

AT A GLANCE

Partners: Governments, workers' and employers' organizations, research institutes, multi-stakeholder initiatives.

Donor: Government of Sweden

Budget: USD 4 million

Duration: 2019-2022

Target beneficiaries: working women and men in the garment sector in Asia who will see their rights and working conditions improved as a result of the project.

Geographical Coverage: Asia (Regional)



PROJECT OBJECTIVES

The Decent Work in the Garment Sector Supply Chains in Asia project provides concrete follow-up to the resolution adopted in 2016 by the International Labour Conference concerning decent work in global supply chains.

The project aims to contribute to improved working conditions and rights of women and men workers as well as improved social dialogue, productivity, gender equality and environmental sustainability in the garment sector in Asia. To achieve this, the project will deliver focused interventions in two complementary areas of work: firstly, by strengthening knowledge of research findings, good practices and tools in four main and inter-connected problem areas: 1) social dialogue and industrial relations systems; 2) advancement of gender equality; 3) enhanced productivity and competitiveness; and 4) reduced environmental impact. Secondly, by strengthening the coordination among the many stakeholders already actively working to ensure decent work in the garment industry in Asia. The project will build on ongoing work by the ILO and other development partners to further compile, analyse and disseminate knowledge for better knowledge-sharing, follow up on good practices, and coordinate ongoing efforts.

The focus of the project is fully aligned with Sweden's strategy for regional development cooperation in Asia and the Pacific region [2016–2021](#).

Governments will benefit from technical assistance to create a more enabling environment so that enterprises can strengthen their contributions to environmental sustainability, gender equality and decent work throughout their business operations.

Workers' and employers' organizations will be supported to promote social dialogue and decent work in garment sector global supply chains.

Dialogues will be promoted with **global multi-stakeholder initiatives undertaken** by private sector, trade unions, civil society and development partners.

FOUR THEMATIC PRIORITIES

- Strengthen **social dialogue and industrial relations** to improve wages and working conditions, productivity, competitiveness, gender equality and environmental sustainability of national garment industries and enterprises.
- Close **gender gaps** in relation to accessing training and job opportunities, maternity protection, reconciliation of work and family responsibilities, pay gap, elimination of violence and harassment in the workplace and by increasing the voice representation & leadership of women.
- Improve **productivity and competitiveness and strengthen** the mutual link between productivity and competitiveness of the industry working conditions, workers' rights, gender equality, and environmental-friendly practices.
- Enhance **environmental sustainability** through gender-responsive guidance on regulatory and enforcement capacities, analysis of critical enablers and barriers to eco-innovation, and identification of markets for eco-innovation services and products.

PROJECT OUTCOMES

- ILO constituents and other stakeholders and the regional network use platform and available research and tailored tools for inclusive policy development, workplace cooperation, social dialogue and collective bargaining.
- Increased availability of and advocacy for evidence-based policy recommendations for gender equality in the garment sector.
- Employer and Business Membership Organizations (EBMOs) and key actors have improved knowledge and capacity, applied to support productivity and competitiveness in the garment sector.
- Improved environmental sustainability capacity of key actors in ensuring Just Transition in the garment sector in Asia.

MAIN ACTIVITIES

Knowledge generation and sharing: A body of gender-sensitive knowledge on industrial relations, gender equality and closing the pay gap, good practices for productivity, competitiveness and working conditions, as well as on eco-innovation, environmental regulation systems, and access to finances for small and medium enterprises (SMEs) will be developed. To contribute to the sharing of knowledge and experience, a regional web-based platform will be made available to a large community of stakeholders.

Capacity building: The project will build capacity in partners through a suite of ILO training and advisory tools. These tools and guidance materials will enhance the capacity of institutional partners, employers' organizations, affiliated business associations and training centres to assist manufacturing firms to develop systems that ensure quality, reduced environmental impact, eliminate waste and strengthen competitiveness. Capacity development of workers' organizations will aim at improving industrial relations systems, on the basis of effective exercise of the right to freedom of association and strengthening of collective bargaining at enterprise, sectorial and national levels. Leadership trainings to a regional cohort/network of tripartite female leaders will be organized to enable increased female participation in tripartite policy dialogue and promote gender sensitive social dialogue across the sector.

Advocacy and Networking: The project will organise two regional tripartite plus meetings to provide further opportunities to discuss issues related to the four inter-related thematic priorities. A Regional Gender Taskforce for the Garment Sector, made up of partners and experts in the sector and from across the region will also be established to advocate, champion, nudge and promote a gender equality agenda across the region. A regional research network for environmental sustainability will also be established to provide for peer review and knowledge sharing of project findings.

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