



Made by Women: **IMPACT OVERVIEW 2020**



Since 2016 CARE's Made by Women initiative has worked to economically empower women garment workers through dignified work.

We have seen many positive changes. However, many challenges remain to securing the rights of women workers—challenges which have been exacerbated by the impact of the COVID-19 pandemic on the industry and its workforce.

MADE BY WOMEN: OUR IMPACT

The complex challenges facing women workers in the garment industry mean progress is slow and long-term commitment is needed to see change. While improvements may not occur at the pace we would like, we are confident our sustained focus has contributed to access to rights and better working conditions for thousands of women. Highlights of the impact of this work since 2016 include:

Women taking action to improve their lives and the lives of others.

CARE has supported more than **28,000 women workers** to organize within worker collectives and trade unions. Women raising demands to employers and local government has led to **31,000 people** working in the garment industry gaining access to rights which were being denied.

Factories taking action to promote gender equality. **77 factories** have worked with CARE to make changes to their policies, systems and workplace cultures in order to be more responsive to the rights of women workers, resulting in more than **154,000 workers** gaining more dignified working conditions.

Global brands strengthening how they address sexual harassment.

CARE has successfully influenced **five leading garment brands** to strengthen their supply chain policies, procedures and investments to prevent gender-based violence and harassment.

Governments recognizing the issues faced by women garment workers and homeworkers.

4.1 million women working in the garment industry stand to benefit from improved legal protections as a result of CARE's advocacy.

MADE BY WOMEN: 2016-20 SNAPSHOT



167,000+

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



4.1 million

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



119,000+

Women garment workers directly participated in CARE's work.



900,000+

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



MADE BY WOMEN focuses on three key areas: **empowered women, protected workers and ethical supply chains.** Made by Women supports work in **11 priority countries**—Bangladesh, Cambodia, Ethiopia, India, Indonesia, Lao PDR, Myanmar, Nepal, Pakistan, Sri Lanka & Vietnam—and at regional and global level.

COVID-19 RESPONSE

Made by Women's response to the COVID-19 pandemic focused on the specific risks and challenges faced by women workers. We prioritized three key areas: **health**, **gender-based violence** and **economic recovery**.

CARE's COVID-19 response in the garment industry directly reached **423,500+ women & girls**. In total we supported **600,000+ people** including garment workers, their families and their communities.

WHAT CHANGES HAVE WE SEEN?



The many barriers to **women workers making their voices heard** have been exacerbated by COVID-19, with women disproportionately affected by the crisis and under-represented in decision-making on response and recovery actions. Despite this we have seen inspirational actions from women who are leading efforts to create positive change for all workers. Women are collectively organizing to hold employers and authorities accountable; more women are in factory leadership roles; and there has been increased union action on the prevention of gender-based violence and harassment.



Many years of **engagement with businesses** has yielded greater change, with a slow but significant shift in mindset towards greater prioritization of gender equality in the supply chain. By 2021 we have seen an increase in recognition, understanding and action by garment sector businesses on gender inequality, particularly on the prevention of violence and harassment.



Greater awareness among **government policymakers** of the issues faced by women garment workers and homeworkers, including regarding the impacts of COVID-19, is leading to stronger legislation at national and global level to protect women workers. Progress includes adoption of a new ILO Convention on Violence and Harassment (C190), improvements in efforts to regulate global supply chains, and strengthened regulation and government action in key garment sourcing countries.

IMPACT SPOTLIGHT: WOMEN TAKING ACTION

Women raised their collective voice to fight unjust actions by factories during the COVID-19 crisis. In Bangladesh, members of a local community action group bargained with a factory manager to recover unpaid salary for laid-off workers. In Indonesia, a union member addressed the concerns of workers who were scared to go to work by ensuring COVID-19 health protocols were applied in the factory.

IMPACT SPOTLIGHT: VIETNAM LABOR CODE

An advocacy campaign coordinated by CARE secured inclusion of sexual harassment prevention provisions and promoted workplace gender equality in the Revised Labor Code in Vietnam. This has the potential to ensure 1.2 million women in the garment industry do not experience sexual harassment and regulate safer workplaces for 28 million people across Vietnam.

IMPACT SPOTLIGHT: STANDARD OPERATING PROCEDURES FOR THE SECTOR

CARE and Better Work developed model Standard Operating Procedures (SOPs) on Addressing Gender-Based Violence and Harassment (GBVH) in response to the needs of the apparel industry for expert support in preventing and responding to this issue. Through the SOPs, CARE and Better Work aim to enable industry-wide action to address GBVH and promote safer workplaces for thousands of women workers around the globe.



OUR FOCUS FOR THE FUTURE

Made by Women continues to build upon our achievements and adapt to address the new realities facing women workers. We aim to play our part in creating more just and sustainable supply chains which respect the rights of the women making our clothes.



Made by Women

Read the full report:

care.org/madebywomen



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