

Gender Equality and Returns

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







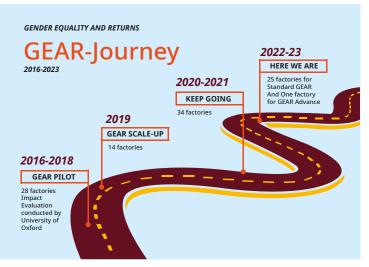
About GEAR

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



Supporting Working Environment Boosted up Efficiency confidence increased Developed effective Defects percentage communication reduced Developed Zero feeding improved communication skills Continuous **Developed strategies** improvement to prevent sexual harassment Optimum used of man, machine **Developed stress** and materials management skills Line balancing Developed improved leadership skills Boosted Developed problem productivity solving skills Developed Wastage supervisory skills reduced **GEAR Factory Advisory Committee Support** Confidence building and self-reflection Overall idea about Production process Emotional intelligence Technical Pack, Sample, Measurement Stress management and self-control techniques **Production Planning** Supervisor roles & responsibilities Work study, Efficiency and Bottleneck Machine Layout Communication style and applications Dealing with poor performance Line balancing, Skill matrix Lean management, Kaizen Problem-solving techniques and influencing techniques Quality and Defects, Traffic Light System Preventing workplace harassment and rights Occupational Safety and Health Material Management (Fabric, Trims and Accessories)



Progress and Impacts

GEAR Engagement Tree

Training received 799

Promoted

528

Efficiency Improved 5%

Defect Percentage Reduced 6% Absenteeism Reduced 16% Salary increased 39%

• Implemented in 101 factories.

GEAR Advance Programme

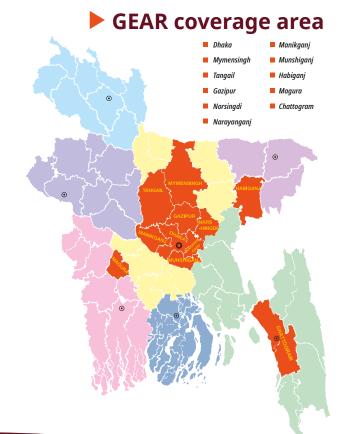
A new advanced career progression initiative has been launched to promote female supervisors to become line chiefs and above. In collaboration with VF Corporation and Youngone Corporation, Bangladesh. about 25 female supervisors at KSI garments under Korean EPZ have joined the first ever batch to learn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



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
- Basic Productivity Skills Training for (female)
 Worker Representatives: \$2000 for 20
 participants
- Basic Leadership Skills Training for (female) Worker Representatives: \$2000 for 20 participants.



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

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