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| **Symptom (case fact) P-O-L-C\*** | **Surface Cause** | **Underlying Cause** | **Theoretical Basis** |
| Child trafficking to supply cocoa farmers with staff for manual labor. (C-SHR) | Labor demands have great need for bodies. Traffickers can make money off of the selling of children to farmers in areas harvesting cocoa. | Poverty of the farmers - they are not profiting and feel they are forced to hire only cheap labor.  Poverty of the families - they are unable to offer basic care to their children, feel that they are better off being sold. | Rights/Justice of children involved as they are unable to attend school and gain an education - making this the end of the road for many.  Physiological needs of children and families are not being met. |
| Child labor is being used to supply cocoa farmers with staff for manual labor. (C-SHR) | Poverty of farmers - they are not profiting and feel they are forced to hire only cheap labor. | Poverty of the families - they are unable to offer basic care to their children, feel that they are better off being sold.  Some children *prefer* to work for cheap labor as they see it as an *opportunity* to make money, sometimes enough to eat or send money back to their families (Whoriskey & Siegel, 2019).  Government is not enforcing laws regarding child labor. | Rights/Justice of children involved as they are unable to attend school and gain an education - making this the end of the road for many.  Physiological needs of children and families are not being met. |
| Cadbury is concerned with the perception of their company in regards to ethics surrounding the child (slave) labor news regarding cocoa sourcing. (L-C) (P-V) | Long-standing history of ethical standards within their company. | Cadbury is rooted with Quaker beliefs/ethics. | Concerned with the socio-economic climate of their business transactions, employees, business partnerships. |
| Consumers decrease purchases of Cadbury chocolate in light of child labor news. (P-S) | News outlets are uncovering stories about child (slave) labor in cocoa sourcing. | Major chocolate companies still demand cocoa product, unable to agree on a way to restrict child labor and still maintain cocoa source. | Blame-shifting to government.  Poor strategy formation to come to consensus on labeling system for fair/ethical production.  Poor strategy implementation for curbing child labor. |
| Government cannot enforce their labor laws. | Many farms are located remotely and there are not enough resources to patrol all the farms. | Government finds it financially taxing (utility) to patrol all farms to ensure they adhere to labor laws. | Rights/Justice for children is affected as the government is not identifying the offending farms.  Consequences of violating labor laws is not felt by farmers and they continue to employ children to meet their labor demands. |

# **Conclusions**

The Cadbury Chocolate company has had a long-standing history of *corporate social responsibility* (Carpenter, et al., 2010) since inception. Concerns emerging over child (slave) labor in cocoa sourcing, specifically Côte d’Ivoire, has many rightfully disturbed over the safety and well-being of the children as well as the ethical standards of the chocolate companies. Regardless of the history of standards that Cadbury has built, they are a well-known name in chocolate and are being grouped into the same light as all the other chocolate producers by the consumers. As a pillar of their ethical beliefs, Cadbury has implemented different ways to help the socio-economic climate of the people near their cocoa sources, including but not limited to providing wells and education (Chatterjee & Elias, 2008). But the overall problem still remains - how does the chocolate industry **stop** child (slave) labor for good?

# **Recommendations for improvement**

Cadbury began implementing schools to provide education in areas of poverty (Chatterjee & Elias, 2008). It would improve the overall quality of life in these areas if other companies would follow suit and promote education. Education is a means to banish poverty and in doing so, families will be less likely to sell their children to traffickers or cocoa farms for cheap labor if they are able to supply their family with physiological necessities. Children will no longer desire to migrate to these farms in hope to make enough money just to eat.

Cadbury had also supplied these areas with wells (Chatterjee & Elias, 2008). Many areas in poverty lack the basic necessity of clean water. If other companies would supplement their areas respectively, communities could be healthier, lessening the money they must scrape together for medicines when they become ill over tainted water.

Short of purchasing land and hiring direct employees of the chocolate companies to ensure legal age has been met by the employee, there needs to be a monitoring process in place. In-person monitoring of the farms to inhibit child labor is difficult due to the volume of individual farms sourced for cocoa. The African government needs to step in and enforce labor laws. As a way to ease the financial burden of patrolling farms, chocolate companies will now implement a surcharge on each chocolate product as well as advertise this on their labeling - something to the effect of “Your purchase of this [name product] helps to keep cocoa sourcing free of child labor.” This mandatory surcharge will be a direct deposit towards the respective governments to ensure adequate staffing and resources necessary to patrol the farms on a regular basis. Chocolate companies may need to slightly increase their prices by pocket change, but for the better good of humanity, the consumer should be proud to pay the increase if they know they will be benefiting a child.

# **Ethical implications of recommendations**

By providing an education, the children of the affected areas will have a future beyond farming cocoa. They will be able to rise above poverty and provide for their families, breaking the need to sell their children to these farmers to maintain physiological necessities. Providing wells to these communities will reduce illnesses from tainted water, as well as promote better hygiene and potentially promote economic growth in the community by encouraging local farming.

By supplementing the cost of patrolling the farms incurred by the government, child labor will decrease as farmers will now be forced to face the consequences of hiring children. As a direct result, they will not seek out children through trafficking and overall trafficking will decrease as well. Justice for families and children will increase as they will no longer be forced into cheap labor situations. Consumers will also feel virtuous about their contribution to stifling child labor as each candy bar or bag of chocolates purchased will directly impact the greater good.

# **References**

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