Women consist of almost 50% of the total population; it is a gross mistake to leave this huge talent pool untapped, unused. Yet, ensuring a gender-inclusive workplace is not easy; the problem has to be addressed at various levels – entry, middle management and boardroom. We have to make it favourable for women to join the workforce and then continue working, despite Shouldering multiple societal responsibilities.
Scaling Women Entrepreneurs

Sodexo has developed various policies and procedures to support women entrepreneurs at various stages through training and processes. For instance, several small- and medium-sized women-owned enterprises lacked appropriate Health and Safety know-how to meet the required Sodexo protocols. They were provided the required support to upgrade and follow best-in-class safety procedures and practices. Further, to provide liquidity, a relaxed policy was implemented to conditionally approve and reduce the credit period. To capacitate potential women suppliers, Sodexo’s vendor development teams provided guidance, coaching, and process analysis for business improvement. They began training women entrepreneurs on Sodexo’s internal requirements, ensuring compliance and setting up quality assurance systems.

Acknowledging that small- and medium sized women-owned enterprises require a faster payment process, Sodexo has successfully put an SSP Payment Plan in place. With collaboration as the center of Sodexo’s initiatives, Sodexo developed a process where they approach potential women entrepreneurs and guide them through training to meet Sodexo’s hiring expectations. They also focused on small-scale food vendor industries selling chapatti, pickle, papad, and chips, which have a high density of women entrepreneurs. One such women entrepreneur is Subhada, who shared:

“Our policies should support and be in tandem with every role that a woman has to play in her life. After all, when women flourish, the society can flourish as a whole; the economy will get its desired boost.”

stakeholders at the community level to create job opportunities for women. Other active campaigns include messages on domestic violence and challenging gender roles in both a professional and personal setting.
Watch the testimonial video to learn more

“I started the chappati supplying business 12 years ago, due to job loss and a hefty loan liability. Slowly, with word-of-mouth my business grew, and one day my former boss introduced me to Sodexo India. They believed in me, gave me an opportunity to progress as an entrepreneur. And, here I am! Today, with a few more strong-willed women we’re an esteemed vendor partner of Sodexo!”

Clear Results

Following the roll out of the Better Tomorrow 2025 Vision, in addition to policies, outreach, and training activities, Sodexo was able to advance procurement from women entrepreneur by 200%. Sodexo is committed to monitoring the purchases done with women entrepreneurs on a monthly basis, in addition to continuing their efforts to foster inclusion and promote awareness on gender equality within communities in India.