



The International Center for Research on Women

Gender Equity Worker Survey

BACKGROUND

The ICRW Gender Equity Worker Voice survey is designed to collect data on issues that are particularly important to women workers, both from a risk and an opportunity perspective.

Although a lot of progress has been made around capturing worker voice and well-being in factories around the world, there have been very few concerted efforts to collect inclusive and impactful feedback on the realities and experiences of women workers, from the workers themselves.

In partnership with global brands, ICRW developed a holistic survey to capture gendered worker voice insights and employee feedback on the issues that matter most to women workers. The Gender Equity Worker Survey was piloted in six factories in Indonesia, Vietnam and China. During this time, ICRW engaged factory workers, factory managers, brands, survey experts, and academics to provide input and evolve the tool.

ABOUT THE SURVEY

The Gender Equity Worker Survey is comprised of 26 questions that measure progress on gender equity issues from the perspective of the factory employees, both male and female. The long version of the tool has 21 experience questions and five demographic questions. The survey is designed to be completed in 10-15 minutes. The short version of the tool has 5 experience questions, which were carefully selected to serve as supplement to existing worker survey tools, like the EWB, and add a gender lens.

The goal of the tool is to help factory managers gather rich insights, catalyze dialogue, and improve action planning to promote gender equity. Over time, it can enable supplier managers to see progress in their own factory year-on-year, and if suppliers share their data with brands and/or with ICRW, data can be analyzed in aggregate, and insights can also be used to understand gender equity trends across entire supply chain chains.

We recommend using the survey in its entirety or using the 5-question short version. For factories or brands who are already regularly deploying another worker voice survey, like the EWB, the 5-question short survey can be additive to the tool.

The survey is meant to be deployed in partnership with third party survey vendors. It identifies risks and opportunities reported by workers and equips supplier managers with insights to better support their gender equity efforts for workers (usually with a focus on women, given their historical disadvantages) and captures data around 10 key themes (outlined in table below).

For richer insights, it can be deployed in combination with the [ICRW Gender Equity Self-Diagnostic Tool \(SDT\)](#) designed to help supplier managers understand the extent of gender integration across factory policies, practices, initiatives, and operations. Together the tools can be used to generate a snapshot of the factory's performance related to gender equity, identify new gender opportunities with high likelihood of impact, and help inform new priority areas for action. erations. Together the tools can be used to generate a snapshot of the factory's performance related to gender equity, identify new gender opportunities with high likelihood of impact, and help inform new priority areas for action.

If you use the survey, ICRW would be interested to hear more about your experience as it scales its tools and endeavors to create industry-wide data sets and standards. Please email us at gendertool@icrw.org with any feedback you have regarding your experience.

Gender Equity Worker Survey (Long)

The survey includes 21 experience questions and 5 demographic questions.

All experience questions except for #7 and #20 have the following 7 point Likert scale answer options. 1=Strongly disagree, 2=Disagree, 3=Somewhat Disagree, 4=Neither agree nor disagree, 5=Somewhat Agree, 6=Agree, 7=Strongly Agree. All questions also have a "choose not to answer" option or can be skipped.

The column on the left designates the 10 Gender equity themes linked to each question and can help you and suppliers analyze incoming data.

Experience Questions:

Theme	Question
Professional Development & Advancement	1. Over the past year, I have been trained on the skills that I need most to perform better at my job, or to get a promotion.
Evaluation & Promotion	2. There are opportunities for me to get a higher paying job at this factory.
Evaluation & Promotion	3. If a woman tries to get a promotion, she will be treated the same as her male colleagues.
Evaluation & Promotion	4. My supervisor motivates me to seek a better job in the factory. (A better job can mean higher responsibilities or higher pay)
Pay & Compensation	5. Women in this factory are paid less than men for doing the same work.
Pay & Compensation	6. If there is a mistake in my payslip, I feel comfortable getting help to correct it.
Pay & Compensation	<p>7. I earn enough at this factory to cover my own and my family's basic needs. (e.g., food, accommodation, bills) [y/n]</p> <p>If NO, select all that apply:</p> <p>1= I need to work overtime to cover my own and my family's basic needs.</p> <p>2=I need to work a second job to cover my own and my family's basic needs.</p>

	3=I need to borrow money to cover my own and my family's basic needs.
<i>Pay & Compensation</i>	8. I prefer to receive my wages via bank transfer (not in cash).
<i>Gender Based Violence and Harassment (GBVH)</i>	9. I know how to report a case of sexual comments or unwanted touching at work.
<i>Gender Based Violence and Harassment (GBVH)</i>	10. If there was a case of sexual comments or touching, workers at this factory can report it without being punished or treated badly.
<i>Gender Based Violence and Harassment (GBVH)</i>	11. If someone reports a case of sexual touching or harassment, management will take appropriate disciplinary actions towards the perpetrator.
<i>Support & Care for working parents</i>	12. I am satisfied with the type of childcare support provided at this factory. <i>(For example, on-site childcare or a monthly stipend to pay for care)</i>
<i>Support & Care for working parents</i>	13. This factory is supportive of workers taking parental leave. <i>[Parental leave includes some paid time off for women to take care of a new baby]</i>
<i>Support & Care for working parents</i>	14. Frequent shift changes at work make it difficult for me to take care of my family and home responsibilities.
<i>Health, Safety & Well-being</i>	15. My employer provides me with access to the health services I need. <i>[including care for women's health]</i>
<i>Health, Safety & Well-being</i>	16. If a female friend or a female family member was looking for a job, I would recommend this factory as a good place to work.
<i>Health, Safety & Well-being</i>	17. I am not asked to participate in work activities that are unsafe.
<i>Gender equity commitment & policies</i>	18. Over the past year, women in this factory were discriminated against because of their gender.
<i>Transportation & Accommodation</i>	19. I feel physically safe commuting to and from work.
<i>Hiring & Recruitment</i>	<p>20. When I was hired for this job, I was asked about the following topic/s: <i>(Select all that apply)</i></p> <p><i>Response options:</i></p> <p>1 = my marital status</p> <p>2 = my spouse's occupation</p> <p>3 = if I am or plan to become pregnant</p>

	4 = if I have children 5 = my willingness/ability to work overtime none of the above I don't remember
<i>Worker Voice</i>	21. Women who face problems at work go to groups like trade unions or worker committees to resolve their problems.

Demographic Questions:

1. What is your gender? (Answer options: Male, Female)
2. What is your job role? Please select carefully. (Answer options: Team Member, Team Leader, Group Leader).
3. How long have you been working at this factory? (Answer options: Less than 6 months, More than 6 months - 1 year, More than 1 year to 3 years, More than 3 years to 10 years, More than 10 years)
4. What is your relationship status? (Answer options: Married, Single, Widow, In a relationship, but not married).
5. How many individuals are financially dependent on you? (Answer Options: (Answer options: 0, 1-2, More than 2).

Gender Equity Worker Survey (short)

Theme	Question
<i>Evaluation & Promotion</i>	3. If a woman tries to get a promotion, she will be treated the same as her male colleagues.
<i>Pay & Compensation</i>	5. Women in this factory are paid less than men for doing the same work.
<i>Gender Based Violence and Harassment (GBVH)</i>	10. If there was a case of sexual comments or touching, workers at this factory can report it without being punished or treated badly.
<i>Support & Care for working parents</i>	12. I am satisfied with the type of childcare support provided at this factory. <i>(For example, on-site childcare or a monthly stipend to pay for care)</i>
<i>Health, Safety & Well-being</i>	15. My employer provides me with access to the health services I need. <i>[including care for women's health]</i>