



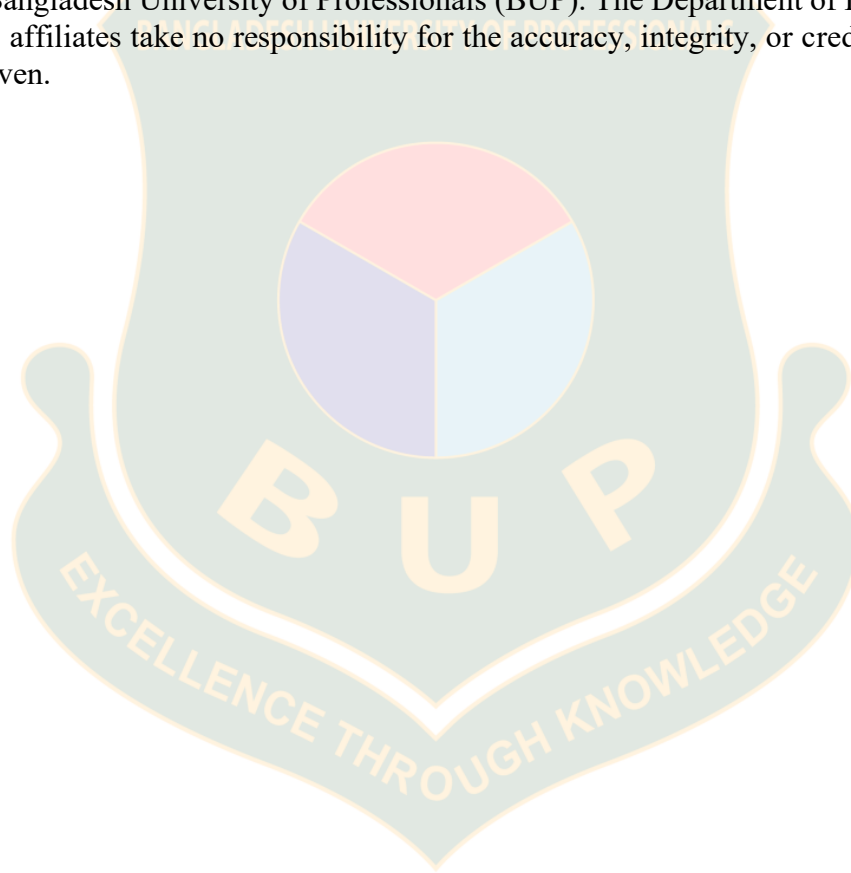
**Proceedings
of the
BUP Devthon 5.0 International Interdisciplinary
Conference (BDIIC-2024)
On
Exploring Cross-Border Synergies in
Development: From Local to Global Solutions**

**Organized by
Department of Development Studies
Faculty of Arts and Social Sciences (FASS)
Bangladesh University of Professionals (BUP)
Mirpur Cantonment, Dhaka-1216**

Disclaimer

The findings and interpretations of the papers presented at this BUP Devthon 5.0 International Interdisciplinary Conference (BDIIC-2024) on the theme titled **“Exploring Cross-Border Synergies in Development: From Local to Global Solutions”** contribute to the interdisciplinary discourse organized by the Department of Development Studies, Faculty of Arts and Social Sciences (FASS), Bangladesh University of Professionals (BUP). The authors’ perspectives and interpretations expressed in these academic articles are completely their own and do not represent the official stand of the Bangladesh University of Professionals (BUP) or its affiliates.

The observations, data, facts, conclusions, and views presented at this international conference which was held on 21 December 2024 represent the personal perspectives of the authors and researchers. Their inclusion in the proceedings does not imply any endorsement by the editor, publisher, or Bangladesh University of Professionals (BUP). The Department of Development Studies and its affiliates take no responsibility for the accuracy, integrity, or credibility of the information given.



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Preface



**Brigadier General Md Shahedul Islam, ndc, hdmc, psc, MPhil
Dean, FASS, BUP**

The BUP Devthon 5.0 International Interdisciplinary Conference (BDIIC-2024), organized by the Department of Development Studies, Faculty of Arts and Social Sciences (FASS), Bangladesh University of Professionals (BUP), brought together renowned scholars, researchers, and practitioners from diverse fields to enhance interdisciplinary collaboration. The purpose of the event was to ignite creativity, share ideas, and promote global and local collaborations to tackle challenging development issues.

BDIIC-2024 was a platform that brought together interdisciplinary approaches to generate inclusive and sustainable solutions to major development challenges. The conference focused on key fields such as economics, political science, sociology, law, disaster science, climate justice, tourism management, and others, emphasizing the interconnectedness of global challenges.

BDIIC-2024 strived to spark meaningful conversations and partnerships that cross disciplines, locations, and cultures. This year's hybrid structure enables worldwide involvement, with in-person and online guests participating in lively conversations via academic discussions, panel debates, and interactive sessions.

Through this conference, Bangladesh University of Professionals (BUP) aimed to:

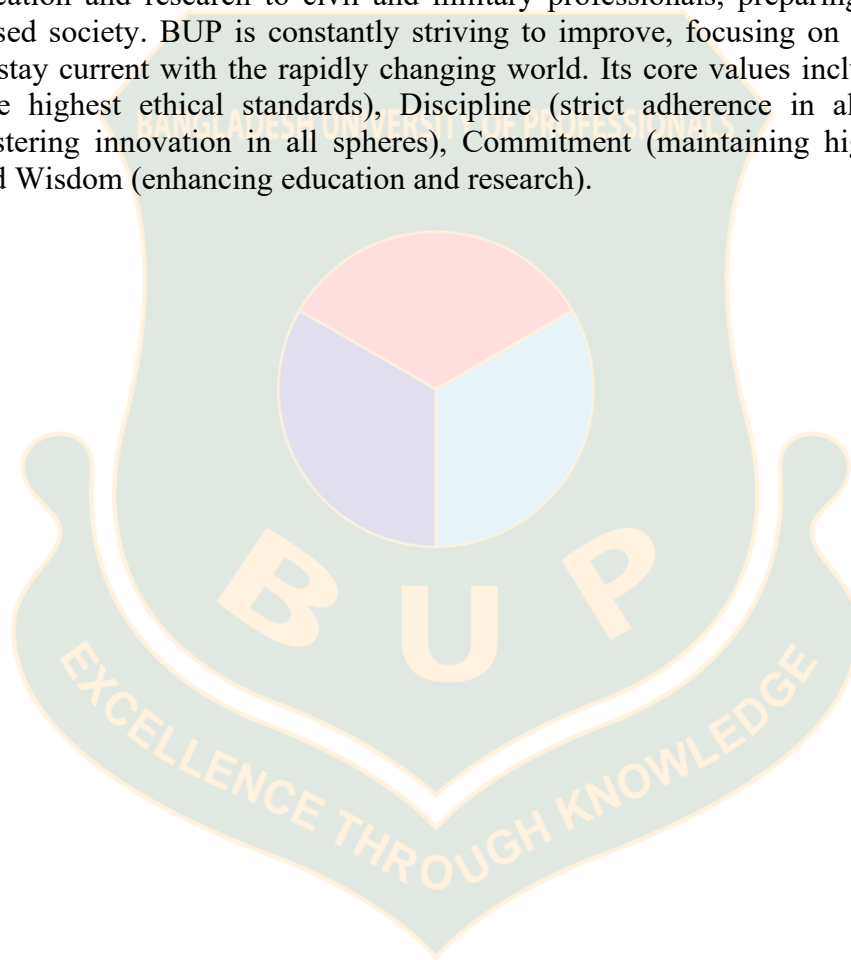
- Foster interdisciplinary cooperation for addressing global challenges.
- Provide a dynamic platform for the exchange of cutting-edge ideas and practices.
- Strengthening networks and partnerships among academics, practitioners, and policymakers.
- Showcase innovation and technology-driven solutions to real-world issues.
- Promote professional growth through skill-development sessions and mentorship opportunities.

We are immensely grateful to the outstanding speakers, prestigious visitors, and all participants for their vital efforts. Special appreciation to our collaborating institutions for enriching BDIIC-2024. We also appreciate the efforts of our organizing committee, professors, and staff in making this event possible.

About the University

Bangladesh University of Professionals (BUP) was founded on June 5, 2008, as Bangladesh's 29th public university. Its purpose is to bring the armed forces' educational and training institutions under one administration while also advancing national higher education and research. BUP, an armed forces institution, aims to foster human resource development in Bangladesh by extending knowledge in national security, technology, and science under the motto "EXCELLENCE THROUGH KNOWLEDGE".

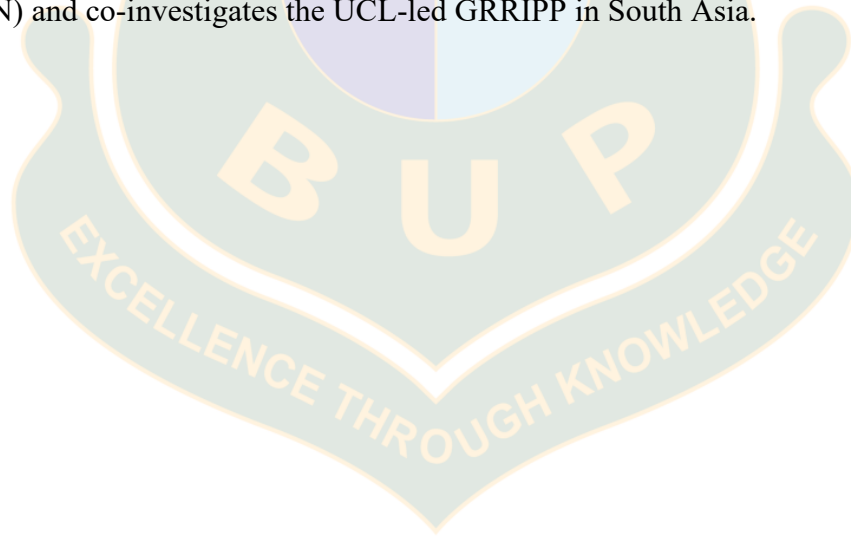
BUP, motivated by its goal of becoming a top university for both professionals and general students, prioritizes need-based education and worldwide research. Its mission is to give advanced education and research to civil and military professionals, preparing them for a knowledge-based society. BUP is constantly striving to improve, focusing on research and innovation to stay current with the rapidly changing world. Its core values include Integrity (upholding the highest ethical standards), Discipline (strict adherence in all activities), Creativity (fostering innovation in all spheres), Commitment (maintaining high academic standards), and Wisdom (enhancing education and research).



Keynote Speaker

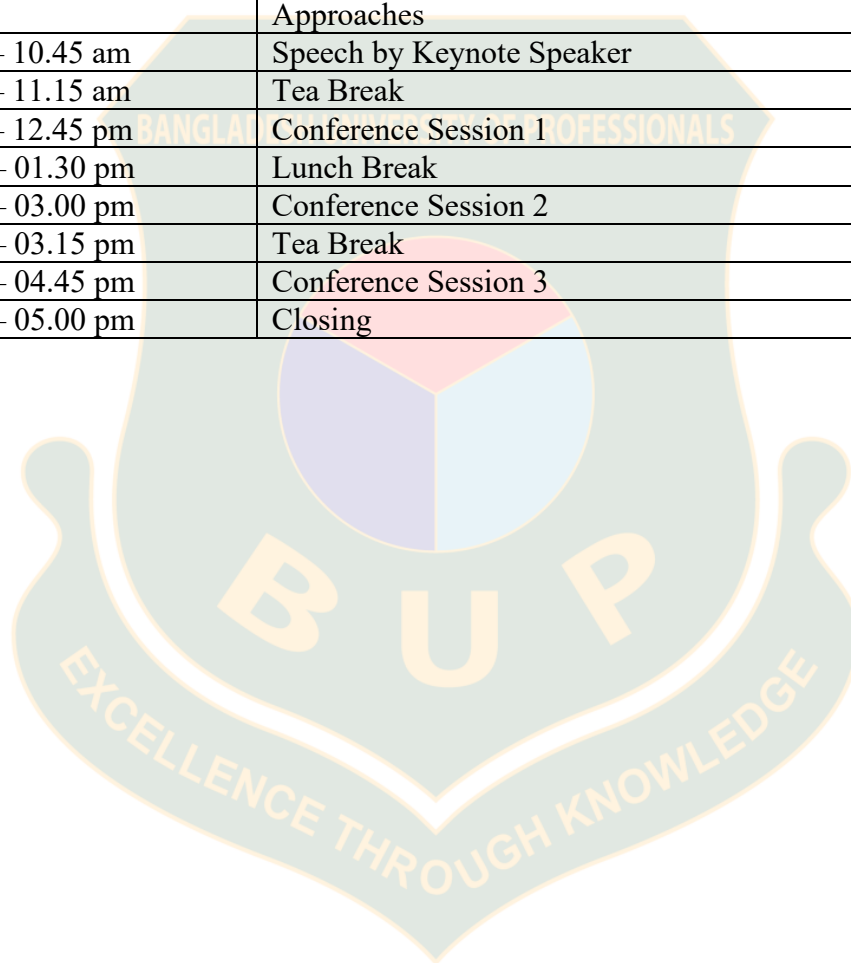


Dr. Mahbuba Nasreen delivered the keynote speech at the conference. Dr. Nasreen is a professor and former Director and Co-founder of the Institute of Disaster Management and Vulnerability Studies (IDMVS) at the University of Dhaka. She started her career as a Sociology Lecturer in 1988. She received the Commonwealth Scholarship in 1991 and completed her PhD in New Zealand, examining rural women's coping strategies during the Bangladesh floods, thereby pioneering disaster and gender research in South Asia. Before taking up the role of IDMVS Director, she served as a Sociology Professor from 2005 to 2012. Professor Nasreen has conducted substantial research on gender, disasters, climate change, and social inclusion since the late 1980s. She has contributed to Bangladesh's National Disaster Management Advisory Committee and participated in policymaking and global forums, such as GPDRR and AMCDRR. She was awarded the Mary Fran Myers Award (2016) for her contributions to catastrophe research. She also directs Bangladesh's Gender and Disaster Network (GDN) and co-investigates the UCL-led GRRIPP in South Asia.



Event Schedule

Event Agenda Date: 21 December 2024	
Time	Activity
09.00 am – 09.30 am	Registration
09.30 am – 09.40 am	Welcome Speech
09.40 am – 09.50 am	Speech by Friendship Education
09.50 am – 10.15 am	Inaugural Panel Session on Current & Future State of Development Studies: Insights from Interdisciplinary Approaches
10.15 am – 10.45 am	Speech by Keynote Speaker
10.45 am – 11.15 am	Tea Break
11.15 am – 12.45 pm	Conference Session 1
12.45 pm – 01.30 pm	Lunch Break
01.30 pm – 03.00 pm	Conference Session 2
03.00 pm – 03.15 pm	Tea Break
03.15 pm – 04.45 pm	Conference Session 3
04.45 pm – 05.00 pm	Closing



Treatment of Black Skin, White Mask

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Abstract

This research examines Frantz Fanon's 'Black Skin, White Masks'. By analyzing the characters through Fanon's concept of the 'white mask', it reveals the effects of colonialism on cultural identity, power dynamics, internalized oppression, and possible resolutions. The study's comparative approach highlights the characters' struggles with identity and agency, reflecting Fanon's insights on the psychological impact of colonial rule. The qualitative data collected aligns with findings from previous studies supporting issues discussed in 'Black Skin, White Masks'. The results show the resolution of conflicts between colonized individuals and colonizers; however, the previous research did not focus on this issue using a qualitative method that included both primary and secondary data. The study emphasizes opinions from teachers and students, which can benefit researchers and society alike.

Keywords: *Black Skin, Identity, Postcolonial Narratives, Psychological Effects, White Masks.*

Comparison of Public and Private Funding in Key Economic Sectors of Greece. Analysis of the 2000-2018 Period and the Impact of the Financial Crisis

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Abstract

In this study, we compare public and private sector spending in Greece across key social and economic sectors from 2000 to 2018, focusing on defense, healthcare, social security, broader public services, environmental protection, housing, public utility infrastructure, culture and religion, social welfare, and economic activities. Data from Eurostat reveals sector-specific spending disparities, with public expenditure often exhibiting more stability, particularly in education. These findings highlight significant differences in how public and private spending respond to economic fluctuations, particularly during and after the 2008 financial crisis. Policy implications include the need for more targeted public spending in sectors where private expenditure is limited.

Keywords: *Economic Fluctuations, Spending Disparities, Financial Crisis, Public Spending, Private Expenditure.*

Food Terrorism and Right to Food: Role of the Bangladesh Government

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Abstract

Food terrorism is a deliberate contamination of food by chemical, biological and radio nuclear agents for causing injury or death to the common people, it is the recent concerns in our country because people cannot live without food, if this food is not safe and produced proper and

healthy way it is not only harmful to the body and mind but also going to make our body dead. In Bangladesh, every year, many people die from eating toxic food that is not made with healthy ingredients. The objectives of this research are to raise awareness about food terrorism and its harmful effects on the body, and how the government can save the people from these problems, and how to ensure the right to food, including the right to life, and how to work existing laws to protect food terrorism in Bangladesh. After collecting data from primary and secondary sources and field work, these data are analyzed and categorized by similarities and differences according to the nature of the collected data. To ensure the right to food, a fundamental component of the right to life, becomes imperative in this context because the right to food includes the right to life. Food terrorism is a great threat to making our future generation healthy and productive because sound health is the main key to making an intellectual nation, which fully depends upon fresh foods, and so the right to food should be ensured by the government or state authority, which in general means accessible to food for all. In this research, the researcher highlights existing policies and legislative frameworks designed to combat food contamination and terrorism, analyzing their effectiveness and identifying gaps in enforcement.

Keywords: *Food Terrorism, Food Contamination, Food Safety, Responsibility, Toxic Food.*

Paper 004

Impacts of Household Energy Choices on Greenhouse Gas Emissions in Shambu Town, Oromia Regional State, Western Ethiopia

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Abstract

This study investigates household energy consumption patterns and their environmental impacts in Shambu Town, Oromia Regional State, Ethiopia, focusing on the reliance on traditional biomass fuels. Data from 200 households were collected through stratified and purposive sampling, and logistic regression analysis was conducted to identify the factors influencing energy choices. Results indicate that 78.5% of households rely on firewood and charcoal, with annual per-household consumption of 346.95 kg and 252.175 kg, respectively. Logistic regression revealed statistically significant factors influencing fuel choice, including household income ($B=-0.21$, $p=0.005$), home ownership ($B=0.365$, $p=0.006$), and the absence of electricity ($B=0.595$, $p<0.001$). This biomass reliance leads to the degradation of 1,087.12 hectares of forest annually, including 910.488 hectares from charcoal production. Annual CO₂ emissions from household energy consumption total 7,439.39 tons, with firewood contributing 5,882.498 tons and charcoal contributing 1,556.894 tons. Statistical modeling indicates that transitioning to cleaner fuels, such as biomass briquettes, biogas, and ethanol, alongside the use of improved stoves, could reduce CO₂ emissions by 3,060.48 tons annually. The study highlights the environmental costs of unsustainable biomass use, including deforestation, biodiversity loss, and significant carbon emissions. Policies promoting subsidies for cleaner energy technologies, sustainable forest management, and educational initiatives to shift cultural preferences toward cleaner cooking methods are critical. These measures could mitigate the environmental and health impacts while reducing dependence on traditional biomass. By adopting such strategies, Shambu Town can achieve a sustainable energy transition and serve as a model for similar regions across Sub-Saharan Africa.

Keywords: *Biomass Energy, Deforestation, Clean Energy, Household Energy, Unsustainable Biomass.*

Floods and Flood Management in Bangladesh

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Abstract

Bangladesh's hydrology is highly diverse, complex, and unique because it is located in the eastern part of the Hindu Kush-Himalayan (HKH) Region's lowest ridge. As the world's largest delta with a dense network of rivers, climate change, deforestation, and unplanned urbanization make Bangladesh is highly vulnerable to natural disasters, with flooding occurring annually. Normal flooding benefits soil and ecology; however, when floods become severe or extreme, they cause serious damage to human habitats, crops, health, and the economy. Disaster risk management (DRM) advanced significantly in the 2000s with the adoption of a comprehensive DRM model that emphasizes prevention and preparedness, focusing on community-based initiatives and multi-stakeholder participation. Bangladesh has also aligned its policies with international organizations and conventions, developing various policies and national plans to address disasters. Flood management is a key part of disaster management. The primary approaches to flood management are structural and non-structural. To implement these measures effectively, the country has established legal frameworks and institutional arrangements.

Keywords: *Floods, Flood Management, Deforestation, Hydrology, Natural Disaster.*

Climate Crisis and Resource Wars: The Environmental Struggles of Developing Nations

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Abstract

The 21st century poses critical challenges for Bangladesh in combating the effects of climate change. As one of the most vulnerable countries in the world, Bangladesh faces extreme weather events, rising sea levels, and severe socio-economic impacts. This paper explores various environmental issues, focusing on the economic, social, and health-related consequences. It also discusses current adaptation strategies and the role of international cooperation in supporting Bangladesh's efforts. By examining these key factors, this paper seeks to propose effective strategies for mitigating the impacts of climate change and promoting a sustainable future for Bangladesh.

Keywords: *Adaptation, Climate Change, Socio-Economic Impact, International Cooperation.*

Climate Change-Induced Disasters and Disaster Management in the Bay of Bengal Region: Policy Options for Disaster Mitigation in Bangladesh

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Abstract

Climate change poses an escalating global threat, intensifying natural disasters and disproportionately affecting vulnerable regions. The Bay of Bengal, due to its geographic and socio-economic characteristics, is highly susceptible to the adverse impacts of climate change. Among the countries in this region, Bangladesh stands out as one of the most at-risk nations, facing recurrent climate-induced disasters such as tropical cyclones, sea-level rise, and extreme weather events. As a densely populated and low-lying deltaic country, Bangladesh endures significant economic, infrastructural, and livelihood losses resulting from these hazards. This paper explores the historical trends of climate-induced disasters in the region, assesses the extent of vulnerability, examines existing policy challenges, and provides practical recommendations for effective disaster mitigation in Bangladesh and the broader Bay of Bengal region.

Keywords: Bay of Bengal, Climate Change-Induced Disasters, Disaster Management, Disaster Mitigation.

Assessment of Road Traffic Noise Level in Bogura Town, Bangladesh

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Abstract

Noise pollution, which can have a detrimental effect on human health, includes unpleasant sounds. One of the main causes of noise in urban areas is traffic on the roads. Road traffic noises in Bogura Town were recorded for this study between January and May of 2023. Digital level meters were used to monitor the noise levels at seventeen road traffic locations. Key noise parameters, including equivalent continuous noise level (Leq), noise pollution level (NPL), and maximum and minimum noise levels (Lmax and Lmin), were analyzed. The highest noise levels were observed at the Charmatha bus terminal and Satmatha, the central business district of the town. Most measurement points (86.3%) had Leq values between 79 and 83 dBA. Evening noise levels were generally higher than morning and afternoon levels. Traffic flow and vehicle honking were identified as primary contributors to noise pollution. All seventeen locations exceeded the noise level limits set by the Department of Environment (DoE). The high noise levels in the study area may impact administrative, commercial, educational, and healthcare institutions. The findings of this study can aid urban planners in creating a quieter environment for Bogura Town.

Keywords: Healthcare, Noise Parameters, Noise Pollution, Road Traffic, Urban Planning.

Judicial Appointment in the Supreme Court of Bangladesh: A Critical Analysis of the Constitutional Framework with A Special Reference to the Collegium System

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Abstract

The appointment of qualified judges in the judiciary plays an important role in the establishment of justice. The Constitution of the People's Republic of Bangladesh contains specific provisions for the appointment of judges to the Supreme Court, empowering the President to appoint after consultation with the Chief Justice. This paper explores the underlying causes behind allegations of political interference in the appointment of judges to the Supreme Court, which became more evident in Bangladesh due to the change of political landscape. The paper argues that Article 95(2)(a) and 95(2)(b) of the Constitution, which stipulate a requirement of ten years of experience in advocacy or judiciary, respectively, should be interpreted based on substantive effectiveness rather than a purely numerical basis. Furthermore, this paper suggests executing Article 95(2)(c) as a qualification prescribed by law, which remained unexecuted. In conclusion, this paper emphasizes the necessity of implementing the Collegium System for the appointment of Judges.

Keywords: *Constitution, Collegium System, Judicial Appointment, Supreme Court.*

Effect of Compensation on Employee Performance: Insights from the Banking Sector in Bangladesh

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Abstract

This study examines how various compensation-related factors impact employee performance within the banking industry in Bangladesh. Adopting a quantitative approach with a descriptive cross-sectional research design, the research surveyed 450 employees across different banking institutions to understand the effects of salary and compensation, basic pay and job-related benefits, career development and recognition, and work environment and involvement on performance outcomes. The study reveals that salary and compensation, basic pay and job-related benefits, career development and recognition, and work environment and involvement significantly predict employee performance. Higher salaries and improved basic pay are strongly associated with better employee performance, underscoring the importance of competitive financial rewards. Additionally, career development opportunities and a positive work environment also play crucial roles in enhancing performance. These findings highlight the need for organizations to invest in comprehensive compensation strategies that go beyond mere salary increases to include professional development and a supportive work culture. The study's results provide valuable insights into organizational leaders, emphasizing the importance of aligning compensation practices with employee performance goals. By developing and implementing strategic compensation plans that include performance-based incentives, comprehensive benefits packages, and career development programs, managers can significantly enhance employee productivity and job satisfaction. The study also underscores

the necessity of creating a positive work environment that fosters employee involvement and recognizes their contributions. While this study provides valuable insights, it has certain limitations, notably its concentration on a single sector and the use of self-reported data. Future research could overcome these limitations by broadening the scope to include various industries and regions, adopting longitudinal approaches, and integrating objective performance measures. Such an expanded approach would offer a deeper understanding of the factors affecting employee performance, ultimately refining compensation strategies. In summary, this study presents actionable recommendations for enhancing employee performance through well-structured compensation practices, adding to the ongoing dialogue on employee motivation and organizational effectiveness.

Keywords: *Compensation, Banking Sector, Employee Performance, Reward Systems, Career Development.*

Paper 011

Contemporary Issues in The Governance and Management of Natural Resources in India

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Abstract

This research focuses on the governance and management of natural resources in India, with particular attention to issues of mismanagement and unequal distribution. It examines whether disparities in resource allocation exist across various regions and investigates the effectiveness of government interventions aimed at addressing these imbalances. Through a comprehensive analysis of policy frameworks, resource allocation patterns, and case studies, the study seeks to evaluate the government's success in ensuring equitable and sustainable management of natural resources. Ultimately, the objective of this research is to assess how effectively the Indian government is navigating the challenges of resource management to promote fair distribution and address environmental and societal needs.

Keywords: *Natural Resources, Management, Contemporary issues, Policy Framework, Unequal Distribution.*

Paper 012

The Role of Women's Empowerment in Climate Change Mitigation for Sustainable Development: A Systematic Review

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Abstract

Climate change poses significant threats to ecosystems and human livelihoods, particularly impacting communities dependent on natural resources and lacking resilience to environmental disasters. The gender dimension of climate change has drawn increasing attention, with research indicating that gender influences environmental values, attitudes, and behaviors. Women often face disproportionate impacts due to social and economic inequalities, limited resource access, and a high dependence on natural resources. In Pakistan, a climate-vulnerable country, climate-induced damages have exceeded \$20 billion, severely affecting marginalized groups, especially women. The 9.1 million women working in agriculture, despite contributing significantly to food security, often experience underpayment and exploitation. Studies show women tend to engage more in pro-environmental practices, yet their vulnerability is

heightened by entrenched social norms and economic barriers. Despite growing awareness, comprehensive documentation of women's experiences in areas impacted by environmental degradation remains limited. This research explores women's roles as change agents in the context of climate change in Pakistan, focusing on gender-specific vulnerabilities and adaptive strategies. Drawing on interviews and UN reports, it aims to inform inclusive, gender-responsive policies to build resilient futures for women and vulnerable communities.

Keywords: *Climate Change, Women Empowerment, Livelihoods, Mitigation, Sustainable Development.*

Paper 013

Sylhet Walkways as Urban Windows: Unveiling Their Role in Urban Life and Environment Stewardship

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Abstract

This study examines the role of walkways in Sylhet City Corporation (SCC) as integral urban spaces contributing to environmental sustainability and social vibrancy. Utilizing spatial analysis, environmental monitoring, and user surveys, the research evaluates six key walkways, focusing on their service coverage, thermal and noise comfort, and user satisfaction. Findings reveal significant disparities in population accessibility, with central walkways like Dhopadighirpar and Jallarpar serving densely populated areas, while peripheral walkways like Goabari and TB Gate remain underutilized. Thermal analysis shows minimal differences in comfort between inside and outside environments, with high humidex values indicating discomfort. Noise assessments confirm significant reductions inside walkways, though levels exceed WHO standards. The Walkway User Satisfaction Index (USI) indicates moderate satisfaction (3.50/5), highlighting areas for improvement in safety, connectivity, and environmental contributions. The study underscores the potential of urban walkways to enhance ecological health and community engagement while recommending maintenance, improved safety measures, and eco-friendly designs to maximize their urban utility.

Keywords: *Environment Stewardship, Urban Windows, Urban Life, User Satisfaction, Walkways.*

Paper 015

NeuroDnet: Integrating Magnetic Resonance Imaging to Brain Tumor Recognition

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Abstract

Brain tumors are a significant health concern, requiring early and accurate detection to improve survival rates. This study combines Magnetic Resonance Imaging (MRI) with deep learning, specifically Convolutional Neural Networks (CNNs), to enhance diagnostic precision. MRI offers detailed brain imaging, enabling differentiation between benign and malignant tumors. The methodology involves preprocessing 1,000 MRI images, applying data augmentation, and training a CNN model with convolutional layers, max-pooling, dropout, and dense layers for robust feature extraction and classification. The model achieved a validation accuracy of 91%

and a test accuracy of 89%, demonstrating high precision and recall rates. These results highlight the system's ability to generalize across diverse cases, making it a reliable tool for clinical use. This approach advances automated tumor detection, providing an efficient, scalable solution to support personalized healthcare.

Keywords: *Brain Tumor, Convolutional Neural Networks, Healthcare, Medical Imaging, NeuroDnet.*

Paper 016

Machine Learning Regression Analysis of Tuberculosis Incidence Across Global Countries: A Comprehensive Study

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Abstract

In underdeveloped nations, where there is insufficient infrastructure and resources for efficient disease management, tuberculosis (TB) is still a significant public health concern. The organism *Mycobacterium tuberculosis* causes tuberculosis. As much as tuberculosis germs usually destroy the lungs, they may also destroy many other parts of the human body, such as the kidneys and spine, as well as the brain. Therefore, we prepare a regression algorithm using a machine learning approach for TB analysis tailored to the context of underdeveloped countries. Finally, in this data set, we collect demographic information records. TB incidence, death by age, and treatment with success rate, TB in HIV patients caused withdrawal rate, and it will be a feature of the regression algorithm in analyzing the machine learning approach. We use the multi-linear regression algorithm of machine learning to predict possible outcomes based on historical data. In this model, we evaluate model performance using cross-validation techniques and matrices such as accuracy, precision and recall F-score in addition to hypothesis testing. We have a visualization graph with pie and bar charts to mean value of the dataset with global countries and comparison with developed and underdeveloped countries with percentage value, the data sets from 2000 to 2022, including data visualization with mortality rates and treatment success rates for tuberculosis in HIV patients. We proposed developing a predictive model to assist healthcare prescribers and planners in early detection and resource allocation.

Keywords: *Bacterium, Disease Management, Machine Learning, Regression Algorithm, Tuberculosis Incidence.*

Paper 017

Automation of Penetration Testing using Modified Deep Reinforcement Learning to Suggest Appropriate

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Abstract

Penetration testing is currently primarily done manually and mainly depends on the experience of ethical hackers, or “pen testers,” who carry out the work. This study introduces a computerized system for penetration testing that uses deep reinforcement learning to automate the testing procedure. Our primary purpose for this framework is to facilitate guided learning for attack training by utilizing it to provide potential tactics during cybersecurity training exercises. By automatically simulating attacks in the training environment, the framework

might potentially be utilized in defense training when support for real penetration testing tools is added. We describe our two-stage automated penetration testing approach in this study. Using the Shodan search engine to build a practical network topology, we must collect relevant server data. Next, we build an attack tree for that topology using multi-host multi-stage vulnerability analysis (MulVAL). Then, we generate the matrix representation that deep reinforcement learning systems need by using conventional search methods to find every possible attack path inside that tree. In the second stage, we apply the Deep Q-Learning Network (DQN) method to determine which possible attacker is the easiest to attack. To test this method, thousands of input situations were created, and DQN was able to find the optimal path with an accuracy of 0.86 while still providing reasonable solutions in the other cases. According to the report, a security model or the necessary steps that had to be taken should be suggested.

Keywords: *Automation, Deep Q-Learning, Guided Learning, Penetration, Reinforcement.*

Paper 018

Japan's Pivot to South Asia: Implications for Bangladesh's Strategic Development and Sustainable Growth

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Abstract

Japan's foreign policy has undergone a substantial transformation since the end of the Cold War, with a heightened emphasis on South Asia, which is a result of the region's increasing economic and geopolitical significance. However, strained relations over issues like the Nanking Massacre, the Senkaku Islands, and China's rising influence have prompted Japan to refocus its engagement towards South Asia, particularly India and Bangladesh. This paper examines Japan's involvement in Bangladesh's strategic projects through Official Development Assistance (ODA) and assesses the mutual benefits for both nations. It argues that while Japan's support is crucial for Bangladesh's sustainable development, it also presents challenges that must be managed to maximize outcomes. By enhancing the efficiency and effectiveness of Japanese-backed initiatives, Bangladesh can leverage this partnership for long-term growth while addressing potential risks inherent in foreign aid dependency.

Keywords: *Effectiveness, Efficiency, South Asia, Strategic Development, Sustainable Growth.*

Paper 019

Building Resilient Organizations: The Behavioral Foundations of Strategic Flexibility

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Abstract

In today's fast-changing and unpredictable economic environment, organizational resilience, the capacity to withstand, adapt to, and grow from challenges, has emerged as a key determinant of long-term success. While traditional approaches to resilience often emphasize structural and operational factors, recent perspectives highlight the critical role of human behaviors. This study explores the Behavioral Resilience Framework (BRF), which identifies trust, communication, and adaptability as core behavioral drivers of resilience. Trust fosters open communication, communication enables adaptability, and adaptability, at both individual and team levels, allows organizations to navigate uncertainty and change effectively. The study examines how these interconnected behaviors form a dynamic feedback loop that strengthens

resilience, offering both a conceptual model and practical insights for leaders. By analyzing the behavioral foundations of resilience, this research contributes to a deeper understanding of how organizations can enhance strategic flexibility and thrive amidst disruption.

Keywords: *Adaptability, Behavioral Foundations, Communication, Resilient Organizations, Strategic Flexibility, Trust.*

Paper 020

**Empowering Marginalized Communities Through Affordable Tech Access:
Innovations, Challenges, and Future Directions in Bangladesh**

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Abstract

Digital technology is a transformative force for socioeconomic development, yet marginalized communities in Bangladesh face significant barriers to accessing its benefits. This study investigates the challenges, explores innovative solutions, and proposes actionable strategies to empower underserved populations through affordable technological access. Employing a mixed-methods approach, the research integrates qualitative and quantitative data collected via surveys, interviews, focus group discussions, and case studies. Participants included marginalized community members, policymakers, NGO representatives, and private sector stakeholders. Key findings reveal that high device costs, inadequate infrastructure, gender disparities, and socio-cultural barriers are the primary obstacles to digital inclusion. Despite these challenges, successful initiatives such as Bangladesh's Access to Information (A2I) program and grassroots digital literacy projects highlight the potential of targeted interventions. However, scalability and sustainability remain critical concerns. This study emphasizes the importance of community-driven approaches, public-private partnerships, and targeted policy interventions to bridge the digital divide. Recommendations include expanding affordable infrastructure, promoting digital literacy, addressing gender inequities, and implementing long-term financing models to support digital access for economically disadvantaged groups. By integrating perspectives from diverse stakeholders and employing robust methodologies, this research contributes to the broader discourse on sustainable development. It underscores the transformative potential of digital inclusion to improve lives, foster equity, and enable marginalized communities to actively participate in the global digital economy.

Keywords: *Digital Divide, Marginalized Communities, Technology Access, Digital Literacy, Sustainable Development.*

Paper 021

**Impact of Digitalization on Export of Textiles from India with special focus on Asian
Market at Tanya Exim Pvt. Ltd.**

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Abstract

The textile industry is a crucial sector of the global economy that encompasses the production, processing, and distribution of various types of textiles and fabrics. It plays a significant role in meeting human needs for clothing, shelter, and various other applications. Textiles are materials composed of fibers, either natural or synthetic, that are woven, knitted, or otherwise fabricated into fabrics used for various purposes. The textile industry stands as a cornerstone

of human civilization, interweaving history, innovation, culture, and commerce into a vast and intricate tapestry. With its origins tracing back to ancient times, this industry has continually evolved to meet the changing demands of societies around the world. In this introduction, we will explore the key aspects of the textile industry, from its historical roots to its modern-day significance, highlighting its processes, challenges, and contributions to global economies. The paper focused on the Impact of Digitalization on the Export of Textiles from India, with special focus on the Asian Market.

Keywords: Asian Market, Export, Digitalization, Handloom Industry, Textile.

Paper 022

An Emerging Concept of the Contractual Liability of Present Airlines Travels: Challenges and Legal Remedies for Bangladesh

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Abstract

This paper examines air carrier liability to passengers and remedies in the international and Bangladeshi context. It examines the legal framework under international conventions and regulatory frameworks, focusing on liability areas like damage, delay, and baggage loss. The paper examines the integration of international conventions into Bangladesh law and the effectiveness of local aviation laws. The paper also recommends improving the national legal structure to better address contractual liability and passenger protection, considering the growing importance of air transport in the globalized economy.

Keywords: Contractual Liability, Airlines Travels, International Conventions, Remedies, Warsaw Convention.

Paper 023

A Study on Online Shopping & Buying Behavior of Indian Consumers

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Abstract

In this Industrial Revolution 4.0 stage, online shopping has grown significantly, changing consumer behavior and transforming the retail industry. What started as a simple transactional process has developed into a vast ecosystem because of two elements, like internet connectivity, mobile technologies, and the appeal of convenience. Thanks to the advancement of smartphones and mobile applications, consumers can now browse and purchase products whenever and wherever they choose. Technology advancements like virtual reality, augmented reality, artificial intelligence, and machine learning have enhanced the personalization and presentation of products, while online marketplaces have allowed buyers and sellers to connect globally. With new delivery options and technological advancements, online shopping promises an endless future that impacts how we shop and interact with businesses. Online shopping functions as a retail format that uses an interactive electronic network to connect customers and retailers. Customers can access a wide range of goods and services from the convenience of their own home. Three elements define the dynamic and participatory nature of consumer behavior: behavior, affect, and cognition are all continuously changing, either separately or together. These elements constantly interact and impact one another as well as the environment, forming highly variable consumption patterns and behaviors. Understanding

customer behavior and consumption trends is the focus of consumer behavior research. Age, customer experience, internet connectivity, transportation, a reliable delivery system, perspective, attitude, the learning and decision-making process, and educational attainment are some of the factors that affect the online purchasing behavior of customers. The goal of this study is to better understand Bangalore's average citizens' purchasing habits concerning internet shopping, where computer literacy is essential.

Keywords: *Buying Behavior, Consumers, Consumer Behavior, Computer Literacy, Online Shopping.*

Paper 024

Socio-economic Condition of People of Char Majherdiar in Rajshahi, Bangladesh

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Abstract

The chars of Bangladesh are vulnerable to natural calamities. This study was carried out to assess the socio-economic conditions of people of Char Majherdiar, located near the Indian border, the southern side of the Padma River in the Rajshahi district. A field survey was conducted using structured questionnaires to collect the socio-economic data from 112 households of Char Majherdiar. The study revealed that most people are poor, and the main sources of income are agriculture and livestock. Most of the people (60%) are lower class and their annual income is less than Tk. 150,000. The level of education is low, and 38% of people are illiterate. The majority of people (59%) used the kutcha sanitation system; however, all people used tube-well water for drinking purposes. Early marriage is a major social problem here, and 64% of girls got married at the age of 12-14 years at Char Majherdiar. The area is prone to flooding, which badly affects the lives and livelihoods of char people. Mitigation, like raising homesteads, flood shelters, and embankments, is immediately needed to overcome the impacts of the flood disaster. The people desired education facilities, health centers, and diversified income generation sources to improve the socio-economic conditions as well as the livelihood of the people of Char Majherdiar.

Keywords: *Chars, Early Marriage, Natural Calamities, Poverty, Livelihoods, Socio-Economic Condition.*

Paper 025

Genocide and International Laws: Successes and Failures in History from the Aspects of the Rwandan Genocide and the Cambodian Genocide

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Abstract

The term *genocide*, coined by Polish lawyer Rafael Lemkin in 1944, refers to acts committed with the intent to destroy, in whole or in part, a national, ethnic, racial, or religious group. Although the concept predates its formal definition, it gained legal recognition following the atrocities of World War II. The pivotal legal framework the *Convention on the Prevention and Punishment of the Crime of Genocide* was adopted by the United Nations in 1948 and came into force in 1951. This convention, consisting of 19 articles, remains the cornerstone for identifying and prosecuting acts of genocide under international law. Other essential legal

instruments include the 1949 *Geneva Conventions* and their additional protocols, which protect non-combatants and those incapacitated by conflict, and the *Rome Statute* of 1998, which established the International Criminal Court to prosecute genocide, war crimes, and crimes against humanity. Additional frameworks such as the *International Covenants on Civil and Political Rights* and *Economic, Social, and Cultural Rights*, *International Humanitarian Law*, and the *Responsibility to Protect (R2P)* doctrine further support global efforts to prevent and punish genocide. Collectively, these legal structures represent the international community's commitment to combating impunity and safeguarding human rights in the face of mass atrocities.

Keywords: *Cambodian Genocide, Convention, Genocide, International Laws, Political Right, Rwandan Genocide.*

Paper 026

Legal Personhood of Rivers in Bangladesh: Judicial Responses and Legal Implications

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Abstract

In 2019, all the rivers of Bangladesh were recognized in law as legal personhood or legal entities through a landmark verdict which was pronounced by the Supreme Court of Bangladesh. This declaration was given with the aim of protecting and preserving the ecosystem of all the rivers by addressing some significant rights and by granting them the capacity to be represented in legal proceedings to ensure such rights. This concept of legal personhood of rivers has been acclaimed globally, with notable examples of the Whanganui River in New Zealand, the Ganges and Yamuna rivers in India. These legal precedents establish a basis for the rivers to hold rights like the right to flow, to be free from pollution, to protect native biodiversity, and to promote regeneration and restoration. To safeguard the vulnerable rivers and ensure water security, we need time-tailored river protection enactments to secure the ecological balance of rivers in Bangladesh. Here, the challenge is to implement this innovative concept of river personhood that must identify the scope of these rights, address the right forum to represent the rivers before the judicial authorities for such rights, and incorporate these rights within the existing legal system. This abstract explores the legal status of rivers of Bangladesh through judicial decisions and legal implications, and also highlights the challenges to implementing the legal rights of rivers in Bangladesh. Through critical analysis author tries to address whether the legal entity of rivers provides a better protection to the rivers of Bangladesh or not. Finally, through various enacted river protection laws and case studies, it examines the prospects and challenges of applying such an innovative concept of personhood of rivers to ensure legal rights of all the rivers situated in Bangladesh.

Keywords: *Encroachment, Conservation, Judicial Responses, Legal Personhood, Legal Rights, Rivers.*

Augment the Culture of Motivation: A Study on the Influence of Motivation on Job Satisfaction Level in the Airline Industry of Bangladesh

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Abstract

Motivation has become a critical focus in modern organizational operations, especially as traditional motivators like money are no longer solely effective. This study examines the impact of motivational factors on job satisfaction among young employees in Bangladesh's airline industry. It explores the importance of fostering a dynamic, motivation-driven workplace aligned with the values and expectations of younger generations. Using a mixed-method approach, including both quantitative and qualitative data, the research applies inferential statistical analysis (ANOVA and t-tests) to assess the influence of 13 motivational factors. Findings suggest that effective motivation requires more than financial incentives; a blend of physical rewards and emotional engagement is essential for enhancing job satisfaction, performance, and retention. The study offers practical recommendations for building a motivational culture that resonates with young airline employees in Bangladesh.

Keywords: *Airline Industry, Bangladesh, Dynamic Workplace, Motivation, Job Satisfaction*

Shaping a More Inclusive Future: Empowering Gender Diverse Individuals to Contribute to Bangladesh's Society

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Abstract

This paper is dedicated to the revolutionary empowering conversion of gender diverse individuals, specifically hijra communities, to meaningful engagement in the society of Bangladesh. It discusses how these people negotiate and sometimes contest the entrenched gender norms using identity formation, socialization processes, and sometimes contact with institutions in society. Gender diverse individuals break barriers by resilience, self-advocacy, and activism that not only reshape their identity but also catalyze broader social change. The paper notes that lived experiences of marginalization and empowerment prompt discourses around gender equality, inclusivity, and social justice that led to significant cultural, political, and institutional changes toward more equity. In that sense, it argues that recognition and amplification of the voices of individuals with diverse gender identities is primary in building a more inclusive future for everyone.

Keywords: *Empowerment, Gender Norms, Inclusivity, Marginalization, Resilience.*

Rethinking the Idea of Capital: An Anthropological Study on Elite Bookstores in Dhaka

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Abstract

This anthropological research is the collective representation of how elite bookstores in Dhaka city are becoming the place for the intellectual elites, a marker of status, power, politics, and identity. The influence of globalization and the formation of space beyond the geographical location construct elite bookstores as more than a place of buying and selling books. This research also questioned the conventional idea of economic capital and imagined Bangladesh where the elite bookstores become a place of a dream destination for the youth beyond the economic activity and geographical location. The youth of Bangladesh Books is the biggest vehicle for spreading knowledge. The invention of paper and print media kept books across generations, and now the forms of books have also changed after the emergence of digital technology, like tabs, mobile phones, computers, etc. But in this general narrative, the concept of bookstores is untold, particularly in social research. Meanwhile, the concept of bookstores has changed over time and space. While imagining Bangladesh, the contribution of bookstores in shaping the culture and society has never been acknowledged. This research, by following anthropological methodologies like fieldwork, participant observation, interviewing, focus group discussion, and case study, investigated the research problem. Through research, an online survey has also been conducted to find the essential statistical information. Along with qualitative methodologies, the research also integrates essential theoretical understanding and contemporary literature to understand the concept in a holistic realm. The concept of bookstores has changed over time, and the infrastructure of the bookstores has also changed in recent years. While imagining Bangladesh, the contribution of bookstores in shaping the culture and society has never been acknowledged.

Keywords: *Bookstore, Cultural Capital, Dream Capital, Globalization, Power and Politics.*

Effect of Online Games on the Academic Performance of Secondary School Students in Rangpur District of Bangladesh: Application of Propensity Score Matching Method

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Abstract

This study examines the impact of online gaming on the academic performance of secondary school students in Rangpur City Corporation, using a sample of 384 students. This study also analyses the parental perception regarding online game addiction and students' behavior by surveying 120 parents. The research finds that 69% of the students engage in online gaming, with notable demographic and socio-economic differences between gamers and non-gamers. Through propensity score matching and logit model analysis, the study reveals that online gamers exhibit significantly lower GPAs compared to non-gamers, with gamers' GPAs ranging from 3.32 to 3.78, while non-gamers' GPAs span from 4.087 to 4.23. The study identifies that factors such as gender, location, and time allocation to various activities significantly influence gaming behavior. Male students and those from urban areas are more likely to be gamers.

Additionally, increased gaming is linked to issues such as restlessness, isolation, migraines, and irregular meal timings. The study's findings underscore the detrimental effect of online gaming on academic achievement and suggest that interventions should focus on managing gaming time, considering socio-economic influences, and addressing behavioral issues. Policy recommendations include reducing gaming time, promoting productive alternatives, and enhancing parental oversight to mitigate the negative effects on students' academic performance.

Keywords: *Academic Performance, Gaming Behavior, Online Game, Secondary School, Socioeconomic Factors.*

Paper 031

From Public to Private: Emotional Intelligence in Private Transitions

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Abstract

Emotional intelligence (E.Q.) is the ability to identify, use, understand, and manage emotions positively. Emotional intelligence comprises self-regulation, self-awareness, motivation, empathy, and social skills. The literature indicates that emotional intelligence enhances leadership capabilities and ethical conduct among leaders of organizations. Historically, the public has been reluctant to embrace emotional intelligence, fearing it might weaken task orientation. However, neglecting E.Q. development can lead to challenges in social adaptability, particularly when transitioning to private roles. Utilizing emotional intelligence can help veterans build resilience against posttraumatic stress and other issues. In the future, integrating emotional intelligence within private contexts can enhance personnel policies, retain human potential, and improve performance. Emotional intelligence can also aid in conflict management and facilitate smoother reintegration into civilian life. Understanding how E.Q. affects relationships and leadership can help private service members overcome challenges, maximize potential, and strengthen both organizational and personal domains. Recognizing emotional intelligence's distinct role in private settings is crucial for fostering resilience and effective leadership, especially in non-combat situations. This review underscores the importance of emotional intelligence in developing competent, agile, and confident organizational leaders who can navigate both public and private life successfully.

Keywords: *Emotional Intelligence, Post-traumatic Stress, Private Transitions, Self-Regulation, Social Skills.*

Paper 032

Anthropological Study of Social Problems Related to Skin Color in Sri Lankan Society

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Abstract

This article explores the anthropological study of skin tone and related social issues in Sri Lankan society, focusing on undergraduate students at the University of Sri Jayewardenepura. This study will attempt to achieve these objectives by determining the dominant social perception of skin tone, understanding the reasons for skin lightening procedures, and

investigating the psychological and social consequences of the aforementioned desire. The study is based on a wide range of sources that include both primary and secondary sources to ensure rigorous analysis. The primary sources consist of data collected from 50 undergraduate students of the Faculty of Humanities and Social Sciences of the University of Sri Jayewardenepura as a purposive sample. The results indicate that dissatisfaction with one's natural skin tone, social biases that promote skin color, and associated adversities such as rejection, ridicule, and emotional distress are common among women. This article emphasizes the need to redefine human diversity.

Keywords: *Psychological Consequences, Skin Color, Social Problems, Sri Lankan Society, Youth Community.*

Paper 033

Climate Justice for Bangladesh: Claims and Applications

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Abstract

Climate change is principally triggered by burning fossil fuels, cutting down forests, and industrialization. Bangladesh, though contributes 0.4 percent of worldwide Greenhouse Gas (GHG) emissions, faces an onslaught of environmental degradation of the environment. Bangladesh is susceptible to sea level rise, droughts, flooding, salinization, riverbank erosion, and waterlogging. The subsequent effect will be loss of accommodation, livelihoods, dwelling land, and malnutrition, thus exacerbating social injustice. Despite the widespread non-compliance with various prevailing laws in the global arena, the effects are becoming severe. Environmental justice connects human rights, environmental management, and progress issues. This study used a mixed method, blending qualitative and quantitative systems of data collection, mostly from secondary sources, to project logical ways for claiming climate justice for Bangladesh. The study projects case studies of the Netherlands to address water surge effects. Adaptive mechanisms of climate justice need compensation or financing from the international community, in addition to limiting GHG emissions, infrastructure development, and effective policy applications. Bangladesh should claim its logical economic demand in an international forum. Industrialized nations should also act quickly to reduce GHG emissions and select renewable energy to prevent the worst consequences. Moreover, forcibly displaced climate refugees must be given rights, compensation, and support. The study recommends the amendment of the existing laws and the enforcement of international treaties.

Keywords: *Climate Change, Climate Justice, Compensation, Noncompliance, International Treaties.*

Paper 034

An Investigation of Stress in Bangladeshi Caregivers of Children with Special Needs

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Abstract

This study investigates stress levels among caregivers of children with neurodevelopmental disorders (NDD) in Dhaka, Bangladesh, focusing on the influence of demographic factors. A cross-sectional survey design was employed with a purposive sample of 564 caregivers. Stress levels were measured using the stress subscale of the Bangla DASS-21. The results of one-way

ANOVA tests revealed no significant differences in stress scores by caregiver's age or caregiver gender. However, significant stress differences were found based on educational background ($F_{18, 419} = 1.62$; $p = .05$), marital status ($F_{3, 564} = 3.86$; $p < .05$), and religion ($F_{3, 564} = 10.83$; $p < .01$). Correlation analysis showed that age was positively associated with stress levels ($r = .135$, $p < .01$), indicating that older caregivers reported higher stress. Regression analysis further indicated that caregiver age, educational level, and marital status were modest but significant predictors, explaining 1.8% ($R^2 = .018$, $p = .001$), 1.6% ($R^2 = .016$, $p = .002$), and 1.0% ($R^2 = .010$, $p = .016$) of the variance in stress scores, respectively. These findings highlight the significant stress burden on caregivers, particularly among older people, those with lower education levels, and unmarried caregivers, emphasizing the importance of demographic-sensitive support programs.

Keywords: *Burden, Caregivers, Demographic-sensitive Support, Stress, Special Needs.*

Paper 035

Exploring Risk Behaviors: Analysis of Adolescents' Time Use in Urban Slums of Dhaka City

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Abstract

This study analyzed the time use data and explored multiple risk behaviors among adolescents in selected urban slums of Dhaka City. The study aimed to provide a comprehensive understanding of how adolescents in urban slums of Dhaka City allocate their time across different activities within 24 hours and what types of risk behaviors are prevalent within this time frame. Utilizing an exploratory sequential mixed-methods research design, the study employed both qualitative and quantitative tools to gather data on time use and risk behaviors. The study revealed an alarming rate of engagement of urban slum adolescents in substance use and distribution, including tobacco and illicit drugs, alongside notable engagement in risky technology-related behaviors such as online gambling, gaming, and the creation and consumption of explicit digital content. The evening hours emerged as the peak period for engaging in risk behaviors among adolescents in selected urban slums of Dhaka City.

Keywords: *Adolescents, Dhaka, Risk Behaviors, Time Use, Urban Slums.*

Paper 036

Microbeads in Skin Exfoliators Harm the Marine Ecosystem around the World

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Abstract

Microplastics (MPs) are small in size, and society has become increasingly reliant on plastics since commercial production began in about 1950. Their versatility, stability, light weight, and low production costs have fueled global demand. In 2020, the total plastic production reached 400 MT, where 60 years ago its production was only 1.5 MT, and it is believed by scientists that it will likely reach 33 billion tons by 2050. As a new type of pollutant, microplastics are an emerging scientific and social concern in the environment and are widely distributed in the aquatic environment and organisms. Long-term exposure to microplastics results in ecotoxicity to aquatic organisms, like mortality, genotoxicity, neurotoxicity, reproductive problems, and

oxidative stress. MPs not only deliver chemical substances within organisms but also act as mediators for chemicals or other contaminants in aquatic environments. Co-exposure to MPs and chemical contaminants has been reported to increase toxicity in several organisms. As aquatic organisms are an important part of the food web and ecosystem, the ultimate exposure of MPs occurs in humans via aquatic organisms. This review provides a critical perspective on published studies of MP ingestion by aquatic biota, with a summarization of the present global plastic situation.

Keywords: *Aquatic Environment, Microbeads, Marine Ecosystem, Skin Exfoliators.*

Paper 037

A Literature Review on Electric Vehicle Routing Problem: Supply Chain Management Perspective

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Abstract

In the era of technological advancement, integrating electric vehicles (EVs) into supply chain management has emerged as a promising solution to freight transportation challenges. This study examines the Electric Vehicle Routing Problem (EVRP), focusing on its key variations, optimization strategies, infrastructure needs, and sustainability considerations. It reviews 73 studies, highlighting algorithms like Ant Colony Optimization and modified NSGA-II, and variants such as VRPPD, VRPTW, and CVRP. The research emphasizes the importance of battery technology, charging infrastructure, and green logistics practices such as route optimization and truckload consolidation. Innovations like 5G connectivity and autonomous EVs are noted as game-changers. The paper identifies gaps in multi-objective models and hybrid metaheuristics that incorporate environmental, social, and resilience factors, and stresses the need for public-private collaboration on charging infrastructure. It proposes future directions to enhance EVRP models for more efficient and sustainable supply chain operations.

Keywords: *Electric Vehicle, Electric Vehicle Routing Problem, Freight Transportation, Logistics Distribution, Supply Chain Management.*

Paper 038

Analyzing the Scientific Approach of Bangladesh National Environment Policy, 2018

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Abstract

The National Environment Policy of 2018 outlines a comprehensive framework for attaining sustainable development through a variety of measures, including environmental sustainability, pollution control, preservation of biodiversity, and mitigation of climate change's negative effects. The policy seeks to resolve the nation's most pressing environmental challenges and foster a more sustainable and resilient future. The policy seeks to ensure that the country's development is sustainable and does not come at the expense of the environment by prioritizing

the conservation of natural resources and reducing pollution levels. The policy's emphasis on biodiversity conservation and climate change mitigation emphasizes its dedication to fostering a more sustainable and equitable future for everyone. Lack of comprehension of ecological principles, destitution, and insufficient alternative resources are the primary obstacles to implementing this policy. The absence of a bridge between science and policy is another obstacle to the 2018 National Environment Policy's implementation. In this paper, the policy's scientific approaches will be analyzed.

Keywords: *Environmental Policy, Natural Resources, Scientific Approach, Science-Policy Bridging, Sustainable Development.*

Paper 039

Anti-Drug Trafficking Measures to Strengthen the National Security of Bangladesh: The Mediating Role of 4th Industrial Revolution (4IR)

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Abstract

Drug trafficking poses a serious threat to national security and public health, especially in countries like Bangladesh, which faces challenges due to its strategic location, porous borders, and limited law enforcement capabilities. This study investigates how the Fourth Industrial Revolution (4IR)—characterized by advancements in artificial intelligence (AI), big data, the Internet of Things (IoT), blockchain, and cybersecurity—can improve anti-drug trafficking efforts in Bangladesh. By examining how 4IR technologies mediate, the research shows their potential to transform surveillance, border control, data analysis, and inter-agency coordination. AI and machine learning can forecast trafficking patterns, while IoT devices and drones enhance border monitoring. Blockchain promotes transparency in supply chains, particularly in preventing the diversion of legal pharmaceuticals into illegal markets. Additionally, big data analytics and cybersecurity help fight online drug sales and dark web transactions. Despite promising efforts, the adoption of these technologies in Bangladesh is still in the early stages, hindered by infrastructural, regulatory, and capacity-building challenges. The study emphasizes the need for substantial investment, strong regulatory frameworks, and collaboration among the government, private sector, and international partners.

Keywords: *Anti-Drug Trafficking, Industrial Revolutions, National Security, Public Health.*

Paper 040

Investigating the Barriers to Accessing Formal Financial Services among Rural Women in Bangladesh: A Quantitative Approach

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Abstract

Rural women in Bangladesh face significant barriers in accessing formal financial services such as banking, microfinance, mobile financial services, and insurance. This study aims to identify and analyze these obstacles using a quantitative approach. Data were collected from

50 rural women through structured questionnaires focused on demographics, financial behavior, and perceived barriers. Before the survey, in-depth interviews with stakeholders helped refine the research design. Using SPSS and multiple regression analysis, the study identified key barriers with statistically significant results ($p < 0.05$). Findings highlight actionable insights for improving financial inclusion, empowering rural women, and guiding the development of targeted, practical solutions to enhance their economic participation and quality of life.

Keywords: *Barriers, Economic Participation, Financial Inclusion, Financial Services, Rural Women.*

Paper 041

The Energy Crisis in Bangladesh: Drivers, Impacts, and Policy Recommendations

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Abstract

Bangladesh, a rapidly developing nation in South Asia, faces an energy crisis that is becoming an increasing barrier to its sustainable development. This crisis is marked by energy shortages, frequent power outages, and insufficient access to energy in rural areas, all exacerbated by the country's heavy reliance on depleting natural gas reserves. The growing energy demand, coupled with a lack of diversification in the energy mix, inefficiency in energy distribution, and inadequate infrastructure, has worsened the situation. This article examines the causes and socio-economic impacts of the energy crisis in Bangladesh and presents a multi-faceted approach to potential solutions. These include the diversification of energy sources, a transition towards renewable energy, enhancing energy efficiency, modernizing energy infrastructure, and the implementation of policy reforms. The article draws on data from various studies and presents possible interventions that can support Bangladesh in overcoming its energy challenges and moving towards a sustainable energy future.

Keywords: *Diversification, Energy Crisis, Energy Sources, Impacts, Sustainable Energy.*

Paper 042

Leading Indicators of Financial Crises – A Case Study of Brazil

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Abstract

The financial crisis has the power to influence the economy, which can have a significant negative impact on the potential output of the economy. Many studies have been done to find leading indicators that can be monitored to predict the possibility of a financial crisis. This paper examined some potential indicators that can be used to predict Brazil's financial crisis. The motivation was that Brazil had played a unique role over the last decade. It showed high development and constant growth and did not face as many crises as the developed economies. Moreover, it was the last to be affected in the recent crisis and the first to recover. Instead of investigating indicators with specific relevance to Brazil's financial crisis, frequently supported variables by the literature have been selected to investigate further. This paper found real

interest rate, current account, money supply, and inflation significant, which can be used to predict the possibility of a financial crisis in Brazil.

Keywords: *Brazil, Early Warning, Economy, Financial Crisis, Inflation.*

Paper 043

Human Rights and Refugees: Examining Global Challenges and Bangladesh's Experience

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Abstract

The global refugee crisis, driven by conflict, persecution, and environmental factors, is a critical humanitarian challenge of the 21st century. With over 50 million refugees and internally displaced people worldwide, the crisis highlights the urgent need for coordinated international action. Forced displacement, rooted in human rights violations, compels individuals to flee in search of safety and dignity. In today's interconnected world, the suffering of refugees and vulnerable groups, including minorities and war victims-demands sustained global attention. Legal frameworks such as the 1951 Refugee Convention and the 1967 Protocol, established under the United Nations High Commissioner for Refugees (UNHCR), aim to protect displaced persons through principles like non-refoulement and international solidarity. These efforts reflect the core values of the Universal Declaration of Human Rights, affirming the dignity and rights of all individuals. This study examines the historical, legal, and human rights dimensions of the refugee crisis, emphasizing the need for strengthened global responses.

Keywords: *Global Challenges, Forced Displacement, Human Rights, Refugees, Solidarity.*

Paper 044

Income Inequality and Economic Growth in Bangladesh: A Comprehensive Literature Review with Empirical Insight

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Abstract

Economic growth in Bangladesh has been characterized by strident inequality, including a growing rural-urban divide. Within this context, the paper will consider studies conducted between 2000 and 2024, critically discussing, with the help of key indicators like the Gini coefficient, GDP growth rate, and structural change across different service sectors, how

income inequality interacts with economic growth in Bangladesh. The paper assumes an inverted U-shaped relation between inequality and growth. The debate on the Kuznets Curve and the role of human capital in mitigating inequalities forms a part of the paper. Such a review finds that while inequality may spark industrial growth in urban areas, rural areas are deeply burdened by barriers from unequal access to capital, education, and infrastructure resources. This restricts the participation of rural economies and widens inequality, as reflected by the 7% reduction in the growth rate of GDP contribution by rural income inequality on account of Hossain (2016), while the overall GDP growth was greater than 7%. Besides, emerging inequality, as manifested by the increase in the Gini coefficient from 0.33 in 1991 to 0.49 in 2020, reflects inequality while exacerbating poverty, especially in rural settings. However, urban-based inequality has been related even to industrial growth, stressing that benefits are not realized equally. This paper reviews 30 studies to analyze the relationship between income inequality and economic growth in Bangladesh, focusing on urban-rural disparities, sectoral changes, and policy interventions. The paper, therefore, calls for a multidimensional policy approach that addresses disparities, improves infrastructure, and engenders inclusive growth through investments in education, technology, and financial inclusion. Further research should be undertaken on how climate change, digital transformation, and sector-specific policies may impact the economy in terms of inequality and sustainable growth.

Keywords: *Economic Growth, Financial Inclusion, Inclusive Growth, Income Inequality, Rural-Urban Divide.*

Paper 045

The Silent Authority: How Quranic Teachings Act as an Unspoken Law Among Bangladeshi Muslims

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Abstract

Islam is not just a religion; it's a guidance from Allah SWT. It's guidance for life, it's guidance for society, it's guidance for humanity. Muslims believe the Quran and Hadith are the only way to the path of success. This research paper, titled "The Silent Authority: How Quranic Teachings Act as an Unspoken Law Among Bangladeshi Muslims", explores how Quranic principles serve as an informal legal framework within Bangladeshi society, despite the nation's secular legal system. Also, showcase the role Muslim scholars play and how religious teaching has an effect on shaping social behavior and conflict resolution without the help of the legal system. This research has a mixed methodology of qualitative methods, content analysis, to examine the effect of the unspoken law of the Quran on people's lives, and quantitative surveys, etc., to measure the extent of religious influence across different communities. What was most fascinating was that Quranic principles have always been rooted in the Bangladeshi Muslim community, shaping personal ethics, social expectations, and community norms for ages. Muslim scholars play a pivotal role by interpreting Quranic teachings and guiding them to implement on people's lives. This study also highlights some unspoken rules or laws that Bangladeshi Muslims follow in their life.

Keywords: *Conflict Resolution, Muslim, Silent Authority, Quranic Teaching, Unspoken Law.*

Value of Climate Responsive Design in Respect of the Changing Environment of the Near Future

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Abstract

Climate change has become one of the most pressing global challenges, significantly impacting the built environment. In response, climate-responsive design has emerged as a crucial architectural approach that integrates environmental considerations into the design process. The study explores the principles, strategies, and applications of climate-responsive design, emphasizing sustainability, resilience, and environmental ethics. Through a review of scholarly literature and analysis of notable architectural case studies, the study highlights how design elements such as site orientation, passive cooling, renewable energy integration, and sustainable materials can reduce environmental impacts while enhancing occupant comfort. Case studies, including Masdar City, Bosco Vertical, The Edge, and Sustainable Floating Homes, illustrate real-world applications of climate-responsive strategies. The findings demonstrate that climate-responsive design not only mitigates environmental challenges but also fosters social equity and economic sustainability, making it an essential practice for a resilient future.

Keywords: *Climate-Responsive Design, Sustainability, Architecture, Resilience, Renewable Energy.*

Paper 047

Digital Resilience for Personnel Security in Cyberspace

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Abstract

The widespread use of computers and the internet has revolutionized work, communication, and recreation in the modern era. While these technologies have brought convenience and efficiency, excessive use can lead to negative consequences, particularly in the form of computer and internet addiction. This study explores the growing issue of Internet Addiction Disorder (IAD) among personnel, characterized by compulsive internet use that interferes with personal and professional responsibilities. Common manifestations include excessive online gaming, social media use, and gambling, often fueled by peer pressure and easy accessibility. The research highlights how such behaviors can impact workplace productivity and personal well-being, emphasizing the need for awareness and intervention to mitigate the adverse effects of technological overuse in professional settings.

Keywords: *Cyberspace, Digital Resilience, Internet Addiction Disorder, Personal Security, Workplace Well-being.*

Adapting Workplace Leadership for Generation Y Professionals

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Abstract

This article explores the growing presence of Generation Y (Millennials) employees in international NGOs, with a focus on their unique characteristics, expectations, and challenges in the workplace. Drawing on the private sector's perspectives on management, organizational culture, and employee engagement, the paper highlights how international NGOs can harness the strengths of Generation Y employees. The analysis includes a review of the latest research and case studies, offering insights into the benefits and obstacles associated with managing this generation in mission-driven organizations.

Keywords: *Employee Engagement, Generation Y, Leadership, Professionals, Workplace.*

A Study on the State of Morale of Junior Leaders in Our Organizations and Its Impact on Professionalism

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Abstract

This study explores the state of self-esteem among junior leaders within organizations and scrutinizes the significant impact this morale has on their professionalism, career growth, and organizational effectiveness. Junior leaders, stereotypically comprising early- to mid-career professionals who have recently transitioned into leadership roles, face unique challenges in managing both their teams and their personal development. The research investigates the factors that stimulate morale in these junior leadership roles, such as organizational ethos, management styles, and career progression opportunities. It also highlights how poor driving can lead to a range of negative outcomes, including disengagement, lower productivity, and high turnover rates. The study argues that fostering positive morale in junior leaders is decisive for maintaining professionalism within organizations. Through an analysis of surveys, interviews, and case studies, this article provides insights into how organizations can support junior leaders in enhancing their morale and professionalism, ultimately contributing to a more engaged and fruitful workforce.

Keywords: *Career Growth, Junior Leaders, Morale, Professionalism, Workforce.*

Transformational Leadership and Effective Management in Organizations

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Abstract

While often used interchangeably, the concepts of management and leadership hold distinct roles within organizational behavior. Management focuses on accomplishing tasks efficiently through coordinated efforts, whereas leadership emphasizes guiding and motivating individuals toward collective goals. Modern organizations rely heavily on group collaboration, requiring structured coordination to achieve complex objectives. Leaders and managers play a critical role in aligning individual efforts with organizational missions. This study explores the unique functions of management and leadership, highlighting their importance in fostering cooperation, direction, and goal attainment across various fields such as business, politics, and religion. Understanding the distinction between these roles is essential for enhancing organizational effectiveness.

Keywords: *Effectiveness, Management, Organizational Behavior, Organizational Effectiveness, Transformational Leadership.*

Genocide to Justice in Bangladeshi Perspective

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Abstract

The 1971 genocide during the Bangladesh Liberation War marked one of the darkest chapters in modern history. With estimates of over 3 million deaths and 200,000 women subjected to sexual violence, it remains a haunting reminder of the consequences of unchecked power and militaristic aggression. This paper explores the historical events leading to the genocide, the immediate aftermath, and the persistent quest for justice. It contextualizes the atrocities within the broader framework of global genocides, emphasizing the importance of accountability and the role of international legal frameworks such as the Convention on the Prevention and Punishment of the Crime of Genocide (1948) and the International Criminal Court (ICC).

Keywords: *Bangladesh, Genocide, Justice, Liberation War, Sexual Violence.*

A Review of Global Trends in Gender Equality and Their Developmental Impact

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Abstract

This review paper examines global trends in gender equality and their developmental impacts, with a focus on South Asia and Bangladesh. It identifies male-dominated societal norms as the primary barrier to women's access to education, healthcare, employment, and leadership. Recognizing gender equality as essential for sustainable development, the study highlights key

challenges including cultural norms, unequal pay, limited access to education, political underrepresentation, workplace bias, gender-based violence, and unpaid care work. Using a systematic review of secondary sources, the paper offers recommendations such as enforcing equal pay laws, promoting women's leadership, ensuring parental leave, and supporting gender-sensitive policies. It concludes by analyzing regional disparities and proposing actionable strategies like mentoring programs and diversity quotas to advance gender equity and guide future research.

Keywords: *Gender Equality, Global Trend, Leadership, Political Underrepresentation, Sustainable Development.*

Paper 053

The United Nations and Human Rights: A Critical Examination of the Role and Impact

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Abstract

The United Nations (UN) has played a pivotal role in promoting and protecting human rights worldwide since its inception in 1945. Through various instruments, such as the Universal Declaration of Human Rights (UDHR), the establishment of human rights treaties, and the work of specialized agencies, the UN has sought to uphold the principles of equality, justice, and dignity for all individuals. However, despite its successes, the UN faces significant challenges in ensuring the full realization of human rights globally. This article examines the evolution of the UN's human rights initiatives, its mechanisms for promoting human rights, the obstacles it faces, and the effectiveness of its strategies. It critically evaluates the UN's impact on human rights across different regions and provides recommendations for improving its efforts in the future. By exploring case studies, relevant literature, and the current state of international human rights law, this paper highlights the successes and limitations of the UN in the realm of human rights protection.

Keywords: *Dignity, Equality, Human Rights, Justice, United Nations.*

Paper 054

Media Education vs Industry Demands: Assessing Journalism Curriculum in Bangladesh

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Abstract

This paper explores the intersection of media education and industry demands in Bangladesh, specifically analyzing the journalism curriculum and its alignment with current hiring practices in the media sector. By examining the curricula of various public and private universities, the research identifies significant challenges in creating a framework that sufficiently prepares students for the realities of the modern media landscape. It highlights how journalism students are quickly adapting their skills to meet industry needs, often compromising the core values of

journalism. It advocates for a revamp of university journalism programs to prioritize practical courses that keep pace with technological advancements in digital journalism. Using a qualitative approach, it synthesizes data from academic literature, institutional reports, journals, and industry feedback, revealing both strengths and shortcomings of current curricula. It highlights the need to bridge the gap between what students are taught and what the industry expects. It also discusses broader challenges, such as the growing influence of corporations in media, the privatization of education, and the rise of digital media. It advocates for a holistic approach, blending practical, hands-on training with a solid grounding in ethics, investigative techniques, and critical analysis. Through dialogue between educators, students, and industry professionals, the study seeks to contribute to the ongoing discourse on improving journalism education to ensure its relevance in the continuously changing media environment.

Keywords: *Media Education, Journalism Curriculum, Industry Demands, Journalism Skills, Industry-Relevant Education.*

BANGLADESH UNIVERSITY OF PROFESSIONALS

Paper 055

Addressing Psychological Problems among Undergraduate and Post-graduate students after the July-August movement in Bangladesh

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Abstract

The main objective of the present study was to find out the actual psychological problems (Depression, Anxiety, and PTSD) among undergraduate and post-graduate students in Bangladesh after the July-August movement. The specific objective of the present study was to (i) find out the relationship between Depression, Anxiety, and PTSD of undergraduate and graduate students. (ii) examine whether Depression predicts PTSD individually, and (iii) explore whether Anxiety predicts PTSD individually. In total, 375 undergraduate and post-graduate students from Dhaka, Chittagong, Sylhet, and Rajshahi participated in the study, and the samples were between 20 years to 25 years of age. Purposive sampling techniques were applied for collecting data. This present study required i) a Personal Information Form, ii) a Bangla Version of Anxiety, Depression, and Impact of Event Scale-Revised (IES-R). The findings indicate that the correlation between Anxiety, & Depression, Anxiety & Post Traumatic Stress Disorder (PTSD), Depression and Post Traumatic Stress Disorder (PTSD), a bivariate Pearson's product-moment correlation coefficient (r) was calculated. The bivariate correlation among these variables was positive, $r(375) = .385, p < .001, .548, p < .001$, and $.297, p < .001$. According to regression analysis, anxiety and depression were the best predictors, accounting for 30.0% and 8.8% of the variation in PTSD. It seems that the result fits the model. Finally, it concluded that significant relationships were found between Anxiety and Depression, Anxiety and Post Traumatic Stress Disorder (PTSD), Depression and Post Traumatic Stress Disorder (PTSD) among the study participants. Depression and Anxiety are also significant predictors of PTSD, indicating a positive relationship between the two mental health conditions.

Keywords: *Anxiety, Depression, Postgraduate Students, Post-traumatic Stress, Psychological Problems.*

A Paper on Profitable Investment Strategies in Response to the Changes of Inflation in Bangladesh

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Abstract

Inflation is one of the crucial macroeconomic factors that influences the investment strategies of both individual investors and policymakers. Inflation is responsible enough to decreasing the purchasing power and altering asset returns of individuals. This paper briefly depicts how the fluctuation of inflation influences investment decisions. Here, the authors will focus on the relationship between inflation and the decision to invest in long-term asset classes such as gold, shares, and bonds in Bangladesh. Followed by a theoretical framework and empirical studies, this paper demonstrates how individual investors may optimize their returns, followed by the inflation trend. This paper also recommends ideal investment strategies for investors in the case of gold, shares, and bonds, influenced by the inflation rate.

Keywords: *Asset Returns, Inflation, Investor, Investment, Purchasing Power.*

Global Inequalities and Inclusive Growth: Interdisciplinary Approaches from Humanities, Social Sciences, and Economics

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Abstract

The growing global inequalities pose a considerable challenge to achieving inclusive growth in the 21st century. This paper examines the multifaceted nature of inequality through an interdisciplinary perspective, incorporating insights from the humanities, social sciences, and economics. This research offers evidence-based policy recommendations by analyzing critical factors such as wealth distribution, access to education, employment dynamics, and institutional governance. The study utilizes quantitative data, comparative analysis, and theoretical frameworks to comprehend regional disparities and propose strategies for sustainable development. By emphasizing the importance of ethical governance and social justice, this paper seeks to enhance the discourse surrounding global inequality and promote actionable solutions. Despite significant economic growth over recent decades, global inequalities have intensified. This investigation delves into the underlying causes and persistent effects of inequality by synthesizing interdisciplinary perspectives from economics, social sciences, and the humanities. It critically assesses how economic policies, cultural exclusion, and institutional failures contribute to inequality, while also providing pragmatic recommendations to foster inclusive growth. Through case studies from countries including the United States, Germany, Bolivia, and Rwanda, this paper presents a comprehensive framework that integrates theoretical insights from Amartya Sen's capability approach, Thomas Piketty's critique of capital, and the social exclusion theories proposed by Bourdieu and others. The findings indicate that genuine inclusive growth can only be realized through a holistic understanding that weaves together economic, cultural, and institutional dimensions.

Keywords: *Cultural Exclusion, Global Inequality, Inclusive Growth, Interdisciplinary Approaches, Social Justice.*

Heavy Metals in Vegetables Grown on Industrial Wastewater-Irrigated Land

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Abstract

Heavy metal contamination in soil and water poses serious threats to agriculture and food safety. This study assessed heavy metal levels (K, Ca, Cr, Mn, Fe, Ni, Cu, Zn, Cd, Pb) in soil and vegetables irrigated with textile dyeing wastewater in Narayanganj, Bangladesh, across three seasons. Using atomic absorption spectrophotometry (AAS), findings showed Pb exceeded safe limits in wastewater, and Cd in soil. While most metals in vegetables were within permissible limits, Cr, Cd, and Pb surpassed thresholds in some samples. Pollution assessments (Igeo, CF, PLI) indicated moderate Cd contamination, especially in pumpkin, spinach, tomato, and hyacinth bean. Bioaccumulation and translocation analyses confirmed metal transfer from soil to plants. Estimated Daily Intake (EDI) and Target Hazard Quotients (THQ) suggested low immediate health risks, except for Pb. However, total THQs for combined vegetable intake exceeded safe levels, and Target Cancer Risk (TCR) for Cr, Ni, and Cd indicated potential long-term cancer risks. Regular monitoring is recommended to ensure food safety and public health.

Keywords: Heavy Metals, Contamination, Pollution, Vegetables, Wastewater.

The Role of Emotional Intelligence in Driving Digital Transformation among Generation Y Employees in Developing Country Perspectives

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Abstract

This quantitative research examines the emotional intelligence (EI) and change readiness of millennial business graduates within Bangladesh's private sector. In the context of an increasingly volatile, uncertain, complex, and ambiguous business environment, EI is identified as a critical competency for effective adaptation. Moreover, change readiness is essential for executives navigating these dynamic conditions. Benefiting from their exposure to rapid technological advancements and academic training, millennial business graduates demonstrate notable levels of EI and change readiness among the respondents. Through a survey of 384 participants employed in various private organizations, the study finds satisfactory levels of both EI and change readiness among respondents. Additionally, the analysis reveals that specific subcomponents of EI are significant predictors of individual readiness for change.

Keywords: Digital Transformation, Emotional Intelligence, Emotional Appraisal, Readiness, Generation Y.

Hydrogeochemical Processes and Groundwater Quality of Rajshahi District

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Abstract

Groundwater is the main water source for drinking, irrigation, and industry in Bangladesh, with 97% of people relying on it for drinking and 70% for irrigation. This study analyzed 96 groundwater samples from Rajshahi district across three seasons to assess hydrogeochemical processes and water quality. Major ions showed a dominance of Ca^{2+} and HCO_3^- , classifying the water as a Ca-Mg- HCO_3^- type and hard-fresh. Contamination primarily arises from natural geogenic sources, with minor human impact. Water quality ranged from poor to undrinkable, with fair to marginal classification by the Canadian Water Quality Index. Groundwater was mostly suitable for irrigation based on SAR and KR indices, with better quality during the monsoon and post-monsoon seasons. The findings support sustainable water management and future research planning.

Keywords: Groundwater, Hydro Geochemistry, Weathering, Water Quality Index, Irrigational Index.

Investigating Soil-Derived Microorganisms for High-Yield Xylanase Production: A Solid-State Fermentation Approach

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Abstract

Xylanase is an enzyme that catalyzes the breakdown of hemicellulose to fermentable sugars like xylose. A xylanase-producing strain was isolated with the help of Xylan agar screening medium. The strain was identified as *Bacillus subtilis* through 16S rRNA gene sequence analysis. Optimization of xylanase production by *B. subtilis* X7 was carried out using solid-state fermentation. Solid substrates (wheat porridge, wheat bran, wheat straw, rice husk, and coconut husk) were tested for xylanase production. The highest xylanase activity was obtained using wheat bran (4.11 U/mg) moistened with 10 ml of diluent (D-5) and 10% vegetative inoculum at pH 6.5, 37 °C after 48 hours of incubation.

Keywords: Microorganisms, Xylanase, Solid-state Fermentation, Microorganisms.

Social and Psychological Factors Shaping Destination Preferences of Domestic Tourists in Rajshahi City

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Sheikh Shamima Sultana, Independent Researcher

Syeda Farzana Yasmin, Independent Researcher

Abstract

In this research, the influencing social and psychological aspects of domestic tourists' intentions to select Rajshahi City as their travel destination are investigated. Rajshahi is a historic cultural tourist attraction and a natural site of interest; hence, many domestic travelers are likely to visit this area. The research analyses the demographic factors, the social factors, the psychological factors, the physical factors, and the characteristics of the destination to

identify the factors that influence tourists visiting the city. Data was collected from surveys and interviews with domestic tourists, focusing on six important areas: travel conditions, tourist motivation, personality characteristics, affective and social states, and tourist attributes of the selected destination. These strategies, therefore, play a big part in tourists' choices according to the findings of the study. This study indicates that promoting tourism in general may be effective for some destinations but not all, and this learning can be extended to other tourist destinations to determine how domestic tourists in those areas make their travel decisions.

Keywords: *Rajshahi City, Domestic Tourists, Place Choice, Factor Analysis.*

Paper 063

Peer Attachment, Body Dissatisfaction, and Social Appearance Anxiety Disorder of Adolescents

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Abstract

The present study aimed to investigate the influence of peer attachment and body dissatisfaction on social appearance anxiety disorder in adolescents. A sample of 280 adolescents ranging from 12 to 18 years was randomly selected as participants. The Bangla version of Parent and Peer Attachment (IPPA), the Body Esteem Scale for Adolescents and Adults, and the Social Appearance Anxiety Scale were also used for collecting data. Collecting data was analyzed by computing the t-test and correlation analysis. The results of the study indicate that the girls scored significantly higher than the boys in peer attachment. In body esteem, boys scored higher than girls. In social appearance anxiety disorder, girls scored higher than boys. The result of the study also indicates that there was a significant difference between early adolescence and late adolescence in peer attachment, and there was no significant difference between early adolescence and late adolescence in body esteem and social appearance anxiety disorder. The result of the correlation indicates that peer attachment is negatively correlated with body esteem and positively correlated with peer attachment and social appearance anxiety disorder; and negatively correlated with body esteem and social appearance anxiety disorder. It also shows that girls are more dissatisfied with their bodies than boys, and increases in body dissatisfaction increase in social appearance anxiety disorder.

Keywords: *Adolescents, Body Dissatisfaction, Peer Attachment, Social Appearance Anxiety Disorder.*

Paper 064

The Influence of Servant Leadership on Job Satisfaction: Work-Life Balance as a Mediating Factor in Bangladesh's Organizational Development

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Abstract

Job satisfaction is one of the most vital issues in the field of organizational behavior and human resource management, where employees can measure how well organizations provide them with their desired needs. The fundamental objective of the study is to identify the impacts of servant leadership on employees' Job satisfaction. The study also aims to investigate the mediating role of servant leadership in job satisfaction and work-life balance (WLB). This is an empirical study where 500 corporate managers were surveyed using a structured questionnaire. Structured modeling was used to justify the relationship mentioned in the

objectives. Specific aspects of work-life balance, such as flexible working hours, adequate time off, and manageable workloads, are expected to significantly enhance job satisfaction among employees. Work-life balance is anticipated to mediate the relationship between servant leadership and job satisfaction. Servant leadership is expected to improve work-life balance, which in turn enhances job satisfaction. The findings of the study are mostly significant for the managers and human resource practitioners in Bangladesh.

Keywords: *Job Satisfaction, Organizational Development, Servant Leadership, Structural Equation Modeling, Work-Life Balance.*

Paper 065

The Reality of Women Workers in the Rajshahi Silk Industry: Impact of Labor Rights Violations, Economic Consequences, and Pathway to Achieve SDG 8

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Abstract

Sericulture in Rajshahi, Bangladesh, has historically provided sustainable livelihoods, particularly for rural women, who comprise approximately 85% of the silk workforce. While this industry plays a vital role in poverty reduction and women's economic participation, many female workers lack awareness of their legal rights under the Bangladesh Labor Act of 2006. This study investigates women garment workers' knowledge of key labor rights, such as leave entitlements, working hours, maternity benefits, job security, and social protections, and examines the extent to which these rights are upheld. Findings reveal widespread ignorance of legal protections and frequent labor rights violations, including arbitrary termination and denial of benefits, largely due to fear and limited bargaining power. The research highlights the gap between policy and practice and explores the economic impact of labor exploitation on productivity. It emphasizes the need to strengthen awareness and enforcement mechanisms to advance Sustainable Development Goal 8 (SDG 8), which promotes decent work and inclusive economic growth for marginalized women workers in Bangladesh.

Keywords: *Livelihoods, Rural Women, Silk Industry, Sustainable Development, Labor Rights Violations.*

Paper 066

Empowering Women through Artificial Intelligence Tools and Techniques

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Abstract

This research article aims to explore the impact of Artificial Intelligence (AI) on women's empowerment in India. It examines the potential of AI to address gender disparities, improve access to education and healthcare, empower women economically, and promote gender equality. By analyzing various initiatives and case studies, this article highlights the opportunities and challenges of AI in advancing women's rights and fostering their participation in various sectors of Indian society. The findings suggest that AI has the potential to contribute significantly to women's empowerment, but careful attention must be paid to address biases and ensure inclusiveness.

Keywords: *Artificial Intelligence, Gender Equality, Healthcare, Machine Learning, Women Empowerment.*

Analyzing the Impact of Business Analytics on Consumer Behavior and Strategic Decision-Making, and Addressing Key Challenges in Implementation

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Abstract

This paper provides a thorough analysis of the literature and empirical evidence about the transformative impact of business analytics on customer behavior and strategic decision-making. The study examines notable trends, obstacles, and prospects in the application of data analytics for marketing through a comprehensive assessment of scholarly and professional literature. The study emphasizes the necessity of utilizing modern approaches, like artificial intelligence and machine learning, to improve personalization, refine marketing strategies, and predict market trends. The research emphasizes issues related to data quality, privacy, infrastructural limitations, skill deficiencies, and regulatory obstacles. To tackle these difficulties, customized advice is offered, emphasizing the necessity for strong data governance, ethical standards, and ongoing adaptability to the changing digital environment. This study examines the significant influence of business analytics on marketing efficacy, consumer behavior, and sustainable growth within the evolving context of the digital age.

Keywords: *Artificial Intelligence, Business Analytics, Consumer Behavior, Machine Learning, Strategic Decision-Making.*

Exploring the Impact of Smart HR Practices on Organizational Agility through Employee Commitment: A Study on the Banking Sector of Bangladesh

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Ramisa Fariha

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Abstract

This study explores the impact of Smart Human Resource (HR) practices on organizational agility through the mediating role of employee commitment within the banking sector of Bangladesh. With rapid technological advancements and dynamic market demands, organizations increasingly rely on agile practices, where HR plays a crucial role. This quantitative research examines four hypotheses to evaluate the relationships among Smart HR practices, employee commitment, and organizational agility. Data were collected from 208 front-line bankers across private, public, and foreign banks in Bangladesh using a structured questionnaire. The survey utilized a Likert scale to assess respondents' perceptions of Smart HR practices, their commitment levels, and organizational agility. To test the hypothesized relationships, we employed Structural Equation Modeling (SEM) using Partial Least Squares (PLS) with Smart PLS software, ensuring the reliability and validity of constructs. The results reveal that Smart HR practices significantly enhance both employee commitment and organizational agility. Additionally, employee commitment was found to positively influence organizational agility, with further analysis indicating a significant mediating effect of employee commitment in the relationship between Smart HR practices and organizational agility. These findings contribute valuable insights to HRM literature, particularly in the context of the banking sector, highlighting the critical role of employee commitment as a pathway through which Smart HR practices can enhance organizational agility. Implications for HR practitioners in Bangladesh's banking industry, limitations, and future research directions are discussed.

Keywords: *Banking Sector, Employee Commitment, Organizational Agility, Market Demand, Smart HR Practices.*

Maritime Governance in Bangladesh: Examining the Compliance with International Conventions and Strategic Advancements

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Abstract

Maritime governance is very important for coastal nations like Bangladesh, which rely heavily on maritime activities for economic growth, environmental sustainability, and national security. This article critically examines Bangladesh's compliance with major international maritime conventions, including the United Nations Convention on the Law of the Sea (UNCLOS), the International Convention for the Safety of Life at Sea (SOLAS), the International Convention for the Prevention of Pollution from Ships (MARPOL), and the Standards of Training, Certification, and Watchkeeping for Seafarers (STCW) etc. Through an in-depth analysis of Bangladesh's legal and institutional frameworks, comparative studies with regional and global maritime leaders, and the identification of existing gaps and challenges, this study offers strategic recommendations to enhance maritime governance in the country. Tabular analyses provide clear comparisons of Bangladesh's performance to other nations, highlighting areas for improvement and best practices. The findings underscore the necessity for robust enforcement mechanisms, enhanced institutional capacity, and the integration of advanced technologies to align Bangladesh's maritime governance with international standards. This article contributes to the academic discourse on maritime law and policy, offering insights into the effective implementation of international conventions within a developing maritime nation like Bangladesh.

Keywords: *International Conventions, Maritime Governance, Institutional Capacity, National Security, Technological Advancement.*

Paper 70

Strategic HRM in Technology: Leveraging e-HRM for Innovation and Talent Management

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Abstract

This study examines the combination of the Strategic HRM Planning Framework (SEM) and electronic human resource management (e-HRM) in the technology sector, highlighting their functions in aligning human capital with organizational goals. The study analyzes how e-HRM supports strategic HRM objectives by improving efficiency, promoting innovation, and facilitating data-driven decision-making. This research, based on a thorough evaluation of existing literature, emphasizes the intricate relationship among strategic orientation, technological adoption, and contextual elements like organizational size, culture, and competitive dynamics. Significant findings indicate a mutual relationship between e-HRM and strategic HRM, with the former facilitating the latter's objectives of attaining internal and external alignment, managing talent pipelines, and enhancing worker adaptability. The Resource-Based View (RBV) emphasizes the significance of distinctive human resources as a source of competitive advantage, while the contributions of HR experts and leadership are vital in developing effective HRM frameworks. The report examines industry-specific difficulties, such as swift innovation cycles and fierce rivalry for people, advocating for customized

strategies in HRM planning. This research enhances the comprehension of how strategic HRM planning, supplemented by e-HRM technologies, assists technology enterprises in maneuvering through their dynamic operational environments and sustaining a competitive advantage. By integrating human resource practices with business objectives and utilizing technology as a facilitator, firms can improve their strategic and operational efficacy.

Keywords: *Electronic Human Resource Management, Innovation, Talent Management, Technology Industry, Workforce Planning.*

Paper 071

Sustainable Futures: Circular Economy and Ethical Practices in the FMCG Industry

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Abstract

The FMCG (Fast-Moving Consumer Goods) industry plays a crucial role in the global economy, but is being increasingly challenged to adopt sustainable and ethical practices given its substantial environmental impact and resource-intensive operations. This paper will delve into the fundamentals of corporate sustainability and ethical practices that are being adopted in the fast-moving consumer goods (FMCG) sector. It interprets the initiatives of leaders in the field, such as Unilever and Procter & Gamble, who have been restructuring business models for sustainability, through a systematic literature review. Besides these challenges, such as financial limits, supply chain complications, and the need for technological experience, the opportunities offered by regulatory policies and consumers seeking ethical brands are examined. The study reinforces to integration of circular economy principles, encourages technological innovations, and embeds CSR into the branding strategies as ways towards a sustainable profit-oriented vision regarding environmental long-term and economic benefits in the context of the FMCG sector.

Keywords: *FMCG Industry, Sustainable Business Practices, Sustainable Business Models, Green Business, Sustainable Supply Chain.*

Paper 072

The Dark Side of Internships: Gen Z's Struggles in Bangladesh's Private Sector

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Abstract

Internship: an integral part of the curriculum is experiential learning and plays a key role in entering the job market. This study explores the struggles faced by Gen Z interns in the private sector and the future impacts of these negative sides. Supported by the previous literature, this study finds the major challenges faced by the Gen Z interns at the entry level in the private sector and the modern-day slavery being practiced. The gig economy is identified as one of the dimensions to describe modern-day slavery in Bangladesh that impacts future career opportunities. The study follows a qualitative pattern. A Snowball Sampling method was followed to collect data from 30 respondents, including 17 interns, 10 supervisors, and 3 experts. With the combination of in-depth interviews and focus group discussions, this study explores the mentioned area through an open-ended and semi-structured questionnaire. Thematic data analysis was followed to interpret the data. Finding of this study shows that Bangladeshi Gen Z interns in the private sector suffer a lot on physical, psychological, and economic sides, as well as informal contracts can be a weapon of practicing modern-day slavery in internships. The findings of this study will add valuable insight to create awareness as well as reduce workplace discrimination towards interns. In addition, this study will help to assess the workplace culture and diversity, workplace discrimination, and improve human resource management practices in the private sector.

Keywords: *Generation Z, Internships, Modern Slavery, Job Market, Gig Economy.*

The Role of HR Forecasting in Enhancing Talent Acquisition Strategies: Trends and Insights

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Abstract

It is under this ever-complex global labor market and fast-paced technological advancement backdrop that the umbrella of Human Resource (HR) forecasting has emerged as a cornerstone of any strategy for talent acquisition in the contemporary world. It discusses the ongoing transition away from traditional information-based staffing models towards data-driven, predictive analytics and artificial intelligence (AI), and machine learning-based staffing models. By implementing predictive analytics, organizations not only improve the accuracy of their recruitment process but also allow themselves to align their workforce planning proactively with their business strategy. Through a review of existing literature and practices, this study evaluates the efficacy of contemporary HR predictions, highlights issues like data integrity and integration issues, and explores the sociological implications on organizational behavior.

Keywords: *Artificial Intelligence, Human Resource Forecasting, Workforce Planning, Predictive Analytics, Talent Acquisition.*

Paper 074

Digital Payment Adoption in Bangladesh: A Study on the UTAUT2 Model

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Abstract

This research explores the factors influencing the digital payment system adoption in Bangladesh using the Unified Theory of Acceptance and Use of Technology 2 (UTAUT2) model. The study uses a quantitative approach to analyze how Bangladeshi customers adopt digital payment methods. A structured survey was used to collect data from 316 respondents aged 18-60 (above) in the Dhaka and Chittagong areas. The analysis utilizes Partial Least Squares (PLS) and Structural Equation Modeling (SEM) to justify the hypothesized associations among key variables, i.e., performance expectancy, effort expectancy, social influence, facilitating conditions, hedonic motivation, price value, habit, and perceived security. This study finds that performance expectancy, facilitating conditions, habits, and perceived security positively influence the behavioral intention to use a digital payment system, whereas effort expectancy, social influence, hedonic motivation, and price value negatively impact this intention. This research attempts to provide recommendations for policymakers, financial institutions, and technology providers on how to encourage the adoption and usage of digital payment systems in Bangladesh to promote financial inclusion, efficiency, and economic development.

Keywords: *Digital Payment, Hedonic Motivation, Payment Security, Social Influence, User Behavior.*

Social and Psychological Factors Shaping Destination Preferences of Domestic Tourists in Rajshahi City

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Sheikh Shamima Sultana, Independent Researcher

Syeda Farzana Yasmin, Independent Researcher

Abstract

In this research, the influencing social and psychological aspects of domestic tourists' intentions to select Rajshahi City as their travel destination are investigated. Rajshahi is a historic cultural tourist attraction and a natural site of interest; hence, many domestic travelers are likely to visit this area. The research analyses the demographic factors, the social factors, the psychological factors, the physical factors, and the characteristics of the destination in order to identify the factors that influence tourists visiting the city. Data was collected from surveys and interviews with domestic tourists, focusing on six important areas: travel conditions, tourist motivation, personality characteristics, affective and social states, and tourist attributes of the selected destination. These strategies, therefore, play a big part in tourists' choices according to the findings of the study. This study indicates that promoting tourism in general may be effective for some destinations but not all, and this learning can be extended to other tourist destinations to determine how domestic tourists in those areas make their travel decisions.

Keywords: *Domestic Tourists, Place Choice, Psychological Factors, Social Factors.*

A Historiography of Ahmadiyya Muslim Jamaat in Bangladesh: An Analytical Study in the Chittagong Region

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Abstract

At the outset of the 20th century, Ahmadiyya Muslim Jamaat came through the region of Chittagong. The founder of this Jamaat, Mirza Gulam Ahmad, claimed himself as the last Prophet of Islam. Consequently, Ahmadiyya activities began in this region during his time. The activities of Ahmadiyya Muslim Jamaat started in 1916 in the Brahmanbaria district and in 1920 in the Chittagong region. Initially, Professor Abdul Latif started Ahmadiyya activities in Chittagong. The number of Ahmadiyya Jamaat has increased in some places and decreased in some places in the previous years. However, more than one hundred groups of Ahmadiyya Jamaats have been established in various places in Bangladesh. This paper portrays the historical context of Ahmadiyya Muslim Jamaat in Bangladesh, especially their advent in the Chittagong region. The study also explains the role of Ahmadiyya Muslim Jamaat in the Chittagong region, highlighting the views of Islamic scholars on them. Finally, it will discuss the organizational activities of Ahmadiyya Muslim Jamaat in Bangladesh, especially in the Chittagong region, which is a historical place for the gateway of Islam in Bangladesh.

Keywords: *Historiography, Ahmadiyya Muslim Jamaat, Chittagong Region, Historical Context, Gateway of Islam.*

Transforming Lives: The Impact of Physical Rehabilitation for Post-Stroke Patients in the Developing Country Perspectives

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Abstract

Stroke is a fatal disease that often results in death or long-term disability. After the initial emergency management, stroke patients require rehabilitation to restore functionality and achieve as much independence as possible. This cross-sectional quantitative study investigates the current state of physical rehabilitation among post-stroke patients in Bangladesh. The research was conducted with 150 conveniently selected patients, irrespective of age and gender, undergoing treatment at Bangabandhu Sheikh Mujib Medical University. Data were collected using a structured standard questionnaire, and statistical analyses were conducted using SPSS version 20. The study found that the average age of participants was 53.43 ± 12.87 years, with males almost twice as prevalent as females. Hemorrhagic strokes were more common (76%), with a minority experiencing ischemic strokes (24%). The vast majority (97.30%) suffered from hemiplegia and received both medication and rehabilitation, primarily in the form of physiotherapy. Statistical analyses revealed significant associations between stroke type and gender, family structure, and income group. The findings highlight the need for early and effective rehabilitation strategies tailored to the socio-economic context of patients. Larger-scale studies are recommended to achieve more precise results.

Keywords: Hemiplegia, Hemorrhagic Stroke, Physical Therapy, Socio-demographic Factors, Rehabilitation.

Exclusion of Women in Accessing Public Transportation in Dhaka City: An Exploratory Study of the Perspective of Women and Transport Personnel

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Abstract

The purpose of this study is to explore the nature of exclusion of women from accessing public transportation in Dhaka, through the lens of both women and transport personnel involved. The rapid expansion of urban areas has intensified the existing challenges, creating unique barriers for women, particularly during peak hours. The inadequacy of public transport facilities to address women's needs reflects gender bias, limiting their socio-economic participation. The study used a qualitative research method and conducted twenty-three in-depth interviews (IDIs), two focus group discussions (FGDs), with women and transport personnel, along with participant observation. Primary data were collected through purposive sampling and snowball sampling. Through thematic analysis, the study identified three types of exclusion faced: indirect exclusion due to overcrowding and security concerns, direct exclusion by transport staff or male passengers, and exclusion leading to social marginalization caused by longer

travel times, financial constraints, and restricted access to socio-economic and educational opportunities. Women with special needs, children, or pregnant women face additional challenges in boarding and deboarding buses as the drivers do not stop buses fully, and while transport personnel assist them, they also avoid them, viewing them as a burden. Although the Metrorail system addresses inclusivity by providing a separate compartment for women, concerns remain about its affordability and accessibility.

Keywords: *Exclusion, Gender Dynamics, Harassment, Public Transportation, Women.*

Paper 079

How Generative AI Impacts Academic Requirements: A Study on Tertiary Students of Bangladesh University of Professionals (BUP)

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Abstract

This paper examines the impact of Generative AI on the Academic requirements of students at the Bangladesh University of Professionals. The increasing integration of Artificial Intelligence into education, especially through tools like ChatGPT developed by OpenAI, has resulted in a marked influence on academic practices. This study tries to quantify and analyze this influence along with the findings of the benefits and potential drawbacks of using AI in academic writing. The main objectives of this study are to compare the impact on academic requirements with and without the help of Generative AI; to assess students' perception of the effectiveness of Generative AI in improving their writing skills; to evaluate the originality of the writings produced with the help of Generative AI. The use of a questionnaire survey data collection method and the SPSS tool for data analysis on 25 students of BUP in this quantitative research made this paper more insightful.

Keywords: *Generative AI, Academic Requirements, Tertiary Students*

Paper 080

Financial Inclusion through Agent Banking of Commercial Banks in the Context of Sustainable Development in Rural Bangladesh

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Abstract

The studies have been guided by the objectives to evaluate the factors affecting the financial inclusion and the role of agent banking as a means of financial inclusion in the context of sustainable development in the rural areas of Bangladesh. For this study, descriptive research designs have been used with the focus on selected commercial banks that already have agent banking in operation. Secondary data has been collected mainly from newspapers, journals, bulletins, and the websites of different commercial banks and the Bangladesh Bank. Research papers of different researchers at home and abroad have been consulted. I have also discussed with a few senior bankers and university professors for a better understanding. For data analysis, statistical tools like descriptive statistics have been applied. Results of the study show that as of 30 September 2024, 31 banks offered agent banking services through 21,367 outlets, and 85.51% of those are in rural areas. The amount of deposit accumulated in the agent banking accounts is BDT 395,293,68 million, the amount of loans disbursed is BDT 210,898.07 million, and the cumulative number of inward remittances disbursed reaches BDT 1,656,592.28

million. The major share of the deposit (81.28%) has been collected from the rural areas. The study also shows that the progressive role of agent banking as a means of financial inclusion has been contributing a lot to the sustainable development in the rural areas of Bangladesh by addressing critical issues like poverty alleviation, gender equality, and economic growth, which are very aligned with the Sustainable Development Goals (SDGs). There has been little study on how the ultimate beneficiary, i.e. the rural customers, wants to see the agent banking functioning and how agent banking can contribute to achieving the Sustainable Development Goals (SDGs) in the rural area of Bangladesh, which has created an opportunity for further study. Finally, the study has also concluded that more coordinated efforts from different stakeholders, and tailored products should be offered through agent banking to the rural areas of Bangladesh to achieve sustainable development goals in rural Bangladesh.

Keywords: *Agent Banking, Digital Banking, Mobile Banking, Financial Inclusion, Rural Development.*

Paper 081

Building Loyalty Through Destination Branding: Understanding Tourist Behavior at Cox's Bazar, Bangladesh

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Abstract

This study investigates the key factors that influence destination branding, focusing on Cox's Bazar, Bangladesh, known as the world's, longest sandy beach. Using the Theory of Planned Behavior (TPB) and the Theory of Reasoned Action (TRA), it examines how factors like attitudes, subjective norms, perceived behavioral control, and destination trust affect tourists' satisfaction and loyalty. The research involved 20 semi-structured interviews with visitors, analyzed through qualitative content analysis. The findings revealed 58 variables influencing tourist behavior, with major factors including the beach's natural beauty, trust in safety and reliability, and perceived risks like high costs, traffic, and poor cleanliness. While most visitors were satisfied and likely to revisit or recommend the destination, these challenges need addressing to improve the experience. A loyalty framework is proposed, showing how satisfaction and trust lead to positive tourist behavior. This study contributes to a better understanding of and improving destination branding in Bangladesh.

Keywords: *Destination Branding, Tourist Behavior, Planned Behavior, Reasoned Action, Loyalty.*

Paper 082

Exploring Livelihood Transition Challenges of Female Domestic Workers: An Exploratory Study in Dhaka City

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Abstract

The female labor force in Bangladesh has grown rapidly over the past fifteen years, increasing fourfold and outpacing male labor growth. However, the majority of working women—around 92%—are employed in the informal sector, with domestic work being a significant component. Despite their vital contributions to households and the economy, domestic workers face low wages, long hours, job insecurity, and limited social protection. The COVID-19 pandemic exacerbated these challenges, causing widespread job losses and income insecurity, especially for migrant domestic workers lacking official identification and government support. This

study explores the persistent reliance of women on informal domestic work despite adverse conditions, examining the economic impact of their constrained mobility toward better livelihoods. Understanding these dynamics is essential to improving women's economic integration and enhancing national development.

Keywords: *Challenges, Informal Sector, Livelihood, Transition, Female Domestic Workers.*

Paper 083

Effect of Tertiary School Enrollment, Education Expenditure, and Student-Teacher Ratio on Unemployment in Bangladesh: A VECM Approach

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Abstract

Although Bangladesh has been performing well in terms of macroeconomic development, the impact of tertiary education on confronting the unemployment problem has largely been neglected over the years. The objective of this study is to examine the effects of tertiary school enrollment, education expenditure as a share of GDP, and pupil-teacher ratio on the level of unemployment in Bangladesh from 1999 to 2023. The time series data for all the variables were collected from the World Bank database. Johansen cointegration test and Vector Error Correction Model (VECM) have been employed to investigate the long-run equilibrium and short-run relationship among the four variables. The empirical result suggests that there exists cointegration among the variables, and the impact of education-related variables is mostly a long-term phenomenon. While increasing university enrollment has a negative rather than positive impact on employment levels, both education expenditure and pupil-teacher ratio have a negative impact on unemployment.

Keywords: *Bangladesh, Education Expenditure, Student-Teacher Ratio, Tertiary School Enrollment, Unemployment.*

Interactive Session

Questions for the Keynote Speaker

Question: How might cross-border development synergies help provide long-term solutions to global challenges?

Answer: Cross-border synergies facilitate knowledge exchange and resource sharing across borders, promoting innovation. For example, international collaboration on renewable energy research contributes to addressing the global energy dilemma. Global concerns such as poverty, climate change, and public health crises may be addressed more effectively by drawing on different skills, cultural views, and localized solutions. Such synergies also improve resilience to global uncertainty by encouraging integrated policymaking.

Question: How can collaboration across disciplines help bridge the gap between local and global development solutions?

Answer: Interdisciplinary collaboration brings together diverse perspectives, scientific, economic, social, and legal, to create comprehensive answers. For example, tackling climate justice necessitates not only scientific understanding of environmental changes but also legal frameworks, sociological studies of impacted populations, and economic strategies. This multidimensional strategy guarantees that local practices are consistent with global plans, resulting in sustainable development outcomes.

Question: How do topics like climate justice and catastrophe science represent the interconnectedness of global issues?

Answer: Themes such as climate justice and catastrophe science show how local vulnerabilities, such as rising sea levels in Bangladesh, are linked to global phenomena like developed nations' carbon emissions. To address these concerns, cooperative frameworks such as the Paris Agreement must strike a balance between fairness, like justice for impacted regions, and scientific answers like disaster planning and mitigation techniques.

Question: What creative approaches may academic institutions use to improve multidisciplinary collaboration in solving global challenges?

Answer: Academic institutions may encourage interdisciplinary collaboration by encouraging collaborative research efforts, hosting conferences such as BDIIC-2024, and creating a cross-departmental curriculum. For example, a joint program combining sociology, disaster management, and technology may look into community-based disaster response systems. Furthermore, digital channels for virtual cooperation enable worldwide involvement.

Question: How might hybrid formats, such as those used for BDIIC-2024, increase global involvement and information exchange?

Answer: Hybrid forms combine the benefits of in-person and online engagement. They promote inclusion by allowing people from geographically or financially limited locations to contribute. Live polls, breakout rooms, and interactive Q&A sessions all help to guarantee meaningful interaction. Furthermore, hybrid events lower the carbon impact of conferences, which aligns with environmental objectives.

Question: What efforts may be made to turn academic discussions into real-world policy actions?

Answer: To translate academic discourse into policies, academics, policymakers, and practitioners must work together. Conferences like BDIIC-2024 play an important role in offering a forum for discourse. Establishing think tanks, releasing policy papers, and enlisting stakeholders in workshops are all practical strategies to close the gap between theory and practice.

Question: How do cultural and geographical variations influence the creation of inclusive global solutions?

Answer: Cultural and geographical differences influence priorities, perceptions, and reactions to developmental obstacles. For example, Western technical solutions may not always meet the demands of rural populations in South Asia. To promote fair and successful outcomes, inclusive global solutions must be culturally sensitive, participative in planning, and adaptable to local situations.

Question: What problems do multidisciplinary and cross-border cooperations confront, and how may they be addressed?

Answer: Communication obstacles, competing agendas, a lack of funds, and bureaucratic red tape are some of the challenges. To address these challenges, it is necessary to create clear goals, build mutual respect within disciplines, use digital technologies for smooth communication, and get institutional backing. Funding organizations can stimulate collaborative research by promoting cross-disciplinary projects.

Question: How can technology-driven solutions, as demonstrated at conferences such as BDIIC-2024, successfully solve real-world issues?

Answer: Technology-driven solutions such as AI, big data, and remote sensing improve the efficiency and precision of treatments. For example, artificial intelligence can improve resource allocation during disaster assistance, whereas remote sensing allows for real-time monitoring of environmental changes. Conferences allow showcasing scalable technology-driven breakthroughs and connecting inventors with stakeholders.

Question: What criteria may be used to assess the performance of conferences such as BDIIC-2024 in promoting development synergies?

Answer: Metrics include the number of collaborative projects launched, the quality of conference-related published research, session participation levels, participant diversity, and policy implications. Surveys and follow-up studies can determine if the event changed attendees' behaviors and resulted in meaningful interdisciplinary partnerships.

Inaugural Panel Session Time: 09:50 am – 10:15 am	
Topic: Current and Future State of Development Studies: Insights from Interdisciplinary Approaches	
Speaker: Professor Dr. Nayeem Sultana, Chairman, Department of Development Studies, University of Dhaka	
	
Speaker: Associate Professor Dr. Kazi Humayun Kabir, Chairman, Development Studies Discipline, Khulna University	
	
Moderator: Md. Zahidur Rahman, Assistant Professor, Development Studies, BUP	
	
The BDIIC-2024 inaugural panel session on “Current and Future State of Development Studies: Insights from Interdisciplinary Approaches,” featured leading scholars to discuss the discipline’s evolution, interdisciplinary relevance, and contributions to addressing global challenges.	

Conference on Exploring Cross-Border Synergies in Development: From Local to Global Solutions

Papers under the designated theme were reviewed by distinguished Chair and Co-chair, and the session was hosted by a moderator.

Venue: Conference Room – 1206, General Belal Tower (Academic Building), 12th Floor

Conference Session 1 Time: 11:15 AM – 12:45 PM				
Theme: Innovations: Innovations, Financial Systems, and Their Socio-Economic Impacts in Different Contexts				
Chair: Dr Abul Bashar Bhuiyan, Associate Professor, Sunway University, Malaysia				
				
Co-chair: Md. Zahidur Rahman, Assistant Professor, Development Studies, BUP				
				
Moderator: Ayesha Ahmed Ridi, Lecturer, Development Studies, BUP				
				
ID	Title of the Paper and Author(s)	Origin	Time	Mode
02	Comparison of Public and Private Funding in Key Economic Sectors of Greece: Analysis of the 2000-2018 Period and the Impact of Financial Crisis Author(s): Kyriaki Efthalitsidou , Ioannis Betsas, Athina Pitta, Konstantinos Spinthiropoulos, Nikolaos Sariannidis	Greece	11:15 to 11:30 am	Online
10	Effect of Compensation on Employee Performance: Insights from the Banking Sector in Bangladesh Author(s): Md. Solaiman Chowdhury , Md. Mehedi Hasan, Iqbal Hossain Moral, Atikur Rahman, Md. Rumman Islam	Bangladesh	11:30 to 11:45 am	In-person
40	Investigating the Barriers to Accessing Formal Financial Services among Rural Women in Bangladesh: A Quantitative Approach	Bangladesh	11:45 to	In-person

	Author(s): Sajib Paul , Redwan Ahmed Shopan, Md. Yusuf Hossain Ador, Mohammad Mohibur Rahman		12:00 pm	
42	Leading Indicators of Financial Crises – A Case Study of Brazil Author(s): Abdullah	United States of America	12:00 to 12:15 pm	Online
80	Financial Inclusion Through Agent Banking of Commercial Banks in the Context of Sustainable Development in Rural Bangladesh Author(s): Mohammad Naisr Uddin Miah	Bangladesh	12:15 to 12:30 pm	In-person
Lunch Break (12:45 PM – 01:30 PM)				
Conference Session 2 Time: 01:30 PM – 03:00 PM				
Theme: Addressing Socio-Economic Inequalities, Promoting Inclusive Growth and Interdisciplinary Challenges & Solutions				
Chair: Md. Dr. Shariful Islam, Associate Professor, Economics, BUP				
				
Co-chair: Shashish Shami Kamal, Assistant Professor, Development Studies, BUP				
				
Moderator: Mahira Nazneeba Rodoshee, Lecturer, Development Studies, BUP				
				
ID	Title of the Paper and Author(s)	Origin	Time	Mode
24	Socio-economic Condition of People of Char Majherdiar in Rajshahi, Bangladesh Author(s): Md. Anisur Rahman , Md. Abul Kalam Azad, Mst. Kamrun Nahar	Bangladesh	01:30 to 01:45 pm	In-person

44	Income Inequality and Economic Growth in Bangladesh: A Comprehensive Literature Review with Empirical Insight Author(s): Mazed Parvez , Md. Mahmud Hasan, Laila Begum, Syed Tanim Ahmed, A H Md Mahabub Nawaz, Md Fazle Rabby	Bangladesh	01:45 to 02:00 pm	In-person
56	Profitable Investment Strategies in Response to the Changes of Inflation in Bangladesh Author(s): Audrie Leonard Baroi , Tanzila Akhter	Bangladesh	02:00 to 02:15 pm	In-person
57	Global Inequalities and Inclusive Growth: Interdisciplinary Approaches from Humanities, Social Sciences, and Economics Author(s): Redwan Hossen	Bangladesh	02:15 to 02:30 pm	In-person
82	Exploring Livelihood Transition Challenges of Female Domestic Workers: An Exploratory Study in Dhaka City Author(s): Sanjid Tahsin Rakin	Bangladesh	02:30 to 02:45 pm	In-person
Tea Break (03:00 PM – 03:15 PM)				
Conference Session 3 Time: 03:15 PM – 04:45 PM				
Theme: The Digital Revolution: Transforming Economies, Consumer Behaviors, and Societal Inclusion in South Asia.				
Chair: Dr Md Uzir Hossain, Senior Lecturer, Taylor's University, Malaysia				
				
Co-chair: Md. Robiul Islam, Assistant Professor, Public Administration, BUP				
				
Moderator: Lecturer Md. Anik Hassan Rabby, Lecturer, Management Studies, BUP				
				

ID	Title of the Paper and Author(s)	Origin	Time	Mode
20	Empowering Marginalized Communities Through Affordable Tech Access: Innovations Challenges, and Future Directions in Bangladesh Author(s): Sajia Ferdousi	Bangladesh	03:15 to 03:30 pm	In-person
21	Impact of Digitalization on Export of Textiles from India with Special Focus on Asian Market at Tanya Exim Pvt. Ltd. Author(s): Dr. Pooja Gupta , Rohit Garg, Paras Batra	India	03:30 to 03:45 pm	Online
23	A Study on Online Shopping and Buying Behaviour of Indian Consumers Author(s): Paras Batra , Dr. Rohit Garg, Dr. Pooja Gupta	India	03:45 to 04:00 pm	Online
74	Digital Payment Adoption in Bangladesh: A Study on UTAUT2 Model. Author(s): Sakib Chowdhury , Md. Kaysher Hamid, Sadman Shabab Azad	Bangladesh	04:00 to 04:15 pm	In-person
Closing (04:45 PM – 05:00 PM)				

Venue: Conference Room – 1209, General Belal Tower (Academic Building), 12th Floor

Conference Session 1 Time: 11:15 AM – 12:45 PM
Theme: Navigating Organizational Challenges: Strategies for Adaptability, Motivation, and Decision-Making in a Dynamic Business Environment
Chair: Dr. Amer Hamzah Jantan, Professor, Veritas University College, Malaysia

Co-chair: Dr. Arifur Rahman, Professor, Management Studies, BUP


Moderator: Ayesha Siddika, Lecturer, Public Administration, BUP



ID	Title of the Paper and Author(s)	Origin	Time	Mode
19	Building Resilient Organizations: The Behavioural Foundation of Strategic Flexibility Author(s): Md. Parvez Alam	Bangladesh	11:15 to 11:30 am	In-person
27	Augment the Culture of Motivation: A Study on the Influence of Motivation on Job Satisfaction Level in the Airline Industry of Bangladesh Author(s): Dr. Hosnay Nasrin , Dr. Md. Mahmudul Hassan Dr. Md. Mahmudul Hassan	Bangladesh	11:30 to 11:45 am	In-person
37	A Literature Review on Electric Vehicle Routing Problem: Supply Chain Management Perspective Author(s): Iftikhar Farahad , Shoumik Deb Nath	Bangladesh	11:45 to 12:00 pm	In-person
67	Analyzing the Impact of Business Analytics on Consumer Behavior and Strategic Decision-Making, and Addressing Key Challenges in Implementation Author(s): Rifat Hassan	Bangladesh	12:00 to 12:15 pm	In-person
72	The Dark Side of Internships: Gen Z's Struggles in Bangladesh's Private Sector Author(s): Syeda Maliha Tasnim , Ayesha Ahmed Ridi	Bangladesh	12:15 to 12:30 pm	In-person

Lunch Break (12:45 PM – 01:30 PM)

Conference Session 2

Time: 01:30 PM – 03:30 PM

Theme: Leadership: Transformative HR Practices and Leadership: Driving Organizational Agility, Innovation, and Employee Engagement

Chair: Dr Elangkovan Narayanan Alagas, Department of Hospitality and Events, Sunway University



Co-chair: Dr Md Shamirul Islam, Lecturer, Programme Leader - Master of Management (ODL), Department of Management, Sunway University



Moderator: Nuruzzaman, Lecturer, Development Studies, BUP



ID	Title of the Paper and Author(s)	Origin	Time	Mode
59	The Role of Emotional Intelligence in Driving Transformation among Generation Y employees in a Developing Country Perspective Author(s): Mr Md Rofiqul Islam Ghani	Bangladesh	02:15 to 02:30 pm	In-person
64	The Influence of Servant Leadership on Job Satisfaction: Work-life Balance as a Mediating Factor in Bangladesh's Organizational Development Author(s): Lt. Col Liana Mamun, psc, Signals	Bangladesh	02:30 to 02:45 pm	In-person
31	From Public to Private: Emotional Intelligence in Private Transitions Author(s): Laila Anzuman, Sayeed Mohammad Obaidullah, Dr. Md. Mahmudul Hassan	Bangladesh	03:15 to 03:30 pm	In-person
68	Exploring the Impact of Smart HR Practices on Organizational Agility through Employee Commitment: A Study on the Banking Sector of Bangladesh Author(s): S.K. Md Anik Hassan Rabby, Ramisa Fariha	Bangladesh	03:30 to 03:45 pm	In-person
70	Strategic HRM in Technology: Leveraging e-HRM for Innovation and Talent Management Author(s): Mohammad Sifat Sadekin	Bangladesh	03:45 to 04:00 pm	In-person
73	The Role of HR Forecasting in Enhancing Talent Acquisition Strategies: Trends and Insights Author(s): MD. Rakib Hossain	Bangladesh	04:00 to 04:15 pm	In-person

Tea Break (03:30 PM – 03:15 PM)
Conference Session 3 Time: 03:15 PM – 04:45 PM
Standby Session
Closing (04:45 PM – 05:00 PM)

Venue: Virtual Classroom – 204, General Belal Tower (Academic Building), 2nd Floor

Conference Session 1 Time: 11:15 AM – 12:45 PM
Theme: Legal and Regulatory Challenges in Ensuring Public Safety, Accountability, and Environmental Justice
Chair: Dr Md. Abu Hanif, Assistant Professor, Department of Law, BUP

Co-chair: Assoc Prof Adv Momrujul H. Jewel, Former Principal, Law College, Mymensingh, and Lawyer at High Court

Moderator: Sadia Binte Rahman, Lecturer, Department of Law, BUP


ID	Title of the Paper and Author(s)	Origin	Time	Mode
03	Food Terrorism and Right to Food: Role of the Bangladesh Government Author(s): Md. Habib Ullah	Bangladesh	11:15 to 11:30 am	In-person
22	An Emerging Concept of the Contractual Liability of Present Airlines Travels: Challenges and Legal Remedies for Bangladesh Author(s): Wing Commander Md. Harun-Or-Rashid, S.R. Md. Liton	Bangladesh	03:15 to 03:30 pm	In-person

58	Heavy Metals in Vegetables Grown on Industrial Wastewater-Irrigated Land. Justice System Author(s): Tawfeequa Rahman , M G Mostafa	Bangladesh	11:30 to 11:45 am	In-person
61	Investigating Soil-Derived Microorganisms for High-Yield Xylanase Production: A Solid-State Fermentation Approach Author(s): Sana Zahoor , Sidera Saeed	Pakistan	11:45 to 12:00 pm	In-person
Lunch Break (12:45 PM – 01:30 PM)				
Conference Session 2 Time: 01:30 PM – 03:00 PM				
Theme: Intersecting Education, Media, Social Dynamics, and Analyzing Impacts on Public Policy and Academic Practices for Inclusive Development				
Chair: Dr Jibin Francis, AMET University, Tamilnadu, India				
				
Co-chair: Mohammad Nur Ullah, Assistant Professor, Public Administration, BUP				
				
Moderator: S M Nazmus Sakib, Lecturer, Development Studies, BUP				
				
ID	Title of the Paper and Author(s)	Origin	Time	Mode
30	Effect of Online Games on the Academic Performance of Secondary School Students in Rangpur District of Bangladesh: Application of Propensity Score Matching Method Author(s): Babor Ahmad , Md. Golam Rabbani, Mohammad Asarul Hasanat, Nirjan Sen, Md. Abdur Rouf Sarkar	Bangladesh	01:30 to 01:45 pm	In-person
45	The Silent Authority: How Quranic Teachings Act as an Unspoken Law among Bangladeshi Muslims	Bangladesh	01:45 to	In-person

	Author(s): Tasnim Rahman , Zahidul Islam Jobair, Md Imrul Bashar Shohag, Zahidul Islam Jobair, Md Imrul Bashar Shohag		02:00 pm	
54	Media Education vs Industry Demand, Assessing Journalism Curriculum in Bangladesh Author(s): Md. Nurul Ahsan Mahi , Zahidul Islam Jobair, Md Imrul Basher Shohag	Bangladesh	02:00 to 02:15 pm	In-person
79	How Generative AI impacts Academic Requirements: A study on Tertiary students of BUP Author(s): Imranul Haque Chowdhury , Md Ibrahim Hossain Niloy, Nashita Mumtahina	Bangladesh	02:15 to 02:30 pm	In-person
83	Effect of Tertiary School Enrollment, Education Expenditure and Student-Teacher Ratio on Unemployment in Bangladesh: A VECM Approach Author(s): Lt Col Sarwar Bin Quassem , Abir Hassan	Bangladesh	02:30 to 02:45 pm	In-person
Tea Break (03:00 PM – 03:15 PM)				
Conference Session 3 Time: 03:15 PM – 04:45 PM				
Theme: Human and Environmental Challenges- Insights into Tourism, Social Dynamics, and Community Well-being.				
Chair: Dr Md Asadul Islam, Senior Lecturer, Department of Management, Sunway University				
				
Co-chair: Dr Mustafizur Rahman, Assistant Professor, Disaster Management & Resilience, BUP				
				
Moderator: Nur E Zannat Ankhi, Lecturer, Development Studies, BUP				
				

ID	Title of the Paper and Author(s)	Origin	Time	Mode
34	An Investigation of Stress in Bangladeshi Caregivers of Children with Special Needs Author(s): Mahadi-Ul-Morshed , Ginia Mirdha, Md. Meraz Hossain, Hamida Naz	Bangladesh	03:30 to 03:45 pm	In-person
75	Assessing the Impact of Riverside Development on Tourism: A Study on Padma Riverside, Rajshahi Author(s): Sheikh Shamima Sultana , Md. Mahfuj Alam Noyon	Bangladesh	03:45 to 04:00 pm	In-person
81	Building Loyalty Through Destination Branding: Understanding Tourist Behavior at Cox's Bazar, Bangladesh Author(s): Sheikh Shamima Sultana , Md. Mahfuj Alam Noyon, Md. Enayet Hossai	Bangladesh	04:00 to 04:15 pm	In-person
32	Anthropological Study of Social Problems Related to Skin Color in Sri Lankan Society Author(s): Shaveeniya T.P.P. , Abhayasundere, P. N, Srishan G.A.A.N.	Sri Lanka	01:45 to 02:00 pm	Online
Closing (04:45 PM – 05:00 PM)				

Venue: CR – 203, General Belal Tower (Academic Building), 2nd Floor

Conference Session 1

Time: 11:15 AM – 12:45 PM

Theme: Sustainable Management and Policy Responses to Environmental Challenges: Balancing Resource Governance and Ecosystem Health

Chair: Professor Dr Magiswary Dorasamy, School of Management & Marketing, Taylor's University, Malaysia



Co-chair: Tanjila Afrin, Assistant Professor, Development Studies, BUP



Moderator: Sahria Islam Trisha, Lecturer, Department of English, BUP



ID	Title of the Paper and Author(s)	Origin	Time	Mode
11	Contemporary Issues in the Governance and Management of Natural Resources in India Author(s): Mohammad Afzaal Rashid	India	11:30 to 11:45 am	Online
36	Microbeads in Skin Exfoliators Harming the Marine Ecosystem around the World Author(s): Anika Akram Orpi	Bangladesh	11:45 to 12:00 pm	In-person
38	Analyzing the Scientific Approach of Bangladesh National Environment Policy, 2018 Author(s): Tahmid Ahmed , Md. Abdul Muhit Moon, Md. Rashedul Islam Rasel, Md. Abu Naeem, Md. Mahmud Ali Khan	Bangladesh	12:00 to 12:15 pm	In-person
46	Value of Climate Responsive Design Concerning the Changing Environment of the Near Future Author(s): Md. Shahadat Hossain , Md. Monjur Kader Sarkar,	Bangladesh	12:15 to 12:30 pm	In-person

Lunch Break (12:45 PM – 01:30 PM)

Conference Session 2

Time: 01:30 PM – 03:00 PM

Theme: Managing Challenges & Strategies for Mitigation, Adaptation, and Sustainable Development

Chair: Dr. Mohammad Nurul Alam, Faculty of Business Administration, University of Tabuk, Kingdom of Saudi Arabia



Co-chair: Md Monir, Assistant Professor, Department of Economics, BUP



Moderator: Nahin Anzoom Sayed, Lecturer, Public Administration, BUP



ID	Title of the Paper and Author(s)	Origin	Time	Mode
04	Impacts of Household Energy Choices on Greenhouse Gas Emissions in Shambu Town, Oromia Regional State, Western Ethiopia Author(s): Pitta Sekhar , Sori Sima Bacho	Ethiopia	01:30 to 01:45 pm	Online
05	Floods and Flood Management in Bangladesh Author(s): Farhana Hoque Urmey	Malaysia	01:45 to 02:00 pm	Online
07	Climate Change-Induced Disasters and Disaster Management in the Bay of Bengal Region: Policy Options for Disaster Mitigation in Bangladesh Author(s): Lt Col Mir Shafquat Hossain , Elma Binte Hassan	Bangladesh	02:00 to 02:15 pm	In-person
12	The Role of Women's Empowerment in Climate Change Mitigation for Sustainable Development: A Systematic Review Author(s): Najnin Akter	Bangladesh	02:15 to 02:30 pm	In-person
33	Climate Justice for Bangladesh: Climate and Applications Author(s): Mohammad Mahmudur Rahman	Bangladesh	02:30 to 02:45 pm	In-person

Tea Break (03:00 PM – 03:15 PM)

Conference Session 3

Time: 03:15 PM – 04:45 PM

Theme: Management and Governance: Addressing Public Health, Resource Sustainability, and Ethical Practices

Chair: Dr Mohsin Reza, Professor, Department of English, BUP



Co-Chair: Dr Md Sazzad Hossain, Assistant Professor, College of Tourism and Hospitality (CTH), University of Tabuk, Kingdom of Saudi Arabia (KSA)



Moderator: Nuzhat Fatima, Lecturer, Department of English, BUP



ID	Title of the Paper and Author(s)	Origin	Time	Mode
08	Assessment of Road Traffic Noise Level in Bogura Town, Bangladesh Author(s): Md. Alamgir Hasan , Md. Abul Kalam Azad	Bangladesh	03:15 to 03:30 pm	In-person
26	Legal Personhood of Rivers in Bangladesh: Judicial Responses and Legal Implications Author(s): Tanjila Tamanna , Raspiatur Rashpi	Bangladesh	03:30 to 03:45 pm	In-person
60	Hydrogeochemical Processes and Groundwater Quality of Rajshahi District Author(s): Md. Zahidul Islam , M.G. Mostaf	Bangladesh	03:45 to 04:00 pm	In-person
71	Sustainable Futures: Circular Economy and Ethical Practices in the FMCG Industry Author(s): Faria Akther	Bangladesh	04:00 to 04:15 pm	In-person
Closing (04:45 PM – 05:00 PM)				

Venue: CR-202, General Belal Tower (Academic Building), 2nd Floor

Conference Session 1

Time: 11:15 AM – 12:45 PM

Theme: Navigating Contemporary Challenges: Political Perspectives and Policy Responses

Chair: Dr Md Mahmudul Hasan, Associate Professor, Development Studies, BUP



Co-chair: Dr BM Hakim, Assistant Professor, Manchester Metropolitan University, UK



Moderator: Sadman Rana Rakin, Lecturer, Management Studies, BUP



ID	Title of the Paper and Author(s)	Origin	Time	Mode
17	Automation of Penetration Testing Using Modified Deep Reinforcement Learning to Suggest Appropriate Security Model Author(s): Md. Rashedul Alam , Dr. Md. Zulfiker Mahmud	Bangladesh	11:15 to 11:30 am	In-person
39	Anti-Drug Trafficking Measures to Strengthen the National Security of Bangladesh: The Mediating Role of 4th Industrial Revolution (4IR) Author(s): Lt Col S M Zobaer Alam ,	Bangladesh	11:30 to 11:45 am	In-person
41	The Energy Crisis in Bangladesh: Drivers, Impacts, and Policy Recommendations	Bangladesh	11:45 to 12:00 pm	In-person

	Author(s): Tamanna Sultana , Tanvir Jubair Islam, Zaid Bin Hassan			
47	Digital Resilience for Personnel Security in Cyberspace Author(s): Muhammed Abdul Hannan	Bangladesh	12:00 to 12:15 pm	In-person
76	A Historiography of Ahmadiyya Muslim Jamaat in Bangladesh: An Analytical Study in the Chittagong Region Author(s): Dr. Mohammad Saiful Islam , Md. Hasib Ullah	Bangladesh	12:15 to 12:30 pm	In-person

Lunch Break (12:45 PM – 01:30 PM)

Conference Session 2
Time: 01:30 PM – 03:00 PM

Theme: Public Health and Maritime Challenges- Addressing Global Challenges Through Governance, Technology, and Mental Well-being

Chair: Cdr Ang, UN Maritime, Country Representative, Malaysia



Co-Chair: Dr. Fariha Haseen, Associate Professor, Department of Public Health & Informatics, BSMMU



Moderator: Chowdhury Fariha, Lecturer, Department of Economics, BUP



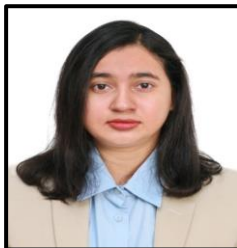
ID	Title of the Paper and Author(s)	Origin	Time	Mode
18	Japan's Pivot to South Asia: Implications for Bangladesh's Strategic Development and Sustainable	Bangladesh	01:30 to	In-person

	Growth		01:45 pm	
	Author(s): Mahbubul Newaz Farsim			
69	Maritime Governance in Bangladesh: Examining the Compliance with International Convention and Advancement Author(s): Sumaia Sultana Emu , Shaikh Shohag Hossain	Bangladesh	02:30 to 02:45 pm	In-person
55	Addressing Psychological Problems among Undergraduate and Post-graduate students after the July-August movement in Bangladesh Author(s): Mahadi-Ul-Morshed , Sadia Sharmin	Bangladesh	03:15 to 03:30 pm	In-person
16	Machine Learning Regression Analysis of Tuberculosis Incidence Across Global Countries: A Comprehensive Study Author(s): Ravi Singh , Sukhvindar Singh, Vidyalakshmi. K	India	03:45 to 04:00 pm	Online
Tea Break (03:00 PM – 03:15 PM)				
Conference Session 3 Time: 03:15 PM – 04:45 PM				
Stand by				
Closing (04:45 PM – 05:00 PM)				

Venue: CR-201, General Belal Tower (Academic Building), 2nd Floor

Conference Session 1 Time: 03:15 PM – 04:45 PM	
Theme: Advancing & Addressing Mental and Physical Health through Technology, Social Dynamics, and Treatment Strategies	
Chair: Rtn. Dr. Md. Matiur Rahman, MBBS, MPH, PhD, Deputy Executive Director - 2, TMSS	
	
Co-Chair: Brig Gen Md Shameem Yazdany, MBBS, FCGP, MPH, MPhil	
	

Moderator: Jarin Musarat Chowdhury, Lecturer, Development Studies, BUP



ID	Title of the Paper and Author(s)	Origin	Time	Mode
15	NeuroDnet: Integrating Magnetic Resonance Imaging to Brain Tumour Recognition Author(s): Raja Vavekanand	Pakistan	03:30 to 03:45 pm	Online
62	Social and Psychological Factors shaping Destination Preferences of Domestic Tourists in Rajshahi City Author: Md. Mahfuj Alam Noyon , Sheikh Shamima Sultana, Syeda Farzana Yasmi	Bangladesh	03:30 to 03:45 pm	In-person
63	Peer Attachment, Body Dissatisfaction, and Social Appearance Anxiety Disorder of Adolescents Author(s): Madhobi Pramanik	Bangladesh	03:45 to 04:00 pm	In-person
01	Treatment of Black Skin, White Mask Author(s): Juiena Khatun	India	03:15 to 03:30 pm	Online
Lunch Break (12:45 PM – 01:30 PM)				

Conference Session 2

Time: 01:30 PM – 03:00 PM

Theme: Social Structures- Exploring Capital, Mobility, and the Dynamics of Urban Growth

Chair: Lieutenant Colonel Dilip Kumar Roy, AEC, Associate Professor, Department of English, BU



Co-chair: Dr. Abul Kalam Azad, Assistant Professor, Department of Sociology, BUP



Azmaine Faeique, Lecturer, Public Administration, BUP



ID	Title of the Paper and Author(s)	Origin	Time	Mode
29	Rethinking the idea of Capital: An Anthropological Study on Elite Bookstores in Dhaka Author(s): A K M Minhazul Abaden Denar , Md. Siddiqur Rahman	Bangladesh	01:30 to 01:45 pm	In-person
81	Building Loyalty Through Destination Branding: Understanding Tourist Behavior at Cox's Bazar, Bangladesh Author(s): Sheikh Shamima Sultana , Md. Mahfuj Alam Noyon, Md. Enayet Hossain	Bangladesh	02:00 to 02:15 pm	In-person
13	Sylhet Walkways as Urban Windows: Unveiling Their Role in Urban Life and Environment Stewardship Author(s): Mashrup Hasan , N. Akter Nishat, S.M.R Ahsan, J. Nayem	Bangladesh	02:15 to 02:30 pm	In-person
78	Exclusion of Women in Accessing Public Transportation in Dhaka City: An Exploratory Study of the Perspective of Women and Transport Personnel Author(s): Nishat Tasnim Nishu , Nuruzzaman	Bangladesh	02:30 to 02:45 pm	In-person
Tea Break (03:00 PM – 03:15 PM)				
Conference Session 3 Time: 11:15 AM – 12:45 PM				
Theme: Empowerment and Equality: Addressing Gender-Based Inequalities and Promoting Inclusivity in Social and Economic Spheres				

Chair: Dr Fahmida Haque, Associate Professor, Department of English, BUP



Co-chair: Anjoman Ara Begum, Assistant Professor, Department of Economics, BUP



Moderator: Faria Ahmed, Lecturer, Development Studies, BUP



ID	Title of the Paper and Author(s)	Origin	Time	Mode
28	Shaping a More Inclusive Future: Empowering Transgender People to Contribute to Bangladesh's Society Author(s): Sabikun Nahar Ahona	Bangladesh	11:15 to 11:30 am	In-person
35	Exploring Risk Behaviours: Analysis of Adolescents' Time Use in Urban Slums of Dhaka City Author: Polok Clement Rozario , Emon Ahmed	Bangladesh	11:30 to 11:45 am	In-person
52	A Review of Global Trends in Gender Equality and Their Developmental Impact Author(s): Ashiqul Haque	Bangladesh	11:45 to 12:00 pm	In-person
65	The Reality of Women Workers in the Rajshahi Silk Industry: Impact of Labor Rights Violations, Economic Consequences, and Pathway to Achieve SDG 8 Author(s): Ahona Singha	Bangladesh	12:00 to 12:15 pm	In-person
66	Empowering Women through Artificial Intelligence Tools and Techniques Author(s): A.Rizwana	India	12:15 to 12:30 pm	Online
Closing (04:45 PM – 05:00 PM)				

About the Department of Development Studies

The Department of Development Studies under the Faculty of Arts and Social Sciences (FASS) at Bangladesh University of Professionals (BUP) was founded in 2015 to meet the increasing demand for skilled professionals in the development sector and provide critical understanding and strategic direction for the country's development journey. Development Studies, as a multidisciplinary field of study, critically examines the pursuits and practices of development through diverse perspectives rooted in the understanding of the process of social transformation and planned interventions to enhance human well-being and material progress primarily in the Global South. The department provides students with various educational pathways, including a four-year undergraduate degree, a one-year full-time graduate degree, and a professional Master of Development Studies program. These offerings enable students to blend a critical awareness of issues and debates in global development with a solid foundation in major theories and approaches of the social sciences. The curriculum, enriched by interdisciplinary insights, facilitates a comprehensive exploration of challenges, processes, and potential solutions in both international and national development contexts with a key emphasis on human development and sustainability. This approach distinguishes the Department of Development Studies, fostering a nuanced and multifaceted understanding that transcends traditional disciplinary boundaries within the social sciences.

