

- No workers reported positive experiences or knowledge of successful remediation following a reported abuse during an audit.
- Enforcement via decertification is rare, and isn't in the interests of certifiers, plantations, multinationals and supermarkets.
- Workers seek alternative channels to seek remediation, such as through trade unions, the courts and everyday acts of 'getting by' that would not be necessary if certification was delivering its stated aims.



- Due to supermarket price pressure, labour and workplace costs are squeezed.
- Standard violations were reportedly widespread, commonly including:
 - Insufficient and damaged personal protective equipment, poor sanitation, agrochemical exposure, unsafe infrastructure and housing.
 - Sacking, blacklisting and discrimination towards trade union members.
 - Forced and unpaid overtime (on some plantations).
 - Sexual harassment and sacking of pregnant and older women; verbal abuse and intimidation.
- Workers unanimously reported deterioration in their wages and working conditions over the past 5-10 years, particularly:
 - Wage stagnation, coupled with a rising cost of living. Gross wages on average hover around minimum wage but net wages can fall below when accounting for deductions, and are around only half the [Global Living Wage Coalition's](#) calculated living wage for the region.
 - Workers reported struggling to make ends meet, no savings and indebtedness.
 - Work intensification and rising productivity targets that create unsafe working environments.
 - Growing precarity and use of short-term contracts.



Multinationals and supermarkets should exercise 'Shared Responsibility' to collectively engage in dialogue with workers and promote fair purchasing practices. Combining this with centralising workers' experience and participation will move towards more sustainable and effective protection of banana workers through governance efforts.

Dr Remi Edwards
 remi.edwards@sheffield.ac.uk
[@remiedwards.bsky.social](#)