

## EC Partners

- Stitching Fair Wear Foundation,
- Civil Initiatives For Development And Peace (CIVIDEP),
- Social Awareness And Voluntary Education (SAVE)

## Facts and Figures

**EC contribution:**  
€ 169,998.83

**Duration:**  
01/09/2014 to  
31/08/2017  
(36 months)

**Target population:**  
Women working in  
the export-oriented  
garment industry



**European  
Commission**

# Women Empowerment

Reduction of economic discrimination and workplace violence in Indian's export-oriented garment factories

"I have learned to behave decently and treat everyone equally. Because of this training I realized my true potential. I am waiting for the day to work as a supervisor."

Selvi



## Context

Over 2.5 million women work in India's export-oriented garment industry. These jobs, as part of global supply chains, have great potential to improve the socioeconomic status of women. For the vast majority of workers, garment factory jobs are their first exposure to the formal economy and the skills and income which the formal economy should provide. In actuality, women face high levels of (sexual) harassment, verbal and physical abuse, as well as economic and career discrimination. India has strong and recently updated laws in place to address workplace violence and discrimination against women; however, proper implementation is rare. This action will pilot strategies to reduce workplace violence and discrimination against women by ensuring that relevant Indian law and human resource best practices are understood and implemented in garment factories.

## Objectives

- Reduce workplace violence and economic discrimination against women in the export-oriented garment industry in south India
- Demonstrate that women can serve effectively as line supervisors in garment factories, thereby helping to change a widespread culture of discrimination
- Provide male and female line supervisors with the human resources skills and knowledge of Indian law needed to reduce harassment in garment factories

## Impact

Women workers in garment sector being promoted to line supervisors, reduction in discrimination, rights violations and sexual harassment in garment factories.

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EuropeAID

### Selvi (participant):

I am 30 and I came to Tirupur along with my husband looking for a job leaving our son with my parents. I landed as a worker in a garment factory while my husband is a driver. He comes back home once in a week. I work on piece rate and earn around Rs.2000/- per week. In September 2015, SAVE offered continuous capacity building programme for workers in Tirupur and I have been taking part in their training since then. I am grateful that I got the opportunity to learn technical aspects of my work, skills in human resources, laws, compliances, dignity and Health and Safety. The training sessions deepened and widened my knowledge about my work, Employees State Insurance and Provident Fund benefits, mode of working and operating machines, hierarchical set up in a company, sexual harassment and improving my personality. I am convinced that I can grow in my career and reach to a higher designation like supervisor in the future. Due to continuous training and my active participation in it I am confident at work and can professionally respond to any situations. I have started talking to everyone and have fun with my colleagues. I have learned to behave decently and treat everyone equally. Because of this training I realized my true potential. I am waiting for the day to work as a supervisor.

