

# মান্টিস্টেকহোল্ডার ফোরাম বাংলাদেশ ফর গার্মেন্টস

## Multistakeholder Forum Bangladesh for Garments

August 20, 2007

### **MFB Proposed Funding Package No 1:** **Capacity Building of Private and Public Service Providers**

#### **a. Background**

The main local service providers for the RMG sector regarding social compliance and productivity are basically the two associations BGMEA and BKMEA. Their services are complemented by public and private training institutes, consultants and international experts. Currently there are about 75 qualified SC and 50 qualified productivity improvement professionals available. The estimated demand is about three fold of what is currently available. Besides the quantity there is also a quality issue which has to be overcome by capacity building measures. In addition the managerial capacity and the mode of delivery of the services which are offered by the respective service providers need to be improved and up-lifted to respond adequately to demands of the industry. In this respect there is an urgent need to improve the monitoring capacity of the respective organizations in order to produce up-to-date information about the actual development stage of the RMD sector especially with respect to the compliance situation.

#### **b. Objective**

Chief objectives are to enable the main service providers especially BGMEA and BKMEA to offer services to the industry as demanded and on an at least cost covering basis.

#### **c. Activities**

Key activities and assignments are the following:

- Develop standard training manuals and guidelines
- Capacitate social compliance and productivity master trainers
- Strengthen the management of the social compliance and productivity department
- Improve the monitoring capacity of the respective organization

#### **d. Concept**

Training manuals and material will be developed in close collaboration with the respective training provider, the industry and national and international experts. Qualified and recognized international trainers will train local master trainers who than will be used by the industry to train their professional officers. The ultimate aim is to train on-the job about 250 officers up to the level required by the industry. Master trainer will be certified by the associations and work for the associations or the respective service providers. Service providers will charge service fees which will be determined for various services provided. For this purpose a cost charging system has to be developed and introduced.

#### **e. Duration**

Three years: January 2008 to December 2010.

#### **f. Costs Estimate in Euros for three years (see detailed budget next page)**

<b>Cost categories</b>	<b>Total costs</b>	<b>BGMEA</b>	<b>BKMEA</b>	<b>Others</b>
Personnel +travel	1,000,000	400,000	300,000	300,000
Equipment	360,000	144,000	108,000	108,000
Training + workshops	140,000	56,000	42,000	42,000
Sub-total	1,500,000	600,000	450,000	450,000
Overheads +admin	225,000	90,000	67,500	67,500
<b>Grand total</b>	<b>1,750,000</b>	<b>690,000</b>	<b>517,500</b>	<b>517,500</b>

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**MFB-Package 1 Budget:**

**Capacity Building of Private and Public Service Providers (3 years)**

Expenses	Unit	units #	Unit rate (in BT)	Total costs (in BT)	Total costs (in Euro)	Costs BGMEA	Costs BMEA	Costs other org.
<b>1. Personnel</b>								
1.1 Long-term international SC officer	per month	12	2,250,000	27,000,000	300,000	120,000	90,000	90,000
1.2 Long-term local SC officers/trainer (25)	Per month	108	250,000	27,000,000	300,000	120,000	90,000	90,000
1.3 Short-term international expert/trainer	Per month	12	2,250,000	27,000,000	300,000	120,000	90,000	90,000
1.4 Short-term local expert/trainer/monitoring	Per month	12	300,000	3,600,000	40,000	16,000	12,000	12,000
<b>Subtotal Human Resources</b>				<b>84,600,000</b>	<b>940,000</b>	<b>376,000</b>	<b>282,000</b>	<b>282,000</b>
<b>2. Travel</b>								
2.1. International travel	Per flight	24	140,000	3,360,000	37,333	14,933	11,200	11,200
2.2 Local transportation	Per month	36	20,000	720,000	8,000	3,200	2,400	2,400
<b>Subtotal Travel</b>				<b>4,080,000</b>	<b>45,333</b>	<b>18,133</b>	<b>13,600</b>	<b>13,600</b>
<b>3. Equipment and supplies</b>								
3.1 Furniture, computer equipment	Per quarter	3	1,000,000	3,000,000	33,333	13,333	10,000	10,000
3.2 Spare parts/equipments for machines, tools	Per quarter	3	1,000,000	3,000,000	33,333	13,333	10,000	10,000
3.3 Other	Per quarter	3	9,000,000	27,000,000	300,000	120,000	90,000	90,000
<b>Subtotal Equipment and supplies</b>				<b>33,000,000</b>	<b>366,667</b>	<b>146,667</b>	<b>110,000</b>	<b>110,000</b>
<b>4. Training costs</b>								
4.1 Training material	Per training	3	1,000,000	3,000,000	33,333	13,333	10,000	10,000
4.2 Costs of training/seminar venue	Per training	36	200,000	7,200,000	80,000	32,000	24,000	24,000
4.3 Consumables - office + teaching supplies	Per month	3	100,000	300,000	3,333	1,333	1,000	1,000
4.4 Translation, interpreters	Per month	3	200,000	600,000	6,667	2,667	2,000	2,000
4.5 Others (three micro buses)	Per month	3	500,000	1,500,000	16,667	6,667	5,000	5,000
<b>Subtotal Local office/project costs</b>				<b>12,600,000</b>	<b>140,000</b>	<b>56,000</b>	<b>42,000</b>	<b>42,000</b>
<b>5. Other costs, services</b>								
5.1 Publications (best practices, etc.)	Per quarter	3	750,000	2,250,000	25,000	10,000	7,500	7,500
5.2 Studies, Documentation, Reports	Per quarter	3	250,000	750,000	8,333	3,333	2,500	2,500
5.3 Monitoring costs	Per quarter	3	1,000,000	3,000,000	33,333	13,333	10,000	10,000
5.4 Evaluation costs	Biannually	4	500,000	2,000,000	22,222	8,889	6,667	6,667
<b>Subtotal Other costs, services</b>				<b>8,000,000</b>	<b>88,889</b>	<b>35,556</b>	<b>26,667</b>	<b>26,667</b>
<b>6. Subtotal direct project costs (1.-5.)</b>				<b>142,280,000</b>	<b>1,580,889</b>	<b>632,356</b>	<b>474,267</b>	<b>474,267</b>
7. Overheads 15 %				21,342,000	237,133	94,853	71,140	71,140
<b>8. Total project costs (6.+ 7.)</b>				<b>163,622,000</b>	<b>1,818,022</b>	<b>727,209</b>	<b>545,407</b>	<b>545,407</b>

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**Multistakeholder Forum Bangladesh for Garments**  
**MFB Proposed Funding Package No 2: Factory Improvement**

**This package is comprised of two projects: Productivity Improvement and Social Compliance**

**2.1 Factory Productivity Improvement Project**

**a. Background**

To survive and grow in a global RMG market many factories have to improve their productivity. For that matter a comprehensive set of capacity building measures have to be introduced in order to improve the managerial capacity of the top and middle management and of professionals. This applies especially to middle and smaller sized factories where the available capacity of their managers and professionals is inadequate to cope with market requirements. The core problem is that the demand for services required by the industry in the field of productivity improvement can not be satisfied by local service providers such as existing training organizations. Therefore local service providers have to modify their mode of delivery and improve the quality of their services.

**b. Objective**

The chief objective of this project is to improve the competitiveness of about 1,000 factories in terms of: (a) reduction in lead time by at least 25%, (b) enhancement of pieces of e.g. sweet shirts produced per workers etc. (indicators will differ from factory to factory according to individual productivity status)

**c. Activities**

Main activities are:

- Identify and contract factories interested in participating in the project
- Carry out situation analysis and propose improvement measures
- Train and supervise factory staff members
- Assess impact of the project

**d. Concept**

Services provide will basically compose of the two components: (a) Class room training offered in clusters in block form over several extended weekends and (b) supervision and coaching of factory staff members on-the-job (in the factories). Activities agreed upon will be carried out on a cost sharing basis. The ultimate aim is to develop and implement services as demanded by the factory owners. Service providers have to be accredited by the associations which will be instrumental in the identification of factories participating in the project.

**e. Duration**

Three years: January 2008 to December 2010.

**f. Costs Estimate in Euros for three years (see detailed budget next page)**

<b>Cost categories</b>	<b>Total costs</b>	<b>“donor” cost</b>	<b>industry</b>
Personnel +travel	4,540,000	4,000,000	540,000
Equipment	160,000	160,000	-
Training + workshops	560,000	500,000	60,000
Sub-total	5,260,000	4,660,000	600,000
Overheads +admin	740,000	660,000	80,000
<b>Grand total</b>	<b>6,000,000</b>	<b>5,320,000</b>	<b>680,000</b>

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**Multistakeholder Forum Bangladesh for Garments**

**MFB-Budget for Package 2:  
Factory Productivity Improvement Project**

Expenses*	# of persons	Unit	# of units	Unit rate (in Euro)	Costs (in Euro)	Donors	Industry	Costs (in Euro)
<b>1. Personnel</b>								
1.1 Long Term local expert/trainer	20	Per month	20	2,500	1,000,000	900,000	100,000	1,000,000
1.2 Short Term local expert/trainer	10	Per month	14	4,500	630,000	567,000	63,000	630,000
1.3 Short Term international expert/trainer	10	Per month	12	23,000	2,760,000	2,484,000	276,000	2,760,000
<b>Subtotal Human Resources</b>					<b>4,390,000</b>	<b>3,951,000</b>	<b>439,000</b>	<b>4,390,000</b>
<b>2. Travel</b>								
2.1. International travel	10	Per flight	10	1,500	150,000	135,000	15,000	150,000
2.2 Local transportation		Per month	20	200	4,000	3,600	400	4,000
<b>Subtotal Travel</b>					<b>154,000</b>	<b>138,600</b>	<b>15,400</b>	<b>154,000</b>
<b>3. Equipment and supplies</b>								
3.1 Furniture, computer equipment		Per quarter	8	10,000	80,000	72,000	8,000	80,000
3.2 Spare parts/equipments for machines, tools		Per quarter	8	5,000	40,000	36,000	4,000	40,000
3.4 Other		Per quarter	8	5,000	40,000	36,000	4,000	40,000
<b>Subtotal Equipment and supplies</b>					<b>160,000</b>	<b>144,000</b>	<b>16,000</b>	<b>160,000</b>
<b>4. Training costs</b>								
4.1 Training material		Per training	500	400	200,000	180,000	20,000	200,000
4.2 Costs of training/seminar venue		Per training	500	400	200,000	180,000	20,000	200,000
4.3 Consumables - office + teaching supplies		Per month	20	300	6,000	5,400	600	6,000
4.4 Translation, interpreters		Per month	20	200	4,000	3,600	400	4,000
4.5 Others		Per month	20	300	6,000	5,400	600	6,000
<b>Subtotal Local office/project costs</b>					<b>416,000</b>	<b>374,400</b>	<b>41,600</b>	<b>416,000</b>
<b>5. Other costs, services</b>								
5.1 Publications (best practices, etc.)		Per quarter	8	1,000	8,000	7,200	800	8,000
5.2 Studies, Documentation, Reports		Per quarter	8	1,500	12,000	10,800	1,200	12,000
5.3 Monitoring costs		Per quarter	8	10,000	80,000	72,000	8,000	80,000
5.4 Evaluation costs		Biannually	4	10,000	40,000	36,000	4,000	40,000
<b>Subtotal Other costs, services</b>					<b>140,000</b>	<b>126,000</b>	<b>14,000</b>	<b>140,000</b>
<b>6. Subtotal direct project costs (1.-5.)</b>					<b>5,260,000</b>	<b>4,734,000</b>	<b>526,000</b>	<b>5,260,000</b>
7. Overheads. (15 % of project cost)					789,000	710,100	78,900	789,000
<b>8. Total project costs (6.+ 7.)</b>					<b>6,049,000</b>	<b>5,444,100</b>	<b>604,900</b>	<b>6,049,000</b>

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## Multistakeholder Forum Bangladesh for Garments

### 2.2 Factory Social Compliance Improvement Project

#### a. Background

The social compliance status of many RMG factories is still not yet adequate. To comply with minimum standards as specified in the revised labour law of Bangladesh substantial improvements have to be made especially in the two field's employment conditions and works place environment. Main reasons for being non compliant are: Lack of awareness about the implication and requirements of the labour law, inadequate skill and know-how levels of factory managers and professionals, absents of social compliance officer in charge of SC issues in factories and general lack of awareness from workers site regarding their roles and responsibilities regarding SC

#### b. Objective

The chief objective is to improve the social compliance level of about 1,000 factories over the next three years so that they meet at least the minimum standards as set out by the labour law of Bangladesh.

#### c. Activities

A comprehensive set of capacity building measures will be implemented. Key assignments and activities are:

- Carry out awareness campaigns and identify about 1000 factories
- Orient and train factory management and professionals
- Carry out a joint diagnostic survey and develop action improvement plan
- Train SC factory officers
- Supervise and guide the implementation process of SC measures
- Monitor and assess the project progress

#### d. Concept

The project shall be implemented in a cluster approach meaning several like-minded factory owners located in a certain geographical location will form a specific cluster. Cluster members will agree with the project partners when and were to conduct awareness, orientation campaigns and trainings. Others factory based activities will be tailored according to the actual factory requirements and demands. The latter mentioned activities will be implemented on a cost sharing basis. Certified SC trainers and factory advisers would be availed by the project. All project activities are planned to be carried out in close collaboration with the respective association which will also be responsible for the quality control. For this purpose internal expertise will contracted. The back-bone of the project are about 25 SC trainers and factory advisors. They are instrumental in training, guiding, advising and monitoring of the 1,000 SC factory staff members and implementing factory interventions.

#### e. Duration

Three years: January 2008 to December 2010.

#### f. Costs Estimate in Euros for three years (see detailed budget next page)

Cost categories	Total costs	"donor" cost	industry
Personnel +travel	4,000,000	3,750,000	250,000
Equipment	20,000	20,000	-
Training + workshops	80,000	-	80,000
Sub-total	4,100,000	3,770,000	320,000
Overheads +admin	615,000	570,000	45,000
<b>Grand total</b>	<b>4,715,000</b>	<b>4,340,000</b>	<b>365,000</b>

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**MFB-Budget for Package 2:  
- Factory Social Compliance Improvement Project -**

Expenses	Unit	# of units	Unit rate (in BT)	Total costs (in BT)	Total costs (in Euro)	Costs covered donor	Costs covered industry
<b>1. Personnel</b>							
1.1 Long-term international SC officer (team-leader)	Per month	36	2,250,000	81,000,000	900,000	900,000	
1.2 Long-term local SC officers/trainers (25)	Per month	900	250,000	225,000,000	2,500,000	2,250,000	250,000
1.3 Short-term international expert/trainer	Per month	12	2,250,000	27,000,000	300,000	300,000	
1.4 Short-term local expert/trainer/monitoring	Per month	12	300,000	3,600,000	40,000	36,000	4,000
<b>Subtotal Human Resources</b>				<b>336,600,000</b>	<b>3,740,000</b>	<b>3,486,000</b>	<b>254,000</b>
<b>2. Travel</b>							
2.1 International travel	Per flight	10	140,000	1,400,000	15,556	15,556	
2.2 Local transportation	Per month	36	20,000	720,000	8,000		8,000
<b>Subtotal Travel</b>				<b>2,120,000</b>	<b>23,556</b>	<b>23,556</b>	<b>8,000</b>
<b>3. Equipment and supplies</b>							
3.1 Furniture, computer equipment	Per quarter	8	10,000	80,000	889		889
3.2 Spare parts/equipments for machines, tools	Per quarter	8	5,000	40,000	444		444
3.4 Other	Per quarter	8	5,000	40,000	444		444
<b>Subtotal Equipment and supplies</b>				<b>160,000</b>	<b>1,778</b>		<b>1,777</b>
<b>4. Training costs</b>							
4.1 Training material	Per training	500	400	200,000	2,222	1,111	1,111
4.2 Costs of training/seminar venue	Per training	500	400	200,000	2,222	1,111	1,111
4.3 Consumables - office + teaching supplies	Per month	20	300	6,000	67	33	33
4.4 Translation, interpreters	Per month	20	200	4,000	44	22	22
4.5 Others	Per month	20	300	6,000	67	33	33
<b>Subtotal Local office/project costs</b>				<b>416,000</b>	<b>4,622</b>	<b>2,311</b>	<b>2,311</b>
<b>5. Other costs, services</b>							
5.1 Publications (best practices, etc.)	Per quarter	8	1,000	8,000	89	89	
5.2 Studies, Documentation, Reports	Per quarter	8	1,500	12,000	133	133	
5.3 Monitoring costs	Per quarter	8	10,000	80,000	889	889	
5.4 Evaluation costs	Biannually	4	10,000	40,000	444	444	
<b>Subtotal Other costs, services</b>				<b>140,000</b>	<b>1,556</b>	<b>1,555</b>	
<b>6. Subtotal direct project costs (1.-5.)</b>				<b>339,436,000</b>	<b>3,771,511</b>	<b>3,513,422</b>	<b>266,088</b>
7. Project overheads and administration costs (15)				50,915,400	565,727	527,013	39,913
<b>8. Total project costs (6.+ 7.)</b>				<b>390,351,400</b>	<b>4,337,238</b>	<b>4,040,435</b>	<b>306,001</b>

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## Multistakeholder Forum Bangladesh for Garments

### MFB Proposed Funding Package No 3.

### Support for workers and their organizations

This package composes of three components: (a) capacity building of women workers, (b) skill development of workers

#### 3.1 Project title: “Social Capacity Building of Garment Workers”

##### a. Background

One of the RMG's core problems is that often garment workers' rights are not adequately addressed, despite the fact that the majority of them are adopted in the newly revised labor law. This applies especially to women workers. The root causes of this problem are: (i) Compliance issues are inadequately addressed, (ii) workers are badly organized and not aware of their rights and the implication of the new labor law, (iii) workers' technical and social skills are grossly underdeveloped, (iv) workers have limited access to legal services and (v) workers lack adequate support services through NGOs and trade unions to pursue their rights and needs. Currently, several reputed local NGOs work to empower garment workers, especially women, to fight for their legal entitlements.

##### b. Objective

The overall objective is: To improve the employment and working conditions of about 1 million garment workers. This will contribute among others to: (i) better motivated workers, (ii) support to increase skills, (iii) developed awareness on factory workers' welfare, (iv) increased satisfactory knowledge on workers' rights, and (v) reduced insignificant social unrest among RMG workers. The project in principle seeks to increase the power of women workers, to enhance their bargaining and negotiating capacity and to improve their working conditions.

##### c. Activities

Main activities are to:

- Establish workers self-help groups (cells) and train group leaders
- Provide information material and support awareness raising campaigns
- Introduce and support dialog platforms between workers and factory management
- Provide legal support to workers
- Train NGO professionals in all relevant fields and provide teaching material

##### d. Concept

The basic approach applied follows closely the well established concept developed, tested and implemented by OXFAM. Currently GTZ in close collaboration with three local NGOs implements this concept and in total about 100,000 garment women workers are the main beneficiaries. There is scope for covering more than one million workers because there are many good NGOs willing to support such a project provided adequate funding is secured for three years.

##### e. Duration

Three years: January 2008 to December 2010.

##### f. Costs Estimate in Euros for three years (see detailed budget next page)

Personnel costs	=	820,000
Equipment	=	100,000
Training	=	600,000
Workshops etc	=	280,000
Sub-total	=	1,880,000
Project management and admin. (15%)	=	282,000
<b>Total</b>	=	<b>2,162,000</b>

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**MFB- Budget for Package 3:**  
**Social Capacity Building of Women Workers (for one NGO)**

Budget Code	Activities Name/Budget Head	Per year unit cost (BDT)	No. of units	Total Cost per NGO and year (BDT)	Total Cost per year in euro	Total Costs for 3 years in euro	Grand Total Euro
<b>1</b>	<b>Personnel Cost (Salary of 12 month with 1month bonus)</b>						
1.1	Executive Director (Partial)	7,540	13	98,020	1,089	3,267	32,673
1.2	Coordinator	22,500	13	292,500	3,250	9,750	97,500
1.3	Coordinator Finance and Admin (Partial )	5,200	13	67,600	751	2,253	22,533
1.4	Coordinator Field Operation (Partial)	5,200	13	67,600	751	2,253	22,533
1.5	Finance & Admin Officer	15,000	13	195,000	2,167	6,500	65,000
1.6	Program Officer ( 1 Person)	15,000	13	195,000	2,167	6,500	65,000
1.7	Field Officer (2 Persons)	7,500	13	195,000	2,167	6,500	65,000
1.8	Remuneration for Volunteers	52,000	8	416,000	4,622	13,867	138,667
1.9	Office Assistant	5,000	13	65,000	722	2,167	21,667
1.10	Honorarium for trainers, Advisors, etc	26,000	12	312,000	3,467	10,400	104,000
1.11	Workers Compensation for Salary forgone	37,500	12	450,000	5,000	15,000	150,000
1.12	General Personnel Cost (for casual employee ,recruitment, etc)			100,000	1,111	3,333	33,333
	<b>Sub Total (Human Resources Cost)</b>	<b>198,440</b>		<b>2,453,720</b>	<b>27,264</b>	<b>81,791</b>	<b>817,907</b>
<b>2</b>	<b>NGO Project Running Cost</b>						
2.1	Branch office Rent	15,000	12	180,000	2,000	6,000	60,000
2.2	Area Office Rent (2)	8,000	12	96,000	1,067	3,200	32,000
2.3	Travel & Conveyance	55,000	12	660,000	7,333	22,000	220,000
2.4	Printing & Stationary	65,000	12	780,000	8,667	26,000	260,000
2.5	Venue and Accommodation for Training, Conference etc	20,000	12	240,000	2,667	8,000	80,000
2.6	Refreshment and entertainment	50,000	12	600,000	6,667	20,000	200,000
2.7	Processing fees for Legal Issue	5,000	15	75,000	833	2,500	25,000
2.7	Utilities	4,000	12	48,000	533	1,600	16,000
2.8	Communication (Tel, Fax, Postage, Email)	16,000	12	192,000	2,133	6,400	64,000
2.9	Repair & Maintenance	1,500	12	18,000	200	600	6,000
2.10	Crockery	1,000	3	3,000	33	100	1,000
2.1.1	Audit fees	16,000	1	16,000	178	533	5,333
	<b>Sub Total (Project Running Cost)</b>			<b>2,908,000</b>	<b>32,311</b>	<b>96,933</b>	<b>969,333</b>
<b>3</b>	<b>Procurement</b>						
3.1	Computer	45,000	2	90,000	1,000	3,000	30,000
3.2	TV and DVD	25,000	2	50,000	556	1,667	16,667
3.3	Furniture						
3.3.1	Table ( 8),Computer Table(2),Chair (10),Self Cabinet (2+2)	80,000		80,000	889	2,667	26,667
3.3.2	Fan (6)	1,500	6	9,000	100	300	3,000
3.4	Printer	15,000	1	15,000	167	500	5,000
3.5	IPS	35,000	1	35,000	389	1,167	11,667
	<b>Sub Total (Procurement Cost)</b>			<b>279,000</b>	<b>3,100</b>	<b>9,300</b>	<b>93,000</b>
	<b>Total Project Cost for NGOs</b>			<b>5,640,720</b>	<b>62,675</b>	<b>188,024</b>	<b>1,880,240</b>
4	<b>Overhead management and administration costs (15% of</b>		15	846,108	9,401	28,204	282,036
<b>5</b>	<b>Grand total</b>			<b>6,486,828</b>	<b>72,076</b>	<b>216,228</b>	<b>2,162,276</b>

# মাল্টিস্টেকহোল্ডার ফোরাম বাংলাদেশ ফর গার্মেন্টস

## Multistakeholder Forum Bangladesh for Garments

### 3.2 Project title: “Skill Development for Garment Workers”

#### a. Background

The RMG sector is the country's largest formal employer, directly providing livelihood to more than 3 million people. The majorities of the labour force originates from poor families and have a relatively low educational level. In absence of public training organizations, the sector is forced to train their own workers. Commonly, the RMG worker start as a helper and than progresses to a machine operator and other better paid jobs such as a cutter, line supervisor etc. Training and keeping of a big work force contributes to high labour costs. With the enforcement of the revised labour law at the end of 2006, these costs have risen to a level which causes great concerns among many factory owners in particular those of smaller and medium sized factories. To overcome some of these problems there is a need for market oriented training support which is currently missing. Some public vocational training institutions exist but as experiences show only very few people make use of these facilities. Main reasons are that existing vocational training centers, especially public institutions, find it difficult to respond adequately to the needs of the industry and the poor can not afford these facilities.

#### b. Objective

The objective is to enable about 3,000 young people to operate and maintain sewing machines and make them more knowledgeable regarding important technical RMG and general social issues such as labour law, family planning, hygiene etc. This will contribute among others to reduce production costs and improve the performance of workers and his/her employability.

#### c. Activities

Main activities are to:

- Orient factory and NGO management regarding the project
- Set up jointly with the industry in different clusters temporary training facilities
- Develop appropriate training and teaching material
- Train, equip, back-stop trainers and teachers
- Carry out 3 month training courses
- Monitor training activities and the reemployment process of workers

#### d. Concept

In the past some pilot schemes financed for instance by ADB have been implemented which yielded good results. GTZ will take forward this tested approach in more locations by fostering private-public-partnerships with local NGOs and factory owners. The role of the local NGO would be to conduct on a contractual basis for a number of factories three month skill development courses for women in the field of sewing machine operation and maintenance. These trainings will be supported through general awareness raising subjects in the field of social compliance and other livelihood skills such as problem solving, child care, family planning etc. It is planned that course costs will be shared by the respective factory owners who commit to employ the trainees after successful completion of the course.

#### e. Duration

Three years: January 2008 to December 2010. (see detailed budget next page)

#### f. Costs Estimate in Euros for three years

Personnel costs	= 502,333
Equipment	= 67,333
Training costs	= <u>1,248,333</u>
Sub-total	= <u>1,817,999</u>
Project overhead costs (15% of )	= 272,700
<b>Total</b>	<b>= 2,090,700</b>

**মান্টিস্টেকহোল্ডার ফোরাম বাংলাদেশ ফর গার্মেন্টস**  
**Multistakeholder Forum Bangladesh for Garments**

**MFB-Package No 3 Budget for:  
"Skill Development of Workers"**

Assumptions: there are five training schools; each provides training to 50 trainees in 3 months, two parallel classes.

Budget Code	Activities Name/Budget Head	Unit	Unit Cost BDT/months	Total Cost in BDT	Total Cost in Euro
<b>1</b>	<b>Personnel Cost</b>				
1.1	Executive Director (Partial)	12	10,000	120,000	1,333
1.2	Program Coordinator (1)	36	25,000	900,000	10,000
1.3	Training school headmaster (5)	180	17,000	3,060,000	34,000
1.4	Skill development trainer (4 per school = 20 teachers)	720	15,000	21,600,000	240,000
1.5	International short-term expert for M&E	3	2,250,000	6,750,000	75,000
1.6	Local short-tem expert for curriculum development	12	540,000	6,480,000	72,000
1.7	Accountant	36	20,000	720,000	8,000
1.8	Administration officer	36	15,000	540,000	6,000
1.9	Casual workers	720	7,000	5,040,000	56,000
	<b>Sub Total (Human Resources Cost)</b>	<b>1,755</b>	<b>2,899,000</b>	<b>45,210,000</b>	<b>502,333</b>
<b>2</b>	<b>Training costs</b>				
2.1	Rent for 5 schools and or training places	180	100,000	18,000,000	200,000
2.2	Water/electricity/telephone	180	10,000	1,800,000	20,000
2.3	Travel & Conveyance	180	5,000	900,000	10,000
2.4	Printing & Stationary	180	5,000	900,000	10,000
2.5	Training material and books	1,000	750	750,000	8,333
2.6	Tiffin	36,000	1,500	54,000,000	600,000
2.7	Living allowances per student	36,000	1,000	36,000,000	400,000
	<b>Sub Total (Project Running Cost)</b>			<b>112,350,000</b>	<b>1,248,333</b>
<b>3</b>	<b>Procurement</b>				
3.1	Physical structure development at the 5 training places	5	180,000	900,000	10,000
3.2	Machines and equipment	5	657,000	3,285,000	36,500
3.3	Furniture	5	225,000	1,125,000	12,500
3.4	Kitchen and eating utensils	5	100,000	500,000	5,556
3.5	other smaller office equipment	5	50,000	250,000	2,778
	<b>Sub Total (Procurement Cost)</b>			<b>6,060,000</b>	<b>67,333</b>
	<b>Total Project Cost for NGOs</b>			<b>163,620,000</b>	<b>1,818,000</b>
	<b>Overhead management and administration costs 15% of total</b>		15	24,543,000	272,700
	<b>Grand total</b>			<b>188,163,000</b>	<b>2,090,700</b>

# মাল্টিস্টেকহোল্ডার ফোরাম বাংলাদেশ ফর গার্মেন্টস

## Multistakeholder Forum Bangladesh for Garments

### MFB Proposed Funding Package No 4.

#### Image Building, Awareness Creation and Advocacy

##### **a. Background**

A large section of the RMG stake holders and civil society are not aware of the implications of the newly revised labour law due to e.g. missing awareness and law information campaigns. Hence many people do not know that the Bangladesh labour law meets internationally agreed social compliance standards and if strictly implemented would improve the employment conditions of workers significantly. In addition RMG public relation measures are very limited in quantity and quality chiefly due to very much underdeveloped institutional PR-capacity. Hence there is a definite need to improve the lobby and PR-measures on all levels for the improvement of the image of the RMG sector.

##### **b. Objective**

Chief objectives of this package are (a) to improve the perception of the civil society and oversea consumers regarding the performance and social compliance status of the RMG sector in Bangladesh and (b) to make local RMG stakeholders more aware about their rights, roles and responsibilities.

##### **c. Activities**

Main activities are to:

- Up-scale public relation measures such as posters, booklets, radio and TV-spots regarding practical implication of the new labour law for the RMG sector.
- organize and support information sharing platforms in and outside Bangladesh
- capacitate workers union in order to lobby more effectively for the workers interest
- support CSR activities and events

##### **d. Concept**

A variety of positive image building and awareness raising measures have been suggested by different stakeholders to be implemented in and outside the country. For that matters information materials have to be developed for instance posters, booklets, radio and TV spots. In addition workshops, seminars and other information platforms have to be organized and/or supported via for instance the Export Promotion Bureau, Associations, Trade Unions and Ministry of Labour and Employment. There is also a need to support and capacitated the respective ministries, trade unions and research institutions in their efforts to monitor, document and publish RMG relevant issues especially pertaining to the field of social compliance and productivity.

##### **e. Duration**

Three years: January 2008 to December 2010.

##### **f. Costs Estimate in Euros for three years (see detailed budget next page)**

Cost categories	Total costs	MoC	MoLE	Workers unions
Personnel +travel	800,000	400,000	200,000	200,000
Equipment	150,000	75,000	37,500	37,500
Training + workshops	1,100,000	550,000	275,000	275,000
Sub-total	2,050,000	1,025,000	512,500	512,500
Overheads +admin	313,000	156,500	78,250	78,250
<b>Grand total</b>	<b>2,363,000</b>	<b>1,181,500</b>	<b>590,750</b>	<b>590,750</b>

**মান্টিস্টেকহোল্ডার ফোরাম বাংলাদেশ ফর গার্মেন্টস**  
**Multistakeholder Forum Bangladesh for Garments**

**MFB-Budget for package 4:  
Image, Awareness and Advocacy (3 years)**

Expenses	Unit	units #	Unit rate (in BT)	Total costs (in BT)	Total costs (in Euro)	Costs MoC	Costs MoLE	Costs Unions+
<b>1. Personnel</b>								
1.1 Long-term international SC officer	Per month	0	2,250,000	-	-	0	-	-
1.2 Long-term local SC officers/trainer (25)	Per month	216	250,000	54,000,000	600,000	300,000	150,000	150,000
1.3 Short-term international expert/trainer	Per month	6	2,250,000	13,500,000	150,000	75,000	37,500	37,500
1.4 Short-term local expert/trainer/monitoring	Per month	6	300,000	1,800,000	20,000	10,000	5,000	5,000
<b>Subtotal Human Resources</b>				<b>69,300,000</b>	<b>770,000</b>	<b>385,000</b>	<b>192,500</b>	<b>192,500</b>
<b>2. Travel</b>								
2.1 International travel	Per flight	12	140,000	1,680,000	18,667	9,333	4,667	4,667
2.2 Local transportation	Per month	36	20,000	720,000	8,000	4,000	2,000	2,000
<b>Subtotal Travel</b>				<b>2,400,000</b>	<b>26,667</b>	<b>13,333</b>	<b>6,667</b>	<b>6,667</b>
<b>3. Equipment and supplies</b>								
3.1 Furniture, computer equipment	Per Quarter	1	2,000,000	2,000,000	22,222	11,111	5,556	5,556
3.2 TVs, cameras, beamers etc.	Per Quarter	1	2,000,000	2,000,000	22,222	11,111	5,556	5,556
3.3 Other	Per Quarter	3	3,000,000	9,000,000	100,000	50,000	25,000	25,000
<b>Subtotal Equipment and supplies</b>				<b>13,000,000</b>	<b>144,444</b>	<b>72,222</b>	<b>36,112</b>	<b>36,111</b>
<b>4. Training costs</b>								
4.1 Training material	Per training	3	1,000,000	3,000,000	33,333	16,667	8,333	8,333
4.2 Costs of training/seminar venue	Per training	12	200,000	2,400,000	26,667	13,333	6,667	6,667
4.3 Consumables - office + teaching supplies	Per month	3	100,000	300,000	3,333	1,667	833	833
4.4 Translation, interpreters	Per month	3	200,000	600,000	6,667	3,333	1,667	1,667
4.5 Others	Per month	3	500,000	300,000	3,333	1,667	833	833
<b>Subtotal Local office/project costs</b>				<b>6,600,000</b>	<b>73,333</b>	<b>36,667</b>	<b>18,333</b>	<b>18,333</b>
<b>5. Other costs, services</b>								
5.1 Publications (best practices, etc.)		3	1,000,000	3,000,000	33,333	16,667	8,333	8,333
5.2 Workshops, seminars, conferences, fairs		3	4,000,000	12,000,000	133,333	66,667	33,333	33,333
5.3 TV and radio spots		3	8,000,000	24,000,000	266,667	133,333	66,667	66,667
5.4 Awareness and advocacy campaigns		3	9,000,000	27,000,000	300,000	150,000	75,000	75,000
5.5 Monitoring and Research		3	10,000,100	30,000,100	333,333	166,667	83,333	83,333
<b>Subtotal Other costs, services</b>				<b>96,000,100</b>	<b>1,066,667</b>	<b>533,333</b>	<b>266,667</b>	<b>266,667</b>
<b>6. Subtotal direct project costs (1.-5.)</b>				<b>187,300,000</b>	<b>2,081,111</b>	<b>1,040,556</b>	<b>520,278</b>	<b>520,278</b>
7. Overheads 15 %				28,095,000	312,167	156,083	78,042	78,042
<b>8. Total project costs (6.+ 7.)</b>				<b>215,395,000</b>	<b>2,393,278</b>	<b>1,196,639</b>	<b>598,320</b>	<b>520,356,042</b>