

Breaking disability barriers: Ensuring decent work for all

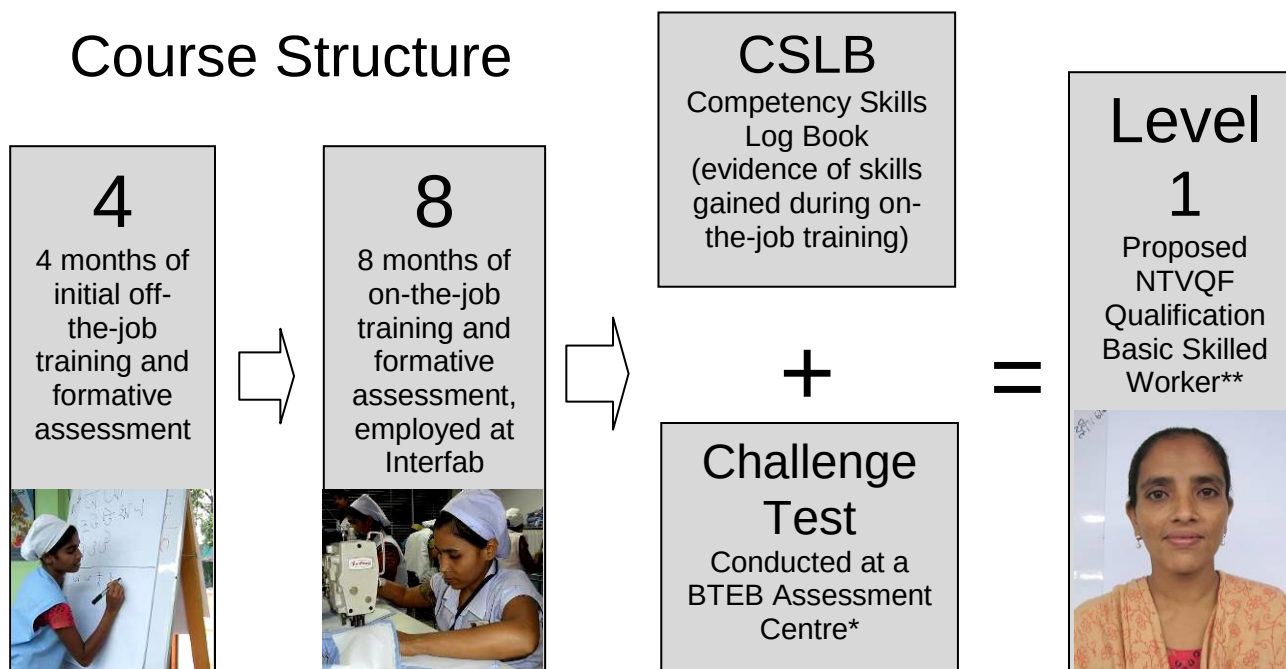
Pilot RMG Sewing Machine Operators' course for disabled and underprivileged groups



The pilot Ready Made Garment (RMG) Sewing Machine Operators' course for women with disabilities, marginalised women and unskilled female workers was inaugurated on 13 July, 2011 at the Vocational Training Centre (VTC) of the Centre for the Rehabilitation of Paralyzed (CRP), located at Ganakbari, Savar. This pilot is a joint collaboration between the ILO Bangladesh Country Office, ILO TVET Reform Project, CRP (a leading national organisation for rehabilitation of the paralysed) and Interfab Shirt Manufacturing Ltd.

An inauguration ceremony was held to formally open the pilot training, attended by Mr. Andre Bogui, Director of the ILO Bangladesh Country Office, Dr. Nicole Malpas, Programme Manager of Delegation of the European Union to Bangladesh, Mr. Ahasan Kabir Khan, Managing Director of Interfab Shirt Manufacturing Ltd., Dr. Valarie Taylor, Founder of CRP, Mr Arthur Shears, Chief Technical Advisor, TVET Reform project. The function was presided over by Mr. M. Shafiqul Islam, Executive Director of CRP.

Course Structure



**Definition of Basic Skilled Worker: Work under direct supervision in a structured context.



In this pilot course, twelve young women, including eight Persons With Disabilities (PWD) and four underprivileged people with low education levels are being accommodated and trained at the CRP-VTC over a 4 month period (until 12th November). Upon completion, the trained women will be employed with a Grade 1 Salary as Sewing Machine Operators. The women will then undergo another eight months of on-the-job training at the Interfab Shirt Manufacturing Ltd. Factory which will give them each the opportunity to complete a Competency Skills Log Book (CSLB). This comprehensive process will ensure that the learning of each person is documented and will allow trainers to effectively assess students against required competencies. This process, with the support of skilled trainers and supervisors, will give the women the opportunity to acquire the technical competence required to become multi skilled RMG workers and be able to work in all facets of shirt manufacturing. There is a huge demand for the RMG sector in Bangladesh and these participants will prove that, through a quality training and assessment process, underprivileged groups can access vocational training and play a vital role in Bangladesh's ability to meet the global demands of the RMG export industry.

The institutional part of the competency based training according to RMG Industry Standards will be conducted jointly by the CRP-VTC and Technical School and College (TSC), Gazipur. Two Competency-Based Training & Assessment and industry (Interfab) trained instructors from CRP-VTC and TSC-Gazipur are delivering the training course. It has been planned to include the course in the new National Technical & Vocational Qualifications Framework (NTVQF) at Level 1 in agreement with the Bangladesh Technical Education Board. The Competency-Based Training & Assessment pilot using the RMG Sewing Machine Operator course aims to achieve an overall target of 10% enrolment of PWDs in TVET programs. At the same time, this pilot training initiative will create opportunities for all underprivileged groups by providing a model for industry that demonstrates how underprivileged groups can be mainstreamed into existing programs and gain formal TVET qualifications.

Summary Objectives

- Demonstrate that PWDs and other underprivileged people can become skilled workers through quality off and on-the-job training;
- Demonstrate that underprivileged people can be mainstreamed into formal TVET training programs and decent work for all can be achieved;
- Prove that underprivileged students with low formal education can become skilled workers;
- Prove that underprivileged students can achieve high outcomes when their basic needs are met.