Gender & Supply Chain

Quick Guide

The Supply Chain Workforce & Workplace

Common Barriers to Women Working in Supply Chain
- Gender inequalities in education and employment opportunities.
- Subject streaming in secondary school and vocational training.
- Logistics seen as a physically demanding job, which is linked to the stereotype that men are strong, women are weak.
- Perception that logistics is best done by men; and women should focus on the 5Cs - caring, cashiering, cleaning, catering and clerical work.
- ‘Macho’ workplace behaviour
- Long, inflexible working hours, which is inconsiderate of the fact that responsibility for unpaid care and domestic work is most often assigned to women.

Ways to Remove Barriers to Women Working in Supply Chain
- Challenge stereotypes. For example, not assuming that the woman in the team should take meeting minutes.
- Ensure equal opportunities for learning and leadership. For example, aiming for equal numbers of women and men in decision-making positions and ensure that women and men are part of logistics and succession planning teams.
- Provide separate facilities for women and men - toilets, showers, prayer rooms, sleeping quarters, breastfeeding room etc.
- Promote a workplace culture that values diversity and equality.
- Raise awareness about gender, gender equality and unconscious bias.
- Act. Rather than remaining silent, call out disrespectful, discriminatory or abusive language and behavior, including ‘jokes’.

Gender Inclusive Procurement

Inform & educate existing and potential suppliers on commitments to gender equality, including minimum standards.

Include gender criteria in procurement notices and when assessing tender bids.

Review gender equality criteria and clauses when evaluating vendors, selecting suppliers and qualifying LTAs.

Consider applying a quota for businesses owned and operated by women when purchasing.

Include gender clauses in contracts and update databases with gender-related information about vendors.

Gender Inclusive Last Mile (Delivery & Distribution)

Inform diverse women, men, girls and boys in the community about the food assistance.

Ensure food distribution points are safely accessible to women and men.

Monitor distribution to ensure women and men have safe and equitable access.

Ensure food is packed in quantities and loads that can be carried by women and men.

Ensure effective, accessible complaints and feedback mechanisms are in place and are managed.

This document provides information on the integration of gender in supply chain. The practices listed are not mandated elements of WFP-related rules and regulations.