

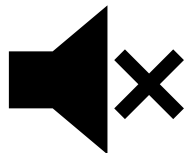


## **GENDER, DIVERSITY & INCLUSION - TAKING PRACTICAL STEPS TO INCLUDE GENDER, DIVERSITY AND INCLUSION IN YOUR HUMAN RIGHTS APPROACH.**

July 2021



# HOUSEKEEPING



**Competition Law Statement:** *Today we are meeting to discuss gender, diversity and inclusion in food businesses and supply chains.*

*We take competition compliance seriously. Whilst discussions can cover matters of interest to our industry, we cannot discuss or exchange sensitive commercial information.*

*If at any time during this meeting, you think our discussions may be in breach of competition rules, please inform the Chair - Leonie. The Chair may close the meeting at any time if they believes that discussions are in breach of competition law.*

**Chatham House Rules** - Anyone who comes to a meeting is free to use information from the discussion but is not allowed to reveal who made any particular comment outside of the meeting.

# FNET - BACKGROUND

The **Food Network for Ethical Trade** (FNET) is a member-led initiative born in 2016 from a desire to cascade ethical trade along global food supply chains, using the collective leverage of suppliers and retailers to bring about change

We are currently 45 supplier members and 10 retailers

We are a collaborative network of supply chain partners which aims to use the collective leverage of suppliers and retailers to bring about positive change in working conditions in global food, beverage and horticulture supply chains by providing guidance, resources, training and opportunities for collaboration.

<https://foodnetworkforethicaltrade.com/>



Louise Herring



Leonie Schmid

# FNET MEMBERS



BAKKAVÖR

Samworth Brothers  
QUALITY FOODS



TotalProduce PLC



WAITROSE  
& PARTNERS



# I. WHAT CAN YOU DO NOW?



# IN YOUR OWN BUSINESS

- **Help create inclusive and diverse environments and communities:** through use of inclusive language; demonstrating support through actively opposing discrimination based on gender, race, disability, age; disability-friendly office set-up etc.
- **Addressing sexual harassment and discrimination:** establish anti-harassment and gender violence protocols, and addressing gender stereotypes
- **Implement family-friendly working conditions:** including flexible working hours, home-office, etc.
- **Women's voice, representation & leadership:** Women workers need to be consulted and actively participate in gender equitable strategies for recovery. Women also need to be represented at director and management levels as well as in worker committees.
- **Use Feminist Participatory Action Research (FPAR)** - FPAR aims to empower those most affected by an issue to generate knowledge that can bring about social change. What makes it 'feminist' is its focus on engaging with women and other minority and traditionally 'othered' groups, to highlight and challenge intersecting forms of oppression, like poverty, racism and gender inequality
- **Set targets and measure your progress.**



# IN YOUR SUPPLY CHAIN

- **Improve data capture and gender visibility:** companies need to gather better data and information, track gender impact and outcomes, e.g. gender pay gap reporting, numbers of women in management roles etc.
- **Strengthening education and farm knowledge for all genders**
- **Social protection and stakeholder alliances:** More effective alliances between public, private and civil society to ensure equitable access to social protection for workers and support strategies in place
- **Strengthening rural institutions and making them gender-aware**
- **Recognition and support for women's paid and unpaid roles:** Equitable remuneration and conditions of work needed and greater support from employers and national/ local governments for caring roles
- **Gender equitable social contract:** Ensuring gender equality and women's economic empowerment is central to recovery strategies from Covid-19. Key to a new "social contract" after the pandemic is to build back better value chains and avoid the reversal of progress achieved before.
- **Addressing sexual harassment and discrimination:** establish anti-harassment and gender violence protocols, and addressing gender stereotypes

## II. BEST PRACTICE EXAMPLES – YOUR OWN BUSINESS & SUPPLY CHAIN





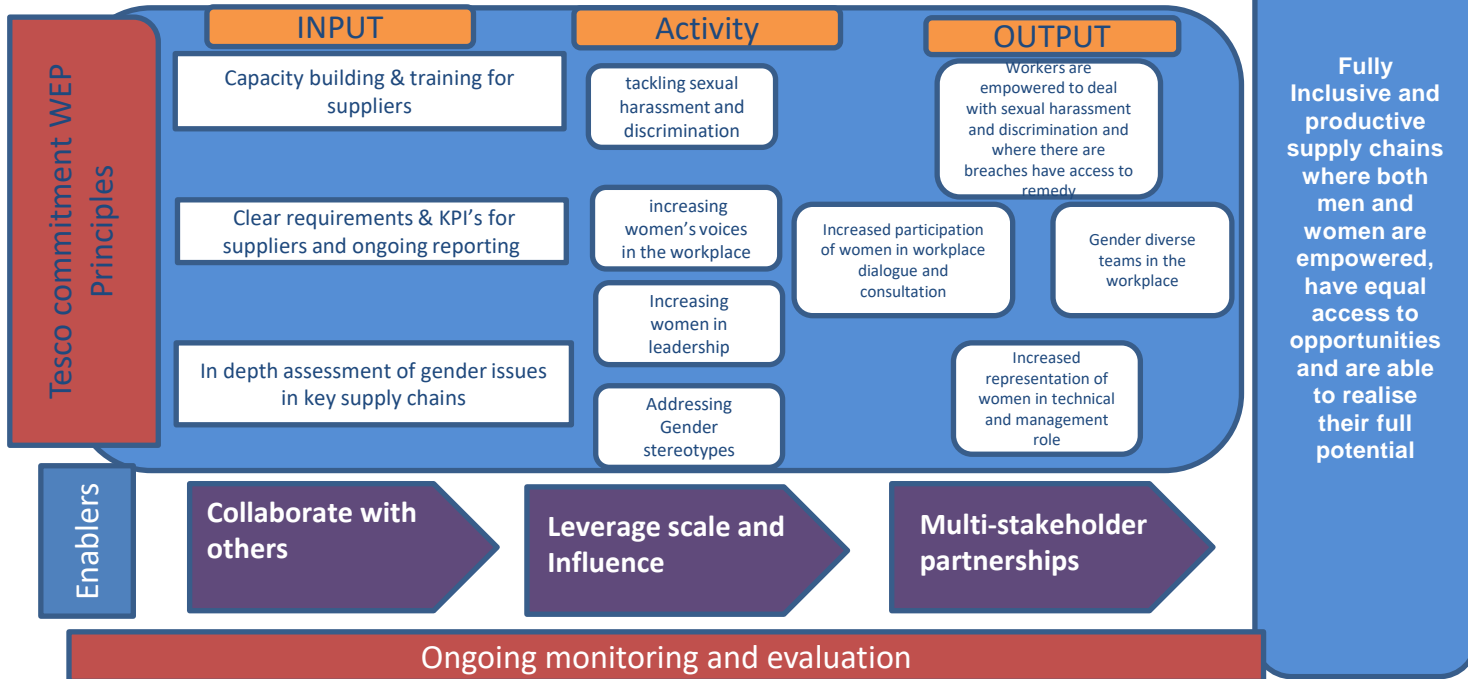
# TESCO — GENDER STRATEGY



Sophia Cochrane

Head of Human Rights at Tesco

# Tesco Gender strategy



# MM FLOWERS — SAFE SPACES & FAIR LIVING WAGE



Caroline Downey

Executive Director Women Working Worldwide

Sustainable Sourcing Manager MM Flowers

# Gender Two Case Studies

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## Safe spaces Fair Living Wage

FNET 7 July 2021

**Caroline Downey**

Executive Director.

**Women Working Worldwide**

Sustainable Sourcing Manager

**MM Flowers**



MMFLOWERS





# Why Gender?

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Gender also means prioritizing the interests of the currently most disadvantaged sex i.e., women. In the current situation, gender affects women more adversely than men. This justifies prioritizing attention to those inequalities which affect women whether this is in the form of strategies targeting women or targeting men to help men to change and promote gender equality.

Linda Mayoux, 2006

(Robert Chambers PALS, developed GALS)

<https://gamechangenetwork.org/methodology/galsatscale/>



# Gender Lens

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## Spectacles.

One lens you see the participation, needs and realities of **women**.

Other lens that of **men**.

Your sight/vision is the **combination** of what each eye sees.

Gender is about **relationships** between men and women.

Gender equality is about **equal valuing** of women and men – of their similarities and their differences.

Same way that we need **both eyes** to see 20/20.





# Safe spaces

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## Research into

- Creating the enabling environment to progress women workers' representation and to support women workers to organize collectively and access their rights.
- Recommendations to prevent HR abuse, strikes and demonstrations.





# Safe Spaces Methodology

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**Literature review** - why women organize, what motivates them, how they come together, who gets involved, where are actions taking place.

**Case Studies** – interviews with practitioners, 30 possible, 15 chosen, range of countries and industries and backgrounds.

**Questionnaires** – 12 completed

**Interviews** – 6 in depth interviews.

**Analysis** – Review and learnings captured

**Recommendations** – 3 types of 'safe spaces' - Knowledge and Legal (head), Work (inside), Community (outside). Relevant for Companies, Unions and NGOs





# Tipping points

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- Lack of Voice
- Threat to wages/benefits
- Poor health care
- Lack of Maternity rights
- Sexual harassment
- No contracts – no rights



# Recommendations

## Knowledge and legal space (head)

- Access to education on workers rights, skills training, financial literacy, land rights, maternity rights, sexual harassment and violence protection, recognition of unpaid care responsibilities, ensure homeworkers rights, tackle short-term contracts, collaborate with others.

## Inside space (work)

- Ensure women workers are informed about their rights, policies and practices that affect them, (G)OSH, **pay scales**, skills development, health care, childcare provision, support collective representation, **grievance and harassment policies/procedures**, safe space for women only, as well as gender committees, women in positions of leadership, decrease short-term contracts, ensure recruitment unbiased, review policies and procedures with a 'gender lens', collaborate with others.

## Outside space (community)

- Engage with community groups, workers rights groups, schools, local skills training facilities, if company supplying housing ensure fit for purpose, safe transportation to and from work, collaborate with others.



# MM Flowers

## Gender Perspective

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- FCDO COVID Building Resilience Project
- Many are sole household heads and have dependents – children, parents, wider family.
- Schools closed so had to stay home, no work. Subsequent rise in food costs and now school fees on reduced wages.
- Access to food affected by COVID – transport and markets closed.
- Energy costs doubled in price gas/charcoal and well as water so impact on hygiene re COVID-19.
- Rise in incidences of teenagers being ‘groomed’
- Increase in FGM.
- A rise in gender-based violence as a result of curfews and lockdowns.





# MM Flowers Fair/Living Wage

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- Women's work undervalued
- Women's work underpaid
- Limited/No control of finances
- Lack opportunities for advancement or leadership in work
- Only 35% enough money to feed family
- &wider worker voice survey food & income major concerns
- Work with retailers/FT to investigate Living Wage. 1 farm in Kenya.



# Thank you!

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Any questions?

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# CARE INTERNATIONAL — ADDRESSING GENDER- BASED VIOLENCE AND HARASSMENT



Lesley Abraham

Asia-Pacific Hub Connector / Made by Women  
Strategy Coordinator



# **Addressing Gender Based Violence and Harassment in Textile, Clothing and Footwear Manufacturing Industry**

**July 2021**



New guidelines developed by CARE and Better Work are standardizing approaches to tackling sexual harassment for the textile, clothing and footwear manufacturing industry. The clear, industry-wide guidance aims to encourage action across all levels of the supply chain.

AVAILABLE FOR DOWNLOAD NOW



## Our objective

Establishing common standards and goals based on International Labour Standards, other human rights instruments, and best practices to **enable industry-wide action** in addressing gender-based violence and harassment

## Who can use these guidelines?

The short answer is – **everyone!** We designed these guidelines to guide a diverse group of supply chain stakeholders.



Brands



Retailers



Licensors



Licensees



Agents



Manufacturing  
groups



Factories



Governments



Employers and  
industry associations



Trade unions



Non-profit  
organizations

## What's included in the Guidelines?

### Procedures



Human resource management



Procurement, purchasing, and sourcing



Supply chain management



Client and customer management



Subsidiary management

### What Works: Essential Areas for Action



Organisation leadership



Workplace policies



Workplace systems



Workplace norms and practices



Workplace training

### Implementation guides



Policies



Grievance  
mechanisms



Referrals



M&E



Risk assessment



Responding to disclosures



Training guidance



Zero tolerance



## Using the Guidelines

- ✓ To translate International Labour Standards and UN Guiding Principles for Business and Human Rights into a practical, step-by-step procedures
- ✓ To review and benchmark existing policies, systems, and processes against international standards and best practices
- ✓ To identify gaps and improvement areas for action planning
- ✓ To embed key principles into corporate policies, procedures, and internal controls
- ✓ To communicate internally within your businesses about expectations according to international standards
- ✓ To communicate externally to business partners and other stakeholders about your organisation's expectations
- ✓ To guide practical action for continuous improvement, including purchasing practices, internal learning, and monitoring and evaluation

# M&S — EMERGING LEADERS



Heather Cadden

Responsible Sourcing Manager - Human Rights

M&S

EST. 1884



# Emerging Leaders and M&S

*In partnership since 2012*





### III. BEST PRACTICE EXAMPLES — YOUR OWN BUSINESS

Equality

Respect

Diversity

Justice

Tolerance

# BERRYWORLD – INCLUSIVE AND DIVERSE ENVIRONMENTS AND COMMUNITIES



Elaine Graham

Responsible Sourcing Co-Ordinator





BerryWorld

# Diversity and Inclusion

## Berryworld And Workfit





# How did our journey begin

- The opportunity arose for BerryWorld to work with the Downs Syndrome Association through their WorkFit Scheme.
- We worked closely with WorkFit to place a vacancy application.
- We found a great candidate who was offered the role and we're pleased to say accepted.
- A few minor changes had to be put in to place to make it easier and more comfortable for the individual.
- One of the main roles is organising our internal benchmarking sessions, this is comparative shop and internal varieties.





# Going forward

- We provide ongoing training and support.
- Having our new colleague around has really improved moral
- BerryWorld are committed to providing an environment that values diversity.
- We aim to ensure that all who come into contact with BerryWorld are treated with dignity and respect.



# GRUPO HORTOFRUTÍCOLA PALOMA - WORK AND FAMILY CONCILIATION



Paloma Hernández Madrid

Human Resources Technician

# Quiénes Somos

- Somos una empresa familiar que comenzó su andadura empresarial en 1968.
- En la actualidad exportamos tomate de diversos tipos, uva sin semilla, melocotón, nectarina y granada a toda Europa.
- Nuestras explotaciones y centrales hortofrutícolas están situadas en la franja costera existente entre Águilas, Lorca y Mazarrón, en la Región de Murcia.
- Abarcan 1.250 h de cultivo, 16 de ellas de invernaderos de altísima tecnología, y más de 118.000 metros cuadrados de instalaciones en centrales hortofrutícolas.
- 1.900 trabajadores, más del 97% fijos.
- La RSC y sostenibilidad, pilar de fundamental de nuestro futuro: primera empresa certificada en Huella de Carbono e Hídrica, en 2021 certificación AWS uso sostenible del agua, presentación del Plan de RSC a finales de este año.



## Un paseo por nuestras instalaciones



## Un paseo por nuestras instalaciones – Aula 0 a 2 años y Aula 2 a 3 años y Aseos



## Un paseo por nuestras instalaciones – Sala Polivalente: Comedor y Siesta





## Un paseo por nuestras instalaciones – Los peques





# UNITED EXPORTS – INCLUSIVE AND DIVERSE ENVIRONMENTS AND COMMUNITIES



Rowen Markie

Sustainability Manager



# **FNET - DIVERSITY AND INCLUSION**

## **PRACTICAL EXAMPLES IN THE SOUTH AFRICAN CONTEXT**

**ROWEN MARKIE**

# FORMS OF DIVERSITY



Diversity is now broadly recognised as any difference, and can be broadly classified into:

- **Values/Personality diversity**
- **Demographic diversity**
- **Social diversity**
- **Organisational diversity**

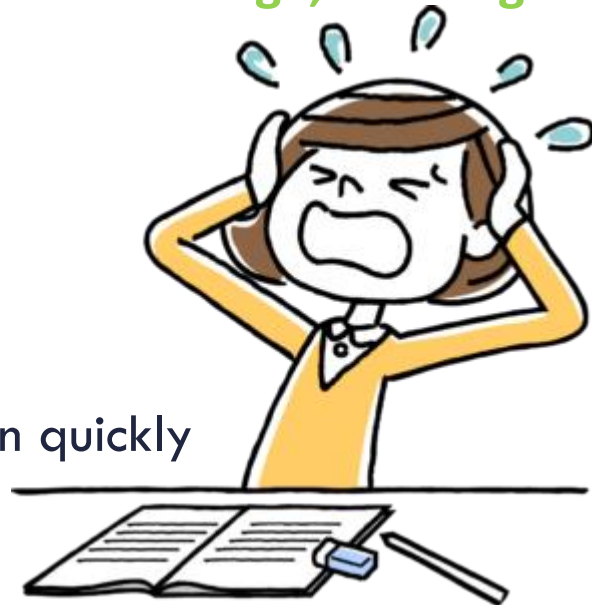


# DRIVERS OF BIAS



The nature of the produce industry requires constant change, working long hours in season, and quick decisions.

- When we are hurrying to make a decision
- When we are under pressure
- When we need to access/summarise information quickly
- When we are overloaded or tired





# CULTURE — RESPECT FOR & AWARENESS OF BIAS

## THE REALITY—MAXIMISING PRODUCTION EFFICIENCY WITH MULTIPLE CULTURES



# EDUCATION STATUS



- Optimal training mediums
- Motivational tools



# TRANSFORMATION



**Transformation** is a diversity-related term specific to South Africa, where in the context of the workforce, it refers to all processes leading to the change of workforce demographics and organizational culture to make them more inclusive in terms of race, gender and people with disability.

# DISABILITY



## Socially acceptable to voice one's disability

- Changing the mindset
- Communication channels
- Assistance via social counsellors and on-site nurses





- Working conditions for older colleagues
- Listening to the ideas & opinions of the younger generation





**“DIVERSITY IS A FACT.  
INCLUSION IS AN ACT.”**

**THANK YOU**

**ROWEN MARKIE**

# BANACOL – WOMEN'S VOICE, REPRESENTATION & LEADERSHIP



CEO

Victor Manuel Henríquez

# BANACOL — EQUAL OPPORTUNITIES



BANACOL- Equal Opportunities Video



## IV. Q&A



