

# **Impact of Globalization on RMG Sector in Bangladesh (2007-2014): A Critical Analysis**

**This thesis is submitted to the University of Dhaka for the degree of Master of Philosophy (M. Phil.) by**



**Afroza Akter**

**Registration No. 114**

**Session 2014-15**

**Department of Political Science**

**Date of Submission: 25 February 2018**

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**Date of Submission: 25 February 2018**

**DEDICATION**  
**TO MY BELOVED PARENTS**

25 February 2018

## **CERTIFICATION**

The thesis on ‘Impact of Globalization on RMG Sector in Bangladesh (2007- 2014): A Critical Analysis’ has been written by Afroza Akter. She has conducted the research under my supervision. I find it satisfactory for submission to the Department of Political Science under the Faculty of Social Sciences, University of Dhaka for the award of the Degree of Master of Philosophy.

**Dr. Khundkar Nadira Parveen**

## **DECLARATION**

I submit the thesis on ‘Impact of Globalization on RMG Sector in Bangladesh (2007- 2014): A Critical Analysis’ to the Department of Political Science under the Faculty of Social Sciences, University of Dhaka for the award of the Degree of Master of Philosophy. I hereby declare that it has not been submitted for any other degree.

**Afroza Akter**

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## **Abstract**

As this is the period of globalization, there is increasing contestation among RMG products selling countries. Compliance issues of RMG factories are the main demand of international buyers and global institutions. So, it is necessary for Bangladesh's RMG providers to enhance compliance in their workhouses where laborers work. This paper investigates the impact of Globalization on the working environment of the RMG sector of Bangladesh by examining the situation of compliance issues recognized by international actors. The findings of the research show that most all of the Compliant factories are ensuring workers rights that are related with international labour standards and working environment of these factories is better than that of Non-compliant factories. After the practical investigation it is clear that, Globalization make an impact on the working environment of the RMG industry in Bangladesh because before the Rana Plaza and Tazreen Fashions tragedy, the working environment of the RMG factories was unsatisfactory what was known through literature review. After these accidents international actors have taken a lot of initiatives. At present both factories situation is better than before. Though Non-compliant factories are not maintaining workers rights properly but some of the issues have been improved that was absent before. So the affairs which are related to the advancement of RMG sector should properly maintain for sustaining in the world market.

## **Chapter 1:**

### **Introductory part of the study:**

#### **1.1. Introduction:**

The concept of globalization is one of the best influential matters for modern world. Globalization is an endless process that can impact on every sphere of the world. As globalization is characterized by expulsion of rules and regulations from trade related activities, interconnectedness among nations, tendency to capture foreign markets, so national governments have no authority over their financial system and national economies merge with global economies (Incekara and Savrul, 2015). As a result, many multinational companies have extended their businesses more than one country to another. It introduces a contested environment among the countries for commercial advancement.

The Readymade garment (RMG) industry of Bangladesh has turned into an export- driven industry due to globalization. As a consequence of an isolated market assured by Multi-Fibre Agreement (MFA) of General Agreement Tariff and Trade (GATT) and cooperative strategies of the Government of Bangladesh (GoB), it acquired a high sounding in the matter of foreign currency earnings and economic development in a short time (Ahamed, 2011). In spite of withdrawing special quota system in 2005, the number of RMG industries bob up over the periods. RMG export of Bangladesh to overseas countries increased to around 22170.00 million in FY 2013-14 from 116.20 million in FY 1984- 85 (Hossen, 2014). In spite of the favorable outcome, the RMG sector of Bangladesh is passing a trying times on account of not ensuring compliance issues determined by international buyers. This paper will discuss about the impact of compliance issues fixed by international actors, on the working environment of the RMG sector of Bangladesh. The paper is structured as follows: Chapter 1 interprets the introductory part of the study; Chapter 2 discusses the brief literature review on this issue; Chapter 3 describes measures taken in the Bangladesh RMG sector by stakeholders; Chapter 4 discusses internationally recognized rules for workers; Chapter 5 presents profile of the sampled Compliant & Non- Compliant Factories; Chapter 6 analyses data analysis and findings; Chapter 7 presents discussion of the research findings; Chapter 8 presents recommendations and conclusion in a concise manner.

## **1.2. Rationale of the study:**

The Ready-Made Garments (RMG) industry holds an incomparable status in the Bangladesh economy by taking the help of Globalization. More than four million workers lead their life by working in the Ready Made Garment (RMG) factory. But this industry is now facing international pressure due to unsecured working environment, low salaries, unjustifiable working hours and a number of fatal incidents which makes a bad impact on the economy of Bangladesh. According to the report of Daily Star published in April 24, 2014, almost 1691 garment workers were killed between the years 1990 and November 2013. Absence of proper monitoring system for the application of compliance issues to fulfill workers rights and preserving workplace security goes to be a fear in the RMG sector. As one of the best leading sectors, this industry needs to protect its status in the Global market. So, I want to investigate that, to what extent Globalization make an impact on the working environment of the RMG industry in Bangladesh? And do the initiatives help improving the RMG industries of Bangladesh? I will also give some recommendations for protecting the situation of RMG industry in the world market.

## **1.3. Objectives of the study:**

The main objective of the research is to identify the impact of Globalization on the working environment of the RMG sector of Bangladesh by examining the situation of compliance issues recognized by international actors.

The study has the following objectives:

1. To examine the measures taken by the government of Bangladesh for the advancement of working conditions.
2. To investigate the initiatives taken by the development partners for ensuring security of garments workers in Bangladesh

## **1.4. Research Questions:**

1. To what extent international pressure impact on the working conditions of the RMG sector in Bangladesh?
2. What are the international actors that influences in the RMG sector of Bangladesh?
4. To what extent compliance ensures rights and facilities of garment workers as well as consolidating in the RMG sector of Bangladesh?

3. How does working situation in the Bangladesh garments factories controlled by international actors?

### **1.5. Hypothesis:**

The working environment of compliant factories is better than that of Non-compliant factories.

### **1.6. Independent and Dependent Variables:**

#### **Independent Variable:**

The situation of compliance issues recognized by international actors (ILO, International buyers)

#### **Dependent Variable:**

Impact on working environment of the RMG sector of Bangladesh

### **1.7. Conceptual framework:**

#### **Impact:**

Impact means the pressure of one thing to influence the other. On the other hand, it can also be said that this pressure or act of one actor can change the situation of another actor.

#### **Globalization:**

Globalization is a process by which countries are closely related with one another ( Levitt, 1983; Bordo, 2002). A number of components are included in the process of globalization such as free trade, prohibition of tariff barriers, free movement of products and goods among countries ( Levitt, 1983; Yip, 1989; Hill, 1997). In this process multinational corporations and their investment, global business, regionalism and international finance all are linked together. It interconnects the world economy. As a result, all political, social and economic matters are also related with one another (Incekara and Savrul, 2015). Globalization denotes a series of actions by which incidents, judgments and functions in one part of the world can come to have a remarkable result for people in quite remote parts of the earth (McGrew, 1990).

#### **RMG Sector of Bangladesh:**

The ready-made garment industry financed by USA is the part of a global industry that has significantly changed over the past fifty years (Hayashi 1992). The Ready Made Garment (RMG) industry of Bangladesh is one of the largest industrial sectors which work for the improvement of an economy to a large extent. It is related with import, export and GDP growth rate of a country. As

a labor demanding sector, the RMG industry of Bangladesh plays a supreme role for removing poverty and developing the economic condition of these countries (Siddiqi, 2005). More than 85% laborers are women who work in the Garment sector (Islam and Zahid, 2012). So this is the sector by which women can be empowered (Farhana, Syduzzaman and Munir, 2015). According to Morshed (2007), the workers of the RMG sector of Bangladesh do not get their basic rights properly.

### **Working environment of the RMG sector of Bangladesh:**

Working environment means overall conditions of the working place where workers work. According to Ahamed (2011), Working environment in the RMG sector of Bangladesh repeatedly transgress the rules and regulations of international organization. For that reason, working situation is not safe for the workers of the Garment factories. A large number of characteristics are involved in working environment. The elements are working place, illumination, washroom, security apparatus, medical facilities etc (Ahmed and Nathan, 2014). On the other hand, there are some other issues which are also related to working situation, such as salary, work safety, persecution, security issues, injustice and right to organization (Mariani, 2013).

### **Compliance issues and RMG sector:**

Compliance means comply with the code of conduct which is internationally recognized by ILO. Compliance issues protect fundamental rights of the RMG workers followed by buyer's rules of conduct (Baral 2010). It means rules of conduct or standard procedure which is related with business associations.

According to Islam and Hossain (2015), the fundamental parts of Compliance are payment, child exertion, security issues, reparation, disparity, orderliness, trade union, administration and standard time for work.

Compliance is a guideline to ensure working safety net and to maintain the acts of the country that are related with international standards and rules of conduct determined by international buyers (Mariani, 2013). Compliance is the burning issue for all garments industry. It ensures sound working situation for the workers (Ahamed, 2011).

### **Relationship between International Actors and RMG sector of Bangladesh:**

Globalization is regarded as an ongoing action by which international institutions dominate the whole world, especially the trade sector. Bangladeshi RMG products are exported to USA, UK, Germany, France, Spain, Italy, Belgium, Netherlands and Canada. As this is the age of globalization, many international actors are involved in the RMG sector of Bangladesh. These actors are playing a vital role to change the working environment of the RMG factories of Bangladesh. The actors are international buyers (Accord and alliance) and global institutions (ILO, EU, IFC, WTO, and UN). These organizations make rules and regulations by which globalization is directed and Readymade Garments sectors of Bangladesh are controlled.

### **1.8. Methodology:**

#### **Method used in the study:**

Qualitative method has been used for the research. My research is explanatory in nature. It is described as an experiment to relate concept for realizing reason and outcome. By this research, one can illustrate the system of connection between variables. For conducting the research, two methods have been used namely- Content Analysis and Interview. Content Analysis includes collection of data from all relevant books, documents, published and unpublished research works, online articles etc (Aminuzzaman, 1991). The aim of interview method was to collect primary data on the basis of justifying the secondary data which was found in literature review.

#### **Collection of data:**

The research has been directed on the basis of primary and secondary data. Primary data have been collected from Garments workers of different levels of the garments factories and Secondary data have been collected from various types of Books, Journals, Reports, Research articles and Newspapers.

#### **Techniques of data collection:**

To collect data from the primary source, in-depth interviews have been conducted through both open and Close- ended questionnaire. Only Qualitative data has been used for this research.

**Area of the study:**

My area of study is Dhaka. So for this research work, Garment workers have been taken from particular area of Dhaka city, Such as Tejgaon, Dakkhinkhan, Kawlar, Mirpur, Khilkhet, Uttara. Among the garment factories of these areas eleven factories were selected purposively.

**Population of the study & unit of analysis:**

The Population of the study includes all the garment workers who are involved in garment factory. Each worker has been regarded as a unit of analysis.

**Sampling:**

For this research, 318 samples (garments workers) have been taken from 11 RMG factories through stratified sampling techniques. Operator, Helper, Swing, Finishing and Others Upper level workers from the garments factories have been selected as respondents. Among the 11 factories, 6 are compliant factories and another 5 are non-compliant factories.

**Processing and analysis of data:**

After collecting data, simple statistical method has been used to find out the relationship between variables. Finally the results of the research have been shown by using tables and pie charts.

**1.9. Limitation of the study:**

1. In this research paper, I can't include every aspect of the international protocols that are related to workers rights due to keep the paper in a manageable shape.
2. To make the research more appropriate other collaborators, such as, proprietors, supervisory authority, officials and business organizations leaders are not interviewed. Only Garment workers are interviewed.
3. As workers did not have enough time to take part in the long time conversation. So sometimes it was not that easy to investigate some of the respondents opinion properly.
4. It seemed to me that, some workers were afraid in the time of conversation. So it was not easy to collect the actual information.
5. Most of the workers told that, they were 18 years old or above 18 but, some of them seemed to be 15 or 16.
6. As I did this research for my academic purpose, so I had to bear all the costs for this research for which my area of research was only Dhaka and I did not go other districts.

## Chapter 2:

### Literature Review:

Review of literature is a fundamental part for doing a research properly. As a new researcher, I have studied the relevant books, journals, newspapers, and research reports for performing the research. Among the reviewed literature, some important aspects are given below.

Due to worldwide contestation, reliance on raw materials, increased trade related activities; globalization has an impact on the RMG industries of Bangladesh (Karmaker, and Saha 2016). Globalization has attached Bangladesh to EU and North America. According to the Quarterly Review on RMG (April-June 2016) published by Export Promotion Bureau, Bangladesh earned almost 82% of total export profit by exporting readymade garments especially, Woven and Knitwear. In 2016, the gross export of readymade clothes increased by 8.6 % from April to June. Bangladesh acquired 43.0% and 39.0% of total export income from woven and knitwear sector in FY 2016. In 2016, 3772.98 million USD came from woven garments from April to June and it was almost 7.6 % more than the April-June 2015. On the other hand, in 2016, 3681.10 million USD came from knitwear garments from April to June. Chowdhury et al (2014) found that it has great opportunity to earn a great foreign currency through developing readymade garments industry in Bangladesh. Bhuiyan (2013) said that, the export-oriented ready-made garment (RMG) industries are the most potential sectors for getting more profit and changing the country.

Bangladesh is blamed for its dissatisfactory working situation in the factories. International rules for the RMG sector of Bangladesh are not maintained properly in the RMG sector. After the Tragedy of **Rana Plaza collapse** (24 April 2013) and **Tazreen Fashions fire** (24 November 2012), a large number of initiatives has been taken by the development partners to restructure the RMG sector (Moazzem, K.G. and Islam, A. 2015). On the other hand, Khan and Wichterich (2015) found that, some reformations are visible in the compliant factories of RMG industries, as these factories are directly related to international buyers. On the contrary, no progress is found in non-compliant factories. These factories do not have any trade related activities with international customers.

According to literature review, workers rights are always neglected in most of the RMG factories in Bangladesh and trade union is also prohibited. Work places are congested in this factories and the compliance issues are not implemented properly (National Human Rights Commission, 2014).



International buyers and global institutions for instance, the ILO and IFC are ceaselessly forcing the Bangladeshi government to ensure compliance issues and ameliorate working situations for maintaining globally compulsory labour rights conventions. Not only global institutions but also western customers also play a vital role, forcing international buyers to claim better working situations (Mariani, 2013). The government of USA has ceased the Generalised System of Preferences (GSP) facility for Bangladesh. Due to this advantage, Bangladesh get tax free entry of more than 5,000 products to the US market. Not only some accidents but also poor working situation of the RMG factories is also responsible for the withdrawal of GSP (The Daily Star, 2013). Bangladesh government has taken many initiatives determined by USA to improve the working environment. International buyers always look over the situation of the factory before placing any order for products and they have the liability to assure the standard of goods (Transparency International Bangladesh, 2013).

A number of studies indicated that, unhealthy working situation was responsible for physical illness of workers, such as body ache, heart diseases, headache problems etc. (Paul-Majumder and Begum, 1997; Nahar et al., 2010; Drusilla et al., 2011; Ahmed & Raihan, 2014). Some researcher investigated that, overpopulated factory, forced labor increased health related problems of Garments workers (Jana, 2008; Alam, 2009; Ahmed & Raihan, 2014). Dunn & Mondal (2010) have said that, factory proprietors do not maintain international safety and health convention, though they are accused to obey. Zafar (2012) said that, Garments workers did not get safety training, housing opportunities, leisure facilities and they lead a vulnerable life in their working place. Ahamed (2011) said that, Garments workers have very little awareness about their rights and facilities. Women are faced physical harassment by factory manager in their workplace (Khan, 2001). Bangladesh has also approved the UN Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), but the application of the act is not fruitful (I. Buga, L. Butiskyte, N. Haque, O. Radu and Y. Jin 2014).

Due to lack of safety issues implementation, an accident occurred at 'Garib and Garib' ( Garments factory) on February 25th, 2010 (cleanclothes.org, 2012). A number of multinational companies were the dealer of that company. After that accident, many international organizations forced the RMG industry of Bangladesh to ensure healthy working environment which was suitable for the workers. A labor union, South Asian Alliance for Poverty Eradications (SAAPE), put a pressure on RMG sector of Bangladesh for ensuring safety standards (Sacw.net, 2010). Similar accident occurred at 'That is it Sportswear' (Ha-Meem group), On December 14th, 2010 because of having

safety problems. International organizations like International Labor Right Forum, Workers Right Consortium and Maquila Solidarity network reacted again for workers security (labourbehindthelabel.org, 2010).

To ameliorate the working situation in the Ready Made Garment sector in Bangladesh, The United Kingdom aid ILO with an amount of £4.8 million (foreignaffairs.co.nz, 2013). In pursuance of the ILO constitution, workers must have economic insurance that can protect them from danger in their workplace but the government of Bangladesh does not maintain ILO rules properly (ilo.org, 2013). The Governmental role by making codes of conduct on the basis of international standard can improve workers situation. Workers leaders said that a number of acts were taken but their application had always been ignored. Maintaining various acts established by a number of buyers is really tough for the dealers (Razzaue & Eusuf, 2007).

In this study any obligations encountered by the worker and their opinion in connection with working environment did not included. Here the significance of research lies for exploration of reality to a considerable extent.

## **Chapter 3:**

### **Measures taken in the Bangladesh RMG sector by Stakeholders:**

#### **3.1. ILO Initiatives:**

ILO is doing a lot functions by making rules and regulations which are applicable for employer and workers to ensure their rights (ILO, 2005). This organization is performing twenty plans in the Bangladesh RMG sector together with development partners, international agencies and a number of countries (Moazzem, K.G. and Islam, A. 2015). ILO inspects the RMG factories of Bangladesh by observing the situation of labour rights that are accepted internationally and applied through domestic rules of a country (ILO, 2005).

#### **3.2. The EU Sustainability Compact:**

The EU Sustainability Compact is a generalized contract that was made on July 2013 among the European Union (EU), the International Labor Organization (ILO) and the Government of Bangladesh (Khan and Wichterich 2015). Its purpose is to advance working environment in the Bangladesh RMG sector. According to the Fourth Monitoring Report of the Centre for Policy Dialogue (Moazzem, K.G. and Islam, A. 2015), under the EU Sustainability Compact, some activities had been completely or significantly performed. Such as:

1. Reformation of the Bangladesh Labour act,
2. Improvement of the Department of Chief Inspector of Factories and Establishments (DIFE) to a Management,
3. Formation of a openly available database in all the workhouse,
4. Attainment of ability for the 'Better Work Bangladesh' (BWB) programme,
5. Enrollment of independent organizations for workers,
6. Accomplishment of the National Action Plan (NAP) on fire safety and constructional soundness,
7. Evaluation of the structural safety of all foreign currency earning RMG factories,
8. Spreading the EU's continual 'Better Work and Standard' (BEST) plan,
9. The ILO is supplying technological support to Bangladesh for establishing independent organization, united dealing and the implementation of the labour rights
10. Enforcement of the rights of workers by beneficial organization in the EPZs.

### **3.3. The Accord Initiatives:**

This lawful contract was signed in May 2013. According to the quarterly Accord review revealed in August 2015 (Accord 2015), 1,288 factories out of 1,531 guided by the Accord, were being inspected and 226 factories which were under Accord and Alliance inspected by the Alliance. On the other hand, 942 Preventive Action Measures were accepted by the Accord. Under the initiatives of Accord, the workers of the RMG factories are receiving training on safety and their rights. Moreover, the Accord has been functioning to advance Occupational Safety and Health (Moazzem, K.G. and Islam, A. 2015),

### **3.4. The Alliance Initiatives:**

This lawful contract was made in July 2013. The Alliance is formed for ensuring safety of the workers. So, it has served its workers with fundamental fire safety training (Khan and Wichterich 2015). According to the First yearly Accord review revealed in July 2014, under the initiatives of Accord, 587 factories had been inspected and 50% of the inspected factories were under correction (Alliance 2014).

### **3.5. The National Tripartite Action Plan (NTPA) Initiatives:**

Under the initiatives of the NTPA (with the support of the ILO), Bangladesh RMG factories are being inspected. This plan is backed by Canada, the Netherlands and the United Kingdom ((Moazzem, K.G. and Islam, A. 2015). The Government of Bangladesh has launched a lot of activities under this project which are given below:

### **3.6. Initiatives by the Government of Bangladesh:**

The Government of Bangladesh (GoB) along with Ministry of Labour and Employment (MoLE), Ministry of Jute and Textile and other responsible authorities has taken many initiatives to advance the working environment of the RMG industry in Bangladesh. Under the initiative, 25 designed functions were taken between June 2013 and December 2014(Khan and Wichterich 2015). According to the Fourth Monitoring Report of the Centre for Policy Dialogue (Moazzem, K.G. and Islam, A. 2015), 16 activities out of 25 had been completely or significantly performed. The activities were as follows:

1. Correction of the Bangladesh Labour Act 2006
2. Receiving a National Occupational Security and Health insurance
3. Installation of a special force on building and fire safety

4. Appointment of 200 extra labour inspectors to the Department of Inspection for Factories and Establishments (DIFE)
5. Improving the Institution of Inspection for Factories and Establishments from a Directorate to a Department
6. Enactment of MoLE (Ministry of Labour and Employment) project “Modernization and Strengthening the Department of Inspection for Factories and Establishments”
7. Installation of a unique service for fire safety confirmation.
8. Advancement and inauguration of a combined fire safety index.
9. Investigation and evaluation of factory-level fire and electrical safety issues
10. Distribution of a fire safety “intensive training” for middle-quality factories
11. Introduction of a fire safety helpline for laborers through the Department of Fire Service and Civil Defence (FSCD)
12. Reinforcing the ability of Fire Service and Civil Defence
13. Advancement of instructions for the introduction of a work-steering board on Occupational safety and health (OSH)
14. Advancement of fire safety self-evaluation and mitigation instruments
15. Forming an openly available database on Occupational safety and health (OSH) issues in all the workhouses.
16. Redistribution of the RMG laborers who have forcedly given up service due to injury at workplaces.

On the other hand, nine of the activities had been partly completed. The activities were as follows:

1. Inspecting rules and regulations that are related to the safety issues of the working environment.
2. Evaluate and adaptation of workshop permitting and confirmation methods regarding Workplace security
3. Enactment of a factory fire betterment project
4. Investigation and evaluation of constructional soundness of all functional RMG factories
5. Improvement of good governance in the RMG industries.
6. Distribution of a special course on fire safety for trade -union leaders
7. Introduction of a programme to increase consciousness with regard to fire safety, Occupational safety and health (OSH) hazards and inhibition
8. Distribution of a special course on fire safety and constructional soundness for factory inspectors
9. Enlargement of special rules for deceased and injured workers by which they will get a huge support from their factories owners after an accident.

### **Minimum wage committee**

A pay committee was comprised in June 2013, to determine the minimum wages for garment workers. A design was presented by the committee, which was accepted by the government and it was enacted in December 2013 (Khan and Wichterich 2015). The basic salary for a garment worker was fixed at 3000 BDT with a 5% increment yearly on the basic salary, 40% of the basic Pay for home rent, 250 BDT for heating costs, 200 BDT for carriage and 650 BDT for meal. That means the minimum salary was increased at 5,300 BDT (BGMEA, 2014).

### **3.7. Compliance issues determined by international buyers:**

International buyers play a dominant role in the RMG sector of Bangladesh. As owners of the Garment factories do not improve the working conditions, there creates chaotic situation in the factories. As a result, international buyers claim compliance to ensure labor rights. According to Hossain and Arefin (2015), the following compliance issues determined by international buyers to improve the working environment of the RMG industries of Bangladesh, Such as:

1. Children will not be involved in work
2. Taking initiatives for removing forced labour
3. Vehicle facilities for the workers
4. Working time must be standard
5. Purified drinking water, Hygienic environment, Medical facilities, Fire mitigating apparatus
6. Lunchroom facilities for the workers
7. Leisure facilities
8. Setting up of a union which protect workers' rights

## Chapter 4:

### **Internationally Recognized rules for workers:**

As a member of The United Nations (UN), Bangladesh must follow the rules and regulations of the UN for instance, UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), ILO Conventions, Universal Declaration of Human Rights, International Covenant on Economic, Social and Cultural Rights.

#### **4.1. ILO Conventions:**

Among 190 conventions 8 conventions are regarded as elementary because every Member State of ILO is compelled to maintain these protocols regardless of the ratification.

**1. Forced Labour Convention, 1930:** It discusses about the responsibility of the member state to remove the forced labour completely.

**2. Freedom of Association and Protection of the Right to Organize Convention, 1948:** This convention denotes that, every worker has the right to participate in a trade union and to take combined measures.

**3. Right to Organize and Collective Bargaining Convention, 1949:** It denotes that, workers can collectively bargain with their proprietor by forming a trade union.

**4. Equal Remuneration Convention, 1951:** This convention explains that, every worker has the right to get their payment impartially and there will have no disparity on the basis of gender.

**5. Abolition of Forced Labour Convention, 1957:** It denotes that, every member states must be responsible to assure that all kinds of forced labour will be removed.

**6. Discrimination (Employment and Occupation) Convention, 1958:** This convention explains that laborer will not be discriminated on the basis of caste, colour, gender, faith, political thought, nationwide expulsion or social birth.

**7. Worst Forms of Child Labour Convention, 1999:** This convention indicates that every member states must be responsible to take necessary measures for removing the worst Forms of Child Labour.

Bangladesh has approved all of the above 7 conventions.

**8. Minimum Age Convention 1973:** This Convention indicates that the minimum age for entering into the job must be 15 years and the minimum age for dangerous work must be 18 years.

Other consequential conventions which will also ensure job security, safety and rights of the workers are given below:

- 1. Occupational safety and health convention 1981(No.155):** The convention indicates that every member states must be responsible to take necessary measures for ensuring occupational safety, health security and the improved working conditions.
- 2. The Hours of Work (Industry) Convention, 1919 (No. 1):** This convention denotes that, working time for the industrial sector must be limited to forty-eight hours in the week.
- 3. Hours of Work Convention, 1930 (No. 30):** According to this convention, the payment for the overtime will not be less than one-and-a-quarter times the regular payment.
- 3. Protection of Wages Convention 1949 (No.95):** This convention denotes that, workers will get their salary at constant intervals.
- 4. Occupational Health Services Convention, 1985 (No. 161):** This convention discusses about health services at workplace for ensuring safety and sound working conditions.
- 5. Maternity Protection Convention, 2000 (No. 183):** The convention indicates that women will get maternity leave with payment.

#### **4.2. International Convention on Economic, Social and Cultural Rights:**

Article 7 (b) of the International Convention on Economic, Social and Cultural Rights discusses about the suitable working environment (ICESCR, 1966).

#### **4.3. Universal Declaration of Human Rights:**

**Article 3:** This article denotes the right to life, freedom and safety of person.

**Article 22:** This article discusses about the right to social security.

**Article 23 (1):** This article denotes the right to act in a suitable environment and similar remuneration for similar function.

**Article 23 (2):** It indicates that, there will have no disparity in perspective of equitable remuneration.

**Article 23 (4):** It denotes the right to establish trade union and to participate in a trade unions for the preservation of rights.

**Article 24:** It denotes the right to relaxation.

All these articles are applicable for everybody. Everybody will get these rights without any discrimination (UDHR 1948).



## Chapter 5:

### Profile of the sampled Compliant & Non- Compliant Factories:

#### Compliant factories:

1. **Name of the RMG Factory:** Nipa Knitwear Company

**Address:** Selina tower, Islam bag, Holan Road, Dhakkhin khan, Uttara, Dhaka-1230, Bangladesh.

**Total workers:** 1700 (Male- 510, Female- 1190)

**Product Type:** All kinds of woven and knit items

**Exporting countries:** Europe and USA

**Production Capacity:** More than 300,000 pieces (Per month)

2. **Name of the RMG Factory:** The Rose Garments Designer Ltd

**Address:** N. Islam centre, Mazar Road, Dhakkhin khan, Uttara, Dhaka-1230, Bangladesh.

**Total workers:** 695 (Male- 170, Female- 525)

**Product Type:** All kinds of woven

**Exporting countries:** Europe, Canada and USA

**Yearly sales turnover:** US\$ 7.5 Million.

3. **Name of the RMG Factory:** Mohammadi Fashion Sweaters Ltd

**Address:** KA/52/A, Khilkhet Khapara, Gr., 1st, 2nd Floor, Dhaka-1229, Bangladesh.

**Total workers:** 2370 (Male- 1121, Female- 1249)

**Product Type:** All kinds of woven

**Exporting countries:** Europe

**Production Capacity:** 300,000 pieces (Per month)

4. **Name of the RMG Factory:** Zaara jeans and Knitwear Ltd

**Address:** 1/E, Mollik Tower, Plot-13, 14, Zoo Road, Mirpur-1, Dhaka-1216, Bangladesh.

**Total workers:** 983 (Male- 295, Female- 688)

**Product Type:** woven & knit garments

**Exporting countries:** Europe

**Production Capacity:** 59900dz (Per month)

**5. Name of the RMG Factory:** Jeans Manufacturing Company Ltd

**Address:** Jeans Manufacturing Co. Ltd, 13-14, Zoo Road, Mollik Tower, Mirpur -1, Dhaka -1216, Bangladesh.

**Total workers:** 1044 (Male- 105, Female- 939)

**Product Type:** All kinds of woven

**Exporting countries:** Europe

**Production Capacity:** 351000pcs (Per month).

**6. Name of the RMG Factory:** Posh Garments Ltd

**Address:** 384/A, Tejgaon I/A Dhaka- 1208, Bangladesh.

**Total workers:** 850 (Male- 222, Female- 628)

**Product Type:** All kinds of woven

**Exporting countries:** Europe

**Production Capacity:** 1,660,879 (per year)

#### **Non-Compliant factories:**

**1. Name of the RMG Factory:** James Fashion Ltd

**Address:** Ekata plaza, B- 28, khilket Bazar, Dhaka- 1229, Bangladesh.

**Total workers:** 285 (Male- 200, Female- 85)

**Product Type:** All kinds of woven

**2. Name of the RMG Factory:** Tex Tailor Export (BD)

**Address:** House # 320/3, Ward # 2, Nur Madina Masjid Road, Kawlar, Maddhya Para, Dhakhin Khan, Uttara, Dhaka- 1229, Bangladesh.

**Total workers:** 225 (Male- 74, Female- 151)

**Product Type:** knit garments

**3. Name of the RMG Factory:** Abrar Knit Concern Ltd

**Address:** S. M. Muzzammal Haque plaza, chairmanbari, Dhakhin khan, Uttara, Dhaka-1230, Bangladesh.

**Total workers:** 250 (Male- 120, Female- 130)

**Product Type:** knit garments

**4. Name of the RMG Factory:** Mona Garments

**Address:** H # 228, kawlar, Dhakhin Khan, Uttara, Dhaka- 1229, Bangladesh.

**Total workers:** 190 (Male- 65, Female- 125)

**Product Type:** knit garments

**5. Name of the RMG Factory:** Green Knitwear Ltd

**Address:** H # 27, Road # 8, Block- A, Section- 12, Mirpur, Dhaka-1216, Bangladesh.

**Total workers:** 260 (Male- 80, Female- 180)

**Product Type:** knit garments

From the above Compliant and Non-Compliant factories I have taken 318 interviewees for taking interview that are given below:

**Total Interviewees taken from Compliant and Non-Compliant factories:**

Name of the RMG Factories	Male Interviewees	Female Interviewees	Total Interviewees (male & female)
Nipa Knitwear Company	13	51	64
The Rose Garments Designer Ltd	5	20	25
Mohammadi Fashion Sweaters Ltd	11	27	38
Zaara jeans and Knitwear Ltd	9	21	30
Jeans Manufacturing Company Ltd	8	23	31
Posh Garments Ltd	7	26	33
James Fashion Ltd	2	21	23
Tex Tailor Export (BD)	3	16	19
Abrar Knit Concern Ltd	2	13	15
Mona Garments	4	14	18
Green Knitwear Ltd	5	17	22
<b>Total</b>	<b>69</b>	<b>249</b>	<b>318</b>

**Interviewees according to their age and occupation**

Occupation	Operator			Helper			Swing			Finishing			Others(Upper)			Total
	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	
Age																
18-24	4	19	23	7	21	28	9	21	30	9	31	40	0	0	0	121
24-30	4	25	29	4	13	17	2	19	21	7	22	29	2	7	9	105
30-36	5	16	21	0	15	15	2	9	11	0	0	0	5	4	9	56
36-42	2	11	13	0	8	8	0	0	0	0	0	0	4	0	4	25
42-48	0	8	8	0	0	0	0	0	0	0	0	0	3	0	3	11
Total	15	79	94	11	57	68	13	49	62	16	53	69	14	11	25	318

## Chapter 6:

### Data analysis and Findings:

**Compliance issues of ILO and international buyers:**

**Question related with The Hours of Work (Industry) Convention, 1919 (No. 1) of ILO:**

1. How much time do you pass working at your factory daily?

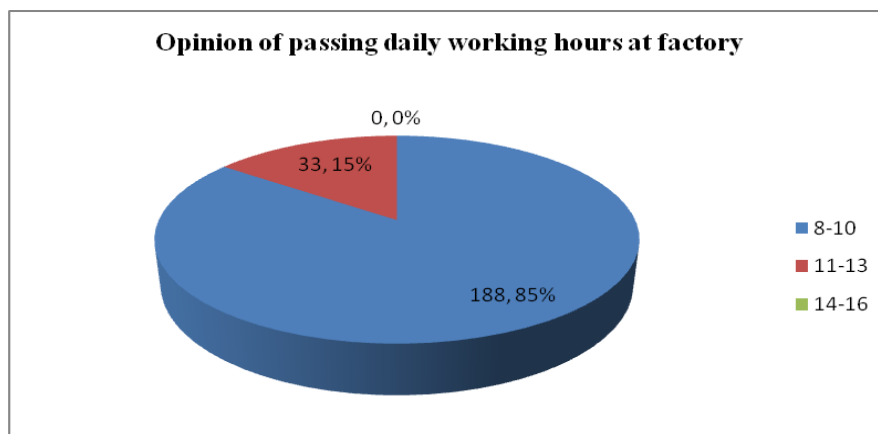
**Table-1(Compliant factories)**

Daily working period	8-10 hours		11-13 hours		14-16 hours		Total
	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	
Nipa Knitwear Company	59	92.19	5	7.81	0	0	64
The Rose Garments Designer Ltd	19	76.00	6	24.00	0	0	25
Mohammadi Fashion Sweaters Ltd	31	81.58	7	18.42	0	0	38
Zaara jeans and Knitwear Ltd	27	90.00	3	10.00	0	0	30
Jeans Manufacturing Company Ltd	24	77.42	7	22.58	0	0	31
Posh Garments Ltd	28	84.85	5	15.15	0	0	33
<b>Total</b>	<b>188</b>	<b>85.07</b>	<b>33</b>	<b>14.93</b>	<b>0</b>	<b>0</b>	<b>221</b>

**Explanation of the table:**

From the above table it is mentioned that, 85% of the interviewees work 8-10 hours in a day at the factory. On the other hand, only 15% interviewees pass 11-13 hours working at factory daily. That means compliant factories working hour is not fix at 8 hours per day or 48 hours in a week. So it can be said that Compliant factories are not properly maintaining the Hours of Work (Industry) Convention, 1919 (No. 1) of ILO to this issue.

**Graph -1(Compliant factories)**



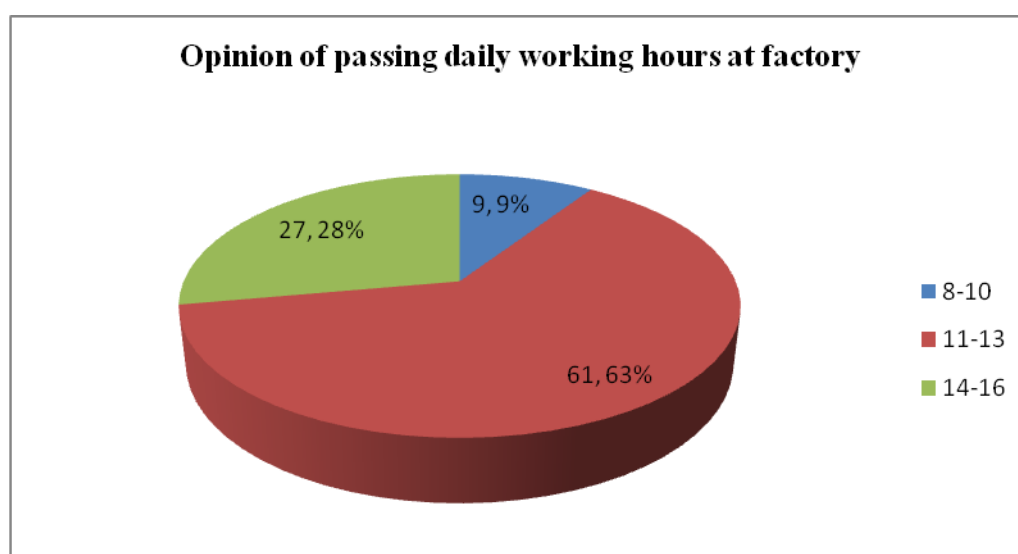
**Table-1 (Non-Compliant factories)**

Daily working period	8-10 hours		11-13 hours		14-16 hours		Total
Name of the RMG Factories	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	
James Fashion Ltd	2	8.70	15	65.22	6	26.09	23
Tex Tailor Export (BD)	1	5.26	16	84.21	2	10.53	19
Abrar Knit Concern Ltd	2	13.33	9	60.00	4	26.67	15
Mona Garments	2	11.11	9	50.00	7	38.89	18
Green Knitwear Ltd	2	9.09	12	54.55	8	36.36	22
Total	9	9.28	61	62.89	27	27.84	97

**Explanation of the table:**

From the above table it is mentioned that, 63% of the interviewees work 11-13 hours in a day at the factory. They tell that sometimes they work 11 hours or sometimes 12 hours or 13 hours. On the other hand, the daily working time of 28% interviewees out of 100% interviewees is limited to 14-16 hours. In the same way they (28%) tell that sometimes they work 14 hours or sometimes 15 hours or 16 hours. Another 9% interviewees say that they work 8-10 hours in a day at the factory. That means Non-Compliant factories working hour is not fix at 8 hours per day or 48 hours in a week. So it can be said that Non-Compliant factories are not maintaining the Hours of Work (Industry) Convention, 1919 (No. 1) of ILO to this issue.

**Graph -1(Non-Compliant factories)**



**Question related with Protection of Wages Convention 1949 (No.95) of ILO:**

2. Do you get your wages in time?

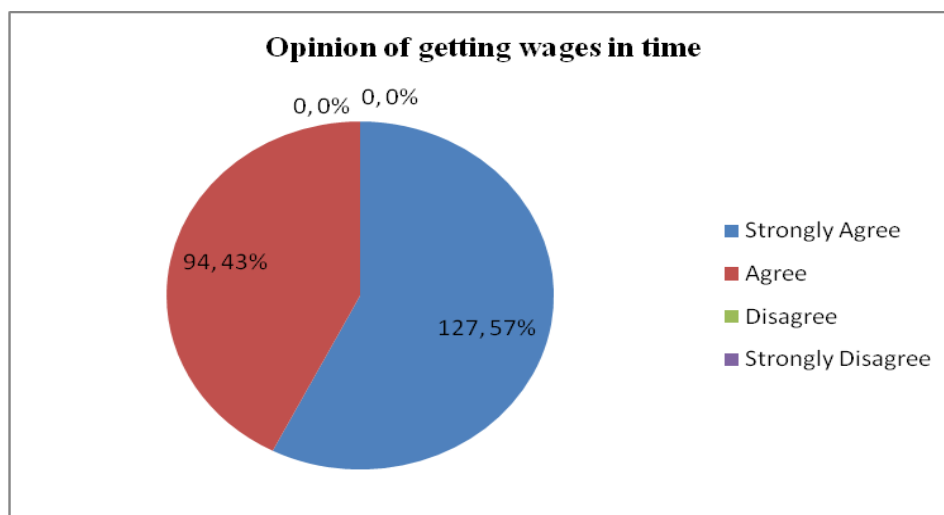
**Table-2 (Compliant factories)**

Workers View	Agree		Strongly Agree		Disagree		Strongly Disagree		Total
	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	
Name of the RMG Factories	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	
Nipa Knitwear Company	23	35.94	41	64.06	0	0	0	0	64
The Rose Garments Designer Ltd	14	56.00	11	44.00	0	0	0	0	25
Mohammadi Fashion Sweaters Ltd	17	44.74	21	55.26	0	0	0	0	38
Zaara jeans and Knitwear Ltd	11	36.67	19	63.33	0	0	0	0	30
Jeans Manufacturing Company Ltd	15	48.39	16	51.61	0	0	0	0	31
Posh Garments Ltd	14	42.42	19	57.58	0	0	0	0	33
Total	94	42.53	127	57.47	0	0	0	0	221

**Explanation of the table:**

From the above table it is apparent that, 57% of the interviewed workers strongly agree to the opinion that they get their wages in proper time and 43% interviewees also agree to the given question. So it can be said that Compliant factories are preserving the protection of Wages Convention 1949 (No.95) of ILO to this matter.

**Graph -2 (Compliant factories)**



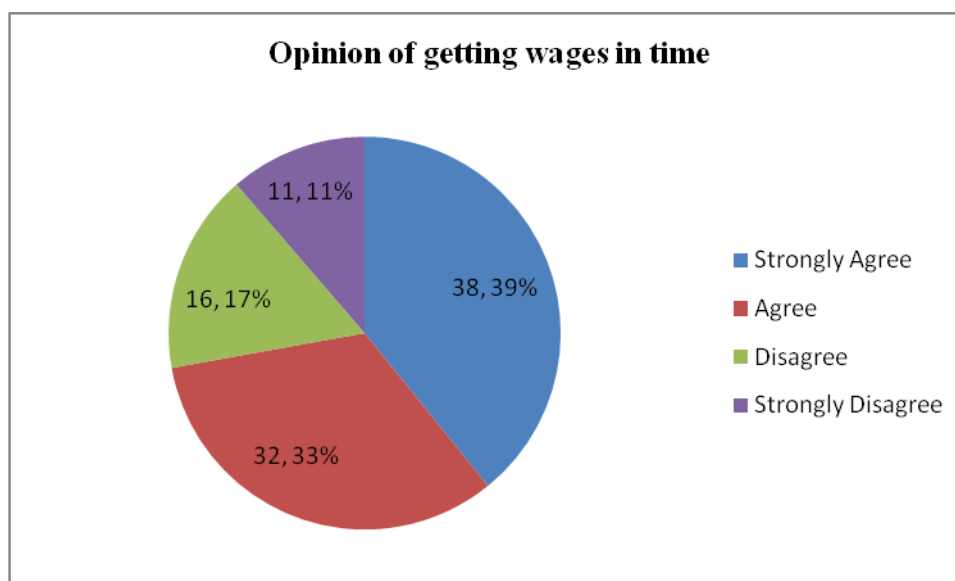
**Table-2 (Non-Compliant factories)**

Workers View	Agree		Strongly Agree		Disagree		Strongly Disagree		Total
	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	
Name of the RMG Factories	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	
James Fashion Ltd	9	39.13	12	52.17	2	8.70	0	0	23
Tex Tailor Export (BD)	3	15.79	13	68.42	2	10.53	1	5.26	19
Abrar Knit Concern Ltd	4	26.67	5	33.33	3	20.00	3	20.00	15
Mona Garments	6	33.33	3	16.67	4	22.22	5	27.78	18
Green Knitwear Ltd	10	45.45	5	22.73	5	22.73	2	9.09	22
Total	32	32.99	38	39.18	16	16.49	11	11.34	97

**Explanation of the table:**

The above table indicates that, Majority part of the interviewed workers (72%) express that, their factory proprietors pay their earnings in proper time. On the other hand, only (17%+11%) = 28% interviewees remark in opposition to this issue. That means Non-Compliant factories are in processing to preserve the protection of Wages Convention 1949 (No.95) of ILO to this matter.

**Graph -2 (Non-Compliant factories)**





**Question related with Hours of Work Convention, 1930 (No. 30) of ILO:**

3. Do you get higher pay rate for the overtime work than ordinary pay rate?

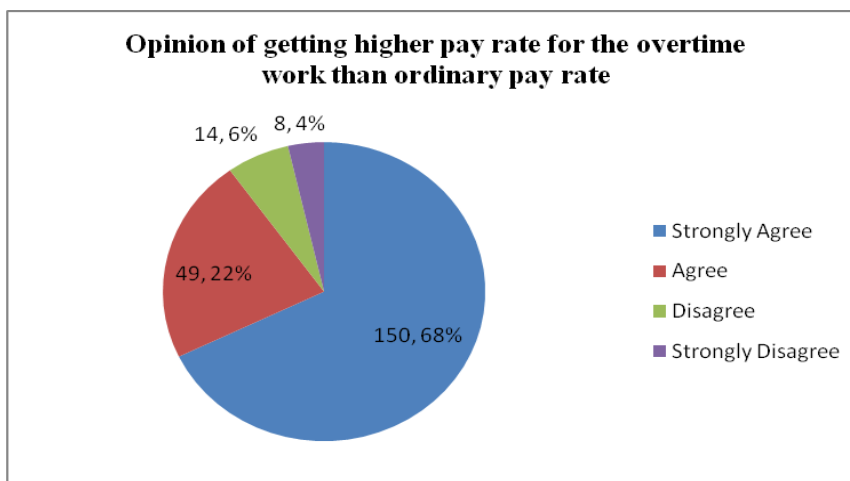
**Table-3 (Compliant factories)**

Workers View	Agree		Strongly Agree		Disagree		Strongly Disagree		Total
	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	
Name of the RMG Factories	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	
Nipa Knitwear Company	11	17.19	53	82.81	0	0	0	0	64
The Rose Garments Designer Ltd	7	28.00	12	48.00	4	16	2	8	25
Mohammadi Fashion Sweaters Ltd	9	23.68	23	60.53	3	7.89	3	7.89	38
Zaara jeans and Knitwear Ltd	5	16.67	22	73.33	2	6.67	1	3.33	30
Jeans Manufacturing Company Ltd	9	29.03	19	61.29	3	9.68	0	0.00	31
Posh Garments Ltd	8	24.24	21	63.64	2	6.06	2	6.06	33
Total	49	22.17	150	67.87	14	6.33	8	3.62	221

**Explanation of the table:**

From the above table it is visible that, 68% of the interviewees strongly agree to the statement that they get higher pay rate for the overtime work than ordinary pay rate. In addition, 22% interviewees also agree with this opinion. On the other hand, 6% interviewees disagree and only 4% interviewees are strongly disagreed with this idea. That means most of the Compliant factories are supporting the Hours of Work Convention, 1930 (No. 30) of ILO to this question.

**Graph -3 (Compliant factories)**



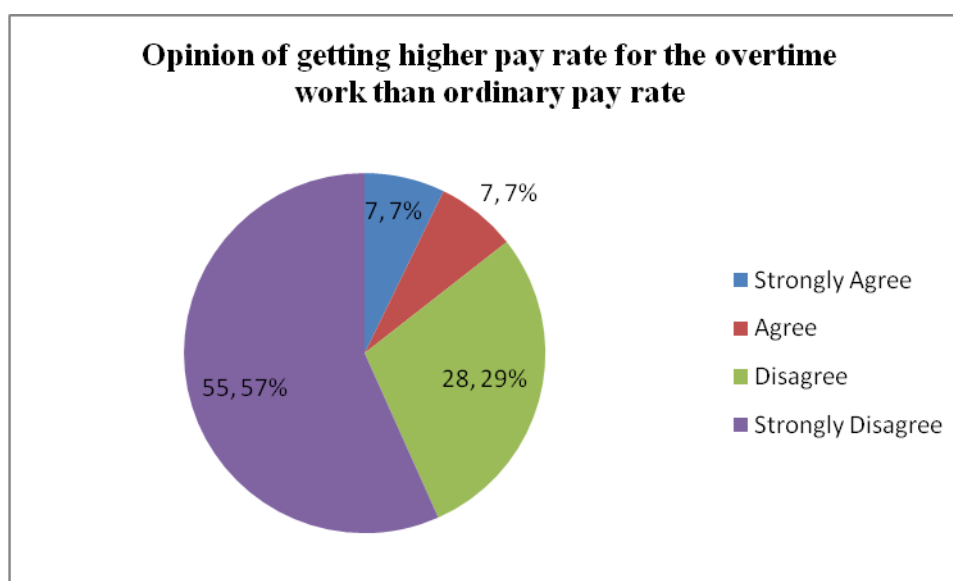
**Table-3 (Non-Compliant factories)**

Workers View	Agree		Strongly Agree		Disagree		Strongly Disagree		Total
	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	
Name of the RMG Factories	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	
James Fashion Ltd	3	13.04	2	8.70	7	30.43	11	47.83	23
Tex Tailor Export (BD)	1	5.26	2	10.53	7	36.84	9	47.37	19
Abrar Knit Concern Ltd	1	6.67	1	6.67	6	40.00	7	46.67	15
Mona Garments	0	0.00	2	11.11	3	16.67	13	72.22	18
Green Knitwear Ltd	2	9.09	0	0.00	5	22.73	15	68.18	22
Total	7	7.22	7	7.22	28	28.87	55	56.70	97

**Explanation of the table:**

From the above table it is visible that, 57% of the interviewees are strongly disagreed with the opinion of getting higher pay rate for the overtime work than ordinary pay rate. In addition, 29% interviewees are also disagreed with this opinion. On the other hand, 7% interviewees are agreed and another 7% workers strongly agree to this idea. So it is clear that most of the Non-Compliant factories are not supporting the Hours of Work Convention, 1930 (No. 30) of ILO to this question.

**Graph -3 (Non-Compliant factories)**



**Questions related with Occupational safety and health convention 1981(NO. 155) of ILO:**

4. Are you satisfied with the existing safety system?

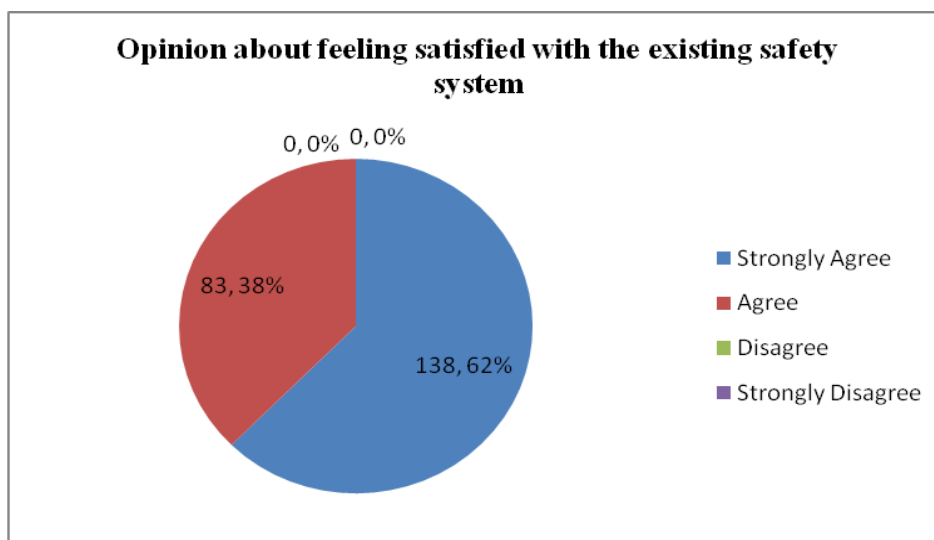
**Table-4 (Compliant factories)**

Workers View Name of the RMG Factories	Agree		Strongly Agree		Disagree		Strongly Disagree		Total
	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	
Nipa Knitwear Company	13	20.31	51	79.69	0	0	0	0	64
The Rose Garments Designer Ltd	12	48.00	13	52.00	0	0	0	0	25
Mohammadi Fashion Sweaters Ltd	17	44.74	21	55.26	0	0	0	0	38
Zaara jeans and Knitwear Ltd	19	63.33	11	36.67	0	0	0	0	30
Jeans Manufacturing Company Ltd	14	45.16	17	54.84	0	0	0	0	31
Posh Garments Ltd	8	24.24	25	75.76	0	0	0	0	33
<b>Total</b>	<b>83</b>	<b>37.56</b>	<b>138</b>	<b>62.44</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>221</b>

**Explanation of the table:**

The above table denotes that, 62% of the interviewed workers strongly agree to the statement that they are feeling satisfied with the existing safety system. In addition, 38% of the interviewed workers also agree with this opinion and no workers disagree or strongly disagree to this idea. So it can be said that, Compliant factories are supporting the Occupational safety and health convention 1981 (NO. 155) of ILO to this issue.

**Graph -4 (Compliant factories)**



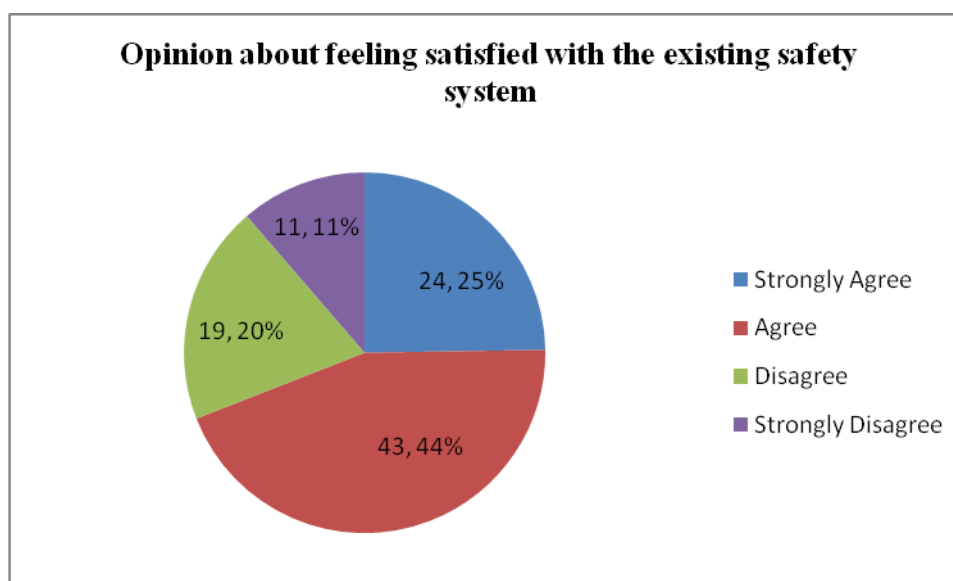
**Table-4 (Non-Compliant factories)**

Workers View	Agree		Strongly Agree		Disagree		Strongly Disagree		Total
	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	
James Fashion Ltd	5	21.74	7	30.43	9	39.13	2	8.70	23
Tex Tailor Export (BD)	10	52.63	7	36.84	2	10.53	0	0.00	19
Abrar Knit Concern Ltd	11	73.33	3	20.00	1	6.67	0	0.00	15
Mona Garments	6	33.33	2	11.11	3	16.67	7	38.89	18
Green Knitwear Ltd	11	50.00	5	22.73	4	18.18	2	9.09	22
Total	43	44.33	24	24.74	19	19.59	11	11.34	97

**Explanation of the table:**

The above table denotes that, 25% of the interviewed workers strongly agree to the statement that they are feeling satisfied with the existing safety system. On the other side, 44% of the interviewed workers also agree with this opinion. On the contrary, 20% interviewees disagree and only 11% interviewees strongly disagree to this subject. So it can be said that Non-Compliant factories are in processing to care for the Occupational safety and health convention 1981 (NO. 155) of ILO to this subject.

**Graph -4 (Non-Compliant factories)**



5. Do you get safety training that can protect from danger?

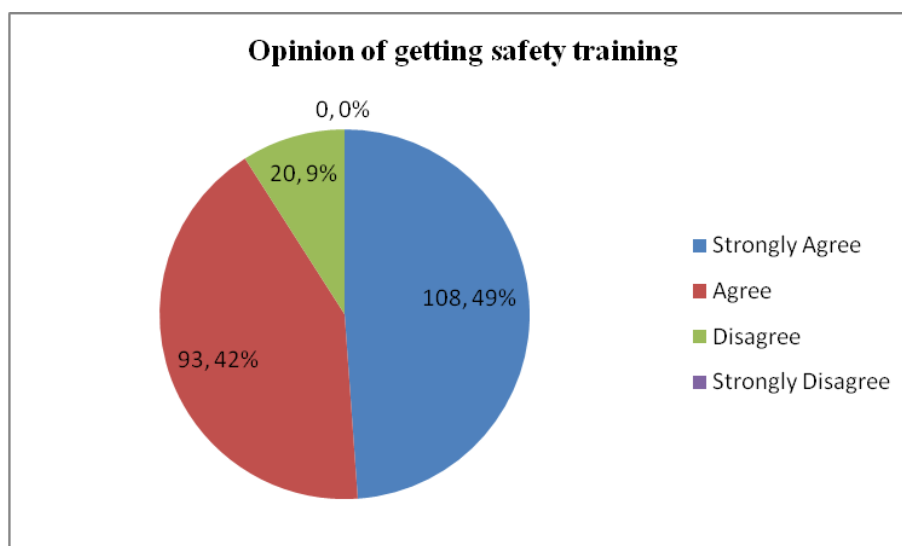
**Table-5 (Compliant factories)**

Workers View	Agree		Strongly Agree		Disagree		Strongly Disagree		Total
	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	
Name of the RMG Factories	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	
Nipa Knitwear Company	19	29.69	45	70.31	0	0	0	0	64
The Rose Garments Designer Ltd	13	52.00	12	48.00	0	0	0	0	25
Mohammadi Fashion Sweaters Ltd	25	65.79	13	34.21	0	0	0	0	38
Zaara jeans and Knitwear Ltd	15	50.00	9	30.00	6	20	0	0	30
Jeans Manufacturing Company Ltd	13	41.94	11	35.48	7	22.58	0	0	31
Posh Garments Ltd	8	24.24	18	54.55	7	21.21	0	0	33
Total	93	42.08	108	48.87	20	9.05	0	0	221

**Explanation of the table:**

The above table denotes that, 49% of the interviewed workers strongly agree to the statement that they get safety training from their factories. On the other side, 42% of the interviewed workers also agree with this opinion. On the contrary, only 9% interviewees disagree and no workers strongly disagree to this matter. It indicates that, almost all of the Compliant factories are following the Occupational safety and health convention 1981 (NO. 155) of ILO to this topic.

**Graph -5 (Compliant factories)**



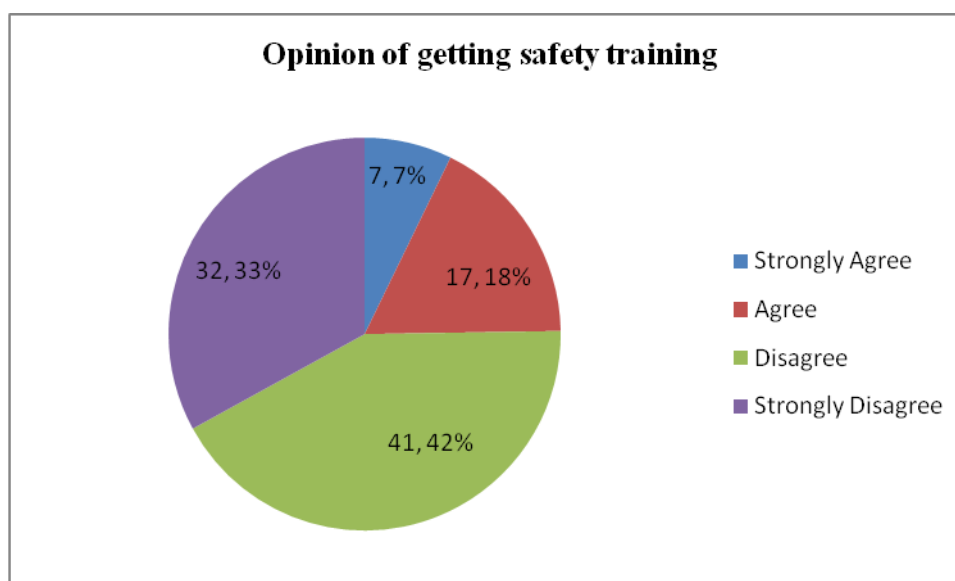
**Table-5 (Non-Compliant factories)**

Workers View	Agree		Strongly Agree		Disagree		Strongly Disagree		Total
	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	
Name of the RMG Factories									
James Fashion Ltd	9	39.13	4	17.39	5	21.74	5	21.74	23
Tex Tailor Export (BD)	4	21.05	3	15.79	8	42.11	4	21.05	19
Abrar Knit Concern Ltd	4	26.67	0	0.00	5	33.33	6	40.00	15
Mona Garments	0	0.00	0	0.00	10	55.56	8	44.44	18
Green Knitwear Ltd	0	0.00	0	0.00	13	59.09	9	40.91	22
Total	17	17.53	7	7.22	41	42.27	32	32.99	97

**Explanation of the table:**

The above table denotes that, only 7% of the interviewed workers strongly agree to the statement that they get safety training from their factories. On the other side, 18% of the interviewed workers also agree with this opinion. On the contrary, 42% interviewees disagree and 33% interviewees strongly disagree to this matter. It indicates that, most of the Non-Compliant factories are not following the Occupational safety and health convention 1981 (NO. 155) of ILO to this subject.

**Graph -5 (Non-Compliant factories)**



6. Do you think that, the fire mitigating apparatus are sufficient in your factory?

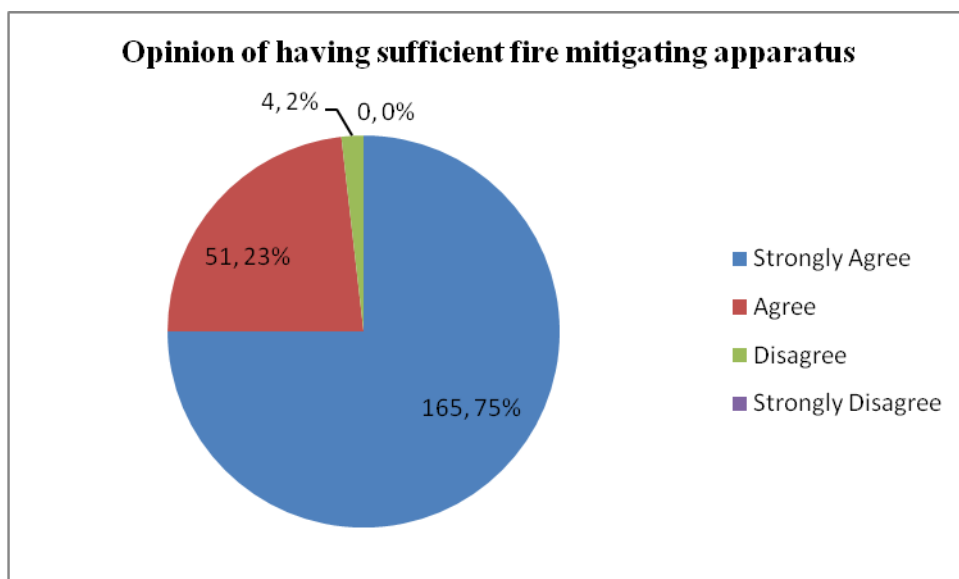
**Table-6 (Compliant factories)**

Workers View	Agree		Strongly Agree		Disagree		Strongly Disagree		Total
	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	
Name of the RMG Factories									
Nipa Knitwear Company	15	23.44	49	76.56	0	0	0	0	64
The Rose Garments Designer Ltd	6	24.00	19	76.00	0	0	0	0	25
Mohammadi Fashion Sweaters Ltd	11	28.95	27	71.05	0	0	0	0	38
Zaara jeans and Knitwear Ltd	9	30.00	18	60.00	2	6.67	0	0	30
Jeans Manufacturing Company Ltd	2	6.45	29	93.55	0	0.00	0	0	31
Posh Garments Ltd	8	24.24	23	69.70	2	6.06	0	0	33
Total	51	23.08	165	74.66	4	1.81	0	0	221

**Explanation of the table:**

The above table denotes that, 75% of the interviewed workers strongly say that their factories have enough fire mitigating apparatus and 23% of the interviewed workers also agree with this opinion. On the contrary, only 2% interviewees don't support it. That means almost all of the compliant factories are following the Occupational safety and health convention 1981 (NO. 155) of ILO to this point.

**Graph -6 (Compliant factories)**



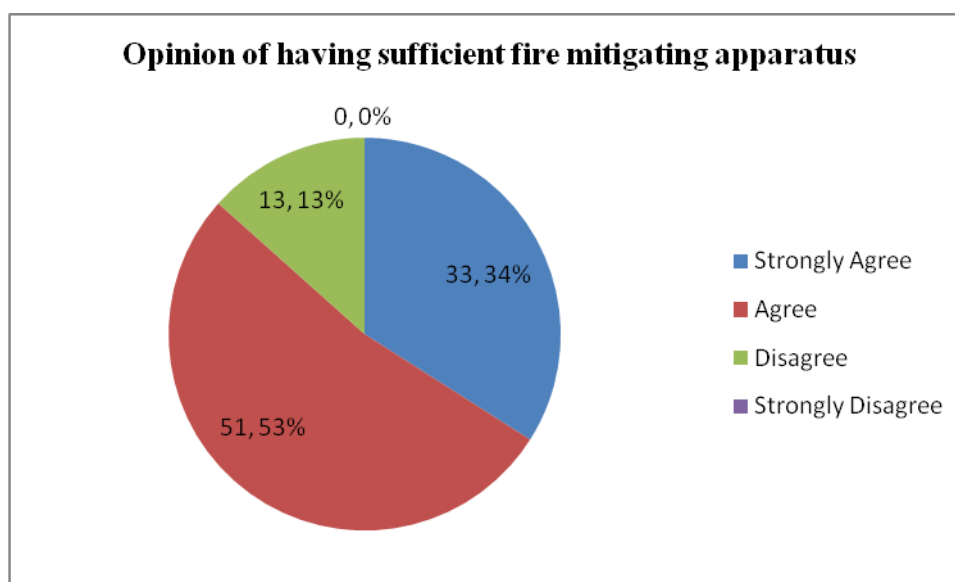
**Table-6 (Non-Compliant factories)**

Workers View	Agree		Strongly Agree		Disagree		Strongly Disagree		Total
	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	
James Fashion Ltd	14	60.87	9	39.13	0	0	0	0	23
Tex Tailor Export (BD)	10	52.63	7	36.84	2	10.53	0	0	19
Abrar Knit Concern Ltd	11	73.33	4	26.67	0	0	0	0	15
Mona Garments	9	50.00	4	22.22	5	27.78	0	0	18
Green Knitwear Ltd	7	31.82	9	40.91	6	27.27	0	0	22
Total	51	52.58	33	34.02	13	13.40	0	0	97

**Explanation of the table:**

The above table denotes that, 34% of the interviewed workers strongly say that their factories have enough fire mitigating apparatus and 53% of the interviewed workers also agree with this opinion. On the contrary, only 13% interviewees don't support it. That means most of the Non-compliant factories are also following the Occupational safety and health convention 1981 (NO. 155) of ILO to this point.

**Graph -6 (Non-Compliant factories)**





7. Is your factory overpopulated?

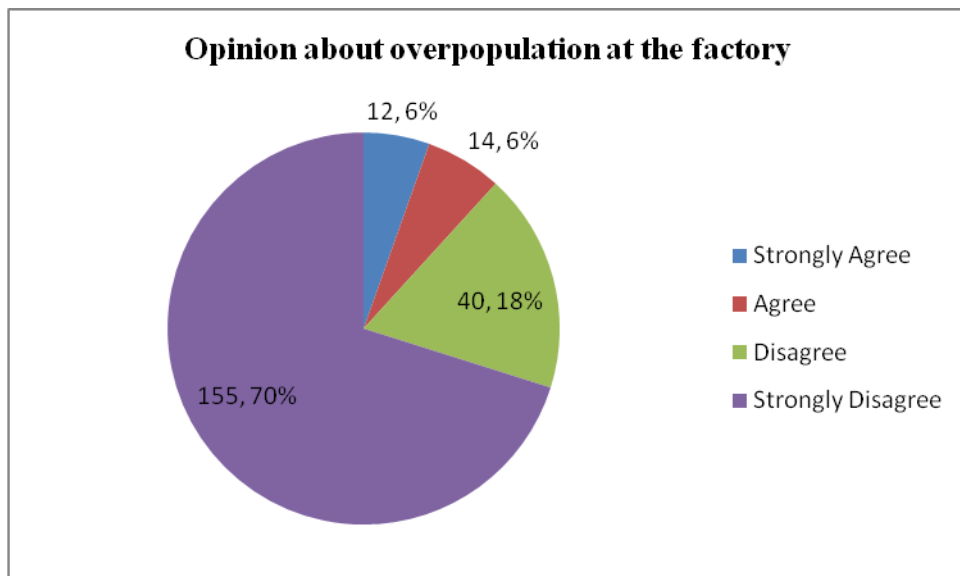
**Table-7 (Compliant factories)**

Workers View Name of the RMG Factories	Agree		Strongly Agree		Disagree		Strongly Disagree		Total
	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	
Nipa Knitwear Company	1	1.56	0	0	8	12.5	55	85.94	64
The Rose Garments Designer Ltd	0	0.00	0	0	4	16	21	84.00	25
Mohammadi Fashion Sweaters Ltd	0	0.00	0	0	9	23.68	29	76.32	38
Zaara jeans and Knitwear Ltd	5	16.67	3	10	7	23.33	15	50.00	30
Jeans Manufacturing Company Ltd	3	9.68	4	12.90	5	16.13	19	61.29	31
Posh Garments Ltd	5	15.15	5	15.15	7	21.21	16	48.48	33
<b>Total</b>	<b>14</b>	<b>6.33</b>	<b>12</b>	<b>5.43</b>	<b>40</b>	<b>18.10</b>	<b>155</b>	<b>70.14</b>	<b>221</b>

**Explanation of the table:**

The above table indicates that, Most of the interviewed workers (88%) tell that, their factories are not overpopulated. On the other hand, only 12% interviewees either agree or strongly with the idea of overpopulation. So it can be said that, most of the Compliant factories are supporting the Occupational safety and health convention 1981 (NO. 155) of ILO to this affair.

**Graph -7 (Compliant factories)**



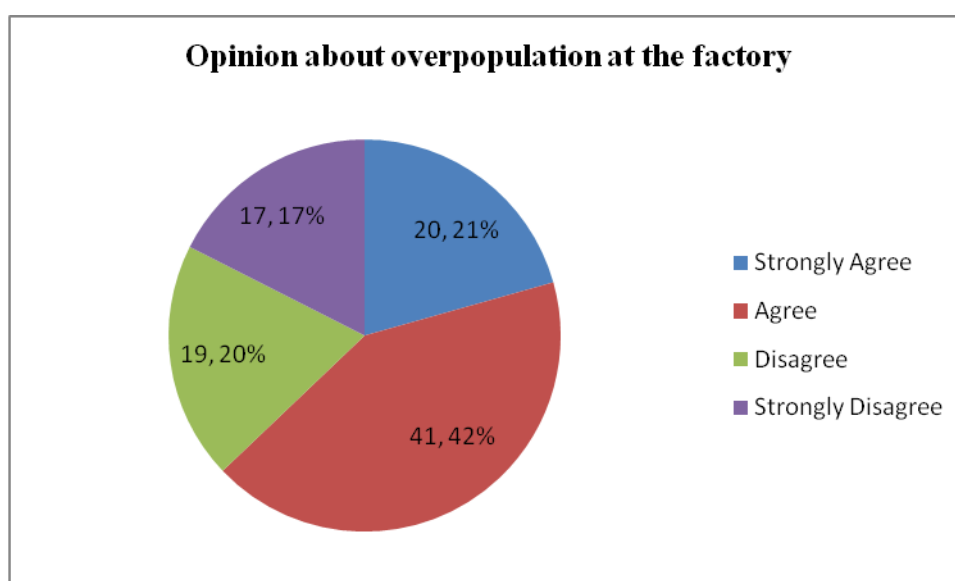
**Table-7 (Non-Compliant factories)**

Workers View Name of the RMG Factories	Agree		Strongly Agree		Disagree		Strongly Disagree		Total
	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	
James Fashion Ltd	3	13.04	5	21.74	6	26.09	9	39.13	23
Tex Tailor Export (BD)	9	47.37	3	15.79	4	21.05	3	15.79	19
Abrar Knit Concern Ltd	5	33.33	4	26.67	3	20.00	3	20.00	15
Mona Garments	11	61.11	3	16.67	2	11.11	2	11.11	18
Green Knitwear Ltd	13	59.09	5	22.73	4	18.18	0	0.00	22
Total	41	42.27	20	20.62	19	19.59	17	17.53	97

**Explanation of the table:**

From the above table it is apparent that, 21% of the interviewed workers strongly agree to the concept of overpopulation and 42% interviewees also agree to this idea. On the other hand, 37% of the interviewees remark in opposition to this issue. So it can be said that, most of the Non-Compliant factories are not supporting the Occupational safety and health convention 1981 (NO. 155) of ILO in perspective of this subject.

**Graph -7 (Non-Compliant factories)**



8. Do you use any protective equipment?

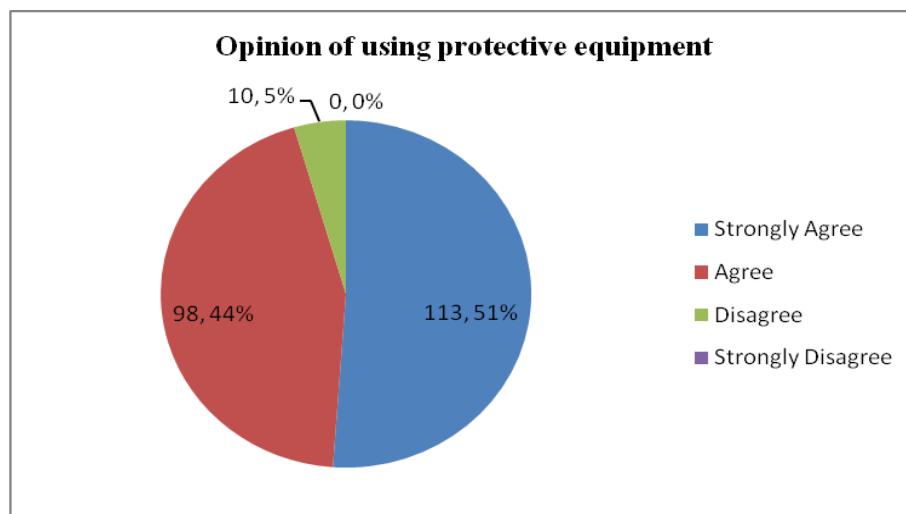
**Table-8 (Compliant factories)**

Workers View	Agree		Strongly Agree		Disagree		Strongly Disagree		Total
	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	
Name of the RMG Factories	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	
Nipa Knitwear Company	29	45.31	33	51.56	2	3.13	0	0	64
The Rose Garments Designer Ltd	13	52.00	12	48.00	0	0.00	0	0	25
Mohammadi Fashion Sweaters Ltd	15	39.47	23	60.53	0	0.00	0	0	38
Zaara jeans and Knitwear Ltd	12	40.00	17	56.67	1	3.33	0	0	30
Jeans Manufacturing Company Ltd	13	41.94	16	51.61	2	6.45	0	0	31
Posh Garments Ltd	16	48.48	12	36.36	5	15.15	0	0	33
Total	98	44.34	113	51.13	10	4.52	0	0	221

**Explanation of the table:**

From the above table it is seen that, 51% of the interviewees tell that they always use protective equipment in their workplaces. Another 44% interviewees also agree to this view and only 5% interviewees disagree to this question. That means almost all of the Compliant factories are following the Occupational safety and health convention 1981 (NO. 155) of ILO in perspective of this subject.

**Graph -8 (Compliant factories)**



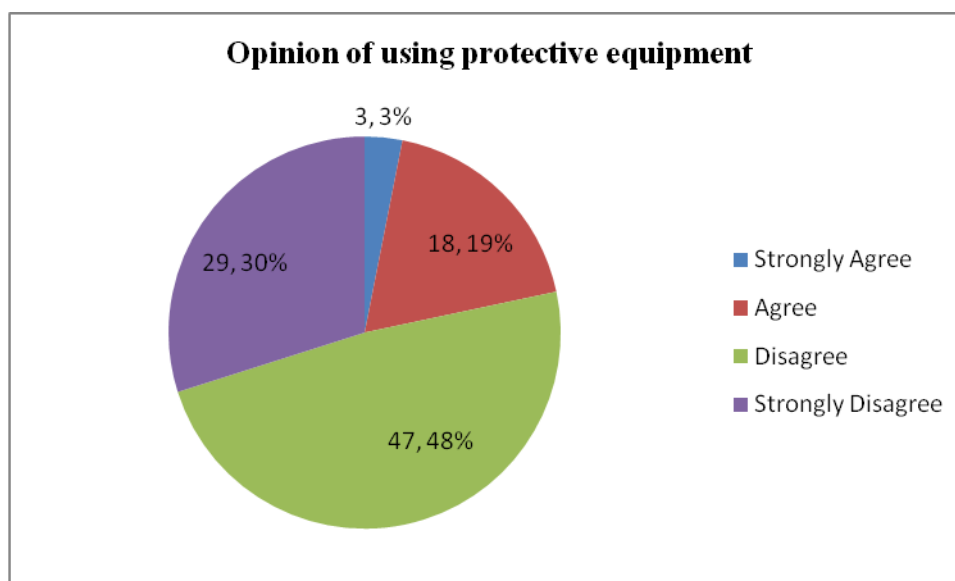
**Table -8 (Non-Compliant factories)**

Workers View	Agree		Strongly Agree		Disagree		Strongly Disagree		Total
	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	
Name of the RMG Factories	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	
James Fashion Ltd	5	21.74	3	13.04	7	30.43	8	34.78	23
Tex Tailor Export (BD)	3	15.79	0	0.00	13	68.42	3	15.79	19
Abrar Knit Concern Ltd	4	26.67	0	0.00	5	33.33	6	40.00	15
Mona Garments	6	33.33	0	0.00	5	27.78	7	38.89	18
Green Knitwear Ltd	0	0.00	0	0.00	17	77.27	5	22.73	22
Total	18	18.56	3	3.09	47	48.45	29	29.90	97

**Explanation of the table:**

From the above table it is seen that, in total 78% of the interviewees tell that they don't use protective equipment in their workplaces. Only 22% interviewees tell that they use safety equipment. That means most of the Non-Compliant factories are not following the Occupational safety and health convention 1981 (NO. 155) of ILO in perspective of this subject.

**Graph -8 (Non-Compliant factories)**



9. Do your factory have enough and spacious fire doors?

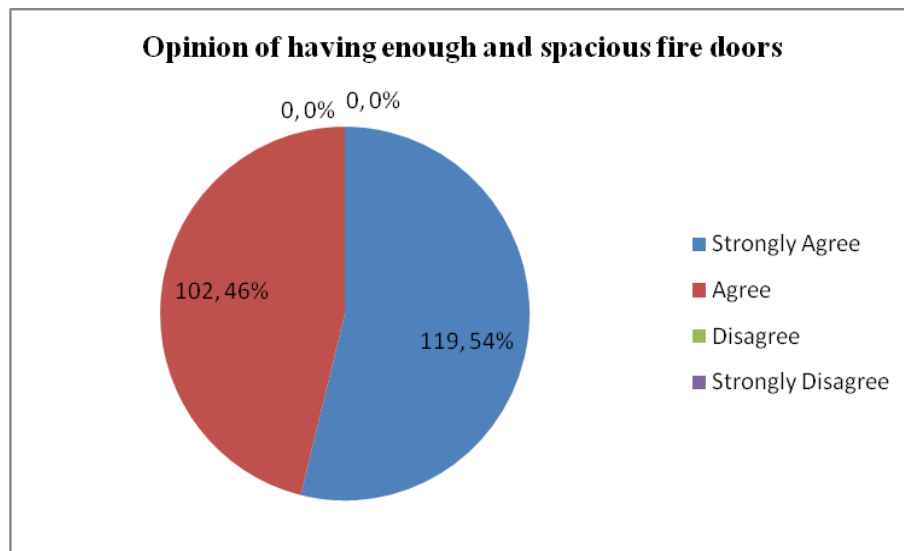
**Table -9 (Compliant factories)**

Workers View	Agree		Strongly Agree		Disagree		Strongly Disagree		Total
	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	
Name of the RMG Factories	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	
Nipa Knitwear Company	29	45.31	35	54.69	0	0	0	0	64
The Rose Garments Designer Ltd	9	36.00	16	64.00	0	0	0	0	25
Mohammadi Fashion Sweaters Ltd	15	39.47	23	60.53	0	0	0	0	38
Zaara jeans and Knitwear Ltd	17	56.67	13	43.33	0	0	0	0	30
Jeans Manufacturing Company Ltd	17	54.84	14	45.16	0	0	0	0	31
Posh Garments Ltd	15	45.45	18	54.55	0	0	0	0	33
Total	102	46.15	119	53.85	0	0	0	0	221

**Explanation of the table:**

From the above table it is clear that, 54% of the interviewees strongly agree and 46% interviewees also support that their factories have enough and spacious fire doors. Overall, 100% interviewees give an affirmative answer to this matter. So it can be said that Compliant factories are preserving the Occupational safety and health convention 1981 (NO. 155) of ILO in perspective of this issue.

**Graph -9 (Compliant factories)**



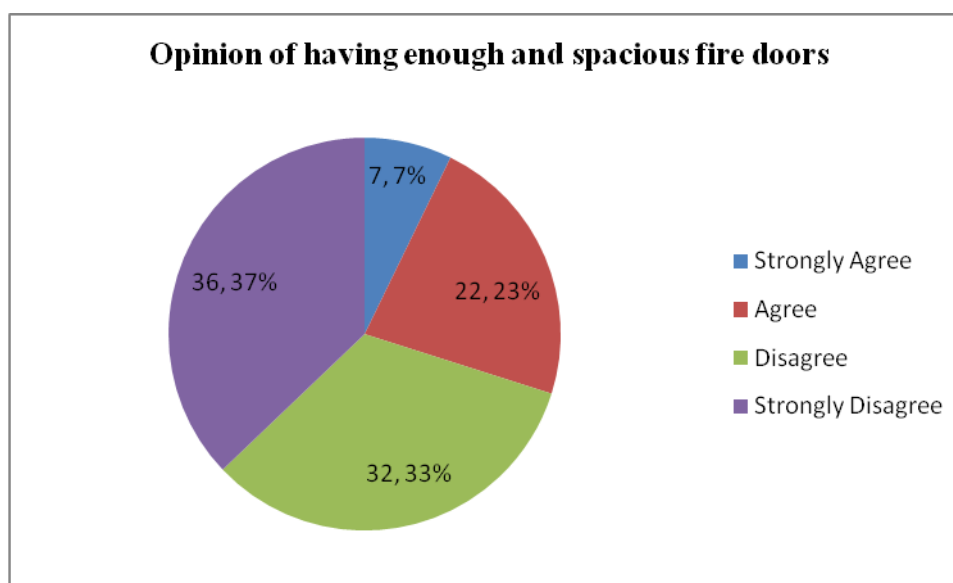
**Table -9 (Non-Compliant factories)**

Workers View	Agree		Strongly Agree		Disagree		Strongly Disagree		Total
	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	
Name of the RMG Factories	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	
James Fashion Ltd	5	21.74	0	0	7	30.43	11	47.83	23
Tex Tailor Export (BD)	3	15.79	2	10.53	5	26.32	9	47.37	19
Abrar Knit Concern Ltd	4	26.67	3	20.00	5	33.33	3	20.00	15
Mona Garments	5	27.78	0	0.00	9	50.00	4	22.22	18
Green Knitwear Ltd	5	22.73	2	9.09	6	27.27	9	40.91	22
Total	22	22.68	7	7.22	32	32.99	36	37.11	97

**Explanation of the table:**

From the above table it is clear that, only 7% of the interviewees strongly agree and 23% interviewees agree to the opinion that their factories have enough and spacious fire doors. On the other hand, 70% interviewees have negative answer to this matter. So it can be said that most of the Non-Compliant factories are not preserving the Occupational safety and health convention 1981 (NO. 155) of ILO in perspective of this issue.

**Graph -9 (Non-Compliant factories)**



10. Do the Ventilation, illumination and room-temperature monitoring system of your factory meet up your demand?

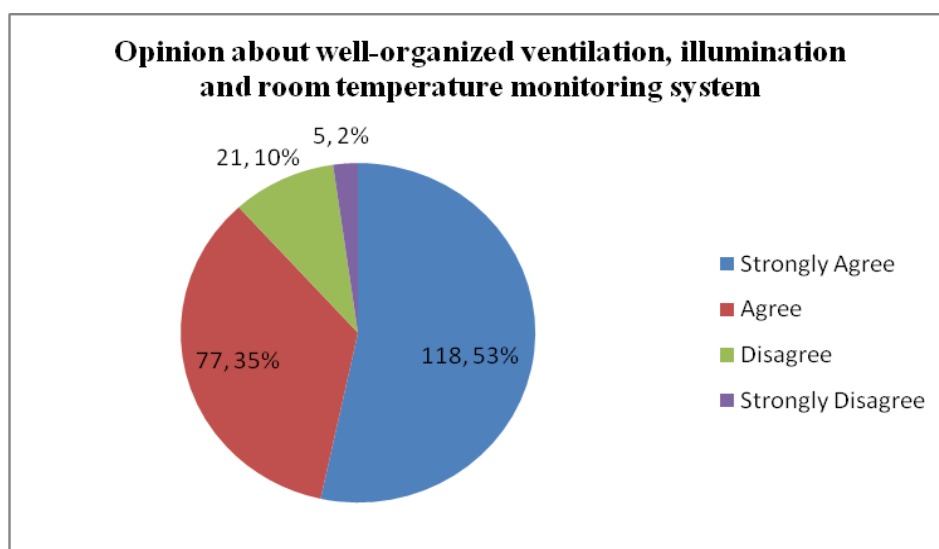
**Table -10 (Compliant factories)**

Workers View	Agree		Strongly Agree		Disagree		Strongly Disagree		Total
	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	
Name of the RMG Factories	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	
Nipa Knitwear Company	20	31.25	39	60.94	5	7.81	0	0	64
The Rose Garments Designer Ltd	7	28	13	52.00	5	20.00	0	0	25
Mohammadi Fashion Sweaters Ltd	15	39.47	23	60.53	0	0.00	0	0	38
Zaara jeans and Knitwear Ltd	10	33.33	15	50.00	3	10.00	2	6.67	30
Jeans Manufacturing Company Ltd	12	38.71	11	35.48	5	16.13	3	9.68	31
Posh Garments Ltd	13	39.39	17	51.52	3	9.09	0	0.00	33
Total	77	34.84	118	53.39	21	9.50	5	2.26	221

**Explanation of the table:**

The above table indicates that, 53% of the interviewees strongly agree to the idea that their factories have adequate ventilation, illumination and room-temperature monitoring system that are favorable for work. 35% interviewees also agree to this opinion. On the other hand, another 12% interviewees don't support this issue. So it is clear that most of the Compliant factories are maintaining the Occupational safety and health convention 1981 (NO. 155) of ILO to this issue.

**Graph -10 (Compliant factories)**



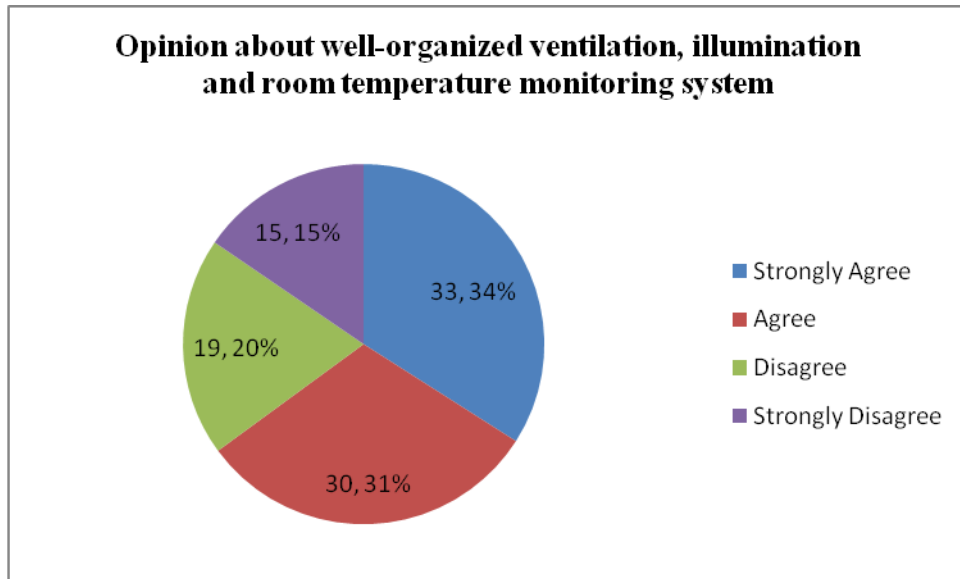
**Table -10 (Non-Compliant factories)**

Workers View	Agree		Strongly Agree		Disagree		Strongly Disagree		Total
	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	
Name of the RMG Factories	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	
James Fashion Ltd	7	30.43	10	43.48	4	17.39	2	8.70	23
Tex Tailor Export (BD)	5	26.32	7	36.84	5	26.32	2	10.53	19
Abrar Knit Concern Ltd	4	26.67	5	33.33	3	20.00	3	20.00	15
Mona Garments	5	27.78	6	33.33	4	22.22	3	16.67	18
Green Knitwear Ltd	9	40.91	5	22.73	3	13.64	5	22.73	22
Total	30	30.93	33	34.02	19	19.59	15	15.46	97

**Explanation of the table:**

The above table indicates that, in total 65% of the interviewees say that their factories provide adequate ventilation, illumination and room-temperature monitoring system. On the other hand, another 35% interviewees have negative view on this point. So it is clear that most of the Non-Compliant factories are also trying to maintain the Occupational safety and health convention 1981 (NO. 155) of ILO to this issue.

**Graph -10 (Non-Compliant factories)**





**Questions related with Occupational Health Services Convention, 1985 (No. 161) of ILO:**

11. What types of healthcare services do you get from your factory?

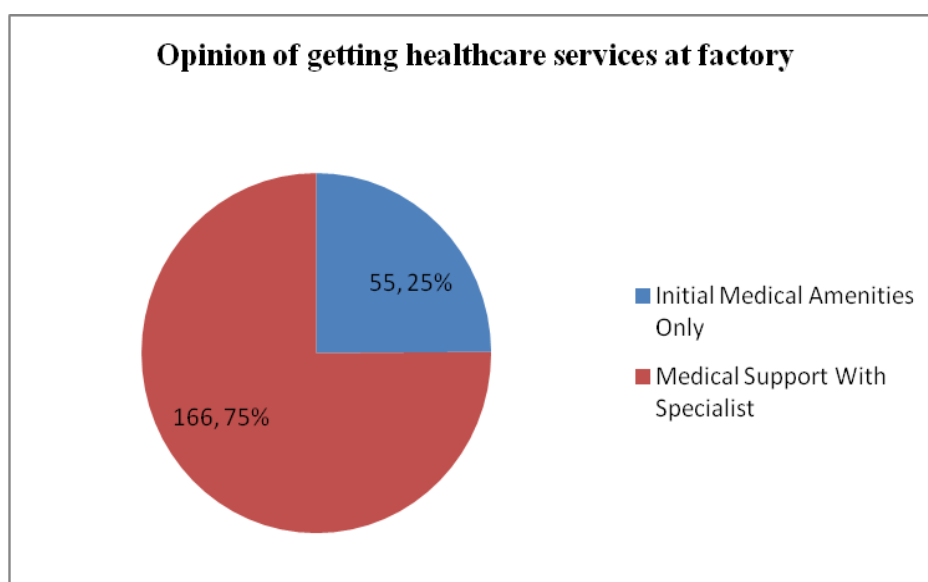
**Table -11 (Compliant factories)**

Workers View	Initial Medical Amenities Only		Medical Support With Specialist		Total
	Fn	%	Fn	%	
<b>Name of the RMG Factories</b>					
Nipa Knitwear Company	9	14.06	55	85.94	64
The Rose Garments Designer Ltd	6	24.00	19	76.00	25
Mohammadi Fashion Sweaters Ltd	7	18.42	31	81.58	38
Zaara jeans and Knitwear Ltd	11	36.67	19	63.33	30
Jeans Manufacturing Company Ltd	14	45.16	17	54.84	31
Posh Garments Ltd	8	24.24	25	75.76	33
<b>Total</b>	<b>55</b>	<b>24.89</b>	<b>166</b>	<b>75.11</b>	<b>221</b>

**Explanation of the table:**

The above table denotes that, 75% of the interviewed workers express that their factories provide medical support with specialist if they are injured at work. On the other side, 25% interviewed workers express that, they receive only initial medical amenities from their factories. So it can be said that most of the Compliant factories are supporting the Occupational Health Services Convention, 1985 (No. 161) of ILO to this matter.

**Graph -11 (Compliant factories)**



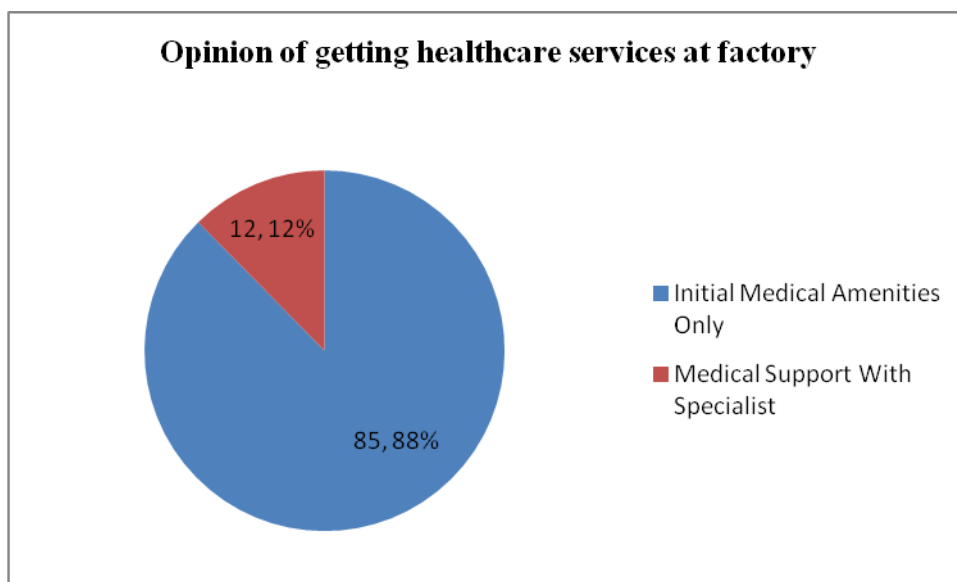
**Table -11 (Non-Compliant factories)**

Workers View	Initial Medical Amenities Only		Medical Support With Specialist		Total
	Fn	%	Fn	%	
<b>Name of the RMG Factories</b>					
James Fashion Ltd	18	78.26	5	21.74	23
Tex Tailor Export (BD)	16	84.21	3	15.79	19
Abrar Knit Concern Ltd	11	73.33	4	26.67	15
Mona Garments	18	100.00	0	0.00	18
Green Knitwear Ltd	22	100.00	0	0.00	22
<b>Total</b>	<b>85</b>	<b>87.63</b>	<b>12</b>	<b>12.37</b>	<b>97</b>

**Explanation of the table:**

The above table denotes that, 88% of the interviewed workers reveal that they receive only initial medical amenities from their factories. On the other side, only 12% interviewed workers express that, they get medical support with specialist. So it is visible that most of the Non-Compliant factories are not ensuring the Occupational Health Services Convention, 1985 (No. 161) of ILO to this matter.

**Graph -11 (Non-Compliant factories)**



12. What types of drinking water provided by your factory?

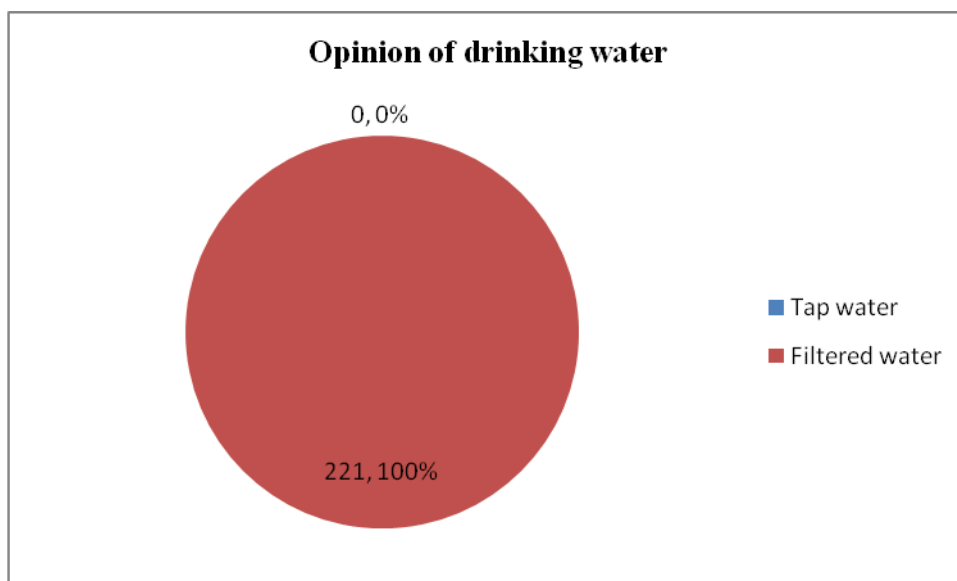
**Table -12 (Compliant factories)**

Types of water	Tap water		Filtered water		Total
	<i>fn</i>	%	<i>fn</i>	%	
Name of the RMG Factories					
Nipa Knitwear Company	0	0	64	100	64
The Rose Garments Designer Ltd	0	0	25	100	25
Mohammadi Fashion Sweaters Ltd	0	0	38	100	38
Zaara jeans and Knitwear Ltd	0	0	30	100	30
Jeans Manufacturing Company Ltd	0	0	31	100	31
Posh Garments Ltd	0	0	33	100	33
Total	0	0	221	100	221

**Explanation of the table:**

The above table denotes that, 100% of the interviewed workers reveal that they drink filtered water at their factories. That means compliant factories are providing safe water for their workers. So it is noticeable that Compliant factories are maintaining the Occupational Health Services Convention, 1985 (No. 161) of ILO properly to this point.

**Graph -12 (Compliant factories)**



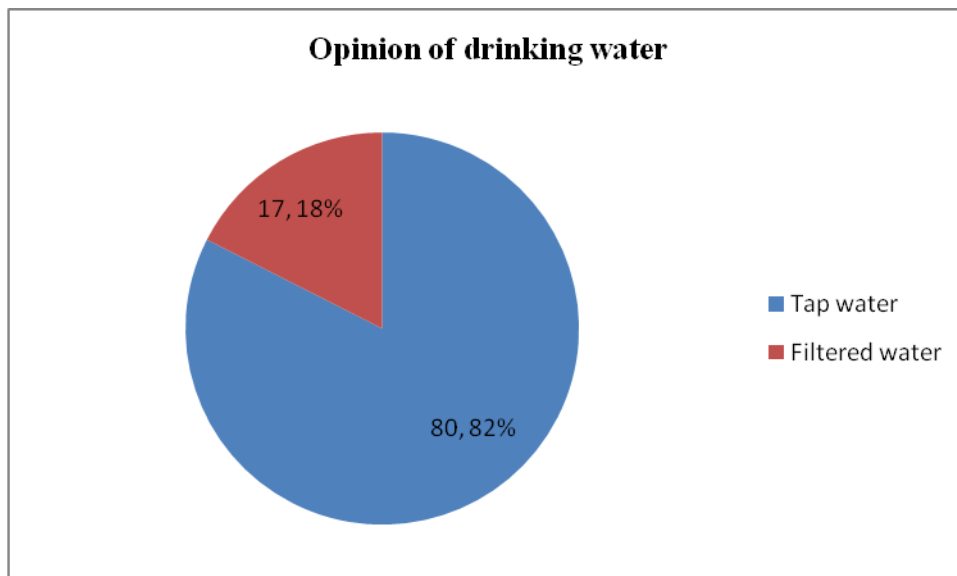
**Table -12 (Non-Compliant factories)**

Types of water	Tap water		Filtered water		Total
	<i>fn</i>	%	<i>fn</i>	%	
Name of the RMG Factories					
James Fashion Ltd	19	82.61	4	17.39	23
Tex Tailor Export (BD)	17	89.47	2	10.53	19
Abrar Knit Concern Ltd	9	60.00	6	40.00	15
Mona Garments	18	100.00	0	0.00	18
Green Knitwear Ltd	17	77.27	5	22.73	22
Total	80	82.47	17	17.53	97

**Explanation of the table:**

The above table denotes that, 82% of the interviewed workers reveal that they use tap water for drinking at their factories. On the other side, only 18% interviewed workers express that, they drink filtered water. So it is noticeable that most of the Non-Compliant factories are not maintaining the Occupational Health Services Convention, 1985 (No. 161) of ILO properly to this point.

**Graph -12 (Non-Compliant factories)**



13. Are you satisfied with the existing sanitation system in your workplace?

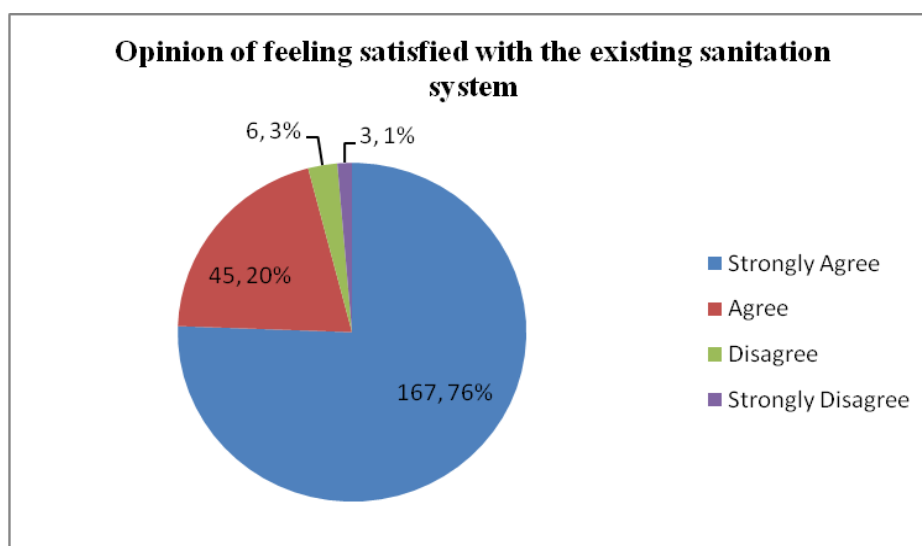
**Table -13 (Compliant factories)**

Workers View	Agree		Strongly Agree		Disagree		Strongly Disagree		Total
	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	
Name of the RMG Factories	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	
Nipa Knitwear Company	9	14.06	52	81.25	2	3.13	1	1.56	64
The Rose Garments Designer Ltd	4	16.00	20	80	1	4	0	0	25
Mohammadi Fashion Sweaters Ltd	9	23.68	27	71.05	2	5.26	0	0	38
Zaara jeans and Knitwear Ltd	11	36.67	19	63.33	0	0	0	0	30
Jeans Manufacturing Company Ltd	6	19.35	22	70.97	1	3.23	2	6.45	31
Posh Garments Ltd	6	18.18	27	81.82	0	0	0	0	33
Total	45	20.36	167	75.57	6	2.71	3	1.36	221

**Explanation of the table:**

The above table denotes that, 76% of the interviewed workers say that they are satisfied with the existing sanitation system and they strongly agree to this issue. On top of that, 20% of the interviewed workers also agree to this opinion. On the contrary, only 4% interviewees oppose the matter. So it is recognizable that almost all of the Compliant factories are following the Occupational Health Services Convention, 1985 (No. 161) of ILO to this point.

**Graph -13 (Compliant factories)**



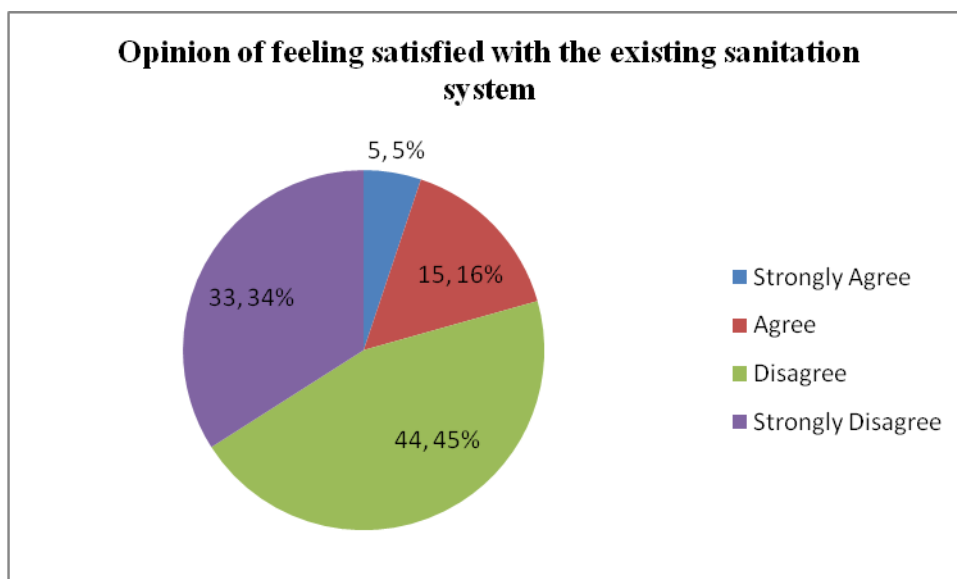
**Table -13 (Non-Compliant factories)**

Workers View	Agree		Strongly Agree		Disagree		Strongly Disagree		Total
	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	
Name of the RMG Factories	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	
James Fashion Ltd	2	8.70	0	0	12	52.17	9	39.13	23
Tex Tailor Export (BD)	3	15.79	0	0	9	47.37	7	36.84	19
Abrar Knit Concern Ltd	2	13.33	2	13.33	7	46.67	4	26.67	15
Mona Garments	3	16.67	2	11.11	9	50.00	4	22.22	18
Green Knitwear Ltd	5	22.73	1	4.55	7	31.82	9	40.91	22
Total	15	15.46	5	5.15	44	45.36	33	34.02	97

**Explanation of the table:**

The above table denotes that, 34% interviewees out of total interviewees strongly disagree to this issue and they tell that they are not satisfied with the existing sanitation system in their factories. On top of that, 45% of the interviewed workers also disagree to this opinion. On the other hand, only 16% interviewees agree to this matter and another 5% interviewees strongly agree to this idea. As per their opinion, most of the Non-Compliant factories sanitation system is bad. That means these factories are not following the Occupational Health Services Convention, 1985 (No. 161) of ILO properly to this matter.

**Graph -13 (Non-Compliant factories)**



14. Does your factory provide rest room and canteen facilities?

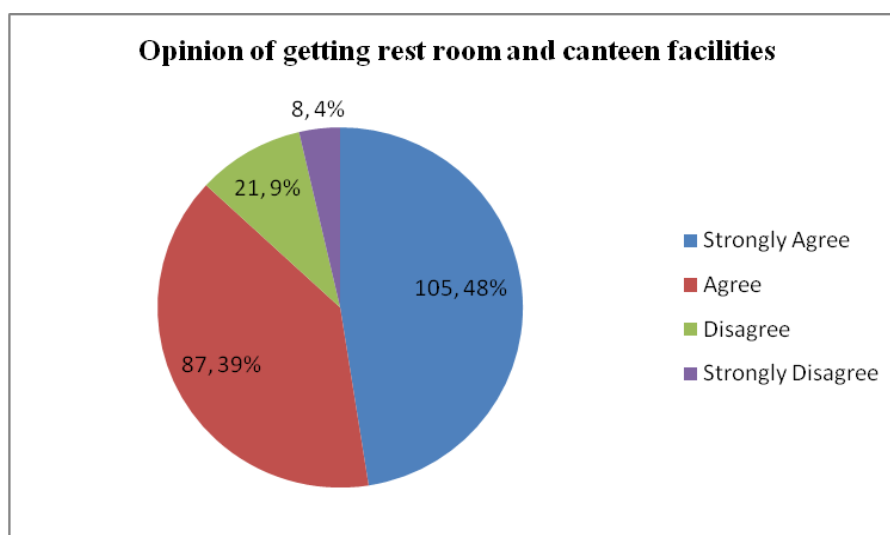
**Table -14 (Compliant factories)**

Workers View	Agree		Strongly Agree		Disagree		Strongly Disagree		Total
	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	
Name of the RMG Factories	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	
Nipa Knitwear Company	29	45.31	27	42.19	8	12.5	0	0	64
The Rose Garments Designer Ltd	9	36.00	16	64.00	0	0	0	0	25
Mohammadi Fashion Sweaters Ltd	15	39.47	23	60.53	0	0	0	0	38
Zaara jeans and Knitwear Ltd	9	30.00	13	43.33	5	16.67	3	10	30
Jeans Manufacturing Company Ltd	10	32.26	14	45.16	2	6.45	5	16.13	31
Posh Garments Ltd	15	45.45	12	36.36	6	18.18	0	0.00	33
Total	87	39.37	105	47.51	21	9.50	8	3.62	221

**Explanation of the table:**

From the above table it is clear that, 48% of the interviewees strongly agree to the statement that their factories have rest room and canteen facilities. In addition, 39% interviewees also agree to this opinion. On the other hand, only 13% interviewees oppose this topic. As per their opinion, it is recognizable that most of the Compliant factories are preserving the Occupational Health Services Convention, 1985 (No. 161) of ILO to this point.

**Graph -14 (Compliant factories)**



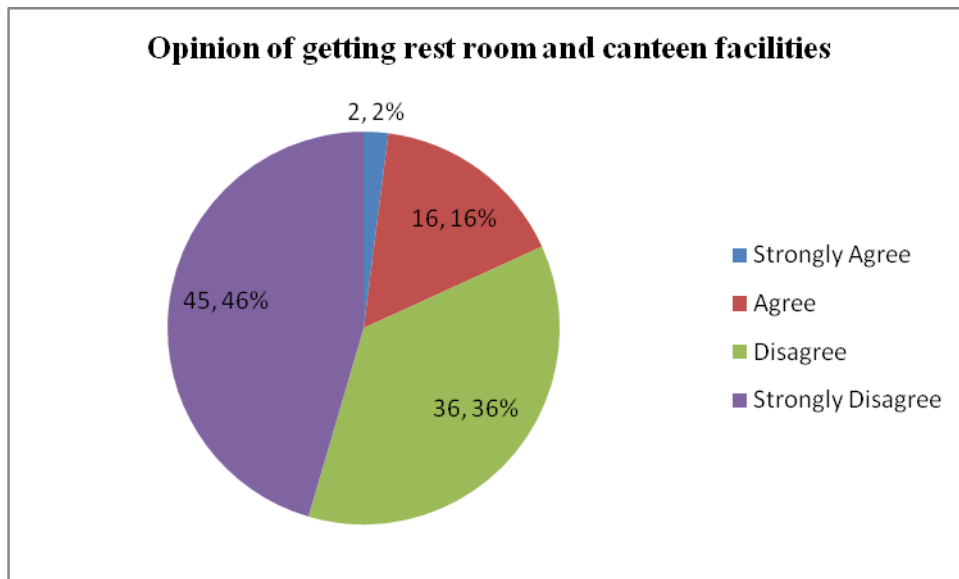
**Table -14 (Non-Compliant factories)**

Workers View	Agree		Strongly Agree		Disagree		Strongly Disagree		Total
	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	
Name of the RMG Factories	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	
James Fashion Ltd	5	21.74	0	0	7	30.43	13	56.52	23
Tex Tailor Export (BD)	3	15.79	2	10.53	9	47.37	5	26.32	19
Abrar Knit Concern Ltd	3	20.00	0	0	5	33.33	7	46.67	15
Mona Garments	5	27.78	0	0	9	50.00	4	22.22	18
Green Knitwear Ltd	0	0.00	0	0	6	27.27	16	72.73	22
Total	16	16.49	2	2.06	36	37.11	45	46.39	97

**Explanation of the table:**

From the above table it is clear that, only 2% of the interviewees strongly agree and 16% interviewees also support that their factories provide rest room and canteen facilities. On the other hand, the majority of the interviewees (82%) oppose this topic. As per their point of view, it is visible that most of the Non-Compliant factories are not preserving the Occupational Health Services Convention, 1985 (No. 161) of ILO to this issue.

**Graph -14 (Non-Compliant factories)**





15. Do you face any physical harassment?

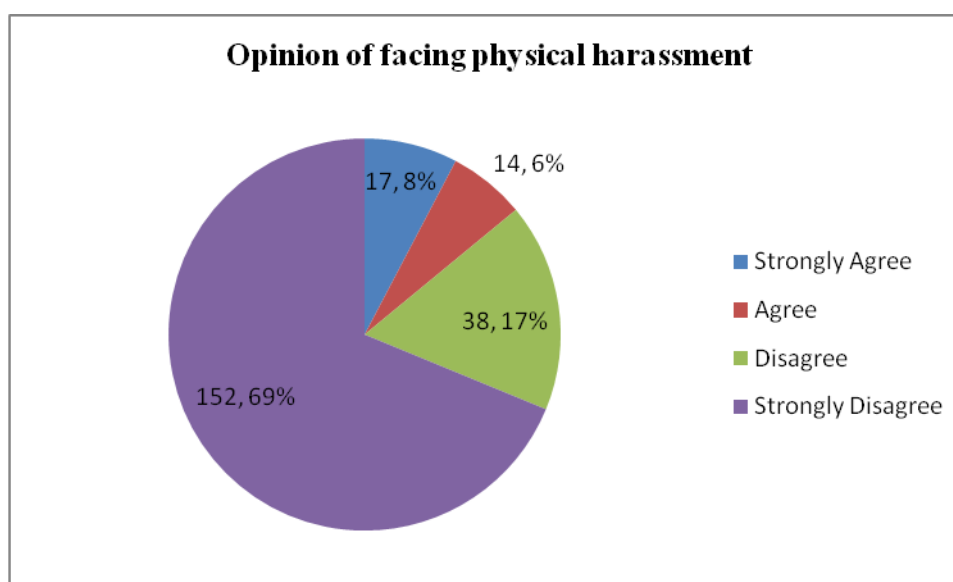
**Table -15 (Compliant factories)**

Workers View Name of the RMG Factories	Agree		Strongly Agree		Disagree		Strongly Disagree		Total
	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	
Nipa Knitwear Company	2	3.13	0	0	9	14.06	53	82.81	64
The Rose Garments Designer Ltd	0	0.00	0	0	4	16.00	21	84.00	25
Mohammadi Fashion Sweaters Ltd	0	0.00	0	0	9	23.68	29	76.32	38
Zaara jeans and Knitwear Ltd	2	6.67	3	10	7	23.33	18	60.00	30
Jeans Manufacturing Company Ltd	3	9.68	7	22.58	4	12.90	17	54.84	31
Posh Garments Ltd	7	21.21	7	21.21	5	15.15	14	42.42	33
<b>Total</b>	<b>14</b>	<b>6.33</b>	<b>17</b>	<b>7.69</b>	<b>38</b>	<b>17.19</b>	<b>152</b>	<b>68.78</b>	<b>221</b>

**Explanation of the table:**

The above table denotes that, 69% of the interviewees strongly believe that they do not face any kinds of physical harassment at their workplaces and 17% interviewees also agree to this opinion. But, another 14% interviewees don't support this matter. As per their viewpoint, it is noticeable that most of the Compliant factories are preserving the Occupational Health Services Convention, 1985 (No. 161) of ILO to this topic.

**Graph -15 (Compliant factories)**



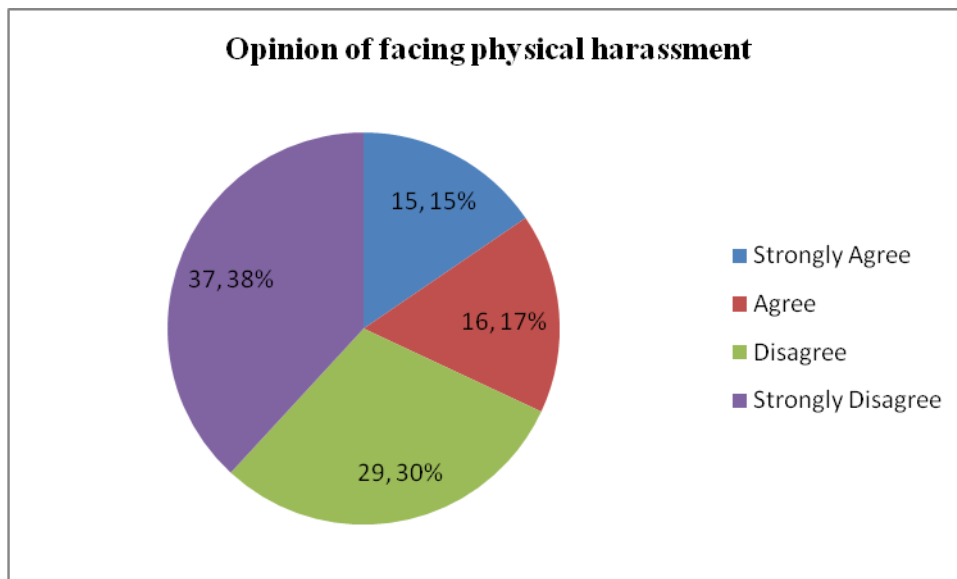
**Table -15 (Non-Compliant factories)**

Workers View	Agree		Strongly Agree		Disagree		Strongly Disagree		Total
	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	
Name of the RMG Factories	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	
James Fashion Ltd	3	13.04	5	21.74	6	26.09	9	39.13	23
Tex Tailor Export (BD)	3	15.79	3	15.79	7	36.84	6	31.58	19
Abrar Knit Concern Ltd	5	33.33	2	13.33	3	20.00	5	33.33	15
Mona Garments	2	11.11	3	16.67	9	50.00	4	22.22	18
Green Knitwear Ltd	3	13.64	2	9.09	4	18.18	13	59.09	22
Total	16	16.49	15	15.46	29	29.90	37	38.14	97

**Explanation of the table:**

The above table denotes that, 15% of the interviewees strongly agree and 17% interviewees also agree to this opinion that sometimes they face physical harassment at their factories. But, another 68% interviewees don't support this matter. So there is the absence of physical harassment in most of the Non-Compliant factories. According to their conception, it is perceptible that Non-Compliant factories are also in processing to follow the Occupational Health Services Convention, 1985 (No. 161) of ILO to this topic.

**Graph -15 (Non-Compliant factories)**



**Questions related with Discrimination (Employment and Occupation) Convention, 1958 of ILO:**

16. Do you think that, a female worker cannot get promotion in a proper time though she is equally skilled with a male worker?

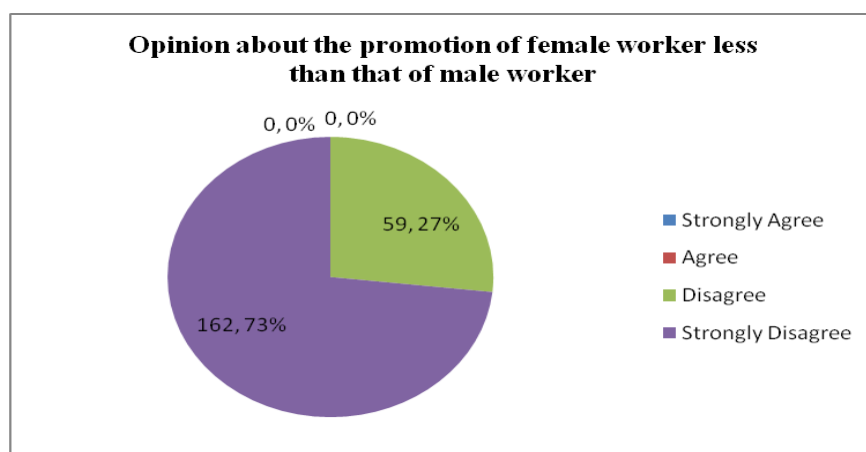
**Table -16 (Compliant factories)**

Workers View	Agree		Strongly Agree		Disagree		Strongly Disagree		Total
	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	
Name of the RMG Factories	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	
Nipa Knitwear Company	0	0	0	0	11	17.19	53	82.81	64
The Rose Garments Designer Ltd	0	0	0	0	9	36.00	16	64.00	25
Mohammadi Fashion Sweaters Ltd	0	0	0	0	10	26.32	28	73.68	38
Zaara jeans and Knitwear Ltd	0	0	0	0	13	43.33	17	56.67	30
Jeans Manufacturing Company Ltd	0	0	0	0	12	38.71	19	61.29	31
Posh Garments Ltd	0	0	0	0	4	12.12	29	87.88	33
Total	0	0	0	0	59	26.70	162	73.30	221

**Explanation of the table:**

The above table explains that, 73% of the interviewees strongly disagree to the notion of less promotion of a female worker. In addition, 27% interviewees are also disagreed with this opinion. According to their view, female workers get promotion in proper time and they don't face discrimination in getting promotion. Here, it is also found that no worker agree or strongly agree to this idea. So it is recognizable that compliant factories are maintaining the Discrimination (Employment and Occupation) Convention, 1958 of ILO to this concern.

**Graph -16 (Compliant factories)**



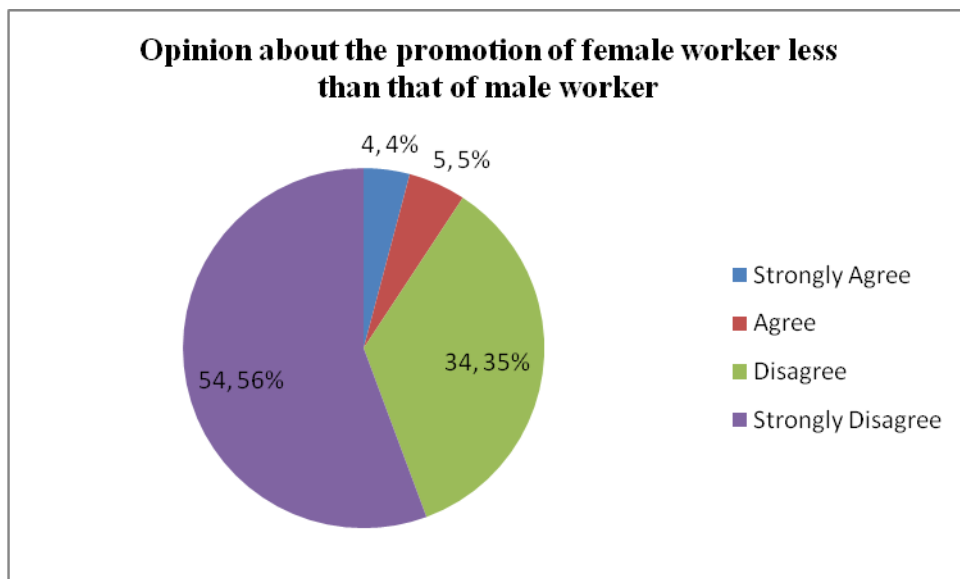
**Table -16 (Non-Compliant factories)**

Workers View	Agree		Strongly Agree		Disagree		Strongly Disagree		Total
	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	
Name of the RMG Factories	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	
James Fashion Ltd	2	8.70	0	0	7	30.43	14	60.87	23
Tex Tailor Export (BD)	0	0.00	0	0	6	31.58	13	68.42	19
Abrar Knit Concern Ltd	0	0.00	0	0	4	26.67	11	73.33	15
Mona Garments	0	0.00	4	22.22	5	27.78	9	50.00	18
Green Knitwear Ltd	3	13.64	0	0	12	54.55	7	31.82	22
Total	5	5.15	4	4.12	34	35.05	54	55.67	97

**Explanation of the table:**

The above table indicates that, almost 56% of the interviewed workers strongly disagree to the idea of less promotion of a female worker. In addition, 35% of interviewed workers also disagree with this opinion. On the contrary, 5% interviewees agree and only 4% interviewees strongly agree to this idea. That means female workers get promotion in proper time if they are skilled. So it is noticeable that most of the Non-compliant factories are maintaining the Discrimination (Employment and Occupation) Convention, 1958 of ILO to this concern.

**Graph -16 (Non-Compliant factories)**



17. Is there less possibility to the religious minority section at your factory for working who are skilled enough?

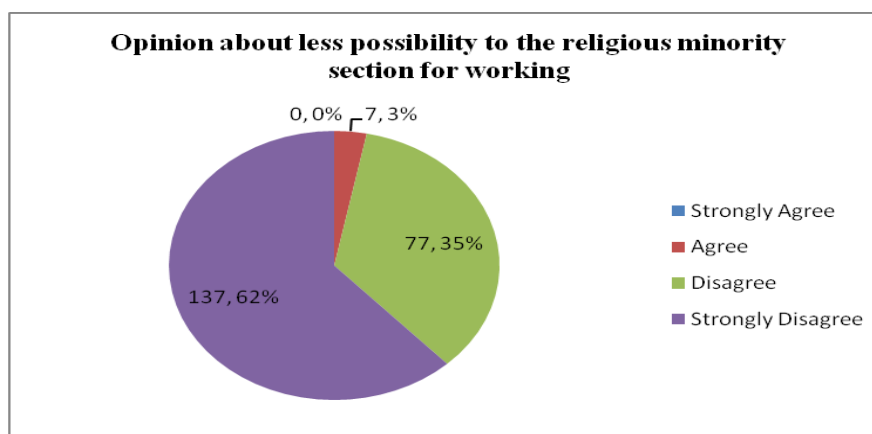
**Table -17 (Compliant factories)**

Workers View	Agree		Strongly Agree		Disagree		Strongly Disagree		Total
	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	
<b>Name of the RMG Factories</b>	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	
Nipa Knitwear Company	0	0	0	0	17	26.56	47	73.44	64
The Rose Garments Designer Ltd	2	8	0	0	8	32.00	15	60.00	25
Mohammadi Fashion Sweaters Ltd	0	0	0	0	11	28.95	27	71.05	38
Zaara jeans and Knitwear Ltd	2	6.67	0	0	15	50.00	13	43.33	30
Jeans Manufacturing Company Ltd	3	9.68	0	0	12	38.71	16	51.61	31
Posh Garments Ltd	0	0.00	0	0	14	42.42	19	57.58	33
Total	7	3.17	0	0	77	34.84	137	61.99	221

**Explanation of the table:**

The above table denotes that, Most of the interviewed workers express that, religious minority sections have more possibilities for working at their factories. Almost 62% of the interviewed workers strongly disagree to the given question. Furthermore, 35% of interviewed workers also disagree to this opinion. On the other hand, only 3% interviewees agree and no workers are strongly agreed to this idea. So it can be said that, almost all of the compliant factories are preserving the Discrimination (Employment and Occupation) Convention, 1958 of ILO to this question.

**Graph -17 (Compliant factories)**



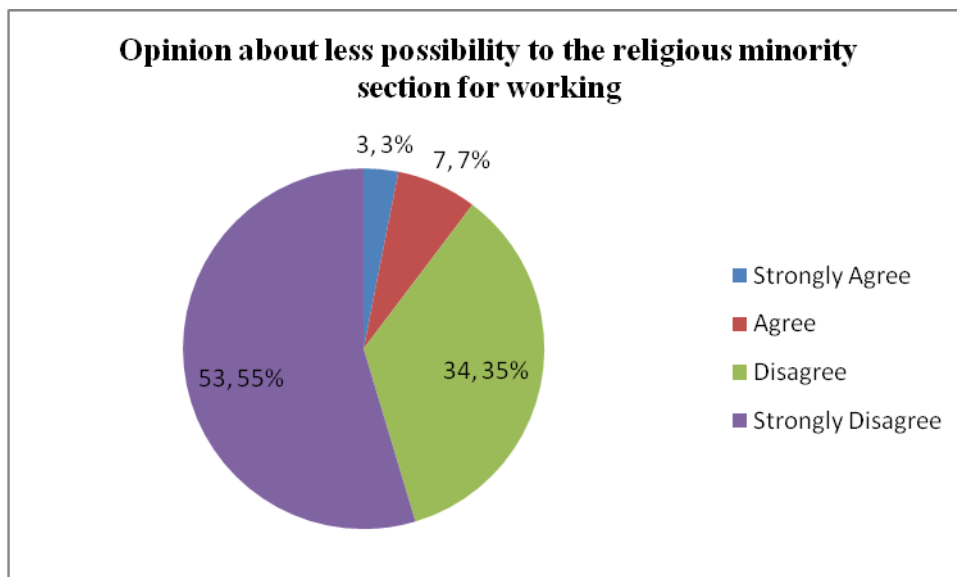
**Table -17 (Non-Compliant factories)**

Workers View	Agree		Strongly Agree		Disagree		Strongly Disagree		Total
	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	
Name of the RMG Factories	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	
James Fashion Ltd	2	8.70	0	0	7	30.43	14	60.870	23
Tex Tailor Export (BD)	1	5.26	0	0	6	31.58	12	63.158	19
Abrar Knit Concern Ltd	0	0.00	0	0	4	26.67	11	73.333	15
Mona Garments	1	5.56	3	16.67	5	27.78	9	50.000	18
Green Knitwear Ltd	3	13.64	0	0	12	54.55	7	31.818	22
Total	7	7.22	3	3.09	34	35.05	53	54.639	97

**Explanation of the table:**

The above table denotes that, Almost 55% of the interviewed workers strongly disagree to the given question. Furthermore, 35% of interviewed workers also disagree with this opinion. That means religious minority sections have more possibilities for working at their factories. On the other hand, 7% interviewees agree and only 3% interviewees strongly agree to this idea. So it can be said that, most of the Non-compliant factories are preserving the Discrimination (Employment and Occupation) Convention, 1958 of ILO to this question.

**Graph -17 (Non-Compliant factories)**



18. Does your factory give permission to the religious majority group for working who are not skilled enough?

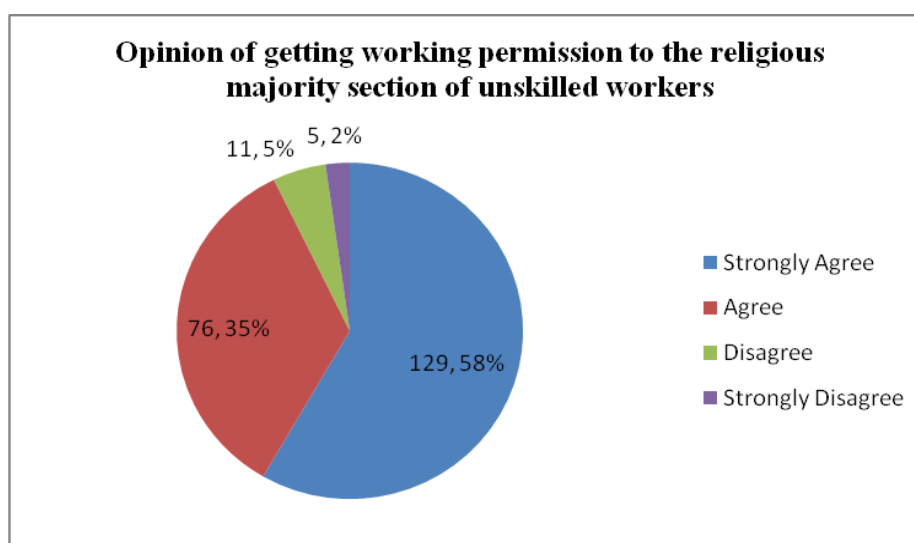
**Table -18 (Compliant factories)**

Workers View	Agree		Strongly Agree		Disagree		Strongly Disagree		Total
	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	
<b>Name of the RMG Factories</b>	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	
Nipa Knitwear Company	29	45.31	35	54.69	0	0	0	0	64
The Rose Garments Designer Ltd	4	16.00	18	72.00	3	12	0	0	25
Mohammadi Fashion Sweaters Ltd	11	28.95	19	50.00	5	13.16	3	7.89	38
Zaara jeans and Knitwear Ltd	21	70.00	9	30.00	0	0.00	0	0	30
Jeans Manufacturing Company Ltd	5	16.13	23	74.19	3	9.68	0	0	31
Posh Garments Ltd	6	18.18	25	75.76	0	0.00	2	6.06	33
<b>Total</b>	<b>76</b>	<b>34.39</b>	<b>129</b>	<b>58.37</b>	<b>11</b>	<b>4.98</b>	<b>5</b>	<b>2.26</b>	<b>221</b>

**Explanation of the table:**

From the above table it is visible that, 58% of the interviewees strongly agree to the statement that religious majority section can get working permission easily though they are not skilled enough. In addition, 35% interviewees also agree with this opinion. On the other hand, 5% interviewees disagree and only 2% interviewees strongly disagree to this idea. So it is clear that, almost all of the compliant factories are preserving the Discrimination (Employment and Occupation) Convention, 1958 of ILO to this matter.

**Graph -18 (Compliant factories)**



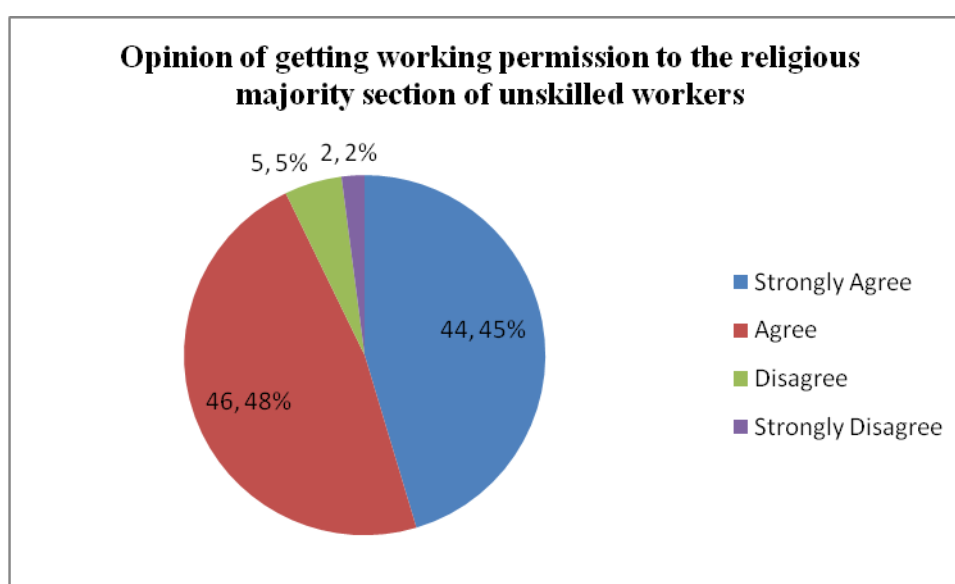
**Table -18 (Non-Compliant factories)**

Workers View	Agree		Strongly Agree		Disagree		Strongly Disagree		Total
	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	
Name of the RMG Factories	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	
James Fashion Ltd	9	39.13	12	52.17	2	8.70	0	0	23
Tex Tailor Export (BD)	13	68.42	6	31.58	0	0	0	0	19
Abrar Knit Concern Ltd	5	33.33	10	66.67	0	0	0	0	15
Mona Garments	9	50.00	9	50.00	0	0	0	0	18
Green Knitwear Ltd	10	45.45	7	31.82	3	13.64	2	9.09	22
Total	46	47.42	44	45.36	5	5.15	2	2.06	97

**Explanation of the table:**

The above table denotes that, 45% of the interviewees strongly agree and 48% interviewees also agree to the opinion of getting working permission of religious majority section. On the contrary, 5% interviewees disagree and only 2% interviewees strongly disagree to this idea. So it is recognizable that, almost all of the Non-compliant factories are preserving the Discrimination (Employment and Occupation) Convention, 1958 of ILO to this matter.

**Graph -18 (Non-Compliant factories)**





**Questions related with Worst Forms of Child Labour Convention, 1999 of ILO:**

19. Do you give your National ID to your factory owner in the time of recruitment?

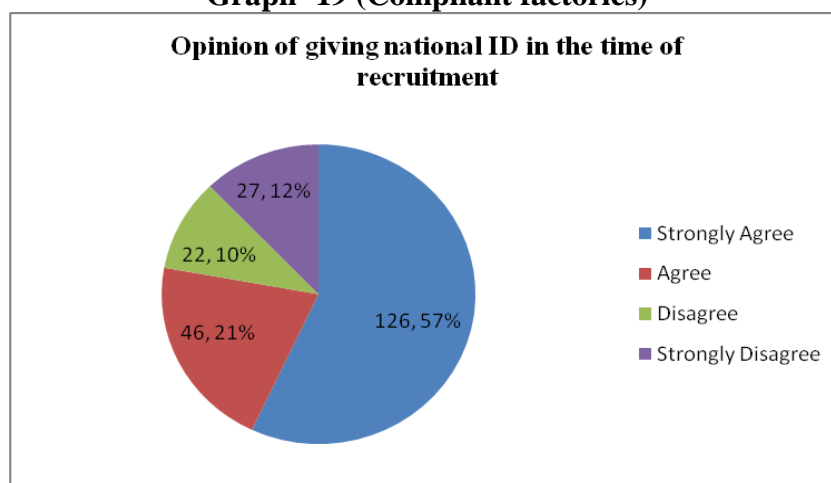
**Table -19 (Compliant factories)**

Workers View	Agree		Strongly Agree		Disagree		Strongly Disagree		Total
	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	
<b>Name of the RMG Factories</b>	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	
Nipa Knitwear Company	11	17.19	41	64.06	3	4.69	9	14.06	64
The Rose Garments Designer Ltd	3	12.00	19	76.00	2	8.00	1	4.00	25
Mohammadi Fashion Sweaters Ltd	7	18.42	21	55.26	7	18.42	3	7.89	38
Zaara jeans and Knitwear Ltd	5	16.67	15	50.00	3	10.00	7	23.33	30
Jeans Manufacturing Company Ltd	9	29.03	17	54.84	2	6.45	3	9.68	31
Posh Garments Ltd	11	33.33	13	39.39	5	15.15	4	12.12	33
Total	46	20.81	126	57.01	22	9.95	27	12.22	221

**Explanation of the table:**

The above table denotes that, Majority (57%) of the interviewed workers express that, they give their National ID to their factory owner in the time of recruitment. Furthermore, 21% of interviewed workers also agree with this opinion. On the other hand, only 10% interviewees disagree and 12% interviewees strongly disagree to this idea. As per their point of view it is clear that, there is the absence of child labour in most of the compliant factories. Most of the Compliant factories are maintaining the Worst Forms of Child Labour Convention, 1999 of ILO to this point.

**Graph -19 (Compliant factories)**



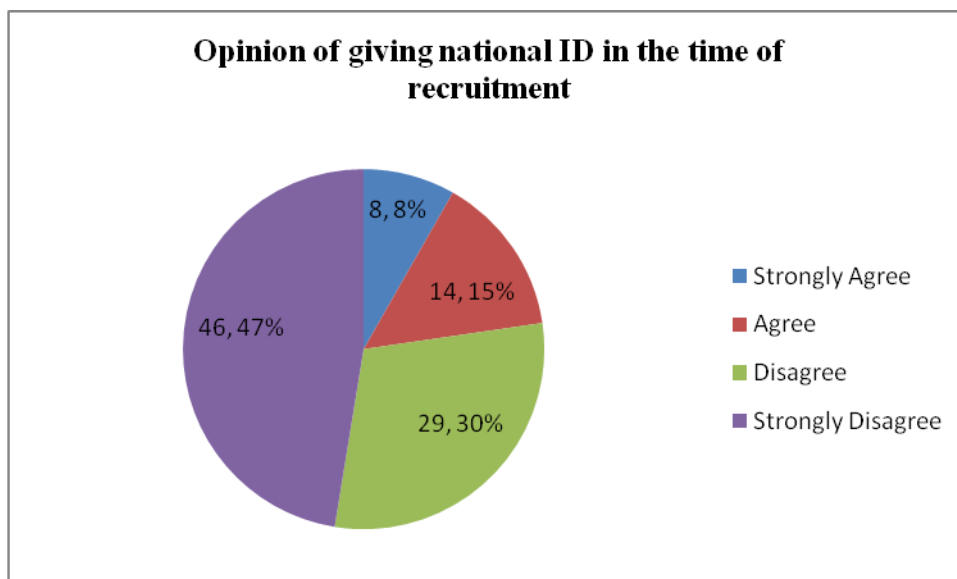
**Table -19 (Non-Compliant factories)**

Workers View	Agree		Strongly Agree		Disagree		Strongly Disagree		Total
	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	
<b>Name of the RMG Factories</b>	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	
James Fashion Ltd	5	21.74	2	8.70	7	30.43	9	39.13	23
Tex Tailor Export (BD)	1	5.26	1	5.26	8	42.11	9	47.37	19
Abrar Knit Concern Ltd	2	13.33	0	0.00	2	13.33	11	73.33	15
Mona Garments	3	16.67	3	16.67	5	27.78	7	38.89	18
Green Knitwear Ltd	3	13.64	2	9.09	7	31.82	10	45.45	22
Total	14	14.43	8	8.25	29	29.90	46	47.42	97

**Explanation of the table:**

The above table denotes that, the better part (47%) of the interviewed workers strongly disagree to the opinion of giving their National ID to their factory owner in the time of recruitment. Furthermore, 30% of the interviewed workers also disagree with this opinion. On the other hand, only 23% interviewees either agree or strongly agree to this idea. As per their point of view it is clear that, there is the presence of child labour in most of the Non-compliant factories. Most of the Non-Compliant factories are not maintaining the Worst Forms of Child Labour Convention, 1999 of ILO to this point.

**Graph -19 (Non-Compliant factories)**



20. Does your factory give low salary to the workers who are below 18/ smaller in perspective of age?

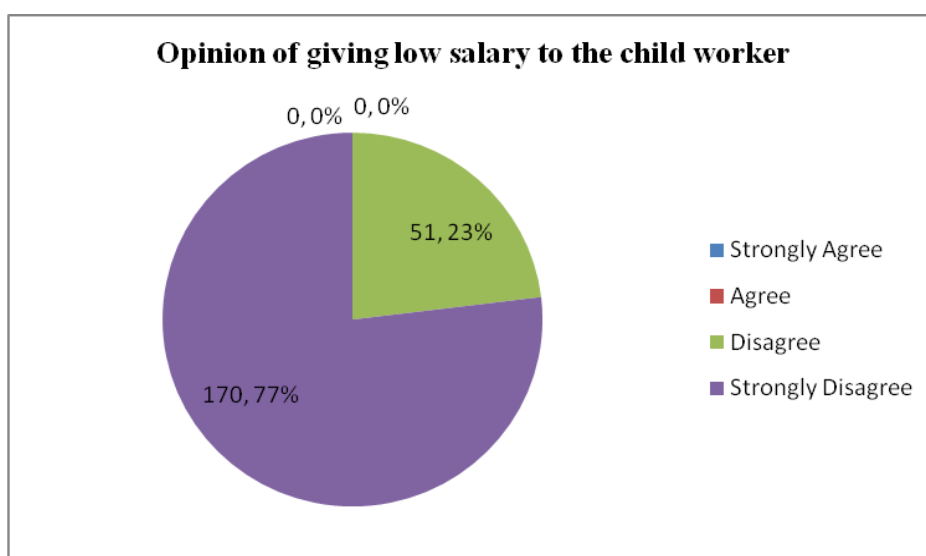
**Table -20 (Compliant factories)**

Workers View	Agree		Strongly Agree		Disagree		Strongly Disagree		Total
	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	
<b>Name of the RMG Factories</b>									
Nipa Knitwear Company	0	0	0	0	5	7.81	59	92.19	64
The Rose Garments Designer Ltd	0	0	0	0	3	12.00	22	88.00	25
Mohammadi Fashion Sweaters Ltd	0	0	0	0	11	28.95	27	71.05	38
Zaara jeans and Knitwear Ltd	0	0	0	0	17	56.67	13	43.33	30
Jeans Manufacturing Company Ltd	0	0	0	0	9	29.03	22	70.97	31
Posh Garments Ltd	0	0	0	0	6	18.18	27	81.82	33
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>51</b>	<b>23.08</b>	<b>170</b>	<b>76.92</b>	<b>221</b>

**Explanation of the table:**

The above table shows that, Almost 77% of the interviewed workers strongly disagree to the given question. Furthermore, 23% of interviewed workers also disagree with this opinion and no workers agree to this option. That means, there is the absence of child labour at Compliant factories. Compliant factories are properly maintaining the Worst Forms of Child Labour Convention, 1999 of ILO to this point.

**Graph -20 (Compliant factories)**



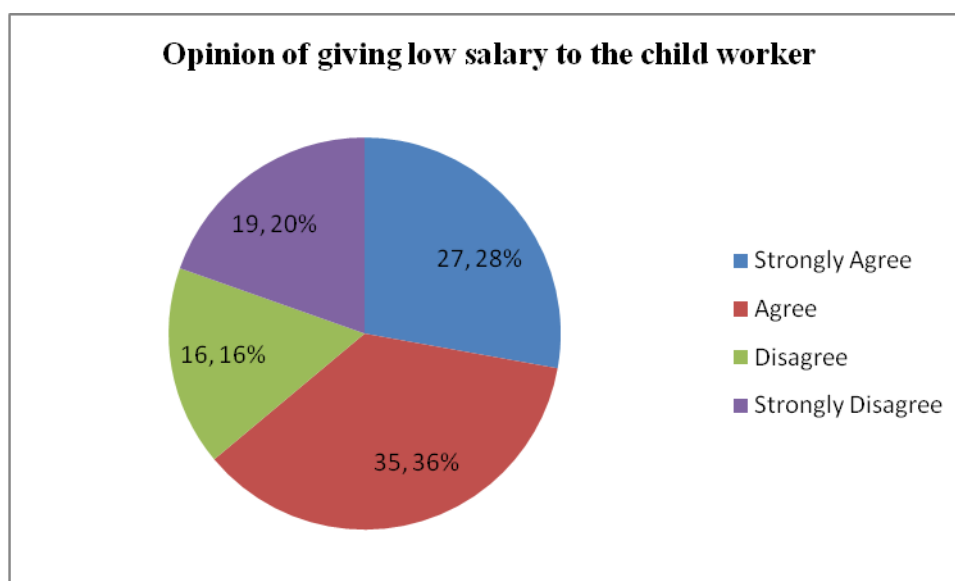
**Table -20 (Non-Compliant factories)**

Workers View	Agree		Strongly Agree		Disagree		Strongly Disagree		Total
	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	
Name of the RMG Factories	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	
James Fashion Ltd	8	34.78	4	17.39	5	21.74	6	26.09	23
Tex Tailor Export (BD)	6	31.58	7	36.84	3	15.79	3	15.79	19
Abrar Knit Concern Ltd	5	33.33	3	20.00	4	26.67	3	20.00	15
Mona Garments	9	50.00	6	33.33	1	5.56	2	11.11	18
Green Knitwear Ltd	7	31.82	7	31.82	3	13.64	5	22.73	22
Total	35	36.08	27	27.84	16	16.49	19	19.59	97

**Explanation of the table:**

The above table shows that, Almost 28% of the interviewed workers strongly agree to the given question. Furthermore, 36% of interviewed workers also agree with this opinion. On the contrary, 16% interviewees disagree and only 20% interviewees strongly disagree to this subject. So it is visible that there is the existence of child labour at most of the Non-Compliant factories. Most of the Non-Compliant factories are not maintaining the Worst Forms of Child Labour Convention, 1999 of ILO to this point.

**Graph -20 (Non-Compliant factories)**



**Question related with Equal Remuneration Convention, 1951 (no. 100):**

21. Do you think that, the male workers get more salary than female workers in the same work?

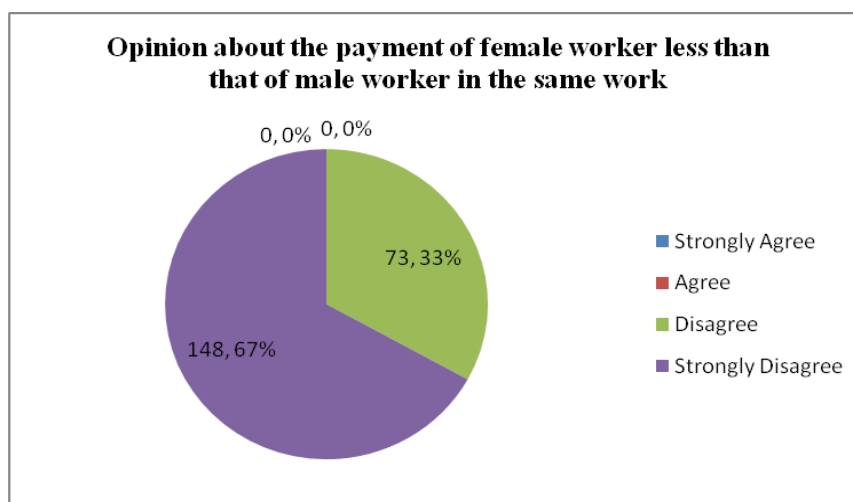
**Table -21 (Compliant factories)**

Workers View	Agree		Strongly Agree		Disagree		Strongly Disagree		Total
	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	
<b>Name of the RMG Factories</b>	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	
Nipa Knitwear Company	0	0	0	0	19	29.69	45	70.31	64
The Rose Garments Designer Ltd	0	0	0	0	10	40.00	15	60.00	25
Mohammadi Fashion Sweaters Ltd	0	0	0	0	6	15.79	32	84.21	38
Zaara jeans and Knitwear Ltd	0	0	0	0	13	43.33	17	56.67	30
Jeans Manufacturing Company Ltd	0	0	0	0	19	61.29	12	38.71	31
Posh Garments Ltd	0	0	0	0	6	18.18	27	81.82	33
Total	0	0	0	0	73	33.03	148	66.97	221

**Explanation of the table:**

The above table explains that, 67% of the interviewees are strongly disagreed to the notion of facing discrimination in perspective of salary. In addition, 33% interviewees are also disagreed with this opinion. According to their opinion, every worker gets equal salary in the same work. So it can be said that Compliant factories are supporting the Equal Remuneration Convention, 1951 (no. 100) of ILO to this question.

**Graph -21 (Compliant factories)**



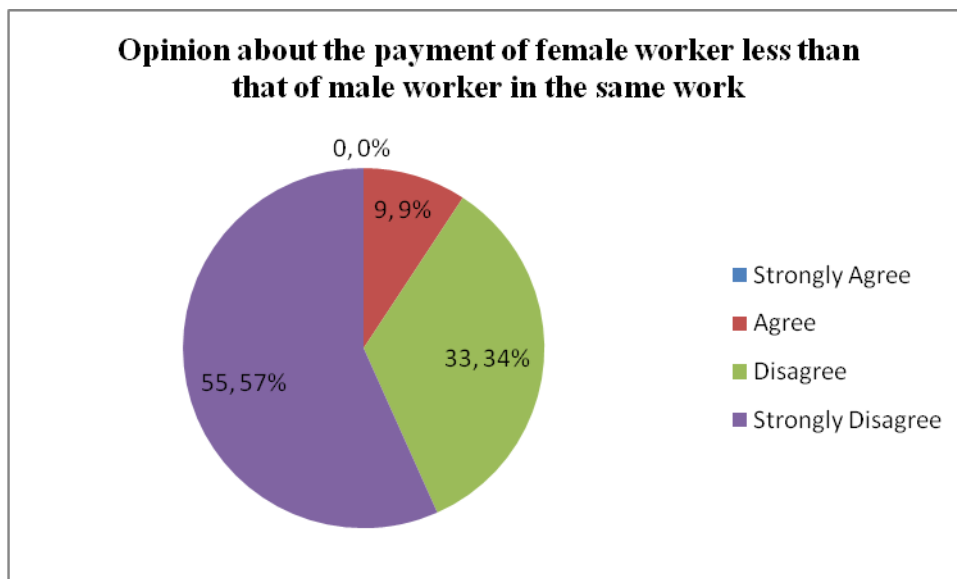
**Table -21 (Non-Compliant factories)**

Workers View	Agree		Strongly Agree		Disagree		Strongly Disagree		Total
	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	
Name of the RMG Factories	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	
James Fashion Ltd	4	17.39	0	0	10	43.48	9	39.13	23
Tex Tailor Export (BD)	0	0.00	0	0	8	42.11	11	57.89	19
Abrar Knit Concern Ltd	3	20.00	0	0	5	33.33	7	46.67	15
Mona Garments	2	11.11	0	0	3	16.67	13	72.22	18
Green Knitwear Ltd	0	0.00	0	0	7	31.82	15	68.18	22
Total	9	9.28	0	0	33	34.02	55	56.70	97

**Explanation of the table:**

The above table explains that, 57% of the interviewees strongly disagree to the notion of facing discrimination in perspective of salary. In addition, 34% interviewees also disagree to this opinion and only 9% interviewees are agreed and no workers are strongly agreed to this idea. So it can be said that, almost all of the Non-Compliant factories are also supporting the Equal Remuneration Convention, 1951 (no. 100) of ILO to this question.

**Graph -21 (Non-Compliant factories)**



**Question related with abolition of Forced Labour Convention, 1957:**

22. Does your factory force you to do more work in the time of product delivery?

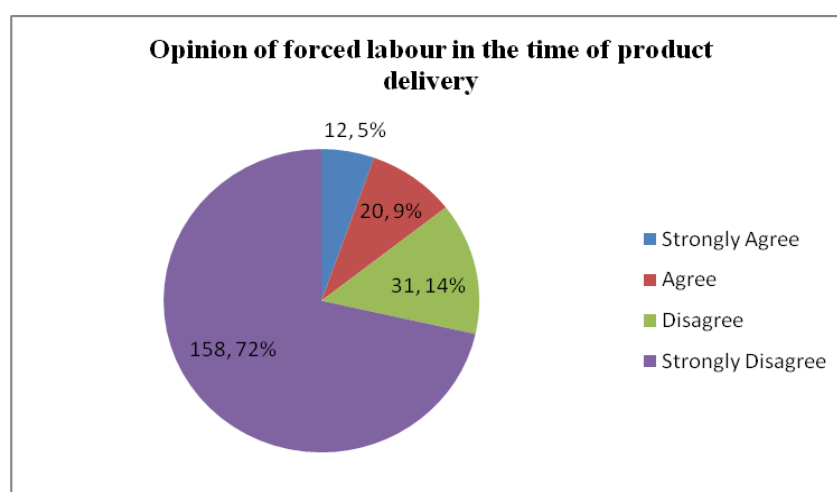
**Table -22 (Compliant factories)**

Workers View	Agree		Strongly Agree		Disagree		Strongly Disagree		Total
	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	
Name of the RMG Factories	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	
Nipa Knitwear Company	2	3.13	1	1.56	4	6.25	57	89.06	64
The Rose Garments Designer Ltd	3	12.00	1	4.00	2	8	19	76.00	25
Mohammadi Fashion Sweaters Ltd	2	5.26	3	7.89	4	10.53	29	76.32	38
Zaara jeans and Knitwear Ltd	3	10.00	5	16.67	5	16.67	17	56.67	30
Jeans Manufacturing Company Ltd	3	9.68	0	0.00	7	22.58	21	67.74	31
Posh Garments Ltd	7	21.21	2	6.06	9	27.27	15	45.45	33
Total	20	9.05	12	5.43	31	14.03	158	71.49	221

**Explanation of the table:**

From the above table it is visible that, 72% interviewees out of total interviewees strongly disagree with the opinion of forced labour in the time of product delivery. In addition, 14% interviewees are also disagreed with this opinion. On the other hand, 9% interviewees are agreed and only 5% interviewees are strongly agreed with this idea. According to their viewpoint, it is perceptible that most of the Compliant factories are following the Forced Labour Convention, 1930 of ILO to this topic.

**Graph -22 (Compliant factories)**



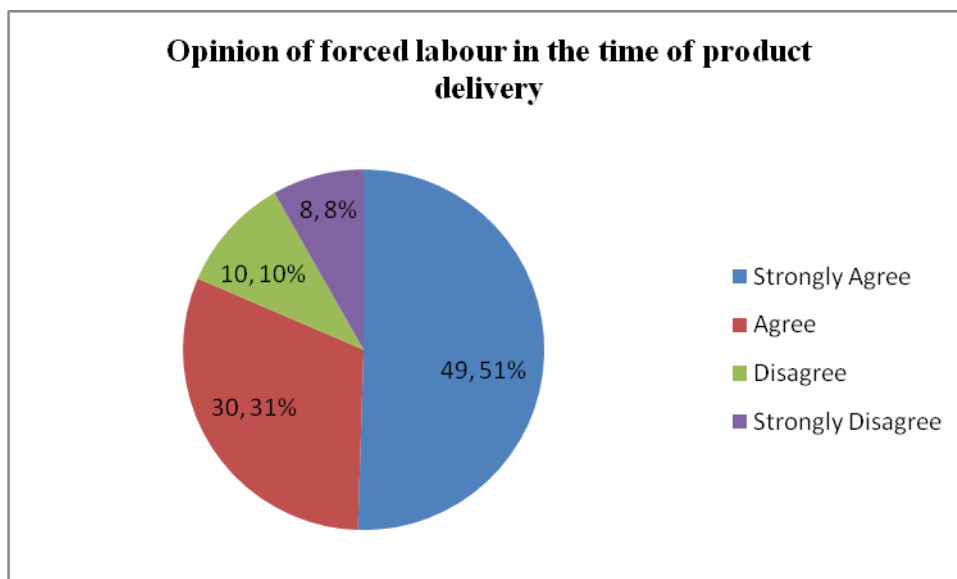
**Table -22 (Non-Compliant factories)**

Workers View	Agree		Strongly Agree		Disagree		Strongly Disagree		Total
	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	
Name of the RMG Factories	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	
James Fashion Ltd	11	47.83	3	13.04	5	21.74	4	17.39	23
Tex Tailor Export (BD)	9	47.37	7	36.84	2	10.53	1	5.26	19
Abrar Knit Concern Ltd	3	20.00	11	73.33	1	6.67	0	0.00	15
Mona Garments	2	11.11	13	72.22	1	5.56	2	11.11	18
Green Knitwear Ltd	5	22.73	15	68.18	1	4.55	1	4.55	22
Total	30	30.93	49	50.52	10	10.31	8	8.25	97

**Explanation of the table:**

From the above table it is visible that, 51% of the interviewees are strongly agreed with the statement that they face forced labour in the time of product delivery. In addition, 31% interviewees are also agreed with this opinion. On the other hand, 10% interviewees are disagreed and only 8% interviewees are strongly disagreed to this idea. According to their viewpoint, it is perceptible that most of the Non-Compliant factories are not following the Forced Labour Convention, 1930 of ILO to this topic.

**Graph -22 (Non-Compliant factories)**





**Question related with Freedom of Association and Protection of the Right to Organise Convention, 1948:**

23. Can every worker combindly discuss with their factory propriotor for solving any kinds of problem which is related with their rights?

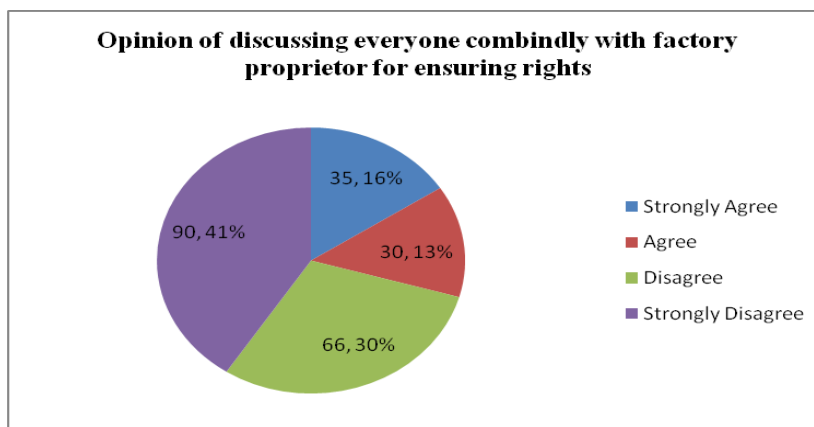
**Table -23 (Compliant factories)**

Workers View	Agree		Strongly Agree		Disagree		Strongly Disagree		Total
	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	
Name of the RMG Factories	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	
Nipa Knitwear Company	0	0.00	0	0.00	25	39.06	39	60.94	64
The Rose Garments Designer Ltd	7	28.00	13	52.00	2	8.00	3	12.00	25
Mohammadi Fashion Sweaters Ltd	11	28.95	17	44.74	3	7.89	7	18.42	38
Zaara jeans and Knitwear Ltd	5	16.67	0	0.00	11	36.67	14	46.67	30
Jeans Manufacturing Company Ltd	0	0.00	0	0.00	16	51.61	15	48.39	31
Posh Garments Ltd	7	21.21	5	15.15	9	27.27	12	36.36	33
Total	30	13.57	35	15.84	66	29.86	90	40.72	221

**Explanation of the table:**

From the above table it is mentioned that, 41% of the interviewees strongly disagree and 30% of the interviewees also disagree with this question. It indicates that, workers have no right to discuss combindly with their factories proprietors to fulfill their demands at the right time due to the lack of independent organization. On the other hand, 13% interviewees are agreed and 16% interviewees are strongly agreed to this idea. Among the six compliant factories, only two factories satisfactory level is higher than other compliant factories in this regard. So it can be said that all Compliant factories are not preserving the Freedom of Association and Protection of the Right to Organise Convention, 1948 of ILO.

**Graph -23 (Compliant factories)**



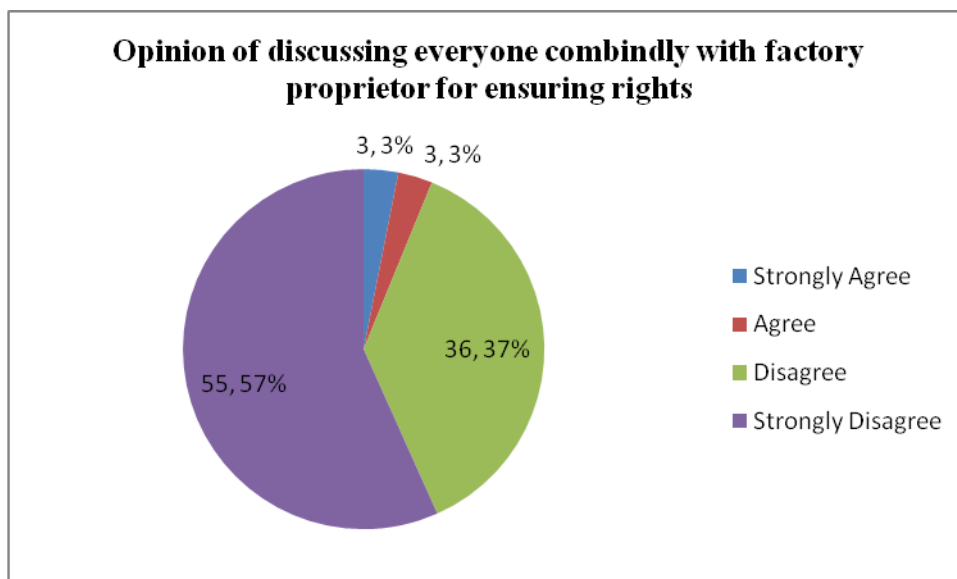
**Table -23 (Non-Compliant factories)**

Workers View	Agree		Strongly Agree		Disagree		Strongly Disagree		Total
	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	
Name of the RMG Factories	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	
James Fashion Ltd	0	0	3	13.04	11	47.83	9	39.13	23
Tex Tailor Export (BD)	3	15.79	0	0	5	26.32	11	57.89	19
Abrar Knit Concern Ltd	0	0	0	0	2	13.33	13	86.67	15
Mona Garments	0	0	0	0	11	61.11	7	38.89	18
Green Knitwear Ltd	0	0	0	0	7	31.82	15	68.18	22
Total	3	3.09	3	3.09	36	37.11	55	56.70	97

**Explanation of the table:**

From the above table it is mentioned that, 57% of the interviewees strongly disagree and 37% of the interviewees also disagree to this opinion. It indicates that, workers have no right to discuss combindly with their factories proprietors to fulfill their demands at the right time due to the lack of independent organization. On the other hand, only 3% interviewees are agreed and another 3% interviewees are strongly agreed to this idea. So it can be said that Non-Compliant factories are not preserving the Freedom of Association and Protection of the Right to Organise Convention, 1948 of ILO.

**Graph -23 (Non-Compliant factories)**



**Question related with Right to Organize and Collective Bargaining Convention, 1949:**

24. Can only a group of people dealing unitedly with the factory owner for ensuring workers rights?

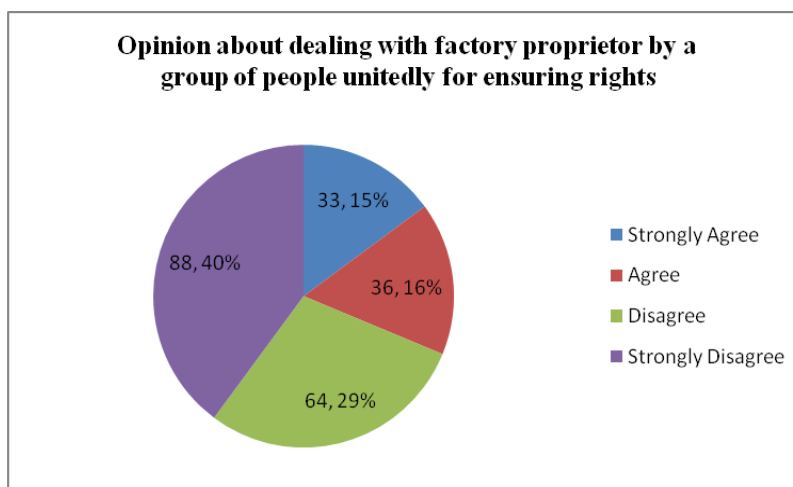
**Table -24 (Compliant factories)**

Workers View	Agree		Strongly Agree		Disagree		Strongly Disagree		Total
	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	
Name of the RMG Factories	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	
Nipa Knitwear Company	5	7.81	0	0	20	31.25	39	60.94	64
The Rose Garments Designer Ltd	7	28.00	13	52	3	12	2	8.00	25
Mohammadi Fashion Sweaters Ltd	11	28.95	17	44.74	3	7.89	7	18.42	38
Zaara jeans and Knitwear Ltd	5	16.67	0	0.00	11	36.67	14	46.67	30
Jeans Manufacturing Company Ltd	2	6.45	0	0.00	13	41.94	16	51.61	31
Posh Garments Ltd	6	18.18	3	9.09	14	42.42	10	30.30	33
Total	36	16.29	33	14.93	64	28.96	88	39.82	221

**Explanation of the table:**

From the above table it is mentioned that, only 16% interviewees agree and 15% interviewees strongly agree to this idea. On the other hand, 40% of the interviewees strongly disagree and 29% of the interviewees also disagree with this question. Among the six compliant factories, only two factories satisfactory level is higher than other compliant factories in this regard. So it can be said that all Compliant factories are not supporting the Right to Organize and Collective Bargaining Convention, 1949 of ILO.

**Graph -24 (Compliant factories)**



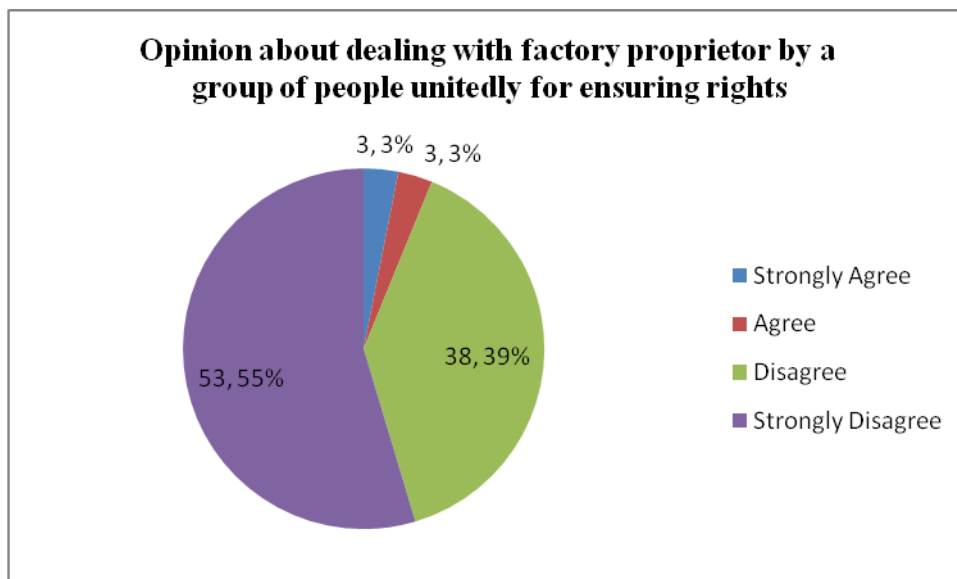
**Table -24 (Non-Compliant factories)**

Workers View	Agree		Strongly Agree		Disagree		Strongly Disagree		Total
	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	
Name of the RMG Factories	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	
James Fashion Ltd	0	0	3	13.04	11	47.83	9	39.13	23
Tex Tailor Export (BD)	3	15.79	0	0	7	36.84	9	47.37	19
Abrar Knit Concern Ltd	0	0	0	0	2	13.33	13	86.67	15
Mona Garments	0	0	0	0	11	61.11	7	38.89	18
Green Knitwear Ltd	0	0	0	0	7	31.82	15	68.18	22
Total	3	3.09	3	3.09	38	39.18	53	54.64	97

**Explanation of the table:**

From the above table it is mentioned that, 55% of the interviewees are strongly disagreed and 39% of the interviewees are also disagreed with this opinion. It indicates that, workers have no right to dealing combindly with their factory proprietor by forming an independent organization. On the other hand, only 3% interviewees are agreed and another 3% interviewees are strongly agreed to this idea. So it can be said that Non-Compliant factories are not supporting the Right to Organize and Collective Bargaining Convention, 1949 of ILO.

**Graph -24 (Non-Compliant factories)**



**Question related with Maternity Protection Convention, 2000 (No. 183):**

25. Do you get maternity leave with payment if you pregnant in your working period?

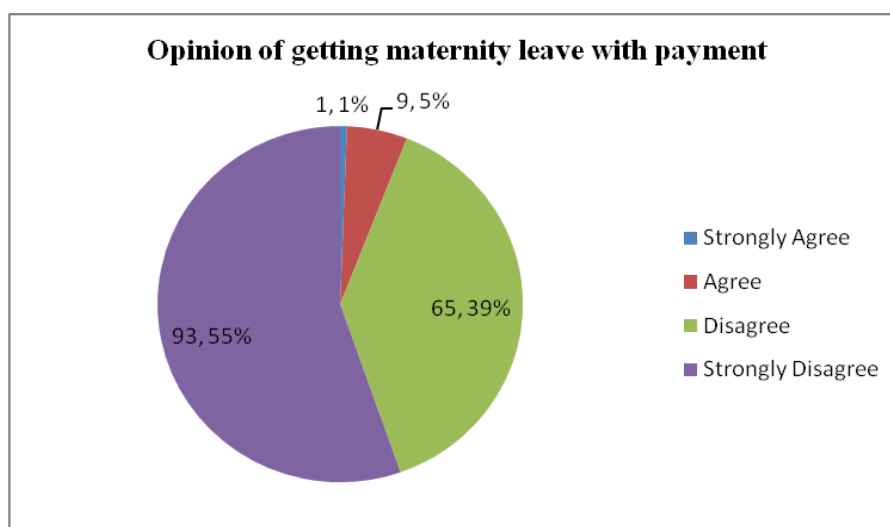
**Table -25 (Compliant factories)**

Workers View	Agree		Strongly agree		Disagree		Strongly Disagree		Total
	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	
<b>Name of the RMG Factories</b>	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	
Nipa Knitwear Company	2	3.92	0	0	22	43.14	27	52.94	51
The Rose Garments Designer Ltd	2	10.00	0	0	5	25.00	13	65.00	20
Mohammadi Fashion Sweaters Ltd	1	3.70	1	3.70	10	37.04	15	55.56	27
Zaara jeans and Knitwear Ltd	2	9.52	0	0	8	38.10	11	52.38	21
Jeans Manufacturing Company Ltd	1	4.35	0	0	9	39.13	13	56.52	23
Posh Garments Ltd	1	3.85	0	0	11	42.31	14	53.85	26
Total	9	5.36	1	0.60	65	38.69	93	55.36	168

**Explanation of the table:**

From the above table it is visible that, only 1% of the interviewees strongly agree to the statement that they get maternity leave with payment. In addition, 5% interviewees also agree with this opinion. On the other hand, 39% interviewees disagree and 55% interviewees are strongly disagreed with this idea. As per their opinion it is visible that the Maternity Protection Convention 2000 (No. 183) of ILO is not supported by most of the Compliant factories.

**Graph -25 (Compliant factories)**



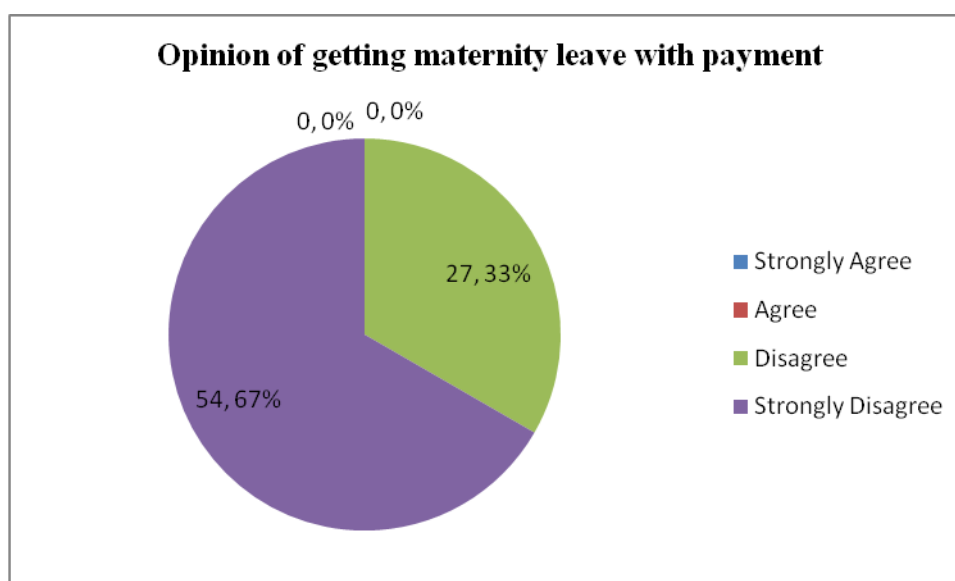
**Table -25 (Non-Compliant factories)**

Workers View	Agree		Strongly agree		Disagree		Strongly Disagree		Total
	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	
Name of the RMG Factories	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	<i>fn</i>	%	
James Fashion Ltd	0	0	0	0	16	76.19	5	23.81	21
Tex Tailor Export (BD)	0	0	0	0	3	18.75	13	81.25	16
Abrar Knit Concern Ltd	0	0	0	0	2	15.38	11	84.62	13
Mona Garments	0	0	0	0	4	28.57	10	71.43	14
Green Knitwear Ltd	0	0	0	0	2	11.76	15	88.24	17
Total	0	0	0	0	27	33.33	54	66.67	81

**Explanation of the table:**

From the above table it is visible that, 67% of the interviewees are strongly disagreed with the opinion of getting maternity leave with payment. In addition, another 33% interviewees are also disagreed with this opinion. On the other hand, no interviewees are agreed or strongly agreed to this idea. So it can be said that Non-Compliant factories are not preserving the Maternity Protection Convention 2000 (No. 183) of ILO.

**Graph -25 (Compliant factories)**



## Chapter 7:

### Discussion:

According to table: 1 and graph: 1 it is visible that 85% of the interviewees of compliant factories say that they work 8-10 hours in a day at the factory and another 15% work 11-13 hours in a day at the factory. On the other hand 63% interviewees of non-compliant factories say that they work 11-13 hours in a day at the factory and 28% interviewees say that they work 14-16 hours in a day at the factory. Only 9% interviewees say that they work 8-10 hours in a day at the factory. Though the working hour of compliant and Non-compliant factories is not fixed at 8 hours per day but compliant factories working time is better than that of non-compliant factories.

According to table: 2 and graph: 2 it is clear that 100% interviewees of compliant factories express that they get their wages in proper time. On the contrary, 72% interviewees of non-compliant factories express that, their factory proprietors pay their earnings in proper time. So in perspective of salary compliant factories are more conscious than non-compliant factories.

According to table: 3 and graph: 3 it is clear that 90% interviewees of compliant factories tell that they get higher pay rate for the overtime work. Only 14% interviewees of non-compliant factories either agree or strongly agree with the view of high payment for overtime work. So in perspective of overtime payment compliant factories are more conscious than non-compliant factories.

From table: 4 and graph: 4 it is found that 100% interviewees of compliant factories tell that they are feeling satisfied with the existing safety system. On the contrary 69% interviewees of non-compliant factories support this idea. So security system of compliant factories is better than that of non-compliant factories.

From table: 5 and graph: 5 it is found that 91% interviewees of compliant factories reveal that they get safety training from their factories whereas in Non-Compliant factories, only 25% interviewees either agree or strongly agree to this issue.

As per table: 6 and graph: 6 it is clear that 98% interviewees of compliant factories say that their factories have enough fire mitigating apparatus. On the other hand 87% interviewees of non-compliant factories also say the same thing. Though both Compliant and Non-Compliant factories

situation is good to this issue but Compliant factories situation is much better than Non-Compliant factories.

From table: 7 and graph: 7 it is found that 88% interviewees of compliant factories tell that their factories are not overpopulated whereas in Non-Compliant factories, only 37% interviewees support this issue. That means Non-Compliant factories are more populated than compliant factories.

From table: 8 and graph: 8 it is visible that 95% interviewees of compliant factories say that they always use protective equipment in their workplaces. On the other hand only 22% interviewees of non-compliant factories also say the same thing. That means Compliant factories are more secured than Non-compliant factories.

According to table: 9 and graph: 9 it is found that 100% interviewees of compliant factories tell that their factories have enough and spacious fire doors whereas in Non-Compliant factories, only 30% interviewees either agree or strongly agree to this issue.

From table: 10 and graph: 10 it is noticeable that 88% interviewees of compliant factories tell that their factories have adequate ventilation, illumination and room-temperature monitoring system. On the other hand 65% interviewees of non-compliant factories also say the same thing. That means Compliant factories are more suitable for working than Non-compliant factories.

Table: 11 and graph: 11 indicate that, 75% of the interviewed workers in Compliant factories express that their factories provide medical support with specialist if they are injured at work. On the contrary In Non-compliant factories, only 12% interviewed workers express that, they get medical support with specialist.

According to table: 12 and graph: 12 it is found that 100% of the interviewed workers of compliant factories reveal that they drink filtered water at their factories whereas in Non-Compliant factories, only 18% interviewees agree to this issue.

According to table: 13 and graph: 13 it is apparent that 96% interviewees of compliant factories say that they are satisfied with the existing sanitation system. On the contrary In Non-compliant factories, only 21% interviewed workers express the same thing.



From table: 14 and graph: 14 it is apparent that 87% of the interviewed workers of compliant factories reveal that their factories have rest room and canteen facilities whereas in Non-Compliant factories, only 18% interviewees agree to this issue.

From table: 15 and graph: 15 it is seen that 86% of the interviewed workers of compliant factories express that they do not face any kinds of physical harassment at their workplaces. On the contrary in Non-compliant factories, 68% interviewed workers support this topic.

From table: 16 and graph: 16 it is seen that 100% of the interviewed workers of compliant factories express that female workers get promotion in proper time. On the contrary in Non-compliant factories, 91% interviewed workers express the same thing.

From table: 17 and graph: 17 it is seen that 97% of the interviewed workers of compliant factories express that religious minority sections have more possibilities for working at their factories. On the other hand in Non-compliant factories, 90% interviewed workers express the same thing.

From table: 18 and graph: 18 it is perceptible that 93% of the interviewed workers of compliant factories say that religious majority section can get working permission easily though they are not skilled enough. In Non-compliant factories, 93% interviewed workers express the same thing. In this issue both compliant and Non-compliant factories are in same position.

From table: 19 and graph: 19 it is perceptible that 78% of the interviewed workers of compliant factories say that, they give their National ID to their factory owner in the time of recruitment whereas in Non-Compliant factories only 23% interviewees either agree or strongly agree to this idea.

From table: 20 and graph: 20 it is visible that 100% of the interviewed workers of compliant factories say that, there factories don't give low salary to the workers who are below 18/ smaller in perspective of age whereas in Non-Compliant factories only 36% interviewees either agree or strongly agree to this idea.

According to table: 21 and graph: 21 it is apparent that 100% of the interviewees of compliant factories say that, they don't face discrimination in perspective of salary. In Non-compliant factories, 91% interviewed workers express the same thing. In this issue both compliant and Non-compliant factories are in good position but compliant factories situation is better than Non-compliant factories.

According to table: 22 and graph: 22 it is perceptible that 86% of the interviewed workers of compliant factories either disagree or strongly disagree with the opinion of forced labour in the time of product delivery whereas in Non-Compliant factories only 18% interviewees either disagree or strongly disagree to this idea.

According to table: 23 and graph: 23 it is seen that 71% of the interviewed workers of compliant factories say that workers have no right to discuss combindly with their factories proprietors to fulfill their demands due to the lack of independent organization whereas in Non-Compliant factories 94% interviewees support this idea. Among the six compliant factories, only two factories satisfactory level is higher than other compliant factories in this regard. So it can be said that some of the compliant factories allow trade union in their factories but Non-Compliant factories are not maintaining this facility for their workers.

From table: 24 and graph: 24 it is apparent that 31% of the interviewed workers of compliant factories say that Only a group of people can converse unitedly with the factory owner about workers rights whereas in Non-Compliant factories only 6% interviewees either agree or strongly agree to this idea. Among the six compliant factories, only two factories satisfactory level is higher than other compliant factories in this regard. So it can be said that some of the compliant factories allow independent organization in their factories but Non-Compliant factories are not maintaining this facility for their workers.

According to table: 25 and graph: 25 it is found that 6% of the interviewed workers of compliant factories reveal that they get maternity leave with payment whereas in Non-Compliant factories no interviewees either agree or strongly agree to this idea.

After all of the above discussion it can be said that the working environment of compliant factories is better than that of Non- compliant factories.

## **Chapter 8:**

### **Recommendations and Conclusion**

#### **8.1. Recommendations:**

According to the findings though a large number of issues such as wage, overtime payment, health and safety issues, discrimination, child labour, forced labour have been improved in compliant factories whereas in Non-compliant factories these factors have not been improved properly and some of the indicators have been improved to a large extent but a lot of issues should be reformed.

The long working time is the most exhausting condition of work in the RMG factories in Bangladesh, especially the working hours of Non-compliant factories that can affect workers health. The working hour of compliant and Non-compliant factories is not fixed at 8 hours per day and women workers do not get maternity leave with payment though as per the act they deserve it which ensures their job security. From the findings of the study it is clear that there is the absence of independent organization in most of the RMG factories of Bangladesh for ensuring workers rights. BGMEA and BKMEA should pressure its member factories to form independent organization which work for workers rights. The owners of the factories should realize that healthy working environment helps to increase productivity and profitability in the factories. BGMEA and BKMEA with the help of government can cancel the export license of the factories that do not ensure labour rights. Internationally recognized rules for workers rights should be implemented properly in the RMG factories of Bangladesh and Government should take steps to ensure these rights.

The Government of Bangladesh has amended the labour law 2006 but effective implementation of this act is necessary. National Labour Policy 2012 should implement properly to ensure healthy and secured working environment where workers can get their rights completely. Government may form a 'Special observing Committee' that will observe the workers' rights of the RMG factories. Number of well-trained Inspectors should be increased in the RMG factories for inspecting the factories properly. Government should form a large number of mobile courts for Non-compliant factories to ensure secured working environment. For ensuring compliance issues properly Government should pressure the owners of the factories with the help of development partners and if the factory owners do not comply with the labour rights, Government should punish them.

## **8.2. Conclusion:**

Globalization is considered as a widespread issue that can affect all affairs of the globe (Faizur 2004). In this globalized world, international business is controlled by the richest countries. The RMG sector of Bangladesh is closely related with international business. So if this sector does not maintain compliance issues properly, it will really tough to maintain competitiveness in the global RMG market. The international actors such as ILO, EU, ACCORD and ALLIANCE all are involved in the RMG sector of Bangladesh. These organizations are doing a lot of functions in the RMG factories with the help of Bangladesh Government. From the findings it is visible that implementation of the compliance issues has the largest impact on the working environment of the RMG sector of Bangladesh. Compliant factories are so much conscious about labour rights whereas in non-compliant factories these rights are not maintaining properly. So the conditions of compliant factories are better than that of non-compliant factories. The government and the owners of RMG industries should work together to improve this sector by maintaining international labour rights properly.

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## **Appendix One: Glossary**

Accord: The Accord is a plan of actions of European brands and buyers.

Alliance: The Alliance is a group of North American brands and buyers.

Buyer: A buyer is a person who purchases completed products, for merchandising, for a firm, government or organization.

Compliant factories: These factories have trade related activities with international buyers and get direct order from buyers.

Non-compliant factories: These factories do not have any trade related activities with international buyers and work as an unauthorized subcontracting factory.

Regionalism: Regionalism is a political doctrine that emphasis on the national interest of a specific area.

Stakeholders: Stakeholders are defined as a group of people or organizations that are involved in business or can affect on business rules and regulations.

## **Appendix Two: Abbreviations**

BGMEA: Bangladesh Manufacturers and Exporters Association

BKMEA: Bangladesh Knitwear Manufacturers and Exporters Association

DIFE: Department of Inspection for Factories and Establishments

EU: European Union

FSCD: Department of Fire Service and Civil Defence

GoB: Government of Bangladesh

ILO: International Labor Organization

IFC: International Finance Corporation

MoLE: Ministry of Labour and Employment

NTPA: National Tripartite Plan of Action

OSH: Occupational safety and health

UN: United Nations

WTO: World Trade Organization

## **Appendix Three: Questionnaire**

### **Research Topic:**

**“Impact of Globalization on RMG Sector in Bangladesh (2007- 2014): A Critical Analysis”**

**(Questionnaire only for Workers)**

**Respondent’s Name:**

**Age:**

**Designation:**

**Organization:**

**Gender:**                                    a) Male                                    b) Female

**Question related with The Hours of Work (Industry) Convention, 1919 (No. 1) of ILO:**

1. How much time do you pass working at your factory daily?

**Question related with Protection of Wages Convention 1949 (No.95) of ILO:**

2. Do you get your wages in time?  
a. Agree b. Strongly agree c. Disagree d. Strongly disagree

**Question related with Hours of Work Convention, 1930 (No. 30) of ILO:**

3. Do you get higher pay rate for the overtime work than ordinary pay rate?  
a. Agree b. Strongly agree c. Disagree d. Strongly disagree

**Questions related with Occupational safety and health convention 1981(NO. 155) of ILO:**

4. Are you satisfied with the existing safety system?  
a. Agree b. Strongly agree c. Disagree d. Strongly disagree

5. Do you get safety training that can protect from danger?  
a. Agree b. Strongly agree c. Disagree d. Strongly disagree

6. Do you think that, the fire mitigating apparatus are sufficient in your factory?  
a. Agree b. Strongly agree c. Disagree d. Strongly disagree

7. Is your factory overpopulated?  
a. Agree b. Strongly agree c. Disagree d. Strongly disagree

8. Do you use any protective equipment?

a. Agree b. Strongly agree c. Disagree d. Strongly disagree

9. Do your factory have enough and spacious fire doors?

a. Agree b. Strongly agree c. Disagree d. Strongly disagree

10. Do the Ventilation, illumination and room-temperature monitoring system of your factory meet up your demand?

a. Agree b. Strongly agree c. Disagree d. Strongly disagree

**Questions related with Occupational Health Services Convention, 1985 (No. 161) of ILO:**

11. What types of healthcare services do you get from your factory?

12. What types of drinking water provided by your factory?

13. Are you satisfied with the existing sanitation system in your workplace?

a. Agree b. Strongly agree c. Disagree d. Strongly disagree

14. Does your factory provide rest room and canteen facilities?

a. Agree b. Strongly agree c. Disagree d. Strongly disagree

15. Do you face any physical harassment?

a. Agree b. Strongly agree c. Disagree d. Strongly disagree

**Questions related with Discrimination (Employment and Occupation) Convention, 1958 of ILO:**

16. Do you think that, a female worker cannot get promotion in a proper time though she is equally skilled with a male worker?

a. Agree b. Strongly agree c. Disagree d. Strongly disagree

17. Is there less possibility to the religious minority section at your factory for working who are skilled enough?

a. Agree b. Strongly agree c. Disagree d. Strongly disagree

18. Does your factory give permission to the religious majority group for working who are not skilled enough?

a. Agree b. Strongly agree c. Disagree d. Strongly disagree

**Questions related with Worst Forms of Child Labour Convention, 1999 of ILO:**

19. Do you give your National ID to your factory owner in the time of recruitment?

- a. Agree b. Strongly agree c. Disagree d. Strongly disagree

20. Does your factory give low salary to the workers who are below 18/ smaller in perspective of age?

- a. Agree b. Strongly agree c. Disagree d. Strongly disagree

**Question related with Equal Remuneration Convention, 1951 (no. 100):**

21. Do you think that, the male workers get more salary than female workers in the same work?

- a. Agree b. Strongly agree c. Disagree d. Strongly disagree

**Question related with abolition of Forced Labour Convention, 1957:**

22. Does your factory force you to do more work in the time of product delivery?

- a. Agree b. Strongly agree c. Disagree d. Strongly disagree

**Question related with Freedom of Association and Protection of the Right to Organise Convention, 1948:**

23. Can every worker combindly discuss with their factory proprietor for solving any kinds of problem which is related with their rights?

- a. Agree b. Strongly agree c. Disagree d. Strongly disagree

**Question related with Right to Organize and Collective Bargaining Convention, 1949:**

24. Can only a group of people dealing unitedly with the factory owner for ensuring workers rights?

- a. Agree b. Strongly agree c. Disagree d. Strongly disagree

**Question related with Maternity Protection Convention, 2000 (No. 183):**

25. Do you get maternity leave with payment if you pregnant in your working period? / Does your factory allow this right? (Question: 25, only for women)

- a. Agree b. Strongly agree c. Disagree d. Strongly disagree

Signature of the Respondent

Date.....