



**Adapting to a New Reality:
Private Sector Action for Women's Health and
Empowerment Progress Report
2022**

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For two and a half years, the COVID-19 pandemic has wreaked havoc: on health, livelihoods, economies, and entire industries. Women and girls have shouldered the brunt of the impact, including disproportionate economic, caregiving, and health burdens. Domestic and intimate partner violence has increased; essential health care services, including sexual and reproductive health care, has been put even further out of reach for those who need it most; and many women face economic hardship from lost jobs and wages and increased caregiving and unpaid work.

Before the pandemic struck, there had been a 20-year trend, led by civil society in partnership with business, to address the unique needs of the millions of women workers in global supply chains that manufacture and produce goods for export. In addition to concerns about living wages and workplace abuse, many increasingly focused on women's health and wellbeing at the workplace in low- and middle-income countries that represented most of value chain production. In 2018, the United Nations Foundation launched its [Private Sector Action on Women's Health and Empowerment](#) initiative to work with global and national companies to make measurable, timebound commitments to expand access to reproductive health and other health information and services. The initiative highlighted the importance of women's health to women's empowerment, particularly for women at the bottom of the economic ladder whose access to reproductive health services is essential to their ability to join the workforce and thrive in it. The goal was not just to have companies to commit to implementing workplace wellbeing programs developed over the last decades but to make deeper changes in how their supply chains addressed the overall health needs of women – and men – workers as well as community members affected by their operations.

The initiative picked up steam throughout 2019 and into early 2020, as companies stepped up to meet the health and well-being needs of women in their global supply chains. And then COVID-19 hit. Production in entire industries in many countries fell dramatically, if not ground to a halt as the world quarantined. Factories closed; millions of workers were laid off. The pandemic made clear that health, beyond occupational safety, was a central business risk. But, for the Private Sector Action initiative, it was not clear whether new companies would be willing or in position to make commitments to workplace women's health anytime soon or whether existing commitments would be dropped. It turned out that global, regional and national business entities were ready to make public commitments during the pandemic. And so companies, after 2019, continued to step up in 2020, and even more in 2021:

- **2019 commitment-makers:** Columbia Sportswear Company, Ethical Apparel Africa, Hela Apparel Holdings, Inditex, Lindex, MAS Holdings, Nordstrom, Share Hope, Shahi, Twinings, and Unilever
- **2020 commitment-makers:** Ethiopian Horticulture Producer Exporters Association (EPHEA), Farida, Del Monte Kenya Limited, Novartis SSA, and PVH Corp.
- **2021 commitment-makers:** Amalgamated Plantations Private Limited (APPL), Arvind, Mt. Kenya West Women in Coffee (WESTWIC), Kenya Tea Development Agency (KTDA) Foundation

As COVID-19 continued to ebb and flow and keep the entire world on its toes, companies have by and large held steady to their commitments, despite unforeseeable challenges and shifting lines in the sand. Progress reports in [2020](#) and [2021](#) outlined a dedicated group of private sector companies navigating hurdles, shifting plans, and innovating to maintain their commitments to women workers' health and wellbeing at a time it was needed more than ever; and this holds true today:

- ***Some companies have exceeded their commitments:*** MAS Holdings, Inditex, Lindex, Unilever, and Novartis SSA have all met and exceeded their commitments, even in the pandemic. For example, Lindex is continuing to roll out its WE Women programming throughout its supply chain, with plans to reach the whole supply chain by 2025 – above and beyond its commitment. MAS Holdings exceeded its original 2019 commitment, and then expanded its commitment in 2020, and exceeded that, too – leaning into a hybrid training model using tools like WhatsApp, YouTube, Microsoft Teams, Zoom and other platforms,

all while adapting to the economic crisis in Sri Lanka that has brought another set of challenges. And Novartis SSA is building on lessons learned during COVID-19, blending in-person and virtual webinar trainings through its Healthy Family Program and using solar-charged audio and teaching towers to reach communities in rural areas with key health messages through a new program in partnership with Judea Hope. And PVH became a founding investor in the [Resilience Fund for Women in Global Value Chains](#), a first-of-its-kind pooled corporate fund that invests in the long-term health, safety, and economic resilience of the women in supply chain communities.

- **Many companies have adapted their approaches:** Almost every commitment-maker has reported adaptations to their approach, timeline, and more during the pandemic. Share Hope, for example, faced a factory closure that altered its training plans, but is using the opportunity to move toward a more holistic approach which integrates trainings on health and wellness and on life skills. Columbia Sportswear is launching the BSR HERessentials training module, a digital tablet-based program that will reach workers virtually with health and well-being information, as scaling in-person trainings has continued to be a challenge. Nordstrom has also worked with its partners at BSR to test and expand a digital platform that allows workers in Bangladesh to access virtual trainings, finding that digital programming has become a safer and more effective method of learning. The program is currently being translated into more languages for implementation in other countries. And Twinings, which has made progress despite timelines delayed by the pandemic, has taken advantage of digital platforms like WhatsApp for trainings and workshops, as well as mass outreach to communities through tele-consultation, IEC (information, Education and Communication) vans, street plays, community radio, and more.
- **And nearly all companies are on track and remain committed** to reaching women workers where they are – in the workforce – with the health and well-being information and services they want and deserve.

The question for the post-pandemic period is how business will respond structurally and systemically to the lessons of COVID-19 and the profound harm it caused especially to women workers. The premise of the Private Sector Action initiative is that women’s health is integral to women’s empowerment, gender equality and economic opportunities – and the resilience of companies and their supply chains. The 21 business organizations that made commitments are mainly industry leaders. However, much more needs to be done. UNF’s own research has documented the wide recognition among companies that not nearly enough progress had been made on their responsible sourcing efforts in supply chains, which includes social issues like health and wellbeing. These findings were published in our 2021 report, [“Meeting the Unmet Promise of Responsible Sourcing,”](#) and summarized in the [Stanford Social Innovation Review](#). Under Chatham House rule, corporate executives themselves – not related to our commitment makers – pointed to the need for much more action, the internal challenges business faces in meeting social commitments, and the importance of both partnership and external pressure to drive change.

This report provides a snapshot of specific and measurable actions some leading companies report they are doing for women workers’ health and wellbeing. The UN Foundation is not a compliance organization – the information below is self-reported. It nevertheless provides useful insights on important areas for further development and action:

- **Use of technology for e-learning and virtual activities.** The majority of commitment makers are experimenting with new approaches to training, learning and health services, using tablets and smartphones, WhatsApp, Zoom, Teams and YouTube, among others.
- **Access to health services.** Commitment makers are also implementing a wide range of approaches to providing services to women workers, such as through new arrangement with public providers and NGO partners, telemedicine, health camps and mobile services, and training of workplace nurses. Making long-term changes that enable access to services is essential to improving health and resilience.
- **Expansion of performance metrics and indicators.** Several commitment makers have begun to use system-level metrics, in addition to counting workers reached, that use self-assessment tools, embed

good practices in supply chains, or set targets across the supply chains. For instance, Ethical Apparel Africa is piloting a new compensation scheme to complement its ongoing assessments of worker wellbeing.

These are trends to watch as we move into an era of much greater focus on corporate Environmental, Social and Governance (ESG) performance, which includes more action and accountability on women's health and empowerment.

2019 Commitments

COLUMBIA SPORTSWEAR

COMMITMENT

Columbia Sportswear commits to expanding its HERproject program to reach 150,000 workers by 2025 in Bangladesh, China, India, Indonesia and Vietnam. This growing commitment will ensure that important training and critical information on nutrition, menstrual health, maternal health, family planning and more will be delivered to women workers in their supply chain.

COMMITMENT STATUS

Columbia Sportswear is about halfway toward its goal of reaching 150,000 workers through HERproject. It is continuing to scale this program with factory partners and is adding a number of projects in the second half of 2022. While COVID-19 has continued to make in-person trainings challenging, Columbia Sportswear remains focused on its commitment and is exploring innovative ways to reach workers digitally and is planning to accelerate programming with factory partners as the pandemic eases.

PROGRESS

Since the 2021 Progress Report, Columbia Sportswear has reached an additional 10,277 workers across two factories in Vietnam and Bangladesh through its partnership with BSR's HERproject. Such trainings covered nutrition, personal hygiene, menstrual hygiene, and family planning. One factory was additionally offered a refresher training at a later point in time. One participant in a training on menstrual hygiene and breast cancer noted:

"In the beginning of the training, participants felt a bit shy because of this is a sensitive topic. However, when the doctor explained the importance of menstrual hygiene and early detection of breast cancer, they became more and more excited."

COVID-19 continues to pose a challenge in scaling in-person training programs as lockdowns and restrictions continue to ebb and flow. Columbia Sportswear is utilizing digital tools launched by HERproject to implement trainings. For example, HERproject – in partnership with the Empower@Work Collaborative, has developed the digital tablet-based program called HERessentials, which provides critical information to workers and managers in global supply chains during times of crisis, including information on health, financial resilience, and tools for building harmonious relationships and handling stress. Columbia Sportswear will look to launch this module in 2022 along with in-person trainings.

ETHICAL APPAREL AFRICA

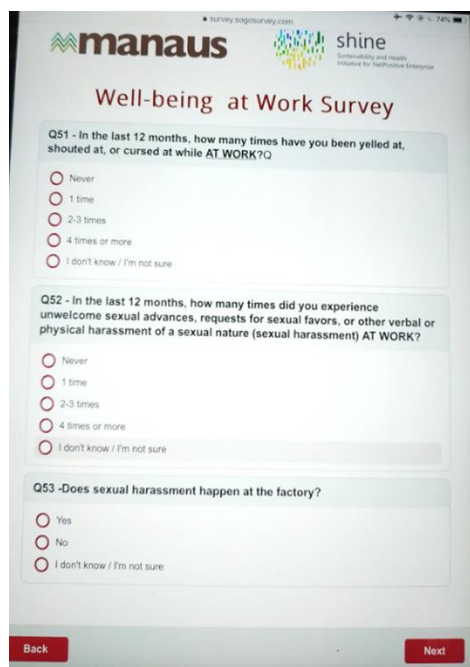
COMMITMENT

Ethical Apparel Africa, a garment sourcing agent in West Africa, commits to continue to provide support to kick start workforce empowerment and women's health programs, including family planning and maternal health care, reaching 1,500 women in garment factories in Ghana by 2023.

COMMITMENT STATUS

Ethical Apparel Africa is on track to meet its commitment goals.

PROGRESS



The screenshot shows a mobile survey interface with the following content:

- Logos for 'manaus' and 'shine' (International and Health Initiative for Sustainable Enterprise).
- Title: 'Well-being at Work Survey'.
- Question Q51: 'In the last 12 months, how many times have you been yelled at, shouted at, or cursed at while AT WORK?' with radio button options: Never, 1 time, 2-3 times, 4 times or more, and I don't know / I'm not sure.
- Question Q52: 'In the last 12 months, how many times did you experience unwelcome sexual advances, requests for sexual favors, or other verbal or physical harassment of a sexual nature (sexual harassment) AT WORK?' with the same radio button options.
- Question Q53: 'Does sexual harassment happen at the factory?' with radio button options: Yes, No, and I don't know / I'm not sure.
- 'Back' and 'Next' buttons at the bottom.

EAA Well-being assessment

Ethical Apparel Africa has created more than 1,000 high-quality jobs in Ghana's garment manufacturing sector since its commitment was made. More than 70 percent of the jobs created were for women. It has also implemented trainings for workers with a specific focus on women in garment factories in Ghana including:

- Hygiene and sanitation training: Ethical Apparel Africa supported the renovation of toilets, contracted a third-party M&E auditor who conducted a baseline assessment to understand workers' understanding and initial knowledge on hygiene and sanitation before a certified public health nurse trained all workers on personal hygiene, safe food handling, menstrual hygiene, and sanitation. The endline M&E assessment has just finished and the outcomes will help to assess change in knowledge and practices among employees.

- Well-being assessment: In partnership with the Levi Strauss Foundation, Harvard T.H. Chan School of Public Health, Manaus Consulting, and Hedge Ghana, EAA conducted a worker well-being initiative in which 315 employees (representing more than 90 percent participation) took an anonymous survey related to workplace environment, job satisfaction, health and safety practices at home and at work, as well as their mental health and well-being. On average, more than 85 percent were satisfied with their jobs and more than 94 percent were proud of their work. EAA will pilot a new compensation

scheme and use a treatment/ control methodology while still assessing workers wellbeing on an ongoing basis. This rigorous method will help gathering evidence to understand what works best in workers' well-being and gender equality before scaling it up.

- Harassment and abuse training: EAA conducted refresher trainings to prevent harassment and abuse, including sexual harassment, on International Women's Day 2022. This was an opportunity to remind all workers what their rights are and what grievance mechanism exist to prevent it at all times.

In addition to trainings, EAA's Workers Committees and Youth and Gender Champions helped gather workers' feedback and sustain a respectful and caring work environment; and EAA maintained and strengthened existing interventions like transport and lunch subsidies.

EAA reported that the COVID-19 pandemic has highlighted the importance of protecting workers' health and safety and also ensuring that communication tools are accessible to all. It focused on ongoing communication through WhatsApp groups and Workers Committee announcements to inform employees of factory plans with regards to COVID-19, and supporting sick employees. It has also explored a number of innovations to respond to the challenges posed by the pandemic, including:

- Computer literacy: in partnership with Computer Aid International and the Business and Information Technology Training Center in Ghana, EAA conducted computer literacy training with a "train the trainer" approach. The trainees are now equipped to train their peers in the factory and in their communities.



"Through this computer training, we have understood the basics of Microsoft Word, PowerPoint, and also Microsoft excel. The Trainer helped us understand everything and I appreciate being part of this program. I feel ready to train others now." Sandra Yeboah, Quality Supervisor



EAA Workers

access essential services. The program design is under way and the pilot should be launched in September 2022.

- Multi-skills training: EAA contracted a capacity-building trainer who trained 399 workers to become multi-skilled operators with a higher grade and therefore a higher pay and recognition within the factory. Grade A female operators increased from 14 percent to 21 percent (Grade A being the highest level, and C the lowest).
- Digital integration: EAA has been exploring the development of digital integration of health care, educational, financial and community programs via phone applications. EAA has first surveyed workers to understand their current use of smartphones and their specific needs to

HELA APPAREL HOLDINGS

COMMITMENT

Hela Apparel Holdings, a garment manufacturer in Kenya, Ethiopia, Egypt and Sri Lanka, commits to implement HERhealth and partner with local women's health and well-being providers to ensure workers have access to health and empowerment information and services, such as family planning, maternity care, cancer screenings, STI services, gender-based violence assistance, menstrual hygiene, and more, reaching 10,000 additional workers in Sri Lanka, Kenya, Egypt and Ethiopia by 2022.

COMMITMENT STATUS

Hela has reached 6,016 workers, of which 4,690 are female. The implementation of some initiatives under its commitment has been extended due to COVID-19, however Hela remains committed to its goals and to supporting the career and aspirations of the company's associates.

PROGRESS

Hela is continuing to implement a number of programs to support its female workers across Sri Lanka, Kenya, Ethiopia and Egypt, with a focus on health and well-being and women's empowerment, including:

- BSR's HERproject at Hela's manufacturing facility in Kenya, including HERhealth, focused on nutrition, reproductive cancers, family planning, sexually transmitted diseases, and maternal health; and HERrespect, focused on gender equality, gender-based violence, sexual harassment, communication skills, and confidence building.
- The P.A.C.E. program which offers trainings on such topics as time and stress management, legal and financial literacy, reproductive health, and water, sanitation and hygiene. Hela implements the program in its manufacturing facilities in Sri Lanka, Ethiopia, and recently expanded this year to Egypt with plans to further expand into Kenya in the next six months.
- Hela Diriliya, a program launched in March 2022 to further strengthen the female workforce within the organization by building entrepreneurial skills and ability to generate a secondary income for enhanced financial stability within their households. The program provides skills training, help with finding suitable buyers for their products, and financial planning and management toolkits to help support and monitor the growth of their businesses.
- A crèche facility at Hela's manufacturing facility in Kenya which helps young mothers work while their children are being well taken care of. Hela provides childcare, healthy, cooked meals and early childhood development activities by qualified trainers on Hela's payroll for female workers with children between the ages of six months to three years.

Hela also offers staff cafeterias at each facility to ensure that all employees have access to well-balanced meals and clean drinking water free of cost.

INDITEX

COMMITMENT

Inditex, a global fashion group, commits to expand its Gender, Diversity and Inclusion Strategy throughout the supply chain, aiming to reach over 1 million women workers with programs on health, protection and empowerment by 2022, specifically committing to reaching at least 70,000 women workers with health services such as maternity and reproductive health care by 2022.

COMMITMENT STATUS

Inditex has exceeded its commitment, reaching 79,689 women workers with health and empowerment programs throughout its supply chains.

PROGRESS

As of January 31, 2022, Inditex has reached more than 1.5 million workers in its supply chains with health, protection and empowerment programs within the framework of its Workers at the Center strategy, including health programs launched as a response to COVID-19 to protect workers in the supply chain. Of those reached, 827,921 workers were women, including 79,689 women workers reached specifically with health programs. In addition to the workers reached through Workers at the Center, Inditex also promoted women's empowerment in its communities including through partnerships with organizations like Every Mother Counts, Water.org, and Medicus Mundi.

Inditex shifted its Women's Empowerment strategy to be more inclusive as the Gender, Diversity and Inclusion strategy, which includes programming related to:

- Health, including facilitating access to health services for women workers and the LGBTQ+ community, including through HERhealth, which launched in Vietnam in 2021 and has offered trainings at three factories on topics linked to workers' health. Inditex reports that the response from the factories has been positive and has fostered solidarity and internal collaboration among workers.
- Protection, including preventing workplace harassment and enforcing a zero-tolerance policy for such, including through programs like: a "16 Days of Activism" against gender-based violence campaign to raise awareness and prevent and eliminate violence against girls and women and promote gender equality; and HERrespect, implemented by local NGO Mamata in Bangladesh, which tackles the root causes of violence against women and harassment in the workplace.
- Empowerment, including providing workers the necessary tools to build a solid and sustainable life. Programs include HERessentials, which was launched with six Inditex suppliers in Pakistan, and offers an app that provides information about health, financial resilience, and tools to manage relationships and handle stress, while increasing workers' digital and technological literacy. Inditex also partnered with the International Center for Research on Women (ICRW) to leverage its self-diagnostic tool in some of its clusters with other brands in the sector in Bangladesh, India and Vietnam. The tool helps organizations identify strengths and opportunities for improvement in gender equality. Inditex also launched a pilot project in Portugal that conducts training on sexual health and raises awareness on LGBTQ+ discrimination and domestic violence.

Inditex reports that the ongoing impacts of the COVID-19 pandemic have called for changes in program implementation, including shifts in session topics and format, with the role of technology intensifying and leaning further into "train the trainer" methodologies instead of direct trainings for participants.

LINDEX

COMMITMENT

Lindex, a Swedish fashion chain, commits to ensure 80 percent of its first-tier suppliers have implemented WE Women (a program to incorporate gender equality into management systems and provide employee training) and HERhealth (a workplace program that provides information and training on health and empowerment topics including family planning, reproductive health, nutrition programs and more) to reach at least 20,000 women workers in India, Pakistan, Turkey, China and Myanmar by 2025.

COMMITMENT STATUS

Lindex has reached 70,000 women workers, exceeding its commitment, and is continuing to roll out its WE Women programming throughout its supply chain.

PROGRESS

Lindex has reached 119,000 workers, 70,000 of whom are women, since its commitment began. The WE Women rollout in India was completed in January 2022. The COVID-19 pandemic has prolonged the rollout in Bangladesh, preventing in-person visits to factories for a long while. This in addition to other factors caused the project to fall behind, and Lindex plans to run refresher courses in its supply chain in Bangladesh this year. Finally, Lindex launched WE Women in Turkey in May 2022. The goal is to have WE Women rolled out to the whole Lindex supply chain by 2025.

Lindex has begun to collect sex-disaggregated data to be able to monitor impact of its programming, which targets 30 suppliers that make up 80 percent of its production. Lindex will measure its suppliers twice a year against its business scorecard, and reward good performance.

MAS HOLDINGS

COMMITMENT

MAS Holdings, South Asia's largest apparel manufacturer, expanded its 2019 commitment to reach an additional 10,000 people – for a total of 20,000 people - by 2021 through its Women Go Beyond program, which among many other interventions, offers training, information, and services on women's health and well-being, including reproductive health, non-communicable diseases, and addressing and preventing gender-based violence in partnership with the Family Planning Association of Sri Lanka.

COMMITMENT STATUS

MAS Holdings has exceeded its expanded commitment of reaching 20,000 people by 2021, reaching 27,381 people in the space of sexual and reproductive health, women's health issues such as breast cancer, cervical cancer, feminine hygiene and wellbeing and prevention of gender-based violence.

PROGRESS

While its formal commitment concluded in 2021, MAS Holdings has continued to strengthen and accelerate the work on sexual and reproductive health, women's health and gender-based violence.

As the company adapted to pandemic related protocols, in-house trainers and external experts also found creative ways to educate and support people within the MAS facilities and in the communities. The trainers trained within MAS facilities continued small group workshops and also used mechanisms such as online material shared via WhatsApp groups, YouTube videos, MS Teams, Zoom, and other platforms to disseminate information, in a hybrid model. MAS has provided additional mobile data for its workers to be able to access training and education sessions from their smartphones.

In 2021-2022 the company launched a program, designed for MAS, together with the Grassrooted Trust in Sri Lanka, dedicated to providing education and support against all forms of gender-based violence and to create awareness on cyber bullying. Considering the sensitivity of the material, external experts are carrying out the initial awareness sessions and internal trainers are being trained with information and material that can be disseminated to the broader population within MAS. MAS also accelerated its efforts on awareness creation on cervical cancer, taking doctors and experts from the Family Health Bureau in Sri Lanka to factories in rural areas of Sri Lanka, to educate women on detection and services provided by the government medical services. The work on cyber bullying and cervical cancer will be extended to locations outside Sri Lanka, over 2022 and 2023.

The economic crisis in Sri Lanka has brought with it another set of challenges for the business in 2022 and the organization is working to adapt and innovate in order to ensure livelihoods and wellbeing of our employees remain secure. In this climate, the company is working on programs to increase the number of meals provided for employees, increasing earnings and benefits and sourcing essential food and drugs for MAS employees and surrounding communities.

NORDSTROM

COMMITMENT

Nordstrom, a fashion retailer, commits to sourcing 90 percent of all Nordstrom Made products from factories that support women's empowerment by 2025. This is an expansion of its original commitment to source 70 percent of all Nordstrom Made products from factories that support women's empowerment by 2023. Nordstrom will reach 75,000 workers in our top countries of sourcing such as Vietnam, India, and Bangladesh through programs like HERhealth, HERfinance and HERrespect, among others. The company anticipates it will reach at least 40,000 workers with HERhealth programs alone.

COMMITMENT STATUS

Although COVID-19 and shifts in sourcing strategies have impacted anticipated progress, Nordstrom remains committed to its commitment to ensure by 2025 that 90% of Nordstrom Made products are produced in factories that support women's empowerment.

PROGRESS

In 2021, Nordstrom produced nearly 45% of Nordstrom Made products in factories that offer women's empowerment training offering support to 72,000 workers, 47,000 of which are women. It is shifting its women's empowerment programming toward more workplace accountability, supporting gender equality, eliminating gender-based violence and harassment and supporting women in leadership.

Since the COVID-19 pandemic, Nordstrom has worked with its partners at BSR to test and expand a digital platform that allowed workers access to programs in Bangladesh. Digital programming has become a safer, more effective method of learning and is currently being translated to more languages for implementation in other countries.

Nordstrom is also working with BSR to create a continuous improvement plan to help facilitate long-lasting impacts for apparel companies and factories implementing BSR programs. This plan includes a Brand Responsibility Guide that describes the brand's role, objectives and checklist for factory involvement, and a Sustainability Guide that defines why, when and how the factory can ensure long-lasting impact and continuous training on a regular basis.

It also began engaging with Empower@Work, a collective that brings together several women's empowerment programs including BSR's HERproject, CARE USA, Gap Inc.'s P.A.C.E. Program and ILO-IFC Better Work. This new collaboration shares an ambitious vision for change, utilizing a platform that will help drive collective action by prioritizing workers' voices, learning from their expertise and ideas, and supporting stakeholders to embed gender equality and accelerate women's empowerment throughout the supply chain.

SHARE HOPE

COMMITMENT

Share Hope commits to enroll an additional 4,000 women workers in the HERhealth program (a training program on topics ranging from nutrition, sanitation, STI prevention and reproductive health) in four factories in Haiti and an additional 2,000 in the Gap Inc. P.A.C.E. program, with some workers participating in both programs, reaching a total of 5,000 women workers by 2022.

COMMITMENT STATUS

Share Hope has adapted its commitment due to the closure of a factory that would have made up a large part of the workers reached through HERhealth trainings. It is on track to reach its commitment of an additional 2,000 women workers trained through the P.A.C.E. program by Q1 of 2023.

PROGRESS

To date, Share Hope has trained an additional 371 women in the P.A.C.E. program in 2022 and expects to complete the remaining 379 women trained (for a total of 750) by the end of the year. Share Hope is overhauling how it views its worker health and well-being training, with efforts to incorporate a more holistic approach in which elements of both the HERhealth and P.A.C.E. programs are incorporated. It is moving forward with its Factory Clinic Improvement Program (launched in 2016) and implementing a Phase II that will incorporate training on health and wellness as well as life skills education in a format that will allow trained workers to promote health care in their families and communities. Additional capacity will be built in three to five factory clinics, enabling them to provide training in a lunch-and-learn education series. Participating nurses will be incentivized with a yearly performance-based financial reward from Share Hope.

Share Hope notes that the global economic situation exacerbated by the COVID-19 pandemic has resulted in a decrease in demand for products manufactured in Haiti, leading to several factory closures and some factories reducing their employee base by as much as 20 percent; causing stress and anxiety in factory management and taking focus away from worker wellness initiatives. Share Hope continues to support its programs despite the dire security situation and civil unrest in the country that makes it difficult to implement programs and ensure people's safety.



"There are no words to express my gratitude for this program. ... I could not miss this opportunity. Thanks to P.A.C.E I see my life in another way and I will never try to kill myself again, I used to drink alcohol to avoid my problems. P.A.C.E taught me that problems are a part of life, each person has their own problems. Life wouldn't have meaning if there were no stress and problems." – Altigracia, P.A.C.E. training participant



"It is with great joy that I tell you how proud I feel to have been able to attend this wonderful training, the trainers were very interesting and knowledgeable. This training is priceless, I feel happy because before this training I was ignorant in certain aspects of life, but thanks to this training I manage my life well and work continuously on my future. I now know all the values that I have as a woman, and I have more confidence in myself. If I could come back and attend this training again I would do it, but I must leave space to others to take advantage of this great opportunity." – Elmina, P.A.C.E. training participant

SHAHI

COMMITMENT

Shahi, India's largest apparel manufacturer, commits to partner with the Family Planning Association of India to reach 9,000 workers in six of its factories, along with more than 10,000 community members, totaling 19,000 people, with women's health information and services, including sexual and reproductive health that includes family planning, STI testing and treatment, and mother and child health by 2020. The one-year pilot will lead to a wide-scale roll out of such services across more of Shahi's factories. Due to the COVID-19 pandemic, Shahi extended its timeline to 2021.

COMMITMENT STATUS

Shahi remains committed to its target but has extended its timeline to July 2023 due to an ongoing conversation about the licensing of the Swasth Parivar ("Healthy Family") clinic in partnership with the Family Planning Association of India (FPAI).

PROGRESS

Shahi has partnered with the Family Planning Association of India (FPAI) for two health care interventions:

- The Swasth Parivar community health clinic, funded by Shahi and operated by FPAI, is in development. The location has been secured in the Peenya region of Bengaluru, Karnataka, and progress has been made on branding, procuring equipment and other commodities, and developing the Clinic Management Plan that outlines the working of the clinic. Currently, FPAI and Shahi are in conversations about the licensing of the clinic and checking legal requirements for operationalization.
- A virtual train-the-trainer program reaching 51 Shahi employees across departments to train on sexual and reproductive health topics. These trained staff will further train Shahi workers at six factories, once the health clinic becomes operational.

Shahi has also partnered with Good Business Lab (GBL) to develop a peer-to-peer support curriculum focused on sexual and reproductive health. However, due to the shutdown of a local NGO partner in this project, Project Baala, Shahi and GBL are seeking another NGO partner to help develop and implement the curriculum. Currently, there are plans to pilot in January 2023 with two small groups of workers. Based on this pilot and the learnings, the program will be rolled out to 4,500 workers.

Multiple waves of the COVID-19 pandemic in India, and subsequent lockdowns, delayed progress in setting up the health clinic, training staff, and conducting sensitization workshops for workers. Shahi reports that it is continuously evolving its action plan to overcome such challenges and inform its scale-up strategy. Currently, its focus is on operationalizing the clinic and working toward its commitment of reaching 19,000 workers and community members. Aside from sexual and reproductive health services, Shahi has also helped vaccinate 100% of its workforce against COVID-19, and is additionally extending support to migrant workers through its Migration Support Center, which supports the migrant community in Bengaluru, India, with access to information, services, and skills training.

TWININGS

COMMITMENT

Twinings made a bold commitment in 2017 to reach 40,000 workers and farmers in its supply chain in Kenya with the workplace women's health and empowerment program HERhealth. Twinings is now expanding this commitment to reach 100% of this its supply chain in Kenya by 2023, reaching 75,000 women farmers and workers. Furthermore, Twinings is also incorporating access to essential health and empowerment services in Kenya and India reaching 50,000 women by 2023.

COMMITMENT STATUS

Although the COID-19 pandemic delayed Twinings' program delivery in its project areas, it has been able to exceed its commitment of reaching workers with health information and is on track for its commitment of reaching workers with health services.

PROGRESS

Twinings has reached 66,613 workers (62,926 women workers) with access to health knowledge and information and an additional 41,668 workers (35,567 women workers) with access to health services, including mobile clinics, health care centers, and medical camps. Approximately 30% of Twinings' global tea volume comes from sites that are implementing women's health and well-being programs. Interventions include:

- Partnering with BSR to deliver the HERhealth project to smallholder farmers and tea workers, reaching 30,603 people with health education.
- Partnering with SHOPS Plus to build on the work of HERhealth and expand access to services and products for women in Twinings' supply chain. To date, SHOPS Plus conducted an assessment in Kenya and together with Twinings has initiated a pilot that has inform the development of a final strategy for Twinings. This program has reached 10,006 smallholder farmers to date.
- Providing mobile health services through mobile clinics in partnership with Marie Stopes Kenya (MSK), which includes family planning methods and products provided to small holder farmers and women tea workers, particularly reaching those in remote and rural locations where comprehensive services are not otherwise available.
- Partnering with UNICEF in India to improve the lives of women and children in tea communities in Assam by promoting a protective environment in which adolescent girls and boys are encouraged to stay in school, and by ensuring that women and children have access to quality health services and government social protection schemes. A total of 6,420 women benefitted from access to health services and knowledge on health (maternal, infant and young children nutrition).
- Improving sexual and reproductive and general health of tea plantation workers and their families in tea estates of Darjeeling, in partnership with International Planned Parenthood Federation and the Family Planning Association of India, reaching so far 13,673 women and family members with awareness and knowledge, as well as services and referrals.

The COVID-19 pandemic led to multiple disruptions in implementation of projects in most countries, delaying timelines, but partners took advantage of digital interfaces like WhatsApp for capacity building, trainings and workshops. Partners were also able to engage with communities through mass outreach via tele-consultation, IEC (Information, Education and Communication) vans, street plays, community radio, and more. Such approaches have proven successful, and Twinings puts trust in its partners to adopt efficient and impactful initiatives for program delivery and improvise where needed.



(Left) Malati (name changed), who received health services during a house visit with IPPF-FPAI project staff. She was referred to a clinic where, following doctor's consultation, she was provided with iron tablets and treated for irregular and heavy menstruation.

(Below) Alice, a tea plucker in Kenya who participated in the HERhealth program and is now a Peer Health Educator.



UNILEVER

COMMITMENT

Unilever will invest 2 million Euros to implement the 'Global Safety Framework for Rural Spaces' co-created with UN Women and guarantee access to basic health care services (including family planning, maternal and mental health), reaching 70,000 people on and around their tea estates in Kenya, Tanzania and Rwanda by 2022; Unilever will also work with partners to create an industry-wide action platform to promote women's safety and empowerment in Assam, India.

COMMITMENT STATUS

Unilever has far exceeded its targets in Kenya, Tanzania and Rwanda, reaching more than 379,000 people including community members. It has also launched its Women's Safety Accelerator Fund in Assam, India in 2021, and has reached 94,647 people.

PROGRESS

Of the total reach of its programs noted above, Unilever has reached 17,900 women workers in Kenya, Tanzania and Rwanda, and 43,283 women workers in India. In Kenya, Unilever now has 69 self-help groups, formed and sustained by women workers, actively engaged in socio-economic empowerment activities. In India, the Women's

Safety Accelerator Fund has been well received by the tea producer leadership and estate management and has made progress in closing the gap between the estates and the government in preventing and responding to gender-based violence, working to create a roadmap for women's safety in the tea sector.

Due to the COVID-19 pandemic, Unilever continued to explore more e-learning and virtual engagements to reach target groups. Particularly in India, training for management and staff on gender, gender-based violence, and laws was done online. In Kenya, Rwanda and Tanzania, Unilever offered online counselling through phone, reaching 233 employees. Unilever reports that it plans to continue using telephone counselling as a complement to in-person counseling, and to use virtual engagements where strategic.



(Left) "The company has created an equal platform for both genders, there has been an increase of the female gender working in the plantations, the voice of women is heard, grievances raised by women are heard and actions are put in place." – Asha



(Right) "Girls face discrimination like not being able to wear what they want and not being allowed to step out of the house when they want and this is something I have grown up seeing. But our choice is our rights. This is something new I have learnt. Now I know of the platforms where I can raise the issue if any woman is facing any form of violence." – Anita

2020 Commitments

PVH CORP.

COMMITMENT

PVH Corp., one of the largest fashion and lifestyle companies in the world with suppliers in over 40 countries, commits to providing professional and life skills development programs and services to 500,000 women across its supply chain by 2030.

COMMITMENT STATUS

PVH is on track to meet its commitment, having reached 12,992 individuals to date, including 8,849 women workers through factory programs, and an additional 2,993 women and 1,130 men through community programs.

PROGRESS

Over the last year, PVH has expanded its reach and accelerated progress on several initiatives that benefit women in supplier facilities and communities across the world. This includes:

- PVH is scaling its outreach to new regions and recently expanded the Gap Inc. P.A.C.E. Program that was launched in South Asia in 2019 to Ethiopia and Kenya, with plans to grow further and reach Turkey, Tunisia, Egypt and Vietnam in 2022.
- PVH is building capacity among its corporate responsibility teams and trained its first group of PVH staff trainers on the P.A.C.E. curriculum – this will allow PVH to onboard new vendor trainers without depending on a third-party organization and will help to ensure the P.A.C.E. Program can achieve scale throughout the supply chain.
- PVH launched a new, five-year, \$5 million “Project Thrive” partnership with the U.S. Agency for International Development. “Project Thrive” will reach more than 100,000 women with the provision of resources and trainings such as the P.A.C.E. Program, career enhancement trainings, and other health and well-being trainings and resources.
- PVH is a founding investor in the [Resilience Fund for Women in Global Value Chains](#), a first-of-its-kind pooled funding initiative for corporate foundations, and non-profit organizations to invest in the long-term health, well-being, and economic resilience of the women who are at the heart of global supply chains.
- PVH worked with the Mastercard Center for Inclusive Growth, and BSR’s HERproject on four digital wage and financial inclusion projects with suppliers in Cambodia and Egypt. Programming includes trainings for workers on how best to use digital wage payments and provides financial tools to help save money and budget for life expenses.
- PVH is part of the new global collaborative Empower@Work, dedicated to driving collective action for gender equity in global supply chains.
- PVH collaborated with Power of Nutrition in Bangladesh to support UNICEF’s work to improve access to maternal health care and nutrition services alongside government counterparts.

“The [PACE] program taught meto analyze a situation well before reacting... I am motivated to never give up and get upset when I face certain situations in my life. ... At work, I am more confident and satisfied with my job. I work better with my peers to complete the daily targets. Before the program we always thought as individuals.. but the program brought us together. It created an environment where we can depend on each other and motivate each other to reach the daily target.”-- Rehmete Dari Bole – a line worker Hela Sumbiri in Ethiopia, a PVH Corp. supplier

ETHIOPIAN HORTICULTURE PRODUCER EXPORTER'S ASSOCIATION

COMMITMENT

The Ethiopian Horticulture Producer Exporters Association (EHPEA), a membership organization of 126 producers of flowers, fruits, and vegetables for export, commits to expand its workplace training program, Empowering the Source, to an additional 50 member producers, reaching 40,000 workers including 30,000 women workers with health education including family planning, menstrual hygiene, maternal health, and protection from gender-based violence by 2025.

COMMITMENT STATUS

EHPEA continues to work toward its commitment, including programmatic interventions and capacity building to ensure sustainable development and gender equality throughout the sector.

PROGRESS



A knowledge exchange workshop

EHPEA has reached 11,500 workers, including 8,050 women workers through more than 50 farm visits at 30 farms offering train-the-trainer programs for farm gender committees, management staff, and workers, as well as organized knowledge exchange visits and workshops for gender committees and employers among commercial farms. It also organized different sensitization workshops with local partners like the Ethiopian Family Guidance Association, Confederation of Ethiopian Trade Union, Ethiopian Agriculture Labor Federation, and the Ethiopian Employers Federation with goals to improve worker welfare, access to information and women's empowerment in the workplace throughout the country. EHPEA also organized a national conference focused on enhancing

opportunities for women in agri-business, certified 30 farms with the EHPEA code of practice, and developed a sector wide SRHR and gender advocacy toolkit.

In addition to reaching employees with health and well-being information, EHPEA is also reaching management and employers with information on the business case of investing in gender equality and equipping them with gender-sensitive management skills.



Women in Agribusiness national conference hosted by EHPEA



On-farm Gender Committee and general workers training.

FARIDA GROUP

COMMITMENT

Farida Group, India's largest shoe manufacturer, commits to expanding its Worker Champion program to reach its 25,000 women workers with training and awareness on reproductive and maternal and child health, prevention of sexual harassment, financial literacy and professional advancement by 2024.

COMMITMENT STATUS

Farida is making progress on its commitment, having reached 4,700 women workers to date. The third wave of COVID-19 in India in 2021 hindered planned progress, but Farida has already begun to cover the shortfall in 2022. Farida is considering expanding its commitment to reach family members of its employees.

PROGRESS

Farida Group recently conducted a worker health study amongst its employees, which showed that health among its women workers was one of the major reasons for absenteeism and loss of income. The study reinforced Farida's commitment to investing in the health and well-being of its women workers. Farida continues to roll out its Worker Champion programming throughout its workforce, and has also focused efforts on a vaccination drive for its workforce and community and a livelihood project for women in its community which it is expanding and scaling up.

Due to the COVID-19 pandemic, Farida Group has made adaptations to its programming, including equipping all training rooms with internet and multimedia infrastructure to enable trainings by webinar, and rolling out digital modes of training and e-learning. It reports that trainers quickly adapted to digital learning and experienced higher participation rates.

DEL MONTE KENYA LIMITED

COMMITMENT

Del Monte Kenya Limited, a regional leader in exports of fresh pineapple juice and canned pineapples, is committed to reaching 10,000 women employees and community members with reproductive health information and services through company-led programs by 2024.

COMMITMENT STATUS

Del Monte Kenya Limited has reached 5,429 women—more than halfway toward its goal—with health and well-being programs both in and out of the workplace.

PROGRESS

Del Monte Kenya Limited has reached women workers and community members through a number of initiatives including:



Distributing menstrual hygiene products to 150 girls aged 10-20 years.

- Menstrual hygiene and health programs distributed 9,000 sanitary towels to teenage girls in local community primary and secondary schools to help girls stay in school. It has also partnered with a community-based organization, “Stand Up for Her,” to reach girls in need with menstrual hygiene products and empowerment skills. The girls are empowered to manage their menstruation safely, hygienically, with confidence, and without shame.

- Providing in-house prenatal, antenatal, and post-natal care services to more than 100 pregnant female employees. We educate employees on how to stay healthy during pregnancy, the importance of family planning and child immunization, and put more emphasis on exclusively breastfeeding for six months. Additionally, we offer training and support on how to handle stress, which helps them overcome post-natal depression. We have a breastfeeding room on-site which supports lactating female employee express milk while at work. This has led to high productivity at work with minimum absenteeism, especially following maternity leave.



Prenatal care classes.

- Awareness training on gender-based violence and sexual harassment, including working closely with peer educators who conduct outreach to colleagues in the workplace and in the community to spread awareness about gender-based violence and sexual harassment, and how to report it.

- An integrated family planning program which employees can receive a comprehensive range of contraception and access health services. We have also partnered with the Murangá County Government’s Ministry of Health to build the capacity of the medical personnel in its in-house medical clinics, including family planning education and services and cervical cancer screening.

- Sexually transmitted diseases, including HIV/AIDS, screening, diagnosis, treatment, and follow-ups. We are a source for commodities from the Ministry of health Muranga' which are accessible at their health facilities as an HIV AIDs/STI prevention measure.

The COVID-19 pandemic interrupted some planned activities, including community medical camps, which Del Monte Kenya Limited plans to resume this October. Overall, Del Monte Kenya Limited has seen its investments in the health and well-being of its employees increase productivity and reduce absenteeism, while meeting the needs of its community.

“The Del Monte Kenya menstrual hygiene management program was very beneficial. It was informative and the mentorship sessions provided very good guidance and counselling for the girls. Their donation of sanitary pads helped in alleviating the challenges faced by some of teenage girls who can't afford to buy them.” - Ms. Regina Ndunge Muli, coordinator for “Stand Up For Her” program that benefited from Del Monte Kenya Limited’s menstrual hygiene management program.

2021 Commitments

APPL

COMMITMENT

Amalgamated Plantations Private Limited (APPL), the second-largest tea producer in India, commits to nurture a healthy, hygienic, and safe workplace and community for 35,000 women workers and community members in India by providing family planning and reproductive health services across 25 tea estates of Assam and Doars in West Bengal by 2025.

COMMITMENT STATUS

APPL is on track to meet its commitment through a number of programs focusing on maternal and infant care, family planning, menstrual hygiene management, gender-based violence, and more.

PROGRESS

APPL has made progress on a number of interventions in its workforce, including focuses on:

- **Maternal and infant care:** APPL has reached 3,859 women with antenatal care in tea garden hospitals, including awareness sessions on antenatal and infant care, direct service provision, and deliveries. More than 2,000 women were also connected to government services for monetary benefits. Additionally, 1,793 women have received postnatal care at the tea garden hospitals, and thousands of infants have been vaccinated and provided nutritional supplements.
- **Family planning:** APPL has reached 8,174 couples with counselling for family planning, with contraception provided to 6,220 women and 4,564 men. Tea garden hospitals also stock contraceptive options to reach people in more rural and remote areas.
- **Menstrual hygiene management:** APPL has held 541 awareness sessions on menstrual hygiene on the tea estates, reaching 21,939 women and adolescent girls and following up with access to quality and affordable menstrual hygiene products. Now, 90% of the workplaces on the tea estates have products available for women in need. It also implemented its Project Jalodhari on three tea estates to strengthen existing menstrual hygiene management systems by creating safe spaces for women and adolescent girls to talk about menstruation and receive products.
- **Gender-based violence:** APPL held 257 awareness sessions reaching 12,711 women on the tea estates to have open discussions on violence afflicted by intimate partners.

In addition to these core areas of focus, APPL also held health camps to vaccinate against COVID-19 and conducted outreach on COVID-19 mitigation techniques; held tuberculosis screening camps and provided follow up care at tea garden hospitals; hosted community awareness sessions on proper nutrition and set up more than 9,700 kitchen gardens across 25 communities, and ran a nutrition program reaching pregnant and lactating mothers.

ARVIND

COMMITMENT

Arvind Ltd., a global leader in textiles, commits to providing sexual and reproductive health information and services for 12,000 of its women workers across three states (Gujarat, Karnataka, and Jharkhand) in India by 2024.

COMMITMENT STATUS

Arvind's commitment has been put on hold and hence is no longer active. Arvind launched its commitment in 2021 with a pilot program called the Young People Empowerment Program (YPEP), in partnership with Samhita-Collective Good Foundation, which reached 252 women workers in the Gujarat state. This was a three-year program to equip women workers with workplace skills and abilities and to improve their overall health and well-being. Arvind's commitment was affected by the pandemic in which the program was started then halted several times, creating significant disruptions.

All the participants in the original pilot program had changed. Hence, Arvind has ended the program and is planning to set up a shorter and modular version of the program that equips the women workers with workplace skills, life skills and overall health and wellbeing in a shorter duration than what was planned earlier.

For the near term, Arvind is opting out of its commitment and but will consider joining again once it has set up and tested the pilot with a new set of participants.

NOVARTIS

COMMITMENT

Novartis SSA commits to reaching 40,000 workers, community members, and schoolgirls, including 20,000 women workers, in small- and medium-sized enterprises and surrounding communities with health education, products, and services on reproductive health and family planning in at least five countries in East, West, and Central Africa through its Healthy Family Program by 2023.

COMMITMENT STATUS

Novartis SSA has exceeded its commitment, reaching more than 90,000 people, including 60,000 women, through its Healthy Family Program.

PROGRESS

Novartis SSA has reached tens of thousands of people, including women workers and community members, through interventions including:

- The Novartis SSA senior leadership team engaged Mnarani Secondary School in Kilifi County in Kenya in partnership with the Rotary Club of Kilifi and Rotary District 9212 where a donation of annual supply of sanitary kits was provided to 250 girls to reduce period-absentees during school term. Boys and girls at the school also participated in life skills and career talks to build their confidence and decision-making for their careers and futures.
- Through the Health Family Program, Novartis SSA partnered with the with Christian Health Association of Kenya and Kenya Conference of Catholic Bishops in Kenya to increase access to healthcare through education and awareness, screening, strengthening early diagnosis and treatment across a wide range of disease areas. The programs were able to reach more than 150K people with key health messages and more than 90K were screened and those with parameters requiring further consultation were linked to the health facilities. In Ethiopia, Novartis SSA continued its collaboration with the Tropical Health Education Trust to implement the Healthy Family Program, reaching community members with health and

well-being information, awareness, screening, and treatment. And in Uganda, the Healthy Family Program partnered with the Uganda Protestant Medical Bureau and Uganda Catholic Medical Bureau with a focus on awareness and education, screening, early diagnosis, and treatment as well as establishment of patient support groups whose membership are mainly women with chronic conditions.

- It has also continued to partner in Kenya with Procter & Gamble to strengthen menstrual health and period pain management by training nurses working in girls' schools; training also includes life skills, adolescent development, and crisis management.

Building on lessons learned during COVID-19, the Health Family Program is blending in-person and virtual webinar trainings for health care workers, and is using solar-charged audio and teaching towers to reach communities in rural areas with key health messages through a new program in partnership with Judea Hope.



(Above) Novartis SSA's Mother's Day dinner for women associates; (Below) A menstrual hygiene partnership with the Mnarani Secondary School in Kilifi County, Kenya.



KENYA TEA DEVELOPMENT AGENCY FOUNDATION

COMMITMENT

KTDA Foundation, the not-for-profit subsidiary of the Kenya Tea Development Agency, commits to reach 300,000 smallholder tea farmers and farm workers, including at least 150,000 women, with health programs and social and economic empowerment initiatives by June 2023. The commitment is expected to have a ripple effect reaching up to one million people indirectly through interaction with people who have received the knowledge, skills, and services.

COMMITMENT STATUS

KTDA Foundation is on track for its commitment, having directly reached 62,136 smallholder tea farmers and workers (more than half of whom are women) and, by extension, 217,476 household members. It expects to exceed its goal by June 2023.

PROGRESS

- KTDA Foundation has made progress using several interventions, including:
- The Healthy Diets for Tea Communities is an initiative supported by the Global Alliance for Improved Nutrition (GAIN) and the Ethical Tea Partnership (ETP), a behavior change project focused on creating demand for nutritious foods and improving diets among smallholder tea farmers in Kenya through cooking demonstrations, kitchen gardens, composting training, and training of kiosk sellers.
- Access to primary healthcare through medical camps in which farmers are offered health screening services, medication, and referrals, with a focus on Non-communicable diseases (NCDs) at no cost.
- Ongoing Financial Literacy program for farmers, workers and factory staff.
- The Building Bridges for Women’s Economic Empowerment program in partnership with Women Win offers a “train the trainer” program for five gender committees in factories on various empowerment topics based on individual factory needs; and the development of a manual that will cascade the intervention to 65 additional KTDA-managed factories. The program has also supported the training of women workers, both casual and permanent in various topics of interest, e.g. financial literacy, personal development, and employment rights among others.
- Promotion of climate-friendly cooking in tea-growing communities in Kenya which is part of the Green Climate Fund (GCF), the Foundation is accelerating the growth of the improved cook stoves (ICS) market through interventions that enhance the supply and demand of ICS in the tea-growing communities.
- Empowerment “field days” for tea farmers and household members on clean cooking, kitchen gardens, and avocado farming.
- Through Enhancing Livelihood Fund, which has supported four KTDA factories and their catchment areas in Kenya to replant moribund tea bushes with an aim of increasing their resilience to climate change; supporting the farmers while the re-planted bushes matured and started generating income.

Throughout all interventions, KTDA has two learnings: the first is that interventions for women’s economic empowerment through collective action have been most impactful, and the second is that the public-private partnership model and joint interventions leverage the best of both worlds to best serve farmers and communities.

“The training had a positive impact on me as it has increased my knowledge of Gender-Based Violence and the legal frameworks supporting inclusion in decision-making ... I will endeavor to share this knowledge with leaders as well as farmers from the five factories that I represented during the training and be a better leader by utilizing the additional knowledge I had acquired on the qualities of a good leader during the training.” -- Susan Njeri – Tea Extension Service Assistant, Kangaita Tea Factory (Beneficiary of the Building Bridges for Women’s Economic Empowerment program)

“I have gained additional knowledge on gender and related concepts, leadership, grievance redress mechanisms and two-way communication from this training. I will be able to utilize these skills to train the farmers in my daily work routine, during field visits and at the collection centers.” -- Peter Maina- Tea Extension Service assistant, Kangaita Tea Factory (Beneficiary of the Building Bridges for Women’s Economic Empowerment program)

“This medical camp has been of great help as I have been tested and screened. I am healthy only that I have been found with an eye problem and I have been referred to Embu hospital. This has made me happy.” -- Selly Njagi, 45-year-old tea farmer, Beneficiary of Kathangariri Tea Factory Medical Camp

MT. KENYA WEST WOMEN IN COFFEE (WESTWIC)

COMMITMENT

Mt. Kenya West Women in Coffee (WESTWIC), a women-led membership organization of 50 coffee estates and cooperatives, commits to reaching 15,000 workers, 70% of whom are women, with family planning, reproductive health, nutrition, and other health information and services by 2024.

COMMITMENT STATUS

WESTWIC is in progress with its commitment and has to date reached 5,000 people, including 1,500 workers, 1,200 of which are women.

PROGRESS



A health and well-being session on a WESTWIC estate.

WESTWIC has focused on creating the structures to execute its programming and expects to make further progress as it reaches the endpoint of its commitment. COVID-19 impacted its work greatly, slowing its preparation and programming and reducing its main revenue stream. WESTWIC reports that climate change is also a real threat and it is seeing farmers abandon their trade, leading to a loss of workforce. It is adapting to the post-pandemic climate with investments in smart phones and digital learning.

TATA COFFEE LTD.

COMMITMENT

Tata Coffee Ltd. (TCL), one of the world’s largest integrated coffee companies with plantations, curing, roasting and extraction capabilities, commits to improve the health and well-being of 7,500 women workers in the plantations and surrounding communities in Kerala, Karnataka and Tamil Nadu, India by 2024.

COMMITMENT STATUS

Tata Coffee has made progress on its commitment, reaching 2,677 people, including 433 remote tribal women workers to date.

PROGRESS

Tata Coffee has reached 2,115 people with health screenings with a focus on anemia, non-communicable diseases like hypertension and diabetes, menstrual hygiene, and cancer screenings (including breast, cervical and GI cancers) for women workers, tribal women, and dependents. Fourteen camps have been held in three states of India – Karnataka, Kerala and Tamil Nadu. Tata’s teams of doctors and nurses collaborate closely with village administrative bodies and tribal leaders to increase awareness of health camps. Many women attending the health



camp are accompanied by their family members, and services are also extended to them. At the camps, more than 2,500 women were screened for anemia, and more than 500 women were screened for cervical cancer. Counselling was also offered for rural women, often for the first time.

Due to the COVID-19 pandemic, health screenings were paused during the second wave of infections for three months (October through December 2021) due to travel restrictions and shifted focus on COVID-related activities.

Tata Coffee continues to provide health screenings for its employees and tribal women via organized monthly camps close to the remote tribal settlements. Its vision is to provide quality health care at an affordable cost for women from marginalized communities, and to create a sustainable health care model for women in rural India.

“I was in my second pregnancy and I had attended the health and hygiene awareness programs conducted by the medical team of Tata Coffee. Their briefing on women’s health, necessity of family planning and pre-natal and post-natal maternal health was an eye-opening session for me. I had undergone regular checkups and treatments and follow up checkups as advised by the Doctors at RIHP Hospital. Though, it was a normal delivery, I had decided to opt for family planning surgery and undergo tubectomy. I would like to express my sincere gratitude to the medical team for all their support and timely advises. My child and I am healthy and happy.” – Sabeena, an employee at a Tata Coffee plantation



The United Nations Foundation’s [Universal Access Project](https://www.universalaccessproject.org) works with companies that have large global supply chains employing millions of women workers to improve the health and well-being of their workers. To learn more about these commitments and explore the business case for investing in workplace women’s health and empowerment, visit www.universalaccessproject.org/drive-private-sector-action.