

Newsletter

ISSUE 1, 2019 | STORIES FROM THE SUPPLY CHAINS & BEYOND

BetterWork
Bangladesh



IN THIS ISSUE

The launch of **GEAR - phase 2** took place, 700 female garment workers will be trained to become supervisors.

How Better Work embeds **gender equality** themes into all areas of the programme.

Building the skills you need; through Better Work's **innovative training programme**, we are helping to build new capacity in the garment sector.

On **OSH Day 2019**, factories affiliated with Better Work held a range of activities to mark the occasion.

BWB organised a **meeting with our brands** following recent industry unrest to discuss how we can further work together to strengthen social dialogue at the enterprise and sectorial level.

Our team carried out a **Freedom of Association workshop** for 80 Lidl Hong Kong supplier factories.

Dear friends,

We are excited to share our latest updates with you at Better Work Bangladesh. We have hit the ground running in 2019 as we continue our efforts to work for a competitive garment sector, one that provides decent jobs to workers, good business for factories and brands, and economic development for Bangladesh. We know that it is only through the support and collaboration of our partnerships that this can happen, and we thank you for your continued support.

Thank you and enjoy the read!

Anne-Laure Henry-Greard

Programme Manager
Better Work Bangladesh



220
FACTORIES



25
INTERNATIONAL BRANDS
AND RETAILERS



496K
WORKERS



54%
FEMALE WORKERS

OUR FOCUS ON GENDER EQUALITY

Better Work aims for a society where women and men have equal and decent work opportunities, are free from gender-based violence and discrimination, and are able to access their rights, fulfil their potential and direct their futures. Toward this vision, BWB increasingly embeds gender equality themes into its factory services, policy engagement activities, research and communications.

Prevention of Discrimination

Preventing sexual harassment; tackling contractual discrimination (e.g. recruitment and occupational segregation); bridging the gender wage gap.



Paid Work & Care

Sexual and reproductive health and rights (including pregnancy related healthcare & nutrition); maternity protection; breastfeeding and childcare.



Voice & Representation

Representation of women workers in factories' committees (management committees) and trade unions, union federations, and employer organisations; voice in collective bargaining processes.



Leadership & Skills Development

Career opportunities in factories; leadership positions in governments, trade unions and employers organizations; financial literacy and household budget planning.



Peace, prosperity and social justice depend on the achievement of substantive equality between women and men.”

GUY RYDER
ILO DIRECTOR GENERAL

Bangladesh factories to get more female supervisors

The Gender Equality and Returns (GEAR) initiative will train 700 female operators and their managers in 70 factories.

After a successful pilot, the GEAR initiative will be scaled up to train 700 female operators and their managers in 70 factories. GEAR trained 144 female workers in the pilot phase; 58 of whom are now in supervisory roles with a 39 percent increase in salary. The second phase of the GEAR initiative was launched at a high-level International Women’s Day reception, hosted by the High Commission of Canada at the Residence of the H.E High Commissioner of Canada on Monday, 4 March 2019. GEAR is a special initiative of Better Work Bangladesh – jointly implemented by IFC and the ILO. Rolled out in 2016, the programme has made significant strides in advancing women’s economic potential and improving access to better jobs and opportunities for women.

A close-up photograph of a woman with dark hair, wearing a brown shawl over a red top, looking down at a baby in a hospital bed. The baby is wearing a blue shirt and has a red bindi on their forehead. The woman's hands are gently holding the baby. The background is slightly blurred, showing the metal railing of the hospital bed.

A better tomorrow for working mothers

MOTHERS@WORK is a joint initiative of UNICEF and Better Work Bangladesh to strengthen maternity rights and promote breastfeeding among young working mothers.

Mothers@Work is currently working in 80 factories. Around 254 pregnant women and 179 breastfeeding mothers were provided information on maternity rights and breastfeeding in Q1.

This special initiative comprises seven minimum standards which address the challenges faced by young mothers in the garment sector. The standards include paid maternity leave, provision of breastfeeding and childcare facilities, flexible working arrangements, health protection, medical benefits, employment protection and non-discrimination. Evidence has proven that exclusive breastfeeding for six months is the optimal way of feeding infants because, among other benefits, it increases survival rates of infants, provides antibodies to combat disease, and stimulates an infant's overall healthy growth and development.

Building the skills you need

How Better Work Bangladesh's innovative training programme is helping factories enhance capacity and efficiency through in-house skills and knowledge development.

“Better Work’s training programme is helping us to build new capacity within our trainers’ pool so we can better respond to demand for capacity building in our factories, ”

Maj (Retd) Khairul Basher
Executive Director
Hameem Group.

An intensive five-day residential training was carried out in February this year, assisting top-level factory management of Ha-Meem Group to help build good workplace cooperation in their factories. The training was aimed at equipping participants with the tools and techniques to practically incorporate good practices of workplace cooperation into their day to day work. The training programme also featured Training of Trainers (TOT) sessions to help the participants develop the skills to roll out similar training in their workplaces, allowing factories to scale this initiative to an increased number of employees.

Additionally, our trainers worked with top management on the development of their leadership skills, to further strengthen and hone in on the techniques required to manage and lead in their factories. A total of 22 mid-management officials attended the residential training from 3 to 7 February 2019.

“Training is an important part of what we do at the HR department. The facilitation techniques I have learned from this training will undoubtedly help us make our in-house training programmes more interactive, participatory and fun. I have realised that training is more than showing a few PPT slides,” said Fardws Ahmed, Assistant HR Manager at the Tongi Zone of office of Ha-Meem Group.

As a Compliance Manager, Sohely Sarfin Mita facilitates training for mid-level staff almost every week. She, however, never attended a ToT before and the five-day training has made her think about training from a whole new perspective.

“People kept telling us that our training was not really changing behaviour. The ToT training with Better Work helped me understand what went wrong in how we conducted our training. This is the time to amend the mistakes and make things better,” she said.



“I have always been a participant (training). But after attending the Managerial Skills Development Training conducted by Better Work, I have started to feel that I can facilitate a training now,”

Shahnaz Ferdousi Shimu
Compliance Officer
Hameem Group

BWB partner factories observe OSH Day

Factories affiliated with Better Work Bangladesh held a range of activities to mark the World Day for Safety and Health at Work on 28 April 2019. Many factories organised rallies, discussions and awareness sessions where workers and factory officials took part with colourful banners, festoons and placards containing slogans related to workplace safety. The discussions attended by workers, safety committee members and factory officials looked back on the improvements and discussed the way forward to sustain the health and safety progress in their respective factories.

"Engagement with Better Work Bangladesh has helped improve the workplace safety culture in our factory,"

Shah Mohammad Mohit
Director & Head of Operation
Tunic Apparels Ltd.

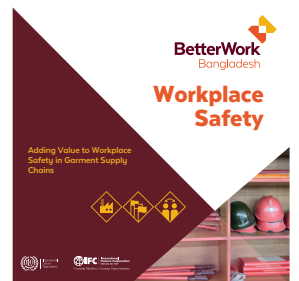


Workers and factory officials of Sparrow Apparels Limited observe OSH Day 2019.

"It is the perfect time to reflect on what has been achieved and to energise our efforts to improve OSH at all levels of the garment industry in Bangladesh,"

Anne-Laure Henry-Greard
Programme Manager
Better Work Bangladesh

On the occasion of OSH Day 2019, we are pleased to release the Better Work Workplace Safety Brochure that gives a brief overview of our work in the area of occupational safety and health in garment factories.



**DOWNLOAD
OUR WORKPLACE
SAFETY BROCHURE**



Better Work Bangladesh is currently working with 25 international brand partners

BWB Brand Partner Meeting

Better Work Bangladesh convened a meeting on 28 March 2019 with its brand partners in Bangladesh. Changes in minimum wage and amendments to the labour law saw misunderstanding and tension in the sector in relation to pay and benefits for workers. Brands and BWB discussed the root cause of the unrest and importantly how we individually and collaboratively work together to strengthen social dialogue at enterprise and sectorial level. This forum was also an opportunity to ensure clarity around changes in minimum wage and labour law. BWB and brand partners will continue to work closely on addressing these issues, strengthening our partnerships and support for the industry as we do so.

Freedom of Association workshop

In order to address industry challenges in relation to freedom of association and collective bargaining, BWB carried out a Freedom of Association workshop for 80 Lidl Hong Kong supplier factories. The interactive and engaging initiative was part of BWB's ongoing capacity building and outreach activities to ensure workers and employers have better knowledge and understanding of labour rights and responsibilities.



For regular updates, case stories and latest project updates, visit our website and follow us on social media.

 betterwork.org/where-we-work/bangladesh

 facebook.com/betterworkbangladesh

 twitter.com/Better_Work

Better Work is a partnership between the International Labour Organization (ILO) and the International Finance Corporation (IFC). On-the-ground in eight countries across three continents, Better Work brings together all levels of the garment industry to improve working conditions and respect of labour rights for workers, and boost the competitiveness of apparel businesses.



International
Labour
Organization



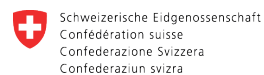
IFC International
Finance Corporation
WORLD BANK GROUP

Creating Markets, Creating Opportunities

Better Work Bangladesh is supported by the following donor partners:



Canada



Better Work affiliated factories in Bangladesh

Sl. No.	Factory name	Location
1	Aboni Fashions Ltd	Savar
2	Active Composite Mills Ltd	Dhaka
3	Adhunik Poshak Shilpa Ltd	Dhaka
4	AKH Eco Apparels Ltd	Dhaka
5	AKH Fashions Ltd	Savar
6	AKH Shirts Ltd	Savar
7	Alim Knit (BD) Ltd	Gazipur
8	ALPHA CLOTHING LTD	Dhaka
9	Aman Fashion & Designs Ltd	Savar
10	Aman Graphics & Designs Ltd	Dhaka
11	Aman Knittings Ltd	Dhaka
12	Ananta Denim Technology Ltd	Narayanganj
13	Ananta Garments Ltd	Dhaka
14	Ananta Jeanswear Ltd	Gazipur
15	Ananta Sportswear Ltd	Dhaka
16	Apex Footwear Limited	Gazipur
17	Apex Lingerie Ltd	Gazipur
18	Apparel Gallery Ltd	Savar
19	Arabi Fashion Ltd	Gazipur
20	Armana Apparels Ltd	Dhaka
21	Armana Fashions Ltd	Dhaka
22	Arunima Sportswear Ltd	Savar
23	Ayesha Clothing Company Ltd	Savar
24	Ayesha Clothing Company Ltd-02 (Printing Unit)	Savar
25	Ayesha Washing Limited	Savar
26	Azmat Apparels Ltd	Savar
27	Babylon Garments Ltd	DCC (Kotwali)
28	Best Shirts Ltd	Gazipur S
29	Bestwool Sweaters Ltd	Gazipur
30	Beximco Apparels Ltd	Gazipur
31	Canvas Garments (Pvt) Ltd	Chittagong
32	Cassiopea Apparels Ltd	Gazipur
33	Chittagong Asian Apparels Ltd	Chittagong
34	Chorka Textile Ltd	Narsingdi
35	Classic Fashion Concept Ltd	Gazipur
36	Clifton Apparels Ltd	Chittagong
37	Clifton Cotton Mills Ltd	Chittagong
38	Clifton Textiles & Apparels Limited	Chittagong
39	Colossus Apparel Ltd	Gazipur
40	Colossus Apparel Ltd (Unit-2)	Gazipur
41	Colotex Apparels Ltd	Gazipur
42	Columbia Apparels Ltd	Gazipur
43	Columbia Garments Limited	Gazipur
44	Columbia Washing Plant Ltd	Gazipur
45	Cortz Apparels Ltd	Gazipur
46	Cotton Club (BD) Ltd	Gazipur
47	Crazy Fashion Ltd	Dhaka
48	Creative Collection Ltd	Gazipur
49	Creative Wash Ltd	Gazipur
50	Crown Exclusive Wears Ltd	Gazipur
51	Crown Wear (Pvt) Ltd	Bhaluka Upazila
52	Crystal Industrial Bangladesh Private Ltd	Gazipur
53	Dada (Dhaka) Ltd	Tongi, Gazipur
54	Debonair Limited	Dhaka
55	Dekko Apparels Ltd	Dhaka
56	Dekko Readywears Ltd	Dhaka
57	Denimach Limited	Gazipur
58	Denimach Washing Limited	Gazipur
59	Denitex Limited	Dhaka
60	Dird Composite Textiles Ltd	Gazipur
61	Divine Fabrics Ltd	Gazipur
62	Divine Intimates Ltd	CCC (Kotwali)
63	Dress Shirts Ltd	CCC (Kotwali)
64	Dressmen Apparels Ltd	Gazipur
65	Eco Couture Ltd	Gazipur
66	Ecofab Limited	Gazipur
67	Elegance Orientale Limited	Gazipur
68	Energypac Fashions Ltd	Gazipur
69	Epyllion Style Ltd	Gazipur
70	Esquire Knit Composite Ltd	Narayanganj
71	Essential Clothing Ltd	Gazipur
72	Ever Smart Bangladesh Ltd	Gazipur
73	Executive Hi-Fashions Ltd	Gazipur
74	Executive Intimates Limited	Gazipur
75	Express Washing & Dyeing Ltd	Savar
76	Faiza Industries Ltd	Gazipur
77	Fakhrudin Textile Mills Ltd	Gazipur
78	Fakir Apparels Ltd	Narayanganj
79	Fakir Fashion Ltd	Narayanganj
80	Farseeing Knit Composite Ltd	Gazipur

Sl. No.	Factory name	Location
81	Fashion house (southern) Ltd	Dhaka
82	Fashion Watch Ltd	Chittagong
83	Flamingo Fashions Ltd	Gazipur
84	Fortune Apparels Limited	Chittagong
85	Four H Apparels Ltd	Chittagong
86	Four H Lingerie Ltd	Chittagong
87	Fullcharm Fashion Knitters Limited	Gazipur
88	Garib & Garib co Ltd Unit-2	Gazipur
89	Global Shirts Ltd	CCC (Kotwali)
90	Glory Fashion Wear Ltd	Gazipur Sadar
91	Hams Garments Ltd	Gazipur, Dhaka
92	Hamza Clothing Ltd	Savar
93	Hannan Fashions Ltd	Gazipur
94	Hannan Knit & Textiles Ltd	Gazipur
95	Hannan Knitwears Ltd	Gazipur
96	Impress Fashion Limited	DCC (Kotwali)
97	Impress-Newtex Composite Textile Ltd	Tangail
98	Indesore Sweater Ltd	Gazipur
99	Interfab Shirt Manufacturing Limited	Gazipur
100	Interfab Shirt Manufacturing Limited (Unit-2)	Gazipur
101	International Trading Services Ltd	Gazipur
102	International Trading Services Ltd (Wash Unit)	Gazipur
103	Interstoff Apparels Ltd	Gazipur
104	Intramex Apparels Ltd	Gazipur
105	IRIS Design Ltd	Gazipur
106	IRIS Fabrics Ltd	Gazipur
107	J M Fabrics Ltd	Mirzapur
108	Jeans Culture Ltd	DCC (Kotwali)
109	Jeans Plus Limited	Dhaka
110	Jinnat Knitwears Ltd	Gazipur
111	KC Bottom & Shirt Wear Company	DCC (Kotwali)
112	Karim Textiles Limited	Gazipur
113	Kattali Textile Ltd	Chittagong
114	Kazipur Fashions Ltd (Unit-1)	Dhaka
115	KDS Apparels Ltd	Chittagong
116	KDS Garments Ind Ltd	Chittagong
117	KDS IDR LTD	Chittagong
118	Knit Asia Limited	Dhaka
119	Knit Plus Ltd	Gazipur
120	Leatherex Footwear Industries Ltd	Dhaka
121	Leeu Fashion Ltd	Mymensingh
122	Mahmud Jeans Ltd	Gazipur
123	Manami Fashions Ltd	Dhaka
124	Mascot Fashions Ltd	Savar
125	Masihata Sweaters Ltd	Gazipur
126	Matrix Sweaters Ltd	Gazipur
127	Mawna Fashions Ltd	Gazipur
128	Medlar Apparels Ltd	Dhaka
129	Mega Yarn Dyeing Mills Limited	Gazipur
130	Meghna Knit Composite Ltd	Gazipur
131	Men's Fashion Ltd	CCC (Kotwali)
132	MG Niche Flair Limited	Narayanganj
133	Millennium Textiles (southern) Ltd	Dhaka
134	Modern Washing & Dyeing Ind Ltd	Gazipur
135	Modiste (Bangladesh) Limited	Chittagong
136	Mohara Asian Apparels Limited	Chittagong
137	NAZ Bangladesh Ltd	Gazipur
138	Nafa Apparels Ltd	Gazipur
139	Natural Denims Ltd	Dhaka
140	Needle Drop Ltd	Gazipur
141	Newage Apparels Limited	Ashulia, Savar
142	Next Collections Ltd	Savar
143	Norp Knit Industries Ltd Unit-2	Gazipur
144	Northern Fashion Ltd	Gazipur
145	Novel Hurricane Knit GarmentsLtd	Gazipur
146	Opex Apparels Ltd	Narayanganj
147	Opex Ready Wears Ltd	Narayanganj
148	Orbitex Knitwear Limited	Dhaka
149	Orchid Garments Ltd	Gazipur Sadar
150	Orchid Sweater Ltd	Chittagong
151	Ornate Knit Garment Ind Ltd	Dhaka
152	Paradise Washing Plant Limited	Gazipur
153	Pioneer Knitwears (BD) Ltd	Bhaluka, Mymensingh
154	Pretty Sweaters Ltd	Gazipur
155	Purbani Fashion Ltd	Sirajganj
156	Radial International Ltd	Gazipur
157	Radial International Ltd (unit 2)	Gazipur
158	Radiance Fashion Ltd	Dhaka

Sl. No.	Factory name	Location
159	Radiance Jeans Ltd	Dhaka
160	Raidha Collections Ltd	Mymensingh
161	Raqueef Apparels Washing & Packing Ind Ltd	Savar
162	Ratul Knitwears Ltd	Dhaka
163	Refat Garments Ltd	Savar
164	Renaissance Apparels Ltd	Gazipur
165	Rizvi fashions Ltd	Savar
166	Russel Apparels	Mymensingh
167	SB Style Composite Ltd	Narayanganj
168	Safaa Sweaters Ltd	Dhaka
169	Saturn Textiles Ltd	Gazipur
170	Savar Sweaters Ltd	Chittagong
171	Sayem Fashions Ltd	Dhaka
172	Shams Styling Wears Ltd	Savar
173	SHANTA EXPRESSIONS LTD	Gazipur
174	Sharmin Apparels Ltd	Dhaka
175	Shin Shin Apparels Ltd	Dhaka
176	Shomahar Sweaters Ltd	Gazipur
177	Shyms Fashions Limited	Chittagong
178	Sigma Fashions Limited	Dhaka
179	Silver Composite Textile Mills Ltd (Unit-03)	Gazipur
180	Silver Composite Textile Mills Ltd(U-1, Garments)	Gazipur
181	Sonali Fabrics & Textile Mills (Pvt) Ltd (Sweater Unit)	Madhabdi, Narshindi
182	Southern Garments Limited	Savar
183	Southern Services Limited	Dhaka
184	Sparrow Apparels Ltd	Gazipur
185	SQ Birchina Ltd	Mymensingh
186	SQ Celsius Ltd	Gazipur
187	SQ Celsius Ltd (Unit-2)	Mymensingh
188	Square Fashions Limited	Mymensingh
189	Square Fashions Ltd (Unit-2)	Gazipur
190	Standard Group Ltd	Gazipur
191	Standard Stitches Ltd (Unit-2)	Dhaka
192	Sterling Styles Ltd	Savar
193	Sublime Greentex Limited	Gazipur
194	Supti Sweater Ltd	Mymensingh
195	Tamishna Fashion Wear Limited (Unit-01)	Gazipur
196	Tamishna Fashion Wear Limited (Unit-2)	Gazipur
197	Tarasima Apparels Ltd	Manikgonj Sadar Upazila
198	Tech Max Limited	Savar
199	Textown Ltd	Dhaka
200	Texzone Knitwear Ltd	Gazipur
201	That's It Garments Ltd	Gazipur
202	That's It Sports Wear Ltd	Savar
203	That's It Sweater Ltd	Savar
204	The Civil Engineers Ltd	Dhaka
205	The Civil Engineers Ltd (Unit-2)	Savar
206	The Civil Engineers Ltd (Woven Unit)	Dhaka
207	The Well Tex Ltd	Gazipur
208	Tip Top Fashions Ltd	Dhaka
209	Tunic Apparels Ltd	Dhaka
210	Vision Garments Ltd	Dhaka
211	Visual Knitwears Ltd	Chittagong
212	Viyellatex Ltd	Gazipur
213	Wear Mag Ltd	Dhaka
214	Winter Dress Limited	Dhaka
215	Young4Ever Textiles Ltd	Narayanganj
216	Z-3 Composite Knitwear Ltd	Savar
217	Zaber & Zubair Fabrics Limited	Gazipur
218	Zaber & Zubair Fabrics Ltd (Stitching-2)	Gazipur
219	Zyta Apparels Ltd	DCC (Kotwali)
220	Dekko Designs Ltd	Ashulia, Savar

As of May 2019