



Made by Women

Promoting dignified work for garment workers in Asia

IMPACT REPORT 2018



Executive summary

CARE has the ambitious goal of economically empowering **8 million women garment workers in Asia through dignified work by 2021**.

Why? Because the garment industry is an important employer in Asia, but women workers are disproportionately represented in the most vulnerable, marginalised and low-paid forms of work in the industry. The garment sector employs approximately 40 million people across the region – with nearly 75% of the workforce being women – but on average, garment workers only receive 1-3% of the retail price of clothing and nearly 1 in 3 garment workers experience sexual harassment in the workplace.

We believe that poverty is an injustice and that dignified work is a key pathway out of poverty. Made by Women is one of CARE's major contributions to the International Labour Organization's Decent Work agenda and the United Nations Sustainable Development Goals 5 and 8.



CARE has been working with the garment industry in countries across Asia for over 15 years and we have already had a positive impact on the lives of tens of thousands of workers. Made by Women is a regional strategy designed to scale the impact of our work by pursuing shared aims and approaches to promoting dignified work across the region. By promoting improved business practices in global supply chains, strengthening women's leadership and working with governments to promote public policies that will protect the rights of workers, we aim to support meaningful change in the



>> Made by Women website: www.care.org/madebywomen

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lives of millions of women who work in the garment industry across Asia.

This report highlights our progress since the start of the strategy in 2016, with a particular focus on achievements and successes in the past year, and the tactics we are using to reach our ambitious impact goal.

Snapshot of progress:

Since the start of the strategy, we have **doubled the number of women garment workers we have directly reached** in Asia:

Direct Reach

From

32,689

to

64,053

... and have significantly increased our indirect reach across the region:

Indirect Reach

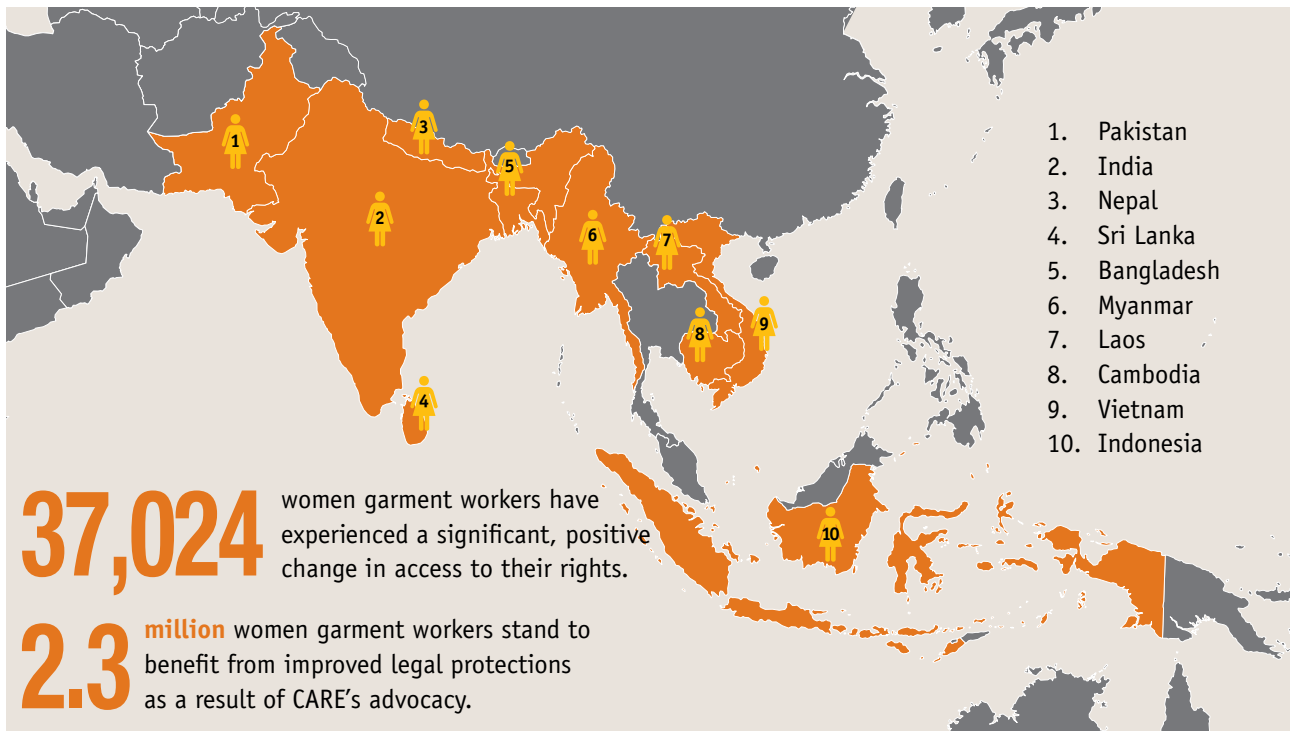
From

56,945

to

3.5 million





From 2017 to 2018 we have:



Strengthened the ability of women workers to voice their labour rights through partnership with the labour movement.

In the last year, CARE supported 26,173 women to join a workers' community group or trade union through which they can voice their labour rights. Some of our union partners have significantly increased the number of women in their membership and in leadership positions, and are demonstrating improved understanding of and commitment to tackling gender issues in the workplace. CARE has also supported our union partners to strengthen their presence and voice in the campaign for a new ILO Convention and Recommendation Ending Violence and Harassment in the World of Work, including ensuring women union leaders from Asia had a voice at the International Labour Conference (ILC) 2018 in Geneva.



Improved understanding and commitment to tackling gender issues, particularly gender-based violence, in the supply chain among garment brands and retailers.

CARE has worked as part of a broader movement, which is influencing the garment industry to take action on preventing gender-based violence and promoting gender equality. We are starting to see the benefits of this, expanding our partnerships to promote gender equality from 58 factories and 4 brands/retailers, to 84 factories and 8 brands/retailers; deepening our partnerships to tackle deeply ingrained issues like gender-based violence; and expanding the scope of partnership beyond supplier factories into communities and public policy advocacy.



Strengthened legislation and government action to prevent gender-based violence in the workplace.

CARE has advocated in support of the proposed ILO Convention, facilitating dialogue with governments, unions and employers in 6 countries, and making a vital contribution to ensuring support for the Convention in Pakistan and Vietnam. CARE has also contributed to ensuring better coordination of the activities of government ministries and civil society to prevent violence against women in Cambodia, as part of the 2nd National Action Plan to Prevent Violence Against Women in Cambodia (2014-18). If these policy initiatives and action plans are effectively implemented, they have the potential to prevent nearly 2.3 million women garment workers from experiencing violence and harassment at work.

Looking ahead, we will continue to strengthen alliances with union partners; to expand the number and scope of our private sector partnerships; to advocate to strengthen legal protections for workers; and to strengthen key strategic partnerships. Underpinning this work will be a more intentional focus on strengthening our country-to-regional-to-global level collaboration and partnerships.

Introduction

IMPACT GOAL: 8 million women garment workers are economically empowered through dignified work by 2021.

1

EMPOWERED WOMEN

Women workers can collectively advocate for their rights and hold power holders to account.

2

PROTECTED WORKERS

Women workers' rights are secured by legal & social protections.

3

ETHICAL SUPPLY CHAINS

Women workers benefit from the private sector's respect and accountability for human rights in transparent supply chains.

Why this issue?

Odds are the clothes you are wearing right now were made by women in factories and homes across Asia. The garment sector employs approximately 40 million people across the region¹ – with nearly 75% of the workforce being women² – and is a key economic driver for many countries. But it is women workers who bear the burden of the most vulnerable, marginalised and low-paid forms of work in the industry. The result? Many of these women live in poverty, surviving on low wages and making significantly less than their male counterparts. On average, garment workers only receive 1-3% of the retail price of clothing; it is estimated that if a t-shirt costs \$11, only 33 cents go to workers.³

But it's more than just the money. Many women are exposed to threats of sexual harassment and gender-based violence in the workplace; CARE's research in Cambodia showed that nearly 1 in 3 garment workers report experiencing sexual harassment in the past 12 months – and this risk is amplified because of the power differences between a mostly female workforce and mostly male management. Deep-rooted social norms and practices that devalue women affect their day-to-day interactions in the workplace, meaning that the specific concerns of women around health, safety and equal rights are often ignored. Women garment workers in factories struggle to organise and engage in social dialogue to hold their employers and governments accountable for respecting their rights, while women workers in subcontracting factories and homeworkers often lack access to legal and social protections.

At CARE, we believe that dignified work is a key pathway out of poverty and injustice. The Made by Women strategy seeks to ensure that women in the garment industry in Asia not only have access to decent jobs but also have a voice in their workplace and

experience workplaces free from violence and sexual harassment. With a scope of 10 countries (Bangladesh, Cambodia, India, Indonesia, Lao PDR, Myanmar, Nepal, Pakistan, Sri Lanka and Vietnam), this strategy aims to expand the impact of CARE's work by building on our 15 years of experience promoting the rights of women garment workers in more than 200 factories in the supply chains of 13 global garment brands. This report highlights our progress since 2016, with a particular focus on achievements and successes in the past year and the strategies we are using to reach our ambitious impact goal.



40 million

People are employed in the garment, textiles and footwear industry in Asia.



75%

Of garment workers globally are women.



1 in 3

Women working in the garment industry in Cambodia have experienced sexual harassment at work.



1 in 2

Women working in the garment industry in India earn less than minimum wage.



1-3%

Of the retail price of clothing goes to garment workers.

How will CARE impact 8 million women?

1.5 MILLION


**Supporting
WOMEN to have
their voices heard
by strengthening
women's organising
and leadership**

By partnering with the labour movement to organise women and support them in leadership positions, CARE will be able to ensure the views of women are represented and their specific needs addressed. Opportunities include:

- Expanding CARE's existing work in supporting 'worker collectives' and models for social dialogue.
- Working with partners to promote better representation of women in leadership positions.
- Connecting women garment worker organisations into larger movements.

2.5 MILLION


**Engaging with the
PRIVATE SECTOR to
promote improved
practices in global
supply chains**

Changing private sector policy and practice is vital and can have a positive impact on the workers in individual workplaces and throughout global supply chains. Opportunities include:

- Developing partnerships to scale up proven models which promote better practices on gender-based violence and social dialogue.
- Influencing brands to publicly report where they source their products from, what the human rights issues are, and promote the visibility of homeworkers in the supply chain.

4 MILLION


**Working with
GOVERNMENTS to
promote national,
regional and global
policy change**

The adoption, amendment and better implementation of public policies can have an impact on the lives of millions of workers. Opportunities include:

- Proposed ILO Convention on gender-based violence in the workplace.
- Policies relating to supply chain transparency such as the UK Modern Slavery Act, Australia Modern Slavery Act and French Corporate Duty of Vigilance law.
- Promoting gender responsive labour laws.



Made by Women is part of CARE's global strategy to ensure greater access to and control over economic resources for 30 million women by 2020. It is one of our major contributions to the ILO Decent Work Agenda and the United Nations Sustainable Development Goals 5 and 8.

Changes in the global garment industry

The garment supply chain is truly global. Retailers and brands who sell clothes to consumers for the most part do not own or manage the factories where their clothes are made. Instead, they order clothes from factories in regions such as Asia, where the cost of production is lower. Production is often sub-contracted further, into smaller factories and even into people's homes. The industry is also influenced by global regulations set in institutions such as the International Labour Organization (ILO).

In the last year, a number of developments have influenced the garment industry:

Gender-Based Violence in the Workplace: High-profile cases in Hollywood and beyond have catalysed a new global focus on sexual harassment and assault in the workplace through the #MeToo social movement. The growth of this movement has coincided with debates about creating a new ILO Convention. This unique moment in history has created a critical opportunity in 2018-2019 for the development of a global legislative framework to protect workers from violence and harassment.

Supply Chain Transparency: The tragic collapse of the Rana Plaza garment factory in Bangladesh in 2013, which killed 1,134 workers and left approximately 2,500 injured, brought the issue of unsafe working conditions for workers to a global audience. While the media attention may have faded, the issue of supply chain transparency has since gained traction within the garment sector and beyond. The recent Fashion Transparency Index found that 37% of brands and retailers are publishing a list of their manufacturers in 2018, in comparison to only 12.5% in 2016.⁴

Regulating Supply Chains: Governments in the global north and multilateral institutions are now looking at legislation as another route which would, to varying degrees, put legal obligations on business to prevent human rights abuses and environmental damage in their supply chains. Proposed legislation currently under development includes the *Australian Modern Slavery Bill*, an EU policy framework on transparency and human rights due diligence in garment value chains, and a UN Human Rights Council instrument on transnational corporations and other business enterprises with respect to human rights.

Homework: Approximately 60% of garment production in Asia is done in the home⁵, meaning there are millions of garment workers that are invisible, unrecognised and

unprotected by labour laws. But in May 2018, Pakistan's Sindh Assembly adopted the *Home-Based Workers Act*, which legally recognises the estimated 5 million home-based workers in Sindh as formal workers with rights and entitlements protected under labour law, including collective bargaining, minimum wage and pensions. The adoption of this Act is a significant victory for the tireless campaigning of home-based worker organisations, including our partner HomeNet South Asia.

Voice of Women and Freedom of Association: Asia Pacific was recently found to be the second worst region in the world for workers' rights, with 2018 bringing "an increase in violence, criminalisation of the right to strike and a rise in arrests, detention and imprisonment of labour activists and trade union leaders".⁶ Despite these ongoing threats to labour rights, there are some areas for hope. In Bangladesh, an amendment to the labour act in 2013 has enabled a steady growth in the number of registered enterprise-level unions.⁷ In Vietnam, the government is revising the labour code in 2018-2019 with the potential to include important changes around preventing sexual harassment, equal pay for work of equal value, harmonizing the retirement age and paternity leave provisions; though sadly there is still little progress on allowing free and independent trade unions.

Some of these developments have created windows of opportunity for progressive change in the industry. In line with these trends, we are working to highlight the prevalence of gender-based violence in the workplace, continuing to draw attention to the rights of homeworkers and supporting campaigns to better regulate global supply chains. Other trends pose formidable barriers to achieving respect for workers' rights, and CARE works to tackle those barriers, from supporting workers to organise and raise their voices, to ensuring those voices are heard at all levels of governance and throughout the supply chain.



Voices of change

CARE works to contribute to change at all levels of the garment industry but at the end of the day, what matters most is ensuring that our work has a positive impact on the lives of women workers. Learn more about their stories below.

Empowered women

CARE supports women to work together, engage in dialogue with power-holders, and advocate for their rights effectively.



“ Whatever the [factory] targets are, we try to fulfill them. Even after fulfilling the target, they still use abusive language...We must ensure our rights are respected. Before, we didn't know how to work together to achieve this. In the future, we won't face that problem. Because of the training from CARE, we know how to do this.”



“ For garment workers, our education is minimal. We didn't have the opportunity to study [and now] because of CARE's training we can study. Many of us didn't know how to calculate our pay with overtime but now we can. ”

Protected workers

CARE advocates globally for an ILO Convention on Ending Violence and Harassment in the World of Work.

Elly Rosita is Vice Chair of the Garment, Leather, Shoes and Textile Federation, KSBSI Indonesia. CARE, in collaboration with the International Trade Union Confederation – Asia Pacific (ITUC-AP), supported Elly and other women union leaders to attend the International Labour Conference 2018 to ensure that the voices of women workers were represented during the discussions. Since returning to Indonesia from the conference, Elly has helped organise a women's conference and established a national gender committee, organised trainings on gender-based violence at national and branch levels and met with the National Commission on Violence against Women to strengthen their voice in Indonesia.

“ Gender-based violence exists everywhere...we want women to be protected by policies and practices which are implemented across the globe.”



Cho*, 33, works in a factory in Myanmar and is chairwoman of the factory's labour union. She has convinced factory management to include details of their sexual harassment policy in employment contracts.

“ Sexual harassment has a negative impact not only on survivors of violence but also on the work environment for everyone. That's why I strongly support the development of laws & policies that can prevent violence and sexual harassment against anyone in the workplace. ”

*Name changed to protect identity



Ethical supply chains

CARE supports employers to adopt best practice approaches to tackling gender-based violence and enabling social dialogue.



“ In the factory a lot of guys sexually harass the women. The men try to kiss or touch you. I get angry and tell them I don't like that. There was no one solving the problem, so I didn't know who to talk to or how to correct the issues... Back then there were a lot of cases of sexual harassment. But when the factory started to work on a solution [with CARE], there were fewer cases happening. Now I feel confident and happy working in the factory. ”



“ My most pressing concern is how to make this workplace safe. The sexual harassment training package has made by job easier. When women feel safe at work, they don't quit. Sexual harassment prevention can help improve every factory in the clothing manufacturing industry. ”

>> For more interviews featuring women, managers and others linked to the garment industry in Asia, visit the [Made by Women website](#).

Our partnerships

If we want to create meaningful change across the garment industry, we can't work alone. CARE works in collaboration with many different partners, from industry associations to women's groups to government and UN organisations.



HomeNet South Asia (HNSA) is a network of organisations of home-based workers in South Asia which aims to build regional solidarity among home-based workers, especially women, strives to amplify the voices of home-based workers and make their issues more visible. CARE sits on the advisory group of a supply chain study conducted by HNSA.



The International Trade Union Confederation is the global voice of the world's working people. CARE engages with their Asia-Pacific Regional Organisation, working closely alongside them as part of a global campaign to end violence and harassment at work.



Fashion Revolution is a global movement aiming to raise awareness of the fashion industry's most pressing issues. CARE formed part of the advisory group giving input to their Fashion Transparency Index.



The Ethical Trading Initiative (ETI) is an alliance of companies, trade unions and NGOs that promotes respect for workers' rights around the globe. CARE sits on ETI's board and supports ETI's efforts to improve the performance of companies on respecting the rights of workers in their supply chains.



Better Work, a partnership between the ILO and the International Finance Corporation, assists enterprises to improve practices based on core ILO labour standards and national labour law. CARE is working alongside them to promote best practice within the garment industry.

Looking ahead

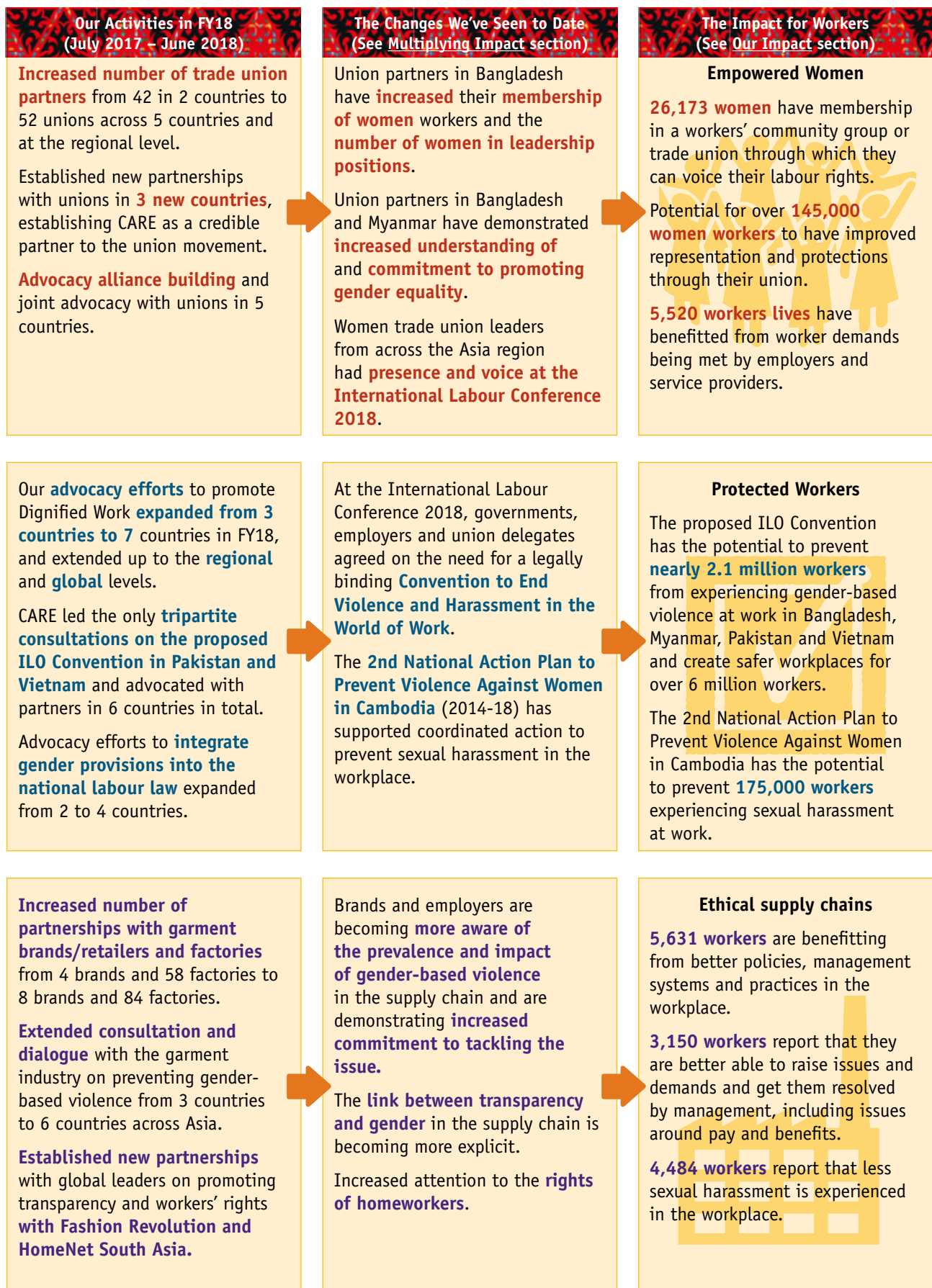
Our partnerships are designed as strategic and long-term investments to drive impact. Plans for the coming year include:

- Joint research and country-level collaboration with **HomeNet South Asia** to continue to raise the profile of homeworkers, particularly in Nepal, India and Pakistan.
- Continued advocacy partnership with **ITUC-AP** to ensure the adoption of the proposed ILO Convention supplemented by a Recommendation at the ILC 2019.
- Continued collaboration with **Fashion Revolution** on the 2019 Fashion Transparency Index and raising awareness of gender in the garment supply chain.
- Strengthening our partnership with **Better Work** to promote gender equality in the garment industry.
- New partnership with **Oxfam Vietnam** to integrate gender considerations into the new national labour code.
- New collaboration with **Fair Wear Foundation** on research and advocacy to reduce sexual harassment in the workplace.

Fundraising

Since the inception of the strategy in 2016, the portfolio has secured new funds from the Australian Department of Foreign Affairs and Trade, UK Department for International Development, Target and the C&A Foundation, totaling nearly \$10 million. These projects contribute directly to the key outcomes for Made by Women: scaling our approach to tackling sexual harassment in factories across the Mekong; organizing women into community solidarity groups in Bangladesh, Indonesia and Vietnam; advocating for progressive revisions to the Vietnam Labour Code and promoting women leaders in Bangladesh. Diversified funding from both institutional and private sector partners is key to our success, and we continue to explore opportunities for new partnerships to expand the impact of our work.

Snapshot of progress



Digging deeper: multiplying impact

For CARE, ‘multiplying impact’ is about creating significant and sustainable change in the lives of women and girls, both in and beyond the communities in which we work directly. Together with our partners, CARE uses the evidence, learning and innovation from our work to influence broader social change and scale up solutions to reach and benefit more people. CARE does this by replicating and expanding proven approaches, promoting pro-poor solutions, influencing power holders at all levels and brokering linkages between actors. The Made by Women strategy focuses on three key impact multipliers to achieve our goal and employs a range of tactics to enable transformational change for workers far beyond the workplaces where CARE directly implements projects.

MULTIPLIER 1: STRENGTHENING WOMEN'S ORGANISING AND LEADERSHIP (1.5 MILLION)

The labour movement across the Asia region plays the central role in promoting workers' rights. CARE is partnering with garment worker trade unions across the region to increase the number of women in unions and union leadership positions, to ensure gender issues are

included in bargaining agenda, and to help strengthen advocacy and collective bargaining. Over the last year, we've seen four outcomes emerging in this area:

1. Union partners in Bangladesh have increased their membership of women workers and the number of women in leadership positions.

CARE Bangladesh's partnerships with unions and capacity building for women outreach activists has encouraged more women to join unions. One union partner has reported a 20% increase in the number of women members and many outreach activists report successfully mobilising women workers, with one reporting she supported 400 women to join a union federation. CARE's partnerships and capacity building for women workers has also resulted in more women taking on leadership positions within the unions, with at least 3 women joining the Executive Committees of factory level unions, and one union partner increasing the number of women leaders on their Executive Committee by 55%, resulting in women holding the majority of positions for the first time.



"The owners and managers would beat people before if they didn't meet the work order. People wouldn't be allowed to leave.

But, because we came together as a group, we have been able to gain the benefits that we should have already had."

Garment worker, Bangladesh

Since working with CARE in Bangladesh, union leaders representing more than 80,000 workers report that they are now able to talk about ‘sensitive’ gendered issues and barriers in the workplace.

2. **National and enterprise-level union leaders in countries such as Bangladesh and Myanmar are demonstrating increased understanding, support and commitment to addressing gender issues in the workplace, such as gender-based violence, sexual and reproductive health and maternity entitlements.** For example, since working with CARE in Bangladesh, union leaders representing more than 80,000 workers report that they are now able to talk about ‘sensitive’ gendered issues and barriers in the workplace, such as maternity leave, sexual health and menstrual hygiene, which they were previously too embarrassed to talk about. In Myanmar, CARE has provided technical support on preventing gender-based violence to national union federations, resulting in increased awareness and union partners committing to roll out training on gender and sexual harassment prevention to their affiliates.
3. **Increased presence of women trade union leaders at the International Labour Conference.** CARE has supported ITUC-AP’s longstanding campaign for an ILO Convention and Recommendation Ending Violence and Harassment in the World of Work, aiming to amplify the power of our shared policy asks and, in particular, the voices of women workers in the debates. CARE supported the participation of six women union representatives from Myanmar, Mongolia, Indonesia and ITUC-AP to the International Labour Conference in June 2018 to counter the traditional male dominance of union voices at the event; due to this work **ITUC-AP have committed to financing another group of women union representatives at the next ILC to ensure that women continue to have a voice in the proceedings.** The delegates spoke with their official country delegations to advocate on key gender issues and have continued to advocate since their return from the ILC, organizing or attending 24 events to speak out about GBV in the world of work and sharing their experience with over 900 people.

4. **The voice of trade unions in the campaign to stop gender-based violence at work is strengthening across Asia.** Alongside supporting representation at the ILC, CARE has **worked to help elevate the voice of national and enterprise-level trade unions in five countries** by providing technical expertise on gender-based violence and the ILO Convention process, as well as acting as a convenor and facilitator of dialogues between worker, employer and government representatives. For example, **CARE Myanmar has facilitated and strengthened an alliance of trade unions, labour rights NGOs and CSOs working together on ending violence and harassment at work.** The alliance has resulted in increased awareness and knowledge about the Convention and GBV in the workplace among union/labour leaders and organisers and better coordination between the advocacy partners. This advocacy alliance has the potential to hold the government and employers accountable for preventing GBV at work and to support safer workplaces for over 65,000 union members who work in the garment industry.

What We’ve Learned

- Building partnerships is a long-term process that requires trust and credibility, particularly when engaging with new types of partners. It is key for CARE to demonstrate our commitment to a rights-based approach and the value we can add as a partner through technical expertise on gender and our ability to convene diverse stakeholders.
- Working with trade unions has highlighted the value of working with membership-based organizations such as unions who represent the voices of their constituents. We recognise the importance of not imposing agendas or disrupting grassroots decision-making in these partnerships, but rather recognizing where our respective areas of expertise can complement each other to work towards impact at scale.

MULTIPLIER 2: PROMOTING IMPROVED PRACTICES IN GLOBAL SUPPLY CHAINS (2.5 MILLION)

Businesses connected to the garment supply chain – from brands and retailers in Europe and the US to factory owners in Asia – have an important role to play in respecting workers' rights. Changes to the policies and business practices of brands can influence working conditions throughout the supply chain, and introducing better policies, management systems and behaviours in factories can improve standards for thousands of workers. Over the last year, CARE has seen the following outcomes emerging with our partners:



“When women feel safe at work, they don't leave the factory. Sexual harassment prevention can help improve every factory in the clothing manufacturing industry.”

HR Manager, garment factory,
Cambodia

1. **Brands and employers are becoming more aware of the prevalence and impact of gender-based violence in the supply chain and are demonstrating increased commitment to tackling the issue.** The impact of the #MeToo movement has been felt in the garment industry, and CARE is part of a broader movement of civil society and trade union actors working together to ensure understanding of and commitment to preventing this important issue among brands and retailers.

The productivity cost of sexual harassment in the Cambodian garment industry is estimated at USD 89 million per annum.

CARE's research on the [prevalence and cost of sexual harassment in the Cambodian garment industry](#) is one of the few studies to highlight this issue thus far but additional studies are emerging, including a research collaboration between CARE and the Fair Wear Foundation in Vietnam. Gender-based violence in garment supply chains is on the agenda at industry events, seen through CARE's sessions at the Business Fights Poverty annual conference and at the 2017 CSR Asia Summit. Increased awareness has led to some brands and retailers standing up to support the proposed ILO Convention: over the past year, CARE successfully lobbied the UK Fashion and Textiles Association (UKFT) to support the Convention publicly and alert their company members to the issue. There is also growing investment in tackling GBV in the supply chain, with [new initiatives to prevent sexual harassment being delivered by CARE](#), as well as other partners such as Fair Wear Foundation and BSR. CARE has begun working alongside Better Work to promote gender equality and dignified work in the garment industry, including collaborating to influence the industry in Cambodia, highlighting the importance of addressing sexual harassment and integrating new guidance on sexual harassment prevention into Better Work's factory assessments.

2. **The link between transparency and gender in the supply chain is becoming more explicit.** Garment brands and retailers are demonstrating increased interest in gender issues and are committing to promote gender equality and women's economic empowerment in their supply chains. New guidance is emerging for companies to follow such as the [Ethical Trading Initiative's guidance on gender in](#)

[supply chains](#), developed in consultation with NGO and trade union members including CARE. In 2018, CARE also contributed a thought piece and technical input into the development of new gender metrics for Fashion Revolution's [2018 Fashion Transparency Index](#), an annual ranking of the world's 100 largest fashion brands and retailers based on their level of transparency. CARE also supported activities around the launch of the index, including participating on a panel for "Fashion Revolution Question Time" in Westminster. The influence of the index will be long-term but the index has already seen a 5% improvement in company scores on last year.

3. Increased attention to the rights of homeworkers.

Organisations like HomeNet South Asia (HNSA) and Women in Informal Employment: Globalizing and Organizing (WIEGO) continue to draw the attention of government and industry stakeholders to the

situation of homeworkers and support homeworkers to assert their rights. CARE is working closely with HNSA to support an increased focus on this less-understood area of work, sitting on the advisory group of an upcoming supply chain study and partnering on a session on the informal economy at the 2017 Livelihoods Asia Summit. We also supported the participation of a representative at the 2018 Commission of the Status of Women to amplify the importance of the issues of homeworkers to this key UN body. Since this event, CARE and HNSA have been collaborating on multi-stakeholder consultations on the ILO Convention in India, and HNSA has also initiated a study in Nepal to understand the nature of violence faced by homeworkers.

What We've Learned

- Achieving change requires buy-in from all levels of the supply chain but different tactics need to be used to influence each level. The #MeToo movement has played an important role in influencing brands and retailers but that outside pressure is not as apparent to local manufacturers, who require a different form of evidence base and long-term efforts to build relationships and trust. All of these stakeholders need to understand and support efforts to address key issues in order for significant impact to be achieved.
- CARE is one of many organizations working to promote the rights of workers in the garment industry and beyond. This can make it difficult to present clear messages and priorities to companies, who themselves face competing and sometimes contradictory research and advice on what to prioritise from different actors. Collaboration and shared messaging between civil society and trade unions is essential to influence companies effectively and achieve industry-wide change.
- Working with the private sector requires evidence-based approaches. Building a solid research knowledge bank of our best practices and successes from past and current programming will help support our partnerships with brands and retailers.



“An ILO Convention on violence in the workplace is especially important for workers in the textile and garment sector in Indonesia ...In this sector most of the workers are women, and they are mostly in precarious and contractual based employment. They are the most vulnerable group.”

Erlyna Subandijah, Chair,
Women's Committee, Serikat
Pekerja Nusantara (SPN)
affiliated with the Indonesian
Trade Union Confederation
(KSPI)

MULTIPLIER 3: PROMOTING NATIONAL, REGIONAL AND GLOBAL POLICY CHANGE (4 MILLION)

Workers' rights need to be secured through effective public policies that ensure decent working conditions and provide a universal social safety net. Over the past year, a number of shifts have taken place in the policy landscape, which support dignified work for women in the garment industry, with the following outcomes emerging:

1. **At the International Labour Conference 2018, governments, employers and union delegates agreed on the need for a legally binding Convention to End Violence and Harassment in the World of Work.** CARE's policy proposals were largely aligned to the ITUC's, but **CARE's proposal to include 'accommodation provided by employers' within the definition of the 'world of work' was included in the proposed text of the Convention**, having been adopted by the ITUC-AP in their policy asks. CARE engaged in dialogues with governments, unions and employers in 6 countries (Bangladesh, India, Lao PDR, Myanmar, Pakistan, Vietnam) to influence them to support the proposed Convention. **CARE made a vital contribution to influencing tripartite delegates to support the Convention in Pakistan and Vietnam**, where we were the only organisation convening tripartite dialogue between employer, government and union representatives on this issue. While the final agreement will be made at the ILC 2019, it is looking hopeful that in future governments will have to adopt national legislation to tackle workplace violence and harassment.
2. **The 2nd National Action Plan to Prevent Violence Against Women in Cambodia (2014-18) has supported coordinated action to prevent sexual harassment in the workplace.** In 2014, CARE Cambodia played a vital role in ensuring that government ministries included preventing sexual harassment in the workplace as a priority in the action plan and has continued to play an active role on the technical working group on GBV ever since. The action plan supports better coordination of the activities of government ministries and civil society to prevent violence against women in Cambodia. The current action plan ends in 2018, at which point CARE plans to gain a better understanding of what impact the action plan has had on preventing sexual harassment in the garment industry. The move towards a third action plan also offers further opportunities for CARE to influence the agenda.

3. Governments in the global north are increasingly looking to regulate global supply chains.

Voluntary actions by brands and retailers have not gone far enough to protect workers' rights, but new legislation in the global north represents another route for ensuring respect for human rights in supply chains. CARE has contributed to consultations on the *UK Modern Slavery Act* and the development of Modern Slavery legislation in Australia, including through representations to the Parliament and engagement in coalitions working with civil society and business.

Voluntary actions by brands and retailers have not gone far enough to protect workers' rights

4. Policy-change windows to support gender equality have opened in a number of countries in Asia, many in alignment with the new ILO Convention. CARE is focusing advocacy efforts to influence these processes, including:

In Lao PDR, CARE supported workers to raise the issue of extending maternity provisions to the Ministry of Labour in 2018, alongside the Lao Federation of Trade Unions. The Ministry of Labour is revising the labour code in 2019, creating an opportunity to integrate workers' asks into the revisions.

In Myanmar, a coalition of civil society and trade union organisations including CARE came together in 2018 to address gender-based violence in the garment industry. The coalition is working closely to integrate provisions preventing sexual harassment into the labour law, to obtain endorsement for new guidelines on preventing gender-based violence in the workplace and to get training materials on sexual harassment prevention included in the National Occupational Competency Standards.

In Vietnam, CARE is spearheading advocacy efforts with Oxfam in Vietnam and local partners to increase public awareness and support for gender equitable provisions in the revised national labour code slated for 2019. The proposed new gender provisions include preventing gender-based violence in the workplace, equal pay for equal work and harmonizing the retirement age.

What We've Learned

- As a global organization, CARE can make significant impact when we collaborate. Our advocacy work on the ILO Convention spanned across our offices in Australia, Asia, Europe, Latin America and the US. By exploring new ways of working within our own organization – through information sharing, collaboratively planned activities and policy analysis which integrated inputs from different perspectives and regions – we've learned our advocacy is more effective when we link our programming and advocacy work from the national to the global level.
- Working on global policy change also offers the opportunity to create champions for gender equality. Our work to influence key decision-makers on policy issues often includes sensitization on the importance of women's rights in the workplace, helping to shift the attitudes of individuals in countries and contexts where equal rights for men and women are not always the norm.





Our tactics for multiplying impact

Across our three multipliers, CARE employs a range of tactics to broaden and deepen our impact. We are constantly learning about how we can more effectively multiply our impact and how these different tactics can be used to complement each other.



Replicating Proven Approaches

- CARE Bangladesh's Empowerment Knowledge and Transformative Action (EKATA) methodology, which supports women workers to take collective action to access their rights through community worker groups, is being replicated in Vietnam and Indonesia. This was achieved by influencing a retailer to support EKATA as a more effective approach to promoting worker empowerment than training.
- A sexual harassment prevention approach which was developed in Cambodia is being adapted for use in Lao PDR, Vietnam and Myanmar; and a partnership with Better Work is supporting scale-up in Cambodia.



Campaigning

- A nationwide signature campaign in Pakistan to support the ILO Convention collected 10,000 signatures from a wide variety of stakeholders, ranging from factory workers to high-level government officials.



Convening and Influencing Alliances

- In Bangladesh, CARE contributed to an alliance of 40+ women-led trade unions and community activists and defined a list of 10 priority demands for greater respect for women workers' rights.
- In Myanmar, CARE has convened an advocacy alliance of unions and labour rights NGOs working to prevent gender-based violence in the workplace.



Systems Strengthening

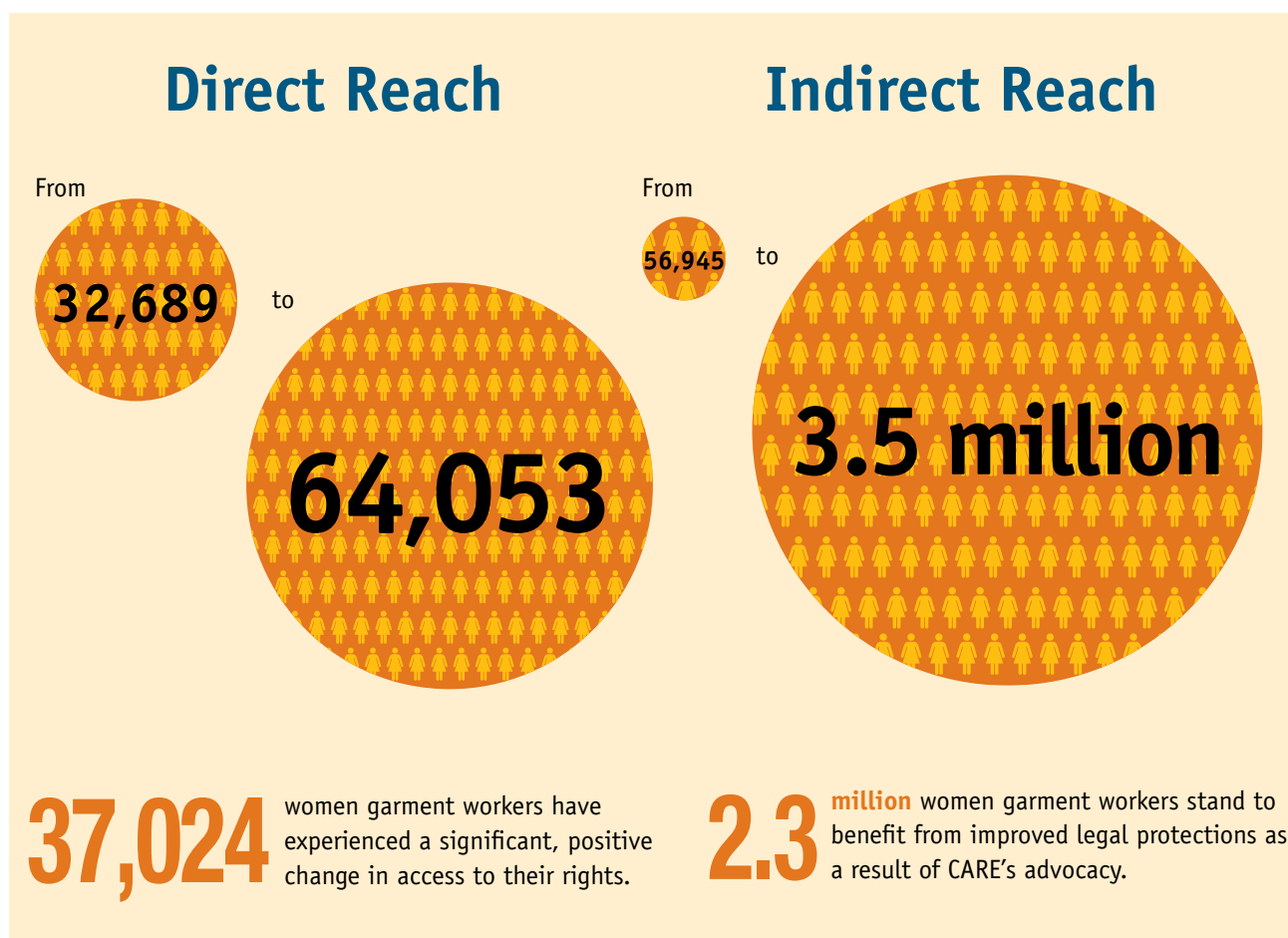
- CARE supported the Lao Federation of Trade Unions (LFTU) to extend the scope of their work in labour protections for factory workers by facilitating agreements for LFTU to work in 10 garment factories. This support also built LFTU's organisational and technical capacity, and increased their credibility with workers.



Influencing the Influential

- CARE has influenced the Cambodian Ministry of Women's Affairs and Ministry of Labour to integrate preventing sexual harassment in the workplace into the 2nd National Action Plan on Preventing Violence Against Women (2014-18).

Digging deeper: our impact



We are poised to expand and deepen our impact through contributing to strengthened legal protections which have the potential to improve the lives of nearly 2.3 million women workers across the region

Through our three multipliers, we have been able to increase our impact on the lives of women garment workers. Since the start of the strategy, we have **doubled the number of women garment workers we have worked with directly** in our projects from 32,689 to 64,053 and have **significantly increased our indirect reach from 56,945 to over 3.5 million people across the region**. 37,024 women have benefitted from a tangible and demonstrable improvement in access to their rights such as accessing key entitlements in their

workplace or experiencing reduced sexual harassment. We are poised to expand and deepen our impact through contributing to strengthened legal protections which have the potential to improve the lives of nearly 2.3 million women workers across the region.

Below, we share statistics and stories which demonstrate the impact Made by Women has had on the lives of women who work in the garment industry since the start of the strategy.



31,236

Women workers have become more aware of their rights and entitlements at work.



5,703

Women have taken action to voice their labour rights.



26,173

Women have membership in a workers' community group or trade union through which they can voice their labour rights.

5,520



Workers lives have benefitted from worker demands being met by employers and service providers.

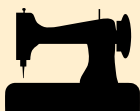
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EMPOWERED WOMEN



Empowered women

- Through Made by Women, CARE has worked directly with 64,053 women garment workers to promote transformational change through economic empowerment and access to rights. We have also provided training and mentoring for **16,326** male workers and **5,089** men and boys in communities to challenge negative views about women and their role in the workplace.
- 26,173 women** have membership in a workers' community group or trade union through which they can voice their labour rights. We have also improved the leadership skills of **1,662 women**, ensuring they have the confidence and skills to raise issues and concerns with their managers and husbands. **352 women** workers have gained leadership positions as worker representatives on committees, worker community groups and trade unions. Through our partnerships with enterprise-level trade unions and federations, CARE has supported over **20,000 women workers** to join trade unions in Bangladesh and Myanmar.
- As a result of supporting worker organising and rights-awareness, CARE has enabled **31,236 women workers** have become more aware of their rights and entitlements at work and **5,703 women** have taken action to voice their labour rights. Our partnerships with trade unions have the potential to support more gender responsive advocacy and collective bargaining and enable more than **145,000 trade union members** to access their rights and entitlements, particularly related to gender issues in the workplace.
- 5,520 workers** lives have benefitted from worker demands being met by employers and service providers. Women workers supported by CARE have negotiated and reached agreement with factory management to ensure that all workers in their factory are paid the correct wage, overtime pay, severance pay and bonuses; and have reported cases of sexual harassment against managers who were subsequently removed from their jobs.



BEHIND THE NUMBERS: OUR IMPACT STORIES

Empowering women to negotiate for their rights

In Bangladesh, stories abound from women who have successfully negotiated their labour rights within factories, changing not only their lives but the lives of their fellow workers. One such worker is Monowara Begum, a garment worker in Gazipur. Monowara is a member of a Community Workers' Association established with support from CARE. One day, the factory management told Monowara and the other workers that due to a lack of orders, the factory would be temporarily shut down and the workers would not be paid – meaning three months of lost income. Monowara organised a meeting of 50 workers in the factory, where she explained that under the labour law, if the factory closes for a period of time due to insufficient business, then workers are entitled to their salary during the shut-down. Monowara formed and led a group of workers who arranged a meeting to negotiate with management, where they explained their rights under the law and persuaded

management that it would benefit them to keep paying workers, as these experienced workers would re-join the factory once it opened again. Management agreed to their demands and all 500 workers in the factory received their full salary for the entire 3-month shutdown. Monowara said: **“I got this communication skill, confidence from [CARE Bangladesh’s Empowerment Knowledge and Transformative Action] EKATA session and in the [community worker association] I have learned how to manage a group of people effectively. [The] project inspired me to do something for myself and also for other helpless workers.”**

Increasing worker solidarity and supporting new union leaders

In Bangladesh, 3,117 women workers have organised into worker solidarity groups and broader Community Workers’ Associations (CWAs), taking collective action to access their rights at work, in their homes and in their communities. Two of the CWAs, with over 300 members, are working towards legal registration as trade unions so that they can continue to advocate for the rights of their members. CARE’s support to the trade unions has also seen a significant increase in women joining the unions. CARE’s partnership with Garments Sramik Mukti Andolon, a trade union in Dhaka, has seen women’s membership increase by 20%. **CARE Bangladesh’s work with 40 existing trade unions motivated 22,800 women workers to join, which could represent a 10% increase in union membership in the industry.** Through the same partnership in Bangladesh, CARE has supported women to take leadership positions within the unions, including three women gaining positions on the Executive Committee of factory-level unions. CARE’s partnership with the Garments Sramik Mukti Andolon Federation has led to the President and Executive Secretary deciding to increase the number of women on the 31-member Executive Committee from 11 to 17, which is the first time the union has had a majority of women on its decision-making body.

Developing new leaders in the workplace

In Cambodia, one worker started working with CARE as a peer educator in her factory, training other workers and sitting on the HIV/AIDS education committee, and has since sat on a sexual harassment committee formed by CARE in her factory. She has now been elected as a union leader in her factory, having gained the skills to speak confidently with managers and represent other workers.





2.3 million

Women garment workers stand to benefit from improved legal protections as a result of CARE's advocacy.



1.8 million

People have been reached through community mobilisations, mass media and social media campaigns.

Protected workers

2

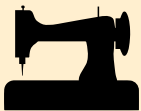
PROTECTED WORKERS



CARE has supported new or amended policies, legislation, public programs and budgets which, if effectively implemented and enforced, have the potential to **prevent nearly 2.3 million women garment workers from experiencing violence and harassment at work** and to create safer workplaces for 6.7 million women in the region. These advocacy wins include commitments to supporting the proposed ILO Convention in Pakistan and Vietnam, strengthening the

advocacy alliance behind this campaign in Bangladesh and Myanmar, and integrating sexual harassment prevention into a national action plan in Cambodia.

- CARE's advocacy and campaigns have promoted positive gender norms and better working conditions in the garment industry, with **community mobilisations, mass media and social media campaigns that have reached over 1.8 million people.**



BEHIND THE NUMBERS: OUR IMPACT STORIES

Advocating for National and Global Policy Change

In 2016 and 2017, government, employer and worker organisations in Vietnam had minimal awareness about the proposed Convention and were reluctant to take a position on it. **CARE organised the only policy workshop in advance of the International Labour Conference 2018 which led to a joint agreement between worker, government and employer organisations to support the proposed Convention.** The government has also demonstrated commitment to revising provisions on sexual harassment in the Vietnam Labour Code to align with the proposed Convention. The potential of this Convention for the garment industry in Vietnam? Safer workplaces for over 950,000 women, and prevention of gender-based violence for more than 300,000 women.

A similar story in Pakistan: the position of the government was unclear and no consultations or dialogue had taken place between government, employer and worker organisations. **CARE's advocacy in Pakistan, alongside the Alliance Against Sexual Harassment, resulted in worker, government and employer delegates coming out in support of the Convention and endorsing CARE's policy position.** CARE was credited by the ILO for initiating dialogue between the tripartite stakeholders, and significantly raised the public profile of this issue, gathering 10,000 signatures in support of the Convention and publishing articles, public service messages and television interviews which resulted in more than 1 million people receiving media content on the proposed Convention. The potential of this Convention for the garment industry in Pakistan? Safer workplaces for over 2 million women, and prevention of gender-based violence for more than 700,000 women.

Influencing government action plans

In Cambodia, the very first National Action Plan to Prevent Violence Against Women (NAPVAW) did not include any reference to sexual harassment in workplaces, in part because it was not a priority for key ministries. When it was time for development of the second plan, **CARE Cambodia's advocacy on the prevalence and impact of harassment in the workplace played a significant role in bringing key ministries – including the Ministry of Women's Affairs and the Ministry of Labour and Vocational Training – on board for a change.** The 2014-2018 NAPVAW passed with new sections specifically aimed at preventing sexual harassment in the workplace. CARE has acted as a key supporter of this since its inception, participating in the national working group and through implementing the 'Enhancing Women's Voice to Stop Sexual Harassment' project to prevent sexual harassment in garment factories. If implemented effectively, the 2nd NAPVAW has the potential to promote safer workplaces for the approximately 602,000 women working in the garment industry and prevent approximately 175,000 women from experiencing sexual harassment.



1,311

We have worked with 1,311 supervisors and managers in 84 garment factories.



29 factories

CARE has worked in 29 factories to strengthen management systems to prevent sexual harassment.

Ethical supply chains

3

ETHICAL
SUPPLY CHAINS

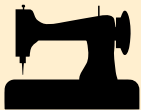


- We have worked with **1,311 supervisors and managers** in 84 garment factories to promote more gender responsive behaviours, policies and management systems, and have

engaged with over 200 factories to promote better working conditions.

- Through CARE's work, **5,631 workers** are benefitting from better policies, management systems and

practices in the workplace. CARE has worked in **29 factories** to strengthen management systems to promote social dialogue and prevent sexual harassment. **3,150 workers** report that they are better able to raise issues and demands and get them resolved by management, including issues around pay and benefits and **4,484 workers** report that less sexual harassment is experienced in the workplace.



BEHIND THE NUMBERS: OUR IMPACT STORIES

In Bangladesh, CARE strengthened dialogue and work to prevent sexual harassment in 5 factories by strengthening the capacity of Worker Participation Committees (WPCs). Workers' understanding of the value of factory committees rose from 40% to 60%, the number of women who reported having raised an issue or demand rose from 13% to 25%, and more than 90% of workers reported feeling that their factory provided an environment in which they were able to raise grievances and demands. The WPCs were successful **in escalating and resolving a number of worker grievances, including supporting workers to get access to their correct pay and benefits, time off work, and solving disputes between workers and managers.** By training managers and building their support for this work, the project also improved worker-management relations in the factories, with the number of workers who felt comfortable communicating with their supervisors increasing from 45% to 99%.

The project also established zero-tolerance policies on sexual harassment in the 5 factories, increased workers' awareness and supported more effective Anti-Harassment Committees which have resulted in over 2,000 workers reporting that less sexual harassment is experienced in the workplace. Of cases of gender-based violence reported, perpetrators were fined or temporarily suspended and in serious cases, were dismissed from their jobs.

Looking ahead

The Made by Women strategy has made a significant contribution to the broader movement to improve the lives of women garment workers, but there is still a lot of work to be done to achieve our ambitious impact goal. CARE is committed to achieving positive, tangible change for women who work in the garment industry, and to continuing to learn how to be a better partner, a closer ally and a more effective advocate. Over the next year, we will look to expand and deepen our impact on the lives of women garment workers in the following ways:

MULTIPLIER 1

Strengthening women's organising and leadership (1.5 million)

- **Continue to strengthen alliances with union partners** in Bangladesh, Myanmar and Lao PDR; and build new alliances in Vietnam and Indonesia.
- **Deepen the impact of our partnerships** by expanding women worker union membership and the number of women in leadership roles, and strengthen leadership commitment to promoting gender equality including through collective bargaining.
- **Strengthen our collaborative work with ITUC-AP** to promote women's leadership and presence in the union movement.

MULTIPLIER 2

Promoting improved practices in global supply chains (2.5 million)

- **Expand the number and scope of our partnerships with brands, retailers and factories to tackle gender-based violence and promote social dialogue in the supply chain.** We will work to move beyond just working in supplier factories by pursuing full supply chain partnerships that include joint convening, alliance building, advocacy and awareness raising at HQ level.
- **Scale our in-factory work and achieve broader influence on the industry** in collaboration with strategic partners such as Better Work, Fair Wear Foundation and Fashion Revolution.

MULTIPLIER 3

Promoting national, regional and global policy change (4 million)

- **Continue to advocate in support of the proposed ILO Convention,** focussing our efforts on influencing government and employer delegates in collaboration with union partners. CARE will also look beyond the next ILC, working to support alliances that will continue to push governments for ratification and application of the new legal framework in practice.
- **Use emerging policy windows to intensify our advocacy on amending labour laws to end gender discrimination and promote more gender equality at work.** CARE will utilise policy windows in Bangladesh, Myanmar, Lao PDR and Vietnam as opportunities to catalyse change.

Underpinning this work will be a more intentional focus on strengthening our country-to-regional-to-global level collaboration and partnerships. We will also focus on advancing our learning agenda, maintaining a purposeful focus on our impact at scale tactics, and expanding our relationships with CARE teams across the region and globally.

¹ P. Huynh, (2015) 'Employment, wages and working conditions in Asia's Garment Sector: Finding new drivers of competitiveness', ILO Asia-Pacific Working Paper series.

² Clean Clothes Campaign, Facts on the Global Garment Industry.

³ Labour Behind the Label, Living Wage.

⁴ Fashion Revolution (2018), [2018 Fashion Transparency Index](#).

⁵ HomeNet South Asia (2016), Working in the Shadows: Women Home Workers in the Global Supply Chain; Chen, M., Sebstad, J., O'Connell, L., (1999) 'Counting the Invisible Workforce: The Case of Homebased Workers', World Development (27, 3).

⁶ ITUC (2018), [2018 ITUC Global Rights Index](#).

⁷ From 136 in 2012 to 625 in 2018. Human Rights Watch (2016), ['Bangladesh: Garment Workers' Union Rights Bleak'](#).

Our people

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DONORS

CARE's work in Asia under the Made by Women strategy has been funded by a range of donors, including:

- Austrian Development Cooperation
- C&A Foundation
- European Union
- Gap Inc.
- Galleries Lafayette
- Government of Australia
- Levi Strauss Foundation
- Livelihoods and Food Security Trust Fund (LIFT)
- Target
- United Colors of Benetton with UN Women
- UK Department for International Development
- UN Trust Fund to End Violence Against Women
- Walmart Foundation

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