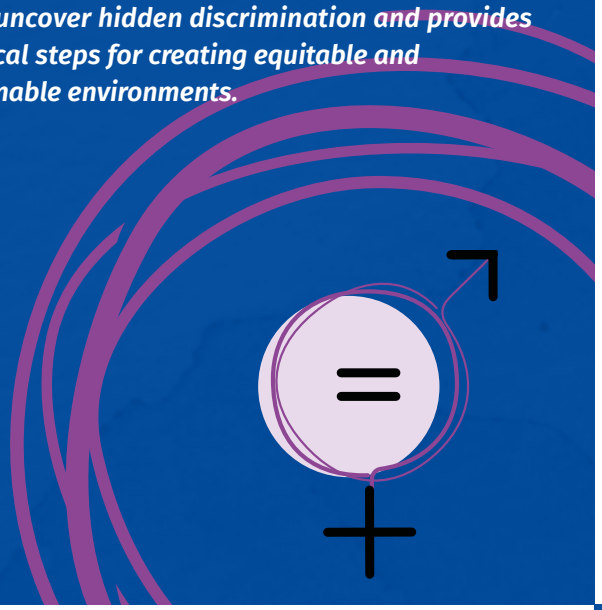
PST
PARTNERSHIP FOR
SUSTAINABLE TEXTILES

Gender Data Gap

Assessment & Action Guide

Gender inequality continues to impact workplaces globally, affecting individuals, cultures and business outcomes. This Assessment & Action Guide helps uncover hidden discrimination and provides practical steps for creating equitable and sustainable environments.



The Challenge

Female workers in the textile industry are often subject to (multiple) discrimination on the basis of gender, ethnicity, religion or disability. However, the extent of gender-specific discrimination is difficult to evaluate due to a lack of transparent data and low reporting rates. These data gaps are also reflected in the current, inadequate methology of data collection, for example audits.

Our Goal

As a result, the project developed the Assessment & Action Guide that can be used across countries and stakeholders and with which gender (in-)equality can not only be measured, but also managed and ultimately improved. The aim is to improve working conditions for women in the textile industry in the long term. After piloting in Tunisian production facilities, the tool will be made available to other members of the Partnership for Sustainable Textiles and the public.

Our Approach

In order to end gender-specific discrimination, it must first be understood. To this end, the partners involved in the Partnership Initiative „Gender Data Gap“ are developing a tool to collect data on discrimination and piloting it in two Tunisian supplier factories. After evaluating the Data, suitable measures will be identified and implemented with the local production facilities in order to counteract genderspecific discrimination and measure the effectiveness of the tool.

Gender Inequality in Numbers: A Global Challenge with local Impacts

3 x more

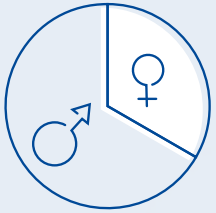
Woman on average spend three times more time on unpaid care as men.

Source: Report Care work and care jobs for the future of decent work

18,5%

Is the average gender pay gap in the garment & footwear sectors across Bangladesh, Cambodia, India, Indonesia, Lao People's Democratic Republic, Pakistan, the Philippines, Thailand & Viet Nam.

Source: ILO Asia-Pacific Garment and Footwear Sector Research Note Issue 9 (2018)



Leaderships Representation:
Only 31% of leadership positions worldwide are held by women.

Source: „Women in Business Report 2021“ by Grant Thornton

On behalf of
Federal Ministry for Economic Cooperation and Development

Implemented by
giz Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH

hessnatur stiftung Institute for applied sustainability

FEMNET

GOTS

hessnatur

GERRY WEBER

Level 1

Workforce profile indicators
General questions about employees and processes onsite (number, average age, migrant employees, recruits, homeworker, ...)

Policies
Questions about policies/code of conduct that include GBVH, non-discrimination, special ergonomics of women, gender equality, pregnant women

Level 2

Health & Safety
Questions about paid leave, health services, protection from sexual harassment, menstrual products

Recruitment, Training & Leadership
Questions about average working span, maternity leave, night shift, leadership roles

Wages
Questions about salary (access, paid for piecework, punctual, regular, ...)

SHRH & Unpaid Care
Questions about care work during working time, onsite childcare, adaptions to pregnant women

Social Dialogue
Questions about representing the employee`s interests, work atmosphere, workload, knowledge/feelings about internal complaint channels, external grievance mechanism, trade unions

Violence & Harassment
Questions about awareness of policies, complaints (about sexual/verbal abuse) & how they were solved

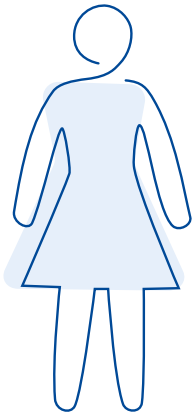
Methodology

Level 1

- Can be sent to the companies for data retrieval prior to the survey, only for management

Level 2

- Builds on Level 1, Questions might repeat to get a general mood among employees, for management and employees
- Consists of detailed/intense individual (off-& onsite) and group interviews with women and men diverse in age, education, ...



The Auditor should be:

- neutral
- external
- female
- trained and sensitised on gender-specific discrimination and violence
- without cultural/ language barriers

> ***Gender equality is essential for social justice and key to productive, resilient economies.***
>
> ILO Director-General,
> **Gilbert Houngbo**

For more information, please visit our website.

Measures & Recommendations

After completing the questionnaire, ideas for measures and recommended actions are suggested in the Assessment & Action Guide.
Employees should be given a say in deciding which measures are appropriate.

Capacity Building
In addition to the measures/recommendations, there is a recommended **training programme** about different topics:

- **Gender Data Gap**
- **Laws & Regulations on Women's Rights**
- **Labour Law**
- **Social Insurance**
- **ILO Conventions**
- **Non-violent communication**
- **External grievance mechanism**

Business Case

Diversity and equal opportunities are essential for a high-performance and innovation-orientated company.

Promotes innovation
Diversity in teams increases creativity by 59.1% and improves problem-solving ability and decision-making quality.
Source: ILO-Report "Business Case for Change", 2020

More profitable than average:
Companies with high gender diversity are 25% more likely to be more profitable than average.
Source: McKinsey, "Diversity Wins: How Inclusion Matters", 2020

Increases employee loyalty:
Inclusive working environments increase the emotional commitment of employees and significantly reduce resignations.
Source: Maurer & Qureshi, „Not Just Good for Her: A Temporal Analysis of the Dynamic Relationship Between Representation of Women and Collective Employee Turnover", Organization Studies, 2019)