



USAID
FROM THE AMERICAN PEOPLE

USAID WEE COP December 2023 LEARNING EVENT

GENDER AND CLIMATE IN GLOBAL SUPPLY CHAINS:
PRIVATE SECTOR INNOVATIONS IN PRACTICE

AGENDA

Welcome and Overview

- **Morgan Mickle**, Senior Program Officer, USAID WEE CoP, Banyan Global

Presentation

- **Alice Allan**, Collaboration Director, Business Fights Poverty

Moderated Panel Discussion & Questions

- **Lisa Manley**, Global Vice President of Sustainability, Mars
- **Yaa Amekudzi**, Ghana Country Lead, Cocoa Life, Mondelez International

Wrap-Up and Announcements

- **Morgan Mickle**, Senior Program Officer, USAID WEE CoP, Banyan Global

USAID WOMEN'S ECONOMIC EMPOWERMENT COMMUNITY OF PRACTICE

Over 2,000 members



Gather and share evidence



Facilitate learning among
members



Foster engagement
opportunities

LEARNING OBJECTIVES

1. Understand the intersection of gender and climate in global supply chains.
2. Gain knowledge of how private sector companies are combining climate and social strategies to drive sustainability.
3. Learn about practical private sector programs aimed at achieving both positive gender and climate outcomes.



— THE INTERSECTION OF GENDER AND CLIMATE IN GLOBAL SUPPLY CHAINS



PRESENTER



Alice Allan

Collaboration Director

Business Fights Poverty

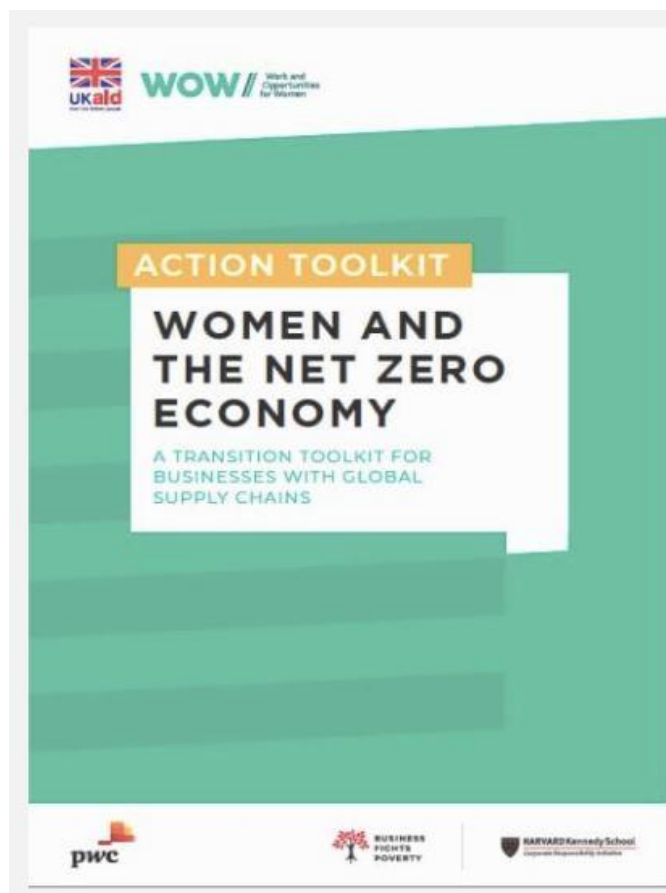
Introduction

Work and Opportunities for Women (WOW) is...

The UK Government's flagship women's economic empowerment programme (2018-2024). Current focus on the intersection of climate and gender.

Business Fights Poverty is...

A social impact network of 30,000+ individuals from business, civil society and government.



Together, we launched a toolkit at COP 26

- For businesses.
- Led to research that assessed the impacts of climate change on women workers in the tea, cotton, and fresh produce supply chains.
- Resulted in pilot projects with four companies working in plastics, tea, horticulture, and fresh produce.

Why businesses should address gender and climate together in supply chains

Why women?

Women are invisible yet vital to the workforce in climate-affected supply chains.

Women have less access to transition related jobs STEM/green energy.

Women are 14x more likely to die in a climate related disaster.

Women's involvement in both adaptation and mitigation strategies is a proven success factor.



Business case

It helps meet net zero targets.

It helps meet investor interest.

There is regulatory imperative.

It can achieve impact and spur innovation.

Examples of action in the supply chain

Raw Materials Primark Cotton Connect, India: Through training women farmers at organic farmer schools, the program has seen a 44% reduction in pesticides used, 10% drop in water used, and 200% increase in women's incomes.

End of Life The Body Shop Fair Trade recycled plastic program (2019), sources plastic from marginalized, waste pickers in India, offering a fair price, steady income, and better working conditions in an informal sector. In 2020, the program saved 725 MT of CO2 and by the end of 2021, The Body Shop aimed to purchase over 900 tons of recycled plastic for their shampoo and conditioner bottles.



Manufacturing / Processing Miro Forestry: Sustainable forestry and timber business in Ghana and Sierra Leone. Undertook a workforce diagnostic and set a target to increase the number of women in the workforce from 26% to 40% over the next two years, including via mentorship and upskilling.

Distribution Since 2011, Frontier Markets has saved 1.5 million tons of carbon through the distribution of 815,000 clean energy products in 2,000 communities. Its Women Leadership Council ensures a strong gender-lens is applied. Its salesforce consists of over 10,000 rural women entrepreneurs.



**BUSINESS
FIGHTS
POVERTY**

WOW //

Work and
Opportunities
for Women

WOW's gender and climate business partnerships



KENYA: Harnessing farmer voice radio to enable women tea smallholders to adopt climate smart agriculture



MALAWI: Ensuring a tree planting programme to achieve carbon removal units benefits women tea farmers



KENYA: Building women's leadership roles in climate smart approaches

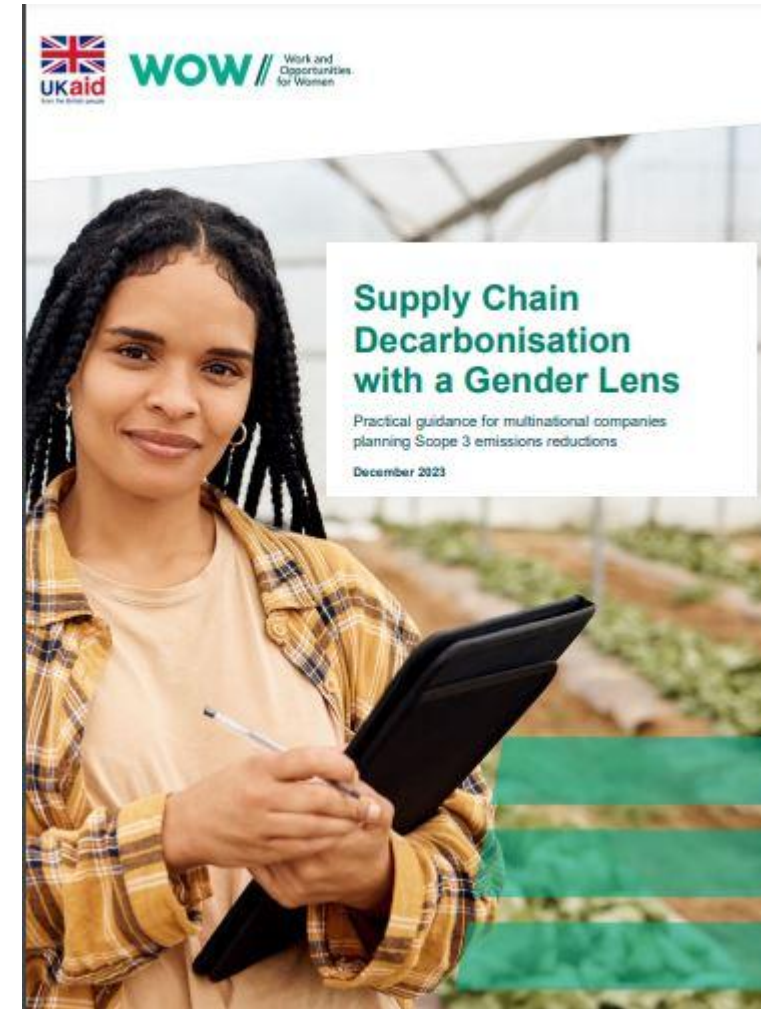


INDONESIA: Assessing impacts on women waste pickers in plastics recycling

What can businesses do to address gender and climate change in supply chains?

Incorporate gender into NetZero decarbonization planning with a 4 step process:

1. **Strategy and Regulation** – e.g., the EU’s Corporate Sustainability Reporting Directive (CSRD) as well as recommendations in the US, could make Scope 3 emissions reporting mandatory.
2. **Heatmap** – overlay where your emissions hotspots are and where the big human rights risks facing your women workers are. Use this as an opp to bring E and S colleagues together.
3. **Actions to decarbonise**
 - a. **Supplier incentives** (eg Prioritise suppliers leading on decarbonisation and/or gender)
 - b. **Procurement choices** (eg sourcing from women owned businesses)
 - c. **Products and services** (eg switching to renewable energy options/ regenerative agriculture and including women in the switch)
 - d. **New business models** (eg circularity – where are options for women to be involved in waste and recycling).
4. **Carbon Removal Units** – IF and only if, residual emissions remain consider high quality carbon credits or insetting efforts that benefit women. e.g. See W+Standard from WOCAN



Resources and next steps

- For all WOW reports and guidance – visit www.fcdo.gov.uk, including latest report from COP28
- March 2024 - UK Govt will host event on WEE and green growth, Wilton Park
- April 2024 - Africa Investment Summit, London
- End 2024/start 2025 - Evidence from pilots and what's next for WOW programme

Other relevant business networks:

Climate Resolute Coalition (Mondelēz, Amazon, Mars, Avaada)

Transform to Net Zero (BSR, Nike, Danone, Microsoft etc.)

— PANEL DISCUSSION



PANEL DISCUSSION

MODERATOR



Alice Allan

Collaboration Director

Business Fights Poverty

PANELISTS



Lisa Manley

Global Vice President of
Sustainability

Mars



Yaa Amekudzi

Ghana Country Lead, Cocoa Life
Program

Mondelēz International

— QUESTIONS & ANSWERS



WRAP UP AND ANNOUNCEMENTS



Participant Poll

Call for Member Spotlights

Want to feature your activity in a future USAID WEE CoP monthly communication?

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Email the USAID WEE CoP with questions at:
fundcop@banyanglobalgita.com



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