

# P&C Revision 2021-2023

## Decent Work & Gender Working Group

---

### Members

Name	Organisation	Biography
Ahmer Butt	Innovatus	Ahmer is a textile graduate with a Masters degree in industrial engineering. He has 17 years of experience mainly with the development sector in promoting sustainability and fair labour standards in the textile and Ready-Made Garments value chain. Ahmer is a certified auditor for SA8000, ISO5001 and ISO14001 and is also verifier for Higg FEM and Social & Labor Convergence Programme.
Joky François	UTZ - Rainforest Alliance	Joky has studied tropical forestry at the Agricultural University of Wageningen with a specialization in Social Forestry. She has worked for around 20 years in the South (Pakistan, Ecuador and Bolivia) in the context of sustainable management of natural resources and sustainable production systems. She focuses especially on participatory learning processes, involvement of women and the promotion of processes of change. Since 2016, Joky is working for Rainforest Alliance as the lead on gender equality working towards gender mainstreaming within the organization, covering the certification program, tailored supply chain services, landscapes and communities and advocacy. She has been actively involved in the development of the new Rainforest Alliance Sustainable Agriculture Standard (2020), specifically in relation to the gender and human rights components and is still involved in providing additional tools and support in its implementation.
Luna Lee	Amazon	Luna joined the Amazon Sustainability team as a Responsible Commodity Sourcing Program Manager in January 2021. In her role, she works with a diverse group of business stakeholders to help them build more responsibly sourced upstream supply chains and she defines Amazon's responsible agricultural

		<p>commodities strategy. Prior to joining Amazon, Luna was the Human Rights Leader for EILEEN FISHER for ten years, where she engaged internal teams to integrate conscious business practices into daily operations with the goal of improving worker well-being in global supply chains. Luna holds a Master's degree in International Agriculture and Rural Development from Cornell University, USA.</p>
<p><b>Stephen McClelland</b></p>	<p>Independent consultant</p>	<p>Stephen has established ILO's third-party monitoring of child and forced labour in the cotton harvest in Uzbekistan for the World Bank in 2015-17. After Uzbekistan, he applied forced labour standards globally with partner governments, businesses and labour unions. Before Uzbekistan, he worked with smallholder cocoa farmers and other sectors in West Africa on ending the worst forms of child labour for development agencies and global chocolate brands. Stephen worked for the British Government, the UN and civil society groups. He has advised governments, the OECD, the EU, and the World Bank at senior levels. He served as a trustee on the Board of a UK charitable foundation.</p>