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# Endline Survey Report

## Decent Work for Ready-made Garment Workers in Bangladesh Project

ActionAid Bangladesh

Study Period: 23 May 2024 to 22 June 2024

Report Published: 22 June 2024

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## **i. Acknowledgements**

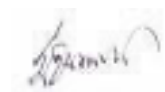
We concluded the End Line Survey for “Decent work for ready-made garment workers in Bangladesh Project” of ActionAid Bangladesh and composed this report in accordance with the terms of reference supplied by ActionAid Bangladesh. Through the analysis of qualitative and quantitative data and information collected from the project working area in Dhaka, this report has been compiled. A summary of the results of the project efforts is provided in this report. Leaders, partners, RMG workers, RMG factory owners, management staff participated in discussions regarding the project achievements, developments, experiences, and concerns. Their participation, advice, and suggestions regarding the project long-term viability are greatly appreciated. We express our sincere appreciation to the individuals who graciously consented to the utilization of their photographs in this composition and shared their personal journeys of transformation.

This end line survey would not have been feasible without the AAB’s project team's dedication and the partners office staff. We extend our sincere appreciation to the members of the partner staff, including Shaima Khatun, Café Incharge, Kazi Gulshan Ara Dipa, Communication & Advocacy Officer, Karmojibi Nari (Partner Organization staff), Esrat Jahan Siddiki, Programme Officer – Women Rights and Gender Equity, Morium Nesa, Senior Programme Officer – Women Rights and Gender Equity, Mohammad Maruf Hosain, Manager, and Pallab Kumar Basak, Deputy Manager - HR Operations, ActionAid Bangladesh for their invaluable assistance and diligent endeavors in ensuring the successful completion of the study.

We would like to thank the members of the SRDC study team for their invaluable contribution in accomplished the task quickly and smoothly. The team put a lot of effort into compiling the report and gathering field data. The target respondent were Garments workers so it was very challenging to get them in day time for interview. The enumerators had to wait a long for getting a target respondent and had to conduct the interview at evening. Many thanks to the enumerators for putting in the effort and timely data collection. In order to oversee the field data collection and conduct the scheduled FGD and KII, the core consulting team was also present in the field during the survey. We would especially like to express our gratitude to Professor Dr. ATM Rezaul Hoque, DR. Md. Fayazul Islam, Zannatul Ferdous, Jacob S. Mollick, Tanmay Haq, Faria Islams, and Sagor Rana for finishing the study and extra work.

The successful completion of this end line survey can be attributed to the efforts of Sunzida Sultana, Acting Executive Director, Karmojibi Nari (Partner Organization), and Md. Shahinujjaman, Manager -MEAL of ActionAid Bangladesh for their support in coordinating the field, ensuring the provision of necessary technical support, and assisting in the development of the study methodology and tools.

We would like to express our heartfelt thanks and gratitude to Victoria Illingworth, Program Manager, and Sally Henderson, Senior Programme Coordinator of ActionAid Australia for reviewing this end line survey. We are highly grateful to the senior management team of AAB for conducting this end line survey to hear from the RMG factory workers in the working area in Dhaka where AAB is implementing its development interventions.



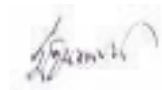
Md. Nazrul Islam  
Team Leader, End Program Evaluation of Paba AP  
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## ii. Affirmation

The endline evaluation experts prepared this evaluation report after conducting a comprehensive analysis of the objectives specified in AAB's Terms of Reference (ToR). The information and data in this publication were directly gathered from the decent project working area in Dhaka (Mirpur, Savar, Tongi, and Kaliakoir). The data were collected through on-site visual inspections, workers surveys, focus group discussions (FGDs), Key Informant Interviews (KIIs), and reviews of project documentation. The collected data and information will enable project management to assess their progress towards their goals, identify new opportunities, ideas, and areas for future implementation, and develop their capacity to deliver improved services with increased efficiency. Aside from the mentioned references in this study, the evaluation described here is our own work. The driving force behind our efforts was the imperative to accomplish the project tasks, evaluate and improve learning outcomes, and meet the requirements of the Design, Monitoring, and Evaluation Learning System at project.

The statement states that the communities and people mentioned in the Endline Evaluation own the core quantitative and qualitative data collected. The utilization of data and information requires the necessary authorization from AAB.

On behalf of the Evaluation Team members,



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### iii. Glossary:

AAB	ActionAid Bangladesh
ANCP	Australian NGO Cooperation Programme
CEO	Chief Executive Officer
DCI	Data Collection Instrument
DIP	Detailed Implementation Plan
FGD	Focused Group Discussion
GO	Government Organization
IGA	Income Generating Activities
ILO	International Labor Organization
ITT	Indicator Tracking Table
KII	Key Informant Interview
M&E	Monitoring and Evaluation
MEAL	Monitoring Evaluation Accountability and Learning
NGO	Non Government Organization
OECD-DAC	Organisation for Economic Cooperation and Development- Development Assistance Committee
PWD	People with disability
QCO	Quality Control Officer
RMG	Ready Made Garments
SHEA	Sexual Harassment Exploitation and Abuse
SRDC	Social Research and Development Center
SWOT	Strength Weakness Opportunity and Threat
ToR	Terms of Reference
VAW	Violence Against Women

## V. Executive Summary

The endline evaluation report has been developed by analyzing both qualitative data and information gathered from the operational area of Decent Project for RMG Factory in Dhaka (Mirpur, Savar, Tongi, and Kaliakoir). The endline evaluation aims to assess the project's outcomes and effectiveness, focusing on its design, scope, and implementation status. Data were collected through surveys, interviews, focus groups, observations, and document reviews. Statistical techniques were used to analyze the collected information, and stakeholder perspectives will be sought. Key questions were answered, including the number of targeted RMG factories, the number of women in leadership roles, violence against women incidents, the extent of targeted women workers, and the actions taken by RMG workers to contribute to ILO C-190 ratification.

The evaluation criteria were based on the OECD-DAC Gender Equality Policy Marker, assessing relevance, coherence, effectiveness, efficiency, impact, and sustainability. The report focuses on the primary objectives and specific objectives (according to the OECD DAC standards), specifically examining the program's relevance, efficiency, effectiveness, impact, and sustainability at the project.

An evaluation study conducted on 300 RMG factory workers revealed that 13.7% were male and 86.3% were female. The average age was 30.74 years, with 46.3% falling in the 25-34 year age group. The majority of the respondents were general workers, with an average service length of 6.61 years. The surveyed participants were from 59 Garments located in Dhaka, Tongi, and Savar.

The project has achieved several outcomes, including worker leaders engaging with 20 RMG factories to operationalize the decent work agenda, ensuring safe work environments, social security, stability, and security of work, and ratifying ILO C-190 through campaign initiatives. Additionally, 25% of targeted RMG factories are following the action plan to operationalize the decent work agenda.

The readymade garment industry in Bangladesh, one of the country's largest export industries, has no workers' society, forum, or club, but a personal savings fund. The factories have various committees to enhance management and ensure the well-being of their workers, including a trade union, participatory committee, staff welfare committee, safety committee, gender and harassment prevention committee, and awareness sessions.

The respondents noted that their factories are following the action plan to operationalize the decent work agenda, such as a safe work environment, social security, stability, and work security. They also mentioned the advantages of factories that followed the action plan, such as being able to keep their children with them during working periods and keeping themselves tension-free. However, they pointed out that the establishment of a Day-care Center is time-consuming now.

The quantitative investigation revealed that 12.5% of trained leaders reported being involved in committees at their RMG factory, 7.6% of participants who received capacity building training reported being involved in committees, and 10.6% of participants who attended awareness sessions also reported being involved in committees. In total, 8.3% of the respondents (25 individuals) said that they are actively participating in a committee inside their respective factories.

The survey involved 36 participants who participated in the IGA/Skill program, with 91.7% reporting receiving skill training from either the Decent Project or the Karmojibi Nari NGO as part of their income-generating activity or skill development. Among the 33 participants who received skill training, 72.2% were



trained in sewing, 16.7% in tailoring, 8.3% in block boutique, and 2.8% in computers. 75.0% of the participants effectively utilized the training for earning purposes.

The analysis revealed that 15.0% respondents believed that disabled members enjoy the same opportunities as other family members, with 29.8% believing they can not do daily work by self, 78.8% believing they cannot earn any income by self, and 27.5% believing schools are not willing to admit disabled persons.

The decent work concept emphasizes the importance of worker rights, such as fair wages, safe working conditions, union membership, and protection from discrimination and harassment. The decent work project aims to educate RMG workers about their rights, with data showing that 84.7% learned workers will have identification cards, 83.3% told they learned about different types of leave, and 73.3% told they learned that workers will have appointment letters. Workers' rights include timely payment of salary, availability of service when necessary, four months maternity leave, and medical support. Factory management is responsible for fulfilling these rights, which enhances their quality of life.

In terms of health, 78.3% of respondents indicated they were aware of the provision of basic first aid treatment facilities for employees in the workplace, while 66.7% reported knowledge of the benefits of maternity leave. The study revealed that 88.9% of leadership training participants learned about maternity leave through project activities, while 13.9% IGA/skill training received participants learned about the maternity leave. The learning enabled workers to engage with factory owners and management to implement basic first aid measures in the workplace.

The study aimed to understand the knowledge and understanding of workplace stability and security among employees. The majority (66.3%) reported being informed about the establishment of a safe water system, sexual harassment prevention, and secure bathroom facilities. However, only 49.3% of respondents were informed about available open space in the workplace, and 40.7% had access to secure bathroom facilities.

The study also revealed that a safe work environment is crucial for employee morale, performance, job satisfaction, and health. The majority (59.0%) understood that management is responsible for ensuring a safe work environment. Workers were also aware of the importance of machine safety, production safety, breastfeeding nooks, and day care centers.

In terms of learning about violence and harassment, the majority (75.3%) reported experiencing physical, mental, or sexual harm, while 73.7% reported affecting family and social dignity. The majority (76.3%) reported unacceptable behavior and practices or threats, while 18.0% reported economic damage.

Regarding awareness about preventing violence and harassment, 69.3% of workers indicated legal restrictions, 8.7% indicated the need for confirmation of relevant policies, and 56.0% expressed the importance of prevention and coping measures. Some workers adopted strategies, established enforcement and monitoring systems, provided victims with remedies and support, and received guidance, education, training, and awareness raising.

In the past 12 months, there have been reports of violence against women (VAW) incidents in RMG factories, and the higher authority has taken initiatives to solve the problem. The participatory committee encouraged workers regarding these issues.

The study reveals that a majority of respondents (76.3%) believe that there will be no discrimination between men and women in the workplace, including in determining wages, overtime payment, and promotion. The ILO Violence and Harassment Convention, 2019 (No. 190) and its accompanying Recommendation (No. 206) outline the right of everyone to a world of work free from violence and harassment, including gender-based violence.

The study also reveals that a significant number of workers participated in group activities related to ILO C190 ratification. About 84.7% of workers participated in group meetings, 68.3% in rallies, day observation, and campaigns, while 2.7% participated in improving work environments. The FGD participants reported that they heard about the ILO C-190 ratification in a discussion session with the "Karmojibi Nari" but had limited knowledge about it.

The majority of respondents believed that awareness education would be sustained through practical measures and knowledge transmission. 31.3% of workers indicated that leadership skills training will be maintained by the practice of skilled leaders. 25.3% of workers indicated that efficiency and the source of income will be sufficient to sustain in their family. 86.3% of workers claimed that the activities will be sustained via practice, followed by 37.3% who mentioned that sustainability will be achieved through work, 28.3% that raising awareness is key, and 7.7% who mentioned creating a better environment.

The majority of respondents felt that the workers café should remain open, as it provides a convenient location for employees to learn and share their difficulties. About 67.3% of workers were told to continue engaging in meeting activities to gain knowledge about their rights, actively participate in group activities, and acquire an understanding of their rights.

## IV. Introduction

ActionAid Bangladesh (AAB) has been implementing a project titled "Decent work for ready-made garment workers in Bangladesh" funded by the Australian NGO Cooperation Programme (ANCP) since July 2021. The project aims to strengthen the capacities of Ready-made Garment (RMG) workers, particularly women, to empower them, ensure economic empowerment through skill building, and promote awareness for the ratification of ILO C-190. The project covers RMG workers in Dhaka and is being implemented in partnership with Karmojibi Nari, a local NGO working on workers' rights.

The Decent Work Agenda, a concept first coined by the International Labour Organization (ILO) in 1999, is a global demand that addresses poverty, inequality, social tension, and outright conflict. It focuses on four strategic objectives: employment, social protection, social dialogue, and rights at work. The ILO, with its tripartite structure that brings together government, worker, and employer representatives, is actively helping member States incorporate Decent Work as a key component of their national development strategies.

The project's major interventions include engaging with factory owners and management, organizing campaigns to raise awareness and advocate for the ratification of ILO Convention 190, offering advanced leadership training for women leaders, and providing skills development training tailored to the specific needs of RMG workers with disabilities. The midline evaluation findings highlight the importance of proactive measures by factories and ongoing advocacy efforts in advancing the decent work agenda within the RMG industry.

The endline evaluation aims to assess the project's outcomes and effectiveness, focusing on its design, scope, and implementation status. It aims to gather insights into lessons learned, challenges encountered, and promising practices during implementation to inform future programming strategies. Data were collected through surveys, interviews, focus groups, observations, and document reviews. Statistical techniques were used to analyze the collected information, and stakeholder perspectives will be sought. Key questions were answered, including the number of targeted RMG factories, the number of women in leadership roles, violence against women incidents, the extent of targeted women workers, and the actions taken by RMG workers to contribute to ILO C-190 ratification.

The evaluation criteria were based on the OECD-DAC Gender Equality Policy Marker, assessing relevance, coherence, effectiveness, efficiency, impact, and sustainability. The goal is to provide a comprehensive assessment of the project's effectiveness and potential for improvement.

The evaluation used both quantitative and qualitative methods for data collection, with the consulting firm identifying appropriate sample sizes and households based on the indicators of the program's goals and outcomes. For qualitative data, the evaluation involved FGDs, KIs, case studies, and SWOT Analysis. For quantitative methods, the study used a worker survey and a disabled worker survey, and secondary data. Collaborative partners, NGOs, local government representatives, and the community were involved to ensure active participation and perspectives.

## CHAPTER 1: BACKGROUND AND CONTEXT

### 1.1 Background

The International Trade Union Confederation using their Global Right Index has reported Bangladesh as having one of the highest index over the last 7 years and included it among the “10 worst countries for workers in 2020”. Bangladesh has ratified the eight ILO fundamental conventions including workers freedom of speech and assembly, but evidence collected by the Global Right Index Report show that these have been restricted (ANCP ADP Plan for 2023/24).

The RMG sector of Bangladesh employs approximately 4 million individuals and accounts for 83 percent of the total export revenue. Female labour force participation in the sector was 61% in 2018. AAB and other studies have shown that women obtain lower wages, are subject to sexual exploitation and abuse, have limitations on freedom of association and speech and have poorer working conditions. These issues were brought to international attention with the collapse of the Rana Plaza Building on 24th April 2013 killing 1,132 workers and 2,500 injured and the fire at Tazreen Fashion factory that left 112 workers dead. Amendments were made to the policies after these incidents, but implementation has been a major challenge with workers not fully aware of their rights under the Bangladesh laws and policies.

Decent work is also problematic with the minimum wage not being adjusted and any proposals for that not being close to a living wage. There is also a need to advocate for ratification of ILO Convention 190 in the absence of specific legislation to address sexual harassment in the workplace.

ActionAid Bangladesh (AAB) is working in Bangladesh since 1983 to eradicate poverty and injustice. AAB prioritizes workers’ rights and aims to develop the capacity of workers from the Ready-made Garment Industry. AAB implemented project titled “**Decent work for ready-made garment workers in Bangladesh**” funded by the Australian NGO Cooperation Programme (ANCP). The major focus of the initiative was to strengthen capacities of RMG workers, particularly women, to empower them assume leadership roles, ensure economic empowerment through skill building and promoting awareness for ratification of ILO C-190 through broader objective to attain decent work agenda. The project covers the RMG workers in Dhaka and is being implemented in partnership with Karmojibi Nari, a local NGO working on workers’ rights.

### 1.2 Overview of the Project

**Project Title:** Decent work for ready-made-garment workers in Bangladesh

**Working location:** Dhaka, Bangladesh

**Project Starting and Ending Date:** July 2021 to June 2024

**Target Project Participants:** RMG workers, particularly women workers and workers with disabilities and factory management authorities. The participants distribution are as follows:

- RMG Women Worker: 3247
- Workers with Disabilities: 160
- Factory Management Authorities: 20

**Objectives/ Outcomes:** The **overall objective** of the project is to strengthen the individual and collective power of women workers (in collaboration with broader alliances) in the ready-made garment industry to advance the decent work agenda and ratification of ILO Convention 190.

### 1.3 Result Framework:

	Intervention Logic	Indicator
Outcomes	Outcome 1 - Worker leaders engaged with 20 RMG factories to operationalize decent work agenda through developing operational plan/roadmap, particularly on safe work environment, social security (Health), stability and security of work and to ratify ILO C-190 through campaign initiatives.	25% of targeted RMG factories are following the action plan to operationalize selected decent work agenda. (safe work environment, social security, stability, and security of work)
		20 % of targeted women leaders are included in the Participatory committees of the targeted factories
		Number of actions taken by RMG workers to contribute to ratification of ILO C-190
	Outcome 2- Person with disabilities working in RMG sector secured appropriate job according to their capacity.	25% targeted person with disabilities who received training obtained appropriate jobs according to their capacity.

### 1.4 Major Interventions of the Project

- Engagement with RMG Factory Owners and Management: Organizing meetings with factory management and owners to discuss the operationalization of the decent work agenda, emphasizing safe work environments and social security.
- Campaign on Operationalization of Decent Work Agenda and Ratify ILO 190: Organizing campaigns, such as human chains and poster development, and submitting demand letters to the Ministry of Labour and Employment (MoLE) to raise awareness and advocate for the ratification of ILO Convention 190.
- Advanced Leadership Training for Women Leaders: Offering advanced leadership training to women RMG workers who have demonstrated strong leadership capacities during capacity building training to strengthen their skills and enable effective advocacy for workers' rights.
- Skills Development Training and Linkages with Jobs: Providing skills development training tailored to the specific needs of RMG workers with disabilities (particularly Rana Plaza and Tazreen Tragedy survivors), facilitating job linkages, and supporting livelihood activities to promote their economic independence and inclusion within the RMG sector.

## **CHAPTER 2. SCOPE OF ENDLINE EVALUATION**

### **2.1 Overall Objective of the Endline Evaluation**

The overall objective of the endline evaluation was to comprehensively assess the outcomes and effectiveness of the project. This involves evaluating the project design, scope, and implementation status, as well as its capacity to achieve the intended objectives. The evaluation aims to gather insights into lessons learned, challenges faced, and promising practices obtained during implementation, which will inform future relevant programming strategy.

#### **Specific Objectives**

The specific objectives of the assessment were to:

- Evaluate the extent to which the project has achieved its intended outcomes and assess its overall effectiveness in addressing the targeted objectives.
- Examine the project's design, scope, and implementation status to determine how well it has been executed and identify any areas for improvement or adjustment.
- Assess the project's capacity to meet its objectives, including the resources, skills, and support systems in place to facilitate successful implementation.
- Gather insights into lessons learned, challenges encountered, and promising practices identified during the project's implementation to inform future programming strategies and decision-making.
- Collect data through surveys, interviews, focus groups, observations, and document reviews to gather comprehensive information on project performance and stakeholder perspectives.
- Employ statistical techniques for quantitative data analysis and thematic coding for qualitative data to derive meaningful insights and draw conclusions from the collected information.
- Engage with project stakeholders to gather their perspectives on the project's effectiveness and identify opportunities for improvement or adjustments based on their feedback.
- Summarize key findings, conclusions, and recommendations in a report format to guide future actions, including project adjustments, replication, or evidence-based decision-making for similar initiatives.
- Verify the number of people (sex / men / women, age and disability disaggregated data) that the project worked with directly and indirectly.

### **2.2 Key Questions to Answer**

The following questions to be answered beyond OECD-DAC criteria's which is aligned with indicators and specific objectives of the evaluation.

- How many targeted RMG factories are practicing the action plan to operationalize selected decent work agenda such as safe work environment, social security, stability, and security of work? What were the pros and cons of the factories following the said action plan?
- How many women are playing leadership role in the Participatory committees of the targeted factories related to decent work agenda? How many women with disabilities are included in this committee?
- Is there any violence against women (VAW) incidences reported in RMG factories in the project period? What actions have been taken by the authorities, if incident happened?



- To what extent targeted women worker including worker with disabilities living in household in urban areas with access to basic services improved?
- What actions have been taken by RMG workers to contribute to ratification of ILO C-190? To what extent are actions contributing to ILO C-190 ratification?
- How many persons with disabilities received training? What types of training arranged, who facilitated the training, how many days long did the training and how many people obtained appropriate jobs according to their capacity? What types of job do they have now and what's their reflection in their job?
- To what extent has the project achieved its intended outcomes and assess its overall effectiveness in addressing the targeted objectives?
- What lessons learned, challenges generated, and promising practices identified during the project's implementation to inform future programming strategies and decision-making?
- What strengths and areas of improvement of the project methodologies identified can help redesign or scale up the project success?
- What were the stakeholder's reflections about the effectiveness of the project and how accountability or feedback mechanism worked in the project?

## 2.3 Evaluation Criteria

OECD-DAC standard: Evaluate the project in consideration of the OECD DAC, Gender Equality Policy Marker and see how the project implemented this throughout project implementation. Also, when considering how the impact and outcomes have been achieved, the findings assessed in line with OECD DAC standards.



**Relevance** – did the programme conform to the context and participant needs and prevailing issues in line with AAB and partner’s strategy? /did we do the right thing?

**Coherence**- did the programme complement other interventions by AAB and were these consistent with similar interventions made by other organizations?

**Effectiveness** – did we do the right thing well?

**Efficiency** – did we get the most (and best) results for our inputs?

**Impact**- did the programme bring about change in the lives of the people and worker communities stated in the project’s result framework?

**Sustainability** – did the programme create ownership and bring long lasting changes (people living in poverty, government policy, structure and practices and context in the working areas)?

### 3. METHODOLOGY

#### 3.1 Methodological Approach

The endline evaluation of the project was undertaken following the goals and outcomes set as per the design logical framework. The consulting firm reviewed the previous mid-term report, semi-annual and annual report, life-time plan, and other relevant secondary documents, and reports (Document Review). In order to gather background information, the consulting firm employed Key Informant Interviewing (KII) techniques, which involved conducting interviews with individuals or groups using semi-structured interview (SSI) tools. These key informants included factory management workers, partner NGOs, local leaders, project facilitators, and local media sources.

Karmojibi Nari, the partner organization, informed the targeted RMG factory workers and other stakeholders about the evaluation's objectives to maximize their participation in the survey. The collaborative partner, other stakeholders, and the community were involved in the end-line evaluation to ensure the active participation of all partners throughout the process. The end-line evaluation team members visited the project locations and conducted several qualitative sessions with stakeholders as part of the evaluation as needed. The AAB also assessed the quality of this evaluation process, employing the evaluation guidelines and methodology.

#### 3.2 The Evaluation Design

A structured survey questionnaire was used to get the quantitative data from the RMG factory workers who were the focus of the study. A two-stage cluster sampling method was used to choose the group workers. Two-stage cluster sampling was chosen because it is simple, low cost, and easy to use. At the beginning, a sample site of the RMG factories was chosen based on the workers who had been trained and oriented through project. These are examples of primary sampling units (PSUs). The secondary sampling unit (SSU) is made up of a certain number of RMG factory workers in each chosen area or cluster. The randomization method was used to choose the right number of RMG factory workers in the second step.

#### 3.3 Sample Size Estimation

The sample size was estimated to ensure the representation of all the indicators set forth in the ToR. With so many parameters, the selection of an appropriate sample size covering all the indicators is indeed quite complex. So, we have calculated the sample size considering a rare parameter, assuming that if the sample size is determined which can cover the rare event then the representation of all other parameters would automatically be ensured. Here, in this survey, we have considered proportion of female worker rarely occurring variable.

Now to have an estimate of the prevalence of ultra-poor families able to take three meals (75%) in a day with an absolute precision of 0.05 and 95% confidence level we need a sample of 292 (applying 1.1 design effect) It is to be noted here that, the original formula for simple random sample (SRS) is readjusted here to obtain the same level of precision with a two-stage cluster sampling design calculating design effect.

The sample size has been estimated with the help of the statistical formula (WHO, 1991; Cochran, 1977) for test of a hypothesis. This formula is elaborated below:

$$n = \frac{NZ^2 p(1-p)}{(N-1)d^2 + Z^2 pq} \times (deff.)$$

where

N= 3427

n = size of the sample

deff. = design effect = 1.1

p = 75% ultra-poor families able to take three meals in a day

Z = value of the standard normal variable, which is equal to 1.96 at 5% level of significant

d = the level of precision required or maximum error deemed acceptable = 0.05

The admissible error has been fixed at 0.05 implying that the sample estimate of the proportion is accurate within 5 percent of the true value. The confidence interval is set at 95 percent implying that the sample size is large enough to yield estimate that is accurate in 95% of the cases. The calculated sample size is 266. Applying the design effect 1.1 the sample size increased to 292. The proposed sample is **300 (round)**. A random sampling technique was used for identifying garments worker and interview.

### 3.4 Data Collection Methods

- **Literature /Document review:** Relevant policy and strategy documents, framework, research or monitoring reports from government agencies, research agencies like BBS, UNICEF, and NGOs; and project documents.
- **RMG Factory workers Survey:** Under the evaluation, a total of **300** RMG factory workers were surveyed for data collection. The survey was conducted using mobile based data collection systems design with KOBO toolbox.
- **Focus Group Discussion (FGD):** A focus group discussion (FGD) is a good way to gather together people from similar backgrounds or experiences to discuss a specific topic of interest. To consider the TOR requirements, this technique was conducted with trained/oriented RMG factory workers to measure prospects of sustainability of services rendered through the intervention period. FGD was conducted with 8-12 carefully selected participants with similar backgrounds. **A total number of 05 Focused Group** Discussions was conducted with target RMG factory workers where 48 female share their learning.
- **Key Informant Interview:** Loosely structured interviews were conducted with informants in RMG factory authorities; HR staff, women leaders, NGOs, and project facilitators. The focus was given to obtain factual information that is crosschecked with other sources. **08 KII** was conducted. The KII respondents were selected purposively from among the different types of stakeholders.
- **Change story/In depth study:** This method is meant to give snapshot of a particular individual, family, social group a situation over a period of time. It documents the life story or sequence of events over time related to a person in order to obtain insight into people's effect and to learn about people's experience, dreams, and understanding of the context and human factors behind summarized data collected through other means. The study collected **2 change stories from the target beneficiaries**.
- **SWOT Analysis:** This method was used to determine strengths, weakness, opportunities & threats in relation to the project or group, how such a situation changes over time. The study conducted one SWOT analysis with partner staff.

### 3.5 Preparation of Questionnaires and Enumerators Training Manual

For quantitative survey, a set of structured questionnaires was developed addressing key investigation questions/indicators and for qualitative survey FGD, KII guide questions were developed accommodating

OECD-DAC effectiveness criteria. The final tool was translated into local language (Bengali). The draft final questionnaires and guide questions were sent to Decent work project/AAB for final review and approval. After getting the inputs from Decent work project/AAB, necessary modifications were done to finalize the questionnaires, develop instruction and training manual for enumerators and supervisors and survey procedures etc.

### **3.6 Actions undertaken to ensure data quality**

The fieldwork was planned with the support of Karmojibi Nari and ActionAid Bangladesh management, and there is constant communication between the ActionAid Bangladesh and the study field team, led by the study team leader and key contract workers. The team leader, the consultant, and the Karmojibi Nari and ActionAid Bangladesh office all provided support for the quantitative and qualitative surveys. The study team take consent from participating before starting survey. In the survey questionnaire/Kobo format there was an option for taking consent. The study supervisors in the field conducted a random inspection of completed survey forms following the close of day's work. The next business day, all omissions were rectified and shared with the enumerators for improvement and ensure quality data. The data analyst also download the survey data (from Kobo template) at the end of the day and check the error, keep the data in a safe place, and tracking the daily progress. The data analyst also shared the daily progress to team leader as well the ActionAid Bangladesh of the study for their better understanding. The evaluation quality control team carefully revised and reduced the number of errors on all of the completed interview schedules. Inconsistencies and ambiguity of data were eliminated by examining the completed survey forms. It is noted that the Karmojibi Nari/AAB office sent out staff & facilitators to supervise data collection.

### **3.7 Analysis approaches**

The data from Kobo serve was transferred to Microsoft Excel, where it was cleansed, translated into English, and then imported into SPSS, where it was tabulated and analyzed. The study team was prepared outline of the report, analysis plan and tabulation plan. Primary data and data analysis process was disaggregated by gender. Two types of analyses were employed for survey data: frequency distribution and bivariate analyses. The latest version of SPSS statistical package was used for analyzing the survey data. Analysis of FGD and Key Informants Interviews, each key informant's interview and FGD was written descriptively. Immediately after each session the facilitator wrote the proceedings of the discussions as detailed as possible. Once all data are in organized form one final wrap-up session was conducted with FGD facilitators to comment on the collected information. All FGD reports was checked by experts. Through comparing and contrasting findings obtained from different study components, we were able to draw more robust conclusions.

### **3.8 Limitations**

- The target respondents were garment workers who were occupied with their work and had a demanding schedule. Due to the challenges of conducting surveys throughout the day, the study team employed data collectors at the local level to carry out the surveys starting from 5 pm onward.
- The residence of the garment workers is located at a considerable distance from the garment area, making it challenging to conduct surveys. However, our locally recruited data collectors managed to reach them by establishing contact using mobile devices and dedicating more time to the task.
- The garment workers are occupied and receiving minimal earnings, hence they are unwilling to participate in the survey unless provided with local transportation. The survey team covered the travel expenses for participants.

## CHAPTER 4: DETAILED FINDINGS

### 4.1 Result Framework

The following results drawn based on the collected data.

Intervention Logic	Indicator	Result
Outcome 1 - Worker leaders engaged with 20 RMG factories to operationalize decent work agenda through developing operational plan/roadmap, particularly on safe work environment, social security (Health), stability and security of work and to ratify ILO C-190 through campaign initiatives.	25% of targeted RMG factories are following the action plan to operationalize selected decent work agenda. (safe work environment, social security, stability, and security of work)	5 Garments of 20 targeting garments following Action Plan
	20 % of targeted women leaders are included in the Participatory committees of the targeted factories	12.5%
	Number of actions taken by RMG workers to contribute to ratification of ILO C-190	Meeting: 84.7% Rally: 68.3% Campaign: 9.7% Awareness sessions: 23.0
Outcome 2- Person with disabilities working in RMG sector secured appropriate job according to their capacity.	25% targeted person with disabilities who received training obtained appropriate jobs according to their capacity.	75% are using training learning

### 4.2 The Decent Work Agenda

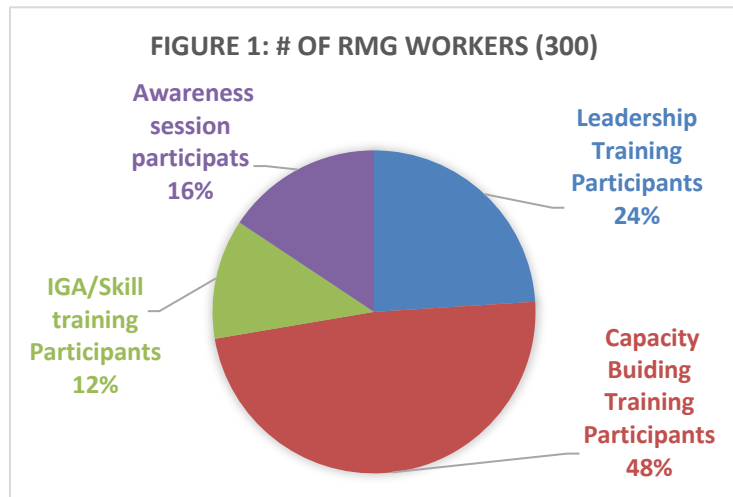
The promotion of ‘Decent Work’ has been at the core of the ILO’s agenda throughout the agency’s 100-year-old mandate. But it wasn’t until the turn of the century that the now widely-used term was first coined as part of an ambitious agenda. “Decent Work is a global demand today, confronting political and business leadership worldwide. Much of our common future depends on how we meet this challenge,” the then ILO Director-General Juan Somavia wrote in his report to the 1999 International Labour Conference. Decent Work is not just about getting a job. It involves opportunities for work that is productive and delivers a fair income, security in the workplace and social protection for families. It is at the root of social cohesion – where there is a lack of Decent Work, there is also poverty, inequality, social tension or outright social conflict. Work that traps people in bondage or poverty or exposes them to hazards, discrimination or insecurity, does not allow individuals – or the economies they are part of – to advance and fulfil their potential.



The concept has gained widespread international acceptance and has been incorporated into the United Nations' 2030 Agenda, with Goal 8 calling for the promotion of “inclusive and sustainable economic growth, employment and decent work for all.” The Decent Work Agenda was first spelt out in the 1999 ILO report and was formally adopted in 2008, as part of the ILO's Declaration on Social Justice for a Fair Globalization. The Agenda makes it clear that Decent Work is the foundation of productive, fair and inclusive societies. It focusses on four strategic objectives; **employment, social protection, social dialogue, and rights at work** – which have proved time and again indispensable to achieving inclusive growth and social peace. The ILO – with its tripartite structure that brings together government, worker and employer representatives – is ideally positioned to champion the Agenda and is actively helping member States – through their Decent Work Country Programmes (DWCPs) – to incorporate Decent Work as a key component of their national development strategies. In 2016-2017, ILO action contributed to significant achievements in 131 countries, where governments, employers' and workers' organizations developed decent work-related strategies and increased their institutional capacity and knowledge to promote employment, social protection, social dialogue and fundamental principles and rights at work.

### 4.3 Background Information of the Respondents

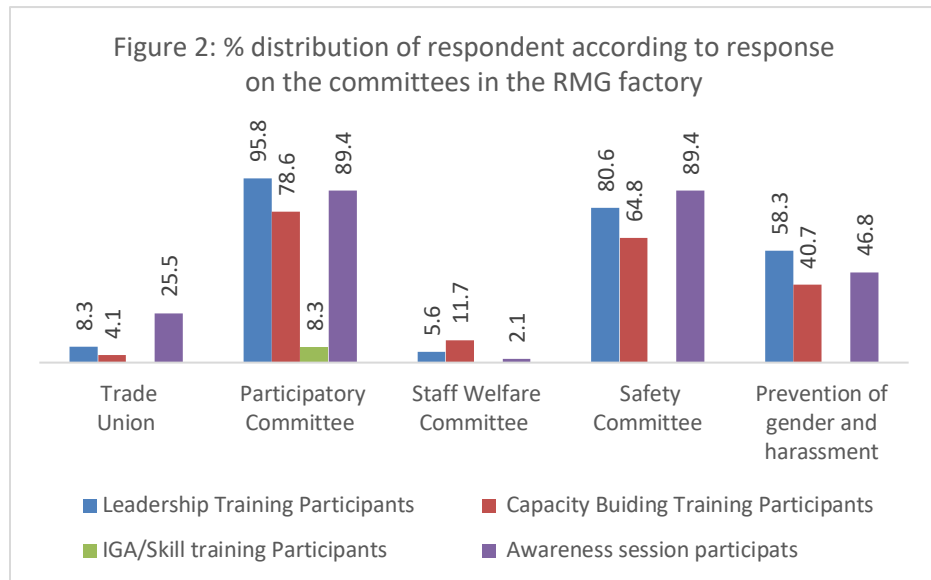
The evaluation study conducted 300 RMG factory workers survey among 145 were capacity building training receiving participants, 72 were leadership training receiving participants, 36 were skill/IGA training receiving participants, and 16 were awareness session or meeting participants. Among the surveyed 300 participants 13.7% were male and 86.3% were female. The average age was 30.74 years and highest 46.3% were fall in 25-34 years age group. The analysis depicted that 7.7% were unmarried, 3.7% were widowed, 1.7% were divorced, 1.3% were separated, and another 1.3% were abandoned, and 84.3% were currently married. Among the female 36.7% were household head. The analysis shows among the RMG workers, 95.0% were general workers and average service length (current garment) was 6.61 years. The surveyed participants were came from 59 Garments located in Dhaka, Tongi, and Savar. Further analysis delineated that 20% of respondents had some sort of functional disability. (Annex table I-II).





#### 4.4 Trained workers involvement in any committees in the RMG factories

The readymade garment industry refers to the garment sector in Bangladesh. The term is used in Bangladesh government and national development in describing one of the country's largest export industries and activities. The RMG head is responsible for the end-to-end resource management to ensure smooth and effective delivery functioning of the Organization. According to the



respondents, in a large factory there are 500-1200 and in a small factory there are 100-150 female workers. The upper poisoned (Supervisor) female workers are very few, about 2-3 percent. There also exist no discrimination between the male and female workers. There are different types of committees in the factory, like: PC committee, Safety committee, Harassment protection committee, consisting 90 percent female members and canteen committee. There is a participatory committee in the factory which consists of 20 members and its duration is 2 years. These 20 members are selected through voting system. The activities of the participatory committee are as follows: Assist in solving their different problems in consultation with the higher management authority, collect donation for different snags like health facilities and marriage observance and coordinate various types of issues with the owner or factory management committee. They also opined that, their RMG factories are following the action plan to operationalize the decent work agenda like safe work environment, social security, stability, and security of work. But there are no special facilities for the children of the factory workers. They likewise opined that, RMG factories are implementing an action plan to operationalize a decent work agenda, such as a safe work environment, social security, stability, and work security. But they pointed out that, establishment of a Day-care Center is time demanding now. They all usually perform positive role to operationalize a decent work agenda. But the main challenge here is that, others sometimes criticize them. One of the participants named Anni Akhter said that “Because having the power of tolerating others language, we are leader”.

The quantitative investigation revealed that the RMG factories maintain various committees to enhance management and ensure the well-being of their workers. 8.0% of RMG employees mentioned a trade union, 76.0% mentioned a participatory committee, 7.3% mentioned a staff welfare committee, 64.7% mentioned a safety committee, 41.0% mentioned a committee that addressed gender and harassment prevention, and 19.0% indicated they were unsure, per the data (Annex Table 12).

Upon further analysis, it was found that 12.5% of trained leaders reported being involved in committees at their RMG factory. Additionally, 7.6% of participants who received capacity building training reported being involved in committees at their factory, and 10.6% of participants who attended awareness sessions also reported being involved in committees. In total, 8.3% of the respondents (25 individuals) said that they are actively participating in a committee inside their respective factories. The proportion of workers

who have revealed their involvement in any committee are as follows: 56.0%, or 14 individuals, are members of the Participatory Committee; another 56.0%, or 14 individuals, are members of the Safety and Security Committee; 20.0%, or 5 individuals, are members of the Prevention of Violence Against Women Committee; 2 individuals, or 8.0%, reported actively participating in the Staff Welfare Committee; and 1 individual, or 4.0%, is a member of a trade union (Annex table 13-13A). Out of the total number of individuals active in committees, 88.0% or 22 individuals participated as general members, 8.0% or 2 individuals served as general secretaries, and 1 individual acted as the president (as shown in Annex table 14).

#### **4.5. Employment Creation- IGA/Skill training and utilization**

Create new and better jobs and stimulate self-employment (demand side), improve the skills and work-readiness of youths and women (supply side), and matching supply and demand, by providing employment services. Decent employment is about creating and improving jobs. A survey was conducted on a total of 36 participants who participated in the IGA/Skill program. Out of the total number of participants, 33 persons (91.7%) reported that they had received skill training from either the Decent Project or the Karmojibi Nari NGO as part of their income-generating activity or skill development. Among the 33 participants who received skill training, 72.2% were trained in sewing, 16.7% in tailoring, 8.3% in block boutique, and 2.8% in computers (Annex Table 18). Based on the further details provided in Annex table 19, it can be observed that 75.0% of the participants (27 individuals) effectively utilized the training for earning purposes. The FGD participants told that the RMG factory recruit or create employment opportunities for workers with disabilities. There are only one worker with disability in the factory and he is ensured with required facilities.

#### **4.6 Members who have disabilities enjoy the same opportunities as other family members**

The analysis revealed that 15.0% respondents thought that workers with disabilities enjoy the same opportunities as other family members. **The further analysis shows** highest 29.8% awareness trained participants **said that workers with disabilities enjoy the same opportunities as other family members** followed by 25.0% IGA/skill trained participants, 13.9% leadership trained participants, and 8.3% capacity building trained participants (Annex Table 35). Regarding reasons for not believing that workers with disabilities not enjoy the same opportunities as other family members, about 87.1% told they cannot do daily work by self, 78.8% told they can not earn any income by self, 27.5% told School not willing to admit the persons with disabilities, and others (Annex table 36).

#### **4.7 Access to disable people in RMG factory**

RMG factory workers with disabilities did not know about the activities of ActionAid's Decent Project directly; rather they know that the Kormojibi Nari are implementing a project. They saw a poster that read ActionAid, Australian Aid, Kormojibi Nari. Although no other activities of the Decent Project can be said, ActionAid through Kormojibi Nari has tried to make those who are physically challenged due to the Rana Plaza accident, through training and some assistance to make them workable i.e. self-reliant through which they can lead their lives.

They have suffered from accidents, some have broken bones, some have broken arms, some have broken legs, some have head injuries and they have to be treated for a long time. Some had to stay in the hospital for one year, some for two years. Later on follow-up treatment is required and all are more or less receiving treatment till now. Many people are still receiving physiotherapy treatment from the Centre for

the Rehabilitation of the Paralyzed (CRP). So it is very difficult for them to work and lead a life. Many have had to undergo several operations in succession. It has also cost, time, and physical and mental suffering. They had a lot of hopes, but because of that Rana Plaza accident, all of them were shattered and they were also mentally disturbed. They participated in income and employment skill building training organized by Kormojibi Nari only.

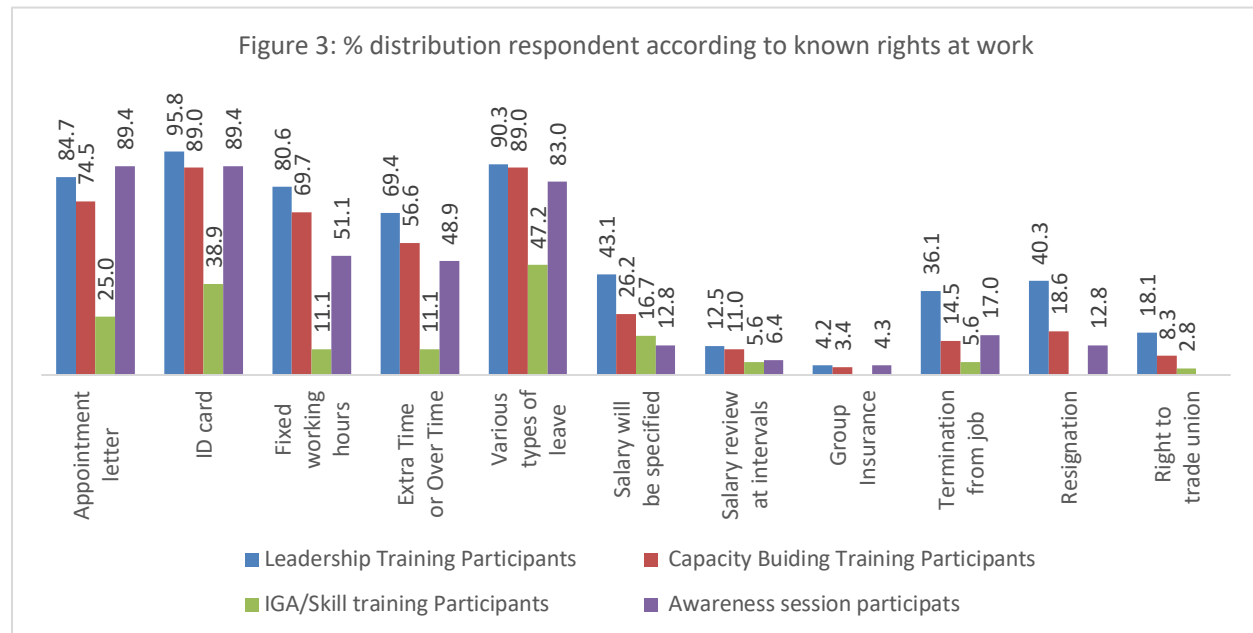
Workers with disabilities participated in income and employment skill building training organized by Kormojibi Nari only and later received a sewing machine each. Some of them received training for 15 days and some for one month. They can make their own clothes, they can sew them, they make clothes from the clothes they get from their neighbors. They received only sewing machines from the Kormojibi Nari NGO and no capital or input support for business which they desperately needed. All the apprentices earn their livelihood by sewing alone. It would be better if they could do business as a group in a small shop or organization. They have no capital and no loans. They could not attend any job link making meeting session dialogue etc and no one invited them. They were also unable to contact the employer. If an employer contacts them, they cannot attend work because they are physically disabled, injured workers. Many employers also do not want to hire these injured workers because they cannot work full-time or consistently.

Employers ask certain questions to embarrass them and cause emotional pain to them it seems strange to them. They do not know about the rights of workers with disabilities and no one has trained them, even from the project. They understand that safe working environment means that the owner of the factory in which the work is done must create a safe working environment for the workers, provide safety to the workers, provide social security, pay the workers sick leave, salary allowance, overtime etc. properly. They can also earn some money by sewing other people's clothes to give some money to their family. It helps the family. They can also pay for children's education. The project was definitely time appropriate for creating emergence of hope for the disabled or Rana Plaza survivors' workers. Under the project they got skill/IGA training on different trade for creating income and employment sources. Few of them told that the training was not appropriate for them in make sense they need permanent accommodation at free of cost with financial assistance and adequate capital to set up small businesses.

#### **4.8 Worker Rights**

Rights at work are an important part of the decent work concept, as they help to ensure that workers are able to enjoy the benefits of decent work (e.g., salary, benefits and compensation for illness or injury) and are protected from exploitation (e.g., long working hours or unpaid over-time) and other forms of abuse. Some of the key rights at work that are related to decent work include the right to a fair and living wage, the right to safe and healthy working conditions, the right to form or join a union, and the right to be free from discrimination and harassment. These rights help to ensure that workers are able to enjoy the benefits of decent work and are able to contribute to their communities and economies in a meaningful

way (<https://www.decentworktoolbox.eu/decent-work/strengthen-rights-work>) One of the main goals of the decent work project is to educate the RMG workers about their rights as workers. According to the data, the orientees and trainees are taught about the following rights: as high 84.7% said they learned that workers must have an identification card (ID) that will help them to identify as a workers, second highest 83.3% said they were informed about various forms of leave a worker entitled. Third highest 73.3% said they learned out that the workers must have an appointment letter which will give them the legal rights as employee. Out of the total, 62.3% said they learned out about the set work hours, 53% of respondents said they learned about the Extra Time or Over Time. 27% said they learned about the announced wage,

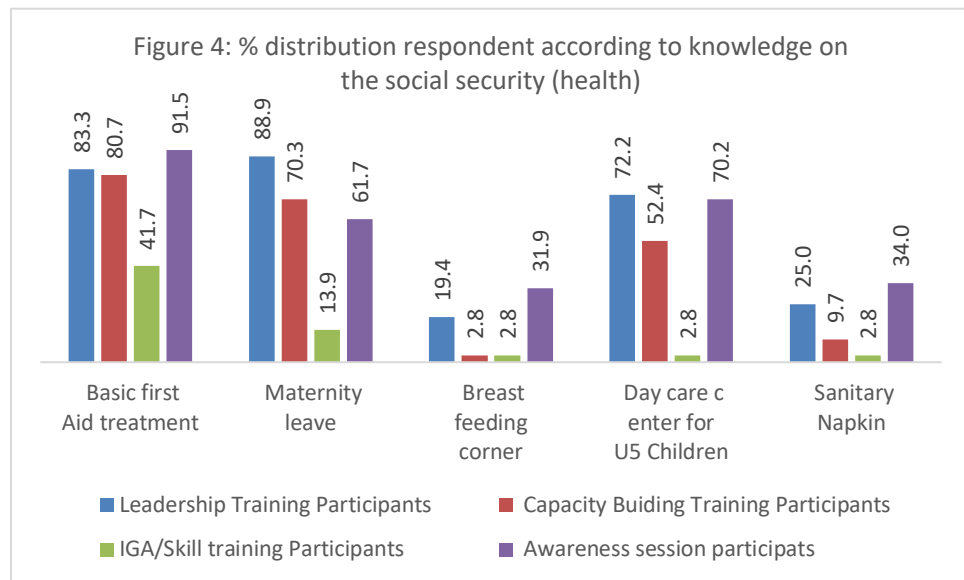


10% ( said they learned about the Salary review periodically. 3.3% said they learned out about the Group Insurance, 19% said they learned out about the dismissal at work, 60.2% said they learned about the resignation, 8.7% said they learned about the right to form a union, and 8.3% said they learned about others, Only 0.3% said they learned out about the privacy features (Annex table 81). According to FGD participants the workers' rights are as follows: Timely payment of the salary, Availability of service when necessary, Four months maternity leave, and Medical support. According to them, the factory management is responsible to fulfill the workers' rights. The achievement of the workers regarding these issues usually enhances their quality of life. As per their opinion the role of the workers to ensure all entitlements are as follows: Ensuring salary in time, Movements for acquiring their general rights, and Maintaining stability of the job or confirmation of the job security.

#### 4.9 Social Security (Health):

Increasing social protection is about reducing the economic and social vulnerability of disadvantaged groups. It is commonly understood to include all, public and private (e.g., employment related health insurance) initiatives that provide income or consumption transfers to the poor, protect the vulnerable against livelihood risks and enhance the social status and rights of the marginalised; with the overall objective of reducing the economic and social vulnerability of poor, vulnerable and marginalised groups. Important social protection mechanisms in the context of fragile and low-income groups relate to basic services such as better access to quality health care and education, universal cash transfers, ensuring income in the case of illness or injury or improving access to maternity benefits.

In relation to opinions on social security in terms of health, 78.3% of respondents indicated that they were aware of the provision of basic first aid treatment facilities for employees in the workplace, while 66.7% reported knowledge of the benefits of maternity leave. Approximately 11% of the participants indicated that they were



informed about the existence of designated locations for lactating mothers (workers) to engage in breastfeeding. A total of 162 individuals, which accounts for 54% of the respondents, reported that they were aware of the day care center's amenities specifically designed for employees' children under the age of five. Based on the responses of 16.3% of the participants, it has been reported that workers will be provided with facilities for sanitary napkins. The study reveals that the participants who received leadership training had the highest percentage, while those who received IGA/skill development training had the lowest percentage. Both groups learned about maternity leave through the project activities. Previously, they lacked knowledge about basic first aid techniques and were unaware of the presence of first aid resources in their workplace. The gaining of knowledge enabled them to engage with factory owners and management in order to achieve the implementation of basic first aid measures in the workplace. The learning also enables workers to engage in discussions with factory owners regarding the establishment of day care centers and the provision of sanitary napkins. The FGD respondents also reported that, there are some provisions for providing healthcare services to the workers in the RMG factories. There is a doctor in the factory who provide primary treatment and if necessary, send him/her to the nearest hospital for better treatment and the factory authority bear the treatment cost. There also have the following facilities: Maternity leave for four months, Full pay salary during these period, and a female worker became eligible to enjoy this leave after six months continued working period.

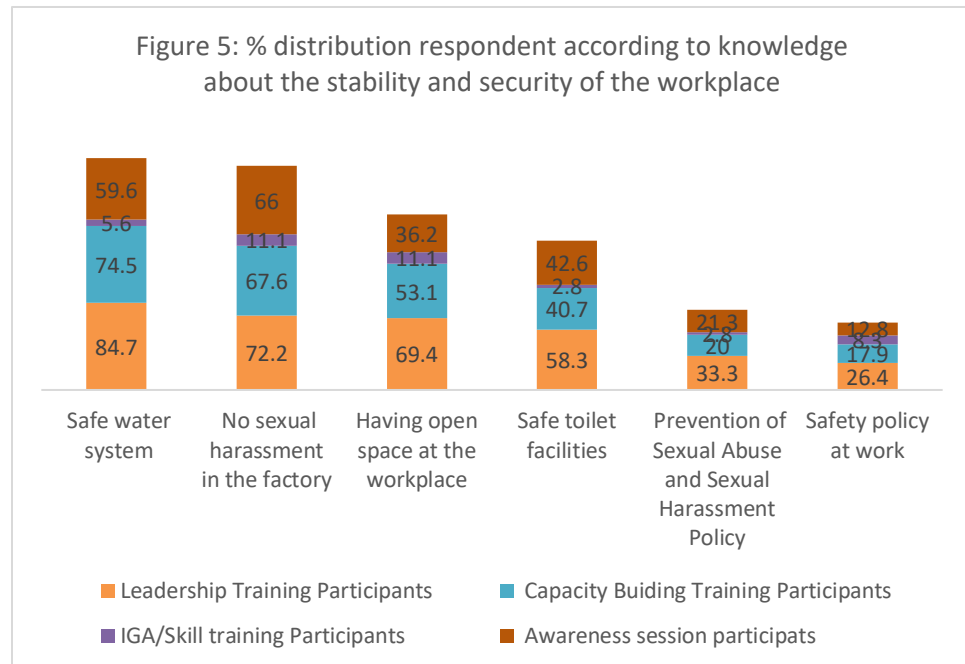
#### 4.10 Stability and Security of work

Social dialogue brings together workers, employers, and the government (the so-called tripartite actors) to explore and discuss issues of common interest and negotiate solutions. In practice, this means that social dialogue allows for the negotiation of salaries, social protection mechanisms and the general conditions of work (e.g., decent working hours or time-off work to care for family members that are ill). It is important that social dialogue is inclusive, as it can contribute to a more equitable society and the interests of different groups may differ. As such, social dialogue plays a key role in achieving the ILO's objective of achieving decent work for men and women.

#### 4.10.1 Knowledge about the stability and security of the workplace

In terms of their understanding of workplace stability and security, 66.3% reported that they were informed about the establishment of a safe water system. The factory promises to have no instances of sexual harassment, which was communicated to 61.7% of the employees. Only 49.3% of the respondents were informed that there would be available space in the

workplace. Approximately 40.7% of the individuals were informed that they would have access to secure bathroom facilities. Of the total, 21.3% were notified of the Prevention of Sexual Abuse and Sexual Harassment Policy. Additionally, 18.0% were informed that a safety policy would be implemented at work. A total of 11.3%, were informed about the Gender Policy's implementation. Additionally, 6.3% were informed that a designated lactation area would be available. 15.0% were informed that they would be joined by additional individuals like trade unions or participatory committee members (Annex table 23).



#### 4.10.2 Knowledge about safe workplace:

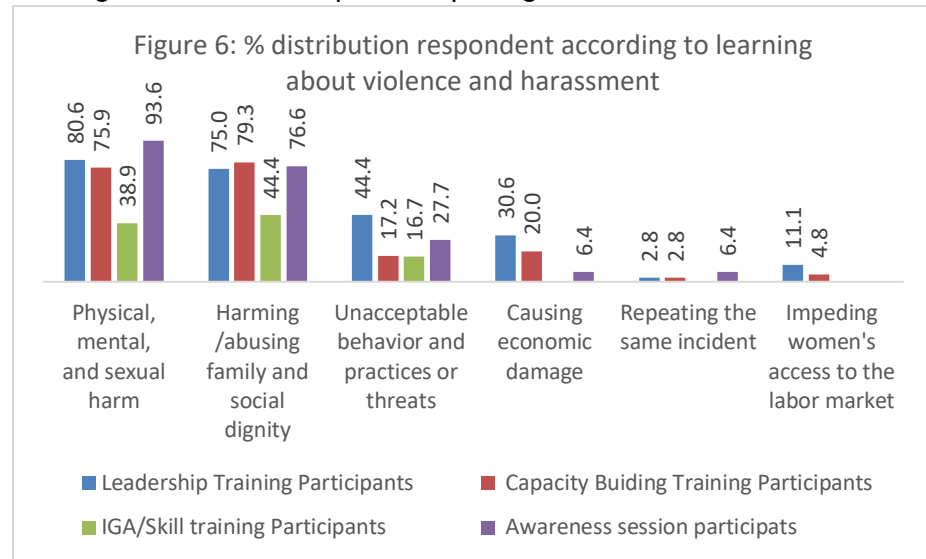
In response to safe work place, about 59.0 % told Maintenance on electrical equipment in factory , 55.7 % told Cleanliness of workplace in factories , 52.3 % told Enough light and ventilation in the factory , 59.0 % told Fire extinguisher in factory , 50.7 % told Provision of clean drinking water in factories , 30.3 % told Hygienic toilets in factories , 55.7 % told First aid box , 15.3 % told Waste management/Dust bin in factory , 10.0 % told Storage and display of emergency number in factory , 15.7 % told A sufficient amount of space for workers in the factory, machine safety in the workplace, production safety in the workplace, breast feeding nooks, day care centers, and other were mentioned by 6.0% of the respondents, 79 people. The FGD participants opined that a work environment is the setting, social aspects, and physical conditions in which an individual performs their job. It has the potential to significantly impact employee morale, workplace relationships, performance, job satisfaction, and employee health. By the word “safe work environment” the respondents understood the followings: There would no dirty particles, continued electricity supply, Availability of pure drinking water, and Day care facilities. They thought that, the management is responsible to ensure safe work environment. They workers just identify the problem and acknowledged it to the authority for solving it.



#### 4.11 Learning about violence and harassment

In response about the learning on the topic of violence and harassment, highest 75.3% workers reported experiencing physical, mental, or sexual harm; followed by 73.7% workers reported harming or abusing family and social dignity; 25.3% workers reported unacceptable behavior and practices or threats; 18.0% workers reported economic damage; 3.0% workers reported repeating the same incident; 5.0% workers reported preventing women from entering the labor market; 6.7% workers reported others (Annex table 25).

Regarding awareness about preventing violence and harassment, 69.3% workers said according to legal restriction, 8.7% workers indicated the need for confirmation of relevant policies, while 56.0% workers expressed the importance of prevention and coping measures. Additionally, 11.7% workers stated adopt strategy, 10.7% workers respondents told establishment of enforcement and monitoring system, 8.7% workers reported told ensuring victims access to remedies and support, 8.0% individuals said appropriate guidance, education and training and awareness raising. About 0.3 % through labor inspector or other appropriate agency, 11.3 % told Others (Annex table 26).



In regards harmful effects of workplace violence and harassment, highest 83.3% workers told Workplace violence and harassment can cause mental harm to a person followed by 54.3% stated may cause physical harm, 36.0% opined May lose dignity, and 26.0% told May affect family and social environment (Annex Table 27). The FGD participants' opined Garment workers are paid poverty wages and face innumerable obstacles including harassment, intimidation and violence, as well as legal hurdles when attempting to voice their demands for justice, wages, adequate safeguards and working conditions. There also exist a lower degree violence and harassment in the factory. The reasons for violence and harassment is ill motive of the middle class supervisors. Like, sometimes they touch the body of the female workers. But the sufferer could not raise voice for losing the job. For reducing workplace violence and harassment they usually make contact with the higher authority. They came to know the solving procedure by involving with "Karmojibi Nari".

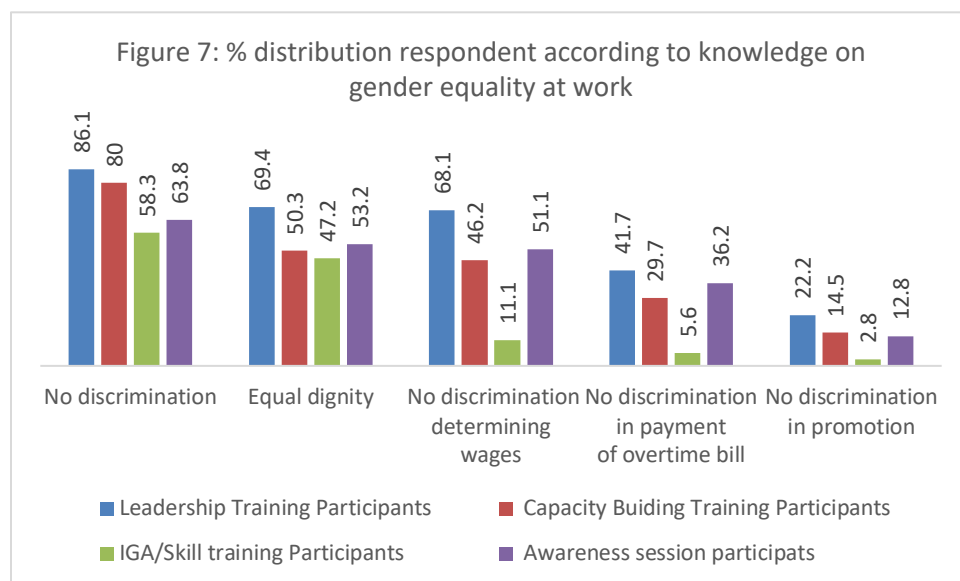
There were some reports of violence against women (VAW) incidents in RMG factories in the past 12 months. When an incident occurred, they complained it to the higher authority and the authority took initiatives to solve the problem. The GM himself handled the case. The participatory committee encouraged the workers regarding these issues.

**Table 1: % distribution respondent according to knowledge on harmful effects of workplace violence and harassment**

What are the harmful effects of workplace violence and harassment?	Leadership training receiving participants		Capacity building training receiving participants		IGA/Skill training receiving participants		Awareness session receiving participants		Total	
	N	%	N	%	N	%	N	%	N	%
Workplace violence and harassment can cause mental harm to a person	60	83.3	128	88.3	20	55.6	36	76.6	244	81.3
May cause physical harm	40	55.6	71	49.0	15	41.7	37	78.7	163	54.3
Can harm sexual health	3	4.2	3	2.1			3	6.4	9	3.0
May lose dignity	36	50.0	52	35.9	5	13.9	15	31.9	108	36.0
May affect family and social environment	29	40.3	37	25.5	8	22.2	4	8.5	78	26.0
Total	72	100.0	145	100.0	36	100.0	47	100.0	300	100.0

#### 4.12 Knowledge on gender equality at work

Regarding knowledge on the gender equality at the work place, highest 76.3 % stated there will be no discrimination between women and men in work. 55.0 % told men and women will have equal dignity in the workplace. 48.0 % opined there will be no discrimination between women and men in determining wages. 30.7 % told there will be no



discrimination between men and women in payment of overtime bill. 14.7% indicated that there would be no gender-based discrimination in terms of promotion, while 6.7% reported otherwise (Annex Table 28).

### 4.13 Participation of group activities or activities for ILO C190 ratification

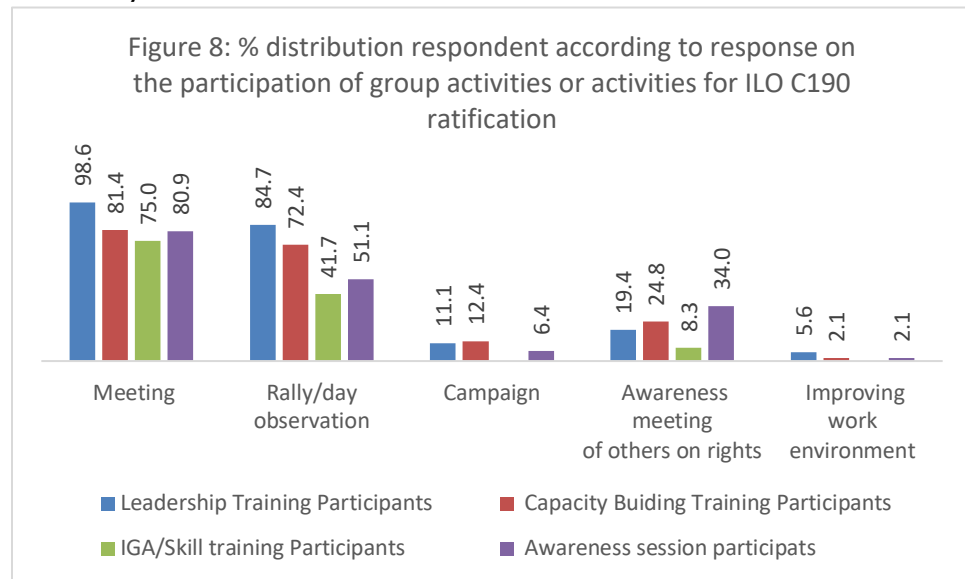
Violence and harassment in the world of work is a persistent and significant challenge faced by workers worldwide. The ILO Violence and Harassment Convention, 2019 (No. 190) and its accompanying Recommendation (No. 206) clearly spell out the right of everyone to a world of work free from violence and harassment, including gender-based violence and harassment. It covers all forms of violence and harassment, be it verbal, physical, social, sexual or psychological, that occurs anytime and anywhere in all places and circumstances related to work, regardless of the location, size, sector or type of enterprise.

C190 was adopted in June 2019, by the International Labour Conference of the ILO, and came into force on 25 June 2021.

Governments that ratify C190 will be required to put in place the necessary laws and policy measures to prevent and address violence and harassment in the world of work.

In regards of group activities done by the project beneficiaries towards ILO C190 ratification, it is found that about 84.7 %

workers told that they participated in group Meeting, 68.3 % workers told that they participated in Rally, Day observation, 9.7 % workers told that they participated in Campaign, 23.0 % workers told that they participated in awareness meeting of others on rights, 2.7 % workers told that they participated in Improving work environment, and 1.3 % workers told that they participated in others (Annex table 29). The FGD participants reported that, they have heard about the ILO C-190 ratification in a discussion session with the “Karmojibi Nari”. But they have not well knowledge about it. They have found the following changes after participating in the decent project activities: Ensured safe working environment and Enhancement of livelihood patterns.



### 4.14 Heard about Decent Work Project and participation

The analysis depicted 98.0% of the survey respondent heard about the name of decent project/Karmojibi Nari NGO project (Table 15). The further analysis shows that 100% of the survey respondent participated in any of the activities arranged by the decent project/Karmojibi Nari/ActionAid Bangladesh.

Results showed that 67.0% workers participated in the training to improve their capacity. About 39.0% workers participated in the training session covering labor laws, regulations, and rights. Almost a third (27.3%) participated in the leadership program. The safe working environment awareness session was attended by 21.7%. 19.0% workers participated in the awareness campaign aimed at reducing sexual assault and harassment. 7.0% were present at the meeting to discuss the day's events, while 12.0% were present at the training session for income-generating activities. The Social Security Awareness workshop had a participation rate of 5.7%. One percent participated in the transformation of communication. The Rights

of the Disabled was attended by 0.7% of the population. The meeting was attended by 27.0%. Only 19.0%, showed up for the rally, while 23.3% participated in the days observation. 0.3% participated in the other (Annex table 17).

**Table 2: % distribution according to types of activities they participated**

What activities have you participated in arranged by project?	Leadership training receiving participants		Capacity building training receiving participants		IGA/Skill training receiving participants		Awareness session receiving participants		Total	
	N	%	N	%	N	%	N	%	N	%
Training on labor rights, laws and policies	36	50.0	44	30.3	1	2.8	36	76.6	117	39.0
Leadership development training	64	88.9	13	9.0			5	10.6	82	27.3
Skill development training	59	81.9	138	95.2	1	2.8	3	6.4	201	67.0
Sexual abuse and harassment reduction awareness	25	34.7	21	14.5	1	2.8	10	21.3	57	19.0
Safe working environment awareness session	19	26.4	28	19.3			18	38.3	65	21.7
Discussion meeting – about the day	8	11.1	12	8.3			1	2.1	21	7.0
Income Generating Activity Training			3	2.1	33	91.7			36	12.0
Social Security Awareness session	5	6.9	3	2.1	2	5.6	7	14.9	17	5.7
Communication development	2	2.8	1	.7					3	1.0
Rights of the disabled			1	.7	1	2.8			2	.7
Meeting	28	38.9	31	21.4	7	19.4	15	31.9	81	27.0
Rally	21	29.2	34	23.4			2	4.3	57	19.0
Day's observation	28	38.9	29	20.0	1	2.8	12	25.5	70	23.3
Others	1	1.4							1	.3
Total	72	100.0	145	100.0	36	100.0	47	100.0	300	100.0

### Story of Mst Kahinur Khanam Tonni.



My name is Mst Kahinur Khanam Tonni. Age: 18 years old. I have a physical disability. I learned from Fatema Apa at KARMOJIBI NARI that individuals with physical disabilities had received free computer training from the organization. I am enrolled in a training program that lasts for three-fourths of a month. Upon the conclusion of the program, I was presented with a certificate and a sum of 8000 thousand in physical currency. I use that money to fund my ongoing education. Upon completion of the program, KARMOJIBI NARI called us once more to verify our acquired knowledge.

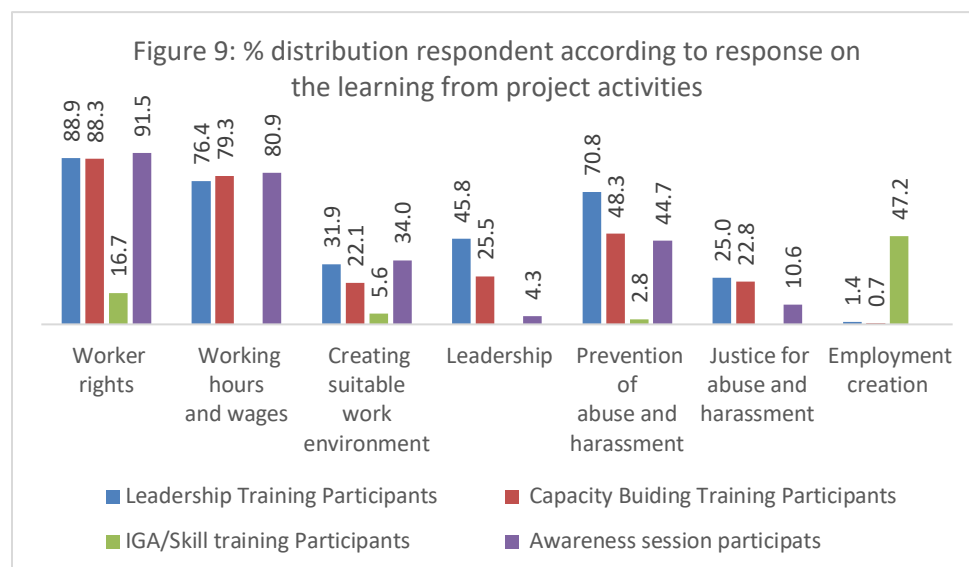
Upon completing the training program, I proceeded to apply for the position of computer operator at multiple coaching centers. After undergoing multiple viva examinations at various coaching centers, I have ultimately secured employment at two coaching facilities. Presently, I serve as a computer instructor for our organization, KARMOJIBI NARI. I am currently employed as a computer operator at Asif Agency.

My daily schedule requires me to be present at the agency from 10 am to 6 pm. I receive a monthly salary of 5,000 taka. I am employed at KARMOJIBI NARI on Tuesdays and Fridays, working from 5-7 pm. I receive a monthly remuneration of 2000 taka. I intend to enhance the provision of training for those with disabilities in the future. Allow the computer training to proceed.

I am an orphan. I have to take responsibility for covering my own expenditures. Currently, I am a candidate for the Higher School Certificate (HSC). I attended Bhashantech Government College for my studies. Suffering is something only those without parents can truly understand. Without the support of the KARMOJIBI NARI group, it is possible that I would not have achieved my current position. I hope that everyone would offer their prayers for my future endeavors.

#### 4.15 Learning from the project activities:

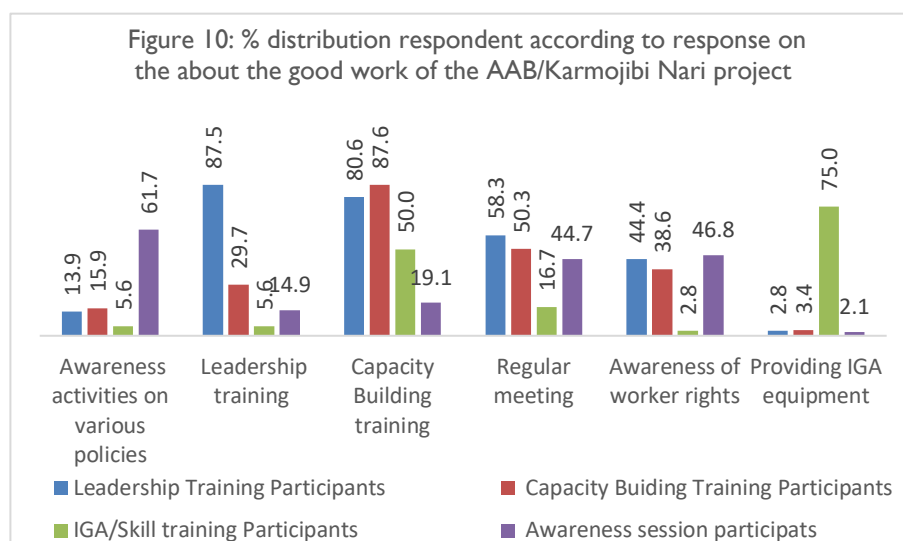
When asked about the knowledge they gained by taking part in the project activities, almost 83% of the respondents stated that they gained knowledge regarding workers' rights. 69.3% of RMG workers reported that they learned about working hours and wages, 24.3% of RMG workers said that they learned about leadership, 47.7% of



RMG workers said that they learned about preventing abuse and harassment, 18.7% of RMG workers said that they learned about justice for abuse and harassment, 14.7% of RMG workers said that they learned about preventing gender-based violence, 3.3% of workers stated that they learned about team building and management, 6.3% of workers reported that they learned about job creation, 8% of workers reported learning about something else, and 0.7% of workers did not respond (Annex table 20). The further analysis reveals that approximately 65.3% of participants who received leadership training are applying their acquired knowledge in both their professional and personal lives. Similarly, 48.3% of participants who received capacity building training reported utilizing their training in both their personal and professional spheres. Among the participants who received IGA/skill training, 75.0% are effectively applying their training in their respective fields, while 53.2% of awareness/meeting participants stated that they are incorporating their learning into both their personal and professional lives (Annex Table 18).

#### 4.16 Better went well Activities

In relation to the successful activities of the project, the majority of respondents, specifically 70.7% workers indicated that Capacity Building training was the most beneficial. This was followed by Regular meetings, which were mentioned by 47.3% workers, and Leadership training, which was mentioned by 38.3% workers. 37% workers indicated awareness of





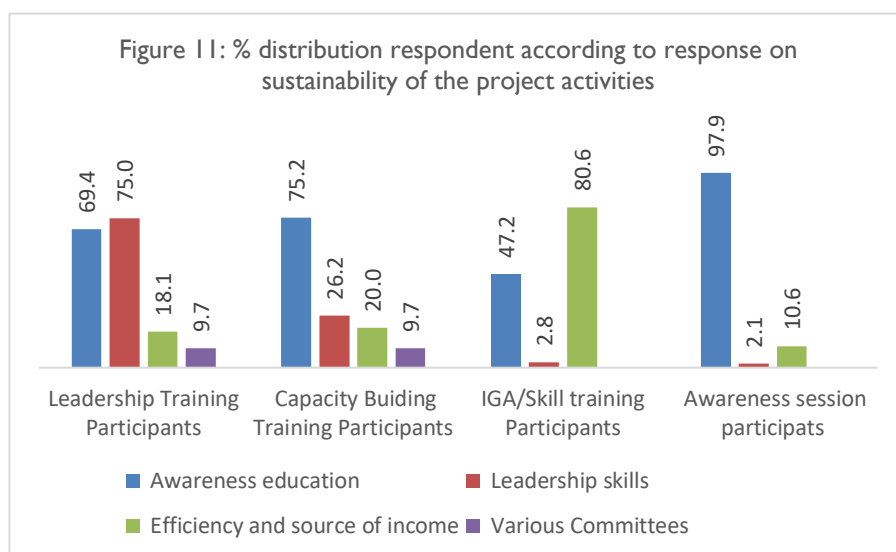
labor rights. 21.3% reported participating in awareness actions about different policies. 11.7% reported that they were provided with equipment for income-generating activities. 1.3% indicated their preference for the formation and management of committees, whereas 2.7% expressed their preference for other options (see Annex table 30).

**Table 3: % respondent told about the feedback sharing options**

How do you share feedback and opinions about the project?	Leadership		Capacity		IGA/Skill		Awareness		Total	
	N	%	N	%	N	%	N	%	N	%
Through workshops	18	25.0	20	13.8	15	41.7	22	46.8	75	25.0
Through gathering	8	11.1	13	9.0			3	6.4	24	8.0
Through meetings	62	86.1	128	88.3	20	55.6	31	66.0	241	80.3
Through hotline	12	16.7	25	17.2	1	2.8			38	12.7
Total	72	100.0	145	100.0	36	100.0	47	100.0	300	100.0

#### 4.17 Sustainability of the project activities

In relation to the sustainable activities of the project, about 74 percent workers expressed that awareness education would be sustained through the implementation of practical measures and the transmission of knowledge from one individual to another. 31.3% respondents indicated that leadership skills training will be maintained by the practice of skilled leaders. 25.3% workers indicated that efficiency and the source of income will be sufficient to sustain. 7% workers indicated that they will continue to support various committees through practice, whereas 4.7% workers mentioned that they will support others (as shown in Annex table 31).



Regarding the sustainability of project activities, it was observed that the biggest percentage, 86.3%, claimed that the activities will be sustained via practice. This was followed by 37.3% who mentioned that sustainability will be achieved through work, 28.3% who stated that raising awareness is key, and 7.7% who mentioned creating a better environment (Annex Table 32).

#### 4.18 Activities of this project requires to continue

The investigation revealed that the majority of respondents, 81.0%, felt that the workers café should remain open since employees visit there to learn and to share their difficulties. According to survey respondents, a café is a location where workers have convenient access and may freely express their opinions and discuss the problems they have in their workplace. About 67.3% of workers were told to continue engaging in meeting activities in order to gain knowledge about their rights, actively participate in group activities, and acquire an understanding of their rights. 59.3% of workers stated that there is a lack of skill training to meet the needs of growing leadership, skill development, empowerment, and other areas. 35.3% of the workers expressed the necessity for ongoing awareness initiatives to awaken and motivate both the workers and the factory owners. Additionally, 14.0% of the workers emphasized the importance of continuing leadership training.

**Table 4: % distribution respondent according to response on activities of this project requires to continue**

What activities do you think this project requires to continue?	Leadership training receiving participants		Capacity building training receiving participants		IGA/Skill training receiving participants		Awareness session receiving participants		Total	
	N	%	N	%	N	%	N	%	N	%
Skill development training	52	72.2	91	62.8	21	58.3	14	29.8	178	59.3
Awareness activities	32	44.4	54	37.2	5	13.9	15	31.9	106	35.3
Meeting	53	73.6	102	70.3	13	36.1	34	72.3	202	67.3
Training on leadership skills	23	31.9	18	12.4	1	2.8			42	14.0
Worker Cafe	63	87.5	123	84.8	14	38.9	43	91.5	243	81.0
Other	1	1.4			4	11.1			5	1.7
Total	72	100.0	145	100.0	36	100.0	47	100.0	300	100.0

#### 4.19 Additional Recommended Activities

In relation to further measures to improve working conditions in garment factories, 37.0% workers expressed the necessity of providing workers with appropriate clothing. 46.7% workers expressed the necessity of providing lunch to workers, 36.7% workers emphasized the need to enhance skill development training for workers, and 38.0% workers highlighted the importance of organizing an annual picnic for workers. 15.0% workers requested the payment for the Boishakhi festival allowance, 33.0% workers said that it would be beneficial to have a provision for child education support, and 36.7% workers recommended the establishment of a day care center for children aged 6-11 years. 62.7% workers expressed the necessity of implementing a rationing system for workers. 9.0% workers reported that they were provided with promotions at regular intervals through examinations, whereas 13.7% workers mentioned other reasons for promotions (as stated in Annex table 34).

#### **4.20 Knowledge on Project Activities of RMG Factory Management /Owners and progress on the decent work**

The Decent Project, implemented by local NGO Karmojibi Nari, has had a positive impact on factory workers and the factory, benefiting both parties. However, only a few factories are 100% compliant with the Decent Project Work Agenda in accordance with ILO C-190. Workers are informed about labor laws, policies, and company laws through various programs, including those visited by European Union and American companies. Separate training is organized on each subject, and even new workers are made aware of these subjects through an induction program.

Bangladesh's Labor laws, policies, and rules for factory workers are all present within the factories. These issues are regularly shared with the workers through meetings and training sessions. There is no trade union, Samity, or club of workers in the factories where the Decent Project is being implemented. Instead, a Participatory Committee (PC) is formed through elections, consisting of both workers and factory owners, to create a communication channel between workers and factory owners. The committee meets every two months interval and reports the most important problems of the workers directly to the owner or upper management.



There are other committees such as participation, health and safety, and environment management committees, each performing their respective duties separately. A precautionary committee in some factories warns workers in various ways, such as fire or accident, and takes immediate action. Following the Decent Project's action plan does not cause harm to the factory but benefits, especially in increasing worker awareness, increasing production capacity, and creating a safe working environment.

The Karmajibi Nari organization collaborates with the factory in anti-harassment committee meetings held every two months interval. Fire protection materials and equipment are available within the factory premises, and there is sufficient security for workers. Every year, a security or safety audit is conducted for factory workers.

Each factory has a medical center providing medical care for common injuries and ailments. Workers are sent to a dedicated medical center with trained doctors for urgent treatment. Additionally, there is an agreement with the management authority and a renowned private hospital for better treatment. Each factory offers 112 days of maternity leave, with pre-natal periods reducing overtime work and regular checkups at the medical center. Postnatal services are provided through the factory's medical center, and workers receive a maternity benefit during maternity leave.

The number of women workers in factories is about 60 percent. Manager or supervisory positions are very less, 2-3 persons only. There are no disabled workers in most of the factory. According to the management of the factories, If a development aid organization comes forward in this regard, then the senior management and the Managing Director of the factory can sit together and discuss and plan the recruitment of disabled workers. There is no insurance facility in this factory. However, according to the labor law, if a worker becomes permanently disabled due to an accident, then the factory owner has to pay BDT 250,000 to the said worker's family. And if a worker dies, their family is paid a lump sum of BDT 200,000. Gender equality is ensured in this factory especially in terms of wages, promotion, recruitment and other matters. There is no difference between male and female workers. There is group insurance facility for all workers in the factory. In order to ensure safety and safe working environment in the factory, as well as social security of the workers, the management of the factory inspects each floor and decides what steps to take in this regard. Orientation or training programs are organized to increase the awareness of the factory workers on all these issues.

If the project ends, its activities will continue because these activities are beneficial to both the factories and the workers, so these activities will be continued in the future. The factory thinks that if the worker is healthy, then the worker will work well. Even when a project is closed, its activities are not stopped immediately. The learning done through this project can be applied in the factory. As a result of these project activities, the workforce will become more mature, and as the workforce matures, the productivity of the workforce will increase. The scope of work will also increase.

## CHAPTER 5: DISCUSSIONS AND RECOMMENDATIONS

ActionAid Bangladesh (AAB) is implementing a project titled “Decent work for ready-made garment workers in Bangladesh” funded by the Australian NGO Cooperation Programme (ANCP). The project is being implemented in partnership with Karmojibi Nari, a local non-profit, non-government, women-headed organization in Bangladesh working on workers’ rights. The project covers the RMG workers in Dhaka and the major focus of the initiative was to strengthen capacities of RMG workers, particularly women, to empower them assume leadership roles, ensure economic empowerment through skill building and promoting awareness for ratification of ILO C-190 through broader objective to attain decent work agenda. The Target audiences of the Project were RMG workers, particularly women workers and the workers with disabilities and the factory management authorities.

The Readymade Garment Industry (RMG) in Bangladesh is one of the country's largest export industries. The RMG head is responsible for resource management and ensuring smooth functioning of the organization. The factory has 500-1200 male workers and 100-150 female workers, with no discrimination between male and female workers. RMG contributes to over 81% of Bangladesh's export revenue and is the main engine of the nation's economy. The textile and apparel sector accounts for 20% of Bangladesh's GDP and employs about 30 million people. The sector helps create employment, reduce poverty, and empower rural women.

The factories are following an action plan to operationalize a decent work agenda, such as a safe work environment, social security, stability, and work security. However, there are no special facilities for children. Workers' rights include timely salary payment, availability of service when necessary, four months maternity leave, and medical support. Factory management is responsible for fulfilling these rights, which enhances their quality of life. Garment workers face obstacles such as harassment, intimidation, violence, and legal hurdles when attempting to voice their demands for justice, wages, adequate safeguards, and working conditions. A participatory committee consists of 20 members who assist in solving problems, collect donations, and coordinate issues with the owner or factory management committee. They believe that the management is responsible for ensuring a safe work environment and addressing workplace violence and harassment.

The factory provides healthcare services, including a doctor providing primary treatment and sending them to the nearest hospital for better treatment. It also recruits or creates employment opportunities for workers with disabilities. The factory authority ensures friendly behavior and ensures a safe working environment. The respondents in a discussion session with the "Karmojibi Nari" reported that they had heard about the ILO C-190 ratification but were not well-informed about it. After participating in the decent work project activities, they found a safe working environment and improved livelihood patterns. The factories that followed the action plan provided medical conveniences and pure drinking water, leading to better knowledge about labor law, workers' rights, and environmental enhancement.

The project's effectiveness was due to the safety measures, workers' satisfaction with facilities, and factory authority's friendly behavior. The respondents also highlighted the key well-being issues faced by RMG workers in Bangladesh, such as wage, health, occupational safety, gender wage gap, and access to education. They participated in various training programs organized by Action Aid Bangladesh, which helped them understand their rights and responsibilities, proper salaries, bonuses, vacancies, leaves, maternity leaves, and after-death benefits. They also learned about the importance of a clean work environment, safe drinking water, and hygiene toilet facilities. They also noted the existence of a workers organization for complaints about discrimination within 30 working days. The participants in the participatory committee (PC) helped solve problems, collect donations, and coordinate issues with

management authorities. They reported incidents of violence against women (VAW) in the past 12 months, which were addressed by the participatory committee. The respondents found the project activities effective and beneficial, enhancing their livelihood status and ensuring a safe and friendly environment in the factory. They recommended further development, including the establishment of a legal advisor, a communication system, training facilities, a factory-based hospital, a day-care center, a breastfeeding corner, extending maternity leave, reducing working hours, increasing salary scale, and a breastfeeding corner.

## Discussion on OECD-DAC Criteria

### Relevance:

**Relevance** – did the programme conform to the context and participant needs and prevailing issues in line with AAB and partner’s strategy? /did we do the right thing?

The evaluation team reviewed the project documents and found that the project objectives and intervention were highly relevant to addressing the existing concerns and enhancing the condition of RMG manufacturing workers. The identified issues include a lack of knowledge on workers' rights, worker safety, security, incidents of violence, and instances of abuse. The RMG factory workers with disabilities were not directly informed about the operations of ActionAid's Decent Project. Instead, they are aware that the project is being implemented by Kormojibi Nari. They observed a poster displaying the names ActionAid, Australian Aid, and Kormojibi Nari. ActionAid, in collaboration with Kormojibi Nari, has endeavored to enhance the quality of life for those with disabilities who have been physically impaired as a result of the Rana Plaza tragedy. This has been achieved through training programs and providing necessary support to enable them to become self-sufficient and independent in their daily lives. The “Decent work for ready-made garment workers in Bangladesh Project” is harmonized to the RMG factory workers according to their requirements of job and job security. The Project has targeted RMG workers, particularly 3247 RMG women workers and 160 workers with disabilities and 20 factory management authorities as participants. Through secondary documents review and FGDs with RMG factory workers of the End Line Survey-2024 team found the Project trained 160 Persons with Disabilities on skills development and linked to relevant job/ income opportunities. The project also trained 320 women leaders to develop their skills and linked to relevant job opportunities. Likewise, the Project ensured awareness to 15,000 RMG workers on the rights at work and decent work. The project trained and oriented to 3970 RMG workers and ensured their understanding of labour rights, entitlements, existing laws, policies and legal frameworks, rights of PWDs, sexual harassment in workplace. Considering the situation and demand of the factory workers the owners of the RMG factories accomplished 2 awareness-raising meeting held between workers and targeted owners and representatives of 20 RMG factories and they also ensured 30 follow-up meetings with factory management. The project completed 1 Learning sharing workshop and training SHEA and Safeguarding, in the same way, the project has planned to accomplish 1 National learning sharing workshop at the end of the project period. The project managed and continued 1 café for existing workers' to support training and collective engagement on rights. They also undertaken 1 study on occupational health and safety, workplace accidents and best and worst practices and a set of recommendations developed on effective operationalization of the decent work agenda. These findings were shared with workers to guide their engagement with government authorities and factory owners to influence for improved working conditions. Dissemination event organized to share study findings and recommendations involving all targeted stakeholders. The factory owners accomplished 1 study undertaken on implementation of existing laws and policies, including COVID 19 impacts on RMG workers. The findings of the study have been shared with relevant stakeholders and with RMG workers to guide evidence-based advocacy through a dissemination event. The FGD with RMG Factory workers leaders (Trained) Workers Cafe, Tongi revealed their RMG factories are following the action plan to



operationalize the decent work agenda like safe work environment, social security, stability and security of work. They made available the facilities –like Medical conveniences and pure drinking water. They have known about the labour law, about the workers right and Enhancement of the total environment. These initiatives of the RMG factory owners are truly right according to the situation and requirement of the RMG factory workers especially women workers and workers with disabilities. It was found through both quantitative and qualitative survey that 20 RMG factories were targeted; the representatives of these RMGs attended meeting and ethically 8 and followed decent work. It was found that 25% of targeted RMG factories are following the action plan to operationalize selected decent work agenda. (safe work environment, social security, stability, and security of work)

### **Coherence:**

**Coherence-** did the programme complement other interventions by AAB and were these consistent with similar interventions made by other organizations?

Coherence is a crucial component of evaluation reports. Coherence refers to the clarity and rational associations in an evaluation report with the responses of essential criteria. The initiative was aligned with other interventions carried out by AAB and its activities were in line with comparable interventions undertaken by AAB through partner organizations to enhance the livelihoods of RMG factory workers. It also refers how the things that are brought together moving the equity of purposes. It binds or sticks together of the implementation of policies, arguments, strategies, human resources, stakeholders, partners as well as beneficiaries for making sense. The end line survey presented there was a good consistency to implement the project's programs engaging different kinds of stakeholders for strengthening the individual and collective power of women in the ready-made garment industry to advance the decent work agenda and ratification of ILO Convention 190. The qualitative analysis found that the targeted RMG factories are practicing the action plan to operationalize selected decent work agenda such as safe work environment, social security, stability, and security of work. The women workers are trained and playing leadership role in the Participatory committees of the targeted factories related to decent work. If any incident/violence against women happens that is reported to the RMG authority. The workers with disability trained according to their situation and ability and access created for them to basic services at the RMG factories with special attention. In the same way, the analysis found the project achieved many of its objectives adequately in effective manner which were as target objectives. Similarly, the findings of the study presented lessons learned; challenges, stakeholders' reflection about the effectiveness of the programs and provided recommendations for future attainment. A total of 320 women leaders developed their skills through training and are linked to relevant job opportunities. They (12.5%) are playing leadership role in the Participatory committees of the targeted factories related to decent work.

### **Effectiveness:**

**Effectiveness** – did we do the right thing well?

Considering usefulness of RMG factory workers, the program of the “Decent work for ready-made garment workers in Bangladesh Project” successfully increased understanding of labour rights, entitlements, existing laws, policies and legal frameworks, rights of PWDs, sexual harassment in workplace through training and orientation sessions to 3970 RMG workers (3247 Women, 723 Men). The FGD with RMG Factory workers leaders (Trained) Workers Café, Mirpur 14 revealed with the support of factory owner one participatory committee in the factory has been functioned which consists of 20 members. These 20 members are selected through voting system. The activities of the participatory committee were able to assist in solving their different problems, collecting donation for different snags like health facilities and marriage observance and coordinating various types of issues with the owner or factory management committee.

The End Line Survey team found through the FGD participants of RMG factory workers that their RMG factories are following the action plan to operationalize the decent work agenda like -safe work environment, social security, stability and security of work. They said the Factory owners made available the facilities like -Medical conveniences, pure drinking water and other humanitarian supports which are very effective for the RMG factory workers. **In consideration of the needs of the RMG factory workers, the owners of the RMG factories have implemented appropriate measures that have benefited the workers.** The FGD with RMG Factory workers leaders (Trained) Workers Café, Mirpur14 typically marked that the project's activities were effective. The causes behind this effectiveness are as ensured of safe environment, workers are satisfied with their facilities and factory authority ensured friendly behavior. Considering the achievements of the project it was found that the **overall objective** of the project achieved like women workers individual and collective power strengthened (in collaboration with broader alliances) in the ready-made garment industry to advance the decent work agenda and ratification of ILO Convention 190. Regarding violence it was found that in the past 12 months, there were reports of violence against women in RMG factories, and the higher authority has taken initiatives to solve the problem. The participatory committee encouraged workers regarding these issues. To reduce workplace violence and harassment, workers usually made contact with these higher authorities and involved organization like "KarmojibiNari.". **Workers with disabilities participated in income and employment skill building training organized by Karmojibi Nari only and later received a sewing machine each. Some of them received training for 15 days, and others for one month. They can make their own clothes, they can sew them, they make clothes from the clothes they get from their neighbors. They had a lot of hopes, but because of that Rana Plaza accident, all of them were shattered, and they were also mentally disturbed.**

### **Efficiency:**

**Efficiency** – did we get the most (and best) results for our inputs?

Project outputs are activities, actions or deliverables that link to and collectively lead to the achievement of project outcomes. Outputs should be tangible and measurable. The End Line Survey found that “Decent work for ready-made garment workers in Bangladesh Project” accomplished all the activities under the outputs properly on time. The project accomplished all the activities within the budget. The survey team measured all the indicators (04 indicators) of the project through caregiver survey and found the achievement of the outcomes (02 Outcomes) and outputs. The End Line Survey of the project also found efficiency of planning and implementation of the outputs in terms of cost, speed and quality. Through SWOT analysis with partner staff it was presented that the project found different laws and policies at place like Labor law, Availability of RMG factory workers, skilled staff (1), skilled trainers, financial support, adequate budget, good planning and monitoring visits. The survey found the Project made favorable relationship with stakeholders to accomplish its activities. The project also continued favorable relationship with RMG factory workers, RMG Women workers, Persons with Disability workers and RMG managements. The project covered RMG workers in Dhaka which were implemented in partnership with KarmojibiNari, a local NGO working on workers' rights. Through reviewing secondary documents the survey team found the achievements or results of the activities under the projects outputs. The project trained 160 Persons with Disabilities on skills development, trained 320 women leaders, awareness to 15,000 RMG workers on the rights, awareness to 15,000 RMG workers on the rights, orientation to 3970 RMG workers for understanding of labour rights and 30 follow-up meetings with factory management.

### **Impact:**

**Impact**- did the programme bring about change in the lives of the people and their communities stated in the project's result framework?

**The analysis revealed that the project activities had a significant impact on the workers' lives, leading to improvements in their livelihood, workplace safety, and security. Program interventions inform workers**

about their rights, such as the importance of having identification cards, clear appointment details including working days and salary, as well as policies regarding leave and safety. The majority of the RMG factory workers reported that they are experiencing a more favorable work environment. The factories are effectively implementing their operational strategies, and the workers are entitled to 112 days of paid maternity leave. Their ability to speak out against violence and harassment has grown, thanks to the establishment of a participatory committee that includes worker representation. By participating in leadership training, workers were able to enhance their leadership skills. Additionally, 12.5% of the trained workers became part of the participatory committee and other committees as representatives. The IGA training enabled workers to generate income by applying the knowledge gained from the training. Furthermore, awareness-building activities helped workers become more knowledgeable about their rights, empowering them to advocate for their rights.

According to FGD findings, it was found that the participating workers knew about the factory management is responsible to fulfill the rights of the workers. One of the participant's name Rina triggered that, "We have got 11 days Eid vacation and maternity leave through collective movement". The achievement of the workers regarding these issues usually enhances their quality of life. As per their opinion the role of the workers to ensure all entitlements are to ensuring salary in time, movements for acquiring their general rights and maintaining stability of the job or confirmation of the job security.

The respondents of FGD also reported that, there are some provisions for providing healthcare services to the workers in the RMG factories. There is a doctor in the factory who provides primary treatment and if necessary send him/her to the nearest hospital for better treatment and the factory authority bear the treatment cost. The findings of FGD with RMG Factory workers leaders (Trained) Workers Café, Mirpur 14 presented the results of "Decent work for ready-made garment workers in Bangladesh Project" created some impacts like RMG factory workers became motivated and devoted to their work as well as developed consciousness about their rights.

The FGD with RMG Factory workers leaders (Trained) Workers Cafe, Tongi depicted the factory recruited or created employment opportunities for workers with disabilities. There are 4-5 disabled workers in the factory and they are enjoying required facilities. There also have the facilities like maternity leave for 112 days, full payment of salary during these period (sometimes the payment is made in two times – before and after the childbearing periods) and even a female worker becomes eligible to enjoy this leave after six months continued working period.

The FGD findings conducted with RMG Factory Workers, Cafe, Tongi found the impact of the project activities is highly positive. It enhanced the livelihood status of the workers and ensured a safe and friendly environment in the factory. According to their opinion, the results created by the impact of the projects activities are inspiration, dedication and awareness development about their rights.

The FGD for RMG Factory Workers with Disabilities, Ward-5, Madrasha Masjid, Bank Coloni, Savar, Dhaka revealed Kormojibi Nari has tried to make those who are physically challenged due to the Rana Plaza accident, through training and some assistance to make them workable like self-reliant through which they can lead their lives. They participated in income and employment skill building training (sewing training) organized by Kormijibi Nari only and later received a sewing machine each. They can make their own clothes; they can sew them and make clothes from the clothes they get from their neighbors. In such way, they are earning a little and supporting the family like paying for children's education. The Fire & Safety Manager of Anunima Apparels Ltd. told the factory has an action plan to implement the agendas of the "Decent work for ready-made garment workers in Bangladesh Project" through which the agendas of the project are implemented. He said working safely means that safety and social security are maintained

in the place where the workers sit and work. Factories and workers are following the action plans and they both are benefited. In order to ensure safety and safe working environment in the factory, as well as social security of the workers, the management of the factory inspects each floor and decides what steps to take in this regard. He also reported that gender equality is ensured in this factory especially in terms of wages, promotion, recruitment and other matters. There is no discrepancy between male and female workers. **There is group insurance facility for all workers in the factory.**

### **Sustainability:**

**Sustainability** – did the programme create ownership and bring long lasting changes (people living in poverty, government policy, structure and practices and context in the working areas)?

The project activities enhanced the leadership skills of the RMG factory workers, as well as their awareness of rights, safety, and security. The recipients of the leadership training are being given the chance to showcase their leadership abilities in various committees, such as participatory committee. They are being provided with the opportunity to ensure a safe work environment and workplace security. The participants of the capacity development course are knowledgeable about rights concerns and their ability to negotiate has been improved. They are working to enhance workplace security, reduce gender-based violence, and address other related issues. The workers in the RMG factory were not aware of their rights as workers with disabilities, and no one, not even the project, had given them any training. The workers understand that a safe working environment requires the factory owner taking responsibility for creating and maintaining a secure workplace. This includes ensuring worker safety, providing social security benefits, and properly paying workers for sick leave, salary allowances, and overtime.

Sustainability means meeting own needs with the ability of future generations to meet their needs. It also defines the concerns for social equity and financial development for successfully managing livelihoods and others fundamental needs. The sustainability of RMG factory workers is essential for improvement of their present crisis, situations and social circumstances. The RMG authority and workers must create solutions and adapt the sustainability. The sustainability is composed of three pillars: economic, environmental, and social. If the three basic needs are fulfilled sustainability will be occurred among the RMG factory workers and also the factories. For development of the RMG factory workers, the project ensured their sustainability through motivation and consciousness development to ensure the RMG factory workers about their rights that is long lasting for raising voice in the future. **In relation to the sustainable activities of the project, about 74 percent (222 workers) expressed that awareness education would be sustained through the implementation of practical measures and the transmission of knowledge from one individual to another. 31.3% (94) indicated that leadership skills training will be maintained by the practice of skilled leaders. 25.3% (76 individuals) indicated that efficiency and the source of income will be sufficient to sustain. 7% (21 workers) indicated that they will continue to support various committees through practice, whereas 4.7% (14 workers) mentioned that they will support others (as shown in Annex table 31). About 86.3% of workers claimed that the activities will be sustained via practice, followed by 37.3% who mentioned that sustainability will be achieved through work, 28.3% that raising awareness is key element and 7.7% who mentioned creating a better environment. KII with Worker Leader of RMG Factories revealed as earlier the supervisors used to scold, abuse, hit with body i.e. hit with stick but now they don't. Now the workers have learned to protest. They attended the 1st May Day program organized by this project and also attended various training programs and their awareness increased through participating in training. The learning from here is that workers have learned to protest, to understand their rights which are sustained in RMG factories.**

**Practice:** The KII findings revealed there is a participatory committee which is formed through election. This committee consists of both owners and workers. When any problem arises, it is being solved through

the committee members' participation. If the workers have any demands, they can raise to the owners through this participatory committee. The members of this committee take measures for the welfare of the workers especially their due leave, payment of overtime bills and any other problems with the cooperation of the employers. This participatory committee works with the employer on issues of safe workplace, safety, social security and health protection etc. for the factory workers. For example -They came to know that there is paternity leave which they knew participating in the meeting that they did not know before. If anyone has any salary related complications can resolve this issue in the participatory committee.

**Decent work:** The findings of end line survey of the project presented 5 Garments out of targeted 20 Garments are following Action Plan to operationalize selected decent work agenda like -safe work environment, social security, stability, and security of work which are sustainable initiatives and also sustain in the future.

**Long lasting change:** The activities of the “Decent work for ready-made garment workers in Bangladesh Project” have resulted in a positive impact on both the factory workers and the factory, thereby benefiting both the workers and the factory. Even after the project ends, its activities will continue because these activities are beneficial to both the factories and the workers, so these activities have been, are and will be in the future. The learning done through this project can be applied in the factory. The workforce will become more mature, and as the workforce matures, the productivity of the workforce will increase. The scope of work will also increase.

**Awareness Education:** The FGDs found that most of the workers believed awareness education would be sustained through practical measures and knowledge transmission. Awareness will ensure motivation for bringing a positive change among the workers and owners of the RMG factories and the result of awareness will be replicated in the future.

**Initiatives of Workers café:** Through KIs it is learned that the Worker Cafe provides counselling, motivational support and information about workers' rights and way of prevention of violence. In Worker Cafe, RMG factory workers are allowed to express their emotions and establish connections. The initiatives of Worker café are beneficial to the workers for solving problem through counselling and motivation which should be sustained as an appropriate place to establish rights of workers.

## Recommendations

- The investigation revealed that the majority of respondents, 81.0%, felt that the workers café should remain open since employees visit there to learn and to share their difficulties. According to survey respondents, a café is a location where workers have convenient access and may freely express their opinions and discuss the problems they have in their workplace.
- About 67.3% of workers were told to continue engaging in meeting activities in order to gain knowledge about their rights, actively participate in group activities, and acquire an understanding of their rights.
- 59.3% of workers stated that there is a lack of skills training to meet the needs of growing leadership, skill development, empowerment, and other areas.
- 35.3% of the workers expressed the necessity for ongoing awareness initiatives to awaken and motivate both the workers and the factory owners.
- 14.0% of the workers emphasized the importance of continuing leadership training. Specialized training in areas such as leadership, capacity building, and income-generating activities (IGA) is necessary.

- The survey respondent recommended to deploy a medical person in the worker café for the better health care services of the workers.
- The survey respondent recommended for arranging more training, meeting, dialogue for the owners and factory management for improving the services and quality of life of the workers.
- Employing a legal advisor is crucial.
- During the focus group discussion (FGD) with trained leaders of RMG factory workers, it was revealed that maternity leave should be extended to a duration of six months.
- The IGA training recipient told financial assistance should be provided, capital should be provided to set up small businesses, they should be compensated for this accident. They should be provided free treatment for life.
- Based on the results of the focus group discussions (FGDs), it is crucial for RMG manufacturing workers to have access to a day-care facility and a designated area for breastfeeding. This is because many of these workers have children who require breastfeeding and need a safe place to leave their infants during working hours.



## CHAPTER 6: LESSONS

The project successfully engaged with 20 targeted RMG factories, integrating them into project activities. Mid-level and senior management staff from these factories actively participated in events, contributing to the development of action plans that prioritize the agenda of decent work, including the ratification of ILO Convention 190. Despite challenges, eight factories morally agreed to implement these action plans, and five have begun partial implementation. All participating RMG factories have been made aware of the significance of the decent work agenda and the ratification of ILO C190, marking a significant step forward in promoting fair and safe working conditions.

The Women's Café is an innovative initiative designed to offer a supportive environment for women factory workers. This space serves as a hub for acquiring knowledge about their rights, sharing personal and workplace experiences, and enjoying recreational activities. It fosters interactions among workers, providing a platform for discussing labor laws and worker rights. The Café also offers opportunities to develop essential skills such as negotiation, dispute resolution, and leadership. Additionally, it provides advisory and legal services on workplace violence, sexual harassment, healthcare, and employment issues. With interactive games like carrom and ludo, and various socio-cultural activities, the Women's Café enriches the lives of the workers, promoting both personal and professional growth.

One significant achievement of the project is obtaining access to RMG factories during regular business hours. Previously, it was hard and RMG factories prohibited anyone from entering the premises. The project activities, ongoing communication, and involvement of NGOs successfully elicited satisfaction among the participants. Consequently, the project is gaining access to RMG factories.

The leadership training was a highly effective activity that allowed participants to discover and enhance their leadership abilities. This training enabled them to effectively communicate with RMG management and individuals from various backgrounds. They have developed their leadership skills and have experienced the rewards of exercising leadership both in the workplace and within their home.

The capacity building program provided valuable learning opportunities for personnel in the RMG factory. During this course, participants acquire knowledge about workers' rights, safety protocols, security measures, and gender policies. They are applying their acquired knowledge in the workplace to enhance work relationships and establish a secure work environment.

The skill development training and IGA support was a significant program for individuals who are not employed in the garment industry, particularly those with disabilities. Following the Rana Plaza incident, numerous people were left unemployed, with a considerable number experiencing a loss of motivation or suffering from trauma. The IGA training and support greatly assist individuals in generating income streams and regaining their job momentum. The unemployed individuals have begun generating income and making contributions to their families.

The campaign program was recognized for its significant group activities. The majority of respondents stated that a campaign is a crucial initiative for amplifying collective voices and attaining shared objectives. Throughout the project duration, they organized two to three advocacy campaigns to promote workers' rights, including the ratification of ILO C 190.

## CHAPTER 7: REFERENCES

1. Terms of Reference (ToR) for Conducting End Line Survey for “Decent work for ready-made garment workers in Bangladesh Project” of ActionAid Bangladesh
2. AAB ANCP 2021-22 Narrative Report
3. AAB ANCP 2022-23 Narrative Report
4. ANCP 2023-24 Narrative Six-Month Progress Report\_AAB
5. ANCP Operational Strategy Year 3
6. ANCP-midline evaluation
7. KN\_ANCP Curriculum for Capacity Building Training on labour law, entitlements & legal framework.
8. Proposal- ANCP Project
9. Decent Work Country Programme for Bangladesh, 2022–2026
10. Bangladesh Labour Law & Employment Regulations

## **CHAPTER 8: ANNEXURES**

- 8.1. Data Tables- Attached
- 8.2. FGD Detailed
- 8.3. KII Detailed
- 8.4. SWOT Analysis
- 8.5. KOBO format- Worker Survey Questionnaire--Attached
- 8.6. FGD guide questions--attached
- 8.7. KII Guide Questions---Attached

### **8.2. FGD Detailed**

#### **8.2.1 FGD with RMG Factory workers leaders (Trained)**

The readymade garment industry refers to the garment sector in Bangladesh. The term is used in Bangladesh government and national development in describing one of the country's largest export industries and activities. The RMG head is responsible for the end-to-end resource management to ensure smooth and effective delivery functioning of the Organization.

According to the respondents, in a large factory there are 500-1200 and in a small factory there are 100-150 female workers. The upper poisoned female workers are very few, about 2-3 percent. There also exist no discrimination between the male and female workers. The respondents again pointed out that, their factory have no workers' society, forum, or club.

There is one participatory committee in the factory which consists of 20 members. These 20 members are selected through voting system. The activities of the participatory committee are as follows

- Assist in solving their different problems
- Collect donation for different snags like health facilities and marriage observance and
- Coordinate various types of issues with the owner or factory management committee.

They also opined that, their RMG factories are following the action plan to operationalize the decent work agenda like safe work environment, social security, stability, and security of work. They made available the following facilities

- Medical conveniences
- Pure drinking water and
- Other humanitarian supports.

But there is no special facilities for the children of the factory workers. They likewise opined that, RMG factories are implementing an action plan to operationalize a decent work agenda, such as a safe work environment, social security, stability, and work security. Ignoring the disadvantages they marked out some advantages of the factories that followed the action plan. Like

- During working period, they could keep their child with her and
- They could keep themselves tension free.

But they pointed out that, establishment of a Day-care Center is time demanding now. They all usually perform positive role to operationalize a decent work agenda. But the main challenge here is that, others sometimes criticize them. One of the participants named Anni Akhter said that “Because having the power of tolerating others language, we are leader”.

They have not yet participated in any project activities regarding decent project. According to them the workers' rights are as follows

- Timely payment of the salary
- Availability of service when necessary
- Four months maternity leave and
- Medical support.

According to them, the factory management is responsible to fulfill the workers right. The achievement of the workers regarding these issues usually enhances their quality of life. As per their opinion the role of the workers to ensure all entitlements are as follows

- Ensuring salary in time
- Movements for acquiring their general rights and
- Maintaining stability of the job or confirmation of the job security.

Garment workers are paid poverty wages and face innumerable obstacles including harassment, intimidation and violence, as well as legal hurdles when attempting to voice their demands for justice, wages, adequate safeguards and working conditions. A work environment is the setting, social aspects, and physical conditions in which an individual performs their job. It has the potential to significantly impact employee morale, workplace relationships, performance, job satisfaction, and employee health. By the word "safe work environment" the respondents understood the followings

- There would no dirty particles
- Continued electricity supply
- Availability of pure drinking water and
- Day care facilities.

They thought that, the management is responsible to ensure safe work environment. They workers just identify the problem and acknowledged it to the authority for solving it.

There also exist a lower degree violence and harassment in the factory. The reasons for violence and harassment is ill motive of the middle class supervisors. Like, sometimes they touch the body of the female workers. But the sufferer could not raise voice for losing the job. For reducing workplace violence and harassment they usually make contact with the higher authority. They came to know the solving procedure by involving with "Karmojibi Nari".

There were some reports of violence against women (VAW) incidents in RMG factories in the past 12 months. When an incident occurred, they complained it to the higher authority and the authority took initiatives to solve the problem. The GM himself handled the case. The participatory committee encouraged the workers regarding these issues.

The respondents also reported that, there are some provisions for providing healthcare services to the workers in the RMG factories. There is a doctor in the factory who provide primary treatment and if necessary, send him/her to the nearest hospital for better treatment and the factory authority bear the treatment cost.

The factory recruit or create employment opportunities for workers with disabilities. There are only one disabled worker in the factory and he is ensured with required facilities. There also have the following facilities

- Maternity leave for four months
- Full pay salary during these period

- A female worker became eligible to enjoy this leave after six months continued working period.

The respondents again reported that, they have heard about the ILO C-190 ratification in a discussion session with the “Karmojibi Nari”. But they have not well knowledge about it. They have found the following changes after participating in the decent project activities

- Ensured safe working environment and
- Enhancement of livelihood patterns.

They typically marked that; the project's activities were effective. The causes behind this effectiveness are as follows

- Ensured safe environment
- Workers are satisfied with their facilities and
- Factory authority ensured friendly behavior.

For the above reasons, they thought that the project work and activities were more time-appropriate to address the existing problems in the RMG factories.

According to their opinion, the results created by the impact of decent project activities are

- Motivation
- Devotion and
- Consciousness development about their rights.

Their recommendations for further development are as follows

- Maternity leave should have to extended up to six months
- Working hours are necessary to reduced
- Salary scale is required to increase
- Establishment of a factory-based hospital and
- Establishment of “Day-care center” and “Breast feeding corner”

## **8.2.2 FGD with RMG Factory workers leaders (Trained)/Workers Cafe, Tongi**

RMG contributes to over 81% of the company's export revenue. The textile and apparel sector accounts for Bangladesh's GDP of 20%. This industry is the main engine of the nation's economy.

About 30 million people of Bangladesh are engaged with the RMG sector directly or indirectly. This sector helps in creating employment, reducing poverty and empowering rural women. Though the primary stage of the sector was not bright enough, nowadays it is flourishing very rapidly.

According to the respondents, there are 80 percent female and 20 percent male workers in the factory. Among the supervisors, 50 percent are male worker. The upper positioned female workers are very few, about 20 percent supervisors are there. There also exist no discrimination between the male and female workers, but considering the provision of getting “Get-pass” the male workers are in an advanced position.

The respondents again pointed out that, their factory have no workers' society, forum, or club. But they have a personal savings fund. There are different types of committees in the factory, like

- PC committee
- Safety committee
- Harassment protection committee, consisting 90 percent female members and

- Canteen committee.

There is a participatory committee in the factory which consists of 20 members and its duration is 2 years. These 20 members are selected through voting system. The activities of the participatory committee are as follows

- Assist in solving their different problems in consultation with the higher management authority
- Collect donation for different snags like health facilities and marriage observance and
- Coordinate various types of issues with the owner or factory management committee.

They also opined that, their RMG factories are following the action plan to operationalize the decent work agenda like safe work environment, social security, stability, and security of work. They made available the following facilities

- Medical conveniences
- Specific place for 'Namaz'
- Different humanitarian supports
- Clean environment and
- Alternative stairs.

But there no child care center for the children of the factory workers. They likewise opined that, RMG factories are implementing an action plan to operationalize a decent work agenda, such as a safe work environment, social security, stability, and work security. For achieving the target, sometimes they have to work overtime basis. Ignoring the disadvantages they marked out some advantages of the factories that followed the action plan. Like

- During working period, they could keep their child with her and
- They could keep themselves tension free.

But they pointed out that, establishment of a Day-care Center is time demanding now. They all usually perform positive role to operationalize a decent work agenda. But the main challenge here is that, others sometimes criticize them. They have not yet participated in any project activities regarding decent project. According to them the workers' rights are as follows

- Timely payment of the salary
- Getting appointment letter
- Availability of service when necessary
- Four months maternity leave
- Medical support and
- Enjoying different vacations.

According to them, the factory management is responsible to fulfill the workers right. One of the participant's name Rina triggered that, "We have got 11 days Eid vacation and maternity leave through collective movement". The achievement of the workers regarding these issues usually enhances their quality of life. As per their opinion the role of the workers to ensure all entitlements are as follows

- Ensuring salary in time
- Movements for acquiring their general rights and
- Maintaining stability of the job or confirmation of the job security.

Bangladesh's garment sector significantly contributes to its economy, accounting for over 80% of its total exports. The country has become a hub for global fashion brands' low-cost, labor-intensive garment production due to its cheap labor costs, duty-free access to major markets, and growing pool of skilled workers. Actually, garment workers are paid poverty wages and face innumerable obstacles including



harassment, intimidation and violence, as well as legal hurdles when attempting to voice their demands for justice, wages, adequate safeguards and working conditions. A work environment is the setting, social aspects, and physical conditions in which an individual performs their job. It has the potential to significantly impact employee morale, workplace relationships, performance, job satisfaction, and employee health. By the word “safe work environment” the respondents understood the followings

- There would no dirty particles
- Continued electricity supply
- Availability of pure drinking water
- Day care facilities.
- Clean toilet facilities and
- Alternate stairs.

They thought that, the management is responsible to ensure safe work environment. They workers just identify the problem and acknowledged it to the authority for solving it. In these regard, the “Kormojibi Nari Somity” assisted a lot.

There also exist a lower degree violence and harassment in the factory. The reasons for violence and harassment are ill motive of some supervisors. Like, sometimes they touch the body of the female workers and send personal SMS through mobile phone. But the sufferer could not raise voice for losing the job. For reducing workplace violence and harassment they usually make contact with the higher authority. They came to know the solving procedure by involving with “Karmojibi Nari”.

There were some reports of violence against women (VAW) incidents in RMG factories in the past 12 months. When an incident occurred, they complained it to the higher authority and the authority took initiatives to solve the problem. The GM himself handled the case. The participatory committee encouraged the workers regarding these issues.

The respondents also reported that, there are some provisions for providing healthcare services to the workers in the RMG factories. There is a doctor in the factory who provide primary treatment and if necessary, send him/her to the nearest hospital for better treatment and the factory authority bear the treatment cost. The authority also grant leave for the treatment period.

The factory recruit or create employment opportunities for workers with disabilities. There are 4-5 disabled worker in the factory and they are ensured with required facilities. There also have the following facilities

- Maternity leave for 112 days
- Full pay salary during these period, sometimes the payment is made in two times – before and after the child bearing periods.
- A female worker became eligible to enjoy this leave after six months continued working period.

The respondents again reported that, they have heard about the ILO C-190 ratification in a discussion session with the “Karmojibi Nari”. But they have not well knowledge about it. They have found the following changes after participating in the decent project activities

- Ensured safe working environment and
- Enhancement of livelihood patterns.

They typically marked that; the project's activities were effective. The causes behind this effectiveness are as follows

- Ensured safe environment

- Workers are satisfied with their facilities and
- Factory authority ensured friendly behavior.

For the above reasons, they thought that the project work and activities were more time-appropriate to address the existing problems in the RMG factories.

According to their opinion, the results created by the impact of decent project activities are

- Motivation and
- Consciousness development about their rights.

Their recommendations for further development are as follows

- Maternity leave should have to extended up to six months
- Specific training is required
- Salary scale is required to gear-up
- Establishment of a factory-based hospital and
- Establishment of “Day-care center” and “Breast feeding corner”

### **8.2.3 FGD with RMG Factory workers**

The issues of wage, health, occupational safety, the gender wage gap and access to education can be regarded as the key well-being issues faced by the RMG workers of Bangladesh, as these issues have wide-ranging and long-term impacts across all aspects of their lives.

Employees usually work with no ventilation, breathing in toxic substances, inhaling fiber dust or blasted sand in unsafe buildings. Accidents, fires, injuries, and disease are very frequent occurrences on textile production sites. On top of that, clothing workers regularly face verbal and physical abuse.

The respondents triggered that; they all have heard the name of the Decent Project of Action Aid Bangladesh. According to them, this project made them conscious about their rights while working in the factory. They have participated different training programs organized by the project. From these training programs their learnings are as follows

- Learner about their rights and responsibilities
- Came to know about proper salaries and bonuses, vacancies and leaves, maternity leaves and so on
- After death benefits.

According to them the term ‘Workers Right’ expresses the followings

- Timely salary
- Getting appointment letter
- Receiving service benefit
- Attainment of medical leave and
- Provision of over-time job.

They also marked out that, after being involved with the project, they solved the problem of maternity leave allowance and smooth communication with the management authority.

They have heard about the safe work environment. Their understanding of a safe work environment are as follows

- Clean environment

- Availability of safe drinking water. and
- Hygienic toilet facilities.

They thought that, their work place is free from violence and harassment. The reasons of thinking so are as follows

- Training from the “Karmojibi Nari Samity” regarding different nuisance issues and
- Existence of harassment protection committee.

They again pointed out that, there is no Trade union in their organization. But there is a workers organization, where they could complain in any kinds of discrimination within 30 working days.

They are well known about the PC, or participatory committee. The formation of the participatory are as follows

- Owners’ member: 11 nos
- Workers member: 13 nos

The activities of the participatory committee are as follows

- Assist in solving their different problems
- Collect donation for different snags like health facilities and marriage observance and
- Coordinate various types of issues with the owner or factory management committee.

They also opined that, their RMG factories are following the action plan to operationalize the decent work agenda like safe work environment, social security, stability, and security of work. They made available the following facilities

- Medical conveniences and
- Pure drinking water

The advantages for the factories that followed the action plan are as follows

- Known about the labor law
- Known about the workers right and
- Enhancement of the total environment.

There were 2-3 reports of violence against women (VAW) incidents in RMG factories in the past 12 months, like voice/video recording and black mailing. When an incident occurred, they complained it to the higher authority and the authority took initiatives to solve the problem. The participatory committee encouraged the workers regarding these issues.

After participating in the decent project activities, they have found the following changes in their lives

- Got trained and
- Enhancement of their livelihood goings-on.

The respondents also reported that, there are some provisions for providing healthcare services to the workers in the RMG factories. There is 5 doctor in the factory who provide primary treatment and if necessary, send him/her to the nearest hospital for better treatment and the factory authority bear the treatment cost.

There are provisions for maternity leave for pregnant female workers and it is 112 days. During this period, they got only the salary, not any other allowance. They are not well informed about the pregnancy care facilities. They again pointed out that, the project activities are effective and beneficial to them. These are also time-appropriate to address the existing problems in the RMG factories.

According to them, the impact of decent project activities is highly positive. It enhanced the livelihood status of the worker and ensured a safe and friendly environment in the factory.

They further pointed out that, the project work and activities were more time-appropriate to address the existing problems in the RMG factories.

According to their opinion, the results created by the impact of decent project activities are

- Inspiration
- Dedication and
- Awareness development about their rights.

Their recommendations for further development are as follows

- It is necessary to have a legal advisor
- Communication system should have to be developed
- Training facilities is necessary to upsurge
- Establishment of a factory-based hospital and
- Establishment of “Day-care center” and “Breast feeding corner”

#### **8.2.4 FGD for RMG Factory Workers with Disabilities, Ward-5, Madrasha Masjid, Bank Coloni, Savar, Dhaka.**

Although they do not know the activities of Action Aid's Descent Project directly, they know that the Kormojibi Nari are implementing a project. They saw a poster that read Action Aid, Australian Aid, Kormojibi Nari. Although no other activities of the Descent Project can be said, Action Aid through Kormojibi Nari has tried to make those who are physically challenged due to the Rana Plaza accident, through training and some assistance to make them workable i.e. self-reliant through which they can lead their lives. All those who have come here have suffered from accidents, some have broken bones, some have broken arms, some have broken legs, some have head injuries and they have to be treated for a long time. Some had to stay in the hospital for one year, some for two years. Later on follow-up treatment is required and all are more or less receiving treatment till now. Many people are still receiving physiotherapy treatment from CRP. So it is very difficult for them to work and eat or lead a life. Many have had to undergo several operations in succession. It has also cost time and physical and mental suffering. They had a lot of hopes, but because of that Rana Plaza accident, all of them were shattered and they were also mentally disturbed. They participated in income and employment skill building training organized by Kormojibi Nari only and later received a sewing machine each. Some of them received training for 15 days and some for one month.

They participated in income and employment skill building training organized by Kormojibi Nari only and later received a sewing machine each. Some of them received training for 15 days and some for one month. They can make their own clothes, they can sew them, they make clothes from the clothes they get from their neighbors. They received only sewing machines from the Kormojibi Nari Institute and no capital or input support for business which they desperately needed. All the apprentices earn their livelihood by sewing alone. It would be better if they could do business as a group in a small shop or organization. They

have no capital and no loans. They could not attend any job link making meeting session dialogue etc and no one invited them. They were also unable to contact the employer. If an employer contacts them, they cannot attend work because they are physically disabled, injured workers. Many employers also do not want to hire these injured workers because they cannot work full-time or consistently. Employers ask certain questions to embarrass them and cause emotional pain to them it seems strange to them. They do not know about the rights of disabled workers and no one has trained them. They understand that safe working environment means that the owner of the factory in which the work is done must create a safe working environment for the workers, provide safety to the workers, provide social security, pay the workers sick leave, sick leave, salary allowance, overtime etc. properly. It is their own institution or home and no one can harass or do violence here.

I have acquired skills. I sew my own clothes. I can also earn some money by sewing other people's clothes to give some money to my family. It helps the family. I can also pay for children's education. Power comes from learning to do. I have acquired skills. I sew my own clothes. I can also earn some money by sewing other people's clothes to give some money to my family. It helps the family. I can also pay for children's education. The project was definitely timely but came a little late. If it had come four years earlier, they could have trained and acquired skills earlier and earned. Accommodation should be provided, financial assistance should be provided, capital should be provided to set up small businesses, they should be compensated for this accident. They should be provided free treatment for life.

### **8.3. KII Detailed**

#### **8.3.1 KII Fire & Safety Manager. Anunima Apparels Ltd.**

Fire & Safety Manager of **Anunima Apparels Ltd** told he heard of ActionAid Bangladesh's Decent Work Project. He participated in various activities of this project those include factory workers and factory safety, safe working environment, gender equality, anti-harassment committee activities etc. The staff of Kormojibi Nari usually attended here when there are discussions or meetings held about safety and security in this factory. Also, outside the factory, the staff of Kormojibi Nari participated in various programs when called upon by the HR Manager of the factory. Key learning points include: If workers can be kept calm at work and if their benefits are properly provided then factory production will increase. The workers are not in high demand, if they are provided with a safe working environment, social security is ensured and their secondary dues are properly met, then the scope of work of the factory workers will increase and the productivity of the factory will also increase. Labor laws, labor policies and regulations exist within the factory to manage the workers in the factory. He himself made the workers aware of these issues; the welfare manager also did this. Moreover, when a meeting is held in this factory through the Kormojibi Nari organization, the general workers are made aware of these issues, and these messages are conveyed to them. As a Fire and Safety Manager he has to participate in any training organized. Such training programs discuss the issues of safe working environment, safety, social security etc. and they feel that without providing safe working environment and social security for the workers the proper production of the factory will not occur. For the progress of factory work, the workers are provided with the necessary security. Earlier, the workers used to work sitting on tools but now a standard chair is provided for them so that they can work comfortably and safely for long hours. Filtered water is provided for workers to drink. In this factory there is equality between men and women or gender equality is maintained especially there is no discrimination in the recruitment, wages, and promotion of the workers.

There is no TU/OSH/AHC society, forum, or club in this factory. But there is participatory committee instead of those committees and it is formed through elections. Its members are both from the workers and also from the owners, four members from the workers and four from the owners or management. The General Manager of the factory became the president. Here again there are occupational health protection committees, safety committees, anti-harassment committees. The main function of this committee (participatory committee) is to report the most important problems of the workers directly to the owner or to the upper management. These issues are put on the agenda in the bi-monthly meetings of the Participating Committee. The problems presented in these meetings are tried to be properly resolved through discussion. The number of women workers in factories is about 60 percent. Manager or supervisory positions are very less, 2-3 persons. The factory has an action plan to implement the agendas of the Descent Project through which the agendas of the project are implemented. Working safely means that safety, social security, etc. are maintained in the place where the workers sit and work. Factories and workers are following the action plans and they both are benefited. There are no disadvantages in implementing the agendas of the Descent Project. There are no disabled workers in this factory. If a development aid organization comes forward in this regard, then the senior management and the Managing Director of the factory can sit together and discuss and plan the recruitment of disabled workers.

Gender equality is ensured in this factory especially in terms of wages, promotion, recruitment and other matters. There is no difference between male and female workers. There is no difference between male and female workers. There is group insurance facility for all workers in the factory. In order to ensure safety and safe working environment in the factory, as well as social security of the workers, the management of the factory inspects each floor and decides what steps to take in this regard. Orientation or training programs are organized to increase the awareness of the factory workers on all these issues. If there is a fire in the beginning, it is already decided who will be the first to participate in the work of extinguishing the fire. Each floor of the factory has some fire fighting and safety equipments like: fire hydrants, sand and water buckets, fire ladders, three types of fire extinguishers, fire hoses, fire hose reels and other fire accessories. Safety audits are conducted for factory workers every year. Training and orientation programs were organized on these machineries and equipment for some workers so that they can take necessary measures in case of fire. If the fire comes under control, then it is fine, and if it continues to go out of control, fire-service stations, gas, electricity and the nearest police station are informed. There is a water reservoir in this factory, the trained staff of the factory are engaged in extinguishing the fire until the fire-fighters of the fire-service arrive. Also each floor has fire alarm, smoke-detector and various types of fire devices, call-points placed next to each door and measures are taken accordingly. The factory has a medical center where medical care is provided by doctors and nurses who all regular staff are working in the factory. Provides health care for common injuries, common ailments, etc. If there is any problem of importance or there is any major injury then refer to nearby BGMEA hospital. Sometimes a medical team from BGMEA hospital comes and conducts various tests. And in case of eye problems, the workers go directly to the hospital for examination and if someone needs glasses, they are provided from there.

There is a total of 112 days of maternity leave in this factory. Especially during the pre-natal period, workers are reduced to overtime work, regular checkup at the medical center here. When the workers return to the factory after the end of the maternity leave, if they need more leave, they are given two more months of unpaid leave according to the labor law. After the maternity leave, if any postnatal services are required, they are provided through the medical center located in this factory. During maternity leave, workers are given a maternity benefit which means that they can spend from it in times of emergency, such as if someone needs an operation or to buy extra food.

There is no insurance facility in this factory. However, according to the labor law, if a worker becomes permanently disabled due to an accident, then the factory owner has to pay BDT 250,000 to the said worker's family. And if a worker dies, his family is paid a lump sum of BDT 200,000. There must be plans to rehabilitate workers disabled in accidents, if any development aid agency comes forward it can be implemented. The implications of the Descent Project apply to both factory workers and factories. As the standard of living of workers has increased, they can work safely, social security has been provided to them. And the factory thinks that if the worker is healthy, then the worker will work well, then the production of the factory will increase a lot. Through the implementation of the activities of this project, what the factory owners or management authorities have learned that must be maintained even after the end of this project because if the company's productivity is to be maintained or increased, these activities must be implemented.

### **8.3.2 KII Manager (Admin, HR & Compliance), Rio Fashion wear Ltd.**

Action Aid Bangladesh's Descent Project is being implemented in this factory through an organization called Karmajibi Nari. Its activities include anti-harassment committee, participation committee. In various programs under these committees, staff members on behalf of Kormojibi Nari attended and they also hold meetings with the factory authorities. Entertainment is also arranged for Kormojibi Nari. He personally participated in all these meetings where labor laws were discussed as well as workers' welfare. His learning through this project is that all the activities that the Kormojibi Nari are working that were initially in the factory and was working, but still there were some deficiencies in these activities that the Kormojibi Nari were working on and made these activities more dynamic, to fill the gaps. Labor laws, labor policies and regulations exist within the factory for the management of factory workers. This factory is 100% compliance so the workers are aware about every issue and the workers are also informed about labor laws, policies, company laws etc. through various programs, because European Union, American companies come to visit these factories. Separate training is organized on each subject and even when new workers join, they are made aware of these subjects through an induction program. There is no trade union in this factory but there is a participation committee. These committees are formed through elections where both the workers and owners are present. According to the policy, this committee is formed through the selection of the owners and through the election of the workers. The participation committee plays a very important role in running a factory. Various committees such as Anti-Harassment Committee are working to maintain a safe working environment at the workplace. If this Harassment Committee is effective then the workers are benefited in various jobs. There are also other committees such as participation committee, health and safety committee, environment management committee etc. Each committee performs its respective duties separately. Through the Descent Project, Kormojibi Nari oversee these activities with the help of factories.

There are 60 percent women workers in this factory out of which only four are in management and supervisory positions which is a very insignificant number. He Heard the term of Descent Work Agenda and the Operational Plan. And its operations plan is successfully implemented here, as this factory follows 100 percent compliance. In implementing the agendas of the descent project, there is no difficulty in following the action plan of the factory, but there are more benefits for both the workers and the owners of the factory. Many workers with physical disabilities are working in this factory, such as some have no hands and some have lost one eye. If the opportunity arises in the future the employment of such labor recruitment may be planned.

Gender equality is maintained here especially there is no discrimination in pay or promotion between female and male workers, even in recruitment. The organization has group insurance facilities. The factory



takes initiatives to ensure safety at work places through various committees as the factory is regularly visited by record alliances designated by the European Union and America. Primary health care is regularly provided to factory workers by MBBS doctors and nurses. Minor injuries are repaired here, if anyone needs more advanced treatment, they are referred to nearby private hospitals with whom the factory has an agreement. Also referred to BGMEA Hospital if required. Directly referred to BGMEA Hospital if anybody has eye problems. There is maternity leave for pregnant women workers. A total of 112 days leave is given as per labor law. Regular check-ups during pregnancy till going on leave are provided from the factory medical centre. Even after returning to the factory after the vacation, if there is any physical problem, there is a service to be provided at home. Maternity benefit is provided for delivery assistance amounting to 70 to 80 thousand taka.

There is no insurance in case any worker gets injured while working in the factory. However, a one-time compensation is provided from the factory. Also get support from group insurance arrangements. The implications of the Descent Project apply to both factory workers and factories. As the standard of living of workers increases, their awareness increases, they can work safely. And because of the increased awareness, the workers will work better, then the production of the factory will increase a lot. Even if the descent project is closed, its activities will continue because the workers and the owners and staff have become accustomed to it, it cannot be stopped in any way. Without these activities, the productivity of the factory will decrease.

### **8.3.3 KII Compliance Manager, Anunima Apparels Ltd.**

The **Compliance Manager, Anunima Apparels Ltd.** told she has not heard the name of ActionAid Bangladesh's Decent Project. No one has given an idea about this project before. So he has no idea about the activities of this project and she did not participate in any activities. But she knows that an organization named Karmajibi Nari is working with the workers and the factory management. Labor laws, labor policies and labor rules for factory workers all exist inside the factory. These issues are regularly shared with the factory workers. Apart from these topics, trainings are also organized in the factory on other issues and shared with the factory workers. Kormojibi Nari organization mainly works with Anti Harassment Committee in this factory. Within the Code of Conduct, safe working environment, safety of workers, social security are discussed with the workers. There is no trade union, Samity or club of workers in this factory, but there is a committee called Participatory Committee (PC). This committee is constituted through elections. The members of this committee consist of both workers and factory owners. The function of this Participatory Committee is to create a communication channel between the workers and the owners of the factory through which various problems of the workers are resolved. Through this committee different issues and problems of the workers are discussed. This participatory committee meets every two months interval. There are about sixty percent women workers in this factory, very few of them are in supervisory or managerial positions.

The Compliance Manager, Anunima Apparels Ltd don't know much about the operational plan of Descent Project but Karmajibi Nari organization works in collaboration with this factory. As anti-harassment committee meetings are held every two months interval, he also participates in these meetings occasionally. Safe working environment, social security, stability, and job security, all these issues must be dealt with but she does not know the work that Karmajibi Nari do. All these matters are taken care of through Fire & Safety Committee and the Participating Committee. In implementing the activities of Descent Project, following the action plan of the factory does not cause any harm to the factory but benefits, especially the awareness of the workers is increased, the production capacity of the factory is increased and a safe working environment is created. At present there are no disabled workers in the factory but arrangements are made to employ any disabled workers. However, there will be plans to hire

disabled workers in the future. Gender equality is maintained in recruitment, promotion and other matters of workers, there is no inequality in any case. There are group insurance facilities for workers existing in the factory. According to National Fire Protection Association's advice, there are measures such as, to alert the emergency personnel of the type and degree of hazards within an area enabling them to more easily decide whether to evacuate the area or to commence control procedures. There are some fire protection materials/ equipment available within the factory premises such as: Fire hydrant, Fire bucket, Fire Ladder, Fire Extinguishers, Fire Hoses, Fire Hose Reels and other Fire Accessories. There is sufficient arrangement for security of the workers. Every year a security or safety audit is conducted for factory workers.

Health services are provided to factory workers through doctors and nurses and other assistants in this factory. In the beginning, basic health care is provided such as necessary measures are taken in case of any common injuries or cuts. Each floor has a first aid box. If there is any difficulty even after first aid or primary care, they are sent to the dedicated medical center where there are also trained doctors. In addition, there is an agreement with the management authority of the factory and the Gonoshasthya Kendra, if there is an urgent need; the workers here are referred to that hospital for better treatment. Also sent to government hospitals including BGMEA Hospital. The factory has maternity leave for pregnant women workers. Total leave is 112 days; it is given as per Labor Act of Bangladesh Government. Care for pregnant women includes antenatal and postnatal care are being provided to them. There are doctors and nurses in this factory who provide these services. If a pregnant woman worker in the factory needs financial assistance, it is provided by the factory if she makes a proper application to the factory authorities. Of course there is insurance. Financial assistance and rehabilitation are also provided as per the rules if any factory worker is disabled due to an accident while going to work. The activities of the Descent Project have resulted in a positive impact on both the factory workers and the factory, thereby benefiting both the workers and the factory. Even after the project ends, its activities will continue because these activities are beneficial to both the factories and the workers, so these activities have been, are and will be in the future.

#### **8.3.4 KII DGM (Administration), Diana Garments (PVT.) Ltd**

**DGM (Administration), Diana Garments (PVT.) Ltd** told he may have heard of Action Aid's Descent Project. This project is implemented in this factory through the Kormojibi Nari Organization. The staff of Kormojibi Nari regularly come to this factory and discuss with the factory workers about various issues such as how to work safely in the factory, how to create a safe working environment, how to maintain social security, etc. She participated in the management meeting of the factory regarding the activities of this project. The learning points are how to deal with the workers, how to move with them, how to speed up the work. A good relationship with the workers increases the productivity of the factory. The management of the factory follows the labor law of Bangladesh in the management of the factory. Earlier, the factory workers did not understand all these laws and policies, now different types of NGOs come to these institutions with their different programs. And they discuss these issues with the factory workers and make the workers aware. Factory workers go to these NGOs after vacations to participate in their programs. In this way the workers have become aware. Sometimes the workers of the factory come to the management and want to know what benefits they will get from the factory if they have been employed for so long i.e. it has been five years. There is no trade union or club in this factory, but there is a Participatory Committee and its term has been expired. This Participatory Committee is formed through elections and consists of both owners and workers. The role of this committee means that the members of this committee take measures for the welfare of the workers especially their due leave, payment of overtime bills and any other problems with the cooperation of the employers. This participatory committee works with the employer on issues of safe workplace, safety, social security,

health protection etc. for the factory workers. There are 60 percent women workers in this factory, with very few women in management and supervisory roles.

He heard that the work agendas of ActionAid Bangladesh's descent project are being implemented in this factory through Kormojibi Nari organizations. Separate prayer rooms and safe drinking water are provided for the workers through this Decent Work Agenda to ensure a safe working environment and health protection for the workers. There is some problem with the electric fan in this factory and efforts are being made to resolve it. There is an action plan in this factory to implement the work agenda of descent project like there is anti-harassment committee, if someone is a victim of harassment then it is tried to be resolved through participatory committee and its record is kept in this factory. Both workers and factory owners have benefited by implementing the agenda of the Descent Project. There are no physically challenged workers in this factory and they have no plans to employ such workers in the future. This factory used to be much bigger and by last December two of the three buildings have been vacated. Now that the company is small, there is hope that in the near future if the company grows further, such physically challenged workers can be employed. There are no physically challenged workers in this factory and they have no plans to employ such workers in the future. This factory used to be much bigger and by last December two of the three buildings have been vacated. Now that the company is small, there is hope that in the near future if the company grows further, such physically challenged workers can be employed. Currently this company has subcontracted to another company for production. When this company can overcome compliance issues then will supply products directly to buyers. The factory maintains 100% gender equality in wages, promotion, recruitment and other aspects of workers. Here no distinction is made between men and women. All workers and working staff in this factory have group insurance.

There is a precautionary committee in this factory which warns the workers in various ways such as fire or accident and takes immediate action. Employees are also provided with other benefits such as accrued leave and timely payment. The hospital has part-time doctors and full-time nurses during office hours. Also, this factory has an agreement with the neighboring hospital, as a result of which any problem is immediately sent to that hospital. There is a maternity leave system for female factory workers. There is a provision of 112 days of leave as per the Labor Act. In addition, metallicity benefits are also provided to the workers. No financial assistance other than maternity benefit is provided. Antenatal and postnatal services are provided. And during the delivery period, she went on leave and joined the factory after the delivery leave. There is no insurance if a worker suffers an accident while working in the factory, but the factory authorities arrange for the treatment of the workers affected by the accident. In this factory, arrangements are made to rehabilitate the injured workers. However, such an incident has not happened yet. The impact of the descent project applies to both factory workers and factories. If the benefits that are provided in the factory to the workers are properly received by the workers then the production of the factory will increase and if the production of the factory increases then the workers will definitely be supported. The factory thinks that if the worker is healthy, then the worker will work well. Even when a project is closed, its activities are not stopped immediately. The learning done through this project can be applied in the factory. As a result of these project activities, the workforce will become more mature, and as the workforce matures, the productivity of the workforce will increase. The scope of work will also increase.

### **8.3.5 KII Worker Leader of RMG Factories**

The women leaders told they are aware of the Descent Project funded by Action-Aid Bangladesh which is being implemented in various RMG factories by Kormojibi Nari organizations. How the salary of the workers is determined with the allowances The rate at which the workers will get the overtime allowance according to the salary was not known before. If the salary is deducted with allowances, now the workers

can catch it. Understand about safe work environment. As earlier the supervisors used to scold, abuse, hit with body i.e. hit with stick, now they don't. Now the workers have learned to protest. Attended Pahela May program organized by this project and also attended various training programs. Increased awareness by participating in training. And the learning from here is that workers have learned to protest, to understand their rights. Special change has been achieved in the lives of the workers by participating in the activities of the Distance Project through the Kormojibi Nari Organization. As they used to neglect work now they don't because they can collect demands. There are some organizations of workers, clubs and trade unions, he is not associated with them. They are involved with the Participatory Committee. When any problem arises, it is tried to be solved through the committee. There are some organizations of workers, clubs and trade unions, they were not associated with them. They are only involved with the Participatory Committee. When any problem arises, it is tried to solve it through the committee of this participation. If the workers have any demands, they are raised to the owners through this participatory committee. This participatory committee is formed through elections. This committee consists of both owners and workers. They came to know that there is a paternity leave by participating in the meeting which they did not know before. If anyone has any salary related complications can resolve those issues.

The factory where they work has 60 percent or more female workers. However, there is no one in managerial positions among these workers, only a few are in supervisory positions. The Participatory Committee has a few women members and a majority of men. The Workers' rights include safe working environment, safe work, social security, timely medical care, etc. There is no day-care center for children in the factory. May be there is a day-care center in some factories. No application was made to the factory authorities through the Participatory Committee in this regard. Safe working environment is understood to mean that the people where the work will be done should be good, so that no one complains. No injury or hurt by hand shall be allowed, factory machinery shall be properly functioning. Social security means no harassment, no gender-based violence in the workplace. If any such incident occurs then inform the factory authorities through the Participatory Committee. The workers have come to know and learn these things from Kormojibi Nari organizations. She believes that her factory has adopted the work plan to implement the work agenda of the Descent Project. The implementation of this project has benefited both the workers and the factory such as creating a safe working environment inside the factory, workers getting security, getting their salaries and allowances on time etc. As a result of having this committee, no complaints are going to the owner authorities and the production of the factory has increased. A disadvantage is that there is no safe way for lactating mothers to breastfeed their babies, but they do not complain to the owners. Some factories have this system.

They find it difficult to understand such difficult terms, but the Kormojibi Nari and the factory authorities have explained to them that through such laws of the ILO, if any women workers are abused or tortured or existing problems will be solved through this law. Some cases are resolved through or assistance is taken from the legal practitioner or lawyer working in the factory. Again, direct contact with the staff of Kormojibi Nari organization and their support is also taken. If a female worker is a victim of physical or sexual abuse, then those workers directly approach the Kormojibi Nari organization and the Kormojibi Nari staff provide them with proper assistance in this regard. In this case, if a general diary is made at the police station, assistance is also provided in that case, and if someone needs medical services or a medical report, assistance is also provided.

The factory has health care centers where employed doctors and nurses are regularly providing health care to the workers. Prenatal and postnatal checkups are done for pregnant women. And services are provided for common ailments of workers like fever, headache, cold, cough, body ache, general injuries etc. If someone gets crippled in an accident while working in a factory, there is no insurance facility or even rehabilitation. The activities of this project were relevant to solve the existing problems in the

factories, especially in terms of providing safety at workplace, creating a safe working environment by stopping harassment etc. This project has many contributions and this project was timely. The workers have benefited a lot through this scheme. To her knowledge there were no minor activities under the project. She expects the activities of the project will sustain for long period. Needs to start a day-care center for children in the factory. The activities of Kormojibi Nari in the implementation of the Work Agenda of the Descent Project were timely, as the project was needed to solve the problems existing in the factories. The activities implemented by the Kormojibi Nari Organization were effective, because through this project the workers became aware, got to know about their rights, got safe working environment, got security.

#### 8.4 SWOT Analysis with partner staff

<p><b>Strength:</b></p> <ul style="list-style-type: none"> <li>➤ Different laws and policies at place like Labor law</li> <li>➤ Availability of RMG factory worker's</li> <li>➤ Skilled staff (I)</li> <li>➤ Skilled trainers</li> <li>➤ Financial support</li> <li>➤ Adequate budget</li> <li>➤ Good planning</li> <li>➤ Other project beneficiary</li> <li>➤ Pre known RMG factory leaders</li> <li>➤ Reporting templates (monthly, quarterly, yearly)</li> <li>➤ Support of other project staff</li> <li>➤ Event report</li> <li>➤ Donor visit</li> <li>➤ Monitoring visits</li> </ul>	<p><b>Weakness:</b></p> <ul style="list-style-type: none"> <li>➤ Factory Owners don't know about the project/ActionAid Bangladesh</li> <li>➤ Unwillingness of workers to participate in project activities due to Job risk</li> <li>➤ Insufficient budget in some cases like IGA skill training</li> <li>➤ Many did not express interest</li> <li>➤ Less or no options for providing multiple training/session to target beneficiaries</li> <li>➤ Insufficient fresher training</li> <li>➤ Owners don't spend time on meetings</li> <li>➤ Higher management not motivated to participate in project events</li> <li>➤ The garments are not supportive enough</li> <li>➤ Insufficient staff (field level)</li> <li>➤ Insufficient budget for skilled developed and campaign</li> <li>➤ Insufficient cafe</li> <li>➤ Communication gap with worker</li> <li>➤ Organize training in support of other projects</li> </ul>
<p><b>Opportunity:</b></p> <ul style="list-style-type: none"> <li>➤ Attend meeting from Donor level or higher management</li> <li>➤ Support from BGMEA, BKMEA</li> <li>➤ Owner's decision required</li> <li>➤ The performance would have been better if there was support for travel, food, and accommodation in training.</li> <li>➤ Convincing employers to provide napkins to worker's</li> </ul>	<p><b>Threats:</b></p> <ul style="list-style-type: none"> <li>➤ If the project is stopped the workers will be disappointed</li> <li>➤ There will be no relationship with the management</li> </ul>