

Women in Factories

Women in Factories Program.

Introduction

In 2011, Walmart and the Walmart Foundation launched the Women in Factories Training Program, a five-year initiative to train 60,000 people in 150 factories and processing facilities with high percentages of women employees in El Salvador, Honduras, China, India, and Bangladesh. In 2013, the Walmart Foundation selected World Vision to participate in its Women in Factories (WIF) program, which is part of the company's global Women's Economic Empowerment Initiative (WEEI).

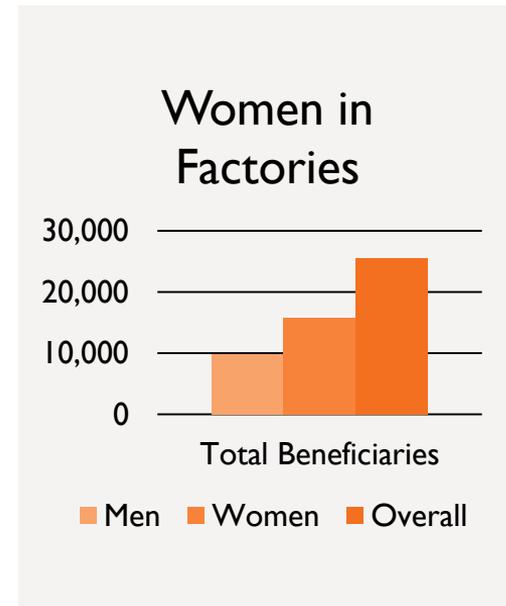
Together through WIF, the Walmart Foundation and World Vision provided training to 15,701 women and 9,898 men in factories in Honduras and El Salvador, helping them build skills in personal finance, nutrition, and speaking and negotiating in the workplace.



Results.

□ 25,599 total beneficiaries:

- **1,600** people completed Management Training
- **25,500** people completed Foundational Training
- **3,100** women completed Advance Training
- **95,000** indirect beneficiaries – 66% are children, youth and adolescents
- **53** impacted companies
- **564 people** completed the Train the Trainer (TOT) program - **457 women** and **107 men**





"Since the training, I have challenged myself, since before I was in the working plant, and after the training, I was promoted by the skills they saw in me in the training and now I have an administrative position." Santana, works at **Grupo Miguel**



Before the program, Thania worked as a quality auditor. Today, Thania works as a Human Resources Assistant, providing all her skills to make her company a better place to work. In the TOT workshop (Training of Trainers), Thania proved to have many leadership qualities but above all a lot of empathy with the audience. – Thania, works at **Aquafinca**

Program Highlights.

Labor Area

- People learned to address and resolve their conflicts at work.
- People expressed that the relationships between women and men are healthier.
- Increased productivity.
- Companies are more sensitized in terms of valuing their staff more and are looking for better well-being conditions.
- Relationships between leadership and collaborators are more harmonious after implementation of the project.
- There is a decrease in absenteeism from work since people are taking better care of their health and also gained greater responsibility and increased self-esteem which makes them more active and efficient.
- Promotion of women in internal opportunities after they completed the program.
- Women have improved their interpersonal and leadership skills which will help them take advantage of professional development opportunities, progress in their careers and contribute to improvement of their economic situations.

Program Highlights.

Family and Personal Areas

- Participants self-esteem increased. Now they value themselves and take care of themselves.
- Health training allowed them to be attentive to situations that can be prevented, especially in women.
- Relationships with their partner and their children have improved considerably. There is more harmony in the home.
- They now share tasks at home both men and women, because there is a better conception and awareness of gender issues.
- They manage their finances better now that they have been trained on how to budget and prioritize their expenses.
- Training participants shared parts of the program with their spouses and their children which has allowed them to have a greater impact of life, becoming agents of change and facilitators at home.
- Participants feel more independent and confident in looking for opportunities in different areas.
- Participants feel valued for participating in such an important program because their lives have been transformed.



“In the family, I have put into practice all the topics and advice that was given to us to improve the environment. The issues of communication, finance, health, leadership, among others, I have shared with them with my husband and my two daughters. I have built trust through the dialogue with them.” Zulma, works at **Productos Tecnológicos**

Program Highlights.



“This project has impacted me professionally by [creating] a comprehensive program that develops, educates and trains our employees to improve their living conditions whether it is work, family and in their communities. And personally, to value my health, to recognize that I am worth a lot and to empower myself to serve as an agent of change and development in my community and in my family.”
Anny, works at **Grupo Lorena**

Community Area

- Participants know how to address and resolve conflicts that arise in the community.
- They support other friends when they are asked for help and are confident in how to guide them.
- Many gave testimony of how they have shared part of the program in their communities, among friends and some neighbors on particular issues.
- They have shared their life stories with others in their communities inspiring hope.