

এ্যাপারেল স্টোরি

Apparel Story

November-December 2023

Paradigm Shift In
**ENSURING
WORKERS
RIGHTS AND
WELFARE**



BANGLADESH GARMENT MANUFACTURERS & EXPORTERS ASSOCIATION (BGMEA)

বাংলাদেশ পোশাক প্রস্তুতকারক ও রপ্তানীকারক সমিতি

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116
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10
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EDITORIAL

The global recognition earned by the ready-made garment (RMG) industry of Bangladesh stems from its commendable progress in crucial aspects such as workplace safety, workers' rights, and overall well-being. Furthermore, in its endeavor to align with international labor rights and adhere to due diligence regulations, Bangladesh's RMG industry remains unwaveringly dedicated to ethically producing its goods while upholding human rights. The industry is committed to the pledge of treating all its workers in accordance with international labor rights standards. This edition of Apparel Story's cover story sheds ample light on the initiatives the industry has taken to ensure workers' rights and well-being.

We strongly believe that behind the remarkable growth momentum of the industry lies the energetic people who put dedicated efforts to ensure product quality and timely delivery. At the bustling hub of the RMG industry, we also believe that our achievements are not merely an outcome of increased investments and strategic decisions, rather it is made possible by the collective efforts of every individual associated with us. Therefore, a people-centric approach is the blueprint for the industry's success.

The RMG industry is now at a crossroads. We have to prepare for post-LDC challenges by enhancing capability through product diversification, innovation, and technology up gradation and skills development. The challenges ahead may seem daunting but by taking a united stand we can create a formidable force to pave the path of progress of our beloved nation.

We wish all of our stakeholders, the owners, workers, and well-wishers a very happy New Year. Thank you for your unwavering trust and support.

The Editorial Board The Apparel Story



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The Apparel Story

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Paradigm Shift in Ensuring Workers Rights and Welfare

Bangladesh Apparel Industry



The ready-made garment (RMG) industry has gone through many ups and downs over the last four decades since its inception. Now the industry has reached a stage where it can take pride as the world's second-largest garment supplier as well as the main source of foreign income for Bangladesh. It accounts for over 84% of the country's total export earnings and employs around four million workers. While the economy of Bangladesh in general has immensely benefitted from the growth of the RMG sector, its direct beneficiaries have been the employees of the industry.

The sublime success stories of growth and resilience of the RMG industry are woven by the hard work and dedication of the workers. Therefore, ensuring workers'

rights and their wellbeing is essential and a top priority for the industry.

For example, as far as the financial benefit of the workers is concerned, their minimum wages have been increased more than six times since 2010. As the industry grows, so do their wages. There's been a 5% annual increment in their wages and two festival bonuses (each equivalent to one month's basic wage) which is mandatory and the medical leave of workers is now paid 14 days at full wages instead of half; provision for annual leave has been revised making it one day for every 18 days of work from the previous one day for every 22 days, and workers can en-cash 50% of their total annual leave, which was not available to them before. Moreover, since the RMG sector has to

navigate the complex trajectory of international trade, which changes rapidly with ever increasing priority on human rights and environmental due diligence, while geo-political issues also influence trade, ensuring workers' rights and well-being is not a choice for the industry stakeholders, but a necessity.

Of late, the issue of giving workers greater freedom to form unions so that they can voice their demands has been a global issue of concern. In this regard, it is worth mentioning that the government of Bangladesh has amended its Labor Act thrice – in 2013, 2018 and 2023 – in alignment with international requirements and standards. Through the amendments, the previous requirement of 30% worker participation to apply for union registration of a factory (popularly known as 'threshold') was reduced to 20% in 2018. Now it's been further reduced to 15% for factories employing more than 3000 workers. For the group of companies, the threshold was maintained at 30%, which has also been reduced to 20%.

Besides, the labor rules were promulgated in 2015 and amended in 2022. The Bangladesh EPZ Labour Act was passed in 2019 and EPZ Labor Rules promulgated in 2022. Overall, the government is pledge-bound to implement a labor roadmap by 2025 and is making all-out efforts to implement it.

Amendments to the Labor Act and rules are being made in coordination and consultation with multilateral stakeholders including the International Labour Organization (ILO), while our major trade partners are monitoring this implementation. All these amendments to the act and rules are aimed at further improving the rights and well-being of the workers. Elected Worker's Participation Committee and Safety Committee are made mandatory.



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As a matter of fact, compliance with the laws of the land and adhering to the norms of the global buyers has always been a priority for us. For example, after the introduction of the Harkins Bill of child labor elimination in 1994, Bangladesh took a unique step in 1995 by eliminating child labor from the RMG industry and rehabilitating them through an 'earn and learn' program. The initiative was applauded and supported by the U.S. Embassy in Bangladesh, ILO,

UNICEF and a few local NGOs including BRAC.

Then, the RMG industry came under a significant global spotlight after the unfortunate building collapse in 2013. Since then, there has been a paradigm shift in workplace safety and workers' well-being. Through its committed actions in the past decade, Bangladesh positioned itself as one of the safest garment manufacturing countries in the world. And beyond that, Bangladesh is now leading green initiatives globally with the highest number of green garment factories in the world. We are improving every day and know there's a lot more to be done, but we're diligently working at it.

In the past decade, we have made progress in the areas of workplace safety, workers' wellbeing and green manufacturing. The industry is meticulously complying with all the legal entitlements of the workers including timely payment of wages, ensuring minimum wages, overtime payments, absent leave, workplace safety, hygiene, and many others.

To carry forward the progress made by these initiatives and to establish national monitoring, the RMG Sustainability Council (RSC) was

established in June 2020, bringing the Bangladesh RMG safety monitoring regimes under one umbrella through an inclusive and consensus-based decision-making process.

The Government of Bangladesh has made several upgrades and strengthened the Department of Inspection for Factories and Establishment & Department of Labour. The number of labor inspectors has been increased and the digital Labour Inspection Management Application (LIMA) system has been adopted.

A Central Fund for the workers' wellbeing has also been formed and it is legally provisioned for the industry to contribute to the fund. In the financial year 2022-23, around 14 million dollars was contributed to the fund by the RMG industry. Besides, in collaboration with GIZ and ILO, Employment Injury Scheme (EIS) is now being piloted in the RMG industry, which is unprecedented in Bangladesh. Elected Worker's Participation Committee and Safety Committee are made mandatory. Some of the best-performing Better Work practices in the world are now operational in Bangladesh RMG factories.

Strengthening better industrial relations is a priority for us and this can be achieved through increased workplace cooperation, dialogue, and building awareness of rights and responsibilities, both on the part of workers and management. For expeditious settlement of labor disputes, BGMEA renders an out-of-court alternative dispute resolution service to the workers, free of cost. A Conciliation-Cum-Arbitration Committee (CAC) has been effectively in operation since 1998 headed by a Chief Arbitrator with equal representatives from employers and registered trade union federations sector. The industry is promoting social


Through its committed actions in the past decade, Bangladesh positioned itself as one of the safest garment manufacturing countries in the world. And beyond that, Bangladesh is now leading green initiatives globally with the highest number of green garment factories in the world.



dialogue in the factories. The ILO's Better Work Bangladesh program reached out to 447 RMG factories covering more than 1.3 million workers, of which 50% are women, and engaged with 48 international brands. With the ILO, we completed a training project on "Promoting Social Dialogue and Industrial Relation in the Bangladesh RMG sector (SDIR). To strengthen the existing committees at factories, particularly participation committees, safety committees and anti-harassment committees, BGMEA has trained a number of factories in Dhaka and Chattogram as a pilot intervention in collaboration with GIZ.

There are also numerous other programs by brands, retailers, development partners and factories to strengthen industrial relations, including the HER project, maternity protection through Mothers@Work project in collaboration between BGMEA and UNICEF, mental healthcare and wellbeing services by Moner

Bondhu, and so on. Many more initiatives are under consideration to make the apparel manufacturing process transparent, accountable and responsible. All these initiatives are aimed to further improve the rights and well-being of the workers.

As we embrace the world of sustainability and are facing emerging due diligence protocols from around the world on human rights and environment, BGMEA established a Responsible Business Hub (RBH) at its premises to facilitate the implementation of human rights and environmental due diligence at factory level. Workers are the lifeblood of our industry. So, too, is the industry their lifeblood. Millions of people and their extended families throughout Bangladesh rely solely on the RMG industry for their livelihood. Through the growth of this industry, more entrepreneurs are making a significant and larger contribution to the national economy. The number of women entrepreneurs is also on the rise. For us as a nation, the value of workers and the industry is absolutely inseparable. We are committed to building an ecosystem that allows all the actors to grow exponentially. In that respect, sustainability is not only about routine work, or just fulfilling social, ecological and community obligations; it is also about how we remain competitive on the world market, viable, and thrive. We welcome and appreciate any global initiatives that impact us positively and we are open to change for the greater benefit of the industry and its employees. At the same time, we would urge the global community to consider the fact that one should not be carried away by the populist view only, and should not take measures that threaten trade, because they ultimately threaten the livelihoods of millions. 

Elevating RMG Industry in Bangladesh

Better Work, Better Lives



Mohamad Anis Agung Nugroho

Bangladesh's Ready-Made Garment (RMG) industry is not just a business sector; it's a remarkable story of resilience and transformation. Employing over 4.2 million people, the RMG sector is the lifeblood of Bangladesh's economy, accounting for 84 per cent of the nation's total exports. The journey from a modest beginning to becoming the world's second-largest apparel exporter is a testament to the country's endurance and entrepreneurial spirit. The industry's contribution to the nation's GDP—a staggering 11%—underlines its critical importance in shaping the economic landscape of Bangladesh. However, the path to success has been

challenging. The sector has faced its share of difficulties, from child labour issues in the 1990s, and the tragic Rana Plaza disaster in 2013 to ongoing concerns about workplace safety, labour rights, and the well-being of workers. These issues have not only threatened workers' lives but have also posed significant risks to the reputation and sustainability of the industry itself. And the forthcoming challenges would be maintaining trade benefits after the Least Developed Country (LDC) graduation. Launched in 2015, Better Work Bangladesh (BWB), a joint initiative by the International Labour Organization

(ILO) and the International Finance Corporation (IFC), has been instrumental in turning the tide for Bangladesh's RMG sector by addressing the challenges. BWB ensures compliance with labour standards, enhances workplace safety, and improves business practices. Its multi-faceted approach includes rigorous assessments, advisory services, training, and facilitating stakeholder dialogues. The programme also pursues social dialogue, promotes respect, and realizes the fundamental principles and rights at work.

BWB starts its transformative journey with a thorough assessment process. These assessments are unannounced and comprehensive, ensuring a true reflection of the daily operations within factories. They cover a range of factors, including fundamental principal rights at Work, occupational safety and health, compensation, contract conditions, and working hours. By evaluating compliance with both International Labour Organization (ILO) core labour standards and national legislation, BWB identifies areas needing improvement, setting the stage for targeted interventions. Following the assessment, BWB offers tailored advisory services to each factory. This involves working closely with factory management, workers representatives, and trade unions to develop and implement action plans addressing the identified issues. Better Work's advisors, experts in labour standards and factory operations, provide ongoing support, advice, and resources necessary for factories to make sustainable changes. Training is a critical component of BWB's approach. The training sessions are designed to educate both workers and management on various aspects of labour standards, safety practices, and effective management

By ensuring fair labour practices, BWB has contributed to workers receiving higher wages with timely payments. This financial empowerment extends beyond the individual worker to their families, enhancing their overall quality of life. The ability to earn a decent and reliable income is fundamental to elevating the socio-economic status of these families and providing them with better access to education, healthcare, and other essential services.



techniques, including grievance mechanisms.

The program's assessment, advisory, and training services have led to a notable improvement in working conditions, with a significant decrease in non-compliance rates regarding occupational safety and health. Workers in Better Work-enrolled factories report higher wages, timely payment, and better working conditions. This change is not just about numbers; it's a shift towards dignity and respect for the workforce.

BWB's approach has been

transformative, driving a 35% decrease in non-compliance regarding occupational safety and health management systems from 2014 to 2022. According to research by professors Rocco Macchiavello of the London School of Economics and Political Science and Julia Cajal-Grossi of the Graduate Institute, Geneva, workers in Better Work-enrolled factories have a 5.4 per cent higher base pay and a 5 per cent higher likelihood of receiving payments on time. Their hourly take-home pay is about 4 percent higher. Factories in the program show a 55 percent increase in export revenues and a 50 percent rise in export volumes over non-participants. These aren't just statistics; they're milestones marking the progress of working in safer, healthier environments. By ensuring fair labour practices, BWB has contributed to workers receiving higher wages with timely payments. This financial empowerment extends beyond the individual worker to their families, enhancing their overall quality of life. The ability to earn a decent and reliable income is fundamental to elevating the socio-economic status of these families and providing them with better access to education, healthcare, and other essential services.

A significant aspect of BWB's impact is women's empowerment in the garment sector. With women constituting over half of the workforce in the RMG industry, initiatives like the Gender Equality and Returns (GEAR) training program have been crucial. This programme focuses on helping female garment workers advance in their careers by offering them training in leadership and management skills. The programme also trains the factory management to foster enabling environment for the female supervisors. The progress of these women into supervisory roles challenges gender



stereotypes and contributes to changing the dynamics within the industry. An Oxford University impact assessment revealed direct positive outcomes from GEAR, including a 5% increase in line efficiency, a 39% wage increase for female supervisors, and improved quality control, showcasing enhanced confidence and capabilities among trained workers. BWB has initiated the Maternity Protection Initiative (Mothers@Work) to enhance the well-being of working mothers and their children. This initiative emerged from a national consultation in 2016 led by the National Nutrition Service Institute of Public Health and Nutrition under the Ministry of Health and Family Welfare. Till 2021, along

with various development partners, including UNICEF, WHO, BBF, BRAC, WABA, and CWCH, were the key partners of the initiative. Currently, the BWB is implementing the initiative. Focused on establishing a comprehensive framework and regulations for maternity protection and breastfeeding support in workplaces, the programme has significantly advanced maternity rights and breastfeeding support. It provides essential facilities like breastfeeding rooms and childcare, advocates for paid maternity leave, and promotes flexible working arrangements, improving female employees' work-life balance. Focused on promoting decent Work, empowering women, and inclusive economic growth, the BWB has

grown to include about 450 participating factories. Working with 48 brands and retailers, BWB impacts around 1.3 million workers, 55 per cent of whom are women. This impact goes beyond the individual factories and touches the lives of many in the surrounding areas, fostering community development and social upliftment, contributing to the broader socio-economic development of Bangladesh. As the RMG industry continues to evolve, the continued efforts of BWB will be vital in ensuring that this growth remains inclusive, sustainable, and beneficial to all stakeholders involved. **A**

Mohamad Anis Agung Nugroho is the Country Programme Manager, ILO-IFC Better Work Bangladesh Programme.



**Australia is keen to increase trade
between our two countries**

H. E. Jeremy Bruer, High Commissioner of Australia to Bangladesh



The enduring friendship between Bangladesh and Australia has evolved into a robust relationship that continues to strengthen. As the two countries explore new avenues of cooperation, the Australia–Bangladesh trade relationship emerges as a promising frontier with ample room for growth. In an exclusive interview with *The Apparel Story*, H. E. Jeremy Bruer, High Commissioner of Australia to Bangladesh, provides his insights into the trade potential between these two countries. With a keen focus on strategic priorities and collaborative measures, he sheds light on the pathways to enhance trade and investment. The High Commissioner shares thoughts on how Bangladesh can expand its apparel export share in the Australian market, while also explores the role Australia can play in fostering Bangladesh's economic landscape, particularly through investments in non-cotton and value-added items.

Bangladesh is the 2nd largest apparel import source for Australia. In the past 10 years, Australia's apparel import from Bangladesh has increased by more than three times. The demand and per capita consumption of clothing and other commodities are increasing continuously in Australia. Currently, Bangladesh holds only 10.75% share of Australia's total clothing imports. How could Bangladesh top the list as a sourcing destination for Australia, and what should be our strategic priorities?

I'm very pleased with the strength of Australia's economic relationship with Bangladesh. Trade has grown strongly to AUD 3.6 billion in 2021-22. The sustained expansion of our economic relationship is not surprising given our geographic

proximity, the strength of our bilateral relationship and well-established people-to-people links.

Australian buyers value Bangladesh as a reliable supplier but, of course, there is substantial potential for further growth.

Sustainability is becoming ever more important for Australians. Consumer demand for environmentally friendly products is increasing. Bangladesh can take advantage of that by continuing to build its sustainability credentials and raise awareness of those credentials to Australian buyers and consumers.

We welcome the RMG industry's efforts to reduce and recycle waste, including BGMEA's growing emphasis on building a circular industrial structure in Bangladesh, with both economic and environmental benefits. I was highly impressed by the enthusiasm and innovative approach demonstrated by participants in the roundtable discussions hosted by BGMEA in September on transforming the RMG and textile industry into a circular manufacturing hub. I'm certain Australian buyers and consumers will welcome and appreciate these

sustainability initiatives.

Diversifying the RMG industry's product basket and moving into more complex product categories is important, especially as Bangladesh is expected to graduate from Least Developed Country (LDC) status in 2026. Bangladesh could benefit by paying close attention to demand patterns in Australia. Australia, for example, is a proud sporting nation. Demand for high-quality fitness clothing, particularly activewear, is one example. By entering complex product categories such as wool-blended activewear, Bangladesh can build its profile as a more advanced manufacturer of high-quality and sophisticated products.

As the Bangladesh RMG industry is entering a new era of growth vision based on diversification, value addition, design, and innovation, how do you think Australia can help Bangladesh, particularly investment in non-cotton and value-added items?

Australia is well placed to support Bangladesh's evolution towards non-cotton and value-added items. Australia is the world's largest wool export nation, producing 81 per cent of the world's superfine Merino wool, from woolgrowers who employ sustainable farming practices. Bangladesh currently imports relatively small quantities of wool, and we know there's growing interest from suppliers to integrate wool into their supply chains and product offerings. Producing more products with wool would allow Bangladesh's RMG industry to upgrade its product offerings and

Demand for high-quality fitness clothing, particularly activewear, is one example. By entering complex product categories such as wool-blended activewear, Bangladesh can build its profile as a more advanced manufacturer of high-quality and sophisticated products.

move up the value chain. The Australian High Commission is fostering linkages between Australian wool processors and exporters, and businesses in Bangladesh. These companies are interested in developing wool processing and spinning capabilities in Bangladesh, so that wool products can be produced here using high-quality Australian wool. We hosted the first ever BGMEA Australian Apparel Summit in Australia in July. It was exceptionally successful. Participants included members of the Victorian parliament and senior businesspeople from a large number of brands, such as Kmart and Cotton On, and Bangladesh's High Commissioner to Australia. More recently, in partnership with the Bangladesh government, we facilitated a visit to Dhaka by a high-level delegation from Wool Producers Australia and Deloitte. The delegation explored Bangladesh's wool-processing capacity in meetings with senior representatives from BGMEA, BKMEA, BTMA and government departments.

Australia is one of the major trade partners of Bangladesh. Bangladesh as an LDC enjoys duty-free market access for all apparel items in Australia. Since Bangladesh has graduated from LDC to a middle-income country, what is your thinking on the ways to continue receiving duty-free market access after 2026? How can we work together to have a transition time for graduation at least by 10 years to continue duty-free market access after graduation?

As an LDC, Bangladesh currently enjoys duty-free and quota-free preferential market access for all apparel items in Australia. We understand the challenges that Bangladesh will face upon graduating from LDC status, and the importance to Bangladesh of maintaining existing tariff settings. Accordingly, I'm happy to reiterate that Bangladesh will not lose its preferential market access to the Australian market on LDC graduation. Even after graduation, the application of the Australian System of Tariff Preferences (ASTP) will not change. The categories under the ASTP are static and Australia has no plans to review this arrangement.

Anything else you would like to add?

A key factor underpinning the potential for further growth in trade between Australia and Bangladesh is that our economies are complementary. That is, Australia produces things Bangladesh needs, while Bangladesh produces things Australia needs.

The Australian fashion market is counter-cyclical to the northern hemisphere fashion seasons. There is plenty of room for growth in our bilateral apparel and textiles trade, and we remain committed to increasing synergies between our economies.

We also recognise the importance of Bangladesh's apparel industry as an economic driver and employer, particularly of women. I am proud of Australia's support to the International Labour Organization's Better Work Bangladesh program, which played an important part in improving safety and labour conditions. While much remains to be done, the program's advisory services at factory level have led to improved workplace safety conditions and better communication between workers and factory owners. Australian funding to the next phase of the Better Work Program continues our support for improved conditions for RMG workers, the majority of whom are women.

Australia is keen to increase trade between our two countries and I see many opportunities in the RMG sector to contribute to this growth. Australia will be there with Bangladesh as Bangladesh diversifies its exports and moves up the value chain. We look forward to working with Bangladesh for a long time to come. 

The New Minimum Wages for Garment Workers, Clarification and Financial Impact



Faruque Hassan

The minimum wage issue of the readymade garment workers in Bangladesh has drawn significant attention, both locally and globally, in recent weeks. The Minimum Wage Board for garment workers made an initial announcement of the new minimum wage on 7th November 2023, which was officially declared through a draft gazette published on 11th November 2023. As per the formal procedure, there is a window of 14 days for public comments after the draft gazette is published. As the 14-day period expired, the wage board met on 26th November and declared

the final decision about the minimum wages, with few changes on the draft gazette.

Before I share our clarification and observations on the final decision on the minimum wages, let me put on record that the minimum wage is negotiated and finalized based on consultations and discussions between the Board members through a series of meetings. The Wage Board works independently which is chaired by a retired district judge and participated by workers and employers with equal representation. An independent member also takes part in the

negotiation as a neutral Board Member.

We noticed a few media reports misquoted BGMEA on this issue; this is to clarify that BGMEA was neither a part of the wage negotiation process, nor did we make any public comment on it until the wage board made their initial announcement on 7 November.

As per the final declaration by the Minimum Wage Board on 26 November 2023, the major changes are –

1. The number of grades is further reduced to 4 from the initially declared 5 as per the draft gazette dated 11 November 2023. This may be noted that the minimum wage gazette of 2018 consists of 7 grades. As per the final declaration, the Grade IV replaces previous Grade VII (*previous refers to the minimum wage gazette of 2018), and Grade III replaces previous Grade V and VI. The Grade I and II of the previous gazette is removed in the new gazette. The removal of Grade I and

II is made as per the official demands by the workers and employers' representatives, and the merger of Grade V and VI was done as per the official demand by the workers representative and accepted by the wage board. The changes in the grades are demonstrated in the following table

Table-1: Changes in the grades

Minimum Wage 2018	Minimum Wage 2023
Grade I	Removed
Grade II	
Grade III	Grade I
Grade IV	Grade II
Grade V	Grade III
Grade VI	
Grade VII	Grade IV

2. The minimum wage for Grade IV (former Grade VII) workers remains the same as per initial declaration, which is Taka 12,500 gross. This wage is for the unskilled workers with less-literacy and no prior work experience. They receive this pay during their learning process, and

gain skills by using factories' fabrics, accessories, and other tools and equipment. The gross monthly minimum wage of an unskilled worker in the entry level has been increased by Tk. 4,500, which is 56.25% more than that of existing minimum wage.

3. For example, an unskilled worker in Grade IV as per new grading order named 'ABC', who joins the industry on 1 December 2023 or later, will be entitled for Tk. 6,700 as basic wage, Tk. 3,350 as house rent, Tk. 750 as medical allowance, Tk. 450 as transport allowance and Tk. 1,250 as food allowance; altogether Tk. 12,500 as gross monthly minimum wage, a 56.25% increase on the gross pay. The overtime pay per hour increases from Tk. 39 to Tk. 64, up by 63.41%. S/he would draw 2 festival bonuses a year, which is equivalent to Tk. 1,117 per month, increased from Tk. 683 at present. The calculated amount for per day earned leave as per law increased from Tk. 133 now to Tk. 208.

4. For Grade III as per new grading order, let us use the example of a worker named 'XYZ'. The gross monthly wage of this worker

Table-2: Minimum wage comparison for Grade III and IV

Particulars	Grade IV (former VII)		Grade III (former VI)		Increase in Tk (from 2018 to 2023)		Increase in % (from 2018 to 2023)	
	2018	2023	2018	2023	Grade IV (former VII)	Grade III (former VI)	Grade IV (former VII)	Grade III (former VI)
Basic, Tk	4,100	6,700	4,380	7,400	2,600	3,020	63.41%	68.95%
House rent, Tk	2,050	3,350	2,190	3,700	1,300	1,510	63.41%	68.95%
Medical, Tk	600	750	600	750	150	150	25.00%	25.00%
Transport, Tk	350	450	350	450	100	100	28.57%	28.57%
Food, Tk	900	1,250	900	1,250	350	350	38.89%	38.89%
Gross, Tk	8,000	12,500	8,420	13,550	4,500	5,130	56.25%	60.93%
Overtime pay per hour, Tk	39.42	64.42	42.12	71.15	25.00	29.04	63.41%	68.95%
Yearly 2 festival bonuses, Tk	4,100X2 =8200	6,700X2 =13400	4,380X2 =8760	7,400X2 =14800	5,200	6,040	63.41%	68.95%
Pay per day of annual earned leave, Tk	133	208	140	226	75	86	56.25%	60.93%
Basic-Gross ratio	51.25%	53.60%	52.02%	54.61%	--	--	--	--



increased by 60.93%, from Tk. 8,420 to Tk. 13,550 (increased by Tk. 5,130). The basic wage of XYZ has increased by 68.95%, resulting in equal percentage growth in overtime pay and festival bonus. Pay per day of annual earned leave increased from Tk. 140 to Tk. 226. 5. Important to note that the basic-gross wage ratio for Grade IV workers increased from 51.25% to 53.60%, and for Grade III the ratio increased from 52.02% to 54.61%. This is to be noted that the ratio increases on top of the increase in the base wage, reflecting a significant rise in actual 'taka' amount.

6. The other point to be noted that the difference between Grade VI and VII as per previous wage scale is Tk. 420, or 5.25%. As per the new wage structure, the difference between

Grade III and IV is Tk. 1,050, or 8.40%. As I have mentioned that the previous Grade V and VI are merged in the new order as 'Grade III', this is done to better recognize and incentivize the skills gain and efficiency between a fresh/unskilled worker and a skilled one. This also meets the demand by workers for a higher pay for the upper grade.

The industry is taking preparation to implement the new wages from 1 December 2023. This may be noted that the labor law makes it mandatory to provide at least 5% increment every year, whereas in practice factories offer higher increments above the minimum to deserving workers based on performance.

In addition to the allowances

integrated within the gross wage structure, there are numbers of non-wage benefits for the workers given by factories (vary from factory to factory) beyond law including attendance bonus ranging between Tk. 300-1,000 per month, production bonus, subsidized lunch, free tiffin, some of them provide extra nutritious meal to pregnant workers including milk and eggs, transport facility, supply foods and essentials to workers at subsidized prices through fair price shops, provide sanitary napkins to female workers at free of cost / subsidized price, maintain health and day care centers, and so on. There are numerous other practices like special assistance for medical treatment, for marriage, and free schools for the workers' children. The RMG sector is an industry of 4

Since RMG is a labor-intensive industry and we are a part of the global supply chain, the sustainability cannot be ensured if the wage discourse is separated from local and global economic and trade context. I think the economic landscape of the industry, i.e. the cost and price dynamics and the comparative wage growth in different producing countries in recent years should come under global media focus.



million workers, which serves as the means of livelihoods for around 20 million people directly. The economy of Bangladesh depends on this industry to a greater significance. The growth of the industry is ever complementing our

economy and the socio-economic prosperity of the country. So the competitiveness and sustenance of this industry is crucial for our workers, their families and for the greater economy.

Since RMG is a labor-intensive industry and we are a part of the global supply chain, the sustainability cannot be ensured if the wage discourse is separated from local and global economic and trade context. I think the economic landscape of the industry, i.e. the cost and price dynamics and the comparative wage growth in different producing countries in recent years should come under global media focus.

Even though the garment industry is undoubtedly playing a greater role in Bangladesh's economy we are often hurt by anti-industry bias and misrepresentation. Even global trade policies are inclining toward punitive regimes, the impact may not go always in favor of workers once enforced, but we want to pave the way for a journey together. While we see reports and comments that label the negotiated and agreed minimum wage between workers and employers to be 'insufficient', we don't see much efforts to assess the sufficiency of wages from the 'price' perspective. This must be noted that the Minimum Wage Board sets the lowest minimum

wages, but the actual wage is much higher, and also to be noted that Tk. 12,500 is only for the workers at the entry grade who come with no prior experience. As we share facts about different take-home cash benefits in addition to the gross wages (minimum wage or negotiated wage), we face criticisms.

Interesting to note that as per media reports, around 8.4 million Americans had to work for more than one job in October 2023, and there may be similar instances in other parts of the world. Moreover, there are 44 different sectors in Bangladesh (and there are around 60 million economically active population in the country, of whom 4 million are employed in RMG industry) where the minimum wage of the garment workers is among the top ones and its full implementation is ensured and enforced.

As I said, we don't also see much analyses, criticism, reports, and measures when it comes to prices and responsible purchasing practices; at least the following table does not reflect any empathy to the workers (this is only the data for major items for 3 months, the price stagnation persists even if we compare 10 years data) –

Table-3: Unit price trend of few select items sourced by EU and USA from Bangladesh (growth of unit price in corresponding months of the year 2022 and 2023)

Items	EU (unit price change% in US\$/kg)			USA (unit price change% in US\$/SME)		
	Jul-23 vs Jul-22	Aug-23 vs Aug-22	Sep-23 vs Sep-22	Jul-23 vs Jul-22	Aug-23 vs Aug-22	Sep-23 vs Sep-22
Cotton t-shirt	-7.37%	-11.60%	-10.76%	-7.25%	-16.74%	-25.38%
M/B cotton trouser	1.59%	-7.80%	-7.09%	-1.55%	-0.94%	-5.47%
Cotton sweater	-7.15%	-13.21%	-14.71%	-10.85%	-5.79%	-3.98%

There are always two sides of the coin, and we need to be equally empathetic on each side if we are truly concerned. 🕒

Faruque Hassan is the President of the Bangladesh Garment Manufacturers and Exporters Association (BGMEA).

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Corporate Sustainability Due Diligence

Implications for Bangladesh



Peter Lund-Thomsen

The Bangladesh Garment Manufacturers and Exporters Association (BGMEA) has brought sustainability to the forefront of its agenda in recent years. There appears to be a growing awareness within the Bangladeshi garment industry that continued access to European and North American markets will depend on compliance with new sustainability laws emerging on both sides of the Atlantic Ocean. One significant legislative initiative is the Directive on Corporate Sustainability Due Diligence (CSDD), approved by the European Commission as a proposal on February 23, 2022. The aim of CSDD is to promote sustainable and responsible corporate conduct, integrating human

rights and environmental considerations into company operations and corporate governance structures. The new legislation will compel businesses, including those outside Europe, to address negative impacts throughout their value chains. This has specific implications for garment and textile exporters in Bangladesh selling products to the European Union. CSDD places responsibility on European companies, particularly large-scale ones, to conduct corporate due diligence. This includes identifying, ceasing, preventing, mitigating, and being accountable for adverse human rights and environmental effects within the



company's operations, subsidiaries, and value chains. Additionally, large companies must develop strategies aligning with the goal of limiting global warming to 1.5 °C, in line with the Paris Agreement. This implies active involvement of company directors in the EU to contribute to sustainability and climate change mitigation objectives.

However, both the Bangladesh garment and textile exporters and many of their European buyers seem unprepared to meet these new requirements. While Bangladeshi exporters have invested in LEED-certification for many new

factories, buyers often view LEED certification as a potential environmental smokescreen rather than a sign of factories improving their environmental performance. Furthermore, Bangladesh heavily relies on fossil fuels for electricity generation. This poses a challenge in transitioning to greener and cleaner energy sources. Not only are investments in these energy sources very costly, Bangladeshi exporters are currently lacking in capacity to access greener finance sources. The BGMEA faces the critical challenge of leading efforts in collaborating with international brands and financial institutional to access green infrastructure finance for Bangladesh in the upcoming years. The recent pledge of global fashion brands, Bestseller and the H&M Group, of investing in an 500 MW offshore wind power project in Bangladesh may be seen as an initial step in that direction. Another important implication of the CSDD legislation is that Bangladeshi garment and textile exporters will increasingly need to trace the origins of their own raw materials and other inputs. Neither global brands nor exporters in Bangladesh have a clear overview of where garment waste generated in the production process winds up. Through research in the Danida-sponsored project on global value chains and climate change in Bangladesh, we are in the process of documenting these waste streams that link formal factories in Bangladesh with largely, informal recycling clusters in Dhaka, Pabna and Chattogram. Our initial evidence indicates that these informal recycling clusters provide an important source of income, mainly for women workers, and MSMEs. However, work and environmental conditions in these clusters have so far remained poorly documented. In relation to CSDD, this constitutes an important challenge as Bangladeshi exporters

and foreign brands do not have the necessary insights and documentation to mitigate and prevent environmental and human rights risks in the waste streams that link formal, export-factories and informal recycling clusters in Bangladesh. Substantial efforts and investments are therefore required in the next few years in order to ensure that the current lack of (perceived) transparency (in the eyes of European brands) do not become yet another reason for Bangladesh garment and textile companies to lose out on their possibilities for continuing to export to Europe.

Finally, in the drive towards greater transparency in the garment recycling chains of Bangladesh, it is important to recognize that Bangladesh has had a pre-existing garment waste downcycling and upcycling industry long before garment recycling became of interest to European legislators and fashion brands. There is a significant risk that European brands, in particular, and the organizations that are helping them to create greater transparency in the recycling chains of Bangladesh (and other countries for that matter), will seek to introduce new technologies and "transparency models" that will overlook the pre-existing garment recycling infrastructure of Bangladesh. For instance, if garment waste recycling in Bangladesh is entirely mechanized, thousands of jobs for low-income women workers in the informal sector will be at risk. Hence, having a comprehensive understanding of the ground-level situation in the informal recycling clusters of Bangladesh is critical prior to introducing new, untested models that could potentially lead to negative social effects (for instance, job losses) in the industry. **A**

Peter Lund-Thomsen is a Professor at Copenhagen Business School.

Good Practice Galore in Bangladeshi Garment Factories



To its credit, the ready-made garment (RMG) industry of Bangladesh has many outstanding features like its socio-economic contribution, product sophistication, transition to green manufacturing etc., which are more or less known to all. What, however, is not generally known are some well-meaning initiatives adopted by factories, which have brought about a major difference in the lives of tens of thousands of workers.

Modern factories are becoming more and more family orientated and going out of their ways to facilitate daycare centers and healthcare facilities on their premises; provide innovative inspiring schemes to serve its employees, society and preserve the environment. The changes are truly inspiring and worthy of emulation by all factories. Here we shed light on some of the positive changes that have occurred in the industry in recent years.

Caring for Differently-abled



Installation of a ramp helps physically challenged workers move smoothly without facing any difficulties at Shin Shin Apparels Ltd, a garment factory in Bangladesh.

Apparel factories in their increasing numbers are hiring people with disabilities, adopting disability-friendly policies and making necessary adjustments at

workplaces for differently-abled employees. As a result, the people with disabilities can now work without facing any problems, lead a dignified

independent life and provide for their families. In this way their talents continue to be utilized effectively and not lost. In this regard, the factories have undertaken a host of measures like installation of audio and visual alarms, accessible lifts, ramps, handrails and special seating arrangements. Factory floors, emergency exit points and toilets have also been marked with color signage and pictograms to improve accessibility. Factories also have dedicated HR teams to take extra care of physically challenged people by providing them early leave or extra time during lunch breaks, if necessary. Initiatives have been taken also to improve development of their individual skills.

Dining Facility



Workers have lunch together at the canteen set up by Epyllion Group inside its factory premises.

Factories have subsidized canteens on the premises where lunch, tiffins and snacks are served to the employees. Foods in the canteens are not only considerably cheaper than that bought off-premises, but are nutritious, prepared and served in the topmost hygienic conditions. Some factories provide wide open dining facilities, which make them ideal places for the employees to hang out, enjoy some snacks and chill out with their colleagues.

Healthcare Support



A worker undergoes ultrasound at the medical center established by Auko-Tex Group to provide free medical support to their workers.

Access to healthcare is a basic human right, but in Bangladesh the rising cost of healthcare is a serious cause for concern for low and middle-income families, because the cost is often out of their reach. Against this backdrop, it is a sigh of relief for workers in many garment factories that their employers have signed special agreements with hospitals enabling them to avail of discounts up to 50 per cent. Some factories go even beyond that. For example, when a female worker informs the management she is expecting a baby, free ultrasound check-ups are arranged.

Menstrual Health and Hygiene



An awareness-raising seminar arranged by Square Fashion Ltd to educate workers about menstrual health and hygiene issues.

Since female workers dominate the labour force in garment factories, women's health issues are given priority. Factories from time to time arrange menstrual pain management programs one-on-one with gynaecologists. In these private closed-door sessions female workers are given all the education about menstrual health and hygiene issues and can ask private questions that may concern them. The workers not only benefit personally from these sessions, but they then share their knowledge with their friends and family members and thus, a much larger community benefits.

Fair Price Shop



A fair price shop established by 4A Yarn Dyeing Ltd where workers buy their daily needs at subsidized rates.

In order to cushion the workers against price hike of essential commodities, most of the factories run fair price shops on factory premises, giving workers the opportunity to buy essential commodities at subsidized rates.

Addressing Grievance



A worker of Snowtex Group inserts her input in the "happiness survey app". The company has introduced the app to ensure that all workers can share their issues including their grievance to be addressed in an orderly manner.

In order to proactively address employees' grievances, factories have taken a wide range of measures such as 'the door is always open' access to the

owners, partnering with development organizations for capacity building and holding regular interactive sessions with workers. In this way workers can

ask questions and raise their concerns in a totally frank atmosphere aimed to benefit both company and employees and have them addressed in a fair and timely manner. One factory has taken the grievance management mechanism to a new height by introducing an app and digitizing the whole process. The app is like a common platform where workers can share their issues regarding mismanagement, harassment or whatever in-house. The app then self identifies the problems and categorizes them in an orderly fashion. If a particular program is not solved within a certain time, an auto text message is sent to management to be addressed. The whole process is automatic and anonymous so the workers can raise any problems without any fear of retribution.

Harnessing Leadership Potential

In order to harness leadership potentials of the employees, many factories give junior employees or freshly recruited graduates, opportunities to work as apprentices in the office of the department head. In this way the junior employees can acquire new skills in preparation for future leadership roles. Strong mid-level management is very important in running the factory and the factory management, therefore, prefers giving freshers the opportunities so that they can eventually take-up leadership roles. The factories also run several leadership programs to find and nurture the raw talent so that they can contribute more skilfully. There are in-house training hubs to nurture leadership skills.



Women are found leading from the front role at Shin Shin Apparels Ltd working as supervisory positions after their training under a leadership program. Garment factories run leadership programs for their junior employees so that they can acquire new skills in preparation for future leadership roles.

Moreover, the factories are self-targeted to increase the presence of women in supervisory positions. Although the female workers are a majority in the factory floor and very capable individuals, normally they lack

confidence or motivation to take on larger responsibilities. The factories, therefore, have introduced a host of measures to address this and set goals to increase the number of women in leadership positions.

Happy worker index

The managements of the RMG factories are well-aware of the fact that happy employees are productive employees. Since the workers have to spend most of their day time inside the factories, the authorities have put in place some recreational measures to eliminate stress at work. Some factories have also introduced 'happy worker index' and conduct regular surveys to measure the happiness level of their employees. Workers can participate anonymously in the survey so that they can speak up their mind without any fear of retribution. Some factories even introduced "Monthly best smile/Smile King or Queen" award to keep workers in high spirits. **A**



Azim Mannan Garments Ltd has introduced 'happy worker index' and conducts regular surveys to measure the happiness level of their employees.

A Story Of Hope And Care



“I cannot believe this is me. I never knew this was possible.” said a client who is a 25 years old female worker at the Fashion Asia Limited. She had been struggling with her confidence level which was associated with her lack of confidence and self-esteem. After participating in Moner Bondhu’s group sessions at her workplace she learnt that there has been a Recreation Center installed inside of the buildings where she could receive beauty salon services at a reasonable price. She came during her break time one day and spoke to our professional regarding her inner struggles. She availed some basic services such as haircut, eye brows and how to do daily self-care. Speaking to her she also learnt about self-grooming, self-care, beauty and hygiene maintenance. She felt encouraged. This is how the female workers our happy client started taking care of herself.



Tawhida Shiropa

Being motivated she also tried to level it up as there was counselling and light exercise equipment alongside the parlor. In two months, she managed to turn herself into a healthy lifestyle consisting of a proper diet, well groomed, energetic and motivated. Eventually these all gave her the confidence and self-esteem which was missing her all life. As she also received counselling services she learnt life hacks and breathing exercises which

she now uses during any difficulties that she faces in her daily life. She says, “I find myself as a much happier and positive person who is very hopeful about her future. I see myself progressing. I am now capable of doing what I have always wanted to do in my life but I was just afraid and unsure how I could do it. I am very grateful to Moner Bondhu for coming to my workplace and giving the light of hope to a lot of girls like me.”

This is one of the successful stories; there are many impactful stories like ours. Moner Bondhu provided professional mental health and well-being care to 37,500 workers, 75% of whom were women, who worked in ready-made garment factories. Since 2019, almost 210,000 workers from 79 industries in Bangladesh and 4 factories in Jordan have participated in our group sessions. In the modern era, truly smart people understand the importance of mental health. Especially during the COVID-19 pandemic, we realized mental health issues are real, and sometimes we need professional support from experts. Moner Bondhu is a revolutionising mental healthcare platform in Bangladesh to promote accessible and affordable mental health care and wellbeing landscape for everyone especially for the garment workers to bring positive work culture in order to create an impact on people's minds and wellbeing. Now, we caught the eye of international fashion icons. This year 2023, Moner Bondhu and I have been listed in the Vogue Business 100 innovators list under the 'Sustainability thought Leader' category for the innovation of the TOPup Card the low-cost and high-impact packages. It's an international acknowledgement that has brought immense pride to Bangladesh.

I have to acknowledge that the RMG industry has changed in a positive way that already benefits workers mental health and wellness. During our programs, we've seen that management and owners of factories are keen to provide mental health and wellbeing support, self-care, capacity building, and emotional support to the workers. Furthermore, Moner Bondhu, is a major player in the industry to bring the innovative solution for the accessible and affordable

The RMG industry has changed in a positive way that already benefits workers mental health and wellness. During our programs, we've seen that management and owners of factories are keen to provide mental health and wellbeing support, self-care, capacity building, and emotional support to the workers.



services for the rmg workers. Many owners and brands are reaching out to us for their workers and managements mental wellbeing. This is truly incredible approach where Bangladesh is the leading position I must say.

With BGMEA (Bangladesh Garments Manufacturers & Exporters Association) in 2019, Moner Bondhu embarked on an amazing journey in the ready-made garment factory industry. Through a unique partnership and collaboration, we are able to offer RMG workers help for their mental health and wellness, particularly to the women workers who most require it. Under the BGMEA, we have conducted and offered self-care, yoga, meditation, and counseling sessions at 50 factories. With one-on-one counseling sessions, workshops and recreation center services we have earned credibility among the workers community. We are the only mental health partner of BGMEA, which places us in a unique position to gain access and support from

brands, retailers and manufacturing companies. We received huge response from the workers and factories as well.

Moner Bondhu conducts regular satisfaction surveys and impact evaluations, which finds that 98% of workers who took our mental health services shared their high satisfaction, and 95.4% of workers reported that it positively impacted their mental health, productivity, and quality of life. And, 84.5% of workers shared their improved relationships within their families and at the workplace.

In 2020, Moner Bondhu received a prestigious award from the SNV Netherlands to implement a business model for mental healthcare and well-being support in the Ready-made Garment (RMG) sector of Bangladesh. As part of this model, Moner Bondhu designed and implemented one recreational center at one of the factories on the outskirts of Dhaka, Bangladesh. In collaboration with SNV Netherlands Development organization and supported by the Dutch-Bangla Chamber of Commerce and Industries, Moner Bondhu has set up a recreation center at Fashion Asia Limited of Northern Tosrif Group. On February 3, 2021, Fashion Asia Limited of Northern Tosrif Group organized an inauguration ceremony to start Moner Bondhu Recreation Center and open the facilities for all workers. This ultimately leads everyone to a positive impact on their work-life by increasing productivity, connectivity with work, and reducing absenteeism. This recreational facility supports both the workers and the employer towards building inclusivity and a platform of collaboration where companies can make more profit. The recreational center allows the workers to access some services conducive to their mental health. The ultimate goal is to support



Workers of a garment attend a session conducted by the mental health professionals of Moner Bondhu.

them in reducing stress, building coping mechanism, building confidence and increasing productivity. The center already offered services to more than 5000 workers and 60% were women. Our initial impact analysis shared that 90% expressed their high satisfaction after taking the services.

This year, 2023, with the support of the Tommy Hilfiger Foundation and PVH Group in Amsterdam, Moner Bondhu, brought innovative products for the workers mental health. We have designed top cards that are actually dazzling and bring an impressive response among the workers. Topup cards are low-cost cards with bundle packages and flexible subscriptions, starting from 29–100 BDT, which is under 100 cents. Moner Bondhu participated in the Tommy Hilfiger Fashion Frontier Challenge 2022, and after one year's rigorous process, we won the championship. We strongly believe that with these top-up cards, we can bring revolutionary changes and 5 times more impact among millions of RMG workers in

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Bangladesh and globally. Moner Bondhu has represented Bangladesh's RMG sector in the global fashion industry, proving that we are not behind at this moment. Even at INSEAD, the world's top business university, as an alumna, I proudly presented the actions and impact of our mental health and wellbeing support for the RMG workers we have taken in Bangladesh.

Our country is very much ahead in the RMG sector. Even at the Tommy Hilfiger Award, many stakeholders were surprised to learn about our initiative. They also appreciated BGMEA's contribution, especially Mr. Tommy Hilfiger himself.

As Moner Bondhu stitches wellness into the lives of those who stitch our clothes, it's hard not to feel hopeful. Every garment stitched by Bangladeshi workers now carries not just fabric, but a fabric of hope and care. **A**

Ms. Tawhida Shiropa is the Founder and CEO of Moner Bondhu (friend of your mind), a leading mental health service provider.

Exploring Glowing Garment Industry of Bangladesh

A Day at Epyllion Style Limited



The readymade garment industry, sharing around 11 % of Bangladesh's GDP, is the mainstay of Bangladesh's economy. The success story of this industry is a testament to the unwavering dedication and hard works of Bangladeshi entrepreneurs and millions of workers. The industry holds promising prospects for continued growth and has much more to contribute to the economic development of the country. The younger generation, poised to

play a pivotal role in Bangladesh's future economic growth, can gain valuable lessons from the country's RMG industry. It is crucial for the current generation to actively engage in this vital sector. Acquiring practical knowledge through field experience is imperative. From this perspective, we, a group of students from Dhaka Residential Model College (DRMC), with support from the Bangladesh Garment Manufacturers and Exporters Association (BGMEA) went on a garment factory visit recently to have an immersive learning

experience of this industry. On 27th November, 2023, we, accompanied by two teachers, had the opportunity to visit a green factory of Epyllion Group, one of the largest garment manufacturers in Bangladesh. Epyllion Style Ltd, located at Bangla Bazar in Gazipur, is a LEED (Leadership in Energy and Environmental Design) certified facility symbolizing the industry's commitment to sustainability. LEED is the world's most widely used green building rating system. At first, we were briefed on the readymade garment industry of



Bangladesh including its transformative journey, achievements, and contributions to Bangladesh's socioeconomic development. We were also apprised of Epyllion's journey that began in Mirpur, Dhaka in 1994. Epyllion Style Ltd, established in 2006, earned its green credentials within a year, standing as a beacon of eco-friendly manufacturing. As we stepped into the knit factory's production line, we witnessed the meticulous steps involved in transforming yarn into finished garments. A knit factory has several steps to manufacture a product. At the beginning, pieces of clothes have to be made from yarn. Then, production starts with raw fabrics, and the first step includes cutting the fabrics into specific sizes in dedicated cutting areas. Following this, the 44-line factory begins sewing the pieces together until they take shape. After the cutting and sewing stages, designs are printed. We also visited the embroidery section of the factory and saw some raw examples. The printing section is also important to make a t-shirt look more attractive. Afterwards, the

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finishing process starts with several inspections—metal detection, extra yarn detection, size accuracy and others. After the inspection, ironing starts. Once ironing is completed, the products undergo packing and are stored in boxes within a storage room until the scheduled day of shipment. From this production processes, we gained a comprehensive understanding of the craftsmanship and precision required in the RMG industry. The well-being and safety of the workers is one of the main priorities of Epyllion Style Ltd. With a workforce comprising 38% female and 62% male employees, the factory prioritizes facilities for all. The factory has a fair price shop named “Renu” which offers daily necessities to all workers at prices than lower the market ones. Also, fire safety is another main facility. All the floors have a fire station. Moreover, first aid is available for all workers. Maternal workers get special treatments from the company. They get a maternal leave for 120 days with full payment. Besides, the factory has a day care center where the children of the workers are taken care of all day long for free. The factory also has a medical center to provide treatment to the workers. Beyond social responsibility, Epyllion Style also gives environmental sustainability a high priority. It has reduced energy and electricity consumption up to 33% and 23% respectively. The factory has zero operational waste to landfill. Epyllion Style has reduced 19% of its water usage. They also recycle water. The visit provided us enriched knowledge of an industry that fuels Bangladesh's economic engine. The experience not only broadened our understanding of the RMG sector but also instilled a profound appreciation for it. **A**

Shamin Tissan is the Vice-President of Dhaka Residential Model College Social Service Club.

Ethical Practices Matter



As Bangladesh steps into the era of development and automation in the RMG (ready-made Garment) industry, it's high time certain standard practices are set suiting both the buyers and manufacturers. In any business transaction, its crucial to ensure a set of basic rules applicable on both parties which shall not just provide stability but ensure certainty and gravity to the dealings. The RMG sector shouldn't fall outside the ambit of the same. Transparency is key in highlighting the issues at play and subsequently making the progress to fix them. The RMG sector comprises of a chain including manufacturers, suppliers and on the other wing, retailers, brands and buyers. It's indispensable for an ethical purchasing practice to be maintained on the buying wing and also in the production wing, in order to ensure humane, progressive and fair system of purchasing.

Ethical Buying Practices of Buyers, Brands and Retailers

It's a call for over decades by the Bangladesh's apparel manufacturers and exporters upon international retailers and brands worldwide to exercise ethical buying practices while sourcing apparel items from the country. Many have stated that its unfortunate that the retailers and brands, who have fussed about compliance all along, exercise unethical buying practices. They further added that while speaking about compliance issues in our factories, different buyers have different demands. They have no unified code of conduct for compliance standards. But when it comes to paying for their products, they don't want to spend more for the extra mile that the manufacturers spend to ensure the compliance.



Barrister Shehrin Salam Oishee



Major international fashion brands, including Zara, H&M and GAP, have often been allegedly exploiting Bangladesh garment industry workers, with some of them involved in unfair practices and paying the suppliers below the cost of production, according to a study surveying 1,000 Bangladeshi factories making garments for global brands and retailers during the COVID pandemic. It was found that many were paid the same price despite the global pandemic and rising costs. More than half of the clothing factories experienced at least one of the following: order cancellations, refusal to pay, price reductions or delayed payment for goods, according to the study published by Aberdeen University and the advocacy group Transform Trade. Such unfair trading practices impacted suppliers' employment practices resulting in worker

turnover, loss of jobs and lower wages. Of the 1,138 brands/retailers named in the study, 37% were reported as having engaged in unfair practices, including Zara's Inditex, H&M, Lidl, GAP, New Yorker, Primark, Next and others. Such suffering is a common scenario for all manufacturers in Bangladesh, even after the pandemic. It was also found that some firms demanded price reductions for clothing ordered before the pandemic starting in March 2020, while some others refused to budge on price, despite soaring costs and rampant inflation. A prominent UK based buyer stated that they had taken the incredibly difficult decision in March 2020 to cancel all orders which had not yet been handed over. Such inhumane practices are becoming increasingly normal. The study recommended establishing a fashion watchdog

that would help to curb unfair practices by ensuring that buyers/retailers cannot dump disproportionate and inappropriate risks onto their suppliers and that retailers and brands conform to the norms of fair commercial practices. In Bangladesh, where garment making is the number one export, the monthly salary of a garment worker is Tk. 12,500. This is something many unethical fashion brands take advantage of when they put profit over people.

Ethical practice of manufacturers

The terms 'sustainable' and 'ethical' are mentioned so frequently it's becoming confusing to get to the bottom of what they actually mean. In general, sustainability means the environmental ramifications of an item's sourcing, production, and distribution. For a piece of clothing to be truly sustainable, every element of the supply chain needs to have as minimal damage as possible. This is a key requirement for all production processes in RMG and a requirement for all manufacturers. This includes everything from sourcing raw materials and running a factory to shipping and packaging the piece that ends up in your wardrobe. On the other hand, Ethical fashion normally focuses on the human impact of a piece of clothing. Much like with sustainable fashion, every step of the supply chain needs to be considered here. Every person that is involved in the process should be treated fairly and paid correctly. However, with the majority of garment production outsourced to the Global South, workers are more vulnerable to low pay thanks to insufficient prices paid by brands and/or buyers. With the progress of information technology around the world, customers now have access to greater volume of information

regarding ethical standards of the products they buy. Global brands selling a wide variety of products are expected to act as good citizens by ensuring ethical practices along with providing quality products and services. Companies are now cautious about increasing their socially responsible activities which has made the proper sourcing and purchasing the products a major concern

A Hong Kong-based supply chain compliance solutions provider, QIMA, ranked Bangladesh second in “Ethical Manufacturing” with a score of 7.7 only behind Taiwan. The auditing report covered hygiene, health and safety, waste management, child and young labor, labor practices, worker representation, disciplinary practices and discrimination, working hours and wages, amongst others. The practice of ethical manufacturing has boomed in Bangladeshi factories riding on the back of the interest of consumers and brands.

To complement the initiatives to bring legal reforms and strengthen the administrative capacity, buyers came up and formed two private initiatives – Accord and Alliance – and through the collaborative efforts nearly 4000 factories were audited and remediated transparently with the support of national and international experts. Inspection reports of all factories are available in the websites of Accord and Alliance. This is how transparent it was.

Now the industry is under close surveillance of multiple authorities to ensure social compliance. In addition to the regular inspection by government-run DIFE, the Social Compliance Forum under the Ministry of Commerce which regularly monitors compliance issues. The industry associations and buyers’ nominated third party auditors also keep eyes on these issues. So the industry is quite open and transparent on compliance

factors. Several factories are also monitored by ILO Better Works. Moreover, to carry forward the safety upgrade RMG Sustainability Council (RSC) has been formed involving equal numbers of representatives of industry bodies, brands and unions. A recent McKinsey report also dubbed Bangladesh’s RMG sector as “a frontrunner in transparency regarding factory safety and value-chain responsibility, thanks to initiatives launched in the aftermath of the disasters.”

Bangladesh has the highest number of green garment factories in the world. US Green Building Council (USGBC) certified a total of 206 Bangladeshi factories as LEED (Leadership in Energy and Environmental Design), among them 76 are LEED platinum-rated and 116 are LEED gold-rated units, with several hundred others in the pipeline for certification. It noteworthy to state that 54 out of the world’s top 100 LEED factories are located in Bangladesh.

Additionally, BGMEA, the apex trade body of Bangladesh RMG industry, has joined the UN Fashion Industry Charter on Climate Action of the UNFCCC (United Nations Framework Convention on Climate Change). With so many compliant surveillance over the manufacturers and ample amounts being spent on multiple audits, it’s high time that the manufacturers are given the extra value that they spend on ensuring the requirements of each individual buyers and/or brands are met. The manufacturers seek not only for a standard set of requirements, but it’s crucial to ensure ethical practices towards manufacturers and the race starts from ensuring that buyer migration is halted. It’s a common phenomenon for buyers to shift orders from one factory to another, with obvious requirements certified, upon very slight difference in price quoting. Such practices create an

unstable competition of devaluing their own products and quality just so as to capture the order before any other factory. It’s a battle between fellow factories to capture orders simply for survival amongst all others. This creates an unethical and unwarranted combat of commercial practice which is not healthy for a nation.

On the other hand, the brands and buyers take full advantage of this battle between the factories and resort to factory-hopping for their orders. They make stringent terms, low prices, harsh delivery conditions and all at the expense of one factory over another. Such acts demotivates comparatively smaller factories as they constantly fall behind in the race.

To sum up, as a nation which is a torch bearer in women-empowerment, export records and human capitalizing, we stand at the cross-road, where realisation of fair and unequivocal trade practices to enrich and support the RMG is necessary. We cannot bargain prices when buyers cannot compromise on quality of product. Buyers shall be discouraged to devalue the hard work done with extreme precision by our creative workers. The only people who can enforce the true value of our workers are the owners of the factories and also the other national stakeholders. It’s high time we work only when it suits all our needs and not just to ensure survival. This sector is more than just for existing and enriching export data of the nation, this sector is the pride of our country and home for those millions of workers who found an identity in the products they sew. **A**

Barrister Shehrin Salam Oishee is a Director of Bangladesh Garment Manufacturers and Exporters Association (BGMEA), Director of Envoy Group and an Advocate of the Supreme Court of Bangladesh.

Journey towards a Sustainable Employment Injury Protection for the Workers



Noushin Shah

The International Labour Organization has a long-standing collaboration with the leading Ready Made Garments (RMG) business association BGMEA. The ILO shares the pride with the Government of Bangladesh, BGMEA and BKMEA, and workers associations, in achieving major milestones in the area of workers' protection and compensation in case of workplace injuries complementing sustainable growth of

business over the last decade. The RMG industry, being the major contributor in the economy in earning remittances, has also taken the lead in ensuring social protection for workers suffering from work injuries. Launched in 2022 and followed by the implementation of Pilot of an Employment Injury Scheme in Bangladesh since 1st June 2023, the ILO believes EIS pilot is a significant step for the country in its way towards a comprehensive universal social insurance for the workers, which is a

core element in the country's graduation from LDC. An Employment Injury Insurance, as per ILO Employment Injury Benefits Convention, 1952 (No. 121) has three main pillars: prevention, rehabilitation and compensation. Among these three pillars, the industry partners have been working with the ILO for long to meet their commitment for improving compensation provisions in line with ILO C 121. Despite best efforts to prevent accidents, worldwide it is recognized that accidents are inevitable in some cases, but adequate and timely compensation is essential for healthy industrial relations. When the accident occurs, with the current compensation provision by law, the worker with disability or the family of deceased workers only receive lump sum compensation which is inadequate. With the loss of the breadwinner, the worker's family becomes vulnerable and often fall into poverty. The worker with disability becomes a burden for the family and society. Periodic and adequate compensation not only prevents the worker with disability to fall into poverty but also keeps the opportunity for the worker for receiving better treatment, time to recovery and to get back in the workforce, if not in the same work due to disability, but remain as an earning member through rehabilitation and reskilling. The family who lost their breadwinner can continue education of the children and widow/ widower and elderly parents can continue with meeting their basic requirements. From the employers' aspect, without the existence of a transparent mechanism that will ensure such periodic payments to the eligible dependents and workers with disability, it is impossible to provide such protection despite having all

The RMG industry, being the major contributor in the economy in earning remittances, has also taken the lead in ensuring social protection for workers suffering from work injuries. Launched in 2022 and followed by the implementation of Pilot of an Employment Injury Scheme in Bangladesh since 1st June 2023, the ILO believes EIS pilot is a significant step for the country in its way towards a comprehensive universal social insurance for the workers,



good intentions. As repeatedly mentioned by the factory owners that they consider workers as their core resources, with any inevitable accident, providing protection to the injured workers boost the morale of fellow workers and supports employers to maintain a motivated workforce. Given major exporting countries in RMG already have an Employment Injury Scheme (EIS), the pilot is expected to give RMG exporters an equal stand to the international brands and buyers. As agreed by the tripartite constituents (government, workers, and employers), the Pilot of an EIS covers all workers of the

export-oriented garment industry in case of death and permanent disability occurred due to work injuries. The workers with disability receive benefits based on their loss of income due to disability. The eligible dependents of the deceased workers receive periodic benefits calculated based on various factors including, age of the deceased worker, last wage, number of dependents, etc. The benefit would range between forty to sixty percent (40-60 per cent) of a worker's gross wage (excluding overtime). The Pilot is overseen by a Tripartite Governance Board, comprising eleven members - with five representatives from the government, three each from employers and workers and is chaired by the hon'ble Secretary, Ministry of Labour and Employment, Government of Bangladesh. The Board has approved the Governance Rules and Compensation Provision which guides the implementation of the Pilot. The Pilot of an EIS is an exemplary collaboration among the industry partners including international brands and buyers and development partners. The financial contribution for the Pilot is provided voluntarily by the international brands for this pilot period up to maximum five years. It is to be noted that the fund usage is limited to only benefits payment and administrative cost of the pilot. The ILO manages contributions from these brands and transfers to a special account for EIS Pilot in Bangladesh maintained under the Central Fund. More than thirty brands are already contributing to this Pilot, while the scope of being an active partner in this noble intervention remains wide open for the rest of the brands sourcing from Bangladesh. The European Union and Asian Development Bank are supporting



this intervention through their budget support to the Government. For administrative purposes, an EIS Special Unit comprised of five members is established within the Central Fund, to assist the EIS Pilot Governance Board in claims processing. To keep the procedure for the workers simple, EIS Pilot does not require any additional application. The applications from the workers, which are processed through the factory, via associations, are reviewed by the Central Fund. The applications with potential work injury are forwarded by the Central Fund to the EIS pilot. The special unit completes the case file with the initial procedures of a

work injury case in line with the governance rules and compensation provision and submits to the tripartite subcommittee for decision. Upon approval of a case, in a few weeks, the eligible dependents start receiving benefits on a monthly basis.

The industry partners are cautious on the utilization of the fund from the brands in the best possible way for the benefits of the workers. With the vision of moving towards a sustainable self-financed EIS, where the contribution will come mainly from the employers, it is crucial for all industry partners to learn from the Pilot, contribute in designing an Employment Injury Insurance for

protection of workers and employers keeping the national context in mind, while complying with international standards.

It is encouraging for the ILO to observe the willing lead by BGMEA to ensure the success of the EIS Pilot and address the challenges in collaboration with other industry partners. The ILO looks forward remaining a technical partner of the RMG industry and overall country's journey towards a sustainable Employment Injury protection for the workers. **A**

Noushin Shah is the National Project Coordinator, ILO CO Dhaka.

Carving Out Niche with Innovation, Quality and Sustainability

Paddock's Jeans Ltd.



In a world where fashion trends evolve rapidly, the ability to innovate and foster creativity becomes paramount for companies to meet the diverse preferences of fashionistas and stay ahead of the competition. Paddock's Jeans Limited, a premium woven garment manufacturer situated in Dhaka, stands out as a shining example of how the craving for creativity and passion for fashion can cruise a company to a strong standing

in the global market. Paddock's Jeans has been able to carve out a niche in the industry as a luminary riding on its unwavering devotion to innovation, uncompromising quality, and devout dedication to sustainability. Paddock's Jeans Limited traces its roots to the renowned OSPIG Group. The OSPIG Group, based in Bremen, Germany, and Hong Kong, is one of the global players in jeans and casual business. Paddock's Jeans, located in the Dhaka Export Processing Zone in Bangladesh,

offers a diverse array of denim and non-denim woven bottoms, jeans, chino pants, jackets, casual blazers, and outerwear. Paddock's produces for its own brands -- Paddocks, Redpoint, S4 Jackets, and Tribeca New York. It also manufactures garments for other international buyers.

With fully integrated infrastructure and state-of-the-art machinery, including laser and ozone technologies, Paddock's ensures an excellent fit, first-class workmanship, and durable quality in every garment it produces. With 22 sewing lines operated by a skilled workforce, the company is equipped to handle orders of varied quantities. Automated machines and the integration of the latest technology ensure the highest production standards.

The Paddock's intense desire to stay at the forefront of trends is evident in its relentless pursuit of innovation and a commitment to creativity, design, and unparalleled quality. Every detail, from the cut to the wash and finishing of each seam, is meticulously crafted to ensure comfort and quality along with trendiness. The company develops its own products on-site in Bremen and produces and finishes them in its own state-of-the-art facilities to make sure everything is just right. Paddock's proudly bears the title "BLUE BLOOD - TRUE LOVE," which reflects its passion for fashion and commitment to authenticity.

No compromise in quality is something that Paddock's Jeans considers with utmost importance while simultaneously minimizing environmental impacts throughout the production process. Paddock's has two distinct washing setups for Denim and Non-Denim Products, each equipped with an Effluent Treatment Plant (ETP). This dual



setup gives a guarantee that nothing is blended during the washing process. The company uses advanced technologies such as Laser, E-Flow machines, Centrifuge/Hydro Extractors, Ozone, Dryers, and boilers for the best washing solutions, thus meeting customer satisfaction standards. The ETP setup is based on the Bio-Chemical type. The company has a plan to transform the ETP type from Bio-Chemical to Biological. The company ensures that all the parameters are measured as per the requirements of Zero Discharge of Hazardous Chemicals (ZDHC). Paddock's Jeans believes that without the sustainable use of natural resources and a clean environment, sustainability is unachievable. Hence, Paddock's puts constant efforts into improving its environmental performance throughout the production process.

The company has achieved significant savings by utilizing low liquor ratio Jeanologia/Yilmak machinery in the dyeing process. There is a 33% reduction in dyestuff cost per unit and a 50% decrease in chemical cost per unit. Moreover, the adoption of this machinery has led to a substantial conservation of resources, with a 56% reduction in water consumption while 56% decrease in energy consumption. In order to make planned progress towards environmental sustainability, the company has formulated an Environment Management Strategy (January 2018 to January 2025). It contains detailed actions and targets regarding energy & GHG, water, waste, wastewater, air, and chemical change adaptation. Moreover, Paddock's Jeans Limited is under planning to install its Solar Panel System. The step underscores



their dedication to reducing carbon emissions, promoting renewable energy, and fostering a brighter, cleaner future. This eco-friendly initiative not only aligns with global conservation efforts but also strengthens Paddock's position as a manufacturer committed to sustainable practices. Paddock's Jeans prioritizes sustainability as more than an option, rather it's a priority for them. Hence, Paddock's makes sure that

its operations align with the standards set by the Business Social Compliance Initiative (BSCI), with corresponding adherence to the Code of Conduct. Both operations in Bangladesh are also listed on RSC (ACCORD). Besides, Paddock's has an in-house sustainability management team that consistently monitors working and production conditions across all operations. The company undergoes audits according to the strict regulations of

private-label customers. It holds certifications such as OCS, BCI, RCS, SEDEX, GOTS, HIGG FEMv, ZDHC, among others.

Besides, the safety and well-being of its employees are a high priority for Paddock's Jeans Limited. The infrastructural development of its buildings is checked by German structural engineers. Fire safety is a paramount concern, hence fire doors and fire extinguishers have been installed in all factories with automated fire alarm systems. Regular fire training sessions equip staff to provide aid and also to address safety-related queries. The company also ensures timely salaries, incentives, bonuses, leaves, in-house medical facilities manned by registered MBBS Doctors, maternity care, and leaves for the continual betterment of its employees. In a progressive move, free sanitary pads are provided for all female employees, acknowledging the company's belief that its employees are its strength. Paddock's Jeans Limited has stood out as a shining example of a socially and environmentally responsible and innovative company by effectively balancing sustainability, creativity, high fashion standards, precision, and reliability. As the company forges ahead, it remains committed to pursuing excellence, being an inspiration for others in the apparel industry. [Ⓐ]



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BGMEA Career Summit & Fest 2023

Connecting Graduates with RMG industry



BGMEA President Faruque Hassan along with other guests pose for photograph after the inaugural ceremony of the BGMEA Career Summit & Fest 2023.

The Bangladesh Garment Manufacturers & Exporters Association (BGMEA) organized the first ever BGMEA Career Summit & Fest 2023 on December 23, 2023. This two-day event, held at the BGMEA Complex in Uttara, Dhaka, aimed to connect graduates with the thriving ready-made garment (RMG) industry. Faruque Hassan, President of BGMEA, inaugurated the summit as the chief guest, setting the stage for

an event filled with promise and potential. The inaugural ceremony witnessed the presence of key figures, including Prof. Dr. S. M. Mahfuzur Rahman, Vice Chancellor of BGMEA University of Fashion and Technology (BUFT), Asif Ashraf, Director of BGMEA, Shafiur Rahman, Regional Operations Manager at G-Star RAW, and Md. Shafiqur Rahman, President of the Institution of Textile Engineers and Technologists, who shared their insightful and inspirational thoughts with the attendees at the



Over 1,000 on-the-spot job interviews were conducted during the event, offering an opportunity for job seekers to engage directly with potential employers. The participating companies also welcomed hundreds of CV submissions, creating a tangible link between graduates and the thriving RMG sector.



BGMEA President Faruque Hassan delivers his speech at the inaugural ceremony of the BGMEA Career Summit & Fest 2023.



An industry expert shares his insight into the career within the RMG industry prospects.

program. Shahidullah Azim, Vice President of BGMEA, delivered the welcome remarks where he highlighted the bright prospects of the industry and role of graduates in propelling the growth of the sector. Abdullah Hil Rakib, Director of BGMEA, moderated the inaugural ceremony which was also attended by BGMEA Director Neela Hosna Ara. The summit facilitated a dynamic interaction between 132 leading RMG companies and hundreds of graduates from renowned

institutions, including BGMEA University of Fashion and Technology, Asian University for Women, Bangladesh University of Textiles, and Shanto Mariam University of Creative Technology. Over 1,000 on-the-spot job interviews were conducted during the event, offering an opportunity for job seekers to engage directly with potential employers. The participating companies also welcomed hundreds of CV submissions, creating a tangible link between graduates and the

thriving RMG sector. The BGMEA Career Summit & Fest 2023 featured enlightening sessions where industry experts shared valuable insights into the career prospects within the RMG industry. Graduates gained a deeper understanding of how to navigate the evolving landscape and build successful careers in this dynamic sector. BGMEA President Faruque Hassan, in his opening address, encouraged graduates to seize the opportunities presented by the career summit. He

132 RMG companies participated
2000+ registered for participation
1,000+ on-the-spot job interviews

BGMEA
**CAREER
SUMMIT
& FEST**
2023



A job seeker drops his CV at a stall at the BGMEA Career Summit & Fest 2023.

also emphasized the significance of continuous learning and networking not only for individual benefits but also for contribution to the growth and sustainability of the entire RMG sector.

Faruque Hassan highlighted the need for graduates to adapt to the dynamic market, urging them to equip themselves with knowledge and skills aligned with the ever-evolving demands of global markets. In an era dominated by disruptive technologies and artificial intelligence, he underscored the importance of embracing new opportunities to contribute to personal growth and the prosperity of Bangladesh's RMG sector.

The BGMEA Career Summit & Fest 2023 allowed aspirants to submit their CVs directly to BGMEA, with the assurance that these resumes would be shared with member factories for potential recruitment.

The BGMEA Career Summit & Fest 2023 allowed aspirants to submit their CVs directly to BGMEA, with the assurance that these resumes would be shared with member factories for potential recruitment. With the active participation of over 132 leading RMG companies, the summit has provided an opportunity for those aspiring to build a successful career in the garment sector. The BGMEA Career Summit & Fest 2023 has served as a platform for fostering connections and empowering dreams of those who aspire to pursue their career in the RMG industry and contribute to propelling the development of the RMG industry. **A**

Evince Group Triumphs in Style

BGMEA Cup 2023



The cheer of the crowd, the rapturous applause, and the intense excitement marked the culmination of the BGMEA Cup 2023 at the Bangladesh Army Stadium in Dhaka. In a thrilling final match held on December 1, 2023, Evince Group emerged as the champions, claiming a resounding 3-1 victory against Mosharraf Apparels Ltd. The tournament embodies a celebration of sportsmanship and corporate camaraderie. Faruque Hassan, President of the Bangladesh Garment Manufacturers and Exporters Association (BGMEA), presented the champion trophy to the winning team in a ceremony. BGMEA Vice President Shahidullah Azim, Vice President (Finance) Khandoker Rafiqul Islam, former Vice President Moshiul Azam Shajal, Director Md. Imranur Rahman and Director of Giant Group

Sharmeen Hassan Tithi also joined the award ceremony.

Salauddin of Evince Group claimed the coveted title of “Man of the Final,” showcasing exceptional skills that played a pivotal role in his team’s triumph. Atique Shahriar Raihan, another standout performer from the winning team, was honored as the “Most Valuable Player” for his outstanding contributions throughout the tournament.

The BGMEA Cup 2023 didn’t just celebrate team victories but also acknowledged individual brilliance. Md. Imranur Rahman of Bando Design Ltd was crowned the “Best Playmaker” of the tournament, while Rahbar from the same team received the “Top Scorer” award for demonstrating his spectacular performance on the field. This year’s tournament, organized by BGMEA since 2016, brought together 16 formidable teams from the readymade garment industry in



Bangladesh. The group matches, held at the Uttara Sector 4 Kallyan Samiti ground in Dhaka, showcased the grit and determination of these teams, laying the groundwork for an unforgettable final showdown. Behind every successful tournament are dedicated sponsors and partners. The BGMEA Cup 2023 was powered by Sheltech Ceramics, Turag Active, and T-Sports. Platinum sponsors included BGMEA University of Fashion and Technology (BUFT) and Green Textile Ltd., a concern of Epic Group. Gold sponsors featured Pacific Jeans, Club 11

Entertainment, Twelve Clothing, Porcelanosa Bangladesh, and Laila Group, all contributing to the grandeur of the event. Uttara Sector 4 Kallyan Samiti played a crucial role as the venue partner, while AAMRA contributed as the internet partner, and Movement Solutions BD took on the role of the fitness partner. In the words of Faruque Hassan, "The BGMEA Cup 2023 stands as a testament to the spirit of unity within our industry. Beyond the victories on the field, it symbolizes the strength of collaboration and

shared enthusiasm for excellence." The BGMEA Cup 2023 wasn't just about football; it was a celebration of teamwork, determination, and the indomitable spirit that defines the garment industry in Bangladesh. The BGMEA Cup not only facilitates a team-building and bonding experience, but it also creates opportunities for connecting and engaging with industry colleagues. Given that football fosters a sense of community, the tournament gave both participants and spectators the experience of belonging to something larger than themselves. [Ⓐ]

Where Colors Kiss Tradition

Rang Bangladesh



In the vibrant tapestry of Bangladeshi fashion, few brands weave tradition and modernity as seamlessly as Rang Bangladesh. For over three decades, this powerhouse has not only clothed the nation in stunning designs but also championed local heritage, earning the prestigious title of "Top Leading Clothing & Fashion Brand" in Bangladesh.

The story begins in 1994, a dream shared by four friends in the humble Santana Market of Narayanganj. As years passed, the group evolved, adapting to the changing landscape, but the core purpose remained - to celebrate Bangladeshi culture through vibrant clothes. Today, with

two dedicated leaders, Soumik Das and his team, Rang Bangladesh carries the torch, proudly proclaiming, "We color the time." But what sets Rang Bangladesh apart? It's the unwavering commitment to staying true to their roots. While trends may come and go, this brand finds inspiration in the very essence of Bangladesh - its festivals, textiles, and indigenous motifs. Theme-based collections have become their signature, from the intricate beauty of Haya Sophia Mosque to the bold strokes of truck art. Each piece tells a story, whispers of heritage, and sings of Bangladeshi identity. Innovation, however, is not lost in

tradition. Rang Bangladesh embraces local designers, their fingers guided by the colors and textures of their homeland. This fusion of experience and fresh perspectives births a product range that caters to a diverse audience, from the lower middle class to the discerning middle class. Their designs are wearable art, accessible yet captivating, a testament to the talent and vision behind the brand. But Rang Bangladesh isn't content with solely adorning Bangladeshis. Their ambition is global, a mission to showcase their heritage on the world stage. Sub-brands like "Amar Bangladesh" carry the torch, aiming to make Bangladesh synonymous



with vibrant clothes and rich cultural tapestry. The road to global success, however, comes with its challenges. Rising raw material costs, unstable policies, and competition from international brands pose obstacles. Yet, Rang Bangladesh remains undeterred. They call for policy stability, financial support for domestic companies, and a concerted effort to promote local culture. Because, ultimately, Rang Bangladesh believes that Bangladeshi fashion can, and should, carve its own niche in the world. With government support, media collaboration, and unwavering dedication to innovation and cultural preservation, this dream can be woven into reality. So, the next time you see a garment burst with color and tradition, remember the name that paints Bangladesh beautiful - Rang Bangladesh. For here, fashion is not just about trends, it's about storytelling, about weaving dreams, and about coloring the world with the vibrant hues of Bangladeshi heritage. ^A



Tajhat Palace – a white marvel in Rangpur

Located only six kilometres from Rangpur city center, Tajhat Zamindar Bari (palace) is a 200-years old architectural wonder. This spectacular white-marbled palace is one of the largest and most beautiful historic structures in Bangladesh. History records that in the 19th century Manna Lal Roy, a rich jewellery merchant, came to Rangpur from Punjab. He bought vast land in Rangpur and established a Zamindary there. He started construction work on his house inspired Dhaka's iconic designer, Ahsan Manzil. In 1897, the building, however, collapsed during an earthquake. Then his adopted son

Gopal Lal Roy took the charge and constructed the present building. The then British Government conferred upon him the title Raja and later Maharaja for his commendable contributions to the fields of education and social welfare.

After the abolition of the Zamindary system in 1950, the descendants of Gopal Roy left for India in 1958. Subsequently, the Zamindar house was transformed into a museum and was named as Rangpur Museum, which is run by the Department of Archaeology. Over 300 archaeological antiques are preserved in the museum and attract many visitors.






Shilaidaha Kuthibari – Tagore’s residence in Bangladesh

This beautiful red bungalow at Shilaidaha under Kumarkhali upazila in Kushtia was literally a haven for Nobel Laureate Poet Rabindranath Tagore (1861-1941). Originally, in the 18th century, it was a Nilkuthi (indigo factory). Tagore’s grandfather Prince Dwarkanath Tagore had bought it in 1807. Later on, Tagore’s family members built this magnificent bungalow on 11 acres of land. In November 1889 Tagore assumed the responsibility of looking after the estate and started residing there intermittently. It was in here, while sitting on the bank of mighty Padma or riding on a barge, he penned many of

his literary masterpieces and translated the Gitanjali into English, which in 1913 earned him the Nobel Prize for Literature.

It is now a protected national monument under the custody of the Department of Archaeology and Ministry of Cultural Affairs. A Tagore Memorial Museum has also been established there, which preserves a treasure trove of Tagore memorabilia.

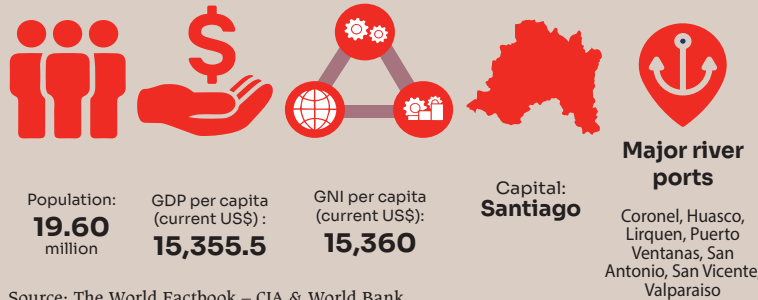
Every year on May 7 on the occasion of Tagore’s birth anniversary, a three-day fair is held, which draws a huge crowd from both at home and abroad. Tagore enthusiasts, however, frequent the place in large numbers throughout the year. 



Tapping the Emerging Market: Chile

Chile, with a population of 19.60 million and a GDP of \$344.13 billion, stands as the fifth-largest economy in Latin America. Boasting a GDP per capita of US\$ 15,355.5 and a GNI per capita of US\$ 15,360 in 2022 and it holds the distinction of having the highest per-person income in the region. Chile's economy is a high-income market economy, leading South America in competitiveness, income per capita, and economic freedom. Despite facing economic inequality challenges, it aligns closely with the regional mean. With a tax burden among the lowest in the OECD at 20.20% of GDP in 2013, Chile maintains a robust human development index and low poverty rates. Known as a global leader in mining, Chile holds the top position as the world's largest producer of copper, lithium, and iodine. Additionally, the country excels in agriculture, producing significant quantities of fresh grapes, blueberries, plums, and dehydrated apples. This economic diversity contributes to Chile's overall strength and resilience in the global market. The growing economic relationship between Bangladesh and Chile has seen a remarkable surge in exports from Bangladesh to Chile, benefiting from duty-free market access granted by Chile to Bangladeshi goods, total export earnings to Chile has reached US\$ 171.89 million in FY 2022-23, of which US\$ 163.10 million export was from apparel sector. Bangladesh's exports to Chile encompass a variety of products, including woven and knitwear garments, pharmaceuticals, jute yarn, footwear, caps, cotton bags, engineering products, parts, plastics, ceramics products, clocks, and watches. Conversely, Bangladesh imports copper, fruit, fish products, paper and pulp, and chemicals from Chile, highlighting the mutually beneficial nature of their trade relationship.

Demographic and Economic Overview of Chile



Source: The World Factbook – CIA & World Bank

Bilateral Trade:

Year	BD's Export to Chile	BD's Import from Chile	Trade Balance
2017-18	86.29	21.89	64.40
2018-19	120.28	41.84	78.44
2019-20	108.15	38.72	69.43
2020-21	87.70	45.39	42.31
2021-22	191.97	18.73	173.24
2022-23	171.89	28.78	143.11

Source: Bangladesh Bank and Export Promotion Bureau (EPB)



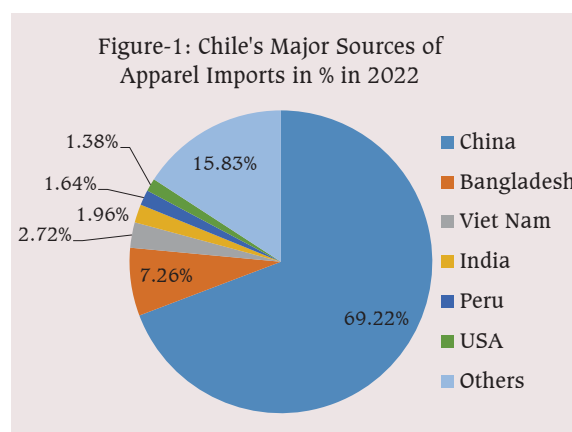
Chile's Clothing Import from the World:

Though Bangladesh is the second largest apparel sourcing country of Chile, the share of Bangladesh in Chile's total RMG import is only 7.26%. In 2022, Chile imported USD 238.48 million apparel from Bangladesh. China tops as a supplier with 69.22% share.

Table-2: Chile's Clothing Import from the World and share in 2022 (Value in million USD)

Exporters	2020	2021	2022	Share in 2022
China	1208.54	1645.22	2274.16	69.22%
Bangladesh	105.66	129.74	238.48	7.26%
Viet Nam	51.66	57.46	89.22	2.72%
India	32.43	38.19	64.28	1.96%
Peru	18.43	48.48	53.73	1.64%
USA	24.31	55.57	45.29	1.38%
Others	263.48	439.82	520.03	15.83%
Total	1704.51	2414.47	3285.19	100.00%

* Data may differ between EPB and ITC | Source: ITC Trademap



Bangladesh's Clothing Export to Chile:

Chile is one of the nontraditional markets for Bangladesh RMG industry. Bangladesh's RMG export to Chile reached US\$ 163.10 million in FY2022-23 with decreased 11.04% year-on-year growth.

Table 3: BD's Knit, Woven and Total apparel Export to Chile (Value in million USD)*

Year	Knit	Woven	Total	Growth
2012-2013	21.13	7.17	28.30	67.16%
2013-2014	22.70	10.31	33.01	16.64%
2014-2015	20.44	12.80	33.24	0.70%
2015-2016	26.08	19.81	45.89	38.06%
2016-2017	33.19	25.68	58.87	28.29%
2017-2018	44.67	34.28	78.95	34.11%
2018-2019	63.91	47.45	111.36	41.05%
2019-2020	54.27	49.58	103.85	-6.74%
2020-2021	45.44	37.12	82.56	-20.50%
2021-2022	102.35	80.99	183.34	122.06%
2022-2023	86.02	77.08	163.10	-11.04%

* Data may differ between EPB and ITC | Source: Export Promotion Bureau (EPB)

Chile's cotton & non-cotton clothing import share in 2022

Chile imported USD 3.29 billion worth of apparel from the world where the share of cotton made items was 48.88%. On the other hand, the share of non-cotton items by Chile from Bangladesh was 20.28% only of total apparel imports while the share of cotton items was 79.72%.

Figure-2: Share of Chile's cotton & non-cotton clothing import from World in 2022

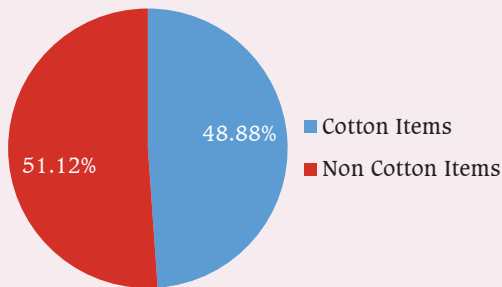
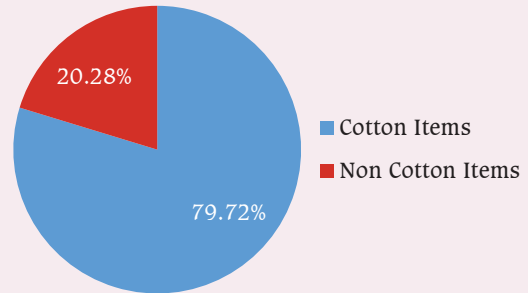


Figure-3: Share of Chile's cotton & non-cotton clothing import from BD in 2022



Chile's Major Clothing Items Import from Different Countries in the World

Following Table-4 shows the top 20 clothing items imported by Chile from Bangladesh and competitor countries of Bangladesh in 2022 and the Compound Average Growth Rate (CAGR) of those clothing import by Chile from the world during 2017-2022.

HS Code	Items	World 2017	World 2022	China	BD	Viet Nam	India	Peru	USA	Indonesia	CAGR of Chile's import from world (2017-2022)
'610910	Cotton knitted T-shirts	164.18	310.25	159.15	53.90	6.55	14.50	14.86	4.27	1.12	13.57%
'611030	MMF Knitted Jerseys & pullovers	153.58	245.51	197.38	14.55	3.24	0.32	2.73	1.44	2.12	9.84%
'620462	W/G cotton woven trousers	153.13	231.98	179.36	17.16	1.60	0.72	5.23	0.95	0.03	8.66%
'611020	Cotton knitted Jerseys & pullovers	113.00	221.04	137.85	19.35	10.30	2.98	4.18	1.65	4.78	14.36%
'620342	M/B cotton woven trousers	176.49	217.75	126.72	53.61	3.40	3.56	1.46	1.16	0.14	4.29%
'610990	Non cotton knitted T-shirts	142.49	139.20	96.82	6.55	4.50	0.53	2.22	2.32	1.88	-0.47%
'611120	Cotton knitted Babies' garments	61.60	70.86	46.82	6.41	1.40	4.86	3.79	0.25	0.57	2.84%
'621210	Non cotton woven Brassieres	49.56	70.65	56.84	0.90	1.38	0.03	0.02	0.45	0.20	7.35%
'620343	M/B synthetic woven trousers	48.76	66.74	49.97	2.13	4.87	0.52	0.12	0.95	0.99	6.48%
'610342	M/B cotton knitted trousers	21.13	61.84	39.77	4.00	2.18	1.42	0.54	0.14	1.61	23.96%
'611595	Knitted Full or knee-length stockings	40.13	61.23	42.58	0.14	2.70	0.12	0.09	0.16	0.70	8.82%
'610711	M/B cotton knitted underpants & briefs	28.75	57.18	51.98	1.83	0.27	0.32	0.12	0.14	0.02	14.74%
'610463	W/G synthetic knitted trousers	20.09	54.59	42.36	0.27	1.87	0.05	0.87	0.15	0.53	22.13%
'610462	W/G cotton knitted trousers	19.96	51.69	33.84	6.14	0.69	1.34	2.71	0.09	0.90	20.97%
'620520	M/B cotton woven shirts	69.73	50.96	28.53	4.91	1.83	7.53	1.02	0.68	0.18	-6.08%
'620640	W/G MMF woven blouses & shirts	72.64	43.72	34.21	0.58	0.31	1.60	0.03	0.23	0.99	-9.66%
'610821	W/G cotton knitted briefs & panties	19.30	40.67	33.33	1.39	0.02	0.06	2.29	0.44	0.12	16.07%
'610343	M/B synthetic knitted trousers	18.20	37.53	27.60	0.26	2.14	0.03	0.53	0.14	0.45	15.58%
'610832	W/G MMF knitted nightdresses & pyjamas	18.67	36.79	33.57	0.88	0.03	0.11	0.21	0.05	0.43	14.53%
'621133	M/B MMF woven tracksuits	20.13	35.06	31.91	0.10	0.34	0.10	0.04	1.05	0.04	11.73%

Source: ITC Trademap

Table-5 shows the major apparel items imported by Chile from the world which had positive annual growth in the last 5 years (from 2017-2022). But the shares of Bangladesh in these items are comparatively less. So Bangladesh has the potential to export those items to Chile as they have high demands for those products.

HS code	Items	Chile's import from world	Chile's import from BD	BD's share in Chile's total import	CAGR of Chile's import from world during 2017-22*
'611030	MMF Knitted Jerseys & pullovers	245.51	14.55	5.93%	9.84%
'610342	M/B cotton knitted trousers	61.84	4.00	6.47%	23.96%
'610510	M/B cotton knitted shirts	33.46	2.32	6.92%	9.11%
'620343	M/B synthetic woven trousers	66.74	2.13	3.19%	6.48%
'610711	M/B cotton knitted underpants & briefs	57.18	1.83	3.19%	14.74%
'610821	W/G cotton knitted briefs & panties	40.67	1.39	3.41%	16.07%
'620469	W/G non cotton woven trousers	22.23	1.37	6.14%	9.14%
'610822	W/G MMF knitted briefs & panties	29.84	1.14	3.81%	10.58%
'621210	Non cotton woven Brassieres	70.65	0.90	1.27%	7.35%
'610832	W/G MMF knitted nightdresses & pyjamas	36.79	0.88	2.39%	14.53%

Source: ITC Trademap 

News in Pictures

BGMEA President Faruque Hassan along with Jean Daniel Gatignol, Managing Director, Global Sourcing at Carrefour and Alexia Bonnet, Global Sourcing Director, pose for photograph after a meeting held in Hong Kong. Azfar Hassan, Director of Giant Group, was also present. They had discussions on the prospect of collaboration between Carrefour and BGMEA to provide support to Bangladesh's RMG industry, offering knowledge, skills, and technical expertise to navigate future challenges and enhance competitiveness.



BGMEA President Faruque Hassan held a meeting with Edwin Keh, Chief Executive Officer of the Hong Kong Research Institute of Textiles and Apparel (HKRITA), in Hong Kong to discuss potential collaborations between the two organizations to elevate the capacity of Bangladesh's readymade garment industry. Azfar Hassan, Director of Giant Group, was also present at the meeting.



BGMEA President Faruque Hassan a program titled 'Projecting Jute as the Fiber of the Future' in Dhaka where he emphasized the need to take necessary steps in promoting natural fibers and incorporating improved technology to produce garments using local materials.



BGMEA President Faruque Hassan met with Spencer Fung, Executive Chairman of Li & Fung, and Ms. Deepika Rana, Chief Executive Officer of Li & Fung, in Hong Kong. The meeting, also attended by Azfar Hassan, Director of Giant Group, focused on fostering collaboration and discussing important trade-related matters within the apparel industry of Bangladesh.

BGMEA Faruque Hassan along with Executive Chairman of Epic Group Ranjan Mahtani, Group CEOs Sunil Daryanani and Dinesh Virwani Epic pose for photograph following a meeting that took place in Hong Kong. The meeting was also attended by Azfar Hassan, Director of Giant Group. Faruque Hassan urged Epic Group to make investments in product and design development, particularly in high-end apparels in Bangladesh.



BGMEA President Faruque Hassan held a meeting with Ms. Karin Lind, Global Head of Sourcing, and Fredrik Kragh Myllenberg, Head of Controlling Global Production, from H&M Group. The meeting, held in Hong Kong, focused on fostering a long-term partnership, expanding H&M's business in Bangladesh, and jointly driving sustainability initiatives within the garment industry. Azfar Hassan, Director of Giant Group was also present.



BGMEA President Faruque Hassan along with other distinguished guests at a program organized by Cotton USA in observance of Cotton Day in Dhaka.



BGMEA President Faruque Hassan exchanged views with BGMEA members of the Chittagong region about the current status of the RMG industry, with focus on the impacts of the global economic situation, challenges, and the priorities to maintain industry competitiveness in the long run.



BGMEA President Faruque Hassan along with First Vice President Syed Nazrul Islam, Senior Vice President S. M. Mannan (Kochi), Vice President (Finance) Khandoker Rafiqul Islam, Vice President Md. Nasir Uddin, Vice President Rakibul Alam Chowdhury, former First Vice Presidents S. M. Abu Tayeb and Nasir Uddin Chowdhury, Directors of BGMEA discussed important issues regarding the RMG industry with stakeholders of the RMG industry at the BGMEA office in Chattogram.



BGMEA President Faruque Hassan along with other guests at a workshop, titled "Sustainable Business Growth of the Apparel Sector of Bangladesh: Improving Workers Productivity and Resource Efficiency." The workshop was organized by the Solidaridad Network Asia in collaboration with BGMEA in Dhaka.

BGMEA President Faruque Hassan addressed a factory onboarding session on Human Rights and Environmental Due Diligence (HREDD) & Digital Data Disclosure Platform at the BGMEA Complex. The session was organized by the Responsible Business Hub (RBH).



LafargeHolcim Bangladesh Limited (LHBL) and Bangladesh Garment Manufacturers and Exporters Association (BGMEA) signed a MoU for sustainable waste management. Faruque Hassan, President, BGMEA and Mohammad Iqbal Chowdhury, Chief Executive Officer, LHBL signed the MoU on behalf of their respective organizations at the BGMEA complex. Barrister Vidiya Amrit Khan, Director, BGMEA was also present. Under this MoU, BGMEA will facilitate and cooperate with LHBL to provide accessibility and promote the environment friendly waste management program of company's Geocycle project to the member companies.

BGMEA President Faruque Hassan addressed the opening ceremony of the 12th edition of the DRMC National Debate Festival as the chief guest, emphasizing the pivotal role of the youth in propelling Bangladesh towards a knowledge-based economy. The debate competition was held at Dhaka Residential Model College in Dhaka.



Md. Fazle Rabbi, the newly appointed Economic Minister (Designate) at the Bangladesh Embassy in Washington D.C. paid a courtesy call on Faruque Hassan, President of BGMEA. During the meeting Faruque Hassan underscored the need for stepping up economic diplomacy in exploring more trade and investment opportunities between Bangladesh and the United States.



A high-level delegation from the Singapore Ministry of Trade and Industry (MTI), Enterprise Singapore (ESG), and the Singapore Port Authority (PSA) met with Faruque Hassan, President of the Bangladesh Garment Manufacturers and Exporters Association (BGMEA), at the BGMEA Complex in Dhaka. Ms. Sheela Pillai, Chargè d'Affaires at the Singapore High Commission in Dhaka led the delegation while from BGMEA, Shahidullah Azim, Vice President; Miran Ali, Vice President; Asif Ashraf, Director, Neela Hosna Ara, Director were present at the meeting where they discussed possible avenues for expanding trade and investment collaboration between Bangladesh and Singapore.

The Bangladesh Garment Manufacturers and Exporters Association (BGMEA) has come forward with financial assistance to support the family of a readymade garment worker who has died recently. BGMEA President Faruque Hassan handed over the assistance cheque of Taka five lacs to the bereaved family of Md. Jalaluddin. BGMEA Senior Vice President S. M. Mannan (Kochi) and Vice President (Finance) Khandoker Rafiqul Islam were also present at the cheque handover ceremony held at the BGMEA Complex.



Md. Anisur Rahman Miah, Chairman of Rajdhani Unnayan Karttripakkha (RAJUK), paid a courtesy call on Faruque Hassan, President of BGMEA. Md. Siddiqur Rahman, former President of BGMEA, and S.M. Mannan (Kochi), Senior Vice President of BGMEA, were present at the meeting. They had discussions about various issues, with a focus on enhancing road connections to the BGMEA Complex at Uttara in Dhaka.



UNICEF and BGMEA jointly organized a seminar on the Mothers@Work project, an initiative aimed at promoting and upholding the maternity rights of women workers in the garment industry. The seminar, held at the BGMEA Complex, was attended by 73 mid-level management officials from 34 BGMEA member factories. In the event, the participating factories were enrolled in the Mothers@Work project. The seminar was addressed by Miran Ali, Vice President, BGMEA; Neela Hosna Ara, Director in Charge of Health Projects at BGMEA; and Monira Parveen, representing UNICEF.

Statistics

Bangladesh's RMG export to world

Value in Million USD

Month	2021	2022	2023	2023 VS 2022	2023 VS 2021
January	2862.16	4084.58	4421.33	8.24%	54.48%
February	2625.29	3511.72	3943.87	12.31%	50.23%
March	2454.91	3931.40	3890.55	-1.04%	58.48%
April	2516.98	3934.18	3325.07	-15.48%	32.11%
May	2556.95	3158.58	4053.28	28.33%	58.52%
June	2894.88	4092.00	4360.82	6.57%	50.64%
July	2887.22	3366.91	3953.74	17.43%	36.94%
August	2753.38	3745.76	4044.86	7.99%	46.91%
September	3418.84	3161.67	3618.90	14.46%	5.85%
October	3561.71	3678.00	3165.60	-13.93%	-11.12%
November	3235.05	4378.94	4052.55	-7.45%	25.27%
December	4044.50	4665.41	4555.69	-2.35%	12.64%
Total	35811.87	45709.15	47386.26	3.67%	32.32%

Source: EPB

Knitwear

Value in Million USD

Month	2021	2022	2023	2023 VS 2022	2023 VS 2021
January	1462.94	2112.41	2300.70	8.91%	57.27%
February	1352.64	1795.68	2099.95	16.94%	55.25%
March	1312.43	2050.18	2077.15	1.32%	58.27%
April	1341.77	2122.69	1830.25	-13.78%	36.41%
May	1366.37	1743.29	2310.38	32.53%	69.09%
June	1597.71	2228.44	2460.09	10.40%	53.98%
July	1658.45	1854.15	2266.48	22.24%	36.66%
August	1600.44	2061.53	2315.73	12.33%	44.69%
September	1905.29	1733.78	2180.38	25.76%	14.44%
October	2045.89	2075.66	1914.19	-7.78%	-6.44%
November	1775.50	2388.53	2312.64	-3.18%	30.25%
December	2176.06	2546.03	2490.77	-2.17%	14.46%
Total	19595.49	24712.37	26558.71	7.47%	35.53%

Source: EPB

Wovenwear

Value in Million USD

Month	2021	2022	2023	2023 VS 2022	2023 VS 2021
January	1399.22	1972.17	2120.63	7.53%	51.56%
February	1272.65	1716.04	1843.92	7.45%	44.89%
March	1142.48	1881.22	1813.40	-3.61%	58.72%
April	1175.21	1811.49	1494.82	-17.48%	27.20%
May	1190.58	1415.29	1742.90	23.15%	46.39%
June	1297.17	1863.56	1900.73	1.99%	46.53%
July	1228.77	1512.76	1687.26	11.54%	37.31%
August	1152.94	1684.23	1729.13	2.67%	49.98%
September	1513.55	1427.89	1438.52	0.74%	-4.96%
October	1515.82	1602.34	1251.41	-21.90%	-17.44%
November	1459.55	1990.41	1739.91	-12.59%	19.21%
December	1868.44	2119.38	2064.92	-2.57%	10.52%
Total	16216.38	20996.78	20827.55	-0.81%	28.44%

Source: EPB

Bangladesh's RMG Export to World

(CY 2021, 2022 & 2023)

Export Value in Million US\$

EU Countries	Woven			Knit			Total			Growth in 2023
	2021	2022	2023	2021	2022	2023	2021	2022	2023	
Austria	10.60	13.26	13.12	29.01	40.03	38.75	39.61	53.29	51.87	-2.67%
Belgium	219.10	217.50	258.38	418.57	524.41	494.32	637.66	741.91	752.70	1.45%
Bulgaria	0.42	0.18	0.16	1.48	0.95	1.78	1.90	1.13	1.94	72.21%
Denmark	318.82	420.19	406.24	628.30	803.09	1015.37	947.12	1223.28	1421.60	16.21%
Finland	5.84	7.25	16.72	25.08	44.85	39.69	30.92	52.10	56.41	8.29%
France	696.66	974.30	1109.16	1260.79	1768.62	1865.87	1957.45	2742.92	2975.02	8.46%
Germany	2688.02	3002.35	2197.26	3507.88	4285.29	3895.29	6195.91	7287.62	6092.54	-16.40%
Greece	8.72	16.98	17.66	30.78	54.28	56.00	39.50	71.26	73.66	3.37%
Italy	399.61	669.69	776.95	911.11	1344.38	1449.08	1310.72	2014.07	2226.03	10.52%
Ireland	60.08	84.23	96.37	109.77	141.53	174.55	169.85	225.76	270.91	20.00%
Netherlands	496.69	706.33	815.36	704.21	1003.20	1120.96	1200.90	1709.53	1936.32	13.27%
Portugal	20.63	36.23	41.06	49.81	81.70	96.20	70.43	117.93	137.26	16.39%
Romania	3.45	4.28	19.55	15.39	19.56	79.76	18.85	23.84	99.31	316.50%
Spain	1070.73	1341.65	1548.13	1432.14	1932.50	2141.52	2502.87	3274.15	3689.66	12.69%
Sweden	213.41	295.73	303.78	440.53	572.29	595.12	653.93	868.02	898.90	3.56%
Cyprus	0.19	0.33	0.69	1.84	2.32	2.51	2.04	2.65	3.20	20.66%
Czech Republic	119.11	158.04	181.55	105.40	177.15	199.77	224.51	335.19	381.33	13.76%
Estonia	0.13	0.07	0.12	0.89	1.51	2.25	1.02	1.58	2.37	49.92%
Hungary	23.22	43.44	41.11	86.63	144.99	144.30	109.85	188.43	185.40	-1.60%
Latvia	0.24	0.34	0.46	0.80	0.87	4.81	1.04	1.21	5.26	334.70%
Lithuania	0.20	0.19	0.05	0.28	0.27	0.11	0.49	0.46	0.16	-65.15%
Malta	0.02	0.12	0.17	0.06	0.44	0.27	0.08	0.56	0.44	-22.11%
Poland	599.97	680.42	669.96	1041.13	1157.92	1204.18	1641.10	1838.33	1874.14	1.95%
Slovakia	22.02	25.53	23.08	50.64	69.50	63.86	72.66	95.03	86.94	-8.51%
Slovenia	18.95	29.44	18.95	66.31	104.70	54.38	85.26	134.14	73.33	-45.33%
Croatia	3.67	10.32	26.86	10.73	23.07	54.05	14.40	33.40	80.91	142.26%
Luxembourg	0.12	0.32	2.88	0.96	2.22	3.52	1.09	2.55	6.40	151.46%
Sub-Total (EU)	7000.60	8738.70	8585.75	10930.54	14301.65	14798.29	17931.15	23040.35	23384.03	1.49%
EU % of World	43.17	41.62	41.22	55.78	57.87	55.72	50.07	50.41	49.35	
Growth %	20.82	24.83	-1.75	34.45	30.84	3.47	28.77	28.49	1.49	
USA	4653.69	6188.19	5370.50	2624.28	2871.76	2902.94	7277.97	9059.94	8273.44	-8.68%
% of USA	28.70	29.47	25.79	13.39	11.62	10.93	20.32	19.82	17.46	
Growth %	32.97	32.97	-13.21	67.41	9.43	1.09	43.62	24.48	-8.68	
U.K.	1486.38	1920.64	2113.09	2324.69	2831.28	3230.92	3811.06	4751.92	5344.01	12.46%
% of U.K.	9.17	9.15	10.15	11.86	11.46	12.17	10.64	10.40	11.28	
Growth %	13.41	29.22	10.02	30.18	21.79	14.12	23.08	24.69	12.46	
Canada	537.70	799.92	834.36	573.69	697.79	679.26	1111.38	1497.71	1513.62	1.06%
% of Canada	3.32	3.81	4.01	2.93	2.82	2.56	3.10	3.28	3.19	
Growth %	17.09	48.77	4.31	41.32	21.63	-2.66	28.46	34.76	1.06	
Non-Traditional Markets										
Japan	483.42	626.86	735.57	545.68	697.01	939.59	1029.11	1323.87	1675.16	26.53%
Australia	299.75	336.65	430.00	465.72	593.32	854.75	765.47	929.97	1284.75	38.15%
Russia	252.52	154.89	149.28	435.29	268.32	329.52	687.81	423.21	478.79	13.13%
India	323.37	491.32	545.78	232.92	407.02	372.30	556.29	898.33	918.08	2.20%
Korea Rep.	153.96	243.01	281.97	205.90	263.90	305.19	359.85	506.91	587.15	15.83%
China	137.80	148.87	194.34	104.06	90.31	152.02	241.86	239.19	346.36	44.81%
United Arab Emirates	129.46	135.24	145.45	116.15	175.47	204.78	245.61	310.71	350.23	12.72%
Mexico	94.88	178.71	180.21	113.80	159.31	158.22	208.68	338.02	338.43	0.12%
Malaysia	45.93	76.44	104.57	114.25	214.27	207.76	160.18	290.70	312.33	7.44%
Saudi Arabia	64.62	62.18	80.41	80.53	112.17	147.37	145.15	174.35	227.78	30.64%
Turkey	65.28	132.17	183.18	47.91	115.03	173.48	113.19	247.19	356.66	44.29%
South Africa	48.30	50.02	57.44	63.11	72.36	71.46	111.41	122.38	128.90	5.33%
New Zealand	34.03	32.69	38.46	71.06	82.46	102.91	105.08	115.14	141.37	22.78%
Chile	54.73	85.28	84.25	70.77	95.15	94.90	125.50	180.43	179.14	-0.71%
Brazil	34.64	47.07	81.62	39.06	71.16	94.43	73.70	118.24	176.05	48.89%
Other Countries	315.32	547.93	631.32	436.07	592.61	738.65	751.40	1140.55	1369.97	20.12%
Sub-Total (Non-Trad.)	2538.01	3349.34	3923.85	3142.28	4009.89	4947.31	5680.30	7359.22	8871.16	20.54%
% of Non-Traditional	15.65	15.95	18.84	16.04	16.23	18.63	15.86	16.10	18.72	
% Growth of Non-Trad.	16.52	31.97	17.15	34.34	27.61	23.38	25.75	29.56	20.54	
GRAND TOTAL	16216.38	20996.78	20827.55	19595.48	24712.37	26558.72	35811.86	45709.15	47386.27	3.67%
Growth %	22.46	29.48	-0.81	37.72	26.11	7.47	30.36	27.64	3.67	

Source: EPB

Bangladesh's Top 30 Apparel Items Export to World

Value in Million USD

SL	HS Code	Products Description	Jul-Dec 2022-23	Jul-Dec 2023-24	Growth
1	610910	Cotton T-shirts	4,148.30	3802.77	-8.33%
2	620342	M/B cotton woven trousers	2,871.10	2568.01	-10.56%
3	611020	Cotton knitted Jerseys & pullovers	1,961.16	2234.18	13.92%
4	620462	W/G cotton woven trousers	1,680.24	1667.12	-0.78%
5	611030	MMF knitted Jerseys & pullovers	1,138.99	1192.47	4.70%
6	620520	M/B cotton woven shirts	972.22	823.29	-15.32%
7	610462	W/G cotton knitted trousers	825.75	823.11	-0.32%
8	610510	M/B cotton knitted shirts	616.67	649.72	5.36%
9	620343	M/B synthetic woven trousers	730.72	639.61	-12.47%
10	611120	Cotton knitted Babies' garments	381.33	595.30	56.11%
11	610342	M/B cotton knitted trousers	426.72	531.84	24.63%
12	610711	M/B cotton knitted underpants	309.52	361.57	16.82%
13	610821	W/G cotton knitted briefs & panties	321.29	321.99	0.22%
14	621210	Non cotton woven Brassieres	288.00	280.93	-2.45%
15	610990	Non cotton knitted T-shirts	277.33	264.70	-4.55%
16	610831	W/G cotton knitted nighties	177.50	233.91	31.78%
17	620463	W/G synthetic woven trousers	257.47	230.45	-10.50%
18	611090	Non cotton knitted Jerseys & pullovers	209.78	201.79	-3.81%
19	610442	Cotton knitted Dresses	184.89	198.92	7.59%
20	610463	W/G synthetic knitted trousers	150.71	198.31	31.58%
21	620530	M/B MMF woven shirts	181.84	179.93	-1.05%
22	620333	M/B synthetic woven jackets & blazers	162.39	178.35	9.83%
23	620920	Cotton woven Babies' garments	132.61	172.11	29.79%
24	610721	M/B cotton knitted pyjamas	98.11	143.16	45.91%
25	620630	W/G cotton woven blouses	145.59	140.52	-3.48%
26	620332	M/B cotton woven jackets & blazers	131.90	122.72	-6.96%
27	620469	W/G non cotton woven trousers	115.18	121.13	5.17%
28	620640	W/G MMF woven blouses	134.51	119.34	-11.28%
29	620590	M/B non cotton woven shirts	98.93	117.75	19.02%
30	610343	M/B synthetic knitted trousers	85.63	117.68	37.43%

Note: M/B= Men's or boys

W/G= Women's or girls

EU Apparel Import Growth

Value Growth: 2023 VS 2022												
Country	Jan	Feb	Mar	April	May	Jun	Jul	Aug	Sep	Oct	Nov	Jan-Nov
World	3.71%	-4.61%	-7.80%	-16.23%	-13.65%	-11.22%	-2.47%	-20.81%	-27.54%	-21.18%	-16.08%	-13.23%
China	-7.35%	-17.99%	-25.13%	-13.03%	-5.01%	-3.75%	-1.95%	-26.36%	-35.32%	-23.40%	-22.99%	-18.55%
Bangladesh	12.33%	4.17%	-0.29%	-29.48%	-29.92%	-26.21%	-4.50%	-25.66%	-30.19%	-29.14%	-24.60%	-17.52%
Turkey	-6.93%	-15.75%	-11.19%	-9.59%	-6.33%	-8.77%	-10.59%	-13.77%	-15.03%	-16.56%	-6.50%	-11.07%
India	13.88%	17.21%	-5.66%	-12.01%	-22.68%	-16.05%	-6.55%	-15.37%	-24.61%	-20.55%	-17.19%	-9.77%
Cambodia	3.03%	6.89%	-1.69%	-21.25%	-24.69%	-16.21%	6.48%	-13.07%	-23.51%	-12.30%	-4.50%	-10.07%
Vietnam	15.83%	9.30%	5.10%	-12.81%	-12.49%	-10.63%	-1.19%	-18.03%	-29.68%	-27.56%	-16.96%	-11.05%
Pakistan	6.78%	-0.13%	-10.34%	-23.16%	-17.46%	-19.28%	-5.07%	-28.92%	-27.23%	-18.41%	-15.97%	-15.21%
Morocco	-11.74%	-23.62%	-15.42%	-4.38%	-4.49%	-12.08%	-11.41%	-20.35%	-17.77%	-22.22%	-3.70%	-13.52%
Sri Lanka	-6.49%	-18.85%	3.04%	-30.31%	-19.63%	-16.63%	-4.76%	-20.60%	-24.20%	-19.77%	-12.16%	-15.75%
Indonesia	7.34%	-10.74%	-6.02%	-19.14%	-34.03%	-35.57%	-22.08%	-32.15%	-36.42%	-26.16%	-31.08%	-23.25%

Value Growth: 2023 VS 2021												
Country	Jan	Feb	Mar	April	May	Jun	Jul	Aug	Sep	Oct	Nov	Jan-Nov
World	29.72%	15.31%	14.00%	1.57%	17.87%	15.40%	20.32%	11.16%	-12.42%	-7.38%	-10.79%	7.36%
China	12.36%	0.63%	-12.32%	1.63%	16.53%	23.42%	28.96%	3.10%	-23.20%	-17.83%	-26.33%	-2.57%
Bangladesh	65.25%	33.92%	52.23%	-4.20%	13.48%	5.78%	30.80%	18.48%	-8.78%	-4.48%	-17.90%	14.74%
Turkey	9.10%	3.87%	7.11%	6.96%	20.59%	10.10%	-9.64%	-0.86%	-15.25%	-13.97%	-8.73%	-0.01%
India	41.14%	20.71%	12.66%	3.64%	21.86%	19.67%	31.10%	24.28%	-21.12%	-19.87%	-17.50%	10.65%
Cambodia	19.34%	43.31%	32.73%	7.26%	12.21%	64.33%	61.92%	35.67%	0.71%	17.00%	12.12%	24.72%
Vietnam	45.58%	32.73%	24.80%	5.92%	17.30%	17.81%	16.47%	22.62%	7.20%	21.48%	29.58%	21.64%
Pakistan	39.93%	25.46%	16.31%	-2.04%	14.81%	22.94%	-1.03%	8.04%	-6.38%	-5.04%	6.03%	9.87%
Morocco	13.03%	-6.74%	1.63%	-0.80%	25.87%	9.43%	-16.81%	-10.32%	-28.01%	-24.03%	-13.75%	-6.11%
Sri Lanka	10.13%	-3.90%	14.66%	-28.44%	-1.84%	9.51%	-3.59%	11.92%	-8.67%	3.08%	4.62%	0.05%
Indonesia	41.38%	21.65%	16.08%	-14.73%	-7.86%	-3.45%	11.16%	10.70%	-20.14%	-9.30%	-29.18%	-0.58%

Value Growth: 2023 VS 2020												
Country	Jan	Feb	Mar	April	May	Jun	Jul	Aug	Sep	Oct	Nov	Jan-Nov
World	3.70%	12.30%	34.11%	64.68%	72.47%	39.50%	12.25%	2.79%	-11.39%	-4.65%	15.26%	15.58%
China	-4.81%	4.67%	47.98%	47.68%	12.78%	9.60%	4.62%	-2.15%	-14.53%	-2.58%	8.29%	4.70%
Bangladesh	28.33%	29.88%	33.91%	36.12%	134.71%	117.40%	58.80%	12.65%	6.13%	2.45%	31.21%	34.75%
Turkey	3.47%	11.93%	47.60%	151.38%	108.50%	56.43%	-7.87%	3.33%	-16.97%	-11.13%	9.47%	18.17%
India	10.66%	17.70%	31.15%	91.62%	179.80%	93.09%	35.56%	20.09%	-16.16%	-15.86%	18.79%	31.07%
Cambodia	-4.67%	22.40%	22.66%	27.48%	43.19%	33.69%	17.23%	1.41%	18.49%	40.13%	72.25%	23.04%
Vietnam	17.39%	30.36%	66.02%	80.91%	94.68%	50.63%	24.61%	15.87%	-0.94%	8.77%	33.49%	30.67%
Pakistan	25.60%	41.99%	19.81%	63.15%	161.68%	80.39%	37.99%	17.97%	18.85%	11.90%	56.01%	38.80%
Morocco	-8.77%	-3.20%	24.17%	811.95%	541.86%	71.02%	-21.54%	12.76%	-34.67%	-16.98%	23.80%	20.53%
Sri Lanka	-2.36%	13.05%	36.10%	22.82%	201.36%	67.72%	-1.49%	0.52%	-9.71%	-8.23%	12.62%	15.72%
Indonesia	-3.53%	13.46%	9.01%	18.46%	24.44%	-9.46%	-0.06%	3.85%	-24.21%	-1.21%	3.14%	1.62%

Source: eurostat

U.S. Apparel Import Growth

Growth: 2023 VS 2022												
Country	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Jan-Nov
World	-3.78%	-19.95%	-32.50%	-29.43%	-25.82%	-24.31%	-17.55%	-25.56%	-23.03%	-21.86%	-18.16%	-22.40%
China	-24.61%	-35.36%	-45.64%	-23.05%	-22.00%	-23.68%	-27.20%	-32.72%	-18.59%	-11.04%	-11.86%	-25.85%
Vietnam	-0.35%	-20.01%	-44.25%	-36.13%	-30.74%	-20.06%	-14.24%	-23.66%	-20.79%	-20.62%	-4.74%	-22.68%
Bangladesh	15.33%	-11.76%	-35.36%	-31.39%	-24.28%	-43.58%	7.48%	-33.67%	-34.76%	-36.48%	-27.39%	-24.91%
Indonesia	4.62%	-19.09%	-33.66%	-44.51%	-35.66%	-37.85%	-13.71%	-18.21%	-22.09%	-25.90%	-27.01%	-25.72%
India	9.56%	-9.27%	-27.16%	-30.65%	-35.71%	-25.24%	-18.94%	-25.44%	-23.96%	-13.75%	-24.84%	-21.53%
Mexico	-0.72%	-3.74%	-7.87%	-14.09%	-9.45%	-11.74%	-11.04%	-10.29%	-13.25%	-13.62%	-17.69%	-10.45%
Honduras	-20.40%	-3.78%	-22.31%	-34.16%	-13.96%	-24.40%	-28.54%	-26.38%	-30.23%	-19.70%	-35.32%	-24.14%
Cambodia	-12.96%	-44.11%	-38.53%	-40.26%	-33.82%	-20.64%	-18.86%	-11.51%	-18.56%	-24.04%	-4.68%	-24.69%
Pakistan	-3.45%	-37.15%	-37.39%	-37.41%	-39.24%	-28.13%	-26.30%	-18.94%	-27.68%	-11.26%	-33.61%	-28.06%
Korea	1.06%	-32.80%	-16.66%	-1.37%	-20.31%	-5.33%	12.76%	-26.55%	-6.59%	-8.97%	-35.83%	-12.87%

Growth: 2023 VS 2021												
Country	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Jan-Nov
World	31.09%	10.84%	-3.66%	1.20%	2.67%	6.08%	10.16%	-4.49%	-9.46%	-22.74%	-30.27%	-2.53%
China	10.95%	-5.59%	-24.16%	7.39%	7.31%	1.42%	1.83%	-15.59%	-26.58%	-36.92%	-45.23%	-15.00%
Vietnam	18.11%	7.08%	-24.49%	-11.57%	-5.16%	16.66%	17.20%	-4.77%	13.20%	-12.59%	-8.87%	-0.18%
Bangladesh	66.78%	25.34%	26.22%	19.44%	4.53%	-5.98%	31.34%	-1.65%	-12.34%	-16.66%	-34.56%	6.79%
Indonesia	64.35%	24.37%	14.09%	-14.50%	2.29%	1.28%	34.32%	12.37%	11.12%	-22.28%	-42.89%	3.72%
India	68.65%	29.13%	17.77%	13.73%	-2.52%	27.50%	41.59%	4.27%	-2.36%	-25.23%	-35.10%	9.54%
Mexico	26.05%	15.23%	8.45%	9.38%	13.18%	-4.01%	-6.88%	-0.58%	-11.52%	-6.39%	-18.25%	0.97%
Honduras	-10.41%	11.53%	-0.08%	-17.60%	5.98%	-9.00%	-12.71%	-7.02%	-16.16%	-8.23%	-21.89%	-8.03%
Cambodia	23.22%	-14.12%	-21.67%	-10.87%	12.22%	51.27%	42.88%	16.44%	-1.80%	-37.89%	-27.87%	-1.64%
Pakistan	37.70%	13.94%	-10.65%	6.98%	-7.38%	-11.94%	-3.04%	-6.60%	-9.02%	-14.89%	-44.73%	-7.43%
Korea	97.78%	13.36%	41.96%	39.64%	36.63%	-0.34%	32.04%	-8.34%	13.56%	-15.41%	-42.05%	11.31%

Growth: 2023 VS 2020												
Country	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Jan-Nov
World	7.12%	1.14%	20.68%	68.15%	137.90%	64.90%	29.50%	17.46%	10.96%	-7.04%	-2.59%	22.25%
China	-11.11%	0.79%	63.93%	69.33%	71.74%	31.00%	17.48%	2.29%	-2.84%	-21.16%	-18.29%	8.19%
Vietnam	-3.83%	2.81%	0.85%	24.22%	80.70%	46.80%	15.64%	15.98%	14.30%	-11.03%	-4.75%	12.53%
Bangladesh	39.14%	14.05%	26.99%	40.58%	269.35%	124.90%	76.95%	3.61%	25.28%	7.93%	16.70%	39.55%
Indonesia	9.83%	-7.65%	7.61%	13.71%	74.67%	46.34%	36.17%	38.07%	36.99%	2.22%	-10.43%	18.35%
India	30.99%	1.41%	18.29%	90.92%	507.01%	234.43%	97.20%	36.23%	33.74%	2.30%	0.40%	48.40%
Mexico	9.71%	-0.31%	16.84%	238.75%	170.62%	38.16%	22.76%	26.38%	14.68%	16.90%	6.76%	30.92%
Honduras	-18.84%	-3.35%	18.46%	767.82%	825.05%	210.56%	37.07%	18.49%	-5.14%	-13.59%	19.52%	35.29%
Cambodia	1.89%	-23.08%	4.42%	25.98%	84.60%	57.83%	17.21%	52.91%	35.04%	-8.94%	-5.64%	17.89%
Pakistan	54.17%	31.35%	34.77%	51.50%	375.17%	82.31%	80.77%	43.61%	26.34%	2.74%	2.05%	47.45%
Korea	50.41%	-18.31%	50.68%	112.32%	101.58%	32.77%	42.49%	28.97%	91.87%	-9.74%	-8.16%	35.10%

Source: otexa ^A

DUE DILIGENCE

SAFEGUARD YOUR BUSINESS, PROTECT THE PLANET

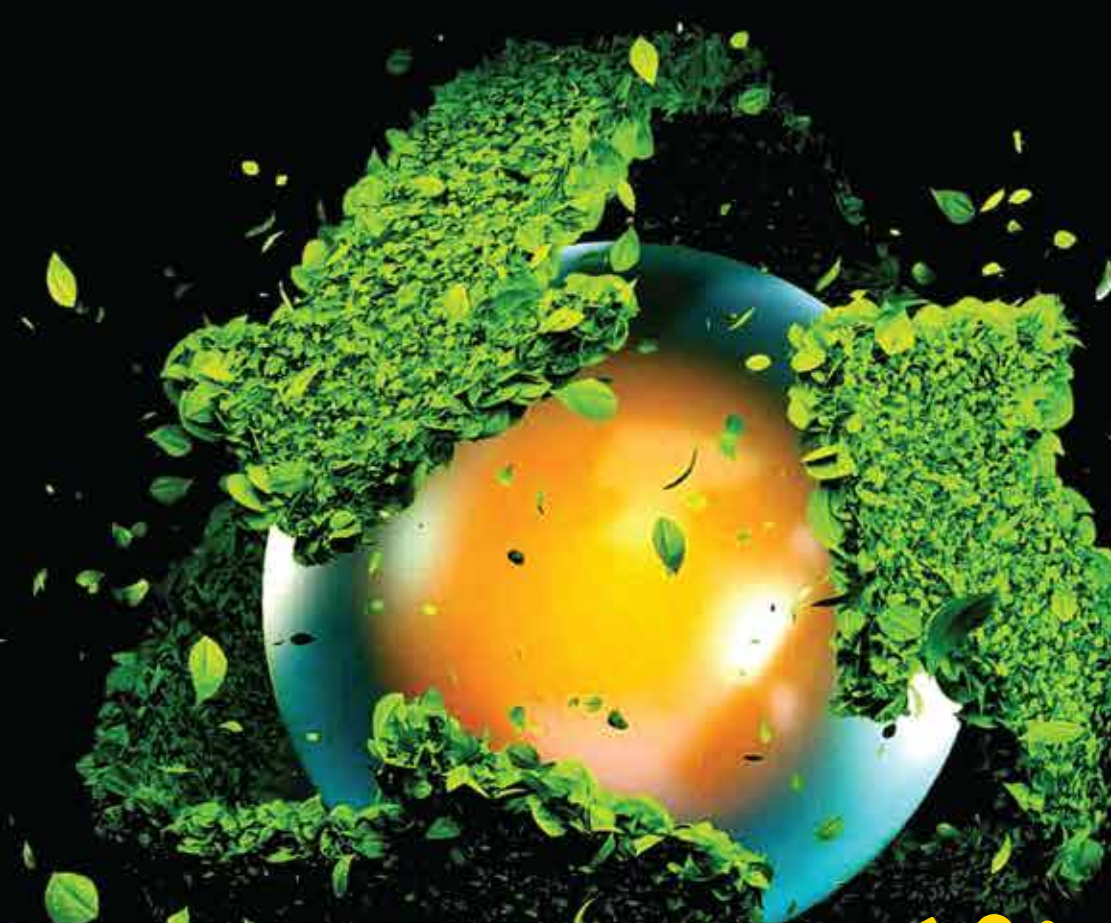
WHY TO IMPLEMENT DUE DILIGENCE

WHAT IS DUE DILIGENCE?

Due diligence is the process to identify, prevent, mitigate and account for actual and potential adverse impacts of businesses in their own operations, supply chain and other business relationships. In light of the increasing global focus on human rights and environmental regulations (HREDD), businesses must assess and reduce their impacts.

RESPONSIBLE BUSINESS HUB (RBH)

The BGMEA, in collaboration with GIZ, has introduced the Responsible Business Hub (RBH) unit to provide information, crucial support, and advisory services to factories on the standards and requirements of HREDD.



PREPAREDNESS FOR FUTURE REGULATIONS:

Staying ahead by complying with regulations which are set to be mandatory in the future.



ENHANCED RISK MANAGEMENT AND RESILIENCE:

Companies can proactively identify and address actual and potential adverse impacts.



IMPROVED INTERNATIONAL REPUTATION: Complying with due diligence enhances a company's reputation as a responsible and ethical business.



ENHANCED PROTECTION FOR HUMAN RIGHTS AND THE ENVIRONMENT:

Prioritizing due diligence safeguards both human rights and the environment, contributing to a better world.



MEETING CUSTOMER EXPECTATIONS:

By implementing due diligence a company can meet the growing demands of customers for sustainably and ethically produced products.

ডিউ ডিলিজেন্স

নিরাপদ ব্যবসা, সুরক্ষিত পৃথিবী

ডিউ ডিলিজেন্স কি?

ডিউ ডিলিজেন্স প্রয়োগের মাধ্যমে ব্যবসায়িক প্রতিষ্ঠান তার নিজস্ব ব্যবসায়িক কার্যক্রমে, সাপ্লাই চেইনে এবং অন্যান্য ব্যবসায়িক অংশীদারদের মধ্যে প্রকৃত এবং সম্ভাব্য ক্ষতিকর প্রভাবগুলি সনাক্ত করে এবং প্রয়োজন অনুযায়ী প্রতিরোধ, প্রশমন ও প্রতিকারের ব্যবস্থা গ্রহণ করে। মানবাধিকার এবং পরিবেশগত বিধিগুলোর উপর বিশ্বব্যাপী ক্রমবর্ধমান গুরুত্বের প্রেক্ষিতে ব্যবসায়িকদের অবশ্যই তাদের ব্যবসায় মানবাধিকার এবং পরিবেশ সংক্রান্ত ক্ষতিকর প্রভাবগুলি চিহ্নিত করে সেগুলো প্রতিকারের ব্যবস্থা গ্রহণ করতে হবে।

রেসপনসিবল বিজনেস হাব (আরবিএইচ)

জিআইজেড-এর কারিগরি এবং আর্থিক সহযোগিতায় বিজিএমইএ মানবাধিকার এবং পরিবেশ সংক্রান্ত (এইচআরইডিডি) বিধিমালা ও এর প্রয়োজনীয়তা সম্পর্কে কারখানাগুলিকে প্রয়োজনীয় তথ্য, সহায়তা এবং পরামর্শমূলক পরিষেবা প্রদানের জন্য বিজিএমইএ-তে রেসপনসিবল বিজনেস হাব (আরবিএইচ) ইউনিট প্রতিষ্ঠা করা হয়েছে।

আপনার ব্যবসায়ে ডিউ ডিলিজেন্স এর প্রয়োজনীয়তা



ভবিষ্যতের নিয়ম নীতির জন্য আগাম প্রস্তুতি: ভবিষ্যতে বাধ্যতামূলক নিয়ম নীতি মেনে চলার জন্য আগে থেকেই প্রস্তুত থাকা।



ঝুঁকি ব্যবস্থাপনায় সক্ষমতা বৃদ্ধি: ডিউ ডিলিজেন্স বাস্তবায়নের মাধ্যমে একটি প্রতিষ্ঠান মানবাধিকার এবং পরিবেশ সংক্রান্ত প্রকৃত এবং সম্ভাব্য ক্ষতিকর প্রভাবগুলি সনাক্তকরণের এবং ঝুঁকি ব্যবস্থাপনায় সক্ষমতা বৃদ্ধি করতে পারে।



ব্যবসায়িক সুনাম বৃদ্ধি: ডিউ ডিলিজেন্স এর বিধিগুলো মেনে চলার মাধ্যমে একটি প্রতিষ্ঠান তার দায়িত্বশীলতা এবং নৈতিকতার মানদণ্ডগুলো বজায় রাখতে পারে, যা প্রতিষ্ঠানটির সুনাম বৃদ্ধি করে।



মানবাধিকার এবং পরিবেশের জন্য সুরক্ষা নিশ্চিতকরণ: ডিউ ডিলিজেন্স প্রতিপালনের মাধ্যমে মানবাধিকার এবং পরিবেশ অধিকতর সুরক্ষা নিশ্চিত হয়, যা একটি উন্নত এবং টেকসই বিশ্ব বিনির্মাণে গুরুত্বপূর্ণ অবদান রাখবে।



ক্রেতার চাহিদা নিশ্চিতকরণ: ডিউ ডিলিজেন্স বাস্তবায়নের মাধ্যমে একটি প্রতিষ্ঠান টেকসই এবং নৈতিকতার মানদণ্ড বজায় রেখে পণ্য উৎপাদন করতে পারবে, যা গ্রাহকদের ক্রমবর্ধমান চাহিদা পূরণে সহায়ক ভূমিকা রাখবে।





PATHWAYS FOR PROMISE

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The Bangladesh Garment Manufacturers and Exporters Association (BGMEA) and the Asian University for Women have been collaborating since 2016 with the vision to provide women from the garment industry with higher education, leadership development, and social equality. The Pathways for Promise Program aims to empower women, promote equality, and drive positive social change.

Be a Part of Change

Calling upon our member garment factories to be a part of this revolutionary change.

For details, email at: suman.chatteriee@auw.edu.bd



BANGLADESH GARMENT MANUFACTURERS & EXPORTERS ASSOCIATION
বাংলাদেশ পোশাক প্রস্তুতকারক ও রপ্তানীকারক সমিতি

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