

Defining the Future of Workplaces:

New standards for reproductive health in business

Coalition for Reproductive Justice in Business 2025 Annual Report



UNFPA, the United Nations Population Fund, is the sexual and reproductive health agency of the United Nations.

This report was developed under the auspices of the UNFPA Private Sector and Civil Society Branch in the Division for External Relations.

EDITORIAL TEAM

Editor: Gretchen Luchsinger

Editorial guidance: Mariarosa Cutillo, Chiara Pace, Bame Modungwa

Production editor/creative direction: Riddhi Jhunhunwala

Copy-edit and proofreading: Accuracy Matters Ltd.

Graphic design and layout: Elkanodata

ACKNOWLEDGEMENTS

UNFPA: Swati R. Dutt, Rebecca Zerzan, Mikaela Hildebrand

For Bayer: George Roberts

For Essity: Sahil Tesfu, Julia Fäldt Wahengo, Deniz Yordanov, Amie Kromis, Andray

Wellington, Alexandra Grubb

For Ferring: Matthew Worrall, Mary Knight

For Welspun Living: Rajesh Jain

For IKEA India: Taruna Suhasini Lohmrör, Kharan Basumatary, Anu Unnikrishnan

How to cite this publication: UNFPA, 2026. *Defining the Future of Work: New standards for reproductive health in business*. Annual report. New York.

The sexual and reproductive health metrics referenced in this document are from a published UNFPA report, *Advancing Reproductive Health and Rights Across the Private Sector*. The metrics are protected by copyright as the intellectual property of UNFPA.

Foreword

When women are healthy and can join and stay in the workforce, they thrive, as do their economies and societies. The Coalition for Reproductive Justice in Business, a flagship UNFPA initiative with the private sector, is advancing corporate leadership, advocacy and investment in sexual and reproductive health, a central concern of people everywhere and an investment with remarkable social and economic returns.

Launched in 2023, the consortium of forward-thinking businesses continues to grow and have an impact. Coalition partners are redefining corporate social responsibility by embedding women's health and rights in their own business models.

Investing in women, who make up 40 per cent of the global workforce, yields clear business benefits. Companies that support women throughout their reproductive lives – whether they are menstruating, passing through menopause or managing a fertility journey – gain more engaged workforces, greater productivity and reduced costs. It's the right thing to do – and good business practice.

This first Annual Report of the Coalition documents a year of enormous progress as businesses began achieving and measuring reproductive health gains within their own companies. They came together to learn from each other, drew on deep expertise in marketing and advocacy, and engaged with public policymakers to step up investment in reproductive health.

Their efforts reached nearly 800,000 of their own employees, with the potential to influence global supply chains employing hundreds of millions of women.

UNFPA has a long history of partnership with the private sector. Together, we have empowered women and communities in every part of the world. The Coalition builds on this proud legacy, setting new standards for companies and their employees, and encouraging other businesses to do the same. Coalition members are making and upholding promises to realize people's rights and choices, working together towards a future where everyone – from C-suites to factory floors – stands to benefit and no one is left behind.

Sarah Craven
Director ad Interim
Division for External Relations
UNFPA



01

2025: Our impact gains momentum



Think forward

Reproductive health is a business fundamental. Not a side issue.

Women are

40%

of the global workforce.¹

Workplaces must work for them.

Menstruation, pregnancy, managing fertility and fertility challenges, menopause – all happen at businesses every single day. Smart companies are stepping up to the reality of women's lives. They are defining the future of the workplace through the Coalition for Reproductive Justice in Business.



The Coalition for Reproductive Justice: our impact in numbers

27

members

800,000+

employees

10

champions

In 2025, the Coalition set new standards for reproductive health at work, through investment, accountability and advocacy, making gains for women – and business.

¹ Deloitte, 2025. *Women@Work 2025: A Global Outlook*.

Business benefits from closing the reproductive health gap at work:

Productivity

Increases by up to

22%

Absenteeism

Down by as much as

62%

Staff turnover

Down by a potential

23%

Plus...

Greater employee engagement,
brand differentiation, lower costs...

And, by closing the women's health gap, an
estimated **\$1 trillion boost** in global GDP by 2040.

© UNFPA

Source: UNFPA 2024; World Economic Forum 2024.

Where we came from

The Coalition is hosted by the United Nations Population Fund (UNFPA), which has more than a decade of experience in partnering with the private sector on traditional corporate social responsibility initiatives. Companies have provided know-how, innovation and resources to accelerate UNFPA's efforts to improve the sexual and reproductive health of all women and girls in developing countries around the world.

In 2023, UNFPA saw an opportunity for companies to advance the reproductive health rights and needs of their millions of employees. Their actions complement public sector healthcare, offering critical additional support, especially in countries with limited resources.

The Coalition's strength comes from bringing companies together to set new standards and learn from each other. Its Members and Champions lead by example and offer compelling evidence, through public events as well as reports and case studies, for other businesses to come on board.

In focus: Members and Champions

The Coalition includes both Members and Champions. Both advocate for increased investment in women's reproductive health in the workplace, promote measurement of reproductive health issues in social impact reporting and take part in Coalition activities.

Champions make an extended commitment to regular engagement in the Coalition and action within their workforces, including by adopting new metrics on sexual and reproductive health and providing financial and other resources. A special Reproductive Health Champions Seal marks these additional contributions.

See a full list of Members and Champions in section 06.

What we are achieving



Defining the next frontier for corporate social responsibility by setting standards for workplace reproductive justice.



Pioneering the world's first scorecard on reproductive health in the workplace, developed with Accenture.



Offering a unique platform for companies to learn from and inspire each other.



Rallying a core group of global Champion companies to model leadership and change and encourage their peers.



Igniting regional and national actions on workplace reproductive health in countries at the heart of global supply chains.

What we are learning



Women choose employers who stand up for reproductive health.



Workplace policies work best when tailored to culture – one size does not fit all.



Change starts at the top. C-suite leadership makes a real difference in kickstarting investment in women's health.



Women in supply chains, small and medium enterprises, and the informal sector must not be left behind. Private sector investments and commitments need to complement public sector delivery of universal health coverage, including sexual and reproductive health.



Investing in women's health in the workplace is right and smart — for people, businesses and broader economies.

02

The difference we make, business by business



Some of the world's leading companies have joined the Coalition for Reproductive Justice in Business. In 2025, Coalition Champions demonstrated the possibilities.

A woman wearing a pink hijab is looking down at a small object in her hands. The background is slightly blurred, showing what appears to be a medical or clinical setting with a white curtain.

Bayer

Led from the top and bottom; 90 per cent of surveyed employees welcomed additional support for menopause issues.

Ferring Pharmaceuticals

Issued research on fertility and the workplace, reaching a media audience of 200 million.

Essity

Developed public policy strategies, potentially benefiting the 2 billion people who menstruate.

Welspun Living Ltd.

Invested in 466 women leaders to improve workplace health and safety for everyone.

IKEA India

Planned new menopause guidelines to support 3,000 employees – and their communities.

Bayer: Menopause policies keep employees thriving – and on the job

Business

Life science fields of healthcare and agriculture

Market

80+ countries

Workforce

93,000 employees

At Bayer, reproductive health is literally woven into the corporate DNA. Almost 70 years ago, the company produced the first combined oral contraceptive approved in Europe and one of the first approved globally. Today, its family planning commodities reach tens of millions of women each year, including in lower-income countries through its global partnership with UNFPA.

As a Coalition Champion, Bayer is pushing boundaries on another critical reproductive health issue: menopause in the workplace. In 2025, it put the topic on a prominent stage at the World Economic Forum. Bayer Pharmaceuticals President Stefan Oelrich led by example, urging assembled corporate leaders to support people in managing menopause in their personal and professional lives.

In its business, Bayer has explored and brought to market new products for menopause. In-house, it has taken multiple measures to better understand and support women going through menopause. An internal corporate poll of 1,500 employees in nearly 60 countries found not only a struggle to manage symptoms, such as hot flashes and brain fog, but also a widespread reluctance to speak out about the issue.

To help women going through menopause across its global workforce, Bayer has provided cooler offices and issued uniforms made of breathable fabrics for people on production lines. Free menstrual and hygiene products are available at many company locations, and health insurance plans cover menopause care. In parallel, Bayer in 2025 expanded its policy engagement beyond the workplace by bringing menopause into global and European policy conversations. It collaborated with



UNFPA and other global and local partners to help elevate the topic at several high-level policy forums, raising awareness of the need for joint action.

As importantly, Bayer has begun breaking down longstanding taboos around speaking about menopause. These have traditionally left many menopausal women suffering in silence – or even leaving their jobs. Bayer Menopause Cafes, convened and led by employees, provide safe spaces for employees to talk freely and share concerns. Another initiative at several Bayer sites has been the Menovest, a garment that mimics hot flashes. Male corporate leaders have worn it in training sessions and other events to demonstrate empathy and allyship – and gain a firsthand sense of what menopause feels like.

The response to such measures has been overwhelmingly positive. From 2022 to 2024, employee surveys indicated both an 18 per cent increase in awareness of support for menopause and a 30 per cent drop in the reluctance to speak to managers about the issue. Some 90 per cent of employees have asked the company to provide even more assistance, including through flexible work options and training for managers.



© Bayer



“Gender equity in the workplace is not just a moral imperative – it’s a strategic necessity. We are proud to be a leader in women’s health, including on menopause, so women can thrive throughout every stage of their careers.”

— Heike Prinz, Chief Talent Officer and Labour Director at Bayer

Ferring Pharmaceuticals: Meeting employee expectations for support in building families

Business

Biopharmaceuticals

Market

100+ countries

Workforce

7,000 employees

As a company committed to maternal health, providing products in more than 100 countries, Ferring joined the Coalition as a Champion with a demonstrated record of living its values.

Since 2022, a global policy backing family formation, called Building Families at Ferring, has set global standards for all company employees. Awareness-raising, financial assistance and leave policies help employees, wherever and whoever they are, find tools to create families on terms they define. That may involve fertility treatments, adoption, egg freezing, counselling or other related services.

In 2025, as part of its Coalition commitments, Ferring went a step further, developing powerful public advocacy through [collaborative research](#) on fertility and the workplace. The findings made a splash, prompting debate in Parliament in the United Kingdom, discussion online and coverage by major media outlets, reaching a potential audience of nearly 200 million people.

Widespread interest in the topic reflects the changing realities of family formation. One in six people of reproductive age faces fertility challenges, and up to 12 per cent of births in some countries involve assisted reproductive therapy. Not surprisingly, employee expectations of employer support have begun to shift. Until recently, however, the issue had hardly surfaced in corporate policies.

The research surveyed 3,600 employers and employees in five countries. It found 97 per cent agreeing that fertility treatment is a significant life

event, full of complex emotions and medical visits that may be difficult to plan. Yet among employees who had experienced fertility challenges, only 27 per cent agreed that their companies provided enough support. As a result, almost 39 per cent had left or considered leaving their jobs. An even larger share, nearly three quarters, said fertility-friendly policies would be a top reason to take up a new position.

Ferring launched the research at two gatherings attended by people who are well placed to translate it into action. The events included the Future of Work conference, drawing leaders in human resources and talent management, and the European Business Summit. Both provided opportunities to mobilize decision makers to develop supportive workplace cultures that uphold human rights – and inspire committed employees.





© Ferring Pharmaceuticals

“

“Every individual deserves compassionate and practical support during their fertility journey. Research reinforces the importance of clear policies, open conversations and workplace cultures that recognize fertility as a significant moment in people’s lives.”

— **Christelle Beneteau**, Chief People Officer, Ferring Pharmaceuticals

Essity: A purpose-driven business to close the menstrual health gap

Business	Market	Workforce
Hygiene and health products, services and solutions	150 countries	36,000 employees

Coalition Champion Essity has a vision of a world where everyone who menstruates can do so in dignity and in line with their human rights. That mission is integral to its period care and other health products and services, used by 1 billion people every day. It is also core to the company's support for the health and well-being of its own employees – and its willingness to drive advocacy for broader social change.

Essity's business role as a major producer of period care products gives it unique insights into how to close the gap in menstrual health. It was among the first Coalition Champions to pilot metrics to gauge workplace progress on menstrual health, such as the provision of period products in all Essity workplaces globally, including through regular corporate audit processes.

As part of Essity's journey, it has embraced discussion on menstruation in its globally recognized "Courageous Conversations" initiative. Attended by several thousand employees each year, Courageous Conversations foster awareness, dialogue and action on diversity, equity and inclusion. Trained internal facilitators lead the sessions as safe spaces to speak freely, learn and develop empathy. They offer practical strategies to navigate complex social norms, biases and stigmas, such as those around menstruation, that filter into any workplace.

Andray Wellington, Learning & Leadership Manager for Nordics & Baltics, Essity, has never menstruated. But he wanted to better understand a topic directly relevant to his job and his relationships with co-workers. Through a Courageous Conversation session on menstrual health, he gained more awareness and comfort in talking about the issue.

"It helped break the taboo and gave me a clearer understanding of the many myths around menstruation," he says. "It also deepened my understanding of the challenges women too often face so that I can be a better ally for my colleagues navigating the menstrual cycle at work."

Essity's commitment to broader social change on menstrual health manifested in the 2025 release of "Menstrual Health: A Policy Roadmap for Closing the Menstrual Health Gap". With 2 billion people, a quarter of humanity, menstruating each month, the roadmap offers ideas for integrating menstrual health in a cross-section of public policies – "a menstrual health in all policies" approach.

The company's leadership on menstrual health has instilled pride among employees and prompted a surge in external requests for guidance. Essity has knowledge to share with other businesses, such as the importance of taking a human rights-based approach to clarify the imperative for action. Above all, Essity leaders suggest: Think big, even if you have to start small – and don't wait to get started.





© Essity

“**Essity champions closing the menstrual health gap because it aligns with our purpose of breaking barriers to well-being across the marketplaces we compete in and in the workplaces we provide. Partnering with UNFPA enables us to maximize impacts and drive meaningful, global systemic change.**”

— **Sahil Tesfu**, Chief Strategy and Sustainability Officer, Essity

Welspun Living: Investing in women’s health – and leadership

Business	Market	Workforce
Home textiles, floorings and advanced textiles	60 countries	20,000 employees

The factories of Welspun Living spin textiles bound for markets in 60 countries. In 2025, as the company moved forward on its commitments as a Coalition Champion, it saw several clear benefits associated with investing in the health and well-being of its employees.

First, a diverse workforce with a demonstrated commitment to gender equality appeals to international clients with mandates for responsible sourcing. Second, a workplace with high health and safety standards is more likely to retain women workers. And third, women employees are more stable and productive.

Corporate data over 15 years show that attrition rates are less than 15 per cent for women compared to 25 per cent for men, offering savings on hiring and training costs. Further, up to 70 per cent of female employees meet productivity targets, compared to only 50 per cent of male employees.

When it joined the Coalition in 2025, Welspun already had provisions for a safe and healthy workplace, including to prevent and respond to sexual harassment, in compliance with Indian law. Posters, town halls and other outreach regularly inform employees of their rights and options for recourse. But in working with the Coalition, Welspun realized it could take further steps to support women workers, including through a more personal, employee-based strategy for outreach on reproductive health.

An initial survey of women employees probed which issues were most important to them. They chose three: sexual health, menstruation and menopause, and the prevention of sexual harassment. The

company then selected and trained a cadre of 466 women workers, known as Jagriti leaders, at three of its factories. They have learned to champion and amplify accurate messages around sexual and reproductive health, in group and one-on-one exchanges.

Upma Pande is one of these leaders. In her words:

“The programme has empowered me to guide my colleagues, help them in handling sensitive situations, and encourage them to seek assistance with confidence. I feel proud to act as a trusted support for other women in the workplace.”

This personalized approach has effectively engaged the company’s largely young female workers, many of whom come from rural, marginalized communities. Learning about their reproductive health and rights helps them stay healthy and advance in their jobs. A further benefit stems from identifying and investing in the champions, chosen for their promise as future leaders in the company. Welspun is striving to meet a target of women filling 40 per cent of its leadership positions.

The company plans to measure the impact of the Jagriti leaders on awareness over time and eventually integrate information about them into its new-employee induction. In the meantime, its continued investment in an inclusive workplace means it already scores well on other metrics. It ranks number one among Indian textile manufacturers as a preferred place to work – and number one for women in manufacturing.



© UNFPA

“Welspun’s association with the Coalition for Reproductive Justice in Business reflects a commitment to advancing workplace gender equity in a meaningful way. By championing reproductive justice, we seek to contribute to a stronger, healthier and more equitable nation for generations to come.”

— Dipali Goenka, Managing Director & CEO, Welspun Living Ltd.

IKEA India: Strengthening inclusion through menopause awareness

Business

Home furnishings

Market

India

Workforce

3,000 employees

IKEA India is dedicated to equality, inclusion, health and the well-being of all coworkers. Joining the Coalition was a natural step to reinforce this commitment and expand ongoing efforts to drive workplace equality and inclusion.

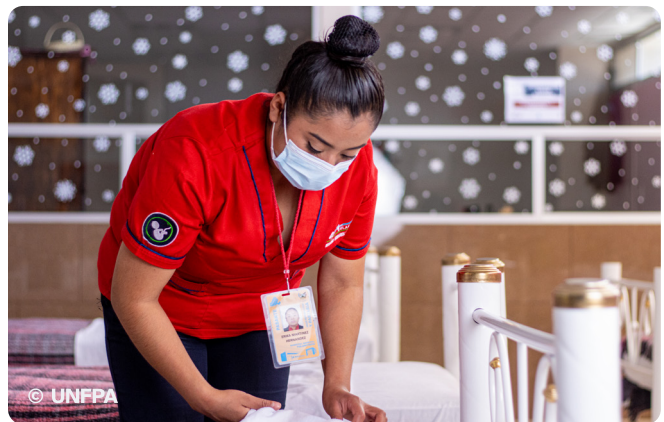
To support its commitment to women comprising 50 per cent of its workforce, the company provides meaningful maternity and other employee benefits, alongside a safe and supportive environment.

With a multigenerational workforce, IKEA India also recognizes the importance of sensitizing coworkers to menopause. Coalition participation offers an opportunity to deepen knowledge, strengthen capacity and design tailored sensitization programmes. It enables the exchange of industry insights and collaborative learning on reproductive health, helping the company to shape India-specific menopause guidelines.

Planned guidelines will highlight different aspects of menopause, emphasizing that it is a journey unique to every individual. Initial efforts will focus

on sensitizing managers before expanding to the broader workforce. The aim will be to create a multiplier effect as awareness extends into the broader community.

IKEA India takes pride in high employee retention and a culture rooted in its core values, with a strong sense of belonging. The planned menopause guidelines add another dimension to the company's commitment to inclusion and equity.



“At IKEA India, inclusion allows coworkers to bring their unique selves to work. Joining this Coalition strengthens that effort. Menopause is natural, and by addressing it openly, the company stands for equality and dignity.”

— Taruna Suhasini Lohmrer, Country Centres of Expertise Manager, IKEA India

03

Know more, measure more, do more



The Coalition for Reproductive Justice in Business operates on a well-known principle: just like business success, progress on reproductive health in the workplace depends on knowing more, measuring more and doing more.

Extensive research proves the business case for investing in women's health. This, coupled with the growing use of economic, social and governance reporting, has offered an incentive – and an opportunity – to step up investment in women's health. The gains include improved company reporting scores, the potential for a better bottom line and a clear demonstration of corporate leadership.

To support these advances in a measurable fashion, the Coalition has pioneered the world's [first scorecard](#) on reproductive health in the private sector, developed with Accenture. Over 30 metrics track performance in three areas: policy, awareness and access. They cover issues core to reproductive justice, from preventing workplace sexual harassment to supporting employees' family planning goals.

The metrics provide guidance on how to design, implement and report on workplace sexual and reproductive health initiatives. Coalition Champions and Members use them to fill gaps, meet employee expectations and keep momentum strong. They both increase accountability and clarify benefits, helping to embed programmes in long-term

corporate strategies. They also offer proof, to customers and consumers, that businesses take reproductive health seriously. Supportive tools help gauge current progress, establish future goals, and prioritize and calculate expected business benefits.

The metrics and tools have set new levels of ambition, which have been chronicled in early case studies. Champions Bayer and Essity collaborated with UNFPA on a concise 2025 report on menopause-friendly workplaces. They highlighted multiple benefits that resulted from responding to an issue that may cost businesses globally up to \$150 billion in productivity losses a year. Both companies use metrics to assess employee demands and fulfil commitments. Essity regularly tracks the provision of free menstrual health products in all offices and factories, covering more than 70 production sites in close to 60 countries.

Shahi Exports, one of the largest private employers in India, with a workforce of 100,000 people, used UNFPA's [return-on-investment tool](#) to demonstrate a three-for-one return from providing menstrual care products to employees, including a 20 per cent reduction in absenteeism.

New research for broader impacts

In 2025, the Coalition and its Champions drove new research on how businesses gain from investing in reproductive health in the workplace.

Essity joined Stanford, Karolinska, WASH United, PERIOD. and Equimundo to produce a white paper outlining a “menstrual health in all policies” approach. Aimed at influencing public policy decisions that affect the lives of almost everyone, the paper provides powerful arguments and ideas for integrating menstrual health provisions in education, infrastructure and employment policies, among others.

New research on fertility by Ferring, partnering with Fertility Matters at Work and This Can Happen, presented an eye-opening account of the lack of workplace support for fertility journeys. This may compound already significant emotional and other challenges and could result in high costs for employees and businesses.

04

Talking up change on the world stage



Throughout 2025, the Coalition helped build a community of businesses committed to reproductive health in the workplace as never before. At pre-eminent global forums for corporate and international leaders, it hosted unique platforms for companies to come together and learn about standards and actions to advance workplace reproductive health.



Champions leading the way to the future

At the **World Economic Forum** in January, the Coalition launched its Champions initiative. Five companies stepped forward as global leaders of corporate action and accountability for women's reproductive health. Spanning diverse industries, from healthcare to shipping to textiles, they set a public example by announcing that they would pilot the Coalition's reproductive health metrics in daily operations. They agreed to take specific measures to support menopause, menstrual health, maternity leave and the prevention of gender-based violence for over 300,000 employees. Their leadership has had a ripple effect. During the year, five additional companies became Champions.



Taking a stand for women's health

In May, at the **World Health Assembly**, Coalition Champions acted on commitments to public advocacy by joining UNFPA at an event called "Corporate Activism Evolved". As the global political climate rapidly changed, they took a stand, calling for women's health to remain a top priority. Philanthropies, including the Gates Foundation, joined in. The event shared emerging corporate models of policies and practices to improve reproductive health, including at Bayer, Nestlé and Ferring Pharmaceuticals. At the Assembly, the Coalition also launched the Reproductive Health Champions Seal. This offers recognition – and inspiration – as Champion companies use it for communications and visibility.



A billion-dollar opportunity for reproductive health

In July, at the **Fourth International Conference on Financing for Development**, 50 heads of State or government and 15,000 people convened from around the globe. With sexual and reproductive health financing shortfalls approaching [\\$264 billion](#) and hindering hopes for sustainable development, the Coalition showcased the investment potential for businesses and impact investors. These include a billion-dollar opportunity to finance reproductive health and rights in the workplace. The event highlighted the UNFPA return-on-investment tool as a vital resource to kickstart new programmes; Nestlé and Bayer shared their own best-case corporate investments.



Joining governments to invest in employees

"How to" was the action-oriented theme of a Coalition event at the September 2025 annual high-level session of the **UN General Assembly**. Coalition Champions presented steps to make menopause a workplace priority, sharing ideas to reduce stigma, improve employee well-being and increase business performance. The governments of Brazil and Finland offered perspectives on how governments can incentivize companies to invest in employee health and well-being.

05

Our reach is growing



The Coalition's global visibility in 2025 inspired a rising number of regions and countries to take up the reproductive health agenda and make it their own.

Europe:

Best-practice regulations become business value

In **Sweden**, an event with leading public policymakers and Nordic Coalition members jointly showcased how women's health and workplace well-being go beyond corporate social responsibility. They are foundations of sustainable and resilient businesses – and entire societies.

Sweden's Minister for Gender Equality and Working Life, H.E. Nina Larsson, kicked off with an urgent call for companies to lead change and stand up for human rights and gender equality. Underscoring the role of public policy in driving business action, policymakers shared good practice regulations on reproductive health from the Nordic countries and encouraged companies to apply them throughout global supply chains.

Coalition Champion Essity, headquartered in Stockholm, demonstrated how monitoring health-focused corporate policies, including menstrual and menopause support, can inform and drive employee well-being and business value.

India:

Major corporate players step up to prove the concept

India, one of the largest and most dynamic economies in the world, has become a global supply chain hotspot. So a high-level Coalition roundtable offered significant potential to jumpstart transformation. It brought together private sector players worth a combined \$152 billion, with over 170,000 women employees. They agreed: reproductive health must feature in all strategies for workforce well-being and corporate social responsibility.

Four private sector leaders attending the event signed up as Coalition Champions: Welspun Living, Tata Motors, IKEA India and Shahi Exports. They have since taken on prominent roles as advocates in South Asia and beyond, showcasing reproductive health as a driver of business resilience, workforce productivity and social impact. Their efforts provide proof of concept. When Champions come together, change starts to gain momentum.

The designations employed and the presentation of material in maps do not imply the expression of any opinion whatsoever on the part of UNFPA concerning the legal status of any country, territory, city or area or its authorities, or concerning the delimitation of its frontiers or boundaries.

Asia and the Pacific: Solutions along supply chains

Asia and the Pacific is the world's manufacturing hub, with 5 million workers linked to global supply chains in 2021². It is a region critical to triggering better reproductive health throughout global supply chains. Changes in business practices could reach tens of millions of women workers.

In 2025, companies and business leaders convened at Coalition events in the Philippines, Sri Lanka and Thailand. All have major global industries that employ many female workers, such as garment manufacturing and food production. Bringing together businesses, from multinational corporations to smaller enterprises, helped build awareness and momentum.

In **Thailand**, over 70 participants from 10 countries attended a regional launch of the Coalition, learning about its reproductive health metrics and early efforts to apply them. Organon, a billion-dollar pharmaceutical company, co-hosted the event, with Managing Director Koen C. Kruijtbosch describing internal policies that had achieved 100 per cent pay equity in key markets such as Thailand and made contraception universally available to employees. He stressed that every company has a role to play and encouraged peers to join the Coalition to learn and encourage each other.

In **Sri Lanka**, a Corporate Action Hub for Gender Equality and Women's Empowerment was formed. It responds to an urgent need for greater private sector investment in women, since women's labour force participation in the country has fallen to the lowest level in a decade, at just under 30 per cent. Plans include fostering broader use of a tool to quantify returns from investment in workplace reproductive health and broaden understanding of gender equality as a measurable driver of a stronger, more equitable economy.

A roundtable in the **Philippines** pointed to how businesses, in advancing sexual and reproductive health and gender equality, could change their own workforces and influence customers and buyers. Participants deliberated solutions such as a "phased approach", which might suit the financial realities of smaller employers. They suggested developing localized toolkits to better define sexual and reproductive health as a business imperative driving productivity, retention and equity goals.

² Viegelaan, C, V. Huynh and K. B. Kim, 2023. *Jobs and global supply chains in South-East Asia*. ILO Working Paper.

06

Coalition Champions and Members



The Coalition includes businesses and corporations, foundations and philanthropies, and United Nations and civil society organizations. All are committed to advancing support for women's sexual and reproductive health in the private sector.



Our 10 Champions invest in new policies, adopt metrics on sexual and reproductive health in social impact reporting, contribute financial and other resources to the Coalition, and use their public platforms to advocate for broader change.



Our 27 Members advocate for increased investment in women's health in the workplace, promote measurement in social impact reporting and take part in Coalition activities.

What do Coalition businesses do?

- MAP sexual and reproductive health needs
- ADOPT gender-transformative approaches
- INVEST in women's health
- MEASURE performance and returns
- ADVOCATE for reproductive rights

What do Coalition businesses gain?

- VISIBILITY for social responsibility
- BOOST to their brand
- PRODUCTIVITY from an engaged, healthy workforce
- TALENT as a desirable place to work
- SATISFACTION from making a lasting social impact

Together, Coalition businesses are setting a new standard for gender equality and the future of work.

07

Commitments to a better world – for women and business



© UNFPA

Our pillars of support

Coalition Champions and Members have committed to change on core reproductive health issues.



Menopause

Bayer, IKEA India, Tata Motors



Menstrual health

Essity, Shahi Exports, Tata Motors, Welspun Living



Sexual and gender-based violence

Amref Health Africa, Shahi Exports, Mediterranean Shipping Company, Welspun Living



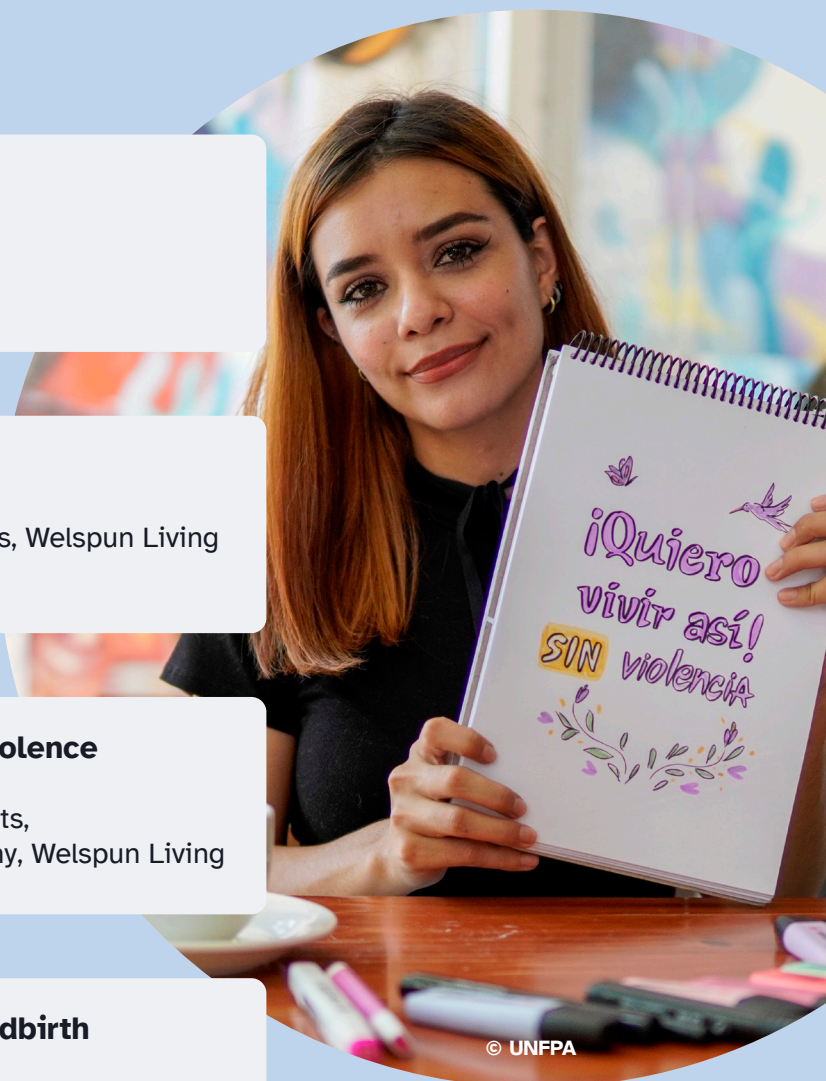
Fertility, pregnancy and childbirth

Ferring Pharmaceuticals, Shahi Exports, Tata Motors, Mediterranean Shipping Company



Maternal health

Nestlé, Ferring Pharmaceuticals, Tata Motors



Members of the Coalition for Reproductive Justice in Business

Members

Amref Health Africa

Bayer

Danish Family Planning Association

Essity

Femtechnology

Ferring Pharmaceuticals

Gender Fair

Global Fairness Initiative

Global Reporting Initiative

Hubner Management

Ikea India

International Trade Centre

Leitner Center for International Law and Justice (Fordham University)

Mediterranean Shipping Company

Nestle

Ninti

ODI Global

Organon

Philips

Responsible Business Alliance

Rhia Ventures

Shahi

Tata Motors

UN Foundation

UN Global Compact

Upfront

Welspun Living

*Champions of the Coalition for Reproductive Justice in Business are highlighted in bold.



Join us on the journey!

- 01 Commit to Coalition principles
- 02 Invest in reproductive health
- 03 Change policies, measure progress, make gains

Become the future – for women and business

For more information, please contact

**Private Sector and Civil Society Branch,
UNFPA**

pscsb.office@unfpa.org