



Gender Policy Statement

Fair Wear Foundation (FWF) is an international verification initiative dedicated to enhancing workers' lives through the improvement of labour conditions in the garment industry and its supply chain. Workers in the garment factories are confronted with several social and health problems and violations of their rights. Often these problems affect women differently compared to men. Women are among the lowest paid, have less opportunities for promotion or training, are more represented in the most vulnerable groups of for example temporary or migrant workers and more vulnerable to harassment. Few women make it to a managerial grade. The global pay gap between men and women earnings is according to a report from the ITUC released in 2009 22%. An ILO report on Bangladesh stated that there is a persistent and large gap in earnings between women and men of 21%, which cannot even for half of it be explained by different endowments. At the same time women are less organised in trade unions or worker representative committees and thus have little voice in the workplace or the community.

FWF promotes decent work for men and women workers producing garments for FWF member companies. Because of the preponderance of women workers in the global industry and the extra obstacles women face caused by gender discrimination or unequal treatment, without a clear gender perspective in our work it is impossible for FWF and its stakeholders to improve the lives of workers in the garment/ textile supply chain. This demands a clear commitment to gender equality and a gender perspective in all FWF activities. In order to bridge the gap that women are facing, FWF will encourage better representation of women represented in the workplace. This in order to be able to effectively improve the lives and opportunities of women and ensure that their voice is heard.

The commitment to intensify efforts to fulfil the FWF labour code obligations on gender equality is set against a body of international standards on women's economic and social rights that recognises gender equality as a human right.

Gender equality will be mainstreamed into the verification process and in dedicated tools and training developed by FWF. This, we believe, will have wide social benefits, as well as being in the economic interest of workers and key stakeholders.



FWF and its members commit themselves to the following goals:

- Elimination of pay and grading structures that result in direct or indirect gender pay discrimination;
- Decent pregnancy, maternity and social protection for women workers, regardless of employment status;
- Furthermore we will pay special attention to a possible gap between men and women when striving for the following goals:
- All workers, men and women, are able to freely organise in trade unions to negotiate better conditions and pay;
- Strengthening of representation and participation of workers, men and women, in collective bargaining and other decision making processes affecting their working environment;
- Implementation of a living wage and equal pay for all male and female workers, regardless of employment or marital status;
- Job security, especially for vulnerable and 'non-standard' workers;
- Working time arrangements and other conditions of employment reflect the specific needs of both female and male workers;
- Fair promotion/recruitment opportunities;
- A safe working environment, that is free from hazard and harassment;
- Men and women are aware of their rights at work and are provided appropriate training;
- Men and women have equal access to education, vocational training and career advancement opportunities;
- Factory managers and supervisors receive appropriate training tools/opportunities on specific employment issues for men and women;
- All staff and people involved in the monitoring and verification process are appropriately briefed on the identification and remediation of discriminatory employment policies and practices;
- Member companies receive support to address gender imbalances in activities to monitor working conditions in their supply chain.