



# IDH GENDER TOOLKIT



## IDH VISION FOR GENDER

As IDH we believe women are key to drive growth and sustainability. However, the possibilities for women to engage in supply chains is currently limited. To address this concern, IDH has developed the Gender Toolkit. This resource aims to raise awareness, encourage, and inspire to integrate gender aspects into supply chain approaches.

Gender is a key impact theme in IDH's 2016-2020 Strategic Plan, in which we set out to embed gender equality into our transformation strategy. In many sectors we work in, women play a role in the supply chain: through production of food crops and sales of cash crops, through employment as workers on commercial farms, and also as traders and processors. However, often women have fewer opportunities for progression and are more vulnerable to exploitation. At this moment, women make up around 43% of the agricultural labor force in developing countries, and even more women are employed in agriculture globally (70% in South Asia, 60% in Sub-Saharan Africa). Despite this, fewer than 20% of the world's landholders are women.

So, what does IDH aim to do? First and foremost, through IDH interventions we commit to do no harm. This is the practice of ensuring that existing gender relations and dynamics within the scope of the program are not negatively influenced or affected. We will consider how women and men participate in and benefit from these interventions, and strive to benefit both and harm neither. Next to this, IDH will focus on increasing gender awareness throughout the organization and its work, and aim to integrate gender in selected sectors or landscape programs.

# HOW TO USE THIS TOOLKIT

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With the IDH Gender Toolkit we hope to inspire you to integrate gender aspects into supply chain approaches.

In this toolkit, you will find practical case examples from similar sectors and projects that we work in. Here we showcase ways in which gender has been addressed in sustainability projects.

In the second section of the toolkit, we explore opportunities to integrate gender aspects in different programming steps of projects and interventions. Following these steps may positively influence your project or intervention and leverage greater impact.

## BEFORE WE START

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### **WHY INTEGRATE GENDER**

In the case studies, you will be able to consult the box under this header to find out more about the importance of addressing gender in a particular intervention.

### **DO NO HARM**

The practice of ensuring that through interventions, existing gender relations and dynamics within the scope of the program are not negatively influenced or affected. Meaning that it is considered how women and men participate and benefit through these interventions, and strive to benefit both and harm neither.

Working under the “do no harm” principle takes risks related to gender equality and empowerment interventions into account, and cautions against interventions that inadequately respond to implementation contexts<sup>1</sup>.

## CONTACT INFORMATION

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1. Eves & Crawford, 2014.



The IDH Gender Toolkit is created to inspire you to integrate gender aspects into supply chain approaches. Here you'll find practical case examples from similar sectors and projects that IDH works in.

**Click on the boxes below to find out more!**



## CHANGING BUSINESS PRACTICES

By changing business practices to address unequal working conditions disadvantaging women, companies increase market share and reduce costs.



**+131%**

131% increased coffee supply through female farmer training approach



**€1.3M**

€1.3million higher revenue and €150K company savings through comprehensive gender package in fish processing facility



**+66%**

66% higher retention rate in apparel factories through career advancement programs targeting women's needs





## IMPROVING SECTOR GOVERNANCE

By accounting for gender in standards, policies, and public commitments, new markets, increased resilience of value chains, improved livelihoods and working conditions, including the reduction of gender based violence (GBV), are achieved.



### GBV reduction

GBV reduction in Kenya flowers sector through gender committees due to compliance to standards, and in tea sector through 50% women in supervisory roles.



### +2.8%

2.8% increase in worldwide flower exports through adopting gender requirements of standards



### Securing supply

Securing cocoa supply through a sector-wide women's empowerment community approach



## INCREASING FIELD LEVEL SUSTAINABILITY

By addressing women's unequal access to knowledge, resources and decision-making through targeted activities and services, farmers and workers achieve increased incomes and better working and living conditions.



### Increased income

Increased income for coffee smallholders when women take part in household decision-making



### +30%

30% increased yields for female onion producers through access to finance



### +14-18%

14-18% increased household income through direct salary payment to women in palm oil



