Sedex

Driving gender equality through data on global supply chains

Improving gender equality through ethical trade

Women form a key part of the workforce within global supply chains. These jobs provide women with the economic resources, social benefits, and professional development opportunities needed to improve gender equality.

Women's participation in work brings economic value at company, community, and national levels. Progress on gender equality and women's economic empowerment has a positive impact on wider sustainable development goals, such as access to healthcare and education.

Despite these known benefits, inequalities continue to affect the opportunities women have at work on a global scale. Women are often in jobs that are lower-paid and seen as lower-skilled. Even when in similar roles, women are paid less than men.

Women are 26% less likely to be employed than men[1]

Globally, women make up 27% of managers and leaders

On average, women earn $0.63 for every $1 earned by a man in similar work[2]

Global GDP could increase by an estimated US$5.8 trillion if the gap in women's participation in work was reduced by 25%[3]

1. International Labour Organization (2019) A quantum leap for gender equality, for a better future of work for all
2. International Labour Organization (2017) Reducing gender gaps would significantly benefit women, society and the economy
3. World Economic Forum (2021) Global Gender Gap Report

The average global gender wage gap (the difference in wages paid to men and women for similar work) shows that for every $1 a man earns, a woman typically earns just $0.63.[i]

The type of work available to women can expose them to worse working conditions, and many low to middle-income countries have a greater share of women in informal work where there is less job security.[ii]

Women face barriers and challenges at work that can impact their own and their families' economic and social wellbeing.

Workplace roles available to women across the world are strongly influenced by long-held gender stereotypes and social perceptions of men and women's work. Women are less likely to hold more senior positions,[iii] and the power imbalances between men and women make women more vulnerable to violence and harassment in the workplace.[iv]

Sedex believes women and girls should have equal access to education, work and wages. Trade and business are levers to build opportunities for women at work to achieve this.

Data highlighting the differences between men and women's situations is key to understanding the gaps, opportunities, and solutions for women at work.

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Using data to drive gender equality at work

Using data is a powerful way to shine light on workers' situations and where action can be taken to progress gender equality. Gender data – data that is separated into male and female data sets – looks at how workplace roles and conditions are split between women and men and highlights issues that disproportionately impact women. With this information, businesses can set and assess targets, and make data-informed decisions to improve gender equality in their business and supply chains.

This report analyses gender data collected from over 40,000 business sites in the past year through the Sedex ethical data platform. This includes information about some 12.5 million workers across 143 countries.

Our findings provide insight into the gender breakdown of workforces and some of the gaps between men and women in the workplace, based on six indicators:

- Management

- Supervisor roles

- Administrator positions

- Worker committees

- Promotions

- Grievances raised

These indicators reflect key business areas where women face barriers, such as leadership and professional development.*

*These indicators align with a selection of indicators from BSR's **Gender Data Impact Framework**, a tool to help companies evaluate whether workplace practices achieve a positive outcome for women. The indicators were chosen because they are metrics that can be safely collected through a questionnaire to provide insight into some of the key barriers that women face at work: leadership and professional development and the ability to raise issues and influence workplace practices.

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The need for better gender data to improve gender equality

The findings in this report demonstrate the critical need to tackle gender inequalities at work, and confirm the need for businesses to do so by collecting better data that is split by men and women.

Gender

Gender refers to the spectrum of socially constructed norms and roles that are associated with being male and female. Gender identities can sit outside of this spectrum and may not be the same as the sex that an individual is assigned at birth.

For this report, "gender data" is used to describe sex-disaggregated data – data that is split and recorded by male and female.

The lack of gender data in supply chains is a well-documented problem, and gaps in data are greatest for workers in lower-paid positions. In 2020, the Workforce Disclosure Initiative found that while 86% of companies publicly disclosed leadership positions, only 37% disclosed the number of male and female workers receiving minimum wage.[v]

The UK-led **Work and Opportunities for Women (WOW) Programme** highlights that:

"Despite being at the heart of global value chains, (these) women are quite literally invisible; hidden in plain sight." [vi]

Without gender data, businesses cannot understand where women are disadvantaged and what progress is being made on women's economic empowerment.

Sedex calls on businesses and other stakeholders to collaborate and align strategies to improve the collection of gender data to improve gender equality.

Our recommendations for businesses and public bodies

1 Set goals and targets that promote gender equality

2 Identify and commit to collecting key **gender data indicators**

3 Start with data that is more easily available, such as information on numbers of men and women in a workforce. This data can feed into risk assessment activities to build up information on more vulnerable groups of workers and the areas they work in

4 Collaborate with peers and others to align strategies. Engage with suppliers to collect more, and better, gender data.

Driving gender equality through data on global supply chains

Contents

About Sedex

Sedex is a world leader in responsible sourcing, providing companies with technology and insights to implement practices that build a responsible business and supply chain.

Our solutions provide organisations with the practical tools and guidance needed to operate ethically, and work with suppliers to ensure fair working conditions for the people who make their products and deliver their services. With Sedex, businesses can map, assess, analyse and report on their supply chains to better manage and improve their ethical performance, and work with other businesses to drive responsible business practices throughout global supply chains.

Sedex is a global membership organisation headquartered in the UK, with offices in Australia, Chile, China, India, and Japan. Our 60,000 members include some of the world's biggest brands, such as Nestlé, Walmart, Barclays, The John Lewis Partnership, The Body Shop, Dyson, and all the major UK supermarkets.

Driving gender equality with Sedex

Achieving gender equality and women's economic empowerment is a core strategic priority area for Sedex and is a key goal for impact in our 2025 Strategy. We continually work to improve organisations' access to gender data collected through the Sedex platform and our tools. This work enables companies to better assess, set targets and measure progress on gender equality in their own business and supply chains.

To progress constructive discussions and action about gender equality, we also run events through our **Community** programme around how to tackle gender data and gender inequality challenges.

If you would like to become more involved in our **Gender Focus Groups**, please contact **communications@sedex.com**.

About the data in this report

About the respondents

40,000+
worksites' data

143
countries

12.5 million
workers registered at respondents' sites

57%
male workers

43%
female workers

"Worksite data" is information collected from the Sedex platform about suppliers' workforces and business sectors (the Site Profile), and answers from the Sedex Self-Assessment Questionnaire (SAQ), a tool that allows businesses to report information. The number of countries and number of workers here is also from this SAQ data.

At the time of analysis, around 42,000 sites had completed the SAQ on the Sedex platform. Statistics and findings in this report, unless otherwise stated, are based on this SAQ data.

The percentage breakdown of male and female workers is based on 60,000+ sites that are Sedex members and have inputted basic information about their workforce profile and business sector on the Sedex platform (the Site Profile).
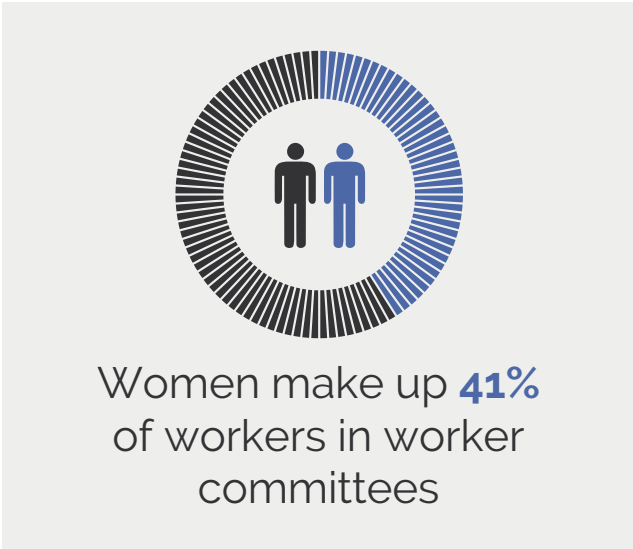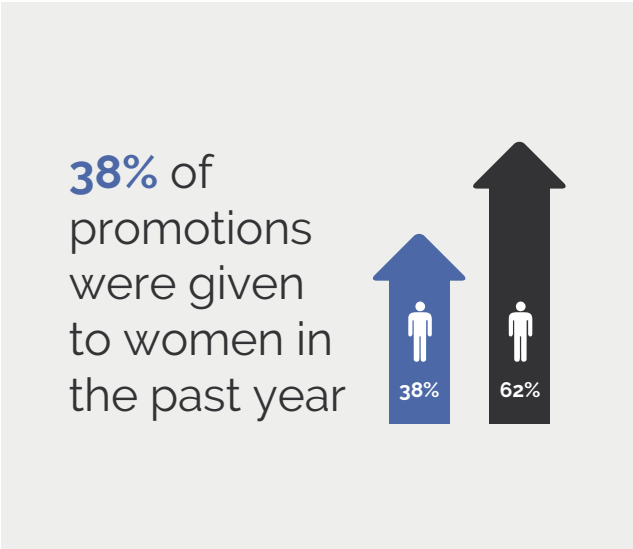
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Key findings

Women are underrepresented in managerial and supervisor roles, promotions, and worker committees. This highlights the need to address barriers to women's access to higher level and decision-making roles.

This underrepresentation is influenced by gender stereotypes around leadership qualities and men's and women's roles both at home and in the workplace.

38% of promotions were given to women in the past year

38% 62%

Women make up **41%** of workers in worker committees

Women hold only **27%** of manager positions...

...and **31%** of supervisor positions

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There are strong gender imbalances in certain sectors.* These typically follow traditional gender norms of male-dominant and female-dominant sectors. These norms often see "women's work" as administrative or in roles that reflect those traditionally carried out in the home, such as nursing and domestic work.

Sectors that typically require more technical skills, such as computer programming and specialised construction activities (e.g. plumbing or electrician services), have a higher proportion of male workers. Roles that require specialised skills are also typically better paid.

*Data for the gender breakdown of the workforce is taken from 60,745 sites that have registered on the platform and inputted basic information on the Sedex platform about their business (the Site Profile).

Sectors with a strong gender bias in the workforce

69%
Human health activities

14%
Specialised construction activities

53% of administrator positions are held by women

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Agriculture and apparel manufacturing sectors have the largest gaps between men and women, when comparing the composition of the workforce against the gender indicators included in this report.*

These sectors are also recognised as having **labour-intensive and low-skilled work** within their supply chains, are reliant on migrant labour, and often have tough conditions that put workers' health and safety at risk. The combination of these factors alongside gender risks makes female workers more vulnerable to exploitation.

*This is of the top five sectors with the highest numbers of questionnaires on the Sedex platform. These sectors are agriculture, food manufacturing, manufacturing of rubber and plastic products, manufacturing of wearing apparel, and "other" manufacturing. See the Appendix for more detail, and see the International Standard Industrial Classification of All Economic Activities in the Resources section for more information on the activities included within sector classifications.

Indicators for agriculture and manufacturing of wearing apparel sectors

Agriculture
% Women

44%	Workforce Composition
21%	Manager Positions
38%	Worker Committees

Manufacture of wearing apparel
% Women

62%	Workforce Composition
31%	Manager Positions
49%	Worker Committees

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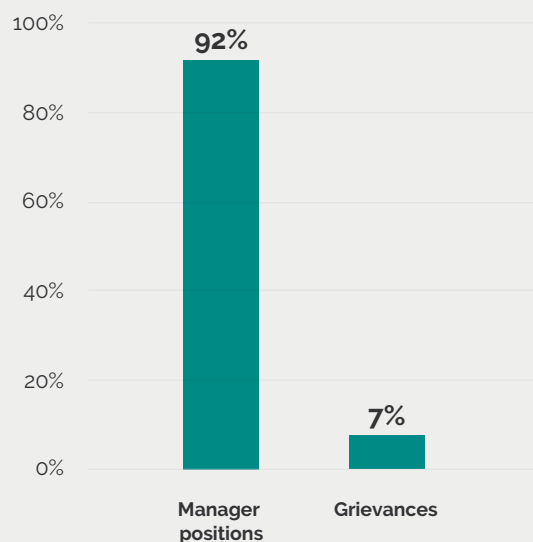
Not all gender data is collected equally.
There is significant variation between the indicators in how effectively data is collected.

Across over 40,000 sites, **92% gather sex-disaggregated data for management positions,** enabling robust gender insights for this indicator. But for **worker committees, promotions and grievances, fewer than 20%** of sites capture data split by men and women.

Percentage of sites that collect and split data on the indicator by male and female

100%

92%

80%

60%

40%

20%

7%

0%

Manager positions

Grievances

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The importance of women's economic empowerment and gender data to improve gender equality

Women's economic empowerment has a multiplier effect on sustainable development [vii]

Gender equality is Goal 5 of the United Nations Sustainable Development Goals (SDGs). Advancing women's economic empowerment has a multiplier effect – supporting progress on other SDGs – because of the way women interact with their communities.

Women are likely to spend their income on provisions for their family, such as food and education. Therefore, reducing wage inequalities and improving women's participation in work drives progress on other global development goals, such as poverty, health and wellbeing, quality education, and economic growth. [viii]

Women form a key part of the workforce in global supply chains. However, they continue to face inequalities at work:

- Women are often concentrated in lower-paid and lower skilled work, where there is less job security, and fewer opportunities for training and progression

- Young women, women from a migrant background, and those with low levels of educational attainment have even greater barriers to accessing stable and decent working conditions[x]

- Discriminatory laws and social norms, and unequal power dynamics between men and women, further increase women's vulnerability to discrimination and exploitative workplace practices.

There has been little improvement in recent years on closing gender gaps in employment, wages and discrimination at work. [xi]

- In 2000, the difference between the proportion of men and women in employment was 27.6%,[xii] By 2018, this had reduced only slightly, with women 26% less likely to be employed than men [xiii]

- Those women who are in work are more likely to be in informal or domestic employment, or contributing to family work [xiv]

- At a leadership level, women make up 27.1% of managers and leaders globally, and this has not changed significantly over the past three decades. [xv]

Women are disproportionally impacted by higher care responsibilities and insecure employment arrangements. Additionally, many of the industries that experience great disruption during the pandemic, such as apparel, food service and accommodation, have a highly female workforce.

Concerns have been raised that the "gender poverty gap", the number of women men and women living in poverty, will worsen because of the crisis. [xvi]

The lack of gender data limits understanding and progress on gender equality.

Access to data split by men and women, and on measurable indicators of the issues that disproportionately impact women, is an ongoing challenge.

This lack of data means that it is difficult for companies to understand and act on the inequalities women face at work.

The COVID-19 pandemic has further highlighted and exacerbated the inequalities women face.

Women's employment is estimated to be 19% more at risk than men's employment as a result of the COVID-19 pandemic[4]

Working employment losses experienced by women was 5% compared to 3.9% for men in 2020[5]

4.   **UN Women (2020) From Insights to Action**

5.   **ILO Monitor 7th Edition (2021) Uncertain and uneven recovery**

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Why is gender data important?

Data split by male and female helps businesses to:

- Gain greater visibility of the roles women play in their own company and supply chains

- Understand how workplace issues have a greater impact on women

- Make informed decisions within supply chain strategies and better manage risks affecting women

- Analyse root causes of issues and whether they are influenced by gender discrimination

- Measure progress on commitments to improve gender equality and give equal opportunities to women workers

- Understand whether remediation actions are having a positive impact on affected stakeholders.

Improving access to gender data is a key focus area for Sedex. We introduced new gender data points into our Self-Assessment Questionnaire tool in 2019, which collects self-reported information from businesses. Many of these align to indicators within the **Gender Data and Impact** framework developed by BSR, an organisation of sustainable business experts that works to drive women's empowerment. This framework gives a set of metrics and guidance to enable gender-responsive due diligence.

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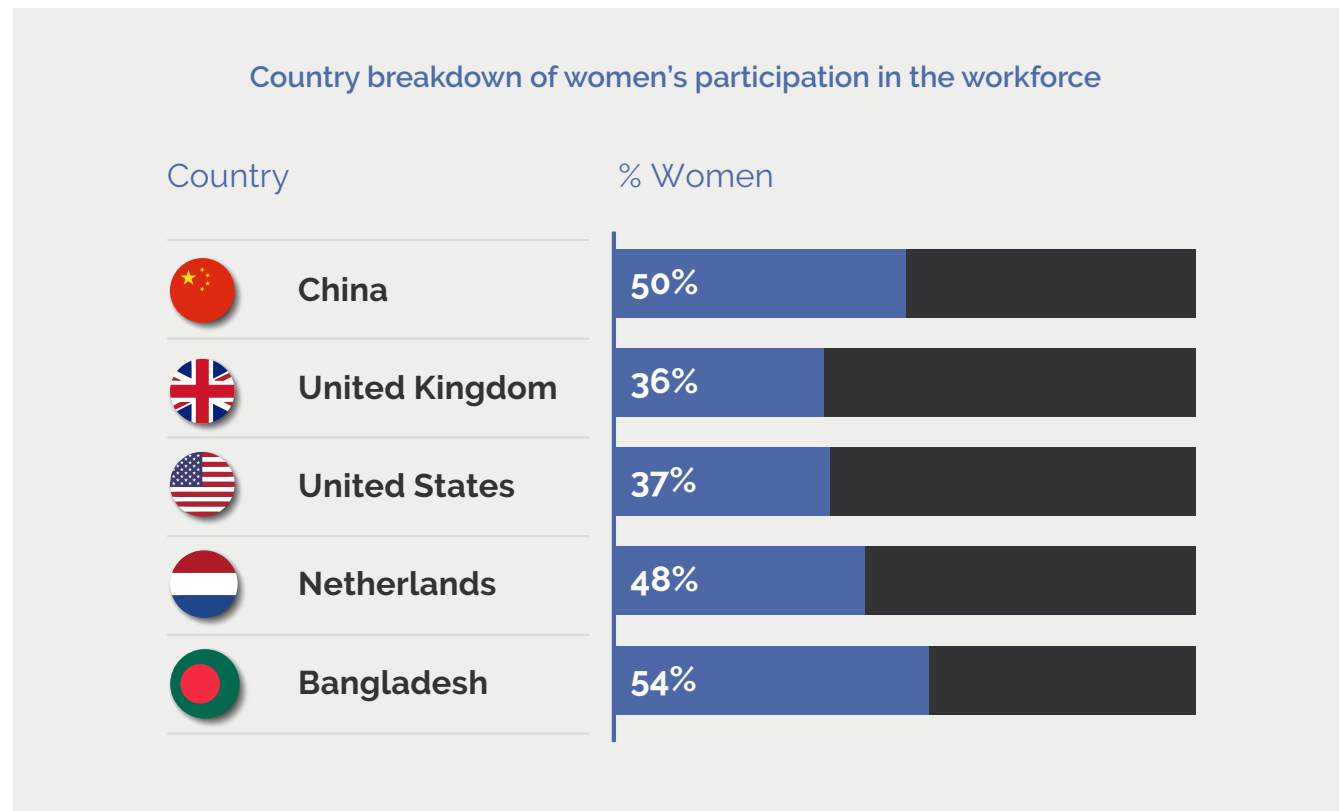# Gender inequality in global supply chains: insights from Sedex data

Women's participation in work in supply chains

Our data indicates that women make up 43% of workers at sites registered on the Sedex platform, with some variation between countries and sectors.*

At a country level (image below), sites in China have an equal proportion of men and women workers. By comparison, workforces in the UK and US have an unequal gender split, with less than 40% of workers being female.**

*Percentage breakdown of male and female workers is based on 60,000+ sites that had registered and inputted basic information about their workforce profile and business sector on the Sedex platform.

** This is for the top 5 countries with the highest numbers of workers registered at sites on Sedex.

Country breakdown of women's participation in the workforce

Country	% Women
China	50%
United Kingdom	36%
United States	37%
Netherlands	48%
Bangladesh	54%

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At a sector level, women are more highly represented in roles that are typically more administrative or related to caregiving, such as human health and domestic services (see below).

Our data indicates that men are more highly represented in roles that usually require more specialised technical skills, which are often more highly paid.

Specialised construction activities (which includes electrical installation, plumbing and building finishing), security, and computer programming have a majority male workforce. Postal and courier services, manufacturing of beverages and manufacturing of paper products also have low female representation, with women making up only around a quarter of workforces in these sectors.

Gender stereotypes play a large part in preventing women from accessing certain roles and sectors. Work performed by women is regularly undervalued as it often reflects tasks that might traditionally be carried out in the home. These roles also have typically less chance for progression in the workplace. [xvii]

Women's workforce participation across different sectors.

Sector	% Women
All sectors	43%
Human health activities	69%
Manufacture of wearing apparel	62%
Services to buildings and landscape activities (incl. cleaning)	60%
Computer programming, consultancy and related activities	26%
Security and investigation activities	21%
Specialized construction activities	14%

Gender stereotypes limit women's access to better pay and professional development.

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Women in higher and decision-making roles

Supply chain data on the Sedex platform shows that women are underrepresented in more senior and decision-making positions.

Women make up only **27% of managers** and **31% of supervisors**, despite being 43% of the total workforce. Women are also less likely to be promoted, with an average of **38% of promotions in the past year going to women** and 62% going to men.

However, women are highly represented at an administrator level. Looking at the top five sectors in our data set, the proportion of women in administrator positions is higher than the proportion of women in the workforce. The exception is in apparel manufacturing, where 47% of administrators are women.

The agriculture and manufacture of wearing apparel sectors have the largest differences between the proportion of women in the workforce and those in management and supervisory positions.

These sectors are also characterised as having many low-paid and low-skilled roles, a high prevalence of informal working and reliance on migrant labour – all of which are factors that can intersect with gender to increase the risk of exploitation.

Our data reinforces the need to address the barriers to women's professional development. These barriers include:

- Higher care responsibilities held by women

- Lack of leadership training

- Biases in recruitment and promotion.

All of these are compounded by gender stereotypes that view management as a man's job. [xviii]

Average % of management positions occupied by women in different sectors

27%	21%	30%	31%	28%	35%
All	Agriculture	Manufacture of food products	Manufacture of wearing apparel	Manufacture of rubber and plastics products	Other manufacturing

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Gender data gap! Only 13% of sites split promotions data by men and women.

The unequal nature of women in management positions is not only a barrier to better pay and professional development opportunities. It is also a factor in increased risks of violence and harassment against women in the workplace.

For example, in the apparel sector, although there is no definitive global statistic on the prevalence of violence and harassment, studies show that it is most commonly experienced by women and often committed by male supervisors and managers. [xix]

While there are multiple root causes of harassment, significant factors are the power imbalances between management and workers and the view that abusive behaviour is a way to deal with tight production deadlines.[xx]

38% of promotions were given to women in the past year

38%   62%

Recommendations for businesses to help to break these barriers:

1. **Develop company-supported training programmes for women and men**

   CARE International found that giving a combination of knowledge-based and "soft skills" training to women improved income, job satisfaction, self-esteem and engagement in decision-making processes. [xxi]

   BSR highlights the need to include men's empowerment programmes. In one project, groups of factory workers in India looked critically at gender norms and their impact on inequality. This helped to increase men's understanding of the issues women face at work and shift attitudes on the importance of women's economic empowerment.[xxii]

2. **Investigate recruitment and promotion processes**

   The International Labour Organization recommends setting plans to increase equity in employment, with time-bound and measurable goals that aim to increase the representation of women in certain positions. [xxiii]

3. **Ensure policies help to balance and encourage equal share of care responsibilities.**

   Gender equality activist organisation Promundo advocates for policies that allow for flexible working, remote working, and family leave to care for other relatives, as well as children. They stress the importance of men in senior positions leading the way in and promoting sharing work equally with their partners.[xxiv]

Women's participation in worker-management communication channels

Worker committees and grievance mechanisms provide channels through which workers can raise issues and concerns to management. Collective bargaining opportunities provided by worker committees (and other forms of association) allow workers to contribute to workplace improvements and negotiate better pay and conditions. If they are accessible, trusted, and responsive, these channels can enable worker-employer dialogue and improve relationships and wellbeing in the workplace.
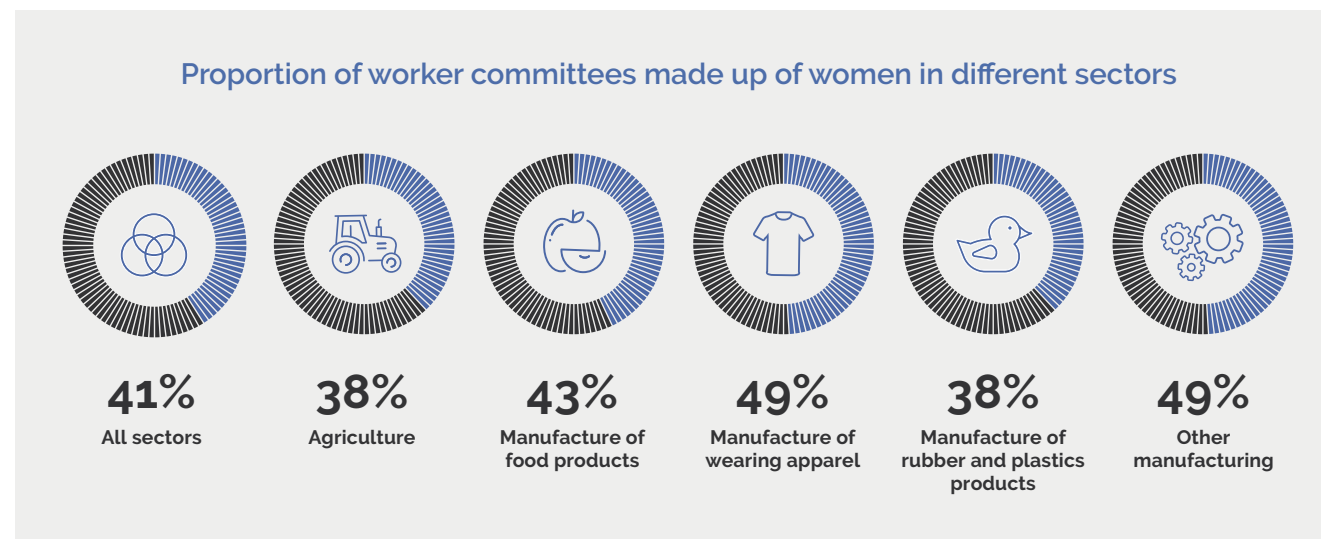
As they are meant to represent the needs of workers, worker committees should reflect the makeup of different groups of workers in the workforce. However, **women typically face difficulties with participation in associations** because of:

- Gender stereotypes that see men as holding leadership qualities

- Time pressures due to care responsibilities

- A lack of awareness of the benefits to participation. [xxv]

As well as gender, other characteristics such as age and migrant status can also restrict women's awareness of or ability to access their rights to association.

Low female representation in these structures leads to gaps in workplace dialogue and bargaining provisions for issues that have a disproportionate impact on women, such as maternity leave and pay.[xxvi]

Enabling women to organise leads to better female participation in decision-making processes, and can improve labour relations between workers and management.[xxvii]

Proportion of worker committees made up of women in different sectors

41%
All sectors

38%
Agriculture

43%
Manufacture of food products

49%
Manufacture of wearing apparel

38%
Manufacture of rubber and plastics products

49%
Other manufacturing

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At an aggregate level, the gender balance of worker committees in our data set closely matches the proportion of women in the total workforce, with women workers making up 41% of worker committees across all sites.

Gender data gap! Around 80% of sites did not split worker committee data by men and women.

However, looking at the top five sectors in our data (above), the agriculture and manufacturing of apparel sectors have the largest gaps between women's representation in the workforce and their presence on committees.
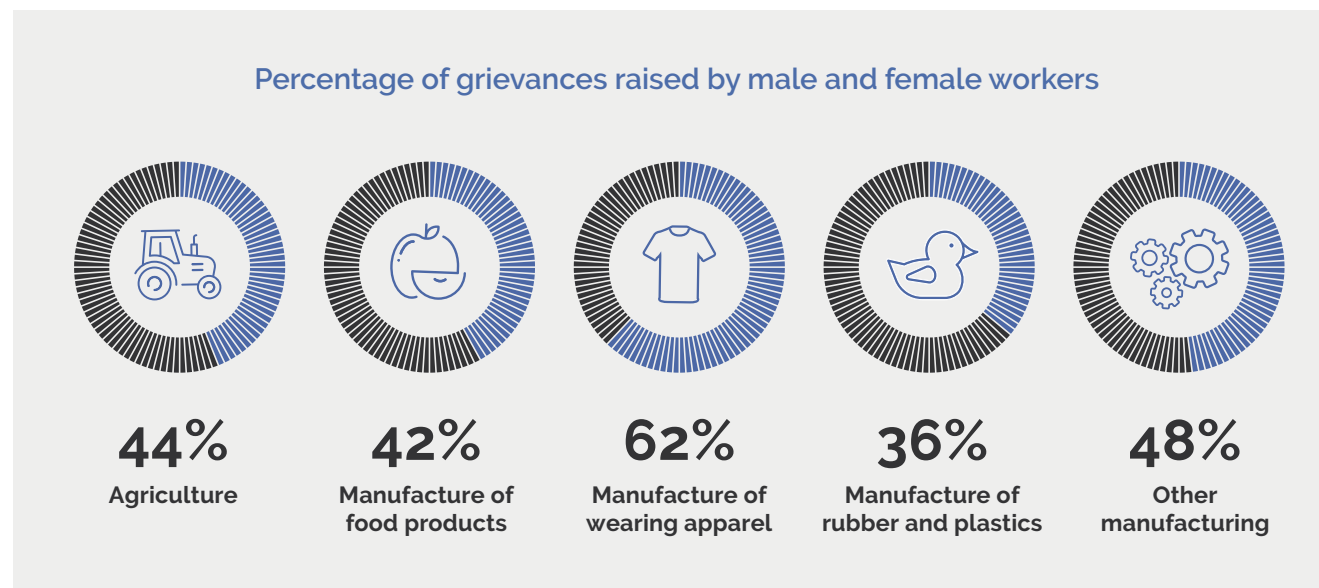
- In apparel manufacturing, women make up 49% of worker committees, despite being 62% of the workforce

- In agriculture, women are 44% of the workforce but make up 38% on worker committees.

Grievances raised

The data on grievances raised by men and women reflects the gender split of workforces across the five sectors in our data set (see below). For example, women make up 44% of the workforce in agriculture and 44% of grievances were raised by women.

Grievance data collected in our platform is a helpful first step to see:

- Which employers have established grievance channels.

- Whether these channels are used by workers.

- Which employers are recording grievances split by men and women.

Percentage of grievances raised by male and female workers

44%	42%	62%	36%	48%
Agriculture	Manufacture of food products	Manufacture of wearing apparel	Manufacture of rubber and plastics	Other manufacturing

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Gender data gap! Over 90% of sites did not split numbers of grievances by men and women.

However, there are gaps in the gender data and further investigation is needed to understand the accessibility and effectiveness of grievance mechanisms. Workers' perspectives gained through engagement with worker representatives and worker surveys can help to provide a more complete picture of the context behind grievances.

The Gender Dimensions of the United Nations Guiding Principles (UNGPs) emphasise the importance of women participating in grievance mechanism processes. Businesses should also consult with women's organisations to ensure that responses to grievances, including remediation activities, are gender sensitive. [xxviii]

Grievance processes also need to be sensitive to other vulnerability characteristics that further restrict workers' abilities to use grievance channels.

For example, migrant workers often do not raise grievances because of language abilities, less knowledge of rights, and fear of losing jobs and being repatriated.[xxix]

Efforts to gain further insight from workers can help to understand whether:

- Grievances raised are having a greater impact on women

- Both male and female workers feel able to raise grievances through established workplace channels

- Grievance mechanisms are responsive and provide adequate remediation of issues.

Gender data gaps remain. Several key indicators need to be collected and gender-separated more consistently across businesses.

The data collected through our platform brings insight into women's participation and positions at work in global supply chains.

However, at an aggregate level, more than 80% of sites on the Sedex platform did not provide sex-disaggregated information for promotions or worker committees. Over 90% did not input gender data for grievances.*

Manager and supervisor positions have the highest rates of sex-disaggregation, with 92% and 86% of sites separating these data points by male and female.

While there is gender data available on the composition of workforces and levels of women in management, the gaps in grievances and worker committees make it difficult for businesses to see whether women are able to raise concerns in the workplace and influence workplace practices.

Percentage of sites that split data on an indicator by male and female
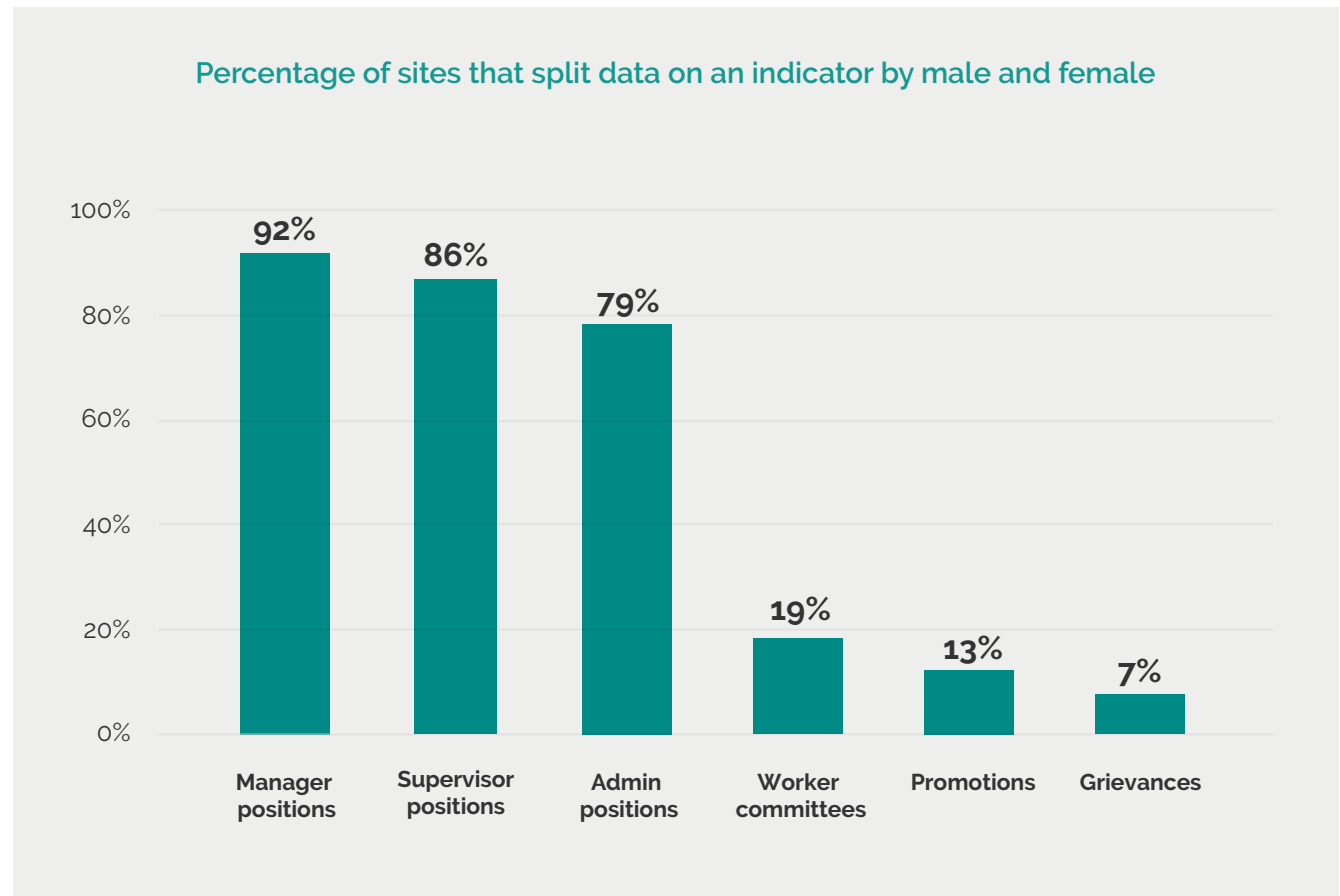
*This is of sites who completed the SAQ to >95%. To save time and administrative burden whilst completing the SAQ, sites are only asked to input sex-disaggregated data for these three indicators if they specify that they include these in their record keeping.

Data challenges and solutions for businesses

What are the challenges to collecting gender data?

Making data points available through data collection tools, such as the Sedex platform, is the first step to improving access to gender data.

However, the findings in this report show extreme variation in where companies do and do not separate the data for certain indicators by gender. **This suggests that including these gender-separated data points was a big change for many Sedex members.**

Gender data challenges include:

- Businesses lack an understanding of why providing information at this level is important

- Additional time needed to set up or modify human resource data collection systems

- Lack of trust that data collected is accurate and up-to-date

- Formats to collect the data with are not standardised across businesses

- Businesses lack time and/or resources to analyse the data

- Uncertainty around which data points to collect.

While these gender data gaps should not stall progress on initiatives to improve gender equality, **businesses should investigate the data gaps in their own company and supply chains and identify where they need to make changes.**

How businesses can use Sedex to collect gender data

Worksite questionnaires and audits are useful tools through which to get information on women in businesses and supply chains.

Tips on choosing indicators to collect through the Sedex platform:

	Get started	Build understanding	Go further
What	Workforce profile: gender, contract type and migrant status.	Decision-making positions.	Issues with a disproportionate impact on women e.g. absenteeism, turnover rate.
Why	Understand where women workers are located, which sectors they are in, and what contracts they hold.	Differences between men and women in positions of influence on workplace practices can both indicate and exacerbate gender inequalities and vulnerabilities across other indicators (e.g. progression opportunities and violence and harassment).	Greater care pressures can increase absenteeism and turnover rate, impacting workplace progression. These metrics can also indicate workplace provisions, or a lack of, for specific issues – such as sanitation facilities that are appropriate to safeguard women's menstrual hygiene.
How	Sedex Site Profile	Sedex SAQ	Sedex SAQ and SMETA audit

However, no one tool on its own can provide a comprehensive overview, and some methods are more suitable than others to collect certain indicators.

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Dive deeper

Conducting **risk assessments** and **analysing data indicators, alongside conversations with suppliers,** can flag areas where women are at highest risk. Methods where worker engagement happens on the ground, such as **gender-sensitive audits** and **work with local NGOs and gender experts**, allows businesses to investigate more serious and sensitive issues in a way that is not readily available on the Sedex platform.

These more targeted assessments can dive deeper to identify harms and provide advice for prevention, mitigation, and remediation.

Analyse gender data within the context of women's work

When looking at these data points, it is important to consider the local and sectoral contexts that women work within. Consider laws and national gender inequalities in areas such as reproductive health, legislator positions, education, and labour market participation.

Radar, Sedex's risk assessment tool, uses independent data indicators, including data from United Nations agencies and the World Bank, to give individual worksites a risk score. This risk score is broken down by topic, so businesses can see which countries and sectors have higher gender risks.

Radar helps to segment suppliers and sites into higher or lower risk categories, to help businesses prioritise areas for action and use their resources most effectively.

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Recommendations for businesses and public bodies

1 **Identify and commit to collecting key gender data indicators for your organisation**

- Review your organisation's responsible sourcing strategies to identify priorities to support progress on women's economic empowerment

- Commit to collecting a set of gender indicators that can assess and measure priority areas

- Analyse where data is being collected and where gender data gaps lie in your organisation and supply chain.

2 **Start with the data you already have**

- A lack of data does not have to mean a lack of action. Although there are gender data gaps for some indicators, at a minimum the Sedex platform will have information on workers captured through the Site Profile.

- This information can be used alongside desk-based research and Radar to understand where your organisation's highest gender risks are, helping you to prioritise where to investigate further.

3 **Collaborate with your peers**

- Employers might have to change their human resource recording systems to collect the missing indicators you require. More time and resources would be needed to adapt these systems to meet multiple buyers' gender data needs.

- Buyers should work with peers to align their strategies, including requirements for suppliers. Support and engage with suppliers to improve gender data collection.

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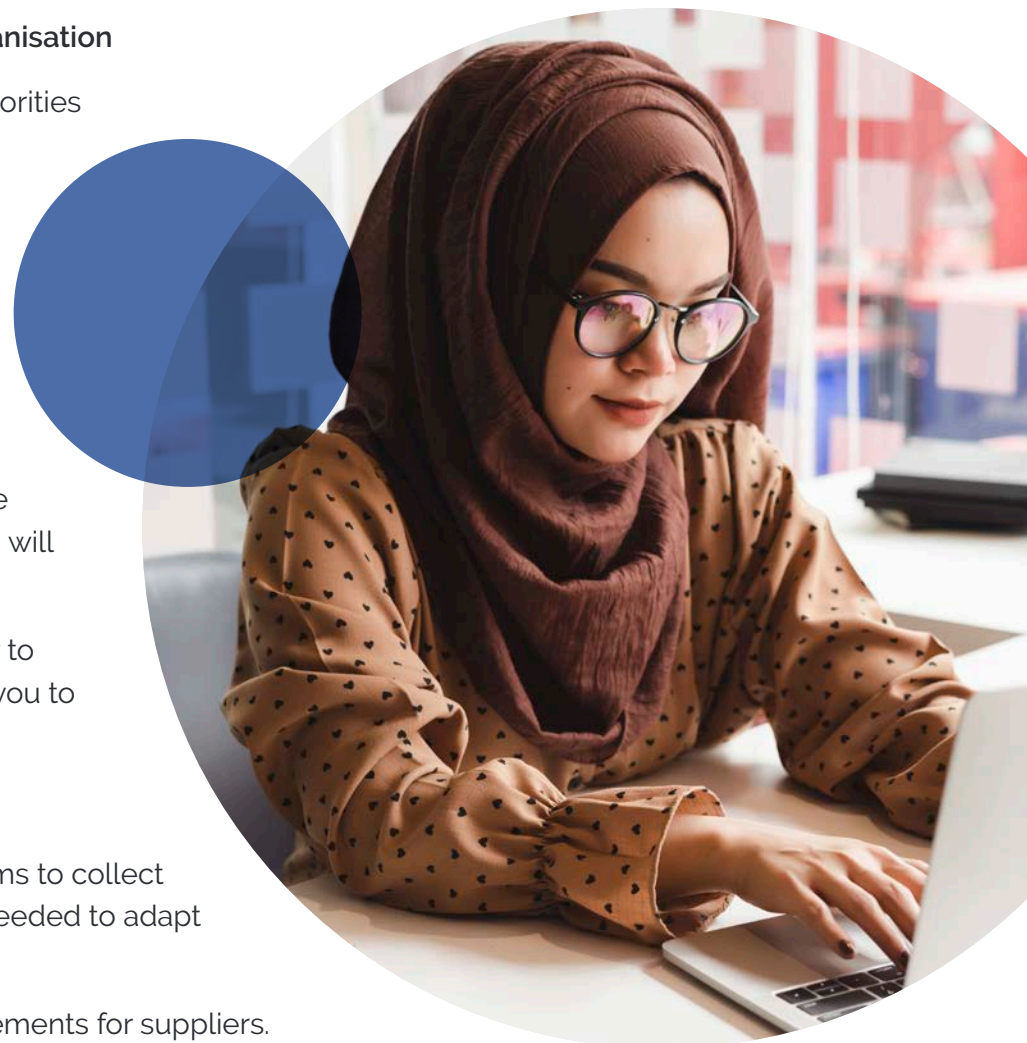
Use the Sedex Community to collaborate with peers to learn, solve challenges and promote work around gender data

Sedex runs frequent events as part of the **Sedex Community Programme**.

These events bring companies together to share challenges and learnings around gender data collection in their own business and supply chain. They give businesses the opportunity to connect with peers, to align strategies, coordinate efforts and have a greater positive impact.

Contact **community@sedex.com** to get involved.

What Sedex is doing to improve data collection

Sedex is working to improve businesses' knowledge about achieving gender equality in supply chains through better data collection.

Part of this work is to ensure the right gender data points are available across our tools and services for businesses to use. If you would like to get involved, please contact **communications@sedex.com**.

Resources and further reading

Definitions of terms

- Sedex **SAQ Glossary of Terms**

- UNSD (2007) **International Standard Industrial Classification of All Economic Activities (ISIC) Revision 4**

- ILO (2012) **International Standard Classification of Occupations**

Gender data resources

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Appendix: Additional data

Country breakdown for the sectors with the highest numbers of completed Self-Assessment Questionnaires (SAQs) on the Sedex platform:

Agriculture	**11,675 sites**	Food manufacturing	**9,639 sites**	Rubber and plastic manufacturing	**2,832 sites**	Manufacture of wearing apparel	**2,659 sites**	Other manufacturing	**2,205 sites**
1. South Africa	14%	**1.** United Kingdom	16%	**1.** China	30%	**1.** China	37%	**1.** China	65%
2. Chile	13%	**2.** United States	11%	**2.** United States	7%	**2.** India	16%	**2.** India	4%
3. Australia	10%	**3.** China	7%	**3.** United Kingdom	6%	**3.** Bangladesh	13%	**3.** Italy	3%
4. United Kingdom	10%	**4.** Australia	6%	**4.** India	4%	**4.** Turkey	5%	**4.** Vietnam	2%
5. Spain	7%	**5.** Italy	5%	**5.** Italy	3%	**5.** Mexico	4%	**5.** United Kingdom	2%

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Appendix: References

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