



The Ethical Trading Initiative (ETI) is a leading alliance of companies, trade unions and NGOs that promotes respect for workers' rights around the globe.

The Joint ETI (JETI), a co-operation between ETI, IEH & DIEH, provides a broad-based international platform for action in Bangladesh. Through its Social Dialogue Programme (SDP), JETI has successfully supported workers and employers to prevent a number of disagreements and disputes.

Since 2014, JETI together with ETI Bangladesh has implemented a Social Dialogue programme successfully reaching 150,000 male and female workers in approx 75 Ready Made Garment (RMG) factories with capacity building initiatives. The programme is a sustainable approach of developing the mutual trust and confidence in the workplace and subsequently more mature, effective forms of interaction. Activities include overseeing and supporting the democratic election of Participation Committee (PC) members within the factory where required and training of PC members in labour rights, responsibilities and dialogue skills. Training is also provided to supervisors and managers on how to work constructively with the PC as well as to trade union and factory managers on industrial

relations and collective bargaining to enhance mutual understanding, trust and respect. Social Dialogue has shown to be an effective process for both workers and employers in preventing various disagreements and disputes.

The RMG sector in Bangladesh, earning more than 10% of GDP and sharing 84% of foreign exchange earnings, currently employs around 4.5 million people out of which 60% are females, many of whom have found a new productive role in society. Promoting a gender-friendly work environment for a healthy industrial relationship is therefore paramount, not only from the perspective of workers' rights, but also in order to ensure a continuous sustainable growth of the sector.

In line with its global vision and based on consolidated learning, ETI Bangladesh has started implementing its 4th phase of the Social Dialogue programme, and while gender equality has always been considered an important aspect in previous phases, moving forward the programme will add a specific component highlighting gender as a crucial aspect of a healthy and functioning work environment. The component will specifically focus on empowering female workers through increased knowledge and awareness, building capacity of the

factories and workers to address gender-based violence (GBV) and creating gender sensitivity across the sectors. We are envisioning that our gender programme will multiply the impact of the ongoing Social Dialogue programme and contribute

to strengthening industrial relations for sustainable development.

Overall goal: Create gender-friendly workplaces for healthy industrial relations, which will contribute to improved productivity and sustainable growth.

Specific objectives:

- Empower female workers through increased knowledge, awareness and leadership skills
- Increase capacity of the factories to institutionalize safeguarding mechanism against gender-based violence and ensure gender-friendly workplaces

Expected outcomes:

- 60 factories receive technical and advisory support for creating a gender-friendly workplace
- 54,000 female workers sensitized on gender issues.
- 600 factory managers and 6000 supervisors and 360 members of sexual harassment complaint committee trained on gender, GBV and SH issues in the workplace
- 60 factories supported to establish & run Sexual harassment complaint Committees in their respective factories

Target group:

- RMG Workers (male-female);
- Supervisors;
- Managers;
- Sexual Harassment Complaint Committee members (SHCC)

Gender programme activities:

1. Awareness building and sensitization
2. Training and capacity building of factory management and workers
3. Facilitation of networks for sharing learning and best practices
4. Gender-focused research
5. Technical and advisory support for the formation / activation of SHCC

Training Programme on Gender

1. Training workshop on Gender Sensitive Workplace, Gender Based Violence and SHCC for Factory Management. Duration: One day
2. Training course on Gender Sensitive Workplace, GBV and SHCC for Factory Supervisors. Duration: One day/ Two half day
3. Training course on Gender Sensitive Workplace, GBV and SHCC's roles and responsibilities for SHCC members. Duration: Four days

To join or for more information contact

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