



**Food and Agriculture Organization
of the United Nations**

WG03 LABOUR RIGHTS- Meeting in Guayaquil, Ecuador 18th- 19th August 2011

Venue: FENACLE, RUMICHA 2006 Y MANABI EDIFICO MONTERREY 4TO PISO

SUMMARY OF KEY RESULTS FROM MEETING

1) Coordination Committee of WG03

MARTIN COOKE (ETI); ANNA COOPER (Banana Link); IRIS MUNGUÍA (Colsiba/Cosibah); ADELA TORRES (Sintrainagro/Colsiba); VICTOR QUESADA (Aseprola); JAVIER VILLACIS (Dole); ALEX YEBOAH-AFARI (VREL)

2) Meeting participants (and apologies)

Present (30 people): Alistair Smith Bananalink/Euroban, France (Chair), Gilbert Bermúdez Colsiba/ Sitrap, Costa Rica. Héctor Mazapánta University 'Técnica Equinoccial', Ecuador. Alexandre Jácome University 'Técnica Equinoccial', Quito. Eduardo Bluhm FLO International, Brazil. Frank Luetticke Sipae, Ecuador. Fredy Montenegro

Sipae. Ana Velas Tegui Sipae. Keyvin Vega Asociation Small Producers El Guabo. Magne Svartbekk Bama, Norway/Chile. Helge Fischer Banafair, Germany/Nicaragua. Juan Herrera Sitag Perú. Carla Veldhuyzen FLO Andean Region, Colombia. Adela Torres Colsiba/Sintrainagro, Colombia. Selfa Sandoval Sitrabi, Guatemala. Iris Munguía Colsiba/Cosibah, Honduras. Mireya Rodríguez Cosiba-CR, Costa Rica. Javier Villacis Dole-Ubesa, Ecuador. Marco Latouche Chiquita, Costa Rica. Raúl Harari IFA, Ecuador. Ramón Barrantes Cosiba-CR, Costa Rica. Noé Nerio Colsiba/Network of Central American Sugar Workers, El Salvador. Omar Casarrubia Sintrainagro/Colsiba Commission SOMAL, Colombia. Guillermo Rivera Sintrainagro, Colombia. Anna Cooper Banana Link, UK. . Víctor Quesada Aseprola, Costa Rica. Gloria García Cosibah/Colsiba Commission SOMAL, Honduras. Angel Rivero Fenacle, Ecuador. Prospero Mendoza/Elias Arias Fenacle, Ecuador. Nancy Quezada Fenacle, Ecuador.

Apologies: IUF, Fyffes, Tesco, BSCI, Reybanpac/Grupo Wong, ICCO, Eucofel, VREL, ETI. One company refused the invitation to participate: Noboa; one company didn't respond: Del Monte

Type of participants (10 women, 20 men): 13 trade unions; 3 companies; 2 small producers; 10 NGOs; 2 academics. From 12 countries: South America - 6; Central America - 4; Europe - 4

3) Diagnosis of labour rights situation (see research report presented at meeting)

So far 55 questionnaires have been completed by contacts in 13 countries. 3 key themes were addressed:

- Freedom of Association and Collective Bargaining
- Gender Discrimination
- Occupational Health and Safety

A summary of the results so far was used to facilitate discussions and define the working group's key priorities and work plan. The full research, including the gathering of specific responses from the major banana companies, is to be completed by the end of October.

4) Action points: commitments made in the short term (until WBF II)

A. Freedom of Association and Collective Bargaining

1. The formulation of a proposal to the World Banana Forum to facilitate commissions/platforms for dialogue in each country to :

- Discuss the issues of trade union freedom and collective bargaining agreements (CBA's) •

Gather and present examples of good practice

2. Presentation of the individual and collective advances within the Framework Agreement with IUF, Chiquita and COLSIBA, to WG03 and the Forum.
3. Proposal for the creation of platforms for discussion with the major certification bodies, and in particular the strengthening of dialogue with Globalgap.
4. Exchange of experiences between companies, including a company diagnosis on trade union freedom (in particular Dole, Ecuador)
5. Presentation of the Colombian case/model in the World Banana Forum 2012, with the Vice-President of Colombia.

Rsp – Guillermo Rivera, SINTRAINAGRO

6. Creation of an information bulletin on the experiences in Colombia, to be shared with wider working group participants.

Rsp – Guillermo Rivera, SINTRAINAGRO (by October)

B. Gender discrimination and employment access for women workers

1. Sharing of information on gender clauses within SITRABI CBA's Rsp. Selfa Sandoval, SITRABI

2. Chiquita-IUF-COLSIBA Working Group on Gender Issues: share experiences and promote the introduction of gender clauses within CBA's.

RSP- Iris y Gloria, COLSIBA

3. Meeting before the WBF 2012 with women from Latin America, Africa and the Philippines

Rsp- Adela will write a proposal on the methodology to facilitate a sharing of experiences between women

Rsp – Anna, Iris and Adela will work together on the meeting proposal, budget and meeting planning and preparations (Banana Link will also help translate documents)

Rsp- Banana Link will approach FDHT (France) for potential funding and look into options through the Swiss Government, Bama and other potential funders

Rsp- Javier will contact Compagnie Fruitiere

4. Preparation of a methodology to share experiences of Dole Ecuador research and pilot project with women workers and SINTRAINAGRO campaign 'we accept women' - to be shared with WG03 Rsp - Javier and Adela

5. FLO will share the results of previous studies and also encourage wider FLO contacts to share research and information.

Rsp- Eduardo Bluhm (from December until WBF 2012)

6. A written proposal from COLSIBA on specific themes including employment of women workers, gender clauses in CBA's, family planning and transmitted diseases.

RSP- Adela and iris

7. Exchange of experiences and education materials between Dole and COLSIBA on family planning and HIV/AIDS.

Rsp – Adela, Iris, Javier

8. Aseprola will gather information from ILO and Ergon Associates (London) about the rights of women workers in each country of production.

Rsp – Victor, ASEPROLA

C. Occupational Health and Safety

1. All agreements will be passed onto WBF WG01 to share and discuss in the Steering Group meeting on October 13, 14, London.

Rsp – Gloria Garcia, Dr Raúl Harari, Omar Casarrubia, in collaboration with Víctor Quesada and the WBF Secretariat

2. A letter to be written on the ratification of ILO Convention 184, to be signed by WG03/ WBF organisations. Also request for a letter to be sent in support from IUF to ILO. Letter can also be put online for wider/public support and actions (Public campaign).

Rsp- Víctor Quesada, Aseprola, Colsiba, Banana Link (Time: 1 month)

3. GAWU, Ghana, to be contacted to share experiences on C184 ratification campaign in Ghana RSP – Banana Link

4. Strengthen worker training programmes by companies and unions on the use and management of agrochemicals and on health and safety.

Rsp- all companies and unions

4. Invite Dr. Raúl Harari to gather all scientific documents to present a synthesis to the Forum in February of arguments on the use of agrochemicals; to be realised in collaboration with the COLSIBA Commission on Health and Safety (SOMAL)

Rsp- University Técnica Equinoccial/IFA Ecuador, IRET Costa Rica, PAN Latin America

5. Identify which national and international scientific institutions can work together with WG03 (and recognise/understand the perspective of workers and unions) to investigate health impacts at work. Rsp: all of WG03 (Time: 6 months)

6. In each country we need to collect information on workers health, what chemicals are being used, the specific reported health impacts. We need:

- List of agrochemicals in use and supporting information on use (i.e., PAN toxicology reports) •

List of illnesses commonly reported by workers

Rsp- To be led by COLSIBA Commission SOMAL (Gloria Garcia y Omar Casarrubia) in all countries where COLSIBA has affiliates

7. Share and distribute documents on health and safety by Raul Harari. Rsp – Raul Harari and Helge Fischer (Time: end of September)

8. Coopempbal to collaborate with IFA to gather information on the impact of fumigation areas on plantations and their surroundings.

Rsp – Coopempbal and IFA Ecuador

9. Share the research by SIPAE about the Ecuadorian industry – 2 studies made through interviews with 120 workers.

Rsp –Sipae and Fenacle, Ecuador

6. ADDITIONAL CONCLUSIONS

1. To be sent with the minutes, a letter will be written to all contacts that we would like to participate in WG03 – companies, governments, certification bodies, workers organisations.
Rsp all WG03 participants should send suggested contacts from their countries to wbf.wg03@gmail.com
2. A proposed budget will be sent round all coordinators to agree on the spending of our remaining funding (approx \$6,000). This money will be used to cover the costs of coordination of the WG03 until WBNF 2012 and finalisation of the research in October.
3. We will hold a meeting a day before WBF 2012 to analyse progress and decide on what to present to the wider Forum (location of preparation meeting to be confirmed once Forum details are confirmed).
4. Gilbert Bermudez of COLSIBA will support the work of Victor and Anna as leaders of the coordination committee.

World Banana Forum
Working Group 03 – Labour Rights
email: wbf.wg03@gmail.com

web: <http://www.fao.org/economic/worldbananaforum/wbf-working-groups/wg03>