



Tackling gender inequality in food supply chains



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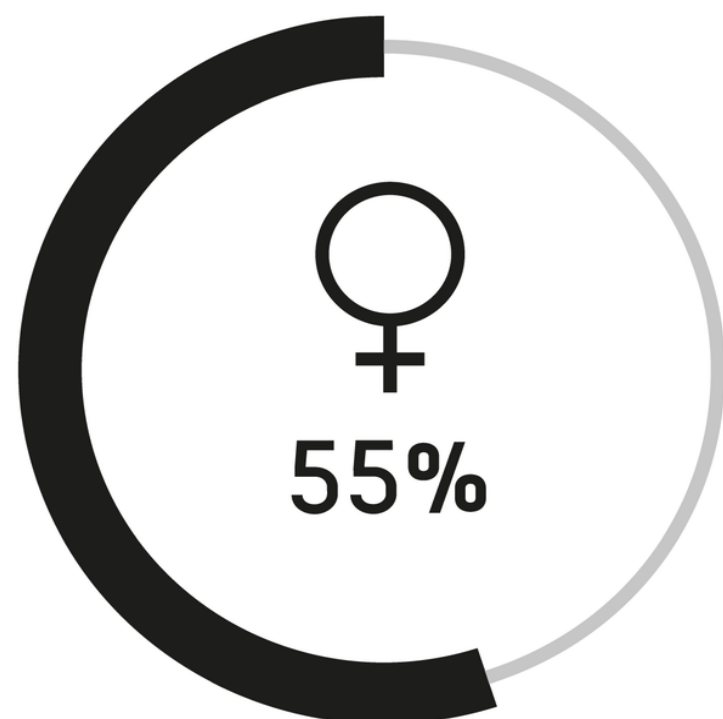
BEHIND THE BARCODES CAMPAIGN

- **Shines a spotlight on conditions of people producing food in global value chains**
- **Low wages, vulnerabilities, brutal working conditions, risk of exploitation and abuse**
- **Calling on supermarkets to use their power for change**



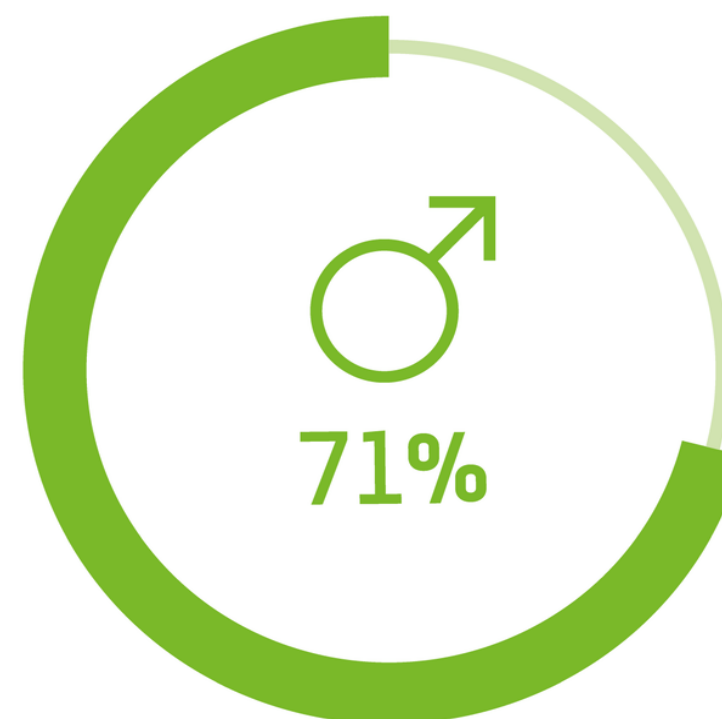
IMPACT OF GENDERED DIFFERENCES IN WORK ROLES

Average income/wage as % of living income/wage



WOMEN PREVAILING IN WORKFORCE

Tea (India), green beans (Kenya), tomatoes (Morocco), rice (Thailand), shrimp (Vietnam), canned tuna (Thailand)



MEN PREVAILING IN WORKFORCE

Bananas (Ecuador), cocoa (Côte d' Ivoire), coffee (Col mbia), avocados (Peru), orange juice (Brazil), grapes (South Africa)

- Sectors with a mainly female workforce are lower paid than sectors with a mainly male workforce
- Women are clustered in the least secure, lowest paid roles.

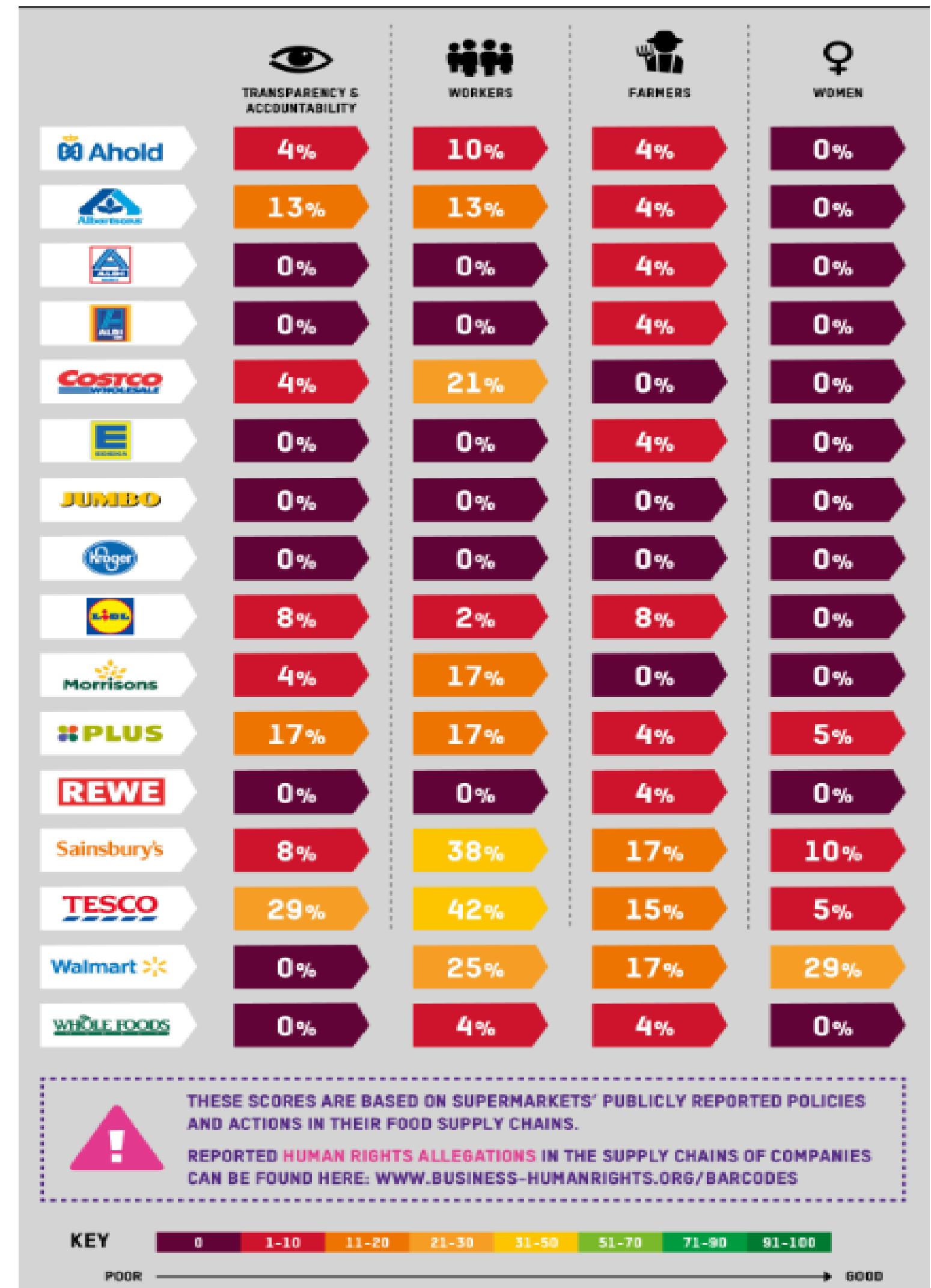
Note: BASIC (2018). 2015 figures. Figures show the average earning for small-scale farmers and workers in comparison to living wage or living income estimates for products where women and men prevail in the workforce.

Supermarkets Scorecard: Gender Pillar

- **Best practice standards:** UN Women's Empowerment Principles, Company policies
- **Transparency:** does the company track and disclose information on women in its food supply chains?
- **Impact assessments:** does the company assess the impacts of its food supply chain activities on women?
- **Targets and action plans:** Is the company taking action to improve the position of women in its food supply chains?
- **Supplier partnerships:** has the company developed strong supply chain partnerships that enable women's rights to be respected?
- **Pre-competitive collaboration:** Does the company engage stakeholders with the aim of improving conditions for women in food supply chains?
- **Advocacy:** Does the company engage in advocacy around women's rights?

2018 Scorecard results

- 12/16 supermarkets scored 0%
- 3 supermarkets scored $\leq 10\%$





A roadmap for tackling GENDER INEQUALITY IN global SUPPLY CHAINS

- 1) Adopt a **gender policy** that recognises the root causes of gender inequality
- 2) Develop a **gender action plan** with timebound commitments, and support suppliers
- 3) Integrate **gendered analysis into human rights due diligence**





A roadmap for tackling GENDER INEQUALITY IN global SUPPLY CHAINS

4) Provide access to **gender-sensitive grievance mechanisms**

5) Integrate **gender in living wage/living income** initiatives

6) **Advocate and collaborate** to tackle root causes of gender inequality









2022 Scorecard

- Commitments to UN Women’s Empowerment Principles and encouraging suppliers to sign
- Policies on gender inequality in supply chains
- Commitment to track gender disaggregated data
- Recognition and greater understanding of “root causes” of gender inequality
- Engagement with women’s rights orgs, including through HRIA process

HOW DOES YOUR SUPERMARKET CHECK OUT?

We analysed these leading supermarkets’ policies and practices on human rights in their supply chains. We asked whether supermarkets are transparent and accountable in the ways they ensure that workers’ rights are respected, small-scale farmers are prosperous and the women who produce our food are treated fairly.

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SUPERMARKET	WOMEN 2018	WOMEN 2022
 TESCO	5%	76%
 LIDL	0%	48%
Sainsbury's	10%	48%
 ALDI	0%	40%
 Morrisons	0%	24%
ASDA *	-	5%

* * * * *

* Asda was part of Walmart in 2018. The 2022 assessment is of Asda as the company independent of Walmart.



Discussion questions

- Oxfam has noted consistent improvements across the Women pillar, notably in terms of new commitments and policies. What will **implementation** of this look like?
- How do we move away from “projects” to a **systematic approach** across all supply chains?
- How can retailers create **commercial incentives** for suppliers that demonstrate continuous improvement in gender equality?

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