

Master's Dissertation
on

**Rights of Female Garments Workers in Bangladesh: A
Case of Chittagong**

[A Dissertation Submitted in Partial Fulfillment of the Requirements for the Degree of Masters
of Arts in Governance & Development.]

Submitted By

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Masters of Arts in Governance & Development
BRAC UNIVERSITY



Inspiring Excellence

BRAC Institute of Governance and Development
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Supervised by

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Statement of the author

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Certificate

This is my pleasure to certify that the dissertation entitled “**Rights of Female Garments Workers in Bangladesh: A Case of Chittagong**” is the original work of **Mr.Suman Chowdhury** that is completed under my direct guidance and supervision. So far I know, the dissertation is an individual achievement of the candidate’s own efforts.

I have gone through the draft and final version of the dissertation and found it satisfactory for submission to BRAC Institute of Governance and Development (BIGD), BRAC University in partial fulfillment of the requirements for the degree of Masters of Arts in Governance & Development.

(Professor Dr. Amir Mohammad Nasrullah)
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Dedication

I dedicate the research to my Mother (Doly Chowdhury), Spouse (Shormi Chowdhury) and my beloved Daughter Shreedita Chowdhury (Tatoi) and my beloved Son Shreeyan Chowdhury(Turja) who assisted me in many ways. Finally, I offer my thanks and appreciation to them who have not been mentioned here due to lack of space, but have contributed to the work in different ways and occasions.

Abbreviations

ASK	:	Ain O Salish Kendro
BGMEA	:	Bangladesh Garment Manufacturers and Exporters Association
BIDS	:	Bangladesh Institute of Development Studies
ILO	:	International Labour Organization
CIF	:	Chief Inspector of Factories
RMG	:	Readymade Garment
WHO	:	World Health Organization
UNIFEM	:	United Nations Development Fund for Women
UN	:	United Nations
CEDAW	:	Convention on Elimination of all kinds of Discrimination Against Women
BLA	:	Bangladesh Labour Act
WB	:	World Bank
BKMEA	:	Bangladesh Knitwear Manufacturers and Exporters Association
BNWLA	:	Bangladesh National Women Lawyers Association
CPD	:	center of Policy Dialogue
HCD	:	High Court Division
CEPZ	:	Chittagong Export Processing Zone
STD	:	Sexually Transmitted Diseases
AIDS	:	Acquired Immune Deficiency syndrome

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Abstract

The continuing exploitation of women workers in clothing factories across the world is a damning indictment of the global economic system. In Bangladesh, women workers account for 85% of the total workforce in the garment industry. While some have viewed this as a positive step towards female emancipation, the reality is that women are employed in a highly exploitative context. Women workers remain at the bottom of the supply chain, working long hours for poverty wages and denied basic maternity rights.

This study seeks to expose the current condition of female workers' rights in the Bangladeshi garment industry especially in the Chittagong City's various garments. The data has been collected from both primary and secondary sources. A simple questionnaire was used in the survey. The sample consisted of 120 women workers selected randomly from 7 different garment factories in Chittagong metropolitan area. SPSS and XL, different tabular form used to analysis the data in this study.

The results show that the female workers are mostly employed at the lower category of jobs like operator, finishing helper, polder etc. These jobs are very monotonous in nature. Because of the nature of their jobs, female workers sometimes lose interest in work and become depressed. A large number of female workers received low and irregular wages which create their job dissatisfaction. Female workers are sexually harassed by their co-workers in the factory or by police or by mastans (goons) in commuting to working factory. Communication is a major problem faced by most of the female garment workers. A long distance travel is not only physical strenuous but also mentally stressful. Their overtime rate is very low. Long working hours result in a number of illnesses, diseases and various health hazards. Women are exploited easily due to lack of technical knowledge, low education level and training. The study concludes with recommendations on what can be done to ensure enhanced respect for female workers' rights in Bangladesh that will have positive impact into our national economy, the study hope.

Key Words:

Female garments workers, Sexual Harassment, Communication, and Health Hazard.

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CHAPTER-01 INTRODUCTION

- 1.1 Introduction**
- 1.2 Defining Garments Workers and different issues of their Rights**
- 1.3 Review of literature**
- 1.4 Statement of the Problem**
- 1.5 Objectives of Research**
- 1.6 Importance of the Research**
- 1.7 Scope of the Study**
- 1.8 Limitations of the Study**

1.1 Introduction

Readymade garment (RMG) industry is the key sector of the Bangladesh's economy in terms of employment, production and foreign exchange earnings (World Bank, 1990). According to the Bangladesh Garment Manufacturers and Exporters Association (BGMEA, 2008), there are at present more than 4000 garment factories contributing about 76 percent of the country's export earnings. This tremendous success is greatly attributable to women workers, who account for the lion share of the total labour force employed in the sector. But women were exploited easily due to lack of technical knowledge and training.

Globalization as manifested in the RMG sector, failed to offer opportunities to the female labour force. Garment industries were exploited them as cheap source of labour (Halim and Kabir, 2005). In the garment factory, most of the female workers age is between 15 to 30 years (Begum, 2008). This very young age is also responsible for various kind of harassment such as harassed by colleagues, by police, by mastans etc. Their wage payment is not regular. Sometimes it was paid after the first week of the month. In the garment industry men and women hold different jobs and consequently are exposed to different types of hazards. Majority of the women work in the low-paid and less skilled jobs, where work hazards are comparatively higher (Paul-Majumder, 2003). Women are harassed in the factory, in the street, or in the house. Various factors are responsible for this kind of harassment.

The present study will give a clear understanding of the various factors which creates various kind of harassment faced by female workers in Bangladesh. Threatening situations in the garment industry may arise from following sources (F. Begum et al, 2010):

- a) Monotonous nature of the job;
- b) Pressure to increase productivity or excessive demand on workers to meet shipping deadlines;
- c) rush to meet the set production target;
- d) Uncongenial working conditions;
- e) late-night overtime work;
- f) Insecure commuting to and from the workplace;

- g) Sexual harassment;
- h) Absence of canteen facility;
- i) Absence of weekly holiday and leave facilities;
- j) Non-cooperation from family and society, etc.

1.2 Defining Garments Workers and different issues of their Rights

Garments Workers are involved with Sewing. It is the craft of fastening or attaching objects using stitching made with needle and thread. Sewing is one of the oldest of the textile arts, arising in the Paleolithic Era. There are many definitions of the garments workers as are:

A person who makes garments products is called garments workers .Someone says that the persons who makes or mends dresses in the factory or garment industry is called garments workers . In another sense, someone who does work as sewing or embroidery with a needle someone who sells men's clothes a garment maker who performs the finishing steps persons whose occupation is making and altering garments someone who does work as sewing or embroidery with a needle



(Figure: 01, Garment workers work in their factory)

This study covers the following issues of the female garments workers based on the above mentioned threatening situations:

- a) Wage discrimination
- b) Sexual harassment
- c) Absence and weekly holiday
- d) Late-night overtime work
- e) Commuting to from the work place
- f) Health and Nutrition.
- g) Behavior of the Senior Management
- h) Child Labor and Voluntary Welfare
- i) Training on Skills Development, Labor Laws and Various Transmitted Diseases



Figure-2: The map of Chittagong city where the survey of the research conducted

Source: Wikipedia

Bangladesh's garment industry has been at the heart of the country's export boom ever since the first factory opened in 1976. The industry has grown dramatically over the past 35 years, and today accounts for 80% of Bangladesh's total exports. There are now 4,825 garment factories in Bangladesh employing over three million people. Fully 85% of these workers are women. The expansion of the garment industry in Bangladesh was fueled by the structural economic reforms of the 1980s, which opened up the Bangladeshi economy to foreign investment, deregulation of markets and privatization. The Bangladeshi government established tax holidays and the

development of export enclaves enabling businessmen to build or rent bonded warehouses in Dhaka and Chittagong cities. This process was accompanied by a massive increase of capital inflows into the country. Foreign direct investment leapt from a mere \$2.4 million in 1986 to more than \$1,000 million in 2008.¹ Today, one third of foreign direct investment comes from European companies, principally from the UK. Young women are the driving force of the Bangladeshi garment sector.

1.3 Review of literature

Some of the books are article published different are review below:

- a) Barrister Abdul Halim, Bangladesh Labour Laws, Sufi prokasoni, Dhaka , Bangladesh, First published : july-2011 .This book is not sufficient to know deeply about the Labour Laws. This book has not sufficient to know deeply explanation of the freedom of speech. There is no explanation to the particular section. The explanation should be added for clear explanation.
- b) ILO convention is not clearly said about specific rights of the women workers .So specific right and compensation facilities should be added in the convention. BGMEA Guide line is not sufficient for the women workers rights. The rights that are mentioned in the regulation of BGMEA and BKMEA not apply the garments owner; finally this is no penalty system if the company could not take care of the women workers rights.
- c) Barrister Abdul Halim, The Bangladesh Labour Code-2006, first published : July-2008
This book is very helpful for the researcher because it has clear explanation, comment, and note of the section.
- d) Human Rights watch report is very essential for the condition of worker rights in Bangladesh, gets very efficiently and that are very much helpful for the researcher in this sector to analysis this report and comparison the factor of other report.

1.4 Statement of the Problem

The garment industry is the most important source of foreign currency .Bangladesh has about 4825 garment factories and 10 million people are dependent directly or indirectly and 80% garments workers are women. The garments sector has become an important institution for reduction of poverty. The workers face many problems during the working time and outside of the factory. The main problems faced by garments worker are:

- a) Lower wage
- b) No leisure time
- c) Torture (Physically and Mentally)
- d) Sexual harassment
- e) Negative outlook to them of the society

1.5 Objectives of Research

The main objective of the study is to critically evaluate the rights of female garments workers in Chittagong region.

The study based on the main objective spells out the following specific objectives:

- a) To clarify the concept of rights of female Garments workers;
- b) To examine the legal basis for the protection of rights of the garments workers;
- c) To examine the current status of female garment workers regarding their rights; and
- d) To suggest some policy recommendations for the betterment of the current position of the female workers of garments workers in Bangladesh.

1.6 Importance of the Research

This research will clarify the rights of the female garments workers and will provide the legal remedies under the light of constitution and other convention and relating labour act for violating for their rights. I do believe that, this research will be very helpful for the readers and the garments worker, new researchers who pursue information the qualitative research. The garments workers would be able to know about their rights remedies and process of

enforcement of their rights. They defines of any study will be helpful for legislative to pass the law relating to garments workers.

1.7 Scope of the Study

This research is for the female worker of Bangladesh located for Chittagong metropolitan area and representing the scenario of Bangladesh. This research will define the condition of rights of the garments worker of the Bangladesh. Therefore the scope of the study is limited to the legal rights of the female garments workers of Bangladesh with special reference to Chittagong. This will also prescribe the remedies for the betterment of the female garments workers position.

However, the study will concentrate and focus only on the female garments workers in Bangladesh, not for the other workers in Bangladesh that is defined in the Labour code 2006 in Bangladesh.

1.8 Limitations of the Study

The study has suffered from a number of limitations, some of which are as follows:

- A. The study was restricted only to the Chittagong metropolitan area.
- B. Time was a major limitation of the study.
- C. Most of the samples were not very willing to give the answers of the questionnaire.
- D. The employees were afraid of providing the correct answer.

CHAPTER-02
RESEARCH METHODOLOGY

- 2.1 Introduction**
- 2.2 Study Area**
- 2.3 Sample Size**
- 2.4 Data Sources and Data Collection Technique**
- 2.5 Data Analysis**

2.1 Introduction

In this study, both quantitative and qualitative methods were used in order to get a reasonably true picture of the entire population. The research methodology of this study is stated by the following.

2.2 Study Area

The Chittagong metropolitan City was selected purposively as study area and seven garments factories were selected for study considering the purpose of the researcher.

2.3 Sample Size

A number of 120 respondents chosen randomly from 7 selected garments factories of Chittagong area. The respondents were chosen randomly based on the location and access to those garments.

2.4 Data Sources and Data Collection Technique

Data were collected from both primary and secondary sources. A semi-structured questionnaire was administrated to collect primary data considering the objectives of the study. The questionnaire consists of maximum close-ended and a little bit open ended questions, which was distributed among the female garment workers.

The respondents were personally questioned and the questionnaires were filled in by the interviewer based on the response of the respondents. The data were collected during the period from November to December, 2017.

The secondary sources are books, journals, articles, newspapers, and internet and so on. This study also reviewed some printed materials and web sources of the sample garments factories.

2.5 Data Analysis

Tabular method was used for a substantial part of data analysis. Relatively simple statistical techniques such as SPSS, XL data analysis tools and percentage and arithmetic mean or average were taken into account to analyze the data.

CHAPTER-03

RIGHTS OF FEMALE GARMENT WORKERS: THE LEGAL FRAMEWORK

- 3.1 Introduction**
- 3.2 Rights of Female Garments Workers in the Constitution**
- 3.3 Bangladesh Labour Act, 2006 (BLA) and Rights of the Female Garments Workers**
- 3.4 Rights of Female Garments Workers: International Laws and Conventions**
- 3.5 Rights of Female Garment Workers and Role of Professional Bodies**
- 3.6 Conclusion**

3.1 Introduction

This chapter mainly discussed the rights of the female garments workers in Bangladesh. This chapter also describe the legal bases of the rights of female garments workers.

3.2 Rights of Female Garments Workers in the Constitution

The Constitution of Bangladesh has recognized fundamental rights of women workers at work places including necessary social protection (Articles, 28, 29, 34, 38, 14, 15 and 20(1), (The Constitution of Bangladesh).

Bangladesh Constitution provides that the state shall not discriminate against any citizen on the grounds of religion, race, caste or place of birth and women shall have equal rights with men in all spheres of the state or public life (Article 28).

Bangladesh as a state is responsible for its citizens to ensure the right to work that is the right to guaranteed employment at a reasonable wage having regard to the quantity and quality of works, and reasonable rest, recreation and leisure (Article 15).

Bangladesh Constitution recognizes that everyone shall be paid for work on the basis of the principle from each according to his abilities (Article 20).

In addition, the fundamental rights guaranteed in Chapter III of Bangladesh Constitution, especially relevant to workers' rights, prohibits all forms of forced labour and makes it a punishable offence (Article 34) and guarantees the right to freedom of association and to form trade unions (Article 38).

3.3 Bangladesh Labour Act, 2006 (BLA) and Rights of the Female Garments Workers

Bangladesh Labour Act, 2006 (BLA) has included a large number of labour rights for protection of women workers. BLA has various positive points relating to labour rights, but due to its various limitations, absence of adequate penalty in statutory law for employers and lack of proper code of conduct by the garment authorities, there is scope of violation of labor rights in some areas. These are discussed in below:

Right to Occupational Safety and Health BLA, 2006 prescribes provisions relating to occupational hygiene, occupational diseases, safety measures, industrial accidents, protection of women and young persons in dangerous occupations and also covers conditions of work, working hours, welfare facilities, holidays, leave etc. (Sections 11, 51, 52, 53, 56, 57, 58, 61, 62, 91, 92, 93,94 and, 109, BLA, 2006). Most of the provisions lack in standard values and are not specific rather general in nature. In terms of occupational safety and health issues, the status of Bangladesh is very poor and women workers are extremely vulnerable in this regard.

Section 195 of the Bangladesh Labor Act, 2006 (amended 2013) outlaws numerous “unfair labor practices.” For example, no employer shall “dismiss, discharge, remove from employment, or threaten to dismiss, discharge, or remove from employment a worker, or injure or threaten to injure him in respect of his employment by reason that the worker is or proposes to become, or seeks to persuade any other person to become, a member or officer of a trade union.”

3.4 Rights of Female Garments Workers: International Laws and Conventions

Bangladesh has ratified International Labor Organization (ILO) conventions 87 and 98 on freedom of association and collective bargaining, and is required to protect the rights contained in them. At the international level, Bangladesh has also ratified the UN Convention on the Elimination of all forms of Discrimination against Women (CEDAW), as well as different ILO Convention.

According to the UN Guiding Principles on Business and Human Rights, factory owners and the companies which buy their products also have responsibilities to prevent human rights violations occurring in the garment factories, and should take remedial action should abuses occur. All businesses, regardless of their size or where they are based, should “avoid causing or contributing to adverse human rights impacts through their own activities, and address such impacts when they occur.” They should also “seek to prevent or mitigate adverse human rights impacts that are directly linked to their operations, products or services by their business relationships, even if they have not contributed to those impacts.” Many national and international companies with business activities in Bangladesh are failing to meet these responsibilities.

The reality is that, despite such legal framework, women workers perform poorly paid jobs, face severe labor rights violations and often do not enjoy their legal entitlements. Maternity leave is rarely provided; overtime is compulsory and excessively long working days in addition to the burden of domestic responsibilities. Over the years, hazardous working conditions have resulted in the deaths of many workers through factory fires and building collapses. Right to receive fair minimum wage is one of the human rights for all working men and women at workplaces. In reality, majority of women workers are deprived from this right for various reasons.

3.5 Rights of Female Garment Workers and Role of Professional Bodies

The primary responsibility for protecting the rights of workers rests with the Bangladesh government. While Bangladeshi law, despite recent reforms, still falls short of international standards in important respects, rigorous enforcement of existing laws would go a long way toward ending impunity for employers who harass and intimidate both workers and local trade unionists seeking to exercise their right to organize and collectively bargain. The factory owners need to commit to reform.

However, there are some professional bodies such as Bangladesh Garment Manufacturers and Exporters Association (BGMEA), and the Bangladesh Knitwear Manufacturers and Exporters Association (BKMEA) who can do to ensure compliance with such provisions, and to sanction

companies that abuse worker rights. However, factory owners can carry considerable political clout in Bangladesh and this can act as a barrier to holding them to account for violating workplace rights, as well as health and safety provisions.

Mohammad Shahidullah Azim, Vice-President of BGMEA said that Rana Plaza had served as a “wake up call and turning point” and that factory owners now recognize that “compliance is not for customers, but for safety.” However, he expressed discontent with unions. “We have a bitter experience about unions. They believe they don’t need to work and they will get paid.” (Human Right Watch Report).

International companies that purchase clothes and other products from Bangladesh factories also have a responsibility to ensure that worker safety and rights are maintained throughout their supply chains. Many factory conditions described in this report not only violate Bangladesh’s labor law, but also breach the standards that Western high street retailers insist that their suppliers follow. BGMEA’s Shahidullah Azim explained, “We are raising our voice, asking for ethical buying from brands. They are asking for so many things, they should pay for it. Instead of paying compensation after a disaster, they should pay earlier to prevent such incidents.”

3.6 Conclusion

Labour Laws, which supposed to protect the fundamental rights of women workers, including the right to maternity leave and Bangladesh has ratified the UN Convention on the limitation of All Forms of Discrimination Against Women (CEDAW), as well as ILO Convention 111 on Discrimination in Employment and Occupation, but the reality is that, despite such legislation, women workers’ rights are ignored. Women workers perform poorly paid jobs, face severe labour rights violations and do not enjoy their legal entitlements. Statutory maternity rights are rarely provided, overtime is compulsory and excessively long working days add to the burden of domestic responsibilities, denying women any rest periods or time with their children.

CHAPTER 04

DATA PRESENTATION, DISCUSSIONS AND ANALYSIS

4.1 Introduction

4.2 Presentation of Data and Analysis of the findings

4.2.1 Wage Discrimination

4.2.2 Sexual Harassment

4.2.4 Absence and Weekly Holiday

4.2.4 Maternity Leave

4.2.5 Commuting to and from workplace

4.2.6 Women's Health and Nutrition Facilities in the sample garment factories

4.2.7 Behavior of higher authority in the factory

4.2.9 Child Labor and Voluntary Welfare in sample garments factories

4.2.9 Training on skill development, Labor Laws, and STD, HIV/AIDS

4.1 Introduction

This chapter tries to list out the results and findings of the study based on the collected data one by one with reserchars own analysis.

4.2 Presentation of Data and Analysis of the findings:

4.2.1 Wage Discrimination

Wage is not sufficient for female workers to meet their daily basic need. Factory owner does not follow the government prescription regarding the salary. Human Rights watch report has sketched that most of the worker like operator, folder sewing technician, Helper, most of categorized workers basic salary is 5000 tk to 6000 tk. After doing the overtime work they get 8500tk-9000tk per months. Mentionable that some interviewer said they get overtime 32 to 42 taka per hour based on the skill of the worker. Just have a look for the salary structure of the government.

Average monthly household expenditure (in taka):	
House rent	1,825
Food	3,973
Transport	300
Education	950
Medical	715
Clothing	675
Refreshment	458
Total	8,896

Source: Salary prescribed by the government of Bangladesh, 2010 (Figure-03)

This study had 120 interviews with the female workers (operator, folder, and helper) of the sample garments, among them 84 women which is 70 percent of the total interviewee said that the salary given by the different companies is not sufficient for their family maintenance. The factory does not maintain standard salary structured by the government. (Table-1). The wage discrimination among the different categories like supervisor, Human resource officer and Quality controller 10 gets high salary in comparison with the lower level workers. Supervisor gets 18000 tk, HR officer 16000tk, and Quality controller 15000tk. But they said, they are not satisfied by the existing salary of the company, if they get higher salary, they will switch over another company.

Different company provides different types of salary structure as they need but that is lower than the government structured salary (Shown in Table 1).



Figure-04: Low rented house in the slam of garments worker and their kids.

The main problem is that the salary is given in the middle of the month that is very hamper for the worker to paid house rent and food, education expenses for their children. some factories give salary in the third week of the month (66.66%) worker said wage related discrimination in relation to giving salary to the worker. Workers in almost all of the factories complained that managers did not pay wages or benefits in full or on time. This included pay for overtime, maternity benefits, the Eid holiday bonus, and compensation for working during vacations.

We were supposed to get one day's leave every 18 days, but they only used to pay us for a few days at the end of the year. As well as not receiving what they were entitled to, some workers complained about late payments. The legal rights of getting salary According to Article 123 of the Bangladesh Labor Act, 2006 (amended 2013), wages should be paid before the end of the seventh day of each month. This is the wage discrimination according to the labour law of Bangladesh. Finally it is very disappointing to find that most of the worker doesn't know about their right regarding to Labour Law, ILO Convention, and their salary structure and over time also.

Satisfaction on the wage provided by the different garments factories

Satisfied on the wage provided by company	Frequency	Percentage
Agree	38	31.70
Partial Agree	54	45
Disagree	23	19.20
Strongly Disagree	5	4.20
Total	120	100

Source: Own survey, December'2017 (Table-1)

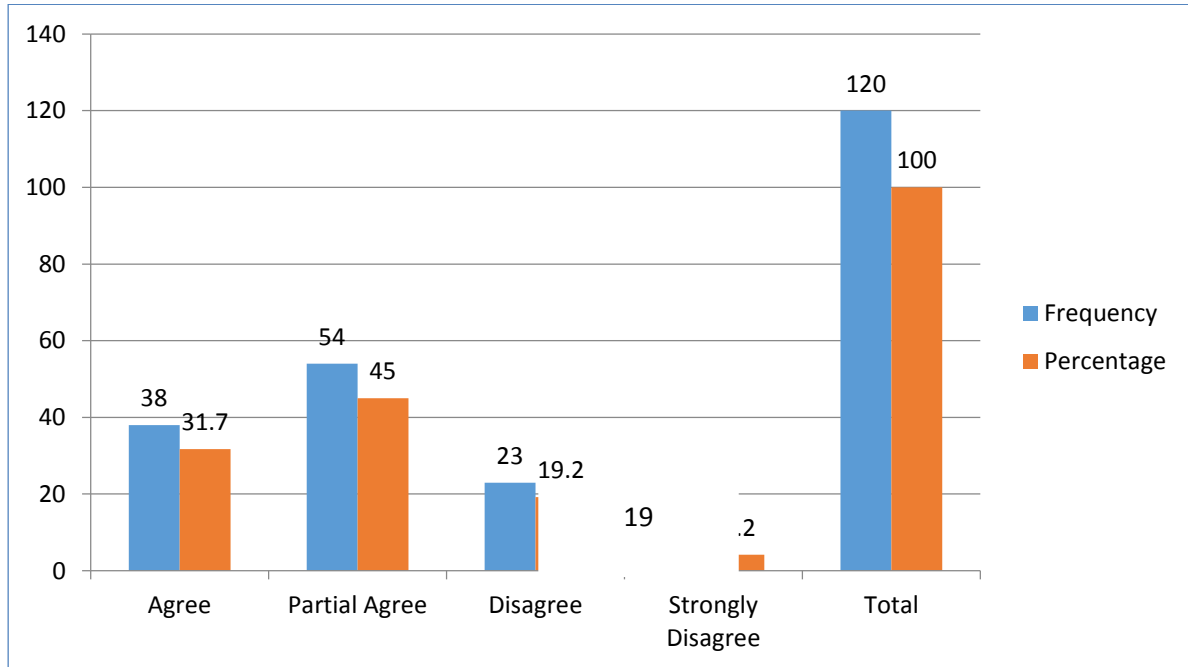


Figure-05, Satisfaction of the wage provided by the different garments factories (Based on the Table-01)

4.2.2 Sexual Harassment

Sexual harassment is an important source of mental stress for female workers. The incidence of sexual harassment ranges from insults directed at a person's gender, suggestive comments, or language, and demeaning remarks to unwelcome touching and grabbing and other physical assaults. These types of sexual harassment were under reported since female workers were very shy to disclose any information on this subject. Moreover, unmarried workers were afraid of disclosing any information on sexual harassment since it decreases their marriage possibility. The survey showed that only 2 percent of female workers encountered with sexual harassment in the factory. But case studies disclose the fact that sexual harassment is largely prevalent among the young garment workers. However, sexual harassment is not limited in the workplace. It extends to home too. The police, who could have protected them from this harassment, were themselves involved in harassing the women garment workers (F. Begum et al, 2010)

The female worker could not want to say regarding sexual related question due to their personal problem, such as threat of quit from the job. Social problem also cause of another problem not to raise voice against the sexual harassment in the garments factory. If we want to analysis the data of the table we find that 25 female workers out of 120 workers of different garments factory of the Chittagong metropolitan city. They have said their personal anonymity they are being tortured in the factory that is 20.83 percent of total population. Among them 16.66 percent women worker get sexually intimate proposal from the higher management and sexual harassment form fellow male worker is 11.66 percent. They do not dare to do such incident for the causing of losing their job. Huge number of the female worker couldn't relax to say in this regard that is 50.83 percent of the total population. They shy to say something in this regard. Though sexual harassment is very prevalent in the garments factory, they are used to tolerate this situation for their safety. They are keeping silent in this matter due to another mental harassment in and out of the factory. Most of female worker unmarried in the factory within the age limit 20-30 years. So they keep mum in this matter due create less possibility to marriage in future. In the case of *BNWLA vs Bangladesh*, High Court Division (HCD) declared, 'sexual harassment' is a crime which includes verbal abuse, sexual overtures, showing obscene pictures and other unwelcome physical, verbal conduct of sexual nature, insinuating comments, making love

proposal etc. There is no specific law in Bangladesh regarding this. Sections 509, 294 and 345 of Penal Code, 1860 make harassment of women a criminal offence.

Sexual harassment in the factory by senior management and fellow male worker

Type of Sexual Harassment	Number of respondents	Percentage
Sexual harassment in the factory	25	20.83
Sexual intimate proposal from the higher Management	20	16.66
Sexual harassment form the fellow male workers	14	11.66
No comment	61	50.83
Total	120	100

Source: Own survey, December’2017 (Table-2)

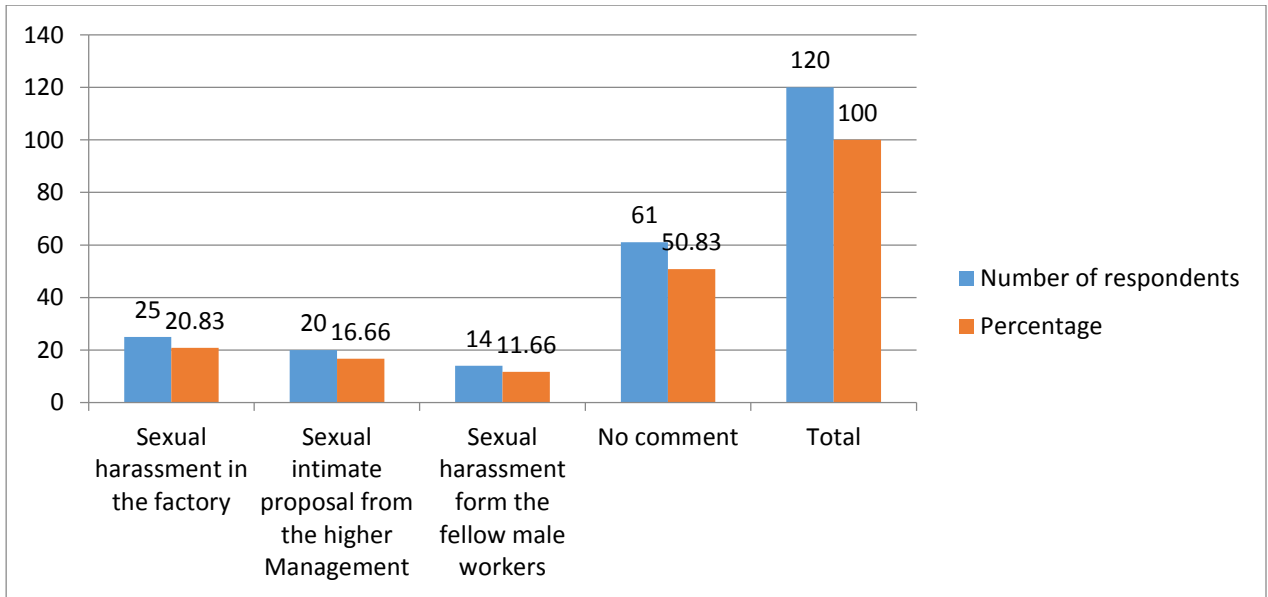


Figure-06: Sexual harassment in the factory by senior management and fellow male worker (Based on the Table-02)

The sexual harassment is a punishable offence if any willful acts like words, gestures, assault etc. outrage or insult the 'modesty of any women (Huda et al., 2003). 'Insulting the modesty' of any women is clearly vague as the meaning of the word 'modesty' can be interpreted in multifarious ways. Does the modesty of a female worker get insulted if repeated sexual jokes are made in her presence by her male colleagues or does it require actual physical assault? It is not made clear under which circumstances her modesty is insulted and she is able to get legal recourse. When it comes to physical assault or force what kind of physical assault is to outrage a woman is not clear?

The Government of Bangladesh attempted to bring it under the purview of law through the enactment of the Prevention of Women and Children Repression Act (PWCRA), 2000 and also amended it in 2003. Section 10 of this Act states that, 'If any person in order to satisfy his sexual urges illegally touches any part of a woman's or child's body with any part of his body or object or outrage the modesty of any woman would be accused of sexual oppression and the act would be punishable with rigorous imprisonment extending for ten but not less than three years, with additional fine.' (Md.A.R.Mia et al)

4.2.3 Absence and Weekly Holiday

In this survey it is revealed that almost 100 percent female works enjoy their weekly holiday the frequency of which is 119 out of 120. It is only Friday of the week. But Bangladesh government has declared the two days holiday (Friday & Saturday). Most of the female worker said if the shipment is high then they pressure to do the extra work in the factory for daily overtime basis but the overtime per hour. Most of the worker said they enter into the factory 7.00 am to 5.00 pm is regular working hour. Now BGMEA promulgate the rules no worker should not be stay at work in the factory over 6.30 pm. So any worker can do overtime 2 hours only. I find in the survey there is no unique allowance for the overtime among the garments factories. They are giving to the worker 20tk to 30 tk per day basis overtime. The interviewee said they couldn't accustom to fit the market price of house rent, food and other daily basic need.

It is found in the survey that 12.50 percent worker sale their holiday into daily basis allowance (15 respondent out of 120). According to the Bangladesh Labour Law- 2006, worker will enjoy weekly holiday. But 74 respondents said they get the leave according to the labour Low that is 61.7 percent of the total population. But the survey also revealed that earned leave is one day add to leave bank of the worker one day out of eleven day. Most of the female worker don't have any idea regarding earn leave. Most of garment factory declared that if any worker works at a stress one year they gift a necklace of gold. So they are working with taking any leave for the incremental activates of the factories. In the Human Resource department can't add their leave properly not for giving them extra money to the worker. Another finding is that if they do any bargaining in this regard they would have possibility to quit the job. It is interesting to see that even they don't get any appointment letter for this consequence they out form the factory by taking only putting signature in blank paper by the authority. They said us not mentioning their name to the authority.

Enjoyment of different pattern of holiday and late night work in the factories

Types of leave enjoyment	Frequency	Percentage
Enjoy holiday	71	59.16
Work in holiday	17	14.16
Sale holiday in busy shipment	15	12.50
Work in late night work	17	14.16
Total	120	100

Source: Own survey, December'2017 (Table-3)

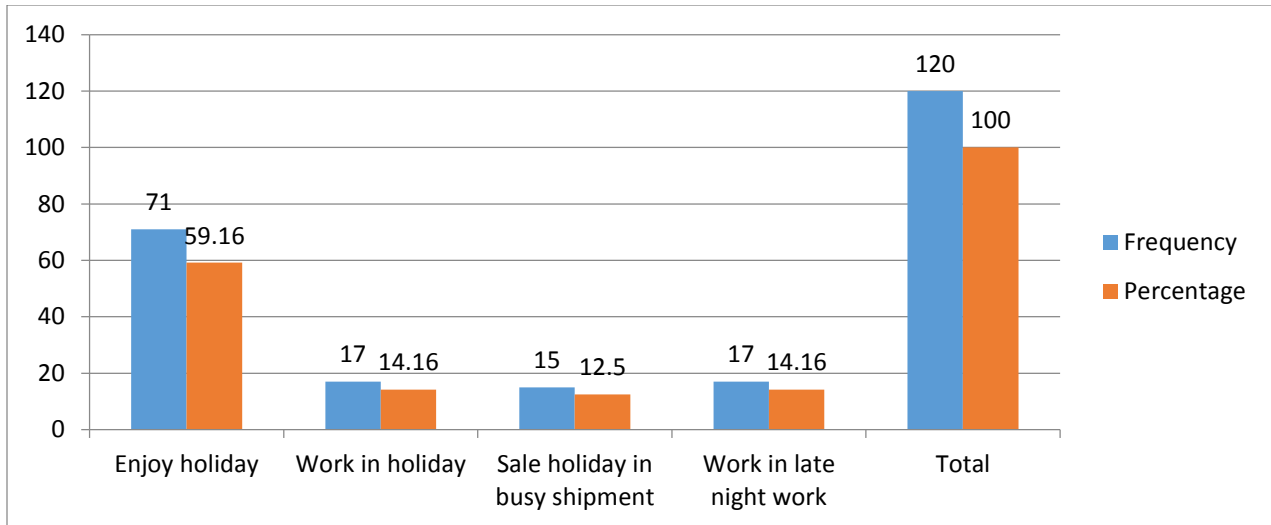


Figure-07: They enjoyment of different pattern of holiday and late night work in the factories (Based on the Table-03)

The table shows that most of the female workers 59.16 percent try to stay at home due to getting low salary in the factory form maintaining their family life. Only 14.16 percent are wanted to work in the holiday. When busy shipment in the factory, research revealed 12.50 percent of the female worker do working overtime basis for money. The major problem seen in the late night working , the respondents said if they work at late night family life has been hampered suppose said quit the job , such job no need, most of the case husband beaten their wife for late night work in the garments factory . For an example, very early in the morning, a female worker's husband beating her under the factory for late night overtime working. (Table-3) shown only 14.16 percent women work late night over time by pressure by authority. So it is revealed in the research, Most of the female worker those who are unmarried reluctant to work at late night in the factory.

4.2.4 Maternity Leave

Three in four of the women workers interviewed for this study are married, although the majority chooses to conceal their marital status in their workplace due to employer's preference for single workers without family responsibilities. The Bangladesh Labour Law-2006 guarantees all women workers a total of 16 weeks' paid maternity leave: eight weeks prior to the birth of the child and eight weeks after delivery. In January 2011, the Prime Minister of Bangladesh

announced that maternity leave would be extended to six months, but it remains unclear whether this will be implemented outside the civil service.

Variations in maternity leave provision across factories and a lack of awareness of workers' rights mean that this basic entitlement has long been breached. Furthermore, Bangladeshi labour law states that no woman is entitled to maternity leave if she already has two or more surviving children. 37 out of 120 women said for this report stated that some form of maternity leave is provided at their workplace. However, 22 women had been denied any provision when pregnant. In addition, 61 of the women interviewed were unaware of the full legal entitlement to maternity leave. Only 30.80% answered correctly that they were entitled to over 100 days' maternity leave.

According to Bangladesh Labour Law-2006 have provision 120 days for pregnant women in work. But garments factory of Chittagong metropolitan area gives their worker 100 days maternity leave¹⁴ for pregnant worker. It is miserable that 31 women out of 120, they don't have maternity leave idea and not have experience during their first child birth. At the time of their first child birth they went to village home. It is very common to see that any secret regarding garments factory and their legal right regarding maternity and other lawfully entitled leave don't want to disclose to me. Even those workers who are aware of their rights struggle to understand the complex calculations necessary to determine what they are entitled to, and many of the factories that do pay maternity benefits pay less than the statutory entitlement.

Many workers also have to look for new jobs after giving birth or return to the same factory at a lower grade, as they are not aware of their legal rights to return to the same grade they held before their maternity leave. Whilst the majority of women interviewed reported that pregnant women do not have to work night shifts and generally carry out light work, 10 percent said that they still have to work overtime, putting both of their own and their child's health at risk. In respect of their own experience, (12.50%) of the women workers interviewed said that they had suffered humiliating treatment at the hands of their employers while they were pregnant, and also had been denied sick leave during pregnancy though the Bangladesh Labour Law -2006 have provision to take 20 days sick leave with full payment.

Maternity leave is a basic and humanitarian right of the female garment workers but all the garments factories are not giving maternity leave to their workers with pay. According to Maternity Benefit Act 1950, the maternity leave was of 12 weeks. The new BLA 2006 increases the maternity leaves to 16 weeks from 12 weeks and the maternity benefit which is payable under section 48 of this act shall be payable at the rate of daily, weekly or monthly average wages and such payment shall be made wholly in cash.

Our survey revealed that 14.10 percent of the workers are granted 8 weeks or less maternity leave, 6.66 percent get 12 weeks, 5.83 percent granted 16 weeks and 35 percent granted no leave. While 20.83 percent of the female workers are paid nothing during their maternity leave, remaining 30.83 percent of the workers get their regular salaries or 16.66 percent of worker gets an amount based on the medical documents.

Others 31.66 percent female worker went to the village home to quit or leave the job from the factory. After coming back from pregnancy period they search for another job at different garment factories or join the same garments factories at lower level wage stage.

Duration of Maternity leave of Female RMG Workers in sample garment factories, 2017

Leave structure	No Leave	1-month leave	2-month leave	3-month leave	4-month leave	More than 4 months	No idea about Maternity Leave	Total
Frequency	42	15	17	8	7	00	31	120
Percentage	35	12.50	14.10	6.66	5.83	00	25.83	100

Source: Own Survey, December'2017 (Table-4)

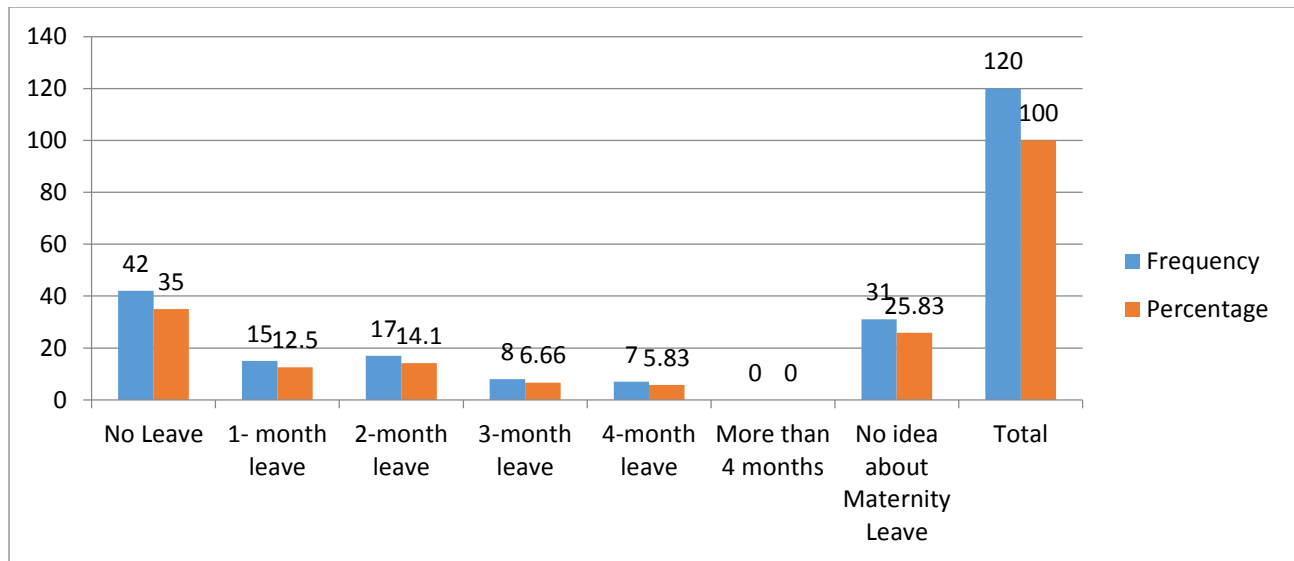


Figure-08: Duration of Maternity leave of Female RMG Workers in sample garment factories, 2017 (Based on the table-04)

Payment Structure of Maternity leaves of Female RMG Workers in sample garment factories, 2017:

payment Structure	No payment	Regular Salary	Paid as per medical document	Others	Total
Frequency	25	37	20	38	120
Percentage	20.83	30.83	16.66	31.66	100

Source: Own Survey, December'2017 (Table-5)

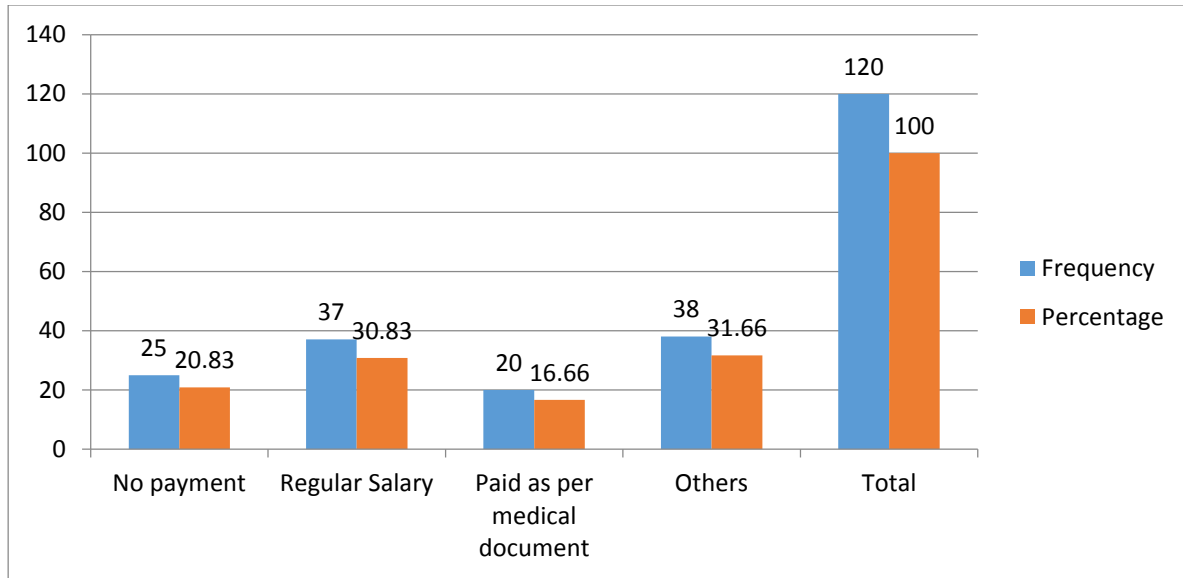


Figure-09: Payment Structure of Maternity leaves of Female RMG Workers in selected garment factories, 2017 (Based on Table-05)

4.2.5 Commuting to and from workplace

Most of the female garment workers come in and out from factory to house on foot. I have interviewed 120 young female garment worker whose age 18-35 years. Maximum time they face awkward situation in the street coming to their factory. By rescuing for insulting event they wear vale (Burka or Nakab) to cover the whole body or face for saving them. It has been estimated that, on an average, a garment worker travels more than 5 kilometers a day on foot (paul and Majumder, 2010). This long distance travels is not only physical strenuous but also mentally stressful, since garment workers worry about attacks by mastans (9.02 percent), by touts (7.5 percent), harassment by police (9.20 percent), eve teasing in the street (29.20 percent), snatching (22.50 percent), Love proposal (15 percent) by the street boy in the street.(shown in Table-6)

Problems faced by women garments workers outside and inside the garment factory

Type of Problem	Number of Respondents	percentage
Eve teasing	35	29.20
Snatching	27	22.50
Love Proposal	18	15.00
Disturbed by local Mastan (Goons)	11	9.20
Disturbed by police	11	9.20
Disturbed by Touts	9	7.50
No comments	9	7.50
Total	120	100

Source: Own Survey, December'2017 (Table-6)

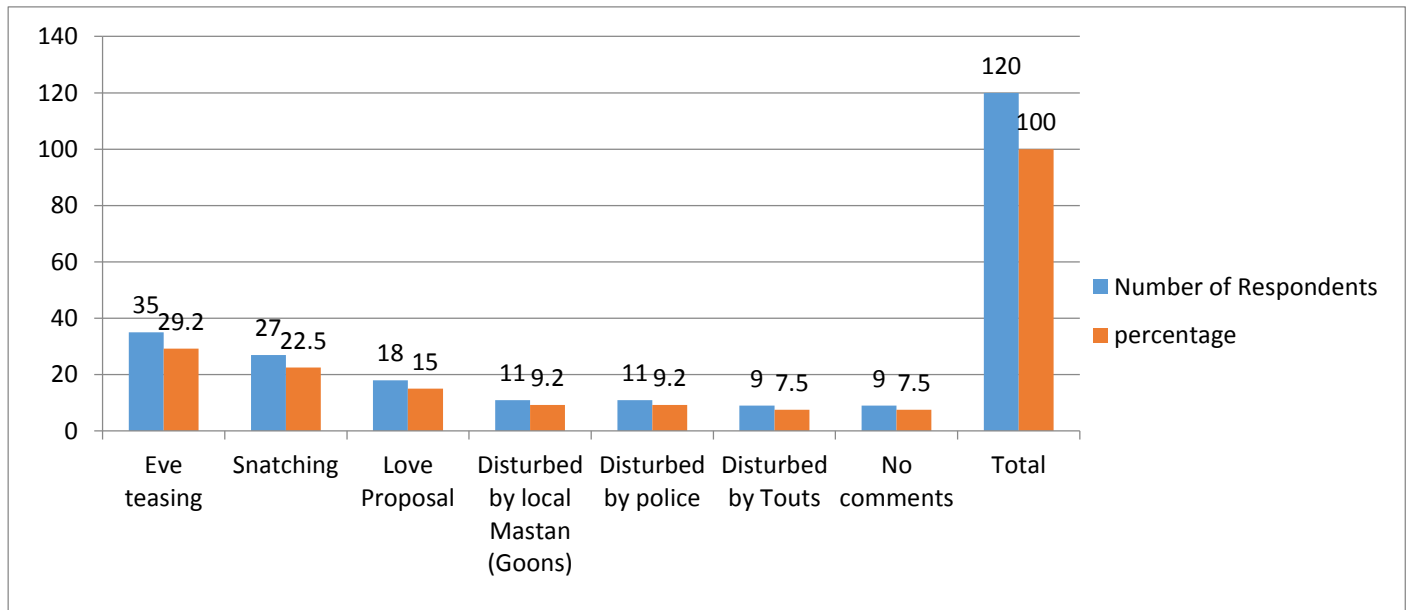


Figure-10: Problems faced by women garments workers outside and inside the garment factory (Based on Table-06)

Case study -1, Once upon a time sharifa (not real name) commuting to the factory from his rented house, on the way a young man walking besides her and said you are very petty , would I get your mobile number? I want to do love with you. She make hue and cry in the street. Her fellow worker rescued her to garment factory.

Case study-2, for the example of Bably (not real name) went to her home with their co- worker at night most probably at 8.30 pm. The patrolling police stopped them to cheek; one of the police personnel touches her private parts of the body in the name of searching of contraband goods or drug. She never forget this memory form her mind then she was crying and back to home with trauma.

4.2.6 Women's Health and Nutrition Facilities in the sample garment factories

According to BLA, employers must ensure basic standards for health and safety in the workplace. In the Bangladesh labour Law-2006, specified the rights of health and hygiene in the section (51, 52, 53, 54, 56, 57, 59, and 60). Despite the specific code in the sections, health and safety violations are common in garment factories. Women in Bangladesh are more disadvantaged group than men in terms of health and nutrition. In most cases, due to closed windows, light and air is not sufficient in RMG factories. Toilets are not sufficient for the crowd. So, toilet remain dirty all the time proper water supply can't properly supplied harmful gas emission from the toilet for the huge crowd and the environment of factory remains stinky most of the time.

It posses health hazard not only for the garment female worker but also this environment pollutes the neighboring residential areas. The sanitary installations are not maintained properly; soaps and towels are often stolen from the toilets. Due to this working environment and huge crowd in the floor the workers complain about eye-problem, headache, illness, general weakness, most of the time the workers affected into diarrhea and water borne diseases. Especially pregnant women face health problems since they get no support or maternity leave (only without pay) and have to work (UBINIG, 1994).

Working environment of RMG industry does not affect health of the male and female workers in a similar way. A survey results showed that the incidence of illness was higher for female workers than male workers for almost all types of illness (Fair Wear Foundation, 2006)). The most frequent illness is cough, cold followed by physical weakness and headache. On the other hand, workers in Bangladesh garment industry are not often provided medical facilities such as first aid box, well equipped dispensary with patient room, nursing and staffs, albeit these health and security facilities are strongly ensured by Bangladesh Labour Act.

Most of the factory I have seen there a medical room without doctor. Once in a month doctors come but huge crowd hard to get any treatment in the garments factory. BGMEA promulgate the rule every factory must be added well equipped dispensary with first aid tool and free of cost medicine but most of the interviewee said they hardly get medicine for their health hazard.

Health and Nutrition facilities in the sample garments factories

Provided facilities	Frequency			Percentage		
	Yes	No	Total	Yes	No	Total
Clean toilet with soap and towel	74	40	120	61.67	33.33	100
Mid day Meal	23	97	120	19.17	80.33	100
Breast feeding facilities	77	43	120	64.17	35.83	100

Source: Own Survey, December'2017 (Table-7)

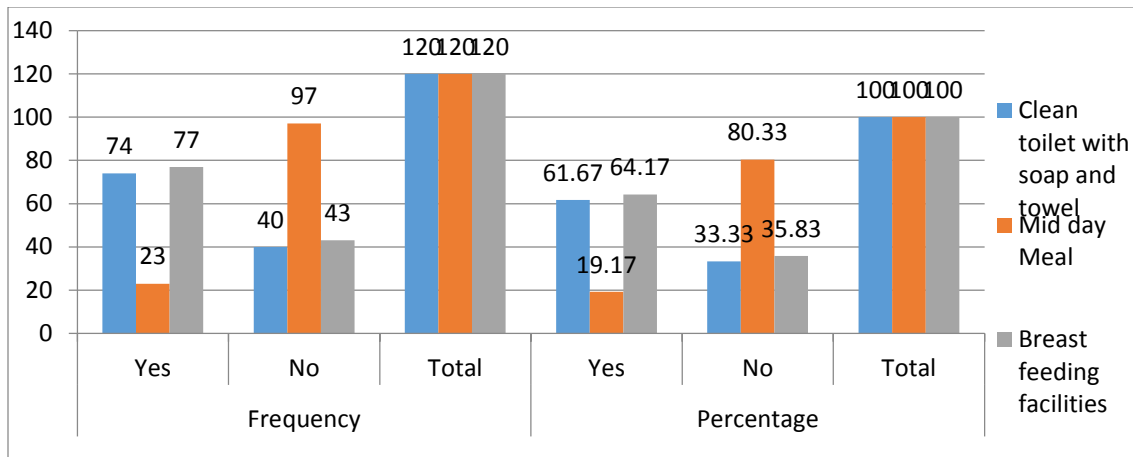


Figure-11: Health and Nutrition facilities in the sample garments factories (Based on the Table-07)

The research has been revealed that 61.67 Percent of respondent said they use clean toilet in their factory but 33.33 percent respondent said they can't use the toilet and water facilities in the factory is not healthy. Most of the time they get the toilet with clog water and the toilet filled with menstrual dust by women workers. So it is very easy to say that various types of diseases transmitted to other women in the factory. I visited several factories for data collection then I noticed 80.33 percent female worker could not get midday meal facilities in the factory. As a result they carry their food varies early in the morning and intake it in the 2.00 pm at noon. So they easily attack various digestion related diseases in near future. But I survived in 3 factories with joint venture with Korea and Vietnam at Chittagong Export processing Zone (CEPZ). Those factories are well organized and disciplined provided midday meal and transport facilities regularly for their apex rate of production for the factory. 64.17 percent female worker pointed out their views like that in their factory has separate breast feeding room. Most of the women are unmarried though they know about breast feeding corner of their factory. 35.83 percent female worker doesn't hear the breast feeding corner at their factory but they heard that there is a room but now it is used in storeroom. They added that they have child, when said to the supervisor he manage to go home for half an hour for breast feeding to their children.

So it is clear that the garment female worker to aware to feeding their children. They always tense to go home for feeding to their children. The statistics shown in the (table-7)

4.2.7 Behavior of higher authority in the factory

Most of the female worker in Bangladesh has been aggrieved by the behavior of the authority. I have interviewed 120 women of different factories of the Chittagong city. They said to me in interview if we do not meet requirement of the production then supervisor rebuked me as bed name like as chodmarani, Khanki, sodanirji, magi (prostitute), tor maa magi(your mother is prostitute) and called local bed name.

Case study-1,Hanufa (not her real name), One day I was working the production floor. I was working as operator, one of my line leaders said you finishing the product form rough threat then I was working but finishing is not smoothly done. Then supervisor called me sali (daughter in law) and push me in back side and threat me if you shout then I will kick you off from the garments factory. Go and fuck off at the brothel.

Aggrieved by the behavior of senior management in RMG sector in Chittagong' 2017

Aggrieved Procedure	Frequency			Percentage		
	Yes	No	Total	Yes	No	Total
Used local slang Language(Khanki, Magi, soudmarani,etc)	66	54	120	55.00	45.00	100
Push in Back side and Neck push	20	100	120	16.66	83.33	100
Job threat	50	70	120	41.66	58.33	100
Slept	45	75	120	37.50	62.50	100

Source: Own Survey, December'2017 (Table-8)

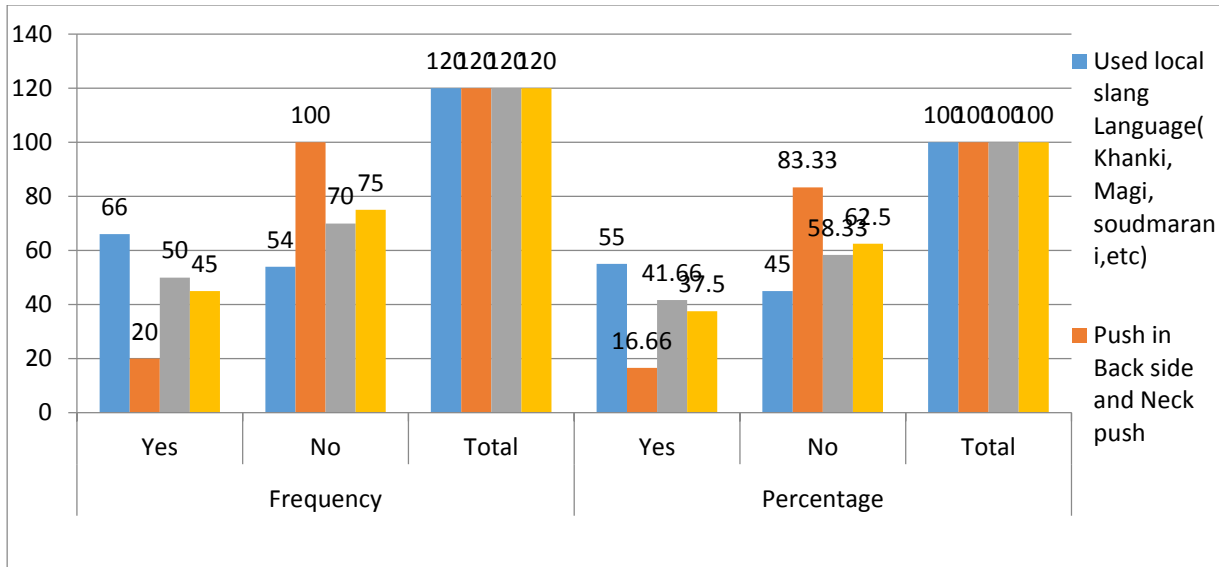


Figure-12: Behavior of senior management in RMG sector in Chittagong' 2017(Based on the Table-08)

Regarding the aggrieved behavior of the authority towards the female workers it is revealed that 55 percent of the total population said they are abused and rebuked by bed name like *kanki*, *sodmarani*, *Magi* etc rest of the 45 percent said nothing could be happened against them. But I suspect that they are not said worm heartedly because of job threat. It is very good news that the company of CEPZ is very women environment friendly, I can't find incident in this factory.

They enjoy their midday meal and transport facilities. 16.66 percent female worker said that their interview of and on the supervisor push (press) them back side of their body. But 84.33 percent women said they couldn't have any experience like that. The job threat and slept is very common in the garment factories, though they are conceal it for their personal safety. My survey pointed out that 44.66 percents gets job threat and 37.50 percent have slept experience in the garment factories in the Chittagong city.

The main requirement of the donor agencies is to have complained Board in the factory. But every factory that I have inspected there was complaining box in the toilet. I have interviewed 120 women of the different garment factories; they said I heard there was a box in the toilet. But they don't lodge any complain yet. 108 women among the interviewee said positive reply regarding complain box that are 90 percent of the total population but rest of the 10 percent women said they don't have any idea regarding complain box.

4.2.8 Child Labor and Voluntary Welfare in sample garments factories

Child labor is very concerning issue in RMG sector in Bangladesh. But I have conducted survey focusing on in this issue. I have put question 120 female worker in different garment factories. They said their recruitment process is very strict is this regard, any workers under 18 are not eligible for service in the garments factory. The Donner agencies and BGMEA is promulgated the rule no worker under 18 is prohibited to recruit.

Voluntary welfare activities are not seen in the garments factory, such as scholarship facilities for their kids and rest and recreation after every two years not facilitated by the garments company. 113 of 120 respondents said no recreational and voluntary activities provided in RMG sector. Even 100 percent of respondent said they don't get any rationing for their prime festival by the authority.

BGMEA declared in its promulgation every worker should get rationing in the specific day in Eid- ul- Fitr and Eid-ul-Azha and during Durga Puja. But some garment that I have visited in CEPZ distribute ration for their worker in particular festival days of their own. 70.83 percent of the respondent said they don't get any ration from their authority.

4.2.9 Training on skill development, Labor Laws, and STD, HIV/AIDS

They hardly get any training for their personal skill development. The educational level of the female garments workers is very low. The statistics in my research has revealed that 94.20 percent female worker didn't get any training in their service life (table 9).

Very few only 5.80 percent female worker gets training conducted by BGMEA. Even that higher management who are women does not have any manager skill development training and they are not satisfied concerning salary in comparison with their educational qualification.

It is very interesting that 75 percent women have any idea regarding ILO convention and BGMEA and BKMEA regulation. 25 percent female worker said they have idea in connection with ILO and BGMEA and BKMEA regulation.

Maximum women of RMG sector in Bangladesh are come from the underprivileged section of the society. They are migrated from rural to urban or semi-urban area in search of job. They have low educational qualification. Most of the time, they don't make out their right relating to readymade garments sector.

For this consequence, they have possibility to attack in STD and HIV/AIDS. 87.50 percent women do not hear about sexually transmitted diseases. 12.50 percent worker said they got training how to prevent the STD and use condom for save and secure sex in their real life.

Bangladesh is mostly density populated country in the world. So there is possibility to contaminate HIV/AIDS virus, they need to be protected them form this threat. My research revealed that 83.33 percent garments worker doesn't know how they affected or attacked by the HIV virus. How they would be save for this fatal diseases. 16.66 percent women said during interview they know about HIV virus and its fatal effect. They also added every six months BGMEA conducted training with qualified doctors in their factory and teach them to save form this malice. They know very well to know that Condom protect them from STD and HIV/AIDS and others transmitted diseases also.

Training on skill development, Labor Laws, and STD, HIV/AIDS

General Idea on following Rights	Frequency			Percentage		
	Yes	No	Total	Yes	No	Total
Have any training on skill Development?	7	113	120	5.80	94.20	100
Have they idea on ILO convention and BGMEA regulation?	30	90	120	25.00	75.00	100
Rationing	35	85	120	29.16	70.83	100
STD(Sexually Transmitted Diseases	15	105	120	12.50	87.50	100
HIV/AIDS	20	100	120	16.66	83.33	100

Source: Own Survey, December'2017 (Table-9)

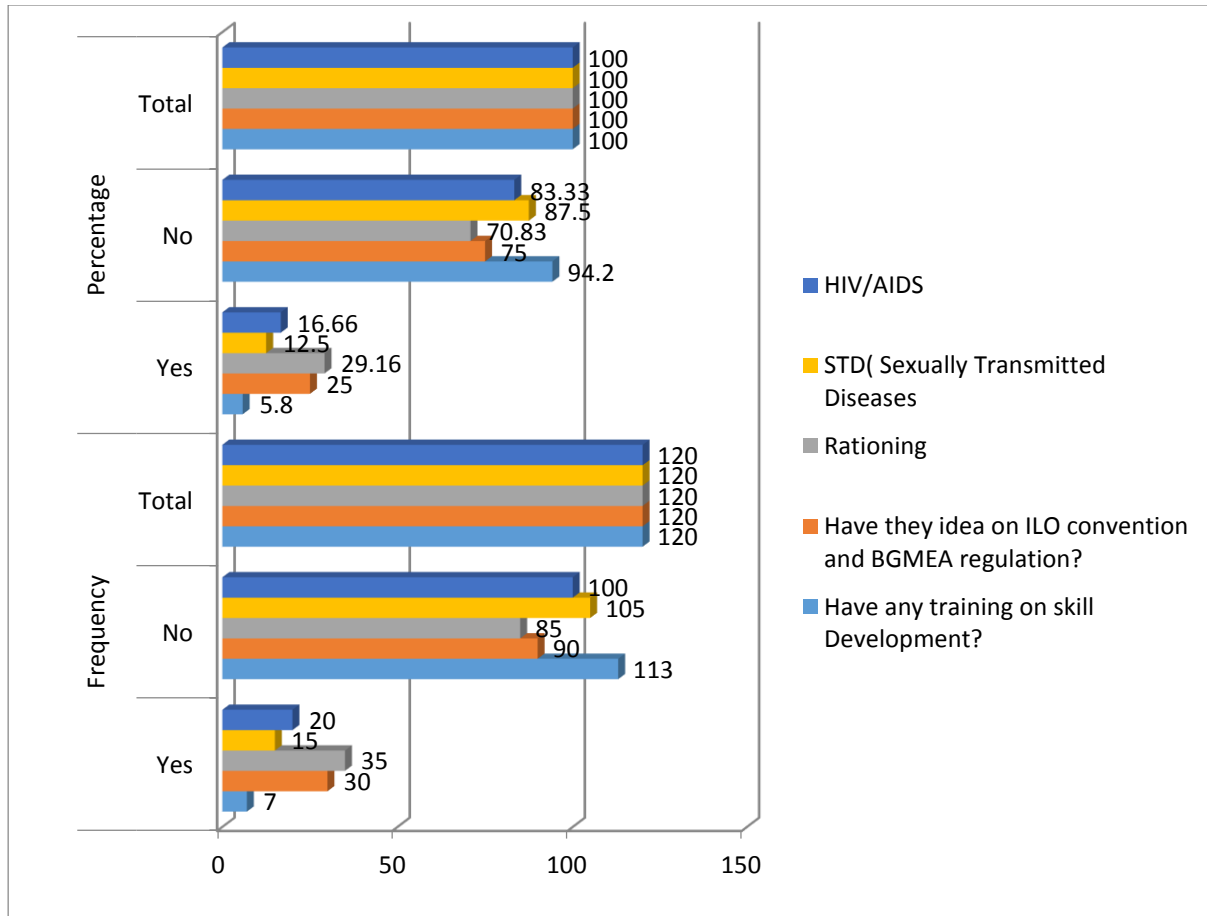


Figure-13: Training on skill development, Labor Laws, and STD, HIV/AIDS (Based on Table-09)

CHAPTER-05

MAJOR FINDINGS, RECOMENDATIONS AND CONCLUSION

- 5.1 Introduction**
- 5.7 Major Findings of the study**
- 5.7.1 Key Recommendations**
- 5.8 Recommendations to the Policy Makers**
- 5.8.1 Recommendation to others concerned**
- 5.9 Recommendations to ILO**
- 5.10 Conclusion**

5.1 Introduction

This Chapter tries to list out the Lesson Learned from this study and recommendations based on the findings listed in the previous chapters.

5.2 Major Findings of the study

- a. The garment workers socio- economic conditions are very low and rights in the factory are not ensured. They are working for 7.00 am to 5.00 pm at a stretch but there are monotonous job with very poor salary. This study very closely interviewed 120 women of the different garments factory of Chittagong city at their home and factory. At the home they live in dirty and dingy environment because those low income worker can't afford basic need of their life and capable to give their children a healthy and secure life.
- b. It is very interesting that they don't bother about their rights in the readymade garments sector. Even then they always feel insecurity in the job, because job threat is very prevalent there, no appointment letter given at the time of appointment. Some female worker said to me that while interview. Some of the worker threat to put signature in the blank page to leave the job forms the factory. Only it is possible their education level is very low, most of the female worker hard to complete primary level education. It is good sign to watch that some of the women working in the garment factories in senior management by secondary level education.
- c. Already we know that constitution of Bangladesh have given the guarantee to equal treatment and safely environment in the factory. The Bangladesh Labour Code-2006 give the safe guarantee to the worker in the different section regarding maternity leave, casual leave , weekly holiday and other prescribed leaves in the different regulation of the RMG related voluntary organization. But the statistical analysis finds that they don't know about their constitutional rights, BLA rights and BGMEA facilities provided the. The company can't provide them proper training to develop their sensation of those particular rights.

- d. The survey found and learned from the research that different types of harassment exist in the garments factory. Sexual harassment is very common and mental harassment also occurred in the garments factory. They shared in the interview verbal abuse is very common but in it interesting that they don't mind in these types of insulting incidents. The study also found that physical abuse including sexually intimate relation, but they can't disclose it to the public or any researcher due to social insecurity and possibility to quit from the job. Most of unmarried female garment workers to feel shy to disclose the sexually intimate experience due to less possibility to marriage with good groom in future.
- e. Finally, most of the female workers do not know about the sexually transmitted diseases and HIV/AIDS. How it spreads one to another. Some silly diseases that controlled by first aid medical process. But some senior management women said they have training to protect from those fatal diseases. They are not bother other things of the life, they fetch up their life with the boundary of 5500 tk to 7000tk wage rang. This study revealed that it is the vicious cycle, the garment workers children will be garments workers- it seems disgraceful.

5.3 Key Recommendations

- a. The Bangladesh government should carry out effective and impartial investigations into all workers' allegations of mistreatment, including beatings, threats, and other abuses, and prosecutes those responsible.
- b. The Bangladesh government should revise the labor law to ensure it is in line with international labor standards. Amendments made to date fall short of International Labour Organization's conventions ratified by Bangladesh, including Convention No. 87 on freedom of association and Convention No. 98 on the right to organize and bargain collectively.
- c. Companies sourcing from Bangladesh factories should institute regular factory inspections to ensure that factories comply with companies' codes of conduct and the Bangladesh Labor Law.
- d. Companies should work in consultation with unions and labor rights lawyers to ensure that pricing and sourcing contracts adequately reflect and incorporate the cost of labor,

health, and safety compliance. Such contracts should include the cost of the minimum wage, overtime payments, and all legal benefits.

5.4 Recommendations to the Policy Makers

- a. Revise the labor law to ensure it is in line with international labor standards. The law and 2013 amendments fall short of International Labour Organization labor standards ratified by Bangladesh, including Convention No. 87 on freedom of association and Convention No. 98 on the right to organize and bargain collectively.
- b. Ensure that workers' rights to form unions and collectively bargain are protected.
- c. Promptly address complaints lodged with the labor department and ensure that workers are able to express their concerns without intimidation by managers and supervisors. Instruct the police to properly investigate complaints of physical attacks and identify perpetrators (critical because managers often use hired thugs and then deny any role). Investigate all factory owners alleged to have engaged in anti-union activity, and hold accountable and penalize employers found to have violated workers' rights.
- d. Carry out effective and impartial investigations into all workers' allegations of mistreatment, including beatings, threats, and other abuses, and prosecute those responsible. Develop and implement a plan to increase the number of government labor, fire, and building inspectors, improve their training, establish clear procedures for independent and credible inspections, and expand the resources at their disposal to conduct effective inspections.
- e. Expand factory inspections and labor rights protections to the Export Processing Zones (EPZs).
- f. Investigate all credible allegations of corruption by labor inspectors and prosecute those responsible.
- g. Establish an effective complaint mechanism so that workers can raise violations of safety regulations and workers' rights without fear of retaliation.
- h. Strengthen the labor department so that it has greater powers to penalize owners and unions for unfair labor practices, instead of just relying on the judiciary to address grievances. These should include fines and other sanctions to deter future violations.

- i. Investigate all cases in which managers or owners allegedly filed trumped up criminal complaints against workers and union organizers, and promptly drop all unwarranted charges.
- j. Investigate allegations that factory owners share a blacklist of workers involved in union activities and end any discrimination in hiring based on union involvement.
- k. Ratify ILO convention 121 on benefits to workers injured in workplace accidents.
- l. Amend regulations restricting foreign funding to non-governmental labor organizations.
- m. Implement the Supreme Court ruling to protect against sexual harassment in the workplace.

5.5 Recommendation to others concerned

- a. Publicly support the right of workers to form trade unions and work with unions and factory owners to ensure that workers' right to freedom of association is respected.
- b. Encourage members to support the establishment of independent unions and ensure protection of both union members and leaders. Adopt and make public written policies prohibiting discriminatory action against workers, such as disciplining or dismissing workers based on pregnancy or union membership.
- c. Ensure that members strictly abide by the labor law.
- d. Work with BGMEA and BKMEA members and the government to ensure that anti-union behavior is eradicated.
- e. Encourage members to drop pending unwarranted criminal charges against labor activists and workers who have sought to organize unions.
- f. Collaborate with the International Labor Organization to educate factory owners in the benefits of having independent trade unions and improved labor relations.

5.6 Recommendations to ILO

- a. Ensure the Bangladesh government brings its labor laws into compliance with all ILO Conventions ratified by Bangladesh, and the core labor standards outlined in the ILO Declaration on Fundamental Rights and Principles at Work.

- b. Provide technical assistance, as needed, to ensure that labor inspections by the Ministry of Labor are comprehensive and transparent, and result in effective regulatory enforcement actions in accordance with the law.
- c. Press international labor and international employer groups to support full compensation for the workers or families of workers killed or injured in the different garments factories in the Chittagong metropolitan area.

5.7 Conclusion

Bangladesh is very densely populated country. They work in the factory very early in the morning to 8 pm at night with numerable low salary for month long working. After that they can't treated as human being. The scenario is not fruitful for the company owner and the workers. The major concerning issue is to give them late salary. No company maintains the rule of labour law and BGMEA regulation. It is clearly mention the section of labour law salary will be given to the every worker with in first week or 8 days of the month. So they get their salary in middle week or last week. It create great havoc of their daily life such as paying house rent and payment of debt in the grocery shop to fulfill their need. In this sector government should intervene to create congenial environment in the readymade garment sector. The employers must be followed the particular wage related section of Bangladesh Labour Law. Government should intervene in this sector and penalize the respective company. The employers must use all of the facilities provided by the government for the betterment of the workers. However; the employers can implement some measures themselves without any co-operation from the government.

The majority of women workers have no option but to send their children to stay with their parents in rural areas, depriving them of the right to breastfeed and of the enjoyment of bringing up their own children. Women workers entitled to give maternity leave with payment in the Bangladesh Labour Law-2006, but most of the female workers don't have idea of legal rights regarding maternity provision of the existing law. Most of the cases employers and Doctor's certificates needed in order to claim those rights. The majority end up being fired by their employers when they become pregnant, or sent on leave without payment. As a result, many women are forced to work during the final stages of pregnancy in order to make ends meet,

jeopardizing the health of both mother and child. In this sector Ministry of Labour and Employment oversee the matter as if the female worker gets friendly environment to enhance their production. Women workers face various crises in the RMG sector. The print media had written many articles and the electronic media had aired many pathetic stories on their low wages, unfriendly working environment, health and hygienic issues, nutrition and sexual abuse in the factory, etc. but nominal measures have been taken so far to address these problems. Overall, these problems are hampering the production and congenial working environment of the RMG sector and if these obstacles are not removed, the sector may be affected more and more in the coming days.

Last but not the least, the poor female garment workers, who are the major workforce behind this sector, the problem must be recognized and implement properly to address the issues then this sector will booming in the south Asia. Finally it is very interesting that major abuse has been occurred in commuting to factory and return to house. So, housing and transport system can be saved them from upcoming abuse in the factory and outwards. The female garment workers are being tortured and their rights are violated in an alarming rate. Now it is the time to think about them. The authority should take steps to know about the real situation and their problems and mapping out a future course of action for them. The mentality of the employer and the trade union leader toward the female garments workers should be changed. Women's participation should be ensured being made women's welfare society as well as employer's associations in the readymade garment sector. Existing Bangladesh Labour Law should be modified and it should be matched with ILO convention relating to garments labourconcen and implemented as well. It is clear that the safety problems facing the Bangladesh garment industry are both serious and widespread. They should be must trained and address relating to STD (sexually transmitted Diseases) and AIDS. They must have educated in safe sexual behavior in their factory. Unless immediate and coordinated action takes place more of the 3 million Bangladeshi women employed to make our clothes will continue to needlessly risk their lives. The recommendation which have been given in the research, if properly implemented, it can be hoped that the violation of rights against the women workers will be reduced and that create congenial environment for foreign currency and sincere themselves to the all rights in readymade garment sector in Bangladesh.

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Questionnaire for the female worker of Readymade Garments

Title of the study:

Rights of Female garments workers in Bangladesh: A case of Chittagong

Name of the Researcher: SUMAN CHOWDHURY

Name of the University: BRAC, UNIVERSITY

This study is being conducted for the purpose of my MS degree in..... under IGS, BRAC University, Dhaka

Name of the respondent: _____ age: _____ position: _____

Address:

Name of the Garments Factory:

Address:

Wage related question:

1. Your organization provides satisfactory wage
a) Agree b) Partially Agree c) Disagree d) strongly disagrees.
2. Your wage/salary covers the whole months expenditure of your family
a) Agree b) Partially Agree c) Disagree de) Strongly disagree
3. Would you switch over if you get high wage/salary form other factory?
a) yes b) No c) not now d) No Answer

Sexual harassment related question:

4. Did you face any sexually harassment in your factory?
b) Yes, if yes how-----
c) No
d) No Answer
5. Did you get any sexually intimate proposal form higher management personal?
a) Yes, if yes how-----
b) No
c) No Answer

6. Have you sexually harassed by your fellow male workers?
a) Yes, if yes how-----
b) No
c) No Answer

Absence of weekly holiday and leave facilities related question:

7. Would you enjoy the weekly holiday?

- a) Yes
 - b) No, if no- (explain)-----
8. Would you sale the holiday leave through overtime?
- a) Yes, if yes (Explain)-----
 - b) No
 - c) Threat to join in work by authority.
9. Would you get leave facilities according to labor law?
- a) Yes
 - b) No, if no (explain why)----
 - c) Quit job threat.

Late –night overtime work:

10. Do you do late night overtime work in your factory?
- a) Yes if yes---
 - b) No
11. Do you get any pressure from your authority for doing late night overtime work?
- a) yes, if yes (explain)
 - b) No
12. Do you face any problem from your family or personally
- a) yes, if yes (explain)
 - b) No

Insecure commuting to and from the workplace:

13. Do you feel insecurity to come to workplace?
- a) Yes, if yes, what type of insecurity (1. eve teasing 2.snatching 3. love proposal 4. disturbed by local mastans (goons).
 - b) No
 - c) Others(explain)

Women’s Health and Nutrition:

14. Do you get maternity leave during pregnancy?
- a) Yes
 - b) No if no (explain)..... c)others
15. Do you enjoy this leave (maternity) with pay?
- a) yes
 - b) No, if no(explain) why-----
 - c) Others reason
16. Do you enjoy any mid day meal facilities form the factory?
- a) yes
 - b) No if no(explain)-----
 - c) Others.
17. Is there any breast feeding corner for your child in your factory?
- a) yes
 - b) No, if no----
18. Is there separate toilet, enough lighting, hygienic facilities for women worker according to Labor Law-2006?
- a) Yes

- b) No, if no (explain)
- c) No mention

Grievance procedure related Question:

- 19. Are you aggrieved because of the behavior of your higher authority?
 - a) yes
 - b) No, if no----
 - c) others
- 20. Are you satisfied on the given present facilities by your factory?
 - a) yes
 - b) No, if no (any change)-----
 - c) others reason(state)-----
- 21. Is there any complaint Board at your factory?
 - a) yes , if yes (benefits)---
 - b) No, if no(Explain)----
 - c) Others reasons.

General Question:

- 22. Does your factory maintain minimum age level reducing child labor according to ILO?
 - a) Yes
 - b) No, if no(explain)
 - c) No Mention.
- 23. Does your authority provide any voluntary welfare activities for the worker or their kids?
 - a) Yes
 - b) No, if no (explain)
 - c) No mention.
- 24. Do you have the idea about the rights of the female workers as stated in the Labor Law/ILO/BGMEA or does your authority provide it properly, they said positively?
 - a) Yes
 - b) No if no (explain)
 - c) No idea
- 25. Do you know about BGMEA Training facilities for enhancing the workers skill, and did you get any training and do you know all facilities supplied by BGMEA (Health facilities, Rationing system, HIV/AIDS Program)?
 - a) Yes, (Describe your idea)
 - b) No, if no(explain)
 - c) No Mention.

Declaration:

I do hereby declare that the information provided by the respondents will be kept very confidential and never be used publicly. It will only be used in the academic purpose.

Signature of the Researchers