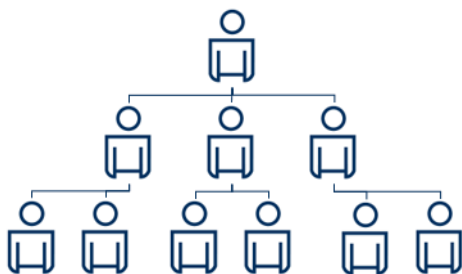


Dhaka Innovation Study

This study examines how innovation and well-being in the Bangladesh textile industry are affected by work characteristics and how both can be promoted. Innovation is a multi-level phenomenon. Therefore, we ask owners, managers as well as employees different questions. This will be done at two times (4-6 months apart) in order to analyse the stability and the direction of relationships.

Participating in this study will ensure new and comprehensive insights for optimizing the future work!



We are looking for participants!

Until now, representative data from the RMG industry in Bangladesh on innovation and well-being are missing. To close this gap, we aim to collect data in about 100 factories with at least 1 owner or managing director, 10 managers and 50 to 100 employees (white & blue collar) per factory. At each level of analysis, it takes 20-45-minutes to fill out the anonymous online survey. The first data collection starts in December 2023, the second one in summer 2024.

Get in touch with us to get more information and to participate!



Benefits of your participation

1. Identification of industry-wide challenges and establishing a benchmark for the future

The anonymous survey allows for the identification of industry-wide challenges and issues faced by many companies in the textile industry. These insights serve as a basis for developing a benchmark for the industry that allows improving the industry as a whole, contributing to a sustainable future.

2. Fostering well-being and promoting innovation through leadership and learning from errors

Knowledge is the first step towards improvement. Fostering the well-being of your employees will improve their motivation for innovative behavior. Additionally, several conclusions for innovation optimization can be drawn as we analyze the influence of leadership on innovation and how errors at work are currently managed.

3. Responsible entrepreneurship

Participation in an anonymous, multilevel survey demonstrates the company's commitment to social responsibility and their interest in improving the working conditions and well-being of their employees.

4. Promoting a positive corporate culture

By giving your employees the opportunity to provide feedback anonymously, you demonstrate an open and positive corporate culture based on transparency and employee involvement. This can strengthen employee trust in the company.

5. Employee feedback

Anonymous surveys create an environment where employees can speak honestly and openly about their working conditions, concerns, and opinions without fear of possible consequences. This provides you with valuable information that you might not otherwise receive.

6. Stress coping and recovery: A special analysis for owners of companies!

As owner of a factory, you face several special challenges. Therefore, it is important to know how to deal with various stressors and how to recover well after work. Only when feeling rested and powerful, you can give your best at work. The first step in this direction is to reflect on your current coping and recovering strategies.



**TECHNISCHE
UNIVERSITÄT
DRESDEN**

Technische Universität Dresden (TUD) is one of the leading research universities of excellence in Germany and Europe. It has a strong focus on transfer and makes its research results applicable to the industry, politics and society.

The **Inno-Lead@Work research project** investigates current and future challenges and opportunities of the RMG sector in Bangladesh. It examines how innovation, health and sustainability can be promoted in the areas of leadership, modern job design and well-being to create three-dimensional benefits at individual, team, and organizational level.



In cooperation with:

Chair of Work & Organizational Psychology at TU Dresden



with BGMEA and CIEOSH



Implemented by:



HELD is implemented by the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH on behalf of the German Federal Ministry for Economic Cooperation and Development (BMZ) in cooperation with the Ministry of Education (MoE) of the People's Republic of Bangladesh.



Dhaka Innovation Study

Innovation and well-being in RMG factories in Bangladesh – Establishing a benchmark for a sustainable future