



Who we are and what we do

Women Working Worldwide's core mission is to work in partnership with grassroots organisations around the world, to assist and empower women workers in international supply chains to claim their rights and gain decent wages for their work. We work with UK companies to advocate on behalf of women workers, and we advise companies and international trade unions on how to best to meet their commitments to gender equality and women's rights across their supply chains.

Women workers in global supply chains often lack power and voice, and have the most precarious and low paid jobs, yet they are essential in achieving the production and quality targets of suppliers to major retailers in the UK and Europe. We also recognise that work in global supply chains such as garments, horticulture and flowers offer vital opportunities for women to earn a living, provide for their families and improve their social and economic standing.

We are a Manchester-based organisation, established as a company limited by guarantee in 1987, and becoming a charity in 2007. We are a founder member of the Ethical Trading Initiative (ETI), and continue to participate in ETI's work.

How we work

1. Provide appropriate training and promote workers' rights to join unions and form workers' organisations
2. Advocate at national and international levels for improved women's rights, conditions and working life
3. Build the capacity of individuals and organisations working directly with women workers
4. Carry out gender disaggregated participatory research in collaboration with our partners, and share the results
5. Act as a resource for women-centred work on labour rights, women's empowerment and connect with women's organisations around the world



What we have achieved

In the last five years, we have reached more than 50,000 workers in the value chains of flowers and garments, and built the capacity of more than 2,000 trainers across Africa and Asia to address the following issues:

- Reducing Sexual Harassment in the workplace
- Occupational Health and Safety
- Labour legislation in partner countries
- The Living Wage
- Women's rights as human rights
- Negotiation training
- Campaigning communications

Our programmes and advocacy activities in supplier countries have delivered a wide range of tangible improvements for women workers, including:

- Increased confidence among women to express their views in the workplace
- Helping 5,000 women workers convert to permanent contracts
- Improved access for women to new savings and credit schemes
- Increased protection from sexual harassment, through raising workers', supervisors' and managers' awareness and introducing new policies on farms
- A 12-25% pay rise benefiting workers in more than 30 workplaces
- Payment for overtime and reduction of forced overtime
- Improved access to protective equipment and medical care

Our funders and partners

WWW has received funding from:



We have also received funding from the European Commission (DG8), NOVIB, Oxfam, Trocaire, Workers Education Association, Feminist Review Trust, ETI, Comic Relief and Goldman Sachs.



Our partners include:

- Alternative Movement for Resources and Freedom Society (ARMF), Bangladesh
- Karmojibi Nari (KN), Bangladesh
- International Labour Organisation (ILO) Better Work Programme, Lesotho
- Global Horticultural Workers and Environmental Rights Network (GHOWERN), East Africa
- Homeworkers Worldwide (HWW), UK
- Lesotho Clothing and Allied Workers Union (LECAWU), Lesotho
- Rural Education and Development Foundation (RED), India
- National Federation of Farm, Plantation, Fishery and Agro Industry Trade Unions of Ethiopia (NFFPFATU), Ethiopia
- RINDRA, Women's Workers Representatives, Madagascar
- Social Awareness and Voluntary Education (SAVE), India
- Tanzania Plantation and Agricultural Workers Union (TPAWU), Tanzania
- Workers Education Association (WEA), Uganda
- Workers Rights Watch, Kenya.

WWW staff, volunteers and associates

WWW has a small but experienced team of staff and associates with expertise in project management, organisational development, women's enterprise, finance management, women's rights, sustainability and communications. Knowledge of working in UK, Africa, China, India and Eastern Europe and experience of cooperatives, NGOs, governments and community groups, add to our portfolio.

We have a number of volunteers on placement with us at any one time. We can also call on a range of experts who have a working association with WWW.

WWW Management Committee

WWW has a Management Committee of eight Trustees, all of whom are also Directors of the company, and they have overall responsibility for the organisation. The Committee has wide-ranging experience in Africa, Latin America, Asia – as researchers, activists, trainers, advisors, working in garment, horticulture and flower supply chains, and as advisers to UK/European companies.

Current Management Committee members are:

Barbara Evers

Barbara Evers is a feminist economist specialising in gender analysis of international trade, economic policies and global value chains (GVCs). Barbara has spent many years working overseas and is currently an academic (Lecturer, Research Fellow, University of Manchester), a policy consultant and advocate of women's rights. She has been associated with Women Working Worldwide since 1997.

Abbie Huff

Abbie is a junior development professional, currently working as an Assistant Adviser at the British Council to support work in women's and girls' empowerment and civil society and governance. Abbie is currently working in Senegal.

Hannah Lerigo, Vice Chair

Hannah is a junior corporate social responsibility professional, with experience in human rights, ethical sourcing and supply chains and business ethica. She currently works as Ethics Advisor at the Cooperative Group and is reading part-time for an MSc in CSR and Sustainability.

Geraldine Reardon, Treasurer

Geraldine is a founder member of Women Working Worldwide. She has been a Local Councillor and worked for Unison and other trade union organisations, researching and writing reports on multinational companies and industrial sectors for trade unions, including the writing of a set of workplace manuals with African trade unions to develop a model of workplace democracy.

Marion Sharples

Marion Sharples is a feminist activist and development professional. She currently works at the Gender & Development Network and is a member of the gender and trade working group of Women in Development Europe+ (WIDE+). She has worked in Colombia and Belgium and holds an MSc in Gender, Development and Globalisation from the London School of Economics.

Linda Shaw, Chair

Linda has been involved with Women Working Worldwide since 1989 when she was the project worker on a textiles and garments project, and then became a Trustee. She has worked in adult and continuing education for the WEA, Manchester University and the Open University, and also worked for the ILO in India and as a freelance for different agencies. Linda is currently Head of Research and Project Development at The Co-operative College in Manchester.

Penny Street, Secretary

Penny is a corporate social responsibility professional with expertise in sustainability, labour rights, social justice and poverty alleviation. She currently works as the Ethics Manager at the Co-operative Group, helping embed the Co-op's values and ethics across the business and its supply chains. Prior to that she was Head of Knowledge and Learning at ETI.

Clare Wiley

Clare Wiley is a freelance journalist and editor covering social affairs. She currently writes for a wide range of publications, including The Guardian, The Big Issue and Vice, investigating issues such as sustainability and the environment, human rights and technology, examining the roles of women and feminism in these areas.

Contact

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