



Biggest and Oldest International **TEXTILE & GARMENT INDUSTRY Expo** of Bangladesh





31 AUG ~ 3 SEPT 2016

10.30 am to 7.30 pm

Bangabandhu International **Conference Centre**

Agargaon, Dhaka, Bangladesh





A Comprehensive Exhibition of Overseas Yarn & Fabric Manufacturers and Suppliers



An Exclusive International Exhibition or all kinds of Dyes & Dyestuffs, Fine & Specialty Chemicals







Follow us on









-- HOTLINE -----

+880 1817 044 807 🛂



































In New Year with Renewed Vigor Together We will Prosper.

WISHING YOU A VERY HAPPY BENGALI NEW YEAR!

Apparel Story

BANGLADESH DENINGER POLICY OF THE PROPERTY OF

THE INTERNATIONAL DENIMER HAS BITTON

SAVE THE DATES! 8™ & 9™ NOVEMBER 2016

INTERNATIONAL CONVENTION CITY BASHUNDHARA - DHAKA - BANGLADESH FOLLOW US ON

TO STATE OF THE ST

MESSAGE FROM BGMEA PRESIDENT

Dear valued Members and Colleagues,

Has anyone ever thought that a country which does not produce cotton will be the second largest apparel exporter in the world? But we have achieved what many even could not dream of. Likewise the progress our industry has made in ensuring world-class workplace safety over the last two and half years has really surprised many. Appreciation for the achievement has come from the Partners of Sustainability Compact – the EU, USA and ILO after we strongly highlighted the visible progress during the second Compact meeting held in Dhaka on 28 January 2016. It is our firm belief that we will be able to keep the momentum going on and uphold the dignity, wellbeing and safety of our workers. Here we must give credit to our valued members, talented entrepreneurs and of course our four million workers who have always been the driving force behind the success of the apparel industry of Bangladesh. We also acknowledge your timely support that has helped and encouraged us to face various difficulties.

While it is true that immense potential is ahead for our RMG industry, challenges are also there. Recently the UK's temporary ban on air cargo directly from Dhaka to the country came as a challenge for our industry. We took no time to express our concern over the ban as it would hurt our exports to the UK which is the second biggest garment export destination for Bangladesh among the EU countries. BGMEA immediately through a press briefing urged the government for necessary steps to ensure that the UK's temporary ban on air cargo directly from Dhaka to the country is lifted soon. We also called the government to hold discussion with the UK government to resolve the issue and are still closely following up the issue.

BGMEA in association with GIZ organized a study tour to Germany for the Fellows and Mentors of the BGMEA-BUFT Journalism Fellowship-2014 program. The study tour aimed to sharpen the knowledge and skills of the Fellows by providing them the opportunity to learn about business journalism and journalism ethics so that they can contribute to the development of Bangladesh, particularly the RMG industry, with their professional performance. The Bangladesh entourage during the visit also exchanged views with their counterparts in several German media houses and informed them about the progress Bangladesh, especially its apparel industry, made in recent years.

Beside its regular services, BGMEA for the first time in the history organized a grand picnic for the valued Members and we are really happy to see the spontaneous responses from all. We believe that we will get support from our Members in all our positive endeavors and this gives us the strength in our journey towards prosperity.

Md. Siddiqur Rahman President, BGMEA মার্চেন্ট মেরিন অফিসার্স দ্বারা সংগঠিত ও পরিচালিত।



BGMEA-এর সম্মানীত সদস্যদের জন্য অভাবনীয় মূল্য ছাড়!!

Hotline 018 41 771 772 018 41 41 45 45

Corporate Office: Shyam Bhaban, House # 02 (3rd & 4th Floor) Road # 11, Block # F, Banani, Dbaka-1213, www.purbachalmarinecity.com

Member REHAB-930 BLDA-0125 RAJUK Reg. RD-09

EDITORIAL

That Bangladesh has made remarkable progress in workplace safety in its RMG industry is now an undisputed fact. This has also been recognized like others by the Partners of Sustainability Compact — the EU, US, Canada and the ILO. The acknowledgement, which came from the second Sustainability Compact meeting held in Dhaka on January 28, would really serve as encouragement to remain firmly committed to ensuring workplace safety in RMG industry. There is no denying that support of the Compact Partners and also buyers has been instrumental in making the progress in our apparel industry over the last two and a half years. What is the progress; how it has been achieved; what needs to be done more; what are the challenges ahead — the cover story centers on the answers to such questions. A story is also there on the roundtable discussion organized by BGMEA to know the opinions and recommendations of different stakeholders for achieving the industry's target of US\$ 50 billion export in 2021.

An article based on the findings of a survey carried out by the Asian Center for Development has been accommodated in this issue of the magazine which we believe our discreet readers will find very much interesting. We have also included a special story on fraternity that our garment workers enjoy at their workplaces which our readers will also find worth discovering. This issue of *The Apparel Story* contains an exclusive interview of Danish Ambassador to Bangladesh where she shares her government plans to work for the development of the apparel industry. As usual the magazine includes the other regular sections. Hope the valued readers will enjoy skimming through the features and stories of this issue.

Editorial BoardThe Apparel Story







Marketing Company:



Revolution Of Computerized Flat Knitting Machine:

- Minimizing The Investment Of Capital Machineries & Meet The Maximum Design Target.
- Ensure The Lead Time.
- Ensure The Quality.
- Value Adding Of Design & Fashion.

Our Establishment For Better Service:

- Assembling & Servicing Unit Of Jacquard Machine At
- Jacquard Engineering Training Center At Uttara.
- Design & Machine Maintenance R&D.
- Strong Service Team.

WE KNIT YOUR DREAM



Our Products

- Economy Single System Computerized Flat Knitting Machine.
- Economy Single System Computerized Flat Knitting Machine.
- Advance Double System Computerized Flat Knitting Machine.
- Advance Single System Computerized Flat Knitting Machine.
- Double Multi Gauge Computerized Flat Knitting Machine.
- 2nd Generation High Speed Linking Machine.
- 4 Head Automatic Placked Machine.
- Electronic Auto Winding Machine.







@guoshengbd

Disclaimer:

The Apparel Story is published for private circulation by Bangladesh Gament Manufacturers & Exporters Association (BGMEA). BGMEA assumes no responsibility for the correctness of items quoted in the magazine although every effort is made to give information from sources believed to be reliable.



$A\stackrel{\scriptscriptstyle\mathrm{The}}{p}parel\ Story$

Editorial Board:
Faruque Hassan
Mohammed Nasir
Mahmud Hasan Khan (Babu)
Miran Ali
Syed Mohammed Tanvir

Editorial Staff: Nur Mohammad Amin Rasel Omar Gias Nasim Uddin

Magazine Team: Mohammad Monower Hossain Nabila Jamal Rusha Sameya Karim Md. Shahriar Rahman Tamanna Mahin

Photographer: Md. Obaidul Arif (Rana)

Designer: Sk. Yeahhia

BGMEA Head office:
BGMEA Complex,
23/1, Panthapath Link Road
Karwan Bazar, Dhaka-1215
Tel: +88-02-55027910-21
Fax: +88-02-55027922-3
Email: info@bgmea.com
Website: www.bgmea.com.bd

bgmea.official
bgmea
bgmea
bgmeainfo



- 03 Message from BGMEA President
- 05 Editorial
- 07 Content
- 09 **Cover Story** Strides in Safety & Sustainability
- 12 **Rountable**Target US\$ 50 Billion: We Need Your Support to Reach It
- 18 **Spotlight**An Industry Where Fraternity Truimphs
- 20 **Special Interview**Ambassador of Denmark to Bangladesh
- 23 Extraordinary Feat Hailing the 'Golden Girls'
- 24 Feature of the Month
 Social Impact of Garment Industry
- 27 **Skills Development**SEIP Aims to Produce Skilled Workforce for RMG Industry
- 30 Exporter's Story
 The Eco Apparel of AKH
- 32 **Photo Feature**A Rendezvous to Be Remembered
- 34 **Behind the Brand**PLAIRE: A Promising Brand in Fashion Realm
- 38 **Biotech Corner** Enzymes and Their Uses
- 41 **Leadership Development**Bangladesh Professionals Need to Get Training Abroad
- Focus of the Month
 Fellows Fly to Germany to Gather Knowledge
- 44 News in Pictures
- 49 Bulletin
- 53 Statistics

Your Life which we care, Risk!! of course, we share •••



আলফা ইসলামী লাইফ ইনস্যুৱেন্স লিঃ Alpha Islami Life Insurance Ltd.

Bridging the gap of life



Head Office: Lotus Kamal Tower 2, Level # 14, Plot # 59 and 61, Gulshan South Avenue Gulshan # 1, Dhaka - 1212, Bangladesh, Phone: 88 02 9886215 - 16, 88 02 9886474 - 75 Fax: 88 02 9886476, e-mail: info@alphalife.com.bd, Web.: www.alphalife.com.bd

2nd Review Meeting of Sustainability Compact

STRIDES IN SAFETY & SUSTAINABILITY

By Nabila Jamal Rusha

In Bangladesh we remember April as the dawn of the Bengali New Year and we celebrate the coming of a new year in various colors and festivities. Though this month usually brings about celebration, three years back Bangladesh and specifically the RMG industry witnessed a tragic accident in a commercial complex named Rana Plaza. Valuable lives were lost in that unfortunate accident and we almost gave up hope due to unbearable hardship and sorrow. But giving up and accepting defeat would not have brought justice to the hundreds of lives lost. What brings justice to this immense sacrifice is if we make a promise to

never let such calamity strike again due to our own faults.

We have seen various initiatives from major stakeholders right after the incident. Suppliers, trade bodies, retailers and brands joined hands to bring about improvement in the garment industry of Bangladesh that will be both practically and visually acceptable by all. Initiatives and action plans were taken at a private level but to monitor the progress and to facilitate such initiatives there were multi-government understandings, which perhaps is unique in the world, that a sustainability compact declared.



Honorable Commerce Minister Tofail Ahmed, MP, briefing the media after the follow up meeting on Bangladesh Sustainability Compact on Ready Made Garment and Knitwear Industry.

Compact recognized the importance for brands and retailers to adopt practices that promote responsible business conduct in global supply chains. In respect to that **Bangladesh RMG** industry had two aspirations when it took on improvements. To implement reforms the cost of doing business increased for the factories. While remediation took place, RMG industry expected an increase in the offer prices of buyers.

The progress made in developing implementation plans was finally recognized and the importance of engaging with national stakeholders to ensure consistency between various initiatives was underlined. Hence On 8 July 2013, the Sustainability Compact agreement was signed between the European Commission, the Bangladeshi government and the International Labor Organization. The signing of this agreement was witnessed by major garment retailers, employers' federations and trade unions. Later US and after a while Canada signed onto the Compact, in which the respective governments committed to improve the important areas for business.

The Compact agreement covers the following areas:

- 1. Respect for labor rights, in particular freedom of association and the right to collective bargaining,
- 2. Structural integrity of the buildings and occupational safety and health, and
- 3. Responsible business conduct by all stakeholders engaged in the RMG and knitwear industry in Bangladesh.

After the declaration, Bangladesh RMG sector initiated implementations of recommendations suggested in the agreement. Hence it was seen that the first follow-up meeting that took

place on 20th October 2014 in Brussels had three pages of their joint statement dedicated towards acknowledging the improvements made by Bangladesh RMG industry. It included developments like amendment of Bangladesh Labor Law and adoption of OSH policy, facilitation and registration of new trade unions, launching of Better Work Programme Bangladesh, inspection of factories by Accord, Alliance and NAP, recruitment of additional inspectors, creation of publicly accessible database on inspection reports etc and these are just a few examples from a long list of achievements. In addition to this list of achievements, there were four pages devoted to areas that needed to be improved. Further work was required in line with Compact commitments. Additional inspectors needed to be trained and recruited. Bangladesh's ability to ensure safety and health at work as well as freedom of association and collective bargaining needed continuous improvement. Implementing regulations needed to be adopted swiftly and further amendments to the legislation were necessary in line with ILO recommendations.

It is to be noted that these are recommendations that were put forward in the first follow-up meeting in Brussels and a lot happened since then. On 28 January



2016 the Compact team commenced again, this time in Dhaka for their second follow-up meeting. The delegation visited factories and this time the meeting had broader participation. The European Union, the US, ILO, BGMEA and BKMEA participated in the meeting which was represented by the Ministry of Commerce, the Ministry of Labor and Employment and the Ministry of Foreign Affairs.

The Joint Statement released this time signifies a lot. In the recent statement they recognized important progress that has been made since inception and the last follow-up meeting. They recognized the need to maintain momentum on progress in all of its pillars, meaning that the has made tremendous sector advancement and now the most significant thing to do is to hold onto the progress. They reaffirmed their commitment to ensuring implementation of the commitments of the Compact involving all stakeholders, both in public and private sectors. They also affirmed to work collectively to carry forward the learned towards lessons improvement of working conditions and worker's rights in export-oriented RMG sector in similar conditions elsewhere.

Compact recognized further progress made by Bangladesh towards meaningful and sustainable changes in RMG sector inter alia recent promulgation of implementing Rules under the Bangladesh Labor Act; the near-completion of initial safety audits by the Government of hundreds of RMG factories; the formal launch of the Better Work Bangladesh program with ILO/IFC; and the continuation of efforts to improve the capacity of DIFE, the Fire Service and Civil Defence Department and the capital development authority (RAJUK.

Compact recognized the importance for brands and retailers to adopt practices that promote responsible business conduct in global supply chains. In respect to that Bangladesh RMG industry had two aspirations when it took on improvements. To implement reforms the cost of doing business increased for the factories. While remediation took place, RMG industry expected an increase in the offer prices of buyers. But instead offer prices decreased by a disappointing 4.09 percent in the US and 0.83 percent in the EU between Januarv and October 2015. Remediation financing is the area that still needs tweaking with. As it has already been emphasized enough that not all factories have enough capital to implement CAPs and bring about remediation, especially the small and medium factories. In respect to these problems, some funds have been given by donors and brands for financial support but unfortunately such funds still could not be mobilized as its distribution was not effective. Funding were given as soft loans with low interest rates, but as the cash have flown from development organizations to central bank to commercial banks, the interest rates kept on increasing until it reached double digits and finally the soft loans became pretty hard to avail. Of course the prevailing high interest rates on general loans in our country did not help much, and the appreciation of our own currency was like the final nail on the coffin. What the small and medium factories need is some real low interest loans that will be passed on without any profit motive by the banks. The requirements for the loans should also be feasible, making it easier for owners to apply for credit.

The second aspiration is one that was included in the recent joint statement. They encouraged brands and retailers to adopt a uniform code of conduct for factory audits in Bangladesh. We really hope to see this practice in action soon as it will decrease hassle of suppliers and will increase productivity by reducing the time wasted in all the audits by various brands.

The second follow-up meeting of the Sustainability Compact held in Dhaka this January was highly successful and motivationally positive. Not only the international stakeholders but our local partners also seemed very happy with the progress. There were praises from the Government and labor leaders in addition to the Compact delegation. To summarize let us quote Mr. Md. Siddigur Rahman, President BGMEA, "It was delightful to see members of the Sustainability Compact Partners acknowledging the fact Bangladesh has made significant progress in improving workplace safety of garment workers. Such positive feedback is surely a refreshing reprieve from the negative global image the country has suffered in the last three years. We welcome this spirit of cooperation that Bangladesh shares with its co-members of Compact and as long as our industry has their support, I am 100 percent confident that we will come out with more astounding results in the near future."



Recently, BGMEA and The Daily Star organised a roundtable on " Target US\$ 50 billion: We need your support to reach it". Here we publish a summary of the discussions in the roundtable.

Target US\$ 50 billion: We need your support to reach it

RECOMMENDATIONS:				
Fix infrastructure bottlenecks	Apply compliance globally			
Boost Productivity	Use environment-friendly technologies			
Attract investment	Be revenue-compliant			
Continue remediation	Invest in people			
Ensure workplace safety	Ensure workers' well-being			



Dr Sharif As-Saber RMIT University, Australia, and Keynote Speaker of the Roundtable

Over the last four years, RMG sector is not performing very well. We need at least 11% growth to reach our target. I want to focus on some priority areas to achieve this growth rate.

need better roads infrastructure. Timely completion of Dhaka-Chittagong four-lane highway is critical in this regard. Another important infrastructural issue is remediation of factories. Bangladeshi



Marcia Bernicat
US Ambassador to Bangladesh

Setting a goal of doubling apparel exports in less than six years is ambitious. But I don't know how you get big results without setting big goals. I appreciate BGMEA for setting this goal. We are committed to helping you to reach the target.

Bangladesh's apparel sector is a major industry leader, and it is growing to be the top producer. It is not because of cheap labour. Buyers have told me there are countries that have lower wages than Bangladesh. What these industries [in other countries] don't have is skilled workforce that delivers quality products on time. That's what puts this industry on top.

The sector has an opportunity to transform itself by adopting the international standards that are increasingly required of this industry and other industries everywhere. There is no going back on this issue. All manufacturing units in every country had to adopt the same international standards to qualify for the trade preference, like the standards Bangladeshi manufacturers were asked to comply. When we will see that all the factories have done their remediation works, risks no longer exist, workers are not fired for trying to organise union, we will have a discussion about duty free and quota free facilities.



Siddiqur Rahman
President, BGMEA

To reach US\$ 50 billion in 2021, we have to maintain 11 percent growth every year. To ensure that growth we need to address some issues on priority basis. Skill development, productivity enhancement, access to finance to bear the cost of remediation of factory, infrastructure, and uninterrupted gas supply to factories, are some key areas to focus on. We recommend formation of a task force to mitigate the gas crisis which has now become the biggest concern for the industry. Both government and private sector representatives would be members of this task force. The RMG industry uses only 5 percent of the total gas supply of the country. The government should actively think about supplying more gas to this booming industry. There should be a serious study on this issue to substantiate our demand.

In the last one year, the price of crude oil has dropped by 50 percent in the international market. Still in our country it has remained the same. We should look into this seriously.

Rana Plaza is not the whole picture of our garments industry. There are many factories in the country that maintain global standard in their factory. So far twenty-six garment factories have been LEED certified by the United States Green Building Council (USGBC). And there are hundred more in the pipeline. There are five platinum rated garment factories in the country.



Pierre Mayaudon

Head of the European Union mission in
Bangladesh

To reach the \$50-billion target, Bangladesh would have to fight and win three battles: the battle of technology, international engagement and team spirit.

The battle of technology starts with remediation, and a fund of \$200 million has been put on the table for the companies that need the money to implement the remediation plans.

But things are not moving very fast. So we need to put a mechanism in place so factories that need the fund can take the advantage from the donors. Skilled workers, energy efficient machines and modern machineries are also needed.

Bangladesh also needs to invite a lot of foreign direct investment. It will give more chance to local industries to forge partnership with foreign investors. Please, be more foreign investors-friendly.

Media has a very important role in this comprehensive approach. Media can help you to find which areas you need to improve on.

factories are spending more than a billion dollar in this effort. Soon our factories will be fully compliant.

Apparel diplomacy is another important area. We need to formulate a strategy and define roles of each stakeholder. We can use tourism in this regard. In India, all the stakeholders are promoting the idea of 'Incredible India'. We should brand our country in similar fashion.

Buyers should pay fair price for products. Here governments of retailing countries can play an

important role. I would urge our honourable ambassadors present in today's discussion to make your retailers compliant with the ethical standard of pricing. They should share the burden of the remediation cost incurred by the Bangladeshi factories. If you pay us better we will do better.

There should be a global RMG platform like International Jute Organisation where RMG issue could be considered in a holistic manner. I have been talking about it since the

Rana Plaza incident. RMG is a global industry. That's why it needs global attention.

There should be a separate RMG ministry. Or it can be a separate division under the commerce ministry. There should be proper linkage across labour ministry, foreign ministry and commerce ministry. Australia has amalgamated trade and foreign affairs ministry into one Trade and Foreign Affairs Ministry. Our diplomacy should be directed towards trade facilitation.



Md. Nojibur Rahman

NBR and BGMEA have been working as partners. We have deep partnership. The government has been giving various tax benefits to this industry. We will continue this support. We will try to give more incentives to this sector in the upcoming budget session.



Abdus Salam Murshedy Former President, BGMEA

We know that 37 factories have been closed due to safety reasons. Now our buyers are discouraging to continue operation in share building. They are reluctant to place order with factories located in such industries. Those factories will be closed gradually. Small, medium and women-led factories are facing tough challenges. They have experience but not

factories are facing tough challenges. They have experience but not capability to relocate. The government can facilitate their shift through refinancing and giving utility connection in the new place on priority basis. Large factories need energy support. I hope that if they get proper support we will see another 200 green factories by 2018. We also need to improve our relations with our workers. It will speed up our growth.



Mikail Shipar Secretary, Labour and Employment Ministry

We need proper implementation of the labour laws to reach the target. Safety committees in the factories should be run actively.

BGMEA should give us a clear estimate of how many skilled manpower they need to fulfill their target. It will help us plan our training programmes.



Srinivas B. Reddy
Country Director, ILO

We see three major things that are fundamental for this sector to be sustainable and be able to continue to grow. Number one is respect for labour rights. Second one is fixing the safety issues and completing remediation process at the earliest possible time. Third one is investing in people. Ensuring labour rights is part of the growth trajectory to make it inclusive. How can we make the workers partners in progress? We need to create a culture of cooperation where there will be no mistrust between employers and workers and full respect for labour rights such as of freedom association bargaining. Can we have sectoral dialogue in the RMG sector between workers and employers on a regular basis? BGMEA should take the initiative to hold such dialogues. It needs to be institutionalized and government should play an active mediation role. The workers issue should not be looked upon from a crisis management perspective. Rather it should be a continuous process. It has been proven all over the world that promotion of fundamental rights at workplace brings inclusivity and progress to the industry.

We need to remember that inspection of factories is only part one. Many large factories have invested to fix the safety issue of their factories. Still, if a small factory remains non-compliant and any accident happens there it would have huge residual risk for the entire sector. So in this US\$50 billion journey there should be a sense of urgency about safety. Regulators' capacity to offer professional services is another important aspect of the safety issue. Their readiness to offer solutions that are respected by the buyers is very important.

Investing in workers' skill and productivity is very important. Promotion of gender equality is a part of this process. We want to see that women move the value chain with their own capacity. On the buying side, we see Bangladeshi youths are involved in the chain. We need to develop their managerial skills. That's why Bangladesh should invest more in the youth population.



Anisur Rahman Sinha Former President, BGMEA

The retail price of garment products has gone down 30% between 2000 and 2015. Customers are getting this benefit from sourcing. Production cost has increased but the retail price has decreased. To cope with this reality is the biggest challenge of our industry. We need to think about market access. Our competitors are getting special treatment in the USA and the EU. We need to gear up our efforts to avail those opportunities for our industries.



Zahid Hussain Lead Economist, World Bank

McKinsey report 2015 shows that Bangladesh has retained the top position as a sourcing destination for RMG products. They have mentioned Vietnam, India and four African countries as alternative source countries. Our main threats are Vietnam and India. They are far ahead of Bangladesh in terms of global competitiveness index or corruption perception index. If we fail to transform ourselves quickly it will be a risk for the country. We have to solve the crisis of land and energy. If we cannot implement the SEZ projects we would not be able to solve the land crisis. I agree with the BGMEA President that we need to study which sector should get priority for gas supply. Whether we should prioritize fertilizer production or supply gas to industries that creates more value. Our gas pricing system should be transparent.

Inside the local RMG industry there is a tendency of cut throat competition to drive out competitors by lowering price. They should stop it. There should be coordination among the local businessmen for fixing price of RMG products.



Professor Sadeka Halim
Dhaka University

We need to formulate a strong public policy for the RMG sector.

If we talk only about the economic side we cannot achieve the expected

growth. We also have to look at the social side of the RMG industry.

BGMEA needs to have a strong research team who will find out various bottlenecks of RMG sector. At the same time, it will counter the propagandas that tarnish the image of the industry.



Mohammed Nasir Vice President (Finance), BGMEA

McKinsey report talks about 5Ps: skilled and efficient people, safe place, uninterrupted power supply, smooth operation of port and stable politics. If we can maintain these 5Ps we would be able to achieve our target quite easily. We also need support from all the stakeholders.



Dr. Ahsan Mansur Executive Director, PRI

We need to invest more than what we have already invested in the last four decades to double our RMG export. Now we need capital intensive investment. Our average implemental capital output ratio is 4.5. So we need to invest about US \$ 100- 150 billion in this sector. I want to ask BGMEA whether we can arrange this investment without FDI. I do not think it is possible for our local investors only.

Our Dhaka-Chittagong four lane has already become overcrowded. We need to think about making it six or eight lanes highway.



A. Matin Chowdhury
Former President, BTMA

We need a robust supply chain. In our supply chain the main products are yarn and fabric. We require 990 thousand metric ton of extra yarn in order to meet our targeted growth demand based on the same quality of yarn now we are supplying. That means we need fifty thousand more spindles in spinning mills and 800 MW of power. It appears to be really difficult to achieve within five years. We need to secure our raw materials from outside. Chinese industries are opening their factories in the USA because America provides the best cotton and the best power and land facilities. We may need to think about investing in a third country where we can get the raw materials more easily. Our current policy does not allow us to invest outside. If we invest in the USA to establish spinning mills we can secure our raw materials supply. The USA also offers duty free facility if you use their raw materials. This is what they are providing to all the Latin American countries. We should seriously think about this option.

We need huge improvement in production capacity and skills. We need to focus on quality, not just quantity. We need to fully utilize our existing training institutions to impart training to our workers. We also need to create new training facilities to meet our increased demand of skilled manpower.

We need to improve our bargaining skills. BGMEA should team up with universities to introduce courses on negotiation skills which is critical for ensuring fair price of products.



Mohandas Seneviratne
Program Manager, PaCT, IFC

Through the PaCT programme we are establishing common effluent treatment plant. It will save your cost and increase your capacity. The RMG industry should invest more in checking pollution and wastage. This is not a cost. It is an investment.



Nazma Akhter
President, Sammilita Garment Sramik
Federation

Achieving US\$50 billion by 2021 is also our dream as workers. To realise this dream workers are an important partner. Workers are the main infrastructure of this industry. Their living conditions need to be improved. They need standard living wage, housing and medical facilities. Our competitors pay better wage to their workers. For example Cambodia pays US\$ 120, Myanmar pays US\$ 90 but we pay US\$70. When we talk to garments owners they refuse to accept this wage as cheap labour. Rather they think it is competitive. If it is true then why do our workers get less than the workers from competitor countries?

We need to ensure garment workers' freedom of association and bargaining. Building relations with workers and social dialogue are two important ways to involve the workers in the journey towards

US\$50 billion. The owners need to respect workers as a partner.

Another important issue is that the garment factories are reluctant to employ workers aged above 40. How can the garment industry be a sustainable business where a worker has to retire at this early age? We need to improve the working environment of the factories in such a way so that a worker can continue working for a longer period. We need to establish low cost hospitals and other health facilities near the factories.

We need to promote women entrepreneurs as well as women managers and women leadership in the garment industry.



Daniel Seidel FTA Representative Bangladesh

We are trying to collaborate and coordinate all the different efforts in the RMG sector. We need institutional support from the government and BGMEA on how to collaborate in the skill development sector in order to comply with the demand of workers in Bangladesh. There are various training efforts from different stakeholders. We need to harmonize these initiatives.



Dr. Jochen Weikert *Program Coordinator of PSES, GIZ*

We are talking about substantial growth. To achieve that you need to

tackle the limiting factors that restrain you from growing to that substantial figure of US\$ 50 billion. These factors include physical and natural infrastructure, social inclusion, labour rights, political stability and so on. In this journey, German government and development partners will support your efforts.

You have talked about pricing. You need to raise your voice on the basis of enhanced sustainability performance. Only then you will get positive response from the buyers.



Professor Mahmuda Khatun Dhaka University

We need to involve local experts with the research programmes on garments factories.

Along with other safety issues, we need to talk about implementing sexual harassment policy in garments factories.



Dr. Khondaker Golam Moazzem Additional Research Director, CPD

BGMEA should provide the government exact figure of their required services. For example, they should clearly mention what amount of power they need for the next five years. It will give the government a clear picture of what it needs to do for

the RMG industry.

Small factories are facing the challenges to maintain both competitiveness and compliance. They need support from the low cost fund to survive. The low cost fund should remain low cost.

The compliance standard should also be enforced in other countries so that the global market remains competitive. Our development partners should consider this issue seriously.

Through TPP, Vietnam is going to get duty free benefits in the US market. It will give them huge leverage against Bangladesh. We need to find out ways how we can address this unequal competitive pressure.



Shyamal Dutta
Editor, The Daily Bhorer Kagoj

There are many unresolved issue in the political arena that will come to the fore in the coming years. An election would be held within 2021. Still we are not sure what will be the election procedures. If we fail to maintain political stability we would not be able achieve the target. We need commitment from our political parties to sustain the expected growth of the RMG industry.



Md. Zafar Alam

Member of Chittagong Port Authority (CPA)

Now we are handling 853, 000 TEUs for export-import in RMG. For US\$ 50 billion it would be double, about 1.6 million TEUs. Now, Chittagong Port handles 2 million TEUs. Our target is to reach 16 million TEUs. Last year exported 421,000 containers because we did not have that much export. These containers can be easily arranged for RMG products. So with our existing set up we can handle 1.3 million TEUs of RMG containers. So the gap is 0.3 million TEUs. We are increasing our capacity. We are going to implement two new terminal projects.



Mahfuz Anam Editor & Publisher, The Daily Star and Moderator of the Roundtable

The US\$ 50 billion export target should be taken seriously. You should stop saying US\$50 billion by 2021. Rather you should say US\$50 billion by five years because that is the time you have. You have a vision. Now you need to clarify the vision. You should translate your vision into concrete targets such as we need X kilometres of roads, we need X megawatt of power and so on. It should be sector wise specific. Then you should galvanize all of us.

BGMEA has enough political clout to

talk to the government and say whether we have a ministry or not, whether we have a separate department or not but let us have a high-powered inter-ministerial committee for five years. It will help us to reach the target. May the Honourable Prime Minister can head it by herself. With her blessings you can have an inter-ministerial committee which is empowered to respond to all the needs of BGMEA and the sector to reach the US\$ 50 billion target.

Workers must own this target as much as the owners of factories. And only in that collective ownership you will get the energy and spirit to reach your goal. I assure you the media will be with you all the way.



An industry where fraternity triumphs

Sudharma Tripura, brought up in a tribal family living in Chittagong Hill Tracks, travelled long two hundreds miles to Dhaka in search of livelihood. With her little education and inexperience a job at formal sectors was like looking a needle in a haystack. Finally she managed to have a job at a garment factory in Gazipur. Joy knew no bound for her as the dream of becoming self-reliant

Help is handy for Onita Bala when she is in need be it workplace or outside. Rising above all differences, her fellow workers are always friendly enough to extend cooperation to each other.

with own income was close to fulfillment.

However, hailing from remote Rangamati district with a distinct religious and cultural beliefs and rites, at first she was dismayed to find numerous differences with her fellow workers that she thought might alienate her from others at the workplace. She is a Buddhist by religion while most of the fellow workers are Muslim. Besides, as a member of Tribal family she observes rites and rituals which are far different than those of her peers. But shortly she discovered one unique quality among her coworkers that triumphed over many differences. It is warm fellow feelings that have made Tripura one of their friends, setting aside all differences between them. By nature Bangladeshis are very



Under the tree shade on the factory premises Sudharma Tripura and her coworkers spending a pleasant time after lunch.

While generally a person coming from a remote rural area finds a new place and new work uneasy, the picture in garment factories is different. Here despite their personal differences -- be it religious or cultural or familial the workers treat each other as a friend and share a strong workplace fraternity that helps them to adapt to the new place and environment comfortably.

friendly and hospitable towards each other and foreigners as well. Besides, a unique communal harmony is ubiquitous in Bangladesh. This is also reflected in the ready-made garment industry where millions of people from a wide array of sections with distinct religious, cultural and family beliefs and values are working together. Most of the RMG workforce are from economically disadvantaged rural families who migrate to Dhaka and its adjacent cities in search of their livelihood. While generally a person coming from a remote rural area finds a new place and new work uneasy, the picture in garment factories is different. Here despite their personal differences -- be it religious or cultural or familial - the workers treat each other as a friend and share a strong workplace fraternity that helps them to adapt to the new place and environment comfortably.

"When I first went to my workplace I was a bit nervous thinking how others would take me because I am from a tribal family. But to my utmost surprise my fellow workers whom I never met before started considering me as a friend": Tripura, a Quality Inspector at Fakhruddin Textile Mills Ltd., said. She was also amazed to find that her coworkers extended their friendly help to overcome her difficulties in the workplace. "As a new comer I really faced problems in my work. But they helped me to a great extent to master the skills needed to execute my work." Tripura likes to join religious festivals of her

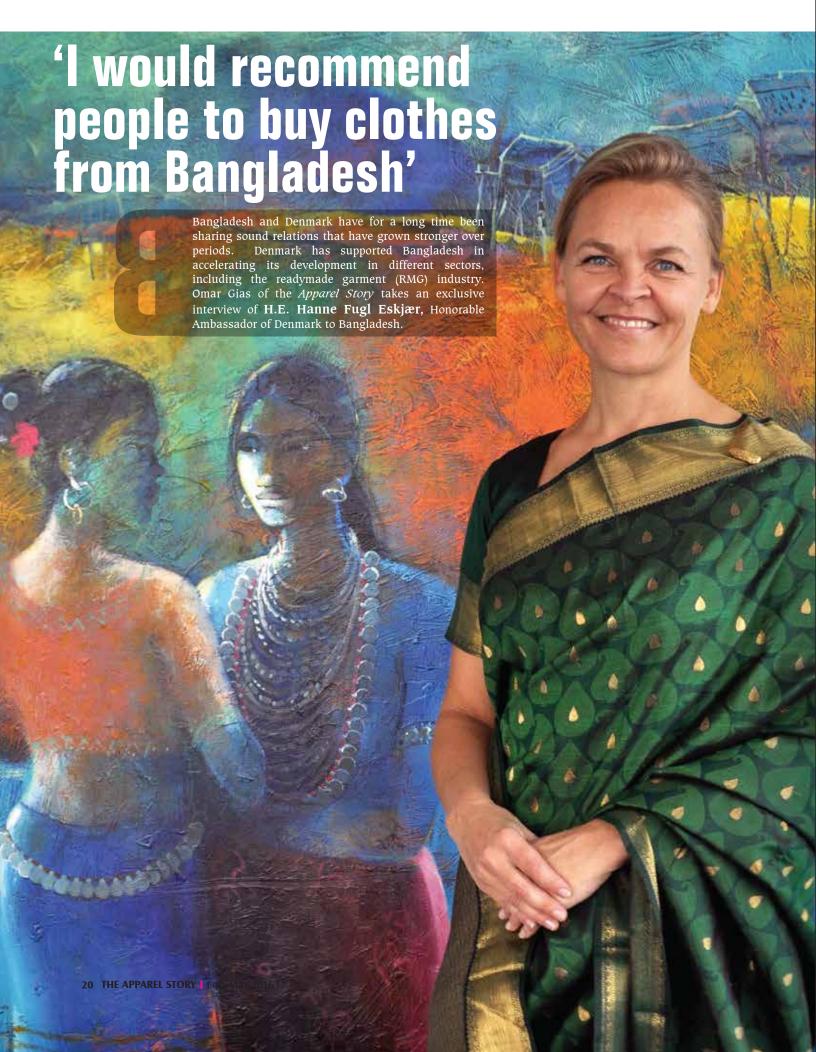
Muslim and Hindu coworkers. "They also happily come to house spontaneously enjoy festivals." Tripura is hundreds of miles away from her family and has to live without their near and dear ones. Thought of her family members sometimes make her dejected. friendly behavior of her fellow workers helps to overcome those sad feelings. "It would have been really impossible for me to live and work, if my peers would not extend their

support, care and love for me": said Tripura.

Onita Bala, a Sewing Operator at Bando Fashions Ltd, is Hindu by religious belief. Like Tripura she has same experience of friendly fellow feelings in her workplace. Her friendship with the fellows is so intense that her coworkers enquire if she remain absent from the workplace. "They come to my house to

enquire whether I fall sick or have other problems. Whenever I feel dejected my peers try to make laugh by telling hilarious jokes. Not only that we love share our lunch with each other. This strengthens our friendly relations." Onita is also occasionally invited by her peers to their homes to attend different family and social programs. She also gets help from her friends when she needs at her workplace.

Around four million people are working in the RMG industry of Bangladesh where they share strong fellow feelings for each other. The apparel industry is a unique example of communal harmony. It is workplace fraternity that makes Bangladesh's RMG workforce a well-disciplined and happy one.



Recently, the Danish Minister for Employment visited Bangladesh for four days. What was his main impression from this visit?

H.E: The Danish Minister for first Employment's visit Bangladesh impressed him immensely. He was mesmerized by the great amount of spirit and drive he saw in entrepreneurs from all sectors in the country. He visited the RMG factory Auko-Tex Group, where he witnessed how responsible and safe a RMG factory in Bangladesh can be, if working conditions is a priority. He was pleased to see that the factory was taking CSR activities very seriously - especially when it comes to occupational safety and health of workers. He also had the opportunity to visit a group of women who survived the Rana Plaza tragedy. A cooperation between the Danish Embassy, a Bangladeshi RMG factory and a Bangladeshi NGO called Meena is supporting the women who were victims of the Rana Plaza tragedy. All these people have helped the survivors to move on with their lives. Today these women are setting up their own small production line in Savar where they produce and sell cotton bags at European market. This is a small production but a great project that will help them generate their own income. What I think is also important to remember from the Minister's visit is that he travelled with representatives from Confederation of Danish Employers and the Danish Confederation of Trade Unions. All of them travelling together and meeting jointly with different stakeholders in Bangladesh is a good example of social dialogue for the social partners in Bangladesh.

How do you see the economic progress of Bangladesh?

H.E: The economic growth of BD has indeed been remarkable and most for the important general development of the country. Bangladesh has - rightly - received much international recognition at the UN General Assembly 2015 for the great progress to reach the 2015 MDGs. The growth rate has been crucial for fighting poverty and support the general development of Bangladesh. Girls can go to school, poverty and child mortality is drastically reduced, all achievements Bangladesh can be very proud of. There is however still some way to the goal. The many jobs created in the textile industry have contributed to increased wages and decline in number of poor people.

The economic growth and poverty reduction has gone hand in hand in Bangladesh. But to uphold this tendency, which seems to be the goal of all the Bangladeshis I meet, it is necessary to continue improvement in the industry, both in terms of productivity, the general labor conditions and workers health and safety. When I look at the RMG sector, I see that you have a responsibility of setting a good example of how you can contribute to the development of the society. The RMG sector has the potential and the resources. It is imperative to show growth responsibilities.

How much improvement has Bangladesh made in the RMG work place safety, especially after the Rana Plaza tragedy?

H.E: The RMG sector has definitely improved in Bangladesh. We have seen a unique multi-stakeholder cooperation between BGMEA, the RMG factory owners, the international brands and buyers, the government, the international community, NGOs and ILO. When I travel abroad I tell everyone that Bangladesh has shown that such multi-stakeholder cooperation can

bring influential change. Accord and Alliance have also contributed to the change we have seen. The Danish Government has decided that we want to support and contribute to these improvements. Multiple and various types of efforts are needed to uphold and continue this improvement. There are many challenges that we are aware of, therefore, when the Danish Minister for Employment was here he launched a new three year project in cooperation with the Bangladeshi Ministry of Labour and Employment. The purpose of this cooperation is to improve the occupational safety and health for workers in Bangladesh and contribute to the increase productivity seen in the RMG sector. The experts in the Ministry of Labour and Employment of Denmark and the Danish Working Environment Authority will assist in the training in issues which are very important for occupational safety and health. Chemical hazards, the accident prevention and machinery safety, are a few of the areas in need of improvement. We need to support the development of the public sector, to achieve the full package which is needed to have a safe and sustainable production. For three years, we will have an expert at the Embassy working with the Bangladeshi authorities. They will be working together to improve the capacity of the public sector, in particular the Department for Inspections of Factories and Establishments. The purpose is to take action not when there is a problem but take preventive actions and solve problems as soon as

Every single Dane I know is wearing clothes that are Made in Bangladesh. You can be very proud of this. However, if I am asked, would I buy my clothes from Bangladesh, I would definitely answer yes and I would like to share three reasons for that choice

I would like to congratulate all of those factories who have been certified. I personally think it is a very clever choice and an important investment. I hope there will be many more factories following their lead. It is the right thing to do for any factory and the right way for Bangladesh to meet the challenges of climate change

they arise. This mind-set will be vital for growth in the industry and Bangladesh to achieve the ambitious target of USD 50 billion RMG export revenues by 2021. There are around 60 Danish companies active in Bangladesh at the moment. I have discussed with Danish businesses and Danish companies who have been working here since the liberation of the country. They highlight that more structural changes are needed in areas such as energy, infrastructure, general transparency and the whole justice framework of doing business, for both local and foreign investors. Therefore, the general context is part of a bigger puzzle, whose relevance is vital not only for the RMG sector, but also for other sectors in Bangladesh.

Can you brief us about the collaboration between BGMEA and Danish Fashion and Textile to improve skilled human resources in five Bangladeshi factories?

H.E: Danish Fashion and Textile is one of the several stakeholders who decided to work with Bangladeshi partners to bring this change as a team effort. The collaboration came to be in an effort to improve the ability for BGMEA and its members to address core matters such as CSR and productivity. The collaboration will start with five factories, however, if BGMEA is interested, this can increase to a larger number of factories. Another collaboration that I would like to is mention between Aalborg University, a Danish university, and

BGMEA University of Fashion and Technology as well as AUST. This is a research project that aims to prove investigate and that improvement of the occupational safety and health in the production unit of a factory will increase the overall productivity. This is good for the workers and the bottom line. The universities are very satisfied with their cooperation with BGMEA and its member factories. The results of this research will be helpful for many RMG factories as well as factories in other industries in the country.

Do you have any plans to support the Bangladesh RMG industry to increase energy efficiency?

H.E: Actually we are already doing that, and it is quite a new and creative type of partnership. Through Danida we are supporting the Energy Efficiency Engagement which is implemented by the Nordic Chamber of Commerce and Industry (NCCI). The overall aim is to reduce the carbon emissions and simultaneously minimize the cost of energy for the members of the NCCI as well as other businesses. In concrete terms, we have experts conducting energy assessments bringing answers to questions regarding improvement of the energy efficiency of Bangladeshi factories.

Many factories have gone green in Bangladesh. 28 factories have already been certified and about 100 are in the pipeline for certification. How do you see this development for Bangladesh?

H.E: First of all, I would like to congratulate all of those factories who have been certified. I personally think it is a very clever choice and an important investment. I hope there will be many more factories following their lead. It is the right thing to do for any factory and the right way for Bangladesh to meet the challenges of climate change, which is a huge global issue and is very evident here in Bangladesh. This will also ensure that global and Danish brands are using a green sustainable production. This will help Bangladesh keep and attracting more international brands.

It will be a part of the shaping of a good Bangladeshi image if more factories are producing in an energy efficient manner. In Denmark, we have a lot of very good solutions that we would like to introduce here in Bangladesh. At the Embassy we try to help in this regard by providing the right Danish Technical Solutions for Bangladesh so we can facilitate the process of the factories going green in a cost efficient manner.

Would you recommend the Danish consumers to wear 'Made in Bangladesh' garments?

H.E: I do not even have to recommend them to wear garments Made in Bangladesh as they are already doing that! Every single Dane I know is wearing clothes that are Made in Bangladesh. You can be very proud of this. However, if I am asked, would I buy my clothes from Bangladesh, I would definitely answer yes and I would like to share three reasons for that choice:

It is needless to say that there are a lot of things that need to be done, regardless, there are still three really good reasons to buy clothes in Bangladesh and you can do it with pride.

Firstly, huge efforts have been made to improve the production in order to make it safer and more sustainable. Secondly, to ensure that further improvements are made businesses needs to continue buying from the factories which are producing responsibly. And lastly, the RMG sector has lifted millions of Bangladeshis, including a lot of poor women, out of poverty. The economic social development and Bangladesh is extremely important to Denmark. This is why we have been here since 1972 and Bangladesh is one of our priority countries in our development effort. We really see this synergy between what we do in regards to trade in this sector and what we are doing in our development programmes. I think that an efficient sustainable industry is one of the strongest development tools that Bangladesh has. We want to contribute to that.

So yes, I would recommend people to buy clothes from Bangladesh!



Hailing the 'Golden Girls'

By Omar Gias



Mabia Akter Shimanta (left) and Mahfuza Khatun Shila

Mabia Akter Shimanta and Mahfuza Khatun Shila made 7 February 2016 the day for Bangladesh. On that day, Mabia earned the distinction of winning the first gold medal for Bangladesh in the 12th South Asian Games held in Guwahati and Shillong, India. Mabia obtained the gold medal in the 63 kg women's weightlifting with a total lifting of 149 kg which included 82 kg in jerk, the highest by any lifter. Later on the day Mahfuza Akhtar Shila brought the second gold for Bangladesh when she edged past other in the women's 100-metre breaststroke. Mabia Akter burst into tears during the National Anthem of Bangladesh in the SA Games. Many in her motherland also could not hold their tears watching this scene on tv and newspapers. That was the tears of happiness, the tears of pride.

No sooner had the 'Golden Girls' returned home, Bangladesh Garment Manufacturers and Exporters Association (BGMEA) accorded a warm reception to Mabia Akter Shimanta and Mahfuza Khatun Shila at a grand program held at the Apparel Club of the BGMEA Complex, Dhaka. Honorable Commerce Minister Tofail Ahmed, MP, attended the program as chief guest and handed over crests to the gold medalists. Former President of **BGMEA** Mostafa Golam Quddus, First Vice President of BGMEA Moinuddin Ahmed, Senior Vice President Faruque Hassan, Vice President (Finance) Mohammed Nasir, Vice President Mahmud Hasan Khan (Babu) and BGMEA Directors were also present

on the occasion.

As reports were published in national media the regarding the financial hardship of the families of Mabia Akter and Mahfuza Khatun. the **BGMEA** President handed over cheques of Taka one lac to each at the program. He also encouraged them to devout to their practices for achieving more prestigious honor for the country and assured them about getting any sort of help from BGMEA if and when necessary.

The Commerce Minister in his speech said that the female athletes were serious during their long-term practice and were also determined to do well in the Games. Besides, eagerness to do something for the nation had inspired them a lot which he thought was the main reason behind their success. The Minister saying that it is now evident that long-term training can bring good results, urges the gold medalists to continue their training for more success in the future. Mabia Akter Shimanta and Mahfuza Khatun Shila thanked BGMEA for the reception and said that the program will act as a great inspiration for them in their career.

Social Impact of Garment Industry

By Nabila Jamal Rusha

sian Center for Development has published a comprehensive survey report on the workers of the garment industry in Bangladesh. The report gives a good

understanding of the RMG working population which consists of nearly 50% of the workforce of Bangladesh. It is helpful to have a fact book to go through to learn about their socio-economic profile, who they are, from where they came and how they are doing in terms of their endeavor to take them out of poverty.

Before reading and following any academic report it is important to know about their methodology which will help anyone to understand the authenticity of the research. The survey method of this report was quite professional by taking primary sample units from the factories that are selected randomly from the list of BGMEA members. A replacement sample was also taken randomly in case of difficulties in locating some members. The survey factories were chosen from Dhaka and Chittagong member factories of BGMEA and 7 workers were selected from each factory randomly using a systematic random sampling process.

The Asian Center for Development conducted the survey on 1204 factory workers from 173 factories. Workers were selected from four types of garment factories: knitwear, sweater, woven and others. Similarly the distribution of workers by grade is also proportional in the sample. According to the survey there are four million workers in the country's apparel industry, of which 85% or 2.6 million are women, while 35% or 1.4 million are men. The findings showed that 83% workers can read letter while 71% can write in Bengali. Every finding is compared with the national average which gives an idea on how advanced the workers of garments are compared to others. Some positive indications that came

in this industry which in turn affects the economy. The difference in living standards of the workers manifests a clear change between generations. While their parents are living in tin-shed houses, most of them are living in brick buildings. Similarly, there is visible improvement in their access to amenities at home. Improvement in water supply, electricity, and toilets are clearly recorded. For example, most of the current houses of the workers are connected to water supply (98%), and this is not as common in the case of the homes they grew up in (65%). Nearly 100% of the workers have access to electricity at their home whereas for rural households the average is 43%. Workers are investing in their future generations. Their children/siblings are in schools, whereas some of them are also in universities. This is also true in case of unskilled workers. Average family income of the workers in the garment industry is 15,720 taka whereas the average income of a poor household in Bangladesh is 8,900 taka. The average income varies from 15,500 to 20,000 taka per month between grades 7 and 1. The average monthly family expenditure is around 11,299 taka. Of them 42% is food cost, 30% is for housing and 11% is

parents/extended families.

Some expenditure has been

added which wasn't there

before in poor households.

expenditure on cosmetics

For example there is

which is 299 taka, on

regular monthly

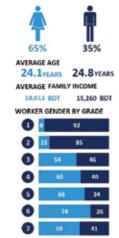
from the report show significant progress made



children/siblings is 667 taka and on mobile it is about 316 taka. Due to huge amount of women inclusion in garment sector, women empowerment was highly boosted in Bangladesh. Around 98% workers perceive that their job in the garments industry has enabled them to be self-reliant and around 93% perceive that this job has given them a voice in family decisions and raised their importance as a family member. Women workers now have a say on decisions with regard to children's education, health and marriage, job and clothing, buying cosmetics, family planning and even husband's choice of job. Unfortunately not all is positive. 39% of women workers were never consulted when it came to their own marriage. The average monthly expenditure on health is around 604 taka. To be noted that the cost comes down to 160 taka only



Bangladesh has 4 million RMG Workers HOW WELL DO YOU KNOW THEM?





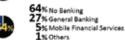
83% Reads Bangla 75% Writes Bangla



96% Muslim 3.6% Hindu 0.3% Buddhist 0.1% Christian



57% Married 2% Separated/Widowed

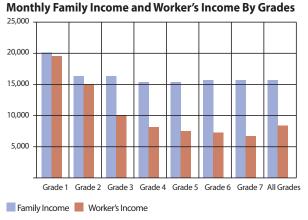








* Sacioeconomic Survey of the Ready Made Garments Sector of Bangladesh, 2015



Source: ACD Garment Survey 2014

when the treatment (only medicine) is taken from factory outlets. Nearly 84.2% of the factories have doctors in their facilities, 38.81% have health workers, and 76% also provide medicine. About 66% of the workers made use of these facilities when ill. More than half married families (55%) have one child and nearly all families have completed the 9 doses of vaccination for their children. This report is a store of

knowledge with hard facts. Every component and their percentage have been with the national average to give us an idea on how different the lives of garment workers are compared to their counterparts not working in this sector. The report is a must read if anyone is looking for data regarding RMG sector and this report could be accessed if contacted with the Asian Center for Development.







EWIAY

OUR LATE WIGHT SPECIAL MENU WITH YOUR FRIENDS & FAMILY

Contact: +88 01755557940







Commerce Minister Tofail Ahmed, MP, handed over certificates and job placement letters to 29 inhabitants of enclaves who received training under Skills for Employment Investment Program (SEIP).

SEIP aims to produce skilled workforce for RMG industry

By Sameya Karim

kill development can be viewed as an instrument to widen the capacity, improve the

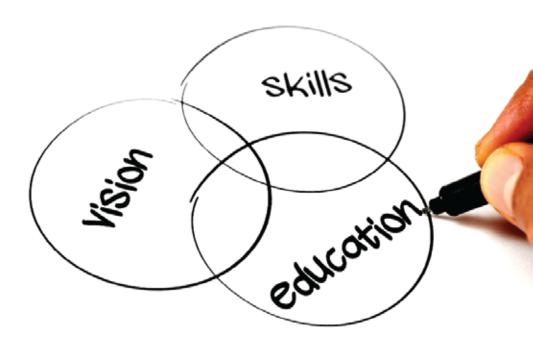
efficiency and boost the contribution of labors for future growth. It is an important ingredient to push the production possibility frontier outward and to take the growth rate of the economy to a higher route. It could also be seen as an instrument to empower the individuals and improve their social acceptance.

About 13% of Bangladesh's GDP

comes from the garment industry. Moreover, the country has set a vision of reaching US\$ 50 billion in RMG exports in 2021. But the current skills supply systems do not meet the industry demand. Here lies the need of programs to produce skilled workforce. The Skill for Employment Investment Program (SEIP) is one such program which is implemented by the Ministry of Finance, Bangladesh, with coordination of the Bangladesh Garment Manufacturers and Exporters Association (BGMEA). The SEIP was formed with an aim to boost skilled workforce based on the expected requirements of the employers. More than \$138 million is spent on SEIP to support employment-related services from which \$25 million is contributed by

the Government of Bangladesh (GoB), \$100 million by the Asian Development Bank (ADB), \$10 million by the Swiss Agency for Development and Cooperation (SDC) and \$3.50 million by industry associations.

BGMEA signed a memorandum of understanding (MoU) with SEIP in April 2015 and the program was launched in July 2015 with a target to train a total of 43,800 skilled workforce within 2018. The responsibility does not end after the trainees completing their training; the job placement of the 70% trained workforce also has to be assured, on which BGMEA is giving full support.



Following is the detail of the 3 years target:

Courses	1 st Year 2015	2 nd Year 2016	3 rd Year 2017	Total	Job Placemen
Basic Operator	6600	10500	10500	27600	19320
Up Skilling	2736	6705	6759	16200	11340
Grand Total	9336	17205	17259	43800	30660

Each year is divided into total four quarters. So far the training of the two quarters has been successfully completed and now the third quarter of the first year is running.

The training sessions of SEIP are conducted by a group of competent and well qualified trainers, possessing both extensive and intensive factory based experiences. As far as factory based "Up-skill" training is concerned, 20 qualified trainers have been appointed for imparting training sessions. On the other hand, 90 qualified instructors have been appointed for imparting operator level training.

The completion of the second quarter quite commendable. Basic Operator Training program has been running in 36 training centers around the country, out of which 20 are Technical Training Center (TTC), 3 are Youth Training Center (YTC). One of each YTC is situated at Ansar Academy, Shafipur, at Gazipur and at Manikganj; five are BGMEA Training Centers and the rest six are different private training centers. So far a total of 6,008 trainees have got trained. A total of 2,560 novices have already enrolled for the next training sessions. And 34,464 are yet to be trained to fulfill the SEIP's vision. Every centre is equipped with required machinery. Operator training program includes:

- Woven Machine Operation, (Duration: 2 months; 6 days in a week & 4 hours in a day)
- Knit Machine Operation (Duration: 2 months; 6 days in a week & 4 hours in a day)
- Sweater Machine Operation (Duration: 1 month; 6 days in a week & 4 hours in a day)

It is to be noted that a total 90% trainees of Basic Operator are female.

Factory based Up-skill programs have been introduced for mid level management employees to upgrade their skill level for better productivity and efficiency. This Up-skill program is being conducted in a total of 15 factories of Dhaka and Chittagong. The training program for the mid-level management comprises of:

- Industrial Engineering a Manufacturing System,
- Production Planning and Control.
- Garment Quality System,
- Quality Assurance and Textile Testing, and
- Fire Safety & Compliance.

The course named Quality Assurance

BGMEA signed a memorandum of understanding (MoU) with **SEIP** in April 2015 and the program was launched in July 2015 with a target to train a total of 43.800 skilled workforce within 2018. The responsibility does not end after the trainees completing their training; the job placement of the 70% trained workforce also has to be assured, on which BGMEA is giving full support.

and Textile Testing has been conducted in BGMEA Lab and both on job as well as off job participants can register for the training. Training program also has been arranged in BGMEA University of Fashion Technology (BUFT), Dhaka and **BGMEA** Institute of Fashion Chittagong. Technology (BIFT), Seven more courses will be introduced from next year.

"We believe that this noble initiative will not only minimize the shortage of skilled workforce but will also act as a driving force for the economic development of the country as a whole," said Mohammed Nasir, Vice President (Finance) of BGMEA.



Model: T5D10

- * Oval shape Both Screen & Digital Automatic Printing Machine
- * Automatic Printing Expert-Direct on Garment or Pc to Pc



- * High Speed and High Resolution
- * Industrial Print Heads
- * Watar Based Pigment Ink
- * A4 400pcs / hour
- * A3 280pcs / hour
- * Perfect solution-Combined
- * Stencil and digital printing system
- * Starting 4 Stations up to 20 stations



The Main Parameters of Digital Machine

Print Heads	High Speed and High Resolution Industriat Print Heads of 10 pc	
Max Printing Resolution	1200x1200DPI	
Printing Height	3-15mm	
Max Printing Area	60x90 (cm)	
Ink Colors	Cyan, Magenta.Black, Yellow	
Belt Cleaning System	Automatic Cleaning System	
Moisturizing Type	The Non-contact Moisturizing	
Fabric Types	Naturals, Synthetic, Protein, Based Blends etc.	
RIP-Software	Ergosoft, TEXPrinT, Wasatch	
Power Consumption	AC 380V / 2.0KW+5KW for oval Machine	







TITCH & COLOR TECHNOLOGY (A concern of Nat Group)

Head Office: City Heart (3rd Floor), 67, Nayapaltan, Dhaka-1000, Bangladesh.

Factory : Plot # 15, Road # 12, Sector # 14

Begum Johura Complex , Uttara Dhaka-1230, Bangladesh

Plesse Contact;

Phone: +8801926 694929, +8801713047250, +8801819214333

e-mail : nafgroup@dhaka.net web : www.nafgroup.org



The AKH Group was set up in 1997 by three friends at a rented house at Shyamoli, Dhaka, with Tk 52 lakh and 300 workers. It made its first ever export in 1997 which was worth only 1.3 million US dollar. Currently, the Group has 14 production units in Savar and Dhamrai and can ship 2.6 million pieces of knitwear items and two million pieces of woven garment items in a month. Its export last year stood at \$219 million and are expected to cross \$250 million this year. The group now employs 18,000 people, with the number to surpass 20,000 by the year end. This astonishing growth of the Group was possible because of the visionary leadership of the three friends --Delwar Hossain, Md Shamsul

Alam and Md Abul Kashem - who are leading the business conglomerate as its Chairman, Managing Director and Deputy Managing Director respectively. The mission of the Group is also set as venturing out into the changing and challenging global market as a leading enterprise in the global apparel industry by satisfying its valued customers. Keeping true to its commitment the Group established AKH Eco Apparels Ltd at Dhamrai in 2014. Self explanatory by its name itself the AKH Eco Apparels earned LEED Gold certification from the United States Green Building Council (USGBC) for its environment-friendly apparel production. The AKH has made it happen to reduce its electricity







Delwar Hossain Chairman AKH Group



Md Shamsul Alam Managing Director AKH Group



Md Abul Kashem
Deputy Managing Director
AKH Group

consumption by 75 MWH per year by setting up solar system. In the same way, by using machines of cutting-edge energy efficient technology and daylight inside the production floors, it is saving electricity usage by about 500 MWH a year. Use of energy efficient LED bulb and tube has saved its electricity consumption by about 720 MWH a year. All is contributing to lessening carbon emission in an impressive way. Besides, it has reduced use of water by way of usage-optimization and rainwater harvesting. Its sewerage treatment plant can treat 12,000 liters of water per hour and the treated water is reused in its garden. Moreover, its use of water fixture has helped reduce consumption of water from taps by 30 percent. Everything is contributing to burning of less amount of energy, lessening carbon footprint, and enhancing conservation of nature.

The factory is situated on an already running and well maintained highway – so, carrying heavier loads too is not an added pressure on the environment. The three-storey factory building has 14 wide staircases to access and to exit. The

13-acre factory premise is ideally poised with more than 60 percent of open space featured with purposely-built water-efficient landscape, pond and underground rainwater reservoir, grass carpeted terrace, and greenery of low water-consuming varieties.

Most importantly, in going green, the AKH ECO Apparels Ltd did not compromise with factors of factory and other compliances. Rather, by being green, it has become socially and industrially more responsible. Like its other sister concerns, AKH ECO Apparels too is successfully audited and approved for compliance standards by globally recognized bodies. AKH funds an orphanage in Faridpur district where about 100 underprivileged children are receiving food, shelter, education, medical, and all other necessary care and attention at free of cost. Besides, each year AKH also organizes free plastic surgery and eye camp in Faridpur.

In short, the AKH Eco Apparels signifies the new future of Bangladesh. It symbolizes the transformation of Bangladesh's readymade garment industry towards safety and sustainability.









DEZVOUS **NEMBERED**







angladesh Garment Manufacturers and Exporters Association (BGMEA) first time in its history organized a picnic for its members on 13 February 2016. The exporters who always remain busy in their daily businesses passed some memorable moments along with their families and friends in the sylvan venue Machine Tools

Factory situated on the outskirts of Dhaka. There were fantabulous arrangements for unlimited fun and festivity such as games for all ages, fishing from lake, musical extravaganza, raffle draw, delicious delights & dishes and many more. Surely the memory of this rendezvous will remain fresh in the minds of the BGMEA members for a long time.











Abrar Hossain Sayem Managing Director, Plaire

Being the second largest RMG exporter, people around the world wear clothes 'Made in Bangladesh'. Abrar tells The Apparel Story his vision is to turn

'The Makers of Fashion to the Brand of Fashion'. The young entrepreneur in the RMG sector has a vision to provide the fashion conscious people of Bangladesh with a steady supply of exclusive, affordable and trendy clothes.

Plaire's vision is to make simple yet sophisticated luxury products upholding the quintessence of high-end executive lifestyle. Plaire's target group is the young professionals and entrepreneurs between the ages of 22-35 years. The increase in purchasing power of the middle income group of Bangladesh and continuous increase in awareness about international fashion brands created a huge market demand for local brands. Many new local brands have started their journey in the last five years and they are all operating and quenching the fashion thirst that exists among our future leaders.

What is amazing about Plaire's is that all their

clothes are limited editions and their fashion season lasts for all the 12 months. At most they produce only 12 pieces of each design. Their design team is continuously trying out new pattern variations on different materials, such as chiffon, silk and cotton blends. At present Plaire has its showroom on Road 11, Banani, Dhaka; and by the end of this year we will see two more showrooms of the brand within Dhaka. They are hoping to be able to sell internationally through an online web portal by next year. The Managing Director of Plaire proudly says that his complete production line, operations, manufacturing and retail is done locally. All raw materials, design and employees are all from Bangladesh. Plaire plans on creating an international platform where they can showcase fusion and western clothing made from our Bangladeshi materials like Taant, Jamdani and jute.



by an average of 14.9% compared to conventional polyester threads. When will you make Epic your multiplier?



Coats India is a division of Madura Coats Private Limited, a member of Coats plc. Phone: 080-4190 0400 / 500, e-mail: coatsindia@coats.com, Website: www.coatsindustrial.com

- Ahmedabad 079-2658 2521
 Bangalore 080-2227 8500
 Chennai 044-2243 2991
 Delhi 011-2989 4181
 Ernakulam 0484-239 1706
 Gurgaon (Haryana) 0124-410 0421
- Guwahati 0361-2236780 Howrah 033-2343 0118 Hyderabad 040-6457 7215 Indore 0731-421 7950 • Jaipur 0141-233 2258 Kanpur 0512-253 1330 Kolkata 033-2287 6490 Ludhiana 0161-501 7562 Mumbai 022-2685 5608 • Noida 0120-452 6000 Patna 0612-699 9 074• Tirupur 0421-220 3501

ENZYMES AND THEIR USES



E

nzymes are specialized proteins that are found in all living matter: human beings, animals, plants — all living cells need enzymes to live and

grow. For example, there are over 55,000 enzymes in the human body – many of which are in the digestive system to help break down the food we eat. However, while enzymes are vital for life, they are not themselves living substances.

Enzymes are catalysts – substances that in very small amounts speed up chemical processes. They can be produced industrially and are commonly used as components in detergents and as processing aids in the manufacturing of bioethanol, starch, paper, food, beverages, feed,

and many other products. The use of enzymes in production of food and beverages dates back at least 2000 years. Back then they were used to catalyze the fermentation process to produce wine, beer, yogurt and many other products. Being catalysts also means that enzymes are not part of the final product. They make things happen.

Enzymes may accelerate reactions by factors of a million or even more. Carbonic anhydrase, which catalyzes the hydration of carbon dioxide to speed up its transfer in e.g. blood, is one of the fastest enzymes known. Each molecule of the enzyme can hydrate 100,000 molecules of carbon dioxide per second. This is ten million times faster than the non-enzyme catalyzed reaction.

Three parameters are in particular essential for optimum performance: pH, temperature and time. The range in which a certain product performs optimally is fully described in the product application guidelines.

How Enzymes are Screened and Developed to Suit One Specific Purpose?

We use microorganisms to produce the enzymes, but before we start producing millions of enzymes, we need to select an enzyme with the exact properties that we want, including that they work at the desired pH and temperature. In our laboratories, our scientists start growing selected candidates in a variety of

conditions, narrowing down the number of suitable enzymes. With the help of robots, Novozymes' scientists can scan thousands of microorganisms. The final test involves scanning the enzymes under the precise working conditions in which that enzyme will be used in the final product.

When we have found the perfect enzyme, our scientists now need to find the gene that instructs the microorganism to produce the enzyme. Once the genetic code has been isolated, our scientists can improve the enzyme even further.

In order to produce the enzyme in large quantities and without unwanted byproducts, we combine best of the original microorganism with Novozymes' safe production own microorganisms. The gene from the original microorganism that codes for the enzyme is inserted into the production microorganism using biotechnology. Microorganisms are not larger than 1.5 micrometres, and while a single acterium or fungus is able to produce only a microscopic portion of enzymes, a billion microorganisms can produce the amount of enzymes needed. The process of multiplying microorganisms by millions is called fermentation. By means of simple cell division, more and more organisms appear, all producing the enzymes which we desire. Once everything is up and running, it is time to let the microorganisms grow to the best of their ability in our three-storey fermentation tanks. When fermentation is complete, the

fermentation tank is full of a huge

microorganisms and enzymes. The

enzymes are separated in a number

evaporation processes, and violà -

mix of unused nutrients, water,

of separation, filtration, and



the enzymes are ready for you. During the process, we control the tanks nutrient for quantity, рН temperature, and airflow comprising the main parameters in the process. We have produced enzymes for textiles for more than half a century now, and in order to maintain the same high quality of enzymes batch after batch, year after year, we have a strict quality control of raw material, processing ingredients and process parameters.

How to Achieve Optimum Performance from Enzymes

Even though enzymes themselves are not living substances, they almost act like it and they too have favorite conditions. These conditions are highly specific from enzyme to enzyme and can vary a lot. Three parameters are in particular essential for optimum performance: pH, temperature and time. The range in which a certain product performs optimally is fully described in the product application guidelines. In some cases, such as for example with biopolishing and denim abrasion, mechanical action also has impact on the performance of enzyme and the final result.

Too Much of a Good Thing?

Overdosing the enzymes can in worst cases have negative impact on the end result, such as strength loss and weight loss, while

overdosing of certain other enzymes has no additional effect on the fabric. In the latter case, even though harmless for the fabric, it would be a waste of money. However, dosing too little is not desirable either as the fabric will not be obtaining the desired surface, smoothness, abrasion, etc. Make sure to optimize dosage as recommended in the product application guideline to obtain the best and most costefficient result.

Useful Facts about Testing Enzymes

- Testing enzymes can be complex, and it is important to understand that enzymes sourced from different vendors cannot necessarily be tested using the same method.
- Most enzyme producers have developed their own method to determine product quality and consistency, which is why testing results are not comparable.
- Two different enzymes for the same application cannot necessarily be tested using the same test method.
- Neither can two different origin enzyme of same application be compared by activity number.
- Solid content has not relation with enzyme performance and activity.
- Enzymes are a natural product and the color of product may vary. The color has no relation with product performance.

Source: Novozymes



Bangladeshi professionals need to get trained abroad



Dr. Suraiya Iqbal Director, Patriot Group

A good number of expatriates work in the clothing sector of Bangladesh, especially in the middle and upper management. This presence of foreign professionals in Bangladesh is often attributed to lack of skilled local human resources. The Apparel Story talks with established young RMG entrepreneur Dr. Suraiya Iqbal, Director, Patriot Group, to know her thoughts on how we could develop the required professionalism in our youth to fit them at the upper hierarchy of the industry.

What shortcomings you usually notice in our human resources that prompt the entrepreneurs to hire foreign professionals, you think?

Suraiva Iabal: Expatriate managers are preferred because of their first-hand enriched experience to run an efficient production system. It is easier for them to implement an efficient system by replicating a model they already worked in. They also tend to take challenge to run the system with high level of commitment. Being expatriate professional, their focus for the job is very high so is their level of commitment which also reflects their in performance.

As a successful young entrepreneur, what will be your suggestions for developing best young professionals in Bangladesh?

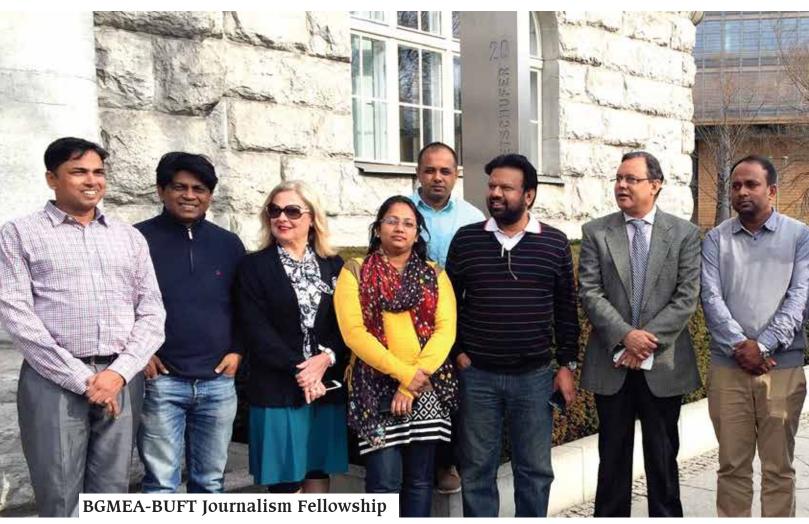
Dr. Suraiya Iqbal: To get better first-hand knowledge about modern machines and production efficiency there is a need of first hand of understanding Bangladeshi matters. professionals needs to get trained abroad, particularly in factories which uses modern machines and are run in high efficiency. Lack of practical knowledge seems the barrier implement theories practices for our managers.

Training and practical experiences from efficient production system abroad e.g. China, Japan, Turkey, Sri Lanka etc. can enrich professional experiences. Government, BGMEA, Private Initiatives can play big roles to fill up this gap.

Training and practical experiences from efficient production system abroad e.g. China, Japan, Turkey, Sri Lanka etc. can enrich professional experiences. Government, BGMEA, Private Initiatives can play big roles to fill up this gap.

What professional values you try to maintain in your business life which you think has been the key to your success?

Dr. Suraiya Iqbal:
Currently, I serve as a
Director in Patriot Group. As
a part of management, my
key task is to understand
the need of the business
and fulfill them in timely
manner. Communication
and teamwork has always
been key success factors for
me in this business.



FELLOWS FLY TO GERMANY TO GATHER KNOWLEDGE

By Omar Gias

When the journalists landed at Berlin airport, it was shivering cold outside there. But the journalists obviously felt warmth in their hearts for BGMEA as the trade body of Bangladesh garment manufacturers and exporters kept their promise of sending the fellows of BGMEA-BUFT Journalism Fellowship 2014 abroad. To help develop required professional skills of journalists working in Bangladeshi media, BGMEA announced the fellowship in 2014 which was successfully ended in 2015. Though a study tour was not preliminary included in the fellowship plan, later the trade body thought of this special trip for achieving the objective of the program. It becomes a reality when the GIZ, Bangladesh, came forward to facilitate and design the tour to be held in the second largest export destination of Bangladesh in the EU.

BGMEA and GIZ jointly organized a press meet before the departure of the journalists to Germany. German Ambassador to Bangladesh Dr Thomas Prinz was chief guest at the program where the German Envoy said: "We are cooperating with Bangladesh in many fields. We want to support Bangladesh in its endeavor to become a sustainable, compliant, social and profitable garment sector. Germany is not abreast with the latest developments in Bangladesh's garment sector with regards to workplace safety and labor rights. The journalists must provide information on what's going



on in Bangladesh."

The journalist entourage comprised of Monjurul Ahsan Bulbul, Editor-in-Chief & Chief Executive Officer- CEO, Ekushev Television and Mentor, **BGMEA-BUFT Journalism** Fellowship; Shyamal Dutta, Editor, Daily Bhorer Kagoj and Mentor, **BGMEA-BUFT** Journalism Fellowship; Monira Begum Munni, Staff Reporter, The Financial Express & Fellow, BGMEA-BUFT Journalism Fellowship 2014; Rajib Ahmed, Sr. Reporter, The Daily Kaler Kantho & Fellow, **BGMEA-BUFT** Journalism Fellowship 2014; Jahadul Islam Mazumder, Staff Reporter, Ekattor Television Fellow, BGMEA-BUFT Journalism Fellowship 2014; Mohammad Refayet ullah Mirdha, Senior Reporter, The Daily Star ; Fakhrul Islam Harun, Senior Reporter, Daily Prothom Alo: and Mehdi Mahbub, Media Consultant, The Financial Express. Md. Manjur Morshed, Senior Advisor, GIZ; and Omar Gias, Deputy Secretary (Commuincation), BGMEA; also accompanied the

journalist team.

The delagation during their 5-day stay in Germany visited German Federal Ministry for Economic Cooperation and Development (BMZ), Partnership for Sustainable Textiles, Confederation of the German Textile and Fashion Industry, GIZ, German trade unions -- INKOTA-network and IG Metall, H&M German Headquarters and Hess Natur Berlin Pop-Up Store.

During the study tour on 'Skills and Ethics in Business Journalism', the journalists exchanged views with their counterparts from taz.die tageszeitung (a German newspaper), RBB Rundfunk Berlin-Brandenburg German TV channel & FM radio station), Brand eins (a German business Magazine) and Brigitte (a German women's magazine). During the discussions the German journalists asked the delegation about the present status of Bangladesh apparel industry and the Bangladeshi journalists briefed them about the recent progress of readymade garment industry. The journalists also exchanged views on different journalistic issues such as media ethics, press freedom

Overall, the tour was an eve-opener for the journalists of both the countries. The Bangladeshi journalists from the tour learnt how much freedom the German media enjoy and how strict are they in practicing media ethics. On the other hands, the German journalists understood from their discussions that the Rana Plaza is not the picture Bangladesh and Bangladesh has made significant progress in recent years, so its readymade garment industry. They also realized that the recent developments should also be highlighted in the German media to aware the the consumers about progress.



BGMEA President Md Siddiqur Rahman is seen addressing the press meet arranged on the study tour of the Fellows to Germany under BGMEA-BUFT Journalism Fellowship-2014 program. German Ambassador to Bangladesh Dr Thomas Prinz was chief guest at the program.



BGMEA leaders led by its President Md. Siddiqur Rahman held a meeting with Danish Minister for Employment H.E. Jørn Neergaard Larsen in Dhaka. They exchanged views on ways to boost mutual cooperation between Bangladesh and Denmark for the development of the apparel sector. Danish Ambassador to Bangladesh H.E. Hanne Fugl Eskjaer, BGMEA Senior Vice President Faruque Hassan and Vice President (Finance) Mohammed Nasir were present at the meeting.

BGMEA President Md. Siddiqur Rahman paid a courtesy call on H.E. Dilek Ayhan, State Secretary at the Norwegian Ministry of Trade, Industry and Fisheries, at a hotel in Dhaka. BGMEA Senior Vice President Faruque Hassan, Vice President (Finance) Mohammed Nasir and Director Miran Ali were present on the occasion. Norwegian Ambassador H.E Merete Lundemo and ILO Country Director Srinivas B. Reddy were also present on the occasion.





BGMEA President Md. Siddiqur Rahman is seen addressing as special guest at a road-show program organized to promote investment and economic zones in Bangladesh. Principal Secretary to Honorable Prime Minister Mohammed Abul Kalam Azad attended the program as chief guest.



Leaders of BGMEA led by its President Md. Siddiqur Rahman held a meeting with Honorable Finance Minister AMA Muhith at the Secretariat where Honorable Commerce Minster Tofail Ahmed, Industries Minister Amir Hossain Amu, Senior Commerce Secretary Hedayetullah Al Mamoon and NBR Chairman Nojibur Rahman were also present. The BGMEA leaders discussed different issues, including financial policy support, and sought government support for the development of the RMG industry. BGMEA Vice President Mahmud Hasan Khan (Babu), former President of BGMEA Abdus Salam Murshedy and BKMEA President A. K. M. Salim Osman were present on the occasion.

Leaders of BGMEA headed by its President Md. Siddiqur Rahman held a meeting with Honorable Civil Aviation and Tourism Minister Rashed Khan Menon at the Secretariat where they had a discussion on how to improve cargo handling management at Hazrat Shahjalal International Airport to facilitate shipment of apparel items by air.

BGMEA Vice President (Finance) Mohammed Nasir was present at the meeting.





BGMEA Vice President (Finance) Mohammed Nasir is seen speaking at a views exchange meeting on the apparel industry in Dhaka. Honorable State Minister for Textile and Jute Mirza Azam, MP, attended the meeting as chief guest.



A delegation of German Government and German Embassy in Dhaka held a meeting with BGMEA leaders, including BGMEA Vice President (Finance) Mohammed Nasir, Directors Inamul Haq Khan (Bablu), Md. Ashikur Rahman (Tuhin), Miran Ali and Md. Atiqul Karim Khan, who briefed the delegation on the RMG industry and various activities that BGMEA has been carrying out for the development of the sector. Hans Christian Winkler, Head of Taskforce Economy and Human Rights, German Foreign Office, Berlin; Anosha Wahidi, Federal Ministry for Economic Cooperation and Development, Federal Republic of Germany; Roswitha Amels, First Secretary, Development Cooperation, German Embassy in Dhaka; and Tanuja Bhatarcharjee, Advisor, GIZ Dhaka, were also present on the occasion.

BGMEA President Md. Siddiqur Rahman is seen handing over cheques of group insurance to the nominees of the workers and employees of different ready-made garment factories who died during their service. BGMEA Vice President (Finance) Mohammed Nasir and Director Miran Ali were also present at the cheque handover program.





A delegation of Agence Française de Développement (AFD) held a meeting with BGMEA leaders, including BGMEA President Md. Siddiqur Rahman, to discuss how to enhance cooperation between Bangladesh and France for the further development of the RMG industry. BGMEA Senior Vice President Faruque Hassan, Vice President (Finance) Mohammed Nasir and Director Miran Ali were also present at the meeting.



BGMEA President Md. Siddiqur Rahman is seen at a press conference where he made the announcement of the first-ever inter-garments football tournament "BGMEA CUP 2016". Twelve renowned garment companies -- Ananta Garments Ltd, Apparel Industry Ltd, Bando Design Ltd, Comfit Composite Knit Ltd, Envoy Group, Epyllion Group, Interstoff Group, Rayon Tex Group, Sterling Group, Tamanna Apparel Group, Torque Fashions Ltd, & Versatile Group -- participated in the tournament organized by BGMEA. BGMEA Vice President (Finance) Mohammed Nasir, Vice President Ferdous Perves Bivon, Managing Director of LEO Entertainment Reazur Rahman Rohan and captains of all teams were present on the occasion.

BGMEA Vice President SM
Mannan (Kochi) attended
"New Generation Digital
Product Launching-2016"
program as a special guest. A
group of renowned
international companies
launched their products,
including security devices,
CCTV solutions, automated fire
detection and PA system in the
event.





Bangladesh Ambassador to Denmark H.E. Muhmmad A. Muhith paid a courtesy call on BGMEA President Md. Siddiqur Rahman. They discussed different issues related to the RMG industry of Bangladesh.



BGMEA President Md. Siddiqur Rahman is seen addressing a view exchange meeting at BGMEA conference room. Issues related to building and fire safety in the ready-made garment industry were discussed in the meeting where Honorable State Minister for Labour and Employment Md. Mujibul Haque, MP, Labour and Employment Secretary Mikail Shipar, BGMEA Vice President SM Mannan (Kochi), Vice President (Finance) Mohammed Nasir, and Vice President Mahmud Hasan Khan (Babu) were present.

BGMEA President Md. Siddiqur Rahman is seen welcoming President In-charge of SAARC Chamber of Commerce and Industry (SCCI) Suraj Vaidya to BGMEA. BGMEA Directors Md. Ashikur Rahman (Tuhin), Md. Atiqul Karim Khan, A.N.M. Saifuddin and FBCCI Director Shafquat Haider were also present on the occasion.





BGMEA President Md. Siddiqur Rahman, Vice President (Finance) Mohammed Nasir and Vice President Mahmud Hasan Khan (Babu), Chairman of Impress-Newtex Group Reaz Ahmed Khan and Director Nurul Islam are seen at the get-together program of Impress-Newtex Composite Textiles Ltd.



13th Dhaka International Textile & Garment Machinery Exhibition held The 13th Dhaka International Textile and Garment

The 13th Dhaka International Textile and Garment Machinery Exhibition (DTG 2016) was held at Bangabandhu International Convention Center.

Honorable State Minister for Textile and Jute Mirza Azam, MP attended the inaugural ceremony of the exhibition as chief guest while BGMEA President Md. Siddiqur Rahman and First Vice President of FBCCI and also former President of BGMEA Md. Shafiul Islam (Mohiuddin) were present as special guests.

Bangladesh Textile Mills Association (BTMA), Chan Chao International, and Yorkers Trade and Marketing Service jointly organized the event.

World-class leading brands from different countries and regions exhibited machinery in the expo covering all processes in whole textile and garment industry supply chain, including spinning, weaving, knitting, dyeing, printing, finishing, testing, washing, embroidery, sewing and other related equipment in the fair.



AKH Group launches ECO Apparels Ltd

AKH Group, one of the renowned business conglomerates of Bangladesh, has launched its green garment factory named 'AKH ECO Apparels Ltd' at Dhamrai.

Honorable Commerce Minister Tofail Ahmed, MP,



Bangladesh Int'l Green Summit-2016 ends

The International Innovation and Development Expo-2016, and Bangladesh International Green Summit-2016 ended at Bangabandhu International Conference Centre (BICC) in Dhaka. Honorable Housing and Public Works Minister Eng. Mosharraf Hossain, MP, attended the closing ceremony as chief guest while BGMEA Vice President (Finance) Mohammed Nasir was present as special guest.

Various companies from different countries, including Bangladesh, showcased generators, solar PV and irrigation pumps, fire safety and building construction equipment, LED lighting, heat control and air conditioning systems, eco-industrial products, green technology and services at the exhibition.

In his address BGMEA Vice President (Finance) Mohammed Nasir said that BGMEA has set a vision of reaching US\$50 billion in RMG exports by 2021 and is determined to pursue the goal sustainably.

He said: "Our RMG industry is moving towards sustainably. Already 26 RMG factories have achieved LEED certification from US Green Building Council (USGBC) for their environment-friendly practices and 100 more factories are in process of obtaining the green certification from USGBC."

He thanked Expo Net and 360 Solution for organizing such a unique expo in Bangladesh.

inaugurated the factory which is LEED certified by US Green Building Council (USGBC) for its eco-friendly measures.

BGMEA President Md. Siddiqur Rahman, Senior Vice President Faruque Hassan, Vice President (Finance) Mohammed Nasir, First Vice President of FBCCI and former President of BGMEA Shafiul Islam (Mohiuddin), and Chairman of AKH Group Delwar Hossain were present at the inaugural ceremony.

EU Ambassador and Head of Delegation to Bangladesh Pierre Mayaudon, US Ambassador Marcia Stephens Bloom Bernicat and German Ambassador Dr. Thomas Prinz were also present on the occasion.



MoU signed to strengthen family planning service in RMG sector

A tripartite Memorandum of Understanding (MoU) was signed among the Directorate General of Family Planning (DGFP), the Bangladesh Garment Manufacturers and Exporters Association (BGMEA) and the EngenderHealth Bangladesh (EHB) at BGMEA Conference Room.

The purpose of the MoU is to strengthen family planning service provision within the premises of garment factories. The specific objectives are to ensure DGFP family planning commodities and other applicable services available within the readymade garment factories and improve knowledge on family planning information and services among the garment workers.

Mohammed Nasir, Vice President (Finance), BGMEA; Mohammad Wahid Hossain ndc, Director General, Directorate General of Family Planning; Md. Atiqul Karim Khan, Director, BGMEA; Dr. Abu Jamil Faisel, Project Director, MH-II & Country Representative/ED, EHB, and high officials from DGFP, BGMEA, EHB and development partners were present in the event.



Training on essentials of occupational safety and health held

BGMEA in association with ILO organized a training on "Essentials of Occupational Safety and Health at BGMEA for mid-level officers of RMG factories to enhance their knowledge and skills in occupational safety and health. BGMEA Senior Vice President Faruque Hassan handed over certificates to the participants after completion of their training while BGMEA Director Md. Ashikur Rahman (Tuhin), among others, was present.



MoU signed to provide eye care to RMG workers in Ctg The BGMEA and the Lions Club International

The BGMEA and the Lions Club International District 315 B4, Bangladesh singed a Memorandum of Understanding (MoU) to provide eye care to around 50 thousand workers of garment factories in Chittagong.

BGMEA First Vice President Moinuddin Ahmed (Mintu) and Governor of Lions Club International District 315 B4, Bangladesh Lions Md. Mustak Ahmed inked the agreement on behalf of their respective organizations.

As per the MoU, the Lions Club International District 315 B4, Bangladesh will provide eye treatment, including medicine and surgery, to the garment workers at affordable rates under the project "Vision for Precision".

BGMEA Vice President Md. Ferdous, Directors A.M. Mahbub Chowdhury, Salim Rahman, Amzad Hossain Chowdhury, A.N.M. Saifuddin, Md. Shaif Ullah, and K. Mahabub Uddin (Jewel) and former First Vice President of BGMEA Nasir Uddin Chowdhury were also present on the occasion.



Training on International Factoring for Foreign Trade held

A training on 'International Factoring for Foreign Trade' was jointly organized by the International Chamber of Commerce (ICC) - Bangladesh and the Bangladesh Garment Manufacturers and Exporters Association (BGMEA) at the Apparel Club.

Senior Commerce Secretary Hedayetullah Al Mamoon,

ndc, attended the training session as chief guest, which was chaired by President of ICC-Bangladesh Mahbubur Rahman.

Addressing the training program as special guest BGMEA Vice President (Finance) Mohammed Nasir thanked ICC-Bangladesh for organizing the training session on such an important topic.

He said the training will enrich the knowledge and expertise of the participants in international factoring which is a modern payment method in the global trade. Chairman of the ICC Bangladesh Commission on Banking

Chairman of the ICC Bangladesh Commission on Banking Muhammad A (Rumee) Ali, and Director, Asia, Factor Chain International Lee Kheng Leong were also present at the program.



Bangladeshi factories going green fast: Canadian Envoy

Canadian High Commissioner Benoît-Pierre Laramée offered his country's green technology to Bangladesh as many domestic apparel exporters are adopting environment-friendly production in factories.

Several garment factories in Bangladesh have so far achieved the Leadership in Energy and Environmental Design (LEED) certificate from the US Green Building Council (USGBC), and the number is increasing, Laramée said. "Definitely, it is a remarkable development and this need to be encouraged."

The Canadian High Commissioner spoke at a seminar on "Greening RMG as CSR in Bangladesh" jointly organised by the Canadian High Commission in Dhaka and Bangladesh Garment Manufacturers and Exporters Association (BGMEA), at the association's office.

Regarding the improvement of safety in workplace, he said Bangladesh has made a significant progress over the past few years in the sector. "The sector, though, is at the turning point and many reforms have been done to improve safety, security and labour rights just to name a few."

BGMEA President Md. Siddiqur Rahman said that 26 LEED certified green garment factories are in operation in Bangladesh now. "More than 100 factories have already been registered by the USGBC for going green. We have five platinum rated green factories and two of the factories are the highest rated green factories in the whole world," he said

He also said BGMEA in collaboration with the International Finance Corporation has been running Partnership for Cleaner Textile project, which aims at saving water during production in factories. The

association is also working with German international development agency GIZ to improve efficiency of the factories in using water resources and reducing its impact on environment

He also said the garment makers have been working to achieve the target of exporting \$50 billion worth of apparel items by 2021, when the country will also celebrate its 50th anniversary of independence. Green garment factories will also help in achieving the target, he added.

Hedayetullah Al Mamoon, Senior Secretary to the Commerce Ministry, attened the seminar as the chief guest. BGMEA Senior Vice President Faruque Hasan concluded the seminar stressing the importance of greening approach as CSR in this industry.

BGMEA Vice President Fedous Perves Bivon, Chairman of AKH Group Delwar Hossain, Pro Vice Chancellor of BGMEA University of Fashion and Technology (BUFT) Prof. Dr. Engr. Ayub Nabi Khan, and Alastair Currie, Principal Mechanical Engineer and Philip Proctor, Managing Director of Reed Consulting Bangladesh Ltd. were the guest speakers in the seminar. Representatives from RMG sector and relevant stakeholders were also present in the seminar.

Asian University for Women opens door to RMG workers

A new scheme offers free degree courses at the Asian University for Women to improve the prospects for workers in Bangladesh's garment factories.

When Rubina Yeasmin was 13, her father died of a heart attack. Her mother scraped together the money to keep her in school but finances became increasingly tight. "My uncle said I must leave school and get married."

She grew up in Topshe village in Dinajpur district, in northern Bangladesh. According to a Unicef report published last year, 65 percent of girls in Bangladesh are married before the age of 18, and 29 percent before they are 15. For poor families, early marriage can ease financial pressure as it means one less mouth to feed. It can also negate the need for girls to be educated.

Yeasmin refused to marry and fought to be allowed to complete her education. Her family gave in and she stayed at school. On graduating, she moved to Dhaka, the capital, to work as a quality control inspector in one of the city's many garment factories.

Her employer, the Ananta Group, makes clothes for H&M, Gap and Next. Yeasmin worked overtime, boosting her earnings to about Tk 10,000 (£91) a month and sending money home so her younger brother, Murad, could go to school too.

She could not imagine her situation improving, until she was called to a meeting at the factory and learned of a scheme – the first of its kind – launched by the Asian University for Women (AUW) to provide free university education to women working in Bangladesh's garment factories.



Fastening the world with care

"A Global Brand Now"











NEO Zipper Co., Ltd.

38888

Global Corporate Head Quarter Dhaka (Bangladesh):

7/A, Squibb Road, Kathaldia, Borodewra, Tongi, Gazipur - 1711, Bangladesh Tel.: +88 02 9814952-4 info@neozipper.com

Bangladesh Regional Office Chittagong:

Nasirabad View, 4th Floor Holding # 1298/1459, 2 no. gate, Mosque Lane Jaman Road, East Nasirabad, Chittagong-4000 Bangladesh

Tel.: +88 031 2552778, E-mail: info@neozipper.com

NEO Hongkong Inc., Ltd.

14/F., Kam Fung Commercial Building Nos. 2-4 Tin Lok Lane, Wanchai, Hongkong. Tel: +852 2815 1238 neohk@neoziphk.com

Canada Representative Office:

northamerica@neozipper.com

Europe Representative Office (Netherlands): europe@neozipper.com

Korea Representative Office:

Tel.: +822 20270121, E-mail: korea@neozipper.com

www.neozipper.com

BANGLADESH'S RMG EXPORTS TO WORLD

FY 2014-15 & 2015-16

Value in Million US\$

Month	ALL COUNTRIES									
	Woven Year		Growth	Knit Year		Growth	Total (Woven+Knit)		Growth	
	2014/15	2015/16	Rate	2014/15	2015/16	Rate	2014/15	2015/16	Rate	
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	1063.80	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										
May										
June										
Total	9557.40	10765.76	12.64	9068.88	9674.32	6.68	18626.28	20440.09	9.74	

BANGLADESH'S RMG EXPORTS TO WORLD

FY 2013-14 & 2014-15

Value in Million US\$

Month	ALL COUNTRIES									
	Woven Year		Growth	Knit Year		Growth	Total (Woven+Knit)		Growth	
	2013/14	2014/15	Rate	2013/14	2014/15	Rate	2013/14	2014/15	Rate	
July	1262.38	1210.08	-4.14	1253.76	1307.90	4.32	2516.14	2517.98	0.07	
August	796.05	815.34	2.42	848.15	898.44	5.93	1644.20	1713.78	4.23	
September	985.26	937.29	-4.87	1058.29	1064.12	0.55	2043.55	2001.41	-2.06	
October	820.49	731.53	-10.84	862.01	787.96	-8.59	1682.50	1519.49	-9.69	
November	889.35	999.23	12.36	877.61	939.36	7.04	1766.96	1938.59	9.71	
December	1229.98	1269.23	3.19	1048.87	1063.8	1.42	2278.85	2333.03	2.38	
January	1195.20	1303.77	9.08	1045.83	1116.10	6.72	2241.03	2419.87	7.98	
February	1049.64	1146.72	9.25	915.76	960.62	4.90	1965.40	2107.34	7.22	
March	993.37	1144.21	15.18	920.69	930.58	1.07	1914.06	2074.79	8.40	
April	944.95	1000.54	5.88	972.38	938.94	-3.44	1917.33	1939.48	1.16	
May	1092.26	1199.27	9.80	1115.72	1159.71	3.94	2207.98	2358.98	6.84	
June	1183.14	1307.40	10.50	1130.74	1259.26	11.37	2313.88	2566.66	10.92	
Total:	12442.07	13064.61	5.00	12049.81	12426.79	3.13	24491.88	25491.40	4.08	

Source: EPB

Make superior knitted cotton without adding extra steps to your process

Biopolishing is a widely accepted method to obtain high quality. The patented CombiPolish® solution from Novozymes is the fastest, gentlest and most sustainable way to do biopolishing and bleach clean-up directly in the dye bath without any extra water or time consumption.

Novozymes' pH neutral enzymes are specifically developed for use in the dye bath and work better than any other cellulases in the market in terms of reproducible results and even dyeing.

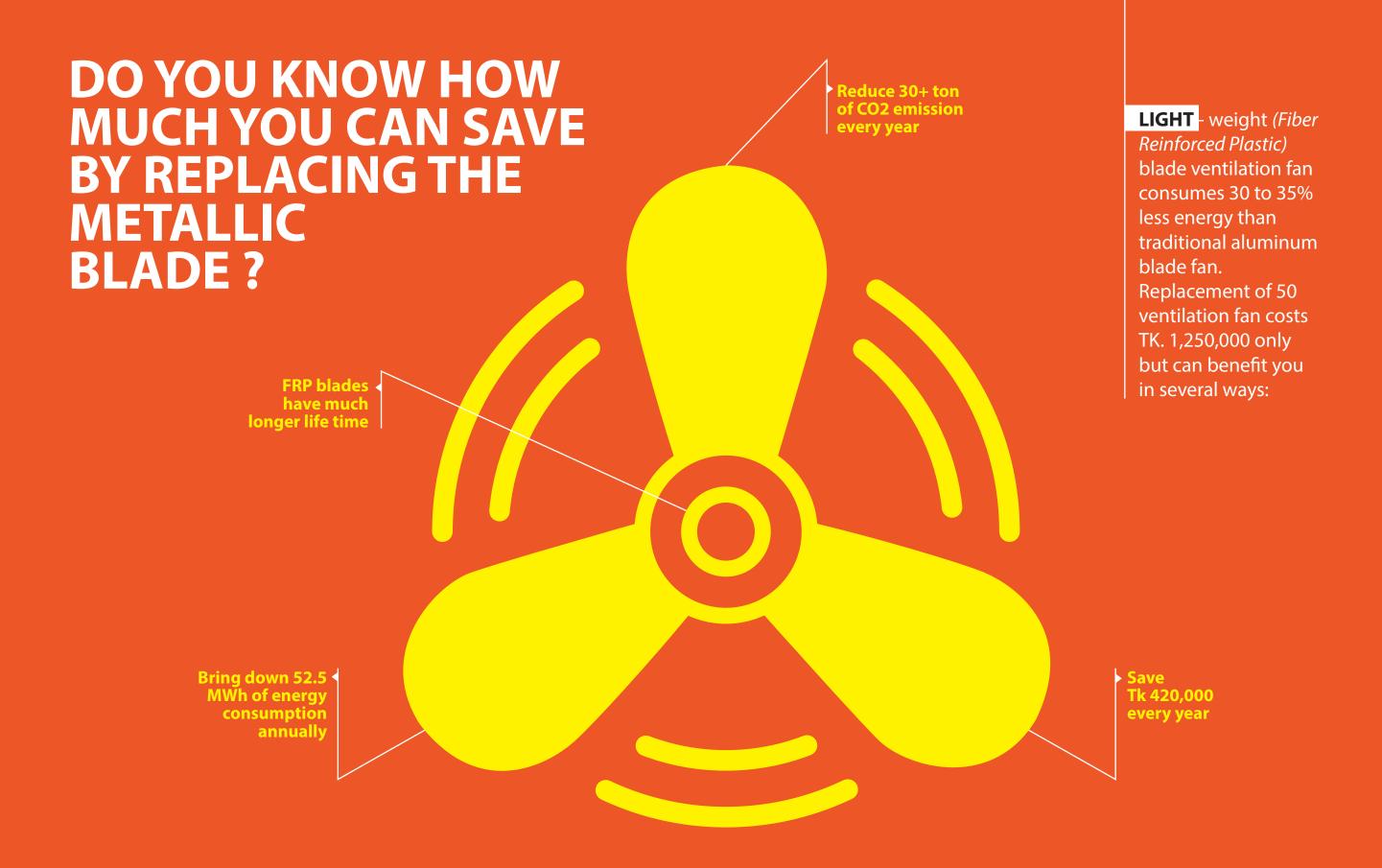
Our solution combines 3 process steps in 1, and reduces weight and strength loss considerably, compared to conventional acid biopolishing.

The CombiPolish® process has won 2 of the most prestigious textile innovation awards.

Call Novozymes' Indian branch office at +91 80 30593500 or visit www.novozymes.com/textile to be directed to our partner in your area.

Rethink Tomorrow

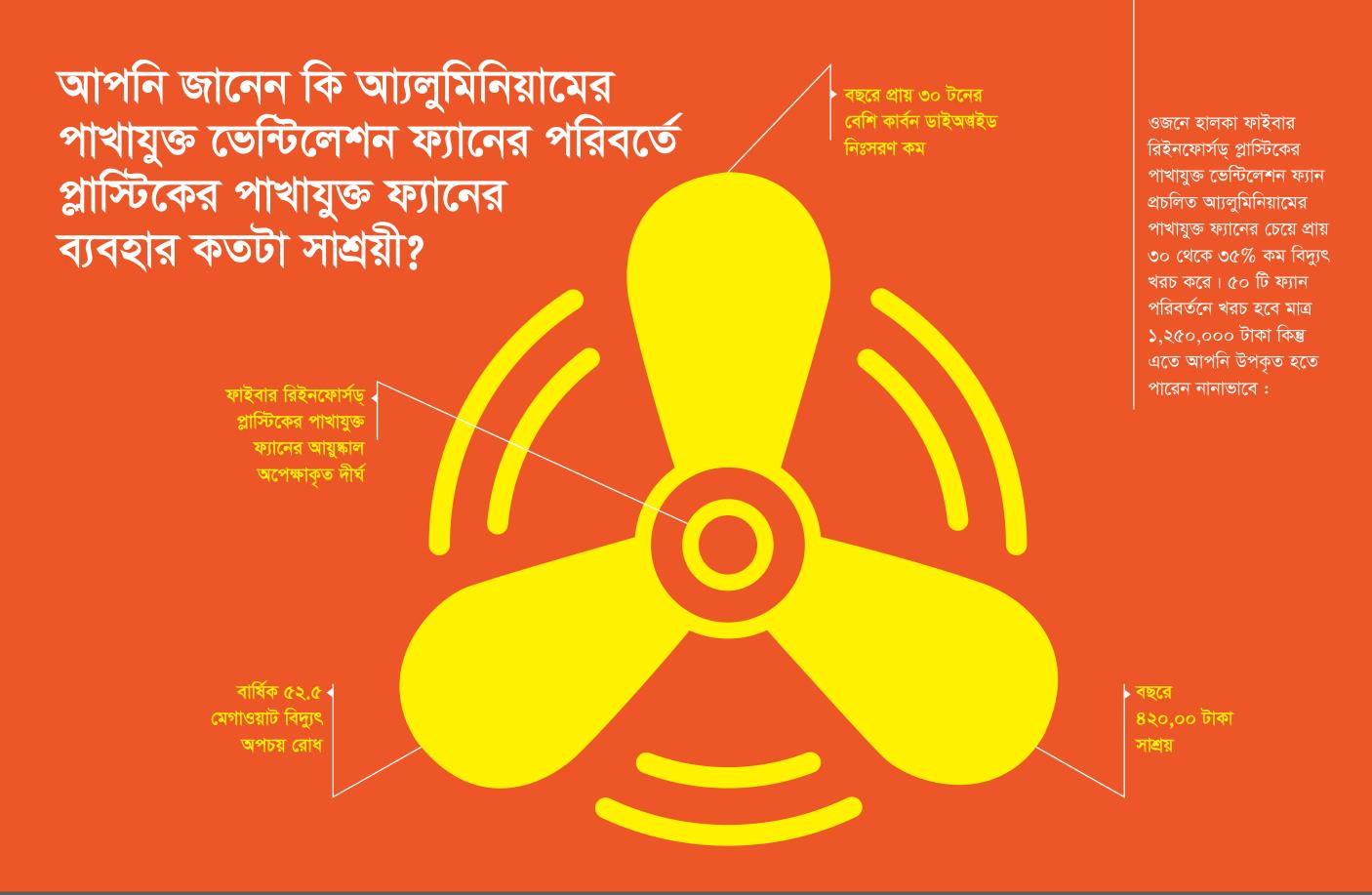
novozymes



A SIMPLE INITIATIVE OF UP-GRADATION OF VENTILATION SYSTEM CAN REDUCE YOUR **OPERATION COST, SAVE ENERGY AND ENVIRONMENT.**





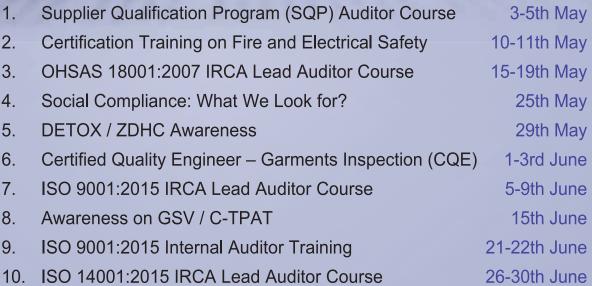


একটি ছোট পদক্ষেপ আপনার কারখানার উৎপাদন খরচ কমানো ও জ্বালানী সাশ্রয়ের পাশাপাশি পরিবেশ রক্ষায় ভূমিকা রাখবে।











Other Training Programs

- Fiber Regulation Labeling & Care Label
- Tools and Techniques to Improve Productivity
- Time & Stress Management
- Leadership and People Management
- How to be Efficient through your Smart Phone
- Problem Solving Methodologies
- Techniques for Production Management and Control
- Chemical Management Training (RSL)
- CPI Certified Trained CSR Auditor
- Safety, Health & Hygiene, Work Ergonomics and **5S for Productivity**

For Registration Please Call: +88 01714143489











INTERTEK HOUSE BANGLADESH

Phoenix Tower, 2nd & 3rd Floor 407, Tejgaon I/A, Dhaka Hunting +8809666776669 www.intertek.com

> For Business Queries: Dr. Karthik N.D **Country Managing Director** Intertek Bangladesh

Email: karthik.nd@intertek.com iacademy.bgd@intertek.com



The Premium & The Largest Private Airline Connecting Every Corner of Bangladesh

FLY @AFFORDABLE FARE

TO CHECK SEAT AVAILABILITY & FARE CALL 01755656656-72 OR 13603
Buy Online - www.flynovoair.com





Enjoy

CHITTAGONG

Explore

SAIDPUR

Weekly 42 flights
Fare starts (a) 3700

Weekly 14 flights
Fare starts (a) 2900