



Gender-based violence and harassment (GBVH) is a daily reality for millions of women making clothes in Asian garment factories for major fashion brands. These brands, concentrated in high-income countries, spend millions on hollow initiatives that fail to deliver safe workplaces for women.

Women make up 80% of the garment industry's workforce in Asia, many of them young migrant workers from marginalized communities, struggling to support their families. Male managers and supervisors use bullying, harassment, and violence to keep women workers silent and afraid. And violence extends far beyond the factory walls, to commutes, worker hostels, and workers' homes and communities.

Fashion brands drive this cycle of abuse with relentless pressure on suppliers to produce cheaply and speed up production at any cost. In a system with no real oversight, brands escape accountability, while factory owners hide problems – including cases of harassment and abuse – in an effort to keep sourcing contracts.

There is a proven solution: The Asia Floor Wage Alliance (AFWA), Global Labor Justice (GLJ) and AFWA trade union partners have organized and won binding agreements that protect workers' rights to unionize, strengthen women's leadership on factory floors, and create union-led grievance mechanisms, reinforced by brands' business leverage including the [Dindigul Agreement to Eliminate Gender-Based Violence and Harassment](#) and the [Central Java Agreement for Gender Justice](#). Independent experts have [validated and documented the success](#) of such agreements in addressing and preventing GBVH. Yet, instead of adopting solutions that work to make women workers safe, brands continue to choose ineffective efforts that only serve to boost their public image.

Brands see the problem—and they choose to neglect it. It's time to make them take responsibility. The Asia Floor Wage Alliance – Women's Leadership Committee (AFWA-WLC), comprised of

women trade union leaders from South and Southeast Asia, is calling for brands to immediately adopt proven solutions to GBVH in their supply chains. Together with AFWA and GLJ, we are taking a stand. Our message to brands is clear: Violence Out of Fashion!

Violence Out of Fashion demands brands commit to a binding framework: the Safety Engagement for Women Workers (SEWW) commitment. SEWW is a comprehensive program to prevent and eliminate GBVH based on best practices from the Dindigul Agreement and other global agreements. SEWW centers women workers and survivors in its implementation and oversight.

The time to act is now. Women garment workers and their unions across Asia are demanding genuine solutions, not empty promises. We say Violence Out of Fashion! – and we refuse to be silent.

