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Providing opportunities to WOMEN FOR EQUAL RIGHTS



India's garment industry is worth an estimated \$67billion and forecasted to reach \$223billion by 2021 and singularly employs 35million workers of which over 20million are women.

The ILO and Fairwear Foundation cite unfair employment opportunities, which often restrict women to low-level positions that lack a vital influence on the industry alongside concern over a work culture that fuels an unsafe and opaque working environment for women. The new Transparency in Supply Chain reporting requirements of the Modern Slavery Act for UK businesses call for promoting transparency, sustainable and inclusive supply chains.

The India ranks at a dismal 108 out of the 149 countries included in the 2018 Global Gender Gap report, released at the World Economic Forum. Even within the South Asian region, which is the second lowest scoring region, with a remaining gender gap of 34.2 per cent, India ranks fourth, well behind Bangladesh, Sri Lanka and Nepal

The SDG India Baseline Index, 2018 report, by India's official think tank NITI Ayog, attempts to score the states and Union Territories on sustainable development indicators. All states and Union Territories, except for four, have fared poorly on gender equality indicators. On gender equality, the cumulative score of states and Union Territories was the lowest among the 13 SDGs mentioned in the report, almost all Indian states are in the red zone except Kerala and Sikkim, which are best among worst and have scored a meagre fifty out of hundred. The NITI Aayog says that women and girls in the country experience inequalities in every aspect of life from access to healthcare, education, nutrition, employment to asset ownership. They also lag when it comes to decision making at home and in the public sphere

The most glaring revelation from the report was, as to how poorly all states fared on gender equality, sustainable development goal number 5, as well as on indicators concerning women and girls that were factored in other sustainable development goals.

Some of the statistics to reflect upon on status of gender equality in India, in the report released by NITI Ayog are,

- 1 in 3 women experienced spousal violence
- Only 898 girls born for every 1000
- 70% of the man's pay is a woman's earning for the man's job
- Only 32% of the labour force comprises women.

Despite the revelation of these glaring statistics, the 200-page report provides only 4-page section on gender equality and even in that stresses only the aspect of female labour participation rate, ignoring the whole gamut of structural and systemic barriers women face to achieve gender equality.

IBEF 2017

² CITI – Confederation of Indian Textile Industry 2016 ³Mishra 2015

https://www.ilo.org/wcmsp5/groups/public/ed_norm/declaration/documents/publication/wcms_554809.pdf

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The Hon'ble Minister of Textiles, Smt. Smriti Irani, in her keynote address in 2017 in a national consultation of Sustainable Development Goal- 5 on Gender Equality, strongly articulated the urgency and seriousness of gender equality in India. She stressed on humanising the SDGs for people to connect with, and efficient localisation of various targets strengthening that it would help in achieving the SDGs, particularly goal 5. She added that to improve equality in the society, government has to channelize the resources in right direction to create suitable jobs for women and make women as leaders.

The forward-looking Rebate of State Levies (RoSL) Scheme launched by the Government of India underpins the safe employment of women. This outstanding scheme provides the basis for sustainable competitive advantage on compliance with global regulation in key markets, such as the US and UK, as well as creating a clearly defined goal post and incentive framework for Indian Industry. The Supreme Court of India, through a historical judgment, has made it mandatory for every factory/workplace that employs women to constitute institutional mechanisms to address sexual harassment in the workplace. The Government of India through programs, as well as mandated by law, are encouraging Industry to address gender-based inequalities, offering excellent opportunities to engage with the state.

THE PROJECT

According to a study report by ILO, Gender Equality programmes have shown to have increased productivity, reduce work-related hazards, absenteeism and encourage worker morale and commitment.

The primary focus of the project is to increase understanding at the factory level about gender equality, safe and gender sensitive workplace and legal mechanism to address issues related to sexual harassment.

- Gender inequality and gender-based discrimination of women at the factory level will be mitigated through conducting a series of trainings for;
- a) Senior and mid-level management (3 hours)
- b) Supervisors, floor in-charge (3 Hours)
- Peer Trainers (10 Hours)
- Workers (4 hours)

The key components of the training would include awareness and understanding about;

- a. Gender equality
- b. Violence against women and girls
- c. Sexual harassment of women at home, public places and work place
- d. Safe workplace: provisions and issues- mapping exercise
- e. Key provisions under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013

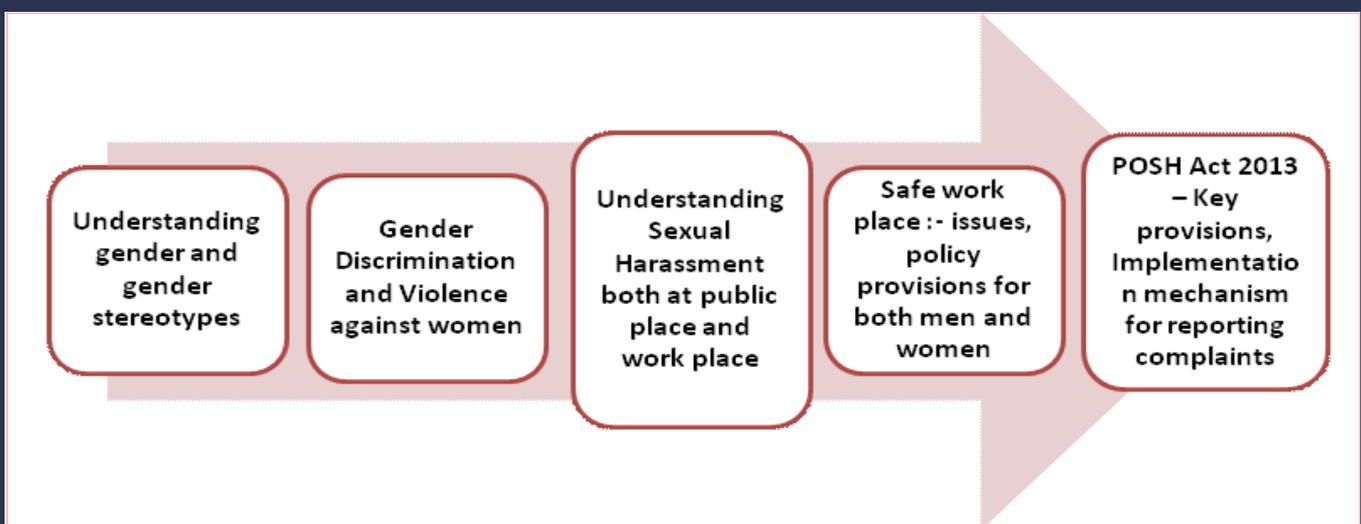
The project would also review the status of Internal Committees mandated under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 and understanding of provision and implementation by IC members. Support in formation and strengthening of the IC committees would be provided as per the need of the factory. This https://www.ilo.org/wcmsp5/groups/public/ed_emp/documents/publication/wcms_613536.pdf process will impact fleets of workforces in the garment industry in years to come, spurning on a positive change in work culture that values and invests in India's women workforce. The gender diversity policy will be recommended by engaging with factory HR and managers.

Key Project Outcomes

- Women factory workers have improved knowledge on issues of gender equality, sexual harassment, violence against women and grievance redressal.
- Institutional mechanisms are conducive and gender equitable in target factories to address the grievances of women factory workers
- Review and reconstitution of the Internal Committee as per the requirements of the POSH act 2013.
- Access to communication collaterals like posters, handbook and Compliance manual templates for the factories to print and display at the conspicuous locations of their premises.
- Access to draft Prevention of Sexual Harassment Policy, gender diversity policy and Non- Retaliation policy templates for immediate implementation of the requirements of the act.

The entire training and/or orientation process would follow a sequential course covering factory personnel engaged at different level with different responsibilities. The factory personnel have been grouped in three categories for the purpose of the project and different time allocation have been assigned for each of these categories.

MODULES: There will be 5 modules to be delivered for each category of people as mentioned below:



Factory Personnel	Topics to be covered	Duration of Training
Senior and Mid-Level Manager	<ul style="list-style-type: none"> ▪ Global Apparel Sector ▪ Modern day slavery act and Gender based violence as forced labour ▪ Business and Human rights case for addressing Sexual harassment at workplace ▪ Definition Mechanism for dealing with sexual harassment of women at workplace 	3 hours - One time at the initial stage
Unit Supervisors	<ul style="list-style-type: none"> ▪ Awareness and sensitization about gender equality ▪ legal provisions for preventing and dealing with sexual harassment of women at workplace 	3 hours -
Selected Workers as Peer Trainers (PTs)	<ul style="list-style-type: none"> ▪ Awareness and sensitization about gender equality ▪ legal provisions for preventing and dealing with sexual harassment of women at workplace ▪ Facilitation skills for conducting sessions with Floor workers 	10 hours - To be covered phase wise
Floor Workers	<ul style="list-style-type: none"> ▪ Awareness and sensitization about gender equality ▪ legal provisions for preventing and dealing with sexual harassment of women at workplace 	
Review of IC members	<ul style="list-style-type: none"> ▪ Knowledge of legal provision of POSH Act 2013 and its implementation ▪ Understanding of IC members roles and responsibilities ▪ Grievance redressal mechanisms 	3 hours

CONTENT DESIGN

Gender training is an attempt to change perceptions, attitude and behavior that have been acquired over a very long period of time from different social and cultural contexts by developing new understanding and perspective. However, change in gender attitude is an ongoing and gradual process.

The methodology used for every session is interactive, participatory and self-reflective. It uses a lot of group work and generates discussions, giving opportunity for sharing by participants. Every session has a specified methodology and step-by-step guidance to be followed to achieve the learning objective of the session. However, depending on the composition of the group (participants), availability of time and comfort of the facilitator, the trainer may choose to amend the structure.

Gender Equality Project in Garment Factories: Training Process

- Project stakeholders get introduced to each other
- Project operational plan discussed and agreed upon

One time at the beginning of Project roll-out

Orientation of Senior and Mid-Level Manager (1 Session)

- Introduction to the Project
- Awareness about gender equality and dealing with sexual harassment of women at workplace

One time at the initial stage for about 3 hours

Training of Unit Supervisors (1 sessions)

In-depth awareness and sensitization about gender equality and legal provisions for preventing and dealing with sexual harassment of women at workplace

Module covered in 3 hours

Training of Peer Trainers (PLTs) - 8 hours, 2 Sessions

- Gender sensitization, violence against women and sexual harassment of women at work place
- Train to facilitate session for floor workers

- Module of 10 hours to be covered in two days training; one day basic and one day of advance training
- 20 – 30 PTs trained from each factory

Training of Factory Workers- 4 Hours, 2 Sessions

- Each PLT facilitates session for 50 floor workers.
- 1000 Floor workers trained at each factory
- 10 hours interactive sessions for each worker in 3 weeks

Gender Week- 6 days

Participatory activities and interactive session on gender equality at factory level.

Peer Learning and Sharing Events

Two events for factory owners to come together for sharing and learning from experiences.

Support From Manufacturers (factories) Required

- Training duration (Managers, supervisors, PTs, Workers and IC members)-
- Involvement of personnel from the factory
 - SPOC- Welfare officer
 - 1-3-year-old employees (mix of migrant and permanent) in the same factory (20 Peer Trainers from each factory)
- Senior and Mid Manager orientation- 3 hours each factory
- Supervisor's training- 3 hours training
- Nomination of the workers (PTs for To Ts- 2 days training- basic and advance training)
- Workers' training (1000/factory)
- 4hrs sessions/training- 2 session of 2 hours each
- Nomination of the SPOC (to manage the coordination and activity schedule)
- Gender Week
 - Onsite Space and allocation of workers' participation
 - Nukkad Natak
 - Leader's speech
 - Posters, painting, thoughts on gender
 - Video films on gender in canteen and other factory space

