



SYSTEMATIZATION OF EXPERIENCE CAFE PROJECT - ITD



SISTEMATIZATION OF EXPERIENCE: CAFE PROJECT - ITD

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2024**

INSTITUTO TRABALHO DECENTE (in english DECENT WORK INSTITUTE)

President - Patrícia Lacerda Trindade de Lima

CAFE PROJECT - COLLABORATION, AUTONOMY, EMPOWERMENT, AND STRENGTHENING OF RURAL WORKERS

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IMPLEMENTING INSTITUTION

Instituto Trabalho Decente

General Coordination - José Humberto da Silva

Project Officer - Patrícia Lacerda Trindade de Lima

Field Officer - Heloisa Coutinho Calmon Nogueira da Gama

Administrative and Financial Assistant - Paula Dias

Project Assistant - Beatriz Bertelli de Souza

DATA COLLECTION, ANALYSIS AND SISTEMATIZATION OF THE REPORT



General Coordination - José Humberto da Silva

Reviewer - Denise Dias de Carvalho Souza

Translator - Marina Nunes Bernardes

Graphic Designer - Sidney Karoshi

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PREFÁCIO

The Instituto Trabalho Decente – ITD (Decent Work Institute, in English) is a Brazilian non-profit organization established in 2019. We operate across all regions (eight states and the Federal District) and have already implemented 15 projects focused on addressing human rights violations and promoting Decent Work. These efforts are carried out through partnerships with the public sector, private sector, and civil society, reaching thousands of people over the past five years.

In 2021, in partnership with the Global Fund to End Modern Slavery (GFEMS), ITD implemented the *CAFE Project: Collaboration, Autonomy, Strengthening, and Empowerment of Rural Workers* (CAFE Project) in the states of Minas Gerais and Bahia. Its main objective was to develop a set of actions, engaging various sectors and contexts, aimed at contributing to the reduction of the incidence of slave-like labor in the coffee production chain.

Throughout this process, the CAFE Project developed a methodology tailored to the contexts of the individuals and territories served, as well as producing significant outcomes for the various audiences supported. Thus, we are pleased to share this Systematization of Experience Report, conducted by *SOMOS+: Research, Training, and Social Intervention*, regarding the implementation of the project carried out between 2021 and 2024.

The ITD hopes this systematization will convey to readers the seriousness and commitment of all actions undertaken by the Institute, as well as the richness, human care, and methodological rigor that characterized the experience throughout its implementation. Additionally, we hope this document may inspire future initiatives, including reflections on the lessons learned, aiming to contribute to the fight against slave-like labor and the promotion of Decent Work.

Patrícia Lima

President of the Decent Work Institute

O PROJETO CAFÉ



**COLABORAÇÃO, AUTONOMIA,
FORTALECIMENTO E EMPODERAMENTO
DE TRABALHADORES**

The Collaboration, Autonomy, Strengthening, and Empowerment of Rural Workers Project (CAFE, in Portuguese) is an initiative developed by the Decent Work Institute (ITD, in Portuguese) since 2021, operating in the states of Minas Gerais and Bahia. Its main objective is to develop a set of actions, with different sectors and in various contexts, aimed at contributing to the reduction of the incidence of labor analogous to slavery within the coffee production chain.

The project is part of a series of initiatives under the name CAFE Program, coordinated by the Global Fund to End Modern Slavery (GFEMS), implemented by the Decent Work Institute, the Slave Labor and Human

Trafficking Clinic at the Federal University of Minas Gerais (UFMG), the National Confederation of Rural Wage Workers (CONTAR), Repórter Brasil, the Stanford Human Trafficking Data Lab, and LRQA¹. The Program focuses on promoting decent work in the coffee production chain, with its primary objective being the creation of a complaint mechanism called Nossa Voz (Our Voice, in English)².

The Project's implementation was guided by a set of assumptions. These, in addition to being aligned with international best practices regarding policies for the prevention and tackle of slave labor, directly influenced the project's structuring. They are:

1 At the beginning of the CAFE Program, LRQA was known as Elevate.

2 Nossa Voz. Available at: <https://nossavoz.org.br/>.



WHAT IS NOSSA VOZ?

Created under the CAFE Program, Nossa Voz is the only grievance mechanism in Brazilian supply chains that complies with international standards of Human Rights Due Diligence (HRDD), aligned with the United Nations (UN) Guiding Principles on Business and Human Rights and the Organization for Economic Cooperation and Development (OECD) Guidelines. It offers a free helpline to workers via an accessible channel, WhatsApp, as well as technical support to the production sector, aiming to prevent human rights violations and ensure fair remediation of labor irregularities. Nossa Voz's mission is to contribute to the promotion of decent work in Brazilian supply chains and social well-being through social dialogue and active listening to both workers and the production sector. This mechanism operates in partnership with CONTAR and is the only one in Brazil, and one of the few examples globally, of a private grievance mechanism operated by a union entity.

1. being a project developed from a qualified listening process of, for, and with workers;
2. workers who are vulnerable to conditions analogous to slavery must be trained to recognize their rights and, above all, to identify when these rights are threatened or violated;
3. municipal public policies, especially in the hometowns of migrant workers, play a central role in actions aimed at promoting decent work; and
4. actions implemented with and for all actors must establish social dialogue as the primary mediation strategy.

The implementation of the CAFE Project, over its three years of development, was reconfigured to meet the multiple demands that arose, whether from the CAFE Program itself and its various partners, from the origin/residence territories of the rescued workers, or even from the national context. Thus, this research on the systematization of the experience and evaluation of the results of the CAFE Project identified that it was organized into two major cycles that, although distinct, are complementary. Below is the cycles' organization.

STARTING POINT: Why coffee? Why Minas Gerais?

The United States of America (U.S.) is the world's leading importer and consumer of coffee beans³. Brazil, on the other hand, is the largest coffee producer and exporter, with Minas Gerais being the main national producer (GFEMS, 2023). The state also stands out for having the highest prevalence of workers rescued from conditions analogous to slavery in the coffee production chain over the past ten years. Since 1995, more than 3,598 workers have been rescued from conditions akin to slavery on coffee farms in Brazil, with Minas Gerais being responsible for 1,701 (47%) of these cases (SmartLab, 2024)⁴.

Considering this scenario, in October 2021, the U.S. government—through the Office of Monitoring and Combating Trafficking of Persons⁵ at the Department of State—granted GFEMS funding to implement a cooperation project with Brazil aimed at promoting decent work in the coffee supply chain. One of its main expected outcomes was the creation of the grievance mechanism called Nossa Voz.

3 Comex Stat - General Exports and Imports. Available at: <http://comexstat.mdic.gov.br/pt/geral>.

4 SMARTLAB. Available at: <https://smartlabbr.org/trabalhoescravo/localidade/31?dimensao=perfilCasosTrabalhoEscravo>.

5 At the original language, Justice for Trafficking in Persons Office (JTIP OFFICE).

1

FIRST CYCLE: PROJECT CAFE'S ACTIONS (2021-2022)

During this cycle, the Project focused on actions related to the planning and implementation of the CAFE Program. Its role was to support the Program in generating data through studies and reports, as well as providing technical assistance in the process of creating *Nossa Voz*, as highlighted by the GFEMS program director:

[...] the ITD was, without a doubt, the strong local partner we had. This impacts everything, from understanding the problem, identifying gaps and solutions, to understanding the actors and the roles they can play in the space [...] (Sep. 2024).

In this regard, the Project's actions between 2021-2022 were guided by three main pillars:

1. carrying out actions to understand the context of the issue of labor

2. strengthening networks for the prevention and combat of labor analogous to slavery and providing support to victims;
3. providing technical assistance during the implementation process of *Nossa Voz*.

Regarding the first pillar, the Project produced a mapping of the main actors involved in the issue and developed a baseline study on this topic. These materials, along with the monthly and quarterly reports sent to the funder, were crucial for understanding the complexity of the context and important for identifying the actors who would best support the implementation of the initiative in the country, as evidenced by the GFEMS program director::

In the context of the project's original design, ITD's actions were already fundamental, as they produced a baseline study, conducting an updated contextual analysis, understanding the actors, policies, and even the gaps in the issue [...]. In addition to this, ITD consistently delivered reports, which also contributed to the development (Sep. 2024).

Regarding the second pillar, one of the Project's strategies was the establishment of an office in Belo Horizonte⁶, the capital of Minas

⁶ Which remained active between March 2022 and September 2023.



Image 01: The landscape study's cover
Source: ITD's internal collection.

Gerais, to ensure a more constant presence in the state, which at the time was the primary location for the actions of the CAFE Project, as highlighted in narrative reports (ITD, 2023, 2024).

In this context, ITD participated in efforts to strengthen the State Committee for the Care of Migrants, Refugees, Stateless Persons, Combating Human Trafficking, and the Eradication of Slave Labor of Minas Gerais (COMITRATE-MG, in Portuguese)⁷, including formalizing its participation as a Civil Society observer member of the Committee. According to the Project's technician,

The presence of ITD members in Minas Gerais was very important for the project to contribute to strengthening the state's public policies... those focused on the prevention and combat of slave labor and on victim assistance. Being there allowed us to understand the challenges they faced in implementing certain actions more aligned with the national context [...]. It also allowed us to be recognized as a relevant entity for these initiatives. The COMITRATE coordinator himself approached us multiple times to gain more insight into the issue and seek support... One example of this was the webinar we organized between COMITRATE and several other COETRAEs, at his suggestion, as a best practice initiative to strengthen COMITRATE itself (Sep. 2024).

In addition, bilateral dialogues with the COMITRATE-MG coordinator were a constant feature during this first phase of the CAFE Project. It is worth noting, as indicated by the analyzed documents, that this close collaboration with the COMITRATE representative provided a contextual understanding, including insights into the functioning of the state structure, its strengths, and gaps (ITD, 2023). Within the scope of the CAFE Project, the ITD, in partnership with the International Labour Organization (ILO), InPACTO, and Verité, organized a Best Practices Workshop between COMITRATE-MG and the State Commissions for

⁷ This is the body responsible for coordinating government actions to implement state policies for migrants, refugees, and stateless persons, in addition to combating human trafficking and eradicating slave labor in the state.

the Eradication of Slave Labor (COETRAE) from Mato Grosso, Maranhão, and Rio de Janeiro in June 2022⁸.

Regarding technical assistance during the implementation of Nossa Voz, the Project supported the development of the Alliance for a Fair Coffee, particularly in building the methodology and its implementation.

Alliance for a Fair Coffee

Founded in March 2023 by GFEMS, its objective was to reflect on the context of labor analogous to slavery within the coffee production chain, in collaboration with individuals and organizations dedicated to combating this issue, particularly with the participation of workers enrolled in situations of slave-like labor. To this end, discussions were held on creating an ideal mechanism to support the coffee production sector. The meetings took place through technological mediation, based on a participatory methodology, and included the participation of certification bodies, companies, civil society organizations, government entities, and workers rescued from slave-like labor conditions during the coffee harvest.

The Project was based on the assumption that a space of this nature must be built securely and with conditions for the effective participation of workers and other

stakeholders, as highlighted by the GFEMS program director:

“[...] beyond seeking stakeholder involvement, we wanted the Alliance to be formed by people closest to the issue. Therefore, the participation of rescued workers was essential for us to obtain these contributions. [...]. All of this stemmed from some of the work ITD did [...] And I think this was one of the main factors that led to the success of Nossa Voz, specifically because it has this kind of stakeholder engagement and contributions from rescued workers. [...]. With ITD's coordination in this relationship, we were able to ensure the participation of AAGROAB members, bringing valuable insights. In the broader discussion, we wouldn't have succeeded without ITD (Sep. 2024).

To this end, the Project organized training actions with 76 workers who had been rescued from conditions analogous to slavery while working in coffee harvests. The Project engaged with these workers, reflecting on their social vulnerabilities, their labor rights, and their significant role in spaces dedicated to building strategies to address this issue.

⁸This workshop, titled The Role of Social Assistance in the Flow of Survivors of Slave Labor: an Exchange of Experiences between Minas Gerais, Mato Grosso, Maranhão, and Rio de Janeiro, brought together 30 participants in an online event. The goal was to share experiences with COMITRATE-MG regarding the creation and implementation of assistance flows in other states, their challenges, and successes. Discussions were guided by questions about the Social Assistance's role in rescuing victims and the government's role in the post-rescue process. In support of adapting the flow for Minas Gerais, COETRAE-MA, MT, and RJ were invited. Despite COETRAE-BA's critical role in assisting victims of labor analogous to slavery during coffee harvests, they were unable to send representatives to the workshop due to scheduling conflicts.

Where were the workers who participated in the “Alliance for a Fair Coffee” from?

The rural workers rescued from conditions analogous to slavery who contributed to the discussions of the Alliance for a Fair Coffee were residents of a town located in the southwest of Bahia, called Aracatu. In Bahia, it is the third municipality with the highest number of people rescued from slave-like labor. When looking at the data on the origin of rescued workers from Bahia in coffee harvests, according to GFEMS (2023), Aracatu ranks first. According to Lima (2023), Aracatu is a municipality marked by poverty and social exclusion. This reality generates a migratory phenomenon, especially among rural residents, where entire generations migrate in search of work due to the scarcity of local opportunities. As the author further notes, the migratory phenomenon of people from Aracatu is not driven by a desire for professional growth or new experiences, but rather by the need to ensure their survival.

IPÊ SYSTEM

It is a system that collects, compiles, and processes reports of slave-like labor in Brazil for free. It was developed and is coordinated by the Ministry of Labor and Employment (MTE). Through this system, it is possible to file reports about cases of slave labor remotely and securely, without requiring the identification of the person making the report. The personal data provided when filing a report is confidential and will not be disclosed during any potential inspection process.

Image 03: Ipê System.
Source: Ministry of Labor and Employment; Ipê System.



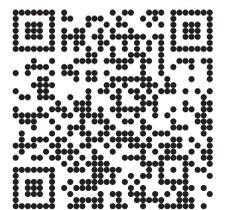
⁹When the complaints present a potential scenario of slave-like labor, they are directed to the Ministry of Labor and Employment (MTE) so that the agency can take the necessary measures. In cases where the complaints do not present direct risks to the worker's integrity, they are reviewed and mediated by the union entity, CONTAR.



Image 02: Rural workers from Aracatu, Bahia, participate in a virtual meeting of the Alliance for a Fair Coffee. Fonte: Source: ITD's internal collection.

Still regarding the technical support in the implementation of Nossa Voz, the Program was directly coordinated with LRQA, CONTAR, and GFEMS for the technical analysis of communication strategies and the structure of the mechanism itself. In this regard, ITD held discussions with them on the need to create a support mechanism that would complement existing public policies without replacing them⁹. To this end, recommendations were made at the beginning of the cycle, and, in support of GFEMS, the Project played a role in coordinating and following up on bilateral interviews between LRQA and the strategic actors for the agenda. As a result of the consultation processes and recommendations supported by ITD, Nossa Voz was built, with the premise of connecting to the Ipê System.

Para realizar uma denúncia, acesse o site por meio do QR CODE:



SUMMARY OF THE ACTION LINES (2021-2022)

1 Implementation of action to understand the context of the slave-like labor problem:

- 1.a. production of Project's narrative reports, built from actions carried out, on-going activities, and planning, but also including critical context analysis; and
- 1.b. development of a baseline study on the coffee production chain in Brazil, as well as how slave-like labor influences this scenario.

2 Strengthening networks for the prevention and combating of slave-like labor and victim support:

- 2.a. workshop development for the exchange of good practices between state commissions for the eradication of slave labor (COETRAEs) from various states;
- 2.b. support, in collaboration with the ILO, for adapting the National Flow of Assistance to Victims of Slave Labor to the Minas Gerais' context, promoting greater effectiveness in the implementation of public policies to combat and prevent the crime;
- 2.c. training of 76 workers for qualified participation of leadership in the Alliance for a Fair Coffee in the city of Aracatu, Bahia;
- 2.d. participation, alongside trained workers, in Alliance meetings;
- 2.e. participation, alongside GFEMS, in the planning and facilitation of the meetings of the Alliance for a Fair Coffee;
- 2.f. funding of the Seminar for Rural Women Workers, Permanent and Temporary, on coffee farms in Minas Gerais, implemented by the Rural Workers' Articulation of the State of Minas Gerais (ADERE, in Portuguese), aimed at reflecting on the issue of slave labor with this audience.

3 Technical support during the development process of the *Nossa Voz* helpline:

- 3.a. supported GFEMS and LRQA (formerly known as Elevate) in coordinating and monitoring bilateral interviews and working groups with key actors to gather inputs and recommendations for the construction of *Nossa Voz*;
- 3.b. supported GFEMS and LRQA in developing semi-structured interviews aimed at rural workers from Aracatu and strategic actors who were interviewed for the research (Randomized Control Test), which was to be developed for *Nossa Voz* in partnership with Stanford University;
- 3.c. systematically analyzed the materials produced for *Nossa Voz*, such as content, operational flow, and its implementation.

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THE SECOND CYCLE: NECESSARY COURSE CHANGES FOR THE PROGRAM'S ACTIONS' QUALIFICATION (2023- 2024)

The initial proposal of the CAFE Program was to focus directly on Minas Gerais, the Brazilian state with the highest number of rescues in the coffee production chain, as highlighted earlier. However, several factors contributed to the reorganization of strategies, the location of intervention, and the actions originally planned for the CAFE Project, in collaboration with GFEMS.

In 2022, with the aim of understanding the complexity of modern slavery in coffee harvesting and the migratory flow that underpins this phenomenon, GFEMS

commissioned the study Coffee Production Chain: Routes of Slave Labor (GFEMS, 2023) through the hiring of Papel Social¹⁰. The unpublished research, used solely for internal discussion, identified the routes of workers who were rescued from slave-like conditions in coffee harvesting in Minas Gerais between 2018 and 2021¹¹.

The study was significant for the restructuring of the CAFE Project because it indicated that Bahia has a high incidence of workers who reside there and have been rescued from slave-like conditions in coffee harvesting in Minas Gerais. The report mapped the main regions of origin of rescued individuals, with the Irecê region showing a high prevalence. As a result, the field action areas of the CAFE Project, during this second cycle (2023-2024), focused on this region, specifically in four municipalities in Bahia: Bonito, Canarana, Lapão, and São Gabriel. The locations' choice was justified by the fact that they are among the ten municipalities in Bahia with the highest number of workers rescued from coffee harvesting in Minas Gerais.

10 Papel Social is an organization specialized in investigating supply chains, with a focus on labor conditions, human rights, and the environment. The organization conducts research covering various production sectors, such as coffee, cocoa, steel, fashion, and livestock.

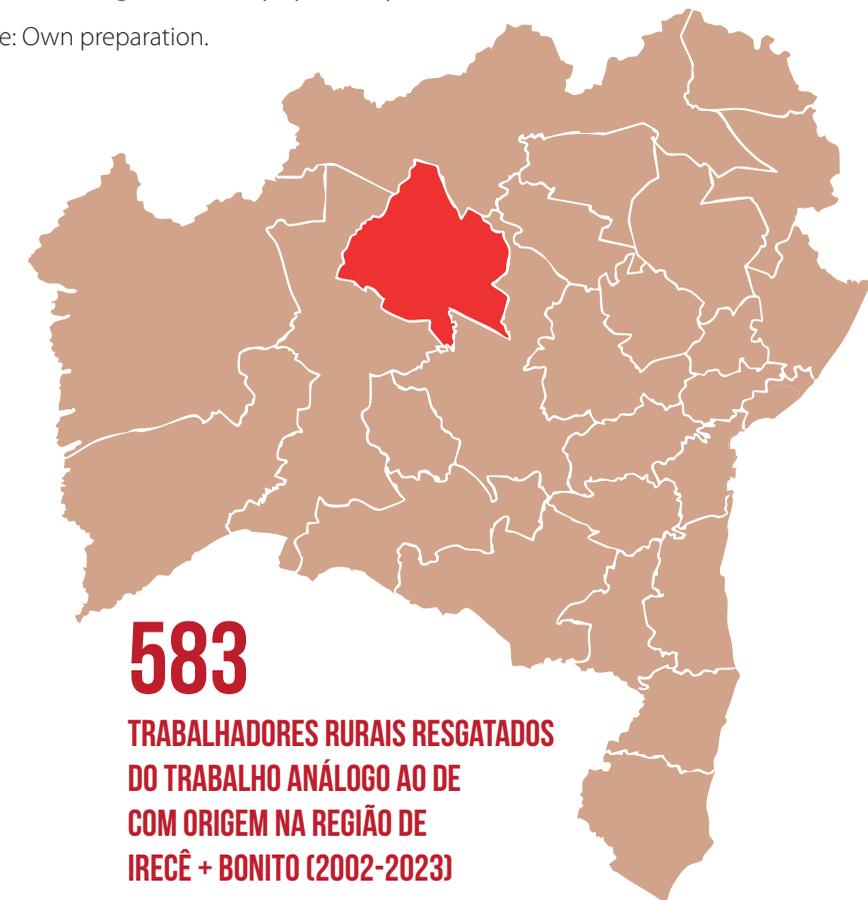
11 The analysis, based on inspection reports from the Subsecretariat of Labor Inspection (SIT), linked to the Ministry of Labor, mapped the residence and origin locations of rescued workers, the areas with the highest prevalence of rescues in Minas Gerais, and identified the main highways used in the transportation of these individuals.

Slave-like labor in the Irecê region

According to data from SmartLab (2024) and GFEMS (2023), the Irecê region has a high prevalence of workers who were rescued from slave-like conditions, particularly in coffee harvesting. Between 2018 and 2021, 83 workers were rescued from 14 of the 19 municipalities in the region, which demonstrates the significant seasonal mobility of workers to the coffee harvest, mainly on medium and large farms in Minas Gerais (GFEMS, 2023).

Image 04: Number of workers from Bahia rescued from conditions analogous to slavery by territory.

Source: Own preparation.



As the study progressed, the CAFE Project team, now under new general coordination, identified the complexity of the scenario for developing training activities on coffee farms in the destination cities. Additionally, the analysis

of actions developed in the previous cycle (2021-2022) indicated that the Project had become much more focused on supporting and/or advising the Program. The role assumed by the Project in the first cycle did not address

the new demands of the CAFE Program itself, nor did it match ITD's capabilities in developing an initiative that could make greater contributions to strategies for preventing and combating slave-like labor and for assisting the victims of the crime.

Considering this new context, ITD redesigned the CAFE Project's actions, taking into account new areas of action, including in the municipalities of origin of workers, and proposed a new design to the funder, as highlighted by the project's overall coordinator::

[...] the actions developed by ITD in 2021-2022 were extremely important and foundational for the future actions of the Program. However, ITD was, until then, much more in the role of advising the program. A very secondary position compared to everything it could have developed. All actions, or most of them, developed in the following years were gradually achieved, needing to be justified and approved by the funder [...]. I understand that the results we achieved are, to a large extent, the result of the dialogical and collaborative partnership with the funder, the theoretical-methodological maturation of the team, and the ability we had to also occupy a central position in the Program (Coordinator of the CAFE Project/ITD, Sept. 2024).

This change in direction of the CAFE Project, developed jointly with GFEMS, was also highlighted as necessary and important for the Program's qualification, as emphasized by the GFEMS coordinator in Brazil:

I think, at the beginning of the CAFE program, there wasn't much clarity on how its products would be implemented, and we came to understand that throughout the process [...]. So, we started reformatting together, revising the project that ITD oversaw and setting goals and objectives that were more in line with what the program was actually becoming. So, it was a necessary change of direction, but I think it brought ITD to an even more prominent place, with more leadership and more important participation than initially planned within the program's structure (Coordinator of the CAFE Project/ITD, Sept. 2024).

In this regard, ITD's actions within the Program from 2023 to 2024 were directed along ten main axes:

- 1 carrying out actions to understand the context of the issue of labor analogous to slavery;
- 2 providing technical support to the CAFE Program during the development and implementation process of the Nossa Voz helpline;
- 3 strengthening networks for the prevention and combating of slave labor and for victim assistance;
- 4 empowering workers to build networks for the prevention and combating of slave labor and for victim assistance;
- 5 production of educational and training materials specifically for the training of rural workers and technical staff;
- 6 agreement with mayors for the adoption of the Project and political commitment to the actions outlined in it;
- 7 listening, awareness-raising, and ongoing training of rural workers who frequently migrate for coffee harvesting;
- 8 listening, awareness-raising, and ongoing training of municipal public policy staff, with a transversal methodology in the municipalities of origin of coffee workers;
- 9 technical support and monitoring of actions and municipal plans for promoting decent work and sustainable local development; and
- 10 mobilization of the local population around the issue of slave labor in selected municipalities..

Regarding the first axis' actions, the Project continued producing its technical and narrative reports to GFEMS, developing technical and specific analyses on the theme of decent work and related issues. With that in mind, the team developed a study titled Voices from the Fields: listening to coffee workers to build (in)formative stra-

tegies about their labor rights, based on interviews with rural workers who harvest coffee, which contributed significantly to the technical support axis during the development process of Nossa Voz. This research arose from the analysis of the Project CAFE team, together with the Program, that it would not be possible to build and disseminate a complaint

mechanism for workers without understanding what communication strategies make sense to them.

Its results and analyses were foundational for the in-person actions developed within the Project CAFE, as well as for structuring the communication strategy of the entire CAFE Program and Nossa Voz, as stated by the GFEMS Director in Brazil

The complaint mechanism needed to stem from a process of consultation with stakeholders. And to understand how to best disseminate tools, we also needed to understand how it would be best accessed by the worker. So, in order to build the model and figure out the means of its operation—whether it would be through WhatsApp, a website, or social media in general—we needed to go through this listening process with the workers. ITD played a key role in this listening process. They developed a beautiful document [...], which supported the construction of Nossa Voz as it is today. If Nossa Voz now uses WhatsApp, it's because this listening process generated that specific recommendation. If [...] the campaign on raising awareness about workers' rights was shaped the way it is today, it was also due to this listening process (GFEMS Director in Brazil, Sept. 2024)..

Voices from the Field: listening to coffee workers for the development of (in)formative strategies on their labor rights

The central aim of this research was to understand how people vulnerable to slave labor during the coffee harvest access and disseminate information about their rights. It investigated the means of communication they use more or less frequently, their content preferences, and how they share this information with others.



Image 05: Cover of the report "Voices from the Field: listening to coffee workers for the development of (in)formative strategies on their labor rights"

Regarding the strengthening of networks for the prevention and tackle of slave labor and victim support, the documents analyzed related to the CAFE Project, produced by ITD between 2021 and 2024, highlight the continued participation of the Project in political advocacy spaces and social dialogue at various levels. For example, the CAFE Program was presented at COETRAE-BA and in several discussions of the National Commission for the Eradication of Slave Labor (CONATRAE, in Portuguese), at the Ministry of Labor and Employment, with the Public Ministry of Labor, among other organizations.



Image 06: President of the Instituto Trabalho Decente (Decent Work Institute, in English) participates in the national meeting of the State Commissions for the Eradication of Slave Labor (COETRAEs) in Brasília.

Source: ITD's internal collection.

In 2023, ITD also organized the *National Workshop with Workers Enrolled in Situations of Slave Labor*¹², in partnership with GFEMS and funded by the Survivor Alliance (Walk Free). The goal of the event was to bring together a group of workers who were victims of slave labor in Brazil to reflect on the causes, consequences, and impacts, as well as contribute to updating information that supports the construction of the Global Slavery Index in Brazil, by the Walk Free. Although this activity was not a specific action of the CAFE Project, it contributed directly to the Project's efforts, as well as the need to build a network of workers to combat slave labor, as stated by the General Coordination of the CAFE Project:

The seminar brought many important results, but it also raised a key issue that had already been on our minds. It is necessary to qualify and support rescued workers to build a Regional or National network to combat slave labor. They need to be listened to and participate in discussions on equal terms with other bodies and social actors involved in the agenda. We need to break the logic of involving workers in advocacy spaces only through their presence, often giving them just a moment to speak, which typically ends up positioning them in a role of revictimization of the trauma they have experienced. (Coordinator of the CAFE Project, Set. 2024).

¹² The workshop took place in September 2023, in Salvador, and was attended by 16 workers from different parts of Brazil.

Another activity that directly contributed to the strengthening of networks was the articulation for the creation and implementation of the Clinic for Tackling Slave Labor at the University of the State of Bahia (CETE-UNEB). The CAFE Project worked directly with the central management of UNEB in Salvador, the Slave Labor and Human Trafficking Clinic at

the Federal University of Minas Gerais, the management of the Irecê Campus of UNEB, and the GFEMS to implement the CETE-UNEB. The project's contribution to the implementation of the Clinic in a region with a high prevalence of workers rescued from slave-like labor in Bahia is highlighted by the Director of the UNEB Department:

The contribution of the CAFE Project was crucial for us to implement the 1st Clinic in the Irecê region; its relevance and uniqueness are further emphasized by its location in the municipalities of origin of rescued workers, enabling us to develop preventive actions, in addition to interventionist ones, and empowerment processes for these individuals through a multidisciplinary support network coordinated by UNEB Campus XVI Irecê/Bahia (Aug. 2024).

Image 07: Rector of the University of the State of Bahia meets with the coordinator of the CAFE Project and the Director of GFEMS, in Brazil, to discuss the implementation of the UNEB Clinic for Tackling Slave Labor in Salvador, Bahia
Source: ITD's internal collection.



The UNEB Clinic for Tackling Slave Labor (CETE-UNEB)

Founded in 2024, it is the first clinic in the Northeast of Brazil with this focus, as well as the first located in the region of origin of workers who have historically migrated through different Brazilian production chains, notably the coffee industry. Located in Irecê, it is coordinated by the University of the State of Bahia (UNEB, CAMPUS XVI - Irecê). The clinic develops a set of actions that, in addition to providing legal support to victims/vulnerable individuals residing in the Irecê region, work on fostering and strengthening networks for promoting decent work, developing preventive actions, and providing emergency assistance to vulnerable workers.



Image 08: Coordinator of the CAFE Project (ITD) mediates a meeting for the exchange of best practices between the slave labor and human trafficking clinics of UFMG and UNEB in Belo Horizonte, Minas Gerais.

Source: ITD's internal collection.

The 1st Regional Seminar on Decent Work in Irecê was another initiative of the CAFE Project, which ensured the creation of strategies and the promotion of network to combat slave labor in the home municipalities of migrant coffee workers¹³.

Image 09: Opening Panel at the 1st Regional Seminar on Decent Work in Irecê.
Source: ITD's internal collection.



One of the outcomes of this Seminar was the signing of the Regional Pact for the Promotion of Decent "which ensured the creation of strategies and the promotion of a network to combat slave labor in the home municipalities of workers who migrate for the coffee harvest." This document, signed by 23 representatives, represents a significant commitment from local, regional, and national organizations to tackle slave labor in the Irecê region. The adherence of numerous organizations to this pact is a result of the work carried out over the two years of the Project in the region, aimed at creating a network to promote Decent Work, as highlighted in the reports developed by the ITD (ITD, 2024).



Image 10: Labor Judge of Association of Justice Magistrates of Labor of the 5th Region (Bahia) signing the Regional act for Promotion of Decent Work.
Source: ITD's internal collection.

¹³ The meeting featured the participation of strategic public policy bodies from municipal, state, and national levels dedicated to combating slave labor. The event also welcomed mayors, municipal secretaries, federal judges, coordinators, and department heads from the state government, among others. This diverse presence facilitated dialogue across different levels of government and sectors of society, focusing on addressing the issue in the Irecê region.

Regarding the axis focused on the creation of educational and training materials specifically for rural workers and staff from the city halls, the Project implemented a series of actions aimed at municipal public servants and rural workers who historically migrate for coffee harvests. To support these Training Cycles, the Project developed didactic modules, videos, and other materials tailored to the needs of the region and its beneficiaries. Beyond the creation of these materials, the Project also produced items that enhanced the daily lives of rural workers while prominently displaying the contact number for the Nossa Voz helpline, ensuring accessibility in case they needed support.

Image 11: Materials developed within the scope of the CAFÉ Project.

Source: ITD's internal collection.



In the scope of *listening, awareness, and continuous training of rural workers who frequently migrate for coffee harvesting*, the Project carried out a series of actions to implement Training Cycles aimed at these workers. These activities were based on a dialogical and collaborative methodology, which contributed to the development of continuous training sessions, with the same participants attending all meetings.

Image 12: Workers from Bonito certified after formative cycle in December 2023.



Source: ITD's internal collection.

To this end, it is worth highlighting that these cycles are preceded by an earlier stage, which involves listening and raising awareness among the beneficiaries of the Project, as stated by the field technician:

[...] we don't arrive in the territory and immediately begin training the workers. First, we visit the territory, introduce the project, and raise awareness among workers, associations, and civil society representatives about the existing problem in the area. We also carried out awareness-raising actions with mayors, municipal managers, and technical teams from the local governments. After all the listening and awareness-raising, we then plan the actions (Sept. 2024).

It is important to highlight, according to the interviewees involved in the execution of the CAFÉ Project, as well as the individuals served, that listening to workers was a guiding principle for all the activities carried out, and an action in itself in the development of the CAFÉ Project. One example of this was the workers' discussion panel at the 1st Regional Seminar on Decent Work in Irecê. In this space, five rural workers trained by ITD in the Training Cycles shared their experiences as beneficiaries of the Project, as well as the ways in which the initiative had an impact on their lives, as evidenced by the testimony of one worker:

[...] it was a lot of knowledge ... many things we didn't know and learned through the Institute. It's our reality ... but we really didn't know our rights and the laws, and I passed on the information I learned to my family and friends. It was very productive ... they taught us the minimum things, which we thought were normal, but after gaining knowledge, we discovered that it wasn't normal to go through many of those situations" (Rural Worker, ITD, 2024).

Image 13: Rural worker on a panel composed of representatives of other rural workers who participated in the CAFÉ Project, at the 1st Regional Seminar on Decent Work in Irecê.



Source: ITD's internal collection.

The axis of *listening, awareness, and continuous training of municipal public policy servers with a transversal methodology in the municipalities of origin of coffee workers* was structured, just like the training for workers, as a set of actions developed through continuous training cycles, with an interactive methodology specifically built for/with this audience.

Transversality permeated the entire training process because, in addition to involving different actors from the main municipal departments in the cities being served, it was a theme discussed by everyone and presented as essential for the creation of municipal actions to combat slavery-like labor¹⁴. Throughout the process, municipal public servants reflected on the causes of forced labor and the impacts observed in their municipalities.

Image 14: Municipal public servants participate in a training activity of the Project CAFE, in March 2024.

Source: ITD's internal collection.

The axis of *partnership with mayors for joining the Project and political commitment to the actions outlined in it* was one of the first awareness-raising and on-site mobilization actions in the region covered by the Project. It is worth noting that activities in the municipalities of origin of workers who migrate for coffee harvesting are the result of this collaboration with local governments, leading to the signing of a commitment in favor of promoting decent work.

Image 15: Mayor of São Gabriel sign a partnership agreement with ITD for the development of the CAFE Project in his Municipality.

Source: ITD's internal collection.

¹⁴ In the four municipalities targeted by the Project CAFE, representatives from the Municipal Secretariats of Agriculture, Social Assistance, Education, and Health participated. In Canarana, representatives from the Secretariat of Administration joined, in Lapão, representatives from the Secretariat of Culture and Environment, and in São Gabriel, from the Secretariat of Administration and Culture.

As part of these Training Cycles, the Project provided technical assistance¹⁵ and monitoring of municipal actions and plans for the promotion of decent work and sustainable local development. Through an in-person advisory approach, support strategies and action follow-up were implemented. This axis offered specialized support for the implementation of strategies developed by municipal employees, aimed at creating Action Plans for Promoting

Decent Work and Sustainable Local Development. It is important to highlight that these plans not only integrated the actions discussed and planned during the municipal employee training sessions but also incorporated proposals developed by the workers during their own formative cycles. The result of this collective and collaborative effort was presented to a large audience at the 1st Regional Seminar for the Promotion of Decent Work in Irecê.



Image 16: Public servants from Canarana participate in a technical advisory activity, in June 2024.

Source: ITD's internal collection.

With regard to mobilizing the local population for the issue of slave labor, the Project developed and distributed self-adhesive informational posters in the participating municipalities. In addition, the Project CAFE broadcasted informative audio segments on the topic, containing contact information to access *Nossa Voz*, on local and regional radio stations. Furthermore, awareness lectures were organized in Canarana, Lapão, and São Gabriel, aimed at Health Agents (ACS – Agentes Comunitários de Saúde, in portuguese), social workers, and school administrators, as an extension of their respective Action Plans for Promoting Decent Work and Sustainable Local Development.

¹⁵ “The on-site technical assistance developed by the CAFÉ Project is an ITD strategy aimed at systematically supporting municipal public servants who participate in the training cycles. It seeks to deepen their understanding of the topics covered during the sessions and to assist in the development of action plans to promote decent work in the municipalities served.”

Image 17: Self-adhesive informational poster developed under the CAFE Project.

COMBATENDO O TRABALHO ESCRAVO E CONTRIBUINDO PARA PROMOÇÃO AO TRABALHO DECENTE

Você sabia que submeter um trabalhador a condições de trabalho escravo é um crime e pode estar acontecendo perto de você?

Considera-se que alguém está trabalhando em condições análogas à de escravo quando a pessoa está submetida a trabalhos forçados, a condições degradantes, a jornadas exaustivas ou quando, de alguma forma, o trabalhador é impedido de deixar o seu local de trabalho e de encerrar a prestação do serviço, seja por uma restrição de locomoção, seja em razão de dívidas contraídas com o empregador.



Alguns Canais de Apoio e Denúncia:

- Se desconfiar de um caso de trabalho escravo ou tiver dúvidas sobre seus direitos como trabalhador, saiba como e onde denunciar e onde buscar orientações;
- Fique tranquilo, a denúncia pode ser anônima. Caso não queira se identificar, não precisa!

Condições degradantes: ocorre quando o trabalhador não recebe o mínimo para trabalhar com dignidade. Por exemplo, quando o alojamento não o protege do frio, calor, insetos e outros bichos; ou quando água e comida fornecidas são impróprias para consumo ou insuficientes.

Jornadas exaustivas: é quando a jornada de trabalho e os esforços colocam em risco a saúde e a vida do trabalhador. Não se trata somente da quantidade de horas em si, mas também de um esforço que leve o trabalhador ao limite e os intervalos entre jornadas não são suficientes para o descanso e para recuperar a saúde do trabalhador.

Trabalho forçado: acontece quando a pessoa não se ofereceu para trabalhar, ou não deseja mais permanecer no local de trabalho e não pode ir embora. Nesta situação, é comum a presença de: guardas armados, violência física e psicológica, tortura e ameaças.

Servidão por dívida: ocorre quando são criadas dívidas ilegais e muito difíceis de serem pagas como meio de prender o trabalhador no local de trabalho.

nossa voz
0800 591 2310
(Mensagem de áudio e texto ou ligação gratuita via qualquer operadora)
Por este canal você pode:
• Tirar dúvidas sobre seus direitos trabalhistas;
• Fazer denúncias caso desconfie de uma situação de trabalho escravo.

SISTEMA IPE
<https://ipe.sit.trabalho.gov.br/>
Por este canal você pode:
• Fazer denúncias caso desconfie de uma situação de trabalho escravo diretamente.

DISQUE 100
ou (61) 99611-0100 (Whatsapp)
Por este canal você pode:
• Fazer denúncias caso desconfie de uma situação de trabalho escravo.

Prefeitura Municipal de Lapão - BA
As Secretarias Municipais de Assistência Social, de Educação, de Saúde e de Agricultura da sua cidade também podem te orientar.

Fotos: Sérgio Carvalho

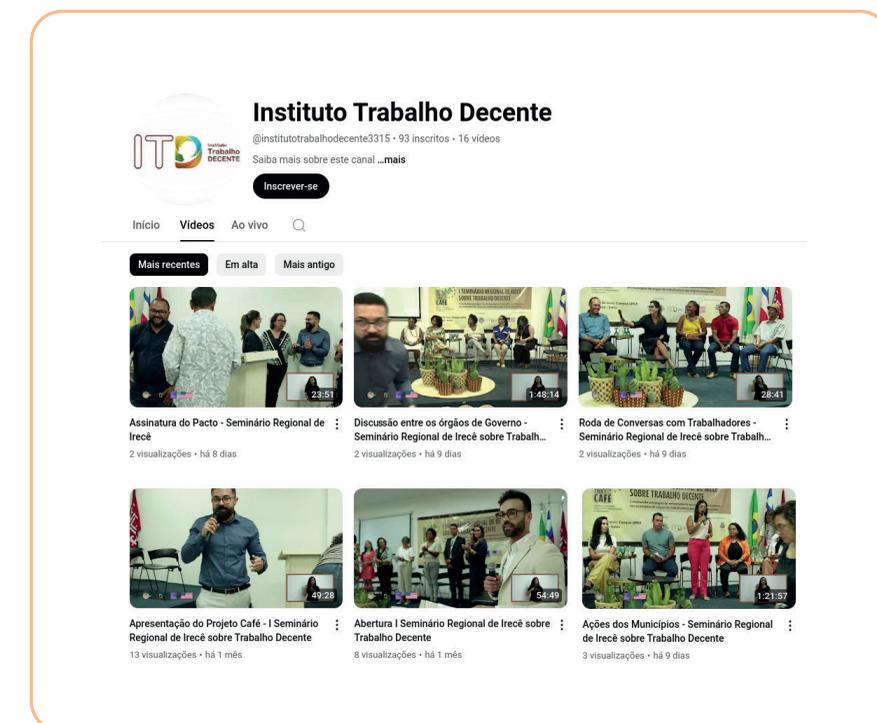
Source: ITD's internal collection.

Image 18: Documentary "O café que transforma vidas!" ("The coffee that transforms lives!", in english), developed under the CAFE Project and made available on ITD's YouTube channel (<https://www.youtube.com/@institutotrabalhodecente3315>)



Source: ITD's internal collection.

Image 19: Videos with discussions from the 1st Regional Seminar on Decent Work in Irecê, produced under the CAFE Project and made available on ITD's YouTube channel (<https://www.youtube.com/@institutotrabalhodecente3315>)



Source: ITD's internal collection.

SUMMARY OF ACTION LINES

1 Carrying out actions to understand the context of the issue of forced labor:

- 1.a produced specific and analytical technical and narrative reports on the topic, which also informed decisions by GFEMS;
- 1.b developed the research *Voices from the Field: listening to coffee workers for the development of (in)formative strategies on their labor rights, creating a specific methodology for listening to workers from Minas Gerais, Bahia, and Espírito Santo*

2 Technical assistance to the CAFE Program during the development and implementation process of the early warning and response system *Nossa Voz*:

- 2.a systematically analyzed the materials produced for the *Nossa Voz*, including content, workflow, and operationalization;
- 2.b developed training activities on the use of *Nossa Voz*, with all 296 individuals trained by the CAFE Project, including workers and public servants;
- 2.c produced and provided data through listening to workers – *Voices from the Field*;
- 2.d facilitated virtual meetings between workers participating in the Project during the third training cycle and the representative from CONTAR.

3 Strengthening networks for the prevention and tackle of slavery and victim assistance:

- 3.a presented the CAFE Project in social dialogue spaces such as COETRAE-BA, CONATRAE, and the Ministry of Labor and Employment, among others;
- 3.b co-created the Workshop for Survivors and People with lived experiences on the Global Slavery Index, in partnership with GFEMS and funded by Survivor Alliance (*Walk Free*);

- 3.c facilitated and provided technical support for the implementation of the Clinic for Tackling Slave Labor at the University of the State of Bahia (UNEB);
- 3.d organized the *1st Regional Seminar on Decent Work in Irecê: Building strategies to combat slavery in the municipalities of origin of migrant workers to the coffee industry*;
- 3.e created and signed the Regional Pact for the Promotion of Decent Work: a commitment by society to combat slavery in the Irecê region, collecting signatures from 23 organizations participating in the Regional Seminar on Decent Work in Irecê.

4 Production of specific educational and training materials for rural workers and public servants:

- 4.a produced 02 (two) didactic modules to support the training cycles with municipal public servants in the cities participating in the project;
- 4.b created hats with neck cover with the Project's and the CAFE Program's logos to keep workers engaged with the theme;
- 4.c produced thermal lunch boxes with the logos of the CAFE Program's partners, the CAFE Project, and the contact number for *Nossa Voz*.

5 Listening, awareness, and continuous training of rural workers who frequently migrate to work in coffee plantations:

- 5.a developed three 8-hour training sessions, with the participation of 176 rural workers in the municipalities of Bonito, Canarana, Lapão, and São Gabriel, all in the state of Bahia;
- 5.b supported workers in developing Actions for Promoting Decent Work for the municipal plans to combat slave labor;
- 5.c included workers as speakers at the 1st Regional Seminar on Decent Work in Irecê.

6 Listening, awareness, and continuous training of municipal public policy officials with a transversal methodology in the municipalities of origin of coffee workers:

- 6.a developed three 8-hour training cycles, training 190 municipal public servants in four distinct municipalities;
- 6.b mediated the development of the Set of Actions for Promoting Decent Work, which later became part of the municipal plans to combat slave labor.

7 Technical assistance and monitoring of municipal actions and plans for promoting decent work and sustainable local development:

- 7.a organized and coordinated 36 in-person technical advisory meetings in the municipalities participating in the CAFE Project;
- 7.b supported the development of Decent Work and Sustainable Local Development Action Plans, also incorporating the actions identified by workers in each city participating in the CAFE Project;
- 7.c supported the development of strategies for presenting the Action Plans, created by the municipalities, at the 1st Regional Decent Work Seminar in Irecê.

8 Mobilization of the local population regarding the issue of slavery-like labor:

- 8.a developed and distributed informational self-adhesive posters about slave labor and reporting mechanisms in the four municipalities participating in the Project;
- 8.b adapted three audio messages from the Nossa Voz communication campaign to include the contact number of the mechanism, airing them on one local radio stations;
- 8.c organized awareness-raising lectures on slavery-like labor issues in the municipalities of Canarana, Lapão, and São Gabriel, as part of events organized by the local governments;

- 8.d produced two short documentaries about the experience of the CAFE Project;
- 8.e produced and disseminated four videos featuring discussions from the 1st Regional Decent Work Seminar in Irecê;
- 8.f produced ten short video clips addressing the issue of slavery in the Irecê region, discussed during the 1st Regional Decent Work Seminar in Irecê.

3

POPULATION REACHED BY THE CAFE PROJECT

Public Servants (sensitized, trained, and supported)



296
people

Rural Workers (sensitized and trained)



181
people

Other Civil Society Members (sensitized and informed)



113.146
people

4

FORMATIVE PROCESS AND METHODOLOGICAL FRAMEWORK OF ACTIONS DEVELOPED BY THE CAFE PROJECT

The CAFE Project implemented a methodology based on social dialogue, involving rural workers, public managers, technical teams and public administrators from the local governments in Bahia, as well as other civil society representatives. The Project's actions were designed as a continuous process, aiming to develop a training chain grounded in the principles of human interaction. This structure allows for the construction of an ongoing formative process that takes place through the following stages::

