

# A Multi-Stakeholder Partnership in the Garment Sector in Bangladesh

Addressing Environmental and Labor Rights Risks: Engaging Stakeholders through Rightsholder-Based Monitoring for Effective Due Diligence



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# Why this project?



Bangladesh's garment sector:

- Persistent **labor rights violations & environmental risks**
- Lack of **independent, rights-holder-driven data** for effective risk assessment
- Lack of **grievance mechanisms and communication structures**

# Why this project?



-  **Increasing legal due diligence requirements for companies:**
  - Require risk analysis & preventive measures
  - Emphasize stakeholder engagement
-  **Companies must ensure meaningful consultation with rights holders**



# Our collective goal



- ✓ **Provide reliable insights** through data driven, rightsholder-based Monitoring
- ✓ **Support due diligence efforts** by improving transparency & accountability
- ✓ Implement and scale up **concrete improvements** at factory level
- ✓ Use results for **dialogue with authorities** to minimise pollution and health risks



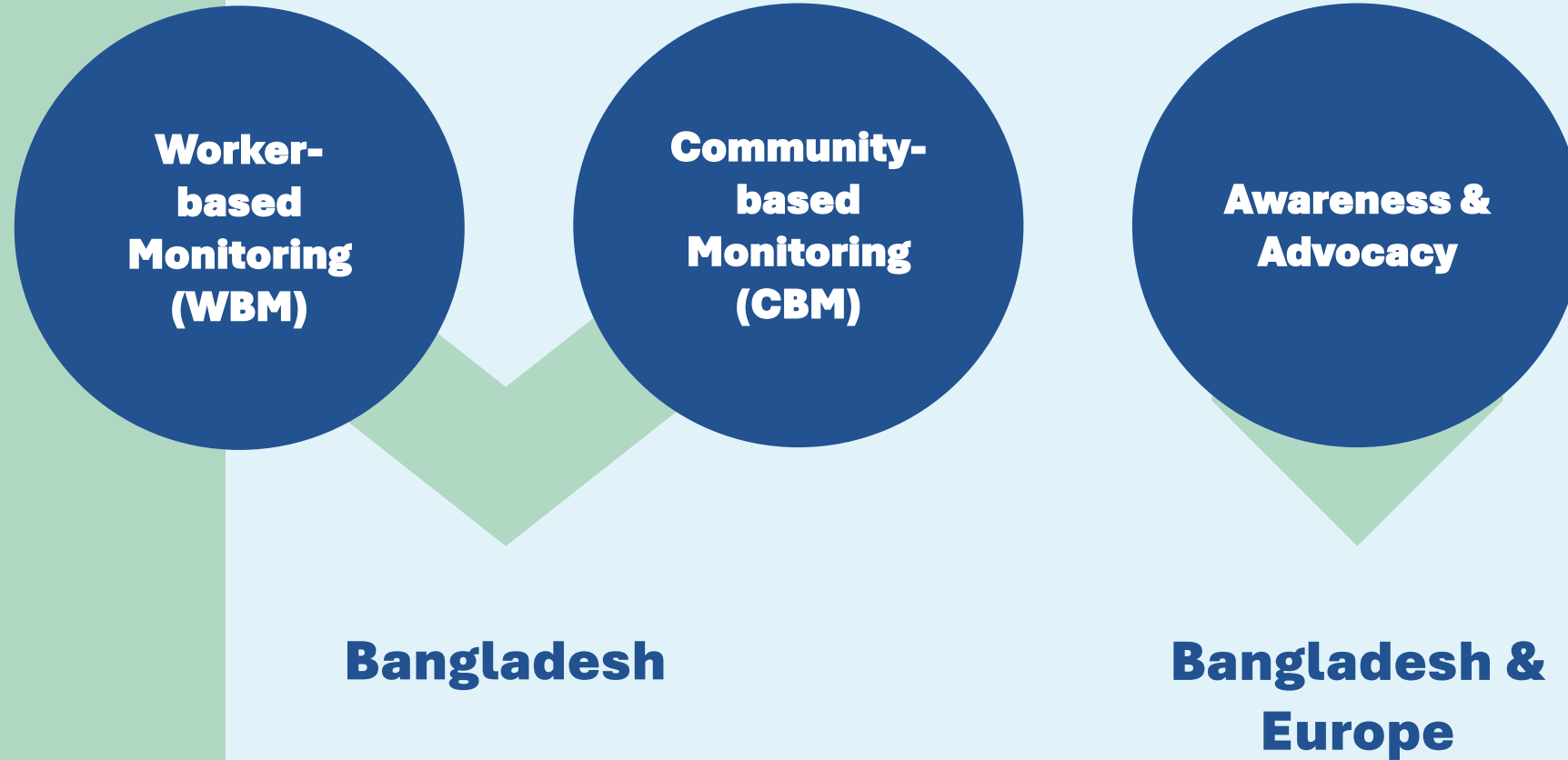
# Our approach



## Multi-Stakeholder Partnership

- Involves local trade unions, local & international NGOs, affected community members, local & international research organizations, suppliers, brands and government representatives
- Combines environmental, living and working conditions

# How we address the challenges



# How we address the challenges



## Worker-based Monitoring (WBM)

Interviews with workers outside factories → **rights-holder driven data** on working conditions and wages to be used by trade unions to strengthen negotiations



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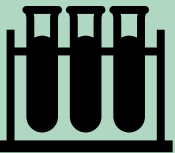


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# How we address the challenges



## Community-based Monitoring (CBM)

- Community members document health hazards & environmental risks
- Soil, water and hair samples → evidence-based data to be used by authorities



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# How we address the challenges

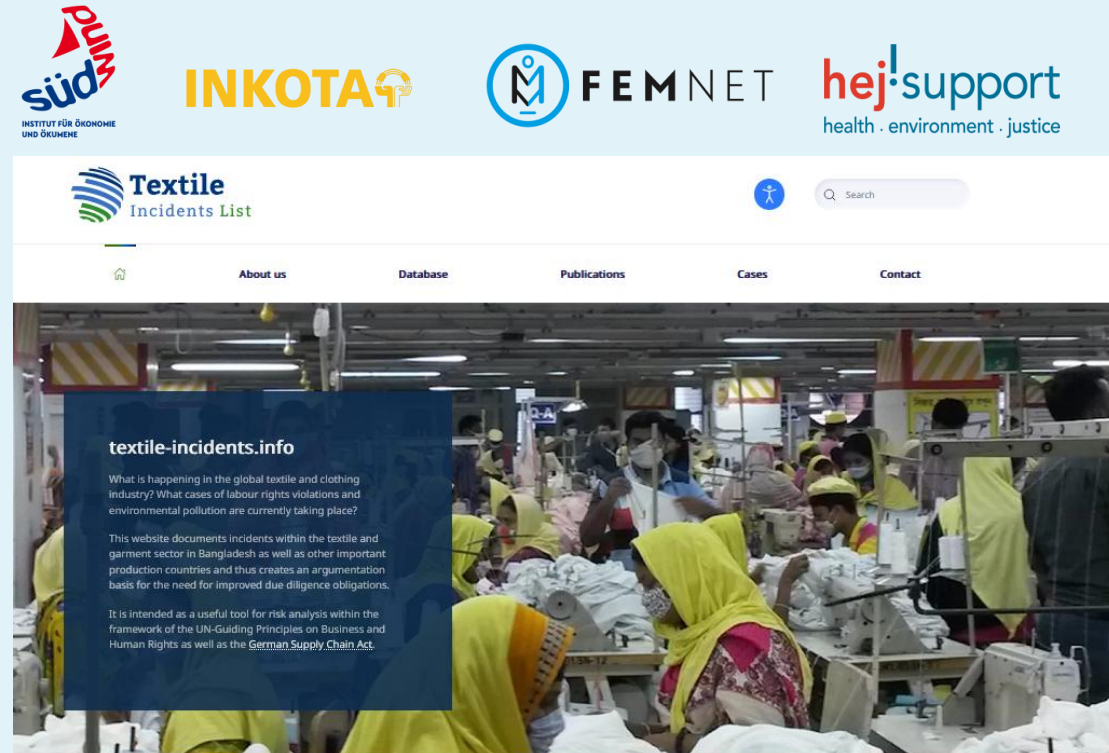


## Awareness & Advocacy



## What is the Incident Website?

- A platform for documenting labor & environmental incidents
- Helps brands and stakeholders track due diligence risks



### Latest cases in our data base:



# How can you engage?



Support and participate in our data collection – we are actively looking for more stakeholders to join!



Stay informed via [MyWage.org.bd](https://MyWage.org.bd) and [Textile-Incidents.info](https://Textile-Incidents.info)



Join our pilot project!



# Contact us



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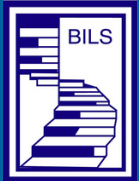




# Worker-based Monitoring

## Insights from Bangladesh

2025 OECD Forum on Due Diligence  
in the Garment and Footwear  
Sector



# Worker-based Monitoring - Workflow

## Forming a Core Group and Mapping Factories

- Core group formed: trade union and communities are center of the whole approach
- Factory Selection: based on insights from trade union and communities using PRA, transact walk method

## Data Processing & Usability

Analyze collected data, then structure it into a usable format for stakeholders

## Data Driven Negotiations

- The trade union uses DWC data to engage in social dialogue and negotiate with factory management to address non-compliances
- Support provided by brands

## Data Collection

- Workers use the Decent Work Check (DWC) to assess their working conditions.
- Data is compared to labour laws.
- Data is available online

## Capacity Building - Manuals & Workshop

- Training materials and a manual is developed
- Workshops to train trade unions on using DWC data for negotiations

## Monitor Changes

Monitor changes over time for better compliance with second round of data collections



# How We Collect the Data?

Decent Work Check

## Methodology and Coverage



Assessed **labour law compliance** using the Decent Work Check (DWC) survey directly with workers



Covered **8 labour topics**: Employment Security, Working Hours, Minimum Wage, Maternity and Work, Health and Safety, Social Security, Fair Treatment, and Freedom of Association



**10 skilled enumerators** conducted interviews



Representative sample of **minimum 30 workers per factory** - proportional representation across gender and employment status



Worker **anonymity and confidentiality** were assured



Surveyed **51 Ready-Made Garment (RMG) factories in Ashulia**. Interviewed a total of **1,580 workers** with their consent



DWC Survey Period: **Mid-October 2024 to Early January 2025**





# Insights from the Field



Most of the workers households are cramped and unhygienic, while factoris surrounding are also seems hazardous and polluted



Workers found this survey different than others, leading them to seek numerous clarifications.



Workers from non-targeted factories repeatedly ask why they are not being interviewed. They feel helpless, fearing that their workplace concerns are overlooked since they live together in the same area.



The workers feel concerned at the beginning of the data collection.



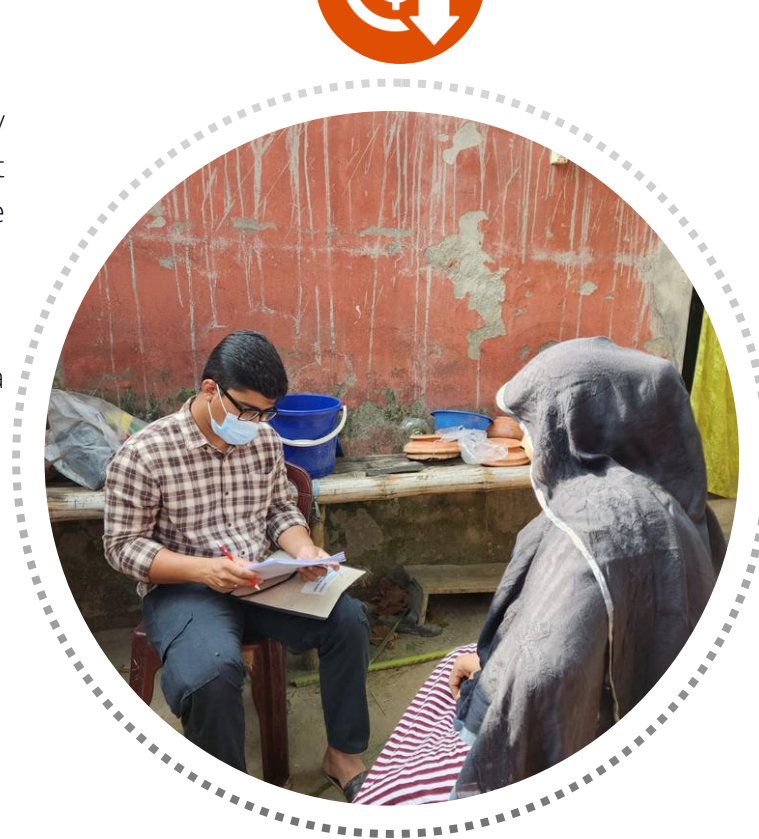
The workers are eager to understand their rights and seek workplace benefits.



When discussing wages with the workers, their expressions reflect dissatisfaction with their current earnings.

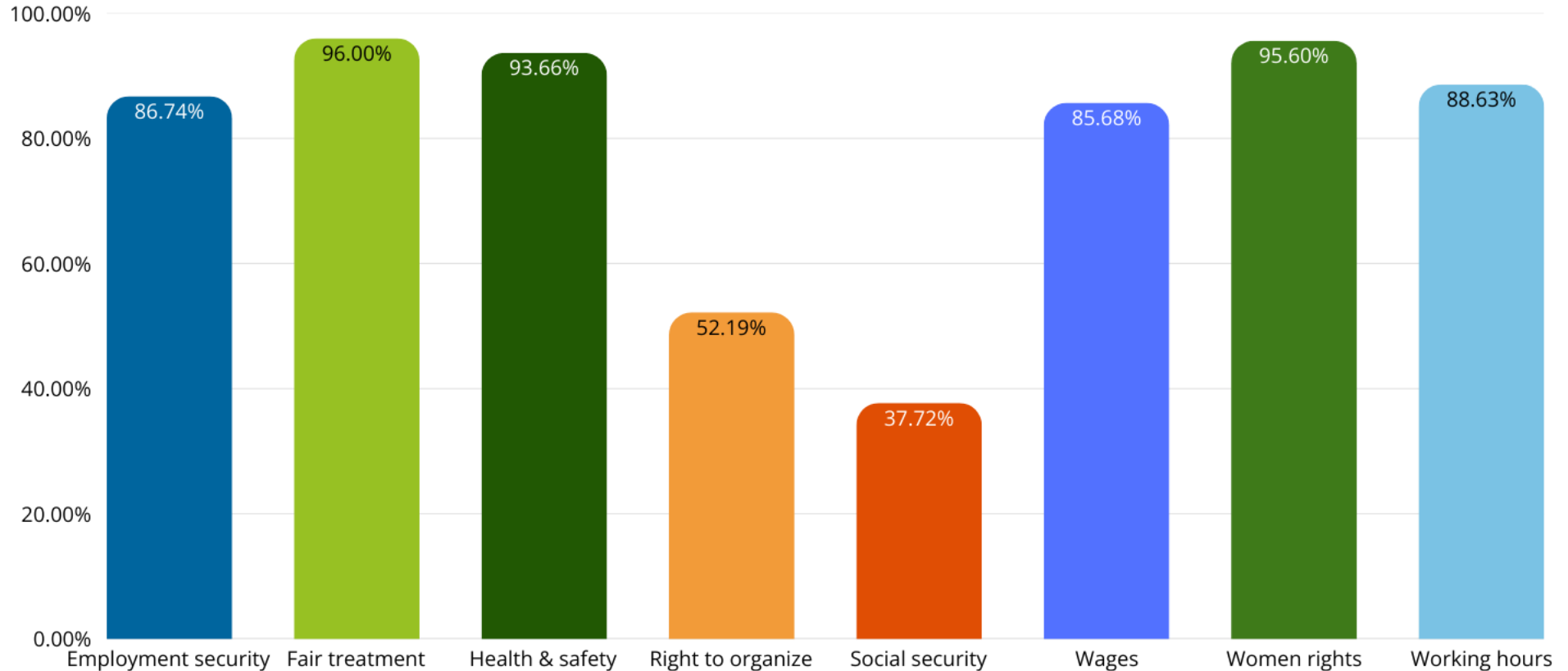


Many workers are worried about their earnings, as low overtime directly impacts their monthly income.



# What the Data Tells Us?

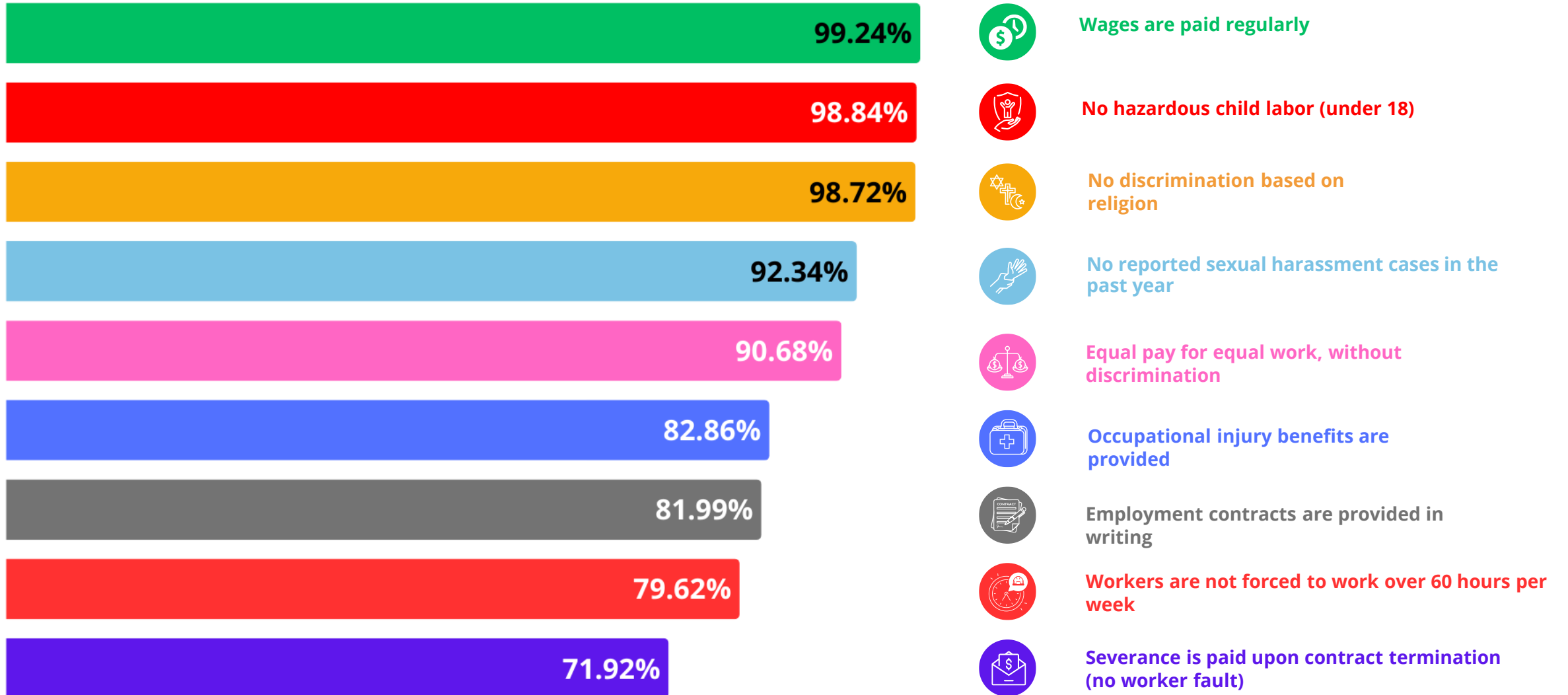
% of aspects in compliance with local regulation, per category in 51 factories



- Compliance rate reflects the **average of multiple subtopics per category**.
- Strong compliance in Fair Treatment (96%) and Women's Rights (95.6%).
- Challenges remain in Right to Organize (52.19%) and Social Security (37.72%)

# What the Data Tells Us?

## High Compliance Sub Topics





# What the Data Tells Us?

## Low - Compliance Sub Topics



### Social Security

0% of workers receive healthcare or old-age security



### Rights to Organize

Only 9% of workers are members of Trade Union



### Rights to Strike

Only 27% of workers can legally strike



### Minimum Wage

28% of workers are not paid the legal minimum wage



### Pension Rights

Only 17% of workers receive Gratuity while leaving the job



### Excessive Working Hours

42% of workers work more than 60 hours per week



### Unreported GBV

GBV is often unreported; Female workers take verbal abuse normally

# Real-World Impact: Workers Using the Data in Indonesia

**PT Tah Sung Hung & PT Shyang Hung Tah**



**Worker's Demand: Nursing Room Facilities for Women Workers**

## **Supporting Evidence:**

- ❶ Decent Work Check Survey (2022): Shows non-compliance with nursing room requirements.
- ❷ Legal References:
  - Joint Decree from 3 Ministries on breastfeeding.
  - Labour Law (Law No. 13/2003).
- ❸ CBA Database:  
Used by trade unions to see how other CBAs regulate nursing rooms and breaks

## **Outcome:**

- ✅ Trade union successfully advocated for nursing rooms and nursing time to be included in their extended CBA.

## Monitor the Changes After Negotiations

- Decent Work Check data is presented in Factory Pages. The result is shared with factory management and trade union as an assessment ahead of social dialogue meeting.
- Workers then are interviewed again to check the improvement agreed.

[Home](#) / [Garment Factories](#) / [Dupantex](#)
PT. DUPANTEX

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Kabupaten Pekalongan  
Jawa Tengah  
Indonesia  
(0285) 424524  
Textile  
Manufacture of fabrics

Business:

### ON THIS PAGE

- [Factory details](#)
- [Compliance with Labour Law](#)
- [About this factory page](#)
- [Do you work in this factory?](#)
- [Factory improvement](#)
- [Brands produced in this factory](#)
- [Information about the workforce](#)
- [Trade unions](#)
- [Labour conditions & wages](#)
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COMPLIANCE WITH LABOUR LAW

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Compare previous waves of this factory

wave 2 (2021-07-14)

wave 1 (initial wave)

EMPLOYMENT SECURITY

The employer provides copy of written employment contracts

total 11 respondent

9 compliant 2 non compliant (81%)

(wave started on 2022-09-27)

Average compliance rate of all surveyed factories: 87%

previous score for this factory

total 25 respondent

9 compliant 16 non compliant (36%)

(wave started on 2021-07-14)

previous score for this factory

total 29 respondent

27 compliant 2 non compliant (93%)

(initial wave)

The employer provides for breastfeeding breaks for nursing mothers

total 25 respondent  
25 compliant 0 non compliant (**100%**)  
(wave started on 2022-09-27)

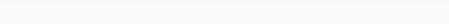
Average compliance rate of all surveyed factories: **73%**

previous score for this factory  
total 18 respondent  
6 compliant 12 non compliant (**33%**)  
(wave started on 2021-07-14)

Category	Compliant	Non-compliant	Compliance Rate
Current Survey (2022-09-27)	25	0	100%
Previous Survey (2021-07-14)	6	12	33%

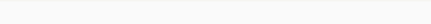
The employer provides for lactation facilities for nursing mothers in the factory

total 23 respondent  
21 compliant 2 non compliant (**91%**)  
(wave started on 2022-09-27)



Average compliance rate of all surveyed factories: **66%**

previous score for this factory  
total 17 respondent  
0 compliant 17 non compliant (**0%**)  
(wave started on 2021-07-14)





# Way Forward

## Summaries

The data will be accessible for stakeholders, where it can be used to trigger social dialogue within a factory. We can monitor and track progress over time and see real change happen.

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The worker-based monitoring model allows trade unions and companies to engage in more equitable and productive negotiations.

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This approach encourages all parties – trade unions, companies, and brands – to be transparent and accountable for improving working conditions.

## Call-to-Action

Use data gathered using the WBM approach to monitor the situation at factories and advocate for better working conditions

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Involve more factories, brands and its suppliers using this WBM approach

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Support local trade union in using DWC data to drive evidence-based social dialogue and create lasting improvements

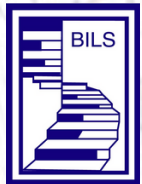
# Interested in using data to improve your operations and accountability?

Please contact us

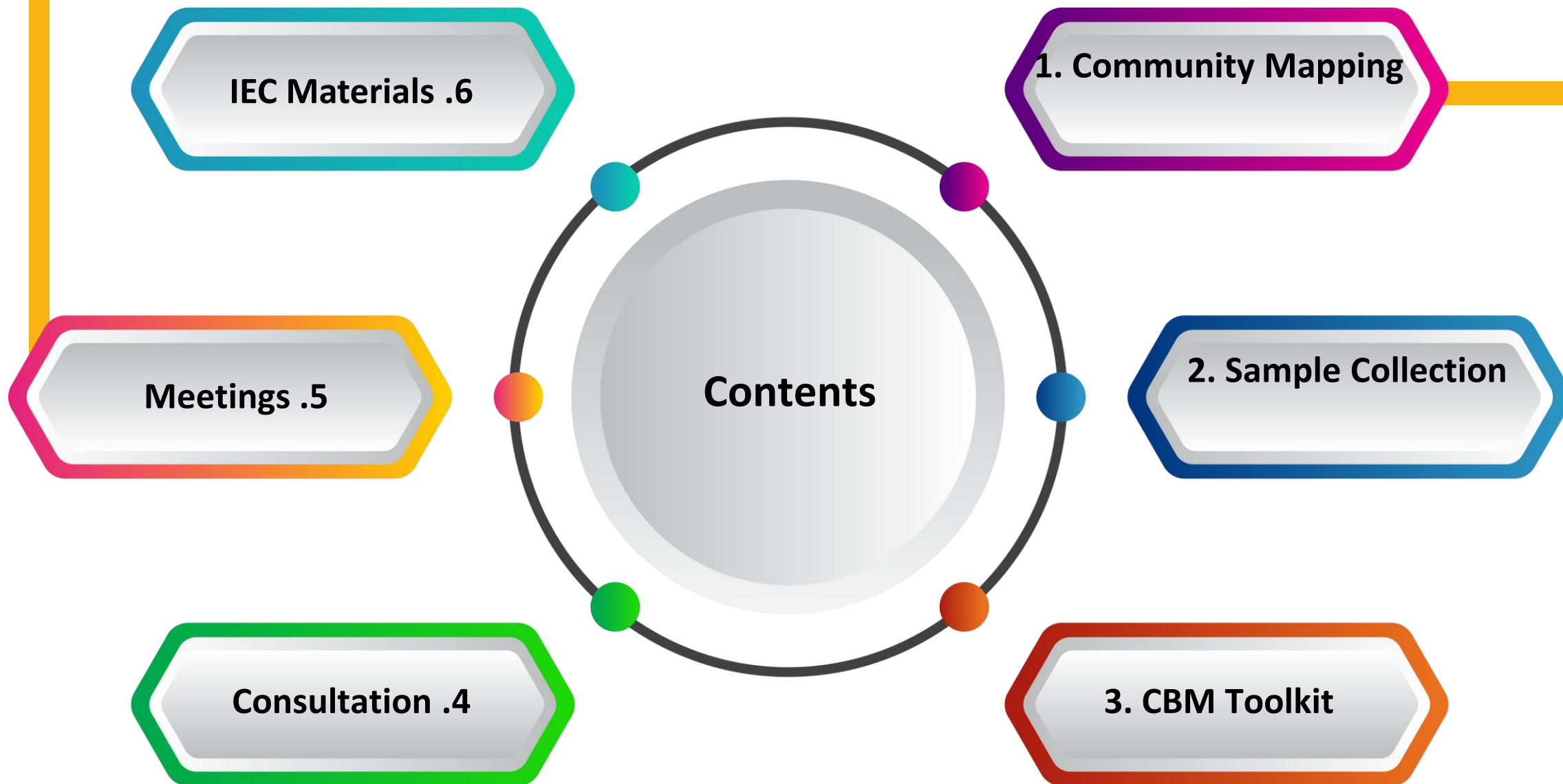


# STRENGTHENING DUE DILIGENCE IMPLEMENTATION IN THE TEXTILE SECTOR IN BANGLADESH

## ESDO'S WORK







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# Community mapping

Community mapping assesses Ashulia's local context, including its geography, socio-economics, environment, and health conditions, through field trips to various areas.

## Objectives

- To gain a deeper understanding of the residents, communities, and project area
- To foster rapport-building with the community members
- To identify suitable communities for sample collection and provide valuable insights into the local environment, health issues, and socio-economic dynamics.
- To finalize the locations for sample collection.



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# Sample Collection and Testing

- 5 labs were initially filtered and communicated with for water and soil testing
- Meeting arranged with 2 labs - SGS BD and Hohenstein BD
- Out of the 2 labs, Hohenstein Bangladesh (Origin: Germany) was finally selected for chemical testing for the project for its global recognition as well as the affordable price offered by the lab.
- Additionally, ESDO previously selected the National Institute for Minamata Disease (NIMD) in Japan for hair testing.
- ESDO plans to initiate the hair sample collection in the first week of next month.





# Water and Soil Sample Testing

- First Man-day: 25th of May, 2024
- Focus area: Ghosbag area and its surroundings
- Around 10 samples were collected
- Heavy Presence of Alkylphenol (AP) and Alkylphenol Ethoxylates (APEOs), Short-chain chlorinated Paraffins (SCCP) (C10-C13), Perfluorinated and Polyfluorinated Chemicals (PFCs) and some heavy metals





# Water and Soil Sample Testing

- Date: 26th, 29th and 30th of December, 2024
- Focus area: Ghosbag area and its surroundings
- Heavy Presence of Alkylphenol (AP) and Alkylphenol Ethoxylates (APEOs), Short-chain chlorinated Paraffins (SCCP) (C10-C13), Perfluorinated and Polyfluorinated Chemicals (PFCs) and some heavy metals





# Key Findings of Water and Soil Sample Testing

*High concentration of heavy metals and Toxic Chemical are found in water and soil.  
These are....*

- Lead:
- Cadmium
- Chromium
- Antimony(2) (Sb)
- Arsenic
- Alkylphenol (AP) & Alkylphenol Ethoxylates (APEOs)
- Chlorinated Paraffins
- PFAS/Perfluorinated and Polyfluorinated Chemicals (PFCs)
- Mercury
- Phthalates
- Formaldehyde



# Inception Workshop

- Date: February 27, 2024,
- Organizers: ESDO and BILS
- Venue: Centre on Integrated Rural Development for Asia and the Pacific - CIRDAP auditorium

## Participants

Senior officers of various ministries and departments of the Government of Bangladesh, Local public representatives, Trade unions, Organization leaders, Researchers, CSOs, NGOs and Representatives of International Organizations.





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# Container Group Meeting

- Date: July 11, 2024
- Organizer: ESDO
- Venue: New Cheers Restaurant, Dhanmondi 27, Dhaka



## Participants

Senior officers of various ministries and departments of the Government of Bangladesh; Local public representatives; Trade unions, Organization leaders; Researchers; CSOs; Representative from the Communities



# Workshop on Adaptation of the Community-Based Monitoring (CBM) Toolkit

- Date: October 24, 2024
- Organizer: ESDO
- Venue: CCDB HOPE Foundation, Jalsuka Road, Ashul

## Participants

- Community people
- ESDO Team Members.





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# 2nd Container Group Meeting

- Date: 23 December, 2024
- Organizer: ESDO
- Venue: New Cheers Restaurant, Dhanmondi 27, Dhaka

## Participants

Senior officers of various ministries and departments of the Government of Bangladesh; Local public representatives; Trade unions, Organization leaders; Researchers; CSOs; Representative from the Communities.



# Workshop on “Training on Community- Based Monitoring (CBM) Toolkit ”

- Date: 29, 30 December, 2024
- Organizer: ESDO
- Venue: Ghoshbag-Molla Bazar, Kathgora and CCDB HOPE Foundation, Jalsuka Road, Ashulia

## Participants

- Community people
- ESDO Team Members.





# Community Based Monitoring- CBM toolkit

Community-Based Monitoring (CBM) project to spotlight health and environmental risks, fostering democratic thinking within affected communities. In Ashulia, the Environment and Social Development Organization (ESDO) is adapting this approach to enhance garment workers' conditions and mitigate risks. This initiative aims to collect and present local health and environmental data sensitively and credibly.



## Chapter 1

The impact of hazardous chemicals on the environment, pollution, human health, and the food chain.



## Chapter 2

Techniques for collecting samples, documentation, reporting, and environmental sampling



## Chapter 3

A discussion on important laws and regulations in Bangladesh's legal framework



## Chapter 4

Lists of disease symptoms, body mapping for disease conditions, symptom calendars, health evidence, and next steps

# THANK YOU



**Questions?**  
Please use the  
chatbox!

- What challenges do you think workers and communities face in participating in monitoring processes?
- How can we ensure that monitoring data leads to actionable change?



# How can you engage?



Support and participate in our data collection – we are actively looking for more stakeholders to join!



Stay informed via [MyWage.org.bd](https://MyWage.org.bd) and [Textile-Incidents.info](https://Textile-Incidents.info)



Join our pilot project!



# Contact us



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