



**Moving the Needle in Global Supply Chains:  
Private Sector Action for Women's Health and Empowerment Progress Report**  
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**H**undreds of millions of women in developing countries work in global supply chains, and when the current COVID-19 pandemic eases, we can expect them to continue to enter the formal workforce at unprecedented rates. But too often, the needs of these women workers – from basic health care, to protection from harassment and violence, to economic empowerment – are neglected. Companies employing millions of women in their global supply chains have an opportunity to invest in the health and well-being of their workforce – meeting the fundamental health and rights of their employees and supply chains while building a healthier, more productive workforce.

In 2019, 11 global companies ([Twinings](#), [Inditex](#), [Ethical Apparel Africa](#), [MAS Holdings](#), [Nordstrom](#), [Lindex](#), [Share Hope](#), [Unilever](#), [Columbia Sportswear Company](#), [Shahi](#), and [Hela Clothing](#)) announced new and expansive commitments to improving the health and well-being of a combined hundreds of thousands of women workers and community members in supply chains around the globe. Through the UN Foundation’s [Universal Access Project](#) and its [Private Sector Action for Women’s Health and Empowerment](#) initiative, commitment makers outlined bold, measurable and time-bound plans to reach women workers with health and empowerment information and services like contraception, maternal health care, menstrual health care, leadership training, anti-harassment programs, reproductive cancer screenings and more. While the reach of these commitments is broad, it’s important to recognize that all are centered not on the numbers reached, but on the health, rights and needs of the individual woman. When women can control their own health and well-being, it is a basis from which they can realize other rights and determine their own lives and futures.

The world has fundamentally shifted since these commitments were made: The COVID-19 pandemic has upended life as we know it around the world, with disproportionate economic and health impacts on girls and women, particularly those who are already marginalized or lacking access to care – sparking rises in gender-based violence, decreased access to essential health services and putting even greater care and economic burdens on girls and women, who account for [70%](#) of health and social workers globally. The crisis has also devastated global corporations and supply chains, particularly in the apparel industry, where supplier operational status and production levels are halted and difficult to predict.

But self-reporting from commitment-making companies a year after their pledges show that, across the board, **companies remain committed to their efforts to invest sustainably in the health and well-being of their women workers.** None have been exempted from the impacts of the pandemic: Timelines are changing, approaches are shifting and tactics are adapting to our new COVID-19 reality. In some instances, companies are doubling down on their commitments – adjusting targets to reach even more women workers than originally anticipated. It’s clear that, despite global turmoil, companies are recognizing – and taking action on – the importance of the near- and long-term economic resilience, health and well-being of women who form the backbone of global supply chains. It’s what women want, and a win for business.



# TWININGS

## 2019 COMMITMENT

Twinings, a global tea and beverage company, commits to reach all of its 75,000 female supply chain farmers and workers in Kenya with the HERhealth training program by 2023. Additionally, Twinings will incorporate access to essential health and empowerment services including menstrual hygiene, contraception, maternal and infant care, cancer screenings, STI screenings and other critical services in Kenya, Malawi and India, reaching 50,000 women workers with health services by 2023.

## COMMITMENT STATUS

Twinings remains committed to reaching its targets and is on track to reach its 75,000 target on the current timeline. However, COVID-19 delays are impacting its work in Kenya, India and other countries means progress against its 50,000 target is delayed and the timeline is extended.

## 2020 PROGRESS

Although COVID-19 has led to temporary suspension of project activities in tea communities, impacting project objectives, budgets and timeline, Twinings has made notable progress since its 2019 commitment and is teed up for further action. In Kenya, through the BSR HERhealth training program, Twinings has reached 34,393 women workers with health education including reproductive health and family planning, sexually transmitted infections, menstrual hygiene, pre- and post-

### MEET JOSEFINE

*"I feel grateful and lucky having attended all HERhealth training topics which has opened my eyes to take health related issues with the seriousness that it deserves."*



natal care, nutrition, and non-communicable disease. This program includes providing training to peer health educators on essential issues among women workers in tea gardens. Once trained, these peer educators share their knowledge with other workers, farmers, friends, and family. Twinings has also established a partnership with Sustaining Health Outcomes through the Private Sector (SHOPS Plus) to build on the education work done by HERhealth by expanding access to services and products for women workers and farmers. This partnership will pilot a strategy for Twinings to sustainably expand access to health products and services for women in its Kenyan supply chain, while documenting lessons learned to apply to Twinings' other supply chains. This program is still in the development phase, as the necessary health center is being renovated. Twinings is additionally planning to partner with Marie Stopes Kenya for mobile health service delivery for women workers in its supply chain, and, when launched, the mobile team is expected to reach remote and rural locations where comprehensive services are not yet available.

In India, in partnership with International Planned Parenthood Federation and its partner Family Planning Association of India, Twinings has reached 6,551 women in tea estates in Darjeeling through its efforts to address a wide range of health issues and provide sexual and reproductive health information and services, while also advocating to local government health ministries to strengthen the health services offered to tea garden workers in their communities

and demonstrating to tea producers the business benefits of ensuring their workers have access to general health, especially focusing on reproductive health services. Separately, as part of a program to improve the lives of women, adolescents, and children living in the tea gardens in Assam, Twinings in partnership with UNICEF has reached more than 4,500 mothers in tea estates of Assam with information on healthy diets and maternal, infant, and young child nutrition. The project has additionally reached 9,799 young women, who are daughters of the tea workers, enabling them with access to information and support on health issues especially around nutrition and anaemia and safe and protective environments.

## **INDITEX**

### **2019 COMMITMENT**

Inditex, global 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.

### **COMMITMENT STATUS**

Inditex remains committed to reaching targets on the current timeline. Inditex is working to adapt its strategy and define new lanes of action in order to continue its gender equality and women's well-being work in and beyond the crisis and determine a realistic timeframe. It is also exploring and testing new approaches for virtual engagement and training for workers in response to physical distancing

### **2020 PROGRESS**

Inditex's Women's Empowerment strategy focuses on health, protection, and empowerment to encourage men and women working in its supply chains to enjoy the same rights and opportunities. Through projects aligned with these three pillars, and under its commitment announced in 2019, Inditex has reached 26,600 women workers with onsite projects, an additional 140 suppliers and manufacturers with 126,326 workers trained in subjects related to women's empowerment, and has trained 71 local organizations in India on prevention of the practice of Sumangali, an abusive employment practice that primarily affects young female workers.

Programs under the “Health” pillar include the Sakhi Health Program in India, which was rolled out in 18 factories in 2019 and trains workers through a “train the trainer” model on health, nutrition, hygiene, reproductive health, and more. Inditex also implemented a program in 15 factories and suppliers in Morocco to improve the health and social care of textile workers. Under the pillar of “Protection,” a program at three factories in Turkey is focused on analyzing and providing recommendations for a gender-based approach in human resources management, and in India, the Sowbhagyam Project works to end Sumangali while the Sakhi Worker Well-being program rolled out in eight factories



*“The factory trainers are currently delivering life skills training to the entire workforce, and the health module has been prioritized as it was recognized as an immediate need for the workforce. The other life skills modules will be gradually rolled out to the workforce.”*

**SENIOR MANAGEMENT REPRESENTATIVE -- SAKHI WORKER WELL-BEING PROJECT**

to 14,880 workers supports and trains workers to encourage a climate of equity. Inditex also leads protection projects preventing sexual harassment and gender-based violence in India (42 suppliers and 107,508 workers) and in Morocco (1,118 workers). Finally, under the “Empowerment” pillar of work, Inditex facilitates financial empowerment programs at two factories in India and two in Bangladesh through BSR’s HERfinance, several education and gender equality programs in Turkey, and InditeXher program in China and Myanmar, a pilot in collaboration with BSR to develop women’s empowerment programs in factories and assess the impact they have on purchasing practices and vice versa.

## ETHICAL APPAREL AFRICA

### 2019 COMMITMENT

Ethical Apparel Africa, a garment sourcing agent in West Africa, commits to creating 2,500 sustainable jobs in apparel factories, enabling workers -- 70% of whom are women -- to support their families and uplift their communities by 2021. Ethical Apparel Africa also 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 remains committed to reaching targets on the current timeline and has already reached 70% of its new jobs creation target.

## 2020 PROGRESS

Since its commitment in 2019, Ethical Apparel Africa has supported the creation of 204 new jobs for women by garment factories producing Ethical Apparel Africa-

facilitated orders. It has also implemented a number of workforce health and empowerment programs, including: sexual and reproductive health training programs at two factories, reaching 400 employees, 60% of whom are women; breast cancer education and screening at one factory targeting 60 women; IT and computer training at one factory targeting 300 workers, with plans for the creation of a computer lab available to the community; nutritious meal subsidy programs for three factories and 200 workers; leadership training for management at two factories reaching 23 workers; eyesight screening and care including provision of glasses; and more. Many of these programs operate on a “train the trainer” approach to ensure long-term sustainability, in which workers are ambassadors to spread the word to peers and within their communities. In light of the COVID-19 pandemic, Ethical Apparel Africa has partnered with Plan International Ghana to distribute 1,000 cotton face masks to children in need in Northern Ghana, and is also participating in an international research project aiming to identify the impacts of the COVID-19 pandemic on suppliers and workers operating across Africa.

### MEET EVEYLINE

*“I was surprised when I realized we were offered breakfast and lunch for only 100 XOF (\$0.17) every day. I really appreciate the food quality and am so grateful.”*



### MEET JOYCE

*“I am now able to see and do my operations as a machinist in the factory much better now. More importantly, I haven’t had any headache since I started using your glasses.”*

## MAS HOLDINGS

### 2019 COMMITMENT

MAS Holdings, South Asia’s largest apparel manufacturer, headquartered in Sri Lanka, commits to continue its Women Go Beyond program, which includes information, services, and refresher training on women’s health and well-being to all existing workers and extending the promise 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.

## COMMITMENT STATUS

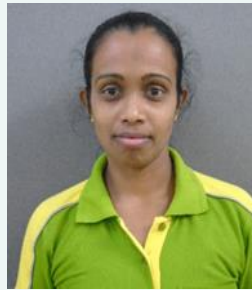
MAS Holding has already exceeded its original targets, with plans to expand its commitment to reach an additional 10,000 people.

## 2020 PROGRESS

MAS Holdings has gained significant momentum in its work under its 2019 commitment and is therefore expanding its commitment to reach an additional 10,000 individuals by 2021 – for a total of 20,000 people reached. MAS Holdings has been working in the space of workplace women’s health and well-being for years through its Women Go Beyond program, and took that work to a new level through its 2019 commitment with specialized programs on sexual and reproductive health and gender-based violence. Since its commitment, and

through these specialized programs, MAS Holdings has reached 10,982 women workers, more than its originally stated objective. One of its new specialized programs, launched out of the 2019 commitment, partners with the Family Planning Association of Sri Lanka to train internal trainers – a total of 114 to date – to share information on sexual and reproductive health, non-communicable diseases, and life skills with workers in their respective location. The roll out of the program was temporarily delayed due to COVID-19, but MAS Holdings moved online for a refresher program for all trainers and kept the work moving even during social distancing. MAS Holdings also initiated two new, specialized programs related to domestic and gender-based violence: the first which focuses on equipping counsellors and non-counsellors, like human resources employees, to provide “psychological first aid” including for cases of domestic and gender-based violence; and the second, a course on preventing and addressing violence which was developed and launched across all locations, created in collaboration with a noted gender specialist.

### MEET NIMALI



Namali is a training school instructor and SRH trainer: *“The knowledge on sexual and reproductive health (SRH) in this area is really low, and it is considered a topic not openly spoken about. I know for a fact that these young team members would benefit from learning about consequences of early marriages and family planning.”*

### MEET ANUSHA

Anusha manages the Aloka Breast Cancer program for MAS Slimline: *“[A colleague] in the factory was diagnosed with early stages of breast cancer in January 2018 as an outcome of the awareness created by the Aloka program. She has undergone several treatments and come back with new hope. The Slimline Aloka team is here to support her and her family.”*



Other notable programs include the Aloka Breast Cancer Awareness Program, which works in partnership with the Sri Lanka Cancer Society to conduct awareness sessions on breast cancer, symptom detection, and self-examinations. The program reached 6,879 employees in 2019 and built internal capacity with 132 employees trained specifically in lump detection. In 2019, 61 cases of lump detection were referred to the hospital for further diagnosis, and two of these instances were diagnosed to be breast cancer which could have otherwise been missed. MAS

Holdings also implements the Personal Advancement and Career Advancement (P.A.C.E.) program by Gap Inc. to build

professional and leadership skills for female workers, which was rolled out across eight facilities reaching 1,167 female team members.

MAS Holdings recently introduced a social sustainability scoring tools, for which the leaders of each business unit are responsible, to ensure accountability and sustainability for the company's work in women's health and well-being.

## **NORDSTROM**

### **2019 COMMITMENT**

Nordstrom, a global retailer, commits to sourcing 70 percent of all Nordstrom Made products from factories that support women's empowerment by 2023. Nordstrom will reach 75,000 workers in 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**

Nordstrom remains committed to this work and as of March 2020 has expanded its timeline and commitment, aiming to ensure by 2025 that 90% of Nordstrom Made products are produced in factories that are supporting women's empowerment. The COVID-19 pandemic has impacted Nordstrom's anticipated progress this year, but it is still on track to achieve this new, expanded goal under the noted timeline.

### **2020 PROGRESS**

In 2019, 20% of Nordstrom Made units produced were made in factories that support women's empowerment, and 60% of the workers at these factories are women. Nordstrom is also implementing HERfinance, HERhealth, and HERrespect in factories around the world, supporting women's access and education on personal finance, banking, budgeting, health-including reproductive health, and preventing violence against women. Nordstrom is also partnering with Better Work, which brings together a diverse group of stakeholders – governments, global brands, factory owners, unions, and workers – to improve working conditions in the garment industry, to provide assessments, training, advocacy and research for factory worker wellness with a focus on gender equality. This work is embedded throughout Nordstrom's business practices, and its Design and Development teams have been engaged alongside the Corporate Social Responsibility team to help shift production to factories that have implemented worker empowerment programs focused on supporting women.

## **LINDEX**

### **2019 COMMITMENT**

Lindex, a Swedish fashion chain, commits to ensure 80 percent of its production volume, have implemented WE Women (a program to incorporate gender equality into management systems and provide employee training) and HERhealth to reach at least 20,000 women workers India, Pakistan, Turkey, China and Myanmar by 2025.



## COMMITMENT STATUS

Lindex remains committed to reaching its targets on the current timeline but is re-evaluating its approaches in response to the COVID-19 pandemic which has shut down or slowed factory operations in many of its supplier countries.

## 2020 PROGRESS

Lindex's 2019 commitment was an expansion of its 2017 commitment to implement WE Women and HERhealth in tier one supplier factories, through which it had reached 78,000 people, including 46,000 women, in all 31 of its factories in Bangladesh and five factories in Myanmar. For its 2019 expanded commitment, Lindex planned to introduce WE Women to an additional five factories in Myanmar and 11 factories in India. In Myanmar, the rollout had been on pause due to capacity challenges and then the COVID-19 outbreak; Lindex is in discussions with its partners on the best path forward and when to continue progress. In India, Lindex began its rollout of WE Women in 11 factories, in partnership with Swasti as a service provider, reaching 7,000 women; however, further progress has been delayed due to the COVID-19 pandemic. It is unclear if the project can be finalized in 2020 as planned, and Lindex acknowledges significant impacts of COVID-19 on its business and supply chain, as is evident across the apparel industry.

With regards to HERhealth, Lindex will not proceed with additional HERhealth projects beyond what it has already completed, as the program is best suited for factories over a certain number of workers and Lindex has already implemented the program in its biggest factories; and recent developments in the program overlap with the WE Women program already in process. Instead, Lindex is exploring other options when it comes to addressing the health of women workers: in Bangladesh, it has partnered with WaterAid to address water, sanitation and hygiene in low-income settlements of garment workers in the Mirpur area of Dhaka, with the goal of ensuring access to safe drinking water, increasing the number or improved toilets, and promoting hygiene practices in households and schools. The effort has reached more than 6,000 women in Bangladesh and resulted in an additional 200 students enrolled in schools. Lindex is about to begin another hygiene and sanitation project with WaterAid in the Yangon township of Myanmar, where a number of workers live, with a focus on safe and hygienic housing for young female workers with plans to reach approximately 5,000 people, including 2,500 women and girls, with new toilets and access to clean water. Both WaterAid projects are currently also shifting to include an emphasis on COVID-19 related hygiene and sanitary precautions.

To ensure sustainability of these programs and their impacts, and incentivize meaningful participation, Lindex is planning to implement gender assessment in its supply chain latest by 2021 of which will be directly tied to business decisions.

# SHARE HOPE

## 2019 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 remains committed to its targets and believes it can commence its HERhealth activities and continue to be on track to reach its goals, contingent on developments around COVID-19 and other social and political factors that the pandemic has exacerbated.

## 2020 PROGRESS

To date, Share Hope has trained 285 women through the Gap Inc. P.A.C.E. Program, with an additional 48 women who began training in February; but the training was interrupted in March due to the COVID-19 pandemic. Additional programming was put on hold at the same time.

Graduates of the PACE program (left) and a COVID-19 training facilitated by Share Hope.



In March, Share Hope pivoted to information-sharing and raising worker awareness about COVID-19 and how to minimize risk, including through brochures, worker lunches, after-work hours, and certifying staff in WHO COVID-19 prevention curriculum. Share Hope reached 3,000 workers with COVID-19 information and taught the prevention curriculum to 22 nurses working in six factories in Port-au-Prince. Meanwhile, Share Hope is in continued conversations with brands that are operating at factories that are targets for worker health and well-being programs to build support for such initiatives, and is also working to reflect in its hiring practices the goal that all trainers should also be certified nurses.

# UNILEVER

## 2019 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 its 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 the tea industry in Assam, India.

### COMMITMENT STATUS

Though several activities have been delayed due to the COVID-19 pandemic, Unilever remains committed to reaching its targets on the current timeline.

### 2020 PROGRESS

Unilever’s 2019 commitment serves as a “Phase 2” extension to its current work in women’s workplace health and empowerment. By 2019, Unilever had enabled around 10,750 women to access initiatives that aimed to promote their safety. Specifically for this commitment, each country has programs and interventions implemented in a locally-relevant way, mobilizing diverse partners including local government, private sector, and civil society organizations to foster a locally-owned approach, built off of a program design workshop based in findings from a local mapping done in each region. Plans include training for women on how to access and use local health facilities, initiatives to increase awareness around women’s rights, and prevention and response measures for gender-based violence, including training local communities on how to handle cases.

Unilever is also in the development stages for the India portion of its commitment, which focus on an innovative approach to engage groups of tea suppliers on safety and women’s workplace health and well-being.

## COLUMBIA SPORTSWEAR COMPANY

### 2019 COMMITMENT

Columbia Sportswear Company plans to scale its workplace women’s health and well-being program 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 BSR’s HERproject.

### COMMITMENT STATUS

Columbia Sportswear Company remains committed to reaching its targets on the current timeline.

### 2020 PROGRESS

Since its commitment, Columbia Sportswear Company has enrolled three new factories in BSR’s HERproject in Vietnam and two in India, reaching a total of 6,700 workers, including 5,300 women workers – and a total of 45,000 women workers since it started programming in 2008. COVID-19 has disrupted factories to a degree that the implementation of

Columbia Sportswear Company Peer Educators sharing success stories and experience from the training (*left*) and receiving a certificate (*right*) at the closing graduation ceremony.



empowerment initiatives has taken a back seat, and the pandemic has also impacted budgets for both brands and factories. Despite this impact, Columbia is still optimistic about reaching its goal by 2025, with plans to keep engaging more factories each year and to prioritize large-scale, strategic partners where the biggest impact can be made. Columbia has mapped its supplier base to identify key strategic suppliers who haven't yet engaged in worker health and well-being programs; and in the meantime, is socializing implementation plans with both internal and external business partners to bring them on board.

## SHAHI

### 2019 COMMITMENT

In 2019, Shahi, India's largest apparel manufacturer, committed to partner with the Family Planning Association of India (FPAI) 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 maternal 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.

### COMMITMENT STATUS

Shahi remains committed to reaching its targets but has extended its timeline for implementation of its commitment through July 2021 due to challenges posed by COVID-19, including delays in workers' training, train the trainer programs, and setting up the community health care clinic.

### 2020 PROGRESS

Shahi has formalized its partnership with FPAI through which FPAI will implement a train-the-trainer program for medical and welfare staff in six Shahi factories, to enable them to undertake sensitization workshops with 9,000 workers on sexual and reproductive health, including family planning. Medical staff will also be able to provide basic counseling to workers on sexual and reproductive health and refer them to the FPAI community clinic if needed. This clinic, called "Swasth Parivar" ("Healthy Family") will be funded by Shahi and managed by FPAI. Through this clinic, located in the Peenya region of Bangalore, Shahi will support sexual and reproductive health and family planning services to over 10,000 community members, many of whom are also garment workers. The clinic will provide a range of contraceptives and health services and will make any necessary referrals to government health services. Currently in progress are necessary approvals for the clinic location and recruitment of clinic staff, with training for medical staff slated for August 2020 and worker training and clinic opening for October 2020.

Shahi has also partnered with the Good Business Lab (GBL) to conduct research on what role major employers of women, including garment factories, play in improving access to sexual and reproductive health services. GBL and Shahi are creating, with a local NGO partner, a curriculum around sexual and reproductive health and water, sanitation, and hygiene, which women factory workers will discuss in weekly sessions over six months. GBL will evaluate the change in knowledge, behavior, and attitude of workers toward sexual and reproductive health, and examine the impact of these sessions on the uptake of services at the Shahi-FPAI "Swasth Parivar" clinic. The research is estimated to begin in December 2020 and wrap by September 2021, pending additional impacts of COVID-19 on timelines.

# HELA CLOTHING

## 2019 COMMITMENT

Hela Clothing, a garment manufacturer in Kenya, 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, and Ethiopia, by 2022.

## COMMITMENT STATUS

As with other global apparel companies, Hela Clothing experienced significant impacts to its business but is committed to achieving its committed goals in stated timeframe.

## 2020 PROGRESS

Hela Clothing has reached 3,350 workers, including 1,950 women workers, with workplace health and well-being information and services since its commitment in 2019. Programs range from an on-site nursery to offer safe childcare to employees; to a staff cafeteria prioritizing a balanced and nutritious diet; to provision of clean drinking water for all employees and offerings of life skills trainings. In regards to women’s health, Hela Clothing has partnered with BSR’s HERproject, Marie Stopes Kenya, the Ministry of Health, and the National Organization of Peer Educators (NOPE) to conduct health education campaigns in the workplace and provide services, such as family planning, HIV/AIDS and cancer screenings, maternal care, STI services, gender-based violence assistance, and menstrual hygiene management to ensure its women workers – who make up 75% of Hela’s workforce – have access to free health care that they need.



*“In our efforts towards strengthening our diversity, we realize that it does not exist without inclusion and equality. We are committed to ensuring that our employees are equipped and educated to not only be better leaders but also responsible citizens of the world. That is why at Hela we make investing in their wellbeing – through education programmes and empowerment initiatives – one of our core values. We are committed to inclusion and equality for all.”*

**Manique Jayasooriya, Group General Manager – Human Resources & Administration at Hela Clothing**



The United Nations Foundation’s [Universal Access Project](#) is leading the [Private Sector Action for Women’s Health and Empowerment](#) initiative to work 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.privatesectoractionforwomenshealth.com](http://www.privatesectoractionforwomenshealth.com).