

Evaluation of the integration of decent work into the development of value chains



Evaluation report – Annexes

October 2023

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The opinions expressed in this document represent the views of the authors and do not necessarily reflect the position of the FPS Foreign Affairs, Foreign Trade and Development Cooperation.

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1 Annex A: Summary Terms of Reference

1.1 Extract from Terms of reference

B3. Motieven

Sinds meerdere jaren tracht de Dienst Bijzondere Evaluatie (DBE) nadrukkelijker rekening te houden met de programmeringscycli van de actoren van de Belgische Ontwikkelingssamenwerking en wordt ingezet op beleidsgerichte en strategische evaluaties. Uit voorgaande brede consultaties door DBE is een uitgesproken interesse gebleken voor een evaluatie van het prioritaire thema waardig werk binnen de Belgische Ontwikkelingssamenwerking.

De toegevoegde waarde van deze evaluatie bestaat er in na te gaan hoe er rekening kan worden gehouden met waardig werk bij de interventies “ondersteuning aan de privésector”. Door middel van casestudies kan hierbij gekeken worden naar de verschillende actoren van de Belgische Ontwikkelingssamenwerking, evenals kan bijzondere aandacht worden verleend aan de eindbegunstigden van de Belgische Ontwikkelingssamenwerking. De voorbije jaren is prioriteit gegeven aan ondersteuning voor de privésector. In het bijzonder werden door de verschillende Belgische actoren verscheidene interventies ondersteund met betrekking tot de ontwikkeling van waardeketens in de landbouw- en agrovoedingssector. De bevordering van waardig werk en de aandacht voor zorgplicht zijn des te belangrijker bij acties die specifiek door de Belgische samenwerking worden gesteund. Zoals hierboven aangetoond vinden er momenteel belangrijke debatten plaats en is het moment opportuun voor zulk een evaluatie. De mandaten en benaderingen van de verschillende actoren die de privésector ondersteunen lopen sterk uiteen. Er dienen dan ook specifieke lessen te worden getrokken voor de verschillende actoren. De uit deze evaluatie getrokken lessen zouden vóór het einde van de huidige legislatuur beschikbaar moeten zijn om verdere concrete initiatieven te kunnen nemen ter bevordering van waardig werk, een thema dat een politieke prioriteit is. De voorziene evaluatie past ook in het internationale kader en kan mee helpen de werking van de Belgische Ontwikkelingssamenwerking te plaatsen in een (inter-)nationale context.

Gelet op de complementariteit tussen deze externe evaluatie en de verschillende interne evaluaties wordt informatie over reeds uitgevoerde en geplande interne evaluaties ter beschikking gesteld voor de consultants.

Deze eerdere (externe) evaluaties van de Dienst Bijzondere Evaluatie dienen als basis voor de evaluatie van waardig werk:

- **Evaluatie van de steun van de Belgische Ontwikkelingssamenwerking aan de privésector en privéinitiatieven (2018).** Deze evaluatie heeft geleid tot een diepgaande reflectie over de strategie en methoden om de privésector, en met name specifieke waardeketens, te ondersteunen. Echter kon weinig diepgaand onderzoek verricht worden naar waardig werk.
- **Evaluatie van het Gemeenschappelijk Strategisch Kader (GSK) Waardig Werk (2020).** Deze evaluatie onderzocht de toegevoegde waarde van het strategisch kader, ontwikkeld door negen niet-gouvernementele Belgische organisaties, alsook de elementen eigen aan een thematische benadering. De evaluatie focuste zich op de coördinatie tussen de actoren en niet op de realisaties op het terrein.

De problematiek komt ook bod bij enkele van de **5 impactevaluaties van actoren van de niet-gouvernementele samenwerking (2017-2022)**. Twee evaluaties hebben een link met waardig werk, met name werd binnen het waardig werk programma van IFSI gekeken naar het gendersaspect binnen de vakbondswerking in textiel fabrieken in Indonesië. Een tweede impactevaluatie betreft de ondersteuning van vrouwelijk ondernemerschap in Marokko via de interventie Min Ajliki (APEFE). Deze twee evaluaties leggen echter niet specifiek een nadruk op waardeketens in de landbouw en agro-business. Een derde impactevaluatie naar het LIVE programma in Rwanda bekijkt hoe kwetsbare landbouwers uit de armoede kunnen geraken, door te werken op verschillende socio-economische dimensies en een meer duurzame leefomgeving.

B4. Doelstelling en verwachte resultaten

B4.1. Doelstelling

Aan de hand van externe evaluaties beoogt de Dienst Bijzondere Evaluatie onafhankelijke en onderbouwde resultaten. Het specifieke doel van de voorliggende evaluatie betreft het beoordelen van de resultaten en het onderzoeken op welke manier waardig werk opgenomen wordt in de interventies die betrekking hebben op waardeketens tijdens de interventies en hun uitwerking.

Beleidsondersteunende en strategische evaluatie. Deze resultaten kunnen door het beleid en de bevoegde administratie worden gebruikt voor de verfijning of bijsturing van de Belgische benadering van waardig werk meer bepaald in de context van de steun aan privésector (waardeketens). Waardig werk betreft één van de politieke prioriteiten deze bestuursperiode. Verschillende maatregelen werden genomen voor de versterking van sociale bescherming en het is nog prematuur om deze te evalueren. Vanwege deze reden worden deze nieuwe initiatieven niet opgenomen in de scope van de voorliggende evaluatie. Bovendien kunnen nog initiatieven worden genomen om waardig werk te integreren in de interventies voor de privésector. Eerst moet worden onderzocht wat er op het niveau van deze projecten kan worden gedaan. De resultaten van deze beoordeling kunnen leiden tot beleidsaanbevelingen voor concrete initiatieven om de zorgplicht te versterken en verder te gaan bij het bevorderen van waardig werk. Bovendien zal worden nagegaan hoe het toezicht op de resultaten kan worden verbeterd (resultaatgericht beheer, soorten indicatoren, enz.).

Specifieke aanbevelingen formuleren omtrent de integratie van waardig werk in de interventies die zich richten op de ontwikkeling van waardeketens, rekening houdend met de specifieke lokale contexten. Er dient te worden voorkomen dat de geleerde lessen worden veralgemeend tot aanbevelingen die op gestandaardiseerde wijze op alle actoren van toepassing zouden zijn. De gewenste aanpak voor deze evaluatie is dus een pragmatische benadering die de realiteit van de projecten bekijkt. Er zullen specifieke lessen moeten worden getrokken op een gedifferentieerde manier naar gelang van de soorten aanpak en de betrokken actoren.

Empirische analyses eerder dan theoretische beschouwingen vormen de doelstelling van deze evaluatie, met voldoende ruimte voor veldonderzoek en het gebruik van reeds bestaande data en evaluaties van de projecten.

Hoofdzakelijk formatieve evaluatie. De voornaamste doelstelling is om lessen te trekken voor de creatie van waardeketens die waardig werk in rekening nemen. Gelet op het belang van waardig werk als prioritair thema voor de Belgische Ontwikkelingssamenwerking, is het lerende aspect belangrijk, zowel voor het beleid als voor de betrokken actoren. De nadruk op de vier pijlers van de Waardig Werk-Agenda en de principes van “do not harm”, “human rights

and due diligence” oftewel “zorgplicht” die gepaard gaan met de bevordering van waardig werk maken tegelijk dat ook verantwoording aanwezig is in deze evaluatie.

B4.2. Verwachte resultaten

De evaluatie zal de volgende resultaten opleveren:

- R1 : De beoordeling van de integratie van waardig werk bij het ontwerp van interventies ter ondersteuning en ontwikkeling van waardeketens in de landbouwsector (inclusief veeteelt) en agro-industrie, ook rekening houdend met de doelstellingen met betrekking tot de productie en commercialisering.
- R2 : De beoordeling van de effecten van (een steekproef aan) interventies binnen de scope op de integratie van waardig werk (vier pijlers) in verschillende waardeketens.
- R3 : Het trekken van lessen uit de manier waarop de interventies de doelstellingen van waardig werk beter kunnen integreren en hoe het toezicht op de resultaten kan worden verbeterd bij de ondersteuning van de waardeketens (landbouw en agro-industrie), rekening houdend met de specifieke contexten op het gebied van waardig werk en sociale bescherming in de betrokken landen, alsook de beperkingen gelieerd aan de betrokken sectoren.

B5. Scope en staal

B5.1. Scope van de evaluatie

De integratie van waardig werk binnen interventies die zich richten op economische ontwikkeling en de ontwikkeling van duurzame waardeketens staat centraal in deze evaluatie.

Voorstel om hierbinnen te focussen op interventies binnen waardeketens in de landbouwsector en de agro-industrie, eventueel aangevuld met interventies binnen de maakindustrie.

De scope van deze evaluatie naar waardig werk richt zich daarbij niet op de technische en beroepseducatie, hulp aan partnerlanden voor de ontwikkeling van sociale bescherming, of hulp aan mutualiteiten. De multilaterale samenwerking via de ILO en Wereldbank, alsook de samenwerking met UNDP en eventueel andere VN-agentschappen zal in eerste instantie onderzocht worden in het kader van de context van deze evaluatie, waarbij een bevraging kan opgenomen worden bij elke terreinmissie.

Het accent van de evaluatie ligt bij de creatie van waardige jobs en duurzame waardeketens. De vier pijlers van de Waardig Werk-Agenda zijn onlosmakelijk aan elkaar gebonden. Binnen de gekozen projecten kan gekeken worden naar zowel de aanwezigheid/ontwikkeling van waardige jobs, arbeidsrechten, toegang tot sociale bescherming en sociale dialoog.

De evaluatie richt zich op interventies uitgevoerd binnen de periode 2018-2022.

B5.2. Staal van de interventies

Dit bestek stelt een indicatieve lijst van projecten voor, die nog kan worden aangepast, gebaseerd op een meer grondige studie en verzamelde gegevens. Bijzondere aandacht dient daarbij te gaan naar de terreinonderzoeken. De definitieve lijst met interventies wordt besproken en goedgekeurd op een begeleidingscomité. Voor de staal van de partnerlanden kijken we naar zowel de 14 partnerlanden van de Belgische gouvernementele samenwerking als andere targetlanden van de Belgische ontwikkelingsactoren. Wat betreft de projecten van BIO is het passend om niet enkel te focussen op leningen of investeringen in specifieke bedrijven, maar ook de investeringsfondsen te bekijken. Hierbij zullen analyses gemaakt

worden op niveau van de eindbegunstigden in de desbetreffende landen. Deze analyses zullen ook de steun omvatten die wordt verleend in de vorm van technische bijstand, met name die gericht zijn op de verbetering van sociale normen en waardig werk.

Selectiecriteria

Er wordt een selectie gemaakt van 15 tot 20 interventies waarbij gekozen wordt voor waardeketens voornamelijk binnen de landbouw en agro-business. De keuze van projecten kan nog aangepast worden volgens de volgende selectiecriteria:

- Projecten met focus op een waardeketen
- Projecten die liepen in de periode 2016-2022
- De diversiteit aan organisaties die aanwezig zijn binnen een land /waardeketen

Indicatieve lijst projecten bestaande uit interventies bij verschillende waardeketens in partnerlanden en niet-partnerlanden van de Belgische gouvernementele samenwerking.

Land	Waardeketen
Rwanda (partnerland)	
○ Enabel	Varkens- en pluimvee
○ TDC	Thee, koffie
○ BIO	Thee (Rubaya-Nyabihu Tea Company Ltd.)
○ BIO	Agro-industrie (Ethos Mezzanine Partners 3 - selectie van eindbegunstigden)
○ Enabel	Thematische portefeuille waardig werk (een zicht krijgen op de werking/voorbereiding van interventies. Gelet op de recente start van de portefeuille komt een grondige studie van een interventie wellicht te vroeg).
Senegal (partnerland)	
○ Enabel	Agropolen (pinda, graan en zout)
○ BIO	Groenteteelt (Société de Culture Légumières)
Bénin (partnerland)	
○ Enabel	Ananas
○ TDC	Groenteteelt (AMAP, FAKO, REPAB)
○ Louvain coopération	Maniok
Ivoorkust (niet-partnerland)	
○ TDC	Cacao, koffie en noten
○ IDH	Cacao, Beyond Chocolate
○ BIO	Fair Trade Access Fund (selectie van eindbegunstigden)
○ BIO	AgRIF Coöperatief (selectie van eindbegunstigden)
○ Rikolto	Cacao
○ IFSI	Ondersteuning aan vakorganisaties in de cacao-sector

Ecuador (ex-partnerland)

- BIO Fair Trade Access Fund (selectie van eindbegunstigden)
- BIO AgRIF Coöperatief (selectie van eindbegunstigden)
- Rikolto Cacao/koffie/ sustainable agri solutions (SAS)
- Trias Selectie van partners/waardeketen

Vietnam (ex-partnerland)

- BIO Houten meubelen (Geuther Vietnam)
- BIO Industriële bakkerij (Banh Vang Company Ltd.)
- BIO Excelsior Capital Vietnam Private Equity Fund (selectie van eindbegunstigden)
- Rikolto Rijst

B6. Evaluatievragen

Deze evaluatie wordt gestuurd door de evaluatievragen. Deze zijn hier onderverdeeld in centrale evaluatievragen en specifieke vragen gelieerd aan de DAC-evaluatiecriteria. Deze kunnen nog verfijnd worden.

De evaluatievragen focussen op hoe de interventies rekening hebben gehouden met waardig werk, in welke mate ze waardig werk integreerden in de interventies en hoe dit zich vertaalt in concrete resultaten voor de begunstigden, rekening houdend met de specifieke context van het land en waardeketen.

Het objectief betreft na te gaan hoe de ondernemingen en organisaties waardig werk combineren met objectieven gelinkt aan commercialisering.

De evaluatie zal rekening houden met interventies die gericht zijn op economische ontwikkeling en het scheppen van banen. Bij de evaluatievragen moet het doel zijn om te beoordelen of de werknemers die bij deze gecreëerde banen betrokken zijn van rechten genieten (vb. vrijheid van vereniging, passende verloning, veiligheidsvoorschriften en hygiëne, sociale dialoog, toegang tot sociale bescherming).

B6.1. Centrale evaluatievragen

EV 1. In welke mate werd rekening gehouden met (de 4 pijlers van) waardig werk bij de opmaak van de interventies. Kan men spreken van waardig werk? Volgens welke definitie? Kan men impact verwachten op basis van de interventielogica binnen deze context en waardeketen? Wordt voldoende rekening gehouden met mogelijke positieve en negatieve neveneffecten gelieerd aan de verschillende stappen in de waardeketen?

EV 2. In welke mate werd waardig werk opgevolgd/ondersteund gedurende de interventies en waar mogelijk te verifiëren na de interventies. Kan men verbeteringen zien op het vlak van waardig werk? Werden waardige jobs gecreëerd? Werd er voldoende vooruitgang geboekt op het vlak van arbeidsrechten binnen de context van het land en waardeketen? Was er aandacht voor de 4 pijlers van de waardig werk agenda?

B6.2. Vragen per evaluatiecriterium

Relevantie

- In welke mate werd waardig werk geïntegreerd in de interventie en is er sprake van een aanpak die kan leiden tot waardig werk (4 pijlers).
- In welke mate is de interventielogica relevant voor de eindbegunstigden binnen de specifieke context van de betreffende waardeketen, de ontwikkeling van sociale bescherming en de economische context van het partnerland, in combinatie met de objectieven van productie en commercialisering.

Coherentie

- Welke zijn de specifieke aanpakken van de verschillende actoren?
- In welke mate is er coherentie tussen de verschillende actoren (Belgische en andere) betrokken bij de waardeketen.
- Hoe wordt gezorgd dat de aanpak voor waardig werk coherent blijft met een gender- en milieuaanpak.

Doelmatigheid/effectiviteit

- Welke resultaten (uitgesplitst naar gender indien mogelijk) werden behaald en hoe verschilt de situatie van werknemers voor de interventie met de situatie van werknemers tijdens/na de interventie (4 pijlers).
- Als er jobs gecreëerd werden, in welke mate zijn dat waardige jobs (4 pijlers).

B7. Begeleidingscomité

Een begeleidingscomité wordt samengesteld met vertegenwoordigers van de Dienst Bijzondere Evaluatie, Kabinet van de Belgische Ontwikkelingssamenwerking, DGD (D0.1, DGeo, D2.4, D2.5), Enabel, BIO, federaties, aangevuld met vertegenwoordigers van het Coördinatieplatform Waardig Werk en de onderzochte organisaties/initiatieven Trade for Development Centre en Beyond Chocolate.

B8. Methodologie

Het methodologisch voorstel zal op een geloofwaardige manier moeten aantonen hoe de evaluatoren te werk zullen gaan om de evaluatiedoelstellingen te bereiken, de evaluatievragen te beantwoorden en resultaten aan te reiken die bruikbaar zijn en beantwoorden aan de kwaliteitsstandaarden voor de evaluatie van ontwikkelingssamenwerking bepaald door het *Development Assistance Committee* van de OESO.

Eventuele herformuleringen van de evaluatievragen moeten door het begeleidingscomité worden gevalideerd.

De voorgestelde methodologie is een essentieel element in de beoordeling van de offerte. Het bevat minstens de volgende elementen:

- **Algemene theoretische/methodologische aanpak.** De evaluatoren stellen hun aanpak voor, rekening houdend met de limieten in tijd en beschikbare middelen die in dit bestek worden opgelegd.
- **Evaluatiekader.** Dit kader omvat de evaluatievragen en hun uitwerking in deelvragen, beoordelingscriteria, middelen en informatiebronnen.
- **Methodes voor dataverzameling en analyse.** Er wordt een beschrijving gegeven van de methodes die zullen worden gebruikt om de nodige data te verzamelen en te analyseren. De methodes moeten coherent zijn met de bredere methodologische aanpak en aangepast aan de aard van de gewenste data om de verschillende evaluatievragen te beantwoorden.

B9. Organisatie van de evaluatie

In deze sectie wordt een draaiboek voorgesteld voor het verloop van de evaluatie.

B9.1 Stap 1: Startfase en methodologisch kader

Tijdens een **startvergadering** met de evaluatoren worden methodologie, aanpak en werkkalender, zoals voorgesteld in de technische offerte, besproken en worden voorstellen gedaan voor eventuele bijsturing.

Op basis van de bespreking werken de evaluatoren een gedetailleerde **methodologische nota** uit, waarin het evaluatiekader, dat gehanteerd zal worden voor het beantwoorden van de evaluatievragen, verder wordt uitgediept, met inbegrip van de definitieve evaluatievragen. Tijdens de vergadering wordt ook de overdracht van documentatie geregeld.

Deze fase wordt afgerond met een **eerste vergadering van het begeleidingscomité**. De methodologische nota moet goedgekeurd zijn door DBE vooraleer met de volgende fase aangevangen kan worden.

B9.2 Stap 2: Studiefase

Aan het begin van de evaluatie vindt **een documentstudie en een interviewronde** in Brussel of via videoconferentie plaats. In deze fase wordt de nodige informatie ingewonnen over de elementen binnen de scope van de evaluatie (zie hoger).

Aan het einde van deze fase leveren de evaluatoren een **studieverslag** op. Het studieverslag zal een eerste analyse bevatten van de benaderingen van waardig werk bij interventies ter ondersteuning van de privésector, voor de verschillende actoren waarop de evaluatie is gericht.

Dit studieverslag bevat de organisatorische aanpak voor de verschillende terreinzendingen, met een indicatieve uitleg inzake planning, te interviewen personen en interviewgidsen. Bovendien wordt in het verslag uiteengezet hoe de kwaliteit van de evaluatie in zijn diverse aspecten (dataverzameling, analyse, informatie-uitwisseling, ...) zal worden bewaakt.

Deze fase wordt afgerond met **een tweede vergadering van het begeleidingscomité**. Het studieverslag moet goedgekeurd zijn door DBE vooraleer met de volgende fase aangevangen kan worden.

B9.3 Stap 3: Terreinfase en casestudies

De veldonderzoeken zullen worden uitgevoerd met systematische steun van lokale experts.

Het definitieve voorstel voor een steekproef van de interventies en de voorgestelde methoden voor de veldfase worden geformuleerd om de vergelijking tussen de Belgische aanpak en die van andere donoren mogelijk te maken. Aan het einde van elke terreinmissie worden de voorlopige bevindingen van de evaluatoren besproken in een restitutie met de Belgische diplomatieke post en andere belanghebbenden.

Aan het einde van deze fase leveren de evaluatoren een **tussentijds verslag**, met voorlopige bevindingen en conclusies van de steekproef aan interventies. Dit verslag zal voorgesteld en besproken worden tijdens een **vergadering van het begeleidingscomité** in Brussel.

B9.4 Stap 4: Eindrapport

De laatste fase omvat de verdere analyse en triangulatie van de ingewonnen gegevens en bevindingen – in het licht van de evaluatiedoelstelling en de evaluatievragen – en leidt tot een **eindverslag**, met bevindingen, conclusies en aanbevelingen, en tot de restitutie van de resultaten.

Het voorlopig eindverslag zal worden voorgesteld en besproken tijdens een **vergadering van het begeleidingscomité**, waarbij opmerkingen kunnen worden geformuleerd en verzocht kan worden om finale aanpassingen van het verslag. Op basis daarvan wordt het definitieve eindverslag opgesteld, waarbij het de evaluatoren vrij staat de geformuleerde opmerkingen al dan niet mee in aanmerking te nemen. Wanneer ze ervoor kiezen bepaalde opmerkingen niet in aanmerking te nemen, zullen ze deze keuze moeten verantwoorden. Deze verantwoording wordt, samen met de commentaren, als bijlage toegevoegd aan het eindrapport.

B9.5 Stap 5: Restitutie

Twee restitutie-evenementen worden voorzien te Brussel: (i) voor de voornaamste belanghebbenden (DGD/Kabinet van de Minister, Enabel, BIO, federaties, verschillende actoren van de niet-gouvernementele en multilaterale samenwerking) en, (ii) voor een breder publiek van betrokken actoren. Daartoe wordt uitdrukkelijk verzocht in de offerte de nodige middelen uit te trekken.

B10. Verwachte output en planning

B10.1. Termijnen en te leveren diensten

<u>Stappen</u>	<u>Deadlines</u>
Startfase	Januari 2023
Methodologische nota	Begin februari 2023
studierapport	Begin maart 2023
Tussentijds rapport op basis van landenrapporten/casestudies	Eind mei 2023
Eindrapport	Eind juni 2023
Restitutie	September 2023

B10.2 Formaat en talen

Alle documenten worden opgesteld in het Nederlands en Frans. Het eindverslag wordt opgesteld in het Nederlands en Frans, en bevat ook een samenvatting in het Engels, Nederlands en Frans. In de samenvatting zullen de belangrijkste conclusies en aanbevelingen uitgelegd en beargumenteerd worden. De samenvatting wordt opgesteld in samenwerking met de Dienst Bijzondere Evaluatie (DBE). De bijlagen moeten opgesteld worden in de meest geschikte taal voor het partnerland.

De tekst moeten gelezen en begrepen kunnen worden door een breed publiek. De Methodologische nota en het studierapport tellen elk max. 40 bladzijden. Het eindverslag mag geen 50 bladzijden overschrijden. De samenvattingen tellen tussen 5 en 10 bladzijden. De bijlagen zijn niet gehouden aan deze limieten. Er worden foto's voorzien ter illustratie van de rapporten/coverfoto. Minstens 1 foto per hoofdstuk en per terreinzending wordt geleverd.

Het eindverslag heeft de volgende indeling:

- 1) Samenvatting
- 2) Inleiding
- 3) Methodologie
- 4) Bevindingen
- 5) Conclusies
- 6) Aanbevelingen

Richtlijnen en instructies voor de inhoud en de lay-out van de verschillende rapporten worden aan het begin van de evaluatie verstrekt door de Dienst Bijzondere Evaluatie.

B10.3 Kwaliteitsbeoordeling

De kwaliteit van de rapporten zal beoordeeld worden aan de hand van een kwaliteitsrooster. De bevindingen, conclusies en aanbevelingen zijn op een logische en onderbouwde manier aan elkaar gekoppeld. De conclusies en aanbevelingen dienen op optimale wijze gebruikt te kunnen worden door de rechtstreeks bij de evaluatie betrokken actoren. Dat houdt in dat ze beperkt in aantal zijn en opgesteld met het oog op een management response. De aanbevelingen horen ook voldoende realistisch te zijn. Mogelijk bevatten ze meerdere strategische pistes, en verduidelijken ze eventueel daaraan verbonden risico's. De evaluatoren geven duidelijk de grenzen aan van de evaluatie door de verwachte resultaten aan te geven, alsook waar de scope van de evaluatie eindigt. Ze maken duidelijk welke beperkingen de evaluatie heeft doorstaan en hoe deze het evaluatieproces en de resultaten hebben beïnvloed.

De verslagen worden opgesteld in een vlot leesbare en correcte taal, die ook bevattelijk is voor lezers die geen expert zijn in het onderwerp. Er wordt verwacht dat de vertalingen van de samenvatting gebeuren door een professionele vertaler en dat zij nagelezen worden door een lid van het evaluatieteam met een kennis op moedertaalniveau (niveau C2 van het Europese referentiekader).

B10.4 Voorstelling van resultaten

Na het indienen van de methodologische nota, het studieverlag, het tussentijds verslag en het voorlopig eindrapport brengen de evaluatoren verslag uit aan het begeleidingscomité dat de evaluatie opvolgt.

De verslagen die ter beoordeling worden voorgelegd moeten in het bezit zijn van DBE ten laatste zeven werkdagen voor de datum van vergadering. De presentaties zullen ten laatste drie werkdagen voor de start van de vergadering voorgelegd worden aan DBE.

B11. Rollen en verantwoordelijkheden van het evaluatieteam

Vereiste expertise en ervaring. Het evaluatieteam dient globaal aan de volgende voorwaarden te voldoen:

- expertise en ervaring in evaluatie van waardig werk, ondersteuning aan de privésector en waardeketens. Een goed begrip van de huidige nationale en internationale debatten rond 'mensenrechten en zorgplicht'.
- expertise en ervaring in evaluatiemethodologie
- kennis van de Belgische ontwikkelingssamenwerking (de institutionele context, de betrokken actoren waaronder Enabel, BIO en de ANGS)

Vereiste talenkennis. Een goede kennis van het Frans, Nederlands en Engels is vereist, gelet op de huidige indicatieve lijst van interventies. De teamleider moet kennis hebben van het Frans of het Nederlands (niveau C2 van het Europese referentiekader). Een minimale kennis van het Nederlands wordt op prijs gesteld. Om de documenten opgesteld door de Belgische administratie volledig te begrijpen moet minstens één lid van het evaluatieteam een actieve kennis hebben van respectievelijk het Frans en het Nederlands op moedertaalniveau (niveau C2 van het Europese referentiekader). Indien de teamleider geen goede kennis heeft van het Frans of het Nederlands, wordt hij in ieder geval bijgestaan door een co-teamleider die deze kennis wel heeft.

Samenstelling. Genderevenwicht in het team wordt aangemoedigd. Dit kan tot uiting komen in de samenstelling en taakverdeling van het onderzoeksteam of het aantal werkuren.

Constructieve opstelling. DBE is van oordeel dat het gebruik van een evaluatie mee afhangt van het verloop van het evaluatieproces en de graad van participatie van de verschillende betrokken actoren. Hierin speelt het team dat de evaluatie uitvoert een belangrijke rol. Er wordt dan ook verwacht dat de evaluatoren zich opstellen op een manier die de welwillendheid van de betrokken actoren ten aanzien van deze evaluatie bevordert. Dit houdt onder meer in dat het evaluatieteam zich constructief opstelt ten aanzien van de opmerkingen van DBE en van het begeleidingscomité, dat men op elk moment (dus niet alleen tijdens de vergaderingen, maar ook tijdens interviews) voldoende aandacht schenkt aan communicatie in de taal of talen die voor de betrokken actoren aanvaardbaar is, en dat men ervoor zorgt dat presentaties en rapporten helder vormgegeven worden. Er wordt bovendien aan het evaluatieteam gevraagd om proactief en tijdig te handelen en om de bijkomende belasting die het evaluatieproces voor alle betrokken partijen kan veroorzaken, zo veel mogelijk te beperken.

2 Annex B: Evaluation framework

Evaluation question 1: To what extent was decent work integrated into the interventions and is there an approach that can lead to decent work (relevance)?	
<p>Rationale:</p> <p><i>This question concerns evaluation question 1 from the specifications and the sub-questions formulated for the relevance criterion. The quality of the design of the interventions and the extent to which decent work is or is not explicitly addressed are addressed in this evaluation question. We realise that in several interventions do not always explicitly refer to the four pillars of the decent work agenda, but perhaps to certain sub-aspects such as child labour, living wage, women empowerment, etc. In addition to a descriptive analysis, we also analyse the extent to which it becomes clear from the ex-ante design how impact is being pursued within the relevant value chains regarding the decent work agenda in a given context.</i></p>	
Assessment criteria	Pointers and focal points
1.1. Decent work in the design of interventions	<ul style="list-style-type: none"> ▪ Descriptive analysis of interventions mbt: <ul style="list-style-type: none"> ○ Used definitions of decent Work and due diligence in the value chain ○ Which pillars are explicitly addressed ○ Types of activities and strategies ○ Explicit or implicit attention to decent work in design ○ Attention to decent work throughout the value chain - multi-stakeholder approach ▪ Ex-ante evaluation by Belgian development cooperation actors: <ul style="list-style-type: none"> ○ Explicit focus on impact of interventions on decent work in the value chain ○ Extent to which positive and negative side effects on different actors in the value chain ○ Quality of risk analysis regarding the integration of decent work in the value chain ▪ ...
1.2. Coherent intervention logic	<ul style="list-style-type: none"> ▪ Coherence between activities, expected outcomes and contribution to decent work ▪ Degree of analysis of different actors involved in value chains and their interrelationships ▪ Substantiated choice of actors in the value chain with which to collaborate ▪ Validity of assumptions ▪ ...
1.3. Relevant choices of intervention strategies for the promotion of decent work	<ul style="list-style-type: none"> ▪ Degree of participatory design of the intervention ▪ Good context analysis that drives the intervention logic and/or theory of change and updated regularly ▪ The intervention responds to the needs of the end beneficiaries in the relevant value chains ▪ The intervention takes sufficient account of the context (labour legislation, social protection framework, social dialogue framework) and is able to identify appropriate 'entry points' and create sufficient 'leverage for change' ▪ The intervention is tailored to the economic context of the partner country

	<ul style="list-style-type: none"> ▪ The intervention seeks a good balance between 'economic upgrading' and 'social upgrading' ▪ ...
<p><i>Information sources:</i></p> <ul style="list-style-type: none"> - Study of documents (policy documents, strategic notes, programme documents, annual reports, evaluations, etc.) - Key Informant Interviews (KII) - Online survey 	

Evaluation question 2: What results were achieved with regard to the situation of employees in relation to the four pillars of the decent work agenda (effectiveness)?

Rational

This evaluation question relates to evaluation question 2 from the specifications and the sub-questions around efficiency and effectiveness.

To analyse the realisation of decent work, we look at different stakeholders in the value chain . Assessment criterion (BC) 2.1 focuses on decent work improvements among final beneficiaries, both planned and unplanned. These are located at the bottom of the value chain and involve workers as well as small-scale producers, with or without subcontractors, and families, and may involve both the formal and informal economy. BC2.2. looks at firms at different levels in the value chain. Focus will be on the firms that employ workers and companies that buy products locally. The analysis will also look at the influence and practices of actors higher up the value chain on achieving decent work at the bottom of the chain (and the extent to which the interventions also influence these actors). BC 2.3. analyses the influence of the regulatory framework and policies in the countries concerned on the promotion of decent work, and - where relevant - the extent to which interventions directly or indirectly influence regulations and policies. The development of good case studies requires sufficient attention to contextual factors.

The four pillars of the decent work agenda are taken into account. These pillars will not always be addressed to the same extent in the interventions. Achieving effective social dialogue is under pressure in many countries. In addition, the specifications indicate that the evaluation does not aim to evaluate the quality and effectiveness of social protection systems. Rather, the focus of this evaluation will be on the pillars of employment and labour rights. However, the analysis will include the extent to which final beneficiaries have access to social protection and social dialogue (at company or sector level), within the legal context and provisions in the country.

To analyse the evolution in terms of decent work among final beneficiaries, we rely on the ILO definition.

We add two more JC. A fourth JC examines the extent to which decent jobs are sustainable. And a fifth JC examines the extent to which changes in decent work are monitored.

In the analysis we consider various realities, look for levers for success, opportunities that make the difference towards more dignified work, and analyse where and how in a given value chain progress is being made on one or more pillars of the decent work agenda.

Assessment criterion	Pointers and focal points
2.1. Improvements in decent work among final beneficiaries (formal, informal, temporary, etc.) during/after the intervention	<ul style="list-style-type: none"> ▪ Evolutions regarding (gender-specific): <ul style="list-style-type: none"> ○ income from work ○ job security ○ respect for labour rights

	<ul style="list-style-type: none"> ○ access to social protection (including occupational safety and health) within the legal context and facilities in the country ○ freedom of association and participation in social dialogue ▪ Extent to which there is equal pay for equal work, promotion opportunities of women i.v. men ▪ Which aspects of decent work receive most attention and which bottlenecks are most difficult to resolve ▪ Analysis of factors (internally linked to the intervention, and external factors) that make the difference towards more decent work ▪ Addressing planned and unplanned impacts ▪ ...
2.2.Improvements in terms of creating decent work by different actors involved in the value chain during/after the intervention	<ul style="list-style-type: none"> ▪ Extent to which decent work is promoted in existing jobs and/or extent to which new decent jobs were created ▪ Impact of interventions related to strengthening the local economic sector on creating decent jobs (investment climate to strengthen local productive capacities, support to local private sector, supporting local, regional and international trade) ▪ Indications of positive impact of decent work on production and commercialisation objectives ▪ Which aspects of decent work receive most attention and which bottlenecks are most difficult to resolve ▪ Explanatory factors and factor of success ▪ ...
2.3.Improvements in the regulatory framework and policies of social partners (government, private sector, trade unions) for the promotion of decent work	<ul style="list-style-type: none"> ▪ Impact of interventions on policy and regulatory framework regarding the promotion of the decent work agenda (job creation, labour rights, access to social protection) ▪ Extent to which social dialogue is realised within the relevant value chains (taking into account the legal framework and opportunities in the country) ▪ Which aspects of decent work receive most attention and which bottlenecks are most difficult to resolve ▪ Explanatory factors and factors of success ▪ ...
2.4. Sustainable decent jobs	<ul style="list-style-type: none"> ▪ Companies and organisations involved in the value chain Have policies that include aspects of decent work (wage policy, workplace safety and protection policy,...) ▪ Evolution of social norms regarding the achievement of decent work (formal and non-formal, individual and societal) ▪ Respect of freedom of association, monitoring and defending labour rights ▪ Analysis of types of entrepreneurship with more guarantee of decent work ▪ Balancing social and economic upscaling ▪ Explanatory factors and factor of success ▪ ...
2.5. Adaptive programme management	<ul style="list-style-type: none"> ▪ Degree of integration of decent work into the M&E framework for the intervention in question

	<ul style="list-style-type: none"> ▪ Relevance of indicators for follow-up integration decent work ▪ Reporting on developments in decent work ▪ Positive and negative side effects are monitored and the programme adjusted if necessary ▪ ...
<p><i>Information sources:</i></p> <ul style="list-style-type: none"> - Document study (policy documents, strategic notes, programme documents, annual reports, M&E data, evaluations, ...) - KII - Online survey - Field visits: workshops, interviews, focus groups 	

Evaluation question 3: In what ways do the approaches of actors in Belgian development cooperation differ and to what extent is coherence sought between different actors involved in the value chains ? (coherence)

Rationale:

This evaluation question combines the sub-questions from the specifications under the coherence criterion, including the questions related to the gender- and environmental approaches. For each of the sub-questions, a specific assessment criterion was formulated and extracted through the pointers and focal points.

BC3.1. zooms in on internal coherence. In addition to describing the specific approaches of the different actors in the selected interventions we examine the extent to which they are coherent with other interventions and strategies of these actors. External coherence is discussed in BC 3.2. We distinguish between coherence with other Belgian actors, coherence between Belgian actors and other actors involved in value chains and the extent to which approaches are coherent with evolutions in national and international policy m.b.t. the promotion of decent work (e.g. human rights due diligence). Coherence can be about alignment, looking for synergy or complementarity and/or cooperation. We examine when interventions can make a difference and to what extent synergy and cooperation can promote this.

Assessment criterion	Pointers and focal points
3.1. Characteristics of interventions regarding decent work (loans and investments, financing, technical assistance, training, cooperatives, small enterprises, ...)	<ul style="list-style-type: none"> ▪ Description of type of activities, collaborations, approach to the value chain of actors involved in the evaluation ▪ Degree of internal coherence by actor (BIO, Enabel, DGD, , TDC, NGOS ▪ ...
3.2. Inter-actor coherence	<ul style="list-style-type: none"> ▪ Coherence between Belgian actors involved in a specific value chain ▪ Coherence between Belgian actors and other actors operating a specific value chain support ▪ Coherence between approaches in a given value chain and with policy and contextual evolutions (e.g. living wage, duty-of-care legislation, etc.) ▪ ...
3.3. Approach to decent work is coherent with gender approach	<ul style="list-style-type: none"> ▪ Analysis of gender policies and strategies regarding value chains and decent work of Belgian actors development cooperation

	<ul style="list-style-type: none"> ▪ Access of women/men to jobs created in the value chains that are supported ▪ The degree of focus on improving labour rights specifically relevant to women (e.g. pregnancy and maternity rest ILO 183, , sexual violence in the workplace ILO 190, equal pay ILO 100, discrimination ILO 111, ...) ▪ The extent to which specific demands of men and women are taken into account in social dialogue ▪ Explanatory factors ▪ ...
<p>3.4. Decent work approach is coherent with environmental approach</p>	<ul style="list-style-type: none"> ▪ Analysis of policies and strategies m.b.t. the protection of the environment and natural resources of Belgian actors development cooperation ▪ Extent to which impacts of productive and commercial activities on the environment and natural resources in the relevant value chains are identified and the actions set up ▪ Degree of attention to a safe and clean working environment (ILO 148) ▪ ...
<p><i>Information sources:</i></p> <ul style="list-style-type: none"> - <i>Document study (policy documents, strategic notes, programme documents, annual reports, M&E data, evaluations, ...)</i> - <i>KII</i> - <i>Online survey</i> - <i>Field visits: workshops, interview, focus groups</i> 	

3 Annex C: List of resources

Policy, strategy and programme documents

BIO

- BIO: Annual Report 2021
- BIO : Environmental and Social Strategy and Policy (January 2023)
- BIO : Decent work policy (January 2023)
- BIO : Fairtrade Access Fund. (October 2019) Retrieved from: www.bio-invest.be
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Enabel and TDC

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- Enabel: Inequalities: a concept note (2020)
- Enabel: Decent work: a concept note (2021)
- Enabel activity report (2021)
- Enabel: project agricultural sector (2022)
- Enabel: Thematic Portfolio document – Social Protection in Central Africa (2022)
- FUAC (2023) Rapport narratif final du projet d’opérationnalisation de l’accelerateur d’entreprises sociales du programmes UAC Startup Valley au Benin (PAES Bénin)
- TDC : Un Meilleur accès au marché pour les producteurs du Sud.
- Trade For Development Center - Enabel (2022) Rapports d’activités 2021, 2020, 2019 et 2018
- Vanwetter, J. (2022) Enabel. #Enabling Change. Activity report 2021-2022

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- Beyond Chocolate (2022). Annual report 2021
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- IDH Better Jobs Accelerator Fund. (June 2021)
- IDH Catalyzing Private Sector Solutions for the Sustainable Development Goals. Addressing climate change and inequalities through public-private action. IDH Multi-year plan 2021-2025
- DGD : Sectorale Nota waardig werk (2022)

Special Evaluation Office (SEO)

- DBE (2018), Inclusief en duurzaam ondernemerschap in de landbouwsector in Benin. Welke perspectieven inzake de strategische integratie van Belgische expertise?, FOD Buitenlandse Zaken, Buitenlandse Handel en Ontwikkelingssamenwerking, Brussel
- DBE (2018), Evaluatie van de steun van de Belgische ontwikkelingssamenwerking aan de privésector, FOD Buitenlandse Zaken, Buitenlandse Handel en Ontwikkelingssamenwerking, Brussel.
- Dienst Bijzondere Evaluatie van de Belgische Ontwikkelingssamenwerking / DBE (2020), "Aan de slag met waardig werk – hoe het GSK Waardig Werk dit thema mee in de praktijk brengt", FOD Buitenlandse Zaken, Buitenlandse Handel en Ontwikkelingssamenwerking, Brussel.
- Service de l'Évaluation spéciale de la Coopération belge au développement / SES (2019), Evaluation du FBSA, de l'intégration du thème de la sécurité alimentaire et de l'approche multi-acteurs dans le cadre de la Coopération belge au développement. Rapport pays Bénin, Service public fédéral Affaires étrangères, Commerce extérieur et Coopération au Développement, Bruxelles.

ANGC

- IIAV-IEOI, IFSI-ISVI, BIS-MSI, WSM, FOS, SolSoc, OXFAM, ANMC, UNMS (2016). Gemeenschappelijk Strategisch Kader Waardig Werk: jobcreatie, arbeidsrechten, sociale bescherming en sociale dialoog.
- BIS-MSI, WSM/MC-CM and ACV-CSCi (2016). Joint Programme Decent Work: Job creation, worker's rights, social protection and social dialogue.
- Oxfam Solidarité (2016). Programme Travail Décent en Asie.
- GSK Benin, Ecuador, Rwanda, Senegal, Vietnam
- Louvain Coopération (2022) Rapport d'activités. 2021, ensemble pour un monde durable et équitable
- Programma 2017 -2021 Rikolto
- Programma 2017 – 2021 Autre terre SOS Faim
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- Working group Corporate Accountability (2022) Position note on the corporate sustainability due diligence directive

Evaluation reports

- ADE (2022) Évaluation de l'impact final du programme 2017-2021 financé par la DGD et mis en œuvre par Rikolto
- ADE (2022). End-line impact assessment of the 2017-2021 DGD-funded programme implemented by Rikolto. Vietnam Country Report. Evaluation Report.
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- FocusUP (2022). Rapport final d'évaluation OS2 en Afrique de l'Ouest de WSM, Cas du Bénin.
- FocusUP (2022). Final Evaluation report ACV-CSCi. DGD Program 2017-2021.
- FocusUP (2022). Meta-Report Final Evaluation BIS/MSI DGD Programme 2017-2021.
- FocusUP (2022). Report on Final Evaluation BIS/MSI DGD Programme Senegal 2017-2021.
- FocusUp (2022) Evaluation finale Côte d'Ivoire 2017-2021.
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- Sonecom-DRISS (2022) Evaluation externe du Trade for Development Center
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- WageIndicator Foundation: www.DecentWorkCheck.org
- HIVA (2021): Observatoire de l'Economie Informelle en DRC
- ILO & IOM (2022): Global Estimates of Modern Slavery: Forced Labour and Forced Marriage
- Decent work scan instrument draws from multiple sources, including the European Working Conditions Survey (2022); ILO frameworks and surveys on the informal economy; www.DecentWorkCheck.org; WIEGO surveys; labour force surveys.

4 Annex E: Country reports

The evaluation report, summaries, as well as the **six country reports attached to this evaluation** are available on the website of the Special Evaluation Office of the Belgian Development Cooperation.

The six country reports of this evaluation are written in the language closest to the local stakeholders and cases visited in order to facilitate the use and distribution of the documents.

- Benin (French)
- Ecuador (English/Spanish)
- Ivory Coast (French)
- Rwanda (English)
- Senegal (French)
- Vietnam (English)

You can find the documents online here: <https://diplomatie.belgium.be/en/policy/special-evaluation-office/evaluations/evaluation-integration-decent-work-development-value-chains>

5 Annex F: Information of programmes of Belgian actors not included in the sample of projects

5.1 Better Jobs Accelerator Fund – IDH, the Sustainable Trade Initiative

DGD provided a subsidy of 2.920.000 EUR to the “Better Jobs Accelerator Fund” managed by IDH, the Sustainable Trade initiative (IDH), for the period September 2021-August 2022 (term expanded due to delay during start-up). The subsidy entailed non-earmarked funding of the Fund (core funding).

IDH, established in 2009, restores flourishing markets with better jobs, better incomes and a better environment. IDH achieves this by creating public-private partnerships, and by using data to design, test and invest in more sustainable ways of doing business. IDH is headquartered in the Netherlands and operating in 24 countries with over 600 public and private partners. The Danish, Swiss and Dutch governments contribute directly to the 2021-2025 Strategy of IDH “*Catalyzing Private Sector Solutions for the Sustainable Development Goals - Addressing climate change and inequalities through public-private action*”. IDH supports projects in 31 countries in Africa, Asia and Latin America. Under the strategy 2021-2025, a “*Better Jobs Accelerator Fund*” was established in 2021, funded by the Belgian development cooperation.

The fund allowed to fast-track the implementation of its strategy: (i) to engage with a larger number of companies on closing the living wage gap, (ii) to establish a Belgian Beyond Bananas Initiative to work on living wage in the banana sector (based on insights of the Dutch Banana Retailer Commitment on Living Wage), (iii) to fast-track tool development, for example to support companies to understand the potential costs and benefits of interventions to close the living wage gap or to expand the Salary Matrix, (iv) to scale up work on LABS (life and building safety program) for India and Vietnam and test in Cambodia and (v) expand the verified industrial parks approach to the African continent (focus on safe working conditions within factories such as workers’ safety, worker dialogue, space for worker unions, improved benefits, workers services and access to finance solutions; and a focus on building safety standards).

IDH approach to better jobs, better income and better environment touches upon all four pillars of the Decent Work Agenda.

5.2 Business Partnership Facility

The Business Partnership Facility (BPF) is financed by DGD to stimulate private sector involvement in achieving the SDGs in developing countries. The operational management of the BPF is entrusted to the King Baudouin Foundation, a Brussels-based public benefit foundation, under the Belgian law. In the agreement between DGD and KBF, the budget for a 5-year period starting December 2018 was specified at € 12 million.

BPF provides project-based co-financing (non-refundable grants between 50.000 EUR and 200.000 EUR) to entrepreneurial initiatives carried out by one or more private companies that are pursuing a development objective. The BPF supports partnerships that consist of at least one business entity in a developing country whereby BPF’s financial support must be invested in the core business of this business. The enterprises that BPF is serving are mostly medium-sized enterprises situated in the range

between Social Enterprises (mixed funding models) to Social Value Creation. Partnerships bring together actors from the private sector, civil society, academia and / or the public sector in the North and South. The BPF has no specific focus on certain sectors in the economy. Contribution to the realisation of SDGs is the central objective and criterion.

BPF-funded projects are expected to demonstrate social impact and economic viability. Social impact can relate to the creation and maintenance of decent jobs, improvement in average income for low-income families, accessibility of affordable goods and services, inclusion and economic development of women and young people, positive impact on the environment through saving resources, reducing emissions and/or preserving biodiversity. With regard to economic viability, the projects are expected to become sustainable, show competitive financial performance, signs of scalability and replication potential.

In the period 2018-2022, 49 projects have been funded. 21 projects are linked to specific value chains (coffee, mango, pineapple, tea, cocoa). Three projects are being implemented in Ivory Coast (cocoa¹ and mango) and two in Rwanda (pineapple and coffee) (source: BPF website).

The promotion of decent work is explicitly included in the mission and strategy of the BPF fund. The projects need to demonstrate social impact. Project proposals are assessed upon their economic, environmental and social sustainability by a jury and external ESG scans are being conducted by two independent audit companies. The ESG scans have a specific topic on labour and human rights that cover all dimensions of the Decent Work Agenda.

The extent projects are a leverage to promote the Decent Work Agenda is not assessed in the Mid-Term evaluation report (2021). The evaluation stated that there is no specific follow-up given to the improvement plans resulting from the ESG scans. The enterprises that BPF is serving are mostly medium-sized enterprises situated in the range between Social Enterprises (mixed funding models) to Social Value Creation. There is ample evidence that approved projects are creating blended value but mostly so in terms of outcomes and less so through features in the business model itself. Many projects are either about upscaling of a (possibly innovative) technology, product or service or introduction of improved (farming) practices often in combination with certification schemes and/or upscaling of processing facilities.

¹ The Beyond Chocolate project of Galler and Rikolto is also supported via BPF

6 Annex G: Defining and measuring decent work

6.1 Four pillars of the ILO Decent Work Agenda

The creation of employment and sustainable livelihoods, guaranteeing rights at work, extending social protection and promoting social dialogue are the four pillars of the ILO Decent Work Agenda with gender as a cross-cutting.

The creation of employment and sustainable livelihoods implies a fair income that guarantees a dignified life; equal treatment and equal opportunities for all; good working conditions; access to meaningful and productive work; prospects for personal development; working to formalise the informal economy.

Labour rights relate to freedom of association and to join a trade union; freedom of expression; the opportunity for women and men to participate in the decisions that affect their own lives; the right to collective bargaining; the right and opportunity for workers and female workers to take collective action; not to be victims of discrimination; not to be victims of forced labour; not to be victims of child labour; legal recognition and access to a legal system; the existence of laws on labour and of the Rule of Law.

Social protection underlines the link between productive employment and security for those without work; the right to quality health care accessible to all; safety and health at work: The need for income security through protection against loss or reduction of income due to non-employment, unemployment, maternity, paternity, old age, an incapacity for work, accidents, diseases or any kind of setback in life; the need to ensure the well-being of workers; the need to combat social exclusion and poverty; the need for just and inclusive societies.

Social protection² is crucial for strengthening the social, human and economic capital of communities. It provides a safety net for people facing life changes such as unemployment, illness, pregnancy and old age. Its impact is far-reaching as it protects vulnerable members of society, while it has also demonstrated multiplier effects. This is evident from social protection's contribution to economic growth, poverty reduction, social justice, political and social stability, peace and security, and gender equality. *First*, social protection promotes inclusive and sustainable economic growth by increasing purchasing power and demand for goods and services. *Second*, it is also an effective means of preventing and reducing poverty, preventing social exclusion and enabling the participation of marginalised groups in society. A *third* point refers to the fact that social protection combined with a fair tax system can reduce social and economic inequality through redistributive effects. Fourth, social protection also contributes to political and social stability, social peace and human development. Fifth and finally, it improves access to food, health and education, reduces child labour and increases equal opportunities for girls and boys.

Social dialogue, as defined by the ILO, encompasses various forms of communication, negotiation, and consultation among representatives of governments, employers, and workers on issues related to economic and social policies. It underlines the right and ability of workers and employees to be represented by their trade unions; co-determining social and economic policies through social dialogue, collective bargaining, cooperation, consultation and information exchange that are essential for social stability, sustained growth and sustainable development; the existence of organised and established channels through which conflicts can be discussed, prevented and resolved.

² This text draws extensively from the [reflection paper](#) "Mettre en place et renforcer la protection sociale dans les pays en développement: Pistes de réflexion du " Dialogue belge sur la protection sociale " (2022)

Social dialogue can produce various outputs, including collective bargaining agreements and social pacts at company, sectoral, national, and transnational levels. It can also be used for co-determination of social and economic policies, tripartite governance of policy implementation processes, and dispute prevention and resolution. Negotiation and collaboration are central to social dialogue, involving either the government and social partners (tripartite social dialogue) or social partners alone (bipartite social dialogue).

6.2 8 Dimensions of the ILO Decent Work Agenda

The four-pillar framework is essential for the ILO’s normative function and in how the organisation is structured internally, but it is not used directly in this configuration for efforts **to measure decent work**. ILO mostly refers to **ten substantive elements**, that relate to the four strategic pillars. The way these ten substantive elements are measured differs substantially, depending on the aims of the measurement, the available means, the context and the availability of data. The ten substantive elements were originally developed for the context of formal work. For this evaluation, a quick scan was developed by HIVA, taking into account available time and resources in evaluation settings and the need for an adapted version for the informal sector. The scan works with **eight dimensions that relate closely to the ten substantive elements of ILO** and draws on insights from multiple frameworks and instruments. These 8 dimensions are not yet to be considered as an overview of (potential) leverages for addressing decent work challenges through development cooperation. But they provide a framework to analyse, for each of the 8 dimensions, in what domains changes can be noted and to analyse what are the leverages that are being used (implicitly or explicitly) to further aspects of decent work. (see for more information the report of the literature study and the country reports)

Decent work scan instrument (evaluation)	Link with 10 substantive elements of the ILO Decent Work Agenda
1. Income security	2 (adequate earning and productive work)
2. Employment security	6 (stability and security of work)
3. Labour market security	1 (employment opportunities)
4. Social protection	9 (social security)
5. Work life balance	3 (decent working time) 4 (combining work, family and personal life)
6. Fair treatment	5 (work that should be abolished) 7 (equal opportunity and treatment in employment)
7. Occupational safety & health (OSH)	8 (safe work environment)
8. Voice and representation	10 (social dialogue, employers’ and workers’ representation)

The 8 dimensions of decent work (KU Leuven-HIVA concept)

1. Income security	
Income	An estimate of a living wage (LW) for a family of xx persons in this region is yyy. How does your income compare to this? My monthly income is...
Regular pay	Do you receive your pay on a regular basis (daily, weekly, fortnightly or monthly basis)?
Overtime	Do you always receive extra pay for working overtime?
Savings	Is your income sufficient to save some money on a regular basis?
Debt	Do you have personal debt?
Annual leave	Do you benefit from paid annual leave (or from compensation instead of it)?
2. Employment security	
Contract	Are you employed on the basis of a written contract or agreement?
Dismissal	Can you be dismissed without a clear reason for dismissal?
Notice	Unless there is a fault of yours, could you be dismissed by your employer without advance notice?
Job loss	How much do you fear losing your job? (fear being out of work)
Job retention	How long are you intending to stay with the present job?
3. Labour market security	
Unemployment	Have you been unemployed over the last 12 months?
Irregularity of work	How regular is your work throughout the year?
Underemployment: hours	Would you like to work more hours per day?
Underemployment: days	Would you like to work more days per week?
Professional training	Received (vocational) training for present job
Job mobility	If you were to lose your current job, how easy would it be to find a job of a similar or higher salary?
Disapproval	Do you experience disapproval from family members/community to work outside the home?
4. Social protection	
Health insurance	Does your employer pay a health insurance to cover (part of) your health care costs?
Work injury insurance	In case of an occupational accident/work injury, would you get adequate compensation?
Sick leave	In case of incapacity to work due to health reasons, would you benefit from paid sick leave?
Pension benefit	Does your employer pay contributions to a pension fund for you?
Invalidity benefit	In case of invalidity, would you have access to an invalidity benefit?
Maternity	In case of birth of a child, would you be given the opportunity to benefit from paid maternity leave?
Severance payment	Does your employer provide a severance payment in case of termination of employment?
Social transfers	Are you benefitting from any cash transfer or voucher programmes?
5. Work life balance	
Work hours	How many hours of work does your week entail on average?
Weekend	Does your work entail weekend work?
Rest	Do you get a weekly rest period of at least one day in a week?
Job satisfaction	On the whole, are you satisfied with the working conditions in your main paid job?
Excessive hours	Do you feel lack of time in a day?
6. Fair treatment	

Discrimination gender, family	Have you faced discrimination or harassment related to your gender/sex, pregnancy/maternity (if relevant), sexual orientation, family status, and/or marital status at your workplace?
Discrimination physical	Have you faced discrimination related to your age, physical appearance, and/or disability at your workplace?
Discrimination race & co	Have you faced discrimination related to your race, colour, nationality, social origin, and/or language at your workplace?
Discrimination pol & religion	Have you faced discrimination related to your political opinion and/or religion at your workplace?
Child labour	Are children under 15 years employed in your workplace?
Forced labour - Involuntariness 1	Does your employer oblige you to work more hours than initially agreed to?
Forced labour - Involuntariness 2	Does your employer oblige you to do different work than initially agreed to?
Forced labour - coercion	Does your employer delays or cancels the payment of your wages?
7. Occupational safety & health (OSH)	
Health impact	Do you think your health is at risk because of your work?
Protective equipment	Does your employer provide protective equipment free of charge?
Time pressure	Does your main paid job involve working at very high speed and/or working to tight deadlines?
Ergonomic risks	Does your main paid job involve vibrations of hand tools, and/or tiring positions, and/or carrying or moving heavy loads, and/or repetitive hand or arm movements, and/or vibrations from hand tools?
Biochemical risks	Are you exposed at work to breathing in smoke fumes; powder or dust, and or breathing vapours such as solvents and thinners; and/or handling or being in direct contact with materials which can be infectious, such as waste, bodily fluids, laboratory materials, etc?
Ambient risks	Are you exposed at work to noise so loud that you would have to raise your voice to talk to people; and/or high or cold temperatures which make you either perspire or shiver even when not working?
Training OSH	Did you receive health and safety training for the present job?
Access to amenities	Do you have access to clean water, food, and sanitation at your workplace?
8. Voice and representation	
Freedom of association	Do you have the right to join a worker organisation / trade union at your workplace?
Worker rights	Would your employer discriminate on the basis of membership to worker organisations?
Inspection	Has your workplace been inspected by any of the following organisations over the last year? (Inspectors of min of labour, auditors, other)

6.3 Defining social protection

The Belgian government's policy framework takes the ILO's normative framework as the basis for the design, implementation and deepening of social protection systems in developing countries. More specifically, this implies the following principles: (1) a rights-based approach; (2) the principle of universality: the right to social protection should be guaranteed to everyone, including the most vulnerable, throughout life without discrimination; (3) the principle of solidarity: people do not contribute for themselves, there are transfers between social categories through the redistribution of wealth; (4) the "do no harm" principle: social justice should be monitored and attention should be paid to vulnerable and excluded groups; and (5) participation and social dialogue.

Within such concept, Belgium promotes the introduction of comprehensive and universal social protection in low- and middle-income countries. In doing so, it wants to go beyond the provision of minimum protection and is committed to the ILO policy frameworks that focus on vertical and horizontal extension of social protection.

The **horizontal extension** implies universal access to the ILO's four basic guarantees:

1. Universal access to essential healthcare.
2. For children, basic income security, access to food, education, healthcare and all other necessary goods and services.
3. Basic income security for people of working age who are unable to earn an adequate income, especially in case of illness, unemployment, maternity or disability.
4. Basic income security for the elderly.

In doing so, the ILO recognises that the introduction of a universal social protection system may be gradual in a country, e.g. basic health coverage first, then the other elements.

Vertical expansion refers to an increase in the level of protection, better quality of services and new areas of protection within a comprehensive social protection system.

Belgian development actors focusing on social protection emphasise the important role of the government in low- and middle-income countries, both in designing social protection systems and in the implementation phase (Belgian dialogue for USP 2030, 2022). This requires at least three factors: political will on the part of the local government, financial investment, and mobilisation of the necessary expertise.

The reflection note (Belgian Dialogue for USP 2030, 2022) refers to the following **division of labour** between the various Belgian development actors:

- The Belgian government can weigh in at the international policy level through its role in the agenda-setting and normative role of the ILO, including through SPIAC-B, the coordination mechanism under the leadership of ILO and the World Bank, as well as through ILO development programmes. DGD is also pushing for social protection through the bilateral channel.
- Civil society's role in social protection is mainly in policy advocacy, supporting social protection mechanisms, building a centre of expertise, facilitating multi-stakeholder partnerships, and mainstreaming social protection.
- In addition, social protection is a domain involving some Belgian line ministries, such as the FPS social security, FPS work, and FPS finance. There is also cooperation through the Belincosoc and Socieux networks.

6.4 Defining Social dialogue

Social dialogue is the least well-known and understood pillar of the Decent Work Agenda, but has unique characteristics that can contribute to sustainable development, especially related to its inclusive nature and ability to produce tangible outputs (ITUC/ILO, 2017). It has the potential to **contribute to at least five areas of the Agenda 2030**, by contributing to working conditions and workers' rights; access to public services and redistribution; growth and innovation; environment and climate, and governance and participation. However, while extensively studied in high-income countries, social dialogue remains largely unexplored in developing economies and fragile states, where the respective roles of social partners are still emerging, and little is known about the factors that lead to success. Effective social dialogue requires enabling conditions that are often missing in fragile states, such as strong independent workers' and employers' organisations, political will and commitment, respect for fundamental rights of freedom of association, and appropriate institutional support.

In interventions that involve business actors in the formal sector, programmes can focus on building the capacity of social partners and/or the government to conduct social dialogue, or support the establishment of processes or structures for social dialogue in specific economic sectors (ITUC/ILO, 2017). ILO studies show that fostering social dialogue in settings with a substantial informal economy is more complex (ILO, 2017). There are legal and institutional challenges, organising challenges of workers and employers, and challenges related to the dialogue processes.

However, collective bargaining can still be extended to workers in the informal economy through the following main avenues (ILO et al., 2023). Firstly, it can help to clarify the employment relationship of individuals in the informal economy, particularly those who work on their own account. Secondly, labour union membership and services can be extended to those working in the informal economy. Thirdly, the reach of collective agreements can be broadened to include workers in the informal economy. Fourthly, collective bargaining can facilitate multiparty negotiations to ensure that the interests of all parties involved are considered. Fifthly, support to policy initiatives that promote freedom of association and collective bargaining in the informal economy. And finally, support to research activities to raise understanding of how social dialogue can best support the transition to formality.

6.5 Child labour and forced labour

Child labour is defined as any work that deprives children of their childhood, interferes with their ability to attend school, or is harmful to their physical, mental, or social development (ILO, 2011). It is estimated that 160 million children are engaged in child labour worldwide (UNICEF, 2020). Child labour not only violates the principles of decent work but also perpetuates a cycle of poverty, as children who work are less likely to receive education and training, which limits their opportunities for future employment.

Whilst child labour takes many different forms, a common cited priority is to eliminate without delay the worst forms of child labour, as defined by Article 3 of ILO Convention No. 182 : “The worst forms of child labour involve children being enslaved, separated from their families, exposed to serious hazards and illnesses and/or left to fend for themselves – often at a very early age”.

However, not all work done by children should be classified as child labour that is to be targeted for elimination. The participation of children or adolescents (*above the legal minimum age for admission to such employment*) in work that does not affect their health and personal development or interfere with their schooling, is generally regarded as being something positive.

Furthermore it is important to acknowledge that the ILO definition on child labour is (implicitly) presuming that affordable access to decent basic education is guaranteed for all, while this is often and increasingly not the case in farming communities in low (or even middle income) countries and/or in fragile contexts.

The risks of child labour in agriculture, including specific risks of trafficking of children, are high. Harvest failures as well as (temporary or structural) living income gaps of a farming household, increase the chances that children will be needed to support household income and production. The effects of climate change can exacerbate pre-existing vulnerabilities and increase risks of child trafficking. Child labour may be used as a “coping mechanism” for communities recovering from the impacts of climate-induced events like droughts and flooding (UN Human Rights Council, Trafficking in persons in the agriculture sector: human rights due diligence and sustainable development, 2022).

Children who work in agriculture are often exposed to hazardous working conditions, including exposure to pesticides and other chemicals, and are at risk of injury or illness. Protection of child labourers from exploitation by employers and contractors, whether in terms of lower wage payments or employment and working conditions, is made more difficult due to the socially acceptable utilisation of children in work spheres and the ambivalence in legal provisions. Here, it is essential to note that national laws which are only based on international discourses, without considering the local complexities, have limited effectiveness, and in many cases even help to camouflage the problem (Klocker, 2012).

According to the definition by ILO, **forced labour** is all work or service which is exacted from any person under the menace of any penalty and for which the said person has not offered himself voluntarily” (ILO forced labour convention, 1930). The threat of penalty could be: physical, psychological, financial or other. The definition of forced labour is limited to individual acts perpetrated by governments and employers. This means that the employer or the State are not accountable for all external constraints or indirect coercion existing in practice: for example, the need to work in order to earn a living income. Other definitions for forced labour recognise that workers frequently retain and exhibit agency when entering into coercive labour relations (LeBaron, 2018).

The role of intermediaries engaged in providing additional (migrating) seasonal labour to farmers and collecting and distributing the payment of such hired labourers, could be a sign of forced labour or other forms of worker exploitation in agricultural value chains. One should also take into account that extreme vulnerability and complete absence of alternatives (such as no access to land or other sources of revenue) can coerce people to accept work for extremely low remuneration and/or under very indecent conditions; even without any (additional) threat by the employer or by an intermediary (if any). Such grey zones between clearcut ‘forced labour’ and minimal levels of decent work also need to be taken into account.

Data from ILO in 2022 show that there are 27.6 million people in situations of forced labour on any given day (ILO, 2020). This absolute number translates to 3.5 people in forced labour for every thousand people in the world. Women and girls make up 11.8 million of the total in forced labour. More than 3.3 million of all those in forced labour are children. Forced labour has grown in recent years.

Despite existing laws, child labour and forced labour in agriculture remain one of the most challenging issues due to high levels of informal employment, increasing risks of exploitation and the continuing dependency of the agricultural sector on temporary, seasonal and circular migration.

Overall, the debates on child labour and forced labour highlight the need for a comprehensive, coordinated and context specific approach to addressing these issues. This includes measures to prevent forced labour and child labour, accountability mechanisms, protection mechanisms as well as efforts to address the root causes such as poverty and inequality.

6.6 Certification schemes and auditing processes

Social audits and certification standards are mechanisms and systems used to evaluate and ensure that businesses are operating in a socially responsible and sustainable way, including in relation to the provision of decent work.

A social audit is a process of assessing a company's social and environmental performance. It involves evaluating the company's policies, practices, and performance against specific social and environmental criteria. These audits can help companies identify areas where they can improve their social and environmental performance, including in relation to providing decent work.

Social certification standards refer to the various certifications and labels that are used to indicate that a product or service has been produced in a socially responsible manner. These standards can cover a wide range of issues, such as labour rights, environmental sustainability, and ethical sourcing of materials.

The current debates about social certification standards and decent work centre around the effectiveness of these standards in promoting social and economic sustainability. Some argue that these standards are necessary to ensure that companies are held accountable for their social and environmental impact. Others argue that these standards can be overly bureaucratic and can create additional costs for companies, which may lead to job losses or higher prices for consumers.

Critics of social certification standards also argue that they may not go far enough to address the root causes of social and economic inequality. For example, a company may be certified as using fair labour practices, but workers may still be paid low wages, lack job security and may be subject to other socio-cultural vulnerabilities that have not been considered by the company nor the certification process.

Overall, there is a shift across standards towards more risk-based approaches (identifying and mitigating risks) instead of requiring and monitoring compliance with detailed requirements and sanctioning violations; an approach found to easily erode into bureaucratic and ineffective (checklist) practices. Studies on various social certification standards find some positive results on working conditions, but results are mixed. Some find improvements in working conditions, but these improvements are not sustained and often the findings are that certification has little or no effect on labour standards compliance or working conditions.

Overview of different certification systems³

	Sustainable Rice Platform	Better cotton principles and criteria	Fairtrade	Rainforest Alliance
Standard	<i>Standard for Sustainable Rice Cultivation</i>	<i>Better cotton sustainability standards framework</i>	<i>Fairtrade standard for (cocoa)</i>	<i>Sustainable Agriculture standard</i>
Commodities	Rice	Cotton	Specific set of standards per commodity	Multiple commodities: cocoa, coffee, Palm oil, tea, ...
Criteria related to labour rights	<p>Multiple criteria about labour rights and health and safety for workers:</p> <ul style="list-style-type: none"> - Child labour and education. Children below 15 years are not engaged as workers. Family members below 15 years of age living on family farms may participate in farming activities that consist of light, age-appropriate duties that give them an opportunity to develop skills, only if activities are: - Hazardous work - Forced labour: There is no forced, compulsory, or slave labour used, including trafficked and bonded labour, labour by prisoners, or the use of extortion, debt, threats, fines or penalties. - Discrimination - Freedom of association: Workers have the right to establish and/or join an association of their choice without interference and take part in collective bargaining on working conditions. - Wages. - Worker Health and safety 	<p>Decent work criteria include:</p> <ul style="list-style-type: none"> - System to identify and address risks of labour rights violations. - No child labour. (Children below 15 work only on their own family farms and perform age-appropriate, non-hazardous work that does not interfere with their health or education) - Hazardous work - No forced or compulsory labour - Right to freedom of association and collective bargaining. - No discrimination in the recruitment or treatment of workers. - Minimum wage. - Health and safety - Women farmers and empowerment - Grievance or complaints mechanism. - Victims of labour rights violations have access to remedy. 	<p>Decent work criteria include</p> <ul style="list-style-type: none"> - Monitoring and Remediation for Child Labour and Forced Labour (New 2024) - Supporting Producers to Address and Remediate Child Labour and Forced Labour (July 2023) - School Attendance (new 2024) - Vocational Training and Employment (new 2024) -> Decent employment means young people are not exploited, abused, discriminated against or involved in dangerous work; they are paid the wage equivalents of adults. - Vulnerable groups: activities to improve the social and economic position of the vulnerable groups that are identified are put in place. (new 2024) - Equal opportunities (New 2024) 	<p>The 2020 Certification Program promotes an assess-and-address approach to tackling Child labour, forced labour, discrimination, and workplace violence and harassment. This new, risk-based approach focuses on prevention, engagement, improvement, and incentivizing farmers and companies to tackle these issues rather than prohibiting these human rights violations in the standard.</p> <ul style="list-style-type: none"> - Freedom of association - Wages and contracts - Working conditions (respect of regular working times, overtime work, maternity protection) - Occupational health and safety

³ For sources: see list of documents consulted - certification

6.7 Living wage and Living Income

The Anker methodology to calculate living wage

The living wage methodology has two main components. The first component estimates cost of a basic but decent lifestyle for a worker and his/her family in a particular place. The second component determines if the estimated living wage is being paid to workers.

Several aspects of this methodology are new and groundbreaking.

- First, the methodology emphasizes participation of local people and organisations in order to increase its credibility and acceptance by stakeholders.
- Second, housing costs are estimated using international and national standards for decent housing. By estimating the cost of decent housing, the methodology enables different living wage estimates within countries and helps ensure that workers can afford decent housing.
- Third, the methodology requires transparency and detailed documentation and analysis to ensure that the living wage estimate is solid and credible. This includes critical appraisal of available secondary data and adjustments to these data when required.
- Fourth, a judicious combination of new local data collection and available secondary data is used to make the methodology simultaneously practical and credible. Thus, local food prices and housing costs are collected as are education, health care, and transportation costs to make sure that workers are paid enough to afford these necessities.
- Finally, the estimation of living wage is explicitly separated from the determination of whether particular workers receive a living wage or particular employers pay a living wage. The evaluation of wage levels by certification bodies requires considering not only gross cash payment, but also deductions from pay, overtime pay, bonuses, and in-kind benefits.

7 Annex H: Overview of minimum wages in the rural sector at the moment of the evaluation

Country	Minimum wage/month in local currency	EUR	Living wage/income per month, in local currency	EUR
Benin	52,000 FCFA	78	Not available	/
Ecuador	425 USD	385,9	442 USD	401,33
Ivory Coast	75,000 FCFA	112,50	143,236 FCFA	214,85
Rwanda	Not existent	/	160 USD	145,28
Senegal	36,891 FCFA	55,33	Not available	/
Vietnam	3,250,000 VND (region IV)	128,35	Not available	/

Benin

In December 2022, the government decided to increase the guaranteed interprofessional minimum wage (SMIG) by 30%. The SMIG will rise from CFA F 40,000 (61 EUR)/month to CFA F 52,000 (79 EUR)/month by 1 January 2023.

There is no estimation available on living income/living wage.

Ecuador

The official minimum wage in Ecuador increased to 450 USD/Month in 2023, from 425 USD/Month in 2022.⁴

This official minimum wage, being 450 USD/Month, corresponds approximately to the living wage for rural Ecuador. In 2022 the living wage for Rural Ecuador, Coastal Region, was estimated at 442 net USD and at 482 USD for the gross wage per month;⁵ while the living income of for a family of 4 was calculated at 712 USD.

Ivory Coast

The interprofessional minimum wage (SMIG) is CFA F 75,000 per month since 1st of January 2023.⁶ Living wage per month for Ivory Coast is estimated to be CFA F 143,236.⁷

Rwanda

There are no minimum wages in the agricultural sector in Rwanda. A recent living wage estimate for rural Rwanda is 160 USD/month (living wage reference value for 2022⁸).

Average salaries are low to very low in Rwanda, especially for low and medium-skilled jobs. Following table shows, for example, that the average wages in the agricultural sector are around 20 euro per

⁴ <https://tradingeconomics.com/ecuador/minimum-wages>

⁵ Andersen Et al (2022) Living Wage Update Report, Rural Ecuador, Coastal Region

⁶ https://www.gouv.ci/_actualite-article.php?recordID=14482

⁷ <https://globallivingwage/reference-value/living-wage-reference-value-rural-cote-divoire>

⁸ <https://globallivingwage.org/living-wage-reference-value%E2%81%A0-rural-rwanda/>

month, below the poverty line of the World Bank⁹. On top of that, wages have not increased over the last six years, while inflation has been significant.

Table: Average reported monthly wages per sector (LFS 2022, MIFOTRA)

	Average reported monthly wage for 2017-2022 (in Rwandese Franc, k=1000x)						Euro equivalent ¹⁰
	2017	2018	2019	2020	2021	2022	2022
Across all sectors	57,3k	57,0k	57,9k	57,3k	54,1k	58,8k	€ 53,90
In agriculture	21,1k	20,4k	20,4k	20,8k	21,2k	22,5k	€ 20,62
In industry	67,2k	58,5k	63,3k	61,5k	69,8k	75,2k	€ 68,93
In services	105,8k	108,7k	103,7k	104,8k	114,2k	122,9k	€ 112,65

Senegal

The minimum wage is calculated on the basis of 45 hours' work per week for agricultural workers, and 40 hours' work per week for other workers..¹¹ The guaranteed minimum wage for workers in agricultural enterprises and similar enterprises is set at a flat hourly rate of 213.392 CFA francs. The minimum wage for the non-agricultural sector will rise from 334 CFA francs per hour to 370 CFA francs per hour in 2023.

With regard to the living wage, there is no clear specification for the sectors and regions.

Vietnam

The minimum wage is defined per region is as follows:

Region	Minimum salary for the social insurance contributions (since July 1st, 2022)
Region I	VND 4,680,000
Region II	VND 4,160,000
Region III	VND 3,640,000
Region IV	VND 3,250,000

⁹ 2,15 USD/day in the US in 2017 prices, or around 2,7 USD/day in 2023 prices, or with the purchasing power parity (PPP) conversion rate for Rwanda (0,33), an equivalent of WB poverty line for Rwanda in 2023 is around 0.9 USD/day or 27 USD/month.

¹⁰ Average exchange rate of 2022: 1 Euro = 1091 RWF

¹¹ wageindicator.org

8 Annex I: Overview of social protection schemes in the countries visited

		Health insurance	Work injury income	Invalidity benefit	Sick leave	Maternity	Pension
Benin	Formal	Assurance pour le Renforcement du Capital Humain (ARCH) – pilot phase Compulsory health insurance (since 2023, not implemented yet)	Benefit system depending on the type of work injury, temporary or permanent disability, or fatal injury.		In the event of illness, any employee working for more than 5 continuous years in the same company is entitled to daily allowances paid by his employer.	To be entitled to daily maternity benefits, the pregnant woman must prove 6 months of contributions. The benefits correspond to 100% of the last income of the insured and are paid up to:50% by the employer, 50% by the CNSS.	To receive a full old-age pension, the insured person must: have reached the age of 60 (55 years in case of premature wear of the body), have completed 180 months of effective insurance with the CNSS, have ceased all professional activity.
	Informal	Assurance pour le Renforcement du Capital Humain (ARCH) – A package of 4 social protection services: health insurance, training, credit and retirement insurance. The main targets of these actions are players in the informal sector (farmers, traders, transporters and craftsmen) and the poorest. (since 2023, not implemented yet)					
Côte d' Ivoire	Formal	Universal health coverage (CMU) covers the entire population. It includes 2 plans: a contributory scheme, the Basic General Scheme (RGB), financed by the contributions of insured persons, a non-contributory scheme, the Medical Assistance Scheme (RAM). Ssupplementary health insurance is authorized for all persons subject to the CMU.	Employment accident insurance is available to all employed persons, as well as apprentices and pupils.	An invalidity pension may be awarded to an employee who is unable to work as a result of an accident or a non-occupational disease.		Daily allowances are paid to female employees who stop working during their maternity leave (14 weeks, 6 before and 8 after childbirth). It is possible to take a maximum of 3 weeks' additional rest to cover illness resulting from pregnancy or childbirth.	To qualify for a pension, you must: have reached the age of 60,have been employed for at least 15 years, have ceased all activity. The minimum old-age pension may not be less than 50 per cent of the SMIG.

		Health insurance	Work injury income	Invalidity benefit	Sick leave	Maternity	Pension
	Informal	Universal health coverage (CMU)	Specific compulsory social scheme for self-employed workers (RSTI) allows the issuance of daily allowances in the event of illness or accident of occupational origin		Workers covered by the social security scheme for the self-employed (RSTI) are entitled to daily benefits in the event of physical incapacity due to illness, accident or maternity	Workers covered by the social security scheme for the self-employed (RSTI) are entitled to daily benefits in the event of physical incapacity due to illness, accident or maternity.	No coverage
Ecuador	Formal	Dependent on the scheme: access to health services within the network of the institute to which the contributing member belongs.	Employed and self-employed persons. Voluntary coverage for persons without mandatory coverage. Must be assessed with a work injury or occupational disease. Must have at least six months or 180 days of contributions for a disability resulting from an occupational disease. Accidents that occur while commuting to or from work are covered.	Permanent disability pension (Pensión por Incapacidad Permanente): 80% of the insured's average monthly earnings is paid if the insured is assessed with a total disability that does not require the constant attendance of others; 100% of average monthly earnings if the insured requires the constant attendance of others to perform daily functions.	75% of the insured's earnings used to calculate contributions in the three months before the incapacity began is paid for up to 70 days after a three-day waiting period; thereafter, 66% is paid for up to 112 days. (The employer pays 50% of the insured's earnings during the first three days of incapacity.)	Employer-liability (cash maternity benefit) system. 100% of the insured's last earnings used to calculate contributions is paid for two weeks before and 10 weeks after the expected date of childbirth. The benefit is paid for an additional 10 days for multiple births. (The Ecuadorian Social Security Institute pays 75% of the cost of the benefit, and the employer pays the remaining 25%.)	Social insurance and social assistance system. Old-age pension (social insurance): At any age with at least 480 months of contributions; age 60 with at least 360 months of contributions; age 65 with at least 180 months of contributions; or age 70 with at least 120 months of contributions. Old-age social pension (Pensión para Adultos Mayores, social assistance, income tested): Age 65 and not receiving or entitled to receive any social insurance benefit.

		Health insurance	Work injury income	Invalidity benefit	Sick leave	Maternity	Pension
Rwanda	Informal	Voluntary scheme Farmers' Social Insurance or "Seguro Social Campesino" (SSC) Human Development Bond (Bono de Desarrollo Humano, BDH).					
	Formal	Community-based health insurance (CBHI) Public health insurance	Benefit system depending on the type of work injury, temporary or permanent disability, or fatal injury.	30% of the insured's average monthly earnings in the last five years plus 2% of average monthly earnings for every 12 months of contributions exceeding 180 months is paid.	Paid sick leave of up to six months upon the provision of a medical certificate. Employment is secured during that period.	Maximum of 12 weeks of paid maternity leave, of which six weeks are fully paid and the rest (max) six weeks with 20% of the salary. A female workers cannot be dismissed during the period maternity leave. Paid nursing breaks of one-hour are allowed for breast feeding. Four working days of paternity leave.	Full pension from the age of 60 years, in case of at least 15 years of contributions. In other case, an old age allowance is foreseen, proportional to the number of years of contributions.
	Informal	Community-based health insurance (CBHI)	In the informal sector, there is a lack of social protection. There is a lack of coverage or partial coverage for occupational diseases, maternity benefit and sickness and retirement pensions.				
Senegal	Formal	Health coverage compulsorily to all permanent employees of companies or inter-company through the Health Insurance Institutions (IPM). Universal Health Coverage (UHC)	Occupational accident insurance This applies to salaried workers.	Lack of coverage	The employer is required, during the sick leave of his employee, to pay him an indemnity which varies according to the duration of employment in the company. A worker on an open-ended contract who is absent due to illness or accident receives an allowance from his employer.	Pregnant employees are entitled to daily allowances equal to 100% of the last daily wage received throughout their maternity leave: 6 weeks before delivery, 8 weeks later. Maternity leave may be extended by up to 3 weeks in the event of incapacity to return to work as a result of illness following pregnancy or childbirth.	To be able to obtain a retirement pension from the IPRES of the general scheme (RG) as well as under the supplementary scheme (RCC), it is necessary: to be 60 years old (55 years old in case of heavy work), have ceased all salaried activity, have at least 1,000 pension points or have contributed for at least 10 years.

		Health insurance	Work injury income	Invalidity benefit	Sick leave	Maternity	Pension
	Informal	In the informal sector, there is a lack of social protection. There is a lack of coverage for occupational diseases, maternity benefit, family allowance, unemployment benefit and sickness and retirement pensions. There is partial coverage for disability and access to healthcare (Universal Health Coverage)					
Vietnam	Formal	Covered under Compulsory social insurance. The Social Health Insurance (SHI) covers services as examination and treatment by a doctor indoor and outdoor of hospital treatment, rehabilitation services and advanced diagnostic and curative services.	Covered under Compulsory social insurance		Covered under Compulsory social insurance	Covered under Compulsory social insurance	Covered under Compulsory social insurance Reaching 60 years old for men, or 55 years old for women; Have paid social insurance premiums for at least the full 20 years
	Informal	Voluntary social insurance system. The government encourages people in the informal sector to join these voluntary schemes. The minimum cost of the health insurance is about 42 USD per year/per person. This insurance is not including sick leave, pension, maternity leave. An additional voluntary insurance is needed to cover those dimensions of social protection which cannot be afforded by most farmers and informal workers.					

Table: Overview of access to social protection (SP) schemes in the six countries visited

	RW	VN	Benin	IC	ECU	SEN
SP for employees in the formal sector is adequate (low % of total work force)	X	X			X	
SP for employees in the formal sector is adequate (not all employees!)			X	X (plans to do so)		
Basic health insurance for full population but of varying/changing quality	X (mutuelles)	X (gov)			X (Seguro Campesino)	
Basic health insurance for small part of the population (compulsory from 1/01/2023 for whole population, but serious delays)			X	X	Not all day labourers	
Some additional support schemes for poorest	X (also saving)			X (but missing middle for cocoa farmers)		
Casual labour and farmers tend to only have basic health insurance	X	X	Small %	Small %		
Additional SP contributory features available for informal sector: costly		X				
Some existing solidarity practices at community level			X	X		
Projects focus explicitly on integrating SP	No	No	Yes, several projects (also in collab with WSM)	No	No	No
Some partners (companies) pay additional premiums for SP		X (wood & cacao)				
Other				Some plans to integrate SP components		