

# Ready Made Garments Contribution to Women Empowerment, A Study on Women Workers in Bangladesh Perspective

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## ABSTRACT

There is no doubt that Bangladesh's development goals would always be unattainable without women's empowerment. This country has a societal structure that views women as a burden to their families. The situation, however, is evolving with time. Women now work in the garment industry, education, banking, various NGO's, and government organizations, but the single garment sector employs 70 percent of the 4.0 million employees, the majority of whom are less educated, unskilled, and from rural regions. Before gaining a career in the clothing industry, these women had no decision-making authority or access to resources. The position provides great opportunities for female employees by providing economic flexibility and allowing them to remain close to city services and amenities. And equipping them with information and skills through training, counselling, and problem-solving with co-workers. The study found that women's empowerment is heavily influenced by four factors: their financial contribution to the family, their access to resources, their participation in household decision-making, and their perception of gender awareness, which represented ready-made garments' contribution to women empowerment. It has been discovered that the clothing industry has a substantial impact on women's ability to contribute financially, engage in decision-making, access resources, and manage with risks, all of which contribute to their overall empowerment in society. The information gathered represented the institutional procedures of several garment companies as well as the respondent's personal characteristics such as age, marital status, and so on. Education, and so on As a result, the research recommends doing a more in-depth investigation of this topic that includes various sorts of institutions and a bigger sample size. In light of these circumstances, the study's findings may be effective in strengthening women's empowerment by emphasizing greater support for female garment factory employees from their management, as well as both the customer and the BGMEA.

**Keywords**—*Women Empowerment, Financial Contribution, Decision Making, Participation, RMG Sector*

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## 1. INTRODUCTION

Bangladesh's garment industry began in the 1980s and has since progressed to its current position. Bangladesh's garment sector is now the country's

largest export earner, with exports worth more than \$25.49 billion in the 2014-15 fiscal year.

Bangladesh's garment industry is the country's largest employment of women. The garment

industry has offered job possibilities to women from rural regions that previously did not have access to the official labour market. Because they now contribute financially, this has given women the opportunity to be financially independent and have a say in the family.

Women employees, on the other hand, face several challenges. The majority of the ladies come from low-income backgrounds. Women's low wages and compliance have allowed the business to compete in the global market. Because of their lack of education, women are paid significantly less than males. Because factory owners threaten to fire them if they join a union, women are hesitant to do so. Despite the fact that trade unionization is prohibited within the Export Processing Zones (EPZs), the working conditions are better than those found in the majority of garment factories outside the EPZs. Buyer pressure to follow labour laws, on the other hand, has allowed manufacturers to retain acceptable working conditions. 1.2 million Working girls and women have been economically empowered as a result of their participation in meaningful employment. They provide financial assistance to their family. Some of them send their younger siblings to school. They stimulate demand for other things by spending their tiny money, which has a multiplier impact on employment and income. The RMG industry has made a significant contribution to the group's poverty eradication. These families can now afford better food, clothes, and medical care, as well as a higher quality of life. Prior to this work, these individuals were living in poverty, as defined by the United Nations. Most of them are now possibly above that boundary.

According to the conclusions of the study "Manufacturing Growth and the Lives of Bangladeshi Women," girls who work in the garment industry are more likely to postpone

marriage and delivery. This is largely due to the fact that textile occupations, which promote reading and numeracy, are more likely to enrol young girls in school, whereas older females have a higher likelihood of getting employed.

In areas near textile industries, women are employed outside the house. In comparison to a large-scale government conditional cash transfer program to boost female schooling, the study finds that the demand for education produced by industrial expansion appears to have a considerably higher influence on female educational attainment. The RMG sector in Bangladesh was almost non-existent in the 1980s, but it has expanded at an annual rate of 17% on average since its beginning, and is now a boon to the country. The BGMEA expects that a better understanding of the sector's significance would encourage policymakers to take additional steps to help the sector reach even greater heights for the benefit of the country and its people.

## **2. STATEMENT OF PROBLEMS**

Bangladesh's development is accelerated by the readymade clothes sector. The "Made in Bangladesh" label has also brought the country honour, establishing it as a respected brand across the world. Bangladesh, previously dubbed a "bottomless basket" by cynics, has transformed into a "basket full of miracles." Despite its meagre resources, the country has maintained a 6% annual average GDP growth rate and achieved exceptional social and human development.

Bangladesh was one of the poorest countries in the world after its independence in 1971. Due to the discriminatory attitude and policies of the then-West Pakistani government, no major businesses were built in Bangladesh while it was known as East Pakistan. As a result, reconstructing a war-torn

country with little resources is a challenge. Theredymade garment (RMG) business, which is presently Bangladesh's single largest export earner, has been making a critical contribution to the country's and economy's reconstruction. The industry contributes for 81 percent of the country's overall export profits. In Bangladesh, almost 4 million people work in 4560 RMG industries, with 80 percent of them being women (BGMEA, 2018).

'There is a woman behind every successful guy.' This may be true; yet, do we ever consider who is standing behind these Bangladeshi women? Who encourages them, holds their hand through difficult times, and gives a shoulder to weep on? Bangladesh's vast readymade garment (RMG) sector has played a critical role in assisting millions of women in coming out of their homes and earning a living. Women all throughout the world are inspired by the independence they have attained via their work. With the help of this industry, these working women have been able to escape poverty. Women may now be financially independent and have a say in the family because they are now contributing. Monetarily. Some of them send their younger siblings to school. They stimulate demand for other things by spending their tiny money, which has a multiplier impact on employment and income.

The RMG industry has made a significant contribution to the group's poverty eradication. These families can now afford better food, clothes, and medical care, as well as a higher quality of life. Prior to this work, these individuals were living in poverty, as defined by the United Nations. Most of them are now possibly above that boundary. Consumers wear readymade clothing as a kind of apparel since they are a finished product. Large-scale manufacture of ready-to-wear garments in a well-organized environment In Bangladesh,

factories are a relatively new concept. Individual tailors manufactured clothing for local markets until the early 1960s. Until the early 1960s, Bangladesh's domestic markets for readymade clothes were almost non-existent. Individual tailoring is being supplanted by department stores that offer premade clothing created in factories as a result of progressive economic and social shifts. In Bangladesh, the RMG business has grown at a tremendous rate during the previous two decades. Its rapid development has had a significant impact on the country's economic and social situations. Women and girls are disproportionately affected by poverty and prejudice in Bangladesh. Women and girls are frequently denied the ability to make financial decisions for their families, or custom and culture restrict them from leaving their homes. In other words, half of the population is unable to contribute to the economic growth of their families and communities. A valuable resource is being squandered. Women, on the other hand, are an essential component of the answers required to effectively eradicate poverty. They play an important role in guiding their family and community to a brighter future.

Women have the capacity to assist their families and entire communities transcend poverty, according to the study, if they are given the right resources. When women earn money, they reinvest 90% of it back into their families, whereas a girl who attends school for a year increases her family's income by up to 20%. Furthermore, educated girls develop into educated women, who have healthier children and are more inclined to educate them. Empowerment is the whole amount of changes required for a woman to enjoy her full human rights, according to a simple formula. Giving women training or a loan isn't the only way to empower them. The term "empowerment" refers to the ability to make that is not all. It implies that the

interpersonal and societal systems that determine women's and girls' lives must evolve. (Image courtesy of the Asian Development Centre) Men and boys must be included in the process of women's empowerment. Men are frequently the ones who define and maintain women's limits. When we interact with them, though, they recognize that empowering their women helps the entire family. Promoting gender equality and women's empowerment is critical to bringing whole families out of poverty, and it is at the heart of our global initiatives.

There have been a few studies on the empowerment of women workers, but none on "Women empowerment and poverty reduction via Bangladesh's RMG business." As a result, they must do research.

### **3. Rationale of the Study**

Both men and women may play an important part in the balanced growth of a country. Women make up half of the population. Women's empowerment is essential for socioeconomic, political, and cultural progress. As a result, the primary goal of my study is to identify the barriers to women's empowerment so that I may take actions to address the issues.

- In addition to its economic impact, the RMG industry's rise has resulted in significant social and cultural changes.
- It has shifted fathers', brothers', and wives' conventional patriarchal hegemony.
- Women's and girls' standing in the household has improved as a result of economic empowerment. They are no longer subject to the male members' whims. They may now engage in decision-making with their parents or male family members, and they can even make crucial decisions

regarding their future lives. The most significant success in Bangladeshi women's lives is getting the ability to make decisions or gaining some degree of freedom of choice. The relatively unrestricted movement of these working girls and women has altered social perceptions of them.

- They are no longer seen as simply "women" who are merely born to carry and nurture children..
- Working in factories late at night is no longer a social shame or a significant risk for young women. Purdah is no longer seen as a societal obligation
- They are not need to be accompanied by male guardians when they go shopping. A bustling urban shopping centre with ladies and girls may be found. Even 15 years ago, such a spectacle would have been unheard of in Bangladesh. This is a clear cultural shift that may be traced, at least in part, to the RMG industry's expansion
- However, certain detrimental consequences have been observed along with such improvements in social dimensions. It is said that there have been occasions when relationships between husband and wife, father and daughter, and others have been damaged because factory workers socialize freely with males.
- There are other examples of a growing number of divorces. In certain circumstances, it is said that children have gone astray because their mothers did not provide adequate care; this occurs because mothers do not have enough time to spend with their children.

Perhaps there is some validity to these claims. However, most analysts agree that the overall effect

is good, and that the RMG industry's contribution is extremely evident. Many of these women/girls have risen up the ranks to become supervisors and managers, displacing their male counterparts. They work as senior executives in large numbers. This has resulted in a positive societal change.

By examining these developments, we can see how the RMG sector has the potential to revolutionize or transmit society.

#### **4. BACKGROUND OF THE STUDY**

This chapter will go over some background information on the garment industry as well as the empowerment of female garment workers. East West Industrial Park, one of the few RMG enterprises that dates back to the early 1980s, has been in operation for more than 37 years.

In 1985 Mr. Rashid, along with his partner Mrs. Tahmina Salim started first garment production unit East West Fashion Garments Ltd. at Mirpur area in Dhaka. In 1988 after affected by flood the factory moved to Tejgaon Industrial Area & started another unit, name Fashion Trousers Ltd.

From the beginning of garment trade, he aimed at formal items that are Suits, Blazer and Dress Pant. In 1990, factory started production of dress pant with 6 lines in Tejgaon and moved to Sign Board, Gazipur area with a new building having another 16 lines.

In 2003 East West Industrial Park Ltd. started to produce suits for UK market and by 2010, 10 lines of production factory turned into 43 lines to meet up the increasing demand of foreign market. Now East West is producing 2 lac plus blazer and 4 lac plus trousers monthly.

East West Industrial Park believes in quality craftsmanship and development as our business goal. This philosophy along with our central team, run various operation of the company including- Compliance & safety, production & Planning, Industrial Engineering, Merchandising & Product Development, Quality Assurance & Technical. These teams are always in the process of improvement to serve valuable customers.

A research co-authored by Rachel Heath of the University of Washington and A. Mushfiq Mobarak of the Yale School of Management examined the significance of the RMG business in altering the lives of millions of women in Bangladesh. According to a research conducted by the National Bureau of Economic Research in the United States, the advent of garment factories has had a favourable impact on Bangladeshi women's school enrolment, employment, marriage, and childbearing decisions. Many women have fled the captivity of the RMG business, which accounts for over 80% of Bangladesh's overall export revenues.

In Bangladesh, the business employs about 4.4 million people and was the first to give large-scale job options for women in a country where women have historically not worked outside the house. Affordable manufacturing employment need basic reading and numeracy, which raises the potential cost of getting married and having children. As a result, women have recognized the importance of reading.

#### **5. LITERATURE REVIEW**

There is no doubting that Bangladesh's development goals would always be unattainable without women's empowerment. This nation is a member of a societal structure that views women as a family's responsibility. The situation, however, is evolving with time. Women now work in the

garment industry, education, banking, various NGO's, and government organizations, but the single garment sector employs 70 percent of the 4.0 million employees, the majority of whom are less educated, unskilled, and from rural regions. Before gaining a career in the clothing industry, these women had no decision-making authority or access to resources. The profession provides enough opportunity for female employees by providing economic flexibility, allowing them to remain close to city services and amenities, and providing them with knowledge and skills through training, counselling, and problem-solving with co-workers.

Since the early 1990s, the garment industry has formed the backbone of Bangladesh's economy. Garments are the country's most important export, accounting for around three-quarters of overall exports, and the sector is a symbol of the country's global dynamism. Females make up the majority of the workforce, especially those who are less educated and have moved from rural regions. As a result, the garments sector is considered as helping to poverty reduction in Bangladesh by offering higher-wage job options for the poor who would otherwise be involved in low-wage rural economic activities.

Bangladesh's RMG industry contributes significantly to poverty reduction and women empowerment. Since a long time, the RMG industry has been swaggering in the country as a driver for long-term development and progress. RMG employs around 4.0 million people directly, 70% of them are women. This industry has given 2.8 million women a platform to take on new productive roles in society while also uplifting the underprivileged.

The literature shows that the garments industry plays an important role in women's empowerment,

particularly for impoverished and rural women, however it is not up to par. In these conditions, the authors sought to determine the amount of women's empowerment among Bangladeshi textile workers.

## 6. METHODS&MATERIAL

The authors used women's empowerment as the dependent variable and contributions to the garments sector as the independent variable, such as financial contribution, access to resources, asset ownership, and participation in household decision-making, gender awareness perception, and coping capacity to household shocks.

An extensive literature review was conducted at the start of the investigation. Books, magazines, and journals about the socioeconomic realities of female textile workers were included in the literature. Because of their high rate of engagement as production employees in RMG facilities, female workers were chosen as a sample.

## 7. SOURCES OF DATA

The study's design, kinds and sources of data, sampling, data collection procedures, data processing, and statistical analysis will all be covered in this chapter. It will be necessary to gather information from both primary and secondary sources.

**Primary Sources:** For primary data collection, an interview approach will be combined with a standardized questionnaire. The information gathered will be analysed in light of the study's goals. The respondents were individually interrogated, and the interviewer filled out the questionnaires based on their responses.

**Secondary Sources:** Secondary data will be gathered by examining a variety of documents, including Annual Reports, Employee Profiles, Human Resource Department Employee Data Bases, and pertinent Journals.

### **8. OBJECTIVES OF THE STUDY**

The study's major goal will be to look into the contribution of the Ready-Made Garments sector to women's empowerment in Bangladesh. The specific objectives of the study will be as follows: -

- (i). To learn more about the selected women's socioeconomic status.
- (ii). To investigate the link between the contributions of readymade clothing and women's empowerment.
- (iii). To determine the impact of readymade clothing to women's empowerment that is the most significant.
- (iv). Respondents' Issues with Women's Empowerment.

### **9. SAMPLING SELECTION OF SURVEY**

The majority of workers in the Ready Made Garments (RMG) sector are female. Two hundred people were chosen from ten different industries in the Gazipur area of Dhaka division, with 0.08 percent working at the top level, 0.89 percent in the middle level, 4.45 percent in first-level management, and 94.58 percent at the operator level. About 150 respondents are from Bangladesh's rural areas, whereas 50 are from metropolitan areas. The people who will react have been chosen. Using a random number table, choose employees from the 10 clothing factories' employee list. From those 10 clothing companies, the sample size for this study was established using the disproportionate allocation method approach. For this study, only female garment workers were chosen. These garment factories represent all of Bangladesh's

clothing manufacturers. Because the researchers' office located in Gazipur, it was easier for them to gather data on their own dime. Data was gathered from October to November 2018.

### **10. SURVEY QUESTIONNAIRE**

This survey's findings will be kept fully private. Some of the questions may be extremely personal, which we hope you will accept. Please feel free to respond no to a specific question if you don't want to answer it:

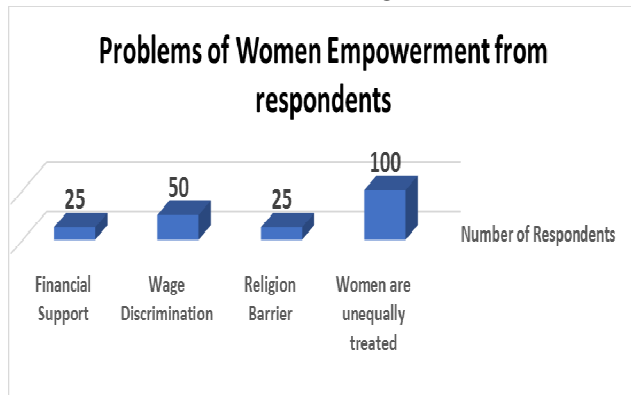
1. What is your first and last name?
2. What are your educational credentials?
3. Are you married or single?
4. How much does your job pay you on a monthly basis?
5. How many individuals share your home with you?
6. What is your monthly financial contribution to your family's expenses?
7. Do you have the ability to purchase a piece of land, a building, or a flat? Yes/No
8. Are you able to participate in the decision-making process in your household? Yes/No
9. Can you deal with any situation that arises in your family? Yes/No
10. Is it possible for you to open a bank account? Yes/No
11. Do you believe that contributing financially to the family gives you more power and acceptance? Yes/No
12. Is it possible for you to vote in national Election? Yes/No
13. Do you have the right to pick your life partner? Yes/No
14. Are you familiar with Bangladeshi women's rights? Yes/No
15. Do you engage in activities that promote women's empowerment? Yes/No

### **11. DATA ANALYSIS AND FINDINGS**

Financial contribution to the family, access to resources, asset ownership, involvement in home decision-making, gender awareness perception, and coping ability to household shocks all play a role in female employees' empowerment. However, this does not imply that all readymade garment contributions have a substantial influence on employee empowerment. For this, the researcher used coefficient analysis to do more research.

**Problems of Women Empowerment from Respondents:**

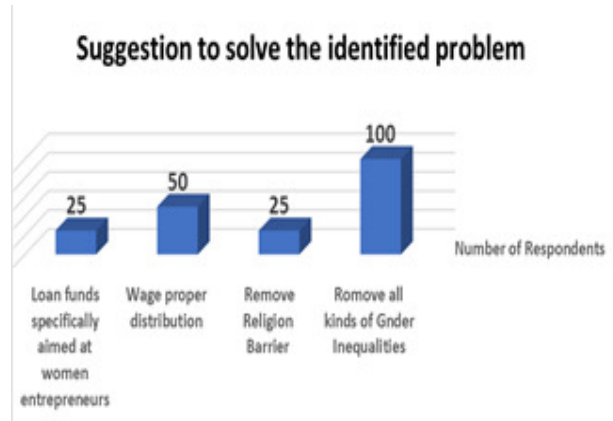
Our respondents raised the following issues regarding women empowerment: 100 respondents believed that women are not treated equally in society and in the family, 50 respondents believed that wage discrimination is one of the barriers to implementing women empowerment, and the remaining 50 respondents did not believe that wage discrimination is a barrier to implementing women empowerment. Twenty-five percent of respondents said that religious thinking is a barrier, and twenty-five percent said that financial assistance is a huge issue for us.



**Suggestions to Solve the Identified Problem:**

Our responders have provided some suggestions for resolving the issues listed in order to boost women's empowerment. Remove all types of gender inequalities, according to 100 respondents. 50 people believe that adequate

wage distribution should be provided, while the remaining 50 respondents disagree. Remove Religion Barrier, according to 25 respondents, and Loan funding exclusively directed at women entrepreneurs, according to 25 respondents, will address the problem.



**12. LIMITATIONS OF THE STUDY**

There are certain limitations to this study that may be addressed in future studies. Other factors, such as organizational culture, communication, and motivation, may have been included in the study to see how they influenced women's access to senior roles. In light of this constraint, future studies might incorporate qualitative interviews with respondents to learn more about the effects on women's access to top positions in Bangladesh's RMG business. One of the important notions associated with the subject of women's empowerment is gender parity. Future study may yield more intriguing results if the gender parity background is included.

**13. POLICY RECOMMENDATIONS**

We summed up some proposals for ways to promote women's empowerment and alleviate poverty in Bangladesh's RMG industry. The authors intended to address policy concerns raised by the study and made the following specific recommendations:



(i) Most women who are financially secure and can give a considerable amount to their families have the flexibility to make decisions about themselves and their families. As a result, owners and managers of garment factories must follow good human resource management methods in order to create a pleasant working environment.

(ii) One of the most important factors in women's empowerment is access to resources, and Garments Company can establish facilities such as a school, child care, clinic, and restaurant, as well as request that banks open branches in the area, all of which will help female workers gain easy access to resources and boost empowerment.

(iii) More emphasis should be placed on equal job opportunities, zero tolerance for sexual harassment, and the establishment of a victim support centre for women in each plant, all of which will help to empower women.

Women's empowerment is projected to improve significantly if all of these proposals are embraced and implemented by policymakers and clothing industry owners.

#### **14. CONCLUSIONS**

The outcomes of the performed study revealed that ready-made clothing have a substantial impact on women's empowerment. In general, a woman's financial contribution to her family determines her empowerment, but her communication skills and capacity to comprehend the issue enable her to participate in household decision-making and get access to resources which, in turn, have a significant influence on their empowerment. As a result, in order to improve women's empowerment, more garment factories must be established in accordance with the country's current norms and

regulations, as well as customer demand, and more female employees must be employed. In this study, four primary elements characterized ready-made clothes contribution to women empowerment: financial contribution to family, involvement in household decision-making, access to resources, and sense of gender awareness.

According to the findings, the most important factor in female employees' empowerment is their financial contribution to their families. The second most important characteristic that contributes to increased women empowerment is participation in household decision-making, which is followed by access to resources and perceptions of gender awareness, both of which have a considerable influence on women empowerment. The information gathered represented the institutional procedures of several garment companies as well as the respondent's personal characteristics such as age, marital status, education, and so on. As a result, the research recommends doing a more in-depth investigation of this topic that includes various sorts of institutions and a bigger sample size. In light of these circumstances, the study's findings may be effective in strengthening women's empowerment by emphasizing greater support for female garment factory employees from their management, as well as both the customer and the BGMEA.

#### **15. ACKNOWLEDGMENT**

To begin, I'd want to offer my thankfulness to Almighty Allah for allowing me to successfully complete this Research Project Report on time.

During my study term, I am grateful to my supervisor, Dr. Md. Mayenul Islam, Professor (Management), School of Business, Bangladesh Open University, for his energizing motivation,

gentle guidance, insightful ideas, and crucial counsel. His advice and suggestions have motivated me to complete the Research Project Report in a timely way.

I would like to convey my heartfelt appreciation to Mohammad AnamulHaqueNayan is a BTEB Pedagogy Level 4 Competent Trainer, Assessor, Internal Lead Auditor & Bangladeshi Researcher, for guiding me and providing me with helpful advice. Thanks also to the members of my firm who assisted by giving relevant data.

I'd want to express my gratitude to every one of my family members for lending a helping hand at a time when I needed it the most. I recall all of my friends' kindness and affection, which made every moment of my life more important and worthwhile.

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Bangladesh.

#### ==Educational Background==

Md. Ashfaque Rahman studied Keramjani High School & Ghatail Cantonment college then he has completed B. Sc (Hon's) at Apparel Manufacture and Technology from BGMEA Institute of Fashion and Technology (BIFT) under (National University). He has also completed CEMBA from Bangladesh Open University.

#### ==Professional Training & Certificate Summary==

Md. Ashfaque Rahman has completed different training as like Internal Auditor Course Quality Management System (ISO 9001:2015), Internal Auditor Course: Occupational Health & Safety Management Systems OHSAS (18001:2007), Training of Trainers (TOT), Worker Involvement and Protection (Grievance Mechanism) – Workshop, Introduction to Occupational Health and Safety – Workshop.

Professional Training & Certificate Link:

<https://drive.google.com/drive/folders/1tGST1BuRWx-qU03u068Rj14DjYHbtCkc?usp=sharing>

#### ==Professional Experience==

At present, Md. Ashfaque Rahman is working as a Coordinator at BGMEA-SEIP from last 1<sup>st</sup> March, 2021. He has experience on Social Compliance and Industrial Engineer. He has over 06 years' experience in RMG

#### BIOGRAPHY of Md. Ashfaque Rahman



#### ==Personal Life==

Mohammad Ashfaque Rahman is a Private Job holder at BGMEA. His date of birth is 1st January, 1992. He was the elder son of Mohammad Afzal Hossain and Kamrunnahar. At present he lives in Tongi, Gazipur,

Field.

Control. During his PhD study, As a Speaker on behalf of Jahangirnagar University, Mohammad AnamulHaqueNayan has been selected for Oral Presentation on 11<sup>th</sup> International Conference on Climate Change & Environmental Science” to be held during August 26<sup>th</sup> to August 27<sup>th</sup>, 2022 in Vancouver, Canada. His topic was “Social Compliance and Environmental Sustainability Practice in RMG Sectors in Bangladesh”.

### **BIOGRAPHY of Mohammad AnamulHaqueNayan**



#### **==Personal Life==**

Mohammad AnamulHaqueNayan is a Bangladesh Technical Educational Board, Pedagogy Level 4 Competent Trainer, Assessor, and Internal Lead Auditor & Bangladeshi Researcher. His date of birth is 30th August, 1980. He was the younger son of Mohammad ShamsulHaqueBhuiya (Master Warrant Officer of Army, Retd) and Hoesneara Begum. At present he lives in Uttara, Dhaka, Bangladesh. His date of marriage is 19th June, 2009 and wife's name is MowsumeAkteer. They have two daughters: 1). NadiraTasnimMim date of birth 29th April, 2010 and 2). UmmayHabiba Mimi date of birth 4th May, 2016.

#### **==Educational Background==**

Mohammad AnamulHaqueNayan studied at ShaheedRamizUddin High School (Dhaka Cantonment) & AbulKalam Degree College (Under National University) then he completed Masters in Environmental Science and Management from Jahangirnagar University, Bangladesh. **As a Speaker on behalf of Jahangirnagar University, WMES program (2nd Batch student) Mohammad AnamulHaqueNayan has been selected for Oral presentation on 5th -6th December, 2018 in Vancouver, Canada.** His topic was Current Scenarios of Greenhouse gas emissions in Bangladesh at the "9th International Conference on Global warming, Climate Change & Pollution

#### **==Verified International Academic Qualifications==**

World Education Services, Badge Evidence (Canada)  
Link: <https://badges.wes.org/Evidence?i=a1972db6-63e3-4221-a6d4-09fa8e12cb16&type=ca>

#### **==Professional Training & Certificate Summary==**

Mohammad AnamulHaqueNayan has visited 12 Countries of Asia, Europe & Canada for Training & Conference. He is a BTEB Pedagogy Level 4 Competent Trainer & Assessor also an ISO 9001:2008, ISO 14001:2015, ISO 45001:2018 & SA 8000:2014 Certify Lead Auditor. Professional Training & Certificate Link: <https://www.slideshare.net/ANAMULNAYAN>

#### **==Professional Experience==**

At present, Mohammad AnamulHaqueNayan is working as a Lead Internal Auditor of OVS from last 1st July, 2012. OVS is an International Organisation of RMG Italian Brand. He has vast experience in Social Compliance and Environmental Safety Auditing. He has over 08 years' experience in Social Compliance, OHSAS and Environmental Safety Audits & 12 years' experience in Consumer Product inspection. During his service tenure, he conducted more than 900 Social Compliance & Environmental Safety Audits based on different Customer Standards and Requirements of CoC + Local laws. He is a well reputed Lead Auditor in the Bangladesh market and everybody knows him as a highly ethical Auditor.

#### **==International Journals Publication==**

Mohammad AnamulHaqueNayan has published several research papers in International Peer reviewed (refereed or scholarly) Journals and Conference proceedings:

1. Implementation of Biological Effluent Treatment Plant for Waste Water Treatment in the Wet Process Textile Industry "Wash & Wear Ltd of Natural Group".

**Paper**            **Published**            **Link**            -  
<http://www.ijared.com/volume2/issue5/IJARED-V2I5P88.pdf>

2. Environmental and Social Impact Assessment of Pioneer Knit wears (BD) Ltd.

**Paper**            **Published**            **Link**            -  
<http://www.ijared.com/volume2/issue1/IJARED-V2I1P39.pdf>

3. Current Scenarios of Greenhouse Gas Emission in Bangladesh.

**Paper**            **Published**            **Link**            -  
<https://www.longdom.org/proceedings/current-scenarios-of-greenhouse-gas-emission-in-bangladesh-45372.html>

**==Honours and award==**

Mohammad AnamulHaqueNayan has obtained Certificates and Award from International Peer reviewed (refereed or scholarly) Journals and Conference.

**Honours and award Link:**

[www.slideshare.net/ANAMULNAYAN/international-journal-certificate-for-etp-research-207521943](http://www.slideshare.net/ANAMULNAYAN/international-journal-certificate-for-etp-research-207521943)

[www.slideshare.net/ANAMULNAYAN/international-journal-certificate-for-esia-research](http://www.slideshare.net/ANAMULNAYAN/international-journal-certificate-for-esia-research)

[www.slideshare.net/ANAMULNAYAN/as-a-speaker-canada-conference-award](http://www.slideshare.net/ANAMULNAYAN/as-a-speaker-canada-conference-award)