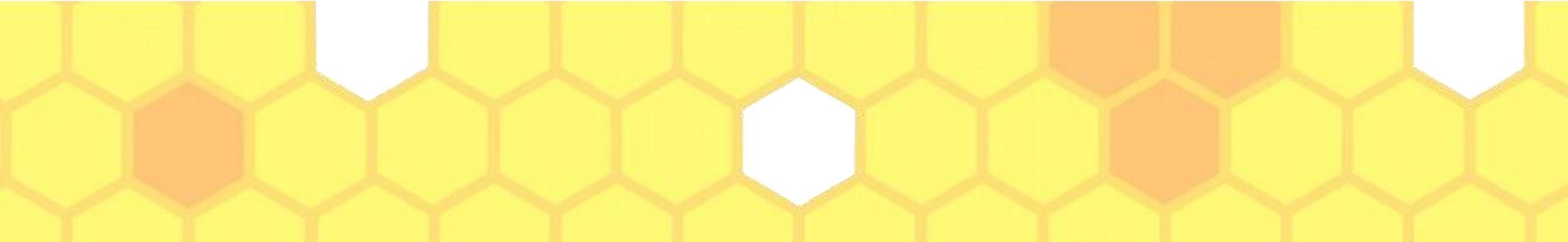




Recent developments and challenges in the main producer countries

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Ecuador: recent developments

- . May 2018 decrees flexibilising labour contracts are very negative for workers' job security and rights. This shift has undermining the 'living wage' efforts made by the previous government as the majority of workers do not have contracts and social security coverage any longer.**
 - . New national banana workers' union federation registered after many years of efforts to set up an organisation capable of engaging in social dialogue and collective bargaining across the industry.**
 - . Open letter from big producers and exporters to European buyers calling for fair pricing to meet the more and more demanding social and environmental standards.**
 - . Small organic fair trade producers with diversified agroforestry systems are organising with similar producer groups and are seeking direct trading links with supermarket buyers.**
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Ecuador: short-term challenges

- . Ensure that the new Labour Code does not enshrine any of the worst elements of recent legislation or introduce new ones.**
- . Strengthen the capacity of the new workers' federation to engage in dialogue with individual companies, the industry as a whole and government bodies, especially concerning the implementation of living wages**
- . Help build a national Round Table/Multi-stakeholder Forum that feeds into the World Banana Forum and can partner ABNB projects.**
- . Develop sourcing from small farmer organisations by German and other retailers, including from growers in non-monoculture systems.**

Colombia: recent developments

- Discovery of TR4 near Venezuelan border is a serious threat to the conventional industry (including beyond Colombia).
 - Downward price pressure from European retailers is being particularly felt by industry because of higher costs.
 - First living wage benchmark validation workshop held and second postponed because of TR4 outbreak.
 - Growing interest in direct trading with retailers by small and medium-scale producers trying to secure better terms of trade.
 - New two-year collective agreement between the union and Augura signed despite growing pressures by some to break with this model of good industrial relations.
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Colombia: short-term challenges

- . Prevent the further spread of FoC TR4 to 30 the main exporting regions.**
 - . Strengthen the capacity of the independent union to transmit negotiating skills to a new generation of leaders and secure gains made through mature industrial relations.**
 - . Develop a plan for implementing the living wage benchmark for the lowest-paid workers**
 - . Develop sourcing by German and other retailers from small- and medium-scale producers.**
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Costa Rica: recent developments

- . In September, the industry announced a minimum price increase of 8 % for 2020 to counteract behaviour of certain European retailers in 2018/19.**
 - . ILO is producing a guide for the Labour Ministry officials on anti-trade union practices**
 - . The Parliament has been presented with draft legislation to roll back the clauses benefiting workers and trade unions in the Labour Procedures Reform that have given improved recourse to justice.**
 - . One of the independent trade unions has negotiated the first two new CBAs in several decades in plantations belonging to Del Monte.**
 - . Dole has withdrawn from a framework agreement it has had since 2007 with independent unions on the grounds that trade union freedom is now secured.**
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Costa Rica: short-term challenges

- . Ensure all German buyers are behind efforts to pay decent prices and stop any further downward movement.**
- . Collaborate with plans to fill gaps between the lowest wages and the national living wage benchmark.**
- . Secure active support of ABNB for efforts to encourage growers to stop anti-union practices and see trade unions as social and economic partners (linked to the payment of decent prices by buyers)**
- . Promote good practice in pesticide reduction with support from environmental CSOs in ABNB and interested retailers, encouraging industry partners to share practical examples of how reductions are being achieved.**
- . Secure involvement of the trade unions in plans to roll out Banana Occupational Health & Safety Initiative (BOHESI).**



Other exporting countries

- Dominican Republic: a concerted effort by producers and the trade unions to regularise the status of Haitian migrant workers is under way and seeking support from ILO and buyers.
- Peru: a successful agreement between small farmers' associations and the trade union shows the way for other countries.
- International: a new small family banana farmer coordination body has been launched.

