



BetterWork
Bangladesh

Gender Equality and Returns

Advancing Leadership, Gender Equality, and Productivity in the Supply Chains

**GEAR
Programme**

2023



International
Labour
Organization



Creating Markets, Creating Opportunities

► About GEAR

The Gender Equality and Returns (GEAR) initiative aims to equip women with skills and a supportive environment, promote career progression, and integrate gender equality in the supply chain. GEAR enhances factory management's knowledge of selecting, supporting, and retaining female talents. Additionally, it improves working conditions, promotes equal opportunities, and empowers women in leadership, social, and economic aspects at both household and enterprise levels. 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) that integrated with ILO-BWB since July 2022.

► Better Work Bangladesh

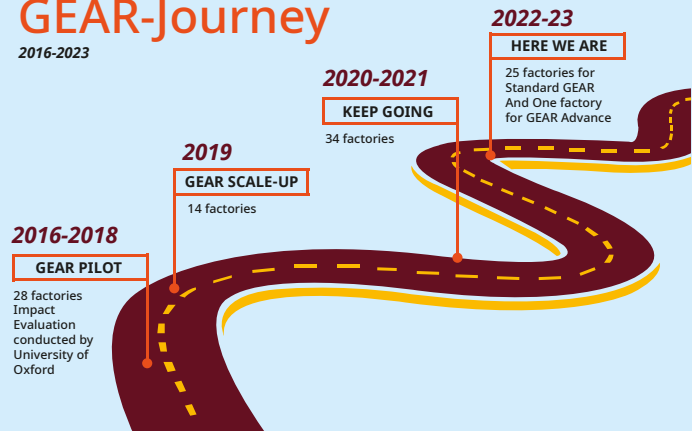
In Bangladesh, Better Work is focused on promoting decent work, empowering women and inclusive economic growth. BWB has been working with more than 450 factories in Bangladesh.



GENDER EQUALITY AND RETURNS

GEAR-Journey

2016-2023

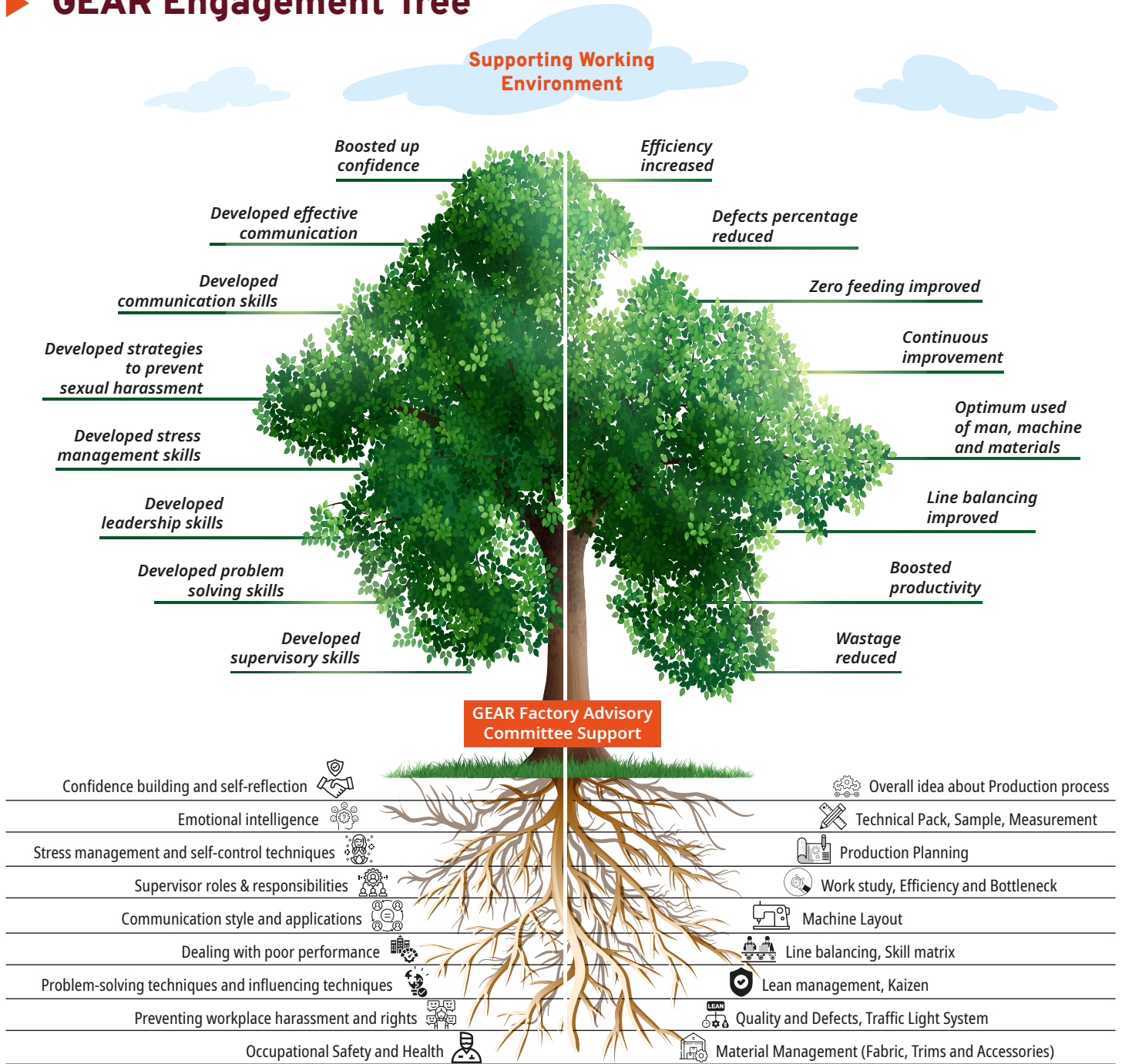


► GEAR Engagement Framework and Implementation Modalities



► **Implementation Modalities** ►

► GEAR Engagement Tree

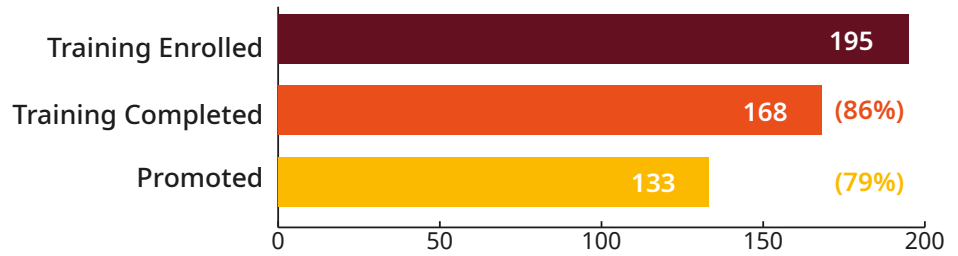


► Progress and Impacts

Training received	Promoted	Efficiency Improved	Defect Percentage Reduced	Absenteeism Reduced	Salary increased
799	528	5%	6%	16%	39%

- Implemented in 101 factories.

GEAR 2022-2023 Training status



► GEAR Advance Programme

A new advanced career progression initiative has been launched to promote female supervisors to become line chiefs and above. In collaboration with VF Corporation and Youngone Corporation, Bangladesh, about 25 female supervisors at KSI garments under Korean EPZ have joined the first ever batch to learn and practice leadership, managerial, and productivity skills.

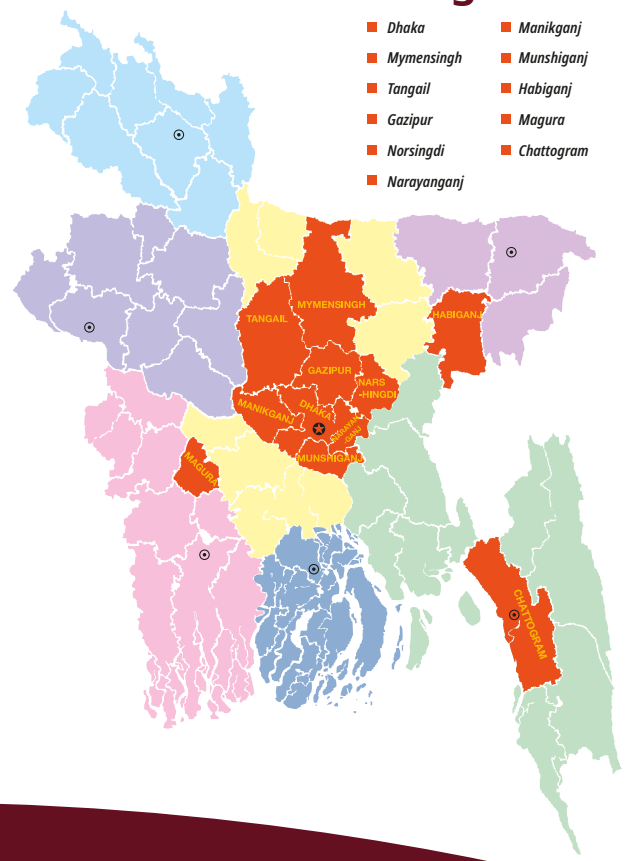


Photo: Female supervisors to managerial positions

► GEAR Initiatives and Fees

1. **Standard GEAR** for promoting female workers to supervisors: Annual Fees-BWB factories, \$1500 for 5 trainees, \$2500 for 10 trainees; EPZ factories: \$5000 for upto 10 trainees.
2. **GEAR Advance** for promoting female supervisors to managerial positions: Annual Fees- \$10,000 for 20-25 participants from multiple factories and \$1000 for two participants from each factory.
3. **Training of Trainers (ToT) programme** for promoting female workers to supervisors: Annual fees- \$4000 for four participants from one factory (IE, Production, HR, Compliance) and \$12,000 for a batch
4. **Basic Productivity Skills Training** for (female) Worker Representatives: \$2000 for 20 participants
5. **Basic Leadership Skills Training** for (female) Worker Representatives: \$2000 for 20 participants.

► GEAR coverage area



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

Contact information

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