



**A S I A  
F A I R  
T R A D E  
2 0 1 6**

**Gender in WFTO-  
Asia: analysis  
of the new Gender  
Policy**

*Tanya Lutvey*

1 DISADVANTAGED PRODUCERS



2 ACCOUNTABILITY



3 PRACTICES



4



5 NO CHILD LABOUR  
NO FORCED LABOUR



6 GENDER EQUITY,  
FREEDOM OF ASSOCIATION



7 GENDER-NEUTRAL  
CONDITIONS



8 CAPACITY BUILDING



9 PROMOTE  
FAIR TRADE



10 RESPECT FOR THE  
ENVIRONMENT



2016 | Gender Equity & Living Wage for Sustainable Business Growth

**ASIA FAIR TRADE SUMMIT** ประเทศไทย



# The making of the WFTO-Asia Gender Policy

By Tanya Lutvey, Gender Specialist

# 6 NO DISCRIMINATION, GENDER EQUITY, FREEDOM OF ASSOCIATION





# Some numbers from our members in Asia...

- **49 450** Producers are women
- **75%** of total number of Producers are women
- **74.89%** of workers in our membership are women
- **48%** of management positions are occupied by women
- **45%** of Board/MGMT Committees are occupied by women

(In 2013, ILO conducted a survey of 418 private companies in Asia. Of them 26% had no women on their boards, 65% had less than 30% women, and only 14% had gender balanced boards, that is between 40-60%: [http://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---sro-bangkok/documents/publication/wcms\\_379571.pdf](http://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---sro-bangkok/documents/publication/wcms_379571.pdf) )

- **20%** of members had a Gender Policy in place

# **WFTO-Asia Gender Working Group**

- **7 members + Coordinator**
- **2 representatives from the Global Working Group**
  - **4 countries**

**(India, Bangladesh, Sri Lanka and Indonesia)**