

# International Trade Centre

GTEX II Programme: Improving the performance of garment  
manufacturers, including **working conditions**

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# About the ITC

The International Trade Centre (ITC) is the joint agency of the United Nations and the World Trade Organization. Established in 1964 in Geneva, Switzerland.



Pamela Coke-Hamilton,  
Executive Director

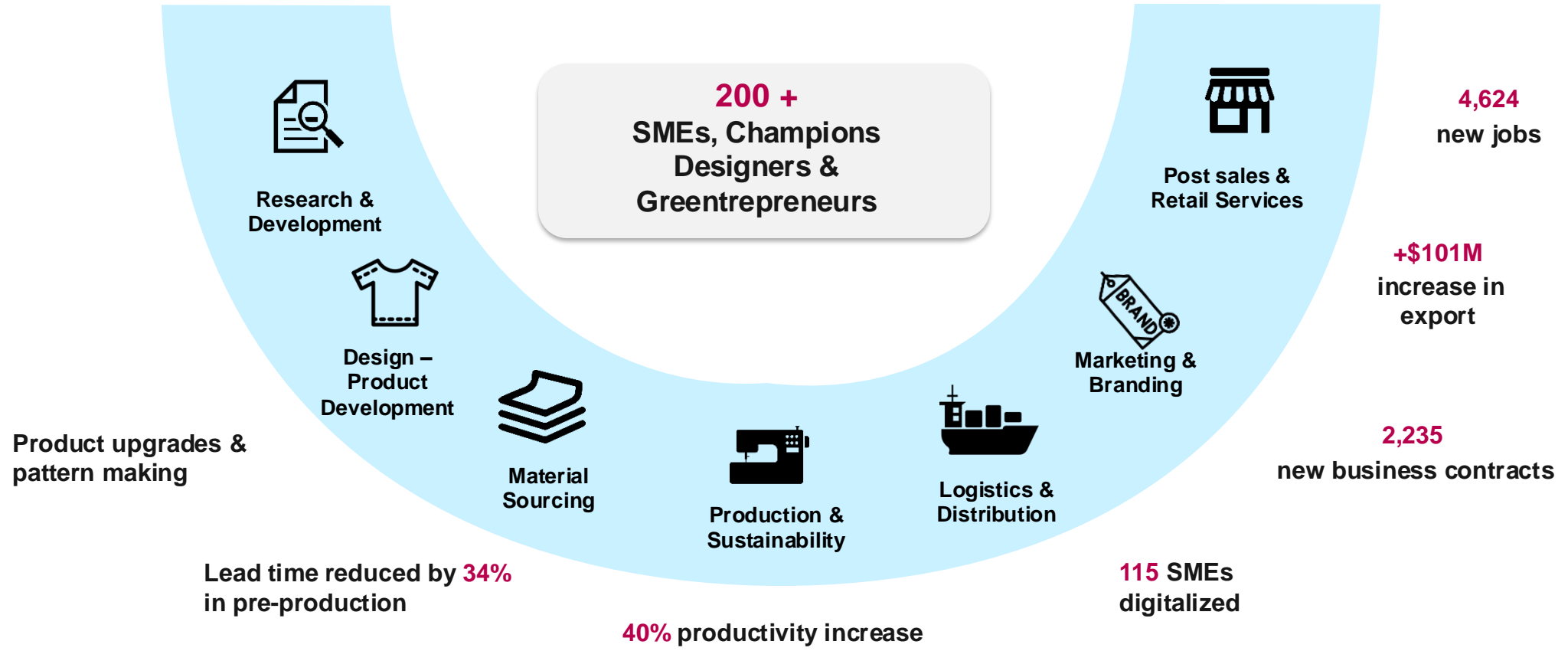


TRADE IMPACT FOR GOOD

# GTEX : Building SMEs competitiveness Phase 1



## TRAINING & COACHING ENTERPRISES ALONG THE VALUE CHAIN



Energy consumption down **6,276 MWh**    Water consumption down **78,203 m3**    CO2 reduction: **11,010 tons p.a.**    Cost savings US\$ **1M+ p.a.**

- Set up of > **Workers' grievance mechanisms**
- Accident & injuries reporting system**
- Workers committee OSH committee**
- Emergency evacuation diagrams posted**



# Improving working conditions as a result of complementary actions

## Working on compliance improvements

Gap assessment vis-à-vis brand's code of conduct & international standards followed by; corrective action plans - **Gender-sensitive HR manuals**

## Environmental improvements for better working conditions

Textile waste traceability from sorting until disposal; improved ventilation systems, lighting, OSH, env. friendlier machinery, chemical management, etc.

## Lean management

Applying 5S knowledge improved electrical, fire safety & accident prevention measures for workers safety, reduced raw materials consumption, cleaner warehouses & dyeing floors

## Skills enhancement & promotion opportunities

Training, certifications for operational, intermediary employees and managers, gender equality and inclusion

## Increased productivity for higher salaries

In Tajikistan, between 2022 and 2023, the average salary in beneficiary companies increased by 7.4%

## Collaboration with ILO & UN Women

Optimized production & compliance through **ILO's SCORE\*** & **Better Work** ; SMEs becoming signatories of UNW Women's Empowerment Principles (**WEPs**).



# GTEX/MENATEX II: Circularity

Sida funded

SECO funded



Working with enterprises to improve

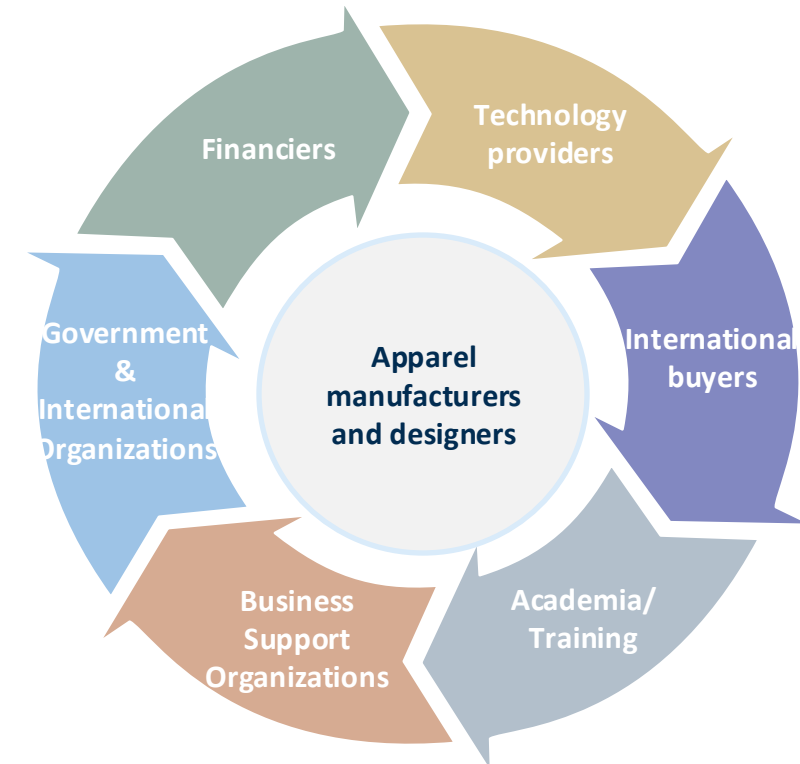
- **Resources optimization** and **circularity processes**;
- **Lean manufacturing waste reduction, digitalization & women empowerment**;
- **Market & client diversification** through trade promotion.

Targeted enterprises also include:

- “**Champion**” enterprises with **sustainability solutions mentoring smaller enterprises**;
- **Fashion designers** focusing on **sustainable design** concepts;
- **Innovation start-ups or “greentrepreneurs”** with transformative ideas for textile circularity.

Working with the institutional ecosystem

**Linking partners** across the VC incl. to **research & solution providers**;  
Responding to **regulatory challenges** and **building capacities** to address new requirements.



# Collaboration with the Swiss T&C industry



1. Working with **suppliers of Swiss brands & retailers**
  1. **Targeting STS 2030 Goal 1: Reduction of GHG emissions**
  2. **Targeting STS 2030 Goal 2: Improving working conditions**
2. Joint pilot project with STS 2030 addressing target 3: Promote innovative business models towards a circular economy

**Redesigning of textiles** Unsold/old products are reworked into new products

**Fibre-to-fibre recycling** of textile/garment production waste transformed into yarn & further

3. Working with **Swiss textile machinery providers** to disseminate new technologies specially on circularity
4. **Educational institutions** e.g. University of Luzern on the development of ToT on Textile Circularity and eco-design with MENA Education Network
5. **Circularity** service providers e.g. Texaid cross learning on waste management – collecting, sorting, valorization

# Partnership with Holy Fashion Group: Capacitated 3 Egyptian suppliers



## Working conditions

Internal auditing,  
Risk assessments

Inclusive recruitment  
practices, labour  
rights, grievance  
mechanisms

Occupational health  
and safety analysis,  
product safety

### Improving Enterprises Social Performance

- Assessing suppliers' performance roadmap
- Tailored training sessions
- Corrective actions

## Environmental performance & resource efficiency

Energy  
efficiency

Material flow  
analysis

Textile waste  
management

Chemicals  
management

Water  
management

### Coaching Suppliers on Environmental Performance

- Assessment checklist - Action plan set-up
- Key achievements: waste segregation, storage improvement, chemical storage improvement/labelling, waste traceability until disposal, expected CO2 reduction with energy measures



## Results from collaboration with HFG

- **128** areas of intervention identified, **50%** resolved within the first few months.
- Cost reduction, improved resource & human capital management.
- HFG successfully passed the Green Button certification audit for 2023/2024.
- Supplier passed the certification audit, including HiGG Index FEM 2023







# Stay connected!

GTEX **Global Textile Academy**  
[www.globaltextileacademy.com](http://www.globaltextileacademy.com)

## Gain access to:

- 16 training courses developed & deployed in each country
- 3 e-learning courses developed
- Publications and global webinars held
- A community of professionals
- other ITC tools and trainings

GTEX website  
[www.intracen.org/our-work/projects/gtexmenatex-global-textiles-and-clothing-programme](http://www.intracen.org/our-work/projects/gtexmenatex-global-textiles-and-clothing-programme)

