

**SHARING OF GOOD GENDER PRACTICES
IN THE BANANA INDUSTRY IN
CAMEROON – CDC, PHP Tiko branch and
Boh.**

MATERNITY LEAVE

Flyers with outlined procedures for maternity leave preparation are constantly distributed to CDC, PHP Tiko and BOH women. We also throw more light on Sections 84 and 85 of the Country's Labour Code on maternity coverage.

NURSING MOTHERS IN BOH

- They do not take their one hour nursing break (payable) before or during working hours according to the Law. This is due to the very far nature of the plantation away from where workers live. If a nursing mother decides to take this break one hour before the start of work, she will suffer transportation problems and if she takes it during work, the distance to her house is going to cover more than the one hour break.

NURSING MOTHERS IN BOH - Continues

- To solve this problem, a woman who is a top management staff in Boh had to negotiate with management on behalf of the nursing mothers who now work five days and take the 6th day off which is payable to spend some time with their babies. These women are indeed grateful.
- In PHP Tiko, nursing mothers are assigned jobs like cleaning, snail picking, de-leafing, etc) which they complete early enough and then go home to carter for their babies. The advantage here is that the plantation is not too far from where workers live.
- In CDC, nursing mothers also do not take nursing breaks as they suffer the same problems in Boh. FAWU has shared this practice with the women and intend to suggest it to Management for future practice.

MUSTER TALKS

- Done very early in the morning around 5.30am to enable us talk to almost all of the workers. Continuous gender awareness campaign as this helps to gain more membership of women and even men in the Union and also makes them more active.

UNION SUCCESSES IN PROBLEM SOLVING

- Sharing of FAWU's successes in workers problems to its members and non members also helps to gain new membership as this makes them feel insecure of not belonging to the Union.

MEETINGS WITH WOMEN REPRESENTATIVES AND WOMEN WORKERS

- We hold meetings in FAWU Office and sometimes in the plantations.
- This helps discuss issues women face at the work place likewise come up with proposals/suggestions to Management.
- Constant communication with women Representatives to make sure they give feedback of these meetings to other women workers.
- We also give membership forms to women representatives to recruit more women during this exercise.
- During field visits, we discuss with other women workers to make sure they actually get feedbacks from the meetings we hold with women representatives.

STEERING COMMITTEE

- Recent creation of a Steering Committee in the CDC banana sector to pilot women's issues in the work place. Intend to form a Women's Committee to work together with this Steering Committee.
- Our wish is that these committees should be lead by women representatives as they have a whole free 16hours per month provided by the Law to carry out Union activities. Since many women are interested in these committees, it will surely encourage them to come up as Staff Representatives, thereby becoming more active in the Union.

THANK YOU !

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