

Respecting and Supporting Women throughout the Value Chain

21 May 2014 at 9 am EDT



United Nations Global Compact

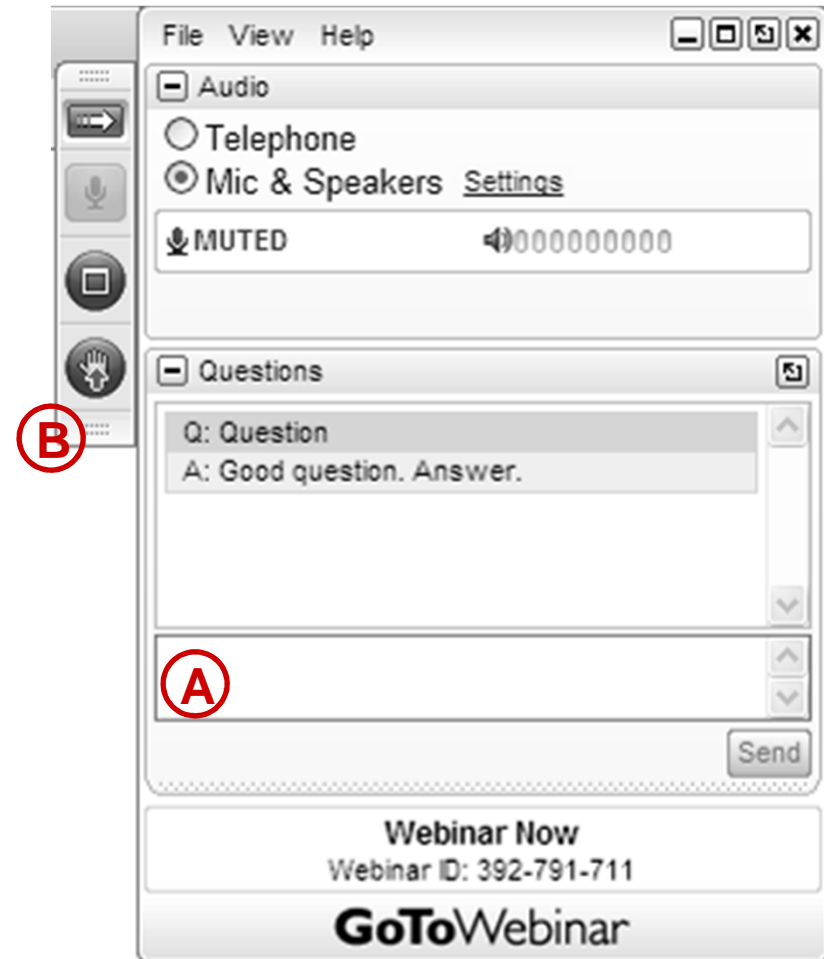


Questions

Technical Difficulties: If you have technical issues, please let us know by typing a message in the Questions pane (A). You can raise your hand (B) if we do not respond.

Q&A: We will be taking questions on content at the end, but you can send them to us throughout the webinar by using the Questions pane (A). Please specify to whom the question should be directed.

Example: *Question for John Doe: What is Human Trafficking?*



Agenda



Welcome and Introduction

Ms. Daniella Liew, Consultant – Human Rights & Supply Chain, UN Global Compact
Ms. Tulsi Byrne, Consultant – WEPs, UN Global Compact



Improved Social Standards in the Indian RMG Sector

Mr. Rishi Sher Singh, Project Director, Social Accountability International

Social Compliance in the Supply Chain: Monitoring and Continuous Improvement

BOYNER HOLDING

Ms. Aysun Sayin, Corporate Responsibility & Sustainability Manager, Boyner Holding

Q & A: Remaining Time



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Women's Empowerment Principles Overview



The Principles

1 Leadership Promotes Gender Equality

2 Equal Opportunity, Inclusion and Nondiscrimination

3 Health, Safety and Freedom from Violence

4 Education and Training

5 Enterprise Development, Supply Chain and Marketing Practices

6 Community Leadership and Engagement

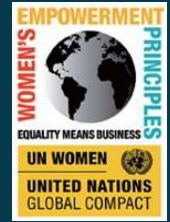
7 Transparency, Measuring and Reporting

- Joint initiative of UN Women and the UN Global Compact
- Launched on International Women's Day 2010 following a year-long international, multi-stakeholder consultation process
- 7 Principles for business on how to empower women in the workplace, marketplace and community
- Elaborates the gender dimension of good corporate citizenship, the UN Global Compact, and business' role in sustainable development

How to Engage in the WEPs



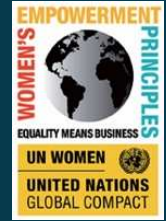
Principle 5: Implement Enterprise Development, Supply Chain and Marketing Practices that Empower Women



Enterprise Development, Supply Chain and Marketing Practices

- Expand business relationships with women-owned enterprises, including small businesses, and women entrepreneurs
- Support gender-sensitive solutions to credit and lending barriers
- Ask business partners and peers to respect the company's commitment to advancing equality and inclusion
- Respect the dignity of women in all marketing and other company materials
- Ensure that company products, services and facilities are not used for human trafficking and/or labour or sexual exploitation

Inclusive sourcing is a Key Pillar of Sustainable Procurement



Makes Business Sense:

- Broadens vendor pool and provides access to new products and services
- Creates vendor competition which can lead to lower costs
- Generates innovation through diverse ideas and talents which leads to competitive advantage
- Recognizes the diversity and needs of your customers
- Strengthens brand recognition and customer loyalty
- Be at the cutting edge of building more sustainable businesses, products and services
- Contributes to women's economic empowerment and overall sustainable development

Upcoming Engagement Opportunity to Implement Principle 5:

The Women Vendors Exhibition and Forum
September 16-17, 2014
Kigali, Rwanda

Brings together women-owned businesses with representatives of corporations, governments and trade support institutions to explore business partnerships, build skills and engage with dynamic public and private sector leaders from around the world

Prime opportunity to expand procurement prospects and strengthen inclusive sourcing practices. For more information please visit the [WVEF 2014](#).

Learn more about inclusive sourcing:
[***Inclusive Sourcing - Call to Action***](#)

Spread the Word | Take Action | Build the Consensus



www.WEPrinciples.org

womens-empowerment-principles@unglobalcompact.org

@WEPrinciples | facebook.com/WEPrinciples

Supply Chain Sustainability - Tools & Resources

The UN Global Compact encourages signatories to engage with their suppliers around the Ten Principles, thereby developing more sustainable supply chain practices. To assist with this, UNGC has created the following resources for sustainable supply chain management, which can be found at http://www.unglobalcompact.org/Issues/supply_chain/guidance_material.html.



[Sustainable Supply Chains: Resources and Practices](#)

This website provides information on initiatives, resources and tools to assist companies in developing more sustainable supply chains, as well as examples of good company practices.



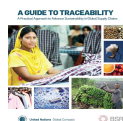
[Quick Self-Assessment & Learning Tool](#)

This online tool is intended to help companies take stock of their approach to supply chain sustainability, to identify areas for improvement by comparing their practices against peers and other companies, and to provide links to resources.



[Supply Chain Sustainability](#)

This guide illustrates how UN Global Compact signatories can implement the ten principles throughout their supply chains and integrate sustainability into their procurement strategies. It includes examples of good corporate practices.



[A Guide to Traceability: A Practical Approach to Advance Sustainability in Global Supply Chains](#)

This guide provides an overview of the importance of traceability for corporate sustainability objectives, outlines the global opportunities and challenges it represents, and summarises practical steps for implementing traceability programmes within companies.



[Stand Together Against Corruption: A Practical Guide to Help Prevent Corruption in the Supply Chain](#)

This guide provides a short and practical guidance to companies on managing anti-corruption in the supply chain. It includes specific company examples and other useful resources on this topic. It was developed by the Anti-Corruption Task Force of the Advisory Group on Supply Chain Sustainability in 2013.



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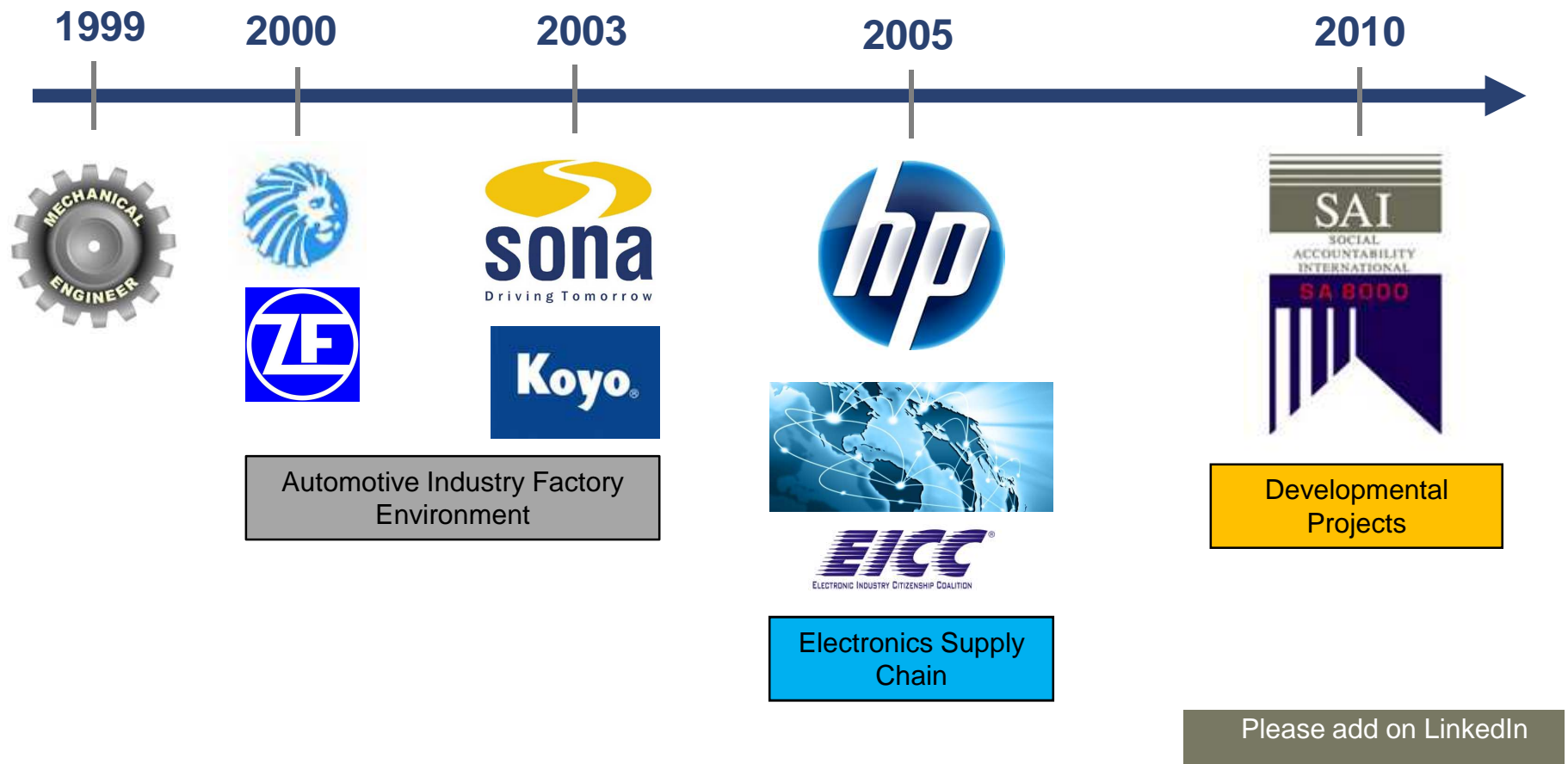
Improved Social Standards in the Indian RMG Sector

- part of RAGS challenge fund from UK Aid

Presented by Rishi Sher Singh

► Speaker Profile

- Rishi Sher Singh



► Social Accountability International

- Founded in 1997 - Non-profit & multi-stakeholder organization
- Mission - advance the human rights of workers around the world
- Promotes ethical working conditions, labor rights, corporate social responsibility and social dialogue
- Leading training organization



- Responsible & Accountable Garments Sector
- RAGS is a project funded by UK Aid
- Responsible and ethical production norms in the garment factories supplying to the UK
- SAI project started in Nov 2010, end of project in Sept 2013
- SAI's partners - GAP Inc., Timberland, PGC-Switcher & ETI London
- Focus on gender equality in India



Photo credit: GMB Akash/Panos Pictures

► Improve the factory!

Health and Hygiene

Crèche



Trainings



Maternity time off

Skill development

Anti sexual harassment

Equity

Equal work equal pay

Grievance handling



Safety and security



Supervisory skills

Dialogue

Worker surveys
Management systems

Counseling

Worker benefits



Project Interventions - India



Classroom trainings

- Focus on managers
- Gender Sensitization - 22 workshops, 600+ participants
- Supply chain management



Onsite assistance - 30 factories

- Focus on workers
- Worker committee gender sensitization
- Improvement projects



Auditor guidance

- 'Sumangali' schemes
- Gender discrimination

Multi-stakeholder engagement and inputs
Training of trainers



▶ Linkages with WEP



- ➔ **1** Leadership Promotes Gender Equality
- ➔ **2** Equal Opportunity, Inclusion and Nondiscrimination
- ➔ **3** Health, Safety and Freedom from Violence
- ➔ **4** Education and Training
- ➔ **5** Enterprise Development, Supply Chain and Marketing Practices
- 6** Community Leadership and Engagement
- 7** Transparency, Measuring and Reporting

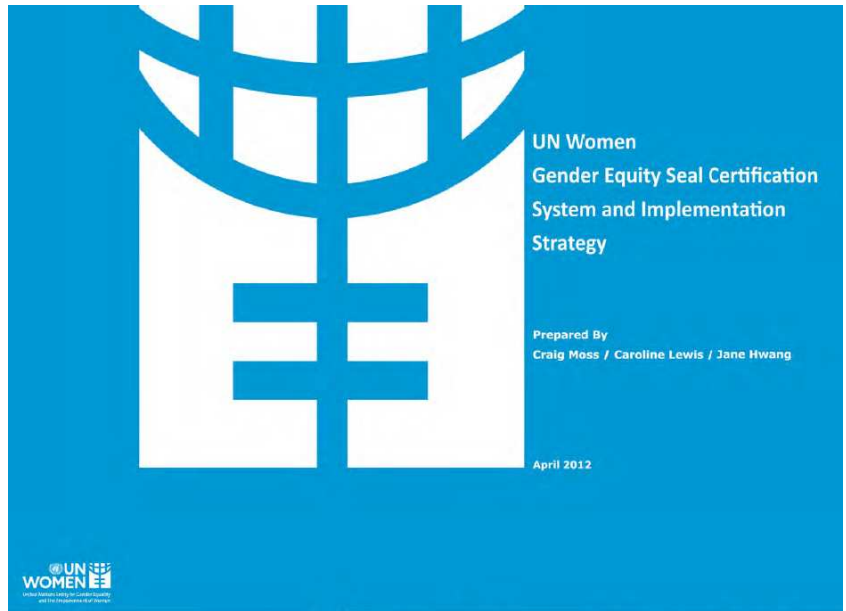
Conclusion

-Scaling & Sustaining



A drop in the Ocean ! *“Miles to go....”*

Developments



Gender Equity Seal



Regional Leverage



SOCIAL ACCOUNTABILITY INTERNATIONAL

Thank you!

Boyner Holding

*Respecting and Supporting Women throughout
the Value Chain*

Aysun Sayın

***Corporate Responsibility and
Sustainability Manager***

Boyner Group

“Boyner Group” is Turkey’s largest non-food retail operator with a turnover of 1.5 Billion USD in 2013 with more than 30 private brands.

BOYNER HOLDING



Strong nationwide presence with strong brands targeting different customer segments

Number of stores	493 Stores
Total Sales Area	378,278 sqm
Sales Volume 2012	1.5 Billion USD
Number of employees ⁽¹⁾	9,224

(1) Including only the employees in the payroll; excluding employees of franchise stores and employees on consignment

BOYNER HOLDING

Social Compliance in the Supply Chain: Monitoring and Continuous Improvement

Suppliers: 229

of Employees: 34.000

% Women Employees % 25

82% suppliers are in İstanbul, others are in Anatoila in 16 different cities

ALTINYILDIZ

BEYMEN

boyer

ÇARŞI

DIŞARESE

fabrika

morhipo

NetWork

QUE

YKM

Code of Ethics “We Care”

WE CARE ABOUT EQUALITY FOR ALL

We provide equal opportunities in all employment conditions for recruitment, employment relations processes, compensation & benefits, access to training, promotion, retirement etc.

We dismiss all kinds of discrimination based on **race, color, religion, marital status, sexual orientation, gender identity, political view, ethnic identity, health status, familial responsibilities, trade union membership, physical disability or age.**

At the heart of our principle of Equality, we also expect our business partners to give equal treatment and provide equal opportunities to all employees.

WE CARE ABOUT THE HEALTH & SAFETY We expect that a healthy and safe environment is provided for all employees, that they are informed about occupational diseases and that all necessary routine medical examinations are undertaken. All employees have a right to clean drinking water, hygienic working place and appropriate protective material.

Code of Ethics “We Care”

WE CARE ABOUT THE EDUCATION & DEVELOPMENT OF CHILDREN

The employment of children under the age of 15 in our workplaces and those of our business partners and their third party partners is a violation of Children’s Rights and is unacceptable. We expect that all legal regulations supporting the physical and psychological development of young employees aged 15-18 are respected.

WE CARE ABOUT THE PROTECTION OF PREGNANT WOMEN, NURSING MOTHERS & YOUNG EMPLOYEES

We expect that all legal regulations regarding the working conditions of pregnant women and nursing mothers are respected. Their protection in the working environment and respecting the special arrangements about their working hours is essential for us.

WE CARE ABOUT THE ENVIRONMENT

We expect special attention on minimising all conditions in all facilities and manufacturing processes that can cause a threat to human health and the environment.

Our business partners are responsible in manufacturing and procuring material in full compliance with national and international environment legislations.

Control and Monitoring Areas of the Supply Chain

Social

Business and labor practices

- Working hours
- Payments and social benefits
- **Working conditions of pregnant women and young workers**
- Annual leave, weeks of paid vacation
- Child labor
- Forced labor

Additional Applications

- Transportation and meals
- **Nursery**
- Victual supplies
- **Professional development**

Human Rights

- Freedom of association and collective bargaining
- Participatory communication structure
- **Non-discrimination procedures**
- **Sexual harassment, mobbing and ill-treatment policy and implementation** procedures
- Requests and complaints mechanism

Health & Safety

- General Occupational Health and Safety Control
- Fire Safety
- Chemical Safety
- Earthquake Safety
- Electrical and mechanical safety
- Access to medical services
- Workplace hygiene

Product Liability

- Not using banned chemicals
- Chemical MSDS information

Environmental

- Legal permits
- Solid waste
- Waste water
- Hazardous waste
- Energy management

Major Problems in Turkey

- Child Labour - especially in the summer
- Working hours, social security, minimum wages
- **Anti-discriminaton policies and procedures**
- **Protection of pregnant women and young labour**
- Health & Safety; especially fire and chemical safety
- Freedom of association

Keeping the data by gender

SUCH AS;

- Total Number of Employees
- Total Number of Woman Employees
- Total Number of Managers
- Total Number of Woman Managers
- Total Number of Employees Member of Trade Union
- Total Number of Woman Employees Member of Trade Union
- Number of Employees Leaving from Work Willfully
- Number of Woman Employees Leaving from Work Willfully
- Total Number of Employees Whose Agreement is Cancelled
- Total Number of Woman Employees Whose Agreement is Cancelled
- Number of Employees Leaving from Organization Due to Other Reasons
- Number of Woman Employees Leaving from Organization Due to Other Reasons
- Number of Women on Maternity Leave
- Number of Women Returning from Maternity Leave
- Number of Employees Benefitting from Child Care Services

Setting Targets

- Including the principle of equality between women and men in all policies and procedures especially Occupational Ethics and Rules of Conduct
- Revising job postings, if there is any discriminatory definition eliminates them.
- Making arrangements for reconciliation family and work life

Inclusive Supply Chains

Now we are working on **inclusive supply chain** (refers to integration of economically marginalized groups into business sourcing process)

Our objective is to increase the participation of women producers in supply chain.



Q & A



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Thank You

Thank you for joining us today.

Presentation slides and a recording of the webinar will be available on the UNGC and WEPs website.

If you have any additional questions, please contact:

Daniella Liew: liew@unglobalcompact.org, or

WEPs: womens-empowerment-principles@unglobalcompact.org.



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