

BETTER WORK UPDATE – July 2016



WHAT FACTORY SAYS ABOUT OUR TRAINING?

Better Work Bangladesh conducts series of trainings both at the factory premises as well as at our training venue. Trainings cover a wide range areas i.e. Supervisory Skills Training, Life Skills Training, Workplace Communication and so on. We interviewed a Senior Supervisor of printing section from Fakir Fashion Ltd. who received a 3 day long Supervisory Skill Training (SST). His name is Md. Mazharul Islam.

BWB: Did the training have any impact in your work?

MMI: After receiving the training I am more confident in maintaining a professional relation with workers/subordinates which in return help me to achieve production target.

BWB: What changes did you notice after the training?

MMI: It was difficult for me to approve number of annual leaves at a time during production time. But after the training it became easier for me to approve leave applications on the basis of priority and workers are more respectful to others' leave application.

BWB: What will be your suggestion for us?

MMI: This kind of training is necessary for other supervisors and senior management to create a better understanding within chain of command.

TRAINING PLAN FOR AUGUST, 2016

Training/Seminar	August
Supervisory Skills Training	2-4, 9-11, 28-30, 29-31 August, 2016
Maternity Protection & Financial Literacy	1 August, 2016
Managing People	7-8, 16-17, 21-22, 23-24 August, 2016
Workplace Communication	3, 4, 9, 10, 17, 18, 21, 23 August, 2016
Sexual Harassment	16, 22 August, 2016

BUYER PARTNERS WORKING WITH US

A special thanks to these buyers who have specially contributed to the programme with our assessment report.

BW GLOBAL PARTNERS	BUYER PARTNERS SUPPORTING BWB *

*Bangladesh buyer partners are global partners as well.

“Better Work adapted more of a development approach rather than an audit or fault finding approach” – Director, Ananta Group

Chowdhury A-A Quaseed is the Director of Ananta Group, one of the leading RMG exporters in Bangladesh and working with Better Work Bangladesh (BWB). He spoke about Ananta's involvement with BWB, Participation Committee in the factory and other issues.

BWB: What are the reasons Ananta choose to join Better Work?

C. A-A Quaseed:

Ananta Group at the moment is a company that has 8 companies in operation, few more coming up and we have a total 25,000 people working here; 20,000 workers and 5,000 staff. We are also working with 25 different brands and we have audits happening all the time. The burden of audits are too much on the central management team. When we knew Better Work is coming in and lot of brands have registered with BW, we thought we would sign up with BW if BW could give a unified report which would be accepted by all the brands. That was one of the main reasons. Another reason was BW adapted more of a development approach rather than an audit or fault finding approach. We wanted to have something like this which look at things on a regular basis and point out where we are falling behind and help us to remedy those faults and finally become better.

BWB: BW wants to facilitate the formation of elected Participation Committee in your factory. What is your view on this?

C. A-A Quaseed:

Well, the Participation Committee is something that we have been practicing in our factories for many years. Previously the PC was chosen through a process that was a combination of both voting and selection. But from about two years ago we started going through a completely transparent, democratic election process where the workers elected their representatives and the labour department had their representatives present during the election. There are couple of points where I would say a bit of dissonance between what we had in mind, what we have practiced last 2 years and BW has recommended. But we have been able to come to a mutual agreement. Basically we will be having PC where there will be election commission formed both by the participation of both workers and the management. That is in the law and we are going to follow the law. So I would encourage the election. It is always a better idea to give voice to workers' voice before problems get bottled up and explode in a big way.

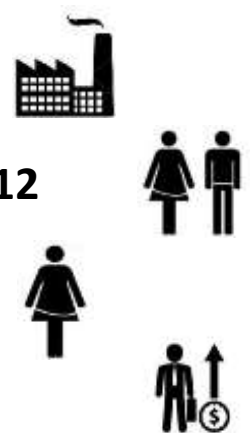
Read full interview on http://www.ilo.org/dhaka/Whatwedo/Projects/WCMS_402978/lang--en/index.htm

Number of Factories Registered in 2016: 95

Total Number of Workers in these Factories: 197,912

Number of Female Workers: 54% (106,643)

Number of Global Buyer Partners: 32



For more info go to: http://betterwork.org/global/?page_id=361

LIST OF FACTORIES

Sl. No.	Factory Names	Location	No. of workers	Product/Type	Joining Date
1.	Ananta Jeanswear Ltd.**	Tongi	2728	Children+Pant	Nov-14
2.	Crown Wears (Pvt) Ltd.**	Mymensingh	3724	Shirt+Pant	Nov-14
3.	Dada (Dhaka) Ltd.**	Tongi	1862	Cap+Head wear	Oct-14
4.	Mahmud Jeans Ltd.**	Gazipur	2757	Denim	Nov-14
5.	Yasin Knittex Ind. Ltd.**	Gazipur	2019	T-shirt+Polo Shirt	Oct-14
6.	Romo Fashion Today Ltd.**	Gazipur	393	T-shirt+Und.Gar	Oct-14
7.	Sparrow Apparels Ltd.**	Gazipur	3626	Shirt+Pant	Nov-14
8.	SQ Birichina Ltd.**	Mymensingh	5675	Lingerie	Oct-14
9.	SQ Celsius Ltd.**	Gazipur	4893	Sweater	Oct-14
10.	SQ Celsius Ltd. (Unit-2)**	Mymensingh	1946	Sweater	Oct-14
11.	Windy Apparels Ltd.**	Ashulia, Savar	1427	Woven	Dec-14
12.	Sterling Styles Ltd.**	Ashulia, Savar	3300	Pant	Nov-14
13.	IRIS Fabrics Ltd.**	Gazipur	1932	T-shirt+Polo Shirt	Dec-14
14.	Esses Fashions Ltd.**	Gazipur	1133	Knit Items	Oct-14
15.	Int'l Knitwear and Apparels Ltd.**	Gazipur	853	Knit Items	Oct-14
16.	Ananta Denim Technology Ltd.**	Narayanganj	3650	Woven (Bottom)	Jan-15
17.	JMS Composite Knitwear Ltd.**	Gazipur	290	T-shirt+NightWear	Feb-15
18.	Banga Garments Ltd.**	Mirpur, Dhaka	644	Jacket+ Trouser	Dec-14
19.	Colossus Apparel Limited (Unit 1)**	Tongi, Gazipur	379	Knit items	Nov-14
20.	Colossus Apparel Limited (Unit 2)**	Gazipur	1161	Knit items	Nov-14
21.	Cortz Apparels Ltd.**	Gazipur	1116	Knit items	Nov-14
22.	Masihata Sweaters Limited**	Gazipur	5134	Sweaters	Nov-14
23.	Sharmin Apparels Ltd. **	Ashulia, Savar	1087	Woven items	Dec-14
24.	S.F. Denim Apparels Ltd.**	Dhaka	1996	Denim	Nov-14
25.	Int'l Trading Services Ltd. (Wash Unit)**	Gazipur	1518	Shirt, Pant, jacket	Aug-15
26.	Shams Styling Wears Ltd.**	Savar	3610	Woven items	Mar-15
27.	Standard Stitches Ltd. (Woven Unit)**	Gazipur	4290	Denim	Mar-15
28.	Standard Group Ltd. **	Gazipur	6460	Woven Items	Mar-15
29.	The Civil Engineers Ltd. (Woven Unit)**	Savar	4971	Woven	Mar-15
30.	The Civil Engineers Ltd. (Unit 2) **	Savar	870	Woven wash	Mar-15
31.	Transworld Sweater Ltd.**	Gazipur	2155	Woven	Mar-15
32.	Int'l Trading Services Ltd.	Gazipur	2300	Woven	Aug-15
33.	Indesore Sweater Ltd. **	Gazipur	2600	Sweater	Apr-15
34.	Toyo Composite Knit Garments Ltd. **	Dhaka	220	Kids,Men,Women	May-15
35.	Knit and Knit wears Ltd.**	Dhaka	178	Kids item	Mar-15
36.	Pure Cotton Knit wears Ltd. **	Dhaka	203	Kids item	Mar-15
37.	Fakir Apparels Ltd. **	Narayanganj	8824	T-shirt, Jacket	Apr-15
38.	Kazipur Fashions Ltd. (Unit-1) **	Dhaka	426	Woven	May-15
39.	Crazy Fashions Ltd. **	Dhaka	600	Woven Items	May-15
40.	Tip Top Fashions Ltd. **	Dhaka	600	Woven	May-15
41.	Wear Mag Ltd. **	Dhaka	300	Woven	May-15
42.	Adhunik PoshOak Shilpa**	Dhaka	1100	Woven	May-15
43.	Bestwool Sweaters Ltd.**	Gazipur	2376	Sweaters	May-15
44.	Natural Denims Ltd.**	Savar	2732	Denim Items	May-15
45.	Bellissima Apparels Ltd. **	Gazipur	601	G+L+Work,Unifrm	May-15
46.	That's It Sports Wear Ltd.**	Savar	7590	Woven	May-15
47.	Hannan Knit & Textiles Ltd.	Gazipur	1600	Sweater	Mar-16
48.	Aman Winter Wears Ltd. **	Savar	594	Sweaters	May-15
49.	Euro Jeans Ltd.**	Gazipur	1184	Woven	May-15
50.	Zaheen Knit wears Limited**	Narayanganj	1050	T Shirt, Polo Shirt	Apr-15
51.	Fakir Fashion Ltd. **	Narayanganj	6159	Gents, Ladies Items	May-15
52.	Birds RNR Fashions Ltd.**	Savar	1000	Trouser, Pant	May-15
53.	Jeacon Garments Ltd. **	Gazipur	839	Woven Items	Jun-15
54.	The Civil Engineers Ltd.	Dhaka	1625	Woven Top, Bottom	Jun-15
55.	Creative Collection Ltd.**	Gazipur	5200	Woven	Jun-15
56.	Creative Wash Ltd. **	Gazipur	2400	Washing works	Jun-15
57.	Cotton Zone Ltd. **	Dhaka	263	T Shirt, Trouser	Jun-15

58.	Esquire Knit Composite Ltd. **	Narayanganj	5439	Knit Items	Jun-15
59.	United Trousers Ltd. **	Savar	2000	Pant, Denim, Jacket	Jun-15
60.	Arabi Fashion Ltd.	Gazipur	952	Jersey, Pullover	Jun-15
61.	Novel Hurricane Knit Garments Ltd. **	Gazipur	829	Knit Items	Jun-15
62.	Vintage Garments Ltd. **	Savar	700	Jacket, Pant	Jun-15
63.	Standard Stitches Ltd. (Unit 2) **	Savar	1280	Woven Bottom	Jun-15
64.	Safaa Sweaters Ltd.	Savar	841	T-shirt	Mar-16
65.	Cotton Club (BD) Ltd. **	Gazipur	1732	Knit Items	Jun-15
66.	Raquef Apparels Wash & Pkging Ltd. **	Savar	1351	Denim	Jun-15
67.	Ananta Casual Wear Ltd.**	Gazipur	4145	Woven (Bottom)	Jul-15
68.	Jinnat Knit wears Ltd. **	Gazipur	1781	T-shirt,Trouser,Jckt	Jul-15
69.	Dekko Ready wears Ltd. **	Dhaka	2825	Woven	Jun-15
70.	Dekko Apparels Ltd. **	Dhaka	537	Woven	Jun-15
71.	Mascot Fashions Ltd. **	Savar	768	Woven	Aug-15
72.	Mascot Garments Ltd. **	Savar	1338	Woven	Aug-15
73.	Mascot Knits Ltd. **	Savar	490	T-shirt, Polo Shirt	Aug-15
74.	Birds Fadrex Ltd.	Savar	844	Trouser, Pant	Aug-15
75.	Birds Garments Ltd. (Unit 2) **	Savar	675	Trouser, Pant	Aug-15
76.	Fancy Fashion Sweaters Ltd. **	Gazipur	1750	Sweater	Oct-15
77.	Hannan Fashions Ltd. **	Gazipur	1450	Sweater	Oct-15
78.	Knit Asia Ltd. **	Savar	2018	T-shirt, Polo shirt	Oct-15
79.	Garib & Garib Co. Ltd. (Unit-2)	Gazipur	1034	Sweater	Oct-15
80.	Knit Plus Ltd.	Gazipur	1523	Knitwear	Oct-15
81.	Muazuddin Knit Fashion Ltd.	Gazipur	1198	Circular knitwear	Oct-15
82.	JM Fabrics Ltd. **	Gazipur	3693	Fabrics, Knit items	Oct-15
83.	S.B. Style Composite Ltd.	Narayanganj	372	T-shirt, Baby wear	Nov-15
84.	P.M. Knittex (Pvt.) Ltd.	Narayanganj	1179	T-shirt, Polo shirt	Nov-15
85.	Mega Yarn Dyeing Mills Ltd.	Gazipur	2866	Sweater	Mar-16
86.	Barnali Fabrics Ltd.	Munshiganj	1190	T-shirt, Polo shirt	Nov-15
87.	Rowa Fashions Ltd.	Gazipur	940	Woven (Jacket)	Jan-16
88.	MM Fashions & Composite Ltd.	Gazipur	627	Knit (Men-Women-Kid)	Jan-16
89.	Essential Clothing Ltd.	Gazipur	339	T-shirt	Mar-16
90.	Crescent Fashion & Design Ltd.	Gazipur	3505	Shirt, Ladies Bottom	Mar-16
91.	Pioneer Knitwears (BD) Ltd.	Mymensingh	5404	Sweater	Mar-16
92.	Zyta Apparels Ltd.	Mirpur, Dhaka	1630	Woven (Bottom)	Mar-16
93.	Columbia Apparels Ltd.	Gazipur	2259	Woven (Bottom)	Apr-16
94.	Ananta Garments Ltd.	Savar	5550	Trouser, Kids, Skirt, Shirt	May-16
95.	AKH Fashions Ltd.	Savar	1210	Woven (Shirt)	May-16

Factory Registration Fees:

In order to make the programme sustainable and not to be entirely dependent on donor funding, Better Work has been designed to recover some of the operating costs by charging fees in connection to services it provides. To access Better Work services factories need to be registered with us. There is a standard registration fee in relation to the size of the factory or the number of workers work in that factory. These fees cover 8 Advisory visits, 1 Assessment and 15 participant days of training. There are four categories in this respect:

Number of workers	Fees (in US\$)
1. 200-500	3,000
2. 501-2000	3,500
3. 2001-3,500	4,000
4. 3,500-above	4,500

Assessment:

* As of July 2016, Eighty Two (82) factories have been assessed.

** As of July 2016, Eighty (80) reports have been released.

Advisory:

As of July 2016: 344 Advisory visits to the factories have been conducted.