

**THE COCA-COLA COMPANY
REVIEW OF CHILD LABOUR, FORCED LABOUR AND
LAND RIGHTS IN THE CAMEROON SUGARCANE
SUPPLY CHAIN**



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EXECUTIVE SUMMARY

This report outlines the results of a study focusing on The Coca-Cola Company's sugar supply chain in Cameroon. The study researched the presence of child labour, forced labour and land rights in the supply chain.¹

The Coca-Cola Company ("TCCC" or "the Company") is committed to both protecting the land rights of farmers and communities in its supply chain in the world's top sugarcane-producing regions, and identifying and addressing, if any, child and forced labour issues in its supply chain in the countries associated with its sugarcane production. The Coca-Cola Company has endorsed the United Nations Guiding Principles on Business and Human Rights and has signed onto the United Nations Global Compact. Together with enforcement by the state, these industry commitments play a critical role in preventing human rights abuses as cited in the U.S. Department of Labor's List of Goods Produced with Child Labour or Forced Labour. The Company's Supplier Guiding Principles, Sustainable Agriculture Guiding Principles and Human Rights Policy have contributed to upholding human and workplace rights within the Company's supply chain, and serve as testament to the Company's commitment and impact in the global supply chain.

Partner Africa was commissioned by The Coca-Cola Company in 2015 to carry out third party research into the prevalence of forced labour and child labour in the sugar sector in Cameroon, as well as to provide an understanding of the complexities and issues of land ownership in the same industry and country. Research was composed of desk research, stakeholder interviews and field research over a period of three months.

Overview of the Cameroon sugar industry

Sugar production is a small component of the agricultural sector in Cameroon. State owned company CAMSUCO was the second producer of sugar in 1975 in Nkoteng, after SOSUCAM established in 1965 in Mbandjock. In 1998 the company was privatised and sold to SOSUCAM (Société Sucrière du Cameroun) and is now owned by the SOMDIAA Group. Refer to the Appendix for more information about SOMDIAA.

SOSUCAM grows 46,207 acres of sugarcane on plantations located on two sugar manufacturing sites, namely M'Bandjock and Nkoteng. Collectively SOSUCAM produces 130,000 tonnes of sugar every year in compliance with the quality requirements of the ISO 9001 certification, version 2008, which was received in 2009 and is renewed every two years. The Nkoteng mill received in 2015 the ISO 22000:2005 certification, and both mills received FSSC 22000 and ISO 22000:2005 certifications in 2016. SOSUCAM sells about 95% of the Cameroonian market and supplies Chad with extra-refined sugar. SOSUCAM is in the process of increasing its production capacity. As early as 2019, the Nkoteng plant will be able to grind 225 tonnes of sugarcane per hour, in order to produce, with the M'Bandjock plant, 165,000 tonnes of sugarcane per harvest over the entire SOSUCAM land (61,774 acres)², when totally expanded around 2022.

Child Labour

There were no incidences of child labour reported or observed by the researchers. SOSUCAM has thorough policies pertaining to child labour, as well as practices to stop child labour that were seen by researchers. These policies include having a formal contractual system, which requires all new employees to present their identification documents upon employment.

Furthermore, children are not allowed on the buses that transport workers to the mill and fields. For example, if a child was to make it onto a bus, they would be stopped by the security at the front gate, and if they made it through these security controls, they would be turned down by the team leader who allocates work for the day.

¹ Definitions drawn from the International Labour Organisation and the Institute for Human Rights and Business.

² SOMDIAA website, <http://www.somdiaa.com/en/the-group>, [14/122015].

Subcontractors also submitted ethical codes of conduct for review. They have been trained in child labour issues by SOSUCAM and have a strict code against child labour.

Forced Labour

There were no incidences of indentured labour seen or reported. All workers reported that they had never experienced nor seen anyone physically or sexually abused at the mill or the farms. No identity documentation was withheld from workers by SOSUCAM. These practices comply with the The Coca-Cola Company's Sustainable Agriculture Guiding Principles in terms of prohibiting child labour, forced labour and abuse of labour.

In terms of wages and hours worked, there were issues around overtime and rest days. Some subcontracted workers reported not being given rest days, despite working 7 days in a row. SOSUCAM addressed this issue with the relevant subcontractor to ensure that each worker is allowed the mandatory rest days (1 day per week), in line with Cameroonian law. All SOSUCAM employees have a weekly rest day. Other workers also reported working more than 8 or 9 hours a day, which was not recorded, and as a result they have forgone overtime payment. The HR Director of SOSUCAM explained that overtime is done on a voluntary basis (in line with a national agreement for agriculture). Both workers and a department delegate of labour must agree on overtime, and payment for which conforms to article 12 of Decree n°95-677 of 18-12-1995.

Multiple stakeholders acknowledged that social development projects led by the milling and farming company, SOMDIAA, through the SOSUCAM Foundation, were found to be effective in delivering long-term prevention mechanisms.

Land Rights

In 1965, by decree of the Cameroonian state, CAMSUCO was privatised and SOSUCAM was allocated 10,000 ha for plantation and 58 ha for a factory and other buildings in Mbandjock. This land is owned by SOSUCAM although official title deeds still need to be obtained. In 2006, SOSUCAM obtained additional land in Mbandjock and Nkoteng with long-term leases from the Cameroonian state.

There is an existing issue on the Mbandjock site, where the municipality built a school on land owned by SOSUCAM. This was done illegally, however, SOSUCAM is working with a multi-stakeholder platform to help relocate the school. This dispute was due to a poor understanding of the SOSUCAM boundaries by the local authorities and Chief of the Canton.³

There is a land rights issue between the state and the local Chief of the Canton, which pertains to the expectations of the villagers of Nkoteng when CAMSUCO (the state owned enterprise) was privatised and sold to SOSUCAM. Although this is a dispute between the villagers and the Cameroon State, SOSUCAM management have met with the Chief and local villagers to engage with them about their claim regarding royalties and tenure security.

Through the SOSUCAM's Corporate Social Responsibility (CSR) program, stakeholders continue to provide facilities to the workers as well as inhabitants of the village, which include recreational clubs for staff, a youth centre, restaurants and sporting facilities.

Overall, the research team observed a high level of trust between the communities of Mbandjock and Nkonteng, the mill and surrounding farms. Interviews and interaction with these communities offered insight into the dependence of these communities on the mill and farms as a primary source of employment in the region.

³ The Chief of Canton in which Mbandjock is situated, represents 9 villages, (which are included in parcel of SOSUCAM).

INTRODUCTION

The Coca-Cola Company is committed to both protecting the land rights of farmers and communities in its supply chain the world's top sugarcane-producing regions, and identifying and addressing child and forced labour issues, if any, in its supply chain the countries associated with sugarcane production. The Coca-Cola Company has endorsed the United Nations Guiding Principles on Business and Human Rights and has signed onto the United Nations Global Compact. Together with enforcement by the state, these industry commitments play a critical role in preventing human rights abuses as cited in the U.S. Department of Labor's List of Goods Produced with Child Labour or Forced Labour.

TCCC subscribes to Food and Agriculture Organization's Voluntary Guidelines on the Responsible Governance of Tenure of Land, Fisheries and Forests in the Context of National Food Security (VGGT). The VGGT is aimed at the State, but argues that all non-state actors (including business enterprises) have a responsibility to respect human rights and legitimate tenure rights.

"The VGGT's founding principles include:

- Recognizing and respecting all legitimate tenure rights and the people who hold them
- Safeguarding legitimate tenure rights against threats
- Promoting and facilitating the enjoyment of legitimate tenure rights
- Providing access to justice when tenure rights are infringed upon
- Preventing tenure disputes, violent conflicts and opportunities for corruption"⁴

TCCC aligns to the African Union's Guiding Principles on Large-Scale Land (AU Guiding Principles). These principles deal specifically with large-scale farming in an African context. The African Union (AU) describes the principles saying "These Guiding Principles are African-owned. They were drafted and reviewed by teams of experts on land governance and agricultural investment in Africa before being finalised based on the outcomes of a multi-pronged consultation exercise with a wide range of constituencies and stakeholders involved with land governance in the Africa region"⁵.

Furthermore, the Company is also aligned with The Analytical Framework for Land-Based Investments in African Agriculture, by the New Alliance; this is a framework developed for financial investors, agricultural project operators and supply chain companies investing in agricultural land in developing countries. This framework, while cautioning investors from taking on the role of government, indicates the importance of investors supporting and supplementing the activities of government. In some cases, it will be in the investors' best interests to go beyond the minimum legal requirements, as identified in the VGGT. The Framework was jointly developed by land experts from the African Union, UN Food and Agriculture Organisation (FAO), and several donor governments and suggests a series of questions that an investor should ask and undertake.

In line with the VGGT, the AU Guiding Principles, and the Analytical Framework for Land-Based Investments in African Agriculture, TCCC's Supplier Guiding Principles Good Practices include:

1. Demonstrating that acquisition has not been assembled through expropriation or other form of legal seizure without Fair, Prior, Informed Consent (FPIC) process and fair compensation for land, resettlement and economic impact to the affected communities.
2. Demonstrating that alternatives to a specific land acquisition were considered to avoid or minimize adverse impacts on the affected communities.
3. Ensuring the presence of grievance mechanisms to receive and address specific concerns about fair compensation and relocation if, applicable.⁶

The Company's Supplier Guiding Principles, Sustainable Agriculture Guiding Principles and Human Rights Policy have contributed to upholding human and workplace rights within the Company's supply chain, and serve as testament to the Company's commitment and impact in the global supply chain.

⁴ FAO. 2012. Voluntary Guidelines on the Governance of Tenure. <http://www.fao.org/docrep/016/i3016e/i3016e.pdf> [01/11/2016]

⁵ African Union, African Development Bank and United Nations Economic Commission for Africa. 2014. Guiding Principles On Large Scale Land Based Investments In Africa. http://www.uneca.org/sites/default/files/PublicationFiles/guiding_principles_eng_rev_era_size.pdf [01/11/2016]

⁶The Coca-Cola Company. 2013. Human and Workplace Rights Issue Guidance: Supplier Guiding Principles. <http://www.coca-colacompany.com/content/dam/journey/us/en/private/fileassets/pdf/2014/02/issuance-guidance.pdf> [02/11/2016]

Partner Africa was commissioned by The Coca-Cola Company in 2015 to carry out third-party research into the prevalence of forced labour and child labour in the sugar sector in Cameroon, as well as to provide an understanding of the complexities and issues of land ownership in the same industry and country. The purpose of these reports is to provide evidence for the existence or absence of forced labour, child labour and land rights violations within Cameroon's sugar supply chain in order to ensure The Coca-Cola Company is upholding the principles and guidelines to which it has committed. Research was composed of desk research, stakeholder interviews and field research over a period of three months.

The scope of the three themes were drawn from the International Labour Organisation, The Institute for Human Rights and Business, The Coca-Cola Company Human Rights Policy, The Coca-Cola Company Supplier Guiding Principles, The Coca-Cola Company Global Workplace Rights – Human and Workplace Rights Issue Guidance, and the United Nations Guiding Principles on Business and Human Rights.

Forced labour was defined as a situation in which people are coerced to work through the use of violence or intimidation, or by subtler means such as accumulated debt, retention of identity papers or threats of denunciation to immigration authorities. Child labour was defined as work that deprives children of their childhood, their potential and their dignity and that is harmful to their physical and mental development. Land rights referred to rights related to land and land use. These may include indigenous land rights, women's rights, access to housing, food and water, environmental rights, and land sovereignty. The measurement of land rights was against the local law of Cameroon as well as the Free Prior and Informed Consent guidelines.⁷

⁷ FPIC Guidelines as defined by Oxfam Australia, 'Guide to Free Prior and Informed Consent' published June 2010.

METHODOLOGY

The project comprised of a review of all relevant literature, stakeholder interviews, on-site interviews by a team of independent researchers and on-site documentation review.

<p>Review of Relevant Literature</p>	<p>A systematic and comprehensive review of relevant literature was undertaken. Literature consulted included, but was not limited to, official reports, media reporting, The Coca-Cola Company’s Supplier Guiding Principles Audit Reports, NGO and human rights organisation reports, country specific legislation, and country specific development reports.</p> <p>Please see the Appendix for a detailed list of country specific development reports.</p>
<p>Stakeholder Interviews</p>	<p>A stakeholder analysis was undertaken to identify key stakeholders and role players in and out of The Coca-Cola Company’s sugar supply chain. A team of researchers have conducted interviews in person, over telephone and through internet calls with all identified stakeholders. Stakeholders involved include:</p> <ul style="list-style-type: none"> • Sugarcane growers and processors • Local and international research organisations • Local and international NGOs • Human rights organisations • Government officials <p>Stakeholders have thus far been divided into two categories: over-arching stakeholders who were relevant to all countries and country specific stakeholders. Specific interview schedules were used for interviews with mill and farm workers, mill and farm management, adjacent farm owners, government officials and stakeholders.</p>
<p>On-site Interviews and Observations</p>	<p>A mix of in-depth, group and individual interviews were conducted. On site interviews were conducted at a range of locations including the mill, interviewees’ homes and government offices. Fieldworkers ensured certain standards for interviews such as ensuring all worker interviews were carried out in private without the attendance of a mill manager or supervisors and in venues not associated with disciplinary hearings or management boardrooms.</p> <p>On-site interviews were undertaken with:</p> <ol style="list-style-type: none"> 1. Sugar mill owners 2. Small to medium sugar farm owners 3. Large sugar farms owners 4. Sugar farm and mill workers 5. Adjacent property owners 6. Government officials 7. Community members <p>Specifically, on-site interviews focused on the following:</p> <p>Child Labour:</p> <ul style="list-style-type: none"> • Workers were asked whether they have seen or knew of any children working on the farm or mill and whether this would be possible. • Farm and mill owners were asked about what policy, management and monitoring systems were in place to ensure no child labour occurred in the supply chain. • Official mill and farm policy documents were checked to ensure a written commitment against child labour in the supply chain.

Forced Labour:

- Workers were asked whether they had to hand over any important documents in order to be employed and whether these documents were being held by mill and farm management.
- Workers were also asked whether they were allowed to be members of unions or workers groups.
- Workers were asked about violence and intimidation on the site.
- Farm and Mill owners were asked about grievance settlement mechanisms with workers on site

Land Rights:

- Workers, community members, adjacent farm owners and small farm owners were asked about their land ownership.
- Inquiry was made into how land was acquired and how any expansion in the future was planned.
- Original land title documents were checked
- Government officials were asked about land policy and land lease arrangements between SOSUCAM and the state.

In order to verify and further clarify the standards and measures utilised by the mill and farm, and to ensure that there is no child labour, there has been responsible land sourcing and that labour rights are upheld, interviews were conducted in French, utilising interview tools specifically formulated to inquire about the research themes. These tools were developed by Landesa Rural Development Institute. In addition, The Coca-Cola Company's Workplace Accountability SGP Agriculture and Farm Assessment Protocol were used.

In addition to interviews, documentation was reviewed on site to determine evidence of compliance and triangulate between observations and worker interviews to determine compliance with legal requirements and compliment or verify claims and observations.

Documents required from Mill Owners

- Mill (and farm, if appropriate) land ownership or lease documents (titles, deeds, certificates, tax assessments, lease contracts, permits, and other).
- Any documents related to the process of acquiring land parcels, including evidence:
 - Related to government compulsory acquisition of some or all of the mill land on behalf of the mill owner.
 - Related to consequent concessions for the compulsorily acquired land to the mill owner.
 - Related to negotiations for purchase and sale or lease of some or all of the mill land.
 - Of whether a social impact or other assessment (environmental, resettlement, other) was conducted prior to land acquisition.
 - Demonstrating that the mill land purchaser/lessor engaged in a consultation and/or consent process when negotiating the mill or farm land acquisition.
 - Reflecting any past or current disputes or grievances related to the land on which the mill is located, including whether and how disputes or grievances were resolved.
 - Indicating any plans to acquire additional or alternative land for mill facility operations.

Documents required from Government Officials

- Samples of any documentation of rights (ownership, lease, concession, or other) related to the sugar mill land and/or cane farmland.

- Samples of any documentation of rights (ownership, lease, concession, or other) related to land that is adjacent to the sugar mill land and/or sugarcane farmland.
- Any documents relating to environmental or social assessment and/or permitting related to the mill or cane farmland.
- Any documents related to the possibility that some or all of the mill or cane farmland may have been made available for the mill or farm by the government through compulsory acquisition processes.
- Any documents related to disputes or grievances related to the mill or farmland.

Documents required from Small, Medium and Large Farm Owners

- Farmland ownership or lease documents (titles, certificates, tax assessments, lease contracts and other).
- Any documents related to the process of acquiring land parcels, including written evidence:
 - Related to The National Institute of Colonization and Agrarian Reform (INCRA) award and allocation of the farmland.
 - Related to negotiations for purchase and sale or lease of some or all of the farmland.
 - Demonstrating that the land purchaser/lessor engaged in a consultation and/or consent process when negotiating the farmland acquisition.
 - Reflecting any past or current disputes or grievances related to the land on which the farm is located, including whether and how disputes or grievances were acknowledging and resolved.
 - If the land was an INCRA allocation, whether there are INCRA documents.
 - Indicating any plans to acquire additional farmland.
 - Showing that the previous farmland users (both male and female) were fairly compensated for the land on which the farm is now located.
 - Or that the previous farmland users lost their land to INCRA being abandoned.
- Any documents related to the process of acquiring land parcels, including written evidence:
 - Related to government compulsory acquisition of some or all of the farmland.
 - Related to government concessions of land to the farm.
 - Related to negotiations for purchase and sale or lease of some or all of the farmland.
 - Of whether a social impact or other assessment (environmental, resettlement, other) was conducted prior to land acquisition.
 - Demonstrating that the land purchaser/lessor engaged in a consultation and/or consent process when negotiating the farmland acquisition.
 - Reflecting any past or current disputes or grievances related to the land on which the farm is located, including whether and how disputes or grievances were acknowledging and resolved.
 - Indicating any plans to acquire additional farmland.
 - Showing that the previous farmland users (both male and female) were fairly compensated for the land on which the farm is now located.

Interview Schedule

In Cameroon, the following on-site interviews were conducted:

- 48 workers at SOSUCAM Nkonteng Farms
- 25 workers at SOSUCAM Nkonteng Mill
- 37 workers at SOSUCAM Mbanjok Farms
- 25 workers at SOSUCAM Mbanjok Mill
- The head of the CSTC Unions
- The head of the CTUC Union
- The Chief of the Canton
- SOSUCAM Farm and Mill Head of Human Resources
- SOSUCAM Farm and Mill Legal Director
- SOSUCAM Farm and Mill Development Director
- SOSUCAM Farm and Mill General Manager
- The Sous-Préfet of Mbandjock
- The Ministry of Land Ownership and Registration

Many of the stakeholder organisations identified are not operating in the sugar value chain, in the Cameroon, or even in Central Africa, because sugar is mostly traded domestically and regionally. The scale of trade does not invite many external forces to influence operations, as it does in other high-volume exporting countries. Attention to supply chain issues often occurs when exports are geared to Europe and the United States of America. The scale of production and the scale of the problem in many other regions overshadow the Central African situation. Nevertheless, the following stakeholders were contacted and valuable insight was gained:

Non-Government and Non-Profit Organisations

- Oxfam: Advocacy and Research
- AFD
- SPSA
- Child Rights International Network
- Terre de Hommes
- Antislavery
- Save the Children
- Ethical Sugar
- Solidaridad Sugarcane Network
- Oakland Institute

Private Companies

- BETPC-CAM
- CIBLE RH
- Beryo Internationale
- Gama Engineering
- Mozale Sarl
- BNP Services

Research Organisations

- CIRAD – Agricultural Research for Development

OVERVIEW OF CAMEROON'S SUGAR INDUSTRY

Overview of Agriculture and the Sugar Industry in Cameroon

Accounting for 21.7% of GDP, agriculture is the single largest sector in Cameroon, even though the tertiary sector, comprising of both the retail and manufacturing industries is collectively larger. National level data shows that value-added growth in the sector averaged 4% between 2003 and 2012, which exceeded GDP growth. The government aims to boost annual growth in economic activity from 2.9% to 5.5% for the 2010-2020 period through the bolstering of the agricultural sector.⁸ Sugar production was first organised by the state owned company CAMSUCO. Now privatised, SOSUCAM is part of the agribusiness firm SOMDIAA.

SOSUCAM Cameroon

SOSUCAM (Société Sucrière du Cameroun) grows 46,207 acres of sugarcane on plantations located on two sugar manufacturing sites, namely Mbandjock and Nkoteng. SOSUCAM produces 130,000 tonnes of sugar every year in compliance with the quality requirements of the ISO 9001 certification, version 2000, which was received in 2009 and is renewed every two years. SOSUCAM also received the FSSC 22000 and ISO 22 000 certifications in July 2016. SOSUCAM was created in 1965 and is now owned by the SOMDIAA Group, a French company, which holds 74% of its stock. Its remaining capital is distributed among the Cameroonian Government and Cameroonian private shareholders including SOSUCAM employees.⁹

With 1.08 million tonnes of sugarcane ground in both plants, SOSUCAM produces about 130,000 tonnes of sugar every year, including 17,000 tonnes as lump sugar. It sells about 100,000 tonnes on the Cameroonian market and supplies Chad with extra-refined sugar, which is used in breweries. In order to better meet the growing needs of the Cameroonian market, SOSUCAM has developed additional areas and enhanced its output capacities. As a result, the Nkoteng plant will be able to grind 225 tonnes of sugarcane per hour as early as 2017, in order to produce, with the Mbandjock plant, 165,000 tonnes of sugarcane per harvest over the entire SOSUCAM land (61,774 acres).¹⁰

Sugar production is a small component of the agricultural sector in Cameroon; cassava, plantains and maize are the largest crops produced, and the largest portion of commodities exported are bananas, cocoa beans and cotton lint.¹¹ 60% of the active population are employed in the agriculture sector. The self-provisioning of 2,000,000 agricultural households helps to counter food insecurity and poverty in the country as well as the supply in food production in local and urban markets. Roughly 80% of the country's food requirements are met through domestic production.

SOSUCAM Foundation

The SOSUCAM Foundation seeks to support the local economic development of both the Nkoteng and Mbandjock villages. Since its establishment, the SOSUCAM Foundation noted the difficulties of access to health care faced by rural communities in the district of Mbandjock. In response to this, the foundation implements a yearly ophthalmologic campaign, providing eye testing for locals and subsidising needed eyewear. The Foundation has also embarked on a number of local economic development projects to benefit local villages with various partners.¹²

⁸ World Bank, CAADP: Basic Agricultural Public Expenditure Diagnostic Review Cameroon 2014.

⁹ SOMDIAA website, <http://www.somdiaa.com/en/the-group>, [14/12/15]

¹⁰ SOMDIAA website, <http://www.somdiaa.com/en/the-group>, [14/12/15]

¹¹ FAO Stat: Cameroon, 2014

¹² SOMDIAA foundations website: <http://fondations-somdiaa.com/hub/fondation-sosucam-cameroun/> [05/03/2016]

CHILD LABOUR, FORCED LABOUR AND LAND RIGHTS IN CAMEROON

Overview of Education and Child Labour in Cameroon

The Cameroonian government allocated 3% of GDP to education in the period 2007-2013.¹³ In terms of Gross Enrolment Ratios (GERs¹⁴), Cameroon has a pre-primary GER of 30% (GER figures averaged between male and female), a primary GER of 113%, a secondary GER of 52%, and a tertiary GER of 11%. The difference in primary and secondary GERs shows that more than half the children who attend primary school do not attain secondary education. Reasons for non-attendance of secondary school are varied – costs are prohibitive, even though education is free. Costs include uniforms, books and other fees. Sexual harassment is also a common cause of non-attendance by girls. Registration is not possible without identity documents, and in northern Cameroon it is estimated that approximately 65% of children do not have identity documents.¹⁵

Table 1 Statistics on Children's Work and Education

Children	Age	Percent
Working (% and population)	5-14 yrs.	56.2
Attending School (%)	5-14 yrs.	79.7
Combining Work and School (%)	7-14 yrs.	52.7
Primary Completion Rate (%)		72.9

Source for primary completion rate: Data from 2012, published by UNESCO Institute for Statistics, 2015.(12)
Source for all other data: Understanding Children's Work Project's analysis of statistics from Enquête Démographique et de Santé et à Indicateurs Multiples, 2011.(13)

The children who cannot or do not attend secondary school make up half of the overall child population of Cameroon who are working. Cameroon, like the Ivory Coast, has known issues pertaining to child labour, especially in agricultural value chains. According to the US Department of Labour, 52.6% of Cameroonian children are engaged in labour including in agriculture and in the worst forms of child labour, including in commercial sexual exploitation.¹⁶ The table below provides an overview of children's work by sector and activity.

Table 2 Overview of Children's Work by Sector and Activity

Sector/Industry	Activity
Agriculture	Production of cocoa, bananas,* coffee,* palm oil,* rubber,* and tea,* including handling pesticides, machetes, clearing fields, and lifting heavy loads (1, 5-11) Raising livestock* (5, 9, 14)
Industry	Work in artisanal gold mines and gravel quarries,* transporting heavy loads of sand or gravel,* breaking stones,* and digging or standing in stagnant water to extract minerals* (1, 7, 15-17) Construction,* including carrying heavy loads of water,* concrete,* cement* and bricks* (1, 7)
Services	Domestic work (1, 7-9, 11, 18) Street work, including carrying heavy luggage,* vending,* and begging*(1, 7, 19)
Categorical Worst Forms of Child Labor‡	Commercial sexual exploitation* sometimes as a result of human trafficking (2-4, 7, 20, 21) Forced labor in agriculture in the production of cocoa, tea, cotton, and onions, fishing, livestock raising, domestic work, artisanal gold mines and gravel quarries, street vending, and construction each sometimes as a result of human trafficking* (2, 3, 7, 21, 22) Forced begging* (6, 9, 23)

* Evidence of this activity is limited and/or the extent of the problem is unknown.

‡ Child labor understood as the worst forms of child labor per se under Article 3(a) – (c) of ILO C. 182

The Cameroonian government has taken steps to combat the high prevalence of child labour such as ratifying key conventions such as the International Labour Organisation (ILO) convention on the worst

¹³ UN Data: Cameroon.

¹⁴ The Gross enrolment ratio is the total enrolment in a level of education (pre-primary, primary, secondary and tertiary), regardless of age, expressed as a percentage of the population of official education age for each level. GER can exceed 100% due to the inclusion of over-aged and under-aged students because of early or late school entrance and grade repetition (The World Bank WDI, 2014).

¹⁵ US Department of Labor: 2014 Findings on the worst forms of Child Labor.

¹⁶ US Department of Labor: 2014 Findings on the worst forms of Child Labor.

forms of child labour, ILO convention on minimum age, the United Nations Conventions of the Right of a Child (UNCRC) Optional Protocol on the Sale of Children, Child Prostitution and Child Pornography and the Palermo Protocol on Trafficking in Persons. Several programmes have also been started to help combat child labour such as the Global Action Program on Child Labor Issues 2011-2016, a \$15 million project implemented by the ILO to support the priorities of the Roadmap for Achieving the Elimination of the Worst Forms of Child Labor by 2016 established by the Hague Global Child Labor Conference in 2010.¹⁷

Forced Labour in Cameroon

Cameroon is a source, transit and destination country for women and children subjected to forced labour and sex trafficking and a source country for men in forced labour. Trafficking operations usually target two to four children at a time, often when rural parents give their children to an intermediary promising education or a better life in the city. Child traffickers increasingly resort to kidnapping their victims, including in Yaoundé, as heightened public awareness about trafficking has led parents to be less willing to give their children to these intermediaries.¹⁸

The government of Cameroon has increased anti-trafficking law enforcement efforts. In the 2011 Law Relating to the Fight Against Trafficking in Persons and Slavery, the definition of “trafficking in persons” requires movement and does not include exploitation. Draft legislation to improve the 2011 law remains under consideration for the third consecutive year. Drafted in 2012, in collaboration with the government, an NGO and national and international experts, these provisions aim to address shortcomings in the protection of victims and witnesses, as well as inconsistencies with international law.

In terms of international conventions, Cameroon ratified the ILO Convention No. 138 – Minimum age in August 2001 (the minimum age being 14).

Land Rights in Cameroon

The agricultural and forestry sectors account for only about 20% of GDP, even though two-thirds of the country’s 19 million people depend in whole or in part on incomes from these sectors.¹⁹

Access to land and security of property rights have emerged as critical constraints on increasing agricultural productivity and as sources of conflict between different agricultural communities (e.g. between livestock herders and farming populations, and between those wishing to convert forested land to perennial crops).

While the establishment of a legal framework for land tenure and property rights in 1974 put in place a process for land rights registration and created a framework for private ownership of property, only a relatively small percentage of Cameroonians have registered their land rights. Most continue to claim rights based on diverse customary laws, at times in direct conflict with the government, which seeks to use statutory law to enforce its own access to national (i.e. unregistered) land.

The 1996 Constitution provides that citizens have the right to own property individually or in association with others, and ownership includes the right to use, enjoy and transfer property in Cameroon. No one can be deprived of property unless it is taken in the public interest, in accordance with applicable law, and subject to payment of compensation as required by law (GOC Constitution 1996). The relevant land rights laws include:

- Ordinance No. 74-1 of 6 July 1974, established land tenure rules following the 1972 unification of the country.
- A companion law, Ordinance No. 74-2 of 6 July 1974, addressed the governance of state land. These laws created a tenure system based on land registration: all privately-owned land must be registered and titled to retain its character as private land. All unregistered land is deemed

¹⁷ US Department of Labor: 2014 Findings on the worst forms of child Labor.

¹⁸ US Department of State 2015 Trafficking in Persons Report

¹⁹ USAID Land Tenure Profile of Cameroon

to be either public land (which is held by the state on behalf of the public) or national land (which includes unoccupied land and land held under customary law). The laws were intended to encourage foreign investment in Cameroon as they effectively clarified private property rights and made all unregistered land available for investment.

- Article 16 of Ordinance No. 74-1 established prefect-level Land Consultation Boards,
- Decree No. 78/263 1978 established prefect-level Commissions for Resolving Agro-Pastoral Conflicts.
- Decree No. 2005/481 governs land titling and registration (GOC Land Law 74-1 1974; GOC Land Law 74-2 1974; GOC Decree 481 2005; Egbe 1997; GEF 2006).

To address women's insecurity of land tenure, Cameroon is in the process of developing a new family law, which will govern issues of marital property rights. The law will hopefully be another step in helping women realise the constitutional promise of equality.²⁰

FINDINGS

Child Labour Findings

Mill and Farm Management of Child Labour

Although forms of child labour have been reported in the agricultural industry in Cameroon, child labour has not been reported in the sugar sector, which was consistent with the findings of this research. Because SOSUCAM is the only sugar producer in Cameroon, the operations are highly mechanised and all subcontractors follow the SOSUCAM/SOMDIAA code of conduct, preventing child labour and forced labour in the sugar sector.

As a pre-condition for employment in the factory and plantations, all workers are required to bring their identification verification documents. No historic child labour was found during the documents review. The mill has a strict policy not to hire anyone under 18 years of age although the legal working age in Cameroon is 14.

The research team reviewed management systems related to the prevention of child labour in both mill and plantation operations and the corresponding implementation of policies and procedures. The research team reviewed national identity cards within personnel files, which did not indicate any child labour. Physically no worker present during field visits and mill tours appeared to be below 18 years of age. Overall the research team found that implementation of systems was effective.

Access to legally required documents was provided. Documentation reviewed (inclusive of but not limited to):

- Certificate de conformity;
- Environmental compliance certificate No. 00000044;
- CNPS certificate No. 020 014 3507 Q;
- Registration du Commerce Certificate No. 458.
- The main piece of legislation is the 'Code du Travail' of 1995 with several Regulations.
- A copy of the Internal Rules is maintained at the facility and was provided for review.

Worker Interviews

Workers interviewed confirmed that no children have been seen in the fields and verified that the procedure in place requires that ID documents are presented as proof of age in order to be hired. A worker who has been working on the site since 1989 responded saying that he had never seen a child working the area.

There are many levels of security to prevent child labour. Firstly, workers are picked up from their villages by buses run by SOSUCAM and no children are allowed on the buses. Secondly, there are guards at the entrance to the fields and mill who are trained to not allow those under 18 onto the site.

²⁰ USAID Land Tenure: Cameroon profile.

Lastly, workers are allocated tasks at the farms by their team leader who is instructed to send anyone under 18 home. All workers responded that it would be impossible for a child to get to the fields. SOSUCAM are the only sugar producers. Their operations are highly mechanised and their subcontractors all abide by their code of conduct.

Sugar production is a small component of the agricultural sector in Cameroon. Cameroon actually imported 90,390 tonnes of refined sugar and exported 41,146 tonnes in 2011. Cocoa, bananas, rubber and coffee are each 10 times larger than the sugar sector.²¹

Forced Labour Findings

Mill and Farm Management of Forced Labour

The communities supplying labour to the mill and farms were Cameroonian and no migrant labour was observed. It was noted that labour service providers were utilised, however, all recruitment fees were paid by SOSUCAM and not by the workers. It was also noted that permanent employees are hired in lieu of long-term contracts.

The research verified the current systems in place to monitor and prevent forced labour in the mill and the farms as well as subcontractors.

Current practices observed in the operation and management of mills and farms include the following. The workforce of the farms and mill is composed of seasonal, permanent, contract and sub-contracted employees. Recruitment is done upon receipt of request from a specific department, and the HR department then selects candidates from an existing database. Interviews are carried out in the presence of the HR and senior staff from the requesting department. Upon recruitment, the new staff undergoes induction training. At the end of each season, workers are evaluated through a performance appraisal. The evaluation helps in determining needs for the next season. No original IDs were kept and there was no intimidation or violence against staff recorded.

A review of the personnel files for both the mill and the farms indicated that workers had voluntarily applied for the jobs they were holding as their original application letters were available in files. It was noted that employment contracts had been signed by the workers and a copy retained by them. The contract clearly stated terms and conditions of work. All workers are given one hour lunch break and procedures were in place for sick leave or if one needed to attend to personal commitments.

SOSUCAM has procedures used for subcontractors to combat child labour which includes a contract that is signed with the subcontractor (for example 'avenant CIBLE RH'), in which the minimum age for workers is 18 years old. SOSUCAM have conducted meetings on compliance with non-child labour and non-forced labour regulations with their subcontractors. The subcontractors are well informed and some adopt a charter of good conduct, rules of procedure and recruitment procedure in which involve hiring steps with control of age, overtime and many other aspects. SOSUCAM also have an audit team to conduct assessments of the subcontractors to help them improve their practices.

Disciplinary procedures are clearly mentioned in the facility internal rules. A follow up and escalation matrix exists to ensure issues raised are documented. There is a proactive approach to enquiry, verbal warning, written warning and dismissal, including assistance by union representatives

Several trade unions are active in the industry, including the Confederation Syndicate des Travailleurs du Cameroun (CSTC), Union des Syndicats Libres du Cameroun (USLC), Confederation General des Travailleurs Liberte du Cameroun (CGTLC), Confederation Syndicale Autonome du Cameroun (CSAC), and the Confederation Syndicale Independent du Cameroun (CSIC). Membership rates amongst unions are high and there was no indication of interference in union activity by either the mill or the farm management.

²¹ <http://faostat.fao.org/desktopdefault.aspx?pageid=342&lang=en&country=32>

Worker Interviews

Workers did not note any incidences of indentured labour and workers interviewed confirmed that all employees work voluntarily. There were no incidences of ID documentation being retained, however, all workers are Cameroonian, so this does not apply. All workers stated that they understood that they could join unions, and some were members of unions. All workers knew that there were documents available from SOSUCAM as well as the unions around collective bargaining and how the procedures in place work.

There are, however, issues around workers working too much overtime and violation of rest days. It was reported that some security workers' hours were not recorded properly, resulting in workers working overtime and not receiving payment for it. A lack of rest days was also reported, with some workers working more than 7 days straight without a rest day. SOSUCAM noted this irregularity within the SGP pre-assessment. They found that a subcontractor (providing security services) was not giving the mandatory resting day to its workers. SOSUCAM allows each worker to have one rest day per week and the subcontractor has been reminded of its contractual obligation to do so.

When hours were recorded by team leaders, it was also seen that 8 hours was the average recording input, without a start or finish time, and workers stated that they often worked more than 8 or 9 hours. At SOSUCAM, overtime is done on a voluntary basis, in line with a national agreement for agriculture. It was said that workers are well informed in advance on their scheduled time of work, and that they are informed that if there is overtime, it is done voluntarily during the campaign period, as the law in Cameroon permits. Both workers and a department delegate of labour must agree on overtime to be worked, payment for which conforms to article 12 of decree n°95-677 of 18-12-1995.

Although international, national and firm level standards and policies are necessary measures to prohibit child and forced labour, multiple stakeholders acknowledged that there are high costs and logistical challenges of monitoring and inspecting multiple sites in tremendously hard-to-reach locations. Supplying quality social support programmes, such as new or improved schools and proper access to quality healthcare, could do more to prohibit child and forced labour. Stakeholders acknowledged that social development projects, led by the milling and farming company, SOMDIAA, through the SOSUCAM Foundation, were found to be effective in delivering long-term prevention mechanisms.

Land Rights

SOSUCAM owns 10,000ha for plantation and 58 ha for a factory and other buildings in Mbandjock, although official title deeds still need to be obtained. In 1998, SOMDIAA purchased the state-owned CAMSUCO in Nkoteng.²² In 2006, SOSUCAM obtained additional land in Mbandjock and Nkoteng with long-term leases from the Cameroonian state.

There is an existing issue on the Mbandjock site, where the municipality built a school on land owned by SOSUCAM. The school is dangerously close to a factory, which is seen as a health and safety risk. SOSUCAM did not have all the relevant documentation necessary to prevent the municipality from building on that specific site. SOSUCAM is now trying to reach agreement with the municipality on a multi-stakeholder platform to help relocate the school.

The building of the school highlights the complexity of land ownership and tenure in Cameroon. One stakeholder from the Mbandjock area stated that the issue comes from the privatisation of CAMSUCO. He explained that the villagers understood that there was a need to create a sugar company to contribute to the development of the region towards Nkoteng. The villagers believed that the company would build schools and give them advantages/privileges such as medical treatment for the most serious patients at CAMSUCO hospital. They believed CAMSUCO would also build roads, creating access for the villagers to Nkoteng city, and in cases of fallen houses or huts, that CAMSUCO could help village leaders by giving aid to households.

²² White, A., Lanjouw, A., and Rainer, H. 2015. *Industrial Agriculture and Ape Conservation*. Cambridge University Press. [01/11/16]

When CAMSUCO was privatised, the Cameroonian state did not explain to the villagers the conditions of privatisation. The stakeholder further went on to state that after a meeting with SOSUCAM management, the villagers understood and agree with SOSUCAM's use of the land. However, there are remaining issues. The first is that the advantages that SOSUCAM gives to villagers are not the same as those CAMSUCO gave. The second issue is about royalties.

The stakeholder explained that there is a complaint against the Federal Ministry of Domain. The villages have made claim to royalties from the long leases paid by SOSUCAM to the Federal Ministry of Domain for the original land allocated by decree in 1965. This is therefore a dispute between villagers and the Cameroonian state. According to one stakeholder, the villages only receive royalties from the additional land acquired by SOSUCAM in 2006. SOSUCAM pays royalties in conformity with the agreement concluded in the emphyteutic lease²³ with the authorities.

The explanation is that the first emphyteutic leases (original agreements of SOSUCAM in Mbandjock and CAMSUCO in Nkoteng) are paid by SOSUCAM for 100%, directly to the government, in accordance with the rules of the agreements. For the 2006 extension lease, the agreement states that SOSUCAM would pay:

- 40% directly to the government
- 40% to the city halls (Mayors of Mbandjock and Nkoteng)
- 20% to the villages (Chiefs)

SOSUCAM provides housing units for managers and some staff members only, who stay in housing estates for free. These housing estates are owned by SOSUCAM. SOSUCAM provides free water to all residents. Some workers who are housed by the facility were residing in these estates before SOSUCAM took over the facility. Through the CSR programme, the firm continues to provide facilities to the workers as well as inhabitants of the village, which include recreational clubs for staff, a youth centre, restaurants and sporting facilities.

Overall, the research team observed a high level of trust between the communities of Mbandjock and Nkoteng, the mill and the surrounding farms. Interviews and interaction with these communities offered insight into the dependence of these communities on the mill and farms as a primary source of employment in the region.

Conclusion

In conclusion, the study found that there were no violations of child or forced labour legislation in any documentation or observed by field research and interviews with farm and mill management, workers and stakeholders. Since this research, the issue of the subcontractor who was not giving the mandatory resting day (1 day per week) to its workers has been addressed by SOSUCAM. It was also found in the interviews with workers that voluntary hours worked overtime were not always recorded properly. However the HR Director of SOSUCAM explained that both workers and the department delegate of labour must agree on overtime, payment for which conforms to article 12 of decree n°95-677 of 18-12-1995.

Multiple stakeholders acknowledged that social development projects led by the milling and farming company, SOMDIAA, through the SOSUCAM Foundation, were found to be effective in delivering long-term prevention mechanisms.

In terms of land rights, SOSUCAM has acted entirely legally and has engaged with the local Chiefs around the land rights issue, however, the issue is with the state and not with SOSUCAM, as indicated and verified by the stakeholder interviewed. Through the CSR programme, the firm continues to provide facilities to the workers as well as inhabitants of the village, which include recreational clubs for staff, a youth centre, restaurants and sporting facilities.

²³ An emphyteutic lease is a type of real estate contract specifying that the lessee must improve the property with construction.

APPENDIX: ADDITIONAL INFORMATION

Definitions:

CHILD LABOUR

The term 'child labour' is often defined as work that deprives children of their childhood, their potential and their dignity, and that is harmful to physical and mental development.

It refers to work that:

- is mentally, physically, socially or morally dangerous and harmful to children; and
- interferes with their schooling by:
 - depriving them of the opportunity to attend school;
 - obliging them to leave school prematurely;
 - requiring them to attempt to combine school attendance with excessively long and heavy work.

FORCED LABOUR

Forced labour refers to situations in which persons are coerced to work through the use of violence or intimidation, or by more subtle means such as accumulated debt, retention of identity papers or threats of denunciation to immigration authorities.

LAND RIGHTS

Land rights refer to a broad and complex set of rights related to land and water and associated aspects such as housing. These include:

- Indigenous land rights
- Women's rights
- Access to housing, food, water
- Environmental rights and
- Land sovereignty

There is no singular global rights framework which is specifically focused on land rights as land rights are cross cutting and interdependent.

Cameroon Overview

Cameroon is a former French and British colony located in Central Africa, bordered by Nigeria, Chad, The Central African Republic, Equatorial Guinea, Gabon and the Republic of Congo. The country has a land size of approximately 475,440 sq. km, and a population of roughly 34 million. The national languages are French and English with a further 24 local languages.²⁴ Cameroon's president is President Paul Biya who has been in office since 1982.

Political Economy Context

Cameroon has been a relatively stable presence in Central Africa since independence in 1960 and has never seen a successful military coup. Following independence, the country was ruled by President Ahmadou Ahidjo (from 1960 to 1982) and then by President Paul Biya, who took office as President in 1982. In 1966, the two governing parties and several opposition groups merged to form a one party regime, which was reconstituted in 1968 as the Rassemblement démocratique du peuple camerounais or the Cameroon People's Democratic Movement (CDPM) in 1968, making Cameroon a one party state. In 1990, multiple parties became legal after wide spread protest.

²⁴ CIA World Fact book: Cameroon

In 1992 the first election was held, which was won by the CDPM (who had formed a coalition with the movement for the Defence of the Republic). Paul Biya was re-elected in the same election²⁵ and again in October 1997 where he was re-elected for a seven-year term. Elections were held in 2013, and the senate, which guarantees the country's political stability, started operating. The CDPM took 148 of the 180 seats in the National Assembly in the 2013 legislative elections.²⁶ While politically stable, Cameroon has issues with corruption and non-transparency in its judicial and legal systems.²⁷ Cameroon has also recently faced humanitarian issues due to political and security crises in neighbouring Central African Republic, as well as incursions and kidnappings in the north of the country by extremist groups allied to the Nigerian sect Boko Haram.²⁸

Economy

Cameroon's GDP is mostly comprised by the tertiary sector, namely manufacturing and wholesale/retail trade, followed by the agricultural sector (see table below). Oil is Cameroon's main export commodity accounting for nearly 40% of export earnings despite falling global oil prices.²⁹ Cameroon is classified as a Lower Middle Income country with a GDP of \$32.55 billion.³⁰ Growth has been strong at over 5%, but has remained below the 6% average growth target set in the 2010-20 Growth and Employment Strategy Paper (2010-20 GESPP), which aims to incorporate Cameroon into the group of emerging countries by 2035.³¹

Table 2 -GDP by sector (percentage of GDP at current prices)		
	2009	2014
Agriculture, forestry, fishing & hunting	23,5	22,7
of which fishing	1,3	1,1
Mining and quarrying	7,9	9,3
of which oil	7,7	9,1
Manufacturing	16,2	14,1
Electricity, gas and water	1,0	1,0
Construction	4,8	6,2
Wholesale & retail trade; repair of vehicles household goods; Restaurants and hotels	20,2	19,6
of which hotels and restaurants
Transport, storage and communication	6,5	6,9
Finance, real estate and business services	10,4	10,9
Public administration and defence	8,3	8,1
Other services	1,3	1,2
Gross domestic product at basic prices / factor cost	100	100
Source: Data from domestic authorities: Table taken from African Economic Outlook 2015.		

²⁵ The Commonwealth: Cameroon Overview.

²⁶ African Economic Outlook: Cameroon 2014.

²⁷ Business Anti Corruption Network: Cameroon.

²⁸ African Economic Outlook: Cameroon 2014.

²⁹ CIA World Fact book: Cameroon.

³⁰ The World Bank: Cameroon Overview: <http://data.worldbank.org/country/cameroon>.

³¹ African Economic Outlook: Cameroon 2014.

Cameroon's growth has been primarily due to the tertiary sector as well as growing its supply of agricultural and energy goods. The African Economic Outlook projects that growth is set to remain strong thanks to policy focused on strengthening agricultural value chains and developing the supply of energy and the construction sector.³² GDP growth has also been boosted by domestic demand, which has grown by 5,9% since 2013. However, although net external demand improved, it remained negative with an estimated deficit of 8.3% of GDP, with imports increasing, especially food construction material and capital goods for major infrastructure projects.³³

Cameroon has a dynamic private sector, with over 94,000 businesses and other entities in the formal sector.³⁴ However, due to corruption and other factors, it is has performed poorly in business rankings, slipping from 132nd in 2013 to 168th in 2015.³⁵ Private sector development is slowed due to:

- Poor electricity supply;
- Weak public governance;
- Weak institutions promoting the public sector;
- Hard to access capital; and
- Poor basic infrastructure.³⁶

Forests totalling 20 million hectares cover 41.3% of Cameroon³⁷ and the economy relies heavily on exploiting these resources. As such, the state has taken steps to carefully manage and monitor the use of forests and counter deforestation. Cameroon has signed the highest number of environmental conventions related to forestry including the Convention on Biological Diversity, the United Nations Convention to Combat Desertification (UNCCD), the Stockholm Convention on Persistent Organic Pollutants and the UN Convention on Climate Change. It has also signed the Voluntary Partnership Agreement under the European Union's Forest Law Enforcement, Governance and Trade (FLEGT) Action Plan in order to increase governance of this sector.

Socioeconomic Context

Data is not yet readily available for Cameroon's most recent household survey (ECAM 4) conducted in 2014. However, ECAM 3, conducted in 2007, revealed that poverty affected an estimated 39.9% of the population, compared with 40.2% in 2001, and that 55% of the country's poor people live in rural areas. Of these, women and children were the worst effected: 52% of people in poor households were women, and half the members of poor households were under 15 years of age.³⁸

³² African Economic Outlook: Cameroon 2014.

³³ African Economic Outlook: Cameroon 2014.

³⁴ African Economic Outlook: Cameroon 2014

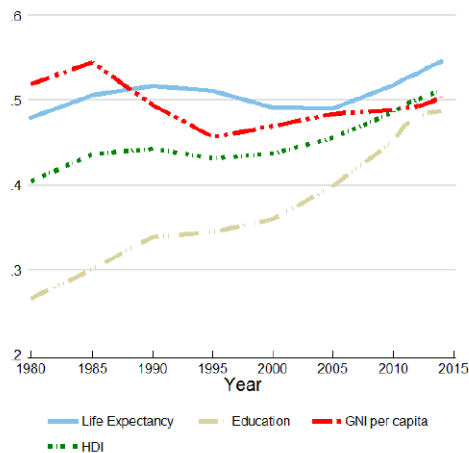
³⁵ World Bank: Doing Business Ease of doing Business ranking: Cameroon.

³⁶ African Economic Outlook: Cameroon 2014.

³⁷ Civil Society Engagement with Ecological Economics: <http://www.ceecec.net/>.

³⁸ IFAD Factsheets: Cameroon.

Figure 1: Trends in Cameroon's HDI component indices 1980-2014



In terms of the Human Development Index, Cameroon's HDI value for 2015 is 0.512, putting the country in the low human development category and positioning it at 153 out of 188 countries and territories.³⁹ However, when factoring in inequality, the IHD value falls to 0.344. Key indicators from the HDI show that between 1980 and 2014, Cameroon's life expectancy at birth increased by 4.3 years, mean years of schooling increased by 3.9 years and expected years of schooling increased by 3.4 years. Cameroon's GNI per capita decreased by about 9.7% between 1980 and 2014 (see figure below).⁴⁰

In 2009, the state adopted a new growth and employment strategy named the DSCE, which updated the prior poverty reduction strategy paper. The DSCE covers the period of 2010-2019 and aims to adjust the overall objectives and address the weaknesses of the various sector policies. Its principal objectives include:

1. Reducing poverty to less than 10%;
2. Becoming a middle-income country;
3. Being an industrialised nation; and
4. Consolidating democracy and national unity.

Overview of SOMDIAA/SOSUCAM

SOMDIAA (Society d'Organisation de Management et de Développement des Industries Alimentaires et Agricoles) is a large French holding company that specialises in agro-food processing across Central and West Africa and the Indian Ocean region. The core operations of the company are the production and marketing of sugar and flour as well as other commodities, eggs, day-old chicks, and animal feed. The company has its headquarters located in Paris, France, and all operational aspects (crop and poultry farming, processing, and marketing and sales) occur at source through its subsidiaries in Cameroon, the Congo, Ivory Coast, the Central Africa Republic, Gabon, Chad, Togo, and Reunion Island⁴¹. The company supplies local agri-industry related manufacturers and processors in its geographical area of operation. The company is currently chaired by Alexandre Vilgrain, son of Jean-Louis Vilgrain, who succeeded his father in 2000. In 2014, the SOMDIAA group generated approximately €422 million in total sales and employs around 18 000 permanent staff across its operations.⁴²

The group origins of the company lie in the lease of a 12 000 ha concession in the Congo in 1947 by Jean-Louis Vilgrain. This resulted in the establishment of the first candy cane and peanut oil mill in the Congo. From the 1970s, the company experienced a period of intensive growth – operations and sugar mills were established in Cameroon, Gabon, Ivory Coast, Chad, and Burkina Faso through partnerships with African states and the company diversified into other product areas such as cotton. In 1991, the first private investment of SOMDIAA occurred with the purchase of the SIAN sugar factory which today is the subsidiary SARIS CONGO. Since 2011, Castle Group holds a majority shareholding of the SOMDIAA Group.⁴³

The diagram below illustrates the organisational structure of the company.⁴⁴

³⁹ United Nations Development Program (UNDP) HDR Report 2015: Cameroon Overview.

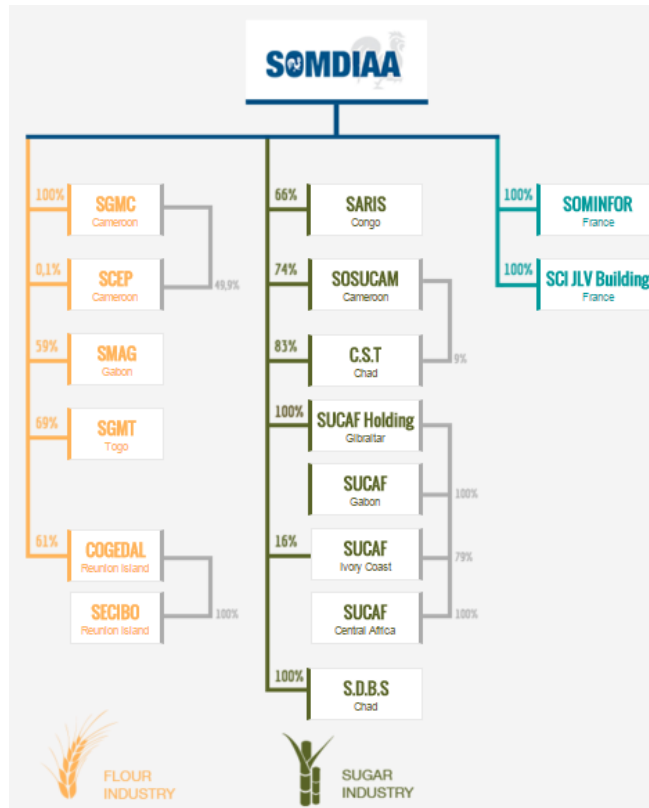
⁴⁰ United Nations Development Program (UNDP) HDR Report 2015: Cameroon Overview.

⁴¹ SOMDIAA Company Profile

⁴² SOMDIAA website, <http://www.somdiaa.com/en/the-group>. [14.12.2015]

⁴³ SOMDIAA website, <http://www.somdiaa.com/en/the-group> [6.11.2015]

⁴⁴ SOMDIAA website, <http://www.somdiaa.com/en/the-group> [14.12.2015]



Free Prior and Informed Consent (FPIC)

FPIC is an indigenous peoples' right established in international conventions, notably the ILO Convention 169 on Indigenous and Tribal Peoples (1989), as well as in soft law, notably the UN Declaration on the Rights of Indigenous Peoples (2007), and in some cases, national law. The purpose of FPIC is to ensure that communities are adequately informed, properly consulted, and given the opportunity to fully participate in negotiations with companies of the government before they consent to the lease or purchase of their land, as well as to the implementation of a project. The key elements of FPIC were outlined in a report of the 2005 UN Permanent Forum on Indigenous Issues (UNPFII) International Workshop on Methodologies regarding FPIC and Indigenous Peoples. These are:

- people are 'not coerced, pressured or intimidated in their choices of development'
- 'their consent is sought and freely given prior to authorisation of development activities'
- 'they have full information about the scope and impacts of the proposed development activities on their lands, resources and well-being', and
- 'their choice to give or withhold consent over developments affecting them is respected and upheld'.⁴⁵

Detailed List of Relevant Literature

This list of reports were reviewed as part of the literature review:

- The United Nations Human Development Index 2015
- The United Nations World Development Report 2014
- The World Bank Economic Update for the Republic of Cameroon 2014
- The United Nations Declaration for the Rights of Indigenous People 2008
- IIED Reports on Free, Informed and Prior Consent 2013
- IFC Performance Standards on Environmental and Social Sustainability 2012
- Articles from the Institute of Human Rights and Business
- The USAID Country Profile Property Rights and Resource Governance in Cameroon

⁴⁵ IIED. 2013. FPIC and the Extractive Industries.

- The United States Department of Labor 2014 Findings on the Worst Forms of Child Labour in the Cameroon
- The United States Department of State (2015) Trafficking in Persons Report
- United States Dept. of Labour: List of Goods Produced by Child Labor or Forced Labor (2014)
- The ILO convention on Forced Labour, 1930 (No.29)
- ILO Convention No. 182 on the worst forms of child labour, 1999
- ILO Convention No. 138 on the minimum age for admission to employment and work
- OECD: Cameroon African Economic Outlook 2014
- Food and Agriculture Organization: Voluntary Guidelines on the Responsible Governance of Tenure of Land, Fisheries and Forests in the Context of National Food Security (VGGT)
- African Union: Guiding Principles on Large-Scale Land (AU Guiding Principles)
- New Alliance: The Analytical Framework for Land-Based Investments in African Agriculture