FTA Thought Leadership Webinar Series

Empowering Women in Supply Chains – Why it Makes Good Business Sense

13 July 2017
Webinar Logistics

- Everyone is muted
- 1 hour long webinar
- Q & A will be at the end of the webinar
- Please use the chat box to enter your questions throughout the webinar
Follow us on social media

- @fta_intl
- #FTAWebinars
- #thoughtleadership
## Agenda

<table>
<thead>
<tr>
<th>Time</th>
<th>Focus</th>
<th>Speaker</th>
</tr>
</thead>
<tbody>
<tr>
<td>10:00 - 10:05</td>
<td>Introduction</td>
<td>Heather Kiggins: Events Coordinator</td>
</tr>
<tr>
<td>10:05 - 10:10</td>
<td>Women in supply chains in the context of FTA</td>
<td>Anisha Rajapakse: Senior Manager – Stakeholder Engagement</td>
</tr>
<tr>
<td>10:10 – 10:20</td>
<td>Global Overview of Women in supply Chains</td>
<td>Alison Tate: Director of Economic and Social Policy, International Trade Union Confederation (ITUC)</td>
</tr>
<tr>
<td>10:20 – 10:30</td>
<td>Introduction to India context and practical tips for suppliers and brands</td>
<td>Lisa Süss: Country Coordinator India at Fair Wear Foundation</td>
</tr>
<tr>
<td>10:30 - 10:40</td>
<td>Bangladesh context and factory-level initiatives</td>
<td>Mohammed Zahidullah: Head of Sustainability at DBL Group</td>
</tr>
<tr>
<td>10:40 - 10:55</td>
<td>Q&amp;A</td>
<td>All</td>
</tr>
<tr>
<td>10:55 - 11:00</td>
<td>Closing</td>
<td>Heather Kiggins: Events Coordinator</td>
</tr>
</tbody>
</table>
FTA Speakers

Heather Kiggins
Events Coordinator
Foreign Trade Association

Anisha Rajapakse
Senior Manager – Stakeholder Engagement
Foreign Trade Association
Guest Speakers

Lisa Süss
Country Coordinator India
Fair Wear Foundation

Alison Tate
Director of Economic and Social Policy
International Trade Union Confederation (ITUC)

Mohammed Zahidullah
Head of Sustainability
DBL Group, Bangladesh
About the Foreign Trade Association
What is FTA?

FTA is the leading business association of global commerce that promotes the values of international trade and sustainable supply chains.

‘Free Trade. Sustainable Trade’ through...

Two services:
- International Trade Policy
- Sustainability (BSCI & BEPI)

1977
FTA founded

2003
Launch of BSCI

2014
Launch of BEPI

2017
40th anniversary and reaches 2,000 members
FTA Key Facts

FTA Members Collectively Represent:

- 2,000+ Members
- 38 countries
- 14 local representations
- 1 trillion Euro combined annual turnover
- 47,000+ Factories and Farms
- Reaching out to over 3 million employees
Women in supply chains in the context of FTA
Setting the stage

- Women make up well over 50% of FTA members’ supply chain workforce.
- Supply chain sustainability can be strengthened if we invest in women’s empowerment throughout value chains.
- Members of the FTA remain strongly committed to the issue of empowering women in supply chains globally.
- FTA’s initiative on Business Social Compliance (BSCI) – clearly makes it an imperative to focus on the protection of female worker rights – going beyond the focus on ‘discriminatory practices’.
- FTA response is aligned to the UN Guiding Principles on Business and Human Rights.
Leveraging Business Leadership to empower women in supply chains

• Power of partnerships and collaborations to achieve greater impact.
• Development of impactful, scalable and replicable projects through a gender lens
• Need for intentional actions and deliberate policies.
Global Overview of Women in Supply Chains
Global Overview of Women in Supply Chains

Empowering Women in Supply Chains Webinar
13 July 2017

Alison Tate
Director of Economic and Social Policy
International Trade Union Confederation

Alison.Tate@ITUC-CSI.org
Overview of the Situation

• More than 60 % of global trade is dependent on contracts in supply chains.
• Up to 94 % of the workers in the supply chains of major multi-national enterprises comprise a hidden workforce.
• The supply chain model allows companies to compete on the basis of low wages, poor working conditions, and low levels of unionization.
• Women are particularly vulnerable in supply chains:

  ‘In many sectors, women represent a large share of the workforce in global supply chains. They are disproportionately represented in low-wage jobs in the lower tiers of the supply chain and are too often subject to discrimination, sexual harassment and other forms of workplace violence.’

  -ILC 2016 Resolution on Decent Work in Supply Chains
Some specific examples

• Research involving women in Kenya’s export processing centres and tea and coffee sectors revealed more than 90% experienced or observed sexual abuse in the workplace. 95% of all women who had suffered such abuse were afraid to report the problem, for fear of losing their jobs.

• A study of female farmworkers in California found nearly 40% experienced sexual harassment and 24% said they had experienced sexual coercion by a supervisor.

• Over 60% of female workers in garment factories across India, Bangladesh and Indonesia found sexual violence and harassment is widespread.
Current International Framework

- UN Guiding Principles on Business and Human Rights
- OECD Guidelines for Multinational Enterprises
- ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy
- Corporate social responsibility (CSR) initiatives, e.g., Fair Trade Association, Ethical Trading Initiative
- Global Framework Agreements, e.g., Bangladesh Accord
- G20 commitments on supply chains:

  ‘We commit to fostering the implementation of labour, social and environmental standards and human rights... We emphasise that fair and decent wages as well as social dialogue are other key components of sustainable and inclusive global supply chains. We support access to remedy and, where applicable, non-judicial grievance mechanisms such as the National Contact Points for the OECD MNE Guidelines (NCPs).’ - G20 Leaders Declaration, Hamburg, 7-8 July 2017
Union Expectations

• Respect and promote freedom of association and collective bargaining

• Ensuring decent working conditions, including:
  – Minimum living wages
  – Adequate occupational health and safety measures, including for pregnant and breastfeeding workers
  – Safeguards against violence – including sexual harassment - at work
  – Paid maternity leave and access to care services are available for all workers
  – Equal pay for work

• Strengthened action to ensure responsible business conduct, including:
  – Implementation of the UN Guiding Principles on Business and Human Rights, strengthen access to effective remedy and draw up national action plans
  – Adherence and promotion of the OECD due diligence guidance for responsible supply chains and strengthen national contact points
  – National legislation aimed at making corporate human rights due diligence mandatory
  – Robust, transparent and accountable grievance mechanisms
  – Enforceable provisions on labour rights and investors' responsibilities in trade agreements
Further reading

- ITUC (2016) *Scandal: Inside the supply chains of the 50 top companies*
- ILO (2017) *Report* on purchasing practices and working conditions in global supply chains
- ILO (2016) *Resolution* on decent work in supply chains
- UN (2011) *Guiding Principles* on Business and Human Rights
- OECD (2017) Due Diligence *Guidance* for Responsible Supply Chains in the Garment and Footwear Sector
- G20 (2017) *Leaders Declaration*
- G20 (2017) *Labour Ministers* Declaration
- L20 (2017) *Statement* to the G20 Labour and Employment Ministers’ meeting
- ITCILO and FWF (2016) *Resource Kit* on gender-based violence in global supply chains
India context and practical case studies
ON-THE-GROUND EXPERIENCE

- Gender-based violence programmes in India and Bangladesh since 2012
- Programme to raise awareness and establish anti-harassment committees
- Skill development for (future) line supervisors

Learn more:
www.fairwear.org/vaw-prevention
POSITIVE OUTCOMES

- Legal compliance
- Better understanding what constitutes sexual violence
- Improved working environment
- Increased confidence and skills
- Higher worker retention, reduced absenteeism and increased productivity
WHAT BRANDS CAN DO

▪ Get to know your supply chain
▪ Commit to long-term partnership and shared responsibility
▪ Promote transparency
▪ Review sourcing policies
▪ Reduce production pressure
▪ Encourage social dialogue
▪ Support capacity building
WHAT SUPPLIERS CAN DO

▪ Identify and define the problem
▪ Adopt clear policies and procedures
▪ Train workers, line supervisors and management
▪ Establish functional grievance mechanisms
▪ Involve unions or labour/women NGOs
▪ Reduce production pressure

Learn more:
GBV resource kit (ITC ILO/FWF)
Often male supervisors for predominantly female workforce
Risk of abuse, economic discrimination and limited trust to report

Skill-building
For male supervisors to improve team management skills
For women workers to increase career mobility and trust
Bangladesh context and factory-level initiatives
Female workers in Bangladesh apparel industry

- Apparel industry: $30 billion
- Comprises of almost 80% female
- DBL has 7,974 female workers (44%) in its garments manufacturing units
Ongoing programmes for female workers

- Female Supervisor Leadership Program: (DBL)
- Women Health Initiative: (DBL)
- Women in Factories Initiative: (CARE)
- Sexual and Reproductive Health Rights: (Phulki, Embassy of the Kingdom of the Netherlands)
- Financial literacy: (CARE)
Female Supervisors

- 33 Female Supervisors (250 sewing lines)
- 107% increase in salaries after promotion
- 2.98% more efficient than Male Supervisors
- Better in house-keeping
- Target to create 10 Female Supervisors and 5 Female Line Chiefs every year
Tangible impacts – making business sense

- 2% current female turnover
- 36% reduction in female absenteeism
- $624,000 worth of extra production per year by female supervisors
Vision for female workers

“To be the most attractive employer for female workers in the garments industry of Bangladesh”

“To work in partnership with other industries in Bangladesh to replicate and scale up activities that protect and empower female workers in supply chains”
Next Steps
Moving Forward

- **10 August 2017** - New Delhi, **India**
  FTA/BSCI - FWF Producer Forum: Preventing Sexual Harassment in Supply Chains

- **11 August 2017** - New Delhi, **India**
  FTA/BSCI Member and Stakeholder Consultation:
  'How Can Businesses Protect the Rights of Female Workers in Supply Chains?'

- **3-4 October 2017** – Colombo, **Sri Lanka**
  FTA Regional Sustainability Symposium, Colombo, Sri Lanka
  “Promoting Responsible Business Practices in Asian Supply Chains”
Thank you for your attention!

For more information, contact us at info@fta-intl.org
Follow-us on Twitter @fta_intl, #FTAWebinars, #thoughtleadership