

# Foster Feminist Action in Social Movement and Trade Union

## Objective

This project aims to promote meaningful engagement and leadership of women workers in social dialogue.



## Rationale

Cambodia's Garment, Footwear, and Travel Goods sector, employing mostly young migrant women, has driven the economy for two decades but faces ongoing instability from factory closures and global challenges. Despite partial recovery in 2023, 29,000 of jobs were lost, raising concerns over workers' job security, social protection, declining wages, reliance on overtime, and rising debt. The project is implemented in partnership with the Cambodian Alliance of Trade Unions (CATU), the Independent Democracy of Informal Economy Association (IDEA), and the Cambodia Food and Service Workers Federation (CFSWF). These local unions will strengthen the voice, representation, and accountability of women workers in Cambodia—across both the formal and informal economies—particularly street vendors, tuk-tuk drivers and transportation workers, and domestic workers, enabling them to exercise their rights, access social protection, and secure practical improvements in their day-to-day working conditions.

## Project Outcomes

01



Women workers are more aware of their conditions and rights, which allow them to collectively demand decent work and inclusive social protection for all.

Women worker are better equipped in participatory research and evidence-based policy dialogue with public and private actors to improve the implementation of policies and protection of workers and labour rights.

02



03



Enhanced involvement of stakeholders and policy makers in dialogue to strengthening the regulatory framework and mechanism to ensure businesses' obligation toward labour rights and decent work.

# Outputs and Activities



**Initiative 1:** Increased capacity of women workers in feminist leadership, mobilisation and participatory action research through training and coaching. Women core group members are empowered through two-day trainings on labor rights, union strengthening, social dialogue, and advocacy, and then share their knowledge with sub-group members through echo sessions. They also participate in meetings and annual conferences to share issues, identify gaps, and strengthen learning and networking among garment, service, and informal economy workers.

**3,350 workers**

reached via 300 echo-sessions led by core group members

**150 women leaders**

empowered through trainings and knowledge-sharing to drive collective action for decent work

**9 policy review meetings**

held with core-group members to identify gaps in social protection

**2 annual conferences**

organized to strengthen women workers' coordination and advocacy

**Initiative 2:** Launched and published the research on the trends and conditions of women employment to the publics and influencing stakeholder and government at national level. Participatory action research will be conducted with the active participation of women core group members to influence key stakeholders—such as government officials, the private sector, brands, and development partners—through a series of social dialogue engagements.



**3 participatory research studies**

completed on women workers' movements and livelihoods

**3 research publications**

launched to influence stakeholders and government on women's employment trends

**9 case studies**

developed and shared to highlight women workers' experiences



**Initiative 3:** Enhanced involvement of stakeholders and policy makers in dialogue to strengthening the regulatory framework and mechanism to ensure businesses' obligation toward labour rights and decent work. Garment workers, service providers, and informal economy workers will be invited to participate in worker forums such as the 16 Days of Activism, International Women's Day, World OSH Day, and Domestic Workers' Day, as well as in crisis support, social dialogue, community outreach, and monthly talk shows where they can raise their voices with stakeholders and policymakers to promote labor rights and decent work.

**6 worker forums**

conducted on key events (IWD, May Day, 16 Days, OSH) to promote engagement

**12 case workers**

supported to negotiate better conditions with employers and authorities

**6 social dialogues**

facilitated between women workers, representatives, and public/private actors for accountability

**30 community outreach events**

delivered to mobilize workers and strengthen networks

**34 radio talk shows broadcasted**

to raise public awareness on women workers' rights and policies

**20 vulnerable women**

assisted with emergency support

**4 women workers**

supported to participate in national, regional, and international advocacy platforms

## Timeline, Budget and Key Areas



June 01, 2025- May 30, 2027



£368,000 raised by players of People's Postcode Lottery



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