

Poverty Footprint Indicators Guidance

This companion guidance to the Poverty Footprint Implementation Guide is a resource for Poverty Footprint project partners. It provides a list of suggested indicators for a Poverty Footprint assessment as related to the Poverty Footprint's "5 by 5 Framework." It is important to note that this guide is for reference purposes only. It suggests indicators that project partners may consider, but it is not a complete or exhaustive list. As highlighted in the Poverty Footprint Guide, the project partners will determine the specific indicators to be used in a Poverty Footprint study, tailored to the company's business model, industry standards, country/regional context, among other criteria (Please see the "Implementation Section" of the Poverty Footprint Guide for more information on how to identify indicators).

Overview of the Poverty Footprint Framework

The Poverty Footprint is based on a framework that links five poverty dimensions to five areas of corporate practice and decision-making. For shorthand this is referred to as the "5 by 5 Framework."

The five Poverty Dimensions include:

- I. **Livelihoods.** This refers to the ability of people living in poverty to meet essential needs for themselves and their family, i.e., adequate food, housing, clothing, and healthcare, in the context of supporting and protecting their rights. Beyond earnings, it refers to the opportunity for individuals to pursue options for personal development, upward mobility, career development, and security.

Key categories include (focusing on men and women workers, smallholders, micro, small, and medium enterprises along the value chain):

1. Earnings, Wages and Benefits
2. Security of Income
3. Labour Rights and Working Conditions
4. Access to Training, Credit and Extension Services
5. Upward Mobility – In and Out of Value Chain (company stakeholders' movement in and out of the value chain, including opportunities for community members and promotion of workers)
6. Economic Development of Community (including the impact of bribery and corruption for local socio-economic development)

- II. **Empowerment.** This refers to the ability of individuals, workers, suppliers, and employees to protect and nurture their rights and voice across a variety of dimensions (from basic human rights to land tenure); to negotiate and enforce contracts; to receive protection under the law; to negotiate and receive fair compensation; and to express concerns without fear of reprisal.

Key categories include (focusing on men and women workers, smallholders, micro, small, and medium entrepreneurs along the value chain, communities, business relationships):

7. Freedom of Association and Right to Collective Bargaining
8. Fair and Equitable Access to Non-Judicial Grievance Mechanisms
9. Awareness of Rights and Contractual Conditions
10. Power Relations (Inclusive Business Models)
11. Communities' Voice and Power Relations with the Company

III. **Health and well-being.** This refers to the objective that the presence and engagement of the company and its value chain will support – and will not harm – the continuous improvement of health, safety, security, and general well-being of individuals and communities.

Key categories include (focusing on men and women workers, smallholders, micro, small, and medium entrepreneurs along the value chain, communities):

12. Communities' Right to a Clean and Healthy Environment
13. Health Status of Men and Women Smallholders and Workers Along the Value Chain
14. Communities' Right to Basic Services
15. Child Development (Girls and Boys)

IV. **Stability and security.** This refers to enhancing conditions that improve resilience and lowers risks from violence, political instability, unrest, crime, and natural or human-made disasters. It includes access to vital resources (such as drinkable water and land) that are essential to stability, security, and resilience.

Key categories include (focusing on men and women workers, smallholders, micro, small, and medium entrepreneurs along the value chain, communities):

16. Access and Control Over Natural Resources, including Land, Water and Food Commodities
17. Risk Management and Resilience
18. Exposure to Violence and Conflict
19. Impact of Displacement on Community and/or Migrant Workforce (where relevant)

V. **Diversity and gender equality.** This refers to equal access to jobs, training, advancement, benefits, and other rights for women and minorities, as well as opportunities to maintain cultural identity. Diversity and gender are cross-cutting themes that permeate into all other poverty indicators.

While 'diversity and gender equality' is listed as one of the five dimensions of poverty with its own poverty indicators, it is a topic that has relevance in the other four poverty dimensions (i.e., livelihoods, empowerment, security and stability and health and well-being). It is important to investigate and differentiate the company's impacts on minority groups, women and other vulnerable groups, including indigenous peoples and youth, within each dimension. By integrating gender considerations throughout the framework, one obtains a complete picture of the company's impact on its most vulnerable stakeholders.

Key categories include (focusing on men and workers, smallholders, micro, small, and medium entrepreneurs along the value chain, communities):

20. Diversity, Cultural Rights and Right to Freedom from Discrimination

In addition, depending on the products or services the company offers to local consumers (if any), there is a cross-cutting and flexible category:

21. Ethics and Worth of Product/Services (including Marketing Practices) for Consumers (Men and Women) Living in Poverty (where relevant)

The five Corporate Area Dimensions include:

- I. **Value chains.** How a company's value chain and its procurement, manufacturing, and distribution policies and/or practices influence the ability of people living in poverty to access good-quality employment, earn a living wage or sustain a business, and participate in the market.
- II. **Macro-economy.** How a company's economic contributions, including distribution of profits, shareholder dividends, taxes, and employment, affect the standard of living of those living in poverty, or the balance of payments, in countries of operation.
- III. **Institutions and policy.** How the company's actions regarding institutions and policy affect the well-being of people living in developing countries. It considers the effects of lobbying, direct investment, and procurement and distribution practices in relation to the development of institutions (such as producer organizations, unions, social networks, women's groups) and policies that focus on trade, finance, education, rule of law, and health.
- IV. **Social implications of environmental practices.** How a company's environmental practices affect the livelihoods and health of people living in poverty, their ability to access natural resources, and their risk of being affected by a natural disaster. The resilience of the value chain to environmental shocks is considered.
- V. **Product development and marketing.** How a company's products, services and marketing strategy influence the cultural practices of indigenous and local communities (including gender impacts); affect their health and well-being; and shape their ability to obtain essential goods and services.

Assessing the Scope of Impact

The following 'Scope of Impact' questions cut across the different issues addressed in the "5 by 5 Framework," and can therefore be looked at broadly to help answer questions in each of the poverty categories. These suggested questions may help the project partners better organise their research into company policies and practices.

- Does the company have a sustainable procurement strategy with goals, policy documents, resources and measurable results?
 - Does the strategy include smallholders and/or micro, small, and medium enterprises (MSMEs) specifically (i.e. included in their definition of “supplier”)?
 - What procedures and processes does the Company have in place to enable smallholders and/or MSMEs to demand increased entitlements that are consistent with principles of inclusive business models – i.e., innovation, market linkages, costs and risks sharing, fair and transparent governance, access to services, and access to productive assets?
- Does the company have a supplier code of conduct or include corporate responsibility clauses in contracts that are binding for suppliers? Do the code(s)/contract(s) address poverty issues mentioned in the PF framework, including anti-discrimination, working conditions, forced/child labour, health and safety, etc.)?
- Do existing Company policies *explicitly* extend to and cover the supply chain (e.g., health and safety policies for workers extending to subcontractors, corporate gender and diversity policies, etc.)? If yes, what are these policies?
- Does the Company integrate poverty indicators into its key performance indicators? Does the Company measure performance against (poverty-related) social impact on a balanced scorecard? If yes, which poverty-related indicators and impacts are included?
- Does the Company engage and conduct in human rights due diligence? If yes, explain the process and how it is monitored.
- Does the Company exercise influence or leverage over the government or politicians in the country of study? If yes, what are the Company’s political ties to influential parties or politicians?
- Is the Company (or its business operations) subject to real or potential conflicts of interest in the country of study or in the international arena? Do the real or potential conflicts of interest present potential impacts on poverty in the country of study?
- Is the Company a member of multi-stakeholder initiatives, sector initiatives, voluntary standards, industry associations or other groups, which seek to change or influence business practices/policies and regulatory frameworks?
- Does the Company engage in any form of lobbying? If yes, which issues are of primary concern and what does the Company hope to achieve through lobbying?

Metrics for the Five Poverty Dimensions

Glossary of terms and acronyms referenced in the Indicator Guide

CBA = collective bargaining agreement

Company system = refers to the company, its subsidiaries, joint-ventures, contractors, sub-contractors and other actors along the value chain identified by project partners as key corporate stakeholders.

FPIC = Free prior and informed consent

GM = grievance mechanism

m/w = men and women. This short-hand is referenced when data collected should be disaggregated by gender

MSI/SI = multi-stakeholder initiatives, sector initiatives

MSME = micro, small, and medium enterprise

PPE = Personal Protective Equipment

I. Metrics for Livelihoods

For this section, secondary research can serve to identify, as a suggestion:

- *Legal minimum wages and benefits entitlement to workers in the country of study*
- *Wage benchmarks (poverty thresholds, industry average, national average income, etc.)*
- *Commodity prices (as per market prices)*
- *Average household sizes (important to consider in living wage calculations)*
- *Existing living wage calculations*

Key categories include (focusing on men and women workers, smallholders, micro, small, and medium entrepreneurs along the value chain):

1. Earnings, Wages and Benefits

IND #	CORE INDICATORS TO INVESTIGATE IMPACT ON POVERTY	WHO TO SURVEY?
1.1	i) Compare the prices paid to micro, small, and medium enterprises (MSMEs) and/or smallholders (m/w) ¹ for their product/services to that of the market (i.e. is price paid higher, comparable or lower?). ii) General trend of earnings/profits from participation in the value chain compared to company margin generated from in-country operations in recent years. iii) Percentage of value captured by smallholders and/or MSMEs along the full value chain. iv) Compare earnings with Living Income. ²	Smallholders MSMEs
1.2	i) Average wage of workers (disaggregate data by gender (m/w), type of contract, e.g., permanent, contractual or piece-rate, and report difference between low and high season for temporary workers). ii) Compare (i) with both the minimum wage as well as a living wage. ³ (m/w)	Workers Audits

¹ (m/w) refers to men and women, and highlights that data collected should be disaggregated by gender.

² ISEAL, SFL and GIZ are currently working to help define Living Income – a methodology for calculating and/or benchmarks may be available in the next two years.

	iii) General trend of earnings in recent years in comparison to cost of living (i.e., is it improving, falling, or stable?) iv) Average size of households (i.e. how many people are dependent on earnings).	
1.3	i) Range of company benefits for permanent vs. part-time contractual workers – in low and high seasons. ii) Range of company benefits for full time vs. part time workers (along the value chain). iii) Where it exists and when workers are entitled to it, are they systematically registered for social security?	Workers Management Audits

If wage/income level is below a living wage for workers, research and report against 1.4 and 1.5.

	ADDITIONAL INDICATORS TO FURTHER INVESTIGATE IMPACT ON POVERTY	WHO TO SURVEY?
1.4	Estimated proportion of workers (m/w) along the value chain who have other jobs to sustain their livelihoods.	Workers
1.5	Wage ratio of management to lowest paid workers along the value chain.	Management
1.6	i) Average yearly income of smallholders and/or MSMEs (of those interviewed) (m/w); ii) The average yearly income of smallholders and/or MSMEs earned through their participation in the value chain (of those interviewed) (m/w).	Smallholders MSMEs
1.7	Where living wages are not paid, what would be the cost of increasing the wages to a living wage, expressed as increase in the price of the final consumer product or service?	Management
1.8	What are the Company's production costs associated with employing workers and what pricing structure for products and services would allow for commercial sustainability and living wages to be paid?	Management

The suggested indicators below demonstrate how the Corporate Areas of the “5 by 5 Framework” may contribute to or impact poverty. These indicators also suggest to companies areas or opportunities for improvement.	
VALUE CHAIN:	
1.9 What is the distribution of margins along the value chain?	
1.10 Does the Company system ⁴ have a policy/code that addresses wages and benefits for workers employed along the value chain? If yes:	
i) What are the minimum wages/earnings and benefits standards prescribed in the code/policy?	
ii) Is there a policy commitment to pay a living wage?	
iii) Does the policy/code extend to temporary workers?	
iv) Does the Company system monitor wages and benefits paid to workers along the value chain, including workers paid on a temporary or piece-rate basis?	
v) Does the policy/code encourage suppliers to move away from piece-rate payment systems for workers, including farm labour?	
1.11 Does the Company have a mechanism/policy/code that seeks to ensure that small-scale suppliers, smallholders and/or distributors are paid a fair price for goods, services, and/or crops supplied to the Company, enabling sustainable trade? If yes, provide details.	
1.12 Do major employers along the value chain and the wider Company system negotiate wage and benefits standards through collective agreement? (relevant also to section 7).	
1.13 Does the Company system and/or its business relationships accept or seek to negotiate prices with collectives, cooperatives, relevant associations, or other kinds of worker associations/groups (including farmer associations/groups)?	
1.14 Do company codes of conduct encourage suppliers to negotiate wage and benefits through collective agreement? If yes, how?	
INSTITUTIONS & POLICIES	
1.15 If there is no national minimum wage or if it is below the estimated living wage, does the Company system seek to influence and collaborate with local actors to address the issue (with a goal to increase minimum wage)?	
1.16 If the Company system engages with or influences trade groups, MSIs/SIs, local/national/international authorities on issues concerning the living wage and workers' rights, explain the Company's position(s) and engagement(s)?	
MACROECONOMIC IMPACT	
1.17 Report on whether the Company has a macroeconomic impact on wages (i.e., pushing wages up or down) in the industry/sector.	

2. Security of Income

For this section, partners may consider using secondary research to identify, as a suggestion:

- *Commodity price volatility*
- *Seasonal business pattern(s)*
- *Savings and financial literacy*

³ A living wage is a decent full-time wage (before overtime) which would be ‘enough for a family to meet its basic needs and allow a small amount for cultural customs, discretionary spending, as well as for savings and investments to cope with shocks to employment.’ A useful reference to assess living wage can be found at <http://www.isealalliance.org/sites/default/files/Descriptor%20of%20Living%20Wage%20Methodology%2020131124.pdf> and <http://www.fairtrade.net/single-view+M5fc5b408f70.html>.

⁴ The term ‘Company system’ refers to the company, its subsidiaries, joint-ventures, contractors, sub-contractors and other actors along the value chain which are identified by project partners as key corporate stakeholders in the value chain.

- *Relative purchasing power*

IND #		WHO TO SURVEY?
2.1	WORKERS i) Total number of permanent vs temporary workers (m/w) along the value chain. ii) Considering contractual workers only, the approximate proportion of those who are employed on an annual basis, on a seasonal basis, on a daily basis, and on a piece/task basis.	Management Workers
2.2	SMALLHOLDERS (where applicable) ⁵ i) Average duration of business relationship. ii) Do smallholders have contracts with the Company system? If yes, what is the approximate proportion of smallholder contracts compared to all other contracts? Provide details on contract terms, including length of contract, price-setting mechanisms, lead time for payment of sales, and the process and notice period for contract or order cancellations. If the contract includes land, provide details on volume of purchases, extension services, and risk responsibility. iii) Price volatility of crops supplied by smallholders (as per the price paid by their buyer – Company or intermediary) in last two years. (m/w)	Smallholders, MSMEs, Management
2.3	i) Percentage change in the volume of orders to commodity suppliers, including smallholders, throughout the year. (where applicable)	MSMEs Smallholders, Management
2.4	MSMEs (both on supply and distribution side of the value chain) i) Average duration of business relationship. ii) Do MSMEs have contracts with the Company system? If yes, provide details on contract terms, including contract length, lead time for payment of sales, and the process and notice period for contract or order cancellations. What is the average size of these contracts in monetary terms? What are the average profits earned by MSMEs on contracts? iii) Percentage change in the volume of orders to suppliers, throughout the year.	MSMEs Management

2.5	i) Proportion of smallholders interviewed who report they are able to predict crop revenues for the next harvest season (where applicable). ii) Proportion of MSMEs interviewed who report they are able to predict contract-based revenues for the next production cycle.	Smallholders MSMEs
2.6	i) Proportion of smallholders and/or MSMEs interviewed who report they went into debt for three or more consecutive years due to their business relationship with the Company. ii) Approximate proportion of smallholders and/or MSMEs who benefit from risk management tools/services from the Company system (e.g., insurance, advanced payment, input credit, etc.), helping them manage risk and stay out of costly debts.	Smallholders MSMEs
2.7	i) Proportion of smallholders interviewed (m/w) for whom the Company constitutes their primary source of income (where applicable) ii) Proportion of MSMEs interviewed (m/w) for whom the Company constitutes their primary source of income.	Smallholders MSMEs
2.8	Worker (m/w) turnover rates.	Management

The suggested indicators below demonstrate how the Corporate Areas of the “5 by 5 Framework” may contribute to or impact poverty. These indicators also suggest to companies areas or opportunities for improvement.

<p>VALUE CHAIN</p> <p>2.9 Does the Company system have a policy/code/mechanism in place, which addresses contractual relationships with MSMEs and/or smallholders? If yes, provide details.</p> <p>2.10 Does the Company monitor prices paid to MSMEs and/or smallholders suppliers?</p> <p>2.11 i) Does the Company system have a policy/code/mechanisms that provides a non-discriminatory, transparent process, with a reasonable notice period, for firing employees in order to mitigate adverse impacts of retrenchment on workers? ii) Does the Company system have a policy/code that provides a non-discriminatory, transparent process, with a reasonable notice period, for discontinuing/cancelling orders to mitigate adverse impacts for MSMEs and/or smallholders?</p>
<p>MACROECONOMIC IMPACT</p> <p>2.12 What are the Company's planned investments in the country? In other words, does the Company plan to 1) maintain a similar level of investment in the coming years, 2) increase its investment or volume of trade, or 3) divest or reduce volume of trade with suppliers and distributors? What type of business model(s) does the company plan to use to invest (e.g. direct investment, contract)? <i>The answer to this question will help assess security of income for suppliers (including smallholders) and workers in the longer term.</i></p> <p>2.13 Does the Company's buying practices (e.g., volume of purchase, prices negotiated and paid) impact price volatility of key commodities, materials, crops, and/or inputs that suppliers rely on in local or national markets?</p>

⁵ Consider applying the Measuring fairness in supply chain trading relationships survey <http://pubs.iied.org/16042IIED.html>

3. Labour Rights and Working Conditions⁶

For this section, partners may consider using secondary research to identify topics such as existing labour rights law in the country.

IMPORTANT: Parties conducting a Poverty Footprint should interview permanent and temporary workers in different work locations regarding their concerns and needs in terms of labour rights. If the workers mention issues that are not addressed by the indicators listed below (e.g., access to toilet facilities, sufficient break time, etc.), the parties should integrate and add those concerns under this section. In addition, this consultation may also impact other sections that investigate labour rights, including section 1 (wages and benefits), section 7 (freedom of association/collective bargaining), section 8 (grievance mechanism), section 13 (health and safety), section 15 (child development), section 18 (exposition to violence and conflict), section 19 (migrant workforce).

IND #		WHO TO SURVEY?
3.1	<p>WORKERS</p> <p>i) Number and nature of reported violations of labour rights in the last three years.</p> <p>ii) General trend in occurrences of violations (i.e., increasing, decreasing, or stable).</p> <p>iii) Are certain groups (women, minority groups, youth) overrepresented as victims of labour rights abuse, as reported in 3.1(i)?</p> <p>iv) Demonstrate that a grievance process is in use and working.</p>	Workers, Management, Labour audits or labour rights impact assessment, Workers' representatives, Local labour rights organisations, newspapers, independent studies, etc.
3.2	Average working hours per week (m/w), including overtime ⁷	Workers Management Audit
3.3	<p>MSMEs & SMALLHOLDERS AND THEIR WORKERS</p> <p>What are the needs expressed by:</p> <p>i) Smallholders/ MSMEs, and ii) the workers they employ to improve working conditions?⁸</p>	Smallholder/ MSMEs, Smallholder/ MSMEs workers

When overtime is reported or perceived to be frequent, research and report against indicator 3.4.

3.4	<p>i) Approximate proportion of workers (m/w) working overtime on a regular basis (disaggregate data by permanent and temporary workers).</p> <p>ii) Frequency of fatigue-related incidents in the workplace (m/w).</p>	Workers Workers' representatives Management Audits
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The suggested indicators below demonstrate how the Corporate Areas of the "5 by 5 Framework" may contribute to or impact poverty. These indicators also suggest to companies areas or opportunities for improvement.

<p>VALUE CHAIN</p> <p>3.5 Does the Company system have a policy/code that addresses labour rights and standards along the value chain?</p> <p>If yes:</p> <p>i) Is compliance with this policy promoted by the Company system along the value chain? If so, how?</p> <p>ii) Do ALL other major employers along the value chain have a policy/code on labour rights and standards?</p> <p>If no, what is the proportion of those who have a policy/code?</p>

⁶ Not all labour rights are assessed in this section as other sections also cover some core labour rights (Freedom of association and right to collective bargaining – section 7, child labor – section 15, etc.). Also it is important to note that while the Poverty Footprint is not a labour rights audit, labour rights are closely interlinked with the five dimensions of poverty investigated in the Poverty Footprint.

⁷ As a basis for analysis: Ethical Trading Initiative (ETI) base code standards on overtime stipulates: "Working hours comply with national laws and benchmark industry standards, whichever affords greater protection. In any event, workers shall not on a regular basis be required to work in excess of 48 hours per week and shall be provided with at least one day off for every 7 day period on average. Overtime shall be voluntary, shall not exceed 12 hours per week, shall not be demanded on a regular basis and shall always be compensated at a premium rate."

⁸ The ETI Smallholder Guidelines mention, for example, that smallholders' workers often lack "drinking water, adequate toilet facilities, protective clothing, freedom of association, access to medical facilities, a living wage, sick, overtime or annual leave pay." Smallholders are also likely to experience these types of working conditions. The ETI guidelines [are available here](#) and present information on issues at stake and how to work with smallholders

<p>iii) Are there discrepancies between the Company's and other employers' codes/policies and minimum standards (as recommended by ETI)? If so, what are the discrepancies?</p> <p>3.6 Does the Company system screen and monitor its major suppliers for compliance with labour rights and standards (as per the Company's code/policy)?</p> <p>i) If yes, what are the mechanisms in place to monitor compliance? ii) What are the core indicators evaluated? iii) Does the Company have a mechanism or system in place to deal with suppliers who are non-compliant?</p> <p>3.7 Does the Company system collaborate with competitors or commercial partners to share information on labour rights compliance? (Collaboration helps to avoid labour audit fatigue or imposing different standards on the same suppliers.)</p> <p>3.8 Does the Company system disclose information about labour rights and standards compliance along its value chain?</p> <p>i) Is the information shared with shareholders? ii) Is the information verified by a third party?</p> <p>3.9 What is the frequency in which specification changes are made to suppliers/producers (which can impact working conditions in the supply chain)?</p> <p>3.10 What is the typical lead time for orders (which can impact working conditions in the supply chain)?</p> <p>INSTITUTIONS & POLICIES</p> <p>3.11 Does the Company system engage with or influence trade groups, MSI/SIs, local/national/international authorities on regulations addressing labour rights and standards? If yes, explain the Company's position(s) and engagement(s).</p> <p>3.12 Does the Company organize or conduct trainings for management and trade partners on labour rights and standards?</p> <p>MACROECONOMIC IMPACT</p> <p>3.13 Do industry experts perceive Company as having a macroeconomic impact on labour rights in the country? If yes, is the impact positive, negative, or neutral?</p>

4. Access to Training, Credit and Extension Services

IND #		WHO TO SURVEY?
	Indicators 4.1 to 4.2 concern WORKERS	
4.1	i) Approximate proportion of workers (m/w) along the value chain who receive training per year. ⁹ ii) Average number of hours (or days) of training(s) provided to workers (m/w). iii) Provide details on the type(s) of training(s) provided (see footnote – 4.1i).	Management Workers
4.2	According to trainees interviewed (i.e. those workers that have received training) (m/w), the perceived impact of training(s) received (positive, negative, neutral).	Trained workers
	Indicators 4.3 to 4.4 concern SMALLHOLDERS¹⁰ along the value chain (where applicable)	
4.3	i) Type(s) of extension services offered to smallholders in the value chain (name all services). ii) Approximate proportion of smallholders along the value chain with access to each service (disaggregate data by m/w and service type).	Management Smallholders
4.4	According to smallholders interviewed, the perceived impact of each extension service (positive, negative, neutral) (disaggregate data by m/w and service type).	Smallholders
	Indicators 4.5 to 4.6 concern MSMEs along the value chain (other than smallholders)¹¹:	
4.5	i) Type(s) of services offered to MSMEs (name all services). ii) Approximate proportion of MSMEs along the value chain with access to these services (disaggregate data by m/w and service type).	MSMEs Management
4.6	According to micro/small/medium entrepreneurs interviewed, the perceived impact of each service on their livelihoods (positive, negative, neutral) (disaggregate data by m/w and service type).	MSMEs
4.7	Do some of the services (see above indicators – 4.3 to 4.6) extend to community members or businesses outside of the value chain? If yes, provide details.	Management, Local business representatives, Community

If there is an imbalance between men and women (i.e., men participate in trainings or receive services in a higher proportion than women), research and report against indicator 4.8.

IND #		WHO TO SURVEY?
4.8	i) Proportion of female workers (or their representatives) interviewed who perceive that the training opportunities correspond to their needs, interests, and are adapted to their workload (i.e., the planning and scheduling of trainings)	Workers (w) MSMEs(w)

⁹ Training can include training on performing work tasks (to increase productivity, know-how, etc.), personal/professional development, training on rights/employment conditions, health and safety, etc.

¹⁰ Extension services to smallholders could include: access to input (seed, agrochemicals, fertilizers), credit, advice, support in organising themselves, support in negotiating prices, development of other markets, PPE, spraying, irrigation, etc.

¹¹ Services to micro and small entrepreneurs could include: advice, credit, access to other markets for products, etc.

	allows women to participate). ii) Proportion of female workers at MSMEs (or their representatives) interviewed who perceive that the training opportunities (and other service provisions offered) correspond to their needs, interests, and are adapted to their workload (i.e., the planning and scheduling allows women to participate). iii) Proportion of female smallholder (or their representatives) interviewed who perceive that the training opportunities (and other service provisions offered) correspond to their needs, interests, and are adapted to their workload (i.e., the planning and scheduling allows women to participate) (where applicable).	Smallholder (w)
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The suggested indicators below demonstrate how the Corporate Areas of the “5 by 5 Framework” may contribute to or impact poverty. These indicators also suggest to companies areas or opportunities for improvement.		
VALUE CHAIN		
4.9 Does the Company system have policies and/or structured programmes for: i) training ii) access to finance iii) other extension or business services which extend to operations in the country. If yes, what are the objectives and/or targets of each policy/programme? 4.10 Average investment for training per worker per year. 4.11 Average investment for extension services per smallholder per year (disaggregate data by service type). 4.12 Average investment per MSMEs - other than smallholders - for extension services per year (disaggregate data by service type). 4.13 Total sum (or % of operational unit net revenues) spent on capacity building and training (i.e., knowledge transfer). 4.14 Does the Company integrate gender analysis into the planning of each of its trainings, microfinance and other programmes? If yes, please provide information on i) how gender is integrated, and ii) the outreach to women compared to men.		
INSTITUTIONS & POLICIES		
4.15 Does the Company system engage with local organisations (e.g., banks, NGOs, local authorities) to meet local businesses’ training, financing or other needs and services within and beyond the value chain? If yes, provide details on the nature of the Company’s engagement, and the level of the Company’s contribution.		
MACROECONOMIC IMPACT		
4.16 According to industry experts and/or community representatives, perceived macroeconomic impact of Company-provided services, including training, credit, and extension services.		

5. Upward Mobility – In and Out of the Value Chain (company stakeholders moving in and out of the value chain, including opportunities for community members, and promotions for workers)

For this section, partners may consider using secondary research to identify topics such as local economic development conditions (relevant also to section 6).

IND #		WHO TO SURVEY?
5.1	Considering all major employers along the value chain: i) Approximate proportion of promotions that are filled internally, i.e. among existing workforce (m/w). ii) Approximate proportion of skilled positions (non-management) that are filled by hiring from local communities (m/w). iii) Approximate proportion of skilled positions (management) that are filled by hiring from local communities (m/w). iv) Proportion of people hired from local communities out of total number of employees (disaggregate data by m/w and business units e.g., management and non-management).	Management
5.2	Proportion of workers interviewed (m/w) who perceive promotions to be based on merit and qualifications.	Workers
5.3	i) Approximate proportion of workers (m/w) who shift from working in the informal to the formal sector – within scope of the Company’s value chain. ii) Approximate proportion of smallholders (m/w) who enter the formal sector through participation in the Company’s value chain. iii) Approximate proportion of MSMEs (m/w) who enter the formal sector through participation in the Company’s value chain.	Management

Where the Company system has invested resources to upgrade the value chain:

5.4	Number of MSMEs and/or smallholders who have benefited from the Company’s investments to upgrade production and services along the value chain. Provide details on value created for poorest stakeholders.	Smallholders MSMEs
5.5	Number of community members (outside the value chain) who have benefited from the Company’s investments to upgrade production and services along the value chain. Provide details on value created for poorest stakeholders.	Communities

The suggested indicators below demonstrate how the Corporate Areas of the “5 by 5 Framework” may contribute to or impact poverty. These indicators also suggest to companies areas or opportunities for improvement.
<p>VALUE CHAIN</p> <p>5.6 Does the Company system AND all major employers along the value chain have policies stating that hiring, placement, remuneration, advancement, training, discipline, retirement, and termination decisions are based on objective factors and are not connected to gender, age, nationality, ethnicity, sexuality, race, colour, creed, caste, language, mental or physical disabilities, etc.?</p> <ul style="list-style-type: none"> ○ If yes, how are the policies promoted internally by the Company system and each major employer/organization? <p>5.7 Does the Company AND all major employers along the value chain have job descriptions that are clearly defined, utilized by hiring managers, and are frequently updated to ensure that workers are hired and granted promotions on the basis of skills, qualifications and experience required for the position?</p> <p>5.8 How many employers along the value chain systematically offer training(s) for low-income workers for career advancement purposes?</p> <p>5.9 If the Company has direct business operations in the country of study, does it have a policy on local hiring? If yes, provide details on policy commitments.</p>
<p>MACROECONOMIC IMPACT</p> <p>5.10 Company’s total investment in value chain to upgrade services and products.</p>

6. Economic Development of Community (including impact of bribery and corruption for local socio-economic development)

For this section, partners may consider using secondary research to identify topics such as:

- *Local economic development conditions*
- *Corporate tax laws and obligations in relevant jurisdictions (relevant also to section 14)*
- *Corruption/bribery in the local context*

IND #		WHO TO SURVEY?
6.1	i) Estimated number of individuals in the country (and/or community) who earn a wage and work along the Company’s value chain (disaggregate data by direct employment, indirect, induced). ii) General trend of local hiring in the last five years (has the number of jobs increased, decreased or remained similar?) iii) Approximate proportion of the direct workforce along the value chain who earn equal to or above the living wage.	Management Statistics Experts
6.2	i) Total number of MSMEs and/or smallholders (where applicable) included in the value chain (m/w) ii) Proportion of MSME workers and/or smallholders interviewed who report that their participation in the value chain has helped increase their revenues/profit.	Management Smallholders
6.3	i) Estimated number of local companies (disaggregated data by large, medium, small) that were established or existing companies that increased their revenues because of opportunities created by the Company and value chain. ii) Estimated number of local companies that closed or went out business as a result of competition with the Company system.	Local authorities /business association

6.4	Number of controversies concerning the parent holding Company (if applicable) not respecting local Intellectual property rights (e.g., seeds, patents on biodiversity) linked to local wealth	Farmer association, CSOs, newspapers, independent studies, etc.
6.5	Competitive market structure as a result of the Company’s presence in the community	Management, local business representatives
6.6	i) Perceived level of corruption in the community; and ii) Perceived level of corruption for matters related to the Company.	Community

The suggested indicators below demonstrate how the Corporate Areas of the “5 by 5 Framework” may contribute to or impact poverty. These indicators also suggest to companies areas or opportunities for improvement.
<p>VALUE CHAIN</p> <p>6.7 Percentage of supplies (\$ or volume) bought from local smallholders (where applicable).</p> <p>6.8 Percentage of supplies or services (\$ or volume) bought from local MSMEs.</p> <p>6.9 Ratio of total domestic sourcing to international outsourcing.</p> <p>6.10 Percentage of:</p>

<p>i) Sales volume in local retail shops/distribution warehouses attributed to the Company products or services, and</p> <p>ii) Profits in local retail shops/distribution warehouses attributed to company products or services.</p>
<p>MACROECONOMIC IMPACT</p> <p>6.11 i) Company's total investment in the country (existing and new). ii) Forecast of the Company's total investment in the country for the next 5-10 years (increasing, decreasing, or stable)</p> <p>6.12 i) Economic value generated and distributed, including revenues, operating costs, worker compensation, donations and other community investments, retained earnings, and payments to capital providers and governments. ii) Provide breakdown of numbers.</p> <p>6.13 Percentage of profits remaining in the country or re-invested locally.</p> <p>6.14 Outside the value chain, local spending on: i) fixed assets, ii) products, and iii) services (including R&D).</p> <p>6.15 Percentage of pre-tax profits paid out as dividends to shareholders (in-country and foreign).</p> <p>6.16 Company's impact on i) trade of relevant exports/imports; ii) balance of payments, and iii) currency stability</p> <p>6.17 Does the Company have a policy against abuse of Intellectual property (and in relation to bioprospecting)? Provide details.</p> <p>6.18 Does the Company work with local communities to develop products, new technology, and/or knowledge transfer and capacity building to improve local practices?</p>
<p>INSTITUTIONS & POLICIES¹²</p> <p>6.19 Does the Company publicly state it will work against corruption in all its forms, including bribery and extortion?</p> <p>6.20 Does the Company have polic(ies) against corrupt practices, including influencing country officials in a way which would undermine the local business environment and create unfair competition?¹³ Provide details on the polic(ies) and their implementation in practice.</p> <p>6.21 Does the Company's policy against corrupt practices extend to business relationships?</p> <p>6.22 If yes, does the Company monitor compliance with the policies?</p> <p>6.23 Does the Company system conduct assessments in areas where corruption is a risk?</p> <p>6.24 Does the Company participate in voluntary initiatives on anti-corruption practices?</p>
<p>PRODUCT DEVELOPMENT & MARKETING</p> <p>6.25 Does the Company locally produce and/or locally sell products or services that are useful/ strategic to local businesses' needs and demand? Provide details and examples to substantiate the answer.</p> <p>6.26 Does the Company invest in product development to cater to the demand or needs of local businesses? If yes, do other local businesses participate in the development of these new products? (either financially or operationally).</p>

¹² For a useful resource to decide on which indicators to report, consult the UN Global Compact and Transparency International guide available here: http://www.unglobalcompact.org/docs/issues_doc/Anti-Corruption/UNGC_AntiCorruptionReporting.pdf

¹³ This question is asked in a different section of the framework as corruption can have an overarching impact on the business environment and the local economy, affecting poor people's livelihoods to a great extent.

II. Metrics about Empowerment

7. Freedom of Association and Right to Collective Bargaining

For this section, partners may consider using secondary research to identify topics such as:

- *Laws and rights of workers in terms of association and collective bargaining*
- *Industry practices in terms of association and collective bargaining*
- *Existing trade unions (their history, power relationship with authorities and employers, and diversity portrait of the union)*

IND #		WHO TO SURVEY?
7.1	i) Approximate proportion of permanently employed workers (m/w) covered by collective bargaining agreements (CBAs) along the value chain. ii) Approximate proportion of contractual workers (m/w) covered by CBAs along the value chain. iii) Approximate proportion of permanent employed workers (m/w,) who are union ¹⁴ members. iv) Approximate proportion of contractual workers (m/w,) who are union members. v) Comparison of the unionization level in the value chain and the unionization level industry-wide (or national average). vi) General trend of the unionization across the value chain (increasing, decreasing or stable?)	Workers Audits
7.2	Number and type of controversies within the last three years (with any employers along the value chain) related to violations of workers' right to organize and collectively bargain with their employer(s) / management/ trade union leadership.	Labour audits or labour rights impact assessment, Workers' representatives, Local labour rights organisations, newspapers, independent studies, etc.

Where there have been recurring or severe controversies (noted at 7.2), report against the following indicators:

	ADDITIONAL INDICATORS TO FURTHER INVESTIGATE IMPACT ON POVERTY	
7.3	Proportion of workers interviewed (m/w) who report feeling free and safe to join workers' organisations (including unions operating outside the Company).	Workers
7.4	Proportion of unionized workers interviewed (m/w) who report feeling that their interests are well represented by union leadership, its policies, and representation mechanism.	Workers
7.5	Proportion of workers' representatives interviewed who confirm their employer recognizes their position, allows them access to workers and facilities, and engages with them in good faith during the collective bargaining process.	Workers

The suggested indicators below demonstrate how the Corporate Areas of the "5 by 5 Framework" may contribute to or impact poverty. These indicators also suggest to companies areas or opportunities for improvement.

VALUE CHAIN

7.6 Does the Company system have a policy/code that recognizes the right to freedom of association for all workers along the value chain (including the right to join any trade union AND the right to collective bargaining)?

If yes:

- Is compliance with this policy promoted by the Company system along the value chain?
- Does the Company system monitor suppliers' performance with regard to freedom of association/right to collective bargaining? If yes, for what purpose?

7.7 Do ALL major employers along the value chain, including the Company (HQ level) and its subsidiaries, recognize the right to freedom of association AND the right of its workers to collectively bargain (e.g., to join any trade union)?

INSTITUTIONS & POLICIES

7.8 If trade unions are not allowed and/or only state-authorized organizations are allowed:

- i) Does the Company system allow or establish alternative measures to allow workers to gather independently and discuss work-related problems?
- ii) Do other employers along the value chain allow or establish alternative measures to allow workers to gather independently and discuss work-

¹⁴ Unions should be representative (and therefore hold democratic elections of union representatives). Sometimes employers (or governments) are involved in setting up trade unions. Officials in such unions are not democratically elected and as such may not represent the interests of the labour force effectively.

related problems? 7.9 Does the Company system engage with or influence trade groups, MSI/SIs, and/or local/national/international authorities concerning regulations addressing rights to freedom of association and collective bargaining? If yes, explain the Company's position(s) and engagement(s).
MACROECONOMIC IMPACT 7.10 Perceived long-term impact of the Company on unionization within the country or industry sector.

8. Fair and Equitable Access to Non-Judicial Grievance Mechanisms¹⁵ (for communities, workers and business relationships, including smallholders)

For this section, partners may consider using secondary research to identify topics such as:

- Existing judicial mechanisms in country of study for preferred stakeholders (and its effectiveness, transparency, accountability, etc.)
- Information on the non-judicial mechanism set up by the Company

IND #	CORE INDICATORS TO INVESTIGATE IMPACT ON POVERTY	WHO TO SURVEY?
8.1	i) Do ALL workers along the value chain have access to a non-judicial grievance mechanism(s) (GMs)? If no, provide the approximate proportion of workers that do/ do not have access (disaggregate data by m/w and type of worker). ii) Do ALL MSMEs and smallholders along the value chain have access to a non-judicial GM(s)? If no, provide the approximate proportion of MSMEs and smallholder that so/ do not have access (disaggregate data by m/w and type of worker). iii) Do ALL concerned communities in the country of study have access to a non-judicial GM(s)? If no, provide the approximate proportion of community members that do/do not have access.	Local government, Trade experts, Workers' representatives, Business associations
8.2	i) Proportion of workers interviewed (m/w) who confirm that they have been informed of their access to GM(s)? ii) Of those who confirm in (i), the proportion of the workers (m/w) who perceive that the GM could address their concerns in a legitimate, equitable and transparent manner?	Workers
8.3	i) Proportion of the smallholders and other MSME workers interviewed (m/w) who confirm that they have been informed of their access to GM(s)? ii) Of those who confirm in (i), the proportion of the workers (m/w) who perceive that the GM could address their concerns in a legitimate, equitable and transparent manner?	Smallholders
8.4	i) Proportion of the community members interviewed (m/w) who confirm that they have been informed of their access to GM(s). ii) Of those who confirm in (i), the proportion of the workers (m/w) who perceive that the GM could address their concerns in a legitimate, equitable and transparent manner?	Community
8.5	i) Number AND nature of GM complaints filed by a) workers (m/w), b) MSMEs (m/w), c) smallholders (m/w), and d) community members. ii) Proportion of the GM complaints that are resolved within a reasonable period of time for each of the stakeholders in 8.1. iii) Number of months required to resolve GM complains for each of the stakeholders in 8.1 (provide an average and range for each stakeholder e.g., between 1 and 5 months)	Grievance Mechanism Leadership (those leading the grievance mechanism process)
8.6	Are there reported incidents of the Company system impeding workers' and other business partnerships' access to 1) judicial or administrative remedies that might be available under law or through existing arbitration procedures, and 2) substitutes to GM(s) provided through collective agreements? If yes, provide details on each reported incident.	Human rights impact assessment, Workers' representatives, Smallholders, Local rights organizations, newspapers, independent studies, etc.

When there is an imbalance between men and women on the number of GM complaints being filed or the proportion of workers aware of the existence and impartiality of GMs, report against 8.7.

ADDITIONAL INDICATORS TO FURTHER INVESTIGATE IMPACT ON POVERTY

¹⁵ According to the UN Guiding Principles on Business and Human Rights (UN Guiding Principles), non-judicial grievance mechanisms should be legitimate, accessible, predictable, equitable, transparent, rights-compatible, a source of continuous learning, and (with respect to operational mechanisms) based upon engagement and dialogue with stakeholder groups.

8.7	Proportion of women on GM leadership (e.g., committees, groups, etc.) that receive and deal with grievances. <i>(In addition to gender discrimination, if there are other patterns of discrimination, report also on the representation of discriminated groups in GM leadership)</i>	GM leadership
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The suggested indicators below demonstrate how the Corporate Areas of the “5 by 5 Framework” may contribute to or impact poverty. These indicators also suggest to companies areas or opportunities for improvement.

VALUE CHAIN	
8.8 Does the Company system have a GM in place to hear, process and settle disputes with workers along the value chain? (the GM should comply with the UN Guiding Principles—see footnote 16)	
8.9 Does the Company system have a GM in place to hear, process and settle disputes with business relationships along the value chain (including smallholders)? (the GM should comply with the UN Guiding Principles –see footnote 16)	
8.10 Does the Company system have a GM in place to hear, process and settle disputes with communities impacted by the Company or its business operations? (the GM should comply with the UN Guiding Principles –see footnote 16)	
8.11 Does the GM(s) in place along the value chain consider complaints and concerns of any nature (including employment standards, labour rights, health issues, harassment in the workplace, behaviour/practice by management AND complaints that are more specific to women's needs and interests?) If no, explain where there are gaps in terms of issues covered?	
8.12 Provide details on the GM(s)' structure, membership, participatory decision-making processes and frequency of complaints.	
INSTITUTIONS & POLICIES	
8.13 Does the Company system collaborate with and recognize the role and power of independent GMs (judicial and non-judicial) to hear and settle disputes between communities and the Company? If yes, provide examples.	
8.14 Do Company system policies and practices demonstrate that the Company refrains from using bribery or other methods that may influence government officials and/or judiciaries in a grievance procedure involving the Company?	
8.15 Does the Company system collaborate with and recognize the role and power of independent GMs (judicial and non-judicial) to hear and settle disputes between workers, smallholders and the Company? If yes, provide examples.	
8.16 Does the Company have a whistle-blower policy? If yes, explain the policy and how it is communicated to all workers and stakeholders?	

9. Awareness of Rights and Contractual Conditions

For this section, partners may consider using secondary research to identify topics such as:

- Literacy rates
- Existing local mechanisms/programmes to educate citizens about their rights

IND #		WHO TO SURVEY?
9.1	i) Proportion of permanent workers interviewed (m/w) who confirm that they are aware of their rights as workers (as per national, local laws) (disaggregate data by unionised/non-unionised workers, if relevant). ii) Proportion of permanent workers interviewed (m/w) who confirm that they are aware of their employment benefits/conditions, including their basic salary before overtime (as per company policies, contracts, CBAs, etc.) (disaggregate data by unionised/non-unionised workers, if relevant).	Workers (permanent)
9.2	i) Proportion of contractual workers interviewed (m/w) who confirm that they are aware of their rights as workers (as per national, local laws) (disaggregate data by unionised/non-unionised workers, if relevant). ii) Proportion of contractual workers interviewed (m/w) who confirm that they are aware of their employment benefits/conditions, including their basic salary before overtime (as per company policies, contracts, CBAs, etc.) (disaggregate data by unionised/non-unionised workers, if relevant).	Workers (contractual)
9.3	i) Proportion of community members interviewed (m/w) who confirm that they are aware of their rights as citizens (as per national law and international standards) as related to their interactions with the Company (including the Company's impact on their livelihoods).	Community

The suggested indicators below demonstrate how the Corporate Areas of the “5 by 5 Framework” may contribute to or impact poverty. These indicators also suggest to companies areas or opportunities for improvement.

VALUE CHAIN	
9.4 Does the Company system have a policy/code that addresses rights' awareness (including employment conditions) among its workforce? i) Does the policy/code extend to the whole value chain? If yes, provide details on the policy commitment and monitoring.	
9.5 Do ALL major employers along the value chain demonstrate consistent practices for informing and/or training workers on their rights under national labour and employment law?	
9.6 Do ALL major employers along the value chain demonstrate consistent practices for informing and/or training workers on their employment conditions?	
9.7 Do ALL major employers along the value chain provide access and copies of CBAs, either directly to workers or through representatives, in the	

local or understood language? In areas where illiteracy is high, this means providing information verbally to concerned workers (if relevant).
 9.8 Does the Company system’s business relationships (of those interviewed) perceive the Company system’s governance standards to be fair and transparent (on agreed terms of trade, quality standards, and price structure that are shared between actors in the value chain) so that suppliers can inform workers on wages, employment conditions, and the security of their job in the medium term?

10. Power Relations (Business Inclusive Models and business relationships along the value chain – particularly with smallholders)¹⁶

For this section, partners may consider using secondary research to identify topics such as:

- Value chain relationships and interactions
- Company sourcing models and modes for engaging business relationships

IND #		WHO TO SURVEY?
10.1	Proportion of the smallholders and/or MSMEs interviewed who perceive their business relationship with the Company system as being inclusive and collaborative (see footnote 17 on what are inclusive business models) in terms of: <ul style="list-style-type: none"> i) innovation (i.e., value chain -wide collaboration to innovate, including technology transfer) ii) creating market linkages iii) costs & risks sharing iv) fair and transparent governance v) access to services vi) access to productive assets¹⁷ 	Smallholders MSMEs
10.2	Proportion of the smallholders and/or MSMEs interviewed (m/w) who say they have sufficient market information to negotiate a fair price for their crops.	Smallholders

The suggested indicators below demonstrate how the Corporate Areas of the “5 by 5 Framework” may contribute to or impact poverty. These indicators also suggest to companies areas or opportunities for improvement.

VALUE CHAIN

- 10.3 Does the Company source directly or indirectly from its supply chain? Provide details on sourcing models.
- 10.4 Does the Company have policies/codes on fair business practices, including fair competition, and the development of inclusive business models?
- 10.5 i) Does the Company system engage collaboratively with smallholders and/or MSMEs? (i.e., having inclusive business model – see footnote 17)
- ii) If yes, explain objectives and mechanisms for innovation (including technology transfer), transparency and governance, market linkages, costs and risks sharing, access to services, and access to productive assets.
 - iii) If no, explain where there are gaps in terms innovation (including technology transfer), transparency and governance, market linkages, costs and risks sharing, access to services, and access to productive assets.
- 10.6 Does the Company system seek to understand the needs, concerns and risks faced by smallholders and/or MSMEs through open communication in order to improve business relationships and opportunities for both parties?
- 10.7 To which extent does the Company, through its business model and contractual arrangements, proactively assume risks that would otherwise fall on smallholders and/or MSMEs (e.g., risks of bad weather, transport loss, customer demand fluctuations)?
- 10.8 To which extent does the business model and contractual arrangements transfer risks to other suppliers?

¹⁶ An inclusive business model should be understood here, in the case of a Poverty Footprint, as a value chain that invests to create fair business opportunities and long term relationship building with small scale producers, including MSMEs and smallholders. The five principles of business inclusive models, which can work for the benefits of both the Company and small scale producers, are: 1) Value Chain-wide collaboration and innovation (with shared goals on developing sustainable commercial trading relationships, with fair returns agreed by all actors); 2) Creating market linkages for small scale producers; 3) Fair and transparent governance; 4) costs and risks sharing (risks can include bad weather, transport losses, and last-minute changes in customer demand. Sharing risks therefore means better communication about supply and demand and financial risk management schemes, including micro-insurance schemes against bad weather, supply chain risk-management funds, and shared investments to improve the functioning of the chain.); 5) Access to services (training, input, credit). Some aspects of these principles are addressed in other sections of this framework, while others are addressed directly in this section. For more details on inclusive business models and the 5 principles, please refer to Oxfam’s Briefing for Business: [Think Big Go Small: adapting business models to incorporate smallholders into supply chains.](#)

¹⁷ Consider applying the *Measuring fairness in supply chain trading relationships* survey <http://pubs.iied.org/16042IIED.html>

11. Communities' Voice & Power Relations with Company (including men and women MSMEs, smallholders, and residents living within the operating environment of the company system)

For this section, partners may consider using secondary research to identify topics such as:

- Existing patterns of discrimination in country/community of study (e.g., youth, indigenous peoples, etc.)
- Community poverty portrait

IND #		WHO TO SURVEY?
11.1	Has the Company developed structured means (mechanisms or other ways) to engage the community in meaningful, participatory dialogue concerning Company practices and policies that affect the community? If yes, provide details on the existing mechanisms or ways of engaging community representatives (m/w), the objectives sought, and the results of the engagement to date. (This can include community projects, excluding charitable donations, that require the participation of community members.)	Management Community representatives
11.2	Does the Company respect and uphold free, prior and informed consent (FPIC)? If yes, how does the Company respond if consent is not provided by the community/indigenous peoples?	Community
11.3	Number and type of controversies within last three years related to Company practices attempting to influence civil society and community voices (e.g., security arrangements, lobbying, corruption, no disclosure of impact assessment - - human rights, gender, conflict assessments, environmental -- refusal to engage with community at demand of community representative, etc.)	Community representatives, human rights organisations, CSOs, newspapers, independent studies, human rights impact assessments, etc.

Where there are structured means for the Company to engage in a meaningful, participatory dialogue with Communit(ies) (11.1), research and report against indicator 11.4.

If the Company has developed or expanded operations in last two years, report against indicator 11.5.

	ADDITIONAL INDICATORS TO FURTHER INVESTIGATE IMPACT ON POVERTY	WHO TO SURVEY?
11.4	Proportion of the community representatives (local government, CSOs/NGOs, women's groups and indigenous peoples) interviewed who: i) perceive that the mechanisms in place and dialogues held take into account community interests (of m/w, as well as other minority groups) according to local patterns of discrimination (e.g., with indigenous peoples). ii) categorize the impact of this engagement as overall positive, negative or neutral.	Community Local women's group Local minority group Indigenous Peoples
11.5	The reported changes between the communities and the Company since the engagement and dialogue started.	Community Local women's group Local minority group Indigenous Peoples
11.6	ii) The participation rate in Human Rights Impact Assessments and/or Environmental Impact Assessments before undertaking a proposed project.	Management Community

The suggested indicators below demonstrate how the Corporate Areas of the "5 by 5 Framework" may contribute to or impact poverty. These indicators also suggest to companies areas or opportunities for improvement.

INSTITUTIONS AND POLICIES

11.7 Does the Company system publically disclose action plans and/or social/environmental impact assessments (including human rights, gender and conflict impact assessments) and share findings with affected communities (through representatives - local governments, CSOs, citizen organisations, etc.)? If yes, provide details on what information is disclosed, when it is disclosed, how it is disclosed, how often is it disclosed, with whom it is disclosed to, and what remedies are possible according to the findings. (also relevant to sections 12 and 16)

11.8 Does the Company system have a formal GM for community members? If yes, provide details.

11.9 Does the Company system have an anti-corruption (or anti-bribery) policy? – see section 6, which is more complete on this topic.

11.10 Does the company have a human rights policy that concerns communities? If yes, explain the policy, including what standards are referenced, how is it promoted and implemented.

MACROECONOMIC IMPACT

11.11 Total sum of investment by the Company in community project(s) (excluding charitable donations).

III. Metrics about Health & Well Being

12. Communities’ right to a Clean and Healthy Environment¹⁸

For this section, partners may consider using secondary research to identify topics such as:

- Local natural resource endowments
- Local environmental - and related health or social – concerns
- Country environmental regulations

IND #	CORE INDICATORS TO INVESTIGATE IMPACT ON POVERTY	WHO TO SURVEY?
12.1	<p>To agree on one (or more) indicator(s) here, Poverty Footprint partners will need to interview local communities, asking them what are the social impacts of environmental practices as caused by the Company system. Following the interviews, the researchers and project partners can develop indicators to report on the critical environmental concerns (e.g., level of environmental degradation, pollution or any other social impact due to environmental practices). Indicators should allow the project team to report on local perceptions of impact on livelihoods, health, and natural resources.</p> <p>IMPORTANT: Project team members should also consider “voiceless” stakeholders when investigating social impacts of environmental practices, including future generations and any surrounding countries or communities that may be affected.</p> <p>Depending on the results of the consultation, there could be overlap between this section and section 16.</p> <p><i>Depending on the concerns voiced by local stakeholders, data collected should be compared with country regulation, highest industry standards, health standards (e.g., WHO recommendations or other health standard body), environmental standards, etc.).</i></p>	Local community members and their representatives.
12.2	<p>Provide details of any serious reports or findings showing that the Company system is not being transparent about environmental impact (and related social implications) of its operations; the Company has engaged in bribes/corruption to sidestep environmental, social or health assessment requirements; and/or the Company’s lobbying practices aim to corruptly influence regulating bodies on environmental, social or health assessment requirements.</p>	Community, rights organisations, Environmental organisations, CSOs, newspapers, independent studies, environmental/social impact assessments.

Depending on topics evaluated above, the following indicators could also be researched:

		Who to Survey?
12.3	Perception of local health workers/experts interviewed on how company operations impact the health of men, women and children (i.e., positive, negative or neutral impact). If independent studies/reports are available on the topic, report relevant findings.	Local health workers Health experts
12.4	Perception of environmental workers/academics/experts interviewed on how company operations impact the environment and natural resources used by men and women in local and surrounding communities to sustain livelihoods (i.e., positive, negative or neutral impacts). If independent studies/reports are available on the topic, report relevant findings.	Environmental body Local NGO Experts/academics

The suggested indicators below demonstrate how the Corporate Areas of the “5 by 5 Framework” may contribute to or impact poverty. These indicators also suggest to companies areas or opportunities for improvement.

ENVIRONMENTAL PRACTICES – the questions in this section can change according to what local stakeholders have identified as being critical environmental concerns.

12.5 Does the Company system have an environmental sustainability policy and/or sustainable procurement policies, which seeks to preserve resources for local communities, including land, forests, water, biodiversity (in terms of quantity AND quality)?

¹⁸ Here are some key international protocols which can help in understanding certain issues addressed in this section (and section 16) or that might be expressed by local stakeholders through participatory processes. UNESCO World Heritage Convention and Ramsar Convention on Wetlands; Convention of Biological Diversity; the FAO International Code of Conduct on the Distribution and Use of Pesticides.

i)	If yes, which areas of environmental impact are addressed by this policy (e.g. GHG emissions, use of pesticides, soil contamination, water pollution, noise pollution, waste, etc.). Provide details on targets and strategies to achieve targets.
ii)	Among existing strategies, does the Company engage with suppliers to collaboratively work at reducing environmental footprints? Does this engagement extend to MSMEs and/or smallholders (and to what extent)? Does the Company system monitor pesticide use, water pollution, soil contamination, GHG emissions (total AND locally-induced) and other relevant pollution data along the value chain (include the issues identified as key to local stakeholders as revealed in local participatory assessments).
iii)	If yes, what are the objectives of the monitoring processes? What does the Company do with the data it monitors?
iv)	Does the Company reward suppliers with better environmental records or those growing environmentally sustainable crops (where applicable)?
v)	In cases where the Company has caused contamination of local natural resources (e.g., water, land) has the Company taken action and invested its own resources to proceed with full decontamination (and restoration of the resource)?
12.6 Does the Company conduct and publically report Environmental and Social Impact Assessments? (relevant also to sections 11 and 16) If yes, what strategies does the Company have to disclose information on environmental impacts, and related social implications, (both actual and potential) of their operations and sourcing practices?	
i)	How does the Company disclose information (i.e., media or other communication channels)?
ii)	Does the Company system make this information accessible and understandable to those directly affected in the communities? If yes, how?
12.7 Does the Company give access to its license requirements (and data being collected at the request of government(s)) to concerned stakeholders and/or the public? (relevant also to section 16)	
12.8 Does the Company provide training(s) to suppliers/subcontractors on environmental issues and social impact of environmental practices? If yes, provide details on the training(s) provided, goals and results to date.	
INSTITUTIONS & POLICIES	
12.9 Does the Company system engage with or influence trade groups, MSI/SIs, local/national/international authorities that address environmental issues? If yes, explain the Company's position(s) and engagement(s).	
12.10 Where there is a reported negative health or environmental impact for people living in poverty, has the Company system engaged with communities and/or local health authorities to remedy to the situation? (<i>this can also be addressed in section 8 on grievance mechanisms or section 11 on Communities' voice and power relations with the Company</i>)	
i) If yes, what were the remedies offered and engagement of the Company system to improve the living environment?	
ii) Was the engagement process a participatory one? Explain.	

13. Health Status of Men and Women MSMEs, Smallholders, and Workers Along the Value Chain

For this section, partners may consider using secondary research to identify topics such as:

- *Public health concerns in the community and country of study (e.g. HIV/AIDS, climate change impact on health, etc.)*
- *Recommended health and safety practices for workers in the industry (e.g., highest industry standards)*

IND #		WHO TO SURVEY?
13.1	i) Work-related injuries frequency rate (m/w) ii) occupational diseases frequency rate (m/w), iii) severity rates of work-related injuries and occupational diseases (i.e. lost work days per year) (m/w), and iv) number of work-related fatalities (m/w) along the value chain in last three years (m/w) and, where available, work-related fatalities of smallholders (m/w).	Management Workers Audits
13.2	i) Approximate proportion of workers exposed to health hazards with access to Personal Protective Equipment (PPE) and training on its appropriate use. ii) Approximate proportion of smallholders exposed to health hazards with access to PPE and training on its appropriate use. iii) Approximate proportion of workers and smallholders who wear PPE when provided.	Management Workers Audits
13.3	Proportion of workers' representatives interviewed who report that workers experiencing injuries or occupational diseases are receiving compensation AND have their jobs secured until they can come back to work.	Workers
13.4	Number and nature of controversies in the last three years related to the health and safety of workers (and smallholders, where relevant) along the value chain.	Labour audits or labour rights impact assessment, workers' representatives, local labour rights organisations, newspapers, independent studies, etc.

-Where HIV/AIDS (or other sexually transmitted diseases) is an important public health issue¹⁹, research and report against indicators 13.5 and 13.6.

-If the Company built health centres or funds health services for its workers, research and report against indicator 13.7

-Where climate change has led to a rise in local temperature, report against 13.8.

		WHO TO SURVEY?
13.5	Proportion of local health workers/authorities interviewed who perceive that workers along the value chain (m/w) are experiencing increased exposure to sexually transmitted diseases, including HIV/AIDS (when compared with national average).	Local health workers Local health authorities CSOs working on HIV/Aids issues
13.6	Approximate proportion of workers (m/w) along the value chain who have access to free and voluntary HIV testing (either through their employer or public/community health systems).	Management Workers' representatives
13.7	i) Proportion of workers (m/w) who have access to health services for work-related accidents or diseases made available or paid for by the Company system, and ii) Proportion of workers (m/w) who have access to health services for other personal health issues (not related to or caused by work) made available or paid for by the Company system.	Local health workers Local health authorities
13.8	i) Number of reported cases of work-related stress among workers in last three years. ii) Do workers' representatives or health authorities perceive a high incidence of malaria infection among workers? If yes, provide details.	Management Workers Local health workers
13.9	Do local health workers/ authorities perceive a high incidence of alcohol abuse among workers and in the community (i.e., has the Company's presence increased alcohol abuse?). If yes, provide details.	Local health workers Local health authorities

The suggested indicators below demonstrate how the Corporate Areas of the "5 by 5 Framework" may contribute to or impact poverty. These indicators also suggest to companies areas or opportunities for improvement.

VALUE CHAIN

13.10 Does the Company system have health and safety policies and/or procedures in place that explicitly extend to workers (and others) along the value chain, and comply with the highest industry standards and/or local, national, or international laws (whichever is considered the highest). i) If yes, does the Company system promote compliance with its health and safety policies and procedures? How? ii) Does the Company system monitor compliance of its health and safety policies and/or procedures?

13.11 Does the Company system AND other major employers along the value chain have mechanism(s) in place for receiving and responding to health and safety complaints, such as designating a health and safety representative or committee? i) If yes, provide information on the mechanism(s) (e.g., how it receives complaints, responds to complaints, addresses complaints, etc.)

13.12 Does the Company system monitor health impacts on the workforce, MSMEs and/or smallholders (including, exposure to and incidence of sexually transmitted diseases (if relevant) along the value chain? i) If yes, does the Company engage with suppliers to mitigate and remedy health impacts?

13.13 Does the Company system and all major employers along the value chain provide education, training, counselling, prevention and risk-control programmes to assist workforce, MSMEs, and/or smallholders and their families regarding serious diseases or other health-related risks? i) If no, where are the gaps?

13.14 Where relevant, and if the service is not available through public services free of charge, does the Company system and all major employers along the value chain provide access to free and voluntary HIV testing for their workers?

INSTITUTIONS & POLICIES

13.15 Does the Company system engage with or influence trade groups, MSI/SIs, local/national/international authorities, and/or governments on occupational health and safety issues? If yes, explain the Company's position(s) and engagement(s).

14. Communities' Right to Basic Services

For this section, partners may consider using secondary research to identify topics such as:

- Availability and access of men and women living in poverty to:
 - Health services, including reproductive health services (for women)
 - Education
 - Adequate housing
 - Corporate tax laws and obligations in relevant jurisdictions

¹⁹ We will consider here that HIV/AIDS is a serious issue if prevalence rate is generalised (i.e. above 1% in the general population) or if the prevalence rate is concentrated (i.e. above 5% in a specific (at risk) population) among a group of stakeholders concerned by the study – e.g. migrant workers.

IND #		WHO TO SURVEY?
14.1	i) Do local authorities/experts/NGOs evaluate the Company's environmental impact? If yes, what has been the Company's response to mitigate their negative impacts and enhance their positive impacts? ii) Do local health authorities/experts/NGOs evaluate the Company's impact on local health care? If yes, what has been the Company's response to mitigate their negative impacts and enhance their positive impacts?	Local health workers Local health authorities Community
14.2	Do local authorities/experts/NGOs believe value chain operations have increased pressures on housing, education and or other basic social services due to an influx of workers? If yes, what has been Company's response to mitigate their negative impact?	Community Local CSOs

-If the Company has built infrastructure (water, electricity, health services, schools, roads, etc.), research and report against indicators 14.3 and 14.14

-Where the Company (or its industry) dominates a local economy, research and report against indicators 14.5

-Where a Company has a legal entity in the country (through a joint venture, subsidiary or other), research and report against indicators 14.6.

- Indicators at 14.7 should be researched if they have been identified as a concern by local stakeholders in the initial consultation processes. Secondary research or conversations with local corporate actors might also help identify these topics as areas of concern for key stakeholders.

		WHO TO SURVEY?
14.3	i) If the Company has built infrastructure, do community members (m/w) have access to/benefit from the infrastructure? ii) If yes, provide details on the type of infrastructure and the populations who can access it.	Local authorities Community Local CSOs
14.4	i) If the Company has set up health services for workers, are the services available to family and community members? ii) If yes, how many people have benefited from this service (m/w).	Local health workers Local health authorities
14.5	Measure of incurred price fluctuations and inflation (i.e. changes in housing and locally-available food prices)	Local authorities, CSOs, statistics, Independent studies
14.6 ²⁰	i) Total taxes borne and collected as a percentage of pre-tax revenue and profit. ii) Percentage of overall government tax revenue contributed by the Company	Management Government
14.7	i) Educational attainment of target groups of study (workers, smallholders, MSMEs, other community members) (m/w). ii) Access to health care in surveyed communities (m/w). If access for workers or smallholders is believed to be different, include data. iii) Women's access to reproductive health services in surveyed communities. If access for women workers or smallholders is believed to be different, include data. iv) Access to affordable and safe housing in the local communities.	Local authorities, National statistics

The suggested indicators below demonstrate how the Corporate Areas of the "5 by 5 Framework" may contribute to or impact poverty. These indicators also suggest to companies areas or opportunities for improvement.

MACROECONOMIC IMPACT

14.8 What is the Company's total direct contribution (including philanthropy and social investments) to communities where the Company system operations or sources from? Report contributions by project/initiative, providing details on objectives and beneficiaries.

14.9 i) Company fiscal practices; ii) Comparison of fiscal practices with national fiscal policy.

14.10 i) Business investments in infrastructure (e.g., water purification systems, infrastructure improvements including electricity and transportation/road,, communication, farm/agriculture, etc.). Report on initial investments and investments per year for maintenance. ii) Provide breakdown of Company's contribution vs government's contribution for infrastructure projects.

INSTITUTIONS & POLICIES

14.11 Is the Company aware of any health, housing or educational problems (as determined through stakeholder analysis in the study)? If yes, has the Company taken actions to address some of the issues in concert with local, national governments or authorities? Provide details of Company actions(s), position(s) and engagement(s).

14.12 Does the Company system engage with or influence trade groups, MSI/SIs, local/national/international authorities and/or, national governments (located in HQ territory or the country of study), on tax policies and regulations? If yes, explain the Company's position(s) and engagement(s).

²⁰ We are addressing Company taxes and fiscal practices in this section because a government's ability to mobilize resources through its fiscal system is integral to poverty reduction and provision of basic services. The Macroeconomic impact question about the Company's fiscal practices should be considered material in all cases where a Company taking part in a Poverty Footprint is liable to taxation in the country of study.

15. Child Development (Girls and Boys)

For this section, partners may consider using secondary research to identify topics such as:

- Local school enrolment ratio (m/w)
- Country laws on youth employment (legal age of work, number of working hours per week, etc.)

IND #		WHO TO SURVEY?
15.1	i) School enrolment ratio of children (m/w) of working parents and smallholders included in the value chain; ii) Comparison of school enrolment ratio (above) with national or regional school enrolment ratios (i.e. are working parents and smallholders, economically benefiting from the value chain, more able to send their children to school compared to others in the community?)	Local authorities National statistics Smallholders Workers
15.2	Approximate proportion of young children of working parents who have access to local, affordable and safe childcare service.	Community representatives Working parents Local authorities
15.3	Number and type of controversies in last three years concerning the use of child labour by the Company or its suppliers. ²¹	Labour audits or labour rights impact assessment, workers' representatives, local labour rights organisations, newspapers, independent studies, etc.

-If the Company sells products and services to local populations, research and report against indicator 15.4

	ADDITIONAL INDICATORS TO FURTHER INVESTIGATE IMPACT ON POVERTY	WHO TO SURVEY?
15.4	i) Does the Company target and sell products to children living in poverty? ii) If yes, do the products consumed by girls and boys reported not to: - cause no harm to child consumers (girls and boys), ²² and - address child consumers' needs?	Local CSOs Consumer groups Marketing experts

The suggested indicators below demonstrate how the Corporate Areas of the "5 by 5 Framework" may contribute to or impact poverty. These indicators also suggest to companies areas or opportunities for improvement.

VALUE CHAIN

15.5 Does the Company strongly enforce a policy/code that prevents employment of children by the Company and through the supply chain?

15.6 Does the Company system have a mechanism in place to monitor for child labour in the supply chain? If yes, explain the mechanism and process in place.

15.7 Average investment for childcare provisions or benefits (per working family) by i) the Company system and ii) other employers in the value chain.

INSTITUTIONS & POLICIES

15.8 Does the Company system engage with national or local authorities to help increase school enrolment, improve access to childcare, or improve the quality of education? If yes, explain the Company's position(s) and engagement(s).

15.9 Does the Company system engage with or influence trade groups, MSI/SIs, local/national/international authorities, on issues related to child labour, child rights, and child development? If yes, explain the Company's position(s) and engagement(s).

MACROECONOMIC IMPACT

15.10 Total resources spent on child development and related community projects (differentiate between charitable and non-charitable projects)

MARKETING AND PRODUCT DEVELOPMENT

15.11 Where relevant, does the Company's marketing and advertising practices and strategy respect and support children's rights (at minimum, does it do harm to children – see footnote 18 about children rights)? Provide examples to support answer.

²¹ As per ILO standards (<http://www.ilo.org/ipec/facts/ILOconventiononchildlabour/lang--en/index.htm>), employment of authorized minors should not conflict with their access to education.

²² "Do no harm" can be interpreted as not infringing on children's rights. As per the UN Convention on the Rights of the Child, children rights include: rights to adequate food, shelter, clean water, formal education, primary health care, leisure and recreation, cultural activities and information about their rights; protection from all forms of child abuse, neglect, exploitation and cruelty; and freedom to express opinions and to have a say in matters affecting their social, economic, religious, cultural and political life. "Do no harm" should also include looking at health impact and gender stereotyping which can affect girls' rights in short and long term.

IV. Metrics about Stability & Security

16. Access and Control over Natural Resources, including Land, Water and Food Commodities

For this section, partners may consider using secondary research to identify topics such as:

- Local resource endowments
- Resources entitlement (property rights, access, etc.)
- Food security in country/community of study

Researchers and the Poverty Footprint project team should consult with local stakeholders to identify which natural resources are critical to livelihoods (land, water and other productive assets) and any concerns due to the Company's presence in the area of study. The indicators suggested below can and should be adjusted following consultation with local stakeholders.

IND #		WHO TO SURVEY?
16.1	i) Does the Company system compete with local communities, and smallholders for access to land, water, forest and/or other productive assets / natural resources? ii) If yes, provide details, including the proportion of use by the Company vs community; who has access to productive assets (m/w); who owns productive assets (m/w); and the Company's tenure arrangement(s) over resources, etc.	Local NGOs/CSOs Independent studies/ experts
16.2	Number and type of controversies in last three years concerning the Company's use or management of local natural resources, including land and water disputes.	Social/environmental impact assessment, local CSO/ NGOs, newspapers, independent studies, etc.

-If the answer to 16.1 is yes, research and report against the following indicators (where relevant).

-If there are fishing activities in the surrounding communities, research and report against 16.7.

	ADDITIONAL INDICATORS TO FURTHER INVESTIGATE IMPACT ON POVERTY	WHO TO SURVEY?
16.3	i) Approximate proportion of households in the communities interviewed that indicate food security ²³ as an issue (disaggregate data by households headed by m/w) ii) General trend of food security issues in recent years (increasing, decreasing, stable).	Local authorities National statistics Local NGOs/CSOs
16.4	i) Approximate proportion of households in the communities interviewed with sustained access to sufficient amount of safe drinking water ²⁴ (disaggregate data by households headed by m/w). ii) General trend in recent years (increasing, decreasing, stable).	Local authorities National statistics Local NGOs/CSOs
16.5	i) Approximate proportion of rural farming households interviewed with sustained access to land ²⁵ , including land commons, where relevant. (disaggregate data by households headed by m/w). ii) General trend in recent years (increasing, decreasing, stable).	Local authorities Local NGO/CSOs

²³ The Poverty Footprint framework does not attempt to define food security. The recommendation here is to use a participatory approach to define food security/insecurity with survey participants.

²⁴ In 2010, the UN General Assembly adopted a resolution recognizing the human right to water and sanitation ([A/Res/64/282](#)). The right to water entitles everyone to sufficient, safe, physically accessible and affordable water for personal and domestic uses. According to the World Health Organization (WHO), between 50 and 100 litres of water per person per day are needed to mitigate health concerns and ensure that most basic needs are met. For more information, see also *Guidance for Companies on Respecting the Human Rights to Water and Sanitation* (2015), developed by United Nations Global Compact, Pacific Institute and Shift: <https://www.unglobalcompact.org/library/1161>.

²⁵ Sustained access to land can be investigated by looking at how company operations have affected and are affecting communities' access to land. In other words, how were community livelihoods with regards to land access before the Company moved in (or expanded their operations)? And how are community livelihoods with regards to land access now? Have local communities gained or lost access to resources, be they communally or individually held, and whether by formal or informal tenure? (The same approach should apply to water or other resources).

	iii) Approximate proportions of smallholders (m/w) in the value chain that have secured legal titles to land. <i>(If community livelihoods rely on forest, marshes, grassland or water (for fishing), provide the data on the legal access to these resources)</i>	
16.6	Has the Company system or its value chain contributed to deforestation in the country of study? If yes, how many hectares/acres of land have been affected? Have local populations dependent on forests for their livelihoods been compensated by the Company? If yes, how?	Local authorities Local NGO/CSOs Local community
16.7	Perception of local fishermen/women of the Company's impacts on access to and quality of fish stocks.	Local fishermen and women

<p>The suggested indicators below demonstrate how the Corporate Areas of the “5 by 5 Framework” may contribute to or impact poverty. These indicators also suggest to companies areas or opportunities for improvement.</p>		
<p>VALUE CHAIN</p> <p>16.8 i) Does the Company system have a policy/code/programme that seeks to ensure that its business operations and sourcing practices do not undermine peoples’ rights to food, water and/or other essential natural resources? ii) If yes, provide details on the policy/code/programme (including the actors involved and remedy provisions). iii) Does the policy/code/programme integrate gender analysis and strategy? If yes, provide details.</p> <p>16.9 Does the Company ensure application in its value chain of the following principles: free prior and informed consent (FPIC) for affected communities; full project transparency and accountability; and provision for grievance and redress mechanisms? If yes, provide details. Does the company seek to avoid the transfer of land rights (including land under customary tenure) away from small-scale food producers, and instead engage smallholders by proposing fair contracts?</p> <p>16.10 Does the Company system reward or support sustainable resource management practices throughout its supply chain? If yes, provide information on existing practices.</p>		
<p>ENVIRONMENTAL PRACTICES</p> <p>16.11 Does the Company conduct and publically report on Environmental and Social Impact Assessments (prior to commencing business operations or activities)? (also relevant to sections 11 and 12)</p> <p>16.12 Does the Company monitor the use of local natural resources (e.g. water, land)? If yes, which resources are being monitored and why?</p> <p>16.13 Does the Company system have procedures or systems in place to help reduce its footprint on water? (for instance, seeking alternative water sources, such as grey water or rainwater capture systems)?</p> <p>16.14 Does the Company engage with the community to ensure that the community’s water needs are being met and to discuss potential strategies to reduce its footprint on water?</p>		
<p>INSTITUTIONS & POLICIES</p> <p>16.15 Does the Company system engage with or influence trade groups, MSI/SIs, local/national/international authorities that address issues related to the use of water, land or other natural resources? (e.g. CEO Water Mandate, etc.) If yes, explain the Company’s position(s) and engagement(s).</p> <p>16.16 In regions prone to food insecurity, has the Company taken any actions to help poor communities secure their right to food? If yes, what are the goals of the actions and what have been the outputs?</p> <p>16.17 Does the Company system engage with the local or national government concerning land tenure systems? If yes, explain the Company’s position(s) and engagement(s).</p> <p>16.18 Does the Company give access to its license requirements (and data being collected at the request of government(s)) to concerned stakeholders and/or the public?</p> <p>16.19 Does the Company regularly engage with communities to understand their needs and the Company’s impact on natural resources?</p> <p>16.20 Does the Company engage with communities when community representative voice discontent or concerns concerning the Company’s practices, operations or impacts?</p>		
<p>MACROECONOMIC IMPACT</p> <p>16.21 Does the Company’s operations concerning land use (land lease, rent or purchase) require the displacement of local communities from their land and/or restrict their access to natural resources? (relevant also to section 19) If yes, does the Company have transparent processes for negotiation and agreement on the rehabilitation of affected communities, including compensation, resettlement and restoration of livelihoods?</p> <p>16.22 Does the Company disclose information on revenue per resources used (e.g., from timber)? Does the Company disclose information on payments/taxes made to governments on these revenues? If yes, provide more details, including revenue amounts and payment amounts made to governments.</p>		

17. Risk Management & Resilience

For this section, partners may consider using secondary research to identify topics such as:

- Country/community exposure to climate change and its impact
- Recent history of environmental disasters and climate change patterns

IND #		WHO TO SURVEY?
17.1	i) Proportion of the smallholders interviewed (m/w) who indicate they are experiencing impacts of climate change (e.g., extreme weather conditions and/or changing conditions in rainfall or temperature). ii) Provide details on how MSMEs and/or smallholders interviewed perceive the effects of climate change, how they are coping with the changes, and the main challenges they are facing.	Smallholders
17.2	Proportion of i) commercial or trade partners and ii) smallholders interviewed (m/w) who are working in collaboration with the Company to prevent or react to emergency situations (including natural disasters).	Smallholders Commercial and trade partners
17.3	Proportion of i) commercial or trade partners and ii) smallholders interviewed (m/w) who are working in collaboration with the Company to adapt to long-term changing climatic conditions.	Smallholders Commercial and trade partners

-If smallholders indicate that they are experiencing the impact of climate change (17.1), research and report against indicator 17.4.

-If smallholders and/or commercial and trade partners indicator that they are engaging with the Company (17.2, 17.3), research and report against indicator 17.5.

	ADDITIONAL INDICATORS TO FURTHER INVESTIGATE IMPACT ON POVERTY	WHO TO SURVEY?
17.4	What has been the impact of climate change on: i) crop production, ii) outputs, iii) sales for smallholders, and iv) costs of input/production/stocking/transport.	Smallholders
17.5	Perception of commercial and trade partners and/or smallholders (m/w) on the impact of their engagement with the Company system to i) respond to emergency situation (i.e. is the interaction described as positive, negative, neutral?), and ii) adapt to climate change (i.e. is the interaction described as positive, negative, or neutral?)	Smallholders Commercial and trade partners

The suggested indicators below demonstrate how the Corporate Areas of the “5 by 5 Framework” may contribute to or impact poverty. These indicators also suggest to companies areas or opportunities for improvement.

VALUE CHAIN

17.6 Has the Company system implemented policies and/or programmes to adapt its purchasing practices to support MSMEs and/or smallholders facing altered production cycles due to climate change? If yes, provide details on the policies and/or programmes, including objectives.

ENVIRONMENTAL PRACTICES

17.7 Does the Company system monitor climate change impacts in the country of study (or where its suppliers operate)? If yes, how?

17.8 Does the Company system engage with commercial partners and/or smallholders to understand the impacts of climate change on suppliers and the supply chain? If yes, provide details on the engagement.

17.9 Does the Company system promote climate resilient practices within its business relationships? If yes, do these practices extend to smallholders (where applicable)? If yes, provide details on practices, including objectives.

17.10 Does the Company's operations pose a risk of environmental disasters (e.g. drought, contamination, etc.)? If yes, does the Company engage with communities to mitigate and manage these environmental risks on local communities? If yes, provide details, such as the practices or programmes in place, objectives and targets).

17.11 Does the Company have procedures on how to protect against potential environmental dangers and how to handle emergency situations, including natural disasters? If yes, are commercial partners, smallholders, and communities (where relevant) aware of and trained on said procedures?

INSTITUTIONS & POLICIES

17.12 Does the Company system engage with or influence trade groups, MSI/SIs, NGOs/CSOs, local/national/international on climate change in general, or climate change adaptation and resilience? If yes, explain the Company's position(s) and engagement(s).

MACROECONOMIC IMPACT

17.13 Does the Company engage in initiatives that promote resilient practices and/or upgrade value chain procedures in order to address climate change? If yes, do the initiatives extend to stakeholders outside the value chain (e.g., surrounding communities and smallholders)?

18. Exposure to Violence and Conflict (in the workplace and communities)²⁶

For this section, partners may consider using secondary research to identify topics such as:

- Local history of social conflicts
- Security issues in the country/community of study

IND #		WHO TO SURVEY?
18.1	Reported incidents of violence/crime/harassment due to tensions in the workplace and/or communities in last three years (causes may include tensions between workers and local residents, tensions between land owners and landless workers, tensions for higher standards of living for workers, the spread of communicable diseases, etc.) Only consider violence that is related to the Company's presence in operation or in the community.	Human rights/social impact assessment, workers, local CSO/NGOs, newspapers, independent studies, community rep, etc.
18.2	Reported incidents of force used by security or law enforcement authorities against workers or local activists (linked to the Company), including arrests, disappearances and deaths.	
18.3	Reported incidents of gender-based violence occurring in and around the workplace (e.g., sexual harassment, violence while traveling to workplace, including while carrying out livelihood tasks such as collecting water and firewood, alcohol-related violence, etc.)	Women rights' group Women workers' representatives

-If there have been cases of crime, violence, tension, harassment or conflict as reported in 18.1, 18.2, 18.3, research and report against indicator 18.4.

		WHO TO SURVEY?
18.4	Proportion of community representatives interviewed who perceive that company operations contribute to violence and/or tensions in the local context.	Local authorities CSOs, NGOs Other community representatives

The suggested indicators below demonstrate how the Corporate Areas of the "5 by 5 Framework" may contribute to or impact poverty. These indicators also suggest to companies areas or opportunities for improvement.

VALUE CHAIN

18.5 i) Does the Company system have a policy/code addressing workplace harassment (including sexual harassment) and does the policy/code explicitly extend to its supply chain?

ii) Does the Company system promote compliance of its workplace harassment policy/code along the value chain? If yes, explain how.

iii) Do ALL major employers along the value chain have a policy/code on workplace harassment (including sexual harassment)?

18.6 i) Does the Company system have a policy/code or adhere to voluntary principles on security arrangements and human rights (as they explicitly apply to the country of study)?

ii) If yes, does the policy/code seek to respect human rights and to remedy human rights violations? Provide details. (e.g., does the company conduct robust human rights due diligence?).

iii) Does the Company monitor the practices of its security sub-contractors (where relevant)?

18.7 i) Does the Company system screen and monitor all major suppliers for harassment/ violence in the workplace and/or in the community (as per Company policy/code)?

ii) If yes, what are the mechanisms in place to monitor compliance?

Does the Company have procedure(s) or system(s) in place to address suppliers that are non-complaint with the policy/code on harassment/violence.?

iii) If yes, explain the procedure(s) or system(s).

18.8 Does the Company system and other employers along the value chain facilitate open communication and engagement with employees or employee groups to deter, monitor, prevent and report workplace violence, including gender-based violence?

INSTITUTIONS & POLICY

18.9 Does the Company system operate in an environment where tensions exist because of competition over:

i) certain resources (e.g. land, water)

ii) social/racial tensions

iii) If yes to either or both of i or ii, does the Company system monitor these tensions/violence? If yes, what is the purpose of the monitoring?

iv) Where relevant, how has the Company responded to escalated tensions or violence in or around the workplace and/or in the communities?

18.10 Where relevant, does the Company system engage with local institutions and/or community representatives to ensure its operations do not cause or contribute to the escalating tensions and do not put its workforce at risk of violence?

²⁶ The Poverty Footprint indicators and questions in this area are relevant to non-conflictual environments. If the Poverty Footprint is taking place in an environment where there are strong social/racial/political tensions, the Company and stakeholders will need to adapt the indicators and models to better take into account the context and potential risks for both the Company and poor stakeholders.

19. Impact of Displacement on Community and/or Migrant Workforce (where relevant)

For this section, partners may consider using secondary research to identify topics such as:

- Rights and laws that provide a framework for migrant workers
- Rights and laws that provide a framework for displaced communities

This section only applies to communities where there have been migration movements related to the Company's presence, either through a migrant workforce or the displacement of communities, including:

- When communities are displaced due to the Company operating in their previously location, research and report against indicators 19.1 to 19.3. These indicators are also relevant to section 16 (access and control over natural resources, including land, water and food commodities) and strongly link with this poverty issue.
- When workers migrate in large numbers to a community or workplace to benefit from job opportunities offered by the Company, research and report against indicators 19.4 to 19.10

		WHO TO SURVEY?
	Indicators 19.1 to 19.3 concern the DISPLACED COMMUNITIES	
19.1	i) Number of people (m/w) and smallholders (m/w) displaced due to Company operations. ii) Did the displacement occur with the community's free prior and informed consent (FPIC) (yes or no)?	Management Local authorities Community
19.2	Details of compensation, resettlement and restoration of livelihoods programmes carried out by the Company (including proportion of land-based displaced households who were offered land-based compensations.)	Community Management Local authorities
19.3	i) Perception of smallholders (m/w) of the Company's management of displacement. (i.e., is their perception positive, negative, or neutral given their compensation, the recognition of their rights, the transparency of the process, FPIC, etc.?) ii) Perception of displaced people (m/w) – other than smallholders – of the Company's management of displacement (i.e. is their perception positive, negative, or neutral given their compensation, the recognition of their rights, the transparency of the process, FPIC, etc.?)	Smallholders Community members Community
	Indicators 19.4 to 19.10 concern the MIGRANT WORKFORCE:	
19.4	Number of people (disaggregate data by men, women and children) who have migrated for jobs offered through the Company system and its suppliers.	Community
19.5	Perception of local populations (m/w) of the arrival of migrants and their impact on the community (i.e. positive, negative, or neutral).	Community Community members
19.6	Where workers stay on-site: i) Workers' perception (m/w) of the safety, comfort and quality of the accommodations provided by employers. ii) Family members' perception (m/w) of the safety, comfort and quality of the accommodations provided by employers.	Migrant workers and their families
19.7	Proportion of migrant workers (m/w) interviewed who confirm they are aware of their rights and employment conditions, including provisions in any resettlement policy.	Migrant workers
19.8	Proportion of migrant workers (m/w) and their families interviewed who perceive they have equal access to basic social services, including education and health care.	Migrant workers
19.9	Comparison of migrant workers' wages with that of non-migrant workers (relevant to section 1).	Migrant workers
19.10	Number and type of reported controversies in last three years concerning migrant workers' rights and protections.	Migrant workers, Workers Independent studies Local NGOs/CSOs Labour rights audits

The suggested indicators below demonstrate how the Corporate Areas of the "5 by 5 Framework" may contribute to or impact poverty. These indicators also suggest to companies areas or opportunities for improvement.

VALUE CHAIN

19.11 i) Does the Company have a resettlement policy? ii) If yes, does the Company monitor compliance with the policy? If so, how (e.g., does monitoring mechanism use participatory approaches)? iii) Does the Company follow up with analysis performed through monitoring? If yes, how?

19.12 i) Does the Company system have a policy/code addressing migrant workers' rights and protections that explicitly extends to its supply chain? ii) If yes, does the Company promote compliance with the policy/code along the value chain? If so, how?

19.13 i) Does the Company system screen and monitor all major suppliers on their compliance with migrant workers' rights and protections (as per Company policy/code?), ii) What are the mechanisms in place to monitor compliance?, and iii) What are the mechanisms in place to deal with non-compliant suppliers?

19.14 Do ALL the major employers along the value chain address migrant workers' rights and protections (where relevant)?

19.15 For ALL employers that have migrant workers on-site, do they provide adequate housing facilities for workers and their families?

INSTITUTIONS & POLICY

19.16 If the Company's investments or operations created displacement, i) has the Company engaged in a fair, transparent and open communication process with affected communities? ii) What programmes and monitoring systems have been implemented to ensure that displaced persons' (and communities') rights are observed and they are compensated appropriately?²⁷ iii) Did the Company explore alternative project designs to avoid or minimize physical or economic displacement of local communities? iv) Did the Company set up a fair and transparent GM(s) to receive and address specific concerns on displacement, compensation and relocation, including recourse? If yes, provide details on GM, including information on compensation. (relevant also to section 8)

²⁷ At minimum, Company's should offer transparent and consistent standards of compensation for loss of assets/livelihoods/income at full replacement cost and other assistance to help displaced persons improve or restore livelihoods

V. Gender & Diversity

Gender and diversity are cross-cutting themes that permeate all twenty-one sections of this Indicators Guide, and the other four dimensions of poverty (i.e., livelihoods, empowerment, health and well-being, and stability and security). Most indicators concerning workers, smallholders, and others along the value chain in this framework require the collection of gender-disaggregated data, which can lead to comprehensive gender analysis. While indicators of gender and diversity can be found throughout the entire framework, this section concisely highlights suggested key indicators on gender and diversity, including cultural rights and the right to freedom from discrimination.

The following indicators should be researched and assessed according to local patterns of discrimination as described by the relevant stakeholders interviewed (i.e., characteristics of diversity that have previously led to discrimination or vulnerabilities for certain population groups, such as indigenous peoples, youth, ethnic groups, etc., in the country of study) In this section, it is suggested to research and explore gender discriminations (men vs women) as well as other discrimination patterns in a country of study.

20. Diversity, Cultural Rights and Right to Freedom from Discrimination

For this section, partners may consider using secondary research to identify topics such as:

- *Local patterns of discrimination (structural and informal)*
- *Available gender analyses and gender impact studies*
- *Country laws and rights that address vulnerable groups (e.g., indigenous peoples, women, etc.)*

IND #		WHO TO SURVEY?
	Indicators 20.1 to 20.4 concern WORKERS	
20.1	Representation of women in i) management positions, ii) skilled (non-management) positions and iii) unskilled positions.	Management
20.2	i) Proportion of women workers interviewed who perceive they have access to the same work conditions and opportunities as male workers. ii) Number of reported incidents of female workers being asked gender specific questions, including questions regarding marital status, intent to have children, and number of dependents as well as requirements to take pregnancy tests, get abortions, or sign agreements not to become pregnant.	Women workers Women workers' representatives
20.3	i) Yes/No: Do working mothers benefit from basic maternity protection rights through their employers along the value chain (as per the ILO Maternity Protection Convention, 2000) ²⁸ ? ii) If no, what are the gaps between the practice and the ILO standards?	Women workers
20.4	Where relevant, the proportion of women representatives in leadership roles in trade unions, workers' committee and/or associations.	Workers' representative
	Indicators 20.5 & 20.6 concern SMALLHOLDERS	
20.5	Proportion of women workers and smallholders interviewed who perceive they have access to the same business opportunities as male workers and smallholders (e.g., access to markets, extension services, productive assets, etc.)	Women workers Women workers' representatives

²⁸ The ILO Maternity Protection Convention, 2000 (ILO No. 183) is the most up-to-date international labour standard on maternity protection, outlining Health Protection; Maternity Leave; Leave in Case of illness or complications; Benefits; Employment protection and non-discrimination; and Breast feeding mothers (i.e., no less than 14 weeks of maternity leave benefit with cash benefit; no less than two-thirds of her previous earnings or a comparable amount); a pregnant woman/nursing mother is not obliged to perform work which has been determined to be harmful to her health or that of her child; employers do not terminate the employment of a woman during pregnancy/maternity leave; women returning to work occupy same/equivalent position; women benefit from daily breaks/reduction of hours to breastfeed).

20.6	If the Company has business relationships with farmers' cooperatives or associations, i) proportion of women representatives in leadership positions and ii) proportion of women members in farmers' cooperatives and/or association.	Smallholders' representatives
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	Indicators 20.7 concern COMMUNITIES	
20.7	Number and type of reported violations against the rights of vulnerable communities (indigenous or other vulnerable groups) in the last three years (examples of discriminatory practices include violations against freedom of movement, right to self determination, failure to obtain FPIC, etc.)	Human rights/social impact assessment, local CSO/ NGOs, newspapers, independent studies, community rep, etc.

If the Company sells products or services in the country of study, research and report against indicator 20.8.

If performance against indicator 20.1 to 20.4 shows unfavourable conditions for women, report against indicator 20.9.

IND #	ADDITIONAL INDICATORS TO INVESTIGATE IMPACT ON POVERTY	WHO TO SURVEY?
20.8	Perception of women groups/experts on the impact of the Company's products and marketing strategies on women's rights and empowerment (positive, negative or neutral).	Women rights experts Women rights groups
20.9	Proportion of women interviewed who indicate that they are comfortable voicing their opinions about unequal treatment.	Women target groups (workers, smallholders)

The suggested indicators below demonstrate how the Corporate Areas of the "5 by 5 Framework" may contribute to or impact poverty. These indicators also suggest to companies areas or opportunities for improvement.

VALUE CHAIN

- 20.10 Does the Company system have policies/programmes promoting equal opportunities (regardless of gender and other diversities) that explicitly extend to the entire value chain?
- 20.11 i) Does the Company system have a policy that recognizes and supports indigenous peoples' inherent and prior rights to their lands and resources, and respects their legitimate authority over their lands and resources (i.e., FPIC)? If the answer is yes to one or both of above questions, ii) does the Company system promote compliance with its polic(ies) along the value chain? If yes, how? iii) Do ALL major commercial and trade partners along the value chain have similar polic(ies)?
- 20.12 Does the Company system screen and monitor all major suppliers for compliance with the above mentioned policies? If yes, what are the mechanisms in place to monitor compliance?

ENVIRONMENTAL PRACTICES

- 20.13 Has the Company system's environmental practices caused damage to sites of cultural, historical, or archaeological importance in the past three years? If yes, how did the Company system engage with affected communities (both before and after the damage was caused)?

INSTITUTIONS & POLICY

- 20.14 What is the proportion of women in Company system leadership positions? What is the proportion of other marginalized groups in Company system leadership positions?
- 20.15 Does the Company system engage with or influence trade groups, industry groups, MSI/SIs, local/national/international authorities on issues of gender, diversity and cultural rights? If yes, explain the Company's position(s) and engagement(s).

PRODUCT DEVELOPMENT & MARKETING

- 20.16 Where relevant, does the Company system's marketing/advertising strategies in the country of study avoid or challenge gender stereotyping? If yes, provide examples and explanations to support answer.
- 20.17 Where relevant, does the Company system's marketing/advertising strategies in the country of study negatively impacted cultural practices? If yes, provide examples and explanations to support answer.

21. Ethics and Worth of Product/Services (Including Marketing Practices) for Consumers (men and women) Living in Poverty (where relevant)

The poverty dimension for this topic will be defined on a case-by-case basis. It will depend on the products/services the Company sells to consumers (men and women) living in poverty.

For this section, partners may consider using secondary research to identify topics such as:

- *Local consumption patterns*
- *Local markets and competition*
- *Potential or actual social impact of Company products/services sold in country of study*

IND #		WHO TO SURVEY?
21.1	i) Market penetration of company products/services among households/consumers living in poverty (disaggregate data by rural and urban markets). ii) Define the typical buyer and user of the Company's products/services (i.e. men, women, youth, children, Base of Pyramid (BoP), middle class, etc.)	Management
21.2	Approximate proportion of the average monthly income spent on company products/services by families living in poverty.	Community representatives Consumer group Local NGOs/CSOs
21.3	Has the sale of the Company's products/services in local markets (competing with others) led to an increase or reduction of consumer choices?	Community representatives Consumer group Local NGOs/CSOs
21.4	Perception of experts (including reports and independent studies) on how local consumption of the Company's products/services impacts: i) the health, ii) the livelihoods, and iii) the environment of those living in poverty (i.e., is the impact positive, negative, neutral?)	Independent studies Consumer group Local NGOs/CSOs
21.5	Perception of consumers interviewed (especially target groups) on how local consumption of the Company's products/services impacts: i) the health, ii) the livelihoods, and iii) the environment of those living in poverty (i.e., is the impact positive, negative, neutral?)	Consumers
21.6	Number and type of controversies in last three years related to the Company's marketing and advertising practices (e.g., discriminatory or improper marketing/advertising, marketing targeted at children, etc.)	Local CSOs Consumer groups
21.7	Number and type of controversies in last three years related to the quality/safety of Company products/services (e.g., involvement in product safety-related legal cases, recalls or fines due to unsafe products, etc.)	Marketing experts Independent studies, etc.
21.8	Number and type of controversies in last three years related to the Company's customer relations (e.g., predatory lending, reported cases of fraud, etc.)	

<p>The suggested indicators below demonstrate how the Corporate Areas of the "5 by 5 Framework" may contribute to or impact poverty. These indicators also suggest to companies areas or opportunities for improvement.</p>
<p>PRODUCT DEVELOPMENT & MARKETING</p> <p>21.9 Does the Company system and its commercial partners in the value chain comply with all relevant national laws, international guidelines, and industry standards concerning product production, manufacturing, design and/or marketing and advertising? If no, where are the gaps?</p> <p>21.10 i) Which group(s) of consumers is the Company primarily targeting through its marketing/advertising strategies? (e.g., young women, mothers, children, middle-class consumers, etc.) ii) Estimated outreach through the Company's marketing/advertising to target groups.</p> <p>21.11 i) Does the Company system have a policy/code addressing product/service safety and integrity, especially for products/services sold to consumers? ii) If yes, explain the policy. iii) Is the policy fully enforced in the country (and markets) of study as it would be in Western market (e.g., US, UK, etc.)?</p> <p>21.12 Does the Company provide clear warnings about hazards associated with products/services, and provide proper use instructions on all products/services, and their packaging?</p> <p>Food & Beverage only:</p> <p>21.13 Does the Company display the nutritional content of its products using the relevant labelling standards?</p> <p>21.14 Does the Company sell a product(s) with nutritional content that can harm health in the short or long term (according to independent studies and/or experts)? If yes, does the Company educate consumers about negative health impacts?</p> <p>21.15 Can the Company's product distribution system and/or nutritional content of products help mitigate food security (where relevant)? If yes, explain how.</p>
<p>MACROECONOMIC IMPACT</p> <p>21.16 Total amount (unit or volume, depending on product/service) of sales and distribution.</p> <p>21.17 Compare total amount of sales and distribution (above) to the total country consumption/distribution (market share).</p>
<p>INSTITUTIONS & POLICIES</p> <p>21.18 Does the Company system engage with or influence trade groups, MSI/SI, local/national/international authorities on product safety, integrity and/or product worth? If yes, explain the Company's position(s) and engagement(s).</p> <p>21.19 Does the Company system adhere to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship? ii) If no, provide details on where there are gaps.</p>