

## GEAR was piloted in 2016-17 to train female workers for supervisory roles

28 

15 

144 

58 



I would like to slowly but surely rise from my current position as supervisor to Line-chief, and then Assistant Production Manager and then Production Manager.

**POPY AKTAR**  
GEAR-trained Supervisor

## RESULTS

### RISE IN INCOME

39% 

Average increase in salary after being promoted as supervisors



### EMPOWERING FEMALE WORKERS

30 

Average number of workers supervised by a GEAR-trained supervisor



### REDRESSING THE IMBALANCE

12% 

Percentage of female supervisors in 28 GEAR-affiliated factories (from previous 5%)



### FACTORY BENEFIT

5% 

Increase in factory efficiency due to trained female supervisors



## GEAR TRAINING

### Technical skills

- ◆ Production process
- ◆ Solving bottlenecks
- ◆ Line-balancing

### Soft skills

- ◆ Confidence-building
- ◆ Effective communications
- ◆ Leadership skills

### Managers training

- ◆ Kick-off workshops
- ◆ On-boarding workers
- ◆ Selection training

### Team building

- ◆ Creating networks
- ◆ Engaging with other colleagues



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