Vom Gesetzbuch in die Agrarlieferkette
Umsetzung von Sorgfaltspflichten in die Praxis

5 May 2023, 12-1pm
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

Reference:
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

Reference:
Royal Tropical Institute (2012) Challenging chains to change: Gender equality in agricultural value chain development
2. Recognizing women producers and workers as skilled workers

- Training
- Welfare support
- Promotion

Ms. Farmer leader

Production

Ms. Factory manager

Processing

Reference:
Royal Tropical Institute (2012) Challenging chains to change: Gender equality in agricultural value chain development
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
- Flexible working hours
- Loan for children’s education
- Transport service

Ms. Women leader
Ms. Caring in-law
Ms. Single mother
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?
Gender-sensitive corporate governance: Lessons learned from women-led cooperatives in Peru

Lorena Gerstner

Founder
Verdonna
diverse country, both the landscape and the standard of living and infrastructure

Especially in the rural area: patriarchal structures “Machismo”, high poverty rate, alcohol addiction

textile work as a tool to achieve (financial) freedom and self-determination

Often, female artisans are already organized in collectives, they lack market access

Alpaca breeding and textile work is an ancient tradition

About Peru, About Us
increase productivity in production processes

→ promote higher incomes for pastoralists and artisans

bridge to the European market (B2C Brand + B2B Services)

promote youth employment and entrepreneurship

business start-up, business management and exportation

create opportunities for learning: in the fields of alpaca breeding, textile work

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.
LESONS 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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www.verdonna.de
Gender-responsive procurement practices
As a key element of due diligence

Astrid Aafjes
Founder
shesupplies
Gender Equality in the supply chain through gender-responsive procurement
Due diligence in the supply chain

Procurement as the gateway to a gender equal supply chain
Gender-responsive sourcing procurement

3-Tier approach

- Gender responsive business
- Gender balanced business
- Women owned business

Gender Equality in the supply chain through gender-responsive procurement
Why introduce GRP?
Enhance gender equality and justice

- Compliance with legislation
- Business case
- Brand reputation
- The right thing to do!
Barriers for buyers & suppliers

Buyers

- Limited information / data
- Knowledge gap
- Absence of tools and guidance
- No policies and practices with gender lens

suppliers

- Limited information and data
- Knowledge gap
- Limited resources
- Different compliance requirement with multiple buyers

Gender Equality in the supply chain through gender-responsive procurement
The 3-Step Roadmap
Towards gender-responsive procurement

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

<table>
<thead>
<tr>
<th>Commitment &amp; Policies</th>
<th>Risk analysis</th>
<th>Action plan</th>
<th>Monitor</th>
<th>Communicate</th>
<th>Remedy</th>
</tr>
</thead>
<tbody>
<tr>
<td>❖ Leadership and corporate commitment</td>
<td>❖ Broad scoping (country, sector product)</td>
<td>❖ Support (potential) suppliers</td>
<td>❖ Establish key indicators to track progress</td>
<td>❖ Communicate due diligence progress</td>
<td>❖ Hotline (early warning)</td>
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<tr>
<td>❖ Awareness at all levels</td>
<td>❖ Desk research</td>
<td>❖ Training</td>
<td>❖ Collect quantitative and qualitative data to monitor &amp; measure (surveys, focus groups)</td>
<td>❖ Dialogues</td>
<td>❖ Gender sensitive grievance mechanisms</td>
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<td>❖ Align strategy and policies</td>
<td>❖ Supplier dialogue</td>
<td>❖ Revise policies &amp; practices</td>
<td>❖ Collaborate</td>
<td>❖ In-person meetings</td>
<td>❖ Provide effective remediation</td>
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<tr>
<td>❖ Sufficient resources</td>
<td>❖ Stakeholder engagement</td>
<td>❖ Collaboration with suppliers</td>
<td>❖ Engage with suppliers</td>
<td>❖ Formal public reports</td>
<td>❖ Suspend or remove perpetrators</td>
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<tr>
<td>❖ Clear gender equality goals and objectives</td>
<td>❖ Collaborate with experts</td>
<td>❖ Address systemic issues</td>
<td>❖ Incentives</td>
<td>❖ Sharing social audit findings</td>
<td>❖</td>
</tr>
<tr>
<td>❖ Accountability / responsibility</td>
<td></td>
<td>❖ Collect gender-disaggregated data</td>
<td>❖ Reflect &amp; adapt</td>
<td>❖ Consultation with right holders</td>
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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.
Gender Equality in the supply chain through gender-responsive procurement
Summary & Outlook

Maike Möllers
Program Director
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 Corporate Due Diligence Obligations Act in Supply Chains.

Initiative for Sustainable Agricultural Supply Chains (INA) – INA (nachhaltige-agrarlieferketten.org)
INA
Initiative für nachhaltige Agrarlieferketten