
Balance between Paid and Unpaid Labour
A study on Female Garment Workers in Bangladesh

A Thesis submitted by

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the requirements for the degree of Bachelor of Social Sciences in Anthropology

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Declaration

It is hereby declared that:

1. The thesis submitted is my own original work while completing degree at BRAC University.
2. The thesis does not contain material previously published or written by a third party, except where this is appropriately cited through full and accurate referencing.
3. The thesis does not contain material which has been accepted, or submitted, for any other degree or diploma at a university or other institution.
4. I have acknowledged all main sources of help.

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Glossary

BRAC	Bangladesh Rural Advancement Committee
BDT	Bangladeshi Taka
FGD	Focus Group Discussion
GDP	Gross Domestic Product
IFC	International Finance Corporation
ILO	International Labour Organization
KG	Kilogram
KII	Key Informant Interviews
MOWCA	Ministry of Women and Children Affairs
NGO	Non-Governmental Organization
RMG	Ready-made Garment
USD	U.S. dollar
UNCRC	The United Nation Convention on the Rights of the Child
UN	United Nation

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Abstract

Bangladesh is a developing nation that many liberation warriors gave their lives for, and the textile sector was a major contributor to the country's financial difficulties. Women's empowerment has changed significantly as a result of their involvement in the ready-made garments (hereinafter RMG) industry. However, a recent study reveals that women's participation in the apparel industry is declining as a result of husband restrictions, religious beliefs, pregnancy, child care, and other factors. As a result, our RMG industry is in serious trouble. Among these, the decline of women in the apparel industry is a significant issue related to child care. In this context, this thesis explores how it is possible for the current women garment workers to balance work and home. Specifically, the objective is to find out how they take care of their children while working in this sector, with a particular focus on children's education and daycare. To investigate this goal, the study conducted a qualitative method consisting of interview of 39 senior women garment workers, 3 FGDs of women garment workers and 1 KII. Based on qualitative methods, the thesis found that many women garment workers have tried to make a balance between home and work by using madrasahs as an educational institution as well as daycare centre for their children because they are more accessible and affordable for them. Asadullah's (2013) study on madrasa and poverty was used as a theoretical framework in this thesis. The findings would contribute to the literature on female participation in the labour market, child care, and the SDG5.

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Chapter 1: Introduction

1.1 Statement of the Problem:

Bangladesh was one of the world's poorest nations following its independence in 1971. Due to the discriminatory attitudes and practices of the government of the then-West Pakistan, no significant industries were formed in Bangladesh while it was known as East Pakistan. Therefore, it seemed that the largest difficulty would be rebuilding the war-torn nation with the resources available. As usual, Readymade Garments (RMG) has gained the lion's share, receiving \$42.61 billion. Bangladesh's gross domestic product (GDP), which the World Bank estimated to be \$6.29 billion in 1972, increased by about 27 times in just four decades to reach \$173.82 billion in 2014 (Latifee, 2016). Garment exports have had the greatest and most growing impact on the overall economy of Bangladesh (Rahman, 2013). With the development of garment industries, Bangladesh has graduated from being the least developed to a lower-middle-income country. The GDP increased from 2.14% in 1972–1979 to 8.15% in 2019; the size of the economy increased from \$35 billion in the mid-90s to \$348 billion in 2020; the per capita income increased from \$320 in the 1970s to \$2,064 in 2020; and the dependence on foreign aid decreased from 8% of GDP in the 1980s to just under 2% by the end of 2018 (Rahman, 2021). The Bangladesh garment industry started its journey about four decades ago and is the powerhouse of Bangladesh's economy. Almost 80% of Bangladesh's earnings come from this sector (Hasan, 2021). As a result, job opportunities have been created for the creation of a huge number of garment industries. In this case, it is more obvious that RMG played a significant role in maintaining the GDP rate in order to have a developing country after Bangladesh achieved its much anticipated victory over Pakistan, where most of the economic and physical commodities were severely harmed.

Apart from the economic impact of the RMG, there has been an immense social impact of this industry on the country, particularly women's empowerment. In Bangladesh, there are restrictions on working outside of their homes. There were many reasons behind this, as there were religious points of view, husband restrictions, parents-in-law restrictions, and many more. This negative attitude of social norms about women working outside the home has changed in the urban sector due to the emergence of the RMG industry. Now the women can empower themselves by earning

money from the RMG industry. Women workers can educate their children, they can eat nutritious food, they can start businesses, etc. In the early days of the garment industry, the main labour force was women, which was restricted at the very beginning, but now it is seen that in two major divisions like Dhaka and Chittagong, thousands of women are going to garment industries in the morning. As a result, they have some radical changes in their lives, like going to work with a group and going back and forth from work; during their lunch, women sit together and exchange ideas and share foods; and on the night shift, women make groups and come back home (Karim, 2014).

There are some driving forces for the current workers who have been working in the factories; hence, they are facing lots of discrimination in all sectors. The deadliest disaster at a clothing factory occurred on April 24, 2013, and it will go down in history. The collapse of Rana Plaza, an eight-story structure on the outskirts of Bangladesh's capital, resulted in more than 1,125 fatalities and 2,000 injuries (Saxena, 2020). This report reminds the workers of the factory owner's irresponsibility towards the workers. As the workers, they have all of these problems, but they still have some special intention determination to work in the factory. Another problem is that there is a low wage, which is unbearable for the current worker to cope with the current situation. RMG employees are currently fighting for an increase in the minimum wage from the Tk 8,000 set in 2018 to Tk 22,000 so that their compensation is in line with the current market pricing of necessities (Islam et al., 2023). This matter shows that having these challenges while working in a factory means that there are many driving forces to do this work. Another significant fact is that women's declination is mostly observed over a long period of time. There have been some rational reasons for this declination. Recent studies show that there are different reasons for women's declination in the RMG sector. Rahman studies argue that reasons for the decline of women workers are reasons for becoming pregnant, views of age appropriateness, harassment and violence, difficulty balancing between home and work, long working hours, and a low salary (Rahman et al., 2023). However, a recent study by BRAC University shows that in 2023, women were 53.63%, and comparatively, in 2015, it was 48.86%, which showed the increased proportion (Rahman et al., 2023). On the other side, when RMG started its journey in the 1980s, 80% of the workers were women. It means that maintaining a balance between family work and home has become difficult to continue.

In this context, this thesis study will examine how women garment workers maintain their families and, most importantly, their children before and after work. As it was mentioned before, there has been a percentage that led women to decline work, and this thesis paper explores how women workers maintain their children before and after work from a negative perspective. Another thing this thesis explores is how workers negotiate their challenges like children's education, nutrition, pastimes, etc.

1.2 Research Questions:

1. What difficulties do they encounter in raising their children?
2. How do they deal with the difficulties they have faced in educating and caring of their children?
3. What is the approach of women garment workers to raise their children during and after work and why do they go for such approach?

1.3 Objectives of the research:

1. To understand the challenges they face in raising their children.
2. To investigate how they manage education and daycare of their children and the factors behind opting for such action.
3. To explore the strategy of women garment workers in taking care of children and reasons for opting for such approach.

1.4 Significance of the research: This study was conducted to document the socio-demographic profile of women workers in RMG sectors and to assess the impact of employment in RMG on livelihood change (Mustafa et al., 2016). Also, they are supporting their families along with the pressure of the factory work. Women workers of the factory maintain children's futures for their own satisfaction and also for the future of their children. But there are not enough research papers on this topic of managing children by the women workers of the RMG industry. In this study, I mainly focused on these issues so that women workers in the RMG industry get a proper and right management system from the government and also the authority of the garment industry. This study will shed light on the significance of women workers lives in the sector of child care policy in their factory, as they will learn about the factory requirements for day care centers. Also, through

this study, women workers will learn about the rights and policies of the factory regarding workplaces. By this study women workers come to know the job facilities in their workplace. As we know that children caring is a big issues for the declination of women workers in textile job market as a result this study give a clear picture of children care of RMG workers and their facilities in the factory.

Chapter 2: Literature review

2.1 Women's Economic Engagement

For the purpose of creating the perfect family, women have a significant role to play. They must work really hard in their environment to make it happen. Focusing on several significant topics, the journal "Present Status of Garment Workers in Bangladesh: An Analysis" is cited. The lack of child care with a schooling system and the lack of recreational facilities for the garment workers are just a few examples of the discrimination that women face in the garment industry (Bhuiyan, 2012). Garment workers are also poorly paid, and there are irregularities in the factories such as physical abuse and torture. Factory owners also force women to work on holidays and on Eid. There are problems with government laws and policies, brands' codes of conduct (maternity benefits, paternity leave, leave, day care, childcare support, child education, compliance mechanism, reproductive health, gender-based violence, harassment, working hour), forcing overtime, and having a functional childcare system, according to another publication titled "Study on the Decline of Women Workers in the Textile Industry in Bangladesh" (Rahman et al. 2023). On the other hand, reading a journal article explains that female garment workers encountered housing and transportation issues when commuting to and from their workplaces, the cost of living in Dhaka city is extremely high, the RMG worker worried about their job because they can be fired at any time, issues with receiving pay on time, and concerns about their future because they can face such dire. To further explain, according to a report by Hossain et al. (2017) women workers have struggled with issues such as working hours and rest, discrimination and harassment, occupational safety and health, welfare and social protection, and social dialogue. Another piece also revealed certain difficulties experienced by the textile workers. According to the report, women who are financially stable and can provide a sizable amount for their families typically

have the freedom to make decisions for both themselves and their families. As a result, the owners and managers of garment factories must maintain a comfortable working environment by using proper human resource management techniques in their factories. Additionally, since access to resources is one of the key drivers of women's emancipation, clothing companies can establish facilities like schools, child care centers, clinics, and restaurants and ask banks to open branches nearby, which will undoubtedly make life easier for female employees (Billah et al. 2017). A study was conducted with the main goal of illuminating the reasons why women chose to work in the garment industry, respondents' work patterns in the RMG factory, monthly income by level of education and length of service, payment schedule by age group, work hours and overtime rates, shifting financial capital, decision-making and empowerment, and issues faced by female employees both inside and outside the garment industry (Ali et al. 2008).

Women's access to and control over resources and participation possibilities, as well as how efficiently policies and programs reduce structural inequalities that disadvantage women in the labour market, all play a role in how economically engaged women are. (Kabeer, 1994, 2008; Elson and Cagatay, 2000). Women have been participating increasingly in the employment market recently, especially in lower-middle- and lower-income countries, and more and more state policies and development organizations are underscoring the need to keep up this encouraging trend. (Kabir, 2014). Unpaid care undermines women's capacity to look for work and earn money, raising the possibility of "economic disempowerment," as Razavi so beautifully put it (Razavi 2007: 22). Women's involvement in childcare is seen as a barrier to their participation in the workforce, particularly because it consumes the majority of their time, and understanding how much time women are spending directly on childcare as well as the impact of supervising daycare becomes crucial. (Nazneen et al. 2020). We can see that women are multitasking while doing their household work. Nazneen indeed observed women caring for children (although incidentally) together with other care responsibilities (cooking, cleaning, and feeding animals) as well as economic involvement activities such as paid jobs. Children were brought along to farms, where they played in kitchen gardens, were brought to work sites, sat next to their moms while they made incense, or were brought to homes where their mothers performed domestic chores (Nazneen et al. 2020). Another important thing is that is childcare counted as work? Interestingly, when they combine the data from the four nations, they find that 92% of women view agricultural labour as

work, compared to only 80% of women who view childcare as work (Nazneen et al. 2020). There is a wealth of literature on how caregiving obligations prevent women from entering the workforce (Folbre and Yoon, 2007). On the other hand, in this research, it was discovered that these restrictions' effects on women's economic participation heavily depended on three other factors. The factors are interrelated with each other. First of all, the degree to which women are economically required to engage in paid labour and the importance placed on this paid job by their families depend on the household's overall economic position. Second, the type of unpaid work women performed and the amount of time spent on it became significant factors influencing women's overall burden, and consequently, their availability for paid jobs and what types of paid jobs women do depend on the kind of support they receive from their families for childcare and other household duties. (Nazneen et al. 2020). Women want to do paid work for the benefits of their families and their children, such as their children's food, education, clothing, etc. On the other side, women participate in unpaid work such as jobs that they perform in stores, on their own family farms, in subsistence agriculture, and performing home repairs (Nazneen et al. 2020). The sort of economic involvement that women were willing to engage in and the quantity of time that they could dedicate to paid work were both impacted by childcare duties. The state, the family, the community, and the market are the four important institutional actors that need to give care, according to Razavi (2007). Women reported that their paid work had a significant negative influence on their ability to provide childcare as they desired (Nazneen et al. 2020).

2.2 Childcare and Unpaid labor

The Bangladesh Labour Act of 2006, sec. 94, stated that "In every establishment, where forty or more female workers are ordinarily employed, one or more suitable rooms shall be provided and maintained for the use of their children who are under the age of six (six) years. These rooms will provide adequate accommodation, must have lighting, be ventilated, and be maintained in a clean and sanitary condition, and will be under the charge of women trained or experienced in childcare." Employer-supported childcare is defined as good quality, affordable early childhood care and education services provided or supported by employers for their employees' children in the preschool age group (6 months to 6 years) in the context of this research and in light of the Labour Act. and the use of their children who are under the age of 6 (six) years. These rooms will provide adequate accommodation, must have adequate lighting, be ventilated and maintained in a clean and sanitary

condition, and will be under the charge of women trained or experienced in childcare. According to the IFC report, only 23% of organizations polled provide some type of childcare to their employees. The company's point of view to build a childcare centre on their premises has eight benefits, such as employee productivity, retention, morale, talent acquisition, status as a preferred employer, and women's career advancement. These are all aspects of organizational profitability and workplace culture. (IFC, 2019)

"One of the most striking phenomena of recent times has been the increasing proportion of women in the labour force, enabling women in many regions to use their potential in the labour market and to achieve economic independence," reads the opening line of the 2004 ILO report on global trends in women's employment. There has been a progressive closing of the gender gap in participation rates, even as women continued to be less likely than men to be employed in most parts of the world (Kabeer et al. 2019). Moreover, unpaid family labour, one of the kinds of "vulnerable work" as defined by the ILO, has the advantage of being the type of job that can most easily be reconciled with women's socially assigned home tasks and conventions of female seclusion. It can be a preferred choice for many ladies as a result (Kabeer et al. 2019). The literature on entrepreneurship makes a strong assumption that this type of work, like unpaid family labour, is likely to be preferred by women because it is compatible with their domestic responsibilities, flexible with their schedules, and, in cultures of female seclusion, has the additional appeal of conforming to social norms (Kabeer et al. 2019). The exceptions appear to be South Asia, the Middle East, and North Africa (UN Women, 2015). It is true that "non-agricultural self-employment" accounts for a higher percentage of women's labour force involvement than that of men in most parts of the world. According to UN Women statistics, such employment makes up a larger portion of the male labour force in South Asia than the female labour force (22% against 14%, respectively). In the Bangladesh study, it was discovered that some of the women interviewed cited their husbands' and mothers-in-law's opinions in addition to their limitations to unpaid family labour activities (working on the family farm or in their husband's businesses), even though they themselves would have preferred a type of home-based work that provided them with an independent income, such as livestock rearing and tailoring (Kabeer et al. 2019). Also, the limitations placed on women seeking wage labour in agriculture vary depending on the context, according to a interview of agricultural workers in rural Morocco (Najjar et al. 2017).

2.3 Unexplored research area

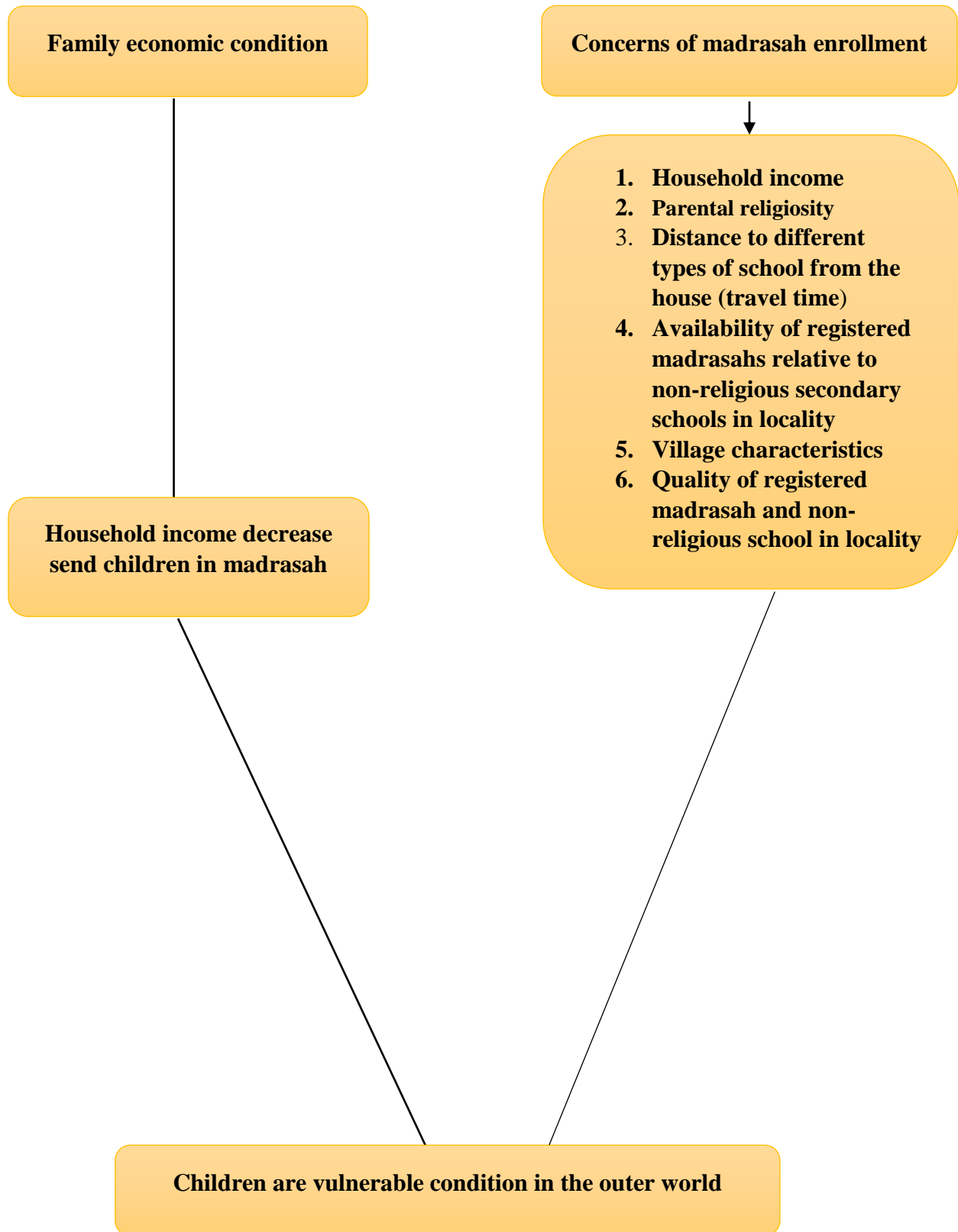
In this thesis, the study wants to highlight why women are taking part in all the important family activities without being paid workers and why they are taking care of children in family management even though they are paid workers. Besides, some are keeping children in care centres; what is their mind on these matters and why do they take such initiative? How his family members take on these matters. One important thing that is left out in the above paragraphs is what matters between working women or garment workers who work all day and take care of the family and their children. I would like to highlight the above points in my research.

The number of women employed in the RMG sector is currently decreasing daily as a result of tremendous work-place pressure in factories, religious beliefs, family obligations, and caring for one's spouse, parents, and children. I am able to categories the pressure into two phases as a result: external work pressure and internal work pressure. External pressures are also handled by female employees, who handle household chores, in-law care, and husband needs. Conversely, women are managing the pressures of the factory work environment. As operators in a factory, they are required to fulfil hourly targets; if they don't, they may be subjected to unjust treatment, including physical abuse, reprimands, and sometimes even being forced to work overtime without being paid. Additionally, female employees must occasionally put up with terrible overtime. Women are battling to take care of their families and children, especially their education, by avoiding those situations. They are employing a few tactics to keep this going, and they are closely tied to both the family income and the amount of time they get to spend with their kids. In this case, I found that there is a dearth of research on the management of children and work pressure, so I concentrated on the topic of how RMG sector working women manage both sides of their lives with grace and balance.

2.4 Theoretical Framework

Following the establishment of a new nation with many needs unmet—such as food, shelter, medical care, and many more—the apparel sector proved to be a remarkable engine of economic growth. We are aware that employment in the garment industry has helped women in patriarchal societies enter the labour force by removing societal barriers. In that instance, women began to break down barriers and start empowering themselves by entering the RMG industry around the beginning of the seventeenth century. However, a recent interview reveals that over the past few years, the number of the number of women workers in the apparel industry has been falling daily. The percentage of women employed in the apparel industry decreased from 54.22% in 2015 to 53.89% in 2018 and 53.65% in 2021 (Rahman et al., 2023). In addition, the author noted that this is a notable decrease from the 1980s, when women made up 80% of the workforce. Furthermore, the decline of female workers in the textile sector can be attributed to a number of factors. One important factor contributing to the decline in the number of women working in the apparel factory is the need to care for their children. In this study, I aim to investigate how working women manage their families, particularly their children, while dealing with intense pressure to meet deadlines, maintain a positive work atmosphere, and so on in factories. From this vantage point, a proper day care facility in every factory will, more than anything else, keep female employees in the workforce if the authorities of the apparel sector can guarantee that the day care centre has a flexible and affordable cost. I've noticed that the women workers children in this study are in various age groups. On this side, relatives, including their sister, grandmother, mother-in-law, and others, look after the 0–3-year-old youngsters. Conversely, a large number of the employees are sending their children to madrasahs as private daycare centres. When I compared this side, I discovered that a significant percentage of the kids' parents send them to madrasa. Hence, it can be said that religious school choice is a much-researched topic in Bangladesh. Asadullah et.,al(2013) in their research paper it is found that in Bangladesh the enrollment in madrash increased when the family income is low. On the other hand children who attend madrasahs are more likely to come from more religious homed and to reside more away from a nonreligious school. Contrary to the assumption they discover that the demand for Islamic schools is unaffected by the neighborhoods average school quality.

Figure 1: Theoretical Framework



Chapter-3: Methodology

For this thesis, I used qualitative method. Because the quantitative approach used in the interview yields simply numbers without providing a detailed explanation, and on the other side, in order to obtain a deeper and more detailed understanding, the qualitative method is used in this study. I have balanced the methods of collecting data for my research using both quantitative and qualitative approaches.

First anticipate receiving a interview from Bangladeshi garment workers as part of our quantitative approach to this research. Only 46.18 percent of workers are male, while 53.82 percent of female workers hold jobs in the field (Jahan, 2023). Fifty-four percent of RMG women work, according to another BBS study, which included 27, 62,334 employees (BBS). With 4 million workers, 80% of whom are women, the garment industry has brought about a significant societal transformation in Bangladeshi women's lives and, consequently, in the country's overall society (Rahman et al. 2023). Thus, only 39 respondents who have worked in the RMG industry for a long period were included in this thesis out of the enormous number of female workers. There are 4 million garments worker in Bangladesh (Rahman et al. 2023). This RMG industry spread

Table-1: Distribution of Sample

Chandona	Chowrasta	Joydebpur	Grand Total
4	10	4	18
4	1	5	10
4	4	3	11
12	15	12	39

predominantly in Bangladesh's Gazipur, Mymensingh, Narayanganj, Dhaka, Chittagong, and numerous other locations. Only Gazipur has been chosen for my sample in this study out of all of them. The purposive technique is used in this thesis; therefore, married women with children of different ages are included in the study. Only 39 female employees who are now employed in different types of factories in Gazipur's RMG industry are included in this study. The results of this study show that the majority of respondents—46.15 percent—work in large factories, while

the least number—25.64 percent—work in medium-sized factories (Table 1). Small factories, on the other hand, rank second in terms of where respondents work.

Subsequently, this study employs a semi-structured questionnaire that consists of both multiple-choice and open-ended questions that allow participants to provide their own perspectives. After then, I didn't choose the sample at random. To obtain my data, I first use the purposive technique. Only married people with children of varying ages have been chosen for my investigation. The snowball method is hence a perfect fit for determining the sample in this thesis. I noticed that a working woman with two sons and one daughter resides in our neighborhood. She informs me about the large number of working women who are also parents. In this manner, I am able to obtain a sample from multiple locations as well as a variety of data types for my study. One further crucial aspect of these thesis is that they highlight my time constraints, which prevented me from reaching out to more female employees. This thesis would be more successful if it reached more female workers.

I have included interviews from KII and various locations, as well as focus group discussions (FGD), in the qualitative section. I mostly visited three places in this area to conduct interviews. The study conducted Key Informant Interviews (KII), where he shared that this problem is made worse by the dearth of accessible, high-quality childcare services, which frequently prevents women—who are usually the primary carers—from holding official jobs. Finding formal daycare nearby that fits parents' needs, values, and work schedules can be challenging in Bangladesh. At present, MOWCA has 94 childcare institutions, either operational or in the process of being established. There are also comparatively few private-organisation-run child care centres in relation to the need for them. All working parents interviewed in an IFC (2019) study on childcare issues reported a significant demand for childcare services.

Table-2: Demographics of the focus group women workers

<i>FGD- Location And date</i>	<i>Number of Participants</i>	<i>Number of Child of particip ants</i>	<i>Work Experience (Average)</i>	<i>Percent of Institutions of Children</i>	<i>Educational</i>
<i>Joydebpur</i> <i>Date: 15-12-2023</i>	4	8	15 to 18 years	Madrasah	5 62.5%
				Day care	2 25%
				Higher Secondary	1 12.5%
<i>Chowrasta</i> <i>Date: 5-1-2024</i>	3	7	15 to 20 years	Madrasah	3 42.85%
				KG	3 42.85%
				Factory Day Care	1 12.50%
<i>Chandona</i> <i>Date: 28-01-2024</i>	3	6	14 to 17 years	Madrasah	4 66.66%
				Primary	1 16.66%
				Day Care	1 16.66%

The FGD data are described in Table 2 above. The three locations of the FGD were Joydebpur, Chowrasta, and Chandona in Gazipur. Ten working female respondents, all of whom are mothers, made up the sample. The conversation took place in an impartial setting and lasted for almost sixty minutes. From these interviews, I obtained crucial material for our study. Conversely, this study involves a researcher who has spent approximately 20 years studying the RMG sector. I occasionally had to take notes during one-on-one interviews. In addition, I conducted interviews with female employees who have between 15 and 20 years of experience and are well-versed in

the RMG sector. On the other side, focus group discussions (FGD) were a very useful tool for gathering data for this thesis. Three locations in my area provided the information for the thesis. The rationale behind Focus Group Discussions (FGD) is to have a quick conversation on the women's' family management system in a discussion forum. During the focus group session, employees are free to voice their thoughts or suggestions. In order to set up this FGD, I must first discuss their holiday and time. Next, I chose a holiday, and each group had four people in each area. Basically, topics pertaining to the thesis aim were explored in these discussions. One other benefit of these discussions is that we quickly obtained a lot of information. For my investigation, I settled on a case study. Case studies are carried out to assess the unique outcomes of core participants. Occasionally, peculiar cases—odd successes, unexpected failures, or dropout rates—confound researchers. I gathered in-depth case studies to illustrate the issue from several angles. To obtain a thorough understanding of the topic, a case study was conducted. In this thesis, I'm utilising Ayesha's life narrative. My semi-structured, open-ended questionnaire made it easy to learn more about them and their challenges raising their kids in the face of intense industry pressure. Additionally, this case study made it possible for me to draw conclusions about parallels and differences in numerous instances. Since the interviews are primarily concerned with the life stories of the respondents, as we all know, new themes emerged as a result of the analysis's discovery of parallels and differences.

3.1 A general overview of Location and factory Type of the respondents:

These thesis include interviews of 39 respondents, from which the associated respondents concluded that there are essentially three sorts of factories. These factories were all founded before 2011 and after 2000. The study was conducted in Gazipur, where large factories accounted for 46.15% of the 39 respondents (Table 1). Data from Table 1 indicates that small factories, on the other hand, ranked second with 28.20%, while medium-sized manufacturers held the lowest position. It is evident that the situation in Gazipur was different before 2000. There was little development, and the population had to rely on day labour, rickshaw pulling, land cultivation, and other means of subsistence.

Table-3: Factory type and workers total numbers

Factory Type	Chandona	Chowrasta	Joydebpur	Grand Total	Percent
Large	4	10	4	18	46.15%
Medium	4	1	5	10	25.64%
Small	4	4	3	11	28.20%
Grand Total	12	15	12	39	100%

Moreover, buildings in Dhaka and other locations had multiple uses prior to the collapse of Rana Plaza. Every floor of the structure served a distinct function, such as a bank, restaurant, shopping mall, school, college, or university. As a result, the factory's owner was unable to handle routine factory maintenance. Then the factory owner relocated their factories from Dhaka to Gazipur for these reasons. On the other side, women from several rural districts moved to Gazipur's relocated RMG plants in search of employment in the RMG industry. Among the labourers, there are a small number of local women. Also, Table 1 illustrates that women are preferred for employment in large companies due to the fact that these factories have all the amenities required by the government. Large factories get higher investment interest from buyers, which increases orders for the factory owner. Due to this, employees receive their salaries on schedule during the pay period. On the other hand, large factories mean compliance factories have a good environment for working women.

3.2 Workers Age Category discussion:

The primary focus of this study is how female garment workers find a balance between home and work. This study therefore aims to determine the number of respondents who have a certain degree of education. This investigation found some intriguing percentages, which are shown in the table below:

Table-4: Workers age Category

Worker Age category	Number of participants							Total	%
21-25	3	1	1			1		6	15.38
26-30	5	2	1	1			2	11	28.20
31-35	5						3	8	20.51
36-40	3				1		8	12	30.76

This study's data Table 2 reveals that there are four age categories of participants in this sample. There this data table-3 is notify that 30.76% garments workers are age range is 36 to 40 years and secondly the age range of 26 to 30 years respondents are in second position. It's also crucial to note that since age is a number in terms of garment workers, they are very experienced in this RMG sector. Also, those garment workers maintain heavy pressure in the home and in the factory.

3.3 Education level of Working Women:

A country's foundation is its education system. Nobody can succeed in life without education. However, it is evident from my research that the majority of working women lack a formal education. Here, the data clearly illustrates the educational attainment of my respondents.

Here is the table Workers education Level:

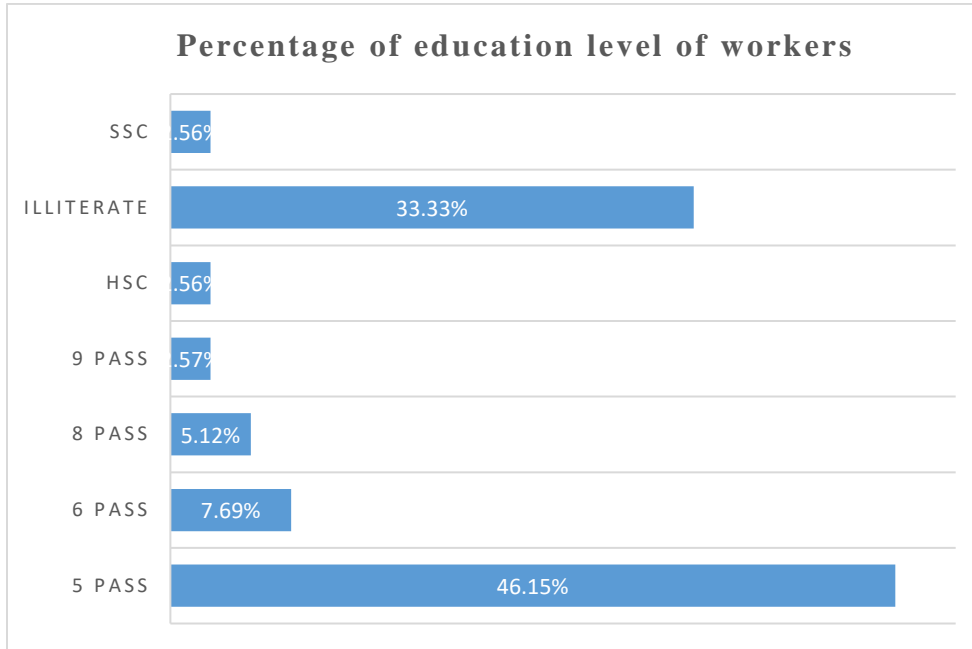
Table-5: Workers education Level

5 Pass	6 Pass	8 Pass	9 Pass	SSC	HSC	Illiterate	Total
3	1	1			1		6
5	2	1	1			2	11
5						3	8
3				1		8	12
18	3	2	1	1	1	13	39

According to my table-4 study, workers with a primary education level pass make up the majority of the workforce, with illiterate individuals coming in second. Six educational categories are evident within the workforce. Only a small percentage of workers pass the upper secondary level.

3.4 Percentage of education level of RMG workers:

Figure-2: Percentage of Education Level of Workers



This (Figure 2) quantitative data makes it clear that the majority of participants—5 pass (Primary Education)—take 46.15% of the total, and that the ratio of illiterate women workers—33.33%—is extremely noteworthy. Due to their lack of education, women workers are deprived of many things. Therefore, they aim to make up for the lack of education they experienced in life by providing appropriate education to their children. From Figure 2, it is clear that among the workers, the education level is very low, which is alarming for the upgraded machinery of the RMG industry. We have seen that all the factories are providing automation machinery, and to control this machinery, education is a must. At least workers need a higher secondary certificate, and now a days many factories maintain this procedure to keep up with the next upgraded world.

Chapter 4: Findings and Discussion

4.1 Tough job with less Income:

The image below illustrates how a female employee begins her workdays with fazar prayer at a relatively early hour. She then begins preparing meals for her family. She then tends to her kids and begins getting ready for the factory by having breakfast and a bath. She packs lunch as well, and she works a highly demanding schedule in the factory under constant production pressure. She doesn't even receive enough time to use the lavatory or drink water because if she wastes time on those activities, she won't meet the output goal for each hour and may have to work overtime after general duty. She immediately returns home after finishing her shift to start taking care of her kids and the food. She goes to bed after losing all of her energy from accomplishing all of those things. A garment worker begins and ends her workday in this manner. They support their family and provide for their kids' education with their meagre income.

There are a cycle of one day of a garments workers here:

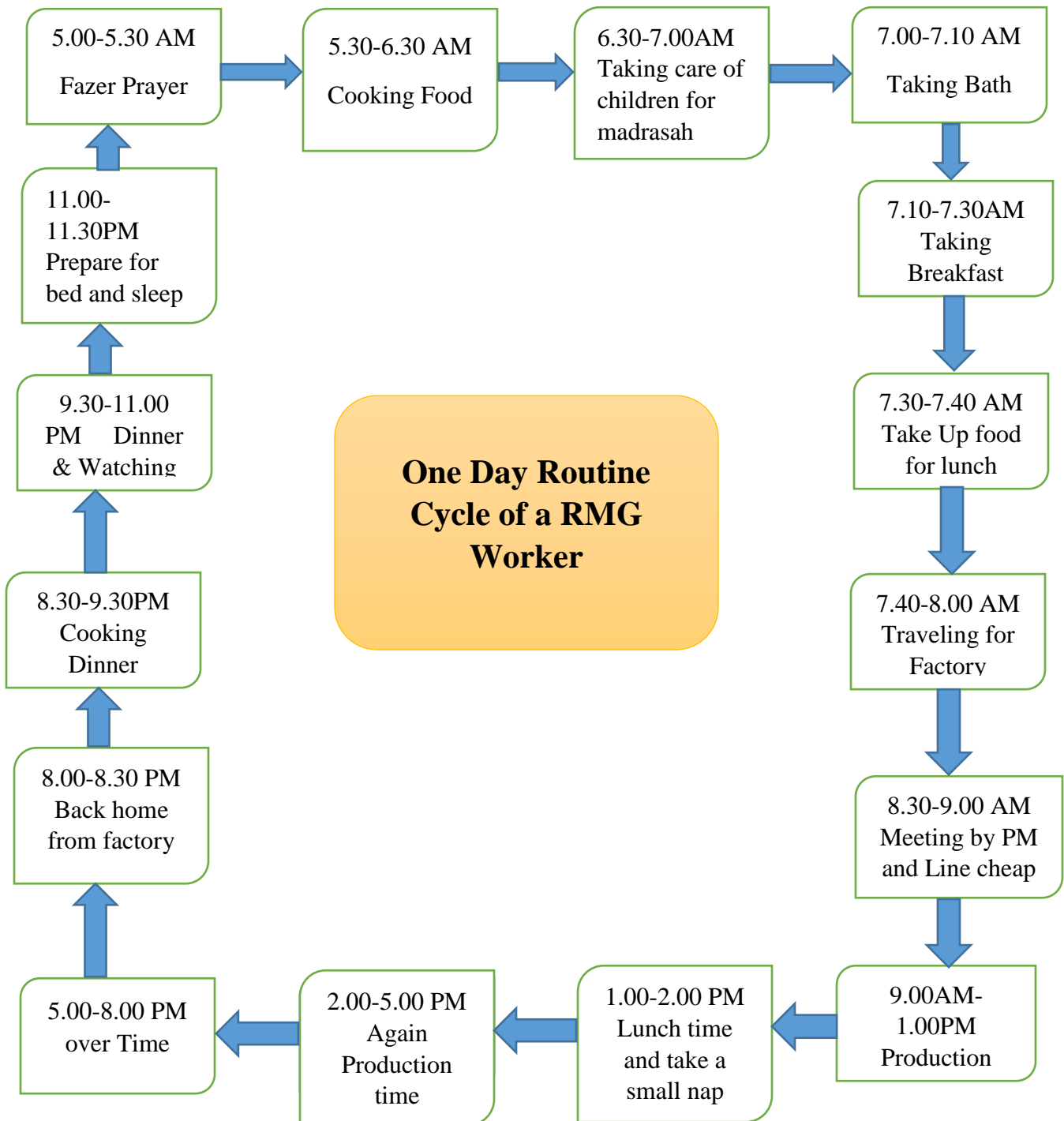


Figure-3: One Day Routine cycle of RMG worker

Here, it is evident from the above (Figure 3) cycle that women who work in the RMG industry endure great hardship on a daily basis after many years of employment. They must eat a healthy

diet in order to sustain their labour for the ensuing years; otherwise, they must be at risk of vitamin deficiency and illness. Conversely, my research has shown that although female garment workers only work 8 to 12 hours a day at the factory, their days begin very early. On the other hand, they use one hand to correctly cook meals and tend to the kids. Without their struggles, their family's and the factory's days would not be complete. They occasionally get sick, yet they take care of their family like superwomen despite their illnesses.

4.2 Cost of children education on average

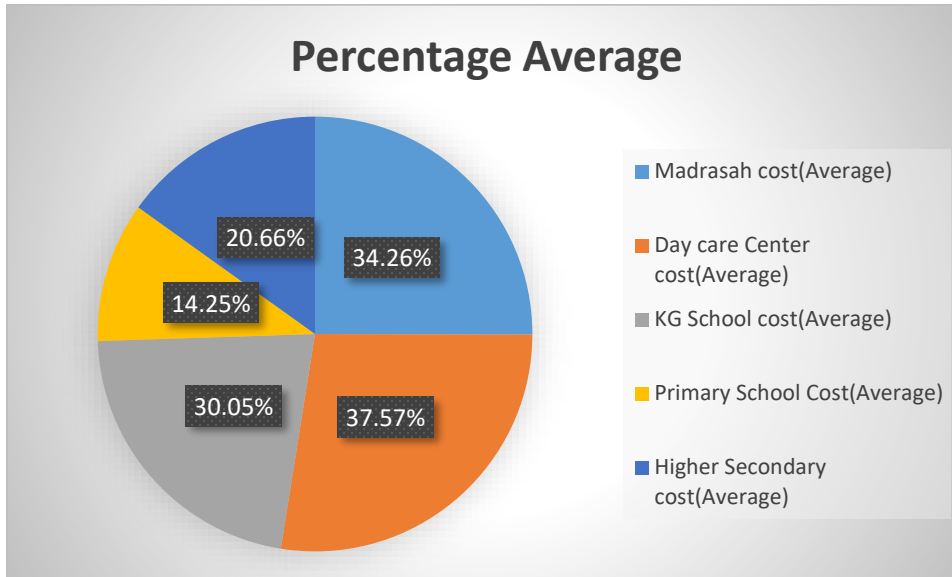
Table-6: The table represent the wage percentage spend in educational expenses.

Worker Wage(Average)	Madrasah cost (Average)	Day care center (Average)	KG Cost (Average)	School Primary School Cost (Average)	Higher Secondary (Average)
13307.69	4559.64	5000	4000	1900	2750

It is evident from the accompanying Table 6 that an average of 5000 BDT is required to continue in a private daycare centre. The study asked about educational institutions' preference over garment workers' in order to analyse the data. Initially, their desire was to enrol their children in the factory daycare facility. Surprisingly, though, the low-wage workers could not really afford it. Finding out that factory workers have the incredible option to raise their children for free. But when I asked the workers about this, they said they thought that in order to enroll their child in a factory daycare centre, they had to follow this horrible process. Bribery may occasionally be necessary to get a child admitted to a daycare centre. On the other hand, I also found that the daycare centre's administrative system is not maintained well. A further concern is the increasing number of children participating in general education programs, like primary, kindergarten, higher secondary, etc. The staff members said that having their children enrolled at the neighborhood school makes them feel much safer. Since then, I've found out that if they want to start a private daycare centre, they need to invest a significant amount of money. They must make a monthly donation of between BDT 8,000 and BDT 10,000. The daycare centre provides radically different services and quality.

For the workers in the RMG industry, the cost is just too high. However, they only paid a small amount for kindergarten and primary school, which is readily within their children's means. Madrasah education is also quite affordable, and their children dine in a secure environment three times a day. These are important points to note.

Figure-4: The table represent the wage percentage spend in educational expenses



This Figure-4 makes it evident that the average cost of education at madrasah is 4559.64 BDT, or 34.26% of total income. Though it is seen larger than any other cost but the children receive a proper education, three times meals a day, safety, shelter, direction, and good care for the all involved. However, the cost of elementary education is incredibly low—just 1900 taka, or 14.25% of total revenue (Figure-4). The issues are that children don't have enough food or shelter, and they go home after school. The KG School, Private Day Care Centre, and Higher Secondary School sectors are all dealing with the same issues.

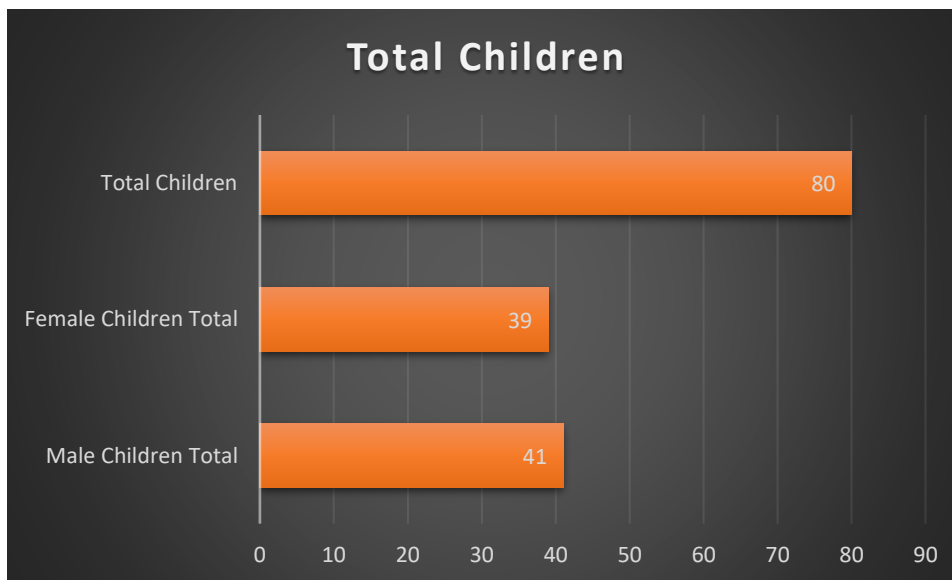
4.3 Managing Children

4.3.1 Basic Information of Children of Garments workers:

This study focuses on the children of RMG industry workers. From the participants, this study found that there are 80 children, and among them, male children number 41 and female children number 39 (Figure 5).

Here is the figure about total children:

Figure-5: Number of Children

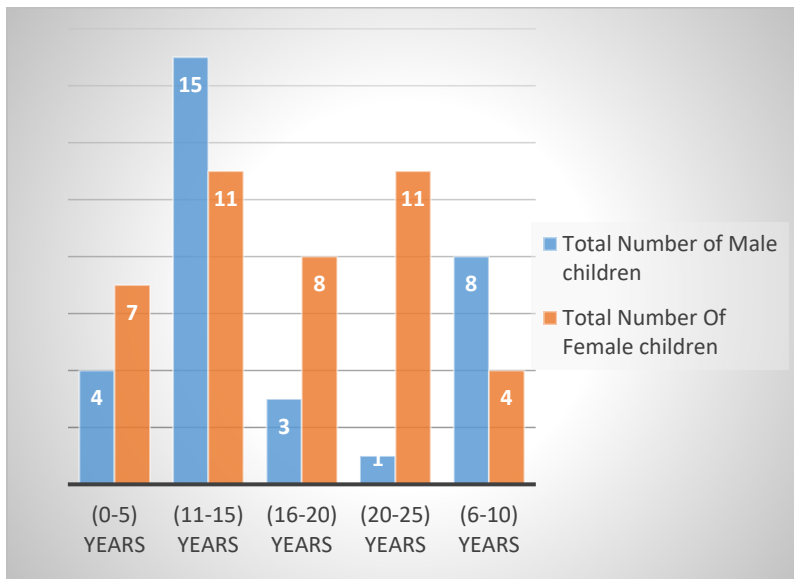


Examining Figure-5, it becomes clearer that the 39 working women have total of 80 children. Every family has two children on average, which is quite appropriate for our demographic. Since the population issue in our nation is well known, issues including price increases, food shortages, and inadequate medical care are frequently encountered.

4.3.2 Age range of the working women Children:

This thesis investigates the existence of distinct age groups for children. Males make up the largest percentage of those between the ages of 11 and 15 (20.83%), according to the data. Likewise, the largest number of years in the female age group of 11 to 15 is noteworthy.

Figure-6: Age Range of Working Women Children



It is more obvious that workers have the opportunity to educate their children in order to explain this age range; otherwise, the children would encounter the same circumstances as they had for the past several years.

4.3.3 Different Groups of Children based on education and day care:

The children of the RMG workers are the subject of this investigation. It also discusses education and their educational institutions preferences as well. In this study, the crucial part is how women workers maintain their homes and work, especially taking care of children. There are four groups based on the institutional and educational choices of RMG employees.

Below the groups are:

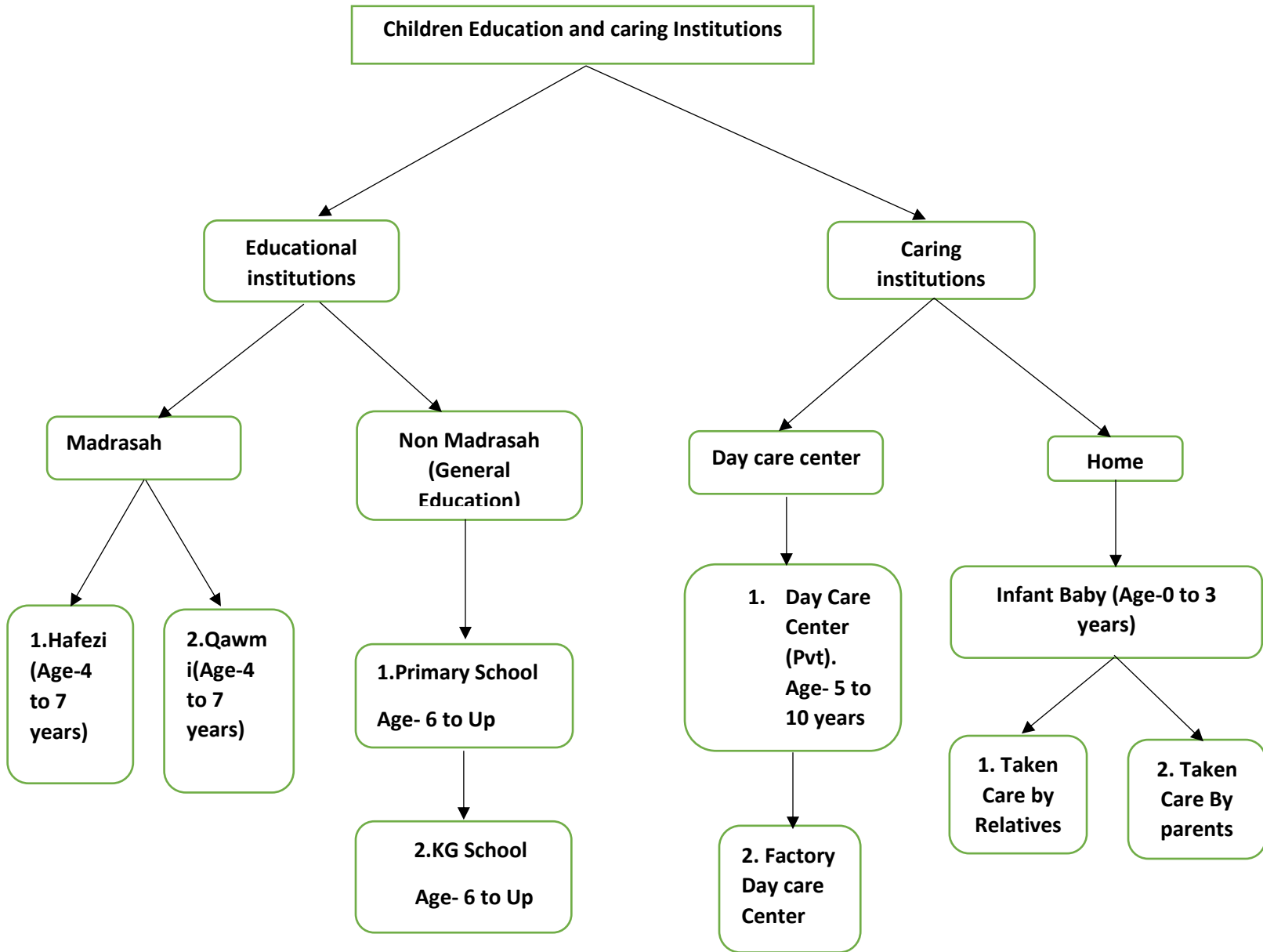


Figure-7: A flowchart of different educational and caring institutions group

There are 2 types of educational and caring institutions popular among the RMG workers for their children. They are given below:

1. Educational Institutions
2. Caring Institutions

Here are the discussion below:

- **Educational Institutions**

- 1. Children Group-1: Madrasah as daycare centre and educational institution:** Based on this investigation, I've discovered that two kinds of madrasah education are well-liked by RMG employees.

The two types are: Hafezi Madrasah and qawmi madrasah.

- **Hafezi Madrasah:** Children of RMG workers are liked to send their children to Hafezi madrasah for memorization of the Quran. I observe that the majority of respondents are sending their kids to this institution with three meals in addition to providing housing. According to the interview table, out of the 80 children, it was found that 26.25% of male and female children were accepted into the madrasah. I also discovered that, from this ratio, there are 16 male children and 5 female children. Which suggests that children who choose Hafezi Madrasah are largely male. To understand why the respondents said that placing their kids in hafezi allows them to rest because they no longer have to worry about providing for their children's needs in terms of food, health, and security in particular, According to the respondents, day and night care is really reasonably priced for them.

Table-7: Madrasah Education percentage

Education Catagory	Number of Male	Number of Female	Total	Percentage
Hafezi	16	5	21	26.25%
Qawmi	4	7	11	13.75%

- **Qawmi Madrasah:** My respondents' interview makes it evident that women employees are also considering pursuing an education at a qawmi madrasah. Out of the 80 children, 13.75% of them send their kids to qawmi madrasas. These madrasas provide dormitory accommodations for children to stay and finish their studies. The majority of responders send their kids to hostels, where staff members don't have to worry about their security, feeding, or supervision.

2. Children Group-2: Govt and private schools: Among the RMG women workers, not only madrasah education but also general education such as government primary schools and private KG schools are highly favored. According to the respondents' interview, a portion of them wish to teach general education.

Table-8: General Education Children percentage

Level of education	Count of male Education level	Count of Female Education level	Total	Percentage
Play	1	3	4	5%
Class-2	2	1	3	3.75%
Class-4	1	4	5	6.25%
Class-7	1	2	3	3.75%
Class-8	1	2	3	3.75%
HSC	1	1	2	1.25%
Technical	1	0	1	1.25%
SSC	1	0	1	1.25%
Honors	1	0	1	1.25%

From the table, it is clear that RMG workers want to make their children doctors, engineers, BCS cadres, etc. in the future. The majority of the workers send their children on madrasah, but these workers have different points of view.

- **Caring Institutions**

Children Group-3: Private and factory owned Day care Center: When their parents are at work or otherwise occupied, small children can receive care, supervision, and educational activities from a private nursery during the day. In contrast to public childcare facilities, private daycares are typically run by individuals, small companies, or organizations. They can differ in terms of size, services provided, and pedagogical approaches.

Here are some key characteristics of private daycare centers:

1. **Ownership and Management:** Individuals, businesses, nonprofits, and religious institutions are all capable of owning and running their own daycare centre facilities. They could run as a part of a non-profit organisation or for financial gain.
2. **Cost of day care center:** For their services, private daycare facilities charge tuition or other costs. The price can differ significantly based on a number of variables, including the location, amenities, staff credentials, and extra services rendered.
3. **Curriculum and Teaching Methods:** A lot of private daycare facilities provide structured educational programmes that are adapted to meet the needs of young children. Activities aimed at fostering cognitive, social, emotional, and physical growth may be a part of these programmes.
4. **Facilities and Resources:** Age-appropriate classrooms, outdoor play areas, educational materials, and occasionally specialized services like music or language instruction are just a few of the facilities and resources that private childcare centers may provide.

5. **Parental Involvement:** Through programs like parent-teacher conferences, family get-togethers, and chances for parents to volunteer or engage in their child's education, private childcare centers frequently promote parental involvement.

All things considered, private childcare facilities are essential to helping working parents since they offer their kids a secure, caring environment during the day and educational possibilities that promote kids' development.

- **Factory day care center:** Only one woman out of the 39 respondents had to enroll her newborn in a factory day care facility because there are no relatives besides her residence. Next, I inquired about the factory daycare facility and its management. She mentioned that there was a large room for placing children and that the factory day care center was free. However, it also had some drawbacks, like the governance's lack of experience with raising children. Furthermore, the factory day care center is not functioning well. Because it is evident from the respondents' comments that the factory management gives the buyers a false impression in order to gain orders. They act as though there is a daycare, but based on the respondent's answers, when I asked about the management system, it is poorly maintain by the authority. A day care center is required by law in Bangladesh if a factory employs more than 40 women workers.

- **The Bangladesh Labour Act of 2006, sec. 94, states:**

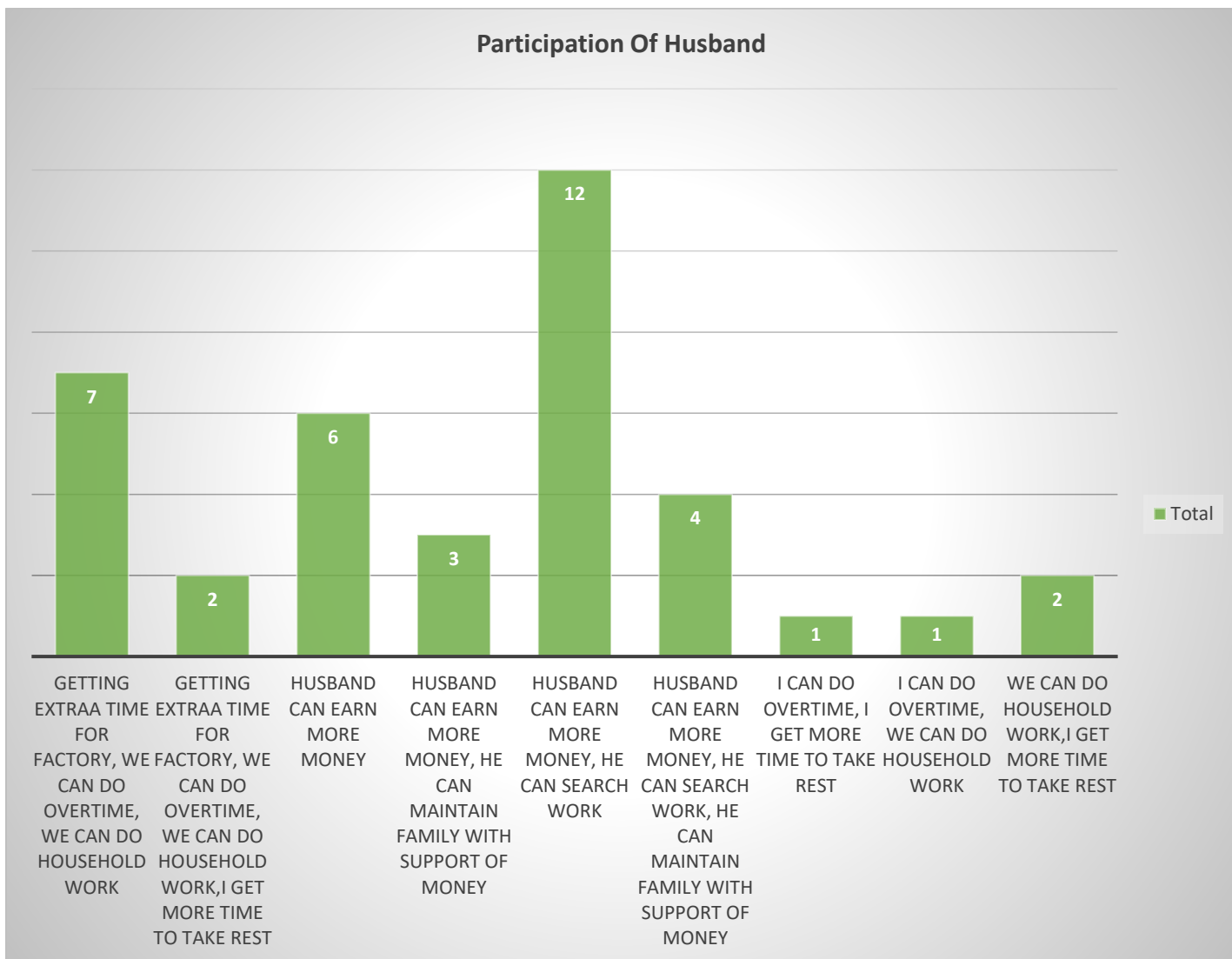
“In every establishment, where 40(forty) or more female workers are ordinarily employed, one or more suitable rooms shall be provided and maintained for the use of their children who are under the age of 6 (six) years. These rooms will provide adequate accommodation, must have adequate lighting, ventilated and maintained in a clean and sanitary condition, and will be under the charge of women trained or experienced in childcare.”

According to the aforementioned act, all factories are required to abide by it; however, many factories do not, and as a result, many infants and children under the age of six do not receive the necessary amenities.

4. Children Group-4: Home for taking care of infants

While women are primarily required to participate in this poll, husbands may have distinct responsibilities when it comes to child care.

Figure-8: Participation of Husband



Conversely, neighbors often play a crucial role in various situations.

Figure 8 illustrates how a worker's husband can increase the family's income if he is able to work outside if their children are taken care of by someone. Those families must labour every day to make ends meet because they are below the poverty line. If their spouse leaves the house, they can look for a career or other sources of income to support their family and kids. Twelve respondents, as indicated by Figure 8, share this viewpoint. However, seven of the respondents agreed that they would receive more time for the factory, where they could work overtime and take care of household chores, if their husband took care of their kids (Figure 8). From the above explanation, it is clear that if their husband earns more for the family, they will leave the job. Which is a very alarming issue in many ways. Our economy will be hampered in many ways.

The clear scenario is provided by the table below:

Table-9: Some Ratio on the Respondents

	YES	NO
<i>Do you think child care is additional activity?</i>	20 (51.28%)	19 (48.71%)
<i>Do you think husband participation is necessary taking care of children?</i>	13 (33.33%)	26 (66.66%)
<i>Do men eager to look after children?</i>	22%	18%
<i>Do neighbors help take care of children?</i>	17 (43.58%)	22 (54.41%)
<i>Is it possible to put your children at home during work time?</i>	18 (46.15%)	21 (53.84%)
<i>Do you think childcare Centre/madrasah is appropriate for your children?</i>	26 (66.66%)	13 (33.33%)

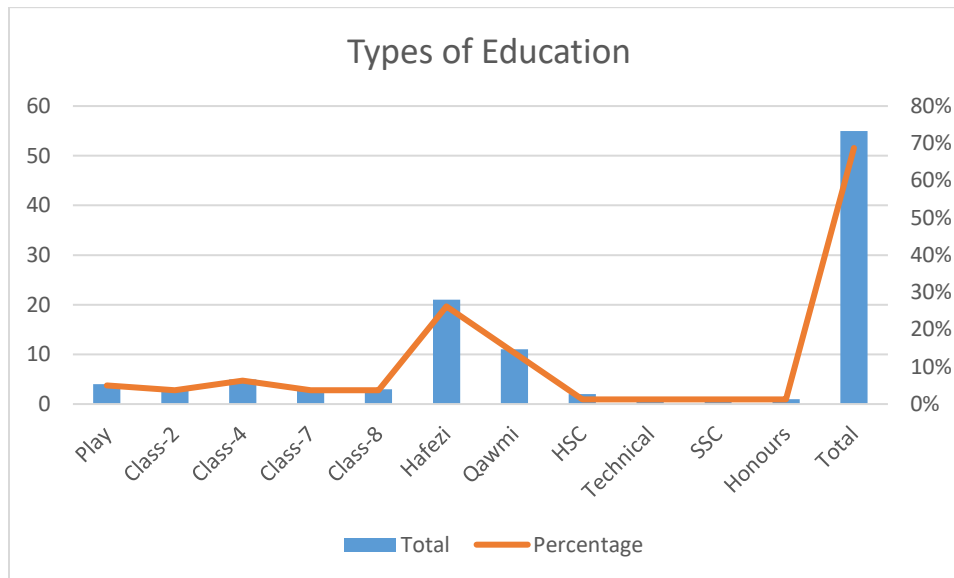
Some significant concerns are shown in this data table, including extracurricular activities, spouse involvement, men's preferences, keeping kids at home while working, and whether or not madrasahs or daycare centres are appropriate. This table 9 makes it evident that 51.28% of the women who work in garments believe that their work is an extracurricular activity. Conversely, 48.71% of employed women believe it to be an extracurricular activity. They mistakenly believe that it is a part of her job, just as they pay for her factory labour, even though it is unpaid. In certain situations, husband involvement on this side is primarily required.

Furthermore, only 13 women concur that their husbands should participate alongside them, and the majority of women believe they are not required to care for their children (Table 9). Here, an interesting point of view is that our neighbours help working women take care of children. Surprisingly, 43.58% of respondents agreed that their neighbour helps their children take care of them, but 54.41% disagreed that their neighbour is not helpful in this regard.

4.4 Educational Preferences:

4.4.1 Received education percentage:

From the interview of my respondents, there are basically various types of educational institutions. Working women send their children to madrasah, KG school, primary and higher secondary school, etc. Here are some statistics that give a clear picture of the types of education received by working women.

Figure-9: Types of Education

From the above Figure-9 it shows that Madrasah education is taking about 26.25% children of the working women children on the other side general education children are very low in that case. There are many reasons for putting their children madrasah as day care center.

4.4.2 Benefits of the Childcare center or Madrasah:

From my respondents, it is evident that most working women prefer to put their children in a daycare centre. From my respondents, it is seen that two children are in a private daycare centre. I asked about the centre, and they shared

that it was costly and had fewer rules and regulations. Most of the workers prefer to give their children madrasah. A case study will be explained here, which will give a clear explanation of why they put their children in madrasah.

4.4.3 Here is the case:

Ayesha using Madrasah As Child Day Care Center

For my thesis purposes, I have contacted some garment workers who are sending their children to school. I have found very interesting information regarding this issue. They have different points of view about sending their children to madrasa.

First of all, I have met a garment worker named Ayesha Akter. She is from Gaibandha. She has worked in garments as an operator for 7 years. She has two daughters and one son. Her daughters are now married, but her son is 7 years old. She sent her son to the madrasa because she wanted to make him a religious person. On the other side, she believes that if she can provide madrasah education, her son will become more responsible to them (parents). Another thing is that she earns legal money through lots of struggle in the factory. As a result, she wants to give religious education in response to her God. She explained that her God (Allah) has given her lots of things she wants, and for this reason, when she gave birth to her son, she decided that she would educate him from a religious point of view. She also believes that if she can educate her son with religious education, he will do prayer after his death. A very important point she shared was that she had a dream from the very beginning that if she could birth a son, she would make him Hafez. On the other hand, she stated that because their household consists of three people, her husband, an auto rickshaw driver, had to go to work early in the morning, and Ayesha left for the workplace at 7.30 a.m. Her son was feeling lonely on the rental property as a result. Conversely, she became aware that her son was not eating appropriately. Her son also socialized with mischievous kids who had no connection to school. She occasionally realized that her son was using slang in various contexts. They suddenly agreed that their son would receive the best education possible in a madrasah, and after confessing to each other, she and her husband felt relieved after admitting to the madrasah.

From the story of Ayesha, it is clearer that they send their children to get good education, safety, and especially dreams, religious beliefs.

4.5 Reasons for sending Children in Madrasah by RMG workers:

4.5.1 Facilities of Madrasah as day care center

Madrasah education in some extent is appropriate for the working women children of RMG. The most frequent explanation for this is that she is too busy at her factory to have someone watch her child. According to data gathered from my respondents, only 7.31% of all participants live with their parents; the remaining 92.69% live as a single family. Conversely, some professional women share a home with their in-laws. This percentage has a very low rate. According to this report, only 21.95% of women live with their in-laws in a joint family. The other ratio is 78.08%, meaning a sizable portion of people live in single-family homes. This is a key justification for placing their children in madrasah as a day care center.

1. **Safety Reasons and basic needs:** Madrasah education allows the children to have medical attention, food, and shelter when working mothers are not available. Six days a week, my participants in my thesis work in the manufacturing industry. Participants reported that they spend an average 6.33 days a week with them. They must work overtime if there is any pressure on shipments. The participants' figures show that working women put in an average of 11.28 hours per day in a month. However, travelling from home to the factory and back again takes time for working women. It's also crucial to note that, on average, my respondents spend 4.08 hours a day on their children, which is insufficient for caring for children. In order to ensure that their children have a suitable education, a healthy diet, medical attention, and many other things, the workers are unable to spend more time with their children. However, the workers' lives lack those things, which is why they send their kids to the madrasah.

2. **Proper education for cheap:** It is evident from an analysis of the respondents' data that children of working mothers attend essentially five different kinds of educational institutions. The average total income of my respondents is 13307.69 BDT after the new category's wage was increased (Table-7). The manufacturing workers use this money to support their families and pay for their kids' education.

3. **Proper Guidance:** The information provided by my respondents indicates that there is one male teacher in the madrasah for every number of students. This instructor will take care of everything that they might possibly require. The teacher looks after the students' food, clothing, education, and visitation needs. The assigned teacher will act as the local guardian in any situation in the absence of parents.

4. **Pastime:** The entertaining aspect is handled by the assigned teacher. Every afternoon, under the guidance of a teacher, kids walk to a large field where they play a variety of games, including cricket and football. Instructors occasionally set up competitions in various categories.

What type of support and day care are preferred by the RMG workers:

Table-10: Suggestions Percentage for Madrasah/Day Care Centre

Good environment	11	28.20%
Good governance	4	10.25%
Good management system	1	2.56%
More seats , good environment	18	46.15%
Need to follow good day care center strategy	5	12.82%

4.5.2 Suggestion for the day care center

According to the preceding table-8, 28.20% of respondents said they would prefer a madrasah as a day care center with a decent atmosphere. However, from the perspective of the respondent, it is said that many centers lack a decent living environment. Thus, these matters ought to be developed under government supervision. They want madrasah as day care center with some elements. Most of the respondents share some important point of view. Here they are:

1. **Classrooms:** Different age groups or developmental stages will have specific classrooms or play areas within the facility. Typically, these areas have toys, books, learning resources, and furnishings that are suitable for the age of the children.
2. **Outdoor Play space:** A private nursery frequently has an outdoor play space where kids may play outside, explore the outdoors, and hone their gross motor skills. There might be sandboxes, playground equipment, and areas set aside for running and climbing in this region.
3. **Security Measures:** The security and safety of the children in their care are given first priority by private daycare facilities. Strict visitation regulations, enclosed outside play areas, surveillance cameras, and secure access systems are a few examples of possible precautions.
4. **Educational Materials and Resources:** To enhance kids' learning and growth, the facility will be equipped with a range of educational materials and resources. Books, puzzles, art supplies, musical instruments, and other developmentally appropriate learning tools may fall under this category.
5. **Cleanliness and Maintenance:** Keeping a facility tidy and well-maintained is crucial for the wellbeing and security of young people. Private childcare facilities make sure the building satisfies hygienic requirements by hiring janitorial staff and putting in place cleaning procedures.

4.6 Critiques of madrasah education:

This study clearly shows that working women prefer to send their kids to madrasas since they provide all the necessary amenities. Nonetheless, the madrasah is having some issues. Child abuse occurs in a variety of ways. The Manusher Jonno Foundation reports that from January to December of 2020, around 626 minors were sexually assaulted (Rapes in Madrasas: Breaking the Silence, 2024). One attendee mentioned that her eight-year-old son attends the day-and-night Hafezi Madrasah. The participant was initially relieved, believing her children were secure from all harm. However, one day she learned that her son had been admitted to Sadar Hospital. She visited the hospital and discovered that her son had missed the Fazar prayer and that his instructor had been beating him with a stick. At that point, she realised that her son's condition had become quite serious. Another respondent revealed that her son had experienced frequent sexual assaults. She left the madrasah and was enrolled in a nearby kindergarten to receive an education.

4.7 Choice or Constraints:

Since smartphones were invented, a large number of young people have engaged in immoral work. They have very easy access to many different sides. Young people can contact others quite easily because of smartphones. Children get involved in relationships at a young age because of this, which negatively affects their future. On the other hand, early marriage is generally observed to be on the rise as a result of smartphones. In many cases, this is taking place without the children's guidance. On the other side, parents believe that their children require adequate instruction in order to be okay. Secondary schools are unable to offer high-quality instruction. The main issue is the extent to which a career or occupation can support our material requirements and financial well-being (Khan, 2023). This item clarifies that those who opt to become teachers do so more as a means of satisfying their needs than out of a sincere desire to educate the country. Since teachers,

particularly those in primary schools, do not have set salaries, many of them choose this field in search of financial gain. However, despite having the best academic credentials, an online journal on education notes that primary school teachers lack consistency because of their poor pay, lack of opportunities for advancement and career routes, and lack of social dignity (Akter, 2023). On the other hand, madrasah education keeps its kids with very little or no access to cell phones. Should they utilize it, they will face severe consequences. The Calcutta Alia Madrasah was established in 1780 by Warren Hastings, the first Governor-General of British India, with the goal of utilizing Islamic education to develop a more sophisticated Muslim middle class in Bengal (Ahmed, 2021). Furthermore, there is a stronger argument that parents in rural areas send their kids to madrasas because they are struggling financially and believe they won't be able to support them in the long term. As is well known, a madrasah is an Islamic religious school where instruction takes place. A madrasah's main goal is to teach students about Islam, the Islamic way of life, and its philosophy (Shesheir, 2023). Therefore, the RMG employees prefer to send their kids to madrasahs in the hopes that they will provide a nice environment, guidance, an Islamic perspective, and perhaps the opportunity to fulfil their aspirations. Based on my research, it appears that almost 40% of the children that are sent to madrasas are from textile industry employees, and the majority of these workers do not have any family in this area. The children of women workers are sent to madrasahs for religious instruction and safety concerns. Conversely, it has been my observation that when workers send their kids to madrasas, the pupils who drop out find it difficult to keep up with the general queue. Based on my observations, I've discovered that the children leaving the madrasah are becoming illiterate and engaging in wage work, which is detrimental to our educational system. Some madrasah graduates find it difficult to make a living since they receive extremely meagre pay from madrasahs, mosques, or other religious establishments. Thus, it may be concluded that this is a favourable scenario for madrasah-attending students, particularly those from these kinds of families whose parents believe that their kids will provide for the family's financial needs.

4.8 Theory Application: According to my theory, it is clear that women employed in the RMG sector move their kids abroad in order to make ends meet because it is a convenient and cost-effective option for them. In their research work, Asadullah et al. (2013) discovered that lower

family income was associated with higher enrollment in madrasah in Bangladesh. However, children who attend madrasahs are more likely to live further away from a nonreligious school and to come from more religious households. They find, contrary to expectations, that the average school quality in the neighbourhood has little bearing on the demand for Islamic schools. Another justification for placing kids in madrasahs as daycare centres and educational institutions is the religious beliefs and Islamic mindset of the textile workers (Asadullah et.,al 2013). Conversely, financial factors including income and the expense of education play a major role in the choice to send kids to accredited secondary madrasahs. More pupils are enrolled in madrasah Asadullah et al. (2013) from poorer households and those with less access (and thus higher travel costs) to non-religious schools. Therefore, in my opinion, the primary factor influencing parents' decision to send their kids to a madrasah is their income. If they choose to send their kids to any other educational institution, they will also have to pay a large amount of money for transportation because RMG workers use madrasahs as daycare centres, which eliminates the need for expensive childcare.

Chapter 5: Conclusion

Furthermore, there is a stronger argument that parents in rural areas send their kids to madrasahs because they are struggling financially and believe they won't be able to support them in the long term. As is well known, a madrasah is an Islamic religious school where instruction takes place. A madrasah's main goal is to teach students about Islam, the Islamic way of life, and its philosophy (Shesheir, 2023). Therefore, the RMG employees prefer to send their kids to madrasahs in the hopes that they will provide a nice environment, guidance, an Islamic perspective, and perhaps the opportunity to fulfil their aspirations. Based on my research, it appears that almost 40% of the children that are sent to madrasahs are from textile industry employees, and the majority of these workers do not have any family in this area. The children of women workers are sent to madrasahs

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5.1 The Key Findings are as follows

1. Women in the RMG industry are educating their children.
2. The workers of the RMG industry choose to send their children to madrasahs in Hafezi as daycare centres, which is 27%, and 14% select Qawmi madrasah as a daycare centre to ensure their children's safety as well as food, shelter, guidance, etc.
3. Due to the exorbitant costs, women in the garments sector do not enroll their children in private daycare centers. (37% of their Total Income)
4. The husband of a woman employed in the textile industry is not obligated to care for their children. They must look for work so that women may care for their children at home, which is concerning for our nation's economy, particularly in the RMG sector.
5. Three meals a day, affordable tuition, shelter, and appropriate instruction are the reasons they are selecting madrasahs. (34% of the total income)
6. The madrasah they recommend has a nice setting, comfortable shelter, and healthy meals.

7. Working women encourage their husbands to work outside the home rather than looking after the children.

8. It is clear that despite the extreme stress that female factory workers face, they possess the patience to raise their kids. From the study it is seen that 68% children are going to educational institution and rest of the children are under age four. This indicates the RMG workers are not making the same mistakes what they done in their life as a result they want educate their children.

9. Factory day care center are more like an eye wash for the buyers to get the orders from the buyers or investors.

5.2 Recommendation:

Following a thorough examination of the research results, the following suggestions are made:

- Initially, the government ought to establish guidelines and policies pertaining to the use of madrasas as daycare centers. They should take care of the standard of instruction, the food, the standard of living, the educational background of the teachers, the stringent regulations against physical abuse and torture, etc.
- Second, there aren't many daycare centers that are run by NGOs. Therefore, NGOs can be extremely important in raising the children of textile workers.
- Thirdly, an appropriate budget is required from the government on time so that daycare centers may offer high-quality care at a reasonable cost, making it possible for working women to take their kids there.
- Fourthly, a factory daycare centre can address such problems; yet, it is regrettable that there isn't legislation for daycare centers. Only a small number of compliance factories offer this service; the majority of factories ought to be subject to government oversight.

- Fifth, the factory authorities will provide governance training for the newborn nursery.
- Lastly, labour unions can educate RMG women workers about the need for a daycare centre in the workplace, which will obligate the relevant authorities to provide a suitable facility there.

5.3 Thesis limitation:

The handling of children by garment workers is the subject of this study. I had to overcome a variety of challenges while researching the different job categories for this thesis. There are some flaws in this thesis as well. This study enlighten those below:

1. **Time limitation:** Completing this thesis on time was a crucial task. Due to their excessive workload in the workplace, I was unable to meet with the workers in time for this interview. The authorities attempted to sabotage the Eid vacation output, just as they did before the holiday. However, I felt that the time allotted for my interview was insufficient because I had to condense both the location list and the sample numbers due to time constraints. My interview would be more beneficial and healthful if I had more time.
2. **Getting trust from the Workers:** I needed my husband's consent to conduct this study on married ladies. The assurance I offered them that this poll wouldn't negatively impact their private lives.
3. **Lack of enough sample size:** Only 40 to 45 female workers were interviewed for this study; however, if more respondents were interviewed, more intriguing data could be obtained.

4. **Limitation of location:** A further significant restriction on this thesis is that the interview for this study was conducted solely in Gazipur. This thesis would be more instructive if it could explore several locations, such as Chittagong, Narayanganj, Dhaka, and many more.
5. **Less FGD:** Only three FGD were met by this interview, which is insufficient for this investigation. Additional FGD could yield fresh data from the RMG employees.
6. **Key Informant Interview (KII):** In this investigation, only one KII shared his thoughts on the matter. This study would be more informative if it included more KII participants.
7. **Budget:** There was no funding for conducting an interview for this study. Because I had to pay for my own transportation and the food provided to the workers during the FGD.

5.4 Further Research:

The study's limitations indicate research circumstances that should be addressed in the future. More time should be spent on fieldwork and participant observations to fully grasp and comprehend the actual situation. As a result, a larger sample size would be strongly proposed for a future study on this issue to discover further discrepancies. Since the research was done under certain time constraints, it would be better if future research focused on the issue of the students of Qawmi madrasah and Hafezi madrasah. Because they have limited knowledge and expertise (mainly on religious subjects), they are receiving fewer job opportunities than Alia madrasah and general education, like primary school students. On the other side, if Qawmi and Hafezi education integrate with the national curriculum, new avenues will be opened for their graduates. Secondly, if there is further research on what the RMG workers point of view is to sending their children to madrasah, Also, in this less time, I have work on the balance by the RMG women workers between work and home. But if I get another chance to do research on RMG workers and their children, I would like to research Dhaka. Another important thing is that, as we know, Qawmi Madrasah and

Hafezi Madrasah both provide three-time meal services, which should include the type of food and whether it is nutritious or not. Because the children are about 7 to 12 years old and are going to madrasah. Those children need vitamins and nutritious food for their brain development. I believe that the findings of this study will be valuable to anyone who is interested in this issue, and I hope that future research will provide even more significant results.

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Appendix

1. Worker age:
2. Worker family member:
3. Do you live with your parents? Ans:
4. Are you married? a. Yes b. no
(2) If yes, is your partner employed?
 - a. yes
 - b. no

5. Do live with your parents-in-laws?
6. How many number of children do you have :
7. Your male children number? Ans :
8. How many male children do you have? Ans:

9. How many days in a week do you normally work?
 - a. Less than 5 days
 - b. 5 days
 - c. 6 days
 - d. 7 days

10. How many hours a day do you spend travelling to work?
 - a. Less than Half an hours
 - b. Nearly one hours
 - c. nearly two hours
 - d. more than two hours

11. How many hours in a day do you spend with your child/ children?
 - A. less than 2 hours
 - B. 2-3 hours
 - C. 3-4 hours

- D. 4-5 hours
 - E. more than 5 hours
12. Being an employed man/ women who is helping you to take care of your children?
- a. Spouse
 - b. In-laws
 - c. Parents
 - d. Servants
 - e. Day care centers
13. Do you regularly meet your child/children teachers to know how your child is progressing?
- a. Once in a week
 - b. Once in two weeks
 - c. once in 6 months
 - d. Once in a year
14. Do you think child care is additional activity? Ans :
15. How many hours do you spent take care of your children? Ans :
16. Do you think husband participation is necessary taking care of children? And why? Ans :
17. What will be the men responsibility in terms of taking care of children? Ans :
18. Are men helping women to take care of children and how? Ans :
19. Do men like to look after children? If not why? Ans :
20. In absence of you who takes care of your children? Which ways? Ans :
21. Do neighbors help take care of children? And how? Ans :
22. When you become sick how you take care of your children? Ans :

23. How much time it take to care of your children in a day? Ans :

24. In the situation of infant baby how you would take care of your children? Ans :

25. For infant baby how do they manage food during the work? Ans :

26. What are the works do you face during night while taking care of children? Ans :

27. Is it possible to put your children at home during work time? Ans :

28. What did your husband do when need of you an emergency? Ans:

29. How do you spend holiday? Ans :

30. What are the things do you do in your holiday with your children? Ans :

31. Do you think childcare Centre is appropriate for your children? Ans :

32. Do you send your children to the child care center to your factory? Ans :

33. What are the procedure to put your children to the childcare center to your factory? Ans :

34. Is there any male or female person to look after the children? Are they well trained? Ans :

35. Do the factory follow all the procedure according to the govt. in terms of child care?
Labor act* Ans :

36. Do you pay for the day care center? Ans :

37. Do you put your sons or daughter private day care center in your area? If yes what are reasons? Ans:

38. Do you have any suggestions for improving day care center in your factory? Ans :

39. Do you think is there any specialty to take care of female children? Ans :

40. Do you think is there any specialty to take care of male children? Ans :

40. How do you feel about the amount of time you spend at work?

- a. Very unhappy
- b. unhappy
- c. Indifferent
- d. happy
- e. Very happy

41. Do you think that if employees have good work-life balance the factory will be effective and successful?

a) Yes

b) No

If so how?

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