

Worker Empowerment Program

*Educating floor-level workers
in resource efficiency*



Background

The Bangladesh textile and garment industry employs a workforce of more than **4 million** that directly contributes to the growth and development of the sector, and the larger economy. With the industry's rising competitiveness and sustainability concerns, there is a strong need for quality training for the factory workers, which meets the international standards in the area of environmentally sustainable production practices.

IFC's PaCT program, in collaboration with the **Institute for Sustainable Communities (ISC)**, is offering a Worker Training Program for the textile and garment industry factory workers, focusing on enhancing their knowledge of Cleaner Production (CP), and improving their working conditions.

Unique Features

- Focuses on CP practices
- Designed for floor-level factory workers with low literacy and/or knowledge of CP
- Short duration, covering 2 hours session
- Small class size of maximum 30 workers
- Can be organized on factory premises- canteen, rooftop, empty warehouses, or any other designated area
- Sessions conducted in Bangla: interactive and picture based

Simple and easy practices and skills like the ones shown below are often overlooked or forgotten by factory workers.

CLOSING WATER TAPS



REPAIRING LEAKING PIPES



SWITCHING OFF LIGHTS BEFORE LEAVING
THE FACTORY PREMISES



WEARING PERSONAL PROTECTION
EQUIPMENT (PPE)



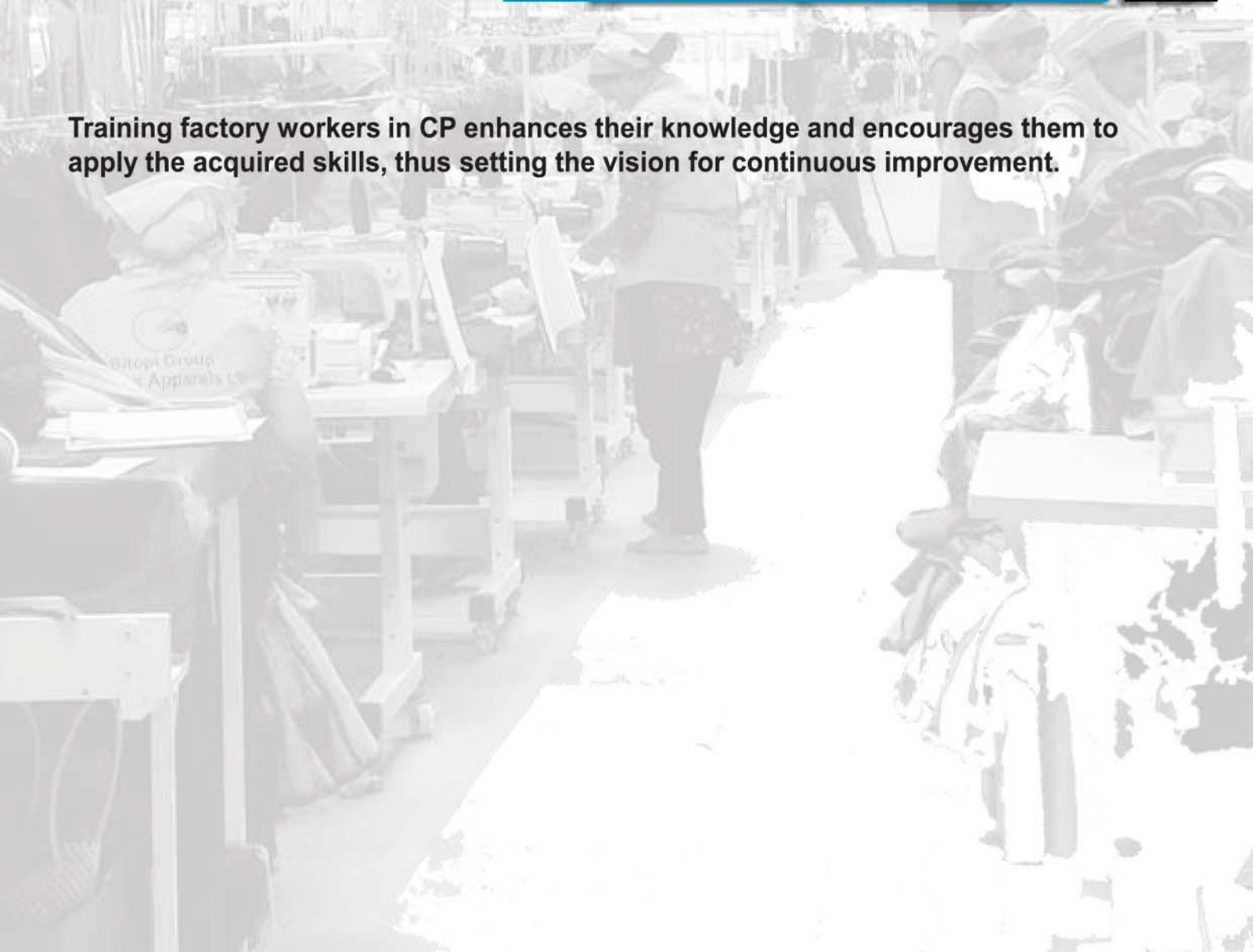
MAINTAINING A SAFE CHEMICAL ENVIRONMENT



KEEPING FACTORY SURROUNDINGS CLEAN

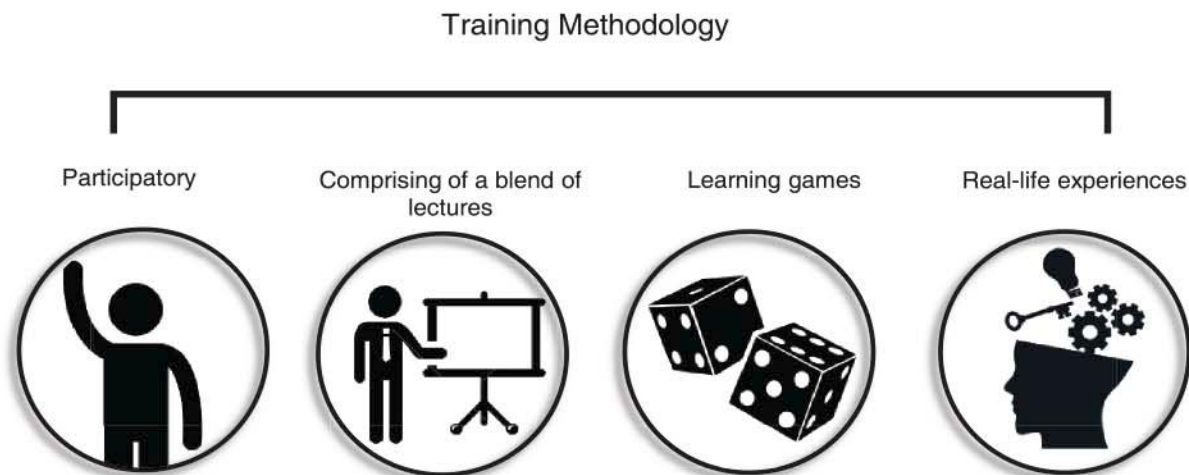


Training factory workers in CP enhances their knowledge and encourages them to apply the acquired skills, thus setting the vision for continuous improvement.



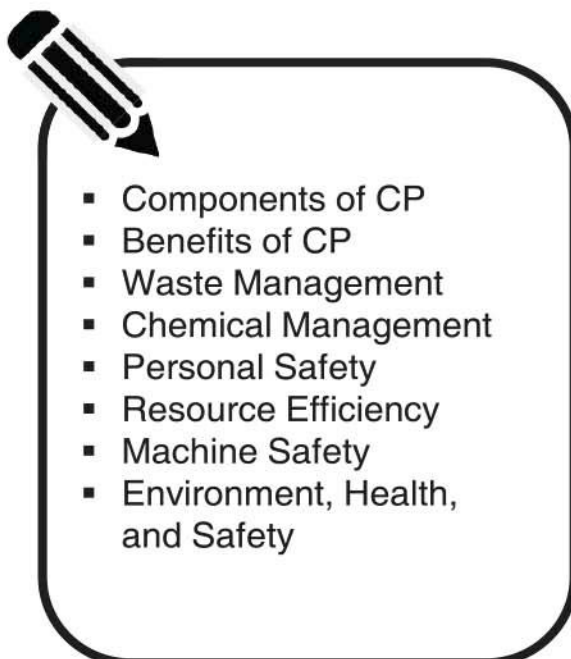
Training Methodology

Sessions will be designed with **presentations and activities** that prompt thoughts and views from the factory workers, and enable them to **link their experiences** as well as the **challenges** they face while working on the floor.



Training Contents

Contents will be structured with key messages about CP practices and resource efficiency, and how CP positively impacts factory's overall productivity, their personal life, and the environment.



Trainers

Sessions will be hosted by national experts who have experience in training on specialized topics in relevant fields.

Why Should My Factory Workers Participate in This Training Program?

Because factory workers trained in CP....



- Are an asset for the factory, and directly contribute in enhancing the factory's overall performance

- Are aware of the benefits of CP practices, and intend to implement the learnings
- Realize the impacts of resource efficiency on factory productivity



- Learn to use resources- *water, energy, and chemicals*- more efficiently
- Contribute to a reduction in factory's operational and process costs

- Maintain better working environment within the factory
- Contributes to the environmental sustainability of the factory, and the broader community



The Worker Training Program has helped to educate more than 100 of our floor level workforce to understand the necessity of water conservation. I appreciate PaCT's efforts in initiating such a training program. My sincere thanks to the Textile Technology Business Center (TTBC) and the trainers for their support in executing the training at TexTown Ltd.

***- Mr. A. Ponraj
GM, Knitting & Dyeing, TexTown Group***

Who is this training for?

The training is specifically designed for factory workers working on the production floor.

The training program aims to increase workers' awareness and knowledge of CP practices, and how these practices can significantly enhance production efficiency and environmental sustainability.





Training in CP boosts workers' knowledge and lifts their confidence, which eventually translate into improved factory productivity, increased profits, and a safer community.

Knowledge of CP gained by workers during the training....



...is applied throughout the production cycle....

....that results in



Resource use reduction

Knowledge empowerment

....leading to



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