INTERNATIONAL COFFEE ORGANIZATION

Mission report

Subject	Mission to Brasília with CNC, Sustainability of Coffee in Brazil, Labour Conditions on Coffee Farms
Place and dates	Brasília, Brazil – 3 to 5 June 2025
ICO staff member	• Hannelore Beerlandt, Head of Operations
Purpose of travel	• Discuss with the National Coffee Council (CNC) the evolution of labour conditions on coffee farms and possible promotion activities by ICO • Meet with the Minister of Labour of Brazil to discuss labour conditions and inspections of coffee farms • Participate in field visits and meetings with other Brazilian institutions that play a key role regarding the sustainability and resilience of the coffee sector in Brazil
Five-Year Action Plan/Programme of Activities relevance	**Five-Year Action Plan** • **Strategic Goal II** - Using the Organization's convening power to provide a forum for dialogue between and within the public and private sectors • **Strategic Goal III**: Facilitating the development of projects and promotion programmes through public-private partnerships **Results and Deliverables from the PoA:** **Planned Result III.A: Identification, development and fund mobilization of technical assistance and investment projects for exporting countries** • III.A.3 Advocacy for the promotion of cooperation with bilateral, regional & multilateral development agencies and donors with a focus on regulatory framework and sustainability and resilience of the coffee sector • III.A.5 Providing advisory services and cooperation with IGOs, private sector, civil society/academia

OVERVIEW

1. Discuss with CNC the evolution of labour conditions on coffee farms in Brazil and possible promotion activities by ICO

   The Head of Operations' mission was organized in response to reports by international NGOs regarding labour practices on coffee farms in Brazil. At the time of the mission, Brazil was preparing to sign a new Social Pact for Coffee. New due diligence regulations to be imposed by importers also include requirements for farm labour conditions.

2. Meet with the Minister of Labour of Brazil to discuss labour conditions and inspections of coffee farms

   The Head of Operations discussed labour conditions with the Minister, his secretary and two

inspectors, including inspection practices, the handling of labour infringements, worker registration, and the impact of allegations related to labour standards.

3. Participate in field visits and meetings with other Brazilian institutions that play a key role regarding the sustainability and resilience of the coffee sector in Brazil

The Head of Operations visited the following sites:

(a) Minelis Coffee Farm;

(b) Sicoob;

(c) Federation of Cooperatives in Brazil;

(d) CONAB; and

(e) Embrapa.

CONCLUSIONS/MAIN OUTCOMES

1. Regarding labour conditions

The meeting highlighted the importance of ongoing collaboration between stakeholders, continuous improvement of labour practices, fair and lawful treatment of all parties, and careful communication to protect the sector's reputation.

2. Next steps for ICO

(a) The ICO will communicate information on labour conditions in Brazil. The ICO will proactively issue open and constructive public statements.

(b) The ICO is in discussions with the International Labour Organization (ILO) to prepare a policy brief showcasing the success of Brazil's coffee sector in improving labour conditions and explaining how these advances were achieved. This initiative will be developed in collaboration with CNC in the short term.

(c) The ICO will consider compiling a list that details the definitions of forced labour and modern slavery as applied across different coffee-producing countries, along with the criteria used for sanctions in each context.

3. Sustainability and resilience of coffee in Brazil

Each of the institutions visited combines field experience with innovative approaches. Competition among coffee buyers helps increase value and bargaining power at the farm level, while also incentivizing farmers to adopt innovations. Meanwhile, government engagement in promoting and facilitating the coffee value chain supports improvements across the sector as a whole.

AOB

N/A