

A Rapid Human Rights Impact Assessment of Lebanon's Wine Supply Chain

2024

Economic Development Solutions (EDS) for Vinmonopolet

TABLE OF CONTENTS

1	Introduction	1
1.1	Background and objectives.....	1
1.2	Methodology	2
1.2.1	The Danish Institute for Human Rights Approach.....	2
1.2.2	Data collection and scope.....	3
2	Context	6
2.1	Lebanon’s compounded crisis.....	6
2.2	Lebanon’s agriculture sector	6
2.3	Lebanon’s wine sector	8
	A growing sector	8
	Actors in the wine supply chain.....	9
3	Human Rights Risks assessment.....	11
3.1	Forced and Bounded Labour	11
3.2	Low wages.....	13
3.3	Child labour.....	16
3.4	Excessive working hours.....	18
3.5	Occupational health and safety	19
3.6	Restriction of freedom of association.....	22
3.7	Lack of access to remedy.....	23
3.8	Sexual harassment and gender discrimination.....	25
4	Root Causes	28
4.1	Legal framework.....	28
4.1.1	An informal sector.....	28
4.1.2	Legal framework on agriculture workers and social security	28
4.1.3	Lebanon’s legal framework on Syrian workers	29
4.2	A context of high vulnerability of Syrian refugees.....	30
4.3	A labour-intensive agriculture.....	31
5	Remediation and mitigation.....	32
6	Conclusions.....	41
	Annex 1: Glossary	44
	Annex 2: Map of ITS locations v/s grapes production zones.....	45
	Annex 3: Data Collection Tools.....	46

1 INTRODUCTION

1.1 Background and objectives

The corporate obligation to uphold human rights as outlined in the UN Guiding Principles on Business and Human Rights (UNGPs), UN Global Compact Principles, and OECD's Guidelines for Multinational Enterprises is a crucial aspect of responsible business practice. This commitment requires companies to refrain from violating the rights of individuals and to actively address any negative human rights effects associated with their operations. This responsibility encompasses all universally recognized human rights.

To fulfill this duty, companies must have in place certain measures, including a clear policy commitment to respect human rights; a comprehensive due diligence process to identify, prevent, mitigate, and account for their impact on human rights; and mechanisms for remedying any adverse human rights impacts they may cause or contribute to.

The Norwegian Wine and Spirit Monopoly – Vinmonopolet – has made the abovementioned commitments, with a progressive Code of Conduct (amfori BSCI Code of Conduct) relevant to all levels in the supply chains for the products they sell and have aligned their human rights work with the OECD's Guidelines for Multinational Enterprises.

Vinmonopolet is a state-owned company established in 1922, reporting to the Norwegian Ministry of Health and Care Services. It ensures the responsible sale of alcoholic beverages in Norway, with the aim of limiting alcohol's negatives effects through responsible sales.

In 2023 Vinmonopolet launched its own Human Rights Policy, reported on the Norwegian Transparency Act and commissioned Economic Development Solutions (EDS), a Lebanese Consulting and Research Company, to undertake a rapid Human Rights Assessment (HRIA) of the wine supply chain in Lebanon, as part of its efforts to enhance its human rights due diligence processes. HRIAs serve as a crucial tool for companies to understand and demonstrate their human rights impacts, offering insights that go beyond traditional audits, which are the standard industry method for evaluating compliance with a company's supplier code of conduct.

The primary objective of this assessment is to evaluate current and potential human rights impacts in two production stages of wine supply chains in Lebanon: the cultivation of grapes and the subsequent production of wines. It seeks to identify the root causes of these impacts and, based on this analysis, provide recommendations to Vinmonopolet and key stakeholders for prioritized actions to address, mitigate, and/or remediate the identified risk and impact.

1.2 Methodology

1.2.1 *The Danish Institute for Human Rights Approach*

This rapid HRIA is aligned with and adapted to the guideline set by the Danish Institute for Human Rights (DIHR), and focuses on:

- Building and understanding Lebanon's agriculture and wine value chain context
- Identifying adverse human rights impacts and poor working conditions
- Determining measures to address any adverse human rights impacts identified (through prevention, mitigation, and remediation)
- Facilitating dialogue between businesses, rights-holders, and other relevant parties – facilitated and initiated within the process of developing the present HRIA.
- Facilitating capacity building and learning for company stakeholders, rights-holders and others involved in the impact assessment.

Throughout the process, EDS worked to incorporate the guiding principles of the DIHR in its data collection process, report structure, and recommendations. This was done by ensuring:

- **Focus on participation of rights-holders, duty-bearers and other human rights stakeholders in the impact assessment process.** Meaningful participation of duty-bearers was ensured through communication with importers and producers on the objectives and process of the DIHR. Affected and potentially affected rights holders were identified across the value chain by EDS. Rights-holders, across the value chain, were interviewed via semi-structured interviews, ensuring there's space for them to not simply answer questions but assert individual narratives.
- **Attention to equality and non-discrimination.** EDS engagement and consultation processes were inclusive, gender-responsive, and accountable for the needs of individuals and groups at risk of vulnerability or marginalisation. EDS employed its protocol Do-No-Harm approach. Prior to the study Vinmonopolet emphasized that vulnerable groups globally in their supply chains include migrant and seasonal workers, as well as refugees and women. The amfori BSCI Code of Conduct includes women and children, additional to the beforementioned.
- **Empowerment.** When and where possible, EDS focused on workers' experiences of empowerment and the potential for further capacity building.
- **Accountability.** The roles and responsibilities of EDS research team were clearly assigned and adequately resourced. When relevant, the impact assessment identified the entitlements of rights-holders and the duties and responsibilities of relevant duty-bearers (e.g., the company, contractors and suppliers and local government authorities).
- **Benchmark.** Human rights standards constitute the benchmark of this assessment. Impact analysis, assessment of impact severity and design of mitigation measures are guided by international human rights standards and principles.
- **Scope of impacts.** The assessment identifies actual and potential impacts the industry caused or contributed to. The assessment also considers impacts directly linked to the business through operations, products or services and/or business relationships contractual and noncontractual). The assessment analyses cumulative impacts, economic and legal challenges linked to producers' operations.

Assessing impact severity.

Impacts are addressed according to the severity of their human rights consequences. This includes considering the scope, scale and irremediability of impacts, considering the views of rightsholders and/or their legitimate representatives. Impact severity is noted as high, medium and/or, low and differentiates between Lebanese or Syrian workforce, permanent or seasonal employees and /or vulnerable groups, in grape cultivation or wine production.

- **Impact mitigation measures.** Where it is necessary to prioritise actions to address impacts, severity of human rights consequences is the core criterion. Addressing identified impacts follows the mitigation hierarchy of ‘avoid-reduce restore-remediate’. Impact mitigation or prevention is recommended to be completed, following the OECD guidelines for responsible business behaviour (For more, see [OECD’s Due Diligence Guidance](#)). This includes prioritisation of a risk and impact-based approach, including stakeholder and rights-holder dialogue, monitoring, and communication.
- **Access to remedy.** In the framework of the Lebanon Crisis Response Plan, referral mechanisms have been put in place by agencies and NGOs to address grievance and protection risks for both Syrian refugees and host communities. During data collection, EDS team provided interviewees with contact information for relevant protection and grievance services when requested.

1.2.2 Data collection and scope

The methodology relied on a qualitative approach. Semi-structured interviews were held with producers and rights-holders. Data gathered from interviews with stakeholders and rightsholders was triangulated with value chain experts and an extensive review of available literature.

Interview guidelines were open-ended to prioritize the narratives, perspectives, and experiences of interviewees. Interviewees were also encouraged to fill out the anonymous telephonic “Listening to workers” survey, provided by &Wider. Interviewees were also encouraged to fill out an additional anonymous survey via phone call provided by &wider to gather quantitative anonymous insights directly from rights-holders. The approach was as participatory as possible, ensuring that dialogue was promoted through empathetic listening and provided the necessary space for rights-holders to share their perceptions and knowledge. The confidentiality of rights-holders and producers was strictly maintained to ensure they could share needs and risks as frankly as possible.

In cases where abuse was reported, interviewers ensured that the interviewee’s privacy was maintained, and, upon discussion, they were referred through the Lebanon Crisis Response Plan¹ coordinated protection referral system.

There were also field observations of vineyards and sites of internal operations for in-depth observations. The aim was to observe stakeholders, particularly rights-holders, within their working environment to have better insights regarding their daily activities, as well as the wine production processes. Interviewers were neutral and independent, possessing the needed cultural, social, and political information.

The research team carried out data collection on 10 sites, including:

- 8 wineries that had generously agreed to collaborate with the assessment. Site visits included visits to the winery facilities as well as grapes orchard wineries owned and/or managed. Three wineries were in North Lebanon, and five in the Bekaa Valley (the major wine grape and wine production area)
- Worker clusters² that provide seasonal or permanent workers in wine grape farms supplying local wineries through long standing farming contracts. Worker clusters were in the Bekaa Valley.

&Wider’s survey: Listening to Workers Program

&Wider's deploys mobile surveys to engage workers directly and gather primary quantitative data and insights about their working lives. This is in line with new human rights due diligence laws and the Norwegian Transparency act. The program generates a country-level report and detailed assessment of which human rights risks apply, and where they are concentrated. The intention is that participating stakeholders can collaborate to address challenges and encourage improvements.

&Wider listening to workers program aims to listen and engage workers in lines with new human rights due diligence law and the Norwegian Transparency act. It aims to generate country-level report and detailed assessment of which human risks apply, and where withing the geography concerned. Intention is that participating stakeholders can collaborate on supporting to address any challenges and encourage improvement where needed.

In Lebanon &Wider carried a survey with wine value chain workers. Workers filled the survey anonymously through a phone receiving a phone call or registering their answers via an electronic survey.

Thus, in addition to the 43 workers employed by wineries who filled out the anonymous telephonic surveys by &Wider, EDS carried 64 interviews including:

- 25 interviews at wineries:
 - o 8 winery owners / co-owners / producers, 3 of whom were women.
 - o 4 human resource managers, 3 of whom were women.
 - o 7 admin staff, 4 of whom were women.
 - o 9 winery workers – all of whom were men.
- 16 Syrian agricultural workers (including 6 women) and 8 Lebanese men grape farmers.
- 4 Shawish (men), i.e. community managers within Syrian communities, often responsible for overseeing work and shelter-related dynamics within Informal Tented Settlements. Shawish are responsible for the recruitment of workers for wine grape productions.
- 5 agricultural development practitioners (including experts from organization such as Berytech, Lebanese Reforestation Initiative, Arcenciel, and independent experts)
- 3 Proxy-right holders (CARE International, and local food alternative initiatives),

Data collection was carried out in the summer of 2023 during harvest seasons, i.e., end of August.

Table 1 below summarize the main steps in the assessment process:

Table 1: Assessment phases and key steps

Phases and objectives	Key steps	Period
1- Context analysis <ul style="list-style-type: none"> • Build an understanding of Lebanon socio-economic context and its implication for the wine value chain. • Build an understanding of labour dynamics in the agriculture/vineyard cultivation and wine value chain. • Assess how the context of vulnerability impacts human rights. 	Literature review in English and Arabic <hr/> Semi-structured interview with agriculture value chains experts <hr/> Consultation with Vinmonopolet <hr/> Review of relevant Vinmonopolet documents, such as risk data from Sedex and Maplecroft and amfori BSCI Code of Conduct	 June-July 2023
2- Mapping of human rights impacts <ul style="list-style-type: none"> • Identify actual and potential human rights impact in the Lebanese wine supply chain, particularly vineyard cultivation and wine production. 	Semi-structure interviewees with rights-holders and duty-bearers <hr/> Discussion and consultation with Vinmonopolet	August-September 2023
3- Root causes analysis, prioritization, and recommendations <ul style="list-style-type: none"> • Triangulate context analysis and identified risks to identify root causes. • Assess likelihoods and impact of identified risks. • Propose mitigations measure. 	Prioritization exercises based on severity, likelihood, attribution, and leverage <hr/> Drafting of initial recommendations <hr/> Discussion and consultations with Vinmonopolet, and other Nordic monopolies. Including the provision of written remarks.	October 2023-December 2023
4- Validation and finalization <ul style="list-style-type: none"> • Test and improve analysis, as well as conclusion and recommendation. • Validate findings with stakeholders, including producers and importers, and incorporate feedback provided. • Finalize HRIA report. 	Discussion with duty-bearers <hr/> Discussion and consultations with Vinmonopolet	January-March 2024

2 CONTEXT

2.1 Lebanon's compounded crisis.

Since October 2019, Lebanon's economy has been in free fall. The country faces a multi-faceted and protracted humanitarian and development crisis that has severely impacted meaningful development gains and has led to a situation with over 2.5 million people in dire need. The 2019 financial collapse came in a context of a protracted Syrian refugees' crisis and was followed by the worldwide COVID-19 health pandemic that significantly reduced economic activity. Moreover, the Beirut Port Blast of August 2020, compounded with the ongoing war in Ukraine, has led to increases in energy and food prices. During the time of report writing and analysis, there have been Israeli airstrikes in Lebanon, particularly the South, following the war on Gaza. This has further contributed to insecurity and future uncertainty.

The financial crisis has been offset by extreme public debt – i.e., one of the largest debt-to-GDP ratios globally – and an inflation that has made the cost of living unsurmountable for most inhabitants³. The collapse of the local currency, having lost over 95% of its value in comparison to the US dollar, has plunged the country into a state of weakened public infrastructure, difficulty accessing fuel, food, and medicine, and heightened informality⁴.

Meanwhile, since October 2021, the Government of Lebanon (GoL) reports that approximately 1.5 million Syrian refugees live in the country, in addition to 257,000 Palestinian refugees. Refugee populations live across the country, most commonly in Akkar and Bekaa, two rural and historically underserved areas, the latter being the largest producer of wine in the country. In 2021, 9 in 10 Syrian refugee households were living in extreme poverty and working across highly informal positions, mostly agriculture and construction. The economic crisis has further triggered inter-communal tensions between Lebanese and Syrians, as well as intra-Lebanese tensions.⁵

Meanwhile the crisis has had acute effects on women, further exacerbating their vulnerabilities and making them more susceptible to external threats⁶. Female-headed refugee households are among the most food-insecure and poverty-stricken population in the country⁷. Gendered coping mechanisms, in response to the crisis, have increased – including domestic violence, child labour, school dropouts, and child marriage. Indeed, Lebanon's gender gaps is one of the highest in the world, ranking 132 of 153 countries in 2023, as per the most recent World Economic Forum Global Gender Gap report⁸. It also has one of the lowest rates of women's labour market participation globally, with 29 percent for women and 76 percent for men.⁹

2.2 Lebanon's agriculture sector

A peace building and livelihood safety net despite challenges.

The agriculture sector has been identified as a key opportunity for Lebanon's development and recovery, with increasing investments from private sector and non-governmental entities¹⁰. Yet the agriculture sector's expansion is ridden with challenges as producers, farmers, and agriculture workers struggle with a tense economic and political climate, amid a historically fragmented sector.

Despite facing considerable structural challenges, Lebanon's agriculture consistently provides income-generating opportunities for both Lebanese farmers and Syrian agricultural workers. Before the 2019

financial crisis, the sector accounted for approximately 2.5% of Lebanon's GDP. It played a crucial role in supporting rural communities in dealing with the repercussions of the Syrian crisis. From 2013 to 2020, Lebanese agriculture demonstrated its ability to contribute to economic and social stability, displaying adaptive capacities that enabled positive coping mechanisms during short-term shocks. Rural areas remained resilient to the Syrian crisis, in large part due to the agricultural and agro-industrial sectors, which not only secured the livelihoods of many refugees but also sustained the incomes of host communities and generated additional revenue for rural Lebanese households¹¹. However, the 2019 financial and economic collapse poses a threat to the agriculture sector's ability to stabilize and contribute to the economic growth of rural areas¹².

The crisis has worsened the sector's structural problems, which include:

- The limited productivity of small agricultural production.
 - Agricultural land is highly fragmented and unequally distributed, with 1% of landowners controlling approximately a quarter of the total agricultural land, while 10% control around two-thirds. The sector is divided between highly capitalized holdings, and smallholding with limited productive capacity.
 - Inadequate extension services¹³ contribute to the implementation of inefficient and unsustainable agricultural practices. This has led to widespread irrational use of fertilizers, pesticides, water resources, and outdated harvest techniques.
 - Water management problems compound challenges. High levels of water stress, water scarcity, inequitable water usage, and pollution create obstacles for farmers. Limited availability and affordability of water, high energy costs for pumping, and a lack of functional irrigation networks force reliance on artesian wells or rainfed low-productivity crops.
- Inefficient value chain governance.
 - Most agriculture and agro-food market are oligopolistic, i.e., dominated and controlled by a few companies and stakeholders, often connected to the ruling political elite (Arafah & Sukarieh, 2023)¹⁴. Market control by wholesalers, retailers, distributors, and importers limit farmers' freedom and access to the market, favoring those with connections and social networks.
 - Untransparent and inefficient wholesale markets operate on a consignment basis, leaving farmers responsible for transportation, losses, and unsold products.
- Failings in agriculture and food policies.
 - Historically, Lebanon lacked support policies for agriculture and food. The country chose a development path focused on services, especially real estate, tourism, and banking. This led to a lack of formalization and social protection (see section on root causes).

2.3 Lebanon's wine sector

A growing sector

Amid these challenges, Lebanon's wine sector has proven to be remarkable. The often-used historical narrative is that thousands of years ago, Phoenician inhabitants introduced wine cultivation and exported wine across the region. Indeed, viticulture has long been intrinsic, although not necessarily predominant, in Lebanon's modern and ancient history. Lebanon's diverse geography and climate is critical for growing wines, and a lot of its social culture and agriculture legacy thrives on winemaking and drinking.

The sector benefits from suitable terroirs and a strong commitment among producers, old and new, toward quality national wine. Interviews with producers and owners highlighted the distinct pride and dedication many feel toward their individual businesses and the sector. One producer, for instance, noted that winemaking in Lebanon is not only a historical affair but a political one, as the sector has been able to thrive and diversify amid persistent cycles of insecurity. A lot of the wineries are family businesses as well, passed down from one generation to the next.

Furthermore, the high integration of farmers into the wine value chain and the prerequisites to produce quality wine have ensured adequate agriculture practices across wine grapes farmers. In 2021, four of the country's wine producers were voted into the World's Best Vineyard's List¹⁵. Producers and owners also shared a range of festivals, awards won, and new markets they have been exposed to over the past decade alone.

Moreover, Lebanon benefits from a trade surplus with regards to wine and is a net exporter of it. In 2022, Lebanon's wine surplus amounted to 23 million USD. Producers and owners also reiterated renewed commitment to sustainable practices, with several producers reporting a near-complete shift to organically grown grapes and sustainable processes within their vineyards including glass recycling, wastewater treatment, and renewable energy resources including solar panels¹⁶.

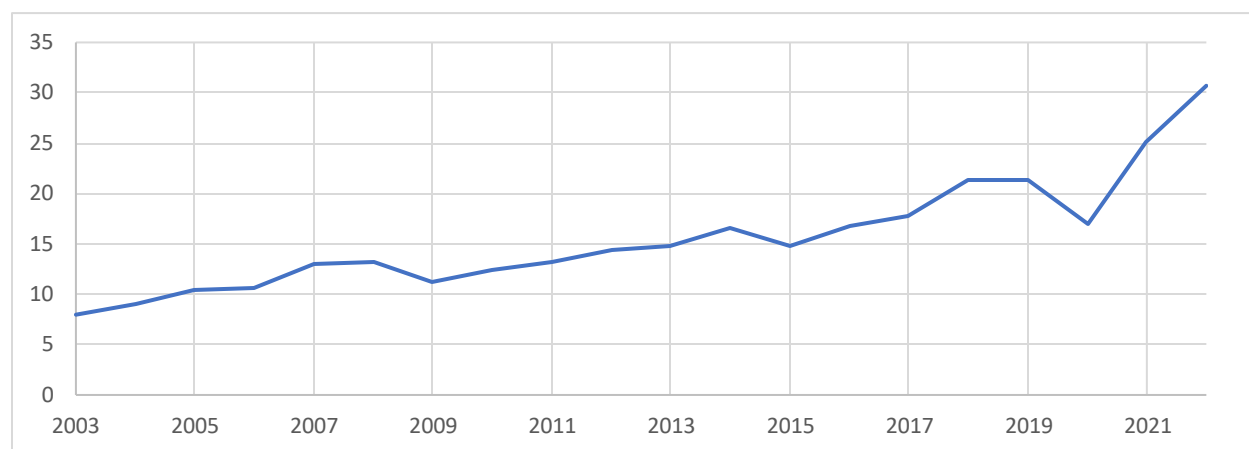
A 2015 survey found 216 vineyards covering 2,636.85 hectares with majority of vineyards in West Bekaa (56%), North Bekaa (26%), Central Bekaa (11%), and East Bekaa (1%), with an expansion in new regions in the South of Lebanon. The study found that the wine industry is challenged by monopolisation of long-established wineries but added that there is potential for newcomers, considering the unexploited terroirs¹⁷. Though there is no official entity that regulates wineries in Lebanon, interviewees estimate between 70-80 formal and informal wineries in the country. Overall, wine grape growers and production are improving in quality and economic viability, with novel production and marketing approaches.

Lebanon's primary wine grape is Cabernet Sauvignon and its indigenous white grape Obeideh, and although still thought of as a boutique-wine producing country, figures by the Ministry of Trade and Industry illustrate the production of over 7 million liters of wine. Total production is expected to grow in the coming years with the establishment of new wineries.

The wine sector growth is export led. It is estimated that around half of the production is exported, with total exports reaching up to 30.6 million USD in 2022, double of its value in 2013. In fact, as shown in

figure 1 below, Lebanon's wine exports have shown a steady increase in the past 20 years. Around a quarter of exported wine is directed toward free zones, and around 50% is directed toward 4 countries (France, Belgium, the USA, and the UK). The Union Vinicole du Liban (UVL) reports that Lebanon's biggest wine producers are Chateau Ksara, Chateau Kefraya, Chateau Musar, and Chateau St. Thomas. Based on data collection, this list should now extend to Ixsir and Domaines de Tourelles, which has also scaled their production in recent years.

Figure 1: Evolution of Lebanon Wine Export 2003-2021



Source: Trademap.org

The Norwegian market is a relatively new market for Lebanon's direct wine export. Significant export to Norway started in 2017 for an approximate value of 200 thousand USD and reached around 1.6 million USD in 2022. For many newly established wine companies, the Norway market constitutes an export opportunity niche as competition with long standing Lebanese wineries in traditional market is challenging. In 2023, Vinmonopolet launched several tenders and will be launching five new products in their basic range in the first half of 2024.

Actors in the wine supply chain

The organization of the Lebanese wine supply chains is straightforward, given the high level of vertical integration of the wineries. Five key actors can be distinguished: vertically integrated wineries, wine grape farmers, Syrian migrant and refugee workers, the Shawish, and international importers.

- **The wineries.** Lebanese wineries are usually fully or partially vertically integrated. They control and directly manage wine grape farms, ensure local distribution of wine production in the local market without intermediaries, and often also manage tourism and hospitality outlets at the winery premises. Wineries also procure part of their wine grapes from local farmers with whom they have established long term relationships¹⁸ and clear quality standards. They ensure export of their product through long-time established relations with **international importers**. The wineries employ full time staff on their facilities, mostly Lebanese workers, but also Syrians. They also require the services of seasonal Syrian workers for farm labour.
- **Lebanese wine grape farmers** are usually well-off farmers compared to other Lebanese farmers. They own their land and employ Syrian family workers on-site, on a full-time basis, as well as

Syrian seasonal workers. Lebanese farmers may also employ skilled Lebanese agriculture workers for key technical practices such as pruning.

- **Syrian migrant and refugee labourers**, both men and women. Syrian seasonal workers are hired to undertake unskilled farm operations (weeding, spraying, and harvesting). A significant number of seasonal agriculture Syrian labourers live in Informal Tented Settlements (ITS), i.e. housing units informally occupied by refugees, close to agriculture land are usually employed through a **Shawish** (A map showing ITS locations and main zones grapes production is annexed to the report). In some cases, a family of Syrian workers may live on farm and is employed permanently, undertaking for everyday farm activities.
- **The Shawish.** The Shawish is a key actor among Syrian migrant and refugee workers' communities. A Shawish, usually a Syrian national, manages and supervises many aspects of life in an Informal Tented Settlement (ITS), including, but not limited to rent collection, relationship with landowner, coordination with international and local organization supporting the ITS in terms of water facilities, coordination with electricity and energy providers. A Shawish also acts as an intermediary between employers and Syrian labour. The Shawish collects a fee on workers' wages - the fee is deducted from the wages. The Shawish does not have a formal role in that it is not appointed by local authorities, but rather chosen by the community based on local customs and power dynamics. Often, international organisations and UN agencies liaise with the Shawish for support with aid provision. There are also cases whereby local and international NGOs informally appoint a Shawish as a point of contact to support them with mobilisation and organisation within ITSs. Majority of the time, the Shawish is a man but there have been some cases whereby it is a woman.

Based on the above, the following list of rights-holders and duty-bearers can be identified.

Table 2: Identified rights-holders and duty-bearers

Rights-holders	Duty-bearers*
Lebanese employees at wineries	Wineries owner / management
Syrian full-time/permanent labour at wineries / grape farms	Wineries owner/management and grape farmers
Syrian migrant and refugees' workers (seasonal labour)	Lebanese wine grapes farmers Vertically integrated wineries Shawish

* In addition to public authorities that should be considered duty-bearers in the overall governance of the wine supply chain.

3 HUMAN RIGHTS RISKS ASSESSMENT

As noted in the introduction, this assessment aims to highlight key human rights risks identified in wine production and vineyard cultivation and harvesting. It is critical to note that such risks occur not simply within Lebanon’s context but also globally, with exploitative and harmful treatment of workers in wine production in Brazil 19 to Italy 20. The insights of this study, however, help elucidate the particular complexities of wine production in Lebanon, considering its local and regional socioeconomic and political context.

3.1 Forced and Bounded Labour

Forced labour refers to any work or services that people are forced to do against their will, under threat of punishment. It is a form of exploitation that deprives individuals of their freedom and basic human rights. Bonded labour is a form of forced labour where individuals are compelled to work in order to repay a debt, as a result they are forced to work under exploitative conditions.

Table 3: Human rights and amfori BSCI Code of Conducts’ framework on forced and bonded Labour

Relevant Human Rights	Freedom from torture, cruel, inhumane and/or degrading treatment or punishment ²¹ Freedom from slavery servitude or forced labour ²² . Rights to Liberty and security of the person ²³ Right to enjoy just and favorable conditions of work ²⁴ Rights of migrants’ workers ²⁵
Relevant conventions / laws	ILO convention number 29 (1930) on forced labour and its protocol of 2014
Reference in amfori BSCI CoC	No bounded, Forced Labour or Human Trafficking principle (page 7)

Risk 1: Forced and/or Bonded labour.

Table 4: Likelihood and impact assessment risk 1

Risk 1: Forced and/or Bonded labour		
Likelihood and impact assessment	Likelihood of occurrence	Impact on the individual
Lebanese employees at wineries	Risk not identified	
Syrian full-time labour at wineries / grape farms	Risk not identified	
Syrian migrant and refugees’ workers (seasonal labour)	Identified, Low	High

The risk of bonded labour for seasonal workers living in ITSs, both migrants and refugees, has been identified as low in this study. However, it should be noted that the impact on the individual exposed to such a situation is high.

ITSs, as noted earlier, are informal shelter gatherings of Syrian migrant workers and refugees in Lebanon. The ITS is usually managed by a Shawish who collects rent on behalf of the landowners and other payments for water, electricity, and other services. Since 2011, with the influx of Syrian refugees, ITSs have grown and continue to receive significant support from international and local organizations,

especially regarding Water Sanitary and Hygiene (WASH) infrastructure and services. Vulnerable Syrian refugee households often receive cash assistance support from the World Food Program (WFP) and the United Nations Higher Council for Refugees (UNHCR), however, with the 2019 economic crisis, the purchasing power of the cash assistance support has decreased. Many vulnerable households, especially women-headed households, are facing difficulties in paying ITS-related fees to the Shawish. Households then remain indebted to the Shawish financially.

The Shawish also acts as a recruitment agent for agricultural labour, and interviews confirmed that their role includes labour working in vineyards. They additionally confirmed that some wineries had more stringent recruitment practices on their own fields, as they may be monitored by third party certifications. This recruitment from ITS with the help of a Shawish does create a tangible risk for bonded labour, where workers are forced to work to repay debt and accept both lower wages for their labour and higher fees to the Shawish.

It is recommended that wineries monitor sub-supplying farms (that they do not own) and Shawish services at their own and sub-supplying farms, if they were to be in compliance with the amfori BSCI Code of Conduct and thus Vinmonopolet's purchasing terms. Indeed, it is recommended that all wineries map their recruitment partners, i.e. the Shawish, with information on how they monitor them. Interviews with Vinmonopolet confirmed that Forced Labour is a salient risk that they expect should be addressed on farm level in their supply chains, to be in compliance with the purchasing terms. For their 2023 tenders Vinmonopolet required that all wholesalers and Lebanese producers submitted statements committing to responsible recruitment and decent working conditions, so to be considered eligible for the tenders and to prevent forced labour.

3.2 Low wages

Fair wages and labour standards are addressed through ILO's developed set of conventions and recommendations that member states are encouraged to adopt. They are implemented to ensure fair wages and decent working conditions.

Table 5: Human rights and amfori BSCI Code of Conducts' framework on forced and bonded Labour

Relevant Human Rights	Right to enjoy just and favourable conditions of work ²⁶ Right to an adequate standard of living ²⁷
Relevant conventions / laws.	ILO Convention No. 131 - Minimum Wage Fixing Convention, 1970: This convention provides guidelines for member states on the principles and methods for fixing and adjusting minimum wages. ILO Convention No. 95 - Protection of Wages Convention, 1949: This convention addresses issues related to the protection of wages, including the timely payment of wages, permissible deductions, and the methods of payment. ILO Convention No. 100 - Equal Remuneration Convention, 1951: This convention aims to eliminate discrimination in remuneration based on gender. It emphasizes the principle of equal pay for work of equal value. The Lebanese Ministry of Labour set a minimum wage for both full time employment, and daily labour.
Reference in amfori BSCI CoC	Fair remuneration principle (page 4) In addition to the "Employer Pays Principle" laid out under amfori's "No bounded, Forced Labour or Human Trafficking" principle (page 7)

Risk 2: Low wages across all the value chain

Table 6: Likelihood and impact assessment: Risk 2

Risk 2: Low wages across all the value chain		
Likelihood and impact assessment	Likelihood of occurrence	Impact on the individual
Lebanese employees at wineries	Medium	Medium
Syrian full-time labour at wineries / grape farms	High	Medium
Syrian migrant and refugees' workers (seasonal labour)	High	High

Text Box 1: Insights from EWider Survey 1

Workers have reported that :

- They have not given up most of their wages to pay back the employers or employment agency. *

Workers have also reported that:

- Current income cannot cover rent and the usual household's bill.
- They have paid a Shawish money to get this job. **

*Mostly winery workers, ** Mostly Syrian agricultural workers.

Minimum wages in Lebanon are set by the Ministry of Labour (MoL) for both daily workers (on a per day payment bases) and monthly wages for employees. The table below provides the minimum wages as set by the Ministry of Labour

Table 7: Minimum wages as per Lebanon Ministry of Labour (post and pre financial crisis)

		As of January 2012 (till 2020)		As of 2023	
		In LBP	USD equivalent	In LBP	USD equivalent
Daily	workers	30,000 LBP	20 USD	410,000 LBP	4.55 USD
(per day)					
Employed	staff	675,000 LBP	450 USD	9,000,000 LBP	100 USD
(per month)					

Before the 2019 financial crisis, minimum wage was set at 450 USD per month. It remained unchanged since January 2012. The minimum wage was aligned with the poverty line and considered to ensure access to households' basic needs. However, overall wages for skilled employees were considerably higher than the minimum wage set by the MoL, averaging around 800 USD per month. On the other side, wages for daily workers (20 USD per day) tended to be respected and used as an upper limit. It contributed to maintaining the wages of agricultural labour relatively low. Following the 2019 financial crisis and the strong devaluation of the LBP (from 1,500 LBP in August 2019 to around 90,000 LBP for 1 USD in November 2023), households witnessed a significant decrease in the absolute USD value and the purchasing power of their wages. The latest updates from the ministry-set minimum wages at 100 USD for monthly employees and 4.55 USD for daily workers. As the country is slowly recovering from the financial crisis, wages are adjusting to new economic realities and prices; however, they do remain significantly low – especially in the agriculture sector and subsequently the wine value chain.

Indeed, the economic recovery is not inducing long-term sustainable economic development and is uneven, i.e., some households are able to cope with the crisis, while others are pushed into chronic poverty. These inequalities and uneven dynamics are also found in the capacity of economic sectors to adjust to the dollarization of the economy.

Table 2 below reports the average wages of workers in the wine value chain and compares it to the Survival Minimum Expenditure Basket (SMEB). The SMEB defined a basket of survival food and basic non-food goods for a Syrian refugee of 5 individuals living in Lebanon. It is currently equivalent to the extreme poverty line define for Lebanese households²⁸.

Table 8: Average wages per categories and gender of workers in the Wine value chain in Lebanon

Worker category	Gender / skills	Wages per month (average) *	Share of SMEB coverage**
Lebanese employees at wineries ²⁹	Agricultural workers and other semi-skilled labour	Align on pre-2019 minimum wages 450 USD + transportation. Gender pay gap unclear	133%
	Technicians and admin	700-900 USD + transportation Gender pay gap not identified	207% - 266%
Syrian full-time labour at wineries / grape farms	Mostly men and their household	Align on pre-2019 minimum wage 300 USD + housing. Payment made to the households	Approx. 110%
Syrian migrant and refugees' workers (agriculture seasonal labour)	Women	6.5 USD per day*** Equivalent to 140 USD per month	38%
	Men	9 USD per day*** Equivalent to 200 USD per month	53%

* Assuming 20 working days per month

** Assuming one person working per household

***After Shawish fees deduction, assuming a 10 to 15% cut for the Shawish

Although wages tend to increase with experience and time spent at the company, the average wages provided by the wine industry in Lebanon are low and reach a maximum of 2.6 times the SMEB for professionals and technicians. Full time employees at wineries receive around 1.1 and 1.33 times the SMEB. To compensate for low wages, wineries tend to provide their Lebanese employees with transportation remuneration, partial coverage of private health insurance, partial coverage of children education in private schools³⁰, as well as cash and in-kind bonuses, including in some cases food vouchers, fuel, and medicine during the hardest time of the economic crisis (2021-2022). However, for Lebanese employees' bonuses and in-kind support are not considered as part of the salary and are thus not taken into consideration for end of service indemnities³¹.

Wages received by seasonal daily workers are significantly low, ranging between 38% to 53% of the SMEB for men and women respectively. Often men and women and children from the same households may work together in the field to ensure maximum income (see below). The Shawish often takes a 10 to 15% cut on workers' salaries. In certain cases, this cut can go up to 30%. Women head of households' workers interviewed by the EDS team during data collection reported 30% of cut on salary from the Shawish in exchange for rent fees at ITS and assuming a minimum number of days worked.

It is important to note that.

- A working day for seasonal agricultural workers is considered to be 5 to 6 hours, to avoid working under high heat.
- The reported wages for seasonal workers in the wine value chain are higher than wages in other agriculture value chains. Based on interviews, they ranged between 8 to 20 USD. Interestingly, two owners interviewed said that they have had tension with other producers in the area because of their high wages. That is, since wineries pay higher wages to workers, other industries—such as potato farms—might begrudge them for “playing with the market’s dues.”

- It is recommended that wineries monitor Shawish services and supervision, as well as sub-supplying farms on how they ensure decent wages and equal pay for equal work, if they are to be in compliance with the amfori BSCI Code of Conduct and thus the Vinmonopolet purchasing terms. When and where possible, all records should be kept in digital records.

3.3 Child labour

The below table presents the human rights framework concerning child labour:

Table 9: Human rights and amfori BSCI Code of Conducts' framework on child Labour

Relevant Human Rights	Right to education ³² Right to be protected from economic exploitation and from performing any work that is likely to be hazardous or to interfere with the child's education, or to be harmful to the child's health or physical, mental, spiritual, moral or social development ³³ .
Relevant conventions / laws	The ILO Convention No. 182 on the Worst Forms of Child Labour (1999): This convention focuses on eliminating the worst forms of child labour, including slavery, trafficking, forced labour, the use of children in armed conflict, and other hazardous work that is harmful to their health and development. To note that in Lebanon children are legally required to go to school from age 6.
Reference in amfori BSCI CoC	Fair remuneration principle (page 4) Employer Pays Principle" laid out under Amorf No bonded, Forced Labour or Human Trafficking principle (page 7)

Risk 3: Risk of child agricultural labour in wine farms

Table 10: Likelihood and impact assessment: Risk 3

Risk 3: Risk of child agricultural labour in wine farms		
Likelihood and impact assessment	Likelihood of occurrence	Impact on the individual
Lebanese employees at wineries	Risk not identified	
Syrian full-time labour at wineries / grape farms	Risk not identified	
Syrian migrant and refugees' workers (seasonal labour)	Medium	Medium

Hiring children for agricultural labour is relatively frequent in Lebanon, especially among Syrian households³⁴. However, this dynamic tends to be significantly lower and limited in the wine value chain. The EDS research team identified a medium risk for child labour in the wine value chain.

According to interviewed stakeholders, wineries have imposed strict restrictions on Shawish's hiring of children. Some wineries even mentioned that they often pay extra money to the Shawish to ensure that no

children are hired. Nonetheless, many workers (especially women workers) want their children to accompany them to the field as they often cannot keep them home, i.e., in most of the cases in the ITS. Interviewees said this is because they worry about leaving them alone in tents in case anything goes wrong. Generally, interviewees noted that although ITSs are relatively safe, they prefer to be with their children rather than leaving them alone. In these cases, wineries have instructed Shawish to ensure tasks undertaken by children are restricted and do not constitute hardship, e.g., bringing water to workers and ensuring they do not use tools like scissors.

There are approximately 470,000 Syrian refugee children and youth aged 3 to 23 in Lebanon, as per UNHCR Registration data from September 2023. Based on findings from the 2023 Vasyr survey³⁵, significant hurdles to education for Syrians in Lebanon include the financial burden of transportation (30%), the expense of educational materials (27%), difficulties with school enrollment (11%), and the necessity to work (9%). Furthermore, a considerable proportion, 59%, of Syrian youth (aged 15-24) are neither employed, enrolled in education, nor participating in any form of training.

Several interviewees concurred that wineries do have supervisors in the field to ensure that tasks undertaken by children are not physically labourious, and that children are always accompanied by their parents. However, while wineries impose restrictions on child labour on their vineyards, these restrictions do not extend to their suppliers (i.e., Lebanese grapes farmers supplying wineries with complementary grape production). In fact, the risk of child labour on wine grape vineyards not directly managed by wineries is assumed to be relatively higher and thus it is recommended that wineries monitor sub-supplying farms (that they do not own) if they are to comply with the amfori BSCI Code of Conduct and thus the Vinmonopolet purchasing terms. It is recommended that sub-supplying farms be supported with the development of remediation plan in cases where child labour is identified. Also, it is recommended that additional measures are implemented in local communities (including ITSs) so as to ensure that children are at school or day-care whilst their parents are at work, including programs supporting school re-integration for children that have been forced to drop-out early. This requires that wineries and sub-suppliers be closely engaged with relevant NGOs in the field, such as UNICEF, Save the Children, NRC, and others.

Currently there are no day-care structures within ITSs.

Note that during data collection, the research team noted that no specific measures were taken to prevent risks related to young workers (15-18 years old).

3.4 Excessive working hours

The following table presents the legal framework governing excessive working hours.

Table 11: Human rights and amfori BSCI Code of Conducts' framework on excessive working hours

Relevant Human Rights	Right to an adequate standard of living ³⁶
Relevant conventions / laws	ILO decent working conditions principles According to the Lebanese law, working hours should not exceed 8 hours per days, and 40 hours per week. All additional working hours should be remunerated accordingly. All Lebanese employees are entitled to 15 days paid leave, in addition to 20 days of public holidays. This does not apply to daily workers who are not legally entitled to additional pay if working on a holiday.
Reference in amfori BSCI CoC	Decent working hours principles (page 4)

Text Box 2: Insights from Wider Survey 2

Workers have reported that:

- They are free to say no to overtime.
- They have at least 12 hours of rest between shifts.
- 10 workers, i.e., a quarter of the overall participants, answered no to the question regarding overtime.

The present rapid HRIA has not identified risks of excessive working hours in the Lebanese wine value chain.

As mentioned in the section above, an agricultural working day for seasonal workers is 5 hours and starts in the early morning to avoid high temperatures. Workers work only one shift per day. Whereas some workers in other agricultural value chains might work more than one shift, EDS did not come across any stated claims of agricultural workers in the wine value chain working more than one shift.

Similarly full-time Lebanese employees at wineries do not usually work more than 8 working hours per day. Interviewed workers have reported that usually working hours start at 7-8 am and end at 4-5 pm and include a paid one-hour lunch break. Workers work 5 days a week, and are compensated for extra time, by additional payment. During high tourism seasons, workers in the winery's hospitality infrastructure (restaurants, bed and breakfast, wedding venues) will work on Saturdays and Sundays but be compensated by days-off throughout the week. Especially when working during major Muslim or Christian holidays, workers are compensated by two days off for every holiday worked.

Full time Syrian employees at wineries do not report working excessive hours, however, they are not entitled to paid leave, except for major religious holidays.

3.5 Occupational health and safety

The below table presents the human rights framework concerning Occupational health and safety

Table 12: Human rights and amfori BSCI Code of Conducts' framework on occupational health and safety

Relevant Human Rights	Right to an adequate standard of living ³⁷ Right to life
Relevant conventions / laws	The right for prevention of health and safety risks at the workplace is well-defined in the guiding pillars of ILO's Decent Working Conditions Principles (2015), In Lebanon all Lebanese workers should under the labour law benefit from access to the benefit of the National Social Security Funds, except for agricultural workers. Workers in the agriculture sector do not fall under the scope of Lebanon labour law.
Reference in amfori BSCI CoC	Occupational health and Safety principle (page 5)

The rapid HRIA assessment of the wine supply chain in Lebanon has identified a risk of health and safety hazards at the workplace and a lack of access to adequate healthcare facilities especially for Syrian migrant and refugee workers.

Text Box 3: Insights from *Wider Survey 3*

<p>Workers have reported that:</p> <ul style="list-style-type: none"> - They are physically able to escape the workplace. - They have not felt unwell because of the heat; this was flagged as an improvement area by 1/3rd of participants at the two sites with the highest rate of participation. - They can access a clean toilet and drinking water at work. - Employers helps workers with medical treatment at work. - They have not given up most of their wages to pay back the employers or employment agency. <p>Workers have also reported that:</p> <ul style="list-style-type: none"> - They do not have the necessary protective gear. - Managers do shout at workers.

Table 13: Likelihood and impact assessment: Risk 4

Risk 4: Risk of health and safety hazards at the workplace		
Likelihood and impact assessment	Likelihood of occurrence	Impact on the individual
Lebanese employees at wineries	Low	Low
Syrian full-time labour at wineries / grape farms	Low	Low
Syrian migrant and refugees' workers (seasonal labour)	Low	Low

Risk 4: Risk of health and safety hazards at the workplace

Health and safety risks differ depending on workers and their positions within the value chain. While exposure to risks is minimal for winery workers, agricultural workers in Lebanon face health risks related to pesticide exposure and work during the hottest hours of the day (Turkmani & Hamade, 2023). A female worker interviewed, for instance, said when she works on grape farms, the Shawish provides her with protective gear. However, when she works on fruit and vegetable farms, there is no supervision. She reported multiple issues agricultural workers face, including long shifts, verbally abusive Shawish and landlords, and the lack of any form of social security. She noted that both grape farms and potato farms are physically demanding, however, the main difference was the provision of protective gear for the former. Indeed, agricultural workers in Lebanon use minimal protection and equipment, which increases their exposure to health and safety risks and the results from the &Wider Survey, conducted among workers directly employed by wineries, indicates that workers believe that access to Personal protective equipment should be improved³⁸.

On the other hand, at the wineries, Lebanese producers are implementing a series of procedures and standards linked to the ISO certification. During interviews with producers and HR staff, it was reiterated that all workers, both Syrians and Lebanese, at the grape farms have to follow regulations related to risk reductions. They referenced having conducted risks assessment, the training of staff on health and safety awareness and preventive measures, the implementation of safety standards at the production unit (floor, aeration, etc.), as well as clear protocols in case of accidents, and annual first aid training. Furthermore, most wineries have established a work-related health and safety risks assessment especially within wineries themselves. According to interviewees, protection and safety measures are implemented by all staff in the wineries. However older staff who have worked at the winery for over 25 years appear to show resistance in the implementation of safety and health protocols. One employee who has worked in packaging at a winery for over 20 years, for instance, said there has been an increase in protective gear over the past five years. "It is heavy and weighs me down! Sometimes I don't wear them. But since I am a supervisor, I make sure all the younger workers are fully dressed in protective gear." Contradictory to the interviews, the &Wider survey identifies a need for more access to protective equipment.

Importantly, women at winery farms, particularly those working as admin staff, reported a sense of comfort with regards to access to hygienic toilets as well as private spaces for breastfeeding.³⁹ The same, however, was not expressed by women labourers, especially those at sub-supplying farms.

At the vineyards, the exposure to health and safety risks are partially mitigated by agricultural practices that minimize pesticide applications, with major wineries moving to organic production. Furthermore, most wineries have established long standing relationships with specific Shawish and agreed on clear preventive measures, including:

- the non-use of verbal and physical violence against workers,
- limited work during hottest hours,
- provision of protective equipment,
- access to water,
- access to toilets,
- as well as the adoption of other risk specific prevention measures.

Both the Shawish and the winery managers have an interest in implementing agreed upon specifications and ensuring a stable long-term relationship. However, similarly to child labour, wineries' preventive

measures on health and safety cannot be assumed to be in place to their direct suppliers and to the agriculture sector, if not monitored by the wineries. Field data collection showed that prevention of health and safety hazards agricultural workers seems to be more tangible for large wineries compared to smaller businesses.

Risk 5: Lack of access to health care

Table 14: Likelihood and impact assessment: Risk 5

Risk 5: Lack of access to health care		
Likelihood and impact assessment	Likelihood of occurrence	Impact on the individual
Lebanese employees at wineries	Low	Low
Syrian full-time labour at wineries / grape farms	High	High
Syrian migrant and refugees' workers (seasonal labour)	High	High

As discussed in section 2.2, on agriculture labour in Lebanon, workers do not benefit from formal contracts and access to health coverage. Although, wineries and agro-industry workers fall under the labour law, in several instances, Lebanese employees at wineries were not registered at the National Social Security Fund (NSSF). Meanwhile, almost all Syrian workers work informally.

Data collection has shown that:

- Lebanese employees in large wineries are more likely to be registered at the NSSF and benefit from additional private health insurance compared to Lebanese employees of smaller wineries. However, data collection showed that not all workers are registered. It is often the case that employers and employees agree to higher salaries in exchange for workers dropping their right for NSSF registration, under the claim that “they deliberately choose not to be register.” This practice is illegal.
- Agriculture workers in Lebanon do not fall under the labour law and may not always benefit from NSSF registration and health insurance.
- Syrian workers do not benefit from any health insurance, either public or private, and almost all of them work informally. Those that are registered are likely to have worked at a winery prior to the Syrian refugee crisis, i.e. have had longstanding relations with winery owners and producers.
- Larger wineries contract work group insurance that covers all people working in their premises, including Syrian seasonal workers. Small wineries do not tend to have such insurance coverage.
- Syrian and Lebanese workers working on vineyards not directly managed by wineries do not benefit from any health care coverage or coverage of work-related accidents.

3.6 Restriction of freedom of association

The below table presents the human rights framework concerning freedom of association:

Table 15 Human rights and amfori BSCI Code of Conducts' framework on freedom of association

Relevant Human Rights	Right to freedom of association and collective bargaining ⁴⁰
Relevant conventions / laws	The right of workers' freedom of association is acknowledged by the ILO convention 87 (1945), as per the Freedom of Association and Protection of the Right to Organize as well as the ILO Rural Workers Organization convention of 1975 (No 141)
Reference in amfori BSCI CoC	The rights of freedom of association and collective bargaining (page 3)

Text Box 4: Insights from Wider Survey 4

<p>Workers have reported that:</p> <ul style="list-style-type: none"> - They can safely report incidents without fear of punishment. <p>Workers have also reported that:</p> <ul style="list-style-type: none"> - They do not have a worker representative.

Risk 6: Lack of freedom of association

Table 16: Likelihood and impact assessment: Risk 6

Risk 6: Lack of freedom of association		
Likelihood and impact assessment	Likelihood of occurrence	Impact on the individual
Lebanese employees at wineries	Low	Low
Syrian full-time labour at wineries / grape farms	High	Medium
Syrian migrant and refugees' workers (seasonal labour)	High	Medium

In Lebanon, the right of association is well protected for Lebanese workers in legal texts. However, worker unions have been controlled by political parties since the late 1990s, and with few exceptions, unions are usually not trusted by workers⁴¹. In Lebanon, the establishment of any trade union requires prior authorization from the Ministry of Labour, a process that often poses challenges and impedes the successful formation of independent unions. Despite this obstacle, a few smaller unions and associations representing specific farmers in various sectors or regions exist and are registered at the Ministry of Labour. such as the "Association of Farmers in the Bekaa", "The Union of Farmers' Unions in Lebanon - Development (Inma)", and the "The Union of Agricultural Workers in Lebanon."

Primarily, these unions aim to advocate for the interests of farmers, focusing on issues related to crop trading (import and export), infrastructural improvements, and compensation for crop losses. However, it is noteworthy that these unions explicitly represent only Lebanese farmers and workers and not foreign workers. Furthermore, their outreach is extremely limited, and only a very limited number of Lebanese farmers and agriculture workers are member of a union.

Foreign workers are not allowed to establish unions or syndicates in Lebanon. As such, Syrian agricultural workers do not have any formal representative body or union. There is, however, the possibility for Lebanese Unions to create committees to represent foreign workers, i.e. foreign workers can become members of Lebanese workers union. This has been implemented by the National Federation of Workers' and Employees' Union in Lebanon (FENSAOL) with the support of the ILO for the creation of a domestic workers union in Lebanon in 2015. However, this type of initiative is not recognized by public authorities and thus our research have concluded that the risk of lack of freedom of association and workers representation among Syrian workers remain high⁴².

It is interesting to note that winery management and grape producers reported mixed findings on the Union Vinicole du Liban, i.e. the association for wine producers. Wine producers and owners note that the UVL is a way for them to consolidate issues related to festivals and export and is more outward-facing; however, some interviewees said the UVL is not set up to defend their interests. One interviewee noted that it is quite dormant and needs to be reactivated.

Freedom of Association and workers right to representation and remedy are key principles in the amfori BSCI CoC. In cases where Vinmonopole have previously discovered limited legal possibilities for workers to be unionized, the creation of democratically elected workers representatives has been recommended and this should need to be considered by the industry as a solution, whilst some workers have legal limitations for unionization due to their nationality.

3.7 Lack of access to remedy

The right to access remedies, including the right to organize (see above section), the right for collective bargaining, and dispute resolution are laid out in ILO's Convention 87 on the Freedom of Association and Protection of the Right to Organize, as well as ILO Convention 98 (1949) on the Right to Organize and Collective Bargaining.

The below table presents the human rights framework concerning the right to remedy:

Table 17: Human rights and amfori BSCI Code of Conducts' framework on the lack of access to remedy

Relevant Human Rights	Right to equality before the law ⁴³
Relevant conventions / laws	The right to access remedies, including the right to organize (see above section), the right for collective bargaining, and dispute resolution are laid out in ILO's Convention 87 on the Freedom of Association and Protection of the Right to Organize, as well as ILO Convention 98 (1949) on the Right to Organize and Collective Bargaining.
Reference in amfori BSCI CoC	Worker's involvement and protection principle (page 3)

Risk 7: Lack of access to remedy

Table 18: Likelihood and impact assessment: Risk 7

Risk 7: Lack of access to remedy		
Likelihood and impact assessment	Likelihood of occurrence	Impact on the individual
Lebanese employees at wineries	Low	Low
Syrian full-time labour at wineries / grape farms	Medium	Medium
Syrian migrant and refugees' workers (seasonal labour)	High	High

Given the significant lack of freedom of association and the informality of the agriculture sector, as well as the systematic lack of written contracts for agricultural workers and Syrian migrant workers, the research team identified a significant threat to the capacity of workers to express grievance. Nonetheless, it is important to differentiate between formally employed Lebanese and Syrian workers.

Lebanese workers, even if employed informally, have the capacity to use the Ministry of Labour dispute mechanisms, or directly refer to Lebanese Court. Both mechanisms are usually accessible to Lebanese workers and usually issue decisions in their favor. Large Lebanese wineries interviewed have also established internal grievance mechanisms for their full-time employees. In smaller size wineries, interviewees have reported that workers and employers' relationship tend to be informal, i.e. "workers are considered family members". However, this type of relationship tends to favor informal procedures and workers may fear confrontation. This limits employers' accountability and their insight to grievances. It also may lead to unequal power dynamics, thus discouraging workers from expressing grievances.

Syrian migrant and refugees' workers do not have access to formal grievance and remedy mechanisms for them to claim and secure their rights. They often rely on informal and/or community-based mediation.

In cases where Vinmonopole have previously discovered limited possibilities for grievances to be lodged, they have recommended local grievance mechanisms be implemented, so wine producers are able to be informed of grievances in their supply chains. It would be recommended to find similar solutions in the Lebanese industry and the local communities where the wineries are based. Moreover, it is also recommended that women workers be more active in filing grievances. This can be aided by adhoc mechanisms within wineries and sub-supplying farms that include Syrian workers and communities as well.

3.8 Sexual harassment and gender discrimination

The below table presents the human rights framework concerning sexual harassment and gender discrimination.

Table 19: Human rights and amfori BSCI Code of Conducts' framework on sexual harassment and gender discrimination

Relevant Human Rights	Right to life Rights of women ⁴⁴
Relevant conventions / laws	<p>The International Labour Organization (ILO) Conventions: No. 100 (Equal Remuneration Convention, 1951): Addresses the issue of equal remuneration for men and women for work of equal value, contributing to gender equality in the workplace.</p> <p>ILO Convention No. 111 (Discrimination (Employment and Occupation) Convention, 1958): Prohibits discrimination in employment and occupation, including discrimination based on gender.</p> <p>The United Nations Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW): CEDAW is a comprehensive international treaty that addresses gender-based discrimination in various spheres, including the workplace. It emphasizes equality in employment, protection against gender-based violence, and the elimination of stereotypes. Lebanon's Criminal Code imposes various criminal sanctions for offenses related to Sexual and Gender-Based Violence (SGBV), as outlined in the tables below. However, it fails to comprehensively address and adequately legislate against all manifestations of SGBV⁴⁵. This deficiency results in obstacles for women who are victims or survivors of SGBV in their quest for justice. The Criminal Code still contains outdated and problematic provisions that contradict Lebanon's commitments under human rights law. Examples include the criminalization of adultery, "prostitution," and abortion. Additionally, the absence of specific provisions for certain forms of SGBV, such as marital rape and sexual harassment, underscores the Criminal Code's non-compliance with international laws and standards that Lebanon is obligated to uphold⁴⁶.</p> <p>This is further exacerbated by the fact that the country does not have a civil code to oversee personal status matters, including marriage, divorce, and inheritance. Instead, such matters are governed by personal status laws, of which there are 15 different ones to account for the country's various religious communities. Research by Human Rights Watch has shown a consistent pattern of women—regardless of their sect—being discriminated against in divorce proceedings, financial rights, and custody-related matters.⁴⁷</p>
Reference in amfori BSCI CoC	No discrimination, violence or Harassment (page 4)

Risk 8: risk of sexual harassment and violence

Table 20: Likelihood and impact assessment: Risk Sexual harassment and violence

Risk 8: Risk of Sexual Harassment and violence		
Likelihood and impact assessment	Likelihood of occurrence	Impact on the individual
Lebanese employees at wineries	Low	High
Syrian full-time labour at wineries / grape farms	Low	High
Syrian migrant and refugees' workers (seasonal labour)	Medium	High

Text Box 5: Insights from *Wider Survey 5*

Workers have reported that:

- They have not experienced unwanted sexual requests or attention.

Risk 8: risk of sexual harassment and violence

The risk of SBGV by workers at wineries is relatively low and does not exceed risks existing at other workplaces, or within private and public spaces. However, the risk of harassment is increased by the lack of proper legislation and their implementation by Lebanese court and police forces.

Because of cultural norms, sexual harassment was an issue that was carefully avoided by workers interviewed by the researchers. Generally, multiple reports conclude that Syrian women agricultural workers are exposed to harassment and exploitation within their work (Turkmani & Hamade, 2020). Indeed, the risk faced by women Syrian workers on wine grapes farms has been concluded by the research to be relatively higher. Risks on farm may be lowered by the presence of other community and/or family members working with women from the same area or ITS and the open space characteristic of agriculture work, yet they are still deemed to be in a vulnerable situation. Women workers face tangible risks on their way to and from work, on transportation provided by the Shawish, as well as potentially from the Shawish himself – especially for women that do not benefit from family support and protection during work (For example: single mothers, women that have lost male family members, etc.).

Risk 9: risk of wage discrimination against women workers

Table 21: Likelihood and impact assessment: Risk of wage discrimination against women workers

Risk 9: Risk of wage discrimination against women workers		
Likelihood and impact assessment	Likelihood of occurrence	Impact on the individual
Lebanese employees at wineries	Low	Medium (as wage gap are limited between male and female Lebanese workers)
Syrian full-time labour at wineries /grape farms	Not applicable – almost all workers are male	
Syrian migrant and refugees' workers (seasonal labour)	High	High

There is a clear wage gap between Syrian women and men in the agricultural sector. This was confirmed in existing desktop research⁴⁸ and observed in worker interviews. Sometimes the wage gap is as much as half, i.e. during data collection, it was indicated that male Syrian workers were receiving 10 USD per day in the agriculture sector while female Syrian workers were receiving 5 USD. While most interviewed women expressed dissatisfaction with their significantly lower wages, some believed that the current situation was justified because they perceived their work as less physically demanding than that of men. This justification was also mentioned by interviewed male agricultural workers and Shawish. However, observations from the field does not show that the work carried by women is less productive than the work carried by men. Although tasks are divided based physical capacity (women would harvest the grapes, men would carry them), each tasks remains essential for the overall productive process. Men would not necessary be more productive if carrying out the tasks undertaken by women in the field. Most interviewed women admitted to feeling resigned and unsurprised by their lower wages and the lack of attention to women's specific needs, viewing it as indicative of a broader disregard for vulnerable women work in general.

In previous cases uncovered by Vinmonopolet, the principle of equal pay for equal work has been requested, as stipulated in the amfori BSCI CoC. Thus, it is important to ensure that women and men conducting the same work are paid the same. A suggestion would be to conduct a workload study and to determine equal pay for equal work, so to remove any gender discrimination payments.

4 ROOT CAUSES

4.1 Legal framework

4.1.1 *An informal sector*

Around 3.6% of the Lebanese workforce is employed full time in agriculture⁴⁹, however, the FAO 2010 census implies that nearly 125,000 households, i.e. about 10% of total Lebanese households, benefit from either cash or in-kind, primary or secondary, direct or indirect, agricultural revenues. In fact, the agricultural and agrifood sectors in Lebanon are characterized by a high degree of informality. Since its adoption in 1946, agricultural workers were excluded from the Lebanese Code of Labour and were also not included in the Law of Social Security, adopted in 1963. Therefore, those working in agriculture (i.e. farmers or agricultural workers) are not employed formally and have no access to employment benefits or social security schemes like the National Social Security Fund (NSSF).

Employees in the agrifood sector, including the wine sector, are included in the Labour Law and should - by law - be registered in the NSSF. Yet, interviewed value chain experts have noted that some enterprises in the sector do not fully comply with the Labour Code or the Law of Social Security, leaving a significant number of workers without benefits and social security.

The exclusion of farmers and agricultural workers from social protection schemes is not an exceptional case. The social security system in Lebanon is characterized by its fragmented and scattered schemes, mainly geared towards those formally employed in the private or public sector or those in need of social assistance and excluding a large part of the population, contributing to widespread social insecurity.

Given the predominantly informal nature of the sector, determining an exact figure for total jobs in agriculture is challenging. It is estimated that 88% of Lebanese individuals working in agriculture do so informally⁵⁰, i.e. without a formal written contract. The absence of a legal or formal definition for "farmer" as a profession or agricultural exploitation as a business contributes to the lack of regulation in agricultural labour. Consequently, there is a complete absence of formal social protection within the Lebanese agricultural sector.

Similarly, Syrian workers, who make up most of the agricultural workforce, operate informally and are consequently excluded from any benefits stipulated by Lebanese legislation. Syrian refugees and migrant farmworkers are identified as one of the most marginalized groups in Lebanon, facing poverty, a lack of basic legal protections, and frequent discrimination.

4.1.2 *Legal framework on agriculture workers and social security*

In Lebanon, the primary legislative frameworks governing labour rights and social security for waged workers are the Lebanese Code of Labour of 1946 and the Social Security Law of 1963. Article 7 of the Code of Labour explicitly excludes "agricultural corporations without a connection to trade or industry and to be subject to special laws" from its provisions. Consequently, and since no special law have been enacted, agricultural workers are excluded from labour law protections, meaning regulations such as minimum wage, annual leave, arbitration council recourse, working hours, and maternity leave do not apply to them. Workers in agrifood businesses, including wineries, are covered by the Labour Law, however, often businesses fail to formally register all their employees.

The Social Security Law of 1963 aimed to provide social security through the National Social Security Fund (NSSF) to all waged workers in the private sector. The law outlined a phased implementation plan, yet the second and third phases have not been executed to date. Workers in agrifood businesses have been

legally required to register with the NSSF since 1963, but workers in agricultural enterprises were intended to be covered in the second phase, which remains unimplemented. Consequently, waged agricultural workers are currently excluded from both the Lebanese Labour Law and the Social Security Law.

In 1974, Law No 8/74 stipulated that Lebanese workers in the agricultural sector should be subjected to the provisions of the Social Security Law, with implementation decrees to be determined by the Council of Ministers. However, this law has not been followed by implementation decrees, except for one instance in May 1974, when decree No 7757 extended NSSF benefits to Lebanese permanent agricultural workers.

Despite these legal provisions, interviews with agricultural value chain experts indicate low compliance with the laws and decrees in both sectors. Additionally, Article 9 of the NSSF law reveals that foreign workers in the private sector contribute to the fund but only receive benefits if their country of origin grants Lebanese workers equivalent provisions. So far, only nationals of Iraq, Egypt, the US, Brazil, Greece, Morocco, Britain, and Germany can benefit from the NSSF benefits due to bilateral agreements ensuring the same rights for Lebanese working in these countries. One could argue that while several bilateral agreements have been concluded between the Lebanese and Syrian governments in the past, they have never been practically implemented. Therefore, **Syrian workers are effectively excluded from NSSF benefits.**

Lebanese farmers and workers do have the possibility to establish mutual funds. However, the process for their establishment, which is managed by the General Directorate for Cooperative and Mutual funds, is complicated and untransparent. The Union of Agricultural Workers in Lebanon has established a mutual fund in 1996, covering healthcare, income protection insurance, as well as scholarships and education grants for its members. However, the research team was not able to verify the effectiveness and efficiency and outreach of the operations of the above-mentioned mutual funds.

4.1.3 Lebanon's legal framework on Syrian workers

In principle, the presence of Syrian nationals in Lebanon is regulated through the bilateral agreement for Economic and Social Cooperation and Coordination (1993) signed between Syria and Lebanon. The agreement abolished movement restrictions on persons and granted freedom of stay, work, employment and practice of economic activity for nationals of both countries. However, the implementation mechanisms embedded in the abovementioned agreement have not been established until today. Consequently, and until this agreement is fully implemented by both States, Syrian nationals are still legally obliged to obtain a work permit. However, in practice and over decades, the Government of Lebanon (GoL) has not enforced this law, and Syrian workers in Lebanon worked informally without fear for legal issues.

Following the large influx of Syrian refugees to Lebanon (2012-2014), in January 2015, the GoL issued a directive to change the regulations for entry and residency of Syrians in Lebanon. These regulations required all Syrians to acquire a residency permit and provided them with only two options to do so: registering with UNHCR or finding a Lebanese sponsor if they wish to work in the agriculture, construction, and the waste management sector. The sponsorship system and the residence permit issuance are implemented at the sole discretion of the General Security⁵¹.

In May 2015, the GoL issued a decision for UNHCR to stop registering refugees from Syria and to cancel all registrations that took place after January 2015. This meant Syrians displaced after January 2015, and migrant workers, must go through the sponsorship system to obtain legal residency. This led to both

Syrian refugees and migrant workers being tied to their sponsors to be able to work formally. In fact, only 17% of Syrian refugees hold legal residency⁵². Similarly, most Syrian migrant workers lack residency papers, as well as UNCHR registration, and may face de facto imposed restriction on movement and fear of being sent back to Syria.

As most national governmental policies in different states, the GoL follows the principle of restricting the right to practice certain professions to Lebanese nationals, to protect the Lebanese workforce. However, this principle has been applied for decades through decisions issued in a discretionary manner by the Ministry of Labour, without following objective, organized, or set criteria under clear legislative positions. While these decisions usually include an exception with regards to Syrian nationals (working in the agriculture, environment, and construction sectors), this exception has been omitted from the Ministry of Labour decisions since 2018. This may be interpreted as an affirmation of the sponsorship regime under the sole mandate of the General Security and a complete exclusion of existing labour protection measures.

Overall, the current legal framework for Syrian workers does not guarantee rights and protection. Syrian workers are vulnerable and can easily become victims of improper and illegal practices on the part of employers and/or sponsors while trying to retain their valid residencies.

4.2 A context of high vulnerability of Syrian refugees

Syrian refugees and migrant workers are highly vulnerable regarding both their legal residence status (see section above) and socio-economic conditions. According to Syrian Refugees Vulnerability Assessment 2022 (VASyr), over two thirds of Syrian refugees cannot afford the minimum essential items needed to survive, without taking on debt. Food needs are the main reason for borrowing, followed by rent (see discussion on forced labour). Around 61% of Syrian refugees are moderately food insecure and 6% are severely food insecure, with a higher percentage of female headed households being insecure compared to male headed households.

VASyR reports that one-third of Syrian refugees aged between 15 and 64 are employed, around a third of whom work in agriculture. It also reports that 59% of youth between the ages of 15-24 were not working or attending any form of formal education, including vocational training. Most of these refugees rely on humanitarian aid as their primary source of income. Regarding education, only 53% of school-aged children reported attending school in the 2021-2022 academic year. Economic challenges, particularly transportation (34%), cost of educational materials (29%), and work commitments (22%), pose significant barriers to non-attendance among children. For youth aged 15-24, 59% face vulnerability, lacking access to education, employment, or training, with 35% never having attended school.

Regarding shelter, around 21% of Syrian refugees live in ITSs, most of them working in the agricultural sector. Over half of Syrian refugees live in shelters (residential or ITS) that are either overcrowded, have conditions below human standards, and/or were in danger of collapse. Drinking water sources were not always available when needed for 28% of households, while 56% reported insufficient or barely sufficient water for washing and domestic purposes. Water insufficiency was higher in residential shelters, which indicates a worse level of accessing services than in ITS locations that are supported with humanitarian assistance.

4.3 A labour-intensive agriculture

Lebanese agriculture has a high capacity for job creation. However, these are often low paid jobs. Lebanon has a significant need for Syrian agricultural labour. The demand for labour in the agriculture sector arises from various factors, including the nature of the work, the scale of agricultural activities, and economic considerations. Syrians have historically played a crucial role in Lebanon's agriculture sector, contributing to the cultivation and harvesting of crops.

Several factors contribute to Lebanon's reliance on Syrian agricultural labour:

- **Workforce Availability:** Syrian refugees, seeking livelihoods and economic opportunities, often find employment in agriculture. Their availability and willingness to engage in manual labour make them indispensable for the sector.
- **Skillset:** Many Syrian refugees bring agricultural skills and experience with them, making them well-suited for work in Lebanon's farming sector.
- **Economic Considerations:** Syrian labour may be more cost-effective for Lebanese farmers, as refugees might be willing to work for lower wages than local labour due to their vulnerable economic situation.
- **Labour Shortages:** Lebanon may be facing shortages in local labour willing to undertake the physically demanding tasks associated with agriculture. Syrian workers can help fill this gap and ensure the continuity of agricultural activities.

The above mix of factor creates a situation in which Lebanese farmers are not incentivized to invest in labour saving technology, but also are dependent on the availability of low wages labour. They may face negative economic impact if agricultural workers wages increase, while farm price gate remain the same.

The agricultural sector is facing significant challenges as farmers are not able to adjust and provide fair wages to agriculture workers. There is a risk for agriculture migrant and refugees labour to shift towards other sectors as wages in the agriculture sectors are not adjusting to new economic realities. This may significantly reduce agricultural labour availability, especially during periods of high demand. There is a risk that such dynamics will further lead to the exploitation of Syrian workers that have no option but to work in the agriculture sector, including in vineyards.

5 REMEDIATION AND MITIGATION

Risks	Potential mitigations measures	Responsibilities
Risk 1: Bonded and/or forced labour of Syrian migrant and refugees' workers.	<p>Mitigation 1.1: Refer cases of forced labour due to high indebtedness to protection, basic assistance, and livelihoods programs implemented within the Lebanon Crisis Response Plan^{liii}.</p> <p><i>Scope: farms</i></p> <p><i>Timeframe: short-term</i></p> <p><i>Feasibility: feasible without major challenges.</i></p> <p>Based on the research it is recommended to initiate mitigating measures in the level of the supply chain where risks of abuses are highest to the individual and where greatest positive impact can be created,</p> <p>The complete context of vulnerability of Syrian workers is not the direct responsibility of actors in the wine value chain, yet some measures may be taken to prevent bonded/forced labour. Roll out of “The employer pays principle” that are directly relevant to recruitment fees will decrease the debt that Syrian workers accumulate with the Shawish.</p> <p>Significant efforts from UN organizations, especially UNCHR and WFP, and NGOs are being undertaken to improve living conditions of Syrian refugees through both basic need support program as well as employability and livelihoods programming. Specific attention should also be given to women working in cultivation of grapes, to potentially spot cases of forced labour and refer them to existing protection and livelihoods programs. This may be done by wineries monitoring farm level working activities and actively asking women if they were recruited responsibly and are in need of help.</p> <p>Wineries can additionally contribute to this effort through requiring from Shawish and intermediaries to refer cases of women households with high indebtedness to receive help from international organizations.</p> <p>Vinmonopole and importer’s role: Increased third party monitoring of the agreements with the Shawish, to ensure the implementation of responsible recruitment measures by wineries and the roll out of the “employer pays principle”. Wineries will need work to extend this monitoring and this principle to subcontracting farms. A possible positive impact for wineries may be that they will be a preferred employers and will not lack manual labour.</p>	Proxy right holders in cooperation with UNCHR, humanitarian NGOs, to a second extend wineries

Risk 2: Low wages across all the value chain.	<p>Mitigation 2.1: Index Syrian agricultural seasonal labour on the Survival Minimum Expenditure Basket (SMEB) ^{iv}.</p> <p><i>Scope: farms</i></p> <p><i>Timeframe: short and medium-term</i></p> <p><i>Feasibility: will face significant challenges</i></p>	Wineries in coordination with the Shawish and supplying farms.
--	--	--

Wages dynamic is a complex mechanism and depends on socio-economic factors. Wineries may face challenges in improving wages of Syrian agriculture workers as other actors in the sector may oppose it. This is because it could negatively impact Lebanese farmers of other commodities. However, it is the responsibility of wineries to ensure workers receive at least a subsistence wage. If this mitigation measures is applied, current daily wages for Syrian workers should be set at 13.7 USD per day, i.e. assuming 25 working days per month. This would be equivalent to an increase of 51% of average wages currently received by men and an increase of 128% of average wages received by women. To note that the suggested adjusted wage remains lower than pre-2019 daily payments to agricultural labour.

Wineries should encourage their supplier to implement similar wages and reflect that on their payment to supplier. Agreement with Shawish should also ensure that the shawish receives a fair remuneration of its services and that these services are directly paid to the Shawish by the winery and not subtracted from workers' wages. The direct financial impact of changing this practice should be transparently communicated in setting the price per product for the export markets. Thus, informing buyers that increased prices are due to fairer practices.

Vinmonopole and importer's role: Ensure increased wages are reflected in export and sales prices.

	<p>Mitigation 2.2.: Develop clear salary scale and ensure periodical review of wages of Lebanese winery staff.</p> <p><i>Scope: Wineries</i></p> <p><i>Timeframe: short and medium-term</i></p> <p><i>Feasibility: feasible with minimum challenges</i></p> <p>Current wages of Lebanese employees at wineries were considered adequate based on interviews with stakeholders. Nonetheless, wineries should develop a clear salary scale and ensure a yearly review of salary based on the consumer price index published by the Central Administration for Statistics. Also ensuring equal pay for equal work, so to avoid gender discrimination: The direct financial impact of changing this practice should be transparently communicated in setting the price per product for the export markets. Thus, informing buyers that increased prices are due to fairer practices,</p>	Wineries
<p>Risk 3: Risk of child agricultural labour</p>	<p>Mitigation 3.1: Extend existing agreement with Shawish on limited child labour to wineries suppliers.</p> <p><i>Scope: farms</i></p> <p><i>Timeframe: short term</i></p> <p><i>Feasibility: feasible with minimum challenges</i></p> <p>Most wineries already implement mitigation measures aimed at minimizing child labour through informal agreement with Shawish. These mitigation measures should be mainstreamed and extended to wineries suppliers (i.e. grape farmers). Recall that wineries request no children are employed by the Shawish, and in case women request to bring their children with them, Shawish and wineries supervisor ensure that no hardship work is done by children.</p> <p>Sponsorship / Support of projects in local communities, so to ensure that children go to school or have daycare, whilst parents are at work, should be considered so to enhance the possibility for children to be safe whilst the parents are working. It is encouraged that wineries share information with another on such resources /projects and contribute to this as an industry.</p> <p>Vinmonopolet and importer's role communicate zero tolerance policy towards child labour, increased third party monitoring, potentially promoting local communities' projects in prevention of child labour</p>	Wineries, shawish, grapevines farmers

Mitigation 3.2: Ensure that young workers do not prejudice their attendance at school, or participation in vocational training programs. In case of education drop-out ensure young workers are referred to existing vocational training programs.

Wineries, shawish,
grapevines
farmers

Scope: farms

Timeframe: short term

Feasibility: feasible with minimum challenges

Current mitigation measures on child labour should be extended to young workers to ensure that young workers are protected against working conditions which are prejudicial to their health, safety, and development. Age can be verified during recruitment by asking for evidence of age, for example IDs, to be presented. (Not to be kept by the employer).

There are several programs, including programs implemented by UNICEF targeting children youth between 15 and 24 that have dropped from school. These programs offer school reintegration support as well as needed vocational training opportunities.

Mitigation measures for wineries may include the promotion of such programs among young workers in their supply chains.

Vinmonopole and importer's role increased third party monitoring, potentially contributing to the promotion of school and Technical and Vocational Education and Training (TVET) reintegration programs.

<p>Risk 4: Risk of health and safety hazards at the workplace</p>	<p>Mitigation 4.1: Ensure that existing health and safety measures on wineries managed farms are fully implemented and extended to wineries suppliers .i.e grape farmers. <i>Scope: wineries and farms</i> Timeframe: short term <i>Feasibility: feasible with minimum challenges</i></p> <p>Wineries should improve field supervision/monitoring of vineyard cultivation and ensure that health and safety measures are fully implemented at sites that they own and they source from (but do not own). Wineries may already have OHS experts employed and the provision of relevant training for vineyard managers, workers in their supply chains, and Shawish should be implemented, when signing a sourcing contract and revisited on a yearly basis.</p> <p>Vinmonopolet and importer’s role: Increased third party monitoring to ensure appropriate roll out of OHS measures, where risk is greatest, i.e., on vineyard level</p>	<p>Wineries, Shawish, grapevines farmers</p>
	<p>Mitigation 4.2: Show case and disseminate environmental best practices that contributed to minimizing health and safety hazards. <i>Scope: wineries and farms</i> Timeframe: short term <i>Feasibility: feasible with minimum challenges</i></p> <p>Wineries have worked to improve agriculture practices on their owned and/or managed vineyards, allowing them to reduce cost, improve quality, and reduce environmental, health and safety risks. These practices include organic and Integrated Pest management practices that significantly reduced the use of pesticides, increase use of organic fertilizers. Furthermore, wineries have implemented environmentally friendly operations on wineries, including the use of solar energy, the installation of wastewater treatment plants, and solid waste management – including pomace composting. These practices may be mainstreamed to the whole value chain and experienced shared with other value chain agriculture and agro-food actors in cooperation with public authorities, international organization, NGOs and field practitioners.</p> <p>Vinmonopolet and importer’s role: Encourage such industry initiatives and increase third party monitoring to farm level</p>	<p>Wineries, Ministry of Agriculture, Ministry of industry, UN FAO, private and public agriculture extension services</p>

Risk 5: Lack of access to health care	Mitigation 5.1: Wineries should ensure that all their employees are registered with the NSSF. <i>Scope: wineries</i> Timeframe: short term <i>Feasibility: feasible with minimum challenges</i>	Wineries, NSSF, Ministry of Labour
<p>Wineries should follow the Lebanese Labour Law and ensure that all their employees are registered at the NSSF, even if employees stated that they do not wish to. Registering employees at NSSF should be done as per current wages and without prejudice, it should also apply retrospectively.</p>		
<p>Vinmonopole and importer's role: Check compliance to the law with increased third-party monitoring</p>		
	Mitigation 5.2: mainstream workplace insurance to all wineries and suppliers <i>Scope: farms</i> Timeframe: short term <i>Feasibility: may face challenges related to cost</i>	Wineries, grapevines farmers,
<p>Some wineries have third party insurance coverage that ensures health and accident risk for all people present on the winery premises, including Syrian workers working on the vineyards. Value chain actors should ensure this practice is mainstreamed to all wineries and extended to suppliers. The direct financial impact of changing this practice should be transparently communicated in setting the price per product for the export markets. Thus, informing buyers that increased prices are due to fairer practices,</p>		
<p>Vinmonopole and importer's role: Ensure increased cost is reflected in export prices.</p>		

	<p>Mitigation 5.3: Support farmers and agriculture workers (Lebanese) establish mutual funds. [Cross cutting with risk 6] <i>Scope: farms</i> Timeframe: long term <i>Feasibility: May face significant administrative, willingness, and management challenges</i></p> <p>Farmers and agriculture workers may establish mutual funds to cover health and crop risk insurances. The establishment of such mutual funds is governed by the General Directorate for Cooperatives requires a significant administrative effort to be established.</p> <p>Vinmonopole and importer's role: N/A</p>	<p>Proxy rights holders, ILO, FAO, General Directorate for cooperatives and mutual funds, NGOs</p>
<p>Risk 6: Lack of freedom of association</p>	<p>Mitigation 6.1: Support Lebanese unions, and farmers organization <i>Scope: farms and wineries</i> Timeframe: long term</p> <p><i>Feasibility: May face significant political, administrative, willingness, and management – another key challenge is related to the conflict of interest between Lebanese Farmers and Syrian agricultural workers</i></p> <p>Wineries have no direct influence over the capacity of farmers and agriculture to organizers in unions, associations, or syndicates. However, wineries and farmers, along with proxy rights holders and existing organization can promote workers representation at work sites, without discrimination based on nationality. Steps to increase representation may also include, the creation of organizations that support the rights of farmers, and potentially the right of Syrian workers.</p> <p>Although the creation of such organization is extremely sensitive from a political and social perspectives and will face significant challenges, it may be a temporary solution considering that Syrian workers are not legally permitted to unionize.</p> <p>Vinmonopole and importer's role: Promoting the establishment of democratically elected workers representative groups (for workers that may legally not be allowed to join a union), at their work sites, as per the amfori BSCI CoC.</p>	<p>Proxy rights holder, existing farmers, and agricultural workers associations,</p>

<p>Risk 7: Lack of access to remedy</p>	<p>Mitigation 7.1: Create accountability mechanisms and policies at the level of the wine value chain through which employees can express their grievance. <i>Scope: farms and wineries</i> Timeframe: medium terms Feasibility: May face resistance from producers The establishment of such mechanisms can be coordinated by the wine producers' association and include a clear whistleblower protection policy. It will also allow for mediation in case of conflict between employers and employees. These mechanisms should also be made available for Syrian workers.</p> <p>Vinmonopole and importer's role: Promote capacity building or share best practices with wineries to implement such mechanisms (through the provision of tailored trainings)</p>	<p>Wineries, proxy rights holders, ILO, FAO</p>
	<p>Mitigation 7.2: Implement training on human rights and decent work conditions. <i>Scope: farms and wineries</i> Timeframe: short terms Feasibility: May face resistance from producers Several organizations in Lebanon, such OXFAM, ILO, and UNIDO, are currently implementing training on decent work conditions. These trainings may be extended to Syrian agricultural workers, farmers, and wineries staff. Such training also includes components on OHS measures.</p> <p>Vinmonopole and importer's role: Promote capacity building or share best practices with wineries to implement such mechanisms (through the provision of tailored trainings)</p>	<p>Wineries, proxy rights holders, ILO, FAO</p>

	<p>Mitigation 7.3.: Wineries should issue work permit to their time Syrian employees. <i>Scope: wineries</i> Timeframe: short term <i>Feasibility: feasible with administrative challenges</i> [cross cutting with risk 7] Wineries employ a certain number of Syrian employees, either informally, or semi-informally (i.e. through the sponsorship system). Wineries should aim at issuing work permit and standard legal residency permit to their Syrian and foreign employees. Wineries should refrain from withholding legal documents from employees after their issuance^{lv}. Wineries should also sign written contracts with their employees, and issue private health insurance coverage for foreign employees and their families.</p> <p>Vinmonopole and importer's role: Check compliance to the law with increased third-party monitoring</p>	Proxy rights holders, ILO, FAO, General Directorate for cooperatives and mutual funds, NGOs
Risk 8: risk of sexual harassment and violence	<p>Mitigation 8: Implement Sexual and Gender based violence (SGBV) and gender awareness training and inform workers about existing referral mechanisms. <i>Scope: farms and wineries</i> Timeframe: short terms Feasibility: feasible</p> <p>Similarly, to decent work several organizations are implementing training on gender equality, and SGBV. This training can be organized within the wine value chains in cooperation with wineries, and vineyards farmers. The LCRP, and Lebanese civil society organizations have established have a SGBV protection victim program, including hotlines, safe places, and legal protection. Protection hotlines numbers and referral mechanisms can be circulated among wine value chain workers by the wineries, wine grape producers and Shawish.</p> <p>Vinmonopole and importer's role Promote capacity building or share best practices with wineries to implement such mechanisms (through the provision of tailored trainings), so to promote a gender sensitive workplace.</p>	Wineries, proxy rights holders, ILO, FAO, UN Women

6 CONCLUSIONS

In response to global calls for improved human rights due diligence, Vinmonopolet, Norway's state-owned alcohol retailer, has taken proactive steps to implement its Human Rights Policy in 2023. A critical aspect of this initiative has been the commissioning of a rapid Human Rights Impact Assessment (HRIA) of the wine supply chain in Lebanon. This assessment, conducted by Economic Development Solutions (EDS), aimed to evaluate human rights impacts within the cultivation of grapes and wine production stages in Lebanon, offering insights that go beyond traditional compliance audits.

The findings of this assessment have reflected the complexity and interconnectedness of human rights issues within Lebanon's wine supply chain, particularly amid the backdrop of Lebanon's multifaceted humanitarian and economic crises. The convergence of the 2019 financial collapse, the protracted Syrian refugee crisis, the COVID-19 pandemic, and geopolitical tensions have all exacerbated vulnerabilities and heightened uncertainties for both Lebanese and Syrian communities within the country. Despite these challenges, the assessment reiterates the importance of Lebanon's agriculture sector, including its wine industry, and the historically significant role it continues to play in supporting livelihoods and fostering stability, particularly in rural areas.

Particularly, the wine sector in Lebanon has proven to be flexible, innovative, and creative, with the expansion of existing wineries and the establishment of many new ones. However, while the sector does benefit from favorable geographical conditions and a commitment to quality production, it also grapples with issues related to labour rights, informal employment, and inter-communal tensions.

Navigating these internal challenges within the winery sector, as well as the external and structural nation-level one, requires an understanding of the various stakeholders within the sector—from vertically integrated wineries to Syrian migrant and refugee labourers facilitated by intermediaries such as the Shawish, i.e., the informally appointed community manager within informal tented settlements (ITSs).

Ultimately, the overarching reasons for the challenges within the wine sector are linked to the country's highly informal agriculture sector, combined with the government's ad-hoc mechanisms in responding to the Syrian refugee crisis—a critical factor, considering the majority of workers within the agriculture sector are Syrian migrants and refugees.

Indeed, despite comprising approximately 3.6% of the workforce, agricultural workers have historically been excluded from formal labour protections and social security schemes. The Lebanese Code of Labour and the Social Security Law, enacted in 1946 and 1963 respectively, have left agricultural workers without the benefits of regulations such as minimum wage, annual leave, and maternity leave. Although workers in agrifood businesses, including wineries, are technically covered by labour laws, compliance remains low, and many workers are left unregistered and unprotected.

Additionally, Syrian refugees and migrant workers in Lebanon face multifaceted challenges, including legal status uncertainty and socio-economic hardships. With a significant proportion unable to afford essential items without taking on debt, and a high percentage relying on humanitarian aid as their primary income source, Syrian refugees are particularly vulnerable. Moreover, barriers to education and employment exacerbate their vulnerability, with a substantial portion of Syrian youth lacking access to formal education, employment opportunities, or vocational training.

Within this context, forced and bonded labour emerge as concerns within the Lebanese wine supply chain, particularly among seasonal Syrian workers residing in Informal Tented Settlements (ITSs). While the risk of bonded labour is assessed as low, the impact on individuals subjected to such conditions remains high, exacerbating vulnerabilities within already marginalized communities.

Health and safety hazards, including pesticide exposure and inadequate access to healthcare facilities, pose risks to agricultural workers, especially Syrian migrant and refugee labourers. The lack of formal contracts and health insurance coverage further compounds the challenges faced by workers, highlighting the need for enhanced protections and accountability mechanisms.

Moreover, issues of low wages and child labour persist within the wine value chain, necessitating comprehensive measures to ensure fair remuneration and safeguard the rights of vulnerable workers. While some wineries have implemented restrictions on child labour, additional efforts are required to monitor sub-supplying farms and promote access to education for children.

The absence of formal grievance mechanisms for Syrian workers also reflects the need for enhanced worker representation and empowerment. Initiatives to establish committees or unions for foreign workers, similar to those for domestic workers, could facilitate avenues for addressing grievances and promoting workers' rights.

Additionally, the prevalence of sexual harassment and gender wage disparities underscore systemic inequalities within the agricultural sector, necessitating targeted interventions to ensure the safety and dignity of all workers, regardless of gender.

Moving forward, addressing the identified human rights risks and impacts necessitates collaborative action from all stakeholders, including Vinmonopole, importers, Lebanese authorities, wineries, farmers, and international organizations. Key recommendations from the assessment include enhancing transparency, strengthening labour rights protections, and promoting inclusive dialogue and cooperation among stakeholders.

Ultimately, in the long-term, moving forward requires addressing the root causes identified in the legal framework and the context of high vulnerability among Syrian refugees and migrant workers necessitates comprehensive policy and regulatory reforms. Lebanon must enact legislation that extends formal labour protections and social security coverage to all agricultural workers, including those in the wine industry. This entails revising outdated laws such as the Lebanese Code of Labour and the Social Security Law to ensure inclusivity and compliance. Additionally, concerted efforts are needed to improve the legal status and socio-economic conditions of Syrian refugees and migrant workers, including facilitating access to formal employment, education, and social services. Collaborative initiatives involving government agencies, international organizations, civil society, and the private sector are essential to implement these reforms effectively and address the systemic challenges facing workers in Lebanon's wine supply chain. Furthermore, capacity-building programs and awareness campaigns can empower workers to assert their rights, fostering a culture of accountability and respect for labour standards within the industry.

However, within the short to medium term, the assessment has identified a number of mitigation steps that can be undertaken by relevant stakeholders to help prevent or alleviate the risks within the sector. These include the implementation of protection, and livelihoods projects to address cases of forced labour due to high indebtedness, as well as extending responsible recruitment measures, such as the "employer pays principle," to decrease the debt accrued by Syrian workers. Moreover, it is critical to encourage the referral of cases of high indebtedness, especially among women, to existing protection and livelihoods

programs. When and where possible, it is recommended to increase third-party monitoring of agreements with intermediaries to ensure compliance with responsible recruitment measures.

Further, to mitigate the risks of low wages across the wine value chain, it is important to index Syrian agricultural seasonal labour on the Survival Minimum Expenditure Basket (SMEB) to ensure workers receive at least a subsistence wage. As amfori BSCI members it is recommended to benchmark the SMEB to the code's requirements for living wage and have dialogue around appropriate solutions to be implemented, taking into consideration potential changes in socio-economic context. It is recommended to develop clear salary scales and conduct periodic reviews of wages for winery staff, ensuring equal pay for equal work, as well as to encourage wineries to reflect increased wages in export and sales prices, promoting fairer practices.

Considering the risks of child agricultural labour, hiring children for agricultural labour is relatively frequent in Lebanon, especially among Syrian households. However, this dynamic tends to be significantly lower and limited in the wine value chain, as wineries have imposed strict restrictions on Shawish's hiring of children. It is recommended that producers and suppliers extend existing agreements with intermediaries to winery suppliers to minimize child labour. There is also a responsibility to ensure that young workers have access to education and vocational training programs, with referrals made if necessary and to ensure that no tasks are assigned without age-appropriate protection.

Regarding the mitigation of health and safety hazards at the workplace, producers and importers should ensure full implementation of health and safety measures on winery-managed farms and extend these measures to winery suppliers. They should also showcase and disseminate environmental best practices that minimize health and safety hazards across the value chain.

Further, to mitigate the lack of access to healthcare, all winery employees must be registered with the National Social Security Fund (NSSF). Additionally, it is important that workplace insurance for all wineries and suppliers be mainstreamed, reflecting the increased cost in export prices.

Producers and importers should also communicate the importance of Freedom of Association and thereby support Lebanese unions and farmers' organizations to promote workers' rights and representation at work sites. There should also be advocacy among relevant stakeholders, including international organizations and civil society to implement and/or enhance sexual and gender-based violence (SGBV) and gender awareness training for workers and inform them about existing referral mechanisms. These mitigation measures address various risks identified across the wine value chain and aim to improve working conditions, promote fair labour practices, and ensure the well-being of workers, particularly Syrian migrants and refugees.

This also contributes to the establishment of accountability mechanisms and policies within the wine value chain for employees to express grievances and mediate conflicts. Where possible, wineries should implement training on human rights, decent work conditions, and sexual and gender-based violence awareness for workers.

The HRIA of Lebanon's wine supply chain serves as a critical step towards fostering accountability, promoting sustainable practices, and safeguarding human rights within the industry. By embracing these recommendations and working collectively, stakeholders can contribute to a more equitable and resilient wine supply chain in Lebanon, aligning with Vinmonopole's commitment to upholding human rights standards.

ANNEX 1: GLOSSARY

Do No Harm Approach. A guiding principle in various fields, emphasizing the importance of avoiding negative impacts or harm when implementing policies, projects, or actions. It's often associated with ethical considerations and responsible decision-making.

Duty-Bearers. Individuals or organizations responsible for fulfilling specific duties or obligations, often in the context of legal or ethical requirements.

Informal Tented Settlements. Residential areas in Lebanon that shelter Syrian refugees in Lebanon. Tents are often made of tarp or wood and face vulnerable conditions, hosting housing units of Syrians with little to no legal claim.

Lebanon Crisis Response Plan. The Lebanon Crisis Response Plan is the official strategy, developed by the Lebanese Government and the UN interagency coordination group to support highly vulnerable people in Lebanon. It brings together over 120 partners, both international and national, to provide social protection and humanitarian assistance to refugees from Syrian, as well as vulnerable host communities.

Proxy Rights-Holders. Individuals or entities authorized to act on behalf of and represent the interests of the actual rights-holders. They may have the legal authority to make decisions or enforce rights on behalf of others.

Rights-Holders. Individuals or entities who possess legal or moral entitlements to specific rights, which could include intellectual property rights, trademarks, or other legal privileges. For this study it refers to workers involved in the wine value chain.

Shawish. This term might refer to "Shawish," an Arabic word that can mean a caretaker, guardian, or protector. In Lebanon's context, it has been used to refer to men that oversee foreign labour in Lebanon. Since 2011, after the Syrian refugee influx into the country, it refers to a person (often a man) who supervises informal settlements, makes decisions, and liaises on behalf of Syrians.

Stakeholders: Any individual, group, or organization that can affect or be affected by the actions, decisions, policies, or goals of another party. In the wine industry, this could include producers, importers, distributors, consumers, and regulatory bodies.

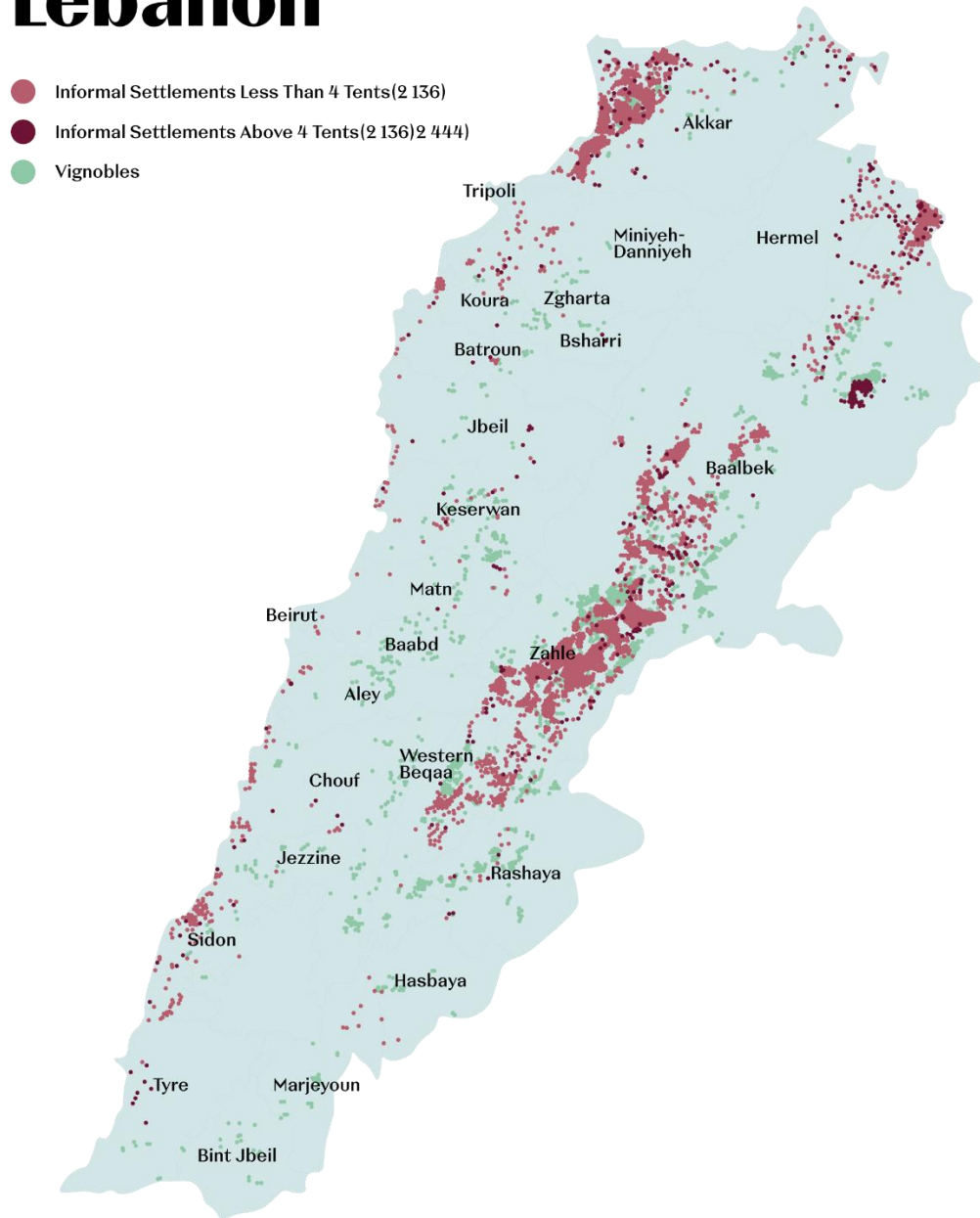
Syrian refugees and migrants Lebanon hosts the largest number of refugees per capita in the world. The Government estimates around 1.5 million Syrian refugees. Syrian migrants have long worked in Lebanon's agriculture sector, even prior to the refugee crisis. However, following the crisis, and the limited jobs available to refugees, many Syrian refugees seek daily employment in the agriculture sector. The Beqaa region, home to the highest concentration of vineyards, also accommodates the largest population of Syrian refugees. As of January 2023, the UNHCR reports a total of 318,713 Syrian refugees in the area, constituting 39% of the registered refugee population.

Wine Importers. Individuals or companies involved in the business of bringing foreign-produced wines into a specific country for distribution and sale.

Wine Producers: Entities responsible for growing grapes, making wine, and overseeing the entire winemaking process, from vineyard to bottle.

ANNEX 2: MAP OF ITS LOCATIONS V/S GRAPES PRODUCTION ZONES

Lebanon



ANNEX 3: DATA COLLECTION TOOLS

Tools were inspired by the Danish Institute for Human Rights' toolbox guide and adapted to fit into the local context and study approach.

Interviews with rights-holders

Introduction

Introduce yourself and the research. Begin by asking the interviewee how they are, and how their day has been to establish cordiality. Following this, collect key information prior to interview:

- Date and time
- Location
- Interviewee's main characteristics
- Where they live and how long it takes them to get to the workplace.
- When did they start working at the vineyard?
- What is their employment status; is there any formality to their contract? Or are they temporary workers?
- What is their position within the company?
- What is their background: from which area (back in Syria or in Lebanon), and what is their nationality?

Employment dynamics

1. How were you hired? Can you walk us through that process?
2. Do some workers have contracts, while others don't?
3. What are your working hours?
4. Do employees work more than what was specified during initial conversations with the employer/intermediary?

Wages

5. What is the average wage? How much do women get paid, and how much do men get paid? If relevant probe on differences in wages between nationals and refugees.
6. Do you think the wage is fair?
7. Do you get paid on time? If not, does this happen regularly?
8. Have there been any reductions made on your salary? On what basis, if so?
9. Benefits: Do you get holidays, overtime remuneration, sick leave?
10. Is there any form of social security or healthcare? Can you please share more regarding that?
11. Have you, or anyone you know of, ever experienced any form of abuse at work? Can you share?
12. If Lebanese: is there any syndicate or trade union or cooperative, you belong to or have previously belonged to? Can you share more? If Syrian: are there any cases of solidarity or support between Syrian workers? What about between Lebanese and Syrian workers?

Harassment, discrimination, and child labour

13. Have employees ever been discriminated against on the basis of sex, sect, political preferences, ethnicity, disability, or any other factor? If so how, by whom and why, e.g. from co-workers, management, or third-party contractors?
14. Do women receive any support during pregnancy? Is there paid maternity leave? If so, for how long?

15. Are any young workers (under 18) or child workers (what age?) employed? If yes, what kind of work do young workers carry out? Do they work during school time?
16. Does the company check the age of workers when first hired? If so, what age verification methods are in place?

Grievance mechanisms

17. What does an employee do if they have a complaint or concern about their employment or working conditions?
18. Is there a possibility of speaking with (if available) HR or manager?
19. Do you have any specific concerns or complains you'd like to share with us?

Occupation health and safety

20. Have you witnessed any accidents or injuries at the workplace?
21. Do employees have any concerns about health and safety, can they give an example?
22. Do employees receive health and safety training?
23. Do employees receive personal protective equipment if this is necessary for the job?
24. Are there health and safety incidents in the workplace, if so what are they, do they relate to any particular departments or areas of operation?
25. Do employees have access to any healthcare facilities?

Security issues and conflicts

26. Do employees feel they are physically secure in their working environment? If not, why not?
27. Have there been any tensions between refugees/host communities; different political parties; tribes in the area? How has these affected employees?
28. Have employees ever been involved in security incidents, e.g. involving local communities or armed groups? If so, what happened?

Interviews with producers

Introduction

Take a record of:

- Date and time
- Location
- Interviewee's function within company
- Description of company:
- Size of the company, number of employees, economic data, duration of operation(s)

Context

1. Can you tell us when you opened your wine company / vineyard? Approach this with a story-telling narrative, recording the vineyard's journey if possible.
2. Walk us through the challenges and opportunities you face in your company, particularly in light of the economic crisis.

Employment dynamics

3. How are workers recruited? (probe on different type of employees)
4. What are the normal working hours for different types of staff?
5. Do people work overtime, if so what types of staff work overtime, how often, and how are they compensated for overtime?
6. What systems does the company have in place to manage excessive working hours and overtime?
7. Do employees take breaks during their working day? When where and how?
8. Do employees get any paid leave (e.g. sick, maternity, and annual leave)?
9. How are wages determined? How have wages changed due to the economic crisis? Are wages suitable to Lebanon's current cost of living?

Social security/healthcare

10. Does the company pay social security benefits, e.g. healthcare, unemployment benefits?
11. In addition to the government social security benefits, does the company have any social security schemes for its employees?

Housing

12. Does the company provide housing for employees? If so what kind of housing?
13. What is the quality of the housing provided for employees? Do they have to pay for housing?
14. Are employees free to move around and leave the workplace and housing facilities?

Harassment, discrimination, and child labour

15. Have employees ever been discriminated against on the basis of sex, sect, political preferences, nationality, disability, membership in a trade union or any other factor? If so how, by whom and why, e.g. from co-employees or the employer?
16. Have employees ever been harassed, e.g. have there been cases of sexual harassment? If so how, by whom and why?

17. Are any young employees (under 18) or child employees (what age?) employed? If yes, what kind of work do young workers do? Do they work during school hours?
18. Does the company check the age of employees when first hired? If yes, what age verification methods are used?

Occupational health and safety

19. Have there been any accidents/injuries at the workplace in the past?
20. Does the company have a health and safety policy and procedure?
21. What are the main types of health and safety issues or incidents for the company?
22. How is health and safety managed?
23. Is the company inspected by the government on health and safety standards, if so, how often?

Security issues and conflicts

24. Do employees feel they are physically secure in their working environment? If not, why not?
25. Have employees ever been involved in security incidents, e.g. involving local communities or armed groups? If so, what happened?

Community and development projects and opportunities

26. Does the company have any community development projects? If so, what are they and who implements the projects, e.g. community members, company staff, local NGOs?
27. What is the governance structure? Who benefits in the community?
28. What is the company's involvement?
29. Has there been a negative impact associated with these projects? If so, please describe.

Environmental and social impacts

30. Has the company undertaken an environmental and/or social impact assessment? If so when, who conducted the assessment? Is the assessment report publicly available?
31. Are impact assessments required prior to the company beginning operations? If so, which kind(s) e.g. environmental, social?
32. How do relevant ministries (if they do) monitor the social and/or environmental impacts of the company's operations (inspections, reporting etc.)? Does the government inform local people about the results?

Interview with wine value chain experts.

General

1. How important are the company's activities for the local/national economy?
2. What is the government's/interviewee's relationship to the company?
3. What are the main labour related and community related issues in respect to the company's operations?

Viticulture and agriculture sector

4. What are some of the strengths of Lebanon's wineries? How does it contribute to the local economy, if it does?
5. What are some opportunities for women, refugees, and other vulnerable community groups within the agriculture sector and more specifically wine production and import?
6. What should be done to incorporate better gender equity policies and implementation in the agriculture sector?
7. How can businesses and cooperatives be supported to respond to and prevent abuses within wine production companies?
8. How has the crisis led to changes within the agriculture sector, and viticulture more specifically?
9. Has there been increased economic empowerment and advocacy within the agriculture sector?
10. What roles have municipalities, local media, and other relevant organizations played when it comes to viticulture and more broadly ecotourism and local production?

Labour laws

11. What are the relevant labour laws for the company's sector?
12. Are labour laws enforced? If so, how?
13. What are the main labour law violations?

Wages

14. Considering the crisis, how relevant is Lebanon's minimum wage? How are wages normally set?
15. Are the current wages sufficient to cover costs of living?

Child labour issues

16. Are there issues related to child labour related to the company? Or the industry as a whole?
17. Are there issues related to young employees working in unsafe environments and/or long hours?

Security issues and conflicts

18. What are the main points of conflict tension in Lebanon today?
19. Have there been any recent waves of acute insecurity / armed groups in the area? If so, how do companies respond?

Employment and cultural norms

20. Which agricultural activities are performed in your areas of intervention (specific to the region or village?)
21. When do these activities take place? (seasonal, annual)
22. Who performs these activities? [Women, men, boys, girls]

-
- ¹ The Lebanon Crisis Response Plan is a strategic funding and coordination framework overseeing the implementation of donor funded project in response to the influx of Syrian Refugees to Lebanon starting 2011. The LCPR include different sector of intervention, including a protection sector. LCRP support all population in needs in Lebanon, i.e. Syrian Refugees, Palestinian refugees, and host communities.
- ² The vast majority of seasonal agricultural workers live in Informal tented settlement close to area with intensive agriculture production.
- ³ World Bank, 2022, Lebanon Context Overview
- ⁴ United Nations (2023). Lebanon UN Common Country Analysis. Beirut. UN RCO (Beirut) - [Link](#)
- ⁵ UN interagency (2023). Vulnerability Assessment of Syrian refugees – 2022 data. [Link](#)
- ⁶ Salt, N & Mezher, N, 2020, Women on the Verge of Economic Breakdown, UN Women Lebanon.
- ⁷ UN interagency (2022). Vulnerability assessment of Syrian refugees in Lebanon (VaSYR) – [Link](#)
- ⁸ World Economic Forum, 2023, Global Gender Gap.
- ⁹ World Economic Forum. 2020. *Global Gender Gap Report*.
- ¹⁰ Turkmani, N & Hamade, K. Syrian refugees and Lebanon's agriculture sector: Exploitation and absorption amongst an 'invisible' workforce Refugee Resilience and Adaptation in the Middle East, 83-100
- ¹¹ Hamade, K. (2018). Agriculture as a key to the resilience of Lebanon rural areas to the effect of the Syrian Crisis. In Lacirignola, C. (ed), Crises et conflits en Méditerranée : l'agriculture comme résilience. La Bibliothèque de iReMMO, 32.
- ¹² Grondier, P and Hamade, K (2020). Lebanese agricultural sector: diagnostic. AFD, Beirut
- ¹³ Agricultural extension services refer to support, often by government bodies, provided to farmers and other stakeholders in the agriculture sector to facilitate their skills, knowledge, and technology.
- ¹⁴ Arafah, N., & Sukarieh, M. (2023). Breaking the Cycle: Toward a New Imaginary of the Food System in Lebanon. Carnegie Middle East Center.
- ¹⁵ International wine challenge (2021). The big Lesson from Lebanon. Online Article - [link](#)
- ¹⁶ Chbeir, Rouha and Mikhael, Marwan. 2019. The Current State of Wine in Lebanon.
- ¹⁷ Mohasseb, R., Sassine, Y.N., Sebaaly, Z., Kfoury, L. and Kattar, S. (2020). Survey study on the state of viticulture and wine production in Lebanon. *Acta Hort.* 1276, 15-22 – [Link](#)
- ¹⁸ Depending on wineries, this relationship may be based on either verbal or contractual agreements.
- ¹⁹ Alves, T. (2023). Brazilian wineries involved in a slave labor scandal. *Brazil Reports*
- ²⁰ *ibid*
- ²¹ United Nations Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment 1984
- ²² Article 4 of the European Convention on Human Rights
- ²³ Article 5 of the European Convention on Human Rights
- ²⁴ Article 7 of the International Covenant on Economic, Social and Cultural Rights
- ²⁵ International Convention on the Protection of the Rights of all Migrants Workers and Members of their Families 1990
- ²⁶ Article 7 of the International Covenant on Economic, Social and Cultural Rights
- ²⁷ Article 25.1 Universal Declaration of Human Rights (1948)
- ²⁸ Originally developed in 2014 and updated in 2020 by key UN agencies including UNHCR, WFP and UNICEF as well as partners INGO, namely Save the Children International and Relief International., the SMEB is monitored monthly using WFP retail price data, the expenditure data from the Vulnerability Assessment of Syrian Refugees (VASyR) and the National Consumer Price Index. In July

2023, the SMEB value was equivalent to 338 USD per month. For Lebanese Households the poverty line is drawn at 2.4 USD per day per capita, equivalent to 360 USD per month for a household of 5 persons. However, the poverty line for Lebanese Households has not been updated since 2004 and is considered to be much higher. In all cases, the SMEB is now commonly used to assess the need of Syrian and Lebanese vulnerable households.

²⁹ Calculation does not take into consideration bonuses, and in-kind support, for the following reasons: the data collection did not allow the research team to gather relevant and accurate information on the amount provided, also support differs between wineries, and may not be provided in a systematic manner.

³⁰ In Lebanon around two third of Lebanese children are enrolled in private schools and one third in public schools. Private schools' tuition varies widely, with some private schools' fees being relatively accessible to lower middle classes.

³¹ Lebanese working in the private sector and register at the National Social Security Funds do not benefit from retirement pension, but from an end of service indemnity based on their salaries.

³² UN Convention on the Rights of the Child 1989 – Article 28

³³ UN Convention on the Rights of the Child 1989 – Article 32

³⁴ FAO and UNICEF (2010). Child Labour in Agriculture in Lebanon: the demand side. - [Link](#)

³⁵ VASyR. (2023) Vulnerability Assessment of Syrian Refugees in Lebanon

³⁶ Article 25.1 of the Universal Declaration of Human Rights (1948).

³⁷ Article 25.1 of the Universal Declaration of Human Rights (1948).

³⁸ Turkmani, N and Hamade, K. (2023) Syrian refugees and Lebanon's agriculture sector: Exploitation and absorption amongst an "invisible" workforce. In Dajani, H., Baroud, M. and Yassin, N (eds). Refugee resilience and adaptation in the Middle East: Reclaiming agency in the informal economies of Lebanon and Jordan. Routledge:UK

³⁹ An admin staff at a winery who had recently returned back after maternity leave noted that during exceptional cases, she does bring in her toddler into work and feels comfortable breastfeeding her.

⁴⁰ ILO. (1948). C087 – Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)/C141 Rural Workers' Organizations Convention, 1975 (No. 141)

⁴¹ To note that liberal professions, teachers, and public servant have established strong and independent unions and syndicates.

⁴² ILO note on the creation of the Domestic Workers Union in Lebanon (2015) – [Link](#)

⁴³ Protocol No. 12 of the European Convention on Human Rights and Fundamental Freedoms.

⁴⁴ Convention on the Elimination of all forms of Discrimination against Women, 1979

⁴⁵ Human Rights Watch, 2020, Lebanon: Broken Promises On Women's Rights

⁴⁶ International Commission of Jurist (ICJ) (2020). Accountability for Sexual and Gender-based violence in Lebanon – guidance and recommendations for criminal Justice actors. ICJ – [link](#)

⁴⁷ Human Rights Watch, 2015, Unequal and Unprotected: Women's Rights Under Lebanese Personal Status Laws.

⁴⁸ Turkmani, N, 2022, Voices of Women in Lebanon's Agriculture Sector, UN Women Lebanon;

⁴⁹ CAS and ILO (2020) Labor force and households living conditions survey (2018-2019).

⁵⁰ ibid

⁵¹ Lebanon Security and intelligence body in charge of immigration among other responsibilities.

⁵² UN interagency coordination (2023) Vulnerability assessment of Syrian Refugees in Lebanon 2022 (VASyr). – [Link](#)

^{liii} The Lebanon Crisis Response Plan is a strategic funding and intervention framework developed by the Government of Lebanon and the UN interagency coordination to support Syrian refugees and host communities cope with the impact of the Syrian refugee protracted crisis.

^{liv} Update on the SMEB value can be consulted through this [Link](#)

^{lv} Withholding of Syrian workers documents is extremely rare; however, it is common with Asian and African migrant workers. The wine value chain only rarely employs Asian and African migrant workers.