

## **World Banana Forum Working Group on Gender Equity**

### **Proposal to WG02 on gender equity and living wages**

*The World Banana Forum Working Group on Gender Equity would like to offer our experience and expertise to support the WBF Working Group 02 in ensuring that gender equity is fully integrated into its various initiatives on the distribution of value, and in particular the various projects related to Living Wages.*

*We believe that gender must be considered in all stages of the development and implementation of these important initiatives to ensure that the realities faced by women banana workers and producers can be fully addressed. We believe that this is an important opportunity for the World Banana Forum to lead the way on gender equity issues within global value chains.*

*Towards this aim we have drafted some initial notes on key wage elements that should be considered in the analysis of actual and living wages. We hope to develop this work and expertise through further research and communication with gender and wage specialists in other organisations and sectors.*

*We look forward to collaborating with WG02 to develop this important work further.*

### **Proposal on gender elements to be considered in living wage methodologies**

#### **Gender Pay Gap – wages**

- 1. Comparing male and female wages for the same job/ role/ hours**
- 2. Comparing and analysing average wage for women and men and why differences may / do occur, for example:**
  - a. Roles/ task allocation and difference in payment levels
    - Access to promotion, higher paid roles and pay rises (linked to access to training)
    - Differences in remuneration system for male and female roles, e.g., payment related to production levels (individual or collective), bonus systems etc.
    - Company pay grading schemes/ wage-setting criteria – any gender bias in relation to how pay levels are set for the various roles, what tasks or skills are ‘prioritised’ in wage setting.
    - Access to overtime and overtime payments and ability to undertake overtime (e.g., if sufficient notice given to arrange childcare)

- Job stability – including access to permanent vs temporary contracts - and any impacts on guaranteed benefits such as social insurance contributions and severance pay.
- Any further company policy on gender and work role access, for example restrictions on women working with chemicals.

b. Maternity/ reproductive role

- Access to maternity pay/ benefits and impact on income during that period, including analysis of lack of productivity, bonus and other cash payments during maternity leave
- Wage levels / role on return to work (and future access to training and promotion)
- Any impact of women relocated to tasks during later stages of pregnancy and when breastfeeding, without harming their salary.
- Reduced hours and absenteeism due to lack of childcare provision (and disproportionate impact of lack of childcare provision on women vs men).
- Labour legislation on childcare and its impact on the net wage of the female or male worker who takes on the responsibility of childcare.

**3. Analysing differences in womens take-home pay**

- a. Tax, welfare and social security regimes, particularly related to working temporary, variable and part-time hours

Non-wage factors

4. **Additional benefits and services provided by the company** (either due to company CSR policy or through legislative obligations) for example accomodation, health care, childcare, education and training, workplace canteen, shop etc)
- a. Difference in access to services
  - b. Difference in perceived 'value' of services
  - c. Access for women (company and worker) to decision making on what these services are and whether appropriate/reflect their priorities