HERproject

Unlocking the full potential of women working in global supply chains
BSR: A Global Nonprofit Business Network

We are a global nonprofit organization that works with our network of more than 250 member companies to build a just and sustainable world. From our offices in Asia, Europe, and North America, we develop sustainable business strategies and solutions through consulting, research, and cross-sector collaboration.
Celebrating 10 Years of HERproject

HERproject is BSR’s signature collaborative initiative with a mission is to unlock the full potential of women working in global supply chains through workplace programs on health, financial inclusion, and gender equity.

Improve health-related knowledge and behaviors and access to health services and products for low-income working women.

Build the financial capability of low-income employees by delivering financial education programs and connecting factory employees to appropriate financial services.

Promote positive gender relations in the workplace and family through training, policy development, and peer support groups.
Our 50+ Company Partners

- Levi Strauss Foundation
- The Children's Place
- HP
- H&M
- American Eagle Outfitters
- MQ
- Primark
- ANN INC.
- ANN TAYLOR | LOFT
- Columbia Sportswear Company
- Fossil
- Nordstrom
- belk
- Microsoft
- Marks & Spencer
- New Look
- Twinings of London
- J.Crew
- Boden
- Hudson's Bay
- Sainsbury's
- Abercrombie & Fitch
- Clarks
- Etam
- Li & Fung Limited
- Lindex
- George
- Williams-Sonoma
- Talbots
- Fast Retailing
- Jabil
- Waitrose
- Regatta Great Outdoors
- Bloomberg
Our Model
HERproject is a global public-private partnership to empower low-income women workers along global supply chains.
HERproject in Numbers

50+ International Companies
500,000 Women reached
14 Countries
500 Factories & Farms
HERhealth Outcomes for Women

80% of HERhealth participants report influencing others, contributing to better health behavior and outcomes for their families and community members.

- Women’s beliefs that a baby should be born in a hospital increased from 41% to 80%.
- HERhealth participants increased their use of family planning products from 40% to 60%.
- Women’s reported use of health clinics increased from 46% to 72% from the start to the end of the program.
- 89% of women workers became aware that HIV can be prevented compared to 51% at the start.
HERhealth Outcomes for Business

Return on Investment studies from two factories show a $4:1 \text{ROI} \text{ from HERproject programs due to:\)

- Reduced health-related absenteeism: e.g. from 19\% to 10\% in one factory
- Reduced turnover: e.g. from 14.5\% to 8.1\%
- Reduced error rates and improved quality increase on-time delivery
Outcomes from HERfinance

Results based on surveys with 500 garment workers in India who participated in HERfinance from 2012-2014

- Both women and men were 38% more likely to save a portion of their salary in a formal bank account.

- Women were twice as likely to say they discussed household spending decisions with a family member.

- Workers were more than three times as likely to say they felt they could meet their families’ future needs.

- 97% of workers said their perception of their employer improved.

- Women were 39% less likely to say they needed help using a bank’s ATM.
“Our Big Bet for the Future”

BSR is Partnering with Bill & Melinda Gates Foundation To Deepen Financial Inclusion by Digitizing Wage Payments

By paying wages digitally, companies can include 280 million adults into the formal financial system.

Source: Global Findex, 2014
Why HERrespect?

Positive working relationships and empowered workers are linked to higher productivity and sustainable supply chains.

**Management**
- Stressful working environment leads to abusive behaviors
- Managers lack interpersonal skills to prevent and address workplace conflicts
- General lack of awareness of gender relations and appropriate company policies

**Workers**
- Many female workers experience violence at work and at home
- Workers, both male and female, lack awareness of gender relations, violence, and company policies
- Lack of access to support services and networks

**Company Policy**
- Incomplete policy and/or lack of systems to manage workplace relationships in the workplace (e.g. on harassment)
- Policies and systems are not fully communicated to management and workers
Our Panelists

Chhavi Ghuliani
Associate Director, BSR

Nazneen Huq
Founder, Change Associates Ltd.

Krittika Wutthipat-arree
SVP, Li & Fung

Syeda Faiza Jamil
CR Manager, Artistic Milliners