The International Labour Organization (ILO)

Upgrading agricultural work: A global perspective

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The ILO is...

...the first specialized UN Agency

...devoted to advancing opportunities for women and men to obtain decent and productive work in conditions of freedom, equity, security and human dignity
Entry points

- Plantation or large agro-enterprise
- Commercial smallholder
- Subsistence producers
Vulnerable & informal employment
Temporary & part-time work
Working conditions
1. Fundamental principles and rights at work and international labour standards
2. Employment and income opportunities
3. Social protection and social security
4. Social dialogue and tripartism
Integrated vision

Strategy for public & private sector

Joint action

- Rights-focused approach to decent work in agriculture
  - Core and fundamental rights of agricultural workers
  - Priority decent work gaps to address in agriculture
- Protecting agricultural workers
  - Benefiting the most vulnerable
  - Social protection initiatives
  - Occupational safety and health & inspection
- Productive transformation and decent job creation in agricultural markets with high potential
  - Markets systems development and private sector accountability in supply chains
  - Skills development-- priority for women and youth
  - Strengthening rural organizations
  - Enabling infrastructure and services

Social dialogue
• Economic diversification into related services
• Improve agricultural productivity through technology and skilled, productive agricultural labour force
• Moving less productive labour from agriculture to other productive sectors, thereby raising overall labour productivity

- Diversify into higher value or specialized production
- Quality and reliability
- Competitive advantage
- Strategic technology upgrades
- National markets and value chains
- Formalized (modern) economy and infrastructure
Social upgrading, downgrading or stagnation will be evidenced through largely employment related factors:

- Terms and types of employment
- Investments in skill development/ Quality of institutional support (government, cooperatives, unions)
- Compensation and benefits, security of tenure,
- Right to self-organization and collective bargaining
- Terms for subcontracting land and growership
Recruitment & contractual

- Working without a contract (neither oral nor written)
- Recruitment fees or other excessive fees linked to recruitment imposed on the worker by employer or recruiter
- Using non-labour contracts to disguise an employment relationship (such as employment relationship disguised in a relationship between self-employed and “buyer”)

Working conditions

- Insufficient rest (no breaks during the workday; insufficient time between shifts (daily rest), no weekly rest day(s))
- No annual leave
- Regular weekend/holiday work

Employment-related income

- Wages below the national poverty line or the subsistence minimum
- High and unexplained deductions from pay
- Wages insufficient to lift a family out of poverty and into a nationally acceptable standard of living
- Work with frequent wage arrears or wages that are paid on an irregular basis
- Work with high risk of non-payment of wages
- Wages below legal minimum wage
Enabling environment

- Macro and sectoral policy coherence
- **Resilience through Extending Social Security and Income Assistance Schemes**
- **Responsible Public Agro-Investment**
- Private foreign direct investment—code of conducts & certification
- **Labour Inspection**
- Infrastructure
- Environment and sustainability
Thank you for your attention!