

# Gender Working Group for Sustainability Standards

## INDUSTRIES

Apparel  
Textile  
Other e.g.  
agriculture,  
jewellery

## What is the Gender Working Group?

This Gender Working Group will bring together sustainability standards and other multi-stakeholder initiatives (MSIs) to address gender considerations in standard-setting, assurance as well as monitoring and evaluation.



## Why gender?

Women workers make up 80% of the workforce in global garment supply chains, but are disproportionately impacted by gender discrimination across the industry. It is vital to consider issues associated with gender in sustainability standards, because:

**1** Women are disproportionality represented in **low-wage jobs in lower tiers of supply chains**. They too often face barriers such as low wages, discrimination, lack of voice, and difficult labor conditions.

**2** Gendered issues are critical when considering a more **holistic approach** to improving supply chain working conditions overall.

**3** Addressing gender equality issues in supply chains makes **business sense**: studies show links to increased productivity, workforce stability, cost savings, compliance performance, and improved worker engagement.



## Why sustainability standards?

Increasingly sustainability standards and other MSIs, as well as businesses, recognize the importance of integrating a **gender lens into their supply chain work**. Yet there is a need to share knowledge, strategies, and tools to make gender mainstreaming practical and feasible for these actors.

Sustainability standards and MSIs play a powerful role in influencing good practice across industries. **Applying a gender lens to sustainability standards and MSI systems and practices has the potential to drive systemic change for women across a number of sectors.**

By working together, sustainability standards and MSIs can develop a shared understanding of what it takes to integrate gender into standards, assurance systems, as well as monitoring and evaluation (M&E). The working group will seek to **improve the working conditions of women in textile and apparel supply chains through promoting tailored, evidence-based strategies, tools, and systems.**

## CONTACT

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# Why Participate?

- 1** Shape the discussion on how to make assurance and auditing systems gender sensitive
- 2** Learn and collaborate with leading practitioners across standard setting organizations
- 3** Improve monitoring and evaluation activities to incorporate better measurement and tracking of outcomes for women
- 4** Benefit from a safe space to dig deep on how to gender sensitize standards systems

80

% of the global garment workforce is women

## How can a Gender Working Group help?

We seek to **promote leading practices on integrating gender equality** within sustainability standards and MSIs. These organizations currently set the overarching framework for assessing ethical sourcing practices in global supply chains.

**Working group participants will take part** in a series of webinars, workshops, and conversations to strengthen their organization's approaches to gender equality. Working group activities will address issues such as amplifying voices of women workers, gender sensitive standards and assurance systems, common metrics on gender, and M&E systems.

## About ISEAL

ISEAL represents a movement of credible and innovative sustainability standards. ISEAL's mission is to strengthen sustainability standards for the benefit of people and the environment. Its membership is open to all multi-stakeholder sustainability standards and accreditation bodies that demonstrate their ability to meet the ISEAL Codes of Good Practice and accompanying requirements, and commit to learning and improving. [Learn more](#) about ISEAL.

## About BSR

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. Visit BSR's website [for more information](#) about BSR's 25 years of leadership in sustainability.

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