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Working Conditions KPIs, sub-indicators and definitions

Standard KPI	Sub-indicator, to be included along with the KPI, where relevant

Working Conditions KPI / sub-indicator(s)	Definition
KPI #1. Number of workers benefiting from better working conditions and wages	*Change must come as a result of your initiative (not changes that would have happened anyway without your initiative).*
1.1 Number of factories making changes to improve working conditions	*This measures the breadth of coverage - is it many small factories, or few large factories? Often this will be used to calculate KPI #1, (number of factories making changes to improve conditions or wages x average number of workers per factory).*
1.2 Number of changes made by factories to improve working conditions	*This measures the depth of change - how many changes is each factory making, and what are the types of changes? In addition to a count of the changes, please provide a qualitative description of each change.*
1.3 Number of other stakeholders making changes to improve working conditions	*This measures the breadth of coverage - is it many small stakeholders, or a few large ones?*
1.4 Number of changes made by other stakeholders to improve working conditions	*This measures the depth of change - how many changes is each stakeholder making, and what are the type of changes? In addition a count of the changes, please provide a qualitative description of each change.*

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KPI #2. Number of disclosure and transparency mechanisms used to improve working conditions	*The disclosure mechanism must publish data points publicly. The data points must be regularly updated to enable comparison over time. Publication is not enough; the data must be used by unions, workers, brands, government, employers or other groups to inform their decisions.*
2.1 Number of people / organisations using the mechanism	*This can be both:* *i) individuals / organisations accessing the data* *ii) individuals / organisations contributing to the data. This is only relevant if your initiative is based on crowd-sourced data (partner employed enumerators /researchers should not be counted here).*
2.2 Number of organisations being evaluated by the mechanism	*This will normally be the number of factories or brands that are evaluated or rated.*
KPI #3. Number of collective bargaining agreements (CBA)	*In your count please include:* *i) new CBAs negotiated as a result of your initiative* *ii) existing CBAs enhanced as a result of your initiative* *In addition to a count of the CBAs, please provide a description of the content, especially how the initiative resulted in benefits above the legal minimum.*
3.1 Number of workers covered by the collective bargaining agreement	*If the CBA is at factory level, this will be number of apparel workers in the factory.* *If the CBA is regional or country-wide, then it will be an estimate of the number of apparel workers covered in the region or country.*
KPI #4. Number women leading efforts to improve working conditions	*This measures the number of women that have taken the initiative to try and change something as a result of your activities. Please provide a description of the kind of changes they seek, and whether their efforts were successful or not. Simply training women or raising awareness is not enough for this KPI.*
KPI #5. Number of stakeholders working together	*This is the number of different <u>organisations</u> working with each other, as a result of your initiative (excludes local partners or cooperating organisations who receive budget to work together in implementing your initiative).*
KPI #6. Number of partner organisations strengthened	*This captures the number of partners on which your budget and time was spent to improve their ability to achieve results.*
KPI #7: Number of new or improved policies to improve working conditions	*This is the number of public and/or private policies that have been influenced to change as a result of the grant initiative.*

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Sustainable Cotton KPI definitions

Sustainable Cotton KPI	Definition
KPI #1. Number of tons of sustainable cotton produced	*This measures metric tons of sustainable cotton lint produced.* *Sustainable cotton is defined as cotton produced under third-party verified standards such as Organic, BCI, CMIA, FairTrade etc.*
KPI #2. Percentage increase in certified/verified farmers	*Please report the number of farmers adopting sustainable cotton cultivation practices.* *Sustainable cotton is defined as cotton produced under third-party verified standards such as Organic, BCI, CMIA, FairTrade etc.*
KPI #3. Number of hectares under sustainable cotton production	*Sustainable cotton is defined as cotton produced under third-party verified standards such as Organic, BCI, CMIA, FairTrade etc.*
KPI #4. Increase in net farm income (KPI to vary by geography) compared to conventional farms	*This measures the increase in income levels of farmers under KPI #2 in comparison to the income levels of conventional cotton farmers of the same year.* *Please report net farm income (revenues – costs) for income generated only by on-farm activities such as agriculture, livestock rearing, micro-entrepreneurship activities at the farm-level etc.*

KPI #5. Number of policies and regulations that support sustainable cotton farming	*This counts the number of policies and regulations adopted at national, regional or local administrative levels that promote sustainable cotton cultivation. It could include (but is not limited to)*
	  i. tax breaks to sustainable cotton farmers or enterprises engaged in the sustainable cotton value chain
	  ii. subsidies to sustainable cotton farmers or enterprises engaged in the sustainable cotton value chain
	  iii. institutional support to sustainable cotton farming through promotion of collaborations by academic institutions, agriculture research institutions, quasi-governmental research bodies
	  iv. recognition of any sustainable cotton standards as priority in policy documents
	  v. infrastructural support (manpower, land, physical resources) to support sustainable cotton farming initiatives

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KPI #6. Percentage increase in uptake of sustainable cotton by brands	This measures metric tons of sustainable cotton lint usage reported collectively by brands and retailers. Sustainable cotton is defined as cotton produced under third-party verified standards such as Organic, BCI, CMIA, FairTrade etc.

KPI#7. Number of women in farm leadership roles	This includes (but is not limited to) women who are
	  i. on the board of directors of farmer producer organisations
	  ii. farm managers
	  iii. managing demonstration plots
	  iv. managing sustainable input centres
	  v. in unions related to on-farm activities (specific for Brazil)
	  vi. engaged in sales/ marketing/ processing of cotton and other on-farm production (specific for Brazil)
	  vii. owning land (specific for Brazil)

Forced and Child Labour KPI definitions

Forced and Child Labour KPI	Definition
KPI #1. Number of female and male survivors trained and employed with viable livelihoods	This measures the number of survivors that accessed employment or business opportunities created through the initiative and therefore earn a dignified livelihood. Survivors are women and men who are either rescued from forced / bonded / child labour or have come out of their exploitative status-quo by themselves.
KPI #2. Number of survivors and at-risk children enrolled in school	This measures the number of survivors and at-risk children that are enrolled by the initiative into formal education (run by the government / affiliated educational institutions). Survivors are children and youth who are either rescued from bonded / child labour or have come out of their exploitative status-quo themselves. At-risk children are children who are vulnerable to exploitation (forced and child labour) because of socio-economic and/or political factors.

KPI #3. Documentation of policy improvements related to forced and child labour	This captures the results of policy advocacy undertaken by the initiative such as
	  i. positive changes in policies relating to forced and child labour
	  ii. better enforcement of existing policies relating to forced and child labour.
	This is a qualitative indicator.

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KPI #4. Community structures in place to prevent forced and child labour	*This captures the community actions and groups, platforms, or networks that are put in place as preventive measures against child and forced labour.* *The community structures may include representatives from local governance (e.g. Panchayats in India), government educational institutions, self-help groups, community-based organisations, local clubs, etc. This is a qualitative indicator.*
KPI #5. Number of brands collaborating initiatives to improve the protection of workers	*This measures the number of international or domestic brands or retailers that collaborate to protect workers' human rights and ensure that there is no forced and child labour in the supply chain.*
KPI #6. Number and focus of media stories	*This measures the number of media stories on forced and / or child labour that are reported in mainstream print / electronic / social media as a result of your initiative.*
KPI #7. Number of female and male workers participating in rights and empowerment programmes (disaggregate)	*This counts the number of participants that the initiative is reaching through capacity development, orientation on labour rights and responsibilities, and empowerment through information.* *Please disaggregate by gender.*

Gender Justice KPI definitions

Gender Justice	Definition
KPI #1. Number of gender responsive workplace policies and practices	*This counts the number of workplace (in the apparel supply chain such as factories, workshops or cotton farms) policies and practices that are implemented and ensure the protection of women's human rights.*
KPI #2. Percent reduction in reported experiences of gender-based violence (GBV)	*This percentage is calculated by comparing the baseline number of reported cases on GBV with the number of reported cases after implementation of your initiative.* *NB: Initiative implementation can also lead to an increase of GBV cases as women are more aware of GBV and feel empowered to report it. This needs to be considered in the context of each initiative.*