

Impact Report

Summary

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.

Collaborating closely with the business sector, ETI Bangladesh:

- Enhances working conditions, particularly in the garment industry.
- Delivers specialised programmes on key workers' rights issues.
- Collaborates with suppliers and SMEs to advance sustainable development.

In 2024, ETI Bangladesh worked to achieve four overarching strategic goals, including:

1. fostering industrial relations through social dialogue initiatives,
2. enhancing gender equality across supply chains,
3. identifying and addressing the nexus between climate change and workers' rights, and
4. advancing decent work by building awareness and driving action on human rights due diligence.

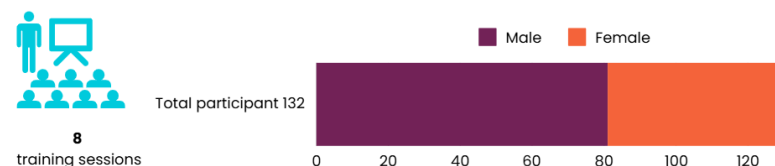
This report provides a snapshot of our impact across these four goals.

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.

Key Achievements

Figure 1: Workplace level SD refresher training



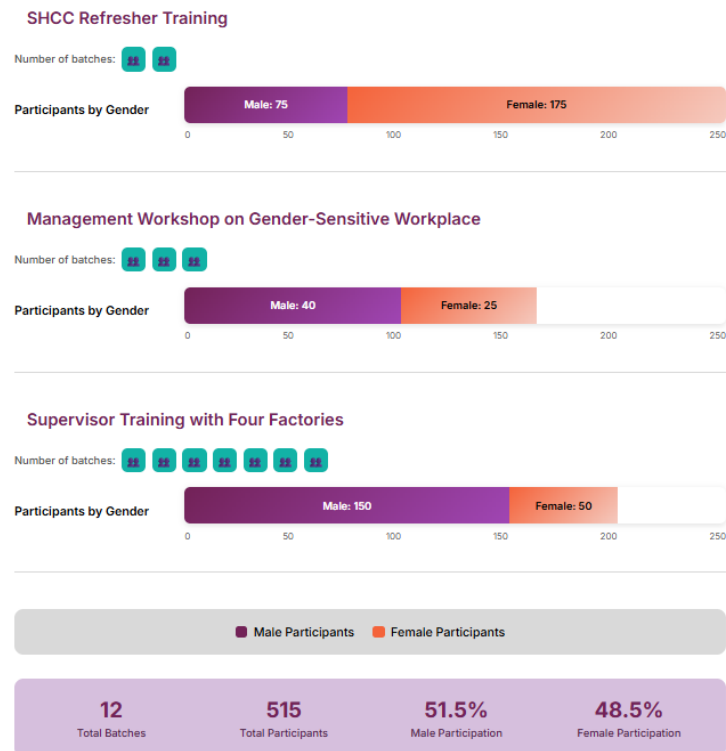
- Conducted research on the revised minimum wage structure's impact in the RMG sector.
- Engaged workers, unions, and factory management in baseline surveys across two factories.
- Co-hosted a webinar with Fair Wear Foundation on the Better Buying Partnership Index (BBPI), involving **166 participants** from **96 factories**.
- Improved worker awareness of labor rights and social dialogue mechanisms.
- Enhanced collaboration between brands, factories, and unions on fair wages and crisis management.
- Laid groundwork for systemic change in wage compliance and industrial relations.

Gender Equality

ETI Bangladesh aimed to boost Gender Sensitivity and Women Empowerment in the supply chain in 2024 by advocating for policy changes, raising awareness, and training key stakeholders.

Key Achievements

Figure 2: Workplace level gender training



- **Factory Onboarding & Baseline Surveys:** Launched initiatives in **4 factories**, supported by Sainsbury's, with baseline assessments of gender policies and worker feedback.

International Women's Day (IWD) Celebrations



Engaged around **104,000 workers** across **45 factories** and **1,557 individuals** from federations.

- The campaign engaged workers, trade unions, and management, raising awareness of gender equality and women empowerment.
- Improved the importance of gender equality and reinforced the need for workplace inclusivity.

UN 16 Days of Activism Against Gender-Based Violence (GBV)

Reached **161,000 workers** across **53 factories**.

- Strengthened SHCC roles through training and refresher sessions.
- Workers and management jointly participated in campaigns, emphasizing shared responsibility.

- Collaboration with ILO and other organizations highlighted global and local GBV issues.

Increased awareness, stronger grievance handling mechanisms, and actionable commitments toward gender equity.

Climate Change and Worker's Right

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



Key Achievements: Green Social Dialogue

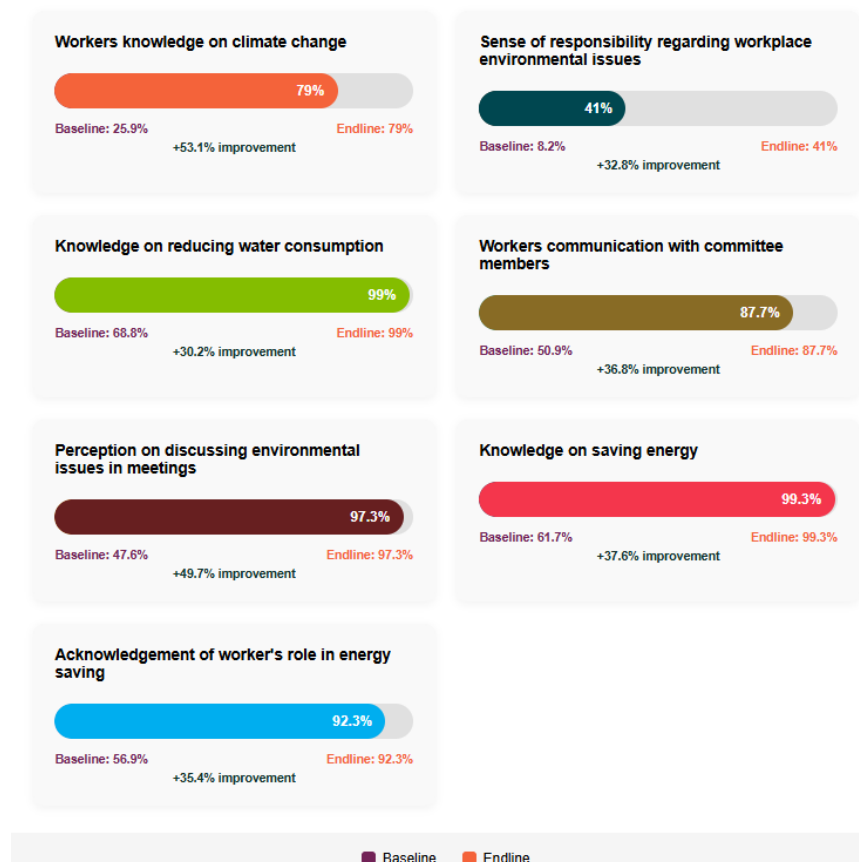
Trained **3,173 workers (1,958 women)** on climate awareness and sustainable practices.

Cumulative reach (2023–2024): **8051 workers**, including **4720 women**

100 factory-based resource persons.

- Supported 5 RMG factories in implementing plans for energy savings, waste reduction, and water conservation.
- 3 factories installed rooftop solar panels, tracking energy savings.

Figure 3: Climate awareness progress among workers



Key Achievements: Just Transition & Environmental Sustainability

Research: Partnered with BRAC University to study renewable energy readiness (**128 stakeholders surveyed**).

Joined JETnet-BD and Bangladesh Just Transition Forum.

Co-hosted national dialogues on green energy policies.

This programme has increased ETI Bangladesh's capacity to continue our engagement with the stakeholders on a broader scale to promote green energy transition

Key Achievement: Leather Industry

- MoUs Signed: Collaborated with Bangladesh Tanners Association (BTA), BFLFEA, and worker unions.
- Baseline Assessments: First-ever joint environmental + social audit of tanneries (chemical safety, worker health).
- Safeguarding assessment conducted to address workplace risks.
- Gender & Safety Initiatives: Formed 8 Anti-Harassment Committees (AHCs).
- Ran campaigns for Decent Work Day and 16 Days of Activism (GBV awareness)

World Environment Day

Reached **167,017** workers in **72** factories

Tree plantations, recycling drives, and plastic-free initiatives.

Rallies, seminars, and audio campaigns on climate action.

Human Rights Due Diligence

Key Achievements in 2024

Cross-Cutting HRDD Integration: Embedded HRDD principles across **all programmes**, ensuring labour rights, gender equality, and climate justice align with international standards.

Capacity Building & Training

- Conducted **freedom of association (FoA) training** for suppliers of major brands.
- Supported **participatory committee elections** in 5 factories to strengthen collective bargaining.
- Delivered **grievance mechanism workshops**, improving reporting channels for harassment/wage violations.

Multi-Stakeholder Advocacy

Co-hosted a **roundtable on FoA** with the Dutch Embassy and STITCH consortium, engaging:

1. **Government** (Ministry of Labour).
2. **Brands**, factories, and trade unions.
3. **International organisations** (ILO, Solidarity Center).

Advocated for **responsible purchasing practices** to reduce wage risks (linked to Social Dialogue Programme).

Developed **ESMS (Environmental & Social Management System) checklists** for tanneries to meet certification standards (e.g., Leather Working Group).