

PRESENTATION ON THE RECENT ADVANCES FROM DIALOGUE AND NEGOTIATIONS IN LATIN AMERICA



Women workers in the banana industry have fought for the recognition of the fulfilment of our rights

- **Regional meetings**
- **Sub-regional meetings**

to highlight and analyse all the difficulties encountered on a daily basis in our workplaces, as well as developing strategies to counteract these problems

IRIS MUNGUIA, ICONIC WOMEN OF COLSIBA



Our regional agenda consists of six strategic themes and of those which we are working to make significant progress, these include the following:

- Working conditions
- Employment and unemployment
- General social conditions

- Occupational health and environment
- Women and leadership, and
- Women and politics

This agenda was developed with the analysis and contributions of all the coordinators for women's work in each country



WOMEN'S PLATFORM OF DEMANDS

After an analysis and review of our collective bargaining agreements in the region we realised that there were no specific clauses that benefitted women.

This platform of demands has helped us achieve the insertion of specific clauses for women in collective bargaining agreements in:

- Colombia
- Honduras
- Nicaragua and
- Guatemala

It is worth mentioning the importance of women's inclusion at the negotiating table so that they may act as

WOMEN BANANA WORKERS IN ACTION



OTHER IMPORTANT ACHIEVEMENTS:

We anticipate the publication of three books entitled

- **The power of women**
- **What we have lived (women banana workers' struggle)**
- **Duties and setbacks**

It is worth mentioning the inclusion of gender equity and the active participation of women in COLSIBA regional and sub-regional meetings.

Regarding the World Banana Forum

We gratefully appreciate being a part of this dialogue.

Despite difficulties we have achieved significant advances, such as:

- **Winning the right to participate in the Forum.**
- **The creation of the women's dialogue roundtable with Chiquita**
- **The pilot project in Panama**
- **The sexual harassment clause in Panama**

THE PRESENT IS THE STRUGGLE, THE FUTURE IS THE CHALLENGE

In companies the following threats and conditions prevail:

- Using various reasons to fire women under the pretext that they are not profitable workers
- Not paying women for pre and postnatal care as well as breastfeeding hours*
- Questioning why and when we must attend medical appointments (under the social security system), without caring that we are human beings
- Exposure to a series of risks including illnesses as a result of agrochemical use

- Standing in the same position and repetitive movements as a result of the work we carry out,
- Exposure to dust, noises and illnesses which has taken the lives of fellow women workers
- Work-related harassment and the denying permission for things, including certain physiological needs
- Threats of dismissal following an absence even when the proper justification is presented without taking into consideration that the majority of women are single mothers

CONSIDERACIONES FUNDAMENTALES

BASIC CONSIDERATIONS

- ✓ In recent years the hiring of women workers by agro-industrial companies has significantly declined. This prevents women from gaining access to work which is a basic human right
- ✓ It is a challenge for all active participants in the World Banana Forum to pay particular attention and care to prevent and end the general vulnerability of women and especially women banana workers.

THANK YOU



ALWAYS WOMEN, ALWAYS STANDING, NEVER DEFEATED!

*Translator's note: presumably, an error has been made as the original is a positive statement and reads, "*payment of pre- and post-natal payment as well as hours when we breastfeed our children*".