



MAY 2026

Research guide: Gender equity for companies

Regulations, reports, and data to help companies improve on gender issues in their supply chains



About FLA

The **Fair Labor Association (FLA)** promotes human rights at work. We are an international network of companies, universities, and civil society organizations collaborating to ensure that millions of people working at the world's factories and farms are paid fairly and protected from risks to their health, safety, and well-being.

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Introduction

As legal sustainability and accountability requirements increase globally, organizations must incorporate a gender perspective into their operations and risk analysis. Governments, shareholders, investors, and stakeholders are holding companies accountable to applying gender-sensitive policies in their employment and supply chain practices. Sustainability reporting frameworks, such as the Global Reporting Initiative and the Dow Jones Sustainability Index, already consider gender perspectives as a critical aspect of their evaluation process.

FLA conducted research on recent guidance, reports, analyses, standards, and legislation related to the gender pay gap, gender equity in the workplace, and gender equity in supply chains to support companies in improving on gender issues. It is divided into six sections:

- Gender equity: The bigger picture
- The gender pay gap
- Gender-based violence and harassment (GBVH)
- Women in union leadership
- Tools and practical guidance
- Governments with gender equity-related legislation

Each of these sections is meant to provide sustainability professionals and company leadership with the necessary background to integrate a gender lens into their human rights due diligence (HRDD) programs.

This guidance focuses on resources published between 2015-2026, with the aim to serve as a starting point for organizations to explore this important subject.

1. Gender equity: The bigger picture

1.1 Policies and frameworks: From regulations to global reporting standards

1.1.1 BINDING REGULATIONS

The EU Corporate Sustainability Due Diligence Directive (CSDDD)

On Feb. 23, 2022, the European Commission adopted a proposal for a directive on corporate sustainability due diligence. The EU [Corporate Sustainability Due Diligence Directive \(CSDDD\)](#) entered into force on July 25, 2024, after being published on July 5, 2024. However, its application has been postponed and is currently under revision as part of an EU Omnibus proposal aimed at simplifying sustainability requirements and reducing regulatory burden. As a result, member state transposition and company-level obligations are expected to begin later than originally planned, with implementation likely from 2028 onward for the largest companies.

Despite these delays and proposed simplifications, the core objective of the CSDDD remains: to promote sustainable and responsible corporate behavior across companies' operations, subsidiaries and global value chains. Companies in scope are expected to identify, prevent, mitigate and address actual or potential adverse human rights and environmental impacts linked to their activities and business relationships. The directive covers key diversity, equity and inclusion (DEI) issues, including equal pay for equal work or work of equal value, gender-based violence and harassment, and discrimination based on race, ethnicity, gender, age or social background. The CSDDD is grounded in the [\(OECD\) Due Diligence Guidance for Responsible Business Conduct](#), developed in March 2018.

EU Gender Equality Strategy

The [EU Gender Equality Strategy](#) presents policy objectives and actions to make significant progress towards a gender-equal Europe by 2025, delivering on the von der Leyen commission's commitment to achieving a union of equality. The key objectives are ending gender-based violence, challenging gender stereotypes, closing gender gaps in the labor market, achieving equal participation across different sectors of the economy, addressing the gender pay and pension gaps, closing the gender care gap, and achieving gender balance in decision-making and politics.

As one of the first deliverables of the strategy, the commission proposed [binding pay transparency measures](#) in March 2021 and it adopted the [Pay Transparency Directive](#) in May 2023. These rules help to ensure that the principle of equal pay for equal work or work of equal value, enshrined in the Treaty on the Functioning of the European Union since 1957, becomes a reality on the ground.

OECD Guidelines: OECD Due Diligence Guidance on Responsible Business

The OECD has published [guidelines on responsible business conduct](#), addressed by governments to multinational enterprises operating in adhering countries. The guidelines provide non-binding principles and standards for responsible business conduct in a global context consistent with applicable laws and internationally recognized standards, including the United Nations [\(UN\) Guiding Principles on Business and Human Rights](#).

While gender issues cut across all aspects of business activity, the OECD guidelines do not have any specific reference to gender. The chapters that are most closely related to gender issues, including women's rights and gender discrimination, are those on human rights and employment and industrial relations. The OECD does offer a few guidelines to companies on [Responsible Business Conduct and Gender](#) and how to ensure gender equality is being promoted, such as:

- Collect and assess sex-disaggregated data and understand whether enterprise activities impact on men and women differently;
- Assess if women benefit equitably in compensation payments or other forms of restitution;
- Develop, design, and evaluate gender sensitive and gender responsive policies and plans to mitigate and address real and potential adverse impacts identified;
- Consult women outside the presence of men and facilitate separate spaces for women to express opinions and provide input on business decisions; and
- Assess whether grievance mechanisms are gender-sensitive, taking into consideration the obstacles that may prevent women from accessing them.

Roadmap for Women's Rights

On March 8th 2025, the European Commission published a [Roadmap for Women's Rights](#) laying out eight principles to guide internal EU policy, as well as diplomacy. The roadmap builds on the EU's Gender Equality Strategy 2020-2025 and is meant to continue promoting the cause of gender equality.

1.1.2 VOLUNTARY REPORTING AND BENCHMARKING FRAMEWORKS

Bloomberg Gender Equality Index (BGEI)¹

The demand for data transparency, standardization, and performance of corporate ESG factors is at an all-time high. Quantifying the social element of a company's ESG data has become critical in tying links of human capital to financial materiality.

[The Bloomberg Gender Equality Index](#) evaluates public companies that are dedicated to promoting gender equality through their policies, representation, and transparency in reporting gender-related data. This index helps track companies committed to transparent gender-data disclosure, which can

¹ As of October 2024, Bloomberg has ended the annual update of the index. Although the data is no longer updated, the index remains a valuable framework for responsible investors to assess companies' overall performance on gender equality.

attract investment and talent while allowing investors to make socially informed decisions. Additionally, data disclosure empowers employees and communities to hold companies accountable for their progress, reinforcing the business case for gender equality. Bloomberg also publishes an annual GEI insights report that examines trends in gender-related social reporting, providing data, analysis, and corporate perspectives on fostering a more equitable future.

The Dow Jones Sustainability Indices (DJSI)

The DJSI measure the performance of companies selected with environmental, social, and governance (ESG) criteria using a best-in-class approach. The key factor in selecting constituents for any DJSI index is a company's S&P Global ESG Score, calculated under SAM's annual [Corporate Sustainability Assessment](#) (CSA). The article, "[How gender fits into ESG?](#)," explains S&P Global's overview of gender integration in ESG practices. The S&P website includes a variety of gender-related content, such as [Elusive Parity: Key Gender Parity Metric Falls for First Time in 2 Decades](#).

Global Reporting Initiative (GRI)

GRI is an international multistakeholder, network-based, non-governmental organization (NGO) and collaborating center of the UN Environment Program that has developed the world's most widely used framework for sustainability reporting. This framework sets out the principles and indicators that organizations can use to measure and report their economic, environmental, and social performance. GRI is committed to its continuous improvement and application worldwide. As such, GRI works towards its goal to create conditions for the transparent and reliable exchange of sustainability information. Its research and development publication series includes [Embedding Gender in Sustainability Reporting – A Practitioner's Guide](#).

Equileap Gender Equality Report and Ranking

[Equileap](#) is an independent, specialized data provider with a broad scope of gender metrics that enable investors to make better investment decisions on equality in the workplace. Equileap assesses and ranks thousands of companies across the world on gender equality using a unique research methodology and has the largest up-to-date database on gender equality. Equileap is now recognized as the leading provider of data and insights on gender equality, allowing investors to align with their values. The database covers all main developed and emerging markets, including the Morgan Stanley Capital International (MSCI) World, Russell 1000, S&P 500, and STOXX 600 indices.

[The Gender Equality Report and Ranking](#) summarizes the research of 5,600 public companies around the world using the unique and comprehensive Equileap Gender Equality Scorecard™. It covers 21 indicators, including gender balance across the workforce, the gender pay gap, paid parental leave, anti-sexual harassment policies, race and ethnicity, support for gender-diverse employees, and more.

World Benchmark Alliance (WBA) Gender Benchmark

[WBA's Gender Benchmark](#) is an in-depth evaluation of companies in the apparel, food, and agriculture

industries on gender equality and women's empowerment. It is part of WBA's wider effort to measure and rank the 2,000 most influential companies in the world across seven systems transformations needed to achieve the UN Sustainable Development Goals (SDGs). It includes indicators that look beyond commitments and into performance across companies' entire value chains. As such, the Gender Benchmark can hold companies accountable for how they are driving gender equality and women's empowerment across their workplaces, supply chains, marketplaces, and communities. The benchmark is updated yearly.

1.1.3 GLOBAL COMMITMENTS AND DECLARATIONS

The ILO Core Conventions

The ILO [core labor standards](#) cover fundamental rights at work, including:

- Freedom of association and the effective recognition of the right to collective bargaining;
- The elimination of all forms of forced or compulsory labor;
- The effective abolition of child labor; and
- The elimination of discrimination in respect to employment and occupation (see the [ILO Declaration on Fundamental Principles and Rights at Work](#)).

The ILO's Gender-Related Commitment

The ILO's mandate to promote gender equality in the world of work is enshrined in its [constitution](#) and reflected in relevant international labor standards. The four key ILO gender equality conventions are:

- [Equal Remuneration Convention \(No. 100\)](#);
- [Discrimination \(Employment and Occupation\) Convention \(No. 111\)](#);
- [Workers with Family Responsibilities Convention \(No. 156\)](#); and
- [Maternity Protection Convention \(No. 183\)](#).

Conventions 100 and 111 are also among the eight fundamental conventions. The principles and rights enshrined in those conventions are found in the ILO Declaration on Fundamental Principles and Rights at Work. In addition, the ILO has developed the [Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy, 2023](#). This declaration provides direct guidance to enterprises on social policy and inclusive, responsible, and sustainable workplace practices. It is the only global instrument in this area that was elaborated on and adopted by governments, employers, and workers from around the world.

C190-Convention on Violence and Harassment, ILO, 2019

Adopted in June 2019, the [ILO Convention on Violence and Harassment](#) is the first international treaty to recognize the right of everyone to a world of work that's free from violence and harassment, including gender-based violence and harassment.

International Finance Corporation (IFC) and the World Bank Group

IFC, part of the World Bank Group, aims to create opportunities for people to escape poverty and improve their lives through sustainable economic growth in developing countries. By supporting private sector development and providing advisory and risk mitigation services, IFC promotes the participation of both women and men in business. Recognizing the barriers that gender inequity poses for aspiring businesswomen, IFC is dedicated to creating opportunities for women in business. The program seeks to integrate gender issues into IFC's initiatives while maximizing the untapped potential of women in emerging markets. For more details on IFC's gender program, visit www.ifc.org/gender.

World Bank Group's new [Gender Strategy for 2024-2030](#) highlights its commitment to building the foundational well-being of women, expanding economic opportunities for all, and engaging women as leaders. These pillars will help accelerate gender equality to end poverty on a livable planet.

UN Sustainable Development Goals (SDGs)

In September 2015, all 193 member states of the UN adopted a plan for achieving a better future for all—laying out a path over the next 15 years to end extreme poverty, fight inequality and injustice, and protect our planet. At the heart of “Agenda 2030” are the [17 Sustainable Development Goals](#) (SDGs), which clearly define the world we want and apply to all nations, leaving no one behind. Gender equality is a standalone sustainable development goal (SDG 5) and gender equality is inextricably linked to the advancement of all 17 SDGs. Metrics include:

- Gender pay gap: SDG 5.1, 10.2, 12.6, 8.5, 1.4, 17.18 (See details under WBA Gender Benchmark); and
- Living wage: SDG 5.1, 1.1, 1.2, 8.5, 8.7, 8.8, 10.1, 10.2, 10.4.

UNGC and UN Women Conventions on Gender

Equal rights for men and women are a core United Nations principle. One of the organization's central goals is the reaffirmation of [“faith in fundamental human rights, in the dignity and worth of the human person, in the equal rights of men and women,”](#) and to that end, extensive work has been done over the years issuing multiple conventions and declarations that cement the equal rights of women in all fields of life.

In 1979, the General Assembly adopted the Convention on the Elimination of all Forms of Discrimination against Women (CEDAW), by votes of 130 to none, with 10 abstentions.

In 1995 at the Fourth World Conference on Women, 189 member states adopted the [Beijing Declaration and Platform for Action](#). It's an ambitious, visionary document that embodies the international community's commitment to achieving gender equality and providing better opportunities for women and girls. It covers 12 areas of concern, including women and poverty, climate change, and violence against women. It was reissued in 2015 to acknowledge the work done and the challenges still ahead.

In 2011, the UN Global Compact (UNGC) and UN Women joined forces to develop the UN [Women's Empowerment Principles](#) – a series of seven principles meant to achieve greater gender equality in the

workplace, marketplace, and community. These principles enhance the business case for gender equity.

1.2 Global trends and their impact on business and society

The Home & The World of Work, Cividep, 2025

This research explores the implications of working in the garment industry for women's households, with a case study in Karnataka, India. It examines how caste, class, and gender intersect in ways that increase the vulnerabilities of women workers, linking their roles at home to their occupational experiences at the workplace.

Accelerating Gender Equality Through Social Protection, World Bank Group, 2024

This report examines the role of social protection in advancing gender equality and empowering women and girls. The report emphasizes that half of the world lacks adequate social protection, a gap which disproportionately impacts women and girls. The report presents recommendations for large scale solutions; it also identifies key challenges to effectively implementing the recommendations, expanding economic opportunities, and better engaging women as leaders.

Gender Equality Index: Sustaining momentum on a fragile path, European Institute for Gender Equality (EIGE), 2024

Since 2010, the Gender Equality Index has set a benchmark for equality between women and men to guide decision-makers on policies and goals for a more balanced and inclusive society across the EU by highlighting what is working and where, and what is not working. The Gender Equality Index examines gender equality through a policy lens, connecting it to violence against women. In 2024, the report indicated a general improvement in gender equality overall, with significant variation between different countries. Sweden remains in the lead, while Romania is at the bottom of the list – showing a disparity of 30 points, which indicates that the vision of a “Union of Equality” has not yet been achieved.

RISE: A Reflection on Women's Advancement Beyond Supervisory Roles in the Garment Industry, BSR and RISE, 2024

This blog post discusses the outcomes of a research project conducted by RISE about women workers' perspectives on how they define career advancement, what barriers they face, and how to create change.

New Data Show Massive, Wider-than-Expected Global Gender Gap, World Bank Group, 2023

The global gender gap for women in the workplace is far wider than previously thought, a World Bank Group report shows. When legal differences involving violence and childcare are considered, women enjoy fewer than two-thirds of the rights of men. No country provides equal opportunity for women—not even the wealthiest economies.

1.3 What works: Strategies to advance gender equality

[Gender equality in supply chains: How ILO interventions foster gender equality in outcomes in supply chains, ILO, 2025](#)

This policy brief by the ILO offers an overview of women's roles in global supply chains, emphasizing the challenges, obstacles, and opportunities they present for gender equality and the development of sustainable supply chains. The report examines best practices and key intervention strategies the ILO uses that have proven effective and can help strengthen the business case for gender equity in global supply chains.

[Supporting Business Implementation of the UNGC Women's Empowerment Principles, BSR and UNGC, 2024](#)

The UNGC Women's Empowerment Principles (WEPs) launched the Target Gender Equality Program (TGE), a gender equality accelerator program for companies. BSR worked with the UNGC to engage TGE participants in developing a global approach to gender equality. This approach aligns efforts to promote company-specific strategies for improving women's empowerment across countries, brands, and teams with wider sustainability targets and strategies in mind.

[How to achieve gender equality in global garment supply chains, ILO, 2023](#)

Over the last three decades, global supply chains have been a key entry point for women to enter the formal workforce. This has brought unprecedented opportunities for women to develop and increase their skills, improve their incomes, and elevate their living standards. This article shares that while global supply chains have enabled women to become more economically empowered, especially in the garment sector, serious decent work deficits remain prevalent (as they are in other segments of the labor market), including discrimination, violence, and harassment. With a more equitable set of policies and actions, the garment industry could lift millions of workers out of poverty and drive inclusive economic growth.

[Women's Empowerment and Business: 2020 Trends and Opportunities, UN Global Compact \(UNGC\), 2020](#)

This report examines the aggregate results of companies using the Women's Empowerment Principles Gender Gap Analysis Tool. It provides insights on global corporate performance on gender equality and showcases the efforts of partners and other stakeholders to drive women's empowerment around the world. The report concludes that while corporate support for gender equality is strong, businesses have yet to introduce measurable targets and robust accountability mechanisms to ensure progress.

2. The gender pay gap

2.1 Policies and regulations driving pay equity

[The EU Pay Transparency Directive, The EU Parliament and Council, 2023](#)

In 2023, the European Parliament and Council adopted the EU Pay Transparency Directive. By June 2026, all EU member states must apply the directive to national legislation. The directive states that employers will be required to thoroughly assess their compensation packages, including in-kind benefits, basic pay, bonuses, and other incentive pay, and report their results publicly, provide salary transparency to job candidates, and comply with several enforcement mechanisms.

[Pay transparency legislation: Implications for employers' and workers' organizations, ILO, 2022](#)

This paper provides an overview of pay transparency legislation aimed at reducing the gender pay gap. It offers a detailed mapping of countries' existing pay transparency legislation and assesses its impacts on the gender pay gap and on broader labor market considerations. Furthermore, the paper examines the views and roles of workers' and employers' organizations, based on an online ILO survey conducted with representatives from each group. It also includes arguments both in favor and against pay transparency legislations.

[Closing the gender pay gap: A review of the issues, policy mechanisms, and international evidence, ILO, 2016](#)

This publication covers wage-setting institutions and their impact on inclusive and gender-equal labor markets. It discusses a three-level framework that includes:

- Four types of measures (legal, social dialogue and collective bargaining, voluntary policy, and social policy);
- Gender-specific and general measures to promote more equal, inclusive and transparent environments; and
- Policy developments at four levels (international, national, sector, and company) and key actors (the state, employers, trade unions, community groups, individuals, etc.).

2.2 What the data shows: The global landscape

[The Global Gender Gap Report 2025, World Economic Forum, 2025](#)

This index annually benchmarks the current state and evolution of gender parity across four key dimensions: economic participation and opportunity, educational attainment, health and survival, and political empowerment. Since its inception in 2006, it's the longest-standing index tracking the progress of numerous countries' efforts towards closing gender gaps over time.

In 2025, the Global Gender Gap Report, which covers 148 countries, found that it will take 123 years to reach full gender parity at current rates of progress. The areas with the greatest progress to date, and

greatest gaps remaining, are economic participation and opportunity and political empowerment, with the latter needing 162 years to fully close at current rates of progress.

The 2024 report covered 146 countries, indicating it will take 134 years to achieve full gender parity at the current rate of progress, with significant acceleration needed. Men still enjoy more legal protections than women, and while 98 countries have adopted pay equity laws, effective mechanisms to address the pay gap are rare. Additionally, industries with a higher share of female workers tend to have lower pay levels.

Global Wage Report 2024-25: Is wage inequality decreasing globally?, ILO, 2024

Evidence in 2025 found that following several years of negative real wage growth, nominal wages have begun to increase more quickly than inflation. Real wages returned to growth in 2023 and 2024. The report finds, however, that men earn more than women across all country income groups, and across the entire wage scale.

Of particular importance is the finding that in lower income countries the wage gap is highest at the lower end of the spectrum. Additionally, the report notes that women continue to be underemployed compared to men or employed in the informal economy or under more precarious circumstances.

Female employment improves in numbers and quality in this century, ILO, 2024

A report on employment trends during the early 21st century shows that women's labor market situation is rapidly improving, though they still have lower employment rates and are more often in low-paid jobs. Covering 17 EU developed and non-developed economies that account for over a third of the global workforce, the study finds significant gains for women in job quantity and quality, highlighting a feminization of employment. The report provides insights for policymakers and stakeholders on gender dynamics and stresses the need to address persistent disparities against working women.

How do DE&I regulations differ across countries?, Equal Pay International Coalition (EPIC), 2023

Creating diverse, equitable, and inclusive workplaces is a priority for many organizations worldwide. Yet the legislative contexts governing DEI starting points and limits differ from country to country. This recent EquiNations overview presents a snapshot of the DEI legislative contexts across the 20 countries with the highest number of current Equity, Diversity and Gender Equality (EDGE) Certified organizations.

Despite an Uptick in 2023, Only 32% of the Largest U.S. Companies Analyze Their Gender Pay Gaps, JUST Capital, 2023

Over the past several years, JUST Capital has analyzed what steps corporate America has taken to shrink the pay gap – particularly whether companies disclose that they've conducted a pay equity analysis or published the results. In 2023, 32% of America's largest public companies disclosed conducting a gender pay gap analysis, and only 14 companies reported the results. JUST Capital's [methodology](#) allows it to conduct an analysis that reflects what's most important to the American public.

Equal pay for work of equal value: where do we stand in 2023?, ILO and the World Bank, 2023

In the last year for which data is available, the proportion of women in senior and middle management positions was lower than 35% in half of countries globally. Men earned more than women in most countries, in nearly all industries, due to various factors including persisting gender segregation in employment by occupation, disruptions to the working lives of women due to motherhood, uneven sharing of family and care responsibilities, and unfair pay practices. This blog dives into the ILO's Harmonized Microdata Collection to provide insights regarding a major social injustice of our time: the gender pay gap.

Why Women Earn Less: Gender Pay Gap and Labour Market Inequalities in Ethiopia, UN Women, 2023

This report finds that women earn 21% less than men in eastern and southern Africa, with substantial variations across countries. In fact, the gap exists even after accounting for the average differences in women's and men's education, seniority and work experience, and type of job. This leads to lifetime income inequality between women and men and further contributes to women's poverty.

Global Wage Report 2022/2023: The Impact of COVID-19 and Inflation on Wages and Purchasing Power, ILO, 2022

Evidence in 2022 suggests that rising inflation is causing real wage growth to dip into negative figures in many countries. The increasing cost of living has the greatest impact on lower-income earners and their households. This is because they spend most of their disposable income on essential goods and services, which generally experience greater price increases than non-essential items. Inflation is also biting into the purchasing power of minimum wages. Despite nominal adjustments taking place, the real value of minimum wages is quickly eroding in many countries. The erosion of real wages comes in addition to significant wage losses incurred by workers and their families during the COVID-19 crisis. Data from some 30 countries covering all regions and income groups shows that, on average, wage employees lost about six weeks of wages between 2020-2021. The loss was larger among women, workers in the informal economy, low-paid workers, and workers in low and middle-income countries.

2.3 The pay gap in global supply chains

The Importance of Gender Equality for Living Incomes in Smallholder Farming Communities, Living Income Community of Practice and Anker Research Institute, 2025

This report explains how incorporating a gender perspective in living wage initiatives better supports households, promotes fair livelihoods for all family members, and supports business, sustainability, and HRDD goals. It highlights how companies can make this shift and provides a framework that companies and their partners can use to evaluate their current activities and gradually achieve full gender integration in living income programs.

Gender Pay Gaps in Global Supply Chains: Findings from Workplaces in Bangladesh, Colombia, Morocco, Thailand, and Turkey, Anker Research Institute, 2024

This report presents the findings of studies in five countries to test the Anker Research Institute's methodology for measuring the size and determinants of gender pay gaps at workplaces in global supply chains. These studies involved analysis of payroll data for over 15,000 women and men working at 12 factories, farms, and packhouses in the garment and agri-food sectors, as well as over 350 interviews with workers, managers, and stakeholder organizations.

The report points to several factors impacting the gender pay gap, from gender-segregated occupations to discrepancies in contracts and payment forms, and it also identified some root causes for these differences, including lack of access to training and weak grievance mechanisms. The report is rooted in discussions with workers, offering the most accurate picture of the conditions on the ground.

How Gender is Embedded in the Anker Methodology and an Exploration of Care Work and Living Wage, Anker Research Institute, 2023

This paper explains how a gender perspective is embedded in the Anker methodology for estimating a living wage. This is important for transparency and for ensuring that users of Anker methodology living wage and living income estimates and other interested parties understand the approach.

Worker Dialogue: Bangladesh, November 2023*, Global Worker Dialogue (GWD), 2023

*Please note: the report needs to be purchased; FLA members may receive a discount code by contacting faircomp@fairlabor.org

In November 2023 and March 2024, GWD spoke directly to 500 workers in the apparel sector in Bangladesh. The focus of the dialogue was the new minimum wage that went into effect at the end of 2023. GWD also collected data on workers' hours, their aspirations for workplace advancement, and their strategies for managing in the face of rising inflation, among other topics. GWD released the data through a dashboard and a report. The results and analysis are disaggregated by gender, region, factory type, and brand type. High-level findings include:

- By March 2024, most workers reported receiving a wage increase since the law took effect. Women's hourly wages rose from BDT 51 - 61 while men's rose from BDT 56 - 65. However, only 52% of the women in the sample reported earnings above the new minimum wage for the lowest-entry workers (BDT 12,500) compared to 71% of men.
- Workers also reported notable improvements in their financial well-being, though ongoing financial strain remains evident for most.
- There was widespread confusion among workers about the applicable minimum wage, making it difficult to determine whether they are being paid according to the new law.
- Men are more likely to know of all their allowances and of the new minimum wage. However, most workers do not know what their base pay is and there is no difference between men and women in this regard.
- Considerably more men believe that trade unions are active (90% of men compared to 53% women), whereas both genders overwhelmingly respond that they believe workplace committees are active.

- Workplace advancement is the area where there are the most differences between men and women, with most women uninterested in becoming supervisors and a majority of men wanting to become one.

2.4 What works: Closing the gap

Unpacking Pay Equity in Fashion: Türkiye, Global Fashion Agenda (GFA), 2026

This report dives into the country-level context of gender pay equity in Türkiye. Specifically, the report analyzes survey responses from 43 Turkish factories, interviews with unions and worker associations, and primary data. The report identifies a number of potential factors behind the gender pay gap, such as a lack of childcare facilities in factories, and presents a list of recommendations for policymakers, businesses and suppliers.

Unpacking Pay Equity in Fashion: Italy, Global Fashion Agenda (GFA) and PwC, 2024

This report summarizes research on the current perceptions and challenges regarding pay equity in Italy – one of Europe’s most influential fashion industries. The report provides a detailed assessment and a call to action, with practical guidance on how brands, manufacturers, and stakeholders can begin to address pay disparities and foster greater equality across the sector.

A Better Way for Companies to Address Pay Gaps, Harvard Business Review, 2024

Income inequality remains a troubling issue, despite years of progressive and proactive approaches and legislation. All too often, workers of particular groups (usually women and/or people of color) are systematically underpaid. The remedy for such pay gaps is often to focus on those workers who are most underpaid. This article explains why this approach falls short and how using a structured approach to pay equity analysis will help companies not only address systematic biases but also address the exact point of pay inequity in their salary structure.

Closing Gender Gaps in Earnings, World Bank Group, 2023

Closing the gender pay gap can lead to sizeable gains for economies, at an estimated additional \$160 trillion in global gross domestic product (GDP) per capita. This publication examines an array of policy options that are effective or show promise in closing gender gaps in earnings and offers some key takeaways.

Countries can implement effective evidence-backed policies to close the earnings gap, including providing women information on work opportunities and returns to employment; training them in socio-emotional skills; imparting sector-specific technical skills to address occupational segregation; and adopting pay-transparency laws. The World Bank Group encourages countries to boost women’s access to better, high-quality jobs through development policy lending, advisory, and analytical work, and supporting reforms to address constraining contextual factors.

Workplace Gender Equality Agency (WGEA) in Australia

Since 2014, WGEA's Employer of Choice for Gender Equality citation recognizes, encourages, and promotes gender equality in Australian workplaces. The citation's seven focus areas are promoting leadership, strategy and accountability; developing a gender-balanced workforce, gender pay equity, and support for care; mainstreaming flexible work; preventing gender-based harassment and discrimination; prohibiting sexual harassment and bullying; and driving change beyond the workplace.

The **WGEA dataset** includes gender pay gaps by industry and by occupation. Gender pay gaps across the WGEA dataset are an indicator of women's overall position in the workforce and do not compare like roles. **WGEA's Gender Equality Scorecard** provides an annual update on the state of workplace gender equality in Australia.

Why Companies' Attempts to Close the Gender Pay Gap Often Fail, Harvard Business Review, 2019

Gender pay equity has become a point of contention at many companies. The most common approaches for identifying a pay gap and resolving it are full of pitfalls. Companies need to calculate the wage gap accurately and find ways to address it without significantly increasing their wage costs, while working towards supporting underpaid women. They need to do so while maintaining their incentive structure and avoiding the creation of new legal liabilities. Closing the gender gap without regard to cost effectiveness can be prohibitively expensive; however, only focusing on cost (as many managers do) creates more problems than it solves.

This article suggests first identifying which employees are contributing the most to the gender pay gap at your firm and then allocating raises as efficiently as possible to close the gap – while working within the framework of your HR strategy and norms of fairness.

Can minimum wages close the gender pay gap? Evidence from Indonesia, The World Bank, 2017

The literature suggests that minimum wages can significantly contribute to narrowing gender pay gaps. This study showed that an increase in minimum wages reduced gender wage gaps among production workers in Indonesia, with different impacts depending on workers' education levels and the employing firm's position in the wage distribution.

3. Gender-based violence and harassment (GBVH)

3.1 Global standards and legal protections

[FAQs on Convention 190 & Recommendation 206, International Trade Union Confederation \(ITUC\)](#)

This set of FAQs, created by the ITUC, provides a simple background on what an ILO convention is, the definitions behind the ILO's Convention 190, and its applicability to various groups and individuals. It's an easy-to-use resource that provides a good starting point for understanding the convention.

[Safety and Dignity at Work: A Guide to the 2019 ILO Violence and Harassment Convention, Human Rights Watch, 2020](#)

This guide presents an overview of the ILO's Convention 190, including the background behind its formulation, the problems it aims to address, as well as the solutions it proposes. Included are examples of good practices on a national level and measures that can be taken to ensure compliance.

3.2 What the data shows: Prevalence and risks

[Prevalence and risk factors of sexual harassment in the workplace by female ready made garment workers in Bangladesh, Frontiers in Public Health, 2025](#)

This paper analyzes data to identify the risk factors most correlated with GBVH. The authors found 22% of respondents were subject to frequent sexual harassment, of which nearly 33% was from supervisors. The study also identified location as a key risk factor, with more centrally located factories having better working conditions.

[Gender-Based Violence and Harassment in Bangladesh's Ready-Made Garments \(RMG\) Industry: Exploring Workplace Well-Being Issues in Policy and Practice, Sustainability, 2024](#)

The authors analyze a large amount of qualitative data to find that insufficient regulations exist to protect workers from GBVH in Bangladeshi factories. They note that this has caused negative impacts to worker well-being, manifesting in high attrition rates for factory workforces. The study also notes that many factory managers are unwilling to implement policies on GBVH and even unwilling to agree that GBVH takes place in their facilities.

[How climate change impacts gender-based violence and harassment at work, Devex, 2024](#)

This article looks at the nexus of climate change and gender-based violence, finding that the two often compound and worsen conditions for workers. As climate change's impacts accelerate worldwide, it is important to be cognizant of the increased risk factors for workers, and that they can manifest in unexpected ways.

[In Their Own Words: Workers Address Gender-Based Violence & Harassment in South Africa's Garment Factories and Clothing Retail Stores, Labour Research Service, 2023](#)

This report highlights the forms harassment and violence can take, and presents findings and recommendations to address issues of GBVH. This report is based upon worker and union interviews and draws on bottom-up recommendations.

[The Heavy Economic Toll of Gender-based Violence: Evidence from Sub-Saharan Africa, International Monetary Fund, 2021](#)

This paper provides a statistical overview of the economic impact of gender-based violence in Sub-Saharan Africa, an especially relevant topic given the rise in GBVH during the COVID-19 pandemic. The report finds that higher levels of violence against women and girls are associated with a drop in women's employment, which is detrimental to economic development. As a result, the paper suggests that the adoption and enforcement of laws against GBVH can meaningfully help drive economic growth.

[Understanding Gender-Based Violence: Through the lens of Haitian garment workers, International Finance Corporation \(IFC\)](#)

This report, produced by the IFC and Share Hope Foundation, presents an overview of a 2016 study on gender-based violence among Haitian garment workers. It assesses how widespread it is, the nature of the abuses suffered by the surveyed workers, and how more respectful workplaces can be built.

3.3 What works: Preventing and addressing GBVH

[Dindigul Agreement to Eliminate Gender-based Violence and Harassment Year 2 Progress Report, Cornell University ILR Global Labor Institute, 2024](#)

This Cornell University ILR Global Labor Institute report analyzes the effectiveness of the 2022 Dindigul Agreement to Eliminate Gender-based Violence and Harassment. The report finds that the processes created by the agreement are functioning well and have led to meaningful improvements and progress at the factory level. This report demonstrates the efficacy of collective agreements implemented by willing partners. It does note, however, workers' vulnerability to changes in order volumes and the precarious nature of garment sector employment.

Agreements to Eliminate Gender-Based Violence and Harassment in Lesotho, Workers Rights Watch, 2023

Workers' Rights Watch finds that a 2019 agreement signed by three apparel brands, labor unions, women's rights organizations, and a denim manufacturer helped to meaningfully address and prevent GBVH in Lesotho. The agreement led to a strong program to counter endemic GBVH in numerous facilities. Despite the COVID-19 pandemic, the report finds that by 2022 major progress has been made, with workers at covered facilities enjoying greater protections than elsewhere in Lesotho.

Promising practices, experiences and lessons learned in eliminating gender inequality in the garment sector in Asia, ILO, 2022

This report provides a critical overview of issues in contemporary garment supply chains in Asia, and identifies potential avenues for improvement and challenges to remediation. Of special note is the mention that in some instances, more than four out of every five workers have concerns regarding GBVH in their workplace. The report provides a comprehensive overview of effective strategies to counter these trends.

Gender-based violence in the garment and textile sector, IndustriALL Global Union and Friedrich Ebert Stiftung, 2022

This report details the extent of GBVH within the garment and textile sector and, critically, the leadership roles women should play within and outside of unions in ameliorating this issue. The role of women in leadership is key to centering this issue within factories and the garment sector more broadly.

Learnings from the evaluation of HERrespect: a factory-based intervention to prevent intimate partner and workplace violence against female garment workers in Bangladesh, Global Health Action, 2021

This research article addresses the need for serious intervention to prevent gender-based violence against garment workers. Specifically, the paper assesses the impact of the HERrespect program and determines avenues for improvement in implementing interventions meant to counter gender-based violence. The paper finds that it is critical to involve buyers in the intervention process to ensure cooperation from factories, that an understanding of local cultural practices and circumstance is key, and that questionnaires should not be shared with factory management to prevent coaching.

Violence and harassment, including sexual harassment, in garment factories and supply chains, Work and Opportunities for Women (WOW) Helpdesk, 2019

This report, commissioned by the British government, provides a sectoral review of gender-based violence in the garment industry. This includes an overview of the forms violence and harassment can take, the factors associated with a greater prevalence of violence and harassment, and a map of interventions which have been tested along with potential impacts. It notes factors associated with the success of interventions, which are critical for designing future programs. Interventions that have been proven effective include supplier training, extending initiatives to the surrounding community, and establishing anti-harassment committees.

4.

Women in union leadership

4.1 What the data shows: Representation and progress

[Unions Are Good for Women, National Women’s Law Center, 2025](#)

2023 was a high-profile year for unions in the U.S. with the “hot labor summer” resulting in record-breaking raises and greater awareness. Public approval for unions in the U.S. was at peak levels (67%) and nearly half of non-unionized workers have indicated they would join a union if they could. Even though public support remained strong through 2025, workers face significant challenges to unionizing.

Overall, women currently make up almost half of union members (46.5%), and union membership is especially important for women. Women who are union members experience more economic security for themselves and their families than non-union members, including higher and more equal wages. For women of color, who face even more significant pay gaps and discrimination at work, union membership provides particularly meaningful wage improvements. Union members also have greater access to benefits—such as paid leave and sick days, predictable schedules, affordable health insurance, and retirement benefits—and the right not to be fired without cause.

[Women in Leadership, International Trade Union Confederation \(ITUC\), 2025](#)

This is the landing page of a campaign launched by the ITUC to increase women’s presence in union leadership. It provides an overview of the campaign, including its rationale, goals, and timelines, and provides helpful guidance on how unions can increase gender balance in their leadership.

[Stronger Together: Union Membership Boosts Women’s Earnings and Economic Security, Institute for Women’s Policy Research, 2021](#)

This research emphasizes the distinct advantages women gain from union membership. It shows that being in a union can improve work-life balance and help close the gender pay gap, making union participation particularly beneficial for women. The data was collected in the United States, but the findings are relevant more generally.

[Women’s “Empowerment” in the Bangladesh Garment Industry through Labor Organizing, Chaumtoli Huq, CUNY School of Law, 2019](#)

This paper points to the importance of women’s leadership in unions and other organizing spaces to ensure that women’s concerns are met. It demonstrates that women’s participation as workers in the garment industry is not sufficient to have their demands heard, and that instead unions must be encouraged to represent their voices and needs.

Patriarchal Unions = Weaker Unions? Industrial Relations in the Asian Garment Industry, Third World Quarterly, 2018

This paper draws upon learnings gathered from an overview of the garment industry and its gendered breakdown to emphasize the patriarchal nature of many unions. It emphasizes the need for change, but this change is likely to be slow and conflict-prone, due to the ideological nature of the problem.

4.2 BARRIERS AND OPPORTUNITIES FOR WOMEN LEADERS

Becoming a Union Leader: the story of Indonesian garment union organizer Aan Aminah, Asian Labour Review, 2022

This article details a conversation with Aan Aminah, who details the struggles she faced in life and becoming a union leader specifically. There are important reflections not only on the struggles which all workers can face, but on specific obstacles due to gender.

5. Tools and practical guidance

5.1. Gender equality

[5 ways to weave gender equality into Asia's garment supply chains, World Economic Forum, 2024](#)

This article provides five broad problems that can be tackled to ensure equality in global garment supply chains. The author specifically identifies gender-based violence but also ties this to issues such as social protection and the need for equality.

[The ILO Participatory Gender Audit, International Training Centre, 2024](#)

The Participatory Gender Audit (PGA) is a guided self-assessment tool used by organizations to reflect and analyze their own gender equity status, challenges, and good practices. It also serves as a process to promote organizational learning on gender equality and gender mainstreaming through a participative methodology.

The PGA centers on four pillars: Gender and Development Approach (focusing on gender and diversity), Qualitative Self-Assessment (a participatory and analytical component), The Adult Learning Cycle (highlighting individual reflection), and The Learning Organization (focusing on organizational learning). Each pillar is implemented through an audit, employing a holistic approach that integrates all of them.

[Here](#) you can find a brief introduction outlining the methodology and the process.

[Moving Gender Equality Forward Faster: Action Guide, UNGC Forward Faster, 2024](#)

As part of the Forward Faster action guides series, this guide provides companies that have committed or are considering committing to the initiative with additional, target-specific details on key definitions, examples of actions, and key performance indicators. These include interim targets, resources, and options that companies can utilize as they define a strategy to meet the targets by 2030.

[Valuing Women's Work, Oxfam, 2023](#)

This briefing introduces a framework with four key pillars and 13 building blocks to help companies address gender equality in their value chains by treating it as a human right, dismantling oppressive structures, transforming business practices, and reforming systemic frameworks. It calls on companies to develop gender strategies, ensure safe workplaces, and conduct human rights impact assessments—actions that align with emerging due diligence laws.

While many organizations rely on compliance-driven efforts like bias or harassment training, these often have limited impact. Instead, research from Allyship for Gender Equity at Work (Johns Hopkins Carey Business School, 2024) suggests that meaningful progress requires fostering allyship—especially among men—to intentionally build workplace cultures that promote gender equality and inclusive leadership.

Breaking the silence: How data is transforming gender equality in textile factories, Partnership for Sustainable Textiles, EU Textile Ecosystem Platform, 2023

The project is being implemented as part of the Partnership for Sustainable Textiles and is funded by the German Federal Ministry for Economic Cooperation and Development (BMZ) and brings together German textile brands (Hess Natur-Textilien and Gerry Weber International), non-profit organizations (Hessnatur Foundation and FEMNET, Global Standard gGmbH) and a development agency (GIZ). The partnership developed a practical assessment tool that can be scaled across countries and stakeholders to measure, manage, and improve gender equality in textile manufacturing. It includes an assessment and action guide to support brands in creating sustainable improvements.

Gender Equality in Social Auditing Guidance, BSR, 2019

This guidance provides specific verification measures and detailed worker interview scenarios to help companies assess nine traditional code of conduct principles in a gender-sensitive way, including wages, benefits, and working hours.

Gender Dimensions of the Guiding Principles on Business and Human Rights, UNDP, 2019

The booklet is part of the collective efforts of the UN Working Group on the issue of human rights and transnational corporations and other business enterprises. UNDP widely disseminates the gender guidance for the UN Guiding Principles (UNGPs). It includes each principle of the UNGPs alongside the gender guidance and illustrative actions. It aims for better integration of a gender perspective in the business and human rights field by all relevant stakeholders. UNDP also offers its [Gender Seal](#) as a certification program designed to help organizations develop systematic gender equality practices.

The Women’s Empowerment Principles (WEPs) Gender Gap Analysis Tool, UN Women

The Women’s Empowerment Principles Gap Analysis Tool is a business-driven tool designed to help companies from around the world assess gender equality performance. It’s grounded in the UN Women’s WEPs, which offer guidance to businesses on how to promote gender equality and women’s empowerment in the workplace, marketplace, and their communities. Established by the UN Global Compact and UN Women, the WEPs are informed by international labor and human rights standards and the recognition that businesses have a stake in, and a responsibility for, gender equality and women’s empowerment. The WEPs are a primary vehicle for corporate delivery for the 2030 agenda and the UN Sustainable Development Goals’ gender equality dimensions.

Gender Equity Survey and Scorecard, International Center for Research on Women (ICRW)

ICRW is the world’s premier research institute focused on tackling challenges facing women and girls worldwide. ICRW advisors help leaders achieve lasting organizational and social change related to gender equality and women’s empowerment. ICRW developed a Gender Equity Survey & Scorecard within its textile, clothing, and footwear manufacturing section, also known as the Gender Self-Diagnostic Tool (SDT). It helps manufacturers understand the importance of gender integration in a company’s processes

and procedures, and evaluate how they are integrating this perspective and if it could be done better. The scorecard is available in Chinese, Indonesian, Spanish, and Vietnamese. Please contact info@icrwadvisors.org to access the Gender SDT.

5.2. The gender pay gap

[Understanding Gender Pay Gaps around the World: Guidelines for Measurement in Workplaces and Sectors](#), Anker Research Institute, 2021

Efforts to ensure workers receive at least a living wage hold particular importance for women, due to gender inequality in pay and the high incidence of low wages among working women. The Anker Research Institute offers practical guidance on how to measure gender pay gaps for workplaces and sectors of interest.

[Your Company's Pay Gap Is About More Than Money](#), Harvard Business Review, 2021

The authors offer a new methodology to help organizations diagnose gender inequities and point to next steps. Using this methodology, companies can make evidence-based decisions about whether to invest their equity budget in, for example, anti-bias and inclusion training to remedy a culture problem or a comprehensive compensation audit to address pay discrimination. The analysis uses data in three stages (compensation, representation, and job satisfaction) to reveal hidden gender inequities.

5.3. Gender-based violence and harassment

[A Toolkit to Prevent Gender-Based Violence for Factory Workers](#), The Bangladesh Center for Worker Solidarity

This toolkit provides specific information on the definitions of gender-based violence in Bangladesh, the resources available to victims, and the legal responsibilities of factories and other facilities. This resource provides easy to understand, accessible information.

[Ending gender-based violence and harassment: The case of the battery supply chain](#), IndustriALL Global Union, 2025

This toolkit is aimed at providing trade unions throughout a supply chain with a guide on how to handle gender-based violence. While focused on the battery supply chain, many of the lessons and much of the guidance contained are valuable more broadly. The toolkit contextualizes gender-based violence within a human rights due diligence framework, identifies the obligations of various actors to counter it, and applies human rights due diligence through six steps to address it.

[How Business Can Tackle Gender Based Violence in the World of Work: A Toolkit for Action](#), Business Fights Poverty, 2019

This toolkit provides an overview of the business case for working to prevent GBVH and a framework for tackling the issue. It also includes several case studies to illustrate the steps of the process and a diagnostic tool on violence and harassment.

6. Governments with established gender equity-related legislation

Bangladesh

On October 22, 2025, Bangladesh became the first country in South Asia to [ratify](#) the ILO's Convention 190 (C190). C190 addresses violence and harassment in the world of work, and its ratification demonstrates Bangladesh's commitment to creating safe workplaces and a more equal and just society.

Belgium

The "[Gender Act](#)" of 2007 is a key Belgian law that prohibits gender-based discrimination in areas like employment, access to goods and services, and other aspects of life (resource also available in [English](#)). This legislation, along with the related General Anti-Discrimination Act of 2007 and the Gender Mainstreaming Act of 2007, aims to enforce equality between men and women by addressing issues like recruitment, working conditions, pay, and career progression. The act also includes protections based on statuses such as maternity and pregnancy.

Brazil

Brazil's [Law No. 14,611/2023](#) obligates equal pay between men and women for equal work. Additional decrees and ordinances require all private employers with more than 100 employees to report gender disaggregated data on pay to the Ministry of Labor and Employment, which creates biannual reports on equal pay.

Canada

Canada has a well-established system to protect and promote gender equality. This includes the [Employment Equity Act](#), the [Pay Equity Act](#), and the [Gender Budgeting Act](#), all of which aim to prevent gender-based discrimination, close the gender pay gap, and promote gender equality.

Chile

Chile has mandated equal pay for equal work since its [2009 Equal Pay Law](#). In addition, much like Brazil, Chile requires that employers of more than 200 individuals report the wages they pay to the government.

EU Member States

[Equal pay for equal work](#) is one of the European Union's founding principles. Despite that, the gender pay gap in the EU is still at 13%.

GOVERNMENTS WITH ESTABLISHED GENDER EQUITY-RELATED LEGISLATION

France

France has expanded its gender equality reporting scheme to include an equal pay index with five indicators and a scoring system. Employers who fail to meet the compliance threshold have three years to comply or face penalties. The [French Duty of Vigilance Law](#) mandates large companies to establish, implement, and publish a vigilance plan that identifies and prevents serious human rights violations, health and safety risks, and environmental harm — and this includes gender-related risks through its reference to international human rights frameworks (including the UNGPs, ILO conventions, and OECD guidelines).

In addition, France's [Act on Real Equality between Women and Men \(2014\)](#) is aimed at achieving gender equality across various aspects of life through an integrated approach. Its key provisions include measures to promote professional equality, increase women's participation in public life, combat violence against women, support work-life balance through policies like shared parental leave, and address gender stereotypes in media and society.

Germany

The German [Act on Corporate Due Diligence in Supply Chains](#), which entered into force in January 2023, mainly focuses on human rights and environmental due diligence. While it does not single out gender in every section, it explicitly includes gender-specific risks as part of the human rights risks companies must monitor and it does incorporate international standards, including ILO Convention No. 100 on equal pay.

In 2017, Germany introduced the [German Pay Transparency Act](#). This law has been reinforced by a decision from the German Federal Labor Court (BAG) in 2023, which determined that an employer cannot rebut the assumption of gender discrimination indicated by a difference in pay between man and woman with the fact that one employee (in this case the male colleague) had negotiated a higher pay. Consequently, the BAG decided that the female employee was entitled retrospectively to a higher base salary, as well as compensation under Section 15 (2) AGG due to gender discrimination.

Iceland

Iceland is the global leader in closing the gender gap, according to The World Economic Forum's [Global Gender Gap Report](#). It was the first country to legislate an Equal Pay Standard, where workplaces must undergo an audit and receive [certification](#) that employees are equally paid for work of equal value.

Mexico

The Mexican Chamber of Deputies is considering a law, [proposed in September 2025](#), which would expand corporate obligations to promote equal pay for equal work, and to close the gender pay gap. The bill would require wage audits and plans to correct identified wage disparities, and for employers of over 50 workers to affirmatively plan to implement equal pay among their workforces.

GOVERNMENTS WITH ESTABLISHED GENDER EQUITY-RELATED LEGISLATION

South Africa

Under the [Employment Equity Act of 1998](#) and newly issued [Employment Equity Regulations](#) (April 2025), employers with more than 50 workers are required to create and submit five-year employment equity plans. Under the Employment Equity Act, equal pay for equal work and non-discrimination on the basis of gender are guaranteed, along with additional protections due to the legacy of Apartheid in South Africa.

Sweden

Sweden's [Discrimination Act](#), which went into force in 2009, requires employers with 10 or more employees to carry out an annual equal pay audit/report leading to an equal pay action plan in collaboration with local trade unions.

United Kingdom

Key UK laws include the [Equality Act 2010](#), which protects against discrimination, and mandatory annual [gender pay gap reporting](#) for larger employers. Companies must assess how their actions affect workers of different genders, including unequal pay, employment opportunities, and gender-based violence throughout their value chain.

The United States

[The Equality Act](#), which was proposed in 2025, focuses on consistent and explicit non-discrimination protections for LGBTQ+ people across employment, housing, credit, education, public spaces, services, and more. It is meant to amend current civil rights laws to include sexual orientation and gender identity as protected characteristics. In addition, [The Equal Pay Act \(1963\)](#), determines that employers must provide equal compensation to men and women performing the same job. While the U.S. has established gender equality protection laws, as of 2024, there has been a rise in anti-gender legislation.

Vietnam

Key Vietnamese legislation includes the [2006 Gender Equality Law](#), which secures equal rights and opportunities for men and women across politics, the economy, labor, and education.


In 2019, [Vietnam created its Labor Code](#)—widely applied in manufacturing—to strengthen employers' responsibilities in promoting gender equality at work. This code mandates equal treatment and proactive measures in areas such as recruitment, job allocation, training, working hours, rest periods, facilities, salaries, and childcare options. It also mandates that employers consult female staff or their representatives before making decisions that affect their rights and interests.

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