2025

SOLA

Empowering Moroccan Seasonal Women Workers in Spain Through Digital Dignity, voice, and Protection

A proposal submitted for the 2025 Geneva Challenge

HEC PARIS · SciencesPo. · GENEVA GRADUATE INSTITUTE · TUDelft · University of East Anglia

"MIGRATION SHOULD BE AN ACTIVE CHOICE, NOT A DESPERATE NECESSITY; A PROCESS OF DIGNITY, NOT A JOURNEY OF DANGER."

– ANTÓNIO GUTERRES, UN SECRETARY-GENERAL

Team Members Full Profile

Yanis Maazi Rahim, a Franco-Algerian social entrepreneur and strategy consultant, is currently pursuing a Dual Degree in Corporate and Public Management at HEC Paris and Sciences Po Paris. He has experience working with both public institutions and private organizations on strategic projects for social impact. His expertise spans social entrepreneurship, strategy consulting, and public-private partnerships to advance inclusive and sustainable solutions.

Hamza Lahlali, a Moroccan engineering graduate with strong quantitative skills, is currently pursuing a MiM at HEC Paris, specializing in Financial Markets. He has gained experience at Morgan Stanley's trading floor within the Institutional Equity Division and at EY-Parthenon in the Strategy and Transactions team. Currently, he is engaged in a research paper on the application of Transformer architectures in financial time series forecasting, exploring the intersection of deep learning and market prediction.

Hinda Sahir, a Moroccan Chevening Scholar, is currently pursuing an MSc in Environment and Global Development at the University of East Anglia in the United Kingdom. She brings a strong background in climate policy, project management, and stakeholder engagement, with a deep commitment to advancing environmental justice, sustainable food systems, and inclusive development. Her work focuses on bridging science, policy, and community action to address today's most pressing global challenges and drive meaningful, transformative change.

Yassine Lamri, a Franco-Moroccan engineering student with a strong quantitative background, is currently pursuing a MiM at HEC Paris, specializing in Financial Markets. After two years of intensive preparatory classes in mathematics and physics, he joined the prestigious ESPCI Paris - PSL. He has since gained hands-on experience in both Exotic Equity Derivatives Structuring at Société Générale CIB and Structured Rates Trading at HSBC. His profile bridges quantitative excellence with a deep interest in trading and derivative products.

Ayoub Ghamas, a youth leader in the field of policy and sustainability, is pursuing an MSc in Engineering and Policy Analysis at TU Delft. He has experience in energy efficiency consulting and public affairs at Huawei, focusing on green tech and institutional partnerships. Ayoub represented youth at ICANN, the UNFCCC, and the World Bank Youth Summit, advocating for digital inclusion and sustainability in the Global South. His work bridges policy, technology, and environmental justice.

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Abstract

Each year, over 15,000 Moroccan women enter Spain's billion-euro strawberry harvest, a system that promises economic opportunity but often delivers systemic exploitation on a massive scale. This is the frontline of a Europe-wide crisis affecting over 100,000 non-EU seasonal workers annually. Trapped by contracts they cannot read and a legal status tied to a single employer, these women face inhumane housing conditions described by the United Nations as "among the worst... in the world," rampant wage theft, and pervasive sexual violence. A deep-rooted culture of fear ensures their silence: fewer than 2% of workers ever dare to file a formal complaint, creating a near-perfect shield of impunity for abusers.

SOLA intervenes as a revolutionary digital lifeline in this accountability vacuum. It is not another passive reporting app; it is a coordinated defense network led by the trusted NGOs and unions already on the ground. By deploying advanced, dialect-specific voice-AI, SOLA shatters the barrier of illiteracy, allowing women to safely and anonymously report abuse in their language for the first time, creating an unerasable record of their experience.

This testimony forges a new weapon for justice: a live "Dignity Map" that exposes patterns of exploitation in real-time. Instead of waiting for failed state inspections, SOLA creates powerful market consequences for abuse. The platform's dashboard becomes a critical tool for journalists, ethical buyers, consumer advocacy groups, and researchers, enabling them to act decisively. With this data, supermarkets can shift multi-million-euro contracts toward verified farms, journalists can trace accountability through the supply chain, and communities can mobilize pressure.

SOLA does not just document abuse; it makes it bad for business. By prioritizing verified data and creating direct lines of action for NGOs and market actors, this indirect system makes worker dignity a non-negotiable competitive advantage. This is a new paradigm of justice, built from the ground up to protect Europe's most invisible workforce

Introduction & research question

Seasonal Migrant Labour in Europe: Background & Problem

Europe's agricultural sector is critically dependent on a vast seasonal migrant workforce. An estimated 800,000 to 1,000,000 seasonal workers are employed each year across the EU, mostly in agriculture (European Commission, 2021; European Migration Network, 2022; Eurostat, 2022). According to Oxfam, at least one in four of these workers is a migrant, with the industry exploiting at least 2.4 million migrants involved in harvesting fruits and vegetables (Oxfam, 2014). While the majority are intra-EU citizens, a significant contingent of 100,000 to 150,000 are non-EU (third-country) nationals from countries like Morocco, Tunisia, and Ukraine, who are essential to Europe's food supply chains (European Commission, 2021; Eurostat, 2022).

This dynamic is exemplified by the bilateral GECCO program between Spain and Morocco, which recruits between 15,000 and 20,000 Moroccan women annually for the strawberry harvest in Huelva (EMN, 2022; medfeminiswiya.net). On paper, these agreements represent a "triple-win" narrative: employers meet critical labor needs, migrants access wages significantly higher than at home, with over 90% reporting savings of at least €2,500 per season (medfeminiswiya, 2025; IOM, 2022), and their home countries benefit from remittances. This legal framework, supported by the EU's Seasonal Workers Directive (2014/36/EU), formally grants rights to written contracts, equal pay, and decent housing (European Commission, 2021).

However, this official narrative masks a starkly different reality, one defined by persistent structural vulnerabilities. Multiple field investigations by organizations such as Oxfam and media outlets like The Guardian reveal a consistent pattern of exploitation (Oxfam, 2024; alternatives-rurales.org, 2024; Guardian, 2023; Oxfam & University of Comillas, 2024). The selection process systematically favors women from Morocco's poorest rural regions, often single mothers, who face opaque recruitment costs and misleading contracts signed under significant language barriers (Oxfam, 2022; alternatives-rurales.org, 2024).

Upon arrival in Spain, these women are frequently housed in isolated, employer-controlled encampments. These accommodations are routinely described as overcrowded, unsanitary, and lacking necessities like water or electricity (Guardian, 2023; surt.org/en/abuses-in-the-strawberry-fields/). The power imbalance is absolute: a worker's legal residence permit is tied to a single employer, making any complaint a direct risk to her livelihood and legal status. This dependency fosters a climate of fear where wage theft, sexual harassment, intimidation, and assault become widespread yet invisible phenomena (Oxfam, 2024; medfeminiswiya, 2025). Consequently, abuses go unreported, with studies showing that less than 2% of affected women ever file a formal complaint (European Commission, 2021; alternatives-rurales.org, 2024; Guardian, 2023).

The core problem is therefore not an absence of law, but a profound and systemic gap between rights on paper and their enforcement in practice. This gap is perpetuated by fragmented monitoring, deep-seated power imbalances, and a lack of tools that can provide vulnerable workers with safe, accessible channels for recourse. This context gives rise to the central research question guiding this proposal:

> **Research question:** *How can an AI-powered digital platform, grounded in civil society partnerships and human-centered design, effectively enhance transparency, safety, and dignity for vulnerable migrant women in Europe's seasonal agricultural labor markets, while remaining scalable, inclusive, and responsive to diverse migration realities?*

This proposal outlines SOLA, a nonprofit-led digital platform designed to address this question by creating a new, decentralized ecosystem of accountability.
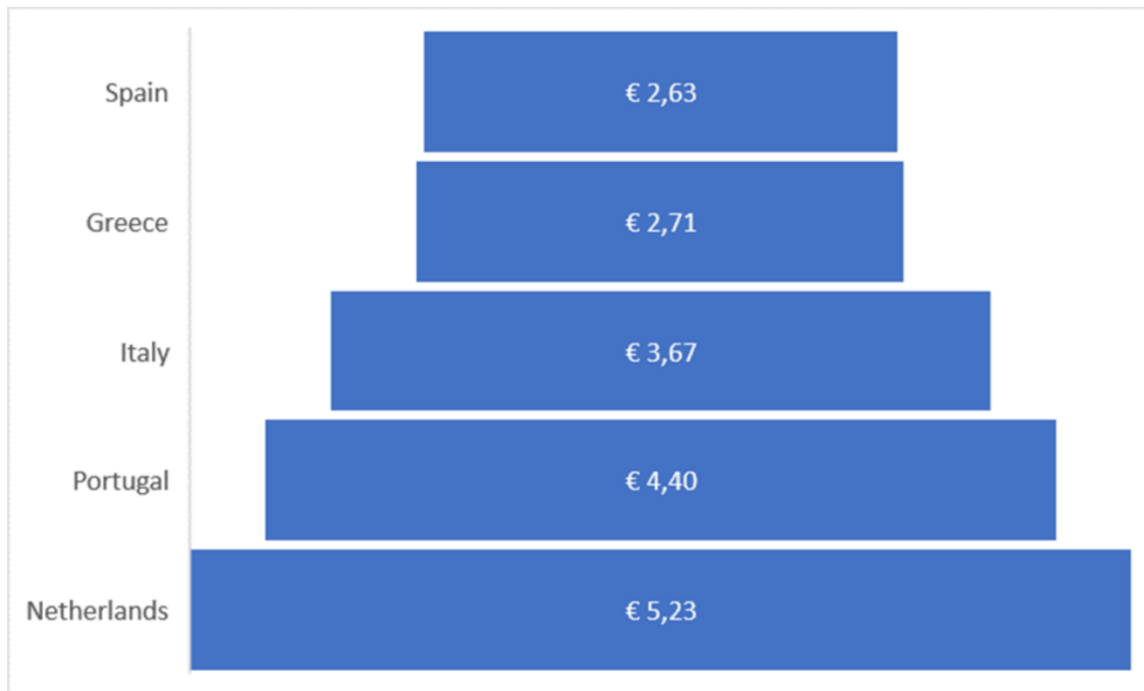

Figure 1: *Average Hourly Wages in the Agricultural Sector y Country (EUR)*

Source : *Government of the Netherlands*

2. Rigorous Problem Analysis

The systemic exploitation of non-EU seasonal workers persists due to a confluence of structural failures that legal frameworks alone have been unable to resolve. The problem can be analyzed through four key interrelated themes.

2.1. Fragmented Enforcement and a Pervasive Lack of Data

While the EU Seasonal Workers Directive sets clear standards, their implementation is a national competency, leading to widely inconsistent enforcement. Official reviews note that many Member States still rely on ad-hoc, announced inspections, leaving chronic abuses unnoticed. In practice, labor inspectorates often lack the staff and resources for proactive oversight; in some EU countries, inspections cover "even less than one per cent of CAP beneficiaries" (Oxfam, 2022). This enforcement gap is compounded by a critical lack of data. The European Parliament has highlighted that "there is no EU-wide systematic data-gathering or digital tracking system" for seasonal workers, hampering both planning and rights enforcement (European Parliament, 2020; Oxfam, 2024). This absence of a centralized portal makes it nearly impossible to gain real-time visibility on worker locations or compliance with standards.

2.2. Critical Power Imbalances and a Culture of Fear

The legal architecture of seasonal work visas creates a profound power imbalance. Because a non-EU worker's legal status is tied to a specific contract with a single employer, reporting abuse carries the immediate risk of dismissal, eviction, and deportation. This dependency effectively silences victims. Studies confirm that workers are extremely reluctant to report infringements, with less than 2% filing formal complaints about wage theft or harassment (European Commission, 2021). This is exacerbated by the fact that many workers are not aware of their rights, despite the Directive's provisions (European Commission, 2021).

2.3. Inhumane Housing and Neglected Health

Accommodations are a site of chronic and severe rights violations. Migrant workers are frequently housed in overcrowded caravans, abandoned buildings, or tent shanties lacking basic sanitation. NGOs consistently document cases of women living in dormitories without electricity, running water, or toilets (alternatives-rurales.org). These conditions were described by former UN Special Rapporteur Philip Alston as being "among the worst he had seen anywhere in the world" following his visit to Huelva's agricultural settlements (ABC, 2020; EPRS, 2021). Such squalor raises serious health and safety concerns and became a flashpoint during the COVID-19 pandemic, where crowded camps were identified as infection hotspots.

2.4. Gendered Vulnerabilities and Systemic Abuse

In highly feminized harvests, such as those for fruits and berries, women predominate and face additional gender-specific risks. Human rights groups have reported that nearly all female workers in Huelva's strawberry fields are survivors of harassment and sexual abuse, with investigations describing Moroccan women in Spain who "suffered sexual violence, exploitation and assault" during the harvest. Victims rarely speak out. As many are single mothers who are entirely reliant on this income, they fear losing their employment or the possibility of visa renewal if they complain, resulting in widespread impunity for abusers.

2.5 The Emergence of Grassroots Response and the Remaining Gap

In response to this systemic failure, grassroots initiatives are emerging. In May 2025, over a thousand Moroccan seasonal workers formed the union *Jornaleras de Huelva en Lucha*, immediately filing legal complaints regarding unfair dismissal and wage theft (Yabiladi, 2025). While such movements demonstrate growing worker agency and projects like Wafira provide post-return support (ILO, 2022), they remain fragmented. The majority of women are still isolated, unaware of their rights, and lack reliable contacts with support organizations. Critically, information sharing between key actors (NGOs, unions, authorities, consulates) is ad-hoc, and there is no accessible, user-friendly tool to guide and assist them. This is the precise gap SOLA is designed to fill: to provide the digital infrastructure that can connect these disparate actors, empower workers to safely share their experiences, and bring coordinated, data-driven accountability to Europe's seasonal migration systems
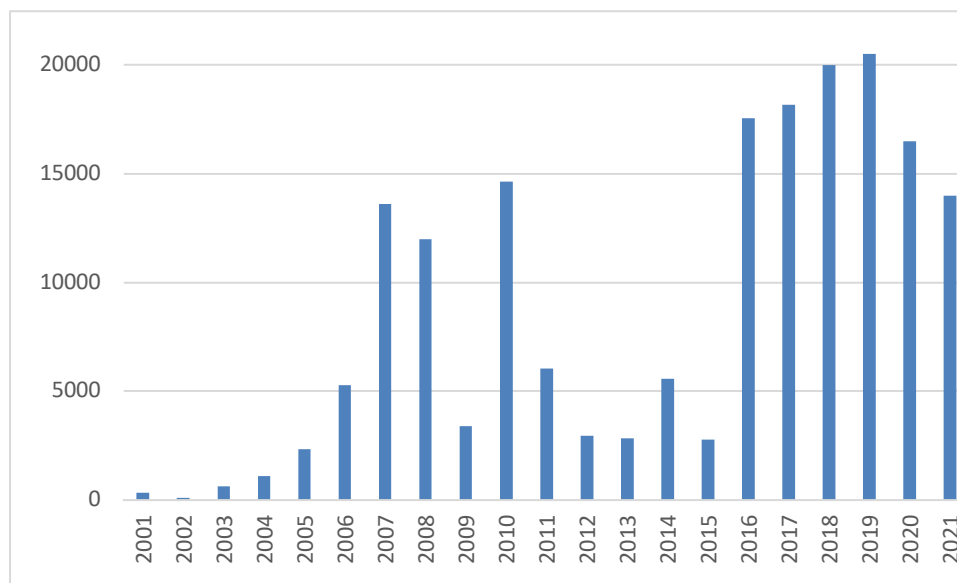

Figure 2: Evolution of the Number of Authorized Origin Contracts for Moroccan Seasonal Workers in Spain, 2001–2021.

3. Proposed Solution: The SOLA Platform

3.1. Project Vision and Theory of Change

SOLA is a nonprofit-led digital coordination platform meticulously designed to bring transparency, safety, and dignity to Europe's seasonal agricultural labor systems. The platform focuses specifically on empowering migrant women from rural backgrounds who often have limited literacy or digital access. SOLA does not seek to replace government systems; instead, it fills the critical gaps they leave behind, offering a safe, digital infrastructure for coordination, trust, and dignity among Europe's most invisible laborers.

The core mission is to create a system where justice originates from the ground up. The theory of change is rooted in shifting power dynamics by making verified information accessible and actionable for a coordinated network of civil society actors. From a berry farm in Huelva to a field clinic in Rabat, SOLA makes it possible for a woman with no documents, no education, and no allies to state, "This happened to me", and be heard, verified, and supported.

3.2. The Integrated SOLA System: A Five-Pillar Architecture

SOLA's strategy leverages five distinct yet deeply interconnected pillars that function as a single, unified system. This architecture creates a full-circle feedback loop where the entire process begins with the worker's experience and returns tangible benefits in the form of improved conditions.

1. **Digital Coordination Platform (The Core):** At the center of the system is a secure, multi-actor digital hub. This platform allows vetted NGOs in both origin countries (e.g., Morocco) and destination countries (e.g., Spain) to share, track, and verify data on worker conditions and employer behaviors in a transparent and secure environment. It receives and aggregates verified data directly from partner NGOs and migrants, streamlining actionable insights for the entire network.

2. **AI-Enhanced Forecasting (Freemium Farmer Services):** This pillar provides predictive analytics to help farmers accurately plan labor needs. To encourage participation from the private sector, farmers are offered a freemium model.
   - **Freemium Tier:** All participating farms receive free access to high-level analytics, such as regional labor demand forecasts and anonymized compliance benchmarks.
   - **Premium Tier:** Farmers who consistently provide transparent and comprehensive employment data gain access to detailed predictive services, including hyper-localized yield predictions and optimized scheduling tools, which directly enhance their operational efficiency. This model creates a powerful incentive for farmers to voluntarily disclose detailed hiring and housing information, which indirectly drives improvements in migrant conditions.

3. **Responsible Employer Dignity Index:** This feature is reframed from a top-down, policy-driven certification into a dynamic, NGO-curated transparency index. It is directly informed by the verified experiences of migrant workers, whose input is securely gathered through dialect-supporting voice AI. This ensures an authentic and continuous representation of real working conditions and holds employers accountable through data-driven transparency rather than state-led enforcement.

4. **NGO-Led Field Verification:** SOLA does not directly sanction employers or enforce policy. Instead, it empowers a network of trusted NGO partners to conduct targeted field verification missions based on feedback and alerts generated by migrants. Authorized NGOs upload real-time, evidence-based reports to the platform, driving a trust-based accountability model that is more agile and accessible than slow, punitive state measures. Migrant reports can immediately trigger these NGO field visits, providing a rapid and practical real-world verification and response loop.
5. **Worker Support and Communication (Direct Empowerment):** Through an active partnership with Annarabic, a leading startup in Arabic dialect voice-AI, SOLA is co-developing integrated AI voice and chat agents. This core function enables illiterate or dialect-speaking migrant workers to safely submit their experiences, verify contract details, and access support without technological or linguistic barriers. This direct, secure, and inclusive channel empowers migrants to directly influence their working conditions and hold the entire system accountable.

3.3. Core Platform Functionality and Technical Components
3.3.1. Central Infrastructure: The SOLA Multi-Actor Dashboard.
The SOLA platform is a centralized, multi-actor digital dashboard that unites fragmented NGOs, unions, and support institutions across borders. Its primary functions include:

- **Logging and Monitoring:** Systematically tracking working conditions on specific farms, with data points for wage compliance, housing standards, and harassment cases.
- **Verification:** Allowing authorized field-based partners to verify a wide range of dignity indicators. Examples include not only confirming safe housing, but also verifying the timely and accurate payment of wages, the absence of passport confiscation, access to clean drinking water and sanitation facilities, and the provision of legally required safety equipment.
- **Network Mapping and Visualization:** The platform features a dynamic, visual map of the entire migration corridor. This map is not static; it is a live dashboard that color-codes farms and regions based on aggregated dignity indicators, showing verified hotspots of compliance, risk, and exploitation. For field agents, the platform's mobile application includes an **offline mode**, allowing them to cache maps and data collection forms. This critical feature ensures they can continue their work in rural areas with poor or non-existent connectivity, syncing the data securely once they are back online.
- **Secure and Compliant Data Intake:** The system provides safe, verified entry points for workers to submit complaints or testimonies. All data intake and processing protocols are designed for **strict compliance with data protection regulations such as GDPR**. This is achieved through principles of data minimization (collecting only what is necessary), purpose limitation, end-to-end encryption, and a clear, consent-driven model where workers control the visibility of their testimony.

This dashboard serves as a critical tool for journalists, ethical buyers, consumer advocacy groups, and researchers. It enables supermarkets to shift sourcing toward verified farms, journalists to trace accountability, and communities to mobilize pressure where it is needed most, without waiting for state intervention.

3.3.2. Tech-Enabled Worker Feedback: Safe and Inclusive Input
Recognizing that many seasonal workers are illiterate or speak only local dialects, SOLA's partnership with Annarabic provides a multi-pronged, secure communication system:

- **Voice-Based Submission Tools:** Allowing women to send encrypted voice notes in their native dialect (e.g., Darija, Amazigh) to describe abuse, document contract violations, or flag safety problems without needing to read or write.
- **Multilingual AI Chat Agents:** The system integrates with widely used platforms like WhatsApp, which function not as the core platform itself, but as secure, low-barrier **access points** or "digital doorways." Through these familiar apps, workers can connect to the multilingual SOLA chat agents for quick access to legal information, contract verification, or urgent help.
- **Anonymity and Consent Layers:** To protect users from retaliation, every submission is handled with a trauma-sensitive, consent-driven approach. Data is pseudonymized upon entry. Workers are given clear, simple choices for the visibility of their report, such as:
  - **Escalation to a trusted NGO partner only:** The report is shared confidentially with a single, vetted organization for direct support.
  - **Inclusion in the aggregated, anonymized dignity map:** The non-personal details of the report contribute to the public-facing data without revealing the individual's identity.

3.3.3. The Transparent Dignity Index: A "Justice Without Judgment" Model Instead of potentially misleading star ratings or public shaming, SOLA uses a structured, fact-based dignity profile for each employer. This provides a nuanced, evidence-based view of an employer's record over time, fostering accountability through transparency.

Dignity Indicator	Example Status
Housing Verification	Compliant as of March 2025
Wage Compliance (Last 3 Seasons)	Warning: 2 unresolved cases reported
Harassment Reports	Critical Alert: 3 complaints escalated (under review)
NGO Partner Engagement	Active Support: 4 partners supporting this farm

Farms with consistent dignity flags are automatically prioritized by the platform for partner NGOs to target with awareness campaigns, buyer pressure, or media advocacy. This indirect system makes dignity a measurable and competitive advantage.

3.3.4. AI-Powered Coordination: Forecasting for Human Needs:
The platform integrates an AI forecasting engine that uses real-time crop yield predictions, weather patterns, and historic labor data to create transparent demand maps. This anticipatory logic is shared privately with trusted NGO planners to help pre-position resources like legal support, shelter space, and medical aid before exploitation happens. Simultaneously, tailored insights are provided to participating farmers to help them optimize planning, thereby incentivizing their continued data contribution.

3.4. Governance, Data Integrity, and Strategic Design
3.4.1. Federated System Design To build trust and ensure partner autonomy, SOLA is designed as a trust-based **"federated system,"** not a centralized data repository.
- NGOs retain full ownership and control of their sensitive case data.
- SOLA enables the sharing of anonymized **"metadata"** (e.g., "X violations were reported in the Huelva region") for systemic analysis without forcing the publication of specific, sensitive details.
- Each partner organization can choose its own visibility and data-sharing level on a case-by-case basis.

3.4.2. Verified Contributor and Incentive System To ensure the highest level of data integrity, SOLA implements a **"Verified Contributor"** system.

- Only authorized entities such as NGOs, worker advocates, unions, or paralegals operating under a formal Memorandum of Understanding (MoU) can post definitive flags on the platform regarding housing conditions or violations.
- Workers' direct testimonies are only made visible within the network after being routed through these partnered NGOs or other verified intake channels (e.g., hotlines, legal clinics) to ensure the worker is receiving proper support and the information is verified.
- To incentivize active participation, partners who contribute high-quality, verified data receive priority access to platform resources, such as early alerts on systemic issues, funding referrals, and public recognition via a "Justice Ally" badge.

3.4.3. "Fact + Pattern" Reporting. The platform avoids simplistic and potentially misleading numeric star ratings. Instead, it employs a **"Fact + Pattern"** approach that aggregates observed, time-stamped indicators over time. For example, it will display entries such as: "3 reports of wage theft from 2 verified partners during the 2025 season," or "Last verified housing inspection: February 2025, compliant." This method provides a more accurate, defensible, and context-rich view of on-the-ground realities.

5. Institutional Benefits for Authorities and the EU
For Spanish and EU authorities, Temperance brings:

- **Real-Time Data & Monitoring:** Anonymous, aggregated data on worker flows, contract compliance, duration of stay, and sector distribution, enabling better quota-setting and rapid detection of hotspots for intervention.
- **Verification & Compliance:** Digital tracking of wage payments, contract fulfillment, and rights observance strengthens enforcement of GECCO and similar agreements, providing instant documentation for audits or bilateral reviews.
- **Proactive Risk Management:** Early warning of health, housing, or abuse issues through geo-tagged alerts enables faster deployment of inspectors or social services, minimizing crisis escalation.
- **Impact Assessment:** Post-season, Temperance data supports evaluation of the circular migration model's economic and social outcomes (e.g., % of women reporting savings, skills acquired, or integration success).
- **Scalability:** Modular, multilingual design means Temperance can easily be adapted for other migration corridors (Portugal, Italy, France) or sectors, supporting the EU's goal of safe, legal, and transparent labor mobility.

4. Implementation roadmap & feasibility assessment
4.1. Phased Implementation Roadmap (2025–2028)
The implementation of SOLA is designed as a strategic, four-phase roadmap. This approach ensures iterative development, risk mitigation, and stakeholder buy-in at each stage, moving from a contained pilot to a scalable, multi-corridor utility. Given the current date of July 2025, the timeline begins immediately.

Phase 1: Co-Design, Prototyping, and Partnership Solidification (Q3 2025 – Q1 2026)
This foundational phase focuses on building the human and technical infrastructure required for a successful pilot. The primary objective is to ensure the solution is not only technologically sound but also deeply embedded in the needs and trust of its users.
- **Partnership Formalization:** Solidify formal Memoranda of Understanding (MoU) with the founding NGO partners in Spain and Morocco, clearly defining roles, data-sharing protocols, and governance responsibilities.
- **Governance Establishment:** Constitute the initial non-profit governing board, comprising representatives from partner NGOs, worker advocacy groups, and technical experts.
- **Human-Centered Co-Design:** Conduct intensive co-design workshops with former seasonal migrant workers to inform the UI/UX of the worker-facing tools. This ensures the iconography, workflow, and language prompts are intuitive and culturally appropriate.
- **Technical Development:** The technical team, in collaboration with Annarabic, will develop the Minimum Viable Product (MVP). This will include the core multi-actor dashboard, the initial voice-AI submission tool, and the secure, federated database architecture.
- **Pilot Funding:** Secure the first tranche of grant funding required for the pilot phase, based on the detailed project plan and formalized partnerships.

Phase 2: Contained Pilot and Iterative Improvement (Q2 2026 – Q4 2026)
This phase represents the first real-world deployment of the SOLA platform within the Spain-Morocco corridor, focusing on a limited number of farms and workers to allow for intensive monitoring and learning.
- **Deployment:** Roll out the SOLA MVP to a cohort of approximately 200 workers across 3-5 pre-agreed farms.
- **On-the-Ground Support:** Deploy a dedicated field support team to assist workers with onboarding, troubleshoot technical issues, and gather direct qualitative feedback.
- **Rapid Iteration:** Implement agile development cycles to rapidly iterate on the platform based on user feedback. This includes refining the AI chat agents' responsiveness and improving the usability of the NGO dashboard.
- **Data Collection & Analysis:** Meticulously collect both quantitative data (e.g., number of reports, verification times) and qualitative data (e.g., worker trust levels, NGO usability).
- **Initial Findings Report:** Publish a comprehensive report detailing the pilot's outcomes, challenges, and validated learnings to share with stakeholders and funders.

Phase 3: Scaling and System Enhancement (2027)

Leveraging the success and learnings from the pilot, this phase focuses on scaling the platform's user base within the Huelva corridor and activating its economic incentive mechanisms.

- **Geographic Scaling:** Expand the platform's availability to a significant majority of the agricultural cooperatives in the Huelva region.
- **Feature Integration:** Fully launch the AI-Enhanced Forecasting services for farmers (both freemium and premium tiers) and the Transparent Dignity Index, linking it to market access incentives with ethical buyers.
- **AI Model Refinement:** Use the larger dataset generated to refine the accuracy of the AI forecasting engine for labor needs and pre-positioning of support services.
- **Network Expansion:** Onboard additional civil society partners, including trade unions (e.g., Jornaleras en Lucha), shelters, and municipal watchdogs, to enrich the data ecosystem.

Phase 4: Multi-Corridor Adaptation and Replication (2028 and Beyond)

The final phase focuses on transforming SOLA from a single-corridor solution into a globally replicable model.

- **Development of Localization Kit:** Package the core SOLA technology, legal frameworks, and operational blueprints into a "Localization Kit" that can be deployed by new partners in different countries.
- **New Corridor Identification:** Identify and vet a lead implementation partner in a second major agricultural corridor (e.g., Italy-Morocco).
- **Replication of Co-Design Process:** Initiate the co-design and prototyping process (Phase 1) in the new corridor, ensuring the platform is adapted to the unique legal, cultural, and linguistic context.
- **Knowledge Sharing:** Establish a formal knowledge-sharing network between partners across all active corridors to share best practices and challenges.

4.2. Feasibility Assessment

SOLA's feasibility is predicated on a realistic assessment of technical, operational, financial, and socio-political factors.

- **Technical Feasibility:** The technological components of SOLA, while sophisticated, do not require foundational scientific invention. The platform leverages existing, mature technologies including cloud infrastructure, mobile applications, federated databases, and natural language processing, whose primary challenge lies in thoughtful integration, not creation. The key technical risk, developing high-fidelity voice-AI for specific dialects, is substantially mitigated through the strategic partnership with Annarabic, a specialized leader in this field. The offline capabilities of the field-agent tools further ensure functionality in low-connectivity rural environments.
- **Operational Feasibility:** The model is operationally viable because it is designed to be a coordinating layer, not a direct service provider. It leverages the existing infrastructure, expertise, and on-the-ground presence of its NGO partners rather than attempting to build these from scratch. This drastically reduces operational overhead and grounds the platform in the pre-existing trust that these organizations have already built with migrant communities. The federated system design, which allows partners to retain control over their data, is critical for overcoming the operational and ethical hurdles of inter-organizational collaboration.

- **Financial Feasibility:** The initial phases (1-2) are designed to be financed through grant funding, typical for social innovation projects. The long-term financial sustainability, however, is built into the model's design from Phase 3 onwards. The transition to a self-sustaining model is achieved through a multi-stream revenue strategy, primarily via the "Freemium Farmer Services" and ESG data subscriptions for large corporate buyers (supermarkets) who require transparent, verifiable data for their supply chain ethics reporting. This creates a sustainable financial loop where the commercial entities that benefit from the migrant labor contribute to the system that protects it.
- **Social and Political Feasibility:** The primary challenge lies in this domain. The SOLA model is explicitly designed to circumvent political inertia and the "implementation gap" in state-led enforcement. Its feasibility rests on creating a parallel system of civil-society accountability that is too powerful and transparent for other actors to ignore. The strategy is not to force unwilling employers or governments to participate, but to create a "coalition of the willing." By providing clear economic advantages (market access, operational efficiency) to compliant farmers and demonstrating undeniable, data-backed evidence of systemic issues, SOLA creates powerful leverage for consumer advocacy groups, ethical buyers, and media to pressure both the market and state actors towards reform.
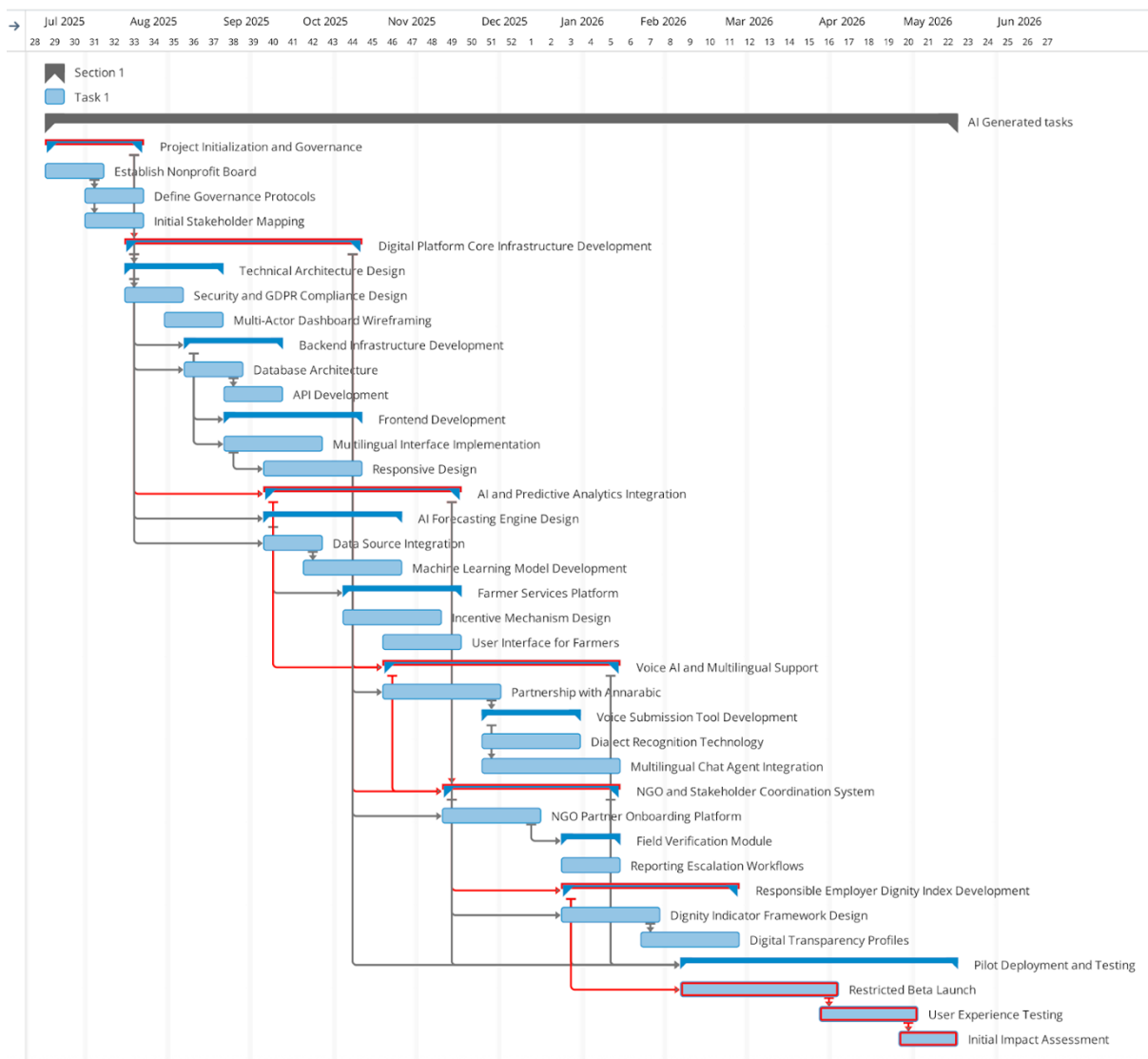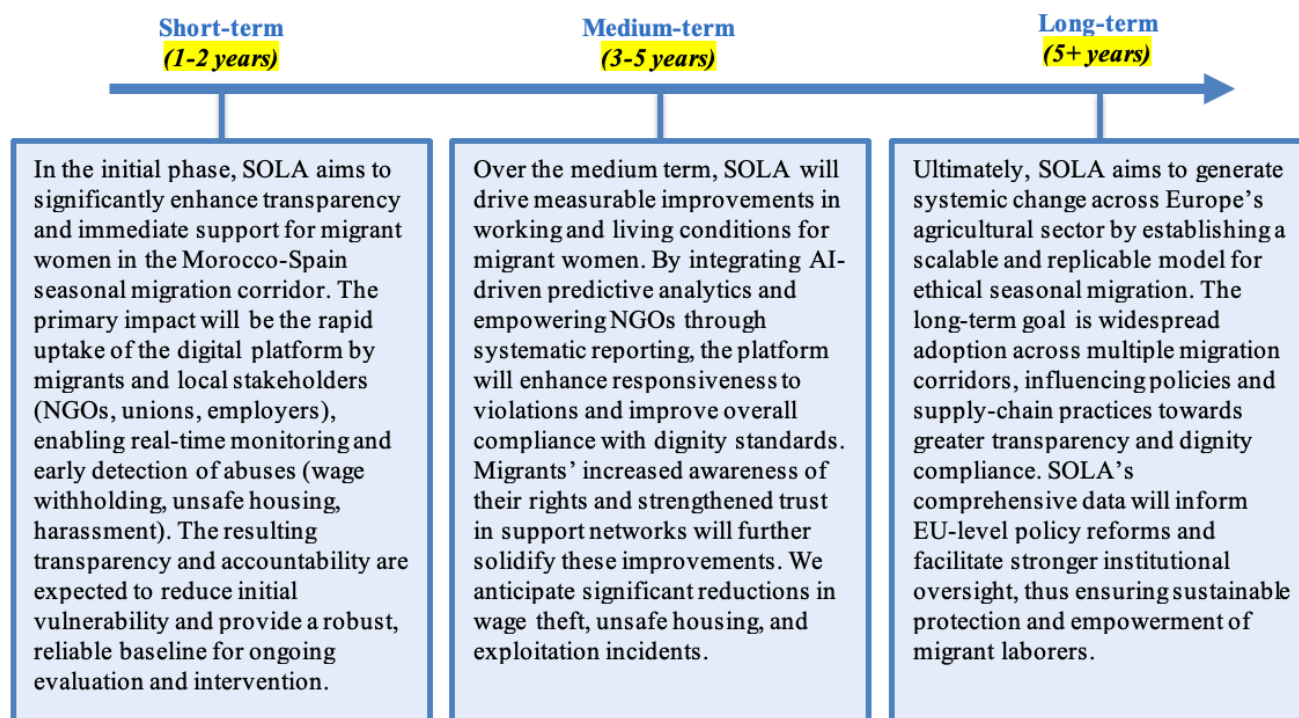

Figure 3: SOLA Gantt Chart 2025-2026

Figure 4: *European Strawberry Production per Country in 2020 (in 1000 tonnes)*

Source : *Government of the Netherlands*

5. Expected Impact & Evaluation Plan

Short-term (1-2 years)   **Medium-term (3-5 years)**   **Long-term (5+ years)**

In the initial phase, SOLA aims to significantly enhance transparency and immediate support for migrant women in the Morocco-Spain seasonal migration corridor. The primary impact will be the rapid uptake of the digital platform by migrants and local stakeholders (NGOs, unions, employers), enabling real-time monitoring and early detection of abuses (wage withholding, unsafe housing, harassment). The resulting transparency and accountability are expected to reduce initial vulnerability and provide a robust, reliable baseline for ongoing evaluation and intervention.

Over the medium term, SOLA will drive measurable improvements in working and living conditions for migrant women. By integrating AI-driven predictive analytics and empowering NGOs through systematic reporting, the platform will enhance responsiveness to violations and improve overall compliance with dignity standards. Migrants' increased awareness of their rights and strengthened trust in support networks will further solidify these improvements. We anticipate significant reductions in wage theft, unsafe housing, and exploitation incidents.

Ultimately, SOLA aims to generate systemic change across Europe's agricultural sector by establishing a scalable and replicable model for ethical seasonal migration. The long-term goal is widespread adoption across multiple migration corridors, influencing policies and supply-chain practices towards greater transparency and dignity compliance. SOLA's comprehensive data will inform EU-level policy reforms and facilitate stronger institutional oversight, thus ensuring sustainable protection and empowerment of migrant laborers.

6. Evaluation Plan & KPIs

SOLA's evaluation approach integrates quantitative and qualitative methodologies to continuously monitor progress. Regular data collection via the digital platform will track key outcomes and processes, complemented by periodic surveys, stakeholder feedback, and field assessments. Detailed KPIs spanning engagement, process efficiency, condition improvements, social impact, and sustainability are fully outlined in the annex. This robust evaluation framework will provide conclusive evidence of SOLA's effectiveness and scalability potential.
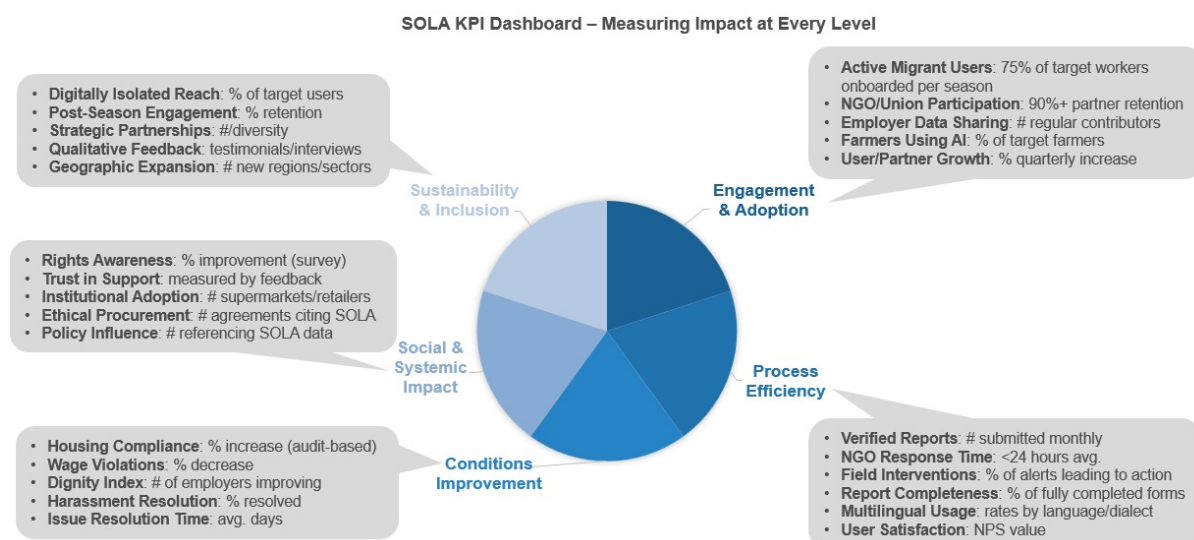

SOLA KPI Dashboard – Measuring Impact at Every Level

- **Digitally Isolated Reach**: % of target users
- **Post-Season Engagement**: % retention
- **Strategic Partnerships**: #/diversity
- **Qualitative Feedback**: testimonials/interviews
- **Geographic Expansion**: # new regions/sectors

- **Active Migrant Users**: 75% of target workers onboarded per season
- **NGO/Union Participation**: 90%+ partner retention
- **Employer Data Sharing**: # regular contributors
- **Farmers Using AI**: % of target farmers
- **User/Partner Growth**: % quarterly increase

- **Rights Awareness**: % improvement (survey)
- **Trust in Support**: measured by feedback
- **Institutional Adoption**: # supermarkets/retailers
- **Ethical Procurement**: # agreements citing SOLA
- **Policy Influence**: # referencing SOLA data

- **Housing Compliance**: % increase (audit-based)
- **Wage Violations**: % decrease
- **Dignity Index**: # of employers improving
- **Harassment Resolution**: % resolved
- **Issue Resolution Time**: avg. days

- **Verified Reports**: # submitted monthly
- **NGO Response Time**: <24 hours avg.
- **Field Interventions**: % of alerts leading to action
- **Report Completeness**: % of fully completed forms
- **Multilingual Usage**: rates by language/dialect
- **User Satisfaction**: NPS value

Sustainability & Inclusion — Engagement & Adoption — Social & Systemic Impact — Process Efficiency — Conditions Improvement

Figure 5: *SOLA KPI Dashboard*

7. Discussion of originality & added value

The originality of the SOLA platform lies not in the invention of a single new technology but in its novel and sophisticated synthesis of existing technologies, social processes, and governance models to create a fundamentally new, decentralized paradigm of accountability for migrant labor rights. SOLA's added value is demonstrated by moving beyond traditional, often ineffective, models of intervention in five key areas.

7.1. From Punitive Enforcement to Incentive-Based Compliance

The conventional approach to protecting migrant rights relies on a reactive, state-led legal framework. Workers who are exploited must navigate complex, slow, and often inaccessible judicial systems, typically after the harm has occurred and they have returned home. This punitive model has demonstrably failed to deter systemic abuse.

SOLA's originality lies in its shift to a **proactive, incentive-driven model**. It does not wait for the state to act. Instead, it creates powerful market-based and operational incentives for employers to comply. The AI-Enhanced Forecasting pillar offers tangible business value (improved planning) to farmers who provide transparent data. The Transparent Dignity Index is directly linked to market access, offering compliant farms demonstrable competitive advantages with ESG-conscious European supermarkets. This reframes worker dignity not as a burdensome cost to be avoided, but as a strategic asset for a modern, ethical agricultural business. This is a fundamental paradigm shift from post-facto punishment to real-time prevention.

7.2. From Centralized Data Silos to a Federated Trust Network

Most "tech for good" platforms operate on a centralized model where a single entity collects, owns, and controls all data. In the highly sensitive field of human rights and migration, this model creates immense risk and is a major barrier to collaboration, as NGOs are rightly protective of their data and the safety of their clients.

SOLA's added value is its pioneering use of a **trust-based federated system**. This is a critical process innovation. The platform acts as a secure clearinghouse, but each NGO partner retains full ownership and control over their sensitive case data. SOLA enables the sharing of anonymized "metadata" for systemic analysis without forcing partners to upload specific, identifiable information to a central server. This federated architecture solves the political and ethical problem of data ownership, fostering an unprecedented level of trust and collaboration among a fragmented ecosystem of civil society actors.

7.3. From Generic Tech to Deeply Human-Centered Inclusion

Many digital solutions aimed at marginalized communities fail because they are not designed for the lived reality of their users. They often require literacy, digital fluency, and consistent internet access, luxuries that are unavailable to many seasonal workers.

SOLA's originality is its obsessive focus on **deep, inclusive design**. The strategic partnership with Annarabic to co-develop dialect-specific voice-AI is not a superficial feature; it is the core of the platform's accessibility. It ensures that an illiterate woman speaking Darija can interface with the system as effectively as a university-educated paralegal. Furthermore, the commitment to non-invasive tech (no GPS, no biometrics), the integration with low-barrier access points like WhatsApp, and the inclusion of offline functionality for field agents

demonstrate a design ethos that starts with the most vulnerable user first. This approach guarantees that the technology serves the human, not the other way around.

7.4. From Direct Intervention to Systemic Coordination

The traditional NGO model focuses on direct intervention, providing aid or legal services to one individual or community at a time. While essential, this approach is inherently limited in its ability to tackle the root causes of systemic exploitation.

SOLA's added value is that it is not another direct intervention organization; it is a **systemic coordination utility**. It functions as a "platform of platforms" or a digital nervous system for the entire migrant rights ecosystem. It does not conduct field visits itself; it empowers its NGO partners to do so more effectively by providing them with targeted, verified alerts. It does not provide legal aid; it securely connects workers to the appropriate legal partners. This model creates a multiplier effect. By enabling dozens of disparate organizations to act as one coordinated, data-driven network, SOLA generates an emergent, systemic impact that is far greater and more sustainable than the sum of its parts.

7.5. From Static Reporting to a Dynamic, Anticipatory System

Advocacy and research on migrant rights have traditionally relied on static reports that document abuses long after they have occurred. These reports are crucial for awareness but are fundamentally reactive.

The most forward-thinking aspect of SOLA's originality is its **AI-powered anticipatory logic**. By analyzing real-time data on crop yields, weather, and labor flows, the platform helps the NGO network move from a reactive to a predictive posture. It allows them to anticipate where resources such as legal advisors, medical supplies, or shelter capacity will be needed *before* a crisis unfolds. This represents a paradigm shift from documenting past tragedies to actively preventing future ones. This anticipatory capacity, shared privately among trusted partners, is the ultimate expression of SOLA's mission: to create a system that is always one step ahead of exploitation.

8. Considerations for the Future
8.8.1. Project Scalability: A Detailed Roadmap
Project SOLA's scalability is predicated on a "federated" model that prioritizes deep local integration over simple replication. This ensures the platform remains relevant and effective as it expands.

Phase 1: Pilot Implementation in Huelva, Spain (Q2-Q4 2026)
The initial project will serve as a rigorous proof-of-concept.
- **Specific Actions:**
  - Deploy the SOLA MVP with a cohort of 200-300 workers across 3-5 pre-vetted farms, targeting cooperatives known for being more progressive or open to innovation.
  - Refine operational workflows by standardizing the digital intake forms used by NGO partners, defining a multi-level protocol for escalating alerts (from minor grievance to critical safety threat), and establishing secure data-sharing agreements.
  - Conduct intensive on-the-ground user testing of the Annarabic-powered voice-AI tool to fine-tune its recognition of agricultural and legal terminology in local dialects.

Phase 2: Regional Expansion within Spain (2027)
Upon successful pilot completion, the project will scale to other key agricultural hubs in Spain.
- **Specific Actions:**
  - Target expansion to regions like **Almería** (for vegetable greenhouses) and **Lleida** (for stone fruit harvesting), which also rely heavily on migrant labor.
  - Adapt the platform's "dignity indicators" to reflect the different working conditions and risks associated with these new crop types (e.g., heatstroke risk in greenhouses vs. piece-rate disputes in fruit picking).
  - Build new partnerships with regional unions and local NGOs specific to these areas.

Phase 3: Scaling to other EU Corridors via Localization Kit (2028)
The model will be expanded to new countries using a comprehensive "Localization Kit."
- **Specific Actions:**
  - Develop a kit containing:
    - **Technical Package:** The core open-source SOLA software, with APIs for integration.
    - **Legal Compliance Module:** A checklist and framework for adapting the platform to national labor laws, data privacy regulations (e.g., Italy's interpretation of GDPR), and union agreements in the target country.
    - **Partnership Templates:** Standardized MoU templates for engaging with new local NGOs, legal clinics, and worker associations.
    - **Language & UI Pack:** Translated user interface assets and pre-trained voice-AI models for new languages (e.g., Italian, Albanian, Greek).
  - Initiate a partnership with a lead implementation partner in **Southern Italy** to tackle exploitation in the tomato harvesting sector, using the Localization Kit to adapt SOLA to the Italian context.

Phase 4: Expansion to Other Labor Sectors (2029+)
The SOLA model's core logic is adaptable beyond agriculture.
- **Specific Actions:**
  - Develop a new module for the **construction sector**, where the key metric for verification might be hours logged via secure geofencing and photo-based proof of safety equipment usage, rather than crates weighed.
  - Pilot this new module in a region with high demand for temporary construction labor, such as major urban development projects in Portugal or Germany.
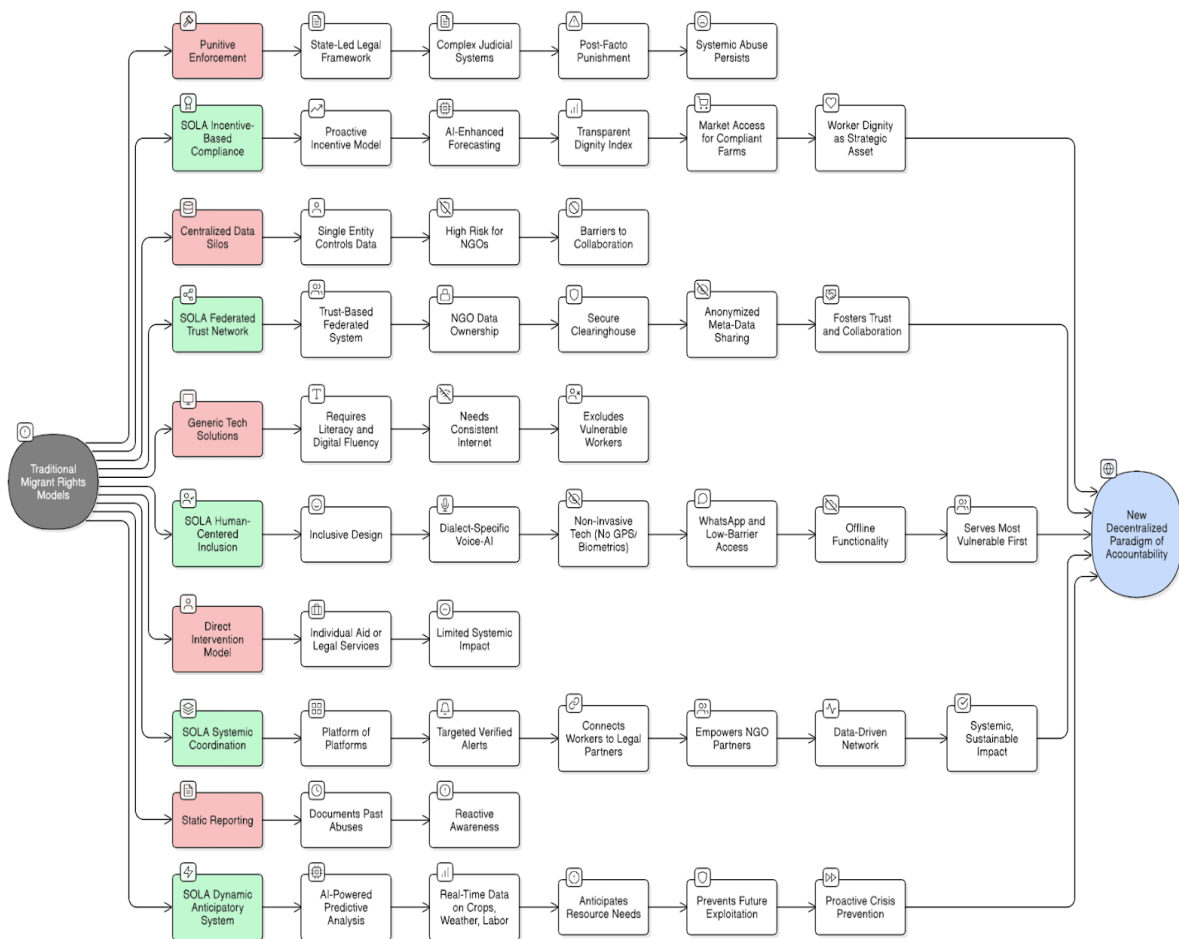
Figure : *SOLA Platform Design Framework*

8.8.2. Detailed Partnership Strategy

SOLA's success hinges on building a multi-layered coalition of partners, each with a specific role and value proposition.

- **Civil Society & Unions (The Core Network):**
  - **On-the-Ground Verification & Mobilization:** Deep partnership with grassroots organizations like **Jornaleras de Huelva en Lucha**. Their role is to act as verified contributors, conduct field visits triggered by SOLA alerts, and help mobilize workers.
  - **Pre-Departure Training & Legal Support:** Collaborate with Moroccan NGOs such as **L'Association Démocratique des Femmes du Maroc (ADFM)** to conduct pre-departure rights awareness and SOLA onboarding workshops. In Spain, partner with legal clinics like **Algeciras Acoge** to provide legal recourse for escalated cases.

- **Private Sector (The Incentive Layer):**
  - **Ethical Retailers:** Forge formal partnerships with major European supermarket chains like **Tesco (UK), Rewe (Germany), and Albert Heijn (Netherlands)**.
    - **Value Proposition:** We provide them with access to the SOLA Dignity Dashboard, offering real-time, verifiable data that goes far beyond unreliable third-party audits. This allows them to de-risk their supply chains and provide tangible proof of their ESG commitments to consumers.
  - **Technology Firms:**
    - **Annarabic:** Deepen the co-development partnership to build custom Natural Language Processing (NLP) models trained on legal and agricultural terminology specific to Darija and Amazigh dialects.
    - **Cybersecurity:** Engage a leading cybersecurity firm (e.g., **Cure53** or similar) to conduct regular, independent penetration testing and security audits of the platform to ensure worker data remains protected.

- **International Agencies (The Validation Layer):**
  - **International Labour Organization (ILO):** Work with the ILO to align SOLA's "dignity indicators" with the official Decent Work Agenda indicators, ensuring our framework is grounded in established international standards.
  - **IOM & OHCHR:** Establish a formal channel to share high-level, anonymized data and trend analysis. This will provide these agencies with unique, ground-level insights into labor mobility patterns and human rights risks, validating SOLA's findings on a global stage.

- **Academic & Research Institutions (The Independent Evaluation Layer):**
  - **Specific Partners:** Collaborate with institutions that have already researched this area, such as the **University of Oxford's Centre on Migration, Policy and Society (COMPAS)** and the **University of Comillas' Institute for Migration Studies (IUEM)**.
  - **Role:** Provide these institutions with access to fully anonymized, aggregated datasets for longitudinal studies on the impact of transparency on worker welfare, economic remittances, and employer behavior. Their published research will provide independent, academic validation of the project's impact.

- **Government Bodies (Strategic Dialogue):**
  - **Engagement Strategy:** The approach is not to seek enforcement but to engage in strategic dialogue. This involves presenting annual, anonymized reports to

entities like the **Spanish Ministry of Labour** and **Moroccan consular services**. The goal is to highlight systemic trends, demonstrate the effectiveness of civil-society-led oversight, and offer a collaborative model that complements, rather than challenges, state functions.

8.8.3. Detailed Monitoring, Evaluation, and Learning (MEL) Framework

A robust MEL framework will provide continuous, evidence-based insights to guide the project's evolution.

Category	Key Performance Indicator (KPI) & Specific Measurement
User Engagement & Empowerment	1a. Active Migrant Users: Target: Onboard 75% of the worker population on participating farms within the first season. 1b. Qualitative Feedback: Measured via confidential, semi-structured interviews conducted by trusted NGO partners at the end of the harvest season, focusing on themes of safety, agency, and trust. 1c. Active NGO Partners: Target: Maintain a 90%+ partner retention rate year-over-year.
System Responsiveness & Efficiency	2a. Time to Verification: Target: Average time from a critical migrant report to NGO verification is under 24 hours. 2b. Triggered Field Missions: Track the number and percentage of field verification missions directly triggered by platform-generated alerts. 2c. Case Resolution Rate: Target: 80% of verified wage theft cases are successfully resolved through network mediation within 60 days.
Impact on Conditions	3a. Incident Rate Reduction: Calculated by comparing the incident rate (verified reports per 100 workers) on participating farms year-over-year against a control group of non-participating farms. 3b. Dignity Index Improvement: Track the number of farms moving from a "Warning" or "Critical" status to "Compliant" on the Transparent Dignity Index.
Systemic Influence	4a. Ethical Buyer Adoption: Target: Secure formal partnerships with at least 3 major European supermarket chains by the end of Year 3. 4b. Public & Policy Citations: Track the number of credible media reports, policy briefs, and academic papers that cite SOLA data.
Scalability & Sustainability	5a. Localization Kit Deployment: Successful deployment and independent operation of the Localization Kit in a second migration corridor by the end of Year 4. 5b. Financial Sustainability: Target: 50% of annual operational costs are covered by sustainable revenue streams (e.g., premium services, data subscriptions) by the end of Year 4.

Learning Process: A formal **Quarterly Learning Review** will be conducted by the SOLA governance board. The MEL report will be presented to all NGO partners to inform strategic decisions, resource allocation for the next quarter, and priorities for platform feature development.

9. Budget/resource outline

9.1. Budget Overview

The financial plan for Project SOLA is designed for maximum impact and efficiency, prioritizing strategic investment in the core technology, robust user support systems, and essential partnership development. The budget is structured into two primary components: the one-time initial setup costs required to launch the pilot successfully, and the annual recurrent costs necessary for sustained operations and continuous improvement.

Initial investment is strategically allocated towards the development of the core SOLA platform, including the secure backend, the multi-lingual user interface, and the critical integration of the Annarabic voice-AI technology. Further setup costs cover essential partnership onboarding workshops, community awareness campaigns to ensure worker uptake, and legal advisory to guarantee full data compliance with GDPR and relevant bilateral agreements.

Annual operational costs ensure the project's long-term viability and responsiveness. These funds are dedicated to ongoing platform maintenance, API usage, stipends for NGO field liaisons who are critical to the verification process, and the implementation of a robust Monitoring, Evaluation, and Learning (MEL) framework.

A comprehensive breakdown of the estimated budget for the initial deployment in the Huelva region, detailing both capital and operational costs, is provided in the project annex for detailed review.

10. AI Use Declaration

This proposal has benefited from the use of artificial intelligence tools, particularly OpenAI's ChatGPT, to assist with idea generation, content drafting, design suggestions, and layout refinement. The AI was used under human supervision and direction, ensuring that all outputs align with the original vision, research, and analysis of the team. All critical reasoning, data interpretation, and strategic decisions were made by the authors. AI was leveraged as a supportive tool to enhance clarity, efficiency, and presentation, not as a substitute for original thought or academic integrity.

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Annex 1: KPIs

Engagement & Adoption KPIs
- Number of active migrant women users registered (segmented by language/dialect)
- Number of NGOs and unions actively participating
- Number of employers regularly sharing data via the platform
- Percentage of farmers using AI forecasting services
- Growth rate of active users and partners per quarter

Process Efficiency KPIs
- Number of verified migrant reports submitted monthly
- Average NGO response time following alerts
- Percentage of reports leading to successful NGO field interventions
- Completeness rate of submitted reports
- Multilingual accessibility: Usage rates per language/dialect
- Migrant satisfaction (Net Promoter Score - NPS)

Improvement of Conditions KPIs
- Percentage improvement in housing compliance verified by NGO audits
- Reduction in reported wage violations
- Number of employers showing positive trends in the Responsible Employer Dignity Index
- Resolution rates of reported harassment or abuse cases
- Changes in average response and resolution time for reported issues

Social & Systemic Impact KPIs
- Increase in migrant awareness and understanding of their labor rights (survey-based)
- Increase in migrants' trust towards NGOs and institutional support
- Institutional adoption rate of SOLA data by supermarkets and large retailers
- Integration of ethical sourcing criteria into public procurement and labor agreements
- Policy influence and implementation at local, national, and EU levels

Sustainability & Inclusion KPIs
- Proportion of illiterate or digitally isolated migrant women actively using SOLA
- Sustained user engagement rates post-season
- Number and diversity of strategic partnerships (universities, EU agencies, NGOs)
- Qualitative feedback from migrant testimonials and stakeholder interviews
- Expansion rate of SOLA to new geographic regions and agricultural sectors

Annex 2: SOLA Application Prototype
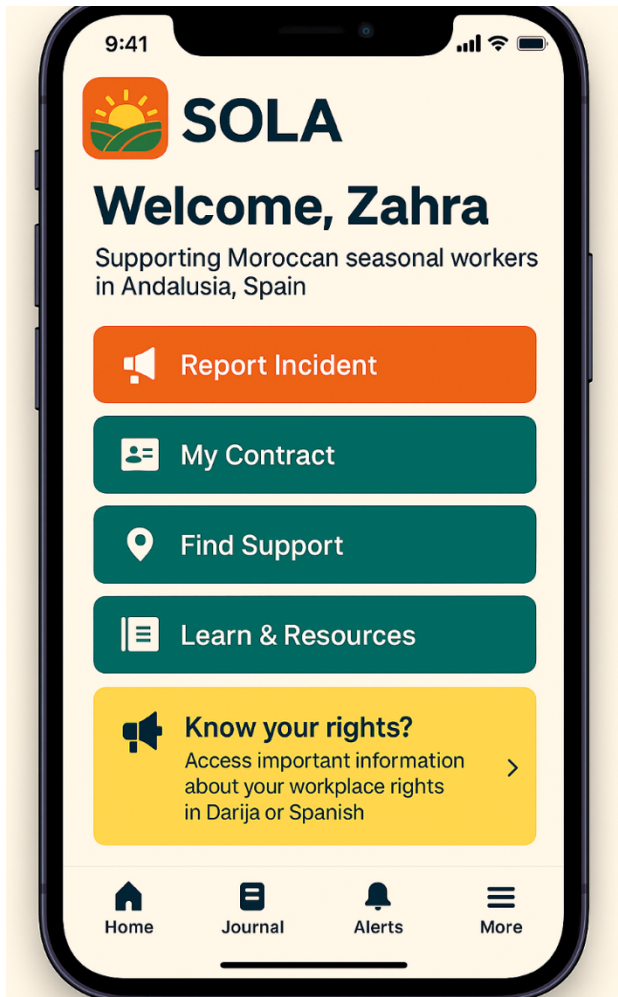
Workers App Side
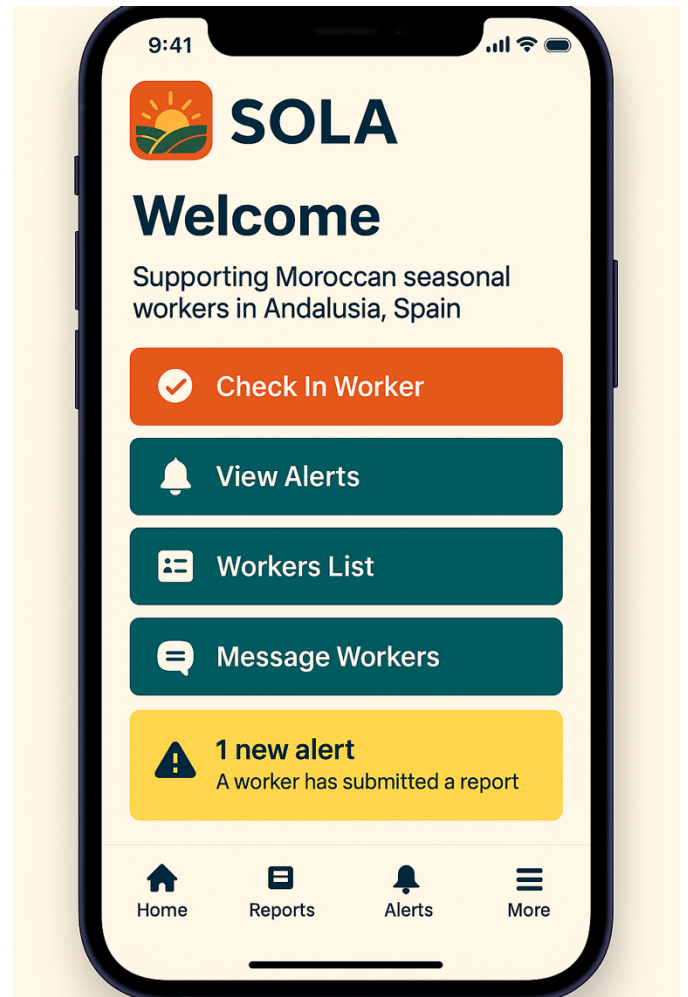
NGO App Side

Annex 3: SOLA WEBPAGE Heatmap for NGO

Annex 4: Accommodation Photos
2020 – Photos provided by Ana Pinto – Jornaleras de Huelva en Lucha

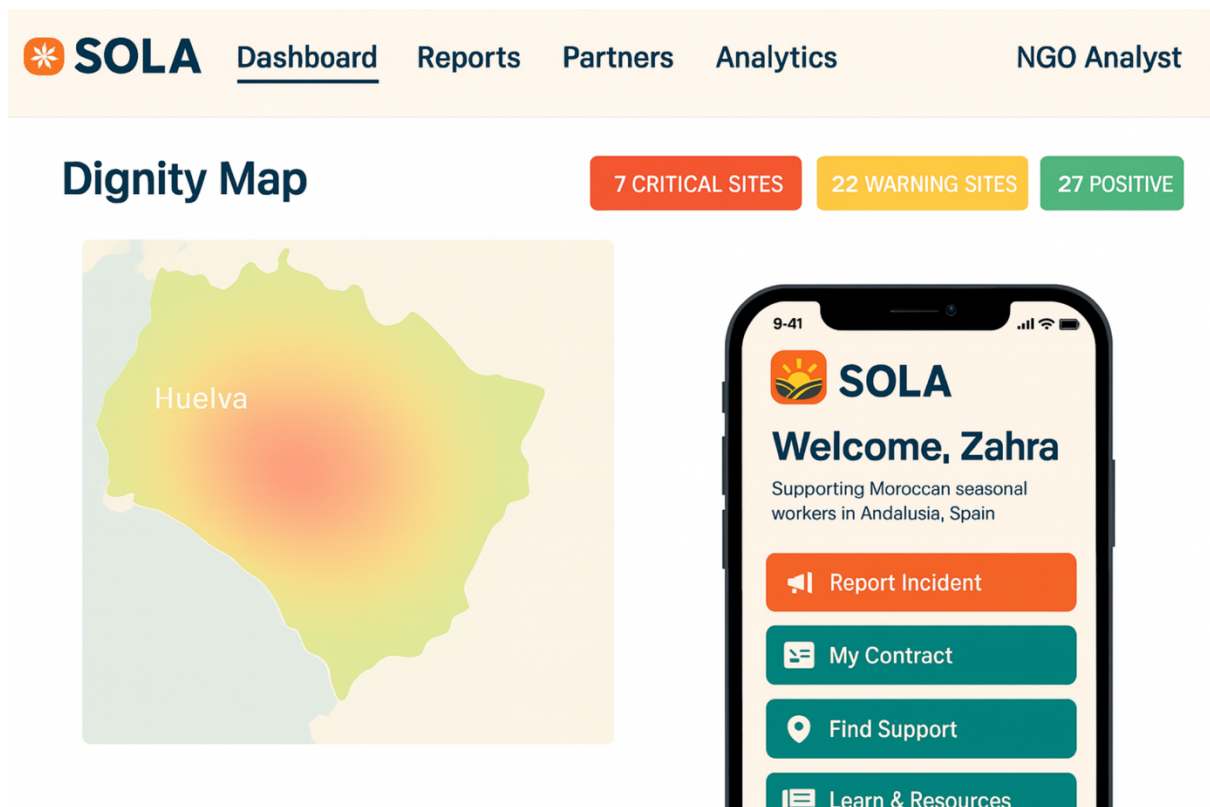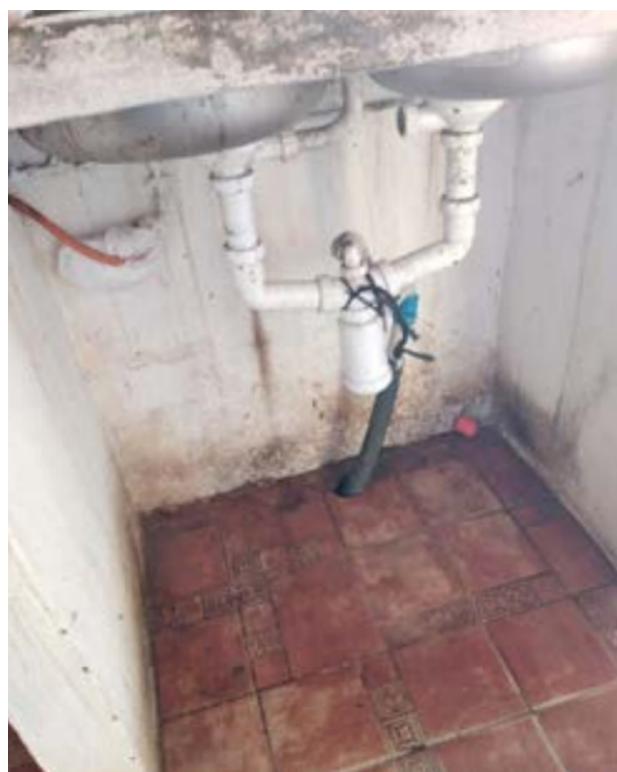## Annex 5: Fixed-term Contract at Origin - Signed in Morocco Before Departure (in Spanish)

Apellidos		Nombre	
███████		███████	
Fecha de nacimiento	Nacionalidad		NIE (1)
███████	MARROQUÍ		███████

DECLARAN

- Que la persona contratada es extranjera no comunitaria y que no se halla ni reside en España.
- Que esta contratación se realiza a través de la Gestión colectiva de contrataciones en origen correspondiente al año 2019.
- Que la contratación es temporal mediante oferta de empleo de temporal, y la empresa garantiza a la persona contratada su contrato durante el periodo de vigencia de la autorización para residir y trabajar.
- Que la empresa pondrá a disposición de la persona contratada un alojamiento adecuado y organizará los viajes de ida a España y de regreso al país de origen, asumiendo como mínimo, el coste del primero de ellos y los gastos de traslado de vuelta, entre el punto de entrada a España y el lugar del alojamiento.
- Que, en lo no previsto en el contrato y en este anexo, se estará a lo establecido en el Real Decreto 557/2011, de 2 por el que se aprueba el Reglamento de la Ley Orgánica 4/2000, de 11 de enero, sobre derechos y libertad extranjeros en España y su integración social, y, en su caso, en la Orden TMS/1426/2018, de 26 de diciembre, po regula la gestión colectiva de contrataciones en origen para 2019. Asimismo será de aplicación lo dispuesto en e Colectivo de los Trabajadores del Campo en la Provincia de Huelva publicado en el BOP Número 23 de fecha 4 de 2013.
- Que el contenido del contrato así como del presente anexo, se comunicará a los Servicios Públicos de Empleo e los diez días siguientes al del inicio de la relación laboral.

Y para que conste, se extiende tanto el contrato como el presente anexo por quintuplicado ejemplar en el lu continuación indicados, firmando las partes implicadas.

En .... 24 de febrero de 2020

Annex 6: Temporary Contract Signed upon Arrival (in Spanish)

SERVICIO PÚBLICO
DE EMPLEO ESTATAL

GOBIERNO
DE ESPAÑA

FONDO SOCIAL EUROPEO
El FSE invierte en tu futuro

CONTRATO DE TRABAJO TEMPORAL

DATOS DE LA EMPRESA

CIF/NIF/NIE

D./DÑA. JOSE LUIS GARCIA-PALACIOSALVAREZ	NIF/NIE	EN CONCEPTO (1) REPRESENTANTE LEGAL

NOMBRE O RAZÓN SOCIAL DE LA EMPRESA	DOMICILIO SOCIAL CARRETERA ALMONTE EL ROCIO

PAÍS ESPAÑA	MUNICIPIO ALMONTE	C. POSTAL 21730

DATOS DE LA CUENTA DE COTIZACIÓN

RÉGIMEN 21 1074723 07	ACTIVIDAD ECONÓMICA AGRICULTURA

DATOS DEL CENTRO DE TRABAJO

PAÍS ESPAÑA	MUNICIPIO ALMONTE

DATOS DEL/DE LA TRABAJADOR/A

D./DÑA.	NIF/NIE (2)	FECHA DE NACIMIENTO

Nº AFILIACIÓN S.S.	NIVEL FORMATIVO	NACIONALIDAD MARROQUI

MUNICIPIO DEL DOMICILIO	PAÍS DOMICILIO MARRUECOS

con la asistencia legal, en su caso, de D./Dña. <u>JOSE LUIS GARCIA-PALACIOSALVAREZ</u> con N.I.F./N.I.E. [ ] en calidad de (2) <u>representante legal</u>.

DECLARAN

Que reúnen los requisitos exigidos para la celebración del presente contrato, y en su consecuencia, acuerdan formalizarlo con arreglo a las siguientes:

CLÁUSULAS

PRIMERA: El/la trabajador/a prestará sus sercicios como (3) <u>PEONES AGRÍCOLAS, EN GENERAL</u>, incluido en el grupo profesional de <u>según convenio</u>, para la realización de las funciones (4) <u>según convenio</u> de acuerdo con el sistema de clasificación profesional vigente en la empresa. En el centro de trabajo ubicado en (calle, nº y localidad) [   ] ALMONTE (HUELVA).

☐ A DISTANCIA, en el domicilio ubicado en (calle, nº y localidad) ....

SEGUNDA: La jornada de trabajo será (5)

☒ **A tiempo completo:** la jornada de trabajo será de <u>según convenio</u> horas semanales, prestadas de <u>según convenio</u>, a <u>según convenio</u>, con los descansos establecidos legal o convencionalmente.

☐ **A tiempo parcial:** la jornada de trabajo será de ...., ... horas ☐ al día, ☐ a la semana, ☐ al mes, ☐ al año, siendo esta jornada inferior a (6) ....
La distribución del tiempo de trabajo será de ....

http://www.sepe.es

1

Annex 7: Translation of the ANAPEC* Job Offer
ANAPEC = National Agency for the Promotion of Employment and Skills

عاملات فلاحيات موسميات (إناث)

مطر العمل : ويلفا / أسبانيا

الشروط المطلوبة في المرشحة

- السن من 25 إلى 45 سنة
- توفر على تجربة مهنية في العمل في المجال الفلاحي
- قادمة بالوسط القروي
- التمتع بصحة جيدة
- أم لأطفال قاصرين تكفل بهم

طبيعة العمل

على الفراولة الحمراء الفراولة التوت ...

ظروف العمل

- عقد عمل محدد المدة من 3 أشهر
- فترة تجريبية ممتدة إلى 15 يوم
- الراتب للعاملة 37 أورو عن كل يوم عمل
- عدد ساعات العمل اليومية 6 ساعات ونصف مع استراحة لمدة نصف ساعة بيانها
- معدلا أدنى يوميا لمدة يوم واحد
- السكن مجاني من طرف المشغل
- التنقل في إسبانيا بين مقر السكن وموقع العمل مؤمن من طرف المشغل

الوثائق المطلوبة بعد التعيين

- بطاقة التعريف الوطنية بيع نسخة منها تسجل رقم طلب المرشحة
- رخصة إثبات الحالة العائلية بعد قروي بعد المنازل مشهادة ولادة قروي
- النظر العائلي مؤشحة بنت زوجتها على تحمل أمر أطفال قاصرين تكفل بهم

ملحوظة : الحضور الشخصي إلزامي بعد التعيين

توقيع للإعمال للتشغيل والكفاءات المحلية لمدير عرض العمل أعلاه

KFDA'I RAJEM SAEZ

Selected Profile: Seasonal Agricultural Workers (Women)

Work location: Huelva, Spain

Requirements for candidates:
- Age between 25 and 45 years
- Demonstrate professional experience in agriculture
- Reside in a rural area
- Be in good health
- Be a mother responsible for young children

Nature of the work:
Harvesting red fruits: strawberries, raspberries…

Working conditions:
- Fixed-term contract of 3 months
- 15-day probation period
- Net wage: €37 per day
- Number of hours worked per day: 6.5 hours, including a 30-minute break
- One day of rest per week
- Accommodation provided by the employer
- Transport to the place of residence covered by the employer

IMPORTANT
Required documents for registration:
- National Identity Certificate (CIN) with a copy and the candidate's phone number
- Document proving family status: marriage certificate, divorce decree, or husband's death certificate
- Family book, with a copy for candidates with dependent children

NB: In-person presence is mandatory for registration.

Registration files will be evaluated based on merit, following the procedure established by ANAPEC to manage this job offer.

This offer is free of charge.