

# Template 13: Self-Assessment on Gender Equality

This template of the amfori BSCI System Manual helps amfori BSCI participants and their business partners to identify significant gaps and opportunities for improvement in procedures and practices to prevent gender-based discrimination in the workplace and promote gender equality. amfori BSCI participants and their business partners may use the check list below to do an analysis of the capacity-building gap.

For additional information, [see Annex 14: How to Integrate Gender Equality in the Due Diligence Strategy](#), [Annex 13: How to Promote Capacity Building](#), and the [amfori Academy](#).

Name of producer:		Date:							
Filled out by:									
<b>1. Management System</b>				<b>Source of evidence</b>					
1.1 Procedures are in place to ensure non-discrimination in recruitment processes.*	<b>Not started</b> ☹	<b>In progress</b> 😊	<b>Already in practice</b> ☺	MI	WI	WRI	DE	SO	
Producer:									
1.2 An operational grievance mechanism is available that takes into consideration possible gender inequalities.*	<b>Not started</b> ☹	<b>In progress</b> 😊	<b>Already in practice</b> ☺	MI	WI	WRI	DE	SO	
Producer:									
1.3 Training for workers, including managers, on non-discrimination is available, particularly for those	<b>Not started</b> ☹	<b>In progress</b> 😊	<b>Already in practice</b> ☺	MI	WI	WRI	DE	SO	

handling recruitment and the grievance mechanism.								
Producer:								
1.4 Procedures and practices are in place to ensure a work environment free of violence, harassment, and sexual exploitation.*	<b>Not started</b> ☹	<b>In progress</b> ☺	<b>Already in practice</b> ☺	<b>MI</b>	<b>WI</b>	<b>WRI</b>	<b>DE</b>	<b>SO</b>
Producer:								
<b>2. Worker Involvement and Protection</b>				<b>Source of evidence</b>				
2.1 Operational procedures are in place to consult male and female workers in the identification of workplace risks and security issues, including travel to work and lodging.*	<b>Not started</b> ☹	<b>In progress</b> ☺	<b>Already in practice</b> ☺	<b>MI</b>	<b>WI</b>	<b>WRI</b>	<b>DE</b>	<b>SO</b>
Producer:								
2.2 Training of male and female workers is available on specific risks linked to health and safety and on access to preventive measures.	<b>Not started</b> ☹	<b>In progress</b> ☺	<b>Already in practice</b> ☺	<b>MI</b>	<b>WI</b>	<b>WRI</b>	<b>DE</b>	<b>SO</b>
Producer:								
<b>3. Occupational Health and Safety</b>				<b>Source of evidence</b>				
3.1 Risk assessments are conducted considering relevant differentiations between male and female workers.*	<b>Not started</b> ☹	<b>In progress</b> ☺	<b>Already in practice</b> ☺	<b>MI</b>	<b>WI</b>	<b>WRI</b>	<b>DE</b>	<b>SO</b>
Producer:								

3.2 Procedures and practices are in place to ensure a healthy and safe work environment for all workers, including at the farm level if applicable.*	<b>Not started</b> ☹	<b>In progress</b> ☺	<b>Already in practice</b> ☺	MI	WI	WRI	DE	SO
Producer:								
3.3 Decent housing is provided with access to water, sanitation, and facilities (e.g. childcare) that takes gender specific needs into consideration.	<b>Not started</b> ☹	<b>In progress</b> ☺	<b>Already in practice</b> ☺	MI	WI	WRI	DE	SO
Producer:								
<b>4. Recruitment and Advancement</b>				<b>Source of evidence</b>				
4.1 Procedures are in place to ensure non-discrimination in recruitment processes.*	<b>Not started</b> ☹	<b>In progress</b> ☺	<b>Already in practice</b> ☺	MI	WI	WRI	DE	SO
Producer:								
4.2 Procedures are in place to ensure non-discrimination in professional development and promotion processes.	<b>Not started</b> ☹	<b>In progress</b> ☺	<b>Already in practice</b> ☺	MI	WI	WRI	DE	SO
Producer:								
4.3 Female representation is present in supervisory and management positions.	<b>Not started</b> ☹	<b>In progress</b> ☺	<b>Already in practice</b> ☺	MI	WI	WRI	DE	SO
Producer:								
<b>5. No Precarious Employment</b>				<b>Source of evidence</b>				

5.1 Contractual arrangements provide an equal level of employment security to all workers.	<b>Not started</b> ☹	<b>In progress</b> ☺	<b>Already in practice</b> ☺	<b>MI</b>	<b>WI</b>	<b>WRI</b>	<b>DE</b>	<b>SO</b>
Producer:								
5.2 Protection is granted for pregnancy and childcare (e.g. removal from hazardous work and paid maternity leave).	<b>Not started</b> ☹	<b>In progress</b> ☺	<b>Already in practice</b> ☺	<b>MI</b>	<b>WI</b>	<b>WRI</b>	<b>DE</b>	<b>SO</b>
Producer								