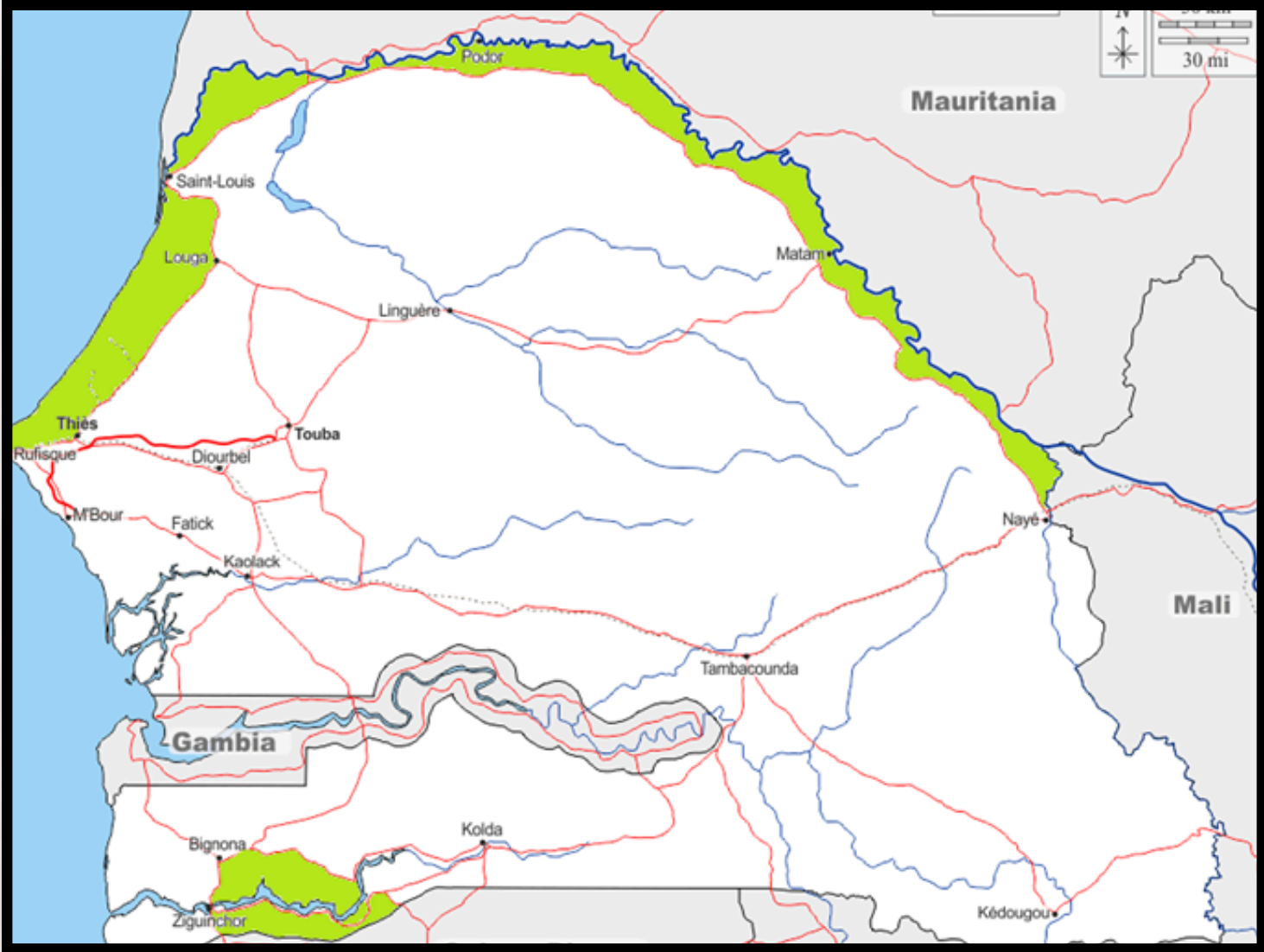


Promoting Decent Work in the Horticulture Sector in Senegal

Food Supply across Borders

The horticulture sector is a vital component of our economies, producing crops for our food supply. The challenges in the horticulture sector, are diverse and include low wages, unsafe working conditions, inequality, lack of legal protection, and exploitation. Many workers hold vulnerable, informal positions, often without stable employment. This makes it especially difficult for them to stand up for their rights.



Work in horticulture is physically demanding and often involves the use of pesticides. This type of work requires proper protective equipment and safety measures for the workers.

In Senegal, horticulture supports the livelihoods of 0,5 million workers. Key crops such as onions, tomatoes, green beans, mangoes, and cashew nuts are predominantly grown in three major regions: the Senegal River Valley, Casamance, and Niayes. Improving decent work conditions in these subsectors will create a significant economic and social impact, benefitting workers, their families, and communities.



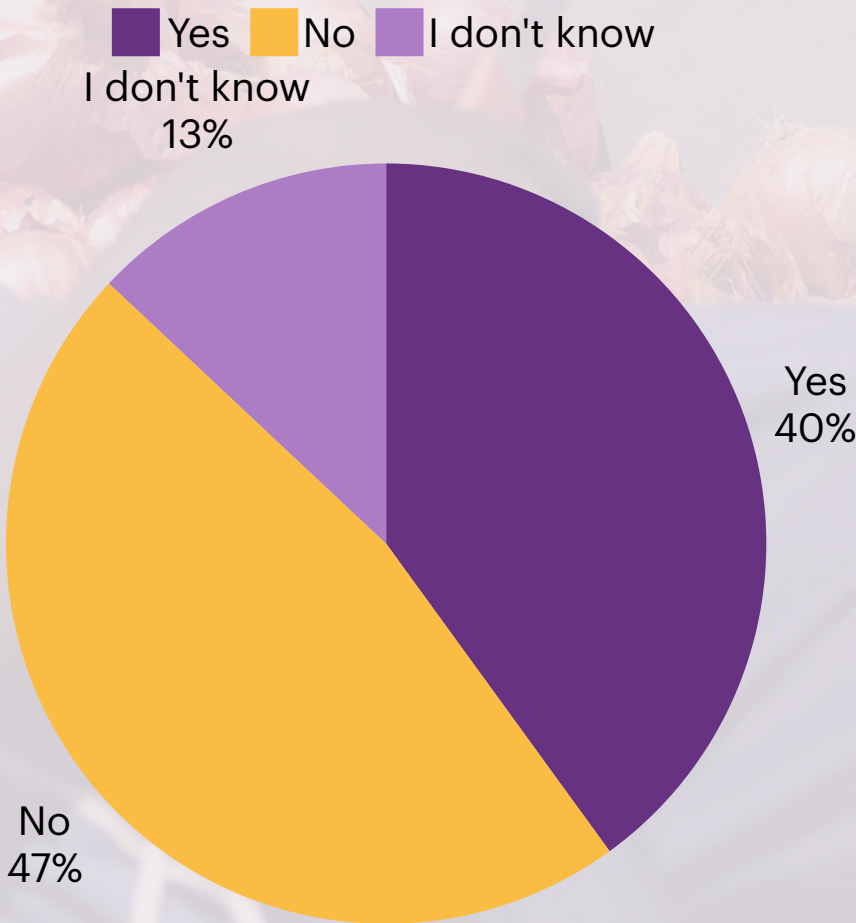
According to the ILO, decent work involves:

- Fair income
- Security and social protection
- Opportunities for personal development
- Social inclusion and equal opportunities

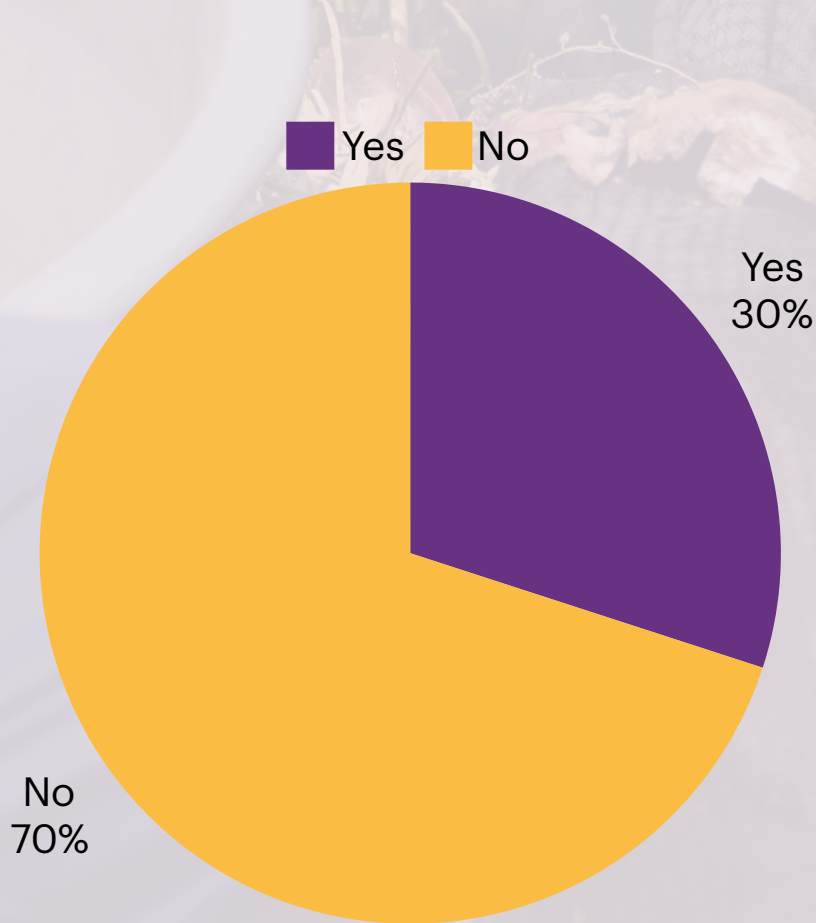
Despite the existence of a national labor code and a decent work program, the horticultural sector in Senegal still faces many challenges in meeting these criteria.



Are you affiliated to social security?



Are you entitled to sick leave?



Do you receive social security benefits?

Key Research Findings

Absence of employment contracts and low wages

30% of large farms do not offer written contracts

- 91% of traders do not provide any work contracts
- Wages below the legal minimum (SMIG) are common, especially in agricultural households where 70% of employers do not comply with the agricultural minimum wage (SMAG)

Lack of social security

36% of large farms are not registered with CSS or IPRES for retirement and accident protection

- Few employers respect paid annual leave, especially among traders (88% non-compliance)

Insufficient and unsafe working conditions

- 50% of workers are dissatisfied with their participation in decision-making
- 80% of employees consider their social security insufficient
- 33% of workers report having been victims of harassment or discrimination at work

Lack of social dialogue

- Low union presence in SMEs and large farms
- Active unions such as CNTS and UDTs have few members in horticulture. Its difficult to organise informal workers in the horticulture sector, limiting workers' ability to defend their rights

Conclusion & Recommendations

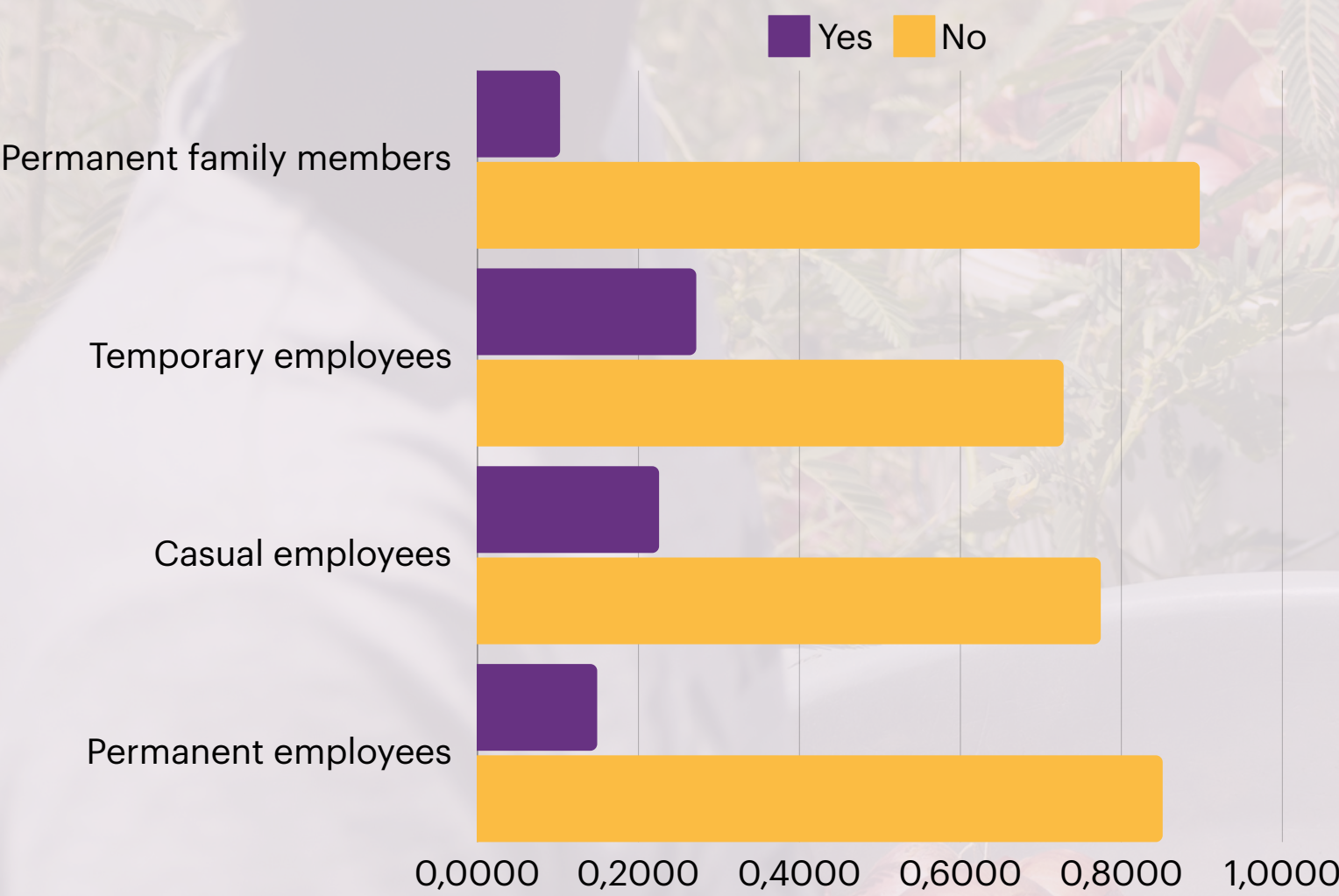
The study concludes that decent work is nearly non-existent in these five key sub-sectors. To ensure the well-being of the 0.5 million workers employed in horticulture, it is essential to:

- Improve working conditions
- Strengthen social dialogue between employers, unions, civil society, and development partners

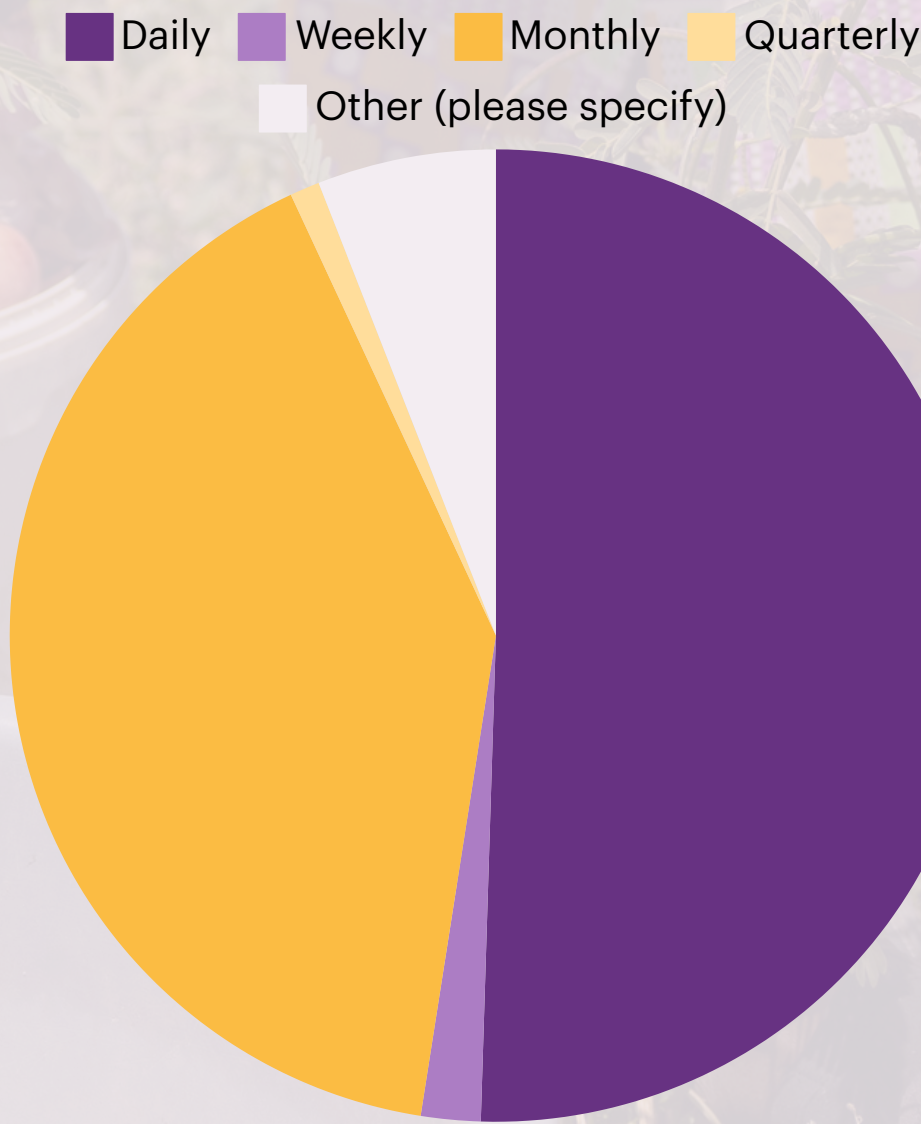
A collaborative approach is essential to promote decent work and sustainable development in this supply chain, which is vital to Senegal's economy.

Questions answered by the employers

Do you pay your workers more than the SMAG (official minimum wage in agriculture)



How often are employees paid?



Trade unions in the Netherlands have experience working with businesses and governments to address labour issues and develop solutions. CNV Internationaal also operates at the international level, focusing on improving the situation for workers and promoting responsible business practices in the supply chains of the horticulture, palm oil, and sugarcane sectors. Through social dialogue, we bring together relevant stakeholders to establish agreements on improving working conditions and ensuring fair wages. Quality working conditions enhance productivity and foster a sense of peace and well-being in the workplace. This is a gradual, step-by-step process of collaboratively working towards improvements. By addressing these challenges together, we unlock opportunities for a win-win approach. Ultimately, this benefits everyone involved.

Interested in working together? Don't hesitate to contact us.

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