

HAVE A GENDER-SENSITIVE MAP OF YOUR SUPPLY CHAIN



CHOOSE ONE:
yes / mostly /
partly / no

EXPLAIN MORE IN DETAIL

Worker demographics

Do you collect and record gender-disaggregated data about workers?
women workers vs men workers
age - ethnic group - migrant status

Do you know if there is high turn-over among young women workers and why?

Wages

Do you have gender-disaggregated data on wages?
Overtime and bonuses

Maternity leave

Do you know if women workers benefit from maternity leave, and to what extent?
How many women took maternity in the last year?
What is that in percentage of women working in this factory?
Did they receive the full payment?
Is there childcare facilities at this supplier?
Is it functional?

Jobs and Skills-building

What is the percentage of supervisors and managers by gender?
What types of job types are done by which gender?
Do you have data on the skill levels and training required for each job?
Do you have data on what type of skills training is offered to workers, supervisors and managers to upgrade their skills?
Do you have data on how the factory determines who will be trained and/or promoted?

Employee contracts

What is covered in the employment contract?
Who (by grade and gender) holds a permanent contract or a temporary contract?

Sub-contracting:

What policies or codes of conduct exist for sub-contracting?
How are they maintained and monitored?
What is the gender division of subcontractor workers?

ADOPT A ZERO-TOLERANCE POLICY ON GENDER-BASED DISCRIMINATION, VIOLENCE AND HARASSMENT IN YOUR OWN COMPANY. EXTEND THIS POLICY TO YOUR SUPPLIERS AND OTHER BUSINESS PARTNERS AND ENCOURAGE THEM TO ADOPT A POLICY

	CHOOSE ONE: yes / mostly / partly / no	EXPLAIN MORE IN DETAIL
<p>Sexual harassment policies Does your company have an encompassing zero-tolerance policy? Is it well enforced?</p>		
<p>Do you know if your suppliers have such a policy? Do you know whether it works ? Do you have evidence for this?</p>		
<p>Anti-harassment committees Does your supplier have an anti-harassment committee? Does it meet regularly? Do they receive complaints (including more serious ones) Do workers know who is in the committee? Do workers feel comfortable in using them?</p>		
<p>Complaints mechanisms Do workers know about the complaints mechanisms? (complaints box, FW hotline?) Do they use them?</p>		
<p>Risk factors Do you know whether there are risks related to sexual harassment, gender-based violence and abuse? High overtime for women; dormitories for workers; high turnover for women</p>		
<p>Do you know whether there are occurrences of sexual harassment, gender-based violence and abuse? How were they remediated?</p>		

DO YOU SPEAK TO SUPPLIERS ABOUT IMPROVING WOMEN'S RIGHTS AND WORKING CONDITIONS? PROMOTE PROPER HR PLANNING, DEVELOPMENT OF GOOD SUPERVISORY SKILLS AMONG WOMEN AND MEN, AND SOCIAL DIALOGUE, ALSO ON GENDER ISSUES

	CHOOSE ONE: yes / mostly / partly / no	EXPLAIN MORE IN DETAIL
Do you ever discuss how to improve specifically women's working conditions, and how to ensure safety for pregnant and lactating women?		
Do you ever discuss women's specific OSH issues (E.g. sufficient availability of clean toilet facilities, toilet breaks, safety in transport and dorms, equipment)		
Do you ever discuss child-care issues (e.g. breastfeeding, child-care facilities) and whether they are effectively used?		
Do you ever discuss the potential negative impact of domestic violence on productivity, and how employers can protect workers from abuse in general?		
Do you ever speak with suppliers about promoting women – e.g. training women to become supervisors? Or how to ensure that they can benefit from opportunities for education and skilling?		
Do you ever encourage/ support management and supervisory training that includes GBV and gender issues?		
Do you ever ask whether women are consulted and take part in social dialogue processes? If they don't do you ever ask why?		

ADDRESS PRICING, SOURCING AND PROCUREMENT POLICIES AS PART OF CORPORATE ACCOUNTABILITY AND ENSURE THAT THEY DO NOT RESULT IN ADVERSE PRESSURES ON SUPPLIERS THAT MAY LEAD TO A HEIGHTENED RISK OF LABOUR ABUSES AND GENDER-BASED VIOLENCE

	CHOOSE ONE: yes / mostly / partly / no	EXPLAIN MORE IN DETAIL
<p>Do you ever talk to your suppliers about how to reduce overtime and its potential negative impact particularly on women?</p>		
<p>Do you ever encourage and/or provide gender training for your sourcing staff? When they visit a supplier, including when they inspect a new factory, they are then able to recognise and address gender issues?</p>		
<p>Do you assess the social and environmental quality of sourced products, as well as production targets and lead times?</p>		
<p>Do you build long-term buyer-supplier relationships to enable suppliers to improve working conditions on a continuous basis and address gender-based violence in a systematic way?</p>		

ENSURE YOUR CSR POLICIES AND INDUSTRIAL RELATIONS PRACTICES ARE GENDER-SENSITIVE



CHOOSE ONE: yes / mostly / partly / no

EXPLAIN MORE IN DETAIL

Are you familiar with the various international guidelines for businesses on human rights and how they can be used to prevent gender-based violence?

Do you address these through social dialogue (with trade unions and workers)?

Are you ready to partner with multi-stakeholder initiatives to find new solutions to uncovering workplace sexual harassment and violence?

Do you see a space for you to work with business organisations on these issues?

Do you see spaces for you to work with governments in promoting and implementing labour laws that guarantee decent work and freedom from gender-based violence?