

# The Gender Data and Impact (GDI) Tool

A Tool for Conducting Gender-Responsive  
Due Diligence in Supply Chains



# About the Gender Data and Impact (GDI) Tool

The Gender Data and Impact (GDI) tool introduced in this document has been developed with extensive input from external stakeholders through multi-stakeholder consultations during March and April 2019 in Bangladesh (through the United Nations Global Compact Network), New York, and London (through the Ethical Trading Initiative's membership). The development of the GDI tool was funded by Laudes Foundation.

This tool is based on the GDI framework created for the BSR guidance *Making Women Count: A Framework for Conducting Gender-Responsive Due Diligence in Supply Chains*. BSR wishes to thank the United Nations Global Compact (UNGC), ETI (Ethical Trading Initiative), ISEAL Alliance, Meridian Group International Inc., Women Working Worldwide, and the World Benchmarking Alliance, in addition to internal and external reviewers and stakeholders consulted for the development of the GDI Framework. BSR would also like to thank Fair Wear Foundation for conducting insightful pilots of the GDI indicators. Finally, a very special thank you goes to Eva Ehoke (BSR) for her technical inputs on the tool.

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## Why the GDI tool?

Assessing whether a factory is driving positive and equal outcomes for workers is complex and not easily achieved through conventional measurement tools which focus on the existence of policies and processes rather than actual worker impact. Traditionally, impact indicators tend to be program-based and aligned with specific interventions. Few approaches contribute to answer the question: What outcomes for women and men workers would contribute to a truly gender-equal empowering factory environment?

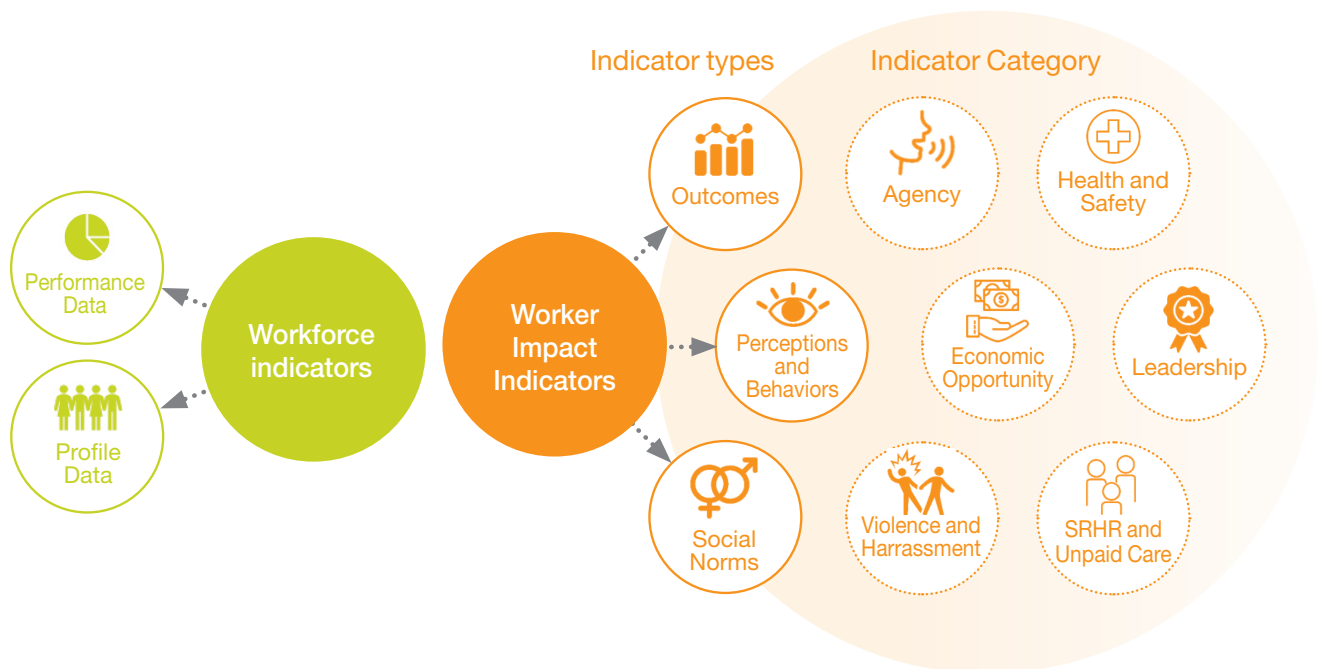
*Although the GDI tool and the related recommendations in this guidance have been designed with the apparel and textile supply chains in mind, the tool can be used in the manufacturing context of a variety of sectors*

## What can the GDI tool be used for?

The GDI tool can be used to conduct factory assessments to understand whether gender gaps in worker outcomes exist and where. It enables users to:

- Input the gender data collected through document reviews and worker engagement
- Evaluate and analyze findings
- Select priority outcomes to tackle
- Elaborate an action plan based on targeted measures
- Track the progress against overall outcomes and specific targets

## The GDI indicators





**Workforce indicators:** These indicators provide a general overview of the gender profile of the workforce and its performance which may affect suppliers' bottom line. These include workforce performance indicators and workforce profile indicators.

**Worker impact indicators:** These indicators provide a general overview of worker outcomes by gender based on 1) workplace outcomes, 2) worker perceptions and behaviors, and 3) associated social norms that influence and contribute to reproduce some of the unequal outcomes for women.









The worker impact indicators are divided into six categories, which are representative of the enabling factors that are essential for women to thrive in the workplace: Agency, health and Safety, Leadership, Economic Empowerment, Violence and Harassment, Sexual and Reproductive Health Rights (SRHR) and Unpaid Care Work.

# The GDI Indicators

## Workforce indicators

 <b>Workforce Performance Indicators</b>	 <b>Workforce Profile Indicators</b>				
Percentage Turnover	Percentage of permanent employees	Percentage of fixed-term employees	Percentage of seasonal employees	Percentage of interim agency employees	Percentage of management positions
Percentage Absenteeism	Percentage of supervisors	Percentage of administrative staff	Percentage of workers	Percentage of migrant workers	Percentage of workers paid by time or piece rate
Productivity Ratio	Percentage of informal (including home workers)				

## Worker impact indicators

Sub-category	 <b>Agency</b>	 <b>Health and Safety</b>	 <b>Economic Opportunity</b>	 <b>Leadership</b>	 <b>Violence and Harassment</b>	 <b>SRHR and Unpaid Care</b>
<b>Workforce outcomes</b> 	Percentage of workers in trade unions	Percentage of workers who have been injured in the workplace	Percentage of new recruits	Percentage of promoted workers	Percentage of grievances related to sexual harassment (out of all recorded grievances)	Percentage of eligible workers taking parental leave
	Percentage of workers on worker committees	Percentage of workers regularly working over-time	Percentage of workers receiving their salaries in digital payments	Percentage of workers enrolled in professional training and development	Percentage of addressed sexual harassment grievances	Percentage of women workers returning to work after having a child
<b>Worker Perceptions and Behaviours</b> 	Percentage of workers who say they are comfortable reporting grievances/complaints	Percentage of workers who say they can access health services as needed	Percentage of workers who have an individual bank account	Percentage of workers who say women have the same opportunities as men in the workplace	Percentage of workers who understand what constitutes sexual harassment	Percentage of workers who are aware of modern family planning products/ types of contraceptives
	Percentage of workers who say they are confident to speak up to supervisors and/or management	Percentage of workers who say toilets are accessible, safe and hygienic	Percentage of workers who say they earn enough to cover their family's basic needs and save for emergency situations	Percentage of workers who say they have the right abilities and skills to advance	Percentage of workers who are aware of the policy addressing violence and harassment in the workplace	Percentage of workers who are comfortable taking parental leave

## Worker impact indicators

Sub-category	 Agency	 Health and Safety	 Economic Opportunity	 Leadership	 Violence and Harassment	 SRHR and Unpaid Care
<b>Worker perceptions and behaviours</b> (continued) 	Percentage of workers who say they can move freely in and out of the workplace	Percentage of workers who say they take paid leave when they are sick	Percentage of workers who say they have control over their earnings	Percentage of workers who say women are able to occupy leadership roles in the workplace	Percentage of workers who are aware they have access to whistleblower/ethics hotlines and/or worker ombudsman/HR complaints process	Percentage of workers who say their working hours allow them to perform their unpaid care duties and domestic work
	Percentage of workers who are aware of the existence of worker committees and/or trade unions	Percentage of workers who say their employer adjusts tasks and/or provides adequate protective equipment for pregnant workers			Percentage of workers who trust the factory's grievance mechanism/ complaints procedure	Percentage of workers who are satisfied with the on-site child care facilities (if available)
	Percentage of workers who say their voices are heard and taken into account by management	Percentage of workers who say it is safe for women to commute to and from the workplace				Percentage of women workers who say they come to work when menstruating
	Percentage of workers who have access to mobile phones and digital technologies					
<b>Social Norms</b> 	Percentage of workers who say women and men should have an equal role to play in community decision making		Percentage of workers who say women and men should have equal rights to employment and economic participation	Percentage of workers who say women should occupy leadership roles in the community	Percentage of workers who say harassment against women is unacceptable	Percentage of workers who say women and men should share an equal responsibility for unpaid care duties and domestic work
	Percentage of workers who say women and men should have equal responsibility for making major household decisions				Percentage of workers who do not stigmatize survivors of violence against women	Percentage of workers who say women should be able to negotiate their own sexual and reproductive decisions



## GDI Data Sources and Collection Methods

Having adequate data collection protocols in place is essential to complete the GDI tool. Completing the GDI tool will require different data sources, collection methods, sampling techniques, and frequency/collection time frames, depending on the primary objective of the assessment.

There are two main data sources for the collection of the GDI indicators:

**Supplier Data:** The workforce indicators (both performance and profile indicators) and the worker impact outcome indicators are best collected through suppliers' management systems (i.e., the systems used by suppliers to manage their operations, including human resources-related matters). This data can be collected through: Supplier Self-Assessment Questionnaires (SAQs) and Social Audits

**Worker data:** The worker impact indicators related to perceptions and behaviors as well as social norms are best collected through worker engagement (i.e., collecting workers opinions). To collect indicators that are related to worker perceptions, behaviors, and social norms, it is recommended to use a mix of structured and Likert-scale questions.

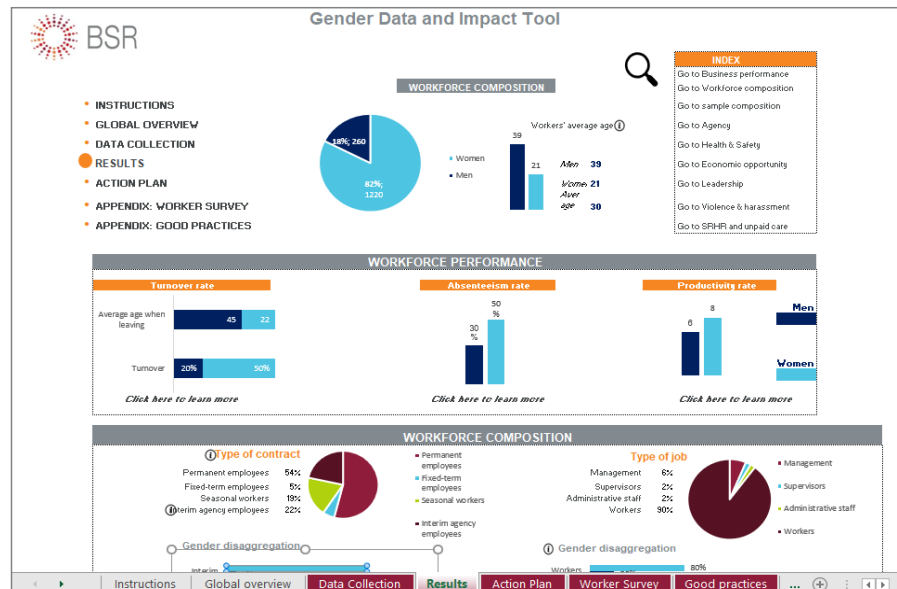
This is important if workers' responses are to be aggregated and compared in each factory or across several factories. Workers' opinions can be collected via the following methods: Worker surveys and Worker Interviews.



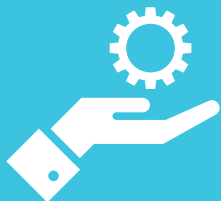
# How is the GDI tool structured?

The GDI Excel tool is structured as follows:

<b>Global Overview:</b>	provides you with a high-level overview of the Gender Data and Impact Indicators.
<b>Instructions:</b>	explains on how to use the tool.
<b>Data Collection:</b>	enables you to input the gender disaggregated data.
<b>Results:</b>	displays the detailed results of the assessment.
<b>Action Plan:</b>	enables you to set targets, measures and timeframes for indicators you have prioritized for improvement.
<b>Appendix</b> Worker questions:	provides you with detailed questions and possible answers used for collecting data points related to the worker perceptions, behaviors and social norms indicators.
<b>Appendix</b> Good Practices:	lists recommendations around policy, process, people and plant (4Ps) to improve performance on the GDI indicators.



# The Gender Data and Impact (GDI) Tool



## How to use the GDI tool?

Using this tool, you will be able to collect gender data, analyze it and develop an action plan.

### Step 1 Collect the Gender Data

The **Data collection** tab is where you input all the data which needs to be collected.

You are expected to provide data for each indicator:

- Data related to workers should be gender-disaggregated except for indicators which only concern women (such as reproductive health indicators)
- Data may take the form of numbers, rates, or averages as indicated in the calculation methodologies.

To help you navigate the specific data points for each indicator, you will find:

- Definitions of the main concepts
- Calculation methodologies where relevant
- Details on the data source and possible collection methods
- Worker questions and possible answers (for the worker engagement data) in the Appendix: Worker question.

### Step 2 Analyze the Gender Data

Upon completion of data collection, you can access findings for each indicator in the **Results** tab. Click on each category to expand and see the detailed results.

Each indicator comes with information which may be helpful to analyze the results and identify root causes.

Based on the results, you should select the indicators you wish to include in your action plan by ticking the appropriate indicator in the blue boxes (column O).

### Step 3 Develop an Action Plan

The indicators that you chose in the **Results** tab will appear clearly in the **Action Plan** tab.

For each indicator, you should choose the timeline (long, medium or short) in column E.

The deadline will be automatically calculated based on the date of the assessment you have entered.

Based on the indicators you have chosen to include in your action plan, you can identify measures to put in place in the **Appendix: Good Practices**.