



"We are Dedicated to Educate"

PROJECT

Advocacy and Rehabilitation Initiatives for Ensuring Safety of Garments Workers in Bangladesh

Submitted By:

UDiON Foundation, Inc.

Address: 4308 Lake Woodbourne Drive

Jacksonville, FL 32217, USA.

US Phone: 1-347-70-UDiON

Web: www.udionfoundation.org

E-mail: info@udionfoundation.org

Social Media: [FB.com/udionfoundation](https://www.facebook.com/udionfoundation)

Submitted To:

GlobalGiving

Project Director (s): Radwan Chowdhury

Radyan Rahave

October 09, 2013



Dear GlobalGiving Friends,

Our research at the UDiON Foundation suggested that the GlobalGiving is interested in assisting the development of Advocacy and Rehabilitation Initiatives for Ensuring Safety of Garments Workers in Bangladesh. We hope you will consider assisting our efforts in this area.

The UDiON Foundation respectfully requests a contribution from GlobalGiving Friends of \$15,000 toward the implementation of an Advocacy and Rehabilitation Initiatives. We are also approaching other NGO's, requesting to join hands in this quest.

The total cost of the program is estimated at \$55,000. Of this, \$2,000 has been donated by UDiON and the remainder must be raised from businesses, foundations, and individuals.

The Advocacy and Rehabilitation Initiatives will be housed and sponsored by Member of Parliament. If this program is successful, it will become a new policy for Bangladesh Garment Factory.

The UDiON Foundation Program is a giant effort between the Policy makers and garment factory owners. A complete project proposal is attached for your convenience.

We would appreciate an opportunity to discuss the project with you, or a representative from the Foundation

Sincerely,

A handwritten signature in blue ink, appearing to read 'Radwan Chowdhury', is placed above the printed name.

Radwan Chowdhury

Board of Directors/Advisors

Name	Title	Employed with
Radwan Chowdhury	Founder & CEO	Executive, Citi Bank
Kutub Uddin Durlove	Country Director	Country Sales Manager
Radyan Rahave	Global Director of Operation	Intern, Hope Foundation, USA
Badrul Hasan	Board of Director/Advisor Gov Affairs	Deputy Director, National Security Agency
Shohidul Islam	Board of Director/Advisor	Brigadier Command, Bangladesh Army
Badiur Rahman	Board of Director/Advisor	Retired, Secretary of Bangladesh Gov
Jashim Chowdhury	CFO/Treasurer	Owner/President, Palash Enterprise
Johora Bibi	Board of Director/Advisor	Managing Director, Bank One
Mosrshed Alam	Board of Director/Com Outreach	Activist
Sharfudding Kashmir	Board of Director/Communication	District Reporter, Prothom Alo News Paper
Baha Uddin Shimul	Member	Owner/President, Mk Furniture
Abdur Rouf	Member	Owner, Grapton Graphics and Printings
M.A. Asad	Member	Student, Jeshore University
Mehnaz Afroz	Member	Trainer, United Leasing
Rumana Akhter	Member	Independent Business Owner

Country Office:

House # 508 (Ground Floor) Road # 9 (East) Baridhara DOHS, Dhaka 1206
Bangladesh. Phone: 88- 0181-148-1724 or 88-02-841-1886 or 0183-149-3878

Field Based Offices:

1. Banu Bhaban, Block-F, Road # 6, House # 14, Bonosri, Rampura, Dhaka 1219, Bangladesh
2. Shishir Monzil, PO: Karer Hat, PS: Mirsarai, Chittagong, Bangladesh
3. Irani Market, PO: Karer Hat, PS: Mirsarai, Chittagong, Bangladesh
4. Singapore Market, Agrabad Pass-through Road, Chittagong,, Bangladesh
5. Palash Enterprise, PO+PS: Chagalnaiya, Feni, Bangladesh
6. Shatkhir LLHF, Shatkhir Bazar, Jeshore, Bangladesh
7. Md.Yusuf Alikhira, Faridpur, Bangladesh



UDiON MVVP's

Our Holistic approach begins by nurturing children in the cradle and ends with children becoming interdependent, contributing members of the society. In a world where poverty does not exist, social justice prevails and sustainable growth promotes human well-being.

UDiON's MISSION

UDiON mission is to implement perpetual solutions to End the cycle of Poverty, Hunger, Illiteracy and Social Injustice.

UDiON's VISION

We envision a world where everyone has the opportunity to achieve their fullest potential and be a contributing member of the society.

UDiON's VALUES

We embrace and draw inspiration from our philanthropists to create a world without disparity.

- Innovation – UDiON strive to innovate and create opportunities for the destitute to uplift themselves out of poverty. We value creativity in program design and strive to display global leadership in groundbreaking development initiatives.
- Integrity - We hold ourselves and our partners accountable for transparency and accountability in all our professional work, with clear policies and procedures, while displaying the utmost level of honesty.
- Inclusiveness - We are committed to engaging, supporting and recognizing the value of all members of society, regardless of race, religion, gender, nationality, ethnicity, age, physical or mental ability, socioeconomic status and geography.
- Effectiveness - We value efficiency and excellence in all our work, constantly challenging ourselves to perform better, to meet and exceed program targets, and to improve and deepen the impact of our interventions.

UDiON's PRIDE

"We are dedicated to educate" to eliminate Illiteracy and Social Injustice, because we invented the model, and continue to define it.

At UDiON we value being Professional in everything we do, Professionalism in being well trained in our field and prepared to provide services.

Abstract (Executive Summary)

No one can imagine the economic development of Bangladesh without considering the contribution of the garment sector. This sector has emerged as the single largest export sector in Bangladesh with 78.14 percent share in total national export in FY 2010-11 (iART 2011). It comprises of 16 percent GDP that has created scope for the employment opportunity of 10.72 percent labor force of which 6.83 percent are directly involved (Ahmed, 2013). Apparel sector is known as only one among the manufacturing sectors in Bangladesh where women workers account for about 70% of its total employment. It is well recognized that this sector is playing a vital role in empowering women economically and socially.

Despite the fact that this industry is creating opportunity for women and semi-skilled or unskilled manpower, workers are not getting proper working environment in compliance to international standard. General perception is that women having no alternative job opportunities usually join garment industry. Thus, due to having financial crisis, low price of labour, limited capacity to bargain with male managers and their low confidence, women are being exploited severely. There is a common allegation from the workers' perspective that a good number of garment factories do not provide good working environment that ensure physical and human/social security. It is commonly alleged that workers spend around 12 hours a day in the work place of the garment industries. Apart from regular work, they have to spend almost 24 hours in a week as overtime at night. If we analyze this sector from the gender perspective it is revealed that female garment workers rarely find a healthy and supportive environment in the workplace (Hossain2012; Jahan, 2011, Paul-Majumder, 2008).

Garments workers are not well paid by which they can support their relatives staying in their home town after maintaining their daily needs. As an obvious consequence, most of the garment workers live in slums in an unhealthy situation. This is not the end of the story, since 1990 to 2013 (April) Bangladesh has experienced more than 10 deadly occurrences that caused untimely death of thousands of workers where most of the affected were women. Last two incidences are: Tazreen Fashions tragedy, the worst industrial fire in the history of Bangladesh, that killed at least 111 people on 24 November (The Guardian, 10 January, 2013) and Rana Plaza collapse tragedy that took away more than 525 lives of garment workers (till 3rd May 2013) (The Time Magazine, 2 May, 2013, Prothom Alo, 4th May, 2013). Experts and insiders of this sector have identified obsolete policies and laws, and non-compliance with laws as main causes of this kind of occurrences. In this backdrop an attempt to address the policy and its compliance in the garment sector of Bangladesh deserves special attention.

Objectives of the Project

The project will work to bring the changes in garment sector related policies and for ensuring it compliance.

Specific Objectives

SO-1: To build an advocacy coalition in the form of network to push the policy issues as policy agenda

SO-2: This advocacy network will take advocacy programs to exert pressure on the Government, business associations and garment owners so that they take initiatives to ensure safety and security of the garment workers.

SO-3: To undertake necessary capacity development initiatives for the leaders of train union of garments so that they can raise their voice for safeguarding rights and securities of the garment workers.

Project Implementation Approach

The project will adopt a three folds approach that includes networking, advocacy and capacity development. A network will be formed and activated incorporating members from NGOs, CSOs and think tanks for providing policy recommendations and conducting advocacy activities. For changing the attitude and capacities of policy makers and workers of garments sectors training and awareness building activities will be undertaken.

Activities of the Project

Activity 1.1: An advocacy network will be formed incorporating members from government, Institute of Apparel Research and Technology, Center for Policy Dialogue, Bangladesh Garment Manufacturers & Exporters Association (BGMEA), Bangladesh Knitwear Manufacturers & Exporters Association (BKMEA), labor organizations (including labor wings of political parties), media houses and NGOs / CSOs. It is expected that this network will review the existing situations, including existing policies and will provide policy recommendations.

Activity 1.2: Orientation programs will be organized for network members; review session will be conducted and output will be disseminated.

Activity 2.1: This network will organize advocacy meetings¹ with policy makers, business association leaders, and garment owners.

Activity 2.2: Writing -down of the perception and commitment of the actors and taking necessary initiative for publishing these evidences to bring changes in the policy and practice.

Activity 2.3: Follow-up advocacy activities and reporting to the stakeholders including media will be initiated.

Activity 3.1: Arrangement of training program on issues relating to compliance of rules and regulations for factory management

Activity 3.2: Material support will be provided for the physically challenged garment workers to increase their mobility and income (such as wheel chair and other material supports).

Project Output

¹ A number of advocacy groups will be formed with the celebrities, network members, media people and activists.

1.1. A policy network will be formed with participation of multilevel vibrant actors

1.2. It will bring changes in policies and regulations.

2.1. Attitude of owners and policy makers will be changed towards compliance.

2.2. & 2.3. Worker's satisfaction will be increased regarding the compliance of security issues.

3.1. Knowledge of workers and all associated members on different compliance issues will be increased.

3.2. Quality of lives of affected employees will be increased.

References:

Ahmed Redwan (2013). An Analysis of the Change and Volatility in the Apparel Industry of Bangladesh after MFA Era, *Journal of Textile, Apparel, Technology and Management*, Vol. 8(1): 1-11.

Hossain Naomi (2012) Women's Empowerment Revisited: From Individual to Collective Power among the Export Sector Workers of Bangladesh, IDS, Retrieved on May 01, 2013

iART(2011) Apparel Export Statistics of Bangladesh, Dhaka : Institute of Apparel Research and Technology

Jahan Mamta (2011) Women Workers in Bangladesh Garments Industry: A Study of the Work Environment, *International Journal of Social Science Tomorrow*, Vol. 1(3).

Paul-Majumder, P. (2008) Gender Differentiated Impact of Employment in the Manufacturing Sector of Bangladesh on the Mental Health of worker: A Case study of Employment in the Garment Industry, *Empowerment*, Vol. 15: 1-22.

Prothom Alo (2013) A Widely circulated English Daily, Dhaka, May 04, 2013.

Bangladesh garment industry scrambles to save reputation after fires (<http://www.theguardian.com/global-development/2013/jan/10/bangladesh-garment-industry-reputation-fires>)

Bangladesh building's owner arrested attempting to flee, 2 May, 2013 (<http://www.cbc.ca/news/world/bangladesh-building-s-owner-arrested-attempting-to-flee-1.1380183>)



UDiON FOUNDATION

"Nobody can do everything,
but everyone can do something."

While earning your daily bread, be sure you
share a slice with those less fortunate.

Contribute and Enjoy Life,
It Has an Expiration Date."

Thank
You



Your Support and Efforts is Invaluable

We are online:

www.udionfoundation.org

info@udionfoundation.org

www.facebook.com/udionfoundation

Phone # 1-347-70-UDiON

UDiON
Foundation