



TAILOR-MADE SUPPORT

A garment worker in a Phnom Penh factory. Photo: CARE/Josh Estey

With almost 20 years of experience in the garment sector and a number of high-quality, proven engagement models to offer, CARE has become the partner of choice for many businesses wishing to address common challenges facing workers, particularly women, and ensure they have a happy, healthy workforce.

CARE focuses on developing ways of engaging with workers and management that work for factories. Our current team has over 25 years combined experience engaging with the garment sector, so we understand the challenges faced by management and can work with factories to meet their needs.

CARE's experience shows when workers feel safe at work, have better access to healthcare and are equipped with key life skills, this leads to numerous positive outcomes for both workers and businesses.

What CARE can offer in Cambodia

By addressing common challenges such as health, nutrition, communication and women's workplace safety, CARE's work with garment factories has led to improved attendance, increased productivity and improved teamwork.

CARE offers pre-developed materials tailored to the needs of garment workers in Cambodia. These can be replicated or adapted to meet the specific needs of individual companies and organisations.

“ Before we worked with CARE we told workers about appropriate behaviour informally but this was not very effective. Now we have specific messages to share and a clear workplace policy, it is easy to show our workers what behaviour is not acceptable in our factory. ”

Garment factory Human Resources manager



INVESTING IN CAMBODIA'S WORKFORCE

CARE'S OFFERING FOR GARMENT FACTORIES

Benefits of working with CARE

CARE offers:

- Proven models for engaging with workers, suitable for a factory setting.
- Standard packages developed in consultation with factory managers.
- Flexible formats which can be adapted to cover different topics or new settings.
- Existing relationships to increase the reach and effectiveness of activities.
- Staff with experience working with private sector companies.
- Industry understanding and access to the latest research.

“ I think [understanding the steps to take to stay healthy and how to select reliable reproductive health services] is very important because choosing when to have our children helps us to save money first. Now...I don't have to worry. ”

Female garment factory worker, age 28



A lunchtime training session in a factory. Photo: CARE/Josh Estey

CARE's current offerings

Goal	Available support	Details
Empower women to prevent unplanned pregnancies	Drama videos	Three 15-minute videos
	Guided discussion of videos	Three 15-minute videos followed by reflection and discussion
	Sexual and reproductive health training session – for women	Eight one-hour training sessions for groups of 8-15 female workers
	Sexual and reproductive health training session – for men	Five one-hour training sessions for groups of 8-15 male workers
	Interactive mobile phone app	Mobile phone game calls workers with quiz questions
	Health referral system	Directory of quality sexual and reproductive health services and training for infirmary staff on referrals to services
Ensure a safe working environment for women by preventing sexual harassment	Gender & discrimination training for HR managers	Two-day training for HR managers on addressing sexual harassment
	Sample workplace sexual harassment policy	Standard policy developed in consultation with factories
	Support to form a sexual harassment committee	Four hours of training for 6-10 sexual harassment committee members
	Interactive training for workers on sexual harassment using drama videos	Five videos with session guides shown across five one-hour training sessions. Designed to be delivered by factory HR or training staff.
	Karaoke song on sexual harassment	Available for events and public announcement systems
	Materials to share with workers	Full set of supporting posters and handouts.
Improve attendance by preventing absences resulting from stomach bugs and malnutrition	Nutrition and hygiene training sessions	A one-hour activity-based awareness session for 20-25 workers
Ensure women are able to return to work after safe and healthy deliveries	Maternal and newborn health training sessions	A one-hour activity-based awareness session for 20-25 workers
Improve productivity by reducing worker stress related to financial insecurity and debt	Financial literacy training sessions	A one-hour activity-based awareness session for 20-25 workers

CARE has expertise in many other areas which may be relevant to factories through its extensive programs across Cambodia. This includes water and sanitation, women's leadership, literacy, and life skills such as decision-making and problem solving. The above models of engaging workers can be adapted to address additional challenges faced by garment factories.

PARTNER WITH US

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