



Research | Technical Assistance | Project Management

Portfolio Profile

Industrial Productivity And Worker's Wellbeing

About Innovision

Innovision is an international advisory and management consulting firm. We are working on transforming the world's trade, investment, finance, and socio-economic systems. We offer research, technical assistance, and project management services to support governments, private sector actors, multilateral organizations, and civil society in designing, implementing, and evaluating inclusive and systemic solutions. Our work spans across regions, fostering South-South and South-North cooperation to identify and overcome barriers to an inclusive market, equitable trade, and shared prosperity.

22 Countries

490+ Projects

160+ Clients

1.5mn~ Beneficiary households

Services



Research



Technical Assistance
and Project
Management



Training and Capacity
Development



Monitoring and
Evaluation

Portfolios

Data Analytics &
Emerging Frontiers

Economic Growth

Gender and Basic
Services

Inclusive Financial
Solutions

Industrial
Productivity and
Worker's
Wellbeing

Monitoring and
Evaluation

Offices

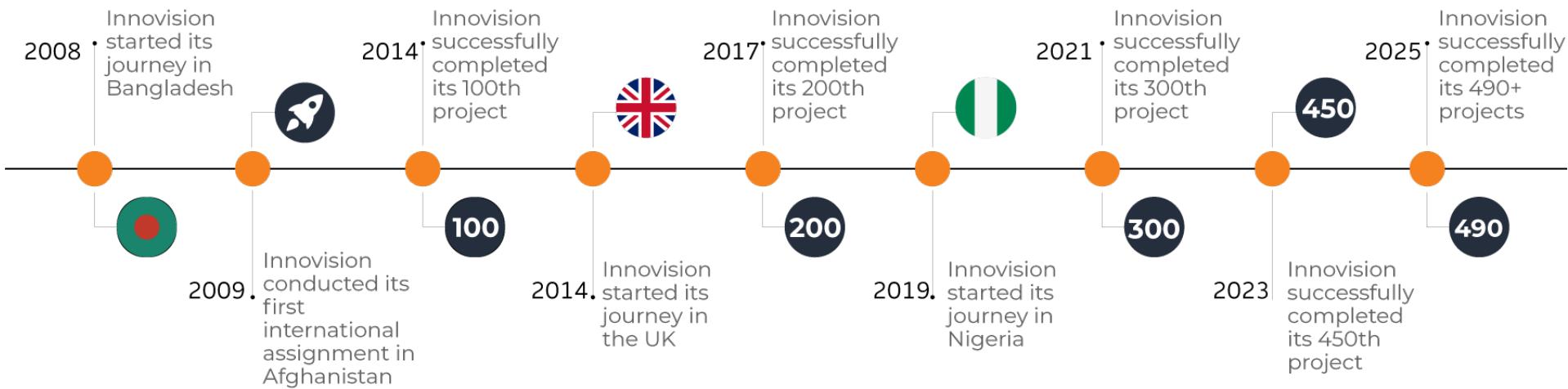
Bangladesh

United Kingdom

Nigeria

Our Journey

Innovision Consulting commenced its operations in Bangladesh in 2008, propelled by a vision to establish a globally impactful company rooted in Bangladesh. Its inaugural assignment was a multi-year market system development initiative in collaboration with the DFID and SDC-funded Katalyst project, which played a pivotal role in shaping Bangladesh's seed market landscape. In 2009, Innovision embarked on its first international assignment in Afghanistan, marking its expanding footprint beyond national borders. Subsequently, the company was formally registered in the UK in 2014 and in Nigeria in 2019. As of 2025, Innovision proudly celebrates 17 years of impactful service and achievement, having successfully completed 490+ projects in 22 countries around the world.



Our Strengths



Trusted And accountable partner
for nearly 500 assignments and 170+ clients



Managing Complex Projects

with stakeholders across government agencies, private sector companies, and development partners



Strong technical expertise

in designing, implementing and evaluating solutions for creating opportunities and improving services for the underserved people



Managed large-scale assignments

in research and market assessments, and implementation, technical assistance as well as monitoring and evaluation



Strong and diversified consultant pool and a team of 70+ full-time researchers and consultants

as well as 250 national and international consultants from diverse fields, and 470+ field staff, including supervisors and enumerators/mobilizers.



Fostering South-South and South-North cooperation since the first year of establishment

across 22 countries, including Afghanistan, Cambodia, Ethiopia, India, Indonesia, Kenya, Myanmar, Mozambique, Nepal, Nigeria, the Philippines, Somalia, Sri Lanka, Tajikistan, Thailand, the UK, Vietnam, Yemen, and Zambia.



Consistent in delivering quality report

To identify and overcome barriers to inclusive market, equitable trade and shared prosperity.

Clients and Partners

For over 17 years, we've earned the trust of 170+ clients and partners by delivering with integrity, even in the most challenging and remote settings across Bangladesh and beyond. Our track record reflects not just capability but our unwavering commitment to deliver. A few of our valued partners are highlighted below.

Government, Donor, and UN Agencies

 ADB	 Kingdom of the Netherlands	
 Food and Agriculture Organization of the United Nations	 Foreign, Commonwealth & Development Office	 giz Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH
	 Investing in rural people	 IFC International Finance Corporation WORLD BANK GROUP
		 Schweizer Eidgenossenschaft Confédération suisse Confederazione Svizzera Confederaziun svizra
 THE WORLD BANK IBRD - IDA WORLD BANK GROUP		
 United Nations Entity for Gender Equality and the Empowerment of Women		 World Food Programme

Private and Development Sector Organizations

Market Systems
Development

Agriculture

Private Sector
Development

Economic
Development

Manufacturing
Sector

Women's
Economic
Empowerment

Extreme Poverty
Eradication

Education
and Skills

Financial
Services

Aquaculture

Youth
Empowerment

SME
Development

Livelihood

Climate
Change
Adaptation

Trade
Facilitation

Health and
Nutrition

Behavior
Change

WASH

Waste
Management

Gender
Equality &
Protection

Child
Protection

Thematic Areas

Addressing SDG

Our works primarily focus on SDG 17 – Strengthen the means of implementation and revitalize the global partnership for sustainable development. Through trade facilitation, financial inclusion, multistakeholder partnerships and SDG integration support, we impact millions of households on the issues of poverty (SDG 1), hunger (SDG 2), health and wellbeing (SDG 3), gender equality (SDG 5), clean water and sanitation (SDG 6), affordable and clean energy (SDG 7), decent work and economic growth (SDG 8), inequality (SDG 10), sustainable cities and communities (SDG 11), responsible consumption and production (SDG 12), climate action (SDG 13), life below water (SDG 14), peace, justice and strong institutions (SDG 16), and partnerships for the goals (SDG 17).



Our Portfolios

Innovision is structured into six strategic business units, known as portfolios, that focus on delivering specialized solutions across key thematic areas.

Economic Growth and Social Development Portfolio: Focuses on poverty alleviation through research and interventions in agriculture, aquaculture, and climate adaptation.

Gender and Basic Services Portfolio: Promotes gender equality through initiatives in health, education, women's empowerment, and prevention of gender-based violence.

Data Analytics and Emerging Frontiers Portfolio: Offers market research and sustainability strategies tailored to private sector clients and investors.

Inclusive Financial Solutions Portfolio: Develops financial services for the unbanked population and advocates for green lending practices.

Industrial Productivity and Worker's Wellbeing Portfolio: Enhances industry standards while safeguarding worker rights and safety in sectors such as RMG.

Monitoring, Evaluation, and Learning (MEL) Portfolio: Designs and implements M&E systems, conducts impact evaluations, and supports large-scale project monitoring.

Industrial Productivity and Worker's Wellbeing Portfolio

- ▶ At Innovision, our mission is to shape the future of industrial growth in emerging markets by creating smart, sustainable solutions that improve work and life.
- ▶ Our Industrial Productivity and Workers' Wellbeing (IPWW) portfolio is transforming manufacturing and services by conducting research, workplace assessments, capacity building, project evaluations, and interventions that address worker health and wellbeing through sustainable, people-centered systems.
- ▶ We enhance productivity, promote decent work, and drive sustainable development across critical sectors including ready-made garments (RMG), textiles, footwear, furniture, plastics, food processing, renewable energy, waste recycling, and value-added products.
- ▶ By partnering with organizations such as the Ethical Trading Initiative, Fast Retailing Co. (UNIQLO), International Finance Corporation, International Labour Organization, GIZ, Swisscontact, relevant government agencies, and trade associations, we expand our reach and amplify our impact, fostering healthier, more resilient workplaces and industries.



Our Services

Through a variety of strategic services, our Industrial Productivity and Workers' Wellbeing (IPWW) portfolio addresses critical areas of growth, sustainability, and worker empowerment across industries.

Industrial Productivity
Enhancement

Workplace Health and
Wellbeing Programs

Research and Sector
Assessments

Capacity Building and
Training

Project Evaluation and
Impact Assessment

Sustainability and
Compliance Advisory

Stakeholder
Engagement and
Collaboration

Gender and Social
Inclusion Initiatives

Featured Projects

Implementation Partner for Women Empowerment in RMG Factories with Fast Retailing Co., Ltd. (2021–2024)

Innovision partnered with Fast Retailing Co., Ltd. (Uniqlo) to promote gender equality and empower women in Bangladesh's ready-made garment (RMG) sector. The initiative focused on enhancing the soft and technical skills of female workers and fostering gender-sensitive management practices within factories, through an informed intervention design centered on women's empowerment. Under this assignment, Innovision conducted training needs assessments, designed customized training modules, and delivered capacity-building sessions for workers and mid-level managers. Factory-specific and consolidated training reports were developed to support sustainability and institutional learning.

Impact

- 341 women workers enhanced soft and technical skills
- 308 mid-level managers trained on gender sensitivity and inclusive leadership
- 7 RMG factories implemented structured empowerment programs



Featured Projects

Implementation Partner for Leadership Accelerator Program in Indonesia's Apparel and Footwear Sector with IFC (2024)

Innovision delivered a 6-month Leadership Accelerator program aimed at empowering high-potential women in Indonesia's apparel and footwear manufacturing sector. The program was structured in two phases. In Phase 1, Innovision developed a blended curriculum, combining online and in-person elements, and facilitated the accreditation process to align with Indonesia's Qualifications Framework. In Phase 2, Innovision delivered the program to 50 women in junior management roles from 3 to 17 apparel and footwear manufacturers in Java. This included 3-day in-person training, online sessions, and self-study. The program also involved gathering feedback and updating the curriculum based on evaluations for future cohorts.

Impact

- 50 women in junior management roles enhanced leadership and management skills
- Advanced gender equality within the Indonesian apparel and footwear sector
- Helped equip organizations with a pipeline of skilled women leaders in junior management



Featured Projects

Implementation Partner for Green Social Dialogue in RMG Sector with ETI Bangladesh (2022–2024)

Under the NORAD-supported project “Decent Work, Gender Equality and Climate Resilience – Building a Future for Bangladesh RMG Workers,” Innovision collaborated with ETI Bangladesh to implement a pilot initiative on Green Social Dialogue. The project aimed to mobilize workers, management, and worker representatives to address climate risks in the RMG sector through participatory social dialogue mechanisms. Innovision conducted a training needs assessment and delivered capacity-building sessions across four RMG factories. The training programs focused on equipping participants with the knowledge and tools to identify and prioritize climate-related challenges at the workplace while ensuring workers' voices are heard in decision-making processes.

Impact

- 155 RMG workers trained on climate resilience and green workplace practices
- 79 utility, maintenance, and health & safety personnel sensitized on climate risks
- 81 trade union and management representatives engaged in structured dialogue for climate action



Featured Projects

Co-facilitator for “Improving Local Furniture Industry of Bangladesh Project” with Katalyst (2010–2012)

Innovision co-facilitated this national initiative to modernize Bangladesh's furniture sector by addressing systemic challenges such as outdated manufacturing practices, limited access to quality inputs, and inadequate marketing capacity. In partnership with Katalyst, Innovision led interventions focused on improving productivity, building sector knowledge, and enhancing marketing skills for both domestic and export markets. Key activities included upskilling furniture SMEs and carpenters in better production techniques, collaborating with universities to introduce technical education, and supporting export market access through policy dialogue and promotional events with key institutions such as the Export Promotion Bureau and National Board of Revenue.

Impact

- 22,800 SMEs trained in modern production techniques
- 3,500 carpenters demonstrated improved skills
- 23 export-oriented manufacturers increased exports



Other Selected Work

Swisscontact - BYETS Program in Bangladesh (2024–Present)

Upskilled youth in 5 RMG factories across Bangladesh, focusing on technical and soft skills training with a focus on gender equality and labor rights.

VisionSpring - Clear Vision Workplace Program in Bangladesh (Ongoing)

Partnered to improve productivity by providing eyeglasses to RMG workers, ensuring better vision and enhanced work performance

Chaity Group - Capacity Development of Mid-Level Managers in Bangladesh (2022)

Conducted capacity-building programs for mid-level managers in Chaity Group's RMG factories to improve managerial skills and productivity.

Nirapon - Factory Building and Fire Safety Training in Bangladesh (2022)

Delivered training focusing on gender inclusivity and establishing safety management practices in RMG factories to promote safety and gender equality.

CARE Bangladesh - Women Thrive Baseline Survey in Bangladesh (2022)

Conducted a baseline survey to assess the status of female RMG workers and women from the community, focusing on key indicators in USAID's Women Thrive Activity.

CARE Bangladesh - Study on Informal Sector in Gazipur, Bangladesh (2022)

Studied decent work conditions in the informal garment sector in Gazipur, focusing on worker empowerment and career advancement.

Selected Experiences in RMG Sector

GIZ - Transparency & Traceability in Textile and Agriculture Supply Chain (2022)

Developed case studies focusing on transparency and traceability in textile and agriculture supply chains, providing insights into the challenges and opportunities for improving supply chain transparency and sustainability.

Adam Smith International - Market Studies in Nepal (2016)

Conducted market studies in Ethiopia and Nepal to assess the apparel and textile sectors, comparing their RMG industries with those of Bangladesh for insights and improvements.

GIZ Yemen - Sector Mapping for Five Value Chains in Yemen (2014)

Conducted sector mapping for five value chains (medical education, tailoring, restaurant services, IT software, and automobile repair and services), provided value chain training for SMEPS staff, and developed a 5-year strategic plan for PSDP Yemen.

Traidcraft Exchange - Domestic Market Research for JDP SMEs in Bangladesh (2014)

Conducted research and a baseline survey for JDP SMEs, determining the size, structure, and requirements of the domestic market, and provided recommendations for market access and development for JDP SMEs.

GIZ Yemen - Assessment of Waste Recycling and Hospital Furniture Value Chain in Yemen (2013)

Provided technical assistance for assessing the development potential of waste recycling and hospital furniture value chains, using a Hot Spot Analysis to inform recommendations for sector promotion and development.

Management Profile



Sadruddin Imran

Chairman and CEO

Sadruddin Imran is an entrepreneur and business leader, who founded Innovision Consulting. He has over 21 years of experience in various capacities across 16 countries. Imran led market and value chain assessments in different countries including Afghanistan, Bangladesh, Nigeria, Yemen and Zambia. He facilitated partnerships between the public and private sectors for development. He managed projects in fisheries, seed, livestock, fertilizer, furniture, and ICT4D sectors in Asia and Africa. He has established and successfully managed consulting, agribusiness, and manufacturing businesses around the globe. He holds an MBA and BBA from the Institute of Business Administration at the University of Dhaka and a project management diploma from AIT Thailand.



Md. Rubaiyath Sarwar

Managing Director and
Lead Consultant

With 20 years of experience, Md. Rubaiyath Sarwar is a seasoned expert in tackling poverty challenges through systemic solutions. He has led 11 long-term missions and executed 60+ short-term assignments focusing on agriculture and aquaculture, climate resilience, financial inclusion, income generation, livelihood and skills development, women's economic empowerment, and across Africa and Asia. He chairs the Value Chain Capacity Building Network for Asia and the Pacific and is renowned as an international trainer in market systems development and the Business Model Canvas application. He obtained an MBA from the Institute of Business Administration, University of Dhaka and an MSc from the North South University, Bangladesh.

Directors



Kazi Shahed Hasan Ferdous

Kazi Shahed Hasan Ferdous is a seasoned leader with over 35 years in corporate, development, and finance sectors in Bangladesh and the US. Currently serving as Bangladesh Country Director at Innovision, he previously led impactful projects on women's empowerment, grassroots institution building, and alternative finance as Country Director at Transform Trade, securing EU and FCDO funding. A National Export Trophy recipient, Shahed brings expertise in project strategy, financial oversight, and training models for socio-economic development. He holds an MBA from IBA, University of Dhaka.



Tasmiah Tabassum Rahman

Tasmiah T. Rahman is an accomplished trainer and skills development expert with 18 years of experience, including leadership roles in Bangladesh and Nepal. As Associate Director of BRAC's Skills Development Programme, she leads a \$12M portfolio focused on building inclusive, market-relevant training systems. She works closely with government institutions to influence national skills policies and drives initiatives in enterprise development, gender and disability inclusion. Tasmiah has successfully secured international funding and managed strategic partnerships with the World Bank Group, ADB, ILO, and Global Affairs Canada. She holds an MSc in Social Policy and Development from LSE.



Mohammad Nazmul Ahsan

Mohammad Nazmul Ahsan is a seasoned trainer with over 18 years of experience in skill development and capacity building, particularly in advancing women's entrepreneurship. He specializes in identifying and integrating innovative technologies to strengthen enterprise systems and enhance training effectiveness. Nazmul has led and implemented large-scale, multi-stakeholder projects, partnering with organizations such as the World Bank Group, UN Women, Swisscontact, Unilever, Shop Up, Samsung and government agencies in Bangladesh. His work consistently focuses on empowering women entrepreneurs through targeted training and inclusive program design. He holds a bachelor's degree in computer science.

Trainer Profile



Mostafa Firoz Khan

Mostafa Firoz Khan has 27 years of experience in industrial operations, HR management, and compliance within Bangladesh's textile and manufacturing sectors. He currently heads the Industrial Productivity and Worker's Wellbeing portfolio at Innovision, where he works on improving operational efficiency, sustainability, and regulatory compliance in industrial settings. Previously, he managed operations at Pakiza Knit Group and oversaw compliance, HR, and administrative functions at ARKAY Knit Dyeing Mills and the LEED-certified Cosmopolitan Industries of the Hong Kong-based EPIC Group. He holds a master's degree in Economics from the University of Dhaka.



Faria Mridha Nitisha

Faria Nitisha specializes in research and projects focusing on gender equality and women's economic empowerment. She has over 5 years of experience in assignments funded by EU, FCDO, USAID. Her expertise encompasses the development of research design and methodology, ensuring a comprehensive approach that incorporates gender-related considerations. She obtained her MSS degree in Public Administration from the University of Dhaka.



Nusrat Zabeen Radia

Nusrat Zabeen Radia is an emerging trainer and development professional with a focus on RMG and manufacturing sectors. With five years of experience, she has led and facilitated training sessions for industry stakeholders, collaborating with buyers, factories, and development partners to design targeted capacity-building programs. Her work is grounded in a strong commitment to gender equality and inclusive growth, ensuring that training interventions translate into tangible improvements for workers and enterprises alike. She holds a BBA from the Canadian University of Bangladesh and is partly qualified under the ACCA.

THANK YOU