

Challenges of Change: Testing Marginal Female Candidates as Line Supervisors in Bangladesh's Garment Sector

City Innovation Library · Good practice · Bangladesh

Quality score: 76/100

Evidence strength: Randomised controlled trial

Summary

A field experiment in 24 Bangladeshi garment factories randomly gave equally "marginal" men and women supervisor roles. Women started behind on ratings due to worker bias, closed the gap in ~4 months, and were retained above baseline.

Key dimensions

Dimension	Score
Evidence of impact / measured results	3/3
Transferability / demonstrated replication	2/3
Scalability	2/3
Sustainability / continuity	2/3
Innovation	2/3
Inclusiveness / equity	3/3
Multi-stakeholder collaboration	2/3

Evaluated by C-NAPSE

Data sources

[C-NAPSE web research](#) — accessed 2026-08-15

[University of Warwick, University of Oxford & University of Dhaka research team, with Better Work Bangladesh-affiliated garment factories](#) — accessed 2026-08-15

[NBER Working Paper w27606](#) — accessed 2026-08-15

[SSRN abstract](#) — accessed 2026-08-15

[J-PAL related evaluation page](#) — accessed 2026-08-15

Cite this — Evidoria. *Challenges of Change: Testing Marginal Female Candidates as Line Supervisors in Bangladesh's Garment Sector*. Persistent ID: c68543b8-c898-45ef-a2b7-5d299808d352.