

LINDEX COMMITMENT SELF-REPORTING QUESTIONNAIRE 2018



EWEC Secretariat, PMNCH, FP2020 self-reporting questionnaire to assess progress on implementation of commitments to the Global Strategy on Women's, Children's and Adolescents' Health.

COMMITMENT OVERVIEW

Lindex is a Swedish fashion chain with approximately 480 stores in 17 markets. Lindex aims to offer inspiring and affordable fashion, including assortments of women's wear, kids' wear, lingerie and cosmetics. More than half of Lindex product assortments are made of sustainability-minded sources and the company is dedicated that 80% of the company's supply chain capacity should be produced in sustainable factories by 2020, as defined by environmental and human rights criteria.

Lindex has an ambition to improve the lives of all women in the Lindex global supply chain and the communities where we operate connected to our production. We are committed to contribute to women's empowerment and gender equality through training and education as well as creating enabling and inclusive workplaces. Lindex is a Swedish fashion company with a workforce consisting of about 97% women. Our consumers are mainly women (98%) since we produce fashion for women and children, and 60% of the workers in the factories where we produce are women.

Lindex has conducted Business for Social Responsibility (BSR) HERhealth projects since 2012 mainly in Bangladesh but also in Pakistan and India. Currently about 12,000 women have received education and training in:

- Raising awareness on nutrition, healthy eating, personal and menstrual hygiene, family planning, and maternal health
- Improving the capacity of the workplace clinic, including the provision of some forms of contraception
- Improving health-related behavior such as disease testing, seeking out preventive care, conducting breast self-examination, using sanitary napkins instead of dirty cloths from the factory floor and deciding when to see a doctor
- Strengthening workplace policies and systems promoting worker well-being
- Linking workplaces with external service providers such as local clinics
- Addressing myths and misconceptions around potentially harmful health practices and beliefs
- Building confidence and communication skills around discussing important health issues at work and at home.

We have mainly worked with our supply chain from a bottom up approach (HERhealth projects) to drive change through worker engagement and training. We plan to continue with this and have scheduled 11 new HERhealth projects to begin in 2017. But we also see the need for a top to bottom approach, a gender based Management system in order to improve and ensure the inclusion of gender issues into Human Resources.

WE WOMEN by Lindex is a 3 year project developed through a Public Private Partnership with GIZ, a German development agency, and in cooperation with BSR and other non-government organizations. The purpose of

the project is to mainstream gender inclusion in the management systems of the Bangladeshi ready-made garment industry. After the project is finished we will integrate this management system into our entire supply chain in India, Pakistan, Turkey, China, Myanmar and Cambodia. This project goes beyond the replication of HERhealth projects with gendered lessons learned, as this partnership with GIZ aims at institutionalizing an industry wide approach towards including gender and management issues into the HR system management tools. We will try and achieve a systematic change and move from project to business principles. There is also an element of community engagement in this project. Lindex will together with GIZ start a Women's Café in one of the areas where we have production. When the project ends, Lindex will run the café on its own. The café will be open for all but especially for women. It will be a meeting place for capacity building, training and awareness-raising on services that women need and want.

The program will, through access to training/advisory services and a toolbox, support suppliers in improving their gender related performance through setting gender indicators in their management systems. This aims to give female workers in factories higher chances to work in middle to higher staff positions and have access to better technical, financial and health-related training. Training will also be provided for men, as it is important to engage men in driving change both in the factory as well as in the community. The impact of this commitment will be measured by the Lindex Business Scorecard, which grades Lindex suppliers according to both business and sustainability indicators. It is directly connected to business benefits. The pilot targets the Lindex supply chain in Bangladesh where the number of female workers in the stitching units constitute 60% of the total workforce. The total workforce is 83.500 people and 50.276 of these are female workers.

COMMITMENT PROGRESS SUMMARY NARRATIVE

The WE WOMEN project is set to run from 1 June, 2017 to 30 November, 2019 with a possible extension to 31 May 2020 if needed.

Pilot Phase June 2017 – Dec 2018: 11 Lindex factories in Bangladesh

- BSR produce the tools necessary. Self-assessment built on UN Women's Women Empowerment Principles. Done.
- Local organization conduct training and workshops
- Factories do the training and fill out baseline self-assessment and in Nov/Dec they will fill out the end line self-assessment.
- We will do a review and summary by interviewing workers. We are interviewing now and will do it again in December.

Challenges

- We have had challenges in getting enough people to the trainings and also to get the right people there. It takes time from production, there is Eid holidays etcetera.

Positive Outcomes

- Women in the factory are talking and asking questions about the project and what women empowerment means, gender equality etcetera. We are on time with the project.
- A Women's café has been opened in cooperation with a local NGO KarmojibiNari in Gazipur. Workers will be trained in gender issues here.
- In January 2019 we include the remaining 14 Lindex factories and also add 10 GIZ factories.

FINANCIAL COMMITMENT PROGRESS

Original Commitment Value:

430 000 490 970,85 Usd (GIZ portion is 228.358 USD and Lindex portion is 262.612 USD)

Disbursements. Since you made your commitment, how much of your commitment-related budget has been disbursed/spent-to-date (in USD)?

99 258 USD

What time period does this disbursement corresponds to?

31 May 2017 – 30 July 2018

PROCESS RELATED COMMITMENT PROGRESS

Have you made any changes to either the funding or implementation partners associated with your organization's commitment?

No

Partnerships. Have you made any changes to either the funding or implementation partners associated with your organization's commitment?

No

COMPLETED COMMITMENTS

Renew Commitments. Please indicate if you would like to renew your commitment or create a new commitment to the 2016-2030 Global Strategy for Women's, Children's and Adolescents' Health.

No new commitment

Please provide the following information on the Government's point of contact for this update:

- ☐ Name: Ingrid Porss
- ☐ Title: Social Sustainability Manager
- ☐ E-mail: Ingrid.porss@lindex.com
- ☐ Phone: +46 31 7395217