Key Points → Course Summary

1 The **Gender Data Impact Framework and Tool (GDI Tool)** is a **Framework** for conducting gender-responsive due diligence in supply chains. The Framework includes a **set of indicators**, an **Excel-based data collection tool**, and **best practices** for suppliers.

2 The UN has recently applied a gender lens to the Guiding Principles to ensure that businesses consider the needs and roles of women. This includes brands' responsibility to require and encourage their suppliers to respect the human rights of women in their operations and the importance of conducting gender-responsive due diligence.

3 BSR's Gender Data Impact Framework and Tool focuses on two broad categories of indicators that are needed to conduct an effective gender-responsive factory assessment:

- Workforce Performance Indicators collected from HR documents and internal management systems

- Worker Impact Indicators collected through worker interviews and surveys

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The four-step approach to root cause analysis includes:

- Step 1: Identify the issues
- Step 2: Count with context
- Step 3: Ask the right questions using the 4P's (Policy, Process, People, and Plant)
- Step 4: Correlate indicators across type and category

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Steps for suppliers to build an action plan:

- Step 1: Prioritize issues
- Step 2: Define measures and targets
- Step 3: Implement within the business

Bibliography

- Making Women Workers Count: A Framework for Conducting Gender-responsive Due Diligence in Supply Chains, https://www.bsr.org/en/our-insights/report-view/making-women-workers-count-gender-responsive-due-diligence-report

- Report of the Working Group on the issue of human rights and transnational corporations and other business enterprises on Gender Dimensions of the Guiding Principles on Business and Human Rights