

Audit of Decent Work in Cotton Growing Areas, District Rahim Yar Khan



List of Abbreviations

This alphabetical list of acronyms, terms or words is found in this report or related to the text of this report.

BC.....	Better Cotton
BCSS.....	Better Cotton Standard System
CEO.....	Chief Executive Officer
CI.....	Confidence Interval
DDC.....	Divergent Development Consultants
DOB.....	Date of Birth
ED.....	Enterprise Development
F.....	Female
FGD.....	Focus Group Discussion
LG.....	Learning group
GIF.....	Growth & Innovation Fund
HH.....	House Hold
KII.....	Key Informant Interview
LF.....	Large farm
M.....	Male
M&E.....	Monitoring & Evaluation
NGO.....	Non-Governmental Organization
REEDS.....	Rural Education and Economic Development Society
SDG.....	Sustainable Development Goals
SHF.....	Smallholder farmer
SPSS.....	Statistical Package for Social Sciences
TORs.....	Terms of References
UC.....	Union Council

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Executive Summary

Rural Education and Economic Development Society (REEDS) is implementing partner of Better Cotton and is implementing the BCSS in Punjab and Sindh. Under BCSS Better Cotton farmers, promote decent work: BC supports farmers in promoting fundamental principles and rights at work on employment and income opportunities, social protection and social security, and social dialogue. Based on international labour standards (Principle 06) is one of the principals for whom REEDS collaborated with Divergent Development Consultants (DDC) to conduct Audit of Decent Work in Cotton growing areas of District Rahim Yar Khan.

Better Cotton along with the producers, ginners, mills, traders, manufacturers, retailers, brands and civil society organizations in a unique worldwide community committed to produce Better Cotton as a sustainable mainstream commodity. For BC, Better Cotton is 'Better' only to the extent that it entails improvements for farming communities and farm workers, as well as the environment.

In Pakistan, particularly in target district a range of local economic, social, political and cultural circumstances affects decent work. Many of the decent work problems that REEDS Pakistan is facing related to complex and entrenched socio-economic challenges. This report analyses decent work that was carried out in the target UCs of district RYK. The study aimed to identify barriers, challenges and opportunities regarding decent work. Research design for the present study is qualitative in nature and purposive sampling technique was used for data collection. Data was collected through FGD & KIIs with target communities and key stakeholders respectively.

Following are best outcomes of the project interventions, apart from that most of project beneficiaries are small holders. There is a strong network of trained and active farmers associated with REEDS. Farmers of learning groups discourage child labor, bonded and forced labor and discrimination. On the other hand, social dialogue was promoted. The study indicates that majority of the women respondents in the target community are illiterate. On the other hand, most of the men respondents completed education up to middle/ metric level. The trend for continuing higher studies has observed in farmer groups and linked with resourcefulness.

The study identified the trend for discouraging child labor and promoting education was very progressive and encouraging in both groups' farmers and labors/workers. While exploring pattern of employment opportunities for men and women, the findings note non-discriminatory and equal

employment opportunity and wage rate. The trend of collective bargain and social dialogue found sporadic.

The study findings indicate that a very small percentage of the target group is presently engaged with the formal contract and agreement procedure. A large number of target community in the target area following verbal contract mechanism due to cultural bindings.

The study indicates some of the hurdles faced by target community includes; lack of education, poverty, infrequent toilet facilities at workplace, and complex socio-economic challenges. Some of the hurdles for women to enter into learning groups are local traditions and customs, land ownerships. Social mobilization regarding decent work needs to be stronger. Refresher trainings are required to reinforce the decent work. It had been an excellent team effort to collect data for this study, and the recommendations have been made based on data analysis.

1. Project Background and Research Methodology

1.1 Introduction and Background of the Project:

Rural Education and Economic Development Society (REEDS) is the implementing partner of Better Cotton Growth and Innovation Fund (BCGIF) project in Punjab and Sindh. Under BCSS Principals and Criteria's Better Cotton farmers promote decent work. BC supports farmers in promoting fundamental principles and rights at work on employment and income opportunities, social protection and social security, and social dialogue; based on international labour standards.

SDG 8 states that we should 'promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all. Through trainings, Better Cotton farmers are being sensitized to change the circumstances that create unfair and unsustainable working conditions so that cotton communities around the world can survive and thrive.

In Pakistan, BC Farmers produced 906,000 tons of Better Cotton in the 2018-19 cotton season, up from 701,000 tons in the previous season, which made Pakistan the second largest producer of Better Cotton, after Brazil. BC Farmer numbers increased by nearly 50% from 251,292 to 369,264, as the BC programme continued to expand within existing cotton producing areas (BC-farmer-results 2018-2019). BC Farmers reported 38% higher profits than Comparison Farmers and achieved 11% higher yields. Still challenges related to decent work remains high in the country. The risk of child labour remains in Pakistan,

particularly in underprivileged rural communities and among the families of migrant workers. Due to entrenched cultural norms, and the way BC currently records and counts BC Farmers, women represented just 0.1% of BC Farmers trained.

The importance and usefulness of Audit is increasing day by day. Burgeoning demand for development projects is stretching donor resources to their maximum. The limited availability of resources, particularly for development purpose, warrants prudent use of donor money. Therefore audit is best option to monitor project outcomes. Auditing is a formal, systematic and disciplined approach designed to evaluate and improve the effectiveness of processes and related controls. Auditing is governed by professional standards, completed by individuals independent of the process being audited. Typical characteristics of an audit include the following:

- ◆ Formal review governed by professional standards.
- ◆ Completed by professionals independent of the operation.
- ◆ Formal, systematic and structured approach.
- ◆ Involves planning, sampling, testing, and validating.
- ◆ Formal communication with recommendations and corrective action measures.
- ◆ Documented follow-up of corrective actions.

Specific Objectives of the Assignment:

- ◆ To identify the challenges encountered in implementation of DW and make recommendation for the future.
- ◆ To verify the activities against the approved work plan and other technical specifications and ensure the desired quality standards

1.2 Scope of Work:

The study assigned to Divergent development consultants (DDC) was implemented in 20 Union Councils of 4 Tehsils (see Table#1) of district Rahimyar Khan. Present work was designed to supports the farmers in promoting fundamental principles and rights at work on employment, income opportunities, social protection, social security, and social dialogue; based on international labour standards (Principle 06), as well as project training manual for DW will be reviewed and assessed. Audit insures credibility for the project process.

Table#1

District	Tehsil
Rahimyar Khan	Saddiqabad
	Rahimyar Khan
	Khan Pur
	Liaqat Pur

1.3 Deliverables of Assignment:

1. DDC developed an inception report including the methodology and criteria for the situation analysis evaluation based upon study of BC Principals and Criteria.
2. Conduct desk-based review, including review of training material developed by REEDs in accordance with Principle 6 Better Cotton farmers promote decent work in lensing DW principles rights at work on employment and income opportunities, social protection and social security, and social dialogue; based on international labour standards.
3. Conducted field visits (interviews and FGDs with project staff, farmers and local stakeholders) at district and partner level or the expert organization/individuals.
4. Carry out detailed audit of the decent work/ challenges in project area of District Rahim Yar Khan
5. Submit a detailed technical report highlighting local decent work issues with technical suggestions and recommendations, which can be adopted by Better Cotton Farmers and stakeholder in local context.
6. Prepare and share holistic presentation on the identification of gaps and recommendations to REEDs so that REEDs could be able to disseminate this information in the form of trainings to the PUMs following the cascade model.
7. Develop decent work management plan that enhances decent work on and off farm.
8. Review and update training modules (Producer Unit and Farmer Level) on decent work management as per BC P&C.
9. Build capacity of IPs based on challenges and gaps in the report.

1.4 Research Methodology:

1. **Review of Project Documents and Detail Implementation Plan: -**

The in-depth review of project documents was carried out to finalize overall assignment plan and guidelines for the deliverables in detail consultation with REEDs management. The

activity plan was formulated according to local context and it had helped in tracking the progress of project deliverables. In addition to project documents review, a desk review of former studies on Decent work challenges, ILO standards & child protection act was also performed to identify gaps and for detail understanding of the existing system – strengths and weaknesses.

2. **Development of Research Tools: -**

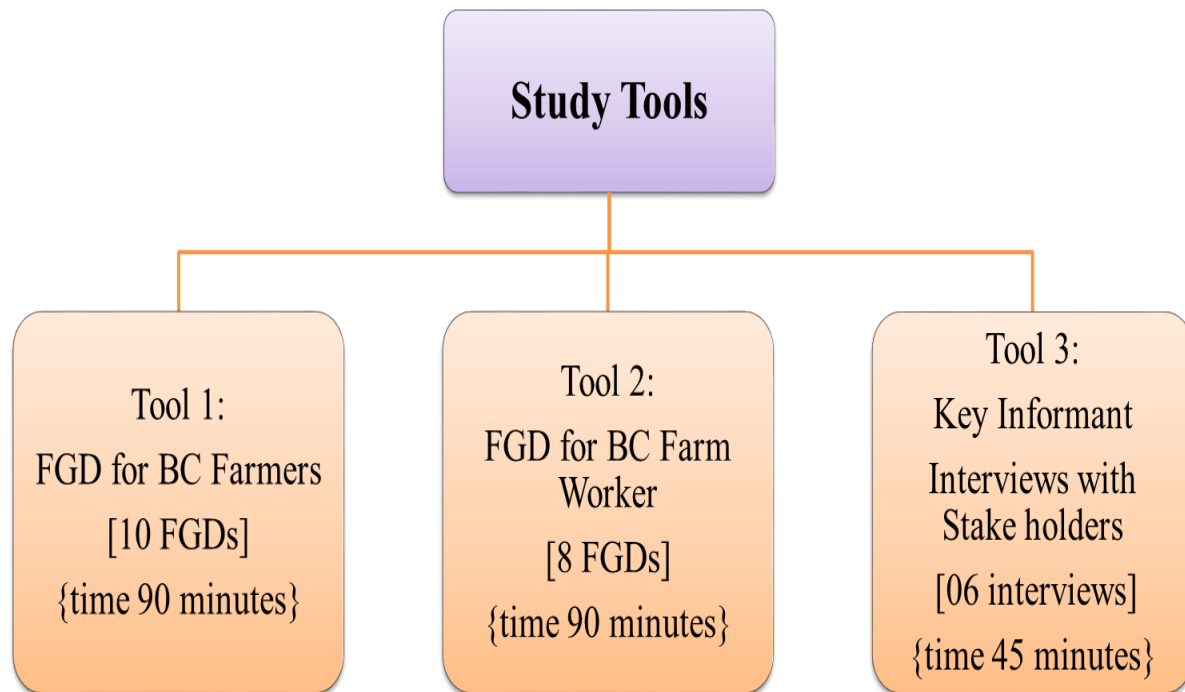
DDC team in consultation with REEDS developed following data collection tools (1) Key Informant Interview, and (2) FGDs. These tools covered the socio-demographic characteristics of households, family structure, and practices of community. In addition, it aimed at capturing key trends on decent work specifically child labour & inclusion of women in better cotton program, key challenges in access to better health services, employment patterns and equal wage rate for youth especially women and marginalized community.

3. **Sample Selection: -**

In this study, the sample size derived from target population of the project in consultation with REEDS through the internationally recognized standards of non-probability sampling technique, using **purposive sampling method** to reach the level of saturation in community response. The study also assessed selected number of other stakeholders (both government and private) in district Rahimyar Khan with the finalized tool.

4. **Data Collection: -**

DDC field teams commenced the fieldwork for primary data collection on approval of the field plan by REEDS. The data collected on approved main three tools (see Annexure 1, 2&3). The field activity carried out with REEDS staff accompanying the data collection teams in target area of District Rahimyar Khan. REEDS staff has facilitated data collectors in logistic arrangements as well as meeting with communities and stakeholders. The present study assessed decent work indicators performance. A series of **18 FGDs** (6 female and 12 male in whole district) **Ten (10) with farmers and eight (8) with workers** conducted in the selected villages of target area. Separate FGDs arranged for male and female participants keeping in view the local culture and norms. The FGD approved tool were of two types; one for BC farmer and second for BC farm workers (see annexure#01 & 02). These tools were developed for facilitation to collect the desired information, each FGD session was comprise of 10-12 participants, and participation was on voluntary basis.



The present assessment study utilized thematic analysis technique, which incorporated qualitative data. The major requirement was to get an adequate individual viewpoint and consensus on decent work challenges and progress in the target area.

5. **Qualitative Analysis:**

Data gathered through FGDs and in depth interviews were analyzed qualitatively. In-depth interviews analyzed through Miner Qualitative data analysis software in which codes assigned to the participants' responses and themes generated. Whereas FGD analyzed through Braun and Clarke, 2006 Thematic analysis method, wherein information about which participant responded to each question, the order in which each participant responded, response characteristics, the nonverbal communication used, and the like is collected, codified analyzed, and interpreted.

Thematic Analysis.

Thematic analysis is the process of identifying patterns or themes within qualitative data. Braun & Clarke (2006) suggest that it is the first qualitative method that *“it provides core skills that will be useful for conducting many other kinds of analysis.* Thematic analysis helps a researcher to identify themes and patterns of meanings across a dataset in relation to a particular research question. This method can be used to analyze almost any kind of qualitative data such as interviews, focus groups, and qualitative surveys, using larger or smaller datasets.

By employing this data analysis method, a researcher can identify relationships and patterns emerging from the data.

According to Braun and Clarke (2013), this method involves seven steps:

- i. Transcription,
- ii. Reading and familiarization,
- iii. Coding,
- iv. Searching for themes,
- v. Reviewing themes,
- vi. Defining and naming themes, and
- vii. Finalizing the analysis.

1.5 Research Tools & Sample Selection:

For conducting the study, three research tools of FGDs & KII were developed in consultation with the REEDS team. The primary data was collected on paper forms and Audio recording with consent of respondents. The research tools were as follows;

- ◆ The FGD for farmer, un-structured guide for the facilitator/moderator of FGD
- ◆ The FGD for Labor/worker, un-structured guide for the facilitator/moderator of FGD
- ◆ The Key Informant Interview Questionnaire for Stakeholders

These research tools were covered the socio-demographic characteristics of households, family structure, and practices of community. In addition, it was also aimed to capture key trends & key challenges in access to decent work opportunities, employment patterns and barriers to employment etc.

The sample size was calculated as a proportion of the target beneficiaries of the project. Therefore, the total number of respondents reached out for the study was 195. The sample was a good mix of men and women from the target area. As the target group was pre-defined group with specific parameters, the purposive sampling techniques were used. The following table presents the sample coverage:

Table # 02

Sample of BC farmers & Workers assessment FGD						
S.#	Tool	Total FGDs	Tehsil Khan Pur	Tehsil Liaqat Pur	Tehsil Rahimyar Khan	Tehsil Sadiqabad
1	FGD with Male BC farmer	8	2	2	2	2
	FGD with Female BC farmer	2	1 FGD with 9 Females		1 FGD with 8 Females	
2	FGD with Male BC farm worker	8	1	1	1	1
	FGD with Female BC farm worker		1	1	1	1

Table # 03

Sample of KII for stakeholders					
S#	Tool	Total KIIs	Government Departments	Farmer or labor union representatives	Private Institutes/ NGOs
1	Key Informant Interviews	6	2	2	2
			<ol style="list-style-type: none"> Child protection Bureau RYK Agriculture extension Dpt. Khan pur 	<ol style="list-style-type: none"> Abdul Khaliq (General secretary) Kisan Board RYK Asif Ali (President) Falah e Darain Society (Small farmers association) 	<ol style="list-style-type: none"> Human Development Foundation National Commission for Human Development

2. Data Analysis

2.1 Coding of Responses:

Coding refers to identifying all relevant pieces of data within the entire dataset. According to Braun and Clarke (2013), “a code is a word or brief phrase that captures the essence of why you think a particular bit of data may be useful” (p. 207). Coding can be done manually or using software such as NVivo. These codes can be data-derived or researcher-derived codes. While data-derived codes provide a “succinct summary of the explicit content of the data” (Braun & Clarke, 2013, p. 207) and are labeled as **semantic codes**, the researcher-derived codes go beyond this, invoking conceptual and theoretical frameworks to identify implicit meanings within the

data, which are labeled **latent codes**. This analysis utilized **latent coding** of data as described in Table # 04 & 05.

2.2 Defining and Naming the themes:

In the next step, we identified the broader patterns of the data that used to deduce answer the research question. Themes identified by following the patterns of the data. According to Braun and Clarke (2006), a theme “**captures something important about the data in relation to the research question, and represents some level of patterned responses or meaning within the data set**” (p. 82). These patterns are broader than the codes because they contain many facets or a theme is a “**central organizing concept**” (Braun & Clarke, 2013, p. 224), which is a collection of codes and is thus a collection of ideas or aspects that can be recorded under a specific theme.

2.3 Finalizing the analysis:

Each provisional theme and related data collected through codes have now presented to tell the story of the data in relation to the research questions. This stage describe the study through theoretical lenses and past scholarly literature because at this level, the relation of different themes and their interdependent nature has been explained in the form of thematic map. This thematic map not only indicate the root causes of an existing scenario but also highlight other parallel contributing forces. It depicts that, why a person or particular segment of community expressing certain behavior against a particular stimulus.

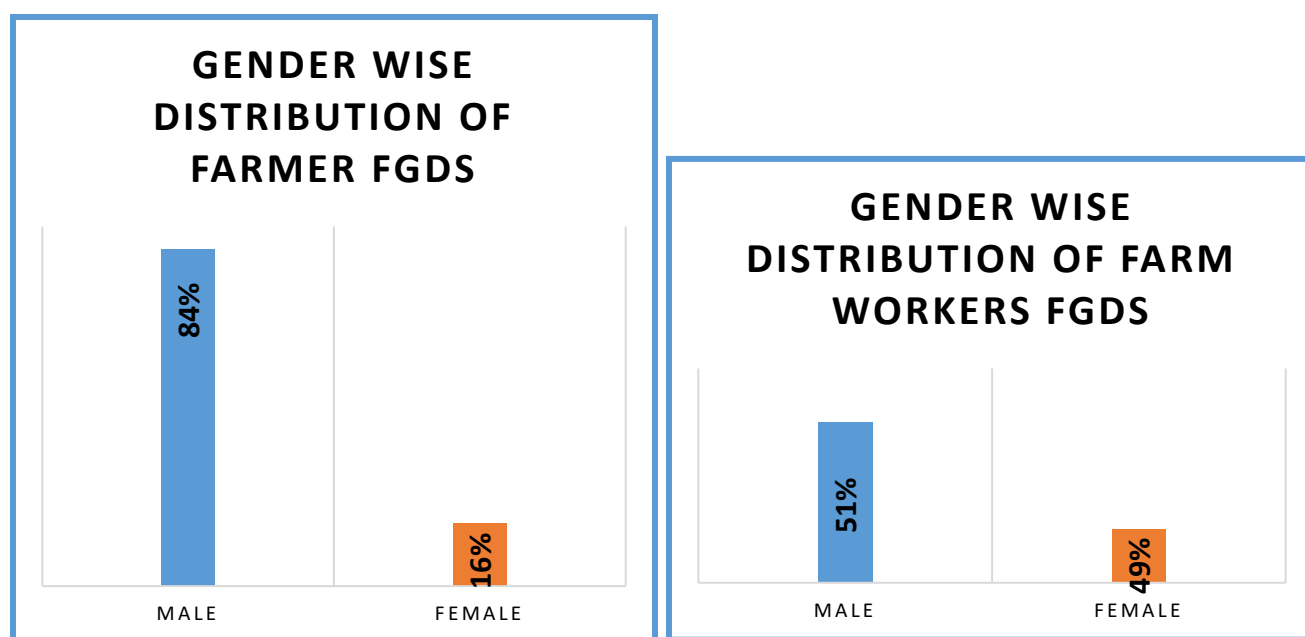


Figure 1: Gender distribution of FGD participants

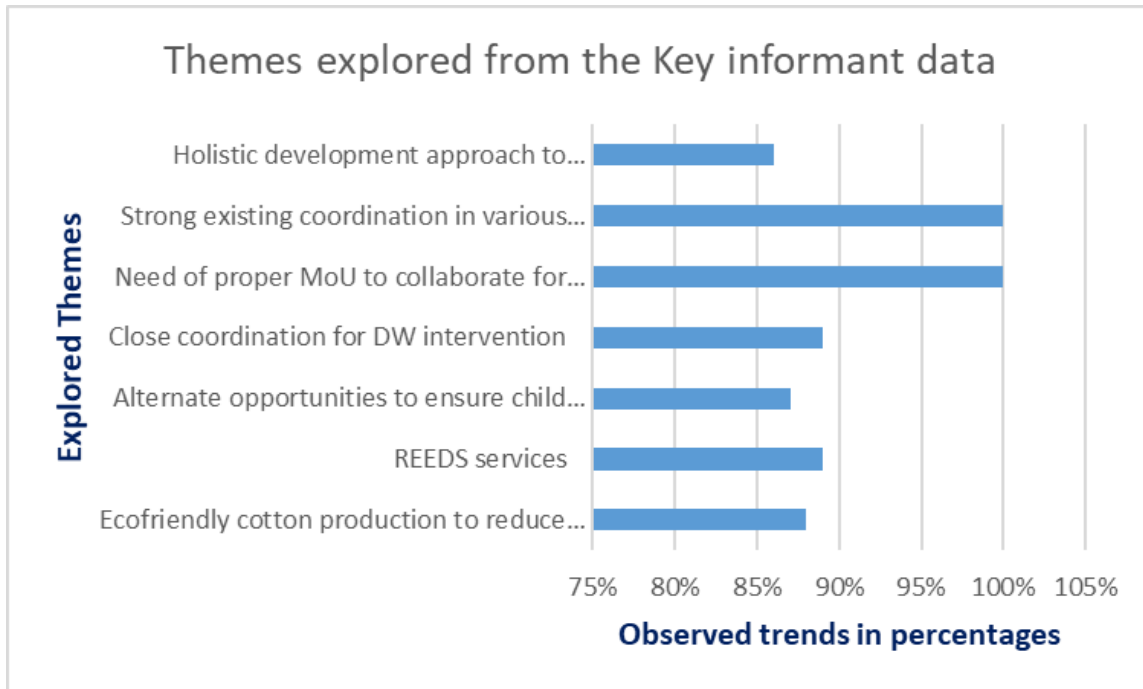


Figure 2: Themes explored from Key informant data

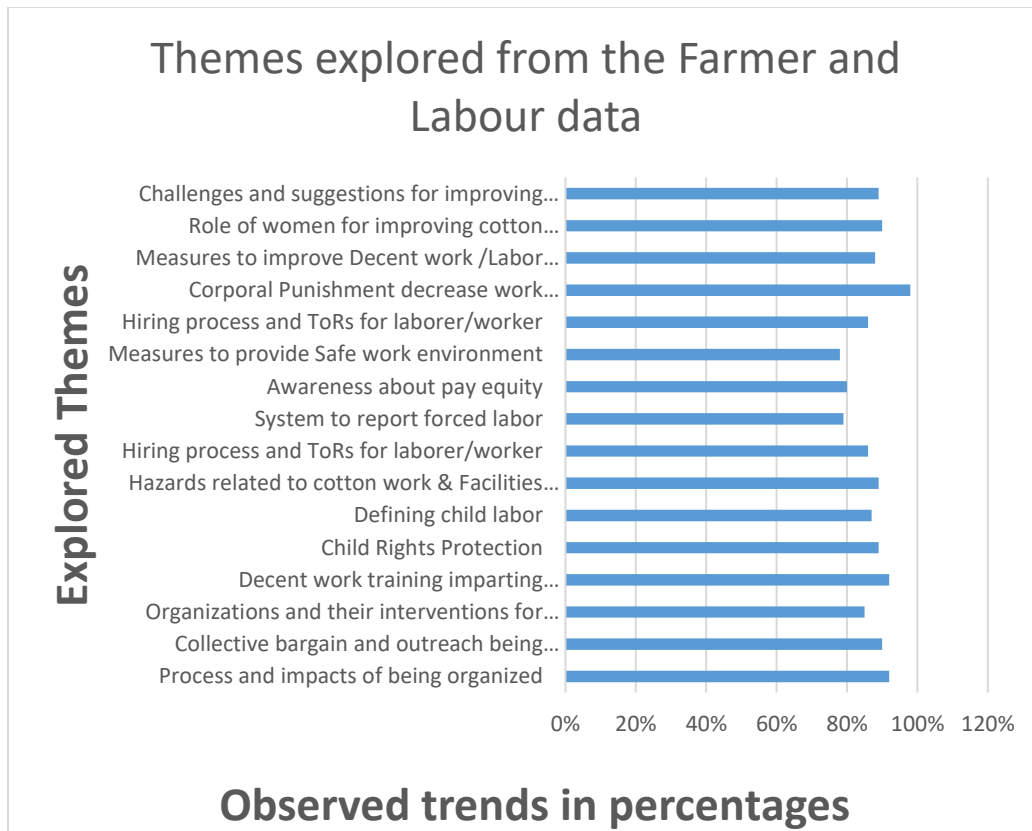


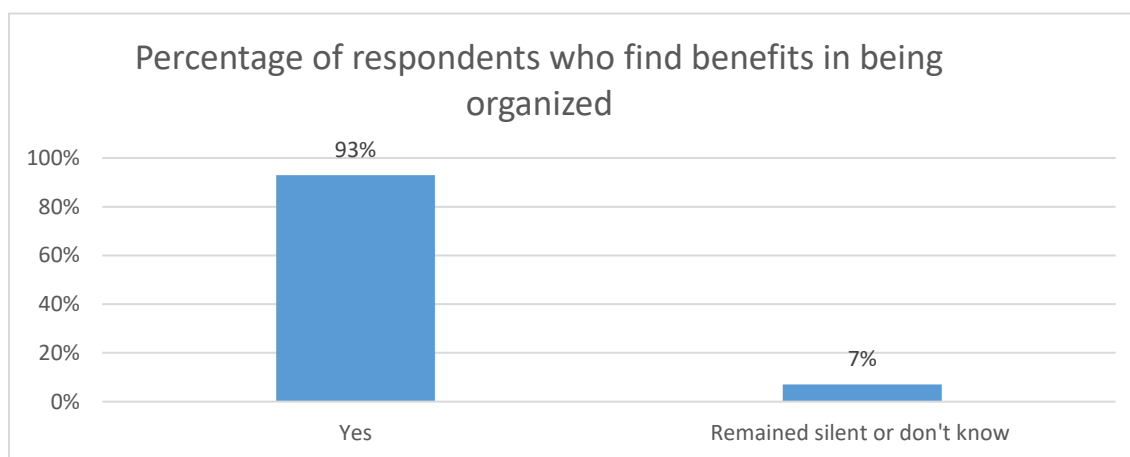
Figure 3: Themes explored in FGDs data

The audit shed light on the decent work characteristics, as well as the significant issues and best practices adopted by farmers and workers in Rahim Yar Khan's Better Cotton project region. The audit findings will pave the road for REEDS to strengthen decent work standards and promote several commendable practices discovered throughout the audit.

3.1 Community-Level Organizations

Better Cotton farmers and workers who participated in the FGD were questioned about the necessity for and importance and benefits of farmers being structured in a learning group. During the discussion with the farmers and farm workers, 7% of the respondents, the majority of whom were farm workers, did not react to the question and stayed mute, while 93% claimed that community-level organizations are useful and that they understand the process and implications of being organized. They discovered that being organized is crucial for knowledge sharing and collective benefit.

Workers affiliated with farmer groups are receiving training, so they are aware of the benefits. Moreover, respondents understand that if the community is structured, no one can abuse the rights of others in the areas, and farmers receive good and quality crops and yield as a result of information sharing in the group/association. They are now capable of recognizing and handling their challenges at the local level through mutual discussions. *"REEDS team is working with us to guide about decent work and our rights at the workplace through farmer-workers learning groups. These groups are valuable to us because they provide a forum for information sharing and problem resolution at the local level."* (Female Participant, Ghouspur Khan Pur).



3.2 Decent Work & Labor Rights

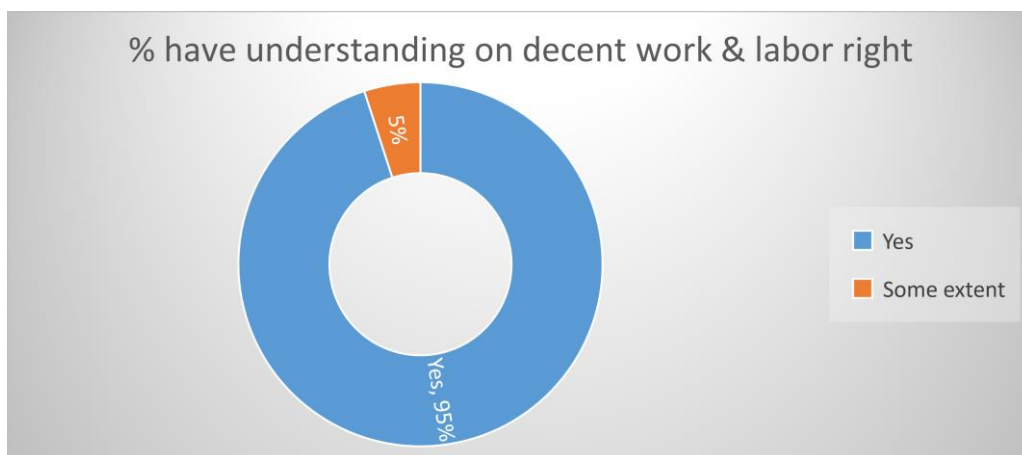
Claiming decent employment entails providing equal opportunities and equal access to resources to all, as well as making work productive and offering social protection. To boost productivity and minimize unemployment, the whole working-age population need decent working conditions. The

International Labor Organization has also established four pillars of decent employment: fundamental principles and rights at work (ii) job creation (iii) social protection (iv) social dialogue.

This decent work audit covered the components of decent work and labour rights, and several probing questions were posed. REEDS may sign a proper MoU at district level with Kisan board RYK and through consultation of the target community and experts from Better Cotton we can improve Coordination. Kisan board had limited resources while REEDs has more resources and links with different stakeholders so together we can solve the most common and important challenges related to farmer and workers rights” **(Abdul Khaliq General secretary Kisan board RYK).**

As decent work training conveying knowledge/awareness of worker rights was arranged, 95% of participants are well aware of decent work and labour rights, while the remaining 5% had some basic information on decent work and a few of the workers were unsure about the terminology. Respondents shared that farmers recognized and ensured respect and dignity, workers work according to their will and convenience admitted, respondents discussed equal working hours, no difference between male and female workers' wages, and forced labour should not exist, the session of 1-2 hours conducted once a month and during these sessions, they (field facilitators) told us about labour rights as well, about a written agreement between the farm owner and worker.

We are now working on verbal agreements in our area. These are some of the replies recorded during the focus groups with farmers and laborers. Various statements for the improvement viewpoint, such as having a written contract, modifying the working hours in all locations, and so on, were also documented.



During the focus group discussion, some respondents stated that local labour used to communicate with farmers and field facilitators and have a good level of awareness of labour rights, but migrant workers who came to the villages for a short period of time did not have a good understanding on their own rights, most likely because they are the poorest with zero literacy and only focus on the amount they earned.

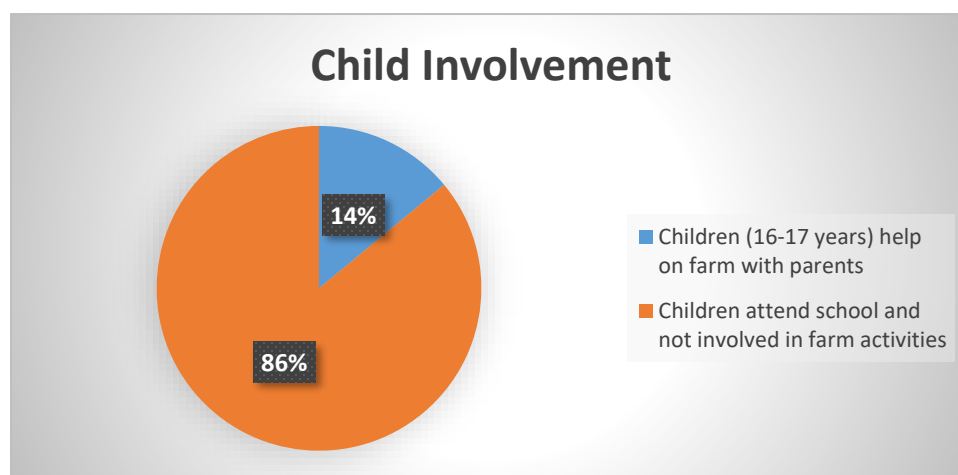
“Inflation is up, but employment is low. Labor density in relatively developed areas. Migrant workers are from poor families. Mostly these migrant workers did not want to attend the meeting so they are not much aware of labor rights”. (FGD Participant from Sanjar Pur Sadiqabad)

3.3 Child Labor & Hazardous Work

REEDS, in collaboration with the Better Cotton Program, has farmer groups in the district of Rahim Yar Khan. These farmer groups are focusing on better cotton initiatives. We are collaborating closely with REEDS in Education projects. They are putting together a children's club based on child enrollment, child labor awareness and WASH activities in schools. We require form B for beneficiary children in the BISP project, and they help us with birth registration and joint ventures in partnership with NADRA.

Children's enrollment is expanded, farmers' and labor rights knowledge is promoted, child labour is discouraged, and consistent policies are required. REEDS' involvement in the BC project has a direct impact on our goals, such as child retention and the construction of feeder schools; they also help us with child rights to education and adult literacy. NCHD is intimately related to decent work. We do not have a formal Memorandum of Understanding MOU, but we are in close cooperation and have a strong partnership with REEDS. They assist us in identifying areas, and health care activities such as polio eradication, and medical camps. A suitable Memorandum of Understanding will strengthen the collaboration. Policies must be consistent. (Attya Sarwat, Field Officer VCD Focal person NCHD RYK)

86% of respondents said their children attend school rather than helping them on the farm. This shows that they are aware of the dangers of child labour and are avoiding using children on the farm. REEDS workers were educating them about the dangers of child labour and its effects on children's health and mental and physical development. 14% said that families with no other source of income occasionally get their children to help on the farm and bring them so their children may learn the techniques since this is what they will have to do when they grow up.



Further, probing into the age category of such youngsters revealed that they are typically between the ages of 16 and 17 years. 94% of workers said they send their children to school, and jobs involving chemicals, pesticides, fertilizer, and heavy machinery loading, unloading, plucking, and picking cotton

are all hazardous work for children under the age of 18 since they can create major health problems. Because of sensitization and understanding of the value of education for children, parents are increasingly concerned with encouraging children to enroll in school. " My boy is studying M.Phil., and I also encourage workers' children to attend school instead of working on farms with their parents. Children attend madrasah and school, and when they return from school, they bring food and drink for us; they do not do hazardous work on our farm. These plans developed after getting Decent work training" according to a few remarks collected during FGDs.

"REEDS is offering us opportunity to grow and develop. They educated the community about worker rights and encouraged females to attend school in the region. We collaborate on the enrollment drive. Committees are created to monitor child labour and raise awareness about child rights." **Female Farmer from Janghu Sadiqabad)**

3.4 Basic Treatment, Discrimination & Harassment

Everyone is equal, according to 100% of farmers, and they have not observed or experienced maltreatment or ill behavior against any particular group or persons on basis of gender religion or ethical grouping. Decent work code of conduct agreed and signed by all LG farmers and decent work committees are in structure who monitors the situation. LGs have the complaint response mechanism to prevent the abuse or any issues related to basic treatment, discrimination or harassment.

91% of participants from workers' groups responded that everyone is equal and that they have not observed or experienced mistreatment or bad behavior towards a specific group of people, 7% reported that they are unaware of the situation in the area, and 2% shared that there is no such discrimination being faced by workers or any persons in their areas and that if any minor issues arise, their own community (baradari) or panchayat resolves them. There haven't been any major cases of poor behavior. Farmers used to recruit workers of all religions or castes; however, gender and religion have little bearing on employment opportunities.

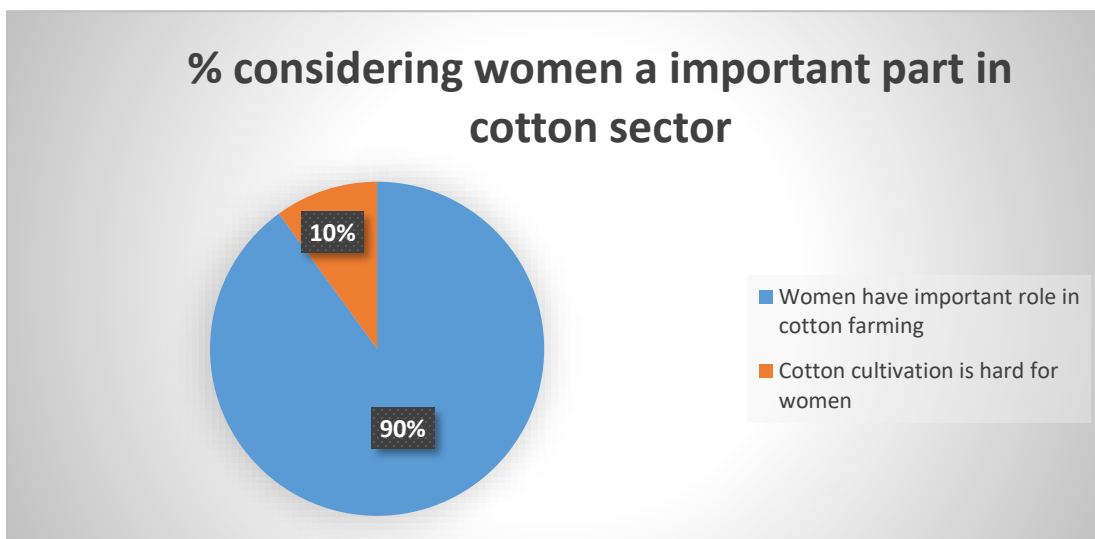
98% of participants said that they have never observed corporal punishment in recent times, and they were of the opinion that corporal punishment decreases work efficiency, 2% of participants reported that they are not aware of the situation in the area. They have a mechanism at their village level to report such issues and in case any such incident happens they will sit together in a group/ DW committee and resolve the issue.

During the FGD, 79% of farmers stated that they hadn't seen or heard of forced or bonded labour in their areas. 21% of participants believed that if someone got a loan from his farm, he must repay the debt; nevertheless, the person/worker is not obligated to work for that farmer; he is free to travel and work as he pleases, and the same views were heard during the meeting with the workers, both male and female. It was also questioned of them if there is any farmer that lends loans to bound or uses such techniques on his own, and no such individual was discovered.

3.5 Role of Women in Cotton Productivity

During the study, it is increasingly evident and found throughout the discussions in rural areas of district Rahimyar Khan- Punjab Pakistan, women are more vulnerable. Although the cotton sector involves men and women in all aspects traditionally this sector is male-dominant. The role of women in the cotton sector has not been looked at in detail. Even though women are strongly involved in smallholder cotton cultivation, this role is seldom fully acknowledged or rewarded. Across the smallholder-dominated countries, women participating in the cotton sector face the same types of problems: the lack of access to credit, lack of decision-making independence, lack of property entitlement, lack of representation and participation in the collective organization, disproportionate health risks from pesticide use, and lack of coverage by national labour legislation.

Furthermore, women face significant social, economic, and political barriers that negatively affect coping capacities. In this decent work study, questions from the farming community were asked about women's roles in cotton production and well-being, and 90% of participants agreed that women play an important role in quality cotton production and that training and creating safe work opportunities for women can increase cotton productivity, while 10% of participants believed that women should stay at home and have no time to work on the farm. They considered farm work to be demanding and challenging for women, and they can use their leisure time to sew and embroider.



"REEDS and its staff are raising awareness about improved cotton production. They led us to demo plots and exposed us to government model farms where we could learn new technology firsthand through experience sharing and our sisters (female farmers) involved with us in all activities." (**Male Farmer, Moosay wala, Bagh o Bahar Khanpur**). It was observed that farmers noticed changes in women's role in cotton production and owned as farmers in the area.

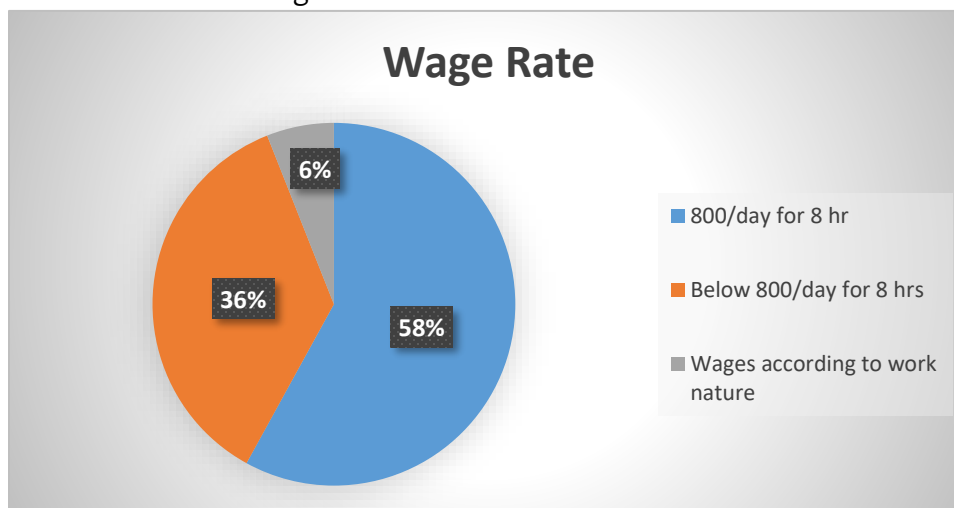
In terms of women's empowerment, participants demonstrated greater empowerment after the BC program mainly in those characteristics directly connected to employment opportunities and gender equality: capacity building, savings, access to credit, and participation in community groups. However, it also appears that women who have participated in the project activities are more likely to play the main role in the household and community and display more positive attitudes towards women's economic and domestic roles. The discussions provide clear evidence that the establishment of the

Self-Help Groups has led to members making regular savings and has had a positive impact on the availability of interest-free loans to females for establishing their own small businesses as well as increase decisions making towards their well-being matters in households and communities. Considering the discussions at FGDs and KIIs, it has been suggested that it is necessary to improve women farmers' and workers' access, control, and ownership of resources (such as land, livestock, property, and income opportunities), as well as access to development resources such as credit, information, and training. It has also been suggested that knowledge of induced risks in health, education, and livelihoods be increased.

3.6 Wage Rates

Minimum wages have been defined as “the minimum amount of remuneration that an employer is required to pay wage earners for the work performed during a given period, which cannot be reduced by collective agreement or an individual contract”. ILO: [General Survey concerning the Minimum Wage Fixing Convention, 1970 \(No. 131\)](#), and the [Minimum Wage Fixing Recommendation, 1970 \(No. 135\)](#), .

The purpose of minimum wages is to protect workers against unduly low pay. They help ensure a just and equitable share of the fruits of progress to all, and a minimum living wage to all who are employed and in need of such protection. Minimum wages can also be one element of a policy to overcome poverty and reduce inequality, including those between men and women, by promoting the right to equal remuneration for work of equal value. The audit findings state that 58% of participants responded that they get 800/day for 8 hours daily and these are the same for all doing the work for the same duration. 36% responded that they get less than 800/day for 8 hours daily. 5 workers made up almost 6% of participants responded that wages are according to the nature of work and there is no gender discrimination in the wage rate.



4. Best Practices Observed

During data collection, field teams observed certain best practices. That is as follows:

- ◆ There is a strong grass root level LG system existed.

- ◆ Both farmers and workers have good knowledge about the benefits of the association.
- ◆ Participants shared that they did not have any problem joining any association and joined willingly.
- ◆ They shared that there is no other association or organization working on decent work in their area
- ◆ Children did not perform any farm operations.
- ◆ Forced & bounded labour did not exist in the target area.
- ◆ Workers are free to work of their own choice and farmers did not bound them to work.
- ◆ Provision of clean drinking & food water also existed.
- ◆ Non-Muslims also have equal work opportunities in the areas.
- ◆ No discrimination observed and all the workers receive equal wages.
- ◆ All the workers and farmers reported that they always have a verbal agreement.
- ◆ All the workers have equal opportunities either Muslims or non-Muslims or of different cast, beliefs or migrated.
- ◆ Child labor cases not reported by farmers and laborers. They also shared that recently they motivated parents and enrolled children in school during enrollment campaign in different areas of visit. At some places where children use to visit cotton farms, they used to go for providing food & water for their parents and for learning purpose. Therefore, it is need to monitor this potential risk area. There is a need to activate DW committee on this task.
- ◆ Good relation between farmer and worker, observed no case of bounded and forced labour as well as no case of harassment reported.
- ◆ They were well aware of precautionary measures during spray and use of chemicals.
- ◆ REEDS have properly signed MoUs with stakeholders to make the collaboration more authentic and provide supportive document evidence. REEDS has taken significant initiative to support farming community with close coordination of Govt. departments and institutes at district level that have contributive role on decent work i.e. Labor department and Child protection unit, education department etc. social welfare department and social protection network i.e. BISP and technical institutes. However, there is need to enhance their capacity specifically on Better Cotton DW Agenda for which REEDS can play facilitating role.
- ◆ REEDS has been transforming youth lives to better living through business education, skill development, business management support linking to local savings and credit cooperatives so that families can obtain start up funds to implement their livelihood plan. In order to

maintain the sustainability of the improved livelihoods REEDS works in coordination with the local institutes as Sheikh Khalifa Technical Institute Social Welfare, Ranger Technical Institute institutions and arranged vocational training sessions for School dropout children through the Skill enhancement program to engage in gainful income generating activities in their localities. Youths are trained on off-farm trainings plumbing , welding, auto mechanic, Veterinary Assistance , Beautician , dress designing, embroidery and business development skills, including access to start up capital and market linkage.

6. Key Challenges

It was observed that the target group was aware of labor rights up to some extent but here are few key challenges faced during data collection activity.

- ◆ Decent work committees fall in the target area but there was a need to strengthen the committees in terms of their roles.
- ◆ It was observed that farmers were familiar, but few workers were not much familiar with REEDS. They were fully familiar with the name of FFs and called them NGO personnel.
- ◆ Farmers and workers knew about the importance of the written agreement, but it was not in practice. In addition, it was observed that both the farmers and workers were fully aware of the verbal agreement, and they do have it before the hiring of workers, and the farmers always share the terms and conditions with the workers before hiring.
- ◆ Feedback mechanisms fall in the target area but there is a need to strengthen them. Farmers and workers do have some verbal discussions in case any issue arises and they resolve it by themselves sometimes the field facilitator of that area is also involved in the discussion.
- ◆ Commercial level PPEs are rare but farmers and workers mostly prefer to use the PPE available at their local level. The organization and some economically settled farmers could support such people who cannot afford the PPEs by providing to them to enhance the adoption ratio. The solution can also be through engaging the pesticides dealers and motivating them to provide PPE kits.

- ◆ Provision of a toilet facility was infrequent and local-level sanitation issues were there. Although the workers can use the toilets that are in the farmer's house or on-farm toilet facilities can be provided or improved.
- ◆ Target group seems dormant on raising voice for farmer and labour issues related to decent work.
- ◆ The outreach activity to specific groups was very limited. At the organizational level, different initiatives are taken that are to empower the specific groups.
- ◆ It was observed that the target group is a strong supporter of child education and discourages child labour. Nevertheless, they had alternate source of income to fulfill this desire.
- ◆ Poverty and lack of education is major problem of the area and ultimate a potential risk of child labor, although farmers have better understanding of child labor and its connected health hazards risk of their children's health however in few areas some children were found at farm with their parents but not found in any farming activity. REEDS Social mobilization and integrated support from different projects strategy played a significant role to minimize the potential risk, which is truly appreciated.
- ◆ Complex socio economic circumstances and cultural boundaries also hinder the implementation of decent work activities.
- ◆ Farm workers find it difficult to give time during cultivation season.
- ◆ Training sessions on labour rights/decent work has been delivered but reinforcement and promotion of decent work messages are required.
- ◆ Proper refresher trainings of staff and PU managers required on decent work components.
- ◆ Although at field level REEDS conducting strong collaborative activities with CSOs i-e NRSP, NCHD, ITA & HDF however need to signed MOUs with clearly defined and agreed roles and responsibilities to promote DW at field.
- ◆ There is a need to ensure first aid kit at farmer level or PU level. Farmers provide first aid and medical facility to their workers in case of emergency. REEDS has strong collaboration with the RESCUE 1122 and conducted the trainings of farmers on the emergencies also established some Community Emergency Response Teams (CERTS) in some areas. The availability of first aid kits at the small holders' farm level or at LG level can be incorporated for betterment.
- ◆ Women workers demanded for skill development trainings so that they can adopt alternate source of income to meet their financial challenges.

- ◆ Discrimination, and forced /bonded labor were not reported anywhere in the project area; some workers take a loan from the farmers on their own will and need and they have to pay the loan to the farmers but the same workers are also free to work on any other farm if they want to as they are not bounded. The only thing is workers need to pay the loan to farmers. Farmers are aware on the worker’s rights and they support the workers in many cases.

1. Recommendations & Way Forward

This section presents key recommendations for strengthening the decent work component of the project in order to maximize its impact. The recommendations and way forward against observed challenges in the field are compiled in the form of Decent Work management plan as follows.

Decent Work Management Plan								
Principle	Criteria	Interventions	Indicators	Means of Verification	Output	Outcome	Engagement of External Stakeholders	Responsibilities
Better Cotton Farmers promote Decent Work	6.1 The Producer must ensure there is no child labour, in accordance with ILO Convention 138. In the case of family smallholdings, children may help on their family's farm if the work is not liable to damage their health, safety, well-	<ol style="list-style-type: none"> 1. Identification of child labor 2. Strengthen awareness of child rights; 3. Mobilization of PTAs/School councils on child rights 4. Decent work committees established to prevent child labor 5. Networking with expert organizations working on child labor/ rights 6. Community interactive programs to raise 	No child was found working on the farm under the age of 15.	<ol style="list-style-type: none"> 1.M&E Reports 2. Awareness campaign activities reports 3. Pictorial evidence 4. Session attendance sheet 5. School data 6. success stories 	<p>The proportion of families willing to send their children to school</p> <p>Proportion of families do not take their children along with them to farm</p> <p>Proportion of families who provide sense of safety and well-being to their child</p>	Access to quality education, health, and protection services	PTAs DW committees Peer support Law enforcement agencies Civil society NGOs	FF, PUM, PM&E, and PC

being, education or development, and that they are supervised by adults and given appropriate training.	awareness on child rights, child labor 7. Organize the enrollment campaigns at the primary level						
6.2 The Producer must ensure that for hazardous work, the minimum age is 18 years.-	1. Coordination with local BHUs to collect data for incidents level and age group 2. Strengthen the role of Decent work committees to ensure that hazardous work is not conducted by workers under 18 3. Awareness session on hazardous work using pictograms	Hazardous work is not conducted by workers under 18	1. Awareness campaign activities reports 2. Pictorial evidence 3. Session attendance sheet 4. BHU meeting minutes/data	Proportion of community willing to observe minimum age for hazardous work	Access to safe and healthy environment for children under 18	DW committees Peer support Law enforcement agencies Civil society NGOs	FF, PUM, PM&E and PC
6.3 The Producer must ensure there is no forced or compulsory labour, including bonded or trafficked labour.	1. Mobilization of communities on written contracts 2. Monitoring of field activities 3. Strengthen role of Decent work committees in disseminating the feedback mechanism/ grievance mechanism to identify and report such kind of issues.	Access to free and safe work environment for all	1.M&E Reports 2. Awareness campaign activities reports 3. Pictorial evidence 4. Session attendance sheet	Proportion of community having written work agreements and enhanced knowledge on the criteria	All forms of forced or compulsory labour, including bonded or trafficked labour are prohibited	DW committees Peer support Law enforcement agencies Civil society NGOs	FF, PUM, PM&E and PC

<p>6.4 The Producer must not practice discrimination (distinction, exclusion, or preference) that denies or impairs equality of opportunity, conditions or treatment based on individual characteristics, group membership or association.</p>	<ol style="list-style-type: none"> 1. Baseline to identify any discrimination/disadvantaged groups 2. Strengthening of existing plan to improve their position and ensure inclusion 3. Mobilization of communities on the identification of any such 4. Strengthening the coordination with the relevant departments for linkages development 	<p>All forms of discrimination is prohibited</p>	<ol style="list-style-type: none"> 1. Awareness campaign activities reports 2. Pictorial evidence 3. Session attendance sheet 4. Success stories 5. Stakeholders list 	<p>Proportion of community willing to discourage all forms of discrimination</p>	<p>Equal access to all facilities</p>	<p>DW committees Peer support Law enforcement agencies Civil society NGOs</p>	<p>FF, PUM, PM&E and PC</p>
<p>6.5 The Producer must observe the principle of equal pay for equal work.</p>	<ol style="list-style-type: none"> 1. Awareness sessions on wage rates and equal wages principle 2. Strengthen the Feedback mechanism 3. Decent work committees will monitor equal pay for equal work. 4. PU implements continuous processes to identify and address inequalities in the workforce 5. 	<p>Equal wage rate for all workers irrespective of gender and their work if they are performing the same job</p>	<ol style="list-style-type: none"> 1. M&E Reports. 2. Awareness campaign activities reports 3. Pictorial evidence 4. Session attendance sheet 5. training reports 6. written policy for equal pay 7. written work agreement 	<p>All workers irrespective of gender and their work get equal pay if they are performing the same work</p>	<p>Equal pay for equal work.</p>	<p>DW committees Peer support Law enforcement agencies Civil society NGOs</p>	<p>FF, PUM, PM&E and PC</p>
<p>6.6 The Producer must provide access to safe and hygienic sanitation facilities and to potable</p>	<ol style="list-style-type: none"> 1. Mobilization of communities on WASH practices & provision of clean drinking water at the farm 	<p>All workers have access to adequate sanitation facilities</p>	<ol style="list-style-type: none"> 1. Awareness/mobilization campaign activities reports 2. Pictorial evidence 3. Session attendance sheet 	<p>Accessible and hygienic water and sanitation facilities</p>	<p>Accessible, safe, private and hygienic water & sanitation facilities work place for all</p>	<p>DW committees Peer support Civil society NGOs PHE</p>	<p>FF, PUM, PM&E and PC</p>

and washing water.						Department	
6.7 The Producer must provide all workers with a clean place to eat, and access to adequate medical care.	1. Mobilization of communities on WASH practices & provision of adequate medical facilities 2. Sensitization of farmers on Workers friendly spaces at farm	All workers have access to adequate rest area, food consumption and medical facilities	1. Awareness campaign activities reports 3. Pictorial evidence 4. session attendance sheet	Accessible and adequate rest area, food consumption and medical facilities	Accessible, safe, private and adequate rest area, food consumption and medical facilities at work place for all	DW committees Peer support Civil society NGOs	FF, PUM, PM&E and PC
6.8 The Producer should provide workers with regular health and safety training appropriate to the work they perform.	1. Health and safety training at induction for safety at work 2. Health & safety policy at LG level	A written policy is available and communicated to workers for health and safety measures at work	1. Training reports 2. Pictorial evidence 3. Session attendance sheet 4. Written policy	A proportion of farm workers are well aware of health and safety procedures at work	Written policy on health and safety procedures at work Proper IEC material appropriately displayed at work place	DW committees Peer support Civil society NGOs	FF, PUM, PM&E and PC
6.9 The Producer should identify work hazards, inform workers of safe work practices, and adopt preventive measures to minimize hazards in the workplace. The Producer must	1. Awareness sessions 2. Hazard risk assessment 3. Training of workers 4. Decent work committees ensure that risk assessment for potential hazards at the workplace has been conducted and are communicated to all workers 5. Monitoring of all activities	Producers must ensure risk assessment for potential hazards at work place	1.M&E Reports. Awareness campaign activities reports 3. Pictorial evidence 4. Session attendance sheet 5. Written health and safety policy 6. Training reports 7. Availability of PPEs	Proportion of farmer and worker are well aware about potential hazards at workplace and safety procedures accordingly	Written health and safety policy inline and communicated to the workers	DW committees Peer support Civil society NGOs Medical and Emergencies service providers Insurance agencies	FF, PUM, PM&E and PC

maintain records of any accidents and occupational illnesses.							
6.10 The Producer should ensure that measures are in place to deal with accidents and emergencies , including first aid, trained first aiders and access to appropriate transportation to medical facilities.	<ol style="list-style-type: none"> 1. Awareness sessions 2. Training of staff and communities on Basic Life Support 3. Decent work committees ensure the availability of suitably stocked first aid boxes accessible and transportation to medical facilities available for all workers 	Suitably stocked first aid boxes accessible and transportation to medical facilities available for all workers	<ol style="list-style-type: none"> 1. Awareness campaign activities reports 3. Pictorial evidence 4. Session attendance sheet 5. Training reports 7. Availability of First aid kits 	Proportion of producers ensure Suitably stocked first aid boxes accessible and transportation to medical facilities available for all workers	Availability of First aid kits and transportation to medical facilities available for all workers	DW committees Peer support Civil society NGOs Medical and Emergencies service providers	FF, PUM, PM&E and PC
6.11 The Producer must guarantee all workers the right to establish and join organizations of their own choosing, and to draw up their own constitutions and rules, elect representatives, formulate programs,	<ol style="list-style-type: none"> 1. Strengthen the mobilization of communities 2. Decent work committees ensure the worker's right to establish and join organizations of their own choosing and to draw up their own constitutions and rules, elect representatives, formulate programs, and bargain collectively 	There is no interference with the right of workers to bargain collectively	<ol style="list-style-type: none"> 1. Awareness campaign activities reports 2. Pictorial evidence 4. session attendance sheet 6. Record of organizations meetings 7. success stories 	Proportion of producers ensure all workers the right to establish and join organisations of their own choosing, and to draw up their own constitutions and rules, elect representatives, formulate programmes , and bargain collectively	Proper documentation of farmer organizations and awareness has been created on right to organize and collective bargain	DW committees Peer support Law enforcement agencies Civil society NGOs	FF, PUM, PM&E and PC

and bargain collectively.							
<p>6.13 The Producer must ensure that all workers – waged and piece rate – are paid wages at least equivalent to the applicable legal national minimum wage or regional norm, whichever is higher; and that workers are paid regularly, on time, and through an appropriate method of payment.</p>	<p>1. Awareness sessions on wage rates 2. Mobilization of communities to have written wages rates as per law or regional norms 3. Wage rate policy at the LG level</p>	<p>Producers ensure transparent practices for wage calculation and payment to all workers</p>	<p>1.M&E Reports 2. Awareness campaign activities reports 3. Pictorial evidence 4. session attendance sheet 6. wage calculation record 7. Wage rate policy 8. agreement between worker and employer</p>	<p>all workers receive wages at least equivalent to the applicable legal national minimum wage or regional norm, whichever is higher; and that workers are paid regularly, on time, and through an appropriate method of payment.</p>	<p>Wage calculation record Wage rate policy Agreement between worker and employer</p>	<p>DW committees Peer support Law enforcement agencies Civil society NGOs</p>	<p>FF, PUM, PM&E and PC</p>

<p>6.14 The Producer must obtain the worker's consent in advance regarding all working conditions.</p>	<p>1. Mobilization of communities to have a written contact rather than verbal 2. Decent work committees ensure that all workers All workers are employed with a written contract</p>	<p>All workers are employed with a written contract</p>	<p>1.M&E Reports 2. Awareness campaign activities reports 3. Pictorial evidence 4. session attendance sheet 6. wage calculation record 7. Wage rate policy 8. agreement between worker and employer</p>	<p>Workers have informed about ToRs written or verbally</p>	<p>Prior work agreement is compulsory according to social norm</p>	<p>DW committees Peer support Law enforcement agencies Civil society NGOs</p>	<p>FF, PUM, PM&E and PC</p>
<p>6.15 The Producer should keep adequate records on employment obligations, in accordance with national law and sufficient to enable monitoring.</p>	<p>1. Awareness sessions 2. Mobilization of communities 3. Decent work committees ensure that all farmers maintain proper employment record</p>	<p>Maintaining adequate records of employment according to local and regional trends</p>	<p>1.M&E Reports 2. Awareness campaign activities reports 3. Pictorial evidence 4. Session attendance sheet 6. Wage calculation record 7. Wage rate policy 8. agreement between worker and employer</p>	<p>Proportion of farmers maintain employment record</p>	<p>Keeping employment record is compulsory according to social norm</p>	<p>DW committees Peer support Law enforcement agencies Civil society NGOs</p>	<p>FF, PUM, PM&E and PC</p>
<p>6.17 The Producer should ensure that working hours comply with national laws or relevant collective agreements, whichever is more favorable to the worker.</p>	<p>1. Awareness sessions on working hours 2. LG level policy according to the criteria</p>	<p>Minimum working hour criterion has been implementing according to local and regional norms</p>	<p>1. Awareness campaign activities reports 2. Pictorial evidence 3. Session attendance sheet 4. Working hours policy</p>	<p>Proportion of farmers following Minimum working hour criterion according to local and regional norms</p>	<p>Employee attendance record Working hours policy Agreement between worker and employer has maintained</p>	<p>Law enforcement agencies Civil society NGOs</p>	<p>FF, PUM, PM&E and PC</p>

<p>6.18 The Producer should ensure that overtime work is voluntary and remunerated in accordance with the law or applicable collective agreements.</p>	<ol style="list-style-type: none"> 1. Awareness sessions on calculating the overtime working hours 2. Mobilization of communities for the provision of overtime wages 3. Decent work committees ensure that Overtime hours are paid and in line with legal requirements 	<p>Overtime hours are paid and in line with legal requirements</p>	<ol style="list-style-type: none"> 1. Session report and attendance sheet 2. Pictorial evidence 3. Working hours policy 	<p>Proportion of farmers ensure that overtime work is voluntary and remunerated in accordance with the law or applicable collective agreements.</p>	<p>All workers get their overtime dues according to national standard</p>	<p>DW committees Peer support</p>	<p>FF, PUM, PM&E and PC</p>
<p>6.19 The Producer must not engage in or tolerate the use of corporal punishment, mental or physical coercion, sexual harassment, physical or verbal abuse or harassment of any kind.</p>	<ol style="list-style-type: none"> 1. Strengthen the grievance mechanism at LG level 2. Training of staff and workers on labor rights 3. Monitoring of activities in field 	<p>Use of any kind of corporal punishment and any kind of harassment is prohibited</p>	<ol style="list-style-type: none"> 1.M&E Reports 2. Awareness campaign activities reports 3. Pictorial evidence 4. Session attendance sheet 5. Grievance mechanism 	<p>Employees are treated with respect and dignity</p>	<p>Safe workplace environment available to all workers</p>	<p>DW committees Peer support Law enforcement agencies Civil society NGOs</p>	<p>FF, PUM, PM&E and PC</p>

FGDs with BC Farmers



FGDs with BC Workers



KII with Stakeholders



Bibliography

The study reviewed several documents and reports on decent work of different organizations (especially BC and ILO) have been assessed and consulted which includes;

- 1 Decent Work Some Strategic Challenges Ahead” International Labour Conference 2008.
- 2 “BC Principle Criteria – V 2.1” 2018
- 3 “The Islamic Republic of Pakistan Decent Work Country Programme III (2016 – 2020)”
- 4 “Better cotton decent work strategy 2020 – 2027” (BC).
- 5 “Better Cotton and Decent Work: Activities, impacts and lessons learned” 2013.
- 6 “Collective bargaining for an inclusive, sustainable and resilient recovery” Social Dialogue Report 2022
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- 8 Rural Education & Economic Development Society Decent Work Analysis Report RYK-23
- 9 Integrated Growth Strategy (2014-2018),
- 10 Decent Work for All Annual Report (2014) by ILO Pakistan,
- 11 Thematic Analysis of Interview Data in the Context of Management Controls Research by (2019) SAGE Publications, Ltd.
- 12 Doing a Thematic Analysis: A Practical, Step-by-Step Guide for Learning and Teaching Scholars by Moira Maguire & Brid Delahunt from Dundalk Institute of Technology. Volume, Number 3 (Autumn 2017). AISHE-J.

Annexures

Annex: One

Tool: 01 Focus Group Discussion with Farmers;

The facilitator/moderator will explain at the beginning and at the end what the purpose of the focus group is. He will assure all participants that personal data will be kept confidential and set the ground rules for the group discussion with participants. The facilitator must ensure, all discussion points are facilitated in local, decent, and easy-to-understand language. He will obtain oral consent: Ask “Do you agree to participate”. The focus group discussion time will be 90 minutes.

Date:		FGD Location:	
PU Name		LG Name	
Moderator Name:		Note Taker Name:	
Gender:	Male <input type="checkbox"/> Female <input type="checkbox"/> Transgender <input type="checkbox"/>	Number of Participants:	
Duration:		Tehsil:	
Target Group	BC Farmer		

Part 1: Ice Breaking (Introduction of the moderator/facilitator and participants):

Good morning/afternoon, my/our name is/are _____. We work for Divergent Development Consultants (DDC). DDC is a Pakistan based research, capacity building and implementation organization. We are here today to discuss about activity conducted by REEDS Pakistan under BCI funded project on decent work/ labour right in cotton growing areas of District Rahimyar Khan. We want to ask few question regarding decent work/ labour right interventions by REEDS Pakistan in your respective area. Your kind cooperation is required to take a deep insight of the work; as well as the suggestions are also required to improve the future interventions.

In this regard, we will need your cooperation so that the gaps left in this project can be removed from the information obtained from you. And in the future such projects can be improved.

Part 2: Audit of Decent work/ labour right in Cotton Growing Areas of District Rahimyar Khan:

S. No.	DISCUSSION POINT	PARTICIPANTS RESPONSE	FACILITATOR'S OBSERVATIONS (Examples, quotes)
1	Do you people think that community-level organizations (Farmer Learning Group) are important?		
2	Are you people part of it and have faced any restrictions to becoming part of it?		
3	How did you become a part of this organized group? (Probe participation, learning, objective, representative choice, benefits, their thoughts & understandings)		

4	Do these organized groups raise voices for basic rights & collective bargaining?		
5	Does your farmer group outreach/ support other specific groups/ people in the community?		
6	Is there any Organization working for farmer groups in your area? (Probe nature of work and objectives)		
7	What is your understanding regarding decent work/ labor right?		
8	What are REEDS interventions and support to you? (Probe project activities, outcomes, etc.)		

9	What is your opinion about the rights of a laborer? (In relation with decent work/ labor right)		
10	Have you been oriented or attended any training on Decent work/ labor right?		
11	Do your children (male & female) go to school and also assist you at your farm?		
12	If children assist you at your farm how do you decide their engagements? (Probe about age, type of work, time, workplace environment, and rights)		
13	In your opinion which type of work cannot be done by kids under the age of 18 on the farm?		

14	Do you know about child labor? (Probe their understanding)		
15	What do you think are the hazards associated with cotton work and should workers be aware and what support are provided by farmers or any organization to them?		
16	What type of facilities government provides to the cotton producer's family and community?		
17	Do you hire workers to work at your farm? If yes, what type of workers do you use and how? (Ask for agreement, wages, personal documents, family involvement, free to leave the work)		
18	How do you decide to pay wages to your workers and what are the terms and conditions?		

19	Have you observed or experienced any worker doing farm activities without his/her consent? (Any examples)		
20	What system/ measures have been taken at the group level to report or resolve the decent work/ labor right issues?		
21	Do you think that the farm worker should work only on one farm? (Probe if yes why, if no why not)		
22	In your opinion how much role do race, religion, and gender have in hiring a worker at a farm?		
23	Do you think race, religion, gender, age, and working hours have an effect on wage rates in your area?		

24	Do you think or observed that some people or groups are treated worse than others? If yes, please explain why, when, and how.		
25	What is the trend in your area to decide on farm work activities regarding wages and time?		
26	What is your opinion about a safe environment on the farm? (Probe their understanding & response)		
27	In your understanding what measures farmers are taking to provide a safe working environment? (WASH, PPEs, training, first aid, eating place, potable water)		
28	What is your process or practice in your area before hiring a worker? (Probe the practice, nature, conditions and trends)		

29	<p>Have you ever observed corporal punishment (physical, and mental stress, and sexual, verbal, and physical abuse) towards the workers? If yes, what measures have you or a group of farmers taken to report or address the issue?</p>		
30	<p>Do you think punishment of workers increases the quality and efficiency of work at farms?</p>		
31	<p>What measures you have taken at the group level to promote and adopt decent work/ labor right?</p>		
32	<p>Do you have any suggestions to improve decent work/ labor right at the community level?</p>		
33	<p>Have you or workers had a system at the farm to express their concerns, share feedback or raise voices?</p>		

34	What do you think is the role of women for community well-being and improving cotton productivity as farmers?		
35	Do you have any challenges in implementing decent work/ labor right at the farm/group level?		
36	What are your opinion/ suggestions to improve the decent work/ labor right practice and the status of workers?		

Moderator Signature:	Note Taker Signature:
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Annex: Two

Tool: 02 Focus Group Discussion with Farm Workers;

The facilitator/moderator will explain at the beginning and at the end what the purpose of the focus group is. He will assure all participants that personal data will be kept confidential and set the ground rules for the group discussion with participants. The facilitator must ensure, all discussion points are facilitated in local, decent, and easy-to-understand language. He will obtain oral consent: Ask “Do you agree to participate”. The focus group discussion time will be 90 minutes.

Date:		FGD Location:	
PU Name		LG Name	
Moderator Name:		Note Taker Name:	
Gender:	Male <input type="checkbox"/> Female <input type="checkbox"/> Transgender <input type="checkbox"/>	Number of Participants:	
Duration:		Tehsil:	
Target Group	BC Farm workers		

Part 1: Ice Breaking (Introduction of the moderator/facilitator and participants):

Good morning/afternoon, my/our name is/are _____. We work for Divergent Development Consultants (DDC). DDC is a Pakistan based research, capacity building and implementation organization. We are here today to discuss about activity conducted by REEDS Pakistan under BCI funded project on decent work/ labour right in cotton growing areas of District Rahimyar Khan. We want to ask few

question regarding decent work/ labour right interventions by REEDS Pakistan in your respective area. Your kind cooperation is required to take a deep insight of the work; as well as the suggestions are also required to improve the future interventions.

In this regard, we will need your cooperation so that the gaps left in this project can be removed from the information obtained from you. And in the future such projects can be improved.

Part 2: Audit of Decent work/ labour right in Cotton Growing Areas of District Rahimyar Khan:

S. No.	DISCUSSION POINT	PARTICIPANTS RESPONSE	FACILITATOR'S OBSERVATIONS (Examples, quotes)
1	Can you describe your experience working with farmers in your area or outside of this area? (Probe hiring, wages, workplace environment, worker rights, equality, medical support/first aid)		
2	Can you share something about the financial conditions of your family & challenges?		
3	How you are overcoming your challenges? (Probe farmer's involvement, support, family participation, any organization support and workers' own initiatives, also take examples of challenges and their solutions)		
4	Can you share about your family involvement at the farm? (Probe family work & wages, children involvement, work type & working hours)		

5	How is your work at the farm going on? (Probe income & satisfaction level, benefits, environment, relation with farmers, disciplinary measures, overtime remuneration)		
6	Have you ever participated in training related to decent work/ labour right? (Probe topics, benefits of training, who was responsible)		
7	What do you know about decent work/ labour right?		
8	Do you know about any worker associations in your area? And have you ever been part of any worker association?		
9	Do you believe any worker associations should exist? (Probe benefits of worker associations or any drawbacks if)		
10	Do you people raise voices for your rights or bargain individually or collectively?		
11	Is there any organization working on decent work/ labour right in your area?		
12	In your opinion education is important for children both girls and boys?		

13	Do your children go to school and assist you in farm activities? (Probe training, work structure, work nature, wages children received or not, children's health)		
14	What is the farmer's response towards children assisting you at the farm?		
15	In your opinion which type of work should not be conducted by children (Prob 18 & 15 years of age and what are their hazards?)		
16	In your understanding what measures do farmers take to ensure workers' rights at farms and avoid child labour?		
17	Do you believe in having a work agreement, verbal or written? (Probe their agreement type, terms & conditions, document requirement, wages or other incentives)		
18	Have you ever observed or experienced any worker working on a farm without his/her consent? If yes, What measures you have taken to handle this issue?		
19	Can you share the frequency of wages paid to you by farmers? (Probe loan or advance paid by farmers and their return process)		

20	Do you feel free to work anywhere according to your own convenience?		
21	Does race, religion, gender, ethnicity or age matter in the employment process, the wage rate and treatment as a worker at a farm?		
22	Have you ever observed a person or a group of people being treated badly or not getting equal opportunities?		
23	Currently, what is the minimum wage rate in your area? And how you are being paid? (Probe wages, time of payment, method, payment to male & female, wages equality for same work)		
24	Have you or your family members ever faced or witnessed physical, mental stress, or sexual or verbal harassment at the farm? If yes, What measures you have taken to resolve the issue?		
25	Is there any system for you to raise your voice or share your concerns introduced by your farmers?		
26	Do you think punishment to workers increases the quality and efficiency of work at farms?		

27	What do you think should be done to improve decent work/ labour right practices in your area for the well-being of workers?		
28	What are your expectations for the future in respect of decent work/ labour right from REEDS?		
29	What challenges do you face in implementing decent work/ labour right practices?		
30	What are your suggestions to improve decent work/ labour right practices?		

Moderator Signature:	Note Taker Signature:
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Annex: Three

Tool: 03 Key Informant Interview with Stake Holders;

Audit of Decent work/ labor right in Cotton Growing Areas of District Rahimyar Khan

(Introduction):

Good morning/afternoon; My name is _____. I am working with Divergent Development Consultants (DDC) Pakistan. We are a research, capacity building, and implementation organization. I am here today to conduct this survey about activity conducted by REEDS Pakistan under BCI funded project on **decent work/ labour right in cotton growing areas of District Rahimyar Khan**. I want to ask a few questions regarding decent work/ labour right interventions by REEDS Pakistan in your respective area to assess its impact. If you are willing to answer these questions, I will require 25-30 minutes of your precious time to complete this survey form. The information you will provide in this format is of great value to this study and will be used for analysis purposes only. This information will be kept confidential.

Please tick (☑) the relevant field

Questionnaire Code: | _____ |

Date:	
Location:	
Area of PU & LG Name:	
Respondent Name:	
Department/ Organization Name:	
Designation:	
Tehsil:	

1	Do you know about REEDS working in your area?	Yes? No? Don't know?
2	What did you know about Better Cotton Project in your area?	
3	What kind of project activities are REEDS doing in your area? [Please Explain]	
4	What do you think about these activities? (Probe in respect of decent work/ labour right)	
5	What is your coordination level with REEDS and how do you look at this coordination in long term? [Please Explain]	
6	Any recommendation or suggestion by your department for improvement of this coordination? (Probe in respect of decent work/ labour right)	
7	What types of services have you provided and what are the terms for this facilitation.	

8	<p>Does your department have any collaboration with REEDS to promote Decent work/ labour right? Yes? No? Don't know?</p> <p>[If yes]</p> <p>What kind of these activities are, to promote decent work/ labour right in the area?</p> <p style="text-align: center;">? ? ? ? ?</p> <p>Training Seminars Awareness sessions Public speakers Public messages</p> <p>Any other activity please specify:</p>
9	<p>Do the partner organization (REEDS) promote gender mainstreaming? Yes? No? Don't know?</p>
10	<p>Do the partner organization (REEDS) follow the inclusion criteria? Yes? No? Don't know?</p>
11	<p>Any suggestions to improve Decent work/ labour right awareness in your respective area?</p>
12	<p>Do you have any questions for us?</p>

Moderator:	Respondent:
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