



Social Protection for Migrant Labour in Ghana Pineapples

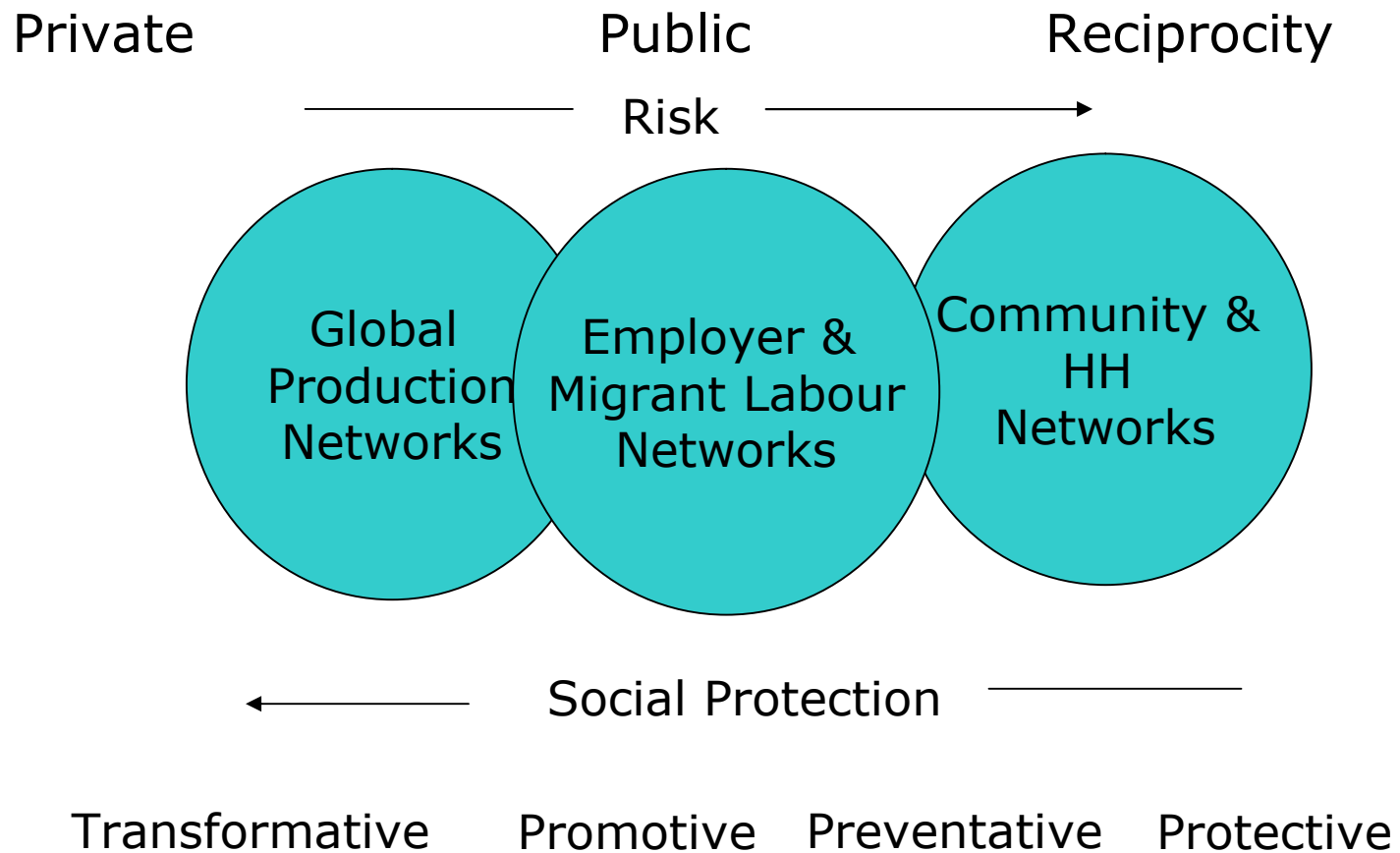
Stephanie Barrientos
John Anarfi
Nicolina Lamhauge
Adriana Castaldo
Nana Akua Anyidoho



Global Production and Migrant Networks – Risk dynamics

- Changing dynamics of GPNs
 - High value agriculture exports
 - Coordination, dominance of buyers
 - 'Value' commercial/social (eg. Fairtrade)
- Migrant labour in GPNs
 - Sustains GPNs in many developing countries (eg. Bangladesh, China, India, Ghana).
 - Enhances employment, incomes, well being
- GPNs drivers of:
 - Risk: downward commercial pressures, concentrated shocks, migrant labour buffer
 - Opportunities: new avenues for protection

Social protection, migrant and global production networks





Ghana Pineapple Sector

- Rapid growth pineapple exports (70,000 tons of \$US22 million in 2004))
- Destinations EU (especially UK and German supermarkets)
- Volatility of export markets (switch from Sweet Cayenne to MD2 drop to 47,000 tons in 2005)
- Labour intensive, year round production
- Estimated 30-40% migrants from Central and Volta regions



Research Aims

- Assess comparative risks and vulnerabilities faced by migrant workers in pineapple exports (primary and secondary migrants)
- How should effective social protection be adapted for migrant labour?



Migrant Labour in Pineapples

- Two groups identified:
 - *Primary Migrants:* independently migrated in search of work, current location separate from 'hometown' of origin
 - *Secondary migrants:* born locally to migrants or migrated as children with family, current location separate from the 'hometown' to which they remain affiliated.



Case Study - Research Methodology

- Key informant interviews (No = 20+)
- Mapping of GPNs – selection of 4 locations
 - Small farms and outgrowers
 - Medium sized producers
 - Large exporter/producers
- Certification/Agreements: Eurepgap, Fairtrade, (larger exporter/producers only)
- Farm level semi-structured interviews
- Worker questionnaire (no=282) and FGDs (no=8)
- Selected family life histories (no=4)



Spread of Workers Across Farms

	Category 1		Category 2		
Production Level	Location 1	Location 2	Location 3	Location 4	Total
Exporter	91	0	17	41	149
Large farm	8	3	1	7	19
Small outgrower	26	0	23	15	64
Independent smallholder	7	4	15	24	50
Total	132	7	56	87	282



Profile of migrant workers

- Profile of participants: 108 Primary migrants, 147 secondary migrants (27 indigenes - comparator group)
- Gender ratio 2:1 male to female
- Age: primary migrants on average older than secondary
- Education: primary migrants better educated (62% JSS+) than secondary (50% JSS+)
- Skill: primary migrants more often in skilled jobs (spraying and packing)
- Primary migrants origin:
 - 50% Volta Region, 21% Eastern Region
 - 66% moved to find employment
 - 72% living with dependent household members



Risks and vulnerabilities of migrant workers in pineapples

- Pineapples provides higher incomes BUT higher risks (eg. MD2 switch)
- Job security:
 - primary migrants more often in permanent jobs, secondary migrants in temporary/‘casual’ jobs
 - 97% primary migrants and 91% secondary migrants worked year round
 - 50% primary migrants, 39% secondary migrants had contracts of employment
- Wages insufficient to live and support dependents BUT provide regular income
- Secondary migrants more supplementary sources of income than primary migrants



Regimes of Reciprocity

- Primary migrants found work through social networks (secondary direct through employer)
- Hometown levies to welfare fund (paid by resident and non-resident citizens):
 - Primary migrants more likely to contribute
 - Secondary migrants expected to contribute, but often said unable to because of low incomes
- Primary migrants more likely to send remittances (mainly parents at origin)
- In times of need
 - All migrants turned to family and friends in equal ratio (57%)
 - 9% primary migrants turned to community, 12% secondary migrants.



Migrant Worker

- *"Yes it has helped me because I am able to send some money at the end of the month to my mother in Volta. I am able to buy cloth and save some money too."*



Public/Employer based protection

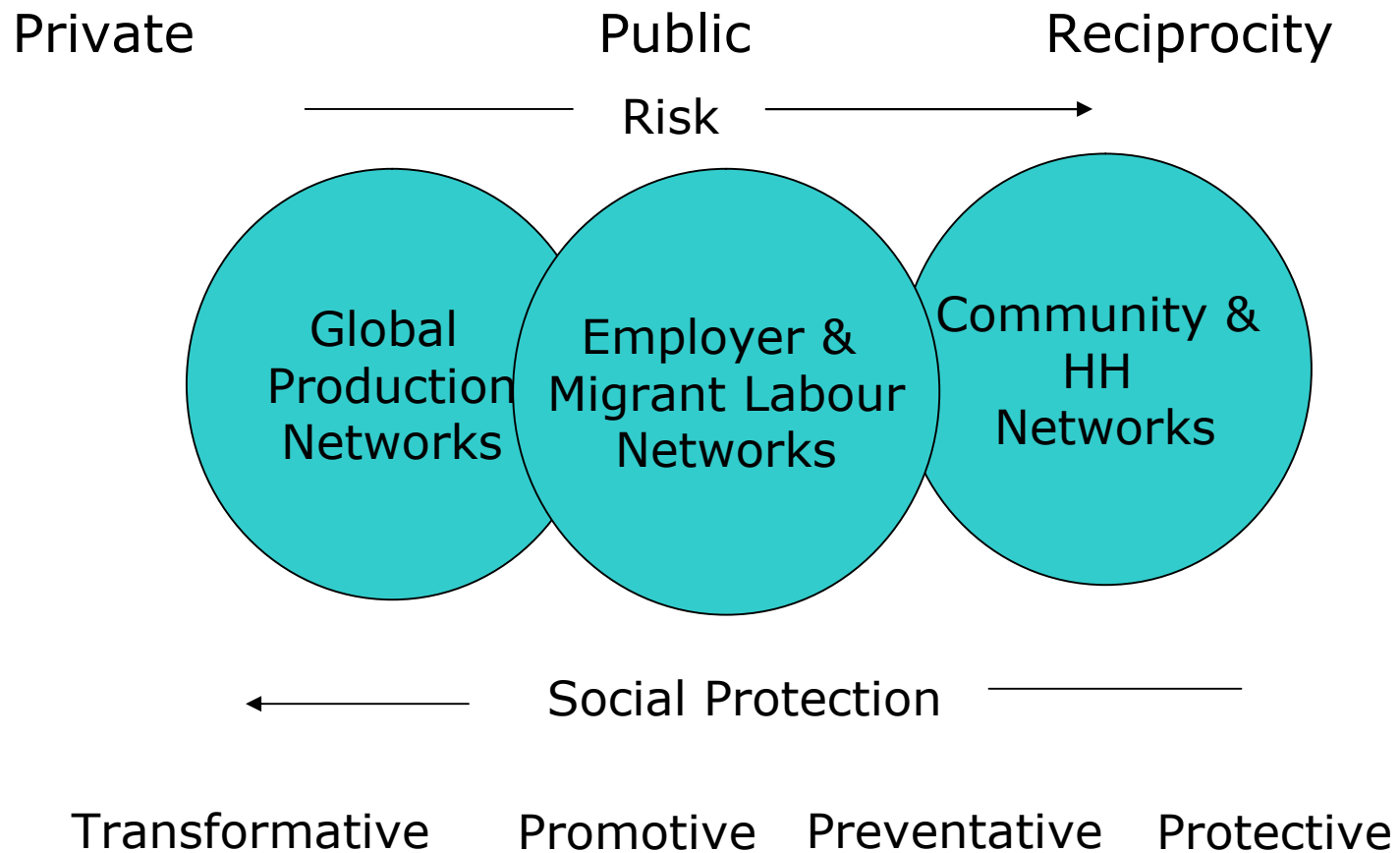
- Social Security (SSNIT)
 - 40% primary migrants
 - 32 % secondary migrants
 - 55% of workers in export farms with standards covered, only 12% in non-export farms without standards
- Employer benevolence
 - 43-45% of primary and secondary migrants would turn to their employer in times of need



Private/CSR based protection

- CSR & private initiatives
 - Private standards (Eurepgap & labour codes)
 - Fairtrade and buyer/export initiatives
- Trade Union CBAs
 - 48% export farms with standards, 5% in farms without standards
 - Permanent workers NOT temporary and casual workers
- Migrant workers rights and social protection based on employment status

Social protection, migrant and global production networks





Conclusion

- Pineapple exports providing source of income and protection for migrant workers – BUT export risks
- Primary migrants:
 - More likely in permanent work
 - Better Public and Private based protection (especially in large export farms with CBAs and Fairtrade)
 - More dependent on pineapples (with risks)
 - Stronger origin hometown protection, family networks important
- Secondary migrants:
 - More likely in temporary & casual work
 - Poorer public and private based protection
 - Less dependent on pineapple employment with alternative income sources
 - Lower origin hometown protection, family networks important
- Addressing commercial risks key to promotive/transformative protection IF temporary/casual migrants covered