

Gender-responsive Public Procurement

Tool 8: Guiding questions for applying GRPP under the light regime – improving working conditions in healthcare and social care services by means of public procurement

Guiding questions

Pre-procurement/specification

- 1 Gender equality requirements for employees can be included at different stages of the procurement. Which stage is the most effective, considering the desired outcomes, to address this?
- 2 What principles and/or specific legislation apply to the concept of equal wages for work of equal value and other conditions of work and employment?
- 3 What principles and/or specific legislation apply to prohibiting gender-based discrimination in wages?
- 4 Do women and men have equal access to the employment in this specific healthcare service? If not, what are the critical barriers?
- 5 What are the social protection measures provided? How inclusive and equitable are they, in terms of access by both women and men, and in addressing women's particular needs, specifically protection for women in relation to sexual and reproductive rights?
- 6 What support would be required or desirable to help suppliers meet gender equality requirements for employees?

Award stage

- 1 Are workforce conditions and working and employment practices for women and men employees and bidders' recruitment practices relevant to the subject matter of the contract?
 - Have any minimum requirements or **award criteria** been clearly set out to bidders? Do they include working conditions, working hours, health and safety, conditions for

young, women and men workers, the level of wages being paid, the treatment of workers, addressing sexual harassment, etc.?

- 2 How can weight be given to gender equality considerations regarding employees when scoring bids?