

**A Thesis Submitted in Partial Fulfillment of the Requirements of the Degree of
Sustainable Development Management M.A program**

**“RMG as TVET for women empowerment in Bangladesh and Sustainable textile
benefits of German textile sourcing companies”**

Supervised by:

Prof. Dr. Tatiana Zimenkova

And

Prof. Dr. Thomas Pitz

Academic Instructor

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By:

Anjum Ashraf

Matrikel-Nr: 16356

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Dedicated to

“Dedicated to all working women who are directly or indirectly contributing in the textile and clothing industry of Bangladesh. Respect to those mothers who are contributing to the building of the nation by their hard work in the textile business, despite all odds and hardship.”

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Anjum Ashraf
Id: 16356
Sustainable Development Management M.A
Rhein-Waal University of Applied Science
Mail: anjum-ashraf.mahin@hsrw.org
mahinanjumashraf@yahoo.com

(II)

Abstract

The focus of the research project is the current development of the Garments as the education sector especially in the Technical Vocational Education Training program to meet the private sector needs and women empowerment. In the rural area of Bangladesh, a large number of women spends free time or during their unemployed time, especially in the monsoon season, and most of the time they make of handcrafts products during this unemployed season. The research goal is that if they were given proper training regarding the garments sector and with microfinance if they get a swing matching then they can be self-employed and can easily get jobs in the garments industries as a trained worker. This process surely going to reduce the unemployment rate in a significant level and will help to improve the GDP of Bangladesh. The German textile sourcing companies who also import textile products from Bangladesh will be going to be benefited by corporate social responsibility investment on RMG textile training to the women empowerment in Bangladesh. In this way, they will get less expensive products in the long run and sustainable textile in the long run. The thesis designed based on previous experience of the development stakeholders to maximize their current efficiency by creating a partnership and focusing more goal-oriented approach to achieve the goal of Government of Bangladesh. The proposal of the thesis to focus on three particular sectors like technical vocational education training and sustainable textile which has also the priority of the Government of Bangladesh to achieve the goal in the RMG textile sector.

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List of Abbreviations

BGMEA	-	Bangladesh Garment Manufacturers and Exporters Association.
BBS	-	Bangladesh Bureau of Statistics.
BGTTC	-	Bangladesh- German Technical Training Centre
CSR	-	Corporate social responsibility.
EPB	-	Export Promotion Bureau (Bangladesh).
BD	-	Bangladesh.
Tk./BDT	-	Taka. (Bangladesh Currency)
EPZs	-	Export Processing Zones.
BEPZA	-	Bangladesh Export Processing Zone Authority.
ILO	-	International Labor Organization.
UN	-	United Nations.
EU	-	European Union.
GIZ	-	German Society for International Cooperation (DeutscheGesellschaft für Internationale Zusammenarbeit).
GoB	-	Government of Bangladesh
RMG	-	Readymade Garments.
SME -	-	Small Medium Entrepreneur

**Ready-Made Garments as Technical Vocational Educational Training for Women
Empowerment in Bangladesh And Sustainable Textile Benefits of German Textile Sourcing
companies**

Introduction

As described Bangladesh was always the center for textile development and sourcing place for the world after China. The second-largest retail and garments manufacturer Bangladesh has the highest number of female workers in this sector. Most of the population in Bangladesh live in rural area and the communication and education infrastructure is not enough which caused people to concentrate on agriculture-based work which is the common scenario of most of the underdeveloped countries. “Bangladesh is the world's second-largest apparel exporter of western fast fashion brands. Sixty percent of the export contracts of western brands are with European buyers and about forty percent with American buyers.”(Paul & Quadir, 4thMay, 2013).The overcome the obstacles the research projects aims to prepare and empower the TVET graduates fostering their entrepreneurship along with management skill which will provide them access to economic opportunity in the private sector as well public sector which is plan of BD to build a knowledge-based economy. The project design will be focusing on the employability of the female graduates and provide skill development to the teachers for the proposed RMG based TVET schools so that the graduates can produce sustainable textiles. These TVET schools will keep notice on changing market demand and need in the country. On the other hand, the German textile sourcing companies will be benefited in the long run as an investor in the RMG based TVET program, which will provide them less expensive and sustainable textile products which is the current focus of the German government. Previously there was a project named nari which was supported by the World Bank which was the first of its kind in South Asia, this project was

provided training housing counseling and job placement to garments factory to poor and vulnerable women mostly from the remote areas of the country. The project proved successful after implementation which will be discussed later. The research will be going to focus on three major strategies are as follows:

- The New TVET schools not only contribute to the local economy but also increase manpower for the foreign large organizations that also contributing to foreign direct and indirect investment to Bangladesh's economy.
- Build a trade-off among short term, medium term, small scale impact, and a long - term large scale approach based on public-private partnership.
- Currently, a significant amount of TVET schools are present in Dhaka so new Textile based TVET schools will focus on competency-based training to recruit new students as well as the efficiency of teachers.



Figure 1. Ancient women involved in making cloths

Source: Wikipedia (https://en.wikipedia.org/wiki/History_of_clothing_and_textiles)

Chapter 1

Background

Empowerment is energy, rights, consequences, impact, and ownership that is much familiar with the powerlessness difficult situation. Almost all over the world such as in different companies, operating agencies, events, people, events, or sports groups, classifying kingdom, countries, or gender, it is afar using to achieve their aims and to attain success.

We can define the word empowerment as “the way of promoting an institution’s or the character’s ability to have purposive selections and to change those choices into preferable consequences and movements”(RUTH ALSOP, 2006).

A nation’s backbone is education. Like men, women should also be highly educated and skilled. Today, girls are more likely to be involved in getting higher education so they will achieve more success and possibilities to have higher working positions in the garment industries. A survey (Asian Center for Development- ACD, 2014) was conducted in 2014 to estimate the workers’ educational status, according to which 82.81% of workers can read a letter in Bengali while the 74.17% of workers can write in Bengali.

Aim and Objectives

In this research, the main objective is to TVET training and sustainable production practice for textile and clothing business and how Bangladesh can be benefited through the reduction of unemployment and on the other hand as an importer country Germany can be benefited through encouraging sustainable production practice by investing on the TVET program. The major research objective based on the two countries as given below.



Figure 2. Women in the training centers, February 7, 2017

Source: worldbank.org (<https://www.worldbank.org/en/news/feature/2017/02/07/in-bangladesh-empowering-and-employing-women-in-the-garments-sector>)

In Bangladesh

- Reduce women's unemployment in rural areas. Especially the women who are unemployed seasonally and women's lack of any kind of education.
- Identify the TVET situation for women's development.
- Identify the barriers and the solution for the TVET program.
- How to increase the sustainable production process.
- How to improve the TVET program and relate them to sustainable production.
- Data analysis through SPASS and graphical representation of the factor for women development though educated women who are working as an official and the direct working women who are contributing to the garments manufacturing process.

In Germany

- How Germany companies can be benefited through investing in the TVET program.
- Research on the German importer companies and their sustainable production practice.
- Encourage sustainable production practice through the use of scarce resources, as currently the garment manufacturing process is not sustainable enough nowadays and produces lots of environmental pollutions.
- After analyzing the data collected through fields and how to improve the situation.

Problem Statement

It is a worldwide issue and debates on the political rights of women at the vanguard of several casual and formal campaigns internationally. In the 20th century, women struggle or fight for their social and political rights at many points such as schooling, vote right, political class repute, and selves-manipulation. “People concentrate to put the women on lower qualification, lower salary jobs and only some manage to attain managerial positions, although the trends are enhancing” (Chauhan, 2016). Due to the lacking independence rights women performs a little advancement to reach the women's empowerment, which seems to be in South Asia. Traditionally, Man is dominating over the women from the start of the societies. In South Asia, the main point is to particularly target the opportunities and in preference to being on political power. “The elimination of cruel and repressive behavior with the women and the concept of gender differentiation and men’s domination was centered issues such as dowry needs

and wife-beating that need to be controlled for the success and empowerment of women”(Batliwala, 1994).

Females must be aware of women Empowerment with the broad view of having long-lasting effects of development awareness before social discrimination of gender, which lowers the females in their circle of class, relatives, caste, society, or faith that can be modified. In South Asia, there are three investigation methods of women empowerment that are as an economic power, proper identity declaration, and progress.

As compared to other leading countries the German women are more developed, powerful, dominant, and confident. From lower to higher sectors all where such as home, organization, organization, fashion, education, the national parliament, ministry, sports, and national defense women are Role models and incredible for the other women of the world. “At current, the German women are at a more leading position and affecting the labor market along with equal policy” (Batliwala, 1994).

Sustainable Production Practices

The sustainable development in the services and the manufacturing of the products has attracted the various practitioner commercial enterprises and several research initiatives and files linked to them were published. Particularly, the practices and theory of sustainability into production becoming a big problem in the improvement of stable business (Kopnina, 2017). “Several worldwide corporations have attained the opportunity to enforce sustainability in competitive positioning product great and consumer relationship” (Francisco Székely, 2005), supply chains management and environmental management(Kleindorfer and Saad, 2005), action and strategic plan and expansion and continuous growth (Gunasekaran and Spalanzani, 2012).

Research Significance

The readymade garments play a vital role in economic growth and recognized as the highest export contributor (2018- 2019, 84.21 % from the total export) and helped to reduce the unemployment and significant level special for the women. After the birth as a nation after 1971, the country was faced an economic downturn. Rebuilding the country after the war was the biggest challenge with limited resources which Bangladesh overcome by the textile industry as the world's second-largest RMG exporter. According to the Export Promotion Bureau, Compiled by BGMEA, the garments factories earned 34133.27 million US dollars, the fiscal year 2018-2019. So sustainable production practice is very much needed as readymade garment producer country and Germany companies are one of the highest buyers in from Bangladesh. This research will try to find out how sustainable production practices can be beneficial for both the producing country and the importer country. This research also will try to find out how the country can be beneficial though by providing the necessary training to the rural women which will be going to help both the parties.

Table 1. Export Promotion Bureau, Compiled by Bangladesh Garment Manufacturers and Exporters Association.

Source: BGMA (<https://www.bgmea.com.bd/home/pages/TradeInformation>)

YEAR	EXPORT OF RMG (IN MILLION US\$)	TOTAL EXPORT OF BANGLADESH (IN MILLION US\$)	% OF RMG'S TO TOTAL EXPORT
2013-14	24491.88	30186.62	81.13
2014-15	25491.40	31208.94	81.68
2015-16	28094.16	34257.18	82.01
2016-17	28149.84	34655.90	81.23
2017-18	30614.76	36668.17	83.49
2018-19	34133.27	40535.04	84.21

Chapter 2: Literature review and Conceptual Framework

A frequent problem with these institutions related to TVET programs is lack of accuracy and simplicity, insufficient financial and human resources, and uncertain organizational tasks which are overlapping with each other sometimes. These divisions of institutions allow the formation of several situations of difficult scenarios and create a high chance of failure. Also one of the biggest difficulty is the appoint key positions in TVET oriented institutions doesn't promise their full freedom from the political pressure or outer effects.

Bangladesh had these TVET schools from the past and still growing. For sectoral and institutional context after analyzing the problem, the new RMG based TVET project can take following undergoing strategy.

In line with the current strategy for education and the WB's Bangladesh Country Partnership strategy, the research project will foster the effort to connect the possible of the local private sector in promoting market-focused education and create a knowledge-based economy. set free the perspective of the growing labor force through skills development.

Support accountable governance was undertaken by Bangladesh Government and German textile sourcing companies, to foster responsibility and addition in decision-making processes.

“In 2012 the textile industry accounted for 45% of all industrial employment in the country yet only contributed 5% of Bangladesh's total national income”(Keane & te Velde, 7 May 2008) When analyzed the pre-project situation in women empowerment TVET school and its stakeholders, it was found that despite the past expertise in the field, female TVET graduates were not successful cause they didn't have a focus on market demand and the local need of the

small-medium companies. In the institutions the trainers don't have proper knowledge of the job market as the result the TVET graduates don't have proper guidance despite so many facilities available for them. This just a gap between knowledge and practical field.

After studying the above story, several question marks strike the reader's mind. The direct question comes out " how TVET to women will increase textile and clothing business and CSR benefit for German RMG companies?" The simple answer is it will going to create corporate social responsibility investment on RMG textile training to the women empowerment in Bangladesh. In this way, German companies will get a less expensive product in the long run and tax reduction from the government for social welfare. Bangladesh's government as a national body likewise has the arrangement to coordinate systems and plans have nations to incorporate SDGs into their national designs.

Ideal villager women, female students currently studying in TVETs, and new women entrepreneurs are the target groups of this thesis. This research will work for making the female TVETs syllabus more helpful by updating it from time to time according to the textile-based market necessity. Students will be informed about the new syllabus and their market necessity. This will smooth their pathway during employment. From valuable trainers, students will be trained better. Through the practical training curriculum, the students will get the chance to relate with the SMEs, gather experience by working with them.

For the research, the target group will be youth between the age of 18 - 50 years old in Bangladeshi rural areas for TVET education with a spotlight on women as potential future students. The objective of the research is to raise liable authority care and these public agencies are categorized as the research target group as they are measured as a necessary resource. Still,

there are so many relevant actors and government stakeholders in the TVET sectors that are the criteria for selecting the first target group as is based on their decision-making function.

Empowerment theory

The process of being empowered from unpowered is called empowerment. Women empowerment theories emphasized two perspectives. The first one stresses on the free choice of individual and individual capacities. This one is individualistic. On the contrary, the second one is collectivistic. It discusses collective growth adherence to collective norms and collective behavior.

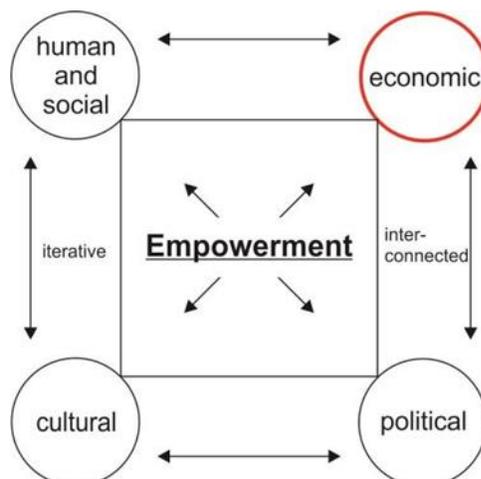


Figure 3. Dimensions of Empowerment
Empowerment of Rural Women in Bangladesh.

Source: Eck, Ramon, P 12, (2014). Economic

Figure 3 shows the dimension of empowerment, specifically cultural, political, human & social, and economic empowerment. These are linked to each other and iterative. Almost all the researchers opined unanimously that the dimensions of empowerment in the society are interconnected to each other. They are iterative too. For example, if the private sphere gets progress then the public sphere also gets elevated. Development in the education sector does not

turn to greater employment scope; domestic violence keeps the women away from engaging in the political sector and women's household works keep them out of employment outside.

Empowerment can be defined as capacity building through relationships in society. It also contributes to holding the status quo and social change. Unlike properties, this can be managed, gained, or destroyed. This single concept can do many things within all dimensions mentioned above (Eyben et al, 2008).

Achieving empowerment is associated with treating the causes of disempowerment and dealing with disadvantage. As it is responsible for shaping opportunities, choices, and interests. There is numerous opinion about power and its operation. It leads to many explanations of the issue. The effect of gender theory on the empowerment concept makes it clear yet it should be considered that where it is being applied (Luttrell et al, 2009).

The involvement of women in TVET is based on the concept of empowering women for individual growth. Yet these involvements are executed in a more collectivistic culture. It is therefore critical to eradicating prejudice to the culture. It also encourages understanding empowerment benefits in the various context of the culture. A study was carried out to see the women empowerment at different dimensions like personal, relational (for family, spouse, and community) and societal empowerment. This study shows how TVET reacts in the mentioned dimensions. SMEs play a pivotal role in poverty reduction and empowering women. The key concept is known as neoliberal ideology. It has been criticized for oppression by encompassing (white) men's rights to women. It also neglects local practices and knowledge. Another theory that explains well about women empowerment is ecological system theory. People do not live in isolation. Their behavior highly influenced by the environment. This theory explains well about

the personal relational and societal empowerment of women. The theoretical concept of cliometric also very important to understand women's empowerment. It portrays that female empowerment compels to take off economic growth and it is a prime factor for demographic transition.

The patriarchy and women empowerment

The concept of patriarchy is critical to understand. It is a system wherein society, men hold political leadership and primary power. Men also dominate in roles of, social privilege control of property and moral authority in a patriarchal society. Two types of concepts evolve in this field. Radical feminists consider patriarchy as the cause of oppression. On the other hand, Marxist feminists define patriarchy as the reason for being oppressed due to the economic system. It is considered that women could never actually establish them under the domination of men. In Bangladesh, The number of men exceeds women according to the latest census. Women are treated according to their religious beliefs in Bangladesh. Men occupy societal heights in rural areas. Though the scenario is a bit different in urban areas.

Women's opinions are always taken reluctantly in this patriarchal society. Women's political and social identity is determined by the position of her father and husband. This long-suffering practice controls the decision making not only at home but also in the community.

The patriarchy obstructs women's rights in Bangladesh though the constitution of Bangladesh declared the position of men and women equally. According to statistics, 60% of women in Bangladesh have suffered from gender-based violence. It is also reported that victims never asked for even help. In this patriarchal society, it makes them consider that it is the god's will to suffer the violence.

In Bangladesh, it seems to be problematic at the National Policy level. Mainstreaming gender is a challenge for this country. This is urgently required for readymade garments and the civil sector of Bangladesh. It is a matter of hope that Bangladesh is in the race of Executing SDG-5 which is achieving gender equality. It also aims to empower women by 2030. The government and its affiliated organizations have already this agenda for the eighth five-year plan.

Chapter 3: Scientific theory implication of innovation management

Scientific theory implication for sustainable production

After going through the whole research, some existing concepts need to be looked into for understanding this situation. What happened and how to get success just by investing in the TVET program to get a sustainable production process and also the reduction of unemployment. For this purpose, the concepts of innovation management thought to be relevant to this particular research are as follow:

1. Disruptive Innovation.

2. Innovation Strategies.

The Disruptive Innovation

This concept was introduced by Christensen in 1999 that highlighted the introduction of attributes to the market place which is substantially different than what customers have traditionally valued.

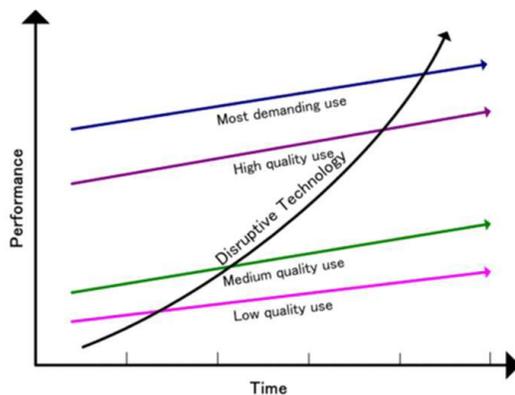


Figure 4. Effect of disruptive technology in sustainable production

source: Wikipedia (https://en.wikipedia.org/wiki/Disruptive_innovation)

“It speaks that the market leaders should be continuously innovating to maintain the position in the market, and most market-leading organizations fail to stay at the top because they do not consider the emerging disruptive technology”(Trott, 2012, p. 139).

This concept, as we can see in the above graph, shows that a disruptive technology shoots all of a sudden like in this case sustainable production process through TVET to the unqualified women’s in the rural areas they will become employed and productive. This concept identifies two major changes that disruptive innovation can create:

1. The technology is disruptive.
2. The use is disruptive.

The first one tells us that new technology can create better opportunities than the existing technology like the savings of textile production resources and more sustainable production concerning future generations. From the industrial revaluation, the production process of goods and services has improved every frame of time due to technological innovations and improvements.

The second major change caused by disruptive innovation is the introduction of a new technological concept which can lead to the creation of new services not existing before.

Innovative Strategy

There are major four broad innovation strategies commonly related to the technology-intensive industries which were highlighted by Freeman in 1982 and then by Maidique and Patch in 1988. ” This is not a collective set of strategies but a mere classification of split into achieving their market position and strategies suitable to them”(Trott, 2012, pp. 216-217). There are two innovation strategy applies to this research. These are respectively, Leader/offensive and Fast follower/defensive.

The first strategy states that an innovator for example china has to continually work on textile infrastructure like Technical and Vocational School enhancement in the rural areas of China which helped to significantly to become the industrial leading country of the world. In the beginning, China was focused on agricultural development and later the government implemented TVET schools for youth empowerment in all the states which helped them significantly to become later the largest exporter of the world. Currently, China has the first position for exporting textile products in the world and the question strikes on readers' minds that

how they have achieved this position and answer is simply following the strategy for implementing textile training TVET schools.

An appropriate number of TVET schools lead trained employees and entrepreneurs who later were successful to understand the needs of the garment buyer from western countries.

The second strategy which Bangladesh will be going to follow as fast followers defensive and follow the path of China as a leader and Bangladesh as a follower. Bangladesh can gain the same advantage as China by implementing TVET schools in this case focused on rural areas with unskilled women who later can become skilled employees or entrepreneurs who later can contribute to the sustainable production practice. The country can successful by adopting the innovation management strategy in the case of the textile production process which indicates the implication for innovation management theory will be successful in this project.

Chapter 4: Condition of working women in Bangladesh: Findings the statistical impact on the indicators

Working women are more secure, self-confident, economically independent, and well recognized in families in Bangladesh. They are not considered a burden in their family. Women contributed equally to the success of Bangladesh. In the liberation war, women fought beside men. Women are putting the best of their ability in every professional arena. Certainly, this inspiration acts as a driving force for the women that subsequently strengthen the economy of Bangladesh. Until today the participation of women in the working sector is less than the men in all divisions of income. According to a survey of “The World Bank” workforce ratio of female to male is 53.16% in 2016. This ratio will cross the male contribution as it exceeds half of the male labor force by now. This survey also shows the highest female participants are from low-income

classes. It is about 86.6% which is close to male participation. They also observe visible participation is also in middle and high income respectively 77.1% and 63.4%.

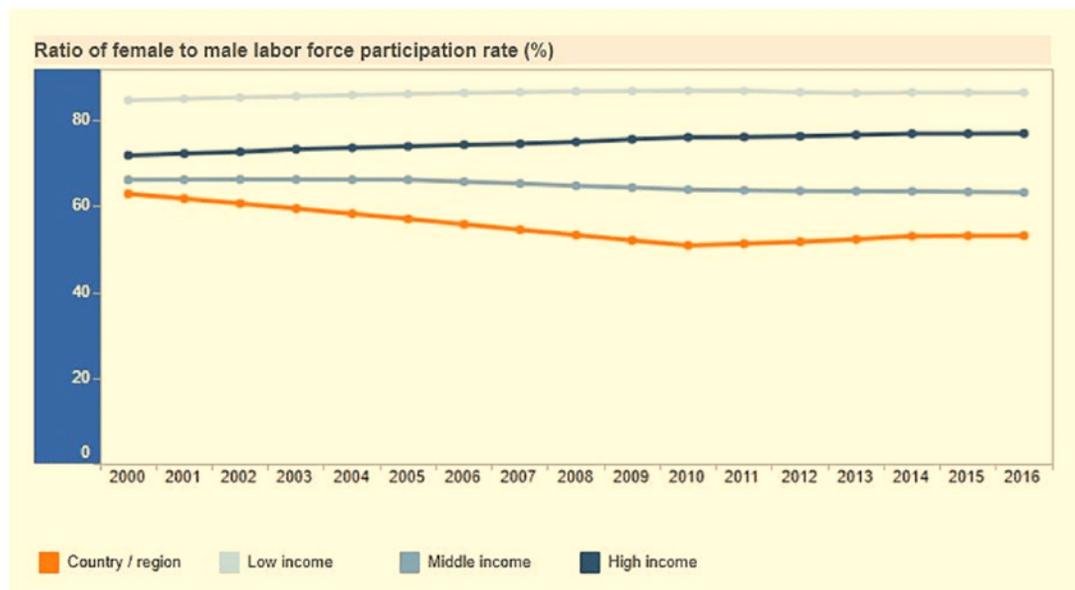


Figure 5. Women to men workforce ratio

Source: The World Bank
 (<https://data.worldbank.org/indicator/SL.TLF.CACT.FM.NE.ZS?end=2018&locations=IN-BD&start=1971>)

Age and sex-wise female participation

There are few factors which influence the women's contribution in Bangladesh like working conditions, working opportunities, wages, time schedules, job pattern, environmental issues, educational background, and working safety. Women also prove themselves to be more sincere, productive, humble, and hardworking in the workplace.

The lower-income percentage is higher in respect of others according to gender and age (>15). The ratio of higher and middle income of the female workforce is above and below is about 50%. It has also amplified the rate of unemployment for more than a decade, from 2000 to 2016. The rate of unemployment in the year of 2000 and 2016 are respectively about 3.3% and 4.7%. the percentage of the workforce aged 15 years is 43% from women whereas the male percentage is 81%. Although the legal age limit starts at 18 years in Bangladesh, financial insolvency compels them to violate the existing law of the country.

The status of the female workforce

The female workforce gradually reduced instead of increment from 1990 to 2016. In the late '90s workforce was 40% whereas the percentage reduced to 34.5% in 2016. Many issues lie behind female unemployment. The key factors are changes in job patterns, utilization of automatic machines, gender discrimination, and lack of training, low wages for women, increment of the population in the last 16 years, rearing of children, and caring for family, transportation, new laws and rules, and environment. Until today, it restricts women from working outside in many rural areas. It also deprives them of making decisions and education. The government and non-government organization workers are striving to develop women's rights. They are also trying to uplift women's contribution in male-dominated arenas. It showed some changes in affected areas due to current awareness, observation, understanding, and helping attitude. Women are much concerned than ever before despite having so many obstacles

in their path. A working woman is much more efficient in handling her family and herself at the same time.

Female engagement in primary occupations

Table 2. The female portion in employment by primary occupation (in 1,000).

Source: Bangladesh Bureau of Statistics

Female share in employment by major occupation (in thousand)									
Occupation	Female share (%)			Both sex			Female		
	Rural	Urban	Total	Rural	Urban	Total	Rural	Urban	Total
Other Occupations	4.7	3.1	4.0	88	61	149	4	2	6
Managers	9.7	12.2	11.4	347	749	1096	34	91	125
Professionals	28.3	39.5	32.5	1571	1374	2945	445	543	988
Technicians and Associate Professionals	13.4	13.8	13.6	576	574	1150	77	79	157
Clerical Support Workers	11.3	16.1	13.8	422	453	876	48	73	121
Service and Sales Workers	6.0	8.6	7.1	5477	3790	9266	330	325	655
Skilled Agricultural, Forestry and Fisheries	46.2	45.6	46.1	17903	1642	19545	8271	749	9020
Craft and Related Trades Workers	24.2	32.9	27.6	5935	3692	9627	1438	1216	2654
Plant and Machine Operators, and Assemblers	9.3	20.5	13.7	2728	1764	4492	255	362	617
Elementary Occupations	30.6	40.7	33.0	7955	2430	10385	2437	990	3427
Total	31.0	26.8	29.8	43001	16529	59530	13339	4430	17769

From Table 2, female employment is about 29.8% of the total figure. This is according to the age of 15 and above in the year 2015-16 in Bangladesh. Rural and urban participation is, respectively, 31% and 26.8%. A major portion of women takes part in skilled agricultural, fisheries, and forestry about 46.1%. It is the lowest figure in management about 11.4%. in the professional and elementary occupation category, the employment of women is respectively 32.5% and 33%. It is the third and second position category of the maximum share of women employed in primary occupations.

Table 3. Female participation in high-status employment (in 1,000)

Source: Bangladesh Bureau of Statistics

Major group	Agriculture	Industry	Service	Total
Male				
Chief executives, Senior officials, Legislator	3	71	99	172
Administrative and Commercial Managers	1	124	176	301
Total	5	194	274	473
Female				
Chief executives, Senior officials, Legislator	1	4	22	27
Administrative and Commercial Managers	1	9	25	34
Total	2	13	46	61
Both Sex				
Chief executives, Senior officials, Legislator	4	75	120	200
Administrative and Commercial Managers	2	132	200	335
Total	7	207	321	535
Female Share %				
Chief executives, Senior officials, Legislator	23.3	5.9	18.0	13.6
Administrative and Commercial Managers	36.9	6.4	12.3	10.1
Total	28.0	6.3	14.4	11.4

According to the Bangladesh Standard Classification of Occupation (BSCO), the percentage of a female in total employment Participation of women in mid-level and senior management is comparatively very low. The ratio of women who took part in decision-making and management roles in institutions about enterprise or for the government are maximum involved in category number 11 is legislators and senior officials and category 12 is corporate managers. It also found that about 11.4% of women were involved in the high-status employment of Occupations According to high-status occupations. It is again about 10.1% portion of working women were in commercial managers and administrative sectors. About 13.6% of total working women are senior officials, chief executives, and legislators.

Female engagement in wage employment

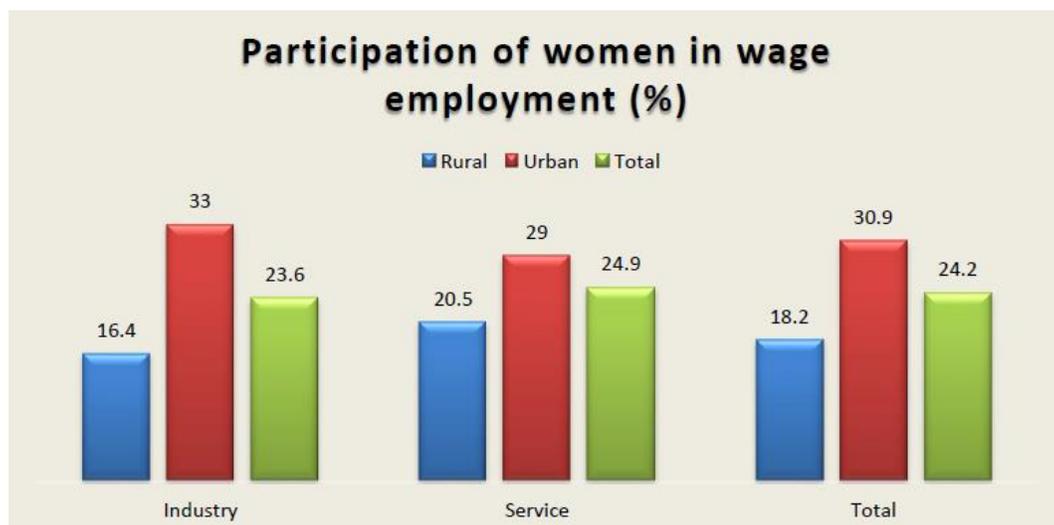


Figure 8. Wage Employment (%) Status of Women in 2015-16

Source: Bangladesh Bureau of Statistics (BBS)- Labor Force Statistics 2015-16

The improvement of gender equality is measured by women's involvement in wage employment (aged 15 and older) in the non-agriculture division. It is a distinct means of measurement about „Labor Force Statistics“ according to the survey of Bangladesh Bureau of Statistics. The measured engagement in paid and wage service (apart from the agriculture sector) in 2015-16 was about 24.2%. It was for urban areas and rural areas are respectively 30.9% and 18.2%. The non-agriculture division shows all economic activities like construction work, manufacturing of goods, and industrial activities. Communications, finance, business, real estate, retail, and wholesale are included in the service sector.

Women employment and salary structure

Because of the salary structure, the average monthly income varies. They pay women from all categories according to their position, experience, and performance from managers to

probation workers. Almost, ten categories are structured for month-to-month payment in all working sectors. It calculates transactions using Bangladeshi currency. On average monthly income was Tk.12897 in 2015-16. Adult males earned Tk. 13127 per month that was marginally higher than the women's earnings of Tk. 12072. The income of managers and other professionals are respectively Tk. 26966 and Tk. 21187 in city areas. The difference between the income of male and female employees varies in some occupations like skilled Agricultural, Fisheries, Forestry, and probation employment. The average monthly income of employees in rural areas (Tk. 11527) was lower than in urban areas (Tk. 15066).

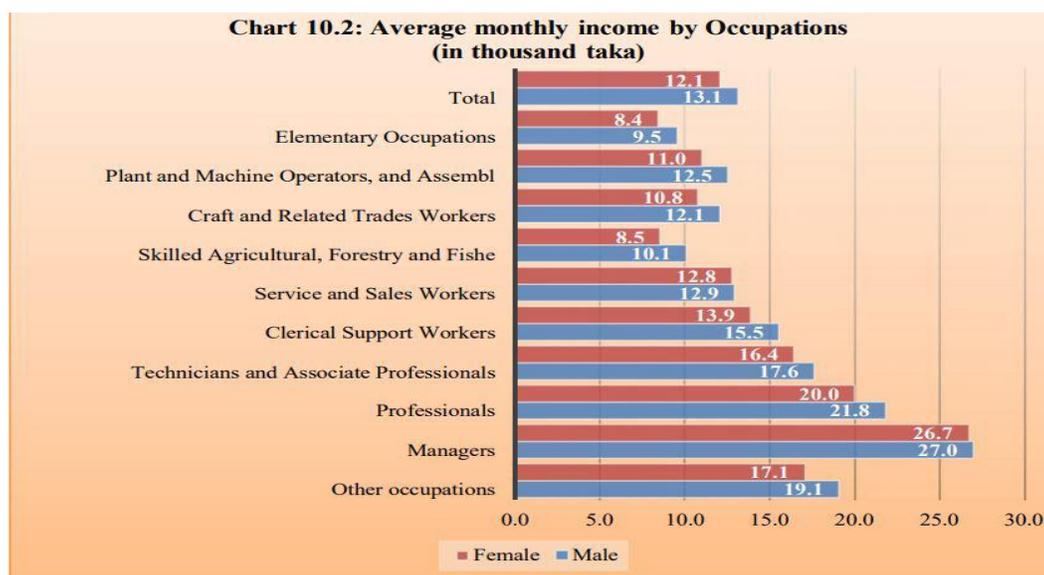


Figure 9. Occupation wise average monthly salary, 2015-16

Source: Bangladesh Bureau of Statistics(BBS)- Labor Force Statistics 2015-16

Existing salary structure of garment workers in Bangladesh

Grade 1 to grade 7 represents a permanent worker of regular employment. Grade 8 is for the probation worker of three months. The lowest gross salary was 5300 for grade 7 in 2013. grade 1 had increased to Tk. 13000. The gross salary was improved from 2010 to 2013. The rate

of increment was from the lowest grade to the highest grade about 76.67% to 39.78%. the Minimum basic salary improved by about 33.33%. few allowances like Food, accommodation, transport, medical are incorporated in gross monthly salary. Though These allowances are different for different grades. The Allowances are maximum for Grade 1 to Grade 7. the lowest minimum wage and highest pay were fixed respectively Tk. 3000 and Tk. 9300 in 2010. According to a report from Associated press Dhaka, this lowest minimum wage was first improved in 2006. It was about Tk. 1662 considering survival issues.

Table 4. According to BGMEA, 2013 Minimum salary in the garment industry source: rise.bd

Grade & Position	Basic salary BDT	Gross Salary BDT	% increase in Basic salary from 2010	% increase in Gross salary from 2010
Grade 1	8,500	13,000	23.53%	39.78%
Grade 2	7,000	10,900	28.57%	51.39%
Grade 3	4,075	6,805	29.57%	61.33%
Grade 4	3,800	6,420	31.18%	66.28%
Grade 5	3,530	6,042	32.15%	70.05%
Grade 6	3,270	5,678	31.80%	70.92%
Grade 7	3,000	5,300	33.33%	76.67%
Probation	2,200	4,180	no basic in 2010	67.2%

Chapter 5: Project Design and Implication

The project will be conducted to reduce rural unemployment of women through collaboration between TVET and Bangladesh Technical Education Board (BTEB) in

Bangladesh. There are 100 functioning Technical and Vocational Education and Training institutions in Bangladesh (BTEB, 2016). After graduating from TVET students are not getting anticipated jobs because of short manufacturing growth rates. As there are few options for the rapid industrial revolution, the project focuses on textile companies as the prime employer and will reduce dependency on overseas help as well as government support. The project cannot bridge the gap between TVETs and the private sectors which will increase the probability to fulfill market demand according to employers and entrepreneurs. TVET teachers will be trained to recognize the market need for employees. The textile TVET curricula will be focused on the sustainable production process according to the market needs. The potential graduates with trained skills according to textile industry requirements will increase the availability of skilled workers for the textile industry that will assist them in developing more rapidly. The project will include rural unemployed women to mainstreaming them into the labor force.

TARGET POPULATION

The project the target group will be between the age of 18 - 40 years old in Bangladesh for TVET education with a focus on rural women as a possible future student. The major target group of the project is the three sectors like BTEB, German textile buying companies like C&A, H&M, ZARA, etc, and other organizations that are the public sector to supervise Technical education and Vocational training in Bangladesh. The exact goal of the project is to boost responsible governance administration and these public and private organizations are termed as the project's focus group as they are considered as necessary ingredients of the project.

For this TVET program still, stakeholders and Government agencies as project investors need to determine the main target group to achieve the result. The outcome of these TVET institutions and performance mostly depends on the influence of Gov. Also, this kind of TVET

program based on Textile going on a long time but fails due to corruption and mismanagement of the government regulatory organization. Their work will be evaluated to maintain proper management and supervision. Local small-medium entrepreneurs and startups will be the second target group for the textile base TVET program which will work as a nonprofit organization.

Table 5. Overview of the objective of the project

Public segment	focus and view to the project	purpose in the organization development	Contribution through project achievement
1.GoB (Government of Bangladesh) 2.Ministry of Commerce Bangladesh. 3.Ministry of Education of Bangladesh 4.BGTTC (Bangladesh-German Technical Training Centre).	<ul style="list-style-type: none"> • TVET training to the rural underdeveloped women. • motivating TVET to rural women to create educated and become trained employee or start own business. • Social welfare • Reduce unemployment. 	<ul style="list-style-type: none"> • Approving or making alternative of project. • information sharing • Easy development partnership for the TVET project. 	→ GoB: <ul style="list-style-type: none"> • Supervising TVET achievement → Ministry of Commerce Bangladesh: <ul style="list-style-type: none"> • Advising for the re-allocation of resources for the TVET project. → BGTTC: <ul style="list-style-type: none"> • grant organizational arrangement for job or entrepreneurship after graduation.

Local small-medium entrepreneurs and startups will be the second target group for the textile base TVET program which will work as a nonprofit organization.

Chapter 6:

Research hypothesis

Findings the effectiveness of TVET for women empowerment from the village area in the textile and clothing sectors become self-employed and self-sufficient to get actual test results. For the research of major progress of women employees, ideal women from villages especially from Bangladesh are targeted as a producing country for the best outcome. For example, Bangladesh as a producing country and Germany for sustainable production benefit for RMG companies would be the best findings for the conducted experiment of the effectiveness of TVET for women empowerment in the textile and clothing business. The hypothesis for the effectiveness of TVET for women empowerment and CSR benefit for German companies:

H0: RMG training as TVET to women will increase textile and clothing business and sustainable textile for German RMG companies.

H1: RMG training as TVET to women will not increase RMG business or sustainable textile benefit for German RMG companies.

Research question

This research is aimed to identify how positive economic impact on TVET training to the rural women in Bangladesh which will help reduce unemployment, poverty, an increase of GDP, improvement of textile sector and also the benefits of German textile sourcing companies on

investing on this project to encourage sustainable production. “The three methods have distinctive assumptions approximately the reason for women's powerlessness: greater poverty and decrease get entry to sources, economic vulnerability.”(Batliwala, 1994).

Research Question “Is is there benefit of invest in RMG training as TVET to rural unemployed women to reduce unemployment in Bangladesh and will German RMG companies will get sustainable textiles for investing in the project?”

The main indicator of this research is women's employment, the effect of TVET, the effect of investment of German companies for skill development of Bangladeshi women, the after effect, etc. In further research, it will be focused that how much is the effect on this indicator. It will be done by survey questioner its result on the indicators as well as the case study and statistical analysis on the indicators.

The primary assumption is that this project will reduce women's unemployment and will increase sustainable product development which will be beneficial for the German companies in the long run. The German textile sourcing companies will be benefited by getting sustainable textile products if they invest in this sustainable TVET program.

Data Collection

“Data analysis is a process for obtaining raw data and converting it into information useful for decision-making by users. Data is collected and analyzed to answer questions, test hypotheses, or disprove theories.”(Judd, 1989).To prepare this report mostly dependency was on primary data collected through a personal interview like survey interview questionnaires both structured and unstructured. Also, secondary data that was being collected through mailed documents and other data analysis techniques were implemented like graphical presentation, percentage, etc. ZERO GLOBAL SOURCING LTD (www.zerog-sourcing.com) which is one of

the largest RMG based buying house of Bangladesh, who also is the RMG supplier of German companies like ALDI, LIDLE or ZARA and they had conducted the survey though out the factories in Bangladesh and village areas especially in Dhaka, Chittagong, Khulna and has to send the filled research survey through the post. World Bank website and other government research publications, the scientific journal with a statistical source have been used for data collection. Published scientific journals and their finding were used to analyze as case amylases and their findings summarized in the research report that their finds also supporting the indicators.

Sample size

The sample size was 100 respondents among them from Bangladeshi factories and villages of Dhaka, Chittagong, Khulna region, and the target population was commercial areas like Gushan, Bonani , Motijhel, and especially RMG factories of those particular areas. The respondents were divided into two categories, the professional corporate women who are in the management and the total number was 50. The rest of the 50 was garments workers from the entry-level. The ZERO GLOBAL SOURCING LTD was provided the research questioner to RMG factory workers and officials. The survey sample was followed probability-based sampling where the target population is fixed and survey questioner designed for specific questions needed for the research which affects the indicators.

Analysis and Methodology

Population

The 50 RMG factory workers in Bangladesh and unemployed women's where chosen as most of them came from rural and village areas and have unemployment experience. Which is the most logical data source and their opinion is the main source to acquire the data. Rest 50 who

are official working women came from various parts of the country. The total sample size was 100 and the respondent was chosen by Zero Global sourcing Limited who is the textile sourcing company in Bangladesh for the European market.

Type of Sampling:

The study was gone through basic quantitative research.

Sample:

Simple Random sampling was done on regular or prospective textile-related professionals.

Sampling units:

Factory workers from RMG based factories from Motijhel commercial area and villages near Dhaka, Chittagong, or Khulna (random selection).

Sampling Techniques:

Under this sampling, several techniques involve the selection of the sample and the survey done with them.

Type of Research:

Both qualitative and quantitative approaches were to be followed to conduct the research. The qualitative data as the survey was shown how the SPSS analysis proving that the hypothesis is true. On the other hand in the quantitative research two scientific journals related to the topic and their findings were analyzed and how they were supported the indicators was be explained in a later chapter as well which was proved the null hypothesis.

This concept of two innovation management theories was be explained and how they are supporting this sustainable textile management to secure future generation needs. To protect the environment sustainable textile training is needed to the textile production industries which can

be ideal from this research findings. Two basic theory for innovation management is as follows which supporting the indicator like a sustainable production process.

1. The technology is disruptive.
2. The use is disruptive.

Limitations:

It is not possible for researching the whole of Bangladesh or Germany due to scarce resources. The effectiveness of sustainable textile production and its outcome was analyzed by evaluating the findings of the scientific journals.

A survey of (Asian Center for development- ACD, 2014) showed an educational status of workers, where 82.81 percent of the worker could read a letter in Bengali and 74.17% of workers could write in Bengali. Literacy is defined as nationwide the ability to write a letter in Bengali. In 2014, the literacy rate was in Bangladesh only 57.91 percent. The survey and all other data analysis process will be used in the English language. The findings suggest that the entire participants can participate through English especially the women who ranked as an official in the RMG garments sector.

Primary

To prepare this report mostly was depend on primary data collected through interview questionnaires structured which shows the effects of the indicators of the findings. Dependency was been mainly on the available resources through scientific articles and journals and also from the concerned bodies like ZERO GLOBAL SOURCING LTD. This Company was to survey a target like RMG workers and textile professionals in Bangladesh who are the main target group for the finding of the experiment.

Secondary

Dependency was also on secondary data which will be collected through mailed documents and other data analysis techniques will include graphical presentation, percentage, etc. Mostly the data sites like scientific journal analysis for example research gate etc will be used for the scientific interpretation of the findings. The research data will be in Quantitative form. For quantitative data, SPSS was used for interpretation of the survey result. For qualitative data, data integration would be done through graphs. The statistical analysis and theory findings will be interpreted with the indicators.

Case study and scientific theory

Scientific case and theory study and journals from academic sources were be analyzed and the findings will be focused on this thesis report. Scientific research paper and their findings will be going to be analyzed like the effects on the indicators and similar statistical findings. The survey questioner findings are discussed in the next part.



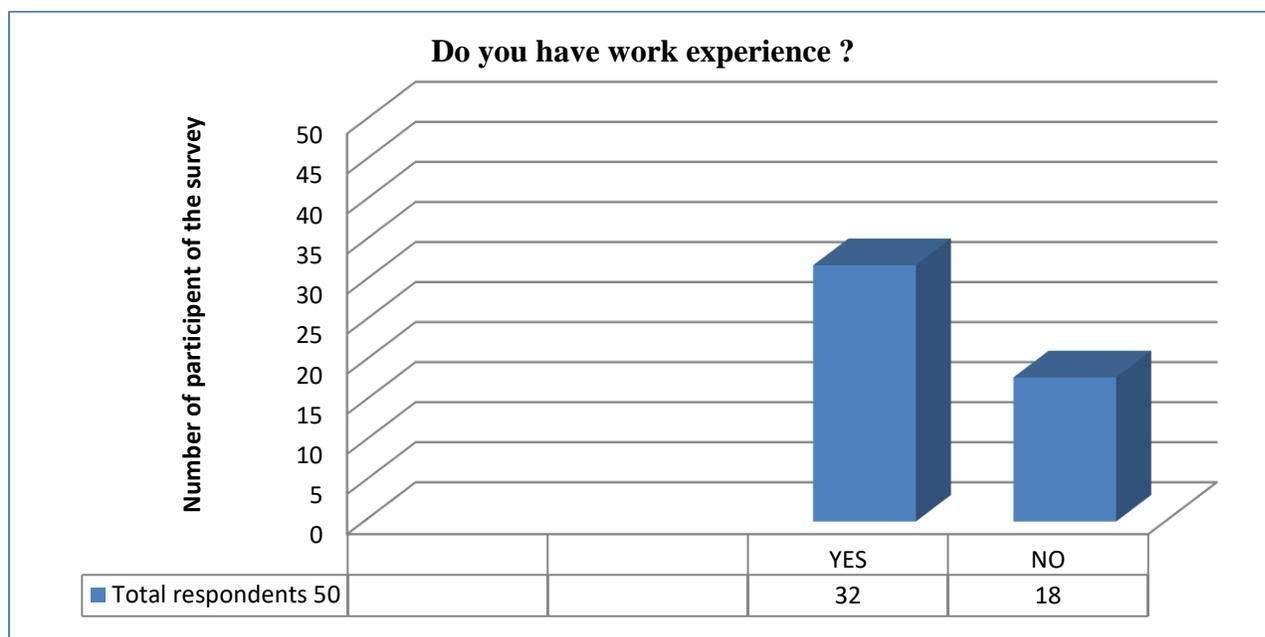
Survey questioner analysis of professional women

A total of 50 professional women who are working as an officer in the buying and textile sector of Bangladesh have participated in the survey conducted by Zero Global Sourcing Ltd.

The corporate professional ladies who also the lifeline of women empowerment in Bangladesh expressed your opinion regarding the importance of TVET for women empowerment and how the textile sector can be benefited through the sustainable production process which will eventually be going to help the textile industry to use the scarce resources effectively. Printed questionnaires on papers were provided to 50 Females of the textile department. The graphical presentation as follows described the opinion of professional women as a bar chart.

Research Question 1

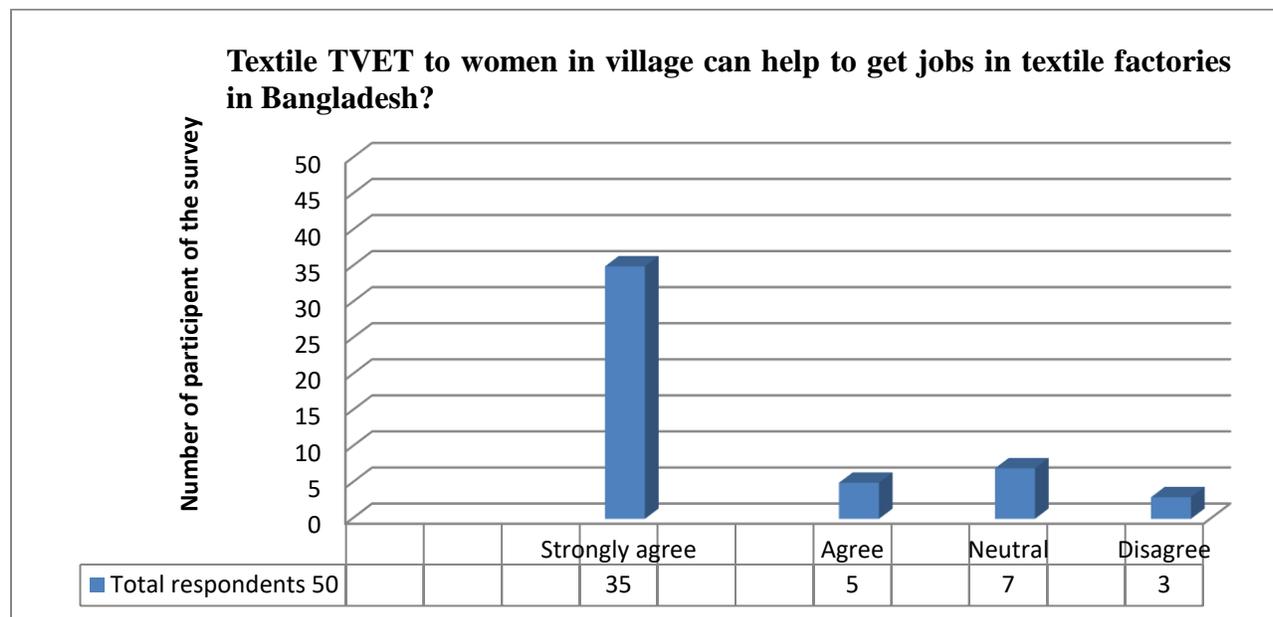
Do you have work experience?			
		YES	NO
Total respondents 50		32	18



In the first question among 50 participants, 32 participants said yes and 18 said no which indicates that if they had previous work experience or training then they could do well in their professional life. This supports the research findings indicator educational empowerment.

Research Question 2

Textile TVET to women in the village can help to get jobs in textile factories in Bangladesh?											
				Strongly agree			Agree		Neutral		Disagree
Total respondents				35			5		7		3

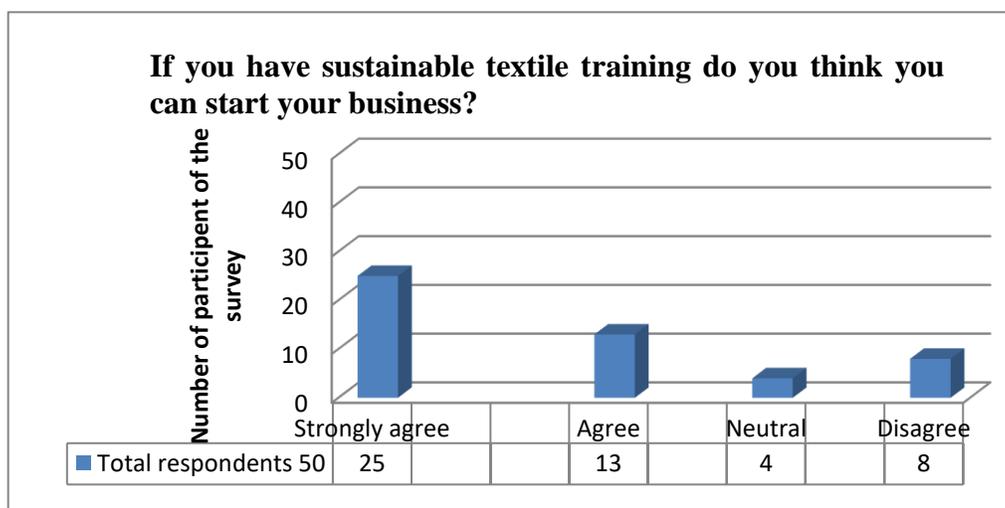


Among 50 participants 35 are strongly agreed, 5 only agree, 7 are Neutral and 3 are disagreeing.

This finding supporting the indicator TVET for rural empowerment.

Research Question 3

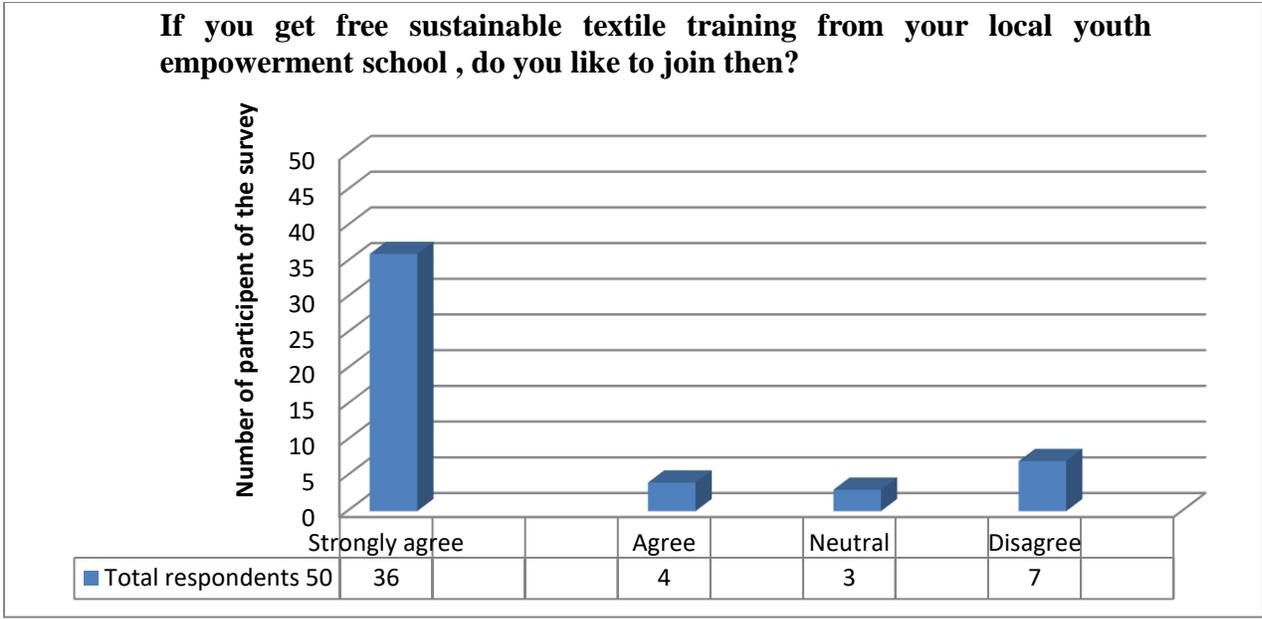
If you have sustainable textile training do you think you can start your business?											
				Strongly agree			Agree		Neutral		Disagree
Total respondents 50				25			13		4		8



Total respondent is 50 and among them, 25 strongly agree, 13 agree, 4 are neutral and 8 are disagreeing. This survey finding supporting the startup or entrepreneurship indicator.

Research Question 4

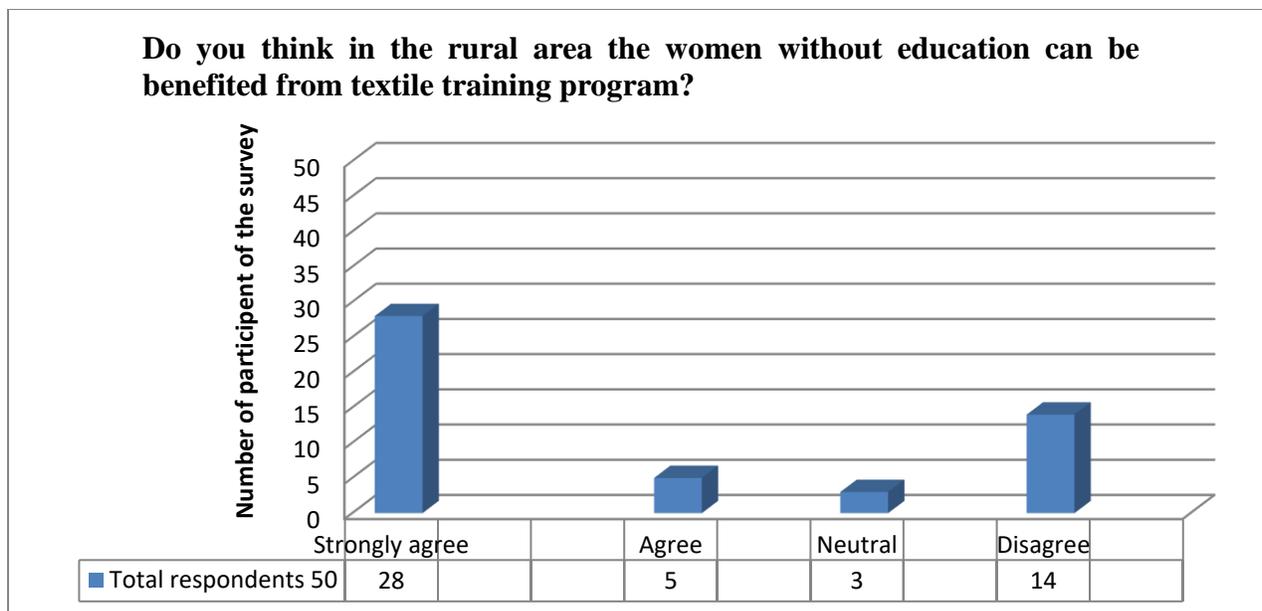
If you get free sustainable textile training from your local youth empowerment school, do you like to join then?											
				Strongly agree			Agree		Neutral		Disagree
Total respondents 50				36			4		3		7



Among 50 participants 36 said strongly agree,4 agree, 3 said neutral and 7 are disagree. This finding supporting the indicator of educational motivation.

Research Question 5

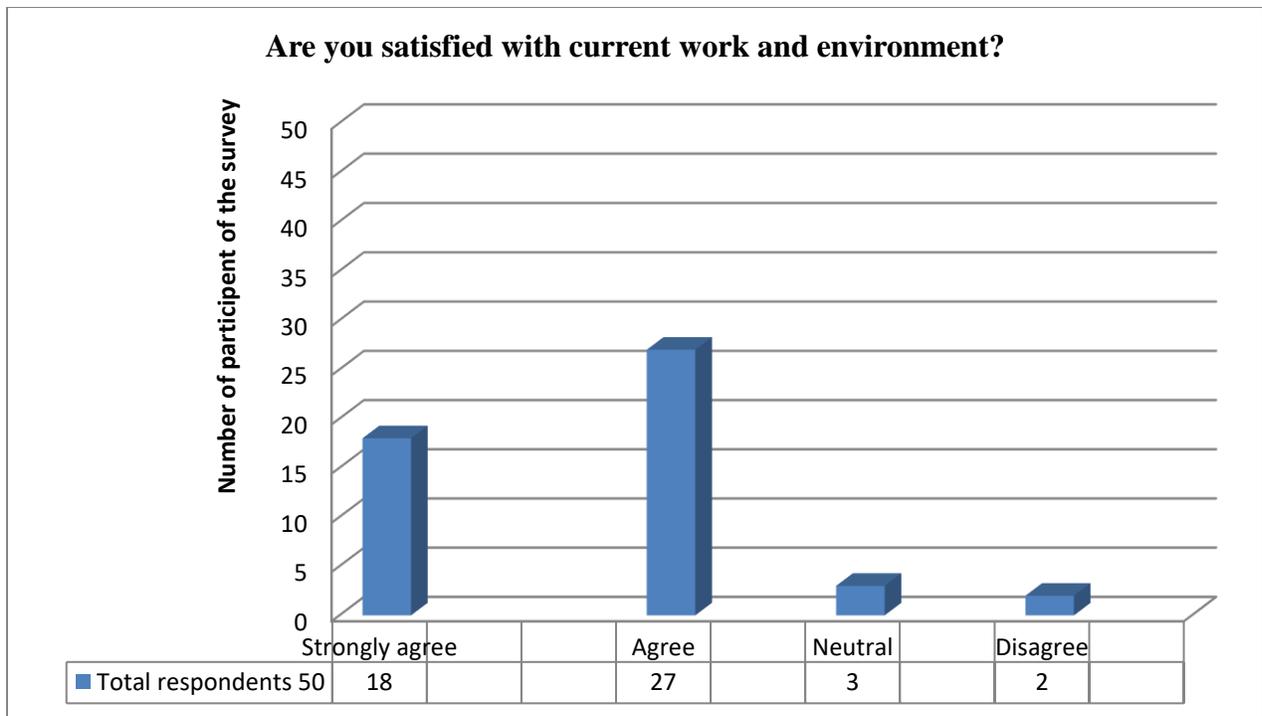
Do you think in the rural area the women without education can be benefited from the textile training program?												
				Strongly agree			Agree		Neutral		Disagree	
Total respondents				28			5		3		14	



The total respondent is 50 and among them, 28 strongly agree, 5 said they are agreed, 3 are neutral and 14 are disagreeing. This survey findings supporting the indicator of education.

Research Question 6

Are you satisfied with the current work and environment?											
				Strongly agree			Agree		Neutral		Disagree
Total respondents				18			27		3		2

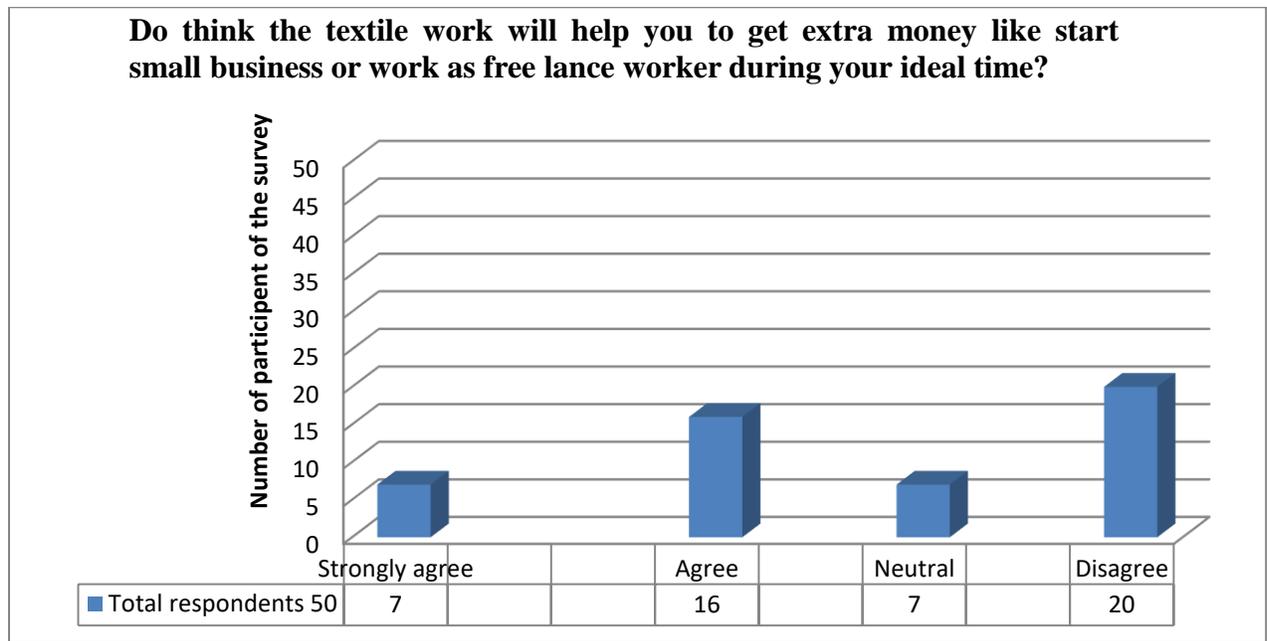


Among 50 strongly agree is 18, agree 27, neutral 3 and disagree 2. This question expresses the work condition regarding the sustainable workplace.

Research Question 7

Do you think the textile work will help you to get extra money like start a small business or work as a freelance worker during your ideal time?											
				Strongly agree			Agree		Neutral		Disagree

Total respondents 50					7			16			7			20
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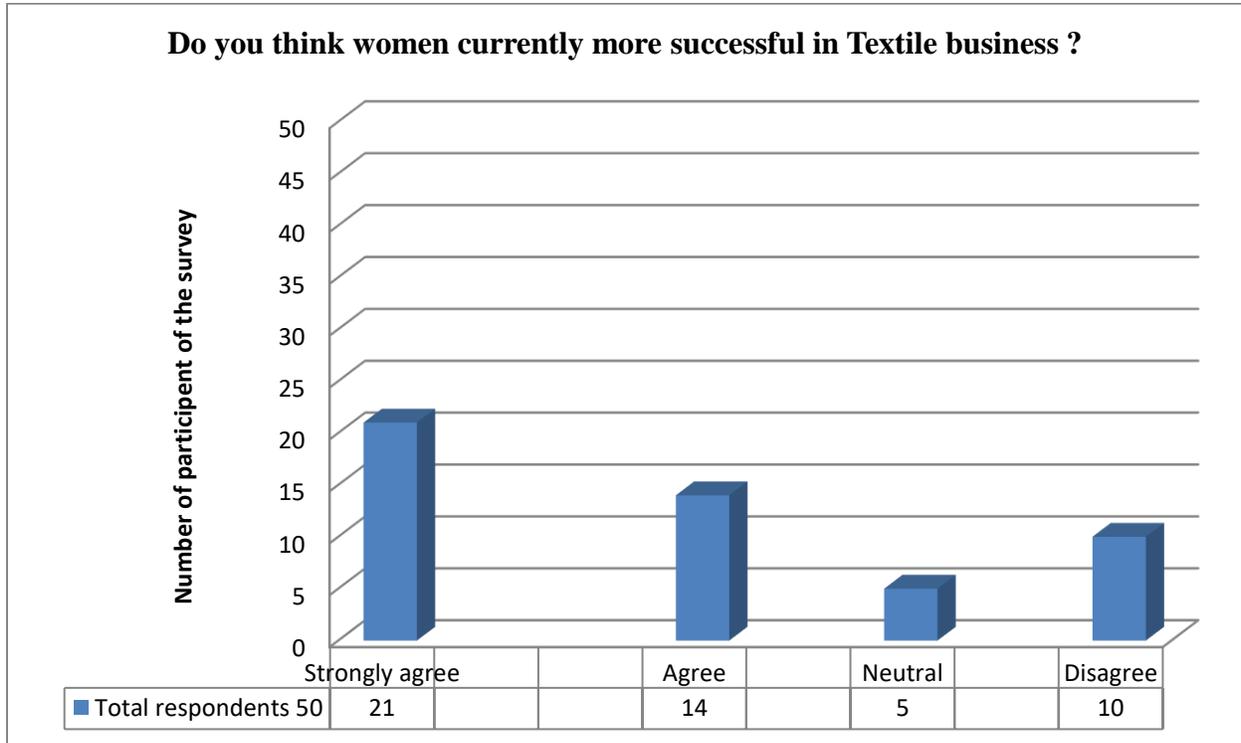
Total respondent is 50 and among the strongly agree 7, agree 16, neutral 7 and disagreeing 20.

This question tries to find new income sources and employability.

Research Question 8

Do you think women currently more successful in Textile business?											
				Strongly agree			Agree		Neutral		Disagree

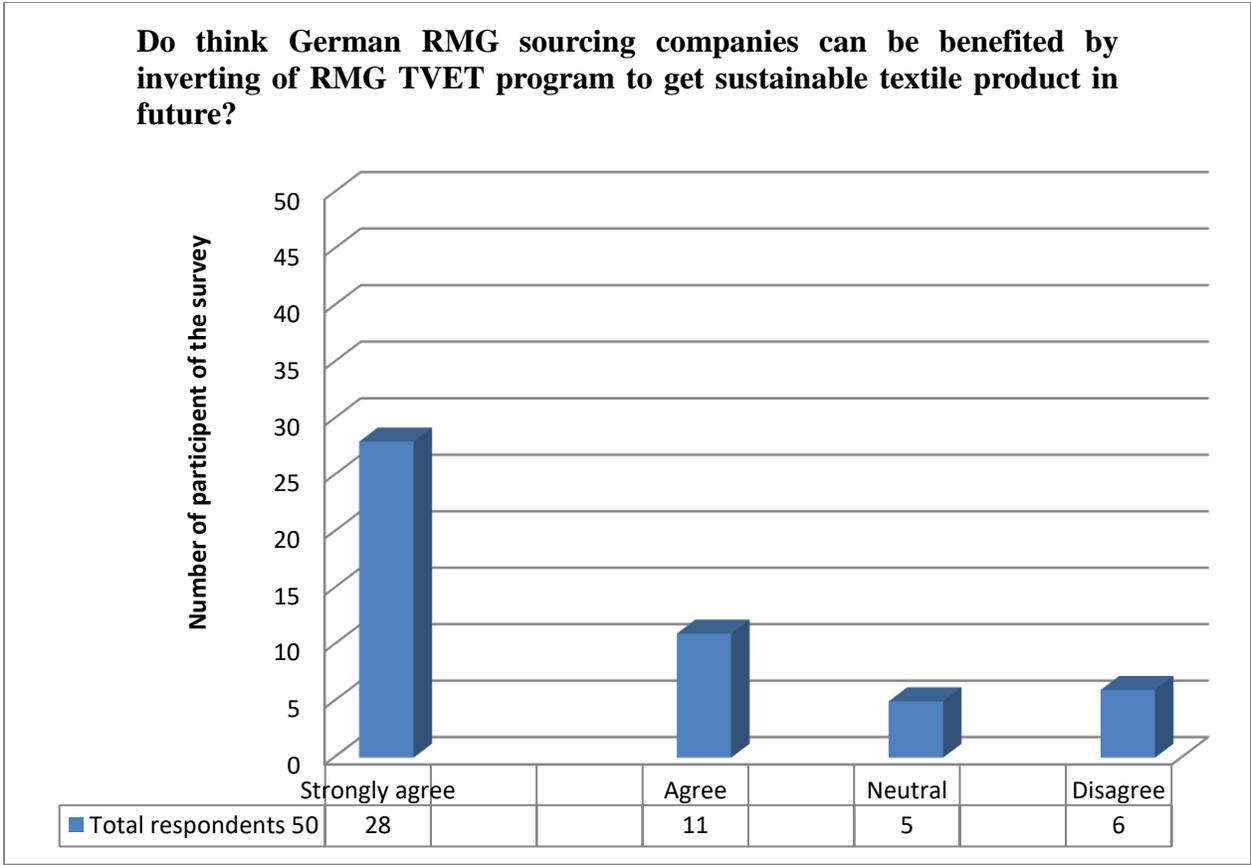
Total respondents 50				21		14		5		10
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This question expressing the success and opportunity of women in textile sector.

Research Question 9

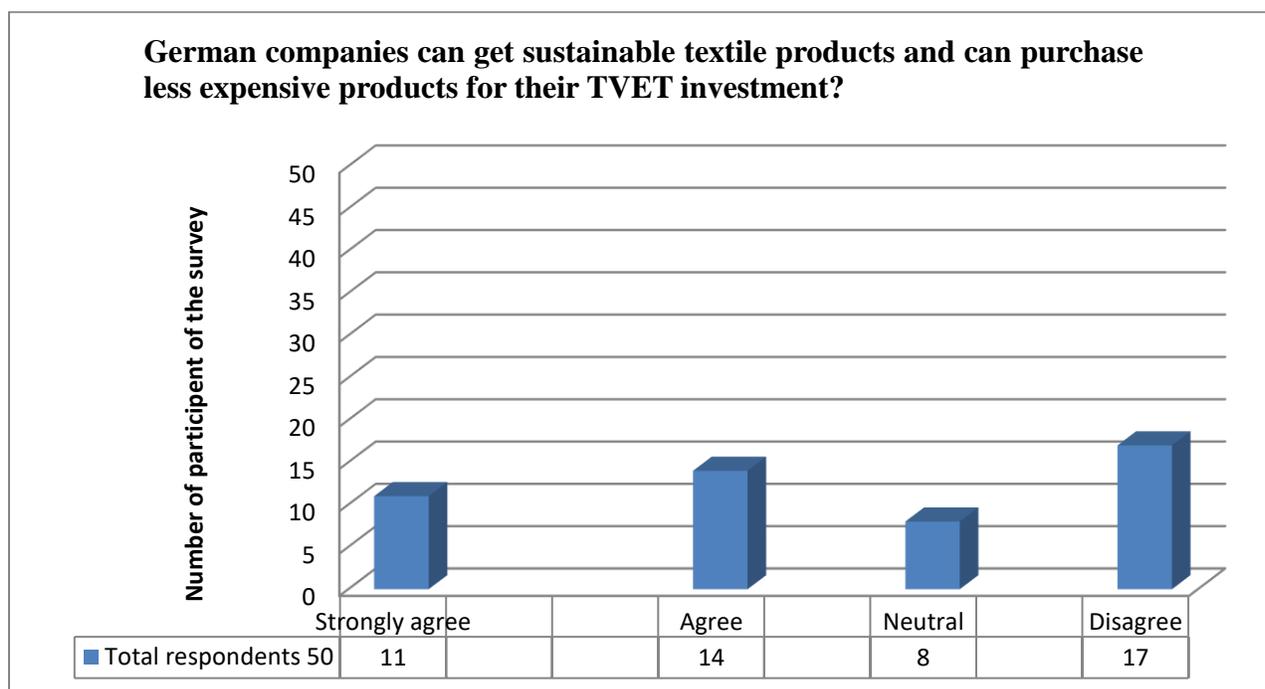
Do think German RMG sourcing companies can be benefited by inverting of RMG TVET program to get sustainable textile product in future?															
				Strongly agree			Agree		Neutral		Disagree				
Total respondents				28			11		5		6				



This is one of the major findings of this research question like is German companies like H&M, ZARAetc will going to be benefited if they invest in TVET training for rural women to get sustainable production in the future. The answer directly supporting that if the investment is done one Sustainable TVET training then there will be a sure return in future.

Research Question 10

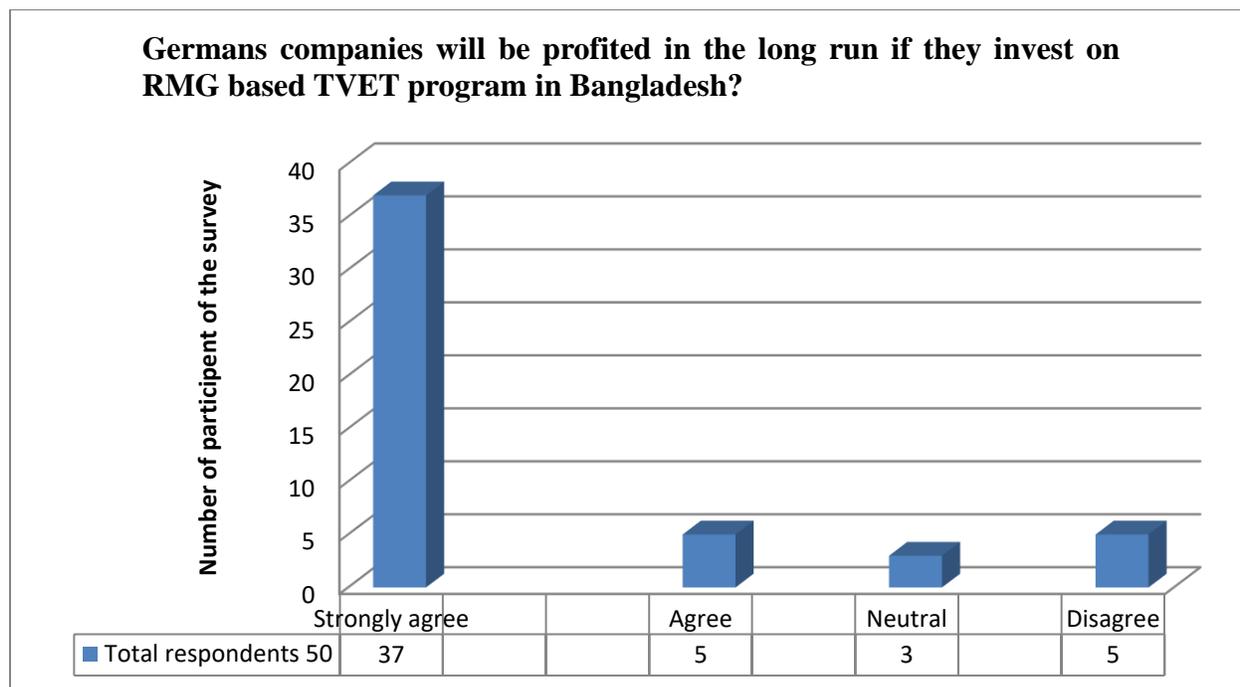
German companies can get sustainable textile products and can purchase less expensive products for their TVET investment?													
				Strongly agree			Agree		Neutral		Disagree		
Total respondents				11			14		8		17		



This is the second major findings where it is clear that the German companies can get sustainable textile products and can purchase less expensive products for their TVET investment.

Research Question 11

Germans companies will be profited in the long run if they invest in RMG based TVET program in Bangladesh?													
				Strongly agree			Agree		Neutral		Disagree		
Total respondents				37			5		3		5		

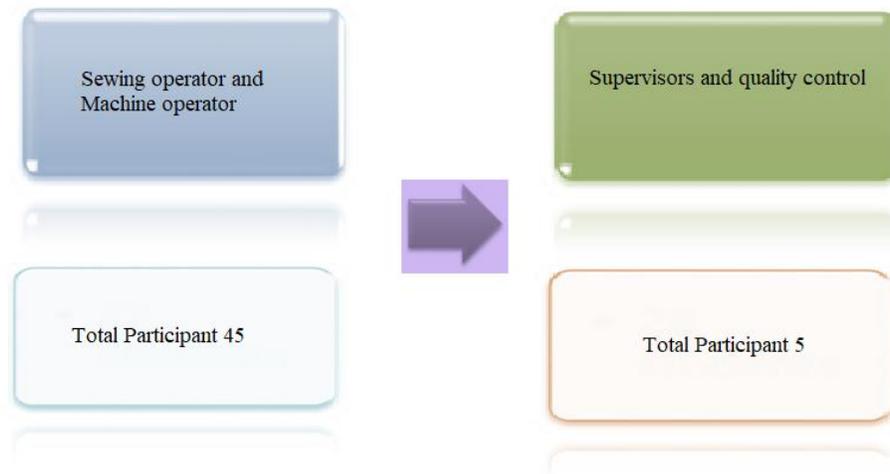


The last major finding of one of the indicators that German companies will be in a profitable situation in the long run if they invest in an RMG-based TVET program in Bangladesh, the findings from the SPSS analysis clearly define that the findings strongly support the research hypothesis.

Survey questioner analysis of Questionnaires for female workers in garment factories in Bangladesh

The main soul and a focus group of this research project are Bangladeshi working-class women who are contributing to run the textile industry in Bangladesh. Their opinion is the major findings of this project. A total of 50 working-class women have participated in this project that are sewing operators, machine operators, supervisors, and quality control. They have expressed their true potentiality regarding the projects which affect the indicators that this project is feasible.

Total questions for the garments worker was 8 and Focused on the Bengali language with English translation.

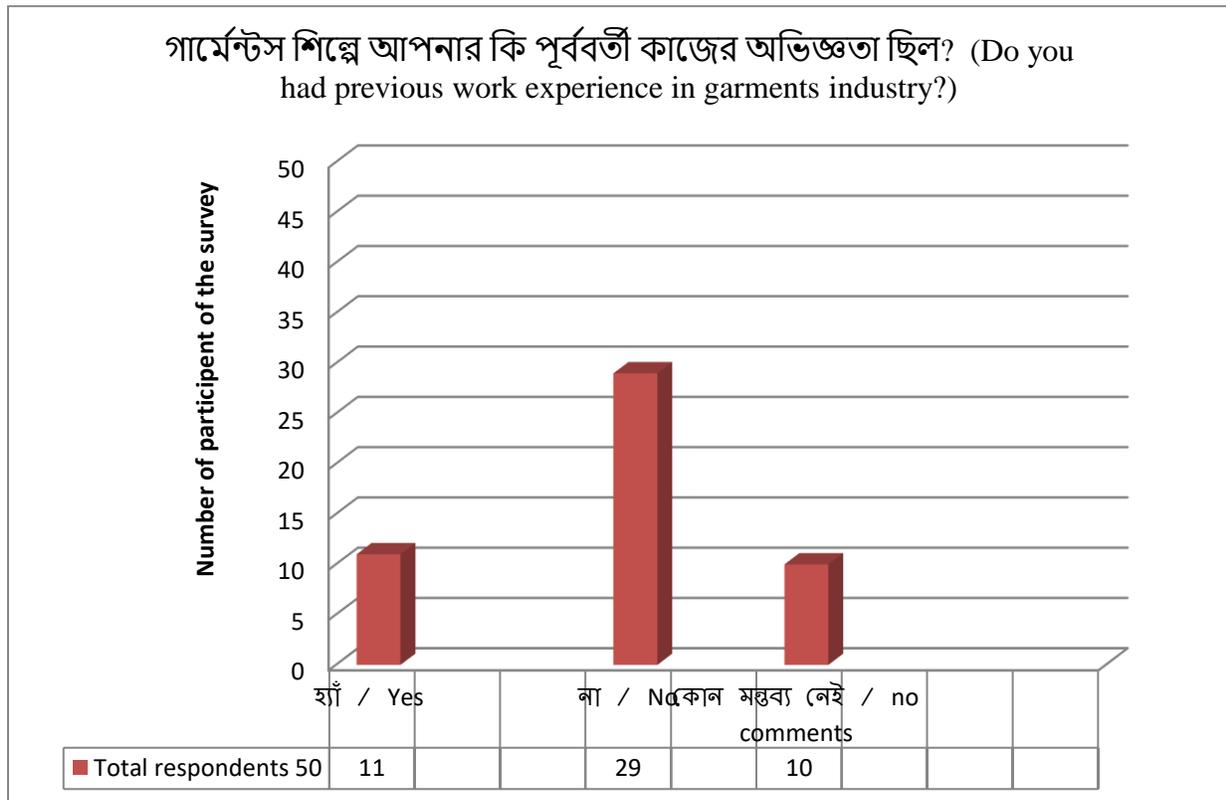


Among the participants, the sewing and machine operators who are entry-level of the garments manufacturing section participated are 45 people, and the supervisors and quality controller were 5 people.

Questionnaires for female workers in garment factories in Bangladesh:

Research Question 1

গার্মেন্টস শিল্পে আপনার কি পূর্ববর্তী কাজের অভিজ্ঞতা ছিল? (Do you have previous work experience in the garments industry?)										
						হ্যাঁ / Yes			না / No	কোন মন্তব্য নেই / no comments
Total respondents 50						11			29	10

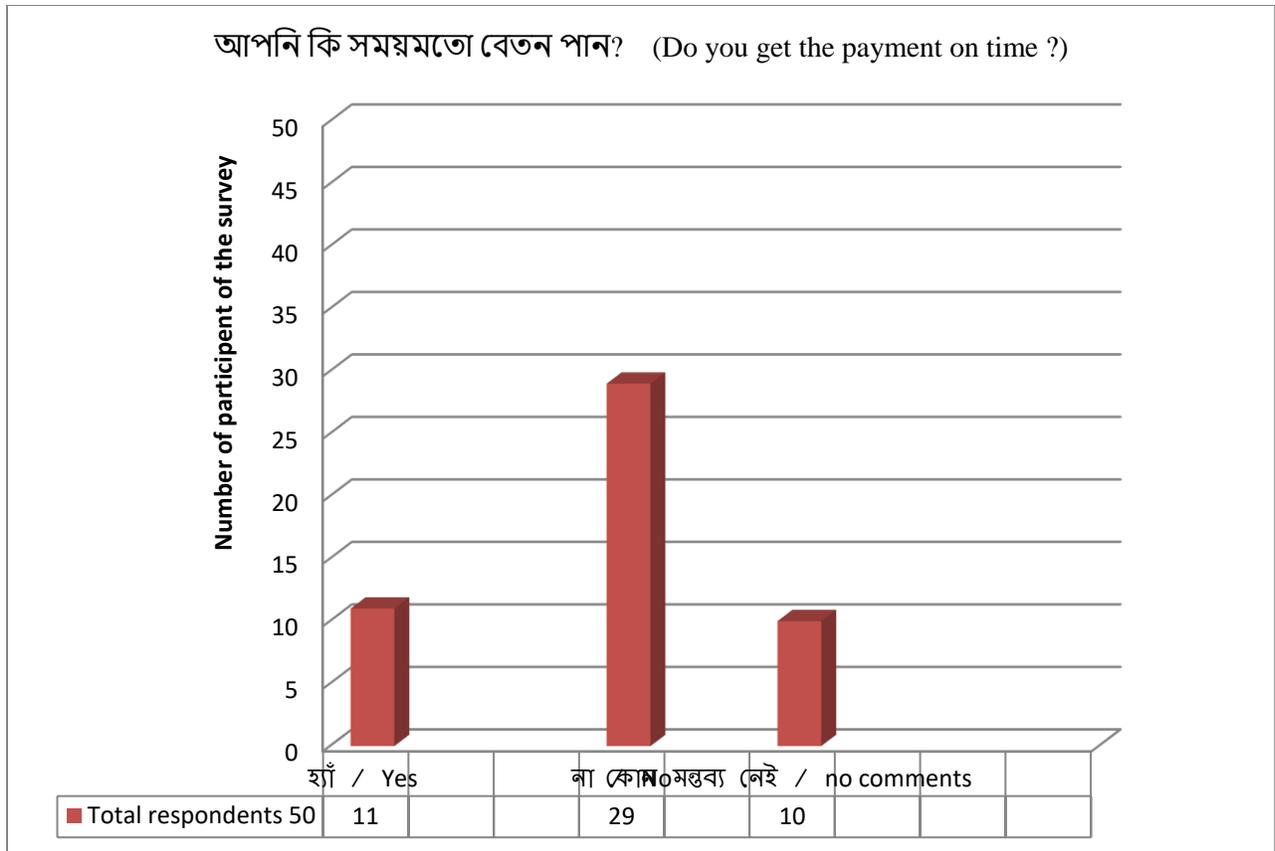


The most important target groups are the working women who are involved with the production process and their opinion is the main finding of this survey which affects the indicators. The

majority of the workers do not have any previous work experience. So This indicates a lack of experience or education creating a problem for sustainable textile production which is the biggest obstacle. The less experienced workforce does lots of mistakes while doing the production which both side loss for the buyer and seller. The quality control departments have to reject those products and services.

Research Question 2

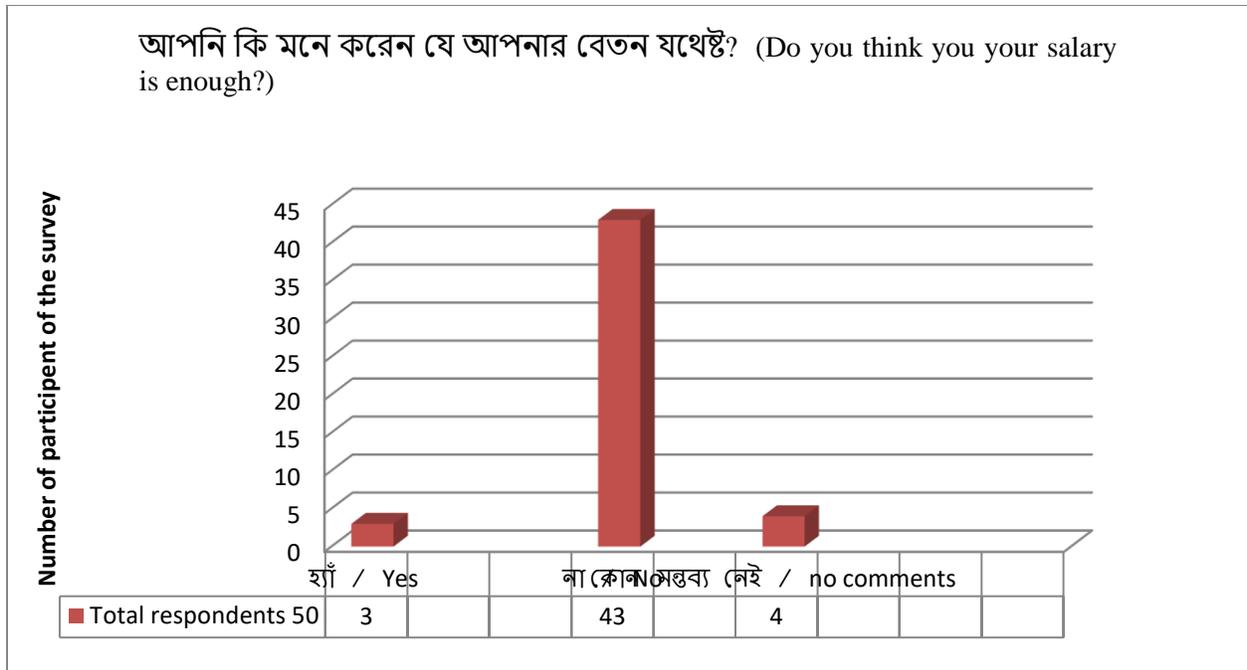
আপনিকিসময়মতোবেতনপান? (Do you get the payment on time ?)										
						হ্যাঁ/ Yes			না/ No	কোনমন্তব্যনেই/ no comments
Total respondents	50					11			29	10



The majority of the worker doesn't get a salary on time which affects their performance and motivation factor.

Research Question 3

আপনিকিমনেকরেনযেআপনারবেতনযথেষ্ট? (Do you think your salary is enough?)											
						হ্যাঁ / Yes			না / No	কোনমন্তব্যনেই / no comments	
Total respondents						50			3	43	4



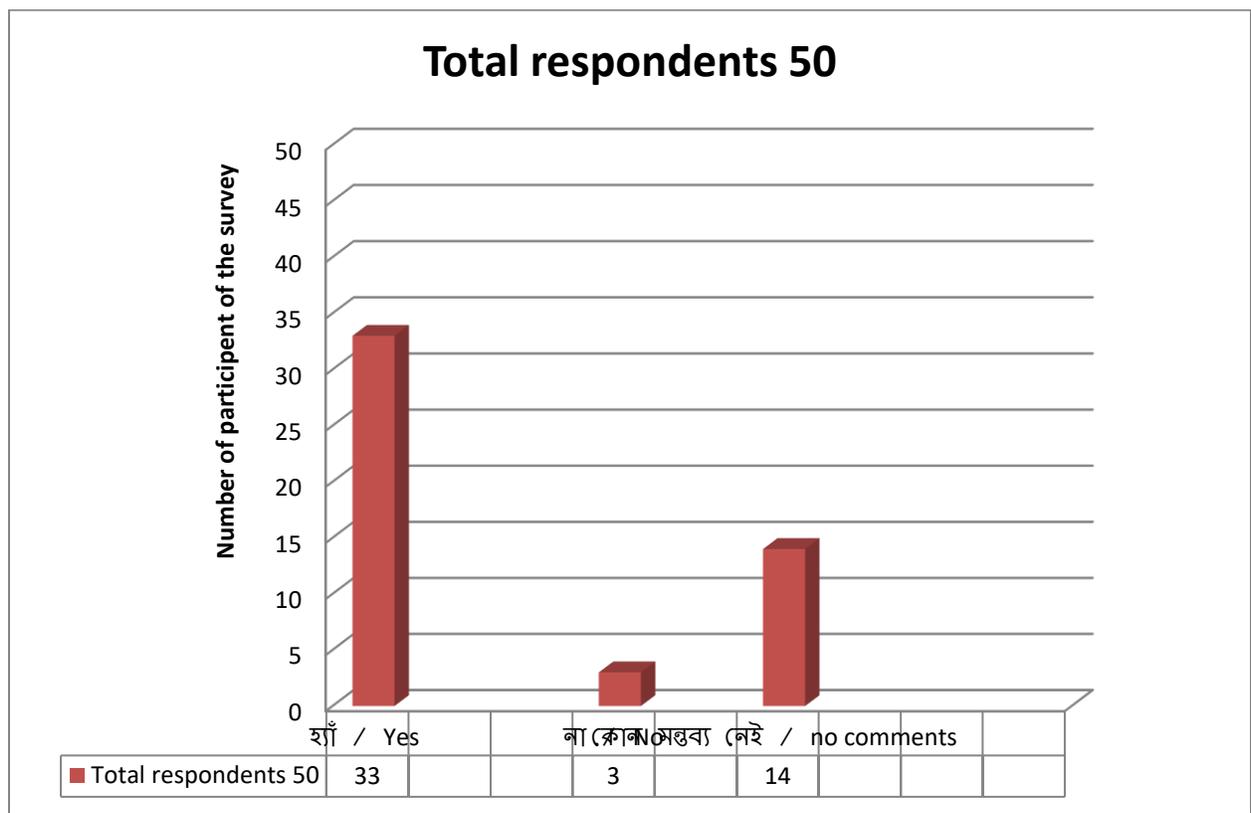
Most of the worker does not get enough salary according to their need which is hindering their development.

Research Question 4

This survey question is one of the major indicators for which supporting the indicator training and development. Among 50 participants 33 said yes, 3 said no, and rest 14 said no comments.

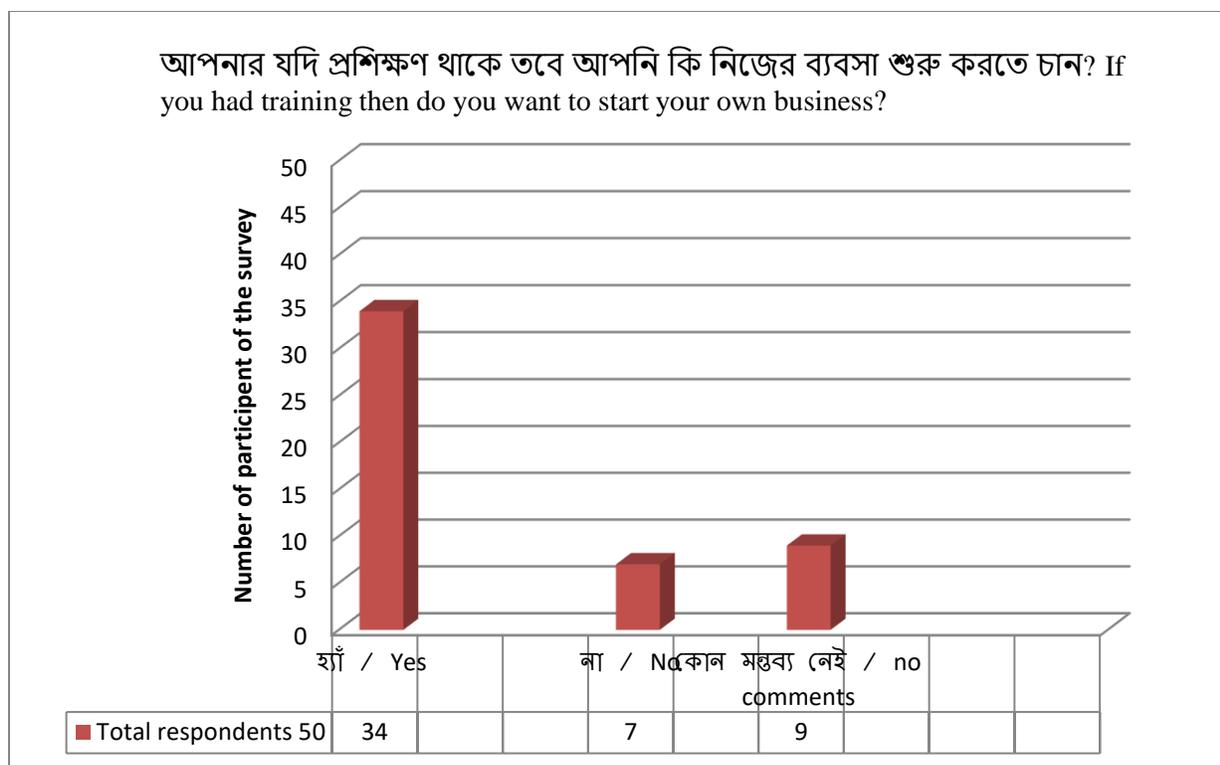
আপনি কি মনে করেন প্রশিক্ষণ আপনি আরও ভাল করতে পারতেন?
(Do you think you had training then you could have done better?)

	হ্যাঁ / Yes	না / No	কোনমন্তব্যনেই / no comments
Total respondents 50	33	3	14



Research Question 5

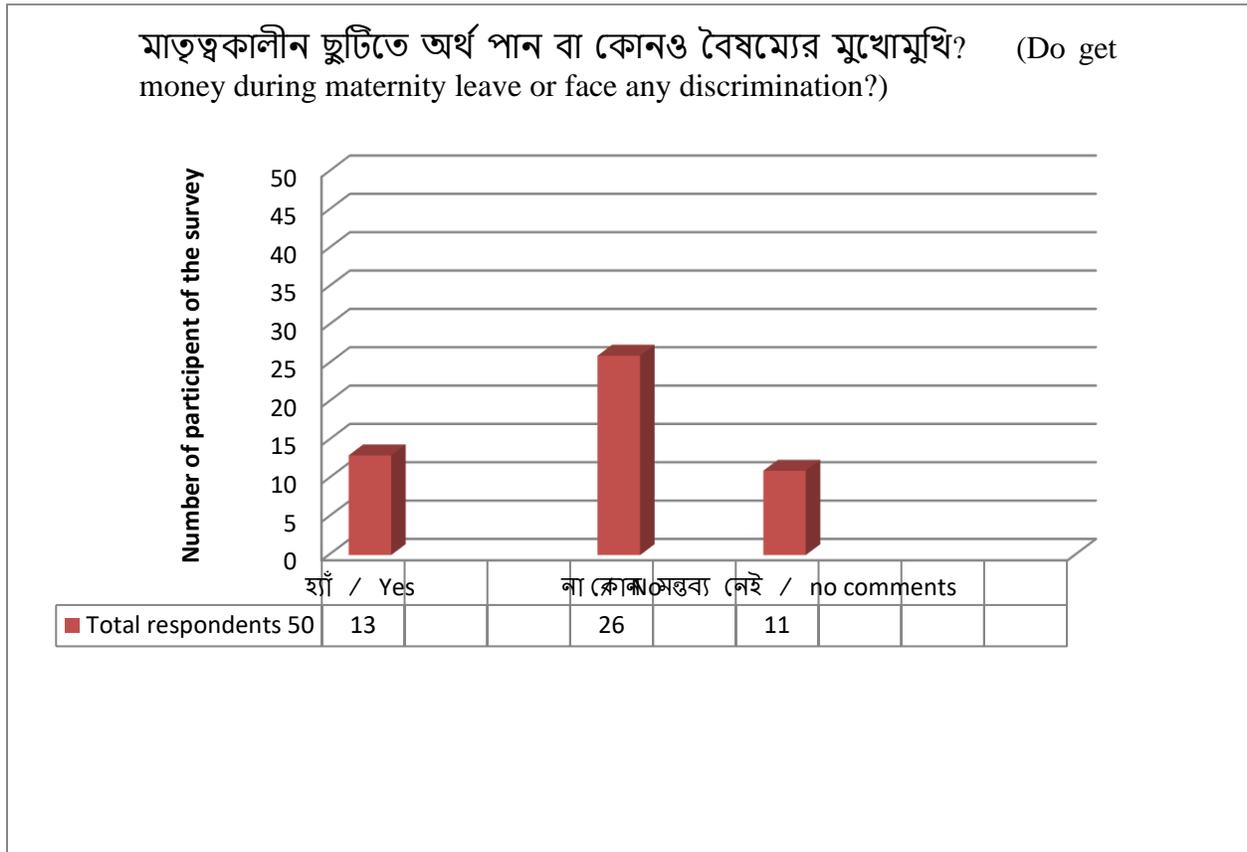
আপনার যদি প্রশিক্ষণ থাকে তবে আপনি কি নিজে ব্যবসা শুরু করতে চান? If you had training then do you want to start your own business?										
						হ্যাঁ / Yes			না / No	কোন মন্তব্য নেই / no comments
Total respondents	50					34			7	9



The majority wants to get the training and start their own business to become self-employed. Low salary and heavy work are not creating a prosperous future, the production workers started to understand their situation and objective. To get more freedom and growth people wants to start their own business and this TVET program on textile can help them to achieve their dream.

Research Question 6

মাতৃত্বকালীন ছুটিতে অর্থপান বা কোনও বৈষম্যের মুখোমুখি? (Do get the money during maternity leave or face any discrimination?)				
			না / No	কোন মন্তব্য নেই / no comments
Total respondents	50		26	11

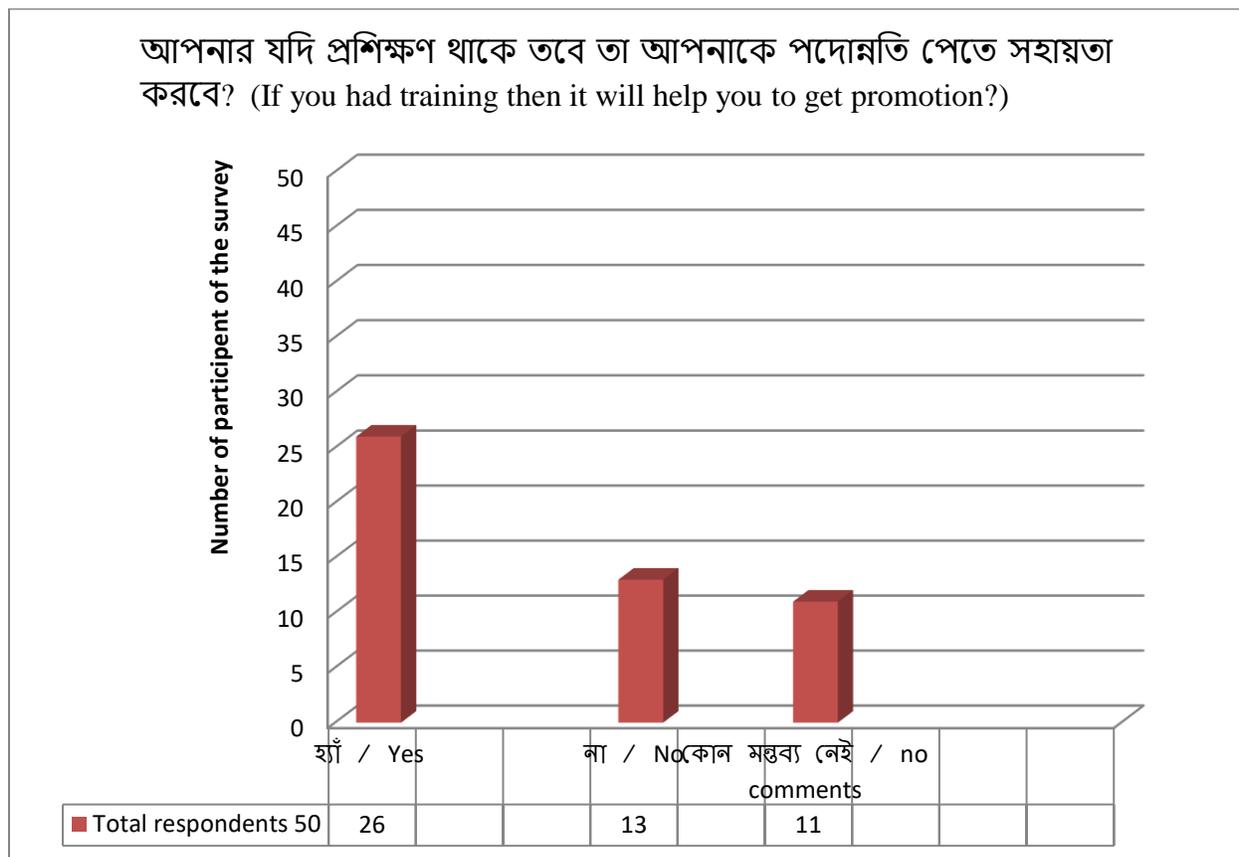


The majority expressed their concern that they don't get any money during their childbirth. Most of them face discrimination during maternity leave which is one of the biggest obstacles for the sustainable production process.

Research Question 7

আপনার যদি প্রশিক্ষণ থাকে তবে তা আপনাকে পদোন্নতি পেতে সহায়তা করবে?
(If you had training then it will help you to get a promotion?)

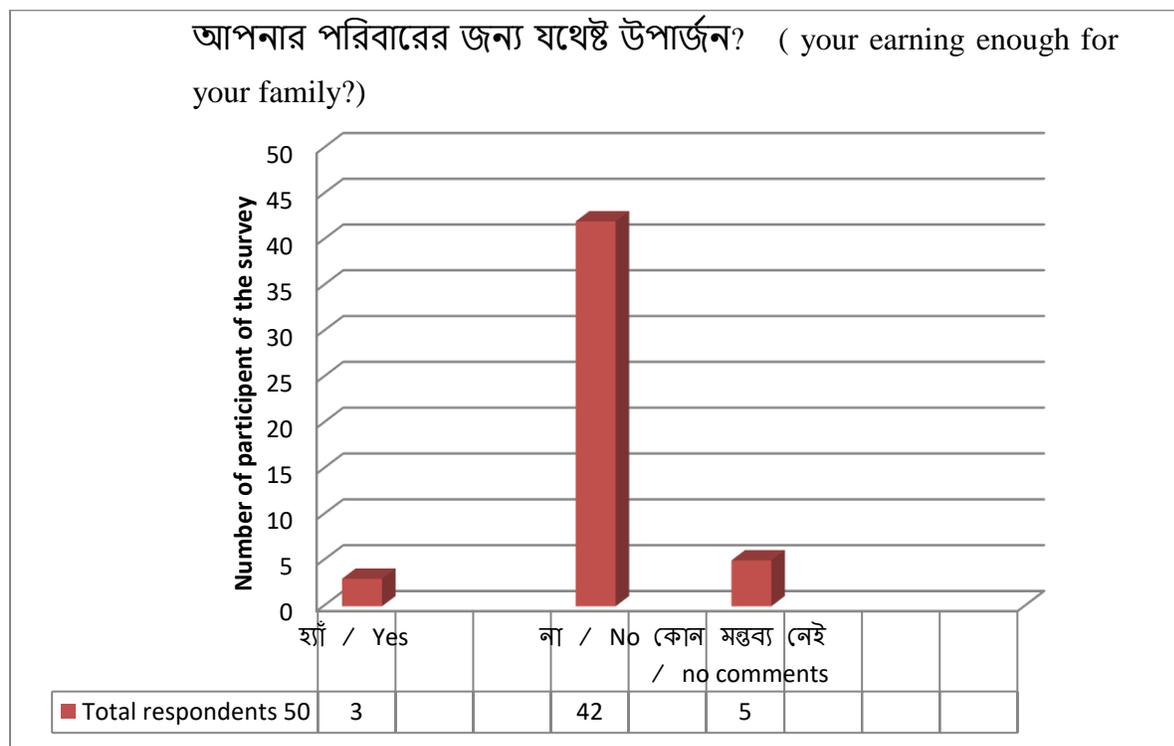
	হ্যাঁ / Yes	না / No	কোনমন্তব্যনেই / no comments
Total respondents 50	26	13	11



Among 50 participants 26 said yes, 13 said no, and rest 11 didn't have any comment. But this survey report supporting the research indicators like training which is with proper training people can increase their knowledge.

Research Question 8

আপনার পরিবারের জন্য যথেষ্ট উপার্জন? (you're earning enough for your family?)										
						হ্যাঁ / Yes			না / No	কোন মন্তব্য নেই / no comments
Total respondents	50					3			42	5



Major indicators for this research are education, vocational training, capital assistance, resource base, decision making, economic freedom and after conducting the SPASS analysis, the result is

supporting the hypothesis which means the regression analysis is null so it is proven that RMG as TVET for women empowerment in Bangladesh will help Sustainable textile benefits of German textile sourcing companies.

SPSS T- test analysis of the survey, the P value which is more then the significance level of $\alpha=0.05$. Which means , do not reject the null hypothesis so it is proven that RMG as TVET for women empowerment in Bangladesh will help sustainable textile benefits of German textile sourcing companies.

Chapter 7: Sustainability

The women empowerment program in Bangladesh aims to redefine the structure of technical and vocational training (TVET). A combined effort from three divisions Can help to achieve the goal. They are separate, the local private sector, the national and local institutions, and the education sector of the country. Their roles also maximize the output of investment in the sector. The project strategy develops a structure that includes boards, partnerships, and curriculum. It must be permanent and efficient to achieve efficiency. The project strategy can not be altered in any intervention. The terms of references (TOR) during their establishment also emphasize the objectives. These are reasons that make sustainability as a primary concern in project design. It will achieve sustainability with different measures on different levels.

Financial sustainability

Financial sustainability depends on the active participation of stakeholders. The positive effect of the project on the Economy also influences it. The major stakeholders are the Government of Bangladesh (GoB), local private sectors, and the organic structure of the TVET project. Within the GoB, the Ministry of Education, Ministry of Finance, and the Ministry of Women and Children affairs are involved. Local private sector and non-government organizations (NGOs) are also one of the stakeholders as they patronize startups and small marketing Enterprises(SMEs). The permanent Board of each stakeholder is responsible for the smooth functioning of establishment following terms of reference (ToRs). They ensure financial sustainability in case of any emergency and intervention. There are few specific mechanisms to ensure financial sustainability in case of any emergencies and interventions:

Formulation of the joint committee/board

The joint governing body is responsible for the supervisory control and financial aspects of financial sustainability. The GoB is responsible for the formulation and organization of it. The joint committee will perform the following jobs:

1. To ensure the funding for a minimum of 5 years for the smooth functioning of the TVET project.
2. To liaison with the private sector, NGOs, and other stakeholders.
3. To update the TVET curriculum following the market demands.
4. To encourage less-educated rural women for the participation of high school education through TVET.

Launching of the internship program

The SMEs are regulated by GoBhas the opportunity to fund the internship program. Their financial responsibility can be shared by the Ministry of Finance of Bangladesh. This step will encourage students to learn precisely. It will also reduce the cost of trainers. This system can be developed for 5 years which will enable women to attain specific goals. consequently, financial sustainability will be obtained.

The organization of the seminar and workshop

It is a low-cost initiative. SMEs will come forward to organize the seminar and workshop, also German textile companies who are going to invest in this project. They can invite key personnel to attend the seminars. Discussion on New business planning, motivation, and overcoming the obstacles, etc can be selected as a subject. Sometimes, new skills can be taught to the participants of the workshop. It will create an immense on the mindset of students, entrepreneurs, and policymakers.

Promotional Initiative

The board authority can take initiative to enroll youth at the high school level. This will guide the students to engage them at the TVET program in the later stage of their career. It has some limitations, though. The board of authority will take this program when other factors can develop a positive impact on the economy.

Institutional sustainability

The project of the textile TVET program highly depends on major stakeholders at the national level and local level. Therefore, the success in institutional stability depends on them.

An organized approach will facilitate to gain institutional sustainability:

Permanent committee

Under the supervision of concerned ministries of the government, a permanent board is formed. A few considerations will pave the path easy-going. Including the public-private partnership is one of the effective means. This initiative will affect the reformation of high school education and develop a market-based organizational structure.

Represent committee from NGOs/ Local private sectors

The NGOs will represent on this board. It will exercise their lobbying power. They will also have access to communication with the permanent committee regarding curriculum development, legal issues, and the development of the recent business idea.

Institutional sustainability does not rely all the time on the formation of boards of the committee. A balanced approach between the boards will bring institutional sustainability. Every committee should have clear roles to perform. Each of them must try to co-operate others to facilitate the program.

Policy level sustainability

Policy level sustainability is achieved in two ways. Firstly, at the National level and the latter one is at an international level. Policy at the National level should be designed to meets the

international level. The nation can attain require women's empowerment. In the 2030 agenda for sustainable development of the United Nations, two goals for women empowerment are mentioned. The First one is the SDG-5 (gender inequality) and the second one is SDG-10 (reduce inequality). At the National level, all efforts synchronize to reduce the inequalities. In most cases, NGOs promote women entrepreneurship. They also empower women against gender-based violence. The most significant approach is engaging women parallel to the man. This helps to achieve furthermore SDG goals like SDG-8 (decent work and economic growth) and SDG-17 (partnership for the goal).

Environmental sustainability

Women's empowerment is quickly turning into a central topic in global climate change discussions. A linear relationship is existing between women's empowerment, global climate change, resilience, and sustainability. Women and girls represent several foremost vulnerable communities within the face of global climate change. Nonetheless, it holds the valuable potential for sustainable development and significant agricultural technology.

The purpose of environmental sustainability is to promote business/SMEs that are environmentally sustainable. The empowerment process overcoming intervention and its method shall not impact the environment. Permanent and representative boards should always promote eco-friendly new business. It is required, for two reasons. First, it helps women to raise awareness, and second, it involves them in Environmental sustainability.

Chapter 8: Research outcomes and discussion

International journals, literature, work experience, national statistics, and personal investigation revealed the numerous issues, situations, information, opinions, and possibilities about the women empowerment. Clothing and textile are fast booming and challenging industries in which the women performing the basic role of profitable developing sectors. Through this sector, the women empowerment enhancing and becoming a great source of development, self-dependent, financial solvencies, and leadership for women. The living standard, lifestyle, and social status of the women enhanced due to the textile jobs.

Conclusion

Today, women are well known for their performance and contribution to their workplace society and the home. Particularly in European and Western countries, they are self-dependent, skilled, educated, and confident. Successfully, women's development becoming better day by day because of their working progress and dedication. From society to the family, college to university administration, office; people are progressing due to the women's dedications and capabilities.

Women have been enhancing the clothing and textile business and taking it to higher levels than expectations in Germany. Today, females working outstandingly in these industries in any working position. Technical courses, training, and higher education make their work more attractive and skillful. 82.5% of working positions are filled with the women employees in whole the German textile business and more are coming along the multiple skills.

Currently, in the present situation, women are very well recognized for their contribution as well as performance in the workplace, home, and in society. After an independent war in Bangladesh, the women had to sacrifice almost all their expectations and minimum needs go to start. In modern days women's empowerment is getting better because of their dedication and work for development. Nowadays from family to society, educational institutions, office, and administrative work, everywhere woman is showing their confidence as well as capabilities. Because of women Bangladesh is growing rapidly in the textile sector as well as currently holding the second position in the world after China. This research has proved undoubtedly, that technical and vocational education to the rural woman can change the textile and economic situation of Bangladesh also it will help to produce sustainable textile products for the buyer. The buyer companies going to be benefited in both the way by investing in TVET programs like they're getting sustainable quality products that are good for the environment. Which was previously difficult to get from the untrained textile workers.

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*YOUTH EMPOWERMENT PROGRAMME KIGALI: INVESTING IN TVET TO MEET PRIVATE
SECTOR NEEDS* .Project Proposal Management of Development Projects.

10.13140/RG.2.2.32260.96648

Appendix:

Survey questioner analysis of professional women

Research Questionnaire

I am a student of Hochschule Rhein Waal University of Applied Sciences ,Germany of Sustainable Development Management M.A program. I am conducting an inspection for my research report titled "RMG as TVET for women empowerment in Bangladesh and Sustainable textile benefits of German textile sourcing companies". Please provide me two minutes of your valuable time and your answers will be valued and will never disclose so would request you to fill the questionnaire carefully.

1. Do you have textile work experience?

<input checked="" type="radio"/> Yes
<input type="radio"/> No

2. Textile TVET to women in village can help to get jobs in textile factories in Bangladesh?

- a) Strongly agree b) agree c) neutral d) Disagree.

3. If you have sustainable textile training do you think you can start your business?

- a) Strongly agree b) agree c) neutral d) Disagree.

4. If you get free sustainable textile training from your local youth empowerment school , do you like to join then?

- a) Strongly agree b) agree c) neutral d) Disagree.

5. Do you think in the rural area the women without education can be benefited from textile training program?

- a) Strongly agree b) agree c) neutral d) Disagree.

6. Are you satisfied with current work and environment?

a) Strongly agree b) agree c) neutral d) Disagree.

7. Do think the textile work will help you to get extra money like start small business or work as freelance worker during your ideal time?

a) Strongly agree b) agree c) neutral d) Disagree.

8. Do you think women currently more successful in Textile business ?

a) Strongly agree b) agree c) neutral d) Disagree.

9. Do think German RMG sourcing companies can be benefited by inverting of RMG TVET program to get sustainable textile product in future?

a) Strongly agree b) agree c) neutral d) Disagree.

10. German companies can get sustainable textile products and can purchase less expensive products for their TVET investment?

a) Strongly agree b) agree c) neutral d) Disagree.

11. Germans companies will be profited in the long run if they invest on RMG based TVET program in Bangladesh?

a) Strongly agree b) agree c) neutral d) Disagree.

Survey questioner analysis of female workers in garment factories in Bangladesh

(বাংলাদেশের পোশাক কারখানায় মহিলা শ্রমিকদের জন্য প্রশ্নাবলী।)

(Questionnaires for female workers in garment factories in Bangladesh.)

দয়া করে আমাকে আপনার মূল্যবান সময়টির দুই মিনিট সময় দিন এবং আপনার উত্তরগুলি মূল্যবান হবে এবং কখনই প্রকাশ করা হবে না তাই আপনাকে সাবধানতার সাথে প্রশ্নপত্র পূরণ করার অনুরোধ করবো।

(Please provide me two minutes of your valuable time and your answers will be valued and will never disclose so would request you to fill the questionnaire carefully.)

১. গার্মেন্টস শিল্পে আপনার কি পূর্ববর্তী কাজের অভিজ্ঞতা ছিল?

(Do you had previous work experience in garments industry?)

ক) হ্যাঁ না গ) কোন মন্তব্য নেই

a) Yes b) No c) no comments .

২. আপনি কি বেতন নিয়ে সন্তুষ্ট?

(Are you satisfied with you salary?)

ক) হ্যাঁ না গ) কোন মন্তব্য নেই

a) Yes b) No c) no comments .

৩. আপনি কি মনে করেন প্রশিক্ষণ আপনি আরও ভাল করতে পারতেন?

(Do you think you had training then you could have done better?)

ক) হ্যাঁ না গ) কোন মন্তব্য নেই

a) Yes b) No c) no comments .

৪. আপনি কি সময়মতো বেতন পান?

(Do you get the payment on time?)

ক) হ্যাঁ খ) না গ) কোন মন্তব্য নেই

a) Yes b) No c) no comments .

৫. আপনার যদি প্রশিক্ষণ থাকে তবে আপনি কি নিজের ব্যবসা শুরু করতে চান?

If you had training then do you want to start your own business?

ক) হ্যাঁ খ) না গ) কোন মন্তব্য নেই

a) Yes b) No c) no comments .

৬. আপনার পরিবারের জন্য যথেষ্ট উপার্জন?

(your earning enough for your family?)

ক) হ্যাঁ খ) না গ) কোন মন্তব্য নেই

a) Yes b) No c) no comments .

৭. মাতৃত্বকালীন ছুটিতে অর্থ পান বা কোনও বৈষম্যের মুখোমুখি?

(Do get money during maternity leave or face any discrimination?)

ক) হ্যাঁ খ) না গ) কোন মন্তব্য নেই

a) Yes b) No c) no comments .

৮. আপনার যদি প্রশিক্ষণ থাকে তবে তা আপনাকে পদোন্নতি পেতে সহায়তা করবে?

(If you had training then it will help you to get promotion?)

ক) হ্যাঁ খ) না গ) কোন মন্তব্য নেই

a) Yes b) No c) no comments .

Statement of Authenticity

I am Anjum Ashraf, declare that the data and resources used in this thesis were properly cited and given in the reference section. Data and survey report everything is authentic and can be provided upon request. My academic and professional supervisors have monitored my research and interpretation of the data. The thesis report yet not published or provided to any third-party examiners.

Date: 26th May 2020

Signature: