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Report of the Third Conference of the **World Banana Forum**

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| Acronyms and abbreviations

ABNB/CSCP	Action Alliance for Sustainable Bananas/Collaborating Centre on Sustainable Consumption and Production
BOHESI	Banana Occupational Health and Safety Initiative
BPM	Biodiversity Partnership Mesoamerica
CCV	Varembé Conference Centre
CIRAD	International Cooperation Centre of Agricultural Research for Development
CLAC	Latin American and Caribbean Network of Small Fair Trade Producers
CNCJ	National Fairtrade Coordinating Body of Peru –
COLEACP	Europe-Africa-Caribbean-Pacific Liaison Committee
COLSIBA	Coordinating Body of Latin American Banana and Agro-industrial Unions
CICG	International Conference Centre Geneva
CSR	Corporate Social Responsibility
EB	Executive Board
EU	European Union
FAO	Food and Agriculture Organization of the United Nations
FOAG	Federal Office of Agriculture of Switzerland
FOB	Free On Board
GBV	Gender-Based Violence
GEL	Golden Exotics Ltd.
GFSI	Global Food Safety Initiative
GHG	Greenhouse Gas
GIZ	Die Deutsche Gesellschaft für Internationale Zusammenarbeit
GLWC	Global Living Wage Coalition
IITA	International Institute of Tropical Agriculture
IRSTEA	National Research Institute of Science and Technology for Environment and Agriculture
ILO	International Labour Organization
IUF	International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations
LAC	Latin America and the Caribbean
MAG	Ministerio de Agricultura y Ganadería (Costa Rica)
MINAE	Ministerio de Ambiente y Energía (Costa Rica)
NAMA	Nationally Appropriate Mitigation Actions
OHS	Occupational Health and Safety
OIRSA	Organismo Internacional Regional de Sanidad Agropecuaria
PBGEA	Philipino Banana Growers and Exporters Association
TR4	Tropical Race 4
UN	United Nations
UPEB	Panama-based Union of Banana Exporting Countries
SH	Sexual Harassment
USA	United States of America
USD	United States Dollar
SINTRAINAGRO	National Trade Union of the Agricultural Industry
WBF	World Banana Forum
WG01	Working Group 1
WG02	Working Group 2
WG03	Working group 3
WINFA	Windward Islands Farmers Association

A photograph of banana leaves and fruit. The top half shows large, green banana leaves with prominent veins, some showing signs of aging or damage. The bottom half shows a bunch of green, unripe banana fruit. The background is a clear blue sky.

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This report provides a summary of the key outcomes and discussions that took place during the panel sessions on 8 and 9 november 2017.

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Introduction

The Third Global Conference of the World Banana Forum (WBF) was held at the International Conference Centre Geneva (CICG) in Geneva, Switzerland, on 8 and 9 November 2017. Over 300 persons representing a wide range of stakeholders from 38 countries in Latin America and the Caribbean, Africa, Asia, Europe and North America were registered for the event with an interest in engaging in discussions on important issues in the global banana industry, including collaboration, gender, business and technical concerns. The participants represented governments, relevant international organizations, importers, exporters, retailers, producer organizations, trade unions, civil society organizations and research institutes.

Two important events preceded the Third Global Conference of the WBF, namely, (1) the Multi-Stakeholder Meeting on Gender Equity in the Banana Industry and (2) the 13th Meeting of the Steering Committee of the WBF, both held on 7 November 2017. A side event on Combatting Fusarium Wilt TR4 was held on 10 November 2017, following the end of the Global Conference.

This report provides a summary of the key outcomes and discussions that took place during the panel sessions on 8 and 9 November 2017. The structure of the report is as follows:

- summary of the opening speeches followed by the summary of conclusions from the Multi-Stakeholder Meeting on Gender Equity that was held on 7 November 2017;
- summary of the moderators' and panellists' discussions and proposals made to the WBF in each of the five panels;
- summary of the final remarks and closing speeches of the conference.



1. | Opening session

Mr Pascal Liu, coordinator of the World Banana Forum (WBF) Secretariat, hosted by FAO, welcomed all participants to the Third Conference of the World Banana Forum and introduced the WBF as the only global multi-stakeholder platform for the banana sector. He thanked the entities that provided support in helping the conference become a success, including: the Swiss Government and its Federal Office of Agriculture for their support in hosting the meeting; the International Labour Organization (ILO) for its technical support; and the companies and organizations that co-sponsored the event. Subsequently, Mr Liu called on the speakers of the opening session to join him on the stage, and gave the floor to Mr Renwick Rose, Chairperson of the Executive Board of the WBF, to provide the inaugural speech.

Mr Renwick Rose, Chairperson of the WBF's Executive Board greeted all participants and extended his heartfelt welcome on behalf of the Executive Board and Steering Committee of the WBF, as well as the Organizing Committee for the Conference. He highlighted the progress made since the launch of the Forum in Rome in 2009, especially in forging new relationships to strengthen the global banana industry, and ultimately the importance of the Third Conference to support these efforts through its ambitious agenda and the breadth and scope of representation. He mentioned that long-lasting international trade disputes and unfair competition had negatively affected all actors of the banana sector prior to the creation of the Forum. He emphasized that open discussion, debate and collaboration were the ways forward to achieve mutual benefits for the diverse players in the industry, small and large, as well as tangible results for those who work in it. He concluded that the WBF platform is an opportunity for collaboration in finding solutions to key challenges in the industry. He closed by inviting participants to join him in productive discussions in the next days, as well as expressing his appreciation to all sponsors, collaborators, and FAO for hosting the WBF Secretariat since its inception.

Mr Dominique Kohli, Assistant Director of the Federal Department of Economy, of the Federal Office for Agriculture (FOAG) of Switzerland, provided the welcoming speech on behalf of the host country. He welcomed all participants and mentioned that it was a great honour to be hosting the Third Conference of the WBF. He highlighted the unique nature of the platform in bringing together all stakeholders of the banana industry to promote open dialogue and collaboration on challenges faced by the banana industry. He highlighted these challenges, including the Fusarium wilt disease, levels of prices and incomes for producers, as well as environmental and social challenges, and stressed that these will be ever more present and visible in the future. Mr Kohli then stated that these challenges can only be addressed if all stakeholders collaborate actively, and emphasized that the Third Global Conference of the WBF was the right place to discuss these challenges and potential solutions.

Although bananas have never been produced in Switzerland, he underlined the strong and special relationship that his country has with bananas, given that it is the number one tropical fruit consumed by Swiss consumers and more than half of the bananas sold in Switzerland are sustainably produced and carry the Fairtrade label. He stated that Switzerland has one of the highest shares of sustainable banana sales in the world. He ultimately concluded his speech by thanking all of those involved in the organization of the conference, and wishing all participants success in producing pragmatic outcomes and consensus for improvements and best practices in the banana industry in the coming days.

Ms Deborah Greenfield, Deputy Director-General for Policy at the International Labour Organization (ILO), explained how the ILO's in-depth expertise in the world of work, combined with its unique tripartite structure which includes governments, workers and employers, enabled it to make an important contribution to and strengthen efforts towards sustainable development, peace and social justice. She also highlighted the critical role of the ILO in discussions on issues faced by the banana sector globally.

In this context, Ms Greenfield highlighted the ways in which the structural transformation in the banana industry negatively impacted productive employment and decent work among rural households dependent on banana production for their livelihoods. She stressed the ILO's Decent Work Agenda as an effective instrument in creating productive, remunerative, gender equitable and safe jobs, guaranteeing rights at work, extending social protection, and promoting social dialogue. She urged participants to place greater emphasis on rural economies in order to develop sustainable, long-term solutions to the challenges affecting livelihoods of hundreds of millions of workers worldwide. Ms Greenfield stressed some of the key challenges affecting the banana sector in terms of low prices, low wages, casualization of labour, and weak social dialogue and social protection mechanisms, amongst others, and reinforced the significance of empowering women in the banana sector by promoting the principle of equal opportunity and treatment between women and men, and equal remuneration for men and women workers for work of equal value.

Lastly, Ms Greenfield encouraged renewing and furthering global collaborations and partnerships between all stakeholders in order to address gender, employment and labour, business and other technical issues in the banana sector, and to translate discussions into actions and results on the ground.

Ms Carolyn Rodrigues-Birkett, Director of the FAO Liaison Office with the United Nations (Geneva), finally provided the welcome address on behalf of FAO, and welcomed participants to the conference. She stated that the participation of over 300 individuals from various stakeholder groups demonstrated the importance of the banana sector, and the unique structure of the WBF in bringing them together through an innovative model of collaboration. She highlighted the importance of the Forum as a platform, as bananas are essential to the food security of millions of persons in developing countries. She mentioned key challenges being faced by the industry, including climate change, the spread of pests and disease, the inappropriate use of agrochemicals, the violation of labour rights and the lack of equitable treatment of women. She further mentioned that the most dangerous challenge is the low prices at all levels of the supply chain, which often result from the price wars between supermarket chains. She highlighted some of the practical tools that have been developed by the WBF to address such concerns.

Mr Liu concluded the opening session by thanking the opening speakers for their introductions and welcoming a multi-stakeholder panel of three women representatives to present the summary conclusions of the side event on Gender Equity held on 7 November 2017.



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Women's empowerment is seen to be the basis
for achieving gender equality.

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2. | Presentation of the key conclusions from the Multi-Stakeholder Meeting on Gender Equity in the Banana Industry

The Multi-Stakeholder Meeting on Gender Equity in the Banana Industry was held by the Gender Equity Task Force of the WBF on 7 November 2017. The Task Force had coordinated two meetings before, in 2012 and 2015 – one multi-stakeholder meeting and one for civil society organizations from banana-producing countries. The meeting held on 7 November 2017 was the first meeting to be a formal part of the WBF conference programme. It was attended by 51 participants and 41 observers.

The meeting aimed to discuss five core themes affecting women workers in the banana industry: (1) women's employment opportunities, (2) women's empowerment, (3) the gender pay gap, (4) health and safety, and (5) sexual harassment and gender-based violence. The outcomes, conclusions and proposals from the meeting were presented by representatives of a UN agency, the private sector and civil society. These representatives were, respectively: Ms Mariangels Fortuny from the ILO, Ms Christelle Lasme from Compagnie Fruitière and Ms Iris Munguía from COLSIBA (see Annex 2 for more information).

2.1 | Women's employment opportunities

The main conclusions and proposals resulting from the working group on women's employment were built on the recommendations of the 2015 WBF report, "Women in the Banana Export Industry". One of the proposals discussed was the need to improve the recruitment, retention and career development of women. This could be done by providing better working conditions through, for example, appropriate childcare facilities, flexible working hours, and the elimination of any form of discrimination. Secondly, it was stated that education, awareness-raising and training are essential to build self-confidence and skills to support career progression. The need to promote the active role of women in decision-making positions within companies, trade unions and the WBF at all levels was further emphasized. Ultimately, it was also suggested to identify and share positive examples from companies that have made tangible improvements in women's employment. These positive examples could thereby attract potential women workers from outside the company.

2.2 | Women's empowerment

Women's empowerment is seen to be the basis for achieving gender equality. It is a cross-cutting theme that can only be addressed through a multiplicity of interventions that revolve around the decent work agenda. Discussions in the working group emphasized the importance of training and capacity building of women, raising awareness, improving working conditions, providing innovative mechanisms of maternity protection, and improving health and safety measures. The Forum has a wealth of knowledge and experiences in these areas that would be important to share amongst different stakeholders and countries. One of the main recommendations from the working group was to undertake a comparative analysis on different interventions. The ultimate aim of this activity would entail sharing lessons learned and carrying out peer exercises to analyse specific experiences from different countries around the world. There was also a suggestion of creating a fund that would support exchanges between women leaders, good practices and the work of women's organizations, thereby strengthening women's capacities.

2.3 | Gender pay gap

It was highlighted that ILO Convention 111 on equal remuneration between women and men has been widely ratified, yet women still receive lower wages overall in the labour market. This is largely due to the fact that the majority of women employed in the agricultural sector are involved in low-paid occupations at the bottom of the supply chain. They are also often employed informally. In order to make informed decisions and to make concrete claims as to why women are paid less than men, it was agreed that further gender-disaggregated data around wages is needed. The working group also underlined the need for multiple actions that address the underlying causes of the gender pay gap, such as access to childcare facilities and occupational segregation. Furthermore, the need to carry out a scoping exercise along the value chain to identify key points where a gender perspective is needed was discussed. Lastly, there are ongoing discussions on how to address situations where workers are not organized.

2.4. | Health And safety

The working group on health and safety made three concrete proposals to be addressed by the World Banana Forum. Firstly, participants highlighted the need to implement the practices proposed in the BOHESI manual through trainings and capacity-building workshops at the plantation level, for both men and women. Special emphasis was made on

making sure to also address specific guidelines developed for the safe employment of women workers. They also highlighted the need to ratify and implement Convention 184 on Safety and Health in Agriculture in banana-exporting countries. The group also recommended advocating the reduction in the use of agro-chemicals that have already been banned in developed countries but are still being used in developing countries. Finally, participants emphasized the need to take into account a gender focus on all health and safety activities, as some banana-producing activities can have significant impacts on the health of women, particularly those that are pregnant or who are nursing mothers.

2.5 | Sexual harassment and gender-based violence

One of the main recommendations from the working group was the need to conduct new studies on sexual harassment and gender-based violence (GBV) at a national level in banana-producing countries around the world. This is due to the fact that both men and women are faced with these issues on a daily basis. Secondly, another proposal for joint action was the need to identify entry points in the ILO 'yellow report' on sexual harassment and GBV, include companies and trade unions in discussions on the report, and engage actors in advocacy work around the creation of a new ILO Convention on GBV to be discussed at the International Labour Conference in June 2018. Thirdly, it was proposed that companies implement specific policies, as well as awareness-raising and training programmes, to combat sexual harassment in the workplace. Through these ends, companies would be held accountable for their actions in addressing sexual harassment and GBV. Good practices in the field, such as the adoption of the zero tolerance of sexual harassment clause in the IUF/COLSIBA/Chiquita Agreement could be shared amongst companies and used in training programmes.

2.6 | Final proposals from the Meeting on Gender Equity

The presentation of the conclusions from the Multi-Stakeholder Meeting on Gender Equity ended with more general proposals that should be addressed by the WBF in the future. For instance, it was proposed that all working groups of the WBF should be inclusive and provide interpretation and translations for English, Spanish and French speakers, as many women colleagues from Africa have not been able to participate in the past due to limited translation and interpretation into French. This will also strengthen and promote women's empowerment, because if they are unable to engage in discussions or knowledge-sharing on important issues in the banana industry, they will not be able to participate in negotiations and collective bargaining discussions.

The final request made to the WBF was to officially establish a fourth working group dedicated to Gender Equity. This proposal will be debated by the WBF Steering Committee.

The following five sections will outline the speakers and panellists, as well as the key discussion points addressed in each panel of the WBF conference. Each section will then conclude with the main proposals made to the WBF from both the panellists as well as participants of the conference.



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The Forum should continue to address and enable collaboration amongst stakeholders, particularly with respect to Occupational Health and Safety (OHS). OHS can be used to promote better dialogue in enterprises, as well as between different parts of industry and governments.

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3. | Session 1: People at work

The panel on People at Work examined the social challenges within the global banana industry, including labour rights and decent work deficits, gender equity and health and safety concerns.

3.1 | Speakers and Panellists

Opening remarks:

Alette van Leur, Director of Sectoral Policies Department, International Labour Organization.

Moderator:

Sue Longley, Secretary General, International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations – IUF (Switzerland).

Panellists:

- George Kporye, Corporate Affairs & Administration Manager, Golden Exotics LTD (Ghana);
- Minister Raúl Clemente Ledesma Huerta, Minister for Labour, Government of Ecuador;
- Alette van Leur, Director of Sectoral Policies Department, International Labour Organization – ILO;
- Magne Svartbekk, CSR Director, Bama Gruppen AS (Norway);
- Adela Torres, General Secretary of National Trade Union of the Agricultural Industry -SINTRAINAGRO (Colombia);
- Guillaume Tossa, Coordinator of the IUF Regional African Banana Workers Network (Benin).

3.2 | Summary of panel discussions

The opening speaker set the scene for the panel discussion by highlighting labour issues and decent work deficits prevailing in the sector, as well as the role of social dialogue in a multi-stakeholder setting in addressing these issues. She focused on three key aspects that have a serious impact on 'people at work' in the banana sector: 1) occupational health and safety (OHS); 2) access to labour rights, in particular fundamental principles and rights at work; and 3) women's empowerment, gender equality and non-discrimination in the world of work.

She pointed out that ensuring OHS in the workplace includes promoting a prevention and safety culture on plantations, while ensuring plantation workers' access to adequate medical services. Innovative approaches, green practices and technological advances are increasingly proving to be beneficial to such efforts, the results of which should be maximized. Next, she underscored the duty of governments in adopting, implementing and enforcing national laws and regulations. She stressed their role in ensuring that the fundamental principles and rights at work, and relevant international labour standards, are applied to all workers in the banana sector. This includes promoting freedom of association and collective bargaining as fundamental labour rights. Lastly, she reiterated the importance of mainstreaming gender in legal and institutional frameworks at all levels of governance, alongside concrete affirmative action. Policies to improve healthcare, financial systems, childcare and nursing services, which are crucial to ensuring equal opportunities at the workplace, should also be promoted.

The subsequent discussions led by the panellists addressed all of these core social issues in the banana industry.

3.2.1 | Health and safety

The Banana Occupational Health and Safety Initiative (BOHESI) of the WBF was a major topic of discussion. BOHESI has been an ongoing project in Ecuador and Cameroon since 2014, aimed at improving the standards of living for male and female banana workers, and their surrounding communities, particularly in relation to occupational health and a safe and uncontaminated natural environment. The conference saw a major breakthrough with respect to the project, as Ecuadorian Minister for Labour, Mr Raúl Clemente Ledesma Huerta, presented and officially inaugurated the training manual on occupational health and safety (OHS) developed by the BOHESI project as the National Manual on Occupational Health and Safety for the Banana Sector in Ecuador. He highlighted the importance of such an initiative in Ecuador, given that the banana sector is the largest export sector in the country after oil, generating income and employment for hundreds of thousands of rural households. He stressed his commitment to elevate the status of the

Manual to a normative level through a ministerial agreement, with the ultimate objective of incorporating it into the revised organic Labour Code that will soon be presented to the President of Ecuador for legislative approval. This would make it obligatory for all producers in the banana sector to abide by the rules of the Manual and provide the necessary training for workers. However, he emphasized that in order for the Manual to have a positive impact on a majority of Ecuadorian banana workers, the challenge of high levels of informal employment in the sector must be addressed. This is due to the fact that the institutionalization of the Manual would not benefit workers who are informally employed.

Other panellists also stressed the need for adequate training programmes, access to information and knowledge on all aspects of OHS, as well as safety and health policies to be implemented at the national level. In particular, the need to ratify ILO Convention 184 on Safety and Health in Agriculture in banana-producing countries was stressed. Ultimately, the need to have functioning OHS committees at local and national levels in a framework of good labour relations and social dialogue was also highlighted as an important measure and condition to ensure progress on the occupational health and safety of workers in the banana industry.

3.2.2 | Freedom of association, collective bargaining and social dialogue

Panellists further discussed important challenges, but also good practices, in enabling and promoting labour rights and decent work for workers in the banana industry. The representative of the IUF Regional African Banana Workers' Network mentioned that many workers in the banana sector, especially women, are often not unionized. This is largely due to the fact that some banana companies in Africa do not support independent trade unions. He claimed that most existing trade unions are quite dispersed, and furthermore, are relatively weak when it comes to negotiations to conclude collective bargaining agreements at a company level. The need for workers to be trained in order to strengthen negotiation and dialogue techniques when engaging with employers was emphasized. The need for employers to be open and understanding of the needs of the workers in order to find mutually beneficial solutions was also highlighted.

The representative of Compagnie Fruitière subsidiary Golden Exotics Limited (GEL), a banana-producing company in Ghana, highlighted a good example of the importance of unionization, freedom of association and collective bargaining efforts in the company's plantations. Nevertheless, he emphasized the challenges being faced with respect to perceptions of the strong division of roles and opportunities between workers and employers. In 2012, GEL's decision to introduce Fairtrade certification in the company gave workers the opportunity to share more of the benefits of production as well as to feel a greater sense of belonging in the company.

The representative of Bama Gruppen, a Norwegian distributor of fruits and vegetables, highlighted the successful example of effective dialogue and cooperation between their banana suppliers and trade unions in Latin America. Efforts to implement a corporate social responsibility policy within Bama were based on ILO's concept of decent work, which is practiced through social dialogue and cooperation. The aim of the policy was to establish a common platform that would enable trust and transparency between actors along the supply chain, including their main supplier and trade unions. This activity ultimately led to a new collective bargaining agreement in Ecuador and to the first ever workers' rights framework agreement in the supplier's company in Costa Rica.

Lastly, the ILO panellist stressed the role that governments must play in promoting and safeguarding the fundamental rights of workers. This includes the ratification of relevant ILO Conventions. She underscored the role of governments in enacting and enforcing necessary legislation and regulation in order to strengthen labour inspection mechanisms and systems. Private initiatives and certification systems should serve to support these labour inspection systems.

3.2.3 | Gender equality and non-discrimination

Concerns regarding gender equity and non-discrimination were discussed more broadly, though this topic was covered extensively during the Multi-Stakeholder Meeting on Gender Equity. African and Latin American representatives stressed the need to strengthen the involvement and participation of women in trade unions. They further stressed the need to increase women's employment in plantations, as current levels in some countries are very low. Other panellists also discussed the need to ensure the necessary provisions in healthcare for women, as well as the need to mainstream gender concerns in institutional policies at all levels.

3.3 | Panel proposals and recommendations

Following the engaging and stimulating discussions on labour rights concerns in the global banana industry, the moderator provided a summary of the proposals and recommendations made by all panellists to be reviewed by the Steering Committee of the WBF. The proposals presented during the panel on People at Work included:

- The Forum needs to not only maintain, but also strengthen work on labour rights, negotiation and fundamental freedoms, including freedom of association.
- The issues and topics addressed in the Working Groups must be analysed through a gender lens – they must assess the impact on women workers. It is also necessary to encourage and support a policy to promote female employment.
- The Forum should continue to address and enable collaboration amongst stakeholders, particularly with respect to Occupational Health and Safety (OHS). OHS can be used to promote better dialogue in enterprises, as well as between different parts of industry and governments.
- OHS committees should be established to draft guidelines at national and local levels.
- The Forum should acknowledge the importance of regulation and legislation, and the role of governments in ensuring access to rights – not everything should be left to the market.
- There must be a clear role for governmental labour inspection (e.g. advice and enforcement of labour rights). Measures on decent work and labour rights cannot be left just to voluntary certification schemes – these should support public inspection systems.
- The Forum should provide support to countries in the ratification of ILO's Convention 184. This requires government actions, through legislation and enforcement.



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Water resources are diminishing, rainfall patterns have become irregular and arable lands are affected by the rise of water-tables, amongst a wide range of other changes.

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4. | Session 2: Sustainability – the global perspective and challenges in a changing climate

The panel focused mainly on key environmental issues being faced in the global banana industry, particularly soil and land management, pesticide management and use, and biodiversity conservation.

4.1 | Speakers and Panellists

Opening remarks:

Inge van den Bergh, Scientist and ProMusa Coordinator, Bioversity International.

Moderator:

Jeroen Kroezen, Head of Sustainable Tea, Coffee, Cocoa & Fruit Department, Solidaridad (Netherlands).

Panellists:

- Inge van den Bergh, Scientist and ProMusa Coordinator, Bioversity International;
- Gustavo Gandini, Director of Organic Agriculture, Biodiversity and Environment,
- Ecological Bananas Association of the Northwest Line- BANELINO (Dominican Republic);
- Jan 't Lam, Markets Transformation Global Fruit lead, The Rainforest Alliance (United States of America);
- Thierry Lescot, Agronomist and Researcher, French Agricultural Research Centre for International Development - CIRAD (France);
- Alain Normand, Head of Agronomy R&D, Compagnie Fruitière (France);
- Luis Pocasangre, Director of Research, Professor of Tropical Crops, Earth University (Costa Rica);
- Manfred Pülm, Quality Manager, Greenyard (Germany).

4.2 | Summary of panel discussions

The opening remarks focused on the key environmental sustainability challenges of the global banana sector. One of the greatest challenges that the industry faces is the low genetic diversity of banana cultivars destined for global export, and their subsequent susceptibility to pests and diseases. It was highlighted that bananas produced for export are nearly exclusively of the Cavendish cultivars while 75 percent of the entire global production (including not for export) relies on three sub-groups that have little genetic variation within themselves: Cavendish cultivars (46 percent), plantains (15 percent) and East African highland bananas (12 percent).

This poses major threats to international and national banana economies, as these sub-groups are commonly susceptible to similar pests and diseases. As a result, banana production has increasingly become classified as a highly pesticide-intensive industry.

In addition, declining soil fertility has become one of the major causes of high fertilizer usage in the industry. More than 50 percent of the fertilizers used, however, do not end up on crops and in turn pollute the surrounding environment, having negative impacts on soil ecosystems and aquatic life. Furthermore, continuous relocation of banana plantations leads to deforestation and destruction of wildlife. Finally, the opening speaker emphasized the greenhouse gas (GHG) emissions that occur at various stages of banana production, both directly and indirectly, because of farming practices, packaging, ripening, transport and consumption.

Lastly, it was mentioned that sustainable production alternatives do exist, but they are not widely used because of the high costs of production relative to the low prices paid by consumers. The role that standards and certification systems could play in connecting consumers with producers and banana workers was also mentioned. The conclusion emphasized the need to improve the environmental sustainability of the industry. This could be done through measures such as pest and disease management, the development of diagnostic tools, reporting systems, training and capacity building activities, and the sharing of knowledge and best practices. Critical measures and alternatives including water

and soil management, organic production and training and capacity building were further discussed in more detail by panellists in this session.

4.2.1 | Innovative production systems and agroecological practices

Several panellists highlighted the importance of agroecological practices (organic farming was the example most often cited) and alternative production systems for banana production. They provided examples of good practices that ranged from monitoring and managing the carbon footprint, working with small farmers as a priority and the use of fallow land in rotations, to using soil cover, inter-cropping and incorporating apiculture, amongst many others.

It was stressed that although some information is still missing, there are viable solutions that have proven to be cost-effective in replacing chemical products already being used in commercial banana production. However, further research was suggested in order to find alternatives for certain inputs, such as herbicides. The case of diseases like Sigatoka (Black and Yellow) was particularly mentioned as a real constraint, in many cases, to adopting organic practices.

The lack of diversity in the industry was shown to be a problem at various levels: genetic, cultivar, field, landscape and ecosystem. The need to study all of these as a single package of issues in order to improve research and biological diversity in the system was also emphasized. Sustainable production systems were advocated, noting clearly that such systems are impossible to design unless they are built on the principles and practices of biodiversity and agroecology. The challenge is to design intensive production systems that reduce the negative impacts and pressures on the natural environment.

The need for a landscape approach to sustainability was called for as something in which all committed stakeholders along the chain should become involved. Panellists called for more collaboration, focusing particularly on the landscape aspect. All parties should invest to ensure and enable proper adaptation and increased resilience to climate change within the banana sector.

Participants from the floor also highlighted that the people researching and implementing agroecological techniques showcased during the discussion were doing so by investing vast resources of time, mostly without financial support. There was consensus amongst all panellists that there is a need to find ways to fund these types of innovations.

Other contributions from the floor highlighted the need to ensure that protective equipment was provided and used by the workers when carrying out tasks related to the use of chemicals. Moreover, it was suggested from the floor that governments and companies ban and avoid the use of highly toxic chemicals, especially those already prohibited in the United States and/or the European Union.

4.2.2 | Water management

The panel discussions highlighted the significant concerns regarding the use of water in banana production when faced with climate change. Water resources are diminishing, rainfall patterns have become irregular and arable lands are affected by the rise of water-tables, amongst a wide range of other changes. As a result, the need to promote the effective use of water in production processes was stressed. This is crucial to ensure sustainable production in agricultural systems and food security for a growing population. The vital importance of securing good quality drinking water was also highlighted, for the sake of the environment and the people living around the farms that depend on this resource.

In order to implement effective water management techniques in banana production processes, the need for training and the transfer of knowledge for workers and farmers was emphasized. Soil conditions and water movement, water quality, effective irrigation systems, the consequences of excessive irrigation, as well as impacts resulting from the run-off of fertilizers and pesticides were particularly mentioned. Such trainings regarding water management could not only lead to efficient use of water and energy but could also improve yields. However, it was mentioned that while there are various techniques for effective water management systems, many of them might be too sophisticated and costly for small-scale farmers. As such, there is a need to think about necessary financial support and technology transfers that would be useful and relevant for this category of farmers.

Some panellists also stressed that more than issues related to training or lack thereof, the lack of water was in fact the bottom-line in some cases. One solution could be creating water banks that collect water from all possible sources in order to prevent the waste of water. Another solution proposed was to set a price on water, in some cases a very high price, to underline the need to prevent waste and reckless usage.

4.2.3 | Research, training, human factor

In order to enable the implementation of innovative production systems and organic farming, as well as improvements in water and soil management, the need for training of technicians and producers was widely expressed by multiple panellists.

According to the panellists, if it is agreed that financial support is needed to carry out further research, one of the main requirements would be a fair price for bananas. On this subject, panellists regretted the dramatic drop in prices paid for bananas in the last years.

The fact of seeing human beings as co-components of environmental sustainability also underlined the need to improve socio-economical aspects for people to enable their investment in the process. The need to put the human factor at the core of the process was illustrated by demonstrating the need to enable young and future generations to stay in the countryside by providing a safe environment to work in.

Searching for the environmental sustainability of banana production and trade was deemed directly intertwined with sustainable social and economic practices in the industry.

4.2.4 | WG01's Manual for Carbon and Water Footprint Reduction

The panel discussion was accompanied by a presentation of one of the main projects of the Working Group on Sustainable Production and Environmental Impacts (WG01) of the WBF: the practical guide to reduce Carbon and Water Footprints in banana farms. This project aims to develop specific instruments to measure the carbon footprint in banana plantations and to reduce water consumption. A member of the WG01 reported that the tools have been developed and that the guide is almost ready for publication. This project has been prepared with the support of the Ministry of Agriculture and Livestock (MAG) and the Ministry of Environment and Energy (MINAE) of Costa Rica. It is aiming to build the foundations for the next National Appropriate Mitigation Actions (NAMA) for bananas, allowing banana-producing countries to use it to reduce their carbon balance.

In conclusion, the next stages of the project were showcased: the capacity building and validation involving the different project partners and WBF members participating in the project as well as the fundraising efforts needed to finalize the project cycle.

4.3 | Panel proposals and recommendations

As a conclusion, the moderator summarized the main points of the discussion: knowing how to work in the context of climate change, the need for capacity building and training programmes, and the need to improve transparency through the sharing of good practices. He also suggested a potential conceptualization of a “farm of the future” which would incorporate the different dimensions of sustainable farming mentioned. The moderator then provided a summary of the key proposals and recommendations made by all panellists to be reviewed by the Steering Committee of the WBF:

- There should be a focus on improved water management and training programmes.
- There must be a strong focus on supporting efforts to stop the spread of diseases (i.e. cover crops, improved varieties). This involves exploring the importance of biodiversity in the system, at different levels: crop, ecosystem and landscape level.
- It was proposed to work on the prohibition, as soon as possible, of the nematicides and chemical insecticides in the production of bananas (and plantains) destined for export, given that viable alternatives do exist.
- A landscape approach should be adopted to support more and closer collaboration amongst the supply chain, so that all parties invest and ensure resilience within the banana sector. Furthermore, stronger emphasis should be placed on “climate-smart” agriculture.
- There is a need for innovative agroecological systems, which could draw inspiration from organic farming techniques. It was proposed to explore emerging bio-control techniques to control Sigatoka, one of the main issues in banana farms in terms of pests and diseases.
- It is necessary to understand and acknowledge the importance of organic production and fair trade.

- There is a need for exchange and collaboration across the supply chain – this is key for effective production systems, and for social and economic sustainability.
- The WBF should focus on education, research fundraising, technology and training, especially of young people (training and capacity building).
- It is necessary to explore and understand the importance of certification agencies and the role of the WBF in harmonising these certifications and standards, as well as making people aware of them.
- It is necessary to explore the role that the WBF can play in supporting training, capacity building and exchange of knowledge between researchers, producers, workers, and the general public. It is particularly necessary to train technical staff and workers in the technologies that exist and are known to work.
- The Forum should work to establish a portal to bring together all good practices in the field (worldwide), and make them available to the public.

Proposals made from the floor:

- It is requested to ban the use of chemicals used in the production of bananas (in developing countries), that have already been banned in other countries (European Union and/or United States).
- It is proposed to the WBF that it helps with finding the necessary funding for research and implementing both public and private initiatives.





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A high level of expertise and knowledge have been acquired in the World Banana Forum and national initiatives could help to implement and disseminate knowledge and experiences.

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5. | Compete & Collaborate: Global Collaboration in the WBF

The panel on Compete & Collaborate focused on the role of collaboration in the Forum, in particular collaborative research, collaboration with national platforms and Public-Private collaboration.

5.1 | Speakers and Panellists

Opening remarks:

George Jaksch, Chair of the board, Biodiversity Partnership Mesoamerica - BPM (Costa Rica).

Moderator:

Katie Knaggs, Head of Sustainability, International Procurement and Logistics – IPL (United Kingdom of Great Britain and Northern Ireland).

Panellists:

- Michelle Bhattacharyya, Coordinator, Global Living Wage Coalition - GLWC (United States of America);
- Andrew Biles, CEO, Chiquita Brands International (Switzerland);
- George Jaksch, Chair of the board, Biodiversity Partnership Mesoamerica - BPM (Costa Rica);
- Alexandra Kessler, Project Coordinator, Action Alliance for Sustainable Bananas – ABNB/CSCP (Germany);
- Xavier Roussel, Vice President Marketing and Sustainability, Dole Food Company (United States of America);
- Adwoa Sakyi, Regional Coordinator for Africa, International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations - IUF (Ghana);
- Luis Suarez, Executive Secretary, National Fairtrade Coordinating Body of Peru - CNCJ (Peru).

5.2 | Summary of panel discussions

The panel was introduced by highlighting the role and future of the World Banana Forum itself. Since the foundation of the WBF, the banana sector has seen a shift from confrontation to collaboration. There has been a real improvement in trust as well as a willingness to collaborate coming from all types of stakeholders, inside and outside the structure of the Forum. Some of the most significant results are the different projects that are being led within the three permanent working groups of the WBF.

This session aimed to examine the question of the place of the WBF in a changing world, so as to see how it can have more impact and address major issues. Part of the question is “addressing How and Who. Can we move more energy, more participation, and more collaboration?”

Another part of the question is “What. Which challenges and opportunities? Are there any new models? Or new priorities? Are there new proposals that the WBF should work on? Harder? Or differently?”

Regarding such proposals, several reflections were put forward, asking if the members of the Forum were able to engage in pre-competitive collaboration and ready to join forces to improve their social, economic and environmental performances. It was also stressed that pre-competitive collaboration delivers solutions on many fronts and that other industries have already done it, calling participants to take action. It is now the turn of the banana industry.

5.2.1 | Living wages

The topic of living wages was addressed so as to ensure that all stakeholders in the Forum are engaged in moving towards the payment of living wages across their operations or those from which they buy. This was to highlight the fact that this should not be an issue to be addressed solely by producers but also by trading companies, retailers and non-profit organizations. The following points were particularly highlighted: generating publicly visible collaboration on a clear definition and a methodology to calculate living wage, working together by involving WBF members in the process and sharing data on implementation efforts (e.g. successful tactics and failing strategies for raising wages,

aggregating wage data to see improvement and the actual gap to a living wage, etc.) between the main actors. The Global Living Wage Coalition (GLWC) particularly highlighted the current development of a portal for sharing information on the subject on which they would be happy to dedicate a specific space for the WBF.

The need for these themes, and particularly Living Wages, to be discussed in-depth within the Forum was then highlighted from the floor. The aspiration to have the participation of all stakeholders in the value chain (traders, importers and all other intermediaries) was reinforced. A warning was issued about the risk and the unsustainability of having all of the efforts relying on producers and their organizations only. The panellists shared these concerns and re-emphasized the need for consensus between all the players involved in such processes. The same panellists called for the creation and the use of tools to trigger actions to implement Living Wages rather than setting them directly, an aspect that would be difficult without the involvement of all stakeholders. Furthermore, the need to ensure the participation and involvement of governments and their national minimum wage-setting bodies was underlined, specifically when it comes to legislating in favour of the payment of Living Wages.

5.2.2 | Change of pace and collaboration with specific types of stakeholders

All the participants recognized the suitability of the Forum's structure, the need to continue with the format of the different Working Groups and the need to continue the current discussions. However, some of them pointed out the need to increase the pace and the effectiveness of the organization. One possibility was to concentrate the efforts and the representation of some stakeholders in dedicated groups – the biggest producing companies for example. This type of collaboration led by major stakeholders could help foster intensified research and secure new sources of funding, such as collaboration with the World Bank, for instance, and the use of Public-Private Partnerships.

It was also emphasized that there is not a standardized sustainability agenda, but rather issues that need to be addressed locally. There is then a need for the Forum to accept the importance of national round tables or committees working on local/national and global issues. Such initiatives should be taken into consideration as soon as possible, starting with those that already exist. There would then be a need for linking their successes with the Forum and supporting new initiatives where they emerge. As a representative of the German banana sector stakeholder's platform (ABNB) pointed out, the link with the WBF is highly important for them. A high level of expertise and knowledge have been acquired in the World Banana Forum and national initiatives could help to implement and disseminate knowledge and experiences. The Forum was considered as a starting point, given the substantial amount of resources it has available. Information collected at the local and national levels can be shared at the regional and international levels, with transparency as the guiding principle.

Furthermore, panellists also suggested securing more retailer participation in the WBF. Their membership was recognized as a key asset for the Forum, enabling processes to move faster and achieve more. It was once again emphasized how important it is to have good representation from all stakeholders along the value chain. On a similar note, the participation of the key private certification bodies was also celebrated. However, it was noted that whilst the role of certifiers is recognized as very relevant to banana value chains, there is a need for them to be more engaged with the rest of the members in practical discussions. The need for these bodies to work on the sometimes-complex gaps between conception of standards and their implementation on the ground was especially highlighted.

Finally, when asked by the audience about the feasibility of bringing more organisations from the academic community into the Forum, as well as strengthening the role for fundamental research on banana production and trade issues, the panel stressed the opportunities and challenges for this type of collaboration. The audience also emphasized the role of the WBF to convene meeting with the academic sector.

5.2.3 | Social dialogue

The role of the Forum in promoting social dialogue was also highlighted, pointing to the strength of the structure of the WBF. The need to continue the dissemination of good examples from different countries and regions was also mentioned. The panellists then presented successful cases from Central Africa and Peru, where social dialogue and better relations between trade unions and producer organizations had been created, with the facilitation of Fairtrade organisations in both cases. The so-called 'macro' (framework) agreement on workers' and trade union rights in the new Northern Peruvian industry was particularly cited. It has been deemed an example of how to turn conflict into constructive industrial relations as well as how to strengthen capacity building of small-scale producer organisations in the same process.

Finally, it was deemed essential to inform and take into account people at farm and plantation level in particular in building new forms of collaboration, involving growers and workers. The specific knowledge of these stakeholders was also underlined.

Participants from the audience also recalled that being active in a trade union in some countries could still pose threat to one's life. Nevertheless, unions would continue to organize workers and play the leading role in negotiating, for example, Living Wages for the union's members and their families.

5.3 | Panel proposals and recommendations

The moderator summarized the discussion between the panellists as well as the main proposals and mentioned that they would be assessed by the Steering Committee of the WBF. The key proposals presented by the panellists during

the Compete & Collaborate panel included:

- The WBF as a multi-stakeholder platform could take the lead in critical subjects and cross cutting issues such as Living Wages (i.e. take a single stance on the Living Wage definition, methodology and data as a showcase of what can be achieved through collaboration).
- To develop an association of the top banana-producing companies, acting as a catalyst to insert momentum into the WBF and acting as a complementary function.
- To support the notion of national platforms and understand the advantages that these platforms can bring to collaborate with the WBF, complementing and accelerating its activities.
- To recognize the work of national platforms such as the German Action Alliance for Sustainable Bananas (ABNB), to complement the Forum on a pre-competitive field.
- To increase the pace and breadth of the Forum. The latter could potentially look at standard owners and certifying bodies working together in the WBF platform to collaborate and reduce the audit burden on producers, similar to the work already carried out in the food safety arena (i.e. GFSI).
- To strengthen the structure of the WBF to allow the continuation of the good work already established in West Africa, sharing the learnings and information with other national and regional forums.
- To support the Macro Agreement of Peru in order to strengthen labour rights, good industrial relations and the sustainability of the banana sector.
- To strengthen capacity building to include small scale producers' organizations.
- To promote good labour relations by involving diverse direct and indirect stakeholders.



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The best option to try to stop further spreading of the disease is then to invest in preventive measures and awareness-raising on the nature, symptoms and risks of TR4.

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6. | Session 3: Managing the risks of Fusarium Wilt TR4

The panel discussed the status and impact of Tropical Race 4 (TR4), the need for integrated management and prevention approaches, as well as the role of stakeholders and the WBF's Task Force on TR4. The session also included a presentation of the FAO Global Programme on TR4, specific information on which can be found on FAO's website.

6.1 | Speakers and Panellists

Opening remarks: Stewart Lindsay, Team Leader - Banana Production Systems at Department of Agriculture and Fisheries, Queensland (Australia).

Moderator: Luud Clercx, Coordinator of the WBF TR4 Task Force, Agrofair (Netherlands).

Panellists:

- Koronado Apuzen, Executive Director at Farmcoop (The Philippines);
- Stewart Lindsay, Team Leader - Banana Production Systems at the Queensland Department of Agriculture and Fisheries (Australia);
- José Madriz, Market and Production Coordinator for bananas, fresh fruits and flowers at Latin American and Caribbean Network of Fair Trade Small Producers and Workers – CLAC (El Salvador);
- Enrique Uribe, Technical Expert at GLOBALG.A.P. (Germany);
- Jorge Sandoval, Research Director at National Banana Corporation of Costa Rica - CORBANA (Costa Rica);
- Altus Viljoen, Chairperson of Fusarium research at Stellenbosch University (South Africa);
- Morag Webb, Head of Advocacy and Market Access at The Europe-Africa-Caribbean-Pacific Liaison Committee - COLEACP (Belgium).

Presentation of FAO's Global Programme on Fusarium Wilt Disease of Banana:

- Fazil Dusunceli, Agricultural Officer, Plant Production and Protection Division of FAO.

6.2 | Summary of panel discussions

The session was introduced by answering the questions as to why TR4 is a threat and why the participants should be concerned.

It was stated that TR4 is a threat to Cavendish varieties of bananas because the soil-borne fungus spreads and people are vehicles for spreading the disease. The disease can be devastating to crops and can cause major disruption. It was also explained that banana plants are not resistant in their vast majority and that the disease can spread in very diverse ways: via soil particles, tools, boots, clothes, vehicles, animals, flooding, drainage, and infected planting material.

The people who should be informed as a priority include workers, farmers, farm management staff, farm visitors, government officials and consumers (particularly to inform them that this disease cannot be transmitted to consumers). Emphasis was put on the importance of knowing how the disease behaves and moves; there is a need to undertake regular surveillance and change repetitive practices. Any containment strategy requires a detailed knowledge of the disease. One key issue is that production systems dedicated to exports and to local production exist side by side and create pathways for the disease to move between crops with different destinations. The chain is then only as strong as its weakest link.

Some Cavendish varieties have been identified as resistant, or highly resistant, but these are not the highly productive, commodity type of bananas currently used for the export market. These resistant varieties have smaller bunches and longer cycle times. Production systems relying on these resistant varieties would then have higher cost structures and lower yields. This would impact the plantation model and have consequences and socio-economic impacts for the export industry.

One aspect to keep in mind is that in dozens of tropical developing countries, banana (including plantain) is a staple food crop and is classified by FAO as the fourth most important food crop in world food security. Forty-six percent of bananas worldwide are of Cavendish cultivars and millions of households depend on it as a source of food for every meal.

Three responses to the current challenges were highlighted: freedom from the disease, disease containment and disease management. However, it was highlighted that governments were not prepared given the absence of surveillance methods, early warning systems and inadequate quarantine legislation in place. Another fact is the limited financial capacity of the public authorities to deal with the threat.

The introduction was concluded by encouraging collaboration between stakeholders, participation in fundraising as well as in prevention strategies, support for existing initiatives, awareness campaigns and training programmes. The promotion of appropriate early warning systems, prevention and management practices, cropping system diversity and alternative banana cultivation methods was also strongly advocated.

6.2.1 | Fusarium

It was highlighted by the panellists that whilst the disease is one of the biggest challenges in the banana sector (and maybe even in the whole fresh fruit sector), *Fusarium oxysporense* is one of the most common soil fungi.

Panellists gave more information about the biology of the disease. The importance of field-testing banana varieties (including Cavendish varieties) has been stressed alongside the importance of developing whole packages of preventive or control measures on specific sites. However, there is the need to keep in mind that what works in one place might not work in another context. There is a parallel with sustainable agriculture when one realizes that the battle against *Fusarium* TR4 needs to be 're-invented' in every place. Many aspects of it are site-specific, due to differentiated contexts (soil characteristics, climate, agroecosystems, etc.). Effective knowledge on preventive or control measures of TR4 need experimenting, testing and piloting.

6.2.2 | Prevention and awareness-raising

The panellists reminded the participants that there was no viable cure against TR4 currently available. The best option to try to stop further spreading of the disease is then to invest in preventive measures and awareness-raising on the nature, symptoms and risks of TR4, as well as taking preventive bio-security measures at the farm-gate. Farm managers, supervisors, small producers and government officials should be adequately informed. The lack of preparation of governments was illustrated by the fact that for some countries, neither surveillance methods, nor early warning systems, nor adequate quarantine legislation, have been put in place.

One of the benefits of the approaches based on prevention is that they are the cheapest and most cost-effective options. Panellists were very eager to remind the audience that once the fungus is present (on a farm, in a country, etc.), management and quarantine measures to contain the fungus and control further spreading is far more complicated and expensive. It also presents an uncertain outcome. Investment plans made to establish large-scale banana plantations in countries such as Kenya, Sudan, Ethiopia, Mali by investors who have little or no knowledge at all on the risks of TR4, are very worrying since they could maybe act without taking any type of preventive measures. This would turn themselves into new vectors for the dissemination of TR4.

It was stressed from the floor that trade unions should be included in awareness-raising and training programmes. In addition, the need to take into account the whole value chain in a multi-stakeholder approach was emphasized once again, as seen in previous panel discussions. It was stated that a consistent mitigation strategy should take into account the whole sector. This should include the commercial sector for export as well as smallholders and their organizations who produce for the domestic market. This would allow them to become part of the global coalition to prevent the spread of TR4.

6.2.3 | Current and future tools against spreading

A potential and promising tool suggested by the TR4 Task Force is the development of a multilingual interactive application (App) for smartphones. Smartphones as information carriers are increasingly important in Latin America and the Caribbean, Asia, and Africa. The OIRSA (Organismo Internacional Regional de Sanidad Agropecuaria) is notably willing to act as a back-office platform for Latin America and the Caribbean. However, the estimated cost is EUR 100 000 and funds still have to be raised.

The TR4 'add-on' developed by Global GAP was another tool illustrated during the panel. This is a voluntary additional

module to the certification scheme, checking preventive bio-security measures against Fusarium TR4 at the farm-gate. This could be a potential tool to raise awareness amongst traders and retailers, enabling companies to become involved in the global coalition to protect the banana sector against TR4. An interpretation of this tool is currently being developed via a collaboration between Global GAP, COLEACP and BANELINO for the context of small producers, with a pilot area in the Dominican Republic.

It was recommended that the World Banana Forum - and more specifically the WBF TR4 Task Force - should develop a TR4 “learning hub”. Everyone could collaboratively learn on how to face the TR4 challenge and to develop a set of training materials that could be used by different types of stakeholders.

6.2.4 | Healthy soils and biodiversity in banana plantations

Whilst panellists pointed out that further research was needed, they mentioned the fact that empirical data and experiences already show that healthy soils (rich in organic matter, rich in soil life and biodiversity) in organic banana plantations (without application of synthetic fertilizers or agrochemicals), or in mixed systems (intercropping, agroforestry systems, cover crops) could have disease-suppressing characteristics. They indicated that the promotion of healthy soils and biodiversity in banana plantations could be a pathway to learn “how to live with TR4”, accepting certain tolerance levels and seeing Fusarium as part of the agroecosystem. Members of the Forum, as well as the whole banana community, could learn a lot from their respective experiences on these soil-related aspects. A call for transparency and sharing was made.

It was stressed that the health of the soils has been degraded due to continuous applications of synthetic fertilizers, herbicides and pesticides, and to the system of monoculture cropping. Even if a common agreement on the solution has not yet been found, it was agreed that the soils could not be ignored any longer. It was emphasized that knowledge about biodiversity in the soils is still in its infancy, and that a lot remains to be investigated, discovered and learned. It was mentioned that TR4 was not the end of dessert bananas, but could mean the end of a paradigm and the current mainstream banana-producing methods (large-scale industrial monoculture plantations with many external inputs). It could, therefore, also mean the end of the cheap banana.

Panellists also suggested that it is time to adopt an integrated territorial approach for the sustainability of banana cultivation at regional or national levels, taking into account institutional linkages (banana stakeholder platforms, local governments, regional representations of Ministries and phytosanitary agencies). The recent developments in the so-called “landscape approach” adopted by a growing number of organizations promoting sustainable development were mentioned to illustrate this need.

6.2.5 | Taking action at the national level

As it was acknowledged that the fungus is spreading with the expansion of the export industry, it was recommended that each banana-producing country should set up risk analysis with all relevant stakeholders. Countries would then develop corresponding legal tools while maintaining good communication between all stakeholders. The multi-stakeholder approaches were considered as essential, since TR4 represents a shared global challenge.

It was recommended to adopt a bottom-up approach and for producers’ organizations and trade unions in banana-producing countries to lobby authorities and relevant Ministries of Agriculture and Phytosanitary Organizations. This was considered essential for them to become active, assume responsibilities and to develop specific prevention plans and bio-security measures to protect the sector and livelihoods of farmers and workers.

During the presentation of the global programme on Fusarium wilt disease presented after the panel discussion, several participants discussed with Mr Fazil Dusunceli, Agricultural Officer (FAO) the possibility for the World Banana Forum Conference to issue a statement on the TR4 threat. The statement would be addressed to the ministries of agriculture and phytosanitary agencies of banana-producing countries. According to Mr Dusunceli, such a statement could be included as an Annex to the final version of the Global Programme. It was suggested that the FAO country offices could disseminate the statement in their countries and regions. The need to disseminate the information to diplomatic representations present in Rome was also highlighted.

6.2.6 | Small producers and non-exporting banana-producing countries

It was commonly agreed that small farmers and banana plantation workers should receive training on the nature, risks, characteristics and symptoms of TR4 since their families and communities depend highly on banana production for their livelihoods. They are amongst the first to detect suspicious cases and symptoms of possible diseases. They can play an important role in prevention strategies if they know how to act and whom to contact.

However, strict exclusion measures at the farm-gate or a massive shift to TR4-resistant or -tolerant cultivars might not be a realistic option for small farmers who produce for domestic markets or for their own household consumption. These options could be out of their reach. It might therefore be dangerous to give recommendations in this sense, as this might raise false hopes and prevent small producers from developing strategies that are within their reach.

The need to include as many small banana and plantain producers as possible in non-exporting banana-producing countries was also underlined. It was recommended that the WBF seek ways to include in its work farmers from non-exporting banana-producing countries, as well as small farmers in exporting countries who only provide bananas and plantains in the domestic markets. These categories represent 80 to 85 percent of the global banana sector, constituting a risk factor for the export sector and the banana companies. Panellists evoked the role of collaboration of the private sector with these millions of smallholders (risk management in their own interest), and the role of the FAO country offices, as their mission is focused on small farmers and food security.

In each banana - and plantain - producing country, a holistic and inclusive vision addressing the whole sector (exporting companies, small producers, dessert bananas, and plantains) was deemed essential. In particular, the WBF was asked to find ways to include Asia-Pacific, Africa and the Middle East in its actions since TR4 is now also present in Viet Nam, Lao People's Democratic Republic and India (the latter confirmed directly by the respective governments during the Conference). Participants also stressed that there is still a lot to learn from those on the growing list of TR4-affected countries.

6.3 | Panel proposals and recommendations

After a presentation of the FAO Global Programme on TR4 by Mr Dusunceli, the moderator outlined the main proposals identified during the panel discussions:

- Invest in strategy for prevention and exclusion. Awareness-raising at a massive scale is a basic condition.
- Develop an application for smartphones as an information tool with potential mass outreach
- Initiate a series of field workshops using a bottom-up approach in banana-producing countries focused on the importance of promoting healthy soils and learning from experiences, failures and successes. This should result in an integrated strategy on TR4 management in which healthy soils play an important role. Funding should not only become available for development of new varieties, but also for the research on healthy soils as a possible solution to learn how to produce with TR4.
- Recognize the importance of field trials of TR4-susceptible and -tolerant varieties and of packages of preventive control measures in the field in different contexts to build up useful knowledge about epidemiology and prevention and management strategies.
- Disseminate results and make them available for the whole banana community.
- Seek ways to include non-exporting countries and (small) banana and plantain farmers producing for domestic markets or self-consumption in the global strategy to prevent the entrance or mitigate the effects of TR4.
- Seek integrated approaches at territorial level for more sustainable bananas (soil, biosecurity, water, biodiversity).
- Use the World Banana Forum as a knowledge hub on TR4 prevention and mitigation; develop training materials for different target groups.
- Promote a bottom-up participatory approach with the involvement of banana farmer organizations and trade unions, awareness-raising, training in surveillance, detection and bio-security measures, and lobby to engage governmental institutions in the development of prevention strategies and adequate legal measures.

- Promote multi-stakeholder involvement and open a dialogue with banana trading and retailing companies for awareness-raising, encouraging them to become part of the global coalition and efforts to prevent the spread of TR4.
- Issue a call / statement as a result of the Third Conference of the World Banana Forum, addressed to ministries, plant protection institutions, phytosanitary organisations in banana-producing countries, to be included as an Annex to the FAO Global Programme on TR4 involving FAO country offices and diplomatic representations in Rome.
- Strengthen the WBF Task Force on TR4 with active and committed participants.



A close-up photograph of a woman with a joyful expression, her eyes crinkled and mouth open in a smile. She is holding a bunch of green, unripe bananas in her hands. The background is a bright yellow wall, and some green foliage is visible behind her. The image has a slightly textured, artistic border.

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Workers and producers also need to invest in better technologies to address sustainability challenges, but this can only be done with a greater influx of money in the value chain.

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7. | Session 4: How to Achieve a Fairer Distribution of Value?

The panel “How to Achieve a Fairer Distribution of Value?” highlighted the economic sustainability dimension of the banana industry. Panellists discussed prominent economic challenges throughout international banana value chains, including living wages, fair pricing, costs of production, ‘externalities’ (or ‘societal costs’) and the future of small farmers in the international market.

7.1 | Speakers and Panellists

Opening Remarks:

Denis Loeillet, Agronomist, Market Analyst and Managing editor of the FruiTrop journal, Agricultural Research Centre for International Development, CIRAD/FruiTrop Observatory (France).

Moderator:

Alistair Smith, International Coordinator, Banana Link (United Kingdom of Great Britain and Northern Ireland/France).

Panellists:

- Stephen Antig, Executive Director, Pilipino Banana Growers and Exporters Association – PBGEA (Philippines);
- Patrick Belser, Senior Economist at the International Labour Organization (ILO), co-author of ILO Global Wage Report;
- Gilbert Bermúdez, Deputy Coordinator, Coordinating Body of Latin American Banana and Agro-industrial Workers’ Unions - COLSIBA (Ecuador);
- Fernando Bolaños, CEO, Agroamérica (Guatemala);
- Wilbert Flinterman, Senior Advisor on Workers’ Rights and Trade Union Relations, Fairtrade International (Germany);
- Edgar Monge, Responsible Sourcing Manager – Americas, Tesco Stores plc (United Kingdom of Great Britain and Northern Ireland);
- Kozel Peters, Coordinator, Windward Islands Farmers’ Association - WINFA (Saint Vincent and the Grenadines).

7.2 | Summary of panel discussions

The moderator began the panel discussions by summarizing the main activities and outcomes of the WBF’s Working Group 02 on Distribution of Value since its inception. This summary can be found in Annex 3.

The opening speaker centred his presentation on price information and the distribution of value along banana chains. He began by discussing key import price figures and the evolution of these in various countries in recent years. He concluded that it is hard to reach any conclusions on the changes in prices, especially since these prices include a number of exogenous factors that do not directly emanate from the market per se. He then discussed the impacts of exchange rates and currency effects on the distribution of value. Furthermore, he outlined hidden factors that have an impact on price including the social and environmental quality of the value chain in question, as well as the public policies and regulations in place.

He presented a joint proposal from Paris-based social enterprise Le Basic and CIRAD: to put in place a permanent monitoring mechanism - using public data supplemented by information from the literature and data from the private sector – tracking the relationship between the distribution of value and prices in exporting and importing countries. He concluded by highlighting two areas in which greater focus should be placed: (1) how to increase or create more value and (2) how to identify pathways to secure a decent standard of living for the most fragile populations. The opening speaker then opened the floor to the panellists, to delve deeper into the topics of living wages, prices and costs of sustainable production, and the future of small farmers.

7.2.1 | Living wages

One of the main topics of discussion during this panel was the need to secure living wages for banana workers. Various approaches to measuring wage levels and the recent consensus-building attempts around living wage calculations were presented.

The representative from Fairtrade International discussed the organization's strategy to set living wage benchmarks for as many banana-exporting countries as possible. The aim is to enable dialogue and interventions for wage improvements along the value chain, and to involve all key stakeholders in the research and 'negotiation' process. The main issue to address in setting such benchmarks is how to promote a common understanding and acceptance of the estimated living wage calculation amongst key stakeholders. This therefore highlights the need to first adopt a common methodology and common definition for a living wage. In 2014-2015, a group of certifying bodies came together under the Global Living Wage Coalition (GLWC) to adopt a common and credible approach for setting living wage benchmarks. Their approach uses the comprehensive Anker methodology which involves primary research through fieldwork, as well as stakeholder engagement. Today, 18 benchmarks have been established for various commodities, including bananas.

Three major causes of low wages were identified: (1) unfair share of value in the chain, (2) absence of collective bargaining, and (3) inadequate minimum wage-setting processes. These three factors help define the actions necessary for improving wages.

In order to tackle the first cause, stakeholders need to work with market operators to achieve a more equal distribution of value along the chain. This will be discussed further in the next section.

Concerning the second factor, it was stated that the aim should be to promote collective bargaining at the bottom of the chain in order to ensure a decent wage for workers. This was emphasized by COLSIBA representatives as being essential for successfully implementing living wages, although concerns from the audience were raised regarding the potential increases in costs of production resulting from collective bargaining agreements. Discussions were also aired concerning how to deal with situations where there are no trade unions present to lead collective bargaining processes on the workers' side.

The third causal factor concerning inadequate minimum wage-setting mechanisms is usually explained by governments seeking to balance the need for more jobs with the need for better wages. The issue of ensuring decent wages is, however, also related to prices paid by buyers, amongst other things, as discussed briefly by the ILO representative in the panel. He provided a summary of the most recent ILO report on the impact of purchasing practices on working conditions. The report highlighted five business practices that influence wages and working conditions: (1) prices paid by buyers, (2) the clarity of information in commercial contracts, (3) accuracy of technical specifications, (4) lead times (more relevant in industrial production processes) and (5) demands for social standards. In comparing situations where there were good business practices and trade unions carrying out collective bargaining processes with situations with poor businesses practices and no collective bargaining procedures, it was demonstrated in the ILO study that wages tend to be almost double in the former case. In other words, these business practices have a strong impact on the level of wages. It was concluded that governments, businesses and social partners all have separate but complementary responsibilities in promoting decent work throughout the supply chain. Important proposals were made regarding the role of governments and companies in ensuring adequate minimum wages in the banana sector, which are discussed in the next sections. All of these should be considered when working to implement living wages.

Lastly, a prerequisite for establishing credible and implementable living wage benchmarks is stakeholder engagement. This entails involving all actors along the value chain, from workers and their trade unions, producers, traders and retailers, through to consumers. This cannot be achieved by taking a standard corporate social responsibility (CSR) type of approach in which the living wage benchmark is established through a top-down process, and whereby employers and workers are expected to accept the outcomes of the research conducted. It must be an inclusive process in which all take part. Moreover, the active engagement not only of diverse stakeholders, but also of multiple representatives from certain stakeholder groups is fundamental, especially in the case of retailers.

For instance, as part of their responsible sourcing strategy and practice, Tesco had made a public commitment in 2014 to ensure that living wages would be paid for all workers in farms that sell the vast majority of their fruit to Tesco. The company also committed to paying prices that cover the costs of sustainable production to all of their suppliers. However, there have been several setbacks in achieving these goals by 2017. The company is working closely with other members of the Forum in the process of setting living wage benchmarks in different banana-exporting countries, but consensus has not yet been reached amongst all stakeholders. One of the key issues faced by retailers is that living wages cannot be implemented for all workers in a given supplier company solely through the goodwill and efforts of

a single retailer. A unilateral effort by one buyer could severely affect their competitiveness in key markets, as internalising key societal costs ('externalities') could lead them to be seen as a more expensive supermarket. Tesco has had to modify the deadline for achieving their public commitments, pending the mobilisation of multiple retailer efforts across the industry. In the meantime, however, the retailer has been working directly with producing companies in long-term contracts that contain clauses requiring minimum ethical standards. Tesco has also developed a system of second party ethical auditing with all their banana suppliers in Latin America, Africa and the Caribbean.

The recent involvement of other European retailers in the WBF in the course of 2017 is an encouraging sign that, in the near future, it will be possible to move forward together towards living wages for all. It will also enable companies that have already made commitments in this respect to meet said commitments. In the end, there was a consensus amongst panellists that achieving living wages requires a concerted effort by all stakeholders, including a critical mass of major retailers.

7.2.2 | Prices and costs of sustainable production

In order to be able to pay living wages to banana workers, it is necessary to examine prices and costs of production. It was stressed by various panellists that banana workers and producers face many sustainability challenges today, which ultimately impact costs of production. This is ultimately the main theme of the WBF Working Group 02, which focuses on the notion of the 'costs of sustainable production' (i.e. with so-called 'externalities' (or 'societal costs') incorporated into the calculations). These challenges usually have a greater impact on small producers, who do not have the necessary resources to invest in sustainable production methods without external support. It was proposed that the increased costs incurred to produce sustainably should be incorporated into the prices paid by consumers. However, emphasis must be placed on how this increase in value would be redistributed throughout the value chain so that it could have the desired impacts on the wages and living conditions of workers and on the incomes of small farmers – the weakest links in the chain.

The representative of Grupo AgroAmérica presented the situation in Latin America. Compared to other food commodities, the price of bananas has increased only very slightly in the last 20 years. However, there have been increases in the costs of production meaning, amongst other things, that in many cases workers are not receiving a living wage. He stated that, on average, workers in Latin America receive around 50 of what the living wage benchmark would be. They are, therefore, stuck in a vicious cycle of poverty. Workers and producers also need to invest in better technologies to address sustainability challenges, but this can only be done with a greater influx of money in the value chain. The AgroAmérica representative concluded that in order to improve the distribution of value along the chain, it was necessary to increase the retail price per pound of bananas. He made a concrete proposal: according to his calculations, an increase in price of USD 0.03 per pound (USD 1.20 per standard box) would have a meaningful and positive impact on all actors along the value chain. He further stated that such an increase would not have significant impact on the consumption of bananas at the retail level. It would therefore be a good way of addressing both the issues of price to producers and wages to workers.

7.2.3 | The future of small farmers in the global banana industry

There have been commitments made at the international level - and reaffirmations of those commitments - when it comes to prioritising small producers in the global agricultural system. Small farmers are given a role in the achievement of the decent work agenda, as well as in achieving zero poverty and zero hunger. However, at the same time, it has been claimed that these global reaffirmations and the commitments themselves have not actually led to realistic survival strategies for small-scale producers selling in the global market. The increasing social and environmental challenges and their associated risks, which have been a consequence of production and consumption patterns, are not being shared fairly along the value chain. In the end, much of the cost and the burden is borne by small producers. They are the ones that are expected to build climate-resilient production systems, and to innovate and apply technologies to deal with such challenges. Nevertheless they do not receive the necessary support to be able to pay for the costs of sustainable production and secure their livelihoods. The key point made by the WINFA representative was that the costs of sustainable production cannot be a burden for producers alone. In the Windward Islands, small growers have made many efforts in the last two decades and invested scarce resources, but this is not recognised by the market.

There must be mechanisms put in place that allow the risk to be shared by all actors along the value chain. There must be a focus on investing in technology and innovation to reduce the cost of production and improve productivity for small producers, but this must be done through a mechanism involving all stakeholders. Moreover, current markets do not provide a 'level playing field' for small producers within the global banana industry, in which producers selling at low prices and high volumes are favoured disproportionately. It was therefore claimed by some panellists that the only way to achieve a fairer distribution of value is to enable a differentiated market space for small producers. One way this could be done is through certification systems. In order to survive in the market, it was also suggested that small

producers work with larger structures and form cooperatives, where all producers earn a fair share. In this way, small producers can be protected from the fluctuations in climatic, social, environmental and market conditions.

Finally, as was stressed in preceding discussions on living wages and costs of sustainable production, mechanisms must be put in place to re-negotiate prices paid by producers and consumers that will be inclusive of environmental, social and economic costs.

7.3 | Panel proposals and recommendations

Following the stimulating discussions on economic sustainability issues in the global banana industry, the moderator provided a summary of the proposals and recommendations made by all panellists, to be reviewed by the Steering Committee of the WBF. The key proposals presented during the panel “How to Achieve a Fairer Distribution of Value” included:

Action processes

- Establish a permanent monitoring mechanism of the distribution of costs in producing countries in the framework of WG02 (led by CIRAD and BASIC) in order to complete the Global Costs Index which already covers costs from the FOB to retail stages.
- Facilitate multi-buyer efforts to secure the value required to enable the payment of living wages to all women and men employed in the global export industry.
- Facilitate the vital processes of stakeholder validation and public policy advocacy on minimum wage-setting in all countries involved in benchmarking and implementing living wages.
- Establish multi-stakeholder dialogue on raising consumer prices in countries where retail competition has led to unsustainably low prices, linked to commitments by buyers to pay prices that cover ‘costs of sustainable production’. This dialogue, structured under the aegis of WG02, should include discussions on how to share risks along the chain, not just passing back costs to growers, especially those who have already internalised many environmental and social costs and are therefore at a competitive disadvantage.
- Incorporate work on living income for small producers, learning from GIZ-funded work (‘the living income community’), thereby complementing the implementation process of living wages for all female and male salaried employees across all exporting countries.
- Explore with certifying bodies practical mechanisms to create a differentiated market identity for bananas produced by small farmers.
- Work at all levels to address the frequent ‘disconnect’ between commercial buying and trading policies on the one hand and the range of ethical and environmental concerns on the other (as identified in the ILO study on purchasing practices).

Research/studies

- Undertake comparative cost-benefit analysis of collective bargaining and productivity gains in diverse geographies/production systems.
- ILO to undertake work for the 2017-2018 Global Wage Report on the Gender Pay Gap in the banana sector.
- ILO to undertake a review of national minimum wage policies and the extent to which they take into account costs of living and decent standard of living for waged workers.

Bigger picture ideas to discuss/explore

- Explore the potential of the Panama-based Union of Banana Exporting Countries (UPEB) to construct practical supply management mechanisms and encourage investment in sustainable development in the banana exporting territories of producer countries.
- Explore possible mechanisms for creating a minimum import price system at EU-28 level.



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Mr Rose concluded by stating that, from the start, the Forum has dared to dream of a new banana world, where members imagined a just and sustainable banana economy.

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8. | Concluding session

The concluding session, chaired by Mr Renwick Rose with the assistance of Mr George Jaksch, summarized the main proposals made in each panel and the key outcomes of the conference.

Mr Rose emphasized the enormous task set out for the WBF and the commitment from its members that would be needed to translate the proposals and recommendations into action. He reminded participants that the ambition to help end poverty in the world and bring proper livelihoods to millions of people, particularly in the banana sector, is “a monumental task”. He highlighted the important role of all participants in demonstrating leadership for turning these proposals into action.

He also noted that the Steering Committee of the WBF would examine all the proposals to determine how to prioritize them for the short-, medium- and long-term. He made a final call to the moderators to summarize the proposals that were made in each session. The summary is reported at the end of each preceding section. Once all the moderators had summarised the key conclusions and proposals, Mr Rose asked all participants to reflect on how they could contribute to turning such proposals into outcomes.

Mr Rose continued the concluding session by introducing one of the key outcomes of the conference – the WBF Statement (see Annex 1). The Statement was drafted by members of the Steering Committee after monitoring the development of the conference closely, and was presented by Mr George Jaksch. After the incorporation of a few suggested modifications, the document was unanimously approved by all participants.

Mr Rose concluded by stating that, from the start, the Forum has dared to dream of a new banana world, where members imagined a just and sustainable banana economy. In closing the conference, he urged all participants to help turn this dream into a reality and facilitate further progress.

Mr Pascal Liu then provided the concluding remarks in which he thanked all the persons and organizations that had helped make the event a real success. He expressed gratitude to the Swiss Government and its Federal Office of Agriculture, the ILO, the Organizing Committee of the WBF, the members of the WBF Secretariat, the volunteers, the interpreters, the staff of the CICG, the FAO Liaison Office with the United Nations (Geneva), the companies and organizations that sponsored the event, the speakers, panellists and moderators, and all the participants.

Mr Liu stressed that collaboration amongst the present stakeholders would not stop at the end of the conference. He added that this was the beginning of a more intense phase of collaboration in the WBF to construct more sustainable banana value chains. He invited participants to join the specialized working groups of the WBF and express their interest in being considered as candidates for the new Steering Committee.

He concluded by inviting all participants to visit the portal of best practices for sustainable banana production and trade on the WBF/FAO website¹, and to share their good practices with the WBF Secretariat for possible inclusion in the portal.



1 www.fao.org/wbf



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300 delegates from over 40 countries across all continents registered in the Third Global Conference of the World Banana Forum (WBF).

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Annex 1: WBF statement

World Banana Forum conference statement

A record 300 delegates from over 40 countries across all continents registered in the Third Global Conference of the World Banana Forum (WBF) on 8 and 9 November 2017 at the International Conference Centre, Geneva, Switzerland. The meeting was preceded by a well-attended meeting on “Gender Equity in the Banana Industry” on 7 November and followed on 10 November by a workshop on “Engaging stakeholders in combating the Fusarium wilt disease (TR4)”, which poses a major threat to global production.

The Conference had balanced representation of all players involved in banana production and trade – producers, workers’ unions, retailers, importers, exporters, civil society and consumer organisations, research institutions as well as governments and inter-governmental organisations. The meeting was hosted by the Swiss Confederation and facilitated by the Food and Agriculture Organization (FAO) of the United Nations in which the Secretariat of the WBF is based. The International Labour Organization (ILO) provided key technical support to the Conference.

Attendance at the Conference demonstrated the growing reach and influence of the WBF. The Conference celebrated the main achievements of the Forum including:

- A Manual on Occupational Health and Safety, launched at the Conference by the Minister for Labour, Government of Ecuador, to train workers, company staff and growers;
- a set of best practices for sustainable production;
- a web portal from which these practices and other useful materials are easily accessible to all stakeholders;
- a practical guide for measuring and reducing the carbon and water footprints of growers;
- global multi-stakeholder Task Force to combat Fusarium wilt Tropical Race 4, influence key industry players and collaborate with global programmes against banana diseases;
- a search for a commonly agreed method for calculating decent standards of living for workers at exporting-country level; and
- the facilitation of successful labour relations dialogue in Peru and West Africa.

These achievements resulted from collaboration between all sectors of the industry. The Conference endorsed this approach and committed itself to seek even wider representation in the Forum, including from Africa and Asia, as well as more retailers.

The major areas of discussion focused on: gender issues; labour rights; health and safety; sustainability, the environment and the impact of climate change; fair distribution of value; and combating the TR4 disease. A number of wide-ranging recommendations were made by the Conference for implementation by the Steering Committee of the Forum. The conference emphasized the need for integrated approaches for prevention and management of Fusarium wilt TR4. It supported the launch of the global programme led by FAO in partnership with the WBF, Bioversity International and the International Institute for Tropical Agriculture (IITA).

The World Banana Forum wishes to express its gratitude and appreciation to the Swiss Confederation, FAO and ILO, the many sponsors, and the participants who all contributed to the success of the meeting.

Annex 2: Multi-Stakeholder Meeting on Gender Equity in the Banana Export Industry

The content below was extracted directly from a presentation developed by Banana Link to summarize the outcomes of the meeting.

PROPOSALS FOR JOINT ACTION ON GENDER EQUALITY 2017 – 2019

Working Group on Employment Opportunities

- Education, awareness raising and training.
 - Build women's self-confidence and skills to support career progression
 - Engage trade unions and companies in capacity building, vocational training and leadership skills.
- Attracting potential women workers from outside the company.
 - Showcase examples of successful women within the company.
- Identify positive examples from companies that have made tangible improvements in women's employment.
- Improve attraction, recruitment, retention and career development of women by providing better working conditions.
 - For example, childcare facilities for both women and men workers, flexible hours, offer of full maternity and paternity benefits, elimination of discrimination and sexual harassment, taking into account other caring responsibilities.
- Give women a voice, promote participation and representation of women in decision making (management, trade unions, WBF) and at all levels of the company (from field workers to top management).

Working Group on Women's Empowerment

- Conduct a comparative analysis of different interventions and lessons learnt / definitions of empowerment and pathways to achieve it, involving men and women, such as women's participation in decision-making at different levels, micro finance, vocational and leadership training, etc.
 - The analysis should learn from other sectors.

Working Group on Gender Pay Gap

- Gather further gender disaggregated data around wages broken down according to roles; institutions need to be willing to share data and be transparent.
- Multiple actions are needed to address the underlying causes of the gender pay gap (e.g. access to childcare, task allocation on the plantation, etc.).
- Carry out a scoping exercise to identify all stages of the value chain that need a gender perspective including and beyond the employer-employee relationship, as well as including issues relating to collective bargaining, policies and procedure.
 - Related questions: What happens where workers are not organised? What is the role of certification where trade unions are not accepted or don't have capacity?
- Build the business case for analysing and raising, where needed, women's wages, increasing opportunities for promotion and creating equal opportunities in relation to tasks.

- Request that ILO conduct a case study into the Ecuadorian minimum wage increase and impact it has had on gender issues.

Working Group on Health and Safety

- Research causes and solutions of Repetitive Strain/Muscle Skeletal disorders as a result of repetitive work activities.
 - Collaborate with COLSIBA in development of the research and proposals.
 - Draw on research from other sectors.
- Create banana-specific guidelines / a toolkit for awareness raising and training on safe and secure work for women, to include:
 - OHS risk assessments for specific roles (i.e. standing for long a shift without movement) and preventative actions, such as rotation of work roles;
 - PPE provision appropriate for women;
 - importance of women on OHS committees with decision making capacity;
 - specific gender lens to agrochemical risks (roles and specific impacts to health and reproductive health); preventative measures, reduce and eliminate where possible;
 - new and expecting mothers working in the banana industry.
- Dissemination of knowledge and resources to raise awareness including:
 - Translation into English, French and Spanish (including ILO documents); i.e. ILO publication on Safety and Health in Agriculture and 10 keys for gender sensitive OHS Practice.
 - Dialogue with all actors in the supply chain to adopt principles.

Working Group on Sexual Harassment (SH) and Gender-Based Violence (GBV)

- Carry out cross countries case studies on GBV & SH in banana industry.
- Identify entry points in the ILO 'yellow' report on GBV & SH, to include companies and trade unions in discussions about this report, and to engage these actors in advocacy for a Convention on GBV (June, 2018).
- Hold companies accountable for their actions to address SH and GBV (e.g. by creating specific policies, awareness raising and implementing awareness raising and training programmes).
- Collate information about mechanisms used by companies and certification bodies about how to report on GBV & SH and effectively follow-up and take action.
- Involve all corporate members of the WBF in the gender equity task force activities.

Annex 3: Key outputs of WG02 on Distribution of Value

Information drawn from presentation prepared by moderator of Session 4, Mr Alistair Smith (International Coordinator, Banana Link).

- Study on the definitions of 'living wage' and existing calculation methodologies in 2010-2011;
- Publication of 'wage ladders' in 2011-2012 for eight exporting countries (Ergon Associates);
- Studies on the distribution of value in specific chains: Windward Islands – UK, Colombia – USA, and Ecuador – EU in 2012-2013;
- Four reports comparing minimum wages and living wage indicators for eight exporting countries, 2013-2015 (Centro de Inteligencia para Mercados Sostenibles – CIMS, Costa Rica);
- Decision at the 2013 meeting in Santo Domingo to start work on developing CIRAD's Cost of Production Index, and specifically to design a methodology for calculating labour costs;
- Commitment by Tesco to ensure the payment of living wages and the costs of sustainable production;
- Publication of the first living wage benchmark for the Dominican Republic at the initiative of Fairtrade International in 2014;
- Discussions initiated on the inclusion of social and environmental costs in current pricing at the 2014 meeting in Medellin;
- The Government of Ecuador increased national minimum wage to the point where it would cover the costs of a basic household basket of goods and services (2009-2015);
- Adoption by WG02 of a common methodology for the calculation of living wage benchmarks designed by the Global Living Wage Coalition (GLWC) with Richard and Martha Anker;
- GLWC benchmarking studies in Costa Rica, Ghana, Ecuador and Belize in 2017;
- Study in 2016-2017 by Tricost and TruePrice for Fairtrade International on externalities in four exporting countries;
- Agreement to incorporate work on the 'Gender Pay Gap' in all WG02 future initiatives on wages;
- Pilot project agreed with CIRAD and IRSTEA, producers, trade unions and retailers to design a new methodology to evaluate a decent standard of living for banana workers in Côte d'Ivoire (2018 -).

Annex 4: Report on the side event for the global programme on Fusarium wilt disease (TR4)

REPORT ON THE SIDE EVENT BY FAZIL DUSUNCELI, AGRICULTURAL OFFICER, PLANT PRODUCTION AND PROTECTION DIVISION OF FAO

“Global programme on Fusarium wilt disease of banana: Engaging stakeholders in combatting TR4”

The side event was organized on Friday 10 November 2017 from 9:00 to 16:30 following the Third Conference of the World Banana Forum in Geneva, Switzerland.

This side event was formulated as a follow-up to consultations initiated on 9-10 December 2014, which led to the development of a global programme by FAO in partnership with Bioversity International, International Institute for Tropical Agriculture and World Banana Forum and other collaborators.

It was organized in the form of a workshop to facilitate dialogue and exchange of knowledge and experiences regarding prevention and management of Fusarium wilt disease of banana. It also aimed to review the status of regional collaborations, stakeholder engagements and to identify prioritized actions in different regions for prevention and management of the disease in context of the global programme.

SUMMARY OF THE DISCUSSIONS AND RECOMMENDATIONS:

The participants of the workshop highlighted the importance of banana for the livelihoods of the rural populations, food security and economies of the developing countries particularly in the tropics. Foc Tropical race 4 was stressed as a major global threat to the sustainability of banana production in the banana producing countries in Asia, Africa and Latin America and the Caribbean.

In particular, attention was drawn to more recent outbreaks in the Lao People's Democratic Republic, Viet Nam and India and the call for action was renewed to the global community and countries to take the necessary actions to stop expansion of this threat and to support containment and management efforts where it already affects production.

The workshop participants supported the global programme presented and commended its multidisciplinary nature, covering both disease management and prevention aspects. Particularly, importance of awareness raising at all levels, international collaboration, engagement of different stakeholders and capacity development at country level were highlighted. In addition, the need for support was stressed in risk assessments, surveillance and implementation of phytosanitary regulations for successful prevention and containment, and in development of resistant varieties and integrated management for effective long-term management.

Short presentations indicated that Promusa database is serving as a strong resource base globally and the advances in genetic studies and developing hybrid resistant bananas are promising. The discussions further noted the need for resource mobilization efforts for practical implementation of the programme.

The working groups studied the thematic areas of the programme and activities planned. Each working group identified the level of emphasis needed on the thematic areas (outputs) for their respective regions (Table 1). The study indicated that Asia, which already suffers from the disease heavily, needs more emphasis on themes targeting better management of the disease, while Latin America and the Caribbean requires more emphasis on themes aiming at prevention while Africa prefers a more balanced focus on both types of activities. Thematic areas on international collaboration, capacity development and containment was closer for the three regions compared to other thematic areas. Asia group suggested the highest emphasis for integrated disease management, while Africa and Latin America and the Caribbean did for awareness raising and strategy development. Similarly, development of resistant varieties was suggested as another high priority area by Africa and Asia, and risk assessments and surveillance by Latin America and the Caribbean.

Working groups also suggested some additional specific activities in context of the programme to improve

management and prevention of the disease, as well as advising on possible collaborations with numerous institutions in different regions reaching up to 23, 11 and 30 institutions for each thematic area in Asia, Africa, Latin America and the Caribbean respectively.

SUMMARY OF THE REPORTS FROM THE WORKING (REGIONAL) GROUPS

Thematic area / Output	Priority level (% of star points)			Number of activities suggested			Number of institutions proposed for collaboration		
	Asia - Pacific	Africa	LAC	Asia - Pacific	Africa	LAC	Asia - Pacific	Africa	LAC
1. International collaboration	14.0	14.4	13.7	1		2	23	11	30
2. Awareness and strategies	10.7	17.8	20.3	1	1	4	12	11	24
3. Capacity development	13.6	10.3	15.8	1		12	19	4	24
4. Surveillance , early detection	7.5	13.0	15.8	1		6	7	4	30
5. Risks assessments	5.6	10.3	14.9		2	6	10	3	23
6. Containment & preparedness	6.1	7.5	6.6			11	9	3	22
7. Resistant variety development	11.7	17.1	5.4	3		5	18	5	21
8. Integrated disease management	30.8	9.6	7.5	9		13	21	4	28
Total				16	3	59	119	45	202

All the suggestions made by the regional working groups will be taken into account in FAO's global programme on banana Fusarium wilt disease.

Third Conference of the World Banana Forum

Working together for sustainable production and trade

8 - 9 November 2017 | Side events on 7 and 10 November

AGENDA

Tuesday 7 November (side event – upon invitation)

09:00 – 16:00 Multi-stakeholder meeting on Gender Equity in the Banana Industry
Genève room, Centre de Conférence de Varembe (CCV)

Wednesday 8 November

Conference of the World Banana Forum (WBF)
Room 2, International Conference Centre (CICG)

- 8.30 Registration of participants**
- 9.10 Inaugural speech by Renwick Rose, Chairperson, Executive Board of the World Banana Forum (WBF)**
- 9.15 Welcome speech by Dominique Kohli, Assistant Director, Federal Department of Economy, Training and Research, Federal Office of Agriculture of Switzerland (FOAG)**
- 9.20 Opening remarks by Deborah Greenfield, Deputy Director-General for Policy, International Labour Organization (ILO)**
- 9.25 Opening Address by Carolyn Rodrigues Birkett, Office director, FAO Liaison Office to the United Nations Office in Geneva**
- 9.30 Conclusions of the multi-stakeholder strategy meeting on Gender Equity in the Banana Industry**

SESSION 1

9.45 Panel discussion: People at work

Opening remarks: Alette van Leur, Director, Sectoral Policies Department, International Labour Organization - ILO

Moderator: Sue Longley, Secretary General, International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations – IUF (Switzerland)

Panellists:

- George Kporye, Corporate Affairs & Administration Manager, Golden Exotics LTD (Ghana)
- Minister Raul Clemente Ledesma Huerta, Minister of Labour, Ecuadorian Government (Ecuador)
- Alette van Leur, Director, Sectoral Policies Department, International Labour Organization - ILO
- Magne Svartbekk, CSR Director, Bama Gruppen AS (Norway)

- Adela Torres, General Secretary, National Trade Union of the Agricultural Industry - SINTRAINAGRO (Colombia)
- Guillaume Tossa, Coordinator of the IUF Regional African Banana Workers Network (Benin)

Topics

- Gender issues
- Labour rights and decent work
- Health and safety

11.20 Break

11.30 Open discussion with all participants

12.00 Looking ahead: priorities and key opportunities for *People at work*

12.15 Lunch break

SESSION 2

13.15 Panel discussion: Sustainability: the global perspective and challenges in a changing climate

Opening remarks: Inge van den Bergh, Scientist and ProMusa Coordinator, Bioversity International

Moderator: Jeroen Kroezen, Head of Sustainable Tea, Coffee, Cocoa & Fruit Department, Solidaridad (Netherlands)

Panellists:

- Inge van den Bergh, Scientist and ProMusa Coordinator, Bioversity International
- Gustavo Gandini, Director of Organic Agriculture, Biodiversity and Environment, Ecological Bananas Association of the Northwest Line-BANELINO (the Dominican Republic)
- Jan 't Lam, Markets Transformation Global Fruit lead, The Rainforest Alliance (United States)
- Thierry Lescot, Agronomist Researcher, French Agricultural Research Centre for International Development - CIRAD (France)
- Alain Normand, Head of Agronomy, R&D, Compagnie Fruitière (France)
- Luis Pocasangre, Director of Research, Professor of Tropical Crops, Earth University (Costa Rica)
- Manfred Pülm, Quality Manager, Greenyard (Germany)

Topics

- Soil and land management
- Pesticide management and use
- Biodiversity conservation

15.05 Break

15.15 Open discussion with all participants

15.45 Looking ahead: priorities and key opportunities for *Sustainability: the global perspective and challenges in a changing climate*

16.00 Panel discussion: Compete and collaborate: Global collaboration in the WBF

Opening remarks: George Jaksch, Chair of the board, Biodiversity Partnership Mesoamerica - BPM (Costa Rica)

Moderator: Katie Knaggs, Head of Sustainability, International Procurement and Logistics – IPL (United Kingdom of Great Britain and Northern Ireland (the))

Panellists:

- Michelle Bhattacharyya, Coordinator, Global Living Wage Coalition - GLWC (United States)
- Andrew Biles, CEO, Chiquita Brands International (Switzerland)
- George Jaksch, Chair of the board, Biodiversity Partnership Mesoamerica - BPM (Costa Rica)
- Alexandra Kessler, Project Coordinator, Action Alliance for Sustainable Bananas – ABNB/CSCP (Germany)
- Xavier Roussel, Vice President Marketing and Sustainability, Dole Food Company (United States)
- Adwoa Sakyi, Regional Coordinator for Africa, International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations - IUF (Ghana)
- Luis Suarez, Executive Secretary, Fair trade National Coordination of Peru - CNCJ (Peru)

Topics

- Collaborative research
- National collaboration with international platforms
- Public-private collaboration

17.45

Open discussion with all participants

18.15

Looking ahead: priorities and key opportunities for *Compete and collaborate: Global collaboration in the WBF*

18.30

Close

Reception & networking event offered by the Federal Office of Agriculture of Switzerland – FOAG

Thursday 9 November

Conference of the World Banana Forum (WBF)

Room 2, International Conference Centre (CICG)

SESSION 3

09.00

Panel discussion: Future of bananas: Managing the risks of Fusarium wilt TR4

Opening remarks: Stewart Lindsay, Team Leader - Banana Production Systems, Department of Agriculture and Fisheries, Queensland (Australia)

Moderator: Luud Clercx, Coordinator, WBF Task Force on TR4 (Netherlands/AgroFair)

Panellists:

- Koronado Apuzen, Executive Director, Farmcoop (The Philippines)
- Stewart Lindsay, Team Leader - Banana Production Systems, Department of Agriculture and Fisheries, Queensland (Australia)

- José Madriz, Market and Production Coordinator for bananas, fresh fruits and flowers, Latin American and Caribbean Network of Fair Trade Small Producers and Workers – CLAC (El Salvador)
- Enrique Uribe, Technical Expert, GLOBAL G.A.P. (Germany)
- Jorge Sandoval, Research Director, National Banana Corporation of Costa Rica - CORBANA (Costa Rica)
- Altus Viljoen, Chairperson of Fusarium research, Stellenbosch University (South Africa)
- Morag Webb, Head of Advocacy and Market Access, The Europe-Africa-Caribbean-Pacific Liaison Committee - COLEACP (Belgium)

Topics

- Status and impact of TR4
- Need for integrated management and prevention approaches
- Role of stakeholders and the WBF TR4 Task Force

10.55 **Break**

11.05 **FAO Global Programme on TR4** - Fazil Dusunceli, Agricultural Officer, Plant Production and Protection division, FAO

11.15 **Open discussion with all participants**

11.45 **Looking ahead: priorities and key opportunities for *Future of bananas: Managing the risks of Fusarium wilt TR4***

12.15 **Lunch break**

SESSION 4

13.15 **Panel discussion: How to achieve a fairer distribution of value?**

Opening remarks: Denis Loeillet, Agroeconomist, Market Analyst and Managing editor of the FruiTrop journal, Agricultural Research Centre for International Development, CIRAD/FruiTrop (France)

Moderator: Alistair Smith, International Coordinator, Banana Link (United Kingdom of Great Britain and Northern Ireland (the))

Panellists:

- Stephen Antig, Executive Director, Pilipino Banana Growers and Exporters Association – PBGEA (The Philippines)
- Patrick Belser, Senior Economist at the International Labour Organization (ILO), ILO Global Wage Report
- Gilbert Bermudez, Sub-coordinator, Coordinating Body of Latin American Banana and Agro-industrial Unions - COLSIBA (Honduras)
- Fernando Bolaños, CEO, Agroamerica (Guatemala)
- Wilbert Flinterman, Senior Advisor on Workers' Rights and Trade Union Relations, Fairtrade International (Germany)
- Edgar Monge, Responsible Sourcing Manager – Americas, TESCO (United Kingdom of Great Britain and Northern Ireland (the))
- Kozel Peters, Coordinator, Windward Islands Farmers' Association - WINFA (Windward Islands)

Topics

- Living wages
- Sustainable costs of production

- Future of small farmers in the banana industry

15.05 Break

15.15 Open discussion with all participants

15.45 Looking ahead: priorities and key opportunities for *How to achieve a fairer distribution of value?*

16.00 Conclusions and next steps

- WBF priorities, organization, future
- Presentation and adoption of draft Communiqué / Final declaration

18.15 Closing address by Pascal Liu, Senior Economist, Coordinator of the World Banana Forum

Friday 10 November (side event)

09.30 – 16.30 Engaging stakeholders in combatting Fusarium wilt TR4
Room 2, International Conference Centre (CICG)

Annex 6: List of participants

PARTICIPANTS IN THE THIRD CONFERENCE OF THE WBF | 8-9 NOVEMBER 2017| GENEVA, SWITZERLAND

Title	First name(s)	Last name	Organization represented	Job title/position	Country
Mr	Stewart	Lindsay	Queensland Department of Agriculture and Fisheries, Australia	Team Leader - Banana Production Systems	Australia
Ms	Elizabeth	Aitken	University of Queensland/Australia	Plant Pathologist/ Professor	Australia
Ms	Susanne	Loher	Sudwind	Education and campaigns officer	Austria
Mr	Konrad	Rehling	Sudwind	Campaign Coordinator	Austria
Ms	Lisa	Weichsler	Sudwind	NGO Worker	Austria
Mr	Ivan	Van Dessel	Agrofresh	Account Manager RipeLock EMEA	Belgium
Ms	Inge	Van den Bergh	Bioversity International	Senior Scientist and ProMusa Coordinator	Belgium
Ms	Maud	Delacollette	Europe - Africa - Caribbean - Pacific Liaison Committee (COLEACP)	Regional Coordinator of Operations	Belgium
Ms	Morag	Webb	Europe - Africa - Caribbean - Pacific Liaison Committee (COLEACP)	Head of Advocacy and Market Access	Belgium
Mr	Robin	Thiers	Ghent University	Researcher	Belgium
Mr	Rony	Swennen	Katholieke Universiteit te Leuven	Full professor	Belgium
Mr	Fivègnon Guillaume	Tossa	International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations (IUF)	Coordonnateur du Réseau Africain de l'UITA des Travailleurs et Travailleuses de la Banane	Benin
Mr	Miguel Angel	Dita Rodriguez	Embrapa	Investigador	Brazil
Mr	Armand Michel	Zoa	Cameroon	Sous-Directeur de la Coopération	Cameroon
Mr	Charles Kude	Mbide	Fako Agricultural Workers Union (FAWU)	General Secretary	Cameroon
Ms	Abonga-Le Epse Viyoff	Scholastica	Fako Agricultural Workers Union (FAWU)	Gender Officer	Cameroon
Ms	Louissette Clemence	Mbadobe Bamzok	Ministère de l'agriculture du Cameroun	Directeur du développement de l'Agriculture	Cameroon
Ms	Rose	Ebolle Ngolle	Plate-forme Syndicale de la Société des Plantations du Haut Penja (PHP)	Women's Officer	Cameroon
Mr	Oscar	Ngomé Eboulé	Plate-forme Syndicale de la Société des Plantations du Haut Penja (PHP)	Vice-Président	Cameroon
Mr	Emmanuel Alfred	Moukory Songa	Syndicat Départemental de l'Agriculture Pêche et Élevage du Moungo (SDEAPEM)	President	Cameroon
Ms	Beatriz	Berben	ALTERNATIVAS LTDA	Consultora	Colombia
Mr	Carlos	Berben	ALTERNATIVAS LTDA	Consultor	Colombia
Mr	Daniel	Arboleda Cortes	Misión Permanente de Colombia ante la OMC	Counsellor	Colombia
Ms	Adela	Torres Valoy	Sindicato Nacional de Trabajadores de la Industria Agropecuaria (SINTRAINAGRO)	General Secretary	Colombia
Mr	Jorge Andres	Vargas Bueno	Sindicato Nacional de Trabajadores de la Industria Agropecuaria (SINTRAINAGRO)	President	Colombia
Mr	George	Jaksch	Biodiversity Partnership Mesoamerica	Chairperson	Costa Rica
Mr	Raúl	Gigena Pazos	Chiquita Brands International Sarl	Human Resources Director	Costa Rica

Title	First name(s)	Last name	Organization represented	Job title/position	Country
Mr	Ramon Fausto	Barrantes Cascante	Coordinadora de Sindicatos Bananeros (COSIBA)	Coordinator	Costa Rica
Mr	José	Madriz	Coordinadora Latinoamericana y del Caribe de pequeños productores y trabajadores de comercio justo (CLAC)	Coordinador de Producción y Mercado Banano	Costa Rica
Mr	Mariano	Jiménez Zeledón	Corporacion Bananera Nacional (CORBANA)	Subgerente de Asuntos Legales y Corporativos	Costa Rica
Mr	Jorge Arturo	Sandoval Fernández.	Corporacion Bananera Nacional (CORBANA)	Director de Investigaciones Científicas	Costa Rica
Ms	Svenja	Paulino	Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ)	Program Director	Costa Rica
Ms	Stella	Davis	Fyffes	Sustainability Department	Costa Rica
Mr	Hugo	Hays	Fyffes	Head of Sustainability	Costa Rica
Mr	Maikol	Hernández Arias	International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations (IUF)	Secretario General	Costa Rica
Mr	Tayutic	Mena Retana	Misión Permanente de Costa Rica ante la OMC	Consejero	Costa Rica
Ms	Mireya Virginia	Salas Rodriguez	Sindicato de Trabajadores de Plantaciones Agrícolas (SITRAP)	Women's Officer	Costa Rica
Mr	Edgar	Monge-Nicolaas	TESCO	Responsible Sourcing Manager - Americas	Costa Rica
Mr	Luis Ernesto	Pocasangre Enamorado	Universidad EARTH	Director de Investigación	Costa Rica
Ms	Koko	Aman	Ministère de l'agriculture et du développement rural	Sous-directeur des Cultures non perennes, coordonnateur adjoint de la cellule banane	Côte d'Ivoire
Mr	Paul	Jeangille	Organisation Centrale des Producteurs Exportateurs d'Ananas Banane et Autres Fruits (OCAB)	Secrétaire Général	Côte d'Ivoire
Ms	Akoua Koumbenou Jacqueline	Koffi	Plate-forme Syndicale de la SCB Côte d'Ivoire	Comité des femmes	Côte d'Ivoire
Ms	Amoin Bla Claudelle	Kouadio	Plate-forme Syndicale de la SCB Côte d'Ivoire	Comité des femmes	Côte d'Ivoire
Mr	Luis F.	Pérez Vicente	Instituto de Investigaciones de Sanidad Vegetal (INISAV) MINAG, Cuba	Ing. agrónomo, PhD Fitopatólogo. Investigador Titular	Cuba
Ms	Lenka	ernínová	Ecumenical Academy	Project Coordinator	Czechia
Ms	Pavla	Kotíková	Ecumenical academy	project coordinator	Czechia
Ms	Barbora	Trojak	Make Fruit Fair! consortium	External expert	Czechia
Mr	Gustavo	Gandini	Asociación Bananos Ecológicos de la Línea Noroeste (BANELINO)	Dpto Agricultura Organica, Biodiversidad y Medio Ambiente	Dominican Republic
Mr	Francisco	Caraballo	Misión Permanente de la República Dominicana ante las Oficinas de la ONU y otros organismos en Ginebra	Embajador	Dominican Republic
Mr	Rawell Salomón	Taveras Arbaje	Misión Permanente de la República Dominicana ante las Oficinas de la ONU y otros organismos en Ginebra	Consejero	Dominican Republic
Ms	Claudia	Hernández Vetsch	Misión Permanente de la República Dominicana ante la OMC, y demás organizaciones económicas internacionales (UNCTAD, OMPI y UIT), Ginebra	Embajadora, Representante Alterna ante la OMC, Encargada de Negocios, a.i.	Dominican Republic
Ms	Paula Senovia	Duran	SIUTRAPBAM	Treasurer	Dominican Republic
Mr	Crusito Miguel	Toribio	SIUTRAPBAM	General Secretary	Dominican Republic
Ms	Gabriela	Garcia	Ecuador	Primer Secretario	Ecuador

Title	First name(s)	Last name	Organization represented	Job title/position	Country
Mr	Raul Clemente	Ledesma	Ministerio de Agricultura y Ganadería	Minister	Ecuador
Ms	Alice	Bordaçarre	ActionAid France-Peuples solidaires	Campaigning officer on decent work	France
Ms	Amélie	Theriez	Agrauxine	Chef Produit	France
Mr	Alistair	Smith	Banana Link/Euroban	Coordinador internacional	France
Ms	Amandine	de la Forge	BAYER SAS	Product Development Manager Sub-Saharan Africa	France
Ms	Lauren	Shields	Business for Social Responsibility (BSR) HERproject	Manager	France
Ms	Carolina	Dawson	Centre de coopération Internationale en Recherche Agronomique pour le Développement (CIRAD)	Analyste des Marchés	France
Mr	Thierry	Lescot	Centre de coopération Internationale en Recherche Agronomique pour le Développement (CIRAD)	Chercheur - Agronome	France
Mr	Denis Edouard Marie	Loeillet	Centre de coopération Internationale en Recherche Agronomique pour le Développement (CIRAD) Market News Service / FruiTrop magazine	CIRAD Market News Service Representative	France
Ms	Christelle	Lasme	Compagnie Fruitière	Sustainable development manager	France
Mr	Alain	Normand	Compagnie Fruitière	Head of Agronomics and R&D	France
Ms	Françoise	Mace	Fondation Charles Léopold Mayer	Programme Officer	France
Mr	Léo	Keller	Food and Agriculture Organization of the UN	Consultant	France
Ms	Daphné	Le Lay	Ministère de l'agriculture et de l'alimentation	in charge of banana sector	France
Mr	Jean François	Crouzet	FRUCTIFRUI	Directeur	France
Mr	Michael Martin Gaspard	Doucet	Mano Sana	Ostéopathe	France
Mr	Yoann	Gaschet	Mano Sana	Coordinateur international	France
Ms	Alexandra	Kessler	Action Alliance on Sustainable Bananas / CSP Center (ABNB/CSCP)	Project Coordinator	Germany
Mr	Joerg	Doberstein	Afrikanische Frucht Compagnie	Managing Director	Germany
Mr	Joachim	Urkötter	Afrikanische Frucht Compagnie	Sales Manager	Germany
Ms	Anja	Grote Westrick	ALDI International Services GmbH & Co. oHG	Director CRI	Germany
Mr	Philipp	Ilbertz	ALDI Nord	Director Corporate Responsibility	Germany
Mr	Helge	Fischer	BanaFair	Project Officer	Germany
Ms	Sophie	Huvier-Boutin	Bayer AG	Global Segment Manager - Fruits Fungicides	Germany
Ms	Birte	Tschentke	Bayer AG	Global Key Relation Manager Foodchain	Germany
Mr	Ronald Eduardo	Guendel Gonzalez	Bayer CropScience	Global Head Food Chain Relations	Germany
Mr	Michael	Otersen	Cobana GmbH & Co. KG	Purchasing Manager Bananas	Germany
Ms	Lena	Hansen	Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ)	Independent Consultant Sustainable Value Chain	Germany
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Mr	Jose	Paredes	Fairtrade International		Germany
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Title	First name(s)	Last name	Organization represented	Job title/position	Country
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Mr	Florian	Schutze	Lidl Stiftung	Head of CSR	Germany
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Mr	Florian	Schäfer	REWE Group	Project Manager Sustainability Fresh Goods	Germany
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Mr	George	Kporye	Golden Exotics Limited (GEL)	Corporate Affairs Manager	Ghana
Ms	Sakyi	Adwoa	International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations (IUF)	Regional Women's Coordinator	Ghana
Mr	Ato	Amoah	Migrant Watch and Skilled Revolution Front	CEO	Ghana
Mr	Gideon	Brobbey	Migrant Watch and Skilled Revolution Front	Assistant Extensions Office - Okyereko Project Area	Ghana
Mr	Nana Agyei	Owusu	Migrant Watch and Skilled Revolution Front	Farms Manager - Nkoranza Project Zone	Ghana
Ms	Yolande	Chilin Charles	Centre de coopération Internationale en Recherche Agronomique pour le Développement (CIRAD)	Ingenieur de recherche en épidémiologie végétale	France (Guadeloupe)
Ms	Maria Teresa	Bolanos	Agroamerica	Manager	Guatemala
Mr	Manuel Fernando	Bolaños Valle	Agroamerica	CEO	Guatemala
Mr	Julio	Merida	Asociacion de Productores Independientes de Banano (APIB)	Executive Director	Guatemala
Ms	Debora	Cumes	Guatemalan Government	Agriculture Attaché, Counsellor	Guatemala
Ms	Carolina	Barrientos Recinos	Ministerio de Relaciones Exteriores	Primer Secretario	Guatemala
Mr	Noé Antonio	Ramirez Portela	Sindicato de los Trabajadores del Banano de Izabal (SITRABI)	Secretario General	Guatemala
Ms	Selfa	Sandoval Carranza	Sindicato de los Trabajadores del Banano de Izabal (SITRABI)	Women's Officer	Guatemala
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Ms	Iris Yolanda	Munguia Figueroa	Coordinadora Latinoamericana de Sindicatos Bananeros y Agroindustriales (COLSIBA)	Coordinator	Honduras
Mr	Gilbert	Bermudez Umaña	Coordinadora Latinoamericana de Sindicatos Bananeros y Agroindustriales (COLSIBA)	Deputy Coordinator	Honduras
Mr	Jose Alfredo	Jimenez Nunez	Federación de Sindicatos de Trabajadores de la Agroindustria (FESTAGRO)	Communications Secretary	Honduras
Ms	Uma	Subbaraya	Indian Council of Agricultural Research, India	Director	India
Mr	Thangavelu	Raman	Indian Council of Agricultural Research-National Research centre for Banana-India	Principal Scientist	India
Mr	Sundararaju	Palaniyandi	Retired Principal Scientist from Govt. of India	Principal Scientist, Nematology (Retd)	India
Ms	Angela	Pivato	Ca' Foscari University of Venice	Postgraduate student	Italy
Ms	Monica	Fonseca Jaramillo	Embajada de la República de Colombia en Roma	Ministro Consejero	Italy
Ms	Francesca	Distefano	Food and Agriculture Organization of the UN	Gender and Development Expert	Italy

Title	First name(s)	Last name	Organization represented	Job title/position	Country
Mr	Pascal	Liu	Food and Agriculture Organization of the UN	Senior Economist	Italy
Mr	Victor	Prada	Food and Agriculture Organization of the UN	Consultant	Italy
Ms	Sara	Alves	G.V.C. - Gruppo di Volontariato Civile	Project manager- global education and awarness raising	Italy
Mr	Emmy	Curradi	ITALIA -non organizzazione non governo rappresentante	Agente commerciale	Italy
Ms	Anna	Cantafora	Self employed	Consultant	Italy
Ms	Khonesavanh	Chittarath	Plant protection center, Department of Agriculture, Ministry of Agriculture and Forestry	Plant pathologist	Lao People's Democratic Republic
Mr	Johannes	van der Waal	Agro Fair Europe B.V.	CEO	Netherlands
Mr	Luud	Clercx	Agrofair	Project manager	Netherlands
Ms	Barbara Elsa Cornelia	den Otter	AgroFair	Marketing Communication officer	Netherlands
Mr	Frank	Vermeersch	Agrofair B.V.	Customer Relations & Marcom	Netherlands
Ms	Anna	Lentink	Fairfood	Living Wage & Livelihood	Netherlands
Mr	Pieter	Verbaas	Fresh Produce Centre	Director Food Safety	Netherlands
Mr	Rudolf	Mulderij	FreshPlaza	Editor	Netherlands
Mr	Kebba	Colley	IDH The sustainable trade initiative	Senior Program Manager	Netherlands
Ms	Sonia	Cordera	IDH The Sustainable Trade Initiative	Program Officer	Netherlands
Mr	Jos	Harmesen	Max Havelaar Netherlands	Supply & Development Manager	Netherlands
Mr	Jeroen	Kroezen	Solidaridad	Programme Manager Fruit&Vegetables	Netherlands
Mr	Harold	Meijer	Wageningen University & Research	Research Associate	Netherlands
Mr	magne	svartbekk	Bama Group	Director CSR	Norway
Ms	Linett del Carmen	Duque Cedeño	Agrofair	Certificaciones, Sostenibilidad y Trazabilidad	Panama
Mr	Rafael	Abrego Castillo	Cooperativa Bananera del Atlantico (COOBANA)	Secretario	Panama
Mr	Chito	Quintero	Cooperativa Bananera del Atlantico (COOBANA)	Directivo	Panama
Mr	Camilo	Beltrán Montoya	Comunidad Andina	Responsable de Sanidad Vegetal	Peru
Mr	Luis Miguel	Suárez Puelles	Coordinadora de Comercio Justo de Perú	Secretario Ejecutivo	Peru
Ms	Santos Celestina	Carranza Ruiz	Federacion Nacional De Trabajadores Del Sector Agrario, Industria, Riego y Similares Del Peru (FENTRAIR)	Women's Officer	Peru
Mr	Juan Antonio	Herrera Huanca	Sindicato de Trabajadores Agrarios del Peru (SITAG)	General Secretary	Peru
Ms	Evelyn	Laviña	Department of Agriculture	Undersecretary	Philippines
Ms	Joycel	Panlilio	Department of Agriculture	Executive Assistant IV/Chief of Staff	Philippines
Ms	Evelyn	Ramos	Department of Labor and Employment	Assistant Regional Director	Philippines
Mr	Koronado	Apuzen	Foundation for Agrarian Reform Cooperatives in Mindanao, Inc. (FARMCOOP)	Executive Director	Philippines
Ms	Kahlil Sucgang	Apuzen-Ito	Foundation for Agrarian Reform Cooperatives in Mindanao, Inc. (FARMCOOP)	Director of Creative Nurturing Communities and Sustainability Initiatives	Philippines

Title	First name(s)	Last name	Organization represented	Job title/position	Country
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Ms	Cremia	Guino	Foundation for Agrarian Reform Cooperatives in Mindanao, Inc. (FARMCOOP)	Program Officer/Gender Focal Person	Philippines
Mr	Mario	Mandalones	Foundation for Agrarian Reform Cooperatives in Mindanao, Inc. (FARMCOOP)	Chairperson of the Board of Trustees	Philippines
Ms	Carmela	Pedregosa	Foundation for Agrarian Reform Cooperatives in Mindanao, Inc. (FARMCOOP)	Farm Manager	Philippines
Ms	Mayette	Tudlas	Department of Agriculture	Executive Assistant	Philippines
Mr	Benedick	Silao	Philippine Department of Agriculture - Geneva Post	Assistant to the Agriculture Attaché	Philippines
Ms	Divina Trinidad	Carolino	Philippine Mission to the United Nations and other International Organizations in Geneva	Attaché	Philippines
Mr	Jerome	Bunyi	Philippine Mission to the World Trade Organization	Agriculture Attaché	Philippines
Mr	Arnel	Talisayon	Philippines	First Secretary and Consul	Philippines
Mr	Stephen	Antig	Pilipino Banana Growers & Exporters Association, Inc.	Executive Director	Philippines
Mr	Lothar	Trueggelmann	Unifrutti Tropical Philippines, Inc.	VP Biotechnology and Research Services	Philippines
Ms	Anca	Gheorghică	Asociația Mai Bine	Director	Romania
Mr	Kerde Michael	Severin	Government of St Lucia	Project Manager(Banana Productivity Improvement Project)	Saint Lucia
Mr	Rahjim	Albertinie	Winfresh	Procurement Director	Saint Lucia
Ms	Kozel	Fraser	Windward Islands Farmers Association (WINFA)	Coordinator	Saint Vincent and the Grenadines
Mr	Renwick	Rose	Windward Islands Farmers Association (WINFA)	Board Director	Saint Vincent and the Grenadines
Mr	Andrea	Del Bello	DELOT DOO	Director	Slovenia
Mr	Albertus	Viljoen	Stellenbosch University	Professor	South Africa
Ms	Tania	Moodley	TESCO	Responsible Sourcing Manager	South Africa
Mr	Pedro José	Hernández Aliaga	Euro Pool System	Country Manager Overseas	Spain
Mr	Reto Jack	Zangerl	Brand Affairs	Managing Partner	Switzerland
Mr	Andrew	Biles	Chiquita Brands International Sarl	CEO	Switzerland
Mr	Verborg	Frederic	Chiquita Brands International Sarl	Sustainability and Project Manager	Switzerland
Mr	Pierre Marc Olivier	Jaumaud	Coop Hauptsitz	Einkauf Bananen	Switzerland
Ms	Nina	Ellenbroek	Coop Switzerland	Sustainability projects	Switzerland
Ms	Agata	Galinska	European Union	First Secretary	Switzerland
Mr	Martin	Blaser	Fairtrade International	Global Product Manager Bananas	Switzerland
Ms	Carolyn	Rodrigues Birkett	FAO Liaison Office with the United Nations (Geneva)	Director	Switzerland
Mr	Cedric	Jacot-Guillarmod	INCITO communications	Founder	Switzerland
Ms	Maria de los Angeles	Fortuny Corredo	International Labour Organization (ILO)	FACT Unit Head	Switzerland
Mr	Patrick	Belser	International Labour Organization (ILO)	Senior Economist	Switzerland

Title	First name(s)	Last name	Organization represented	Job title/position	Country
Mr	El'vis	Beytullayev	International Labour Organization (ILO)	Rural Economy Officer	Switzerland
Mr	Eric	Carlson	International Labour Organization (ILO)	Disability Specialist	Switzerland
Ms	Angélique	Flores-Girod	International Labour Organization (ILO)	Member of the Secretariat	Switzerland
MS	Deborah	Greenfield	International Labour Organization (ILO)	Deputy Director-General for Policy	Switzerland
Ms	Leticia Maria	Johnson	International Labour Organization (ILO)	Intern	Switzerland
Mr	Martin	Oelz	International Labour Organization (ILO)	Senior specialist on Equality and Non-discrimination	Switzerland
Ms	Aishwarya	Pothula	International Labour Organization (ILO)	Intern	Switzerland
Ms	May Mi	Than Tun	International Labour Organization (ILO)	Meetings and Knowledge Management Officer	Switzerland
Mr	Adame	Traore	International Labour Organization (ILO)	Technical officer	Switzerland
Ms	Alette	van Leur	International Labour Organization (ILO)	Director, Sectoral Policies Department	Switzerland
Ms	Sabrina	Herzog	International Trade Centre (ITC)	International Consultant	Switzerland
Mr	Hernan	Manson	International Trade Centre (ITC)	Senior Officer Inclusive Agribusiness	Switzerland
Ms	Susan	Longley	International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations (IUF)	General Secretary	Switzerland
Ms	Stephanie	Fuchs	MIGROS-Genossenschafts-Bund	Purchaser	Switzerland
Ms	Florence	Diserens	Office Fédéral de l'Agriculture (OFAG)	Policy advisor	Switzerland
Mr	Dominique Louis	Kohli	Office Fédéral de l'Agriculture (OFAG)	Sous-Directeur	Switzerland
Mr	Alwin Rudolf	Kopse	Office Fédéral de l'Agriculture (OFAG)	Responsable du Secteur	Switzerland
Ms	Florie	Marion	Office Fédéral de l'Agriculture (OFAG)	Responsable adjointe communication	Switzerland
Mr	Quentin	Bohlen	Radio Télévision Suisse	Journaliste	Switzerland
Mr	Nicolas	Defferrard	RTS radio télévision suisse	Cameraman	Switzerland
Mr	Urs	Lotze	RTS radio télévision suisse	Opérateur son	Switzerland
Mr	Vania	Paratte	RTS radio télévision suisse	Réalisateur	Switzerland
Mr	Roberto	Vega	Syngenta	Head Smallholder Policy & Food Chain Relations	Switzerland
Ms	Leonela	Santana-Boado	United Nations Conference on Trade and Development (UNCTAD)		Switzerland
Mr	Servet	Atayeter	Turkish Standard Institution (TSE)	Secretary of ISO/TC34/SC3	Turkey
Ms	Silvia	Castro Torres	Banana Link	Volunteer	United Kingdom
Ms	Anna	Cooper	Banana Link	Project Coordinator	United Kingdom
Mr	Ian Christopher	Farquhar	Banana Link	Policy Officer	United Kingdom
Mr	Paul	Lievens	Banana Link	Communications Officer	United Kingdom
Ms	Jacqui	Mackay	Banana Link	National Coordinator	United Kingdom
Ms	Romina	Oliveira	Banana Link	Translation Coordinator	United Kingdom
Mr	Jon	Tugwell	Fyffes	Environmental Manager	United Kingdom

Title	First name(s)	Last name	Organization represented	Job title/position	Country
Ms	Juliet	Arku-Mensah	General Agricultural Workers Union of Ghana (GAWU) / Sustainable living wages and the impact of fairtrade at Volta River Estates Limited (VREL)	Fairtrade Officer	United Kingdom
Ms	Sara	Middleton	Imperial College London	Post-graduate Student	United Kingdom
Ms	Katie	Knaggs	International Procurement and Logistics Ltd	Group Sustainability Manager	United Kingdom
Mr	Johannes	Coetzee	International procurement and logistics ltd. (ASDA)	Banana Technical manager	United Kingdom
Mr	Kenneth	MacLeod	IPL Asda Walmart	Senior Buyer	United Kingdom
Ms	Rachel	Wilshaw	Oxfam GB	Ethical Trade Manager	United Kingdom
Mr	Mark	Edwards	Primafruit Ltd.	Senior Technologist	United Kingdom
Ms	Jessica	Ainley	Sainsbury's	Sustainable and Ethical Sourcing Coordinator	United Kingdom
Ms	Cassandra	Hards	SH Pratt Group	Supplier Technical Manager	United Kingdom
Mr	Leigh	Spanner	SH Pratt Group	Senior Head Of Technical	United Kingdom
Ms	Leena	Camadoo	The Fairtrade Foundation	Supply Chain Manager	United Kingdom
Mr	Moses	Otoo Kwaku	The Industrial and Commercial Workers Union (ICU)	Industrial Relations Officer	United Kingdom
Mr	Jan	't Lam	The Rainforest Alliance	Global Markets lead, Fruit	United Kingdom
Ms	Susan	Murray	Unite the Union, UK	National Health and Safety Adviser	United Kingdom
Mr	Christopher	Gilligan	University of Cambridge	Professor of Mathematical Biology	United Kingdom
Mr	Daniel	Bebber	University of Exeter	Senior Lecturer	United Kingdom
Ms	Hellgard	Lipper-Morse	Waitrose	Technical Manager	United Kingdom
Ms	Michelle	Bhattacharyya	Global Living Wage Coalition (GLWC)	Coordinator	United States
Mr	Xavier	Roussel	Dole Food Company	Vice President Marketing and Sustainability	United States
Ms	Martha	Anker	Global Living Wage Coalition (GLWC)	Founding member	United States
Mr	Richard	Anker	Global Living Wage Coalition (GLWC)	Founding member	United States
Ms	Gabriela	Rosazza	International Labor Rights Forum	Campaigns Associate	United States
Mr	Steven	Warshaw	Sumitomo	Consultant	United States
Mr	Manuel	Rodriguez	Sumitomo Corporation of Americas	Consultant	United States

Annex 7: Media coverage of the WBF conference

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