



Ethical
Trading
Initiative



Addressing GBVH in commercial agriculture and fisheries

*The GAIA (Gender Action in
Agriculture) principles to end
GBVH*



Why principles?

- GBVH is a wide-spread endemic risk in commercial agriculture and fisheries, disproportionately affecting women and gender diverse workers.
- Risks of GBVH are driven by a myriad of factors including unequal power dynamics, lack of accountability for perpetrators.
- Businesses have a responsibility to ensure the safety of all their workers along with any visitors to their premises, including job seekers, temporary or contract workers.
- Current approaches to assess the likelihood and severity of GBVH risks fall short – social audits do not pick up these issues, and individual farms or sites are not able to address this on their own.
- We need a systems-based approach.



How we created the GAIA principles

Meaningful stakeholder engagement



45 companies



22 NGOs



4 trade unions
(including IUF,
ITUC)



22 experts,
consultancies,
MSIs, government
and international
agencies

GAIA principles

Gender-responsive human rights due diligence

Freedom of Association and collective bargaining

Accountability and prevention focused on stopping perpetrators

Victim and survivor centred approach

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1. All forms of gender-based violence and harassment are prohibited



2. Businesses commit to prevent GBVH and ensure their business partners do the same



3. Senior leadership considers the GBVH risk implications of all decisions to ensure workplaces are equal, respectful and free from GBVH



4. Policies and procedures are created and implemented to prevent GBVH in the workplace



5. Responsible purchasing practices enable action on root causes of GBVH and support sustainable production



6. Workers are employed in decent work through transparent decision making



7. Businesses enable workers to exercise their rights to and responsibilities in a GBVH-free workplace



8. All workers trust they can report GBVH confidentially or anonymously, without fear of retaliation



9. Businesses provide remedy of GBVH and hold perpetrators accountable



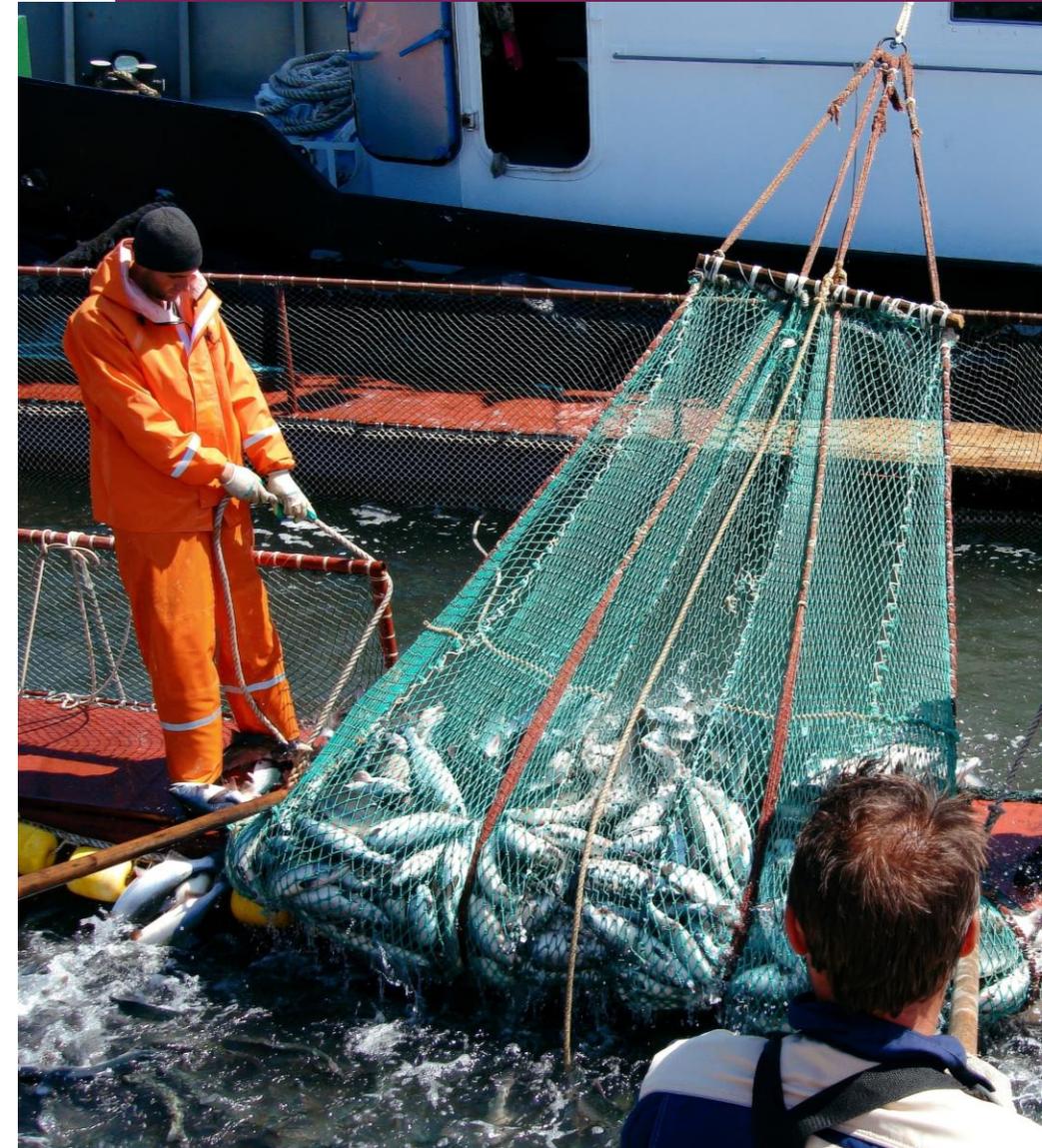
10. Businesses are accountable for GBVH and learn from GBVH risks and reports



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Key messages

- A supply-chain approach to effectively prevent GBVH that is based on shared responsibility and realized through collaborative action
- Freedom of Association and collective bargaining
- Gender-responsive human rights due diligence with MSE
- Focus on building accountability and holding perpetrators
- Victim and survivor centred approach



Find out more

- Find the principles on our webpage along with a summary and additional resources



GAIA principles

to end gender-based violence and harassment in commercial agriculture and fisheries



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Thank you

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