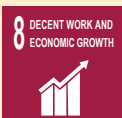


Made by Women Impact Report 2018 – Executive Summary

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:

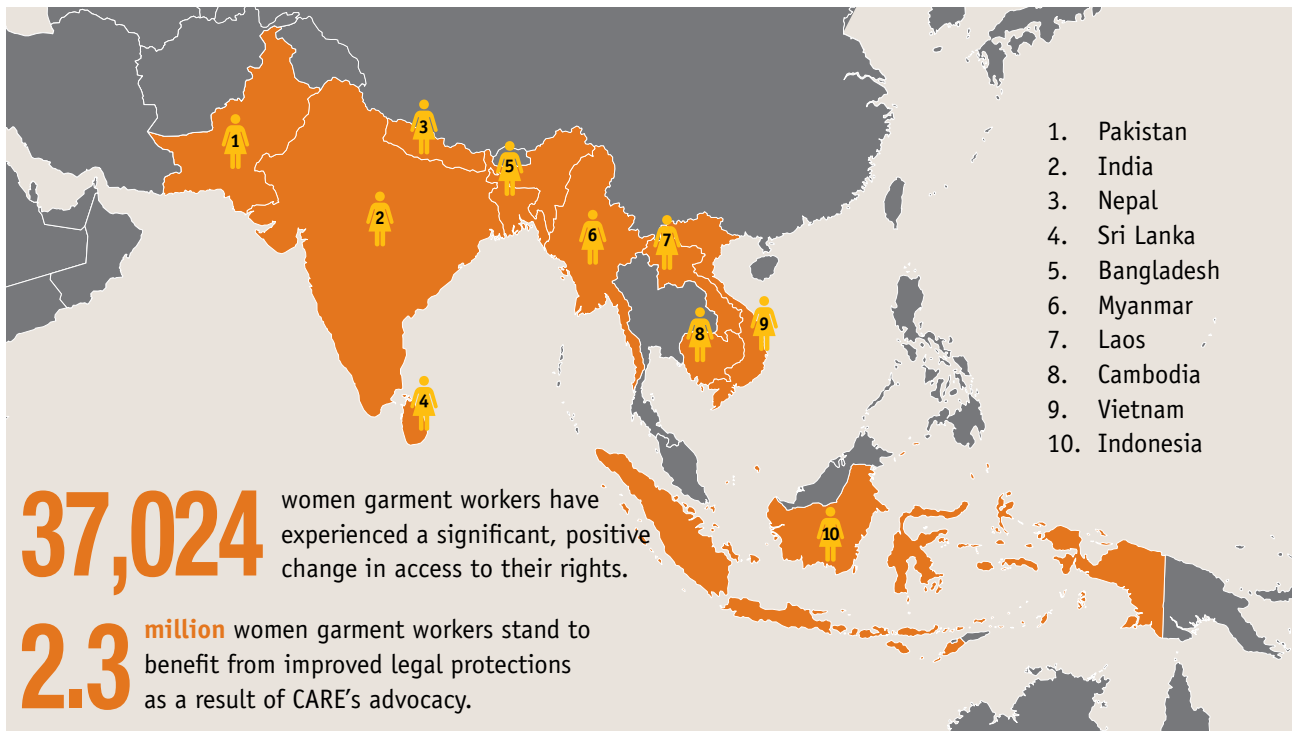
Indirect Reach

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.