



23rd March, 2024

Enabling decent work in the garment industry





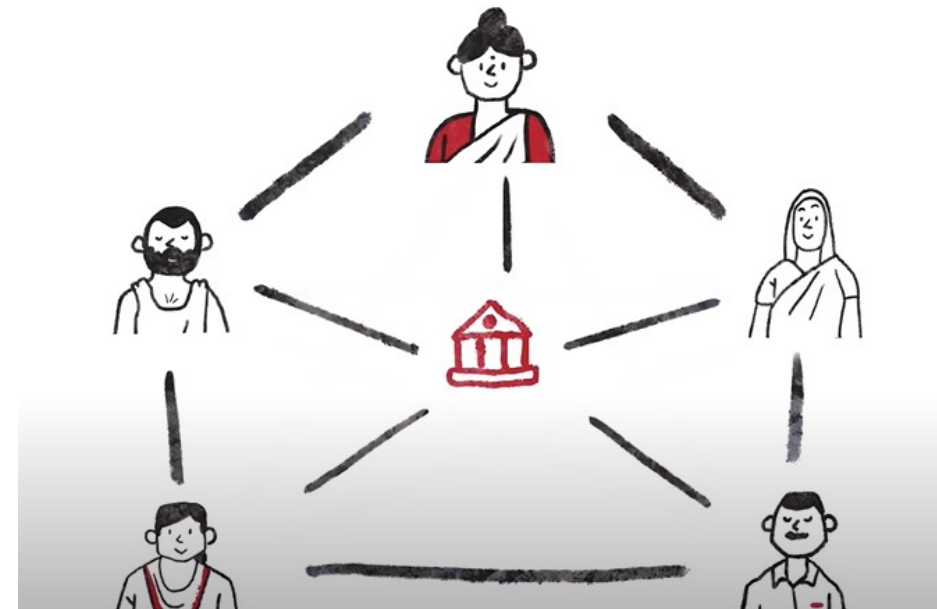
About Us

- ▶ Cividep India works to advance workers' rights and corporate accountability in global supply chains. Since 2000, it has impacted the lives of low-wage workers in **garment, electronics, leather, and plantation sectors**



Our Mission

Cividep strives to safeguard the rights of workers and communities and to hold corporate entities accountable for the negative impacts of their business practices on workers, the environment and communities



Our Approach

Our work falls under these broad pillars



Worker Engagement

- Educating workers on their rights and entitlements
- Building solidarity among workers and for worker across industries and geographies



Worker-centric Knowledge Creation

- Building knowledge on workers' lived experiences and the impact of policies and practices on workers, in collaboration with institutional knowledge builders

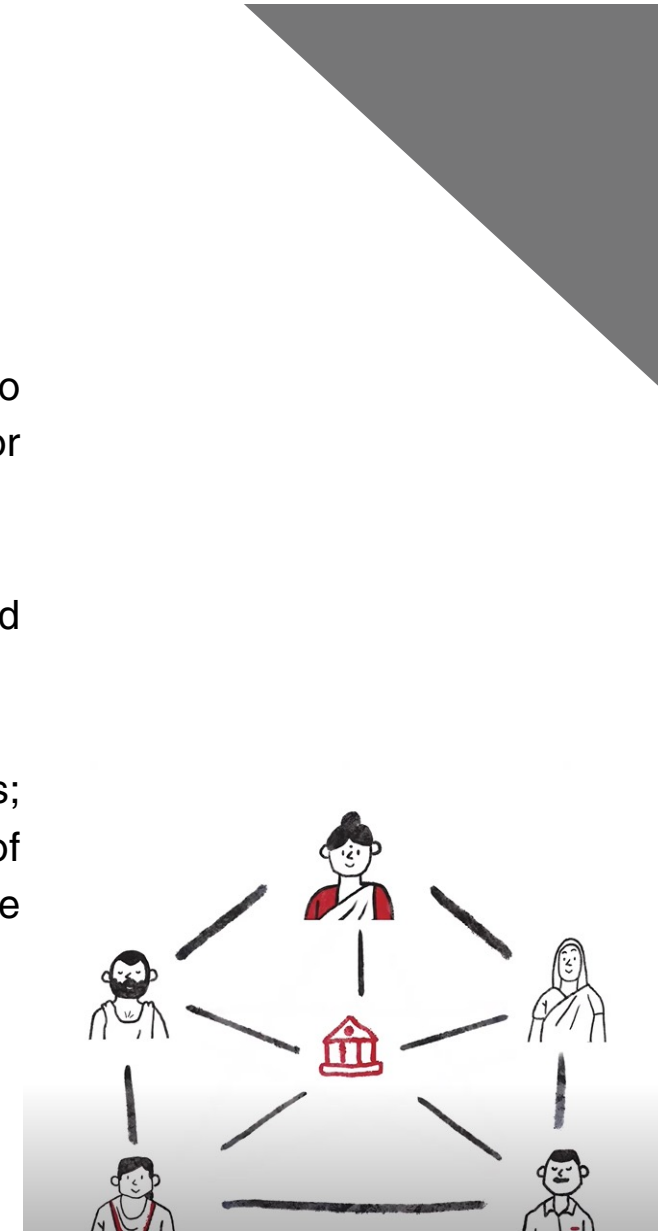


Strategic Communication

- Effective & targeted communication on workers' issues to inform, influence, and effect change

Gender and work

- An important lens to analyze the dynamics of various actors in the GSCs
- Gender and low wage work : feminization of the lowest paid jobs; no avenue for career progression; principal or main earners; no avenue for collective bargaining; rampant gender based violence
- Field research study – Bangalore – 172 garment workers – mixed method research – to understand triple burden on garment women workers
- Main findings: Discrimination against women starts off within households; continues within factory shop floors; drastically reduces the quality of life of women workers and their future earning capacity; class replication; retire with debt into informal work
- Rights based approach for living wages important



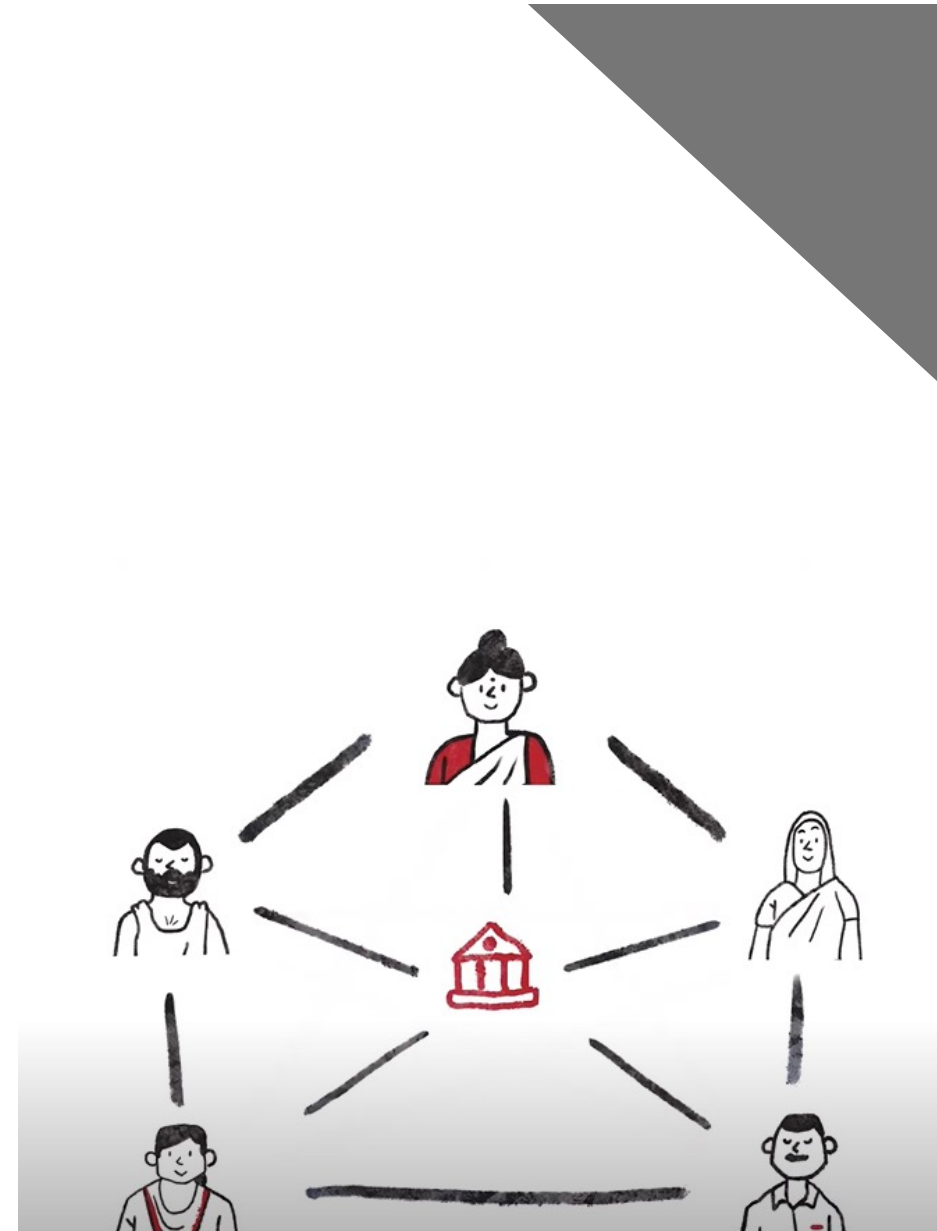
Activism, collaboration and policy advocacy

- Childcare : A right, a necessity and an important duty as a society
- Situation in factories : zero to minimal compliance
- Working in tandem with government agencies : 2012
- Dialogue with brands : 2015
- Collaboration with manufacturers : 2016
- Status report 2019 : improvement, yet quality left a lot to be desired
- Closure of crèches with COVID
- Right remains as long as it is enshrined in law



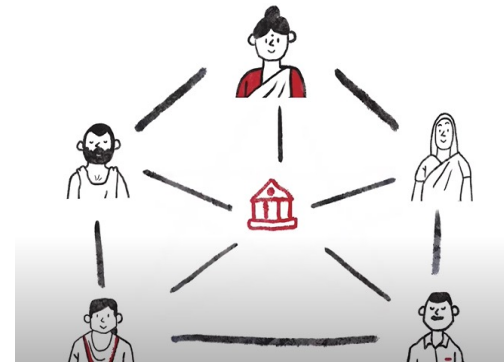
Worker voice

- An extremely important component of industrial relations – Freedom to associate and bargain collectively
- Social dialogue : functioning factory committees
- Global supply chains and union busting : extremely common and damaging behavior
- Strategy employed by Cividep and others in the sector : Pre-union social organising and small unions



When companies are serious about change

- They try to understand the environmental and human right impact of their own business
- They engage in social dialogue
- They respect and promote FoA
- They engage in meaningful stakeholder dialogue with local organisations
- They commit to transparency, third party monitoring, dialogue and accountability





23rd March, 2024

Thank You!

