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## MADE BY WOMEN: DIGNIFIED WORK FOR WOMEN GARMENT WORKERS IN ASIA

CARE aims to economically empower 8 million women garment workers through dignified work by 2021.

The garment industry is an important employer in Asia. Women workers are **disproportionately represented** in the most **vulnerable, marginalised, low paid** and **impoverished** forms of work in the industry. The result is that workers fall far short of a living wage, women workers face a significant gender pay gap in most countries, and many workers live in poverty.

**Gender-based violence** remains a largely hidden issue yet women perceive this as a regular and daily risk; a risk which is exacerbated through **power differences** between a mostly female workforce and majority male management, and **deep-rooted social norms** and practices that **de-value women**. In Asia, trade unions and worker organizations are commonly patriarchal, resulting in the **specific concerns of women workers being ignored**. Women garment workers struggle to organise and engage in **social dialogue**. Without this, it is impossible for them to hold their employers and governments accountable for **respecting their rights**. Workers in subcontracting factories and homeworkers often lack access to **legal and social protections**.

CARE aims to further its goal of **economically empowering women** by promoting access to **decent jobs** and women's **control over the economic benefits** of their employment. CARE works to promote dignified work in many sectors in Asia, including the hospitality, entertainment and construction industries. However, the **MADE BY WOMEN** strategy will specifically **focus on the garment industry** as an area in which CARE has extensive expertise and the potential to positively impact large numbers of women.

CARE has worked in the garment industry for over **15 years**, working in more than **200 factories** in the supply chains of **13 global garment brands**.

### WHO WILL CARE FOCUS ON?

#### WOMEN WORKERS in the garment industry in 10 COUNTRIES in Asia

This includes factory workers and homeworkers. CARE will focus on women working in 10 priority countries: Bangladesh, Cambodia, India, Indonesia, Lao PDR, Myanmar, Nepal, Pakistan, Sri Lanka & Vietnam.



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.



## WHAT WILL CARE FOCUS ON?

### EMPOWERED WOMEN

Women workers can collectively advocate for their rights and hold power holders to account. Women have the skills to engage in dialogue, become labour leaders and are able to freely associate.

### PROTECTED WORKERS

Women workers' rights are secured by legal & social protections. Global and national legal frameworks protect women from violence at work, while the rights of homeworkers are better recognized.

### ETHICAL SUPPLY CHAINS

Women workers benefit from the private sector's respect and accountability for human rights. Employers adopt best practice approaches while government legislation and brand leadership results in more transparent reporting on supply chains.

## HOW WILL CARE IMPACT 8 MILLION WOMEN?

1.5 MILLION

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

**CARE has many years of experience supporting women to develop leadership skills and ensure they benefit from opportunities to have their voices heard.**

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**

**CARE has many years of experience engaging with garment brands to ensure improvements in supply chains and has demonstrated the value of private sector leadership in driving change.**

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 freedom of association.
- 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**

**CARE's on-the-ground experience in factories combined with strong government relationships at national, regional and global levels make the organisation ideally placed to influence 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.
- Ratification of ILO Convention 177 on homework by additional countries.
- Policies relating to supply chain transparency such as the UK Modern Slavery Act and French Corporate Duty of Vigilance law.

**For more information, contact:**

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