

What We Need To Make This Happen



Supporters can join CARE and partners to campaign for an end to violence and harassment in the world of work



Employers can invest in proven business models that empower women garment workers



Clothing brands and retailers can engage with their supplier factories to drive improvements in working conditions and publically report on their supply chains



The garment industry can work towards systemic, long-term solutions through multi-stakeholder dialogue

CARE's Impact to Date

CARE has already reached 1 million women workers to promote dignified work in Asia.

"I want to continue working in this factory...My leader talks to me with respect, and there is no sexual harassment here."

– FEMALE GARMENT WORKER, CAMBODIA

"When women feel safe at work, they don't leave the factory. There's less conflict in the workplace. That results in an increase in production."

– FACTORY HR MANAGER, CAMBODIA

"I've experienced first-hand CARE's expertise of working with the garment industry in Bangladesh, its longstanding relationships and mutual trust with local governments and communities... and the shared value created through its programmes and approaches."

– DIRECTOR ETHICAL TRADE, PRIMARK STORES LIMITED

About CARE in Asia

CARE is a global leader in a worldwide movement to save lives and end poverty. Women and girls are at the center of our mission because poverty cannot be overcome without equal rights and opportunities.

CARE operates in

17 ASIA PACIFIC COUNTRIES

56 MILLION PEOPLE



more than
directly reaching

This program contributes to CARE's global goal of economically empowering 30 million women globally and SDG 5 (gender equality) and 8 (decent work and economic growth).

For more information,
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Made by Women:

Dignified Work for
women garment workers
in Asia

Scale of the Injustice

75% of garment workers globally are women



40 MILLION PEOPLE

work in the garment, textiles and footwear industry in Asia

Women can work up to **15 hours a day** (including unpaid work). **1 in 4** women in Cambodia, Indonesia and Pakistan earn less than minimum wage. In India this is as high as **1 in 2** women.

The minimum wage in Bangladesh is approximately

US\$2.50 a day

1 in 3

women have to work while suffering domestic abuse or sexual harassment

They are unable to collectively voice their rights.

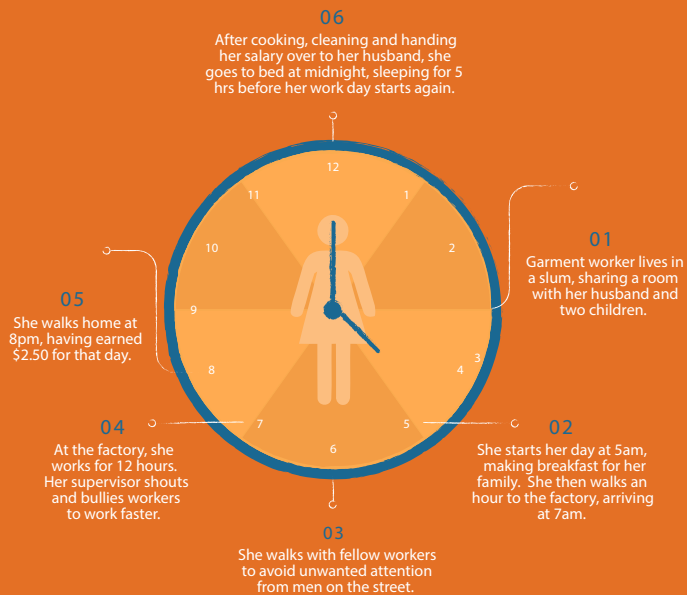
They face social marginalization.



They lack control over their income.

They have limited or no access to healthcare, accident insurance or pension.

Face of the Injustice



CARE'S Dignified Work Strategy for Women Garment Workers in Asia

CARE aims to economically empower **8 million** women garment workers through Dignified Work by 2021

Outcome 1

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



How?

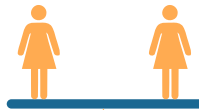
1.5 million women via women's leadership and organisation

Over the past decade of working in this sector, we have seen one of the best ways to achieve long-term sustainable change is by enabling and supporting women workers themselves to set and drive the agenda for change.

- We will expand our current programmes to strengthen women's leadership and social dialogue in factories and worker communities in Bangladesh, India, Myanmar, Cambodia, Vietnam, Indonesia and Laos.
- We will expand our impact and reach to more tiers of the supply chain to include homeworkers in India and Pakistan who are at higher risk of mistreatment.

Outcome 2

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



How?

2.5 million women via supply chain partnerships

The supply chain remains hidden beyond the tier 1 suppliers, which helps sub-contracting factories avoid regulation and prevents the contribution of homeworkers to the supply chain being recognised.

- We will support initiatives to increase public reporting and transparency in supply chains, so all women workers, included homeworkers, are counted.
- We will build strategic partnerships with buyers and suppliers to drive improvements in working conditions in their supply chains.
- We will expand our programs to prevent sexual harassment and violence in the garment industry.

Outcome 3

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



How?

4 million women via global and regional advocacy

Working factory by factory will not have a transformative impact on the industry. If power holders are convinced to enact policies and laws that serve to protect women workers then more women are likely to benefit than just the factories we support.

- We will work with worker and employer associations, as well as trade union federations, to advocate for more women in leadership positions.
- We will advocate with partners for the creation of a new ILO convention on ending violence and harassment in the world of work to guide national policy and build momentum behind change.
- We will conduct research and make evidence-based policy recommendations for improving supply chain transparency in the garment industry.