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Social and Environmental issues in Cameroonian Banana Production

Master of Science Thesis in the Master Degree Programme Industrial Ecology

JOSEPH ATANGA TITA

Environmental System Analysis

Energy and Environment

CHALMERS UNIVERSITY OF TECHNOLOGY

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ABSTRACT

Cameroon Development Corporation (CDC) was an agro-industrial corporation established by the imperialist who annexed Cameroon to develop tropical crops like banana and raw materials like rubber. In the colonial days, these products when exported help to enrich the imperialists. Today the Cameroon Government owns most of the shares of this corporation. It is important to make the analysis since there has been a lot of abuse as concerns human rights. The project tries to find out if in CDC there is any child labor in Banana production and if the workers work in conditions that are defined by FLO

The purpose of the master's thesis is to carry out detailed examination (analysis) to see whether there is any social structure to take care of workers' rights in CDC, whether CDC in the sales of its bananas is involved in fair trade labeling organization (FLO) and lastly comparison of the activities of CDC, fair trade labeling Organization, and social life cycle assessment researchers (SLCAR) to get what is common to all.

To carry out the project, the organization of CDC was studied, next key persons in CDC and their responsibilities was looked into after which the environmental and social conditions of workers in CDC was studied independently, next the environmental and social conditions of workers in banana plantations in general (world wide) was studied followed by an analysis in each case. A description of how the environmental problems are linked to the social problems was established. The Environmental problems of CDC in parallel with the social problems were made by comparing and analyzing both.

A description of FLO and other labeling Organizations and NGOs was made, in each case trying to look at the functions and regulations as stipulated by each. Also social life cycle assessment researchers and the method they use in carrying out assessments were studied and an assessment made to see whether they are on the right track towards social life cycle assessment by comparing the framework and empirical information.

Finally CDC was compared with FLO; FLO was compared with Social life assessment researchers (SLCAR); and lastly SLCAR was compared with CDC in each case trying to look at what is similar and dissimilar to both. After bringing out the similarity when comparing two of the cases, an attempt was made to bring out what is common to the three cases. That is the central focus (what is common to all three) of FLO, CDC and SLCAR.

The Thesis ends with a stakeholder analysis in which the researcher tries to find out where the changes that is highly sought in CDC is going to come from. Is it going to come from within CDC, from global legislation, from Domestic legislation, from FLO or from trade Unionists? An analysis was made in each case to know where the change is most likely going to come from. Then some ways of tackling explicit opposition to changes as stipulated by FLO standards was brought forth

From the studies and interviews, it becomes clear that CDC is not involved in Fair trade, it has three workers' union to take care of workers' rights and from the comparison of the three actors, namely FLO, CDC and SLCAR the central focus is the improvement of social impacts. Lastly, in the stakeholder analysis, the envisage change in CDC is most likely to come from certification bodies like FLO and trade unionists.

Explicit opposition to change could be eliminated by making the shareholder to view a change from a different angle like pointing out that FLO certified banana might sell higher than non-certified ones. Also by providing good drinking water, good working and living conditions, as stipulated by FLO, the output of workers will increase and the number of sick cases will reduce thereby reducing the amount of money needed to run the several hospitals and helping the company to save more money.

PREFACE

The report is the final Masters Thesis work for the programme Industrial Ecology at Chalmers University of Technology, Sweden. The Masters Thesis topic is on Social and Environmental Issues in Cameroonian Banana production and findings to see whether in the sales of its Bananas, (CDC) it is involved in fair trade Labeling Organization International (FLO). To do this work contacts to CDC managers in Cameroon were made through phone calls. Also important persons who had worked on this field were contacted through e-mail to help with whatever information or links they have.

Several persons were contacted and relevant information was given through e-mail by Anna flysjö of Institutet för livsmedel och Bioteknik and Joseph Monkam of CDC by phone.

The Supervisor for the project was Örjan Lundberg of Environmental System Analysis and the Examiner was Henrikke Baumann.

According to Becker and Vanclay (2003) and personal judgments a conclusion was arrived at that social life cycle assessment researchers and policy makers are on the right track towards Social life Cycle Assessment.

ACKNOWLEDGEMENTS

Many persons have contributed to the success of this project in my award of a Master's Degree in Industrial Ecology. The list is inexhaustible and only few have to be named given the limited space. Firstly I would like to thank Örjan Lundberg who supervised me throughout the project. His patience and guidance with a list of contacts help me a lot without which I would have been unable to finish. I would equally like to thank my examiner Henrikke Baumann who was able to approve the topic and her assistance especially in teaching the course Environmental Management. Without this course my knowledge on the subject would have been very limited

I would like to thank Ulrika Lundqvist who is the Supervisor for the programme Industrial Ecology and every body in Physical Resource Theory. Her motherly support and assistance in the course Industrial ecology where we studied topics and tools like cost benefit analysis, material flow analysis and Ecological Risks assessment were of enormous importance. Thanks also to Anna Flysjö of Institutet för livsmedel och Bioteknik, Goteborg who gave me very useful links.

I also wish to appreciate my late father Mbah Stephen Tita who through all odds initiated my going to school and sponsored me until his death on 16th July 1988. May his soul rest in peace.

Thanks also goes to my mother Dorothy Nanga Tita who constantly gave me motherly advice and sometimes comes in to pay my school fees when my father was unable. Tita Muna my junior brother needs to be appreciated especially for his untiring efforts to collect and send me money in Sweden. The Fon of Enyoh , Batibo, Fomba Richard Ayong for his Directives and moral support while I was teaching there. Tita Francis, Fuh Max and Ngwa Henry and Berinyuy Prosper who kept giving me courage until the last second that I flew to Sweden from Douala international airport.

Joseph Monkam and CDC medical health personnel helped enormously in answering questions while here in Sweden without which I would have been forced to go to Cameroon to carry out the research. I equally would like to thank the nephew Monkam Henry who linked me to his Uncle and who helped me during the period that I had to get a visa

Lastly, to my wife Ayong Gladys and Children Tita Mba Zilpha, Tita MbaViery and Tita Fongang Max Mike who were able to stay for this length of time without me. I appreciate their patience and may God bless them.

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1.0 INTRODUCTION

Cameroon is located in central Africa as shown below on the Map of Africa and has a total land area of about 181,252 square miles (469,500 square kilometers). The country has a population of about sixteen million people. There are ten provinces in Cameroon. Out of the ten provinces, two are English speaking while eight are French speaking.

The country is bilingual, speaking English and French in addition to several indigenous languages, (CDC Private Policy, 2005)

The Portuguese named the country Camarão in the 16th century, which means the land of Prawn in English. The Portuguese who named the country did not stay there for long. Later the Germans annexed the country and they began the plantations and today it is known as the Cameroon Development Corporation (CDC). When the Germans were defeated in the First World War the League of Nations split the territory between the French and the English. The territory was then converted to a United Nations Trusteeship in 1946, and CDC was created or revamped in 1947 (CDC, the free Encyclopedia, 2006)

A MAP OF AFRICA



A MAP OF CAMEROON SHOWING THE AREAS WHERE THE BANANA PLANTATIONS ARE LOCATED



Looking at the map above, Tiko, Buea and Limbe, which is the head quarters of CDC, are all CDC areas and all are very close to Douala, which has a seaport

1.1 GENERAL BACKGROUND INFORMATION

In 1960 the part administered by the French gain independence while the same year the English speaking part joined the other neighboring British colony, Nigeria. Later in a referendum, the English speaking part was asked whether they would like to gain independence by joining Nigeria or their brothers in French Cameroon. To this they voted to join their brothers, the French Cameroon. A decision they regret till date as their French brother has continuously marginalized them (Ambazonia, 2006).

In both the English and French speaking part of the country efforts were made to continue the plantations that were planted by the Germans. CDC was created as a public establishment to acquire and develop extensive plantations of tropical crops (CDC Cameroon Private Policy, 2005) and also to provide raw materials like rubber and food crops like tea and banana. Also the revenues from the export of these commodities help in enriching the imperialist.

1.2 THE AIM OF THE STUDY

The Master's thesis project is to carry out a detailed examination (analysis) and judgments on the following;

Whether there is any social structure to take care of workers' social rights in the Cameroon development Corporation (CDC)?

If in the sales of Banana, CDC is involved in fair trade?

Whether Researchers and policy makers are on the right track towards social life cycle assessment?

Try to examine the CDC and compare it with fair trade labelling organization international (FLO) and social life cycle assessment researchers (SLCAR)

Carry out a stakeholder analysis of CDC to determine those stakeholders who are likely to influence a change.

1.3 LIMITATION

The researcher was faced with financial limitations to enable him move to Cameroon to carry an on-the spot research.

Most information about CDC was difficult to come by; example is the non-existence of an organigram of CDC even at its web site.

Most of those interviewed were afraid of been victimized at their job sites and refused to give their names. They were even afraid to answer sensitive questions for fear that they may be identified later and victimized. This made the work to be very difficult.

1.4 THE HISTORY OF BANANA AND ITS CULTIVATION

According to the banana History (Herman, 1999) the word, Banana means, "finger" in Arabic. The Banana plant is a giant herb of the same family as lilies and has been cultivated for thousands of years. Presently there are about 120 countries that cultivate banana mostly developing nations; India, Uganda, Brazil, Ecuador and the Philippines are the world's producers in that order. It has high protein content and contains sugar that provides energy to those who eat it and equally contains magnesium and iron needed in bone formation and a lot of vitamins. The Botanic name for Banana is Musaceae and there are about 500 edible species that have been made possible through natural cross breeding and mutations of two varieties, *Musa acuminata* and *Musa balbisiana* (Lustig, 2004). The crop is the world's fourth most important plant after Wheat, Rice and Corn

Let us just have a look at the Bananas, how they are planted, treated and exported

Banana plantation at Tiko in the South-West Province(English Speaking Section)



Large portion of land (hundreds of hectares) are bulldozed and then planted with Banana suckers in rolls and columns, simply by digging holes and inserting the banana suckers. Fertilizers are spread around the bottom part of the planted suckers including some pesticides to kill pest that are in the soil.

When the Bananas start growing they are continuously watered by means of a water-spreading machine that ensures that all the Bananas have sufficient water. They are also continuously spread with pesticides, sometimes by using small aeroplanes to kill pest and insecticides to kill insects that may eat the leaves of the bananas there by preventing it from growing healthily, since banana cultivation suffers from a number of diseases.

There are two methods of cultivation. Inorganic farming were there is the use of large quantities of fertilizers, like in plantation agriculture, and organic farming were bananas are grown in the absence of fertilizers. This is mostly done by local farmers but on a small scale for local consumption in Cameroon. The amount is usually insufficient for export

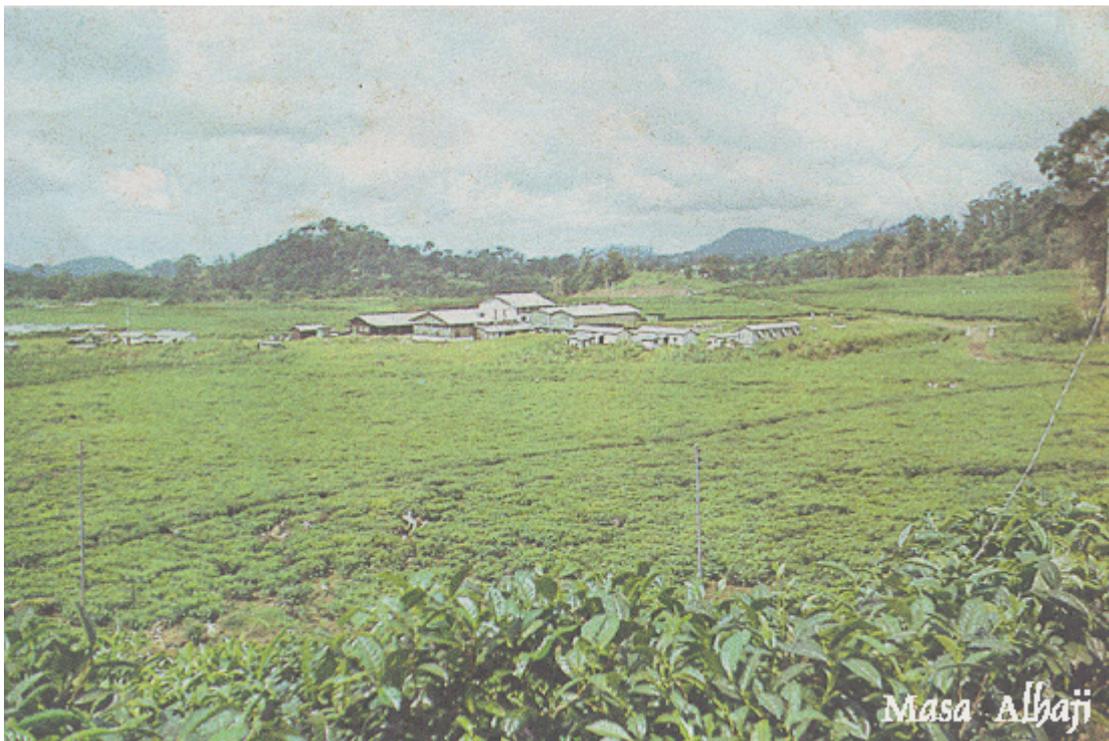
In the plantation the growth of the bananas are controlled such that at any time there are just three stems of bananas growing at a time. That is mother which is the main banana planted, followed by the first sucker which may be referred to as daughter and a very small sucker called grand daughter (Lustig T, 2004). Any other sucker may be destroyed. The reason being that if there is limited suckers the size of the banana bunches will be larger than when there are so many suckers.

When the Bananas are about eight months old they start to bear the banana fruits. Blue polythene wrapping is used to cover the fruits. This covering helps to prevent certain insects that may sting or bite the bananas making it to look rough on the surface. After about eleven months the bananas are strong enough to be harvested. Workers use special knives and cutlasses to cut the bananas, which are then placed on cableways.

The cableways carries the harvested bunches to another section where they are removed into hands, then washed and parceled in cartons for export. These green bananas will suddenly turn yellow in color after about one and a half week depending on whether places are cold or hot.

Transportation to Europe is done with specialized refrigerated ships at temperatures of about 14 degrees centigrade. Each ship carries about 250,000 boxes of Bananas collected a day before and the crossing to Europe last about 11 days. The temperature is frequently controlled to avoid any premature ripening of the banana (Herman, 1999)

Today the Cameroon Development Corporation produces Tea, rubber, and palm oil and of recent they have Paw-paw and pineapple plantations. Of recent this close to a century old plantation faces the risk of total privatization from the government (Azore Opio, 2006) and (Nana W and Tim Mbom, 2006). The Cameroon Government has started the privatization process with the tea section (Aborigong, 2006). In fact the Tole tea Estate has been privatized. Workers dues were not paid and the workers were forced to go on strike, packing their belongings and moving to the head office in Bota where the General Manager works. Here they stay in deplorable conditions even going to an extent of cooking in front of the office because as they claim they do not have money to send their children to school (Aborigong, 2006). Luckily the authorities intervened and some retrenchment benefits were paid.



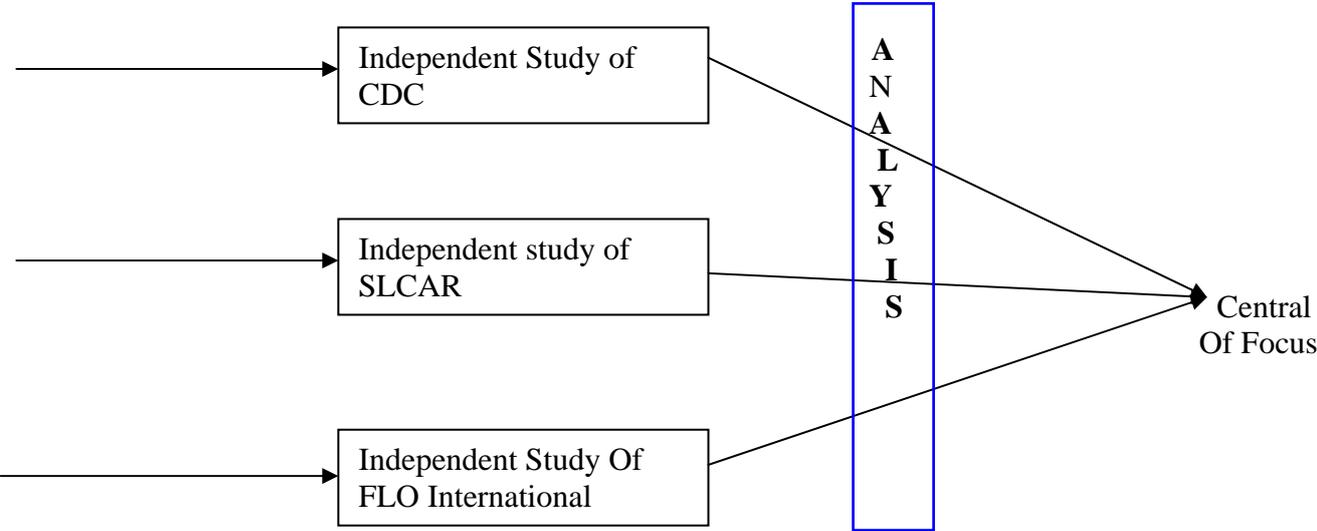
The picture above shows a CDC tea plantation at Tole (Buea) with the Camps located close to it. As of now this is the tea section that has been privatized with little or no compensation made to the workers who have been retrenched (Aborigong, 2006), Sumelong (2006) and Lyombe Eko (2003). From the picture (Lyombe Eko, 2006), one can see that the camps are very close to the plantations such that the chemicals used may affect those living close to it since it could be blown or washed to the camps.

1.5 THE METHODOLOGY OF THE STUDY

This Master’s Thesis which tries to find out whether there is any social structure to take care of workers’ rights in CDC, whether CDC in the sales of its bananas is involved in fair trade, and that finally compares the activities of three actors namely, CDC, fair trade, and social life cycle assessment researchers, has been carried out basically by doing detailed examinations and personal judgments. There are three basic actors involved in the research. Firstly we have the business actors (producer) that are CDC, then we have the Certification body that is FLO and lastly we have the researchers who are the social life cycle assessment researchers (SLCAR) with their methods. The three different actors are studied independently while making judgments, and then they are all studied in a group to see where they intersect, such that there should be a central focus as exemplified by the circle drawn in the analysis (see cycles drawn towards the end for easy understanding).

For instance the researcher tried to compare the activities of CDC and FLO standards and in doing so he tried to bring out what is missing in both and what is common to both CDC and FLO standards. Equally the researcher tried to look at the methods used by Social life cycle assessment researchers to carry out assessments and then compares it with the activities of CDC before making a judgment. Next the Researcher, compares FLO standards and the list of social impacts used by social life cycle assessment researchers to carry out assessments by bring out the similarities. Finally the researcher compares the three, namely, FLO, CDC and SLCAR by bringing out what is common to all of them (their central focus)

To carry out the work the researcher made some contacts with CDC Managers in Cameroon and a set of questions were posed to all of them. The questions were framed to cover the purpose of the study. Answers that were in line with a specific purpose were noted and verification was made by constantly consulting the Environmental and scientific web pages. There was also extensive reading of scientific literature, and scientific journals, which helped in providing useful information. This useful information was then corroborated with the purpose of the study to help in bringing out facts, which the researcher used in analyzing (judging) the situation so as to provide answers to the aim (purpose) of the research. This can be illustrated as shown below.



To conclude the Project, the researcher carried out a stakeholder analysis to know where the so desired sought after change in CDC is going to come from and the analysis equally helped in bringing out alternative methods to deal with opposition to a change. The researcher tried to analyze each situation to see whether the change in CDC will come from global legislation, domestic legislation, international organization like FLO, pressure from trade unionists or any other stake holder.

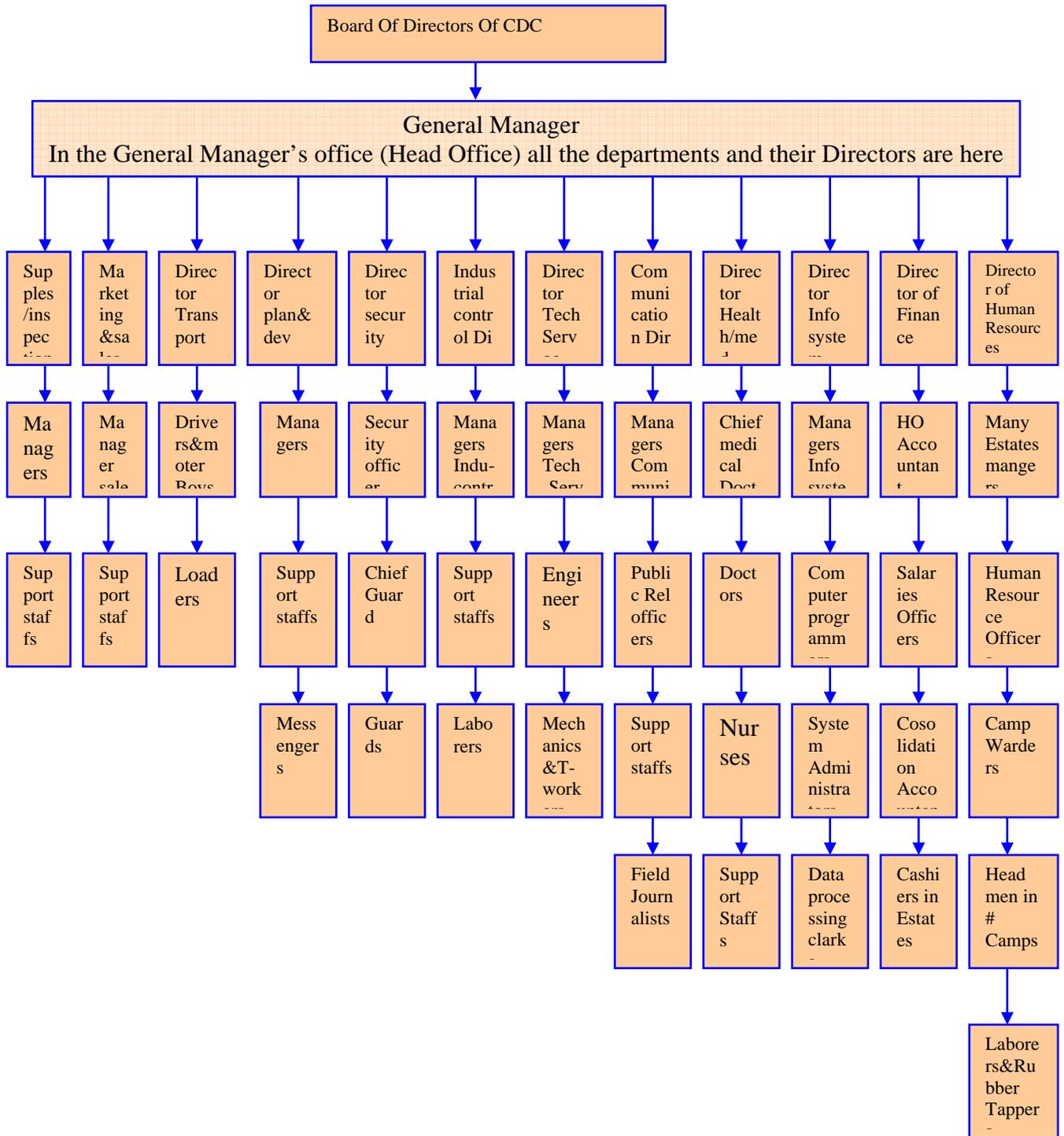
1.6 A DESCRIPTION OF CDC

Here we want to look at how CDC is organized, that is the hierarchical structure of CDC, the different workers and their responsibilities.

CDC is an Agro-Industrial company. The Imperialist created it as a public establishment to acquire and develop extensive plantations of tropical crops and also to provide raw materials like rubber and food crops like tea and banana, the revenues from the export of these commodities help in enriching the Imperialists.

As of January 1st 2005 the corporation had 43,413 hectares (434.13kilometers square) of planted cash crops out of a total of 98000hectares(980 kilometers square) of land concession from the Government. The corporation operates nine rubber Estates, seven oil palm Estates, six rubber factories and two palm oil mills. The banana projects are run in partnership with Delmonte, which is an American based Company. According to the agreement of the partnership which started in 1987, Delmonte provides Technical Services, Marketing facilities and finances while CDC provides suitable land, Manpower and local logistics (CDC Private Policy, 2005). The corporation processes and markets semi finished rubber, palm oil and banana. Rubber and banana are mostly exported while a good quantity of palm oil is consumed locally (CDC Private Policy, 2005)

1.7 THE ORGANIGRAM OF CDC



1.8 KEY PERSONS AND THEIR RESPONSIBILITIES IN CDC

The running of the activities in the plantations is by Estates Managers who are in turn controlled at the head office in Bota ,(Limbe). At the head office, services include the General manager's office with a general Manager who is the chief Executive Officer, Human Resources, Plan and Development, Communication, Information System, Finance and Audit Departments, Industrial Safety and Security Department. All departments and their directors are in the Head office(HO).

Today the CDC is the second largest employer after the government, with a work force of about ten thousand workers including seasonal workers. There is a Communication department and its mission is to provide public relations services .It also makes available relevant information to employees and on the other hand it gives useful information about CDC to the outside world. There is just one public relation officer who is a subordinate to the Manager of communication. CDC has a Director of Human Resources and the department is responsible for procedures and co-ordination of all personnel related activities within the corporation. This department is also responsible for recruitments; sets decision-making channels and ensures its realization (CDC, Private Policy)

Another important department that was mentioned was the Medical and health service. There is a Director and a chief Medical Officer. This department tries to maintain a healthy CDC work force and environment by providing preventive medical services to workers and their dependants. It has Ten Medical Doctors, of which two are specialists and 374 paramedical services and two hospitals, namely Cottage Hospital in Tiko, which is the biggest, and CDC Mukonge Hospital. Each CDC Estate has a clinic attached to it except those Estates that are very close to the two Hospitals. There is an Ambulance to convey the weak and emergency cases to these hospitals. There are so many medical staffs to meet up with the increasing population and the increasing number of sick cases.

CDC gives free medical facilities to its workers with about five Doctors at the Cottage hospital in Tiko, which is the major hospital. All the camps have a health centre and very serious cases are referred to the hospitals. In case of an accident CDC in one of their hospitals treats the worker before demands are made from the national social insurance, which is state run.

1.9 WAGES EARNED BY THE DIFFERENT CATEGORIES OF WORKERS IN CDC

In telephone interviews, with the Manager Rubber Factory and Maintenance he said that CDC has about ten thousand workers (10,000) in all its plantations put together. When asked about the wages the workers' end, he said workers are placed according to categories which ranges from category one up to twelve and that the category one workers who can be classed as laborers earn about 25000frsCFA(about353Kronor) and category ten workers who are cadres earn about 155000frsCFA(about 2183Kronors), while category eleven workers earn about 270,000frsCFA(about 3803Kronors) while the category twelve workers the highest category earn about 350,000frsCFA (about 4930Kronors) per month as starting salaries.

This amount increases as longevity increases. It should be noted that the standard of living is lower, compared to Sweden, such that the rents ranges from 5000frs(about 71Kronors) to about 50,000frs(about 705Kronors) when we take an exchange rate of 1Kronor equals to 71CFA francs

According to Lyombe Eko,(2003) he said that in the Privatized CDC tea section at Tole, Buea, Permanent staffs earn an equivalent of 18US cent per hour(34.56US\$ per month or about 257.28 kronors per month, when an exchange rate of 0.18US\$ is taken to be equals to 1.34Kronors, and assuming that workers work 24 days per month including Saturdays) if they picked the required 32kg of tea per day while part time workers earn 10 cents per hour(19.20 US\$ per month or about 143 Kronors per month when an exchange rate of 0.18US\$ is taken to be equals to 1.34 Kronors, and assuming that workers work 24 days per month including Saturdays) if they meet the required weight of tea during their 8 hours of work per day.

Comparing the wages earned as said by Lyombe Eko,(2003), permanent staff will therefore earn 257 Kronors per month(18,247frsCFA) while from interviews of CDC managers they said that the minimum wage earn per month by laborers is 353Kronors(25000frsCFA) per month.

We see a great disparity in the two wages as given by the two different sources. In fact a difference of about 7000frsCFA (about 100kronors), which is quite much.

1.10 ANALYSIS OF THE SITUATION

It is possible to have this difference since the Tea section of CDC was privatized. In privatization most of the situations are changed to suit the Business owners who take over that part of the corporation. For instance it will be but normal for them to reduce the daily wages so as to maximized profits and other shady business deals like irregular salaries or wages, that may lead to strike actions by the workers as it happened in the Tole tea (Buea) section as stated by Lymobe Eko,(2003). The privatization situation in Cameroon in particular and may be in Africa in general is compounded with fraud and is quite different from the way people perceive privatization in developed world. To get a more insight of this see the complete article as written by Lyombe Eko,(2003) and that of Aboringong(2006)

2.0 A DESCRIPTION OF FAIRTRADE LABELING ORGANIZATION INTERNATIONAL (FLO)

FLO stands for Fair trade labeling organization international (Fair trade labeling Organization international, 2006). FLO was established in 1997 and it is an association of *20 labeling initiatives* groups that promotes and markets fair trade labels in their various countries. It has members that are currently operating in 15 European countries, Australia, New Zealand, Canada, Japan, Mexico and the United States of America (See the complete list of fair trade members in the appendix). The organization is the leading fair trade standard setting and certification body, which regularly inspect and certifies 508 producer organizations in more than 50 countries in Africa, Asia, and Latin America. FLO consists of two organizations that are as follows;

[i] FLO international (e v); this is a non-profit multi-stake holder association involving FLO 20 members' organization, producer organization, traders and external experts. It helps to develop, review standards and assists producers on market opportunities.

[ii] FLO-CERT; which is a limited company and its tasks is to process all information that is related to inspection and certification of producers and traders. It operates independently and follows *ISO Standards* for certification bodies (ISO 65)

2.1 OTHER LABELING ORGANIZATIONS AND NGOs

Other Certification bodies of interest are Eco-Management and Auditing scheme (EMAS) and ISO series e.g. 14000 standard. ISO means International Organization for Standardization abbreviated ISO. The ISO standard may be of type I, II, or III, Baumann and Tillman (2004) According to Sterner (2005), ISO 14000 requires implementation of an environmental management system and specifies requirements for establishing an environmental objective through measurable targets.

ISO Type1 (One) is “Green” labeling of products and has become popular in northern Europe. Green products help to act as a good indicator to show that environmental claims have been verified. “The Certification really helps a purchaser who may not be a technical expert in any one area to buy a product with some level of confidence that it really has been tested” says Steve Ashkin, President of the Ashkin group as quoted by Zimmerman Greg (2005)

In Germany the first national eco-labeling program is the German Blue Angel that started in 1997(Sterner, 2005). Sweden has the Swedish society for nature conservation, which is an NGO. Other examples of Certification programs include the Canadian Environmental choice, the US Green Seal, The Japanese Eco-Mark and the French NF Environment (Sterner, 2005), which are all NGOs

There is also public disclosure, ranking and rating scheme such as PROPER initiative in Indonesia, which is similar to product labeling (Sterner, 2005) According to Ans Kolk,(2000), Firms can use ISO 14001 as a standard for internal auditing purposes, self declaration or for third party certification.

We also have the Eco-Management and Audit Scheme (EMAS) in the European Union and it moves further than ISO standards in that though it requires the installation of an Environmental Management System, it also requires firms to have an independent verified public Environmental Statement (Ans Kolk, 2000).

EMAS focuses on the continual improvements of Environmental Performance and urges a description of significant Environmental impacts or effects while ISO 14001 requires firms to identify significant Environmental aspects (Ans Kolk, 2000). Critics of ISO say that the standard is vague, weak, focuses on conformance rather than performance and the costs of certification and the bureaucracy involved which is high while supporters of ISO emphasize its flexibility and the fact that it is an international standard that can be used globally. Some disadvantage of EMAS include cost of verification, documentation requirements and the fact that it is limited to the European Union while some of its merits include the fact that it requires firms to put up an independent verified public environmental statement and it urges firms to make continual improvements of their Environmental performance and Environmental impacts (Ans Kolk, 2000)

FLO is a standard and Certification body (NGO), established in 1997 as an association of 20 labeling initiatives that promotes and markets the fair trade labels in their various countries, FLO-CERT follows ISO standard for certification bodies. Its headquarters is in Germany.

All the Certification bodies mentioned above have one thing in common (objective). The sole objective is to help the consumer to buy products that are produced with minimum impact to the environment and that meets certain objectives as stated by the Certification body e.g. there should be no use of child labor in production processes and workers rights should be observed as stated in the United Nations Declaration of Human Rights (UNDHR).

2.2 THE FUNCTIONS OF FLO

FLO has three bodies with the following functions;

[i] *Producer Business Units*; It is a unit in FLO that was set up in 2005 to provide fair trade Certified producers all information they need to strengthen their businesses and to help them seize new market opportunities (Fair trade labelling Organization International, 2006)

[ii] *Liaison officers*; they help to facilitate the job of the producers Business unit in the different countries in which they are based. By August 2006 there were 25 Liaison Officers in 16 different countries

[iii] *Producers' Certification fund*; this is a fund created by FLO to help small farmers' organization pay for fair trade certification. Eligibility is based on the fact that the small farmers' organization is old and intends to renew its certification or any new small farmers' Organization that lacks sufficient financial resources to pay the full certification fees.

2.3 REGULATIONS AS STIPULATED BY FLO

For an organization to receive FLO certification it must meet up with both the Generic standard for Hired labour and Product fair trade standards. For a complete list of both standards and regulations as stipulated by FLO (Generic Fair trade standard for hired labour, 2006) and (Fair trade standards for Bananas for hired labour, 2006) see the complete list on the websites. Some of the stipulated standards include;

2.4 FAIRTRADE GENERIC STANDARD FOR HIRED LABOR

[1] The company must have a structure for social Development; corporate social responsibility should be an integral part of the company's policy and the company should try to enhance and empower the well being of its workers by using fair trade to enhance it.

It must develop potential and building capacity by instituting quality products to the market through social welfare

It must have freedom of discrimination against sex, race and colour

The conditions of employment must be clearly spent out according to fair trade conditions, which has a minimum wage and stipulates that wages must be paid regularly and promptly according United Nations Declarations of human rights (UNDHR)

[2] Occupational Health; Health& safety policies should be in place where risks areas are clearly identified by warning signs and equipments for chemicals spraying must be stored safely. There should be an officer responsible for health care who may be a trained nurse or physician who must have documentations on sickness, accidents and regularly undertake actions to ensure improvements

The occupational health and safety policies must be followed as put down by fair trade. There

must be first aid boxes in case of an accident and insurance policies to take care of the injured

[3] There must be economic development; here the company must have money for fair-trade products, which should include a premium. The premium must be used for social and environmental development according to FLO standards and guidance documents (Fair trade standard for Banana for hired labour, 2006). A body must be established before any assets are acquired using the fair trade premium. This body can function as the official owners and can take legal actions.

A Premium: There is a minimum price that grower and traders of bananas can reach and this is called a fair trade minimum. If after a certain period the price of banana goes up to a certain price called the market price then the fair trade minimum price shall apply. The extra increase or difference between the market price and minimum price is what is called a premium.

[4] There must be Environmental Development; Companies should be able to assess the environmental impacts of their operations by giving details on how they comply with environmental standards and all data should be updated. There must be sustainability in harvesting from the environment

There must be an important assessment method, planning and monitoring of the environment. Agro chemicals can only be used as stated by FLO standard and companies should be able to explain to inspector how all agro-chemicals that were purchase were used and method of abatement by the companies

[5] Waste; The company should establish a plan for the disposal of hazardous waste materials like Agro-chemicals, used machinery fluid, heavy metals, batteries, green house plastics and empty chemicals containers. All unused Agro chemicals should be returned to suppliers. Companies are expected to enhance the fertility of the soil by using practices and designs that reduce soil erosion. It should be noted that human life depends on how seriously the soil is protected since it is the backbone of Agriculture.

[6] Fire; the company should adopt fire safety procedures and practices that are appropriate to its operations and should establish basic rules for fire managements
Companies should have strategies to prevent fire out break so that it does not affect ecosystems

[7] Freedom of discrimination; the company's management should not engage in the support of corporal punishment, mental or physical abuse. There should be no intimidating behaviour or language. Child labour should not occur, meaning that children below 15 years should not be employed. There should be no discrimination of sex, race, tribe or any such acts in employment

[8] Freedom of association; the company management should recognize the rights of workers to join trade unions. Workers' representatives in these unions have the rights to meet and have access to all workers in the work place and sensitised them of what was discussed in the trade union meetings.

[9] Conditions of employments; All workers should be aware of their rights and duties, salaries and work schedule. The salaries and work schedule should be part of a legal contract and payments must be made regularly, and deductions from salaries can only be permitted as

agreed by national and international laws.

Workers should have at least 24 consecutive hours of rest every 7 days, unless exceptional circumstances apply and all permanent workers must have a legally binding written contract signed by workers and employer.

[10] There should be no use of genetically modified organisms (GMO) in either their products or processes of products, they should monitor the use of GMO by neighbours and ensure that its products are not contaminated. Also see a complete list of product specific standard for banana fair trade certification at web site of fair trade.

2.5 FAIR TRADE PRODUCT SPECIFIC STANDARDS FOR BANANAS

Fair trade banana is banana or products of bananas that are marketed according to FLO standards. See the generic standards in the web site and the price for fair-trade bananas in appendix C

Contractual Relationship: Producers and importers must establish a stable relationship, in which the rights of both parties are fully spelt out in a contract document and are respected. In the contract mention should be made of the maximum volume of bananas per week that the producer or exporter has to sell, its quality and packing methods. The price of the fair trade banana should be mentioned since it is country specific. See appendix C, for the price of fair trade bananas as outlined by FLO.

There should be negotiations of the price of non-fair trade bananas. Normally the price of non-fair trade bananas may be lower than that of fair trade bananas. As concerns shipments, the volume of bananas ordered by the importers should be in writing in the contract document.

There should be conditions for quality checks and inspections in the port of origin as well as liabilities and indemnities. For details see the websites of fair trade specific standards for bananas.

For payment of the fruits ordered, payment should be made within 48 hours after the arrival of the consignment.

3.0 SOCIAL AND ENVIRONMENTAL PROBLEMS OF BANANA PLANTATIONS

We want to look at the social problems and the environmental problems, firstly in general. General here refers to what is happening in other banana plantations world wide and then later on in CDC banana plantations in particular.

3.1 IN GENERAL;

We will look at the social problem and the environmental problems of Banana plantations irrespective of where it is found in the world. Here focus is on problems that are common in all Banana plantations

3.2 ENVIRONMENTAL PROBLEMS:

There are a lot of environmental problems that are linked to banana cultivation. To begin with according to Lustig, (2004) banana cultivation suffers from a lot of diseases like fungal attack that may destroy the entire plantation (*Black Sigatoka*). So banana-producing companies use a lot of pesticides and insecticides to kill the pest and insects that affects the growth of the bananas. These pesticides or chemicals end up causing a lot of damage to the environment. For instance pesticides from the aerial spraying of the plantations are washed down drainage systems and may end up in rivers killing aquatic organisms, and affecting drinking water or it may be blown by wind such that people inhale it leading to respiratory complications and resulting to social problems

Large portions of the forest is put down leading to deforestation and the lose of biodiversity, lose of a biotic and biotic resources, loss of habitats for the wild, destruction of natural ecosystems and the loss of tourist site. This may result to social problems as the forest provides trees for the construction of houses and there are people who attach a lot of spiritual values to the forest.

The insecticide Chlorpyrifos (Lustig, 2004) is put in the polyethylene bags that are used in covering the bananas. All banana Companies use this polyethylene bags to protect the bananas. This bags if not recycled, they may cause an environmental hazard when dumped in the environment as the chemicals in the bags can be washed into soil, or rivers thereby killing living organisms. It may also lead to a social problem, as people who drink the contaminated water will become sick

Waste in connection with banana production is washed into the soil, air, and water. Example is the case cited in Costa Rica (Lustig, 2004).

Most plantations use herbicides that kill herbs thereby leaving the ground bare for erosion to occur. The rain then washes the fertility and topmost soil thus leading to erosion. According to McCracken (1998) destruction of rain forest habitats has resulted in the loss of plants and animal species and also the use of herbicides by the banana companies to remove vegetation has exposed the top soil to intense and frequent rain storms which is a characteristic of tropical low lands. This has resulted to the leaching of the soil and runoffs that causes soil erosion. In Costa-Rica 18 known tree species have disappeared (Maria, 1998) as quoted by McCracken (1998) due to deforestation to establish the plantations.

Plastic bags are washed into rivers and sea where they cause the death of fishes and other aquatic life and the destruction of coral reefs since they are coated with the toxic pesticide Chloropyrifos (Gerardo Vargas, 2006).

Similar situations also happens in CDC Cameroon since you will also see the plastic bags deposited carelessly in some cases and may be washed by rain to rivers and sea.

3.3 SOCIAL PROBLEMS:

The banana industry has been affected by global over production (Lustig.T, 2004), this has lead to companies paying lower wages and benefits to their workers. Some of the large Companies like **Dole** have been criticized for hostility towards workers' trade unions. The company equally faces criticisms for purchasing bananas from companies that uses child labor (Lustig, 2004) and has bad records in the use of **DBCP (Nemagòn)** a pesticide used in killing nematodes in banana plantations. This pesticide is very toxic and kills all life in the ground and has been reported to cause the sterility of thousands of workers. The Criticisms of the large banana companies (**Dole, Chiquita, Delmonte, Fyffes, Noboa** which controls 75% of world's export of Banana) as cited by Lustig (2004) in his introduction is not only from the Swedish Society of Nature Conservation(SSNC) but also from environmental and human rights organizations and trade unions in both producing and consumer countries around the world.

Delmonte with headquarters in the USA is another large company that owns banana plantations around the world including CDC Cameroon with whom it has a partnership with (CDC private Policy, 2005), it has a weak Environmental and Social Policies (Lustig, 2004) compared to other Banana companies like **Dole and Chiquita**. For instance Chiquita spent one million US Dollars to improve and certify all of its Costa-Rican facilities and had planned to certify all 240 of its plantations by the year 2000(Baxter, 1998) as quoted by McCracken, (1998). This particular company, **Delmonte**, has no official policy or code of conduct on labor rights and is highly criticized for been against trade unions and collective agreements. As an example to show that the above five large banana companies are against trade unions and Human rights Organizations read more on (The banana link, 2006), in which 75 Human rights Organizations around the world gave Dole four months in which to allow their workers to join trade Unions without fear of reprisals. Instead the company has failed to do so and continue to tell lies about their treatments of trade unions.

In Costa Rica for example Dole puts pressure on its workers to give up their union membership, failure of it led to harassment, blacklisting or sacking of the worker (Banana link, 2006). According to Gerardo Vargas, (2006) the law of the jungle or survival of the strongest is the law of Banana plantations since they continue to ignore national and international norms of the banana industry. Delmonte Company is equally involved in **DBCP (Nemagòn)** scandal.

According to this scandal which was very dramatic at the time, there was mass sterilization or impotency of banana workers (about 10,000 workers) during the 1970s and 1980s from the use of the Nematicide DBCP which had been banned in the USA but its used continued for another 10 years by the major five bananas companies until it was finally banned in central America in 1987(Barry 1987) as quoted by McCracken (1998) .The Scandal was from Human rights Organizations, trade Unions in both producing and consumer countries around the world. This chemical, **DBCP**, was banned in **1977 in America** but its use continued in banana

producing countries (Lustig, 2004).

Pesticides and herbicides used in aerial spraying of banana plantations all end up in water catchments and may affect drinking water in the camps where the plantations are located.

Chiquita in 1984 abandoned several thousands of hectares of land in Southern Costa Rica that was already polluted with heavy metals like copper and laid off 2000 workers (Lustig, 2004). The workers became jobless and the land was infertile for cultivation by the local indigenes. According to (Lustig, 2004), companies often discriminate against women and will not employ them for fear of pregnancy and other social cost and that 15 years ago approximately 25% of employees were women in Costa Rican Banana plantations and they received some form of sexual harassment though the offence was not reported because the women were afraid of losing their jobs. Really there is no statistics on this recorded.

The destruction of the forest led to the loss of spiritual and cultural values of the indigenes that own the forest, since the forest provides shade and medicinal plants to the locals. So deforestation to establish the plantations will lead to the lose of certain medicinal plants Gerardo Vargas (2006) also cited the laying off of Union workers, blacklisting of workers, Exploitation, discrimination and sexual harassment of women by foremen and co-worker in Costa-Rican banana plantations and also the use of child labor with the intoxication of the workers by the pesticides used. In some cases this intoxication led to death.

According to Gerardo Vargas (2006) for every kilogram of Banana exported, about 2.5 kilogram of waste is generated in the form of plastic bags, rejected bananas, empty recipient of pesticides and plastic cords. When rain falls it washes or carries the plastic bags to rivers and then to sea resulting to the death and destruction of fish and coral reefs. Also when the land becomes polluted it becomes less fertile, because of this every 15 years the banana companies slowly abandon the old contaminated lands and search for new lands e.g. the southern zone of Costa Rica, (Lustig, 2004)

According to McCracken (1998), to get a high yield of banana fruits requires frequent and intense application of agro-chemicals during planting and during packaging workers apply fungicides and disinfectants such as formaldehyde to protect the fruits during shipment. This makes the workers in banana plantations to constantly come in contact with chemicals such as pesticides and faces the risks of contamination. Most of the contaminated cases go unreported but some examples of contamination effects includes head pain, dizziness, faintness, burns, eye inflammation and respiratory problems (Barry, 1987) as quoted by McCracken (1998).

The most dramatic was the mass sterilization of Cost-Rican Banana workers (about 10,000 workers) during 1970s and 1980s from the use of the Nematicide DBCP (McCracken, 1998) The majority of the poisoning was due to the lack of safety instructions and equipments and in some cases high temperature and humidity prevented many workers from wearing the necessary equipments such as boots, gloves, respirators, and overalls while in other cases many workers were simply unable to read the handling instructions because they were either illiterates or the labels were in English which was not their (official) national language (McCracken, 1998)

Two Pesticides frequently used are Paraquat and Parathion that have been banned and also the plastic bags are coated with the pesticide Chloropyrifos (neurotoxic pesticide). The plastic bags and other chemicals used are washed by rain and end up in streams, rivers or sea thus polluting it (Carrie McCracken, 1998). In cases were there are no drinking water, workers

fetch water from the contaminated streams to cook or drink there by taking in the chemicals which normally will affect their health.

3.4 ANALYSIS OF THE SOCIAL AND ENVIRONMENTAL PROBLEMS OF BANANA PLANTATIONS IN GENERAL

When we look at the three independent reports as stated by Lustig (2004), Gerardo Vargas (2006) and McCracken (1998), all three reports are similar. They point to the DBCP Pesticide sterility scandal in Costa-Rica, and other health related illnesses to humans and the Environment. A typical example is the polyethylene plastic bags which is coated with the pesticide Chloropyrifos and which ends up been washed into streams, rivers and the sea where it causes health problems to both human and aquatic lives. This chemical, which is highly toxic, when washed into rivers and sea will cause the death of fishes, destruction of coral reefs and in some cases it may cause Eutrophication. When humans drink water from streams and rivers contaminated with this chemical they may develop illnesses like dysentery without knowing the source and may eventually die. A similar situation occurs in CDC Cameroon as they also use the Polyethylene bags which is coated with the pesticides Chloropyrifos (see photograph on front page) and some times some of it ends up in dustbins and the surrounding Environment and may be washed to rivers and the sea where it may cause the death of aquatic lives and those who drink from the streams may get contaminated and die without knowing it is as a result of the poisonous chemicals from the banana company

3.5 HOW THE SOCIAL AND ENVIRONMENTAL PROBLEMS OF CDC BANANA PRODUCTION ARE LINKED

To establish the plantations vast areas of land was bull dozed. This meant the loss of habitats to the wild, the loss of ecosystems, loss of a biotic and biotic resources, loss of shade leading to erosion, to name a few, which are all environmental problems. The indigenes that own the land on which the plantations have been establish use products of the forest, like planks to build their houses and equally attach a lot of spiritual values to the forest. They also do hunting of animals when the forest was there and the branches of trees were used for cooking as fuel. So the destruction of the forest creates an environmental problem that eventually leads to a social problem.

When the Cameroon Government decided to privatize the Tea section of CDC, it did so without consulting the indigenes that are the owners of the land (Lyombe Eko, 2003). This resulted to a serious social problem as the Bakwerians that own the land agitated since they expected some compensation for their land that was used to establish the plantations

The plastic bags coated with the chemical Chloropyros when washed into rivers and streams causes the death of aquatic life which is an environmental problem but workers that drink water from these streams will be sick of water borne diseases like dysentery and is a social problem. So you see that as an environmental problem develops, it eventually leads to a social problem thereby making the two difficult to separate.

3.6 CDC IN PARTICULAR:

We are going to focus solely on CDC and then try to look at its Environmental and social problems. Problems that occur in relation to the Environment while establishing the Banana plantations and also social problems like effects of pesticides used on workers and their living

conditions. While looking at the social problems, emphasis will be on the working conditions of workers especially the wages earned.

3.7 ENVIRONMENTAL PROBLEMS:

The Environmental problems of CDC are very much similar to the general Environmental problems. To establish the plantations vast area of forest were bulldozed, this led to the loss of biodiversity, the loss of a biotic and biotic resources, the loss of habitats for the wild, the destruction of natural ecosystems and the loss of tourist sites. The environmental problem may eventually develop to a social problem as the indigenes that own the land on which the plantations are established attach a lot of spiritual values to the forest. They also use the products of the forest for building their houses and as medicinal values.

In aerial spraying of the plantations using small Aero planes some of the pesticides used are blown by the wind. It may settle in nearby streams, rivers and lakes where it may have adverse effects on the vegetation and aquatic lives in most cases. The constant use of herbicides in most cases has left the topsoil exposed. This may lead to soil erosion as has been reported in Costa-Rican banana plantations (Carrie McCracken, 1998). Also according to Neba Sina et al (2002) forest degradation is one of the most serious issues of national and international concern since the Cameroon forest is the home of elephants, monkeys, birds chimpanzees and fast flowing rivers like river Manyu, Sananga ,Nyong etc. The absence of the forest will mean the extinction of both plants and animal species and the drying up of rivers due to no shades.

3.8 SOCIAL PROBLEMS OF CDC;

This Agro-industrial Company is more concerned with increasing its profits at the detriment of the workers. Workers live in CDC camps that are poorly built with cheap white wood of plank (see pictures below). Mosquitoes easily penetrate these plank houses and bite the workers and their families in the night since the plantations and houses are surrounded by forest and since CDC has stopped spraying the Camps with insecticides to kill mosquitoes as said by CDC medical personnel. So both the workers and their families are constantly sick of Malaria from interviews of the Health personnel, also see the articles of Ndip M. Lucy et al, (2004) and Lyombe Eko, (2003). See the pictures above and below.



The above picture shows a recently deserted and dilapidating Tole Tea Camp and the poor housing situation that is a characteristic of all CDC camps (Sumelong E, 2006).



A typical CDC camp built of white wood and in which each worker has just a single room with external pit latrines, with no portage drinking water and electricity. It shows The poor housing situation and the poor condition of living in CDC camps (Sumelong, 2006)

They have pit latrines that are bad, dirty with flies roaming all over according to medical personnel of CDC who were interviewed. From interviews good drinking water is lacking in some camps and in some of the camps electricity is lacking, for example in Mbonge camp. The Workers have to fetch water from streams and wells. These streams may contain chemicals that have been washed down into it from the plantations. The houses are closely linked with little or no privacies. Just a room and a parlor are given to a large family of about seven (See the picture of the CDC camp surrounded by the tea plantation).

Here the company fails to know that a good business environment also requires a reasonable healthy and natural environment, “employees can hardly thrive or be healthy in a deteriorated environment”(Sterner Thomas, 2003). This means their output will be low so too will be that of the company

The wages are very low which makes most of the workers to always borrow, “about 10 US cent per hour for part time workers (0.75Kronors or 54frsCFA per hour) and for permanent staff, about 18 US cent per hour (1.34Kronors or 95frsCFA per hour) if they picked the required 32kg of tea leaves a day (Lyombe Eko, 2003). They live in extreme poverty whereas they put in as much as eight hours of work a day in some cases.

In the rubber plantations, the latex from the rubber is allowed to ferment. During this process the whole environment is polluted with a stinking odor from the fermentation process (from interviews and personal observation by the researcher)

The fertilizers constantly used in the plantations are washed to streams that workers fetch their drinking water from in some cases. This results to related diseases, as stated by some medical personnel’s of CDC since the chemicals in the fertilizers are poisonous.

The Banana plantations are constantly been spread with herbicides and pesticides. According to Carrie McCracken (1998) aerial application of fungicides are done up to 50 times a year to destroy black and yellow Sigatoka fungi in banana plantations. The wind usually blows these chemicals to the living camps since they are very closed to the plantations (see the picture of the Tole Tea CDC camp)

Workers and their families inhale these poisonous chemicals. Some even die of related air borne diseases without knowing that it is as a result of the chemicals they constantly inhaled. According to some CDC medical personnel’s who were interviewed, predominant illnesses that workers of CDC suffer include dizziness, cough, catarrh, Malaria, filarial, dysentery, typhoid, body pains, abdominal pains and diabetes. According to the medical worker Malaria and Filarial are caused by mosquitoes bites since the camps are closed to the forest and that formally these camps used to be sprayed every three months but now there is no spraying going on to kill the mosquitoes. The other illnesses like dizziness, cough, head ache, body pains, catarrh, may be caused by the constant exposures of the CDC workers to Pesticides and other chemicals as cited in the case of Costa Rican banana plantations by Carrie McCracken (1998) while typhoid, abdominal pains and dysentery might have been caused by contaminated drinking water.

According to Gerardo Vargas (2006) rainwater washes plastic bags and pesticides used to rivers, streams and the sea where they cause the death of fishes and coral reefs. In the case of CDC which also uses the polyethylene bags coated with the chemical Chloropyrifos , it is possible for the chemical in it to be washed into streams and rivers where workers who live in

camps without pipe born water fetch their drinking water from. After drinking the contaminated water they developed the above-mentioned water borne diseases

Vast land is been cleared to establish the plantations. So the workers are left with little or no land to practice subsistence farming which is the type of farming practiced by nearly all Cameroonians. The worker are left with little or no food crops since they do not have land to farm, neither do they have money to buy the food crops as they are poorly paid

Lastly in the palm oil and rubber factories where the rubber and palm nuts are processed there are emissions of gases like carbondioxide gas to the air. These gases are green house gases that may cause global warming at the long run.

Unfortunately pension to CDC workers is not automatic. The Manager rubber factory and Maintenance said the retirement age as of now in CDC is sixty years but that they have been pledging the Cameroon Government of recent to reduce it to fifty-five years since the average life expectancy in Cameroon is about fifty years and that most workers die before they reach sixty years. Also a retirement age of fifty- five years will give an advantage to those who are fortunate to retire, to do something for themselves like building a retirement home.

The workers have to compile documents and take to the Capital, Yaounde for processing upon retirement. This process is time consuming and very boring and frustrating since it may take up to five years for the worker to receive his or her pension. There is no time limit but it depends on the ability of the worker to push his or her documents in Yaounde so as to receive the pension early. Most workers before going on retirement do not have money and the little money that they may have remaining is used to compile the documents and to pay transport from whatever camp he or she is based to Yaounde and back. At the long run there will be no money to continuously traveling to Yaounde to the extent that most workers die frustrated in the process without collecting their retirement benefit. This can be blamed on the system that has a lot of administrative bottleneck and corruption as observed by the researcher while in Cameroon.

When interviewed, the *Manager* rubber Factory and Maintenance said the working condition in CDC is quite good and friendly which I doubt (see analysis). Generally there is job satisfaction and that this is due to hierarchical structure that has been put in place where hierarchy must be respected though there are some unscrupulous workers who are not satisfied he said.

Concerning gender equity he said, there is gender equity in the corporation and that people are free to choose and do whatever job they have been trained to do irrespective of whether they are male or female. According to Becker and Vanclay (2003,P283/284), “The limited influence women have on politics is in contradiction to huge amount of work they perform. The political influence women have is reflected in their own view of their value and social worth. Because of this self-perception, it took ages before women became aware of their own value and, correspondingly, of their shocking position in society. Gender inequality, now rightfully considered a major issue, for a very long time was not considered a complex societal problem` It makes it easier as formerly women were given a secondary role. Equality in jobs is a major concern even in Africa.

The Manager rubber Factory and Maintenance cited a case where a woman is presently working as a mechanic in one of the garages. He said the view that certain jobs are for men has long died down and nowadays women even drive some of their Banana tractors from the

farms to the treatment stations. And that presently there is a lady who is CDC Estate manager in one of the plantations. Also at the head office the Finance department is headed by a financial Director who is a lady, the department manages all income and expenditure of the company

As concern the working hours, he said workers are expected to put in a maximum of eight hours of work per day, but that there are some task work where workers just have to finish the task assigned to them and if they happened to put in more hours they are paid the overtime dues.

He said at present there is no child labor presently but in the past they used to have children who were on holidays doing holiday jobs. They were usually assigned simple tasks like the gathering of seeds for nursery and some clearing of grass in the plantations but this has long been stopped.

The tea section of the Corporation was privatized (Lyombe Eko, 2003,). This resulted to protest from the Backweri indigenous people. One of the reasons as quoted above being that they were not involved in the decision to privatize their land since indigenes attached a lot of spiritual values to land. As Quoted by Becker and Vanclay (2003), “ land and natural resources are the foundation of Native Hawaiian cultural and spiritual customs, belief and practice”, so too is the case with the Native Backweri people who are the owners of the land.

The land has provided for generations and will provide to those to come and cannot just be seize and sold or privatized by the Government without their knowledge or involvement. The plantations have made many Backweri families landless (see Backweri land claim committee)

3.9 ANALYSIS OF THE SOCIAL AND ENVIRONMENTAL PROBLEMS OF CDC BANANA PRODUCTION IN PARTICULAR

Privatization in the case of CDC is when the Government seizes to have full control over the running of the corporation and decides to sell shares or part of the corporation to private companies or individuals. In most cases the Government did not buy the land on which the crops are grown but when it is privatizing it, it sells the plantation including the land. This brings a lot of conflict between the Government and the indigenes as they contend that their land has been sold (Lyombe Eko, 2003). So land that would have been used by the villagers for farming is occupied with cash crops for the corporation and to compound it sold to foreign investors. The bone of contention here is that the land should be bought from the indigenes or at least some compensation should be given for the land if the government is making a lot of money from the privatization deal.

So there is an environmental problem since to establish the plantations forests has to be put down. This resulted to the loss of habits for the wild and the destruction of ecosystems. This environmental problem eventually turns to a social problem as the indigenes that own the land on which the plantations are located use products from the forest to construct their houses and attach a lot of spiritual values to the forest and their land.

When the Tea section of CDC was privatized no compensation was made to the indigenes and it resulted to a serious social problem as explained (Lyombe Eko, 2003).

According to Aboringong (2006), Cameroon Tea Estate (CTE) workers filed an affidavit to the court praying it to annul the privatization contract, since after the privatization there has been illegal appointment and sacking of CTE Management official (and workers) which has

resulted to total disorder, frustration and the inability of the workers to pay their children school fees because of non-payment of their wages and dues.

The medical personnel of CDC said that most of the workers are constantly sick of malaria And the main reason is that CDC has stopped spraying the camps with insecticides to kill mosquitoes. According to Etang Josiane et al, the global strategy adopted by the World Health Organization (WHO) in 1992 recommended an integrated management of the malaria disease and this includes a selective vector control which is a control that reduces human vector contact .An example of this type of control is the use of mosquitoes insecticide treated nets and this is due to the development of insecticides (DDT) resistance strains while spraying.

Here CDC is trying to obey the recommendations of WHO and it is up to the workers to try as much as possible to reduce the human vector contact by putting mosquitoes nets over their beds. Also DDT or any other insecticides that could be used is poisonous when inhaled so when sprayed to kill mosquitoes, human beings may also inhale it leading to respiratory diseases.

The Manager rubber factory and maintenance said the working condition in CDC is quite good and friendly. To this I believe he exaggerated a bit, as you will realize that most of the workers are lowly paid. They constantly have to borrow as explained above and also the small wages they are supposed to receive is not paid promptly. It is clearly stated that a hungry man is an angry man.

Equally he said there is equity in jobs now, to this I believe the idea of women holding key positions has just started and as of now, compared to the number of women in Cameroon only a handful are working and an insignificant number are holding positions. We can not talk of job equity in Cameroon now, may be we still need some decades to come before we can talk of it. According to Gerardo Vargas (2006) there is exploitation and discrimination of women as they received lower salaries, inadequate protection from the pesticides used such that they are always sick and constant sexual harassment from foremen and co-workers since they are mostly single mothers. Looking at CDC and from interviews conducted with some women they agreed that similar occurrences exist in CDC.

4.0 CDC POLICIES ON THE ENVIRONMENTAL AND SOCIAL DOMAIN

We are going to look at how CDC has attempted to solve its Environmental problems. That is problems related to the Environment while carrying out its activities. We will also look at how it has tried to solve social problems. That is problems related to working and living conditions of the workers and their rights

4.1 Environmental Domain in CDC

On the web page of CDC nothing is said about its environmental work. Also from interviews with some of the managers they said that the company has not got an Environmental manager. The Environmental manager for example is supposed to build the Environmental Management system of the Company.

According to (Ans Kolk, 2000, P103) “ an Environmental Management System (EMS) is that part of the overall management system which includes the organizational structure,

responsibilities, practices, procedures, processes, and resources for determining and implementing the firm's overall aims and principles of action with respect to the environment. Common elements of an EMS are the identification of environmental impacts and legal obligations, the development of a plan for management and improvements, the assignment of responsibilities and the monitoring of performance". In the absence of an Environmental Manager, there is doubt whether CDC complies with regulations and societal concerns related to environmental incidents. As of now based on interviews the company has done little Environmental work.

For CDC to be classified as a company that has done much environmental work, first and foremost, it was supposed to have an environmental manager whose position in the hierarchy is defined as well as his or her mandate stated. The company was supposed to say something on how its environmental strategies are put into practice and its measures to reduce environmental impacts that it creates, it has to say whether it uses standards like Environmental Management systems, and how environmental issues are integrated into its business strategies and decision making. Lastly the company needs to say something on how the responsibility of environmental issues and tasks are divided and whether the environmental work is well or poorly integrated into its business strategies and what environmental demands are put on suppliers and entrepreneurs.

4.2 ANALYSIS OF THE POLICIES OF CDC IN RELATION TO THE ENVIRONMENTAL DOMAIN

CDC has no environmental manager and very little or nothing has been done to address the above points listed on environmental work. The company needs to first employ an environmental manager who will be able to draw its attention to the above points raised on environmental work. As of now response from interviews indicate that there is a plan and Development manager who is also responsible for the environment. His position is one level below top management and he is a permanent member of staff. Looking at it he seems to have a lot of work concentrated on him, doing the work of Plan and Development and that of an Environmental Manager. CDC needs to employ an environmental manager so that there should be division of labour within the company. One person cannot perform the tasks of two persons simultaneously and effectively.

4.3 SOCIAL DOMAIN IN CDC

CDC has done a lot on the social domain. It has provided recreational facilities to its workers to relax in their spare time. Some of the company's social work includes the establishment of a golf club at Likomba, the provision of a canteen, which has a bar and Restaurant facilities, to workers. The company has a Women social club, which is a philanthropic association whose objective is to assist and provide facilities to the less privilege in CDC communities (CDC Private Policy, 2005)

In the domain of health the company has provided preventive medical services and a curative health care services to workers and their dependents. This health services is also meant for non-CDC populations in so far as they can pay for those services. There is also the building of two hospitals and the construction of health centers close to all the CDC Estates

In the domain of workers' rights, CDC workers are in workers' unions. When interviewed Joseph Monkam (Manager Rubber Factory and maintenance) said that there are three

workers' unions and workers are free to join whichever one they deem necessary for them. He listed the Fako Agricultural Workers' Union and the Mongo Workers' union as union that defend the rights of workers. These unions he said when workers have any problem they channel it through their workers' union that takes it to the CDC joint industrial council for decision taking.

4.4 ANALYSIS OF THE POLICIES OF CDC IN RELATION TO THE SOCIAL DOMAIN

In tackling the social problems CDC is more concern with top management rather than those at the bottom who form the masses. An example is the construction of a golf club at Likomba. I do not think a laborer will be able to enjoy such a facility because he will not have the means to transport him self to Likomba not to talk of paying to learn the game.

There is a common statement, which states that prevention is better than cure. Rather than providing so many hospitals and Doctors, CDC should look at the causes of the illnesses in the hospitals and then try to prevent it. An example is the case of Catarrh, dizziness and headache which could be prevented by providing respirators or masks to all those who come in contact with pesticides because when they inhale the chemical it causes respiratory illnesses. For the case of Malaria CDC should build houses with mosquito nets and should continue with the spraying of the camps with insecticides to kill the mosquitoes. The camps should be kept as clean as possible.

As concerns the workers' union there are doubts whether workers' unions can effect a change in top management and the Cameroon Government. Workers rights are highly violated in Cameroon. In most cases the Union's leaders are harassed and victimized. Victimization in most cases may be in the form of dismissal from job.

4.5 THE ENVIRONMENTAL PROBLEMS OF CDC IN PARALLEL WITH THE SOCIAL PROBLEMS

When we look above we realized that CDC has recreational facilities for it workers like the creation of a Golf club at Likomba. The first question that comes to the mind is that Golf is for whom? Is it just for the top management or for all the workers? When one look at the top management you realized that it is made up of just a hand full of people compare to the masses that are laborer, so the huge million spent to construct a Golf club is just for a privileged few. Building a modern camp with electricity and pipe borne water would have been a preferable choice for all rather than the Golf Club.

The CDC Company has about ten Doctors, two hospitals and health centers closed to all the Estates. It has 374 paramedical services (see page 19). The number of Doctors is too much and the numbers of health center are so many. Does it means that all the workers are constantly sick or always have accidents at job? Then a much better option would have been for the Company to identify the causes of the accidents and illnesses and try to prevent it. For instance most of the workers may be suffering from head pains, dizziness, burns, eye inflammation, or respiratory diseases. According to McCracken (1998) the above mentioned diseases are as result of the fact that workers come in daily contact with the pesticides used in spraying the Banana plantations as it happened in Costa-Rican banana plantations. So it would be better to build camps far away from the plantations so that the wind will not be able to blow the pesticides to the living camps of the workers especially as Airplanes are sometimes used in the spraying.

Some of the workers may also suffer from dysentery and water born related illnesses. Chemicals and plastic bags used in covering bananas are washed into streams, rivers and sea in banana plantations as it happened in Costa-Rica (Gerardo Vargas, 2006). This may also be the case in CDC as it has been observed that some of the polyethylene bags lie carelessly. In most CDC camps like the one in Mbonge, there is no good drinking water, so the workers drink from streams, wells and rivers, which are near the camps and contaminated with a lot of agro-chemicals. They then suffer from water born diseases and are forced to go to the hospitals. So it would have been proper for CDC management to provide good drinking water to the workers rather than employing so many Doctors and building so many hospitals. According to McCracken (1998) Aerial application of fungicides is done 50 times a year to destroy black and yellow Sigatoka, so you can see that workers in Banana plantation faces a lot of problems in the water they drink, the food they eat and the air they breath since most CDC camps are very close to the Banana plantations.

Majority of chemical poisoning according to McCracken (1998) is due to lack of safety instructions on equipments used and also in most cases the high humidity where the plantations are located prevent the workers from wearing protective equipments such as gloves and respirators while working. CDC should attempt to address the above problem following the popular believe that prevention is better than cure rather than employing so many Doctors and creating several health centers which are expensive to run. As of now according to some medical personnel of CDC who were interviewed, CDC no longer provide protective equipments to its workers like gloves, boots, respirator or masks and has abolished the spreading of the camps to kill mosquitoes. That is why the CDC workers suffer from Malaria, Filarial, Catarrh, cough, body pains and dizziness. If these problems are tackled from grass roots by preventing it then there will be no need to have several health centers, hospitals and Doctors because the sick cases will be very few.

5.0A COMPARISON OF THE ACTIVITIES OF CDC AND FLO STANDARDS

CDC attempts to follow the ISO standards, which is an international standard in the production and sales of its bananas while FLO, which is an independent certification body implements ISO standards

Fair trade in its generic standard stipulates that companies should not employ the services of children. CDC through interviews to Cameroon implements ISO standards, and as one of the requirements is not supposed to employ the services of children. CDC managers that were interviewed attest that there is no child labor in CDC as of now. So both CDC and fair trade are out to abolish the employment of children.

Fair trade in its standard emphasize the implementation of internal control, which CDC also follows and even has a department of internal control

CDC tries to promote social and economic development of its workers as stipulated by fair trade in its standards. In the social domain CDC has provided hospitals, canteens and recreational facilities like a golf club though only the rich can enjoy it. CDC has access to adequate administrative and communication equipments like the existence of a communication and an information system department, which has computer programmers and data processing Clarks that help to disseminate information in CDC as stated in Fair trade standards.

The company (CDC) has adequate human resources management system (Department of Human Resources) that is charged with implementing industrial relations, training and development of its employees as stated by fair trade in its standards. Forced labor, including bonded or involuntary prison labor does not exist in CDC and the workers and their spouses have the right to work in other CDC camps or plantations as required in both ISO and fair trade standards.

The management of CDC recognizes the rights of workers to join workers' organization like trade unions and also workers in CDC are aware of their rights, duties, responsibilities and work schedule, which is a requirement in fair trade standards. CDC Company provides its workers with housing at reasonable cost (though the conditions of the house are deplorable) as stated by fair trade standards. CDC has a health and safety policy and it also maintains records of its land usage and crop rotation as required in fair trade standard. Fair trade movement is focused on the creation of a direct link between producers (like CDC) in developing countries and shops where consumers buy the products in developed countries (Codron J.M et al, 2005)

5.1 MISSING ASPECTS;

CDC has not got an Environmental Manager to plan its Environmental activities as stated in Environmental Management system by ISO. Nothing is said about its Environmental work and the working and living conditions of its workers is not as stated by FLO. There is no special grievance procedure in place in CDC for cases of sexual harassments, and no women committee has been formed to take care of sexual harassment issues and rape as stipulated in fair trade standards.

Salaries in CDC are not regularly and gradually increased to meet up with living standards of its worker as required by fair trade. In most cases the salaries are irregularly paid. Most CDC camps do not have access to clean portable drinking water and clean sanitary facilities as stated in fair trade standards.

The company no longer provides clothes, boots, masks or respirators and other working equipments as required by fair trade standards. CDC has no plan for the disposal of hazardous wastes like agro-chemicals, batteries, heavy metals, empty chemical containers, plastics and the polyethylene bags used in covering the bananas as stated by fair trade.

The company has no plan to monitor the water quality of all wastewater discharged and areas where pesticides are used are not signaled as stipulated in fair trade standards. CDC has no consultation process for the identification of risks and appropriate methods to control those risks have not been established and lastly it has no records of total water and energy consumption like electricity, heat energy, energy from oil, natural gas and the total emissions of gases like carbondioxide, nitrogen oxides and sulfur dioxides are not recorded as required by fair trade standards.

Job satisfaction is highly missing in CDC (Aboringong, 2006) just the opposite of what is required in fair trade

6 IS CDC BANANA ELIGIBLE FOR FAIR TRADE CERTIFICATION?

In an interview with the FLO team on the 18th of July 2006, a comprehensive list of all FLO members was sent to me (refer to the list at the appendix B) and Cameroon was absent from the list indicating that CDC does not have certification of its Banana.

To buttress this point an interview was conducted with one of the Estates Managers and he confirmed that the company has not got fair trade certification.

6.1 ANALYSIS AND DISCUSSION OF CDC BANANA CERTIFICATION

If CDC has not got fair trade certification it therefore means that the company is unable to meet up with the Generic Fair trade standard for hired labor certification and the Product specific standard for Banana fair trade certification. This may be true because if we look at the Generic and product specific standards in the web sites and the response from the interviews made to Cameroon indicating that CDC has done little to meet up with the conditions as stipulated in both standards. For CDC to have fair trade certification they must comply with all the conditions. This may take sometime as little has been done already. Also this may affect the sales of its banana as fair trade bananas may sell at a higher price than non fair-trade bananas as of now (see generic product specific standards for banana, 2006)

7.0 RESEARCHERS AND POLICY MAKERS, ARE THEY ON THE RIGHT TRACK TOWARDS SOCIAL LIFE CYCLE ASSESSMENT?

A Framework could be made to provide an insight into the relations between human society and the biophysical environment. The biophysical environmental system is the natural environmental system that provides goods and services that can be used by the society. Social impact assessment tries to translate nature and natural resources into functions for human society (Slootweg et al, 2001,) as stated by (Becker and Vanclay, 2003). What is called an “impact” has to be felt (experienced) in a physical sense such as changed in the perception about the nature or personal attachment to the community (Becker and Vanclay, 2003)

This framework could be placed into three main settings;
Natural environment or Biophysical settings which comprises of a combination of living and non-living resources and their interactions whose functions is to provide goods and services which the society uses.

The Human society or the social setting which encompasses all human activities, knowledge, belief and values. Because of human activities and values, all natural environmental goods and services are valued and the values can be expressed in economic, Socio-cultural or ecological terms. Also social values generally refers to the quality of life and can be expressed in different units, examples are health and safety, housing and living conditions, space for settlement and the value of the environment as a source of food. Also in contrast to other impacts, Human impacts can occur, as soon as there are changes in Social conditions. The economic values refer to the monetary value of Goods and Services as provided by nature. The institutional settings that consist of institutional arrangements such as authorities, legal frame work, traditional laws and national laws.

An assumption is made to the fact that human impacts encompasses all final impact variables that are studied in environmental impacts assessments, social impact assessments, health impact assessments and biodiversity impact assessments since all of them are valued by society to guarantee the survival of future generations.

Mention should be made to the fact that the Natural Environment supplies goods and services and is on the supply side while the society makes use of the goods and service provided by the Environment and is on the demand side. Since our focus is to have sustainable resources there must be equilibrium of the goods and service supplied by nature to that demanded by the society now and in the future (Becker and Vancay, 2003).

In the cultivation of Banana by CDC, the researcher intends to look at the Biophysical impact, Social impact and impacts on institutional settings by CDC in its plantations.

Social life cycle assessment according to (Dreyer Camilla et al, 2005) “ is the assessment that aims at facilitating companies to conduct business in a socially responsible manner by providing information about the potential social impacts on people caused by the activities in the life cycle of their products”. In the case of CDC Banana Plantations it involves the bulldozing of the forest, planting of the bananas, the side effects of the fertilizers and pesticides used, the emissions of wastes to soil, water and air and its consequences, the working conditions of their workers, and finally the harvest, treatment, parcelling and export of the bananas and how it affects those working there. Here one could conveniently say that Companies have the responsibilities for all their actions on people affected by their business activities as they struggle to make profits to survive in a competitive market (world)(Dreyer Camilla et al, 2005). Social life cycle assessment is in fact the impacts of Companies actions on people (Dreyer Camilla et al, 2005). It should be noted that there are two types of impacts

(i) *Positive impacts, which in the case of CDC involve job creation;* Without CDC the 10000 workers the cooperation has would have been unemployed. The so many million Cameroonians who have acquired education and hold responsible position in the Government would have been uneducated. So this is thanks to the existence of CDC

(ii) *Negative impacts;* Indecent-working conditions as is found in CDC camps where the houses are old, out dated structures that were built in colonial days and until now some of the camps have no pipe borne water and electricity. We also have the destruction of biological diversity, the forest, recreational values, little or no treatment of wastes, and low wages that are irregularly paid.

This assessment should also in the case of CDC include largely, impacts cause to the environment namely, the destruction of forest, loss of biodiversity, aesthetic values, the loss of spiritual and cultural values due to attachment to the forest, loss of natural habitats for the wild, etc.

It should also include emissions of green house gases like carbon dioxide, and nitrogen dioxide gas, which may cause global warming potential. Also chemical used like fertilizers, insecticides and pesticide and the damage they cause to the environment. Waste like the wrappings used in covering the bananas and how they are to be disposed. In fact if there is a waste management scheme.

Most important of all is the working conditions of the workers. Here the Universal declaration of Human rights (UDHR) should be the normative basis for social impact

assessment (Dreyer Camilla et al, 2005).

Social impacts according to (Schooten, 2001) and as stated by (Becker and Vanclay, 2003) can refer to quantifiable variables such as cultural numbers of immigrants (new comers), but can also refer to qualitative indicators such as cultural impacts involving changes to people's norms, values, beliefs and perceptions about the society in which they live and that social change has a way of creating other social change. Thus (Juslèn, 1995) as stated by (Becker and Vanclay, 2003) made an analysis of social impacts identified in several studies, some of which include psychological impacts, impacts on mobility, social impacts concerning noise level, pollution etc and was able to determine that there was no universal list of social impacts that would suit every case.

Gramling and Freudenburg (1992) as stated by Becker and Vanclay (2003), outlined six systems of human environment: biophysical and human health, cultural systems, social systems, political/legal systems, economic and psychological systems which all fall under social impacts assessments.

There is a strong reluctance on the part of social impact assessment researchers to provide a list of social impacts (Becker and Vanclay, 2003) since they argue that impacts are context-dependent and therefore should not be listed and predicted in advance and also there is wide differences that exist as what constitute social impacts, since new technology and new social phenomena are occurring all the time. For example the retrenchment of workers by a company may lead to a new social problem, like arm robbery by the retrenched workers since they do not have a means to survive.

Below is a list of social impacts, which may not be exhaustive as listed by Becker and Vanclay (2003). On the list are seven categories of impacts, which as he says may be Western bias, but attempts have been made at addressing positive benefits as well as negative benefits (Becker and Vanclay, 2003). They include;

[1] **Health and social well being** which includes

The death of a family member

Death in a community

Nutrition, which includes household food supply

The actual physical health and fertility

Mental health like feeling of stress and anxiety, depression and general self esteem

Aspirations

Feelings in relation to the project, which generates uncertainty or fear

[2] **Quality of the living environment:** that includes livability of neighborhood and work place. It includes social impact assessments and environmental impact assessment. e.g.

Quality of the living environment like the physical environment

Leisure and recreational opportunities and facilities

Availability of housing facilities

Physical quality of housing

Adequacy of physical infrastructures like roads, water supply, land and electricity supply

Personal safety and hazards

Adequacy of and access to social infrastructure like education, libraries and welfare services

Crime and violence actually perceived

[3] ***Economic impacts and material well being*** which includes
Workload, that is the amount of work necessary in order to survive
Standard of living that is how well off a household or individual is in terms of their ability to obtain goods and services
Economic prosperity, which includes the level of economic influence of a community
Income level both in cash and kind
Employment option and statutes of employment
Economic dependency, which includes the level that a house holds, has control over economic activities
The burden of the national debt

[4] ***Cultural impacts*** and these includes
Changes in cultural values like beliefs, rituals systems, language and dress.
Cultural integrity, that is the degree to which local cultures such as tradition, rites are respected
The loss of local language and dialect
Natural and cultural heritage like violation, damage to or destruction of cultural, historical or natural resources like, burial grounds, aesthetic values and historic sites.

[5] ***Family and community impacts***
Alteration in family structures like the number of children
Family violence, which may be physical or verbal abuse
Social differentiations and inequity like creation of differences between various groups in a community
Social tension and violence like conflicts or serious divisions within the community

[6] ***Institutional, legal, political and equity impacts*** which may include
The functioning of government agencies
Legal rights
Human rights
Participation in decision-making
Access to legal procedures and legal advice
Impact equity like notions about fairness in the distribution of impacts across community

[7] ***Gender relations*** which includes the following
Women's physical integrity like the rights of women to be able to make decisions about their own health, body and sexual activity
Gender division of household labor like distribution of workload in relation to care and maintenance of house hold members
Political emancipation of women like women's influence on decision making at house hold, community and society level especially as in no region in the developing world are women equal to men in the legal, social and economic rights.

7.1 ANALYSIS AND DISCUSSION;

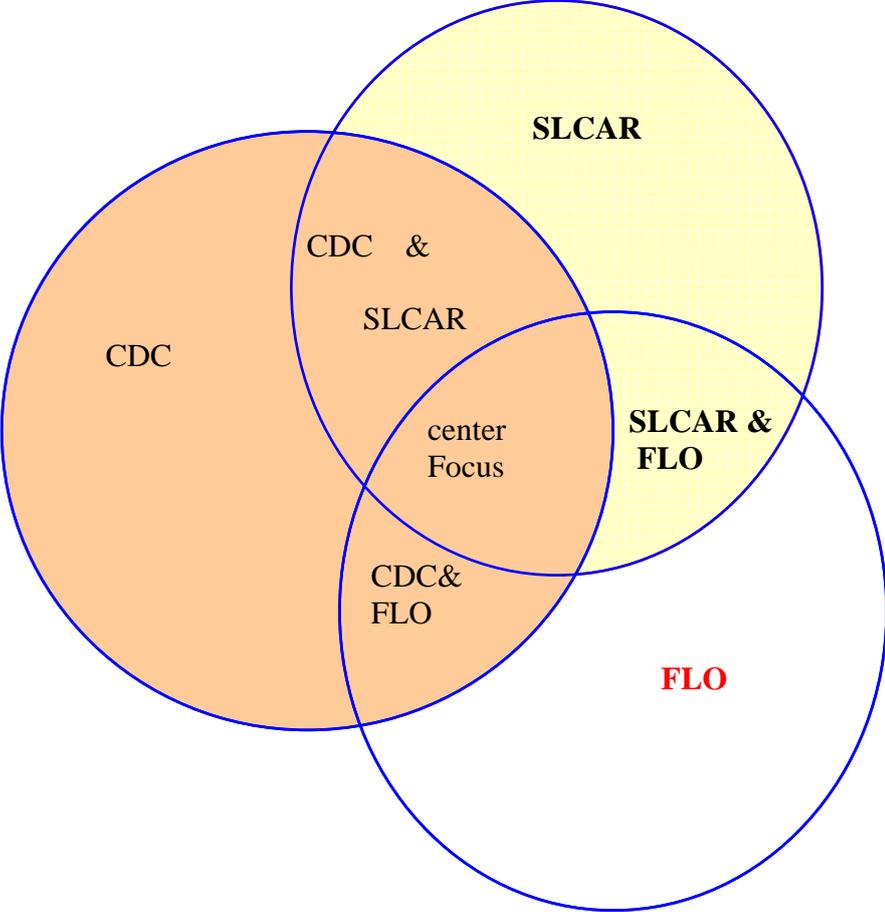
Becker and Vanclay (2003) stated in their conclusion that depending on the conditions under which any assessment is being carried out, the change processes as well as the impacts can be and may be redefined in more appropriate language or in more detail. It has to be redefined since as earlier stated social changes are not static but has a way of creating another social change. The example where when workers are retrenched has been cited as some of the unemployed workers may resort doing other things thereby creating another social impacts.

Also new technologies and discoveries bring in new social impacts such that the social impact must be redefined to suit the situation and locality where the social impact assessment is to be carried out. The social impact of the developed world is quite different from that of the developing world. An example is the case of gender equity, which though not equal in developed world, is far ahead compared to the developing world. Another example cited by Becker and Vanclay (2003) is the case of resettlement which can lead to urban migration and changes in food production

Juslèn (1995) as stated by Becker and Vanclay,(2003) argued that a universal list of social impacts that suits every case was not possible but went ahead to identify several impact categories some of which are included in the recognized seven categories of impacts as stated above. When carrying out social impact assessment and these seven impact categories are taken into consideration then one can be certain that all the domain of social impacts have been covered. Note should be taken that social impact assessment is about the impacts on people, and the activities in LCA that affect people (Dreyer Camilla et al, 2005) and that the human society or social settings encompasses all human activities, like knowledge and beliefs that leads to environmental goods and services being valued in a social context (Becker and Vanclay, 2005)

7.2 COMPARISON OF THE THREE ACTORS (FLO, CDC, SLCAR)

Here we want to compare the three actors, namely, FLO, CDC and SLCAR by taking any two of them and comparing before trying to find out what is common to all the three actors, which may be called the center of focus



The above cycle tries to show what is common to all the three actors (stakeholders) in the study. Looking at the cycles above:

7.3 SIMILARITIES TO BOTH CDC AND FLO INTERNATIONAL

FLO international is a certification body, which follows ISO standards and tries to persuade producers like CDC to follow the standards without which its products will not be certified while CDC is a producer company that attempts to implement ISO standards while producing its products.

As of now CDC has done the following, which are some of the rules or standards demanded by fair trade for the certification of products. It includes:

It no longer employs child labor and has a corporate social responsibility in which the company aims to enhance the empowerment and well being of its workers as well as to protect the environment.

It has an internal control team that monitors risks and chemicals used.

The company has access to adequate administration and communication equipments like computers and computers programmers

The management recognizes the rights of workers to join workers unions and the right of spouses to work else where by seeking for transfers to work in other CDC plantations and also it makes workers to be aware of their rights, duties, responsibilities and work schedule as demanded by fair trade.

The company maintains records that includes land usage, crop rotation and it provides houses to its workers at reasonable prices though the houses are of poor quality.

The company has adequate regulation on annual leave, sick leave and a human resource management system that is charged with implementing industrial relations, training and the development of its employees

7.4 SIMILARITIES OF CDC AND SOCIAL LIFE CYCLE ASSESSMENT RESEARCHERS

CDC has done the following as demanded by social life cycle assessment researchers;

In the Cultural domain (impacts), workers are free to practice their culture and go to their various cultural gatherings every Sundays.

Institutional, political and legal rights are given to all its workers. So every worker has the right to join any political party of his/her choice and they also have the right to sue any body to court in case of any problem where their rights are violated.

In the social and health domain CDC has provided houses to its workers at affordable prices though of low quality so as to improve the quality of the living Environment. It has built health centers, employ Doctors and other health personnel to cater for the health of its workers and in cases of death it provides trucks (transport) to convey the corpses of its workers and their dependents to their villages of origins

According to Vanclay (2003) who is a SLCAR, by identifying social impacts in advance, better decisions can be made about which interventions can proceed, and also that a good social impact assessment identifies interested and affected people, identifies and describes the activities which are likely to cause impacts, predicts likely impacts and how different segments of the community are likely to respond, assists in evaluation and selection of alternatives, recommends mitigation measures, provides suggestions about compensations, assists in devising and implementation of monitoring and management programs, advises on appropriate institutional and co-ordination arrangements for all parties and lastly collects baseline data to allow evaluation and audit of impacts assessment process. CDC in its social policies have been making attempts to identify social impacts and has also been trying to pay compensations to affected people especially accident cases through the social insurance, though the procedure to collect the compensation is time consuming and difficult.

7.5 SIMILARITIES OF FLO AND SOCIAL LIFE CYCLE ASSESSMENT RESEARCHERS (SLCAR)

FLO, which is a certification body, has a lot of rules that has been put down for Producer Company to follow before they can receive certification of its products. (For more on this see the websites of FLO Generic standards for product-hired labor and product specific standard for banana Certification). These rules or standards are aimed at reducing social impacts, which SLCAR has also identified and also helps in evaluation, selection of alternative, and mitigation measures. The following points are implemented in FLO standards while SLCAR uses it to carry out their assessments. The points are;

The Health and social well being of workers: In the health domain the provision of medical facilities and drugs to workers and availability of hospitals are taken into consideration. Good health to all workers is of paramount importance here. In the social domain the working conditions of the workers in companies is looked into.

The quality of the living Environment like livability of neighborhood and work place which should be good, good housing facilities and adequacy of infrastructures like good roads, clean portable drinking water, workers safety and hazards and clean air are taken into consideration. Economic impacts and material well being like good standard of living, income level and the statuses of employment of workers in companies

Institutional, legal, political and equity impacts which includes the legal and political rights of workers, the rights of workers to join workers' unions, access to legal procedures and fairness in the distribution of impacts in the community

Gender relations, like the rights of women to make decisions about their own bodies, healthy and sexual activities of women. Also gender division of household labor and the political emancipation of women are all points that are common in the standards of FLO and which SLCAR uses in carrying out social life cycle assessments.

7.6 THE CENTRAL FOCUS OF ALL THREE ACTORS

The central focus or core of all three actors (where the three intersect) is the improvements of social impacts. The researchers have a set of rules that a good social impact assessment must follow (Vanclay, 2003), FLO has a set of rules in both its generic and product specific standards (Fair trade labeling organization, 2006) which producers must fulfill before they receive certification while CDC in its social policies (Social Domain) attempts to provide social facilities like good drinking water, pay compensations in the case of accidents and reduce risks while working in its plantations. What is common in all three actors is the fight to reduce social impacts and the implementation of mitigation or abatement measures as demanded by FLO in its standards, SLCAR uses it to carry out assessments while CDC tries to follow the rules as stated by FLO to have a good public image and also to receive certification of its products.

8 DISSIMILARITIES BETWEEN ALL THREE ACTORS (FLO, CDC, & SLCAR)

We are here going to look at what is not common to the three actors by comparing any two in each case and then finally comparing the three to see what is not common to all three

8.1 DISSIMILARITY BETWEEN CDC AND FLO

As earlier stated in the missing aspects of CDC and FLO, CDC has not got an Environmental Manager to plan its Environmental work and activities as required by ISO standards which is also stipulated in the standards of FLO.

CDC has no grievance procedure for the cases of sexual harassment, and gender equity as stipulated by FLO standards.

The company no longer provides work clothes, boots, masks or respirators as required by FLO standards regularly.

CDC has no plan for the disposal of hazardous wastes like agro-chemicals, batteries, heavy metals and empty containers of chemicals as required by FLO standards and there is no consultation for the identification of risks and risks areas.

The greatest omission in CDC is the fact that they have no records of total energy consumption like electricity, heat energy, energy from oil and natural gas and the company equally lacks a record of total emissions emitted to the environment like carbon dioxide gas, nitrogen dioxide gas, sulfur dioxide gas and waste water as stipulated in FLO standards. This makes it very difficult for researchers to calculate the total waste the company emits to the Environment.

8.2 DISSIMILARITY BETWEEN CDC AND SLCAR

CDC lacks gender equity and there is no forum for women in CDC to put forward their grievances. When we look at the top positions in CDC only a handful of women who constitute an insignificant majority are holding positions. There is no gender equity in CDC as needed by SLCAR.

In CDC the lost of local language and dialect is increasing as children delivered in the CDC camps find it difficult to speak their local languages as a result of the fact that the different

workers come from different villages and have different dialects. Also western culture has an influence on the modern generation of children delivered in CDC camps. This a missing aspect as it is on the list of social impacts as laid down by SLCAR.

There is also the feeling of fear and uncertainty as concern job security as privatization of the company has just began with the Tea section. And lastly in CDC and where the plantations are located, social infrastructures like good roads, good drinking water, libraries, electricity and welfare services are lacking which are all social impacts highly needed by SLCAR to aid them carry out their assessments.

8.3 DISSIMILARITIES BETWEEN SLCAR AND FLO

In FLO standards within one year of certification of a company's products, the company is supposed to ensure access to primary education for the children of all its permanent staffs. In the list of social impacts listed by SLCAR, education is not on the list, which will surely make it difficult for SLCAR to carry out assessment of educated and uneducated workers and their dependants.

SCLAR do not have on their list the right to social security and pension scheme. Nothing is mentioned as concerns pension on the list of social impacts as listed by SLCAR while FLO in its standards stipulates that the management of a company must have a social security and pension scheme. SLCAR will find it difficult to carry correct assessments without a social security and pension scheme.

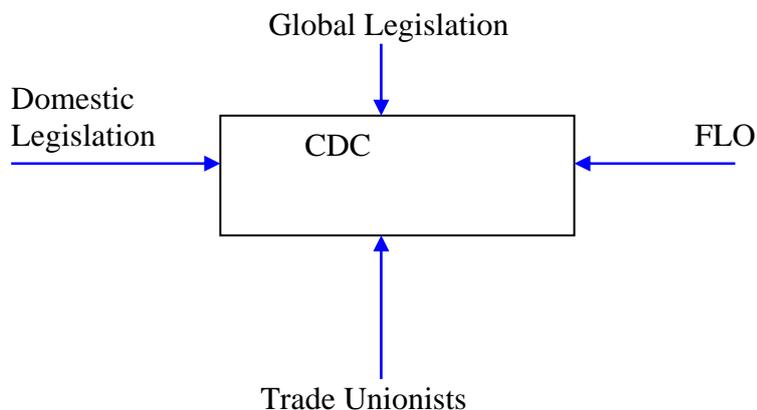
SLCAR fail to say something on fire on their list of social impacts while FLO in its standards Clearly states that a company must adopt and should have a fire safety procedure. SLCAR without fire on their list of social impacts will definitely make errors in calculating social impacts especially in the case of a fire disaster.

In FLO standards it is clearly stated that companies should avoid the use of genetically modified organisms and should monitor its use by neighbors. This is clearly lacking on the list of social impacts in which nothing is said about genetically modified organisms.

8.4 COMMON DISSIMILARITY OF FLO, CDC & SLCAR

Non of the three stakeholders have a clear cut rule on how to replace the forest that has been cut down, nothing is said about the displaced animals that have little or no habitats to live in. The indigenes or owners of the land on which the plantations are located at least needs some compensation in some form. There is no statement from all the stakeholders on how to pay compensations to the landowners and what amendments to be made as concern the spiritual values that the people attach to their land.

9.0 STAKEHOLDER ANALYSIS



With the stake holder analysis we want to find out whether a change is going come about in CDC as a result of Domestic legislation, pressure from trade unionist, pressure from FLO, pressure from global legislation, pressure from within CDC itself or other stakeholders.

9.1 GLOBAL LEGISLATION:

Usually there are some rules that are put up by global bodies like United Nations Environmental programme to protect the environment. All companies when carrying out their activities must respect these rules. The pressure from global bodies cannot be enough to cause a change in CDC, since such bodies cannot come to Cameroon to sanction the Company and off course the Cameroon Government will always try to protect it by giving false information to the global Legislators.

9.2 DOMESTIC LEGISLATION:

Every country has rules put up by its legislators to protect the environment and to take care of the working conditions of it workers. Cameroon has such rules but been a country that is compounded with corruption (Azore Opio, 2006) and the Cameroon Government itself owning the greatest share in CDC, it will try to tilt things to its favor. It is not possible for changes in CDC to come from Domestic Legislation no matter what pressure the legislator put on the Government. Certain laws in Cameroon are on paper and not in practice (Tetchiada Sylvestre, 2006) and (Cameroon-mental health, 2000) and (Mbunwe Chris, 2006). Any attempt to point it out, you are looked upon as an opposition to the Government.

9.3 FLO:

It is an international Organization that deals with the certification of products from producing companies. If products do not meet up with the product specific and generic standards, then it is not certified. Once a companies product is not certified, consumers seizes from buying its products. The companies' sales will drop and this will affect the output of the company. The tendency is that every company is out to make profits and there is no need producing goods that will not be bought. So it is more than certain that changes within CDC is going to come from international Organizations like FLO since they are smart enough to use the power of the

market to make their standards to be followed. As of now statistics shows that the sales of FLO certified bananas are on the increase. For more on this read, “Extending the range of fair trade products” on the fair trade website given in the references.

9.4 TRADE UNIONS AND CDC

Trade Unions can bring the change that is so desired. When Tole Tea was privatized and workers’ dues were not paid, the workers Union called a strike action (Sumelong, 2006). The workers did not work and the Tea plantation grew to heights that were uncontrollable. The Government was now forced to pay the dues of workers. So if companies do not respect certain condition, the workers’ unions could call for a strike. This will forced the management of the company to look into their demands. Once there is a strike, all the activities of a company are grounded. This will lead to gross losses. No Company wants such a loss and will be forced to act there by instituting the changes that is so desired. It is certain that CDC cannot just stay on its own and institute changes since it will try as much as possible to maximize its profits. To cause positive changes means reducing profits and very few companies will want to do it unless under pressure.

9.5 NON-GOVERNMENTAL ORGANIZATION (NGO), GREEN GROUPS AND NEIGHBORS:

Laws in Cameroon are hardly respected so pressure from NGO and green groups to bring a change in CDC will be very difficult. It is certain that the envisage change will not come from this group of shareholders. **NGO** cannot institute a change in CDC since Environmental laws and other laws are hardly respected in Cameroon. (Mbungwe Chris, 2006)

9.6 EMPLOYEES

It will be very difficult for the employees to institute a change in CDC and if they have to do it then it may only happen as a result of strike action, which in most cases must be well organized by the trade unionists. Strike action will ground the activities of the company there by forcing its management to act. This is exactly what happened to the workers of Cameroon Tea Estates (CTE) in Tole (Aboringong, 2006)

9.7 CONSUMERS

The much envisage change in CDC will likely come from consumers since the power of the consumers is very great. Consumers can decide that they will not consume any banana that has not got FLO certification and the CDC company will be force top meet up with FLO standards so as to receive its certification. The reason is that if the bananas are not consumed then it will all be dumped and the company will incur great losses. There is no company, which will like to operate at a loss. Companies produce their products for consumption

9.8 WHOLESALERS AND RETAILERS

The much envisage change cannot come from wholesalers and retailers, as they cannot influence a company to institute changes. They can only suggest to the company that consumers are not consuming your products because they have doubts to whether it meets Environmental standards. The pressure from them is minimal

9.9 SHAREHOLDERS:

The change that is so desired will obviously not come from shareholders. The reason is that if a company wants to institute positive change, it means investing or put a huge amount of money to effect the change. This will definitely reduce its profits. Most companies are out to maximize profits and minimize cost

A change in CDC will definitely not come from the shareholders who are private individual, the Cameroon Government and the Employees who are supposed to own 5% of the shares. The reason will is that the shareholders will try as much as possible to maximize profits. Implementing the envisage change will mean less profits to the shareholders but the tendency is for shareholders to increase their profits at all cost and so they cannot just stay on their own and institute the change except there is pressure from else where like strike action from employees or consumers refusing to consume its products because of no certification and doubts whether it meets Environmental standard.

From the analysis we can see that there are definitely two most important stakeholders who can influence CDC to change by implementing FLO standards. You have the Consumers who may boycott the consumption of CDC products if it has no certification from FLO and you have trade Unionist who can call upon the workers to go on strike if certain working conditions are not in accordance with FLO standards. In both cases the company will be face with losses and will be forced to institute the change that is demanded either by the consumers or the workers.

10.0 WAYS OF TACKLING EXPLICIT OPPOSITION TO CHANGE

Opposition to a change in CDC is most likely going to come from share holders of CDC who are the Cameroon Government, Private individuals and the Board of directors (Azore Opio, 2006). These shareholders will be afraid of a change since a change will mean an increase in the cost of production for certified bananas. For CDC bananas to be certified it must meet up with FLO standards. To meet up with the standards means paying workers according to international standards, providing work clothes to workers, providing masks, providing good living houses to the workers to mention a few. This will mean an increase in the cost of production of the bananas and equally a reduction in their profits.

But the shareholders could be made to view the situation from a different angle. For instance CDC has 374 paramedical personnel and several hospitals and health centers. The cost of running the hospitals should be high compared to when a better working and living condition is provided to the workers as very few will be sick which will mean a reduction in the number of health personnel

Instead of CDC spending huge amount of money to pay social benefits it could simply follow FLO standards and clearly mark out risks areas thereby preventing accidents at all course. This will mean that the company spends less on accident cases.

The company instead of using a lot of chemicals could simply implement a pest control method. In this method instead of having aerial spreading of chemicals in which workers can inhale the chemicals and be sick afterwards there should be accurate application of chemicals like the use of less poisonous chemicals which are manually applied at the bottom of the bananas. Also the plastic bags could be safely recycle to minimize the risk of it been washed into rivers. There should be a special department to take care that people do not use the plastic

bags to tie things and the empty containers of chemicals to store water, as is the case of Costa Rica.

If there is accurate application of chemicals, it will have economic, environmental and health benefit. There will be economic benefit in the sense that less money will be spent in the hospitals to treat those affected by the improper use of the chemicals. There will be environmental benefits as the chemicals will not be washed into rivers and streams where they can kill aquatic life and health benefits as very few cases of chemical related illnesses will be reported.

The shareholders of CDC could be made to see the cost and benefit balance of change since a change will mean instituting FLO standards. If the standard is to be implemented, the cost will seem to be high at first sight but at the long run it will be less costly. CDC spends a lot of money by not instituting FLO standards. Firstly FLO certified bananas might sell higher than non-certified bananas in the world market. Another example is the case where the workers of CDC are poorly paid (Lyombe Eko, 2003). The payment is not as stipulated by FLO standards. CDC fails to know that the output of the workers will be low as they are not encouraged to work and also the workers will be unable to feed well thus resulting to a weak defense mechanism because their diet is not balanced and hence constant illnesses. This will make the workers to always visit the CDC hospitals and CDC will be forced to provide drugs to the worker and equally pay the many Doctors who are in the hospitals. So you see that the other way round the company spends a lot. So it would be of interest for CDC to institute fair trade standards

11.0 CONCLUSIONS

Social impact assessment is quite a new field of study and much still have to be done. But when we look at the arguments put forward by the researchers, the methods used and the seven impact categories as stated above then one can rightly conclude that the researcher and policy makers are on the right track towards social life cycle assessment. It is difficult to predict social changes and human impacts since people do not just experience the social changes but react to them (Becker and Vanclay, 2003). Human activities keep changing every day so too is the social activities. This may be as a result of new technologies. A standard method to assess the social impact is difficult because of changing activities. But the seven impact categories listed above, according to Becker and Vanclay (2003) though not comprehensive, may help in assisting researchers to carry out social impact assessment.

There is a social structure to take care of workers' right in CDC and this is in the form of trade unions. Workers have the right to join trade unions of their choice. This has helped in the case of Tole Tea where the retrenched workers received their dues after a strike action was called by the workers' union (Sumelong, 2006).

CDC is not involved in fair trade. From the list at the appendix B, sent to me by fair trade management team, CDC is not on it indicating that it is not a member. Also from interviews with the manager rubber factory and maintenance, he said the company is not a member of fair trade. CDC is not a member probably because it cannot meet up with both the fair trade generic standards for hired labor and the fair trade product specific standards for bananas, which can be assess at the web site (see reference for the websites)

When comparing the three actors; CDC, FLO and SLCAR, what is common to all three is the ability to improve social impacts. CDC tries to provides good working conditions to its

workers by providing medical and health facilities, FLO puts standards or rules that are aimed at providing good housing, good wages, safety at job sites by minimizing accidents, workers rights like to join trade unions and the abolition of discrimination while SLCAR listed a set of social impacts which must be followed when carrying out social life cycle assessments. Some of it include, quality of the living Environment, health and social well being of the workers, economic impacts, cultural impacts, legal, political and gender equity impacts. You realized that all three are aiming at improving social impacts.

The much needed changes from the stake holder analysis according to my opinion will likely come from trade unionists who will use strike actions to ground the activities of companies thereby causing the change and international organizations like FLO who will use the power of the market by causing consumers not to consume products that are not certified thereby causing the much sought after change. These two stakeholders are the ones that are obviously going to cause a change in CDC by causing CDC to follow the standards put up by FLO and other international organizations like ISO.

Making the shareholders to view the notion of a change from a different angle could eliminate explicit opposition to a change by the shareholders. The shareholders could be made to understand that the demand for FLO certified bananas is increasing (Fair-trade labeling organization, 2006) and FLO certified bananas may sell higher than non-certified bananas since the certification helps consumers to buy the product with some degree of confidence (Zimmerman, 2005). So the company loses a lot from the sale of its bananas. Also by instituting a pest controlled method in the company in which pest is applied manually at the bottom of the bananas (no aerial spreading) and also the use of less poisonous chemicals, the number of sick cases as a result of contamination of chemicals will reduce thereby reducing cost. Lastly providing good drinking water, good houses to the workers to live and good working conditions as stipulated in FLO standards will mean that the number of sick workers will reduce. Once the number of sick workers reduces, there will be no reason to have a lot of hospitals and medical personnel. The huge amount of money spent on running the hospitals will now be saved. So at the long run, having FLO certified bananas by CDC will be of enormous benefit to the company.

12.0 RECOMMENDATIONS

It is highly recommended that an on-the-spot research be carried out on the activities and functioning of CDC like the one carried out in Costa Rican banana plantations by Lustig (2000) and Gerardo Vargas (2006). This will give an in-depth knowledge of the social and Environmental problems that exist in CDC and which could be documented to help future researchers. As of now there is no such documents including the organigram of CDC

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Appendix A; SOME QUESTIONS ASKED TO CDC MANAGERS IN CAMEROON

- 1) Is there an Environmental Manager in CDC? Is there a Human resource Manager?
- 2) Is there a workers' union to take care of workers' rights?
- 3) There are about how many workers in CDC?
- 4) What is the wage (salary) situation in CDC? Say something on the lowest wages and the highest wages earned
- 5) When workers are sick, do they receive free medical attention? What about the case of an accident?
- 6) Are there automatic pension to workers when they go on retirement? Do they need to spend time and money compiling dossiers and traveling to the social insurance in Yaounde?
- 7) How is the working condition in CDC, Is it friendly? Is there job satisfaction?
- 8) Is there gender equity in jobs in CDC? Do you have female tractor Drivers and female rubber tapers?
- 9) Is there Child labor in CDC?
- 10) For how long are workers expected to work before going on retirement?
- 11) Presently where are you Estate manager?
- 12) Do all CDC camps have electricity and pipe born water?
- 13) A family of five has how many bedrooms in CDC?
- 14) Is there a detailed map of all the CDC Estate?
- 15) In case CDC intents to expand its plantations, how do they acquire land?
- 16) What happens with the blue polyethylene wrappers that are used to cover the bananas while they are growing? Does the company have recycling facilities for it?
- 17) Has CDC ever applied for FLO certification? Have its bananas FLO certification?
- 18) What are some of the techniques or measures to reduce Environmental impacts?
- 19) Is there an Environmental manager? What is his position In Management?
- 20) Does the Company have insurance policies for its workers?
- 21) What is the average life length of CDC workers?
- 22) How many actually reach retirement this retirement age.

SOME QUESTIONS ASKED TO CDC MEDICAL PERSONNELS

- 1) What are some of the illnesses that workers of CDC suffer from?
- 2) Are you sure these illnesses are not due to their constant exposure to chemicals?
- 3) Does CDC give protective equipments to its workers?
- 4) Why is there a prevalence of malaria in CDC camps?

APPENDIX B; THE COMPLETE LIST OF FLO CERTIFIED MEMBERS

FLO Public Certification Information - Products

FLO ID	Organisation	Country	FLO Status
3468	C.I. La Samaria - Finca Don Diego	Colombia	FLO Certified Banana Producer
3227	C.I. Union de Bananeros de Uraba S.A. U	Colombia	FLO Registered Banana Exporter
3272	Cooperativa Agrícola La Bendición	Colombia	FLO Certified Banana Producer
3256	Finca La Tagua	Colombia	FLO Certified Banana Producer
3258	Finca Madrigal	Colombia	FLO Certified Banana Producer
3242	Finca Mi Tierra	Colombia	FLO Certified Banana Producer
3211	Plantación "Marta María"	Colombia	FLO Certified Banana Producer
1534	Caucho de Laurel, Corredores Puntarena	Costa Rica	FLO Certified Banana Producer
2429	Asociación de Bananeros Unidos	Dominican Republic	FLO Certified Banana Producer
1535	Asociación de Productores de Banano Or	Dominican Republic	FLO Certified Banana Producer
1531	Asociación Productores de Bananos de FI	Dominican Republic	FLO Certified Banana Producer
2925	Banama, S.A	Dominican Republic	FLO Registered Banana Exporter
1537	Bananos Ecológicos de la Línea Noroeste	Dominican Republic	FLO Certified Banana Producer
2277	El Arca	Dominican Republic	FLO Certified Banana Producer
1536	Horizontes Organicos	Dominican Republic	FLO Registered Banana Exporter
2282	Paso Robles	Dominican Republic	FLO Certified Banana Producer
2312	Plantaciones del norte SA	Dominican Republic	FLO Registered Banana Exporter
1532	Savid Dominicana C.X.A.	Dominican Republic	FLO Registered Banana Exporter
1538	Asociación de Pequeños Productores Ban	Ecuador	FLO Certified Banana Producer Exporter
2660	Asociación Reg. de Pequeños Productore	Ecuador	FLO Certified Banana Producer
4272	Asociación Reg. de Prod. agroartesanales	Ecuador	FLO Certified Banana Producer
2192	Asociación Reg. de Prod. Artesanales y O	Ecuador	FLO Certified Banana Producer
2568	CIMEXPRIBA	Ecuador	FLO Registered Banana Exporter
2405	Exportador Agrícola La Isla C.A.	Ecuador	FLO Registered Banana Exporter
2406	Fed. Reg. de Asc. de Pequeños Cafetaler	Ecuador	FLO Certified Banana Producer
3803	Fruta Rica S.A.	Ecuador	FLO Registered Banana Processor Exporter
1539	Grupo Agrícola Prieto	Ecuador	FLO Certified Banana Producer
2554	UROCAL	Ecuador	FLO Registered Banana Processor Exporter
1540	VREL - Volta River Estates Ltd.	Ghana	FLO Certified Banana Producer
2741	APOQ - As. de Pequ. Productores Orgáni	Peru	FLO Certified Banana Producer
2328	Asociación Comité de Pequeños Productore	Peru	FLO Certified Banana Producer
2460	Asociación de Bananeros Orgánicos Solid	Peru	FLO Certified Banana Producer
2281	Asociación de Productores de Banano del	Peru	FLO Certified Banana Producer
2461	Asociación de Productores de Saman y A	Peru	FLO Certified Banana Producer
2629	Bio Costa Sac	Peru	FLO Registered Banana Processor Exporter
2383	Biorganika S.A.C.	Peru	FLO Registered Banana Exporter

21 July 2006

FLO-Cert, Bonner Talweg 177, Bonn 53126, Germany Tel +49 228 24 930 Fax +49 228 249 3120

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FLO Public Certification Information - Products

FLO ID	Organisation	Country	FLO Status
2521	COPDEBAN	Peru	FLO Registered Banana Exporter
2499	Pronatur	Peru	FLO Registered Banana Exporter
1541	WINFA Fair Trade Unit	St Vincent	FLO Certified Banana Producer
Number of Items:		39	

Appendix C; The fair trade minimum prices and premium for bananas per box of 18.14kg

Origin	Fairtrade minimum Price In US\$/18.14 kg box		Premium on top of the Fairtrade minimum price US\$/18.14 kg box	Validity
	Farm Gate	FOB		
Colombia conventional	5.50	6.75	1	From 1-1-06
Colombia organic	7.25	8.50	1	From 1-11-05
Costa Rica conventional	5.75	6.75	1	From 1-1-06
Dominican Republic conventional	7.00	8.50	1	From 1-1-06
Dominican Republic organic	8.50	10.00	1	From 1-1-06
Ecuador conventional	5.50	6.75	1	From 1-1-06
Ecuador organic	7.25	8.50	1	From 1-1-06
Ghana conventional	-	8.00	1	From 1-1-06
Ghana organic	-	10.00	1	From 1-11-05
Panama conventional	6.00	7.00	1	From 1-11-05
Peru organic	7.00	8.50	1	From 1-1-06
Philippines conventional	6.00	7.50	1	From 1-11-05
Windward Islands conventional	7.60	9.00	1	From 1-1-06

The End

The purpose of the master's thesis is to carry out detailed examination (analysis) to see whether there is any social structure to take care of workers' rights in Cameroon Development Corporation (CDC), whether CDC in the sales of its bananas is involved in fair trade and lastly comparing the activities of CDC, fair trade, and social life cycle assessment researchers (SLCAR) to explain what is common to all.

To carry out the project, each of the above actors was studied independently. Then the environmental and social conditions of workers in banana plantations in general were studied, an analysis of each case followed. A description of how the environmental problems in CDC are linked to the social problems was established. Finally a stakeholder analysis to get those stakeholders who are likely to cause a change in CDC was done.

CDC is not involved in Fair trade, there are three workers' unions to take care of workers' rights and from the comparison of the three actors, Fair Trader Labeling Organization (FLO), CDC and SLCAR the central focus is the improvement of social impacts. Lastly, in the stakeholder analysis, the envisage change in CDC is most likely to come from certification bodies like FLO, trade unionists and consumers. Explicit opposition to change could be eliminated by making the shareholders to view a change from a different angle like pointing out that FLO certified banana might sell at a higher price than non-certified ones.