

UNLEASHING WOMEN'S ECONOMIC POTENTIAL IN THE GARMENT SECTOR

Gender Equality and Returns (GEAR) is a special initiative of Better Work Bangladesh - a programme of the International Labour Organization (ILO) and the International Finance Corporation (IFC) - to promote equal opportunities in supervisory roles in garment factories.

GEAR was piloted in 2016-17 to train female workers for supervisory roles

28

Garment
factories

15

Days of training
per factory

144

Female workers
trained

58

Trainees
promoted



I would like to slowly but surely rise from my current position as supervisor to Line-chief, and then Assistant Production Manager and then Production Manager.

POPY AKTAR
GEAR-trained Supervisor

RESULTS

RISE IN INCOME

39%

Average increase in salary after being promoted as supervisors



EMPOWERING FEMALE WORKERS

30

Average number of workers supervised by a GEAR-trained supervisor



REDRESSING THE IMBALANCE

12%

Percentage of female supervisors in 28 GEAR-affiliated factories (from previous 5%)



FACTORY BENEFIT

5%

Increase in factory efficiency due to trained female supervisors



GEAR TRAINING

Technical skills

- ◆ Production process
- ◆ Solving bottlenecks
- ◆ Line-balancing

Soft skills

- ◆ Confidence-building
- ◆ Effective communications
- ◆ Leadership skills

Managers training

- ◆ Kick-off workshops
- ◆ On-boarding workers
- ◆ Selection training

Team building

- ◆ Creating networks
- ◆ Engaging with other colleagues