



# Sustainable Training for the Bangladesh Ready-Made Garment Sector

The Alliance for Bangladesh Worker Safety was formed in 2013 by global apparel brand companies in direct collaboration with a wide swath of Ready-Made Garment (RMG) sector stakeholders. The goal of the Alliance is to improve RMG industry worker safety by upgrading factories, educating workers and management, empowering workers, and building institutions that can enforce and maintain safe working conditions throughout Bangladesh.

Currently, the Alliance has 29 member brands representing more than 650 factories and 1.3 million workers. Since its formation, factory safety has measurably improved, but there is still more to be done, and the Alliance is slated to end in December 2018. In its final phase, the Alliance is creating a self-sustaining Standards and Monitoring Organization (SMO), which will continue the critical work of fostering safe working conditions in Bangladeshi factories.

The Institute for Sustainable Communities (ISC) is working with the Alliance to help the vocational education and training market meet the RMG industry's increasing demand for skilled factory managers. We are developing a sustainable training delivery model to reach managers and workers in RMG factories, and we are capacitating Local Training Providers (LTPs) to build a supply of seasoned trainers to contract with Alliance member factories and coordinate with the SMO in the long-run.

## Results:

- Increased awareness among development partners, major brands, industry platforms, nonprofit organizations, and LTPs of the need for specialized safety management training.
- Updated worker and security guard training materials (initially developed by the Alliance).
- Training program for factory managers that integrates systems-based thinking and risk management into safety policy, safety assurance, and safety prevention.
- Increased capacity of 26 seasoned trainers from seven LTPs to introduce new advisory and training services to RMG factories.
- Expansion of LTP business opportunities through new expertise and offerings.



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## Alliance Member Companies:

- Ariela and Associates International LLC
- Bon Worth
- Canadian Tire Corporation Limited
- Carter's Inc.
- The Children's Place Retail Stores Inc.
- Costco Wholesale Corporation
- Fruit of the Loom Inc.
- Gap Inc.
- Giant Tiger
- Hudson's Bay Company
- IFG Corp.
- Intradeco Apparel
- J.C. Penney Company Inc.
- Jordache Enterprises Inc.
- The Just Group
- Kate Spade & Company
- Kohl's Department Stores
- L. L. Bean Inc.
- M. Hidayat & Company Inc.
- Macy's
- Nordstrom
- One Jeanswear Group
- Public Clothing Company
- Sears Holdings Corporation
- Target Corporation
- The Warehouse
- VF Corporation
- Wal-Mart Stores Inc.
- YM Inc.



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## About ISC

Since 1991, the Institute for Sustainable Communities (ISC) has worked around the world to help communities, cities, industry, and NGOs accomplish their environmental, economic, and social goals. ISC uses training, technical assistance, peer-to-peer learning, and demonstration projects to help unleash the power of local people and institutions to address immediate challenges and opportunities – all while building those on-the-ground solutions into national and international best practices and policy.

In the last decade, ISC has raised and leveraged over \$10M from the US government and from the private sector to create four Environment, Health, Safety, and Energy Management (EHS+) training centers in China, India and Bangladesh – using world class, sector-focused curriculum to train more than 40,000 factory managers and workers representing over 1,500 suppliers and more than 150 brands.

Learn more at [sustain.org](http://sustain.org)

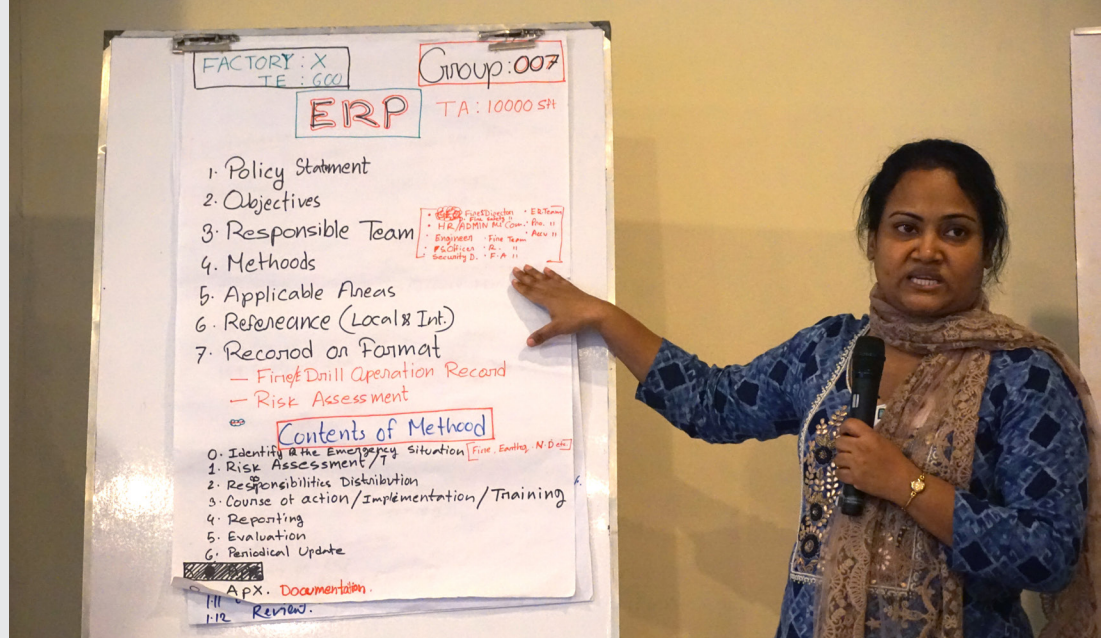
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## ISC's Role

ISC has prepared and deployed an intensive curriculum and “training-in-a-box” toolkits to equip LTPs to build the capacity of individual factories via in-house factory managers who will now be able to:

- Integrate a safety management culture into their factories’ policies and procedures.
- Deliver safety approaches to peer managers, workers, and security guards, thereby ensuring that factories can all meet and maintain Alliance standards for fire, building, and electrical safety.
- Prepare emergency response plans for their factories.
- Conduct risk analyses, identify hazards and control mechanisms, plan and implement additional actions/controls, and conduct regular self-assessments or audits.
- Conduct incident investigations to identify systemic weaknesses in the safety management system.

Because training is most effective with continuous improvement and follow-up, we are also enabling LTPs to:

1. Deliver technical and best practice updates to factories on an ongoing basis.
2. Coach factory trainers as they train factory workers.
3. Provide training reports to the Alliance’s new SMO.
4. Assess factories’ needs for further training.

ISC is also performing follow-up through monitoring of the LTPs and providing tailored feedback as they engage with their factory clients, ensuring that the training and other services they provide are aligned with Alliance standards.

