



Made by Women: **IMPACT OVERVIEW 2019**



The Made by Women strategy seeks to ensure women in the garment industry have access to decent jobs, are free from violence and harassment and can give voice to their rights at work.

CARE's 20 years of experience working with women in the garment industry gives us a unique perspective on effective ways to promote women's empowerment among garment workers as well as strong relationships with expert partners in the sector. Since 2016, our dedicated focus on economically empowering women workers through dignified work has accelerated the positive changes we see in the lives of women working in garment supply chains.

Impact of our work and partnerships

Highlights from Made by Women's programs 2016-19 include:

-  **More women have improved opportunities to progress their careers and use their voices to make positive changes together.**
Nearly **42,000 women workers** are more aware of their rights and entitlements at work.
-  **More people are aware of the issues affecting women garment workers.**
3.8 million people across Asia were reached through campaigns.
-  **More factories are engaging with CARE to strengthen workplace policies, management systems & behaviors.**
121 factories across 7 countries have partnered with CARE to enable more dignified working conditions.
-  **More brands and retailers have committed to work with CARE to promote gender equality in their supply chains.**
Made by Women has partnered with **11 leading garment brands**, with 10 more engaged in conversation.
-  **Industry leaders are taking action tackle gender-based violence in the world of work.**
150+ industry stakeholders joined *The Business of Women at Work*, a regional event co-hosted by CARE and Better Work with the support of the Australian Government.
-  **CARE's advocacy alongside our partners and allies helped influence how representatives voted on adoption of the ILO Convention on Violence and Harassment.**
3.3 million women garment workers across four countries could stand to benefit as a direct result of CARE's advocacy in support of Convention 190.

"Workers now feel safe and secure because they can depend on the policy & other people."

Sorya, Garment worker, Cambodia

MADE BY WOMEN: 2016-19 SNAPSHOT


58,000+

Women garment workers have accessed rights which they were previously being denied.


3.6 million

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


88,000+

Women garment workers were directly reached by CARE's work.


1/2 million

People were indirectly reached by CARE's work under Made by Women.



Ioria Currington/CARE

MADE BY WOMEN's goal is for 8 million women garment workers to be economically empowered through dignified work by 2021. We focus on three key areas: **empowered women**, **protected workers** and **ethical supply chains**. In 2018-19 Made by Women supported work in nine countries across Asia.

Global expertise, local impact

CARE's efforts to create positive change in the lives of women garment workers is tailored to the countries in which we work. Specific impacts in individual countries include:

In **Bangladesh**, CARE's work within factories to strengthen mandated worker committees is increasing the number of women in leadership roles and supporting them to raise concerns with management.

In **Myanmar**, CARE's engagement with unions has motivated activists to support women to raise complaints of sexual harassment to management and negotiate with management to get clauses against sexual harassment inserted into employment contracts.

In **Indonesia** and **Vietnam**, workers are benefitting from a unique model—**EKATA**—for building women's solidarity, critical awareness and collective action, which was developed by CARE **Bangladesh**.

In **Vietnam**, CARE's collaborative efforts to promote gender equality in the Labor Code resulted in specific recommendations on sexual harassment being incorporated into the draft text.

Across **South-East Asia**, more brands and factories are using CARE's **STOP** model to prevent and respond to workplace sexual harassment effectively.

MOST SIGNIFICANT PROGRESS IN 2019: The ILO Convention on Violence and Harassment

What is it? A global law specifically on preventing violence and harassment in the world of work. This was formally adopted at the International Labour Conference in June 2019.

Why is this significant? The new Convention and Recommendation sets the global standard for laws to prevent violence and harassment in the world of work, which many governments are expected to follow. This also increases the focus of global sourcing companies on proactively address sexual harassment in their supply chains.

What was CARE's role? CARE advocated to governments and employers alongside our civil society allies across Asia. Our research helped deepen understanding of the issues; our analysis advised on the relevance and benefit to their context; and our campaigns helped ensure this was a visible issue which remained on the agenda.

What's the impact on women? 3.3 million female garment workers in Bangladesh, Myanmar, Pakistan and Vietnam stand to benefit from CARE's advocacy in support of this Convention, plus millions more women across Asia.

Ensuring impact and effectiveness

CARE's efforts under Made by Women are grounded in rigorous analysis of the most effective ways to multiply our impact. We continue to explore innovative ways of creating positive change for women working in the garment industry.

Solidarity and collective action

An Outcome Harvest from the OIKKO project in Bangladesh found promoting women's solidarity and collective action is far more effective than providing training. **Learn more about the impact of the OIKKO project in Bangladesh >**

Increasing impact through industry partners

Improving the ability of labor-standards assessors to identify sexual harassment through engagement with Better Factories Cambodia (BFC) is strengthening identification and response to cases, which should result in increased action by factories and brands. **Learn more about CARE's partnership with Better Factories Cambodia >**

Amplifying awareness of issues through partners

CARE reached new and diverse audiences by providing content for Fashion Revolution's online course *Fashion's Future: The Sustainable Development Goals*, which reached 10,000 people working in, or interested in, the fashion industry. **Learn more about the course >**

Collaborating to increase influence

In Myanmar CARE convened a collaborative advocacy group with like-minded partners all working towards safe workplaces for women. The collaboration resulted in a wide range of multi-layered, strategic activities which contributed to all delegates voting in favour of Convention 190 and the inclusion of women's health and safety concerns within the new Occupational Health and Safety Law.

Flexible support for advocacy

Made by Women offered small catalytic advocacy grants to individual country programs to support flexible, strategic and targeted work at national level towards a common global goal. The flexible funding enabled them to hold events, conduct policy analysis or invest in relationship-building. In four countries we have evidence these efforts influenced delegate votes in favor of the ILO Convention on Violence and Harassment.



Made by Women

Made by Women engages CARE teams from around the world to advance our work. For more information, contact Lesley Abraham, Made by Women Strategy Coordinator, at lesley.abraham@care.org.

care.org/madebywomen

