

Gender Data Indicators

GUIDANCE

LEVEL 2

LEVEL 3



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](#)

[CLICK TO ACCESS](#)

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.

Gender Data Indicators

LEVEL 2

LEVEL 3

Level Two (L2) and Level Three (L3) indicators have been drawn from the BSR Gender Data and Impact Framework (GDI) and Tool to help businesses and suppliers gather relevant data to investigate specific risk areas as they relate to gender in the workplace.

L2 indicators focus primarily on gathering data on worker perceptions with regard to workplace policies, practices and culture. L3 indicators go a step further to also take into consideration the prevailing social norms and how they influence gender relations in the workplace.

A total of seven thematic areas have been identified with corresponding indicators to gather data and evidence on how these issues might be affecting women workers compared to men. These are:

- 1 SOCIAL DIALOGUE
- 2 VIOLENCE AND HARASSMENT
- 3 HEALTH AND SAFETY
- 4 WAGES
- 5 RECRUITMENT, TRAINING AND LEADERSHIP
- 6 SEXUAL AND REPRODUCTIVE HEALTH RIGHTS AND UNPAID CARE
- 7 REMEDIATION

The indicators are by no means exhaustive but rather a starting point for gender-sensitive risk assessment of the workplace.

They have been colour coded to reflect the different data categories as defined below. Although no clear distinction has been made between L2 and L3, it should be noted that all social norms indicators fall under L3. It is also assumed that in progressing to L2 and L3, data on L1 indicators have already been collected and analysed.

INDICATOR CATEGORY	DEFINITION
WORKER PROFILE	Indicators that assess the gender composition of the workforce along different dimensions such as contract types, job descriptions, hierarchical structure and so on.
WORKER OUTCOMES	Indicators that help us to understand whether workplace policies, practices and culture are contributing to either positive or negative outcomes for women.
WORKER PERCEPTIONS AND BEHAVIOURS	Indicators that help us to evaluate if workplace policies, practices and workplace culture are providing an enabling environment for women workers and if they have access to critical services.
SOCIAL NORMS	Indicators that help us to understand if the prevailing social norms are contributing to perpetuating gender inequalities in the workplace.

INTERPRETATION

These icons mean:



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.



The data can be collected through worker surveys/interviews. For more information on how to formulate questions necessary for gathering the data, please refer to the 'Data Collection' sheet on the GDI tool.

1 Social dialogue

Social dialogue is a critical tool for ensuring a harmonious workplace and decent working conditions for all workers.

Social dialogue includes all types of negotiation, consultation and exchange of information between or among workers and their organisations. In spite of its effectiveness in addressing workplace issues, women workers are often under-represented in social dialogue structures, even in places where they make up the majority of the workforce. This essentially renders their issues invisible and their voices silent. For a business to understand if and how social dialogue is working to address gender inequalities and women's specific situation, there needs to be some further investigation to understand worker's perceptions and behaviours related to social dialogue and other grievance mechanisms.

To the right is a suggested list of indicators to start gathering data on social dialogue issues.



TRADE UNIONS AND WORKER COMMITTEES

INTERPRETATION

This data is necessary to understand if women are represented in trade unions and/or worker committees, which is a first critical step towards enabling them to take part in the social dialogue process and raise issues of concern to them.

INDICATOR #1 WORKER OUTCOMES

% of workers in trade unions

A trade union is an organisation of workers and union leaders united to protect and promote their common interests.



COLLECTION METHOD

INDICATOR #2 WORKER OUTCOMES

% of workers in worker committees

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.



COLLECTION METHOD

GRIEVANCE MECHANISMS

INTERPRETATION

Although worker committees, trade unions and other grievance and complaints mechanisms may exist in the workplace, workers, particularly women who often have less access to information, may not be aware of them and are thus unable to use them to resolve issues. Therefore, awareness and understanding of how to use the various grievance mechanisms at their disposal, is the first step towards ensuring women workers issues can be addressed in the right manner.

INDICATOR #3 WORKER PERCEPTIONS AND BEHAVIOURS

% of employees who are aware of the existence worker committees and trade unions



COLLECTION METHOD

INDICATOR #4 WORKER PERCEPTIONS AND BEHAVIOURS

% of employees who are aware they have access to whistleblower/ethics hotlines and employee ombudsman/HR complaints process

Whistleblower hotlines enable employees to report behaviour that is unlawful or illegal in an anonymous manner. An employee ombudsman provides workers with a confidential, informal, neutral and independent means of reporting workplace related issues.



COLLECTION METHOD

1 Social dialogue



WORKER CONFIDENCE

INTERPRETATION

The data gathered from these indicators highlight whether workers are confident in raising issues with their employer, which signals that social dialogue is working. For women workers, this means they have confidence that their voices will be heard and their issues can be addressed by management. This is particularly critical for sensitive issues such as sexual harassment, where the tendency is not to report out of fear of reprisal. Women workers should not only be aware of the various grievance mechanisms but should feel confident enough to use them to raise issues of concern to them.

INDICATOR #5 WORKER PERCEPTIONS AND BEHAVIOURS

% of employees who say they are comfortable raising grievances/complaints

A grievance or a complaint is any dissatisfaction or feeling of injustice in connection with one's employment situation, which is brought to the attention of management through a variety of channels.



COLLECTION METHOD

INDICATOR #6 WORKER PERCEPTIONS AND BEHAVIOURS

% of employees who trust the factory's grievance mechanism/complaints procedure to adequately deal with sexual harassment complaints



COLLECTION METHOD

INDICATOR #7 WORKER PERCEPTIONS AND BEHAVIOURS

% of employees who consider they are confident to speak with supervisors and/or factory management



COLLECTION METHOD

INDICATOR #8 WORKER PERCEPTIONS AND BEHAVIOURS

% of employees who consider their voices are heard and taken into account by management



COLLECTION METHOD

2 Violence and harassment

Violence and harassment in the workplace not only has an impact on the wellbeing of the victim but is also known to have a significant impact on business performance in terms of lower productivity, employee turnover and absenteeism, as well as reputational impacts which can lead to financial loss as result of legal action.

In the workplace, women are typically more vulnerable to violence and sexual harassment. This can be due to women being given a subordinate social position compared to men, discriminatory social norms and practices, as well as lack of standards, policies, and practices to address sexual harassment. Being risk-free of violence and harassment is essential for women's empowerment and gender equality, however, most businesses still struggle to understand how to detect and prevent violence and harassment and provide remedy where necessary. Addressing violence and harassment, in particular gender-based violence and sexual harassment requires time, resources and expertise. It also requires a good understanding of the root causes and workers' perceptions and behaviours on these issues.

The suggested indicators to the right can help a business to start collecting data to better understand the risks of violence and harassment, in particular sexual harassment in their supply chains.



OVERTIME

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 #1 WORKER OUTCOMES

% of employees regularly working over-time

Overtime refers to hours worked beyond the scheduled hours that are stipulated in the employee's contract.



COLLECTION METHOD

SEXUAL HARASSMENT

INTERPRETATION

Workplaces with a policy on sexual harassment and where all workers understand what constitutes sexual harassment and have access to complaints mechanisms are more likely to be able to address this issue. This is because victims know when they are being sexual harassed, can report it and feel confident that it will be addressed. A workplace that is able to track sexual harassment complaints can detect patterns in terms of who might be responsible or under what conditions this typically happens, and thus put in place appropriate mitigation strategies.

INDICATOR #2 WORKER PERCEPTIONS AND BEHAVIOURS

% of employees within factory who understand what constitutes sexual harassment

The UN defines sexual harassment as 'any of act of gender-based violence that results in or is likely to result in physical, sexual or mental harm or suffering to women'.



COLLECTION METHOD

INDICATOR #3 WORKER PERCEPTIONS AND BEHAVIOURS

% of employees who are aware of the sexual harassment policy in the workplace

A sexual harassment policy is a company's commitment to providing a safe environment for all its employees. It typically includes a definition of what constitutes sexual harassment, how victims can report issues and the consequences of such acts for the perpetrators.



COLLECTION METHOD

2 Violence and harassment



INDICATOR #4 WORKER OUTCOMES

% of grievances/complaints related to sexual harassment raised

A grievance or a complaint is any dissatisfaction or feeling of injustice in connection with one's employment situation, which is brought to the attention of management through a variety of channels.



COLLECTION METHOD

INDICATOR #5 WORKER OUTCOMES

% of grievances/ complaints related to sexual harassment resolved

A grievance or a complaint is any dissatisfaction or feeling of injustice in connection with one's employment situation, which is brought to the attention of management through a variety of channels.



COLLECTION METHOD

INDICATOR #6 WORKER PERCEPTIONS AND BEHAVIOURS

% of employees who trust the factory's grievance mechanism / complaints procedure to adequately deal with sexual harassment complaints

A grievance or a complaint is any dissatisfaction or feeling of injustice in connection with one's employment situation, which is brought to the attention of management through a variety of channels.



COLLECTION METHOD

TRAVEL TO & FROM WORK

INTERPRETATION

Women tend to suffer harassment to and from work on public transport or otherwise. Protecting women workers to and from work is critical for ensuring a safe and productive work environment.

INDICATOR #7 WORKER PERCEPTIONS AND BEHAVIOURS

% of workers who say it's safe for women to commute to and from the workplace



COLLECTION METHOD

2 Violence and harassment



SEXUAL HARASSMENT AWARENESS

INTERPRETATION

An understanding of how workers perceive the issues of harassment against women can help a business to determine how much awareness raising and capacity building is required. The more workers think harassment is acceptable or if there is social stigma against victims of violence and harassment, this can deter women from reporting incidences or it could lead to retaliation if the issue is not dealt with properly.

INDICATOR #8 SOCIAL NORMS

% of employees who consider that harassment against women is unacceptable



COLLECTION METHOD

INDICATOR #9 SOCIAL NORMS

% of employees who stigmatise survivors of violence against women



COLLECTION METHOD

3 Health and safety

A workplace that is healthy and safe is a fundamental labour right and is also critical to enabling workers to maximise their productivity.

For women workers, there are additional considerations to be made regarding their health and safety including occupational safety, workplace hygiene, and health services given their biological differences. For example, pregnant women might need to have their tasks or workstations adjusted in order to make their work environment safe. The suggested indicators to the right can provide an indication as to whether the health and safety aspects and services of the workplace are benefitting women, or whether additional measures need to be taken.



WORKPLACE INJURIES

INTERPRETATION

Workplace injuries do happen, however, if women are consistently getting injured, this may imply that there are issues with their work spaces that require adjustment. Due to biological differences, women may need to have their tasks or workstations adjusted in order to ensure adequate health and safety.

INDICATOR #1 WORKER OUTCOMES

% of workers who have been injured in the workplace

Workplace injury refers to death, any personal injury or disease resulting from an occupational accident within a specified period of time.



COLLECTION METHOD

ACCESS TO HEALTH SERVICES

INTERPRETATION

Access to health services is very critical for ensuring the health and safety of workers. For women workers, this is often the only place where they can access such services and it is thus important that these are available and adequately resourced with trained personnel. This includes services related to reproductive health, nutrition and personal hygiene.

INDICATOR #2 WORKER PERCEPTIONS AND BEHAVIOURS

% of employees who say they can access health services as needed

This refers to access to basic health services, preventative care, health screenings and reproductive health facilities either on-site or in the workers' community.



COLLECTION METHOD

3 Health and safety



PAID SICK LEAVE

INTERPRETATION

If the data indicates that women are less likely to take paid sick leave, this could potentially be a sign of a wider issue of harassment or intimidation. Further investigation is required to understand the trends.

INDICATOR #3 WORKER PERCEPTIONS AND BEHAVIOURS

% of employees who say they can access health services as needed

Paid sick leave is defined as compensated working days lost due to sickness of workers.



COLLECTION METHOD

TOILET FACILITIES

INTERPRETATION

Clean, safe and adequate in terms of number of toilet facilities available with provisions for sanitary napkins, clean water sources and lighting are essential services for women to have as part of a safe and healthy work environment. This is particularly important for menstruating and pregnant women, as it can often lead to increased absenteeism and turnover if facilities are not up to standard.

INDICATOR #4 WORKER PERCEPTIONS AND BEHAVIOURS

% of employees who say that toilets are accessible, safe and hygienic

This could include toilets that are at a reasonable distance from workstations, adequate in number with good lighting and clean water sources.



COLLECTION METHOD

INDICATOR #5 WORKER PERCEPTIONS AND BEHAVIOURS

% of female employees who say they come to work when menstruating

Things to consider include availability of clean menstrual management materials that can be changed in privacy, soap and water for washing the body as required, and access to facilities to dispose of used menstrual management materials.



COLLECTION METHOD

3 Health and safety



TRAVEL TO AND FROM WORK

INTERPRETATION

Women tend to suffer harassment to and from work on public transport or otherwise. Protecting women workers to and from work is critical for ensuring a safe and productive work environment.

INDICATOR #6 WORKER PERCEPTIONS AND BEHAVIOURS

% of workers who say it's safe for women to commute to and from the workplace

This includes commuting on public transport or company transportation.



COLLECTION METHOD

PREGNANCY ACCOMMODATIONS

INTERPRETATION

It is important for employers to be aware of the needs of pregnant employees and take necessary steps to adjust their tasks/work stations. This can reduce absenteeism and turnover rates related to this category of employees.

INDICATOR #7 WORKER PERCEPTIONS AND BEHAVIOURS

% of pregnant employees who consider that their employer has adjusted tasks and/or providing adequate protective equipment

Pregnant women face unique risks and may be more susceptible to a range of workplace hazards. They often require safety equipment and/or adjustment of their tasks (on a temporary basis) to prevent any harm.



COLLECTION METHOD

4 Wages

Many business models function on the premise of low wages, whereby the lower your position in the chain, the more vulnerable you are and the less pay you receive.

In most supply chains, women are typically found at the bottom of the ranks in low-skilled roles and vulnerable contract types and amongst the lowest paid workers. They are also more likely to be engaged in piece work, for which they can be set unrealistic targets and paid per piece produced. Low wages can force workers to work excessive overtime hours or become bonded labourers, and trigger a host of health problems. In response to these issues, many businesses are now working towards ensuring workers in their supply chains are being paid a living wage, which can be defined as wages “[enough to meet basic needs and to provide some discretionary income.](#)”

The business case for living wages is clear – workers with salaries that meet their needs are likely to be more productive, gain new skills, take fewer sick leave days and are generally more motivated, thus reducing absenteeism and turnover. Women in particular, are more likely to use increased wages to benefit their families and communities. The indicators to the right can help a business to assess whether gender-based discrimination in relation to wages is prevalent in the workplace.



PIECE OR TIME-BASED RATES

INTERPRETATION

Due to their typically lower skills level, women are more often paid by time or piece rate, which in most cases means they are unable to earn up to the minimum wage. This puts them and their families in financial difficulty. Calculation of piece rates for a particular item must be based either on providing the worker with at least the minimum wage at the skill level they are working to, or on the going rate for that item, whichever is highest.

INDICATOR #1 WORKER PROFILE

Employees paid by time or piece rate (average rate)

Employees paid on a per unit basis for every project completed or by hours worked. ‘Piece rate’ is wages paid to workers based on a unit of product or output quantity.



COLLECTION METHOD

OVERTIME

INTERPRETATION

The lower the wages, the greater the likelihood of working excessive overtime in order to compensate for the income shortfall. 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. It also affects their unpaid care responsibilities.

INDICATOR #2 WORKER OUTCOMES

% of employees regularly working over-time

Overtime refers to hours worked beyond the scheduled hours that are stipulated in the employee’s contract.



COLLECTION METHOD

4 Wages



FINANCIAL INCLUSION

INTERPRETATION

When women have access to bank accounts and digital payments, they have greater control over their financial decisions, which is critical for their economic empowerment. A woman with financial autonomy and the ability to make financial decisions typically leads to improved outcomes for children and families at large.

INDICATOR #3 WORKER OUTCOMES

% of employees receiving their salaries in digital payments

Digital payment is a form of payment where the payer and the payee both use digital modes to send and receive money. It is also called an electronic payment.



COLLECTION
METHOD

INDICATOR #4 WORKER PERCEPTIONS AND BEHAVIOURS

% of employees who have an individual bank account

Being able to have access to a transaction account is the first step towards financial inclusion. A transaction account allows people to store money, send and receive payments.



COLLECTION
METHOD

INDICATOR #5 WORKER PERCEPTIONS AND BEHAVIOURS

% of employees who say they have control over their earnings

Ability to choose and define how and for what purpose own incomes will be used.



COLLECTION
METHOD

4 Wages



FAIR STANDARD OF LIVING

INTERPRETATION

This data will give an indication as to whether wages being paid to employees enables them to cover their needs and those of their families. It can also help to reveal if there is a potential gender pay gap between male and female employees in the workplace.

INDICATOR #6 WORKER PERCEPTIONS AND BEHAVIOURS

% of employees who consider they earn enough to cover their family's basic needs and save for any emergency situations

Elements of a decent standard of living include food, water, housing, education, health care, transportation, clothing and other essential needs including provision for unexpected wants.



COLLECTION
METHOD

PAID SICK LEAVE

INTERPRETATION

If the data indicates that women are less likely to take paid sick leave, this could potentially be a sign of a wider issue of harassment or intimidation. Further investigation is required to understand the trends.

INDICATOR #7 WORKER PERCEPTIONS AND BEHAVIOURS

% of employees who say that they take paid leave when they are sick

Paid sick leave is defined as compensated working days lost due to sickness of workers.



COLLECTION
METHOD

5 Recruiting, training and leadership

Gender-based discrimination in recruitment, training and leadership are major barriers towards women's full and effective participation in the workplace.

For example, at recruitment stage, women may sometimes be subjected to pregnancy testing as a condition for hiring or continued employment. They may also be excluded from certain positions due to cultural biases that dictate roles women can occupy.

To address gender-based discrimination, businesses and employers should endeavor to set gender-sensitive recruitment and retention strategies that provide equal opportunities for all workers. For example, at recruitment stage, hiring of workers should be based on skills and competence alone, not gender. Furthermore, all workers should have equal access to education, training and promotion opportunities in the workplace. Special efforts should be made to identify obstacles preventing women from taking on leadership roles and ensure they can access these opportunities, particularly in relation to balancing their unpaid care responsibilities.

The indicators to the right can help reveal potential discrimination in hiring, training and promotion.



HOMEWORKERS

INTERPRETATION

Women are overrepresented in this category of workers due to their care responsibilities, which makes this type of work convenient. They play a key role in the supply chain, often working long hours but without the same rights and protections as other workers. Low wages, irregularity of work, higher rates of occupational injury, lack of access to training and information about rights and entitlements, as well as weak bargaining power have been identified as [common concerns for homeworkers](#). It is therefore important as a business to know who and where homeworkers are prevalent in your supply chain and put in place measures to ensure they have decent working conditions.

INDICATOR #1 WORKER PROFILE

No. of homeworkers

A person who works from home especially doing piece work.



COLLECTION METHOD

PIECE OR TIME-BASED RATES

INTERPRETATION

Due to their low-skill level, women are more often paid by time or piece rate, which in most cases means they are unable to earn up to the minimum wage. This puts them and their families in financial difficulty. Women homeworkers are particularly vulnerable to this labour right violation. Calculation of piece rates for a particular item must be based either on providing the worker with at least the minimum wage at the skill level they are working to, or on the going rate for that item, whichever is highest.

INDICATOR #2 WORKER PROFILE

Employees paid by time or piece rate (average rate)

Employees paid on a per unit basis for every project completed or by hours worked. 'Piece rate' is wages paid to workers based on a unit of product or output quantity.



COLLECTION METHOD

5 Recruiting, training and leadership



CAREER ADVANCEMENT

INTERPRETATION

Potential gender biases in promotion, training and professional development can result in women being left behind in the workplace. Women's time poverty, care responsibilities and their own personal biases can also inadvertently exclude them from seeking promotions or taking advantage of professional development opportunities. Regular analysis of data on who is being promoted and for what positions, as well as who is being upskilled can help a workplace ensure equal opportunities for all workers to realise their full potential.

INDICATOR #3 WORKER OUTCOMES

% promoted employees

A promotion is the advancement of an employee within a company or job tasks. This should be correlated with a higher rate of pay or financial compensation.



COLLECTION METHOD

INDICATOR #4 WORKER OUTCOMES

% of employees enrolled in professional training and development

Professional training and development include any training outside of the scope of an employee's job, that is paid for by the employer and supports professional and organisational development.



COLLECTION METHOD

INDICATOR #5 WORKER PERCEPTIONS AND BEHAVIOURS

% of employees who consider that men and women should have equal rights to employment and economic participation

Women in many countries still face many structural, legal and cultural barriers blocking their full economic participation.



COLLECTION METHOD

5 Recruiting, training and leadership



LEADERSHIP

INTERPRETATION

If women workers are of the opinion that they have the skills necessary to progress to leadership positions in the factory, yet the workforce profile data shows otherwise, this indicates that there may be other issues at play that require further investigation. For example, it could be a lack of information in that women workers are not necessarily aware of the opportunities or perhaps the human resource practices are resulting in a deliberate exclusion of them from the promotion process. This would require further investigation to determine the root cause of the problem.

INDICATOR #6 WORKER PERCEPTIONS AND BEHAVIOURS

% of employees who consider that they have the right abilities and skills to progress within the factory



COLLECTION METHOD

INDICATOR #7 WORKER PERCEPTIONS AND BEHAVIOURS

% of employees who consider that women in the factory are able to occupy leadership roles
Leadership roles include roles of supervisors and managers.



COLLECTION METHOD

COMMUNITY LEADERSHIP

INTERPRETATION

The perception that women can play an equal role in community decisions is likely to lead to acceptance of women to also holding decision-making roles in the workplace (and vice versa). Women who already play active roles in their communities are likely to have the skills and confidence to take up leadership positions in the workplace (and vice versa).

INDICATOR #8 SOCIAL NORMS

% of employees who consider that they should have an equal role to play in community decision making

Community leadership can include membership in economic and social groups and comfort in speaking in public.



COLLECTION METHOD

6 Sexual and reproductive healthcare rights and unpaid care

Access to comprehensive sexual and reproductive health and rights is essential for women's health and overall wellbeing.

However, due to a lack of information and services, as well as restrictions stemming from established social norms, women are frequently unable to make decisions about their own health and bodies. This has a direct impact on their working life, as women workers are often of reproductive age and can face discrimination in terms of maternity rights. In extreme cases, women workers may be denied access to prenatal care, maternity leave may not be granted and contracts may be terminated for being pregnant. Likewise, women's unpaid care and domestic responsibilities can also be a barrier to full economic participation. Balancing paid work and care responsibilities can be challenging if an enabling environment is not facilitated, for example, without access to childcare facilities or the need to work overtime.

The indicators to the right which relate to women's sexual and reproductive health and rights, and care responsibilities, can highlight where gender-based discrimination might be prevalent.



PARENTAL LEAVE

INTERPRETATION

Workplaces where eligible employees take parental leave and are able return to work after children, is a good initial indication that the appropriate policies are in place to respect workers' rights to parental leave. However, to better understand if the workplace is providing an enabling environment for working parents, interviews with workers are required to obtain their views on working conditions, specifically hours and tasks. For example, whilst parental leave may be available, the workplace culture may still stop workers from taking it. Considerations should be given to women workers to enable them to balance work and care responsibilities.

INDICATOR #1 WORKER OUTCOMES

% of eligible employees taking parental leave

'Parental leave' includes maternity, paternity and adoption leave. Eligibility is defined by the national legal requirement and any additional eligibility criteria that the employer may have for additional benefits.



COLLECTION METHOD

INDICATOR #2 WORKER OUTCOMES

% of women employees returning to work after having a child

This refers to women who return to work after giving birth or after taking maternity leave.



COLLECTION METHOD

INDICATOR #3 WORKER PERCEPTIONS AND BEHAVIOURS

% of employees who are comfortable taking parental leave



COLLECTION METHOD

INDICATOR #4 WORKER PERCEPTIONS AND BEHAVIOURS

% of employees who consider that their working hours allow them to perform their unpaid care duties and domestic work

Unpaid care duties include caring for children, elderly and the sick. Domestic work includes washing, cooking, shopping, cleaning etc.



COLLECTION METHOD

6 Sexual and reproductive healthcare rights and unpaid care



CHILDCARE FACILITIES

INTERPRETATION

The availability of childcare facilities significantly eases the burden of unpaid care for women and enables them to take on more responsibility at work, for example leadership positions. In many countries, it is obligatory by law to provide childcare facilities in workplaces with a certain number of employees. It is critical these legal obligations are met where applicable, and the facilities available are of the appropriate standard.

INDICATOR #5 WORKER PERCEPTIONS AND BEHAVIOURS

% of employees who are satisfied with the on-site childcare facilities (if available)

On-site childcare facilities are facilities that provide care, protection and supervision of employees' children for a short period on a regular basis in an area in the workplace building.



COLLECTION METHOD

FAMILY PLANNING

INTERPRETATION

Knowledge of family planning products, including where to obtain them, is critical for women's agency over their own bodies. Workplaces can support this by offering sexual and reproductive health education and advice to women workers, including services with trained healthcare personnel.

INDICATOR #6 WORKER PERCEPTIONS AND BEHAVIOURS

% of employees who are aware of modern family planning products/type of contraceptives

On-site childcare facilities are facilities that provide care, protection and supervision of employees' children for a short period on a regular basis in an area in the workplace building.



COLLECTION METHOD

6 Sexual and reproductive healthcare rights and unpaid care



UNPAID CARE WORK

INTERPRETATION

The perception that women and men should share unpaid work and care responsibilities is likely to have an impact on women workers ability to balance their paid and unpaid care responsibilities. These societal norms around women's roles and sexual and reproductive choices greatly influence workplace behaviours, and ultimately the opportunities available to pursue paid employment.

INDICATOR #7 SOCIAL NORMS

% of employees who consider that women and men should share an equal responsibility for unpaid work and care

Unpaid care duties include caring for children, elderly and the sick. Domestic work includes washing, cooking, shopping, cleaning etc.



COLLECTION METHOD

INDICATOR #8 SOCIAL NORMS

% of employees who consider that women should be able to negotiate their own sexual and reproductive decisions

Women making their own decisions regarding sexual relations, contraceptive use and reproductive healthcare.



COLLECTION METHOD

7 Remediation

When operations by a business may have caused or contributed to human rights abuses, the company is responsible for providing or contributing to remedy.

[Remedy can cover a range of actions including:](#) acknowledgement and apology; restitution and rehabilitation; management-level changes; financial compensation; and, the implementation of measures that prevent future occurrences. Remedy can also take place either through judicial or non-judicial processes. Access to remedy for workers whose rights may have been violated starts with grievance mechanisms that are trusted and effective. For women workers, grievance mechanisms must be easily accessible without using complicated technology given that [women typically lag behind men in terms of access to and usage of digital technologies](#). They must also guarantee anonymity and confidentiality, especially in relation to sensitive issues such as violence and sexual harassment, and women's reproductive health.

The indicators to the right can help a business to investigate if grievance mechanisms are effectively addressing issues faced by women workers.



ACCESS TO TECHNOLOGY

INTERPRETATION

Women typically lag behind men in terms of access to and use of mobile phones and digital technologies. If these are the predominant methods available to raise grievances or complaints, women workers will automatically be discriminated against. It is therefore important as a first step to understand women workers' use of mobile phones and digital technologies.

INDICATOR #1 WORKER PERCEPTIONS AND BEHAVIOURS

% of employees who use mobile phones and digital technologies

Digital technologies include a computer or access to the internet.



COLLECTION METHOD

TRADE UNIONS AND WORKER COMMITTEES

INTERPRETATION

This data is necessary to understand if women are represented in trade unions and/or worker committees, which is a first critical step towards enabling them to take part in the social dialogue process and raise issues of concern to them.

INDICATOR #2 WORKER OUTCOMES

% of workers in trade unions

A trade union is an organisation of workers and union leaders united to protect and promote their common interests.



COLLECTION METHOD

INDICATOR #3 WORKER OUTCOMES

% of workers in worker committees

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.



COLLECTION METHOD

7 Remediation



GRIEVANCE MECHANISMS

INTERPRETATION

Although worker committees, trade unions and other grievance and complaints mechanisms may exist in the workplace, workers, particularly women who often have less access to information, may not be aware of them and are thus unable to use them to resolve workplace issues. Therefore, awareness and understanding of how to use the various grievance mechanisms at their disposal is the first step towards ensuring women workers issues can be addressed and remediation can be provided, where necessary.

INDICATOR #4 WORKER PERCEPTIONS AND BEHAVIOURS

% of employees who are aware of the existence worker committees and trade unions



COLLECTION METHOD

INDICATOR #5 WORKER PERCEPTIONS AND BEHAVIOURS

% of employees who are aware they have access to whistleblower/ethics hotlines and employee ombudsman/HR complaints process

Whistleblower hotlines enable employees to report behaviour that is unlawful or illegal in an anonymous manner. An employee ombudsman provides workers with a confidential, informal, neutral and independent means of reporting workplace related issues.



COLLECTION METHOD

7 Remediation



WORKER CONFIDENCE

INTERPRETATION

The data gathered from these indicators highlight whether workers are confident in raising issues with their employer, which signals that social dialogue is working. For women workers, this means they have confidence that their voices will be heard and their issues can be addressed by management. This is particularly critical for sensitive issues such as sexual harassment, where the tendency is not to report out of fear of reprisal. They should not only be aware of the various grievance mechanisms but should feel confident enough to use them to raise issues of concern.

INDICATOR #6 WORKER PERCEPTIONS AND BEHAVIOURS

% of employees who say they are comfortable raising grievances/complaints

A grievance or a complaint is any dissatisfaction or feeling of injustice in connection with one's employment situation, which is brought to the attention of management through a variety of channels.



COLLECTION
METHOD

INDICATOR #7 WORKER PERCEPTIONS AND BEHAVIOURS

% of employees who consider they are confident to speak with supervisors and/or factory management



COLLECTION
METHOD

INDICATOR #8 WORKER PERCEPTIONS AND BEHAVIOURS

% of employees who consider their voices are heard and taken into account by management



COLLECTION
METHOD

