

ETI Conference Workshop:

**Corporate Collaboration with Trade
Unions and NGOs in Supplier Countries**

Novotel West Hammersmith, London, UK, 12-13 May 2005

**Experience of Collaboration on Code
Program in a Southern Country**

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Collaboration: 1

- ℞ **Project Type:** Pilot Project
- ℞ **Company:** Carrefour
- ℞ **Local Organization:** KN
- ℞ **Number of Factories:** Two
- ℞ **Timeline:** March-April 2004
- ℞ **Mode of Activity:** Orientation Course in Factory
- ℞ **Title:** Decent Workplace for Worker's Livelihood and Better Productivity

Collaboration: 2

- ℞ **Project Type:** Pilot and Extended
- ℞ **Company:** H&M
- ℞ **Local Organization:** KN
- ℞ **Number of Factories:** Six (Pilot 2 + Extended 4)
- ℞ **Timeline:** 2004 (Pilot) and Mar-Dec 2005
- ℞ **Mode of Activity:** Training Program in Factory
- ℞ **Title:** Social Training for Workers in Garment Industry of Bangladesh

Course Content

Objectives of the Courses on Decent Workplace, Worker's Rights and Occupational Safety:

℞ **To motivate workers to define their role towards making a decent workplace and cordial human relations; and**

℞ **To aware workers on their rights declared in national laws, company code of conduct, ILO Conventions and UN Universal Declaration of Human Rights**

Main Issues Addressed:

} Working Hour	} Appointment Letter	} Leave
} Minimum Wage	} Health	} Safety
		} Gender

Experiences

- ⌘ **Unhappy welcome by the senior managers**
- ⌘ **Embargo on talking about TU**
- ⌘ **Managers [in one factory] write to company against such program and KN**
- ⌘ **Managers consider the company code of conduct just as a piece of paper**
- ⌘ **Managers oversee/guard the facilitation**
- ⌘ **Participants are forced (by management) to provide wrong information about factory**
- ⌘ **Workers generally do not respond in presence of management-staff**
- ⌘ **Participants are forced (by management) to treat the mentioned training unnecessary**
- ⌘ **Active/responsive participants have to leave the factory or become non-cooperative during follow up**

Experiences... (continued)

- ℞ In some cases training participants are selected by the management**
- ℞ Different treatment to workers of different floor of the factory**
- ℞ In some cases infrastructure are good but no human/labour rights ensured**
- ℞ Facilities and equipments are in factory for show, never in use**

Changes are... (KN Perception)

Issue	Before Training	After Training
Working Hour	Only perception	Well aware
Appointment Letter	No appointment letter	Unchanged. Access to information increased.
Leave	Aware	Specifically clear
Minimum Wage	No idea	Well aware
Health & Hygiene	Unhealthy	Improving
Safety	Aware	Increased awareness
Gender	Discriminatory	Unchanged. Developing at household level
Trade Union	Not allowed	Not allowed
Code of Conduct	Displayed but unaware	Well aware but not well practiced
Conflict Resolution	Never practiced	Practice started

Lessons Learnt

- ℞ **Changes in gender relations at household level started**
- ℞ **Development of working-environment is slower**
- ℞ **Tactical tools and technique could be used**
- ℞ **Mid-level managers, senior managers and owner should could be addressed**
- ℞ **Policy advocacy on CSR at national level is essential**

Recommendations...

On Orientation Technique:

- ℞ Participants should be selected randomly
- ℞ The training should be a two-days one
- ℞ Training should be concluded with specific task that could be followed up
- ℞ Follow up training is essential

On Orientation Tool:

- ℞ A video-documentary could be developed for the worker to illustrate a 'Model RMG Factory'
- ℞ All worker of the factory should receive training materials [i.e. publications]

Recommendations... (continued)

Policy Advocacy on CSR at National Level

- Policy advocacy could be organized addressing mid-level and senior managers, BGMEA, EPB, Parliamentary Standing Committees, MPs, GoB and other social sectors
- Issues for policy advocacy could be 'consumer movement', CSR, 'international trade' and 'non-tariff barrier'
- Easy policy briefing should be developed
- Media Advocacy on policy issues

Regular Factory Monitoring

Involvement at Community Level should be Increased

Thank You

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