



Chapter 1: Management

1.6 Gender Equality

Gender equality

In this activity, we will look at how gender equality is addressed in the standard requirements.

We will examine the actions that group management and the management of farms under individual certification need to take.



1.6 Gender Equality

No.	Base requirement	Group certification			Ind. cert.
		S-farms	L-farms	Group mgt.	S/L
1.6.1	<p>Management commits to promoting gender equality by:</p> <ul style="list-style-type: none"> • A written statement that is communicated to group members or workers • Appointing a committee (see 1.1.1) responsible for the implementation, monitoring, and evaluation of measures that promote gender equality and women's <u>empowerment</u> • Ensuring the committee includes at least one management representative with decision-making power and at least one person of each gender. <p>Note: In groups of small farms, a responsible person instead of a committee may be appointed.</p> <p><i>Please see SA-G-SD-7 Guidance Document F: Gender Equality</i></p>			✓	✓
No.	Specialized requirement				
1.6.2	<p>The responsible committee or person:</p> <ul style="list-style-type: none"> • Implements gender equality measures from the Risk Assessment and includes these measures in the management plan • Raises awareness on gender equality and women's empowerment with management and <u>group staff</u> at least annually • Is involved in remediation of cases on <u>gender-based violence</u> and <u>gender-based discrimination</u> per the Remediation Protocol <p><i>Please see A-11-SCRL-B-CH Risk Assessment Tool</i> <i>Please see A-08-SCRL-B-CH –Social Annex</i></p>			✓	✓

Read the requirements and their applicability before you move on to the next page

1.6.1

Written statement on gender equality

Management promotes gender equality with a written statement to group members or workers.



Use **posters or other visuals** to explain gender equality and management's commitment.



Write in a **language everyone can understand**.



Explain why gender equality is important.

Describe what gender equality on the farm looks like.

Explain management's actions to achieve gender equality.

Specify expected behavior from group or farm staff, members, and workers to create a safe and respectful environment for all genders.

1.6.1



Gender equality committee

Management appoints a committee responsible for the implementation, monitoring, and evaluation of measures that promote gender equality and women's empowerment.

Select committee members that:

- Are knowledgeable about gender equality and women's empowerment
- Are impartial, approachable, and trusted by the group members or workers
- Include at least one management representative with decision-making power
- Include at least one person of each gender

Note: In **groups of small farms**, a responsible person instead of a committee may be appointed.

Please see: Guidance Document F: Gender Equality

1.6.2



Gender equality committee implements risk mitigation measures

- Identifies the risks and their mitigation measures, using the Rainforest Alliance Risk Assessment Tool
- Includes the measures in the management plan
- Implements the measures

Example:

**Are women farmers
representing at least
25% of the group
members?**

No

Mitigation measure:

- Assessment of reasons why women's membership is limited

Please see: Risk Assessment Tool

1.6.2

Gender equality committee raises awareness on gender equality and women's empowerment

Promoting gender equality often requires changing attitudes and social norms. It is crucial for management and staff to understand the issues and support the process towards equal rights and opportunities for all genders.



The committee implements **awareness-raising activities such as training.**

- Conducted at least once a year
- Target management and all staff
- Can use online training modules or employ support of local organizations
- Can use posters and flipbooks made available by the Rainforest Alliance
- Can be incorporated in other training sessions

Please see: Social Annex

1.6.2

Committee is involved in remediation of gender-based violence or discrimination cases



- Addresses gender-related cases (discrimination, violence, harassment)
- Is trusted by women farmers and workers
- Represents interests of those affected by gender-based issues
- Always involved in gender-related grievances dealt by the Grievance Committee or the Assess and Address Committee
- Follows Rainforest Alliance Remediation Protocol

Please see: Social Annex

Case scenario



A tea plantation has 1000 workers in the field.

Among the 1000 workers, there are 800 women workers, 195 men workers, and 5 men supervisors.

The farm manager says, "Our farm has achieved gender equality because we employ more women than men."

?

Is this a situation of gender equality?

Think about the answer before you move on to the next page

Case scenario - Solution

The answer is “No.” Gender equality is about women and men having equal access to rights and opportunities. In this case, all supervisor positions are occupied by men.

Since most workers (80%) are women and fewer (20%) are men, supervisor positions should also be given to women and men in the same balance.





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