Working conditions in the sugar industry in Guatemala
Working conditions in the sugar industry in Guatemala

Field research on the situation of sugar cane cutters and transporters

CNV Internationaal

and

ICAES Central American Institute for Social Studies

Dec. 2014 - Feb 2015
Lic. Dennis Cabezas Badilla

All rights reserved. Any part of this publication may be reproduced without specific authorization by CNV Internationaal trade union partners provided the source is cited as follows: "CNV Internationaal Investigation on Social and working conditions in the sugar industry in Honduras, the situation of sugar cane cutters, by CNV Internationaal and ICAES Costa Rica. (CNV Internationaal PO, Box 2475 - 3500 GL Utrecht, Netherlands)."

If other organizations wish to reproduce parts of this publication, the written permission of CNV Internationaal is required.
## Contents

Preface ............................................................................................................ 3
Introduction ..................................................................................................... 4
Methodology applied ....................................................................................... 5

1. Personal profile of respondents .................................................................. 6
   1.1 Profile cutters ....................................................................................... 6
   1.2 Profile carriers ...................................................................................... 6

2. Freedom of Association ............................................................................... 7

3. Socio-labor conditions .............................................................................. 10
   3.1 Employment contracts ......................................................................... 10
   3.2 Workday ............................................................................................... 10
   3.3 Payment modes vs. payment of hours extra, bonus and vacation . ....... 10
   3.4 Labour stability .................................................................................... 11
   3.5 Economic situation ............................................................................... 11
   3.6 Existence and quality of break ............................................................ 11

4. Social security, health and accident protection .......................................... 12
   4.2 Health .................................................................................................. 12
   4.3 Safety and occupational accidents ...................................................... 12

5. Child labour. .............................................................................................. 13

6. Discriminatory practices ........................................................................... 14

7. Major problems to solve indicated by the workers .................................... 15

8. Conclusions ................................................................................................ 16

9. Biography. .................................................................................................. 19
Preface

The Association Agreement between Central America and the European Union established between agricultural products an export quota of sugar for Central America. Any agricultural export must be referred to the provisions on the subject of Trade and Sustainable Development, where a substantial list of Conventions on environmental and labour nature, that the parties should respect, is established. Such agreements have a legal existence in each of the countries of the Central America signatories to the Agreement.

From the above it follows that these Conventions enjoy legal status as international treaties, that several laws are superior to the ordinary laws legal hierarchy. So as a result they are binding and must be respected and mandatory compliance.

This study seeks to show the social and labor situation of workers of sugarcane, mainly regarding freedom of association, poor working conditions and finally the situation the wages of workers.

This requires a technically acceptable sampling and allows us to have the data necessary for the lifting of a diagnosis that tells us the real situation of the problem addressed in this research project.

Also it is important to note that the results of this research will be the result of direct encounter, in situ, with workers in the production of sugarcane, which guarantees, in part, the certainty of our research.

From the results of the study should determine a number of recommendations that give rise to future research, but mainly to take action to disseminate labor rights violations that could be happening in the production of sugarcane, mainly in the three issues mentioned above: freedom of association, job insecurity and wage.
Introduction

Guatemala is a growing producer and exporter of sugar. It is the world’s fourth largest exporter and third in the world in production per hectare.

The main recipients of the Guatemalan sugar exports are South Korea and the United States. The sugar industry represents 31% of total agricultural exports from Guatemala and 15.36% of total exports. The entry into force of the trade pillar of the Association Agreement between the European Union and Central America in late 2013, also opened the possibility to Guatemala to export sugar to the EU (through a sugar quota for Central America that can be exported under competitive conditions).

The sugar industry in Guatemala, accounting for about 3% of GDP, generates 425,000 direct and indirect jobs; but at the same time there are serious problems regarding primary labor issues. This report presents data on working conditions in the sugar industry in Guatemala with an emphasis on the situation of cane cutters and carriers of that product.

To fulfil this purpose a field research was conducted in December 2014 and January 2015, in which workers of the aforementioned sectors had direct involvement.

The geographical location of the Guatemalan sugar industry is primarily in the southern part of Guatemala, specifically in the departments of Suchitepéquez, Retalhuleu, Escuintla and Santa Rosa, with a cultivated area of approximately 2,806,578 Ha. In 2013/2014 2,806,578 metric tons of that product was produced.
Methodology

1- A series of surveys conducted in Guatemala, by a collaborator hired for the purpose, directly in the field and having as subjects of this survey to real workers and carrying out work activities outlined here.

2- The aforementioned survey consists of a series of questions appropriate and consistent with the results reported herein, same was approved beforehand by the applicant organization.

3- Using various information already developed and recognized by their origin in the text of this document directly related to the subject and as instruments of comparison in defining results.

4- The surveys received, being only a representative sample, using statistical analyses taken together so that they reflect averages indicators, which are the fundamental reference for obtaining the conclusions of this report-study.

5- Names and qualities of respondents and direct interviewer are withheld because of their special protection and especially of their job security.

6- The Contracting Organization of this report-study, may verify the accuracy of the process here indicated by appropriate means to that end, pledging to respect the privacy reserves the participants.
1. Personal Profile of the Respondents

1.1 Profile of the cutters

Gender: 100% male.
Average age: 36 years
Marital status:
- Single: 14%
- Married: 60%
- Free Union: 21%
- Divorced: 5%

Education:
- Incomplete Primary: 54%
- Full Primary: 37%
- Secondary Incomplete: 9%

Average household size:
- Adults: 3
- Children: 3

Average weekly earnings of respondents: 806 Qt.
Average weekly household income: 1055 Qt.

1.2 Profile of the carriers

Gender: 100% male
Average age: 35 years
Marital status:
- Married: 67%
- Free Union: 27%
- Divorced: 7%

Education:
- Full Primary: 60%
- Secondary Incomplete: 40%

Average household size:
- Adults: 2
- Children: 2

Average monthly earnings of respondents: 2457 Qt.
Average weekly household income: 1000 Qt.
2. Freedom of Association

The freedom to organize unions and bargain collectively exists by law in Guatemala, but its implementation in the reality of the workplace is far from established by the laws, being almost impossible to organize.

The International Trade Union Confederation, CSI concluded in 2014 that "Guatemala has become the world's most dangerous country for trade unionists. Since 2007, at least 53 union leaders and representatives have been killed, and there have been numerous acts of attempted murder, torture, kidnapping, robbery and death threats, they have created a culture of fear and violence in the exercise of union rights becomes impossible". ¹

The International Trade Union Confederation, CSI also stated that:

"The law prohibits anti-union discrimination, but does not provide adequate protection".²

The "Country Reports on Human Rights Practices" 2013 on Guatemala of the State Department of the United States informs:

“There were also killings of journalists and trade unionists; sexual harassment and discrimination against women; child abuse, including commercial sexual exploitation of children; discrimination and abuse of persons with disabilities; and trafficking in persons... (...) And the effective implementation of labor laws and child labor (...) Impunity, however, remained widespread".³

The same report states the following:

"Although freedom of association and the right to bargain collectively appear in the Guatemalan labor code, in practice, these rights are not guaranteed" and "Employers will resist routinely attempts to establish the union, delayed or only partially fulfil the contracts, and ignored judicial decisions requiring the employer to negotiate with recognized unions. There were credible reports of retaliation by employers against workers who tried to exercise their rights, including numerous complaints to the Ministry of Labour and prosecutors alleging employer retaliation for union activity. Common practices include termination and harassment of workers who tried to form unions in the workplace the creation of illegal company-supported unions to counter legally established unions, blacklisting of trade unionists, and threats of plant closures. The employers threatened not to renew contracts or contract workers offer permanent employment if the employee joined a union or refused to disaffiliate".⁴

For the United States the situation regarding work in Guatemala is so serious that the US in 2014 decided to proceed with its case against that country given default of labor

---

¹ CSI Informe sobre Violaciones de los derechos sindicales, 20/05/2014.  
² La Confederación Sindical Internacional, CSI, web page, last update August 2014.  
conditions covered under the Free Trade Agreement between Dominican Republic-Central America (CAFTA-DR). Thus the United States decided to continue with the process of dispute resolution and go back to the arbitration panel because Guatemala had not fully implemented the Plan of Implementation of 18 points signed with the United States in April 2013, to correct such situations.

In the sugar industry in Guatemala there are no unions. The dismantling of trade unions began in the eighties, when union leaders were dismissed from their jobs and were also a number of them, murdered and disappeared.  

Employers also introduced, with the clear intention of destroying the trade union movement, the so-called solidarity organizations, employer’s instrument to control the vindictive actions of their employees.

Another factor is the large number of temps (only during harvest season sugarcane) in the sugar industry, which greatly hinders the process of union membership. Added to this we have a complacent in favor of employers legislation, such as: "The unions must represent 50 percent plus one of the workers in an industry to establish industry unions". This allows the International Trade Union Confederation, CSI conclude the following:

"Excessive representativeness or minimum number of members required to form a union".

Because of the absence of unions, the fundamental right to collective bargaining does not exist, also the right to strike is limited by the obligation to respect excessive or to obtain an excessive majority in a vote to strike quorum.

Another bad practice that should be mentioned is that related to the preparation, by the companies, is the infamous "black lists" instrument of coercion circulating in the industry where they recorded the names of workers related to the Trade Union Movement. The Verification Commission of Codes of Conduct, or Coverco, in an extensive report on working conditions in the sugar industry in Guatemala, report on this practice:

"None of field workers interviewed for this report indicated that they felt free to organize [...] According to workers [...] the mills maintain blacklists and those who complain about their wages are not only dismissed, but they cannot get jobs in other mills. As a result, workers usually do not complain against management and against government labor inspectors".

"If the simple act of complaining about incorrect wages can amount to blacklisting, how much more severe can the repercussions be for attempting to organize or join a union? There is a general consensus that workers in this industry are not free to organize and are subject to intimidation and violence regarding such matters".

7 Art. 215 (c) of the Labor Code.
8 Workers can only strike when they have the support of 50) plus one of the workers of the business (Art, 241 of the Labor Code)
10 STR Guatemalan Sugar, a Macro Vision of the Industry Today, no date.
In the survey conducted for this study-research the workers/ respondents confirmed that there is not the slightest possibility at this sugar industry, to form unions. 100% of respondents said there is no union in the company. Entering in the job they are warned "not to speak of those things at work" and nearly 49% of the cane cutters and 87% of the carriers claimed to know the existence of anti-union system known as "blacklists". They stated that there are no solidarity organizations (only 1 carrier told to know about a solidarity association) and the only organizational form of support for them, a small number of workers said they knew, were stores where they could buy some items at a good price.

As we have seen in the case of freedom of association, in the case of the right to collective bargaining and the right to strike, is not that the Guatemalan labor law that does not address such issues, but rather, in our view is the application employers mechanisms of coercion and control of these which exaggerated and, to avoid such situations, the work of the Labour Inspectorate are underfunded and institutionally speaking very weak.

3. Socio -Labor Conditions

3.1 Employment contracts

In the present investigation the following was found: In what we consider a breakthrough in the activity of "harvest", 100% of respondents said having an employment written contract that defined their working relationship; 95% indicated that the contract was directly with the company and only 5% are given by way of outsourced sub-contracting. In the case of transportation workers the contractual situation is as follows: 87% of respondents said they have a written employment contract, the remaining 13% say they have no formal contract. 100% of those who reported the contract, 67% indicated that their employment relationship is direct and permanent and 33% said to be sub-contracted and temporary.

However, we could not access one of these contracts in order to verify its literal content, at least in important issues such as working hours, payments, obligations of employees and employers, etc., to be clear on the implementation of such contracts in relation to national and international labor laws.

3.2 Workday

a) The cans cutters:
The vast majority of contract workers said his workweek was 48 hours, few indicated that theirs was 44 hours; the resulting average gave us 47 hours a day. Regardless of the workweek contracted, the reality resulting from the information received indicated to us that the average hours worked per week is 67 hours, working an average excess of 20 hours per week, almost three hours in addition to the normal working hours and taking to work 7 days a week, days starting at 6 am and end at 5 pm, including rest time.

b) The carriers:
In this type of work is really worrying the type of journeys to which they are subjected workers; in the best case, working up to twelve hours per full week and get to days 24 hours straight with a subsequent break from other 24. This kind of tiresome situation
makes these workers adopt practices harmful to your health, such as you indicate in paragraph health (section 4.2 of this report).

3.3 Payment modes vs. payment of hours

The legal minimum wage in Guatemala, for agricultural activities during 2014 was set as follows: QT 74.97 per day and / or month 2280.34 Qt. These amounts must be added, mandatory by law, the so-called Incentive Bonus 250 Qt. per month (8.33 QT per day). Besides workers should receive the annual bonus which is equivalent to a regular monthly wage.

The absolute majority of respondents (100%) stated that their wages are paid in a timely manner. The contracting companies make payment to the worker "short" because of the weight of the cut product: 15 Qt. per ton of cut product; in the case of carriers formulating how they are paid is as dissimilar as the type of days, in either case, their payment contemplated, payment of overtime and employers use, immorally, the need worker to receive a higher income for this much work without requiring the right to payment for hours and for overtime hours. This is the business reason for not paying extraordinary for time worked on Sundays.

A significant number of workers, 93% of carriers and 54% of the cutters, expressed the desire to get paid for hours, including overtime and Sunday, and not under current and legally questionable payment. 9

While cane cutters stated that in his personal opinion, 35% consider that their wage is below the minimum; 31% think it is equal to the minimum and 37% think it is superior. For carriers these percentage figures show some differences since 13% think it is less than the minimum: 67% think that is the same and 20% think it is above the minimum. 72% of respondents in "cane cutting" said receiving, at the end of the contract, the bonus payment, the remaining 28% do not have very clear this situation. On this subject 100% of the carriers said to receive the annual bonus.

3.4 Labor stability:

This way to perform work in the process of "cane cutting" is assumed by workers and on average, over the last eight years of his life, thus having an annual job security for about 6 months; the other six months spent in unemployment and 65% of respondents hoped to get another job during that time, while 30% claimed to have any chance of another job.

Before the question of what, if future work for the same employer, 44% of respondents said yes; 53% said maybe and only 3% said no.

Before these last question temporary carriers said, 80% if they would and 20% indicated that maybe I would.

3.5 Economic situation:

The average weekly income, understanding how misleading it is to the reality of at least 50% of those included in any average, for each cane cutter is 805Qt; in the case of carriers the average monthly income is 2457 Qt. The respondents regarded this income as totally inadequate to meet their needs and those of their family (average of 6 and 4 people respectively). Most of them, 96% of the cane cutters and 100% in carriers, acknowledged being in debt.

This, combined as indicated in paragraph 3-4, really makes clear the existence of a very serious situation: a very high percentage of families of the cutters will spend his life with an annual weekly income of a little over 400 Qt. per week, that if we believe in good savings discipline by that social group. This amount represents only a little over a dollar a
day per person in the household. Since a large percentage of cutters (68%) stated that another household income, without indicating the period of stay the same, the average reported family income rises to 1,005 Qt. weekly per family. This is a fact difficult to manage because there isn´t a direct confirmation at the home and reiterate that it only covers 68% of respondents. 10

This situation, in mathematical terms since the average persons per household reported for the case of transport workers greatly improves.

3.6 Existence and quality of breaks

100% of respondents said that if they rest breaks (one hour per day on average). 86% of the cutters and 53% of the carriers believe that the quality of these breaks is very low, mainly due to lack of adequate infrastructure to provide an optimal environment for them: space; protection from the sun and high temperatures; furniture for food intake, among other accusations.
4. Social Security, Safety and Protection of Accidents

4.1 Social Security

100% of respondents said that their employer is complying with payment to instances of social security in Guatemala; this allows them access to health care and access to drugs and also to pay the licensing disability cause disease. Only 51% in the case of the “cutters” said they know of the existence of maternity leave, in the case of the “carriers” this percentage goes down to a 40%; this percentage may be because of the fact that all respondents are male.

4.2 Health

In health by 25% of the cane cutters respondents, said they are diagnosed and have problems with the chronic kidney disease and percentages higher than 90% said they had or have had problems with: insolation; muscle aches; respiratory problems and dehydration.

100% of respondents said the company gives them water, although 93% also brings water from your home, sometimes it seems that corporate funding is insufficient or that its storage form does not pleasant to take or for the distance that deposits are in relation to where the worker develops his task.

The daily-average consumption per worker is for a cutter 6.5 litres of water a day and for the carries 4 litres of water. Unfortunately we do not have accurate, shared and issued by 11 serious research indicators, the number of litres needed to drink to prevent damage to health.

4.3 Safety and occupational accidents

83% of can cutting respondents said when they started their job they received a talk on health and safety measures, some say that, besides the general concept there was in introduction talk about the proper handling of chemicals (2%) and the use of some equipment (1%).

53% of cutters participants in the survey indicated the existence of accidents, with a frequency of 2 monthly accidents (51% of respondents); 35% said “almost never” accidents happen.

97% indicated having medical care and drugs and expenses covered if suffering an accident.

In the case of carriers, the data indicate the following: 67% said that if there are accidents; 53% indicated that their frequency is 1 or 2 accidents per month, while 47% indicated that such situations rarely occur. Here we a subject of deep concern appears: 53% of transport workers reported the alarming fact of drug use in order to remain active during their long hours; 27% confirmed that this practice is very common. Some say it affects a number of accidents that occur.
5. Child Labour

In 2008, in a report was written that "The work of children is a common practice in the sugar industry. Children perform many tasks in support of his parents, contribute to the fulfilment of the tasks or wages. In most cases not paid; their work is considered as an assistant parents. However, also in many farms employ children as individual workers".11

Nevertheless, our research shows that under 98% of the respondents affirms that child labor does not exist in their work areas, at least of the cane cutters only 2% said that children were working. Faced with such statements, given how difficult or impossible it is to make direct research in the field, it would make a deeper study, ideally protected by the presence of related international organizations on this issue, that yield better clarity about . For a better understanding we dare repeat, verbatim, what about this, other studies say:

Legally there are limitations to the work of children in Guatemala. The law bars employment of minors under the age of 14, although it allows the Ministry of Labor to authorize children under age 14 to work in exceptional cases. The ministry committed not to provide such authorizations, and the Labor Inspectorate reported that it did not make any authorizations during the year. The law prohibits persons under 18 from work where alcoholic beverages are served, in unhealthy or dangerous conditions, and at night or overtime. The legal workday for persons younger than 14 is six hours; for persons 14 to 17 it is seven hours.12

"Most cases of child labor occur in the informal sector, and are difficult to control due to poor labor inspection and court systems. While it is rare for minors to work on the premises of the sugar mills, the practice of recruiting children into the fields where sugar cane is harvested, it is standard practice. A common practice by these children is "helping their parents" in the harvest in order to increase family income.

Restrictions on working hours of child laborers are constantly ignored. Coverco reports that "the legal restrictions on the employment of minors for more than 7 hours a day is simply ignored in the sugar industry in Guatemala". It is common to find work 12 or more hours a day, 7 days a week during harvest.

The "official policy" of the mills is to not allow child labor in any form, or as "helpers" of their parents, of course not appear on the lists of workers the company, however in reality can be seen as part of the production chain in agricultural plantations themselves to companies in the sugar industry.

---

11 Lo amargo del azúcar: Las condiciones laborales en la industria azucarera en Guatemala, Byron Garoz, Centro Internacional para Investigaciones en Derechos Humanos CIIDH, Guatemala, mayo de 2008

6. Discriminatory Practices

In relation to discriminatory employment practices based on sex in the activities being investigated no results were obtained, since the population working in these sectors is all male. A number of respondents indicated that some women are engaged in planting sugarcane, however for obvious reasons we were unable to access to their opinions. 13

With regard to discrimination based on ethnicity, directly related to the indigenous population, 21% of respondents in the “cutting” activity, says if there is discrimination, but asked about the type of work they do; the formality of their contracts and the payment they receive for their work, both cutters as carriers say it is fully equal to that received by non-Indians. This can be interpreted as discrimination against cutters speaking purely social order and happening within the same group of workers.
7. Main Problems to Solve Indicated By The Workers

The cutters:
- a) Permanent employment contracts. Designated by 68% of respondents.
- b) Payment for hours and overtime. Designated by 61% of respondents.
- c) Improvement of wages. Designated by 54% of respondents.
- d) Eliminate forced labor: Designated by 49% of respondents.
- e) Improvement of health issue: Designated by 47% of respondents.

The carriers:
- a) Improvement of wages. Designated by 93% of respondents.
- b) Payment for hours and overtime. Designated by 93% of respondents.
- c) Permanent employment contracts. Designated by 49% of respondents.
- d) Eliminate forced labor: Designated by 40% of respondents.
- e) Improvement of health issue: Designated by 13% of respondents.
8. Conclusions

From the data of the Survey and analysis of it made in the previous seven points, the following conclusions can be drawn: 14

Social aspects
The labor force engaged in the activities of "cutting" and transport in the agro-industry of the sugarcane is comprised of a relatively young population; the average is between 35 and 36 years old.
There is a strong vocation to the establishment of the household, a high percentage; over 80% of respondents are part of a family.
It shows very clearly that the lack of participation by the population in a process of formal education is crucial to have to assume conditions of absolute job insecurity throughout his life.
The situation described in the preceding paragraphs poses an issue of urgent resolution, since the family life, childhood and adolescence appear in these families, assume the same and negative conditions of development, remaining thus the vicious circle of poverty.

Economical aspects
The average earnings shown in this investigation clearly demonstrate why the poor economic conditions of this social-labor group, being contradictory that situation in relation to the great contribution made to the constitution of wealth-country and the personal wealth of the potentates of the agro-industry, i.e. we are facing a clear and unjust model of redistribution of wealth.
Debt levels of these people are very high and their inability to resolve this type of situation is generating domestic and social violence and also puts youth in the way of obtaining easy money as today, not only in Guatemala but Central America, offers drug trafficking, human trafficking, prostitution; etc., aggravating factors in the national contexts of high violence.

On labor rights and association

Contracts
In this aspect, as we indicated in the respective section, it seems there is a great improvement, at least almost all of the people interviewed stated that their employment relationship is supported by a contract and also a vast majority informs that the contract is in writing. However none of those interviewed could show a copy of the contract, citing also the most interviewed, they never got a copy.
A example derivative of this lack of knowing the contract is that most workers are saying to be contracted a 48 hours per week, but not only they are working many more hours but 15 also the payment is done to them, in the case of cutters, per ton of cane cut and not by time. This makes the need to "make more money" to lead them to propose to cut many tons regardless of how long time they occupy for it.

On working days:
This is a pretty hot topic in discussion, a very high percentage of respondents, especially in the field of "cutting" said his contract workweek was 48 hours, indicating six days of 8 hours and a day of rest. The reality is that most of those working long hours and even working too much on Sunday, thereby depriving workers of their day off.
For carriers the "working hours" no respect at all any of the established legal parameters for the same being the most stressful and risky for those who work in that way.

About overtime of work performed:
This thematic discussion is urgently needed, it is not worth signing contracts for hours and then pay for pieces, whether these tons or carries, labor violation is clear. Even if it
is negotiated contractually by piece, the wage to receive in the legal established day, according to the Labor Code Guatemalan, can never be less than the legal minimum established by law.

**On wages**
The punctuality agreed for paying the wages, according to interviewees, is satisfactorily. However respect of minimum wages, the survey conducted leaves the impression, that are paid, even as could be seen in this instrument a good percentage of workers think that they are not paid the minimum and another good percentage thinks they just pay the minimum and a percentage lower than the previous two thinks it's higher than the minimum. ALL make this statement in terms of money received on payday and no one takes into account the time taken to achieve that amount of money.

**Rest periods**
According to the data collected, this is one of the most urgent issues to resolve because given the hours of entry and departure times reported, we can deduce that time "pays the worker" because the way your payment is calculated, that time has no financial reward from the employer. Besides the conditions under which these breaks are taken leave much to be desired, a high percentage of carriers indicate that take their rest in the car in downtime between loading and unloading.

**Social Security; Health and Safety**
Almost all respondents said that their company complies satisfactorily with payment for services of social security, which gives them access to medical care, medicines and payment of disability due to illness, even large percentage claimed to know of the existence maternity coverage. Nevertheless, the high and strenuous working hours, inadequate rest periods, both in quantity and quality and the nature of the work performed by the groups studied, together with the strong tension that kind of life generates itself that induces other problems such as excessive intake of alcohol and drugs, without being experts in medicine, indicate a difficult health situation not only in the present but also in not too distant future, that it will prejudice a life expectancy with good quality and adequate duration. For this section would be important to promote, manage or know professional studies on these matters. For the cutters the chronic renal seems very clear.

With regard to job security also said to be covered by the respective guarantees, albeit with some care and indicate the existence of accidents permanently in time which indicates the absence of clear and effective policies on occupational health, including respondents in the transport sector talk about several -two or more- fatalities during each harvest.

Fundamental issue to give it due attention is the use of stimulant drugs, indicated by carriers, to withstand long hours.

**About Discrimination and Child Labour**
In these two issues respondents, by absolute majority, said the absence of both. On discrimination only a small percentage said they knew of its existence, however to expand on the spaces indicated that discrimination had none signalled the workplace so is our assumption, discrimination occurs in space social life of workers and on a small scale.

**Right to Associate and other labor freedoms**
The complete and utter violation of freedom of unionize was clearly, also with direct coercion through the indicator that "talking about these things makes that you can’t work in this in this company" and almost in no other one, because of the existence of "blacklists", which were clearly confirmed.

The violation of working hours; adequate payments for work done; compliance with own measures to occupational health, we even dare to make the existence of a practical form of forced labor, are fully established, including not receiving the respective copy of the
employment contract are clear demonstrations of disrespect of the labor rights of these workers.
Of course not permitting the existence of unions, the right to collective bargaining is automatically violated.

This topic should exercise broad action in order to empower these workers of their own hits and their labor rights which are indisputable and part of the same legal and ethical nature as the Human Rights, this action should be the effective result of this study and be taken as necessary and undisputed second part of this process, we clarify this as our recommendation and is result of the analysis of the results of the Survey and the obligation to find a better work environment for these workers in Guatemala and in practically throughout Central America.

We hope that this study meets the expectations deposited, in terms of the quality of its results, the clarity of the same and become a proper instrument to exert positive influence actions in favor of the labor sector discussed herein.
IMPORTANT NOTE

The name of the respondents, their places of residence and the name and location of the companies for which they worked these people have purposely omitted to prevent possible acts of intimidation against the workers of the same and we thank you your understanding in this situation.

BIBLIOGRAPHY

- Coverco, Condiciones Laborales en la Industria Azucarera de Guatemala, 2005.
- CSI, Informe sobre Violaciones de los derechos sindicales, 20/05/2014.
- STR Guatemalan Sugar, a Macro Vision of the Industry Today, no date. 13
- The International Trade Union Confederation, ITUC, website, last update August 2014.

CNV Internationaal / 0067