

AWAJ FOUNDATION

ANNUAL REPORT 2024–2025

Strengthening Worker Voice, Advancing Gender Justice and Building Resilient Workplaces

1. Executive Director's Message

The period 2024–2025 was marked by significant social, economic, environmental and labour-market changes in Bangladesh. For garment workers and their families, these changes often translated into greater uncertainty around employment, income, workplace safety, access to social protection and the ability to exercise fundamental labour rights.

Against this backdrop, Awaj Foundation continued to work alongside workers, particularly women workers and workers from marginalised communities, to strengthen their ability to understand, claim and exercise their rights. Our approach remained grounded in a simple principle: **workers must be at the centre of decisions that affect their lives and livelihoods.**

During the reporting period, our work brought together worker organising, trade union capacity development, gender justice, prevention of gender-based violence, women's leadership, access to healthcare, community support, climate awareness, social dialogue and advocacy. These areas are interconnected. A woman worker cannot meaningfully participate in workplace decision-making if she does not feel safe to speak. A trade union cannot effectively represent workers without strong leadership and knowledge. And workers cannot build resilience to climate and economic shocks without access to information, social protection and collective mechanisms.

Our partnership with the **Foundation for a Just Society (FJS)** was particularly important in strengthening this interconnected approach. Through FJS-supported work, Awaj expanded its efforts to prevent sexual harassment and gender-based violence, strengthen women's leadership, support worker voice and representation, facilitate social dialogue, engage marginalised communities and promote collective action.

Across our programmes, workers were not treated simply as beneficiaries. They were supported as rights-holders, representatives, organisers and advocates.

The stories and achievements presented in this report demonstrate both progress and the work that remains. We recognise that sustainable change requires long-term engagement, strong worker organisations, meaningful participation and accountable institutions. Awaj therefore remains committed to deepening partnerships and ensuring that workers' voices continue to shape the future of Bangladesh's workplaces.

Nazma Akter

Executive Director

Awaj Foundation

2. About Awaj Foundation

Founded in 2003, Awaj Foundation is a grassroots labour rights organisation working to advance decent work, gender equality, worker empowerment and dignified livelihoods in Bangladesh.

Awaj's work has grown from the realities experienced by workers themselves. Our programmes are designed around the challenges workers face in factories, communities and households, with particular attention to women workers, workers in vulnerable employment situations and marginalised communities.

Our approach combines **worker organising, capacity development, direct services, advocacy, community engagement and partnerships**. Rather than addressing labour rights, gender justice, health, climate resilience and social protection as separate issues, Awaj seeks to understand how these issues intersect in workers' everyday lives.

This approach has enabled the organisation to work across factory and community settings while connecting grassroots experience with national, regional and international advocacy.

Throughout the reporting period, Awaj worked with workers, trade unions, worker organisations, employers, government stakeholders, brands and buyers, civil society organisations and international partners to strengthen worker participation and promote more inclusive and accountable workplaces.

3. The Context We Worked In

Bangladesh's ready-made garment sector remains central to the country's economy and provides employment to millions of workers, the majority of whom are women. Yet workers continue to face challenges related to wages, working hours, job security, workplace safety, discrimination, gender-based violence, access to social protection and meaningful representation.

For women workers, these challenges are often interconnected. Workplace harassment and discrimination can limit their ability to participate in leadership and collective action. Family responsibilities and unequal access to services can affect their economic security. Climate-related disruptions and economic instability can further increase vulnerability.

At the same time, workers and their organisations operate within a rapidly changing environment. Automation and technological change are transforming workplaces. Climate change is increasing heat stress, flooding and other risks. Labour-market uncertainty and disruptions in production can affect both employment and household income.

These realities reinforced the importance of an approach that goes beyond awareness raising. Workers need **knowledge, confidence, collective structures, access to support and opportunities to participate in decisions**.

Awaj's work during 2024–2025 therefore focused on strengthening the foundations that allow workers to exercise their rights and participate meaningfully in shaping their workplaces.

4. Our Strategic Approach

Awaj's work during the reporting period was guided by five closely connected priorities:

Worker voice and collective power — strengthening workers' understanding of labour rights, trade union organising, collective bargaining and grievance mechanisms.

Gender justice and women's leadership — addressing sexual harassment and gender-based violence while creating greater space for women workers to participate in leadership and decision-making.

Resilience and Just Transition — increasing workers' understanding of climate change, workplace risks and the implications of technological and economic transitions.

Worker and community wellbeing — connecting workers and their families with healthcare, education, childcare and other essential forms of support.

Advocacy and accountability — bringing workers' experiences into dialogue with government, employers, brands, civil society and other stakeholders.

The strength of this model lies in the connections between these areas. Awareness of rights can lead to collective action; collective action can create stronger worker representation; stronger representation can create opportunities for social dialogue; and social dialogue can contribute to more responsive workplaces.

5. Impact at a Glance

During the reporting period, Awaj and its partners achieved the following:

Area of Impact	Reach / Achievement
Patients reached through healthcare services	16,352
Women receiving healthcare	12,350
Men receiving healthcare	2,244
Children receiving healthcare	1,758
Women workers receiving sanitary napkins	2,794
Workers receiving urgent surgical support	50
Children supported through daycare	50
Children receiving education support	98
Cumulative children reached through education support	355

Area of Impact	Reach / Achievement
Workers reached through FJS-supported programmes	4,550
Dalit community members receiving capacity support	250
Anti-Harassment Committee established	1
Social dialogues facilitated under FJS	1
Campaigns organised under FJS	11
Workers trained through UP!+	1,000+
Women among UP!+ participants	Approx. 70%
Workers covered by mutual cooperation agreements	Approx. 3,500
UP!+ advocacy activities	30+
Potential worker leaders trained through Mondiaal FNV	125
Factories covered through Mondiaal FNV leadership activities	10
Workers reached through climate awareness activities	Approx. 2,000
Factories reached through climate awareness	20
Newly organised workers reached through GoodWeave	Approx. 2,500
Community members reached through GoodWeave	Approx. 60
Fair Wear Social Dialogue Onboarding Training	6 factories during the reporting period

6. Our Work and Impact

Strengthening Worker Voice, Trade Union Organising and Collective Bargaining

Strengthening workers' collective voice remained at the heart of Awaj's work. During the reporting period, workers and potential worker leaders received training and support on labour law, wages, overtime, leave, employment rights, grievance handling, negotiation, trade union organising and collective bargaining.

Through the Mondiaal FNV-supported programme, **125 potential worker leaders** developed their knowledge of labour law, wage and overtime calculations, leave and service benefits, trade union formation and mobilisation. A further **100 existing union leaders** received support to strengthen union sustainability, membership development, leadership, financial systems and regular organisational practices.

This work contributed to a stronger foundation for worker representation. In several workplaces, workers were able to engage more directly with management and raise workplace concerns through organised structures. Two unions submitted Charters of Demands, while HopLun Intimate Limited secured a collective bargaining agreement.

Across worker organising activities, processes progressed towards union registration in several factories, while registered unions and existing worker organisations continued to receive support to strengthen their internal capacity.

Awaj also supported workers and union representatives to develop negotiation and advocacy skills. These efforts recognised that a union's effectiveness depends not only on registration, but on its ability to represent members, communicate with management, negotiate collectively and sustain participation over time.

The experience also reinforced an important lesson: **worker organising requires sustained engagement**. Information leakage, restrictions on organising space, social barriers and the presence of non-independent worker structures can weaken collective action. Continuous follow-up and leadership development are therefore essential.

Gender Justice, GBV Prevention and Women's Leadership

Gender justice remained a central component of Awaj's work. The organisation's experience demonstrates that preventing gender-based violence cannot be separated from strengthening women's participation, worker representation and access to remedy.

Through the FJS-supported programme, **4,550 workers** were reached through activities addressing women's empowerment, sexual harassment and gender-based violence, worker rights and related issues. Awaj also provided capacity-building support to **250 members of the Dalit community**, recognising the importance of ensuring that marginalised groups are not excluded from rights-based interventions.

A key focus was creating greater awareness of sexual harassment, discrimination, gender equality, human rights and available complaint mechanisms. In selected workplaces, Awaj supported the establishment of Anti-Harassment Committee mechanisms and facilitated engagement among workers and workplace stakeholders.

The organisation also worked to strengthen women's leadership within worker organisations. This is critical because women constitute a large proportion of the garment workforce, yet their representation in decision-making spaces remains uneven.

Awaj's experience shows that awareness by itself is not enough. Women workers need **confidence, collective support, leadership opportunities and safe mechanisms through which they can raise concerns**.

The partnership with FJS helped reinforce this integrated approach. Rather than treating GBV prevention as a standalone awareness activity, Awaj connected it with women's leadership, worker representation, social dialogue, community empowerment and advocacy.

This connection is particularly important in addressing workplace harassment. Prevention requires not only awareness of unacceptable behaviour, but also structures that allow workers to speak, report concerns and seek remedy without fear of retaliation.

Climate Justice, Worker Resilience and Just Transition

Climate change increasingly affects workers' health, safety, income and job security. For garment workers, extreme heat, flooding, disruption to transport and damage to homes and communities can create consequences that extend beyond the workplace.

During the reporting period, Awaj reached approximately **2,000 workers across 20 factories** through climate awareness activities. These initiatives helped workers understand climate risks and the relationship between environmental change, employment and working conditions.

Awaj also promoted a broader worker-centred understanding of Just Transition. A transition to more sustainable and technologically advanced production must not leave workers behind. Workers need opportunities to participate in discussions about workplace transformation, skills development, safety, employment security and social protection.

Environmental advocacy also formed part of this work. Awaj's World Environment Day activities highlighted the need for collective action to address pollution while linking environmental sustainability with decent work, living wages, safe workplaces, strong worker organisations and a workplace free from gender-based violence.

This integrated approach reflects Awaj's belief that **climate justice is also a worker justice issue**.

Worker Wellbeing, Healthcare and Community Support

For workers living on low incomes, a health emergency can quickly become an economic emergency. Illness or the illness of a child can mean medical expenses, lost wages, absence from work and increased financial pressure on the household.

Awaj therefore continued to connect labour rights work with essential services and community support.

During the reporting period, **16,352 patients** received healthcare services, including **12,350 women, 2,244 men and 1,758 children**. Maternal health services included antenatal care, with 609 women receiving ANC-1, 604 receiving ANC-2 and 504 receiving ANC-3.

A further **2,794 women workers received sanitary napkins**, while **50 workers received urgent surgical support**.

Support for workers' families also remained important. **50 children accessed daycare services**, while **98 children—59 girls and 39 boys—received education support**. Across the programme period, cumulative education support reached **355 children**.

These services complement Awaj's rights-based work by addressing practical barriers that can affect workers' ability to remain economically secure and participate in workplace and community life.

7. Partnerships and Programme Highlights

Awaj's achievements during the reporting period were made possible through long-term partnerships with organisations that share a commitment to worker rights, gender justice, decent work and sustainable development.

Foundation for a Just Society: Advancing Gender Justice and Worker Voice

The partnership with the **Foundation for a Just Society (FJS)** was a particularly significant part of Awaj's work during the reporting period.

Through the programme **"Empowerment of Women Through Preventing Sexual Harassment and Gender-Based Violence in Industry,"** Awaj worked across Dhaka, Gazipur and Narayanganj to strengthen women's rights, prevent sexual harassment and GBV, and create greater opportunities for workers to participate in decisions affecting their lives.

Key Achievements:

- ☑ Trained 4,550 workers on labor rights, GBV, sexual harassment, leadership, and climate change.
- ☑ Built the capacity of 250 Dalit community members on health, hygiene, financial management, and child marriage prevention.
- ☑ Established 1 Anti-Harassment Committee (AHC) and conducted 1 social dialogue with workers, factory management, and stakeholders to strengthen workplace accountability.
- ☑ Organized 11 awareness campaigns on GBV, labor rights, migrant worker protection, Dalit rights, human rights, and climate issues.
- ☑ Delivered training on safe migration and zero migration costs, while strengthening workers' leadership and participation in workplace decision-making.
- ☑ Supported 30 children of garment workers through the project's Day Care Center and provided private tuition support to 20–25 Dalit children.
- ☑ Empowered women workers and promoted safer, more inclusive, and supportive workplaces. FJS support also enabled Awaj to connect gender justice with broader worker empowerment. Activities included awareness on safe and zero-cost migration, labour and climate issues, women's leadership, workplace rights and community participation.

The partnership strengthened an important organisational lesson: **gender justice becomes more sustainable when women's leadership is connected to worker organising, collective voice, social dialogue and access to remedy.**

For Awaj, this remains a critical pathway for creating workplaces where women can participate safely and meaningfully.

Mondiaal FNV: Building Sustainable Worker Organisations

Through the programme **“Increase Awareness and Empower Ready Made Garments Workers towards Decent Working Conditions,”** Awaj and Somnilito Garments Sramik Federation continued their partnership with Mondiaal FNV.

The programme supported workers in 10 factories through labour rights awareness, GBV prevention, trade union leadership, organising, grievance handling, negotiation and advocacy.

Approximately **1,000 workers** participated in GBV awareness activities. **125 potential worker leaders** received capacity development on labour law, wages, union organising and leadership, while **100 existing union leaders** received support on union sustainability.

The programme also promoted trust-building and social dialogue between workers and management and strengthened para-legal and advocacy capacity among worker representatives.

Climate awareness was incorporated into the programme, reaching approximately **2,000 workers from 20 factories**.

The partnership demonstrated the importance of combining worker awareness with organisational capacity. Workers need both the knowledge of their rights and the structures through which they can collectively exercise them.

Fair Wear Foundation: Strengthening Social Dialogue

Awaj continued its engagement with Fair Wear Foundation to strengthen workplace-level social dialogue and worker participation.

During the reporting period, **Social Dialogue Onboarding Training was conducted in six factories**. The training focused on strengthening understanding of workplace rights, worker representation, dialogue and mechanisms through which workers can raise concerns.

The work reinforced Awaj’s broader commitment to ensuring that social dialogue is meaningful rather than simply procedural. Worker representatives need to be legitimate, accessible and able to communicate the concerns of the workforce.

The experience also highlighted the importance of continued engagement. The six factories reached during the reporting period represent an important step, with further factories expected to receive onboarding support in future. The workplace education program on preventing gender-based violence at workplace were continued as part of the ongoing effort.

Laudes Foundation and UP!+: Strengthening Worker–Management Cooperation

Through UP!+, Awaj supported greater cooperation between workers and management while strengthening women’s participation and worker representation.

More than **1,000 workers** received training, with women comprising approximately **70% of participants**.

Two mutual cooperation agreements were developed, covering approximately **3,500 workers**. These agreements addressed issues including wages above minimum levels, maternity protection and gender-inclusive benefits.

More than **30 advocacy activities** were also conducted.

Alongside factory-level work, the programme strengthened the institutional capacity of Garment Workers Welfare Association (GWWA), including membership development, leadership, communication, documentation and strategic planning.

The programme demonstrated how structured engagement between workers and management can create opportunities to address workplace concerns while strengthening workers' ability to participate in decision-making.

GoodWeave: Extending Worker Outreach and Digital Communication

Through the GoodWeave-supported work, Awaj expanded worker outreach and communication on workplace rights, GBV, working hours, leave, overtime and child labour.

Approximately **2,500 newly organised workers** were reached, alongside approximately **60 community members**.

Digital communication provided an additional channel for reaching workers. Short videos addressing GBV, working hours and leave, overtime and child labour generated engagement, while information was also shared through the GWWA WhatsApp network.

The experience demonstrated the value of combining direct worker engagement with accessible digital communication, particularly when workers may have limited opportunities to attend formal sessions.

KiK and Worker–Family Wellbeing

In 2024, the programme provided **16,604 medical consultations**, reaching **12,457 women, 2,349 men and 1,798 children** across key garment-producing areas.

Healthcare support also included **41 surgeries during the year**, bringing the cumulative number of surgeries to **228 since 2010**. To promote women's health and dignity, **2,616 sanitary napkin packs** were distributed to female garment workers, alongside health and hygiene awareness.

The programme also supported working families through childcare and education. In 2024, **25 children accessed daycare services**, while the education programme has supported **307 children since 2017**, including 195 girls and 112 boys.

Beyond direct services, Awaj provided workers with health and rights awareness, helping them better understand available services and workplace entitlements. Together, these interventions demonstrate an

integrated approach to worker wellbeing—linking healthcare, women’s health, childcare and education to workers’ dignity, economic security and ability to remain in employment.

Resilience Fund: Strengthening Organisational and Worker Resilience

Support from the Resilience Fund enabled Awaj to strengthen capacity-building, advocacy and outreach while continuing to respond to emerging needs among garment workers and communities.

Over recent years, Awaj has used this support to strengthen collaboration, alliances and cross-movement engagement, while observing and mobilising around key moments such as International Women’s Day, May Day, the 16 Days campaign and World Environment Day.

The organisation also provided direct support to workers affected by labour unrest, policy shifts, natural disasters and workplace disruption.

The period also tested organisational resilience. Changes in the funding environment, including significant reductions in international development funding, affected the continuity of some programmes and resulted in staff and office restructuring. Awaj sought to retain institutional knowledge and capacity by integrating staff into other programmes where possible.

Natural disasters also affected workers and communities, damaging homes, infrastructure and livelihoods and creating additional pressure on factories and workers.

These experiences reinforced the importance of flexible funding, strong networks and organisational adaptability.

8. Stories of Change

When Women Workers Stand Together

At AKH Stitch Art Ltd., three women workers—Anjuara, Asma Khatun and Merina—faced pressure to move from operator positions to helper roles.

For Asma, the situation was particularly serious. She was the sole income earner for her household after flooding had affected the family home. Losing her operator position would therefore have had consequences far beyond the workplace.

Rather than addressing the issue individually, the workers raised their concerns collectively through their union leadership and with support from Awaj.

Through engagement and negotiation with management, the notices were withdrawn and all three women retained their operator positions.

The experience illustrates the practical value of collective representation. It also demonstrates why women’s leadership within worker organisations matters. When women workers have confidence, collective structures and avenues for dialogue, they are better positioned to challenge decisions that may affect their employment and livelihoods.

For Awaj, this case reinforces a broader lesson: **worker empowerment is most meaningful when knowledge of rights can be translated into collective action.**

From Awareness to Collective Action

Across Awaj's worker programmes, one of the most important changes has been the movement from awareness towards participation.

Workers who initially had limited knowledge of labour law, grievance mechanisms or trade union processes were supported to understand their rights and communicate workplace concerns. Training on labour law was combined with practical learning on negotiation, grievance handling, collective organising and leadership.

This approach is particularly important for women workers, who may face additional social and workplace barriers to speaking openly or taking leadership roles.

Over time, workers and representatives became more confident in communicating with management and using collective mechanisms to raise concerns.

The experience has reinforced Awaj's belief that effective worker education should not end with information. **The ultimate purpose of awareness is to strengthen workers' capacity to act.**

From the Factory Floor to International Advocacy

Worker leadership is increasingly extending beyond the factory floor.

Urmi Akter, President of the HopLun Apparels union and General Secretary of GWWA, brought her experience as a garment worker and union leader into regional and international advocacy spaces.

With support from Awaj and its partners, she participated in international discussions where she shared workers' perspectives on unionisation, fair wages, workplace safety, sustainable productivity and women's leadership. She also highlighted the particular challenges faced by women worker leaders, including harassment and resistance to their participation.

Similarly, Bilkis Begum, a sewing operator and factory trade union president at Natural Denims Ltd., participated in international spaces including the Fair Labor Association Board Meeting and CSW69. Her contributions highlighted worker-led advocacy, women's leadership, collective bargaining, fair purchasing practices, living wages, responsible supply chains and climate impacts.

These experiences represent an important shift: workers are not simply the subjects of policy discussions. **They are increasingly becoming advocates and contributors to the decisions that shape labour policy and global supply chains**

When Health Support Protects a Family's Livelihood

Jahanara Begum, a garment worker, faced the need for gallstone surgery at a time when household resources were limited.

For a low-income worker, serious illness can create a chain of problems: medical expenses, time away from work and uncertainty about household income.

Through Awaj-supported healthcare services, Jahanara was able to receive the necessary surgical support. Coordination around workplace leave also helped her manage the period of treatment and recovery.

Her experience illustrates why worker wellbeing must be considered alongside labour rights. Access to healthcare can help protect not only an individual's health but also the economic stability of an entire household.

Supporting a Worker's Child

For Sajeda Begum, a widow and sole caregiver, her seven-year-old son Arafat's serious tonsil infection created an urgent family crisis.

A child's health emergency can place considerable pressure on a household that already depends on a single income. Sajeda also needed to balance her child's treatment with her responsibilities as a garment worker.

Awaj supported Arafat's surgery and helped coordinate Sajeda's leave from work.

The case demonstrates the wider value of worker and family support. **When workers have access to essential services, they are better able to protect both their families and their livelihoods.**

9. Community Engagement, Campaigns and Advocacy

Awaj's work extends beyond factory-based interventions. Community engagement and public advocacy provide important opportunities to connect workers' everyday experiences with broader social and policy discussions.

During the reporting period, Awaj supported and participated in campaigns around women's rights, workers' rights, climate justice, workplace safety and environmental sustainability.

International Women's Day provided an opportunity to highlight issues including violence and sexual abuse, maternity protection, social security, women's representation in trade union leadership and the importance of stronger legal protections against harassment.

Environmental campaigns connected plastic pollution and environmental sustainability with workers' concerns, including safe workplaces, living wages, effective trade unions and gender-responsive working environments.

Awaj also continued to engage on migrant workers' rights, promoting safe and regular migration, awareness of recruitment risks, access to legal and medical assistance, repatriation, compensation, reintegration and government services.

These campaigns are an important part of Awaj's worker-centred advocacy model. They create space for workers' voices to reach wider audiences while building solidarity among worker organisations, civil society actors and other stakeholders.

10. Organisational Resilience, Challenges and Learning

The reporting period presented significant challenges for both workers and the organisation.

Political and labour-market instability affected programme implementation. In some workplaces, management restrictions made worker participation and organising more difficult. Union formation and organising also faced challenges including information leakage, the presence of non-independent worker structures and limited organisational capacity.

Women worker leaders continued to face social and workplace barriers. Climate-related disruptions added another layer of uncertainty, affecting homes, transport, factories and household livelihoods.

Funding disruptions also tested organisational resilience. Reductions in international development funding affected programme continuity and required Awaj to make difficult decisions around staffing, offices and programme integration.

Despite these challenges, several important lessons emerged.

First, sustained engagement matters. Worker empowerment cannot be achieved through one-off training. Continued follow-up is necessary to translate knowledge into action.

Second, women's leadership strengthens worker voice. When women participate meaningfully in worker organisations, issues that may otherwise remain invisible are more likely to be raised and addressed.

Third, practical learning is more effective than information alone. Role-play, discussion, negotiation exercises and real workplace examples can help workers apply knowledge.

Fourth, social dialogue requires trust. Meaningful engagement depends on spaces where workers can communicate safely and representatives can raise concerns credibly.

Fifth, climate and labour rights are increasingly interconnected. Worker-centred climate action must consider employment, income, health, skills and social protection.

Finally, organisational flexibility is essential. Changing political, economic and funding environments require civil society organisations to adapt while protecting their core mission and institutional knowledge.

11. Social Media Outreach

Awaj's Strength grew in Social Media learning During this timeline, Awaj Foundation's social media performed as a third eye on different activities. Well

documentation and social media sharing gave pace to Awaj's internal and external growth coverage.

Some Mention worthy Links on Social Media:

International Women's Day 2025

<https://www.facebook.com/share/p/1Cp23vSRcg/>

International Workers Day 2025

<https://www.facebook.com/share/p/18rc5fsjXy/>

World Environment Day 2025

<https://www.facebook.com/share/p/1J8T6Y7Pve/>

International Migrant Day 2024

<https://www.facebook.com/share/p/183GbD1Z3h/>

16 Days of Activism '24

<https://www.facebook.com/share/p/1K4ePXTBsx/>

International Human Rights Day 2024

<https://www.facebook.com/share/p/1BPjnwyZCa/>

World Climate Day 2024

<https://www.facebook.com/share/p/19c3aQTsKg/>

Annual Picnic for Day Care and Awaj Pre School

<https://www.facebook.com/share/p/193t3JFKmy/>

World Day of Decent Work

<https://www.facebook.com/share/p/1BmofoXxvc/>

12. Looking Ahead

Awaj enters the next phase of its work with a continued commitment to strengthening worker voice and advancing gender justice.

Our priorities include deepening women's leadership within worker organisations, strengthening prevention and response mechanisms for GBV and sexual harassment, supporting meaningful social dialogue, expanding worker organising and collective bargaining capacity, and ensuring greater access to remedy.

We will also continue to strengthen worker-centred approaches to climate change and Just Transition. As workplaces change through automation, climate pressures and evolving production systems, workers must have opportunities to participate in decisions concerning skills, safety, employment security and social protection.

Awaj will continue to invest in partnerships that connect grassroots worker experience with national, regional and international advocacy.

The organisation will particularly seek to strengthen the connection between **gender justice, worker voice, social dialogue and community empowerment**—an approach that has become increasingly central to our work and to our partnership with FJS.

The experience of 2024–2025 has demonstrated that sustainable change does not come from a single intervention. It is built through relationships, collective action, leadership, evidence and sustained commitment.

Awaj will continue working alongside workers to build workplaces where people can work safely, participate meaningfully, earn a dignified livelihood and exercise their rights without discrimination or violence.

Activity Gallery:

Find more colorful photos of our campaigns, activities in this link:

<https://drive.google.com/drive/u/0/folders/1XNYo3LK6zSUOkQGgZhFZV8JwK-MK5Kx2>



12. Acknowledgements

Awaj Foundation gratefully acknowledges the workers, trade union leaders, community members, partner organisations, donors, employers, government stakeholders, civil society organisations and other allies who contributed to the work reflected in this report.

We particularly recognise the courage and leadership of the workers who continue to speak up, organise, advocate and participate in shaping better workplaces.

Our work is possible because of the trust and partnership of the communities and workers we serve, and because of the commitment of partners who share the vision of a more just, inclusive and worker-centred future.