

## Guidance document

# Knowledge, Attitudes and Practices Survey: Labour Rights

## What is the tool?

This tool, developed by ICI, was designed to assess the knowledge and attitudes of cocoa producers and their workers on labour rights as well as their reported labour practices.

The information collected helps assess whether producers and workers report labour practices linked to indicators of forced labour risk. Likewise, it helps identify how knowledgeable workers and producers are about labour rights and acceptable working conditions. Finally, it allows for determining the perceptions of producers and workers on certain situations depicting forced labour risks.

The questionnaire consists of four sections:

1. General information
2. Practices and labour relations (two different versions, one for employers and another one for workers)
3. Knowledge of workers' rights
4. Attitudes towards workers' rights

## Why use the tool?

This tool is intended for stakeholders working to address the issue of forced labour in the cocoa industry and can be used for the following purposes:

- **Inform the planning and design of interventions** aimed at preventing forced labour risks, based on an assessment of the knowledge, attitudes and practices of producers and their workers on labour rights and labour practices
- **Evaluate the effect of an intervention** to prevent forced labour risks, through a baseline-endline or treatment-control group comparison
- **Measure changes** in labour practices in a given area over time

## How was the tool developed?

The tool was developed for the West African cocoa-growing context, based on global indicators of forced labour developed by the International Labour Organisation. However, the questions are relevant to agricultural communities in many developing countries, and the tool may be used in similar contexts to those in Cote d'Ivoire and Ghana.

The order of the questions was designed to prevent bias in responses. It is therefore recommended to follow this order.

## How to use the tool?

The interviews should be conducted by interviewers who have been trained on forced labour risks and worker rights.

Interviewers should be familiar with the research ethics protocol and trained to identify signs of concern which may need to be reported (see the final question S01).

Training for interviewers should cover:

- Skills for interviewing potentially vulnerable individuals
- What to do if the interviewer has a concern about the situation of the interviewee, including the types of concerns or risks that may be encountered and what action to take (e.g. who to contact and when).

## How to analyse the data collected?

The questions in sections 3 and 4 (Knowledge and Attitudes) have correct and incorrect answers. These are given binary scores: 1 for the correct answers and 0 for incorrect answers.

The questions in section 2 (Practices) also have binary scores: 1 for responses indicating \*higher risks\* and 0 for responses indicating \*lower risks\*.

To analyse and present the data collected:

- Calculate the % of correct /lower-risk answers for each section (knowledge, attitudes, practices) – for example, 1/8 scored for the knowledge section equates to 12.5% correct answers on knowledge.
- Review the responses provided, indicator by indicator – for example, % employers reported having no work contract with workers; % workers reported having no work contract with employer.

Pay special attention to answers given to the final question (S01), in which the interviewer is requested to note any information of concern.