



## **ETI Gender Sensitive Workplace Programme proposal**

## Aim

Contribute to a gender sensitive workplace in which the standard of conduct and behavior ensures that everyone is being treated with dignity and respect in turn resulting in healthy industrial relations contributing to improved productivity and sustainable growth.

## Outcomes

- Female factory employees are empowered by having increased knowledge and awareness of their rights
- Female representation across various positions within the factory has increased due to capacity building around gender equity.
- Factories have increased their capacity to institutionalize safeguarding mechanisms against gender-based violence and harassment within the workplace.



**Duration**

**18 months**

**Cost per factory**

**£6,500\***

\*Please note that this cost per factory is indicative and based on the assumption that 15 factories join, they are in the Dhaka area, and they are of average size, i.e., approx. 2,000 workers and 250 to 300 managers and supervisors. The amount proposed is subsidized by other grants that are partially covering ETI's costs in Bangladesh.





## Why is a gender sensitive workplace programme needed?

While women still make up more than half of all workers in the RMG sector, they continue to be overrepresented in lower-paid positions, with men holding most supervisory roles.

Women run a high risk of being harassed by male colleagues and supervisors, are more likely to be bypassed when workplace rights and issues are discussed and do often not have structures to turn to when it comes to grievances related to gender-based harassment and inequality.

However, besides being a fundamental human right, research has demonstrated that gender equality leads to greater productivity.

# Why join ETI's gender sensitive workplace programme?

ETI's gender sensitive workplace programme was initiated in March 2020 and has so far been implemented at 43 factories.

Cultural and traditional factors heavily influence how women are treated and regarded in Bangladesh and issues related to gender-based violence and sexual harassment are culturally sensitive and difficult topics. As is the case in all countries, discussing and working with such issues requires a safe environment in which participants feel secure to speak up. ETI has therefore invested in developing training materials based on inputs received from key stakeholders such as factory management, brand representatives, federation representatives and gender experts. Simultaneously ETI's own staff members have been receiving capacity building training in both the topic as well as how to pedagogically teach sensitive issues.

ETI has been instrumental in helping to institutionalize and activate Sexual Harassment Complaints Committees (SHCCs). Our work with these SHCCs is recent but early indications demonstrate that women are feeling empowered and supported by having a platform which they can refer to with complaints and concerns based on gender inequality and sexual harassment. Raising issues of sexual harassment is difficult in any society and we do not believe that the SHCCs will miraculously solve the issue or make it less difficult to address. However, the fact that the factory management is acknowledging it as a significant issue and for all factory staff members to receive information to increase their awareness of both the issue as well as ways to seek remedy send an important signal to all stakeholders, men and women alike.



# Key Performance Indicators

- % of female increased in different workers representative committees (SHCC, Safety committee).
- % of female representatives in SHCC expressed their satisfaction on their increased leadership roles
- # of SHCC activated/formulated in compliance with the legal requirements (female chair, % of female in the committee)
- % of workers who are aware of SHCC and willing to go to SHCC for support
- % of workers representatives, managers, supervisors and SHCC members reporting increased level of confidence achieved through training.
- # of employees attended in various capacity-building training
- # of workforce reached through awareness-raising activities.
- # of factory-based resource person developed



# Programme offer

## Assessment



- Baseline & Endline Gender assessment

## Capacity Building



- Training for factory management
- Training for factory Supervisors
- Training for factory SHCC members
- TOT for resource persons
- Training for PC worker representatives

## Advisory Service



- Guideline & Policy development
- Formation and activation of SHCC
- Post Training Support

## Networking



- Supplier knowledge and learning sharing meetings

## BCC / Awareness



- BCC / awareness raising campaigns in factories



## Training outputs:

### **Increased knowledge on what constitutes sexual harassment and complaints mechanisms among PC Worker representatives**

Elected PC worker representatives will receive a 2-day training held outside the factory where participants will increase their understanding of gender equity and equality, causes and issues related to gender-based harassment, and their role and responsibilities as PC members to prevent harassment and promote female participation in the workplace.

### **Increased knowledge among managers and supervisors on the concept and importance of a gender sensitive workplace**

Managers and supervisors will receive a half-day training in-house respectively around the concept and importance of gender equality while also learn about the role, function and formation of SHCCs.

### **Increased capacity among SHCC members to effectively manage the role and function of the SHCC**

Elected SHCC members will receive a 4-day training held outside the factory during which time they will increase their understanding of gender-related issues while also learn how to effectively manage and address complaints. At the end of the training the members should also be able to formulate an action plan for the SHCC.

### **Selected factory representatives from both management and workers will be able to act as resource persons for continued gender-sensitivity support within the factory**

The selected resource persons will receive a one-day practical training on methods and techniques facilitating continued training and support within the factory to SHCC members and beyond.





### Additional activities:

- Tri-party kick-off meetings for each initiative between ETI, supplier and nominating brand and regular progress meetings thereafter
- Baseline and endline surveys to assess progress within each participating factory
- Comprehensive BCC activities using tailor-made communication materials within participating factories to increase the awareness of gender equity and equality among all factory employees.
- Establish a support network for the participating suppliers with quarterly meetings facilitated by ETI during which time factory representatives can discuss challenges, learnings and possible solutions related to gender and the function of SHCCs.
- 6-monthly progress & lessons learnt meeting with all contributing brands along with biannual reports to participating suppliers and brands.
- Lessons learning and knowledge products shared with participating suppliers and brands.



---

# Support from brands

Our experience shows that engaged brand representatives result in increased effectiveness, better outcomes and greater sustainability, and engagement in the programme from time to time is therefore strongly encouraged. Examples of engagement include partaking in the intervention kick-off at the factory, attending joint tri-party progress meetings every other month and SD coordination and lessons learnt meetings with other brands participating in the programme. When and where relevant and appropriate, we also encourage members to take note of important issues raised in PC meetings and play a role in finding constructive solutions.

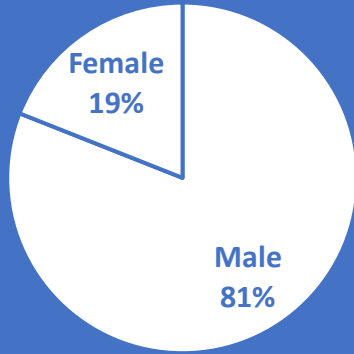
The level of effort is estimated at 4 to 5 days a year.



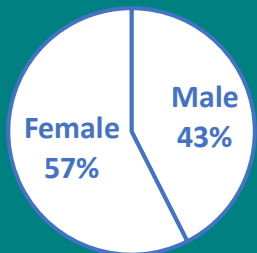
# Project Outreach till 2023

**3** Phases of GSWP **43** factories reached

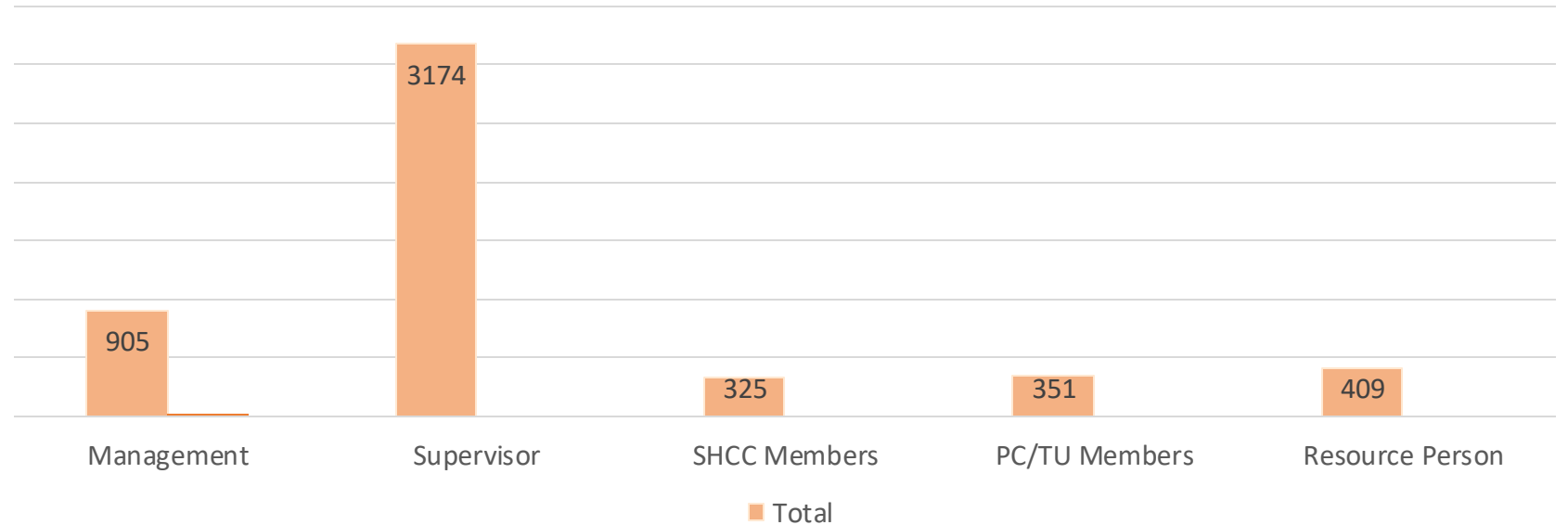
**Total 5164 Training Participants**



**Total 102535 Workforce Reached through BCC Campaign**



**Training Participants**





# Impact From Phase 2 & 3

**Knowledge and understanding on the basic concepts related to gender sensitive workplace and the remedial mechanisms that are in place have increased significantly.**

94% workers reported knowledge of the concept “Gender Discrimination” (Baseline: 20%) [Data from phase 2 & 3]; 98% workers reported knowledge of the concept “Gender Equality” (Baseline: 30%) [Data from phase 2 & 3]; 99% workers reported knowledge of the concept “Gender Sensitive Workplace” (Baseline: 41%) [Data from phase 2 & 3]; 83% workers reported knowledge of National Helpline Number for GBV (Baseline: 5%) [Data from phase 2& 3]; 96% workers reported their awareness of SHCC being mandatory in workplace (Baseline: 40%) [Data from phase 2& 3]; 96% workers reported they are aware of the functions of SHCC. (Baseline: 27%) [Data from phase 2& 3]

**The Sexual Harassment Complaint Committee members’ level of confidence increased and the workers are more willing to complaint in case of any GBV incident.**

97% SHCC members reported increased level of confidence [Data from phase 2 & 3]; 96.7% workers expressed willingness to go to SHCC to if any sexual harassment issues arise. (Baseline: 46%) [Data from phase 2 & 3]

**Female participation in different committees increased and SHCCs in all intervention factories have female chairpersons.**

37 SHCCs have been activated/formulated [Data from phase 2 & 3]; 66% female in SHCC Committee (Baseline: 61%) [Data from phase 2 & 3]; 49% female in PC (Baseline: 42%) [Data from phase 2 & 3]; 100% female as SHCC Chair (Baseline: 38%) [Data from phase 2 & 3]

**Female leadership encouraged in intervention factories and female are promoted at management and supervisory levels**

87 females promoted in management roles [Data from phase 2 & 3]; 33 females promoted to supervisory roles [Data from phase 2 & 3]

*(Source: Baseline and endline data comparison)*

## Impact From Phase 2 & 3

*“I felt kind of unsafe working in a garments factory because I thought if some harassment is faced by me, I will not be able to either continue the work or I will have to face the harassment while I am doing my work. But now I have a safe space which makes me feel secured thinking that if something happens, I have a place to go to where I can get help.” – General Worker (Factory from Phase 2)*

*“I was aware of certain things, but my knowledge was not as in depth to lead the committee which was compensated by the trainers. I did not know before there are laws that safeguards women at the workplace. I learned the importance of meeting minutes and how to follow up agendas and follow up with the victims. I learned to create workplan for the committee and also how implement them.” – SHCC Chair (Factory from Phase 2)*

*“I was falling into depression and facing burn out due to the factory environment. I was on the verge of quitting my job. After the project implementation started, I felt a ray oh hope and extended my support to SHCC as a chair to feel a sense of purpose. It helped me to continue my job.” – Promoted Executive Compliance Officer, SHCC Chair (Phase 2 factory)*





## Programme Results: Opinion from factories and workers

# Cost details

Training preparation, supplier & brand coordination and intervention oversight	£1,000
Technical support	£1,500
Training delivery	£3,500
Monitoring and evaluation	£500
<b>Total £ per factory</b>	<b>£6,500</b>
Total £ per factory per month	£360



\*Please note that this cost per factory assumes that 15 factories join, they are in the Dhaka area, and they are of average size (approx. 2,000 workers and 250 to 300 managers and supervisors). The amount proposed is subsidized by other grants that are partially covering ETI's costs in Bangladesh.



Participation is exclusive to members of the ETIs of the UK, Norway, Sweden and Denmark and their suppliers.

TO JOIN OR FOR MORE INFORMATION

CONTACT

Abil Bin Amin, Country Manager  
[abilamin@etibd.org](mailto:abilamin@etibd.org)



**Ethical  
Trading  
Initiative**