



# AGRICULTURAL INTERMEDIARY PROFILE STUDY

MAY 2018

DÜZCE, SAKARYA, ORDU

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FAIR LABOR  
ASSOCIATION



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# OBJECTIVE OF THE STUDY

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'Partnership to Eliminate Child Labor and to Improve Good Employment Practices in Imported Agricultural Products: Project for Piloting the USDA Guidelines in the Hazelnuts Supply Chain in Turkey' was conducted between November 2015 and June 2018, in collaboration with Nestle and two of its suppliers, Balsu and Olam. The project aims to strengthen monitoring and remediation systems on child labor and unfair working conditions in the supply chains of partner companies.

To establish an effective monitoring and remediation system, companies need to map their supply chains and the actors in them, conduct risk assessment in these fields and determine the monitoring and remediation strategies in the light of collected information.

This study was prepared based on data collection studies undertaken by FLA implementation partner Pikolo Association. Data were collected from agricultural intermediaries who play a determinative role in working and housing conditions of seasonal agricultural workers who take part in hazelnut production. Within the scope of the research, interviews were conducted with 309 agriculture intermediaries reached in 14 districts and 52 villages in Ordu, Düzce and Sakarya provinces between August 7 and September 6, 2017. This data, which shed light on their profiles, duties and responsibilities and the profiles of the workers that they work with, constitute a guideline for showing the risks in the supply chain and the geographical distribution of these risks.

The data in this report also provide important information for public agencies and non-governmental organizations working on seasonal migrant workers.

# BACKGROUND

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In the seasonal agricultural work, the agricultural intermediaries are the people in the key positions. An agricultural intermediary is a person who establishes a business connection between a producer and a seasonal agricultural worker and who, in exchange, receives a certain amount of commission from the worker or employer. The intermediaries called "Dayıbaşı" or "Çavuş" have diverse responsibilities such as establishing a business connection, providing a wage guarantee and providing accommodation.

"Regulation on Agricultural Intermediaries" defined key matters such as who are the agricultural business intermediaries, the conditions for obtaining their working permit, the types of intermediary work, their supervision and how to organize the relationship among the intermediary, the seasonal agricultural worker and the employer. The Regulation has defined the agricultural intermediary as "natural or legal persons permitted by the institution to perform the job of finding works and workers in agriculture". The task of registering agricultural intermediaries belongs to the Turkish Labor Institution. However, it has not been possible to register the intermediaries at the desired level, due to issues such as the period of seasonal agricultural work being temporary, performing the work on a very large area, unregistered work being common, and lack of information.

Registration of workers and intermediaries working in seasonal agriculture will contribute;

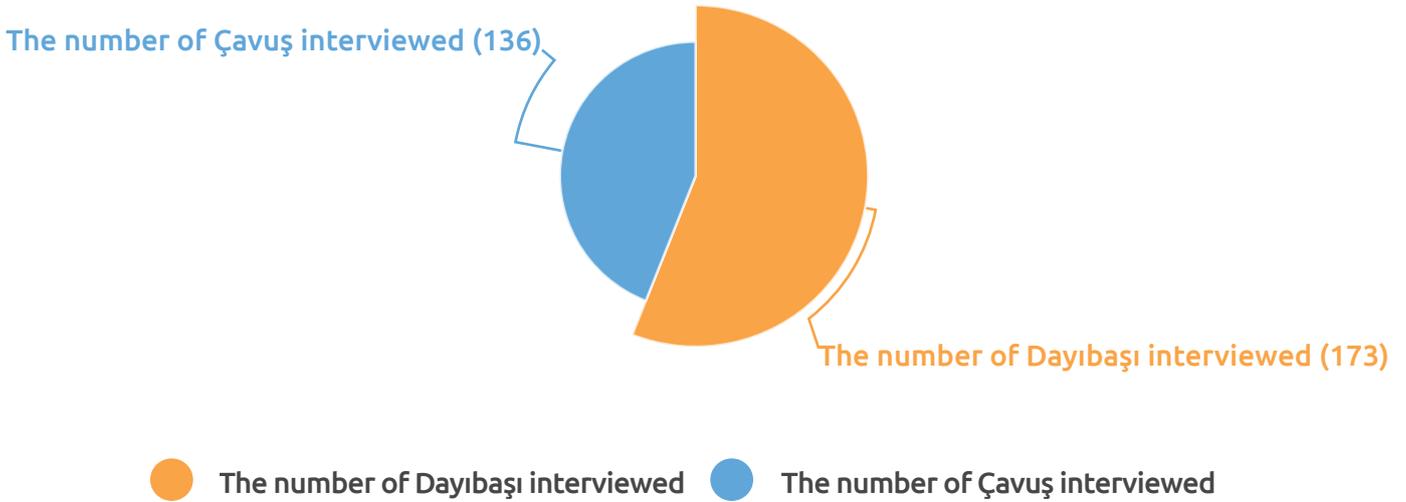
- a) To protect the economic rights of the workers and the intermediaries, to improve their living and working conditions,
- b) To the studies carried out in order to eliminate child labor in seasonal agriculture,
- c) To gradually eliminate the informality in terms of the country's economy,
- d) To develop policies on business, education, health and social needs.

# METHODOLOGY

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## Target Group

The main target group of the project is the agricultural business intermediaries operating in Ordu, Sakarya and Düzce. Within the scope of the project; a total of 309 agricultural workers (163 in Ordu, 40 in Sakarya and 107 in Düzce) were interviewed in three provinces. During the study, it was determined that the agricultural labor intermediaries were divided into two subgroups as "Dayıbaşı" and "Çavuş" according to such criteria as the way they work, the criteria for recruiting workers, the way of obtaining income (*for more detailed information, please see page 8*).



## Data Collection

Within the scope of the project, a semi-structured interview form with 42 questions was prepared. The application of the forms lasted an average of 45 minutes. The length of the application period also allowed to built a certain degree of trust with the target group. The report was constructed using data obtained from the form and the interviews and the research team's fieldwork observations.

# METHODOLOGY

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## Challenges Encountered

Skeptical approach: Producers and agricultural intermediaries are skeptical about the work carried out on the field by international companies and organizations. Especially producers think that some international companies play an important role in reducing the price of hazelnuts. On the other hand, it is observed that some of the interviewees were hesitant to give clear or correct answers to certain questions because of their concerns about their economic and legal responsibilities.

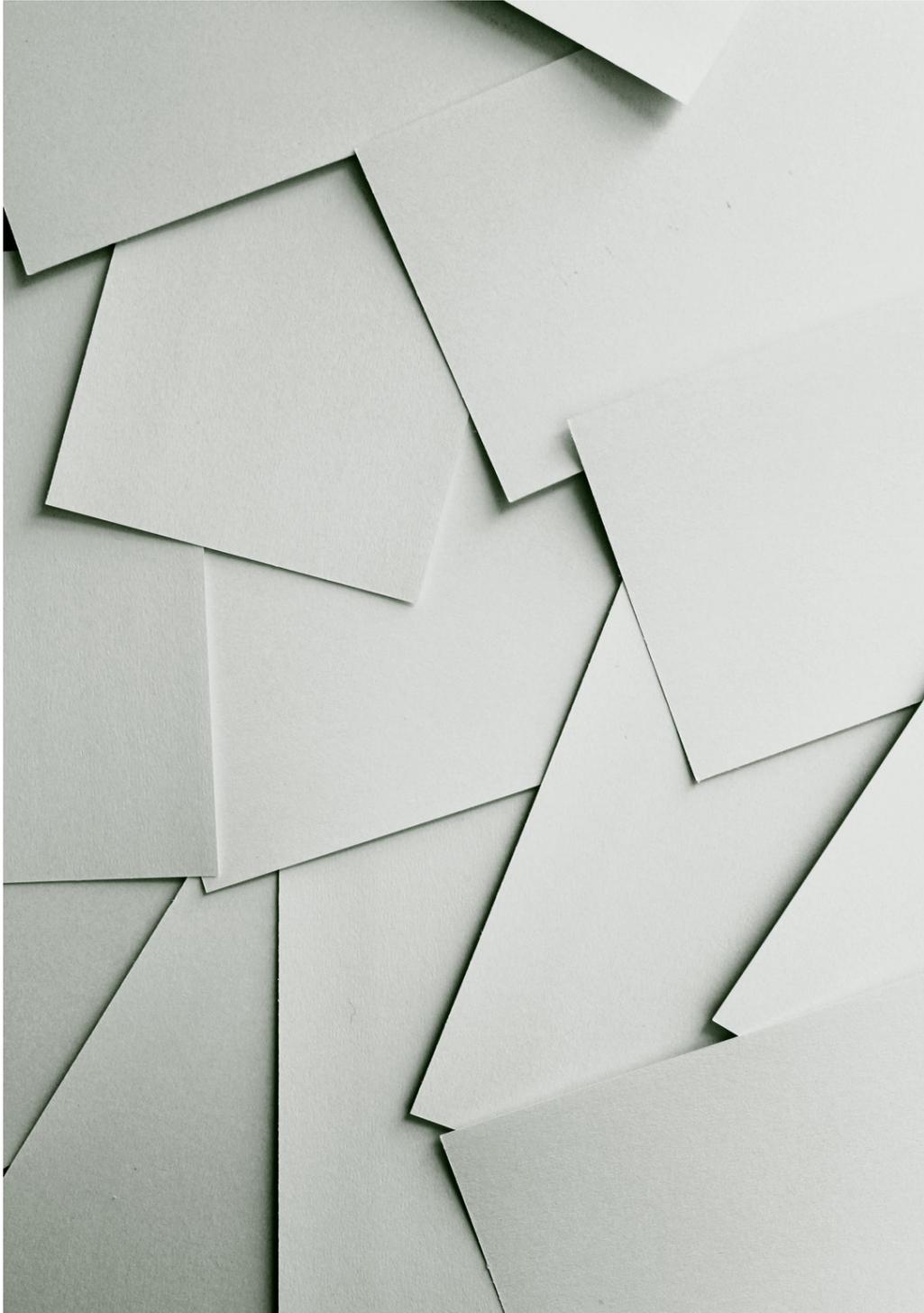
Producer Reactions: In order to facilitate fieldwork within the scope of the project, producers had been consulted from time to time. It was observed that determination of the hazelnut base price was delayed and that the declared price remained below expectations in 2017, causing reaction among the producers.

In this atmosphere, the producers who think that their own problems are not addressed, were prejudiced against the work carried out for the seasonal agricultural workers.

**Negative Generalizations from Other Studies:** In 2017 and earlier, numerous private-voluntary organizations conducted various fieldwork studies on seasonal agricultural workers. It is known that sometimes communication problems among local people, public institutions, officials, agricultural intermediaries and seasonal agricultural workers may emerge due to the lack of knowledge and experience (especially regarding the region's social and cultural dynamics) of the people conducting these studies. Field workers were partially affected by this problem.

**Land Conditions:** The geographical conditions of the land within the supply chain are rough and the roads are bendy. This made transportation difficult and extended the duration of the study.

# FINDINGS



# Intro - About "Dayıbaşı" and "Çavuş" Distinction

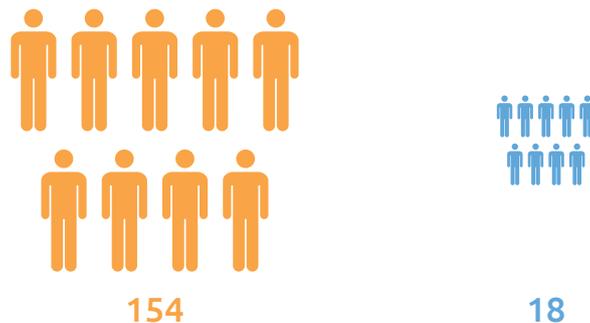
Within the scope of the study, it was observed that the intermediaries are referred to as "Dayıbaşı" or "Çavuş" depending on the way they work, their criteria of recruiting workers, and the way of earning their income.

Here, "Çavuş" who stand out as a different group of agricultural intermediary, works by establishing their own business connections without being bound to any "Dayıbaşı". The number of workers in their groups are usually between 10 and 20, and they work in the field with their groups themselves.

The most important difference between these two groups is that "Dayıbaşı" cuts off the worker's daily wage (5 - 10%) and "Çavuş" takes double wage directly from employer (field / garden owner) in exchange of establishing work connection .

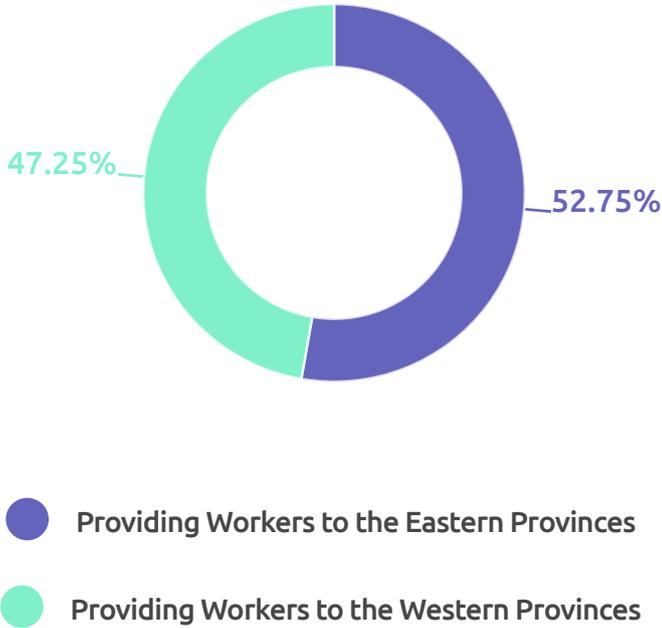
On the other hand, there is also a significant difference in terms workers' recruitment between Dayıbaşı and Çavuş. Çavuş's worker groups consists of family members, relatives and neighbors, while Dayıbaşı, in addition to his relatives and acquaintances, includes workers whom he does not know (living in the same or other provinces) in his groups as well.

In order to understand the effects of this distinction, a certain path was followed throughout the report. The differences were pointed out regarding Dayıbaşı and Çavuş findings whenever differentiations occurred. When there was no differentiation in the findings, it was only focused on the main group, "Agricultural Business Intermediaries".



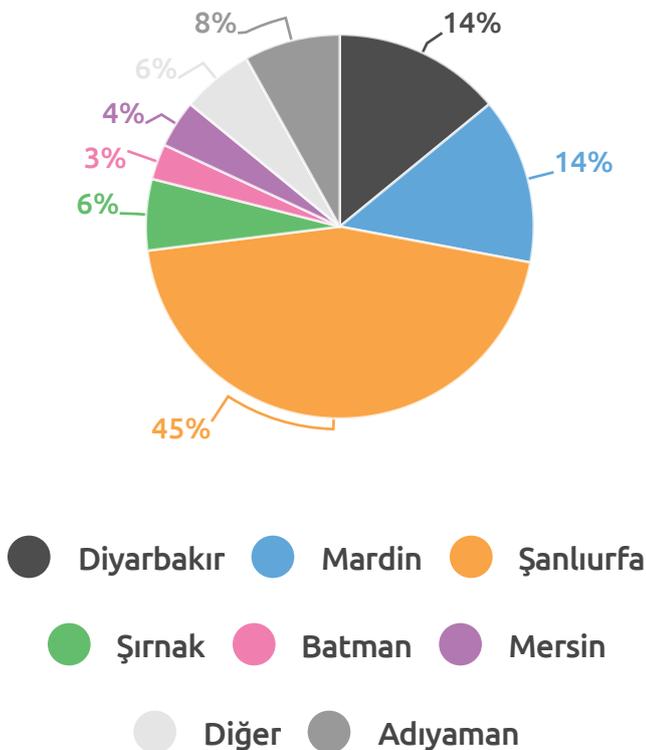
- The average number of workers under Dayıbaşı
- The average number of workers under Çavuş

# Demographic Characteristics of Agricultural Intermediaries - *Locations to which they provide workers*



The data of the Eastern Black Sea (Ordu) and Western Black Sea (Düzce and Sakarya) regions, which constitute the fields for the study, were collected and analyzed separately and evaluated and interpreted as a whole. According to this, 47% (146 individuals) of the agricultural intermediaries provide workers to the Western Black Sea provinces while 53% (163 individuals) provide workers to the Eastern Black Sea provinces.

## *Cities of Origin*

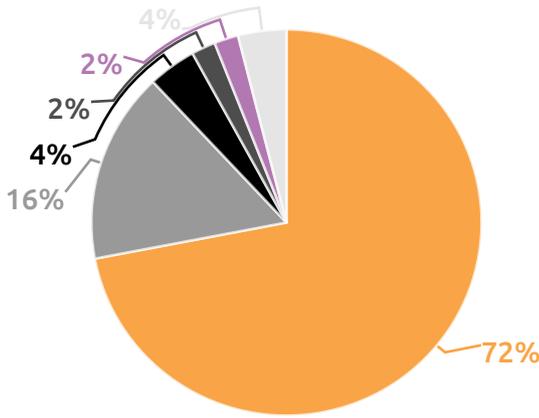


It is seen that 73% of the agricultural intermediaries come from Şanlıurfa, Mardin and Diyarbakır. This points out to the provinces to be included when conducting studies locally on agricultural intermediaries and seasonal agricultural workers.

In addition, it is understood that planning for the future studies can be performed considering the proximity of Adıyaman to Şanlıurfa and proximity of Batman, Şırnak and Diyarbakır provinces to Mardin province. During the interviews, it was understood that some of the agricultural intermediaries recruited workers from neighboring provinces too.

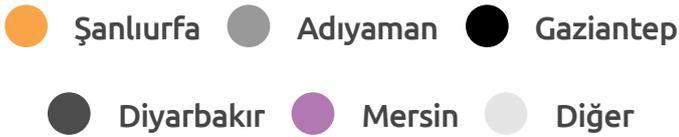
# Demographic Characteristics of Agricultural Intermediaries - *Cities of Origin*

When we separately look at the findings of two regions, we see a difference which indicates that there are two migration routes. According to this, 72% of the agricultural intermediaries go to the Eastern Black Sea from Şanlıurfa province, while half of the agricultural intermediaries going to the Western Black Sea Region are from Diyarbakır and Mardin.

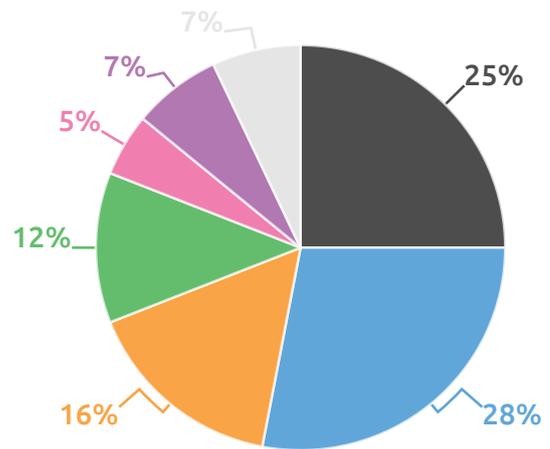


When the provinces of 163 agricultural business intermediaries coming to the Eastern Black Sea Region were analyzed, it was seen that the distribution was as 72% Şanlıurfa, 16% Adıyaman, 2% Diyarbakır, 2% Gaziantep and 2% Mersin.

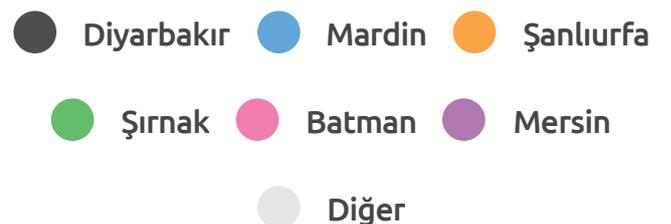
Batman, Malatya, Elazığ, Kahramanmaraş and Hatay are within the "other" group.



When the provinces of 146 agricultural business intermediaries coming to Western Black Sea Region was analyzed, the distribution was as 28% Mardin, 25% Diyarbakır, 16% Şanlıurfa, 12% Şırnak, 7% Mersin and 5% Batman.



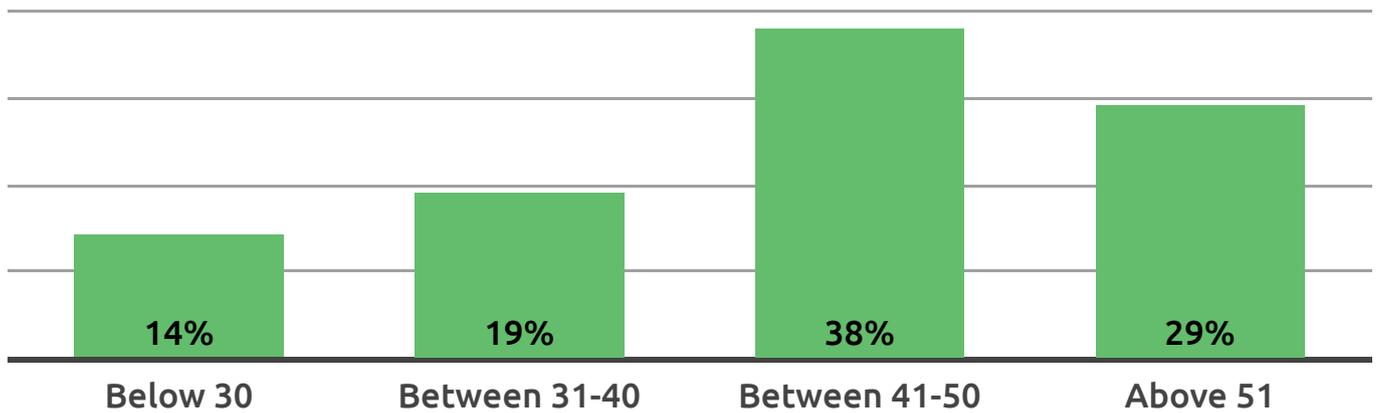
Adana, İstanbul, Sakarya, Elazığ, Antalya and Düzce are within the "other" group.



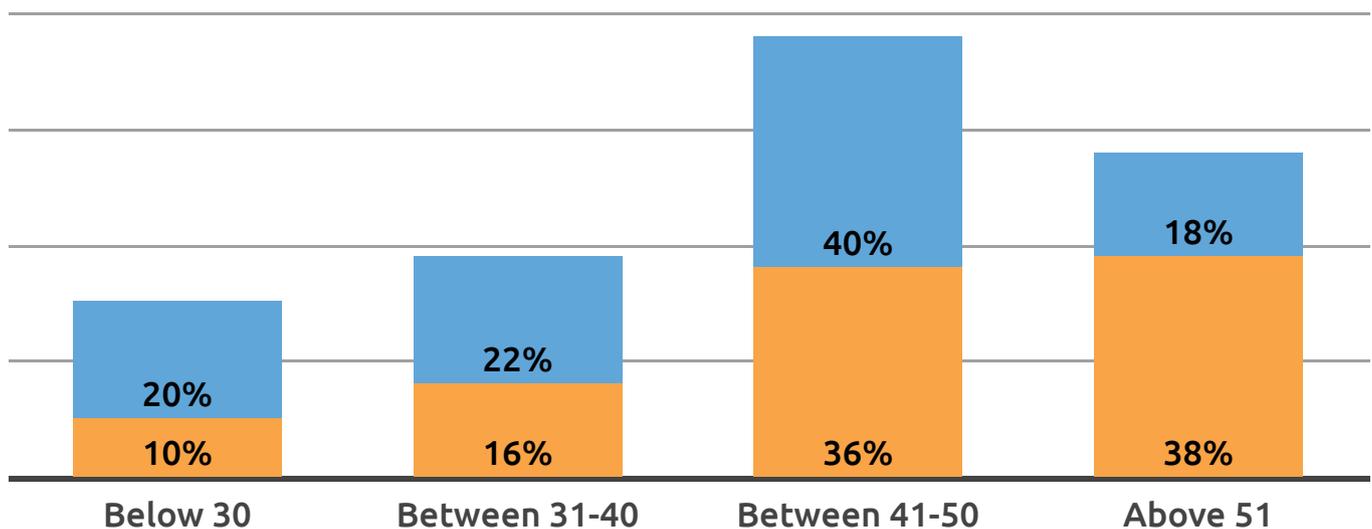
# Demographic Characteristics of Agricultural Intermediaries - *Age Distribution*

Regarding the age distribution of agricultural business intermediaries, it was found that there was no significant difference among the regions. It is also seen that 67% are over 40 years old.

When we look at the results with regards to "Çavuş" and "Dayıbaşı" distinction, it was concluded that the average age of the agricultural intermediaries called "Dayıbaşı" is over 40 years old (74%). In contrast, "Çavuş" constitute a younger group.



● Agricultural Intermediaries

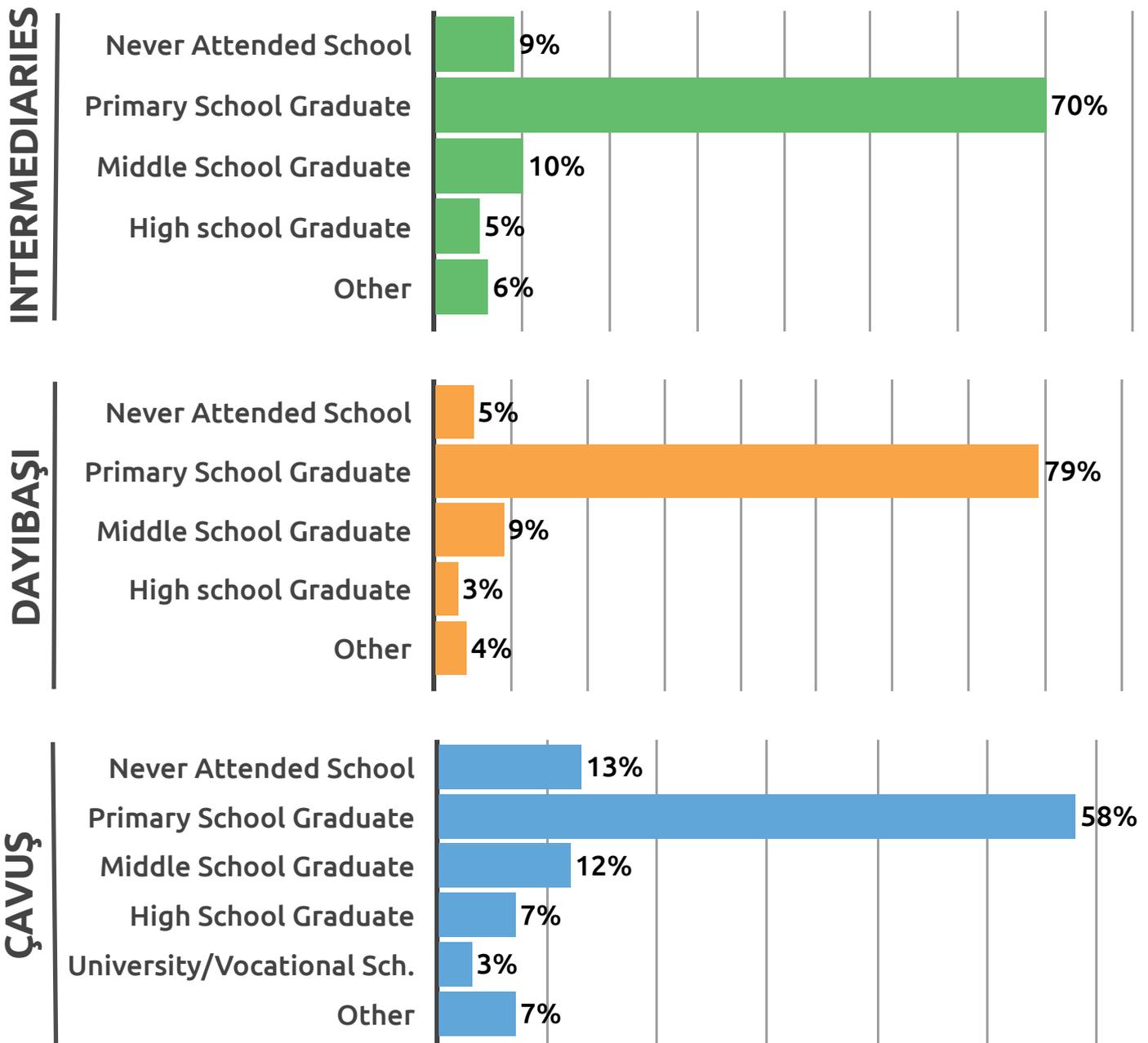


● Dayıbaşı ● Çavuş

# Demographic Characteristics of Agricultural Intermediaries - *Educational Status*

When examining the educational status of agricultural business intermediaries, it was seen that 9% of them did not attend school at all and 70% of them were primary school graduates. The ones in the "other" section are literate individuals or university graduates. It was determined that 4 agricultural intermediaries in this section are university graduates.

In order to be able to get the intermediary certificate, by the agricultural business intermediation legislation, it is necessary to be a primary school graduate. In this case, 43 agricultural intermediaries (who constitute 9% of the participants in the study) are not fit to legally conduct intermediary work.



# Demographic Characteristics of Agricultural Intermediaries - *Professional Status*

Overall:

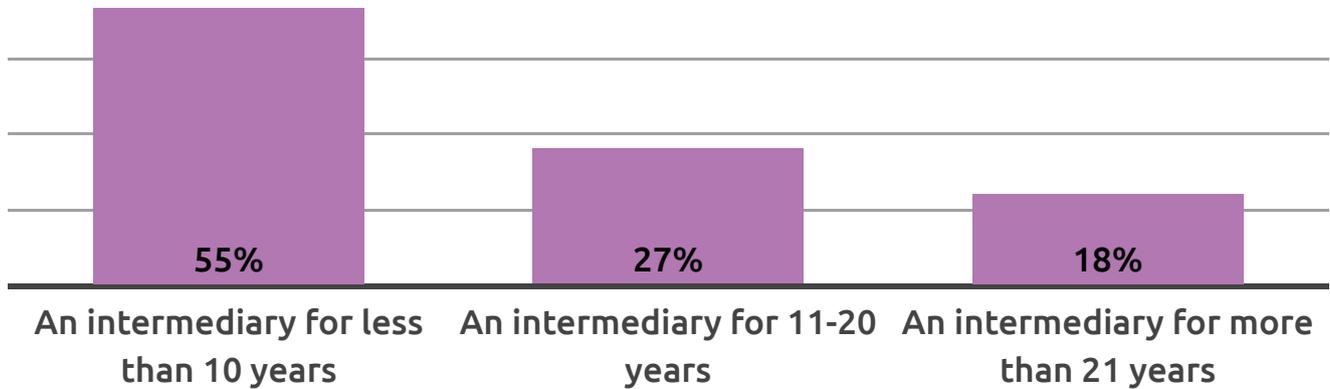


## A Note Regarding Social Security

It was seen that there is a small group working in the public or private sector with the status of civil servant and worker, employed as temporary seasonal workers and included within the scope of social security for this reason.

These people stated that they work in seasonal agriculture and intermediary jobs during their leave to earn additional income.

# Demographic Characteristics of Agricultural Intermediaries - *Professional Status*



*In the light of all these findings, data gathered during the research, observations made during the fieldwork and literature review it can be concluded that:*

- Seasonal agricultural work is seen as a profession by the families,*
- It becomes compulsory due to low educational attainment and the lack of job opportunities in the region,*
- It is the only option for the poor and unemployed families,*
- It is a work and a way of life that passes down to other generations,*
- Reaching the status of Çavuş or Dayıbaşı is perceived as a career,*
- Taking into account the working hours, the agriculture intermediary profession requires certain experience and producer connections.*

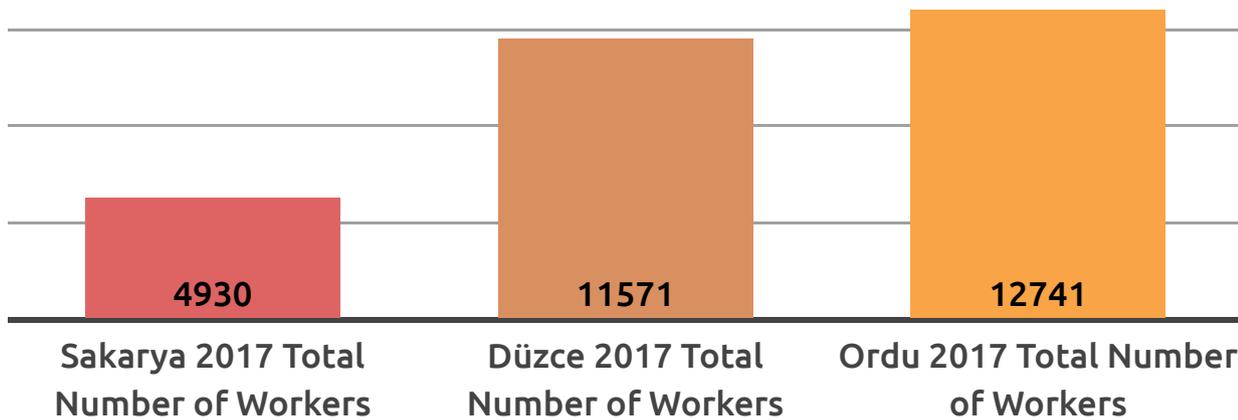
# Demographic Characteristics of the Workers Recruited - *Number of Workers*

The number of workers brought to the region for the hazelnut harvest by agricultural intermediaries varies according to the amount of hazelnut to be harvested that year.

Within the scope of the research, the total number of workers who came to the project area in 2017 was calculated as 29.242. When the size of the sample is compared with the size of the universe, it is understood that the data obtained represent 29% of the workers working in the hazelnut harvest.

 29.242

● Total Number of Workers in the Project Field in 2017



The Size of the Group Brought to Western Black Sea Region by Dayıbaşı

220 indiv.

The Size of the Group Brought to Eastern Black Sea Region by Dayıbaşı

110 indiv.

The Size of the Group Brought to Western Black Sea Region by Çavuş

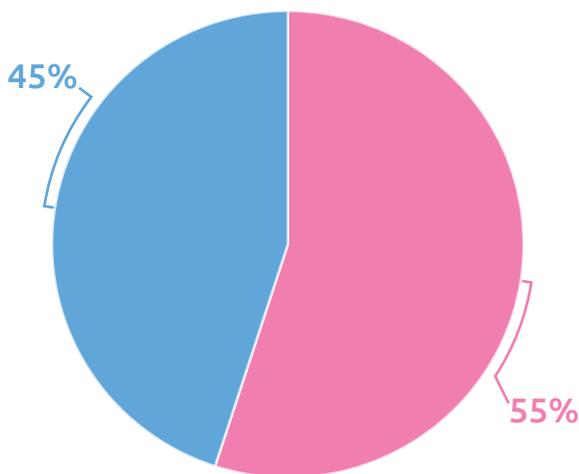
19 indiv.

The Size of the Group Brought to Eastern Black Sea Region by Çavuş

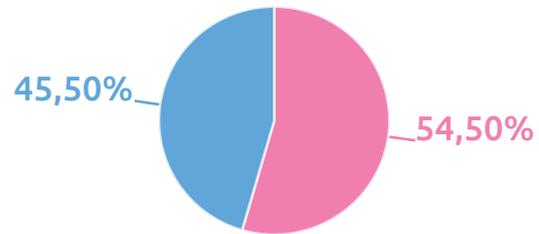
17 indiv.

# Demographic Characteristics of the Workers Recruited - *Gender & Age*

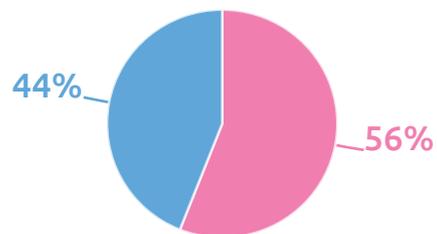
Considering both the general distribution and the breakdown of the regions, it is seen that the number of female workers is 10% higher on average.



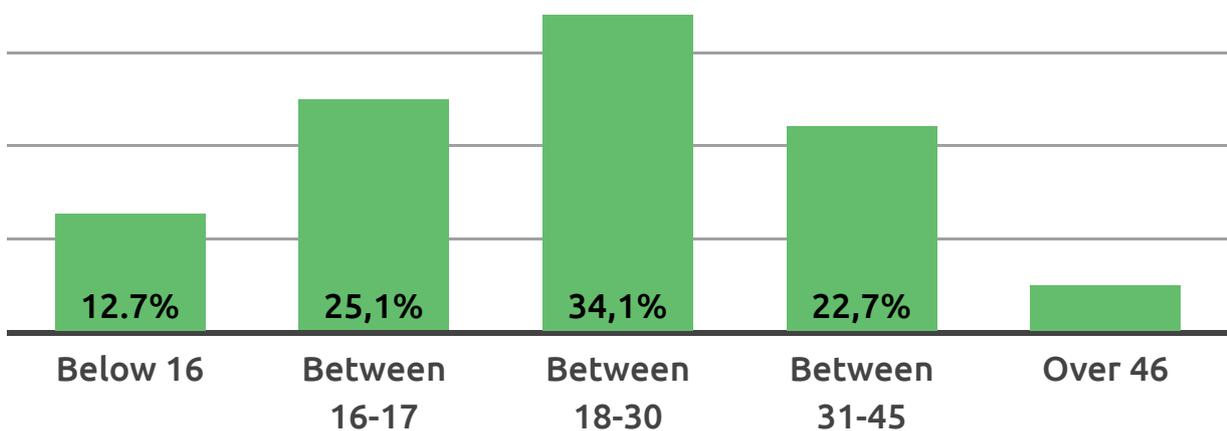
- Female (All Regions)
- Male (All Regions)



- Female (Western Black Sea)
- Male (Western Black Sea)

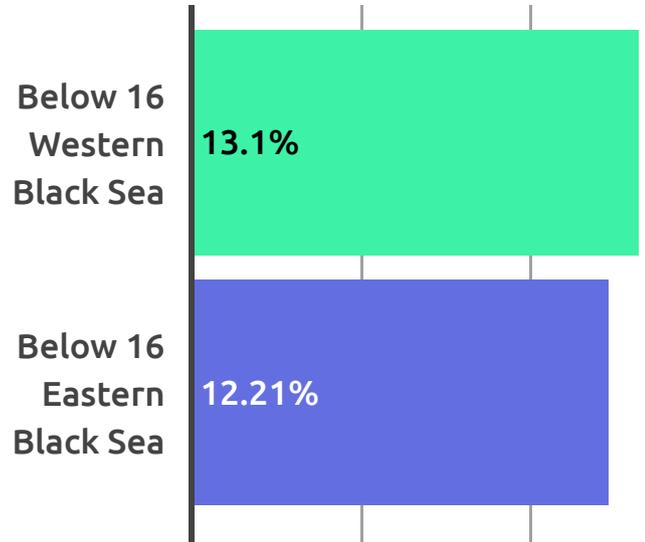
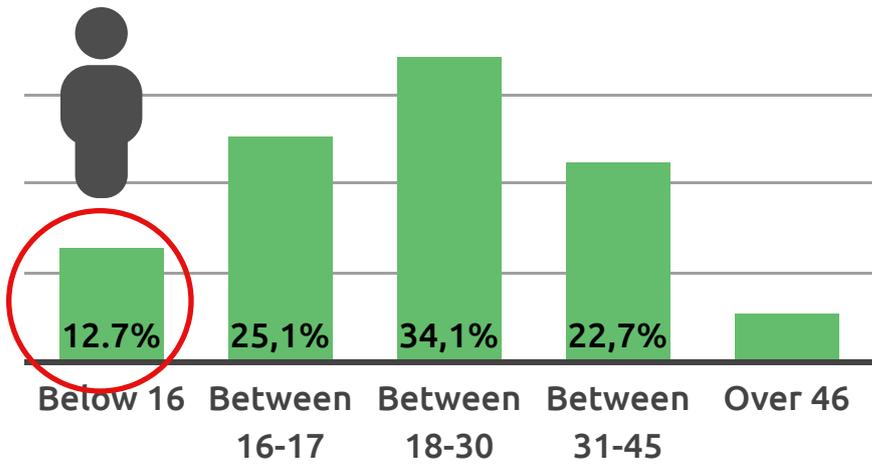


- Female (Eastern Black Sea)
- Male (Eastern Black Sea)



- Age distribution of the workers (all regions)

# Demographic Characteristics of the Workers Recruited - *Findings on Child Labor*



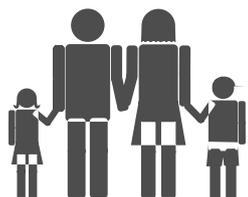
● Age Distribution of the Workers (All Regions)



● Proportion of Children in Western Black Sea (in Total)

● Proportion of Children in Eastern Black Sea (in Total)

**When the collected data are evaluated, it is seen that the number of children going to the Western Black Sea is more than the number going to the Eastern Black Sea Region. It seems that the children in this region are more likely to be under the risk of child labor.**

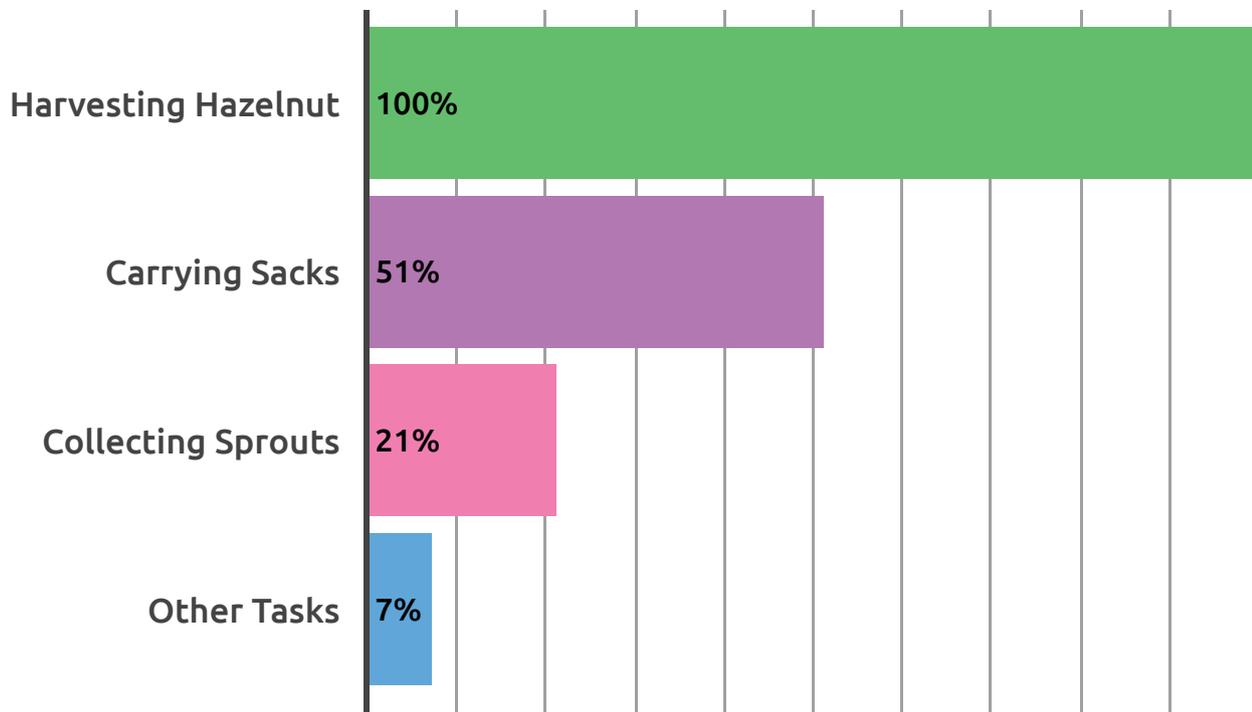


It is seen that the workers groups going to the Eastern Black Sea Region is more concentrated in "family" labor. Children who migrate with their family come to the region not only for the purpose of being employed, but also because of their family's lifestyle habits. This is more common in families from Şanlıurfa and Adiyaman.



In Western Black Sea Region, it is seen that there are labor groups called "groups" rather than family labor. Everyone who goes to the region during the harvesting season primarily goes there to work. Thus, children under the age of 16 who are brought to the Western Black Sea Region seem to be at a higher risk of being employed.

# Demographic Characteristics of the Workers Recruited - *Tasks Performed by the Young Workers per the Intermediaries' Account*



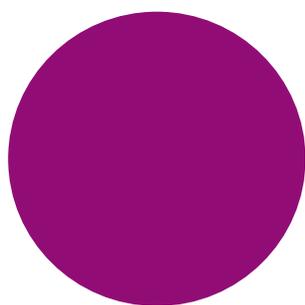
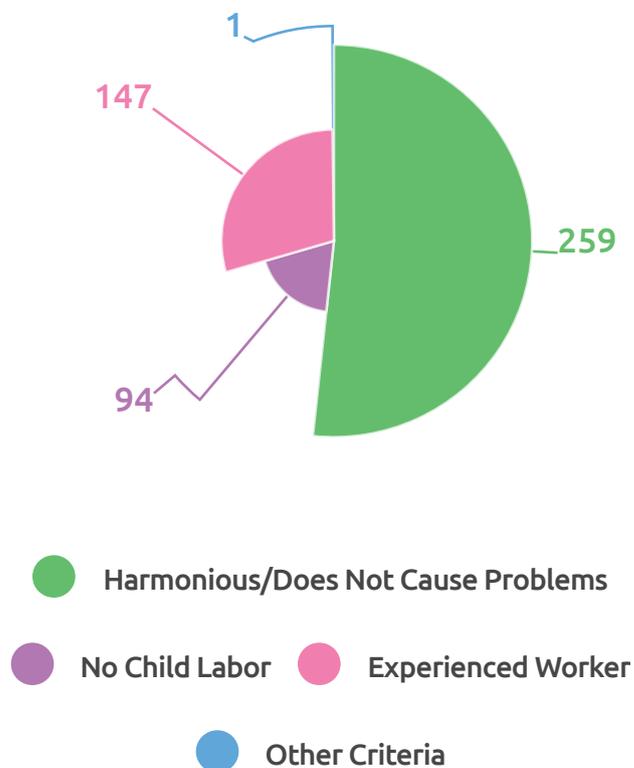
Numerical data reveal that there is no significant difference between adult workers and young seasonal agricultural workers aged 16-18, and that all workers who work in the garden perform same tasks independent of their age and nature of the tasks.

On the other hand, carrying sacks means heavy lifting; and collecting hazelnut requires leaning down and working in the same position for a long time. Such tasks are likely to have negative consequences for the health of children and young people who have not yet completed their physical development. Due to the inadequate development of skills such as strength, balance, reaction speed, coordination, flexibility and such, there is a high risk for accidents and injuries.

Children and young people are more likely to face future health problems, particularly musculoskeletal disorders.

# Demographic Characteristics of the Workers Recruited - *Worker Recruitment Criteria*

The interviewed agricultural intermediaries stated that there were no criteria for selection of workers. However, they stated that they are trying to work with people who will not lead to any problems such as arguments, or fights. They expressed that they cut their business ties with the people who cause such problems from the beginning or in the harvest period.



96,7%



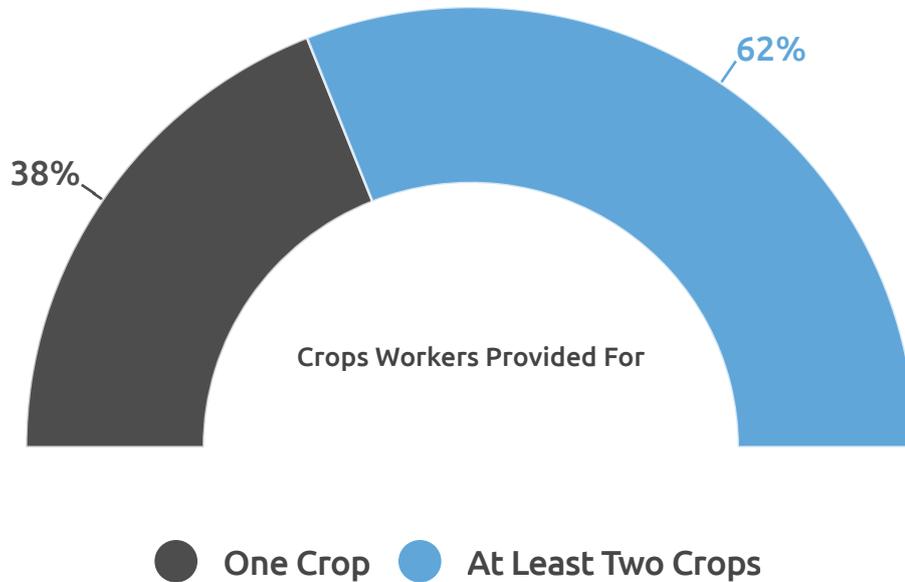
3,3%

● Has Relatives in the Labor Group    ● Does Not Have Relatives in the Labor Group

Nearly all of the agricultural intermediaries have relatives working in their labor groups. It is understood that 3.3% which represents the ratio of individuals having no relatives, is constituted of Dayibaşis who have 150 and more workers in their groups.

# Demographic Characteristics of the Workers Recruited - *Results with Regards to the Other Crops They Have Been to*

It was found that 38% of the agricultural intermediaries (117 agricultural intermediaries) provide workers only for hazelnut harvest and 62% (192 agricultural intermediaries) provide workers for at least two crops.



When agricultural intermediaries supplying workers for at least two crops are examined, it is understood that the apricot, potato, sugar beet and cotton are the most popular crops.

Crop Name	Months	Work	No. of Intermediaries	No. of Workers	Cities
Apricot	June-July	Harvest	111	12.924	Malatya
Beet	April – May, October	Harvest Hoeing	78	3.764	Konya, Yozgat, Erzincan, Sivas, Muş, Kırşehir, Tokat, Elâzığ
Potato	April – May, September-October	Harvest Hoeing	50	7.629	Niğde, Nevşehir, Konya, Kayseri, Sivas, Tokat, Erzurum, Erzincan
Cotton	April September-	Harvest	29	3.182	Şanlıurfa, Adana, Diyarbakır,

# Demographic Characteristics of the Workers Recruited - *Results with Regards to the Other Crops They Have Been to*

The details for the other crops are listed in the table below.

Crop Name	Months	Work	No. of Intermediaries	No. of Workers	Cities
Tomato	April, May, June, July	Planting Sprout Harvest	10	1.609	Antalya, Bursa, Eskişehir, Ankara, Tokat
Citrus	October, November, December, January, February, March	Harvest Packaging	30	3.060	Adana, Mersin, Hatay, Antalya, Muğla
Berry	June	Harvest	18	1.583	Afyon, Konya, Isparta
Apple	September, October, November	Harvest	16	995	Isparta, Antalya, Amasya, Niğde, Konya, Kayseri
Strawberry	February, March, April, May, September, October, November	Harvest	14	1.038	Mersin, Antalya, Konya, Bursa
Chickpea	May, June, July	Harvest Hoeing	12	1.126	Çorum, Sivas, Yozgat, Kırşehir, Nevşehir, Elâzığ
Greenhouse	12 Months	Planting Care Harvest	8	1.473	Adana, Mersin

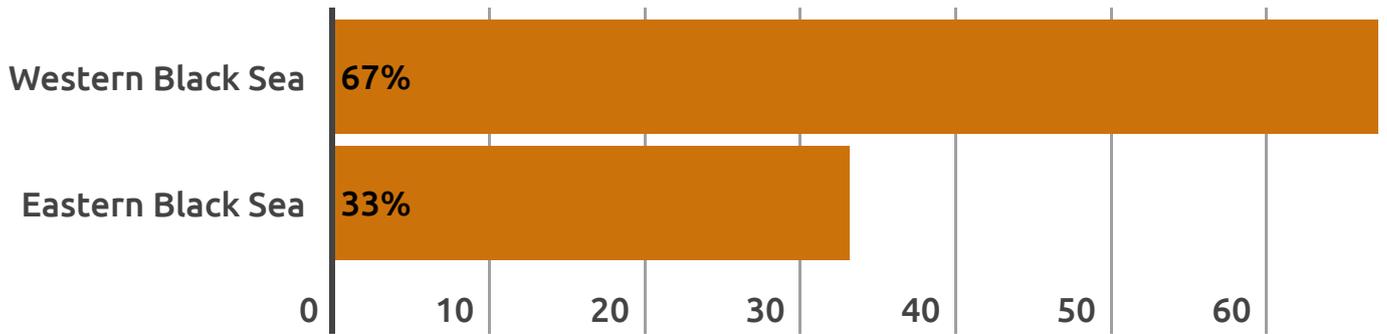
# Demographic Characteristics of the Workers Recruited - *Results with Regards to the Other Crops They Have Been to*

The details for the other crops are listed in the table below.

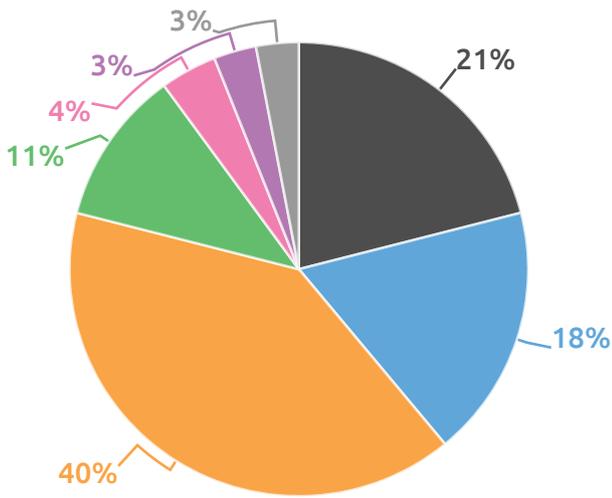
Crop Name	Months	Work	No. of Intermediaries	No. of Workers	Cities
Onion	May	Hoeing	3	380	Adana, Ankara, Niğde
Lentil	June	Harvest	4	92	Yozgat, Çorum, Şanlıurfa
Cumin	July	Harvest	3	77	Konya
Pumpkin Seed	October	Harvest	3	79	Niğde, Kayseri, Konya
Carrot	November, December, January, February	Harvest	1	450	Konya
Pomegranate	September	Harvest	1	150	Muğla

# Demographic Characteristics of the Workers Recruited - *The People Coming to One Crop (Hazelnut)*

When 117 agricultural intermediaries working on a single crop (hazelnut) are examined, it is understood that 67% of them are in the West Black Sea and 33% are in the Eastern Black Sea. It is seen that the intermediaries providing workers to Black Sea Region have a higher tendency to work for one crop.



● Agricultural Intermediaries Only Coming For Hazelnuts

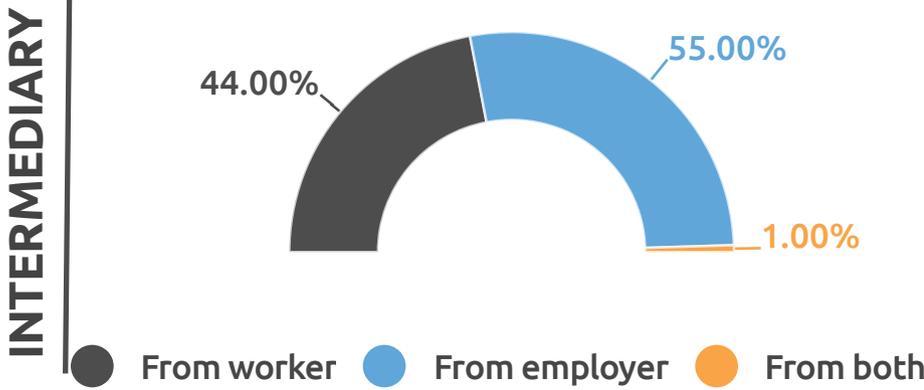


When we examine the provinces of intermediaries who provide workers to only hazelnut harvest, it is seen that the agricultural intermediaries from Mardin, Diyarbakır, Batman and Şırnak have a higher tendency to work for one crop.



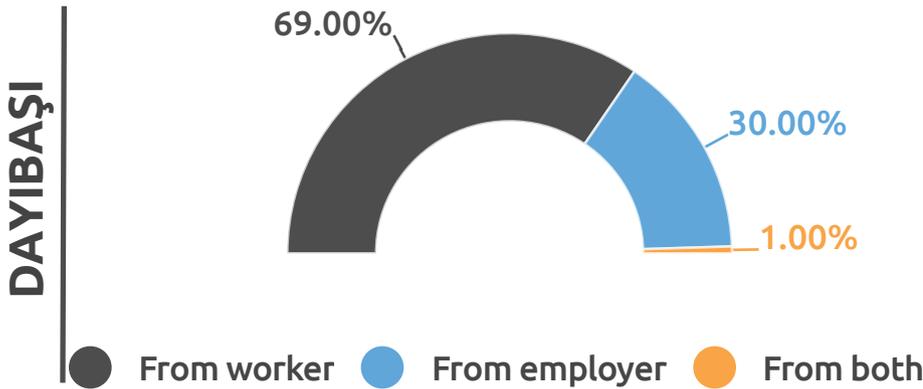
# Duties & Responsibilities of Agricultural Intermediaries - *Attitudes towards Contract, Wage & Commission Issues*

It was observed that overall, agricultural intermediaries do not make contract with the employers. This causes problems in the workers end when conflicts appear as mentioned in the interviews.

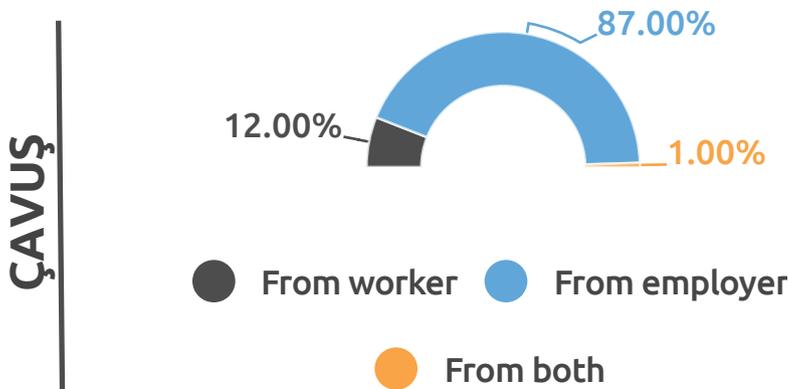


## People From Whom The Agricultural Intermediaries Get Their Wage

When the data are examined in general, it is found that 55% of the agricultural intermediaries receive the wage for the work they have performed according to the legislation.



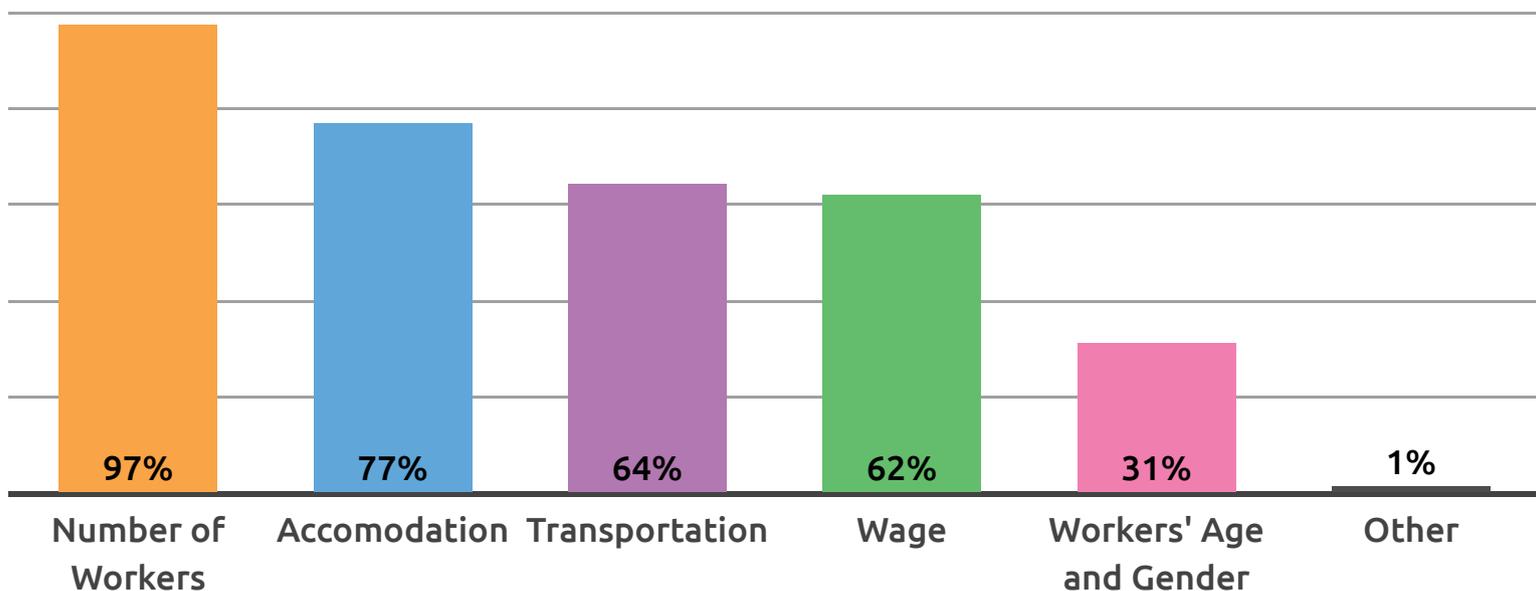
The fact that the proportion of agricultural intermediaries that receive their wages in line with the legislation is high is due to sharing incorrect information and that 87% of the intermediaries called "ÇAVUŞ" receive their wages from the employer.



# Duties & Responsibilities of Agricultural Intermediaries - *Other Findings About the Wages*

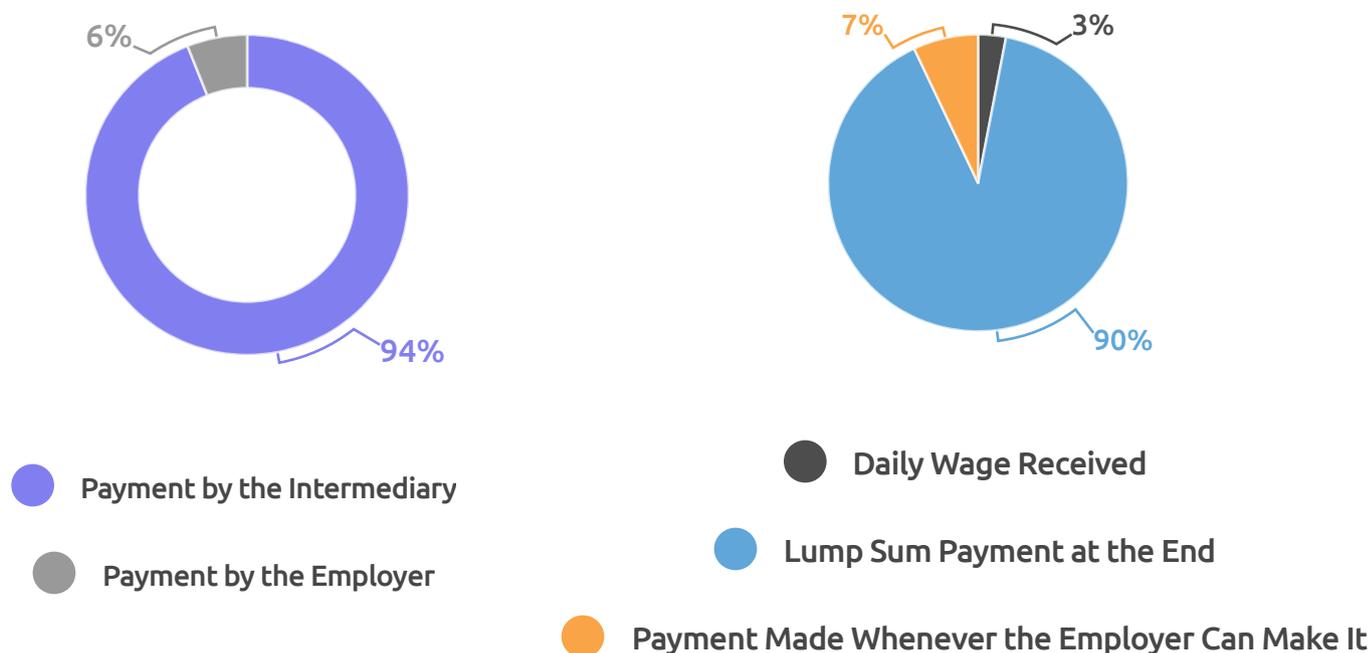
The majority of agricultural intermediaries stated that they negotiate with their employers about the wages before starting to work.

## Subjects Addressed by Agricultural Intermediaries to Employers:

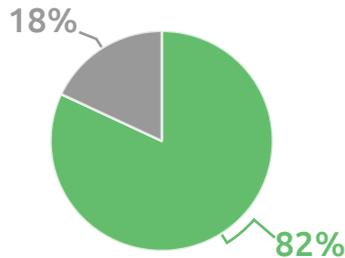


## Data On The Wages Of Workers

It is observed that the workers get their wages from the intermediaries at the end of their work.



# Duties & Responsibilities of Agricultural Intermediaries - *Attitudes & Behaviors towards Transportation Modes and Costs*

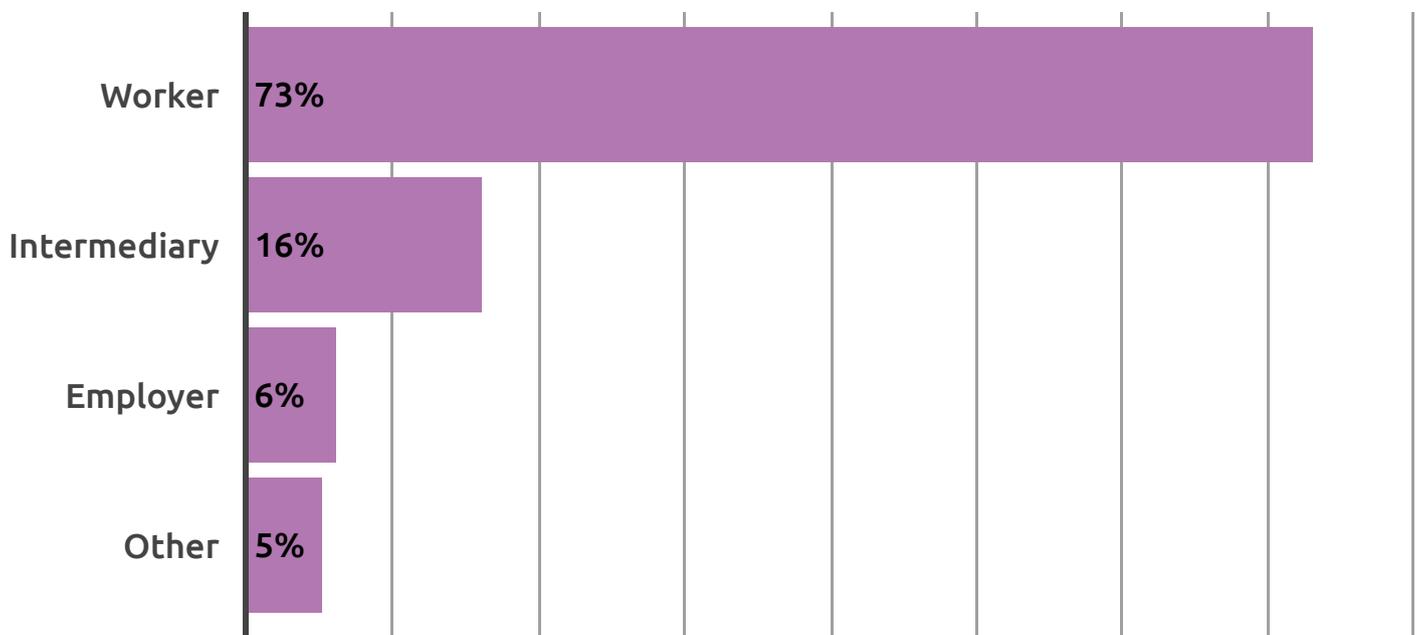


- Provides Information in Advance
- Provides Partial Information

## A GENERAL NOTE:

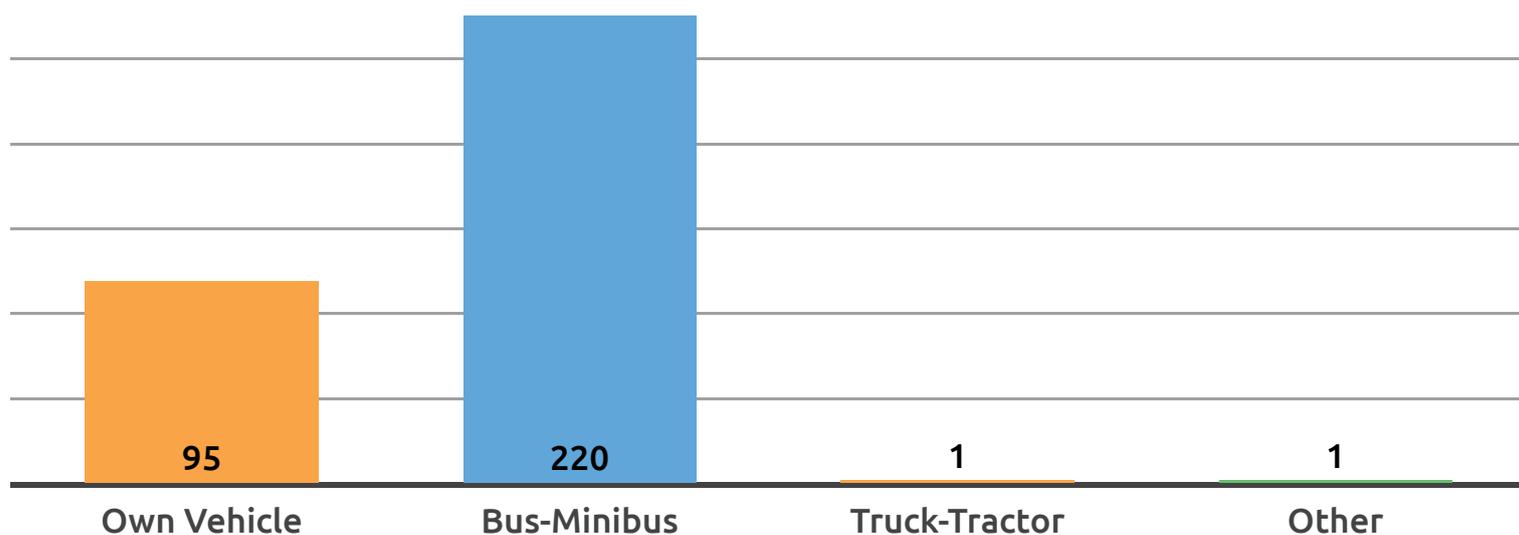
When the data about provision of information on working conditions, wages, transportation, accommodation are evaluated, it is observed that 82% of the agricultural intermediaries provide information on these issues in advance and 18% of the agricultural intermediaries provide partial information to workers.

73% of the workers cover their transportation costs. The table below shows the proportion regarding the actors covering the transportation costs.

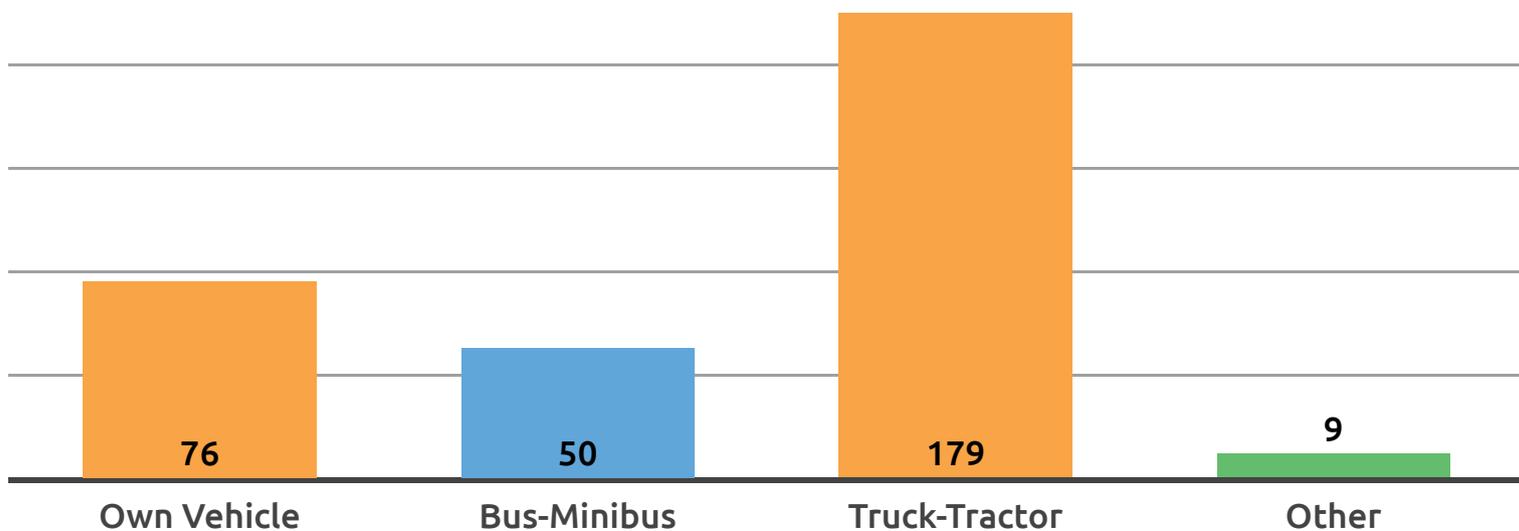


# Duties & Responsibilities of Agricultural Intermediaries - *Attitudes & Behaviors towards Transportation Modes and Costs*

Mostly buses and mini-buses are provided from cities of origin to cities of destination.



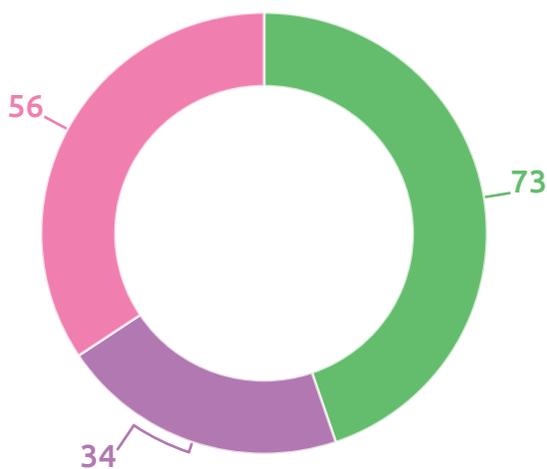
It was found that 58% of the worker's access to the hazelnut garden during the harvest was provided through vehicles not suitable for carrying passengers such as trucks and tractors.



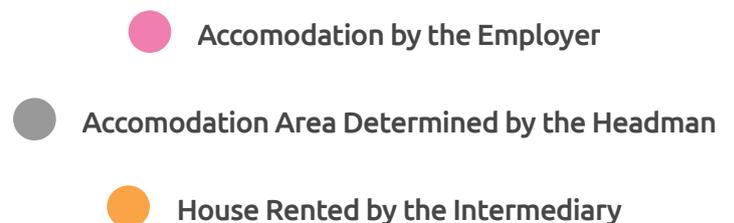
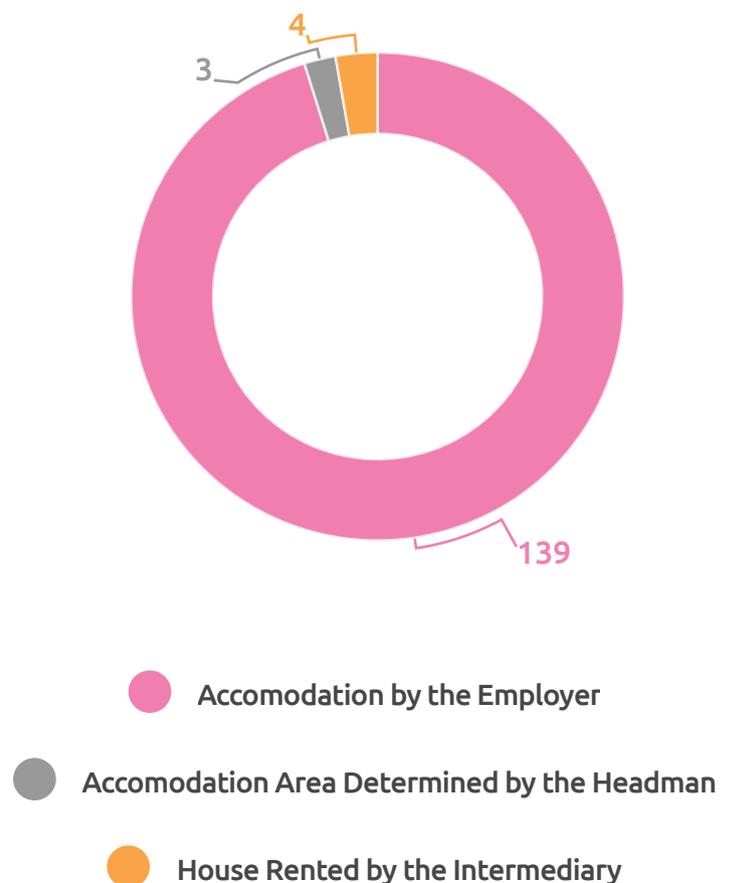
# Duties & Responsibilities of Agricultural Intermediaries - *Attitudes & Behaviors about Accommodation/Housing Conditions*

The data regarding the conditions under which the accommodation was provided were examined in the two groups because there was no "METIP" (*Project for the Improvement of Working Conditions and Social Life of Seasonal Agricultural Workers*) field in the Western Black Sea.

In the interviews conducted in the Western Black Sea Region it was stated that 95% of the workers were placed in the houses that the employer provided, but that these houses had significant deficiencies in terms of physical sufficiency and hygiene.



**EASTERN BLACK SEA  
REGION FINDINGS**

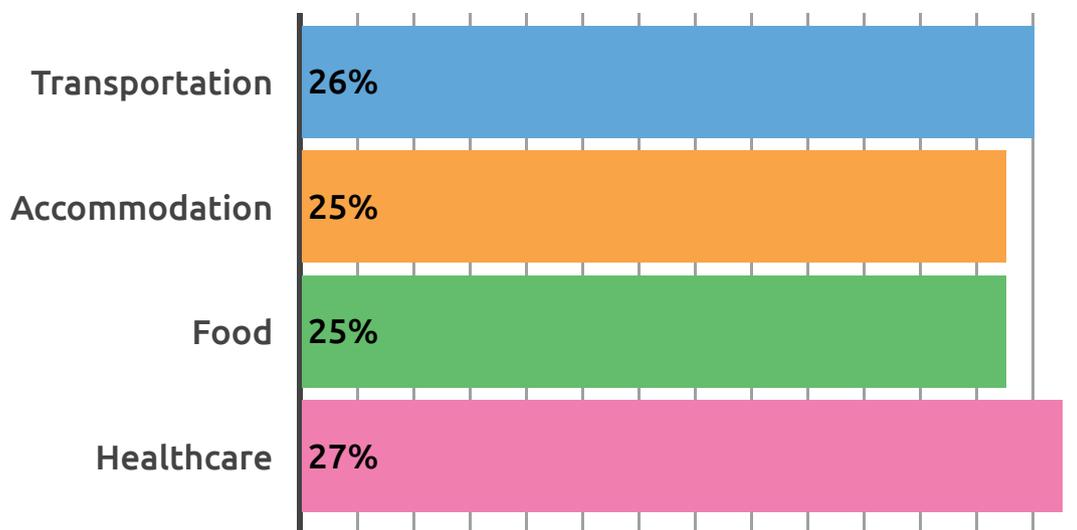


**WESTERN BLACK SEA  
REGION FINDINGS**

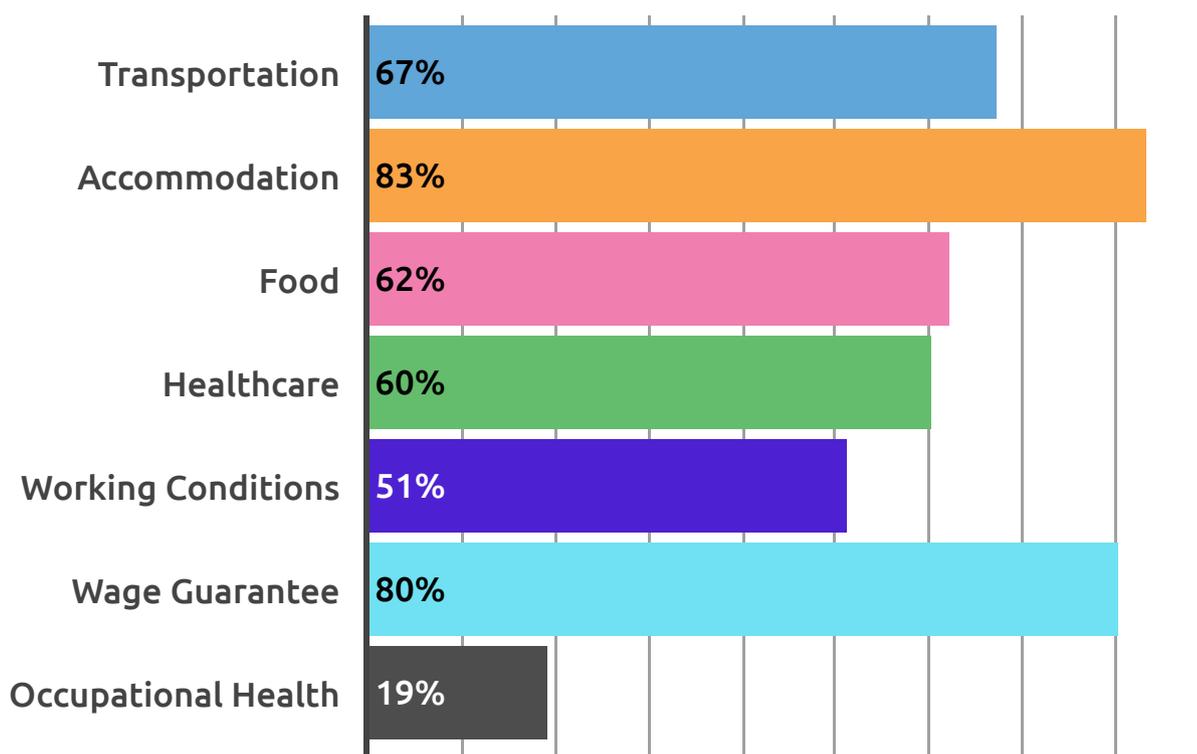
# *Results on the Responsibilities and the Expenses Undertaken by the Agricultural Intermediaries for Workers*

When data collected on the needs of the workers and the responsibilities of the agricultural intermediaries are examined, it is observed that the responsibility of a large part of the workers' needs is undertaken by the agricultural intermediaries, but the costs are collected from the workers.

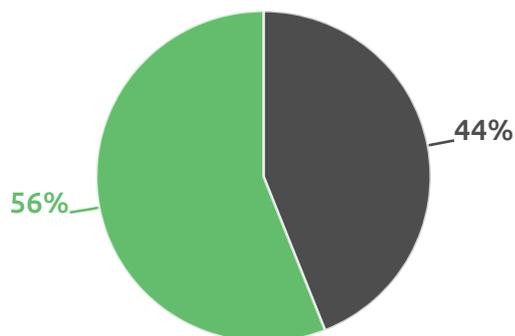
## EXPENSES MET BY THE INTERMEDIARIES



## RESPONSIBILITIES UNDERTAKEN BY THE INTERMEDIARIES



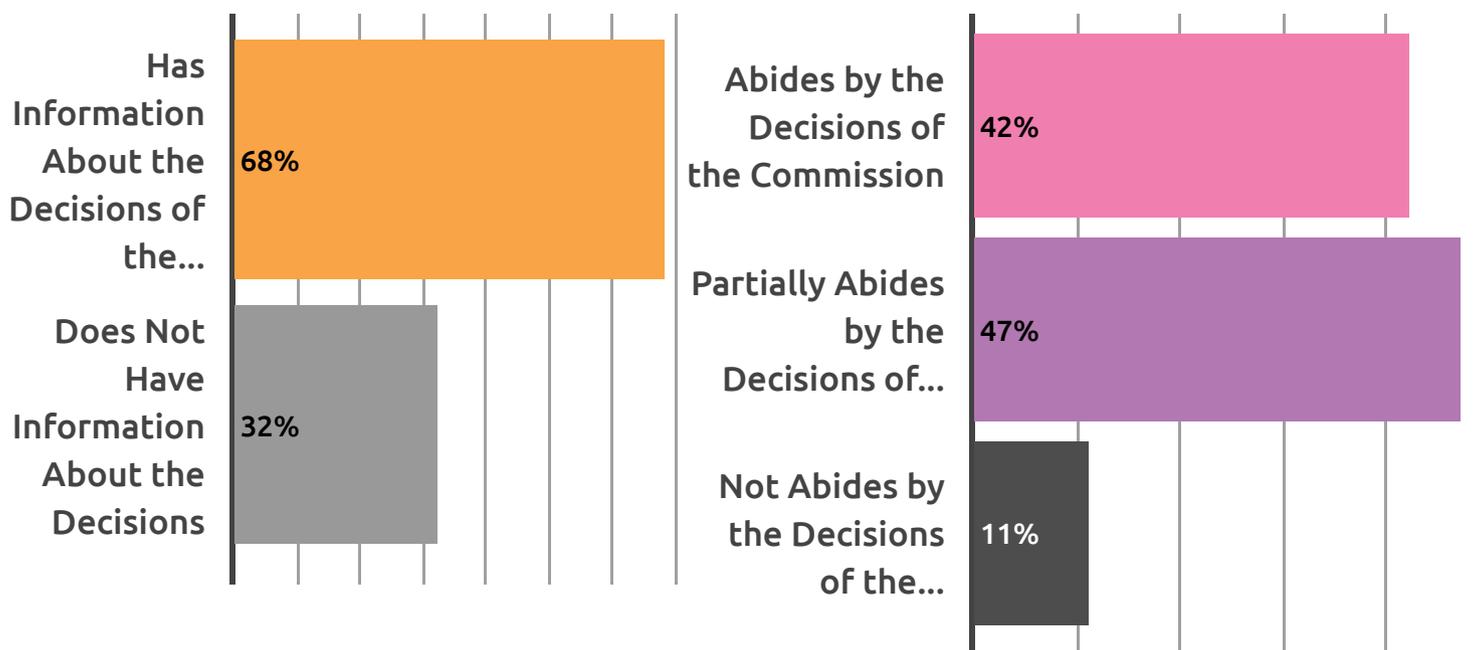
# Findings on Payments to the Workers and the Decisions of the Wage Determination Commission



44% of the agricultural intermediaries found to make deductions from the workers' wage.

Additionally, in the interviews conducted with 9 intermediaries, it is stated that they do not collect any commission from the workers and instead they get their daily wages once a week.

- Intermediaries Making Deductions
- Intermediaries Not Making Any Deductions

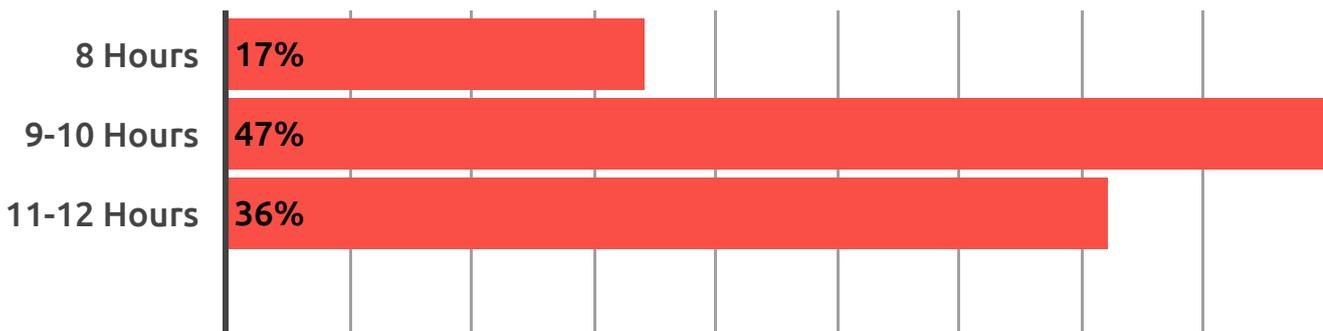


It was found that 68% of the agricultural intermediaries are aware of the decisions of the Wage Commission. It was also seen that 42% of them abided by these decisions, and 47% partially abided by these decisions.

# Findings on Working Hours

It was observed that 36% of the total agricultural workers in the Eastern and Western Black Sea Regions work for 11-12 hours and 47% work for 9-10 hours excluding the breaks.

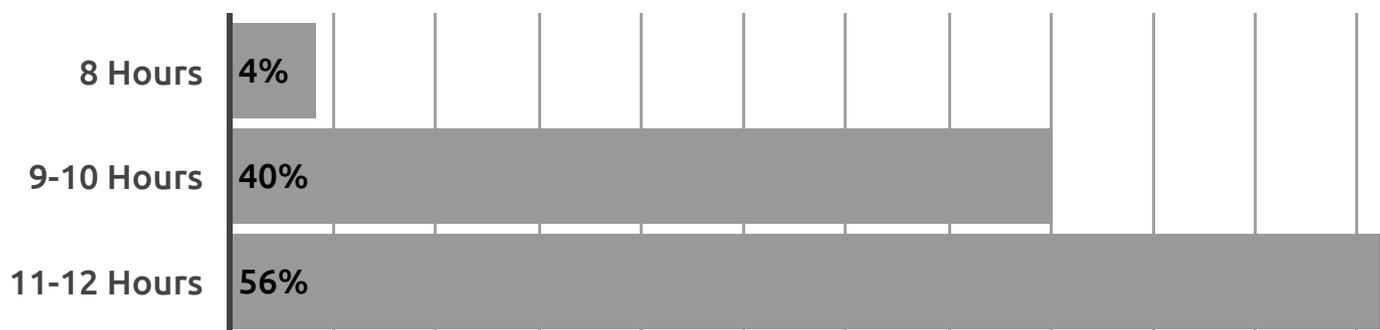
It was seen that only 17% of workers work in accordance with the conditions stated in labor law. It is noteworthy that more than half of the workers in the Western Black Sea Region work for 11-12 hours.



● Daily working hours of seasonal agricultural workers (ALL REGIONS)



● Daily working hours of seasonal agricultural workers (EASTERN BLACK SEA)



● Daily working hours of seasonal agricultural workers (WESTERN BLACK SEA)

# CONCLUSIONS & RECOMMENDATIONS

## For the Companies

- The information presented in this report was based on a study carried out in 3 provinces, 14 districts and reached 309 agricultural intermediaries. The data show the current status of working life, the living conditions and housing of the workers, the worker profile (cities of origin, gender, age), the number of children under the risk of working or currently working, work undertaken by young workers in hazelnut harvesting and working hours in a limited geographical area. Such research allows companies to analyze the geographical risk areas of their supply chains. This study will facilitate the effective planning for the budget and human power to be allocated to social sustainability studies.
- During the 2017 Hazelnut Harvest, interviews conducted with the agricultural intermediaries demonstrated that 12.7% of the workers under their supervision were children. The detailed findings of the research that are not included in this report also show the village distribution of children who are at risk of working or currently working. Such a study may signal to specific geographical areas that remediation activities would focus on. The fact that the labor force is largely composed of female workers also reveals that gender issues need to be considered in all kinds of plans.
- The fact that none of the agricultural intermediaries interviewed establish a contractual relationship with the producer is also an important finding of this research. Counseling should be provided for the work and operations to be performed between the agricultural intermediary and the employer by establishing an individual communication network with the intermediaries. Through this counseling, the signing of the contract between the employer and the agricultural intermediary would significantly reduce the major problems such as child labor, working hours, wage deductions and transportation.
- Agricultural intermediaries that display a positive attitude towards the child labor and commissions cut off from the workers should be supported. Specific awareness studies should be carried out for agricultural intermediaries who are lacking knowledge in these areas.
- Producers should be included in the ongoing or planned projects. The inclusion of producers is of great importance in terms of local ownership and sustainability.

# CONCLUSIONS & RECOMMENDATIONS

## For Public Institutions

- The necessary legislative operations should be carried out for the classification of agricultural employment as a profession and for the social security registration of seasonal agricultural workers. The classification of agricultural intermediaries as profession holders will create a working system in which seasonal agricultural workers will work in more formal and humanitarian conditions and eliminate child labor.
- The Wage Determination Commission is established only in the presence of Chambers of Agriculture, which are focused on employers. These commissions should be arranged in the coordination of the İŞKUR (Turkish Employment Agency) in the provinces and include the agricultural intermediaries which are the representative of the workers. The representation of seasonal agricultural workers in these commissions will lead to decisions that can eliminate problems regarding child labor, working hours and wage deductions.
- Of the 309 agricultural intermediaries interviewed, only 15 were found to have agricultural intermediary certificate, and 5 of those had an expired certificate. Although there are no legal prohibitions for the 90% of the intermediaries to work, it is understood that the most prominent reason for this low rate is that the agricultural intermediaries are not informed about the legislation. Especially, being under informed or misinformed about taxation and social security issues causes the agricultural intermediaries to hesitate to register with İŞKUR.
- Şanlıurfa, Diyarbakır, Mardin, Adıyaman, Batman İŞKUR provincial directorates, which are the cities of origin that intermediaries intensively come from, should ensure that agricultural intermediaries work in line with the legal rules in order to prevent child labor. They should carry out awareness-raising activities for agricultural intermediaries.
- In-service trainings should be organized for the personnel who work in the relevant units in İŞKUR provincial and district directorates in cities of origin such as Şanlıurfa, Diyarbakır, Mardin, Adıyaman, and Batman.
- The necessary audits should be performed for those who are not registered and do not obey the laws and still work as agricultural intermediaries. The sanctions imposed must be shared with the public.

# CONCLUSIONS & RECOMMENDATIONS

## For the Producers/Employers

- The producers should prefer to employ agricultural intermediaries who are registered and abide by the law. By doing so, the employer would be working with a more efficient work force, since the worker groups will be consisting of professionals and child labor will be eliminated. Also, the end product will become more valuable in the national and international markets.
- Employers should consider the minimum working hours by taking into account the physical characteristics and needs of workers.

# Annex - Questionnaire

Dear.....

We are conducting a project for children and families who are in seasonal migrant labor. With this form, we want to learn about the working habits and methods of agricultural intermediaries. The information to be collected from this form is intended to create a database on agriculture intermediaries and to shed light on future studies. The form is designed to be finished in half an hour. Thank you for your contribution.

Survey no:

Interviewee's name surname:

Interview date:

Province:

District:

Village:

## **A. PROFILE INFORMATION**

1. NAME SURNAME:

2. Your

PROVINCE....

DISTRICT....

VILLAGE.....

ADDRESS.....

3. Phone number

4. Age

5. GENDER

6. EDUCATIONAL BACKGROUND    Not educated            Primary school            High school            Other.....

7. Has a Job other than intermediary            YES            NO

8. SOCIAL SECURITY            YES    NO

9. Works or Worked as a seasonal agricultural worker            YES            NO

10. Has been an intermediary for how long?            *Dayıbaşı*            *Çavuş*

11. Has information on the regulations            YES            NO

12. Has Intermediary Certificate            YES (FOR HOW LONG....)            NO

# Annex - Questionnaire

13. Reporting to the Labor institution about the Intermediary Certificate YES NO

## B. The Worker Profile Provided

14. Number of workers employed over the years

2014                      2015                      2016                      2017

15. The number of workers in the group this year:

- a. Children under the age 16 ..... not sure
- b. 16-17 age group ..... not sure
- c. 18-39 age group ..... not sure
- d. 31-45 age group ..... not sure
- e. over the age 46 ..... not sure
- f. Male workers..... not sure
- g. Female workers..... not sure

16. To which provinces did he send workers for harvesting hazelnuts? (More than one option can be selected)

SAKARYA                      DÜZCE                      ORDU                      OTHER

17. What are the tasks assigned to the workers in the 16-18 age group? (More than one option can be selected)

HARVESTING HAZELNUTS                      CARRYING BAGS                      COLLECTING SPROUTS                      OTHER

18. The provinces the workers come from:

BATMAN                      ŞIRNAK                      MARDİN                      ŞANLIURFA                      DİYARBAKIR                      ADIYAMAN                      OTHER.....

19. Has relatives among the workers    YES (HOW MANY)                      NO

20. The criteria while choosing the worker

Being harmonious                      Not being a child                      Being experienced                      Other

21. The products and provinces the workers are sent to per months

	PRODUCT	PROVINCE
JANUARY		
FEBRUARY		
MARCH		
APRIL		
MAY		
JUNE		
JULY		
AUGUST		
SEPTEMBER		
OCTOBER		
NOVEMBER		
DECEMBER		

# Annex - Questionnaire

## C. DUTIES AND RESPONSIBILITIES

22. Are his workers contracted? YES NO

23. He gets the commission for intermediation from:

Employer worker both

24. He

GIVES INFORMATION

DOES NOT GIVE INFORMATION

GIVES LITTLE INFORMATION

about subjects such as the job description, wage, housing, and transportations to his workers.

25. What kind of transportation vehicle does he provide to the workers?

Their own vehicle Bus Truck etc.

26. Who covers the cost of transportation of the workers?

Workers Themselves Employer

27. What kind of transportation vehicle does he provide to the workers from their residence to the workplace?

Their own vehicle Bus Truck etc. Other.....

28. Who covers the cost of transportation of the workers from their residence to the workplace?

Intermediary, Worker, Employer

29. Where do the workers stay during the harvest?

-In a tent at the METIP field -in a tent out of the METIP field

-In schools, village houses etc. determined by the reeve -The house given by the employer

-The houses rented by the intermediary -Other

30. What are the expenses covered by the intermediary during the working period of the worker? (More than one option can be selected)

-all the expenses belong to the workers

-Health -Transportation -Housing -Food -Other....

31. What responsibilities of the workers does he undertake? (More than one option can be selected)

-Transportation -Housing -Healthcare -Food -Determining the working conditions

-Wage guarantee -occupational health and safety -Other.....

32. What are the subjects discussed when establishing a business connection with the employer?

-Number of workers -Work hours -Housing -Wage and commission

-Workers' age and gender -other.....

33. The worker gets his payment from:

# Annex - Questionnaire

-Intermediary      -Employer

34. When are the workers paid?

-Daily      -Weekly      -When the job is done      -When it is received from the employer

-Depends on the contract      -In advance before starting to work      -Other.....

35. Is there a deduction in the workers' wage?      YES NO

36. Has information regarding the commission decisions of the provinces to which he has sent workers:

YES      NO

37. If so, are these decisions abided by?

YES      NO      PARTIALLY (Which decisions are hard to abide by?).....

38. How many hours do the workers work other than the harvesting hours?

8 HOURS,      9-10 HOURS,      11-12 HOURS,      12-14 HOURS

39. How many days do the workers work? .....

40. What kind of measures are taken for the safety of the workers?

-THEY ARE INFORMED      -THEY ARE PROVIDED WITH EQUIPMENT

-THIS IS UNDER THE RESPONSIBILITY OF THE GARDEN OWNER      -OTHER.....

41. He has information on the project school in the region YES NO

42. Does he encourage students to go to school? YES NO

42. In the labor group, are there children studying at these schools?

YES      NO