

Threats of RMG Sector in Bangladesh and Possible Way Outs

Md. Ahshan Habib^{1*}, Mohammad Abdul Hamid², and Umme Salma³

^{1,3}Sonargaon University, Dhaka, Bangladesh

²Dhaka University, Bangladesh

*E-mail: habib826620@yahoo.com

Abstract

Today's market is extremely competitive. Businesses must make sure that they are always improving. Businesses that manufacture clothing are under increasing pressure to boost output, cut costs, and enhance quality while working with constrained resources. The study analyses previous research on the subject and projects future developments in both the domestic and global apparel markets. The purpose of this paper is to find out the contemporary threats and possible way outs of RMG sector of Bangladesh. The research we have shown that the threats faced by this industry Non-Compliance Working Environment, Energy Crisis, Political Instability, Women workforce declining in RMG sector, absence of local Raw-material, lack of research of using technology, eco fashion and absence of adaptation with the latest technology, lack of market oriented design that indicate product diversification, lack of prompt banking services, political and labor unrest & market diversification. As well as the possible way outs in the context of Bangladesh. The RMG sector must focus more on latest technology and research in order to decrease response times and minimize errors. product diversification for search the new market and improve customer satisfaction to increase the volume of export quantity.

Keywords: Threats, RMG Sector, Markets diversification, Non-Compliance, Political Instability, Way Outs, technology base research

1.0 INTRODUCTION

The RMG industry, which is focused on exports, has significantly influenced Bangladesh's economic transition. Our narrative is unmatched in the developing world, thanks to the contribution of our RMG entrepreneurs and worldwide market potential. It was only the RMG sector that entered the picture initially, replacing and then surpassing jute and jute goods as they were losing their traditional markets due to a sharp decline in foreign earnings. The RMG sector steadily added vitality to both the export and the domestic economies through backward and forward linkage economic activities, but the conventional export sector was unable to produce the anticipated outcomes. It is widely acknowledged, recognized, and valued that RMG has contributed significantly to Bangladesh's economy. This sector has supported it throughout the years, and the extent of its influence will make that support justified Apparel industry is one of the biggest sectors in Bangladesh which earning more than 81.16 % of total export in the year of 2020-21 [1] of foreign currency, in every year by exporting fashion product (clothing items) from Bangladesh to different region of the world. Bangladesh export garments to more than 40 countries. The exports are primarily focused on two significant markets: The United States and the European Union, in addition to non-traditional countries. Bangladesh's ready-made clothing business is a multibillion-dollar export and manufacturing sector. The clothing business employs millions of people worldwide, with a significant proportion of women working in this field. As a result, the expansion of this industry has a significant impact on the whole economy. Any vulnerability, risk factor, or danger to this sector should be taken seriously, given its prominence in the economy as a whole. Our clothing industry has grown remarkably over the past three decades, thanks to the government's favourable policies, the dynamism of private sector business owners, and incredibly diligent labourer's. In 2020–2021, export revenues of 31456.73 million US dollars were recorded, and more than 40 [1] nations used "made in Bangladesh" knit and woven apparel. As of 2018–19, there were 4621 RMG factories. Numerous outside variables have been contributing significantly to the expansion of this industry. Thus, there is a fantastic chance for us to increase our export revenue and further penetrate the worldwide garment industry. Despite the industry's remarkable development and promising future, there are always concerns and problems to be faced. Nonetheless, we firmly believe that obstacles and dangers can be transformed into opportunities with the right approach and hard work—our past is replete with examples of this. Ensuring safer factories and improved working conditions for millions of garment workers is one of the main dangers and problems confronting our business lately. Workplace safety is becoming a major concern due to the Tazreen fire and the collapse of Rana Plaza. The industry has undergone an example change as a result of the incidents. Numerous steps have been made to enhance construction and fire safety in the sector in response to the regrettable accidents.

Numerous groups have been established, such as the Alliance, Accord, and National Plan of Action, and they are all honestly trying to improve safety and compliance in every industry. Protecting workers' rights is another issue facing our RMG sector. In July 2013, the Bangladeshi government made revisions to the Labor Law 2006 that improved the protection of workers' rights, particularly the freedom of organization and collective bargaining. There is now more flexibility in the legislative conditions for trade union formation. In recent years, there has been a notable surge in the number of trade unions within the garment industry. In addition, the government looks into complaints of labor rights violations as soon as possible [2]. A skilled labor force is essential to an industry's expansion and advancement. Even though our sector began in the early 1980s, we regrettably lack a significant number of textile universities and vocational institutions, which contributes to the scarcity of competent workers, particularly at the mid-management level [2]. In the upcoming years, the RMG sector might expand even further. If our government, consumers, and all other relevant institutions provide us with concrete backing, we can achieve greatness.

We will attempt to highlight some of the issues that our apparel businesses are now facing in this essay and investigate potential solutions to open up new opportunities. Additionally, several key strategic elements for enhancing export prospects are covered in this article, such as marketing and using the trade-related aid that the EU provides to less developed nations. We think this study will prove to be a significant asset to the RMG industry and a realistic benchmark.

1.2 Description

Bangladesh's export-manufacturing sector is dominated by the ready-made garment (RMG) industry. In Bangladesh, the RMG industry first emerged in the early 1980s. Since then, this industry has grown significantly as a result of the Bangladeshi government's favourable policies. Since 1988, this industry has persisted in solidifying its leading position in Bangladesh's export portfolio. The export revenues from the RMG sector were 3781.94 million US dollars, or 73.28% of Bangladesh's overall export earnings of 5161.20 million US dollars, according to figures from the Export Promotion Bureau (EPB) for the 1997–1998 financial years [1]. In 2020-21 financial years' export earnings from the Apparel sector was 31456.73 million US Dollars which represent 81.16 % of total export earnings and total export of Bangladesh was 38758.31 million US Dollars [1]. RMG industry, which was started only with a few Factories in 1980s and in the year 1984-85 there was only 384 factories and in 2018-19 it increased up to 4621 factories [3].

According to the World Trade Statistical Review 2017 published by the World Trade Organization (WTO), Bangladesh's RMG industry's market share in the worldwide market was 6.4% in 2016, a rise of 0.50 percent from the previous year. The majority of garment imports into Europe from non-EU nations come from Asian nations. 31.4% of all apparel imports into the EU come from the top three exporters of clothing: China, Bangladesh, and Turkey. China accounted for 16% of EU import value in 2018, making it the single largest supplier of clothes to the EU. Bangladesh (9.6%) and Turkey (5.6%) followed. Of the top four countries exporting clothing to the EU, Bangladesh was the only one to expand significantly between 2013 and 2018—its exports reached €16.2 billion, with a positive growth rate of 10.6%. Bangladesh has had notable development over the last five years, with an average annual growth rate of 11.1% throughout that time. The value changed by €21.9 billion from 2017 and 2022 [4].

Although Bangladesh's share of the world market has grown, it remains to be seen how much profit our entrepreneurs have made from the export of RMG. Although the country's RMG industry already has an aim to accomplish \$50 billion by 2021, Bangladesh has a great chance to dominate RMG exports in the future, as evidenced by the market share's steady increase. However, in order to meet the \$50 billion export goal, Bangladesh must grow at a rate of more than 13%. However, China is changing its focus and will no longer produce basic RMG goods but rather high-value goods. Because of the trade conflict with the United States and a scarcity of manpower, production costs are rising in China. Additionally, the Chinese government has implemented new environmental regulations that are expected to result in the closure of approximately 80,000 Chinese industries [5]. Many textile manufacturers are finding that their worldwide supply chains are being impacted by the downturn in Chinese exports, and as a result, they are progressively moving their operations to nations like Bangladesh, Pakistan, Vietnam, Myanmar, and Cambodia. Even though China is still one of the biggest exporters of high-end garments, accessories, trimmings, and textiles, its fast fashion volume industry is anticipated to shift to other suppliers in emerging nations. This presents Bangladesh with a fantastic opportunity, but it is not being taken advantage of because of threats and obstacles. Vietnam—the nearest rival of Bangladesh—closed the gap to third place with a 0.70 percent year-over-year growth in its market share to 5.5% for \$25 billion. Although Turkey and Cambodia maintained their respective market shares of 3.4% and 1.4%, India's share dropped from 4.1% to 4% [6]. Today's market is very competitive and Bangladesh RMG industry exporting basically classic product which is very easy to produce and sell them to the world market. And so many countries doing the same thing in the same way, and retailers take the chance to bargain with the manufacturers. As a result, the garment exporters have no other way to take the enormous volume of order with in very low profit. Another way how we can make more profit and boost up the export volume by doing product diversification as well as market diversification. It means that besides doing the classic we need to develop and create new innovative product and exporting them to the existing and new market.

2.0 DATA COLLECTION

The goal of gathering data was to comprehend the current Situation, threats, challenges, and opportunities of garment industry in Bangladesh. Relevant informations wear collected from books, various journals, newspaper, previous research and internet. And what is the present export quantity in this paper basically from others researcher projects and online clothing and garment industry base web portals.

2.1 Data Analysis

In this Papers data were gathered and analyzed for this article according to specifications for input, output, control systems, human resources, technology, time, decision-making, and communication systems. Main analysis and discussions have been made on the basis of the information obtained from the BGMEA web site and also data collected from the Export Promotion Bureau (EPB) and world famous renowned web portals. Some data are taken from interview that was published in the daily newspaper and as well as from the Apparel summit where the guest spoken about the Readymade Garments (RMG) industries. This paper has focused upon the various issues which are regarding with the garment company and the success of these industries. This study based on secondary data which are available in the government web site EPB and BGMEA which are very authentic and accurate so there is no possibility of fakeness. The limitation of this paper is primary data were not collected like garments factory owner answer the questionnaire/interview. So we couldn't evaluate and analysis their opinion and suggestions. But in this paper demand the authentic and accurate data that's why we focused and depended on secondary data. Another problem in the primary data collection questionnaire and interview the respondent might provide socially acceptable answer. Most of case the person's private information was not disclosed which could be very helpful.

2.2 Research Hypothesis

The RMG sector has been often threatened by many issues in the past and is still under threat. If the current threats are not wisely addressed by government and trade bodies, the growth of the RMG sector will be slow down and will have a negative impact on our economy in future.

2.3 Limitations of the Study

RMG is the single largest foreign currency earning sector of Bangladesh. To have a perfect finding about this sector, a large comprehensive long-time as well as close study is required. But this research has been completed within a limited time. There are 4621 garment factories in the country [1]. A survey on garments factories and interviews of some experts in this sector wear based on and collected on the basis of published news on the newspapers, journals and internet may not give the full picture of this sector. But it can, of course, give an overview of the issue. Besides, to conduct a massive survey it is necessary to reach every resort relating to this topic. Here we collected data mainly from industries and several surveys done by CPD, BGMEA, Bangladesh Bank and others. Almost every data, table or quotations includes in this paper with references as well as period. So with so many limitations it holds authentic and realistic information about the present state of nature of Bangladeshi RMG sector.

3.0 PRESENT THREATS

3.1 Identification of Threats

To identify the threats has carried out information of garments industries of the country in this sector. The information shows that all the industries have had Non-Compliance Working Environment, labour unrest, energy crisis and political instability, exploring new markets (market diversification) and also some other factors like technological advancement to produce manmade fiber and raw materials. Labour unrest, political instability, energy crisis and weak infrastructure are the major threats for RMG sector to continue with accelerated growth. considering the opportunities, we must address the issues like labour unrest, political instability, energy crunch immediately to have an improved growth in RMG sector. Moreover, Inefficient and insufficient work force is also a major concern for this sector.

3.2 Lack of Compliance Working Environment

In the question of compliance issue it is very clear that the standards of large factories are better than the medium factories. The condition of small and sub-contracting factories is the worst. The workers are underprivileged from the basic rights like proper wage and allowances, maternity or other leave, day-care, canteen or medical facility and many more. The average working hour including overtime is 12-13 hours. Besides, pressure from the Production Managers (PM) to fulfil high production targets also makes their life very stressful and worsens worker-management relation. A survey of CPD (Centre for policy Dialogue) and non-governmental organization conducted by Manusher Jonno Foundation (MJF), survey shown that enrolments in the factories in most cases were done informally. Approximately 72% of textile laborers in Gazipur and Dhaka lack appointment letters. In Chittagong and Narayanganj, things are a little better: 59.49 percent of the labor force is unemployed. According to the research, 28.4% of employees in Dhaka, Gazipur, and 35 percent in Narayanganj and Chittagong believe they can be fired from their positions at any time. Approximately 83.9 percent of survey participants in Dhaka, Gazipur, and 84.1 percent in Narayanganj and Chittagong reported receiving overtime pay for any additional hours worked. According to 28.7% of workers in Gazipur and Dhaka, maternity leave lasts for four months. The percentage was 61.8 percent in Chittagong and Narayanganj. In Dhaka and Gazipur, just 15.7% of workers reported knowing something about the labor law; in Narayanganj and Chittagong, the figure is 24.6%. In Dhaka and Gazipur, just 5.1% of workers claim to have taken part in trade union activity. 89.8% of workers in Chittagong and Narayanganj stated they had no affiliation with trade unions. Nonetheless, during an open conversation, they related several accounts of violence and harassment on the manufacturing floor. They brought to light instances of "very bad" behavior on the part of general managers, production managers, or supervisors, as well as the "normal" usage of expletives for each slip-up. The study stated that harassment of this kind is more common among female employees. "The slurs are so harsh that they are hard to pronounce when there are faults or delays in finishing tasks." The majority of employees did not report harassing behavior [7].

In terms of holidays, the majority of workers do not take advantage of weekly holidays because of extra work and overtime. As for their health, the nation's garment workers frequently experience respiratory issues, abdominal pain, runny noses, coughs, fever, tuberculosis, and jaundice. Employees working under such critical conditions are prone to get irritated and may even lose it, demanding a more compliance-focused work environment. Many garment workers find it challenging to flee facilities in the event of a fire or fire alarm since they are frequently confined inside. It has been demonstrated in a number of occasions when fires or fire alarms created stampedes that claimed the lives of workers. The truth is that neither plant owners nor regulatory bodies have ever given the safety of their employees at industrial facilities first priority. But as soon as the smoke clears, the entire matter is brought back into focus for both of us. Non-governmental and other groups keep an eye out for labor and social compliance concerns in Bangladesh. Although the majority of chief purchasing officers in the US and Europe stated in the study that standards had either significantly or reasonably improved over the previous five years, they also pointed out that suppliers' levels of compliance vary widely. Bangladesh has made great progress in addressing environmental compliance issues, and attention is just now starting to flow there [8].

3.3 Energy Crisis

The three basic needs Power, gas and water are for an industry to run. These three essentials are structured in Bangladesh in such a way that if we do not have enough gas in the gas grids we cannot generate power and if we do not have enough power the water pump cannot deliver require power. But it is a matter of concern that the country is swimming under severe gas and power crisis last few years. The crisis is ultimately hitting hard on our industrial sector and hence on our economy. The crisis has deepened so much that it has brought people in the street. It is learnt that the country is shortage of 1500 MW electricity per day, both generation and demand affect load shedding. Of the 1100 MW required for its distribution network, DPDC's daily allotment is around 800 MW [9]. Therefore, 5-6 hours of load shedding is every day's affair in the country. On the other hand, about majority of the power plants of the country are gas, oil and coal based where the state in gas production is not also encouraging. There is shortage in this sector also. So it is easily to say and feel that power and gas crisis as the main barriers in the present economic growth. Though the government at different regime has shown new hopes with different short, mid and long term ideas including nuclear based power plants but the fact remains that the problem has not been solved and is not likely to be over soon. Besides, the country has a huge population where the power demand is going to be increased day by day. In addition to producing energy, gas is used in the manufacturing of fertilizers. Presently, fertilizers are produced using 12% of the country's daily gas production, or 230 million cubic feet [10]. Because more is being done to make the food industry self-sufficient, there is a greater need for fertilizers. Consequently, the sensitive need for fertilizers will raise the need for gas as well. The demand will increase more with industrial development. Is the economy and present infrastructure of the country capable of meeting such huge demand and in the near future? That is a question that can only be answered in the days to come. But analyzing the present state and visualizing future scenario it can be deduced that the country is not in a very healthy state and the RMG sector is under threat. A problem is the energy supply. Over the last two years, nevertheless, the government has made this area a priority and begun to update the electrical systems.

3.4 Political Instability

The political environment of Bangladesh was never stable since its independence. But the situation has further worsened in the last few years when it has hit the hub of economic growth, RMG sector of the country. The political leaders always hold responsible each other on any issue even at the cost of country's economy. Though the number of Hartal days is few but the different type of strike is a common happening in this country is the result of such instability. A statistic shows that prior to the last caretaker government the country under about 200 working days of hartal in three years. Strike by the workers at Chittagong port is also a regular phenomenon. Political influence combined with worker's demand on wages and other administrative issues has been identified are the causes of the strike. Armies are often called into to deal with the port strike. It is still a fact, though, that almost 90% of the nation's import and export cargo passes through the Chittagong port, the most significant entry point for external trade. The Chittagong port is often blamed to take more lead time than other competitive countries. Strike of this nature increase the lead time further and hampers country's economy. The political instability due to the confronted politics is made worse when the country's RMG industry or Chittagong port got involved in labor unrest. Labor unrest worsens political instability and political instability acts as a catalyst to unrest. Again, therefore, the political environment of this country has been and is always a threat for RMG sector.

3.5 Women Workforce Declining in RMG Sector

The number of female workers in the readymade garments (RMG) sector has fallen by 10.68 percent in the span of four years, but the number of companies and workers is on the rise, according to two distinct studies done by the Bangladesh Bureau of Statistics (BBS). According to the most recent BBS poll, there are 53.82 percent more men than women employed in this industry, with just 46.18 percent of women working. However, the industry started off with a workforce comprised primarily of women. The same has been discovered in surveys conducted by a number of different organizations. The primary causes of female workers' underperformance in the industry are, according to studies, a lack of training resources, ability, and appropriate technological understanding. Additionally, because incomes are rising, male employees are becoming more interested in the field. According to the experts, the only way to halt the decline in the number of female workers is for public and private groups to coordinate training and skill development initiatives. Over 3.31 million individuals are, at present, engaged in this field. Most of them work as laborers. According to a BBS survey conducted earlier in 2013, there were 43.14 percent more men than women working in the RMG industry. At that time, there were 2.99 million workers in this industry overall. Pratima Pal Majumder, an economist and former senior director of the Bangladesh Institute of Development Studies (BIDS), stated to Prothom Alo that women no longer have the chance to dominate the ready-made clothing industry with just their sewing skills because of the rapid advancements in technology. They must possess talent in order to survive. A comparison of the results from two BBS polls also showed that, between 2013 and 2016–2017, the average growth rate of employment for male workers in the RMG sector climbed by 11.54%. The employment rate for women, meanwhile, has dropped by 6.56 percent [11].

3.6 Infrastructure and Raw-material

Traffic jams cause clothing manufacturers to have inefficient lead times and cause client deliveries to be delayed. Future consumers will seek to obtain more stylish items with shorter lead times, making this issue even more crucial. Bangladesh is not well-supplied with natural or synthetic fibers, and its reliance on imports increases lead times and sourcing concerns. The fluctuation of raw material costs over the last few years exacerbates the issue. Lead times would be shortened by the growth of a local industry [12].

3.7 Absence of foreign investment in Smart technology concept in the RMG sector

Our clothing industry is lagging behind in terms of intelligent technologies. As the world runs on technology, several nations that export clothing are demonstrating their prowess in applying clever concepts to their textile and apparel sectors. One of the best instances is Myanmar, a country with a young and inexperienced garment export industry. However, the EU began supporting the SMART Myanmar initiative. The third phase of this has already begun under the new brand, SMART Textiles & Garments. International retailers striving to improve performance within their supply chains in Myanmar, such as Bestseller, C&A, and H&M, will help with this. On December 6, 2019 [13], SMART Textile & Garments was introduced in Yangon. The project will provide on-site assessments and training on topics like occupational safety and health, chemicals and waste management, energy efficiency, and workplace communications to more than 100 textile and garment factories nationwide with assistance from engineers and local and European experts. According to Jacob Clere, team leader at SMART Myanmar, support from the Myanmar Garment Manufacturers Association (MGMA) has helped the initiative to carry out training and consultancy programs "with 299 garment, textile and footwear factories since 2016, implementing thousands of improvements related to safe workplaces, effective HR management and energy efficiency. We want to further develop ethical supplier chains and sustainable production methods in Europe and Myanmar in our upcoming project phase [13]. With apparel exports rising from \$2.7 billion in 2017 to \$3.86 billion last years, the Southeast Asian nation is among the world's fastest-growing providers of clothes, footwear, and travel items.

Its largest market, the European Union (EU), saw imports soar 21.7% year over year to US\$2.02 billion in 2018, making up over half of the nation's exports of ready-made clothing. Right now, Myanmar garment exports are duty-free to Japan (via the Japan-ASEAN free trade agreement), Canada (through the General Preferential Tariff program), and the European Union (through the Everything Except Arms accord). In light of the current circumstances, the owners of our RMG businesses need to consider their options and communicate effectively with their current clients in order to encourage them to make investments in this SMART initiative.

3.7 Limited Product Category Export to the European Apparel Market

The majority of Bangladeshi garment producers essentially adhere to the "cut-n-sew" philosophy, which calls for sewing only traditional products. Basic fashion items like T-shirts, sweaters, pants, coats, and shirts are produced in the majority of the factories [14]. Looking at the EU market, knitwear makes up 12.1% of all garment imports and is the largest product category, valued at 20.3 billion euros. T-shirts, body wear, trousers, and trendy sportswear are the next most popular items, collectively making up 45.7% of all garment imports into the EU. By import value, the product categories with the quickest growth include dresses, swimsuits, active sportswear, and fashion sportswear. Over the past five years, the average annual growth rate for the import value of active sportswear has been 13.8%, compared to 8.3% to 9.6% for the other top categories. Sportswear is becoming more and more popular because of its practicality and the rising trend of Europeans doing sports for health benefits. In the upcoming three to five years, these indicators point to sportswear continuing to expand strongly. All other product categories increased at lower annual rates than the average for clothing imports between 2013 and 2018, while most had respectable growth rates of 4.3% to 5.8% [15]. Another subcategory is eco-fashion, or sustainable clothes, which is progressively expanding throughout the European Union. Product designs, creations, and productions of clothing that take social and environmental implications into account are included in this category. One of the most intriguing global markets for exporting sustainable clothing is still Europe, especially Northern Europe. As sustainability is applicable to all product categories and is not currently recorded in terms of value or volume, there is a lack of particular trade or production statistics available for sustainable garments. But in the biggest markets in Europe, it's believed that one in three shoppers takes sustainability into account when choosing clothing. Wearable technology and intelligent apparel are two more product areas that are developing in the EU. All of these categories include wearable technology, whether it's an accessory or a component of garment material. Smart sports bras; smart watches (like the Apple Watch); smart glasses (like Google Glass and Sony's Smart Eye Glass); wearables for pets; and outerwear (such coats with built-in LEDs) are a few examples of wearable technology. The wearable technology market in Europe was predicted by TMR to expand at a rate of 42.1% annually on average between 2014 and 2019. €2.3 billion is the expected value for 2019 [16]. Due to its increasing popularity, the smart clothing business is expanding slowly in Europe, but some experts and we still think it has a bright future ahead of it.

There is currently a high demand for complex items that meet client needs. Two additional major issues are the absence of investment in new machinery and technologies and the limited number of the qualified labor, particularly in middle management, in addition to the numerous trendy product categories and eco fashion [17].

3.8 Realize the Potential

Realizing the potential of Bangladesh's ready-made garment industry requires collaboration between the three primary stakeholders: the government, suppliers, and purchasers. Infrastructure, education, and trade support are the top three areas in which the government is investing. How can US and European purchasers ensure that Bangladesh remains a dominant source of goods and services? It is recommended that buyers establish more intimate and enduring connections with suppliers and, if need, reconsider engaging in price discussions with them. The most advanced providers are distancing themselves from long-standing clients and are picking their clients more carefully. Enhancing their own operational execution is another requirement for buyers. Processes are slowed down generally by their lengthy response times, intricate internal sourcing and merchandising systems, and frequent last-minute modifications. In addition, buyers must actively pursue compliance efforts [18].

3.9 Limited Uses of Man-Made Fiber

Bangladesh manufactures garments from man-made fiber. There is no alternative way to increase the export volume of apparel items that are made from artificial textile raw materials. While MMF (man-made fiber) demand is rising globally, exporters, manufacturers, and buyers are all in agreement on this point. According to a survey conducted by the Bangladesh Garment Manufacturers and Exporters Association (BGMEA), the export of clothing manufactured from man-made fiber (MMF) from Bangladesh has been set at 20 percent for many years, despite the fact that the manufacturing of such clothing has exceeded 40 percent worldwide. Yarn made of cotton is becoming more and more popular in Bangladesh, as are the clothing items made with it. However, the sales of clothing products made of cotton fiber are yielding lower prices for exporters. According to the survey, of all the garments shipped from Bangladesh in the most recent fiscal year, 74.14 percent were made of cotton fiber, an increase from 68.67 percent in the 2008–09 fiscal year. The BGMEA president, Rubana Huq, stated that in order for the industry to switch to MMF-based clothing manufacturing, international direct investment and government support are required. The nation has relatively little capacity in this area; therefore, the government should also loosen regulations to attract FDI to MMF textile production, she added. Head of H&M for Bangladesh, Pakistan, and Ethiopia, Ziaur Rahman, noted that while worldwide demand is shifting toward MMF, the pattern in clothing shipments from Bangladesh indicates a larger proportion of cotton-made apparel goods [19].

3.10 RMG Sector Needs Revised Building Code

In order to protect the industry from more expensive western mandates, RMG exporters requested that the updated Bangladesh National Building Code (BNBC) be published as soon as possible. According to BGMEA President Dr. Rubana Huq "Despite starting work on its revision in 2015, we have not yet revised our outdated BNBC in 2019, The head of the BGMEA claimed that following the collapse of the Rana Plaza building, the industry was forced to spend a significant sum of money putting safety measures in place in accordance with the recommendations of the western retailers' platforms, "Accord and Alliance," which ignored the national context. She said that US\$1.5 billion has been spent in the previous six years on installing equipment only for fire safety. As a consequence, the prescription disrupts and ends up being extremely expensive for the industry. She said that despite the installation of a state-of-the-art fire hydrant system and fire alarms, its malfunction was caused by dampness. She insisted that the amended BNBC be published as soon as possible, saying that if everyone involved works together, "don't allow others to suppress us." Regarding the \$50 billion export profit goal, she explained that it was set in stone following the collapse of the Rana Plaza building for many reasons. "However, given the current state of the industry, I disagree with the target considering that export earnings have dropped by more than 6.0 percent over the last five months," the speaker stated. She also mentioned that the World Trade Organization has lowered the worldwide consumption rate from 1.8% to 1.2%. According to her, the objective should be concentrated on retention and value creation, since quantity just leads to confusion. In order to build resilience measures for the country's RMG supply chain, Ms. Huq recommended including other industries in the research.

3.11 Labor Unrest

Labour unrest is one of the most important pointed threats for our garment industries there are many Causes of Labour Unrest in the RMG industries which are Low Wage Rate in the small and subcontract factories and Delayed Payment, Besides low wage, the other crucial reasons for labour unrest in garment sector are deprivation from minimum wage, non-payment of monthly salary on time and improper payment for overtime Moreover, different allowances like medical, attendance bonus, yearly bonus etcetera are not fixed; capricious changes in those by owners cause workers' dissatisfaction. Many factories also do not pay the festival allowances. The cases of labour unrest on the issue of job insecurity continued after that also, the same fear of losing job prevails in almost all the informal factories and is very often exposed in the form of labour unrest. Another feature is job uncertainty is that the employers do not issue any formal appointment letters to the workers that make them vulnerable to be fired at any moment, and it is most of the time frequently done by the Production Manager (PM) of the factory was fired without showing any specific reason final result is labour unrest. Immoral Behaviour of the Mid-Level Management. The industry's high rate of employment instability encourages sexual force as well as boss blackmail. Large, well-established firms seem to offer comparatively greater protection, while smaller factories are the biggest violators. The majority of employees stated that verbal abuse and sexual harassment negatively impact their ability to work, which is indicative of a non-compliant work environment. All employees are affected by the environment of dread and rage when a woman has experienced humiliation, whether it be sexual or otherwise, and there is no way to provide her with redress. Productivity may be increased by ensuring rational job security and improving social compliance standards. The government just reduced the minimum wage. The beginning wage has been raised to Tk 12,500 from Tk 8,000 [21].

4.0 POSSIBLE WAY OUTS

Experience from the past dictates that the nation must take decisive action to avert the current and impending disaster. There is a method to escape the current circumstances and dangers, according to the seasoned industrial exporter.

- » The annual price adjustments of everyday necessities and commodities that are closely linked to the production of gasoline, electricity, water, and oil by the government should not be made. The most recent rise in business gas bills was 52% [21].
- » Launch value-added services for current clients, such as research and development for creative ideas, products, and services. Need more Establishing sector-level R&D centers requires funding. Additionally, factories have to spend money on R&D setup.
- » It's Time to Pay Attention to Lead Time: Cutting Lead Time is One Way to Lower Production Costs. All system losses resulting from commercial, customs, and international commerce must be eliminated. Infrastructure and road transportation need to be properly handled as well.
- » Additionally, we must examine the nontraditional export markets, especially in the Middle East, Latin America, and some Asian nations where the RMG sector's impact is essentially nonexistent compared to markets in the EU and North America. There should be a serious attempt made to export to China and India. EPB might take proactive measures to boost exports to these two nations.
- » As we promote their backward connection, WE may simply target the BIMSTEC (The Bay of Bengal Initiative for Multi-Sectoral Technical and Economic Cooperation) market. We can establish strategic partnerships with emerging RMG-producing nations such as Ethiopia and Myanmar. By providing those nations with RMG input materials like fabric, accessories, packaging, etc., Bangladesh stands to gain.
- » The factory-level compliance standard in the RMG sectors is comparatively better than social compliance, with regard to the improvement of social compliance standards [18]. The medium- and small-sized subcontracting sectors find this compliance threshold concerning. In these workplaces, compliance concerns that need to be addressed include working conditions, working hours, union rights, PC formulation, daycare and canteen facilities, maternity and other leave, medical facilities, etc. Many of the issues may be resolved if working conditions are addressed. Some owners worry that they will become less competitive since it usually costs more to provide fundamental rights and welfare. By making sure all the infrastructure is in place, we may also prevent the unforeseen labor disturbance in the RMG sector from continuing.
- » For the RMG trade, the government needs to provide port facilities and road transportation. Give the industrial zones urban amenities. Assure improved safety and working conditions for the sector's staff and employees, both inside and outside of factories. It is imperative to guarantee adequate and superior education and healthcare facilities to the RMG hotspot regions, such as Naryanganj, Ashulia, Savar, Gazipur, Chittagong, and so on.
- » A major concern for both the UK and Bangladesh is Brexit; in order to maintain the duty- and quota-free status that the nation now enjoys, negotiations with the UK government must begin. We always display weakness in the negotiating table, even though we are capable of producing high-quality clothing at low costs, guaranteeing the best production environment, having friendly and affordable employees, and having the most advantageous location in the subcontinent. For this reason, we need to demonstrate our professional negotiating skills.
- » The decline in women's employment in the RMG sector is concerning for the empowerment of women in the community and for their financial stability. To address these issues, women should receive the necessary training, education, and exposure to technology, and they should also be made aware of their legal rights and obligations.
- » First and foremost, political parties should prioritize the RMG sector and refrain from engaging in any unsavory politics that directly affect the nation's sentiments. At all costs, they must allow the port to continue operating; they cannot obstruct highways, railroads, cargo carriers, or any other extremely sensitive area. Unions may be quite important in this situation.

4.1 Proper Use of Potential of EU Apparel Market

Put more emphasis on active sportswear and trendy sportswear. These two product categories are in high demand in Europe, as imports from poorer nations are growing. In the last five years, there has been strong price development and a high average unit price for fashion sportswear. On the basis of market size, growth, and favorable pricing development, choose to concentrate on one of the other intriguing product categories. 15. Among these are gowns and knitwear, which are imported and typically cost between €4.82 and €5.15. The most common product categories that developing countries send to the EU are knitwear, T-shirts, pants and shorts, outerwear, and outerwear. Together, these four categories are worth €55.3 billion (2022), or about 60% of all apparel exports to the EU. [22]. Though it is a tiny industry in comparison to the top categories, swimwear is another area with a lot of promise. In these product categories, cultivate strong production and design capabilities. Think of getting into the eco-friendly clothing industry, which is predicted to drive imports into Europe in the future. Recognize the sustainability criteria of your customers and investigate where and how you may meet them, such as through recycling, the use of eco-friendly production techniques, and the use of sustainable materials. Remember that there are several target markets in the clothing industry. Business opportunities might also be found in niche markets. Decide which market niche would be the most advantageous for your business. If you don't have a distinct edge in production and design, stay out of the suits and ensembles product category. Suit and outfit opportunities, as well as leather, appear to be diminishing in tandem with a drop in import values and a sharply negative price development. The top six markets for exports are Germany, France, the UK, Spain, the Netherlands, and Italy. Concentrate your efforts there. They are the largest importers of clothing from developing nations as well as the largest buyers of clothing in Europe. Non-EU vendors are well accepted in each of these nations. Given that they have the highest average import costs and the best price development over the past five years, France and Spain could be especially intriguing. Think about exporting clothing to Poland, which is Europe's fastest-growing importer of clothing overall, as well as clothing from poor nations. Europe has a healthy clothing business and is home to some of the biggest apparel companies in the world. The EU's apparel import industry was extremely profitable, rising from €138 billion in 2017 to €191.4 billion in 2022. The percentage of clothing imports into the EU from developing-nation suppliers increased from 48.8% in 2017 to 49.5% in terms of value. From 2017 to 2022, the market grew by 6.75 percent on average every year. The four EU import markets that are largest are Germany, France, Spain, the Netherlands, Italy, and Poland [23]. Fashion sportswear, active sportswear, and coats, jackets, and blazers are the product categories that emerging nations export the most of. The EU's increasing demand for this category has resulted in an average annual growth of 21% in fashion sportswear exports from emerging nations over the past five years. Historically, the creation of men's shirts, T-shirts, jeans, and shorts has been a specialty of developing nations. Currently, 27.5% to 32.6% of all imports in these categories come from developing countries.

4.2 Keen Focus on Research and Development (R&D)

Fashion consumers are now very fashion and style conscious, they are always looking for new design and style. As a result, international fashion sourcing companies are also searching for new design/ style, innovative creative fashion products. Basically in Bangladesh, most of the garment manufacturers follow the "cut-n-sew" theory that means sewing only the classic product. Most of the factories are based on Basic fashion production like- basic-shirts, trousers, jackets, T-shirt and sweater. Some fashion product like Outerwear, technical sportswear, swimwear, underwear, shape- body and lingerie- a product that Bangladesh used to make in the past. Designs like- Ski wear- tracking- hiking- and biking unfortunately the export volume is very poor in quantity. So we can start develop these item and offer to the buyer. And only 5% market share high price luxury segment, 15% market share upper middle price segment, 30% market share is based on middle price segment, 40% is low to middle price and 10% discount segment. Factories also can do semi fashion products. For example, Ladies Blouses, tops and babies clothing item we are exporting from Bangladesh to EU, it is also poor in quantity so we can apply some hand stitch/embroidery work, patch work, appliqué, natural dying by skilled worker. As a result, value will be added and product price will go up so the manufacturer can gain profit as well as quantity will raise up. Otherwise orders might go to other apparel producer countries like India, China, Vietnam, Sri Lanka, Turkey etc. It's imperative that fashion products be diversified. Head of H&M for Bangladesh, Ziaur Rahman, stated that we are far behind in R&D and that H&M pays 75 cents more to Chinese suppliers than to Bangladeshi exporters for the identical goods because China can create a wider range of goods. As we previously stated, the five clothing categories that make up the majority of Bangladesh's exports'-shirts, trousers, jackets, sweaters, and formal shirts accounted for 73% of all garment exports during the previous fiscal year. According to the research [24], the nation exported t-shirts worth \$7.01 billion, pants worth \$6.93 billion, coats worth \$4.38 billion, sweaters worth \$4.25 billion, and formal shirts worth \$2.32 billion throughout the year.

4.3 WEARABLE APPAREL & TECHNOLOGY

Devices that may be worn on the body as an accessory or incorporated into fabric for clothes are referred to as wearable technology. Between 2016 and 2017, the worldwide wearable technology market expanded by 10% to reach 115 million devices. Despite its gradual growth, the market is maturing. Growth percentages are predicted to stay in the double digits in the following three years. [25]. Computers may now be built into garments, replete with sensors and a battery, thanks to advancements in the underlying computing technology. This opens up more possibilities for the creation of intelligent clothing. This kind of smart clothing may gather information to monitor fitness or wellness parameters, for example, and provide the wearer immediate feedback. Fitness trackers like Fitbit, Runtastic, Mio, Misfit, Nike, Microsoft, and Garmin; smart sports bras; smart watches like the Apple Watch and those running Wear OS; smart glasses like Google Glass and Sony's Smart Eyeglass; wearables for pets; and outerwear like jackets with built-in LEDs are a few examples of modern wearable technology devices. Wearables can serve as a portable power source for portable electronics thanks to their rechargeable batteries and integrated solar cells; Near-Field Communication Technology: With this wearable technology, customers may communicate with their clothes and get details on the materials, price, and maker of the item. Each item of clothing may be personalized with any required information using a near-field communication (NFC) chip. Wearable technology can also connect with smartphones using Bluetooth Low Energy, which uses a lot less battery power than earlier Bluetooth technologies. Here, there is a scope to start SMART project. The IT (information technology) sector is expanding quickly. We can open up export markets and increase remittance income if the RMG sector and IT collaborate, and if international investors and the government invest here.

4.3.1 3D design

Determining the ideal fit is a crucial step in creating a new clothing design. For instance, should the sleeves be long or short, the neck be curved or pointed, and the fit be looser or tighter? 3D rendering can greatly enhance this procedure. It is possible to convert technical blueprints and flat sketches into virtual 3D representations, which lets you make real-time design adjustments and get the optimum fit.

4.3.2 AI / Artificial Intelligence in Apparel design

What is artificial intelligence? By evaluating data and developing the ability to adapt to a range of tasks, artificial intelligence (AI) uses algorithms or computer programs to mimic human cognition and behavior. As technology becomes more prevalent in daily life, artificial intelligence is expected to grow in the next ten years, particularly in the design and retail sectors of the fashion industry. 'Strong' and 'weak' are the two broad categories of AI. A collection of interactions or answers that are only "human-like" are considered examples of "weak" AI. 'Strong' AI is utilized for problem-solving procedures. Its programming combines trial-and-error with logic to solve problems and classify objects. This kind of AI may assist you in analyzing real-time photographs and trends in the fashion sector through "image sorting." For instance, in order to better comprehend shapes, colors, and styles, the Fashion Institute of Technology (FIT), IBM, and Tommy Hilfiger collaborated in 2018 to assess 15,000 Tommy Hilfiger photos and almost 600,000 publicly accessible runway photographs. To create original and distinctive fabric patterns, an additional program was utilized to examine close to 100,000 patterns from different fabric websites. As a result, there were fewer "all-nighters" for design research since more time was spent developing and less time was spent conducting research [26].

The fashion industry is using artificial intelligence in a variety of ways. AI's initial use in the fashion industry is in advisory roles. Customers are getting clothing recommendations from artificially intelligent digital assistants based on their current size, shape, weight, and height. Based on the information they have entered into the system; customers are subsequently provided with precise sizes. The correctness of the size is determined by consumer input. Approximately 40% of purchases made online are eventually returned. AI in customer advice is crucial since it increases customer happiness and lowers returns. A report conducted by the research firm Capgemini suggests that by 2022, artificial intelligence may enable retailers to save \$340 billion a year [27] by improving a number of procedures and operations. It seems logical that many merchants would want to incorporate cutting-edge technology like artificial intelligence (AI) into their operations, given this enormous projection figure. In the fashion sector, artificial intelligence (AI) offers several advantages. Some of these include trend prediction, enhanced consumer experience through online fashion assistants, and the creation of more sustainable solutions. We need to communicate with them effectively in this consumer-driven day and urge them to join in the conversation as we transition to a more digital age.

4.4 Exploring New Markets (Market Diversification)

Bangladesh's market diversification is happening extremely slowly, and the country is too dependent on just three markets: the US, Canada, and the European Union. Three markets accounted for eighty-three percent of Bangladesh's garment exports in the previous fiscal year. There are prospects for the RMG industry to enhance its capabilities, innovate goods, and expand its market reach. Profit is the most crucial element in company operations, as without it, operations cannot function. Factories that have been doing business with the same customer for a long time may receive preferential treatment from suppliers, which makes it more challenging to turn a profit. Similar to this, it is challenging to turn a profit if the apparel manufacturers export their fashionable goods to the same market. We thus need to experiment with market diversification. In order to boost export volume, the apparel sector needs to look for new markets. Actually, a type of market diversification known as non-traditional markets has already started. Countries like Australia, Brazil, Chile, Japan, Korea Republic, Mexico, Russia, India, China, South Africa & Turkey. The amount of the new markets to which the garment exporters have begun shipping their goods is sufficient; as a result, these exporters are currently searching for other undiscovered new markets, such as those in South Africa, Japan, Australia, and Russia. Despite some financial issues with exports to Russia, RMG exporters are able to make significant profits. They also have linguistic barriers in Japan, but they are working to get around these issues [28].

4.4.1 Potential of Non-traditional Market

Over the last thirty years, Bangladesh has consistently focused on a small number of traditional markets, namely the United States and the European Union. Nonetheless, current data shows that non-traditional marketplaces are seeing a robust upsurge. Prime Minister Sheikh Hasina of the People's Republic of Bangladesh also stressed product diversification and expanding into new markets during the "Dhaka Apparel Summit 2017". Diversifying one's market and product line is a modern trend that has been suggested for setting sustainable development objectives. Thus, the country's non-traditional markets are important for preserving its crucial economic contribution as well as for feeding its massive industry and providing millions of jobs. Amazingly, for a non-traditional market, Japan will be our top export destination; from July to December of this fiscal year, Japan purchased \$367.22 million worth of RGM goods. Australia, China, Turkey, and Russia are just a few of the leading markets that have also demonstrated positive possibilities. The moment is ripe to expand into non-traditional garment markets in order to support both the growth of these industries and the creation of new outlets for Bangladesh's RMG goods. A significant means of achieving the USD 50 billion target may be the nontraditional market. To lower the risk in its export baskets, Bangladesh should always aim to diversify its markets. Nevertheless, maintaining a longer-term market presence is also crucial. The US and the EU are two well-known markets where exporters in this area are often more interested in receiving large orders. Given the rates of growth currently seen, it would be prudent to place even more emphasis on the potential for expanding exports to more recent and unconventional markets.

5.0 CONCLUSION

Analyzing this paper some distinct threats were identified. Those are Non-Compliance Working Environment, energy crisis, political instability, Women workforce declining in RMG sector, limited using man-made fiber, old building code, Lack of Research and Development (R&D), Limited export volume in the nontraditional market, lack of foreign investment in term of SMART project, absence of effective research based on information technology and application in apparel and labor unrest as well. Considering these facts, there is no doubt that this threat has the most devastating effect on RMG sector. RMG industries so far thinking about these threats and some industries already implemented and developing day by day. Another most common threat that the country is facing at present is the energy crisis. The experts are terming it to be as threat since despite many ideas by the government the problem has not been solved and is not likely to be over soon. 5-6 hour of load shedding daily is hitting the smaller industries most, than the larger industries. Another threat that makes the RMG sector vulnerable is the political instability. Hartal, strike at Chittagong port are nothing but the result of our troubled political environment. In an average, one day hartal costs the country around multi million dollars. Moreover, political instability worsens the export volume. No doubt, these threats are pushing the RMG sector into risk and will have a negative impact on the overall economy of this country. Along with expanding its reach into other economic sectors, including banking, insurance, shipping, real estate, hotels and tourism, utility services for consumer goods, transportation, etc., it has also produced jobs and chances for investment. The expansion of the nation's spinning, weaving, dyeing, and finishing industries is also due to it. Taking into account its strengths and potential, the industry's future appears bright as well. The main factors that have propelled this sector's expansion are low labor costs, government assistance, the commitment of mill owners, and buyer responsiveness.

Bangladesh now has the chance to draw in investors who are looking to exit their market due to China's vertical economy and high labor costs. It is not very unlikely in the near future countries like South Africa, Brazil may need to buy apparel from Bangladesh. Then the question is why the country is not performing as per expectation? It means there are some barriers and threats on its way of development. The current threats of this sector are those major barriers to reach the target and go beyond. The growth of RMG sector is thereby slowing down. The recent threats are seriously affecting the growth of RMG sector. Energy crisis is responsible for the higher production cost and declination of production volume. Though the large industries are using captive power plants for their production but ultimately the cost is rising high. As a result, the mill owners are failing to compete with the present market. Due to the declination of production volume the owners are failing to maintain the schedule of export. Ultimate the country is losing the trust of the buyer. On the other hand, the buyers are losing the profit from garments sector. Loss of profit ultimately affects the worker's salary. The mill owners fail to pay the wages of the workers in due time and in due quantity which again causes labor unrest. Moreover, the factories which were established in an unplanned way and housed in converted and shared buildings have started relocating to purposely-built buildings. Furthermore, a move to establish an industrial park to house the noncompliant clothing firms has been made. It will take some time to complete the massive task of guaranteeing workplace safety at all clothing companies, though. However, we think the Bangladeshi government can continue the pace of the nation's socio-economic growth and guarantee the safety of the sector with the help of foreign development partners and global brands.

The export revenues would appear more spectacular if we effectively addressed these risks. Furthermore, the current risks are slowing down not just the export profits but also the growth of the RMG industry overall. It is important to keep in mind that this nation's economy depends on the expansion of this industry. It goes without saying that the economy as a whole will suffer from the RMG growth slowdown. As a result, in order to counter the dangers, the government and business leaders need to act quickly to adopt specific rules and actions. The risks that have been identified have a significant influence on the RMG sector's growth Not only is it impeding economic progress, but it is also negatively affecting the nation's investment climate.

REFERENCES

- [1] Comparative statement on export of RMG and total export of Bangladesh, [Online]. Available from https://www.bgmea.com.bd/page/Export_Performance [Access on January 11, 2022]
- [2] Prospects and Challenges of Garment Industry, [Online]. Available from <https://www.thedailystar.net/prospects-and-challenges-of-garment-industry-21008> [Access on January 21, 2020]
- [3] Membership, [Online]. Available from https://www.bgmea.com.bd/page/Export_Performance [Access on January 21, 2021]
- [4] What is the demand for apparel on the European market? [Online]. Available from <https://www.cbi.eu/market-information/apparel/what-demand/> [Access on January 21, 2022]
- [5] What is the demand for apparel on the European market? [Online]. Available from <https://www.cbi.eu/market-information/apparel/what-demand/> [December 1, 2023]
- [6] Prospects and challenges of Bangladesh's RMG, [Online]. Available from <http://www.theindependentbd.com/arcprint/details/118303/2017-10-12> [Access on February 27, 2022]
- [7] Majority of Bangladeshi RMG workers do not have appointment contract, [Online]. Available from <http://rmg-study.cpd.org.bd/majority-of-bangladeshi-rmg-workers-do-not-have-appointment-contract/> [Access on January 29, 2022]
- [8] Lower costs are an advantage for the country's ready-made-garment industry, but challenges remain, [Online]. Available from <https://www.mckinsey.com/industries/consumer-packaged-goods/our-insights/bangladesh-the-next-hot-spot-in-apparel-sourcing> [Access on January 25, 2022]
- [9] Load-shedding Schedule - DPDC, [Online]. Available from https://mpemr.gov.bd/public_service/details/9 [Access on February 26, 2022]
- [10] Energy and Mineral Resources Division, [Online]. Available from <https://mpemr.gov.bd/power/details/80> [Access on June 26, 2020]
- [11] Women workforce declining in RMG sector, [Online]. Available from <https://en.prothomalo.com/bangladesh/news/201345/Women-workforce-declining-in-RMG-sector> [Access on January 26, 2022]
- [12] Bangladesh The next hot spot in apparel sourcing, [Online]. Available from <https://www.mckinsey.com/industries/consumer-packaged-goods/our-insights/bangladesh-the-next-hot-spot-in-apparel-sourcing> [Access on July 26, 2022]

- [13] [SMART Textile & Garments project begins in Myanmar [Online]. Available from <https://rmgbd.net/2019/12/smart-textile-garments-project-begins-in-myanmar/> [Access on April 26, 2022]
- [14] Membership, [Online]. Available from <http://www.bgmea.com.bd/home/pages/TradeInformation> [Access on December 21, 2022]
- [15] Which European markets offer most opportunities for apparel Exporters? [Online]. Available from <https://www.cbi.eu/market-information/apparel/what-demand/> [Access on January 11, 2020]
- [16] Which products from developing countries have the most potential in the European apparel market? [Online]. Available from <https://www.cbi.eu/market-information/apparel/what-demand/> [Access on February 19, 2023]
- [17] Bangladesh The next hot spot in apparel sourcing, [Online]. Available from <https://www.mckinsey.com/industries/consumer-packaged-goods/our-insights/bangladesh-the-next-hot-spot-in-apparel-sourcing> [Access on January 26, 2021]
- [18] Five challenges, [Online]. Available from <https://www.mckinsey.com/industries/consumer-packaged-goods/our-insights/bangladesh-the-next-hot-spot-in-apparel-sourcing> [Access on January 25, 2022]
- [19] Time to go for man-made fiber, [Online]. Available from <https://rmgbd.net/2019/12/time-to-go-for-man-made-fibre/> [Access on June 28, 2022]
- [20] Apparel sector wants revised building code immediately, [Online]. Available from <https://rmgbd.net/2019/12/apparel-sector-wants-revised-building-code-immediately/> [Access on February 29, 2022]
- [21] Recent challenges in Bangladesh RMG industry and possible way outs, [Online]. Available from <https://www.textiletoday.com.bd/recent-challenges-in-bangladesh-rmg-and-possible-way-outs/> [Access on December 27, 2022]
- [22] Which products from developing countries have most potential on the European apparel market? [Online]. Available from <https://www.cbi.eu/market-information/apparel/what-demand#which-products-from-developing-countries-have-most-potential-on-the-european-apparel-market> [Access on December 1, 2023]
- [23] What is the demand for apparel on the European market? [Online]. Available from <https://www.cbi.eu/market-information/apparel/what-demand/> [Access on December 1, 2023]
- [24] Time to go for man-made fiber [Online]. Available from <https://rmgbd.net/2019/12/time-to-go-for-man-made-fibre/> [Access on January 27, 2023]
- [25] [Technology trends in the apparel industry [Online]. Available from <https://www.cbi.eu/market-information/apparel/how-apply-new-technologies-apparel/> [Access on January 25, 2023]
- [26] ARTIFICIAL INTELLIGENCE (AI) FOR FASHION [Online]. Available from <https://www.universityoffashion.com/blog/artificial-intelligence-ai-for-fashion/> [Access on February 23, 2023]
- [27] Artificial Intelligence is Restyling the Fashion Industry [Online]. Available from <https://towardsdatascience.com/artificial-intelligence-is-restyling-the-fashion-industry-c2ce29acae0d> [Access on March 25, 2023]
- [28] Must workers die for seeking fair wages? [Online]. Available from <https://www.thedailystar.net/opinion/editorial/news/must-workers-die-seeking-fair-wages-3469441> [Access on December 1, 2023]