

Sowing the change: Gender in food supply chains

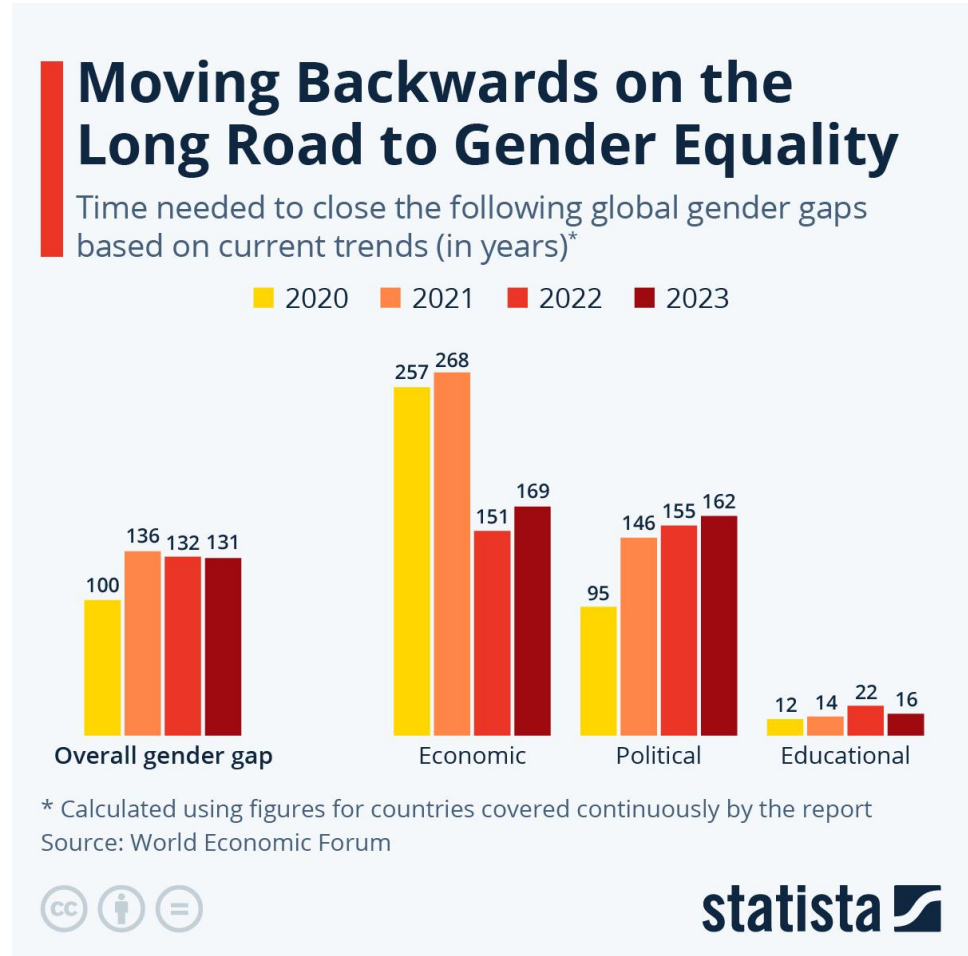
Caroline Downey
Women Working Worldwide

Food Network for Ethical Trade
Wednesday 22 January 202



Why gender?

- **43%** of all workers in global supply chains are **women (190m)** – low pay/undervalued
- WEF estimates it will take **131/134 years** to close overall gender gap.
- Going backwards - Meta, McDonalds, etc. cutting gender/diversity
- **Tick box** – Can sometimes be tokenistic
- **Pressure** - Brands, retailers, customers demanding evidence of gender work
- **Change** – From certification to due diligence



Gender in food supply chains

Agricultural workers

- **1 billion** worldwide, 1/3 world's workforce
- **Women** make up 50-70% of this workforce (500 – 700 million)
- **Overall** agricultural workforce is shrinking – yet percentage of women in sector growing.

Fishing & Aquaculture

- **58.5 million** people work in fishing industry
- **21% are women** (12.3 million).



Gender data

What gets measured gets managed

- **Lack of gender data**
 - Internationally only **26%** of data for **54 gender** indicators in **17 SDGs**
 - Sedex Report 2021 only **7%** of worksites separate grievance by gender
- **Gender disaggregated data**
 - Better understanding of issues that disproportionately **affect women**
 - Measure and evaluate positive and potential negative **impacts**
 - Identified and evidenced – makes the **invisible visible**
 - Evidence **shapes the actions** you need to take



Mapping risk: mindful of root causes

- What or where are the 3 main risk points for women in your sector?
- How do POWER DYNAMICS help to create and reinforce these risk points?
- What action(s) do you think could be introduced to tackle one or more of these risk points?



NB: GBVH is a SALIENT risk in all agricultural supply chains



Collect and Analyse

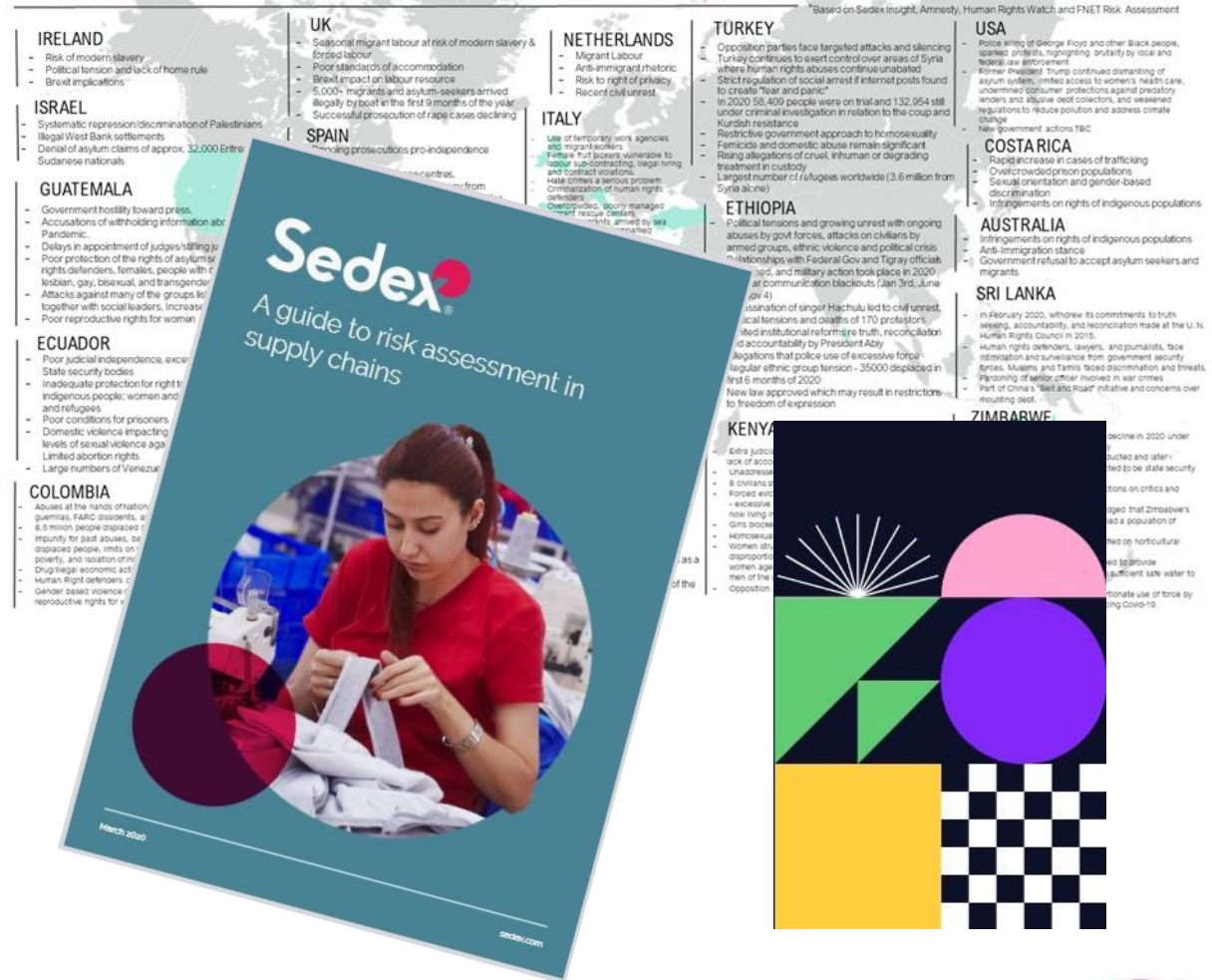
- **Type of supplier** – size, length of relationship, volumes
- Map own company **internal business practices** – guilty of late payments, low prices, changes to orders, etc.
- Sedex **Radar** and **Gender Data Report**, [BSR gender](#).
- Look **beyond T1**
- Crucial to capture women's voices – different cultural contexts, intersectional, identify challenges and solutions, **from Morocco to Maidstone, Menstruation to Menopause**
- **HRIA** –GBVH, pay gaps, discrimination etc. Partners – **NGOs, Unions**



Assess

- Know your **company/supply chain** – **country, sector, site.**
- Understand the risks – **human rights & environmental (gender lens)**
- Trade Journals, [Human Rights Watch](#), [Our World in Data](#).
- Use specific **gender** info– [UNDP gender in equality index](#), [World Economic Forum Gender Gap Index](#), [OECDs Gender Index](#).
- Use [FNET](#), [BSR ETI](#), [Sedex guide](#), [Open Supply Hub](#), [Responsible Contracting Project](#).

INDUSTRY RISK MAP 2020 – FLOWERS, FOLIAGE & FILLERS



Gender Based Violence & Harassment

- GBVH is a **human rights issue** at the core of all human rights, labour rights, anti-discrimination.
- **Many** conventions, frameworks, laws - CEDAW, ILO C190, R206, UNGPs UNSDG's, Maputo Protocol, Istanbul Convention,etc
- **Impacts** – individual health and wellbeing, family, community.
- **Business** - costly litigation, damaged reputation, high staff turn over, damaged profits.



GBVH – systemic and pervasive

- 1/3 of women **report** some form of physical/sexual violence in their lifetime
- 86% of female horticultural workers interviewed in Ethiopia reported some sort of sexual harassment on farms
- In 2020 several UK supermarkets suspended purchases from Kenyan avocado supplier due to alleged rape of 79 women by security guards.
- 2023 Panorama ‘Sex for Work’ Kenya Tea
- 2024 UK police investigating virtual rape in the metaverse



Six-step process



Step 1: Data to Raise Awareness and Understanding



Step 2: Develop Gender Responsive Policies and Standards



Step 3: Capacity Building and Training for All



Step 4: Strengthen Women's Participation and Representation



Step 5: Promote Gender-Inclusive Supply Chains

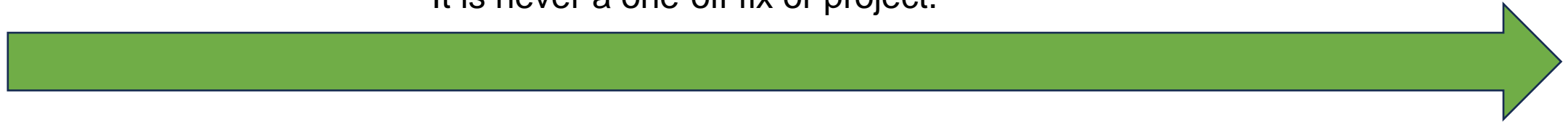


Step 6: Monitor, Evaluate, Learn and Develop



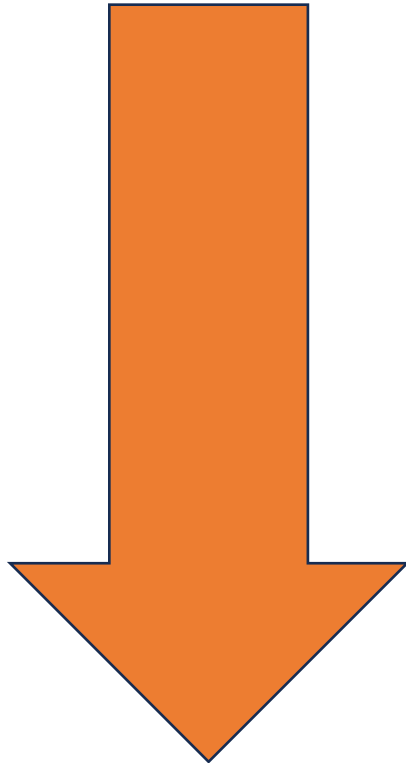
Work on gender equity must...

BE SUSTAINED ...continually implemented, monitored, reviewed, improved.
It is never a one-off fix or project.



HAVE DEPTH

...be meaningful and useful to individuals at all levels of the company and community



BE EMPOWERED

...be fully supported by management from top down. Be given sufficient power to meaningfully implement policies





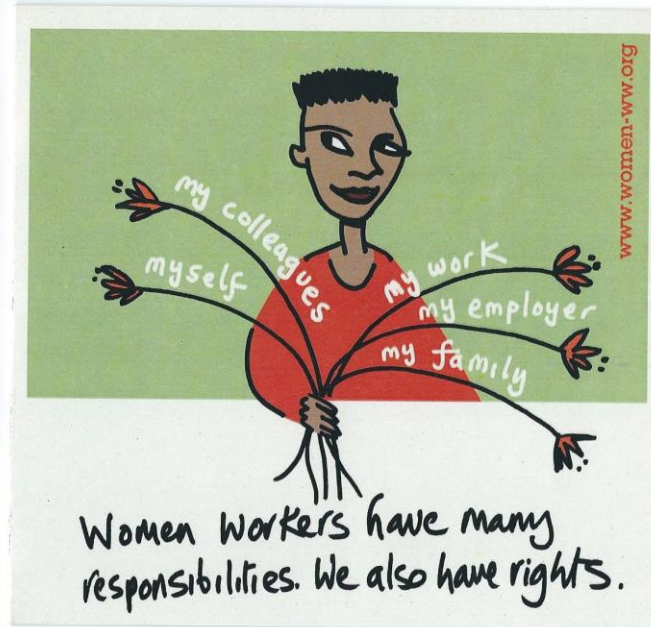
Friday 31st July 2020 @ 11am

Are you based in Kenya?
Do you work or know someone who works in the flower farms in Kenya?

TUNE in **RADIO JAMBO** (in Kenya) for a conversation on **LABOUR RIGHTS** in the **Horticulture Sector**

with **Mary Kambo (KHRC)** on **#JamboMassawe**
<https://radiojambo.co.ke>





www.women-ww.org



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Making Gender Equality a Reality

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Thank you