



**OECD FORUM ON  
DUE DILIGENCE IN  
THE GARMENT AND  
FOOTWEAR SECTOR**



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**WELCOME**

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# **A GENDER PERSPECTIVE ON HUMAN RIGHTS DUE DILIGENCE**

***Practical Tools and Experiences in  
Garment Supply Chains***

Guide for CSOs on Gender Due Diligence (OECD Watch)

- **Target audience:** CSOs
- **Format/structure:** PDFs
- **Output:**
- **Sector/scope:** General

Gender Data and Impact (GDI) Tool (BSR)

- **Target audience:** Brands and suppliers
- **Format/structure:** Excel-based
- **Output:** Editable action plan
- **Scope/sector:** General, production site

Gender-Responsive Due Diligence Platform (Women Win)

- **Target audience:** Companies
- **Format/structure:** Web-based
- **Output:** None
- **Scope/sector:** Supply chains, Garment, Minerals, Cocoa, Floriculture

WEPs Gender Gap Analysis Tool (UN Global Compact / UN Women)

- **Target audience:** Companies
- **Format/structure:** Web-based questionnaire
- **Output:** Scorecard
- **Scope/sector:** General

SheDil for Human Rights Due Diligence (FOKUS)

- **Target audience:** Companies
- **Format/structure:** Web-based open input
- **Output:** Input summary
- **Scope/sector:** Value chain and stakeholders, Garment, Extractives, Agriculture



## The OECD's six steps of due diligence for responsible business conduct (RBC)

The OECD calls on businesses to undertake a six-step human rights and environmental due diligence process.<sup>2</sup> Each step should be applied with a "gender lens" when appropriate to identify gender-specific impacts on rightsholders<sup>3</sup>



## How to use this guide



• In interviews and human rights assessments with impacted women & LGBTQ+ people. Asking these questions can help advocates understand what impacts rightsholders face and whether the company has taken steps to address them.



• In collecting evidence for complaints to grievance mechanisms. If the company has failed its gender due diligence process, then the victims may be able to file a complaint.

• In engagement with companies. Use this guide to show a company where its gender due diligence process is "breaking down" and how it can improve its performance.



• In advocacy with governments. Use company examples to show the need for better laws and policies on gender due diligence.



1

### • Embed gender into RBC policies and management systems



- Does the company have a policy on promoting gender equality and avoiding gender impacts?
  - Does the policy prioritize eliminating discrimination against women and LGBTQ+ individuals, promoting women into management, and protecting rights and well-being of impacted workers and community members?
  - Does the policy set meaningful targets relevant to the industry and location of operation/sourcing?
  - Does the policy commit to consulting women and LGBTQ+ individuals and their representatives throughout the due diligence steps on all issues impacting them?
- Has the policy been made publicly available and communicated to rightsholders (workers and/or community members) and have they seen and understood it?

2

### • Identify and assess actual and potential adverse gender-related impacts



- Has the company mapped its possible gender risks and impacts based on its sector and location of operations/supply chain (taking into account higher risks for women in conflict zones or with intersecting vulnerable identity traits such as race, age, disability, etc.)?
- Has the company consulted the (potentially) impacted women and LGBTQ+ workers and community members to learn from them what gender-specific impacts are occurring or at risk?
  - Were some consultations for women only so they could speak freely without men hearing?
  - Were the consultations accessible to women, in a language they understand and at a time/location suitable given homecare responsibilities they may have?
  - Did the consultations engage women's representatives (such as NGO experts) too?
- Has the company understood its relationship to the impacts in its operations/supply chain, and communicated this?

3

### • Cease, prevent and mitigate adverse gender-related impacts

- Has the company stopped its impacts on women and LGBTQ+ individuals?
- Has the company prevented or mitigated risk of harm to women and LGBTQ+ individuals?

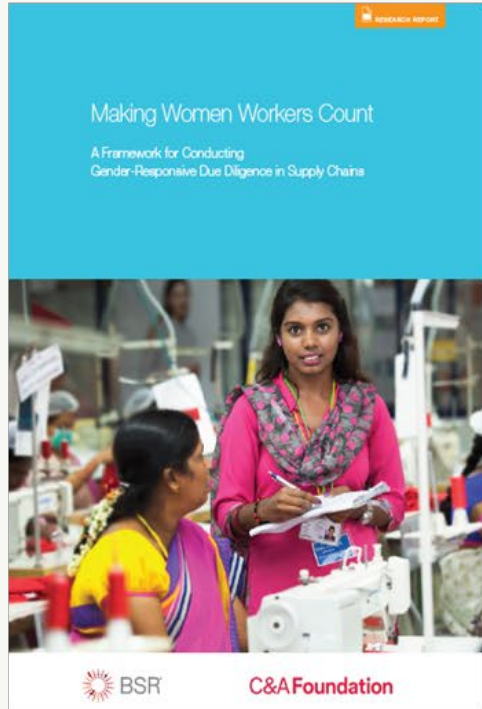


• Is the company continuing these due diligence steps in an ongoing manner responsive to impacts on rightsholders?

If the answer to any of these questions is NO, the company is likely not undertaking effective gender-sensitive due diligence.



# Making Women Workers Count: Gender Responsive Data and Impact Guidance and Tool



- **A Framework** for brands and suppliers to conduct Gender-Responsive Due Diligence in Supply Chains
- **A set of indicators** to collect, covering key areas of women's empowerment in the workplace, including agency, health and safety, economic opportunity, leadership, violence and harassment, sexual reproduction health and rights and unpaid care.
- **Recommendations** for brands and suppliers on how to conduct root cause analysis and how to design effective action plans



- **An Excel tool to:**
  - ✓ Collect and analyse gender data
  - ✓ Design and track an action plan to address identified gendered issues

## Where should you start?

If your company has already started implementing GRDD, click on the step you want to explore further.

Step 1: Embed in policies

Step 2: Identify and assess adverse impacts

Step 3: Address adverse impacts

Step 4: Track implementation and results

Step 5: Communicate how impacts are addressed

Step 6: Provide for remediation

I'm not ready to begin implementing. Take me to the start.





Web-based self-assessment tool for companies to improve gender equality across the **workplace**, **marketplace**, and **community**.

## The 7 WEPs

Principle 1



Establish high-level corporate leadership for gender equality.

Principle 2



Treat all women and men fairly at work- respect and support human rights and nondiscrimination.

Principle 3



Ensure the health, safety and well-being of all women and men workers.

Principle 4



Promote education, training and professional development for women.

Principle 5



Implement enterprise development, supply chain and marketing practices that empower women.

Principle 6



Promote equality through community initiatives and advocacy.

Principle 7



Measure and publicly report on progress to achieve gender equality.

18 multiple choice questions

Scoring – overall and per question

Your Score Is

Improver

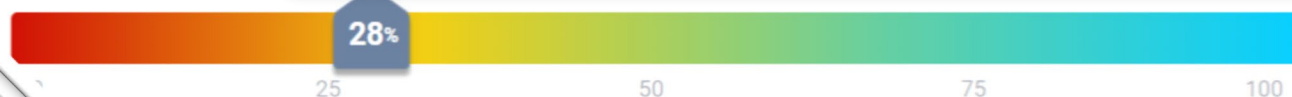
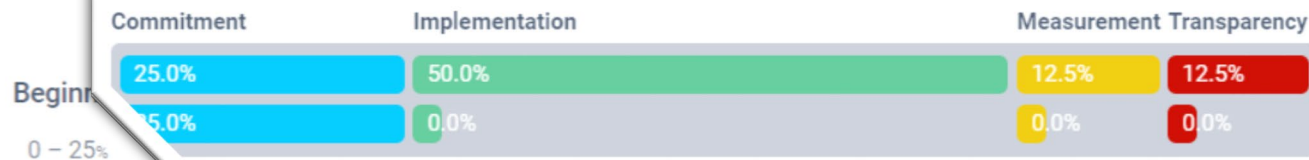
28%

16. Does your company have an approach to assess differential impacts on women and men when developing products and/or services?

[View Resources](#)

Overall Score: 25%

Your progress by each management stage is shown below as compared the maximum possible % score within each management stage - Commitment, Implementation, Measurement, and Transparency.



Web-based **self-assessment tool** based on OECD's guidance on HRDD, that helps companies assess and improve their gender due diligence.

# SheDiL

Guidance for 3 sectors



4 business relationships:

5 due Diligence steps:

1 Embed responsible bu.

2 Assess

3 Integrate and Act

3 Integrate and Act

TASK	APPLIC.	ONGOING
Mitigate abuse Key checkpoints ⓘ	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Operationalise policies Key checkpoints ⓘ	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Establish risk management systems Key checkpoints ⓘ	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

YOU SHOULD

Establish risk management systems

NOTES

1. Training of mid-management at the five main suppliers in India:
  - reach out to relevant brands, NGOs, MSIs for joint efforts
2. Collect sex-disaggregated workforce data for main five suppliers
  - Use BSR's GDI tool or update own systems?

Deadline for decisions: April 1st.

Responsible: Marian and Per

Save

You should

- Provide training on prevention of gender discrimination and sexual harassment to mid-management and the work force, ensuring that women are included.
- Ensure that whistle blowing mechanisms, including their purpose and way of operating, are known, accessible and safe to use for women.
- Sanction gender discrimination, sexual harassment, sexual extortion and gender-based violence.
- Collect sex-disaggregated data on wages, working hours, nature of contracts, promotions etc, to increase awareness through measuring the level of gender equality, complaints received etc.
- Establish indicators to measure gender specific risks.