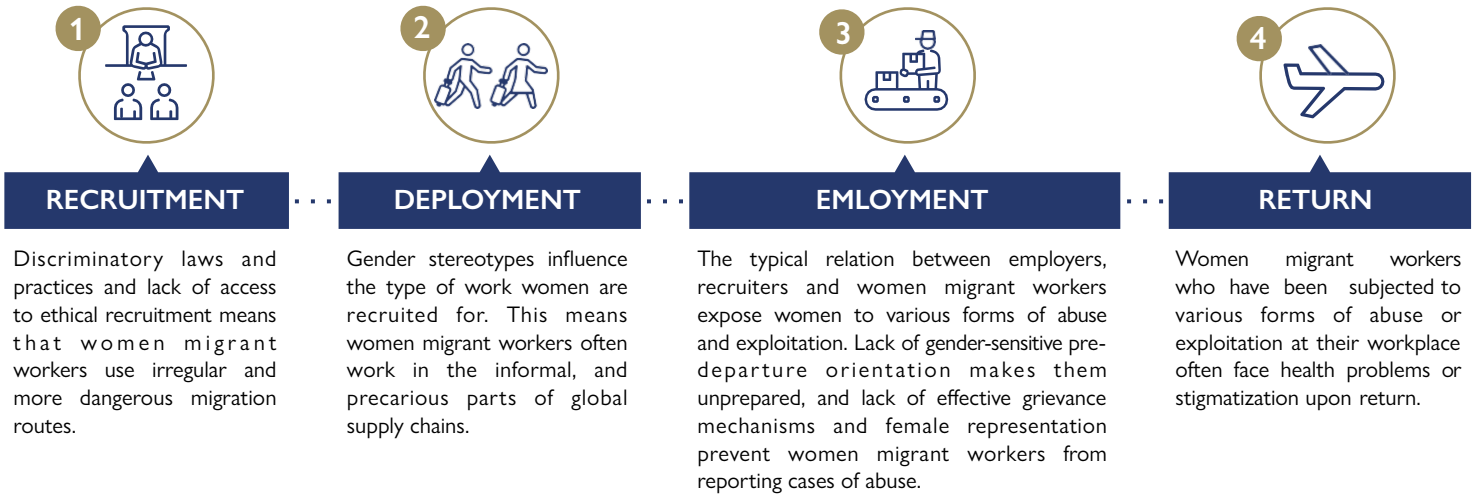


GENDER-SPECIFIC RISKS AND VULNERABILITIES IN SUPPLY CHAINS

WHY IT MATTERS TO BUSINESS

Businesses have the power to eliminate gender-based discrimination in their global supply chains. This is a responsibility under the UN Guiding Principles. Enhanced gender equality has the potential to generate economic benefits for businesses, migrant workers and their communities.



MAIN STATISTICS

41.6% of the world's 164 million migrant workers are **WOMEN**

Globally, **58%** of victims of modern slavery are **WOMEN**



WOMEN MIGRANT WORKERS tend to work in the lowest paid and most precarious parts of global supply chains

Approximately **190M** **WOMEN** work in global supply chains

KEY RECOMMENDATIONS FOR BUSINESS

- ✓ **ENHANCE** ethical recruitment and gender equality by implementing the *Employer Pays Principle*.
- ✓ **CONDUCT** a labour supply chain mapping exercise of business operations, which includes a gender analysis that identifies risks and barriers to women migrant workers rights.
- ✓ **DEVELOP AND IMPLEMENT** gender-sensitive human rights due diligence to identify, prevent and mitigate gender-based human rights violations.
- ✓ **DEVELOP AND IMPLEMENT** gender-responsive grievance mechanisms and make sure that it is available for all women migrant workers without fear of retribution.
- ✓ **DEVELOP** a checklist for suppliers to increase their awareness of gender-specific needs, e.g. female-only accommodation and health checks.