International Labour Organization

VISION ZERO FUND + SAFETY HEALTH FOR ALL

Improving occupational safety and health in the global coffee value chain in Honduras: Drivers and constraints

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Foreword

Everyone has the right to work in a safe and healthy work environment. Yet 2.8 million workers die every year from work-related causes and 374 million workers suffer from occupational accidents and diseases. The human cost of this adversity is enormous and the economic burden of poor occupational safety and health (OSH) practices is estimated at 4.0 per cent of the world's annual gross domestic product.

The International Labour Organization (ILO) aims to raise global awareness of the dimensions and consequences of work-related accidents, injuries and diseases, and to place the safety and health of all workers on the international agenda in order to stimulate and support practical action at all levels.

This is why the ILO, through its Safety and Health for All flagship programme, promotes an OSH culture by designing and implementing effective local solutions that can be replicated globally. A clean, safe and healthy workplace helps to promote decent work. In addition, the establishment of the Vision Zero Fund (VZF), a multidonor trust fund administered by the ILO, demonstrates the international community's commitment to OSH in global supply chains.

As part of a project on the coffee value chain in Honduras funded by the VZF with resources provided by the European Commission, a study was conducted to identify the drivers and constraints affecting OSH and to recommend a number of interventions based on social dialogue.

The preliminary results of the study led to a process of dialogue on OSH involving the coffee producers in the regions included in the study and the most representative stakeholders in the coffee value chain in Honduras. The interventions set out in this document — as approved by the Honduran Coffee Institute and the National Coffee Council — reflect the agreements made during that process. Finally, the study and its interventions were approved and endorsed at a national tripartite meeting.

Carmen Moreno
Director, ILO Office for Central America, Haiti, Panama and the Dominican Republic

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List of abbreviations and acronyms

AAA	Nespresso Sustainable Quality Programme: Quality, Sustainability, Productivity
ADECAFEH	Honduran Coffee Exporters Association
AHPROCAFE	Honduran Association of Coffee Producers
AHICAFE	Honduran Association of Coffee Intermediaries
AMUCAFEH	Women's Coffee Alliance Honduras
ANACAFEH	National Association of Coffee Producers of Honduras
BANADESA	National Bank for Agricultural Development
BANHCAFE	Honduran Coffee Bank
BANHPROVI	Honduran Bank for Production and Housing
BCIE	Central American Bank for Economic Integration
BCH	Central Bank of Honduras
Cadelga	Casa del Ganadero
C.A.F.E.	Coffee And Farmer Equity (Starbucks certification model for sustainably cultivated and processed coffee, with fair pay to farmers)
CAFEPSA	Specialist Coffees of El Paraíso
CESCCO	Centre for the Study and Control of Pollutants
CHPP	Honduran Association of Small Producers
CIDSTA	Centre for Research and Development in Health, Work and Environment
CGT	General Workers Union
COCAFELOL	Ecological Coffee Cooperative The limited Ocotepeque work
COHEP	Honduran Council of Private Enterprise
COMICAOL	Cooperativa Mixta de Caficultores de Oriente Limitada
CONACAFE	National Coffee Council
CONASATH	National Commission for Workers' Health
COPECO	Permanent Contingency Commission
CTH	Confederation of Workers of Honduras
CUTH	Unified Confederation of Workers of Honduras
DGIT	Directorate-General for Labour Inspection
Disagro	Distribuidora Agrícola Guatemalteca

ESCAFE	National Coffee School
ETEA	ETEA Foundation for Development and Cooperation of the University of Loyola
GDP	gross domestic product
GHS	Globally Harmonized System
ICADE	Institute for Cooperation and Self-Development
ICO	International Coffee Organization
IFOAM	International Confederation of Organic Agriculture Movements
IHCAFE	Honduran Coffee Institute
IHSS	Honduran Institute of Social Security
IICA	Inter-American Institute for Cooperation on Agriculture
ILO	International Labour Organization
INA	National Agrarian Institute
INE	National Institute of Statistics
INFOP	National Institute of Vocational Training
ITC	International Trade Centre
IWCA	International Women's Coffee Alliance
LA CENTRAL	Confederation of Coffee-producing Cooperatives of Honduras
MiAmbiente	Ministry of Natural Resources and the Environment
mz	*manzana* (unit of measurement equivalent to 0.7 hectares)
OHN	Honduran Standardization Agency
OIRSA	International Regional Organization for Plant and Animal Health
OSH	occupational safety and health
PLANSATH	National Health Plan for the Workers of Honduras
PPE	personal protective equipment
PROMECAFE	Regional Cooperative Programme for the Technological Development and Modernization Coffee Cultivation
qq	quintal (unit of weight equal to 100 kg)
RESSCAD	Health Sector Meeting of Central America and Dominican Republic
RFA	Rainforest Alliance
RGMPATEP	General Regulations on Preventive Measures for Occupational Accidents and Diseases
RRP-IHSS	occupational risk insurance

SAG	Ministry of Agriculture and Livestock
SALTRA	Health, Work and Environment Programme in Central America
SAN	Sustainable Agriculture Network
SENASA	National Agrifood Health and Safety Service
SESAL	Ministry of Health
SINAGER	National Risk Management System
SME	Business Medical System
SOCODEVI	Society for Cooperation in International Development
SRNSP	Integrated Labour Inspection and Social Security System
STSS	Ministry of Labour and Social Security
TOSCAFEH	Honduran Coffee Roasters Association
UNDP	United Nations Development Programme
UNIOCOOP	Union of Agricultural Service Cooperatives
USAID	United States Agency for International Development
VZF	Vision Zero Fund
WHO	World Health Organization

Introduction

This research was conducted within the framework of the Vision Zero Fund (VZF), which is part of the flagship programme Health and Safety for All of the International Labour Organization (ILO). The VZF brings together governments and employers' and workers' organizations, companies and other stakeholders to jointly advance towards achieving zero serious and fatal accidents, injuries and illnesses related to work in global supply chains.

Global supply chains present significant opportunities for improvement in occupational health and safety (OSH), as well as in the expansion of decent work in general. For example, the global coffee supply chain is beginning to generate market incentives based on the requirements of buyers in industrialized countries for products derived from processes that respect the fundamental rights of workers.

Coffee is the principal agricultural activity of Honduras and its third largest foreign exchange generator (Honduras 2019a). It has economic and social importance, especially in the rural areas that produce coffee beans, since coffee farming consists of 80 per cent small and medium-sized producers (IHCAFE 2019), for most of whom coffee is the primary economic activity and means of subsistence of their families.

According to Honduran Coffee Institute (IHCAFE) statistics, coffee production has doubled in the past two decades, partly because of the established coffee-farming infrastructure in Honduras but mainly due to the private initiative of small, medium-sized and large producers who have invested in larger plantations and increased their productivity, given that more than 90 per cent of the coffee produced in Honduras is for export (IHCAFE 2019). However, this growth still poses significant OSH challenges.

This study sets out the results of research on the coffee value chain in Honduras, with a focus on OSH and results that include a number of intervention proposals based on the ILO's OSH-specific methodology for systemic market analysis (ILO 2019). The unit of analysis for this case study is based on the production link of Honduras' coffee value chain. Although it is a national study, it was decided to base the analysis on two different production models in four coffee regions spread across three large geographical areas. The characteristics of the model linked to conventional coffee production were predominantly observed in El Paraíso and Santa Bárbara, while those related to the production of certified and specialty coffees were observed in Copán and Ocotepeque (map 1).[1] In all, 24 interviews were conducted: 7 with actors at the central level, 5 in Santa Bárbara (2 group and 3 single interviews), 5 in Ocotepeque (4 single interviews and 1 group interview) and 7 in El Paraíso (6 group interviews and 1 single interview).[2]

Map 1. Coffee-producing regions in Honduras covered in this study

Source: own elaboration.

1. The characteristics of the different regions are explained in section 1.3.2.
2. For a full list of the interviewees, see annex 1.

For the preparation of the proposed interventions, a mapping of core transactions, support functions and OSH-related rules in the value chain was carried out, followed by a process of analysis in which the key constraints to improving OSH in the chain were identified and the drivers that could be used to promote the proposed interventions. This analysis was conducted in the context of the information provided by the vulnerability profile of coffee production workers. It is important to note that the interventions were agreed in a dialogue process with the principal stakeholders of the coffee value chain in Honduras. The process included the presentation of the results of the study in each of the three regions studied, with the participation of government representatives, producers and staff supporting the coffee value chain in each region. Meetings were also held at the central level with the Honduran Coffee Exporters Association (ADECAFEH) – which belongs to the Honduran Council of Private Enterprise (COHEP) — and with the central technical team and the full IHCAFE Council. Once the interventions were agreed with all these stakeholders, they were presented at a tripartite meeting of the National Coffee Council (CONACAFE) for approval. A total of 120 people participated in seven meetings.

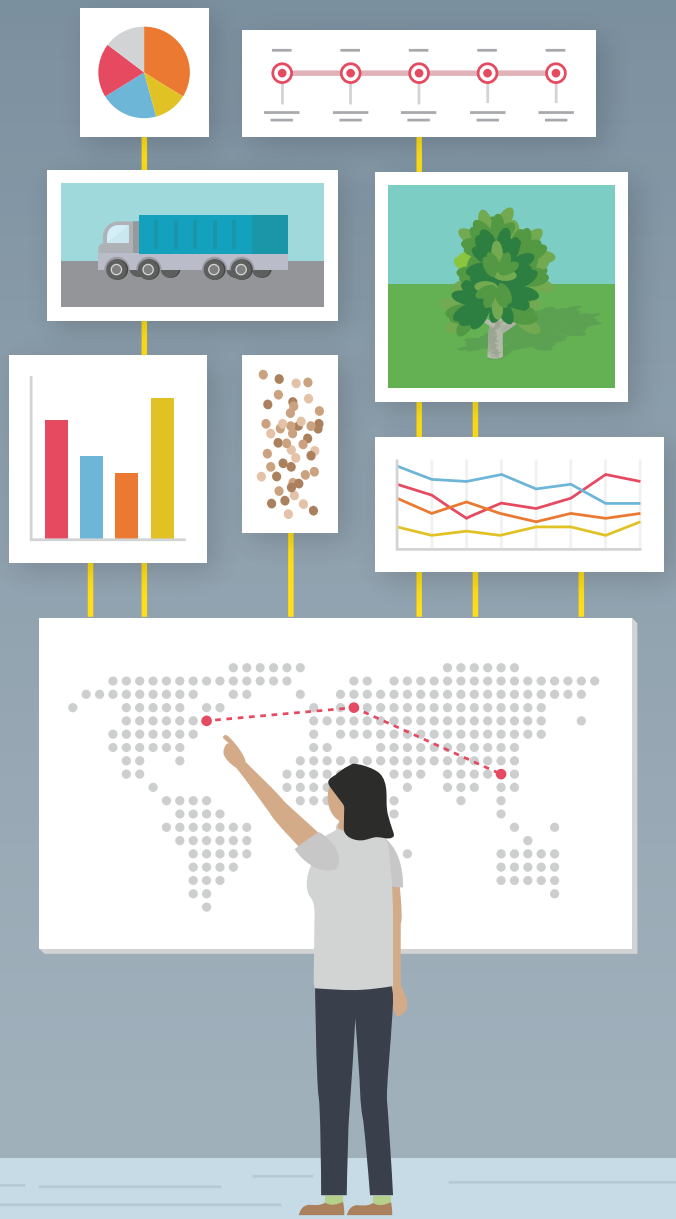
Four groups of intervention models were established:

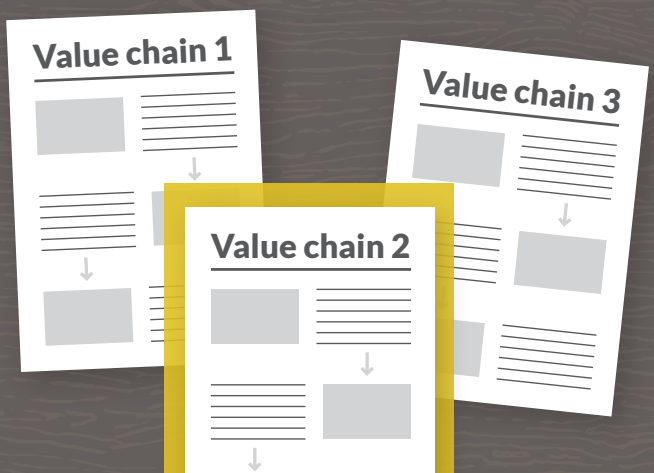
- Interventions on the scope of the institutions responsible for OSH in Honduras (STSS, IHSS, SS), including necessary updates to the regulatory framework and capacity-building.
- Interventions on training processes for producers and workers, which should be driven by the request for OSH requirements made by final buyers; the existence of an ecosystem of training support actors; the strengthening of the institutional framework for OSH; and the creation of a culture that promotes it.
- Interventions on the inclusion of OSH theme on the agenda of the actors in the value chain, who have the power to implement decisive action.
- Interventions on improving coffee quality to gain access to specialty markets.

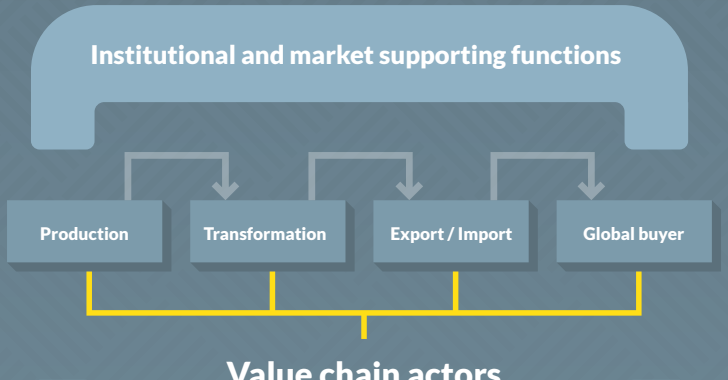
In sum, this study presents the results of the OSH methodology of the ILO on global value chains.

Step 1: Selection

Step 2: Mapping








Step 3: Analysis
Step 4: Intervention design
Supermarket
Interventions for sustainable improvement of occupational safety and health outcomes

1 The coffee value chain in Honduras

1.1 Market and product

1.1.1 Market

Honduras is currently the fifth largest producer and fourth largest exporter of coffee in the world (ICO 2019). According to IHCAFE statistics, production has increased steadily over the past two decades, from nearly 4 million 46 kg bags in the 1999–2000 harvest to 9.5 million bags in the 2017–2018 harvest (IHCAFE 2019). This production accounts for 4. 8 per cent of total world production and is surpassed only by Brazil, Viet Nam, Colombia and Indonesia (table 1). It should be noted that in the 2000–2001 harvest, Honduras occupied the tenth place among coffee-producing countries. At the regional level, Honduras is the third largest producer in Latin America and the largest in Central America (ICO 2019).[3]

Table 1. Top ten coffee-producing countries, 2013/14–2017/18, in thousands of 60 kg bags

Harvest year	2013/14	2014/15	2015/16	2016/17	2017/18
Brazil	54 698	52 299	52 426	56 764	51 000
Viet Nam	27 610	26 500	28 737	25 540	29 500
Colombia	12 163	13 339	14 009	14 634	14 000
Indonesia	12 818	10 862	12 535	11 491	10 902
Honduras	**4 583**	**5 268**	**5 786**	**7 457**	**8 349**
Ethiopia	6 427	6 575	6 714	7 297	7 650
India	5 075	5 450	5 800	5 200	5 840
Uganda	3 633	3 744	3 650	4 962	5 100
Peru	4 106	2 883	3 304	4 223	4 280
Mexico	3 916	3 591	2 903	3 781	4 000
Other	19 035	18 046	17 698	17 698	17 939
Total	154 066	148 559	153 561	159 047	158 560

Source: own elaboration based on ICO data, 2019.

3. The production report of the International Coffee Organization (ICO) differs from that of the IHCAFE because the latter reports the harvest officially recorded by producers, whereas the ICO makes its own estimates of harvests in countries. It is estimated that there are more than 15,000 producers in Honduras who are not registered with IHCAFE and whose production is therefore not officially recorded.

The 2017–2018 coffee harvest in Honduras increased by 2 per cent in comparison with the 2016–2017 harvest, accounting for 9.3 million quintals (qq) (IHCAF 2019). Undoubtedly, this important figure contributed to the financial stability of the country, given that coffee is the third largest generator of foreign exchange, yielding US$ 850 million to 1.1 billion in foreign exchange, which is surpassed only by the textile industry (maquilas) and remittances. Over the same agricultural period (2017–2018), coffee obtained a 23.4 per cent share of total export earnings for major agricultural products. In terms of gross domestic product (GDP), the share of coffee in agricultural GDP was 31.69 per cent and in national GDP was 3.27 per cent (Honduras 2019a).

However, Honduran coffee prices on international markets are still well below the regional level, while rural poverty and malnutrition are prevalent in coffee-growing areas. As indicated in table 2 —based on data of the International Trade Centre (ITC), which compiles global trade statistics— Honduras receives the lowest price among countries of Central America and Colombia; its price exceeds only that of Brazil, which produces coffees of different types of quality (ITC, 2019).

Table 2. Average price per quintal of Latin America's leading coffee-producing countries, 2015–2019, in US dollars

Country	2015	2016	2017	2018	2019
Honduras	148.80	150.80	127.40	136.30	118.90
Nicaragua	161.70	174.0	157.30	159.30	140.90
El Salvador	195.10	171.40	170.50	148.10	143.40
Guatemala	167.10	166.30	163.80	169.10	151.90
Costa Rica	175.20	205.20	187.60	203.30	193.00
Brazil	127.50	122.10	128.40	109.80	94.40
Colombia	184.10	163.40	151.70	162.80	146.70

Source: own elaboration based on ITC data, 2019.

As indicated in table 3, Honduras ranks fourth among coffee-exporting countries, with a total of 7.29 million 60 kg bags, representing 6.1 per cent of total coffee exports.

Table 3. Top ten coffee-exporting countries, 2013/14 2017/18, in thousands of 60 kg bags

Harvest year	2012-2013	2013–2014	2014–2015	2015–2016	2016–2017
Brazil	29 285	32 761	36 876	36 928	33 467
Viet Nam	20 665	24 902	21 294	26 437	23 540
Colombia	8 842	10 842	12 281	12 302	13 488
Honduras	**4 340**	**4 173**	**5 020**	**5 140**	**7 290**
Indonesia	8 970	8 701	6 679	7 985	6 891
India	4 859	5 095	5 115	5 861	6 371
Uganda	3 583	3 500	3 455	3 316	4 605
Peru	3 928	3 878	2 443	3 064	3 973
Ethiopia	3 166	3 044	2 872	3 092	3 497
Guatemala	3 707	3 121	2 925	3 020	3 294
Other	16 330	13 512	13 252	12 920	13 206
Total	**107 676**	**113 531**	**112 213**	**120 064**	**119 622**

Source: own elaboration based on ICO data, 2019.

According to the 2017–2018 harvest report, 61 per cent of the coffee produced by Honduras is conventional coffee and is governed by the Coffee C futures market price,[4] while the remaining 39 per cent is differentiated either by cup quality or by organic, socio-economic or environmental certification seals, thus obtaining a better price. The percentage of differentiated coffees has increased over the last decade, from 16 per cent in the 2010–2011 harvest to l 39 per cent in 2017–2018, in response to the demand of the international market, which increasingly requires coffee with special characteristics in terms of cup quality, as well as coffee produced using socially, environmentally and economically sustainable processes, due to the changing consumption patterns of recent generations (IHCAFE 2019).

1.1.2 Product

Of the species comprising the genus *Coffea*, only two are important in commercial terms: *Coffea arabica* (arabica) and *Coffea canephora* (robusta). The arabica species is the most commonly cultivated and contains less caffeine than the robusta species; it is grown mainly in Colombia, Central America, Mexico, Peru and Brazil. The robusta species is grown mainly in Africa, Indonesia and Brazil (IHCAFE 2001). The coffee produced in Honduras is exclusively of the arabica species; production of the robusta species is restricted. Honduras produced traditional varieties until the 1970s, when production evolved to include improved varieties with resistance to pests and diseases, such as IHCAFE 90, *Lempira and Parainema.*

4. In the market of basic coffee products, also known as the "Coffee C futures" market, the global price of coffee is fixed every day by traders on the New York Stock Exchange.

The coffee produced by Honduras is classified as "other sweet washed" by the international Coffee C futures market of the New York Stock Exchange; therefore, wet method processing is used for the removal of the pulp or shell and the mucilage that covers the coffee bean.

There are several categories of green coffee (*café oro*) that are differentiated by the production processes and by the organoleptic characteristics[5] recognized by the international market, namely:

1. **Conventional coffee.** This is conventionally produced with chemical inputs, without necessarily following any code of social or environmental behaviour and without exceptional cup quality. This coffee is governed by the prices of the Coffee C futures market of the New York Stock Exchange.

2. **Fair trade, socio-economic or environmentally responsible certified coffees.** There are several certification seals that recognize the adoption by producers of standard codes of conduct in relation to production processes; industrial relations; fair trade agreements in the value chain; remuneration of producers and their communities; and environmental protection efforts. Examples are those of Fairtrade, Rainforest Alliance–UTZ and C.A.F.E. Practices, among others. Fairtrade-stamped coffees receive a base price of US$1.35 and US$1.40 per pound for natural and washed coffee, respectively, and a premium of US$0.2 per pound (Fairtrade International 2020). Cooperatives play a central role in the production of this type of coffee.[6]

3. **Certified organic coffees.** These are recognized for their production without the use of chemical inputs with which producers prepare most of the organic inputs they use in their crops. The process of converting to organic coffee means for producers a transition time, certification costs and a decrease in production levels.[7] The market pays a premium of up to US$0.30 per pound for coffee with this certification, provided that it also has the Fairtrade seal (Fairtrade International 2020).

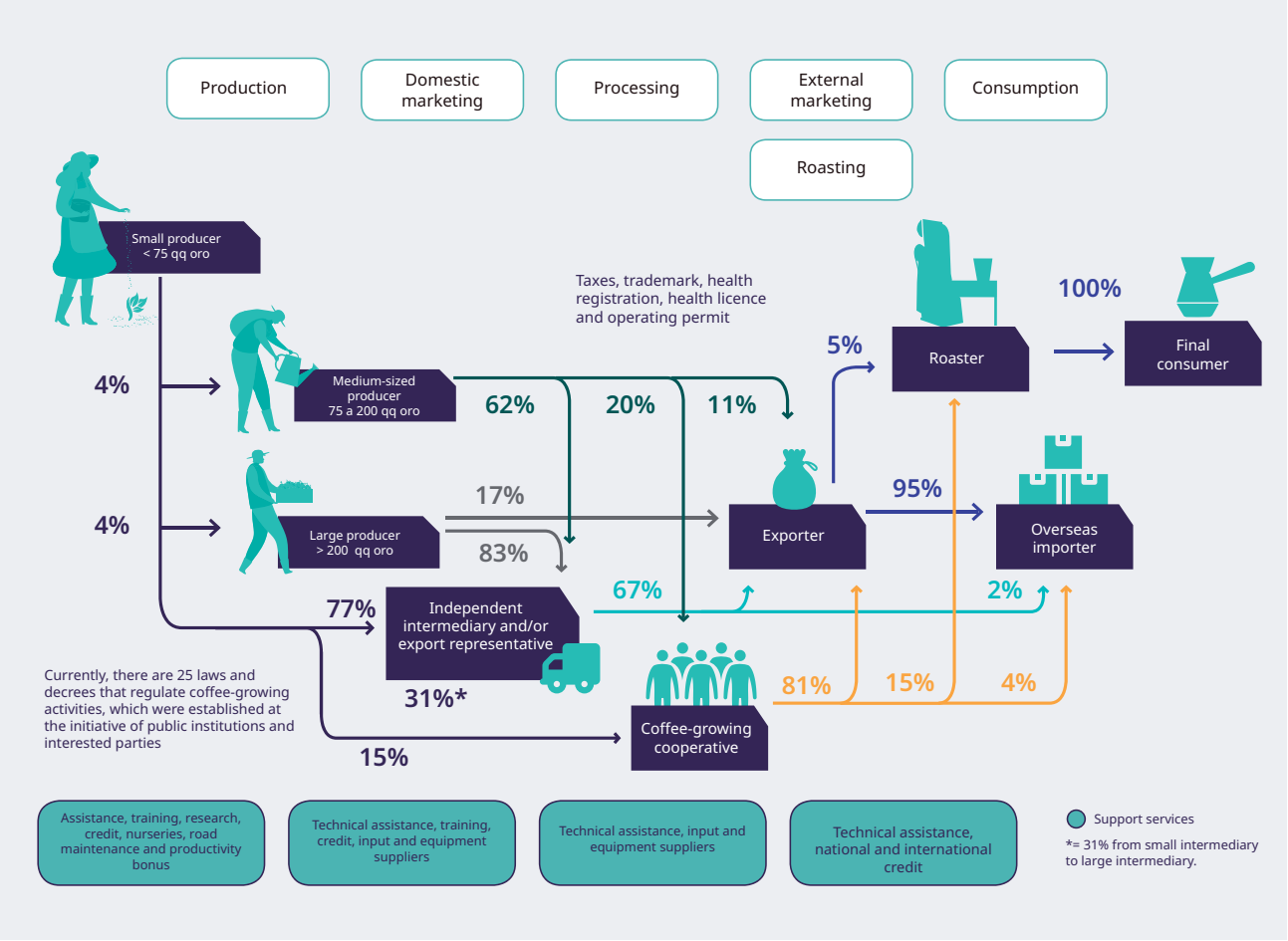
4. **Specialty coffees**. These are produced in small volumes,[8] usually at high altitudes, using both traditional and exotic varieties and taking special care in processing and drying. Coffees with unique flavor profiles are obtained, which command prices that are differentiated according to the points awarded. One subcategory of specialty coffees consists of those that are not washed, such as mellow, semi-mellow and natural coffees, for which the demand is increasing in international markets. Specialty coffees are not necessarily certified[9] since their buyers do not always require it. At auction, they can command a price of up to US$ 21 per pound.[10]

5. That is, characteristics that can be perceived by the senses, such as flavour, body, aroma, colour or temperature.
6. Interview 9.
7. Interview 9.
8. Interview 13: "Production is lower but profits are higher. Having three specialty farms is equivalent to having six conventional farms".
9. Interviews 11 and 13.
10. Interview 11.

1.2 Value chain structure

According to Álvarez (2018), the main links in the coffee value chain are production; internal marketing; processing; roasting or toasting; external marketing; and consumption (illustration 1).

Illustration 1. Map of the coffee value chain in Honduras, 2015–2016 harvest



Source: own adaptation based on Álvarez 2018.

The differently coloured arrows in illustration 1 show the different paths of interaction within the value chain, as follows:

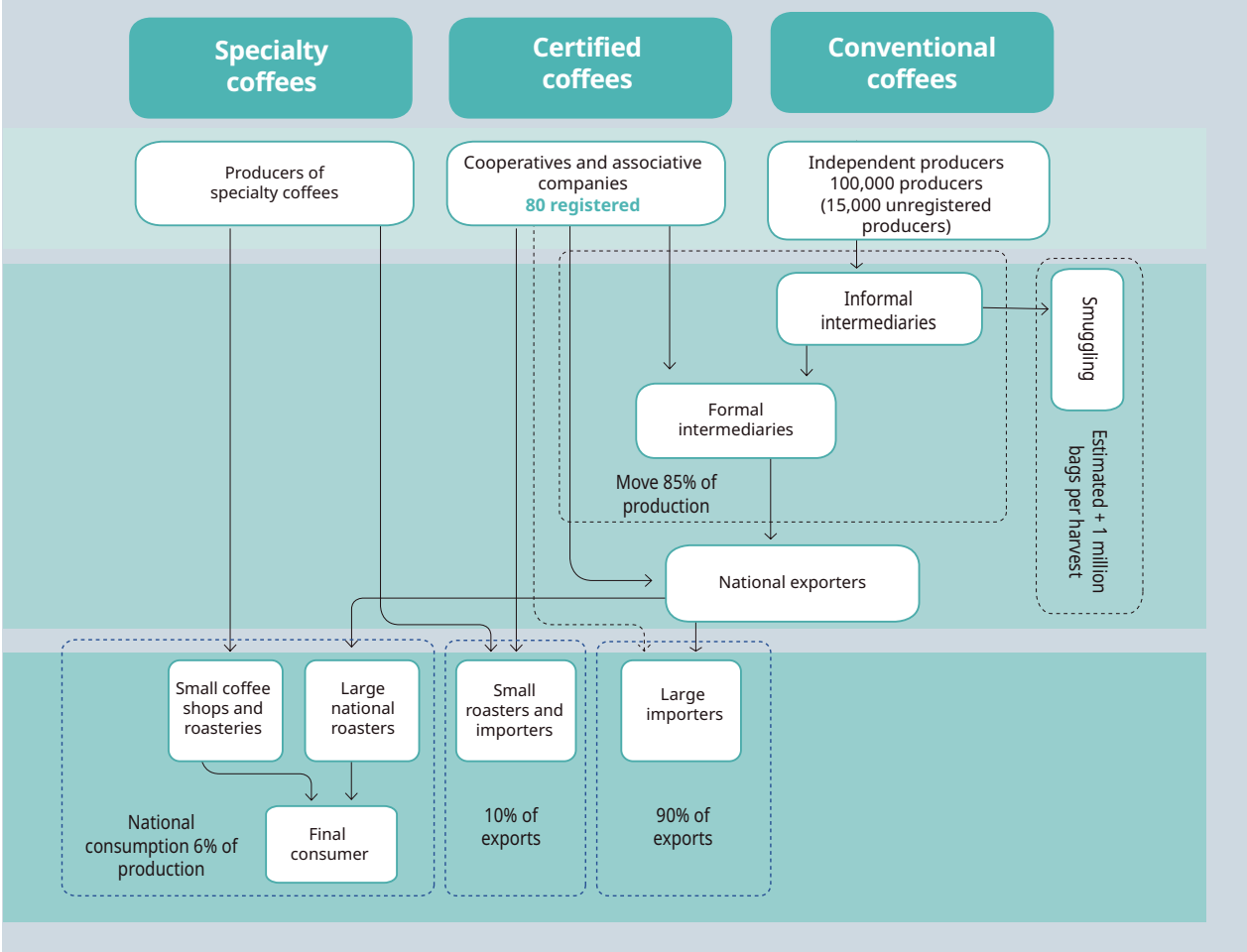
- Navy blue arrows represent small coffee producers, of whom 77 per cent market their coffee through local intermediaries, 15 per cent through cooperatives and 8 per cent through larger local producers.
- Olive green arrows represent medium-sized coffee producers, of whom 62 per cent market their coffee through local intermediaries, 20 per cent through cooperatives and 11 per cent directly through exporters.
- Grey arrows represent large coffee producers, of whom 83 per cent trade with intermediaries and 17 per cent deliver their products directly to exporters.
- Yellow arrows represent coffee cooperatives, which market 81 per cent of the coffee they produce and buy to domestic exporters, 15 per cent directly to international and domestic roasters and 4 per cent to importers in consumer countries.
- Turquoise arrows represent intermediaries, who market 67 per cent of their coffee to exporters, 31 per cent to larger intermediaries and 2 per cent directly to foreign importers.
- Royal blue represent exporters, who export 95 per cent of their coffee through foreign importers and sell the remaining 5 per cent to domestic roasters for domestic consumption.

Illustration 1 shows the complexity of the relationships between the different types of producers and intermediaries in the marketing of conventional coffee, in which exporters and their representatives play a central role. It also shows the important role of cooperatives in establishing direct marketing processes with coffee roasters, especially with respect to specialty coffees.

Illustration 2 shows the participation of different stakeholders in the conventional, certified and specialty coffee markets. Although 85 per cent of conventional and certified coffee production is traded through formal intermediaries, most intermediaries do not work with certified coffee,[11] which is marketed by cooperatives and exporters. Illustration 2 also shows that there are opportunities for creating new and more direct marketing routes, such as those already established for specialty coffees.

11. Interview 10.

Illustration 2. Participation of producers in the conventional, certified and specialty coffee markets

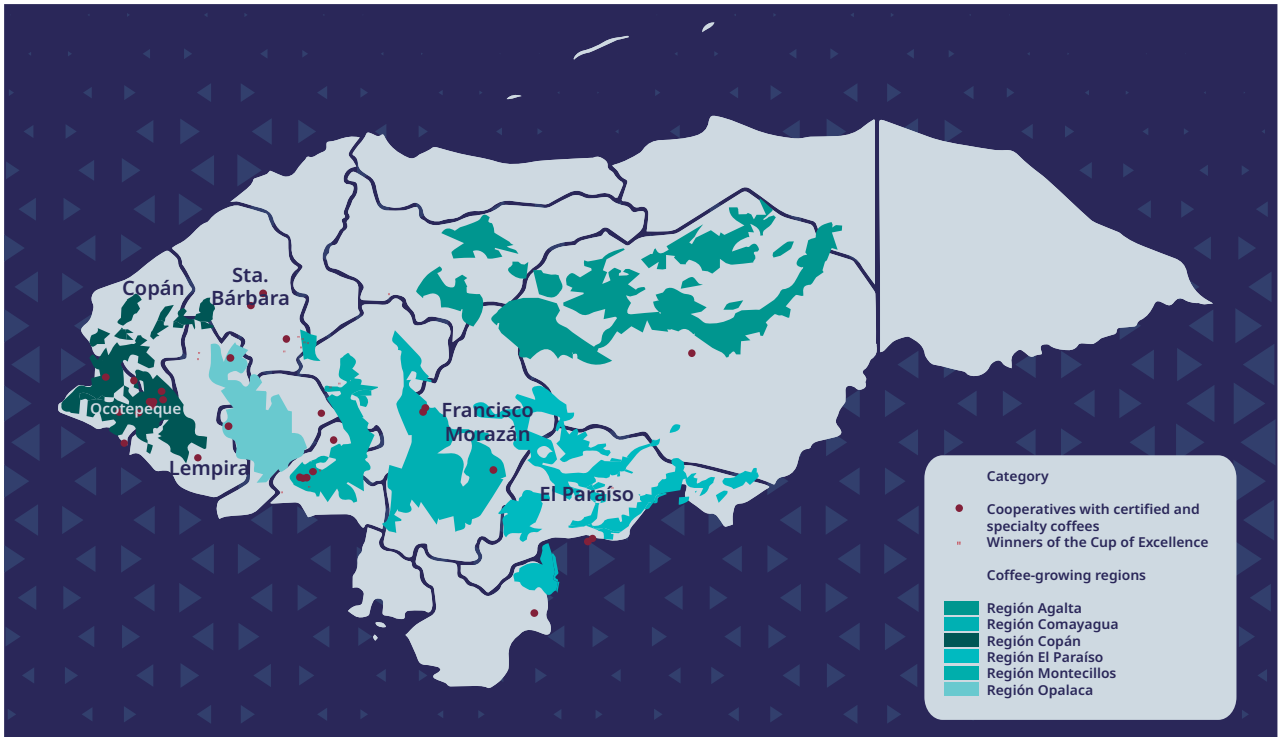


Source: own elaboration based on interviews.

The development of specialty and certified coffees presents regional differences (map 2). Although most cooperatives with certifications and specialty coffees are located in Copán and Ocotepeque, more winners of the Cup of Excellence award are located in Santa Bárbara.[12]

12. The Cup of Excellence is the premier competition in the world of the specialty coffee industry.

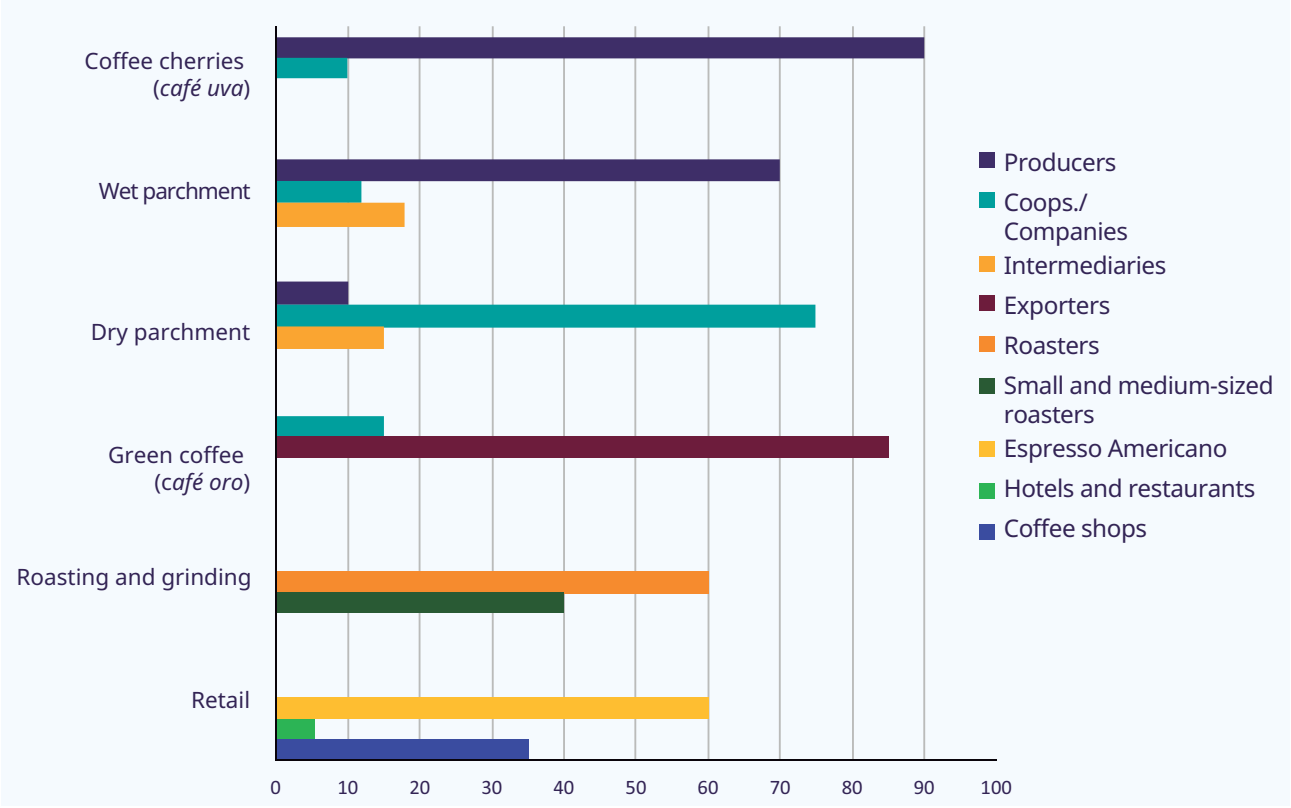
Map 2. Areas in Honduras with the highest concentration of specialty and certified coffees



Source: own elaboration based on interviews and IHCAFE and CHPP data.

Figure 1 shows the value-added percentages of the different secondary products that are generated in the coffee value chain. It is clear that the participation of producers in processing markets is limited; most of them produce and market conventional coffee, whose market price is determined by the Coffee C futures market of the New York Stock Exchange and is not subject to local regulations.

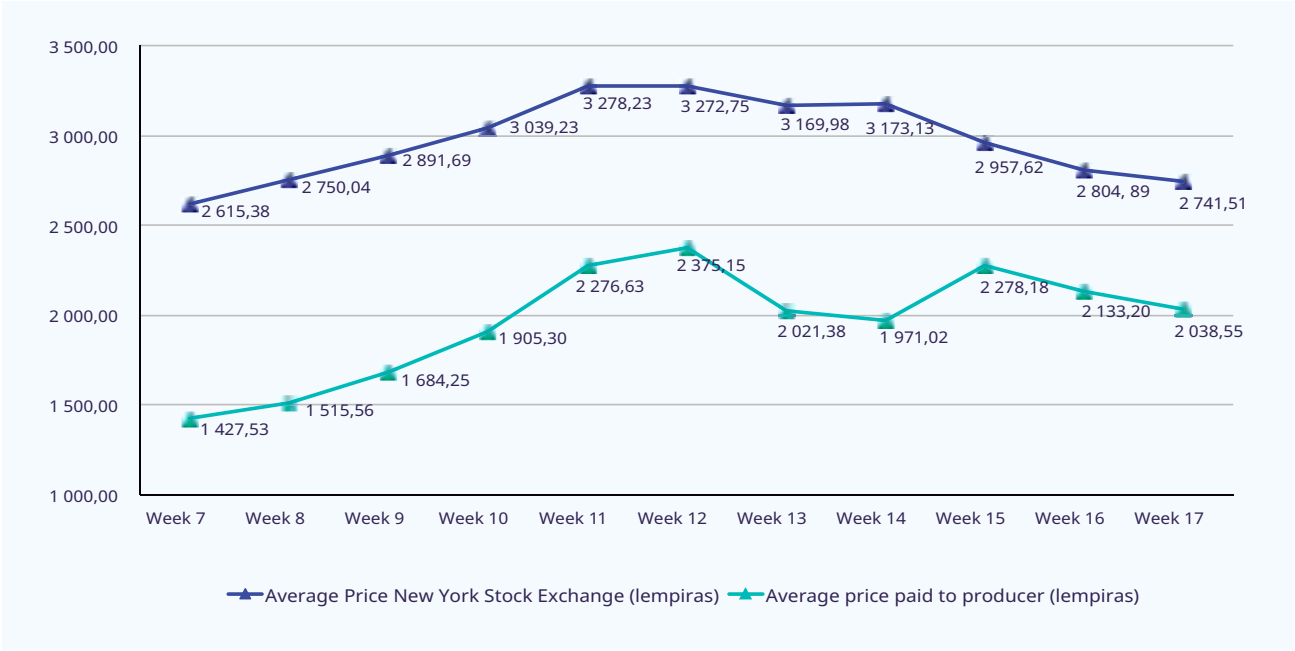
Figure 1. Share of secondary products in the conventional coffee market in Honduras



Source: own elaboration based on consultations and interviews with stakeholders of the coffee value chain..

With regard to prices, figure 2 compares the prices paid to producers in production zones, according to IHCAFE data, and the reference prices of the New York Stock Exchange Coffee C futures market.

Figure 2. Comparison between the local price of coffee received by producers in Honduras and the reference price on the New York Stock Exchange



Source: IHCAFE, 2019.

According to data obtained from IHCAFE, the average price paid to producers from week 7 to week 17 of the 2019–2020 harvest[13] ranged from 54.58 to 77.03 per cent of the average price of the Coffee C futures market of the New York Stock Exchange. Although the difference between the two prices remains relatively consistent across the annual period, there are some marked changes in local market prices from week to week that may be caused by the speculation of intermediaries, the volatility of stocks or the futures selling strategies of exporters.

The fall in the price of coffee on the New York Stock Exchange over the past two years – to below $100 per quintal – has made coffee production unsustainable for small producers, who only realize losses. As of October 2019, however, the international price began to go up and reached US$145.45 per quintal. Many producers chose to await a further price increase before selling, but that increase never materialized; instead, the price began to fall and they missed the opportunity to make good profits.

At the local price scale, production costs are barely covered, leaving producers a very small margin for profits if not losses. Table 4 shows the relationship between costs and profits for the different actors in the value chain, based on the data presented in Álvarez (2018), according to which subsistence producers with cultivated areas less than 5 manzanas (mz)[14] realize minimal profits derived mainly from unpaid family labour in the farm's

13. The annual coffee-growing cycle in Honduras runs from 1 October to 30 September of the following year; week 1 is the first week of October.
14. The *manzana* is the unit of surface used in Honduras for internal statistics; it is equivalent to 0.7 hectares.

maintenance activities. For their part, conventional coffee producers with areas larger than 5 mz actually report fewer profits; in fact, the average findings of the surveys conducted report losses for this segment, since they must pay for labour, as well as other inputs to the maintenance and production of their productive units.

Table 4. Cost-earnings ratio of coffee chain actors in Honduras (lempiras/mz)

Actor	Cost (lempiras/ mz)	Yield (metric quintals (qq))	Lempiras/qq					% return on investment
			Cost of coffee	Other costs	Cost total	Price	Gain	
Producer < 2 mz	26 880	18	1 535			1 600	65	4
Producer 2 to 5 mz	25 483	17	1 481			1 600	119	8
Producer 5 to 20 mz	27 460	16	1 726			1 600	-126	-7
Producer > 20 mz	31 610	18	1 731			1 600	-131	-8
Cooperative producer			1 508	150	1 658	2 010	352	21
Intermediary			1 600	179	1 779	1 968	189	11
Exporter			1 781	565	2 326	3 048	722	31

Source: Álvarez 2018.

Of all the producers, those who are associated with cooperatives or rural enterprises are the ones that generate the most profits, since cooperatives focus on adding value to the product by the certification of social and environmental seals. In addition, many of them also add value by differentiating the cup quality of their products and market them in exclusive markets.[15]

In conventional coffee production, intermediaries and exporters are those who – using wet parchment purchased from producers — complete the drying and preparation process until they obtain so-called "green coffee" (*café oro*), which is the stage of the process in which coffee is marketed on the international market. This transformation generates an added value per quintal that is much higher than that generated by producers in the early stages of product processing.

However, from the perspective of the entire value chain, it is the exporters who add the most value to the product: after receiving the coffee as dry parchment, they prepare it to obtain green coffee with the quality requirements determined by the market, which generates the highest return on investment in the chain.[16]

15. Interview 14.
16. Interview 14.

1.3 Key transactions

1.3.1 Inputs[17]

Honduras imports about 500,000 tons of fertilizer annually, of which it is estimated that 50–60 per cent goes to coffee cultivation. Three companies dominate the agricultural inputs market: Distribuidora Agrícola Guatemalteca (Disagro), with 40 per cent; Casa del Ganadero (Cadelga), with 40 per cent; and Proagro, with 10 per cent. About 20 small businesses cover the remaining 10 per cent of the market. The growth in the demand for fertilizers is about 5 per cent per annum, which is greatly affected by the international price of coffee, because when the price bajo is low the producers earn less income and therefore spend less money on the maintenance and fertilization of their production units.

Honduras imports about US$ 92 million in pesticides (mostly for vegetables and short-cycle crops); in the case of coffee, it is used mainly for the control of rust and the coffee borer beetle. Some 40 to 50 fungicide molecules (triazoles, imidazoles and copper compounds) have been registered. Chloropyrifos and other organophosphates and pyrethroids are used more frequently for control of the coffee borer beetle; however, in no case has more than 50 per cent control of the pest been achieved. An estimated 30 per cent of non-selective herbicides such as paraquat and glyphosate — which are imported in the amount of about $40 million — are used in coffee cultivation. Most producers who buy inputs do so in local stores or through prefinancing of intermediaries, who deliver inputs that are then paid for with coffee.[18]

Seed production is led by IHCAFE, but there is a need for a system to certify varietal purity. In addition, IHCAFE does not have the capacity to produce seeds for domestic demand, so that many producers engage in seed sales without any control or monitoring. The importation of new varieties of coffee is restricted and must be endorsed by the National Agrifood Health and Safety Service (SENASA) and IHCAFE. Small-scale wet processing equipment is produced locally by several small businesses; larger drying equipment is imported mostly from Brazil and Colombia and to a lesser extent from Costa Rica and Guatemala.

1.3.2 Production

Producer stratification

Coffee is produced in 15 of the 18 departments in Honduras and in 210 of its 298 municipalities. According to the official IHCAFE register, in the 2017–2018 harvest a total of 105, 737 persons, 19.6 per cent of them women, registered their harvest. Most farms are in mountainous areas, from 900 to 1,800 metres above sea level. Honduran coffee cultivation is extensive (table 5) and operates at a relatively low technological level, primarily because of the low investment capacity of small producers.

17. The information presented in this section was obtained from interview 12.
18. Interviews 13 and 14.

Table 5. Coffee production in Honduras: producers and cultivated area, by department

No.	Code	Department	Number of producers	Cultivated area (mz)
1	3	Comayagua	13 992	76 068.87
2	4	Copán	8 465	60 196.81
3	16	Santa Bárbara	15 415	59 896.82
4	13	Lempira	13 038	47 803.39
5	7	El Paraíso	15 268	76 766.04
6	14	Ocotepeque	6 944	33 994.70
7	12	La Paz	8 459	29 573.20
8	10	Intibucá	5 857	22 784.84
9	18	Yoro	5 749	20 972.48
10	15	Olancho	6 219	22 240.72
11	8	Francisco Morazán	3 814	12 433.32
12	5	Cortés	2 016	8 513.04
13	1	Atlántida	253	869.75
14	2	Colón	147	521.75
15	6	Choluteca	101	498.25
	National total		**105 737**	**473 133.98**

Source: IHCAFE, 2019.

Producer stratification is based on the volume of production (figure 3) or cultivated area (figure 4 and table 6).

Figure 3 presents the stratification in terms of volume of production,[19] in which 40.9 per cent of producers produce less than 30 qq of green coffee (*café oro*) on average, occupy 15.7 per cent of the cultivated area and contribute only 7 per cent of total production. This population, who are known as *minifundistas*, is the most vulnerable group of coffee producers and because they are not able to meet the needs of their families they must sell their labour to other producers.

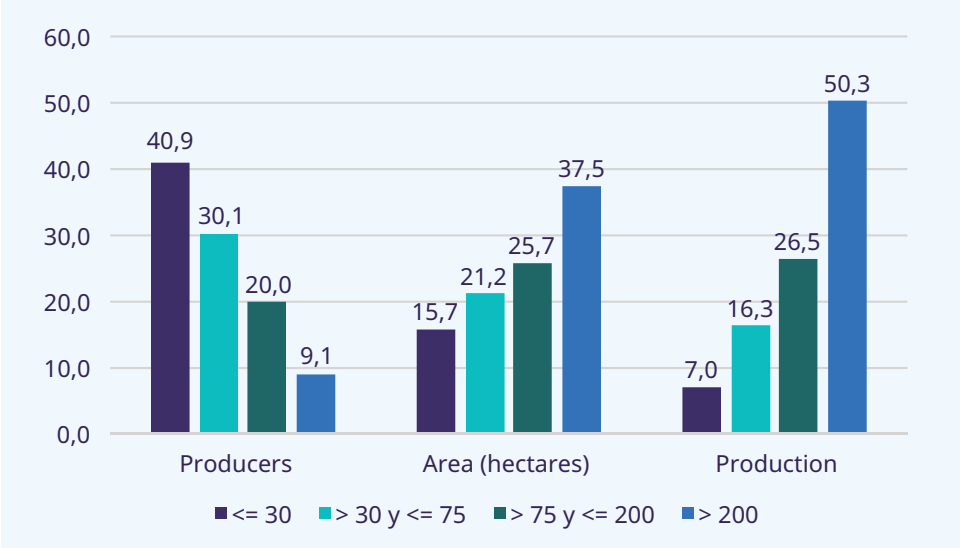
19. According to IHCAFE, small producers produce 30 to 75 qq (including *minifundistas* who produce less than 30 qq of green coffee (*café oro*) per year); medium-sized producers produce 75 to 200 qq; and large producers produce more than 200 qq.

Small producers make up 30.1 per cent of all producers, occupy 21.2 per cent of the cultivated area and contribute 16.3 per cent of total production.

Medium-sized producers make up 20 per cent of all producers, occupy 25.7 per cent of the cultivated area and contribute 26.5 per cent of total production.

Large producers make up 9.1 per cent of all producers, occupy 37.5 per cent of the cultivated area and contribute 50.3 per cent of total production.

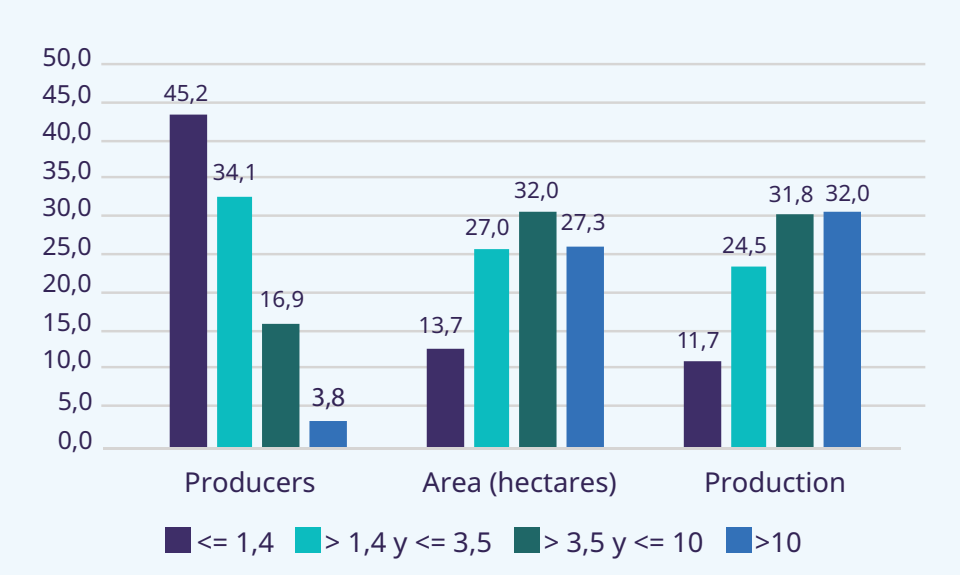
Figure 3. Stratification of coffee producers in Honduras by volume of production, in quintals of green coffee (*café oro*)



Source: IHCAFE, 2019.

The characterization of producers provided in figure 3 reveals that the *minifundistas* and small producers, despite representing 71 per cent of all producers, contribute only 23.3 per cent of total production in 36.9 per cent of the total cultivated area, reflecting their low technical development and consequently low productivity of 19 qq of green coffee (*café oro*) per hectare, while medium and large producers achieve yields of 23 and 29 qq per hectare, respectively.

Figure 4. Stratification of coffee producers in Honduras by cultivated area, in hectares



Source: IHCAFE, 2019.

In terms of size of land tenure,[20] figure 4 shows that, among all producers:

- 45.2 per cent are *minifundistas* on 13.7 per cent of the cultivated area who contribute 11.7 per cent of total production.
- 34.1 per cent are small producers who occupy 27 per cent of the cultivated area and contribute 24.5 per cent of total production.
- 16.9 per cent are medium-sized producers who occupy 32 per cent of the cultivated area and contribute 31.8 per cent of total production.
- 3.8 per cent are large producers who occupy 27.3 per cent of the cultivated area and contribute 32 per cent of production.

Table 6 provides a summary of the stratification of producers.

20. According to IHCAFE, small producers have a cultivated area less than 3.5 hectares (including *minifundistas* with less than 1.4 hectares); medium-sized producers have 3.5 to 10 hectares; and large producers have more than 10 hectares.

Table 6. Stratification of coffee producers in Honduras by cultivated area (summary)

Stratum	Description
Small producers Less than 3.5 hectares of coffee 83,833 producers (79.28% of all producers) 40. 67% of total cultivated area 36. 20% of total production	***Minifundistas*** Less than1.4 hectares of coffee 47,742 producers (45.15% of total) 13.67% of total cultivated area 11.7% of total production **Small farmers** 1.41 to 3.5 hectares 36,091 producers (34.13% of total) 27.0% of total cultivated area 24.51% of total production
Medium-sized producers Between 3.5 and 10 hectares of coffee registered with IHCAFE	17,845 producers (16.88% of total) 32.03% of total cultivated area 31.84% of total production
Large producers More than 10 hectares of coffee registered with IHCAFE	4,059 producers (3.8% of total) 27.30% of total cultivated area 31.96% of total production

Source: IHCAFE, 2019.

Small coffee producers [21]

About 84,000 coffee producers — 79.2 per cent of the total — are small coffee producers. They are entirely dedicated to the production of coffee and basic foods for family consumption. Small coffee producers are divided into *minifundistas* (who own less than 1.4 hectares) and small farmers (who own 1.4 to 3.5 hectares). *Minifundistas* are usually independent; some small farmers are part of collective groups, such as cooperatives and associations of small farmers. They are usually located in mountainous areas that are difficult to access and lack their own transportation to deliver their harvests. This places them at the mercy of larger producers or local intermediaries, who buy their coffee at much lower prices in cities where production is organized by region. Half of these producers sell their coffee as coffee cherries (known as "*café uva*" or "coffee grapes" in Honduras) since they do not own any processing machinery; the other half sells their coffee depulped and washed (wet parchment). In both cases, their coffee is subject to discounts for defects and humidity, which aggravates their economic situation.

The characteristics of these small coffee producers include:

a. Their production techniques are extremely basic, usually with very low productivity, since they do not have adequate knowledge and economic resources to invest in advanced production techniques.

b. Those who produce conventional coffee market 77 per cent of their coffee through local intermediaries, as shown in illustration 1, which significantly limits the degree and type of support available to them.

c. They have limited access to financial services since banks require collateral that they cannot provide, either because of the small size of their farms or because they do not have property deeds for them.[22] During the development of mapping it was shown that for small producers, the financing alternatives are almost non-existent.[23]

d. Small producers associated with cooperatives have access to other financing schemes. To belong to a cooperative, they must pay an initial fee and a monthly fee.[24] Small producers are heavily dependent on intermediaries and cooperatives since they receive loans from them for expenses for their farm or household expenses, which are repaid in coffee at harvest. These loans usually have interest rates well above those of commercial banking.

e. In addition to loans, cooperatives provide technical assistance and support for marketing certifications.[25]

f. Álvarez (2018) found that almost 23 per cent of the coffee producers surveyed could not read or write – a level of illiteracy 12.9 per cent higher than the national average reported by the National Institute of Statistics (INE) for 2018. He also found that only 61 per cent of those who could read and write had completed primary school.

21. Classified by size of cultivated area.
22. Between 2010 and 2017, IHCAFE conducted a programme to award land titles to coffee plantations, together with the National Agrarian Institute (INA); titles were awarded to about 12,000 farms out of a total of almost 80,000 that do not have land titles.
23. This was mentioned in interviews 2, 3, 8, 11 and 20.
24. In the interviews we found that the initial fee ranges from $12 to $120 and the monthly fee, from $1 to $12. In some cooperatives, the lending limit is linked to the amount that has accrued through the payment of fees (interview 11).
25. Interview 9, 11 and 20.

Medium-sized coffee producers

Medium-sized coffee producers, who own 3.5 to 10 hectares, number 17, 845,000 or 16.9 per cent of the total. They are usually associated with cooperatives or have more stable relationships with intermediaries; in some cases, they sell their coffee directly to exporters. They have a greater economic capacity that allows them to use more advanced techniques and experiment with differentiated coffee production processes, either to improve quality for the production of microbatches or to obtain certification seals that add value to their coffee.

These producers have more options, both commercial and financial, since the size of their farms allows them to access business lines of credit from public and private banks. A common financing alternative for medium-sized producers is to join a cooperative or producer association.[26] Thanks to the significant volumes of coffee produced, they have greater bargaining power with cooperatives, intermediaries and exporters.

Large coffee producers

Large coffee producers, who own more than 10 hectares, number 4, 059 or 3.5 per cent of total. They are entrepreneurs, with greater investment capacity, and they usually sell their coffee to intermediaries and exporters. Some large producers have established commercial relations with foreign coffee importers.

They have commercial credit lines in public and private banking and make production and infrastructure investments. All of them process their own coffee and sell it as dry parchment, which generates a better price per quintal of coffee.

On the other hand, they have to hire staff for the maintenance and harvesting of coffee; in addition, when marketing large volumes they are subject to taxation. Thus, staff and maintenance costs put them at a disadvantage, decreasing their income and unit return relative to small and medium-sized producers.

To better understand the differences between the types of coffee producers, it is necessary to characterize the technological level and processing practices that directly influence the productivity of the farm and the value added to the product. According to Álvarez (2018), the technological level of producers is determined by the number of relevant practices adopted for cultivation, as well as by access to technical assistance and training services. It is clear that producers prioritize crop fertilization over other practices, including pruning and the control of pests and diseases.

Differences in yields obtained (qq/hectare) are not determined by a single variable or practice but rather the interaction between all of them and factors related to the condition of the farm, such as soil fertility, local rainfall patterns and the quality of farm management (Álvarez, 2018).

26. Several of the organizations interviewed stated that they manage funding for their members, either in cash or inputs (interviews 9, 13, 15, 17 and 22).

Coffee production in Honduras in the face of climate change

The Global Climate Risk Index of the organization German Watch notes that Honduras was the country most affected by climate change in the period 1995–2014. According to a Feed the Future study,[27] coffee production areas have gradually become drier and hotter over the past three decades; temperatures have increased nationally, as have potential evapotranspiration, while rainfall has become less predictable. This combination of factors makes the coffee plant require more water for its production cycle.

Climate change will have the following short- and medium-term implications for Honduran coffee production.[28]

The incidence of the three principal coffee pests and diseases affecting Honduran coffee production — the coffee rust fungus (*Hemileia vastatrix*), the American leaf spot fungus (*Mycena citricolor*) and the coffee borer beetle (*Hypothenemus hamperi*) — will increase with this climatic variation. In the 2012–2013 crop cycle, coffee rust affected about 25 per cent of Honduran coffee plants, while 15 per cent suffered severe damage and had to be replaced;[29] higher temperatures provide ideal conditions for the rapid spread of the fungus. High humidity in coffee plantations, the result of heavy rains and too much shade, can also trigger outbreaks of American leaf spot. The coffee borer beetle, meanwhile, flourishes in high temperatures, which accelerate its reproductive cycle even at high altitudes.

About 45 per cent of the area currently under coffee cultivation will not be able to sustain production in future unless adaptation practices are introduced; another 20 per cent will require significantly increased efforts in applying adaptation practices to production systems; and the remaining 35 per cent will need to increase only some practices to improve the resilience of the system.

Olancho, El Paraíso and Francisco Morazán (eastern Honduras) will be the departments most affected by climate change; to a lesser extent, the departments of La Paz, Comayagua and Yoro (central Honduras) will be affected; the departments of Lempira, Santa Bárbara, Copán and Ocotepeque (western Honduras) will be the least affected.

Low areas (less than1,000 metres above sea level) will be the hardest hit. These areas, mostly practicing conventional coffee production, will have to work on converting to other production systems.

Intermediate zones (1,000–1,200 metres above sea level) should apply systematic adaptation schemes.

Zones from 1,200–1,500 metres above sea level (with production models differentiated by certification) should significantly increase their adaptation efforts.

27. Feed the Future, “Climate-Smart Coffee in Honduras”, 2018.
28. See Ruben et al. (2018).
29. Communication with IHCAFE in 2020.

Table 7. Stratification of coffee producers in Honduras, by level of technology

Number of practices	Technology level[30]
4 to 5 practices	High
3 practices	Moderate
1 or 2 practices	Low

Source: Álvarez 2018.

According to a 2019 IHCAFE survey, 30 per cent of producers have a low level of technology, 26 per cent a moderate level and 44 per cent a high level.[31]

According to Álvarez (2018), the key practices that should be adopted are as follows:

Fertilization. Only 74 per cent of producers practice fertilization at least once a year, of which only 22 per cent are based on soil analysis. For every 30 quintals per hectare of dry parchment coffee, 321 pounds of nutrients are extracted, so it is advisable to apply between 12 and 15 quintals per hectare of fertilizer. However, as a rule producers only apply between 8 and 10 quintals per hectare of fertilizer, which is not sufficient to meet the nutritional requirements of the crop.

Agricultural amendments. These are used by medium-sized and large producers; 94 per cent use lime, 4 per cent use minerals and 2 per cent use both. As for organic amendments, 63 per cent use chicken manure, 20 per cent use coffee pulp, 6.7 per cent use molasses, 3.3 per cent use multi-nutrient compounds, 3.3 per cent use bokashi and 3.3 per cent use compost.

Tissue management. Some 72 per cent of producers practice tissue management or at least practice sanitary pruning and spacing for the regeneration of vegetative material.

Shade management. Among producers who use shade management, the use of the inga tree predominates (36 per cent), followed by timber trees (22 per cent), fruit trees (15 per cent) and native species (11 per cent); the rest use banana, *madreado*, *gravileate*, *guachipilín* and *pepeto*. The use of shade cover is considered a good environmental practice because it fixes carbon, regulates the microclimate, promotes water protection, reduces soil erosion and protects biodiversity and the landscape.

Weed control. Almost all producers practice weed control; 38 per cent do so three times per year (which is recommended), 32 per cent do so twice per year, 23 per cent do so four times per year and 4 per cent do so five times per year. Some 17 per cent use herbicides, while the rest practice manual weed control using tools.

Pest and disease control. In 2016, 50 per cent of producers reported the presence of the coffee borer beetle, 26 per cent reported coffee rust, 12 per cent reported American leaf spot, 4 per cent reported nematodes, 3 per cent reported anthracnose and 2 per cent reported other pests. The most commonly used control for the coffee borer beetle is a combination of traps (52 per cent) and chemicals (46 per cent), while 1 per cent control it with parasitoids along with practices such as *pepena* and *repela* (see table 9). For coffee rust, 74

30. Assuming a density of 5,000 plants per hectare and stable PH levels from 5.5 to 6.2.
31. Direct communication with IHCAFE staff.

per cent of producers apply copper-based products, 22 per cent use spacing, 3 per cent use artisanal products and 1.5 per cent replace the susceptible variety. It is important to note that 71 per cent of producers have no knowledge of integrated pest management.

Labour market and employment in coffee production

It is estimated that coffee production — along all the links of the value chain — generates more than 1.1 million jobs (whether permanent, temporary, direct or indirect), providing income to some 120,000 coffee-farming families[32]and up to 350,000 permanent workers[33] (IHCAFE 2019).

According to IHCAFE statistics, during the 2017–2018 cycle a total of 20,733 women reported harvests (19.6 per cent), 94 per cent of whom were small and medium-sized producers and only 6 per cent were large producers. Women have been playing lead roles in different links of the value chain. One role in which they have traditionally excelled has been the harvesting or collection of the coffee bean, an activity in which they have proven more skillful than men in making an appropriate selection of mature beans. In addition, they are with great success assuming a more prominent role in the management of their farms, participating in maintenance and more importantly in decision-making. This uptick in women's participation can also be seen at the professional level: many cooperatives and companies are led by women, who primarily manage marketing and quality control. Many have trained as coffee tasters and toasters and have also successfully branched out as baristas in the growing coffee shop industry. Significant progress has also been made by women in the area of networking: there are more and more women–based organizations, in addition to the Women in Coffee Association, which is part of the International Women's Coffee Alliance(IWCA), a global organization.

On the other hand, of all the coffee producers interviewed by Álvarez (2018), only 5 per cent were young people under 25 and 49 per cent were over 45. According to the same study, 23 per cent of the coffee producers interviewed said they could not read or write; 61 per cent had only a primary education, 12 per cent finished high school and only 4 per cent had attended a university. According to Ruben et al. (2018), the low wages prevalent in coffee production are not attractive to young people, particularly those who do not own their own farms and must sell their labour. This problem is all the more evident when those wages are compared with the income expectations of migrating to large cities or other countries, such as the United States or Spain. Generational replacement is therefore a problem, which the cooperatives and employment associations studied have clearly identified. However, young people with access to the land who produce certified and specialty coffees remain in the productive units of their families and gradually take over their management and administration.

The greatest demand for labour arises at harvest time, from October to March. Much of this labour is devoted to harvesting and generates internal migration among departments of the country, but as well as some external migration since many workers (men and women) come from Nicaragua to work in the coffee plantations of eastern Honduras and from Guatemala to work in those of western Honduras.

In terms of occupational status, the labour market is made up of family workers and permanent and temporary wage workers.

32. In the 2017–2018 cycle, a total of 105,737 producers registered their harvest with IHCAFE, although the total number of its registered producers is about 120,000.
33. This estimate corresponds to an average of three permanent employees per farm, in addition to employees in the other links in the value chain: cooperatives, intermediaries, exporters and coffee shops. There is no study to corroborate this estimate, however it represents an approximation performed by the technical expert in consultation with IHCAFE and other institutions.

Family workers

Among small producers of coffee, the owner of the economic unit also participates as a worker.[34] Small producers (*minifundistas* and small farmers) dedicate family labour to coffee production; the maintenance of the farm is carried out by the parents and during the harvest and processing of coffee the whole family is involved. The mode of work of family members is informal and they are not recognized as working persons.

As unpaid family workers, women play a key role in harvesting coffee, as described above. Young people participate by supporting their parents in the production activities. Eventually, parents bequeath a part of their farm to their children so that they may start their own enterprise. In the case of small producers, the division farms through inheritance results in their further fragmentation and their small size may render them no longer economically viable for young people; for this reason, many young people migrate to big cities or to the United States and abandon the coffee production chain.

Faced with this situation, most cooperatives develop inclusion programmes for women and young people and promote openness in decision-making processes, both at the level of farm management and of boards of trustees. During fieldwork it was noted that almost all successful cooperatives and producer associations are led by young people under the age of 30 or include them in their management bodies.[35]

Permanent wage workers

Most permanent wage workers work in large production units (farms), although on some farms all workers are temporary.[36] Some *minifundistas* with plots near the farms must sell their labour to support the family economy. They carry out maintenance activities on the farm: planting, cleaning, fertilization and pruning. Most permanent workers do not have written employment contracts and enjoy no benefits or social security protection; they differ from temporary workers because they work year-round with the same employer and receive a monthly salary, which gives them greater economic stability than temporary workers, who are hired for one-time maintenance or harvesting activities on farms. The average wage of such workers is approximately 6,000 Honduran lempiras (L)(US$250) per month, which is just below the government-imposed rural minimum wage of approximately L6,440 (US$260.00).

There are also wage workers who perform managerial functions for cooperatives and intermediary and export companies. They usually have contracts that provide the benefits and social security protection stipulated by law. Such workers are hired based on their professional profile, relationship with management/owners or references.[37]

34. Interview 20.
35. Interviews 9, 11, 15, 16, 22 and 23.
36. Interview 21.
37. Interview 15.

Temporary wage workers

Coffee harvesting is undoubtedly the most labour-intensive activity. The corteros (as harvesters are called) are also subsistence producers who sell their labour to supplement their income. In most cases, corteros consist of entire families who travel to farms in surrounding communities. Workers migrate within the country to perform this type of work in areas where labour is scarce, and workers also migrate from Nicaragua.[38] Several of the production units interviewed reported difficulties in securing workers for the coffee harvest,[39] among other things owing to the preference of workers for larger production units; their emigration; their participation in other economic sectors;[40] and the decrease in the quality and quantity of coffee produced, resulting in harder work and lower pay.[41] The outsourcing of labour is gradually increasing in coffee production and outsourcing–based companies are starting to appear, focused especially on the stages of harvesting and of loading and unloading.[42]

With respect to migrant workers involved in the harvesting of coffee, farm owners cover the costs of travel, food and lodging, as well as liability for work-related injuries or accidents. The salary received by corteros ranges from L35 to 40 (US$1.40 to 1.60) per container of 25 pounds,[43] and each cortero can harvest between 6 and 10 containers per day, thus earning L210 to 400 (US$ 9 to 16). This represents a monthly income just below the rural minimum wage, which currently amounts to L6,440 (US$260), so that corteros migrate to other parts of the country and work long days as well as Saturdays and Sundays in order to increase their incomes. In interviews, several producers reported having difficulty paying the minimum wage, a requirement[44] stipulated by certifications. In fieldwork, it was established that men and women receive equal pay.[45] Despite the denomination of temporary workers, it is common for some workers to work for years on the same farm.

Other coffee production activities besides harvesting that require temporary work, even for small producers, are chapeo (pruning) and loading and unloading.[46]

Temporary processing staff hired during the harvest are engaged in processing, washing and drying coffee, including loading and unloading the product at each stage of processing. These workers receive from L180 to 200 (US$7 to 8) per day, which represents a monthly income below the rural minimum wage. On the other hand, the loaders have contracts that pay from L3 to 5 (US$0.12 to 0.20) per quintal loaded or unloaded, depending on the number of movements they must perform with each shipment.

38. Interview 18.
39. Interviews 2, 8, 9, 11
40. They mentioned that the police or military are attractive options for workers.
41. Interview 18.
42. Interview 19.
43. For specialty coffees, the salary is up to L50 (interview 13).
44. Interviews 8 and 19.
45. Interview 9, 13, 16 and 22.
46. Interview 17.

The supply of jobs for temporary workers is variable and depends directly on the production variability of cultivated crops that results from their dependence on international prices and climate change. Therefore, in some years production is very good and job opportunities abound, while in others production is reduced owing to climate effects or because low prices prevent farms from running at full production levels, and then the supply of jobs decreases.[47] In general, wage workers — both permanent and temporary — prefer to work on large farms where there is "more work and stability".[48]

Working conditions have changed little in the last ten years[49] for both family workers salaried workers. The insertion into the labour market of informal conditions, in addition to the low incomes received by producers and regulatory constraints, has created[50] deficits of decent working conditions in coffee production in Honduras. There are no official statistics on social protection coverage specific to the coffee sector; however, based on the information obtained at interviews it is estimated to be almost non-existent.[51] There are no paid sickness or maternity leave, no special provisions for pregnant or lactating women.[52] Temporary workers who come to harvest coffee are provided with housing on farms; some are also provided with food and others with productivity incentives.[53] However, the housing and food conditions of these workers remains substandard. It is important to mention that the existence of workers' organizations was not reported in any of the production units visited, although on several occasions it was mentioned that workers have the freedom to create them.

Coffee production models in Honduras by coffee region

The regions covered in this study have different characteristics, depending on the variable impacts of personal preferences, economic activities, marketing models and climate factors. The three regions selected represent the different scenarios and production models that are prevalent in most of Honduras.

Paradise is a region with a long tradition of coffee production. It has many producers, mostly small producers with a very low level of technology. Yields are low and most producers market their coffee in wet parchment. There is a strong presence of both large and small intermediaries, who buy coffee on the farms or large cities and there is a commercial dependence on intermediaries for money-lending or provision of inputs to production in exchange for a commitment to sell coffee. The organizational network is weak, there are very few active cooperatives and only two of them have a production model for certified coffees.

Santa Bárbara also has a large number of producers, who are also mostly small producers but report higher productivity (50 per cent higher than El Paraíso) thanks to a higher level of technology. The conventional coffee production model predominates and, as in El Paraíso, most producers sell their coffee in wet parchment, with no opportunity for quality differentiation. There is also a strong presence of intermediaries, but owing the region's proximity to San Pedro Sula, where the operations centres of exporters are located,

47. Interviews 3, 11, 13 and 21
48. Interviews 20, 21.
49. Interview 1.
50. See para. 1.4.
51. In interviews, no production unit reported that any worker at any production stage enjoyed social protection.
52. Interview 15.
53. Interview 16.

there are more exporters buying coffee. Although there are more cooperatives and producers' organizations than in El Paraíso, there are still not enough for the large number of producers, and therefore there is a limited number of production models for certified coffees.

The departments of **Copán and Ocotepeque** are located further west and border El Salvador and Guatemala. In this region, producers on average benefit from larger productive areas and are also more efficient. Their productivity is the highest in the country (twice that of El Paraíso), thanks to a higher level of technology, the fact that coffee production is the principal economic activity of the region and the fact that producers are dedicated 100 per cent to coffee production. The production model that has been developed in this area is primarily that of certified coffees, especially fair trade and organic coffees. Producers work with cooperatives or partner companies to improve their marketing options, so that this region has a more highly developed organizational network. Although there is a presence of intermediaries, marketing is mostly done through cooperatives and partner companies.

Table 8 shows production levels in Honduras, by department. It should be noted that productivity is very variable across the country. Departments in the west (Copán, Ocotepeque, Intibucá and Lempira) have a higher productivity than the national average, while those in the centre of the country (La Paz, Santa Bárbara and Francisco Morazán) have a lower productivity than the national average, except for Comayagua. The department of Yoro, in the northeast, has a high productivity compared to Olancho and El Paraíso, which are the easternmost departments where coffee is produced. This highlights the situation of El Paraíso, which has the largest production area and the second largest number of producers but has among the lowest productivity of all departments. These productivity differentials can be explained by variations in the composition of their economic activities, their levels of technology (as discussed above) and the strength of their organizational networks.

Table 8. Coffee production in Honduras: producers, cultivated area, production and productivity, by department

No.	Code	Department	Number of producers	Area cultivated with coffee(mz)	Production	Productivity
					(qq gold)	(qq gold/mz)
1	3	Comayagua	13 992	76,068.87	1 713 183.34	22.52
2	4	Copán	8 465	60 196.81	1 521 948.99	25.28
3	16	Santa Bárbara	15 415	59 896.82	1 186 838.12	19.81
4	13	Lempira	13 038	47 803.39	1 139 690.51	23.84
5	7	El Paraíso	15 268	76 766.04	951 924.92	12.40
6	14	Ocotepeque	6 944	33 994.70	771 548.57	22.70
7	12	La Paz	8 459	29 573.20	566 449.18	19.15
8	10	Intibucá	5 857	22 784.84	514 050.49	22.56
9	18	Yoro	5 749	20 972.48	452 534.05	21.58
10	15	Olancho	6 219	22 240.72	286 342.86	12.87
11	8	Francisco Morazán	3 814	12 433.32	218 728.23	17.59
12	5	Cortés	2 016	8 513.04	146 679.24	17.23
13	1	Atlántida	253	869.75	10 627.14	12.22
14	2	Colón	147	521.75	7 224.71	13.85
15	6	Choluteca	101	498.25	3 691.38	7.41
	National total		**105 737**	**473 133.98**	**9 491 461.73**	**20.06**

Source: IHCAFE, 2019.

Key stages of coffee production

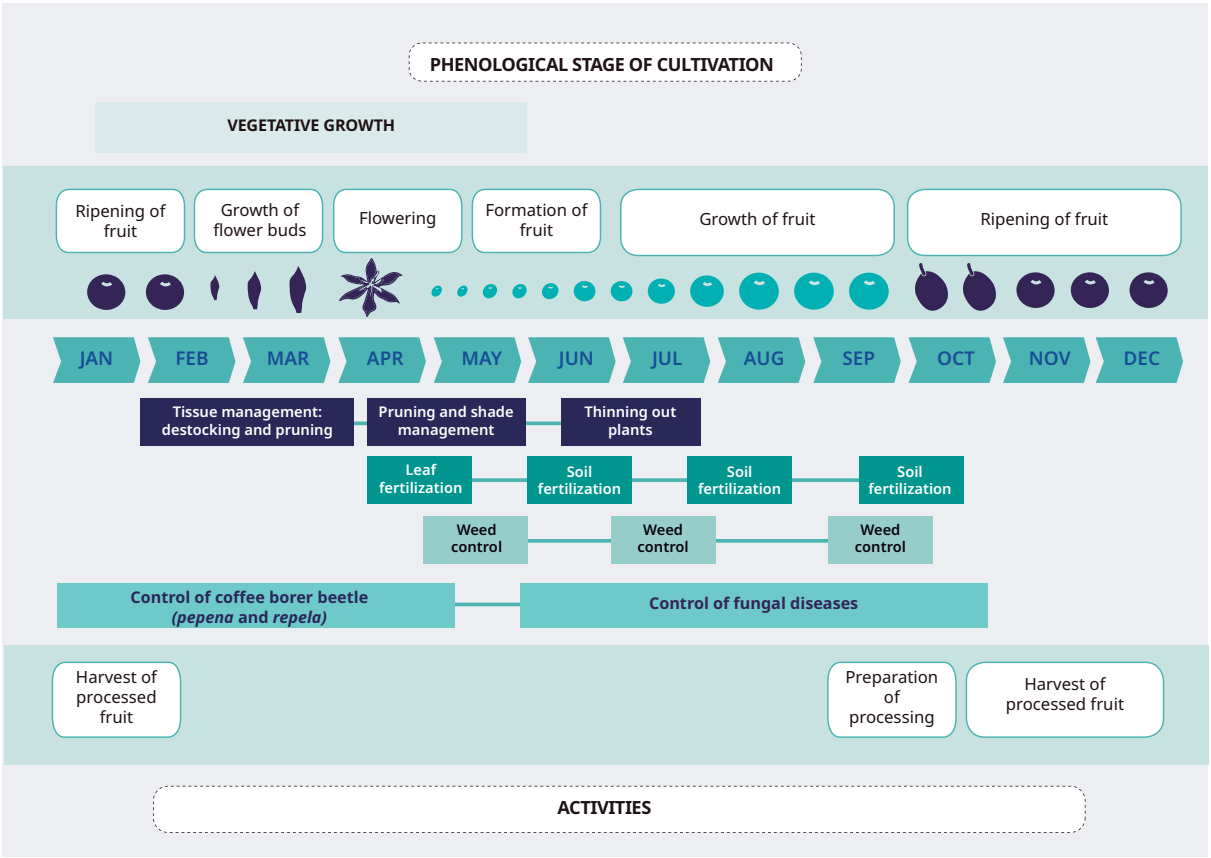
The process of coffee production involves three stages:

(i) **The establishment of the farm**, which involves the preparation of the land; the production of seedbeds and seedlings; the establishment of shade cover and of water and soil conservation systems; the planting of coffee trees; and, finally, the maintenance of these until they begin their productive stage, which takes from 30 to 36 months.

(ii) **The annual maintenance of the farm once it is under production**, including with regard to nutrition, integrated pest and disease management, and the renewal of vegetative material in order to maintain a sustainable productivity.

(iii) **The harvesting of coffee once it has reached maturity**. Table 9 details the key operations of the production stage, while illustration 3 outlines their distribution over the annual coffee production cycle.

Illustration 3. Timeline of coffee production activities in Honduras, based on crop phenology

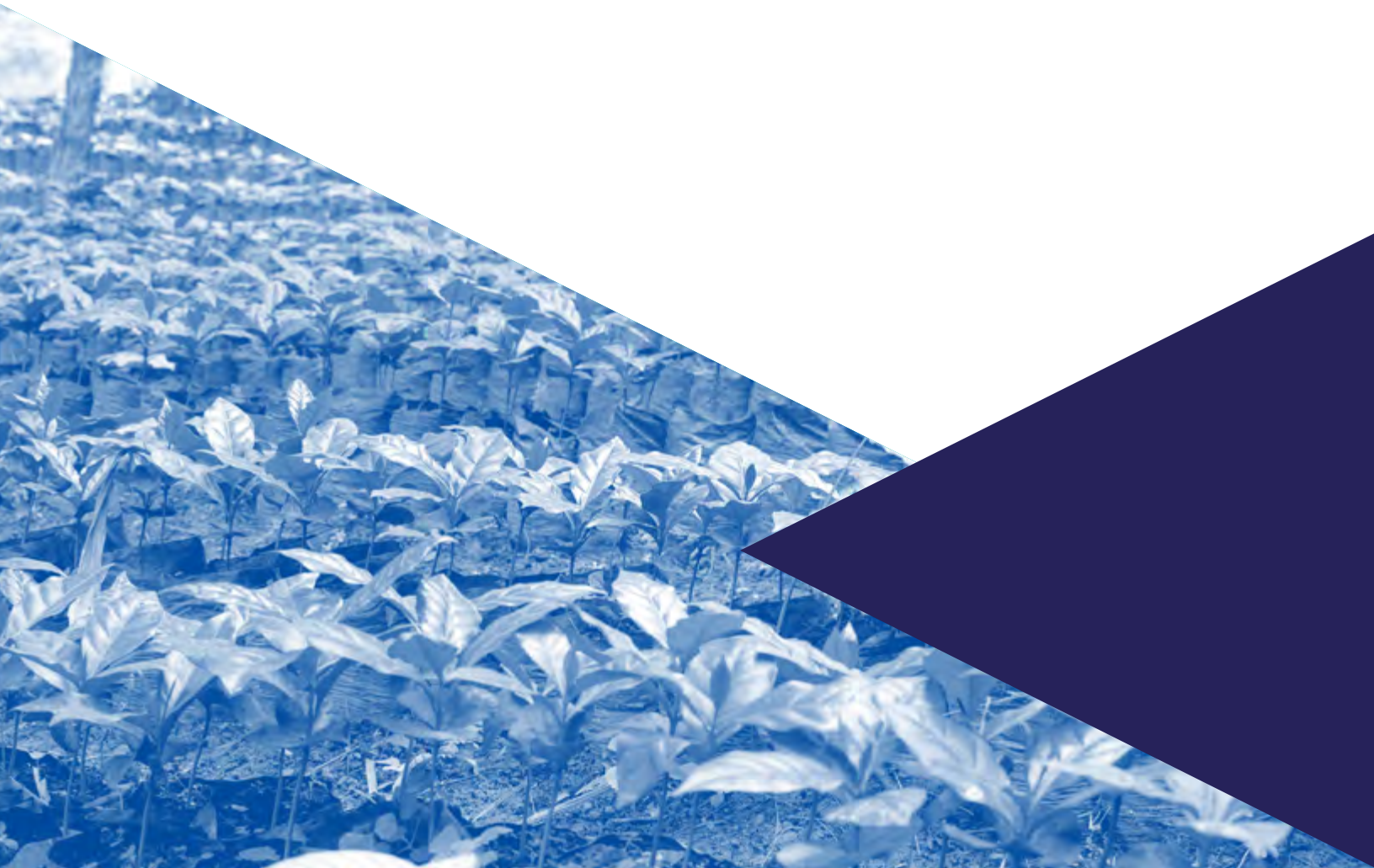


Source: IHCAFE, Department of Outreach.

Table 9. Key operations of coffee production in Honduras

Establishment phase		
Operations	**Description**	**Actors at each stage**
Preparing the plant nursery	This activity takes place six months before the final planting of plants in the field. The producer defines the variety of coffee to be planted, based on the weather conditions of the place where his plot is located and the market destination of his product. It is vitally important to have good quality seed. There are two stages in the production of nurseries: (i) the production of the seedling or "*chapola*", ranging from seed planting to the emergence of the two cotyledons, a stage that takes between 35 and 45 days, depending on the climate and variety; (ii) bagging of the seedlings: once the "*chapola*" reaches the necessary size and vigour, it is moved into bags with a substratum where they will grow to have at least five pairs of real leaves, which is when they are ready for final transplant to the field.	This activity is usually carried out by the producers themselves. The medium-sized and large producers have an estate manager who is in charge of this activity. Men and women are engaged in this activity. Large producers, cooperatives or companies have specialized personnel for the production of plants.
Selection and cleaning of land	The ground where the coffee will be planted must be cleaned, removing all large stones that obstruct movement. All vegetation must be removed, leaving only the largest trees, which will provide shade. Land intended for coffee production is usually hillside land with medium to steep slopes.	The cleaning of the land is usually carried out by local day labourers under contract. Small producers participate in cleaning their own land and also sell their labour to large producers.
Preparing the terrain	Coffee should be planted along contour lines in order to decrease soil degradation and erosion. Spacing ranges from 1 m between plants and 2 m between rows (for low-growing varieties) to 1.75 m between plants and 2.5 m between rows (for high-growing varieties).	This activity is carried out by the producers themselves, with the assistance of IHCAFE technicians or other organizations.
Soil and water conservation practices	Soil conservation systems should be established to prevent soil erosion, including both living and dead barriers. In addition, a drainage system must be built to facilitate the movement of water and avoid its impact on the soil since coffee is planted on steeply sloping ground.	Very few producers carry out this type of conservation work as it demands a lot of labour and resources.

Establishment of shade cover	Shade is usually provided by the inga, a legume that provides nitrogen to the soil, although more recently fruit trees or forest species of economic value are being planted as an alternative to provide economic diversification.	This is usually carried out by the producers themselves; medium-sized and large producers hire day labourers for this activity when the areas involved are large.
Plant transplantation	Once the terrain has been prepared, the planting of seedlings can proceed, for which a hole 50cm in diameter by 50cm deep is dug. Spacing is determined by the selected variety. At the time of transplantation, a quantity of lime and fertilizers are added to the soil to help the plant settle down.	Day labourers are hired for the digging of the hole and the subsequent transplantation of the plant, since the family workforce is not sufficient. The planting density is 3,000 to 5,000 plants per hectare. Both men and women perform this field activity.
Maintenance until the third year	Once the plants are sown, they must receive care and maintenance until the third year, when they will start producing commercially. Maintenance consists of nutrition or fertilization, cleaning, and control of pests and diseases.	Maintenance activities are carried out only with local labour in the case of small producers and day labourers in the case of medium-sized and large producers. Although it is an activity carried out mostly by men, many women are also engaged in these maintenance activities.



Production phase		
Activities	**Description**	**Actors at each stage**
Coffee harvest	Harvesting is the principal activity of coffee cultivation. It is performed from October to April, depending on the area and the altitude of the farm.	The whole family of small producers participates in this activity, including many women. Medium-sized and large producers hire corteros, in many cases in the local region, but over the last decade a labour shortfall at harvesting has led to the seasonal migration of corteros both within Honduras and also from Nicaragua and Guatemala.
Control of pests and diseases	After harvesting, the pest and disease control practices of the farms are carried out: (i) *repela*, which consists of harvesting all the beans left on the plant; (ii) *pepena*, which consists of collecting all the beans that have fallen to the ground (these two actions are performed to avoid the development of the coffee borer beetle); and (iii) sanitary pruning, which consists of pruning sick plants that may become pockets of infection.	Very few producers carry out these activities as the cost of the labour involved is high. Family labour is usually used.
Pruning and shade management	The maintenance of shade is very important because it regulates the microclimate of the plantation. It is necessary to maintain between 45 and 55 per cent shade, so that there is sufficient ventilation and light input. The productive training and pruning of plants serves to limit their vegetative growth and promote tissue renewal. Destocking and pruning with *bandolas* (harnesses) are activities that are progressively being adopted at the national level.	This activity is carried out by the producers themselves: only medium-sized and large farms hire labourers.
Cleaning and maintenance of farms	Usually between three and four cleanings or weedings of coffee farms are carried out over a production cycle (one year). It is an activity that is done manually, with the use of machetes or portable mechanical weeders.	Local day labourers are often hired for cleaning; small producers, in addition to cleaning their own farms, sell their labour to larger farms. Although it is mostly a male activity, many women also engage in these maintenance activities.

Activities	Description	Actors at each stage
Nutrition of coffee plants	The nutrition of coffee plants is very important to achieve a high productivity on the farm; chemical fertilizers or organic fertilizers can be used. Coffee requires the macronutrients nitrogen, phosphorus and potassium, as well as the micronutrients sulphur, zinc, iron, manganese, boron and copper. It is recommended to provide at least 175–315 kg per mz of nitrogen and potassium and 20 kg per mz of phosphorus. These macronutrients should be applied in three doses, depending on the stage of development of the crop, although coffee producers usually make only one or two applications per year. Micronutrients are provided by leaf fertilizers.	It is estimated that only 72 per cent of producers fertilize their coffee plants with at least one application. It is necessary to hire day labourers to support fertilization on farms. Although it is an activity carried out mostly by males, many women are also engaged in these maintenance activities.

Source: IHCAFE, Department of Outreach.

1.3.3 Internal marketing

The internal marketing of coffee has great social importance because of the number of actors involved in it. Most small producers market their coffee through local intermediaries or cooperatives who have become buyers of coffee from their partners and third parties. To a lesser extent, they sell their coffee to large and medium-sized producers who are also engaged in buying coffee in their communities and then reselling it to intermediaries. Most production of medium-sized and large producers is sold to intermediaries and, to a lesser extent, to exporters. According to the interviews conducted, intermediaries offer advantages such as less time for buying and selling; they accept all types of coffee, wet or dry; they have access to transportation and direct treatment, they pay immediately and in cash directly to the producer; their collection centres are located close to the producers; and, in some cases, they absorb the drop in prices. However, another interviewee mentioned that the intermediaries "play with quality", which complicates the sale of coffee[54] for producers, and a third commented that the intermediaries "do not value work, it is unfair competition".[55]

Intermediaries provide most of the coffee purchased by exporters, while a small percentage is marketed directly to foreign buyers. Cooperatives, on the other hand, provide a large amount of coffee to exporters, but also direct a good percentage of their purchases to international roasters and green coffee (*café oro*) buyers. Thus, it is common for farms and cooperatives to have several marketing channels for the different qualities of coffee; for example, they may sell the first cut[56] to intermediaries and the second directly to buyers of specialty coffee.[57]

This marketing process is carried out mainly by the 580 intermediaries registered with IHCAFE. The producer–intermediary–exporter circuit moves 80 per cent of the coffee; the rest is moved through direct sales from the producer to the exporting companies or goes to export through cooperative companies; a minimum percentage (1 per cent) is exported directly by the producers. The intermediary buys the coffee mostly in wet parchment; some intermediaries carry out the drying, store the coffee and make a first consolidation of the production of the area; they then dry it in patios in the sun and transport it to the exporters with whom they work.

According to Álvarez (2018), cooperatives and producer organizations only buy from 15 per cent of small producers and from 20 per cent of medium-sized producers, some of whom are affiliated with their organizations and some not. It is important to mention the role that cooperatives play in managing the surcharges paid for certification, which leads to investments in productivity improvement and social issues.[58]

Some 83 per cent of large producers market their coffee with intermediaries representing exporters. It is estimated that 750,000 qq are destined for national consumption, either through large roasting companies or through the ventures of cooperatives and individual producers that have entered the local market in the last decade.

54. Interview 10.
55. Interview 13.
56. The number of the cut indicates the degree of maturity of the coffee; the first cut is a less mature coffee.
57. Interview 11.
58. Interview 9.

1.3.4 Processing

It is necessary to differentiate between the processing of coffee to achieve dry parchment coffee at 12 per cent humidity (wet processing) and the preparation of coffee for export (dry processing).[59] The first process is carried out by producers, intermediaries and cooperatives, while the preparation for export is mostly carried out by exporters and, to a lesser extent, by cooperatives and intermediaries.[60]

Some 14 per cent of harvested coffee is marketed in the form of coffee cherries (*café uva*), so that its depulping, washing and drying is in the hands of the big producers, intermediaries and cooperatives.

Some 40 per cent of harvested coffee is marketed as wet parchment coffee, that is, after the pulping and washing process; intermediaries monopolize a large part of this coffee and to a lesser extent the cooperatives.

Some 31 per cent of harvested coffee is marketed as air-dried parchment, which is an intermediate stage between wet and dry parchment. Again, this coffee is monopolized by intermediaries who complete the drying process and then sell it to exporters.

Only 14 per cent of harvested coffee is marketed in dry parchment, usually directly through exporters and the medium and large producers that have the infrastructure for drying (Álvarez 2018).

The people who work in the dry mill have a different profile than those who work at the production stage.[61] Here men have a presence in the work of loading, unloading and transporting coffee. Women play a key role in the selection of coffee beans for export.

1.3.5 Roasting of coffee

The roasting of coffee is handled in Honduras by large companies, on an industrial scale. This process is also handled by small and medium-sized roasteries belonging to coffee cooperatives, individual producers with a certain level of specialization, or smaller artisanal roasteries belonging to small producers or organized groups.

There are 14 large-scale roasting companies registered with IHCAFE, which together process more than 500,000 qq of green coffee (*café oro*) per year; these coffees are destined for mass consumption in the local market, especially in the lower middle classes in large and medium-sized cities.

The last decade has seen a marked growth of coffee roasteries in the major cities of Honduras. Many of them have specialized in roasting specialty coffees; in many cases, they roast coffees for sale to direct markets or in coffee shops where they are distributors. This specialized roasting process is increasingly in demand from producers that wish to enter the retail coffee business. There is no record of the number of roasteries in this category.

There has also been growth in artisanal roasteries, which offer an alternative path for small producers or associated groups, who do not have the knowledge or logistical capacity to enter demanding markets, to add value to the coffee they produce. Roasted coffee in this category is usually destined for markets in medium-sized cities.

59. Known in the international market as "green coffee", while locally it is known as *café oro*.
60. Interview 10.
61. Interview 10.

1.3.6 External marketing[62]

Honduras exports more than 90 per cent of the coffee it produces, so that it is almost completely dependent on the international market and its price fluctuations. According to the IHCAFE statistical report on the 2017–2018 harvest, a total of 60 companies, cooperatives and individual producers were engaged in coffee exports. Of the 9.4 million 46 kg sacks exported in that harvest, 47.5 per cent corresponded to "high grown" quality, 38.8 per cent to "strictly high grown" quality and 13.3 per cent to "stocklot"; the rest was exported as standard or ordinary coffee. The three largest exporting companies account for nearly 50 per cent of exports, while the top ten export more than 81 per cent of the total (table 10).

Table 10. Leading coffee-exporting companies in Honduras

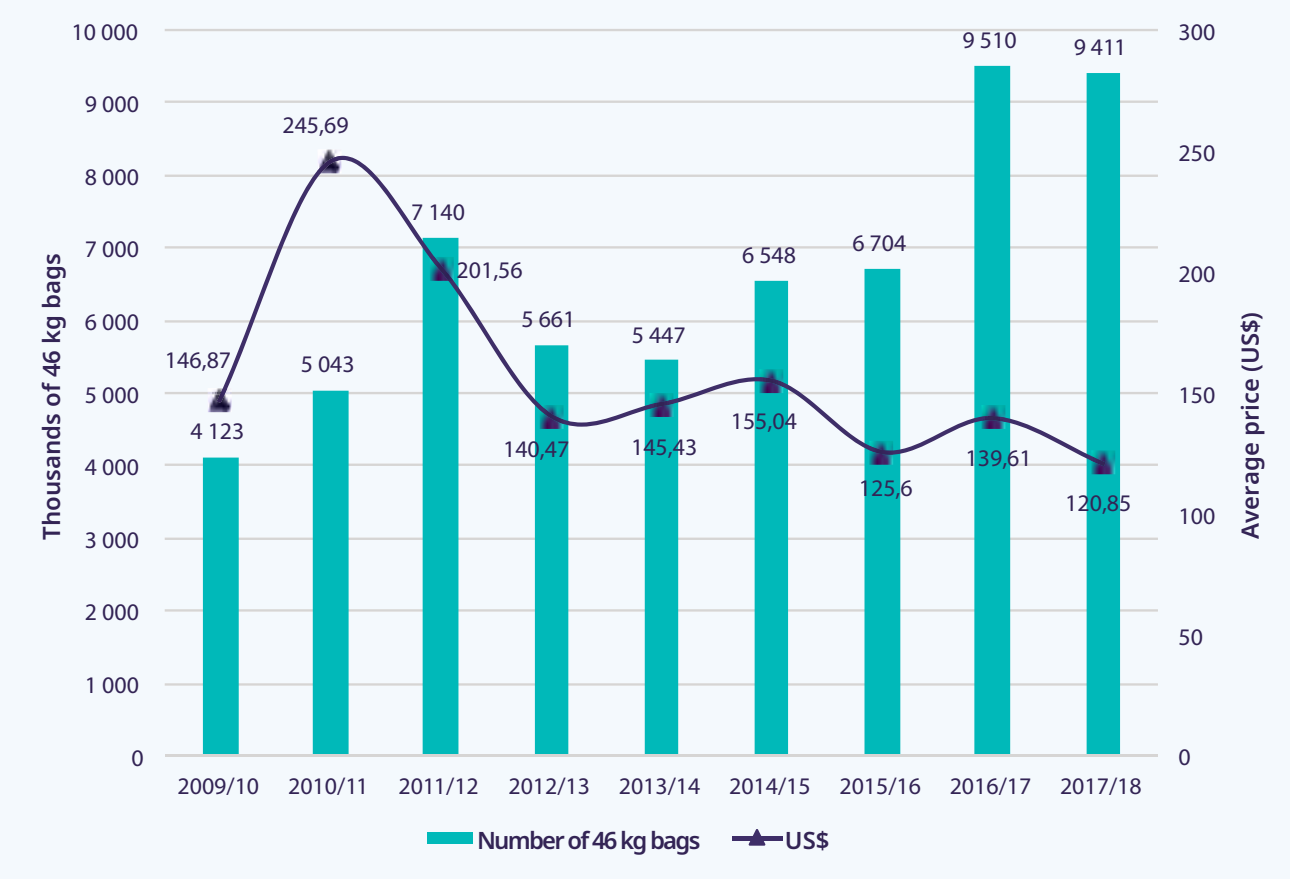
No	Exporter	Exports	%
1	Compañía Hondureña del Café S.A. de C.V.	2 603 303.02	27.66
2	Becamo	1 197 501.30	12.73
3	OrLAM Hounces	801 451.00	8.52
4	COHMASA	721 362.79	7.67
5	Louis Dreyfus	684 112.50	7.27
6	SOGIMEX S A	475 816.50	5.06
7	Honduras mills	370 375.41	3.94
8	Bon Café S A	286 181.94	3.04
9	Hawit-caffex	279 053.16	2.97
10	COMSA Corporation	239 877.50	2.55
Subtotal		**7 659 035.12**	**81.39**
Other		1 751 547. 50	18.61
Total		**9 410 582.62**	**100.00**

Source: IHCAFE, 2019.

62. All the information presented in this section is taken from IHCAFE 2019.

According to the same report, coffee exports in Honduras have more than doubled in the last decade (figure 5). The initial increase was slowed by the severe attack of coffee rust in the 2012–2013 harvest and it took the country three years to recover its full productive potential. For the 2016–2017 harvest, a historic export milestone was achieved: 9.5 million 46 kg sacks, making Honduras the fourth largest exporter in the world. However, prices on the international market have not been entirely favourable for Honduran aromatics, after an excellent average price obtained in the 2010–2011 harvest of US$245.69 per bag. The price has maintained a downward spiraling trend to reach US$ 120.35 in the 2017–2018 harvest, resulting in a decrease in the generation of foreign exchange and, consequently, in the income of coffee-producing families.

Figure 5. Evolution of coffee exports and prices in Honduras, 2010–2018



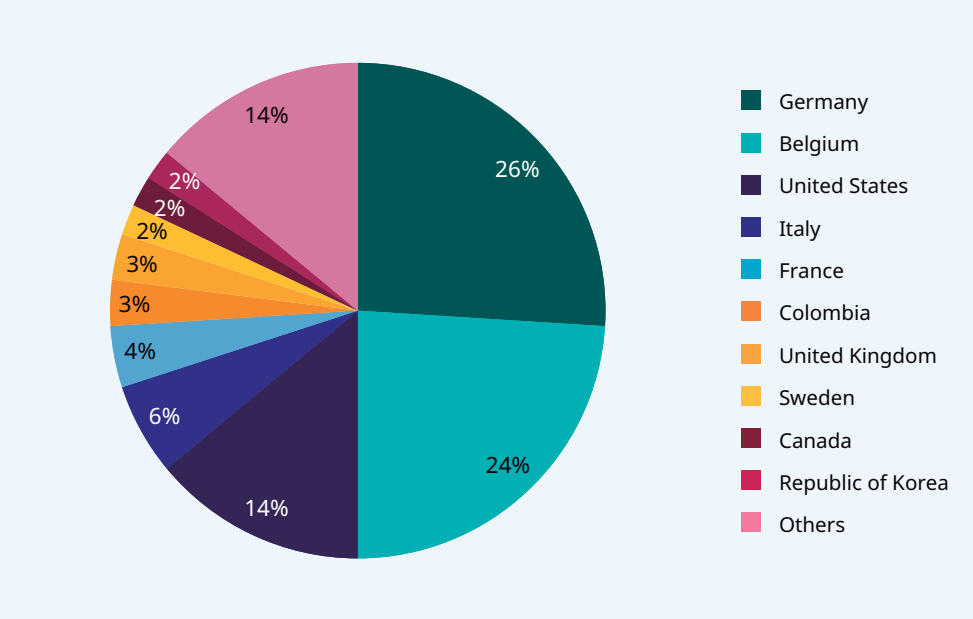
Source: IHCAFE, 2019.

During the 2017–2018 harvest, Honduran coffee was exported to 56 countries on five continents. Figure 6 shows that coffee exports are distributed as follows:

- 64 per cent go to 3 countries: Germany (26 per cent), Belgium (24 per cent) and the United States (14 per cent);
- 19 per cent go to 7 countries (Italy, France, Colombia, United Kingdom, Sweden, Canada and Republic of Korea)(2 to 6 per cent each); and
- 14 per cent go to 46 countries.[63]

By continent or region, 71 per cent of coffee exports go to Europe; 17 per cent go to North America (United States, Mexico and Canada); 5 per cent go to Asia (primarily the Republic of Korea and Japan); almost 5 per cent go to South America (primarily Colombia and Ecuador); and 2 per cent go to Oceania, Central America, the West Indies and Africa.

Figure 6. Top destinations of Honduran coffee exports



Source: IHCAFE, 2019.

The coffee sector contributes with taxes collected at the time of export. Processing plants and exporters pay income tax (1.5 per cent on gross sales). For exports, a charge (withheld) of US$4.25 per qq is applied, which is distributed as follows: US$3.25 is allocated to the coffee export certificate and represents resources that are destined to the IHCAFE (US$1.25 to IHCAFE itself, US$1.50 to the National Coffee Fund (FCN) and US$0.50 to trade organizations), while US$1 is allocated to debt repayment with the government of Taiwan (China). In addition, US$9.00 is collected for the coffee trust (decree 152–2003), which is allocated to the fund for the reactivation of the coffee-producing sector.

63. In the interviews, the following countries were mentioned as buyers: Canada (interview 9); Japan, Taiwan (China) and the United States (interview 11); and Germany, Poland, other European Union countries, Ukraine, the United Kingdom and the United States (interview 15).

As mentioned above, exporters and final buyers with whom direct agreements are established have significant power to influence the value chain, especially with regard to certified and specialty coffees. Buyers maintain constant communication with producers[64] and make recommendations to producers for farm improvements; written contracts are not usually established, but there is a commitment to continue purchasing coffee if those improvements are made.[65] In the interviews conducted, no international buyer was found who requested a comprehensive list of OSH criteria[66] or decent work as a requirement for purchase, but the need to comply with the non-use of certain agrochemicals or with water management standards was mentioned.[67] The quality of the coffee was consistently mentioned as the most important requirement for access to the final market of certified and specialty coffees.[68]

1.3.7 Domestic consumption

According to IHCAFE Marketing Department estimates, current domestic consumption is between 500,000 and 700,000 qq of coffee,[69] of which more than 60 per cent is used for roasting by large industries and supplies most of the demand of the lower middle class population nationwide. The remaining 40 per cent is used for roasting in small and medium roasteries and artisanal roasteries in medium-sized and rural cities.

The volume of coffee consumption in Honduras has been gradually increasing, but there has also been rapid change in the tastes of consumers, who each day demand better quality coffees, especially those with greater purchasing power and young professionals. This has resulted in the emergence of new brands in the national market that are rapidly winning the preferences of consumers and positioning themselves in coffee shops and stores in most of the malls and areas of high consumer traffic to stimulate the consumption of coffee during the day.

Another key factor has been the strengthening of existing coffee shop chains, such as Espresso Americano, with more than 400 stores nationwide, and the opening of hundreds of coffee shops nationwide that offer high-quality coffees, expanding the market alternatives for small and medium-sized producers.

In the last decade, the role of women in the coffee value chain has become more important, as they have joined the ranks of coffee tasters and baristas and have also established themselves in cooperatives, export companies and coffee shops.

Table 11 presents a summary of the main characteristics of the Honduran coffee value chain found in the mapping stage.

64. Interviews 9 and 11.
65. Interview 11, 13 and 20.
66. Interview 11, 20 and 21.
67. Interview 20.
68. Interviews 10, 13, 14, 19 and 20.
69. Communication with the IHCAFE Marketing Department.

Table 11. Key characteristics of the

Transformation process	Agricultural production	Wet processing
Products	Coffee cherries (*café uva*)	Wet parchment/air-dried coffee
Size of actors and types of actors	Individual producers (120,000): 75 per cent small 20 per cent medium-sized 5 per cent large • Partner producers or companies • Cooperatives and partner groups • Exporters	Processing plants Cooperatives Large and medium-sized producers Large and medium-sized intermediaries Artisanal processing plants Small producers
Number of jobs	300,000 permanent jobs 500,000 temporary jobs (harvest and maintenance)	100,000 temporary jobs
Operations	Establishment and maintenance of farms to guarantee harvest: • preparation and production of coffee nurseries • transplantation of plants and establishment of farm • nutrition and fertilization of farm • control of pests and diseases • cleaning and shade management • coffee harvesting • transportation of coffee to processing plants	• delivery of coffee • washing and sorting • depulping • removal of mucilage by fermentation or mechanical means • coffee washing • air-drying in some cases

e coffee value chain in Honduras

Drying to 12 per cent humidity	Preparation for export	Roasting	Retail sale
Dry parchment coffee, at 12 per cent humidity	Preparation for export according to export contract specifications	Roasted and/or ground coffee, with varying degrees of quality	Sale of coffees prepared in cold drinks, hot drinks and desserts
Drying plants (mechanical) 60 exporters 135 cooperatives Large producers 580 large and medium-sized intermediaries Solar drying Small and medium-sized producers	60 exporters 20 cooperatives 10 large intermediaries	14 large roasting companies 100 cooperatives or medium-sized and small coffee-roasting companies 120 artisanal roasteries	600 exclusive coffee shops Restaurants Hotels Sale in supermarkets
100,000 temporary jobs	50,000 permanent and temporary jobs	1,000 permanent and temporary jobs	10,000 permanent jobs
• delivery of coffee • air-drying of coffee in patios • placement of coffees in mechanical dryers or solar dryers • control and monitoring until 12 per cent humidity is attained • storage • transportation to exporters (if applicable)	• delivery of coffee • cleaning • threshing • selection by size • removal of defects • packaging • storage • export	• delivery of coffee • cleaning • roasting process according to specifications • grinding (if applicable) • packaging • transportation to consumer	• preparation of coffees using various current methods

1.4 OSH institutions and regulations in Honduras

1.4.1 Attention to international OSH conventions and recommendations

ILO conventions are legal instruments prepared by the ILO's constituents (governments and employers' and workers' organizations), which establish basic principles and rights at work. Their ratification establishes the commitment of countries to make progress in specific areas and to establish a basic but essential level of standards to generate significant changes. As of 2020, Honduras has ratified 26 conventions: the 8 fundamental conventions, the 3 governance conventions and 15 technical conventions, as listed in table 12. Of the 17 OSH conventions, Honduras has ratified 1: the Maximum Weight Convention, 1967 (No. 127), which entered into force in 2012.

Table 12. ILO conventions ratified by Honduras

Fundamental

Forced Labour Convention, 1930 (No. 29)

Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)

Right to Organise and Collective Bargaining Convention, 1949 (No. 98)

Equal Remuneration Convention, 1951 (No. 100)

Abolition of Forced Labour Convention, 1957 (No. 105)

Discrimination (Employment and Occupation) Convention, 1958 (No. 111)

Minimum Age Convention, 1973 (No. 138)

Worst Forms of Child Labour Convention, 1999 (No. 182)

Governance (priority)

Labour Inspection Convention, 1947 (No. 81)

Employment Policy Convention, 1964 (No. 122)

Tripartite Consultation (International Labour Standards) Convention, 197 (No. 144)

Technical

Weekly Rest (Industry) Convention, 1921 (No. 14)

Marking of Weight (Packages Transported by Vessels) Convention, 1929 (No. 27)

Protection against Accidents (Dockers) (Revised) Convention, 1932 (No. 32)

Workmen's Compensation (Occupational Diseases) Convention (Revised), 1934 (No. 42)

Underground Work (Women) Convention, 1935 (No. 45)

Safety Provisions (Building) Convention, 1937 (No. 62)

Medical Examination of Young Persons (Non-Industrial Employment) Convention, 1946 (No. 78)

Protection of Wages Convention, 1949 (No. 95)

Social Security (Minimum Standards) Convention, 1952 (No. 102)

Weekly Rest (Commerce and Offices) Convention, 1957 (No. 106)

Seafarers' Identity Documents Convention, 1958 (No. 108)

Final Articles Revision Convention, 1961 (No. 116)

Maximum Weight Convention, 1967 (No. 127)

Indigenous and Tribal Peoples Convention, 1989 (No. 169)

Maritime Labour Convention, 2006 (MLC, 2006)

Source: ILO, n.d.

In order to improve and strengthen the promotion of OSH and occupational risk prevention activities, it is important for Honduras to ratify the following ILO Conventions:

- the Labour Inspection (Agriculture) Convention, 1969 (No. 129), as agriculture is a major sector of the national economy;
- the Labour Administration Convention, 1978 (No. 150), since it is necessary to coordinate the effect of the administration and increase the role of the Ministry of Labour and Social Security (STSS) in the implementation of standards;
- the Occupational Safety and Health Convention, 1981 (No. 155) and Protocol of 2002 to the Occupational Safety and Health Convention, 1981, because it contains essential OSH provisions;
- the Chemicals Convention, 1990 (No. 170), because agrochemicals are considered high-risk physical agents for agricultural workers;
- the Safety and Health in Agriculture Convention, 2001 (No. 184), because agriculture is a major sector of the national economy; and
- the Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187), because it contains essential provisions for promoting OSH.

In addition to specific OSH instruments, it is important to promote the dissemination of other ILO framework documents linking decent work and OSH, such as the ILO Resolution concerning decent work in global supply chains; the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy; and the ILO Centenary Declaration on the Future of Work.

1.4.2 Public policy on OSH

In Honduras, a series of legal instruments define the legal principles that, as established by the Labour Code, regulate labour relations, placing them on a foundation of social justice in order to guarantee workers the conditions necessary for a normal life and above all, a fair compensation for their contribution. Table 13 details the current national legislation on labour matters related to OSH.

Table 13. Laws and policies related to OSH in Honduras

Instrument	Publication
Constitution of the Republic of Honduras, decree 131–1982, its reforms and interpretations	*La Gaceta*, No. 23612
Labour Code, decree 189–1959, its reforms and interpretations	*La Gaceta*, No. 16827, 16828, 16829, 16830, 16831, 16832, 16833, 16834
General Regulations on Preventive Measures for Occupational Accidents and Occupational Diseases, executive agreement STSS–053–2004	*La Gaceta*, No. 30523
List of Occupational Diseases, decree 463	*La Gaceta*, No. 22197
Health Code, decree 65–991	*La Gaceta*, No. 26509. decree No. 191–91, *La Gaceta*, No. 26659, decree 194–96, *La Gaceta*, No. 28184
Approval of the National Workers' Health Plan; creation of the National Workers' Health Programme and Formation of the National Commission for Workers' Health Commission (CONASATH), executive agreement SS 0137–1992	
Regulations of CONASATH, executive agreement SS 156–1994	*La Gaceta*, No. 27865
Regulation on child labour, executive agreement STSS–211–01	*La Gaceta*, No. 34251
Child Labour Regulations, List of Hazardous Child Labour, by Conditions and by Nature, That Adolescents Should Not Perform, Agreement No. STSS–097–2008	*La Gaceta*, No. 31732
Social Security Act, decree 169–1957 and decree 140–1959	*La Gaceta*, No. 16356, *La Gaceta*, No. 16819
General Regulations of the Social Security Act, Agreement No. 003–JD–2005	*La Gaceta*, No. 30735
Law on Equity and Integral Development for Persons with Disabilities, decree 160–205	*La Gaceta*, No. 30832
Labour Inspection Act, decree 0178–2016	*La Gaceta*, No. 34290
Framework Law on the Social Protection System, decree 56–2015	*La Gaceta*, No. 33771
National HIV and AIDS Policy in the World of Labour, executive decree PCM–021–2013	*La Gaceta*, No. 33146

Source: own elaboration.

The General Regulations on Preventive Measures for Occupational Accidents and Diseases (RGMPATEP) regulate the application of Title V, "Protection of workers during the exercise of their work" (art. 391–459), of the Labour Code. The RGMPATEP contains 30 chapters, of which at least 8 chapters refer to preventive measures applicable to the nature and conditions of agricultural activities and tasks and the coffee value chain, as shown in table 14.

Table 14. OSH-related regulations for agriculture in Honduras, as contained in the RGMPATEP

Chapter	Articles	Summary
VI. from Mixed Commissions of Hygiene and Security	11–35	Creation, characteristics, structure and operation of the entities in charge of promoting and monitoring health and safety standards and regulations within companies. The appointment of an Occupational Safety delegate is mandatory in companies with fewer than ten workers; in those with more than ten workers, the creation of a joint health and safety commission, composed of an equal number of representatives of the employer and the workers in relation to the number of workers in the company, is mandatory.
IX. from Occupational Safety and Health Programmes	44–49	Employers should facilitate an OSH programme in their companies and should define its components, the need for its updating and the development of standards, in cooperation with STSS and IHSS.
X. General conditions of workplaces	50–80	Nature, conditions and characteristics of work centres, covering buildings and premises, permanent services (housing, dining rooms, kitchens), hygiene services (water supply, changing rooms and toilets, toilets and urinals, showers and conservation and cleaning standards), emergency health facilities, temporary premises and outdoor work.
XVII. Manual handling of loads	193–199	Minimum health and safety provisions for handling loads, according to the different tasks and economic activities.
XX. Personal protection	269–314	Type, characteristics and conditions of personal protective equipment (PPE) according to the structure/function of the body to be protected This includes work clothing and protection of the head, face, eyes, ears, respiratory tract, extremities and trunk.
XXIII. Regulations on physical agents in work environments	338–366	Regulations on physical agents in the work environment. This includes exposure to environmental conditions in the workplace, such as temperature, lighting, noise and vibrations.
XXIV. General regulations on biological environments in work environments	367–371	General regulations on biological environments in the work environment. It considers the actions of companies in activities where workers are permanently and directly exposed to biological agents, due to working conditions.
XXVI. Chemical products in agricultural use	429-462	Health and safety standards for all natural or legal persons engaged in the activities of storage, transport, handling and use of agricultural chemicals. This includes labelling, PPE, spraying equipment, land applications and areas of agrochemicals, protection of water sources and decontamination and disposal of agrochemical containers.

Source: own elaboration.

It is important to note that, unlike other economic activities such as mining, there are no specific regulations on OSH for the coffee industry. Nor is there a national list of dangerous jobs; the national list of occupational diseases contained in article 455 of the Labour Code dates from 1977 and needs to be updated. Finally, there is no system for classifying and labelling chemical substances.[70]

National policy on OSH

It is important to highlight the lack of a national policy on OSH[71] to enable a coherent and inclusive approach to the strategic use of resources for OSH development in the country. This is one of the most important weaknesses in the strategy for the development of workers' health in Honduras; it makes clear the need to increase efforts to define, implement and develop a policy coherent with national needs. In the absence of a national policy, legislation – incomplete, fragmented and with important gaps for the implementation of practical actions – has attempted to fill the existing gaps, in most cases without satisfactory results (Carmenate Milián and Bonilla-Zúñiga, 2013).

The STSS is the highest authority that authorizes, oversees and enforces labour laws and regulations, with the objective of ensuring that labour relations are conducted on a foundation of social justice that guarantees workers the conditions necessary for a normal life and above all fair compensation for their contribution. Therefore, its functions are decisive in achieving the socio-economic development that the country requires.

To fulfill its functions, the structure of the STSS is described in article 593 of the Labour Code, comprising the General Directorate of Labour, the General Labour Inspectorate, the General Directorate of Social Security, the Office of the Labour Prosecutor, the National Institute of Social Studies and Research and other bodies determined by regulations or laws that may be issued subsequently.

There are organizational, budgetary, material and human resource differences among the different offices that determine qualitative and quantitative differences in their work. OSH activities are concentrated in the Central District Municipality (Tegucigalpa) and the regional office in San Pedro Sula.[72]

Inspections for monitoring compliance with the Labour Inspection Law under the STSS

In 2017, the Labour Inspection Law was enacted, redefining and updating the way labour inspection is conducted in Honduras. The rules for the operation of the General Labour Inspection are contained in Chapter III of Title VIII, which covers the administrative labour organization of the Labour Code that has been in force since 1959. For this reason, it was necessary to create new special regulations to modernize and strengthen the inspectorate, giving it a range of powers and innovations that would help it meet its objectives.

70. There are some provisions on the subject in the RGMPATEP; some companies use the Globally Harmonized System (GHS).
71. Interview 5.
72. For this reason, the other regions of the country are somewhat neglected and in particular lack the human resources capacity to provide the necessary support and technical advice.

According to article 3, for the purposes of the Law, the following are general principles of the Labour Inspection System: legality; principle of protection; service provided free of charge; impartiality; equity; technical and functional autonomy; honesty probity and ethics; unity of function and action; responsibility; hierarchy; speed; efficiency and effectiveness; universality; transparency; and professional integrity.

Article 5 establishes that the General Directorate of Labour Inspection (DGIT) is the organ dependent on the STSS offices responsible for coordinating the Integrated Labour and Social Security Inspection System (SRNSP), whose purpose is to monitor compliance with labour regulations, including those referring to labour relations, social security and health and safety conditions in the workplace, assigning (where applicable) the corresponding responsibilities for infractions or non-compliance in the workplace. The DGIT is required to perform information and advisory functions through its visits and technical advisory inspections in order to promote and facilitate compliance with the respective duties and obligations.

Article 7 describes the composition of the DGIT:

- Managing Director
- Deputy Director
- assistants to the General Manager
- Administrative Secretary
- regional and local heads of inspection
- regional legal assistants
- labour inspectorate, with responsibility for labour relations, prevention of labour risks and social security.
- body of technical collaborators and/or inspection experts, with knowledge of the subject matter.

Article 7 also mentions that entry into public service in the field of inspection is conditioned on compliance with the minimum requirements of professional training, experience, functions and profiles that are determined for each position in the regulations provided in Labour Inspection Law, in addition to what is established in the Law on the Civil Service and its regulations.

Article 9 establishes that STSS is responsible for determining the organizational structure of the DGIT, which must be adjusted to the characteristics of each region. Currently, the regional structure of the DGIT includes offices and inspectors in 19 cities of the 18 departments that make up Honduras (tables 15 and 16). It is notable that the inspectors are concentrated in Tegucigalpa (58) and San Pedro Sula (24).This reinforces the statements in the interviews that the relationship of STSS with the actors of the coffee value chain is almost non-existent,[73] as is the application of OSH sanctions.[74]

73. Interviews 9, 10, 11, 19, 21, 23.
74. Interview 5.

Table 15. Distribution of labour inspectors in Honduras, by city

Area	Number of inspectors
Choluteca	7
Comayagua	9
Danlí	4
El Progreso	4
Juticalpa	4
La Ceiba	10
La Esperanza	5
Puerto Lempira	2
Olanchito	2
Puerto Cortés	3
Roatán	1
San Pedro Sula	24
Santa Bárbara	3
Santa Rosa de Copán	5
Tegucigalpa	58
Tela	3
Trujillo	1
Villa Nueva	4
Yoro	1
Total	**150**

Source: "Distribution of Inspectors according to Geographical Area, 2017", information provided by email by the STSS Human Resources Subdirectorate.

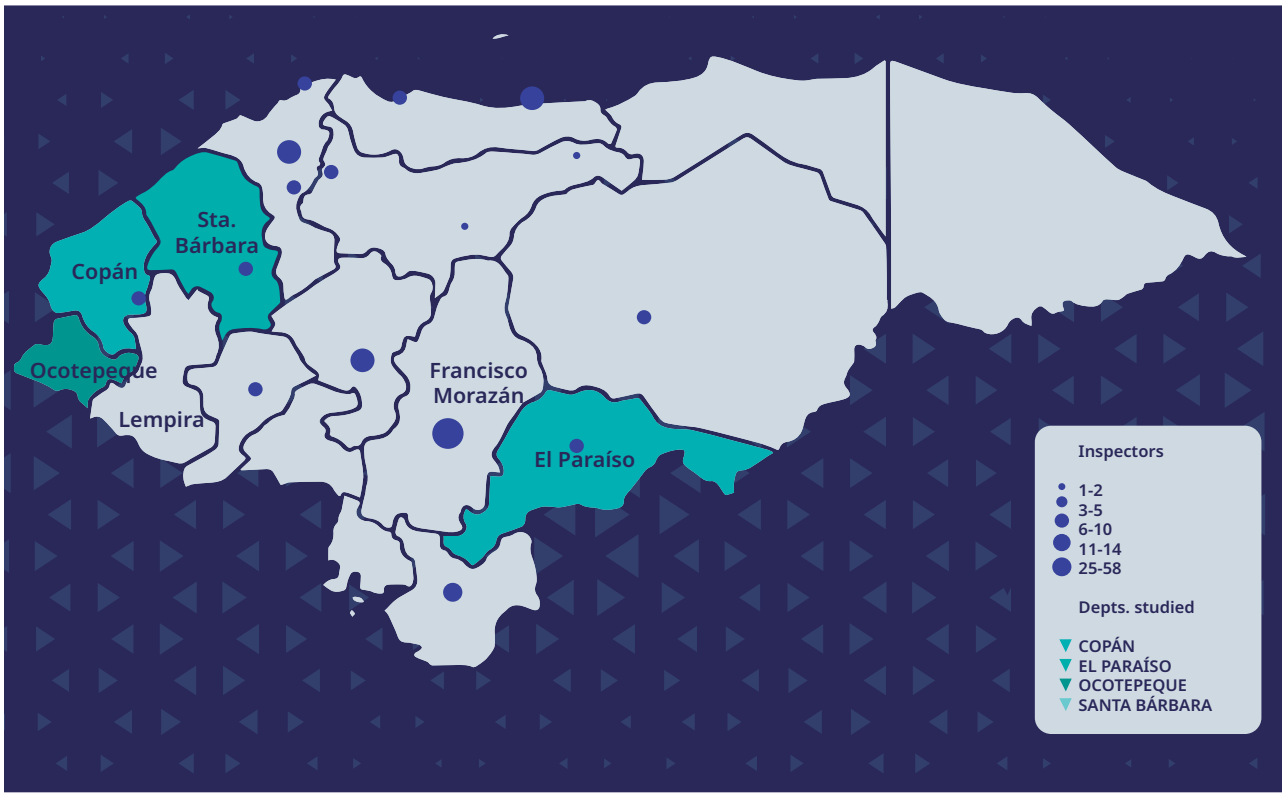
Table 16. Distribution of labour inspectors in Honduras, by department

Department	Number of inspectors
Atlántida	13
Colón	1
Comayagua	9
Copán	5
Cortés	35
Choluteca	7
El Paraíso	4
Francisco Morazán	58
Gracias a Dios	2
Intibucá	5
Islas de la Bahía	1
La Paz	0
Lempira	0
Ocotepeque	0
Olancho	4
Santa Bárbara	3
Valle	0
Olanchito	3
Total	**150**

Source: Own elaboration from "Distribution of Inspectors by Geographical Area, 2017", information provided by email by the STSS Human Resources Subdirectorate.

Map 3 shows the distribution of inspectors by city and department; the coffee regions included in the study have a coloured background. The lack of inspectors in the department of Ocotepeque is evident.

Map 3. Distribution of labour inspectors in Honduras, by city and department



Source: own elaboration with STSS data.

The STSS polyvalent inspectors have a basic training in OSH, with a particular focus on the study of the provisions of the RGMPATEP.

Article 27 provides that the purpose of labour inspections is to monitor and promote compliance with labour legislation by all labour centres and private employment agencies, in accordance with the competence of each labour authority, in accordance with inspection programmes.

Ministry of Health

The Ministry of Health (SESAL) is the body responsible for defining national health policy, as well as for the standardization, planning and coordination of all public and private activities in the field of health, as established in article 3 of the Health Code.

In order to fulfill its functions, the organizational structure of SESAL includes the National Workers' Health Commission (CONASATH),[75] which by law reports to and is chaired by the Minister of Health.

Under article 4 of the Health Code, the SESAL is empowered to delegate or reassign – at any time and in any of its units and other organizations constituted in accordance with the law – the activities of the Health Sector. Under article 5, for functional coordination purposes, the Health Sector is constituted by several state bodies and institutions and other public or private institutions.

National occupational health programme of the *SESAL*

According to the programme's vision, it functions as a technical-normative unit that, as part of the SESAL, governs the promotion and maintenance of the highest degree of physical, mental, social and spiritual well-being of workers in order to improve their living and health standards in the various work environments, based on reciprocal relations and the aspiration that all workers will manage their own health services. At present (second half of 2020), the programme is not being implemented. In the SESAL, although the health inspection system is functioning there is a shortage of OSH inspectors.

CONASATH

In Honduras, there are very limited opportunities for coordination and collaboration on OSH among social actors because the main forum for debate, CONASATH, has faced significant difficulties in its operation. CONASATH is a tripartite commission with national jurisdiction, chaired by the SESAL and composed of representatives of the agencies, institutions and organizations listed in article 110 of the Health Code (table 17).

75. CONASATH meetings are not currently being held.

Table 17. CONASATH member units, institutions and organizations

SESAL
STSS
Ministry of Natural Resources and Environment (MiAmbiente)
Ministry of Agriculture and Livestock (SAG)
IHSS
National Autonomous University of Honduras
Labour sector (CGT, CTH, CUTH)
Employers' sector (COHEP)

Source: Prepared by the authors based on National Congress data; Honduras, "Decreto 65–199"; Honduras, Health Code, *La Gaceta*, No. 26509; Honduras, "Decreto 191–91", *La Gaceta*, No. 26659; and Honduras, "Decreto 194–96", *La Gaceta*, No. 28184.

CONASATH was created by executive agreement in 1992, within the framework of the declaration of the Year of Workers' Health by the World Health Organization (WHO). In 1994, the Regulations for the Organization and Operation of the National Workers' Health Commission were approved. Among its first activities was the preparation and approval of the first National Plan for the Workers of Honduras (PLANSATH) for the period 1994–2000.

Although CONASATH's initial purpose was to coordinate the actions of the National Workers' Health Programme, its current functions and powers are related to the coordination, regulation and monitoring of national legislation on workers' health. All positions are held by representatives of the CONASATH and the chairperson is elected by the representative of SESAL. The other positions are held in rotation, each year, by the other members.

CONASATH functions only sporadically and therefore has little impact on the monitoring of OSH-related issues.[76]

76. Interview 5.

PLANSATH

CONASATH is required to elaborate, every two years, the PLANSATH[77] with the objective of achieving a national and comprehensive response to health and safety at work, in order to guarantee the prevention of occupational risks in the working population, based on inter-institutional and inter-agency coordination and cooperation, involving all social actors. The vision is to have an instrument that allows – through the promotion of occupational health and the prevention of occupational risks – the improvement of working conditions, and that contributes to a better quality of life for the working population.

In general, PLANSATH has seen little practical implementation for various reasons, including the lack of a budget for the execution of its activities; little socialization among social actors and institutions that do not belong to CONASATH; the non-functioning of CONASATH; and the social, political and economic situation of the country in recent years.

National Health Plan 2021

Among the priorities and goals of the health sector aimed at promoting the health of the country's adult population, established in the National Health Plan 2021, it is noted that, with regard to occupational health, it is in an incipient stage of development and has not been given due relevance to date, despite the negative repercussions of this lack of development for both the health of workers and the country's productivity. Therefore, workers' health should be a high priority, given its strategic value for national development. For this reason, in 2005 the Honduran Institute of Social Security (IHSS) implemented the occupational risks regime.

Regional occupational health plan

Within the framework of the sessions of the Meeting of the Health Sector of Central America and the Dominican Republic (RESSCAD), the need to establish a regional occupational health plan has been raised and analysed in the effort to establish integral and regional solutions, in particular to develop multilateral relations that allow the improvement of the living and working conditions of Central American populations.

The programmatic areas and strategies proposed to be included in the regional plan include:

- quality of work environments
- policies and legislation in the regulatory framework
- promotion of workers' health
- integral health services for workers

The overall strategy of the regional plan should be to strengthen the capacities of the countries of the region in all aspects of workers' health. No such plan has been implemented in Honduras and no institution has information on the status of its discussion at the regional level.

IHSS

The IHSS is an autonomous institution that, under article 142 of the Constitution of the Republic, provides and administers social security services, covering protection relating to illness, maternity, family allowance, old age, orphanhood, forced unemployment, work accidents, proven unemployment, occupational diseases and all other contingencies that affect the capacity to produce.

77. The PLANSATH that was first developed by executive agreement SS 0137–1992 is no longer in effect; a new PLANSATH has not yet been drafted.

The organizational and functional structure of the IHSS comprises three insurance schemes whose financing and accounting are independent: health care insurance (maternity illness); social security insurance (disability, old age and death); and occupational risk insurance, created in 2005, which is in charge of defining, directing, coordinating and implementing all matters related to OSH.

Occupational risk insurance (RRP-IHSS)

This is one of the three insurance schemes of the IHSS, which comprises the set of structures, rules and procedures designed to prevent work-related diseases and accidents and to protect and assist workers in dealing with their effects. Its main objectives are:

- to establish promotion and prevention activities aimed at improving the working conditions and health of the working population, protecting them against work-related risks that may affect individual or collective health in the workplace;
- to establish health care benefits for workers and economic benefits in the event of any temporary incapacity that may take place given the contingencies of work-related accidents and illnesses;
- to recognize the need for, and compensate members with, economic benefits for permanent partial incapacities or disabilities that are derived from the contingencies of work accidents or work-related illnesses and deaths;
- to strengthen activities aiming to establish the origin of work accidents and occupational illnesses, as well as the control of occupational risk agents; and
- to contribute to a process of continuous improvement of the quality of the productive process, through the prevention of occupational risks by implementing improvement plans.

In order to fulfill its functions, it must coordinate its activities with institutions such as the STSS, the SESAL and CONASATH, as well as with internal instances of the IHSS, other IHSS systems and the Technical Commission on Disability.

The benefits granted by this system include:

- activities and programmes for the prevention of occupational risks;
- necessary medical, surgical, hospital and dental assistance, prosthesis and orthopedic devices, medicines and other therapeutic aids required by the condition of the insured;
- a daily subsidy when the occupational risk produces a temporary incapacity for work for the insured party;
- a pension for permanent total or partial disability;
- a widowhood, orphanhood or survival pension for duly accredited beneficiaries, in the event of death of the insured worker due to an accident at work or occupational disease.

The IHSS has two bodies of inspectors:

- Inspection of Employer Management
- Inspection of Hygiene and Occupational Safety

The employer management inspectors function within the subdirectorates of employer management and of collection and recovery, which are part of affiliation and collection management. There are currently 61 inspectors at the national level, whose main function is to affiliate companies to the IHSS for the payment of the contributions established by law, to make the corresponding repairs and to collect arrears.

The OSH inspectors function within the occupational risk management system. There are currently nine inspectors, distributed among the municipality of the Central District (cities of Tegucigalpa and Comayagü) and San Pedro Sula. The number of these inspectors is insufficient to cover the needs of IHSS member companies, therefore full coverage of the assigned functions is not guaranteed.[78]

Their functions are differentiated: some are responsible for the preventive inspection of working conditions and work environments, implementation of preventive management, work medicine and ergonomics and workstations, while others are responsible for the investigation of work accidents, registrations, return to work and pensions.

Article 96 of the Social Security Law stipulates the functions of IHSS inspectors, which are to ensure compliance with the laws and regulations on social security; to ensure compliance with measures to prevent work accidents and occupational diseases; to verify that contributions are correctly calculated; and to instruct employers and insured persons on IHSS responsibilities.

It is established that the social security inspectors have the same powers as those granted by law to labour inspectors, and they may examine company records of the payment of salaries and contributions.

The General Regulations of the Social Security Law stipulate that companies will be classified in relation to the risk class table (article 96), on which the amount of contributions to occupational risks insurance is based and the conditions for changing category are specified (article 97). These mechanisms are not currently being applied.

IHSS Business Medical System

There is no legal provision making occupational health services mandatory. Therefore, companies may or may not make such services available to their workers. Therefore, specialized occupational health services are few; those provided by the IHSS, the STSS and the programmes developed in some companies independently or in collaboration with the IHSS, through the Business Medical System (SME), are exceptional. Such services are mostly dedicated to diagnosis and treatment, with little effort devoted to the promotion of health and preventive health care.

The SME is a service modality of the IHSS that began to operate in 1990 and, as of December 2004, its management was reformed and modernized, which resulted in the incorporation of several companies.

Under the SME, companies hire medical and paramedical personnel to provide services at the first level of attention (primary care), in addition to meeting technical and administrative requirements before being permitted to register in the system. After registration, the IHSS provides support services in a prioritized manner, even within

78. For this reason, when possible, cooperatives, beneficiaries and producers prefer to contract private health services. The cooperatives indicate that the low level of coverage by the IHSS does not motivate them to join and that, privately, they meet the OSH standards required by certifying entities (minimum requirements).

companies, such as vaccination services, cytological exams, complementary exams and delivery of medical-surgical material and pharmaceutical products, according to a basic medicine chart.

Although the number of companies involved is very low – 162 companies, representing 0.6 per cent of the affiliated companies – the population coverage is significant because they are generally large companies and employ 90,093 workers in total (15 per cent of the direct insured population of the IHSS), representing 93 per cent of workers in the north and west. The system has 98 clinics, staffed by 118 doctors and 159 nurses.

The SME is of vital importance, since it is currently the institution that functions closest to the labour reality of workers and is the most significant source of social services – in terms of both health promotion and disease prevention – that is currently available for their health care.

General statistics on access to social security in Honduras

Access to social security services is subject to affiliation – the obligation of the employer to register with the social security system for all workers who enter his service (art. 7 of the Social Security Law). This applies to: (i) private workers who provide their services to a natural or legal person, regardless of the type of employment relationship that links them and the form of remuneration; (ii) public workers, those in autonomous and semi-autonomous entities and those in decentralized state entities (art. 3 of the Social Security Law). Similarly, it is indicated that until the conditions under which they are insured are established, the following are provisionally exempted from affiliation to social security: (i) home workers; (ii) domestic workers; (iii) seasonal workers; (iv) occasional workers engaged in jobs that are alien to the nature of the enterprise; (v) agricultural workers, except those working in agricultural enterprises proper or in industrial or commercial enterprises derived from agriculture, who employ a minimum number of workers to be established by the regulations (art. 4 of the Social Security Law).[79]

There are no specific official statistics on social security affiliation for the coffee sector. It is estimated that, given the informal nature of labour relations, the percentage is very low. By way of context, table 18 presents the national affiliation statistics for each of the IHSS insurance schemes. Considering that coverage by a social security system is one of the fundamental elements that distinguish the formality and non-formality of work, it may be concluded that the number of workers that make up the non-formal economy in Honduras is very significant and amounts to about 80 per cent of the total working population.

79. According to the Social Security Law (article 4 h), occasional and seasonal workers – who include a large number of coffee producers – are provisionally exempt from mandatory membership, subject to actuarial and feasibility studies based on the priorities of the IHSS Board of Directors. Because of their status as casual and seasonal workers, they are vulnerable to OSH issues and have little capacity to deal with occupational accidents and diseases.

Table 18. Total population in Honduras affiliated with the IHSS and each of its insurance schemes

Population	Total population registered	Percentage of economically active population	Percentage of employed population
National insured population	806 628	19	20.3
Health care insurance	618 923	15	15.6
Social security insurance	802 500	19	20.2
Occupational risk insurance	755 353	18	19.0

Source: own elaboration from December 2019 data of the IHSS Department of Statistics.

Another source for assessing the magnitude of the non-formal economy phenomenon comes from the INE's Permanent Multipurpose Household Survey. According to its data, the non-formal working population represents 54.6 per cent of the employed population. Workers are distributed among 1,575,545 self-employed workers (39.6 per cent), 106,763 domestic workers (2.7 per cent) and 489,877 unpaid family workers (12.3 per cent). This source also does not provide disaggregated information for the coffee sector.

Table 19 presents the insurance status of companies classified in the groups of economic activities related to agriculture, including coffee.[80] Of the 31,916 companies registered with the IHSS as of December 2019, some 195 of them (0.06 per cent) were agricultural services. These are generally large and medium-sized economic units. Taking that small universe as a reference, it can be estimated that, of the total workforce, 20 per cent were not registered.

Table 19. Number of companies and insured workers in Honduras, by agriculture-related economic activity group

Nationally insured companies	Number	Women	Men	Unregistered
Economic establishments of economic activity: agriculture, livestock, forestry, hunting and fishing	823	5 337	18 538	6 507
Economic establishments producing agricultural outputs	350	2 277	7 898	3 562
Economic establishments providing agricultural services	195	830	3 560	1 062

Source: own elaboration from December 2019 data of the IHSS Department of Statistics..

80. There is no specific data on the percentage of coffee as an economic activity within the 0.006 per cent of agricultural services.

1.4.3 Public policy on coffee

In Honduras, the management of the coffee sector has been delegated to three institutions: CONACAFE, FCN and IHCAFE. CONACAFE is a public–private institution in charge of formulating, approving and evaluating national coffee policy to ensure that the executing institutions have clear guidance on achieving sustainable development and the resilience of the coffee industry in the face of the constant changes in the business at the global, regional and local levels. The President of Honduras (or someone designated by her/him) presides over CONACAFE, whose Board of Advisers also includes representatives of the ministries of agriculture and livestock, economic development and finance. The chairpersons of the four coffee producer organizations, the chairperson of ADECAFEH, the chairperson of the Honduran Coffee Roasters Association (TOSCAFEH) and the managers of IHCAFE and FCN also all participate but without voting rights.

FCN is also a non-profit public–private institution; it is responsible for the opening and maintenance of roads in coffee-producing areas through the financing and implementation of the "Construction, improvement and maintenance of roads in coffee zones" programme. Its budget is derived from US$1.50 per quintal of the export tax paid by coffee producers. The distribution of the funds is made according to the productive contribution of each municipality in the previous coffee harvest. It is administered by an Administrative Board composed of the four producer organizations and four ministries of state.

IHCAFE is the technical arm of the industry that executes national coffee policy for improvement of the industry. It is a non-profit public–private institution; its board of directors is made up of three government ministries, a representative of exporters, a representative of roasters and a representative of coffee producers, who have a representative majority on the board of directors. IHCAFE's budget is derived from US$1.25 per quintal of the export tax paid by coffee producers. It has departments devoted to coffee-production outreach, research, coffee tasting, the environment and climate change, all of which are at the service of coffee producers.

The Government has delegated the development of the sector to the three institutions described above; the President of Honduras chairs CONACAFE or designates a delegate, while FCN and IHCAFE – despite the presence of government representatives and other actors on their boards of directors – are generally managed by a majority of non-governmental executives and are chaired by the producers' associations. The sector has some administrative and decision-making autonomy. Nevertheless, the Government participates in important decisions, such as to provide support during the coffee rust outbreak in the 2012–2013 harvest,[81] to establish support programmes for farm renewal[82] or the formulation of debt readjustment policies or credit lines[83] and is currently involved in designing solutions for adapting to low international market prices.[84]

81. During the coffee rust crisis in Honduras, the Ministry of Agriculture, through SENASA and the Directorate of Science and Technology (DICTA), collaborated with IHCAFE in the development of a strategy for the control, communication and assessment of the damage caused by the disease.
82. The Government created support programmes to facilitate processes and credit management with public and private banks for producers who were severely affected by coffee rust. The programme, which was implemented through IHCAFE, consisted in financing the renewal of farms affected by coffee rust with special conditions: low interest rates, a grace period and long terms for debt payment. Through INVEST HONDURAS, IHCAFE is also implementing a project to support small and medium-sized coffee organizations (and other entities) to improve their competitiveness in production, administration and trade.

At the normative level, the coffee sector in Honduras has a national coffee policy, which was technically formulated by IHCAFE and approved by CONACAFE in 2003. This policy establishes as basic principles: (i) subsidiarity; (ii) equity; (iii) decentralization; (iv) solidarity; and (v) competitiveness. The priority areas are: (i) human development and gender recognition; (ii) environment, natural resources and biodiversity; (iii) productive innovation and technological change; (iv) differentiation, value added, marketing and promotion; and (v) institutionalization of coffee cultivation and citizen participation. In terms of OSH, the policy provides that: "CONACAFE, in coordination with the SESAL, will define a strategy to access services that in terms of health and hygiene should be provided to the most depressed coffee regions" and "Inter-institutional coordination relationships will be established in order to define, regulate and apply control and mitigation provisions relating to the environmental and public health impacts of coffee activity".[85]

A number of other government institutions support coffee value chain processes in Honduras. The SAG provides a "coffee bond", which consists of delivering fertilizer to small and medium-sized producers to improve their productivity (Honduras 2018b). The National Agrarian Institute (INA) is in charge of rural land titling at the national level, but the logistics and capacity of this institution are insufficient to cover the demand for titling. Evidently, this lack of capacity has delayed progress in family coffee farming. (IHCAFE has registered almost 80,000 farms without titles). IHCAFE collaborated with INA in a special titling programme between 2010 and 2017 to reduce the backlog of this procedure (12,000 farms have received titles since the signing of the IHCAFE–INA agreement in 2010).

Honduras has developed a compendium of technical coffee standards in a process led by the Honduran Standards Organization (OHN) and IHCAFE; a total of 21 technical standards have been created or approved covering the processes of all stages of coffee processing, from planting to roasting for marketing.

The Centre for the Study and Control of Contaminants (CESCCO) of MiAmbiente is the leading technical–scientific body in the area of environmental contamination in Honduras. It is responsible for advancing the prevention and control of pollution in all forms, whatever its nature or origin, with an institutional capacity to study and control the effects of pollutants. To this end, it conducts environmental education activities, environmental management, scientific studies and research, and environmental audits of institutions and public and private companies that have the potential to pollute the environment. It is also required to implement a system of providing services. To fulfill those functions, CESCCO has several technical units.

Since 2009, the National Risk Management System (SINAGER) has been operating in the country, coordinated by the Permanent Contingency Commission of Honduras (COPECO). Article VI of the SINAGER law lists the institutions belonging to this system, where the STSS does not appear.

83. The Government also generated policies for the readjustment of debts of producers with public banks, and through the Honduran Bank for Production and Housing (BANHPROVI) developed new lines of credit for working capital, investment and technification of farms and coffee processing.
84. The current President of Honduras, Juan Orlando Hernández, has led a strategy to defend coffee producers against the unfair value of the price of this product in the international market. He has visited several countries and has achieved a rapprochement with Nestlé to improve the volume of its coffee purchases from Honduras.
85. See IHCAFE, "Política Cafetalera".

1.5 OSH support functions and services

1.5.1 Coordination

The sustained development of the Honduran coffee industry is driven by several internal and external factors. Among the most important internal factors is the fact that coffee is the most organized agricultural sector in Honduras; there are four producer associations that are part of the IHCAFE board of directors and that bring together more than 90 per cent of all registered producers. This translates into a strong link between coffee production and local and territorial organization.

Honduran Coffee Producers Association (AHPROCAFE):[86] this is the oldest coffee organization in Honduras and has the largest membership (80–85 per cent of all producers). It was created in 1967 to coordinate coffee production activities with the Government in order to develop the national coffee industry. It is the organization with the largest representation on the boards of directors of IHCAFE and FCN. Its organization is pyramidal and includes 3,242 rural or village boards, 210 local or municipal boards, 48 affiliated coffee cooperatives and 15 departmental boards. A national board of directors is elected every three years by the coffee congress (the highest authority in the sector), which convenes every year between October and December.

National Association of Honduran Coffee Growers (ANACAFEH): this is the second largest producer organization in the country. It has a membership of 8–10 per cent of all producers and is represented in all the institutions in the field. Its membership is mostly individual. It has a presence in 12 departments and 175 municipal boards, with a national board of directors at the head. Its main offices are located in the city of San Pedro Sula, Cortés, with a branch in Tegucigalpa.

Confederation of Coffee-producing Cooperatives of Honduras (LA CENTRAL): this is an organization of coffee cooperatives whose membership includes less than 5 per cent of the total number of registered producers. It was created in 1997 as a second-degree cooperative integration organization. It brings together producers organized in first-degree cooperatives and represents some 3,371 producers from 11 of the country's 18 departments that are organized in 86 cooperatives. Of these, 51 remain active with LA CENTRAL and another 11 are in the process of formation. The Central has 27 per cent women members, while 30 per cent of the governing bodies of its members are women, including in positions such as vice-chairperson of the board of directors, demonstrating the Confederation's commitment to the equal participation of women.

Unión de Cooperativas de Servicios Agropecuarios Limitada (UNIOCOOP): this is a second-tier cooperative organization that currently brings together 26 agricultural service cooperatives distributed throughout the country and providing services to member farmers in various stages of agricultural production. Among its members are cooperatives of producers of coffee, basic grains, vegetables, cotton, cattle, poultry and sugar cane.

Honduran Coordinator of Small Producers (CHPP): another second-level organization, this was created in 2007 to strengthen the organizational capacity of its small producer members and to encourage communication and integration among them, promote fair trade and organic production and represent initiatives that benefit small producers. Its 24 current member organizations are small and medium producers, with a presence in the departments of La Paz, Intibucá, Lempira, Ocotepeque, Copán, Santa Bárbara, Olancho,

86. Interview 1.

Yoro and Choluteca. It supports its members and their producers in achieving fair trade and organic production certifications. It does not participate in the coffee production institutions.

It is necessary to emphasize that there is no trade union for workers in the coffee sector, so that collective bargaining is non-existent. Among the causes of the non-existent unionization is the informality of the rural labour sector in Honduras, which generates obstacles to the free exercise of union freedom that in turn prevent workers from collectively assuming responsibility and safeguarding their own safety. In fact, none of the three largest unions in the country have members in the coffee value chain, as these organizations generally focus on representing producers or associations of producers.[87]

Honduran Association of Coffee Intermediaries (AHICAFE): [88] this has about 700 registered members. It is not part of the board of directors of coffee production institutions, in the way that representatives of producers, exporters and roasters are.

Honduran Coffee Exporters Association (ADECAFEH):[89] this brings together 11 of the country's largest exporters out of the nearly 60 companies and cooperatives dedicated to the export of coffee. ADECAFEH represents all the actors in the link before the coffee production institutions. Exportadora Montecristo (Becamo), representing Neumann Kaffee Gruppe, one of the largest global buyers, is not part of ADECAFEH.

Honduran Coffee Roasters Association (TOSCAFEH): this is comprised of the 11 largest coffee roasters in the country, but does not include the small and medium-sized roasters, which have grown in number and importance over the last decade.

Because coffee is produced in 218 of the 298 municipalities in Honduras, there is a participation and commitment to the development of the commodity at the level of municipalities or subregions (*mancomunidades*), which play an important role in the management of their communities and the coordination of public and private actions with those of coffee-growing institutions, non-governmental organizations (NGOs), cooperation agencies and others. The municipalities work with the FCN to repair the local roads that link coffee-producing areas in order to guarantee the transportation of the crop. Both IHCAFE and the FCN have signed agreements with several municipalities to develop actions that resolve the main problems faced by coffee growers and producers. The decentralization of actions and responsibilities for social services and natural resource management (water, forests, etc.) has given greater weight to local organization, but has also limited its budgetary capacity to support important commodities such as coffee, so that collaboration agreements help to improve the management and administration of resources.

There are also executive employers' organizations such as COHEP, which plays an active role in the coffee sector in direct dialogue with its affiliate IHCAFE and with CONACAFE.[90]

87. Interview 25.
88. Interview 10.
89. Interviews 1 and 2.
90. Interview 1.

1.5.2 Private compliance initiatives

Coffee certification with the Fairtrade, UTZ and Rainforest Alliance (RFA) labels, organic coffee (Biolatina) and international companies (Starbucks C.A.F.E. Practices, Nespresso AAA) has increased significantly in recent years. According to IHCAFE, for the 2017–2018 harvest, 25 per cent of coffee exports were under these seals and those of origin and quality. There are several certification agencies; among the most important are the Institute for Cooperation and Self-Development (ICADE), Mayacert and Biolatina. The Fairtrade certification seal, meanwhile, is managed by CHPP. The key standards of sustainable production are presented in table 20.

The main difficulties faced by producers in achieving certification of their farm's products are the high cost of the certification process and the implementation of practices to comply with the requirements. These costs are variable, but generally exceed US$1,000 per hectare, a cost that producers cannot cover. In addition, there are other costs and investments associated with certifications that are related to the adoption of practices or improvements in production units to comply with certification requirements. In the interviews, it was mentioned that sometimes the production costs of certified coffee, like those of conventional coffee, exceed the income obtained from its sale.[91]

Another important factor is the low level of association among producers: only 15 per cent are affiliated with a cooperative or associative enterprise. These organizations use their organizational capacity to distribute certification costs among members, making it much easier for a member producer to achieve certification. Certain certifications – such as Fairtrade – must be done through a coffee organization.[92]

With regard to OSH, the certifying bodies provide training to the technical staff of the cooperatives. However, in the interviews it was mentioned that the subject is treated in a "not very clear" way.[93] Some cooperatives establish processes to monitor OSH conditions using forms –printed or electronic[94]– within the framework of the certifiers' visits. The periodicity of these internal follow-up visits varies: during fieldwork one productive unit reported that it carries out four inspections per year[95] but most report an annual inspection. The issues reviewed in the field involve the conditions of the cooperatives' central facilities, including concerns related to risk warning signs,[96] the presence of first aid kits and fire extinguishers, and the use of safety harnesses.[97] With regard to environmental issues, emphasis is placed on the protection of water sources and wildlife.[98]

91. Interviews 9 and 13.
92. In interview 9, it was mentioned that less than 40 per cent of the producers in the cooperative's area of operation were members.
93. Interview 9.
94. In interview 9, the forms were reported to cover the evaluation of safe water, comfort of conditions, sanitation, security, quality, physical integrity, access for basic needs, PPE and the handling of agrochemicals.
95. Interview 19.
96. Interview 19.
97. Interview 18.
98. Annex 2 presents a compilation of OSH-related criteria for certification.

Table 20. Main private compliance initiativ

Certification	Objective	Type
Rainforest Alliance	Promote the rational use of natural resources, fair treatment of workers, wildlife conservation and good relations between farms.	Certification
Fairtrade	The objective of Fairtrade standards for contracted work is to set out the requirements that determine participation in the Fairtrade system and that apply to workers, empowering them to fight poverty, strengthen their position and enable them to take more control of their lives. The requirements ensure that employers pay living wages and secure the right to join unions, and also ensure that health, safety and environmental principles are respected. Fairtrade standards also address the terms of trade. Most products have a Fairtrade minimum price that must be paid to producers. In addition, producers receive an additional sum, the Fairtrade premium, to benefit workers and invest in their communities.	Certification
Organic Biolatina	This standard provides the basis for the sustainable development of ecological production methods, while ensuring the protection of consumer interests, consumer confidence and regulatory compliance on the part of the producer.	Certification
4c	Promote sustainability as a process of continuous improvement in the three dimensions of the Sustainable Development Goals along the green coffee (*café oro*) value chain (*mainstream*)	Verification

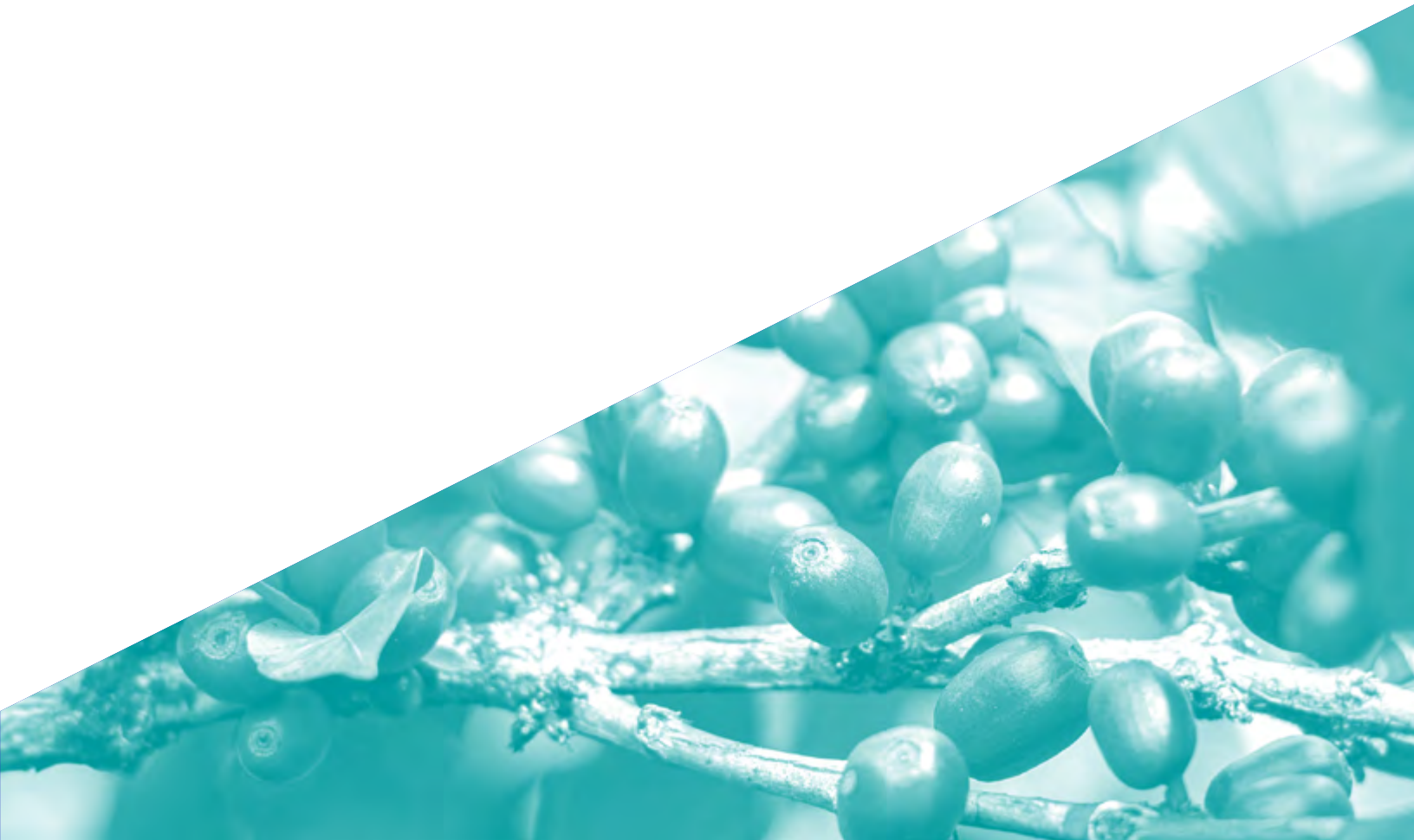
ves in the coffee value chain in Honduras

Area of impact	Principles related to OSH
• economic • social • environmental	4.15 Development and implementation of an OSH plan 4.16 Use of PPE 4.17 Training in pesticide-related risks for those who handle them. These workers should bathe after application 4.18 Avoid risky tasks for pregnant and lactating women 4.19 Twelve criteria for continuous OSH improvement
• economic • social • environmental	3.3.27 Drinking water for all workers 3.3.28 Job security 3.3.29 Restrictions on hazardous work 3.3.30 First aid and training team 3.3.31 Access to clean bathrooms, sinks and showers 3.3.32 Hazardous work training 3.3.33 Visibility of safety instructions 3.3.34 Provision of PPE 3.3.35 Health and safety representative 3.3.36 Job security
• economic • production • traceability	Strict regulation of agrochemicals
• economic • social • environmental	2.9 Working conditions: health and safety at work Risk assessment Health and safety programme Health and safety training Existence of PPE Safe facilities available Hazardous waste management *Unacceptable practices (eradicate):* 1. Lack of adequate housing provision 2. Lack of drinking water supply for all workers 3. Use of pesticides from the list of unacceptable pesticides

Certification	Objective	Type
Nespresso	Building long-term business relationships with suppliers, based on principles of sustainable quality	Verification
C.A.F.E Practices	Ensuring that the coffee that Starbucks buys has been cultivated and sustainably processed, for which a number of economic, social and environmental factors of coffee production are examined	Verification

Source: own elaboration based on data obtained from each certifying body.

Area of impact	Principles related to OSH
economic social environmental quality	safety and good working conditions correct use of PPE proper storage of agrochemicals training workers first aid access to safe drinking water
economic social environmental quality	SR-WC4: Job security and training SR-WC4.2: Protective equipment SR-WC4.4: Training SR-WC4.5: Evacuation plan SR-WC4.6 and 7: Accident reports SR-WC4.8, 9 and 10: Agrochemical management SR-WC4.11: Emergency exits SR-WC4.12: Safe working environment SR-WC4.13: Equipment maintenance



1.5.3 Training, research and development providers

The IHCAFE has 50 field technicians, 50 technical assistants and a research team to provide technical assistance to producers. This is insufficient for the large number of coffee producers in the country, so some NGOs, such as Tecnoserve, Heifer, Swisscontact, Catholic Relief Services,Neuman, the Society for Cooperation in International Development (SOCODEVI) and others have formed technical assistance teams to complement the efforts of IHCAFE through projects and programmes. This issue has received support from both bilateral and multilateral agencies of international cooperation[99] and NGOs for the promotion and development of the coffee sector,[100] for programmes on the integration of women into coffee management and the vocational training of young people in rural schools and regional centres[101, 102] and for developing the resilience and capacity of producers to adapt to climate change.[103]

Exporters and cooperatives have also seen the need to form technical teams to support their customers and partners. Some cooperatives establish regular technical reviews on site in which they provide training.[104] IHCAFE also has six research and training centres in different production zones, in which they carry out research to solve key coffee production challenges and develop schemes for transferring technology to the actors in the chain.

The National Coffee School (ESCAFE), which is part of IHCAFE and was created with the support of Cooperación Española, has a training programme in the administration of coffee companies and for coffee tasters, coffee-processing technicians, rural mechanics and coffee managers. These programmes are certified by the National Institute of Professional Training (INFOP), which is the leading professional training institution in Honduras. In addition, there is a programmd for technicians on quality control and administration of coffee companies, in cooperation with the National Autonomous University of Honduras.

99. The United States Agency for International Development (USAID) and the Canadian Cooperation Agency have financed several coffee projects on farm renovation, improvement of market access, farm modernization and coffee processing in different regions of the country. The Central American Bank for Economic Integration(CBIE) has supported the development of Nationally Appropriate Mitigation Action in the Coffee-Producing Sector (NAMA) coffee in Honduras and the management of funds in cooperation with the government of Taiwan (China), while the Inter-American Institute for Cooperation on Agriculture (IICA), through the Regional Cooperative Programme for the Technological Development and Modernization of Coffee Cultivation (PROMECAFE), supports the strengthening of coffee-growing institutions in Central America and the Caribbean. The International Regional Organization for Agricultural Health (OIRSA), an organization of Central American countries, assisted IHCAFE in the development of the Early Warning System for Coffee Pests and Diseases, an initiative carried out in response to the coffee rust crisis of the 2012–2013 harvest.
100. Heifer, Technoserve, Fundación Neuman, Visión World Cup, Swisscontact and Catholic Relief Service are some of the NGOs that currently implement projects on the theme “Café Honduras”, on different topics and with several actors of the value chain.
101. Projects funded by Swisscontact, Rainforest Alliance and Heifer work together with IHCAFE to foster, strengthen and highlight the role of women in the coffee value chain in Honduras. Projects are implemented by supporting the formation of new women’s groups, the growth of existing women’s groups and the strengthening of the IWCA in Honduras.
102. Some projects support the inclusion of young people in the field. Swisscontact has a project entitled “Projoven”, which provides training of baristas and tasters. The Progresa project (also run by Swisscontact) supports the insertion of young people in the coffee industry in the region of El Paraíso. The Marcala Coffee Denomination of Origin has projects for training young people and for generational change financed by the ETEA Foundation for Development and Cooperation of the University of Loyola.
103. In addition to the above-mentioned contribution of BCIE, the Fundación Neuman has a number of projects on climate change and resilience projects in western Honduras. The IHCAFE executes the Connect+ and Euroclima+ projects, funded by the United Nations Development Programme (UNDP) and the European Union, respectively.
104. Interview 9.

The Centre for Research and Development in Health, Work and Environment (CIDSTA) operates in the Faculty of Medical Sciences of the National Autonomous University of Honduras and is part of the network of occupational health centres of the Health, Work and Environment Programme in Central America (SALTRA), whose objectives are to implement actions for the incorporation of the principles of sustainable development in labour and environmental health management developed in Central American universities.

Access to training varies according to the position of producers in the value chain. Independent producers receive little or no training, and[105] what they receive is related to technical issues. Producers linked to cooperatives and farms reported greater access to training as part of the development of the quality of certified or specialty coffees,[106] including as part of inductions on certification criteria.

Interviews reported that training for workers is scarce. In some cases, it was mentioned that training is provided on coffee harvesting when workers are first incorporated,[107] and also on the risks of agrochemical use.[108] OSH training was found to be generally available;[109] in some cases, OSH training has been linked to the financing provided by international NGOs.[110] In another case, it was mentioned that OSH training is done at a low level, limited to that provided by firefighters and certification bodies.[111] No NGO with a primary work focus on OSH has been identified.[112]

The existence of AMUCAFEH, a member of the IWCA that provides support functions to ensure the integration of women into the coffee value chain, is therefore notable. However, to date it does not have any specific OSH work programmes.[113]

1.5.4 Financing

For small producers, who make up the majority of coffee producers in Honduras, obtaining investment financing for coffee improvement, even of the most basic and absolutely necessary type, is extremely difficult.[114] This is in the context of the low or zero profit margins referred to above. In addition, the fluctuation in the price of coffee makes financial institutions cautious when providing financing to producers.[115]

Commercialbanks (Banrural, BANHCAFE) and development banks (BANADESA) offer limited credit to agriculture. There was support for recovery from the coffee rust crisis, including a line of credit from Taiwan (China) that is being repaid by withholding US$9/qq of green coffee (*café oro*) through the coffee trust, while Firsa Funds (BANHPROVI) have been allocated to promote the recovery of coffee production. Informal intermediaries play a central role in the prefinancing of small producers. In addition, rural lenders who are not linked to the national banking system offer short-term credit services to local persons. Cooperatives also play an important role in financing both production and

105. Interview 20.
106. Interview 14.
107. Interviews 8, 11 and 17.
108. Interview 9.
109. Interviews 10 and 19.
110. Interview 9.
111. Interviews 9 and 15.
112. Interview 5.
113. Interview 16.
114. Interviews 2 and 20.
115. Interview 19.

non-production emergencies.[116] They are also a source of funding for coffee improvement projects, as explained above. No specific funding was identified for OSH initiatives.[117]

1.5.5 Information

The low coverage and limited accessibility to OSH services are reflected in the system of notification and registration of occupational hazards. Statistics on occupational risks are scarce, incomplete and dispersed and are therefore often unreliable. Nor do institutions use unified criteria for the notification, reporting and recording of data, which makes it difficult to establish conclusions based on harmonized data.

STSS

The generation of statistics on work accidents and diseases by the STSS is not done in a proactive way. Workers or companies that have problems of a labour, legal or health-related nature request the corresponding department of the STSS for the relevant professional technical services. Therefore, either the companies report such problems or workers report them in person and a record is made. Similarly, for persons who have died from work-related causes, their relatives apply for the benefits established by law in the Labour Code. Gender-disaggregated data are not reported. This means that it is not possible to clearly establish the numbers of work accidents that have occurred, or to determine the size of the population covered by the services of the STSS and estimate the degree of under-reporting and under-recording of cases.

However, there is a statistical register of work accidents that can serve as a basis for generating more complete and reliable statistics by comparing its data with data from other institutions in order to obtain a unified registration system at the national level. Table 21 presents the total number of work accidents reported to the STSS in the last ten years; it shows that 0.005 per cent of them occurred in coffee companies, which are detailed in table 22.

Table 21. Work accidents in Honduras reported by STSS, 2010–2019

Economic activity	Total
Work accidents in all economic activities	1 243
Work accidents in the primary sector: agriculture, livestock, forestry, hunting and fishing	126
Work accidents in coffee-producing companies	7

Source: own elaboration based on 2010–2019 data of the STSS Directorate of Social Security..

116. Interview 9.
117. Interviews 9, 11 and 15.

Table 22. Work accidents in coffee-producing companies in Honduras reported by STSS, 2010–2019

Year	Place	Number of accidents
2010	El Paraíso	2
2014	El Paraíso	1
	Francisco Morazán	1
2016	Copán	1
2018	Copán	1
	Francisco Morazán	1

Source: own elaboration based on 2010-2019 data of the STSS Directorate of Social Security.

IHSS

The generation of statistics on work accidents and diseases by the IHSS – as is the case for the STSS – is not done in a proactive way. Workers who present work-related health problems report them spontaneously or are referred by their companies to any of the subsystems that provide health services (those of SS, or IHSS or those of the subcontracted and private services). Thus, in order for the statistical system of IHSS to keep an adequate record of work accidents, it must be provided with the information provided by companies when reporting them and with the data offered by the national medical services and its own medical services. Similarly, when the relatives of workers who have died from work-related causes apply for the benefits established by the Social Security Law and its regulations, no statistical record is kept by IHSS to capture specific data on those workers. Table 23 shows the status of the reporting by IHSS of work accidents for the first half of 2019 in the primary sector, which represented 4 per cent of all work accidents.

Table 23. Work accidents in Honduras reported by IHSS, January–June 2019

Economic activity	Total	Women	Men
Accidents in all economic activities	817	269	548
Accidents in the primary sector: Agriculture, livestock, forestry, hunting and fishing	37	8	29

Source: own elaboration from December 2019 data, IHSS Statistics Department.

SESAL

The generation of statistics on work accidents and diseases by the SESAL – as is the case for the STSS and the IHSS – is not done in a proactive way. Workers who present work-related health problems may report them spontaneously to the SESAL or be referred by their companies to any health facility of the SESAL. Only cases that are attended in the Ministry's health facilities, that indicate the reasons for suspension of work as a result of health problems (work disabilities) and that are affiliated with the IHSS must be presented to the corresponding unit of the IHSS so that the relevant ratification or endorsement procedures can be carried out.

Although it is not one of the functions of the SESAL to keep a differentiated statistical record of cases of work-related accidents and deaths, there should be a mechanism to provide differentiated analysis of common work accidents. In addition, coordination strategies should be established for the exchange of information with the IHSS on insured workers and with the STSS on the general working population.

Private sector and other service providers

The generation of statistics on work accidents and diseases in private sector health facilities and other service providers, whether for-profit or not-for-profit – as is the case for the STSS, the IHSS and the SESAL – is not done proactively. Workers who present a work-related health problem may report spontaneously or be referred by their companies to any private health facility. The increasing affiliation of companies to private insurance entities and the creation of company insurance systems have led to an increase in the number of patients treated in private facilities, including through agreements with insurance companies or in the companies' own services, which makes it difficult to obtain adequate statistics.

As is the case for the SESAL, only cases that are attended in private health facilities, that indicate the reasons for suspension of work as a result of health problems (work disabilities) and that are affiliated with the IHSS must be presented to the corresponding unit of the IHSS so that the relevant ratification or endorsement procedures can be carried out.

Statistics on occupational diseases

As shown in table 24, the current status of registrations in the STSS does not allow the precise determination of the incidence, prevalence or gravity of occupational diseases for specific groups of workers. Gender-disaggregated data are not reported.

Table 24. Work-related accidents and diseases in Honduras reported by STSS, 2010–2019

Economic activity	Total
Work-related accidents and diseases in all economic activities	111
Work accidents in the primary sector: Agriculture, livestock, forestry, hunting and fishing	10

Source: own elaboration from 2010–2019 information provided by email by the STSS Forecasting Directorate.

A special case is that of pesticide poisoning, which is not classified as an occupational disease despite its undeniable link to work or work systems. Some information is available on this category, although with the same problems of under-registration mentioned above.

In relation to the data described on the occurrence of work accidents and diseases in general, in particular in agricultural activities, it can be concluded that:

a. the official data do not reflect reality since there are serious difficulties in reporting, notification and registration;

b. there are no disaggregated data for agricultural activities and, therefore, for the coffee sector;

c. Honduran legislation does not contemplate any classification for the type of accident or disease according to economic activity or company.

1.5.6 Infrastructure

There are no laboratories in Honduras dedicated exclusively to OSH. One of the fundamental problems in relation to material resources for workers' health is the scarcity of measurement and analysis equipment for laboratories, both for clinical laboratories (analysis of workers' biological samples) and for hygienic sanitary measurements in work environments.

Although several public institutions in the country – the STSS, the SESAL, the National Autonomous University of Honduras, the Public Ministry (Forensic Medicine Directorate), the IHSS and CESCCO – have these resources, as do some private companies for their own use or to provide dedicated services to third parties, these are not sufficient to cover the growing demand, nor are there mechanisms for inter-institutional collaboration.

On the other hand, the IHCAFE has a network of tasting laboratories to assist producers, cooperatives and exporters in controlling and ensuring quality: the National Centre for Coffee Quality, based in San Pedro Sula, whose laboratory is accredited under ISO-HN 17025.

1.6 OSH vulnerability profile in the production phase of the coffee value chain in Honduras

In order to properly manage OSH risks, it is essential to establish a profile of vulnerabilities by analysing them at each stage of production. Based on that profile, the risks to which workers in the coffee value chain in Honduras are exposed are identified and assessed.[118]

The nature of the specific activities and tasks and the conditions of employment and work generate different exposure scenarios that determine the magnitude of the final consequences of the risk factors. In addition, the lack of personal and institutional skills to deal with adverse health effects (injuries resulting from work accidents and diseases) do not guarantee adequate interventions, perpetuating unfavourable situations.

The analysis – differentiated by the links in the coffee value chain and approximate estimates of the number of people working in each one – allow the establishment of opportunity cost analysis and prioritization of the areas/processes and groups of workers for which the OSH investment will yield significant advances in.

Three situations were considered for the elaboration of the vulnerability profile: (i) exposure to risk; (ii) sensitivity; and (iii) coping capacity. The results presented in the profile were based on the data and information collected from fieldwork (visits, interviews, checklists, document review).

The SafeWork methodology was used for the evaluation and analysis of the risk factors and their consequences, with the objective that, as far as possible, results should be comparable with similar studies. A unique matrix was developed for the coffee value chain, in which risk factors are prioritized according to the calculated degree of risk. The evaluation of the nature and conditions by stage or production process within the coffee value chain was done by two independent evaluators in each of the three geographic areas included in the study.

It is important to note that the observations of the technical team and perceptions of the different actors in the value chain are the main sources of data and information. Records, formal or informal, of the causes, characteristics of exposure and consequences for the safety and health of the people involved in the coffee processes are very scarce and indeed are generally non-existent. In the visits made, no productive unit reported having carried out risk evaluations or analyses.

1.6.1 Exposure to risk

In the matrix developed to establish the vulnerability profile, 7 stages or production processes and 15 risk factors were considered.

The degree of risk is differentiated into 6 levels, ranging from acceptable to unacceptable, based on a quantitative assessment of each risk factor that assesses the consequences that it would be capable of causing if present, the type of exposure in the activities and tasks carried out in each stage or process, and the probability that those consequences will occur.

118. According to the recommendation of the methodological kit used to develop this study (ILO 2019), the vulnerability profile was created for the production stages and not for specific job profiles, since there are not many differentiated job profiles for coffee production.

Table 25 shows the level of risk for the 15 factors at each of the 7 production stages evaluated. It can be seen that the stages of: (i) shade management and preparation and maintenance of terrain; (ii) planting; (iii) treatment (fertilization, pest control and herbicide application); and (iv) harvesting have the greatest incidence of risk factors at high, severe or unacceptable levels, each with more than 12 factors classified at those higher levels of risk.

Table 25. Vulnerability of the 7 stages of coffee production to 15 risk factors, by level of intensity

	Distribution of 15 risk factors, by level of intensity						
Stage of production	**NA***	**Acceptable**	**Low**	**Moderate**	**High**	**Severe**	**Unacceptable**
Shade management and preparation and maintenance of terrain	1	1	0	1	5	1	6
Planting	1	2	0	0	7	1	4
Treatment (fertilization, pest control and herbicide application)	1	2	0	0	7	1	4
Harvesting	0	2	0	0	6	2	5
Transportation of fruit	1	0	2	4	3	3	2
Wet processing	0	0	1	4	5	4	1
Dry processing	0	0	2	6	2	4	1

* NA = not applicable.

Source: own elaboration on the basis of the matrix for prioritizing risk factors according to the degree of risk in the coffee value chain.

Note on pesticides used in coffee cultivation in Honduras

There is no specific list of the pesticides used in coffee cultivation. There are only estimates from the pesticide industry, which however does not know the precise characteristics of pesticide use by crop (herbicides, insecticides and fungicides). Among herbicides, bipyridyls (paraquat and diquat) predominate along with 2,4–D. In second place is glyphosate, followed by triazines (atrazine, ametrine and terbutryn) and diuron. There is a partial substitution of the use of chemicals among organic-type coffee producers. The rest of the producers make conventional use of pesticides.

In most cases, producers do not know precisely which pesticide they are using, because they make or buy non-standardized and, in most cases, unregistered mixtures.

Currently, SENASA, through the Department for the Control and Use of Pesticides, is responsible for regulating and controlling the processes of registration, manufacture, formulation, import, export, repackaging, distribution, sale, application, storage, handling and good use of pesticides, fertilizers and related substances. However, to date the available documents on pesticides do not include coffee among the crops to be considered.

Table 26 lists the highest-level (unacceptable, severe and high) risk factors for the 7 stages of coffee production.

Table 26. Highest-level risk factors in

Stage/process	Risk factors at unacceptable level (large-scale effects, deaths, permanent disabilities)	Risk factors at severe level (severe injuries and occupational accidents/diseases)
Shade management, field preparation and maintenance	Pesticides, fertilizers, combustibles, other chemicals for industrial use	Earthquakes, landslides, floods, hurricanes, storms
	Insects, rodents, snakes	
	Condition of company facilities	
	Equipment, machinery, engines, tools	
	Design of jobs and work equipment; dynamic physical and postural loads	
	Absence of training, use of cell phones during the performance of work that requires concentration, etc.[119]	
Planting	Pesticides, fertilizers, combustibles, other chemicals for industrial use	Earthquakes, landslides, floods, hurricanes, storms
	Insects, rodents, snakes	
	Condition of company facilities	
	Absence of training, use of cell phones during the performance of work that requires concentration, etc.	

119. It is important to note that training can be understood as part of risk management and not as a factor per se. However, for this analysis it is included as an additional factor.

the 7 stages of coffee production

Risk factors at high level (frequent disabling injuries, common occupational accidents/diseases)
Thermal and hygrometric conditions
Temperature changes and extreme temperatures (cold and heat)
Collisions or accidents due to mechanical damage or poor condition of roads
Condition of health services, latrines, bathrooms, eating areas, dormitories; non-drinking water
Issues with organization and content of work
Thermal and hygrometric conditions
Temperature changes and extreme temperatures (cold and heat)
Collisions or accidents due to mechanical damage or poor condition of roads
Equipment, machinery, engines, tools
Design of jobs and work equipment; dynamic physical and postural loads
Condition of health services, latrines, bathrooms, eating areas, dormitories; non-drinking water
Issues with organization and content of work

Stage/process	Risk factors at unacceptable level (large-scale effects, deaths, permanent disabilities)	Risk factors at severe level (severe injuries and occupational accidents/diseases)
Treatment (fertilization, pest control and herbicide application)	Pesticides, fertilizers, combustibles, other chemicals for industrial use	Earthquakes, landslides, floods, hurricanes, storms
	Insects, rodents, snakes	
	Condition of company facilities	
	Absence of training, use of cell phones during the performance of work that requires concentration, etc.	
Harvesting	Pesticides, fertilizers, combustibles, other chemicals for industrial use	Earthquakes, landslides, floods, hurricanes, storms
	Insects, rodents, snakes	Issues with organization and content of work
	Condition of company facilities	
	Design of jobs and work equipment; dynamic physical and postural loads	
	Absence of training, use of cell phones during the performance of work that requires concentration, etc.	
Transportation of fruit	Condition of company facilities	Earthquakes, landslides, floods, hurricanes, storms
	Collisions or accidents due to mechanical damage or poor condition of roads	Issues with organization and content of work
		Absence of training, use of cell phones during the performance of work that requires concentration, etc.

Risk factors at high level (frequent disabling injuries, common occupational accidents/diseases)
Thermal and hygrometric conditions
Temperature changes and extreme temperatures (cold and heat)
Collisions or accidents due to mechanical damage or poor condition of roads
Equipment, machinery, engines, tools
Design of jobs and work equipment; dynamic physical and postural loads
Condition of health services, latrines, bathrooms, eating areas, dormitories; non-drinking water
Issues with organization and content of work
Thermal and hygrometric conditions
Lighting
Temperature changes and extreme temperatures (cold and heat)
Collisions or accidents due to mechanical damage or poor condition of roads
Equipment, machinery, engines, tools
Condition of health services, latrines, bathrooms, eating areas, dormitories; non-drinking water
Thermal and hygrometric conditions
Temperature changes and extreme temperatures (cold and heat)
Design of jobs and work equipment; dynamic physical and postural loads

Stage/process	Risk factors at unacceptable level (large-scale effects, deaths, permanent disabilities)	Risk factors at severe level (severe injuries and occupational accidents/diseases)
Wet processing	Condition of company facilities	Insects, rodents, snakes
		Equipment, machinery, engines, tools
		Issues with organization and content of work
		Absence of training, use of cell phones during the performance of work that requires concentration, etc.
Dry processing	Condition of company facilities	Temperature changes and extreme temperatures (cold and heat)
		Equipment, machinery, engines, tools
		Issues with organization and content of work
		Absence of training, use of cell phones during the performance of work that requires concentration, etc.

Source: own elaboration on the basis of the matrix for prioritizing risk factors according to the degree of risk in the coffee value chain.

Risk factors at high level (frequent disabling injuries, common occupational accidents/diseases)
Thermal and hygrometric conditions
Lighting
Temperature changes and extreme temperatures (cold and heat)
Pesticides, fertilizers, combustibles, other chemicals for industrial use
Issues with motors, boards, substations, electrical installations and energized machinery
Thermal and hygrometric conditions
Issues with motors, boards, substations, electrical installations and energized machinery

Table 27 presents the incidence of the 15 risk factors at the 7 stages of coffee production, by level of intensity. The following risk patterns may be observed:

- "Condition of company facilities": unacceptable at all 7 stages;
- "Absence of training and use of cell phones during work that requires concentration": severe or unacceptable at all 7 stages;
- "Insects, rodents and snakes": severe or unacceptable at 5 stages;[120]
- "Pesticides, fertilizers, combustibles, other chemicals for industrial use": unacceptable at 4 of the 7 stages;[121]
- "Temperature changes and extreme temperatures (cold and heat) and "Issues with organization and content of work": high or severe at all 7 stages;
- "Earthquakes, landslides, floods, storms, hurricanes": severe at 71.4 per cent of the 7 stages;
- "Equipment, machinery, engines and tools": high or severe at 71.4 per cent of the 7 stages;

120. Interview 20.
121. It was mentioned that non-cooperative producers use paraquat. In interview 20, it was mentioned that the use of chemicals is carried out by workers with experience in their use and preparation.

- "Issues with motors, boards, substations, electrical installations and energized machinery": high or severe at 57.1 per cent of the 7 stages;
- "Thermal and hygrometric conditions": high at all 7 stages;
- "Collisions or accidents due to mechanical damage or poor condition of roads": moderate to high at 85.5 per cent of the 7 stages;[122]
- "Design of jobs and work equipment; dynamic physical and postural loads": moderate to high at 71.4 per cent of the 7 stages;
- "Condition of health services, latrines, bathrooms, eating areas, dormitories; non-drinking water" and "Noise and vibrations": acceptable to moderate in 100 per cent of the 7 stages;
- "Lighting": (the only risk factor not perceived at all 7 stages): low to moderate.

122. In the interviews, it was reported that access to the plantations is not adequate. Small producers are responsible for transporting their harvested coffee.

Risks: temperature changes and extreme temperatures (cold and heat)

Risks: equipment, machinery, engines, tools

Risks: collisions or accidents due to mechanical damage or poor condition of roads

Risks: design of jobs and work equipment; dynamic physical and postural loads

Table 27. Incidence of 15 risk factors at the 7 stages of coffee production, by level of intensity

Distribution among the 7 stages of coffee production, by level of intensity						
Risk factor	**Acceptable**	**Low**	**Moderate**	**High**	**Severe**	**Unacceptable**
Noise and vibrations	4	1	2	0	0	0
Thermal and hygrometric conditions	0	0	0	7	0	0
Lighting	0	0	1	2	0	0
Temperature changes and extreme temperatures (cold and heat)	0	0	0	6	1	0
Pesticides, fertilizers, combustibles, other chemicals for industrial use	0	2	0	1	0	4
Insects, rodents, snakes	0	0	2	0	1	4
Condition of company facilities	0	0	0	0	0	7
Collisions and accidents due to mechanical damage or poor condition of roads[123]	0	0	2	4	0	1
Equipment, machinery, engines, tools	0	0	1	3	2	1
Issues with motors, boards, substations, electrical installations and energized machinery	0	3	0	2	2	0
Design of jobs and work equipment; dynamic physical and postural loads	0	0	2	3	0	2
Earthquakes, landslides, floods, hurricanes, storms	0	0	2	0	5	0
Condition of health services, latrines, bathrooms, eating areas, dormitories; non-drinking water	0	2	1	4	0	0
Issues with organization and content of work	0	0	0	3	4	0
Absence of training, use of cell phones during the performance of work that requires concentration, etc.	0	0	0	0	3	4

Source: own elaboration on the basis of the matrix for prioritizing risk factors according to the degree of risk in the coffee value chain.

Although, generally speaking, in fieldwork it was observed that the presence of risk factors is more or less homogeneous for any type of productive unit, some differences can be identified. The most important difference is related to the type of production, since in organic production exposure to chemical risk factors is significantly reduced. At the regional level, no differences were observed in risk exposure, but there were differences in sensitivity, which will be described in detail below.

Risk perception

Risk perception is about detecting, identifying and reacting to a situation of potential harm. As an individual subjective act, it is influenced by:

- the characteristics of the worker (such as sex, age, level of training/education, place of origin, seniority and work experience);
- conditions of employment;
- social and cultural factors (such as beliefs, patterns and behaviour related to gender (*machismo*));
- health status; and
- experience of adverse effects (such as accidents at work).

Therefore, in interpreting and analysing the variety of risk factors that may occur in the stages and processes of the coffee value chain, it is essential to consider how they are perceived to a greater or lesser extent by workers. The importance of these factors is twofold:

a. How the perception provokes rejection, handicap or acceptance of the risk, affecting the occurrence of occupational risks, especially occupational incidents and accidents;

b. How the perception generates motivation and interest in individual and group attention to risk factors and situations, and the subsequent demand on the producer organization and the authorities for adequate management of OSH.

In general terms, three situations are evident in which the inadequate perception of risk by agricultural workers is involved:

i. the difficulty of identifying risk factors;

ii. behavioural imitation and social pressure; and

iii. the inherent conditioning factors (in many cases considered as inconveniences and nuisances) of the actions that must be taken to avoid exposure to the risk factor. In short, the potential damage is not valued as important, but the immediate advantages of assuming certain risks are.

Table 28 lists some assessments of the main characteristics that determine the inadequate perception of risk in agricultural and coffee workers.

123. To reduce transportation risks, some producers are improving access roads on their own.

Table 28. Key determinants of inadequate risk perception by agricultural and coffee workers in Honduras

Demographic	
Age	Young workers perceive health loss as a distant prospect and associate their youth with strength and resistance to risk factors.
Sex	Male workers take on activities and tasks just because they are male; they sometimes feel that not performing them, even against their biological abilities and capabilities, means that they are weak or less manly. The double and even triple workload of women is perceived as a normal situation among workers: women, and even girls, must take care of the family and, in addition, contribute to the economic contribution through a second and even a third job. The fact that women also assume the responsibilities of men when they leave their families is considered a natural and biological responsibility of the latter.
Level of training	Little or no training in labour issues and working conditions leads to a lack of knowledge of strategies for identifying and properly assessing risks. Failure to comply with the employer's legal obligation to inform workers about the risks to which they are exposed at work, and how they could eliminate or reduce them, means that the worker does not think about those risks. Little or no access by workers to other forms and means of formal or non-formal information, training and education means that they do not have the most basic knowledge of the hazards and therefore of the measures to be taken to reduce or eliminate exposure. The lack of skills (knowledge, understanding, practice, willingness) leads to the toleration and support of risks. The lack of knowledge of legislation and regulations on the part of workers and many employers, especially micro, small and medium enterprises, prevents the formation and operation of the entities responsible for coordinating and planning OSH activities (Occupational Health Delegate and Joint Health and Safety Commissions).
Place of origin	The condition of not being a native of the place where one works – as is the case for temporary migrants – causes exposure to local risk factors that are characteristic of certain areas, such as those related to flora and fauna, atmospheric conditions and some social factors, such as violence and discrimination. Migration often results in the displacement not only of the worker but also of the family, leading to phenomena such as school dropout and child labour. The living conditions of migrating families are very unfavourable because of the difficulty of providing decent housing that guarantees basic sanitary conditions and the lack of access to social services, such as drinking water, electricity, waste disposal, health services and education; furthermore, these conditions are perceived as normal because these workers are not local.

Labour	
Age and experience	There is a perception among workers that if they have been performing certain activities and tasks for longer, they will gain the necessary experience to perform them faster, more often and for longer periods; they also feel that they are protected against risk factors because they have always done the same thing and nothing has ever happened to them.
Conditions of employment	Workers without contracts or with verbal temporary contracts live in conditions of informality and are vulnerable to its consequences, which are associated with the lack of labour rights, in particular the non-affiliation with the social security system, the reduced possibility of making complaints about inadequate working conditions and the need to make agreements with employers that do not favour OSH. Low wages, coupled with piece-rate or target pay and incentive schemes, set the conditions for increasing working time and not taking rest days so as to achieve greater production. The absence of mechanisms for collective and trade union organization (associations, trade unions) prevents discussion and debate on employment and working conditions, as well as assistance and support for workers in their demand for rights. No formal mechanism for consultation on OSH was reported to exist.[124] The level of employment relationship and informality not only prevents workers from receiving social security benefits but also prevents, at least in theory, the availability of prevention services that could be provided by the IHSS. In general, it can be assumed that micro and small producers have never received inspection visits from the labour authorities.
Sociocultural	
Beliefs	The adverse effects of risk factors are due to unfortunate or fortuitous events related to the fate or will of a divine being.
Gender-related patterns and behaviours	Male workers assume risky attitudes and behaviours established by group and social cultures, such as gender-biased or sexist attitudes.

124. Interview 8

Health	
Health status	Most workers are unaware of their health status, so there is no way to control how work affects their physical and mental health. This prevents early diagnosis of diseases or health conditions that predispose them to accidents. Workers consider themselves healthy until they perceive some discomfort or symptom, which usually happens at already advanced stages of disease. The lack of occupational health screening and occupational health services makes it impossible to make timely decisions that preserve workers' health or prevent the occurrence of complications. No production unit reported conducting medical examinations of workers handling agrochemicals. The lack of access to the health system prevents the implementation of the main actions of the primary care system: the promotion of health and prevention of damage to health.
Experience of adverse effects such as accidents at work	In many cases, workers who have experienced adverse effects due to working conditions assume that such harm will not happen again or that they are prepared because it has already happened, as if they have acquired some kind of immunity from harm. Sometimes they express it in phrases like: "what doesn't kill makes me stronger".

Source: own elaboration on the basis of the matrix for prioritizing risk factors according to the degree of risk in the coffee value chain.

Work-related accidents and injuries[125]

With regard to the consequences for the safety and health of workers, it has been noted that there is a lack of formal or informal records, both from secondary sources (health, social security and labour institutions) and primary sources (farms, enterprises). Research on accidents is non-existent. Based on the wide range of risk factors described above and the interviews conducted for the study, the main challenges are:

- During shade management, preparation and maintenance of the land, injuries caused by the use of instruments and tools and by the characteristics of the land (slope, humidity, irregularities) predominate.
- In the planting, treatment, harvesting and fruit transportation stages, there is intense physical activity and handling and moving of heavy loads, which are made more challenging by the characteristics of the terrain and the distances to be covered.
- Many traumas, blows, injuries, muscular spasms, strains to joints, tendons and ligaments and even sprains are considered normal effects of work and are often not seen as reasons to seek assistance from health services.

Occupational diseases

During shade management, soil preparation and maintenance, planting, harvesting and transportation of fruit, activities and tasks are carried out that involve the lifting of heavy physical loads, as well as static and postural stresses that cause osteo-myoclonic disorders. During the harvest period, many people (sometimes entire families) move to other areas of the country and farms are not able to provide appropriate environments for accommodation, food and health services, causing digestive and infectious diseases.

Since most activities and tasks are carried out in the open, thermal and hygrometric conditions, temperature changes and extreme temperatures (cold and heat) are factors that cause respiratory diseases and allergies.

Acute and chronic poisoning

Chemicals are used at the treatment and processing stages, which requires specific knowledge for their preparation, handling and application. The non-use of PPE, such as gloves, glasses, masks or respirators, increases the risk of negative health consequences.

Common diseases

In the regions where coffee production takes place, there are a large number of biological agents that provoke the onset of common diseases (such as viral and bacterial infections, respiratory and digestive diseases), vector-borne diseases (such as dengue, malaria, Chagas disease and leptospirosis, as well as intestinal parasites). Crowded conditions predispose to the emergence and transmission of diseases such as tuberculosis and ectoparasites (scabies, pediculosis), which, without adequate control and monitoring, can become major public health problems. Nutritional conditions predispose to malnutrition by default (undernutrition), while at the same time they are conditioning factors for other chronic non-transmissible diseases, such as diabetes mellitus, high blood pressure and other heart diseases.

125. Reported in interviews 8, 9, 10, 19, 15, 17, 20 and 23.

1.6.2 Sensitivity

In relation to the issues addressed in this report, it is important to highlight the lack or poor knowledge about:

- fundamental social rights (health, social security, education) and labour rights (OSH conditions, decent work);
- promotion of health and prevention of damage to health (injuries from occupational accidents and common diseases);
- action to respond to symptoms and signs related to accidental injuries or diseases;
- management and control, prevention and consequences of OSH conditions; and
- legislation and regulations on OSH.

During the fieldwork, it was verified that no productive unit had a risk management system; neither had any risk assessment been carried out in a formal or informal manner. Knowledge of OSH issues, although incipient, is more prevalent in production units that have contact with certifications.

The availability of resources to implement and execute OSH actions means that micro and small organizations, and in many cases medium-sized organizations, are unable to establish even the most basic measures for the prevention of occupational risks. During field visits, it was found that there are important deficiencies in the implementation of measures for the control of occupational risks, regardless of the characteristics of the productive organization.

The use of PPE is limited[126] and is reported as being for discretionary use by workers [127] — implying that they have to purchase it—[128] or are provided only with the essentials, such as gloves or boots.[129] Nor was the use of risk-reducing tools identified; for example, in harvesting and farm maintenance their use was limited, as was training in their use.[130]

It is important to mention that no difference was found in the level of sensitivity of workers based on their method of entry into the coffee labour market; that is, both the few formal and the informal workers face the same risks. This is also explained by the limited presence of labour inspection services or social security protection in the coffee sector.

1.6.3 Coping capacity

The limited coverage of the Honduran Public Health System[131] and the characteristics of producer organizations, most of which are not affiliated with the social security system, mean that workers do not go to medical care services or prefer to try to solve their health problems on their own or by consulting non-medical persons who profit from their lack of knowledge.

The accumulated experience with regard to the efficiency of public health services or the social security system indicates that, in many cases, private health services are used. There are three modes of payment for private care: fully paid by the employer,[132] paid at least in part by the employer,[133]

126. Interview 9.
127. Interviews 11, 13 and 17.
128. Interviews 18, 19, 20 and 23.
129. Interview 13.
130. Interview 9 and 13.
131. Interviews 2 and 5.
132. Interviews 13, 18 and 19.
133. Interview 9.

or fully paid by the worker.[134] In one production unit, it was reported that workers enjoyed the services of private insurance.[135]

There are very few good practices in relation to OSH, such as having an occupational safety officer and a joint health and safety commission or having a medical service to care for workers. Even basic[136] techniques, such as first aid kits, anti-sodium serum or other biosecurity products are lacking.[137]

Informal employment relationships determine that workers do not benefit from labour rights (days off, vacations, maternity leave) or the compensation mechanisms (economic or species benefits) established in national law.[138]

134. Interviews 10, 11 and 20.
135. Interview 17.
136. Interviews 10 and 11.
137. Interview 18. In interviews 9 and 19 they reported having a kitíN.
138. Interview 11.

2 Improving OSH: Drivers and constraints

2.1 Constraints

2.1.1 High level of informality in the labour market

Although more than 100,000 families are engaged in coffee production[139] and it is estimated that there are about 1 million people involved in each of the links in the value chain, most of these people work under informal schemes,[140] based on verbal contracts and without any social, security or health benefits. Honduras' social protection system has a large deficit. The overall coverage of the IHSS is 806,628 directly insured persons and 976,020 beneficiaries (spouses and children under 18), representing 19 per cent of the actively employed population and 20.3 per cent of the working population. The number of those insured by occupational risk insurance is 755,353, representing 18 per cent of the actively employed population and 19 per cent of the working population. Workers in the coffee value chain are mostly without social protection since there is no mechanism for insuring workers in the informal economy.

Since most jobs in the coffee industry are casual or temporary, employers do not consider it necessary to invest in a temporary employee whose future employment is uncertain.[141] In addition, many of the employers are also medium-sized producers, without sufficient resources to cover the labour benefits of the workers they hire.

Although Honduras is the largest coffee producer in Central America, farm productivity levels are still low; in certain areas, productivity is so low that it does not even cover the economic needs of producers.

The low productivity levels are partly attributable to production systems that are inefficient in their use of inputs or the lack of resources to acquire such inputs. Coffee cultivation in Honduras is a traditional family activity that has been passed down from generation to generation. About 90 per cent of coffee producers manage their farms at a very low technological level. In general, small producers and *minifundistas* do not manage their production units with a business vision, which also has repercussions for the hiring of personnel and decisions on OSH improvements during maintenance activities, harvesting and processing.

This situation is a constant in all coffee-growing areas of the country. Although the western region has a more developed value chain, here too the informality of the labour market has an influence, regardless of whether the production chain is certified, organic or conventional. Some certification labels, such as Fairtrade, focus more on paying a fair price for the product and ensuring better wages for workers. Labour informality may have the greatest impact on women and young people who are entering the labour market. Most women workers are involved in picking coffee on the farm and selecting specialty coffees in the preparation process. Both activities are temporary, so that their contracts are informal and do not involve any payment of benefits by employers.

139. According to the IHCAFE harvest register.
140. IHCAFE estimates.
141. Interview 17.

No statistics are available on the number of people in the coffee labour market,[142] but considering that 96 per cent of producers are small and medium-sized, it can be inferred that they are part of the informal labour market. Large producers, who make up the other 4 per cent, also contribute to informality since most have more temporary than permanent workers. Permanent contracts are reserved for coffee technicians, farm or mill managers, tasters and administrative staff.

The high level of informality also prevents workers in the sector from organizing and this in turn prevents them from collectively safeguarding their labour rights, including those related to OSH.

2.1.2 Predominance of conventional low-priced coffee production

Despite the improved image of its specialty coffees, most coffee produced in Honduras still commands lower prices than other coffees in the region, mainly because of its inconsistent quality. As a result, producers have low incomes and do not have the economic capacity to invest in improving their processes and OSH activities.[143] [144]

About 30 per cent of Honduran coffee from the2017–2018 harvest was exported or sold as coffee certified or differentiated by cup quality, at a higher price than other coffees of the same type. More than 20 per cent of producers are engaged in the production of these differentiated coffees, especially in western Honduras in and around the Marcala region.[145]

Honduras has not developed a strategy for systematically improving the quality of most of its coffee. Successes in quality positioning are special cases of cooperatives, exporters and association companies who have taken the initiative to differentiate their products and improve the quality of all the coffee they produce and export. The demand for coffees with a good cup profile has grown in Honduras.[146] Organizations working in this market segment have extended their presence to other areas of the country, far from their own, in search of cafes with good profiles. However, the supply–demand marketing model predominates, which prevents a long-term approach that would improve production processes and eventually increase revenue.

One cause of this problem is the lack of a marketing scheme that favours and promotes the quality and consistency of the product. Since they do not receive a higher price for good quality coffee — which entails greater dedication, technology and investment — producers opt to produce coffee with the minimum requirements of current marketing regulations, which undermines quality and, consequently, their opportunity to obtain a higher price.

142. IHCAFE technicians recognized in interviews that there is no study of the total number of jobs generated by the coffee industry; therefore, it is necessary to develop a tool that measures this variable at the local and national levels and in each link of the value chain.
143. Interview 13.
144. Interview 18.
145. Cooperatives and farmer associations have led the certification process by obtaining organic seals and improving social and environmental compliance. In the interviews, it was explained that this is a slow process that requires sustained conviction, commitment and management, and that not all producers are willing to enter this marketing scheme.
146. In interview 2, it was mentioned that in the last ten years the percentage of producers who sell directly to exporters (mainly differentiated coffees) is estimated to have increased from 20 to 30 per cent.

2.1.3 Lack of market interest in meeting OSH requirements

The main objective of the conventional coffee market governed by the New York Stock Exchange is to obtain coffee at the lowest possible price. This is the focus of the producer – not the processes carried out at the source. Some buyers, such as Starbucks and Nestlé, have their own codes of conduct, which producers (suppliers) must comply with as a prerequisite for being part of the supply chain. These requirements include social provisions that seek to ensure fairer treatment for the workers employed by the producers. However, in the interviews conducted, production units indicated that their international buyers did not directly request requirements related to working conditions and OSH, but instead were more focused on quality.[147]

Certifications are a mechanism for improving OSH[148] since many of them require compliance with conditions that are appropriate for producers and workers. However, certifications have lost credibility with producers and consumers because they do not have a traceability system to ensure that compliance audits are performed and that the benefits of certification seals reach producers and their workers directly.[149]

Producers have stated that, although they obtain more revenue from certified than conventional coffee production, the profits are not immediate and that, at times, the, benefits offered by certifications do not cover their production and investment costs, so that they do not have sufficient resources to invest in OSH practices.[150]

Certification schemes with OSH provisions cover less than 30 per cent of Honduran coffee production; the remaining 70 per cent operates in a commercial market that has no interest in OSH.

At the local level, neither intermediaries nor exporters have expressed any interest in promoting or recognizing the adoption of OSH actions by the producers who purchase coffee; in most cases, they have also not adopted such actions for their own companies either.[151]

One of the causes of this problem is the categorization of coffee as a commodity, which provokes little interest in the market in the problems associated with its production.

2.1.4 Limited coordination among actors in the value chain: producers, intermediaries and roasters

The decisions of the main coffee-growing institutions are determined by the leadership of the coffee producers' organizations. Lack of consensus[152] with other actors in the value chain on issues of general interest makes it difficult to move forward on structural issues.

Despite the existence of coffee organizations and institutions, it has not been possible to articulate

147. Interviews 14 and 15.
148. Some of the cooperatives interviewed mentioned that, partly in response to certification requirements, improvements have been made to facilities or training has been provided in the field of OSH (interview 4). However, as noted in the text, their scope is limited.
149. Interview 9.
150. Interview 19.
151. In interview 2, it was considered that producers do not have the capacity to cover the costs of OSH actions because the priority is the cost of production. The representative of intermediaries in Santa Bárbara indicated that they do not address OSH issues because they feel that it will increase the cost of coffee.
152. Interview 18.

actions between the leaders of the different links in the value chain, so that each of them has addressed important issues on their own. Some exporters are working on child labour issues with the support of NGOs or buyers. In the case of producers, one alternative has been to organize cooperatives and associative enterprises, directly addressing many of the problems and requirements of the market and moving away from the coffee-growing institutions and producers' organizations. These cooperatives have led the certification process, which is where most work has been done on OSH because most of them have entered the market for certified coffee. Even so, the level of association of producers is low, as mentioned above.

The intermediaries are not represented in the coffee-growing institutions; therefore, they are not part of IHCAFE's technical assistance programmes and work in isolation trying to buy as much coffee as possible, regardless of quality or production processes, in order to sell it to the exporter who offers the best price.

Although roasters and exporters are represented in the coffee-growing institutions, ADECAFEH has only 11 members out of the almost 60 exporters registered with IHCAFE. Similarly, TOSCAFEH represents 14 of the largest roasters, leaving out more than 100 small and medium-sized roasteries throughout the country.[153]

The trade organizations linked to the coffee chain – four producers' organizations, one association of intermediaries, one association of exporters and one association of roasters – work in isolation, despite being part of the IHCAFE Board of Directors and in some cases of CONACAFE as well. Each organization has concentrated on defending the interests of the link to which they belong and, in most cases, has limited itself to seeking price improvements, economic incentives or tariff reductions. One consequence of the lack of coordination along the coffee value chain is that a vision of shared responsibility for OSH is difficult; in the words of one of the interviewees, "each employee is the responsibility of the producer, not the intermediary".[154] Therefore, this dissociation of interests has not allowed collaboration on a comprehensive policy to improve OSH in the field of coffee.

2.1.5 Limited availability to producers of OSH support services

Over the last decade, government and international organization programmes to support the coffee value chain have focused on improving production and obtaining sources of funding. Other programmes that have received support are those of gender inclusion, generational relay and climate change. No support programmes have been developed to strengthen OSH.[155] Although there have been campaigns to improve the accommodation and nutritional conditions of the corteros at harvest time, these have not focused on making all the workers in the chain aware of OSH issues or on complying with minimum actions to improve OSH. In general terms, this is a national problem in which there are no differences by region or by actors in the chain, whether young people or women.[156]

153. Interview 2 indicated that the task of raising awareness and convincing IHCAFE board members of the importance of OSH will be difficult; it will require the collaboration of experts in the field.
154. Interview 10.
155. Interviews 2, 9, 11 and 13.
156. Interview 2; the lack of support services on OSH issues was mentioned, not only for producers but for all actors in the coffee value chain. On the other hand, interview 5 indicated that there are very few professionals trained in OSH issues.

In particular, IHCAFE – as the technical arm of coffee policy implementation – has also focused its technical assistance programmes on improving the productivity of coffee farms, neglecting to address important social issues such as OSH.[157] A recurring theme has been training in the proper use of agrochemicals[158] and in the use of protection during fumigations, but with not very encouraging results due, among other factors, to the established customs of workers.

Other support areas with constraints that have already been mentioned are financing[159] and the limited existence of OSH professionals in Honduras.[160]

2.1.6 Limited health and social protection services coverage

The health sector in Honduras is made up of two subsectors. The public subsector includes SESAL, which has the role of directing, regulating and providing health services to the entire Honduran population, and the IHSS, which is responsible for collecting and administering fiscal resources and the compulsory contributions of workers and employers. The private subsector includes both for-profit and not-for-profit institutions. SESAL services reach 60 per cent of the population. The social security system is run by the IHSS, with which 19 per cent of the actively employed population and 20.3 per cent of the country's working population are affiliated. Those insured under the occupational risk insurance scheme represent 18 per cent of the actively employed population and 19 per cent of the working population. Although IHSS coverage is national, service centres operate only in some cities. This means that almost 9 out of 10 Hondurans are not covered by any type of health insurance and it is estimated that 18 per cent of the population has no access to health services.

The health system is currently facing difficulties due to its limited capacity to contribute to reducing the gap of unacceptable health exclusion.[161] Weak governances, poor system management capacity and rigid human resources administration make it difficult to streamline management to increase access to health services for the general population.

According to the WHO, Honduras ranks 131st of 191 countries in terms of health system performance. The importance of contextualizing the role of the state in the health system is made evident by the fact that only 2.9 per cent of the population is covered by private insurance.

The coffee-growing regions are no better off. The rural – and often difficult to access – location of the plantations and many of the value chain facilities makes health care difficult,[162] with a strong emphasis on general promotional and preventive health functions and on work.

As of 2005, the IHSS began a process of extending its geographical, service and population coverage. In compliance with the provisions of article 4 of the Social Security Law, some strategies have been implemented to incorporate workers who are excluded from compulsory membership by implementing special regimes, such as that for domestic workers.

157. Producers mention having relationships of variable quality with IHCAFE (interviews 13 and 14).
158. Interview 9.
159. Interviews 2, 15, 16 and 20.
160. Interview 5.
161. Interview 5.
162. Interview 9.

2.1.7 Absence of official OSH information relating to coffee production in Honduras

The generation of data and information on OSH in Honduras is a general problem in all economic activities. The low coverage and low accessibility of OSH services are reflected in the system for reporting and recording occupational risk. Statistics on occupational risks are scarce, incomplete and dispersed, so that in many cases it is unreliable.

There are also no unified criteria used by institutions for notification and reporting.

Table 29 presents the difficulties that prevent the detection, registration, reporting and analysis of occupational diseases in all health, labour and social security subsystems in Honduras.

Table 29. Challenges in the detection, recording, reporting and analysis of occupational diseases in Honduras

Detection of occupational diseases
Limited access of the working population to health services in general, in particular to those specialized in workers' health
Lack of clinicians who specialize in workers' health
Absence of health care facilities or services dedicated to the care of workers
Lack of training and knowledge of general doctors and specialists in the field of workers' health
Absence in undergraduate and postgraduate training curricula of a specialization on workers' health
Lack of knowledge of workers and employers about occupational or work-related diseases
Lack of control over diagnoses and determinants of medical care
Lack of knowledge of national and international standards and classifications of common and occupational diseases
Absence of laboratory services specialized in the subclinical and clinical detection of health problems caused by occupational hazards
Absence of research on the incidence and prevalence of diseases in general and occupational diseases in particular
Absence of epidemiological surveillance systems to monitor workers' health

Notification, recording and analysis of occupational diseases
Absence or lack of methodological criteria and definitions for the reporting, recording and statistical analysis of diseases in general and occupational diseases in particular
Inadequate systems for reporting, recording and statistical analysis of diseases in general and occupational diseases in particular
Limited monitoring and control of systems for reporting, recording and statistical analysis of diseases in general and occupational diseases in particular
Lack of technical and professional staff dedicated to the management of systems for reporting, recording and statistical analysis of diseases in general and occupational diseases in particular
Lack or complete absence of knowledge of technical and professional staff responsible for the management of systems for reporting, recording and statistical analysis of diseases in general and occupational diseases in particular

Source: Carmenate Milián, 2018.

In SESAL morbidity reports, a special case is diseases of mandatory notification, the notification of which must comply with special regulations to define standard cases and methods. It would therefore be important to consider the inclusion of occupational diseases in this group, as is the case with certain types of diseases.

2.1.8 Limited scope of certifications for OSH improvement

The certifiers are aware that, although the principles of their standards include actions to improve OSH practices, there is a lack of adequate mechanisms for verifying compliance.[163] This remains a major obstacle to demonstrating the efforts of producers to the market in order to achieve higher prices so that they can cover their investments in OSH improvements.[164]

Poor audit coverage to verify compliance with the principles on which their certification standards are based has ultimately rendered OSH actions intermittent and they have not had the expected impact.[165] It was commented that the certifiers provide training activities on their criteria, including OSH, but are very basic, [166] with a focus on hygiene and the use of PPE. The implementation and development of OSH actions are not fully complied with by certified producers and/or cooperatives, partly because they consider these actions as a market requirement rather than a benefit for their health or the reduction of risks at work. A case was documented of a trading company that abandoned certification and now accesses global buyers interested in "quality and cup profile; they still meet the same requirements as the certifiers, but without paying for them".[167]

163. Interviews 2 and 14.
164. According to interview 6, certifiers fail to enforce compliance with their codes of behaviour, therefore they must create schemes that generate the greater confidence of both the market and producers. Interview 9 indicated that, in fact, the incentives provided by certification seals do not fully cover the costs of implementing actions in OSH.
165. It was reported that audits can be done every year, every two years or even every four years (interview 9). It should be noted that for specialty coffees it was mentioned that buyers' visits are made every year (interview 14).
166. Interview 9.
167. Interview 15.

The situation is not the same across the country. Some areas — such as Marcala and the west— have made further progress with certification processes, especially the Organic and Fair Trade seals. In these regions, there is a greater awareness of the need for compliance with the principles on which certifications are based and organizations have worked to ensure that partners gradually adopt, as far as possible, the OSH actions they propose.

2.1.9 Ignorance of OSH by producers and workers

None of the production units visited mentioned having:

i. extensive knowledge of OSH;[168]

ii. personnel responsible for OSH for the production area;[169]

iii. an OSH policy;[170] or

iv. an OSH committee.[171]

This applies equally to specialty coffee producers with direct agreements with international buyers, certified cooperatives and small producers.

One key cause of this challenge relates to the limited availability of the economic resources needed to invest in OSH promotion, which is linked to low profit margins, especially for small producers of conventional coffee. However, the farms and cooperatives in the specialty coffee markets that were visited, which had higher profit margins, did not invest in OSH either.

An important question is the perception of limited returns on OSH investments: it was mentioned during interviews that addressing the issue of OSH is believed to increase "selling costs"[172] or that the profits earned are not sufficient to cover the necessary measures.[173] In the words of one interviewee: "There is no real understanding of the advantages of implementing the measures. [...] So far we have used a private party company for issues such as health insurance, but the OSH element has not been included due to lack of training in the subject."[174] Another interviewee commented that: "OSH will be an important issue to the extent that it allows the sustainable development of partners and the cooperative, and does not become another issue that it is obliged assume without the help and cooperation of the entities and organizations that should contribute to its development".[175]

Cultural and social norms have a strong influence on the limited adoption of OSH standards in coffee production. Most producers have little training and education and do not consider OSH improvements to be a necessity priority.

This cultural bias is also shared by workers, so that for workers to adopt OSH measures involves significant challenges. Programmes that focus on

168. Interviews 11, 15, 16 and 19; in interview 9, reference was made to "basic knowledge of the legal aspects of OSH".
169. Interviews 9, 10, 15, 16 and 23; interview 19 mentioned the existence of an OSH focal point.
170. Interviews 10, 15, 16, 19 and 23.
171. Interviews 10, 15, 16 and 20.
172. Interview 10.
173. Interview 9.
174. Interview 15.
175. Interview 22.

the safe management of pesticides and the use of protective clothing and implements have[176] not had the expected impact, a phenomenon that is common to all agricultural activities. Workers have a low perception of risk, based on years of experience and being used to performing certain activities and tasks in a certain way. In addition to cultural factors, it is important to note that working conditions, including low wages, may inhibit workers from adopting OSH practices.

An entry point for combating this constraint is the extension activities coordinated by IHCAFE. In addressing this constraint, it is important to consider all categories of the labour market: producers, permanent and temporary employees and family workers.

2.1.10 Limited operational capacity and lack of coordination of OSH authority and responsibilities among STSS, SESAL and IHSS

Health and social security systems in Honduras are fragmented and highly centralized, which hinders adequate and timely access and prevents the development of quality service.

The implementation and coordination of functions among health, social security and labour governing bodies in Honduras causes important challenges. The most important of these is the lack of coordination of authority and responsibilities, which undoubtedly has an impact on the country's ability to sustain the development of OSH priorities in different economic activities.

National legislation on these issues is outdated and does not permit the proper development of the functions of each institution. Therefore, in many cases there are legal loopholes or duplication of functions and actions, nor is there an information system in place to monitor follow-up. The strengthening of legislation and governance will enable OSH actions to be implemented for all sectors that do not have the capacity to provide protection to workers.

During field visits, none of the production units reported having had contact with STSS, IHSS or SESAL on OSH issues.[177] This may be due to the limited human resources available or the limited financial and material resources of institutions, not to mention the limited training provided to OSH inspection bodies.[178]

The limited functioning of CONASATH as an institutional coordination forum for the improvement of OSH makes it difficult to develop and implement public policy instruments, such as national diagnostics on the status of OSH and the implementation of the PLANSATH.

176. During interviews, specific mention was made of the challenge of the "idiosyncrasy" of producers with respect to the use of agrochemicals.
177. Interviews 10, 15, 19 and 20; interview 14: "There is no link with the state except for the payment of taxes and other charges that are necessary for the marketing of coffee in Honduras".
178. Interview 5.

2.2 Drivers

In decision-making processes, the study of incentive structures is essential for characterizing the efforts to be made and the possible interventions, at the individual level, of productive organizations and the Government. Incentives drive the action of OSH managers, unlike the individual incentives of actors or types of actors; these incentives are discussed in intervention proposals using the capacity–will framework. The incentives identified in fieldwork are set out below.

2.2.1 Increase in demand for specialty coffee

The opening up and expansion of the global specialty coffee market will expand opportunities for trade and consumption. Increased demand for this type of coffee creates incentives in producers to access new markets with higher purchase prices. Currently, buyers of specialty coffee do not request OSH criteria from their suppliers, so that the inclusion of these criteria strategically could encourage the improvement of OSH in coffee production. Unlike certifiers, which face challenges in following up on the implementation of their criteria, fieldwork found that international buyers make regular visits to plantations, ensuring greater commitment to improvement processes.

By developing these specialty coffees, national consumption of better coffee varieties could also be encouraged, contributing to the pride, satisfaction and privilege of consuming a leading national product of recognized world quality.

2.2.2 Raising awareness of actors about the COVID-19 pandemic

In Honduras, due to the COVID-19 pandemic, on 10 February 2020 a state of health emergency was declared and its validity was established until 31 December 2020.[179] Support for the food producer and food agribusiness sectors was declared a national priority on 19 April.[180] On 10 May, the Government established an inter-institutional commission with the aim of verifying and ensuring compliance with the relevant biosafety protocols.[181] Prior to the establishment of the commission and with funds from the Eurolabor Programme, the MCP05 technical assistance project[182] began the development of the General Biosafety Manual for the COVID-19 pandemic. Subsequently, specific protocols for each economic activity were developed, including the coffee sector. In order to establish real and adequate biosecurity measures for each sector, collaborative work was done between the commission's technical team and industry representatives. All protocols undergo a process of continuous improvement in order to modify or incorporate any type of recommendation that arises from the implementation of the protocols in each centre and workplace. In this way, the coffee protocol was nurtured by another practical guide on coffee developed by the ILO with support from COHEP and IHCAFE (ILO 2020).

179. Honduras, "Decreto Ejecutivo PCM–005–2020", *La Gaceta.*
180. Honduras, "Decreto Ejecutivo PCM–028–2020", *La Gaceta.*
181. Honduras, "Decreto Ejecutivo PCM–043–2020", *La Gaceta.*
182. Support for the containment of COVID-19 and the reduction of economic costs for companies through strict and effective compliance with measures.

The biosecurity protocol for addressing the COVID-19 pandemic in coffee sector workplaces includes general and specific biosecurity measures to be followed by workers at workplaces in different links of the value chain. The application of these protocols and their subsequent inspection and compliance audit could be considered a boost to the comprehensive approach to OSH, incorporating the identification, evaluation and management of all agents and risks present in the workplaces.

2.2.3 Strength of the institutional framework of the coffee value chain

Both in the mapping and the fieldwork conducted for the present study, the institutional strength of the coffee sector in Honduras was noted. The existence of CONACAFE and of IHCAFE as the technical implementing arm of coffee policy, as well as of the secondary institutions in the field, provides an institutional platform with which an intervention could be planned for the inclusion of OSH as a priority issue for the actors of the Honduran coffee industry.

Participation forums for the actors in the value chain, even if they may have limitations, could be used to effectively convene a first group of stakeholders in OSH improvement. This institutional strength could be used to counteract the limitations of the institutions responsible for promoting OSH in general in Honduras.

The existence of a group of IHCAFE trainers who work regularly on training producers is particularly noteworthy; they could be certified in OSH through a "training of trainers" programme. They are not currently certified as trainers.

On the other hand, the technical coffee round tables at the regional level, led by IHCAFE, are an important strength. They bring together local organizations and institutions in a forum for dialogue in order to address and solve the key problems affecting coffee-growing in their regions. This constitutes, without a doubt, an excellent forum in which to discuss intervention actions in the field of OSH for the benefit of local actors.

2.2.4 National coffee policy update process

During the mapping process, some actors, including CONACAFE, called for a review and update of the national coffee policy, which dates to 2003. This updating process is an ideal opportunity to add a labour section that includes OSH components for all actors in the value chain.

However, the process of updating the entire national coffee policy could be a long one given that it will involve a process of consultation at various levels of decision-making. One option would be to develop a complementary policy on labour and OSH issues for the coffee sector, as is currently being done for the issue of climate change and the inclusion of young people and women.

3 Intervention areas for improving OSH in Honduras

According to the methodology proposed for this study (ILO 2019), the design of interventions starts by identifying the underlying causes of constraints; that is, it seeks to promote changes that go beyond addressing the symptoms in order to generate new methods of interaction and new functions in the market system. Therefore, in order to identify the underlying causes, the information obtained in the fieldwork was summarized, seeking to establish cause–effect relationships for all the contraints identified. This analysis was useful for identifying the level at which each constraint was located, as well as to identify the relationships between them.

Based on that analysis, a list of constraints with underlying causes was drawn up. Following the recommendations of the methodology of the capacity–will matrix, it was first determined – based on the interviews – whether there were any actors with the capacity and willingness to carry out an intervention to address each cause. Once the actor was identified, a score was established to assess their capacity and willingness, while also identifying which specific interventions they could carry out. Table 30 provides a summary of the theoretical process of identifying interventions.

This first process of identifying interventions served as the basis for establishing a tripartite dialogue process organized by IHCAFE, which included three virtual regional meetings, one for each study area, in which 85 representatives of employers, producers, cooperatives, government institutions and support services of the coffee value chain in Honduras participated. Specific meetings were also held to present the results to IHCAFE and COHEP and a national tripartite meeting was held to prepare the final prioritization of interventions.[183] Four groups of possible interventions may be identified:

- Interventions on the scope of the institutions responsible for OSH in Honduras (STSS, IHSS, SS), including necessary updates to the regulatory framework and capacity-building (interventions 2, 3, 5, 6 and 8).
- Interventions on training processes for producers and workers, which should be driven by the request for OSH requirements made by final buyers; the existence of an ecosystem of training support actors; the strengthening of the institutional framework for OSH; and the creation of a culture that promotes it (interventions 9, 10 and 11).
- Interventions on the inclusion of the OSH theme on the agenda of the actors in the value chain, with the power to implement decisive action (interventions 1, 4 and 7).
- Interventions on improving coffee quality to gain access to specialty markets (intervention 12).

183. The information collected at virtual meetings (regional and national) was complemented by the completion of a form by the participants, who were asked to prioritize constraints and interventions and propose those that they felt should be included. In total, 22 responses to the form were collected. More than 15 of the 22 responses indicated whether they "agree" or "strongly agree" with all the interventions. The interventions that received the most "agree" or "strongly agree" responses were the OSH awareness campaign and the training strategy: 19 of 22 responses included these categories. The intervention with the highest number of "strongly agree" responses was the one related to responsible chemicals management.

Table 30. Prioritized constraints and interventions relating to OSH in the coffee value chain in Honduras

Constraint	Proposed intervention
1. High level of informality in the labour market	Conduct a study to propose strategies for expanding social protection coverage in the coffee sector
2. Predominance of production of low-priced conventional coffee	Create a strategy for improving the quality of Honduras coffee
3. Lack of market interest in meeting OSH requirements	Establish a process of dialogue with global buyers on the importance of OSH; and provide OSH training for institutional actors in the coffee value chain (IHCAFE, CONACAFE, ADECAFEH, etc.)
4. Limited coordination among actors in the value chain: producers, intermediaries and roasters	
5. Limited availability of OSH support services for producers	Strengthen CONASATH and develop a national OSH policy; provide OSH training for inspectors and auditors
6. Limited coverage of health and social protection services	Conduct a study to propose strategies for expanding social protection coverage in the coffee sector
7. Absence of OSH data on coffee production	Strengthen CONASATH and develop a national OSH policy; harmonize OSH data-collection and monitoring/evaluation processes; update OSH regulations; establish OSH management systems in companies and promote the establishment of OSH committees; provide OSH training for inspectors and auditors
8. Limited ability of certifications to improve OSH	Establish a dialogue on improving the OSH focus of coffee certifications
9. Lack of OSH knowledge among producers and workers	Strengthen CONASATH and develop a national OSH policy; provide OSH training for producers and workers; implement OSH management systems in companies and promote the establishment of OSH committees; establish an initiative to promote the responsible use of pesticides; launch an OSH awareness campaign targeted at producers and workers
10. Limited operational capacity and lack of coordination of OSH authority and responsibility among STSS, SESAL and IHSS	Strengthen CONASATH and develop national OSH policy; update OSH regulations; provide OSH training for inspectors and auditors; harmonize the OSH data-collection and monitoring/evaluation processes; establish OSH management systems in companies and promote the establishment of OSH committees

Source: own elaboration.

The proposed interventions are covered in more detail below, in the order of priority agreed at the national meeting organized by IHCAFE with the participation of representatives of producer organizations.

3.1 Establish a process of dialogue with global buyers on the importance of OSH

This intervention addresses constraint 3 (Lack of market interest in meeting OSH requirements), which in turn is the underlying cause of constraints 5 and 7, related to the lack of OSH support services in the coffee value chain. During the mapping, it became clear that those organizations that produce certified coffee and work on OSH actions have found that these costs are not covered by the price obtained for their coffee. The reason for this is that national and international buyers are not aware of the efforts of these organizations to address OSH issues, so that their efforts are not taken into account when establishing a purchase price for coffee. It is therefore necessary to find appropriate mechanisms to make buyers aware of the importance of OSH for coffee workers and in this way to improve the living conditions of coffee families.

There are different scenarios that can be leveraged to achieve this:

- participation of Honduran coffee producers in international fairs
- participation of officials from different coffee-growing organizations in international events
- visits of international coffee buyers to Honduras
- tours of Honduran coffee exporters, cooperatives and buyers to consumer countries to open trade relations
- South–South cooperation processes for the exchange of good practices

It is therefore important to clearly establish a policy on the subject, from which a communication strategy can be derived that is applied to these scenarios in order to raise awareness and persuade the international market of the importance of OSH and to recognize efforts to implement it.

3.2 Update OSH regulations

This intervention addresses constraint 10 (Limited operational capacity and lack of coordination of OSH authority and responsibility among STSS, SESAL and IHSS) and is the underlying cause of constraints 6 and 7 related to limited social protection coverage and the lack of information on OSH in coffee production. The establishment of an up-to-date regulatory framework will strengthen the planning, implementation and monitoring of an OSH policy in the coffee value chain.

The interviews mentioned the need to develop or update the following policy instruments:

- specific OSH provisions for the coffee value chain (develop)
- regulations for the operation of CONASATH (update)
- regulations for the creation of a harmonized system for the detection, recording, reporting and analysis of causes (risk factors) and consequences (occupational risks) of the nature and conditions of work in coffee production (update and develop)

- regulations for the creation of a social protection scheme for coffee production workers, possibly including arrangements for setting up a coffee social security institute (develop and modify)
- classification of risks according to economic activity (develop)
- national list of hazardous work (develop)
- national list of occupational diseases (updates)
- protocols to prevent and mitigate COVID-19 and other risks affecting workers' health (develop)

3.3 Strengthen CONASATH and establish a national OSH policy

This intervention addresses constraints 5 (Limited availability of OSH support services for producers), 7 (Absence of information on OSH in coffee production), 9 (Lack of OSH knowledge among producers and workers) and above all 10 (Limited operational capacity and lack of coordination of OSH authority and responsibility among STSS, SESAL and IHSS). Factors related to these constraints include a generally outdated OSH legal structure and an inadequate preventive culture and training regime in Honduras on the issues that require specific investment, such as OSH, which is neglected. In addition, the lack of interest in OSH of the authorities and other actors contributes greatly to the persistence of these constraints.

In order to strengthen CONASATH, it is proposed: (i) to review and update the current legislation and regulations related to the structure and operation of CONASATH (linked to intervention 3.2); and (ii) raise awareness among its members about the importance of the social, legal, economic and other issues that it covers. Framing some actions in the context of the CONASATH response to the COVID-19 pandemic may provide a way forward for this intervention. The development of a national OSH policy is based on: (i) achieving the revitalization and functioning of CONASATH with a view to engaging in a tripartite social dialogue, thereby creating political will; ((ii)) developing a process of participation at all levels on OSH conditions and needs in Honduras.

3.4 Establish a dialogue on improving the OSH focus of coffee certifications

This intervention addresses constraint 8 (Limited ability of certifications to improve OSH). It is clear that the certification processes of the socio-environmental labels have not been an effective response to improve the adoption of OSH practices, nor have they had a favourable impact on improving the price of coffee so that the costs of adopting OSH actions can be covered. The limited coverage of audits and the focus of certifications on only some aspects of OSH were identified as causes of this constraint. The proposed lines of action are: (i) Initiate a process of rapprochement and dialogue to agree on joint actions among certifiers, cooperatives, exporters, trade unions and IHCAFE and other actors in order to improve the adoption of OSH practices, including many of the codes of conduct of the certification seals; (ii) develop a communication strategy for certifiers so that the final market is made aware of their efforts to improve certification processes through collaborative action across the value chain and recognizes those efforts by paying a better price for Honduran coffee; (iii) include OSH criteria in national coffee policy, linking them to national OSH regulations.

3.5 Conduct a study to propose strategies for expanding social protection coverage in the coffee sector

The intervention addresses constraints 1 (High level of informality in the labour market), 5 (Limited availability of OSH support services for producers) and 7 (Absence of information on OSH in coffee production). The IHSS law excludes certain occupations from being able to join the insurance scheme; the STSS and the IHSS do not have sufficient coverage and capacity to offer support services to producers, with the further consequence – in addition to the lack of adequate social protection schemes for the different categories of workers involved in the coffee value chain – that institutional OSH services are practically non-existent. A study will identify a viable proposal that allows for an increase in social protection in the coffee sector in Honduras.

3.6 Harmonize OSH data-collection and monitoring / evaluation processes

This intervention addresses constraints 7 (Absence of information on OSH in coffee production) and 10 (Limited operational capacity and lack of coordination of OSH authority and responsibility among STSS, SESAL and IHSS). The bodies responsible for establishing OSH mechanisms and systems and information do not have the professional and technical capacity to identify, assess and manage the causes and consequences. There is also a lack of coordination to harmonize the processes, methodologies and instruments that should be implemented. It is essential to create a single national system for the detection, recording, reporting and analysis of the causes (risk factors) and consequences (occupational risks) of the nature and conditions of work in coffee production, as well as to establish indicators that allow the evaluation and monitoring of the situation. This single system should be based on the national epidemiological surveillance system and should include in the compulsory notifiable diseases programme the issues related to occupational risks (occupational injuries and diseases).

To this end, the following actions are proposed to be implemented: (i) review and update the legislation and regulations in force with respect to OSH information mechanisms and systems; (ii) review and update the legislation and regulations in force with respect to the national epidemiological surveillance system; (iii) review and update the legislation and regulations in force with respect to occupational risks (injuries resulting from occupational accidents and diseases), especially the table (list) of occupational diseases and the evaluation table for disabilities; (iv) establish processes to increase occupational and technical competencies for the prevention, diagnosis, monitoring, treatment and rehabilitation of occupational risks, at all levels; (v) establish processes to increase occupational and technical competencies for the identification, assessment and management of causes and consequences, at all levels.

3.7 Provide OSH training for institutional actors in the coffee value chain[184]

This intervention addresses constraint 3 (Lack of market interest in meeting OSH requirements), which arises from the absence of OSH as a priority issue in the coffee value chain in Honduras. All institutional actors should be provided with OSH training so that it is included in the functions and actions that they perform. Training should start with the members of the boards of all these institutions, since they make the key decisions on coffee production. If more training and awareness of OSH issues is established at their level, hopefully a greater impact could be achieved on the adoption of OSH practices by the other actors linked to these institutions.

Other lines of action proposed are: (i) design a training programme and plan for the leaders and officials of these institutions; and (ii) develop a monitoring and follow-up scheme to evaluate the impact generated by a better knowledge of OSH issues among the decision-makers of the key coffee-growing institutions.

3.8 Provide OSH training for inspectors and auditors

This intervention covers constraints 5 (Limited availability of OSH support services for producers), 7 (Absence of information on OSH in coffee production) and 10 (Limited operational capacity and lack of coordination of OSH authority and responsibility among STSS, SESAL and IHSS). One of the common causes of these constraints is the limited knowledge of labour inspectors about OSH in the coffee sector. The structure of OSH training in the country has major weaknesses at all levels, especially among labour inspectors and auditors. Similarly, the lack of interest and coordination of the authorities and other actors in the area of OSH training contribute greatly to the persistence of these constraints.

To this end, the following actions are proposed to be implemented: (i) review and update the existing legislation and regulations with respect to occupational training on OSH; (ii) establish processes for the creation and strengthening of professional and technical competencies in the field of OSH; (iii) increase coordination capacity among the inspection bodies of the institutions with authority and responsibility in the field of OSH; (iv) include OSH-related topics in undergraduate and postgraduate courses; (v) build and strengthen competencies related to the assessment, management and control of occupational risk factors, especially those related to chemical, biological, psychosocial, mechanical and infrastructural agents.

3.9 Provide OSH training for producers and workers

This intervention addresses constraint 9 (Lack of knowledge of OSH among producers and workers). One of the underlying causes of this constraint is the lack of OSH training options for producers, especially small-scale producers. It is important and necessary to provide OSH training for producers and workers, but it must be kept in mind that most producers are small-scale and that, because of the current production system, OSH issues are not a perceived need and are therefore not among their priorities. Added to this is the lack of financial resources to invest in OSH improvements, as

184. IHCAFE, CONACAFE and ADECAFEH, among others.

discussed above. Therefore, all OSH actions that can be adopted by productive units that do not require an additional investment in their budget are more likely to be successful. Examples of such actions are training that focuses on changes in the OSH paradigm, changes in customary or acquired forms of physical work, changes to some of the elements of the current layout of farms, and increased awareness of occupational risks.

The lines of action of this intervention include: (i) including OSH criteria in the IHCAFE training policy; (ii) creating a training programme for technicians from all institutions and organizations that provide technical assistance to producers, including trade union organizations; (iii) including OSH issues in a cross-cutting manner in the curriculum of talks and training sessions for producers and in all training sessions for actors in the coffee sector as a whole; (iv) creating and strengthening competencies for the assessment, management and control of risk factors and agents at work, especially those related to chemical, biological, psychosocial, mechanical and infrastructure agents; (v) guarantee the access of women and young people to training and technical assistance programmes; (vi) launch an initiative to promote the responsible use of pesticides (glyphosate).

3.10 Launch an awareness campaign targeted at producers and workers

This intervention addresses constraint 9 (Lack of OSH knowledge among producers and workers). The coffee sector has a vast network of support among the coffee-growing institutions (trade associations, IHCAFE, CONACAFE, ADECAFEH and others), cooperatives, associative companies and NGOs that work closely with all links in the value chain. In addition, STSS is the country's lead agency on OSH. Through this important network, an awareness campaign on the importance of OSH could be launched for producers and workers and their adoption of OSH practices as part of their workplans could be promoted.

The lines of action of this intervention include (i) identifying and disseminating messages on the importance of OSH through a targeted campaign; and (ii) identifying and disseminating messages on how to include OSH principles in the workplans of all actors in this network, so that there is harmony and clarity of messages between these organizations and the producers and workers they serve.

3.11 Establish OSH management systems in companies and promote the establishment of OSH committees

This intervention addresses constraints 7 (Limited availability of OSH support services for producers), 9 (Lack of OSH knowledge among producers and workers) and 10 (Limited operational capacity and lack of coordination of OSH authority and responsibility among STSS, SESAL and IHSS). The establishment of OSH management systems in companies would help to establish integrated interventions in those economic units that have the right conditions from the outset, which could then serve as an example to others.

To this end, it is proposed to implement the following actions: (i) review and update existing legislation and regulations with respect to the implementation of the OSH management system; (ii) establish processes to create and strengthen professional and technical competencies in OSH management systems, such as OSH committees; (iii) increase the technical capacity

of management systems in institutions with OSH authority and responsibility so that they can collaborate on these issues with enterprises; (iv) build and strengthen competencies related to the assessment, management and control of occupational risk factors, especially those related to chemical, biological, psychosocial, mechanical and infrastructural agents.

3.12 Create a strategy for improving the quality of Honduras coffee

This intervention addresses constraint 2 (Predominance of production of conventional low-priced coffee). At the different interviews and also during the validation sessions, it was mentioned that the current prices paid to small producers are not adequate to cover the costs of production. This situation limits any type of investment, however minimal, that producers may make to improve OSH conditions in their production units. The increase in the quality of coffee at the national level could cause an increase in the international price paid for Honduran coffee (currently the lowest in the region), with resulting benefits for producers.

It is therefore necessary to create a joint strategy involving all actors and institutions in order to improve the quality of Honduran coffee. This strategy should, among other things, seek to improve the production and processing processes; review the marketing model to enhance quality; and define quality control mechanisms that guarantee a better product for buyers.

Among the factors that will contribute to improving the image of Honduran coffee – once the improvement of the product has been resolved – consideration should also be given to how to improve the perception of producers and workers with respect to their responsibility for the quality of the product. Here the issue of OSH becomes relevant. It is also important to highlight the actions necessary to protect and preserve natural resources. Embracing this integrated image (product–people–environment) could improve the international price of Honduran coffee and generate more income for all actors in the value chain.

3.13 Promote the responsible use of chemicals, especially herbicides, pesticides, insecticides and fungicides[185]

This intervention addresses constraints 1 to 9, with respect to informality in the labour market linked to low levels of production. Small-scale producers have little knowledge of the use and handling of chemicals, especially pesticides, herbicides, insecticides and fungicides, while regulatory authorities have little logistical capacity to control them. This leads to inappropriate and in some case excessive use, since these products are easily accessible in a market that is also poorly regulated. There are few incentives for OSH compliance and the risk to human health of these chemicals, as well as their social, environmental and economic impact, is underestimated. This ultimately undermines the marketing of Honduran coffee in the international market, which imposes strict limits on chemical residues.

185. Including glyphosate; DDT; 2,4-D; chlorpyrifos; chlorpyrifos–methyl; paraquat; and diquat.

It is very important to implement programmes to promote the rational and responsible use of pesticides in a way that prevents impacts on health, both in the workplace and in the family environment, especially products that are widely used in Honduras (glyphosate; DDT; 2,4–D; chlorpyrifos; chlorpyrifos–methyl; paraquat; diquat). These programmes could include different socialization and communication strategies (workshops, training, manuals, guides, infographics) that are easy to understand and apply in the different coffee production units. Currently, a study entitled "Effects of glyphosate on Honduran coffee production" is being conducted by IHCAFE, CHPP and Rainforest Alliance–UTZ[186] Honduras, which will support the development of alternative approaches to biological, botanical and plantation management to achieve coffees with residues that are below the limits allowed in the international market, until the use of chemicals can be dispensed with altogether. In this way, organic, environmental, fair trade and other certifications can be maintained in the coffee value chain, generating greater value for the product, which will ultimately translate into increased income for coffee-growing families.

186. "*Utz*" means "good" in Mayan dialect; "*Utz kapeh*" means "good coffee".

Table 31. Analysis of capacity of will to address the key constraints to OSH

Underlying contraint/cause	Does anyone have the will to act on this?	Does anyone have the capacity to act on this?	Who has the capacity and will to act?
1. High level of informality in the labour market	**This constraint is caused by structural aspects of production that are not addressed i**		
2. Predominance of production of low-priced conventional coffees			
High cost of certification	0	0	
The economic benefits of certification does not cover the cost of production	0	0	
Limited coordination among producers	0	0	
Lack of a marketing scheme to promote coffee quality	0	0	IHCAFE
3. Lack of market interest in meeting OSH requirements			
Global buyers do not apply for OSH criteria	3	3	Cooperatives, associations, exporters
Limited presence of OSH on the agenda of international coffee actors	3	2	IHCAFE, STSS
4. Limited coordination among actors in the value chain: producers, intermediaries and roasters			
Disconnect between cooperatives and coffee-growing institutions	0	0	
Lack of consensus among representatives of producers' organizations	0	0	
Under-representation of exporters and roasters in coffee-growing institutions	0	0	

H in the coffee value chain in Honduras, including proposed interventions

Proposed intervention
n these proposed interventions.
Strategy for improving the quality of Honduras coffee. (*prioritized intervention*)
Establish a process of dialogue with global buyers on the importance of OSH (*prioritized intervention*). Request support for implementation and follow-up of OSH requirements. Strengthen existing criteria and implement new criteria that encourage the interest of producers to comply with them.
Synergy of efforts to strengthen regulations and legislation. Provide OSH training for institutional actors in the coffee value chain. (*prioritized intervention*)

Underlying contraint/cause	Does anyone have the will to act on this?	Does anyone have the capacity to act on this?	Who has the capacity and will to act?
5. Limited availability of OSH support services for producers	**This constraint is caused by constraint 3; see proposed interventions under constrain**		
6. Limited coverage of health and social protection services			
Non-binding membership for agriculture (art. 4 of the Social Security Act)	4	2	Producers, associations, IHSS, STSS
Centralization of health services	3	1	SESAL, IHSS, STSS
Fragmentation of health system	3	1	SESAL, IHSS, STSS
No membership scheme for temporary workers	4	1	IHSS, STSS
7. Absence of OSH data on coffee production			
Little market interest in OSH			
Limited presence of OSH on the agenda of coffee-growing institutions	3	3	STSS, IHCAFE
There are no harmonized criteria for reporting accidents and diseases	3	1	STSS, IHSS
Workers or employers have to go to the office to report an accident	2	1	STSS, IHSS, SESAL
Limited capacity of IHSS, SESAL and SST	3	1	-
Legislation does not consider risk classification based on economic activity	2	1	STSS

Proposed intervention
t 3.
Create a specific fund to pay for social protection for coffee workers. Create a coffee social security institute. *(prioritized intervention)*
This is a complicated topic to address given the role and current situation of each institution.
Create a temporary worker affiliation scheme. Create a coffee social security institute. *(prioritized intervention)*
See proposed interventions under constraint 3.
Provide OSH training to institutional actors in the coffee value chain. *(prioritized intervention)*
Harmonize reporting criteria (form of reporting and data to be provided) for STSS and IHSS *(prioritized intervention)*
Include OSH in the national epidemiological surveillance system and mandatory reporting of diseases programme *(prioritized intervention)*
Add to RGMPATEP

Underlying contraint/cause	Does anyone have the will to act on this?	Does anyone have the capacity to act on this?	Who has the capacity and will to act?
8. Limited ability of certifications to improve OSH			
Low audit coverage	0	0	
Preference for traditional coffee cultivation	0	0	
Focus of certifications on "safety and hygiene"	3	4	Certification
9a. Producers' lack of OSH knowledge			
Farmers' low level of education	3	3	Associations, cooperatives, IHCAFE, NGOs
Limited training	3	3	Associations, cooperatives, IHCAFE, NGOs
9b. Workers' lack of OSH knowledge			
Workers' low level of education	3	3	
Family work	1	1	
Recruitment of temporary/ piece-rate workers	1	1	
Limited training	3	3	
9c. Value of OSH dismissed by producers and workers			
View of OSH as a certification requirement	1	3	Associations, cooperatives, IHCAFE, NGOs, STSS
Limited awareness of the value of OSH	1	3	
Limited perception of occupational hazards in coffee production	1	3	
Limited training	3	2	

Proposed intervention
OSH dialogue among certifiers, IHCAFE, academia, experts and producers
Propose a strategy for strengthening capacity for sustainable coffee production that complies with OSH criteria, recognizing the contribution of family workers.
Implement a “train the trainers” programme. Mainstream coffee-related career tracks into academic curricula. Implement OSH management systems and promote the establishment of OSH committees. *(prioritized intervention)*
Implementation of OSH management systems *(prioritized intervention)*
Implement OSH management systems and promote the establishment of OSH committees *(prioritized intervention)*
Launch awareness campaign targeted at producers and workers *(prioritized intervention)*
Awareness campaign aimed at producers and workers *(prioritized intervention)*
See proposed interventions under constraints 9a and 9b.

Underlying contraint/cause	Does anyone have the will to act on this?	Does anyone have the capacity to act on this?	Who has the capacity and will to act?
10a. Operational absence of OSH institutions in the world of coffee			
Limited accompaniment and inspection	2	1	
Limited capacity of IHSS	2	1	IHSS
Limited capacity of SESAL	2	1	SESAL
Limited OSH capacity	2	1	OSH
Lack of implementation of national OSH plan	2	1	
Lack of national OSH policy	2	1	
10b. Lack of coordination among STSS, IHSS and SESAL			
Limited operation of CONASATH	2	3	
Outdated legislation: - No specific regulations for coffee production (CONACAFE) - No national list of hazardous work. - Update of national list of occupational diseases is pending (mention) - No system for classifying and labelling chemicals (mention)	2	3	
Legal gaps in action	2	3	

Source: own elaboration.

	Proposed intervention
	Coordination of inspection between three institutions Implementation of Management Systems in OSH and promotion of the establishment of OSH committees *(prioritized intervention)*
	Provide OSH training for inspectors *(prioritized intervention)*
	Provide OSH training for inspectors *(prioritized intervention)*
	Provide OSH training for inspectors *(prioritized intervention)*
	Strengthen CONASATH *(prioritized intervention)* Develop national OSH policy *(prioritized intervention)*
	Generate a proposal for specific OSH labour regulations in OSH that include coffee production. Create and update all regulatory instruments, as necessary. *(prioritized intervention)*

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Annexes

Annex 1. List of interviews and focus groups conducted (April 2020)

1. COHEP (two sessions)
2. ADECAFEH (two sessions)
3. Leaders (2) of coffee producers' organizations
4. COHONDUCAFE
5. Labour Inspectorate of the Ministry of Labour
6. Rainforest Alliance Honduras
7. CONACAFE
8. Producers (10) of Montaña Verde cooperative
9. Technical staff (2) of Montaña Verde cooperative
10. Association of intermediaries
11. Finca Oscar Tinoco
12. Disagro
13. Cangual
14. Maruyama Coffee (world buyer)
15. ARUCO, associative enterprise
16. AMUCAFEH, member of IWCA
17. COCAFELOL
18. Conexiones en Café technical experts on quality control
19. CAFEPSA technical experts
20. Small independent producers (3)
21. FORTUNE farm workers (10 workers: 6 migrant workers and 4 permanent workers)
22. CAFEPSA
23. FORTUNE farm
24. COMICAOL
25. Representatives of CGT, CTH and CUTH

Annex 2. Comparison of common certifications for the coffee value chain

Name and description of certification	Web address of certification	Standard approach	Objectives	Principles related to OSH
4C **(Common Code for the Coffee Community)**	*4C* Association Web address: www.4c-services.org	Environment and social	Sustainable coffee integration	**2. Social dimension:** 2.1 Discrimination (ILO Conventions Nos. 110, 111 and 100) 2.2 Right to children and education 2.3 Freedom of association 2.4 Right to collective bargaining 2.5 Terms of work – contract of employment 2.6 Working conditions – hours of work 2.7 Working conditions – wages 2.8 Working conditions – seasonal and piecework workers 2.9 Working conditions – occupational health and safety **Unacceptable practices (eradicate):** 4. Worst forms of child labour. 5 Forced and bonded labour. 6. Prohibit the affiliation or representation of a workers' organization or union. 7 Forced eviction. 8. Lack of adequate housing provision. 9. Lack of drinking water supply to all workers. 10. Use of pesticides on the list of unacceptable pesticides.

Name and description of certification	Web address of certification	Standard approach	Objectives	Principles related to OSH
Rainforest Alliance **(Tropical Rainforest Alliance)**	Sustainable Agriculture Network (SAN) Web address: www.rainforest-alliance.org	Biodiversity and well-being of workers	Biodiversity and better livelihoods	3. Social: 3.1 Assess and address discrimination, forced labour, child labour, labour harassment and violence. 3.2 Freedom of association and collective bargaining. 3.3 Wages and contracts. 3.4 Living wage. 3.5 Working conditions. 3.6 Health and safety. 3.7 Housing and living conditions. 3.8 Communities.

Name and description of certification	Web address of certification	Standard approach	Objectives	Principles related to OSH
UTZ or "Utz kapeh" (pronounced ōotz kahpāy), meaning "good coffee" in Mayan dialect	UTZ Certified Web address: www.utz.org	Environment and social	Traceability in the supply chain	**Agricultural management:** • ensure that group members have access to inputs such as training and materials • risk assessments • training and awareness-raising **Social and living conditions:** • implementation of national laws and ILO conventions on wages and hours of work, including the concept of living wages for individual farms • no forced labour or child labour • freedom of association and collective bargaining **Safe and healthy working conditions, including:** • protective clothing for chemical work • training in worker safety in the language of workers • gender equality • non-discrimination • freedom of cultural expression • access to education for children • access to decent housing, clean water and medical care for workers and their families

Name and description of certification	Web address of certification	Standard approach	Objectives	Principles related to OSH
C.A.F.E. Practices **(Coffee and Equity for the Farmer)**	Starbucks Web address: https://www.scsglobalservices.com/services/starbucks-cafe-practices	Environment and social	High quality, traceability and origin	**Social responsibility:** Measures assessed by external verifiers help protect workers' rights and ensure safe, fair and humane working and living conditions. Compliance with minimum wage requirements and the prohibition of child and forced labour is mandatory. **Requirements:** Management keeps a written and complete record of wages. **MANDATORY REQUIREMENT:** Only labour intermediaries where the law allows it are used. **MANDATORY REQUIREMENT:** The employer does not directly or indirectly hire any person under the age of 14, or under the legal minimum age (ILO Conventions Nos. 10 and 138). **MANDATORY REQUIREMENT:** The recruitment of authorized minors is done in accordance with all provisions of the law, including, but not limited to, the number of hours of work, wages, education and working conditions, without conflicting or limiting their access to education (ILO Convention No. 10). **MANDATORY REQUIREMENT:** The employer has an active policy that ensures non-discrimination on the basis of gender, race, ethnicity, age or religion (ILO Convention No. 111). A written policy is required for medium-sized and large farms, benefits and warehouses with more than five employees. **MANDATORY REQUIREMENT:** The employer has an active policy prohibiting the use of all types of forced or involuntary labour, such as labour under a forced enforcement contract, under bondage or illegal trafficking in labour (ILO Conventions No. 29, 97, 105 and 143). A written policy is required for medium-sized and large farms, benefits and warehouses with more than five employees. **MANDATORY REQUIREMENT:** Children of legal school age who live on the property, or accompany family members who work on the property, attend school. For all closed work areas, the entity has a written evacuation plan in case of emergencies or fires.

Name and description of certification	Web address of certification	Standard approach	Objectives	Principles related to OSH
Fairtrade **(Fair Trade)**	Fairtrade International, Fair Trade USA Web address: www.fairtrade.net	Fair trade practices, democratic producer organization	Improved livelihoods through trade	3.3 Working conditions: 3.3.1 No discrimination 3.3.2 No tests for pregnancy, HIV/AIDS or genetic disorders 3.3.3 No abuse of any kind 3.3.4 No tolerance of gender-based violence and other forms of violence 3.3.5 No forced labour 3.3.6 NEW 2019 ** Remediation in case forced labour is identified 3.3.7 Freedom for spouses 3.3.8 No children under 15 years employed 3.3.9 Work in the family 3.3.10 No unconditional worst forms of child labour and hazardous work for children under 18 years 3.3.11 Remediation of child labour 3.3.12 Prevention of child labour 3.3.21 Subcontracted workers 3.3.22 NEW 2019 ** Employment contracts 3.3.23 Gradual salary increase 3.3.24 Permanent employment 3.3.25 Maternity leave, social security and other benefits 3.3.26 Equitable remuneration Occupational safety and health: 3.3.27 NEW 2019 ** Drinking water for all workers 3.3.28 Workplace safety 3.3.29 Restrictions on engaging in hazardous work 3.3.30 First aid equipment and training 3.3.31 Access to toilets, hand-washing facilities and clean showers 3.3.32 Training on hazardous work 3.3.33 Visibility of safety instructions 3.3.34 Provision of personal protective equipment 3.3.35 Health and safety representative 3.3.36 Workplace safety

Name and description of certification	Web address of certification	Standard approach	Objectives	Principles related to OSH
Organic Trade Association **(Organic coffee)**	Multiple, including IFOAM, United States Department of Agriculture Organic, EU Organic Farming Web address: www.ota.com	Strict regulation of agrochemicals	Protection of natural systems, plants, soils, humans and animals	*Not applicable*
Nespresso AAA **AAA programme (quality, sustainability, productivity)**	Nestlé Nespresso Web address: www.nespresso.com/de/en/thepositivecup/initiatives/aaa-sustainable	Environment	Quality, sustainability and production	Second A: Sustainability: Social norms include job security, fair treatment of workers and the prohibition of child labour.

Source: own elaboration based on the information available for each standard at the web addresses provided in the table.

About the Vision Zero Fund

The Vision Zero Fund (VZF) brings together governments, employers' and workers' organizations, businesses and other stakeholders working towards the goal of zero work-related fatalities, injuries and illnesses in global supply chains. This G7 initiative, supported by the G20, is administered and implemented by the ILO. The VZF is an integral part of the ILO's Safety + Health for All Flagship Programme.

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