

# FNET NEWSLETTER

## Key points from the gender webinar



### WEBINAR SUMMARY 21ST JULY 2022

A recording of the webinar can be found [here](#) access code 7ts9KsX?

The webinar slide-deck can be accessed [here](#).

Thanks to Halima Ahmed & Cara Flowers (ETI), Caroline Downey, Natalie McWilliam (DPS), Stephan Morris (Blue Skies), and Emma Henry (Berryworld) and all the FNET members for their valuable contributions.

### GENDER STRATEGIES: TOP TIPS ON GETTING STARTED

- Focus on one issue, or one supply chain. The issues are often extremely complex and it can be overwhelming.
- It's fine to pick something practical to start with such as health and safety.
- *Knowing your supply chain* is key. Often there will be data that is being collected for example in Sedex audits that can be used to build up the picture.
- Use the Women Working Worldwide [4 Step Process](#) - as outlined by Caroline Downey
- Targets are important and can be used as tools to do a deeper dive into the data and get a more complete understanding of the issues. Targets are often appreciated by boards and senior level staff. Before setting targets, it is essential to understand the root problems, what can be done to address them and have the data to support the workplan. It is important to be conscious of not chasing targets just for the sake of it.
- It will take time. The UK has been tackling gender inequality for more than 150 years and there are still challenges! For some countries, this is a taboo or relatively new area of work so progress can take many decades.

### GENDER DISAGGREGATED DATA: HIGHLIGHTS

- One of the impacts of Covid is that there are declining numbers of women in global supply chains. This will have a knock-on effect on the health and well-being of local communities. The ETI are conducting research to better understand this trend.
- Without gender disaggregated data, the issues women and men face are invisible, so it will be difficult to understand the problems.
- Gender equality is good for business and can reduce staff turnover & absenteeism, as well as healthier local communities.
- ETI proposes a 3-step ladder approach to working on data based on a range of guides including BSR, Wear Fare and others:
- Level 1 – Assess workforce composition and key business risks
- Level 2 - Deep dive into specific gendered risks.
- Level 3 – Understand a wide range of potential gendered risks.

### SOME RESOURCES

[ETI - Gender data initiative](#)  
[BSR – Gender data & Impact Tool](#)  
[IHASCO courses on equality, inclusion & diversity & harassment training](#)  
[Gender responsive due diligence platform](#)  
[AWE's Toolkit to Address Gender-based Violence](#)  
[UNICEF Gender Toolkit](#)  
[Gates Foundation Gender Equality Toolbox](#)  
[IDH Gender Toolkit](#)  
[Women's Economic Principles \(WEP\) Toolkit](#)

## **ETI GENDER DATA SURVEY**

The ETI, in collaboration with Sedex, is looking to develop guidance for suppliers, to build capacity in collecting and utilising gender-disaggregated data.

Please help shape this guidance by completing this anonymous survey, which ideally be completed by someone responsible for workplace data e.g. HR/personnel manager.

We would be most grateful if we could receive your responses by 26<sup>th</sup> August, 2022. Please do not hesitate to get in touch with [halima.ahmed@eti.org.uk](mailto:halima.ahmed@eti.org.uk) for more information.

## **PANEL Q&A**

### **Q: I have a limited budget. How can I spend money on collecting monitoring data?**

A: Often NGOs have some very useful budget-saving techniques to share because they have been implementing budgets on a shoestring for years and need to collect MEL data. Reach out and ask NGOs you work with for some tips for monitoring impact. Data may not always show improvements. Report on activities and outcomes – speak to workers to assess impact.

### **Q: How do I include agency or temporary workers in work on gender?**

A: Work insecurity is a predeterminate of gender inequality and recruitment can sometimes be hugely problematic for women who may be at risk of GBV. Consider options of working with supplier to employing agency workers on a contract so their rights are enshrined in law.

### **Q: Can I use Sedex?**


A: Sedex have developed [The Gender Data Report](#) which captures the data that has been inputted into the Sedex platform into one dashboard and two datasheets. The data is taken from the SAQ, Site Profile and issues from Issue Titles raised during audits which might have a gender element.

Sedex is improving how it collects data on gender and living wage in the SMETA audit. However, suppliers can find it very challenging to provide the data. There are lots of indicators which is hard for suppliers to align to. ETI and Sedex are working together to address this (see ETI gender survey).

## SUPPLIER EXAMPLES

Below are 3 examples of suppliers' work on gender that were presented in the webinar, and the full presentation is [here](#).

# Gender Equality Project



## Project Overview

- We use a 'Target, Measure, Act' framework in our approach to responsible sourcing
- **Group Company data**
- UK primary site and global primary site data
- Analyse gender data and start to identify hot-spots to prioritise action plans and examples of best practice within the supply chain

## Project Outcomes

### Primary Sites Data

- Understand *Women in Leadership* metrics across the supply chain using 2021-2022 data from 13 UK and 73 global Primary sites
- Create a database & dashboard to benchmark sites, countries and categories and key trends across the supply chain overtime

### Global Tier 2 Supplier Case Studies

- Demonstrate best practice examples of women in leadership within our global supply chain

## Target & Milestone Review

- Review targets and create a clear roadmap to close gaps as we increase our understanding of the insights

# SEAMLESS SOCIETY



1. Business structures and hierarchies create divisions in the workplace
2. Businesses then grapple with resultant issues such as "worker voice" discrimination and female empowerment
3. Blue Skies works to diminish differences between people at work as much as possible
4. Managers do not have offices, parking spaces, canteens, benefit packages
5. Employees receive salaries, access to computers, paid absences, opportunities
6. Status is not reinforced, barriers to communication do not arise, people are empowered

*Extract from UoN impact study*

*There is a consensus view amongst Blue Skies employees who participated in the qualitative data collection exercise that they are being treated well regardless of gender and religion. This view is supported by similar findings in the quantitative data. Respondents in an all-female focus group claimed that they are satisfied and treated same as their male colleagues. They also claimed that there is equal pay, and they receive the same salaries as their male colleagues – a key feature in the research team's assessment of Blue Skies' performance on human rights in Section 1.5. of this report. Similarly, respondents in focus group of male employees also expressed satisfaction with Blue Skies' practices on equal and fair treatment. The men in this focus group also acknowledged and observed that their female colleagues receive the same remuneration as they do, confirming; "yes, our women are paid the same ...".*



## Lead and Role Model Inclusion

### 1. Lead & Role Model Inclusion

At BerryWorld we are building an inclusive workplace with a sense of belonging, led by inclusive leaders who value diverse talent in their teams.

All leaders at BerryWorld have completed [un-conscious bias training](#), helping them to more deeply understand what it takes to recruit and develop successful, diverse & inclusive teams.

New HR platform - [HiBob](#)

We are looking at our [management training](#) for 2022 and this will have a refreshed view on equality, diversity & inclusion. All future managers at BerryWorld are bought into the future of Inclusion and Diversity at BerryWorld.

Commitment to improving gender pay balance.

We've gathered data on all our [Tier 1 supply chain](#) to understand the gender splits within each business.



Training  
for  
leaders

mentoring

Data

Manager  
Training

Gender  
pay gap



## SMALL GROUP DISCUSSION QUESTION & FEEDBACK

*“What are some of the challenges and solutions for working on gender & inclusion in your company?”*

### CHALLENGES

- How to begin tackling the complexity of working on gender and identify focus.
- Gen Z: Perception of gender roles is different to millennials and boomers who are setting the strategy and milestones.
- Data: Concerns from suppliers around sensitivity of data/GDPR what to do next with the data that is available.
- Difficult to obtain quality, accurate and current data; there is some great guidance and toolkits, but important to build capacity consistently with suppliers.
- Differences between departments in businesses - retailer standard format and tight deadlines gets better supplier result.
- Lack of collaboration between direction from retailers.
- Ability to measure impact of work to collect gender data and use limited resources to strengthen work in this area different cultures in supply chains but only one standard. Challenge 2 Poor social auditor equivalence.

### SOLUTIONS

- Women in leadership training is very important.
- Would be great for ETI, FNET and Sedex to work together on next steps.
- SAQ improvements. Getting the suppliers at the same level before proceeding, retailer standard format and tight deadlines gets better supplier result.
- Completing the ETI challenge survey.

## NEXT STEPS FOR FNET

Thanks to all the members who have given feedback to FNET on the future areas of work and collaboration for the network regarding gender, diversity and inclusion. The FNET Team will schedule a follow-up webinar in late 2022/early 2023 which will include case studies from within and outside the network.

**Member poll results: what you want FNET to do next**

