

ADVANCING GENDER IN THE ENVIRONMENT: CULTIVATING A MORE EQUITABLE AND INCLUSIVE TFA 2020

—
A RESOURCE GUIDE ON HOW TO PROMOTE
GENDER EQUITY AND INCLUSION TO EMPOWER
WOMEN, INDIGENOUS PEOPLES, AND
VULNERABLE GROUPS IN TFA 2020 ACTIVITIES



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WHY GENDER AND INCLUSION IN TFA 2020 MATTERS

1.0

WHY GENDER
AND INCLUSION
IN TFA 2020
GOVERNANCE,
ACTIVITIES AND
PROJECTS
MATTER

The actions of TFA 2020 Partners—both individually and collectively—take place in different contexts with unique social circumstances in which women, men, Indigenous peoples, and vulnerable groups have differentiated roles, uses, access, benefits, and control over environmental and social resources. As identified in a [2017 TFA 2020 paper](#), in South America, deforestation rates are between 6 and 350 times lower in forests legally recognized as belonging to Indigenous and local communities, yet they have legal rights to only 31% of forests in low and middle-income countries. Accepted norms for social interaction between groups result in differences regarding their status, class, and ethnicity—all influencing natural resource rights, control, and ownership, as well as who has power and voice in decision making. These factors impact the potential for successful and sustainable business outcomes.

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CREATING AND
APPLYING
GENDER EQUITY
AND INCLUSION
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The exclusion of women, Indigenous peoples or other often vulnerable groups from project, programs or policy processes, whether intentional or accidental, results in inefficient, ineffective, and inequitable initiatives and can reinforce or exacerbate existing inequalities. In recognition of this, the TFA 2020 *Gender and Inclusion Strategy* was agreed by the TFA 2020 Steering Committee. It promotes the design of activities that advance more equitable relationships between stakeholders, including by finding opportunities in which women, men, Indigenous peoples, and other vulnerable people benefit equally. Noting that an equity approach “promotes leadership and voice among the most vulnerable people,” gender equity considers the “fairness of treatment for women and men, according to their respective needs.”¹ Concurrently, inclusion promotes the participation of women, Indigenous peoples, and other vulnerable groups in information sharing and generation, education and training, decision making, technology transfer, organizational development, economic development, and financial and policy influence to contribute to effective solutions and approaches to reduce tropical deforestation related to key global commodities.

3.0

APPLYING
GENDER EQUITY
AND INCLUSIVE
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THROUGHOUT
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CHAINS

Through its *Gender and Inclusion Strategy*, the TFA 2020 Steering Committee (SC), Secretariat and Partners recognize gender equity and inclusion as essential elements toward the reduction of tropical deforestation related to key global commodity supply chains, such as palm oil, beef, soy and paper and pulp.

4.0

HOW
CERTIFICATIONS
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1. International Fund for Agricultural Development (IFAD). (2012). *IFAD Policy on Gender Equality and Women's Empowerment*. Available at: <https://webapps.ifad.org/members/ec/71/docs/EC-2012-71-W-P-6.pdf>



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KEY MESSAGES

1. Every TFA 2020 Partner has the opportunity to contribute to the realization of the goals articulated by the TFA 2020 Gender and Social Inclusion Strategy, strengthening their own work and increasing benefits for women, Indigenous peoples, and vulnerable populations.
2. There are many entry points where women, Indigenous peoples, and vulnerable groups can be involved in the design and implementation of TFA 2020 principles and policies throughout supply chains and certification processes.
3. Evidence demonstrates the value of taking an inclusive approach throughout TFA 2020 forest and agricultural supply chains.
4. Best practices and key resources are available to guide how to address gender equity and the inclusion of Indigenous peoples and vulnerable groups in practical application.

THE PROBLEM

The exclusion of women, Indigenous peoples or other often vulnerable groups from TFA 2020 relevant work results in inefficient, ineffective, and inequitable initiatives and can reinforce or exacerbate existing inequalities.



ABOUT THIS GUIDE

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WHY GENDER AND INCLUSION IN TFA 2020 GOVERNANCE, ACTIVITIES AND PROJECTS MATTER

HOW THIS RESOURCE GUIDE WAS DEVELOPED

This Resource Guide was developed through interviews with TFA 2020 Partners and research across TFA 2020 government, civil society, and private sector actors. Findings show that awareness raising on the TFA 2020 Gender and Inclusion Strategy is necessary, as 40% of those interviewed were not previously aware of it. The following table broadly demonstrates how gender equity and the inclusion of Indigenous peoples and vulnerable groups have been integrated by TFA 2020 Partners. It also identifies existing gaps that will benefit from further research and knowledge sharing.

INTERVIEW TOPICS	GOVERNMENTS	CIVIL SOCIETY	PRIVATE SECTOR
Engagement on issues relating to inclusiveness	Ministries include considerations about gender equity and the inclusion of Indigenous and vulnerable people in their work—but apply them differently.	There is a focus on gender mainstreaming and how to institutionalize gender considerations.	Some companies include international principles that promote gender equity and inclusion of Indigenous peoples into corporate policies. There is a focus on how to integrate gender considerations throughout supply chains and sharing best practices.
Needs related to addressing inclusiveness in TFA 2020 initiatives	There is demand for more information on how to integrate gender equity and inclusion in TFA 2020 work, particularly throughout supply chains and certifications. TFA Partners requested tool kits, technical support, and specific guidance to scale inclusion efforts.		
Knowledge gaps on inclusiveness in TFA 2020 priority areas	Although there is ample information on gender equity and inclusion related to forests — there is: <ul style="list-style-type: none"> • No information on gender equity and inclusion in the production of cattle, soybean and pulp; • Limited information on gender equity and inclusion throughout palm oil supply chains in some regions; and • Limited information on integrating gender equity and inclusion in certification processes. 		

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HOW TO USE THIS RESOURCE GUIDE

This Resource Guide identifies key resources, risks and opportunities, and best practices relevant to integrating gender equity and inclusion in sustainable commodity production and sourcing. Each section provides an overview on opportunities that exist to contribute towards a more prosperous and equitable TFA 2020, followed by case studies illustrating some of the many successful interventions that have been undertaken by TFA 2020 Partners. A list of recommended actions and relevant best-practice example resources from TFA 2020 Partners is provided on each topic.

This Guide is a roadmap for TFA 2020 Partners to locate and understand available resources on how to:

- Create and apply gender equity and inclusive principles and policies in your work;
- Implement gender-equitable and inclusive interventions throughout TFA 2020 supply chains; and
- Advance gender equity and inclusion through certifications.





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CREATING AND APPLYING GENDER EQUITY AND INCLUSION IN POLICIES AND PRINCIPLES FOR TFA 2020 PARTNERS

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Policies and principles facilitate the institutionalization of gender equity and inclusiveness. The process of creating inclusive and gender equitable policies—whether it is a national policy or framework, a civil society strategy and action plan or a corporate standard, policy or guiding principle—involves preparatory steps that include the development of detailed assessments of existing relevant legal frameworks; the building of internal capacity on related issues through trainings; and the production of detailed social and gender assessments that inform practical ways forward. These steps not only better inform decision makers on meaningful approaches to take, but also help strengthen the institutional and political will to do so due to the knowledge gained throughout the process.²

When stakeholders miss the opportunity to adopt strong gender and inclusion policies or apply international principles, they miss out on the benefits of diversity, which is an indispensable element for results-based management. For instance, the promotion of gender equality principles, such as gender equity, in business environments strengthens human capital and increases the quality of management processes, in addition to bringing financial results while benefiting typically marginalized people.³

Additionally, both profit- and non-profit-based Partners have the opportunity to follow a principles-based approach to doing business by incorporating relevant international principles. In so doing, companies are not only upholding basic responsibilities towards safeguarding the environment, but also the people employed throughout supply chains, setting the stage for long-term success as understanding on how environmental and social risks pose threats to profitability is on the rise.^{4,5}

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2. International Union for Conservation of Nature (IUCN). (2012). The Art of Implementation: Gender Strategies Transforming National and Regional Climate Change Decision Making. IUCN & Global Gender and Climate Alliance (GGCA). Available at: <http://genderandenvironment.org/resource/the-art-of-implementation-gender-strategies-transforming-national-and-regional-climate-change-decision-making/>
 3. Itaipu Binacional. (2014). Gender Equality: How to implement it at company management? Available at: <http://imam.ag/clientes/itaipu/weps/2016/wp-content/uploads/2014/11/English.pdf>
 4. United Nations Global Compact. (n.d.). The Power of Principles: Sustainability begins with a principles-based approach to doing business. Available at: <https://www.unglobalcompact.org/what-is-gc/mission/principles>
 5. United Nations Global Compact. (2017). 2017 United Nations Global Compact Progress Report: Business solutions to sustainable development. Available at: https://www.unglobalcompact.org/docs/publications/UN%20Impact%20Brochure_Concept-FINAL.pdf

BEST PRACTICE EXAMPLES

The adoption of inclusive and gender equitable principles and policies can contribute to business outcomes while supporting gender equality and the rights of Indigenous peoples and vulnerable groups. The following examples demonstrate how inclusive approaches can achieve both goals.

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ADVANCING EQUITY AND INCLUSION THROUGH DEVELOPMENT ASSISTANCE POLICIES

As a part of its Ministry of Climate and Environment, [Norway's International Climate and Forest Initiative \(NICFI\)](#) supports global efforts to reduce the destruction of tropical forests. Started in 2008, NICFI has formed several partnerships in key forest countries and contributed to the advancement of a REDD+ framework on reducing emissions from deforestation under international conventions. A [2017 NICFI evaluation](#) found that funding it provided between 2009 and 2016 **directly contributed to the empowerment of Indigenous peoples and forest-dependent communities by increasing their political participation in policy dialogue and supporting local forest management.** Norway's Ministry of Climate and Environment emphasized, "Evaluations show that indigenous- and environmental organizations that manage support from the Climate and Forest Initiative are able to reach local communities, politicians and the private sector in an efficient manner." In its most recent round of [funding](#), the NICFI has earmarked funds for a thematic area on securing the rights of Indigenous peoples and other forest-dependent populations for the first time to capitalize these benefits.

USING GENDER POLICIES TO HARNESS CIVIL SOCIETY ACTION TOWARDS EQUALITY

Proforest is a non-profit that supports companies, governments and organizations to implement commitments on the responsible production and sourcing of agricultural commodities and forest products. In 2016, Proforest committed to integrate gender in its internal and external operations by taking steps toward developing a gender policy. This process includes **key activities such as generating high level organizational commitment towards promoting gender equality, including gender equity; training and supporting staff to work on programming gender equality interventions; holding internal consultations on how to define desirable, practical, and feasible approaches to internal policies, procedures, and project work; and committing to implement informed changes to their work through amending and developing relevant guidelines, and procedures.** This process allowed Proforest to build internal capacity on promoting gender equality, being better positioned to review projects and programs that result in stronger and more meaningful inclusion of gender issues. For example, Proforest has started development of a Theory of Change (ToC) for the Africa Palm Oil Initiative (APOI), a TFA 2020 partnership of nine West African countries that Proforest coordinates, which includes gender issues in methodologies, baseline questionnaires and language of outputs. The ToC will define how APOI measures success in eliminating forest loss and unsustainable social practices linked to oil palm development, alongside prosperous palm oil industries that contribute to government development aspirations, including improved livelihoods and well-being for communities and marginalized groups.

APPLYING INTERNATIONAL STANDARDS AND GOALS TO ADVANCE BENEFITS FOR LOCAL, VULNERABLE WORKERS

Asia Pulp and Paper Group (APP) is one of the world's largest pulp and paper companies. To achieve positive sustainable benefits, APP refers to the Sustainable Development Goals (SDGs) to guide its [Corporate Social Responsibility policy](#) to advance economic empowerment, alleviate poverty, increase access to quality education, promote health, and preserve the environment. As a part of this approach, APP started the [Rombong Biru program](#) in 2004 at the Tjiwi Kimia mill to **provide economic empowerment opportunities (SDGs 1 and 8) to local informal workers while addressing the problem of food hawkers sneaking into the mill illegally to sell food to employees.** Hawkers that illegally entered the mill not only risked mill safety and security, but also triggered various social and environmental problems, such as waste and unhealthy competition among the sellers. Various efforts to curb the hawkers were unsuccessful—as they needed income and employees needed the food options they provided. The Rombong Biru program professionalized the hawkers by training them in food hygiene, health and culinary knowledge while providing food carts, uniforms and identity cards. The program also established zones, allowing for the safe and dignified sale of food within the mill's area. As a result, the average monthly income of the hawkers exceeds the minimum wage of the province. In Tarik District, one beneficiary became the head of the Rombong Biru's hawker association. APP's innovative programming shows how shifting business practices to support inclusion ultimately improves the lives of workers and local communities alike.

RECOMMENDATIONS AND RESOURCES

The following recommendations highlight some of the steps TFA 2020 Partners can take to create policies and apply principles that promote the inclusion of women, Indigenous peoples, and vulnerable populations. Sample strategies, how-to documents and legal frameworks are provided.

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IF YOU WANT TO...

...make the business case for integrating gender and the inclusion of Indigenous peoples, an integral step towards policy development, use best practice examples as a reference.

...develop inclusive policies in line with international standards, consider framing them within the context of international conventions and development goals.

CONSIDER THESE RESOURCES...

- ✓ Forests provide livelihoods, subsistence and income to more than 1.6 billion of the global poor: UN-REDD Programme's [The Business Case for Mainstreaming Gender in REDD+](#) advocates the development of enforceable gender equity measures, recognizing women's role as primary users of forests with valuable knowledge and experiences, which makes good business sense as women make up the majority of forest users.
- ✓ The World Resource Institute's [Climate Benefits, Tenure Costs](#) presents the economic case to technical leads in the land, forest, and financial sectors of governments, as well as funding agencies, that modest investments to secure Indigenous land rights in the Amazon will generate billions in returns—economically, socially and environmentally.
- ✓ Led by Tropenbos International, [Improving the positive impacts of investments on smallholder livelihoods and the landscapes they live in](#) shows how CSOs, development banks, private sector actors and government partners can work profitably and equitably with smallholders.

Sample policies to reflect on:

- ✓ Cargill's [Policy and Commitments on Sustainable Palm Oil](#) works towards "a 100% transparent, traceable and sustainable palm supply by 2020" that protects the rights of Indigenous peoples and local communities, particularly against illegal, abusive or forced labor practices.
- ✓ Asia Pulp Paper's [Corporate Social Responsibility Policy](#) uses the Sustainable Development Goals (SDGs) to ensure corporate operations—as well as supply chains—have positive impacts on the socio-economic welfare of communities.

International frameworks to consider include:

- ✓ The Universal Declaration of Human Rights ([UDHR](#))
- As well as others that may be relevant to TFA 2020 Partners:
- ✓ The Convention on the Elimination of All Forms of Discrimination Against Women ([CEDAW](#))
 - ✓ United Nations Declaration on the Rights of Indigenous Peoples ([UNDRIP](#))

RECOMMENDATIONS AND RESOURCES (continued...)

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<p>IF YOU WANT TO...</p>	<p>...implement inclusive policies to access international finance, create and apply inclusive strategies and action plans.</p>	<p>...access the unique knowledge and experiences of women and Indigenous peoples, integrate their perspectives through participatory groups or organizational guidelines.</p>	<p>..follow a principle-based approach to business, adopt international principles on gender equity and the rights of Indigenous and vulnerable groups.</p>
<p>CONSIDER THESE RESOURCES...</p>	<ul style="list-style-type: none"> ✓ In Ghana, a road map on integrating gender into the country's REDD+ process contributed to the development of the Ghana REDD+ Strategy, which includes gender mainstreaming, multi-stakeholder dialogue processes, and safeguards, as well as feedback and grievance redress mechanisms for Indigenous people and vulnerable groups. Taking this inclusive approach has resulted in access to funds from the Forest Carbon Partnership Facility (FCPF), which has requirements on gender equality and the rights of Indigenous peoples. 	<ul style="list-style-type: none"> ✓ The Global Environment Facility's Indigenous Peoples Principles and Guidelines ensures the finance mechanism makes appropriate efforts to include and promote Indigenous peoples in applicable processes and projects, including the establishment of an Indigenous Peoples Advisory Group to create lasting partnerships that advise on approaches. ✓ Conservation International's Guidelines for integrating gender into conservation programming provides basic information on how to better recognize, understand and integrate gender into community-based conservation projects. 	<ul style="list-style-type: none"> ✓ The ten Principles of the UN Global Compact is designed as a pathway for companies to adopt a principles-based approach to establish a culture of integrity and set long-term success. ✓ The Women's Empowerment Principles is a UN initiative that adds a gender "lens" to the Compact. ✓ The Guiding Principles on Business and Human Rights was developed by the Office of the High Commissioner on Human Rights (OHCHR) and consists of 31 principles that apply to all States and business enterprises on the necessity of corporate responsibility to respect human rights and provide access to remedy for victims of business-related abuses. ✓ Interpreting the UN Guiding Principles for Indigenous Peoples provides ways to operationalize the OHCHR's Guiding Principles via corporate responsibility.



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APPLYING GENDER EQUITY AND INCLUSIVE INTERVENTIONS THROUGHOUT TFA 2020 SUPPLY CHAINS

APPLYING GENDER EQUITY AND INCLUSIVE INTERVENTIONS THROUGHOUT TFA 2020 SUPPLY CHAINS

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Supply chains encompass the flow and storage of raw material, semi-finished and finished goods from point-of-origin to their final destination (i.e. consumption). In other words, a company's supply chain includes every step in this process, from creating a good or service, to manufacturing it, transporting it to a point of sale, and then selling it.

Inclusive considerations can be integrated into supply chains through gender and social analyses. This can contribute to improved business outcomes while supporting women's empowerment as well as Indigenous and human rights by ensuring analyses acknowledge and address the differentiated needs, experiences and knowledge of these groups. In supply chains, women smallholders typically pay greater attention to crop quality compared to men,⁶ thereby delivering better-quality products. Likewise, Indigenous peoples have unique knowledge and experiences that can contribute to improved natural resource management in commodity sectors. For instance, studies on traditional integrated watershed management systems in the northern Philippines demonstrate how local Indigenous communities provide timber and water "regulating services to sustain agricultural productivity while also helping to conserve biodiversity and ecosystem resilience for generations".⁷

Reducing negative social impacts could therefore benefit the sustainability of the supply chain. Additionally, exclusionary practices in supply chains can lower productivity and supply across commodity sectors—at times resulting in business losses—⁸while negatively affecting the living conditions, increasing displacement of marginalized and vulnerable people, and impacting the reputation of companies.

6. Chan, Man-Kwun. (2010). Improving Opportunities for Women in Smallholder-based Supply Chains: Business case and practical guidance for international food companies. Available at: <https://docs.gatesfoundation.org/documents/gender-value-chain-exec-summary.pdf>
7. Parrotta, J. et al (2016). "Traditional knowledge for sustainable forest management and provision of ecosystem services". International Journal of Biodiversity Science, Ecosystem Services & Management. Volume 12, 2016 - Issue 1-2. Available at: <https://www.tandfonline.com/doi/full/10.1080/21513732.2016.1169580>
8. Adamson, R. and Busse, R. (2014). "The Business Case for Indigenous Peoples' Rights". Future 500. Available at: <https://www.future500.org/business-case-indigenous-peoples-rights/>

BEST PRACTICE EXAMPLES

These cases highlight ways in which TFA 2020 Partners can integrate inclusive approaches throughout supply chains.

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GOVERNMENTS PARTNERING TO ENGAGE ON SUSTAINABLE AND RESPONSIBLE PALM OIL SOURCING

In 2015, three TFA 2020 governments from the European Union—Norway, the United Kingdom, and the Netherlands—joined Germany, France, and Denmark in signing [The Amsterdam Declaration in Support of a Fully Sustainable Palm Oil Supply Chain by 2020](#). This Declaration aims to ensure that 100% of palm oil entering these countries come from sustainable sources. The Declaration also encourages European companies involved in the palm oil global supply chain to implement the [FAO-OECD Guidance for Responsible Agricultural Supply Chains](#). This guidance helps enterprises understand responsible business standards to **ensure their operations do not lead to adverse impacts. Instead, they aim to contribute to sustainable development by targeting domestic and international, small, medium, and large enterprises across the entire agricultural supply chain, including gender considerations and guidance for engaging with Indigenous peoples.** Participating governments provide support to the private sector by creating policy incentives and supporting producing countries—*such as* a reduced interest rate for palm oil clients to meet policy requirements of banks—in aid and trade agendas. Since 2015, participating governments have organized [several multi-stakeholder conferences](#) to raise awareness on commitments for sustainable sourcing and share experiences.

PRIVATE-PUBLIC PARTNERSHIPS DESIGNING GENDER-INCLUSIVE SUPPLY CHAINS

[IDH](#) - The Sustainable Trade Initiative convenes companies, CSOs, governments, and others in public-private partnerships to drive the joint design, co-funding and prototyping of new, viable approaches toward realizing green and inclusive growth at scale in commodity sectors and sourcing areas. IDH recognizes that although women are key to driving growth and sustainability, their economic opportunities to engage in supply chains is currently limited. To find additional ways to include women in supply chains, IDH started a process in 2017 to strengthen gender equality and empowerment in their programs. The integration of gender started internally, by raising awareness throughout programming and beginning a transformation process for some. For instance, IDH developed a training manual on addressing GBV to work towards safe and more productive supply chains that safeguard the reputation of companies. **As a result, IDH built the case for integrating gender into different sectors—including governance, field level-supply chains and business practices—distilling experiences in a practical guide.** As demonstrated in its [Gender Toolkit](#), proposed interventions, such as direct payments for women, can lead to gender equality and women's empowerment outcomes. When the palm oil industry in Papua New Guinea realized that joint payment into one card discouraged women from collecting fruit, they provided women with their own harvest record cards and paid directly into their personal bank accounts. This led to an increase of 14-18% of household income for smallholder palm oil farmers while increasing industry yields.

PRIVATE SECTOR PARTNERSHIPS WITH CSOs TO EVALUATE AND IMPROVE SUPPLY CHAIN LABOR STANDARDS IN VIETNAM

In 2013, [Unilever](#) accepted a CSO study on workers' labor rights in its operations and supply chain in Vietnam. Despite Unilever's high-level commitments to social responsibility, the [research](#) revealed gaps between their commitments and the reality for workers in the supply chain, including wages that were too low to meet basic needs (even when they complied with national standards). Vulnerable workers felt unheard or neglected, lacking a safe space to report grievances about sourcing practices that contribute to excessive overtime hours and precarious work in the supply chain. The report provided detailed recommendations to Unilever, including adjusting policies and business models to deliver better quality jobs for workers, better aligning business processes with policy, strengthening the due diligence process to take account of people's vulnerability to speak out, working with others to promote scalable ways to realize rights and increase collective leverage, and integrating measurable targets for labor rights and job quality into public reporting processes. As a result, Unilever reviewed its Vietnamese supply chains, committing to further refine and improve labor standards for employees and workers. [Further follow up](#) demonstrate strengthened human and labor rights in Unilever's supply chains. Unilever also introduced its [Responsible Sourcing Policy](#), which has helped tackle the problem of suppliers making workers work hours beyond the legal minimum and excessive use of contract labor. Researchers have also noted improvements in Unilever's management approach that led to increased levels of trust with workers through improved grievance mechanisms.

RECOMMENDATIONS AND RESOURCES

The following resources represent some of the many strategic ways TFA 2020 stakeholders across government, civil society, and the private sector can integrate gender and inclusion throughout the supply chain.

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WHY GENDER AND INCLUSION IN TFA 2020 GOVERNANCE, ACTIVITIES AND PROJECTS MATTER

IF YOU WANT TO...

...encourage the private sector to integrate gender and inclusion throughout supply chains, the convening of stakeholders across public and private spheres in public-private partnerships can increase momentum.

...increase staff capacity on gender equity and inclusion, you can use and adapt existing resources.

...identify the gender and inclusion issues that might put your project at risk, use relevant guidance tools, such as checklists.

2.0

CREATING AND APPLYING GENDER EQUITY AND INCLUSION IN POLICIES AND PRINCIPLES FOR TFA 2020 PARTNERS

CONSIDER THESE RESOURCES...

✓ For instance, on Indigenous rights, the Government of Indonesia worked with TFA 2020 to convene public-private partnerships between foreign governments and leading organizations. [The Tropical Forest Alliance 2020 Workshop on Promoting Sustainability and Productivity in the Palm Oil and Pulp & Paper Sectors](#) identified challenges and solutions related to removing deforestation and the violation of Indigenous rights from supply chains while increasing production.

✓ Working with academia and other CSOs, Fauna & Flora International have developed [INTRINSIC: Integrating Rights and Social Issues in Conservation](#), a manual that includes materials for conducting trainings.

✓ Fauna & Flora International has developed a set of [Gender and Conservation Key Questions](#) that are designed to facilitate a better understanding of the different roles, knowledge, needs and aspirations of women and men to help achieve better conservation outcomes and increase gender equity.

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RECOMMENDATIONS AND RESOURCES (continued...)

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IF YOU WANT TO...

...integrate gender and inclusion throughout supply chains to improve business outcomes, refer to case studies and toolkits that highlight practical steps.

...develop responsible sourcing criteria, acknowledge the value of protecting the rights and livelihoods of women, Indigenous peoples, and vulnerable groups.

CONSIDER THESE RESOURCES...

- ✓ IDH's [Gender Toolkit](#) is designed to operationalize solutions towards achieving gender equality and empowerment. It provides case studies on how improving gender equality has a positive impact on business outcomes, as well as a Gender Guide that outlines key steps to critically reflect on the role of gender in existing interventions.
- ✓ Unilever's [Development Program of black soybean farmers in Indonesia](#) is training over 9,000 farmers—including 2,000 women—to develop a high-quality sustainable supply of black soybean.
- ✓ Walmart's [Global Responsibility Report](#) promotes the economic empowerment of women, committing resources and grants to empower one million women throughout value chains, including training 475,405 women in agriculture.
- ✓ Kellogg's [Global Sustainability Commitments](#) calls for the identification of women farmers and workers in value chains and developing programs to improve their livelihoods. In 2017, Kellogg [announced](#) it had supported 10,000 women farmers.
- ✓ The [Nestlé Responsible Sourcing Guideline](#) requires activities to respect the free, prior and informed consultation of Indigenous peoples and local communities, and to provide working conditions that meet specific gender-related needs including medical and welfare provisions.



JAKE LYELL / ALAMY

HOW CERTIFICATIONS CAN ADVANCE GENDER EQUITY AND INCLUSION

HOW CERTIFICATIONS CAN ADVANCE GENDER EQUITY AND SOCIAL INCLUSION

1.0

WHY GENDER AND INCLUSION IN TFA 2020 GOVERNANCE, ACTIVITIES AND PROJECTS MATTER

2.0

CREATING AND APPLYING GENDER EQUITY AND INCLUSION IN POLICIES AND PRINCIPLES FOR TFA 2020 PARTNERS

3.0

APPLYING GENDER EQUITY AND INCLUSIVE INTERVENTIONS THROUGHOUT TFA 2020 SUPPLY CHAINS

4.0

HOW CERTIFICATIONS CAN ADVANCE GENDER EQUITY AND INCLUSION

Sustainable and responsible certifications are formal procedures typically assessed and verified by a third party agency to establish a business' performance regarding norms and standards. Certified commodities are on the rise as polling indicates consumers are willing to pay higher premiums for sustainable and equitably sourced products.⁹ With companies increasingly seeking certifications to respond to this demand, many organizations have embraced opportunities to advocate for and advise on integrating transformational and inclusive approaches that improve both profitability and livelihoods. For instance, as there is high demand for certified palm oil, ensuring certifications include inclusive approaches is a key opportunity to advance gender equity and the inclusion of Indigenous peoples and vulnerable groups.

Certification processes designed to certify the sustainable production of commodities are an opportunity for companies to establish more equitable relationships with vulnerable people, women and Indigenous peoples while reducing the environmental impacts of production. In recent years, gender considerations related to equity and equality as well as the incorporation of Indigenous peoples' rights have been incorporated into existing certifications through the addition of relevant new principles and criteria to their standards. These applications improve the overall quality and strength of certifications while promoting a more inclusive approach that seeks to mitigate potential negative impacts on women, Indigenous peoples and vulnerable groups.

By not including these considerations in certifications, the reinforcement or exacerbation of inequalities present in the production of commodities will persist, thereby constituting a lost opportunity to contribute positive change and sustainable development. For instance, to protect Indigenous peoples from the destruction of their livelihoods and cultures, the right to free, prior and informed consultation should be considered an effective tool in the development and application of certification processes as a key tenet of international human rights law.

9. Collier, R. (2003). Indigenous Peoples and Forest Certification. Food and Agriculture Organization of the United Nations (FAO). Available at: <http://www.fao.org/docrep/ARTICLE/WFC/XII/1000-A1.HTM>

BEST PRACTICE EXAMPLES

These following case studies demonstrate some of the many ways certifications can approach equity and inclusion for women, Indigenous peoples and vulnerable groups across TFA 2020 government, civil society, and private-sector activities.

1.0

WHY GENDER AND INCLUSION IN TFA 2020 GOVERNANCE, ACTIVITIES AND PROJECTS MATTER

PROVIDING GOVERNMENT SUPPORT TO ADDRESS LAND TENURE IN CERTIFICATIONS

The Indonesian Government, Indonesian Economist Association and the Indonesian Chamber of Commerce are partners in a Partnership for Indonesia's Sustainable Agriculture (PISAgro) program to support an [Innovative Financing Scheme](#) for Golden Agri-Resources smallholders. Through the scheme, **governments support the legalization of land ownership through land titles granted by governmental certification programs**, as well as high-quality agronomic practices by using Indonesian Sustainable Palm Oil (ISPO) certification, subsidized interest rates and adequate compensation for one million independent smallholders—including Indigenous smallholders in Kampar, Indonesia.

2.0

CREATING AND APPLYING GENDER EQUITY AND INCLUSION IN POLICIES AND PRINCIPLES FOR TFA 2020 PARTNERS

APPROACHING CERTIFICATIONS FOR LOCAL COMMUNITY EMPOWERMENT THROUGH CIVIL SOCIETY PARTNERSHIPS

The Roundtable on Sustainable Palm Oil (RSPO), which certifies 21% of the world's palm oil supply, has shown interest in promoting more inclusive production, having developed a voluntary standard for sustainable palm oil production and managing a certification scheme that includes gender equity and inclusive approaches. On Indigenous rights, the RSPO Principles and Criteria positively address company–community relationships, including requirements for companies to respect legal, customary and users' rights over land; the use of free, prior and informed consent (FPIC); the development of user rights' maps through participatory mapping exercises to obtain clarity on customary rights; and making consultations and information sharing on impact assessments and proposals for benefit sharing available in relevant formats and languages for all affected groups (Criteria 2.2 and 2.3). Regarding the inclusion of gender issues, the RSPO has a principle that takes into account the situation of women (Principle 6). **In Indonesia, RSPO, IDH and Unilever helped 63 smallholder farmers, 30% of whom are women, to achieve RSPO certification via training on conservation, health and safety, tenure security and good agricultural practices—enabling increased income for farmers while promoting sustainable trade.** Furthermore, other CSOs continually collaborate with RSPO to explore stronger, more meaningful ways to integrate gender considerations in its certification processes.

3.0

APPLYING GENDER EQUITY AND INCLUSIVE INTERVENTIONS THROUGHOUT TFA 2020 SUPPLY CHAINS

DRIVING TRANSFORMATION THROUGH PRIVATE SECTOR CERTIFICATIONS

[HSBC's](#) 'No Deforestation, No Peat and No Exploitation' (NDPE) policy will not finance new facilities to customers who have not made NDPE commitments and gives deadlines to existing customers. As a result, many customers became certified to meet HSBC's deadlines with palm oil customers in Indonesia and Malaysia achieving RSPO certifications while forestry customers in Mexico, Turkey and China have achieved Forest Stewardship Council (FSC) certification. HSBC regularly monitors the progress of existing customers towards meeting these standards, exiting non-compliant customers when contractual obligations allow, and assisting others towards compliance. Between 2016 and 2017, HSBC supported 12 customers in adopting public NDPE commitments. This success story is important for advancing gender equity and inclusion as RSPO and FSC certifications both include criteria on gender and Indigenous rights. For instance, the FSC states that **“the Organization shall promote gender equality in employment practices, training opportunities, awarding of contracts, processes of engagement and management activities,” and it is defined by nine indicators to enhance the consistency of implementation of gender equality in all standards of the FSC system.** The FSC has also developed guidance on the implementation of the right to FPIC with the aim to assist all parties involved in FSC certification in safeguarding the rights of forest dependent Indigenous peoples and local communities in or near FSC certified operations.

4.0

HOW CERTIFICATIONS CAN ADVANCE GENDER EQUITY AND INCLUSION

RECOMMENDATIONS AND RESOURCES

As the demand for certified products continues to grow, the following recommendations can enable TFA 2020 Partners from across government, civil society, and the private sector to approach certifications as a way to promote and achieve inclusive supply chains. Select resources are provided to demonstrate how stakeholders can approach these opportunities.

1.0

WHY GENDER AND INCLUSION IN TFA 2020 GOVERNANCE, ACTIVITIES AND PROJECTS MATTER

IF YOU WANT TO...

...ensure inclusion and the promotion of gender equity in supply chain activities, consider the use of certifications that include these areas as criteria.

...link certifications with other benefits and incentives—such as land tenure—investigate the use of visionary approaches, such as innovative finance models.

...create minimum standards, consider requiring customers and providers to adopt inclusive certifications.

2.0

CREATING AND APPLYING GENDER EQUITY AND INCLUSION IN POLICIES AND PRINCIPLES FOR TFA 2020 PARTNERS

CONSIDER THESE RESOURCES...

- ✓ For instance, the [Africa Palm Oil Initiative](#) is TFA 2020's first Signature Initiative that convenes the commitment of nine countries throughout West Africa. It encourages the use of certifications, such as [The Roundtable on Sustainable Palm Oil \(RSPO\) Certification Standard](#), which certifies 21% of the world's palm oil supply and includes considerations on the legal, social and ethical rights of Indigenous customary laws, values and traditions.
- ✓ The Forest Stewardship Council's (FSC) [National Forest Stewardship Standards](#) set out global requirements that are adaptable to regional and national levels to reflect the diverse legal, social and geographical conditions of forests throughout the world. It has guidance on [Promoting Gender Equality in National Forest Stewardship Standards](#)—designed to facilitate including gender equality requirements in its standards.

- ✓ ['The Innovative Financing Scheme'](#) in Indonesia connects one million smallholders with training, support for ISPO certification and government-granted land titles, benefiting otherwise vulnerable, often Indigenous, populations. The ISPO certification also does not allow for discrimination on the basis of gender.

- ✓ HSBC's [Sustainability Risk](#) policies strive for investment accountability—including considerations for gender equity, Indigenous rights and protecting vulnerable people from exploitation—through certifications.

3.0

APPLYING GENDER EQUITY AND INCLUSIVE INTERVENTIONS THROUGHOUT TFA 2020 SUPPLY CHAINS

4.0

HOW CERTIFICATIONS CAN ADVANCE GENDER EQUITY AND INCLUSION

RECOMMENDATIONS AND RESOURCES (continued...)

IF YOU WANT TO...

...understand how gender analyses can provide insights on how certification mechanisms impact women and men, use existing studies as a guide.

...learn more about approaches that help ensure the protection of Indigenous rights, evaluate studies on the use [FPIC](#) processes in certifications or standards.

...create accountability mechanisms to improve existing certifications that increase competitiveness, consider third-party audits.

CONSIDER THESE RESOURCES...

✓ Proforest commissioned a [gender analysis of the palm oil and timber value chains in Ghana](#) as part of their Africa Responsible Sourcing and Production (ARSP) Project to gain insights into the impacts of legal frameworks and voluntary certification schemes on women and men in these industries. This analysis provides a concrete list of recommendations to reach certifications more efficiently—saving time and resources.

✓ For example, the Tropenbos International [Code of Conduct for working with Indigenous and Local Communities](#) demonstrates how to use FPIC as a basis for protocols working with Indigenous peoples, including through the use of certifications.

✓ [The Programme for the Endorsement of Forest Certification](#) (PEFC) is a non-profit that provides independent certification for sustainable forest management. The PEFC has formulated clear criteria regarding the rights, knowledge and resources of Indigenous communities, referring to FPIC as a guiding principle.

✓ General Mill's [Slavery and human trafficking statement](#) highlights the use of third-party responsible sourcing audits to ensure compliance with company standards regarding slavery and human trafficking, health and safety, the environment and business integrity throughout the supply chain—in conjunction with certifications.

1.0

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HOW CERTIFICATIONS CAN ADVANCE GENDER EQUITY AND INCLUSION

This Resource Guide was prepared by IUCN with the support of USAID under its partnership on Advancing Gender in the Environment (AGENT). More information on this document can be found on the [TFA 2020 Publications](#) site.

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ABOUT AGENT

This Resource Guide was produced by Advancing Gender in the Environment (AGENT). AGENT is a ten-year program launched by the United States Agency for International Development (USAID) in 2014 and implemented by the International Union for Conservation of Nature (IUCN). The purpose of the partnership is to increase the effectiveness of USAID's environment programming through robust gender integration and improve gender equality and women's empowerment outcomes in a broad range of environmental sectors. Recognizing women as agents of change, and the value of diverse knowledge, experiences and capacities of women and men alike, AGENT envisions a world that approaches environmental work at all levels with gender-responsive policy and action. AGENT drives transformation toward a more sustainable and equitable future for all.

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