

# ALDI Factory Advancement Project PLUS



## Promotion of safe and healthy childcare centres

ALDI is committed to improving working conditions in the garment industry. With the ALDI Factory Advancement (AFA) Project, we have created an effective tool in Bangladesh that strengthens the ability of management and workers to identify key challenges in their production facilities with regard to working conditions and implement joint solutions.

The AFA Project PLUS draws from this experience while addressing the critical need for quality childcare of for the children of working parents at these production facilities.

vide and maintain suitable rooms for their workers' children under six years of age.

However, these services are often of poor quality. Furthermore, workers addressed this problem (e.g. inadequate facilities, lack of toys, and poorly trained staff) within the scope of AFA Project training seminars. When attempting to identify the root causes, it became evident that this primarily results from the lack of knowledge and capacities regarding the provision of quality childcare centres at production facilities.

### Objective: Promotion of Quality Childcare Centres

The AFA Project PLUS aims to support production facilities in improving their existing childcare services with regard to their individual needs in seven key areas:

1. Management of childcare centres
2. Caregivers and caregiving practices
3. Safety of children
4. Health and nutrition
5. Preschool education
6. Equipment and design of childcare centres
7. Provision of information, increased parental engagement and knowledge

By providing support, ALDI actively encourages the production facilities to fulfil their legal obligations. This will help women stay in employment or start work and thus improve their financial situation. The promotion of quality childcare centres also supports social acceptance for institutionalised childcare among garment workers in general.



Caregivers apply their learnings received during Phulki caregiver training and engage children in a group game.

### Challenge: Insufficient Capacity at Production Facilities

The provision of quality childcare in the Bangladeshi garment and textile industry is of considerable importance for the sound development of Bangladesh's young generation and the empowerment of working parents and their communities. Many workers are reliant on these services due to financial constraints and a lack of alternative care options. According to the provisions of the Bangladesh Labour Act (2006), production facilities with 40 or more regularly employed female workers are required to pro-

<b>Project Owners</b>	ALDI North and ALDI SOUTH
<b>Project Country</b>	Bangladesh
<b>Project Duration</b>	February 2018 to September 2019
<b>Service Providers</b>	Sustainability Agents (SUSA) GmbH Phulki Research, Training and Management (RTM) International
<b>Contact</b>	afaproject@aldi-sued.com

## Approach: Professional Training and Tailor-Made Roadmaps

Together with our local cooperation partners Phulki, an organisation with expertise in childcare and early childhood development, as well as RTM International, a management and technical resource organisation for Health and Education, we professionally train caregivers, childcare centre supervisors and nurses. Our objective is to improve the knowledge and performance of staff as well as their management skills. Moreover, Phulki trains parents on health and hygiene, nutrition and breastfeeding, as well as preschool education during regular follow-up visits. This training forms an essential element of the AFA Project PLUS which aims to provide capacity building measures and promote understanding of the current situation.

Furthermore, ALDI also cooperates with the service provider Sustainability Agents (SUSA) GmbH, which has extensive experience in the area of providing dialogue training in the Asian garment and textile industry. Together with SUSA, ALDI has facilitated the development of tailor-made roadmaps for each production facility. These roadmaps are aimed at facilitating improving the seven key areas and help the production facilities to enhance the equipment of their childcare centres and establish relevant processes and structures.

In order to achieve sustainable improvement at the production facilities, each production facility needs to establish a formalised and stable Childcare Centre Management Committee (CCMC) that is headed by a designated childcare supervisor and consists of working parents, caregivers, nurses, and managers. The CCMCs are the mainstay of the AFA Project PLUS and aim to create joint ownership and a shared sense of responsibility for the childcare centres of production facilities. In this context, the production facilities are closely accompanied by Phulki's

CCMC members jointly developing the tailor made roadmaps.



childcare experts and SUSA's local trainers helping the CCMCs to identify needs for improvement and overcome the challenges identified. Within the scope of six-monthly follow-up visits, the progress made by the CCMCs with regard to implementing their roadmaps is supported and monitored.

## Initial Results and Achievements

- Improvements in the area of health and safety
- Child-friendly equipment and improved quality and quantity of toys, learning materials, decoration
- Establishment of designated breastfeeding areas
- Provision of drinking water and nutritious snacks
- Introduction of parent consultation
- Development of child-friendly daily routines
- Monthly health checks of all children undertaken by the medical staff of the production facilities
- Revision of policies

### Legal Notice

HOFER Kommanditgesellschaft

On behalf of the national organisations of the ALDI SOUTH Group and ALDI Einkauf GmbH & Co. oHG - ALDI North Group

### Photos

Sebastian Siegele, Sustainability Agents SUSA GmbH