**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. Despite their dominance in these sectors, women often 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. Companies employing these women have begun to 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 increasingly pursue a triple bottom line, the business case for investing in 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 an initiative – Private Sector Action for Workplace Women’s Health and Empowerment - to work with companies with large global supply chains 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 women’s workplace health and well-being, 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 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);
* **Partner Networks** – United Nations Foundation partner channels including the United Nations Association of the United States of America, Better World Campaign and more.
* **Website** – All commitments will be featured on UNF’s site: [www.PrivateSectiorActionforWomensHealth.com](http://www.PrivateSectiorActionforWomensHealth.com).

**What is a meaningful commitment?**

* *Must* commit to workplace women’s health and well-being initiative, including at least contraception, menstrual health, reproductive cancers, STIs, and gender-based violence screen, and *ideally* includes nutrition & anemia, water & sanitation, pre- & post-natal care, infection disease, non-communicable disease, mental health.
* *Must* ensure workers have access to information AND services on these health topics, including through measure such as improving workplace clinics, referring to local providers, partnering with local providers to provide services on-site.
  + For example, Twinings committed to ensure 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.
* *Good to have* workplace women’s health and well-being initiative includes 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* workplace women’s health and well-being initiative includes 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), unpaid care support.
* *Must* be measurable (number of workers), timebound (by when), include specific countries reached (where), and list specific intervention (with what).
  + For example, Columbia Sportswear committed to reach 150,000 workers, 75 percent of whom are women, by 2025 in Bangladesh, China, India, Indonesia and Vietnam, with trainings on health, financial inclusion, and gender equality through the HERproject.
* *Must* be tied to sourcing decisions to ensure sustainability.
  + For example, Nordstrom committed 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.

**Commitment Form**

**About the commitment-maker:**

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| ***Primary Organization Name*** |  | | |
| *Headquarters Location* |  | | |
| *CEO/President Name* |  | | |
| *Point of Contact (POC) for Communications related to commitment* | **Title** | **Email** | **Phone** |
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| *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* | **Title** | **Email** | **Phone** |
|  |  |  |
| ***Organization 3:*** | | | |
| *Organization Name* |  | | |
| *Headquarters Location* |  | | |
| *CEO/President Name* |  | | |
| *Point of Contact (POC) for Communications related to commitment* | **Title** | **Email** | **Phone** |
|  |  |  |
| *Insert additional lines as needed.* | | | |

1. **What issues does your commitment cover?**
2. **How many workers do you plan to reach total through your commitment?** 
   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?
3. **Please explain how your commitment will be sustained. Ideally your commitment will be tied to your sourcing decisions.**

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).*

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 press release, social media, and 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 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. 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. Given the importance of women’s health to their empowerment, the majority of Nordstrom-supported programs will be focused on health education, resources and services. Nordstrom anticipates it will reach at least 40,000 workers with HERhealth by 2023.*

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