



FAIR FOOD PROGRAM: IMPACT



Among the 15 “most important social-impact success stories of the past century.”



“A #MeToo-era marvel that not only creates real consequences for harassment but also prevents it from happening at all... in an industry often thought to be one of the most dangerous in the country.”
Bernice Yeung, Pulitzer Prize Nominee



“This is the best workplace monitoring program I’ve seen in the U.S.”
Janice R. Fine, Professor, Rutgers University



A “visionary strategy... with potential to transform workplace environments across the global supply chain.”



The Fair Food Program was “the most widely cited example when Oxfam asked 23 experts [about the best models promoting] worker voice.”

FFP PARTNERS on the POWER OF THE PROGRAM

“We know it’s the right thing to do, and the impact on cost is nominal. What you get is greater transparency to understanding how your food is produced.”

Matt Rogers, Senior Global Produce Manager
WHOLE FOODS MARKET

“There was no question in my mind that bad things were happening in agriculture and on farms, not just my own, but farms across the country—things that I did not know about and had no mechanism to find out about. This gave me the tool.”

Jon Esformes, Operating Partner
PACIFIC TOMATO GROWERS

SINCE THE PROGRAM LAUNCHED IN 2011:
\$35,000,000+

Fair Food Premium distributed to workers as a pay bonus

2,500+
farmworker human rights complaints resolved through FFP

7,700+
violations uncovered in FFP audits addressed by growers

30,000+
worker interviews, greater than 50% of the workforce

\$388,000+
recovered for farmworkers through FFP complaint process

0

lawsuits filed by the DOL, EEOC, or farmworkers in class action litigation for workplace violations on FFP farms

100%

of all farmworkers on FFP farms are direct employees, and their hours are recorded on verifiable time clocks

FARMWORKER VOICES

“... More important than the money, which I need, was the feeling of dignity when my labor – the buckets I harvested – was recognized.”

“[The farm I worked on was] part of the Fair Food Program, and followed the procedures. We would clean all of the tables with Clorox or bleach and make sure that everyone was washing their hands well. Thank God no one I know got sick. I wasn’t too afraid of the pandemic because of the precautions that the company was taking”



FAIR FOOD PROGRAM: HOW IT WORKS

The Coalition of Immokalee Workers' Fair Food Program is a unique partnership that brings together farmworkers, growers, and retail food companies to promote and protect human rights in agriculture in order to eliminate modern day slavery, sexual assault, verbal and physical abuse, systemic wage theft, exposure to pesticides and other dangerous conditions facing workers. The program is monitored and enforced by the independent Fair Food Standards Council. The Program's unique, interdependent mechanisms work together to create "the new gold standard" for social responsibility in supply chains:



The POWER of PREVENTION

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

About the CIW

The Coalition of Immokalee Workers (CIW) is a worker-based human rights organization internationally recognized for its achievements in fighting human trafficking and gender-based violence at work. The CIW is also recognized for pioneering the design and development of the Worker-driven Social Responsibility paradigm, a worker-led, market-enforced approach to the protection of human rights in corporate supply chains.

Built on a foundation of farmworker community organizing starting in 1993, and reinforced with the creation of a national consumer network since 2000, CIW's work has steadily grown over more than twenty years to encompass three broad and overlapping spheres: The Fair Food Program, the Anti-Slavery Campaign, and the Campaign for Fair Food.

About the FFSC

The mission of the Fair Food Standards Council (FFSC) is to monitor the development of a sustainable agricultural industry that advances the human rights of farmworkers, the long-term interests of growers, and the ethical supply chain concerns of retail food companies through implementation of the Fair Food Program.

