CARE has been working with the garment industry in Cambodia since 1998. CARE’s expertise is in working with garment workers, particularly young female migrants who face unique challenges which often impact their ability to remain in work.

CARE has a recognised track record of training both workers and managers and well-established relationships with key stakeholders within the sector. This means CARE is well-placed for those who wish to impact the sector.

Companies who have already invested in improving their workforce in Cambodia with CARE include Gap Inc., Levi’s and The Children’s Place. CARE has also received funding from a range of sources for its work in garment factories, including from USAID, UNFPA, the Australian Government, UN Trust Fund to End Violence Against Women and GlaxoSmithKline.

CARE has expertise in a number of key areas. Many of these have proven models for addressing the challenges faced by factories and can be adapted to meet companies’ specific needs.

**Improving workers’ sexual, reproductive and maternal health**
- Package of interactive materials for training workers on sexual and reproductive health.
- Referrals to quality health services.
- Engagement for improving standards in factory infirmaries.

**Reducing sexual harassment**
- Training for factory HR staff on understanding gender-based violence and addressing situations in the factory.
- Standardised workplace sexual harassment policy.
- Package of interactive materials for training workers on sexual harassment.

**Improving workers’ nutrition**
- Package of interactive materials for training workers on nutrition.
- Engagement with food vendors around factories.
- Awareness and behaviour change activities.

**Promoting financial literacy**
- Training for factory workers on financial planning.
- Promoting access to formal financial services.

**CARE CAMBODIA**

**EXPERT PARTNERS WITH THE GARMENT INDUSTRY**

CLOSE TO 20 YEARS OF EXPERIENCE

Women employed in a Phnom Penh garment factory. Photo: CARE/Josh Estey

**Impacts**

Workers who have engaged with CARE report benefits including:

- Taking less sick leave
- Improved access to health services
- Reduced incidences of sexual harassment

Factory managers involved in CARE programs report benefits including:

- Improved employee attendance
- Increased productivity
- Improved work environment
- Improved communication and teamwork
How CARE engages with the garment industry in Cambodia

**WORKERS**
CARE works directly with garment factory workers to improve understanding and change behaviour. CARE engages with workers in many ways, using activity-based sessions, audio visual tools and mobile apps.

**FACTORIES**
CARE believes that one of the best ways to ensure sustainable improvement of working conditions across the garment industry is to engage factory management staff, build capacities and steer buy-in by reflecting on the business case.

**INDUSTRY**
CARE maintains a good relationship with industry associations such as the Garment Manufacturers Association in Cambodia (GMAC), working in partnership to promote beneficial activities and advocate for industry standards. CARE promotes the sharing of learning within the industry through networks.

**RETAILERS**
CARE maintains long-term partnerships with key brands to provide in-depth understanding of the challenges faced by workers and offer proven models for engaging with workers in practical ways which have positive business outcomes.

**GOVERNMENT**
CARE engages with government to help define laws and improve standards relating to women working in the garment industry. This includes contributing to technical working groups.

**Multiplying impact**
Cross-sector working means CARE can leverage expertise and impact more people. In Cambodia, CARE has partnership agreements with retailers, industry associations and other organisations to increase our reach.

- The Garment Manufacturers Association in Cambodia offered CARE’s training sexual harassment to all of its members
- Non-financial partnerships with other organisations are featuring CARE’s Chat! Contraception materials in additional factories
- Chat! Contraception is being developed as a fee-based service to sustainably scale this up to be accessible to all factories and brands in Cambodia
- Non-financial partnerships with retailers are helping CARE to reach more factories by enabling access
- New projects are building on the success of CARE’s Chat! Contraception package to offer this in more factories and replicate its success to develop new materials

[www.care-cambodia.org](http://www.care-cambodia.org)