

BRAND AWARENESS TRAINING

GENDER IN THE GARMENT SUPPLY CHAIN

Fair Wear Foundation, InRetail and Plan International Nederland, together with the Dutch Agreement on Sustainable Garments and Textile and the International Training Centre of the ILO invite you to join us for a workshop on Gender in the Garment Supply Chain, followed by a celebration for International Women's Day.

8 MARCH 2019
INTERNATIONAL WOMEN'S DAY

The Penthouse at
The Hague Tower
Rijswijkseplein 786
2516 LX, The Hague
The Netherlands

PURPOSE

Investing in women and girls—and the cross-cutting issues of health, economics, safety, education, and gender equality—creates a ripple effect of positive outcomes throughout societies. It is one of the most promising strategies in the fight against poverty and inequality.

Beyond human rights and equity concerns, there is a business case for addressing human and labour rights within supply chains, and hence advancing women's economic empowerment at the global, national and firm level. Investing in gender equality and ensuring a safe and equal workplace helps your company to become more competitive and to develop new markets. Among other things, it requires respecting the human rights of workers, and recognising that women add value to your business processes and outputs, and hence it pays to strengthen their capacities and qualities. Some of the concrete rewards for this investment include better productivity, effectiveness and efficiency in your operations.

OVERVIEW

This is a half-day training for brands. Through the session, brands gain a basic understanding of gender issues in the garment industry. It will provide a starting point for all brands on the topic of gender, including economic empowerment, gender discrimination, and gender-based violence in the garment sector and highlight the role of brands in addressing gender issues. It will include national and international frameworks which protect women and men in the workplace. The training has been developed by FWF and the ITCILO. Participants will receive a certification from the ITCILO upon completion.

LEARNING GOALS

- Equip members to improve understanding on gender concepts and comprehend gender issues
- Explore possibilities on brands role and responsibility
- Education of brands regarding gender issues in the garment industry
- Mobilisation of brands to reduce gender inequality, discrimination and violence in their supply chains
- Opportunity to develop innovative strategies through collaboration

TOPICS:

- Outline specific gender issues in the garment industry
- Explain gender-based violence. Detail the specific characteristics of GBV in the garment supply chain
- Analyse the root causes of gender discrimination and violence in the garment sector
- Discuss economic empowerment of women
- Discuss specific ‘decent work deficits’ faced by women and men in the garment sector
- Review the international and national legal frameworks that serve to protect workers—especially women workers—from workplace discrimination and promote gender equality at work
- Discuss the role of government, unions and NGOs
- Discuss the role of businesses and business associations

FWF BRAND LEARNING

- We expect such learning programs should increase capacities and support FWF members in improving their performance on the following:
 - COLP: 3 and 7
 - Brand Performance Check indicators: 1.4 and 4.2 (with attendance and active participation)
 - ❖ 1.4 Member company conducts human rights due diligence at all (new) production locations before placing orders.
 - ❖ 4.2 All staff in direct contact with suppliers is informed of FWF requirements

PROGRAMME

11:30	12:00	Registration
12:00	12:15	Introduction
12:15	13:45	Decent work for women and men: what are the gender issues in the garment supply chain? Root causes of GBV and obstacles to overcome
13:45	14:15	Coffee break
14:15	15:00	Review the international and national legal frameworks that serve to protect workers—especially women workers—from workplace discrimination and promote gender equality at work
15:00	16:00	What is the role of brands and business-led initiatives? practical and interactive tips for brands on addressing gender issues. Case studies by FWF, PLAN INTL NL and UNICEF
16:00	17:30	International Womens Day celebration with inspiration speakers Drinks and snacks

Decent work for women and men: what are the gender issues in the garment supply chain? Root causes of gender inequality and obstacles to overcome

In this session, we will gain insights from recent research studies that have been carried out on gender issues, including violence and harassment. This will give participants some valuable evidence of the specific characteristics, as well as the extent and causes of gender imbalance in the garment sector, possible solutions, and ways to address any evidence gaps.

Review the international and national legal frameworks that serve to protect workers—especially women workers—from workplace discrimination and promote gender equality at work

Ensuring gender equality and a safe workplace is a shared responsibility and requires interventions from governments (in setting the regulatory framework); tri-partite social dialogue (in promoting solutions agreed between governments, employers and trade unions); in the bi-partite social dialogue (workplace and sectoral agreements between employers and trade unions); and in the wider community with NGOs/ women’s organisations (in linking gender inequality and gender-based violence to the wider ‘world of work’ and women’s empowerment). In this session, we will hear about and consider the role of different stakeholders.

What is the role of brands and business-led initiatives? Practical and interactive tips for brands on addressing gender issues

The role of brands and business-led: what can they do to support better working conditions for women and men? What are the obstacles to overcome? How can they support their suppliers in creating a workplace culture that does not tolerate violence and harassment? In this section, participants will discuss the specific challenges and opportunities to advance an equal, safer and violence-free working environments in the garment sector. This session is supported by case studies by FWF, PLAN International NL and UNICEF.

