

This resource for **all staff** implementing **development** programs. It accompanies CARE's [GBV Guidance for Development Programs](#).

GBV integration resource:

## Impact Area scenario: **Women's Voice & Leadership**

### Scenario

CARE is implementing a project in Sri Lanka to empower more women garment workers to influence policies and decisions that affect their lives and have equitable access to opportunities and services. The project is supporting women's social clubs and associations to build confidence and awareness of their rights and relevant laws and enable women to mobilize collectively, build alliances with other community-based organizations, and put forward their concerns to the Labor Ministry through quarterly dialogues with local duty bearers (including police officers, legal aid providers, and lawyers). During consultations with the women, it is reported that the women have to work long hours and, although it is not legal, pregnancy and maternity leave are acceptable grounds for termination. To keep their jobs, sexual exploitation, abuse, and harassment in the workplace have been normalized. Women leaders who raise complaints or speak out on behalf of others are penalized by their employers, such as being overlooked for promotions and threatened with termination. When complaints are raised, local authorities (police, and legal service providers at national and local levels) demonstrate a lack of willingness to pursue and prosecute cases that are reported.

### Suggestions for integrating GBV into this program:



#### Design

- Develop a referral pathway for GBV services that is shared through the women's social clubs and associations.



#### Implementation

- Train garment factory managers and local authorities on the law and policies including those that address maternity leave and GBV.
- Create avenues to share information on GBV and the law with all garment workers as not all are part of the clubs and association.



#### Evaluation

- Assess whether local authorities demonstrate improved positive attitudes, and behavior towards survivors when they report.