

Ethical Trading Initiative Bangladesh

ANNUAL REPORT 2024



Message from country manager



As we reflect on the achievements of 2024, I am filled with immense pride and gratitude for the collective efforts that have driven Ethical Trading Initiative (ETI) Bangladesh forward. This annual report encapsulates our commitment to fostering decent work, promoting gender sensitivity, and addressing the challenges of climate change within Bangladesh's ready-made garment (RMG) sector.

Over the past year, ETI Bangladesh has made strides in advancing our strategic goals. Through our Social Dialogue initiatives, we have strengthened industrial relations, empowered workers, and enhanced compliance with labour standards. Our Gender Sensitive Workplace Programme has not only raised awareness but also catalyzed meaningful policy changes, ensuring safer and more inclusive workplaces for women. Furthermore, our focus on Climate Change & Workers' Rights has positioned us as a key advocate for a just and inclusive green energy transition, aligning environmental sustainability with worker welfare.

None of these accomplishments would have been possible without the dedication of our team, the support of our partners, and the active participation of stakeholders across the supply chain. I extend my heartfelt thanks to our development partners, brand members, factory management, worker representatives, and civil society organizations for their collaboration and trust in our mission.

As we look ahead to 2025, we remain steadfast in our commitment to driving sustainable change. We will continue to innovate, collaborate, and advocate for policies and practices that uphold human rights, promote gender equality, and safeguard our environment.

Thank you for your unwavering support and commitment to our shared goals.

Abil Bin Amin
Country Manager
ETI Bangladesh

Introduction

Ethical Trading Initiative (ETI) Bangladesh's calendar year 2024 annual report provides an account of the organization's strategic goals and corresponding activities carried out in calendar year of 2024. ETI Bangladesh is dedicated to upholding international labor standards and promoting decent work conditions, particularly within Bangladesh's ready-made garment industry. This report outlines ETI Bangladesh's overarching strategic goals for 2024: fostering improved industrial relations through multiple initiatives.

About Ethical Trading Initiative

Established in 1998, the Ethical Trading Initiative (ETI) is a UK-based independent organization that works to enforce international labor standards in global supply chains by setting minimum ethical standards with the ETI Base Code. ETI Bangladesh, a sister-concern of ETI, is dedicated to delivering impactful programmes in Bangladesh to support ETI's global objectives. Collaborating closely with the business sector, ETI Bangladesh focuses on enhancing working conditions, particularly in the ready-made garment (RMG) industry. In 2024 ETI Bangladesh has started its initiative in leather sector through its “Improving Environmental and Social Conditions in The Savar Tannery Estate, Bangladesh” project. The organization offers a range of specialized programmes including social dialogue programme, gender-sensitive workplace programme, occupational health and safety programme, green social dialogue programme. Under the programmes ETI Bangladesh carry out capacity building and training initiatives, awareness raising and behavior change initiatives and, sectoral and national level advocacy initiatives.

Vision & Mission

Vision: A world of work that protects human rights, climate & environment; ensures dignity for all, provides opportunity and is free of exploitation and abuse in Bangladesh.

Mission: ETI Bangladesh’s mission is to enable the most vulnerable workers in Bangladesh to achieve decent work, by harnessing the power of a diverse

and growing Joint ETI membership to create an environment where workers can advocate for improved; pay, working conditions, and economic equality.

Values	Diversity & Inclusion	Learning	Integrity	Honesty	Fairness
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Strategic Goals

In line with ETI Bangladesh’s three years strategic plan, it worked towards six over reaching strategic goals, including four programmatic goals and 2 organisational goals.

Programme goals

- 1.Improving industrial relations by increasing the capacity for **Social Dialogue** on a supplier level and nationally including with MSME’s and high-potential export industries
2. Contribute to increased **Gender** Sensitivity and Female Empowerment in the supply chain by lobbying and advocating for policy changes, increasing awareness and capacitating key actors on the supplier level and nationally
3. Identify challenges occurring in the intersection between **Climate Change & Workers’ Rights**; designing and implement initiatives based on Just Transition Principles to mitigate them
4. Contribute toward Decent Work goals by increasing awareness, capacitating key actors and conveying initiatives based on supply chain **HRDD Principles**

Organisational goals

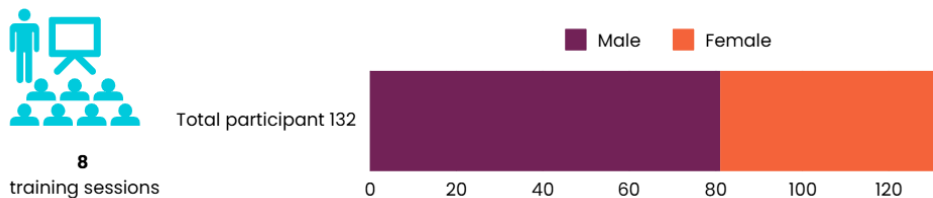
5. Ensuring a sustainable and financially viable organisation with resources that match our ambition to drive change
6. Attract, retain, and develop a strong team who are motivated and equipped to deliver the organisational strategy and ensure ETI Bangladesh is recognised as a celebrated employer

Social Dialogue



In the year of 2024, ETI Bangladesh took one step further to its goal of improving industrial relations by increasing the capacity for Social Dialogue (SD) on a supplier level and nationally including with MSME's and high-potential export industries.

Workplace level SD refresher training



Wage implementation

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ETI Bangladesh completed a study on the implementation of the revised minimum wage structure and its impact on workers in the Ready-Made Garment (RMG) sector. The study examined wage practices and their effects, producing recommendations to improve compliance and worker welfare. The findings will be published in 2025.

Living wage

ETI Bangladesh conducted Living Wage research, engaging participating workers, worker representatives, factory management, Labour Relations Officers (LRO), and Trade Union (TU) representatives. As part of this initiative, a baseline survey was organized in two factories. Additionally, two training sessions were held for management, workers, and supervisors.

Sectoral Collaboration

ETI Bangladesh and the Fair Wear Foundation hosted a webinar on the Better Buying Partnership Index (BBPI) survey in October 2024. The webinar involved 166 participants from 96 factories.

Responsible purchasing practices



ETI Bangladesh facilitated discussions on responsible purchasing practices in July 2024. These sessions engaged factory representatives, brands, labour leaders, and BKMEA officials. Ninety-six participants addressed procurement processes and accountability in purchasing decisions.

Brand member's forum



Brand Members' Forum meetings in September 2024 examined political unrest and environmental crises, enabling brands to address challenges collectively.

Resilience during crisis

Factory consultations with representatives from RMG factories to address challenges in the sector caused by political unrest and floods. Discussions covered factory closures, shipment delays, security risks, and worker concerns. Factories implemented measures such as enhanced security, flexible schedules, and alternative salary payments. Key messages to brands included requests for flexibility in orders, support for compliance, and advocacy for worker welfare. The consultations aimed to identify sector issues and promote sustainable practices.

Result of Social Dialogue Programme in 2024

ETI Bangladesh's Social Dialogue helped factories reinforce key concepts, enabling Trade Union and Participation Committee representatives to review essential topics and learn new insights. This strengthened understanding of human rights at work, national labour law, and international labour

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standards, including the right to minimum wage, overtime, and maternity pay. They also highlighted the benefits of freedom of association (FoA) and increased management's awareness of living wage gaps and their impact.

Plans for 2025

In 2025, ETI Bangladesh has multiple plans under this goal, which includes a Social Dialogue programme package for ten factories, supported by two member brands. Featuring training for worker representatives and factory resource persons through Training of Trainers (ToT). Joint training with Participation Committee Members, a Buyer-Supplier meeting, and a multi-stakeholder meeting on Living Wage research.

Minimum wage research findings will be disseminated via six one-day events, alongside the distribution of FOA guidance and the SD handbook.

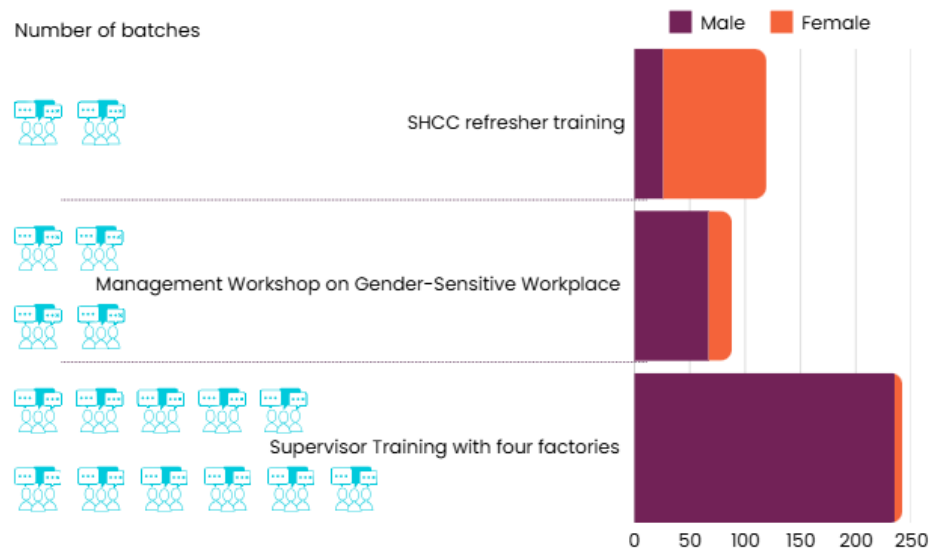
May Day celebration with a multi-stakeholder roundtable, a consultation on Meaningful Stakeholder Engagement.

Series of events on the Common Framework for Responsible Purchasing Practices (including three follow-up learning events and one multi-stakeholder event) will also be delivered, alongside brand consultations.

Gender

In 2024, ETI Bangladesh worked to increase Gender Sensitivity and Female Empowerment in the supply chain by lobbying and advocating for policy changes, increasing awareness and capacitating key actors on the supplier level and nationally. In line with its strategic goal.

Workplace level gender training



Factory level consultations

The onboarding of four factories began with a kick-off meeting involving brands and factory management, supported by Sainsbury's, to launch gender-sensitive workplace programme. A baseline survey was conducted with workers, management, Sexual Harassment Complaint Committees, Participation Committees, and Trade Unions using interviews, KIIs, and FGDs to assess current practices and identify improvement areas.

Learning Sharing Platform Meeting with SHCC Network: ETI Bangladesh conducted two Learning Sharing Platform meetings with the SHCC Network in 2024.

The Learning Sharing Platform meetings focused on SHCC practices, gender-sensitive workplace initiatives, and crisis responses. Discussions included updates on International Women's Day activities, proactive measures during political unrest and flooding, and effective handling of harassment cases.

Celebration of International Women's Day



ETI Bangladesh commemorated International Women's Day 2024 through a series of initiatives aimed at promoting gender equality and raising awareness across the ready-made garment (RMG) sector. The activities engaged a wide range of stakeholders, including factory workers, trade unions, management personnel, and civil society organisations.

Awareness Campaign

An awareness campaign was conducted, reaching approximately 104,000 individuals across 45 factories and 1,557 individuals through 10 federations affiliated with the IndustriALL Bangladesh Council (IBC).



Webinar on International Women's Day 2024

ETI Bangladesh, in collaboration with the Fair Wear Foundation. The event included factory management, Sexual Harassment Complaint Committees (SHCCs), Participation Committees (PCs), and trade union representatives. Participants shared their plans for 8 March. The discussion emphasised the need for meaningful organisational changes to promote gender inclusivity and leadership opportunities for women.

Workshop with SHCC Network



ETI Bangladesh organised a workshop titled "Implementation of Sexual Harassment Complaint Committee (SHCC): Our Experiences and Way Forward." Participants discussed SHCC accomplishments, shared success stories, and identified challenges and solutions to strengthen the committees. The workshop concluded with a shared vision for advancing SHCC effectiveness and fostering safer, more inclusive workplaces.

ETI Bangladesh teams visited RMG factories to participate in International Women's Day celebrations. These visits reinforced ETI's commitment to supporting gender equality initiatives and engaging directly with workers and management.

Joint Programme with Gender Platform Bangladesh

ETI Bangladesh collaborated with Gender Platform Bangladesh to organise a



human chain advocating for gender equality, bringing together 120 participants from trade unions, federations, and national and international organisations, including Solidarity Center, BILS, Awaj Foundation, and The Asia Foundation Bangladesh. These collective efforts reaffirmed ETI Bangladesh's commitment to fostering inclusive and equitable workplaces.

Observation of UN 16 Days of Activism Against Gender Based Violence



ETI Bangladesh, through its Gender Sensitive Workplace Programme implemented a series of initiatives during UN 16 Days of Activism Against Gender-Based Violence (GBV) campaign. Activities focused on capacity building, awareness raising, and advocacy to foster safer and more inclusive workplaces in the RMG sector.

Awareness Campaign



ETI Bangladesh supported 120 factories in organising awareness campaigns. Activities included: Dissemination of IEC materials (posters, audio, and video) aligned with the campaign theme. Celebrations involving factory owners, management,

workplace committees, and workers. Events such as rallies, human chains, brief discussions, and public announcements based on ETI's information
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dossier. Distribution of promotional materials, including caps, T-shirts, and badges, to reinforce campaign messages. A total of 3,500 posters were developed and distributed to factories, brands, and trade unions to amplify awareness efforts.

Preparatory Webinar

ETI Bangladesh, in collaboration with the Fair Wear Foundation, organised a preparatory. Participants shared lessons learned, challenges faced, and action plans for the 16 Days of Activism campaign. The webinar served as a platform for knowledge exchange and collaboration among factories committed to addressing GBV.

SHCC Refresher Training



Two one-day refresher training workshops for Sexual Harassment Complaint Committees (SHCC) were held. The sessions focused on strengthening SHCC members' understanding of their roles, addressing GBV-related workplace challenges, and developing yearly action plans to combat GBV. The training also highlighted the importance of proactive measures and grievance-handling mechanisms to ensure workplace safety and gender equity.

ETI-BILS-RISE Multi-Stakeholder Dialogue



ETI Bangladesh, in collaboration with Reimagining Industry to Support Equality (RISE) and the Bangladesh Institute of Labour Studies (BILS), organised a multi-stakeholder dialogue on combating GBV in the RMG industry. Key speakers included AHM Shafiquzzaman, Secretary of the Ministry of Labour and Employment, and Abil Bin Amin, Country Manager of ETI Bangladesh. Discussions focused on the global context of GBV, social norms analysis, and the need for collective efforts across the supply chain to improve worker conditions.

Participation in other events

The demands include ratification of ILO Convention 190, enactment of the Workplace Sexual Harassment Prevention and Protection Act, Implementation of the High Court's 2009 Directives, and Formation of a Government *Monitoring Committee*.

Result of Gender Sensitive Workplace Programme in 2024

In 2024, the programme fostered gender-sensitive practices, strengthened grievance mechanisms, and advanced policy advocacy in the RMG sector. Strong alignment among brands and factories ensured a coordinated approach, while management workshops and supervisor training improved leadership commitment to gender equity. Awareness campaigns, including International Women's Day and the 16 Days of Activism, reinforced collective responsibility for inclusivity. Strengthened SHCC networks enhanced grievance redressal, and advocacy efforts elevated workplace harassment

laws to the national agenda. The initiative increased awareness, stakeholder participation, and long-term structural improvements.

Plans for 2025

The deliverables for 2025 under the **Gender** goal include,

Sainsbury's: Promoting gender-sensitive workplace Programme under which, gender-sensitive social dialogue training with PC/TU (two batches, two days each), a four-day training for factory SHCC members, and Training of Trainers (ToT) for resource persons (four batches). Advocacy meetings will be held with four factories, followed by follow-up visits and case study development for the same factories. An endline survey will be conducted across these four factories, alongside advocacy initiatives for women's empowerment and leadership will be delivered.

The joint programme with STITCH, and brands will feature celebrations for International Women's Day, UN 16 Days of Activism against Gender-Based Violence, and May Day. IEC materials (posters, audio, videos, and messages) will be disseminated, and an online webinar will mark the 16 Days of Activism. A social media campaign will run on websites and LinkedIn, supported by website news and write-ups. The programme will collaborate with GP, IBC, and the GBV platform, while learning-sharing platform meetings with the SHCC network (four meetings) and consultation meetings with factory management will also be conducted.

Climate Change & Worker Rights



ETI Bangladesh is committed to addressing climate change and its implications on worker rights across the supply chain. Currently ETI Bangladesh has three programmes corresponding to this goal.

Green
Social
Dialogue

Promoting Just
Transition &
Environmental
Sustainability in
The Bangladesh
RMG Industry

Improving
Environmental
and Social
Conditions in the
Savar Tannery
Estate,
Bangladesh

Green Social Dialogue

ETI Bangladesh launched a worker-led climate action initiative in 2022 to raise awareness of climate change in the RMG sector. It aims to empower workers and factory management to identify challenges, integrate climate discussions into workplace dialogue, and improve industrial relations. The programme envisions empowering workers to collectively reduce climate impact and support sustainability. It was piloted in five RMG factories in Dhaka.

In this programme ETI Bangladesh took multiple initiatives in 2024.

Factory Based training



Total reached through training sessions-
In the year 2024:

3173 Workers, including 1953 women

Cumulative reach of the project (2023-2024)-

8051 workers, including 4720 women

383 direct training (management, worker and worker representatives)

100 factory-based resource persons

Assessment of climate action plans

Through advisory support of the programme, **five** factories developed Climate Action plan in 2023. The programme continued advisory support in 2024 for their implementation. In 2024, it assessed the five factories' climate action plans. Most of the plans were completed, with a few still ongoing. To ensure the initiative's continuation, the programme supported factories develop sustainability plans in December 2024 that include worker-led climate actions beyond the programme's timeframe.

Working Group

A working group with representatives from factories, brands, LROs, and CSOs reviewed learnings and provided recommendations during implementation. Key adopted recommendations include

- Engaging senior management and brand representatives.
- Planning follow-up interventions to sustain project outcomes.
- Replicating successful practices in other sectors.
- Disseminating best practices to a wider audience.

Endline study



An end line study comprising survey, KII and FGD was conducted under the programme in five factories. The findings show improvement in workers' knowledge, attitude and practices. The findings were disseminated in a multistakeholder event. Key findings include:

Knowledge on climate change increased from **25.9% in baseline to 79% in endline**

Sense of responsibility of workers regarding workplace related environmental issues increased from **8.2% to 41%**

Knowledge on reducing water consumption increased from **68.8% to 99%**

Workers communication with committee members increased from **50.9% to 87.7%**

Perception on discussing environmental issues in meeting increased from 47.6% to 97.3%

Knowledge on saving energy increased from **61.7% to 99.3%**

Acknowledgement of worker's role in energy saving increased from **56.9% to 92.3%**

Result of Green Social Dialogue Programme in 2024

- Workers were mobilised through existing social dialogue platforms (Participation Committees, Trade Unions, and Safety Committees) to address workplace climate issues. Climate action topics were incorporated into worker committee agendas for the first time.
- Five pilot factories, with inputs from workers, technical teams, and management, developed comprehensive climate action plans featuring structured KPIs. These plans covered energy savings, waste reduction, capacity building, environmental discussions, and water conservation, leading to documented financial savings.
- Climate training content was integrated into factory induction programmes, ensuring continuous sensitization of new employees to environmental stewardship.
- **82.2%** of workers demonstrated attitude changes toward energy efficiency, recognizing actions like turning off machines, lights, and fans as key to conserving resources and reducing operational costs.
- Three factories installed rooftop solar panels as part of their action plans, and are actively tracking energy generation and savings from reduced reliance on grid electricity.
- Workers increasingly identified HR/Admin as their main source of environmental information (**45.2%, up from 28.7%**). Responsibility for environmental action rose from **8.2% to 41%**, with workers showing greater engagement through proactive discussions on conservation measures.

Just Transition & Environmental Sustainability



As of June 2023, ETI Bangladesh launched their sectoral project titled “Promoting Just Transition and Environmental Sustainability in the Bangladesh RMG Industry.” The overall aim of the project is to accelerate decarbonisation and the transition towards renewable energy in the Bangladesh RMG in alignment with the ILO Just Transitions Principles.

The two major tactics to promote such an inclusive green transition in the sector are by driving commitments for a shared responsibility amongst all key sectoral actors and by mainstreaming worker voices in the sector to ensure inclusion and collaboration.

ETI Bangladesh – BRAC University perception study on “Understanding Just Transition & Environmental Sustainability in the Bangladesh RMG Sector”

A study involving **128** key stakeholders, including factory management, business associations, labour rights experts, and worker representatives, was conducted in collaboration with BRAC University to understand environmental sustainability, climate change awareness, and energy transition readiness.

The study was shared across multiple online and offline platforms to engage national and global stakeholders.

Multistakeholder Roundtable on “Promoting a Just and Inclusive Green Energy Transition and Environmental Sustainability in the Bangladesh RMG”



The results of the perception study led to a multi-stakeholder roundtable meeting at the end of the project cycle, involving sectoral-level representatives from various sectors. The aim was to create an open space for dialogue and identify next steps

for a just and inclusive green energy transition. The roundtable provided a safe space for dialogue and increased collective action, leading to numerous concrete recommendations compiled by ETI Bangladesh.

Result of Just Transition & Environmental Sustainability in 2024

The perception study conducted by ETI Bangladesh has enhanced its standing on climate and energy-related issues within the industry. Direct advocacy and roundtable discussions with industry stakeholders have encouraged businesses, including brands, factories, and trade associations, to take notable steps towards green energy and environmental sustainability, guided by Just Transition principles.

These steps include Constituency building through evidence-based dialogue, sectoral networking, and multistakeholder discussions has encouraged key sectoral actors, including brands, factories, and trade associations, to take notable steps towards green energy and environmental sustainability by raising their awareness of the significance of the climate change issue in RMG and its intersection with worker rights.

Sectoral actors have also demonstrated an improved sense of responsibility and willingness to partake in climate initiatives, where they have proposed several key recommendations through ETI’s sectoral interventions as well as the perception study. These included:

- *The need for an industry-wide documentation of existing best practices in RMG to showcase the viability of a business case for an inclusive green transition in the sector*
- *Enhanced worker voice at a sectoral level through worker-led climate action*
- *Promotion of a shared responsibility among all key sectoral stakeholders, including brands, suppliers and trade associations*
- *Policy advocacy and democratic dialogue, which includes key industry actors*
- *Furthermore, this project has bolstered ETI’s institutional capacity to engage stakeholders on a broader scale and augmented the organisation’s standing as a key player for advancing the promotion of green energy transition in the industry*

Climate Change & Worker Rights Across Readymade Garments (RMG) Sector

Celebration of World Environment Day



Ethical Trading Initiative Bangladesh celebrated World Environment Day with series of activities. These activities aimed to raise environmental awareness and foster sustainable practices involving workers among factories.

2024 activities reached **1,67,017** workers across more than **72** factories from ETI member brands' supply chains.

Consultation Webinar

The preparatory work began through consultation webinar. This webinar included **122** representatives from **57** factories. Participants discussed detailed plans for their individual factory events, which included rallies, tree plantations, seminars, awareness campaigns etc. ETI Bangladesh invited factories to collaborate in the celebration of World Environment Day.

Behavioural Change Communication (BCC) campaign



ETI Bangladesh worker engaged environment friendly factory initiatives and safe working conditions through development and distribution of posters and digital materials, including songs, videos, and speeches on climate change.

Factory Initiatives

Factories celebrated with seminars, rallies, tree planting, and PA broadcasts of ETI's audio messages. Special initiatives included donating plants, producing recycled t-shirts with awareness messages, replacing plastic bottles with glass, creating breathing zones, and setting up compost points for food waste.



Climate Leadership Through Sectoral Networks & Reputation

National and international-level organisations active in the climate, energy, and environmental issues of the RMG sector have started considering ETI Bangladesh as one of the key players for the industry. ETI Bangladesh has already become part of several national climate-focused networks. ETI Bangladesh now regularly contributes to and/or organises relevant dialogues, research, and consultations pertaining to climate change and inclusive green transition in the sector.

Industrial constituency development



ETI Bangladesh conducted consultative workshops with a total of 76 representatives from factory management and business associations to increase stakeholder awareness and commitment to a just energy transition in the RMG sector.

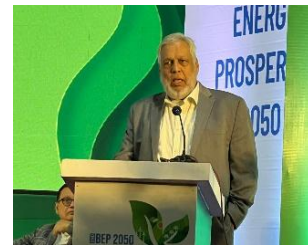
Government constituency development



ETI Bangladesh in collaboration with Bangladesh Labour Foundation (BLF) conducted consultation workshops with 33 government officials, including RMG-specific stakeholders to promote just and inclusive green energy transition in RMG industry.

Bangladesh Energy Prosperity (BEP) 2050 2nd Conference:

In December 2024, ETI co-organised the BEP Conference, alongside the Bangladesh Working Group on Ecology and Development (BWGED) and 30 other CSO organisations. A central focus of the event was the preparation of



the Conference Declaration, which has emerged as a framework guiding Bangladesh's energy policies and transition strategies.

Just Energy Transition Network Bangladesh (JETnet-BD):



ETI joined JETnet-BD, which is facilitated by ActionAid Bangladesh. This network comprises over 70 CSOs, development bodies, energy experts, environmentalists, and media representatives who have formed a 23-member advisory panel to provide strategic guidance on just transitions in Bangladesh.

Bangladesh Just Transition Forum:

ETI Bangladesh has also joined the Bangladesh Just Transition Forum initiated by the Laudes Foundation.

Joint collaboration with ILO and the Thomson Reuters Foundation:

ETI co-hosted a multistakeholder convening on just transition with ILO and the Thomson Reuters Foundation in 2024.



Plans for 2025 (Climate Change and Worker Rights Across RMG)

The plans for Green Social Dialogue Programme include scaling up the existing GSD working group to a sectoral-level working group and conducting a research study on current green energy practices in RMG factories, analyse best practices, and disseminate the findings across the sector.

Planned deliverable for 2025 are the business case mapping research on Renewable Energy Transition and Environmental Sustainability in the Bangladesh RMG industry, a joint collaboration between BRAC University and ETI Bangladesh.

The research findings will be used to develop a shared renewable energy transition roadmap for key stakeholders in the Bangladesh RMG industry, including government bodies, trade associations, LROs, CSOs, federations, and bilateral organisations.

A comprehensive list of recommendations will be prepared, outlining the necessary policies and programmes to help the RMG sector achieve a target of 50% renewable energy usage by 2030.

A national-level stakeholder dialogue on renewable energy transition in the RMG sector will be conducted, utilising the research findings to foster practical and effective discussions. Efforts will also focus on upscaling and facilitating a multi-stakeholder working group to enhance collective action. Furthermore, the worker-led climate action network will be supported to ensure effective advocacy for a renewable energy transition in the RMG sector that is inclusive of worker rights.

Improving Environmental and Social Conditions in the Savar Tannery Estate, Bangladesh



The programme aims to improve environmental and social conditions in the Savar Tannery Estate, Bangladesh by enhancing workplace safety, establishing due diligence systems, and promoting eco-friendly practices. Working with 40 tanneries, it supports compliance with international standards to boost sustainability and global market access.

Memorandums of Understanding (MoUs) Signed

In 2024, the project focused on building stronger relationships and laying the groundwork for long-term collaboration. Memorandums of Understanding (MoUs) were signed with the Bangladesh Tanners Association (BTA), Bangladesh Finished Leather, Leathergoods and Footwear Exporters' Association (BFLLEA), individual tanneries, and the Tannery Workers Union. These agreements have helped create a shared

understanding and smoother coordination for project activities moving forward.

Baseline Assessment

A baseline assessment was also carried out in the Savar Tannery Estate. What made this effort unique was that it looked at both environmental conditions and the wellbeing of workers together. It offered new insights into how things like chemical exposure, waste, and safety conditions affect the health and dignity of tannery workers—an area that hadn't been formally studied before.

Safeguarding assessment conducted with the help of an external consulting firm

To better understand workplace safety and risks, a safeguarding assessment was conducted with the help of an external consulting firm. Through discussions and interviews with workers, factory representatives, and stakeholders, the assessment highlighted key protection gaps and helped shape more focused strategies to support a safer and more inclusive working environment.

Awareness Raising Activities

As part of the project's efforts to promote gender equality and inclusion, two awareness campaigns were organized. One was held to observe the World Day for Decent Work, which brought together workers and stakeholders to reflect on the importance of fair, safe, and respectful working conditions. The second campaign focused on the UN's 16 Days of Activism Against Gender-Based Violence, raising awareness among workers and management about the need to create a violence-free and supportive environment for everyone, especially women. These events encouraged dialogue, learning, and collective action.

Formation of Anti-Harassment Committees (AHC)

The project supported the eight fully functional Anti-Harassment Committees within the tannery estate. This step aimed to create safer spaces in the workplace and support the broader goal of promoting decent work conditions across the sector.

Plans for 2025

Baseline Studies: In 2025, baseline survey findings will be finalized and shared, alongside institutional assessments in all 40 factories. These will identify operational, environmental, and social gaps, guiding factory-specific action plans for long-term sectoral improvement.

ESMS Gap Analysis: Assessments will reveal gaps in environmental and social practices, informing tailored action plans. Cleaner production tools (e.g., IR Thermal Meters, TDS Meters) will enable data-driven audits, improving energy, water, and chemical management.

Training & Capacity Building: Workers and management will receive training on OSH, ESMS, GSD, and resource management to enhance safety, compliance, and sustainability. Customized modules will ensure long-term knowledge application.

ESMS Compliance Checklist: Training on DIFE and ESMS checklists will align factories with national and international standards, aiding certification readiness.

Advisory Support: Collaborative visits will monitor progress, reinforce training, and guide corrective actions, supporting certifications like LWG for market access.

HREDD Framework: A due diligence toolkit will be developed and shared via the Leather Development Forum to promote ethical sourcing and sustainability.

Key Learning Materials: Baseline reports, case studies, and outcome stories will be disseminated to share knowledge and advocate for sector-wide improvements.

HRDD Principles



All the efforts and interventions of ETI Bangladesh fall under broader umbrella of human rights due diligence. In that respect all our strategic goals are embedded in this goal area. ETI considers HRDD as crosscutting issue and all the projects and programmes have HRDD lens inbuilt.

Organisational Development

In 2024, updates were made to all finance and administration-related templates, including the advance form, project expenditure form, transportation form, and requisition form, ensuring alignment with current operational requirements. The vendor and supplier database were managed in accordance with the project and programme budget and organisational preferences, to maintain efficiency and cost-effectiveness

A detailed budget plan was developed, tailored to the target activities and deliverables of the project, ensuring financial resources were allocated effectively. The leave policy was revised and updated, and a manual attendance register was introduced for ETI staff to enhance accountability and transparency.

The standard recruitment process was upheld, resulting in the hiring of skilled staff for the Programme and Monitoring, Evaluation, and Learning (MEL) teams.

The finance policy, people strategy, staff handbook, and procurement policy were developed and revised to reflect best practices and organisational goals.

Annual Audit, Donor Audit, and Management Report for the 2023-2024 period were completed,

These efforts collectively contributed to the strengthening of administrative and financial systems, supporting the overall objectives of the organisation.

Plans for 2025

For organisational development in 2025, the plan includes

Developing a new policy for the ETI Bangladesh reserve fund and creating a Standard Operating Procedure (SOP) for ETI Bangladesh.

Fire safety measures will be enhanced.

Support will be provided to develop quarterly work plans for programmes and MEL (Monitoring, Evaluation, and Learning).

Health insurance benefits will be introduced for ETI Bangladesh staff.

Financial checklists will be finalised in collaboration with relevant programme team members.



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