

## Country plan Bangladesh 2014

### 1. Introduction

Bangladesh is one of the priority countries for Fair Wear Foundation. In the end of 2013, there are 14 FWF members sourcing from Bangladesh. There are about 170 authorised factories supplying FWF affiliated brands. FWF audits in 2013 showed that unauthorised subcontracting remains to be a common issue in Bangladesh.

Garment factories in Bangladesh have high risks of violations of FWF's eight labour standards, partly because high pressure on fast delivery of products and low prices. FWF will continue to emphasize on brand's sourcing practices to address the issues.

Based on the information gathered through stakeholders consultation, literature review and FWF audits, FWF has concluded that the following issues need immediate attention:

- Protection of women workers' safety and preventing harassment at work
- Ensuring building and fire safety of factories
- Preventing child labour

These issues cannot be singled out from the other labour standards, because they are interrelated. Addressing one issue contributes to solving another. For example, increasing wages towards living wages help to improve women workers' social economic status, which has an impact on reducing violence against women. Reducing excessive overtime will reduce workers' stress at work and give them more space to practice workplace safety.

### 2. Country study

There have been a number of recent developments in Bangladesh regarding law changes and compliance status. To remain aware of recent trends in the Bangladesh garment industry, to support member companies in the process of code implementation, and to contribute to the dissemination of information that supports local stakeholders in their work, FWF will regularly publish updates on important challenges in the Bangladesh garment industry based on stakeholder interviews and other reliable sources.

#### *Deliverables*

- Regular updates on FWF website on information on compliance issues in the Bangladesh garment industry
- Regular webinars with member companies to provide new information and updates
- Key indicators regarding labour and development on Bangladesh are updated on [www.fairwear.org](http://www.fairwear.org) (March 2014).
- New benchmarks are collected for FWFs wage ladder on Bangladesh (Jan-Dec 2014)

### 3. Audit training and audits

FWF verifies the process of code implementation in production countries. This includes audits done by local audit teams.

#### Deliverables

- Extra training on safety will be delivered to expand the capacity of the existing audit teams (May-October 2014)
- Auditors are updated on new FWF developments (May 2014).
- During 2014 about 15 factory audits will be carried out in Bangladesh.

## 4. Complaints procedure

FWF has a complaints procedure enabling workers or their representatives in garment factories supplying FWF member companies to make complaints about their working conditions and the way the code is implemented. FWF has a local complaints handler.

#### Deliverables

- FWF complaints handler receives 5 phone calls or reports per month on average
- During factory visits and audits, it is checked if the Code of Labour Practices is posted (Jan - Dec 2014)
- Develop and distribute business cards with information for workers with the complaints handlers telephone number in local languages, which contributes to an increased awareness of FWFs complaints procedure among workers (Jan - Dec 2014)
- Conduct a baseline survey among workers and factory managers on existing knowledge of labour rights and of FWFs complaints procedure (Feb – Dec 2014)
- Implementation of workplace education program for workers and factory managers to raise awareness on labour rights and mechanisms that offer access to remedy
- Implementation of the Workplace Education Programme (basic module and with emphasis on harassment at work) in 10 factories to explain FWF complaints hotline and benefits of setting up functional grievance mechanisms. Trainings will be carried out in cooperation with the use of input of local stakeholders (Jan – Dec 2014).

## 5. Stakeholder consultation and engagement

Cooperation with stakeholders in production countries is aimed at improving labour conditions in the countries where production for affiliates takes place. FWF cooperates with stakeholders in production countries particularly for consultation on FWF policies and on local labour conditions. Thus, the stakeholders FWF works with are organisations that have a role in influencing or shaping the social dialogue in a production country. Stakeholders in production countries can provide policy advice to FWF. Advice can be solicited and unsolicited. FWF will consult the stakeholders in production countries on important issues within their field of competence.

FWF tries to work effectively with local stakeholders in the work of FWF in Bangladesh. In its strategy plan 2011-2015 FWF committed to develop best practice examples on improving industrial relations in its four priority countries.

During 2014, FWF will visit stakeholders to gather information and guide our work. It will also organise meetings to provide a platform that facilitates dialogues among stakeholders.

#### Deliverables:



#### Fair Wear Foundation

- Local liaison officer coordinates activities, events and maintains contact with stakeholders
- Organise a roundtable meeting in August or October on prevention of harassment at work
- Input from local stakeholders is integrated into advice given to companies in the process of improving working conditions