

★C★  
I★W COALITION OF  
IMMOKALEE  
WORKERS

## Preventing Modern-day Slavery from the Grassroots

October 21, 2021  
For the 2021 ASU Labor Trafficking Symposium



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## CIW HISTORY

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## “Ground zero for Modern-day **SLAVERY**”



Investigations and Prosecutions:

- US v Flores
- US v Cuello
- US v Ramos
- US v Evans
- US v Navarette
- Plaintiffs v C&C Farms, Tapia-Ortiz  
etc

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# MODERN-DAY SLAVERY and LABOR ABUSES



"Rape in the fields: Female Farm Workers  
Awarded \$17 Million in Florida Abuse Case"

**PBS**

**Naples  
Daily News**

"Brothers receive 12-year prison terms  
in Immokalee human slavery case"

"... what a Justice Department official calls  
"ground zero for modern slavery."

**The New  
Yorker**

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# MODERN-DAY SLAVERY

The Coalition of Immokalee Workers' Anti-Slavery Program has been recognized nationally and internationally for investigating and assisting in the prosecution of forced labor/modern-day slavery operations across the Southeastern U.S., helping liberate over 1,200 workers held against their will.

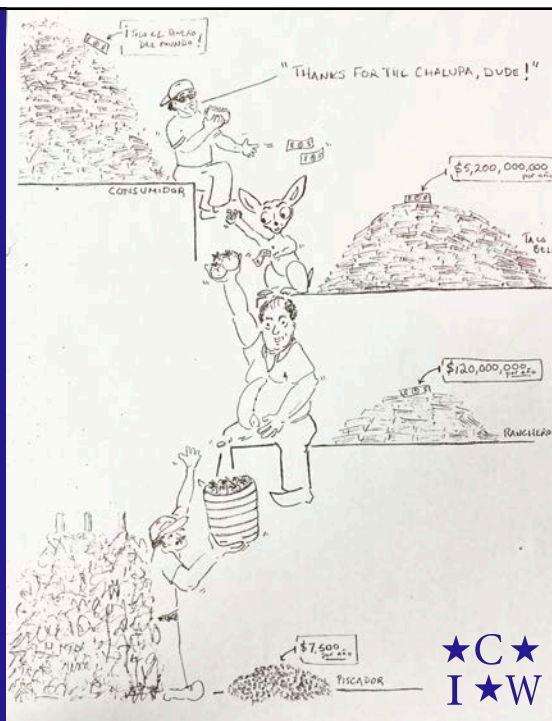


**But sexual assault, wage theft, safety violations and other abuses remain endemic to the industry as a whole...**

2015 Presidential Medal  
For Extraordinary Efforts to  
Combat Modern-Day Slavery

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# THE CAMPAIGN FOR FAIR FOOD



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# THE FAIR FOOD PROGRAM



A market-backed, legally-binding, worker-driven social responsibility program

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Harnessing Market Power at the Top of Supply Chains



### Participating Buyers



### Participating Buyers

Participating Buyers sign legally binding agreements to source from growers certified by the Fair Food Standards Council and to pay a premium passed through as a bonus for workers.

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## THE FAIR FOOD PROGRAM HOW IT WORKS

- 1 Legally-binding agreements with buyers creating real market consequences for violations
- 2 A code of conduct drafted by workers themselves
- 3 Worker-to-worker education, empowering workers themselves as frontline defenders of their own rights
- 4 24/7, trilingual complaint investigation and resolution mechanism staffed from start to finish by investigators themselves
- 5 Deep-dive field and farm office audits including interviews with a minimum of 50% of workers



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## HOW IT WORKS

A Code of Conduct Based on  
Workers' Experiences and Priorities



- Zero tolerance provisions for forced labor, child labor, violence, including sexual assault and weapons.
- Wide range of human rights-based workplace protections, from hiring and recruitment practices to training, work environment (including the right to work free of discrimination, sexual harassment and verbal abuse), pay practices, and health and safety.
- Workers' rights to raise complaints and concerns, free of retaliation of any kind, strictly protected.



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## HOW IT WORKS

Comprehensive Worker-to-Worker Education



In depth, accessible worker-to-worker education on company property and company time, at the time of hire and during the season.

Workers become frontline monitors of their own rights.

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## HOW IT WORKS

Monitoring by the Fair Food Standards Council

Audits are performed by the Fair Food Standards Council, CIW's designated monitoring organization:

- Management systems assessed
- Full transparency into records
- Interviews with all levels of management and at least 50 percent of the workforce, outside the presence of supervisors.



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# WORKER-DRIVEN SOCIAL RESPONSIBILITY (WSR) AS A BLUEPRINT



Workers in other industries have or are seeking to adapt the Worker-driven Social Responsibility model for their workplaces:

- Garment factories in Bangladesh (Bangladesh Fire & Building Safety) and Lesotho (Gender Justice)
- Dairy in Vermont (Milk with Dignity)
- Construction in Minneapolis (CTUL)
- Fashion Models (Model Alliance)
- Production staff in Hollywood



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THANK YOU!



## STAY CONNECTED

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