**PRIVATE SECTOR ACTION FOR WORKPLACE WOMEN’S HEALTH AND EMPOWERMENT**

**COMMITMENT FORM**

**Background**

Millions of women work in global supply chains around the world; and within sectors such as garment manufacturing, floriculture, cocoa and tea picking and processing, fish processing, mobile phone production, and tourism, women dominate, comprising between 50 and 80 percent of the workforce. These women face challenges and discrimination their male coworkers do not, ranging from lower pay, to limited advancement opportunities, to sexual harassment, and lack of access to essential women’s health information and services needed to live healthy, productive lives. The COVID-19 pandemic has exacerbated these challenges, disproportionately affecting women. Companies employing these women increasingly understand the importance of investing in women’s health and wellness programs to ensure women workers are healthy and empowered and their businesses thrive. As supply chains become more transparent, consumer demand for ethically made products increases, and companies pursue a triple bottom line, the business case for worker well-being has never been stronger.

The United Nations Foundation, together with the Bill & Melinda Gates Foundation, the UK’s Department for International Development, and Merck for Mothers, has launched the Private Sector Action for Workplace Women’s Health and Empowerment Initiative to work with global companies with large global supply chains, subsidiaries, national manufacturers and associations employing millions of women workers, to take action to improve the health and well-being of their workers in order to contribute to the Sustainable Development Goals while also generating business returns.

**What Making a Commitment Means**

By making a commitment to this Private Sector Action for Women’s Health and Empowerment Initiative to advance workplace women’s health and empowerment, companies are *publicly pledging* to take action to improve the health and well-being of the workers making their products or providing their services. Commitments will be featured by the United Nations Foundation and partners through channels and events including:

* **Media** – press release
* **Content** – blogs, Q&A’s, and opinion-editorials
* **Social Media** – social channels including Facebook (570k+ followers), Twitter (600k+ followers), and Instagram (443k+ followers)
* **Events** – virtual and future in-person, high profile events
* **Partner Networks** – United Nations Foundation partner channels including the United Nations Association of the United States of America, the Gates Foundation, Global Citizen and more
* **Website** – All commitments will be featured on UNF’s site: <https://www.privatesectoractionforwomenshealth.com/>

Commitment makers will also be provided with:

* Speaking role at virtual or in-person events to announce the commitment
* Access to private, high-level dinners during major events or conferences such as the UN General Assembly in New York or the Generation Equality forum in Paris.

**What is a meaningful commitment?**

A meaningful commitment can take many forms, but these are key attributes:

* *Must* commit to a workplace women’s health and well-being initiative that addresses reproductive health, including contraception, menstrual health, reproductive cancers, STIs, and gender-based violence screens. *Ideally* it also includes nutrition & anemia, water & sanitation, pre & post-natal care, infectious diseases, vaccinations, non-communicable diseases, and mental health.
* *Must* ensure workers have access to information **and** services on these health topics. Services can be provided through such measures as improving workplace clinics, referring to local providers, partnering with local providers to provide services on-site, and offering health insurance.
* *Good to have* a workplace women’s health and well-being initiative that include protection from violence and harassment including violence, harassment training for workers & supervisors; violence, harassment grievance mechanism & process for remediation; partnerships with organizations to provide legal, health, and psychosocial services to survivors; and access to safe transport (where relevant).
* *Good to have* a workplace women’s health and well-being initiative that include economic empowerment and professional development, including skills development, promotion/leadership programs, financial services and banking (include digital), micro-finance and insurance schemes, fair remuneration (formal contracts), and unpaid care support.
* *Must* be measurable (number of workers), timebound (by when), include specific countries reached (where), and list a specific intervention (with what).
* *Must* be tied to systemic changes or embedded in business structures or processes that ensure sustainability, such as tying the initiative to sourcing decisions (Nordstrom), percentage of production and supply chain (Levi Strauss &Co.), or offering reproductive health and family planning as ongoing, sustained services in workplace clinics (Fresh Del Monte Kenya).

**Reporting and Verification:**

* Commitment makers will be asked to submit annual progress reports.
* Commitment makers must provide public verification that the commitment was made (e.g. a budget line in their annual financial report, a press release, etc.). This verification must be external to announcements made on UNF’s website.

**Examples of Meaningful, Timebound, Measurable Commitments**

* **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.
* **Nordstrom** commits to sourcing 90 percent of all Nordstrom made products from factories that support women’s empowerment by 2025, reaching 75,000 workers in countries including China, Vietnam, India, and Bangladesh. Through this commitment, Nordstrom will implement BSR’s HERhealth, HERfinance, and HERrespect – workplace training programs providing education on women’s health issues such as menstrual hygiene, family planning, maternal health, reproductive cancers and referral resources; education on savings and borrowing; and training on how to prevent and address workplace harassment and gender-based violence.
* **Inditex,** aglobal fashion group, commits to expand its Women Empowerment Strategy in its supply chain to reach more than 1 million female workers with health, protection, and empowerment programs by 2022, and specifically commits to reaching at least 70,000 women workers with health care services such as maternity and reproductive health care by 2022.
* **MAS Holdings,** South Asia’s largest apparel manufacturer, commits to expand its Women Go Beyond program, which gives all workers information, services, and refresher trainings on women’s health and well-being to reach an additional 10,000 people, including new recruits and families of workers, by 2021. The Women Go Beyond program partners with various organizations including the Family Planning Association of Sri Lanka, UNFPA, and government medical officers’ associations.
* **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.
* **Twinings**, the international tea company, commits to reach 100% of this its supply chain in Kenya by 2023, reaching 75,000 women farmers and workers with the workplace women’s health and empowerment program HERhealth. Twinings is also committed to advocating for workplace women’s health and empowerment through the tea sector in Kenya, in order to potentially reach more than 300,000 women over the coming years. Twinings is also incorporating access to essential health and empowerment services including menstrual hygiene products, contraception, maternal and infant care, cancer screenings, STI screenings and other critical services in Kenya, Malawi, and India reaching 50,000 women with health services by 2023. Twinings will work with service providers, producers, and government officials, to collect impact data and help build the business case for broader adoption of workplace women’s health and empowerment initiatives.
* **Fresh Del Monte Kenya** has committed to reach 10,000 women amongst its employees and surrounding community by 2024 by providing reproductive health information and services as well as addressing other critical health needs. Del Monte Kenya also plans to expand their on-site health services in the existing company’s health clinics and provide reproductive health services and family planning

**Commitment Form**

**About the commitment-maker:**

|  |  |  |  |
| --- | --- | --- | --- |
| ***Primary Organization Name*** |  | | |
| *Headquarters Location* |  | | |
| *CEO/President Name* |  | | |
| *Point of Contact (POC) for communications related to commitment* | **Name** | **Title** | **Email** |
|  |  |  |
| *If this is a multi-partner coalition-based commitment, specify the other organizations that are part of this commitment in the following rows. (Please submit only one form per commitment.)* | | | |
| ***Organization 2:*** | | | |
| *Organization Name* |  | | |
| *Headquarters Location* |  | | |
| *CEO/President Name* |  | | |
| *Point of Contact (POC) for communications related to commitment* | **Name** | **Title** | **Email** |
|  |  |  |
| ***Organization 3:*** | | | |
| *Organization Name* |  | | |
| *Headquarters Location* |  | | |
| *CEO/President Name* |  | | |
| *Point of Contact (POC) for communications related to commitment* | **Name** | **Title** | **Email** |
|  |  |  |
| *Insert additional lines as needed.* | | | |

1. **What issues does your commitment cover?** 
   1. Please check all topics covered by your workplace programs and add additional detail if you wish. \*Required.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Topics** | **Information** | **Services** | **Extends to Family, Community** | **Additional Detail** |
| Contraception\* |  | via workplace clinics  via referrals to providers  on-site with partners |  |  |
| Menstrual Health\* |  | via workplace clinics  via referrals to providers  on-site with partners |  |  |
| Reproductive Cancers\* |  | via workplace clinics  via referrals to providers  on-site with partners |  |  |
| Sexually Transmitted Infections\* |  | via workplace clinics  via referrals to providers  on-site with partners |  |  |
| Gender-Based Violence Screen\* |  | via workplace clinics  via referrals to providers  on-site with partners |  |  |
| Nutrition & Anemia |  | via workplace clinics  via referrals to providers  on-site with partners |  |  |
| Water & Sanitation |  | via workplace clinics  via referrals to providers  on-site with partners |  |  |
| Pre- & Post-Natal Care |  | via workplace clinics  via referrals to providers  on-site with partners |  |  |
| Infectious Disease (e.g. malaria) |  | via workplace clinics  via referrals to providers  on-site with partners |  |  |
| Vaccination |  | via workplace clinics  via referrals to providers  on-site with partners |  |  |
| Non-communicable Disease (e.g. anemia) |  | via workplace clinics  via referrals to providers  on-site with partners |  |  |
| Mental Health |  | via workplace clinics  via referrals to providers  on-site with partners |  |  |
| Anti-harassment training for workers & supervisors |  | |  |  |
| Violence, harassment grievance mechanism |  | |  |  |
| Violence, harassment process for remediation |  | |  |  |
| `Partnerships with organizations to provide legal, health, and psychosocial services to survivors |  | |  |  |
| Access to safe transport |  | |  |  |
| Skills development |  | |  |  |
| Promotion/leadership programs |  | |  |  |
| Financial services and banking (include digital) |  | |  |  |
| Micro-finance and insurance schemes |  | |  |  |
| Fair remuneration (requiring formal contracts) |  | |  |  |
| Unpaid care support (parental leave, childcare, breastfeeding) |  | |  |  |

1. **How many workers do you plan to reach total through your commitment?**

*These should be new workers reached from the time of the commitment through the end target date selected by the company. “Reached” is defined as workers who have received workplace women’s health and empowerment information and/or services (as outlined in question one) as a result of the company’s actions*

* 1. What portion or number of these are women?
  2. If you plan to extend your commitment to family and community members, how many family and community members to you plan to reach?

1. **Please explain how your commitment will be sustained. Ideally your commitment will be tied to your sourcing decisions.**

*For example, Levi Strauss & Co. aims to produce 80% of its product volume in Worker Well-being factories, impacting 200,000 workers, by 2020.*

1. **How much do you plan to invest?**

*If you are not investing a specified amount, please describe the value of your investment (e.g. estimated value of in-kind contribution) or the percentage of your investment (e.g. ensuring 50% of product volume is purchased from factories implementing program).*

a. How is your company funding the programs and services you are providing?

1. **What are your timing goals?**

*For example, you plan to reach X workers by 2023 and you plan to purchase 50% of your product volume by 2025, etc.*

1. **In which countries will workers be reached by your commitment? Please include how many workers will be reached in each country.**
2. **Is this a new commitment or an expansion of an existing commitment?**

*If this is an expansion of an existing commitment, please explain how you are expanding. (e.g. Reached 100,000 workers, planning to reach 200,000 workers by 2025).*

1. **Why are you making this commitment?**

*Please provide quotes from spokespeople if available. Note, this will be used for the press release, social media, and the website. For example: “Healthier, empowered and sustainable communities are essential to ensuring strong supply chains, but also we believe working to improve lives in our supply chain is the right thing to do. Women form most of the workforce in tea gardens, but sexual health and reproductive rights can be a barrier to their development. When women and girls thrive, so do their societies. That’s why we are committed to empowering women in our supply chain through health and education,” said Céline Gilart, Head of Social Impact at Twinings.*

1. **Please share your company’s internal reporting framework and timeline to monitor the commitment and document progress.**
2. **Please describe your commitment below using the SMART principles, i.e. Specific, Measurable, Achievable, Realistic and Time-Bound. (400-word limit)**

*For example, Nordstrom commits to sourcing 70 percent of all Nordstrom made products from factories that support women’s empowerment by 2023, reaching 75,000 workers in countries including China, Vietnam, India and Bangladesh.*

**11. Are there any barriers to the commitment being implemented or fulfilled (e.g. a change in executive leadership, an economic downturn, etc.)?**