

'MADE BY WOMEN'

Dignity

Uncompromised!



care

Advocacy on ILO Convention

CARE Bangladesh's journey in Amplifying the Voices of Women Workers



Key Challenges in Promoting Dignified Work for All Women:

- Bangladesh as an aspiring middle income country is less inclined towards international conventions that demand accountability of market actors and therefore less responsive to civil society and workers' voice
- Women workers issues were not strongly supported by labor movements
- Weak representation and participation of women in claiming their rights

Key Advocacy Strategy:

- Engaging influencers and developing strong allies amongst worker bodies to support ILO convention that address violence and harassment at workplace- a key issue identified by women workers

CARE Bangladesh Advocacy and Campaign in Action

A black and white photograph of a woman wearing a striped sari and a headscarf, looking down at her work on a sewing machine. The image is partially obscured by a semi-transparent white box containing text.

Since **2017**, CARE Bangladesh has gradually built the momentum on ILO Convention by

- Sensitizing and mobilizing **the legislators**
- Establishing relationship and mobilizing **trade unions and movements**
- **Constant engagement and sensitizing Factory management** to acknowledge the issue of harassment and violence
- Influencing the influencers within the **political parties** that represent Bangladesh at the ILC
- Engaging with **media and civil society**
- Working with **communities and workers** on the ground

Deepening Advocacy and Campaign for State Action in 2019

Collectively work with policymakers, trade unions, activists, employers for a strong and progressive ILO Convention and Recommendation on Ending Violence and Harassment in the World of Work, particularly for women



Engage with the key stakeholders to ensure national policies and laws are responsive towards Ending Violence and Harassment in the World of Work.



Target Stakeholders

Government of Bangladesh



Advocating with State Minister of Labour and Employment, Minister of Industries & female policy makers to sensitize and mobilize their support for the Convention

Trade Unions



Partnering trade unions to engage with the employers' association

General Population



To sensitize and generate support of the general population and civil society for the ILO Convention

Results of the Advocacy Effort and Campaign

Commitment from State Minister of Labour and Employment

-The State Minister of Labour and Employment, Ms. Monnujan Sufian, MP has committed to discuss the issue with PM and has provided positive indication that she would support the convention.

She also agreed to meet the women leaders of TUs and Federations that CARE works with to further understand the significance of the convention and its implication for Bangladesh.



Jan 2019, Lobby meeting with the State Minister of Labour and Employment Ms. Monnujan Sufian MP. and her team on the ILO Convention



April 2019, The State Minister asserts her support for the ILO Convention & at CARE's Women's World of Work photobook event & commits to take the issue to the Prime Minister. Country Representatives from ILO, UN Women, Trade Union Leaders and civil society members were part of the event

Results of the Advocacy Effort and Campaign

Key Policy Makers' Recognition of ILO Convention

12 Leading and influential female and male MPs and Minister of Industry acknowledged the importance of preventing violence and harassment at workplace and recognised the positive aspects of the convention.

Support for Convention Raised in Tripartite Consultative Committee:

Influential MPs later raised their concern and need for endorsement of the convention in tripartite consultative committee, comprised of the Government, Employers and Trade unions.



April, 2019: National Policy Dialogue titled “ILO Convention: Contribution and Protection of Women at Workplace – Role of Policy Makers”



Results of the Advocacy Effort and Campaign

Partnership with Apex Body of Workers Organization Established:

For the first time, an advocacy partnership to promote policy change was established with **Bangladesh Institute of Labor Studies (BILS)**.

BILS represents **12 trade unions and federations comprising 13,34,419 workers** representing public work, domestic work, ready made garment and other sectors.



Social Media Action in Addressing Violence and Harassment at Workplace

Women's Rights and Equality CARE Bangladesh

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Women's Rights and Equality CARE Bangladesh
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A significant number of employees encounter workplace harassment. Harassment is NOT part of their job description. Which of the stakeholders should be active in solving the situation? Let us know in the comments below.
#safeworkplaceforall #supportILOconvention

Whose responsibility is to ensure safe work environment for women?

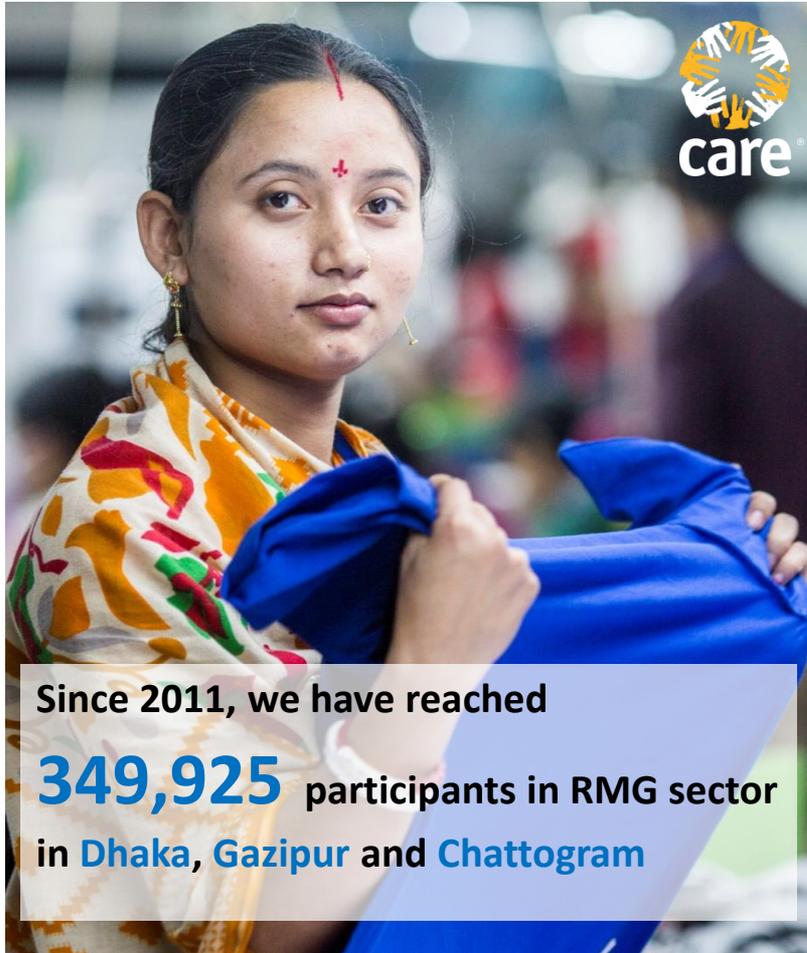
- Employers
- Workers
- Government
- All of the above

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Social media campaign launched on **Facebook, Twitter and Instagram** to sensitize the general public

In 1.5 months, the Facebook page has more than **3,350 followers** till date; please join us in our Facebook page to express your solidarity
<https://www.facebook.com/CAREWomenBD>

CARE Bangladesh: Dignified Work Profile



Since 2011, we have reached

349,925 participants in RMG sector
in Dhaka, Gazipur and Chattogram

- Implementation of **Career, Capital and Confidence (3C)**: Empowering women garment workers through career mobility, financial literacy, and reduced violence against women
- **Personal Advancement and Career Enhancement (P.A.C.E)** Project
- **Promoting Enabling Environment for Women in Factories (PEEWF)** Project
- **Promoting Worker Well-being**
- **Women in Factories Initiative**
- **Solidarity and Empowerment through Education, Motivation and Awareness (SEEMA)** Project
- **SEEMA II**
- **Improving Women's Health and Education through Effective Learning (IWHEEL)**
- **OIKKO (Unity)- United for Translating Rights into Action NOW!**
- **CARE – GSK RMG Workers' Health Initiative**

CARE Bangladesh's Expertise and Proven Models

Diverse Experience: Since 1999, CARE's work has evolved from providing financial and numeracy literacy to RMG workers to strong programming focusing on women workers' rights.

Unique Methodologies: We developed two tested models in collaboration with private sector actors and donors. Factory Based and Community Based. **CARE'S Community based model EKATA, (Empowerment, Knowledge and Transformative Action)** focusing on women's leadership and facilitating women workers collective voice, has been adopted in Vietnam and Indonesia

Instilling Leadership: Creating Worker collective and building women worker's leadership is key to our interventions.

Implementing at Scale: Capacity to implement large scale programs in factories



CARE Bangladesh's Expertise and Proven Models



Established relationship with top brands: Walmart, Gap Inc., Marks & Spencer, Target, Cotton: On, Galeries Lafayette, VISA INC.

Working with Factory Managers and Supervisors to address issues around social and gender norms in the world of work.

Leader in women empowerment: Established capacity of in-house women leadership to influence dignified work in Asia and beyond

Wealth of training resources that can be adopted by other countries and programs

Creating enabling ecosystem in communities and factories

Recognized strength on advocacy and influence by connecting communities with policy makers

Amplifying Voices: Our Networks and Alliances



- Partnership established with **Bangladesh Institute of Labor Studies (BILS)**, a collective of 12 trade unions.
- **AWAZ Foundation**, that has a network on 50 trade unions
- **OIKKO** worked with 40 trade unions. We have connection with 9 federations.
- **International Trade Union Confederation**
- Convention on the Elimination of all Forms of Discrimination Against Women (**CEDAW**) member
- **Girls not Brides** - Executive Committee Member
- **Men Engagement Network Bangladesh** (EC member)
- **Citizen's Initiative against Domestic Violence** (former Secretariat)
- Active member of **Made by Women- Asia Impact Growth Strategy, CARE**

Stories of Change

One day Lucky (19) in her work place saw Line Chief verbally abusing and attempting to physically beat a junior female colleague.

Lucky mobilized all the helpers and operators. They collectively complained to the Floor in Charge and demanded justice. Immediate action was taken against the perpetrator. The Floor in Charge also promised that no incidence of harassment or violence will ever take place on the floor again.



“This incidence helped me to realize the power of EKATA sessions and the power of collective actions. Not only in workplace, EKATA has also contributed to my family and social life”

– Lucky Akter, Operator, Amazing Fashion Limited



“Working along with CARE was a very important decision for us. The most important crucial part of empowerment is knowledge. CARE has given that to our employees effectively.”

- Mohammad Zahidullah, Head of Sustainability, DBL Group



Opportunities for Scaling up the Impact

Bangladesh, the 2nd largest Ready Made Garments exporter in the world, has about **4 million workers** in the industry

70-80%, tentatively **2.8 million and above** are women workers

With increased participation of women in workforce, including **93.8 % of female workers in informal sector**, the **impact of dignified work and ILO Convention** is immense

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