

A Gender Lens to Sustainability Codes and Auditing Methodologies

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The Business of a Better World

Women in Global Supply Chains

Approximately **190 million women** are employed in global supply chain-related jobs, and women make up **60-90 percent** of the labor-intensive jobs.



The strength and resilience of supply chains is closely tied to the wellbeing of women workers, and businesses that act to empower women benefit from it.

BUT...

Women's rights and workplace-specific challenges **are often not reflected in supplier codes of conduct and are addressed in very limited ways, if at all, in the auditing methodologies** used to verify compliance with such codes.



Sustainability Codes and Audits operate in different contexts..

- **Certification schemes** which use independent accreditation to vouch for supply chain practices and typically have a building and/or consumer facing orientation and were initiated with the aim of developing alternative ways of using markets and trade to achieve economic, social and environmental justice
- Which were initially developed to **Business-to-business (B2B) standards** manage corporate risk and reputational damage and which buyers require their suppliers to adhere to, in some cases applicable to all suppliers and in others specific to particular product categories, such as cocoa and palm oil, with compliance verified through a mix of self-reporting, checks by buyers, and third party auditing.

Supply Chain Initiative Partnerships

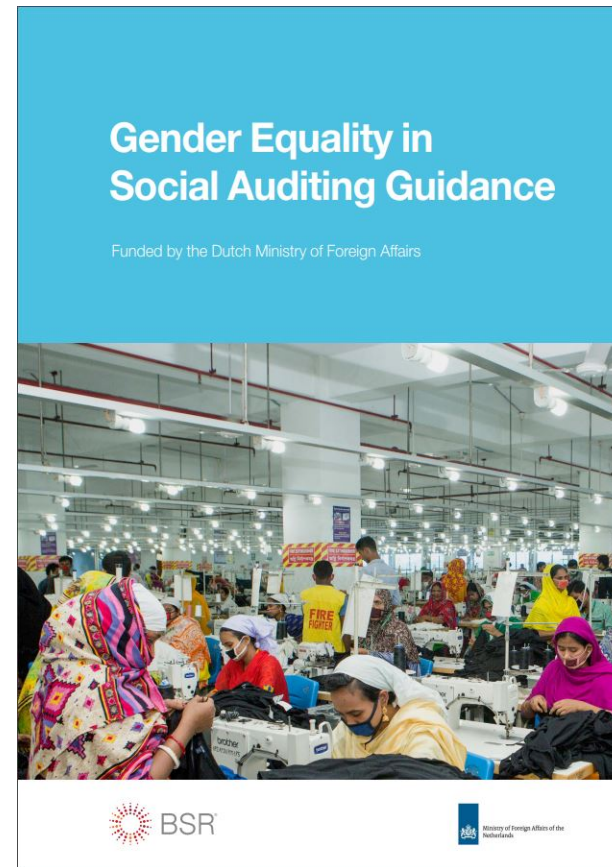
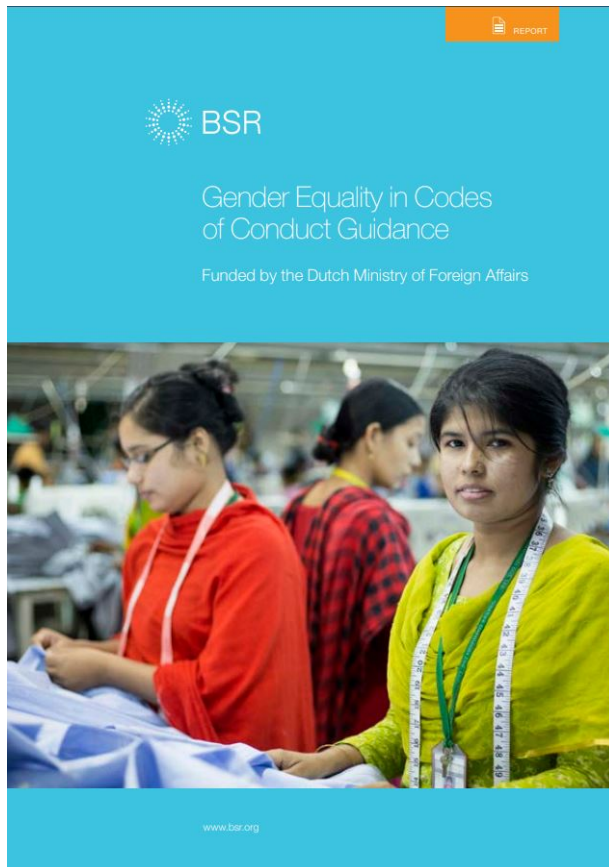
BSR is partnering with six leading supply chain initiatives to mainstream gender throughout their programs, including their strategies, codes of conduct, audit methodologies, and capacity-building activities.



Examples of activities undertaken with initiatives :

- Gender strategy development
- Review of Codes of conduct
- Review of self assessment questionnaires (SAQ)
- Business case for gender equality webinars
- In country supplier gender sensitive management systems workshops
- Industry needs assessment on gender

Resources



[Gender Equality in Codes of Conduct](#)

[Gender Equality in Social Auditing](#)

The Landscape Is Starting To Shift



- A number of companies and standard holders have started to review their standards and audit check lists from a gender perspective.
 - *Codes: Responsible Jewelry Council (RJC), ascena Inc and others to come*
 - *Auditing checklists/tools: Ethical Toy Program (ETP)*
 - *SAQs: Sedex*
 - *Gender Filter: Sustainability Map*



Methodologies

Gender Working Group



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The Gender Working Group convenes sustainability standards and MSIs. The working group **promotes good practice and integration of gender considerations** within standards, monitoring, evaluation and assurance, provides a **forum to exchange and collaborate**, and informs **the development of a BSR-led gender data impact framework**. We will focus on three priority topics.

Assurance and auditing systems

- Improving the practice and quality of **assurance and auditing systems** with respect to gender issues.

Women's voice

- Enhancing and integrating **women workers' voice** in shaping standard systems and in relation to grievance mechanisms.

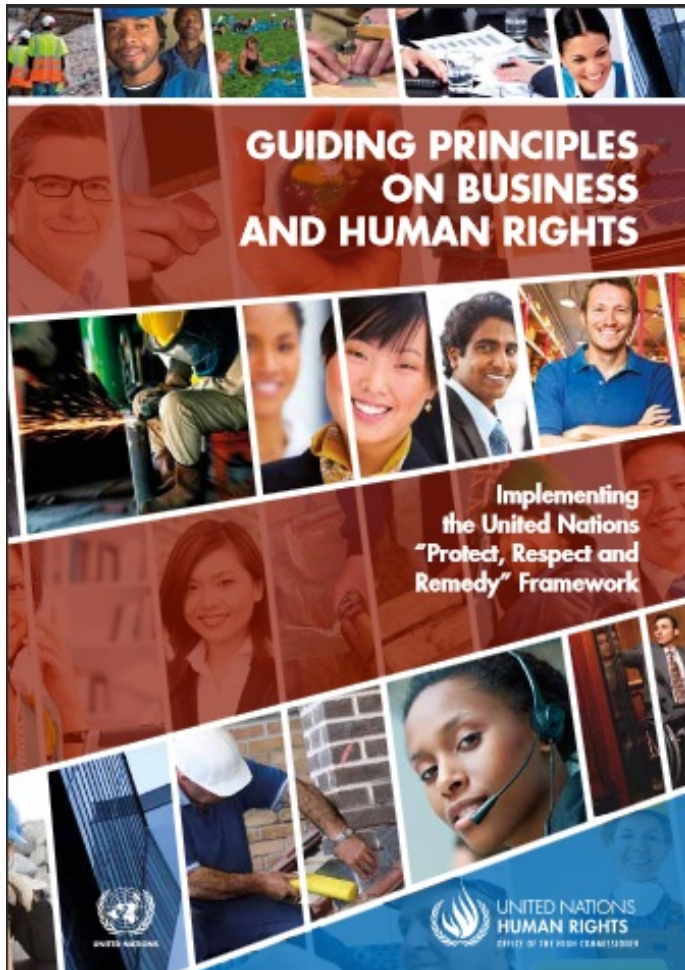
M&E activities

- Improving **M&E activities** to incorporate better measurement and tracking of outcomes for women.

Activities and Next Steps

- **Webinars**
- **In-person meetings**
- **Gender sensitive auditing workshop in India during Q2**
- **Content development**

Gender in the UNGPs: New Expectations



- In June 2019, the **United Nations Guiding Principles (UNGPs) Working Group** will present its report to the Human Rights Council on how to integrate gender more prominently into companies' due diligence process.
- This is to ensure that **the business impacts of human rights abuses specifically related to women are better identified and addressed.**
- The report is likely to lead to increased expectations on companies and stakeholders to address the areas where the human rights of women are most frequently at risk.

Thank you!

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BSR is a global nonprofit organization that works with its network of more than 250 member companies to build a just and sustainable world. From its offices in Asia, Europe, and North America, BSR develops sustainable business strategies and solutions through consulting, research, and cross-sector collaboration.



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