and men members, and it encourages the equal participation of women and men in the achievement of its goals.

- Effective implementation of the OSH action plan requires ongoing involvement of members and workers.

- Everyone should be made aware of the action plan so that they can abide on it.
Learn more about this topic and take action

Visit coffeepeople.vzf.ilo.org