Comparison between Socio-Economic Conditions of the Employees of two Cocoa Plantations in Colombia

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The Context

Mission | **Diagnosis of the living and working conditions of farm workers in Necocli and Casanare for Luker Chocolate**

Necocli
- Agroforestry system: Wood: 7 y; Cocoa: 7 y
- Cocoa area: 550 ha
- Relief: Very uneven
- Land rented by Luker
- Luker Agricola / Agricola el Poleo / Field-workers
- Cocoa: 20% of income
- Main activity in the region: Plantain banana production

Figue 1: Location of study areas in Colombia

Casanare
- Agroforestry system: Wood: 30 y; Cocoa: 2 y
- Cocoa area : 1000 ha
- Relief : Flat
- Luker Agricola Agricola el Poleo / No independent field workers
- Luker's own land
- Cocoa: < 1% of profits
- Main activities in the region: Oil palm / Livestock farming

The Methodolgy

This study is based on a descriptive and analytical approach. These two approaches were selected in order to be able to identify, analyse and interpret the mechanisms and factors of exodus of farm workers from the farms studied. The data collection was conducted in a format of free and semi-direct interviews with farm workers from the commissioning company and semi-direct and directive interviews with people who were experts on the study. These interviews yielded mostly qualitative data in the form of life stories. The answer to the initial problem was provided following a quantitative and qualitative analysis of the data collected (see figure 2).

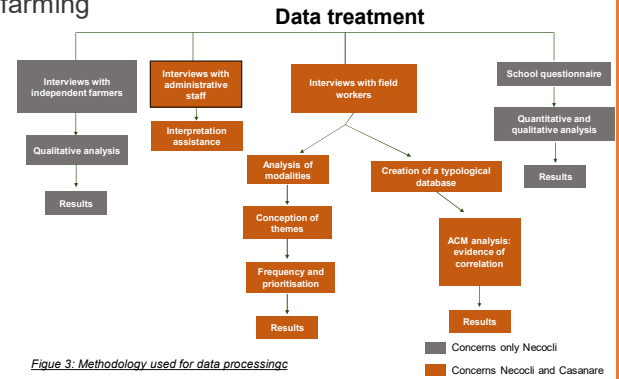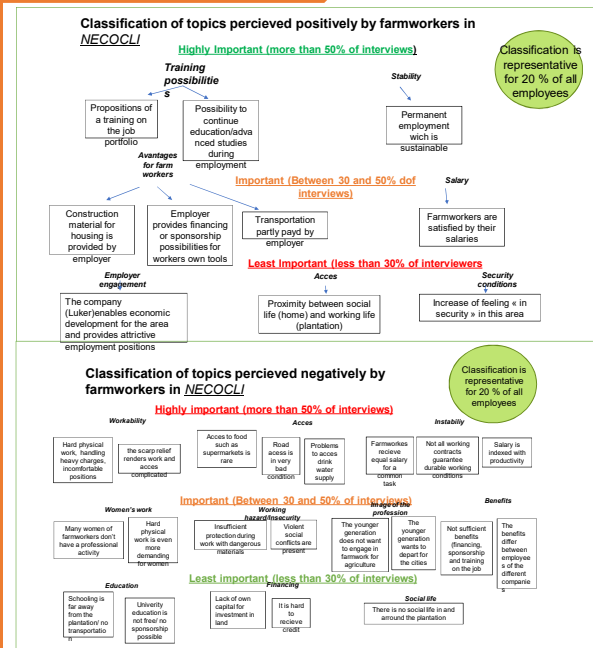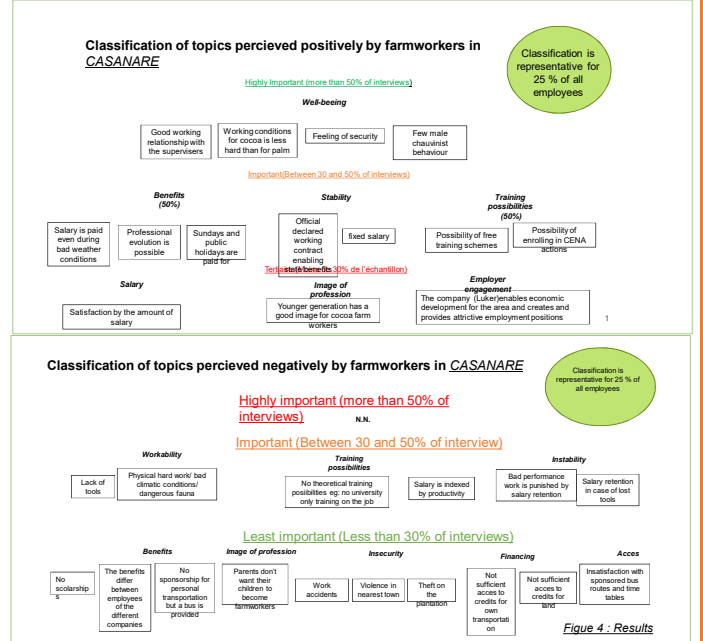*Figue 2: Methodology used for data collection*

- 24 interviews conducted in Necocli
- 19 interviews conducted in Casanare
- 17 of the interviews with farm workers
- 12 of the interviews with farm workers
- 7 interviews with administrative staff
- 7 interviews with administrativ e staff

Figue 3: Methodology used for data processingc

Concerns only Necocli
Concerns Necocli and Casanare

The Results

Classification of topics percieved positively by farmworkers in *NECOCLI*

Classification is representative for 20 % of all employees

Classification of topics percieved negatively by farmworkers in *NECOCLI*

Classification is representative for 20 % of all employees

The analysis of the data collected has enabled us to understand the dynamics and interactions that justify the exodus mechanisms within the two farms studied. These mechanisms were studied under thematic categories which are presented in Figure 4.

Classification of topics percieved positively by farmworkers in *CASANARE*

Classification is representative for 25 % of all employees

Classification of topics percieved negatively by farmworkers in *CASANARE*

Classification is representative for 25 % of all employees

Figue 4 : Results

Conclusions

Positives
• **Training**
• **Stability**
• **Advantages**
• **Wellness**
• **Salary**

Common themes
Necocli's specific themes
Specific theme of Casanare

Négatives
• **Physically difficult**
• **Instability**
• Access
• Insecurity
• Advantages
• Image of the profession
• Women's work
• **Training**

Figue 4 : Results of the quantitative study

- Awareness campaign: children and agricultural workers
- Communicating to the inhabitants around the Necocli farm about the drinking water project
- Create a meeting point within the Necocli operation and organise events
- Provide Necocli with public transport facilities
- Propose a micro-credit system
- Providing technical assistance to farmers selling cocoa in Asoporne

Limits

- Duration of interviews
- Interviews only in the workplace
- Duration of the field stage
- Sometimes 2 people to be interviewed at the same time
- Shy people
- Accompanied in the field by supervisors

LUKER Chocolate

OYANA