

Living Income Community of Practice

Topic specific 2024 webinar series

The Living Income Community of Practice

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Gender - Focused Living Income Interventions

Thursday, April 25, 2024

14:00-15:30 UTC+1 (UK time)

Today's Facilitators



LICOP moderator
Christina Archer
Strategic Advisor
Sustainable Food Lab



Carla Rodriguez
Project Coordinator, Impacts
and Innovations
ISEAL

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**SUSTAINABLE
FOOD LAB**

Session Guidelines

RECORDING

- This session is being recorded and this will be shared with all participants on the Living Income webpage within 2 weeks.

INTRODUCE YOURSELF

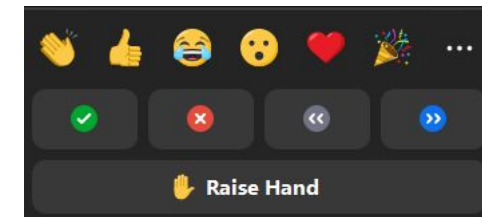
- Edit your name and add your organisation in brackets; e.g., [Carla \(ISEAL\)](#)
- To do this, simply click on the “Participant button”
- Next, in the Participant list, next to your name click on “Rename”

HOW CAN I ASK A QUESTION/COMMENT?

- **Raise your virtual hand** (look for this at the bottom of the Participant list) and organisers will call on you and you can unmute yourself
- Or pop the question in the **chat box**
- Please keep yourself muted when not speaking

TECHNICAL DIFFICULTIES?

Reach out to [Natalia Dabrowska](#) in the chat box or to livingincome@isealalliance.org



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Easy Retro

We want to learn as a community, use the Easy Retro board to leave your comments on these following questions



Gender-focused Living Income interventions

Share your questions and comments with us! Let's learn together how Gender equity could play a key role in closing income gaps.

Sort by order ▼

⋮ How do you think gender equity can contribute to closing income gaps in your own community or sector? ⋮

⋮ Any additional challenges you want to highlight, in addition to the ones noted today? ⋮

⋮ What specific areas or aspects of Gender and Living Income would you like to deepen your knowledge on? ⋮

+

+

+

Type something...



Save

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Living Income Community of Practice is open to any entity committed to learning on the topic of Living Income and improving livelihoods of smallholder farmers

www.living-income.com

The Living Income Community of Practice Objectives



Increase understanding of living income measurement and the income gap



Identify and discuss strategies for closing the income gap



Share learning and facilitate collaboration between actors

Agenda

Introduction and Framing (20m)

- Brief introduction of living income & strategies to close the gap
- Gender in the LI benchmark process - Anker Research Institute

Content (30m)

- Gender specific barriers to earn a LI and challenges in practice e.g. actual income.
- Main levers for closing LI gaps by promoting gender equity.

Practical examples (20 m)

- GIZ project: Women-Data cooperative in India (local time 6:30 pm)
- Rikolto (example of gender sensible LI work in Cocoa in Ecuador and Coffee)

Questions and concluding remarks (20m)

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Gender- Focused Living Income Interventions



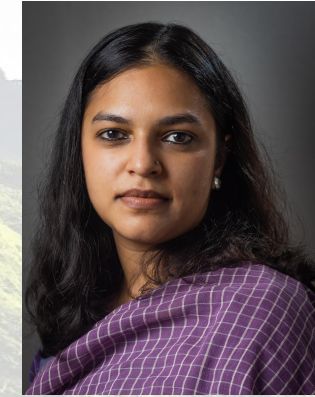
Sally Smith
Gender Lead and
Senior Researcher,
**Anker Research
Institute**



Valerie Jaeck
Advisor on Living
Income/Living Wage
and Gender Equity,
INA **GIZ Germany**



Anna Kuehnel
Advisor on Forest
Landscape and
Sustainable Trade **GIZ El
Salvador**



Astha Kapoor
Co-Funder of **Aapti
Institute**



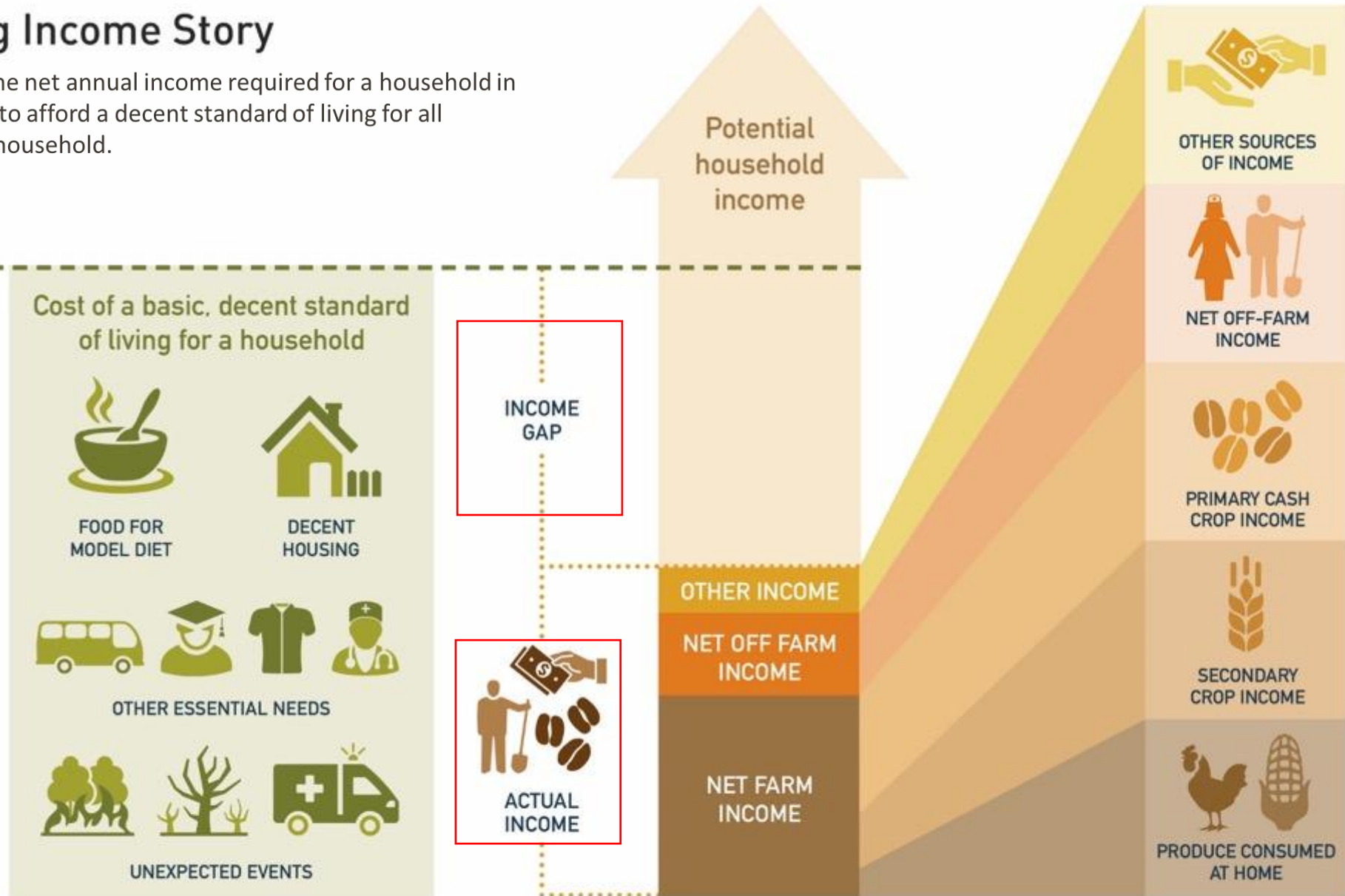
Mariela Wismann
Director for Latin
America. Good Food for
Cities Program.
Rikolto



Lith Montes
National coordinator of
coffee projects in Peru,
Rikolto

The Living Income Story

Living Income is the net annual income required for a household in a particular place to afford a decent standard of living for all members of that household.



Strategies for closing income gap

The Living Income Community of Practice



PRODUCTION AND QUALITY

- Professional producer orgs
- Improved quality
- Farm service delivery
- Access to finance
- Risk mitigation tools
- Value Addition
- Income diversification



PRICE & TRADING PRACTICES

- Supplier management
- Pricing and transparency
- Certifications and quality premiums
- Minimum pricing
- Public reporting
- Consumer engagement
- New product development

Farm and Value Chain Strategies



LANDSCAPE & COMMUNITY DEVELOPMENT

- Watershed / forest protection
- Community based income projects
- Social protection
- Land tenure
- Women's economic empowerment



SECTOR & GOVERNMENT POLICY

- National sector strategies
- Sector price mechanisms
- Supply management
- Rural economic development policy
- Due Diligence legislation

Community, Landscape, Sector Strategies



Sally Smith
Gender Lead and
Senior Researcher,
**Anker Research
Institute**

Anker Research Institute gender in the LI benchmark process

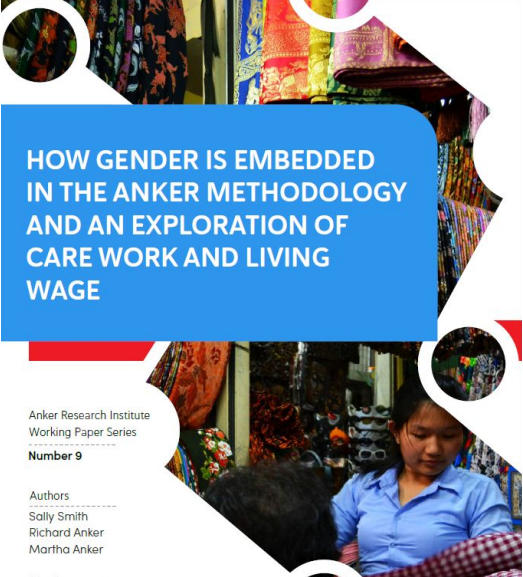


Gender and the Anker Methodology®

Sally Smith, Gender Lead & Senior Researcher



Anker Research Institute Gender Program




HOW GENDER IS EMBEDDED
IN THE ANKER METHODOLOGY
AND AN EXPLORATION OF
CARE WORK AND LIVING
WAGE

Anker Research Institute
Working Paper Series

Number 9

Authors

Sally Smith
Richard Anker
Martha Anker



Anker Research Institute Estimates & Research About Get involved English Support us

Gender Pay Gap Program

PAGE CONTENT
[Measurement](#)
[Gender pay gap studies](#)
[Gender & Anker Methodology](#)
[Gender studies](#)
[Events & important dates](#)

Equal opportunities and equal pay for women and men workers are long-established human rights.

- Working Paper on Gender and the Anker Methodology®
- Gender pay gap studies at workplaces in global supply chains
- Analysis of gender gap to a living wage
- Training and capacity building on gender and wages
- **PLANNING:** Working Paper on gender and living income measurement & strategies

Gender and the Anker Methodology® for estimating living income

- Anker Methodology is “gender aware” in each step of the process of estimation
 - Time required for unpaid care work is considered
 - Gender perspective is reflected in the way costs of food, housing, education, healthcare, and all other essential needs are measured

Time for unpaid care work is considered

- Unpaid care work includes childcare, shopping, cooking, cleaning, washing clothes, etc.
- Women and girls do more of this work than men and boys
- Anker Methodology limits amount of time required for food shopping and preparation of meals, and for collecting water and firewood
- Can add 5% to cost of living for financial support for relatives, including when they provide unpaid childcare



Food costs include a gender perspective

- Number of calories required considers gender differences and needs – including during pregnancy
- Prepared foods purchased and included in model diet
 - Reduces time for cooking
- Cost of meals purchased away from home included in living costs
 - Reduces time for cooking
- Cost of model diet is based on people's shopping habits and includes margins for spoilage and wastage
 - Reduces time for shopping and preparing meals



Housing costs include a gender perspective

- Housing standard requires adequate ventilation of smoke and fumes from cooking
 - Mostly protects health of women and girls
- Housing standard requires access to water within reasonable distance from home
 - Reduces time spent collecting water
 - If not possible, time spent collecting water is monetized and included in living costs
- Time spent collecting firewood and preparing cooking fuel included in living costs when important
 - Reduces time spent collecting firewood and preparing fuel



Cost of education, healthcare and all other essential needs include a gender perspective

- Sufficient funds included for educating all girls and all boys through secondary school
 - Includes early years education when this is commonly paid for in study location
- Sufficient funds included for decent health care including for sexual and reproductive health
- Expenditure on care services (e.g., childcare, domestic workers) included in 'all other essential needs' when commonly paid for in study location



Gender-sensitive interventions to close the Living Income Gap



Valerie Jaeck
Advisor on Living
Income/Living Wage
and Gender Equity, INA
GIZ Germany







Anna Kuehnel
Advisor on Forest
Landscape and
Sustainable Trade
GIZ El Salvador

Gender-sensitive interventions to close the Living Income Gap



Our goals

-  Ensure agricultural products are produced and traded sustainably.
-  Stop deforestation to protect the climate and biodiversity.
-  Enable agricultural workers to earn a decent living through their labour.
-  Increase productivity per acre to feed a growing world population.

General and raw materials expertise

-  Digitalisation
-  Deforestation-free supply chains
-  Living incomes and wages
-  Sustainability standards
-  Gender equality

Raw materials expertise



Multi-actor partnerships (MAPs)

Raw material specific multi-actor partnerships / INA providing secretarial functions



Other multi-actor partnerships, initiatives, working groups



Implemented through INA

Pilot projects, emergency aid and digital tools provided by INA



Strategy team / EU



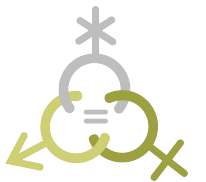
Communication and events



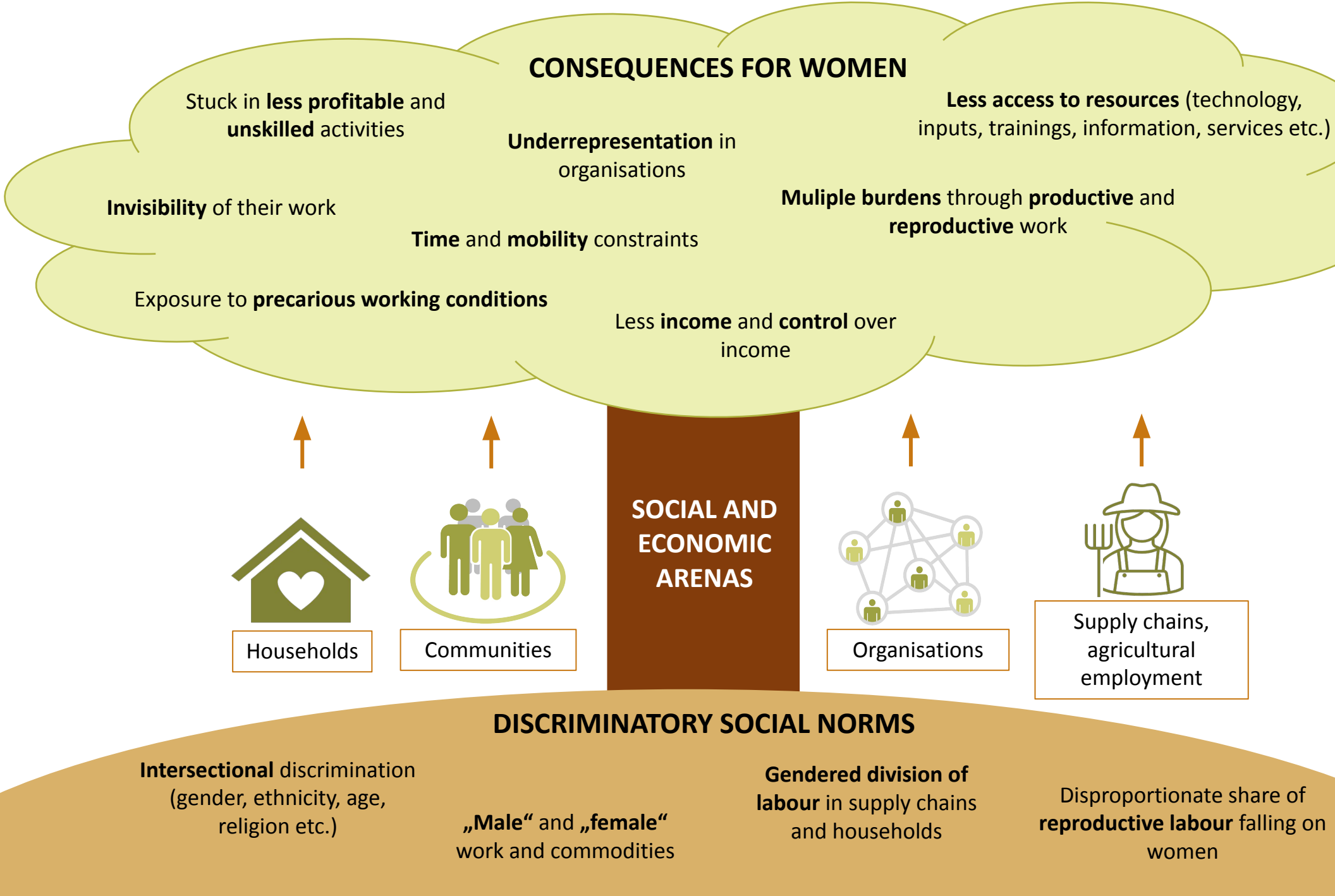
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Setting the scene



Genderspecific challenges in agricultural supply chains



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Effective Living Income interventions with gender leverage





Challenge:

traditional price interventions, which often reach male farmers through commercial intermediaries



Potential Solutions:

- Ideally, direct payments are fixed amounts paid directly to women at beginning of a production cycle
- can either be conditional (as in the [Nestlé Income Accelerator Program](#)) or non-conditional



Impact:

- experience with unconditional cash transfers worldwide particularly effective in building resilience, reducing risk, and enabling poor households to overcome income shocks and make necessary investments to reduce poverty
- female investments often flow right into the community, e.g. in areas such as health and education
- increasing economic freedom for women can lead to an increase in violence





Hard Facts about women in the rural Colombia:

- In paid work, women receive 34.5 % less than men.
- Women work, on average, 1 hour and 11 minutes more than men per day.

"Notas de Juventud" is part of the coffee cooperative COOCENTRAL's program for female coffee growers and promotes the inclusion, empowerment, leadership and generational continuity of women and young people in the coffee sector.



Solution:

inclusion of women and young people in the coffee growing and knowledge-sharing



Benefits for the farmer:

- ☐ Improving household incomes
- ☐ Increasing women's leadership, self-efficacy and participation
- ☐ Improved coffee productivity and quality





Challenge:

There is a high risk that women will be left behind by digital technologies (digital gender gap).

Potential Solutions:



Offers and products must be geared towards women, their needs and preferences and therefore be attractive to them. Bundled solutions **can address several hurdles for women** at the same time.



Impact:

- Promoting economic opportunities and participation,
- Strengthening access to markets and better networking,
- improving income and empowerment.





Hard Facts about women in the rural India:

- ca. 75% of full-time farm workers in India are women
- 1/3 of women farmers work as unpaid labourers
- Only 12.8% of country's Land is owned by women

Megha Mandli, part of SEMA (Self-Employed Women's Association), is a co-operative with 1001 members in the Gujarat's Tapi District.



Solution:

Cooperative pools data of the farmer and negotiate better conditions for their members



Benefits for the farmer:

- ☐ Provides farmers access to seed and tools
- ☐ And to healthcare and insurance
- ☐ Savings and credits





Challenge:

Social and family constraints, a lack of financial capital, negative attitudes towards female employees and a lack of awareness of the opportunities themselves inhibit women's development opportunities.



Potential Solutions:

Poverty reduction programs that **take a holistic approach** to promoting livelihoods in combination **with other safety nets**.



Impact:

Leads to improved education, health and social opportunities for women and girls.





Hard Facts about women in the rural Honduras:

- Limitations in access to basic services and econ. opportunities
- Vulnerability to violence
- Gender gap in terms of participation at the organizational or political level

APROLMA (Asociación de Productoras Libres de Marcala)
Founded in the 1990s to work together for better living conditions for women and their families.



Solution:

- Joint income generating projects,
- Lending for land purchase or seedlings, fertilizer,
- educational work,
- Political advocacy,

Benefits for the farmer:

- ☐ Capacity building
- ☐ Provides farmers access to technical assistance
- ☐ Savings and credits
- ☐ Access to market



Zu Besuch in Honduras – Arolma | Flying Roasters



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How to get started...

Overview of helpful tools



Gender tools

General / wide-ranging tools



Focus on agriculture & agricultural supply chains



Focus on due diligence & decent work



Link: [Gender in practice \(nachhaltige-agrarlieferketten.org\)](https://nachhaltige-agrarlieferketten.org)

General: Women's Empowerment Principals

Author/Developer:

UN Women & UN Global Compact

Target group:

Companies

Goal:

Holistic toolkit for companies to promote gender equality and the empowerment of women in the workplace, in their supply chains and in society.



Link: [Home](#) | [WEPs](#)





Focus on agriculture & agricultural supply chains: IDH Gender Toolkit

Author/Developer:

IDH

Target group:

Companies and supply chain actors

Goals:

- Presentation of the business case for gender
- 6-step roadmap for integrating gender aspects into supply chain approaches/projects

Link: [Gender-Toolkit-with-Guide-1.pdf \(idhsustainabletrade.com\)](https://idhsustainabletrade.com/Gender-Toolkit-with-Guide-1.pdf)



About:

- Inspiration to integrate gender aspects into supply chain approaches.
- you will find practical case examples from similar sectors and projects that we work in.
- Showcase of in which gender in sustainability projects.
- opportunities to integrate gender aspects in different programming steps of projects and inventions.



Focus on due diligence and decent work: SheDil

Author/Developer:

Forum for Women and Development (FOKUS) with the support of the Norwegian Ministry of Foreign Affairs

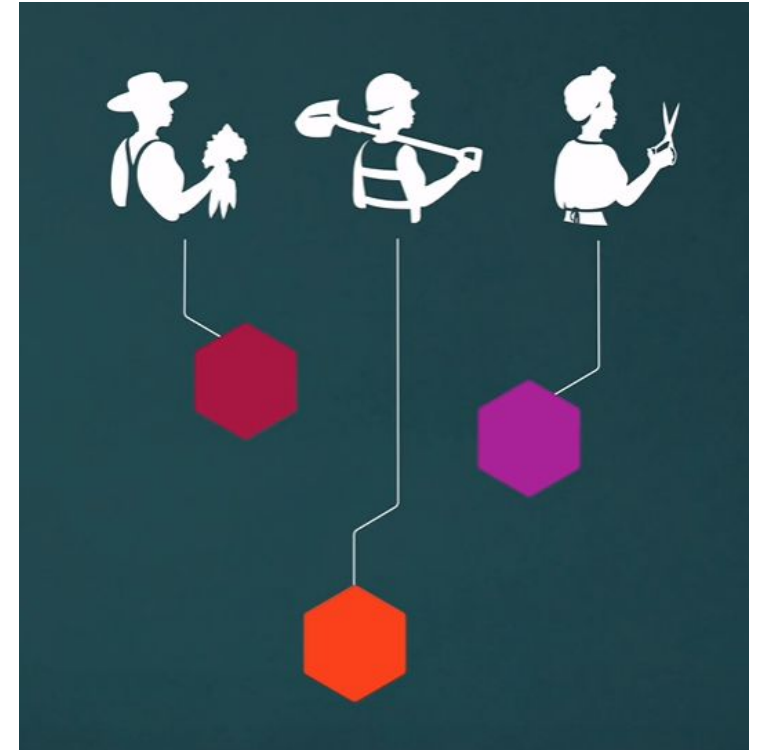
Target group:

Companies (e.g. in the agricultural sector)

Goals:

1. Supporting companies to integrate the gender dimension into their due diligence processes
2. Provision of a step-by-step, sector-specific roadmap with concrete recommendations

Link: [SheDil](#)



About:

- Specific for Agricultural, extractive and garment / footwear sector
- Advises each sector at what to pay particular attention to
- Provides key steps and actions



Astha Kapoor
Co-Funder of Aapti
Institute

Digital Inclusion and use of Data at women's agricultural cooperative Megha Mandli


Global gender strategy to contribute to close the living income gap



Mariela Wismann
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America. Good Food for
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Rikolto



Lith Montes
National coordinator of
coffee projects in Peru,
Rikolto



GLOBAL GENDER STRATEGY TO CONTRIBUTE TO CLOSE THE LIVING INCOME GAP

rikolto



GLOBAL GENDER STRATEGY

- The purpose of this global gender equality strategy is to serve as the backbone for the development of our programs worldwide, as well as to ensure our internal readiness to have the necessary capabilities and resources to actively contribute to the elimination of gender inequalities in our sphere of influence.

Achieving gender equality in all dimensions of development, which implies working on gender mainstreaming and women's empowerment. Key to rural transformation and to the transformation of our society!



WOMEN'S EMPOWERMENT

- Access to productive resources
- Agency and (decision-making) power

GENDER MAINSTREAMING

- Structural changes in gender relations
- Agribusiness development with equal opportunities for women and men
- Production and organizational development, considering women's access, control, roles and interests.



DECENT INCOME AND HOW TO BOOST IT

PRODUCTIVITY & COST
OF PRODUCTION



PRICE &
BUSINESS PRACTICES



LANDSCAPE &
COMMUNITY
DEVELOPMENT



SECTOR STRATEGIES



Agricultural and value chain
strategies

Community, landscape, sector
strategies

5 GENDER
EQUALITY



Achieving greater gender equality is necessary for reasons of equity, but it is also necessary for reasons of efficiency.



GENDER APPROACH & CLOSING LI GAP



WOMEN
PROTAGONISTS
OF SUSTAINABLE
PRODUCTION



WOMEN'S
ECONOMIC
EMPOWERMENT



WOMEN IN
DEVELOPMENT
PLANS AND
POLICIES



WOMEN PROTAGONISTS OF SUSTAINABLE PRODUCTION AND COMMUNITY DEVELOPMENT

- Training and courses for women
- Adjustments in statutes and strategies for working with adult women and young women
- Training/strengthening of women's networks (Agency*)



https://assets.rikolto.org/libro_empoderadas_codemu_actualizado_compressed.pdf



WOMEN'S ECONOMIC EMPOWERMENT

- Land diversification and income diversification
- Producer organizations support these initiatives.
- New lines of business



ENABLING ENVIRONMENT: WOMEN IN DEVELOPMENT PLANS AND POLICIES

- Gender Policy in the coffee sector- Honduras



- Gender diagnosis in the cocoa sector - Central America





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Good Food for Cities
Program- LATAM
Director
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g

- **Lith Montes**
Sustainable Coffee & Cocoa Program
- **Peru Coordinator**
- lith.montes@rikolto.org

¡Gracias!



www.rikolto.org/latinoamerica

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¿Qué comeremos mañana?

Síguenos en redes (español)



rikoltola

Discussion and Q&A



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Living Income Community of Practice Virtual Workshop

Living Income in Latin America: Strategies, impact, and development



- Get a better understanding of living income concepts.
- Present evidence of the current situation in Latin America.
- Showcase successful strategies implemented in the region.
- Conducted in Spanish, the workshop aims to facilitate greater participation from individuals across Latin America, fostering a platform for learning, exchange, and the sharing of evidence-based experiences.
- Interpretation in English will be available

Registrations are [open](#)

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Thank you!

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