

Living wages Banana project

In 2019, 5 Dutch retailers - affiliated to the CBL - signed a living wage banana commitment to work towards a living wage within their banana supply chains and reduce the living wage gap by at least 75% - for the banana volumes bought by the participating Dutch retailers - by the end of 2025.

In the fourth year of the commitment, the retailers have been able to measure the living wage gap for 100% of their purchased volumes which represents an increase of 12% from the previous year. Further analysis of the data shows **an average living wage gap of 12.4%** (a decrease of 2% compared to previous year). Further results are shared in this report.



About the study

- The study covers salary data from 317 banana plantations, representing 100% of the banana purchases by participating Dutch retailers.
- These retailers buy 1.23% of the total banana production from these plantations.
- The average living wage gap for the plantations is 12.4%.
- The [IDH Salary matrix](#) was used to calculate the gap.

Want to know more?

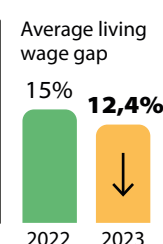
If you want to know more about the living wage banana project, visit the [IDH](#) and [CBL](#) websites.



Conclusion

Four years into the commitment, Dutch retailers have gained insights into the living wage gap for 100% of their banana volumes. This will allow them to determine concrete follow-up actions in order to close the existing living wage gaps. Compared to the previous year, the living wage gap has decreased by 2%. Which is partly due to the efforts of the retailers but also to other potential changes in the supply chain like e.g. increase of productivity or better collective bargaining.

As Dutch supermarkets only account for a small proportion of the total production of the producers, it is important that retailers from other countries also commit to the reduction of living wage gaps to realize bigger improvements. Commitments by other European retailers to achieve living wages, like the UK, Belgium and Germany, are therefore important.



Next steps

- Based on the results of the monitoring exercise, retailers are working with suppliers to develop and implement solutions to close the living wage gap.
- Over the coming year, retailers will continue to improve the data validation process to ensure that the information is reliable and accurate, such as working with certifying organisations, conducting joint audit projects with retailers from other countries and supporting salary matrix training.
- Over the next year, retailers will continue to measure and monitor the living wage gap of their overall banana volumes using the salary matrix.