

Gender Justice; Signature Programme

What we want to achieve

Gender parity in leadership and decision-making in the apparel supply chain
Apparel workers are free from workplace gender-based violence

The results

Number of women leading efforts to improve working conditions
Number of women in farm leadership roles
Number of female workers in rights and empowerment programmes

Increased leadership, voice and capacities of women, farm and garment workers to realise their rights and influence decisions in the supply chain
Gender-based violence reduced in the supply chain

Number of gender responsive workplace policies and practices
Number of C&A employees involved in activities to advance women's rights
Percent reduction in reported experiences of GBV

How we measure success

We believe

Discriminatory gender norms can be safely challenged
Grants will enable changes in policy, resources, attitudes and discriminatory norms
Along with our partners we will learn together and adjust strategies based on evaluation

How we measure success

Potential risks

Backlash from employers or government against women for speaking out
Short-term thinking in the industry prevents long-term initiatives that can transform gender-power relations
Government suppression and weak civil society capacity inhibit effective advocacy for women's rights

What we do

Build capacity and leadership to advance gender justice on the supply and demand sides
Engage men and boys as agents of change
Advocate for improvements in norms, policies, and business practices to advance gender justice
Support connective learning including alliances and learning initiatives, capacity building, and an intersectional approach to programming
Engage C&A employees as ambassadors for gender equality

The challenge

Gender discrimination, including gender-based violence, negatively impact women's wages, health, mobility, security, access to assets, and other rights in spite of policies that guarantee these rights
Women make up the vast majority of workers in the supply chain but their work is undervalued, and they rarely hold positions of power
Globally, women are concentrated in the informal sector with little or no social or legal protection