



5 May 2023, 12-1pm

# Vom Gesetzbuch in die Agrarlieferkette

Umsetzung von Sorgfaltspflichten in die Praxis



Bundesministerium für  
wirtschaftliche Zusammenarbeit  
und Entwicklung

durchgeführt von:



Initiative für nachhaltige  
Agrarlieferketten

# Welcome by the BMZ

Lisa Kirfel-Rühle

*Policy Officer*

Division 122 „Sustainable agricultural supply chains, international agricultural policy, agriculture, rural development, innovation“

Federal Ministry for Economic Cooperation and Development (BMZ)



# Gender in Agricultural Supply Chains

Dr. Nozomi Kawarazuka

*Social Scientist*

International Potato Centre, CGIAR

# Why is gender important for your agricultural business?

## Social Justice

Human rights have different aspects for men and women.

## Poverty Reduction

Gender inequality is an underlining cause of poverty.

## Sustainability

The business with the exploitation of women's labour is not sustainable.

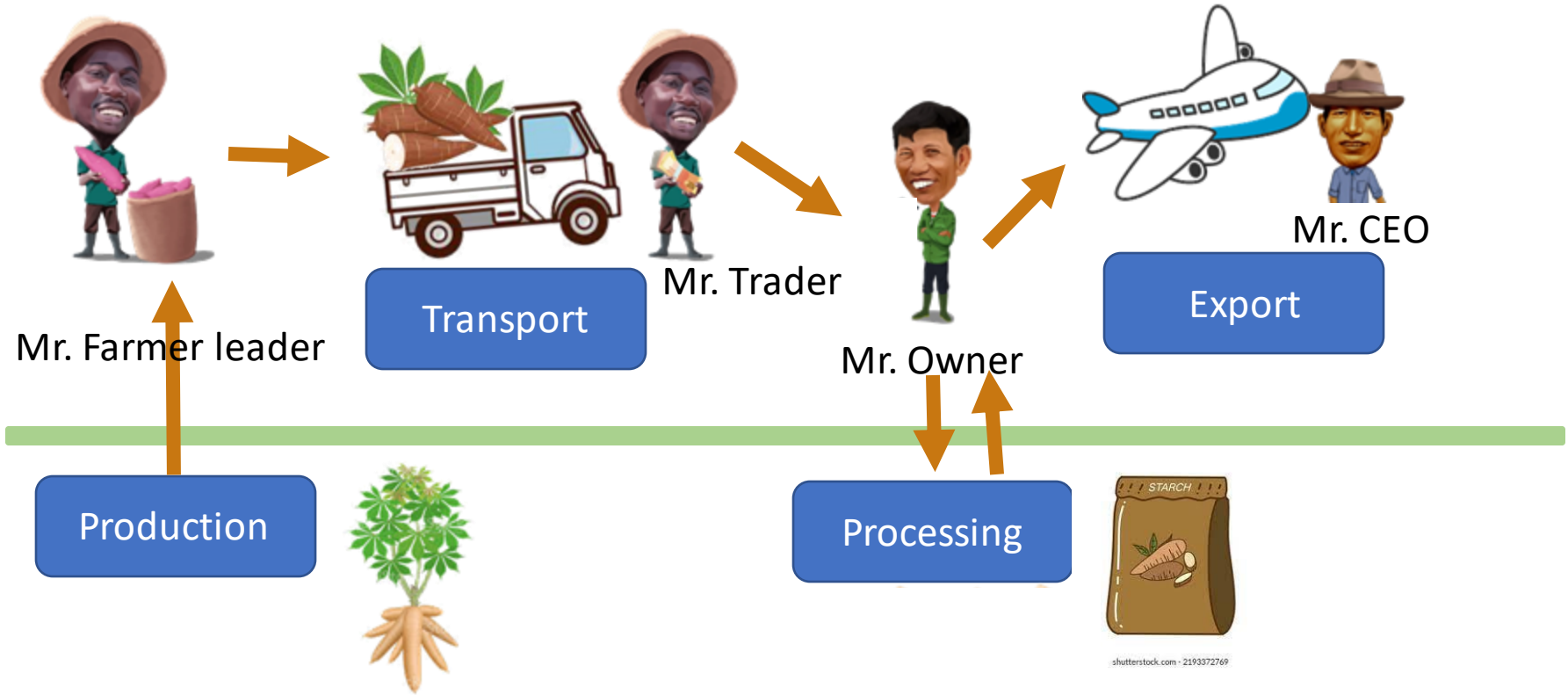
## Business Opportunities

- Enhancing the company's reputation by bringing gender equality as a priority value
- Increasing profits by incorporating women's perspectives
- Improving the quality of products by diversifying suppliers including women's groups
- Opening new market opportunities by involving many women as buyers, suppliers and consumers

Reference:

Royal Tropical Institute (2012) Challenging chains to change: Gender equality in agricultural value chain development

# Women are invisible & hidden in the bottom of value chain

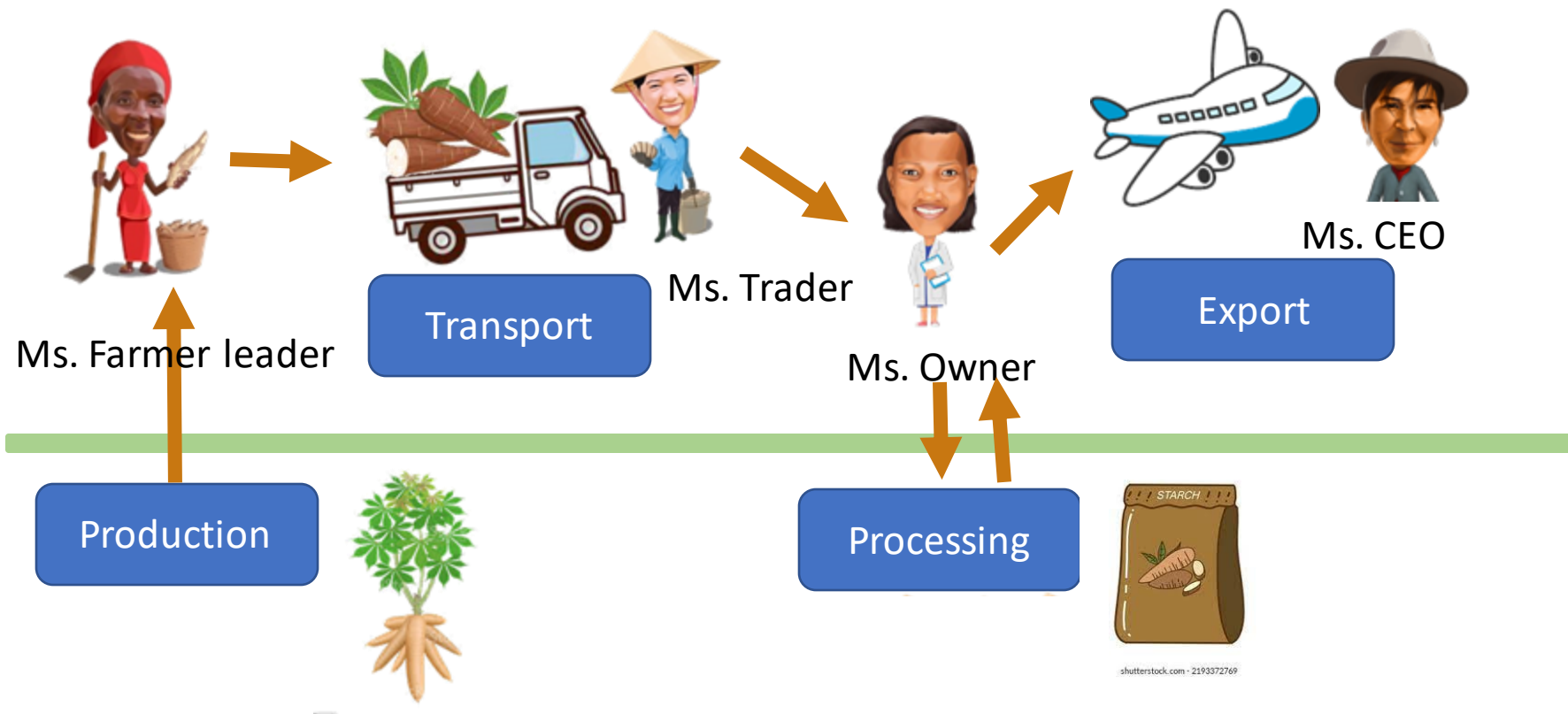


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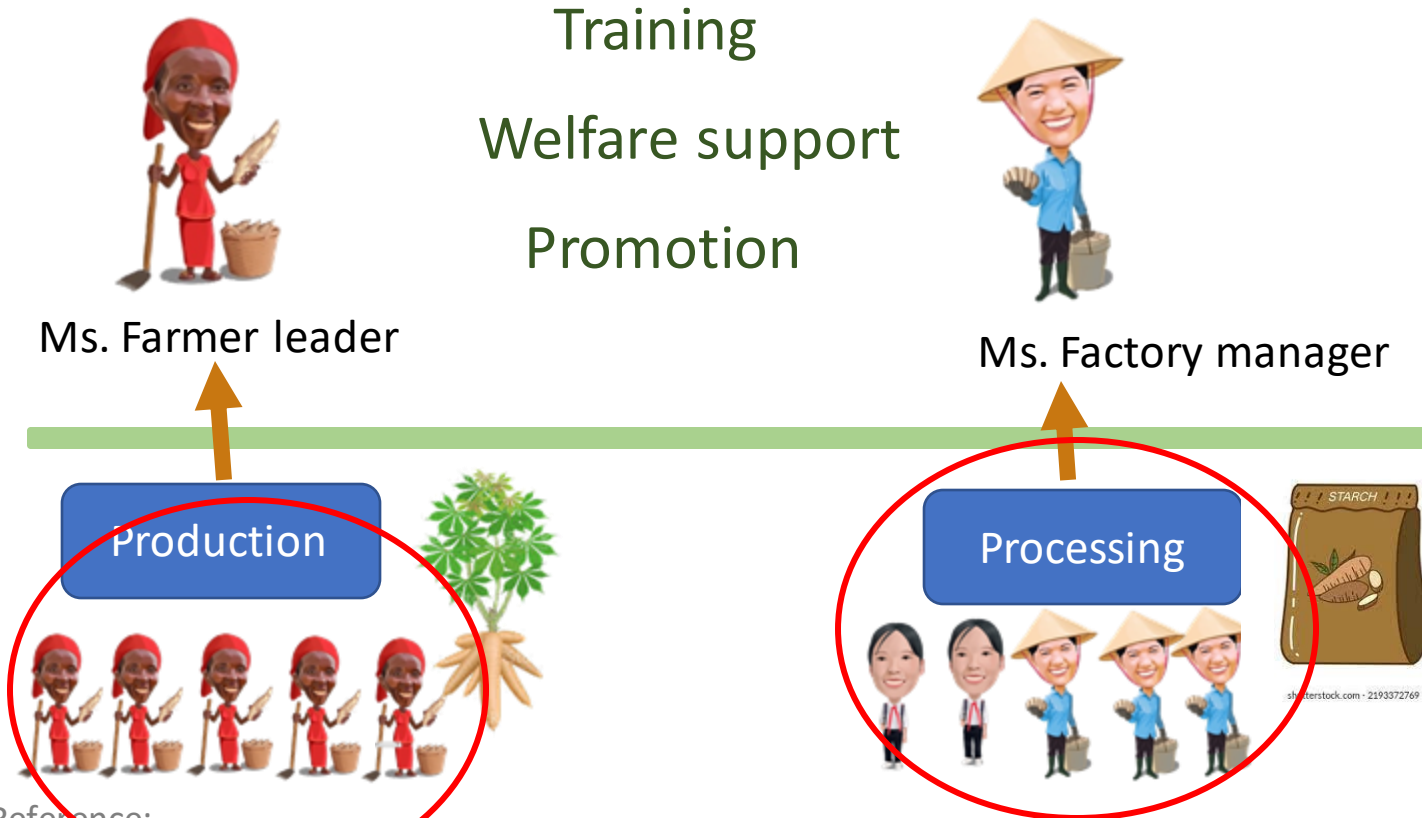
Royal Tropical Institute (2012) Challenging chains to change: Gender equality in agricultural value chain development

**How can we change “invisible women” situations and ensure gender-sensitivity in agricultural business?**

# 1. Increase the number of women at the management level



## 2. Recognizing women producers and workers as skilled workers





### 3. Labeling, branding



- Increasing the visibility of women producers
- Adding the premier value in the product
- Consumers can join a social movement of gender equality
- Women's economic contribution is recognized by their family and the community

Reference:

Royal Tropical Institute (2012) Challenging chains to change: Gender equality in agricultural value chain development

## 4. Establish women's association to identify their needs

Harassment  
from a  
male boss



Ms. Women leader

Flexible  
working  
hours



Ms. Caring in-law

Loan for  
children's  
education



Ms. Single mother

Transport  
service



Ms. Remote area

Reference:

Royal Tropical Institute (2012) Challenging chains to change: Gender equality in agricultural value chain development

## Check lists

- Do your organization have description of gender equality in procurement policy and plans?
- Do you have a budget for gender initiatives for suppliers/partners?
- What are % of women in total number of direct beneficiaries?
- What are % of women in management positions in your supplier organizations?
- Do women represent on governance and decision-making bodies such as committees in suppliers' organizations?
- What are agricultural products that have great potential for women empowerment?

Reference:

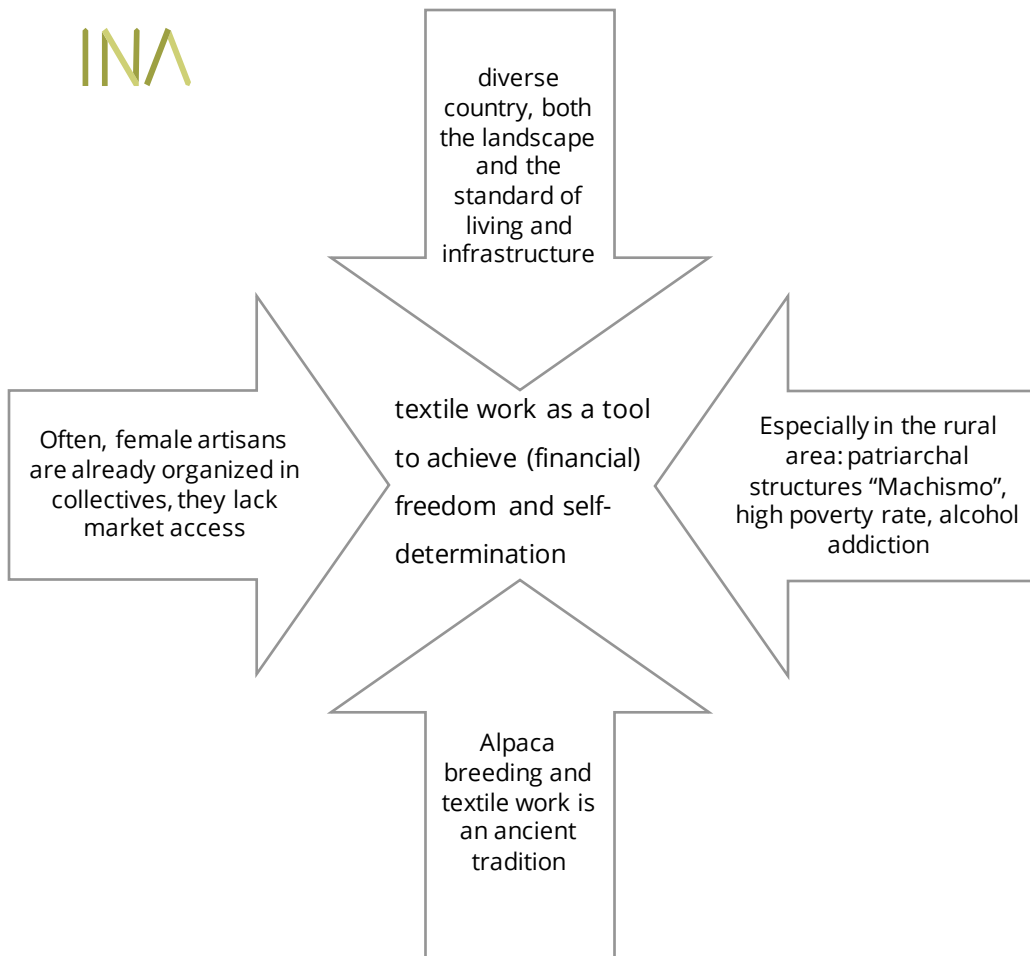
Gender in Value chains: Practical Toolkit to integrate a gender perspective in agricultural value chain development

# Gender-sensitive corporate governance: Lessons learned from women-led cooperatives in Peru

Lorena Gerstner

*Founder*

Verdonna

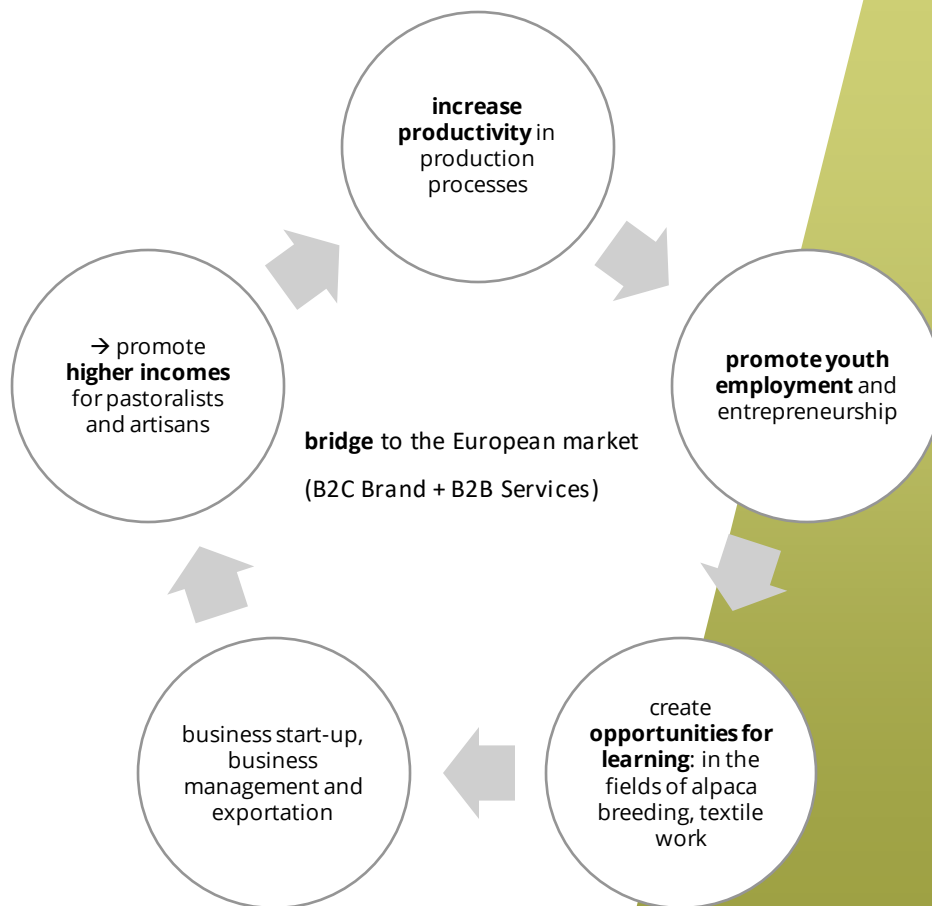


## About Peru, About Us





## WHAT do we do



**WHY** do we do it

- We want to **tell the story of the artisans** in order to make a structural change:
  1. let women realize their (financial) strength and power and live in a self-determined way
  2. Contribute to **international trade on eye-level**, beyond neocolonial structures



## HOW do we do it

- Work is based on the “Women's Empowerment Principles”
- Along the entire supply chain, **fair treatment** of all persons at the workplace is ensured and the **observance of human rights** and **non-discrimination** is promoted.
- **Family life** and work is **well integrated** by allowing children to be taken to a separate playroom within the manufactory. There, the artisans take turns with childcare.



## LESSONS LEARNED

1. **Get to know** culture, people, system  
workers operate in properly
2. Try to do **unbiased** plans
3. Stay in **constant communication**  
with the community
4. Try to understand who the  
“evangelists/**early adopters**” are
5. Figure out **the most vulnerable part**  
of the supply chain



# Get in Touch



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# Gender-responsive procurement practices As a key element of due diligence

Astrid Aafjes

Founder  
shesupplies



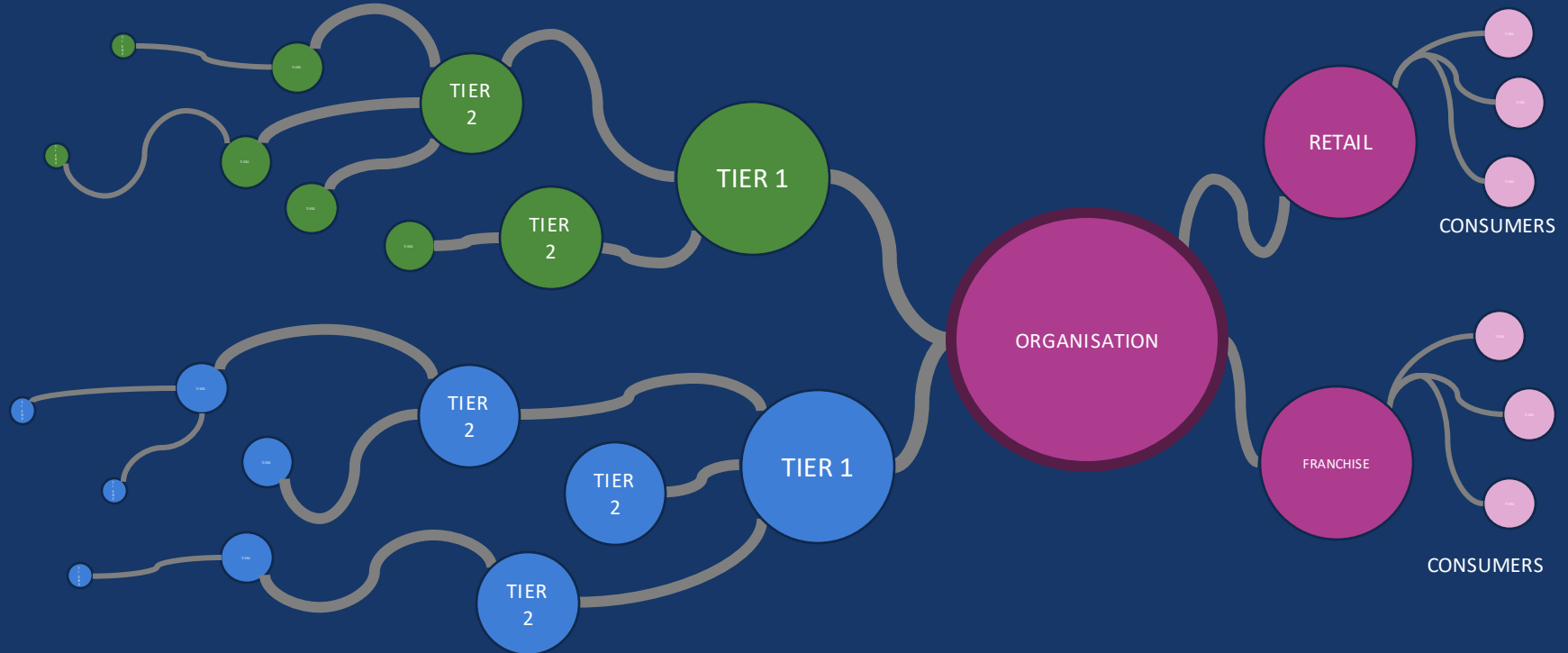


# Due diligence in the supply chain

# Procurement as the gateway to a gender equal supply chain

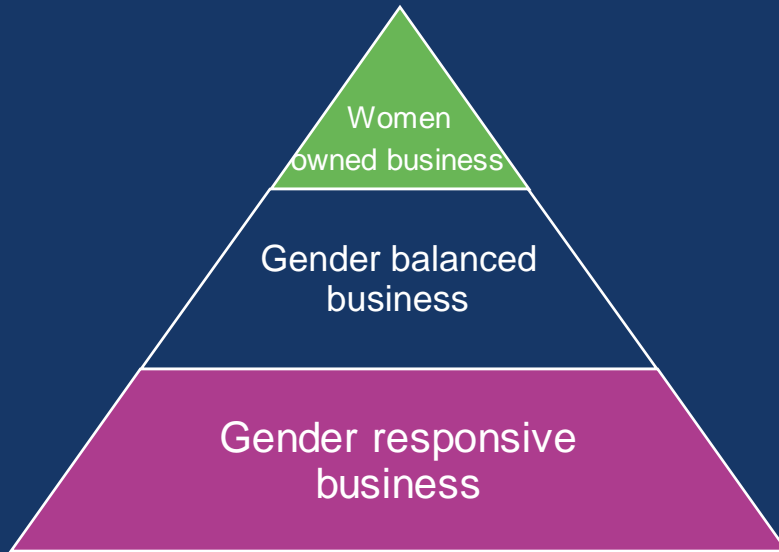


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# Gender-responsive sourcing procurement

## 3-Tier approach



Gender Equality in the supply chain through gender-responsive procurement

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# Why introduce GRP?

Enhance gender equality and justice

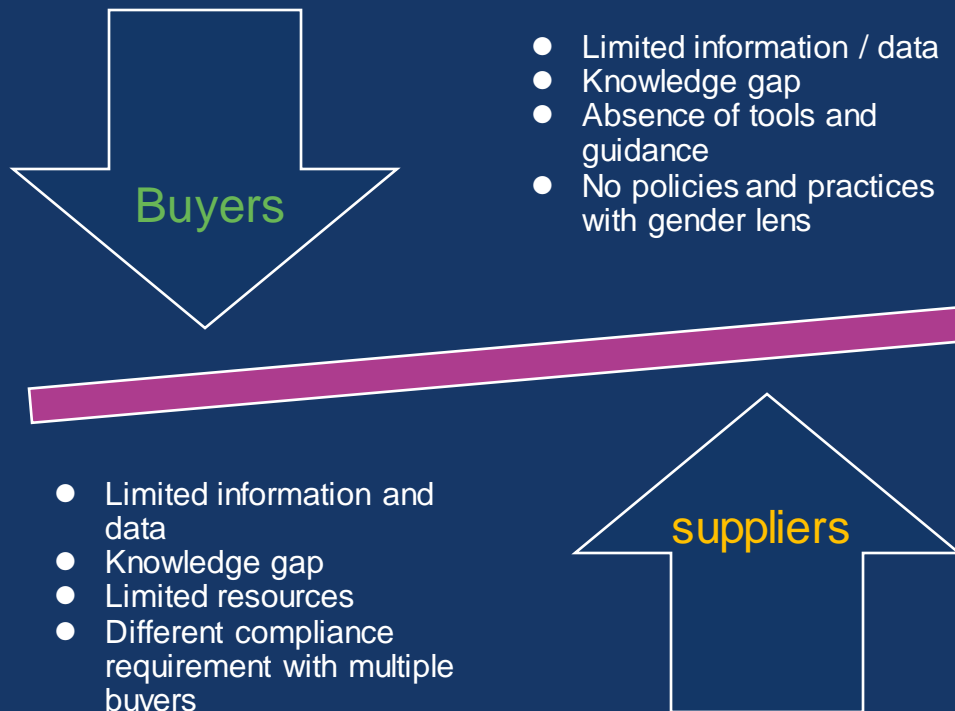
- Compliance with legislation
- Business case
- Brand reputation
- The right thing to do!





# Barriers for buyers & suppliers

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# The 3-Step Roadmap

Towards gender-responsive procurement

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## STEP 1

### Gender-responsive procurement assessment

- Self-assessment
- Evaluates commitment to gender equality (9 categories)
- Score & maturity level
- Aligned with OECD guidelines
- Baseline to measure future progress

## STEP 2

### Recommendation report

- Identifies strengths and weaknesses
- Build awareness among leadership
- Baseline for action plan

## STEP 3

### Tailor-Made solutions

- Design and implementation of action plan
- Capacity building (training)
- Collection of gender-disaggregated data
- Policy & procedure design
- Identify & prioritize human rights risks in supply chain
- Monitoring &

# 6 steps towards gender equality

Aligned with the OECD Guidelines

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## Commitment & Policies

- ❖ Leadership and corporate commitment
- ❖ Awareness at all levels
- ❖ Align strategy and policies
- ❖ Sufficient resources
- ❖ Clear gender equality goals and objectives
- ❖ Accountability / responsibility

01

## Risk analysis

- ❖ Broad scoping (country, sector product)
- ❖ Desk research
- ❖ Supplier dialogue
- ❖ Stakeholder engagement
- ❖ Collaborate with experts

02

## Action plan

- ❖ Support (potential) suppliers
- ❖ Training
- ❖ Revise policies & practices
- ❖ Collaboration
- ❖ Engage with suppliers
- ❖ Address systemic issues
- ❖ Incentives
- ❖ Collect gender-disaggregated data

03

## Monitor

- ❖ Establish key indicators to track progress
- ❖ Collect quantitative and qualitative data to monitor & measure (surveys, focus groups)
- ❖ Reflect & adapt

04

## Communicate

- ❖ Communicate due diligence progress
- ❖ Dialogues
- ❖ In-person meetings
- ❖ Formal public reports
- ❖ Sharing social audit findings
- ❖ Consultation with right holders

05

## Remedy

- ❖ Hotline (early warning)
- ❖ Gender sensitive grievance mechanisms
- ❖ Provide effective remediation
- ❖ Suspend or remove perpetrators

06

# A sectoral approach

## The coffee supply chain

- ❖ For a **focused and targeted action** (collective targets, objectives and actions).
- ❖ Improved **resource efficiency**
- ❖ To **enhance collaboration** and engagement between stakeholders across the coffee supply chain.
- ❖ For **scalability & replicability** of gender-responsive practices across different regions and countries.
- ❖ To support **transformative change** in the sector.

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# SheSupplies Information

## Contact Information

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# Summary & Outlook

Maike Möllers

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Initiative for Sustainable Supply Chains

# The upcoming INA lunch break

📅 2 June 2023

Topic: Discussion with **BAFA**, responsible for monitoring enterprises' supply chain management on the implementation of the on the Corporate Due Diligence Obligations Act in Supply Chains.

Initiative for Sustainable Agricultural Supply Chains (INA) – INA  
([nachhaltige-agrarlieferketten.org](https://nachhaltige-agrarlieferketten.org))



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