

A woman in a white uniform is smiling while cleaning a table. She is holding a spray bottle in her left hand and a cloth in her right hand. The background is bright and out of focus, showing a dining area with white chairs and tables.

THE ISSA HYGIEIA NETWORK



ADVANCING THE WOMEN OF THE WORLD'S CLEANING INDUSTRY

Named after the Greek goddess of cleaning and hygiene, the ISSA Hygieia Network is an international community dedicated to the advancement and retention of women in all branches and at all levels of the global cleaning industry, with special focus on cleaners' advancement.

It will provide ongoing education, networking, professional development, and personal recognition awards available to any women working in, or associated with, the industry.

This vibrant, world-wide community is open to any woman or man employed in, or associated with, the cleaning industry.

"Since childhood, I have recognised the importance of education. I was raised by my wonderful grandmother, who was illiterate—and she instilled in me a deep respect for knowledge and learning. I strongly believe that we have a duty to support fair access to education and training, so that we can ensure every person can fulfill their potential."

- Dr. Ilham Kadri, President at Diversey Care, VP and Officer at Sealed Air



WHY WE MUST TAKE ACTION

The moral imperative

Women should not face gender discrimination and should always enjoy opportunities for advancement solely on merit. Sadly this is not always the case and, exacerbating the problem, women at all levels lack the confidence to request the tools and training required for continuous professional development.



*UNESCO, 2014

2085

The year the gender pay gap will close at the current rate of improvement

*International Labour Organization, 2015

“70 years ago when my grandmother went to work, she walked through the backdoor of the building...just because she was a woman. Still today, too many doors remain closed to too many women. I want our daughters and granddaughters to be able to walk through any door of any building in any place in the world.”

- Deborah Gillis, CEO at Catalyst

The ISSA Hygieia Network aims to reverse this social conditioning and provide an empowering and supportive network that allows talent to shine and develop regardless of gender.

Improving the bottom line

The business case for diversity and gender equality is equally irrefutable. A more diverse workplace—in which women are able to freely participate and where their contribution is valued—fosters creativity and innovation.

A more diverse workforce also enables the understanding of a broader range of market segments, offering the potential for business growth.

Numerous studies show that organizations with middle and senior management teams that are gender balanced consistently enjoy better bottom-line results.

In the U.S. alone....



WOMEN earn almost 60% of undergraduate degrees

Yet....



They are only 14.6 percent of executive officers



8.1 percent of top earners



4.6 percent of Fortune 500 CEOs

OBJECTIVES AND INITIATIVES

With an overarching vision of supporting career advancement for women at all levels in the industry, the ISSA Hygieia Network will undertake activities that promote the entry into, advancement, and retention of women in the cleaning and hygiene industries.

The ISSA Hygieia Network hopes to develop programs to reduce illiteracy levels and foster academic achievement in members as well as campaign for the improvement of working conditions for immigrants and undeclared labor. Help will also be offered to educate women on more personal topics such as healthy eating, childcare, and health issues.

“Any opportunity to learn new skills that will allow me to move forward in my career is great. Knowing that there is a supportive and encouraging network ready to help give me access to this has given me the confidence to be more ambitious.”

- Holly Borrego, Cleaning Services Director NA at ISS Facility Services Inc

These objectives will be met through a variety of initiatives, including women’s executive roundtables, the organization of a global awards program, and receptions at major exhibitions and conferences to provide a supportive touchpoint for members and encourage the cross-fertilization of best practice ideas.

THE ISSA HYGIEIA NETWORK MEMBER BENEFITS

In addition to a strong sense of purpose and self-actualization that comes with being involved, members will receive a variety of benefits. The ISSA Hygieia Network hopes to eventually develop 24/7 access to online forums for help and advice and access to an ISSA Hygieia Network member directory.

The ISSA Hygieia Network will also help both established and entry-level professionals through a multitude of programs designed to develop their skills and decision-making capabilities.



AWARDS

The purpose of the ISSA Hygieia Network Awards is to recognize individuals and companies that have made an outstanding contribution to the global cleaning industry. The ISSA Hygieia Network Council members will act as the jury for the annual awards and announce the winners in a dedicated Awards Ceremony.

The main award is the **Hygieia Member of the Year**—recognizing a member’s involvement in activities that fulfill one or more of the ISSA Hygieia Network’s goals and objectives. Other awards include the **Rising Star of the Year Award**, eligible to women aged under 35, and the **Employer of the Year Award**, which recognizes the company that best promotes women’s interests. The **Man of the Year Award** is for a senior-level man who is dedicated to promoting the advancement of women in the cleaning industry through mentoring; and the **Eidyia Award*** is open to companies or individuals leading efforts to reduce illiteracy rates within the industry’s workforce.

** The name “Eidyia” derives from the Greek goddess of knowledge.*



ISSA HYGIEIA NETWORK'S FOUNDING MEMBERS



*Dr. Ilham Kadri,
President at Diversey
Care, VP and Officer
at Sealed Air*



*Nathalie Doobin
CEO at Harvard
Services Group*



*Meredith Reuben
CEO at EBP Supply
Solutions*



*Holly Borrego
Cleaning Services
Director NA at ISS
Facility Services Inc.*



*Marie-Paule Nowlis
VP Guest Experience &
Operations at Sofitel*



*Jill Kegler
General Manager at
Kellermeyer-Nichols*



*Lydia Work
CEO at American
Paper Converting Inc.*



*Linda Silverman
President at Maintex*



*John Garfinkel
Executive Director
Emeritus at ISSA*

Be a part of the ISSA Hygieia Network and commit to securing a sustainable future, where all women and men in the cleaning industry are equally empowered and rewarded.

HONORARY MEMBER



*Deborah Gillis
CEO at Catalyst*

“Let us never forget that in the cleaning industry, as in every walk of life, ‘women’s rights are human rights.’ Gender equality and the empowerment of women are essential to our sustainable future.”

- John Barrett, Executive Director, ISSA

