

The Apparel Story

May-August 2017

Special Interview
**BIJOY
BHATTACHARJEE**
Vice Chairman
Export Promotion Bureau

Story in Focus
STEP
**FOR SKILLED RMG
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Cover Story

TANGIBLE TRANSFORMATION



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MESSAGE FROM BGMEA PRESIDENT

Dear valued Members,

We all involved in the ready-made garment business know it very well that how much efforts we have to put to retain our competitiveness. However, not always individual endeavors of the entrepreneurs are sufficient to keep the industry competitive in the global apparel market, hence requires government intervention in the form of policy support. We acknowledge with gratitude that necessary support successive governments have been extending to the RMG industry since its journey has contributed to bringing the sector to the prestigious position as it is today. Being the trade association of the garment factories and involved with them from top to bottom, BGMEA knows well what the sector needs most to move forward. Hence, we take no time to sit with the relevant stakeholders, especially the government, whenever it necessitates and work out ways to deal with challenges of the industry.

Likewise, BGMEA placed a set of proposals well ahead of National Budget for 2016-17 fiscal years. We urged the government to provide policy support for the RMG industry as it has been passing a difficult time due to a number of challenges like increasing production cost, remediation pressure, and slowdown in exports to major markets. We are thankful to the government as it has reduced the tax at source from 1.50% to 0.70% on FOB value. Corporate tax rate for the RMG sector has been decreased from 35% to 20% for the year 2016-2017.

In a unique move, BGMEA has partnered and BRAC University (BRACU) to create a digital map of the entire garment sector of Bangladesh. The objective of this project is to provide accurate, credible and updated RMG factory information through a publicly available online map to industry stakeholders in a manner that enhances confidence in the ability of the sector.

To conclude, we would like to assert again that we will continue to make our best efforts for the wellbeing of our beloved ready-made garment industry.

Md. Siddiqur Rahman
President, BGMEA

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EDITORIAL

The year 2013 is a turning point for the ready-made garment industry of Bangladesh when all stakeholders concerned with the sector realized that workplace safety should be dealt with holistically, not individually, to ensure the best possible safety for our apparel workers and employees. This realization moved unique collaboration of the governments, brands, buyers, entrepreneurs, workers, development organizations, leading to formation of three international safety platforms consisting local and foreign safety engineers and experts who have inspected all the export-oriented apparel factories and recommended safety remediation where necessary following the international standards. It is really encouraging to note that around 79 percent of the identified safety issues have been remediated by the factories under the Alliance while the progress rate is 77 percent in the Accord-affiliated factories. We expect that 100 percent of the remediation will be carried out timely. We must thank our Government, brands, buyers and the ILO for their support and cooperation for making this gigantic task possible. Cover story of this issue sums up what changes have taken place in the industry that could shape up the future of the apparel sector in a better way. We believe our safety standards would encourage both retailers and customers to buy 'Made in Bangladesh' apparel.

We cannot sustain our industrial development by damaging the element that is at the core of its growth. We must sincerely consider how much water is being used for producing a piece of apparel because industrialization can lead to a severe deterioration in water quality. An insightful feature on water footprint is included in this issue to answer the question. Besides, reader will find stories on the features of latest machinery in the garment and importance and ways of productivity improvement in the factories useful. The magazine also contains an exclusive interview of the Vice Chairman of the Export Promotion Bureau where he talks about different aspects of trade promotion and how the country can tap its export potentials in the days ahead.

We always try to keep our readers abreast of happenings and developments in the apparel industry. Hope this issue will also serve the purpose.

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The Apparel Story





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The Apparel Story

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The industry that has changed lives of millions has witnessed tangible transformation in terms of workplace safety and worker's rights over the last four years. The collaboration between Governments, employers, workers, buyers, and donor agencies are behind the change, and this is considered as a unique example in the area of responsible business in the world.”

TANGIBLE TRANSFORMATION

By Nasim Uddin

The joy of Joshna Akhter knows no bound as she has gone a step closer to her lifelong cherished dream of educating her daughter to secure a bright future. Her daughter has achieved GPA-5 in the Secondary School Certificate (SSC) examination. Joshna herself was not fortunate enough to continue education beyond primary level since her parents could not afford it due to poverty. However, Joshna's employment in a garment factory has given her ability to bear the cost of her child's education, thus fulfilling the dream.

Momena is another woman who was plunged into darkness of uncertainty after her husband did his second marriage and abandoned her along with a son. But with her job now in a garment factory she has managed to pierce the shadows and is self-supporting and alone runs her family. Millions of such tales stitch the story of Bangladesh's ready-made garment industry, which has been making contribution to the socio-economic development of the country, especially women empowerment and poverty alleviation through employment generation. Many girls born to thousands of families whose members are employed in the garment sector have now the opportunity to see the light of education. With their financial ability female garment workers can defer their marriage until right age, thus bringing down child marriage rate in Bangladesh where once this social menace was rampant. The industry that has changed lives of millions has witnessed tangible transformation in terms of workplace safety and worker's rights over the last four years. The collaboration between Governments, employers, workers, buyers, and donor agencies are behind the change, and this is considered as a unique example in the area of responsible business in the world.





Safety Transformation:

Three initiatives -- the Bangladesh Accord on Fire and Building Safety (Accord), the Alliance for Bangladesh Worker Safety (Alliance), and the National Action Plan (NAP) -- have been launched to bring about the desired change in the area of workplace safety. The Accord was formed by European brands and retailers while the Alliance was created by American buyers to ensure safety in their suppliers' factories. The Government of Bangladesh with support from ILO initiated NAP to improve workplace safety of the factories, mostly small sized factories, which are not under purview of Accord and Alliance. Local and foreign engineers and experts recruited by the three platforms completed inspection of more than 3800 factories for building, fire and electrical safety in all factories following the international safety standards. Of them 39 factories were shut down due to safety concerns. Upon completion of the inspections, remediation works are going on in the factories and 77% of the findings in Accord factories and 79% of the findings in Alliance affiliated factories have already been fixed. Entrepreneurs have invested millions of dollars to carry out the recommended remedial work.

FACTORY REMEDIATION

Progress in fixing identified safety issues

ACCORD
77%

ALLIANCE
79.5%

NAP
20%

Institutional capacity building: To sustain the progress, capacity of the government agencies concerned has been enhanced while factory inspection mechanism strengthened. The Chief Inspector of Factories and Establishments is upgraded to the Directorate of Inspection for Factories and Establishment (DIFE). Besides, an additional 200 labour inspectors were recruited by the Government to oversee workplace safety and worker rights. The number of female inspectors has also been increased to 20 percent of the total in a bid to better interact with the predominantly female RMG workforce. The newly recruited labour inspectors were trained in labour law, fire and building safety as well as inspection techniques.

**NUMBER OF
LABOUR
INSPECTORS**
**June
2013 – 92**
**April
2016 – 284**

Remediation Coordination Cell (RCC):

The Government of Bangladesh with support from the ILO and other stakeholders has set up a platform called Remediation Coordination Cell (RCC) to oversee the process of remediation for some 1,500 non Accord and Alliance factories. Moreover, local young people including engineers who have acquired experience and practical knowledge working with Accord and Alliance will be readily available to handle safety compliance issues in the years ahead.



Training in Occupational Safety and Health:

Bangladesh Garment Manufacturers and Exporters Association (BGMEA), Bangladesh Employers Federation (BEF) and Bangladesh Knitwear Manufacturers and Exporters Association (BKMEA) in cooperation with ITC-ILO have designed a program to provide training on “Essentials of Occupational Safety and Health” (EOSH). In the first phase of the program 114 BGMEA and BKMEA officials were trained as Senior Master Trainers. In the second phase these Senior Master Trainers delivered training to factory managers/supervisors who in third phase conducted awareness raising training on OSH to 8,11,100 workers.

TRAINING IN OCCUPATIONAL SAFETY AND HEALTH

More than
8,00,000
garment workers
trained

Amendment to Labour Law: The Labor Law was amendment making it more favorable towards protecting workers' rights and ensuring their welfare. Under the amended law workers are free to form trade union without informing the management. Besides, the implementing rules for labour law were issued providing directions for formation of safety committee and creation of a welfare fund for workers.

NUMBER OF TRADE RMG SECTOR TRADE UNIONS

December 2012:
138
July 2017:
603

Safety Committee: Safety Committees have been formed in the factories to monitor safety issues. A Safety Committee is composed of management and worker representatives that assists the employer in creating and maintaining a safe workplace. Establishing Safety Committee is made mandatory according to Bangladesh Labour Law 2013. The Safety Committee supports the OSH/Safety Officer and top management to perform several Occupational Safety and Health (OSH) tasks such as regular monitoring of safety conditions and provision of training.

Workers' Welfare Fund: The Workers' Welfare Fund has been established by the government. Garment factories are contributing 0.03% of their export value to the fund to be used for workers' welfare purposes, including payment of group insurance to workers' nominees.



GREEN GARMENT INDUSTRY

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Green Revolution: After addressing the safety concerns, the RMG factories are now proactively working to ensure environmental sustainability and enhance energy efficiency. We have 67 green garment factories in the country which are LEED certified by the United States Green Building Council (USGBC). Of them 13 factories are Platinum rated. Not only that, the world's highest rated Green garment factory is from Bangladesh. About 280 more factories have already registered in the USGBC for going green.

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CLOSE TO MOTHERS, CARE TO INFANTS

Working Lactating Mother Aid Fund project is providing allowance and creating awareness among working mothers in the apparel industry of Bangladesh to encourage breastfeeding for the development of their babies.

By Mehnaj Kabir

Breast feeding has always been the criterion standard for infant feeding. Prior to the advent of commercial formulas, breastfeeding was, in truth, the only way to feed an infant. In the 21st century, despite marked improvements in the composition of such formulas, breastfeeding remains the superior form of infant nutriture and also serves as an extrauterine directive of immune and IQ development, but the benefits of breast milk for babies are numerous. Lower rates of childhood obesity, decreased incidence of asthma and even better brain development are all linked with drinking more of mother's milk in infancy. Despite breastfeeding's important immediate and long-term health benefits for infants and their mothers, many working mothers, especially whose education and income levels are comparatively

low, cannot properly feed their babies breast milk due to lack of knowledge and convenient workplace atmosphere. The Government of Bangladesh has been with those mothers to ensure that their infants get the best natural nutrient, hence has been running a project to promote breastfeeding among them. The Working Lactating Mother Aid Fund project is being operated from the year 2010-2011 to provide financial support for working lactating mothers. The project aims to make nutritious food available for the poor working mothers living in the urban areas. Under the program, each working mother gets BDT Tk 500 per month for 24 months. They are also imparted training on maternal health, child health, breast-feeding, sanitation, reproductive health, vaccination, family planning and prevention of

child marriage.

The RMG industry of Bangladesh employs around 4 million workers, with 70 percent of the workforce being women, many of whom are fortunate to have children. Not all these working mothers in the sector have sufficient knowledge about health benefits of breastfeeding for their infants. In our culture it is not very much appreciated to talk about topics such as breastfeeding openly. People are very shy and feel uncomfortable, thus gain less knowledge about it. Keeping this in mind, the Bangladesh Garment Manufacturers and Exporters Association (BGMEA) joined hands with the Department





Around BDT
370 million

have been disbursed among the mothers working in the garment factories under this project in the last six years. This project has created great enthusiasm among the workers as this financial aid and postnatal aid help them to better take care their infants.

of Women Affairs under the Ministry of Women and Children Affairs and started implementing Lactating Mother Aid Fund project. During these 6 fiscal years, a total of 35,857 garment workers from 786 garment factories have been benefited under this project in the forms of financial allowance and training. They have also learnt new things about child care, personal hygiene, guidance on breastfeeding, infant and child nutrition and regular health check-ups. Around BDT 370 million have

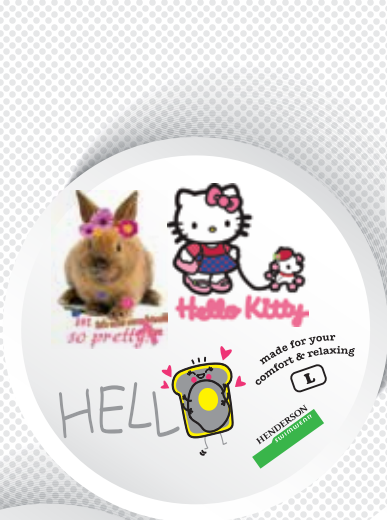
been disbursed among the mothers working in the garment factories under this project in the last six years. This project has created great enthusiasm among the workers as this financial aid and postnatal aid help them to better take care their infants. There are few conditions to fulfill for getting benefits from the aid project. The mother has to be 20 years or above to be eligible and to receive this aid. Needy mothers will be considered worthy for this aid for up to

two children. It is very important to submit documents like national ID card, mother's health card, birth certificate of the child. The Government is not only providing the aid but also with the help of respective factories the eligible candidates will be able to open a bank account where the allowances are deposited in installments. No doubt, millions of garment workers are contributing to the development of Bangladesh through export earnings. Many of them are nurturing future leaders of the country. The Lactating Mothers Aid Fund project an effort to enable the working mothers to give their babies the best nutrient through breast milk, the best food a child can get in this world.



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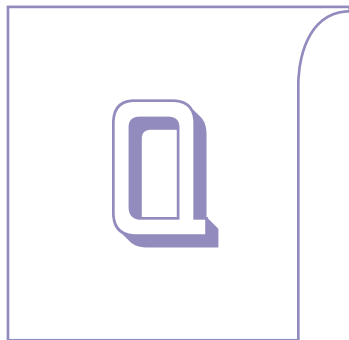
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**“WE NEED TO DIVERSIFY
OUR EXPORT BASKET TO
PENETRATE INTO
DIFFERENT MARKETS”**

Bijoy Bhattacharjee, Vice Chairman, Export Promotion Bureau

The Export Promotion Bureau (EPB) Bangladesh is an important organization of the Government tasked with providing support to the industrial sector of Bangladesh for active promotion of export. Bijoy Bhattacharjee has recently joined the EPB as the Vice Chairman. In an exclusive interview with the Apparel Story he shares various issues, including EPB's present activities and future plans to promote trade and export of Bangladesh.



How does EPB work to promote trade and export?

Since the very first day, EPB has been cuddling the industries to the export market. The days have changed, our business's capacity has increased, however, EPB is still nestling the exporters under multiple cares and supports. You know, since the birth of WTO, some cross cutting issues like standard become a sine-qua-non to the production and specifically in export trade. We, the EPB, is trying to sensitize our industries about the standard, joining hands with the relevant government organisations. Historically EPB has been playing the role of connector between domestic producer/exporters and the importers. EPB will continue to do so in future in more stronger way, embracing the ICT revolution. Specially we like to provide electronic shelf for our exporters. We are planning to upgrade our webpage to work as a platform of trade intelligence.

Fairs remain a useful and effective means of showcasing our products and services. And we will continue to participate in international fairs taking our producers with us.

EPB also keep vigil on the changing standards in the export market and analyze these issues, to provide input for the Ministry of Commerce, so that the Ministry of Commerce could use them while strategizing exports.

What are the future plans of EPB to enter into new markets?

EPB is continually adding miles to crack new markets. We understand, there are many green areas, like the South American and African market, where we have lot of untapped opportunities. You would be glad to know that by this year end we'll be going to a big potential market in EU and to the South America for exploring and scoping the market and export possibilities. Some distinguished business personalities will be with us in those mission.

Which factors should be more focused to boost the export?

A Single maxim-the Quality. It is the ultimate

frontier. Today everyone knows the tariff regime, and hence can very astutely calculate the business decisions. However, importing members manipulate WTO compliant standards, and also the standard itself, in such a way that those sometime become more burdensome than necessary. Secondly and most importantly, we need to diversify our export basket to penetrate into different markets.

Does EPB has any research cell?

As such, we don't have any research cell. But EPB has developed capacity over the time to do many analyses on cross border trade issues. While I do appreciate the idea of research cell, I'd like to point the diversity, complexity and spread of cross border trade. Therefore, housing a few people of specific discipline under regular pay roll may not be first best idea. At least experiences of many other countries say so.

How could we further boost our export?

You know, since the GATT days and specifically from the birth of WTO, trade is purely a rule based game. However, there were many distortions in the trade regimes of many countries. For example the high tariff, tariff escalations, burdensome Rules of Origin or the lack Mutual recognition in services trade along with the National treatment limitations. Doha Development Round (DDA) was supposed to address these issues. However, DDA is in limbo. On the Agriculture front, it is

still absolutely skewed towards the developed members. Technology transfer is still an elusive issue. As these issues are the "gateway issues" of export, we need to put more energy and effort on informed and active negotiation to make our concerns noticed and considered. Because, getting better market access can only help getting preferential margins. However, on the domestic side additional effort should be taken and geared up further to improve the quality of goods and services.

What further Bangladesh can do for boosting export?

From a macro perspective, Bangladesh should further deepen and widen its engagement in the WTO to get more market access advantages. Today a country cannot provide another country a special trade benefit going beyond the WTO framework. Though good political relation is an enabler, it cannot provide a WTO plus something as well it cannot prevent one country from getting WTO compliant rights.

On the flipside, every producer or supplier of services must further upgrade themselves with a view to meet the quality and standards demanded in the export markets. Therefore, a two pronged approach is necessary keeping specific market situation into consideration.

Last but not the least, we have to further sharpen our trade negotiating skills and capacity to match our counterparts. I like to stop with the old adage, "One doesn't get what s/he deserves, but what s/he negotiates."



KNOWING THE WATER FOOTPRINT

By Mohammad Monower Hossain

Do you ever think how much water is being used for producing a t-shirt or a pair of jeans in our factories? Or have we ever tried to learn the impact on environment that a pair of jeans creates through its production cycle? The answer could be yes or no, but we must be aware of the water footprint of our products. This environmental impact and the mitigation strategy are important for the long-term sustainability of the RMG industry in Bangladesh.

Though water seems inexpensive in Bangladesh, the real cost of water use is quite expensive as it includes cost of pumping, distribution, and Water Treatment Plant (WTP) and Effluent Treatment Plant (ETP) management. All these costs contribute to the cost of production which is directly proportionate to the amount of water that we use. Hence, more use of water leads to more cost. Efficient and smart management of water resource is very important not only for environmental considerations but also because it makes business sense.

Water footprint of any product is the amount of water that it consumes and/or pollutes through its entire production stage. For instance, the water footprint of a pair of jeans is the sum



of water consumed in every process it goes through before it becomes a finished product. So, the water footprint of a pair of jeans can be calculated by measuring and adding up the water footprint of the processes, i.e. from cotton field to the hanger.

As far as only readymade garment factory is concerned, use of water is not that significant. Water is used in the finishing portion during ironing as steam and for woven garments during washing. But in the backward linkage, especially in textile factories, water consumption is significant. Global benchmark for water use in textile industry is 70 liters of water per kg of fabric dyeing whereas in Bangladesh it is over 200-300 liters of water. Water is not treated as a scarce resource in Bangladesh as the country is extremely riverine. But in recent years the water table in and around Dhaka has been depleting at an alarming rate of 2-3 meters every year due to industrialization and unplanned urbanization. Bangladesh as a country is at the cusp of major development and is expected to transform itself as a developed nation. We are dependent on labour intensive industries like RMG and textile and we have that demographic

composition to support the desired growth. However, we do not have any hydro-economic analysis to assume the water requirement for pursuing our long-term strategic goals.

So, it is obvious that we have to take steps to reduce the water footprint in our factories for not only our buyers' requirements but it is also important for our long-term sustainability as a country. Water footprint can be reduced in a factory through improved resource efficient measures as well as through committed management approach. The first step is ensuring water metering because if we are not aware of the consumption, we cannot take any remedies. So water metering and proper documentation of consumption is the key. After knowing the consumption, it is important to target a benchmark for achievement. There are some very easy steps which can be implemented with minimum investment to reduce the water footprint of textile factories as per the below measures:

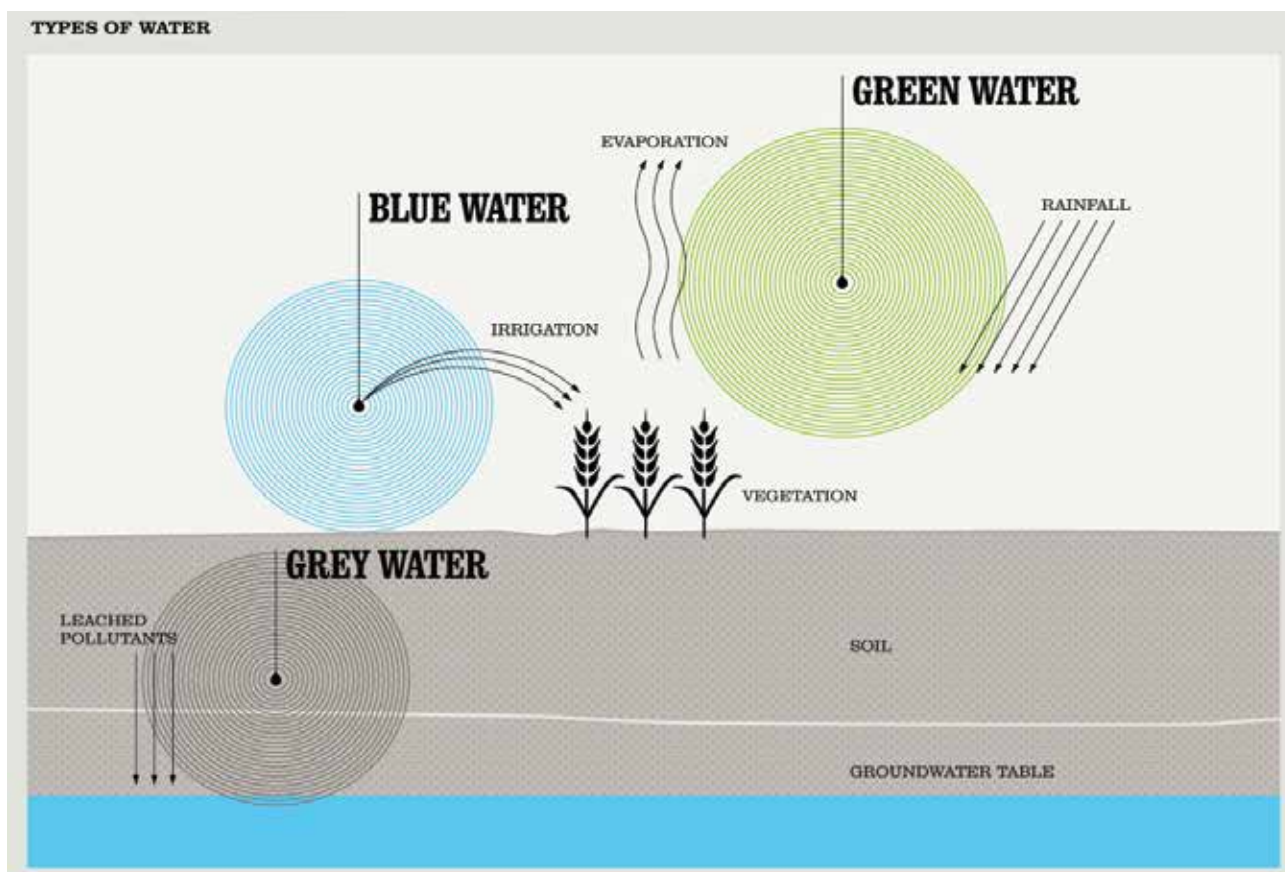
- Detect & repair leaks
- Clean water from hydro extractor and from drip trays fitted under fabric trolleys
- Use cooling water return
- Recover condensate from boiler
- Use last wash water for first washing off

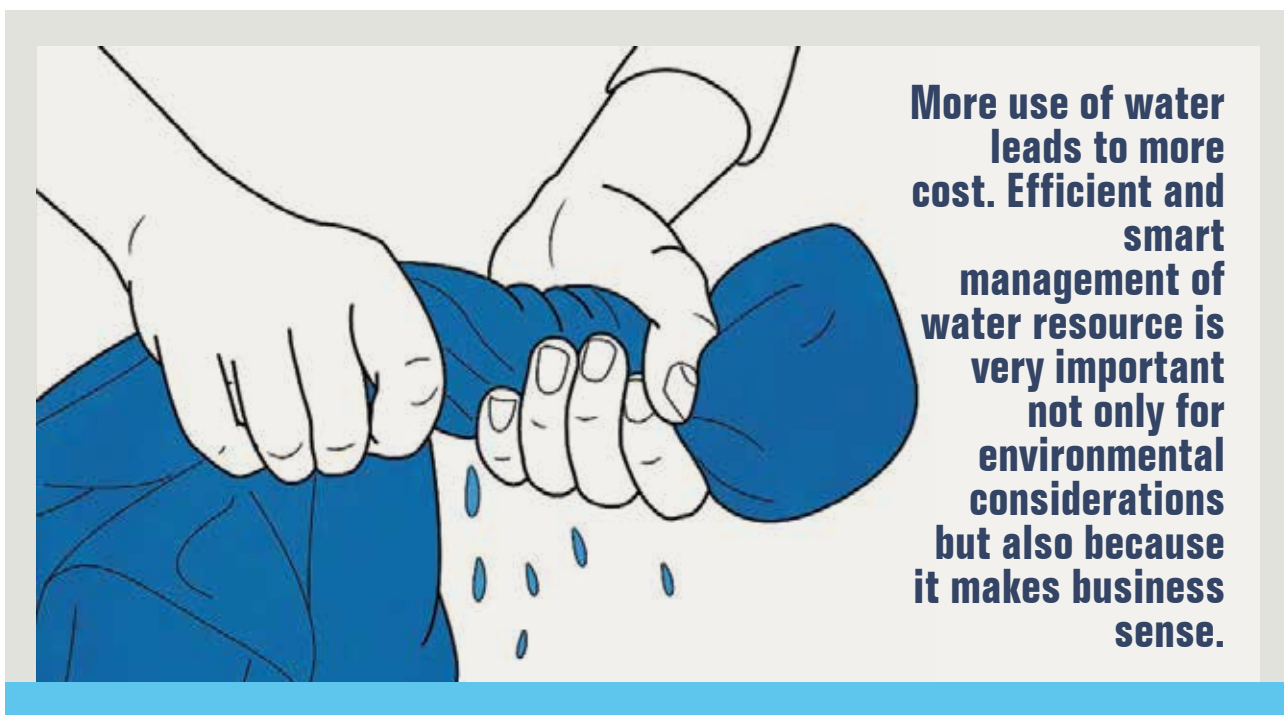
- Schedule dyeing machines for dyeing progressively from light to dark shades
- No excessive blowdown from boiler
- No over drying in stenters
- Know compatibility of dyes & chemicals
- Use ETP outlet water in bathroom flush, gardening, car washing etc.

Apart from these measures, water footprint can also be reduced through

- Using low liquor ratio machines
- Installing rain water harvesting system
- ETP water recycling and implementing zero liquid discharge, etc.

In Bangladesh, our wet processing industry is heavily dependent on ground water. The net amount of water that a factory takes away from natural system (ground or surface) is known as blue water and the consumption of this is known as blue water footprint. The amount of water being used from harvested rain water is known as green water footprint. Grey water footprint refers to water pollution and the volume of water required to assimilate load of pollutants discharged to water bodies. In other words, this is the degree of use of assimilation capacity in runoff.





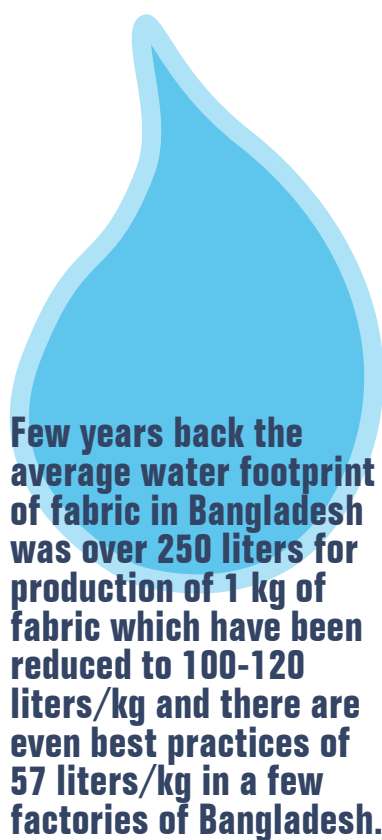
Reduction of water footprint is not a responsibility of the factories only but rather every actor through the supply chain must play their respective roles. "When a designer designs a garment in Europe or America she/he usually chooses the brightest shades and darkest color that requires more water in the process to produce" said Mahmud Hasan Khan (Babu), Vice President BGMEA. "Fashion designers may also consider environmental cost of the attire they design for the consumers." International brands and buyers doing business in Bangladesh also incorporated the issue of water efficiency strategically.

"At Lindex we are committed to produce at least 80% of our product from sustainable sources by 2020 and once we reached 80% we will go for 100%. To achieve this goal, we need to know how efficient are in using of resources in the production of our product?" said Kazy Mohammad Iqbal Hossain, South Asia Sustainability Manager, Lindex HK Ltd. "Water Footprint assessment is a step towards measuring the impact of product, set goals and action plan to achieve the goals. We think it is very important for us to remain competitive in the market," he added.

Few years back the average water footprint of fabric in Bangladesh was over 250 liters for production of 1 kg of fabric which have been reduced to

100-120 liters/kg and there are even best practices of 57 liters/kg in a few factories of Bangladesh. Considering the importance of water, BGMEA in partnership with the International Finance Corporation (IFC) has just completed an important project called Bangladesh PaCT: Partnership for Cleaner Textile (PaCT).

"The PaCT project has been



Few years back the average water footprint of fabric in Bangladesh was over 250 liters for production of 1 kg of fabric which have been reduced to 100-120 liters/kg and there are even best practices of 57 liters/kg in a few factories of Bangladesh.

More use of water leads to more cost. Efficient and smart management of water resource is very important not only for environmental considerations but also because it makes business sense.

implemented in 236 wet processing factories, and through PaCT's active facilitation our partner factories have successfully reduced 21.6 Billion liters of water/year and 18.8 Billion liters of grey water, among other impressive resource savings," said Mohan Sereniviratne, Global Thematic Lead (Water), IFC.

The participating factories of PaCT have also been greatly benefited by participating in the project. "Investing in water efficiency improvement through programs like PaCT ensures environmental, economic and social sustainability. We have been able to save water, dyes, chemicals, etc.; reduce our costs of production and even contributed to making water available for the local community. In the year 2016 we have been able to save USD 1.6 million," said Md. Zahidullah, Head of Sustainability, DBL group.

Bangladesh RMG and textile industry wants to continue its contribution to the economic development of this country; it is obvious that the overall economic growth of this country is largely dependent on the sustainable growth of the apparel sector. At this critical juncture, we need to be very cautious about resource depletion and environmental cost of production to mitigate risk factors that may affect the growth of this industry. The industry still has a long way to go and surely water will be a key resource in this journey.

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Mars Sportswear Ltd has taken the challenge by venturing into sportswear manufacturing and already emerged as a successful sportswear company in Bangladesh. Currently having two functioning units, Mars Sportswear is engaged in business with many renowned names in the fashion world.

MARS SPORTSWEAR CREATING NICHE

By Sameya Karim



SHAKER AHMED
Deputy Managing Director
Mars Sportswear Ltd



YEAFER AHMED
Director
Mars Sportswear Ltd.

As women are becoming more conscious about their health and fitness, the demand for sportswear for women is also rising. In the case of sports apparel, there is a large gap between traditional outfits and modern sportswear. Mars Sportswear Ltd exists to bridge that gap here in Bangladesh.

Established in 2011, Mars Sportswear Ltd. is a state-of-the-art factory located in the specialized industrial zone of Karnaphuli Export Processing Zone (KEPZ), Chittagong. They manufacture female apparel of the highest quality. The company is specialized in two types of products -- intimate wear and sportswear. Mars Sportswear uses modern equipment and imported raw materials to provide the best in class quality sports apparel to the consumers. Their

sports bras and apparel use functional fabric technology which makes them resistant to perspiration and dry really quickly. They also import fabric that is by definition breathable, making it the ideal apparel of choice for sportswomen in hot weather.

Shaker Ahmed, Deputy Managing Director of Mars Sportswear Ltd thinks that in the RMG industry many prefer to stay in their comfort zone and tend to avoid complicated products because of the challenges and risks involved. Besides, there is also very little room for error in manufacturing such products.

"The reason for such value added products are avoided in Bangladesh is because after you make an error of importing the wrong type of good, it becomes very hard to salvage that situation," said Yeafer Ahmed, Director of Mars Sportswear Ltd.

Mars Sportswear Ltd has taken the challenge by venturing into sportswear manufacturing and already emerged as a successful sportswear company in Bangladesh. Currently having two functioning units, Mars Sportswear is engaged in business with many renowned names in the fashion world and one of them is H&M, who is the main buyer of their activewear. H&M is rapidly accelerating the growth of their sportswear department and Mars Sportswear Ltd was the first to work with H&M's activewear in Bangladesh.

An important fact is that the stitching pattern on sportswear is different from that of normal clothing. As there is a lot of stretching and running involved, the knit on the sportswear requires having a certain level of elasticity and rigidity to protect it from tears. Normal traditional sewing machines are not capable of producing such results, which is why Mars Sportswear Ltd has the specialized equipment that is required to produce such goods with optimum efficiency.

Mars Sportswear Ltd incorporates a lot of materials to add value to their finished good. For example, a single product might contain polyester, nylon, brushed nylon, plastic, pandex and even metal. Mars Sportswear imports high quality materials from abroad to achieve the final finish and feel that is defined as world class.

PRODUCTIVITY MATTERS

By Md. Anik Islam

Higher productivity brings higher margin in a business. And increment in productivity level reduces garment manufacturing cost. Hence factory can make more profit through productivity improvement.

Productivity is a ratio to measure how well an organization (or individual, industry, country) converts input resources (labor, materials, machines, etc) into goods and services. This is usually expressed in ratios of inputs to outputs. That is (input) cost per (output) good/ service. For example, in a factory productivity might be measured based on the number of hours it takes to produce a good, while in the service sector productivity might be measured based in the revenue generated by an employee divided by his/ her salary.

Productivity can be measured as a physical measure (for example, number of cars produced per employee), a monetary measure (for example, thousands of dollars of output per hour worked), or an index (for example, output per unit of labor= 100 pc of garment in a certain period).

DIFFERENT TYPES OF PRODUCTIVITY MEASURES:

Single Factor Productivity (SFP): Single factor productivity is defined as the ratio of a measure of output quantity of a single input used.

Output/Labor: Labor productivity is units of output per labor hours.

Output/Machine: Machine productivity is units of output per machine hour.

Output/Capital: Capital Productivity is units of output per Taka input.

For example; 20 workers worked to produce 1800 pcs of garment in 10 hours. What will be the labor productivity?

Labor Productivity= $1800/(20 \times 10)$
= 9 pcs/ hour.

Multi Factor Productivity (MFP):

Multi factor productivity is defined as the ratio of a measure of output quantity to a measure of the quantity of a bundle of inputs often intended to approximate total input.

To calculate multi factor productivity we need to find a common unit of measurement. For instance, the measure might use

cost of inputs and units if output.
Quantity of production as standard price/ (labor cost + material cost + overhead)

For example; determine the multifactor productivity for the combined input of labor and machine time using the following data:

The cost of production of one piece garment is BDT 250. Production of that garment is 2000 pcs.

Input

Labor: BDT 8000

Materials: BDT 100000

Overhead: BDT 25000

Multifactor Productivity

= Output / (Labor + Material + Overhead)

= $2000 \times 250 / (8000 + 100000 + 25000)$

= 3.75 pcs per taka





Total Factor Productivity: Total factor productivity is defined as the ratio of a measure of total output quantity to a measure of the quantity of total input.

Labor Utilization: Labor utilization is how much labor is being utilized to get a certain amount of production of efficiency. For example, in a sewing line there are many operations which has different cycle times. Besides at different times in a day it also varies. There are some other factors also affects this labor utilization such as; line balancing, order changeover, power failure, supply chain problem, quality issue, machine breakdown, etc. So, to calculate the labor utilization all these factors should also be considered.

Terms	U/M	Calculation	Required Factors
Productivity	Pcs	$= \frac{\text{Total Production}}{\text{Total number of workers}}$	1. Total production 2. Total worker to achieve that production.
Efficiency	%	$= \frac{\text{Output}}{\text{Input}} = \frac{\text{Produced Minutes}}{\text{Available Minutes}}$ $= \frac{\text{Total Production} \times \text{SMV}}{\text{Total workers} \times \text{Working time}}$	1. Total production 2. SMV of that particular product 3. Total number of workers to achieve that amount of production 4. Total working hours required to get the production.
Labor Utilization	%	$= \text{Efficiency} \times \text{Worker Performanc}$	1. Total Production 2. SMV of that particular product 3. Total number of workers to achieve that amount of production 4. Total working hours required to get the production 5. Worker rating or pace comparing with the standard.



ON THE LAP OF NATURE

Photo: Kamruzzaman Shadhin & Salma Jamal Moushum

Kamruzzaman Shadhin is a visual artist and Salma Jamal Moushum is a research and planning coordinator at Gidree Bawlee Foundation of Arts.





You, if step outside Dhaka, will discover a new Bangladesh rich in natural beauty, endowed with diversified cultures, filled with an air of serenity. The world's longest natural sea beach, pristine hills with lakes, serpentine rivers and many more will fill your heart with sheer joy and tranquility and give you a feeling as if you are a child on the lap of nature!



CATCHING THE RAYS IN THE LAND OF RISING SUN

By Omar Gias

The starting of Shirtmakers Limited to work for Japan market is really interesting. In 1999 a Japanese trading

company came to Bangladesh to search for a shirt manufacturing unit. As the Shirtmakers, unlike other apparel manufacturers of Bangladesh which used to produce different kinds of apparel products like t-shirt, shirt, trouser etc in the same floors at that time, was used to manufacture only shirts; the Japanese trading company chose it to work with. They started with placing only 1200 pieces of order per month. Mr. SM Khan, Managing Director of Shirtmakers Ltd said "The Japanese were so conscious about quality that initially it literally made us frustrated. But we stuck to work and tried to meticulously follow their instructions on quality, that ultimately bore fruit." Now about 35 percent of 40 million annual turnover of Shirtmakers comes from exporting shirts to the Japanese market. While Shirtmakers only exports shirts, Textown Limited exports t-shirts to Japan. Textown exported t-shirts worth about 5 million last



ADVANTAGES OF EXPORTING APPAREL TO JAPAN:

- Duty free market access.
- Order quantity is good similar to European clients.
- Price is good no less than that of Europe.
- As a non-traditional market the government provides 3% cash incentive for apparel exporting to Japan.
- If a factory is compliant, Japanese buyers usually does not put any unnecessary pressure by social and safety audits.

year. But it initially started with the export worth only 1.7 million to the Japanese market in 2009. Mr. Anowar Hossain (Manik), Managing Director of Tex Town Ltd. said: "While many at that time fear to work for Japanese clients because of their strict quality standards, we took the challenge. Now while still K-mart Australia is our main buyer, Japan is a new market we successfully developed." "The advantage of working for the Japanese market is that still there is less players while in Europe and USA the competition is very stiff now", Mr. Anowar Hossain (Manik) added. Mr. SM Khan thinks that our over dependence on traditional markets like Europe and USA is risky too. "If we can develop new markets like Japan we can withstand even in case of recession in Europe or fall in US market", he opined. The growth of Bangladesh's apparel export to Japan in last decade is more than fifty percent. Moreover, Japan, also popularly known as the Land of Rising Sun, is one of the potential non-traditional markets which Bangladesh can further penetrate.



Anowar Hossain (Manik)
Managing Director
Tex Town Ltd.



SM Khan
Managing Director
Shirtmakers Ltd

“While many at that time fear to work for Japanese clients because of their strict quality standards, we took the challenge. Now while still K-mart Australia is our main buyer, Japan is a new market we successfully developed.”

“The Japanese were so conscious about quality that initially it literally made us frustrated. But we stuck to work and tried to meticulously follow their instructions on quality, that ultimately bore fruit.”

Bangladesh's RMG Export to Japan in Last 10 Years

Value in US\$ million

	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2014-16	2014-17
Woven	20.80	52.34	120.26	153.68	239.99	280.17	318.92	372.77	391.43	345.43
Knit	7.23	21.99	53.06	93.83	163.65	198.31	253.35	279.78	383.04	399.04
Total	28.03	74.33	173.32	247.51	403.65	478.48	572.27	652.55	774.47	744.48
Growth	34.19%	165.18%	133.18%	42.80%	63.08%	18.54%	19.60%	14.03%	18.68%	-3.87%

Source: EPB

Bangladesh's Top 6 Knitwear Exports to Japan

Product Code	Product Label	Value in US\$ million		
		2014	2015	2016
6109	T-shirts, singlets and other vests, knitted or crocheted	139.18	160.93	209.57
6110	Jerseys, pullovers, cardigans, waistcoats and similar articles, knitted or crocheted	91.64	122.33	169.79
6106	Women's or girls' blouses, shirts and shirt-blouses, knitted or crocheted	14.38	18.35	21.58
6104	Women's or girls' suits, ensembles, jackets, blazers, dresses, skirts, divided skirts, trousers	9.36	13.43	20.73
6103	Men's or boys' suits, ensembles, jackets, blazers, trousers, bib and brace overalls, breeches	3.79	7.15	10.36
6105	Men's or boys' shirts, knitted or crocheted	4.79	5.84	7.61

Bangladesh's Top 6 Woven Exports to Japan

Product Code	Product Label	Value in US\$ million		
		2014	2015	2016
6203	Men's or boys' suits, ensembles, jackets, blazers, trousers, bib and brace overalls, breeches	124.26	154.91	151.51
6204	Women's or girls' suits, ensembles, jackets, blazers, dresses, skirts, divided skirts, trousers	71.44	72.39	104.04
6205	Men's or boys' shirts (excluding knitted or crocheted, nightshirts, singlets and other vests)	98.95	109.75	101.70
6206	Women's or girls' blouses, shirts and shirt-blouses (excluding knitted or crocheted and vests)	19.46	27.80	25.90
6202	Women's or girls' overcoats, car coats, capes, cloaks, anoraks, incl. ski jackets, windcheaters	6.90	12.22	14.36
6201	Men's or boys' overcoats, car coats, capes, cloaks, anoraks, incl. ski jackets, windcheaters	18.10	15.57	13.72

Challenges:

- Stricter quality requirements.
- Barrier of language.
- Japanese clients are very choosy in selecting suppliers. Brands like to place order via trading companies.

Possible Strategies to Work for Japan Market:

- Trying through trading companies. Now the major

Japanese trading companies have their local offices in Dhaka.

- At the initial stage several Japanese human resources may be employed at factory for satisfying the clients with quality.
- The Japanese apparel market is still dominated by China. So, Bangladesh could avail the China-plus opportunity.



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A woman wearing a vibrant orange and green sari and a white face mask is working in a factory. She is looking down at her work. In the background, other workers in similar attire are visible, and the industrial setting of the factory is apparent.

STEP FOR SKILLED RMG WORKFORCE

By Sameya Karim

Human resource is the most important asset a country can have and many nations have already proved the fact. Even without being rich in natural resources, they climbed the mountain of development by making the best use of their available human resources. Countries like South Korea and industry giants like Samsung can be cited as good examples to prove the legitimacy of this choice. Even countries with natural resources tend to move their people towards technical skills in order to achieve industrial growth. Almost all of the countries of this universe are aware of the importance of industrial excellence which is why they try to move their human resource towards productivity.



Bangladesh has a huge economically active population, and their potential and capacity can be turned into the power through a set of quality skills. It is time to consider the demographic surplus of Bangladesh as a major strength, especially in the country's growing apparel industry which is very much dependent on its human resource because every activity in a garment factory ranging from production to operation requires labor assistance. Skilled workforce is prerequisite to tap the potentials of the RMG industry of Bangladesh. Bangladesh Garment Manufacturers and Exporters Association (BGMEA) has been engaged with a number of organizations in running different skill development programs, and the Skills Training Enhancement Project (STEP) is one of them. The project financed by the World Bank aims to turn people into skilled workforce through training for the RMG sector. The project is designed in a such way that it will produce skilled workers that will increase the industry's productivity. The RMG sector in Bangladesh is geared towards growth; however horizontal growth is basically growth in stasis. If an industry does not grow vertically then it is actually not adding any value to its product and value addition is one of the ways to stand out in today's progressive world. STEP is the



SKILLS TRAINING ENHANCEMENT PROJECT (STEP)

Project Duration	: 5 years
Training Centers	: 5
Completed Batches	: 128
Training Received by	: 7,665
Employed in Factories	: 6,132



project that is going to bring about a new benchmark for workers where the emphasis is going to be put on worker skills. There are 5 training centers through which this specialized training to RMG workers is being provided. Primarily this training program is focusing on operator level workers and their skill development in hopes of increasing their occupational demand. So far 7,665 trainees in 128 batches have received training; and out of them 80 percent have already been employed in various RMG factories.



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BGMEA-BUFT FELLOWS FLY TO FOREIGN LAND

By the Apparel Story Desk



The Fellows and Mentors of the BGMEA-BUFT Journalism Fellowship attended a dinner hosted by the Bangladesh Embassy in the Netherlands during their study tour. Sheikh Mohammed Belal, Bangladesh Ambassador in the Netherlands, is also seen.

The media play an important role in fostering democracy and development in a country by disseminating information and knowledge to citizens and skilled journalists can better provide such information. Quality training in journalism contributes towards professional and ethical practice of journalism. Young and promising journalists are working in the news media of Bangladesh and their number is on the rise. They can better perform and contribute to the country's development if they are provided with advanced training. The BGMEA-BUFT Journalism Fellowship is such an opportunity for the journalists working the Bangladeshi media to hone their professional skills. The Fellowship jointly organized by the Bangladesh Garment Manufacturers and Exporters

Association (BGMEA), and BGMEA University of Fashion and Technology (BUFT) is designed to help journalists to develop their professional skills under the guidance of seasoned media personalities. Six journalists from print media, TV, online and radio got the opportunity and were awarded BGMEA-BUFT Journalism Fellowship-2015. They are Nasrin Huda Bithi, reporter of VOA, Ibrahim Hossain Ovi, staff reporter of the Dhaka Tribune, Md. Mizanur Rahman Chowdhury, senior staff reporter of the Daily Jugantor, Reyad Hossain, staff reporter of the Daily Ittefaq, Mehedy Hasan Albakar, staff reporter of ETV and Md. Sharful Alam, reporter of ATN Bangla. Three Mentors of the Fellowship



The Fellows along with the Mentors and BGMEA Vice President (Finance) Mohammed Nasir pose for photograph after visiting famous Dutch media VPRO and exchanging knowledge and views with the VPRO journalists.

program are Monjurul Ahsan Bulbul, Editor-in-Chief and CEO, ETV; Shyamal Dutta, Editor, the Bhorer Kagoj; and Syed Ishtiaque Reza, Director, News of Ekattor TV.

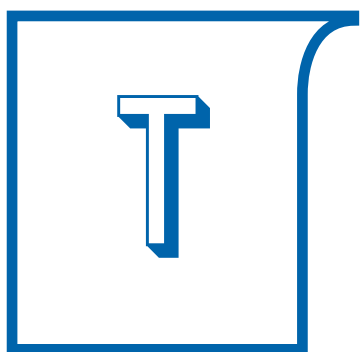
To further sharpen the knowledge and skills they gathered so far from the fellowship program, BGMEA and the Netherlands Embassy in Dhaka jointly organized a study tour for six Fellows along with their three Mentors to the Netherlands where a strong and vibrant media exist. The study tour styled “Influentials Programme for Bangladesh: Garment Industry and Journalism” provided the Fellows an opportunity to gain first-hand knowledge of the Dutch media and to enrich experience through exchange of views with the journalists of Netherlands.

New place, new experience thrilled the Fellows who passed the very first by meeting key persons at different important organizations in the Netherlands. They exchanged views with Joris Oldenzien,

Head of Public Affairs and Stakeholder Engagement of the Accord, a safety initiative of European brands and buyers for the Bangladesh's apparel industry. They had a discussion on how the Bangladesh Accord are seen from a Dutch perspective. Besides, they exchanged views with Jos Huber, Policy Advisor, DDE, and Hugo Verhoeven, Senior Programme Manager, CBI. CBI, funded by the Netherlands Ministry of Foreign Affairs, contributes to sustainable and inclusive economic development in developing countries through the expansion of exports from these countries to Europe. The topic of their meeting was improving trade opportunities on world markets, trade and development instruments to stimulate business. The Fellows had talks with Jef Wintermans, co-ordinator of the Agreement on Sustainable Garment and Textile and also with officials of the Netherlands Enterprise Agency (RVO).

The Bangladeshi journalists visited different Dutch media houses, including VPRO and exchanged views and shared knowledge of how media of the two different countries work. The Fellows along with the Mentors attended a dinner hosted by Bangladesh Embassy in the Netherlands. BGMEA Vice President Mohammed Nasir also joined the dinner. The Fellows went on the study tour to the Netherlands with an inquisitive mind and returned with new knowledge and experiences, which are to hone their professional skills.

“To further sharpen the knowledge and skills they gathered so far from the fellowship program, BGMEA and the Netherlands Embassy in Dhaka jointly organized a study tour for six Fellows along with their three Mentors to the Netherlands where a strong and vibrant media exist.



The first-ever mechanical device capable of sewing was invented back in 1755 by Charles Fredrick Wiesenthal, a German-born engineer lived in England. Thereafter in 1790, English inventor Thomas Saint designed the first-ever sewing machine. Technological evolution of sewing machines has fostered the revolution of fashion industry and taken the industry to level as it is now. Every year new pattern and high productive machines are being introduced that are further increasing the speed of modern fast fashion industry.

In apparel industry sewing machines are no longer just a means of production but also play critical role in terms of productivity, energy efficiency and overall business profitability of an enterprise. Bangladesh is the second largest RMG exporter in the world after China and is growing at a steady pace.

“Bangladesh has a very good future in RMG business; they are mostly exporting to Europe and America and have a very



JUKI's computer-controlled cycle machine with input function has better productivity and is energy-efficient.

TECHNOLOGY IN SEWING MACHINES: FUTURE OF INDUSTRY

By Mohammad Monower Hossain



competitive labour cost. On the other hand China is shifting from RMG industry. So we believe Bangladesh is a huge market for sewing machines,” said Jane, Vice-Country Manager Jack Sewing Machine Co. Ltd.

“Due to the recent rise in minimum wage in Bangladesh RMG sector the owners will try to increase the man-machine ratio and therefore demand for more mechanized and automated machines will be in rise” she added.

Present trend of RMG industry is to shift toward more automation to reduce manpower, maintain quality as well as productivity. “We have observed the interest of our customer for the machines that reduce dependence on manpower, enhance productivity and keep desired quality” said A.B.M Shamsul Alam, Director and COO of Juki Bangladesh.

Buyers are demanding for products with less carbon footprint, which means demand for energy efficiency is high, not only for profitability but also for business compliance and sustainability. In a typical RMG factory sewing machines use around 45 percent of the total energy consumption. Therefore, increasing efficiency of the machines would make a huge difference.

“Nowadays most of the factories have shifted to servo motor driven machines from clutch motors because servo motor reduces energy consumption by almost 50 percent,” said Mr. Alam of Juki. “In future robotic workstations could be introduced for distribution of fabric and many other minor

motions. Conveyer belt in the lines and extra mechanic arms might also be used to reduce motion of workers in a process. In future workers would be more multitasking and multi-skilled,” he added.

It is expected that introduction of future technology will definitely change the scenario of future fashion trend and will reduce the lead time further. The R&D wing of Juki visits all the major markets of the world to get information and requirements of their customers. Accordingly they try to customize and/redesign their machines and make their machines more user friendly and productive.

On the other hand Jack focuses on innovation based on market demand to make machines user-friendly, which at the same time reduces human efforts.

“We have introduced speaking machines with different language that can guide the operator. We also introduced lockstitch machine that doesn't required cutting the thread or creates bird's nest” said Ms. Jane of Jack.



Jack's full automatic overlock machine has voice guide, automatic voice alarm and broadcast solution which makes it easy to operate.

Currently sales of sewing machines for bottom (mainly denim) is highest besides machines for Chino, Jacket, padding, sports outwear, and Lingerie is also increasing. Automatic Jacquard machine is also getting huge popularity as it can produce garment as per the provided pattern and design.





ISPO MUNICH

By The Apparel Story Desk

Ispo Munich has been bringing sport and business together for over 45 years. Since its inaugural year in 1970, the trade fair has accompanied and supported the sports sector. It is a global platform for the industry and popular meeting place for sports business professionals from all over the world. Every year, more than 2,600 international exhibitors present their latest products at Ispo Munich to over 80,000 visitors from 110 countries. For over 45 years the global leader has provided a comprehensive overview of the entire range of sporting goods, athletic footwear and fashions, as well as the latest trends from these segments. Year for year the custom-tailored trade

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show concept with special communities and authentic side events guarantees a very unique, personalized and communication-rich atmosphere. As a multi-segment trade show the event also offers its participants an opportunity to discover discipline-overlapping synergy and cross-selling potential, as well as recognize new segments and trends in advance. Thanks to close cooperation with the industry, Ispo can identify market requirements and offers international sports business professionals the best possible presentation and networking platform.



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Corner stand (two sides open)	167 EUR/sqm
End stand (three sides open)	177 EUR/sqm
Island stand (four sides open)	189 EUR/sqm

- The minimum stand size is 16 sqm.
- For two-storey stands stand space costs 50% of the respective ground floor space. Square metres occupied by the upper floors of stands do not count towards the allocation of free exhibitor passes.
- Additional costs will be charged for technical services that are ordered for the fair, for example, for electrical installations, water supply and drainage, waste disposal, telecom installations, telephone charges, etc.
- The flat-rate fee for waste disposal during the fair is EUR 3.80 /m² of stand space.
- The invoice an exhibitor receives upon notice of admission includes a charge of EUR 15,- per sqm of rented space as advance payment for technical services. In the final invoice, this advance payment will be deducted from the amount charged for the services actually used.
- The participation fee per sqm of outdoor exhibition area is EUR 65. Each square metre or part thereof will be included in full in the calculation.
- The German Council of Trade Fairs and Exhibitions (AUMA) levies all exhibitors a charge of EUR 0.60 net per square metre of rented exhibition space. This amount is charged by MMG and transferred directly to AUMA.
- Exhibitors and co-exhibitors will be charged a mandatory communication fee amounting to EUR 523.
- The participation fees include the rental of the exhibition space and extensive services provided by MMG, such as consultation and planning advice, as well as publicity work, organization, technical assistance. The advance payment for services to be ordered by the exhibitor costs EUR 15 net per square metre of rented space (halls and outdoor exhibition area).
- An exhibitor will receive 3 exhibitor passes free of charge for a stand size of 20sqm. For every further 10 sqm or part thereof, one additional exhibitor pass is put at the exhibitor's disposal. For a stand or more than 100 sqm in size, the exhibitor will receive one additional pass for every further 20 sqm. The number of exhibitor passes is not increased for co-exhibitors.
- All prices indicated above are net, and are subject to statutory VAT (currently 19%).



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Every year ISPO honors extraordinary sports products with the Ispo Award. The Ispo Award has established itself as a seal of quality for the sporting goods industry. Retailers value it as an orientation tool for future product selections; journalists appreciate it as an overview of outstanding product innovations; and consumers appreciate receiving a neutral recommendation by independent experts.



A meeting between Honorable Prime Minister of Bangladesh Sheikh Hasina and CEO of H&M Karl-Johan Persson was held in Sweden while FBCCI President Md. Shafiul Islam (Mohiuddin), BGMEA President Md. Siddiqur Rahman, BGMEA Director Miran Ali and Gustaf Asp, Country Director Bangladesh and Pakistan, H&M Group were present.

Honorable Commerce Minister Tofail Ahmed, MP, inaugurated the 'Digital RMG Factory Mapping in Bangladesh' (DRFM-B) project at BGMEA office. BGMEA President Md. Siddiqur Rahman, Vice Chancellor of BRAC University Professor Syed Saad Andaleeb, and Unit leader, General Manager of C&A Sourcing Bangladesh Shantanu Singh, were present at the inaugural ceremony. This project will collect credible, comprehensive and accurate data on factories across Bangladesh and disclose it in a publicly available online map.



The Center of Excellence for Bangladesh Apparel Industry (CEBAI) in collaboration with ILO organized a seminar to discuss the role of inclusive business in enhancing productivity in the RMG industry. State Minister for Labour and Employment Md. Mujibul Haque attended the seminar as chief guest while FBCCI President Md. Shafiul Islam and BGMEA President Md. Siddiqur Rahman were present as the special guests. Vice President (Finance) of BGMEA Mohammed Nasir moderated the seminar.



Chittagong BGMEA Institute of Fashion and Technology (CBIFT) and Sri Lanka Institute of Textile and Apparel (SLITA) signed a MoU for academic collaboration and affiliation between them. The agreement was signed in presence of Prime Minister of Bangladesh Sheikh Hasina and President of Sri Lanka Maithripala Sirisena in Dhaka. BGMEA President Md. Siddiquir Rahman inked the MoU on behalf of CBIFT.

Planning Minister AHM Mustafa Kamal, FBCCI President Md. Shafiul Islam and BGMEA Vice President (Finance) Mohammed Nasir are seen at a roundtable discussion organized by the Daily Prothom Alo and Standard Chartered Bank to discuss the aspects and prospects of China's 'One Belt, One Road' (OBOR), initiative and how Bangladesh can derive benefits from it.



BGMEA President Md. Siddiquir Rahman is seen speaking at a press conference organized by BGMEA to brief the media on the overall situation of the RMG industry ahead of Eid. BGMEA Senior Vice President Faruque Hassan, Vice President SM Mannan (Kochi), and Vice President (Finance) Mohammed Nasir were also present on the occasion.



Honorable Commerce Minister Tofail Ahmed, MP, Deputy Speaker of Bangladesh Parliament Md. Fazle Rabbi Miah, Ambassador and the Head of Delegation of the European Union to Bangladesh H.E. Pierre Mayaudon, BGMEA President Md. Siddiquir Rahman, diplomats, journalists, labour leaders, and other guests are seen at an Iftar Mahfil organized by BGMEA at Army Golf Club.

A delegation of IndustriALL Global Union led by its General Secretary Valter Sanches paid a courtesy call on BGMEA President Md. Siddiquir Rahman at BGMEA office. BGMEA Vice President Mahmud Hasan Khan (Babu) and Assistant General Secretary of IndustriALL Jenny Holdcroft were also present on the occasion.



State Minister of Finance MA Mannan, Vice President (Finance) of BGMEA Mohammed Nasir, distinguished Fellow of CPD Mustafizur Rahman, and ICAB President Adeeb Hossain Khan FCA are seen at a roundtable discussion on the budget for FY 2017-18 organized by the Daily Prothom Alo and Institute of Chartered Accountants of Bangladesh (ICAB).



Bangladesh making serious efforts to make workplace safer: ADB President

Asian Development Bank (ADB) President Takehiko Nakao said Bangladesh has been making serious efforts to making workplace safer and workers-friendly.

"I think Bangladesh is making serious efforts to making workplace safer and workers-friendly," he said replying to a question during his opening press remarks on the first day of the 50th Annual Meeting of the Board of Governors of ADB at the Pacifico Yokohama Conference Center. Recalling his previous visit to Bangladesh, the ADB President expressed his desire to visit Bangladesh again with his current portfolio. He said that during his previous visit, he visited the Bangabandhu Bridge and discussed the safety issues of the factories. Lauding the current trend of GDP growth of Bangladesh over the last couple of years, Takehiko said, "It's also encouraging that the country is growing very fast at the pace of over 6 percent. Perhaps, India is the new growth champion, but Bangladesh is also achieving 7 percent growth rate which is also encouraging."

Sustainable Apparel Forum held

The Sustainable Apparel Forum (SAF) was held at International Convention City Bashundhara (ICCB), Dhaka.

The Bangladesh Apparel Exchange (BAE) presented the platform to discuss sustainability agendas within the textile and apparel industry of Bangladesh. The forum was held with an aim to exchange knowledge on the sustainability issues of Bangladesh apparel sector.

Commerce Minister Tofail Ahmed inaugurated the forum as chief guest while Principal Coordinator of Sustainable Development Goals (SDG), the Prime Minister's Office, Md Abul Kalam Azad, Federation of Bangladesh Chambers of Commerce and Industry President Md. Shafiul Islam (Mohiuddin) and BGMEA former President Md. Atiqul Islam were present at the inaugural program and panel discussion of the SAF.

Mohammaadi Group Managing Director Rubana Huq was moderator of the panel discussion while Bangladesh Apparel Exchange and Bangladesh Denim Expo CEO Mostafiz Uddin delivered welcome speech.

Netherlands Ambassador to Bangladesh Leoni Cuelenaere, Germany Ambassador Thomas Prinz, French Ambassador Sophie Aubert, H&M Group Country Director to Bangladesh and Pakistan Gustaf Asp and Bangladesh Apparel Exchange Managing Director Mohiuddin Rubel also spoke, among others.





Bangladesh RMG sector to get 7m euro German grant

Germany will provide an amount of 7 million euro as grant to address the funding needs of the RMG factories in Bangladesh.

The grant will disburse through KfW, a German government-owned development bank, (4 million) and GIZ (3 million) in this regard.

Bangladesh and Germany signed two bilateral agreements - Financial Cooperation (FC) and Technical Cooperation (TC) - on the financing of environment and safety retrofits in the readymade garment (RMG) sector. Additional Secretary (Europe Wing), Economic Relations Division, Ministry of Finance Muhammad Alkama Siddiqui, and German Ambassador in Dhaka Thomas Prinz signed the agreements respectively. The project is a joint development effort by France, Germany, and the European Union (EU), according to German Embassy in Dhaka.

The objectives of the project are to enhance the capacity of the selected commercial banks to better address the funding needs of the RMG factories and support RMG factories in bridging the knowledge gap regarding investments and remediation upgrades and also supporting the actual implementation of these investments.

This will enable an effective utilisation of the credit and promote workers' safety and help improve environmental standards in the RMG sector, said the German Embassy.

Remediation Coordination Cell launched for RMG sector

A Remediation Coordination Cell (RCC) was launched in Dhaka with an aim to ensure workplace safety in the Bangladesh's garment sector.

The RCC will focus on managing the remediation process for garment factories under the government's national initiative.

State Minister for Labour and Employment Md Mujibul Haque, Labour Secretary Mikail Shipar, BGMEA President Md. Siddiqur Rahman, Canadian High Commissioner in Dhaka Benoît-Pierre Laramée, Netherlands Ambassador in Dhaka Leoni Margaretha Cuelenaere and ILO Country Director for Bangladesh Srinivas Reddy were, among others, present on the occasion. The RCC will be staffed and supported by the members of regulatory bodies, including the Department of Inspections for Factories and Establishments, Fire Service and Civil Defence, Rajuk, Chief Electrical Inspector and Public Works Department. The RCC is supported by the International Labour Organisation (ILO) with funding from Canada, the Netherlands and United Kingdom.

Initially, the RCC will work with 1,293 factories. However, this number will change as new factories are established and enter the National Initiative. In addition to overseeing the remediation process, the RCC will contribute to build the capacity of regulators as well as further collaboration between them.





'Bangladesh now recognised as economic power'

Danish Ambassador to Bangladesh Mikael Hemniti Winther said Bangladesh has now been recognized as an economic power in the region and in the world in terms of its economic progress and achievements made in other important sectors since its independence.

"Bangladesh has achieved remarkable progress in poverty reduction, women empowerment, sustainable economic growth and addressing climate change challenges...It has good reason to be proud of many of the achievements that have been made since the country's independence," he said.

The Danish envoy made the remarks while addressing "DCAB Talk", a flagship programme of Diplomatic Correspondents Association, Bangladesh (DCAB), at the National Press Club. DCAB General Secretary Pantha Rahman gave introductory speech with its President Rezaul Karim Lotus in the chair.

The Ambassador said as a longstanding development partner of Bangladesh, Denmark believes in an inclusive, pro-poor and sustainable growth approach as well as promotion of human rights. He said Denmark's current Development Programme for Bangladesh has been formulated to respond to Bangladesh's overall development priorities as reflected in the Government's Vision 2021 and the 7th Five-Year Plan (7 FYP). "In this way, the Country Programme is also designed to support Sustainable Development Goals to be achieved by 2030," he added.

The envoy also referred his country's programmes in Bangladesh for improving income and food security of three million rural farmers, building rural roads, constructing cyclone shelters and securing clean drinking waters and sanitation for many communities. Regarding bilateral trade, the envoy said Bangladesh is slowly turning to a trading partner rather than an aid partner. "The two-way trade between Bangladesh and Denmark has doubled since 2011," he said adding export from Bangladesh to Denmark is dominated by garment industry which makes up 92% of total import value from Bangladesh. The other export is ocean going ships, frozen food, agricultural products, jute goods, chemical products, fish and fishing related products. More than 70 Danish companies have established their business in Bangladesh in the form of either FDI or Joint Venture or setting liaison office in Bangladesh, he added.

Former UK Prime Minister visits garment factory in Bangladesh

Former British Prime Minister David Cameron, during his short visit to Bangladesh, visited a readymade garment factory in Dhaka.

David Cameron went to Urmi Garments Ltd and spoke with the management and workers who greeted the former UK Prime Minister with warm welcome. Later he went to one of the production floors and the in-factory training centre.

David Cameron served as the prime minister of Britain from 2010-2016. He is currently holding the post of chairman of International Growth Centre (IGC), a UK-based organisation working in promoting sustainable growth in developing countries by providing demand-led policy advice based on frontier research. At the end of his official visit, he has expressed firm optimism that the bilateral relations between the United Kingdom and Bangladesh would continue to grow.





BEPZA to set up economic zone at Mirsarai

Bangladesh Economic Zones Authority (BEZA) signed a memorandum of understanding (MoU) with Bangladesh Export Processing Zones Authority (BEPZA) to set up an economic zone on 1150 acres of land at Mirsarai, Chittagong. BEZA Executive Chairman Paban Chowdhury and BEPZA Executive Chairman Major General Mohammad Habibur Rahman Khan signed the MoU at a ceremony held at the Prime Minister's Office (PMO), said a media release.

Abul Kalam Azad, Chief Coordinator for Sustainable Development Goals (SDG) Affairs in the PMO, was present in the MoU signing ceremony. The first annual report 2016 and the investment guide of BEZA was handed over to Azad during the programme.

BEZA has taken a plan to build an industrial city on 30,000 acres of land at Mirsarai. The economic zone at Mirsarai is expected to create jobs for one million people in the next 10 years. It will also create a scope to export goods worth US\$2 billion.

BEZA has been working to set up 100 special economic zones in the next 15 years which will create jobs for one crore people. It is also expected that exports from these zones would reach US\$40 billion by 2030.

In the signing ceremony, Abul Kalam Azad, Chief Co-coordinator (SDG Affairs), said, 'BEPZA is marching ahead successfully and has set a unique example in attracting investment in the country for others to emulate. Now BEPZA is a brand to foreign investors. This brand image of BEPZA will play an important role for flourishing investment in Economic Zone.

He also added that the success of BEPZA inspired government to establish Economic Zone. The government wants to utilize the expertise of BEPZA to bring success for the Economic Zone since BEPZA has been achieved a good reputation in setting up industrial zone, development and operation. He hoped that BEPZA Economic Zone would be ready for investment within very short time and BEPZA will be able to prove its efficiency and reputation in home and abroad.



Record GDP growth this fiscal year

Bangladesh has registered its highest ever economic growth, of 7.24 percent, this fiscal year -- the second year in a row in which the country managed to break out of its decade-long 6 percent growth trap.

The economy grew at 7.11 percent last fiscal year.

"This is a great success. This is the contribution of all in this country," said Planning Minister Mostafa Kamal quoting Prime Minister Sheikh Hasina at the National Economic Council meeting. Bangladesh is now one of the top growing countries in the world, he said. "We are just behind India in terms of economic growth." For the incoming fiscal year, the government has set the growth target at 7.4 percent growth. "Our ultimate goal is to cross the 8 percent-mark."

Provisional estimates released by the Bangladesh Bureau of Statistics showed that the agriculture sector grew 3.4 percent in fiscal 2016-17 in contrast to 2.79 percent a year ago.

Mostafa Kamal said the agricultural growth has been estimated taking into account the loss of 6 lakh tonnes of rice for flood in haor areas.

The service sector grew 6.5 percent, up from 6.25 percent in fiscal 2015-16. However, industrial output growth slowed to 10.5 percent in fiscal 2016-17 from 11.09 percent a year ago. BBS estimates that small industries grew faster than large and medium industries in the current fiscal year, indicating a slowdown in export growth. Of the service sector, wholesale, retail trade, real estate, hotel, restaurant and transport sectors performed well. However, financial sector registered slowdown in growth.

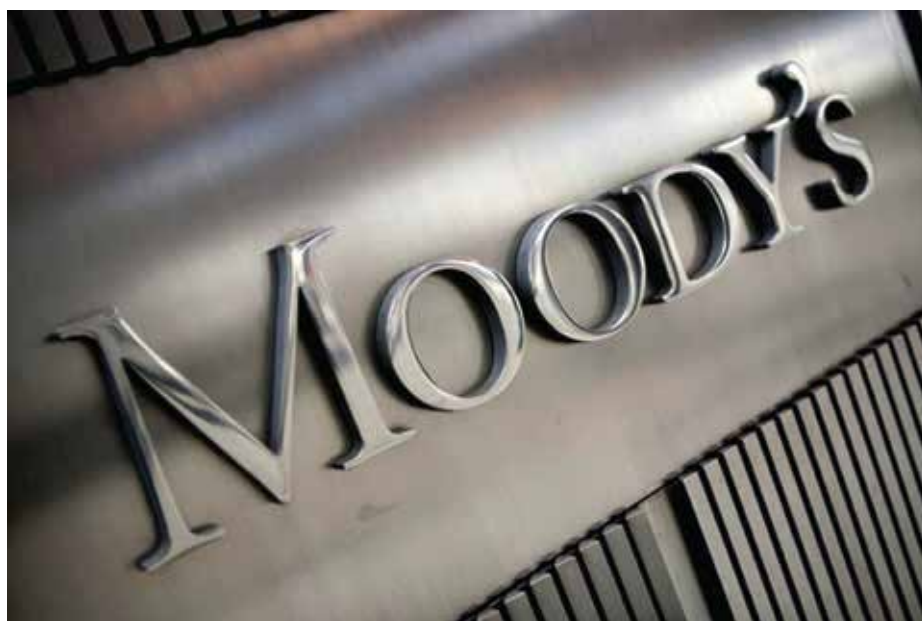
As a result of higher GDP growth, the per capita income rose to \$1,602 in fiscal 2016-17, up 9.35 percent year-on-year.

The World Bank also unveiled its growth forecast for Bangladesh, and in keeping with the past trend it was less optimistic than the government's provisional figures.

The Washington-based multilateral lender said the Bangladesh economy will expand 6.8 percent this fiscal year owing to sluggish export growth, falling remittance and slowdown in settlement of letters of credit for industrial raw materials.

The WB, noting the one percentage point increase in private investment to 23 percent of GDP in fiscal 2015-16, said the other related indicators such as the import of capital machinery and private sector credit growth suggest otherwise.

"We see from statistics that investment is rising. But it is not clear where these investments take place and at what amount," said Zahid Hussain, lead economist of the World Bank's Dhaka office.



Strong RMG supports Bangladesh's sovereign credit profile: Moody's

Bangladesh's Ba3 stable sovereign credit profile is supported by the robust growth of an economy that is bolstered by garment manufacturing industry exports, says Moody's Investors Service in a report. However, weakening inflows of remittances from overseas-based

workers could hurt consumption, it says.

The ready-made garment industry makes up about 70 percent of Bangladesh's total merchandise exports, as measured in local currency terms, and also accounts for significant foreign investment inflows, according to the New York based Moody's Investors Service report released recently. While the agricultural sector is still the biggest employer in Bangladesh, the garment industry employs over three million workers and offers continued opportunity for labor productivity gains that will support future economic development and growth, it adds.

"Bangladesh will continue to invest in its garment manufacturing sector to capitalize on its strong comparative advantage of abundant low-cost labor," said William Foster, a Vice President and Senior Credit Officer at Moody's.

"It will remain a leading global supplier of basic garments and the industry will continue to drive the nation's growth, exports and job creation," said William Foster.

The country's focus on low-value garment exports helps to insulate it from the impact of higher trade tariffs that could result from greater protectionism globally. Nonetheless, while Bangladesh's garment industry benefits from some of the lowest wage levels in the world, the country's overall economic competitiveness lags that of its peers such as Vietnam (B1 positive), Cambodia (B2 stable) and Sri Lanka (B1 negative).

In addition to the garment sector, remittances from overseas workers contribute to Bangladesh's economic growth by supporting household income and consumption. Remittances accounted for about 6.7 percent of the country's GDP in the fiscal year 2016. However, inflows have dropped by 14.6 percent in the first eight months of this fiscal year, driven by muted economic activity in Gulf Cooperation Countries. Moving forward muted remittances growth could weigh on consumption.

Ctg, Benapole ports to remain open for 24 hrs

The government took a decision to keep Chittagong seaport and Benapole land port open for 24 hours to facilitate country's economic growth.

For the smooth operation of the two ports, the authorities concerned will take steps to keep open the customs, immigration, banks and departments concerned in the respective port areas every day, said Shipping Minister Shajahan Khan.

He said the Foreign Ministry would write to the Indian External Affairs Ministry to keep Petrapol port of West Bengal operational for 24 hours.

Secretary of Shipping Ministry Ashok Madhav Roy, Chairman of Bangladesh Land Port Tapan Kumar Chakraborty and Director General of Foreign Ministry (South Asia) Monowar Hossain were present at the meeting held in the conference room of the Shipping Ministry. With a view to expanding trade and commerce activities, Bangladesh Land Port Authority was established on June 14, 2001.



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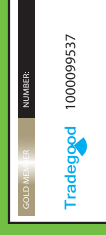
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RATING : A1

BANGLADESH'S RMG EXPORTS TO WORLD, FY 2015-16 & 2016-17

Value in Million US\$

ALL COUNTRIES									
Month	Woven		Growth Rate	Knit		Growth Rate	Total (Woven+Knit)		Growth Rate
	Year			Year			2015/16	2016/17	
	2015/16	2016/17		2015/16	2016/17				
July	1087.79	1040.35	-4.36	1127.37	1077.23	-4.45	2215.16	2117.58	-4.41
August	1138.68	1330.68	16.86	1131.19	1395.61	23.38	2269.87	2726.29	20.11
September	962.65	894.08	-7.12	991.55	927.95	-6.41	1954.20	1822.03	-6.76
October	878.82	1021.19	16.20	920.31	1134.35	23.26	1799.13	2155.54	19.81
November	1158.09	1212.31	4.68	1066.31	1097.60	2.93	2224.40	2309.91	3.84
December	1477.50	1397.51	-5.41	1195.32	1180.84	-1.21	2672.82	2578.35	-3.53
January	1456.00	1456.81	0.06	1169.70	1246.72	6.58	2625.71	2703.53	2.96
February	1324.69	1209.70	-8.68	1041.66	1015.95	-2.47	2366.35	2225.65	-5.95
March	1281.54	1222.65	-4.60	1030.91	1067.30	3.53	2312.45	2289.95	-0.97
April	1133.62	1097.86	-3.15	1063.14	1110.62	4.47	2196.76	2208.48	0.53
May	1264.04	1236.69	-2.16	1182.74	1250.77	5.75	2446.78	2487.46	1.66
June									
Total:	13163.42	13119.83	-0.33	11920.20	12504.94	4.91	25083.63	25624.77	2.16

Source: EPB and compiled by RDTI Cell, BGMEA

BANGLADESH'S RMG EXPORTS TO WORLD, FY 2014-15 & 2015-16

Value in Million US\$

ALL COUNTRIES									
Month	Woven		Growth Rate	Knit		Growth Rate	Total (Woven+Knit)		Growth Rate
	Year			Year					
	2014/15	2015/16		2014/15	2015/16		2014/15	2015/16	
July	1210.08	1087.79	-10.11	1307.90	1127.37	-13.80	2517.98	2215.16	-12.03
August	815.34	1138.68	39.66	898.44	1131.19	25.91	1713.78	2269.87	32.45
September	937.29	962.65	2.71	1064.12	991.55	-6.82	2001.41	1954.20	-2.36
October	731.53	878.82	20.13	787.96	920.31	16.80	1519.49	1799.13	18.40
November	999.23	1158.09	15.90	939.36	1066.31	13.51	1938.59	2224.40	14.74
December	1269.23	1477.50	16.41	1063.8	1195.32	12.36	2333.03	2672.82	14.56
January	1303.77	1456.00	11.68	1116.10	1169.70	4.80	2419.87	2625.71	8.51
February	1146.72	1324.69	15.52	960.62	1041.66	8.44	2107.34	2366.35	12.29
March	1144.21	1281.54	12.00	930.58	1030.91	10.78	2074.79	2312.45	11.45
April	1000.54	1133.62	13.30	938.94	1063.14	13.23	1939.48	2196.76	13.27
May	1199.27	1264.04	5.40	1159.71	1182.74	1.99	2358.98	2446.78	3.72
June	1307.40	1575.32	20.49	1259.26	1435.22	13.97	2566.66	3010.54	17.29
Total:	13064.61	14738.74	12.81	12426.79	13355.42	7.47	25491.40	28094.17	10.21

Source: EPB and compiled by RDTI Cell, BGMEA

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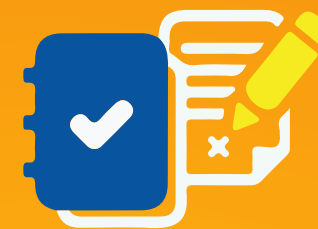
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- Check feed water pump.
- Water level in boiler vessel through gauge glass.
- Check distribution valves of header.



WHEN YOU OPERATE

- Check for abnormal sound and /vibration.
- Check for leakages both in fire and steam side.
- Check burner flame.
- Observe the steam pressure so that it doesn't cross set pressure
- Check TDS of boiler water and blow down when it crosses the limit (2500-3500 ppm).
- Check hardness, pH and DO of feed water.
- Check steam pressure in main steam line.
- Maintain log book including all information with signature.
- Handover log sheet to the operator of next shift.
- After turning off boiler, turn off main gas valve.



SAFETY MEASURES IN CASE OF EMERGENCY

- In case of over steam pressure inside boiler vessel, open the safety valve, blow down valve and flash excess steam.
- In case of fire accident use fire extinguisher in proper way.
- Turn off the burner and stop the fuel valve.
- Keep a safe distance from hot portion of boiler.
- Don't do any maintenance work during the operation of boiler.

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- ♦ সেফটি ভাল্ভটি কাজ করছে কি না।
- ♦ ফিড ওয়াটার ট্যাঙ্কে পানির স্তর।
- ♦ ফিড ওয়াটার ট্যাঙ্কের পানির সরবরাহ পাম্প।
- ♦ গজ গ্লাসের মাধ্যমে বয়লারের পানির স্তর পর্যবেক্ষণ।
- ♦ বয়লারের হেডারের সকল ডিস্ট্রিবিউশন ভাল্ভ।



বয়লার চলাকালীন লক্ষ্যনীয় বিষয় :

- ♦ অস্বাভাবিক শব্দ এবং কম্পন।
- ♦ আগুন ও বাষ্প সরবরাহ লাইনে লিকেজ আছে কি না।
- ♦ বার্নারের আগুনের শিখা।
- ♦ বাষ্পের প্রেসার যেন “সেট প্রেসার” কে অতিক্রম না করে।
- ♦ বয়লার এর পানির TDS যখন (২৫০০-৩৫০০) পিপিএম সীমা অতিক্রম করবে তখন “ব্লোডাউন” করুন।
- ♦ ফিড ওয়াটার এর PH, DO, Hardness এর মাত্রা নিয়মিত নিরীক্ষা করুন।
- ♦ মেইন স্টিম লাইনে বাষ্পের প্রেসার।
- ♦ লগ বুকে বয়লার পরিচালনার সকল তথ্য অপারেটরের স্বাক্ষর সহ সংরক্ষণ এবং পরবর্তী শিফটের অপারেটরের কাছে হস্তান্তর।
- ♦ বয়লার বন্ধ করার পর মেইন গ্যাস ভাল্ভ বন্ধ করুন।
- ♦ বয়লারের উত্তপ্ত অংশ থেকে সর্বদা নিরাপদ দূরত্বে অবস্থান করুন।
- ♦ বয়লার চলাকালীন যে কোন প্রকার রক্ষণাবেক্ষণ কার্যক্রম থেকে বিরত থাকুন।



জরুরী অবস্থা মোকাবেলায় সতর্কতামূলক পদক্ষেপ :

- ♦ বয়লার ভেসেলে বাষ্পের চাপ মাত্রাতিরিক্ত হলে সেফটি ভাল্ভ ও ব্লোডাউন ভাল্ভ খুলে দিন এবং অতিরিক্ত বাষ্প বের করে দিন।
- ♦ অগ্নি দুর্ঘটনায় যথাযথ নিয়মে নির্দিষ্ট আগুন নির্বাপন যন্ত্র ব্যবহার করুন।
- ♦ বার্নারটি বন্ধ করুন এবং ফুয়েল ভাল্ভটি বন্ধ করে দিন।

সচেতন হন, নিরাপদে থাকুন।



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1997-2017

- Tianjin New Textiles Group Co., Ltd. was founded in 1961.
- The company has 56 years of operating history of textiles , annual turnover amounted to \$120 million , product marketing in more than 70 countries and regions.
- The company has a number of production bases in China, maintains product innovation and development capabilities.
- 1997 Bangladesh representative of the company stationed in Dhaka to provide customers with quality products and professional service, became one of the best supplier of apparel manufacturers and European brands.
- Gratitude for years of support for us, willing to cooperate sincerely with you and create a better future

The celebration will be hold in November 2017,interested friends please contact us.



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