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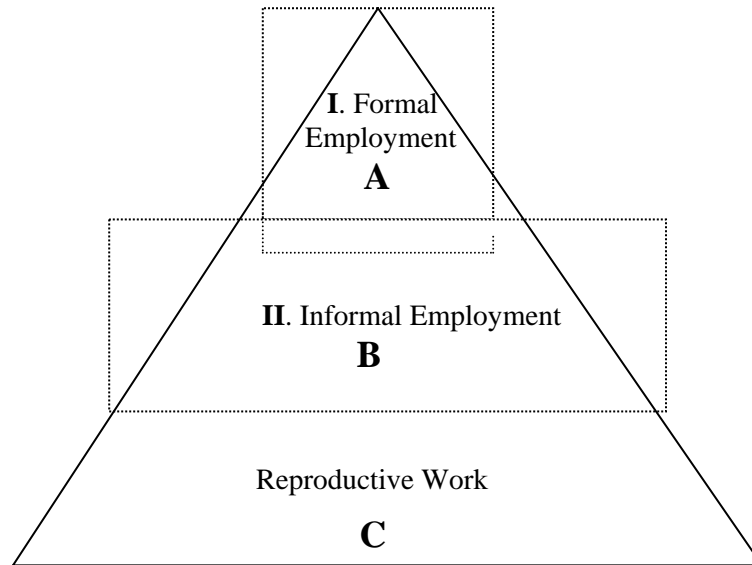
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Diagram 1: Gendered Employment and the Gender pyramid of codes.



A = Regulation and provision of formal conditions of employment

B = Regulation and provision of employment related benefits

C = Non-employment related benefits and social provision supporting reproductive work

Table 1 : Estimates of Employment in Export Horticulture in South Africa, Kenya and Zambia

	Total Employment	% Temporary or Seasonal	% Female
South African deciduous fruit	283,000	65-75%	53%
Kenyan flowers	40,000 - 70,000	65%	75%
Zambian horticulture	8,000 (veg and flowers)	60-74% (veg only)	65% (veg only)

Sources: de Klerk n.d., Kritzingler and Vorster 1995 and 1996; NZTT 1999 and calculated from farm records; Blowfield *et al.* 1998 and KFC, 2002.

TABLE 2 CORPORATE CODES OF CONDUCT - SUMMARY OF CONTENT

Code	Audited Code	S/holder participation design // implement	Linked Production	Environment	National	Freedom of	Collective	Forced Labor	Child Labor	Discrimination	Safety/ hygiene	Living wages	Regular	Abuse	Work hours	Work contract	Accommodation	Leave- holiday +	Grievance system	Management	
INTERNATIONAL INDEPENDENT																					
ETI Base	N	Y//Y	N	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	N	N	
SA 8000	Y	Y//Y	N	N	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	N	Y	N	Y	Y	
COMPANY																					
<i>Summary UK Importers</i>	Y	N	Y	Y/N	Y	Y	Y	Y/N	Y	Y	Y	Y/N	Y/N	Y/N	Y	Y	Y	Y/N	Y/N	N	
<i>Summary UK Supermarkets</i>	Y	Y//N	Y	Y/N	Y	Y	Y/N	Y/N	Y	Y	Y	Y/N	Y/N	Y/N	Y	Y/N	Y	Y/N	N	Y/N	

TABLE 3

CORPORATE CODES OF CONDUCT - GENDER ISSUES

	Discrimination	Abuse	Sexual harassment	Confidential Complaints	Reproductive rights	Maternity leave	Paternity leave	Childcare	Pregnant women	Equal pay	Equal pay/ work of equal
INTERNATIONAL INDEPENDENT											
ETI Base	Y	Y	Y	N	N	N	N	N	N	Y	N
SA 8000	Y	Y	Y	N	Y	N	N	N	N	(Y)	N
COMPANY											
<i>Summary Importers</i>	Y	Y/N	Y/N	N	Y/N	Y/N	Y/N	N	N	Y/N	Y/N
<i>Summary Supermarkets</i>	Y	Y/N	Y/N	N	N	Y/N	Y/N	N	N	Y/N	N
SECTORAL											
COLEACP	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	N
EUREPGAP	N	N	N	N	N	N	N	N	N	N	N
MPS	Y	N	Y	N	N	Y	N	N	Y	Y	N
KFC	Y	N	N	N	N	Y	N	N	Y	Y	N
FPEAK	Y	N	N	N	N	Y	N	N	Y	Y	N
ZEGA	Y	Y	Y	Y	Y	Y	N	Y	N	Y	N