



# WOMEN WHO THRIVE

Stories of Transformation



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## About Thrive Project

Women Thrive in Bangladesh Project (2021-2026) is a skills, leadership, and career aspirations program reaching over 67,000 women workers in Bangladesh's garment sector. Implemented by CARE Bangladesh with PVH and supply chain factories, it promotes gender-responsive workplaces through P.A.C.E.

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All individuals featured in this publication have provided informed consent for the use of their stories and photographs. Stories are based on real experiences, with minor edits for clarity.

# INTRODUCTION

The five women in this book reflect the journeys of many garment workers who began with limited confidence and opportunities-but with strong determination to move forward. Through the P.A.C.E. (Personal Advancement & Career Enhancement) program, they developed essential skills in communication, problem-solving, stress management, and financial planning-enabling them to grow with confidence both at work and at home.

A supportive factory environment, with strong management buy-in, engaged supervisors, and the presence of CARE-certified P.A.C.E. Master Trainers embedded within factories in PVH supply chain, helped turn learning into action. This system ensured continuous guidance, practice, and reinforcement on the production floor. As a result, women improved performance, built self-belief, and progressed into advance/ leadership roles.

Through the Thrive Project, CARE Bangladesh worked closely with factories to deliver practical training and create this enabling ecosystem. Together, these efforts are transforming individual lives and shaping a more confident, skilled, and empowered generation of women workers ready to lead.



**Kakoli**



**Nazmun**



**Sumaiya**



**Monalisa**



**Mim**



## Kakoli Khatun

### A New Beginning

Kakoli joined 4A Yarn Dyeing Ltd. as a helper during a difficult time in her life. Coming from a low-income family, she carried the burden of financial stress and uncertainty. At work, she remained quiet and hesitant, unsure of her abilities. Managing both workplace pressure and household challenges often left her overwhelmed.



## Nazmun Nahar

### Transformation of a Leader

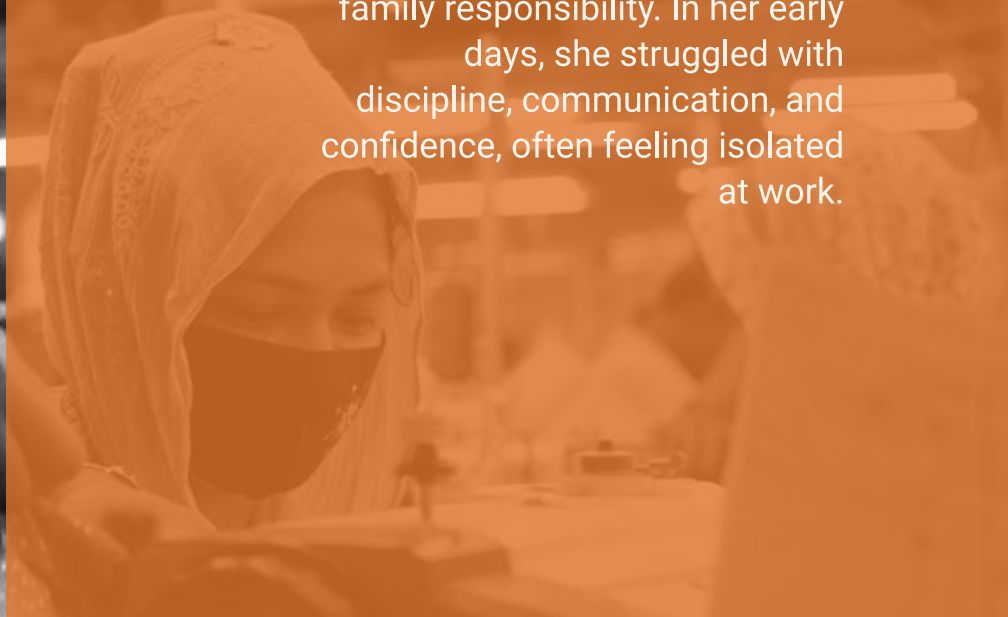
Nazmun started at Square Fashions Ltd. as a helper. Though hardworking, she remained unnoticed due to her quiet nature.



## Sumaiya Sultana Lucky

B r e a k i n g   B a r r i e r s

Sumaiya joined Dekko Garments Ltd. from a rural background, carrying financial hardship and family responsibility. In her early days, she struggled with discipline, communication, and confidence, often feeling isolated at work.



## Monalisa Akter

F i n d i n g   H e r   V o i c e

Monalisa joined Ananta Apparels Ltd. with little experience and personal challenges at home.





## Mim Akter

Stronger Every Step

Mim joined Epyllion Knitwears Ltd. as a single mother facing hardship.

# THE TURNING POINT (P.A.C.E.)



Kakoli's participation in the P.A.C.E. program marked a shift. Through sessions on communication, stress management, and problem-solving, she began to understand her strengths. She learned to express herself, manage pressure, and plan her finances-small steps that created meaningful change.



With support from supervisors at 4A Yarn Dyeing Ltd., Kakoli applied her new skills at work. She became more confident in communication and more focused in her tasks. Her improved performance led to promotion as an Operator. At home, she began planning expenses and contributing actively to decisions.



P.A.C.E. helped Nazmun gain confidence, communication, and leadership skills through interactive learning.



Supported by supervisors, she began guiding others and sharing ideas. She progressed to Senior Supervisor.



Through P.A.C.E., Sumaiya learned communication, time management, and leadership skills. The training helped her build discipline and see challenges differently.



With encouragement from factory management at Dekko, Sumaiya improved attendance, performance, and teamwork. Her efforts led to promotion as Supervisor.



Through P.A.C.E., Monalisa learned communication, planning, and decision-making skills.



With support from supervisors, Monalisa improved performance and gained confidence, earning promotion as Operator.



P.A.C.E. helped Mim learn communication, stress management, and financial planning.



With support from supervisors, Mim improved and became Assistant Supervisor.

# THE JOURNEY AHEAD



Problems are  
not the end,  
they make us  
stronger

Kakoli

A woman wearing a pink hijab and a yellow sleeve is looking off to the side in a factory setting. The background shows industrial equipment and other workers.

**I want to grow  
and help others  
grow** 

Nazmun

A woman wearing a colorful patterned shawl and a red headscarf is smiling in a factory setting. The background shows industrial equipment and other workers.

**If you want to  
move forward,  
see problems as  
opportunities** 

Sumaiya



**Problems are  
opportunities  
to learn  
something  
new** ↗

Monalisa



**Challenges  
made me stronger  
and more  
determined** ↗

Mim

It is inspiring to witness the journeys of the women featured in this book—stories of courage, growth, and transformation. Through the Thrive Project, CARE Bangladesh, in partnership with PVH and supply chain factories, has supported women workers to build skills, confidence, and leadership through the P.A.C.E. program.

These stories reflect not only individual success, but also the power of investing in women to create more inclusive and productive workplaces. I hope this collection encourages continued commitment to women's empowerment across the industry.

**Ram Das**

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