

2024 Asia-Pacific WEPs Awards Regional Awardee Profile



Scott Lee (President & CEO)
Hansoll Textile Ltd.

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About the Company

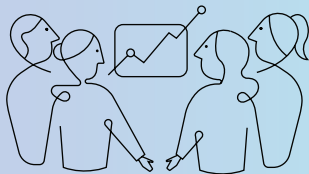
Name: Hansoll Textile Ltd.

Country: South Korea (HQ)

Employees: 10,001+

Percentage of women employees:
Between 51% – 80%

Website:
https://www.hansoll.com/_ENG



Hansoll Textile is a leading global apparel manufacturing company based in South Korea, specializing in knitwear garments for major international brands. With a strong focus on sustainability and ethical practices, the company operates numerous factories worldwide and employs advanced production techniques to deliver high-quality products.

Women Inspired, Supported, Empowered

Although women make up an estimated 80 per cent of the global garment industry workforce, gender inequality remains deeply entrenched in the sector. Women are significantly underrepresented in leadership and their career advancement is often held back by traditional gender roles that expect them to financially support their families while simultaneously performing a disproportionate share of unpaid care and domestic work. Although these challenges are widespread across sectors, the demanding conditions of the garment industries, including long working hours, low wages and limited job security, further exacerbate these inequalities.

In 2022, Hansoll Textile took steps to address gender inequality in the garment industry by launching the global Women Inspired, Supported, Empowered (W.I.S.E.) programme across 12 of its factories (including in Cambodia, Indonesia and Viet Nam). The programme, whose full implementation is expected by the end of 2025, aims to equip female

workers with knowledge of their rights and develop their financial and strategic skill sets, while simultaneously supporting factories to create more gender-inclusive workplaces.

With content tailored to the local context, each factory delivers the programme over four years through eight six-month cycles of interactive, discussion-based sessions that engage 20 to 40 workers per cycle. Beyond the in-depth cohort, some training and resources are also made available to all factory workers. Informed by a needs



analysis, each factory sets its own targets aligned with one of the programme's four focus areas:

1. Encouraging female workers to open and use savings accounts.
2. Promoting mobile banking usage among female employees.
3. Raising awareness of women-specific health issues and prevention.
4. Increasing women's awareness of gender-based violence in the workplace and beyond.

In addition to topic-specific training, W.I.S.E. includes empowerment sessions that contribute to women's personal growth and learning. These sessions focus on rights awareness, confidence-building and reshaping perspectives on women's roles in the economy and the household.



'Through W.I.S.E., workers gained confidence and control over their finances - fostering independence and lasting empowerment'

**- Kiki Susanto, PT.
Hansoll Indo Java CSR/
Sustainability Officer**

Integrated into Hansoll Textile's Diversity, Equity and Inclusion (DEI) policy and roadmap, W.I.S.E. provides guidelines and training on the programme's requirements and procedures to the Corporate Social Responsibility/Sustainability teams of each participating factory. The local teams then integrate W.I.S.E. into their factory operations by designing training materials and activities based on employee survey results, keeping the programme relevant to workers' needs.

At headquarters, Hansoll Textile has built an online tracking system and holds quarterly meetings with local team members to share best practices, gather feedback and monitor progress on factory-level targets.

At the heart of the W.I.S.E. programme is a practical, action-oriented approach to improving women workers' well-being through targeted training, awareness-raising sessions and hands-on support. Strategic partnerships have played a key role in bringing this to life across Hansoll Textile's factories. Factories with financial education goals partnered with banks to provide lectures on the importance of financial management, guidance on opening savings accounts or help setting up mobile banking applications on workers' phones.

Those focused on health goals engaged local hospitals, inviting doctors to provide training and advice on workers' health concerns. Factories addressing gender-based violence worked with legal advisers and local women's organizations to offer counselling, legal guidance and support for reporting incidents. These partnerships provided valuable expertise and enabled Hansoll Textile to leverage this knowledge to adapt the programme continually to meet workers' evolving needs.

Another strength of the W.I.S.E. programme is its adaptability—prioritizing women workers' needs through iterative improvements. This has ensured the approach stays relevant and grounded in real experiences. For example, in the wake of the post-pandemic economic crisis and rising costs of living, many workers became discouraged from saving, as setting money aside became increasingly difficult. To address this, factories shifted their focus from broad financial concepts to more practical, relatable topics, such as building an emergency fund, planning for children's education and avoiding debt.

Effective training strategies for financial inclusion include engaging, interactive activities such as quizzes, games and discussions. For example, a Cambodian factory produced a video featuring its workers to promote the importance of saving for the future, while a Vietnamese factory rewarded workers with the highest number of deposits into their savings accounts. These tailored efforts increased worker engagement and subsequently also the use of savings accounts.

Measuring success and driving personal transformation



The W.I.S.E. programme is on track to reach its target of empowering 11,000 women by the end of 2025. Surveys show that among participating cohorts, 29 per cent of women opened and began using savings accounts, while 51 per cent adopted mobile banking apps. In factories where health awareness was the focus, 61 per cent of female workers took part in training or committee meetings. In factories addressing gender-based violence, 79 per cent of women workers participated in related sessions.

Beyond quantitative metrics, worker feedback has highlighted the programme's impacts. A participant from Indonesia shared how W.I.S.E. boosted her confidence, expanded her financial knowledge and changed her perception of care responsibilities, leading to a more equal distribution of responsibilities in her household:

"I became very confident after the programme. I thought before I was just a housewife who did not understand anything other than just working and taking care of the house, but now I confidently know new terms and I am interested in learning more. Although it may seem difficult, the speaker conveyed it easily for workers like us to understand. I am very grateful for being given the opportunity to join this W.I.S.E programme."

W.I.S.E. has not only advanced women's confidence and knowledge but also inspired positive change in their personal lives. Following the completion of the programme in 2025, Hansoll Textile plans to launch another initiative that will support female workers in its supply chain. The company aims to continue empowering its female workers and creating a virtuous cycle of growth beyond the workplace.

Women's Empowerment Principles



High-Level Corporate Leadership



Treat all Women and Men Fairly at Work without Discrimination



Employee Health, Well-Being and Safety



Education and Training for Career Advancement



Enterprise Development, Supply Chain and Marketing Practices



Community Initiatives and Advocacy



Measurement and Reporting



asiapacificwepsawards.org
weps.org



@unwomenasia

#GenderActionLab #WEPAwards



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