



MADE BY WOMEN

Promoting gender equality in the garment industry

Women workers are key to business performance, but addressing gender equality issues in complex global supply chains is challenging. With Made by Women, CARE supports companies to create positive change for women workers through effective, flexible programs.

CARE is a global leader on gender issues. Our practical solutions for factories are based on proven models which draw on 20+ years of experience engaging with women garment.

Our established relationships and proven influence extend beyond industry. We advocate with national governments in supplier countries, create safe spaces for dialogue, and use our expertise to influence global legislation such as ILO Conventions.



Partners choose to work with CARE because we combine global collaboration and influence with practical solutions for factories. We work with businesses as we see this is the most effective way to bring about positive change for women workers.

With Made by Women, businesses have the opportunity to promote gender equality across the garment industry through engagement and influence at all levels of the supply chain and beyond.

Join CARE to create long-term, sustainable change for women garment workers.

The issues faced by many women workers around the world can limit their potential and pose a business risk.



2 in 5 women

workers in factories do not receive equal salary or opportunity, despite forming 3/4 of the workforce.¹



USD\$89m

Estimated cost of sexual harassment to the Cambodian garment industry each year in lost productivity.²



1 in 2 women

workers in garment factories in South-East Asia have experienced sexual harassment.³

Made by Women is CARE's dedicated strategy bringing partners together to improve the lives of women workers by promoting gender equality in the garment industry.

CARE places women at the heart of all we do and we have decades of experience with the garment industry.



20+ years



10+ countries



300+ factories (2018-20)

¹ Baseline Report: "Promoting Workers' Wellbeing Project", Resilient Bangladesh (January 2019). ² "I know I cannot quit": The Prevalence and Productivity Cost of Sexual Harassment to the Cambodian Garment Industry, CARE International (2017). ³ According to on the ground reports from CARE's projects. For further information on this research please contact the STOP team.

Moving beyond audits: Lead genuine change for women workers

We support businesses to promote gender equality in the garment industry across four key themes, inspiring improvements across all levels of the supply chain.



WOMEN'S VOICE & LEADERSHIP

Promoting opportunities for women to progress as leaders, engage in dialogue and take action to ensure the issues affecting them are heard.



VIOLENCE & HARASSMENT

Addressing violence and harassment in the workplace so women workers are safe and respected.



GENDER DISCRIMINATION

Tackling discrimination, including the gender wage gap & discrimination against pregnant workers, which prevents women's equal participation.



HIDDEN WORKERS

Ensuring migrant and marginalized women working in homes and sub-contracting factories have their rights recognized.

Contribute to proven impact.

Through Made by Women, CARE can help businesses meet their commitments to **the ILO's Decent Work Agenda** and the **Sustainable Development Goals**, particularly SDGs 5 & 8.

From 2016-19, Made by Women's achievements include:



Supporting **120+ factories** across **7 countries** to **strengthen workplace policies & systems**.



Enabling **58,000+ women garment workers** to access **rights** they were previously denied, such as minimum wage or maternity pay.



Convening **150+ industry stakeholders** to develop Standard Operating Procedures for addressing violence and harassment at all levels of the supply chain. More than **85 factories** have received **practical support** to address workplace harassment using CARE's STOP model.



Working alongside partners in support of the **ILO Convention on Violence and Harassment**, with **3.3 million women garment workers** across four countries standing to benefit as a direct result of CARE's advocacy.

Partnerships

In the past 5 years, CARE has worked to promote gender equality and worker well-being with garment brands including:

C&A Foundation



LEVI STRAUSS FOUNDATION



TARGET



We also work in collaboration with global organisations such as **Better Work**, **Business Fights Poverty**, the **Ethical Trading Initiative**, **Fashion Revolution**, the German **Partnership for Sustainable Textiles**, and the **International Trade Union**

"The Cotton On Group is incredibly excited about our partnership with CARE to deliver a program in line with our people first approach and to continually improve our supply chain."

Alice Polglase, General Manager, Risk & Sustainability, Cotton On Group

Supply chains are complex. Gender equality shouldn't be.

Join CARE to make this a reality for women garment workers.