Investing in Women’s Right to Health

Tuesday 19 May 2015, 10:00 AM EDT
Technical Difficulties: If you have technical issues, please let us know by typing a message in the Questions pane (A). You can raise your hand (B) if we do not respond.

Q&A: We will be taking questions on content at the end, but you can send them to us throughout the webinar by using the Questions pane (A). Please specify to whom the question should be directed.

Example: Question for John Doe: What are the Guiding Principles?
Introduction to The Women’s Empowerment Principles
Ms. Danielle Leavy, Women’s Empowerment Principles, UN Global Compact

Why Investing in Women’s Health is Important
Ms. Jacqueline Bryld, International Political Adviser, The Danish Family Planning Association

Company Examples
Ms. Stephanie Kotin, Senior Manager, Stakeholder Engagement and Public Policy, Levi Strauss & Co.
Ms. Kim Almeida, Program Manager, Levi Strauss Foundation
Mr. Naveen Rao, Lead, Merck for Mothers

Discussion/ Q&A
Women’s Empowerment Principles

WEPs in Brief:

1. Establish high-level corporate leadership for gender equality.

2. Treat all women and men fairly at work – respect and support human rights and nondiscrimination.

3. Ensure the health, safety and well-being of all women and men workers.

4. Promote education, training and professional development for women.

5. Implement enterprise development, supply chain and marketing practices that empower women.

6. Promote equality through community initiatives and advocacy.

7. Measure and publicly report on progress to achieve gender equality.
Principle 3: Ensure the health, safety and well-being of all women and men workers

Health, Safety and Freedom from Violence

• Taking into account differential impacts on women and men, provide safe working conditions and protection from exposure to hazardous materials and disclose potential risks, including to reproductive health

• Establish a zero-tolerance policy towards all forms of violence at work, including verbal and/or physical abuse and prevent sexual harassment

• Strive to offer health insurance or other needed services - including for survivors of domestic violence - and ensure equal access for all employees

• Respect women and men workers rights to time off for medical care and counseling for themselves and their dependents

• In consultation with employees, identify and address security issues, including the safety of women traveling to and from work on company-related business

• Train security staff and managers to recognize signs of violence against women and understand laws and company policies on human trafficking, labour and sexual exploitation
Partners on the Call to Action
Why Investing in Women's Rights to Health is Important

By Jacqueline Bryld
International Political Advisor
DFPA
• Is the Danish member of the world’s 2nd largest non-governmental organization, International Planned Parenthood Federation, IPPF.

• Works to promote sexual and reproductive health and rights both nationally and internationally through both advocacy and programs.

• Has worked in developing countries for nearly 20 years to promote sexual and reproductive health of men and women.
Why should companies invest in the empowerment of women and right to health including sexual and reproductive health?

Right to health, including sexual and reproductive health, is a basic human right – businesses also must respect them.

Improved health care for women can increase the productivity.

Investing in women and their health not only is a good societal investment but also makes good business sense and has shown to give a good return on investment.
What are the key challenges?

- Gender inequalities
- Unwanted pregnancies
- Unsafe abortions
- Lack of access to comprehensive information and counselling about family planning methods, prevention of unwanted pregnancies and STIs including HIV and AIDS
What impact do these have on business?

- Unwanted pregnancies
- STIs

- Maternity leave
- Maternal deaths

- Illness
- Disabilities

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Absenteeism  
Higher turnover  
Lower productivity and motivation

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DfPA The Danish Family Planning Association
What can companies do to increase cost-effectiveness and empower women?

1. Identify and document employees’ health **needs**

2. Initiate and/or strengthen **interventions** at company level that are strategic and integrated into the core business

3. Review the current **business operations** with a health and gender perspective and address gaps – provide information, training, access to services, health insurance etc.

4. Review **policies and standards** – what does your maternity policy provide for?

5. Integrate women’s empowerment and health, including sexual and reproductive health, into your **code of conduct** and monitor suppliers’ compliance on these issues
INVESTING IN WOMEN’S HEALTH

LEVI STRAUSS FOUNDATION
“LEVI’S IS THE EMBODIMENT OF THE ENERGY AND EVENTS OF OUR TIME...”
Why is women’s health important?

• Worker surveys confirm that women’s health is a common concern and need for apparel workers.

• Studies from factories in Egypt and Pakistan show that for every dollar invested in women’s health programs – specifically HERhealth - four dollars of return are realized by reduced absenteeism and lower turnover rates.

• Healthier workers are more productive.
HERhealth training in Haiti
IMPROVING WORKER WELL-BEING TARGETS

140,000

80% 2020

LEVI STRAUSS FOUNDATION
Private Sector Engagement In Women’s Health

Dr. Naveen Rao

Naveen_rao@merck.com
Lead, Merck for Mothers

May 19, 2015
Maternal Mortality Overview

- **Every day, 800 women die** from complications related to pregnancy and childbirth.
- In the next decade, it is estimated that nearly **three million women will die** from complications of pregnancy and childbirth.
- Up to **90% of maternal deaths** in the developing world are **preventable**.
- In low- and middle-income countries, complications from pregnancy and childbirth are a **leading cause of death among girls aged 15-19 years**.
A 10-year, $500 million initiative
to reduce maternal mortality in a sustainable way by applying the company’s scientific and business expertise as well as its financial and human resources
Merck for Mothers

$500m commitment

75 partners

50 programs

10 years

30 countries

3.5 million women with improved access to affordable, quality care

= 100k
Business Expertise
Business Expertise
Experimentation
Private Sector Engagement In Women’s Health

Dr. Naveen Rao
Naveen_rao@merck.com
Lead, Merck for Mothers

May 19, 2015
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**Example:** *Question for John Doe: What are the Guiding Principles?*
Thank you for joining us today.
Presentation slides and a recording of the webinar will be available on the WEPs website: www.WEPrinciples.org

Be sure to check out our new Health resources:
1) Call to Action: Investing in Women’s Right to Health
2) Company Annex