

Made by Women: **IMPACT REPORT 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.

Why? More than three quarters of garment workers globally are women. Despite their numbers, women often remain in the lowest-paid forms of work, at risk of harassment and with the fewest opportunities to improve their situation.

The shifting global context makes this a unique moment in time to address these issues, particularly with movements such as #MeToo placing a media spotlight on the rights of women workers. Advocacy and new legislation in source and supplier countries is starting to strengthen protections for workers and hold global companies to account for how workers are treated in global supply chains.

Since 2016, Made by Women has harnessed these opportunities to bring about positive changes in the lives of women working in garment supply chains.

Through Made by Women, CARE has streamlined and focused our work in the garment sector. We influence key leverage points where we can provide technical expertise and add value to the work of our peers, partners and allies. Made by Women has enabled CARE to strengthen our partnerships, drive new forms of collaboration within the industry, and replicate successful models.

CARE is now making a significant contribution to collective efforts to create sustainable, industry-wide change which promotes the rights of women working in the garment industry. As these efforts gain momentum we are impacting more and more women each year—the cumulative number of women impacted by mid-2019 represents a 59% increase on the previous year.

This report gives an updated snapshot of the working environment for women in the garment industry, outlines our impact to date, and highlights significant achievements in 2018-19.

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.



Jorja Currington/CARE

2019 represented a tipping point for global action to promote dignified work for women.

We've seen some exciting progress through our work at all levels of the garment industry.

First and foremost, **CARE's advocacy alongside our partners and allies helped to influence how governments, trade unions and employer representatives from countries across Asia voted on adoption of a new ILO Convention on Violence and Harassment.** The right to work free from violence and harassment is now recognised in global law, a crucial first step towards employers and governments taking action to ensure safe workplaces.

More and more **women have improved opportunities to progress their careers, work in safety and use their voices to make positive changes together,** which is increasingly being supported by global brands. We've **worked with eleven leading garment brands** since Made by Women launched in 2016, with **10 more companies engaging in conversations about gender equality and women's empowerment with CARE in the past year.** The more companies invest in empowering the women working in their supply chains, the more women will be able to fulfil their full potential.

More people are aware of the issues affecting women garment workers—since 2016 we have **reached 3.8 million people across Asia through campaigns.** This is important because issues affecting women working in garment factories will not be resolved if they are not visible. Greater focus placed on these by unions, employers and governments has the potential to bring about change at factory, country and industry levels.

We've directly **influenced how the industry assesses key rights issues such as sexual harassment.** CARE's collaboration with Better Factories Cambodia helped improve effectiveness of compliance assessments, which are required for more than 550 factories in Cambodia. Improving industry standards on preventing and responding to sexual harassment will contribute to making workplaces safer for the approximately **800,000 women employed in the garment sector in Cambodia.**³ This collaboration continues to engage the wider industry to encourage practical solutions to addressing sexual harassment.

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.

Made by Women's goal is for 8 million women garment workers to be economically empowered through dignified work by 2021.



In 2018-19 Made by Women supported work in nine countries across Asia.

Made by Women focuses on three outcome areas which we believe are key for transformative change in the industry:

- 1  **EMPOWERED WOMEN**
- 2  **PROTECTED WORKERS**
- 3  **ETHICAL SUPPLY CHAINS**

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 2021.** It is one of our major contributions to the ILO Decent Work Agenda and the United Nations Sustainable Development Goals 5 & 8.²

Since 2014 CARE has helped nearly **6.1 m people** to increase their economic empowerment, across 55 countries, contributing to SDG Goal 8.²



Since 2014 CARE has helped nearly **5.3m women and girls** to increase their levels of empowerment or equality, or to exercise their right to a life free from violence, across 57 countries, contributing to SDG Goal 5.²

THE CONTEXT

Made by Women focuses on promoting dignified work in the garment sector because we see first-hand the challenges faced by women working in the industry.

Many women working in the garment industry live in poverty, surviving on low wages and making significantly less than their male counterparts. Precarious employment and lack of protections under the law make them particularly vulnerable to labor abuses. Sexual harassment is commonplace yet women often feel they do not have the ability to speak out against this.

However, the context is slowly shifting. This data gives a snapshot of the current state of women in the industry and factors affecting their rights and well-being.

Violence and Harassment in the World of Work

Attention continues to focus on this important issue, with brands, suppliers and governments increasingly taking notice of the growing body of evidence on the prevalence and impact of violence and harassment on workers. 235 million people globally live in countries where there are no legal protections against harassment;⁴ however, new international legal standards pave the way for this to change.

 **The data:** 1 in 2 women workers in garment factories in South-East Asia have experienced sexual harassment according to on-the-ground reports from CARE projects.⁵

 **The commitments:** 2019 celebrated the adoption of the International Labour Organization (ILO) Convention 190 on Violence and Harassment in the World of Work and Recommendation 206.

Lack of Freedom of Association and Women's Voice

The Asia-Pacific region continues to rank as the second worst region in the world for workers' rights, with repression of strike action reported in Bangladesh, Cambodia, India, Myanmar, Thailand and Vietnam.⁶ For women, this is compounded by gender norms which limit their participation or disregard their voice. Recent research in Bangladesh identified that women see gender discrimination within the factory but in most cases have no say or influence to challenge it.⁷ However, there are signs in some countries that progress is being made for unions and women's voice within them. Vietnam recently ratified legislation to promote collective bargaining and eliminate discrimination against worker representatives and unions for the very first time.

 **The data:** Only 3.1% of women workers in Bangladesh are members of a trade union.⁸

 **The commitments:** In 2019 Vietnam's National Assembly ratified ILO Convention 98 on the Right to Organise and Collective Bargaining.

Discrimination against women in the workplace

Despite women forming the majority of the workforce, in some countries men are three times more likely than women to be supervisors.⁹ The industry is starting to take note, realizing the business implications of discriminating against a significant portion of its workforce, with an increasing number of brands are developing strategies to support women's empowerment in their supply chains. The ILO's Better Work program launched a Global Gender Strategy for 2018-22 with the goal of increasing its gender responsiveness by embedding gender equality into their factory services, policy engagement activities, research and communication.

 **The data:** 2 in 5 women workers in garment factories do not receive equal salary or equal opportunity.¹⁰

 **The commitments:** An increasing number of supplier groups & brands are committing to increase the number of women in leadership positions.

Need for More Transparency and Accountability

Following the examples of the UK and France, in December 2018 the Australian government introduced legislation requiring companies with consolidated revenue of AUD\$100 million or more to publish annual modern slavery statements describing what they are doing to combat the risk of modern slavery in their operations and supply chains. Supply chain transparency is vital for identifying and combatting human rights risks; more and more garment brands are now making this data publicly available.

 **The data:** 35% brands reviewed in the Fashion Transparency Index published their first-tier suppliers in 2019, up from 12.5% in 2016.

 **The commitments:** Introduced in late 2018, Australia's Modern Slavery Act promotes transparency & accountability in the supply chains of Australian-based companies.

IMPACT: WHAT CHANGES ARE WOMEN SEEING?

We're taking action across Asia to address the challenges faced by women in the garment industry.

CARE's work with our partners is ensuring women can demand action to address rights abuses, are protected by effective laws and services, and have their rights respected by more responsible employers and brands. Since 2016, our sustained focus on these issues has led to a significant increase in the number of women reached and we have seen meaningful impact on the lives of tens of thousands of women.

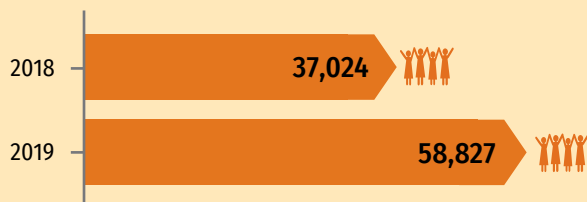
Overall impact

We rigorously monitor whether workers have experienced a significant, positive change in access to their rights. These might include workers who have accessed entitlements like the minimum wage and bonuses after raising demands to management, or workers who benefit from new policies and management systems in factories which effectively protect their rights.

Actual impact to date

58,000+

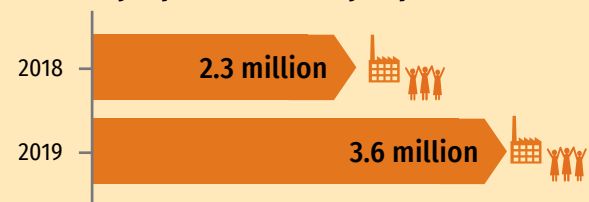
Women garment workers have accessed rights which they were previously being denied.



Potential impact

3.6 million

Women garment workers stand to benefit from improved legal protections as a result of CARE's advocacy if policies are fully implemented.



Overall reach

In the past year our reach increased by almost 40% to nearly 89,000 women garment workers. These figures don't include the 26,000 men we've also worked with in factories and communities since 2016. Overall our work has indirectly reached more than 526,000 people.

Direct reach

In 2016

32,689
women garment
workers

By 2019

88,789
women garment
workers

In total we have directly reached:

- 104,000+ women overall
- 26,000+ men in factories and communities

Indirect reach

By 2019

1/2 million
people

This includes:

- 324,000+ women in the garment industry

How did we calculate these numbers?

Direct reach: Individuals who are directly involved in project activities, including training, community group organizing, access to services, meetings and events. CARE reports direct reach for a) workers, b) managers, c) all project participants including non-workers; and all are disaggregated by gender.

Indirect reach: Individuals who are not directly involved in project activities but still indirectly connect with the outputs resulting from those activities. This can include family members or fellow workers of direct participants who receive knowledge or access to services through the direct participant. In FY18, CARE reported individuals reached through mass and social media messages as indirect reach, but in FY19 we have counted these individuals separately to align to revised reporting standards within CARE. Indirect reach data is therefore not directly comparable across years.

Actual impact: Impact is understood as workers who have accessed a right or entitlement in practice; CARE does not count improved awareness, knowledge or skills as impact as these are valuable outcomes but are not evidence of tangible improvements in workers' lives. CARE requires evidence of impact through evaluation.

Potential impact: The number of individuals who stand to benefit from a successful change in laws, policies, regulations, budget allocations and revised service delivery models as a result of CARE's advocacy. Potential impact is only counted if the policy change has actually happened and CARE has evidence of contribution to that change. Examples include the number of workers who stand to benefit from changes to the labor law. Potential impact can only be considered actual impact when there is evidence that a policy change has improved workers' lives in practice.



IMPACT SPOTLIGHT: THE ILO CONVENTION ON VIOLENCE AND HARASSMENT

In 2019 CARE celebrated the adoption of ILO Convention 190 on Violence and Harassment. We view this as a major step forward for women's right to work free from sexual harassment. But what exactly is this Convention and why do we view this as a victory for CARE and our allies in the civil society and trade union movement?

What is the ILO Convention on Violence and Harassment?

A **global law** focused 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?

235 million women around the world lack legal protections against sexual harassment.⁴ The new Convention and Recommendation sets the global standard for laws to prevent violence and harassment in the world of work, which many governments around the world are expected to follow. Employers and global companies will be required to comply with these new laws, and the new Convention is expected to galvanize action to meet the new standard.

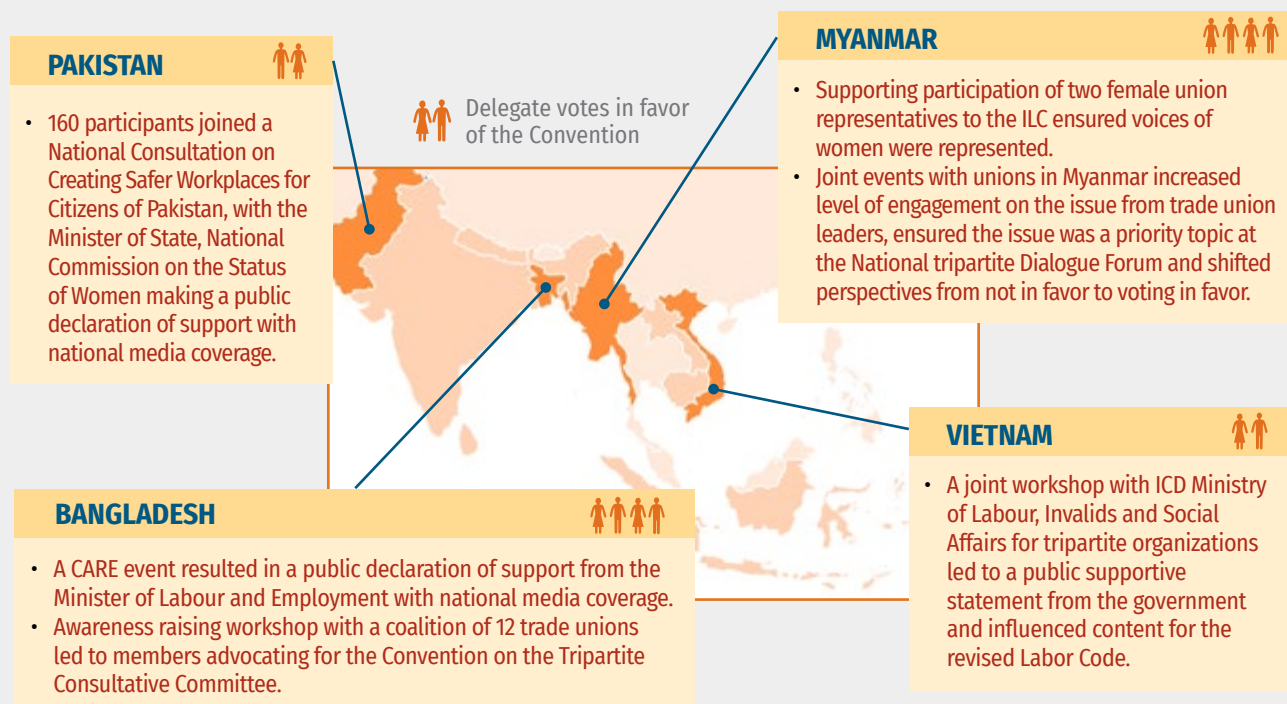
What was CARE's role?

CARE advocated to governments and employers alongside our civil society and trade union allies in countries across the globe, including in Asia. Our research helped deepen understanding of the extent of the issue; our analysis advised on the relevance and benefit to different contexts; and our campaigns helped ensure this was a visible issue which remained high on the agenda. In some countries, CARE was the only organization convening stakeholders and providing input to the government and employer delegates who would vote on the Convention. CARE also supported women worker delegates to attend the International Labor Conference in Geneva in order to strengthen the presence and voice of women workers at the conference.

What's the impact on women?

Once included in national laws, these new standards will enable millions of women across Asia and the world to better speak out about abuse, encourage employers to take action and hold perpetrators to account. CARE's advocacy under Made by Women made a significant contribution to positive votes by delegates, particularly our efforts in Bangladesh, Myanmar, Pakistan and Vietnam. In these four countries alone, **3.3 million women garment workers** stand to benefit from the new Convention. Advocacy efforts in Nepal and India also strengthened support for this issue, including the development of coalitions which will strengthen future policy influencing.

How did we engage in these countries?



Nan Aye Mya Mu

These efforts under Made by Women linked with CARE's broader #March4Women campaign, helping to amplify messages through a global campaign effort.

IMPACT BREAKDOWN: ACHIEVEMENTS ACROSS OUR THREE KEY FOCUS AREAS

1

EMPOWERED WOMEN

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

We believe dignified work can be achieved when women mobilize collectively for change, are supported by more equitable relationships and behaviors in their homes and communities, and when their voices are heard and listened to by the powerful.

That's why we support women to develop leadership skills, build solidarity and take collective action to promote change. It is also important to engage with the men and powerholders in communities, workplaces and government institutions, to ensure women are supported and heard.

From 2016-19 we've seen some notable achievements.



27,500+

Workers organised into workers' groups and organizations through which they can voice their labor rights.

Nearly **42,000 women** workers are **more aware of their rights and entitlements** at work.

More than **18,000 men** in communities & workplaces were **engaged in support of gender equality** for women garment workers.

Nearly **16,000 workers**, including more than 12,000 women, have **received benefits they were being denied** after raising demands and negotiating with their employers.

455 women have gained **leadership positions** within trade unions, worker solidarity groups and on worker participation and anti-harassment committees.

Behind the numbers

Women Took Action to Claim their Rights

EKATA groups support women to collectively identify issues and form shared action plans in a safe, established space. These help women develop leadership skills which enable them to demand access to legal rights and entitlements. In Bangladesh, this includes claiming maternity pay, applying for sick leave and insisting management deal with abusive supervisors. Some of these efforts by individuals or small groups resulted in improvements for all women workers in factories, such as payment of the minimum wage and festival bonuses. Improvements have also extended into their communities, with women engaging local authorities to improve infrastructure such as street lighting and improving access to health services.¹¹

Union action to prevent violence and harassment

In Myanmar, partnership between CARE, NGOs and trade unions on preventing sexual harassment is now starting to achieve real results for workers. Following CARE training and awareness raising, one group of activists supported three women from different factories to investigate and raise complaints of sexual harassment to management, resulting in all perpetrators being fired. Another group were also able to negotiate with management to get clauses against sexual harassment inserted into employment contracts at two factories. These actions are ongoing, but so far CARE has documented actions which have resulted in safer workplaces for over 4,500 women workers in Myanmar.

Stories of change



Fatema started working in a factory in Bangladesh to provide a better future for her baby. She was happy with her work until she started being harassed. Her supervisor would touch Fatema inappropriately, talk about sex and get too close to her. Joining women's empowerment training helped her take action to stop this abuse.

"When I started having a problem with my male supervisor, I was unable to speak out too strongly for fear of losing my job. Several times I tried to share my concerns with my line chief and manager, but I did not have the confidence.

I learned about leadership, communication... and worker rights. After the training, I talked to my line chief about my situation, and told him that if he did not take any action, I would take the issue to a higher level. Two days later, the line chief informed that my supervisor had been dismissed for his behavior.

Now I feel that justice was served, and I am happy to do my job. I am confident to solve my problems and support my co-workers and others to stop any harassment."

2 PROTECTED WORKERS

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

We believe workers should be protected by comprehensive laws and policies which recognize their rights and protect women from gender-based discrimination and abuse.

That's why we advocate at national and international levels to raise awareness among policy-makers and employers, and build support for progressive, effective labour laws and supply chain regulations.

From 2016-19 we've seen some notable achievements.



3.6 million

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

- 3.3 million women garment workers** in Bangladesh, Myanmar, Pakistan and Vietnam stand to benefit from CARE's advocacy in support of the **new ILO Convention 190 on Violence and Harassment in the Workplace**.
- More than **180,000 women garment workers in Myanmar** could **experience safer workplaces** as a result of the new Occupational Health and Safety Law and support for ILO Convention 190.

- 3.8 million people** across 7 countries in Asia were reached through **public awareness campaigns** to raise awareness of rights at work and the importance of preventing violence and harassment.
- Nearly **1 million women garment workers in Vietnam** could **avoid experiencing violence and harassment at work** as a result of new, strengthened provisions on preventing sexual harassment in the proposed revised national Labor Code.

Behind the numbers

Ensuring women are protected in national policy

In Vietnam, efforts to promote gender equality in the Labor Code included a focus on strengthening sexual harassment provisions. A grassroots consultation process enabled factory workers to voice their opinions to policy makers. CARE co-led a large national campaign with partners including Oxfam, iSEE, and VCCI. This resulted in five champions, including policymakers, becoming spokespeople for CARE's policy messages. CARE was able to provide technical inputs to the revised law, such as recommending specific regulations on the responsibilities of employers in preventing and handling cases of sexual harassment at work. Most recommendations on sexual harassment were incorporated into the draft text published in April 2019. If approved, these changes will lead to more opportunities for training and advancement, more employment opportunities and better prevention and grievance mechanisms in cases of sexual harassment at work for the 2.7 million people employed in the sector, including the one million women in the industry experiencing sexual harassment.

Influencing support for ILO Convention 190 through advocacy

CARE's actions in a number of countries across Asia helped influence support for the Convention among worker, government and employer representatives. This also paved the way for broader engagement with key influencers on the issue of workplace violence and harassment.

Refer to page 5 for additional information.

Stories of change



Khaing from Myanmar is making sure the voices of those affected by harassment are heard by policymakers. She started working as a sewing machine operator at a factory in Myanmar in 2012; today she is a Trade Union Leader and President of the Women's Committee for the Confederation of Trade Unions in Myanmar (CTUM).

CARE supported Khaing to attend the International Labour Conference in June 2019. Adoption of Convention 190 has the potential to protect the 360,000 women working in garment factories in Myanmar from violence and harassment

"When working in the factory, we would feel unsafe because there are male workers who would try to touch women, or stare at us and make sexual jokes. Sometimes I hated the thought of going to work, but I didn't want my wages to be cut."

This is an important issue for women, which is why as a woman it was important for me to attend the International Labour Conference. I believe participating in global activities to end violence can help us have safe and respectful workplaces in my country.

Now the Convention has been adopted, it will be easier to talk to the government about including provisions of violence and harassment in our law reform. I look forward to a time when we will be free from violence and discrimination in our workplaces."

3 ETHICAL SUPPLY CHAINS

Women workers benefit from respect & accountability for rights in transparent supply chains

We believe improved practices at all levels of the supply chain—from individual factories to global brands—are vital for women to be valued and respected at work.

That's why we support brands and employers to implement effective policies, management systems and supply chain practices to protect the rights of workers.

From 2016-19 we've seen some notable achievements.



Women have benefitted from strengthened policies, management systems & practices in their factories.

61 factories across 5 countries are currently collaborating with CARE to **implement good practice policies, reporting & management systems** to prevent and respond to sexual harassment. These changes could **benefit more than 117,000 workers**; including nearly 100,000 women.

121 factories across 7 countries have partnered with CARE to strengthen workplace policies, management systems & behaviors to **enable more dignified working conditions**.

More than **1,700 managers and supervisors** have been engaged to **enable more dignified workplaces** for women.

Behind the numbers

Improving worker-management dialogue in factories

Despite stipulations in the law and requirements from buyers, many factories in Bangladesh do not have functioning Anti-Harassment, Worker Participation and Occupational Health and Safety Committees. CARE worked in five factories to strengthen these committees, enabling workers to receive their correct pay and benefits, access time off work and solve disputes with managers. CARE is scaling this work in a further five factories, with committees functioning and women leaders raising concerns to management for the first time.

Strengthening factory systems to prevent and respond to sexual harassment

The STOP project is working in 40 factories across the Mekong to strengthen policies and management systems, and increase awareness of sexual harassment among workers. Working in conjunction with factory management to improve their workplace systems and send a clear message about acceptable behavior to workers is making a difference in the lives of workers. Women workers in Laos reported a decrease in inappropriate behaviors such as touching without consent and dirty jokes. In Vietnam, women workers report there is more discussion and sharing about sexual harassment in the workplace. Women feel that because this issue is being more openly discussed, workers know that the factory will respond if sexual harassment occurs.¹²

Stories of change



In 2017 Arunny* spoke out about the sexual harassment she had experienced while working at a garment factory in Cambodia. At the time, she didn't know who to report to and if she mentioned it people did not pay attention as they viewed it as just a joke. Since management at her current factory started taking steps to ensure women feel safe from sexual harassment, she feels much safer at work.

"When I heard the announcement of sexual harassment policies in my factory, I was so joyful and very supportive of this because they also included verbal sexual harassment as well as physical sexual harassment in these policies. We now have a sexual harassment committee, so that people can feel comfortable in reporting.

I feel safe at work because no one is messing with me now. Everyone in my factory has learnt about sexual harassment, so they all understand that it's not ok.

The harassers now don't dare to act like in the past. No one dares to harass women anymore."

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

Sorya, Garment worker, Cambodia



MULTIPLIERS: HOW WE DRIVE IMPACT AT SCALE

Our work has reached hundreds of thousands of garment workers, but there are 40 million people employed in the garment, textiles and footwear industry in Asia alone.¹³

Made by Women aims to create industry-wide change beyond the factories and communities CARE works in directly. Our goal is to catalyse changes which will continue to generate improvements for years to come. We work to multiply our impact in three key ways.

Multiplier 1: Strengthening Women's Leadership and Organizing

We believe women are best placed to bring about the changes that will have the most impact on their lives.

Transformational change will only happen in the garment industry if women garment workers are able to organize and work collectively to realise their rights. CARE continues to strengthen the voices of women to demand their rights as part of community groups, committees and worker organizations.

Women are increasingly taking on leadership roles within worker organizations

New women leaders are emerging in a number of countries and women are working together to take action, such as raising complaints against abusive supervisors, demanding minimum wages and negotiating for improved facilities for women. Trade union partners in a number of countries are demonstrating commitment and taking action to support the emergence of women leaders and better representation of women within the unions.

CARE is directly contributing to these efforts. For example, Nilima* started out as member of an EKATA group, progressed to lead a Community Worker Association and today is a leader of a Trade Union Federation in Bangladesh.

In Indonesia, a Labor School supported by four union federations is working to improve the bargaining skills of women leaders, improving their ability to use evidence and data in bargaining and strengthen outcomes for workers. Participants report they are more confident in how to manage a strong bargaining process and their skills have improved—one member went on to gather data from workers using standardized complaints forms in order to bring cases of abuse of union members to factory management.

Union partners are taking action to prevent violence and harassment in the workplace

Increased attention to and understanding of this important issue among male union leaders is starting to translate into action.

In Myanmar, CARE and NGO partners have collaborated to promote action by the labour movement to prevent violence and harassment in the workplace. Unions in Myanmar are increasingly recognizing the importance of the issue, reflected in increased requests for training and technical support. The Confederation of Trade Unions in Myanmar (CTUM) has worked with CARE to strengthen the capacity of their activists to understand and recognize sexual harassment. They are now taking action to protect the rights of CTUM's 65,000 members through campaigning, raising complaints and demanding action by factories. Sexual harassment prevention is also increasingly included as a key demand of workers for negotiation and bargaining.

What shifts do we see?

Women leaders are increasingly emerging at grassroots level and in leadership positions within worker organizations. This shift is happening alongside an increased focus among leaders on gendered issues such as violence and harassment at the workplace, which suggests a slow but steady gender transformation in garment worker unions.



"Now I have more confidence to submit complaints and feedback from workers to my supervisor."

Nina, line supervisor and EKATA member, Indonesia

WHAT WORKS? 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.

Individual training supported women to work toward improvements on their own behalf, but solidarity groups and women-led networks were more likely to take collective action on a broader scope of issues for the benefit of larger groups, such as minimum wage for all or improved facilities in workplaces.

Learn more about the impact of the OIKKO project in Bangladesh >



Replicating successful models: EKATA

Empowerment, Knowledge and Transformative Action (EKATA) groups are a unique model for building women's solidarity, critical awareness and collective action. The EKATA model encourages women's leadership and empowerment in the garment industry. Developed by CARE Bangladesh, EKATA is being replicated in Indonesia and Vietnam with support from Target.

Learn more about the EKATA model >

Watch a video detailing the EKATA model >

"The training sessions at the EKATA center changed my life. I felt more confident about myself. My enhanced skills in communication and leadership helped me get a promotion – from helper to operator – although this journey also was not easy for me."

Hasi, EKATA member, Bangladesh



Multiplier 2: Creating more ethical supply chains

Improved practices by companies at the top of the supply chain are central to promoting better working conditions for women in the garment industry. Strengthened policies, management systems and behaviors in global companies and supplier factories can have far-reaching impacts on women workers. CARE continues to work with brands, retailers and supplier factories to promote dignified work.

The garment industry is demonstrating more collaboration and commitment to tackling violence and harassment in the workplace.

Campaigning, influencing and the adoption of ILO Convention 190 have all continued to raise awareness of violence and harassment in the garment industry among brands. With greater recognition of the issue, the industry is increasingly looking for answers.

At factory level, CARE is working with a number of brands to implement better policies and management systems in their supplier factories to prevent sexual harassment, engaging private sector support to scale up proven solutions.

At industry level, CARE has partnered with Business Fights Poverty on a *Gender-Based Violence Toolkit for Action* to help businesses understand how they can tackle gender-based violence in the world of work. More than 150 industry stakeholders came together at the *Business of Women at Work* event to generate commitment to tackle this deep-rooted issue, including through collaborating on the creation of Standard Operating Procedures for addressing sexual harassment at all levels of the garment supply chain.

Key implementers & influencers are collaborating to promote gender equity and dignified work.

Organisations like CARE, Better Work and Business for Social Responsibility are increasingly collaborating to strengthen our mutual work and have a bigger impact for workers.

At national level, CARE's *collaboration with Better Factories Cambodia* to improve their ability to identify sexual harassment during factory assessments sets a higher standard for the whole garment export industry in Cambodia. This sets a precedent for similar collaborations in other countries.

At global level, CARE is helping drive commitment and action by brands and suppliers by working as part of the Empower@Work Collaborative to make good practice worker training tools on women's economic empowerment open source.

Companies are taking action to promote career progression for women.

An increasing number of companies are recognizing gender disparities and discrimination in relation to pay, seniority and career progression in the garment industry.

In Bangladesh, *Cotton On Group* are the latest of a number of companies including *Galleries Lafayette* and *Target* which have been investing in improving opportunities for the women employed in their supplier factories. Factory management are also seeing the benefits. A large factory group in Bangladesh proactively promoted more women to become supervisors and reported a 2.98% increase in productivity on the production lines these women went on to lead.¹⁴

What shifts do we see?

Since the beginning of the #MeToo movement, many brands have been paying more attention to the issue of violence and harassment in their supplier factories. In the past year we have seen a shift towards action, with brands actively speaking out in favor of global laws to protect workers and working with their supplier factories to improve policies and systems to prevent violence and harassment.



“Cotton On Group is incredibly excited about the partnership with CARE Australia to deliver this training that is in line with our people first approach and to continually improve our supply chain. The Group has been working collaboratively with CARE Australia for over two years to ensure we deliver a program that is aligned to our purpose to make a positive difference in people's lives. We have consulted with factory owners and workers to ensure the training suits their particular needs.”

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

WHAT WORKS? Increasing impact through industry partners

Better Factories Cambodia (BFC) conducts labor-standards assessments of more than 550 factories in Cambodia and provides training and advisory services on how to improve. BFC recognized that it was challenging to identify cases of sexual harassment during assessments and partnered with CARE to strengthen identification and response to cases. CARE has collaborated with BFC to provide capacity building to assessors and support the revision of guidelines on sexual harassment. This has improved BFC's ability to come to an accurate conclusion about the likelihood of sexual harassment occurring in a factory.

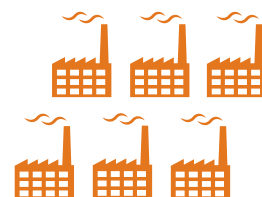
BFC recommend improvements to the factories and provide their assessment reports to the brands, so it is hoped that this change will result in increased action by factories and brands. BFC assessments cover factories employing more than 500,000 women, so increased identification of cases is a crucial first step towards an industry-wide response to the issue of violence and harassment in Cambodia.



Training
for factory
assessors



Revisions to
assessment
guidelines



Improved identification of
sexual harassment in BFC
factories

[Learn more about what made this partnership effective >](#)

Replicating successful models: STOP

The STOP model promotes organisational change within factories, supporting them to prevent and respond to workplace sexual harassment effectively. Developed by CARE Cambodia, has been refined and replicated in Myanmar, Laos and Vietnam with support from the Australian Government. Private sector partnerships are now helping scale this to more factories.

[Learn more about the STOP model >](#)

[Watch a video engaging private companies on this issue >](#)

Replicating successful models: WIFI

CARE Bangladesh's Women in Factories curriculum, which promotes leadership skills among women workers, has already produced positive results in the supply chains of global brands. The Cotton On Group were able to adapt and replicate this to meet needs in their supplier factories.

[Learn more about the WiFi model >](#)

[Learn more about the Cotton On Group's Worker Well-Being project >](#)

WHAT WORKS? Amplifying awareness of issues through partners

CARE reached new and diverse audiences by providing content for Fashion Revolution's online course targeting those working in, or interested in, the fashion industry. 10,000 people who took the *Fashion's Future: The Sustainable Development Goals* course heard CARE's Director of Women's Economic Empowerment sharing Made by Women's insights and solutions in the module on *Gender in the Fashion Industry*. This supported CARE's advocacy campaigns and increased awareness of the value of ethical supply chains within the industry.

Goal 5:
Achieve gender equality and
empower all women and girls

[Watch a clip from the Gender in the Fashion Industry module.](#)

Multiplier 3: Promoting policy change

Improved laws and policies have the potential to impact the lives of millions. Public policy is vital for ensuring workers' rights are protected and they have access to social protections. CARE has successfully advocated on a number of fronts for more gender responsive and effective public policies, at global institutions and in sourcing countries, and continues to engage stakeholders to ensure effective implementation.

ILO Convention 190 offers an unprecedented opportunity to end violence and harassment in the workplace.

CARE is proud to have joined the global network of allies who supported the passing of Convention 190.

However, the new Convention will achieve little without action by governments, employers and worker organizations around the world. CARE is now working alongside our partners to plan for the next phase of the campaign to promote ratification.

National laws in supplier countries are more gender responsive.

Ongoing advocacy continues to ensure issues which affect the economic empowerment of women remain a priority in public policy.

In Myanmar, CARE and advocacy allies worked to influence the new Occupational Health and Safety Law, which now includes mention of the need for Occupational Health & Safety Committees to focus on women's health and safety. In Vietnam, CARE has facilitated multi-stakeholder workshops and provided input to the drafting committee of the new national Labor Code; as a result specific provisions focused on preventing sexual harassment were included in the draft text.

Global legislation is holding businesses accountable.

Continued campaigns in supplier countries and the global north continue a trend towards binding legislation to ensure the accountability of companies for respecting human rights in global supply chains.

This includes the new ILO Convention 190, but also a proposed UN treaty to regulate the activities of Transnational Corporations and other Business Enterprises. Legislation is also active in a number of countries, including the new Modern Slavery Act in Australia, which CARE and allied NGOs advocated for and requires businesses to report on their efforts to prevent modern slavery. CARE has supported similar legislation in the UK and France.

What shifts do we see?

The adoption of ILO Convention 190 in June 2019 enshrines the right to work free from violence and harassment in global law and offers opportunities for engaging national governments more deeply on this issue.



"A workplace free of violence and harassment is the work environment most beneficial for human resource development and for improving productivity. Those are benefits for businesses...With the support of CARE, ILO, Australian Embassy, UN Women, etc. a lot of essential elements and principles of the new [ILO] Convention have been considered and adopted into the latest draft of the Labor Code revision."

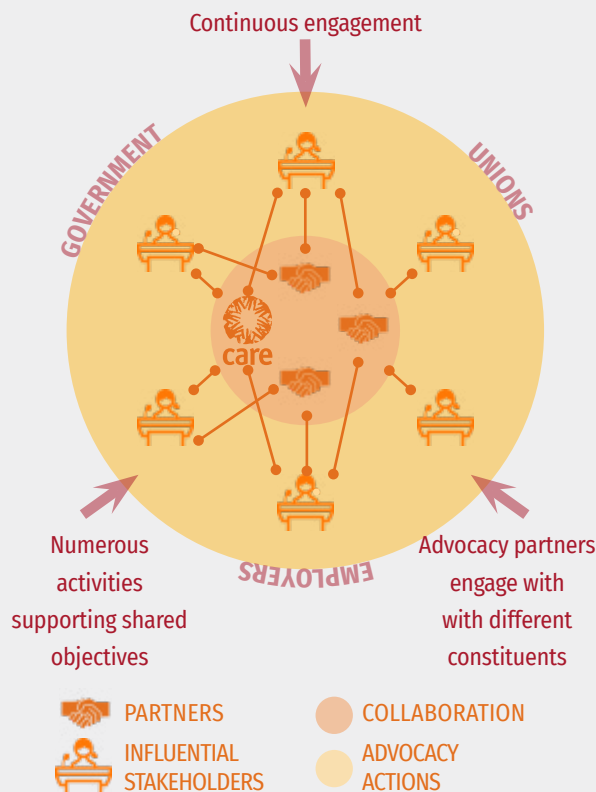
Nguyen Van Binh, Deputy Director of Legal Affairs Department, MOLISA, Government of Vietnam

WHAT WORKS? Collaborating to increase influence

Ongoing labor law reform in Myanmar had not focused gender, leaving women workers with insufficient legal protection. CARE convened a collaborative advocacy group with like-minded partners all working towards safe workplaces for women. The group has committed to drive labor movement action, promote legal protections and strengthen prevention systems in factories.

The collaboration has resulted in a wide range of multi-layered, strategic activities including multi-stakeholder workshops, training, lobbying and learning visits for parliamentarians.

This work has 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.



WHAT WORKS? 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. This supported Country Programs to build broader alliances and engage with partners in a way they may not have been able to within individual projects. The flexible funding enabled them to hold events, conduct policy analysis or invest in relationship-building—choosing their actions according to the most appropriate approach for their context.



See the impact of CARE's campaign to engage government, employers and workers in Pakistan on the issue of violence and harassment in the world of work.



PARTNERSHIPS TO INCREASE IMPACT

Increasing the reach and depth of our impact relies on meaningful partnerships with like-minded organizations. These are integral to our work to positively impact the lives of millions of women across the garment industry.

Through **Made by Women**, CARE builds partnerships and collaborations to strengthen mutual understanding of the issues faced by women and use collective influence to address these challenges.

Better Work is a partnership between the ILO and the International Finance Corporation and assists enterprises to improve practices based on core ILO labor standards and national labor law. Made by Women and Better Work have worked together in Cambodia for many years with the common goal of promoting gender equality in the garment industry and plan to expand this partnership to additional countries.

Business Fights Poverty brings together people who are passionate about tackling specific societal issues. CARE joined the nine-month Business Fights Poverty GBV Challenge, contributing reports and research to their GBV Toolkit for Action.

The **Empower@Work Collaborative (EWC)** is a group comprised of BSR's HERproject, CARE International, Gap Inc.'s P.A.C.E. project and Better Work. CARE works with the Collaborative to explore how to work together to advance women workers, embed women's economic empowerment in business practice and catalyze policy and systems change.

CARE is an NGO member of the **Ethical Trading Initiative (ETI)**, an alliance of companies, trade unions, and NGOs that promotes respect for workers' rights around the world. We support efforts to improve the performance of companies on respecting the rights of workers in their supply chains.

Fashion Revolution is a global movement aiming to raise awareness of the fashion industry's most pressing issues. Made by Women and Fashion Revolution share the common goal of a more fair, safe and transparent industry. CARE sat on the consultative committee for the 2019 Fashion Transparency Index, provided an in-depth viewpoint piece on the links between supply chain transparency and workplace harassment and provided content for the online course Fashion's Future.

The **International Trade Union Confederation – Asia Pacific (ITUC-AP)** is the voice of working people in the Asia Pacific. Made by Women and ITUC-AP share the common goal of improved labor rights for workers in the Asia Pacific region and worked together to amplify shared messaging on the importance of gender and unions in the global supply chain as part of the campaign for ILO Convention 190 on Violence and Harassment in the World of Work.

NEW PARTNERSHIP: BETTER WORK

In 2019 CARE developed a three-year partnership with Better Work to promote gender equality and women's economic empowerment in the garment industry through a new three-year global partnership. Launched at the joint *Business of Women at Work* event in Phnom Penh, the organisations plan to work together to positively impact the lives of garment workers around the world, especially women workers and their communities, through collaborative programming and influencing.

Fundraising

Since the inception of the strategy in 2016, CARE has secured new funds from government, multi-lateral and private sector **donors totaling nearly USD\$12 million**, including new support of nearly **\$2,500,000 committed in 2018-19**. Donors and corporate partners which have supported Made by Women include:

- Australian Government
- C&A Foundation
- Cotton On Group
- European Union
- Gap Inc.
- Galeries Lafayette
- Levi Strauss Foundation
- Livelihoods and Food Security Trust Fund (LIFT)
- Primark
- Target
- UK Department of International Development
- UN Trust Fund to End Violence Against Women
- Walmart Foundation



**Ethical
Trading
Initiative**



LOOKING AHEAD

CARE continues to build on our partnerships and expand the impact of our efforts to promote the economic empowerment of women garment workers through dignified work.

With an initial focus on 10 countries in Asia, CARE's Made by Women strategy is now expanding to include other key sourcing destinations for the industry. This recognises that wherever in the world our clothes are made, the women who make them deserve to work with dignity. The foundations of partnerships laid over a number of years are also bearing fruit, with a number of exciting collaborations launching in 2019-20.

Expanding our impact: New sourcing countries

Ethiopia has emerged as key sourcing country and aims to create 260,000 new jobs by 2020.¹⁵ Workers face similar challenges to women employed in the industry elsewhere, including low pay, gender-based discrimination and risk of sexual harassment. CARE is **expanding our work on Made by Women to Ethiopia** to support efforts to ensure that the growing industry provides dignified, economically empowering work to women.

Policy into Practice: Ongoing advocacy

The adoption of the ILO Convention on Violence and Harassment in 2019 was a huge win for CARE and workers everywhere. However, for this to lead to sustained change in the lives of garment workers everywhere, individual governments need to ratify this. CARE will continue **ongoing advocacy at national level to encourage ratification** and promote alignment with the Convention within national laws, while also looking at other opportunities to expand our advocacy with regional players.

Collaborating for impact: New resources and deeper partnerships

CARE's new global partnership with **Better Work** will deepen our collaborative engagement with workers and suppliers in key sourcing countries, whilst also looking to leverage mutual expertise to influence industry-wide action in support of gender equity and women's economic empowerment. Following the joint *Business of Women at Work* event, CARE and Better Work are now consulting with industry stakeholders on **Standard Operating Procedures Addressing Sexual Harassment in the Textile, Clothing and Footwear Manufacturing Industry**.

A number of CARE's proven training materials are included in a master training curriculum developed by the **Empower@Work Collaborative** during 2018-19. This curriculum brings together good practice from across the collaborative on how to deliver empowerment training to women workers. The curriculum will be open source to encourage adoption and adaptation by collaborative members and others.

Endnotes

¹ ILO Better Work Global Gender Strategy 2018-22 2018 and numerous other sources.

² CARE CARE's SDG Impact: CARE and Partners' Contributions to the Sustainable Development Goals 2019.

³ International Labour Organization Cambodia Garment and Footwear Sector Bulletin: Issue 8 December 2018.

⁴ UCLA WORLD Policy Analysis Center Preventing Gender-Based Workplace Discrimination and Sexual Harassment: New Data on 193 Countries 2017.

⁵ On the ground reports from CARE's projects show that at least 1 in 2 women workers in garment factories in South-East have experienced sexual harassment. For further information on this research please contact the Made by Women team.

⁶ International Trade Union Confederation 2019 ITUC Global Rights Index 2019

⁷ Khalid Hasan, ResInt Bangladesh Baseline Report: Knowledge, Attitude and Practice (KAP) Study on "Promoting Workers' Wellbeing Project" 2019.

⁸ Shah Ehsan Habib, CARE OIKKO (Unity) Project Baseline Study Report 2016

⁹ Nguyen Thi Lan Huong, ILLSA Vietnamese Textile and Apparel Industry in the Context of FTA: The Labour and Social Impacts 2017.)

¹⁰ ILO Better Work Global Gender Strategy 2018-22 2018.

¹¹ Richard Smith Outcome Harvesting evaluation OIKKO (Unity): Bangladesh 2018.

¹² Mid-Term Evaluation, Enhancing Women's Voice to STOP Sexual Harassment (STOP), 2019.

¹³ P. Huynh, ILO Employment, wages and working conditions in Asia's Garment Sector: Finding new drivers of competitiveness 2015,

¹⁴ Mohammed Zahidullah, Head of Sustainability, DBL Group, quoted in a video interview with CARE.

¹⁵ <https://www.unido.org/programme-country-partnership/ethiopia>



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

