

Gender Data Indicators

GUIDANCE

LEVEL 1



Overview



This document builds on the [BSR Gender Data and Impact Framework \(GDI\) and Tool](#), which provides guidance to brands and suppliers on how to conduct gender-responsive due diligence in supply chains, including data that can be collected as part of the process. The [GDI](#) aims to address the long-standing problem of a lack of gender-sensitive data in global supply chains. This has resulted in the development and implementation of policies and programmes that do not address the systemic barriers faced by women in the workplace nor deliver on gender equality outcomes.

Click below to access the full [BSR Gender Data and Impact Framework \(GDI\) report and Tool](#)

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This additional guidance has been developed through a collaborative effort by the following organisations ([Ethical Trading Initiative](#), [BSR](#), [Fair Wear Foundation](#), [Partnership for Sustainable Textiles](#), [Dutch Agreement for Sustainable Garments and Textiles](#)), with the aim of making the tool more accessible for brands and suppliers. This has been achieved by breaking down the indicators in the tool into three levels as outlined below, to enable users embark on a journey of collecting more and better gender-disaggregated supply chain data.

LEVEL 1

Basic gender-disaggregated supply chain data needed to understand the composition of the workforce, and might highlight key gendered risk areas to investigate using level two data.

LEVEL 2

Indicators to aid in the investigation of specific risks or thematic areas and better understanding of their gendered impact.

LEVEL 3

Indicators for a deeper dive into a specific thematic area or issue, and may involve local partners, working with the local community and collaborative programme work with other brands.

It should be noted that this guidance does not aim to duplicate what is already contained in the tool in terms of methodologies for data collection; particularly on worker perceptions and behaviours, and specifics around how to frame questions to be asked during worker interviews. Neither does it seek to provide in depth analysis of the data. Rather, the aim is to simplify the tool to enable brands and suppliers to understand where to start from and how to progress on their gender data journey. For more information on data collection and analysis, please refer to the full report.

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L1 indicators constitute the minimum set of essential indicators that brands and suppliers should aim to collect as part of their supply chain due diligence process.

These are considered critical for a basic understanding of where women workers are in the supply chain and a starting point for further investigation of where the potential human rights risks and gender inequalities could lie. It is important to remember that spotting the issues is only the first step. This is why L1 indicators are considered the basic minimum. Identifying the root causes of the issues requires deeper analysis to understand the factors that are contributing to the problem thus ensuring adequate solutions are developed.



INTERPRETATION This icon means:

The data can be collected from supplier data either through document and/or systems review and verification or self-declaration by the supplier. They do not require additional data collection methods.

WORKFORCE PROFILE

INTERPRETATION

The workforce profile indicators are an important starting point to check for potential systemic gender issues. These indicators can reveal discrimination in hiring, promotion, and pay and can point toward harmful practices related to unethical advancement processes and firing practices. For example, if you have a high percentage of female workers but a low number of female supervisors, this could potentially create an environment with significant power imbalances that could lead to other discriminatory practices, such as harassment. Determining why women are not in supervisory roles would require further investigation in terms of reviewing policies related to hiring and promotion, as well as interviews with workers to understand their perceptions on women occupying supervisory positions. It is therefore important to note that collecting data on the workforce profile is not an end in itself, but a starting point for understanding the situation better.

INDICATOR #1

Workers (M/F)

A person working for a business enterprise, whether directly employed or otherwise.



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INDICATOR #2

Administrative staff (M/F)

Staff responsible for performing clerical and administrative duties in the office.



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INDICATOR #3

Supervisors (M/F)

Staff responsible for the productivity and actions of a small group of workers. A supervisor can also be known as a 'team leader'. They are responsible for supervising the activities of other workers.



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INDICATOR #4

Management positions (M/F)

A manager is a leadership position, where they have overall responsibility for the operations of a business or organisational unit. They may be responsible for the management of the production of goods or services provided by the enterprise they work in.



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INDICATOR #5

Permanent employees (M/F)

An employee that does not have a predetermined end date of employment. They are often eligible to switch job positions within their companies, and they are generally protected from abrupt job termination by severance policies, like advance notice in case of layoffs, or formal disciplinary procedures.



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INDICATOR #6

Fixed-term employees (M/F)

An employee that has been hired for a specific period of time.



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INDICATOR #7

Seasonal employees (M/F)

An employee that is contracted for a certain period of time, usually corresponding to a season. This is more applicable in certain sectors, for example, agriculture.



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INDICATOR #8

Interim agency employees (M/F)

Employees supplied by a local agent and brought to a site under the responsibility of a third-party company. Usually the agencies are paid by the site and the wages of the individual workers are paid by the agency.



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INDICATOR #9

Migrant employees (M/F)

An employee that has migrated from within their home country or to another country of which they are not a national or permanent resident, in pursuit of work. There is usually no intention to stay permanently in the country or region.



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BUSINESS PERFORMANCE

INTERPRETATION

High turnover and absenteeism rates are costly in terms of productivity loss and can signal underlying discrimination and work environment issues for women, as well as social and family factors. For example, regular, high rates of absenteeism among women of childbearing age could be linked to menstrual hygiene issues if toilets are not considered clean or safe, if women do not have access to sanitary products, or if it is culturally unacceptable for women to come to work when they are menstruating. Determining the root cause would require further investigation using other data collection methods such as interviews with workers and union members.

INDICATOR #10

Turnover rate

The number of workers leaving in the last 12 months as a percentage of the average total number of workers on site over the year.



INDICATOR #11

Absenteeism rate

Absenteeism is when a worker is away from work and his/her absence is not planned; that is, it is not a vacation day, public holiday, or weekly rest day. The absenteeism rate is the number of absent days during the year divided by the number of working days during the year.



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WORKPLACE OUTCOMES

INTERPRETATION
This indicator is useful to understand whether women are equally represented in the social dialogue process. For example, it may seem that women’s participation in trade unions is directly linked to their awareness of trade unions, but there could be other challenges related to norms or more practical considerations around timing and location of meetings that may prevent women’s active participation. The root cause for why women may not be joining trade unions or worker committees would therefore require further investigation using other data collection methods such as interviews with workers and union members.

INDICATOR #12

Number of workers in trade unions (M/F)
A trade union is an organisation of workers and union leaders united to protect and promote their common interests.

Number of workers in worker committees (M/F)
A worker committee is a committee created and elected by the workers at your enterprise/site to represent themselves in discussions with members of management.



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INTERPRETATION
For women workers who persistently work overtime, there is an increased risk of experiencing violence and harassment both at work as a result of the pressure to be productive, as well as when commuting home at later hours.

INDICATOR #13

% of employees regularly working over-time
Overtime refers to hours worked beyond the scheduled hours that are stipulated in the employee’s contract.



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