# **Twinings Women Empowerment Framework**

When women thrive, so do the people around them and wider society. The below framework summarizes the steps that Twinings may take in partnership with producers and partner organisations to help empower women in our supply chain.

STEP 1: Raising management awareness

Provide management training on gender awareness including equal opportunities and prevention and response to harassment and gender-based violence, as well as to promote more gender-equitable attitudes and relationships and the benefit to having women in leadership roles

STEP 2: Developing and reviewing policies and systems

Review and if needed support the development of, workplace policies and systems to ensure that women rights are included and protected (e.g.: non-discrimination, equal pay, maternity right, representation in workers' organisations, specific health and safety needs). These policies and systems need to be communicated to all and reported issues needs to be documented and addressed.

# STEP 3: Addressing knowledge gap and social norms in workforce and community

### **HEALTH**

Women's related health knowledge: maternal health, pre and postnatal, nutrition, menstrual hygiene, sexual/reproductive health and family planning.

## **PROTECTION**

- Building capacity of workers' committees to identify, address and prevent GBV and harassment
- Sensitisation to GBV and harassment, incl. men and boys.
- Programme to reduce alcohol/ substances abuses.
- Confidence-building to enable women to speak up against abuses.

### **ECONOMIC EMPOWERMENT**

- Financial literacy training.
- Confidence-building to enable women to take control over their finances.
- Skills/vocational/leadership training.
- Management training on administering digital payroll.

# STEP 4: Enabling adequate services and products

- Access to adequate health facilities
- Toilets (workplace and at home)
- Breastfeeding spaces and childcare facilities
- Sanitary products
- Family planning methods

- GBV Victim centre
- Safe streets (public streetlights; safe transports at night, etc.)
- Law enforcement agencies

- Linkages to financial services providers
- Conversion of payroll from cash to digital to support financial inclusion of employees
- Access to water and energy at home to reduce burden of household chores.