

Decent Work Due Diligence Bangladesh

Project brief for
brands sourcing in
Bangladesh
16 Sep '25

Agenda

- Short introduction to the project
- Decent Work Due Diligence and Worker Priority Poll surveys as tools for data collection
- Data analysis and factory 'sheets'
- Sectoral social dialogue and EU-GoB trade agreement (GSP+)
- Added value for companies to participate
- Q & A



DWDD Bangladesh • project overview

Project title	Decent Work Due Diligence Bangladesh
EU support	NDICI Human Rights and Democracy and NDICI Civil Society – Country level support for Bangladesh
	Lot 1: To strengthen local Civil Society Organisations, including trade unions, to actively advance decent work, sustainability and human rights due diligence.
Project partners	Mondiaal FNV (MFNV) Bangladesh Labour Foundation (BLF) WageIndicator Foundation (WIF)
Sectors	Textile & Garment – 300 RMG factories Footwear & Leathergoods – 20 factories Leather (tanneries) – 50 factories
Districts	Dhaka, Gazipur, Narayanganj, Chittagong
Duration	01/03/2025 – 28/02/29



DWDD Bangladesh • Methodology

Decent Work Due Diligence Bangladesh

- Checking **company compliance with normative labour regulations** as well as **international guidelines and principles** from the perspective of workers, through interviews and polling with workers about working conditions and pay.
- Questionnaire covering amongst others:
 - Employment Security
 - Working Hours
 - Wages (incl. Minimum Wage compliance)
 - Maternity & Work
 - Health & Safety
 - Social Security
 - Fair Treatment
 - Child Labour
 - Forced Labour
 - Right to Organize
 - Access to Remedy and Grievance Mechanisms



DWDD Bangladesh • Survey

Checking for compliance and alignment with National labour law & international standards and guidelines

Starting point: Bangladesh Labour Act (2006) + Bangladesh Labour rules (2015)

Complemented with:

- a. ILO MNE Declaration
- b. OECD Guidelines for Multinational Enterprises
- c. ILO Fundamental Principles and Rights at Work
- d. ILO Conventions and Recommendations
- e. UN Guiding Principles on Business and Human Rights
- f. Corporate Sustainability Reporting Directive (CSRD – ESRS)
- g. Corporate Sustainability Due Diligence Directive (CSDDD)
- h. EU Forced Labour Regulation
- i. CEDAW Convention



DWDD Bangladesh • Data Collection



Comprehensive Factory Database

A **complete 370 factory list** based on selected criteria



GIS Mapping

Accessible and viewable as a **full map** and **cluster-wise maps**



Enumerators Recruitment

In-house recruitment (preferably industrial cluster-based) of data enumerators



Rigorous 7-day training for enumerators

- 2 days on **labour laws** and **international standards**
- 3 days on **questionnaire** and **data collection tools** with mock-test
- 1 day **field test**
- 1 day on **reviewing field experience** and **updating questionnaire**
- 1 day on **ethical standards, safeguarding**, etc.,



DWDD Bangladesh • Data Collection

○ Data Collection

- Mostly in the **evenings/nights** at workers' households (**outside factory premises**)
- Workers **Consent** before interviewing
- Real time survey - **directly input in database** through digital tools
- Will maintain **safeguarding** and **ethical practices**

○ Survey Coverage

Total **10150** workers data will be collected (in each phase)

- RMG: $(300 \times 30) = \mathbf{9000}$ workers data
- Leather: $(50 \times 15) = \mathbf{750}$ workers data
- Leathergoods & Footwear: $(20 \times 20) = \mathbf{400}$ workers data



DWDD Bangladesh • General flow of the data

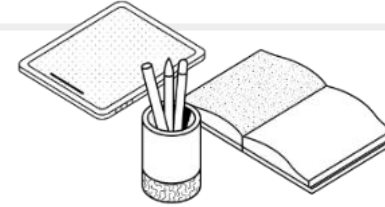
Data collection

- Factory Mapping
- Surveying of workers through **Decent Work Due Diligence** surveys and **Worker Priority Polls**



Data analysis

- Individual factory analysis
- Brand analysis and visualisations

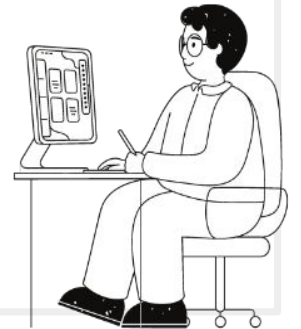


Lobby & Advocacy

- Data-driven Social Dialogues
- Sectoral key stakeholder dialogues

Second round data collection & analysis

- Measure improvements

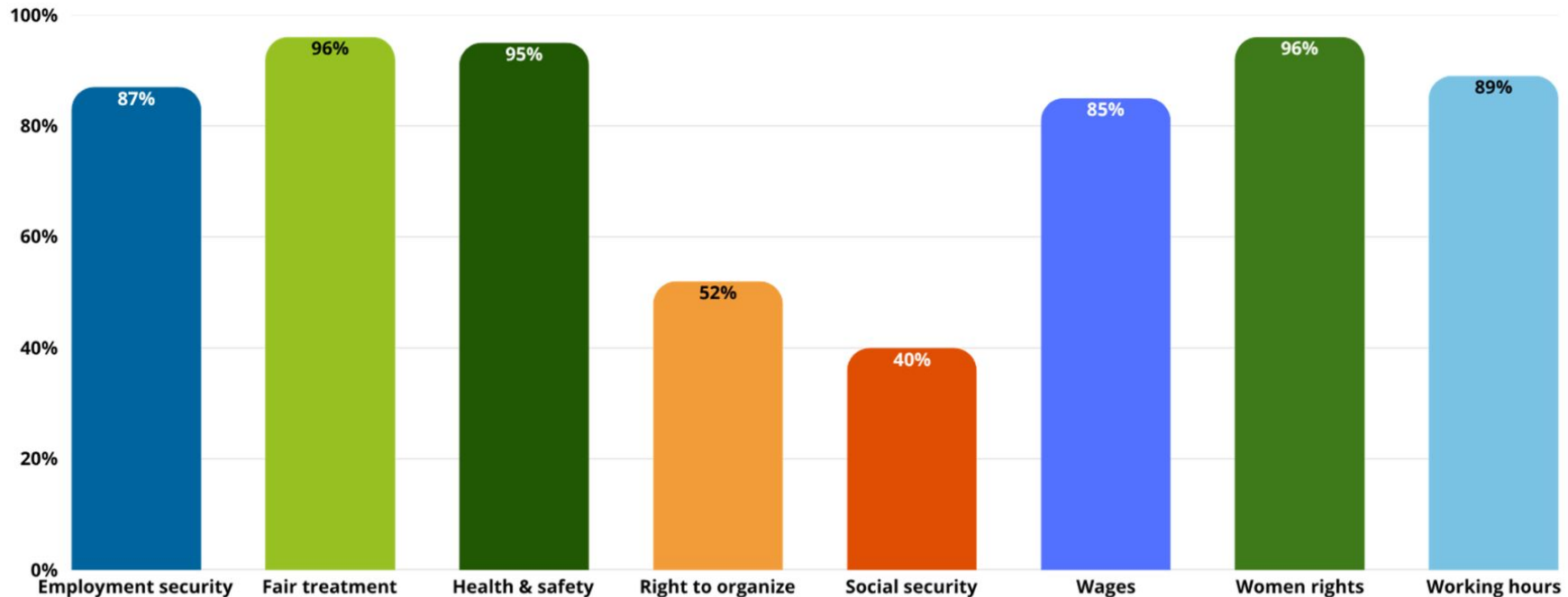


DWDD• Visualisation of the data - overarching level

Example from earlier project - not enriched with HRDD yet

What the Data Tells Us?

Compliance with Local Regulations by Category – 51 Factories

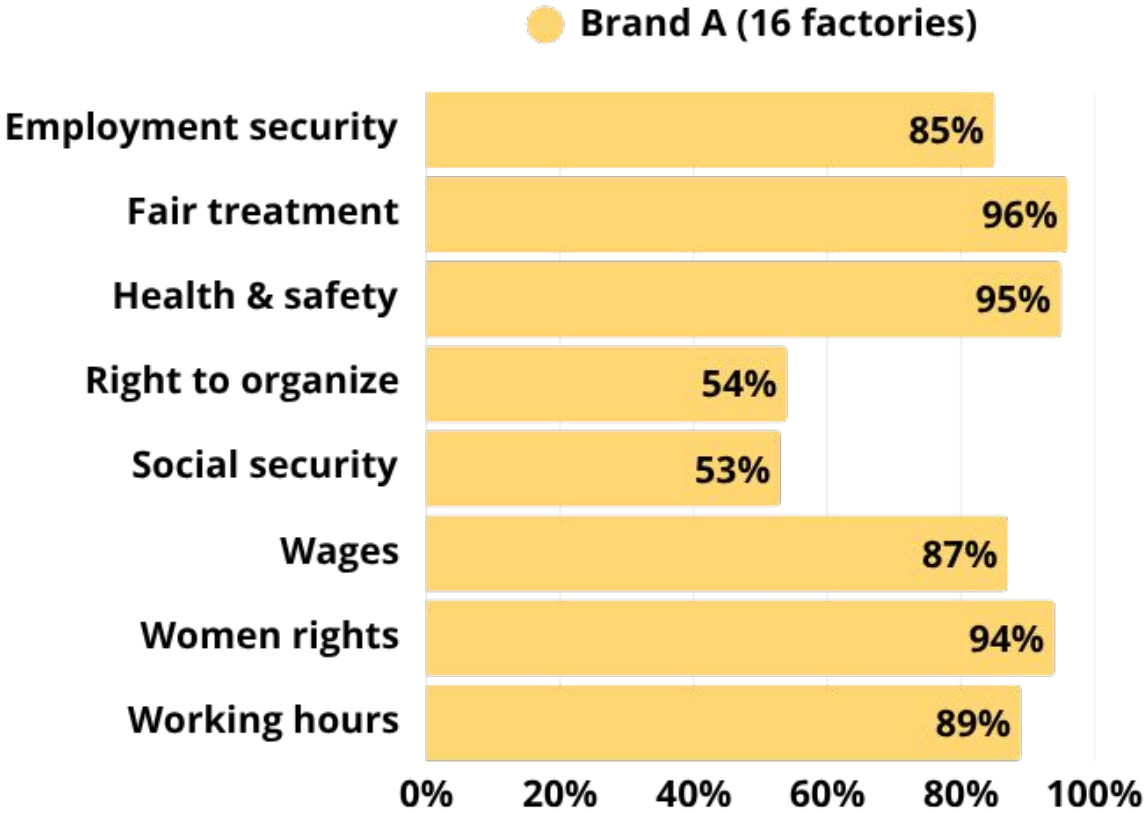


*Percentages shown are rounded to the nearest whole number

- Compliance rate reflects the **average of multiple subtopics per category**.
- Strong compliance in Fair Treatment (96%) and Women's Rights (96%).
- Challenges remain in Right to Organize (52%) and Social Security (40%)

DWDD• Visualisation of the data - brand level

Example from earlier project, not real data + not enriched with HRDD yet



53%



Low compliance on Social Security

94–96%



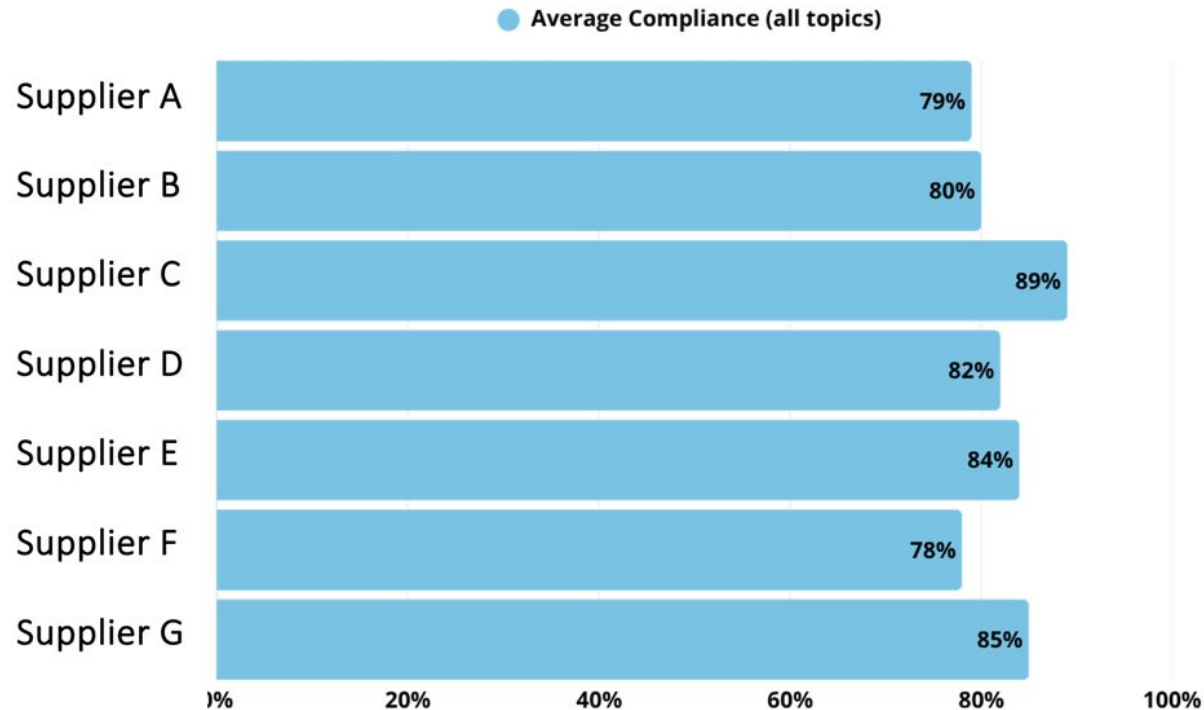
High compliance on Fair Treatment, Health & Safety, and Women's Rights across all brands.

DWDD• Visualisation of the data - factory level

Example from earlier project, not real data + not enriched with HRDD yet

How brand Suppliers Performance on Labour Compliance?

Compliance Overview: Average Percentage by Factory



*Percentages shown are rounded to the nearest whole number

- This graph shows the average compliance percentage across all labour topics for each factory supplying to brand according to worker's experiences

- **Average compliance percentage range from 78% to 89%**, with Supplier A leading at 89%, and Supplier B at the lowest with 78%

DWDD• Visualisation of the data - factory level

Example from earlier project, not real data + not enriched with HRDD yet

How Brand Suppliers Performance on Labour Compliance?

Compliance Overview: Highest and Lowest Percentage of Brand Suppliers by Topic



*Percentages shown are rounded to the nearest whole number

- This graph compares the lowest and highest compliance percentages recorded for brand supplying factories across 8 main labour topics surveyed
- Supplier B consistently performed better than other suppliers, while supplier A appears at the bottom in multiple topics

DWDD • Sectoral support and input for GSP+ negotiation

- Aggregated **sector analysis**
- Strengthening sectoral and national **social dialogue** between tripartite stakeholders
- Support the **National Action Plan for Labour Sector Reform**, incl. living wage
- Aggregated data shared with EU and GoB as input for **GSP+ negotiation process**



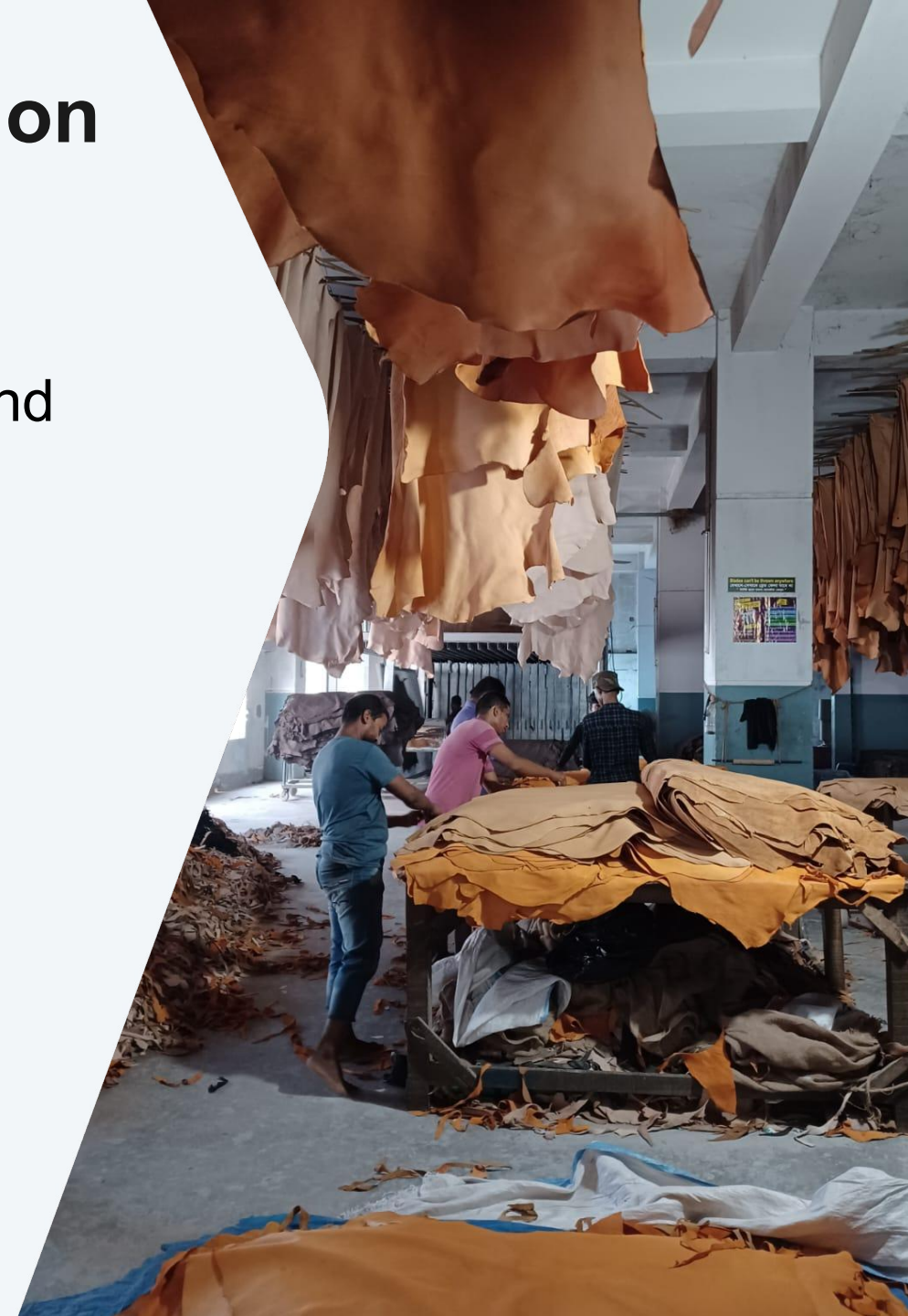
DWDD Bangladesh • Business opportunity

- Increased **insight in compliance** at supplier level and ability to improve standards
- Strengthened and evidence based Social Dialogues
- Collectively, via the project, brands in the position to lobby for **strengthening labour standards**, incl. wages and social protection
- **Align with CSDDD recommendations** to involve rights holders in Human Rights Due Diligence
- In the position to **influence positive outcome of GSP+ negotiation process** between GoB and EU and ensuring competitive sourcing from Bangladesh



DWDD Bangladesh • Brand Call to action

- Decent Work Due Diligence serves as a complementary tool in your HRDD compliance and mitigation
- Supports social dialogue and FoA principles
- Improves standards and worker satisfaction
- Data is secured and not shared publicly
- Partner-up and nominate your (key) supplier(s)!



DWDD •



Contact and nominating factories:

Mondiaal FNV: ruben.korevaar@fnv.nl

WageIndicator: fionadragstra@wageindicator.org

Thank you!