

## Workshop: Just transitions in food, farming and fisheries: shining a light on human and labour rights in green transitions

SOAS, University of London, Tuesday 24<sup>th</sup> June 2025

### Workshop Notes

***NB. These notes are not a verbatim transcript of workshop presentations and discussions. They provide a rough-and-ready record of key points shared and questions raised. Initial sections should be read in conjunction with the presentation slides used. Points raised in discussion sections do not necessarily reflect the views of the workshop organisers.***

### Contents

1. Introduction and workshop aims.....	2
2. Workshop Agenda .....	2
3. Workshop Notes – Session 1 – Impacts of shifting to sust agric on workers .....	3
4. Workshop Notes – Session 2 – Expert Interventions .....	7
5. Workshop Notes – Session 3 – Group Work.....	11

## 1. Introduction and workshop aims

### Introduction

In response to the twin crises of climate change and biodiversity loss, many industries and sectors are investing in alternative modes of production, including ‘regenerative’ agriculture and aquaculture, and ‘nature-friendly farming’. From an environmental perspective, this is to be welcomed. However, there is limited understanding of the consequences that these transitions will have - and may already be having - on human rights and labour rights. ETI, Banana Link and IIED, in collaboration with sectoral experts, companies, NGOs and trade unions, intend to build the evidence base needed to shape policy, practice and investment so that they ensure decent work in the transition to environmentally sustainable and climate-resilient futures.

### Workshop Aims

- To share knowledge and insights on the potential human and labour rights implications of green transitions in food, farming and fisheries.
- To catalyse engagement on just transitions in food systems by bridging the gap between environmental sustainability, human rights and labour rights.
- To contribute to shaping an international research and action agenda on just transitions in food, farming and fisheries.

## 2. Workshop Agenda

- **Introduction | 10:00 - 10:35**
  - Registration, tea and coffee
  - Opening remarks | Professor Christopher Cramer, SOAS
  - Introduction | George Williams, Ethical Trading Initiative
- **Session 1 | Impacts of shifting to sustainable agriculture on workers | 10:35–11:15**
  - Insights from a rapid review | Emma Blackmore, IIED & Holly Woodward-Davey, Banana Link
  - Q&A session
- **Session 2 | Expert interventions | 11:25–11:55**
  - International fresh produce company
  - Dr Aarti Krishnan, University of Manchester
  - Mel Miles, Westfalia Fruit
  - Chris Williams, Fisheries Section at International Transport Workers’ Federation
- **Session 3 | Shaping a research and action agenda | 12:15–13:00**
  - Breakout groups followed by plenary discussion
  - Concluding remarks

### 3. Workshop Notes – Session 1 – Impacts of shifting to sustainable agriculture on workers

#### Insights from a rapid evidence review – Emma, IIED

- **Please see slides**
- Initially planned to do a rapid evidence review looking primarily at larger farms, linked to global value chains (GVCs). However had to increase the scope due to dearth of published literature.
- Expanded scope of research to also include: small farms, any crop, global south and north.
- Reviewed many papers. Not a systematic review. But the net was cast wide.
- Lots of different types of interventions, though studies are not always looking at the same outcomes.
- Trade-offs between practices and impacts aren't always measurable.
- Focused on studies that reported actual impacts, but the strength of the evidence was mixed.
- How do they define regenerative agriculture in the literature?
  - Lots of interest but no consensus.
  - Seems to be outcome based—about the results on the land/environment.
  - Regen ag is an umbrella term that almost never includes human/farmer outcomes.
- Regen ag practices most often mentioned:
  - No-till, composting, agroforestry, cover crops, intercropping, reduction of agrochemicals.
- Rights as an entry point: focused on ILO standards.
- General insights:
  - Lit was pretty much all small-scale farmer focused except a few crop specific studies such as on cotton.
  - End markets were not clear, except where cash crops were clearly traceable.
  - Rights impacts were not discussed except in one study that discussed “potential rights risks”.
- Generally human impacts reported are socio-economic. And vary by context. Many of the studies had blind spots:
  - Studies lacked counterfactual and baseline data.
  - Hard to know about replicability of case studies and crop trials.
  - Different studies frame same/similar issues in different ways.
- Headline findings from literature:
  - May be enhanced yields depending on crop, methods etc. However, often yield is lower in organic production.
  - Labour intensity: practice dependent (e.g. no-till vs composting)
  - Input costs: depends on practices but can go up or down depending on mix. Agrochemical use can go up with no-till, while down with composting interventions.

- Farmer income: Generally increased but time element can affect things— during transition period may have increased costs. Income smoothing from new crops through diversification.
- Nutrition and food security improved where diversification was a goal.
- Health: reduction in exposure to agrochemicals.
- Gender: depends on context but may mean more women and/or children are working. But more income generation opportunities for women in smallholder contexts through diversification. Not as clear in wage labour contexts.
- Rights: Many of these impacts may have rights impacts, but this inferential.
- 9 key informant interviews conducted across academia, certifiers, civil society, business.
  - Positive human rights outcomes are assumed but not evidenced
  - Similar issues but framed differently.
  - Agriculture is highly context specific
  - Workers' knowledge is critical and we shouldn't lose sight of this, but few examples of workers and farmers involved in decision-making. One interesting exception: trade union in Brazil calling for reduction in agrochemical usage.
  - Corroborated that most sustainable agric approaches reduce agrochemical use, but it might lead to unintended labour related requirements. This is especially hard to cost in family labour environments.
  - Land rights can't be forgotten
  - Equity must be considered: different impacts for different farmers depending on for example: gender, land size, mechanisation, access to finance, socio-economic class.
  - Partnerships and trust, are important.
  - Responsible purchasing practices are vital as well.

## Insights from a 'Banana Splash' – Holly, Banana Link

- **See slides**
- Planned to do a deep dive on bananas, but at this stage it has been a “splash” rather than deep dive. Very limited published literature, had to focus instead on Key Informant Interviews – mainly with academics, policy experts, producers/experts involved in small-scale production, not large-scale.
- Why bananas?
  - Leading food product by volume for most northern European food retailers.
  - Labour intensive, low opportunity for mechanization. Labour accounts for 40-45% of production costs.
  - TR4 might wipe out cavendish bananas => the transition is live.
  - Living wage is important push right now.
- Current evidence is limited to economic impact, e.g. yield, productivity.
  - All the “sustainable” agriculture models are defined against conventional monoculture, and tend not to include any human rights or labour rights issues.
    - “Are we all talking about the same thing?”
  - Cause and effects are hard to draw out because of contextual issues:
    - Technological change, AI, energy transition, living wages, responsible purchasing practices, global shift to the right and resultant crackdown on migrant labour, climate change.

- Initial findings:
  - Occupation safety and health (OSH) is a huge issue. Over 300 million cases of toxic pesticide exposures globally (not just bananas). >1000 Costan Rican workers now sterile due to agrochemical exposure.
  - Gender issues – pesticide exposure has effect on foetus development so pregnant women avoid work on plantations.
  - Extreme heat: agro-forestry can reduce heat but increases labour requirements.
  - PPE needs are reduced if agrochemical exposure eliminated, which is increasingly important during times of high temperatures.
  - Some counter-productive unintended consequences such as banning aerial application in some contexts has increased exposure to agrochemicals by workers.
- Risks:
  - Decrease in chemicals can increase repetitive manual labour
  - Can increase workload in general

## Recommendations for further research

- Fill gaps—larger farmers and export crops. Focus on: people/labour/rights especially gender.
- Challenges in comparing across contexts (sectors, crops, production systems, practices, time periods).
- Primary research is needed. Focus on rights holders which focus on export supply chains
  - Include different crops
  - Different contexts
  - Consider upstream/downstream chains

## Q&A

- Given context specific nature of the realities, stakeholder engagement is really important to understand impacts and opportunities in specific supply chains - how do we do that in a systematic way that doesn't overwhelm suppliers/workers with multiple requests from multiple buyers/retailers?
- Is willingness to adapt new agric methods different depending on age or farmers/workers? Workers are now working for longer, average age of farmers is now in their 50s.
  - *Response: Didn't come up in the research*
  - Is regen more attractive to younger farmers? Can it help solve the 'ageing farmer' challenge.
  - Response from one participant: Amongst our UK and European organic farmers there is a desire to adapt, even with age – what they are looking for is clearer direction to support innovation.
  - Another participant: When women are given the opportunity to do something, they are more likely to adapt and try new innovations - gender and adaptation is important. This has been the experience with cotton farmers in south Asia.
- Who owns the data? E.g. in geomapping - farmers being required to supply data but not being paid for it.

- Could we reverse the framing of the central research questions: i.e. what are the impacts of improving labour rights on green transitions in agriculture?
  - Human rights and environmental crisis overlapping.
  - Are resolutions to human rights issues (e.g. improvements in wage, freedom of association etc.) associated with improvements in environmental outcomes?
- Important to look at models of worker organising
  - How can they be scaled? What are the barriers they face?
  - What is the profile of grassroots organisations and how to support their involvement, strengthen.
- Focus of the research seems to be on privately owned land. But what about land under collective use and/or public land – how does this feature in the green transition to regen or agroecology?
- Need for a lot of training, e.g. on deforestation legislation. Where is the advice to farmers coming from? Who is funding and creating the extension services?
- A lot of information on large scale production and the impact of transition may not be in public domain. But may still exist. E.g. supermarket research / certification / projects etc.
  - Next phase should try to access some of the information that is in the private domain to garner insights and accelerate action.
  - Soil Association doing a lot of work on organic vis-a-vie regen, likely to have data/info - there is a lot of research/data out there, need to ask the right questions to the right people.
  - The quicker we can move from a research phase into action be better.
- Need to articulate the impacts and insights more holistically and more consistently. Need for aligned KPIs used consistently across different programmes. Would help us better understand the outcomes. Recommendation - KPI framework for green transition framework to assess impacts on labour rights and vice versa (i.e. environmental impacts of labour rights improvements)
- Interesting and surprised that found more research on small-scale farmers than larger.
  - Security/quality of supply is a critical issue for supply chain players. E.g. in cocoa – who is joining and who is leaving the workforce are critical questions.
  - Direct link to living wage to ensure quality/security of supply.
- Need clear criteria for selection of supply chains for any comparative study.
- Public authorities are buyers too – there is a key role for public buyers given their scale, volume, purchasing power, leverage. (Don't just view public authorities as standard setters and regulators.

## 4. Workshop Notes – Session 2 – Expert Interventions

### International fresh produce company

- **See slides**
- Employs 22,000 people in Africa and Latin America.
- Main focus: bananas.
- Implementing agroecological transition
  - Aiming for full year production.
  - Pairing tech with agroecology
  - Adapting to socio-demographic shifts: want to support new generation aspirations without creating a gap with less tech savvy workers.
- Agroecology
  - Reduce chemicals, regenerate soils, promote biodiversity, rely on natural balance, manage water consumption.
  - Needed to reassess: daily routines, nature of the tasks, who and how perform them.
- Agroecology and tech
  - e.g. use of cover crops - needs manual weeding which means physical strain on workers - so exploring mechanical weeding solution
  - e.g. improve efficiency of water management - need workers with new skills? How to do that without leaving people behind.
  - e.g. guide decision making to balance yields - again need new skills - how to support existing workers to develop those new skills.
- Easier for large actors to manage these transitions than small actors.
- Impact of agroecology on workforce:
  - Drop in use of pesticides and introduction of new tasks:
    - Creates variety in work activities and a better working environment
  - But brings new challenges:
    - Need people with a different understanding of soils and biodiversity.
    - Need people with totally new skills such as drone operators and data interpreters.
    - Need people with different mindset e.g. increase composting - needed to prove that it had the same advantage as chemicals that were being used previously.
  - Risk of divided workforce between the digital activities and the labour intensive ones.
  - Higher skilled / more educated workers come with increased labour costs.
- Conditions for socially sustainable agroecology
  - Share vision where yields and prices are not the only target and how workers can benefit from it - need union and worker input.
    - Also need a focus on soil, biodiversity
    - Need to invest in training, learning and development
    - Provide tools to manage this shift - agronomy standpoint - how to measure, decide how to do things—such as when to weed, how to weed manually, and how to organise the company.

- Bring along buyers and authorities to ensure fair prices that can sustain the transition.
- Need for fair standards (from authorities): each company should be compared on same basis so buyers can decide who to buy from, i.e. enabling buyers to prioritise companies that are moving in the right direction.
- Be clear about why and how to make decisions and take actions

#### Q&A

- How are we defining agroecology? E.g. in the Via Campesina definition (origins of agroecology) there is an emphasis on small scale, peasant production and opposition to export focused large scale production – so how are we defining agroecology in these large scale contexts?
  - Response: Reducing impact on environment by doing things the way they used to be done, e.g. bringing 'old ways' into large scale. e.g. composting at large scale.
- Are these long term or short term impacts on labour and yields?
  - Response: Many are long term, such as changing status of workers to higher paid positions.

#### Dr Aarti Krishnan, Uni of Manchester

- Trade-offs at economic, social and environmental levels.
- Trade offs between who does the work and who bears the costs and reaps the benefits?
  - Own research shows that farmers often love their crops, and the work involved itself is okay, but at the same time they may be struggling to access clean water and food themselves.
- Questions of who gets listened to and who bears the cost. Need for bottom-up voices at the table.
- Certification, agroecology, digital technologies... what are the mechanisms to achieve a just transition? And who is creating the mechanisms?
- Importance of bottom up voices and how to incorporate those.
- Kenya green beans
  - Women selling at roadside – rejects are entering local markets.
  - Farmers had 'work around' agency to decide where to sell what quality of beans.
  - Some started to market those beans to supermarkets in Kenya. But risk being penalised by buyers or certifiers.
- Importance of concept of psychological safety: how to stand up for rights without feeling threatened.
  - So that individuals can reach a situation they feel is just 'enough' whilst minimising trade-offs.
- Labour frameworks don't quite fit smallholder contexts – smallholders exist in a liminal space.
  - Yet smallholder farmers depend on global value chains for their livelihoods
  - Smallholder farmers don't have that much autonomy and their livelihoods are precarious
  - They are neither entrepreneurs nor labour in the 'traditional' sense.
- Standardisation – why do we need it?



- Given how deeply contextual everything is, how do we 'descale' standards to reflect that.
- Larger standards can crowd out indigenous contexts
- De-scale and re-scale
- Digital tools
  - Evidence some have provided women producers with visibility (name on app), opportunities for improvements
  - Adverse incorporation? Where is data going?
  - Data tells a story - what data is needed to ensure the transition is just and equitable
    - e.g. data cooperative - farmers/coops own the data and selling it to companies
- How to use that to inform standards and support definitions

## Chris Williams, International Transport Workers' Federation

- Founded 1896. Working with ILO, IMO and FAO (on illegal fishing).
- Fishing sector is not very union dense: each individual vessel is a company; cultural history; share basis for employment; industrialised fishing sector heavily reliant on migrant workers; vast majority of fishers around the world are artisanal and not fishing for commercial purpose.
- Sector specific approaches built into global approach to just transition.
- Note that 10.5% of transport emissions are from shipping, that is relatively low compared to road (45%), aviation (30%). And 90% of products arrive by sea.
- Workers are impacted by climate (e.g. flooding, air turbulence affecting air crews), and by the climate mitigation and adaptation actions (e.g. OSH, lay-offs)
- Just Transition is central to the trade union movement – it was developed by trade unions.
- Workers often don't have a loud enough voice. Need to broaden democracy at the workplace and co-create solutions
- Worker protection and voice are central to Just Transition.
- Women and young people need to be included in decision making – they experience disproportionate impact from decision making (which often excludes them).
- Just Transition exists in international law - Paris agreement committed all parties to this. And there are the ILO guidelines.
- Safety concerns should be reflected in collective bargaining agreements also training needs. E.g. shift in fuel requires different procedures on board and different OSH (e.g. ammonia cells more dangerous than diesel on board vessel – but produce less GHGs)
- Shipping - replacing fossil fuels with zero carbon will require international coordination to do that. Need to put climate emergency and seafarer needs at heart of the solutions
- Fishing: direct biological impact from climate change which changes fishing practices e.g. stocks move or deplete (fishers have to travel further and cross boundaries)
  - Fishing contributes to climate change but is also a sector that will feel extreme changes. Oceans are the earth's primary heat sink.
  - IPCC suggest coastal ecosystem climate impact will be huge - large impact on artisanal fishers (don't have the option to go further if stocks move)
  - Link to migration – impact of overfishing, and of illegal unreported unregulated fishing, and climate change – forcing people to migrate, e.g. Senegalese fishers migrating to the Canaries, high mortality rates on route.

- Fuel subsidies - 22bn USD spent on capacity enhancing subsidies which promote overfishing - keep costs low and enable overfishing and unfair competition (e.g. China provides massive subsidies to its fleets, and others can't compete with that).
- Fisheries strategy policy - outlines a chapter on environment and sustainability
  - Fishing accounts for 4% of global GHG emissions but is way behind other sectors in ability to make the shift to net zero - current tech can't match power needs of vessels.
  - Change is happening on small-scale vessels that can shift to electric fuel but will not be feeding into global value chains.
- Need for strong worker perspective :
  - Working hours for fishing workers are already the worst of any sector (basically unlimited hours).
  - Risk of further marginalising an already out of sight and out of mind workforce.

## Mel Miles, Westfalia Fruit

- Agronomist, started career in 1996.
- The purpose of the 'green' agricultural revolution was to make nature predictable – current challenges can be traced back often to those decisions
  - Aimed to make yields and production known in advance and reduce volatility
  - That process took workers for granted – the focus was economic and environmental predictability.
- At Westfalia we're now trying to put people back into the picture.
- But rural communities are in crisis globally – they have not been valued. Skills have not been recognised and rewarded, young people have left etc.
- Hears two responses from business to just transitions: 1. It's obvious that we need to take care of people in the supply chain especially as it gets hotter. 2. It's not my job, I'm here to make money and if you make that too hard then I'll just break the rules.
- We need to delve into supply chains and get a level of detail we haven't had before – figuring out who we can and who we want to work with (and who we don't want to work with!).
  - Unpacking that is going to take time, speaking to people etc.
  - Requires long-term partnerships.
  - Current model of price/yield won't work.
    - Need engagement from public, from retailers etc. a long chain that needs to be joined up.
- Key challenge: the labour will be different - it will take a new revolution to respond to fill those skills gaps etc.

## 5. Workshop Notes – Session 3 – Group Work

### Group Work Questions

1. What are the **knowledge gaps** related to human impacts of green transitions in your sector(s) or supply chain(s)?
2. What kind of **data** and/or **research outputs** would you find **most useful** and why?
3. How can we put **rights-holders at the centre** of a research and action agenda on green transitions?
4. How can **researchers and business work together** to address the human rights impacts of green transitions?
5. How can the **current funding landscape** enable research and action agendas on green transitions in food, farming and fisheries?

### Key points shared in plenary by each group (end of session)

- Group 1: Empower the workers themselves on farms. Make these processes of change at the farm level legible to public consumers and they can create pressure on supermarkets.
- Group 2: Trade-offs, there is a need for general principles to guide decision-making on just transitions, and on how to operationalize it. A framework.
- Group 3: Develop a business case on why they should prioritise it.
- Group 4: Differences between agri- and aqua-culture. Find out where there is already work being done, i.e., trade unions, to ensure formalization of discussions at the company level.

### Group 1 – Notes

- How to incentivise commercial decision making within business to align with this agenda more.
  - Security of supply, resilience etc. Not just the right product but the right quality.
  - Sourcing decisions / responsible purchasing practices.
- MOU picked up in the grocer by senior retail leaders
- Norms of business behaviour
  - Businesses really want 'business as usual' but that is not possible in the current situation
  - Need to embrace conflict (i.e. price vs quality vs human rights) - really explore issues, difficult conversations internally, call out the issues, be honest and transparent with the problems/risks
- Role of collaborative programmes is going to become very important
  - Perspective of NGOs, being challenging, is key - doesn't allow for business as usual

## Group 2 – Notes

- Re knowledge gaps: what costs really come with transition. Also understanding of the certifications available—their breadth and what they mean. Sometimes they have agency but often not.
- We shouldn't just consider costs but also the benefits, such as crop diversification.
- Re Data/Research Outputs: Examples of countries that are bringing legal thresholds. If we are looking at voluntary standards we should also be considering legal ones. Is there an interaction between these standards? In addition, are the standards and legal regulation causing too much burden on farmers?
- Cost is important point. There may be cost reduction at first but in the long term it's not that clear cut. This is still not really understood. The degree to which this is going to be true one way or another will be vital in understanding the necessary enabling environment. The game of standards seems like a circular game, and trade offs keep pushing people toward different type of standards, regionalizing, then nationalizing, then internationalizing etc.
- Quality is so important and we need to keep track of this. Changing consumer standards around quality
- Carbon transition is already happening. These other things move slower. The data can tell us some things about production types, but it's complex. For air freight it's really clear: and this is likely to be about relocation (specific to green beans).
- The tunnel vision is clearly happening with carbon. This is a shame because there is a people impact.
- Science based targets can be good and bad—but for some things where it's really clear like Kenya green beans means there is one answer. You can probably consider the different issues that are clear cut on the environmental side no matter what.
- This also needs to look diversification
- It's not so clear cut though around air miles etc. because you can look at the global footprint for instance Africa is only 4-5% of global emissions so maybe it's OK?
- Can there be general principles when looking at the multi-faceted potential metrics?
- Guidance on determining what is Just, knowing that there are so many potential options that end up being the conclusions of decisions they make.
- Point about how good the CSDDD was going to be about Meaningful Stakeholder Engagement.

## Group 3 – Notes

- Q1: in terms of knowledge gaps – Practically retailers knowing what plans are from environment/ ecological standpoint and ensure Human Rights /Labour Rights perspectives are being included. How do we remove the internal silos and account for those in your research? Rapid nature of climate change and biodiversity challenges also sees the conversations and decisions happen rapidly too.
- Q4: Kenya & Rwanda – Networks of leaders (Civil Society/ public and private) to drive positive change and collaboration – What kinds of networks of leaders at all levels need to be created or adjusted or evolved in order to create the change that is needed? – often they don't exist and stakeholders are coming at things from their own unique angle. Who is leading, how are they leading?

- How if you're looking for leaders or people who can represent the needs of worker – trade unions. But if you're talking to unorganised workers (particularly vulnerable ones in precarious work) you're not going to have visibility of these issues.
- Co-production – Can unorganised rightsholders come to the table, be heard and access accountability, even if we convene how can we create a space they you're going to be heard? Mining in East India: not organised workers, or quasi organised – grievances are heard but nothing gets done.
- Data and research to date has been on small scale farming, but that can't tell us much about whether the scale stuff flies. Structural changes relies on this – research agenda needs to dig into this.
- Research agenda – regulations (what's required), what works, what can be scaled. We know the problems with certification, yet authorities and buyers love it (quick win) – we need to recognise a shift is needed. Meaningful Stakeholder Engagement.
- Public procurement – home grown school feeding –Action research learning agendas
- More research on public procurement
- All the research comes from where you can get access – this is small scale not a 2 year journey fishing vessel. Certification seems are liked. Gaps – Difference of seafood to farms – opacity and biggest brands might own their own vessels but the vast majority comes through wholesalers and info not publicly available and changeable based on best price. Buying of processors or wholesalers are the relationship holders. Adapting tools from other sectors that gain visibility hasn't worked and can't work for fishing industry.
- Is this a invitation for collaboration or input gathering... building communities of practice
- Organised Trade Unions play a key role – involving them in formalised role in just transition planning within companies.

## Group 4 – Notes

- How do regen and organic go together? Pesticides can be used in regen. Not knowing what green / regen is. Definitions are important at outset.
- Knowledge gaps - we hear about investments in regen ag. How will that affect local communities around large farms, or small farms?
- Implementation - should it be co-design with local communities. Before collecting data. How long could it take, the transitions. Could be interesting to discuss.
- What does rights-holder mean? Has to identify with workers as both rights-holder and stakeholder.
- Cross-cutting themes. You wouldn't give future transition, no matter definition, to orgs running it now. You're talking about sharks, vested interests. Need to look at just transitions as 'principle, practice, process, and people-centred'. Without that we'll just reinforce inequity and inequality we have now.
- Is that just producer or also consumer? Can we challenge idea that we need to eat same crops all year round. How can we include both perspectives – change needed at production and consumption end?
  - Raising awareness, education, training, future citizenship.
  - But first priority is supporting people who are exposed to biohazards, who are impacted.
- Idea of 'industrialised compost' – scary?
- Can't dismiss smallholders but also can't overcompensate for over-industrialisation.

- Poor relationship between narratives around jobs
- ILO - 192, 209, address exposure to pesticides that wasn't codified before.
- Participatory research methodology developed in cities in Africa for transport infrastructure projects. We work with unions to train workers to be leading / shaping change. Transferability?
- It's workers but also farmers, sometimes they're both. Suppliers - fairtrade, getting premium. But rewards getting smaller and risks getting higher. Cutting corners. Comes down to value of food. Perceptions of value among customers, as signalled by price.
- Looking to fund something overseas that brings our areas together on slavery. People are either working on enviro or human rights, or it's a different kind of human rights focus. Not thinking about labour rights. Feels like it's two separate tracks.
- What data being collected on regen ag about practices and where is there missing info. Where are ops for data triangulation. So it's informative to businesses. Doing regen stuff in UK but there is probably a way for us to collect data so we're making informed decisions about livelihoods, working conditions. How can we get similar info at same time.
  - Example of a linked foundation - developed climate resilience fund to support growers and farming communities in east or south Africa, for climate adaptation or energy transitions. People identifying need in their own context, looking at how supply chain
- What rights are we focusing on in specific contexts.
- Research - empower rights holders is good. Putting this at centre is good. Should also help make landscape work and farming orgs, interests they try to put forward legible to consumers in UK. Lending political support. Give consumers something they can support.