



Interpretation Guidelines - Indicators for Sustainable Cocoa Production in Cote d'Ivoire (Ivory Coast)

Sustainable Agriculture Network

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Sustainable Agriculture Network (SAN):

Conservación y Desarrollo (C&D), Ecuador · Fundación Interamericana de Investigación Tropical (FIIT),
Guatemala · Fundación Natura, Colombia · ICADE, Honduras · IMAFLORA, Brasil · Pronatura Chiapas, Mexico
· Rainforest Alliance · SalvaNatura, El Salvador

SAN Indicators for Sustainable Cocoa Production in Cote d'Ivoire (Ivory Coast)

Comments or suggestions about the contents of this document can be sent by electronic mail to:

agstandards@ra.org

Or by post to:

Sustainable Agriculture Standards
Rainforest Alliance
Apartado Postal 11029
1000 San José, Costa Rica

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1. Introduction

1.1 The Sustainable Agriculture Network and the Rainforest Alliance

The Sustainable Agriculture Network (SAN) is a coalition of independent non-profit conservation organizations that promote the social and environmental sustainability of agricultural activities by developing standards. A Certification Body certifies farms that comply with SAN's standards. Each inspection body - authorized by a Certification Body - provides audit services for farmers and agricultural companies in their respective countries. SAN members also offer their knowledge and experience in working towards the development of the Sustainable Agriculture Standard. Rainforest Alliance currently holds the Secretariat for the Sustainable Agriculture Network and coordinates the development and review of standards and related policies for the SAN. Rainforest Alliance also administers the *Rainforest Alliance Certified*TM trademark.

Those farms that can meet the SAN criteria are awarded the *Rainforest Alliance Certified*TM seal of approval. Since 1992, almost 800 certificates for more than 31,000 farms - including small family farms of cooperatives, as well as plantations - in 24 countries (Argentina, Brazil, Chile, Colombia, Costa Rica, Côte d'Ivoire, Dominican Republic, Ecuador, El Salvador, Ethiopia, Guatemala, Honduras, India, Indonesia, Jamaica, Kenya, Mexico, Nicaragua, Panama, Peru, Philippines, Tanzania and Vietnam) have met the SAN standards on almost 600,000 ha for 22 crops: coffee, cocoa, banana, tea, pineapple, flowers and foliage and citrus. Other crops include Açai, Avocado, Aloe Vera, Chestnut, Cupuaçu, Grapes, Guava, Heart of Palm, Kiwi, Macadamia, Mango, Onion, Passion Fruit, Plantain, Rubber and Vanilla.

SAN representatives and their operating countries are: Conservación y Desarrollo (C&D), Ecuador; Fundación Interamericana de Investigación Tropical (FIIT); Guatemala; Fundación Natura, Colombia; ICADE, Honduras; IMAFLORA, Brazil; Pronatura Chiapas, Mexico; SalvaNatura, El Salvador and Rainforest Alliance. Rainforest Alliance is the operating member of the SAN for the time being in Africa and Asia.

1.2 The Sustainable Agriculture Network's Mission

The Sustainable Agriculture Network (SAN) promotes efficient agriculture, biodiversity conservation and sustainable community development by creating social and environmental standards. SAN fosters best management practices across agricultural value chains by encouraging farmers to comply with SAN standards and by motivating traders and consumers to support sustainability.

SAN pursues its mission by:

- Integrating sustainable production of crops and livestock into local and regional strategies that favor biodiversity conservation and safeguard social and environmental well-being.
- Raising awareness among farmers, traders, consumers and business leaders about the interdependencies among healthy ecosystems, sustainable agriculture and social responsibility.
- Impressing upon business leaders and consumers the importance of choosing products grown on environmentally sustainable and socially responsible farms.

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- Stimulating dialog among environmental, social and economic groups, North and South, about the benefits of sustainable agriculture.

2. Standards, Criteria and Indicators

The objective of the Sustainable Agriculture Standard is to provide a measure of each farm's social and environmental performance and agricultural management practices. Compliance is evaluated by audits that measure the degree of the farm's conformity to environmental, social and agricultural practices indicated in the standard criteria.

The sustainable agriculture standard consists of ten principles. Each principle is made up of criteria. The criteria describe good practices for social, environmental and agricultural management, and are evaluated by the certification process. It is important to emphasize that compliance with the standard is evaluated by comparison with the criteria, not with the indicators. Criteria are binding for the compliance evaluation process, whereas indicators are not.

On the other hand, indicators just "indicate" how good or unacceptable management practices appear, and often contain examples of both good and unacceptable social and environmental practices. In this way the indicators guide the farm in its efforts to comply with the standard and may change according to the conditions of different countries, regions or cultures.

3. Objectives and Use of Interpretation Guidelines (Indicators)

How the *Standard for Sustainable Agriculture* with its criteria is interpreted and applied to particular situations is determined by *Interpretation Guidelines*. Two types of guidelines exist: 1.) Generic interpretation guidelines and 2.) Local Interpretation Guidelines.

- Generic Interpretation Guidelines provide guidance for farmers and group administrators how to implement the Sustainable Agriculture Standard on their farms.
- Interpretation Guidelines – generic and local - only contain indicators. They are not binding for certification processes, but they are important for implementing good agricultural practices on farms and provide more detailed guidance during audit processes.
- Local Interpretation Guidelines interpret the binding criteria of the standard for local conditions or a specific crop and are developed by a local Workgroup.

The development of Local Interpretation Guidelines is led by Workgroups which are coordinated by SAN's Secretariat and organized by the local SAN representative. The balance of interest among the different stakeholders possibly influenced by these guidelines is assured and approved by SAN's Board of Directors. SAN's Secretariat coordinates the writing of local and generic interpretation guidelines. The final version of guidelines is approved by the Secretariat.

The members of Workgroups that develop Local Interpretation Guidelines have to comply with the following requirements:

- Understanding and support for SAN's mission and vision.
- Knowledge and experience with respect to the topics under discussion.
- Comprehension of the potential influence that this document can have.
- Representation of the different points of view of interested stakeholders.

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These workgroups gather specific input for local interpretation guidelines, such as:

- Best farm management practices for ecosystem conservation in the region.
- Information about native trees that can be used in reforestation efforts.
- Local legislation regarding protection of ecosystems, riparian zones, endangered plants and animals, deforestation and reforestation. Also, information about local and regional conservation programs, protected areas, watersheds and corridors.
- Information about local diseases, pests, necessary agricultural practices and other factors that can influence the economic sustainability of farms.
- Local labor and occupational health laws executed by the local health and labor ministries or related authorities that can orient farms to implement their social policies.
- Best practices for erosion prevention and waste management.

4. Structure of this document

These Interpretation Guidelines (Local Indicators) define the country, where the respective indicators are applicable (section 5.1). Section 5.2 (Preceding) explains how the initiative to develop these local indicators was justified. The following section 5.3 summarizes the management aspects covered by the criteria of the SAN Sustainable Agriculture Standard that are interpreted by the local indicators. The main chapter (section 6) of the document defines the local indicators that interpret the relevant SAN criteria for the determined country. Finally, applicable legislation or other documents are referenced in the Annexes.

5. Scope of these Interpretation Guidelines

5.1 Geographical Scope

These Interpretation Guidelines have been specifically designed for cocoa production in the West African country of Cote d'Ivoire (Ivory Coast).

5.2 Preceding

Within the framework of a project that started in 2006 with the general objective to benefit cocoa producers in Ivory Coast, various collaborating institutions pointed out the need to interpret SAN's Sustainable Agriculture Standard for the social and environmental conditions that reign in the cocoa producing regions of Ivory Coast.

The initiative to write the Local Indicators for Sustainable Cocoa Production was started with a workshop that gathered 15 experts in Abengourou/ Ivory Coast on November 9, 2006. The stakeholder participation in this workgroup was balanced in the sense that both technical (scientific, technical and governmental) and Civil Society Representatives (cocoa producers and NGOs), actively participated during the workshop. During a brainstorming exercise, the aspects mentioned in section 5.3 were prioritized and it was decided that they need further interpretation through local indicators. Following the meeting of November 9, 2006 the group worked more on these aspects and met again on May 2, 2007 in Abidjan. A last workshop with input about local legislation about resident permits, labor contracts, minimum wage, working hours and access to

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health services was conducted on April 15, 2008, when the work group decided that sufficient input was available to finalize this document.

5.3 *Covered Aspects*

The following aspects are subject to local interpretation in this document:

- Principle 2: Ecosystem Conservation
- Principle 3: Wildlife Protection
- Principle 5: Fair Treatment and Good Working Conditions for Workers
- Principle 10: Integrated Waste Management

6. Indicators for Sustainable Cocoa Production in Cote d'Ivoire (Ivory Coast)

The following tables are organized by the relevant principle of the Sustainable Agriculture Standard and contain two columns:

1. Left column: The relevant section of the criterion is referenced in bold letters as a textual copy of the valid version of Sustainable Agriculture Standard,
2. Right column: The local indicators that interpret the relevant binding criteria for the environmental and social conditions in the specific country.

6.1 Ecosystem Conservation

Criterion	Indicators for Ivory Coast
<p>2.4 The harvesting of threatened or endangered plants or species is not permitted. The certification of farms that have areas that have deforested within the two years prior to the first moment of contact regarding certification is not permitted. Cutting, extracting or harvesting trees, plants and other non-timber forest products is only allowed in instances when the farm implements a sustainable management plan that has been approved by the competent authorities, and has all the permits required by law. If no applicable laws exist, the plan must have been developed by a competent professional.</p>	<p>I. Any tree that was planted by the farm owner or user – with the exception of endangered species – can be exploited by him or her.</p> <p>II. The group administrator explains this rule to the technicians, farm owners and workers of the group.</p>

Criterion	Indicators for Ivory Coast
<p>2.5 There must be a minimum separation of production areas from natural terrestrial ecosystems where chemical products are not used. A vegetated protection zone must be established by planting or by natural regeneration between different permanent or semi-permanent crop production areas or systems. The separation between production areas and ecosystems as defined in Annex 1 (of Sustainable Agriculture Standard) must be respected.</p> <p>2.6 Aquatic ecosystems must be protected from erosion and agrochemical drift and runoff by establishing protected zones on the banks of rivers, permanent or temporary streams, creeks, springs, lakes, wetlands and around the edges of other natural water bodies. Distances between crop plants and aquatic ecosystems as indicated in Annex 1 (of Sustainable Agriculture Standard) must be respected. Farms must not alter natural water channels to create new drainage or irrigation canals. Previously converted water channels must maintain their natural vegetative cover or, in its absence, this cover must be restored. The farm must use and expand vegetative ground covers on the banks and bottoms of drainage canals.</p>	<p>I. Criteria 2.5 and 2.6 are implemented through the reforestation with native trees or the regeneration of natural vegetation. The width of these minimum separations are, in the case of:</p> <p>A. Cocoa farms in which the audit team proves that chemical pesticides or fertilizers are not used or cocoa farms that are certified organic by accredited certification bodies: <i>3 m for a creek, 5 m for a river, 10 m for a natural spring.</i></p> <p>B. Low pesticide input cocoa farms (Only WHO category III and IV chemicals are used, and the frequency of application is less than two times per month): <i>5 m for a creek, 10 m for a river or natural spring.</i></p>

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Criterion	Indicators for Ivory Coast
<p>2.7 The farm must establish and maintain vegetation barriers between the crop and areas of human activity, as well as between production areas and on the edges of public or frequently traveled roads passing through or around the farm. These barriers must consist of permanent native vegetation with trees, bushes or other types of plants, in order to promote biodiversity, minimize any negative visual impacts and reduce the drift of agrochemicals, dust and other substances coming from agricultural or processing activities. The distance between the crop plants and areas of human activity as defined in Annex 1 must be respected (of Sustainable Agriculture Standard).</p>	<p>I. Criterion 2.7 is respected and implemented through planting of native trees or the regeneration of natural vegetation and the distance must be:</p> <ul style="list-style-type: none"> A. Cocoa farms in which the audit team proves that chemical pesticides or fertilizers are not used or cocoa farms that are certified organic by accredited certification bodies or Low pesticide input cocoa farms (Only WHO category III and IV chemicals are used, and the frequency of application is less than two times per month): <i>5 m to public roads.</i> B. Distance to housing areas: <ul style="list-style-type: none"> i. Cocoa farms in which the audit team proves that chemical pesticides or fertilizers are not used or cocoa farms that are certified organic by accredited certification bodies: <i>5 m</i> ii. Low pesticide input cocoa farms (Only WHO category III and IV chemicals are used, and the frequency of application is less than two times per month): <i>10 m</i>

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Criterion	Indicators for Ivory Coast
<p>2.8 Farms with agroforestry crops located in areas where the original natural vegetative cover is forest must establish and maintain a permanent agroforestry system distributed homogenously throughout the plantations. The agroforestry system's structure must meet the following requirements:</p> <p>a. The tree community on the cultivated land consists of minimum 12 native species per hectare on average.</p> <p>b. The tree canopy comprises at least two strata or stories.</p> <p>c. The overall canopy density on the cultivated land is at least 40%.</p> <p>Farms in areas where the original natural vegetation is not forest must dedicate at least 30% of the farm area for conservation or recovery of the area's typical ecosystems. These farms must implement a plan to establish or recover natural vegetation within ten years.</p>	<ol style="list-style-type: none"> I. The number of native tree species is minimum 12, as indicated in criterion 2.8. Minimum nine (9) species of native shade trees are present on cocoa farms. Additionally, native fruit tree species are present to provide resources for wildlife and people according to good agricultural practices defined by technicians and farmers. For a list of tree species suitable for cocoa farms refer to Annex 1 of this document. II. The long term goal for the average shade density on a farm is 40%, as stated in 2.8.b. During a first stage of shade canopy establishment (emerging canopy on top of the cocoa trees' canopy), a minimum density of 30 % is established and maintained. This density is reached by the presence of 12-18 adult trees/ha, depending on the tree species. III. Optimum shade canopy is established and maintained in accordance with the development stage of the cocoa trees: <ol style="list-style-type: none"> A. <i>0-3 years (young)</i>: 12-18 native trees/ha plus additional trees that form a canopy of minimum 50% B. <i>4-16 years (mature)</i>: 12-18 native trees/ha for a canopy of minimum 30% C. <i>>16 years (old)</i>: 12-18 native trees/ha for a canopy of minimum 30% IV. In order to reach these goals, the farmer replaces gradually some of the present trees with native species and plants additional trees, guaranteeing at all time a minimum emerging canopy cover of 30% and enhancing the farm's tree diversity step-by-step. V. Canopy maintenance: To avoid an excessive level of shade canopy some trees can be cut, if local legislation is respected and the minimum average percentage of canopy as stated in criterion 2.8 is guaranteed.

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6.2 Wildlife Protection

Criterion	Indicators for Ivory Coast
<p>3.3 Critical Criterion. Hunting, capturing, extracting and trafficking wild animals must be prohibited on the farm. Cultural or ethnic groups are allowed to hunt or collect fauna in a controlled manner and in areas designated for those purposes under the following conditions:</p> <p>a. The activities do not involve species in danger of or threatened with extinction.</p> <p>b. There are established laws that recognize the rights of these groups to hunt or collect wildlife.</p> <p>c. Hunting and collection activities do not have negative impacts on the ecological processes or functions important for agricultural and local ecosystem sustainability.</p> <p>d. The long-term viability of the species' populations is not affected.</p> <p>e. These activities are not for commercial purposes.</p>	<p>I. Farms respect the valid Ivorian law attached in Annex 2 (Law 65-255 of 4th August 1965).</p> <p>II. The group administrator informs the farm owners and workers about the list of <i>Animals Protected by Law</i> and <i>Animals in Danger of Extinction that Must be Protected</i> (Annex 2) and its implications.</p> <p>III. Animals listed in <i>Animals Used for Subsistence</i> (Annex 2) can be hunted for self-subsistence only under the condition that the long-term viability of these species' populations is not affected.</p> <p>IV. Vertebrate pests included in the list <i>Animals that Constitute a Danger for Plantations</i> (Annex 2) can be hunted for Integrated Pest Management, with the exception of species in danger of or threatened with extinction, or listed in <i>Animals Protected by Law</i> and <i>Animals in Danger of Extinction that Must be Protected</i> (Annex 2).</p>

6.3 Fair Treatment and Good Working Conditions for Workers

Criterion	Indicators for Ivory Coast
<p>5.3 The farm must directly hire its workforce, except when a contractor is able to provide specialized or temporary services under the same environmental, social and labor conditions required by this standard. The farm must not establish relations or contracts with third parties, form or directly participate in employee-owned companies, or use other mechanisms to avoid the direct hiring of workers and the obligations normally associated with labor contracts. Employment of foreign workers must be subject to a work permit issued by the competent government agency. The farm must not ask for money from workers in return for employment.</p>	<p>I. The compulsory documents for foreign workers who are citizens of ECOWAS countries (<i>Benin, Burkina Faso, Cape Verde, Gambia, Ghana, Guinea, Guinea Bissau, Liberia, Mali, Niger, Nigeria, Senegal, Sierra Leone, and Togo</i>) are:</p> <p>A. Valid identity documents from the country of origin.</p> <p>B. <i>Immatriculation consulaire</i></p> <p>C. <i>Certificat de residence</i> issued by UN or "gendarmeries".</p>

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Criterion	Indicators for Ivory Coast																																			
<p>5.4 The farm must have payment policies and procedures that guarantee the complete payment of workers on the dates agreed upon in the labor contract. Payment must take place at the workplace, or by another arrangement agreed upon by the worker. The farm must provide the worker with a detailed and comprehensive explanation of the salary paid and of any deductions made, allowing the worker to appeal in the case of perceived discrepancies.</p>	<p>I. A contract can be oral or written if it is for an indefinite period (CDI) or for workers paid by day or week. It is written for a time bounded contract (CDD) (<i>CDT art 13.1, 13.3, 14.7</i>).</p> <p>II. If the work is a part time employment, an employment letter or a contract is mandatory with a proper definition of the work hours (<i>CDT art 21.2. Decret 96-203 du 07/03/1996 Duree du Travail</i>).</p> <p>III. In case of group administration, the group administrator provides the respective templates for verbal agreements that can be filled out by the farm owners.</p> <p>IV. The payment is certified by a written document signed by the two parties or two witnesses when not literate (<i>CDT art 32.3, 32.5 Art 32.5</i>).</p> <p>V. Three different kinds of payment systems exist: Aboussan, monthly and daily work. The following table provides further explanation:</p>																																			
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Criterion	Indicators for Ivory Coast
<p>5.5 Critical Criterion. Workers must receive pay in legal tender greater than or equal to the regional average or the legally established minimum wage, whichever is greater, according to their specific job. In cases where the salary is negotiated through collective bargaining or other pact, the worker must have access to a copy of this document during the hiring process. For production, quota or piecework, the established pay rate must allow workers to earn a minimum wage based on an eight-hour workday under average working conditions, or in cases where these conditions cannot be met.</p>	<p>I. Minimum wage for workers in agriculture (<i>SMAG</i>): 333 FCFA/day. For 2400 hours per year maximum, this represents approximately 99 900 FCFA per year or 8 325 FCFA per month (<i>CDT Art 31.6 Convention 99 Ratification 1961</i>).</p> <p>II. An estimated scenario of earnings for a worker that is in charge of a 2 ha cocoa plantation is: 2 ha = 1 000 kg cocoa harvest @ 400 FCFA / kg = 400 000 FCFA * 1/3 (its share) = 133 333 FCFA / year.</p> <p>III. In the case that the permanent worker is not from the place of work and cannot access with his own means a decent accommodation for him and his family, it is the employer's responsibility to provide this accommodation (<i>CDT art 31.5</i>).</p> <p>IV. The employer is also responsible to help on the food supply when the worker cannot access a regular food input (<i>CDT art 31.5</i>).</p> <p>V. These services form part of the remuneration.</p>
<p>5.6 Working hours, rest periods during the workday, the number of annual paid vacation days, holidays, and rest days must comply with current labor laws and with the following minimum conditions:</p> <ul style="list-style-type: none"> a. The maximum number of hours worked per week must not exceed 48. b. Workers must have a minimum of 24 consecutive hours rest (one day off) for every six consecutive days worked. c. All workers must have the right to annual paid vacation equivalent to a minimum of one day for each month worked (12 days or 2 work weeks per year) or the equivalent for part-time workers. <p>These rights and benefits must be made known to the workers and included in any labor contract or collective agreement.</p>	<p>I. In farms, the maximum total of working hours is 2 400 hours per year (48 hours/ week including two weeks of holidays). There is no minimum amount defined (<i>CDT art 21.2. Decret 96-203 du 07/03/1996 Duree du Travail</i>).</p>

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Criterion	Indicators for Ivory Coast
<p>5.8 Critical Criterion. It is prohibited to directly or indirectly employ full- or part-time workers under the age of 15. In countries where the ILO Conventions have been ratified, the farm must adhere to Convention 138, Recommendation 146 (minimum age). Farms contracting minors between the ages of 15 and 17 must keep a record of the following information for each minor:</p> <ol style="list-style-type: none"> First and last name. Date of birth (day, month and year). First and last name of parents or legal guardian. Place of origin and permanent residence. Type of work carried out on the farm. Number of hours assigned and worked. Salary received. Written authorization for employment signed by parents or legal guardian. <p>Workers between 15 and 17 years old must not work more than eight hours per day or more than 48 hours per week. Their work schedule must not interfere with educational opportunities. These workers must not be assigned activities that could put their health at risk, such as the handling and application of agrochemicals or activities that require strong physical exertion.</p> <p>5.9 When applicable laws permit, minors between 12 and 14 years old may work part-time on family farms, only if they are family members or neighbors in a community where minors have traditionally helped with agricultural work. The schedule for these minors including school, transportation and work must not exceed ten hours on school days or eight hours on non-school days, and must not interfere with educational opportunities. The following conditions must be fulfilled:</p> <ol style="list-style-type: none"> These workers must have the right to one rest day for every six days worked and rest breaks during the workday the same as or more frequently than contracted workers. They must not form part of the farm's contracted workforce. They must not work at night. They must not handle or apply agrochemicals or be in areas where they are being applied. They must not carry heavy loads nor do work that requires physical exertion unsuitable for their age. They must not work on steep slopes (more than 50% incline) or in high places (ladders, trees, roofs, towers or similar places). They must not operate or be near heavy machinery. They must not do any type of work that may affect their health or safety. They must get periodical training for the work they do. They must be under the supervision of a responsible adult in order to guarantee that they understand how to do their work 	<ol style="list-style-type: none"> Minors under the age of 15 are not employed on <i>Rainforest Alliance Certified</i> cocoa farms in Ivory Coast. For informal work, the work of children outside school hours and not listed in the decree 2250 (<i>Arrêté n° 2250 portant détermination de la liste des travaux dangereux interdits aux enfants de moins de dix huit (18) ans</i>) is accepted, excluding: Slashing of trees, burning, handling of agrochemicals or carrying of heavy loads. A minimum of 12 hours night break every day is provided for resting.

<p>safely.</p> <p>k. Transportation must be provided to and from home if workers have to travel in the dark or in conditions that put their personal safety at risk.</p> <p>5.19 In those regions or countries where families traditionally harvest specific crops and where national laws do permit it, minors can participate in harvesting under the following conditions:</p> <p>a. The farm must have identified and monitor those harvest working conditions that have impacts on the health and physical and mental well-being of minors, and must take special measures to eliminate or mitigate those impacts.</p> <p>b. Harvest activities must not interfere with the minors' education obligations.</p> <p>c. Minors must not carry large or heavy (no more than 20% of a minor's body weight) loads.</p> <p>d. Minors must not work on pronounced slopes (no more than 50%), near steep cliffs or drop-offs, or on high surfaces.</p> <p>e. Minors must always be accompanied by one of their parents, a legal guardian, or an adult authorized by a parent or guardian. In the latter case, the farm must have written authorization from the minor's parents or legal guardian. Minors must not walk alone through the plantation.</p> <p>f. Minors must be remunerated in cash for their labors.</p> <p>g. The farm must take measures to reduce the participation of minors in agricultural activities. These measures must include the installation and maintenance of schools, nurseries or day care, or paying parents or other audits to care for children instead of harvesting.</p> <p>h. The farmer must ensure that everyone who participates in the harvest knows the conditions set forth in this criterion and must take the necessary measures to guarantee compliance.</p>	
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SAN Indicators for Sustainable Cocoa Production in Cote d'Ivoire (Ivory Coast)

Criterion	Indicators for Ivory Coast
<p>5.14 Housing provided by the farm for permanent or temporary workers living there must be well-designed, built and maintained to foster good hygienic, health and safety conditions. Living quarters must be separated from production areas. The farm must seek alternatives for relocating housing or camps that are currently within production areas. Workers and their families living on the farm must have access to recreation areas according to the composition of inhabitants. The design, size and construction of dormitories, barracks and other housing, type and quantity of furniture, and number and location of sanitary facilities, showers, and washing and cooking areas must comply with applicable laws. In absence of applicable laws the following elements and characteristics apply:</p> <ul style="list-style-type: none"> a. The dormitories must be constructed with wooden floors above the ground or floors made from asphalt or concrete, roofs in good condition without leaks, and with appropriate ventilation and lighting. b. The ceiling must not be lower than 2.5 meters at any point. c. Five square meters of space per person in sleeping areas. d. Heating for cold climates. e. Bed, hammock or other dignified infrastructure for sleeping according to the workers' cultural needs, at least 20 centimeters above the ground. The space in between bunk beds is greater than or equal to 120 centimeters and 90 centimeters between each bed. f. Basic furniture for storing personal belongings. g. The sanitary facilities must comply with the following characteristics: one toilet for every 15 persons; one urinal for every 25 men; sufficient supply of toilet paper; a minimum distance of 30 meters from dormitories, eating areas and kitchens; one washbasin for every six persons, or per family. h. One shower per ten persons, separated by gender. i. One large laundry sink for every 30 persons. j. In the absence of a kitchen service (kitchen and dining hall provided by the farm), there must be installations outside the living areas for preparing and eating food and for washing kitchen utensils. There must be one cooking installation per 10 persons or for every two families. 	<ul style="list-style-type: none"> I. The group administrator documents how the farm owners (members of the group) provide good living conditions for the workers and their families. II. The housing infrastructure is in accordance with the regional building standards of the area. III. Housing provided by farms offers potable water, sanitary facilities and proper domestic waste treatment. IV. Clean water for personal hygiene and washing of cloths is available. V. The roof guarantees a dry living area and presents no leaks. VI. The fireplace / kitchen is located in an area separated from the dormitory or is provided with a chimney to avoid negative health impacts by smoke pollution. VII. Mosquito or insect fumigation of houses is planned in such a manner that it does not put into risk the health of the inhabitants and complies with criterion 8.4 of SAN's Sustainable Agriculture Standard. VIII. Resources are set aside for proper maintenance of the housing areas.

SAN Indicators for Sustainable Cocoa Production in Cote d'Ivoire (Ivory Coast)

Criterion	Indicators for Ivory Coast
<p>5.16 All workers and their families must have access to medical services during working hours and in case of emergency. When legislation requires, farms must contract the services of a doctor or nurse with the necessary equipment to provide these services.</p>	<p>I. The employer has to provide health services to the workers, including: Medical examinations when recruiting and then periodically, in order to establish that the workers are able to perform the assigned tasks (<i>CDT Art 43.1</i>).</p> <p>II. The employer provides access to health services for its workers, even if these are not in possession of legal documents.</p>
<p>5.17 The farm must have mechanisms to guarantee access to education for the school-age children that live on the farm. Schools established and administered by certified farms must have the necessary resources, personnel and infrastructure to be able to provide an educational experience that complies with national legal requirements.</p>	<p>I. Primary education is compulsory for children between the ages of 7 and 13 years (<i>UNESCO Education indicators Statistical yearbook 1996</i>).</p> <p>II. Schools or transportation to schools are available for Ivorian, as well as foreign children.</p>

6.4 Integrated Waste Management

Criterion	Indicators for Ivory Coast
<p>10.1 The farm must have an integrated waste management program for the waste products it generates. This must be based on the concepts of refusing or reducing the use of products that have actual or potential negative impacts on the environment or human health as well as reusing and recycling waste. As part of this program, the sources and types of waste must be identified and the quantity (weight or volume) must be estimated. The activities of the integrated waste management program must be in accordance with the types and quantities of waste generated.</p> <p>10.3 The final or semi-permanent waste deposit areas on the farm must be designed and managed to reduce the risks of environmental contamination and damage to human health. Its location must be in accordance with applicable laws regarding distances from houses and other areas of human activity, water channels and sources, and conservation areas. The farm must have identified the sites and designs that are technically suitable for the final deposit or processing of both organic and inorganic waste through an evaluation of site characteristics, the volume and type of waste to be eliminated or treated, and potential impacts.</p>	<p>I. Farmers are trained on proper waste management following principle 10 about Integrated Waste Management.</p> <p>II. Composting of organic waste is realized in a way that it does not create sources of possible cocoa infestations.</p> <p>III. Sources of possible cocoa infestations (fungi, insects) caused by waste disposal are treated in an appropriate way.</p>

Annex 1 – Tree species suitable for cocoa farms

Scientific Name	Ivorian local name
1. <u>Alstonia boonei</u>	Emien
2. <i>Antiaris africana</i>	Ako
3. <u>Ceiba pentadra</u>	Fromager
4. <u>Entandrophragma angolense</u>	Tiama
5. <i>Entandrophragma candolei</i>	Kosipo
6. <u>Entandrophragma cylindricum</u>	Aboudikro (Sapelli)
7. <u>Entandrophragma utile</u>	Sipo
8. <i>Khaya anthotheca</i>	Acajou blanc
9. <i>Khaya ivoirensis</i>	Acajou bassam
10. <i>Mansonia altissima</i>	Bété
11. <u>Milicia excelsa</u>	Iroko
12. <i>Nauclea diderichii</i>	Badi
13. <i>Pteygota macrocarpa</i>	Koto
14. <i>Pycnanthus kombo/ P. angolensis</i>	Llomba (Oualele)
15. <i>Tarrietia utilis</i>	Niangon
16. <u>Terminalia ivoirensis</u>	Framire
17. <u>Terminalia superba</u>	Frake (Limba)
18. <i>Thieghemella heckelli</i>	Makore
19. <u>Triplochiton sleroxylon</u>	Samba

Note: species in **bold and underlined** are recommended by Asare

Preferred trees in cocoa (Asare 2005¹)

Scientific name	Local Name	Classification	Dispersal Mechanism
<i>Alstonia boonei</i>	Nyamedua	Pioneer	Wind
<i>Antiaris toxicaria</i>		Pioneer	Wind
<i>Ceiba pentandra</i>	Onyina	Pioneer	Wind
<i>Entandrophragma angolense</i>	Edinam	Non-pioneer light demander	Wind
<i>E. cylindricum</i>		Non-pioneer light demander	Wind
<i>E. utile</i>		Non-pioneer light demander	Wind
<i>Milicia excelsa</i>	Odum	Non-pioneer light demander	Bird, bats
<i>Pycnanthus angolensis</i>	Otie	Non-pioneer light demander	Birds
<i>Terminalia ivoirensis</i>	Emire	Pioneer	Wind
<i>T. superba</i>	Ofram	Pioneer	Wind
<i>Triplochiton scleroxylon</i>		Pioneer	Wind

¹ Asare, R. 2006. Learning about neighbour trees in cocoa growing systems – a manual for farmer trainers. Forest & Landscape. Development and Environment Series 4-2006. The Danish Centre for Forest, Landscape and Planning.

Annex 2 – Excerpt of Ivory Coast Law No. 65-255

The relevant legislation concerning hunting is Law 65-255, dated 4th August 1965 (*loi n° 65-255 du 4 août 1965, relative à la protection de la faune et à l'exercice de la chasse, modifiée par la loi No. 94-442 du 16 août 1994 et ses principaux décrets d'application*)

Concerning the list of protected species and animals that may be hunted, the law describes four categories:

1. Animals protected by law:

- Hippopotamus (*Hippopotamus amphibius*)
- Chimpanzee (*Pan troglodytes*)
- Guinea Fowl (*Numida meleagris*)
- Elephant (*Loxodonta* sp.)
- Monkey (Family Cercopithecidae)

2. Animals in danger of extinction that must be protected:

- Bat (Order Chiroptera)
- Tortoise (Family Testudinidae)

3. Animals that constitute a danger for plantations:

- Squirrel (Family Sciuridae)
- Rat (*Rattus* sp.)

4. Animals used for subsistence:

- Rat (*Rattus* sp.)
- Hedgehog (*Atelerix* sp.)