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## Decent Work in the Garment Sector Supply Chains in Asia

### ▶ Investing in the post COVID–19 garment sector in Asia:

How should gender and  
environment be integrated for  
decent work?



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## Decent Work in the Garment Sector Supply Chains in Asia

# ► Gendered impacts of COVID-19 on the garment sector GTF and TERN Webinar Discussion

Ms. Joni Simpson

Tuesday / 26 / May / 2020

## Pre and COVID-19 related issues

PRE-COVID-19 GENDER ISSUES	COVID-19 GENDER ISSUES
Concentration of women in low-skilled, low paid, limited types of jobs; high in informality and low access to social protection	Women will be the first to lose their incomes and even more precarious without access to social protection safety nets
Unequal share of unpaid care (women do on average 4X as much as men in AP) (ILO)	Additional burdens of unpaid care (home schooling, child care, caring for sick family members, etc.)
Low representation of women in leadership and policy dialogue in the sector – and in management - even though majority are women	Women's representation and gender-sensitivity lacking in social dialogue and policy responses
High levels of violence and harassment, in particular gender-based violence	Confinement has exacerbated domestic violence which can have spillover effects in the workplace; increases in violence and harassment due to stress

## COVID-19 related impacts

### Short term

Loss of income  
Increase in unpaid care work  
Increase in GBV for women  
Exposure to risks of infection in the world of work  
Discrimination in retrenchment

### Medium term

Prolonged poverty and lack of formal employment opportunities  
Lack of financial inclusion may prevent access to social protection schemes  
Higher risks of labour rights violations  
Adverse health outcomes

### Long term

Adverse impact on economic and social empowerment  
Trends of near-shoring and automation may accelerate  
Intergenerational impacts on health and education for children, particularly girls



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## ► Why is it important to ensure ‘gender’ is on the agenda?

### Opportunities:

- Business ‘as usual’ is unlikely
- Rare opportunity to redesign the industry to include decent work, gender equality, environmental sustainability and competitiveness - build a **‘better normal’**
- Business need the best solutions for complex problems - through diversity inclusion (ripple effects)
- By being intentional –with dedicated and country-relevant actions – the ‘status quo’ can be broken and progress can continue (and perhaps even be bolstered)



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▶ **Thank You**



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# Decent Work in the Garment Sector Supply Chains in Asia

## ► COVID-19 and environmental sustainability in the sector GTF and TERN Webinar Discussion

Dr. Samantha Sharpe

Tuesday / 26 / May / 2020

## ► COVID-19 and environmental sustainability in the sector

- **COVID-19 has reduced environmental impacts** – various shut downs affecting production centres
  
- **Textile and garment sector one of the most polluting sectors**
  - **Carbon emissions** – various estimates 5-10% of global emissions
  - **Intensity of water use** – major consumer of fresh water, 79 billion cubic meters of fresh water annually across the entire value chain, use overlaps with geographies with water security issues
  - **Waste water effluent** – large volumes of waste water with chemical effluent discharged inappropriately, 20% of global water pollution attributed to textile manufacturing
  - **chemical use and management** – significant use of chemicals, including hazardous. Unknown and uncertain interactions of chemicals
  - **Textile waste** – waste in pre and post consumption, micro plastics



## ▶ How will the sector restructure

- ▶ **New normal** – ‘sustainability first’, ‘radical transparency’, circular economy
- ▶ **Role of Asia?** – near-shoring, on-shoring, demand based models of production



## ► Restructuring the sector – environmental sustainability on the agenda

### ► Immediate opportunities

- WASH in factories
- Dealing with overstock/ textile waste
- Building capacity for collaboration
- Representation for recovery

### ► Longer term opportunities

- Sector wide strategies for sustainability
- Collaboration across Asia
- Just transitions in the sector





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▶ **Thank You**

## ► Questions for discussion

- What challenges and opportunities for change in supporting gender equality and environmental priorities does the post COVID 19 period present for the garment sector in Asia?
- Which key entry points, tactics, strategies and partnerships could lead to a more gender and environmentally-sensitive recovery response? (workplace level, sectoral level, regional level?)

