



BetterWork
Bangladesh

Gender Equality and Returns (GEAR)

Leadership & skills development for women empowerment and productivity



Background

The Ready-Made Garment (RMG) sector has been the key driver of the incredible economic growth of Bangladesh over the years. Interestingly, although women make up around 80 percent of the workforce in the sector, only around five percent of line supervisors are women with little scope to move up the career ladder. There is a systemic deficiency in the selection, promotion, and retention of women's talents at the enterprise level.

What is GEAR?

Gender Equality and Returns (GEAR) is a special initiative of Better Work Bangladesh jointly implemented by the International Labour Organization (ILO) and International Finance Corporation (IFC). Piloted in 2016, the initiative has made significant strides in advancing women's economic potential and improving access to better jobs and opportunities for women. Initially rolled out in 80 RMG factories, including four Export Processing Zones Factories, the programme has been expanded to more factories.

Better Work Bangladesh, a joint initiative of ILO and IFC, is a flagship programme that brings diverse groups together, government, global brands, factory owners, unions, and workers to improve working conditions and boost the competitiveness of the RMG sector.

GEAR aims to :

- ❖ Promote women's career progression opportunities.
- ❖ Equip women with technical, managerial, and leadership skills.
- ❖ Support enterprises to increase productivity **through skills development**.
- ❖ Promote and integrate gender equality in the management system.
- ❖ Capacity building of management to promote, retain and nurture female talents.



Newly Promoted Supervisors

Impact of GEAR

- ❖ Supported 105 factories and trained more than 800 female workers with 6-month-long technical and soft skills training.
- ❖ 395 female workers were promoted to supervisory positions, and 200 more are in the pipeline.
- ❖ Promoted women supervisors received a 39% wage increase.
- ❖ On average, increased productivity by 5% in lines supervised by the GEAR trainees.
- ❖ Established a win-win model for business productivity through gender equality.
- ❖ Partnered with leading international brands, including M&S, H&M, Levi's Foundation, Ralph Lauren, VF Corps, and so on.

• GEAR Services and Engagement •

Training Engagement

Leadership and Soft Skills

- ❖ Leadership & management skills
- ❖ Confidence building and self-reflection.
- ❖ Emotional intelligence and five-factor models
- ❖ Stress management and self-control techniques
- ❖ Supervisor roles & responsibilities
- ❖ Communication style and applications
- ❖ Dealing with poor performance
- ❖ Problem-solving techniques and influencing techniques.
- ❖ Preventing workplace abuse
- ❖ Occupational Safety and Health

Managerial and Technical Skills

- ❖ Production process, measurement, and Input-Output
- ❖ Identifying and resolving the bottlenecks
- ❖ Uses of different needles, motors & attachments
- ❖ Cycle time, time study, work-study, skill matrix
- ❖ SMV and efficiency calculation
- ❖ Zero Feeding
- ❖ Understanding different techniques of machine layout and layout sheet
- ❖ Production quality control & assurance
- ❖ Concepts of defects, DHU & defect calculations, root cause analysis
- ❖ 5S and 7 wastages for improving productivity and quality

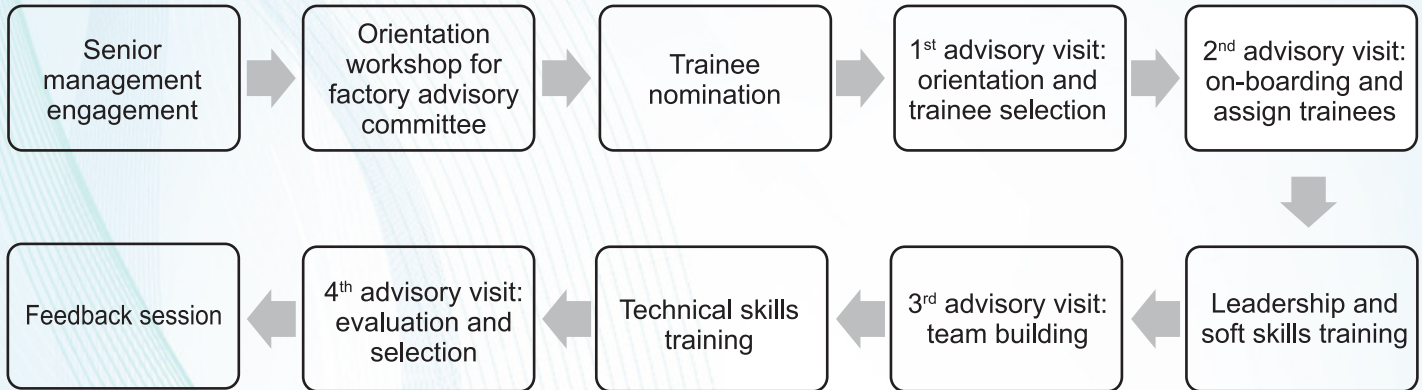
Advisory Engagement

- ❖ Orient owners and management on links between gender equality and productivity for business sustainability and compliance
- ❖ Facilitate the formation of factory-level committees and build capacity to identify, retain and nurture women's talents.
- ❖ Facilitate promotion of enabling environment for women's career advancement and gender-equal workplace.



Trainees and Management Feedback Session

GEAR activities at a glance



New initiatives for Leadership, Equality, and Decent Work (LEAD)

1. Training of Trainers (TOT) on Women's Career Progression for women's employment, gender equality and productivity

Participants: Industrial engineer, production, Human Resource, compliance management.

Duration: One year including 9-day on-site training on leadership, soft and technical skills.

Designed for: Manufacturing factories, Export Processing Zone, international brands, workers, employers' associations and Institutions.

2. Women's Career Advancement for Female Supervisors on Leadership and Managerial Skills.

Participants: Female supervisors.

Duration: Six months, including 12 days of on-site training on leadership, managerial and technical skills.

Designed for: Manufacturing factories including Export Processing Zone, international brands, workers, and employers' associations.

3. Basic Productivity Skills Training for workers' representatives.

Participants: Worker representatives in the Trade Union, Participation Committee, Safety Committee, and Worker Associations.

Duration: Two days

Designed for: Manufacturing factories, Worker Organizations Owners Associations, Institutions and Export Processing Zone.

Better Work plans to scale GEAR in other sectors and countries.

Why should factories join?

- ❖ Selection, promotion, and retention of women's talents.
- ❖ Comply with business integrity and gender equality requirements.
- ❖ Boost factory reputation and productivity.
- ❖ Reduce absenteeism and worker turnover, and workplace abuse/harassment.
- ❖ Increase gender imbalance in management.
- ❖ Create internal resource pools for long-term capacity building and systemic improvement.

Enrolment fees :

Regular GEAR Programmes: BWB factories: \$1500 for 5 trainees, \$2500 for 10 trainees; EPZ factories: \$5000 for 10 trainees.

Women's Career Advancement Training on Managerial Skills: \$8000 for 20-25 participants from multiple factories and \$1000 for two participants from each factory.

Training of Trainers (ToT) for Women's Career Progression: \$8000 for 20-25 participants from 4/5 factories; and \$2000 for four from one factory.

Basic Productivity Skills for Workers' Representatives: \$1500 for 20 participants.

Brands can directly build collaboration or recommend supplier factories to join the programme individually.

Contact information

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