

World Banana Forum

Gender Equity Task Force (GE-TF)

Multi-stakeholder strategy meeting on
Gender equity in the banana export industry

7th November 2017, Geneva



Employment opportunities

Proposals for joint action plan on gender equality 2017 -19

Building on the recommendations of the WBF publication 'Women in the banana export industry':

1. Education, awareness raising, 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
2. Attracting potential women workers from outside the company
 - Showcase examples of successful women within the company
3. Identify positive examples from companies that have made tangible improvements in women's employment
4. 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 full maternity and paternity benefits, eliminate discrimination and sexual harassment, and take account of other caring responsibilities
5. 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)

Empowerment

Proposals for our joint action plan on gender equity 2017 – 2019

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

Priority points to share in the WBF Global Conference including our asks to wider industry

This analysis should be shared through and by the World Banana Forum and be the basis for a peer learning exercise to review and share this work.

It is important that the different potential audiences for the findings are considered eg using video for low literacy communities That the World Banana Forum creates a fund which members could donate to, to support a women leaders' exchange program to further build their capacities.

Gender Pay Gap

Proposals for joint action plan on gender equality 2017 -19

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 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 conducts a case study into the Ecuadorian minimum wage increase and impact it has had on gender issues.

Health and Safety

Proposals for our joint action plan on gender equity 2017 – 2019

- 1) 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
- 2) 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 OSH 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

- 3) Dissemination of knowledge and resources to raise awareness including:
 - Translation into French, Spanish and English (including ILO documents) i.e. ILO publication on Safety and Health in Agriculture and 10 keys for gender sensitive OHS Practice
 - Dialog with all actors in the supply chain actors to adopt principles

Priority points to share in the WBF Global Conference including our asks to wider industry

Implement BOHESI manual through training at farm level, including specific guidelines on the safe employment of women workers

Ratification and implementation of Convention 184 on OHS in Agriculture in banana producing countries

Reduction of agro-chemical use and commitment not to use chemicals banned in other countries

Sexual harassment (SH) and gender based violence (GBV)

Proposals for our joint action plan on gender equity 2017 – 2019

- 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

Priority points to share in the WBF Global Conference including our asks to wider industry

- Importance of close work between management and trade union to reach an agreement, implementation and monitoring
- All stakeholders to be involved in discussions about GBV & SH including national industry associations.
- Carry out orientation and training in the plantation for all workers (men and women) recognising women and men can be victims
- Identify tools to openly discuss and report sexual harassment
- Training on how to collect evidence and advocate for the reversal of the burden of proof
- Training in trade unions to create an alliance between the more aware men and women representatives
- In absence of trade unions in plantation reach out to the workers in their communities
- Recognise that GBV and SH are experienced by small scale farmers