



SUSTAINABLE  
**HAZELNUT  
VILLAGES**  
PROJECT



PROGRESS AND RESEARCH REPORT  
**2022**

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## PROJECT OWNER

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Kadir DURAK  
Durak Hazelnuts  
Industry and Trade Inc.

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## PROJECT TEAM

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### PROJECT COORDINATOR

Vedat MACİT

### ACADEMIC SUPERVISOR

Dr. Tuğba KONTAŞ AZAKLI

### FIELD TEAM

Serdar MACİT  
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### DESIGN

Bülent USTAOĞLU





 **Durak**  
HAZELNUTS

*With trust from the past to the future...*

## ABOUT US

As an internationally renowned company who takes its power from local resources, Durak Hazelnuts is committed to provide its consumers with the best quality products through Sustainable Hazelnut Farming methods.

Our mission is to reach products with sustainable and traceable agricultural activities at every stage of the supply chain. We aim to offer a unique service quality, introduce applications that make a difference, to collect products with a quality-based purchasing approach at the market level, to process them without touching, to package them, to transform them into value-added products, and to market them both domestically and internationally.



## SUSTAINABILITY PROJECTS CARRIED OUT BY DURAK HAZELNUTS

As Durak Hazelnuts, we are carrying out numerous sustainability projects that are aligned with the sustainable development goals devised by the UN. Our priority in our sustainability program is the global prevention of child labor indicated in goal 8.7. We are carrying out collaborative projects with our stakeholders in the supply chain, public organizations, and civil society in order for the effective implementation of the principles of sustainable development both in Turkey, and in the rest of the world. In doing so, we are not only looking at agricultural production, but we're also focusing on social issues.

Our projects have been expanding both in their inclusivity, as well as in their quantity since 2012. We're working firstly towards the protection of people and children within supply chains, and secondly towards the protection of hazelnuts' value and future both in Turkey and the rest of the world.

To get more detailed information on our projects in the field of sustainability, please visit:

[www.duraksurdurulebilirlik.com](http://www.duraksurdurulebilirlik.com)

[www.hercocukbirdunya.org](http://www.hercocukbirdunya.org)



## SHF PROJECT

The Sustainable Hazelnut Farms Project is carried out in two hazelnut producing regions in Turkey and it aims to reduce child labor in hazelnuts, and to improve the living and working conditions of seasonal migrant worker families. The project will be implemented in the Ferizli district of Sakarya, and Ikizce district in Ordu between 2022 to 2024.



## FUNDING BODIES

- The Netherlands Enterprise Agency's (RVO) fund against the use of child labor in conjunction with the the Ministry of Foreign Affairs of the Netherlands.



Netherlands Enterprise Agency

- Intersnack



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## AIMS

The project aims to reduce child labor in hazelnuts, and to improve the living and working conditions of seasonal migrant worker families in the Ferizli district of Sakarya, and Ikizce district in Ordu through collaboratively tackling the core reasons of the problems. In order to fulfil the aims of this p oject, plans will be made in cooperation with local authorities and relevant stakeholders, and disparate practices aimed at combating and eliminating child labor will be brought together.

**TOTAL BUDGET  
OF THE PROJECT:  
€ 404,370**



## THE GOALS OF THE PROJECT

- Creating local working groups with the participation of stakeholders from public and private institutions
- Enabling improved play and educational opportunities for 600 children.
- To reduce the use of child labor between the ages of 5-15 by 80% in the two districts between 2022-2024.
- 200 agricultural contracts.
- 60 agricultural intermediaries to be officially registered.
- The participation of 80 labor intermediaries to our training programs.
- 180 worker training
- 1150 producer training



## THE EXPECTED OUTCOMES OF THE PROJECT

**Outcome 1:** To induce active and sustainable channels of cooperation between the local government and migrant communities in order to combat child labor, and to improve the living and working conditions therein.

**Outcome 2:** Facilitating the children of seasonal migrant workers' families access to improved play and educational facilities.

**Outcome 3:** To improve the living and working conditions for seasonal agricultural workers and their families.

**Outcome 4:** To devise improved channels of cooperation to fight the use of child labor in cooperation with international, national, and local actors.



## PROJECT INFORMATION

**Project Start Date:** 2021

**Project Completion Date:** 2024

**Project Application Fields:** İkiizce ve Ferizli (Central and Western Black Sea)  
İkiizce Region (Durak Hazelnut) Producer Volume: Over 1000 registered manufacturers

### **İkiizce Region Sustainable Hazelnut Villages Project Committee Members:**

- Durak Hazelnut,
- Ordu İşkur Ünye district directorate ,
- İkiizce vocational school of higher education ,
- Ordu Woman Empowerment association ,
- İkiizce district municipality,
- Top producer,
- Mukhtar,
- Worker's representative,
- Durak Hazelnut Social Workers

### Activities carried out to date:

1. Stakeholder Mapping Study
2. Stakeholder visits
3. First Committee meeting
4. Accommodation Areas Needs Analysis
5. Producer Trainings
6. Second Committee meeting
7. Third Committee meeting
8. Teacher training
9. Children's Access to Safe Areas
10. Educational Activities for Children
11. Distribution of Training Kits and Training Sets
12. Improvements in Accommodation Areas
13. Seasonal Agricultural Worker Women's Trainings
14. Registration of Agricultural Intermediaries (Agricultural Intermediary Trainings)



# ACTIVITIES

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## 1. Stakeholder Mapping Study

In October 2021, stakeholder mapping was carried out in one face-to-face and two online sessions.

## 2. Stakeholder Visits

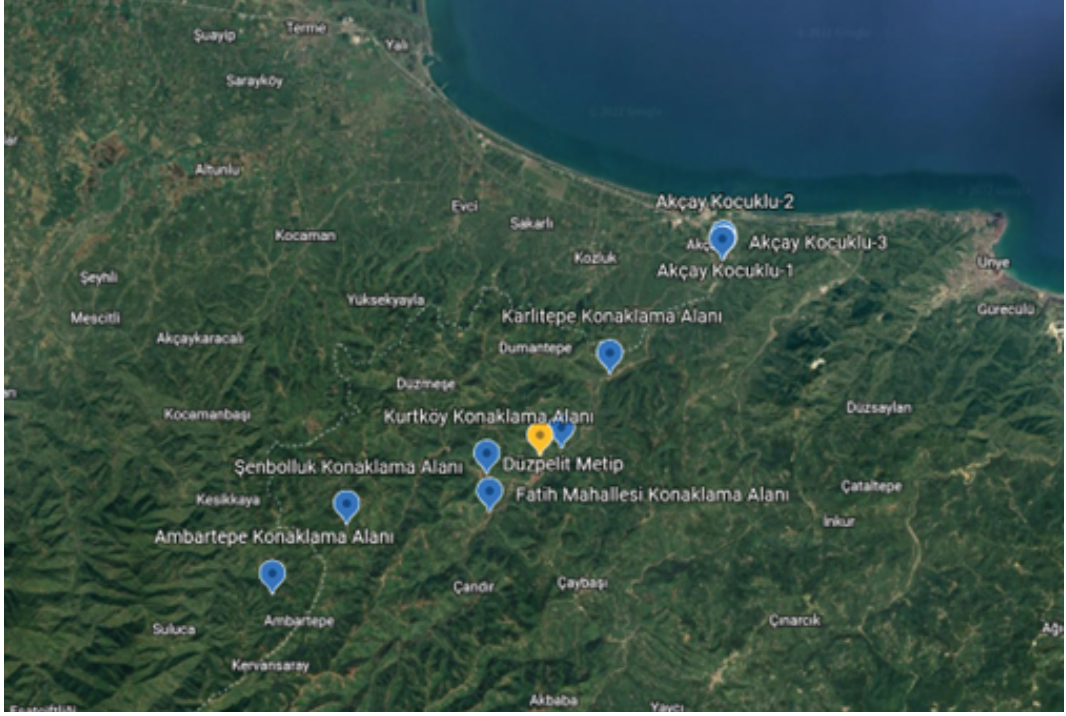
The prominent institutions that emerged in the stakeholder mapping were visited by RA and Durak officials. In this context, 7 institutions were visited. These institutions are as follows;

- İkiçce District Governorate,
- İkiçce district Municipality,
- İkiçce Vocational School of Higher Education,
- İkiçce Community Health Center,
- İkiçce District National Education Directorate,
- Ordu Provincial Employment Office
- Ordu Woman Empowerment Association.

## 3. First Committee Meeting

The committee meeting was held on March 2, 2022 in the meeting room of Ordu University İkiçce Vocational School of Higher Education. Committee meeting was held with 17 participants. In the meeting, information about the project and risk analysis related to migrant seasonal agricultural migration were carried out. Risks are ranked in order of importance and urgency. The risks with the highest importance and urgency were determined as the right to lick (safety), the prevention of accidents, diseases, and the elimination of accommodation problems.





#### 4. Accommodation Areas Needs Analysis

In İkitizce district, 7 areas where mobile seasonal agricultural workers stay collectively were determined and their current situation was analyzed, and the risks of the area were determined and their needs were listed. Various suggestions have been presented to meet the needs in the field. Detailed information can be found in the “Accommodation Areas Needs Analysis Report” accommodation areas identified and included in the analysis are as follows:

- I. Şenbolluk Accommodation Field,
- II. Fatih Neighbourhood Accommodation Field,
- III. Karlitepe Accommodation Field,
- IV. Düzpelit Accommodation Field,
- V. Kurtköy Accommodation Field,
- VI. Kocuklu Accommodation Field,
- VII. Ambartepe Accommodation Field

#### 5. Producer Trainings

Within the scope of the project, the contents of the trainings to be given to the producers were created and 450 producers were given one-on-one training.

The training titles given to producers are as follows;

- I. Child Labor,
- II. Agreement and Contract,
- III. Working and Living Conditions,
- IV. Gender and anti-discrimination,
- V. Sustainable Agricultural Practices.

## 6. Second Committee Meeting

The second Committee meeting was held on May 31, 2022 in the meeting room of Ordu University İkizce Vocational School of Higher Education. The committee meeting was held with the participation of 12 people. In the second committee meeting, an evaluation was made by going over the needs analysis report of the accommodation areas with the members of the committee. In addition, an assessment was made on the needs of safe play and learning domain.



## 7. Third Committee Meeting

Third Committee meeting was held on 22 July 2022 in Ordu University İkizce Vocational School for Higher Education meeting hall. The meeting was held with the participation of 14 people. At the meeting, the joint investment plan was discussed by the committee members. Then, the needs assessment of safe play and learning domain was discussed. It was talked about the upcoming harvest period and preparations.





## 8. Teacher Training

Trainings were given to teachers and auxiliary personnel who will take part in the summer school. These trainings were given by three academics and a human rights expert. The program started with Project Introduction and continued with Child Labor in Seasonal Agricultural Migration. Afterwards, training was given on Gender and Discrimination. In the second half of the day, trainings were given under the headings of Accidents and First Aid, Self-Compassion and Nonviolent Communication. In addition, the modules prepared by the Ministry of National Education General Directorate of Lifelong Learning were shared with teachers and the program to be applied to children was revised based on play and skills.





## 9. Children's Access to Safe Areas

The Sustainable Hazelnut Villages project is carried out in coordination with the Every Child is a World program. During the 2022 harvest period, 100 children were reached within the scope of the Sustainable Hazelnut Villages Project and 109 children were reached under the Every Child is a World program. 5 vehicles were deployed to ensure children's access to safe play and learning areas from their accommodation fields. These services provide children with access to safe play and learning areas by visiting certain areas more than once.





### 10. Educational Activities for Children

In the summer school opened within the scope of the Sustainable Hazelnut Villages Project, a kindergarten for the 3-6 age group was created for children in the small age group and for the older age group. There were 32 students in total in the kindergartens.



Illiterate children were identified, and a literacy group was formed.



In addition, Mathematics, Science, Turkish, Physical Education classes, Handicrafts and Children's Rights workshops were established for the participation of children in each group.

The children participating in the program were divided into groups according to their developmental levels by making both age and developmental evaluations. Below is the Daily school schedule:

### DAILY SCHOOL SCHEDULE

|               |                                   |
|---------------|-----------------------------------|
| 08.00 – 09.00 | ENTERING THE SCHOOL AND BREAKFAST |
| 09.00 – 09.40 | 1ST LESSON                        |
| 09.40 – 09.50 | RECESS                            |
| 09.50 – 10.30 | 2ND LESSON                        |
| 10.30 – 11.00 | SNACK                             |
| 11.00 – 11.40 | 3RD LESSON                        |
| 11.40 – 11.50 | RECESS                            |
| 11.50 – 12.30 | 4TH LESSON                        |
| 12.30 – 13.30 | LUNCH BREAK                       |
| 13.30 – 14.10 | 5TH LESSON                        |
| 14.10 – 14.20 | RECESS                            |
| 14.20 – 15.00 | 6TH LESSON                        |
| 15.00 – 15.20 | SNACK                             |
| 15.20 – 16.00 | FREE ACTIVITY                     |
| 16.00 – 16.30 | END OF SCHOOL BUSESSES            |



Within the scope of our summer school program, the students were subjected to a health scan in collaboration with Çakırtepe Hospital – a top private practice owned by Durak hazelnuts. After the initial scans were completed, the children with existing illnesses were referred to the clinics for further treatment. All costs of medicine and checkups were completely covered by the project.





### 11. Distribution of Training Kits and Training sets

Within the scope of the Sustainable Hazelnut Villages project, Twin Bilim Robotic Coding Set and Twin Bilim Robotic Art Sets were purchased for the children who attended the summer school. These sets will be used in Science Course. In addition, each child participating in the program was given a bag and the necessary educational materials (Notebooks, pens, pencil holder, eraser, pencil shaving, dry paints, crayons, scissors) in the bag. Within the scope of the project, bags containing educational materials, two hats and two T-shirts were distributed to 100 children.



## 12. Improvements in Accommodation Areas

In line with the needs encountered in the field during the 2022 hazelnut harvest period, necessary improvements in different accommodation areas were urgently identified and implemented in order to create decent living conditions. These included, purchasing materials for the electrical and water installations of the accommodation fields and meeting the repair costs, facilitating subscription processes and negotiating with institutions, ensuring the use of the old town hall, distributing nylon tarpaulin for use on tent floors, In order to ensure the hygiene of the families in the tent fields, the e is the distribution of bags containing detergent, soap, shampoo, sanitary pad, cologne, toothbrush, toothpaste, first aid and care kit and hat. In addition, a basic food package was delivered to each family of migrant seasonal agricultural workers upon requests from the accommodation fields. In addition, the toilets and bathrooms used in the accommodation fields were repaired, and cleaning materials were purchased to ensure sustainable hygiene and a daily wage was given to one of the families of mobile seasonal agricultural workers. Thus, a step was taken to ensure the hygiene of families, especially children.



Before the renovation

1 accommodation area has been improved so that the seasonal workers could lodge safely.



After the renovation

### 13. Seasonal Agricultural Worker Women's Trainings

The trainings for the Mobile Seasonal Agricultural Workers continue to be held both in the tent areas and in the school building where the summer school is held on Wednesday, August 17, 2022, trainings were given by two academicians on the prevention of child labor, working and living conditions, employee rights, protection from communicable diseases in accommodation areas and first aid for 35 female migrant seasonal agricultural workers in the school building. Hygiene kits and first aid kits were distributed to women after the training.



### 14. Registration of Agricultural Intermediaries (Agricultural Intermediary Trainings)

It is planned to register labor intermediaries (dayıbaşı) who mediate the migrant seasonal agricultural workers and thus to prevent child labor. In this context, registered and unregistered agricultural intermediaries and sergeants have been visited regularly from the moment they arrived in İkizce district, and it is planned to organize a training in the school building where the summer school is held in İkizce District on 22.08.2022 with the support of İşkur for those who are willing to receive such training.





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## RISK AND DIFFICULTIES ENCOUNTERED

- If the service provider of one of the project partner organizations carries out similar studies in İlkizce field and tries to concentrate on the same sample group, the effective use of resources may be put at risk.
- Frequent changes of appointed local administrators can be a significant risk depending on whether they have information about the project or not.
- The increasing poverty level of families increases the risk of child labor.
- Adverse weather conditions (showers/floods) make accommodation conditions difficult
- Due to the insufficient involvement of some public institutions in the field, the private sector and non-governmental organizations operating in the field of child labor in order to improve the living and working conditions of migrant seasonal agricultural workers cause them to expect solutions. This situation may cause families to make bargaining about sending their children to such programs from time to time.



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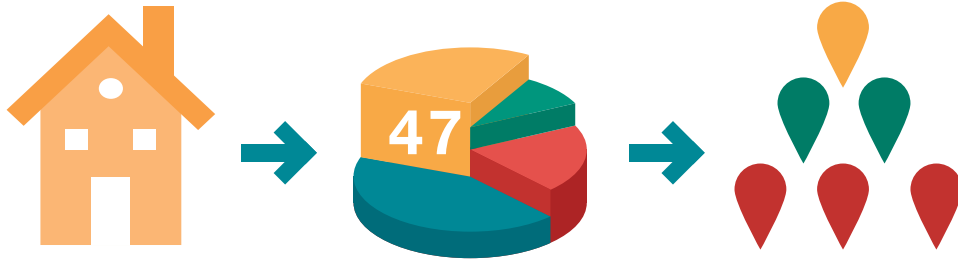
# FIELD OBSERVATIONS

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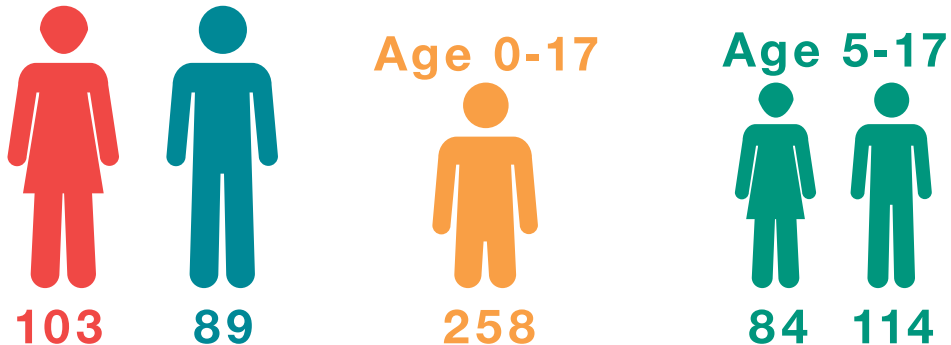


## THE DEMOGRAPHIC DISTRIBUTION OF FIELD VISITS

We have carried out 47 field visits in 6 different accommodation sites for the Sustainable Hazelnut Villages Project in 2022.

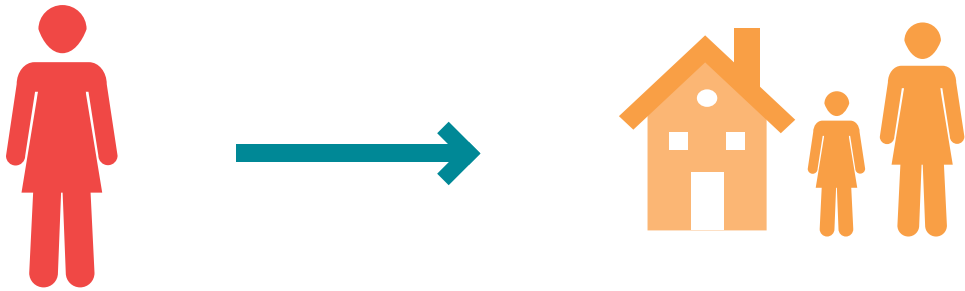


As per the output of these field visits, we have identified 103 women and 89 men over the age of 18 in the accommodation sites. We have also identified that in the İkiözce district where the SHV project is located, there were 258 children between the ages of 0-17. 198 of these children were between the ages of 5-17, and 84 of them were girls, and 114 of them were boys.

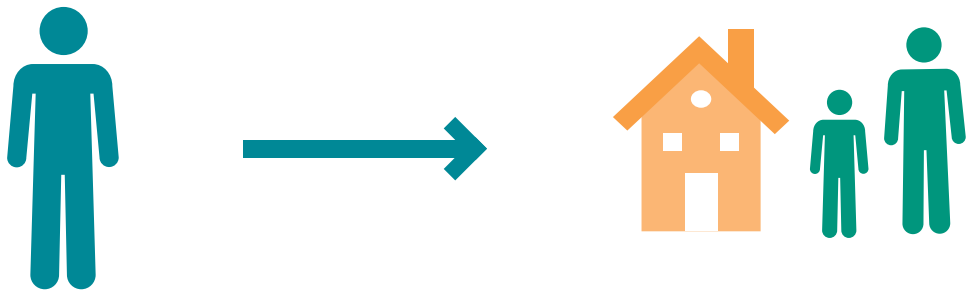


## THE DISTRIBUTION OF CHILDREN WITHIN THE FIELD

Of the 102 girls who came to İlıkızce district with their families for the harvest season, 89 were included to the summer school. 43 of these girls were taken into schooling through the SHV project. 13 girls who were detected in the field during the harvest season could not be included to the summer school as they were too young to be taken into schooling, and 4 were identified to be under the risk of becoming child labor.



Of the 156 boys who came to İlıkızce district with their families for the harvest season, 131 were included to the summer school. 67 of these boys were taken into schooling through the SHV project. 25 boys who were detected in the field during the harvest season could not be included to the summer school as they were too young to be taken into schooling, and 21 boys over the age of 14 were identified to be under the risk of becoming child labor.



## RISKS IDENTIFIED IN ACCOMODATION AREAS

Below, we have categorized the risks identified by our field staff in the course of their field visits.

|   |   |  |
|---|---|--|
| <p>Child Labor</p>  | <p>Lack of access to toilets and showers</p>                      | <p>The use of common toilets and showers</p> |
| <p>Settings tents nearby high-risk flooding areas such as near streams and rivers</p> | <p>Having electrical cables in places within childrens' reach</p> | <p>Lack of electricity</p>                   |
| <p>High instances of school droupouts within regular education</p>                    |   |  |



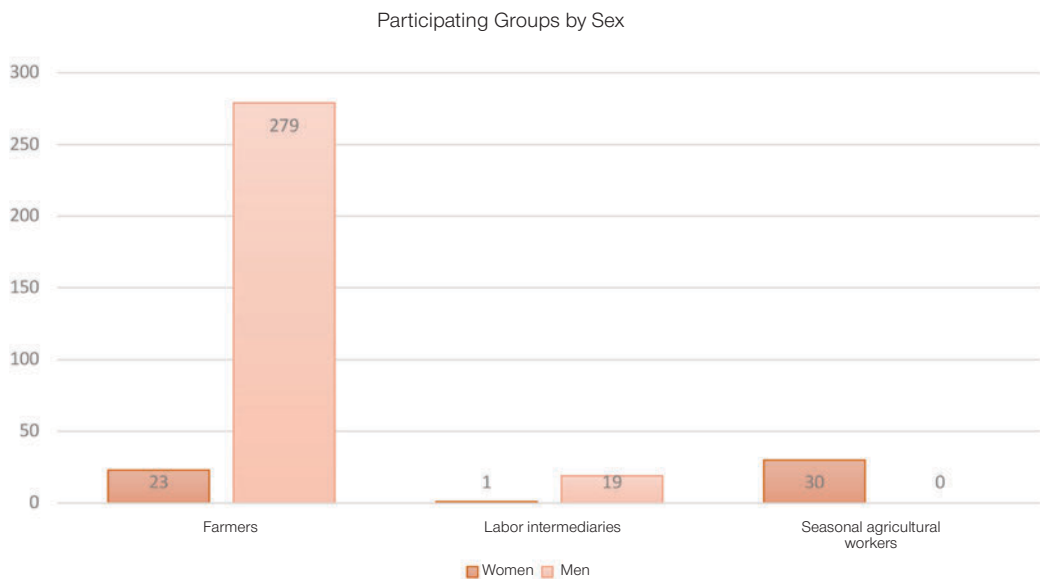
## RESEARCH FINDINGS

We have provided training for 450 farmers, 20 labor intermediaries, and 200 agricultural workers under the Sustainable Hazelnut Villages project under the subjects of child labor awareness, gender inequality, humane work and living conditions, and health, hygiene, and first aid. We have carried out first and last tests to the groups that were subjected to the trainings in order to ascertain impact. However, due to being overworked during the harvest period in 2022, being short-staffed, and the high rates of illiteracy within the focus groups, we failed to implement these first and last tests to each participant. Below are key information about groups that we were able to implement first and last test to.

| Group                          | Number of participants to the training | Number of recipients of the first test | Number of recipients of the last test |
|--------------------------------|--|--|---------------------------------------|
| Hazelnut farmers               | 450                                    | -                                      | 302                                   |
| Labor intermediaries           | 20                                     | 20                                     | 20                                    |
| Seasonal agricultural laborers | 200                                    | 30                                     | 30                                    |

## THE DEMOGRAPHIC FEATURES OF THE GROUPS INCLUDED IN THE STUDY

Below, are the demographic information on the groups that participated to our fi st and last tests.

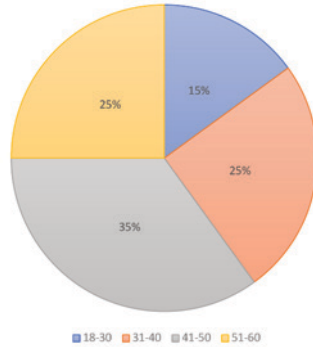


While the farmers and labor intermediaries participating in the study are mainly comprised of men, all agricultural workers were women. Over half of the 200 agricultural workers who participated to the training in the field si es were women. However, we have strategically wanted for women to join our in-person training sessions to raise awareness. Subsequently, all agricultural laborers who have taken the fi st and last tests are women.

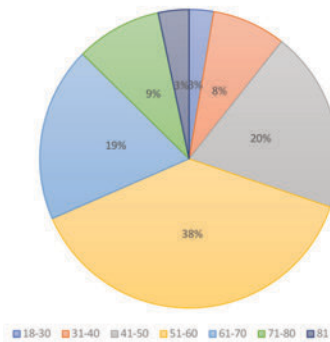
## THE DEMOGRAPHIC FEATURES OF THE GROUPS INCLUDED IN THE STUDY

When analyzed for prevalent age groups of different groups, we have found out that the farmers have the highest average age compared to others. When the age distributions of the agricultural laborers were analyzed, we have found out that the youngest participant was 18, and the eldest participant was 62 with an average age of 37. Among the labor intermediaries, the youngest participant was 23 and the eldest was 57 with an average age of 41.

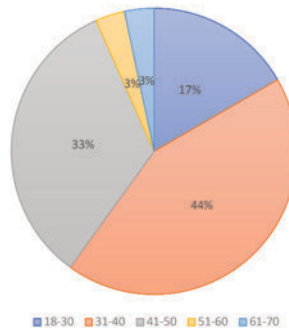
The age distribution of labor intermediaries



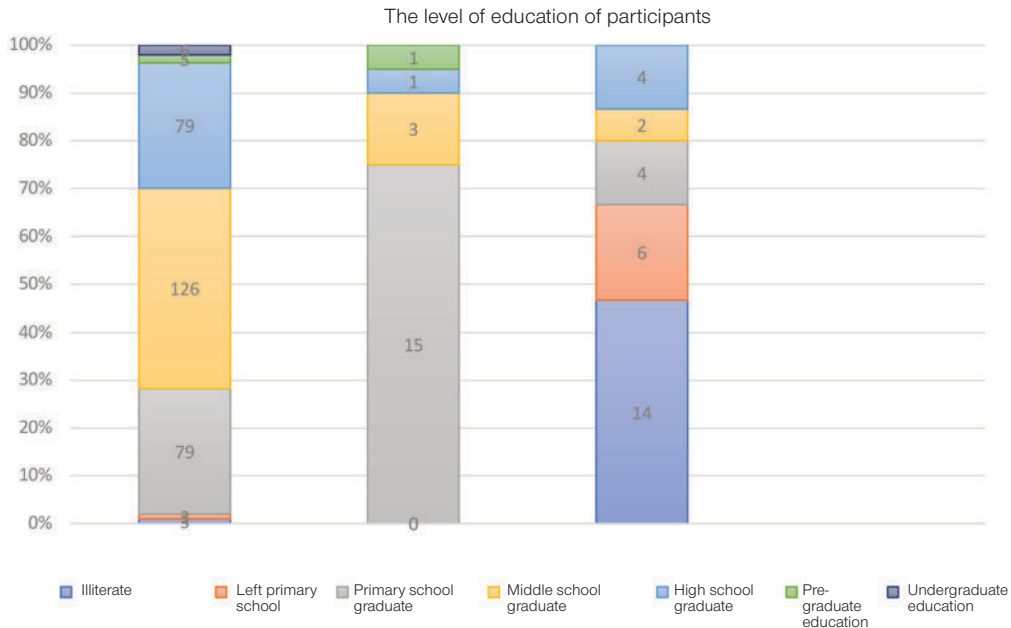
The age distribution of farmers



The age distribution of seasonal agricultural laborers



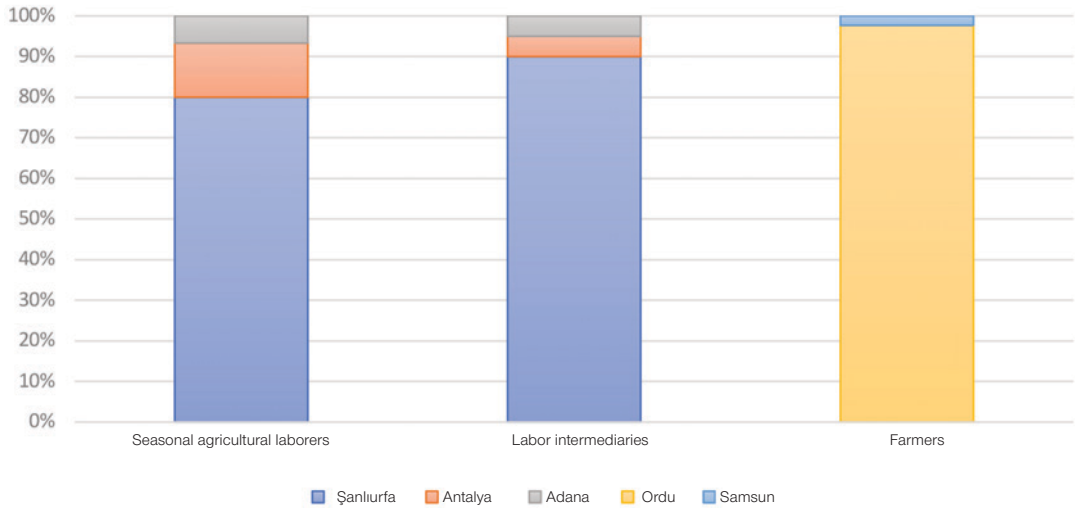
## THE DEMOGRAPHIC FEATURES OF THE GROUPS INCLUDED IN THE STUDY



As indicated in the chart above, the group with the lowest level of education were seasonal workers. The underlying reason for this becomes more apparent once we consider that the entirety of the agricultural laborers included in the study were women. While over half of the women workers were illiterate, the rest did not have a completed degree. The majority of labor intermediaries are primary school graduates. If we consider that it is an official requirement for labor intermediaries to be primary school graduates, this could be said to be a very low level of education as well. Although farmers are the most well educated group, the majority are primary or middle school graduates (70%) as well. In contemporary Turkey, the mandatory level of education for all citizens consists of 12 years. So it could be said that the overall level of education is very low.

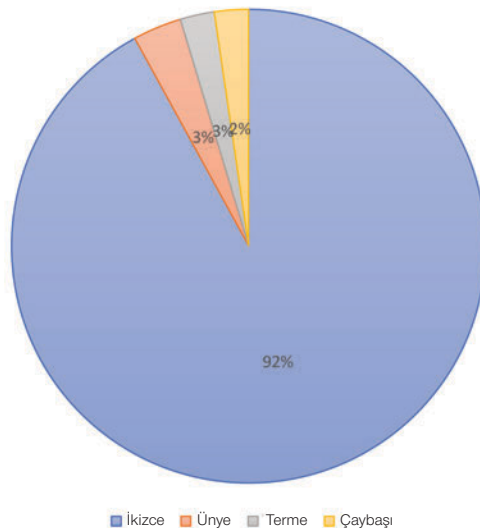
## THE DEMOGRAPHIC FEATURES OF THE GROUPS INCLUDED IN THE STUDY

The permanent dwellings of participants

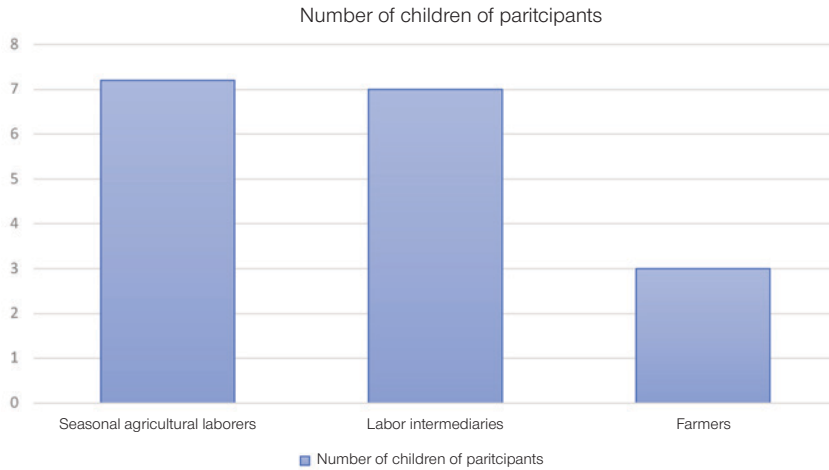


The district distribution of farmers

The majority of the agricultural laborers and labor intermediaries who participated into the study reside in Şanlıurfa, and the majority of the farmers reside in Ordu. Once we look closely to the distribution of where the farmers live within Ordu, it is revealed that the majority reside in the İkizce district of Ordu.

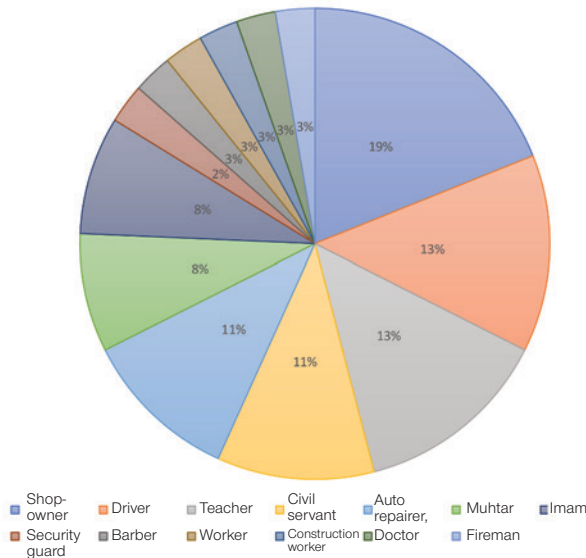


## THE DEMOGRAPHIC FEATURES OF THE GROUPS INCLUDED IN THE STUDY



Within the participants, it is evident that the agricultural laborers and labor intermediaries have a much higher number of children than the national average of Turkey. Whereas the farmers' number of children are much more reflective of the national average.

Additional occupations of farmers

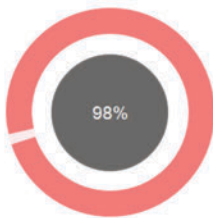


13% of the farmers who participated in the study have other professions in addition to hazelnut farming. Once we examine the distribution of these professions, it is revealed that the most prevalent are shop owners, drivers, and teachers.

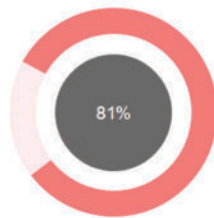
## THE DEMOGRAPHIC FEATURES OF THE GROUPS INCLUDED IN THE STUDY

While 98% of the farmers indicated that they permanently live in the district where they have their land, %2 said that they lived elsewhere. 81% of hazelnut farmers stated that they have to spare about 6 months of each year for hazelnut production. %81 of the participants have also stated that they make use of hired help in order to carry out hazelnut production. They indicated that the most frequently used group of hired labor in land and production are “local workers”.

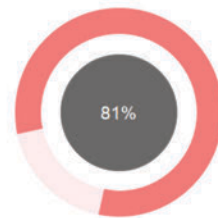
Stylized facts about the farmers



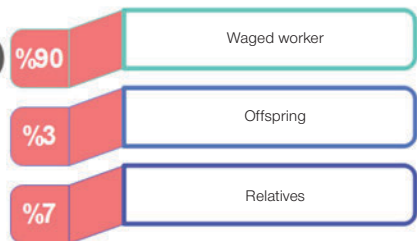
98% of the farmers permanently live near their hazelnut fields.



81% of the farmers spare over 6 months for hazelnut production.

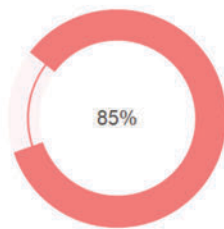


81% of the farmers use hired labor to work on their land.

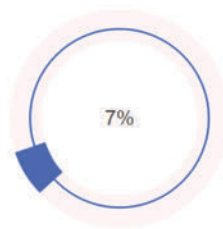


## THE OUTCOMES OF THE FIRST AND LAST TESTS OF THE GROUPS INCLUDED IN THE STUDY

Participants' level of received education of child labor



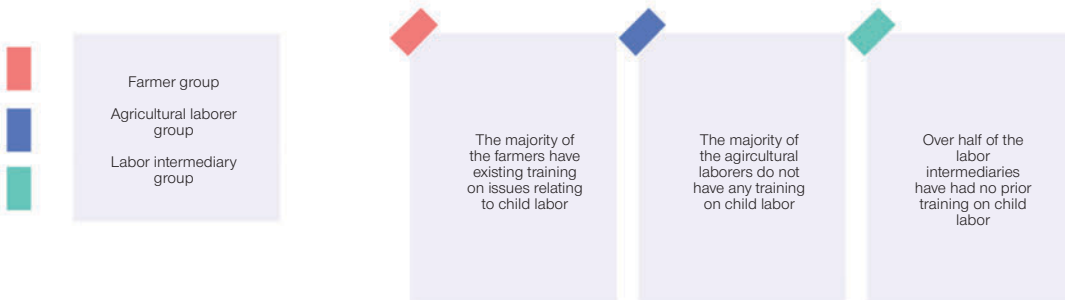
Farmers with existing education on child labor



Agricultural laborers with existing education on child labor



Labor intermediaries with existing education on child labor



## THE OUTCOMES OF THE FIRST AND LAST TESTS OF THE GROUPS INCLUDED IN THE STUDY

As indicated in the table below, we have asked the farmers and labor intermediaries about the precautions they take to prevent child labor. While we have asked this question to the labor intermediaries in the first test stage, we have directed the same question to the farmers at the last test stage. Even though it became evident that the farmers had a higher level of awareness with regards to child labor than labor intermediaries, the levels of awareness was found to be insufficient across the board. Below are select examples of the replies given by labor intermediaries and farmers.

LA8: *"I try to not to exhaust the kids. I do my job as best as I could without making the kid go into dangerous areas."*

LA14: *"We do not employ the kids in those types of jobs."*

F11: *"I don't accept kids below the age of 18 in worker groups."*

F48: *"I take care to make sure that the workers I hire are over 18."*

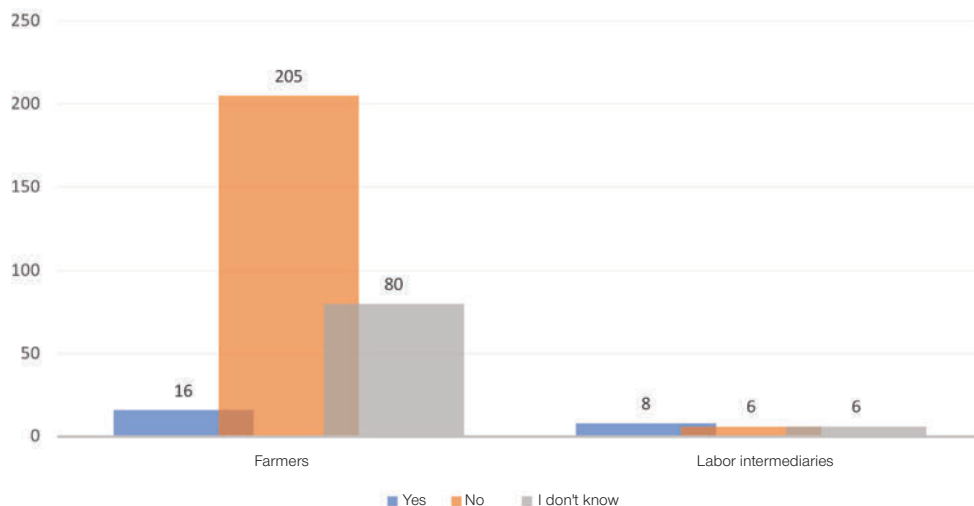
F103: *"I did not employ workers below the age of 18, and encouraged them to go to school."*

| Participant replies/ Participant groups         | Farmers (%) | Labor intermediaries (%) |
|---|-------------|--------------------------|
| Not employing people under 18                   | 9%          | 5%                       |
| Harvesting with the family                      | 3%          | -                        |
| Not doing anything                              | -           | 10%                      |
| Talking with potential child laborers' families | -           | 5%                       |
| Not exhausting the children in the field        | -           | 15%                      |

## THE OUTCOMES OF THE FIRST AND LAST TESTS OF THE GROUPS INCLUDED IN THE STUDY

When we have asked the farmers and labor intermediaries whether they have ever employed children in agricultural fields or have ever encountered checks for child labor within the fields, both groups stated that spot checks for child labor are very infrequent and uncommon.

The prevalence of spot checks on child labor in fields according to different groups

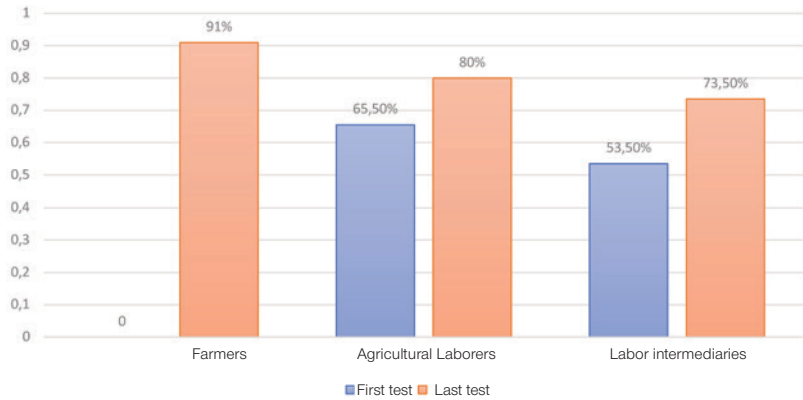


We have tried to ascertain the existing level of awareness with the surveys conducted prior to the training (first tests). In this context, we have given a training session to all participating groups and have collected the data from another survey conducted after the training sessions (last test). Below is the changes within the rates of accuracy of the replies that participants have given to questions pertaining to the use of child labor before and after the training session. The group with the highest rate of accuracy in the last test replies are the farmers. When we compare the replies of the first tests with the last test, we can see that there is an upward trend in awareness across the board.

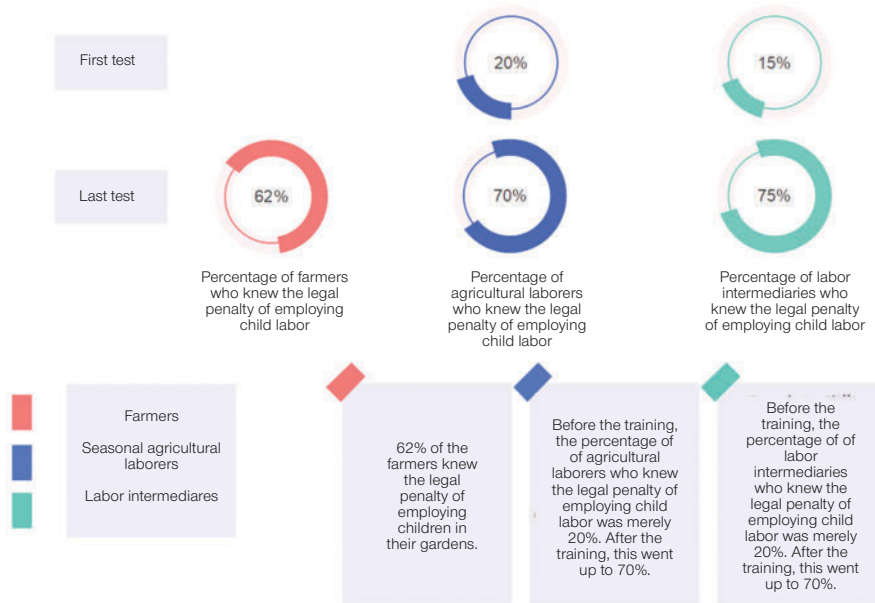
## THE OUTCOMES OF THE FIRST AND LAST TESTS OF THE GROUPS INCLUDED IN THE STUDY

Beside, we can see that the training on the risks of using child labor has increased the levels of awareness across the board. From within the groups, it becomes apparent that the labor intermediaries gave the highest number of correct answers to the questions directed towards them.

Child labor awareness test results

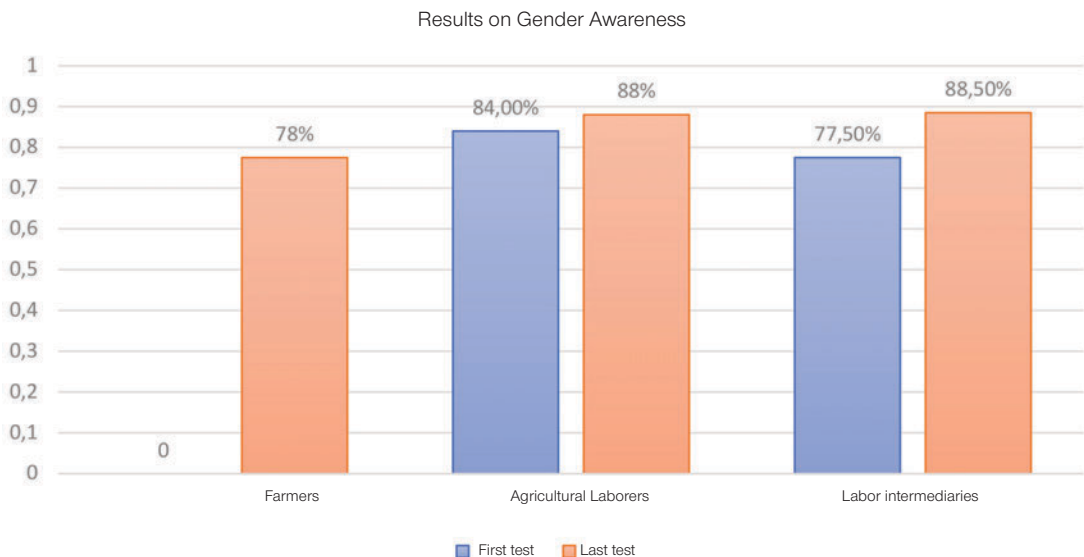


Awareness of the legal risks of employing child labor



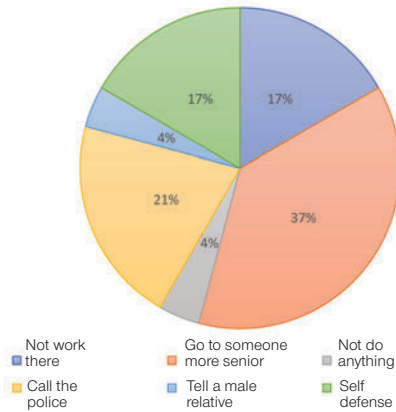
## THE OUTCOMES OF THE FIRST AND LAST TESTS OF THE GROUPS INCLUDED IN THE STUDY

We can see that the training on gender equality has increased the level of awareness in all groups. The group with the highest rate of increase in gender equality awareness as a direct result of the training session were labor intermediaries. We can also observe that all groups have a similar level of existing awareness towards gender equality. This could be explained by (a) the fact that farmers and labor intermediaries are highly male-dominated groups, and (b) even though the agricultural laborers participating were exclusively women, they have a significantly lower level of education. All participating groups abide by the gender norms from within their distinct cultural contexts.

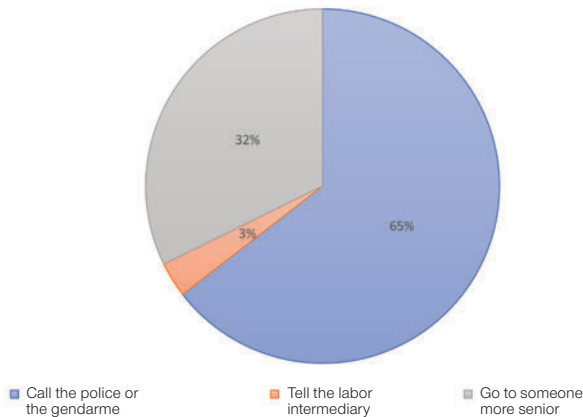


## THE OUTCOMES OF THE FIRST AND LAST TESTS OF THE GROUPS INCLUDED IN THE STUDY

First test - Agricultural Laborers: What do you do in the case of violence, abuse, or discriminatory behavior towards women?



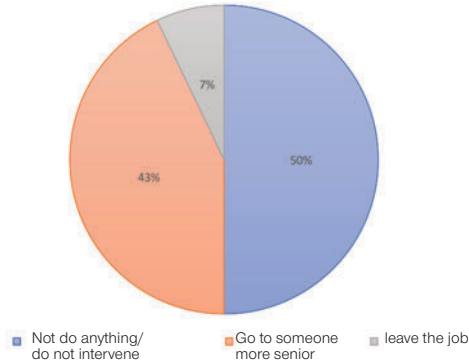
Last test - Agricultural Laborers: What do you do in the case of violence, abuse, or discriminatory behavior towards women?



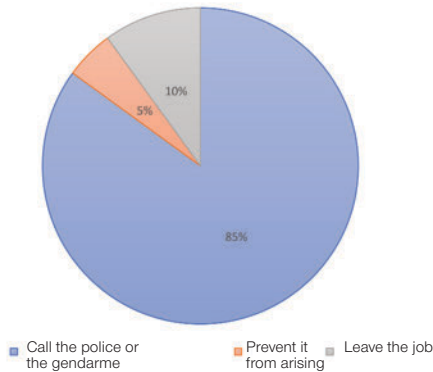
We have asked the participants about the appropriate ways of dealing with any workplace instance of violence, discrimination, or abuse towards women. When we closely examine the all-women group of agricultural laborers, we can assess that after the training there has been a marked decrease in methods of dealing with violence, discrimination, or abuse that relies on traditional, customary, or informal channels. Instead, the training have alerted these women to the availability of legal channels. Below is an example that one agricultural laborer gave:

*W23: "Just because we are workers, we are expected to turn a blind eye to many injustices. But I will never allow this! It could go as far as being fined or imprisoned."*

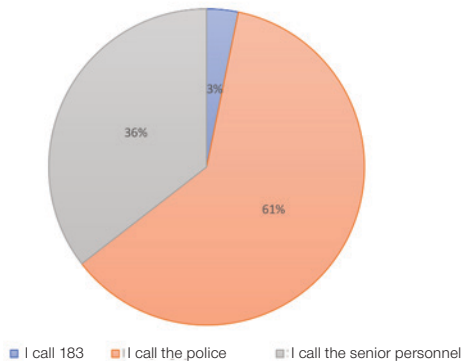
First test - Labor intermediaries: What do you do in the case of violence, abuse, or discriminatory behavior towards women?



Last test - Labor intermediaries: What do you do in the case of violence, abuse, or discriminatory behavior towards women?



Last test - Farmers: What do you do in the case of violence, abuse, or discriminatory behavior towards women?



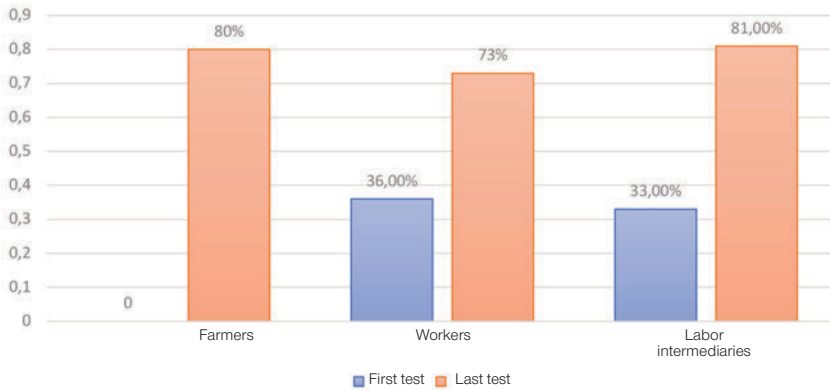
## THE OUTCOMES OF THE FIRST AND LAST TESTS OF THE GROUPS INCLUDED IN THE STUDY

The training session has similarly alerted the labor intermediaries to the existence of legal channels in the resolution of workplace conflicts, and have decreased the prevalence of individualized confrontational attempts in conflict resolution. Even though the rate of response within the farmers to these questions have been low, all respondents have stated that they would notify the relevant legal channels if such a situation should arise.

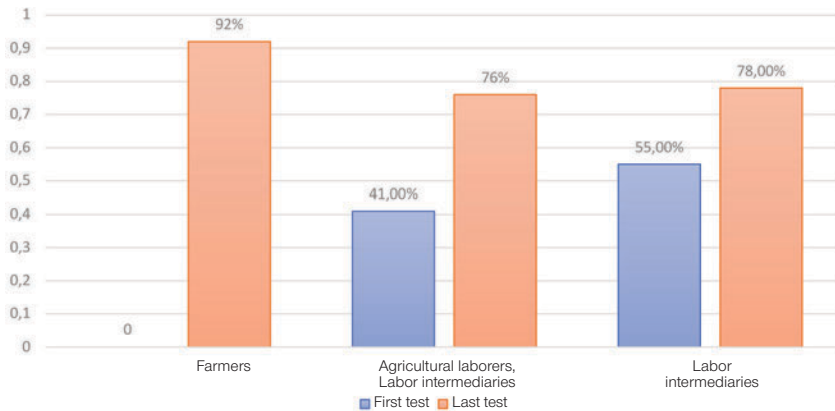
## THE OUTCOMES OF THE FIRST AND LAST TESTS OF THE GROUPS INCLUDED IN THE STUDY

All groups have responded positively to the training session of basic first aid, and have demonstrated higher levels of awareness when compared to their responses in the first test. Even though the highest level of knowledge on the principles of first aid were demonstrated by the farmers, the agricultural laborers showed the highest rate of gained knowledge from the training.

Fair working conditions awareness survey results



Health and First Aid Survey results



# CLOSING REMARKS

We truly believe that the specific subjects that we have provided training on to the workers are crucial to be literate on for all actors at each node of the hazelnut supply chain. The differences within the levels of awareness in the first and last tests attests to the trainings ability to impact these actors positively. For this reason, moving ahead we are truly passionate about devising similar programs that uplift workers in raising personal awareness, and helping workers help themselves through knowledge. To this end, our priorities are to disseminate knowledge regarding decent living and working conditions, ending child labor, ensuring sustainable production, and to introduce innovative social responsibility initiative therein.



*With trust from the past to the future...*



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