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

GEAR Programme
2023
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.

GEAR Engagement Framework and Implementation Modalities

Consultation: Workers, Employers, Governments and Brands
Partnership for Women's Leadership and Equality
Supportive Environment: Factory Advisory Committee
Capacity Development on Soft Skills and Technical Skills
Male Engagement & Workplace Cooperation
Framework for Leadership, Career Progression and Equality

1. Meeting with Senior Management
2. GEAR Factory Advisory Committee
3. Kick-off with GEAR Committee
4. Trainee Nomination
5. 1st Meeting & Trainee Selection Test
6. On-Boarding & Mentorship
7. On-the-job Trialing
8. Soft Skills Training
9. Team Building & Male Engagement
10. Performance evaluation and promotion
11. Technical Skills Training
12. Follow-up & Retention
13. Management System Development

Implementation Modalities
GEAR Engagement Tree

Boosted up confidence
Developed effective communication
Developed communication skills
Developed strategies to prevent sexual harassment
Developed stress management skills
Developed leadership skills
Developed problem solving skills
Developed supervisory skills

Efficiency increased
Defects percentage reduced
Zero feeding improved
Continuous improvement
Optimum used of man, machine and materials
Line balancing improved
Boosted productivity
Wastage reduced

Confidence building and self-reflection
Emotional intelligence
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 harassment and rights
Occupational Safety and Health

Overall idea about Production process
Technical Pack, Sample, Measurement
Work study, Efficiency and Bottleneck
Machine Layout
Lean management, Kaizen
Quality and Defects, Traffic Light System
Material Management (Fabric, Trims and Accessories)

Progress and Impacts

<table>
<thead>
<tr>
<th>Training received</th>
<th>Promoted</th>
<th>Efficiency Improved</th>
<th>Defect Percentage Reduced</th>
<th>Absenteeism Reduced</th>
<th>Salary increased</th>
</tr>
</thead>
<tbody>
<tr>
<td>799</td>
<td>528</td>
<td>5%</td>
<td>6%</td>
<td>16%</td>
<td>39%</td>
</tr>
</tbody>
</table>

• Implemented in 101 factories.
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.

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 up to 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.


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

**Contact information**

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