

Strengthening the Workforce for Sustainable Growth



Enhanced Productivity and Accountability

The workforce who feel supported and valued are less likely to experience absenteeism and more likely to exhibit motivation and loyalty. A third-party study of a co-designed and implemented programme, by Tufts University has shown that companies that invest in employee health and wellbeing see a direct correlation with increased productivity and profitability. For instance, training initiatives reduced late days among female workers from 45 to 17 per month*. Both men and women participants reported significant improvement in their health after attending a behaviour change based capacity-building programme.

There are also reports of improvement in overall turnover and attrition by employers and management. Therefore, safe, inclusive programmes, policies, and practices will lead to work environments that will improve outcomes related to safety, security, health, and productivity ultimately benefiting both the workforce and businesses.

Closing the Gender Pay Gap

Implementing effective transformative policies and programmes has demonstrated measurable outcomes. The study by Tuft University indicates that increasing women's earnings to 91 cents for every dollar earned by men, thereby contributing to a more equitable workplace. Study by Gartner has shown that inclusive teams [improve team performance by up to 30 percent](#) in high-diversity environments.

“Furthermore, the SDGs promote [decent work and economic growth](#) by seeking full and productive employment and decent work for all women and men including for young people and persons with disabilities, and equal pay for work of equal value. Mainstreaming of a gender perspective is crucial in the implementation of the [2030 Agenda for Sustainable Development](#)” ~ UN





Resilient Communities and Thriving Economy

A resilient and well-supported workforce is fundamental to establishing a robust and healthy economy that is capable of withstanding economic and environmental fluctuations and uncertainties.

Healthy and Inclusive Ecosystem

Occupational health and safety measures, eco-friendly facilities and services, green jobs and safe and environment-friendly practices can boost green carbon credits and environmental outcomes for industries, local governments, and the communities. Governments and Industries can improve climate and environmental outcomes by adaptations of safe, healthy, and green practices in their supply chains.



*Some of our programmes which were third-party evaluated by the likes of Tufts University and ICRW indicated that workforce empowerment is necessary to address productivity and sustainability, however, enabling systems and services is very critical to ensure the intended results and outcomes.