### Activity Sheet 1

# Exploring gender-specific elements of women’s employment in global supply chains

## Overview

Existing employment issues in global supply chains may have different impacts on men and women workers. Facilitators will provide an opportunity for participants to relate to their own personal experience (and refer to local and national situations) and exchange views with other participants in order to arrive at a deeper understanding of the gender facets of each issue.

### Target group

Representatives of:

* Companies aiming to improve supply chain organization. 
* National and local employer organizations and trade unions. 
* National and local government responsible for legislative implementation and factory inspection
* Factory and farm workers

### Aims 

* Develop a deeper and shared understanding of existing gender differences in employment and working conditions in global supply chains. 
* Stimulate discussion on issues about which participants may have very different views and personal experiences. 
* Allow an in-depth consideration of existing problems, introducing a gender perspective.

### Task

* Look at the list of areas, mentioned in the presentation, where women wokers face challenges:
  + Occupational segregation
  + Precarious work
  + Unequal pay
  + Vulnerable workers
  + Working hours
  + Poor access to maternity rights and child care
  + Unsafe working conditions
  + Limited access to education and skills development
  + Sexual harassment and violence
* Reflect on your personal experience of each issue, referring to local and national data and situations of which you are aware
* Try to achieve consensus on whether or not men and women are affected differently from these issues, how and why
* Discuss how social dialogue can be used to address these issues

### Time/Steps

With more than eight or ten participants:

#### Step 1 - Group discussion 

* Divide participants into smaller groups
* Discuss the issues presented in the cards, focusing on the differences in treatment and opportunities for women and men.
* Participants are encouraged to express their opinions freely, to refer to local and national situations they are knowledgeable about and to relate to their own personal experience.
* Each group will appoint someone to identify someone to take notes and present the group’s discussion in the plenary

#### Step 2 – Plenary discussion

* Each group has 5 minutes to debrief in plenary.
* 20 minutes final discussion: to ensure that the gender aspects have been addressed and that the group is now aware of existing gender differences in impact and conditions of the various issues discussed.
* 20 minutes for a plenary discussion on how these issues can be addressed through social dialogue.

### How to adapt it

* With a small number of participants, all the issues may be discussed in plenary.
* The facilitator guides the discussion to ensure that the gender aspects are addressed and that the group becomes aware of existing gender differences in impact and conditions of the various issues discussed.

### Time:

* Group discussion - 45 minutes
* Plenary discussion – 45 minutes