

Promoting Women Workers' Rights  
in African Horticulture

**REPORT OF THE PLANNING MEETING**

31<sup>st</sup> January to 3<sup>rd</sup> February 2005

**KAMPALA**



Tanzania : T.P.A.W.U    Uganda : U.W.E.A.    Zambia : W.E.A.Z.  
Kenya : K.E.W.W.O.    U.K. : Women Working Worldwide



## Contents

### **PROJECT SUMMARY - WOMEN WORKING WORLDWIDE 1**

Basic Data .....	1
Participating organisations .....	3
Tanzania Plantation and Agricultural Workers Union .....	3
Ugandan Workers Education Association .....	3
Workers Education Association of Zambia .....	3
Women Working Worldwide .....	4
Project Identification .....	5
Project Overview .....	9
Timetable .....	12
Women Working Worldwide Project Planning Matrix .....	13

### **PLANNING MEETING MINUTES KAMPALA 2005 15**

Research Report When to produce reports and who they are for? .....	15
Educational Programmes When to start and how to do? .....	15
Worker Exchanges Who should be involved and between which countries? .....	16
Project Conference What are the issues and who should we invite? .....	16
Project Communications .....	17
Project Meetings/Workshops When, where and who will attend? .....	17
Project Title and Logo .....	18
Follow-up .....	18

### **RESEARCH BRIEF - WOMEN WORKING WORLDWIDE 19**

Why are we doing this research? .....	19
What do we need to know ? .....	19
What kind of information do we need ? .....	20
How do we find things out? .....	20
Who will do what? .....	21
What will we do with the findings? .....	22

### **RESEARCH PROPOSAL - TANZANIA 23**

Why are we doing this project and what do we want out of it? .....	23
The problem .....	24
Purpose of the research .....	24
Research approach and procedure .....	24
Research Area .....	25
Sampling .....	25
Proposed Research Plan .....	27
Research Issues .....	28

## **RESEARCH PROPOSAL - UGANDA** **31**

Why are we doing this project and what do we want out of it?.....	31
Introduction .....	32
What We Need to Know .....	32
Methodology .....	34
Human Resources and Outline of Roles and Responsibilities .....	35
Expected Outputs .....	35
Work Plan .....	36

## **RESEARCH PROPOSAL - ZAMBIA** **37**

Background.....	37
Participation in the Project .....	37
Research Aim .....	37
Objectives .....	37
Research Activities .....	38
Research Plan .....	39

## **MAPPING HORTICULTURE AND FLORICULTURE SUPPLY CHAINS INTO THE EUROPEAN MARKET.** **41**

Why map supply chains? .....	41
Typical flower and horticulture supply chains into Europe .....	42
Starting with the farm .....	44
Linking supply chains .....	44
Mapping workers .....	44

## **WHAT IS ETHICAL TRADE?** **45**

Ethical Trading Initiative .....	45
Why is it an issue? .....	45
What does it mean in practice? .....	45

## **WHAT IS FAIRTRADE? (FROM FAIRTRADE FOUNDATION WEBSITE)** **46**

Fairtrade labelling .....	46
---------------------------	----

## **PROJECT CONTACT LIST** **47**





## Participating organisations

---

### ***Tanzania Plantation and Agricultural Workers Union***

---

TPAWU is one of the 12 new unions formed under the Trade Union Act No 10 of 1998 and is affiliated to the Trade Union Congress of Tanzania (TUCTA). The membership is about 33,000, of which women are 24 percent. TPAWU is divided into 8 zones with full time staff at zone and area level. There are 270 union branches throughout the country and 126 women workers' committees.

TPAWU has been active in support of women workers and for the past twelve years has been coordinating a project for women workers in sugar, tea, coffee and sisal plantations aimed at improving the living and working conditions. The union is now implementing another project "Model Scheme for Working Mothers in the Tea Sector" which is conducting research to train women workers on work related issues and support them to establish income generating activities.

---

### ***Ugandan Workers Education Association***

---

UWEA was registered in Oct 2001 with a national executive in Kampala and three district branches. It has a National Executive Board composed of fifteen members, including 3 members of parliament, of whom one is a workers' representative, and two top union officials, from the Public Employees Union and the Uganda Government and Allied Workers union. There are two full time staff in the office in Kampala, a General Secretary and Programme Officer.

Current work includes providing education for those who have lost employment and for vulnerable workers such as women and young people. There is also an awareness building programme around HIV and AIDS and research into the main issues affecting workers in different sectors. UWEA works closely with trade unions and with NGOs such as the Platform for Labour Action and Human Rights Concern.

---

### ***Workers Education Association of Zambia***

---

WEAZ was founded in 1997, after three years of preparatory activity by the education department of the Zambia Congress of Trade Unions in partnership with WEA in the UK. It was conceived mainly in response to the dramatic increase of unemployment from the mining and associated industries of Zambia, and the need to support retrenched workers with community-base education opportunities. The aim is to promote and provide adult education opportunities for workers, their families and their communities.

The organisational structure is based on the active participation of members in policies, management, and delivery of course provision. Each active district has between 100-200 members and these members determine the development of courses, which include micro-enterprise skills and co-operative development, community organisation, health, nutrition and the environment. WEAZ provides learning opportunities both directly and through partnerships with appropriate organisations, such as trade unions, community associations, and local NGOs.

A national conference of members is held every three years which elects a National Executive Committee. There are five members of staff including an Executive Secretary. In the districts there are District Executive Committee and a District Secretary.

---

### ***Women Working Worldwide***

---

WWW was established in 1985 following the organisation of a conference on "Women on the global assembly line". It is a small organisation that works with an international network of NGOs and trade unions supporting women workers. The focus is on the situation of workers in industries supplying the world market with consumer goods such as food, garments and footwear. The aim is to build international links between workers in these industries and between workers' representatives and those campaigning on their behalf in Europe.

WWW runs collaborative projects with organisations in the network. Activities include:  
Organising workshops and conferences about issues of significance to women workers  
Producing, translating and disseminating associated information and educational material  
Representing women workers' interests in European and international forums

WWW was one of the founding organisations of the Labour Behind the Label, the UK partner of the Clean Clothes Campaign and much of WWW's project work has been focused on the rights of women in the global garment industry. WWW is also an active member of the NGO caucus of the Ethical Trading Initiative.

WWW is a limited company managed by a Board of Directors, some of whom have been active members since 1985. Currently there are one full time and two part time workers, all based in an office in Manchester Metropolitan University. Annual turnover is around Euro 300,000.

## Project Identification

### The issues

Non-traditional agricultural exports, particularly horticulture and floriculture, are being promoted as important new foreign exchange earners for East Africa. Whilst these sectors are providing significant employment opportunities, it is not clear to what extent this is contributing to overall development and poverty reduction. Recently, trade unions and NGOs in Zambia, Kenya, Tanzania and Uganda have raised serious concerns about low wages and poor working conditions on farms producing flowers and vegetables, which mainly employ women workers. There is also concern about environmental damage and the disruption of local communities.

Whilst these concerns have led to some action being taken by workers' organisations alongside other stakeholders, the effectiveness of this has been limited by lack of resources. Also, there has been no collaboration across the region. Since workers in different countries are often involved in the same or related supply chains, it is recognised that much can be achieved through collaboration on initiatives such as research and awareness raising. It is also recognised that there are opportunities for positive alliances with organisations in Europe in the context of international codes of conduct and the growing movement for ethical trade.

### Source of the proposal

This proposal was developed by the participating organisations during a Women Working Worldwide workshop in December 2003. The workshop was for women activists from trade unions and NGOs supporting women workers on farms producing export crops for the European market. WWW called the meeting because links had been established with women representatives from trade unions and NGOs in a number of Africa countries supplying the European market, but they each seemed unaware of activities taking place in other countries. The meeting was intended to bring key activists together to look at the extent to which there was a common agenda.

Representatives attended the workshop from the Ugandan WEA, WEA of Zambia, Agriculture and Plantation Workers Union of Zambia, Kenyan Women Workers Association, Tanzanian Plantation and Agricultural Workers Union and Women on Farms in South Africa. Through the workshop it became clear that there were common grievances on export farms throughout the region and that these represented serious abuses of workers' rights. In the case of every country except S Africa there was a particular interest in the situation on flower and vegetable farms. It was agreed that a joint funding proposal should be formulated with WWW to support women workers in these sectors.

### Evidence of grievances

The organisations participating in the workshop reported that, whilst workers clearly welcomed the employment opportunities provided by the expansion of vegetable and flower production, there was widespread discontent about what they saw as the abuse of their rights. This included not only workers' rights, such as the right to a living wage and a safe working environment, but also their human rights, such as their right to live with their families and to have access to clean drinking water. More detailed research had been

carried out in some countries than others, but in all cases there were similarities in the grievances reported.

#### Main grievances

- Insecure and irregular employment and associated lack of employment protection
- Long hours of compulsory (sometimes unremunerated ) overtime, particularly at peak periods
- Lack of adequate health and safety protection resulting in chemical related illnesses
- Bad working environments e.g. extreme temperatures in greenhouses and cold rooms
- Sexual, physical and verbal abuse by supervisors
- Restrictions on freedom of association
- Low pay
- Lack of adequate housing
- 

#### **The need for resources**

All workshop participants reported that although their organisations were aware of the issues for flower and vegetable workers, it was difficult to address these issues because of lack of resources.

Of the three organisations involved in this proposal the greatest progress had been made in Tanzania, where the union is strong and the Government basically supportive. This has been enhanced by the pressures from Europe, notably through the German based Flower Label Programme (FLP). Farms in Tanzania were visited by the FLP in 1999 and were told of the concrete improvements necessary in order to be granted the FLP label. This included the recognition of a union committee and the negotiation of collective bargaining agreements (CBA). The following year the three biggest farms were seen to have made sufficient improvements to meet the requirements of the FLP label. Through a CBA the union has already been able to bring about significant changes such as a reduction in the proportion of casual workers.

However, whilst progress is being made for unionised workers in Tanzania, the CBA does not cover the rights of workers who are not union members, which includes seasonal and casual workers and all workers on smaller nonunionised farms. It is these workers, mainly women, who are suffering most from poverty wages and labour rights abuses. Whilst TPAWU recognises the problems facing these workers, they lack the resources to address the issues and to include them in union initiated activities.

In Uganda the development of the floriculture and horticulture is more recent but is expanding rapidly, particularly in the Lake Victoria region. Although there is concern about the rights of workers within both the Agricultural and Plantation Workers Union and amongst organisations such as UWEA, lack of resources has prevented any significant initiatives being undertaken so far. However UWEA has begun some initial research and advocacy work and through WWW has made links with other organisations, including the FLP.

In Zambia the National Union of Agriculture and Plantation Workers has begun organising workers on the bigger flower and vegetable farms, though there is resistance from many employers. Links have been made with the FLP and the International Code of Conduct has been used in national negotiations. WEAZ is keen to work closely with the union in helping to raise workers' awareness of their rights and supporting the continued organisation of workers.

### **The need for an innovative approach**

It became clear in the Lusaka workshop that participants felt that there was a need not only for resources but also for new and collaborative ways of working. Up until the time of the workshop they had no knowledge of the strategies being developed in the other countries and realised that much could be gained by learning from other experiences. Linking with other initiatives in the region would strengthen their position with employers, who typically argue that any sign of “trouble” would lead buyers to move to neighbouring countries. Collaboration with initiatives in Europe was also seen as crucial. Although there had already been some experience of this, it was felt that this was very piecemeal and there was no overall sense of what the movement for Corporate Social Responsibility consisted of and how it could link with advocacy work within producing countries.

The benefits of such a collaborative approach have been demonstrated by WWW’s recent networking project on garment industry subcontracting chains in Asia. This project came out of an expressed need by many members of WWW’s network to understand more about how the garment industry operated in the light of the widespread informalisation of labour. Whilst each participating organisation carried out their own specific research and advocacy work, this was guided by shared information and by workshop discussions on research methodologies and the effectiveness of different organising and advocacy strategies. The regional scope of the initiative also added strength and visibility to advocacy work at an international level.

The fact that this is an initiative from women activists means that there will be a clear gender focus to the work. Participants recognise that in the flower and horticulture sectors workers are exploited not only because they are poor but also because they are women. This means that issues important to women workers, such as sexual harassment and the right of motherhood, will be at the top of the agenda. It will also mean focussing on the rights of casual workers, rather than full time employees who are more clearly covered by collective bargaining agreements, codes of conduct and national law.



## Project Overview

### Aims

The long term aim of this project is to enable women working on vegetable and flower farms in Tanzania, Zambia and Uganda to claim their full rights as workers.

Immediate aims :

- To raise awareness amongst both organisers and workers about :
  - the operation of international supply chains
  - workers' rights embodied in both company codes and national law
- To use this awareness to develop strategies for improving working conditions.
- To strengthen these strategies through collaboration between countries involved in the same or similar supply chains.
- To carry out national and international advocacy work based on this collaborative knowledge and experience.

### Activities

#### 1. Action research

Each participating organisation is working on a research proposal related to their particular needs. The focus is on flower farms, vegetables such as green beans (often grown by the same companies as flowers), and also vanilla in the case of Uganda. In all cases this will involve collaboration with WWW with respect to the supply chain links into Europe.

Proposals include the following:

Tanzania :-

- The main supply chains to Europe
- The conditions on nonunionised farms
- The situation of casual workers and how to include them in negotiating agreements
- The specific needs of women workers

Uganda :-

- The extent of employment in horticulture and floriculture and the main supply chains
- The working conditions on the farms and the situation relating to women's rights
- The proportion of casual workers on different farms
- The extent to which farms are covered by codes of conduct and other forms of regulation
- The nature of employer/employee relationships and possibilities for organising

Zambia :-

- The main supply chains to Europe
- The proportion of permanent, seasonal and casual labour
- The situation in relation to the freedom of association
- The abuse of workers' rights, particularly in relation to health and safety
- Gender discrimination in relation to pay and other issues

WWW will also research initiatives in different European countries in support of flower and vegetable workers. Stronger links will be established with the organisations involved in these initiatives in preparation for the European workshop. (below)

## **2. Awareness raising**

Education is seen as a high priority for all three organisations as a means of enabling workers to realise their rights. The research will be used as a basis for developing a greater awareness amongst workers about their position in supply chains, about codes of conduct covering those supply chains and about national labour laws and ILO conventions

This will involve :

### **-The development of educational materials**

Each organisation will begin educational work during the later stages of the research phase using existing materials developed by themselves or other organisations. Participants will then meet to discuss approaches, share materials and decide whether there is a need for new educational material using the learning from the research. Pilot materials will then be developed and translated.

### **-Education workshops** with both organised and unorganised workers.

Educational workshops will take place with workers from different farms and these will be used to pilot any educational materials developed through the project.

Some workshops will be run for permanent workers and as far as possible these will be conducted through trade union branches and held either at the workplaces or the nearest venues to the plantations and farms. Depending on the attitude of the employer some workshops may be conducted during working hours or after working hours and weekends. The education sessions with casual workers will in most case need to be conducted separately. These will take place near the villages or settlements where workers live.

Workers will be recruited not only through the workplace but also through village leaders. Once the education programme has begun it is expected that in each country there will be about two training sessions a month, one for permanent and seasonal workers and another for casual workers.

## **3. Development of advocacy strategies**

### *National level*

The knowledge gained through the research and awareness raising work will be used as a basis for lobbying national governments to ensure better implementation of labour laws and to develop appropriate mechanisms for the protection of casual workers. Each organisation will develop their own strategy and set of demands, which will vary according to the political context and the available channels of communication. In Tanzania TPAWU is in a strong position to undertake advocacy work through tripartite mechanisms and has good relationships with the government. In both Uganda and Zambia the WEA is well established as a labour forum with key links to members of parliament and other policymakers

### *International level*

Advocacy work will take place at an international level in partnership with Women Working Worldwide. The focus will be on linking the work in country to the Corporate Social Responsibility initiatives in Europe. The main target will therefore be companies in Europe sourcing flower and vegetables from East and Central Africa. Since WWW is a member of the UK Ethical Trading Initiative there are clear mechanisms for advocacy work in relation to UK buyers. Stronger alliances will also be built with the FLP in Germany and with initiatives

in the Netherlands. The effectiveness of current CRS strategies will be discussed in the light of the research findings from each country.

#### **4. Organisation of project workshops**

Workshops will be organised for different purposes throughout the project period (see timetable)

##### **1. Workshops for project participants**

Representatives from the participating organisations will meet to share information and collaborate on strategy. Three workshops will take place, one in each country.

A: Discussion of overall project and specific research proposals

B: Presentation of research finding and discussion of education and advocacy work

C: Discussion of project effectiveness and future needs

##### **2. Workshop for participants from other African countries**

Project workshop B will be timed to coincide with a bigger workshop to which representatives will be invited from other African countries producing vegetables and flowers for the European market, such as Kenya and Ethiopia. They will present the results of any work in their own countries and contribute to discussion of advocacy strategies.

##### **3. National workshops**

Within each country there will be meetings with trade unions, NGOs and government personnel.

In the final stages of the project a national meeting will present the results of the project.

##### **4. International exchanges for workers**

During the educational and awareness raising stage of the project, workshops will be organised for workers from different countries. This may be one general workshop or several smaller ones, depending on logistics and the preferences of project participants. The aim will be to exchange experiences and organising strategies and to facilitate workers involvement in advocacy work.

##### **5. Workshops in Europe**

A workshop, or series of workshops, will be held in Europe following the research stage of the project. This will bring project partner together with organisations carrying out advocacy work in Europe. The purpose will be to report on research findings and to discuss the effectiveness of international mechanisms for the implementation of codes of conduct. It will also establish stronger links between organisations in Europe and in Africa in order to strengthen both national and international advocacy work. The proposal is to hold one workshop in either the Netherlands or Germany, followed by a smaller workshop in the UK, hosted by the ETI.

#### **Monitoring and Evaluation**

An initial meeting will be held with the three project co-ordinators once funding has been secured. This will set up procedures for implementation and monitoring.

Regular six monthly reports from partners will be used to monitor project implementation

Evaluation of project activities will take place as an integral part of the programme :-

Research. Once the research is completed, a draft report will be circulated to a number of appropriate researchers and activists in both Africa and Europe. Feedback will be used to identify any gaps and to help plan for stage two.

The research workshop will include an evaluation exercise designed to obtain feedback from both project partners and other participants

Awareness raising. Education materials will be piloted with groups of workers. Direct feedback will be obtained on both the content of the materials and the methods of delivery. This feedback will be used to suggest additions and amendments. On the basis of this each organisation will produce final materials in whatever form is most appropriate for their work.

Advocacy. Each organisation will be asked to report on the advocacy work that they have undertaken. Evaluation of this will include discussion with other relevant stakeholders.

Monitoring visits will be undertaken by the UK Co-ordinator.

These will tie in with the project workshops and will include interviews with all country co-ordinators and other significant participants. Each country will be visited once during the project period

An external evaluation will take place towards the end of the project period.

This exercise will be carried out by an appropriately qualified consultant. It will involve attendance at the final project workshop, when an evaluation exercise can be carried out with various stakeholders.

## Timetable

This is a three year proposal with a changing emphasis to the work in each year.

### **Year One : Research and project development**

- Establishment of specific country project proposals and associated staffing
- Project Workshop A to share proposals and clarify joint objectives
- Desk research on available knowledge relating to the operation of supply chains
- Participatory research with workers
- Identification of appropriate channels for developing education and advocacy work

### **Year Two : Awareness raising and information dissemination**

- Project Workshop B to share research and discuss education and advocacy work
- Presentation and dissemination of research findings within each country
- Development, translation and piloting of educational material
- Organisation of exchange programmes between workers in different countries
- Organisation of local and national forums for discussion of strategies

### **Year Three : Consolidation of education and advocacy programme**

- Finalisation and publication of educational material
- Establishment of avenues for sustainable use of material
- Development of national and international advocacy work
- European workshops to discuss international strategies
- National workshops to present work of the project
- Project Workshop C to review education and advocacy
- Production of final project report
- External project evaluation

## Women Working Worldwide Project Planning Matrix

Development Objectives	Indicators	Verification	Assumptions
To enable women working on vegetable and flower farms in East and Central Africa to claim their full rights as workers	Increased participation by workers in mechanisms for improving labour conditions Associated changes in policy and practice	External evaluation	Floriculture and horticulture continue to be important sources of employment in participating countries
Project Objectives			
Increased awareness by workers of their rights and how to claim them	Numbers of workers in educational programmes. Evaluation of learning from those programmes	Country reports Internal evaluation	Ability of workers to participate
Inclusion of seasonal and casual workers in awareness raising programmes and other union activities	Participation of seasonal and casual workers in project programme	Country reports External evaluation	Responsiveness of companies and governments
Greater commitment by governments and employers to the implementation of labour laws and codes of conduct and extension of coverage to casual workers	Changes in policy and practice by governments and employers  Changes in the coverage of regulatory mechanisms	Country reports Internal and external evaluation	
Expected results			
Research reports on supply chains and workers' rights in each country.	Publications	Country reports	The work of the participant organisations is not undermined by political or other events
Educational materials and programmes for workers	Quantity and quality of materials Reach of education programmes	Country reports Internal evaluation	
Regional and international networking around strategies for supporting workers' rights	Development of collaborative strategies at regional and international workshops	Workshop reports International and external evaluation	
Better channels for influencing policy at national and international levels	Nature and extent of meetings and policy papers	Country reports Internal and external evaluations	



---

## ***Planning Meeting Minutes Kampala 2005***

---

### ***Decisions on Main Discussion Issues***

#### **Research Report When to produce reports and who they are for?**

It was agreed:

- To produce interim reports for Project Conference. These will then be supplemented for final research report in Year 3.
- All research reports will be compiled by Women Working Worldwide (WWW) into one final research report in Year 3.
- Research reports will be produced in the interim period for different audiences – employers, workers, government, etc.

Reports will also be needed on a six-monthly basis for WWW and funders, but no need for details in these on research findings etc. Suggested format for these reports will be circulated by Jo soon.

#### **Educational Programmes When to start and how to do?**

It was agreed:

- Research will include finding out about educational needs and priorities and how programmes can be organised.
- It will be important to include training of trainers, including union officials etc., so that activists are themselves clear about the issues and can be equipped to then educate more workers. However, there is also a need to make sure there is growing awareness among workers themselves so that trainers don't feel isolated.
- Because existing education is limited will need to approach content in a broad sense and include other things important to workers such as HIV/Aids, so long as these don't become the main focus.
- We need to take into account the limited extent of literacy when producing educational materials and develop visual materials, role-play, etc. Written material will mainly be for facilitators, not workers themselves.
- Awareness-raising will also take place in the broader sense of the whole community – using leaflets, posters, etc

## **Worker Exchanges Who should be involved and between which countries?**

It was agreed:

- The exchange programme will be more difficult for Zambia because of the cost and distance. Exchange between Kenya and Uganda would be easiest. We need to think about how to include everyone. There may be a case for exchanges of activists using flights in addition to some worker exchanges.???
- It's important that there is good preparation and follow-up so that the experience is shared with other workers.
- Everyone will work within their own country team to decide on their priorities as well as what the costs will be in relation to both transport and accommodation. (Budget for each country is approx £1,800.)

## **Project Conference What are the issues and who should we invite?**

It was agreed:

- This is the occasion for presenting our research to each other and other invited participants. If the organisation in other countries (e.g. Ethiopia, Zimbabwe) have carried out any research, they will be invited to present as well.
- This could be the time to focus in on key areas important to the project e.g. participatory social auditing, pesticides.
- Sessions could also be devoted to discussion relating to further stages of the project, particularly educational materials and methodologies, also advocacy strategies.
- Participation will also be invited from other organisations in Europe campaigning for the rights of horticultural workers in Africa, notably in Germany and the Netherlands. They will be asked to cover their own airfare, but all in-country costs will be covered. They will be offered an opportunity to present their own work.
- The conference will be held in Nairobi and invitations extended to key individuals within Kenya, e.g. experts on participatory social auditing and pesticides. Kathini will follow this up.
- At least three people from each participating organisation will attend. It would be good to include the General Secretary of each organisation.
- Before any further discussion can be made about participation, it is necessary to do costings.

- Ideas were put forward about other possible issues and participants but no decisions made. (e.g. whether to include trade issues, successful campaigns in other sectors.)
- Angela and Kathini delegated to do some costings and put forward a proposal to circulate for comment by all others. This will include a proposal for a visit to Naivasha for participants from other countries.
- The conference will be preceded and followed by meetings for immediate project participants only. This will mean setting aside a full week.

## **Project Communications**

It was agreed:

- A group email list will be established for everyone to use. This will include emails for each organisation.
- A closed web page will be established on the WWW website for all project documents. It was agreed that six-monthly project reports (excluding finances) can also be posted on the website as well as exchanged by email.
- Any questions/issues that participants want to share with others can be sent to the group email list. It will be useful to exchange information and contacts on certain issues. Pesticides was identified as one such issue – others may come up in the course of research.
- Angela will provide information from Europe on codes of conduct and company supply chains as well as other information which is more readily available in the UK. Any questions relating to the research to be emailed to Angela. Financial and other reports to Jo. Angela will liaise with FIAN and other organisations in Europe who are doing work which relates to this project.

## **Project Meetings/Workshops When, where and who will attend?**

- The next meeting will take place in Nairobi in November 2005. This will include co-ordinators (Flavia, Mosha, Kunda, Kathini) and it was agreed that it was also important for Angela to attend.
- The main agenda items will be
  - 1) progress of research
  - 2) conference planning
  - 3) education and worker exchanges

- The following meeting will be at the same time as the Project Conference – February 2006 in Nairobi.
- The final Project Workshop/Meeting will take place in Arusha in September/October 2007.
- Internal monitoring and evaluation by WWW will be done by Jo alongside Project events. No attempt will be made to evaluate achievements within each country independently of Project Participants' own reports. However it is possible that funders will want to visit Project Participants.
- All participants will evaluate their work on a continuous basis, e.g. after every event, workers' programme, etc.

### **Project Title and Logo**

- Agreed title : Promoting Women Workers' Rights in African Horticulture
- Jo to pursue design ideas for a logo and circulate.

### **Follow-up**

- Jo will circulate written presentations from Mosha and Flavia.
- Mike and Kunda will send their presentations to Jo within the next 2/3 weeks. Kathini will also send her presentation.
- All documents will then be compiled into one report, which will also include a Project timetable and contact details for all participants. Hard copies will be sent to each country

---

## **Research Brief - Women Working Worldwide**

---

### **WWW project on the rights of women workers on flower and vegetable farms**

#### **Why are we doing this research?**

This is *action* research. We are researching what we need to know in order to take various kinds of action which will help workers to claim their rights.

This action includes :

- Raising workers' awareness about:
  - . their place in the supply chains
  - . the rights to which they are entitled - by law
    - in company codes
- Organising and negotiating, particularly for female casual and seasonal workers
- Building alliances with other organisations within and between countries
- Linking with trade union and NGO initiatives in buyer countries in Europe
- Lobbying at national and international level for rights to be implemented

The starting point is therefore what we need to know in order to do these things. The research itself will then lead automatically into education and advocacy work.

#### **What do we need to know ?**

Information that we *might* need includes :

- Overview of the sectors
  - Extent of employment in floriculture and horticulture.
  - Importance to the economy.
  - Size and ownership of farms.
  - Proportion of casual, seasonal and permanent workers
  - Position of smallholders
- Employment rights and working conditions
  - Abuse of workers' rights in relation to pay, overtime, health and safety etc
  - Associated information e.g. relating to effect of different pesticides
  - Extent of union recognition and CBAs.
  - Differences between situation of permanent, seasonal and casual workers
  - Relationships between workers e.g. supervisors and workers, permanent and casual
  - Workers' own priorities
- Gender issues
  - Proportion of women workers and kinds of position held
  - Issues important to women workers
  - Experiences of women workers in relation to organising
- Supply chain links

- Where the produce is exported to
- The key players in supply chains – e.g. exporters, wholesalers, distributors, retailers
- Different kinds of supply chain e.g. through Dutch Auction; direct to UK supermarkets
- Links between farms which are part of same supply chains e.g. extent of outsourcing
- Where power lies
  - Relative power of different firms in the chain e.g. grower compared with wholesaler
  - Comparison between power relationships in different kinds of chain
  - Other powerful players e.g. growers associations
  - Role of the government, including policies on development of horticulture and floriculture, land commercialisation etc
  - EU legislation affecting the sector
  - Involvement of international bodies e.g. World Bank
- Measures to protect workers' rights
  - National laws and government policies
  - Codes of conduct and their origins
  - Role of European organisations such as the Ethical Trading Initiative
  - Specific initiatives such as "fair trade" flowers
  - Procedures for implementing and inspecting both laws and codes
  - Workers' awareness of these measures and their effectiveness
- Organising and campaigning
  - Extent and effectiveness of current union organising
  - Barriers to organising
  - The role of other organisations supporting workers' rights on farms
  - Extent of public awareness and sympathy

## **What kind of information do we need ?**

We need different kinds of information for different purposes (education, advocacy etc)

- Factual information
  - Numbers of farms, permanent/seasonal/casual workers, percentage unionised etc
  - Structures of supply chains, who owns what etc
  - Laws and codes covering the sectors etc
- Personal/qualitative information
  - Descriptions of farms, photographs etc
  - Workers' stories and opinions, quotations from employers etc

## **How do we find things out?**

- Networking

- Some information will already be known by other organisations or researchers
- Other contacts may help to access information
- Need to network both nationally and internationally
- Desk research
  - Academic and industry publications
  - Government data
  - Internet research e.g. company websites
- Interviews with company, government representatives etc
  - Some may be open to providing information
- Farm visits
  - Even official visits can provide information e.g. labels on pesticide containers
  - Provides insight into how company presents itself
- Worker interviews
  - Use for supply chain information, knowledge of codes etc as well as conditions
  - Important to compare with company information (eg wage levels)
  - Need comprehensive coverage (e.g. casual/permanent, men/women)
  - Individual or group interviews?
  - Need to explain purpose and follow-up

## Who will do what?

- National research  
Most work will be done by researchers within each country.
- May require different background and skills  
Same person may not be appropriate for workers interview / company interviews / desk research
- Co-ordinator needs to work closely with researcher/s to
  - guide the research
  - contribute as appropriate
- WWW input  
WWW can contribute information on
  - buying companies and links to suppliers
  - codes of conduct being promoted from EU
  - EU regulations covering the sector
  - campaigns and advocacy based in EU
  - technical information e.g. on pesticides
- Project liaison  
Important to share information because:
  - Part of same or similar supply chains
  - May need same information e.g. on dangers of pesticide use
  - Important to note differences in workers' situation and explanations for these
  - Can learn from each others experience of organising

- Therefore need to establish procedures for
  - Sourcing information through WWW
  - Exchanging information between countries

## **What will we do with the findings?**

### – Reporting

Research findings in each country will be organised into a report which can be used as follows:

- Presentation in national workshops
- Distribution within country (translation?)
- Presentation in Project Conference (Feb 2006)
- Compiling into overall project research report for wider distribution (WWW)

### – Education

Incorporation of research findings into educational materials (2006)

- workers' place in supply chains
- codes and laws which are there to protect their rights
- ways of organising locally, nationally and internationally to bring about implementation
- Following on relationships built through research (particularly with casual workers)
- involve workers in production of materials and other activities e.g. drama
- ensure collaborative participation of all workers, casual, seasonal, permanent

### – Advocacy

Use research to

- gain greater clarity about who has power within the supply chains and how to influence them
- draw up and promote a list of shared recommendations for action
- demonstrate credibility as people who understand how the sectors operate
- increase leverage by presenting information from across the region
- work together with other organisations in both Africa and Europe

*Angela Hale 4.1.05*

---

## ***Research Proposal - Tanzania***

---

### **PROJECT "WOMEN WORKING WORLDWIDE"**

#### **THE CASE OF TANZANIA**

#### **Why are we doing this project and what do we want out of it?**

TPAWU is dedicated to implement this project in support of the women workers in the flower and vegetable farms in Tanzania to get their rights. For the women workers to claim and get their rights in employment some support is required. First a thorough research has to be conducted in order to understand the situation and problems surrounding them. Secondly they have to be made aware of their position in employment and their rights.

An action research is therefore a strategy to know important issues concerning the women workers in the flower and vegetable farms. The research will provide **information** on the following:

- a. The main supply chain to Europe
- b. Conditions on non unionized farms
- c. The situation of the non-permanent (casual, temporary and seasonal workers)
- d. Specific needs of the women workers.

The information out of the action research will be utilized to take various kind of **actions** which will help women workers to ensure their rights in the workplaces.

Through action research **women workers will be made aware** of their position in the supply chain and their rights provided by law and by the company codes, which they are entitled to. For this to be effective women workers will be involved in the various actions including action research, advocacy, lobbying and educational activities. With regard to advocacy it is anticipated to involve other relevant stakeholders.

The information will help to organize women workers and negotiating for the rights of the non-permanent workers. These include casual, seasonal and temporary workers working in the flower vegetable farms.

Through this project the knowledge and experience gained will be shared across the region and with partners in Europe.

## **RESEARCH PROPOSAL – Tanzania**

### **A STUDY ON WOMEN'S RIGHTS IN THE PRODUCTION CHAIN:**

#### **The Case of Non-permanent Women Workers in the Flower and Vegetable Farms in Tanzania**

##### **The problem**

The flower and vegetable industries are labor intensive and it is the source of employment to both women and men. Women workers are the majority in these industries as compared to men. The women are mostly in non-permanent employment, are engaged as casuals, temporary and seasonal work. These categories of work are low paid.

##### **Purpose of the research**

The main purpose of the research is to understand the situation and rights of the non-permanent women workers in the flower and vegetable supply chain in Tanzania. The information on the working conditions and rights of the non-permanent workers particularly casual, seasonal and temporary workers will be obtained.

This category of workers are normally non unionized, the study will come up with information on how they can get trade union rights and the benefits from the negotiation agreements. Specific needs of the women in non-permanent employment will be studied which relate to their work situations with the aim of addressing them.

Through the research process the target group will be aware on the rights of the non-permanent women workers in the flower and vegetable farms.

##### **Research approach and procedure**

The study on the rights of the non-permanent women workers will be action oriented with multiple objectives of production of knowledge, awareness building and organizing non-permanent women workers in the flower and vegetable farms to get their rights. The research process therefore will have the data collection, consciousness-raising and education elements.

Several research procedures will be used including the following

- 3.1 Documentation and analysis of the relevant data already available. This will mainly focus on the research reports on the employment situation in the flower and vegetable farms in Tanzania and elsewhere.
- 3.2 Workshops for stakeholders to collect background information on the employment situation in the flower and vegetable farms. Workshop sessions with key informants will be conducted to prepare for the field research, create space for brainstorming among key stakeholders on critical issues concerning women in non-permanent work.

- 3.3 In-depth interviews with key informants/ resource persons to be identified in and around the research area (selected flower and vegetable farms). The interviews will be detailed and will involve top management officials of the flower and vegetable farms, trade union officials and the women in non permanent employment especially those working in the field.

Data on the basic statistics on production and employment in the flower and vegetable farms will be compiled. Also information on management views about non-permanent employment, labor supply and the procedures used to recruit women workers. Also data on the employment strategy adopted by employers and why? (E.g. casual, seasonal, temporary and regular). Representation of the women in non-permanent employment, wage packages and incentive schemes for the non-permanent and permanent workers.

In this case three kind of structured interview questions will be created, one on background data from the management including divisional managers and supervisors, and the trade union at farm level. Second on the key informants including workers in regular employment and third the women on non-permanent employment.

- 3.4 Structured interviews through focus group discussions with selected non-permanent and permanent workers in the flower and vegetable farms.
- 3.5 Data analysis and report writing
- 3.6 Workshops and briefing meetings to discuss the findings and get more information, these will involve management officials in the flower and vegetable farms, trade union officials and the women in non-permanent jobs.
- 3.7 Relevant pictures photographs and videos on the situation of the women workers in the flower and vegetable farms will taken in the process of the research

## Research Area

- The research will be conducted in Arusha region where flower and vegetables are grown. The region is situated in the Northern Part of the country.
- Arusha is one of the 8 Zones of TPAWU; other zones are Moshi, Tanga, Mwanza, Mtwara, Morogoro, Mbeya and Iringa.
- Flower and vegetable farms are concentrated in two districts of Arusha and Arumeru.

## Sampling

- 12 Flower farms which employ both permanent and non- permanent women workers including the organized and unorganized workers.
- 23 Vegetable farms

- A variety of the women workers and employers will be selected for the interviews. It is estimated to interview 180 people representing the following:
  - Members of the company management including managers and supervisors (30)
  - Women in non permanent employment casual (30), temporary (30), seasonal (30)
  - Women and men in permanent employment (30)
  - Other key informants including trade union officials (30)

The majority of the interviews will involve women (at least  $\frac{3}{4}$ )

## Proposed Research Plan

DATE	ACTIVITY AND PLACE OF ACTION	RESPONSIBLE
FEBRUARY 05	Documentation and analysis of relevant data <b>Arusha and Dar Es Salaam</b>	National Coordinator and Researchers
MARCH 05	Workshops for Stakeholders and preparations of the research instruments for data collection <b>Arusha</b>	National Coordinators and experts from WWW
APRIL 05	Field research <b>Arusha</b>	Researchers and National Coordinator
MAY 05	Field Research <b>Arusha</b>	Researchers
JUNE 05	Field Research <b>Arusha</b>	Researchers
JULY 05	Data analysis <b>Arusha and Dar Es salaam</b>	Researchers and National Coordinator
AUGUST 05	Report writing <b>Arusha and Dar Es salaam</b>	Researchers and National Coordinator
SEPTEMBER 05	Workshops and briefing meetings for feedback and filling gaps <b>Arusha</b>	National coordinator and Researchers
OCTOBER 05	National workshop to present a draft research report to stakeholders <b>Arusha</b>	National Coordinator and researchers
NOVEMBER 05	Finalization of the report <b>Dar Es salaam</b>	Researchers
DECEMBER 05	Prepare plan of action for the next activity to be conducted in 2006 <b>Dar Es salaam</b>	Project Coordinator, researchers and educators

## **Research Issues**

### **A. General information on the flower and vegetable sector in Tanzania**

1. The history of the companies/ farms
2. Employment and production data of the flower and vegetable farms
3. Importance of the industry
4. Size of the farms
5. Ownership of the flower farms
6. Proportion of non permanent workers (casual, temporary and seasonal)
7. Position of small holder farms
8. Employment Legislation Codes of Conduct, Company rules and regulations for flower and vegetable production.
9. Employment and legal rights of the non permanent workers

### **B. Employment rights and working and living conditions**

10. Wages and payment conditions, overtime and bonus
11. Health and Safety issues including HIV/AIDS and STIs
12. Differences between the situation of permanent, seasonal and casual workers in the flower and vegetable farms
13. Relationship between supervisors of the workers and the workers in non permanent work
14. Workers' own priorities and needs

### **C. Fundamental Rights at work**

15. Issues on Freedom of Association and Collective Bargaining
16. Experiences of workers in relation to organizing

### **D. Gender issues**

17. Proportion of women workers as compared to men in employment
18. Experiences of the women workers in relation to organizing
19. Reproductive health issues including the effects of pesticides
20. Practical gender needs of the women non permanent workers
21. Violence against women including sexual harassment issues

### **E. Supply chain links**

- 22. Where the products are exported to
- 23. Different kinds of supply chain
- 24. Key players in supply chains (exporters, wholesalers, distributors, retailers)
- 25. Links between farms which are part of same supply chains

**F. Where power lies**

- 26. Relative power of different firms in the chain
- 27. Comparison between power relationships in different kinds of chain
- 27. Other powerful players e.g. growers association
- 28. Role of the government including policies on development of horticulture and floriculture, land commercialization
- 29. EU Legislation affecting the sector
- 30. Involvement of the International bodies e.g. World Bank

**G. Measures to protect workers' rights**

- 31. National laws and government policies
- 32. Codes of conduct and their origins
- 33. Role of European organizations such as the Ethical Trading Initiative
- 34. Specific initiatives such as "fair trade" flowers
- 35. Procedures for implementing and inspecting both laws and codes
- 36. Workers awareness of these measures and their effectiveness

**H. Organizing and campaigning**

- 37. Extent and effectiveness of current union organizing
- 38. Barriers to organizing
- 39. The role of other organizations supporting workers' rights on farms
- 40. Extent of public awareness and sympathy

**I. Other information of interest**

- 41. Information from the field
- 42. General information from political leaders



---

## ***Research Proposal - Uganda***

---

### **Why are we doing this project and what do we want out of it?**

#### **(THE UGANDA CHAPTER)**

Uganda Workers Education Association (UWEA) is an association founded on democratic practices and its primary aim is to improve people's lives through adult education. Further more UWEA's goals are to:

- Enhance development in the community and the work place through result-oriented education (education for positive change)
- Develop a society that is willing, interested and actively involved in discussions seeking practical solutions to issues of development, by engaging in development activities through education and training.
- Create a society that is aware of their economic, social, cultural and political rights and one that will apply civility and ethical standards to enjoy such rights.
- Reduce illiteracy rates through adult education considering that illiteracy is a serious hindrance to development and is at a high rate in Uganda.

UWEA embraces the project on the rights of women workers on flower farms as one of the avenues that help her achieve her desired goals. Realizing that workers on flower farms work under hazardous environment and that they lack a strong voice to claim their rights at work, UWEA joins the rest of the countries in the East and Central Africa region to advocate for the rights of workers on flower farms.

In this struggle, UWEA unlike other participating organizations in this project is just beginning to explore the area of this new and rapidly expanding industry and will therefore engage herself in research to unearth (as explained in the project proposal)

- The extent of employment in horticulture and floriculture and the main supply chains.
- The working conditions on the farms and the situation relating to women's rights.
- The proportion of casual workers on different farms.
- The extent to which farms are covered by codes of conduct and other forms of regulation.
- The nature of employer employee relationship and responsibilities for organisation

UWEA will use information established to develop educational materials and programmes that will be used to create awareness among workers (particularly women workers) on their rights and obligations at work. Some educational component will be entrenched in the educational material for the employers as well as to observe their obligations at workplace.

The organisation has a good working relationship with rights and Labour based NGOs and is engaged with them in advocacy work. In October 2004, UWEA in collaboration with these NGOs formed a coalition of NGOs and Trade Unions to act as a watchdog on workers' rights on these flower farms in Uganda.

UWEA has entered into partnership with Uganda Hotels, Food, Tourism and Allied workers' Union (UHFTAWU) with the major aim of helping flower farm workers get organized into the union thus creating a strong voice for claiming their rights at workplace.

Initial attempts to work with the National Union of Plantation and Agricultural Workers (NUPAW) could not effectively materialize because of institutional political differences. Despite the current situation in the Labour movement in this country, UWEA has developed good working relations with a number of unions, government and the Uganda Flower Exporters Association an umbrella body bringing together all big flower farmers in Uganda. This trend of relationship is primarily intended at helping UWEA and the union (UHFTAWU) penetrate the flower farms and ultimately bring about effective organisation of the workers.

UWEA would like to take this opportunity to thank the Women Working Worldwide and Sr. Angela Hale in particular for her tireless efforts and time in seeing that this project came into being.

We also thank all the participating organisation and ourselves for having accepted to take up that project.

Let us keep the project vibrant and work towards achieving maximum success.

## **Introduction**

Uganda, like several of the developing countries are turning to flower and vegetable farming. Starting as an offshoot from Kenya the industry is slowly taking its place among key sectors in terms of export and employment in the Ugandan economy. From the mid 1990s commercial farming of cut flowers began in a modest way. In 1994, only 75 hectares were under cultivation and the industry accounted for 5.6% of export market to Europe. Cut flowers are normally exported to Finland, Portugal, Greece and the United Kingdom and main market for rose flowers are Germany, Netherlands, France, Denmark, Belgium and Italy. By 2004, the industry had grown almost three-fold.

Below this rosy picture there is a reality of people who work in this industry. Two major questions arise. Firstly, the industry is chemical and water intensive and this raises question about the safety of people and the environment. Secondly, Uganda is going through an economic crisis in which unemployment rises by the day. The impact of SAPs has been that workers have been left to the vagaries of the market. Since more than 60% of the workers in the industry tend to be women, it is very interesting to find out how this dynamic plays out in the conditions of work and responses to them. The issue at stake therefore is to establish the interface between these two aspects and to examine the ways in which there are possibilities for workers to address and improve their work relations.

## **What We Need to Know**

The flower and vegetable industry has attracted attention in relation to its contribution to the GDP. What is not known are the concrete labour regimes and particularly, within a gender perspective. For a full understanding of this sector there is need to establish six things :

**i)Size of the sector**

- Extent of employment
- Size and ownership of farms
- Proportion of casual, seasonal and permanent workers- relative proportion of women.
- Position of small holders

**ii)Employment rights and working conditions**

- Extent of enjoyment/ abuse of rights in relation to pay, overtime, health and safety
- Extent of union recognition- position of women workers therein
- Relative situation between casual, permanent and seasonal workers
- Relationships between workers with say employers, supervisors
- Worker's own priorities

**iii)Measures to protect worker's rights**

- National laws and government policies
- Role of European Organisations e.g. the Ethical Trading Initiative
- Procedures for implementing and inspecting both laws and codes
- Worker's awareness of these measures and their utilisation

**iv)Organising and Campaigning**

- Extent and effectiveness of current union organising
- Barriers and Constraints to organising
- The role of other organisations supporting workers' rights on these farms
- Extent of public awareness and sympathy

**v)Supply chains**

- Key players in supply chains e.g. exporters, distributors, retailers
- Different kinds of supply chains
- Links between farms which are part of the same supply chain e.g. extent of outsourcing

**vi)Power**

- Relative power of different farms
- Role of government, including policies on development of horticulture and floriculture, land commercialisation
- External involvement e.g. World Bank

## Methodology

The study proceeds with the spirit of action research. This means that the research is conducted through a participatory process that enables the workers and other actors to work out solutions and possibilities through a participatory process. The following methods will be employed.

### i) Interviews

#### **a)Key informants' discussions**

Extended discussions with key players, workers, employers, clients and customers.

This will help in highlighting the major questions in the industry.

#### **b)Focus Group Discussions**

One focus group per farm will be organised. FGDs will be important in working out collective perceptions and aspirations especially of the workers. Participation of women workers will be a key input here.

#### **c)Individual interviews**

**Extended interviews with workers selected on the basis of what obtains on each farm**

### ii) Questionnaire

Will be used to gather quantitative information on number of workers and the relevant proportions.

### iii) Field Visits

These will establish the concrete conditions and the general outlook of the farms and the workers. If resources allow all known farms will be visited to establish the general picture of the industry.

## **Human Resources and Outline of Roles and Responsibilities**

### **Project co-ordinator**

- Shall be engaged for an average of two days per week.

#### ***Responsibilities***

- Ensure project delivery and adequate reporting
- Manage the research and participate in advocacy

### **Researcher**

- Shall be engaged for an average of one day per week

#### ***Responsibilities***

- Ensure the research meets the required standards
- Receive and further develop the reports of the research Assistant.
- Direct the work of the research Assistant.
- Conduct periodical field visits.
- Make periodical reports as required.
- Perform such other work as shall ensure production of a final comprehensive research report.

### **Research Assistant**

- Shall be engaged on full time basis for a period of one year.
- Shall be seconded to UWEA by the Uganda Hotels, Food and Allied Workers' Union which is also a partner to the project.

#### ***Responsibilities***

- Collect data and report to the researcher weekly.
- Administer the questionnaires.
- Organise focused group discussions.
- Conduct individual interviews with selected workers and or companies.
- Make periodical reports to the researcher as shall be required.
- Perform such other research-related duties as shall be directed by the researcher or co-ordinator.

## **Expected Outputs**

- Research report- which will provide areas of need for education and advocacy

## Work Plan

<b>Activity</b>	<b>Time</b>	<b>Responsibility of:</b>	<b>Remarks</b>
Recruitment of staff	January	UWEA/ UHFTAWU/ WWW	Staff Appointed
Partner's Planning meeting	February	Co-ordinator	
Securing Research materials	February	Co-ordinator	
Making field visits/ Data collection	Feb. 2005-Dec 2005	Researcher Research Ass.	
Mid Project report	July2005	Researcher	
Workshop to discuss Mid report	August 2005	Co-ordinator	
Final Project report	Jan. 2006	Co-ordinator Researcher	
Workshop to discuss final report	Jan 2006	Co-ordinator	
Quarterly monitoring		UWEA/WWW	
Evaluation	Jan. 2006	WWW	
Final report publication	Feb 2006	WWW	

---

## **Research Proposal - Zambia**

---

### **Background**

Zambia's economy has been described as mono-economy - this is due to heavy dependence on copper production. Copper production accounts over 60 percent of the foreign earnings.

However, besides copper production, agriculture is the second most important economic sector, and more recently, the Zambia government has started to place more emphasis on the export of traditional products including vegetables and flowers.

### **Participation in the Project**

The Workers Education Association of Zambia in collaboration with the National Union of Agriculture and Allied Workers (NUPAW), is keenly participating in the project: *Promoting Labour Rights of Women Workers in the horticulture in Africa*, and the first project activity is action-orientated-research.

### **Research Aim**

To generate information and increase awareness and advocate for the labour rights of women working in the horticulture sub sector in Africa.

### **Objectives**

1. To determine the nature of supply chains
2. To determine the employment and labour market practices of these enterprises in the horticulture sub sector including the handling of gender and gender discrimination
3. To determine the occupational health and safety and environmental practices of these enterprises.
4. To recommend strategies for awareness raising, education and advocacy for the improvement of women working conditions.

## Research Activities

### 1. Identify the target for research: Lusaka and Central provinces

The research will focus on large farms, small holder farms (out grower schemes) taking into account issues of convenience, degree of organisation/unionisation.

Literature review and document analysis on government policy/law on employment and conditions of service, employment practices, codes of conduct of these companies eg corporate governance, corporate social responsibility practices for Multi-national Corporation, collective agreements, etc

There is need for the Literature review and document analysis to help use establish the current state of knowledge/information about issues of our research so that we are able to identify gaps in the existing information or even redundancies.

### 2. Design/construction of appropriate survey instrument for use in Data –Collection

Depending on the circumstances obtaining in the field, we shall use:

Semi-structured questionnaires,

Interview guides for focussed group discussions, and

Role-plays

### 3. Conducting the field survey and administration of the survey instrument to the target respondents then analysing these survey responses.

The process of analysing the data will enable us to get the implications/meanings from the answers given in the field ie we transforming the raw field data into information and knowledge.

### 4. To prepare an interim research report for launching at a national workshop/conference.

## Research Plan

TIME-2005	ACTIVITY
January	Kampala Preparatory Meeting
February	Research Planning Meeting
March-April	Literature Review & Document Analysis
	Design/construction of survey instruments
May-July	Field survey
August-September	Compilation and Report Writing
October	National Workshop for the launch of interim report
November	Nairobi co-ordinators' meeting
December	
January 2006	Report editing to incorporate the feedback from project co-ordinators
February 2006	Presentation of the final report at the Nairobi conference

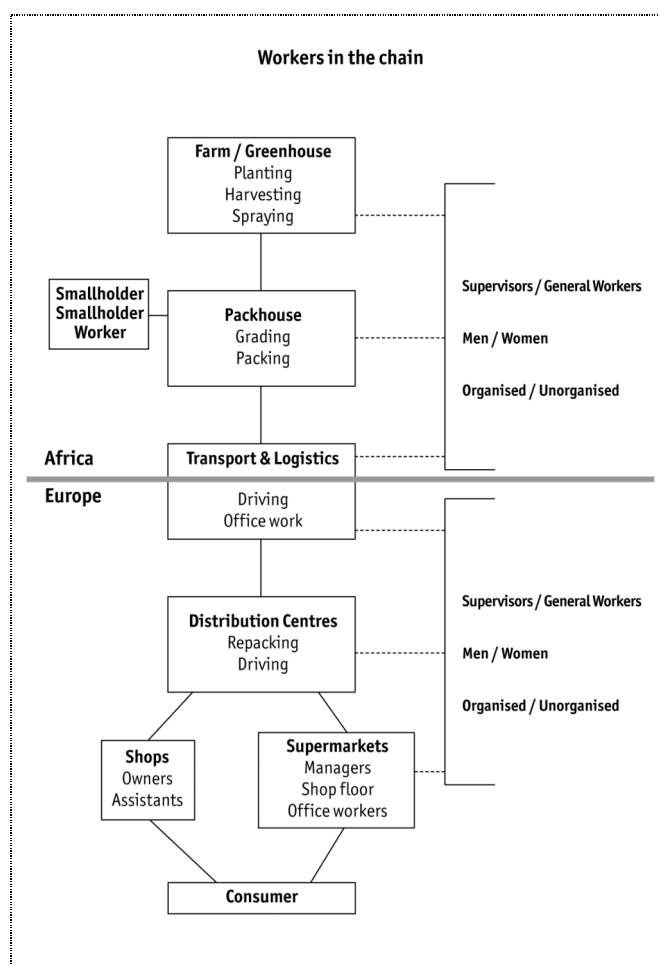


## ***Mapping horticulture and floriculture supply chains into the European market.***

### **Why map supply chains?**

Maps give a picture of how supply chains operate and what the relationships are along the chain.

Supply chain analysis is usually done with business interests in mind and the starting point is the top of the chain. Our interest is in workers and we will start at the bottom end of the chain and work upwards, focussing on what we need to know to promote the rights of workers.

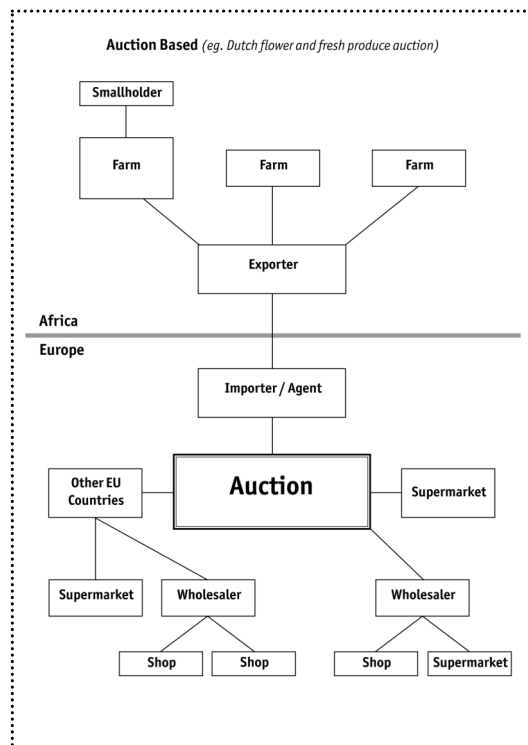


**Figure 1: Workers in the chain**

A mapping exercise can help us to see :-

1. How workers are linked along the same production chain
2. Who the consumers of the products are
3. How immediate employers are linked to companies further up the chain
4. Where supply chain decisions are made and therefore where power lies
5. Where possible leverage points are for policy change

## Typical flower and horticulture supply chains into Europe



### A. Auction system.

The biggest EU market for flowers and some other produce is the Dutch Auctions.

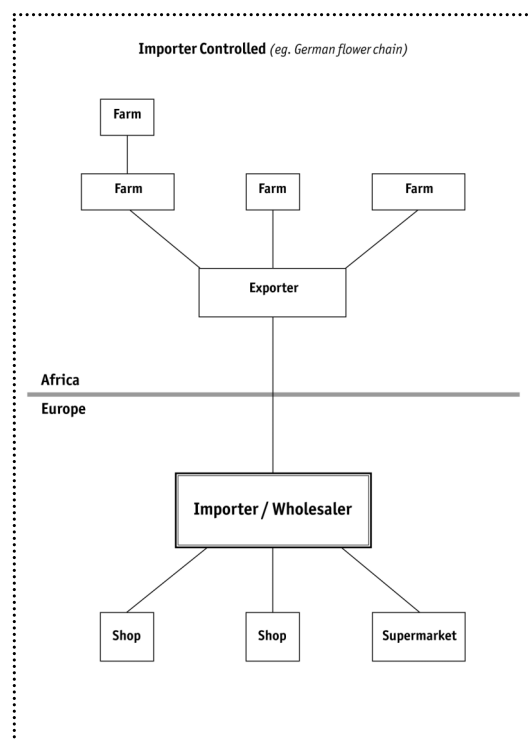
These are based in the Netherlands for historical reasons, the Netherlands itself being a centre of floriculture and horticulture. Produce is distributed from the auctions to the rest of Europe. With the development of computer technology more selling is being done over the internet than through actual auction houses and companies have found ways of circumventing the auction system altogether ( see left)

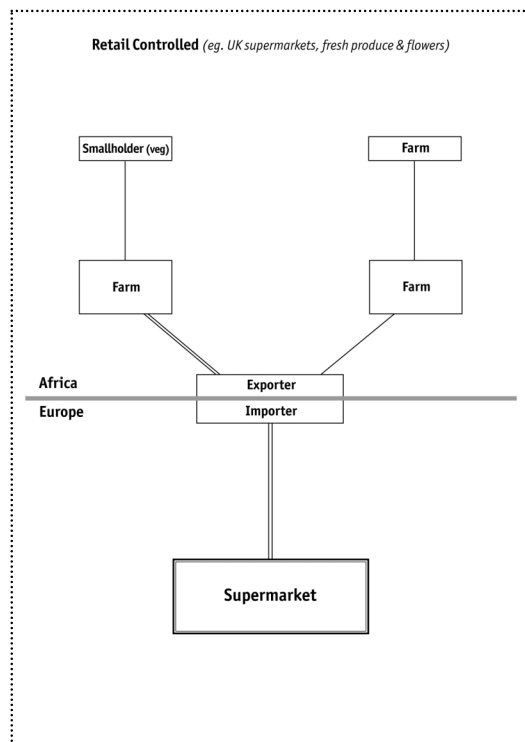
**Figure 2: Auction System**

### B. Importer controlled

In some cases, e.g. the German flower market, importers are selling direct to retail outlets. This has become more manageable with the growth of big supermarkets, but the same companies also supply smaller shops.

**Figure 3: Importer Controlled Chain**





### C. Retailer controlled

In some cases big supermarkets in Europe have bypassed all intermediaries and are buying direct from farms. This is clearest in the UK where most of the flowers and vegetables from Africa are grown specifically for particular supermarkets. Intermediary companies are important for logistical reasons but these have strong links with the retailer. These are known as “dedicated supply chains”.

**Figure 4: Retailer Controlled Chain**

Looking at the simplified maps of these chains it can be seen that there are important differences which have an impact on how we organise and campaign in support of workers.

#### 1. The centre of power in the chain is different.

**Auctions :** Growers organisations have more power than in other systems since they have control over production and prices are fixed by the market.

**Importer :** Importers/ wholesalers have more power

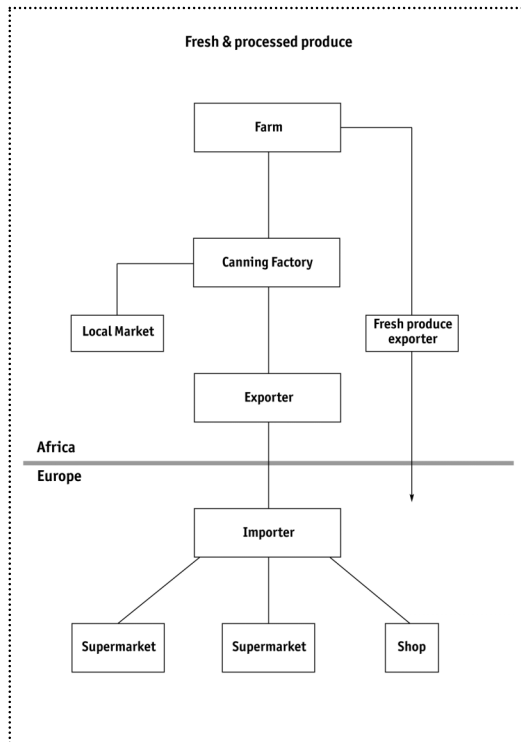
**Supermarket :** The retailer has enormous power over all aspects of production as well as marketing.

#### 2. The possibilities for action are different.

**Auctions :** Not easy to trace produce beyond the market therefore more difficult to target retailers.

**Importer :** Important to include exporters and importers in any action plan.

**Retailer :** Easier to identify supply chains and to target retailers, who have assumed responsibility for the whole chain.



**Figure 5: Fresh & Processed Produce**

### Starting with the farm

Any one farm may be involved in a number of different supply chains. However there is a tendency for them to focus on supplying one particular market ( eg Dutch Auction, UK supermarket). In the case of vegetables, such as green beans, there may also be a supply chain into canned or dried vegetables for export and/or a limited local market.

It is also important to look at what is coming into the farm as many big farms outsource from smaller farms and smallholders.

### Linking supply chains

Once some mapping has been done in each country it will be interesting to see what the differences are between countries and also whether there are links into the same supply chain e.g. to the same exporter ( some operate across more than one country), or to the same UK supermarket. This could give exciting opportunities for collaboration.

### Mapping workers

It may also be useful to map workers, how they are located along the supply chain and what their status is as workers, the gender breakdown etc. All these things make a difference to organising strategies. It is also useful to think who the workers and consumers are in the European country and how they can be included in campaigning and advocacy work. (see figure 1)

*Angela Hale Jan 05*

---

## ***What is Ethical Trade?***

---

### **Ethical Trading Initiative**

**The Ethical Trading Initiative (ETI) is an alliance of companies, non-governmental organisations (NGOs) and trade union organisations. We exist to promote and improve the implementation of corporate codes of practice which cover supply chain working conditions. Our ultimate goal is to ensure that the working conditions of workers producing for the UK market meet or exceed international labour standards.**

“Ethical trade” means different things to different people. In particular, some people refer to “ethical trade” as an umbrella term for all types of business practices that promote more socially and/or environmentally responsible trade. Others use the term in a much narrower sense, referring specifically to the labour practices in a company’s supply chain.

For ETI, and throughout this Website, we use the term “ethical trade” in the narrower sense. For us, ethical trade – or ethical sourcing – means the assumption of responsibility by a company for the labour and human rights practices within its supply chain.

### **Why is it an issue?**

Ethical trade became a growing issue during the 1990s because companies with global supply chains – in particular those in the clothing and food sectors – were coming under increasing pressure to ensure decent working conditions for the people who produce the goods they sell. A number of NGO and trade union campaigns raised consumers’ awareness of poor working conditions in factories and farms in developing countries – factories and farms that produced goods for leading companies in Europe and North America.

As a result, a growing number of companies have decided that they can no longer turn a blind eye, and have adopted some form of ethical sourcing policy to address growing public concern over supply chain labour issues. Pressure on companies has been maintained as NGOs and trade union organisations, both large and small, and both in developing as well as developed countries, have continued to campaign on these issues. Moreover, corporate investment companies are increasingly screening their investments according to a range of social and environmental criteria, including a company’s efforts in addressing supply chain labour conditions. Together, these trends are making it more and more difficult for companies to ignore ethical sourcing issues.

### **What does it mean in practice?**

Companies take responsibility for their supply chain labour conditions in many different ways. That is, there are many different approaches to ethical sourcing, and while some approaches are undoubtedly more effective than others, there is no one “right way”.

Nevertheless, a company’s ethical sourcing strategy usually involves adopting a “[code of practice](#)” (next page), that sets out minimum labour standards that they expect their suppliers to comply with.

[www.ethicaltrade.org](http://www.ethicaltrade.org)

---

## ***What is Fairtrade? (from Fairtrade Foundation website)***

---

Development agencies recognised the important role that consumers could play to improve the situation for producers. By buying direct from farmers at better prices, helping to strengthen their organisations and marketing their produce directly through their own one world shops and catalogues, the charities offered consumers the opportunity to buy products which were bought on the basis of a fair trade.

### **Fairtrade labelling**

Fairtrade Labelling was created in the Netherlands in the late 1980s. Max Havelaar launched the first Fairtrade consumer guarantee label in 1986 on coffee sourced from Mexico.

Today, there are now 19 organisations including the Fairtrade Foundation, that run the international standard setting and monitoring body Fairtrade Labelling Organisations International (FLO).

Producers registered with FLO receive a minimum price that covers the cost of production and an extra premium that is invested in the local community.

This international body incorporates various stakeholders including elected producer and commercial representatives. It sets standards and ensures the international regular auditing of producer and commercial partners.

Members of the FLO Board include four producer representatives selected at the bi-annual forum, two commercial partners and six national Fairtrade Initiative representatives. The marketing and promotion of Fairtrade products remain the responsibility of the individual national initiatives.

In September 2004 there are 422 Fairtrade certified producer groups (including many umbrella bodies) in 49 producer countries selling to hundreds of Fairtrade registered importers, licensees and retailers in 19 countries.

### **FLO contact details**

Fairtrade Labelling Organisations International (FLO)  
Kaiser Friedrich Strasse 13  
D 53113 Bonn  
Germany

Tel: +49 228 949 2311  
Fax: +49 228 242 1713  
E-mail: [info@fairtrade.net](mailto:info@fairtrade.net)  
Web site: [www.fairtrade.net](http://www.fairtrade.net)

Fairtrade Foundation ( UK)  
[www.fairtrade.org.uk/](http://www.fairtrade.org.uk/)

**Participant Contact List**

<b>T.P.A.W.U. Tanzania</b>	Co-ordinator: Phillipina Mosha	Phillipinamosha @yahoo.co.uk
T.P.A.W.U. P.O. Box 77420 Dar-Es-Salaam	Godwin Mariki	tpawu@raha.com
<b>U.W.E.A. Uganda</b>	Co-ordinator: Flavia Amoding	flaviamodi@yahoo.com
U.W.E.A. Box 10114 Kampala	Josephine Ahirike	
<b>W.E.A.Z. Zambia</b>	Co-ordinator: Kunda Mutebele	
W.E.A.Z. Box 20652 Kitwe	Mike Chunga	weaz@zsmnet.zm
<b>K.E.W.W.O. Kenya</b>	Co-ordinator Kathini Maleba	info@kewwo.org kathini@hotmail.com
K.E.W.W.O. Box 61068 - 00200 Nairobi	Redemta Aloth	
<b>Women Working Worldwide U.K.</b>	Angela Hale	angela@women-ww.org
Women Working Worldwide MMU Manton Building Manchester M15 6LL	Camille Warren	info@women-ww.org
	Jo Smith	jo.women-www@mmu.co.uk