



Strategic plan Bangladesh 2011

Introduction

At the end of 2010 10 affiliates were using approximately 41 suppliers from Bangladesh. Bangladesh is one of the 4 priority countries for FWF. It is a low income country, ranking 147 in the Human Development Index. A little less than half of the population lives below the poverty line. After a year of unrest because of the negotiations on a new minimum wage for the garment sector and two tragic fires which caused the death of several workers, payment of the new established wages and occupational safety and health will be two of the important issues for 2011.

Bangladesh, whose garment sector is one of the most important industries, ratified all core labour standards referred to in the FWF Code of Labour Practices. Nevertheless several restrictions exist in laws on trade union rights and violations of the right to organize and bargain collectively are common. A factor which makes the situation more complex is the high rate of corruption.

In 2011 key steps for FWF will be to share the country study with stakeholders, further develop the complaint mechanism and further enhancing capacity of auditors.

Country study

The research for the Country Study for Bangladesh was done in 2010. The information will be made suitable for the FWF format for country studies.

Deliverables 2011

- The new country study has been shared with stakeholders.

Audit training and audits

FWF conducts factory audits at its members' manufacturing companies. In the course of three years, factory audits are conducted on behalf of FWF at factories that together represent 10% of the production of the affiliate. The purpose of these factory audits is to assess working conditions at factories in order to check whether the monitoring activities are effective and whether corrective action plans are executed. In addition, factory audits are a tool to check whether the terms and conditions of trade between the affiliate and a manufacturer are conducive to implementation of the standards.

FWF has an active relationship with 6 auditors who have been trained and are able to carry out FWF audits. Furthermore agreements have been made with an organisation to handle complaints.

Deliverables 2011

- More awareness on FWF complaints mechanism.
- Auditors are updated on new FWF developments.
- New auditors perform supervised audit.
- 4 audits will be conducted.

Stakeholder consultation and engagement

Cooperation with stakeholders in production countries is aimed at improving labour conditions in the countries where production for affiliates takes place. FWF cooperates



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with stakeholders in production countries particularly for consultation on FWF policies and on local labour conditions. Thus, the stakeholders FWF works with are organisations that have a role in influencing or shaping the social dialogue in a production country. Stakeholders in production countries can provide policy advice to FWF. Advice can be solicited and unsolicited. FWF will consult the stakeholders in production countries on important issues within their field of competence.

FWF maintains contacts with stakeholders in Bangladesh, amongst which the exporters association of the garment industry, several trade unions and several other organisations active in the field of labour conditions like AMRF, AWAI, BILS, DaNi resource centre, NCWE, OSHE.

Deliverables 2011

- Input of the stakeholders is integrated into support/advice provided to companies.
- A stakeholder meeting/consultation has been organized

Complaints procedure

FWF has a complaints procedure, which can be used by workers and their representatives to file complaints about their working conditions and the way the Code of Labour Practices is implemented in factories, which supply members of FWF, if the internal grievance mechanism of the factory failed or is absent. Unions, NGOs, local authorities, companies, employers' organisations, and others who are concerned with the implementation of FWF labour standards also have access to this procedure.

FWF currently has a complaints handler for Bangladesh whom is appointed in 2009. Other initiatives are thinking as well to implement a complaints mechanism, including the Labour inspection. In 2011 FWF will share experiences and look for ways of cooperation, in order to strengthen the safety net for workers.

Deliverables 2011

- Complaints handler is functioning well.
- More awareness on complaints mechanism.

Promotion of social dialogue

In its strategy plan 2011-2015, FWF committed to develop best practice examples on improving industrial relations in its four priority countries.

Deliverables 2011

- The country study has been shared with stakeholders.
- A proposal has been developed for factory trainings