

World Banana Forum Gender Equity Conference – 7th November 2017

Proposal for thematic working groups

Working group structure:

Each working group will include:

- a. Presentation of an existing initiative / best practice example by specialist input person (5mins + 5 mins Q&A)
- b. Presentation of any relevant initiatives and proposals from the Gender Equity Task Force by the working group facilitator (5 mins inc Q&A)
- c. Discussion in group around the proposal and other ideas for action, drawing from experiences of the other working group participants (45 mins). Groups should conclude with:
 - Proposals for joint action on theme and next steps, including local initiatives and role of WBF gender equity task force (inc. identifying what each participant can commit to managing / researching / taking responsibility for on this topic locally or within WBF etc.)
 - Key proposals from the gender conference to present at the WBF conference, including asks to other industry stakeholders and WBF members

Each delegate will have a choice of participation in two (out of five) thematic working groups – the groups will be bi-lingual with interpretation, as follows:

- **Working groups round 1: 11.00 to 12.00**

WG1. Gender Pay Gap: Room Genève, English and Spanish only

WG2. Health and Safety: Room Geneve, English and Spanish only

WG3. Sexual harassment and Gender Based Violence: Room Montreux, English and French only

WG4. Employment opportunities: Room Montreux, English and French only

WG5. Empowerment: Room Genève, English and Spanish only

- **Working groups round 2: 12.00 to 13.00**

WG1. Gender Pay Gap: Room Genève, English and French only

WG2. Health and Safety: Room Genève, English and French only

WG3. Sexual harassment and Gender Based Violence: Room Montreux, English and Spanish only

WG4. Employment opportunities: Room Montreux, English and Spanish only

WG5. Empowerment: Room Geneve, English and French only

Each working group facilitator will ensure that the key results from the first workshop are shared with the participants of the second workshop.

Working group content, speakers and materials:

1. Gender pay gap

Room Genève: 11.00 to 12.00 English and Spanish only / 12.00 to 13.00 English and French only

Facilitator: Alistair Smith (EUROBAN / Working Group 02 Distribution of Value)

Gender Equity Task Force: Tania Moodley (Tesco)

Specialist input: Michele Bhattacharya (Global Living Wage Coalition, Coordinator), Martin Olez (ILO Senior Specialist on Equality and Non-discrimination)

Main topics: Introduction to the issues of the gender pay gap

Factors that can influence differences in remuneration between men and women

How to address the underlying causes of low wages and the gender pay gap

The role of collective bargaining and wage negotiation in increasing remuneration for men and women workers and decreasing the gender pay gap

The potential role of living wage initiatives in closing this gap

Sharing of other ideas and experiences to increase remuneration for workers and close the gender pay gap in the banana industry

Background documents:

- Discussion paper on the Gender Pay Gap in the banana industry, by the Gender Equity Task Force November 2017

Download documents from <http://www.bananalink.org.uk/gender-meeting-2017>

2. Health and safety and specific risks for women workers/ producers

Room Genève: 11.00-12.00 English and Spanish only / 12.00 – 13.00 English and French only

Facilitator: Anna Cooper (Banana Link / BOHESI)

Gender Equity Task Force: Katie Knaggs (IPL Ltd.)

Specialist input: Gloria Garcia (COLSIBA Health and Safety Officer – Spanish group only), Susan Murray (Unite the Union National Health and Safety Officer), Elvis Beytullayev (ILO Rural Economy Officer)

Main topics: Specific OHS issues for women workers in the banana industry = what and why

Mapping of information available on women related OHS risks and research needed

Existing initiatives addressing OHS issues for women – union, company and other

The advances made on OHS for women workers within the BOHESI initiative

Sharing ideas, experiences and strategies for improving the health and safety of women workers in the banana industry

Background documents:

- Draft ToR on health and safety assessment for new and expecting mothers
- Research on repetitive strain injury and potential solutions (from COLSIBA-Chiquita-IUF)
- BOHESI manual on health and safety in the banana industry

Download documents from <http://www.bananalink.org.uk/gender-meeting-2017>

3. **Sexual harassment and gender based violence (GBV)**

Room Montreux: 11.00-12.00 English and French only / 12.00 – 13.00 English and Spanish only

Facilitator: Julie Duchatel (IUF Gender Officer)

Gender Equity Task Force: Christin Becker (Oxfam Germany)

Specialist input: Eric Carlson (ILO Senior Specialist on Equality and Non-Discrimination – French group only), Iris Munguia (COLSIBA Coordinator – Spanish group only)

Main topics: Update on ILO GBV Convention and plans for its ratification and implementation

How can sexual harassment and violence be addressed in the workplace and home = sharing learning from union, company and other initiatives

Workplace communications and grievance mechanisms - effective systems for reporting and remediation

Potential strategies that can be developed at local and WBF level

Background documents:

- Draft ILO Convention on Gender Based Violence and info on process (see [ITUC factsheet](#))
- Chiquita-IUF-COLSIBA [clause on sexual harassment](#)

Download documents from <http://www.bananalink.org.uk/gender-meeting-2017>

4. **Employment opportunities** for women workers and producers and the socio-economic impacts

Room Montreux: 11.00 -12.00 English and French only / 12.00 – 13.00 English and Spanish only

Facilitator: Adwoa Sakyi (IUF Africa)

Gender Equity Task Force: Christelle Lasmé (Compagnie Fruitière)

Specialist input: Stella Davis (Fyffes Sustainability Department), Susan Maybud (ILO Specialist on Equality and Non-Discrimination), Raul Gigenas (Chiquita), Adela Torres (SINTRAINAGRO President – Spanish group only)

Key topics: Is the banana industry a women friendly employment opportunity and if not why?

Quick introduction to previous WBF Gender Task Force research done on women's employment levels and why differences exist between countries, regions, companies etc

How to address causal factors – need for training, promotion, decent work for women

Learning from existing union and company initiatives to increase women's employment

Potential strategies at local and WBF level

Supporting documents:

- Summary of Fyffes research on women's employment and promotion opportunities
- Best Practice Portal case on [women's employment](#)
- Global summary of 2015 research '[Women in the banana export industry](#)'
- Summary of Chiquita-IUF-COLSIBA womens employment pilot project in Panama
- Summary of findings from Ghana research at GEL

Download documents from <http://www.bananalink.org.uk/gender-meeting-2017>

5. **women's empowerment** and active participation in decision making

Room Geneve : 11.00 – 12.00 English and Spanish only / 12.00 – 13.00 English and French only

Facilitator: Jacqui Mackay (Banana Link)

Gender Equity Task Force: Silvia Campos (Fairtrade International)

Specialist input: Kozel Peters (WINFA Coordinator) , Mariangels Fortuny (ILO, Rural Team Head of Unit), Cremia Guino (Farmcoop Gender Programme Officer), Iris Munguia (COLSIBA Coordinator – Spanish group only)

Main topics: the limited role of women in decision making along the supply chain

The role of various stakeholders in the empowerment of women workers

Education and training as a key tool for empowerment

Sharing of learning from existing initiatives from unions, producers, companies and other stakeholders

Proposals on women's empowerment to be made to the gender conference and WBF conference plenary

Background documents:

- '[I am bold](#)' Banana Link education programme materials from Cameroon and Ghana
- COLSIBA collective bargaining strategy document
- Best Practice Portal case on [Women's Committees](#)
- Banana Link publication 2017: 'Practical progress towards gender equity: case studies from the banana industry'

Download documents from <http://www.bananalink.org.uk/gender-meeting-2017>

For further information please contact Anna Cooper: solidarity@bananalink.org.uk