



LABOR

ENABLING CONDITIONS

- Supportive laws + policies (e.g. minimum wage, overtime, anti-discrimination, health + safety)
- Strong local enforcement mechanisms
- Consumer-side regulations + laws (e.g. TETF act)
- Culture encouraging voicing grievances, including from marginalized populations
- Established business case for labor interventions
- Institutional alliances

INVESTMENTS

- \$ invested in projects to improve labor conditions + worker welfare
- \$ invested in responsible sourcing programs

ACTIONS

- Establish + communicate supply chain codes of conduct
- Research labor flows, conditions, + living wage at country-level
- Conduct supply chain mapping/traceability
- Audit/measure/track compliance to norms
- Remediate non-compliances
- Train workers + farm owners on rights + labor best practices
- Increase capacity of supply chain actors to support compliance
- Establish grievance mechanisms
- Engage government agencies on policy/regulations

OUTPUTS

- Diagnostic on labor conditions at country level w/ identified hotspots

- Percent traceable purchases
- Percent compliance to norms
- Number of workers + farm owners trained on rights + labor best practices
- Percent of workers aware of specific rights
- Percent coverage of grievance mechanisms
- Use of grievance mechanisms
- Number incidences reported, by severity
- Percent of total export volume in compliance w/ benchmarked code of conduct
- Results from pilot projects confirming the business case for labor interventions
- Average worker wage (and as percent of living wage)

OUTCOMES

- Improved compliance
- Reduced non-compliances reported/reduced severity
- Improved worker wages
- Improved worker retention/reduced worker scarcity
- Improved farm performance (productivity, quality, cost savings)

IMPACTS

- Eradication of child + forced labor from coffee (SDG8)
- Improved labor conditions (wages, rights, health + safety) (SDG1, SDG8)
- Improved worker health + safety (SDG3)
- Empowerment of women + indigenous communities (SDG5, SDG10)
- Improved/maintained productivity + quality per acre (SDG12)
- Reduced cost of production (SDG8)