

*Gender violence and Vulnerabilities at Work: A study on
Garment workers in Savar, Dhaka*



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ABSTRACT

The garment industry of Bangladesh has become the key exporter and a major source of foreign currency for the last 25 years. It is one of the highest contributory sectors of our economy. However, it is a matter of great regret that the workers of the RMG industry are deprived of their minimum necessities and rights rather they are facing gender violence and vulnerabilities both at the workplace and home. This study focuses on the violence and vulnerabilities faced by the garment workers.

This study through a survey and some case studies shows that the RMG workers are surviving with poor socio-economic condition. They are living in such an environment where approximately 4.8 people live in a room. Almost 9 to 13 people use a toilet on an average. There are cases where they do not have access to a stove and cook food using other people's stoves in exchange of monthly payment.

The study shows they are facing violence inside the family, on the way, and at the workplace. This violence includes sexual harassment, psychological and mental stress and physical violence. This study shows that while female workers are facing more psychological and sexual violence, the males face more physical and psychological violence. Verbal abuse and abusive behavior from the superiors at the workplace are gendered and very commonly found. Violence of the workers' human rights is frequent in this sector. The study reports some factories still lock the workers from morning till night which increase the possibilities of greater loss of lives in case of accidents.

These workers are also vulnerable due to the informal nature of job, lack of facilities, fire accident, injuries and health problems like headache, back pain, eye problems. The survey reveals that they have long working hours, mandatory overtime, less payment for the overtime, fear of losing job, no facilities of labor unions, no festival allowance, lack of child care facilities and so on which indicates their vulnerabilities. Though they are vulnerable at work and living place, my study shows that most of the workers are satisfied with their working environment. Nonetheless, they are aware that rest of the society has a negative attitude towards them. In RMG industries there is a gendered division of labor and female workers are less likely to get managerial posts than the males. Female are in worst situation and also are facing more violence

than the males. Female get less payment, lower post, have no time for their own, experience sexual harassment and verbal abuse at workplace and also on the way. At home they are the victims of Family violence. No male respondents of the study had to face sexual violence at work or family violence. In spite of such difficulties it has also been seen that women have higher aspiration to be permanent in their job or for better future than the males. It is the reason behind the quick emergence of RMG sector and feminization of labor force in this sector.

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ABBREVIATION

BEPZ	Bangladesh Export Processing Zone
BGMEA-	Bangladesh Garment Manufacturers and Exporters Association
BKMEA-	Bangladesh Knitwear Manufacturers and Exporters Association
EPZ	Export Processing Zone
ILO	International Labor Organization
LDC-	Lesser Developed Country
RMG	Ready-made Garment

CHAPTER ONE

INTRODUCTION

1.1 Introduction

The Readymade Garment (RMG) industry of Bangladesh has emerged as the largest industrial sectors and the biggest earner of foreign currency which has given the opportunity to millions of unemployed people especially the unskilled, less educated poor women to work. At present, there are four thousand five hundred thirty six (4536) garment factories in Bangladesh where 4 million workers are working where more than 80% are females.

Though the Ready-Made Garment (RMG) industry of Bangladesh started from late 1970s Bangladesh has a rich heritage of textile manufacturing business from the Mughal period through Dhakai Muslin which had reputation throughout the world. After the second industrial divide the countries of the West became busy with information technology related development and transferred RMG sectors to the least developed countries (LDC). Like the other LDC countries Bangladesh also took the chance and started readymade garment export with quota and other facilities. It started to contribute after late 1980s in the economy of Bangladesh.

Earlier, Reaz Garments was the pioneer of Bangladeshi RMG sector, established in 1960s as a tailoring outfit named Reaz store in Dhaka but it could not be an export oriented industry and serve the domestic market for 15 years. After 1970s in Bangladesh the RMG sectors started to develop as export oriented industry. For the first time in 1976, it became capable to earn foreign currency. There were only 9 export oriented RMG industries in 1978 which generated 1 million US\$ export earning that year. Desh garment collaboration with Daewoo corporations of South Korea started its production in early 1980s with 120 operators including 3 women trained in South Korea which was the first 100% export oriented company of Bangladesh. Till the end of 1982 there were 47 garment factories in Bangladesh and the total export in 1983- 1984 was 31.57 US\$ (million). In the year of 1992 the Government of Bangladesh declared RMG as a thrust sector. In 2013-2014 the RMG industry earned 24491.8 US\$ (million). It shares the contribution and importance of RMG sector in the economy of Bangladesh (BGMEA, 2014)

At present Bangladesh is the 2nd largest exporter of clothes through the world after China and Italy (BGMEA, 2014). But it has failed to ensure the safety and protection towards its RMG workers who are contributing more in the economy. The RMG workers are more vulnerable at work place which we can understand by the incidence of Rana Plaza (1136 workers died

and 332 workers are still missing), Tazreen Fashion (113 workers died and another 200 wounded) and Savar Spectrum sweater factory. They are also vulnerable at these living conditions which are unhygienic and tedious. At least 8-13 people use a common toilet. Sometimes they have to cook food from other houses. At workplace they are facing the problem of long working hour, lower salary, health problem, physical, mental and sexual harassment, lack of toilet access when it is necessary. The RMG workers are not only vulnerable but also facing violence at workplace, living place and on the way to work or home. But the most surprising matter is that majority about 56.7% of them are satisfied with their present position (Field survey, 2014). So it is very important to study their vulnerabilities, violence against them and perception of them sociologically.

1.2 Statement of the problem

We are living in the post modern era where human rights or equal rights are burning issues and it is widely believed that all the people are equal in the eyes of laws. But in our country the workers of the RMG sectors are working in inhuman situation.

RMG sectors are the major contributory sectors of our country in which 4 million people are working. Most of them are female from poor and unprivileged class. But it is a matter of sorrow that this sector is depriving the workers from their rights and legal salary from its beginning. There is no way to deny that the success of the RMG sectors of Bangladesh is the result of hardship of million workers, especially the female workers. They are working for the betterment of the RMG sector in return of their hardship they are given back oppression and deprivation. Their working condition is not safe and also they are facing violation of worker's rights such as long working hours, lack of medical and health facilities, minimum wages, mandatory overtime, less payment of overtime, lack of toilet access and opportunity to perform religious activities, fear of losing job and fire accidents, physical, psychological and sexual harassment as well as bad behavior and abuse word of supervisor at workplace.

They also have to live in unhygienic slum area and cheap houses where they suffer from lack of toilet, furnace access and privacy problem. They have also the problem of domestic violence most often due to overtime. On the way of workplace, they are also facing sexual, verbal and psychological harassment as well as eve teasing by the passersby, bus stuff and often by the co-workers. Sometimes they are threatened. Mostly female are the victim of these type of violence.

Savar area is the most accident prone area. The major industrial accidents like Tazreen fashion, Rana Plaza, Savar spectrum sweater factory etc took place in the Savar area. The accidents are frequently occurring in Savar than the other place in the country. So, the condition must be worst here compared to many other places. Therefore, I have chosen this area and tried to focus on the gender violence, vulnerabilities and perceptions of the workers in Savar from sociological perceptions. All the above statements indicate their violence and vulnerabilities. So it is very important to know about their condition sociologically.

1.3 Sociological significance of the study

Sociology searches the underlying causes and consequences of sociological phenomena to understand human behavior. In this research, I focus on the gender violence and vulnerabilities at workplace of the RMG workers. Sociologically, this is important since I discuss about the underlying causes of these. RMG industries emerged in Bangladesh because of the interest of capitalism. Capitalism only searches for profit. In Bangladesh there are cheap, abundant labour and low production costs because of poverty and lax government regulations. Most of the workers are from underprivileged class. Globalization and neo-liberalism both are responsible for creating inequality and for the worst situation of the workers. So to understand the gender violence and vulnerabilities at work we must first, describe and then explain these sociologically. It is also important to conduct this study since it is practically very important to understand the vulnerability to mitigate it. This exploration will be an important source of information for the owners, labour rights' activists and government agencies that are responsible for workers' welfare and safety.

1.4 Objectives of the study

This research focuses on the gender violence and vulnerabilities at work faced by the readymade garment workers in Savar, Dhaka. The research objectives are as follows:

1. To examine the socio economic condition of the garment workers
2. To identify the vulnerabilities and violence faced by them
3. To explore the perception of the workers about their condition

1.5 Research Questions

In order to understand the gender violence and vulnerabilities at work faced by the garment worker in Savar, I ask the following research questions:

1. What are the socio economic conditions of the Garment Workers?
2. By whom and what type of violence and vulnerabilities are these garment workers facing?
3. What are the perceptions of the garment workers about their conditions?

1.6 Limitations of the study

During my study I have faced some problems like.

1. Time for this study was not sufficient.
2. Lack of funding and budget.
3. In case of respondent's age, most of them are unable to tell their real age, so I had to measure their age from assumption.
4. For many of the female respondents, talking about sexual abuse and family violence was not easy due to shyness.

1.7 Organizations of the study

This thesis is organized in seventh chapters closely linked to its objectives.

Chapter one presents the background introduction to research issues, statement of the problem, and sociological significance of the study, major objectives, research questions and limitation of the study.

Chapter two presents theoretical and conceptual Framework. In this chapter critical political economic approach, feminist approach and capability approach are reviewed to conceptualize the study.

Chapter three presents literature review to theorize and guide the study from the previous researches.

Chapter four presents the methodological approach such as sources of data, fieldwork evaluation strategy, the various problems encountered during the field work, and the techniques of data analysis.

Chapter five presents Results and discussion.

Chapter Six concludes the thesis.

Chapter seven presents case studies.

CHAPTER TWO

THEORETICAL AND CONCEPTUAL FRAMEWORK

In order to understand gender violence and vulnerabilities in the RMG sector I have used three major theoretical approaches. First critical political economic approaches to understand the reason of arising RMG sector and the nature of capitalist exploitation, second feminist perspective to understand the causes of gender violence and vulnerabilities, and lastly the capability approach, to interconnect and interpret the macro level approaches with the micro level data collected through my survey.

2.1 Critical Political Economic Approach

Critical political economy is the relationship between economic organizations and political, social as well as cultural life. It mainly focuses on corporate, state power, ownership, cultural life and the unequal distribution of natural as well as symbolic resources.

Ferdinand Tönnies (1887) developed an idealist argument that social phenomena are the products of human thought. In his book *Gemeinschaft and Gesellschaft* he explored the implication of the change in the character of the collective will which had come about in the course of the transition from feudalism to industrial capitalism (Nobel, 2000).

The *Gemeinschaft* (community) and *Gesellschaft* (association) are different types of social order and human relationship. *Gesellschaft* means the rural peasant society where personal relationship are defined and regulated on the basis of some traditional social rules which are determined by *Wesenwille* (natural will) and *Gemeinschaft* is determined by *Kürwille* (rational will) which includes modern, cosmopolitan societies with bureaucratic government and large industrial societies.

The traditional bonds of the family, kinship and religion are weakened by the rational self interest and calculating conduct in *Gesellschaft* which helps the emergence of *Gemeinschaft*

structure. In *Gemeinschaft* human relations are impersonal and indirect as well as structured by the economic and political consideration. The isolation and break down of interconnected peasant values permeate the rise of industrializations (Nobel, 2000).

Tönnies' description of the dominant values of preindustrial and industrial societies is influential. If we observe the distinctive, segmentary provisional, sensitively bankrupt influential relations of the *Gesellschaft* type, we should also notice the world-wide partiality of modernization, the migration and urbanization of populations, the industrialization of economics, and preference for supposed liberalization and democratization of states. (Nobel, 2000).

The RMG industries shifted from developed countries to the developing countries because of the self interest of the capitalism and it increases capitalist mode of production. The expansion of RMG industries occurred here because of cheap and abundant labor, lower production cost and so on. Similar to the process of *Gesellschaft's* transformation to *Gemeinschaft* the RMG industries also shifted from western countries to the developing countries like Bangladesh and attacked the traditional life of the village people with its capitalist mode of production. The attack succeeds to expand capitalism and market economy on the basis of the widespread poverty and lack of conscious citizens and state system. As a result the village people started to migrate to urban area. After the establishment of RMG industries in 1980s urbanization and industrialization occurred rapidly in Bangladesh. It attacked the poor people in the name of economic liberalization and empowerment. As an obvious result, the RMG sector became the largest export oriented sector of Bangladesh within three decades exploiting the poor workers through low wage and unsafe working condition. In one hand, millions of these working class populate the cities as workforce and live in inhuman and vulnerable accommodation, on the other new slums arises in urban and suburban industrial enclaves.

Loïc Wacquant (2009) states that the concept of neo-liberalism is essentially economic; it stresses an array of market friendly policies such as deregulation, capital mobility,

privatizations, trade liberalization, interweave completion and the reduction of taxation and public expenditure. It entails four institutional logics, first, economic deregulation which aimed to encourage 'the market' or market like mechanism, second, welfare state decentralization, renunciation and breakdowns support the amplification of commodification and treat the lower class worker as clients and subjects not as citizens. Third, the cultural trope of individual responsibility which sharply reduce liability in matters social and economic and last, unrestrained, invasive and practical menial equipment which break through the social and physical space to control the disorders and social inequality of the post industrial proletariat.

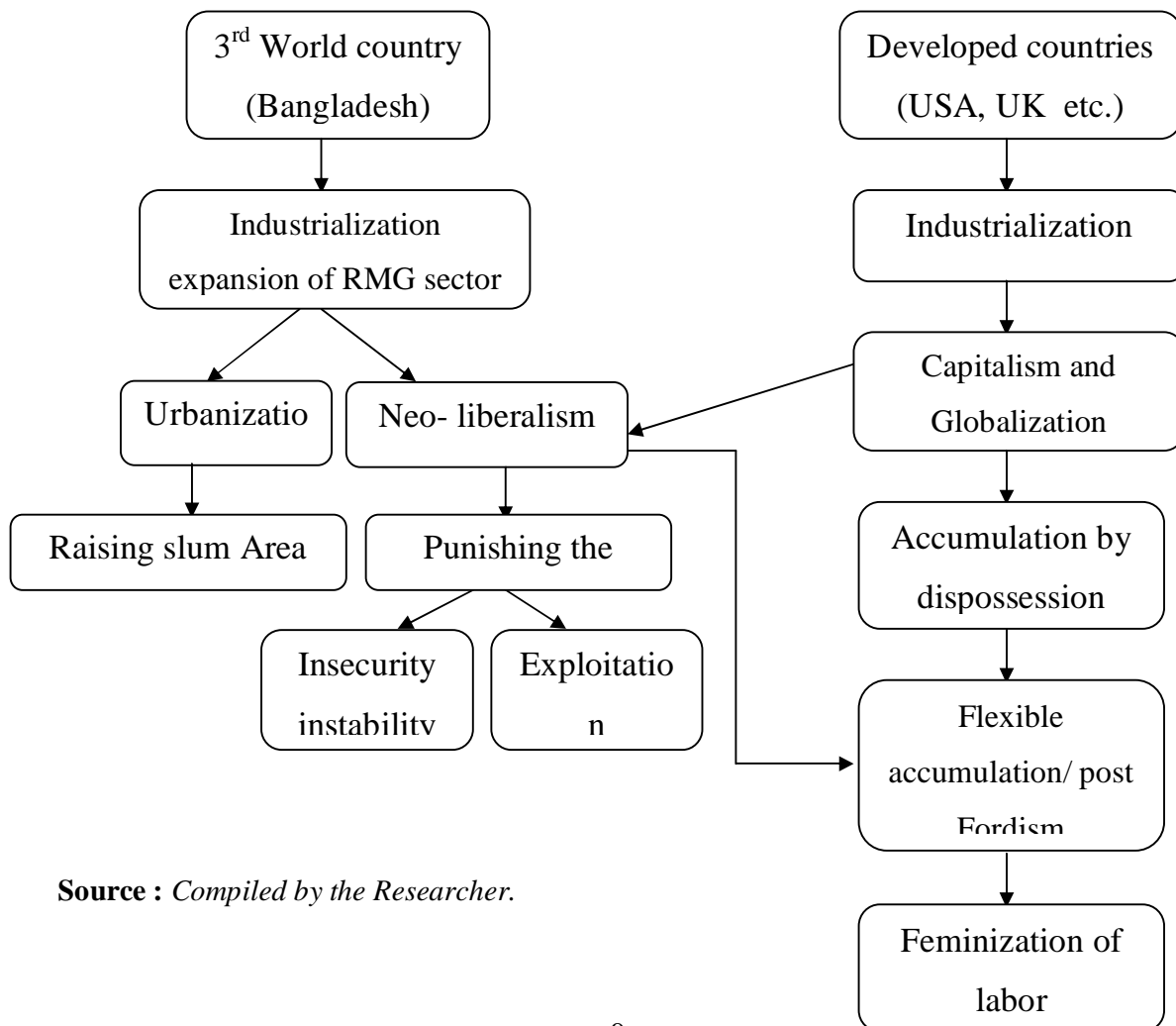
Through neo-liberal state and market policy creates inequality, insecurity capitalism and disorders to protect the capitalist mode of production. Profit is the main target of capitalism not the human or workers' interest. The labor markets, violence, vulnerabilities of the worker, lower wage structure and so on, exist because the capitalist want this. The workers of RMG industries are mostly from village and migrated to cities because of poverty and lack of work. If capitalist creates monitory market and crisis, the poor people will work for low salary and the poorest as thus far the cheapest labour is women. Capitalism does not work or include them for the economic liberalization and empowerment of the workers rather it works for its own interest and creates different types of instability and crisis to uphold the inequality, insecurity, violence and vulnerabilities of the poor workers. The neo-liberalism punishes the poor and assures to keep them poor and exploit them from their right. Globalization creates inequalities throughout the world.

David Harvey (1997) argues that for the last few decades, as a result of overstated globalization the world is experiencing a new shift from Fordism to post Fordism (1945-1975). For him globalization is an ongoing process of accumulation by dispossession.

The Post-Fordism was an accumulation process characterize by flexible accumulation. To accumulate capital more easily from the poorer countries, post-Fordism advocates for

deindustrialization of the industrial countries and industrialization of third world countries. After 1985s there was significant shift of industries from developed to underdeveloped like RMG sector. Post-Fordism has also entailed a new round of time space compression (Harvey, 1997)

Harvey (1997) argued that at present the most radical shift has been the temporary or part time work. The present trend in labor market is to reduce the number of core worker and depend upon part time workers so that they can be dismissed quickly when times get bad. Flexible accumulation has been accompanied on the expenditure side, to sphere a greater attention to fast fashion and generating critical needs of capitalist goods capitalism and political economy embattled women because they are cheap labor and will not protest if anything goes wrong. It is very easy to exploit and deprive the poor and uneducated women. The expansion of export oriented RMG sector has created new opportunity for the employment of poor women. The capitalist has pulled women toward the RMG industries to get cheap labor and spread the RMG sector. As a result feminization occurred as a structured adjustment policy to promote market based economy and liberalized trade.



Source : Compiled by the Researcher.

2.2 Feminist theory

Feminism believes in equality of male and female in the social, political as well as economic context. It is also a critique of male supremacy and domination over women. The major goal of feminism is to free women from subordination and exploitation and also to bring gender equality.

Feminist argued that there is no critique of capitalism without the critique of patriarchy.

Maria Mies (1986) discussed about the patriarchal origin and practices capitalist accumulation patriarchy is a form of oppression as well as exploitation.

Mies (1986) argued that violence and oppression against women is the ongoing traditional accumulation process in David Harvey's word which is "Accumulation by dispossession" violence and oppression against women in RMG sector and other workplace is part and parcel of capitalism. Capitalism uses the patriarchal model to oppress and maintain its accumulation model. Neo liberalism has added a new dimension to the exploitation of labor. The process of deindustrialization of the developed countries and industrialization of least developed countries allows transitional companies to use cheap female labor market in global chains.

Form the feminist perspectives the poor female garment workers has created a more flexible labor market. Most of the female RMG workers are young, divorced either being oppressed by husband and other family members. It is very easy to control the female labor free and make them work for a long time without leave facilities. Sometimes they have to work on weekly holidays. They work in holidays through they get salary for it but do not get alternative leave. They have to work for a longtime and super exploited by the multinational corporations.

Though women working in RMG sector are economically solvent but they are still oppressed and harassed by their male colleagues, passersby even sometimes are beaten by their house band or other family members or other family members. Though they have economic freedom still they are oppressed because of patriarchy. They are also harassed on their way of office and public buses. Liberal feminism believes that all human being are equal and also should get equal opportunity gender differences should not be a fact in these case. It also

focuses on social change through women empowerment. Most of the RMG industries have unequal opportunity for male and female.

In RMG sector women are abused or harassed by the senior officers and supervisor but in fear of losing job they do not take any action. Sometimes women cannot use toilet when it is necessary because they have to seek permission for every time to go to toilet from supervisor they feel shy to feel it frequently to the supervisor.

They are also facing problem on their way because of the system of patriarchy. These shows the vulnerabilities and form of violence against women.

2.3 Capability Approach

The capability approach is an economic theory which in its present form has been pioneered by Amartya Sen and more recently by Martha C .Nussbaum as well as a growing number of scholars. In this approach, Amartya Sen brings together a range of ideas that were excluded from traditional approaches to the economics of welfare. The core focus of the capability approach is on what individuals are able to do.

Initially, Amartya Sen argued for five components in assessing capability: first, the importance of real freedoms in the assessment of a person's advantage. Second, individual differences in the ability to transform resources into valuable activities. Third, the multi-variety nature of activities giving rise to happiness. Forth, a balance of materialistic and non-materialistic factors in evaluating human welfare and fifth, concern for the distribution of opportunities within society.

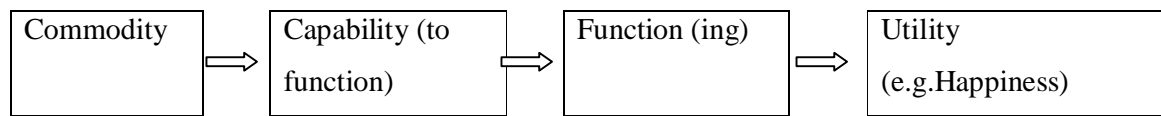
The capability approach mainly focuses on how people are actually enable to live; what people are effectively able to do and to be, and also about the human happiness or desire fulfillment, income, expenditure or consumption. Nussbaum's work on capabilities is more potential to understand actions, meaning sand motivations, hopes, desires, aspirations and decisions. This approach is very influential in development of policy because it has helped to develop the human development index. Nussbaum focuses on 3 types of capabilities-(1)Basic capabilities,(2)Internal capabilities, and (3)Combined capabilities developed a new type of feminism inspired by liberal feminism. She argued that human being wants respect from society because of their dignity. The human dignity is the idea of equal worth to be rich and poor, rural and urban, male and female all deserve respect equally. But sometimes human dignity is violated because of sex. All over the world many women have lacked of supports, unequal opportunity of employment, bodily safety and integrity, basic nutrition, health care,

education and political voice. These unequal capabilities are problem of justice. At present women are resisting inequalities and also want equal rights. The right of political participations, religious exercise, free speech all are the best thought of capability function. Sometimes traditionally deprived people can be satisfied with their low standard of living and working conditions thinking that this is all they have (Palme,2004).Nussbaum developed a list of 10 core capabilities which in her view every government should ensure to their citizens through its constitutions.

- 1. Life:** Living normal length of life, not dying prematurely and reduce worth living.
- 2. Bodily health:** Good health including reproductive health, adequate shelter, adequate food and nutrition.
- 3. Bodily integrity:** Freedom to move from one place to another, security against violence including sexual and domestic, sexual satisfaction and choice, freedom of reproduction.
- 4. Sense, imagination and thought:** Freely use of sense for imagination and thinking, adequate education, scientific training, freedom of political and critical speech, religious exercise and pleasurable experience also to avoid non beneficial pain.
- 5. Emotions:** Attachments to things and people outside ourselves.
- 6. Practical reason:** To be able to make plan about one's life or career.
- 7. Affiliation:** Live with and toward others, engage in social interaction, self respect and understanding other person's situations.
- 8. Other species:** Concern about animals, plants and world of nature.
- 9. Play:** Laugh, play, enjoyment and recreational activities.
- 10. Control over one's environment:**
 - i) Political:* Political participation, freedom and speech and association.

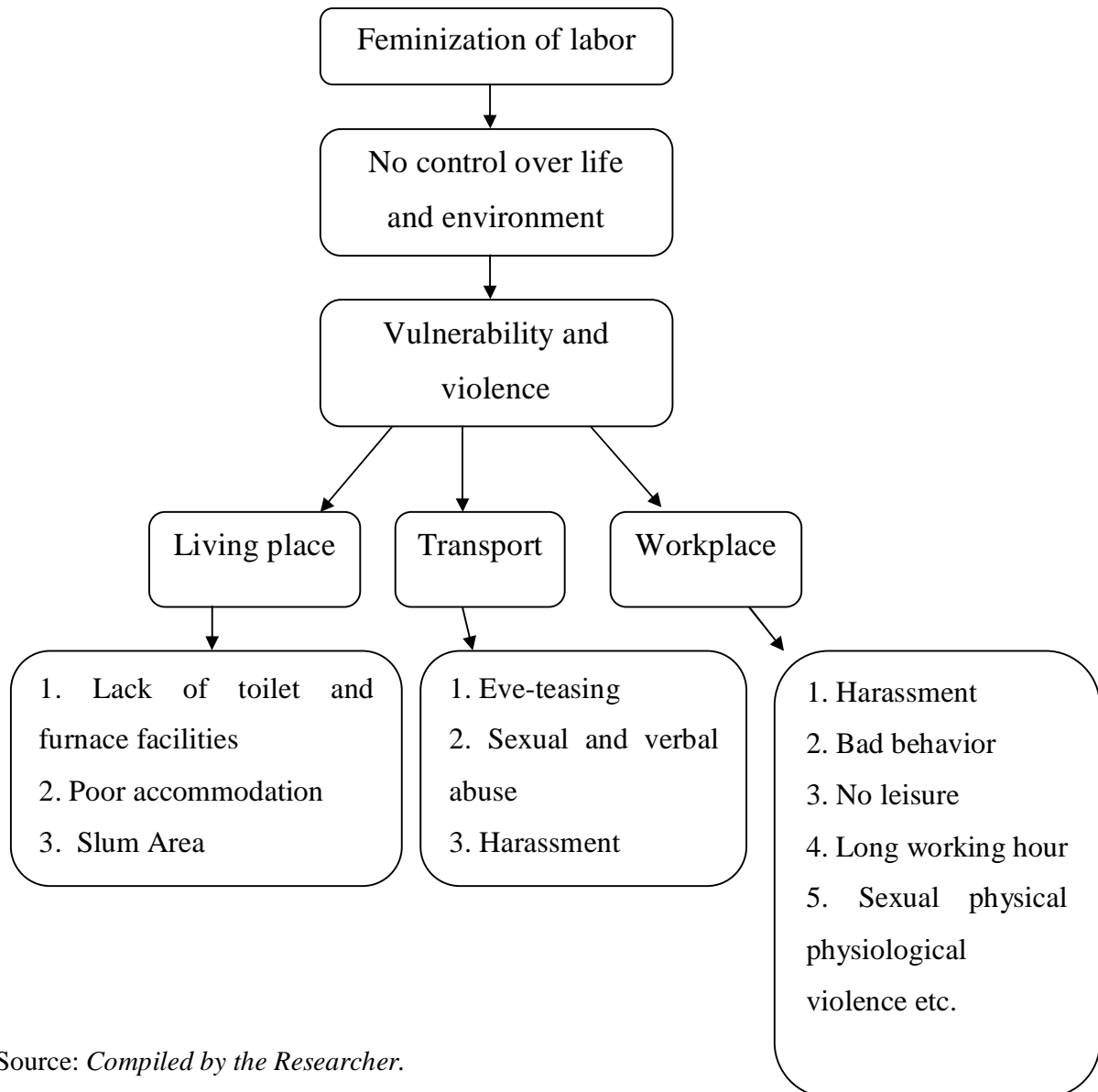
ii) Material: Hold property, right to seek employment on the equal basis with others, able to work as human exercising practical resources and also enter into meaningful relationships of natural recognition with other workers (Nussbaum, 2003).

The gap between rich and poor country are increasing .In Bangladesh the worker of RMG sector are experiencing unequal treatment from the other part of the society. They are living in worst situation both in living and working condition but with these most of them are satisfied. Women are more vulnerable than men. So they experience more unequal respect. The women also cannot get better position at work though they have abilities. So Nussbaum's theory is closely related to violence and vulnerabilities at RMG sectors.



Source: [David A. Clark, (GP RG- WPS-032. The capability approach: It is development, Critique and recent advances]

In Bangladesh the RMG workers have no security of life, bodily health, and integrity, sense, imagination and thought and control over environment which is the core element to be ensured by the state according to Nussbaum. But the RMG workers of Bangladesh have lack of these elements which shows their vulnerabilities and worst conditions.



2.4 Conclusion

From critical political economic theory the emergence of RMG sector is the result of global shift of industries from developed to underdeveloped countries because of capitalism and globalization. It indicates how the neo-liberal state and market policy create inequality, insecurity and punish the poor, making them vulnerable. The capitalist has pulled women toward the RMG sector to get cheap labor and more production at a lower cost. Through accumulation by dispossession globalization and neo-liberal market policy is exploiting the poor people in the name of economic freedom. Feminist theory indicates that the poor female

garment workers have created a more flexible labor market. The factories give preference to the female workers because it is very easy to control the female labor. Though they have the economic solvency but still now they are facing violence and vulnerabilities at workplace, on the way as well as on living place.

Capability approach mainly focuses on what people are effectively able to do and to be and the human happiness or desire fulfillment, income, expenditure or consumption. It said about some core capabilities like life, bodily health, bodily integrity, control over one's environment etc. In RMG sector the workers have no control over none of the above rather state or owners have far better control over these resources. This means garments workers are being barred from executing the possibilities that life offers them. They cannot get better position though they have abilities. This theoretical framework helps to understand the violence and the vulnerably of the RMG workers.

CHAPTER THREE

LITERATURE REVIEW

This chapter is designed to guide this study by the previous researches. Here previous studies related to Socio-economic condition, problems, violence and vulnerabilities of the RMG workers have been summarized in order to realized the previous conditions of the garment workers.

3.1. Socio-Economic Conditions

At present, the ready-made garment (RMG) industry has become the main export oriented industry and thrust sector of Bangladesh. The rapid expansion of RMG industry of Bangladesh has depended upon it's one and only so-called advantage: cheap and abundant labor (Kabeer, 1991). Currently about 4 million workers are employed in around the four thousand five hundred thirty six (4536) garment factories of which most of the workers are women from underprivileged social background (BGMEA, 2014). Approximately about 80 percent of the total workers of garment industry are women (Absar, 2001; Islam, 2004; Khan, 2001).

3.1.1 Age of the Workers

Most of the female workers are very young. A study shows that about 80% percent female workers are less than 30 while only about 4% percent workers are aged above 41 years (Chowdhury and Ullah,2010). Another study shows that 70 percent of them are aged between 18-35 and 30 percent of them are aged between 36-55 years (Khan,2011). A recent study shows that the average age of the female garment workers is approximately 24 years. It has been found that about 93% of the female workers are aged less than 30 years while the rest are aged above 30 years. From these it can be understood that female workers cannot work for long time in the garment factory because of occupational hazards and the fact that the employers can afford to employ new workers at low wage. Most of the aged female workers complained that the management intentionally behaves roughly so that they quit the job (Sikdar, Sarkar and Sadeka,2014).

3.1.2 Education of the Workers

Education is the backbone and foundation of getting a job and performing better in the job. It helps to reduce male-female wage differences and harassments faced by the female workers in the workplace (Ahmed and Mahmud, 2006). However, the garment workers are in worse condition regarding the academic education. Most of them can only write name and address and left school after primary. The following reasons might be responsible for the lack of educational skills: poverty, ignorance, easy accessibility of job, societal barriers, dowry system etc (Bhuiyan, 2012).

Another survey indicates that only about 3% are illiterate and 25% can sign only. About 66% of the workers have education up to class five (Chowdhury and Ullah, 2010). Another survey disclose that 60 percent of the RMG workers are below SSC, 27 percent above SSC, and only 13 percent are found having education up to H.S.C level. It means most of the RMG workers are unskilled because of their lower educational background (Khan, 2011). Another study shows that nearly 82.8% have primary level and 17.2% at secondary level. The level of female education are about 43% and male's 61% which proves that female education is lower than male in the RMG sector (Sohani, Chaklader, Faruquee, Bashar, Yasmin, and Yasmin, 2011). A recent study shows that the average schooling of the workers is 6.84 years. Among them 2.50% are illiterate, 35% have primary education, 48% have secondary education while only 2.50 have HSC education. Because of their lower educational skills they get poor wage and facilities. Their physical ability is their main capital for getting a job (Sikder et.al., 2014).

3.1.3 Marital Status of the Workers

In RMG sector both married and unmarried workers are working. Among the female workers 55% are married and 45% are unmarried (Sikder et.al., 2014). Another study reveals that among 180 respondents 43.3% were married, 42.2% were unmarried and only 8.9% were separated and 5.6% are divorced. Another study shows that 68% of the garment workers have got married with other garment workers and 27% of them work in the same factory (Bhuiyan, 2012).

3.1.4 Religion of the Workers

Majority population of Bangladesh is Muslim. In garment factories, muslims are predominant workforce too with about 94% from the same faith (Sohani et. al., 2011). A recent study indicates that almost 98% of the workers are Muslim and only 2% are from Hindu religion.

But the 2% Hindu said that they did not face any problem in their factory due to religious identity (Sikder et.al., 2014).

3.1.5 Family members of the Workers

About 56% of the female workers have 5 or more than 5 family members and about 71% workers have 1 or 2 earning members. It has been found that maximum families have 3-4 dependent members whose expenses are borne by only 1-2 earning members. Without the female workers' earnings, 80% of their families would live below the poverty line (Majumder and Zahir, 1994).

3.1.6 Savings of the Workers

Garment workers are earning their breads by hard labor. They are always in debt. About 41% of the workers are VO members of the NGOs and deposit their savings in organizations like BRAC, PROSHIKA, and ASA and so on. They also draw loan with high rate of interest from those NGOs. About 45% workers have insurance, pensions etc. Only 6% have bank deposit scheme such as fixed-deposit and others (Bhuiyan, 2012).

In existing literature, it is found that most of the workers are aged between 18-30 but these workers can be below 18 years which was not focused. There is a lack of attention on the savings of these female workers in the earlier literature where I want to explore more.

3.2. Vulnerabilities of the Garment Workers

The RMG workers live in a situation where they have no access to sick leave, pension, bonus, festival allowance, or trade unions. In stead they are always exposed to stress of increasing their productivity and verbal as well as physical abuse. They have to work 12 to 15 hours daily with insufficient income and do not get weekly holidays, appointment letter, job security at all. Women are severely vulnerable in RMG sector. They have poor access to housing, health, sanitation and transport facilities. Lack of light, safety equipments, dirty and congested area are the most common environment for working women (Majumder, 2008; Mahmud, 2000; Islam and Zahid, 2012).

3.2.1 Personal vulnerabilities of the workers

The living conditions of RMG workers are worse than that of prisoners in Bangladesh (Jakir, 2010). Some common problems that the RMG workers face are accommodation problem, health problem, lack of medical facilities and lack of proper wage etc.

3.2.2 Accommodation

The most common problem faced by the RMG workers is the lack of proper accommodation. Most of them live in unhygienic conditions in slum areas. Hardly can they spend for their accommodation after purchasing their food. Most of the RMG workers live in rented slums, the room on an average, is 10 by 12 feet, with roofing by iron sheet or other thatching materials. They do not have access to private kitchen, private bathroom or modern toilet rather they use common unhygienic bathroom, kitchen for 8-10 family. They also do not have access to safe drinking water. They have to use the water supplied by WASA which is not safe unless boiled. Monthly rent of each room is Tk 1800. The following problems also exist in the accommodation of the RMG workers: lack of required spaces, crisis of water, indiscriminant power interruption, crisis of cooking place, lack of privacy, sound pollutions, serious problem in sanitation and sewerage system, the accommodation of the workers is somewhat unsatisfactory.

All these unhygienic living conditions of the RMG workers may adversely affect their health status (Afsar, 2001; Begum, 2001; Bhuiyan, 2012; Khan, 1993; Zahir, Ali, Hossain and Shahid, 2010)

3.2.3 Food and expenditure

Almost half of the wage of The RMG workers goes to buy food items while non food expenditure is also important. They cannot buy higher standard of food with their income rather they purchase basic food which is needed to stay alive. They have also some other expenditure sources such as transportation, children's education, clothing, medical costs and so on (Das, Pavel, Khandakar, 2010).

3.2.4. Health problem of the RMG workers

The RMG workers are facing different types of diseases like headaches, anemia, fever, chest pain, stomach problem, skin problem, eye and ear pain, cough and cold, diarrhea, dysentery, urinary tract infections and reproductive health problems because of occupational hazards and overcrowded work areas with limited workspaces. Injurious fatalities, disablement and

death from fire and building collapses are frequent in the RMG sectors. Treatment facilities are only provided for major accidents while working in the factories. Sometimes the management refuses to give compensation for accidents. Lack of healthcare facilities adversely affects the health of women workers (Afsar, 2013; Bhuiyan, 2012; Majumder, 1998; Mridula and Khan, 2009). In the finishing sector they have to work standing up the whole time of their work period. The helpers of the sewing sector also have to work for a long time by standing up. As a result they suffer from various health problems like back pain, painful feet, puffiness in the legs, common muscular weakness and others (Carson, 1994). They have severely limited access of medical facilities. A research shows that about 47% respondents suffered from headache and vertigo, 35% low back pain and 18% from respiratory distress, 54% needle prick, 44% cut injuries and 2% have burn injuries (Majumder, 2003).

3.2.5 Reproductive health issues of the RMG workers

Garment workers have a lack of awareness about reproductive healthcare of female. The rate of miscarriage is extremely high among the RMG workers and majority of them have the incident of abortion more than one time. Yet female RMG workers face an impediment on having babies because of fear of losing jobs (Majumder, 1998; Mahtub, 2003; Mridula and Khan, 2009). Even sometimes they do not get any maternity leave and bonus (Das et al., 2010).

3.2.6 Vulnerabilities of the RMG Workers at Workplace

The working environments of Bangladeshi RMG sector is below standard and frequently violate international labor standards and code of conduct (Quddus and Rashid, 2000; Gupta, 2002). Most of The RMG workers are worried about extended working hours, hazardous work environment, wage as well as gender discrimination (Kumar, 2006).

3.2.7 Structural situation

The physical working conditions inside the factories are not adequate for garment manufacturing. Most of the factories do not meet the minimum standard as prescribed in the National Building Code. A large number of factories do not have adequate ventilation and exhaust fans that leave the workers exposed to toxic substance and dust which creates serious health problem (Majumder, 1996 and 2008). Investigation into the Rana Plaza case uncovered the precarious circumstances of working environment and lack of safety in

Bangladesh with minimum 1136 deaths and about 2000 injured victims (Hoda and Sahaly, 2014).

3.2.8 Working hour

Normally the working day is 8 hour but with mandatory overtime on an average a RMG worker has to work for more than 12 hours a day. The workers have to work day and night. But sometimes they do not get paid for the overtime. Compulsory overtime and less payment for overtime is also a common matter for RMG workers (Mridula and Khan,2009, Sahabullah,2000). Another study shows that on an average, the RMG worker have to work about 11hours per day and overtime 3hours per day. Almost 68% workers have to work 26 days and 23% work more than 26 days monthly, 69% have to work 11 – 12 hours daily. Although the Bangladesh Labor Act (BLA) of 2006, has clearly said that no full-grown worker shall be required or permitted to work for more than 8 hours daily (BEF, 2009), due to low wage and pressure from the employer the workers at all times either try to make some extra amount performing over time are forced into doing it (Sikder et.al., 2014).

3.2.9 Fire extinguisher system

The RMG factories are very prone to fire accidents. They never have shown how to use fire extinguisher. Fire exits or emergency exits are also absent here. The passages of the factories are very narrow and the single exit door is kept locked during work time which is in violation of the factory act 1995.As a result worker while working in the factories remains vulnerable to fire accidents. Many workers have been killed in factory fire in Bangladesh. Up to August 2006, 62 fire accidents took place in the garment factories about 100 workers were killed on those accidents (Majumder, 2006; Islam and Zahid, 2000). According to the Bangladesh Institute of Labor Studies, 431 workers died in 14 major fire incidents between 1990 and 2012.However, according to Bangladesh Fire Department, 414 garment workers were killed in 213 factory fires between 2006 and 2009 alone (Tazreen and Sabe,2013).

3.2.10 Informal nature of job

The recruitment policies of the RMG sector are highly informal and there are no written formal contracts and appointment letters. So they are vulnerable to losing their jobs at any time. A worker cannot find any legal aid to establish his or her claims since he or she is not given any appointment letter. Appointment is given only on the basis of verbal contract. So their job is not secure and can be dismissed at any time without any reasons. Though there is

a law in service sector that the sacked employee if sacked from the company without reasons should get at least one month salary from the company but in fact most of the time they do not get due salary (Bansari,2010;Bhuiyan,2012;Chowdhury and Ullah,2010; Muhammad, 2006; Begum,Ali,Hossain and Shahid,2010).

3.2.11 Wage

The RMG sector in Bangladesh has failed to ensure the ILO conventions for the workers, for example 8 hours work, weekend, holiday and minimum salary. After 12 years, the minimum salary of Tk. 930.00 monthly was amplified to Tk. 1,662.00 in 2006. In 2013, post-Rana Plaza collapse, and the government mediated another raise in the wages: now Tk. 5300 only. This is about 50 Euros though the Asian floor wage is 250 Euros. In spite of the enhancement of minimum wages Bangladesh RMG sector contain the lowest wage rate than other countries and other sector of the country (Islam and Zahid 2012).

Table 1: Per Hour Wages of Garment Workers across Countries

Country	Per hour wage in (US\$)
Turkey	3.23
Mexico	0.61
China	1.19
Pakistan	0.51
India	0.28
Sri Lanka	0.26
Vietnam	0.30
Bangladesh	0.09

Source: Wikipedia, the free encyclopedia 2014.

[http://en.wikipedia.org/wiki/List_of_minimum_wages_by_country., downloaded at 1-11-2014]

Late or irregular payments are common in the RMG sector of Bangladesh. They often have to sign that they get a particular wage but in fact get less. Sometimes they get lower than the minimum wage. Sometimes they do not get their salaries and overtime money on a regular basis. Moreover their salary often reduces because of coming late, talking with others and not fulfilling the target according to supervisors. Generally majority of the factories never supply any pay slip. It is very common for RMG workers to be discharged without payment though

they work devotedly for numerous months (Dannecker, 2002; Priyo, 2010; Absar,2001 and Kumar, 2006).

The Minimum Wage structure 2013

There were two new minimum wages announced recently, both of which affected the garment export industry in Bangladesh. One was announced for the ready-made garment factories operating under the guidelines of the Bangladesh Garment Manufacturers and Exporters Association (BGMEA), and another for factories operating under the Bangladesh Export Processing Zone Association (BEPZA). Wages in the Export Processing Zones (EPZs) are not set via a Minimum Wage Board. Wages in EPZs are determined by the Bangladesh Export Processing Zones Authority (BEPZA) and are currently slightly higher than then on-EPZ minimum wages.

The (BGMEA) Minimum Wage 2013 for Knitwear and Woven Announced on 22November 2013.

Table 2: Bangladesh Garment industry Minimum wage 2013 (BGMEA)

Grade and description of position	Basic Salary in BDT	Yearly rate of Basic salary increase	House rent in BDT	Medical allowance in BDT	Transport allowance in BDT	Food allowance in BDT	Gross salary in BDT
Grade-1	8500	5%	3400	250	200	650	13000
Grade-2	7000	5%	2800	250	200	650	10900
Grade-3	4075	5%	1630	250	200	650	6805
Grade-4	3800	5%	1520	250	200	650	6420
Grade-5	3530	5%	1412	250	200	650	6042
Grade-6	3270	5%	1308	250	200	650	5678
Grade-7	3000	5%	1200	250	200	650	5500
Probationary period	2200	5%	880	250	200	650	4180

Source: Rise Society (Hoda and Sahaly,2014)

Bangladesh Export Processing Zone Authority (BEPZA) announced its own minimum wage 2013 (EPZ) on 24 December 2013.

Table 3: BEPZA factory minimum wage 2013 for EPZs

Position	Basic wage 2013 in BDT	Rate of yearly increase in basic wage 2013	House rent (40% on basic wage in BDT)	Medical allowance (fixed) in BDT	EPZ gross minimum wage 2013 in BDT
Apprentice	2800	10%	1120	560	4480
Helper	3600	10%	1440	560	5600
Junior operator	4200	10%	1680	560	6440
operator	4500	10%	1800	560	6860
Senior operator	4800	10%	1920	560	7280
High skilled worker	7600	10%	3040	560	11280

No minimum wage was declared yet for Sweater Factory Workers.

Source: Rise Society (Hoda and Sahaly,2014).

3.2.12 Gender discrimination

Discrimination in the work place is illegal but the wage gap between genders and other groups is a persistent problem (ILO and BGMEA, 2003; ILO and NATLEX, 2005) women are more discriminated they are generally considered only for the positions of helpers and sewing operator sand as line supervisors and quality controllers. Hardly can they find jobs as cutting masters, production managers, supervisors, finishing and machine operators (Absar,2001). At the same time there is widespread occupational segregation and gender discrimination in wage rates. The women are getting less salary as they are employed in lower and unskilled jobs. They only earn 60% of the earning of the male workers (Majumder and Begum, 2000).

3.2.13. Transport and Communication

Most of the garment workers reach their destination on foot who live close to the factories and rest of the workers reach by bus. At night women are afraid of getting raped. Young or not, married or unmarried, pretty or not all the women of reproductive age said that when they get off from work at night they fear that men will stop them in dark road and take away their prestige (Das, Pavel,Khandakar,2010; Khan,1993;Majumder,1996).Another survey reveals that almost 78 % of female worker travel to their workplace on foot and 15%hardly use rickshaw or bus that means almost 93% worker generally go to their work place and also back to home by walking. Only 8% of them use factory's bus (Sikder et.al., 2014).

3.2.14 Lack of other facilities

They have no job security, social security, gratuity or provident fund which is natural to affect their mental and physical health. They have to work extremely hard but they are not allowed even to go to the toilet when necessary. They also have no access to sick leave, pension, bonus festivals allowance, trade unions etc and also have many other personal problem which affect their mentally and physically (Majumder,2008; Mridula and Khan 2009).

The existing literature shows some indicators of personal and workplace vulnerabilities of the RMG workers. I want to focus on gender based vulnerabilities following those indicators like wage, health, medical facilities, food , informal nature of job, gender discrimination, transport system and communications, working hour, structural situation of the factories, reproductive health issues etc and also want to find out whether they get any training, provident fund and other facilities.

3.3 Violence Against Garment Workers

Violence against women points to social inequalities in the distribution of power, authority and control between men and women (Hanmer and Maynard, 1987). Sexual violence and violence within families have one thing in common the fact that the victims are female (Russell, 1984). The structural subordination of women is the main fact of violence against women whether it is sexual violence or within family. In fact violence is the larger social problem (Scully, 1992). In RMG sector women are facing some violence at workplace as well as in families also.

3.3.1 Violence at Families

Sometimes the workers do overtime in the weekend. As their salaries are low so they try to earn some more by doing overtime so they cannot provide much time for their families and children. As a result they become unhappy in their family life (Majumder and Begum, 2000).

3.3.2 Violence at work Place

Violation of safety regulation is frequent in the RMG sector. We have made everyday violations of workplace rights of RMG workers normalized (Ho Powell and Volpp, 1996). Canada's general social survey (GSS) statistics show that 71% of all incidents of workplace violence are physical assaults and in addition 24% are sexual assaults (Bhuiyan, 2013)

3.3.3 Harassments by male colleagues

Harassments by male colleagues or by management in the workplace are very common for the female workers in the RMG sector. More than 50% of the female workers are harassed or tortured physically, mentally, sexually or other ways (Mahmud, 2009). Majority of them don't take any steps to resist the violence and only six percent taken the action. About forty percent respondents did not taken action due to social image. Majority of them had not sought any remedial assistance and in substantial number of cases they did so due to fear of losing job (Sohani, et.al.,2011)

3.3.4 Harassment and Abuse

Bad behavior of the co-worker is another important cause of stress for female workers. In fact, for the workers the work place is their second home because they have to spend about 12 hours a day in this place. Therefore, good relationship among the workers is very important

here though in may not be the causal ways. Studies have found that these RMG workers feel no attachment towards each other since they do not stay long time in the same factory (Begum et.al., 2010).

3.3.5 Physical attack

More than 68% female workers said that they were beaten in the factory and their colleagues were beaten too. In many cases the female workers were found to be brusque with each other (Begum,2001).

3.3.6 Sexual Harassments

Sexual harassments are a major threat for females in the labor market. Sexual harassment includes verbal abuse, insensible interpretation or language and undesirable touching seize and other physical attack. Women were very shy to reveal any information about this as a result this type of sexual abuse was not uncovered easily. .Sexual harassment extended to the workplace to home too. The police also occasionally harassed them (Begum et.al., 2010).

3.3.7 Psychological stress

Sexual harassment is an important source of mental stress for female workers. In a survey 500,000 employee were found to be suffering from work related stress. But a recent study shows that about 70% respondents experienced work related psychological stress. The informal nature of their job also creates one kind of mental pressure for them (Bhuiyan, 2013;).

3.3.8 Harassment in transport

The female workers often fight two enemies simultaneously: a) overall insecurities in life as a women and b) poverty. Most of the female workers travel to and from the workplace on foot which is physically very stressful and also they become worried about attacks by mastans, by touts, harassed by police or by men in the streets. About 70% of the female workers traveled by bus experienced abuses by the conductors and the drivers though the workers are willing to pay more for their safe and secure transport facilities (Majumderand Khatun,1996 and 1997; Khan,1993).

In existing literature the family violence is somehow ignored, in my study I want to focus on it. And the literature about workplace violence is not recent I want to bring the present situation of the workers in light.

4. Perception of the workers

3.4.1. Job satisfactions

Garment workers are somewhat satisfied about their jobs but not highly satisfied (Hossain,2010).Degree of satisfaction of a worker is a subjective judgment. The satisfaction level of the female garment workers is rated as good towards their income and job. A study shows that about 82% of the female workers get Tk. 5,300 or less monthly which shows us that they are not earning much (Chowdhury and Ullah, 2010). The study reveals that, about 58% of the female workers are satisfied and 18 percent are dissatisfied with their earning. Satisfaction can be improved by the organizations by bringing in flexible work preparations, training programme, safe working environment, job security; opportunities like childcare, spirited salary and promotion facilities (Philip, 1995).

3.4.2 Status of the women

Patriarchal relations of the society are not changing but women's status as income earner is changing. This means that the economic relations of men and women are changing (Absar, 2001).

3.4.3 Other facilities

There is no mechanism for benefit sharing, no bonus system; they also have no provision for salary increases to reflect profitability and inflation in RMG industry. Profit sharing involves various incentive plans introduced by a company to provide direct or indirect payments to employees for improved profitability (Halim and Rahman, 2006: 2007).

3.4.4 Participation in decision-making

The workers of garments industry have of poor participation in decision making because of some causes like lack of willingness of the management, absence of labor union activities, lack of workforce diversity, illiteracy of the workers and political grouping among the workers. It is impossible to ensure full participation but time has come for the companies ensure participation as much as possible (Islam, Faruk, Khatun and Rahman,2014).

In existing literature there is a little focus on perception perspectives. In my study I want focus on the RMG workers perception like their job and working condition, satisfaction, participation in different organizations to protect their rights, their future plan about their job and satisfaction about their positions.

CHAPTER FOUR

METHODOLOGY

This chapter is designed to describe the procedure of data collection, analysis and interpretations and how it was carried out throughout many stages of the research work. This chapter deals with the sampling, fieldwork strategy, technique of data collection and discussion of ethical issues, reliability and validity.

4.1 Research Methodology

Normally research method is the process of construction of knowledge. Methodology is a set of rules and regulation which is used to investigate a research problem as phenomena. Different research problems have different research goals and strategies. Choice of research method is guided by the nature of the research problem and research goals. There are qualitative quantitative and mix method research strategies. According to Schwandt (2001) methodology is a theory of how inquiry should proceed. It involves analysis of the assumptions, principles and procedures in a particular approach to inquiry that presides over the use of particular methods.

4.2 Mixed method approach

Both qualitative and quantitative research method are used in it. Qualitative research is the collection and analysis of narrative data and quantitative methods are used to gather quantitative data or information dealing with numbers and anything that can be measured (Neuman, 1997).

A mixed methods approach is one in which the researchers tends to base knowledge claims on pragmatic grounds (e.g. consequence oriented, problem, centered and pherealistic). It employs strategies of either simultaneously or sequentially to best collection also involves gathering both numeric information (e.g. instrumentally) as well as text information e.g. on interviews) so that the final database represents both quantitative and qualitative information (Creswell, 2003).

4.3 Why mixed method

This study includes both quantitative and qualitative approach which generally known as mixed method. I have chosen mixed method for this study because-

1. It ensures a more complete picture of human behavior and experiences.
2. The nature of my research problem is suitable for choosing mixed method.
3. It is very helpful to draw conclusion about the problem under this type of study.

4.4 The Study Area

The present study has been conducted in Savar area. There are almost 106 factories in Savar. The industrial occurrences like fire, building collapse and labor unrest is common and more frequent in Savar area than other places of the country. That's why I have chosen Savar area.

4.5 Sample Procedure and Sample size

I have chosen 40 male and 80 female workers – a total of 120 respondents for this study. Given the time and resource constraints I could not have more. I have chosen disproportionately more females than males. Although almost 80% of the total RMG workers are female, in my sample I have included only 60% females. This is because I wanted to compare the situation with males to reveal major vulnerabilities they face. Therefore, I have selected more males to have more information about their situation.

I have used the list of factories from the BGMEA and BKMEA website (<http://www.bgmea.com.bd/> and <http://www.bkmea.com/>) and as my sampling frame. Since I was interested only to study the Savar region, I made a shorter list of factories that were in Savar area. There are 106 factories in Savar. I called all of these to find if these factories were truly in Savar. After verification, I found 80 factories in Savar. From these I have chosen four (2 Knit, 1 Woven and 1 Sweater) randomly. I have contacted the respondents at the chosen factories. I have interviewed 30 workers from each of the factories. I got 40 from the factory gate, 80 using other local sources.

4.6 Pretesting of Questioner

Before finalizing the question, a pilot survey was conducted to 10 selected numbers of respondents (RMG workers) of Savar area. The pre-test was done to see if the questions were appropriate and the meanings were properly understood by the respondents.

4.7 Developing Questionnaire

My questionnaire has been divided into 7 major sections....

1. Personal information
2. Living conditions
3. Service related information
4. Violence faced by the respondents
5. Vulnerabilities faced by the respondents
6. Perception of the respondents
7. Recommendation for improvement

4.8 Technique of data collation and analysis

Both qualitative and quantitative techniques were used to collect data. An interview questionnaire schedule has been developed to collect quantitative data and case study has been conducted to collect in-depth qualitative information. The quantitative data were analyzed using SPSS (Statistical package of social science, version 18 program).

4.9 Operational Definition of the Key terms

1. Garment Workers (RMG worker):

Garment workers mean the one who are employed in the garment factories and dependent on it for survival.

2. Gender violence:

Gender violence means the violence which occurs to maintain structured gender inequalities and includes all type of violence against women, children, adolescent's, gay and transgendered people. It reflects and reinforces inequalities between men and women.

3. Vulnerabilities:

Vulnerabilities is the degree to which people, property, resources system and cultural, economic, environmental and social activity is susceptible to harm or degradation or destruction on being exposed to a hostile agent or factor.

4. Work place:

A work place is the place where an employee works for an employer. It may be office, factories, stores, farms, out of doors and any location where work is performed.

5. Perception:

Perception means the organization, identification and interpretation of information in order to understand the environment.

6. Socio- economic condition:

Socio economic condition means individuals or groups positions within a hierarchical social structure depending on their education, income, occupation and so on.

7. Harassment :

Harassment is unwelcomed behavior that is based on gender, race, color, religion etc. It is intentional behavior which is found threatening or disturbing. There are many type of harassment like sexual, physical, psychological etc. sexual harassment refers to unwanted sexual advances.

4.10 Reliability and validity

Reliability deals with an indicators dependability on the other hand validity is an overused term and is often confused with related ideas but it feels us whether indicator actually capture the meaning of the construct in which we are interested (Neuman, 1997). In my research reliability and validity are strong. I have used questions to test earlier findings about the workers of garment sector. The scales that I used are already proven to be reliable by numerous other studies. The internal validity of the concepts are ensured through the use of questions and variable that are drawn from earlier literature.

4.11 Ethical consideration

Ethical consideration is significant part of any research. It is one of the central issues of any research. Privacy, confidentiality and anonymity are strictly maintained in this research. The researcher first introduced herself with the respondent and expressed the purpose of coming and requested them to answer the question. There were no external factors or pressures to

answer the question while conducting the interview privacy was strictly maintain through the data collection procedure.

However, there are a few issues that need a mention here: first, many respondents could not tell their real age easily, so I had to calculate their age basing on some assumptions. However, these assumptions were done on the field. Second, many female respondents were shy and hesitant to talk about sexual harassment. I suspect that in some of the cases, the quantitative information might not represent the true picture of sexual harassment. In order to compensate this, I have used the case studies to highlight some incidences of harassment to deal with it qualitatively. Third, I have interviewed most of the workers in their residence because the factories do not allow their workers to participate in the interviews during working hours. Also, the workers might not feel safe to discuss about the workplace safety and harassment at work place within the factory premise. Forth, if I could have had a bigger sample my findings would have been more representative of the workers' vulnerabilities.

CHAPTER FIVE

RESULTS AND DISCUSSION

5.1. Socio economic Background of the respondents

For my study I have collected information's about socio economic conditions of the respondents such as age, level of education, marital status, religion, family member, monthly income, expenditure and saving. The results are given below:

5.1.1 Gender

I have interviewed a total of 120 respondents. Among which 80 (about 67 percent) are female and 40 (about 33 percent) are male respondents. I have deliberately and disproportionately selected more male workers to have comparative data about the experience of male workers that is often overlooked in many earlier studies.

5.1.2 Age of workers by gender

Age group	Male	Female (%)	Total
18-22	13 (10.8%)	29 (24.2%)	(35.0%)
23-27	13 (10.8%)	36 (30.0%)	(40.8%)
28-32	14 (11.7%)	15 (12.5%)	(24.2%)
Total	40 (33.3%)	80 (66.7%)	(100%)

Source: Authors' own field work, 2014

Table shows that about 76% of the respondents' belong to 18 to 27 year age group and 24% belong to 28-32 age groups. Here the female are younger than male. Most of the female (30%) are in 23-27 age groups but males are more (11.7%) in 28-32 age groups than the other. I did not find anyone younger than 18, which close to some earlier research and different than a few too. Khan (2011) found that 70% of the RMG worker are aged between 18-35 and 30% between 36-55. However, Majumder and Begum (2000) revealed that in RMG sector the 56% of the worker aged 19 years or less in 1990 and 54% in 1997. But in last 8 years, the mean age of female workers has increased from 19 years to 20.4 years.

5.1.3 Level of Education

Level of Education	Male	Female	Total
Illiterate	17(14.2%)	14 (11.7%)	31(25.8%)
Primary	4(3.3%)	50 (41.7)	54 (45.0%)
Lower secondary	8(6.7%)	14 (11.7%)	22 (18.3%)
S.S.C	5 (4.2%)	2 (1.7%)	7 (5.8%)
H.S.C	6 (5.0%)	0 (.0%)	6 (5.0%)
Total	40 (33.3%)	80 (66.7%)	120 (100%)

Source: Authors' own field work, 2014

Table shows the educational level of the garment workers. It reveals that 45% have passed primary and only 10% had S.S.C or higher. A major part of the respondent, about 26% is illiterate. It proves that most of the garment workers have very low educational background. Here it has also been found that male are more illiterate than women but in case of higher education like S.S.C and H.S.C women are less than male. It can be understood from this that women have less scope to get education after lower secondary but male have that scope. They are mainly unskilled; their chief capital is their physical labour. This finding closely resembles with previous studies for example the study Bhuiyan (2012) on “ Present Status of Garment workers in Bangladesh: An analysis”. Where Bhuiyan shows that most of the female workers only can write their names & address, many of them have education up to primary. Few of them have education up to class eight and only 2 out of 100 attended S.S.C exams but failed to pass.

5.1.4 Marital Status of the worker

This study reveals that majority of the respondents (56%) are married and 34% are unmarried and only 8% respondents are divorced or separated. Similar findings were reported by Sikder, Sarker and Sadekaon (2014) “Socio-Economic Conditions of the Female Garment Workers in the Capital City of Bangladesh” which shows that about 55% are married and 45% are unmarried in RMG sector of Bangladesh.

5.1.5 Religion

It has been found that 96% of the respondent in the table are Muslim and only 4.2% of the respondents are Hindu, which closely resembles the national figures (90.4% Muslims (Census, 2011)). This finding is also closely related to previous study of Mridula and Khan (2009) on “Working Conditions and Reproductive Health Status of Female Garments Workers of Bangladesh”, where the authors show that 98 percent of the workers are Muslim and other 2 percent are from the Hindu religion.

5.1.6 Family Members

About 60% of the total respondents of 120 have 1-4 family member(s) and only 40% have 5-8 family members. This findings shows that nuclear families are increasing within RMG workers and they are becoming interested to keep the family size small because they have less time to take care of a child as well as lack of money. This finding is closely resembled to the previous study of Mridula and Khan (2009) “Working Conditions and Reproductive Health Status of Female Garments Workers of Bangladesh” where it was found that the RMG workers family size differ to , 2,3,4,5,6 and 7.

5.1.7 Monthly Income categories by gender

		Monthly income				Total
		2000-5000	5001-8000	11001-14000	17001-20000	
Male	Count	9	20	5	6	40
	% within gender	22.5%	50.0%	12.5%	15.0%	100.0%
	% within monthly income	34.6%	24.4%	83.3%	100.0%	33.3%
	% of Total	7.5%	16.7%	4.2%	5.0%	33.3%
Female	Count	17	62	1	0	80
	% within gender	21.3%	77.5%	1.3%	.0%	100.0%
	% within monthly income	65.4%	75.6%	16.7%	.0%	66.7%
	% of Total	14.2%	51.7%	.8%	.0%	66.7%
Total	Count	26	82	6	6	120
	% within gender	21.7%	68.3%	5.0%	5.0%	100.0%
	% within monthly income	100.0%	100.0%	100.0%	100.0%	100.0%
	% of Total	21.7%	68.3%	5.0%	5.0%	100.0%

Source: Authors' own field work, 2014

Monthly income is the essential elements of finding out the sufferings of the workers. Findings of the survey reveal that 21.7 % of the respondent's monthly income is limited within 2000-5000 taka. There also found that most of the respondents 68.3% have monthly incomes within 5001-8000 taka and only 10 % of the respondent's monthly income is above 8000 taka which gives us a portrayal about their lower living standard. It has also been found that females are significantly more likely to have lower monthly income than male.

Chi-Square tests reveals ($p=.000$) that there is a significance association between gender and monthly income in RMG sector.

5.1.8 Monthly Expenditure

		Monthly expenditure		Total
		3000-6000	6001-90000	
Male	Count	29	11	40
	% within gender	72.5%	27.5%	100.0%
	% within monthly exp.	27.6%	73.3%	33.3%
	% of Total	24.2%	9.2%	33.3%
Female	Count	76	4	80
	% within gender	95.0%	5.0%	100.0%
	% within monthly exp.	72.4%	26.7%	66.7%
	% of Total	63.3%	3.3%	66.7%
Total	Count	105	15	120
	% within gender	87.5%	12.5%	100.0%
	% within monthly exp.	100.0%	100.0%	100.0%
	% of Total	87.5%	12.5%	100.0%

Source: Authors' own field work, 2014

Most of the respondent's monthly expenditure is within 3000-6000 and rest of the respondents up to 9000. In this sky-scraping market price era which is too low expenditure to maintain a minimum standard of living. This finding gives us an idea about their inhuman living condition. It also reveals that though women have less monthly income than male so their expenditures are also less than male which discloses the worst situation of the female RMG workers.

Chi-Square tests reveals ($p=.000$) that there is a significance relationship between gender and monthly expenditure of the RMG workers.

5.1.9 Monthly saving

		monthly saving				Total
		0-500	501-1000	1501-2000	2501-3000	
Male	Count	19	17	0	4	40
	% within gender	47.5%	42.5%	.0%	10.0%	100.0%
	% within monthly saving	24.1%	50.0%	.0%	100.0%	33.3%
	% of Total	15.8%	14.2%	.0%	3.3%	33.3%
Female	Count	60	17	3	0	80
	% within gender	75.0%	21.3%	3.8%	.0%	100.0%
	% within monthly saving	75.9%	50.0%	100.0%	.0%	66.7%
	% of Total	50.0%	14.2%	2.5%	.0%	66.7%
Total	Count	79	34	3	4	120
	% within gender	65.8%	28.3%	2.5%	3.3%	100.0%
	% within monthly saving	100.0%	100.0%	100.0%	100.0%	100.0%
	% of Total	65.8%	28.3%	2.5%	3.3%	100.0%

Source: Authors' own field work, 2014

This table shows that majority (65.8%) of the respondents can save 0-500 taka monthly and 28.3% can save 501 to 1000 taka. It also found that 5.8% can save money up to 3000. Though almost all of the respondents have a lower standard of living and lower salary but they try to save money for their better future. There are fewer differences between male and female's monthly savings. Most of them can save 0-500 taka per month. Here it also can be seen that 4 (3.3%) male can save 2501-3000 taka per month. These 4 people seem to be the extremely well position and therefore showing significantly different amount of savings than others.

5.2. Living condition of the Respondents

In this section I have discussed about the respondents living condition like house rent, type of house, use of toilet and furnace, access to pure drinking water and risk of onset in their house.

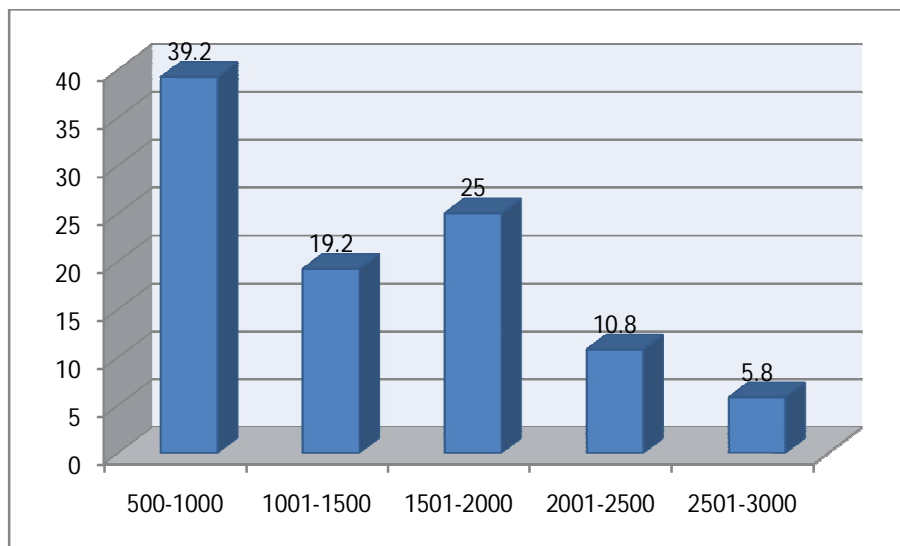
5.2.1 Living years in town

Years of living	Frequency	Percent
0-3	49	40.8%
4-6	38	31.7%
7-9	17	14.2%
Above 10	16	13.3%
Total	120	100.0%

Source: Authors' own field work, 2014

This table demonstrates respondents living years in town. About 40.8% of the respondents are living in town for 0-3 years which shows their lack of skill and knowledge about work because they are new in the city as well as in RMG sector work. This is a major reason behind their low salary. Only 13.3% are living in cities above 10 years.

5.2.2 House rent and type of House:



Source: Authors' own field work, 2014

This table reveals that a large number of the respondents about 39.2% have house rent within 500-1000, 25% have house rent within 1501-2000 and only 5.8% have 2501- 3000 taka house rent per month. . About 96.7% of the respondents live in tin shed house. At

present time this cheap amount of house rent expresses the unhygienic and pathetic portrait of their living condition.

5.2.3 Number of person living in a room, use of toilet as well as furnace

Number of person living in one room

Person	Frequency	Percent
1-4	83	69.2%
5-8	37	30.8%
Total	120	100.0%

Number of person using one toilet

Person	Frequency	Percent
4-8	30	25.0%
9-13	90	75.0%
Total	120	100.0%

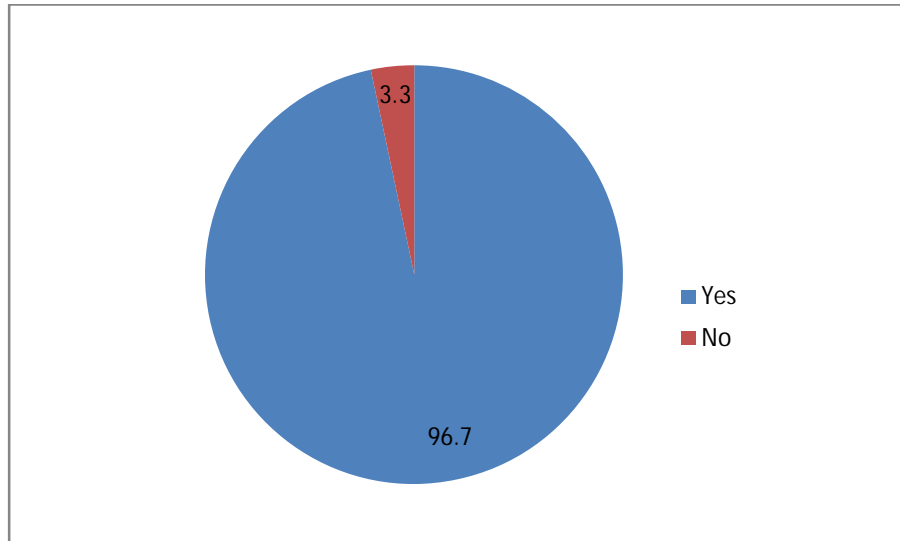
Number of person using one furnace

person	Frequency	Percent
4-8	24	20.0%
9-13	96	80.0%
Total	120	100.0%

Source: Authors' own field work 2014

These tables demonstrate the number of person living in one room, using a toilet and using a furnace. A major part of the respondents 69.2% are found to live 1-4 person in one room and 30.8% are found to live 5-8 people in one room. On the other hand 75.0% respondents claim that on an average 9-13 person use a toilet and 80.0% claim that 9-13 people use a furnace. A greater number of the respondents reveal that they don't have access to a furnace. They have to cook from other houses in exchange of 300 taka per month. This finding shows their unhygienic housing condition and vulnerabilities at living place which is closely resemble to previous findings for example Bhuiyan's(2012) study on "Present Status of Garment workers in Bangladesh: An analysis" .

5.2.4 Access to pure drinking water and risk of onset



Source: Authors' own field work, 2014

Almost all of the respondents 96.7% are found to have access to pure drinking water. In previous studies for example the study of Begum, Ali, Hossain and Shahid (2010) on "Harassment of women garment workers in Bangladesh" it was found that garment workers have access to safe drinking water supplied by WASA or collect water from tube wells. Water supplied by WASA is not safe to drink without boiling. 78.3% of the total respondents are found that they have no risk of onset in their house but 21.7% are feared about onset in their house. This finding reveals that though a major part of the respondents are saving from attack but some are vulnerable.

5.3. Service related information of the respondents

Here the collected information about the respondents working hour, allowance, and facilities at work and for future, fire extinguishing system etc has been analyzed.

5.3.1 Name of the post

Name of the post	Male	Female	Total
Helper	8(6.7%)	32 (26.7%)	40 (33.3%)
Operator	18(15.0)	42(36.0%)	60 (50.0%)
Inspection	3 (2.5)	0(.0%)	3 (2.5%)
Quality controller	1 (.8%)	5(4.2%)	6 (5.0%)
Supervisor	2(1.0%)	0 (.0%)	2 (1.7%)
Sample department	2(1.0%)	1 (.8%)	3 (2.55%)
In charge	6(5%)	0(.0%)	6 (5.0%)
Total	40(33.3)	80(66.7)	120 (100.0%)

Source: Authors' own field work, 2014

This table demonstrates the name of the post of the respondents. It has been found that among 120 respondents 33.3% helper, 50% operator. Almost 91.8% are working in lower post and only 9.2% in higher post or called as staff because the lower post working classes are more vulnerable than the higher post worker. Women are more likely to be found in lower post than the male. Almost 63% women are found to be work as operator and helper. Only 1 woman is found to work in higher post. This finding discloses that women have lower opportunities to get better position in RMG sector. So there is also a significant relationship between gender and getting better position in RMG sector.

5.3.2 Work experience and year of working in this job:

Year of working in this job

Year of working	Male	Female	Total
1-3	20(16.7%)	46(38.3%)	55.0%
4-6	13(10.8%)	29 (24.2%)	35.0%
7-9	1(.8%)	3(2.5%)	3.3%
Above 10	6(5.0%)	2(1.7%)	6.7%
Total	40(33.3%)	80(66.7%)	100.0%

Source: Authors' own field work, 2014

Length of service is an important yardstick to measure the extent of sufferings and exploitations faced by workers Table shows that 55.0% of the respondents are working in this job for 1-3 years 35.0% for 4-6 years and only 6.7% above 10 years. This finding reveals that the RMG worker cannot work for long time in a factory. Because their salary depends on their working experience and skill of work so the administrations of the factory sometime fire them. It reveals that Female have less experience than men. Among the respondents 50% have served another place garment industry before getting this post and another 50% don't have any other factories work experience.

5.3.3 Getting salary and working hour

Working hour of the respondents

Working hour	Frequency	Percent
8-10	32	26.7%
11-13	88	73.3%
Total	120	100.0%

Source: Authors' own field work, 2014

Findings of the survey show that 26.7% of the respondents have to work 8 to 10 hours daily and rest of the 73.3% have to work 11-13 hour daily. This finding is closely resemble to the previous study of Mridula and Khan (2009) "Working Conditions and Reproductive Health Status of Female Garments Workers of Bangladesh" that they have to work hard and more than 12 hours a day for their livelihood. Most of the workers get their salary within 9-12th of a month and rests 45.0% get their salary within 5-8th of a month.

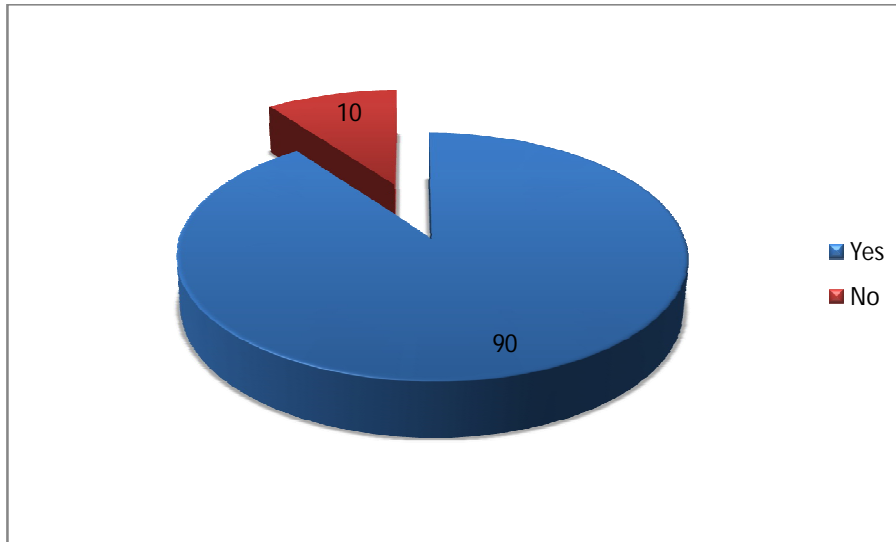
5.3.4 Weekly overtime and extra salary

Hour of working	Frequency	Percent
12-14	14	11.7%
15-17	5	4.2%
18-20	71	59.2%
21-24	30	25.0%
Total	120	100.0%

Source: Authors' own field work, 2014

The table demonstrates the weekly working hour of the respondents. About 59.2% have to work 18 to 20 hours per week and 25.0% have to work 21-14 hour per week.

5.3.5 Paid for Overtime



Source: Authors' own field work, 2014

Among the respondents 90.83% are found to be paid for overtime and 10.17% are not paid. The lower post workers get the extra salary for overtime but the Staff or upper class worker do not get extra salary. They have a fixed amount of salary per month.

5.3.6 Festival and maternity allowance

Among the respondents 92.5% get festival allowance and all most the entire worker agreed that their company give the maternity allowance regarding their salary scale. Some of the company pays 3 month maternity leave and allowance of 3 months' salary and other companies give 4 month maternity leave and allowance of 3 months' salary. But to get the allowance they have to go through a long process and difficulties. In previous study of Mojumder and Bbegum's (2000) study on "The Gender Imbalances in the Export Oriented Garment Industry in Bangladesh". Almost all workers working for one year or more in the same factory receive the festival allowance.

5.3.7 Weekend, facilities of mental recreation and religious activities

Findings of the study show that 93.3% of the respondent have weekend and 6.7% claim they have no weekend. Most of them claim that not all the time but sometime when there is more work in factories they have to work even in weekend. Among the respondent 76.7% have found to have a facilities of mental recreation and 23.3% have no facilities of it while working. They have the facilities of hearing song in factories while working and also some factories are found to have a annual picnic. It also found that 68.3% have the opportunities to do religious activities and 31.7% claims that they have the facilities but do not get enough time to do religious activities.

5.3.8 Fire extinguishing system, and training

Among the respondents 85.8% have fire extinguishing system and 14.2% have no facilities of it.. It has also been found that 61.7% have the training of fire service but rest 38.3% have no training which reveals that a major part of the respondents have no training and they are at risk and also vulnerable to fire while working. This finding is closely resembled to the previous studies.

5.3.9 Fund for fire extinguishing system, uplifting activities and retirement allowance

It has been found that 77.5% respondent's factories (where they work) have fund for fire extinguishing system and 22.5% have no fund for it. All most 100% worker claims that they have no fund for uplifting activities and retirement allowance. It reveals their worst condition at work and having no facilities for their future. They get money based on their physical work but if become unable to work they will not get any facilities or money.

5.4. Violence faced by the respondents

Here the violence at family, workplace and transport or on the way has been discussed.

5.4.1 Reason for coming in this profession

Causes	Male	Female	Percent
Insolvency of family	33 (27.5%)	66(55.5%)	99 (82.5%)
Violence in family	0 (.0%)	5 (4.2%)	5 (4.2%)
Self dependence	7(5.8%)	9 (7.5%)	16 (13.3%)
Total	40 (33.3%)	80 (66.7)	120 (100%)

Source: Authors' own field work, 2014

The table demonstrates the reason behind coming in this profession .A greater part 82.5% have found to involve in this profession because of insolvency of family and 13.3%, for self dependence and only 4.2% have found to involve for violence in family. It shows that most of them are economically insolvency and have no work at village that's why they have involved in this profession. Poverty is the major reason behind involving in this profession. Here it also reveals that almost 5% women have entered into this profession because of family violence but no male respondent has been found who had faces family violence.

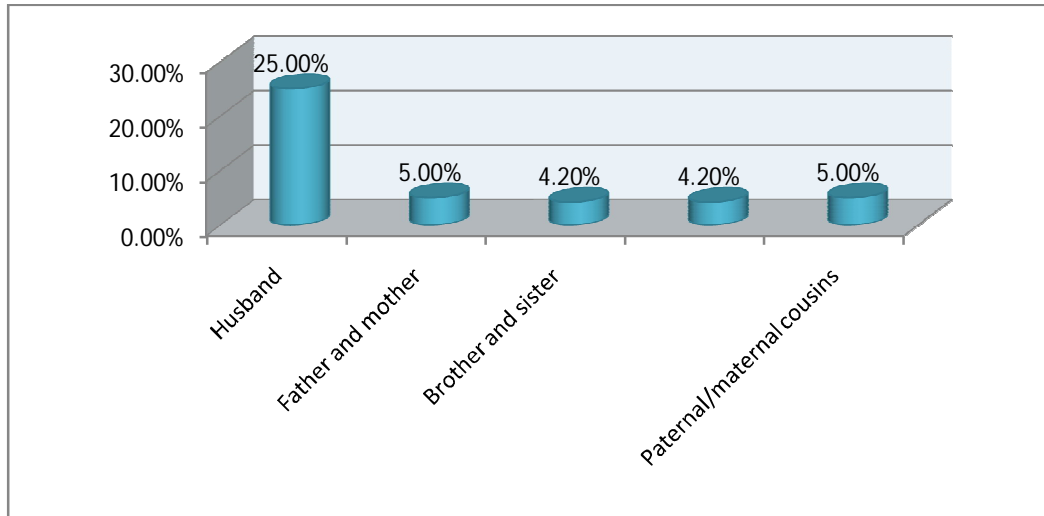
5.4.2 Oppressed by any family member:

	Male	Female	Total
Yes	0(.0%)	52 (43.3)	52 (43.3%)
No	40(33.3)	28(23.3)	68(56.7%)
Total	40(33.3)	80(67.7)	120 (100%)

Source: Authors' own field work, 2014

The table shows that 56.7% don't have any experience of family violence and 43.3% have been oppressed by their family members. Here also a large number of respondents have experienced family violence. It also reveals that male respondents have no family violence but around 44% women are facing family violence. So there is also a significant relationship between gender and family violence.

5.4.3 By whom they have been oppressed

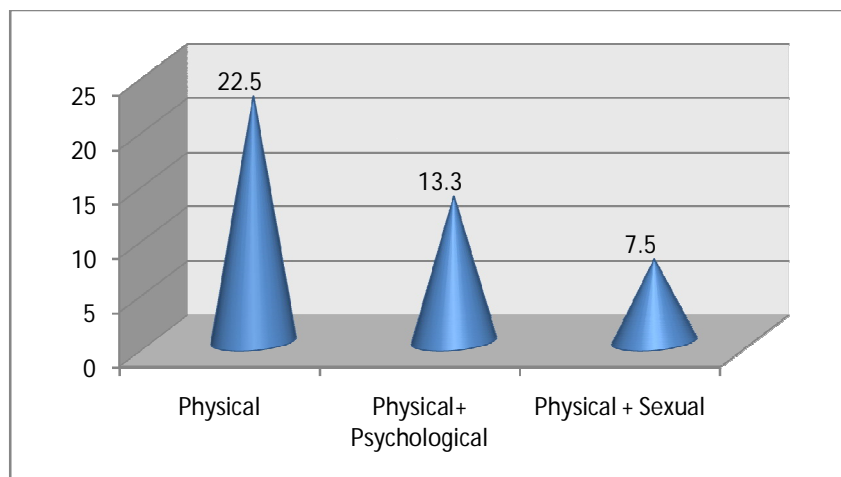


Source: Authors' own field work, 2014

The table reveals that 25.0% of the total 120 respondent has been oppressed by their husband, 5% by their father and mother, 4.2% by brother and sister and 9.2% by their paternal/maternal uncle/aunt and cousins. It shows that most of them have been oppressed by their husband.

Family violence and oppression by the husband shows that patriarchy is still dominant in our country. Most of the cases economic solvency has failed to bring freedom for the women. This finding is closely resembled to the previous researches.

5.4.4 Type of violence



Source: Authors' own field work, 2014

The table discloses that most of the respondents have been victimized of physical (22.5%) and both physical as well s psychological violence. It has also been found that 7.5% have experienced both physical and Psychological violence. Here it can be summarized that most of the victim experience physical violence which shows the patriarchy system and supremacy of male over female. It is relevant with liberal feminist theory.

5.4.5 Violence at workplace

	Male	Female	Total
Yes	30 (25%)	75 (62.5%)	105 (87.5%)
No	10 (8.33%)	5 (4.17%)	15(12.5%)
Total	40 (33.3%)	80 (66.7%)	120 (100.0%)

Source: Authors' own field work, 2014

The table discloses that 83.33% of the respondents have experienced violence at workplace and only 16.67% do not face it. Form this it has been found that the worker s of the RMG sector are frequently facing violence at workplace. it reveals that female are facing more violence at work place than male.

5.4.6 Type of workplace violence

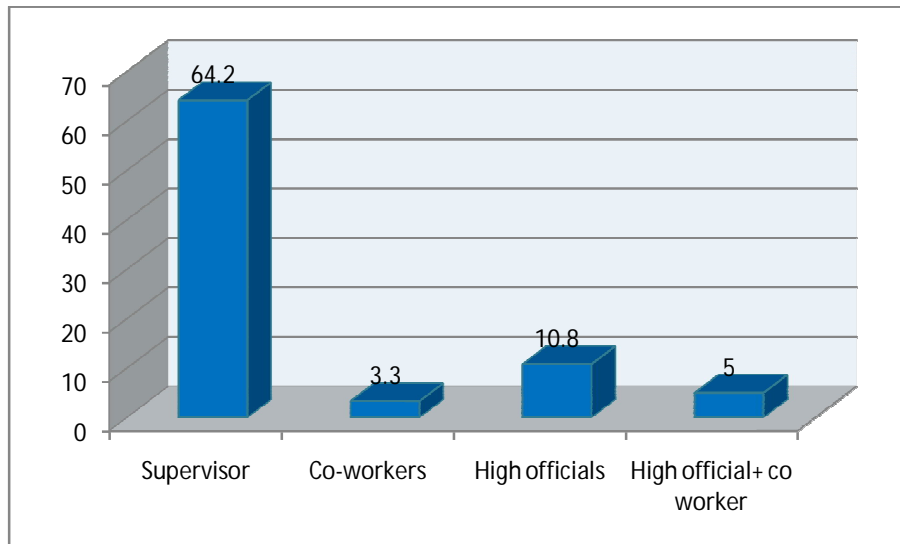
		type of violence affecting here						Total
		physical	psychological	sexual	physical+ psychological	physical + sexual	psychological+ sexual	
Male	Count	5	14	0	8	0	0	27
	% within gender	18.5%	51.9%	.0%	29.6%	.0%	.0%	100.0%
	% within type of violence affecting here	83.3%	29.8%	.0%	33.3%	.0%	.0%	27.0%
	% of Total	5.0%	14.0%	.0%	8.0%	.0%	.0%	27.0%
Female	Count	1	33	4	16	6	13	73
	% within gender	1.4%	45.2%	5.5%	21.9%	8.2%	17.8%	100.0%
	% within type of violence affecting here	16.7%	70.2%	100.0%	66.7%	100.0%	100.0%	73.0%
	% of Total	1.0%	33.0%	4.0%	16.0%	6.0%	13.0%	73.0%
Total	Count	6	47	4	24	6	13	100
	% within gender	6.0%	47.0%	4.0%	24.0%	6.0%	13.0%	100.0%
	% within type of violence affecting here	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
	% of Total	6.0%	47.0%	4.0%	24.0%	6.0%	13.0%	100.0%

Source: Authors' own field work, 2014

The table demonstrates that 39.2% of the respondents have faced psychological violence, 20% have faced psychological and physical violence, 10.8% have experienced psychological and sexual violence and 5% have physical violence. It reveals that in RMG sector

physiological violence at workplace is a dominant violence. The respondents claim that they have been behaved roughly and sometimes also beaten by the supervisors if they fail to fulfill the target of 100 to 150 piece work. This finding is closely resemble to the previous researches of Begum, Ali, Hossain and Shahid (2010) , Majumder and Begum(2000) and many other. This finding also reveals those males are less likely to be sexually harassed than female.

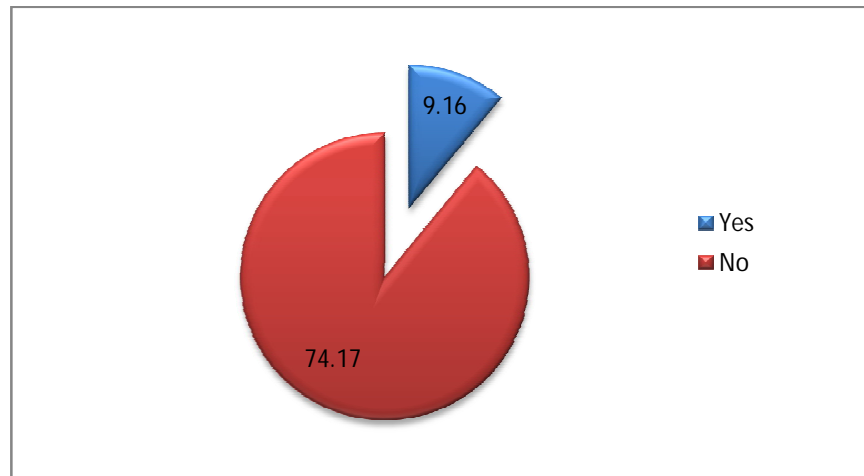
5.4.7 By whom they have been victimized in this sector



Source: Authors' own field work, 2014

The table reveals that a larger part 64.2% of the total 120 respondent has been victimized by the supervisors, 10.8% by the high officials, 5.0% by the high official as well as co worker and only 3.3% have been victimized by the co-workers. It shows that the supervisor and the high officials oppress the workers both physically and psychologically. They intentionally behave roughly instead of make them understand softly. Some of the respondents' claims that the supervisors and other officers not only behave roughly but also scold them by calling their parent's bad name which makes them psychologically stressful. This finding is closely resembled to previous studies.

5.4.8 Steps taken by the respondents against workplace violence



Source: Authors' own field work, 2014

This study shows that 74.17% of the total respondents do not take any action against them because if they claims against the supervisors or other officers no action will be taken by the authority against them rather the person who claims can have the fear of dismissal from the job. In fear of losing job most of them do not take any action. The rest 9.16% who take action reveals that they asked for punishment of the guilty person to the authority.

5.4.9 Communication and transport system and violence

It has been found that 90% of the total respondents go to their workplace on foot and only 10 % by bus.

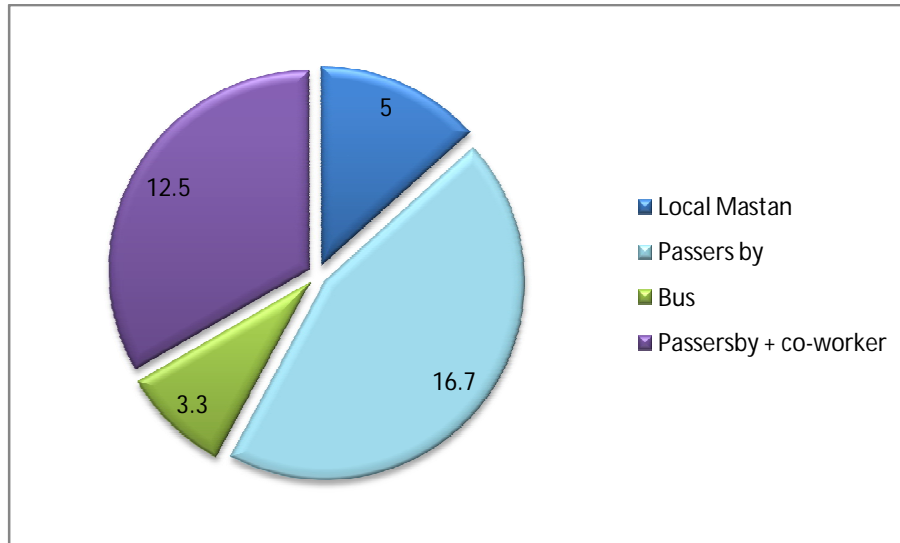
Violence on the way and transport

	Male	Female	Percent
Yes	0 (.0%)	42(35.0%)	42 (37.5%)
No	40(33.3%)	38(31.7%)	78 (62.5%)
Total	40(33.3%)	80 (66.7%)	120 (100%)

Source: Authors' own field work, 2014

The table discloses that 65.0% of the total respondents do not face any violence on the way but 35.0% have been victimized of violence on the way. Female workers are more victim of this type of violence. It also reveals that 35 % female of my sample have been victimized on the way to the workplace.

5.4.10 By whom they have been victimized on the way



Source: Authors' own field work, 2014

The table demonstrates that among them 16.7% of the total 120 respondents have been victimized of violence on the way by the passersby, 12.5% by the passersby and co-workers. It reveals that the rest of the society has a negative impression about the RMG workers.

5.4.11 Types of violence on the way

Types of violence	Frequency	Percent
Eve teasing	34	28.3%
Eve teasing +psychological	9	7.5%
Psychological+ sexual	2	1.7%
Total	45	37.5%

Source: Authors' own field work, 2014

The table expresses that 28.3% of the total respondents have been victimized of eve teasing and 7.5% of eve teasing as well as psychological violence on the way. Though there is law against eve teasing in Bangladesh but it has lack of enforcement and because of the negative thinking about RMG workers eve teasing is happening more.

5.5 Vulnerabilities at workplace

Vulnerabilities at workplace like using toilet, security system, compensation; health problem has been discussed in this section.

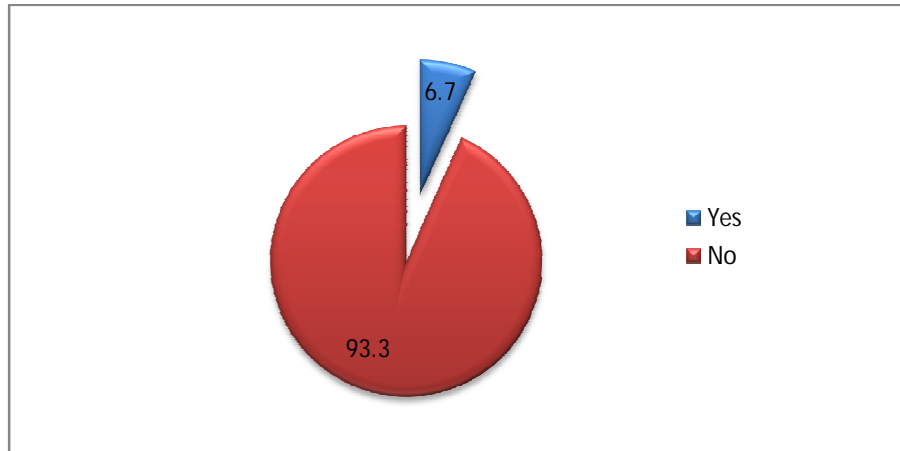
5.5.1 Nature of job, anxiousness about losing job, and inequality in salary

		Do you have any anxiousness to loss the job		Total
		yes	no	
male	Count	31	9	40
	% within gender	77.5%	22.5%	100.0%
	% within Do you have any anxiousness to loss the job	30.7%	47.4%	33.3%
	% of Total	25.8%	7.5%	33.3%
female	Count	70	10	80
	% within gender	87.5%	12.5%	100.0%
	% within Do you have any anxiousness to loss the job	69.3%	52.6%	66.7%
	% of Total	58.3%	8.3%	66.7%
Total	Count	101	19	120
	% within gender	84.2%	15.8%	100.0%
	% within Do you have any anxiousness to loss the job	100.0%	100.0%	100.0%
	% of Total	84.2%	15.8%	100.0%

Source: Authors' own field work, 2014

This study shows that 95% of the total respondents have found that their job is not permanent. Only 5 % respondents are found to be permanent in this job. 58% female and 25.8% of my sample have reported to have anxiousness to loss the job. The respondent do not provided any type of appointment letter, their nature of job is informal. Any moment they can loss their job. It is also a psychological stress. This finding is closely resembled to the other studies.

5.5.2 Inequality in salary between male and female of same work



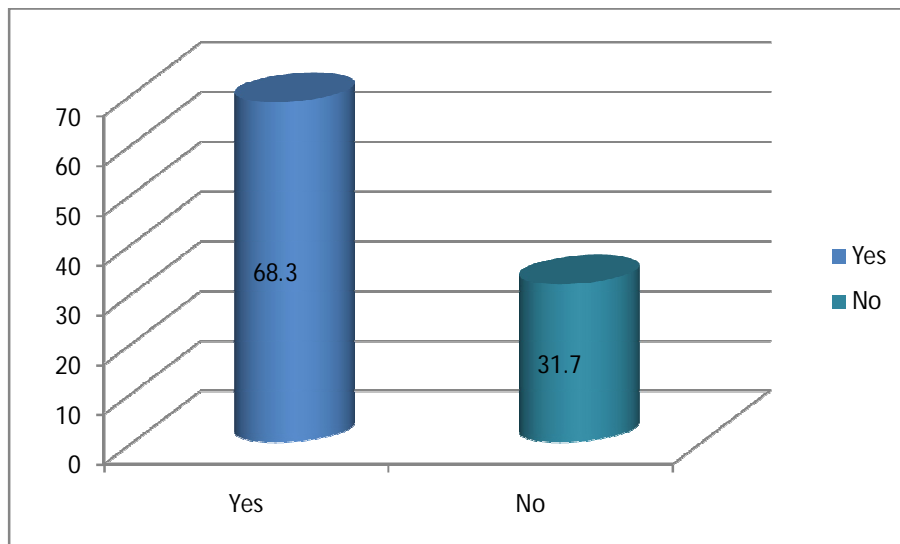
Source: Authors' own field work, 2014

Here 93.3 % have argued that there is no inequality between male and female salary structure. It does not vary based on gender rather working skills. But Mojumder and Begum's (2000) study on "The Gender Imbalances in the Export Oriented Garment Industry in Bangladesh", reveals that there are inequality in salary based on sex.

5.5.3 Physical structure of the building, access of toilet and pure drinking water

The study finds that 74.2% of the respondent claims that their building is old and 25.8% are found to work in a new building which shows their vulnerabilities of building collapse.

Use safe toilet in your workplace



Source: Authors' own field work, 2014

The table reveals that 68.3% of the total respondents can use safe toilet at work place when it is necessary but 31.7% cannot use it. Most of the female respondents have faced this problem. They claims that sometimes there lack of water to use a bathroom. They also have to take permission of the supervisors but as they are female so they feel shy to ask frequently to use a toilet. But previous study for example Mridula and Khan (2009) on “Working Conditions and Reproductive Health Status of Female Garments Workers of Bangladesh” found that only 40% can use toilet whenever they need.

Access to pure drinking water	Frequency	Percent
Yes	113	94.2%
No	7	5.8%
Total	120	100.0%

Source: Authors’ own field work 2014

It has been found that 94.2% of the respondents have access to pure drinking water at workplace and only 5.8 % have no access to pure water. But previous studies for example Mridula and Khan’s study (2009) on “Working Conditions and Reproductive Health Status of Female Garments Workers of Bangladesh(2009); it has been found that only 20% have access to safe drinking water at work place.

5.5.4 Safety and compensation

Most of the respondents 94.2 % reveal that they feel secure to work at their workplace and 5.8% claims that they don’t feel secure to work. It reveals that their security system is improving.

It has also been found that 65% are paid for accidental damage but 35% claims that they do not have these facilities. Some of the respondents’ claims that if there any bigger accident they do not get the full amount but a little amount as compensation. Even to get that little money they have to go through various difficulties.

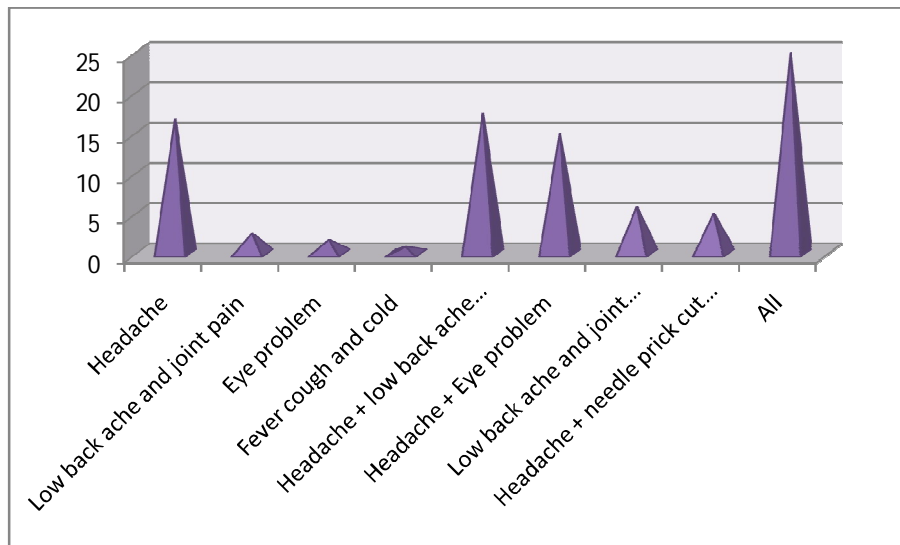
5.5.5 Health problem at workplace

	Frequency	Percent
Yes	108	90.0%
No	12	10.0%
Total	120	100.0%

Source: Authors' own field work, 2014

The table shows that 90% of the worker have health problem due to hard work and long working hour but they cannot go to a doctor because of shortage of money.

5.5.6 Types of health problem



Source: Authors' own field work, 2014

The table reveals that 16.7% of the respondents have headache problem, 17.5% have headache + low back ache and joint pain, 15.0% have headache + eye problem, and 25% of the respondent have all type of above problem. this findings shows that all most all off the worker have serious type of health problem because of unhygienic working condition, not using masks, long working hour and working sitting or standing for long time etc are responsible for these problem. This is closely resembled with previous findings of Mridula and Khan's study (2009) on "Working Conditions and Reproductive Health Status of Female Garments Workers of Bangladesh".

5.5.7 Leave and Initial Treatment

It has been found that 64.2% are given leave if they become ill but 35.5% are not given leave. Most of the respondents claim that they are given leave if the doctor says yes or become senseless then otherwise they do not get leave. Sometimes they have to work with serious health problem. 68.3% of the respondents are found to have opportunities of initial treatment at workplace and other 31.7% don't have this opportunity. Though most of them have the opportunities of initial treatment but they claims that the first aid box contains only Napa (paracetamals) antacid, cotton and savlon. There is nothing more.

5.6. Perception of the respondents

5.6.1. Satisfaction with salary

	Male	Female	Percent
Yes	20(16.7%)	45(37.5%)	65 (54.2%)
No	20(16.7%)	35 (29.2%)	55 (45.8%)
Total	40(33.3%)	80 (66.7%)	120 (100.0%)

Source: Authors' own field work, 2014

This table demonstrates that 54.2% of the respondents are satisfied with their salary and 45.8% are not satisfied. Though their salary is not high but majority are satisfied with it because they can live a better life with the money than the previous study of Chowdhury and Ullah on Socio-Economic Conditions of Female Garment Workers in Chittagong Metropolitan Area–An Empirical Study Which reveals that 58.27% of the female workers are satisfied and 17.89 percent are dissatisfied with their earning. It also reveals that women are more satisfied with their salary than the male.

5.6.2 Satisfaction with working environment

	Male	Female	Percent
Yes	23 (19.2%)	48 (40.0%)	71 (59.2%)
No	17(14.2%)	32(26.7%)	49 (40.8%)
Total	40(33.3%)	80(66.7%)	120 (100.0%)

5.6.3 Satisfaction with security system

	Male	Female	Percent
Yes	26 (21.7%)	51(42.5%)	77 (64.2%)
No	14 (11.7%)	29 (24.2%)	43 (35.8%)
Total	40 (33.3 %)	80 (66.7%)	120 (100.0%)

5.6.4 Satisfaction with present position

	Male	Female	Percent
Yes	14 (11.7%)	38 (31.7%)	52 (43.3)
No	26 (21.7%)	42(35.0%)	68 (56.7)
Total	40 (33.3%)	80 (66.7%)	120 (100.0)

Source: Authors' own field work, 2014

Though savar area is a problematic area for the RMG industries because most of the industrial occurrences like Ranalaza, Tazrin fashion etc had been occurred here. But the table shows that 59.2% of the respondents have satisfaction with their working environment and 64.2% have satisfaction with their security system. Although they face bad behavior or work in unsafe environment and with risk as well as live in slam area but a greater number of worker s are satisfied with their working conditions and security system. It is closely resembled to the study of Hossain's (2010) study on Job satisfaction of garment workers in Bangladesh.

The table demonstrates that 56.7% respondents are satisfied with their present position, though they are experiencing more violence and vulnerabilities both at work place and living place. This finding is closely resembled to previous studies. The above tables reveal that women are more satisfied with their security system, working conditions and present situation than the male. It discloses that women are more easy to be controlled than men that's why the RMG factories involves women more than the male.

5.6.5 Leisure time and Perception of other people

		Can you give time to your family		Total
		yes	no	
male	Count	18	22	40
	% within gender	45.0%	55.0%	100.0%
	% within Can you give time to your family	23.4%	51.2%	33.3%
	% of Total	15.0%	18.3%	33.3%
female	Count	59	21	80
	% within gender	73.8%	26.3%	100.0%
	% within Can you give time to your family	76.6%	48.8%	66.7%
	% of Total	49.2%	17.5%	66.7%
Total	Count	77	43	120
	% within gender	64.2%	35.8%	100.0%
	% within Can you give time to your family	100.0%	100.0%	100.0%
	% of Total	64.2%	35.8%	100.0%

Source: Authors' own field work, 2014

It has been found that 64.2% of the respondents have no leisure time to spend with their family and only 35.8% are found to have leisure time. Their lives have become inhuman. It has also been found that 72.5% of the respondents think that the other people of the society have a negative impression about them and 27.5% think that the other people's perceptions are discriminatory towards them. It reveals that most of the women (49.2%) give the time that they get as leisure to their family. They don't have time for their own. They have to work not only in the workplace but also at home.

5.6.6 Future planning

		what is your future planning					Total
		to be permanent in this job	To change your job	To return to your village	To do business	Going to overseas	
gender male	Count	1	11	11	14	3	40
	% within gender	2.5%	27.5%	27.5%	35.0%	7.5%	100.0%
	% within what is your future planning	2.9%	44.0%	29.7%	77.8%	60.0%	33.3%
	% of Total	.8%	9.2%	9.2%	11.7%	2.5%	33.3%
female	Count	34	14	26	4	2	80
	% within gender	42.5%	17.5%	32.5%	5.0%	2.5%	100.0%
	% within what is your future planning	97.1%	56.0%	70.3%	22.2%	40.0%	66.7%
	% of Total	28.3%	11.7%	21.7%	3.3%	1.7%	66.7%
Total	Count	35	25	37	18	5	120
	% within gender	29.2%	20.8%	30.8%	15.0%	4.2%	100.0%
	% within what is your future planning	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
	% of Total	29.2%	20.8%	30.8%	15.0%	4.2%	100.0%

Source: Authors' own field work, 2014

The table shows that 30.8% of the respondents want to go back to their village. They have the intention to save some money and go back to their village or doing other business. 29.2% wants to be permanent in this job because they have no other ways of living. Almost 71.8% do not want to do this job which reveals that they do not feel secure and comfort at work or living place in cities.

5.6.7 Intentions to be permanent in this job

		Have you had any intention to be permanent in this job		Total
		yes	no	
Male	Count	7	33	40
	% within gender	17.5%	82.5%	100.0%
	% within Have you had any intention to be permanent in this job	13.5%	48.5%	33.3%
	% of Total	5.8%	27.5%	33.3%
Female	Count	45	35	80
	% within gender	56.3%	43.8%	100.0%
	% within Have you had any intention to be permanent in this job	86.5%	51.5%	66.7%
	% of Total	37.5%	29.2%	66.7%
Total	Count	52	68	120
	% within gender	43.3%	56.7%	100.0%
	% within Have you had any intention to be permanent in this job	100.0%	100.0%	100.0%
	% of Total	43.3%	56.7%	100.0%

Source: Authors' own field work, 2014

The table shows that more than 50% of the female respondents have aspiration of a permanent job. That's why this sector needs to minimize the vulnerabilities of the women. This is statistically significant. The chi square test reveals ($p=.000$) that there is a significance association between gender and job aspiration.

Source: Authors' own field work 2014

5.6.8 Involving in organizations to protect self interest

The study discloses that 85.0% are not involved with any labor organizations to protect their self interest, only 15% are found to be involved. It has also been found that 70.8% don't have any intention to involve this type of organizations because of fear of losing job. Only 29.2% want to involve with this type of organizations in future.

Summary of the major findings:

From the above data of my field work I have found that Female are significantly likely to have lower monthly salary (with a significant Chi Square test ($p=.000$)) reveals that there is a strong unequal relationship between gender and monthly income. About 58% female and 25.8% of my sample have reported to have anxiousness to loss the job. The table shows that more than 50% of the female respondents have aspiration of a permanent job, but most of the male wants to do business or change the job. That's why this sector needs to minimizes the vulnerabilities of the women. This is statistically significant. The chi square test reveals ($p=.000$) that there is a significance association between gender and job aspiration. More than 50 % of the female workers have been victimized on the way to the work place but no male are found to be victimized on the way. It also reveals that women are in the worst position than the male. Family violence is mostly faced by the female not the male workers it is also reveals that women are also vulnerable to family inside. It reveals that Most of the women (49.2%) give the time what they get as leisure to their family. They don't have time for their own. They have to work not only in work place but also at home. So economic freedom do not make them free but they have to work more than the before.

From the critical political economy we can see that to get cheap labor and lower production coast capitalism has been emerged in our country and it has been exploiting the poor by making them more vulnerable and also created feminization of labor because women are more manageable and easy to control than men. Though globalization and capitalism created a vast job sector by industrialization for the poor women but it do not ensure the security and equality of the worker rather it is creating more vulnerabilities for the workers .we can see from the findings that the workers are working more and more but their situation is not changing because the capitalist structure want to keep them poor.

From the feminist perspectives we can see that women have the earning power but still they are facing the problem of patriarchy. This study reveals that women are working more in

lower position than male, male are working in better position. Women have to work not only at work place but also at home , they have no time for their own. They are likely to be more vulnerable at work place, on the way and also at family which reveals that they are in the worst position than men.

From the capability index we can see that though the RMG workers have the ability but they cannot get better position because they don't have access to the other elements of the capability .state does not ensure the capability index for the poor but it make them to be deprived from it.

Some of my respondent said that sometimes they are beaten up by the supervisors if they do any wrong and also they cut some amount from their salary for that. Sometimes they do not get any leave if they become sick heavily. They also claims that sometimes the supervisor use such abusive word that is unbearable. Female workers reveals that sometimes they become sick because of periodical problem or other but they have to work continuously. Some factories do not have the baby care unit.. Sometimes they can not use toilet when it is necessary because they have to seek permission from male supervisors and for shyness they cannot ask frequently to use toilet. Sometimes during overtime the officers try to abuse the women sexually. Not only that but also they threaten them not to reveal that issues, saying that if disclose this she will be thrown out of the job.

CHAPTER SIX

CONCLUSION

The RMG sector has been leading the economy of Bangladesh since the 1980s. It has become the second largest exporter of cloth within the whole world. It has created an opportunity to employ 4 million people most of those who are from poor economic background.

The RMG industry is the first sector to employ a large number of poor workers especially females of Bangladesh outside their home. However, it is a matter of great regret that the female workers of the RMG sector are facing problem inside and outside of their working places. The major reasons behind recruiting unskilled or semi-skilled female workers in the RMG sector are the nature of work and the fact that the owners perceive them to be easy to manage. Female workers are considered as obedient, non-aggressive, and non-violent than the male workers. But in management level job male workers are still dominating over women and women are working mainly as helper, operator and similar lower posts. They also do not receive any training that will create scope for personal professional development.

Living condition and economic condition of the female workers of RMG sector is not satisfactory but they have to work hard to meet their basic need and survivals. Still they have to live in very precarious conditions where they have to share toilets, kitchens and most other amenities of the city life with too many people. The study shows that they have to live in slum areas where lack of sanitation, water, furnace system etc is very common. Sometimes they have to cook food from other houses in exchange of money and also more than 8 people use a toilet on an average.

The study shows that most of the workers get their salary after the 10th of a month. They even get less payment for overtime and sometimes the management fines some amount from salary because of being late at work or for talking with others or for not fulfilling the target according to the supervisor. They have to work almost 11-13 hours per day one an average. Moreover they are not given appointment letter, sometimes they have to work on holidays, cannot use toilet when it is necessary. The study finds that the verbal abuse and abusive behavior are common in this sector and sometimes the workers are beaten up by the supervisors. Female workers often focus on sexual harassment from co-workers, supervisors and officers. The respondents reported that sometimes they are not able to perform their religious activities while at work and even do not get leave if they feel sick. Moreover they have to work in such an environment which is not safe. Fear of losing job, health problem, fire accident, building collapses, lack of initial treatment etc is common here. On the way

they are also facing sexual harassment and verbal abuse. In their living condition they are very vulnerable.

The survey also shows that in RMG women are in worse situation than males. Women do not get higher position though they have capabilities. Their monthly salary is also significantly less than the males which is proven by a significant Chi square test. Also more than 60% of the respondents have the fear of losing job especially the female. Women are more likely to be sexually and psychologically vulnerable not only at work place but also on the way than the male even at home majority of my female respondents are also experiencing violence by their family members. No male respondent has been found who has faced violence on the way or at home even at work place they are vulnerable to only physical and psychological violence. But females are victims of all of the above abuses and harassments.

Surprisingly from amidst such precarious living and working condition, these women are like phoenix, they have aspirations about life. More than 50% of my female respondents have aspiration of getting a permanent job, which is much higher than the male counterparts. It is because of these women and their hope about changing their lives they work so hard. And because of their aspiration and hard work the RMG sector became the major contributing sector of the economy of Bangladesh. But they are still vulnerable and dominated. That's why this sector needs to ensure their security and violence free workplace. Though women of the RMG sector can earn money but they have to work more. They have no time for themselves. The study reveals that about 50% women give the time to their family after work but the male have less time to give their family. They don't have any leisure. From the study it is clear that the RMG worker are experiencing violence and vulnerabilities both at work and living place and Female are more vulnerable and in the worst situation than male.

In order to make these women capable citizens with capabilities of decision making and better life, the global capitalism needs to stop their untamed greed and frontier capitalism to exploit profit based on low wages and unsafe factories. The big brands and national level owners needs to understand that farther growth of this sector is dependent on increasing capabilities of these women, not by keeping them in vulnerable and violent living and working conditions.

CHAPTER SEVEN

CASE STUDY

It is not easy to find out the nature of violence and vulnerabilities at work faced by the RMG workers. So I have conducted 15 case studies to find out the violence, vulnerabilities and perception of the RMG workers. The case studies are written up by using their original names which focus on family violence, problem related to maternity leave and allowance, compensations, leave and initial treatments, using toilet, sexual and harassment and verbal

Case study-01

Twenty-three years old Kusum Akter has been working in RMG sector for the last 3 years. She is from Mymensingh. Before entering into RMG sector she never came to Dhaka. She was tortured by her husband and mother in law for many days. Her husband used to beat her and mother in law did not allow her food properly. They demanded 2 lakh taka as dowry, but her father was a poor farmer. So it was impossible for him to pay such a big amount of taka. As a result her husband divorced her and married again. Then she returned to her father's house. But the villagers and some neighbors wanted to take advantage of her helplessness. Sometimes they teased and tried to seduce her in different ways. Observing her miserable condition one of her female neighbors took her to Dhaka and now she is working as a Garment worker. She told me that she get 5300 taka salary per month by which she can somehow manage her livelihood. She shares a room with few other female workers. At her workplace, if she does any mistakes or is unable to fulfill the given target then her supervisor often scolds her using abusive words. She asked me "how is it possible to bear such difficulties in one life?"

Case study-02

Pakhi is 22 years old and from Barisal. Her father died suddenly and she left her village home with her only sister and mother. Being insolvent to maintain family her mother took them to Pakhi's maternal uncle's home. There, one of her cousins who was a vagabond proposed her to love him. When she refused her cousin threatened her to throw out from the house. She said that she could not tell anyone even to her mother about that incidence. Sometimes her cousin tried to touch and seduce her. As a result her life became miserable. So she came to Dhaka and involved in RMG work. Her salary is 5300 taka from which she has to send some for her mother. Her younger sister also works with her in the same factory. This is a visible

trend where siblings are the most important social networks that create recruitment opportunities for younger females in remote villages of the country. She claimed that she cannot afford expensive food like meat or fish but she eats vegetables because of shortage of money. She further added that she was frequently harassed by the local mastans on the way to her workplace. She asked me 'are not we humans'? The bad behavior of supervisors also affects her psychologically. But she does not take any action against the supervisor because raising voice against the stuff might result into loss of her job.

Case study-03

Nasima from Pirojpur is 25 years old. She is living in Savar for 3 years. She came to this profession because of insolvency of her family. She has 2 children who live with their grandmother in their village home. This is also a common trend where earlier research has also shown that many young women workers has to leave their children away due to lack or high cost of child care. Her husband married again and do not have any connection with her as well as he do not take care of the children. So she came to this profession to fund her children upbringing properly. She has to send money for her children monthly. She lives in a house where she has also 3 roommates. The supervisor continuously scolds them by using abusive words if they do any mistakes. Even often the administration of the factory keeps an amount as compensation from their salary for doing mistakes. She wants to be involved with labor organizations but cannot because of fear of losing job. "If I loss job who will look after my children"? -she asked me. She further added that she does not get leave if she feels ill. Women face more health and physical problems naturally than men which she cannot share with the male staff. So she does not get any leave while necessary. The authority does not give any money if they fire someone or when someone leaves the job willingly.

Case study-04

Summa, 25 years old is from Patuakhali. She has one sister and brother younger than her. Her father died when she was 15 years old. Her mother used to maintain the family with great difficulties because her uncle used to beat them. Finding no other way she and her younger sister came to Dhaka before 6 years. She said that once she was beaten by the supervisor for doing a mistake. That day she was sick and was not able to do the work properly. Supervisor warned her for 3 times to fulfill the hourly target, but she was unable then he scolded her by using abusive word and callings her parent's name. So she protest and told him to stop. Then he slapped her. Rough behaviors of supervisors are very common here. Though she has many difficulties but she is satisfied because she can send money for her mother monthly and also send her brother to school.

Case study-05

Rehena (22 years old) is from Faridpur. She and her younger sister work in the same factory. They have to send money for their parents monthly. She told me that they have to live in one room with two other girls. They have to share a toilet with twelve people. If it rains most of the time water enters into the room. The outside condition of the house is out of description. They have no stove or furnace at the house. They have to cook food from other houses in exchange of 300 taka monthly. Often some of their neighboring boys irritate them. But they cannot share it with others. She claimed that if they do any mistake in the office, the supervisor rebukes them in a way that make them feel so humiliated that they think it would have been better to have died than being on the spot. They cannot speak such a matter in fear of losing job. She asked "If we lose our job how will we survive. She further added that the prisoners may be leading a better life than them. Due to huge workload, she cannot pursue any of her hobbies either.

Case study-06

Ratna, from Faridpur is 20 years old. She is working in RMG sector for a month. She has two younger sisters and one younger brother. Her mother is ill and father died long ago. She came to Dhaka with a view to working in Garment industries to maintain her family expenditure. She studied up to class VIII. Her factory is far away from her residence. She has to go there by bus. While travelling by bus often the helper on the bus or other staff try to touch her and use slangs. She faced this problem more when she does overtime and come back to house after evening. At that time she often fears of losing of her ijrat. She claimed that she cannot find out a house near the factory because she is new in the city and there is no one whom she knows. She further told with regret about the bad behave and verbal abuse of her supervisor. After facing all these difficulties still she have to work here because she has no other way to survive.

Case study-07

Bappy, 22 years old is from Rangpur. He said that there was no work in the village. For this reasoned he had to come to Dhaka to run his family. He gets 4500 aka monthly which is not enough for him for this reason he has to do overtime. He told with regret that they do not get the exact payment of the overtime. That he has to live with four other people in a small tin-shed room. He has to work 10-12 hours a day like a beast. He said that he has to do 100-150 pieces work per hour. He asked me “Is it possible to do such huge work?” He claimed that sometimes he has been beaten by the supervisor for doing mistake at work. Verbal abuse by the supervisor is very common in RMG sector as it is in his factory too. When they do overtime, at 8 pm, the factory provides them with snacks which often includes date expired bread and bananas. Sometimes the authority stops the water supply 10 minutes before lunchtime. So nobody hurries for lunch. They want that everybody should work in these 10 minutes. He said that “factories are for the staff not for us. There is not value of workers. Our duty is to work continuously”. He said that the factories prefer the female than male because female worker cannot protest for anything. He also told me that if they do not go to office for few days the authority cut off the money from their salary.

Case study-08

Zharna Begum is 25 years old. She is from Gaibandha and also working in RMG sector for 3 years. She has two younger brothers who go to school. Her mother was ill for two years. There was nobody to look after her and her family. Her father died long ago. Finding no other way she came to Dhaka. If someone become so much ill in that case she / he is given leave from the factory where she works, otherwise they are not given any leave. Her mother died suddenly and she went to the supervisor for leave but he did not believe her. In order to be sure if her mother had really died or not he took her uncle's number and called him to check. After being sure he gave her leave. She claims that they have born only to work. There is no value of their life in the society.

Case study-9

Nirasha Akter is from Comilla. She is 24 years old and works in the RMG sector for four years. She asked me "is it a sin to be born in a poor family?" Her parent was not happy to see a female child after her birth because they were so poor that they were even unable to manage food for a day. She said that "I was brought up in such a situation where there was scarcity of food". When she grew up she came to Dhaka and joined as an RMG worker. Here she met someone and fell in love. Then she got married. When her first child was born, she got only two months' leave and two month's salary as maternity allowance. But to get this allowance she had to go through various difficulties. She claims that for doing overtime she cannot take care of her child and husband properly. Sometimes conflict occurs with her husband because of this. Her husband also works in this sector. Her problem is her child because she cannot take proper care of her child. So she aborted her second child. She added that life is miserable when someone is born in a poor family.

Case study-10

Asma is working in RMG sector for 3 years. She is from Dinajpur and 22 years old. She has 2 younger sister and her mother is Paralyzed. Her father is a poor rickshaw puller. She came to this profession because she has no other way. Here she faces accommodation problem because it is not hygienic. She further added that in workplace sometime she cannot use toilet while necessary because she feel she needs to seek permission to a male person frequently for toilet. Sometimes there is also lack of water in the toilet. She has been abused psychologically by the co-workers and supervisor. But in fear of losing job she does not take any action.

Case study-11

Rahima and her husband both work in garment factory. She is from Rangpur and 28 years old. She has two children. She said that she has to work in factory as a robot. Continuously she works from 8am- 8pm daily. For this long working hour she faces some health problems like headache, eye problem, and back pain. This is common because she has to work for 12-13 hours per day sitting in one place and without enough breaks. But she cannot go to a doctor for the lack of money. She also added that she is unable to send her child to a better school and also cannot take care of them properly.

Case study-12

Shilpi Akter who is working as a garment worker for one year is from Sherepur. She is 20 years old. She has to look after her younger brother and sister. She has no parents. Her father died last year. So she had to involve in this profession. She claims that she did not get any training though she is working here for one year. Sometimes she fear if fire accident occurs what will she do? The factory gate is almost closed all the day. Sometimes she has to work at weekend. While working sometimes she is not allowed to perform her religious activities. She has to ask for permission every time to go to the toilet, which is embarrassing. She did not get any festival allowance for last Eid because then her one year work was not fulfilled. She added that one of her male colleague irritates her on the way, lunch time as well as other time when he gets chance. She refused to involve with him but he threatened her saying that he will not let her off the hook. All the time she lives with fear. She also told me that if she gets any other opportunity she will leave this job, because almost all the people of the society have negative attitudes towards them.

Case study-13

Sathi is 22 years old and from Jamalpur. She is working as garment worker for 3 years. her father is paralyzed and her elder brother lives separately with his wife, who does not look after her parents. So she was obliged to come to Dhaka to work here with the help of one of her neighbors. Often she becomes sick while working. In the factories there are very few facilities for doctor and first aid. There are only some antacid tablet, paracetamol, savlon and cotton in the first aid box. One cannot get leave if he/ she is not too much sick. She added that she has become a victim of sexual harassment by the officers while doing overtime. He called her to his room and touched her with a bad intention. She could not tell it to anybody because he threatened her if she tells it to anyone he will make her resign, and beat her. She never disclosed this to anyone in fear of losing job.

Case study-14

Washim is from Kushtia. He is 23 years old. He lives here with his family consists of father, mother and two younger sister. He said that he and one of his sisters work in RMG sector. Before working this factory he worked in Rana plaza. When it collapses he was working in that factory. He said that he thought he was dead. Everything was dark and he could not able to see anything. He said that how long he was like this he don't know but suddenly he hear a sound of the rescuers and he sought for help and somehow survived with the help of the people who were doing the rescue operation there. But I he broke his leg and it took 3 month to cure fully. With the help of some labor organization he was able to get 50000 taka as compensation. After that he is living with fear all the time but to maintain his family he has to work again in RMG sector because there is no other way for him. But every moment the memory of Rana plaza goes after him. With the help of one of his friend he was able to get this new job. He said with regret that 'If I died then it would have been better'.

Case study-15

Shimu is from Patuakhali. She is 22 years old. Every day she has to work about 12-14 hours. But she does not get the legal amount of her overtime. Money is taken off from their salary if they do any wrong. She further added that her husband also beats her for silly reasons. She cannot take care of her family because of overtime. As a result her child is going to dog because of interaction with some local bad boy's. It is the main reason behind conflict with her husband. But she has to do over time because the amount she gets as salary is not sufficient for maintaining a family. Her husband also works in the RMG sector. She claimed that she faces bad behavior of the supervisor and also some kind of health problem like headache, back pain etc. once she cut her hand severely while working in factory but her factory did not gave her any compensations, though she tried her best to get it. she had to suffer nearly 1 month for that injury.

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Appendix



Questionnaire

Department of Sociology

University of Dhaka

Research Title

**Gender Violence and Vulnerabilities at Work:
A Study on the Garment Workers in Savar, Dhaka.**

আমন্ত্রণ

মহাপ্রভু ডেইভি, আমি খুব কষ্টে 'জ' তি মগুরিবে। ব ফব্রুয়ারি গ.গ.গ. (গ.গ.গ.) গি
GKRb QvTx | আমি DcwD³ ঝক্টিববুগ MtelYvi KvrWU cwiPvj bv KiWQ | GB MtelYvi
c0m1/2KZvq Avcwb GKRb Z_ mi eivnKvix | Avcbvi gj "evb Z_vej x Avgvi MtelYvi Df'k"
mdj Kti Avgvi ঝক্টিবি ত্য'ট'ক A_@n Ki'z mnvh" Ki'z | আমি Avcb'k wb'QZv w'Q th,
Avcbvi c0E gj "evb Z_vej x i'agv' MtelYvi KvrR e'euZ nte Ges tMrcbxqZv h_vh_fvte
i'v Kiv nte | Dci s' GB Z_vej x cieZ'mg'q tKvb bv tKvbfvte Avgv' i mK'j i DcKv' i
Avmte |

Section-A: Respondents Personal Information

- 1.1 বয়স
- 1.2 পেশা eQi
- 1.3 ঝক্টিববুগ ত'হ'ম'Zv t A'k'v'Z c0'vgK vlog'va'vgK Gm.Gm.wm
 GBP.Gm.wm m'ZK m'Z'k'v'i
- 1.4 %æv'v'K Ae'v' t weev'nZ Aweev'nZ Zvj vKc0B weaev
- 1.5 ag' Bmj vg v'v' y te'sx vL'v'v' Ab'v'b'
- 1.6 cwi ev' i m' m' msL'v t Rb
- 1.7 gwmK Avqt UvKv
- 1.8 gwmK e'q t UvKv

1.9 gwmK mÂq t

UvKv

Section-B: Respondents Living Condition

2.1 knçi KZw` b açi AvçQb t 0-3 eQi 4-6 eQi
 7-9 eQi 10 eQi Gi tewk

2.2 evmv frov t UvKv

2.3 evmvi ai b t wJbçkW mveçj U Ab`vb`.....

2.4 GK içg KZRb _vçKb t Rb

2.5 GKUv Uqçj U KZRb e`envi Kçi bt Rb

2.6 GKUv Pj v KZRb e`envi Kçi b t Rb

2.7 wbi vc` cwm bi e`e`v AvçQ wK? niuv bv

2.8 Avcbvi evmvi wbi vcEv e`e`v tKgbt AçbK fvj tgvUvgyU Lvivc
 wbi vcEv e`e`v tbB

Section-C: Service Related Information

3.1 cç` i bvg t

3.2 GB c` PvKwi Kivi AvçM Ab` tKv_vl PvKix Kçi çQb wK?

niuv bv

3.3 PvKwi çZ KZ eQi açi AvçQb t 0-3 eQi 4-6 eQi
 7-9 eQi 10 eQi Gi tewk

3.4 gwmK teZb Kçe cvb? Zwi L

3.5 `wK KZ NçUv KvR Kçi b t NçUv

3.6 I fvi UvBg KvR KiçZ nq wK t niuv bv

3.7 hw` niuv nq, Zçe mçBwmK KZ NçUv KiçZ nq t NçUv

3.8 GçyçÎ Avj v`v teZb cvb wK ?

niuv bv

3.9 হুঁ নুঁ নু, জিঁ চুঁ গুঁ কজ ত উকু

3.10 চাঁ বনুঁ জিঁ তুঁ মঁ হুঁ মুঁ আঁ উক ?

নুঁ বু

3.11 কুঁ গুঁ খুঁ মগুঁ তুঁ তুঁ চুঁ যুঁ আঁ মুঁ যুঁ কুঁ তুঁ উক?

.....
.....

3.12 তুঁ ডুঁ ফুঁ চুঁ উক ?

নুঁ বু

3.13 গুঁ জুঁ খুঁ ফুঁ তুঁ গুঁ নুঁ উক ?

নুঁ বু

3.14 ডুঁ ঠুঁ নুঁ, কজ উকু চুঁ উকু

3.15 গুঁ জুঁ খুঁ উঁ তুঁ গুঁ নুঁ উক ?

নুঁ বু

3.16 মুঁ সঁ উঁ এঁ উক?

নুঁ বু

3.17 উঁ উঁ তুঁ এঁ উক ?

নুঁ বু

3.18 এঁ উঁ উঁ উক অঁ উক.....

3.19 ধর্মীয় কার্যক্রম পালনের সুবিধা আছে কি ?

নুঁ বু

3.20 আঁ উঁ উঁ উক?

নুঁ বু

3.21 গুঁ উঁ তুঁ চুঁ যুঁ তুঁ গুঁ নুঁ উক ?

নুঁ বু

3.22 আঁ উঁ উঁ উঁ উঁ তুঁ উঁ উঁ উক?

nür bv

3.23 Dbqbgj K KvRi Rb` tKvb cKvi Znmej AvtQ wK?

nür bv

3.24 hw` nür nq, Zte Gme Znmej t_tK wK tKvb ai tbi FY wbtqtQb?

nür bv

3.25 hw` n`v Zvntj wKtmi Rb` wbtqtQb?

.....

3.26 tKvb ai tbi Aemi fvZv cvb wK ?

nür bv

Section-D: Violence faced by the Respondents

4.1 GB tckvq Avmvi Kvi Y wK?

cwi ewi K A`^Qj Zv cwi ewi K mwnsmZv
 AvZwbfpkxj Zv Ab`vb`.....

4.2 cwi evti i tKvb m`m` t` i Øviv AZ`vPvti i wKvi ntqtQb wK?

nür bv

4.3 ntj Kvi Øviv ?

`vgx kji o- kji ox t` ei -bb`
 fvBtevb Ab`vb`.....

4.4 wK ai tbi AZ`vPvti i wKvi ntqtQb ?

kvi xwi K gvbwmK thsb wbcxob

4.5 GB Kgtyt tKvb ai tbi mwnsmZvi wKvi ntqtQb wK ?

nür bv

4.6 hw` nür nq, Zte tKvb ai tbi ?

kvi xwi K gvbwmK thsb wbcxob Ab`vb`.....

4.7 GB Kgtyt Kvt` i Øviv mwnsmZvi wKvi ntqtQb ?

- mycvi fvBRvi mnKgp D"PC`´ KgRZP Ab"vb".....
- 4.8 mwnsmZvi wkKvi ntj Zvt` i weiã× tKvb aiþbi e"e`v tbb wk ?
 nv bv
- 4.9 DEi nv ntj wk aiþbi e"e`v tbbt.....
- 4.10 Kgfyt wkfvte Avmv hvl qv Ktib ?
 wi· vq tntU evtm Ab"vb"
- 4.11 GB Kgfyt hvl qv-Avmvi ct_ tKvb aiþbi mwnsmZvi wkKvi nb wk?
 nv bv
- 4.12 hw` nv nq, Zvntj Kv` i Øviv ?
 `vbxq gv`vb c_Pvix mnKgp Ab"vb".....
- 4.13 ct_ wk aiþbi mwnsmZvi wkKvi nb ?
 BfvUmRs kvi xvi K gvbwmK thsb wbcxob
- 4.14 ct_i mwnsmZv t_tK iyv cvevi Rb" wk aiþbi e"e`v tbb?

Section-E: Vulnerabilities faced by the Respondents

- 5.1 Avcbvi PvKwi wk `vqx ?
 nv bv
- 5.2 PvKwi nvi vtvi e"vcvti tKvb DrKEv KvR Kti wk ?
 nv bv
- 5.3 bvi x cjãli teZtb tKvb aiþbi `elg" AvtQ wk ?
 nv bv
- 5.4 Avcbvi Kgfyt i febw tKgb ?
 bZb cjvZb SmKcY©
- 5.5 GB Kgfyt wbi vc` Uqtj tUi e"envi Kitz cvtib wk?

nür bv

5.6 GB Kgytî wivc` cmbi e`e`v AvtQ wK ?

nür bv

5.7 GB Kgytî Avcbvi wivcEv e`e`v AvtQ wK ?

nür bv

5.8 tKvb `Nbv ntj , Zvi Rb` ýwZcîþbi e`e`v AvtQ wK?

nür bv

5.9 GB Kgytî Avcwb wK tKvb aiþbi `^` mgm`vi m`q`xb nb?

nür bv

5.10 nür ntj wK aiþbi mgm`v ?

gv_v e`_v tKvgi e`_v nvZ cv e`_v/KvUv tPvtL mgm`v Ab`vb`

5.11 Amy`ntj QwJ t` I qv nq wK ?

nür bv

5.12 GB Kgytî cö_wgK wPwKrmvi e`e`v AvtQ wK?

nür bv

Section-F: Perception of the Respondents

6.1 Avcwb Avcbvi teZb wbtq mšó wK ?

nür bv

6.2 Avcbvi Kgcwi tek wbtq mšó wK ?

nür bv

6.3 GB Kgytî wivcEv e`e`v wbtq Avcwb mšó wK ?

nür bv

6.4 Aemi mgq cvb wK/ cwi evi tK mgq w` tZ cvþi b wK ?

nür bv

6.5 GB PvKî xtZ `vqx nI qvi B`Qv AvtQ wK?

nür bv

6.6 wbtRt` i `r`_q`i`yvt`_q`Kvb mslMVtbi mvt`_ RwoZ AvtQb wK ?

nür bv

6.7 bv _vKtj , fweI`tZ RwoZ nI qvi B`Qv AvtQ wK?

nür bv

6.8 Avcb Avcbvi eZg`vb Ae`vb wbtq mšó wK?

nür bv

6.9 Avcbt` i cŹ mgvtRi Ab`t` i gtbvfive tKgb etj gtb Ktib ?

BwZevPK tbwZevPK `elg`gj K Ab`vb` ntj wbw`Ź Kib.....

6.10 Avcbvi fweI`Z cwi KÍbv wK ?

GB PvKwi tZ `vqx nI qv PvKwi e`j Kiv

MŹtg wdti hvl qv e`e`v Kiv Ab`vb` ntj wbw`Ź Kib.....

Section-G: Recommendation

7.1 Kg`cwi t`ek Dbqtb wK wK c`t`yc tbqv DvPZ etj gtb Ktib ?

.....
.....

7.2 Avcbt` i cŹ mwnsmZv etŬ wK aitbi c`t`yc tbqv DvPZ etj gtb Ktib?

.....
.....















Source : Captured by the Researcher, 2014

List of Garments Factories in Savar

1. UNIVERSE KNITTING GARMENTS LTD.
2. TAKWA GARMENTS & PRINTING LTD
3. TASKIN APPARELS LTD.
4. TAURI KNITWEARS LTD
5. TEN CATE PERMESS INTERLINING (BD) LTD.
6. TEX ROAD LTD
7. TEX TOWN LTD.
8. TITAS KNITWEAR LTD
9. TRI-D KNIT FABRICS LIMITED
10. TUA-HA TEXTILES LTD.
11. S. A. RAHMAN TEXTILES LIMITED
12. S. B KNITTING LTD.
13. S. SUHI INDUSTRIAL PARK LTD.
14. SAFFRON KNIT WEARS LTD.
15. SAMEYA COMPOSITE TEXTILE IND. LTD.
16. SGM KNIT & PRINT LTD.
17. SHAMSER KNIT FASHIONS LIMITED.
18. SHAFI KNIT LTD.
19. SM EURO FASHION LTD.
20. SNOW WHITE COTTON LTD.
21. SOUL APPARELS LTD.
22. SWEATER HEAVEN LTD

23. SYL APPARELS LTD.
24. SUNYAN KNITWEAR LTD
25. SURMA GARMENTS LTD.
26. R. A. APPARELS LTD
27. R. B. COMPOSITE TEXTILES LTD.
28. R. B. L FASHION WEAR
29. R. B. STYLE & FASHION LTD
30. R. P. FASHION
31. RABBY ENTERPRISE
32. RAFIA KNITWEARS
33. RATUL KNITWEARS LTD
34. RIKHIA BUSINESS ROOT
35. RING SHINE TEXTILES LTD (DEPZ)
36. RIMS APPARELS (PVT) LTD.
37. P. R. KNITTING
38. PAVEL FASHION LTD.
39. PATTARUMADATHIL DESIGNS (PVT.) LIMITED
40. POLO COMPOSITIE KNIT INDUSTRY LTD.
41. PIRGONJ FASHION LIMITED
42. PIASAA GARMENTS LTD
43. PRETTY COMPOSITE TEXTILES LTD.
44. PUBALI KNITEX LTD
45. OCEAN GATE SWEATERS LTD.
46. ONEWAY TEXTILE LTD.

47. ONEWAY TEXTILE LTD.
48. A.K.M. KNIT WEAR LTD.
49. AJI APPARELS INDUSTRY LTD.
50. AKH FASHIONS LTD.
51. ALLIANCE STITCH S LTD. E
52. ARIES APPARELS (PVT.) LTD.
53. ARUNIMA SPORTS WEAR LTD.
54. ASM GARMENTS LTD.
55. BALI FASHIONS LTD.
56. BANSPO LTD.
57. CONTINENTAL GARMENTS INDS. (PVT) LTD.
58. CREATIVE SHIRTS LTD.
59. DADA (SAVA R) LTD.
60. DAWN GARMENTS LIMITED
61. DESIGNER JEANS LTD.
62. DESUN GARMENTS LTD.
63. DYNASTY KNIT FASHIONS LTD.
64. DYNASTY SWEATER (BD) LTD.

65. ENZO DESIGNS LTD.
66. EVE DRESS-SHIRTS LTD.
67. EXPERIENCE CLOTHING CO. LTD.
68. FCI (BD) LIMITED
69. FLORENCE APPARELS LTD.
70. FOUNTAIN GARMENTS MANUFACTURING LTD.
71. FRM FASHION HOUSE LTD.
72. G.B.S. WEARS LTD.
73. GOOD RICH SWEATERS LTD.
74. H.M.A. GARMENTS LTD.
75. HAN A HAT AND CAPS LTD.
76. HOLLYWOOD GARMENTS (PVT.) LTD.
77. KIMS CORPORATION LTD.
78. MA - MONI KNITEX LTD
79. MILLENNIUM SWEATER LTD.
80. MINARVA EXPORTS
81. NEW HORIZON (BD) LTD.
82. NINA DESIGN LTD.

83. NOUVELLE GARMENTS LTD.
84. PACIFIC BLUE (JEANS WEAR) LTD.
85. RANCON SWEATERS LTD.
86. RATUL KNIT WEARS LTD.
87. S.A. COMPOSITE KNIT WEARS LTD.
88. SAMS ATTIRE LTD.
89. SAVAR SPORTSWEAR CO. LTD.
90. SGWICUS (BD) LIMITED
91. SHAMRIN TEX LTD.
92. SHARMIN APPARELS LTD.
93. .SHARMIN FASHIONS LTD.
94. SHIN SHIN APPARELS LTD.
95. SKYLINE APPARELS LTD.
96. SKYLINE CASUAL APPARELS LTD.
97. SKYLINE GARMENTS LTD.
98. SONIA & SWEATERS LTD.
99. SONIA FINE KNIT LTD.
100. SPRING TRADE LTD.

101. SWEATER HEAVEN LTD.
102. TEESTA HIGH FASHION LTD.
103. YOUNGONE HI-TECH SPORTSWEAR INDS.LTD.
104. YOLK APPARELS LTD.
105. VINTAGE KNITWEARS LTD.
106. UNION SPORTSWEAR LTD.

Source: BGMEA, and BKMEA Website, 2014