ABOUT CHANGE

Change Associates Ltd. is a women-led non-profit organization committed to actively educating and empowering readymade garment workers. Established in 2010, Change collaboratively works with manufacturing companies and apparel brands to design and implement workplace based programs aimed at building respectful work environments.

We promote long-term sustainable development by sharing our knowledge and expertise through designing customized training programmes to address specific needs of the clients.

Here at Change, we believe in creating synergy through cross-sector partnership that leads to continual development of the workers in the RMG sector.

75% and 60% of female workers experience verbal violence and sexual harassment in factories respectively.

"...the team delivers professional, appropriate and innovative solutions that meet the needs of workers and management. Our partnership with Change Associates has been a privilege." - Levi Strauss Foundation
RESPECT & RELATIONSHIPS

Many female workers are victims of harassment and violence in the workplace, as well as in their personal relationships due to unequal cultural norms and a lack of understanding of their impact. Escalating evidence shows that these acts against women compromise their well-being, and can also have a negative impact on businesses and productivity.

Our work addresses the root causes of violence in the workplace to reduce violence against women in their workplace and in their communities. It focuses on building capacity through discussions on gender norms, training to prevent and address violence and joint sessions between the workers and management.

Topics include: Communication, violence in relationships, building trust and confidentiality, stress management, power dynamics, creating enabling environments and facilitate access to services.

OUR APPROACH

MANAGEMENT TRAINING
We work closely with management to provide them with the right skills to prevent harassment in the workplace.

STAKEHOLDERS
We talk to all stakeholders from management to workers to design win-win programmes.

IMPACT
We conduct baseline and endline surveys to measure our impact.

IMPROVED LIVELIHOOD
Many women report taking the knowledge they have learnt and applying it to their families at home too.

“I used to hit my wife for simple reasons even when she would be late in cooking. But now I don’t do that. I try to understand her situation and would rather talk to her if I have any problem.” - Azim, Garment worker

PROJECTS
HERrespect & Girls’ Advocacy Alliance

Donors & Partners:
UKaid, Medical Research Council, ICDDR’B, Better Work Bangladesh, BSR, Plan International

Get in touch to find out how we can design and implement programmes that empower your workers.