

**Session 8: Strong Women for Stable Supply Chains - From Vision to Reality**

**Date: March 19, 2026, 2-5 PM**

**Location: [Bremer entwicklungspolitisches Netzwerk e.V.](#) and Online via Zoom**

**Concept**

A virtual world tour provided insights into the situation of women in the deeper supply chain from the perspective of various institutions and companies. During 5-10 minute pitches, speakers from diverse countries reported on measures for women's empowerment by companies themselves and support offers by international cooperation institutions.

In the subsequent dialogue round, participants of the hybrid event were given the opportunity to exchange ideas. The event was accompanied by graphic recording, which visually summarized the core elements of the dialogue (see page 2).



This event was conducted in cooperation with:



**Content**

Experiences from the textile, cosmetics, food, agriculture, mineral extraction, and logistics sectors were presented. Thereby it became obvious that the challenges faced by women in various global supply chains are very similar, even at the different levels: inequality in wages and comparably lower access to capital or land, double burden through caregiving for family members and household, limited acceptance by society for certain roles and endeavors taken on by women, discrimination and harassment, as well as generally physically and mentally demanding working and living conditions. Positive examples of practical measures were presented that support women in their work and life realities and, in the medium term, provide real competitive advantages for companies: enhanced female employees demonstrated more loyalty and engagement, which ultimately reduced operating costs and stabilized company processes. Additionally, the companies have received international recognition for their initiatives. Measures include enabling locally accepted childcare formats, healthy food offerings, providing adequate sanitary facilities, adapting working and

break times to the individual current live situations, promoting knowledge, skills, and self-confidence through training and coaching, raising awareness in the social environment, as well as gender-specific data collection and analysis to identify the real needs of women in companies, unrestricted representation of women's interests in companies and unions, genuine involvement of women in development and decision-making processes from the beginning, as well as the development and adherence to guidelines.

The examples showed women as confident truck drivers and poultry farmers in Kenya, mechanics and green innovators in Uganda, empowered employees in the transformation and export preparation of agricultural products in Rwanda, as well as representatives of textile workers in India. International cooperation organizations offer support for affected women and companies via their projects, e.g., through consulting, qualification measures, and the matching of skilled workers with companies.

The Global Supply Chain Coalition provides companies with concrete tools and strategies to implement the Women's Empowerment Principles in global supply chains.

Gefördert durch:

Mit Mitteln des



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Die Senatorin für Wirtschaft, Häfen und Transformation



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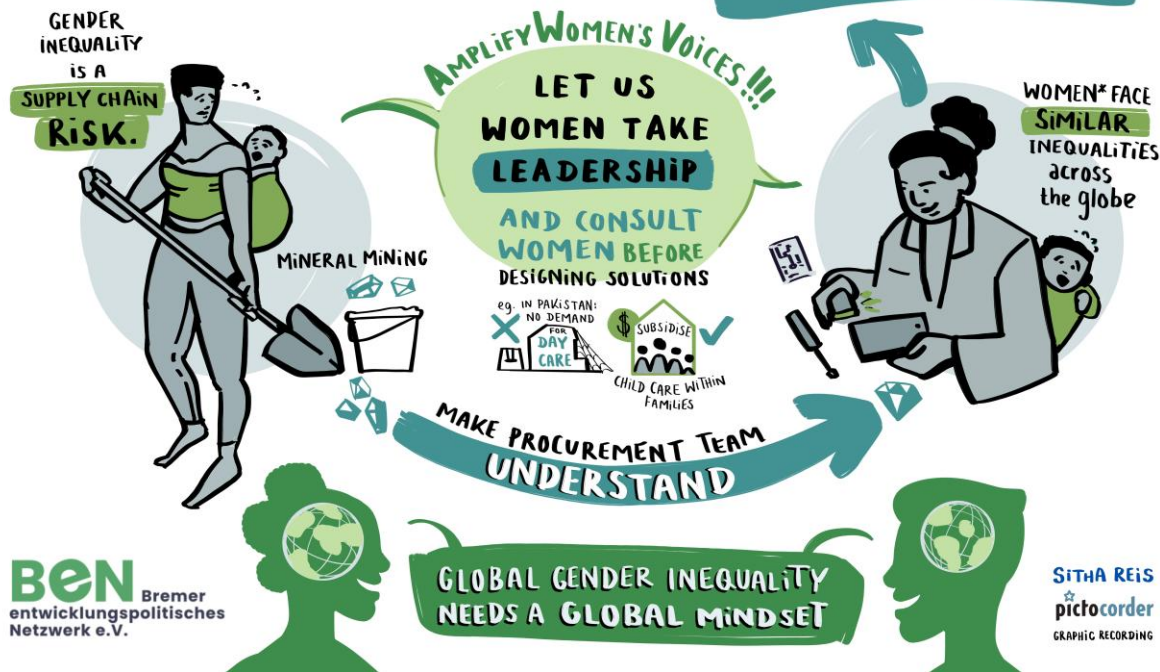
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Ergebnis Graphic Recording

**SECURE** the **WHOLE SUPPLY CHAIN** with **RESPONSIBILITY**



Further sources

- [Guidance on Gender Justice in Public Procurement](#), GIZ, 2024
- [Gender Monitoring: Stories of Impact and Excellence](#), UNDP, 2025
- [Global Empowerment Principles – Global Survey Report](#), UN Women, 2025

Acknowledgments for Contributions

We thank the following speakers of the event for their inspiring contributions:

- [Rosa Grabe](#), Head of Section for Sustainable Procurement, [FEMNET e.V.](#), Bonn, Germany
- [Natacha Kaneza](#), Freelance Consultant for Women's Empowerment in Business, [Anaya Pathways Solutions Ltd](#), Kigali, Rwanda
- [Rosie Kaytesi](#), Founder and CEO, [Kashlash LTD](#), Kigali, Rwanda
- [Marie Ange Mukagahima](#), Managing Director, [Zima Healthy Group Ltd](#), Kigali, Rwanda
- [Claudine Marie Ange Ingabire](#), Managing Director, [Tropi Wanda](#), Kigali, Rwanda
- [Jiska Gojowczyk](#), Researcher, [Südwind Institut e.V.](#), Bonn, Germany
- [Nick Stevenson](#), Head of Operation, [Africa Eco Services](#), Nairobi, Kenya
- [Benjamin Halstenberg](#), Advisor, [Sector Program Raw Materials and Development](#), [GIZ](#), Bonn, Germany
- [Valeria Morúa Hernández](#), Project Manager [Employment Promotion for Women for the Green Transformation in Africa \(WE4D\)](#), [GIZ](#), Eschborn, Germany
- [Mihwa Park](#), Coordinator [Global Supply Chain Coalition](#), [UN Women](#), New York, USA
- [Sitha Reis](#), Freelance Graphic Recorder, [Pictocorder](#), Mannheim, Germany

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