

The "if and how" Fairtrade enables impact on gender dimensions

Case study results from three PN gender programs

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Adapted (shortened) by Margret Loeffen, Global Impact at FI for HRDD meeting September 2020



RESEARCH
PROGRAM ON
Forests, Trees and
Agroforestry

The principal objective of this study is to analyze “if and how” Fairtrade enables pathways of change on gender-related dimensions, clearly articulating the enabling and hindering factors for women’s empowerment and challenges in the process.

Case studies

CLAC: Women’s School of Leadership
 NAPP: Gender Responsive Governance and Women Leadership Training
 FTA: Growing Women in Coffee



Gender study



Access and inclusion

Increase the **active and equal participation of women** in Fairtrade certified smallholder and hired labor organizations

Empowerment and equity

Empower women and girls with opportunities to access **equitably the benefits** of Fairtrade

Gender transformative change

Address **systemic issues** that hamper the realization of **greater gender equality** in Fairtrade supply chains

FAIRTRADE GENDER POLICIES AND PARTICIPATION INDEX

- **D1:** Representation
- **D2:** Participation
- **D3:** Basic level activities to support gender mainstreaming
- **D4:** Advanced level activities to support gender mainstreaming

Lower Index_score	Upper Index_score	Status
0	0.5	Fail to show progress
0.5	1	Poor Progress
1	1.5	Fair progress
1.5	2	Good progress
2	2.5	Very good progress
2.5	3	Excelent progress

country	sponame	final_scoreD1	final_scoreD2	final_scoreD3	final_scoreD4
Guatemala	Asobagri	0.750	0.350	0.750	0.500
Guatemala	Guayab	0.375	0.250	0.429	0.250
Indonesia	Arinagata	0.375	0.500	0.429	0.250
Indonesia	Sara Ate	0.375	0.550	0.322	0.000
Kenya	Kabngetuny FCS	0.450	0.450	0.750	0.563
Kenya	Kibukwo FCS	0.375	0.500	0.643	0.563

sponame	Total_Index	Status
Asobagri	2.350	Very good progress
Guayab	1.304	Fair progress
Arinagata	1.554	Good progress
Sara Ate	1.247	Fair progress
Kabngetuny FCS	2.213	Very good progress
Kibukwo FCS	2.081	Very good progress

RECOMMENDATIONS

Access and inclusion. *Increase the **active and equal participation of women** in Fairtrade certified smallholder and hired labor organizations*

To Fairtrade International Standards Unit and strategy process:

- Develop guidelines to support the drafting of **PO Gender Policies**
- Clarify Fairtrade strategies for addressing **casual labor** in SPO situations, and other vulnerable women providing informal labor within the FT supply chains

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ECONOMIC EMPOWERMENT AND EQUITY

Empowerment and equity. *Empower women and girls with opportunities to **access equitably the benefits** of Fairtrade*

To PNs and NFOs:

- Invest in **value chain services and service supply** delivery with value chain partners to support and safeguard women;
- Resource support to SPOs to develop market linkages, with special emphasis on **niche marketing for women's products**.

To Standards and Global Impact:

- Revisit the Fairtrade Premium recommendations and monitoring criteria to better capture **gender neutral projects which benefit women** to build human, financial and physical capital with fellow PO members.

Gender study



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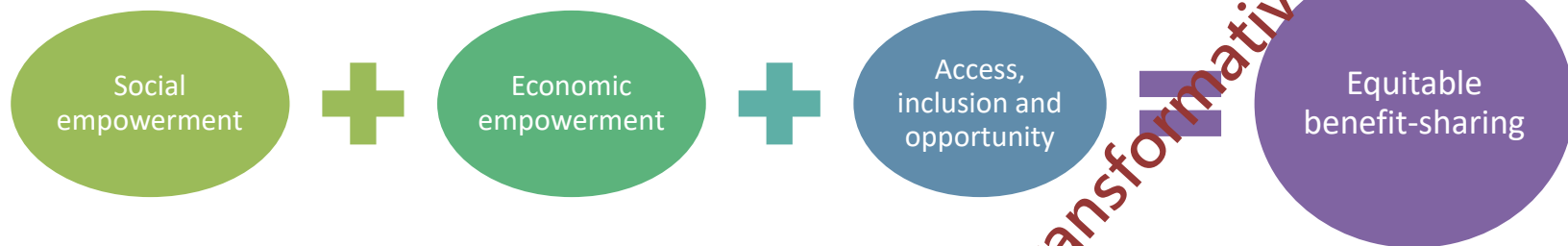
Gender transformative change

Address **systemic issues** that hamper the realization of **greater gender equality** in Fairtrade supply chains

RECOMMENDATIONS

Gender transformative change. *Address systemic issues that hamper the realization of greater gender equality in Fairtrade supply chains:*

- Define and **operationalize gender-equitable benefit sharing** for SPO producers in the Fairtrade context



requires targeted **interventions at scale** for systemic change



FOOD FOR THOUGHT: RECOMMENDATIONS FOR DISCUSSION

HRDD WORKING GROUP



FAIRTRADE

1) NON-MEMBER LABOURERS; THOUGHT, VIEWS, INPUTS?

Clarify the Fairtrade strategies and PO guidelines regarding non-member household laborers within member households



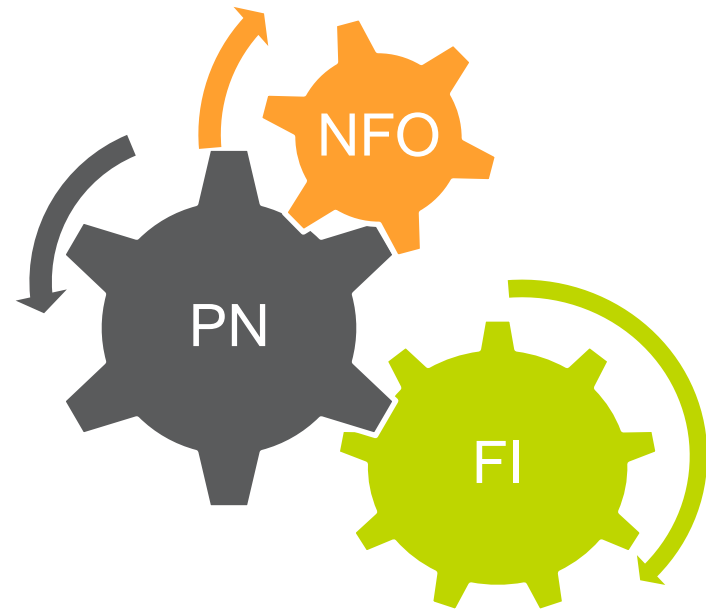
Lucia Mansaray and family,
Sierra Leone, by Dominique
Fofona, 2019.

2) GENDER STRATEGY AND STRATEGIC INTERVENTIONS

THOUGHT, VIEWS, INPUTS?

Fairtrade does achieve some positive gender impacts, but not **transformative change**.

Fairtrade should be more clearly articulating strategic leverage points for Fairtrade interventions to change **local and cultural norms** as well as **institutional gender norms and structural barriers**, as well as those leverage points where Fairtrade does not intend to reach.



3) ILO 190 **THOUGHT, VIEWS, INPUTS?**

Convention ILO 190 recognizes that vulnerable groups may be disproportionately affected by violence and harassment at work and calls for action.



Manual sorting of coffee, Indonesia, by Natalie Bertrams, 2015.

VIOLENCE AND HARASSMENT CONVENTION, 2019 (NO. 190)

ILO CONVENTION 190 SAYS THAT IN ORDER TO PREVENT AND ELIMINATE VIOLENCE AND HARASSMENT IN THE WORLD OF WORK, A STATE SHOULD HAVE A COMPREHENSIVE STRATEGY IN RESPONDING TO WORKPLACE SEXUAL HARASSMENT; IT MUST PROTECT AGAINST AND PREVENT WORKPLACE SEXUAL HARASSMENT BY ENACTING LAWS AND FOLLOWING GOOD PRACTICES; AND IT MUST ENFORCE SUCH LAWS AND PRACTICES AND PROVIDE AN ADEQUATE REMEDY TO THOSE WHO HAVE EXPERIENCED WORKPLACE SEXUAL HARASSMENT.



June 2019

INTERESTING ADVOCACY PAPER TRANSLATED TO ENGLISH

**12 NGO'S, INCL. FT GERMANY
PUBLISHED A PAPER WITH POLITICAL
DEMANDS TO DEVELOP A GENDER
SENSITIVE SUPPLY CHAIN LAW.**

**COMPANIES: ILO 190, GENDER SPECIFIC RISK ANALYSIS,
COMPENSATION, GBV PROTECTION, FAMILY-FRIENDLY
WORKING CONDITIONS AND RELATED REPORTING...**

**GOVERNMENT: ACCESS TO DELGAL RIGHTS, PROTECTION
ACTIVISTS, A SPECIFIC HUMAN RIGHTS POSITION WITH
FOCUS ON GENDER, FAIR DIVISION OF CASE TASKS, COMBAT
TAX-AVOIDANCE**

**Geschlechtergerechtigkeit
in globalen Lieferketten**
Forderungen an Politik & Unternehmen



ASW
für die Welt, die zusammenhält

Brot
für die Welt

CcrA Corporate
Accountability
Network for Gender Accountability

FAIRTRADE

FEMNET

FIAN

GPF

MARIE-SCHLEI-VEREIN
Entwicklungsprojekte für Frauen

materra
Sicheres Essen und Gesundheit

PLAN

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