



# NEW KPIS TO TRACK AND EVALUATE GENDER-EQUALITY INTERVENTIONS

At global level, there is increasing evidence that gender-equality interventions deliver benefits — both in terms of worker satisfaction and business performance. To empower more organizations to invest in their workforce and ensure the equal treatment of women and men, a harmonized set of **key performance indicators (KPIs)** has been created to record and monitor the costs and outcomes of investing in policy change in the workplace.



**WORK & EMPLOYMENT**



**ABSENTEEISM & PRODUCTIVITY**



**HARASSMENT & HEALTH**



**GENDER INTERVENTION & COSTS**

**This new set of Gender Equality Intervention KPIs has been extrapolated to become a toolkit that will enable organizations to:**

- ✓ Gather essential evidence using a set of harmonized indicators
- ✓ Document the effort and results of implementing interventions
- ✓ Clearly communicate positive changes achieved to buyers, consumers, and other stakeholders
  - % female in managerial position
  - % gender wage gap
  - % absenteeism
  - % gender-based violence or health related incidents
  - Cost-benefit ratio of gender interventions
- ✓ Better plan and act by providing vital information that can be used for adjusting activities and achieving success
- ✓ Provide evidence to feed discussions about female empowerment and gender equality interventions

The KPIs, conceived by IDH, the Sustainable Trade Initiative, and developed together with the Floriculture Sustainability Initiative (FSI) and the FSI Working Group on Gender (WGG), follow from extensive research on gender-equality interventions in the floriculture sector carried out since 2014. A business case study commissioned by IDH and conducted by Fair & Sustainable Consulting tested and evaluated the impact of these interventions on families, communities, and businesses connected with five Ethiopian flower Farms. These farms were selected among the ones that participated in the Women's Empowerment projects implemented by the Ethiopian Horticulture Producer Exporters Association (EHPEA) and BSR (Business for Social Responsibility), and co-funded by IDH. The results highlighted the need to develop a common list of sex-disaggregated indicators to record and monitor costs and outcomes in a consistent way.



**The new set of Gender Equality Intervention KPIs can be found here:**



## THE GENDER EQUALITY INTERVENTION KPIS HAVE BEEN DEVELOPED BY:



### IDH, THE SUSTAINABLE TRADE INITIATIVE

IDH convenes companies, CSOs, governments and others in public-private partnerships to drive the joint design, co-funding and prototyping of new economically viable approaches to realize green and inclusive growth at scale in commodity sectors and sourcing areas. IDH believes women are key to drive growth and sustainability, even though the possibilities for women to engage in supply chains is currently limited. To address this concern, IDH supports and stimulates the development and implementation of projects and new approaches to integrate more structurally gender equality into business practices.



### FLORICULTURE SUSTAINABILITY INITIATIVE (FSI)

FSI is a market-driven initiative that brings the international floriculture supply-chain together to improve sustainability practices through field projects and increased transparency. Since women represent a significant percentage of the workforce in the floriculture sector, FSI works with its members in a Working Group to drive attention to gender equality, and support projects that aim to boost the ability of women to make improvements in their own lives, workplaces and beyond, to build stronger businesses and communities.



### FSI WORKING GROUP ON GENDER (WGG)

FSI members [BSR HERproject](#), [HIVOS](#) and [Partner Africa](#) are the active member of the FSI Working Group on Gender (WGG). The objective of this group is to coordinate members' activities on gender-related activities, share respective knowledge and experience, avoid duplication of efforts, and make sure that actual results are delivered while reducing the costs of investment.