Social Responsibility

Kenza Podieh, Ann-Kristin Schmidt, 28th October 2026

Safe Work for Women *Trabajo seguro para las mujeres*

A Gender Perspective on Occupational Health and Safety in Agricultural Value Chains

Una perspectiva de género sobre la salud y la seguridad en el trabajo en las cadenas de valor agrícolas



Agenda

1. **Introduction to Naturland Social Responsibility and Safe Work for Women**
   Ann-Kristin Schmidt & Kenza Podieh, Naturland
2. **Practice Example from LIMBUA, Kenya**
   Doortje Maillard & Abigail Birech
3. **Practice Example from La Samaria, Colombia**
   Ceylin Karina Ceballos Charris
4. **Open discussion**
5. **Conclusion & Goodbye**



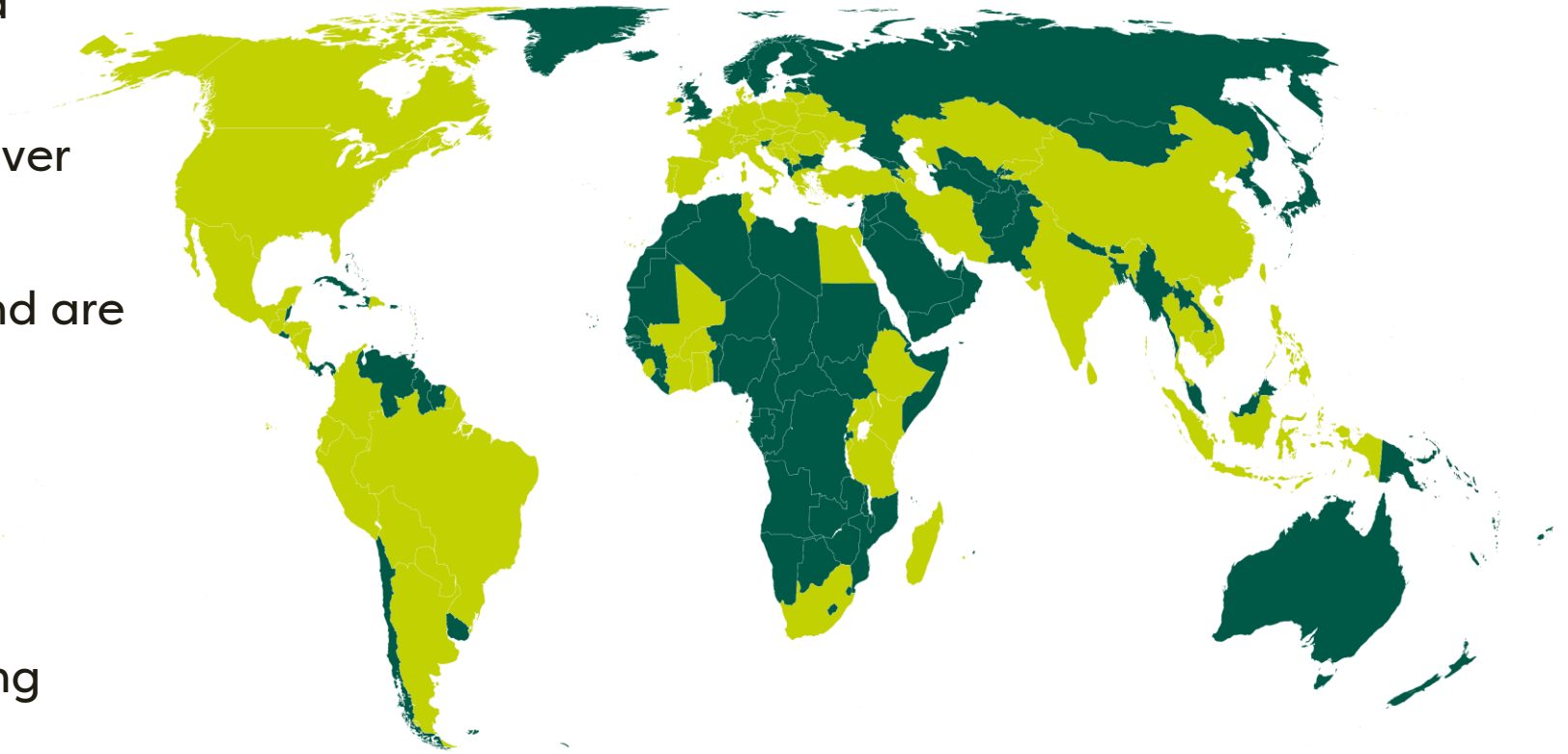
Introduction to Naturland Social Responsibility and Safe Work for Women

Ann-Kristin Schmidt & Kenza Podieh, Naturland



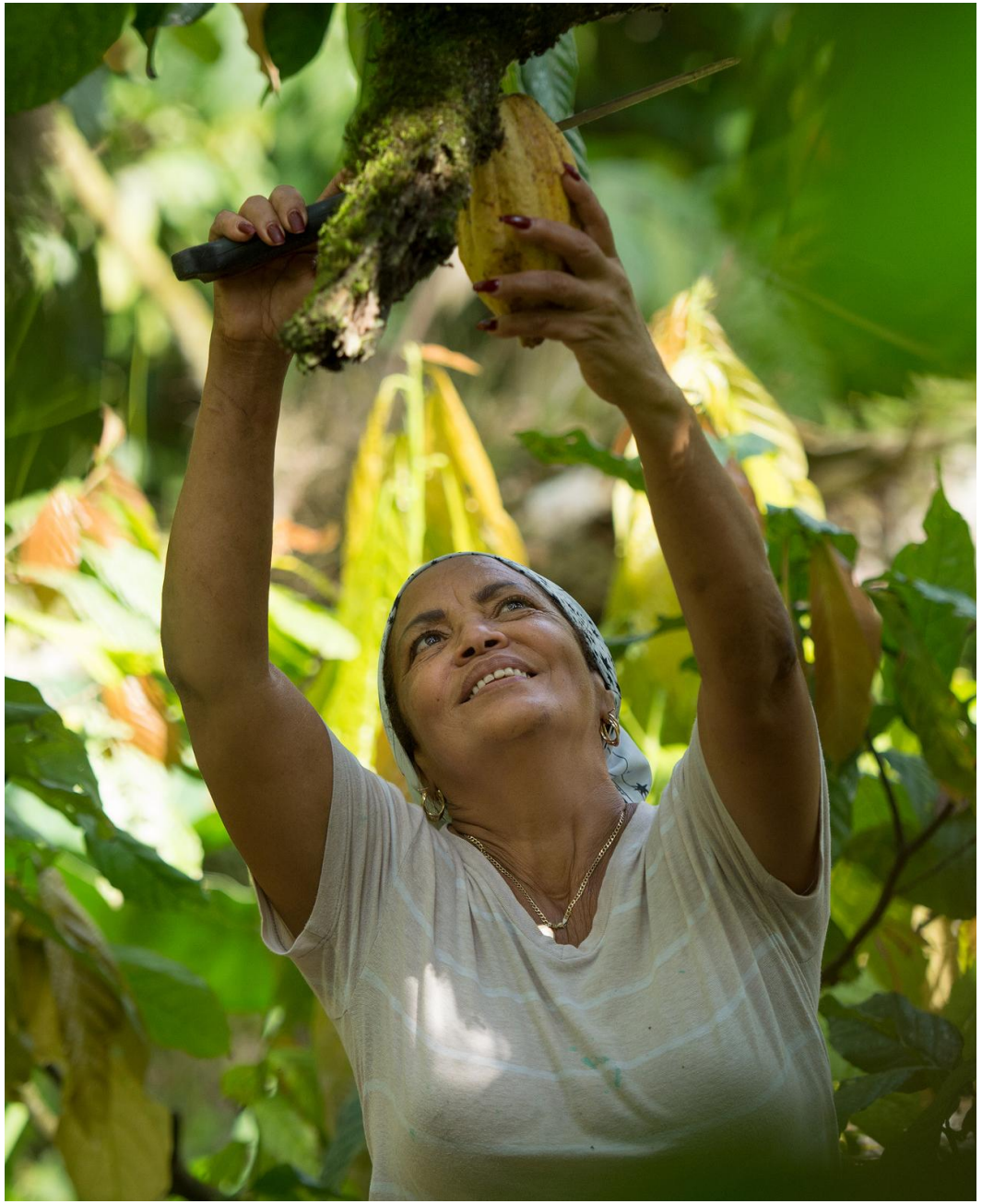
Our vision: 100 percent organic, worldwide!

- Founded in 1982 by farmers and scientists
- More than 120,000 farmers in over 60 countries
- Around 780,000 hectares of land are farmed according to Naturland standards
- Organic standards beyond EU-regulations
- Organic and social always belong together at Naturland



Social Responsibility Standard

1. Human rights
2. Free choice of labour
3. Freedom of assembly, access to trade unions
4. Equality
5. Children's rights
6. Health and safety
7. Employment conditions
    - 7.1 Contracts
    - 7.2 Equal treatment
    - 7.3 Wages
    - 7.4 In-kind payment
    - 7.5 Working hours
    - 7.6 Social benefits
    - 7.7 Complaints mechanism
    - 7.8 Further training



How does Naturland‘s Social Standard address Safe Work for Women?

- **Equal treatment:** No systematic discrimination (remuneration, career opportunities)
- **Respectful collaboration:** no abuse, harassment, violence
- **Vulnerable Workers:** protection of pregnant and nursing women
- **Sanitary facilities:** separated by gender
- **Accommodation:** lockable showers or separated by gender
- **Protection of female workers:** against discrimination in different forms



Problem: Personal Protective & Work Equipment

The “standard worker” has typically reflected male bodies from Europe or North America.

01 Poor fit

Gloves, footwear and suits may be too large or shaped for different body proportions.

02 Unhealthy posture

Differences in height, reach, hand size or strength can make controls and work surfaces difficult to use.

03 Reduced protection

Equipment that does not fit—or cannot be operated comfortably—provides less effective protection.

Solution: Design equipment around people

01 Offer PPE for diverse body types

- Provide gloves and footwear for a diverse range of sizes, including smaller hands and feet.
- Choose suits and protective clothing shaped for different body proportions, including female bodies.

02 Make machinery accessible

- Install controls, machinery and tables so shorter and taller workers can reach and operate them safely.
- Avoid setups that demand excessive force or require an unhealthy working posture.

Problem: Sanitation and Hygiene

Period stigma and inadequate facilities turn a routine health need into a workplace risk.

01 Absence from work

Inadequate facilities may force workers to call in sick during menstruation.

02 Delayed toilet use

Avoiding toilets can intensify physical discomfort and may contribute to infections.

03 Psychological strain

A lack of privacy, dignity and adequate disposal can increase stress and discomfort.

Solution: Sanitation and Hygiene

Privacy, access and hygiene must be built into every facility.

01 Protect privacy

- Separate showers, toilets and changing rooms by gender.
- Where separation is not possible, make each facility fully lockable.

02 Guarantee access and hygiene

- Always ensure access to toilets and keep them hygienic.
- Provide bins and clean running water—and ideally free menstrual products.

Problem: Gender-Typical Tasks

Different tasks create different risks—and the less visible risks can be just as damaging.

01 Visible hazards

Men's tasks more often involve heat, noise, vibration or heavy loads—risks that are easier to recognize.

02 Continuous strain

Sorting, cleaning and cracking can require the same movements and postures for long periods.

03 Hidden WMSDs

Musculoskeletal disorders may develop gradually and go unrecognized as work-related consequences.

Solution: Gender-Typical Tasks

Make cumulative ergonomic risks visible and prevent them systematically.

01 Assess the invisible risks

- Include WMSD risks in health and safety policies and health risk assessments.
- Review each task for prolonged standing, repetition and awkward postures.
- Raise worker awareness so early discomfort is recognized and reported.

02 Redesign work and build skills

- Schedule ergonomic breaks that allow workers to change posture and release tension.
- Provide adjustable workstations and PPE suitable for women.
- Run ergonomic training regularly to reduce strain while maintaining work quality.

Questions?

Ask away!

Our Speakers *Nuestros ponentes*



Doortje Maillard
Marketing Manager
Gerente de mercadotecnia
LIMBUA in Germany



Abigail Birech
Operations & Marketing
Operaciones & Mercadotecnia
LIMBUA in Kenya



Ceylin Karina Ceballos Charris
Head of Social Management
Jefe de Gestión Social
La Samaria in Colombia

Contact us anytime:



Ann-Kristin Schmidt
Social Responsibility
ak.schmidt@naturland.de



Kenza Podieh
Social Responsibility
k.podieh@naturland.de

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