

Livelihood Pattern of Garment Workers in Bangladesh: A Study in Savar City

By Monir Hossain

54
**Livelihood Pattern of Garment Workers in
Bangladesh: A Study in Savar City**

5
M Phil Dissertation

Researcher

Monir Hossain

**This Dissertation is Submitted to the Institute of Social
Welfare and Research, University of Dhaka, in Accordance
with the Requirements for the Degree of Masters of
Philosophy (M. Phil.)**



Institute of Social Welfare and Research

University of Dhaka

Dhaka-1205

Bangladesh

December 2020

123
**Livelihood Pattern of Garment Workers in
Bangladesh: A Study in Savar City**

M. Phil. Dissertation

Researcher

Monir Hossain

Registration no & Session: 92/ 2015-2016

Institute of Social Welfare & Research

University of Dhaka

Dhaka-1205

Supervisor

Dr. Sk. Tauhidul Islam

Professor

Institute of Social Welfare & Research

University of Dhaka

Dhaka-1205



Institute of Social Welfare and Research

University of Dhaka

December 2020

Dedication

*I dedicate this dissertation to my respected father
late Md. Ishaq, my benevolent mother late Mrs.
Majeda Begum, and my beloved wife Khadija
Yeasmin.*

Declaration of Ownership

I hereby declare that this M Phil dissertation entitled “**Livelihood Pattern of Garment Workers in Bangladesh: A Study in Savar City**” was prepared by me for the degree of Masters of Philosophy in Social Welfare under the guidance and supervision of Dr. Sk. Tauhidul Islam, Professor, Institute of Social Welfare and Research, University of Dhaka, Bangladesh. I have done the unique work to incorporate relevant information, and it was my effort. I have used many references and provided accurate references, though I didn't get all permission from the writers. I am submitting this dissertation to the Institute of Social Welfare and Research, University of Dhaka, Bangladesh, for further advancement to the University of Dhaka for the required official procedure leading to Doctor of Philosophy in Social Welfare. I have not presented any part of this dissertation to any assessment either in Bangladesh or abroad.

(Monir Hossain)

M Phil Researcher

Registration No- 092

Session- 2015-2016

W. †kL †ZŠnx`yj Bmjvg

GgGm (†Mv†_bevM©,

myB†Wb)wcGBPwW

Aa`vcK

mgvRKj`vY I M†elYvBbw÷wUDU

XvKvwek!we`vjg

XvKv-1205, evsjv†`k

†dvb: +88-02-9661900-73/8498

+88 01678052628 (†mj)



Dr. Sk. Tauhidul Islam

MS(Gothenburg, Sweden), Ph.D

Professor

Institute of Social Welfare & Research

University of Dhaka

Dhaka-1205, Bangladesh

Phone: +880-2-9661900-73/8498,

+88-01678052628(Cell)

E-mail: sktauhidul@du.ac.bd

5 *Certificate of Approval*

This is to certify that Monir Hossain, an M. Phil researcher of the Institute of Social Welfare and Research, University of Dhaka, has effectively completed his dissertation entitled “**Livelihood Pattern of Garment Workers in Bangladesh: A Study in Savar City**” under my direct supervision. To the best of my knowledge, it is a unique and original work. I am recommending and forwarding this dissertation to the University of Dhaka, through the Institute of Social Welfare and Research for further official formalities to accept under the requirements for the degree of Masters of Philosophy.

(Prof. Dr. Sk. Tauhidul Islam)

Research Supervisor

Acknowledgment

In the very first, I am grateful to Almighty Allah; without the kindness of Allah, it is not possible to accomplish the work.

I would not have been able to write this dissertation without the help and inspiration of some people. It would be unimaginable to write this dissertation without their cordial cooperation. The present effort is the result of the help and cooperation of many. I am very grateful to all the people who have helped and supported me during this dissertation's different stages.

I would like to owe my heartfelt gratitude to my mentor and guide, Dr. Sk. Tauhidul Islam, Professor of the Institute of Social Welfare and Research, the University of Dhaka, for his enthusiasm, inspiration, meticulous care, kindness, and generosity. His fruitful comments and insightful suggestions have been a crucial formative influence on the present study. He has helped me to make research work more comfortable and always stood beside me. His critical and careful reading of my writing has saved me from a lot of errors. Throughout my work, he was cheerfully encouraging, supporting, helping, suggesting, and most importantly, exacting and demanding excellence. His insatiable hunger for quality work has ever kept me on my toes and inspires me to produce something up to his expectations for me. He encouraged sound advice, good teaching, good company, and many good ideas throughout my thesis-writing period. I would have been lost without him. I am sure that this dissertation would not have been possible without his support, guidance, and proper direction. I have seen in him an unpretentious and devoted researcher. Furthermore, it has been a memorable and enjoyable experience for me to work with him.

Special thanks to all the Institute of Social Welfare and Research faculty members who the pros and cons of research elaborately in the classroom throughout the bachelor and master's level to learn new things.

17

I am grateful to the librarian and staff of the Institute of Social Welfare and Research for their sincere cooperation in using the library, and they deserve special mention. I want to thank the Central Library of the University of Dhaka staff as well due to their support and cooperation during this thesis. I am deeply grateful to the honorable author of garment workers related article, books, publications, and reports. They are unknown to me, but I am indebted to them as well.

I am also grateful to garment workers who willingly gave up their time to interview this thesis. The essential findings of this study would not have been possible without their valuable input. Therefore, I want to acknowledge and appreciate their help and transparency during my study. I also indebted to all of my friends, cousins, and others who helped me collect data by spending their valuable time and the local people who helped me go to the respondent's home to collect data for my thesis.

Most importantly, I wish to thank my respectable parents and beloved wife Khadija Yeasmin, and my affectionate son Mohammad Abdullah Al Mahmud for providing a loving environment for me. They gave me the courage, supported me through this long way, and sacrificed a lot, physically as well as mentally. I dedicate this thesis to them.

19

For any errors or inadequacies that may remain in this work, of course, the responsibility is entirely my own.

With Regards

(Monir Hossain)

M. Phil Researcher

Registration no & Session: 092/2015-2016

Abbreviations and Acronyms

BBS ⁸⁹	Bangladesh Bureau of Statistics
BGMEA	Bangladesh Garment Manufacturers and Exporters Association
BHWA	Bangladesh Home Workers Association
BKMEA	Bangladesh Knitwear Manufacturers and Export
BSR	Bangladesh Statistical Report
BWSP	Bureau of Water Supply Protection
CBI	Campaign Business Issues
CSR	Corporate Social Responsibility
DWP	Department of Work and Pension
EC	European Community
EPB ¹⁷	Export Promotion Bureau
EU	European Union
FDI	Foreign Direct Investment
FOB	Free On Board
GDP	Gross Domestic Product
ILO	International Labor Organisation
LDC	Least Developed Countries
MFA	Multi-Fiber Agreement
MICMAC	Matriced Impacts Cruises Multiplication Applique Classement
MWB	Minimum Wage Board
NDA	Non-Disclosure Agreement
NEA	National Education Association
NGO	Non-Government Organization
NIE ¹⁴⁴	National Institute of Education
NIP	New Industrial Policy
RIP	Revised Industrial Policy

RMG	Ready-Made Garments
SCQM	Supply Chain Quality Management
SDNP	Sustainable Development Networking Program
TCB	Trading Corporation of Bangladesh
TDA	Tax-Differed Annuity
¹² UK	United Kingdom
UNCTAD	United Nations Conference on Trade and Development
US	United States
WTO	World Trade Organization

Table of Contents

Dedication	143 i
Declaration	ii
Certificate of Approval	iii
Acknowledgment	iv
Abbreviations and Acronyms	vi
Table of Contents	viii
List of Tables	xiii
List of Graphs	xvi
Abstract	xviii
Chapter One: Introduction	
1.1 Introduction	2
1.2 Statement of the Problem	7
1.3 Rationale of the Study	9
1.4 Objectives of the Study	12
1.5 Definition of the Key Terms	13
1.5.1 Garment Workers.....	13
1.5.2 Livelihood Pattern.....	13
1.5.3 Savar City.....	14
1.6 Scope of the Study	16
1.7 Construction of the Thesis	17
1.8 Limitations of the Study	18
Chapter Two: Review of Literature	
2.1 Introduction	21
2.2 Review of Literature	21
2.3 Conclusion	30

Chapter Three: Conceptual, Models, and Theoretical

Framework

3.1 Introduction.....	32
3.2 Conceptual Clarification of Livelihood Pattern of Garment Workers in Bangladesh.....	32
3.2.1 Livelihood.....	32
3.2.2. Garment.....	34
3.2.3 Workers.....	34
3.2.4 Garment Workers.....	34
3.2.5 Garment Industry.....	34
3.2.6 Labor Welfare.....	36
3.2.7 Labor Union.....	37
3.3 Theories of Garment Industry.....	38
3.3.1 Supply Chain Evolution – Theory, Concepts, and Science.....	39
3.3.2 International Trade and Trade Theory.....	39
3.3.3 Industry Evolution and Internationalization Processes of Firms from a Newly Industrialized Economy.....	41
3.3.4 Trade Policy Differences: Theory and Evidence from Bangladeshi Apparel Exporters.....	41
3.3.5. Job Characteristics Theory.....	42
3.4 Models of Garment Workers Related Issues.....	43
3.4.1 Introduction.....	43
3.4.2 Corporate Social Responsibility (CSR) Model.....	43
3.4.3 A Structural Model for Investigating the Driving and Dependence Power of Supply Chain Risks in the Readymade Garment Industry.....	46
3.4.4 Determinants of Exports: A Gravity Model Analysis of the Bangladeshi Textile and Clothing Industries.....	47
3.5 Conclusion.....	49

Chapter Four: Ready-made Garment Industry in Bangladesh: an Analysis in Bangladesh Perspective

4.1 Introduction.....	51
4.2 Economic Impacts of Readymade Garments.....	52
4.3 Empowerment of Women and Poverty Alleviation.....	53
4.4 Social and Cultural Transformation.....	53
4.5 Mobilizing A New Breed of Entrepreneurs.....	55
4.6 A Flagship in the World of the Apparel Marketplace.....	56
4.7 The Evolution of Readymade Garments in Bangladesh.....	57
4.8 The Strength of Bangladesh.....	58
4.9 The Government Organizational Initiatives and Industrial Development.....	61
4.10 Major Weakness of Garment Industry in Bangladesh.....	68
4.11 The Challenges and Opportunities for Bangladesh.....	69
4.12 Conclusion.....	70

Chapter Five: Methodology of the Study

5.1 Introduction.....	72
5.2 Study Area and Location.....	72
5.3 Main Research Approach.....	73
5.4 Data Collection Methods and Instruments.....	73
5.5 Semi-Structured Interview Guide.....	75
5.6 Respondents and Sample.....	75
5.7 Data Analysis Techniques.....	76
5.8 Validity, Reliability and Generalize Ability.....	76
5.9 Ethical Consideration.....	77
5.10 Conclusion.....	78

Chapter Six: Findings and Analysis

6.1 Introduction.....	80
6.2 Findings and Analysis.....	80
6.3 Socio-Demographic Information of the Garment Workers.....	82
6.4 Livelihood Pattern of Garment Workers.....	94
6.5 Causes of Problems of Garment Workers.....	107
6.6 Workers Facilities Receive in the Garment Sector.....	121
6.7 Ways to Combat Garment Workers Problems.....	137
6.8 Conclusion.....	143

Chapter Seven: Case Studies: In-Depth Explorations of the Livelihood Pattern of Garment Workers

5

Case study 01.....	145
Case study 02.....	148
Case study 03.....	150
Case study 04.....	154
Conclusion.....	157

Chapter Eight: Discussions

8.1 Introduction.....	159
8.2 Discussion.....	160
8.3 Suggestions for Future Research.....	168
8.4 Conclusion.....	169

Chapter Nine: Recommendations and Conclusions

9.1 Executive Summary.....	171
9.2 Recommendations of the Study.....	175
9.3 Conclusions.....	180

References	182
Appendix- 01 Semi-Structured Interview Guide.....	200
Appendix- 02 The Inform Consent.....	201
Appendix- 03 Bangladesh Labour Law-2006: A Brief Discussion.....	210
Appendix- 04 ILO Conventions.....	218

List of Tables

Table 1. An overview of the methodology.....	74
Table 2. The education level of the garment workers in Savar area, 2020.....	82
Table 3. Marital status of the garment workers at Savar area, 2020.....	86
Table 4. Garment workers dwelling place at Savar area, 2020.....	88
Table 5. House rent cost of the garment workers at Savar area, 2020.....	90
Table 6. The ratio of the garment workers in terms of religion at Savar area, 2020.....	91
Table 7. Paying salary system of the garment workers at Savar area, 2020.....	92
Table 8. Relationship between owner and workers of the garment at Savar area, 2020.....	93
Table 9. Housing pattern of the garment workers at Savar area, 2020.....	95
Table 10. Working position at the workplace of the garment workers at Savar area, 2020.....	96
Table 11. Way of going to working place of the garment workers at Savar area, 2020.....	98
Table 12. Previous activities of the garment workers before joining this work at Savar area, 2020.....	99
Table 13. Freedom to cost own salary of the garment workers at Savar area, 2020.....	100
Table 14. Priority to personal expenditure ratio of garment workers at Savar area, 2020.....	101
Table 15. The sector they prefer to cost ratio of garment workers in Savar area, 2020.....	102
Table 16. The media of garment workers to recreate themselves at Savar area, 2020.....	105
Table 17. Passing leisure period of the garment workers at Savar	106

area, 2020.....	
Table 18. Any problem at the workplace of the garment workers at Savar area, 2020.....	107
Table 19: Explanations of problems of the garment workers at their workplace at Savar area, 2020.....	108
Table 20. Reasons for the garment workers coming to Dhaka at Savar area, 2020.....	109
Table 21. Reasons for partly expenditure by the garment workers at Savar area, 2020.....	111
Table 22. Taking treatment decision from the person at the Savar area, 2020.....	112
Table 23. Problem to move on the way of the garment workers at Savar area, 2020.....	115
Table 24. During overtime problems of the garment workers at Savar area, 2020.....	116
Table 25. Condition of earthquake stability at the working place at Savar area, 2020.....	117
Table 26. Knowledge about labor rights of the garment workers at Savar area, 2020.....	118
Table 27. Knowledge about labor welfare organization at Savar area, 2020.....	119
Table 28. Linked with labor organizations by the garment workers at Savar area, 2020.....	120
Table 29. Garment workers getting help to search their job by others at Savar area, 2020.....	122
Table 30. About the surroundings of the working place of the garment workers at Savar area, 2020.....	123
Table 31. The friendly working place for the garment workers at Savar area, 2020.....	127

Table 32. The time duration of overtime of the garment workers at Savar area, 2020.....	128
Table 33. The extra opportunity of working place except for the salary of the garment workers in Savar area, 2020.....	130
Table 34. The over-time opportunity of the garment workers at Savar area, 2020.....	132
Table 35. Contribution of garment job to the workers family in Savar area, 2020.....	134
Table 36. The recreational opportunity of the garment workers at Savar area, 2020.....	135
Table 37. The recreational opportunity provided by the authority of the garment workers at Savar area, 2020.....	136
Table 38. Ability to ensure the basic needs of the garment workers at Savar area, 2020.....	138
Table 39. Taking steps to solve own problems of the garment workers at Savar area, 2020.....	139
Table 40. Play role to establish labor rights by social movements of the garment workers at Savar area, 2020.....	140
Table 41. Providing social insurance to the garment workers at Savar area, 2020.....	141
Table 42. Providing pension system in garment workers at Savar area, 2020.....	142

List of Figures

Figure1. Household conditions of the garment workers at Savar area, 2020.....	87
Figure 2. Pattern of sanitation of the garment workers at Savar area, 2020.....	89
Figure 3. Duration of working time of the garment workers in Savar area, 2020.....	97
Figure 4. Buy medicine if needed by the garment workers ratio at Savar area, 2020.....	103
Figure 5. Problems with colleagues of the garment workers at Savar area, 2020.....	110
Figure 6. Psychosocial problems of the garment workers at Savar area, 2020.....	113
Figure 7. Transport cost bearer of the garment workers in Savar area, 2020.....	114
Figure 8. Using facilities (Water, gas, electricity) by the garment workers at Savar area, 2020.....	121
Figure 9. Working place surroundings of the garment workers at Savar area, 2020.....	124
Figure 10. Training opportunity for the workers to cope with an earthquake at the workplace at Savar area, 2020.....	125
Figure 11. Supply pure drinking water at working place of the garment workers at Savar area, 2020.....	126
Figure 12. Extra (bonus) income by the garment workers at Savar area, 2020.....	129
Figure 13. Whether garment workers receive overtime salary on time at Savar area, 2020.....	131
Figure 14. During sick-time mainly takes to treatment by the	133

garment workers at Savar area, 2020.....	
Figure 15. Support systems when garment workers face any	137
accident at Savar area, 2020.....	

Abstract

Keywords: *Garment, Garment workers, Livelihood pattern, Group insurance, Vulnerable, Health insurance.*

The present study was an attempt to explore the present condition, especially the livelihood pattern of the garment workers in the Savar area in Bangladesh. The study followed a mixed-method approach—where both qualitative and quantitative research methods were used. The study was based on a survey of 47 male and 47 female garment workers selected by using a simple random sampling method. Four case studies (2 male and two female workers) were also carried out for in-depth exploration and analysis using a purposive sampling method. The study findings revealed that the RMG workers in Bangladesh lead miserable lives and are deprived of basic human necessities. Though the workers usually need to work for 10-12 hours, they receive insufficient money instead of the long strenuous working hours. In most cases, they are the only earning member of their family and lead a life with a tight schedule; therefore, they can hardly spend their salary on their health and recreation. They usually dwell in a tin-shed building which is not environmentally healthy. It was found that women were more vulnerable; in some cases, two to three times higher than their male counterparts. Social security measures like group insurance and health insurance and residential facilities for workers are not ensured in their workplace. The study's findings would be an important guideline for policymakers, garment owners, and labor organizations.

Chapter One

Introduction

25

1.1 Introduction

1.2 Statement of the Problem

1.3 Rationale of the Study

1.4 Objectives of the Study

1.5 Operational Definitions

1.6 Scope of the Study

1.7 Construction of the Thesis

1.8 Limitations of the Study

1.1 Introduction

⁶⁵ Bangladesh is a country in South Asia. It is the eighth-most overcrowded country globally, with a population exceeding 162 million people (CIA, 2019). ¹⁴ Readymade Garment (RMG) sector plays an essential role in the total economy of Bangladesh. Nowadays, the RMG sector is a multi-billion-dollar earning business and export industry in Bangladesh. Therefore, this sector is the number one earner of foreign currency in Bangladesh. Bangladesh inaugurated its expedition in the field of ¹²¹ Ready Made Garment (RMG) industry sector in ¹⁴ the late 1970s due to inclusive claim (Rahman, 2004; Hasan, 2013), and the ¹⁴ journey of the RMG sector in Bangladesh has been started with a strong motive in 1980s since then; this sector did not require for looking back.

⁸ More than 10 million people's livelihoods in Bangladesh, directly and indirectly, hang on this sole industry and account for 40 percent of industrial employment (World Bank, 2006). ¹⁴ RMG sector improves our GDP, which ²⁴ makes us new rising countries on the earth. In 2010–2011, Bangladesh was also the second-biggest apparel exporter globally, with a total export of USD 17.91 billion (BGMEA, 2012). ¹⁴ There are lots of roles in the Thermo sector in Bangladesh. But in recent, last decades, this sector was strongly shocked due to insufficient procedures and maintaining worker's legal and available amenities like safety, health security, garment-based building low-quality construction like Rana Plaza and so many problems. ³⁸ Rana Plaza, an eight-storied factory building where more than four thousand people worked, shrunken, and killed 1134 RMG workers (Claeson, 2015; Fitch et al., 2015; Muhammad, 2014).

⁵⁵ The Readymade Garment (RMG) industry in Bangladesh, with lowly safety archives, has been facing tests regarding acquiescence with the worldwide standard to guarantee workplace safety and better-salaried surroundings for the millions of garment workers (Ahmed, 2012; CCC, 2012). On average,

thousands of workers are murdered and wounded in industrialized coincidences (Jaiswal, 2012). The garments sector of Bangladesh most of the worker is women. About 70 percent of the total females engaged in the country's manufacturing sector are involved in the industry economic account (Bhattacharya and Rahman, 2000).

In Bangladesh, the majority of workers in the RMG sector are women. Women are not kept confined within the four walls of the kitchen only to cook. They are now incoming, which has changed their contribution to family and social decision making (Kabeer, 2002). Therefore, the contributions of women workers are significant. Bangladesh is one of the most densely populated countries in the world. With the increase in population, employment opportunities are not creating accordingly. So a large number of its population is to remain jobless. But the growth of the RMG sector has created job opportunities for the people of Bangladesh. The RMG sector stimulates the development of other critical sectors of the economy. It contributes to the launch of some business firms like Bank, Insurance, Transport, and Logistic, Communication process, buying a house, liaison office, and etcetera (Kabeer, 2002).

The garment sector is the lifeblood of Bangladesh as agriculture has been turned into a garments industry country. Employment in the Ready-made garment sector in Bangladesh provides workers with economic benefits and some empowerment. More than about 3.2 million people are working in this sector, and about 5000 garment factories are scattered across the country (Bhuiyan, 2012). Bangladesh is a developing country (Bhuiyan, 2012). Most of the people are still occupied in the agriculture sector. But per capita land is very scant. Most of our farmers are marginal farmers. Another rural workforce is involved with day workers. Nonetheless, some people are engaged in other

small-scale industries like handicrafts, which are yet to booming to earn huge currency to involve the enormous unemployed persons. The Successful export-oriented readymade garments (RMG) industry of Bangladesh has observed remarkable growth since its beginning in the late 1970s (Haider, 2007).

Strangely, this lead industry of Bangladeshi private pioneering ability took roots through the main fare transfer of shirts from Bangladesh made by state exchanging organization, the Trading Corporation of Bangladesh (TCB) in the mid - the 1970s (Rashid, 2006). Oddly, this leader industry of Bangladeshi private pioneering ability took roots through the principal send out the transfer of shirts from Bangladesh made by state exchanging office, the Trading Corporation of Bangladesh. The hazardous development of RMG trades isn't supreme to Bangladesh. The yearly build development pace of RMG send out businesses in Indonesia (31.2%), Mauritius (23.8%) & the Dominican Republic (21.1%) contrasts well and that of Bangladesh (81.3%) over the 1980-87 periods (BGMEA, 2009). However, while the initial situations were favorable for export growth in the countries noted above, this was far from the truth in our country's case. This does research into the factors responsible for the observed outstanding growth of RMG exports from Bangladesh-a persuasive case study in economic development.

This time is called "The period after the industrial revolution and the time for ultra-modern productive technologies." So it's very much clear to us that Bangladesh is a developing country; for this reason, Bangladesh's garment industry has been expanding rapidly since the late 1970s. Jute was one's the primary export earnings in 1978; this has, however, increasingly been replaced by garments. The garment is now the largest export earner in Bangladesh. But only 25-30 percent of garments exports are value-added since the fabrics & accessories are imported under a back-to-back arrangement (BGMEA, 2009).

Bangladeshi articles of garment are progressively noticeable in the business sectors of created nations. For instance, Bangladesh was the ninth provider in 1989 to the US market, having a piece of the pie of 3 percent. For the cotton articles of the garment, Bangladesh was the fourth provider having a piece of the overall industry of 5 percent. Other than the USA, Bangladesh additionally supplies readymade articles of the garment to the European Community (EC) market and Canada, and a few nations of South America (BGMEA, 2009).

The pieces of the garment industry represent a lot of the nation and record an enormous piece of the business. The development of fare situated ventures in Bangladesh has made open doors for plant occupations for ladies in the most recent decade. This is mostly because the pieces of the garment industry are very powerless to vacillations in work because of occasional variety and design changes. These qualities request a work market with high adaptability, a market that is handily discovered when required and is effortlessly discarded when not needed (Mostafiz, 2019).¹⁴² Over the latest couple of years, the world economy has changed definitely in light of the growing development of creation measures from made to non-modern countries.¹⁶ Bangladesh is no exception to this example. The readymade piece of garment (RMG) adventures of Bangladesh are one of the tremendous exercises that were made as a result of the overall development of creation where makers fight on expense and quality. Here, mechanical office owners decrease the creation cost contrastingly and secure the best benefit from the workers (Majumdar, 2003). The current condition obliges workers to work more, which along these lines impacts the sufficiency of the workers. Of course, the force of the garment organizations on the planet market was truly impacted by the workers' shortcoming since constant infection lessens work benefit essentially (Majumdar, 2003).

A new gauge recommends about 3.5 million articles of garmentworkers are working in 4,500 plants the nation over (The Daily Star, 2009), of whom practically 80% are ladies (Mridula and Khan, 2009). RMG area has carried numerous ladies into the proper labor force without precedent for Bangladesh's set of experiences (Azad, 2009). The rise of an article of garment ventures achieved an adjustment in the customary situation as ladies were seen inside a restricted viewpoint of their childbearing and conceptive job. Ladies' well-being takes on another measurement when they take an interest in the workforce. Work in the piece of the garment industry has risen the normal period of marriage and improved ladies' monetary circumstance, however, numerous huge difficulties stay to their wellbeing (BSR, 2010). The piece of garmentworkers' workplace is unsatisfactory for their wellbeing because of appropriate ventilation, cleanliness, and sterilization (BBS, 2007). The vast majority of the medical issues happened from the word related wellbeing dangers that incorporate long working hours, nonappearance of leave offices, packed working conditions, nonattendance of wellbeing offices and security measures, nonattendance of staff civilities, absence of safe drinking water, etcetera (Nahar et al., 2010).

For the most part, article of garmentworkers experience the ill effects of medical conditions like shy of hearing and low vision, cerebral pain, urinary parcel contamination, tuberculosis, explicitly sent sicknesses, and respiratory issues (Mridula and Khan, 2009). Again long working hours bring about a few sicknesses and illnesses like migraine, eye inconvenience, ear infection, musculoskeletal agony, etcetera (Begum et al., 2010). Female specialists of RMG areas additionally face mortification in various work environment structures, including sexual orientation-based brutality, which makes them helpless against mishaps, wounds, and mental issues (BDHS, 2007 and Barkat et al., 2008).

The Bangladesh work Act 2006 set up occupation and security guidelines that are viewed as adequate by workers (US Department of State, 2012). Security and Rights announced that most businesses had small comprehension of their lawful commitments and what they expected to do to consent to word-related wellbeing and security guidelines. Additionally, workers and worker's organizations were supposedly uninformed of their activities to improve working environment wellbeing and security conditions (Safety and rights, BWSP, 2012). Ladies utilized in the RMG areas experienced different illnesses, including eye issues, shortcomings, asthma, migraines, and urinary lot contaminations (Odhikar, Human Rights report, 2011). Notwithstanding, the Labor (Amendment) Act 2013 makes numerous corrections to the Labor Act 2006 and, chiefly, acquaints a few arrangements with improving work environment wellbeing.

Important corrections manage required utilization of individual security gear; notice of skillful expert if there should be an occurrence of an episode; and arrangements on social discourse, worker's organizations, and contest goal; and businesses and organizations obligations, risky work for youngsters; crisis exits; admittance to passages and steps for workers. As per the demonstration, working environments of more than 500 bosses should mastermind and take care of the expense of treatment of word-related infections. The work inspectorate is given new obligations to review the wellbeing and ailments of working environments and direct on-the-spot assessments, etcetera.

1.2 Statement of the Problem

The readymade article of a garment has been assuming a momentous job by acquiring the biggest unfamiliar cash of Bangladesh were around 4,294 pieces of garment industrial facilities are proceeding and giving work of almost 4,000,000 workers; the majority of them, about 90%, are ladies hailed from

provincial regions and over 81% of the unfamiliar income are coming from this area and considered an indistinguishable piece of nations financial turn of events (BGMEA, 2009). The article on garment plants has improved the specialist's financial conditions. Thus, this investigation means to supervise the financial states of the piece of garmentworkers of Bangladesh.

R.M.G. area causes Bangladesh to make global connections among different nations on the planet. Bangladesh sends out articles of the garment to various countries of the world, for example, the U.S.A., UK, Germany, France, and other E.U. nations, making a superior worldwide relationship among the countries. Vocation related issues of workers in the readymade articles of garment (R.M.G.) area stay among the most unaddressed in Bangladesh's attire esteem chain. This chiefly hinders their capacity to graduate past resource living practices. Despite different endeavors to make the garment business more consistent, gives other than working environment wellbeing and security, including those identified with workers' vocations, remain moderately unaddressed. Low business norms influence wellbeing, nourishment, and other gainful parts of workers and their relatives' lives.

Subsequently, the business is denied a sufficient stock of a beneficial labor force (Du and Leigh, 2017). Furthermore, is probably going to be denied of a sound power assortment later on (Ponce et al., 2018). Directed activities are needed in this setting for the improvement of laborer's jobs, which incorporates making changes following their wages routinely.

Scholastics and scientists have commonly ascribed the striking development of R.M.G. trade from Bangladesh to positive outside conditions, quite the Multi-Fiber Arrangement (M.F.A.) two-sided amount framework forced by created garment nations and low wages in Bangladesh. The pretended by strong

government strategy has additionally been noted in these investigations. This perceptible suspicion in the elements and inventiveness of Bangladeshi R.M.G. businesspeople appears to have sprung from the more broad origination, generally held by numerous researchers during the 1970s and 1980s, that Bangladesh needs mechanical belongings (BGMEA, 2009).

16 Many studies were done on garment workers work-related safety and security (Akhter et al., 2010), gender (Khan, 2001), and provocation (Begum et al., 2010), physical and mental health (Majumdar, 2003), breastfeeding knowledge (Afrose et al., 2012), and socio-economic condition (Chowdhury and Ullah, 2010), health-related quality of life (Islam et al., 2011). Very little is known about the socio-economic (livelihood Pattern) conditions of the garment workers. Some studies were carried out on female workers. The availability of many unskilled or semi-skilled, both male and female workers for employment, has been an essential contributing factor in the growth of Bangladesh's garment industry. Moreover, it is also necessary to know to what extent employment in the garment industry has enhanced workers' welfare and social mobility in the low income. Rising of the R.M.G. industry in Bangladesh occurred when the economy's health was poorly shaped. It was plagued by various problems, both structural and policy-induced, which inhibited, among other things, the growth of manufacturing industries in the country, the workforces related to this, including govt. had to fight a lot to peruse these from each corner. Simultaneously, inappropriate government policy can spell digester for industry; by the same logic, the government's sound economic policy can stimulate industrial growth.

So, in this connection, there is an immense interest for the researcher to carry out an in-depth representation of the garment worker's livelihood, especially their socio-economic conditions, and to address their problems with efforts

needed from policymakers, government and non-government organizations, and others through the practical outcome of the study.

1.3 Rationale of the Study

The readymade garment industry in Bangladesh has been the fundamental export division and the highest source of foreign exchange for the last 25 years. Despite a relatively late start in the world market (approximately 1976), Bangladesh soon established a reputation globally, with garments becoming one of its main export sectors (Uddin and Jahed, 2007). Despite the significant contributions made to the national economy, the garment industry in Bangladesh is beset with innumerable complaints, such as the recent occurred, an accident of "Tazrin Garment (November 24, 2012) and Rana Plaza collapsed (April 24, 2013)," wide-scale labor lawlessness, including employment of child labor, exploitation of labor by low wage and overwork, large-scale social insecurity of female workers etcetera which very often captures the headlines of the country's news media. The recent complaint of the American Federation of Labor Council of Industrial Organization (AFL-CIO), WALMART, and European Community (EC) market against the working conditions of garment workers in Bangladesh also calls for appropriate attention to this issue (Siddiqi, 2015).

The critical debates concern compensation, working hours, arrangement methods, constrained work, kid work, wellbeing and security, security, sex segregation, lewd behavior, and exchange unionism. Rebelliousness with work environment wellbeing, wellbeing, and security guidelines prompts risky workplaces. Numerous specialists become wiped out or harmed or lose their lives through mishaps, flames, and rushes (Campaign, 2012). Overall, according to a monitoring report by the Fair Labor Association (Bansari, 2010) entitled Workplace Code of Conduct Violations in Garment Factories, Bangladesh

performs poorly compared with other Asian countries in the areas of awareness of labor standard codes, forced labor, and harassment. However, violations of working hour standards are slightly lower than the other Asian countries except for China.

However, labor standards in the RMG sector in Bangladesh are generally considered inferior, and they are lower than in comparable countries (Murshid et al., 2003). As a result, the Readymade Garment (RMG) industries in Bangladesh face considerable pressure from international buyers for compliance with their Codes of Conduct. Garment workers give their best output to enrich Bangladesh's economy, and they are the primary source of foreign currency earning. Still, in their job field, they face a reverse environment. Though their salary range was improvised within the last couple of years, yet it is substandard. They face complexities ranging from their home to the workplace. Though they work hard and around 12 to 14 hours per day, but they receive the least.

In most of the cases, they even do not get sufficient facilities at their workplace as well. Hundreds of studies have already been carried out, marking numerous issues of garment workers in Bangladesh. Still, it is hard to get literature regarding their livelihood pattern, especially in a comparative manner with male and female counterparts. Considering the literature gap, the study aims to fill up the hole in the existing knowledge of literature concerning the gender-specific socio-economic conditions of the garment workers. Therefore, considering the overall background and the problems of garment workers' miseries, there is a need to study their livelihood pattern comprehensively. Considering the experience, the study has become a demand of time to carry forward and come down with concrete solutions.

1.4 Objectives of the Study

The study intended to look into the comparative livelihood pattern, especially socio-economic conditions of the Bangladesh garment workers, with particular emphasis on the following aspects:

1. To gather socio-demographic information of the garment workers;
2. To know the livelihood pattern of garment workers;
3. To find out the causes and problems of garment workers;
4. To find out, the facilities workers receive in the garment industry; and
5. To incorporate the garment workers' suggestions and recommendations to minimize their problems and betterment for all sections.

1.5 Operational Definitions

1.5.1 Garment Workers

In this study, 'Garment workers' means those workers who ¹⁰⁷ have been working in the garment sector for a long and very specifically in the apparel setting in Bangladesh. The only work in the garment is the main source of their income and livelihood.

Garment-worker - a person who makes garments. Garment worker, garment maker, cloak maker, furrier - someone whose occupation is making or repairing fur garments. dressmaker, needlewoman, seamstress, sempstress, modiste - someone who makes or mends dresses.

1.5.2 Livelihood Pattern

An individual's job alludes to their "methods for making sure about the ⁹ necessities - food, water, asylum, and apparel of life". Business is characterized as a bunch of exercises performed to live for a given life expectancy, including making sure about water, food, grub, medication, asylum, apparel, and the ability to secure above necessities working either separately or as a gathering by utilizing blessings (both human and material) for meeting the prerequisites of oneself and his/her family unit on a supportable premise with pride. The exercises are normally completed over and over. For example, a piece garment laborer's business relies upon the accessibility and availability of the article of the garment.

Livelihood is a broad term and it includes the pros and cons of a person's income and expenditure to lead alive. Here, in this study, the term livelihood ¹⁵³ pattern means the overall current socio-economic conditions of garment workers, their health, and wellbeing, knowledge regarding labor laws, and association with labor organizations like ⁸ Bangladesh Garment Manufacturers and Exporters Association (BGMEA) and so on.

1.5.3 Savar City

The study intended to look into the comparative livelihood pattern, especially socio-economic conditions of the Bangladesh garment workers, with particular emphasis on the following aspects:

1. To gather socio-demographic information of the garment workers;
2. To know the livelihood pattern of garment workers;
3. To find out the causes and problems of garment workers;
4. To find out, the facilities workers receive in the garment industry; and
5. To incorporate the garment workers' suggestions and recommendations to minimize their problems and betterment for all sections.

Savar is a municipal city and a vital police station of Dhaka District in Dhaka, Bangladesh. It is the closest city to Dhaka. It is also a part of the Greater Dhaka conurbation, which forms the Dhaka megacity. About 296,851 people live here, making this city the 2nd largest in Dhaka District and 11th largest city in Bangladesh. It is located at a distance of about 24 kilometers to the northwest of Dhaka city. Savar is mostly famous for the National Monument for the Martyrs of the Liberation War of Bangladesh and the industrial side, especially Dhaka Export Processing Zone (DEPZ) and other garment industries (Population and Housing Census-2011).

Savar is famous for its industrial region. Manufacturing facilities include Ceramic industries, beverage industries, press and publications, garments industries, footwear, and jute mills, textile mills, printing and dyeing factories, transformer industries, automobile industries, biscuit, and bread factories, pharmaceutical industries, soap factories, brickfields, cold storages, welding, and plant nurseries, etcetera. On 24 April 2013, a building in Savar collapsed, killed 1,129 workers and seriously injured 2,500 workers. The building housed a garment factory that exported garments to the USA and European companies. Eighty percent of the workers were women aged 18–20.

9 According to Bangladesh Census-2011, the city's total population is 296,851, 9 of which 132,692 are males, and 124,062 are females, with a density of 11,300 persons per sq. km. The number of total households in the city is 60,290.

1.6 Scope of the Study

The garment workers working security and socio-economic status is one of the most widespread yet comparatively less emphasized human rights problems globally. It is a common phenomenon in Bangladesh. There are both social reasons and legal loopholes that ignore the garment worker's proper rights. This particular social practice undermines male and female garment workers' fundamental human rights to life or dignity, worth, and equality. In the face of actual problems, workers cannot develop to their full human potential or participate in the economic, social, cultural, civil, and political arenas. Today, in most cases, society is concerned about the issue and movements; agitations and legal forms are being made against garment workers' rights and security. But the rate of improvement is noticeable.

Lack of enough facilities for the garment workers accrues both direct (injury, financial costs) and indirect (psychological damage) costs on a multitude of levels. While the effect of actual maltreatment might be more 'noticeable' than mental scarring, rehashed mortification and affronts, constrained seclusion, constraints on social versatility, consistent act up of chiefs or directors, and disavowal of monetary assets are more unobtrusive and slippery types of overlooking specialists. The immaterial idea of mental maltreatment makes it harder to characterize and report, leaving the workers in a circumstance where he/she is frequently caused to feel intellectually destabilized and frail.

The worker's socio-economic conditions could be enriched and promoted if research is conducted to address such issues. Policymakers, social workers, human rights activists, and all people concerned about rights against garment workers can utilize the findings of such research. In this connection, this study is designed to explore the livelihood pattern of garment workers in Bangladesh: a study in Savar city. The findings of this study will help us understand the

value impact of garment workers and help us uplift the socio-economic status of garment workers at large and increase and develop the rights of the workers.

1.7 Construction of the Thesis ²⁶

The report is constructed into ninth chapters. The first chapter deals with the problem statement, the rationale of the study, the thesis's objective, the definition of the terminologies, the scope of the study, and study limitations. ¹¹⁸

The second chapter focuses on the review of related literature to livelihood garment workers. Research findings, Articles, Books, Ph.D. reports, journals relevant to this study are reviewed in this section.

Chapter three focuses on conceptual, models, and relatives' theoretical framework, including the CSR model, Structural models, Job characteristics theory, And gravity model analysis of the Bangladeshi textile and garment industries. ⁶

Chapter four demonstrates the ready-made garment industry in Bangladesh: an analysis in Bangladesh perspective, related issues including the economic impact of ready-made garments, empowerment of women and poverty alleviation, the evolution of ready-made clothes in Bangladesh, The challenges and opportunities for Bangladesh, etcetera are describing in details. ¹³⁹

Chapter five deals with the methodological part. This part includes the study area, primary research approach, semi-structured interview guide, respondent and sample, data analysis techniques, and data interpretation. Finally, it reflects the study's validity, reliability, general ability, and ethical issues.

Chapter six presents the findings of the study. Socio-demographic, livelihood patterns of garment workers and causes of problems workers receive in the garment sector are also discussed. The main focus of the research is to explore the livelihood pattern of garment workers. This chapter is developed with qualitative and quantitative analysis formats and thematically presented all of the study's significant findings.

Chapter seven decorates with four case studies, in-depth explorations of the livelihood pattern of garment workers.

Chapter eight deals with the discussion of the significant findings of the study. This section includes an overall summing up of the results concerning the experiences of the respondents.

The final chapter (chapter 9) draws an executive summary, recommendations, and conclusions. Recommendations are mostly focused on the suggestions based on the findings to improve the garment worker's livelihood pattern, especially their socio-economic development. Decisions are focused on the briefing of the overall study findings.

1.8 Limitations of the Study

Research is an unpredictable, muddled, and investigated action dependent on logical information and capability. No proposed research project is without impediments. As (Patton, 1990) notes, "There is nothing of the sort as an ideal exploration plan. There are consistent compromises." This examination has explored the job example of a piece of garment workers in Bangladesh: An investigation in Savar city. As another specialist, it was difficult to achieve the assessment precisely. The restrictions of the current examination that happened during the information assortment are as per the following :

- ❖ It was challenging to convince the respondents for getting appropriate information as the respondents were suspicious about the intention of the research;
- ❖ Information bias may have occurred due to sensitive issues regarding hidden problems;
- ❖ Due to the sensitive nature of the study in some cases, the respondents felt uneasy and probably sometimes concealed information;
- ❖ The communication system was not favorable;
- ❖ The analyst couldn't invest adequate energy, which was needed for the top to the bottom investigation;
- ❖ The exploration is generally restricted to just the 94 specialists out of the around 5,00,000 workers of articles of garment businesses at Savar zone in Dhaka District; which might be more in number for getting a more precise outcome; and
- ❖ Corrective measures for distinguished issues are not canvassed because of the absence of involvement. All the respondents don't answer accurately.

Chapter Two

37

Review of Literature

2.1 Introduction

2.2 Review of Literature

2.3 Conclusion

2.1 Introduction

The occupation of all garment workers is an all-inclusive option to lead one's life essentially by financing with the piece of garment area and runs the life, wellbeing, and satisfaction of all. Contextual investigations and archived information have been taken from different paper reports that show that the financial condition has not expanded and that means taken to correct issues are viewed as being of auxiliary significance. As of late, a few NGOs and a few magazines have attempted to distribute the occupation example of a piece of garment workers in Bangladesh. A few exploration articles, books, diaries, Ph.D. papers assume a viable part in data, mindfulness raising, and battling about vocation, particularly the financial state of a piece of garment workers.

2.2 Review of Literature

Mollah, Mohammad Mainuddin, and Zaman, Sawlat Hilmi (2007) No nation or network is immaculate without workers. Pictures and records of conducted a study on ⁹⁴ Socio-Economic Security of Female Garment workers in Bangladesh: an Empirical Study and described various issues related to this thesis title. This vital literature is discussed below.

This investigation endeavors to dissect the female worker financial security framework in the piece of garment area in Bangladesh. The security framework ¹¹⁶ for the female article of garment workers in Bangladesh isn't adequate. The monetary and federal retirement aide framework for the female workers is profoundly identified with the creation cycle and the female specialist's security at home and the working environment. The laborer works proficiently, which prompts an expansion in the volume of creation alongside the improved quality item. A female laborer who can arrive at the working environment without stressing or confronting dangers from the neighborhood scoundrels makes sure

to be on schedule and can fill in as late as conceivable unafraid of arriving home securely.

This examination's principal objective is to investigate the financial security frameworks of the female piece of garment workers. Some particular goal was to distinguish the reasons for being utilized in the garment industry's details, their segment and family circumstances, work time, and actual workplace, the government-backed retirement circumstance at the work environment and to give suitable proposals to creating strategies, laws, enactment.

This examination's principal objective is to investigate the financial security frameworks of the female piece of garment workers. Some particular goal was to distinguish the reasons for being utilized in the garment industry's details, their segment and family circumstances, work time, and actual workplace, the government-backed retirement circumstance at the work environment and to give suitable proposals to creating strategies, laws, enactment.

Significant discoveries are the average family pay, and the use of these female specialists are continuously taka 4362.68 and taka 3919.01 every month. Just 29.58 percent of the relative multitude of workers met revealed having past work insight. About 32.39 percent of the absolute respondents landed the position through neighbors, 38.03 percent through garment authority pieces, and 12.68 percent looked all alone. In a significant setting, it is striking that 2.82 percent's female amount of garment workers griped that they must be locked in a piece of garment workers to fulfill their interest for share. Female article of garment workers is also denied any severance installment even though they are excused much of the time. Out of 71 female workers, just 56.34 percent can save in a limited quantity; then again, 43.66 percent neglected to hold because of the low-level month to month pay. From the examination of the exploration paper, it is also straightforward that reserve

funds inclination is high when the measure of month to month pay is expanding. The workers needed to work the entire day in a month with no occasion. The female workers met referenced the distance they need to keep up with their managers during their work. They are continually working under the dread of being obnoxiously manhandled or being beaten by the managers. It is expected that this female may keep on being survivors of the circumstance emerging out of their convenience issue (Begum, 1997). In this examination, analysts discovered just 18.31 percent of the all-out specialists lived in ghettos, and the rest lived outside of ghetto zones.

The analyst's assessment is Garment businesses ought to present gathering protection for the female workers. This will help these workers save their little pay from their spouses or others. On-day banking administrations can be made accessible to them through a game plan with individual banks. This will contribute towards the workers' more principal responsibility to a specific article of the garment industry and help decline the out-movement of female workers. This examination predominantly centered on the laborer's monetary side, yet the analyst imagines that is federal retirement aide angle is not any paltrier viewpoint in the new period. Workers' privileges infest the media; it is mainly the work environment workers.

Golam Moazzem and Arfanuzzaman (2018) stated in their working paper named **“Livelihood Challenges of RMG Workers Exploring Scopes within the Structure of Minimum Wages and Beyond”** That the workers' job issues in the readymade articles of garment (RMG) area of Bangladesh, and distinguishes the extent of deciding the lowest pay permitted by law **that would address their necessities of an adequate occupation standard.** The examination notices **a compositional change in workers' family consumption designs, where non-food costs have taken up the more significant offer.** **Workers of all**

evaluations were discovered battling to meet their necessities, which, by implication, infers that their income lacks spending past the resource level. The examination finds that the ascent in the number of relatives puts a strain to deal with extra expenses. The helpless income of workers is additionally reflected through their ownership of a set number of family resources. The examination proposes a few changes in the structure and organization of least wages, for example, ascending of whole house lease, the consideration of childcare and training recompenses, revising the vehicle stipend, and adding administration benefits. The examination proposes the lowest pay permitted by law for passage level specialists at BDT 10,028 (USD 119). It further prescribes a few non-wage measures to improve workers' business through network advancement.

Mia and Akter (2019) present in their research article named **“Ready-Made Garments Sector of Bangladesh: Its Growth, Contribution, and Challenges”** That the instant articles of garment areas have a more prominent possible place than some other regions regarding work and foreign trade income to lessen neediness and commit to the public economy, in light of optional information, the examination is planned to attract the situation of the RMG business Bangladesh, particularly the development, commitment, and difficulties. It is the most significant sending out the industry in Bangladesh that has encountered gigantic development during the most recent 25 years. Among the individuals of Bangladesh, around 4 million specialists are straightforwardly utilized in the RMG area. Accordingly, the commitment of RMG in full fare is expanding step by step. 83.9% of the public food in Bangladesh is contributed by RMG trade even though it was 3.89% in 1983-1984. In financial year (FY) 2017-2018, the level of instant articles of garment (RMG) commitment to total national output (GDP) is 12.26%; however, it was just 2.74% in FY 1990-1991. Along these lines, it shows that the RMG area is

the primary supporter of Bangladesh's economy, particularly in the nation's fare. This area also faces plenty of difficulties, as untalented specialists, lacking foundation, crude materials, energy emergency, security issues, political emergency, and inclusion of accord and partnership. To beat these difficulties, we need to make various strides from proprietors and significant partners.

⁴⁹ **R.N. Ali, F. Begum, M.M. Salehin, and K.S. Farid (2008)** analyzed ⁷² to analyze the economic, social, and health conditions of women garment workers as well as their livelihood pattern ⁹³ in their article named “**Livelihood pattern of rural women garment workers at Dhaka city.**” Three-piece of garment plants from ^{the} Mirpur territory under the Dhaka region were chosen purposively. The example comprises 90 female workers taking 30 haphazardly from every one of the three-piece of garment processing plants. Information was gathered through close to home meetings with the chose tests. It was discovered that most of the respondents moved to Dhaka ⁴⁹ due to their extraordinary neediness or indebtedness. Scarcely any respondents had acquired ⁴⁹ positive changes in their monetary capital, dynamic, and strengthening, etcetera. ⁴⁹ The investigation uncovered that 63.33 percent of respondent's occupation design has improved in the wake of including the garment processing plant's article. A few illnesses like eye inconvenience, cerebral pain, an ear infection, etcetera. ¹⁰⁵ To be more pervasive among the female piece of ⁴⁹ garment workers because of their inclusion in garment processing plants. The rate of actual shortcomings among the article of garment workers was high. Females are misused effectively because of the absence of technical information and preparation. The businesses don't pay any notice to this abuse.

⁹² **The ILO Declaration on Fundamental Principles and Rights at Work (1998)** Contains ⁴ the least work principles (ILO, 2006). The ILO overseeing body has created eight center shows, covering four significant standards and

rights: opportunity of affiliation and the powerful acknowledgment of the privilege to aggregate haggling; the end of all types of constrained or mandatory work; the successful annulment of kid work; and the end of segregation in regard of business and occupation (ILO, 2000).

As a signatory to the ILO shows, Bangladesh has endorsed the ILO center shows. However, an overview embraced by Bansari in 2007 found that execution is insufficient and that consistency with worldwide work guidelines has declined in a few zones, particularly association rights, against separation arrangements, and other work norms identified with wages and hours (Bansari, 2010).

Various researchers have inspected the articles on the dress business in Bangladesh. In this assessment, the employment illustration of a bit of article of garmentworkers and their prosperity, similarly as working environment conditions, got included. In Bangladesh, working conditions in the RMG zone are oftentimes deplorable (Majumder and Begum, 1999). Enlistment courses of action are significantly easygoing appeared differently concerning western rules. This is by and large a result of a wealth of unassuming work in Bangladesh. Most workers in the RMG business are inept and don't have formal game plans or arrangements. They are accordingly powerless against losing their positions at whatever point. In any case, the fear of losing their positions and the nonappearance of open elective classes encourage workers to go before in unacceptable work (Bansari, 2010). There is no normal week by week free day, professional stability, government-managed retirement, tip, or opportune asset (SDNP, 2003). The nonappearance of remuneration, absence of preparing offices, and uncommon pay are developing disappointment (DWP, 2000). Added to this, piece of garmentworkers are not given any incidental advantages, including convenience remittance, medical care, crisis assets, or

transportation (Muhammad A., 2006), even though they are lawfully qualified for a portion of these advantages maternity leave.

Exorbitant every day working hours are among the most well-known work norms issues in Bangladesh (Absar, 2001). Hours worked in the garment industry are more drawn out than somewhere else in the assembling area, including the fare fabricating area, and workers at times work practically the entire night to fulfill conveyance time constraints. Despite worldwide guidelines endorsing a limit of 10 hours' work for every day and six days of the week, Bangladesh workers are supposedly compelled to work 14 to 16 hours per day and seven days in seven days (ILO-NATLEX, 2005).

Besides, workers are paid seriously for extended periods (Absar and Kumar, 2006). The pay level in the RMG business is low for the two guys and females, contrasted, and workers in comparative classifications in different areas (Khandker, 2002). As indicated by (Kabeer and Mahmud, 2004), RMG workers are paid the most reduced wages in Bangladesh, US\$0.15 every hour, half of that paid to the following least, the RMG workers in Nepal who acquire US\$0.30. (Absar, 2001) noticed that there is no law giving the public the lowest pay permitted by law in the Bangladeshi articles of the garment industry. Even though the public authority, pieces of garment proprietors, and workers have settled on a compensation structure, most RMG workers get the base month to month wage (Repon and Ahamed, 2006). Such low wages force the article of garmentworkers to live in barbaric conditions. Notwithstanding, installment of wages, by and large, is late or sporadic.

As per Kumar (2006), a couple of handling plants in Bangladesh pay their workers' wages two months or even more later. Various plants keep one month's portion of extra time pay as security money, which, a significant part

of the time, the workers don't get back. While these article of piece of garmentworkers' finished month to month pay isn't the most insignificant in the collecting zone, they need to work broadened periods for it; additional time is constrained and now and again not redressed, making the hourly re-appearances of their work incredibly low. Speeds of extra time portions are not fixed. Workers are paid seriously for these all-encompassing periods (Absar, 2001 and Kumar, 2006) typically just half as much for extra time function concerning ordinary hours except if there are high benefits from requests or high requests to dispatch new work orders (Shimu, 1999; Mondal, 2000; Kabeer N., 2004).

To utilize the working hours effectively, a few businesses set creation focuses for the workers. Workers are given an amount to satisfy. At the point when they can't meet their share during work hours, they need to remain behind and work without pay (Majumder and Begum, 1999). In a field overview attempted by the Bangladesh Institute of Labor Studies (BILS, 2003), 72 respondents (60%) expressed that installment of additional time was not standard, 28 respondents (23%) grumbled that extra time was not paid by any means. Just sixteen respondents (13%) demonstrated fulfillment concerning additional time installment, and the excess 4% stayed quiet on the issue (Ahmed, 2011).

Constant work routine, wage punishments, physical and boisterous attacks are regular. Female workers face actual maltreatment and inappropriate behavior inside, just as outside the manufacturing plants. However, executives don't guarantee the security of female workers. Workers additionally regularly denounce bosses, linemen, line bosses, and creative directors of the accompanying: pulling hair, slapping, hitting, stroking, contacting the body, and in any event, kissing workers as the last sit at their machines (Partima and Begum, 2000).

In all these cases, women suffer embarrassment, humiliation, and even physical harm. Still, offenders are rarely punished, and the victims often face trouble after complaining (Bansari, 2010) and (Alam, 2004), proposed administrative measures and their severe usage and observing by the public authority organization that could conquer working environment in security issue of pieces of garment workers in Bangladesh. Besides, a few female workers report inappropriate behavior on their path home from work, incredibly late around evening time. Despite limitations on night work for female workers, they are as yet compelled to stay at work longer than required, frequently into the evening (Kabeer, 2001).

Most females work until after dim; there are no security plans for them, no transportation offices, and no convenience at the manufacturing plants. Thus, they regularly feel terrified and unreliable, and in light of current circumstances: numerous female piece of garment workers are mishandled or even assaulted by hoodlums who have some expertise in going after them (Shimu, 1999; Mondal, 2000; Kabeer N., 2004). Pieces of garment Industries in Bangladesh are very prospecting ventures in Bangladesh. The absolute interest for our pieces of the garment can be satisfied by the homegrown made articles of the garment; thus, this area is doing very well in sending out. The significant parts of our fares come from the garment industry pieces, even though a considerable amount of the public authority income comes from this area. Yet, a couple of individuals consider the workers' current circumstances.

As it is a massive issue of the nation so erudite people should watch about it. They have thought about it how the problem can wipe out in this area.

2.3 Conclusion

137

Review of literature is a vital part of most research projects. In a general sense, it serves to put the researcher's current efforts into perspective. It evaluates the depth and breadth of the research in regards to the topic. A literature review helps establish the validity of a research project by revealing gaps in the existing literature on a topic that offers opportunities for new research. It also supports to show the next path of the upcoming researcher to explore new one as better than the previous. This chapter has evaluated the global and national literature about the livelihood pattern of garment workers. Legislation, policies, and ILO convention on garment workers' rights in an inclusive setting within the garment worker's socio-economic condition has been presented and discussed. The concerned essence of garment workers' livelihood patterns has been examined throughout this chapter and the gap between policy and provision both global nationally providing. It provides amenities in Bangladesh. To gain further insight into the reality of implementing and accessing the rights and involvements of garment workers, this study will investigate the experiences and perspectives of garment workers' livelihood patterns in Bangladesh perspectives.

Chapter Three

Conceptual, Models, and ⁵⁷Theoretical Framework

3.1 Introduction

3.2 Conceptual Clarification of Livelihood Pattern of Garment Workers in Bangladesh

3.3 Theories of the Garment Industry

3.4 Models of Garment Workers Related Issues

3.5 Conclusion

3.1 Introduction

Garment job profession is a vital issue, especially for developing countries like Bangladesh, which has focused on much research and debate since it became a public issue in the 1980s. Therefore, several ²⁷ diverse theoretical frameworks have been adopted amongst professions dealing with cases of garment workers. Theories and models are the core and underlying strength of the discipline. They guide researchers in their studies and intervention strategies. This section of the thesis paper ²⁷ offers a comprehensive review of several models and theories that have been recognized to explain the livelihood pattern of present garment workers in Bangladesh.

3.2 Conceptual Clarification of Livelihood Pattern of Garment Workers in Bangladesh

3.2.1 Livelihood

An individual's business alludes to their "income of making sure about the fundamental requirements (food, water, safe house, and apparel) of life." Livelihood is characterized as a bunch of exercises basic to regular day to day existence directed over one's life expectancy. Such activities could incorporate making sure about (Oxford, 2010).

Water, food, grain, medication, cover, dress. A person's occupation includes securing the necessities referenced above to fulfill the essential requirements of themselves and their family. The exercises are typically done more than once and in a feasible and giving pride (Oxford, 2010). For example, an angler's vocation relies upon the accessibility and availability of fish. The idea of Sustainable Livelihood (SL) (Archived et al., 2013) is an endeavor to go past the customary definitions and ways to deal with neediness eradication(Krant, 2001).

These were too restricted because they zeroed in just on specific viewpoints or articulations of destitution, for example, low pay, or didn't consider other indispensable parts of neediness, for example, weakness and social rejection. It is presently perceived that more consideration should be paid to the different factors and cycles which either oblige or improve destitute individuals' capacity to get by in a financially, environmentally, and socially feasible way.

The SL idea offers a more reasonable and incorporated way to deal with destitution. The Brundtland Commission initially presented the supportable vocations thought on Environment and Development. The 1992 United Nations Conference on Environment and Development extended the origination, pushing for the accomplishment of maintainable occupations as an expansive objective for destitution annihilation.

In 1992 Robert Chambers and Gordon Conway proposed the accompanying composite meaning of a supportable provincial vocation, which is applied most generally at the family level: "A job incorporates the capacities, resources (stores, assets, claims, and access) and exercises needed for a method for living: an occupation is practical which can adapt to and recuperate from pressure and stuns, keep up or upgrade its abilities and resources, and give feasible work occasions to the future; and which contributes net advantages to different jobs at the neighborhood and worldwide levels and in the short and long haul."

In sociologies, the idea of job covers to incorporate social and social methods, for instance, "the order an individual family, or other social gathering has overpaid and bunches of assets that can be utilized or traded to fulfill its necessities. This may include data, social information, interpersonal organizations, and lawful rights just as devices, land, and other physical

properties (Piers et al., 1994)." The idea of occupation is utilized in political nature in exploration that centers around manageability and basic liberties.

3.2.2. Garment

28

Definition of Garment:

What is the garment? It is a common query for many people. A garment is a piece of garment that is man-made by fabric or textile materials for keeping the human body and decorated purpose. These materials can be natural, cellulose, and synthetic fibers. There are many types of garments like woven or knitted with different names and uses. Garments can both metaphorically and bear the imprint of their wearers as worn objects, carried, or used to adorn, their persons.

3.2.3 Workers

Members of the working class (a social group that consists of people who own little or no property and who have to work, usually, doing physical work, to get money) (Chambers, et al., 1998).

3.2.4 Garment Workers

Garment-worker - a person who makes garments. Garment worker, garment maker. Cloak maker, furrier - someone whose occupation is making or repairing fur garments. Dressmaker, needlewoman, seamstress, sempstress, modiste - someone who makes or mends dresses (Chambers, et al., 1998).

3.2.5 Garment Industry

Piece of garment Industry audits the sorts of exchange and industry alongside the creation and life grouping of garments constantly, beginning with the

material business (maker of cotton, fleece, hide, and counterfeit fiber), frivolity utilizing weaving, using the design business to attire retailers up to exchange with recycled garments and material reutilizing. The assembling areas expand upon an abundance of attire innovation, some of which, similar to the loom, the cotton gin, and the sewing machine, proclaimed industrialization not just of the past material assembling rehearses.

RMGs are the finished texture item from apparel fabricating works. The ²⁹ Bangladeshi RMG area is one of the quickest developing areas in the Bangladeshi economy, with a development pace of 55% from 2002 to 2012 (Uddin, 2014). Exchanges of textures, apparel, and instant articles of garment (RMG) represented ²⁹ 77% of Bangladesh's all-out merchandise trades in 2002 (WTO, 2008). By 2005 the (RMG) creation was the just multi-billion-dollar assembling and fare industry in Bangladesh, representing 75 percent of its income in that year (Haider, 2013). Bangladesh's fare exchange is currently constrained by the instant pieces of garment (RMG) industry. In 2012 ²⁹ Bangladesh's piece of garment sends out, primarily to the US and Europe, made up practically 80% of its fare pay (Yardley, 2012).

²⁹ By 2014 the RMG business indicated 81.13 percent of Bangladesh's complete fare (BGMEA, 2014). A large part of the area's surprising development and its job as a business motivation for the nation is authorized to the availability of "modest" work. Of the 4,000,000 workers utilized by the RMG business, 85% are uneducated ladies from rustic villages (Uddin, 2014; Nasrulla et al., 2014). The processing plants' working environmental factors and conditions that produce instant pieces of the garment have gone through denigration lately concerning specialist security and reasonable wages (Ansary et al., 2015; Rahim, 2013).

Charging ⁹ is a critical component of the RMG business in Bangladesh. Numerous Western organizations arrange distinctive modern units, just mentioning that particular shares be met at specific occasions. Organizations favor subcontracting because the level of division eliminates them from the risk of compensation and work mishandles (Caleca, 2014; Rahim and Wisuttisak, 2013). It likewise makes it tranquil to assign creation over a variety of sources.

In Bangladesh, the piece the garment industry is the prime fare beneficiary for that nation. In the last part of the 1990s, it utilized likely 350,000 specialists in the formal and semi-formal occupation, making it the fourth-biggest utilizing area (Bajaj, 1999). Even though there are no approximations on the quantity of locally established article of garmentworkers, the Bangladesh Home Workers Association (BHWA) confides in a large number of locally situated piece of garmentworkers, as entire peaceful individuals are engaged with antiquated cross-line work (Bajaj, 1999).

3.2.6 Labor Welfare

Work government assistance identifies with enticing consideration of the prosperity of workers by managers, worker's guilds, administrative and non-legislative associations, and organizations. Government assistance incorporates whatever is accomplished for the solace and improvement of workers and is given well beyond the wages. Government assistance upholds ³⁶ keeping the confirmation and motivation of the workers high to hold the representatives for a more extended length. Representative government assistance incorporates ³⁶ noticing working conditions, the formation of modern amicability through the foundation for wellbeing, mechanical relations, and protection against sickness, cataclysm, and joblessness for the workers and their families.

As per ILO-"work government assistance can be very much characterized as a term, which is perceived to comprise of such administrations, offices, and accommodations, as might be set up in or in the region of endeavors to empower the people utilized in them to play out their work in solid, well disposed environmental factors and to give them, comforts urging to great wellbeing and high fearlessness."

As indicated by, Oxford word reference "Work government assistance is endeavored to make everyday routine worth experiencing for workers." S.T. Edwards (1953)- "One can purchase a man's time, his substantial presence at a particular space, even a couple of bulky developments, yet enthusiasm, venture, devotion and obligation to obligation can't be purchased. They should be shaped through right business representative relations, giving of productive occasions to adequate the significant rousing longings of the human deed."

Work and their administration help are incredibly real concerns for any Government of any country whether made, lacking, underdeveloped, or making. No monetary improvement of a country or the conservation of nothing new of the money related progression of any country can be conceived of without contemplating the workers of the nation. The requirement for offering such sorts of help and kindness rises out of the social commitment of endeavors, an aching to help independent characteristics, and concern for delegates. Government help fuses whatever is cultivated for the security and headway of workers and is giving admirably past the wages.

3.2.7 Labor Union

A worker's guild, definitively known as a "work association," is an element framed by workers in a specific exchange, industry, or organization for edifying compensation, advantages, and working conditions. Additionally

called a "worker's organization" or a "specialist's association," a worker's guild chooses delegates to haggle with bosses in a cycle known as common arranging. At the point when effective, the arranging brings about a settlement that specifies working conditions for some time. Worker's guilds may likewise advocate for lawful, social, and political cycles for the nation overall (U.S. Dept. of Labor, 2020).

Trade guilds are frequently industry-explicit and will, in general, be most regular today among the public area (government) representatives and those in assembling, mining, development, and transportation

Example of a Labor Union

Worker's guilds' exercises should be engaged, rights-based, proficient, and lined up with administrative estimates gave in the Bangladesh arrangements gave in the ¹⁵² Bangladesh Labor Act (2006) and the Labor Rules (2016). Additionally, limit building endeavors have had a huge effect on association activities and exercises. A worker's organization is a self-administering collection of workers that supports and advances workers' privileges and improvement and carries them to the administration. The current situation of worker's guilds in Bangladesh isn't sufficient and is plagued with loads of troubles. The Bangladesh Labor Federation is a public worker's guild organization in Bangladesh. It is associated with the International Trade Union Confederation. The National Education Association (NEA) speaks to instructors and other schooling experts and is the biggest trade guild in the United States, with almost 3,000,000 individuals. The coalition expects to advocate for schooling experts and join its individuals to satisfy state-funded training guarantees. The NEA works with nearby and state instructive frameworks to set sufficient wages and working conditions for its individuals, in addition to other things (NEA, 2020).

3.3 Theories of the Garment Industry

The theory is a system of concepts proposed to explain something, such as an only or gathering of facts, events, or phenomena. According to Turner (1991), theories form the fundamentals that help analyze the phenomenon to establish the masterminds that cause things to occur or the way people behave (Hastie, 2001). Garment worker's livelihood is a noticeable issue of working society. The garment worker's contribution can't describe in a word because they provide support and strength to cooperate with their family, community, and whole. No one single theory of garment industry-related concerns can explain all of the expected forms of garment workers. Many ideas have existed and evolved to attempt to hold the reasons for establishing garment workers' rights and responsibilities among society. At this point is a cross-section of the different theories that are present.

3.3.1 Supply Chain Evolution – Theory, Concepts, and Science

Summary of the Theory

The inventory network scene is fluctuating. New stockpile chains emerge and produce an assortment of causes. In this hypothesis, they examined the idea of new and fluctuating stockpile chains and their motivations and tended to the expansive inquiry, "What made a production network as was it?" The hypothesis featured and created significant viewpoints, ideas, and predominant topics concerning the turn of events and the advancement of supply chains over their life cycle. They recognized six interrelated components that may influence an inventory network over its life cycle (MacCarthy et al.,2016). A few new topics and recommendations on variables influencing a production network's attributes over its life cycle were introduced. They contended that another science was obligatory to look at and perceive the inventory network life cycle. Supply anchors are crucial to the world economy and to introduce

life. Understanding the store network life cycle and how supply chains may develop gives new contemporary production network the board insights. This paper introduced nitty-gritty reflections from head researchers on early-stage, developing, and set up stockpile chains (McCarthy et al., 2016). Along these lines, it is effectively accepted that this paper additionally talked about the advancement and the weighty of the article of garment laborer's lifecycle. In this way, both are associated.

35

3.3.2 International Trade and Trade Theory

Summary of the Theory

In current years, the worldwide economy has drilled an enormous development in the global commitment of elements and merchandise, with worldwide exchange and factor streams rising significantly more quickly than yield. One can hardly discover a family that doesn't grasp something made by unfamiliar nations, even in a creating economy like inland China. All the world, individuals are getting a charge out of worldwide luxuries, for example, global sporting events and worldwide design model. Globalization is getting the world coordinated through the utilization of administrations, products, brand names, and knowledge(Wei-Bin, 2008). A complete worldwide exchange hypothesis is imperative for particular market analysts as well as for any individuals who need to comprehend the instruments of globalization and relations among countries.

Exchange hypothesis should bear the cost of experiences into global exchange systems and components of exchange examples and communications of business and monetary development. For instance, one may get some information about the drawn-out outcomes of supported United States current record deficiencies and Japanese current record overflows (Wei-Bin, 2008). Do the two economies lose or advantage from the temperamental exchange? If not,

who helps, and who loses? In what capacity can the public authority spending plans for R&D and training influence public development and global exchange traces? What are the monetary instruments that oversee loan fees, exchange adjusts, and trade rates? One may likewise ask how the developing worldwide capital market mix influences the nature and global business turns. Will streamlined commerce bring the per capita salaries of agricultural nations to contact the degrees of cutting edge economies? Is it conceivable that streamlined commerce hurts all the countries? This hypothesis intends to give a rational and exhaustive insightful system to address basic issues of global exchange (Wei-Bin, 2008). This paper is additionally inside corresponded to help worldwide work and their crude materials apparatuses, where workers are fundamental and critical components of worldwide exchanges and levies.

56

3.3.3 Industry Evolution and Internationalization Processes of Firms from a Newly Industrialized Economy

Summary of Concept

Examples of internationalization measures in industrializing nations seem to contrast from the plan in created nations as they are imitated in the Uppsala and Modernization models. This examination investigated firms' internationalization movement from a once again fabricating economy (NIE) in a high-level item area (Lau, 2003). The examination dealt with two hypothetical points got from (1) Location-focused monetary improvement speculations and; (2) The firm-focused perspectives on unfamiliar direct venture (FDI) (Lau, 2003). It clarified why firms with not many items arranged express proprietorship benefits in an automating economy viably occupied with creation related FDI (even from their beginning up) and why the mediated time from start-up to FDI was complimenting more limited as the local area industrialized. The paper likewise inspected manufacture area decisions, indicating persistence to scholarly (conventional) distance expanded with back

to back investment funds. The theories coming about were confirmed utilizing FDI information from the piece of garment industry of Hong Kong(Lau, 2003). At the remark of summing up in this specific situation, it is contended that the two hypotheses are interrelated with workers based creation and assembling. Thus, this paper is profoundly anticipated that their suggestion should the local district.

52

3.3.4. Trade Policy Differences: Theory and Evidence from Bangladeshi Apparel Exporters

Summary of Context

Where firms separate in their profitability and capacity diverse market request stuns, this paper gave another blended firm model for exchange. The model coordinates contrasts in exchange strategy, exchange inclinations, and the standards of premise expected to get them, to imitate true contrasts looked by Bangladeshi article of garment exporters in the US and EU. They expected firms' efficiency utilizing the expansion of the Olley Pakes strategy that represents the inclinations ascending from both interests stuns and profitability being ignored. Assumptions for the model are then tried non-parametrically and are demonstrated to be upheld observationally (Demidova, et al., 2012). Eventually, from this perspective hypothesis and proof from Bangladeshi attire exporters featured world market sending out luxuries which are being the proceeded with the premise on an article of garmentworkers all things considered.

3.3.5 Job Characteristics Theory

Summary of Job Characteristics Theory

Hierarchical conduct of the executives, the impact of occupation appearances on representative inspiration as a phenomenal case has been reflected. As per the examination, the articles of garment area workers are happy with the errand

character, task hugeness, and input for their exercises. In any case, they are not content with the autonomous working environment, aptitude assortments. They are so energized by their assignment personality, task centrality, and input for their exhibition. The workers are happy with the self-sufficiency in workstation and ability assortment practice. The pieces of garment area workers have no opportunity in booking the work and in deciding the technique to be utilized in doing it (Saavedra and Kwun, 2000).

This authoritarian administration in the articles of garment area contrarily impacts workers' profitability, the obligation to objective accomplishment, work fulfillment, faithfulness, and mental wellbeing. Usage of ability assortments is missing in the piece of garment area for workers. It implies work turn isn't accomplished for workers. So the different aptitude, abilities, possibilities of workers are dismissed here and don't get any extent of sprouting of limits. This training in the articles of garment area decreases workers' odds for professional improvement, making them exhausted with their exercises. Accordingly, workers' profitability, profound quality, and motivation are injuriously overstated (Saavedra and Kwun, 2000).

Taking everything into account, the working hypothesis in the Bangladesh setting centers around the rights, ability, information, and mindfulness working of an article of garmentworkers, particularly during their working environments. Luckily, this thesis is additionally attempted to protest these comparative issues.

3.4 Models of Garment Workers Related Issues

3.4.1 Introduction

Model is the visual, logical (emblematic), physical, or verbal portrayal or abbreviated adaptation of an idea, wonder, relationship, structure, framework,

or part of this present reality. Then, most items and wonders are exceptionally muddled (have a few sections) and excessively intricate (parts have thick interconnections) to be appreciated completely. A model contains just those highlights that are of prime criticalness to the model creator's motivation. The occupation example of the article of garmentworkers is prominent in the mechanical zone area. A few models have been advanced to depict the audit of the job example of an article of garmentworkers. These are the Corporate Social Responsibility Model, A Gravity Model Analysis of the Bangladeshi material, and Garment Industries, etcetera.

3.4.2 Corporate Social Responsibility (CSR) Model

Summary of the CSR Model

These socially capable activities uphold and support the Corporate Social Responsibility (CSR) of any business. CSR is a beneficent activity or exertion that an organization makes to lead ecological, social, and monetary maintainability measures. CSR is self-represented or self-controlled, and it is embedded into the plan of action. It is filling in notoriety and being seen by clients as a significant feature of any business, regardless of their size or field. Worker responsibility, network clean-ups, kindhearted giving, tree planting, and environmentally cordial bundling are only a couple of the numerous instances of socially mindful activities.

As per Horrigan (2010), there is no broad CSR definition because of the elevated levels of vagueness and contention related to the subject. It must be noticed that all CSR definitions incorporate the idea that business firms (i.e., companies) have commitments toward society past their monetary responsibilities to investors (Schwartz, 2011). Regardless, CSR definition that catches the primary parts of the term can be proposed as a corporate activity to evaluate and take responsibility for its consequences for the climate and effect

on social prosperity (Investopedia, 2013). The accompanying meanings of CSR have been proposed by various creators: How organizations oversee business improvements to deliver a generally positive effect on society (Baker, 2004).

A proceeding with responsibility by business to carry on morally and add to the financial turn of events while improving the personal satisfaction of the labor force and their families and the neighborhood network and society everywhere (World Business Council for Sustainable Development in Hopkins, 2007). Additional duties of organizations to provincial and more extensive networks separated from its center obligation of benefit strengthening (Simpson and Taylor, 2013). Even though CSR has the word corporate inside it, this isn't just restricted to organizations. Organizations of each size can be socially mindful and advance their endeavors all things considered. Organizations, everything being equal, will profit essentially from moving to working in an all the more socially dependable way since the wrinkle impacts of their activities are probably going to pulsate up more business over the long haul and assist them with holding a more dedicated representative client base. Since CSR is willful, there is no standard book or genuine meaning of social obligation through business attempts. Insofar as the activities fall inside ecological, social, and monetary supportability, an organization can get as inventive as they might want.

Here are a few occasions of CSR as they apply to all of the 3 classes:

Ecological

- Selecting clean energy for development;
- Reduce or dispense with the measure of waste made by the creation of your items;
- Reduce distance went in the receipt of your crude materials;
- Conduct activities in a naturally inviting structure;

- Distribute items in biodegradable or recyclable bundling;
- Plant trees for each item sold.

Social

- Promote a culture of a coordinated effort with network individuals by supporting neighborhood causes and occasions;
- Carefully pick your store network to guarantee that your crude materials are morally sourced;
- Be straightforward about your Exercises with workers, network individuals, and any remaining partners influenced by your activities;
- Employee commitment through volunteer days.
- Monetary
- Balance ventures guaranteeing that one's business is zeroing in on the long haul just as the present moment;
- create items that are worked to last: this will lessen reviews, squander returns, and terrible press;
- Invest in the development of your business making upgrades to foundation, arrangements, and conventions as you create;
- Promote an organizational culture that deals with workers like colleagues instead of essentially representatives that are paid to take care of responsibility. By supporting your group, the business is making a venture that will take care of increasingly more over the long haul. A group that trusts in the organization that they work with will remain on board longer decreasing turnover, and they will work energetically towards accomplishing the organization's main goal;
- Invest one's colleagues by giving preparing and nonstop learning openings.

In this blog, the scientist has covered the "what" of CSR with only a couple of instances of ecological, social, and monetary supportability. CSR is a model for prosperity at the corporate level. It demonstrates the social security for the workers and organizations' popularity too. These days, each staggered fabricating organization is being attempted to set up and guarantee workers' privileges and federal retirement aide. Along these lines, this exposition likewise talks about a piece of garmentworkers' privileges and social assurances. In a word, this model shows a comparable method to guarantee laborer's social securities. As the prime beneficiary of unfamiliar trade in Bangladesh, the readymade articles of garment (RMG) industry has been under never-ending analysis for the nonappearance of corporate social duty (CSR) gets ready in the business. As the nonappearance of a utilitarian act of CSR in the business is estimated as a danger to its maintainability, this paper will give significant ramifications to the supportability of the RMG business in Bangladesh.

3.4.3 A Structural Model for Investigating the Driving and Dependence Power of Supply Chain Risks in the Readymade Garment Industry

Summary of the Model

In the present business world, production network networks are getting progressively inclined to vulnerabilities and complexities. The store network organization of the instant article of garment (RMG) industry in Bangladesh is worldwide and is along these lines defenseless against expanded dangers and disturbances. To accomplish this, a progressive underlying model was created by applying the interpretive primary displaying (ISM) approach. Besides, MICMAC (Matriced' Impacts Cruises Multiplication Applique, aunClassement) investigation was led to group the dangers dependent on

driving and reliance power. Discoveries uncovered that disturbance hazard was the main danger in the RMG business (Chowdhury et al., 2019).

This primary model proposed coordinating quality and inventory network the board, which is as yet restricted in the writing. The proposed underlying model in this investigation makes up for the above shortcomings and contributes a closefisted applied system for hypothesis working in SCQM and firm execution. It covers enhanced parts of SCQM rehearses and athletic execution and presents the immediate and backhanded impacts of these practices on different firm execution all the while. Researching these connections is significant because it permits comprehension of how SCQM rehearses sway the store network (Chowdhury et al., 2019).

At last, it expects that exploration models recommended in this paper can offer valuable direction for estimating and actualizing SCQM rehearses and encouraging further investigations in this field. For future examination headings, it is needed to test these models' objectivity by trial updates in various systems.

3.4.4 Determinants of Exports: A Gravity Model Analysis of the Bangladeshi Textile and Garment Industries

Summary of the Gravity Model

The gravity model is broadly used to clarify global exchange. At first, it came from the material science condition of gravity by Newton. The exchange gravity model's hypothetical measurements have as of late been dissected somewhere else (Anderson, 1979; Anderson, 2011; Shahriar et al., 2019). As of late, (Cardinale and Scazzieri, 2019) have contended that since the mid-seventeenth century, conversations of the market guidelines, industry advancement, and global exchange were directed as far as public government

assistance. As such, worldwide exchange has a government assistance sway on the number of inhabitants in a nation. (Tinbergen, 1962) proposed the advancement of the essential gravity model and attested that the exchange volume with any arbitrary nations exchanging accomplices are straightforwardly identified with their public earnings and is related with the topographical distance between them the other way around. The idea is those nations with a colossal economy favor to exchange higher outright terms, while length (an intermediary for transportation costs) would push down two-sided exchange (Dell Ariccia, 1999).

Since Anderson's (1979) spearheading paper, a few examinations have been done to deliver a hypothetical establishment for the gravity demonstrate and underwrite its utilization in worldwide exchange considers. By and large, there are three sorts of hypothetical models in worldwide exchange: the Ricardian model, the Heckscher–Ohlin (H–O) model, and the intra-business exchange model. Exploration demonstrates that the gravity model is following these hypothetical models (Evenett& Keller, 2002). (Bergstrand, 1989) derived the gravity conditions from trade models with thing partition and extending re-visitations of scale. (Helpman, 1987) and (Bergstrand 1989) proposed an informative framework for understanding the gravity condition that is consistent with front line hypotheses of between industry and intra-industry trade. The EU is the biggest garment merchant from Bangladesh. The EU imported US\$5.36 billion worth of garment, having a 50 percent share in all attire fares of Bangladesh. The USA is the second-biggest market of Bangladeshi attire items having a 47 percent share in the complete garment trade and creating \$2.42 billion of income for Bangladesh (Chowdhury et al., 2019).

Hence, the fares of Bangladesh's RMG items are assuming a fundamental part in the worldwide attire retail inventory network. Bangladesh is doing admirably in rivaling other developing business sectors, for example, China, Vietnam, India, and Cambodia. The gravity model is broadly used to clarify global exchange. The model communicates that Bangladesh and World Trade Organization participation has a tough, critical effect on T&C sends out. The topographical distance has no significant solid impact on material exchanging. It is discovered that the European Union and North American Free Trade Agreement nations are the two fundamental fare objections for the pieces of the garment of Bangladesh. This thesis is exceptionally dazzled by the article of garment laborer's creation based work, which is straightforwardly or in a roundabout way connected with this model.

3.5 Conclusion

The theoretical part provided the conception of which theory is more applicable in Bangladesh garment workers. The researcher has discussed five theories and four significant models suitable for the native country context and useful to this dissertation. However, the researcher is not testing the present research hypothesis, the themes, characteristics, and purposes. But in a general sense, these hypothetical explanations are more or less acceptable in our country context. After all, the above theories and models have presented valuable insight into garment workers' livelihood patterns and increase awareness about the causes of garment workers' problems and the significance of sharing a common understanding of these concerns.

CHAPTER FOUR

Readymade Garment Industry in Bangladesh: An Analysis in Bangladesh Perspective

4.1 Introduction

4.2 Economic Impacts of Readymade Garments

4.3 Empowerment of Women and Poverty Alleviation

4.4 Social and Cultural Transformation

4.5 Mobilizing a New Breed of Entrepreneurs

4.6 A Flagship in the World of Apparel Marketplace

4.7 The Evolution of Readymade Garments in Bangladesh

4.8 The Strength of Bangladesh

4.9 The Government Organizational Initiatives and Industrial Development

4.10 Major Weakness of Garment Industry in Bangladesh

4.11 The Challenges and Opportunities for Bangladesh

4.12 Conclusion

Chapter Four

Readymade Garment Industry in Bangladesh: An Analysis in Bangladesh Perspective

4.1 Introduction

Readymade Garment (RMG) is a finished product used by consumers as a form of attire. Its production is achieved through the operation of different components of the textile-garment chain. In the past, the yarn used to be spun by rudimentary spinning wheels; but nowadays, it is mostly turned by modern spinning mills. Large-scale production of ready-to-wear garments in organized factories is a relatively new phenomenon in Bangladesh (Nur, 2016).

Until the early-sixties, character tailors commonly made clothes for the home markets, according to specs furnished with the aid of using character clients who provided the fabric. At that point, tailoring became surprisingly cheap, and readymade clothes made with the assistance of using prominent corporations have been pretty expensive. The home marketplace for readymade garments, except kids' put on and men's knit undies became genuinely non-existent in Bangladesh until the early sixties. This became because of the low stage of financial development. Since then, however, the home marketplace for RMG has been growing speedy because of the growth in non-public disposable earnings and extrude in lifestyle (Kibria, 2009).

The RMG industry has achieved phenomenal growth in Bangladesh during the last two decades. Its growth has had tremendous impacts on its economic and social conditions. Some essential consequences are briefly described below.

4.2 Economic Impacts of Readymade Garments

The RMG sector rapidly attained high importance in employment, investment, foreign exchange earnings, and GDP contribution. An estimate made by the Bangladesh Garment Manufacturers and Exporters Association (BGMEA) indicates that this sub-sector generates about US 2 billion worth of value addition through linkage effects. During the nineties, investment in this sub-sector increased substantially. According to the latest estimate, the RMG sub-sector contribution to GDP is 9.5%, and within the manufacturing sector, the gift of this sub-sector has increased to 27.8% (Nath, 2012). The most visible impact has been on employment generation. In 2002, the industry employed more than 1.5 million workers, of whom almost 80% were female (Nath, 2012).

Within a short period, RMG became the number one among the non-traditional exports and replaced the age-old jute and jute goods as the top foreign exchange earner. The FOB value of RMG quickly (in 1990-91) surpassed the FOB value of all other exports taken together (Murshid et al., 2009). Thus, it has become an essential industry. But this change in the composition of its export basket has made Bangladesh vulnerable. The whole economy is much dependent on a single sector. There is no other sector that will increase and reduce the dominance of the garment sub-sector shortly. If the RMG industry fails to maintain a reasonable market share in the post-MFA period, then the entire economy will experience great difficulty, and economic growth will stall. This means that Bangladesh's financial security will depend on the future of this industry (Whitehead, 2015). This phenomenon had a favorable impact on the growth of the RMG industry (Castles, 2017).

4.3 Empowerment of Women and Poverty Alleviation

The employment opportunities created by the RMG industry have saved many families from starvation. Industry employees are mostly women/girls. The girls/women working in this industry are individually better off economically; they support their parents and other family members. The RMG industry has substantially contributed to the improvement of poverty of the group concerned. The members of these families can now buy better food, better garments, better medical services, and enjoy a better life (Pickett and Wilkinson, 2010).

Before such employment, those girls had been under the world over the diagnosed poverty line. Now maximum of them is possibly above that line. Participation in gainful employment has empowered a few 1.2 million operating girls economically. Since those operating girls are financially relatively empowered. They guide their households financially; many even ship their little brothers and sisters to colleges through spending their small income. They create calls for different merchandise that make multiplier employment and income (WHO, 2009).

4.4 Social and Cultural Transformation

⁴²In addition to its economic contribution, the RMG industry's expansion has caused noticeable social and cultural changes. ²²It has changed the traditional patriarchal hegemony of fathers, brothers, and husbands. Economic empowerment has improved the status of women/girls in the family. They are no longer at the mercy of the male members. They now can participate in decision-making with their parents or male counterparts in the family; even they can make significant decisions about their future life. Gaining the power to make decisions or gaining some freedom of choice is the most significant achievement in the life of a woman in Bangladesh (Feldman, 2009).

The relatively free movement of these working girls/women has changed social attitudes towards them. Society no longer considers them as mere "women" born only to bear and rear children. Working in the factories at night is not a social stigma or significant risk for young women anymore. Purdah is no longer a social compulsion. They can go shopping on their own without being accompanied by male guardians. One can find urban shopping centers crowded with women/girls. Even 15 years ago, such a scene was scarce in Bangladesh. This is a visible cultural transformation that may be attributed, at least partially, to the RMG industry's growth (Kabeer, 1991).

However, along with such improvement in social dimensions, some negative impacts are reported. It is alleged that there are cases where relations between husband and wife, father and daughter, etcetera. have been strained because working women/girls mix freely with men while working in the factories. Examples of an increasing number of divorces are also cited (Graaf and Kalmijn, 2006).

In a few cases, it's miles alleged that youngsters have long gone off course because they now no longer get the right care from their moms; this occurs because moms couldn't spend sufficient time with their youngsters. Maybe, there may be a few realities in those allegations. But maximum specialists consider that the internet impact is positive, and on the whole, the RMG enterprise's contribution is distinctly visible. Many of those girls/girls have executed the popularity of supervisors and bosses changing their male counterparts. A desirable variety of them paintings as pinnacle executives. This has brought about a salutary social transformation (Sharpe, 2013).

4.5 Mobilizing a New Breed of Entrepreneurs

Most importantly, the RMG sector's growth has produced a group of entrepreneurs who have created a robust private sector. In addition to the pioneering entrepreneurs, many of those trained as production workers in South Korea under the Dosh Garments initiative in 1979 formed a nucleus of future entrepreneurs (Hasan, 2009). Although this evacuation brought about a critical loss to Dosh Garments, it supplied movement for the nascent industry's speedy enlargement. Many of those employees became out to achieve success marketers. It changed into this organization of marketers who took the enterprise risk, mobilized the assets, made the vital investment, set up the factories on the early degrees of improvement, and took the gain of the global marketplace opportunities. For the primary time within the records of Bangladesh, they have proved that given appropriate incentives and environment, the personal area can make contributions substantially to the increase and improvement of the nation (Alam, 2009).

One must note that, of the new breed of entrepreneurs, a significant number is female. Ms. ShamsunNahar Ahmed, a woman entrepreneur, established one of the oldest export-oriented garment factories, the Baisakhi Garment, in 1978. She was the first woman Managing Director of a garment factory. The number of women entrepreneurs has since increased. Currently, many women hold top executive positions in the RMG industry. This new generation of entrepreneurs and executives is destined to shape the future of Bangladesh. Many of the entrepreneurs who started their careers with garments later diversified into other industries (Amsden and Hikno, 1994).

A more encouraging aspect is that some of these entrepreneurs have invested in foreign countries and export RMG. One such firm is Sunman Group of Bangladesh that has gone to Cambodia and established an RMG factory under

a joint-venture arrangement with local partners employing 1000 workers (Khan et al., 2009). It finally means that the RMG industry mobilized a new breed of entrepreneurs who have acquired the capacity to work as a powerful engine of growth and development (Khan et al., 2009).

4.6 A Flagship in the World Apparel Marketplace

The RMG enterprise is the maximum globalized. Both wealthy and hostile nations take part in the manufacturing and distribution of garments. Through a complicated subcontracting device, the primary uncooked material, namely, the material is synthetic in a single you. s .a .and shipped to different nations for slicing and sewing the apparel and the completed merchandise is shipped to markets that might be scattered everywhere globally. The essential shoppers supply their merchandise (apparels) from everywhere globally beneath numerous arrangements (Gereffi,1999).

Bangladesh has been a more extensive supplier than India. It has become the competitor of Hong Kong, Mexico, China, and other large suppliers. Bangladesh is a much larger supplier of individual product categories than India, Pakistan, Sri Lanka, Turkey, and Indonesia to the American market. Because of its delivery and advertising capabilities, Bangladesh has made its mark inside the worldwide garb markets. The RMG enterprise has made Bangladesh recognized to be rustic with excessive potential. Perhaps, for this reason, Bangladesh has been made the chief of the forty-eight ⁵² Least Developed Countries (LDCs). Bangladesh represents the hobby of the forty-eight LDCs with inside the fore of UNCTAD and WTO. Therefore, possible finish that the RMG enterprise is the Flag-deliver of Bangladesh (Sobhan, 2010).

4.7 The Evolution of Readymade Garments in Bangladesh

¹¹ In the sixties, when Bangladesh was a part of Pakistan, the domestic market for ready-to-wear garments began developing, particularly in the then West Pakistan. Some ¹¹ small family firms produced basic shirts for household needs. The Mercury Shirts, a company located in Karachi, sourced a few shirts during 1965-68 made by tailoring outfits operating in Dhaka (Bhuiyan, 2012). Some of those consignments have been re-exported from Karachi to European countries. At that point, the home marketplace for RMG in Bangladesh (then East Pakistan) turned into an awful lot smaller than what turned into in West Pakistan. However, some tailoring agencies in Dhaka made excellent export shirts and kids put on on orders, however handiest a tiny quantity. They acquired orders from and furnished to Karachi primarily based firms. As some distance as Dhaka-primarily based order providers have been concerned, the enterprise turned into inside the home marketplace because each Dhaka and Karachi have been towns of the equal country, that is, Pakistan (Bhuiyan, 2012).

Besides, after a long two decades of establishing ready-made garments in Bangladesh, ¹⁰³ Bangladesh is one of the leading garment products in exporter countries in the world. ⁴ Sri Lanka was the leading exporter in South Asia, with India as its main competitor, but the civil war in Sri Lanka from July 1983 to May 2009 wrecked that country's garments industry, and international buyers and investors diverted their attention to Bangladesh (Afrose, 2000; Hasnain, 2006; Buncombe, 2009). As a result, the garments sector in Bangladesh expanded with unprecedented success. Despite these poor working conditions and the lack of Social compliance continues to be a cause for serious concern. Since May 2006, the Bangladesh RMG has been beset with severe labor unrest, resulting in large-scale damage to garments factories by the workers and at times threatening the very existence of this industry.

The development and advancement of the RMG business in Bangladesh have an unmistakable component. In many nations, especially in created nations, including the UK, other European nations, and the USA, Canada, and Japan, the material and the garment business were created because of homegrown interest. Be that as it may, on account of Bangladesh, the homegrown market was too little to even think about attracting huge scope speculation. The outside power, the desire of the high-wage nations to migrate production offices in the low-wage nations, established a climate harmonious to the development and improvement of RMG the business in Bangladesh (Belal, 2008).

8 It was primarily due to the migratory nature of the RMG industry, moving from high-wage to low-wage countries, that most CBI and Sub-Saharan governments, development of RMG industry occurred in the same the industry saw its growth in Bangladesh. Within the world trading system framework, garment production, exporting, marketing, and retailing strategies form a global commodity chain (Gereffi, 1999).

4.8 The Strength of Bangladesh

8 South Korea, Hong Kong, and other significant suppliers who faced twin problems of high wages and quota restrictions found Bangladesh a lovely sourcing place. The low salary supported by an almost unlimited supply of trainable labor is the primary strength of Bangladesh. The power of Bangladesh in terms of low wages is reviewed below:

The aggressive electricity of an organization or a rustic withinside the marketplace relies upon its specific—comparative advantages, which its competitors do now no longer have. A unique distinctiveness of a dealer may also form up to its strategic benefit profile. In Bangladesh's case, this distinctiveness is the supply of strangely reasonably-priced however

effortlessly trainable hard work. It is the ample delivery of relatively reasonably-priced hard work that could be the maximum colossal electricity. The RMG enterprise, with the aid of using its nature, is a low era and challenging work-extensive enterprise. In Bangladesh, the people may be hired at a meager salary, now no longer most effective in assessing different competitor nations; however, it is also in evaluation to various home industries. In a home marketplace, the wages of the people of the RMG enterprise manifest to be the lowest. The standard minimal salary of the people within the RMG enterprise in 1992 changed into 83% of that within the jute bailing enterprise, 70% of that inside the re-rolling enterprise, and so on (Ahmed and Nathan, 2016).

⁸ In the worldwide market, it is the cost and quality, which decide the serious position. Under cost, Bangladesh will likely keep on getting a charge out of upper hands in worldwide business sectors since it has a limitless inventory of modest work that can get familiar with the low innovation activity important to create RMG absent a lot of interest as far as cash and time (Ahmed and Nathan, 2016).

¹³³ One can see that the labor cost (wage) is the lowest in Bangladesh. Against this, wages in such countries as the USA, Germany, Japan, and other developed countries are much higher than those in any nation. It is to be noted that the wages should be examined in the context of the stage of development a country has achieved and in terms of productivity. Therefore, the real cost differentials between the rich and developing countries and between the developing countries may not be as comprehensive as they appear. As is expected, the rich, developed countries' wages are likely to be much higher than Bangladesh's (Ahmed and Khan, 2011).

In maximum cases, better wages are justified, at the least partly, to use the better productiveness of the employees within the international locations concerned. Their productiveness is better due to a better diploma of automation. The employees are higher trained, adequately disciplined, supervised with the aid of using higher managers, and above all, a better living fee. Therefore the gain of the low price of hard work in Bangladesh ought to be taken into consideration in conjunction with its stage of productiveness and the level of socio-financial development. In any way, the wealthy international locations aren't competition in Bangladesh. Mainly, the growing international locations are its competition. As some distance as its competition is concerned, the comparative productiveness ought to be taken into consideration. In phrases of productiveness, Bangladesh does now no longer has any unique advantages. On the opposite hand, productiveness is better in many competitor international locations (Caves, 1974).

For example, the total working hour required to produce a shirt of a particular specification in Bangladesh is higher than the working hour needed in Hong Kong or Malaysia. But, for the time being, cheap labor compensates for the relatively low productivity. However, one may note that most of the Southeast Asian and other competitor countries are increasing at much faster rates than that in Bangladesh. This may allow Bangladesh to maintain its strength in terms of cost advantages for an extended period. But Bangladesh must have a long term view: in the long run, it may lose its comparative advantage in cheap labor if other cost components like electricity cost, transportation cost, congestion at the port, lead time, and cost of doing business continue to be high: besides, Bangladesh may lose its competitive edge if non-tariff barriers increase the cost of getting market access (Aldaba, 2008).

Until 1985, Bangladesh enjoyed quota-free status. However, within a short period after the RMG industry became relatively well established, the USA and large importers imposed quotas (1986). But it must be admitted that the quota system has been an advantage rather than a disadvantage for Bangladesh. Because of large percentages, Bangladesh enjoys privileged access to the US and several other markets. In contrast, its competitors, namely, India, Sri Lanka, Malaysia, South Korea, and others, are disadvantaged due to severe quota restrictions. The competitors of Bangladesh faced quotas much earlier than Bangladesh did. After implementing MFA in 1974, quota restrictions were imposed on the exports from Southeast Asian countries and China. Later, it was extended to South Asia (Matsunaga and Haraguchi, 2020).

4.9 The Government Organizational Initiatives and Institutional Improvement

Several institutions played an important role in starting the RMG industry in Bangladesh. One such institution was the Trading Corporation of Bangladesh. After independence, Bangladesh's government, because of its socialist policy, established the Trading Corporation of Bangladesh (TCB), a state-trading agency. The TCB was entrusted with the responsibility of carrying out export-import activities on behalf of the state. The RMG industry, like a hundred percent export-oriented industry, saw its beginning in the late seventies. Due to the shift in state-level macro-economic policy, the market economy was allowed to play its roles. As a result, private entrepreneurs got interested in participating in the country's industrialization process (Rahman, 2013).

In 1972, the first government of Bangladesh headed by Bangabandhu Sheikh Mujibur Rahman decided to run the country based on socialistic ideology. Socialism was one of the four principles of state management. By November 1973, the First Five Year Plan-1973-78, prepared based on socialistic

philosophy, was released. But the government soon realized that Bangladesh was not fully prepared to follow the socialistic philosophy of state management. Although the public sector continued to be the more substantial vehicle for industrial development, the market forces were gradually allowed to operate in 1974 (Jahan, 1973).

At that time, the import substitution enterprise's improvement turned into emphasized; and an export-led boom approach turned into now no longer in place. Soon after TCB commenced the commercial export enterprise within the garment zone, the non-public organizations confirmed eager hobbies, possibly because they noticed a vibrant destiny on this enterprise. But they needed to war very toughly to triumph over the hurdles created via way of means of the bureaucrats' socialistic mindset who had been on the policymaking. The coverage shift initiated in 1974 in the desire to encourage active roles of the non-public zone turned into similarly accentuated via means of the denationalization coverage accompanied later on (Atkinson et al., 1989). But the excessive capability of RMG couldn't entice the eye of the policymakers. ²⁶ Even in 1979, while the authors of the Second Five Year Plan 1980-85 (SFYP) finalized its draft, the destiny capability of the RMG zone turned into now no longer accurately realized (Atkinson et al., 1989).

However, in subsequent years, there was an apparent policy shift toward export promotion through private initiatives. A necessary attempt to build institutional arrangements was initiated. ²⁶ The New Industrial Policy (NIP) of Bangladesh approved in 1982 instituted various export promotion measures, mainly to promote non-traditional items like garments. In the case of garments, it should be noted that ²⁶ it was the external forces that worked more strongly during the early years than the internally planned proactive efforts to promote the export of garments. It was only after the Koreans and other foreign buyers

demonstrated their keen interest that Bangladesh took reactive measures (Rock, 2001).

Bangladesh only took advantage of the business opportunities created by external forces. To take advantage of the favorable external environment, the state policy was geared to encourage the RMG industry's development in the private sector. This was reflected in the Revised Industrial Policy (RIP), which was given effect in 1986. The RIP provided several incentives that paved the way for faster development of the private sector's RMG industry. Besides, the subsequent national Five Year Plans also emphasized developing the RMG industry in the private sector. It also strengthened the roles of the Export Promotion Bureau (EPB). The government provided necessary institution-building support (Meyer, 1992).

The first consignment of RMG with a private business house was exported in the FY 1977-78. Until the early eighties, the RMG industry was utterly dependent on imported raw materials (primarily fabric) and accessories (threads, buttons, zippers, padding materials, labels, packing materials, and cartons/boxes for shipment) because Bangladesh did not have any capacity to produce export quality fabric and accessories needed to make and export garments. During the last 15 years, the local supply of cloth and accessories has increased, but still far behind to be self-sufficient. Even now, almost 80% of woven fabric is imported to make the garments that are exported. The domestic knit fabric production capacity is, however, larger (Yeats, 1999).

¹⁰² According to Bangladesh Knitwear Manufacturers and Exporters Association (BKMEA), the value of locally supplied knit fabric is about 85%, the rest 15% are imported (Ahmed, 2009). The industry is mostly based on sub-contracting, Bangladeshi entrepreneurs working as sub-contractors of foreign buyers. It has

grown by responding to foreign buyers' orders on a "CMT" (Cut, Make and Trim) basis. Since it is a low technology and labor-intensive operation, it was not difficult for Bangladeshi entrepreneurs to quickly acquire the skill. Cheap about- is available almost in unlimited number. Minimal investment is necessary to train workers (Ahmed, 2009).

The entrepreneurs' primary role in Bangladesh is to use the skilled and semi-skilled labor to cut the fabric according to the given specifications, stitch and make the garments, pack and ship the consignments according to some predetermined schedules. Since cutting and stitching are the only two significant operations in processing an order, some people prefer to call it the "tailoring" industry; they do not see much of "manufacturing" in it (Porter and Millar, 1985). During its early years, the buyers supplied all the fabrics and accessories or recommended supply sources from which Bangladeshi sub-contractors were required to import the materials under a special arrangement. In the recent past, the situation has changed. Now large firms have gained sufficient experience and established good business relations with major suppliers of fabric; the foreign buyers now have confidence in Bangladeshi entrepreneurs; therefore, they are frequently allowed to do the sourcing of materials and accessories independently. Thus, a robust private sector emerged due to the enabling environment (Bruce and Costa, 2019).

In the early years, however, the price increase becomes moderate. In 1977-seventy eight there have been the simplest nine export-orientated garment production devices which generated export profits of rarely US\$1.00 million. Some of those devices, especially the older ones, have been very small developing for each home and export markets. Three of such small and vintage devices have been Reaz Garments, Jewel Garments, and Paris Garments. Of those three devices, Reaz Garments become the oldest. It is taken into

¹¹ consideration the pioneer of the garment enterprise in Bangladesh. Established in 1960 as a small tailoring outfit, named Reaz Store at Urdu Road, Dhaka, it simplest served the home markets and markets in Karachi for approximately 15 years (Hasan, 2019).

³³ In 1973, it changed its name into M/s Reaz Garments Ltd. Reaz expanded its operations into the export market by selling 10,000 pieces of men's shirts worth 13 million French Franc to a Paris-based firm, Hollander France, in 1978. It was the first private direct exporter of garments from Bangladesh. Within a short period, along with other smaller units, ⁶⁹ Desh Garments, a garment manufacturing company, was established in 1979. It formed the first Joint-venture in the garment industry with Korean conglomerate Daewoo Corporation (Lee and Kim, 1997).

³¹ It was a technical collaboration between two firms from two countries. The Bangladeshi partner provided the necessary equity capital, and the Korean partner provided training for the floor workers, supervisors, and managers of the factory. ⁸ Through this agreement, Bangladesh, for the first time, was integrated into what is called the global commodity chain (Lee and Kim, 1997). Bangladesh was made actively involved in the process of "triangle manufacturing." As a component in the buyer-driven commodity chain, ⁴ Daewoo received orders from large retailers from the USA and Europe, the essential players in the triangle, and had its orders (garments) made in Bangladesh's factories (Desh Garments) from where the garments were shipped to their respective destinations. It drew national and international attention. A joint-venture with Daewoo, Desh Garments was the largest (1980) and the first hundred percent export-oriented company. It played the leading role in demonstrating the high ¹³² potential of the RMG industry in Bangladesh (Asgari and Hoque, 2013).

Under the joint-venture agreement, The Daewoo had a worldwide marketing network and rich experience in manufacturing and exporting garments from South Korea, Japan, and several other countries. With the marketing network and international image of Daewoo, Bangladeshi garments entered into the global markets. The agreement provided Dosh Garments, practically an assured market for all its production. Through this joint-venture arrangement, an effective method of technology transfer in factory layout, stitching, and packaging garments and marketing was also instituted. The joint-venture agreement was a milestone in the RMG industry's history in Bangladesh (Yunus and Yamagata, 2012).

There are at least five facts that made this agreement a milestone:

(1) Given the time's political mood, the politicians and bureaucrats were not in favor of pursuing a capitalistic export-led growth strategy. To have a joint-venture with a country fully committed to capitalistic philosophy, South Korea sounded difficult. The government bureaucracy at that time was tuned to control rather than facilitate private business initiatives. For an ordinary person in business, it was practically impossible to meet the bureaucracy's demand and cross the hurdles created by it (Aberbach et al., 1981).

(2) This agreement brought Korea, one of the largest suppliers of apparel globally, into Bangladesh. It is said that General Ziaur Rahman, then President of Bangladesh, took personal interest and successfully persuaded the Chairman of Daewoo to sign this joint-venture agreement. It is to be noted that this agreement served the part of Daewoo equally as well. The quota restrictions under MFA limited the exports from South Korea and Japan to the USA and the European Union. Daewoo was looking for a quota-free country from where it could export garments to North America and Europe. At that time, Bangladesh was enjoying quota-free status. On top of it, wages were meager in

Bangladesh. Therefore, it was a perfect country for Daewoo. This implies that Daewoo was equally, if not more, interested in promoting the garment industry in Bangladesh. It was a win-win situation that encouraged both parties to sign the agreement (Thiessen and McMahon, 1999).

(3) Through this arrangement, Bangladesh got a presentation to the world attire market and substantiated itself, unexpectedly, as a privilege sourcing place for unfamiliar purchasers (Kabeer, 2002).

(4) Desh Garments' achievement empowered other enormous purchasers from a few unique nations to come to Bangladesh to have garment produced for trade under different game plans (Kabeer and Mahmud, 2004).

(5) Within a few years, when they gathered enough experience, many of the 130 trained people who started Desh Garments left Desh and started their factories with new workers. Although this was a loss to Desh Garments, the industry as a whole gained a snow-balling effect. As a result, the RMG industry proliferated. Things might have been different had this joint-venture agreement not been given effect. Within a short period, an increasing number of entrepreneurs got familiar with the world apparel trading system, working with foreign buyers, and acquired the skills of apparel marketing. They saw a tremendous opportunity in the RMG industry. They learned how to mobilize the necessary resources to the export-oriented RMG industries. Foreign buyers found Bangladesh an increasingly attractive sourcing place (Fakhory, 2019).

Within a brief period, the 100% export-oriented industry became the progressively significant industry in Bangladesh. Its export both in charge and capacity increased sharply. In the export basket of Bangladesh, it became the largest and most leading constituents.

4.10 Major Weakness of Garment Industry in Bangladesh

Of the significant weaknesses, only a few are listed here. Throughout this research, these are discussed as and when they appear to be relevant:

A significant weakness of the Bangladesh RMG industry is that it operates under the complete control of the buyers. Right from its inception, it works on a CMT basis. Due to the inadequacy of the backward linkage industries, it still depends on the imported raw materials. For these reasons, even after 17 years, Bangladesh has to rely on only two major markets and export only a limited number of product categories. A severe lack of forwarding linkages forces this industry to continue to depend on the buyers' dictates (Kabeer and Mahmud, 2004).

The underdeveloped nature of the necessary infrastructures, including road transport, telecommunication, and port facilities, creates some retarding impact. Besides, the rudimentary application of ICT and inefficient port management limit its ability to respond quickly to market changes. Bangladesh has one of the most extended lead-time that discourages the buyers to source their merchandise from Bangladesh. More importantly, the absence of good governance that increases the cost of doing business in Bangladesh stands out as a significant Bangladesh weakness (Enang, 1994).

One major weakness of Bangladesh's RMG industry is that it has specialized in or acquired the capacity to produce and export only a few major categories of products. This has made Bangladesh vulnerable. It is desirable to have a long list of products in the export basket. In other words, further product diversification is necessary. Similarly, markets also should be diversified. In fact, for the industry's sustainability, market diversification (having access to a larger number of markets/market segments) is more important than product

diversification. It is very risky to concentrate on only one or two markets (Aaker, 2008).

In such a case, the sales loss in one market may not be covered by the increase in sales in other markets. If a country exports only a few items to a large number of countries, it tends to be less vulnerable than the country that exports only to two markets. During the last 25 years, Bangladesh has concentrated exclusively on two needs: the USA and the European Union. This means Bangladesh is highly dependent on these two markets, and therefore highly vulnerable. This is a risky situation. One can easily see that the loss of any one of these two markets will result in the collapse of Bangladesh's RMG industry because trade diversion to the other call is hardly possible (Ahmed, 2009).

4.11 The Challenges and Opportunities for Bangladesh

Bangladesh is not alone in the RMG sector. There is tough competition from Southeast Asia, India, and China. This competition will continue to be more challenging over the next ten years. These Asian competitors also have to deal with the TDA 2000 and its impact on access to the US markets (Ahmed, 2009).

The RMG industry is changing in many ways under the impact of ICT-induced opportunities, improvements in shipping, and reduced inventories throughout the production/supply chain. The challenge to Bangladesh is to make a strategic investment and improve these techniques and procedures (Goetz and Gupta, 1996).

Over the next two years, if Bangladesh does nothing to strengthen the industry, then exports to the US market will decline and eventually stop. However, prices will be lower, net earnings will decrease substantially, and the industry will be weakened by the narrower financial margins (Prebisch, 1959).

The aggressive pressures will cause them much less good remedy of workers, decreased investments to elevate productivity, and restriction the enterprise's self-corrective steps to compete. Even though the instant effect on exports will likely be restrained and now no longer catastrophic, the enterprise's financial and technical fitness might be weakened. Such tendencies can also additionally weaken the enterprise for the post-2004 world. The risks of the brand new state of affairs are tons more remarkable than the adjustments within the gross profits of force; this is generally discussed (Drucker, 1985).

4.12 Conclusion

In short, it could be easily said that now in the year 2020, this era has made the opportunity and possibility to all least developed countries to get rid of poverty from the root level of the community. So, from various types of industries, the ready-made garment is one of them. For achieving Digital Bangladesh, especially vision-2021, the Bangladesh government has taken a sustainable plan to set up newly more than one hundred Export Processing Zone, especially the garment industry based priority. Hopefully, this will make the country industrially very strong. Soon, the garment industry's highest position would be to lead the world's garment industries and have sustainability to the atmosphere of domestic industrial development.

Chapter Five

Methodology of the Study

5.1 Introduction

5.2 Study Area and Location

5.3 Main Research Approach

5.4 Data Collection Methods and Instruments

5.5 Semi-Structured Interview Guide

5.6 Respondents and Sample

5.7 Data Analysis Techniques

5.8 Validity, Reliability and Generalize Ability

5.9 Ethical Consideration

5.10 Conclusion

Methodology

5.1 Introduction

“The methods and procedures are the heart of the research... activities should be described with as much detail as possible and the continuity between them should be apparent” (Weirisma and Jurs, 2005). The methodology section of a research paper provides the information by which a study’s validity is judged. The research methodology is a way to systematically solve the research problem. The purpose of this chapter is to introduce the research strategy and the empirical techniques applied as well as to give an experienced investigator enough information to replicate the study.

5.2 Study Area and Location

The study was conducted among the garment workers in one Upazila (sub-district) of Bangladesh. The researcher enlisted only garment workers who were considered as ‘workers with livelihood’ in this study. The researcher selected Savar as the study area. This sub-district has been selected for the convenience of data collection. Only one sub-district has been selected as the strategies followed by BGMEA were almost similar. The researcher visited the garment worker's home in the study area. Although this one sub-district was the main study area, the researcher also interviewed some other active garment workers from outside the study area. They were selected and questioned to find out how the approaches eased their presence in garments. Table (1) gives an overview of the methodology used in the study.

5.3 Main Research Approach

The study aims to know how the garment workers have overcome their daily time-bound miseries life that means their livelihood. The study followed a mixed-method approach—where both qualitative and quantitative data have been collected and analyzed. Firstly, this study used a quantitative system consisting of a self-administered survey questionnaire. It is an appropriate technique to determine individual opinions, attitudes, manners, or experiences about social issues (Creswell, 2008). Besides, this is an appropriate way to get 'legit' criticism from the respondents (McLaughlin and Muncie, 2001). It additionally utilized a subjective contextual investigation research approach. The subjective exploration approach is fitting when specialists endeavor to answer 'how' and 'why' questions (Yin, 2009). It is additionally the best methodology when we need to have a complete comprehension of the issue that can be absorbed by talking straightforwardly with the individuals, going to their places, and allowing them to tell their levels (Creswell, 2007). It is phenomenological research as it is expected to comprehend the marvel of all things considered. Some past investigations additionally utilized a comparable technique in their examinations on a comparable issue.

5.4 Data Collection Methods and Instruments

The researcher used multiple data collection methods. At times, the research questions may best be addressed by various data collection methods that might be overlooked in a rush to 'get interviews' (Hoffman, 2009).

The researcher employed multiple data collection methods like face-to-face interviews and in-depth case studies to collect quantitative and qualitative data.

7

Table 1. An overview of the methodology

Objectives	Nature of Data	Data Collection Methods & Sampling	Data Collection Tools	Sources of Data	Total Units
Become ensure to know about the livelihood pattern of garment workers in Bangladesh	Mixed (qualitative and quantitative)	Interview, In-depth case studies; Simple random sampling technique	Interview schedule, Interview guideline	Garment workers	Interview with 94 garment workers (47 male and 47 female respondents), 4 in-depth case studies (2 male and 2 female respondents)

7

Moreover, the Researcher also reviewed several relevant project-related documents for developing a better understanding of the relevant concepts. The researcher developed an interview schedule for face-to-face interviews; separate guidelines for in-depth case studies.

5.5 Semi-Structured Interview Guide

A semi-structured interview is a qualitative method of inquiry that combines a pre-determined set of open questions (questions that prompt discussion) with the opportunity for the interviewer to explore particular themes or responses further. According to (Bryman and Bell, 2007) semi-structured interview is defined as that "typically refers to a context in which the interviewer has a series of questions that are in the general form of an interview schedule but can vary the sequence of questions." Semi-structured interviews use a "guide" with topics that the interviewer wants to explore, but questions asked based on the guide are open and, while the interviewer has a guide, he is encouraged to let the respondent lead.

In conducting the present research, the researcher has prepared a semi-structured interview guide to obtain general information relevant to the issue's garment workers. The semi-structured interview is believed to be one of the most useful methods to capture what the interviewees think in a particular way. It helps to express the conceptions on the specific topic in more detail. Therefore, it was the most suitable method for answering the research questions on this particular topic. It allowed researcher focused, conversational, two-way communication, and receiving reliable, comparable qualitative and quantitative data.

5.6 Respondents and Sample

The study interviewed all 94 garment workers (47 female and 47 male) enlisted in the study area. A total of 05 garments were visited, and a list of 1000 garment workers (500 male and 500 female) were prepared. A simple random sampling technique was followed to choose the respondents from the list. Four in-depth case studies (two males and two females) were conducted using a convenient sampling technique to know how the intervention helped them

continue their livelihood. For in-depth case studies, only those whose lives had been impacted significantly with the intervention's help were selected. They were conducted using a purposive sampling technique. Among them, two were from the study areas, and two were from across the country. During the fieldwork, the researchers continuously observed the significant features of the approach that distinguishes it from other processes.

5.7 Data Analysis Techniques

Mixed approach (both qualitative and quantitative) data collected from the field have been carefully written and compiled soon after returning from the area. The researcher also recorded some data using a digital recorder and notes. After returning from the site, the researcher was translated into English and entered onto an Excel database to ensure structured and flexible management and data integration. After storing the data into separate files with a code number, the researcher was compiled and triangulated based on the data's nature. The data have been analyzed following thematic approach: (1) use of Microsoft Excel for data analysis; (2) descriptive statistics of the sample (demographic objects: participants' age, gender, and the length of work experience); (3) descriptive statistics means and percentage for all items and domains (especially table and figure analyses); (4) reliability analyses of the data for each recognized influential factors sub-construct; (5) a pilot test to ensure the constancy of the mechanism; and (6) use of two statistical tools, namely the mean and the arithmetic average of numbers for data analysis.

5.8 Validity, Reliability and Generalize Ability

Validity means truthfulness. It refers to the bridge between a construct and the data. Validity in field research is the confidence placed in a researcher's analysis and data as accurately representing the social world in the field (Neuman&Kreuger, 2003). On the other hand, reliability means dependability

or consistency. The research team tried to ensure data accuracy and use proper data collection techniques and analysis methods. In terms of four kinds of validity or tests of research accuracy such as ecological validity, natural history, member validation, and competent insider performance, this research and its findings are valid and reliable.

In this research, the researcher tried to ensure data diversity, but the sample size was small, which is inadequate in terms of a significant population. However, the mixed research sample size is not a matter of concern for ensuring accuracy and maintaining generalize ability. So it can be predicted that the study is reliable and valid, and the findings are also generalized.

5.9 Ethical Consideration

Research ethics is a basic piece of present-day research. As per NDA, Ethical exploration practice necessitates that members be treated with deference consistently during the examination cycle and that namelessness, protection, and privacy be guaranteed (NDA, 2003). Since the native authority does not have any official review board to support the study, the researcher observed the ethical procedures suggested by (Miles and Huberman, 1994) and (Berg 2001). The researcher also took verbal consent from the respondents.

The respondents were informed about the study's objectives and its possible application and getting permission to take an interview at their suitable place and time. In the analysis of respondent's data researcher gave the respondent's pseudonym as like for male respondents means M1, M2.... and for female respondents F1, F2...etcetera.; also maintain confidentiality throughout the study. In building a conceptual framework through the use of literature review and secondary sources of data in the study, there have some limitations in terms of ethical consideration. The researcher wasn't able to get permission from the

primary author for using his or her book and works as a reference. Still, the researcher is tried to give proper credit by using a citation of their name through *Harvard Referencing Style*.

5.10 Conclusion

This study attempted to employ qualitative and quantitative methods to get a detailed description, analysis, and interpretation of the related issue and, more significantly, make the lesson more reliable and valid. Qualitative research methods address research questions that require an explanation or understanding of social phenomena and their contexts (Snape and Spencer, 2003). On the other hand, Quantitative research methods are used to address research to explore the study's present numerical statistics to understand this issue's impacts. Both ways provide an opportunity to investigate factors that underpin a decision, attitude, behavior, or other phenomena and numerical conditions. Working with both data is a rich and enlightening experience. In this chapter, the specific data collection methods, sample, data analysis techniques, ethical issues of the research were outlined and discussed in detail.

Chapter Six

37

Findings and Analysis

- 6.1 Introduction**
- 6.2 Findings and Analysis**
- 6.3 Socio-demographic Information of the Garment Workers**
- 6.4 Livelihood Pattern of Garment workers**
- 6.5 Causes of Problems of Garment workers**
- 6.6 Workers Facilities Receive in the Garment Sector**
- 6.7 Ways to Combat Garment Workers Problems**
- 6.8 Conclusion**

6.1 Introduction

Workers' livelihood issues are practically unheard pieces of in Bangladesh's article of garment esteem chain. These issues are progressively getting significant. In the current labor force of the area and the group of people yet to come of power, workers' pay is the most urgent factor that straightforwardly impacts their business. Correction of the lowest pay permitted by law at customary stretches is one of the scientifically fundamental administrative measures attempted concerning this current area's workers. The Minimum Wage Board regularly faces the test of discovering a mutually advantageous arrangement. Due to procedural, methodological, and information related shortcomings (Moazzem, 2013). In March 2018, the MoLE framed the Minimum Wage Board (MWB) for the RMG area to change the base wages of the RMG workers. The heading of this exploration attempts this investigation to address the vocation issues of a piece of garmentworkers just as their connection with the least wages and different issues, mostly about marital status, educational qualifications, household conditions, working environment, and so on, which all are correlated with the aims and objectives of this study.

6.2 Findings and Analysis

In conducting the research, data was collected through interviews from forty-seven (47) male respondents and forty-seven (47) female respondents who lead a garment worker's life based on age, educational level, marital status, and occupation of the respondents. Using interviews allowed the researcher for adequate answers to complex questions and helped reveal relevant information. Triangulation as qualitative cross-validation was applied to assess the sufficiency of the data. In this regard, data from primary sources have been intermingled with secondary sources of data. The respondents were informed about the study's objectives and its possible application and getting permission to take an interview at their suitable place and time. In the analysis of the

respondent's data as well as in considering the research ethics, confidentiality, and anonymity, the researcher has given the respondent's pseudonym as like for male respondents means M1, M2.... and for female respondents, F1, F2,...etcetera also maintain confidentiality throughout the study.

In recent decades, garment workers have emerged as one of the most pressing and intractable social problems across regional and cultural boundaries. The present research shows that garment workers are at the most significant risks in the workplace. Colleagues, supervisors, and authorities mainly perpetrate injuries, aggression, psychological and verbal abuse, and so on or outside people in garment workers. This part manages an inside and out investigation and translation of the reactions to the examination questions identifying with a piece of garmentworkers' different psycho-social viewpoints. A topical examination has been followed that looks across all the information to distinguish the normal issues that repeat and recognize the primary subjects that sum up all the perspectives that have been gathered. For a useful analysis of the findings of this study have been categorized according to the following articles. All are correlated with the aims and objectives of this study.

6.3 Socio-Demographic Information of the Garment Workers

6.4 Livelihood Pattern of Garment Workers

6.5 Causes and Problems of Garment Workers;

6.6 Facilities Workers Receive in the Garment Industry

6.7 Problems of Garment Workers and Improve the Services of the Industry for the Workers.

6.3 Socio-Demographic Information of the Garment Workers

The businesses guarantee that the piece of garment organizations have built up an article of garment laborer's financial status in this area. Consequently, this paper targets recognizing the financial status components of the piece of garmentworkers of Bangladesh. This examination proposes that lodging, water and sterilization conditions, clinical offices and medical aid therapy, compensation, societal position, the transformation of social qualities and standards, connection with worker's guilds, possession game plan, and leave with pay and additional time are fundamentally identified with the financial status of the articles of garmentworkers of Bangladesh. This examination specifies that the measures for improving the piece of garmentworkers' financial quality are related to the improvement of their lodging conditions, schooling, wellbeing and disinfection, and the ideal assistance rules for the piece of garmentworkers. Now socio-demographic information of the garment workers are describing with the help of table and graphs.

Table 2. The education level of the garment workers in Savar area, 2020

Stage of education	Male	Female	% of male	% of female
Primary(1-5)	6	5	12.76	10.63
Secondary(6-10)	16	26	34.04	55.31
Higher Level(11-Above)	25	14	53.19	29.78
Illiterate & Others	0	2	0	4.25
Total (N)	47	47	100	100

Source: Own Survey, September 2020- November 2020.

Education is the spine and establishment of finding a new line of work and performing better in the work. An expansion in workers' schooling level adds

to diminishing male-female pay contrasts and the obvious decrease in the lewd behavior looked at by the female specialists in the work environment (Mahmud and Ahmed, 2005). The garment workers' educational level related table (2) explaining that the primary level of education has been completed by male respondents 12.76% and 10.63% by female respondents. The male respondent's ratio has terminated the secondary level of education is 34.04%, and the female respondent's balance is 55.31%, where female workers are enriched more than male workers. On the other hand, the higher level of education above 11 class has been completed by male workers 53.19% and female workers 29.78%, and it shows that higher level of education by male respondents are gradually increased day by day, the reason behind this one of most prominent is unemployment. Some female garment workers, like 4.25%, are still illiterate. They were deprived of all types of educational opportunities and also their parent's proper care.

Education is a human right and essential to all individuals, but it is more significant for jobholders. It is one of the most important means of empowering garment workers with the knowledge, skills, and self-confidence necessary to participate fully in the development process. The most crucial education factors make the workers express their opinion and take active parts in gratifying the statement. But still in our social workers remain underprivileged in terms of having an education. The study shows that most of the respondents those workers are less educated. Financial insolvency, parents' unconsciousness, discrimination towards the female child, etcetera, are some factors that are associated with less access to education for workers. Respondent (F1) stated that...

“I started to work as a domestic servant from a very young age to contribute to the family expenses because I belong to a poor family. Due to the financial crisis, my parents couldn’t bear my educational expenses. So they sent me to Dhaka. Even there was no scope and time for reading and writing in the house where I used to work. I was always busy in performing household activities.”

Education helps workers to open up with new horizons, broadens the thinking capabilities, develops a new idea, enhances the skills and knowledge as well as provides courage to meet the challenges of lives. Respondent (M1) said that.....

“I have never gone to school. My parents were not concerned about my education as understand the necessity they were illiterate and were not aware of its importance. But now I understand the necessity of education. If I was educated enough maybe I would have to lead a much better life than now.”

Respondent (F2) mentioned that.....

“My life was abominable when I used to work as a domestic servant. There was no scope for education. But after the rehabilitation, my life has changed. Now I am getting an education here with other girls. They also provide training on painting, sewing, printing, etcetera. In the future, I want to start my boutique.”

Garment workers believe that lack of education somehow is responsible for their ill condition. Respondents dream to educate their children so they become self-reliant and can live their life with dignity. Respondent (F3) stated that...

“Although I was not able to complete my education due to lack of financial support, I want to provide all the necessary educational facilities for my child. She is also a girl and I don’t want her to

tolerate any kind of oppression as I did. I want to make her self-reliant.”

According to the respondent (F4), a female garment worker was provided less opportunity in terms of having an education. She asserted that...

“My parents have discriminated between me and my brothers in terms of providing education. But I will educate all my children equally.”

Analysis of less access to education

Every individual deserves an education, no matter what the circumstances.

Education is a light to which everybody has equal rights. It is essential to emphasize educating workers as a pre-requirement for social and economic development (Cohen and Richards, 1994). Articles of garmentworkers essentially send their kids in govt. Grade schools, madrasas, or NGO's schools for instruction. Some segment likewise sends their kids to private kindergartens.

According to the most recent proficiency study report of the Bangladesh Bureau of Statistics (BBS), the nation's education pace of the populace matured over 15 arrived at 73.9%. In correlation, men's ignorance rate is 40.18%, and the proficiency of ladies is 55.71% (BBS, 2013). But the present study found that maximum female workers are deliberately neglected to have an education. It is a strong belief that a son should be educated because, unlike a daughter who, after her marriage, shifts to another family, he needs to support his aged parents and other family members. Again poverty makes it difficult for women to attain an education.

Table3. Marital status of the garment workers at Savar area, 2020

Marital Status	Male	Female	% of male	% of female
Unmarried	24	22	51.06	47.00
Married	23	12	48.93	26.00
Divorced	0	4	0.00	9.00
Widow	0	5	0.00	11.00
Refused By Husband	0	2	0.00	4.00
Live Alone	0	2	0.00	4.00
Total (N)	47	47	100	100

Source: Own Survey, September2020-November 2020.

Marital status of the garment workers related table (3) explaining that out of 47, 24 male respondents are unmarried, in terms of % it shows for male 51.06% and 47% female respondents are also available. The reason behind this for the responsibilities of the workers to their families. On the other hand, 26% of female respondents are married among the table, and 48.93% of male respondents are also married, which indicates male married workers are more involved than female married workers. But female divorced workers ratio is 9.00% and widow 11%, refused by their husbands 4.00 % and live alone female workers ratio is 4.00%, in total 28% female workers are actively involved in the garment industry because to keep themselves as a warrior in livelihood for their existence in the society. They think that they are being insulted by social people because of their husbands' presence in the community's family and negligence.

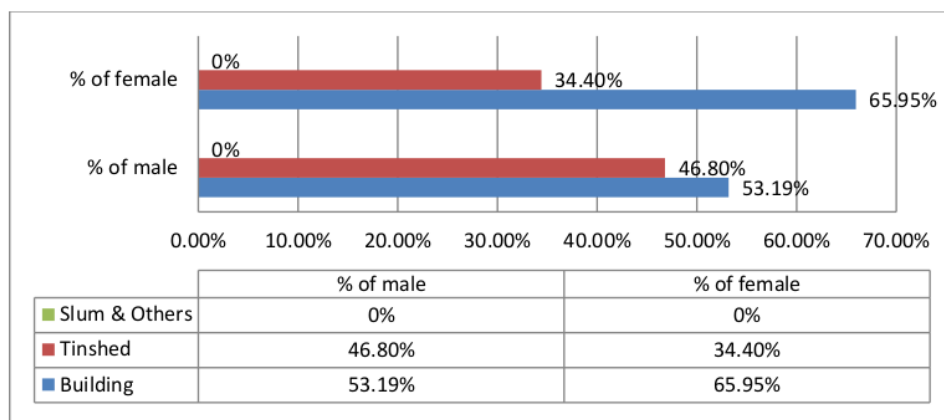


Figure1. Household conditions of the garment workers at Savar area, 2020

Source: Own Survey, September2020-November 2020.

Figure (1) showing that household conditions are nearly both male and female respondents. In the Savar area, more than 53.19% of male respondents are living now in building surroundings. On the other hand, 65.95% of female respondents are living in the same surroundings. These differences happen between male and female respondents for the reason of family members' attachment. Some male workers keep their family members to their native village for nurturing their children within a short cost. Still, female workers like to keep their children with them as well. They want to get their children at residential and educational institutions during their working time from 7.00 am to 5.00 pm. The table also shows that in tin shed house, 46.80% male respondents living place, on the other hand, female respondents living area is 34.04%. These differences for bachelor life and low-income salary system. Some people are curious about living in the building through their salary is not enough to cost higher.

Table 4. Garment workers dwelling place at Savar area, 2020

Dwell place	Male	Female	% of male	% of female
Own made	0	1	0.00	2
Rent house	47	46	100.00	98
Total (N)	47	47	100	100

Source: Own Survey, September 2020-November 2020.

Table (4) shows that out of 47 female respondents, only one female worker has her resident because her husband was a local person at Savar Shahibag area, but the rest have to stay as a rent house. On the other hand, 47 male respondents and 46 female respondents are dependent on the rent house system. As all rent house owners try to provide their residential facilities like water, gas, electricity, and so on and house rent is also minimum, workers can easily take rent house as their residents. So, all workers decide to stay their rent house during their preferable times. Again some workers can visit their nearby rent house easily during their break time to take their lunch and rest. By and large, they live in a semi-building house or tin sheds. Around 6-8 workers live wrecked who are unmarried or hitched lone wolf or separated. Some grounded family (3-4 people of a family when making a payment) additionally live autonomously, leasing a house or even a level. Pieces of the garment, individuals are consistently in a surge. They have no time and even extension to blend in with different experts. They wear exceptionally brilliant garments. Essentially they favor modest cotton material to deflect perspiring because of

longstanding working inside the production lines.

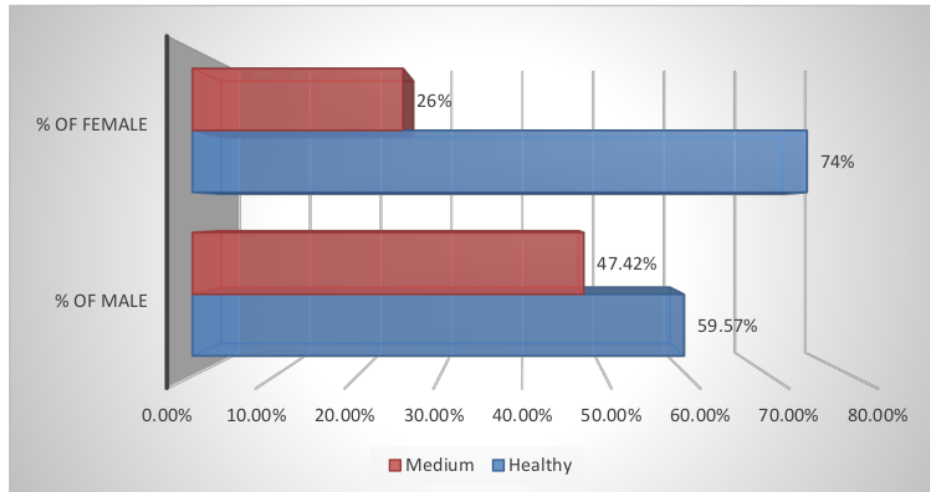


Figure 2. The pattern of sanitation of the garment workers at Savar area, 2020

Source: Own Survey, September 2020-November 2020.

Figure (2) shows that the garment workers' pattern of sanitation is healthy for male garment workers ratio 59.57% and female garment workers ratio 74%. It includes a modern building and well-furnished washroom facilities. On the other hand, medium sanitation (it has merely a sanitation system available) for male garment workers ratio is 47.42% and for female garment workers rate is 26%. It indicates the facilities ingredients are not so high-level quality, but all are very much supportable for the new rising garment industries. During working time, the workers can use the washroom with instruction in male and female detached bathrooms. Though there is some lack of proper cleanliness in some industries, soon, these issues will be solved gradually. All responsible persons of all industries are trying their level best to solve all problems. So this context, a message to all responsible authorities in terms of a healthy sanitation system should be more developed and provide to all workers, both their residents and working places

Table 5. House rent cost of the garment workers at Savar area, 2020

House rent cost	Male	Female	% of male	% of female
2000 taka+	27	26	57.44	55
3000 taka+	20	20	42.55	43
No cost	0	1	0.00	2
Total (N)	47	47	100	100

Source: Own Survey, September 2020-November 2020.

Among the table (5), 57.44% of male workers and 55% of female workers house rent is not less than BDT. 2,000 Taka. Most workers prefer this level of house rent. Because most of the workers earn money Tk. 8,000 to 10,000 taka in a month. They have to pay the month within their limited salary, and they always keep in mind "cut your coat according to your cloth." They are bound to cost what they earn. So it is merely that they will search for a rent house within the minimum level of house rent. On the other hand, 42.55% male and 43% female worker's house rent is more than BDT. 3,000Taka. This level of workers is also increasing day by day because they get flat with a minimum of two rooms. No cost for house rent is only a female worker as she is a local garment worker; this research found. So, finally, it can be said that most of the garment workers come from villages and they take as their residents to their rental house instead of monthly pay system including electricity bill and water bill also. The average house rent ratio BDT. 2000+are 38% of workers and BDT. 3000+ are 61% of workers.

Table 6. The ratio of the garment workers in terms of religion at Savar area, 2020

Religion	Male	Female	% of male	% of female
Islam	43	47	91.48	100
Hindu	2	2	4.26	4.26
Others	0	0	0.00	0.00
Total (N)	47	47	100	100

Source: Own Survey, September 2020-November 2020.

Regarding (6) table, this issue shows that most of the Savar area's garment workers are Muslim, and their religion is Islam, where male workers ratio is 91.48%, and female workers ratio is 100%. On the other hand, 4.26% of male workers and 4.26% of female workers believe in Hinduism. This difference due to the reason of geographical location and culturally united-nation. Previously Bangladesh was known as East Pakistan in 1947 when it was formed according to religious division. Finally, she gained her victory from West Pakistan after a large nine-months and long-term war instead of an ocean of blood. For religious purposes, some garments industries provide praying opportunities by setting mosques or prayer rooms for both male and female respondents.

Table 7. Paying salary system of the garment workers at Savar area, 2020

Is it paid salary timely?	Male	Female	% of male	% of female
Yes	47	43	100.00	91
No	0	4	0.00	9
Total (N)	47	47	100	100

Source: Own Survey, September 2020-November 2020.

The garment workers' paying salary system indicates on the table (7) that out of 47 male and 47 female respondents, 47 male and 43 female respondents get their salary timely. However, this position has come after a long-term continuous movement of present and past all garment workers results. Only four female respondents out of 47 couldn't get salary properly, which is 9% due to some industry problems, such as lack of production and delay in getting the order from the buyers. However, there are many reasons behind these problems, sometimes political unrest or demand of workers right issues related to movement hindrance to getting salary in time.

Then again, they are not paying routinely. A portion of the industrial facilities bargains with the standards and guidelines while others are not, demonstrating various causes. These days, it likewise makes papers a title text that articles of garmentworkers blockades traffic for their contribution, which is excruciating. There was monstrous turmoil in the most recent many years, which caused numerous losses and harms of a piece of garment resources, generosity at home and abroad.

Table 8. Relationship between owner and workers of the garment at Savar area, 2020

Relationship between owner and worker	Male	Female	% of male	% of female
Very good	3	0	6.38	0
Good	31	27	65.95	57
Medium	13	20	27.65	43
Total (N)	47	47	100	100

Source: Own Survey, September 2020-November 2020.

Table (8) shows that nowadays, a perfect relationship between owner and workers is not better because out of 47 male respondents, only three male respondents are keeping good relations whereas no female respondents. In these stages, female workers should come forward to enriching their present conditions. On the other hand, a good relationship is available such as out of 47 male respondents, 31 male respondents, and 47 female respondents are 27. Again 13 male and 20 female respondents keep a level of medium relations between the supervisor and the manager of the organization.

6.4 Livelihood Pattern of Garment Workers

³⁹ A person's livelihood refers to their means of securing the necessities (food, water, shelter, and garment) of life. The concept of Sustainable Livelihood (SL) attempts to go beyond the conventional definitions and approaches to poverty eradication. In this paper, a livelihood can be defined as a socially sustainable livelihood that mainly covers the capabilities, equity, and sustainability issues. These issues have been briefly discussed below. Many socio-economic indicators influence the livelihood pattern of garment workers. However, this paper gives ⁹ focus on the impact of the RMG industry on the socio-economic condition of garment workers to ensure a sustainable livelihood. The socio-economic situation has been analyzed considering the four indicators, i.e., income, health, education, decision-making power; because capabilities are related to the payment, health, education; equity and sustainability are related with the decision-making power as well. In this study, some findings of the livelihood pattern of garment workers are:

Table 9. Housing pattern of the garment workers at Savar area, 2020

Housing pattern	Male	Female	% of male	% of female
Building	25	31	53.19	66
Tin shed	22	16	46.80	34
Total (N)	47	47	100	100

Source: Own Survey, September 2020-November 2020.

The garment workers' housing pattern (9) explains that out of 100%, 53.19%³⁸ male workers and 66% of female workers live in the building. This scenery helps to describe the large numbers of male and female respondents who like to stay at the building for their facilities and opportunities such as stable surroundings and security for their children. On the other hand, 46.80% of male³⁸ workers and 34% of female workers live in the tin-shed house. The house owner mainly used in on the roof, but in the surroundings, they used concrete and cement made wall, and their washrooms are made of 50% building and 50% tin-sheds. Who is living at the facility are somewhat wealthy than tin-shed house living garment workers. The average ratio of building resident workers is 60%, and in a tin shed, resident workers are 40%.

Table 10. Working position at the workplace of the garment workers at Savar area, 2020

Working Position of the Workers	Male	Female	% of male	% of female
Sewing	5	11	10.62	23.40
Machine Operator	15	22	31.90	46.80
Helper	2	9	4.24	19.14
Ironman	7	0	14.88	0
Cutting man	5	2	10.62	4.24
Others (Quality In charge + Supervisor)	13	3	27.64	6.38
Total (N)	47	47	100	100

Source: Own Survey, September 2020-November 2020.

Regarding the table, this issue (10) indicates that the sewing section in garment male workers involves 10.62%, and female workers are 23.40%. The female ratio is more than male as the female is considered more skilled in this activity. In terms of a machine operator, male 31.90%, and female workers 46.80%, female workers are more active than male workers. In the helper section, the male ratio is 4.24% against the female percentage of 19.14%. Ironman section, 14.88% of male workers are being considered as perfect. Cutting man section, male worker ratio is 10.62%, and the female worker ratio is 4.24%, where female workers are somewhat less than male workers. In other sectors like quality in charge, supervisor, etcetera, the male worker rate is 27.64%. The female worker ratio is 6.38%, where male workers are more active and preferable than female workers. Though the balance has some differences, both males and females have to perform their duties with each-other. Some garment workers only male or some only female, and some in both male and female are being appointed.

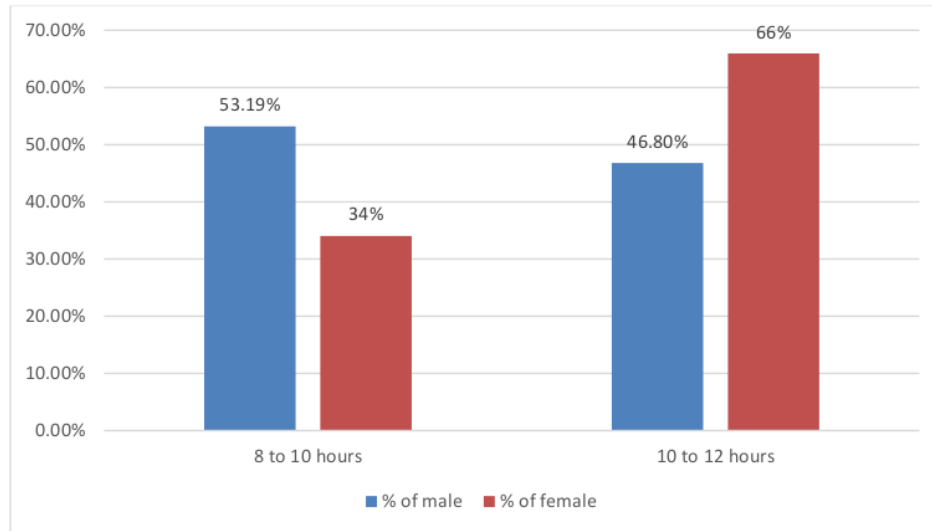


Figure 3. Duration of working time of the garment workers in Savar area, 2020

Source: Own Survey, September 2020-November 2020.

The column chart (3) showing that duration of working time of the garment workers is mostly in male respondents 53.19% and for female respondents 34% who have to perform a minimum of 8 to 10 hours working duty on every working day because in most cases the pressure of buyers sometimes makes it so hard to keep their order on time. So that's why the garment industries' management keeps pressure on their workers, expanding time duration. On the other hand, 46.80% of male respondents and 66% of female respondents have to perform 10 to 12 hours or more duties because they have to perform over-time for their extra income or additional needs. Through this over-time opportunity, the garment industry owners could be able to expand their production and their industry.

Table11. Way of going to working place of the garment workers at Savar area, 2020

Way to reach the working place	Male	Female	% of male	% of female
On foot	17	26	36.17	55
By bus	15	12	31.91	26
By company transport	15	9	31.91	28
Total (N)	47	47	100	100

Source: Own Survey, September 2020-November 2020.

Way to reach the garment workers' working place on the table (11), on foot by male respondents ratio is 36.17% and for the female respondents' rate is 55%. So it's clear that female workers are very much active on the way to move on foot and male respondents are also a large number has excellent appeal to walk on foot. By bus, 31.91% male and 26% female respondents go to their job places. By company, transport is used by 31.91% male and 28% female workers during their needs. Though this opportunity is essential for all workers, it's impossible to provide transport opportunities by the garment industries' authority.

Table12. Previous activities of the garment workers before joining this work at Savar area, 2020

Previous activities	Male	Female	% of male	% of female
Study	20	7	42.55	15
Unemployed	17	10	36.17	21
Family service	10	30	21.27	64
Total (N)	47	47	100	100

Source: Own Survey, September 2020-November 2020.

Regarding this issue on the table (12), the garment workers' previous activities, out of 47 male and 47 female respondents, 20 male, and seven female were involved with their studies. After completing primary, secondary, and higher secondary education levels, they start to join garment jobs. Seventeen males and ten females were unemployed, where they were totally out of any employment. Ten male and 30 female respondents were attached to their family services, where most of the female respondents were busy with their family services, and male respondents were mostly in studies.

Table 13. Freedom to cost own salary of the garment workers at Savar area, 2020

Freedom to cost salary	Male	Female	% of male	% of male
Partly	7	17	14.89	36
Full	40	29	85.10	62
Not at all	0	1	0.00	2
Total (N)	47	47	100	100

Source: Own Survey, September 2020-November 2020.

Table (13) explains that male workers' freedom to cost salary in partly ratio 14.89% and female respondents' rate is 36%. In explanation, it could be said that some young male workers contribute to their family earnings as well as young female workers and married women also contribute directly to their family members, that's why they could partly cost their salary. On the other hand, the full freedom to pay their salary among male respondents is 85.10%, and the female respondents' ratio is 62%. So from this, it's clarified that male workers are enjoying more freedom than female workers in terms of expenditure on their own. No space to cost ratio of a female worker 2%, because her husband receives her salary forcibly. So partly reasons are describing in below.

Table 14. Priority to personal expenditure ratio of garment workers at Savar area, 2020

priority to personal expenditure	Male	Female	% of male	% of female
Yes	40	43	85.10	91
No	7	4	14.89	9
Total (N)	47	47	100	100

Source: Own Survey, September 2020-November 2020.

Table (14) shows that the priority sector of the garment worker's expenditure has available out of 47, 40 male, and out of 47, 43 female respondents. It's straightforward for the workers to choose the essential part of shopping to utilize their limited income. On the other hand, no priority for choice has male respondent seven and female is 4. Personal shopping-related priority-based sectors are given below in detail.

Table15. The sector they prefer to cost ratio of garment workers in Savar area, 2020

If yes which sector?	Male	Female	% of male	% of female
Buy an essential dress and others	40	9	100	20
Cosmetics and others	0	34	0.00	80
Total (N)	40	43	100	100

Source: Own Survey, September 2020-November 2020.

On the table (15), buy an essential dress, and other male respondents cost ratio of 100% and female for 20%. So, for a dress-up male-like more to cost when they feel essential, females also like to buy a dress but not like male respondents. In most cases, they do it during their religious festivals, and before their national festivals. On the other hand, cosmetics and other cost are only for female 80% because they like most to decorate themselves by using their favorite cosmetics as they need. They always try to keep themselves in beautiful makeup. Especially on the weekend day, they are ready to collect or buy new cosmetics at any place and during their outing with their family member or any relatives or friends.

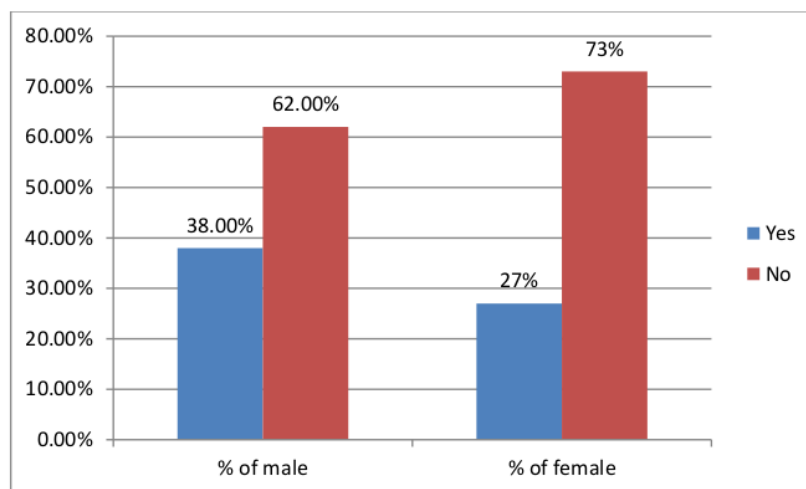


Figure 4. Buy medicine if needed by the garment workers at Savar area, 2020

Source: Own Survey, September 2020-November 2020.

In figure no. (4), it is shown that garment workers have limited capacity to buy medicines when necessary. Only 38 percent of males and 27% of females said to buy medicines when necessary while the rest of the respondents said not to buy in case of emergency. Even in some cases, they dare to die without buying medicines due to a shortage of cash in hand. Bangladesh Government has been taken a sustainable policy for the betterment of the garment workers by BGMEA. The ministry of health also arranges and provides pre and post health care to the female workers' maternity period. The newborn baby also gets its health services from govt. And Non-govt. Health-related organizations like "SurjerHashi Clinic (Clinic of Smiling Sun), U.S Aid, Nari O SishuKollenKendro (Women and Children Welfare Center), GonoShashtho (Public Health), and so on.

The RMG industry is mainly situated within the urban area. For this reason, a garment worker mainly migrated from the rural area. Bangladesh's rural areas have no proper medical facilities. People come to urban places when they feel

sick. So, it is easy for the garment worker to get a medical facility from the urban area. It can be mentioned that many garment industry has provided the medical doctor to ensure the primary health care service of workers. A research study revealed that 90% of the garment factory had appointed a medical doctor (Sikdar et al., 2014).

Furthermore, few garment industry has ensured daily groceries for the workers, with the nominal prize. It has fulfilled the basic need of the human body. For instance - the DBL group (one garment factory) is established a 'fair price shop' on its factory compound. It also has guaranteed workers necessity, by buying the essential commodities from the shop, with nominal prices. The group gives high subsidies to the shop, where all daily groceries are available (BGMEA, 2014).

Table16. The media of garment workers to recreate themselves at Savar area, 2020

Recreational opportunity	Male	Female	% of male	% of female
Showing TV	38	36	86.36	84
Using social media	5	4	11.36	9
Visit a historic place	1	3	2.27	7
Total (N)	44	43	100	100

Source: Own Survey, September 2020-November 2020.

Among the table (16), the recreational opportunity of showing TV by male respondents is out of 44, 38 respondents, and female respondents out of 43, 36 respondents. It indicates that both males and females are like to show TV programs. They are using social media by five male respondents and four female respondents. Visit a historic place by the male respondent is only 1 and 3 female respondents also enjoy their recreational period.

Table17. Passing leisure period of the garment workers at Savar area, 2020

Leisure event	Male	Female	% of male	% of female
Playing	7	0	14.89	0
Gossiping	27	25	57.44	53
Visit relatives	3	10	6.38	21
Reading book	1	2	2.12	4
Rest	9	10	19.14	21
Total (N)	47	47	100	100

Source: Own Survey, September 2020-November 2020.

Passing leisure period of the garment workers related table (17), explaining that out of 47, Playing indoor games during leisure time such carom, Ludo (6 points box play), etcetera. The male worker's ratio is 7(14.89%), and no female workers get an opportunity to play insight into the house for their household work. Secondly, by gossiping, 27(57.44%) male respondents and 25(53%) female respondents pass their leisure period. Thirdly, visit relatives by three male respondents (6.38%), and ten female respondents (21%) depend mainly on the workers' leisure period when they feel to visit their relatives. Fourthly, reading books by 1(2.12%) male respondent and 2(4%) female respondents like to read books, finally in rest male 9(19.14%) and female 10(21%). But nowadays, TV serials are being watched by female workers when they get an opportunity for leisure.

6.5. Causes of Problems of Garment Workers

A cause and effect of the article can be characterized as a section or paper structure that tests and dissect the causes (reasoning, thinking, and foundation reasons) alongside the impacts (results, impacts, and result) for a specific occasion, occurring, condition, or conduct. In this study, significant findings of causes of problems of garment workers are:

Table 18. Any problem at the workplace of the garment workers at Savar area, 2020

Problems at working place	Male	Female	% of male	% of female
Yes	7	10	14.89	21
No	40	37	85.10	79
Total (N)	47	47	100	100

Source: Own Survey, September 2020-November 2020.

Table (18), showing that out of 47 male respondents 7 male respondents have some problems and out of 47 female respondents 10 female have also some problems. There is no problem for 40 male and 37 female respondents. On the other hand, 14.89% of males and 21% of females have problems and 85.10% of male and 79% of female respondents have no problems. Below the problems are explaining regarding their own practical and problematic issues.

Table 19: Explanations of problems of the garment workers at their workplace at Savar area, 2020

If yes which problems?	Male	Female	% of male	% of female
Call name	4	9	57.14	90
Working hour more	3	1	42.85	10
Total (N)	7	10	100	100

Source: Own Survey, September 2020-November 2020.

Table (19) showing that out of 7, 4 males and out of 10, 9 females have to face call name by their supervisor or manager, which is unbearable to the workers to control their emotions and they also feel shy. When a supervisor speech in a hard or hot talk with any work they have nothing to do except hear. Their sorrows know no bound. At that time they think of themselves as a result of their idleness or irresponsibility to the duties or angry feelings of the supervisor. Finally, 3 male respondents and 1 female respondent feel that working hour is more. It means they are being pressured by the authority to stay more time to their respective job.

Table 20. Reasons for the garment workers coming to Dhaka at Savar area, 2020

Reason coming to Dhaka	Male	Female	% of male	% of female
River erosion	0	1	0.00	2
Breakdown of family	2	7	4.25	15
For livelihood	45	39	96	83
Total (N)	47	47	100	100

Source: Own Survey, September 2020-November 2020.

Table (20) showing that garment workers come to Dhaka for various reasons. Out of 47 respondents, 1 female worker came to Dhaka due to river-erosion, 2 male respondents came for family breakdown and 7 female respondents also came for the same reasons where female respondents are more than male. It indicates that when a female became a victim by her husband or by any members of her father-in-law's house she is bound to make a decision breaking her couple's life and choose to come into the garment industry. Thus some female workers are also involved as well as divorced and widows are accepting this profession with a great appeal too. On the other hand, 45 male respondents and 39 female respondents came to Dhaka only for their livelihood out of 47 male and 47 female respondents. So it highly shows that for livelihood most of the workers are involving this garment industry because they want to live to provide their families at least food and shelter facilities.

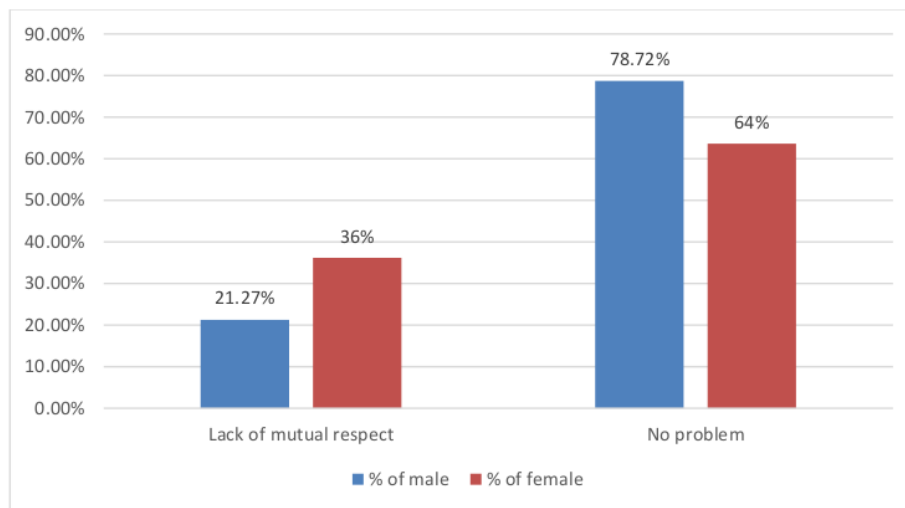


Figure 5. Problems with colleagues of the garment workers at Savar area, 2020

Source: Own Survey, September 2020-November 2020.

Chart (5), ensures that relationship among their colleagues most cases noticeable is that lack of mutual respect on behalf of male respondents ratio is 21.27% and for female respondents ratio is 36%, it indicates that female respondents are more advanced than male respondents in terms of mutually respect to each other. On the other hand, mutual good relations or no problems have male respondents ratio is 78.72% and female respondents' ratio is 64%. These capacities should encourage by the authority as well as the betterment of productive development.

Table 21. Reasons for partly expenditure by the garment workers at Savar area, 2020

Reason of partly or not	Male	Female	% of male	% of female
Support to husband	0	35	0.00	76
Support to the family	47	12	100	26
Total (N)	47	47	100	100

Source: Own Survey, September 2020-November 2020.

The reason of partly cost in various types, regarding this issue on the table (21), On behalf of female workers to support their husbands among out of 47, 35 female directly submit their salary to their husbands. On the other hand, support to other family members ratio by male workers out of 47, 47 male respondents and out of 47, 12 female respondents are responsible for these concerns. Especially to their respective parents, brothers and sisters as well as so on.

Table 22. Taking treatment decision from the person at the Savar area, 2020

Taking treatment decision	Male	Female	% of male	% of female
From the doctor	40	41	85.10	87
From colleagues	7	6	14.89	13
Total (N)	47	47	100	100

Source: Own Survey, September 2020-November 2020.

Table (22), shows that out of 47 male respondents 40 and out of 47 female 41 female workers take their treatment decision from the doctor whose ratio is 85% male and 87% female respondents. On the other hand, 7 male and 6 female respondents take their treatment decision from their colleagues whose ratio is 14.89% male and 13% female. Though colleagues are helpful, they are not able to guide properly treatment process at all.

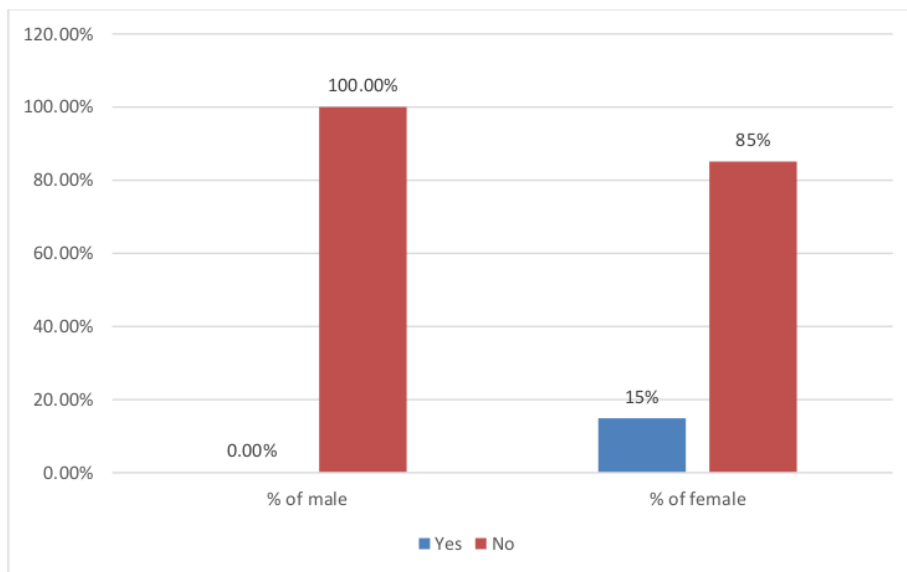


Figure 6. Psychosocial problems of the garment workers at Savar area, 2020

Source: Own Survey, September 2020-November 2020.

Chart (6), showing that among the table out of 47(100%) males there is nobody with psycho-social problems. On the other hand, out of 47(100%), only 7(15%) female has such problems like that 1Imbalance, 1frustration, 2 familial and social pressure and 3 negligence of the family members. This is highly indicated that female workers are most vulnerable than their male counterparts.

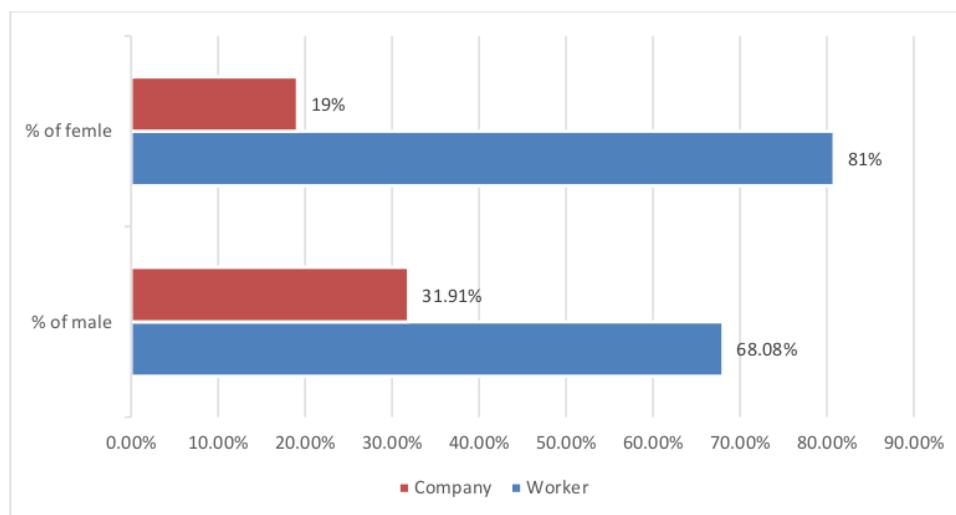


Figure 7. Transport cost bearer of the garment workers in Savar area, 2020

Source: Own Survey, September 2020-November 2020.

Chart (7), showing that the transport cost bearer of the garment workers by the company for the male respondent ratio is 68.08% and for the female respondent ratio is 81%. On the other hand, workers have to bear by male respondents 31.91% and by female respondents' 19%. For transports, they have to use rickshaws, bus, Pick-up, van, auto motorbike, and so on. Sometimes they have to walk on foot especially when they have to face a traffic jam. Usually, all workers want to save money if the working place is close to the house.

Table 23. Problem to move on the way of the garment workers at Savar area, 2020

Problem to move on the way	Male	Female	% of male	% of female
Security	0	2	0.00	4
Traffic jam	19	16	40.42	34
Narrow roads	0	3	0.00	6
Others(no problem)	26	26	55.31	55
Total (N)	47	47	100	100

Source: Own Survey, September 2020-November 2020.

The table (23), showing that problems to move on the way of the garment workers in recent years, Out of 47, respondents 2 female respondents have to face security problems, such as eve-teasing, or physical or sexual harassment on the transport. Again in traffic jam problems have to face, out of 47, male and out of 47, female respondents 19 male and 16 female which indicates male 40.42% and female 34%, This traffic jam is made by the unconscious driver and they have lack of enough knowledge on the transport system. Some female respondents have 6% of narrow road problems. Moreover, 55.31% of male and 55% of female respondents have no problems to move freely on the way. They can easily go to their destination and timely.

Table 24. During overtime problems of the garment workers at Savar area, 2020

During over-time problems	Male	Female	% of male	% of female
Security	0	6	0.00	13
Transport	2	2	4.25	4
More time	1	0	2.12	0
Tiredness	3	4	6.38	9
No overtime problems	41	35	87.23	74
Total (N)	47	47	100	100

Source: Own Survey, September 2020-November 2020.

The table (24), during overtime problems related explaining that out of 47, 6 female respondents has security problems such as (transportation, eve-teasing, back to home safely problems, etcetera). Out of 47 male and 47 female respondents, 2 male and 2 female have to face transportations problem. It means when they complete their duty, they don't get their favorable transport facilities. For a male respondent, it seems to a somewhat difficult and unbearable condition when the authority expands their time. 3 male respondents and 4 female respondents feel tiredness after they have already performed their regular duties as well as extra overtime sometimes they think as a tiring extra pressure. The rest of the workers have no overtime related to any problems.

Table 25. Condition of earthquake stability at the working place at Savararea, 2020

Stability of earthquake at workplace	Male	Female	% of male	% of female
Flexible	40	37	85.10	79
Risk	7	10	14.89	21
Total (N)	47	47	100	100

Source: Own Survey, September 2020-November 2020.

Regarding this issue, table (25), the stability of the earthquake at working place flexible situations for male respondents is out of 47, 40, and for female respondents is 37. Recently last 2016 after Nepal tragedy Bangladesh govt. have taken a lot of secured programs to cope with various natural calamities like earthquake, sudden accident by fire, fear in a sudden, etcetera. In a risky zone, 7 male and 10 female workers have to work at risk of an earthquake where any time many occurrences can happen. Due to lack of proper building code, urban plan, proper steps to cope with any disasters and so many reasons behind this. In April, Last 2013 a garment building named “Rana Plaza” at the Savar bus stand, Dhaka has been collapsed for the risky position. Because it was made just for a 4th-floor foundation based but the greedy owner made it more than the 9th floor. SO finally it was bound to collapse and more than 1100 garment workers lost their valuable lives just lack knowledge and results of ignorance.

Table 26. Knowledge about labor rights of the garment workers at Savar area, 2020

Ideas about labor rights	Male	Female	% of male	% of female
Yes	43	39	91.48	83
No	4	8	8.51	17
Total(N)	47	47	100	100

Source: Own Survey, September 2020-November 2020.

Labor right is the honor to all labors around the world. So some ideas can help all workers if they are aware of their rights and securities. So, this regards table no. (26), male respondents ratio is out of 47, 43 are aware of and for female out of 47, 39 are aware of their labor rights. But 4 males and 8 females cannot get the opportunity to learn about labor rights due to lack of education and clarify concepts also.

Table 27. Knowledge about labor welfare organization at Savar area, 2020

Having ideas about Labors welfare organization	Male	Female	% of male	% of female
Yes	37	27	78.72	57
No	10	20	21.27	43
Total (N)	47	47	100	100

Source: Own Survey, September 2020-November 2020.

Knowledge about labor welfare organization related table (27), explains that having ideas by male respondents' ratio is 78.72% and by female respondents, the ratio is 57%. It proves that male workers are more conscious than female workers. On the other hand, no ideas about labor welfare organization by male respondents' ratio are 21.27% and by female respondents, the ratio is 43%. Where females are not aware of their rights and responsibilities.

Table 28. Linked with labor organizations by the garment workers at Savar area, 2020

Linked with a labor organization	Male	Female	% of male	% of female
Yes	5	0	10.63	0
No	42	47	89.36	100
Total (N)	47	47	100	100

Source: Own Survey, September 2020-November 2020.

The chart (28), showing that not more than 10.63% of male respondents are linked with a labor organization. Because most of the workers want to keep free themselves from any other organizations. They like to keep themselves busy just with their job nothing more. Out of 47 male and female 47, the rest of the respondent's male ratio is 42, and the female ratio is 47try too busy with their productive work. It means that they always like simply work and duty.

6.6 Workers Facilities Receive in the Garment Sector

Facilities means, a place, amenity, or piece of equipment provided for a particular purpose as well as a special feature of service or machine, which offers the opportunity to do or benefit from something. Otherwise, it can be described as a natural ability to do or learn something well and easily and it also indicates the absence of difficulty or effort. These concepts help to research the available existing facilities and also find the gap of expected facilities of garment workers. The major worker's facilities in the garment sector are:

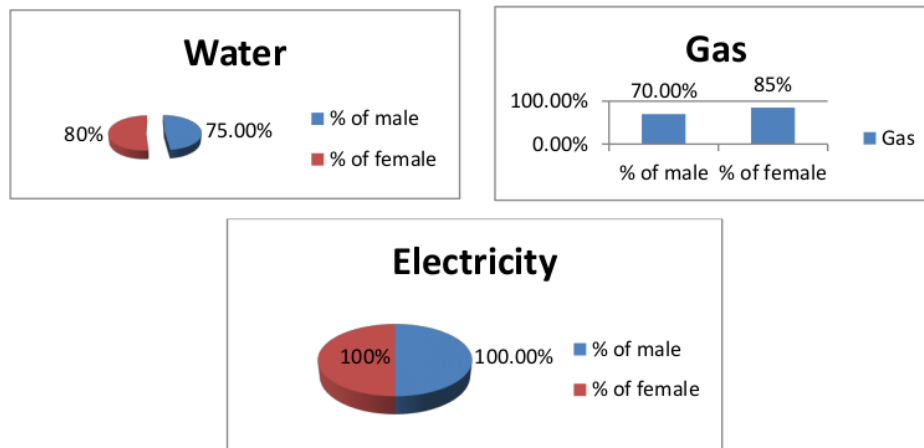


Figure 8. Using facilities (Water, gas, electricity) by the garment workers at Savar area, 2020;

Source: Own Survey, September 2020-November 2020.

The bar chart (8) showing that the pure drinking water supply using ratio is 75% male and 80% by female workers. In terms of gas using the ratio for the male respondent is 70% and for the female ratio is 85%. 100% male and 100% female workers are using properly electricity though load shedding sometimes hindrance to their homework activities. So, it's well and good for the garment worker's livelihood. The modern facilities around garment industries are increasing by the government and green policy also supportable to the workers. So the workers can easily enjoy all opportunities for their daily life. A few years ago it was unimaginable that all crises especially water, gas, and electricity, etcetera were big problematic issues.

Table 29. Garment workers getting help to search their job by others at Savar area, 2020

Job opportunity provided by	Male	Female	% of male	% of female
Husband	0	7	0.00	15
Relatives	31	29	65.95	62
Others	16	11	34.04	23
Total (N)	47	47	100	100

Source: Own Survey, September 2020-November 2020.

Regarding table (29) this issue that out of 47, male respondents 31 got their job information from their relatives (brother, uncle, or keen ship) and 16 got by others way, such as advertisement by print and electric media, newspapers, well-wishers, selves and so on. On the other hand, out of 47, 7 female respondents got their job information from their husbands, 29 female respondents from their relatives and 11 female respondents got their job from others. However, they got their job always when they are concerned about their job. When any worker gets any job during their needs anyhow at the garment industry, they feel good luck for their career because they know that Bangladesh is a very densely populated country.

Table 30. About the surroundings of the working place of the garment workers at Savar area, 2020

About surroundings	Male	Female	% of male	% of female
Satisfied	25	26	53.19	55
As usual	22	21	46.80	45
Total (N)	47	47	100	100

Source: Own Survey, September 2020-November 2020.

Table (30) showing that out of 47, 25 male respondents are satisfied, and also 26 female respondents are also satisfied with their working place surroundings. It includes all types of modern facilities such as electricity supply, water supply, all types of productive raw materials supply, gas supply, providing Tiffin and tea-break hour, etcetera. On the other hand, out of 47, 22 male respondents and 21 female respondent's concept about surrounding areas usual such as their residential environment is somewhat better in terms of livelihood. The present real scenery of the surroundings is also good. Though a big tragedy of "Rana Plaza" occurred after that tragedy all residential owners and garment owners have become very much conscious about their building constructions. Especially when they make a plan to build a flat or industry anywhere. So the surrounding is very much ¹⁴⁶ important for the development of the garment industry. Nowadays new garment industries are being built by thinking of perfect surroundings.

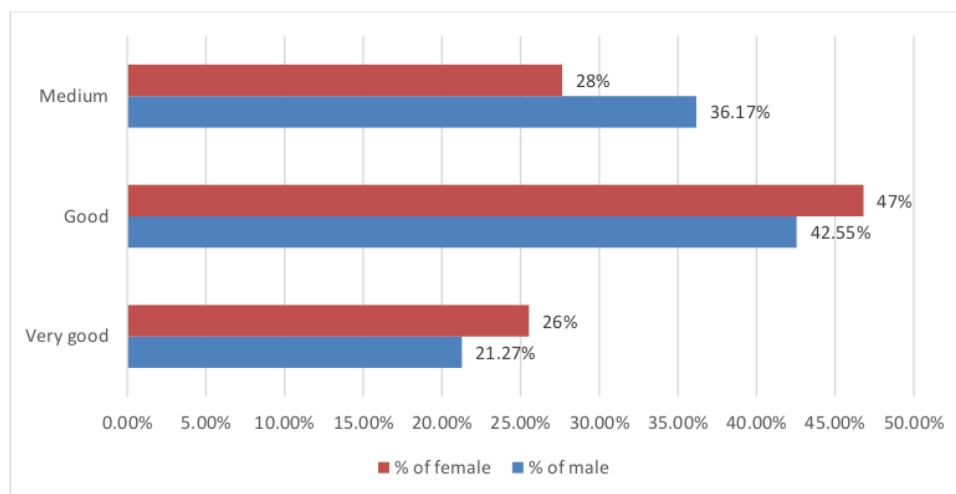


Figure 9. Working place surroundings of the garment workers at Savar area, 2020

Source: Own Survey, September 2020-November 2020.

The column chart (9) showing that the workplace place surrounding the garment workers is a very good position for 21.27% male respondents and 26% female respondents. In good position 42.55% male and 47% female respondents. In medium position surrounding available for male respondents is 36.17% and female respondents are 28%. So all these available facilities ensure that good surrounding working environment is increasing at Savar area day by day.

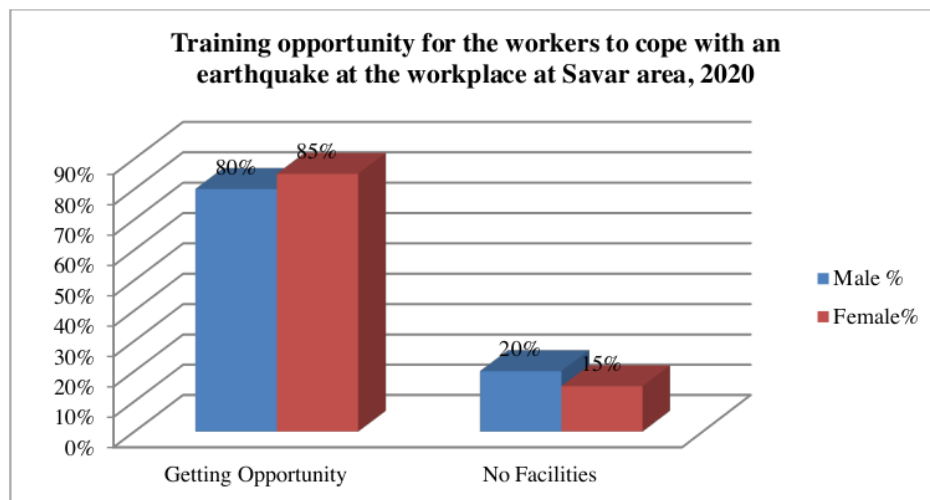


Figure 10. Training opportunity for the workers to cope with an earthquake at the workplace at Savar area, 2020

Source: Own Survey, September 2020-November 2020.

After a tremendous earthquake experience in Nepal, on 25th April in 2015, Bangladesh Government has been taken a sustainable policy for the betterment of the garment workers by BGMEA. So for these reasons according to figure (10), 80% male and 85%, female garment workers have to provide enough training sessions and do practice and rehearsal for the security against all types of disasters. For completing training schedule programs, Bangladesh Civil Fire Station is providing great work to build up enough consciousness among the workers and trying to set a good combination of every organization. On the otherhand, 20% of female and 15% of male workers do not get the proper training facilities for the lack of organizational proper guidelines and cooperations.

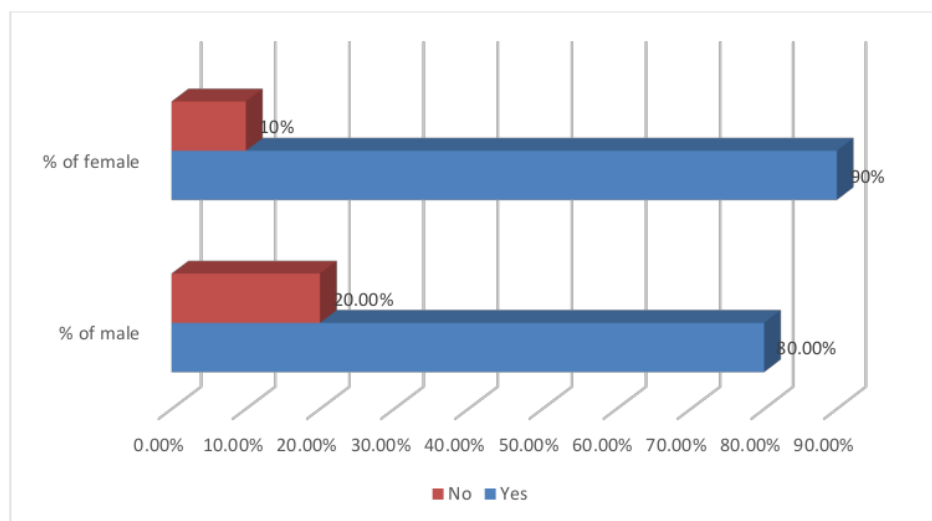


Figure 11. Supply pure drinking water at working place of the garment workers at Savar area, 2020

Source: Own Survey, September 2020-November 2020.

Chart (11), indicates that 80% of male respondents and 90% of female respondents are getting pure drinking water during their working time at the workplace. It is very important to supply pure drinking water at any moment of the workers need. Besides, any kind of accident water is urgently needed. So, the water supply system is very much a concerning issue for accidents and supportive measures for the health care of workers. It is also be noted that 20% of male respondents and 10% of female respondents can't properly get pure drinking water due to lack of authorities health programs and also lack of a good surrounding.

Table 31. A Friendly working place for the garment workers at Savar area, 2020

The working environment is friendly or not	Male	Female	% of male	% of female
Yes	40	35	85.10	74.46
No	7	12	14.89	25.53
Total (N)	47	47	100	100

Source: Own Survey, September 2020-November 2020.

The table (31) showing that 85.10% male and 74.46% female respondents are now working in the garment in a friendly working place. It's a matter of great joy that recently a trend has come to a new era that is communication. Every worker has a great appeal to make a new friendship with a new one, so a friendly working place for the garment worker is essential for the betterment of the garment industry. As the workers have to stay a long-time duration at the working place, so only a friendly working environment can ensure the real peace of the worker's mind. Also, it motivates the workers a lovely mindset to give a good concentration on providing more products after all.

On the other hand, 14.89% of male workers and 25.53% of female workers have some problems with a friendly environment. The main reason for this ratio of male workers is too late come at workplaces and their detention, strictly systems, For female workers is to sexual harassment by their colleagues and supervisors.

Table 32. The time duration of overtime of the garment workers at Savar area, 2020

Overtime period	Male	Female	% of male	% of female
Night schedule (5.00p.m to 9.00 p.m)/ (9:00p.m to 7:00 a.m)	43	41	91.00	87
No overtime	4	6	8.51	13
Total (N)	47	47	100	100

Source: Own Survey, September 2020-November 2020.

Table (32), regarding this issue explaining that out of 47,43 male respondents out of 47, 41 respondents have to perform their overtime 5.00 pm to 9.00 pm otherwise they also perform their duties from late night to the morning. Sometimes they have to interexchange day shift tonight and sometimes for the night shift to day shift according to the order of their manager when he or she feels to produce more product or keeping order accurately and timely. No overtime opportunity for male respondents is 4(8.51%) and for female respondents is 6(13%).

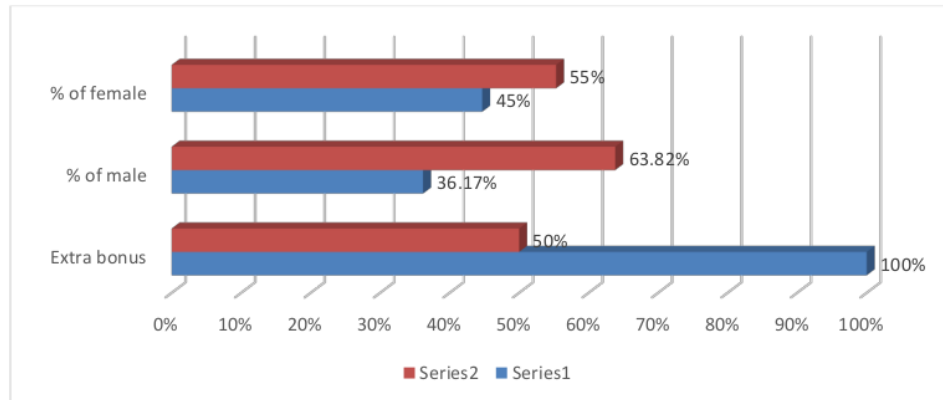


Figure 12. Extra (bonus) income by the garment workers at Savar area, 2020

Source: Own Survey, September 2020-November 2020.

Chart (12), showing that 100% bonus income earns by 36.17% male and 45% female where females are more than male. It means they are being provided a bonus like their salary scale. That's why they enjoy all programs especially to get bonus fully. On the other hand, 50% of bonuses earned by male respondents ratio is 63.82% and the female ratio is 55%. This ratio is remarkable because most of the garments authorities try to serve as little as possible

Table 33. The extra opportunity of working place except for the salary of the garment workers in Savar area, 2020

Extra opportunity from working place	Male	Female	% of male	% of female
Leave working place emergency need	40	35	85.10	74.46
Others	7	12	14.89	25.53
Total (N)	47	47	100	100

Source: Own Survey, September 2020-November 2020.

The table (33), regarding this issue about the extra opportunity of garment workers except for salary, is leaving the working place if an emergency needs out of 47 male and 47 female, 40 male and 35 female respondents have the extra opportunity to leave the place if an emergency. But they have to ensure by writing and granting applications from the authority in a proper way. Other opportunities from working place like schedule change or sharing time for accidental issues of any workers ratio for male respondents are 7 and for female respondents are 12.

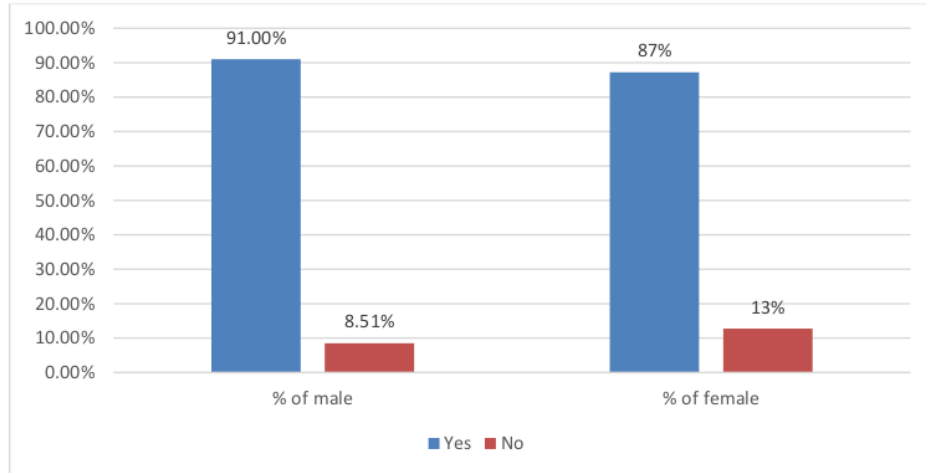


Figure 13. Whether garment workers receive overtime salary on time at Savar area, 2020

Source: Own Survey, September 2020-November 2020.

The column chart (13), showing that 91% male workers and 87% female workers who are getting the opportunity to perform over-time they can get their salary properly and 8.51% male and 13% female workers can't get their salary on time. So they are always uncertain of their luck and salary. They think it's their bad luck. The owner of the related garment industry, in most cases they are not so educated and cannot understand the quality and honor of workers. They submit salary months after months but little salary provides. Which is a pathetic issue for the workers.

Table 34. The over-time opportunity of the garment workers at Savar area, 2020

Performing overtime	Male	Female	% of male	% of male
Yes	43	41	91.00	87
No	4	6	8.51	13
Total (N)	47	47	100	100

Source: Own Survey, September 2020-November 2020.

Among the table (34), 91% of male and 87% of female workers get the opportunity to perform over-time. Overtime means extra time and extra duty and extra income. This opportunity is available for those who are eligible and fit for overtime duty. They have to perform their extra duty in most cases night schedule. This overtime duty provides the workers extra income way, though it's a difficult task for some workers. 8.51% male and 13% female respondents can't get this opportunity due to some personal problems or no scope to perform overtime from their respective authority.

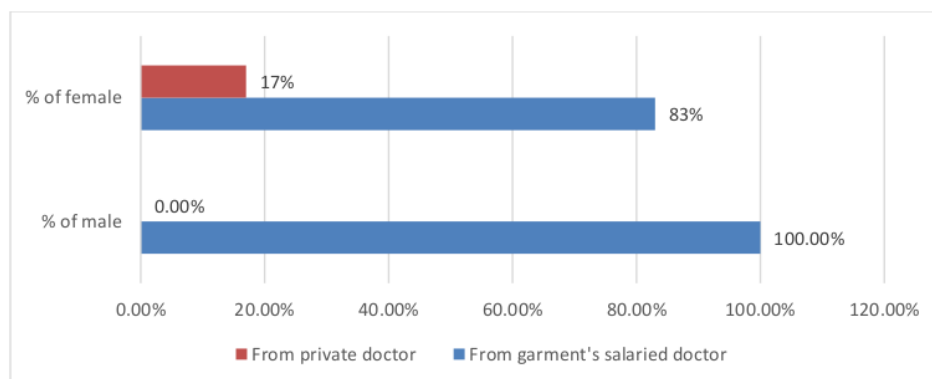


Figure 14. During sick-time mainly takes to treatment by the garment workers at Savar area, 2020

Source: Own Survey, September 2020-November 2020.

The chart (14), indicates that during sick-time mainly take to treatment by the garment workers from the garment salaried doctor by the male respondent ratio is 100% and the female respondent ratio is 83%. This treatment opportunity helps workers primarily solve the sickness and manage first-aid treatment as well as cope with the emergency crisis of the workers. On the other hand, from private doctors, 17% of female respondents took their treatment. The reason behind this sometimes female is so busy that she has to back home as early as possible because they have to nurture their small babies also. That's why they visit child specialist's doctors for the betterment of their child and themselves also.

Table 35. Contribution of garment job to the workers family in Savar area, 2020

Contribution of garment job	Male	Female	% of male	% of female
Financial	35	40	74	85
Others	12	7	26	15
Total (N)	47	47	100	100

Source: Own Survey, September 2020-November 2020.

Table (35), showing the contribution of the garment workers to their family out of 47 male, 35 male respondents and out of 47 female, 40 female respondents are providing their services to their family, especially in financial development. Totally 74% male and 85% female are directly providing financial support to their family. It's highly appreciated that where an unemployed boy or girl was a burden, after receiving the opportunity of garment job all of them can take part in the build-up their family development. Besides they could be able to help the needy people also. On the road, it observes usually that a lot of beggars get financial support from the garment workers were there others contribution. They also like to save a little number of their respective salaries. Their other contribution of garment job facilities are 12 male and 7 female respondents.

Table 36. The recreational opportunity of the garment workers at Savar area, 2020

The recreational opportunity	Male	Female	% of male	% of female
Yes	44	43	93.61	91
No	3	4	6.38	9
Total (N)	47	47	100	100

Source: Own Survey, September 2020-November 2020.

Table (36), showing that the recreational opportunity of the garment workers for available male respondents ratio is out of 47(100%), 44(93.61%) male workers and for female out of 47(100%), 43(91%) female workers. No recreational opportunity for the male respondent is 3(6.38%) and for the female respondent is 4(9%). It indicates that most of the workers get the recreational opportunity, especially their national and religious festival vacation period.

Table 37. The recreational opportunity provided by the authority of the garment workers at Savar area, 2020

The recreational opportunity provided by the authority	Male	Female	% of male	% of female
Yes	43	47	91.48	100
No	4	0	8.51	0
Total (N)	47	47	100	100

Source: Own Survey, September 2020-November 2020.

The recreational opportunity provided by the authority of the garment workers related table (37), explaining that male respondents can enjoy 91.48% and female 100%. Annually at least once time most of the garments organize a study tour or a picnic for a whole day actively and all workers that day get together and enjoy a lot forgetting their working activities. Then they are being refreshed. No opportunity for 8.51% male respondents. The reason behind this as their garment has just started a new journey in the productive world. With the demand of time, all garments authorities will be ready to ensure the recreational opportunity to the workers.

6.7 Ways to Combat Garment Workers Problems

Combat means to decrease or trying to remove something from unexpected situations. It also directs to the new way of the opportunity of proper working freedom which motivates to do work or duty with a smooth environment. In this study some important findings of ways to combat garment workers problems are describing below:

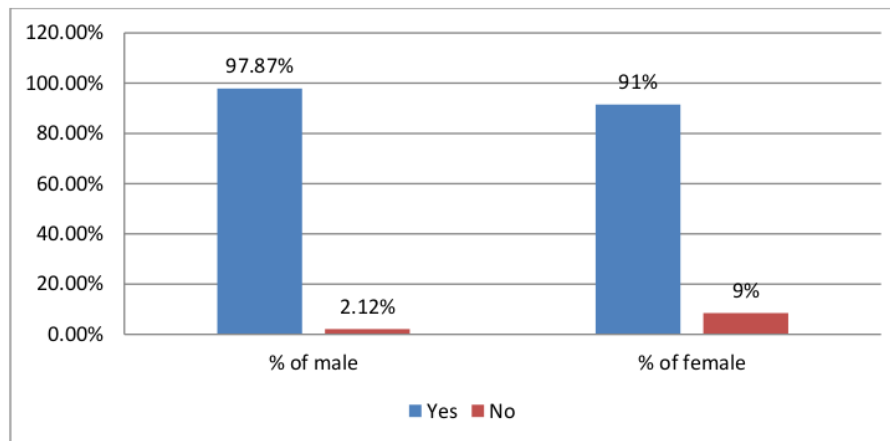


Figure 15. Supporting or cooperating systems when garment workers face any accident at Savar area, 2020

Source: Own Survey, September 2020-November 2020.

The chart (15), shows that Among 47, male respondents' support system opportunity ratio is 97.87% except for 2.12% because one new garment has just started its new journey, so it will need time to provide supporting or cooperating systems. Support means if the workers got any physically or mentally weak or faced any accidents and as a result, the workers cannot perform his or her daily life working activities than he or she has the rights to get support from the authority, some garments provide every worker as extra support like opening a life insurance, health insurance, and so on. On the other hand out of 47 female respondents, 43(91%) get the opportunity except 4(9%). Some garment industries owner don't want to provide this opportunity, so that's the reason female workers have to face various problems.

Table 38. Ability to ensure the basic needs of the garment workers at Savar area, 2020

Ability to ensure basic needs	Male	Female	% of male	% of female
Yes	47	45	100.00	96
No	0	2	0.00	4
Total (N)	47	47	100	100

Source: Own Survey, September 2020-November 2020.

Ability to ensure the basic needs of the garment workers related table (38) explaining that out of 47, 47 male respondents and 45 female respondents can ensure their basic needs. Due to the responsibilities to their family members and hardworking capacities it has been possible by the workers. On the other hand, only 2 female respondents are not capable to ensure their basic needs, because of their more children and lack of their husband's proper responsibility, love, and affection to the family members. They always think of themselves as the sufferers or as a victim by their family members. Sometimes some of their husbands become very much addicted to drugs or lead a careless life.

Table 39. Taking steps to solve own problems of the garment workers at Savar area, 2020

Taking steps to solve their problems	Male	Female	% of male	% of female
Agree	17	9	36.17	19
Disagree	30	38	63.82	81
Total (N)	47	47	100	100

Source: Own Survey, September 2020-November 2020.

Taking steps to solve own problems of the garment workers related table (39), explaining that agree to solve any types of problems as soon as possible by male workers ratio is 36.17% and female respondents' ratio is 19%. It shows male respondents are somewhat come forward to mitigating the issues as soon as possible. On the other hand, disagree to solve the problems soon male respondents ratio is 63.82% and female respondents ratio is 81%. So it is true that most garment workers want to keep silent their speech when they face any problems. It is noticeable, especially to female workers.

Table 40. Play role to establish labor rights by social movements of the garment workers at Savar area, 2020

Role to establish labor rights by social movement	Male	Female	% of male	% of female
Active	22	11	46.80	23
Inactive	24	36	51.06	77
Medium	1	0	2.12	0
Total (N)	47	47	100	100

Source: Own Survey, September 2020-November 2020.

Role to establish labor rights by social movements of the garment workers related table (40) explain that active male respondent's ratio is 46.80% and the female respondent ratio is 23%. The male is always forwarding role to establish any social rights for the garment workers as well as female respondents are also supported enough to set up new rights for the welfare of garment workers. The inactive male respondents' ratio is 51.06% and the female respondent ratio is 77% which ratio is highest in this table. The medium male respondent ratio is only 2.12%. who people sometimes participate in any procession or sometimes no appeal to join any programs.

Table 41. Providing social insurance to the garment workers at Savar area, 2020

Social Insurance	Male	Female	% of male	% of female
Yes	33	32	70.21	68
No	14	15	29.78	32
Total (N)	47	47	100	100

Source: Own Survey, September 2020-November 2020.

Providing social insurance to the garment workers related table (41), explaining that out of 47 male respondents 33 male and out of 47 female respondents 32 female respondents have the opportunity to get social insurance from their garment. On the other hand no social insurance for 14 male and 15 female workers. The reason behind this problem could be explained that many owners of the garment industry always want to keep themselves as a little businessman, they want to keep silent their financial position. So they don't want to provide social insurance opportunities to the workers by them as an authority concern. That's why 29.78% of male workers and 32% of female workers don't get their honor properly.

Table 42. Providing pension system in garment workers at Savar area, 2020

Provided pension	Male	Female	% of male	% of female
Yes	32	26	68.08	55
No	15	21	31.91	45
Total (N)	47	47	100	100

Source: Own Survey, September 2020-November 2020.

The pension is a concept of social security when a worker completes his long-life professional responsibility according to the organizational rules and regulations it may be (20 or 30+ years) in the garment industry. If the garment production has enough profit and a good position in the field of the global garment industry that garment can easily provide pension gratuity among the workers. So, among the table (42), at the Savar area, 68.08% of male respondents and 55% of female respondents can get pension opportunities. On the other hand, no pension for the male ratio is 31.91% and 45%, female respondents, because of some stable garment industry and blocked for extra salary system.

6.8 Conclusion

The article of garment area in Bangladesh offers more than 70% of the public pay. Because of cooperation in this pay creating area, their life and status in the public arena got updated. Notwithstanding, generally, the state of a piece of garmentworkers is extremely baffling. Workers face different emergencies in the RMG area. The print media had composed numerous reports and the TV channels had broadcasted numerous regrettable stories on their low wages, unpleasant workplace, medical problems, nourishment, protection, etcetera yet weak measures have been taken so far to address these issues. Generally, these issues are hampering the creation and climate of the RMG area and if these impediments are not taken out, the area might be influenced increasingly more in the coming days. Last yet not least, piece of garmentworkers, who are the significant labor force behind this area, should be perceived appropriately and solid thoughts and their execution should come to decrease the predicament. Except if and until the essential privileges of the helpless piece of garmentworkers are guaranteed, it may not be normal that this area will accomplish its ideal objective. If the suggested measures are executed in the RMG area, at that point it might improve the current circumstance of the article of garmentworkers and proprietors may accomplish their normal objective.

Chapter Seven
Case Studies: In-Depth Explorations of the
Livelihood Pattern of Garment Workers

84

Case Study 01

Case Study 02

Case Study 03

Case Study 04

Case Study-01

Sohel (29), a garment worker in the Savar area, has worked in Shanta Industries Limited under Dhaka Export Processing Zone (DEPZ) for the last eight years. He came from Boalia, Nowgaon, a district of Bangladesh. At present, his family members include his wife Fatema and an only son named Fahim. Sohel is a man who has to always keep busy with various types of familial and personal problems. So, to know his ins and outs, the researcher has chosen him as a unique case study. In this in-depth study, the researcher applied some critical data collection processes, such as observation, interviews, home visits, etcetera. During the data collection period, the researcher regularly observed the researcher respondent's body language and behavioral characteristics to understand and analyze its physical and psychological condition properly. The rapport build-up is professional excellence. So there is a proverb that goes on an okay beginning is the half-done of success. So an honest and professional relationship is essential for rapport build up. The researcher must always have to ensure responsibilities to identify the respondent's causes and problems and make reliable and confident enough to resolve such issues in the coming future.

A good and stable relationship with the respondent is very much meaningful to express himself easily. A favorable environment helps in this regard a lot. Firstly, I warmly welcomed him, introduced the respondent with a smiling face, and assured the respondent to keep all information secret. Then respondent gradually started to become close to express problems, causes, and influences of the difficulties. Sohel's family members live in a single room in a flat. The water supply, gas line, the electricity supply is usual. But every day three or four hours load shedding causes hamper to their children study especially, in summer season sufferings. So, their life is not comfortable in that place because they lived three members within a small flat and tiny room. He is the only

earning member of his family, and his total monthly income is around 12,000 taka, but he has to pay the rent of flat BDT. 3,000 (three thousand) including gas bill except for electricity bill. His son's educational expenses are per month about BDT.1,500 (fifteen hundred). For food, treatment, and social programs cost per month about BDT. 6,000 (six thousand). Rest BDT. 1500 taka his savings. He started his garment job more than eight years ago, due to a fire accident; he was seriously injured in his right leg, that's why he feels sick usually. Sometimes, he has to sit during working-time. He was permitted to sit. It's a good job opportunity. As his family lived in a small flat, they don't move freely, but his family members can easily gossip with neighbors, especially sister laws next door at ground, in front of the flat and his son also can play that's places. Soheli is very simple, as well as a gentleman in nature. He is helpful enough for his family and colleague. Especially during working place when he notices any problems. Otherwise, when he feels free time, he sits with his son to teach him in a friendly way.

The leading cause of the problem is that his respected father undertook in heart-stroke in 2005, and his treatment at Rajshahi Medical College within four days he has to cost more than BDT. 2, 00,000 (two lacks) taka, which was too difficult to pay. Besides, his father has a fisheries business. Before his illness, he took two thousand taka loan from a state bank and ran his business with some persons in share. The scenery was changed when Soheli's father died in 2012. Soheli demanded his father's money from shareholders to back him during together their business. But in vain! His entire shareholder ignored to support and give the threat to kill him if he bargains with them next time; even they managed the police station to protect them from any money related issues. So Soheli was in fixed situations. To collect his father's borrowed money, he has to stay many days in his village every week, so he also lost his previous jobs. By this time, his mother faced a brain stroke, but fortunately, she was not in danger. In 2010 Soheli got married before his father's passing. After his

father's demise for three months, his mother suddenly got married, which was shocked him very much. So, he has lost all appeals to live in his village. His wife shared an excellent suggestion for him to go to Dhaka for their existence. So, finally, they came and started to stay in Dhaka now.

After studying different aspects of the respondent, the researcher was able to diagnose some problems that are following: He was always in hypertension to pay his father's bank loan; He has already submitted their house affidavit to the bank; Physically, he feels sick to his backbone due to standing duty; Lack of financial support; A significant gap in a familial tie; Treatment plan for the respective respondent is: Encouraging him to increase savings money gradually, suggested him pay the interest for the next some years, also recommended him to visit the doctor regularly. Shared doesn't lose hope at all for financial support. Cordial reassured him of familial tie and tried to keep smiling face to all. Proposed to his wife also take the opportunity to tailor or garment job to keep their son at a residential and educational organization to improve their savings money. The researcher visited the respondent through the home visit and understood that he has already started to make a proper plan to save money. He felt a lack of enough money to buy a tailoring machine for her beloved wife and expected that soon they would start it to run.

He also shows eagerness to continue all their attempts to pay all loans and hopeful of leading a happy family. Though all critical surroundings, his psychological circumstances are better because now he is well in his financial back-up. He is trying to practice his belief correctly when he gets the opportunity. Now he is concentrating on his job and family in a fresh and planned way. He felt better than previously and expressed that if the researcher could have much time dealing with his problems, he could be able more to develop his conditions successfully.

Case Study-02

Mahbubur Rahman Delaware (Age 38) A Garment worker lives at SubedaRahmatUllah, Middle Dendabor, Palli Bidyut, Savar, Dhaka. His permanent address is Kumulli, Namedhar, Tangail. A neighboring district of the capital Dhaka city. His family members include 5, and he has two daughters, one son, and his wife. Delaware was a science background student. For his dullness and idleness, he was dropped out of the study. Though his family tried heart and soul to come back to study again, he had no appeal to study at all. He lacks studies' satisfaction, and a family bondage gap also hit him a lot. To gain an in-depth analysis of these problems, the researcher has selected him as a respondent to a case study.

Delaware's family members live in two rooms flat. The water supply, gas line, electric supply is medium. He is the only earning member of his family, and the total monthly income is around BDT. 35,000 taka, but he has to pay the rent of flat BDT. 6,000 (six thousand) including gas bill except for electric bill. His two daughters' educational expenses are per month about BDT. 6,000 (six thousand). For food, treatment, and social programs cost per month about BDT. 20,000 (twenty thousand) taka. Rest 3,000 takas he can save. He started his garment job more than 20 years ago, due to a fire accident, he was seriously injured in his right leg, that's why he feels sick. Sometimes he has to sit during working-time. He was permitted to sit. It's a good job opportunity. As his family lived in a small flat, they don't move freely. Delaware is very simple and a pious man as well as a gentleman in nature. He is helpful enough to all. Mostly during working place when the fire accident took place two times, he had performed a vital role to save other colleagues.

The leading causes of the problems are that lack of his enough time, due to his hard and fast rules at working place and his wife's addicted to watching TV serial a lot and she can't take enough care of her children properly, So

Delaware is very much fed up to her attitude. Sometimes they are involved in a highly good quarrel where their neighbor feels bored with them. Another problem is that he cannot play a useful role in his parents due to his wife's obstacles. So he thinks that he is blocked mentally by his wife. After studying different aspects of the respondent, diagnosed his problems that are the following: 1) Lack of love and respect for his parents; 2) Lack of proper time to provide for his children; 3) The sickness of the leg; 4) Lack of mutual understanding with the wife, and 5) Lack of communication with other family members.

To mitigate respondent problems, some essential steps are: 1) Encouraging him to increase love and respect for his parents gradually; 2) Talk to him regularly and tried to clear concept how to maintain time with his children properly; 3) Suggested him to visit a doctor regularly; 4) Also suggested him to demand and discuss a suitable time opportunity with his manager and supervisor: and 5) Guided him to call over phone to the others members of his family at least once in a month. Now, he is concentrating on his job and family with a renewed and scheduled technique. He touches improved than previous.

Case Study-03

Feroza (36), a garment worker in Dhaka's Savar area for the last eight years. She came from Chechania, Aftabnagar, Sathia, Pabna. Her husband and son are her family members. Md. Babu Mia, the husband of Feroza Khatun, likes to stay in Dhaka. So that's why after two years of their marriage, he came to Dhaka with some of his close relatives and neighbors except his wife. Certainly, Feroza felt shocked. Otherwise, she has only a son named Feroz, who didn't get proper love and affection from his father. That's why the researcher has chosen her as a case study in this research.

An informal interview schedule was directed to collect data quickly from the respective respondent. Always a date, time, and place would be fixed for the scheduled program with the respondent. The researcher and respondent were seated face to face and started to talk with each other. The researcher has visited her often, especially evening time cause she comes back home from her working place after 7:00 p.m. This home visit helped to collect data about Firoza and her son as well as her whole family. There is a proverb that goes on, "a well beginning is the half-done of success." So a good and smiling professional relation is essential for rapport build up. She was always thinking works that the researcher has to ensure professional responsibilities to clarify her problems and make her eligible to resolve such issues if it happens next time. That's why a good and stable relationship was set up with her to express herself easily.

A favorable environment helps in this regard a lot. The diagnosis researcher needed to learn some vital information about her personal, familial, economic, social, and social issues for the respondent's problems. After getting married for two years, her husband came to Dhaka for his own will ignoring his wife. Next six months, he could not take any responsibilities for his family.

Observing these situations, the parents of Feroza talked with her husband's family guardians, and finally, they decided that Feroza will also live with him in Dhaka. By this time, their newborn baby came to this world. The main problem started when his son moved by walking; her husband left his garment job. So, Feroza was mentally upset. Then she began to think about what she will do now. It was 2012, and she decided to join a garment job. Fortunately, she got the opportunity at DEPZ, Hi-Tech Sportswear Industries Limited, ⁴⁵ Now she is working there as a senior operator at the sewing division. After saving some money, she requested her husband and tried to manage a tea stall to run. But there was a problem. Everything was stolen for the lack of enough security, and then she helped to start a stationery shop for her husband. All her incomes have to submit to her husband, and he also manages all familial expenses. But personal insurance is run by her secretly.

Another problem is that their only son Firoz likes to stay with his grandparents and doesn't want to go to school. So, they are very concerned about their affectionate son. Feroza Khatun's familial surroundings were badly in situations. But recently she has changed her sufferings. How she could recover her sorrow researcher has practice to psychosocial study in-depth to her mind. The economic crisis was terrible in Feroza's family. But when she came to Dhaka to her husband's attachment. She was able to renew her life again. At first, she was dependent on her husband's income. But after getting her new job at the garment, she has started to change herself in financially settled.

Feroza Khatun is physically fit. Now, her weight about 65 kilograms. Sometimes she feels her body is growing more. She has started to visit the doctor's chamber. On the other hand, her inner situation is so touching for her son. Because of their business of work, they keep away their son from themselves at their native village to Feroz's grandparents' house with them,

where Feroz never goes to school at all. Though his grandparents always tried to send him to school, they became a failure in most cases. A promising future's dream will perish soon, Feroza Khatun feels lonely and in a fixed situation. She couldn't understand what she will have to do. Feroza Khatun has too busy with her garment job. Her husband also busy with his stationery shop. They are living in two rooms and a small flat with her younger sister's family. But they cannot maintain a proper standard of their social life. Her son is so disobedient and doesn't want to go to school at all. After studying different aspects of in-depth studies, the researcher was able to diagnose her problems that are from observational experiences:

1. She is in tension for her son always that's why she demanded a guarantee of social life insurance and expected health insurance from her working place.
2. Her physical weight is increasing.
3. She wants to serve her family time but missing due to her time-bound job and sometimes extra arranging activities.
4. She feels her son's lack of enough care.
5. Feroza tries her best level to bring and keep her son with her.
6. She feels lonely at night when her husband comes home late at night.

Some essential suggestions were suggested to mitigate her problems: Firstly, she told me she doesn't worry more about her son's coming future. Secondly, I recommended her to take a vegetable and ignore to take oily food. Thirdly, possible time should share with her family consulted with her. Fourthly, as soon as possible, they should bring their son and take enough care of his educational opportunities and finally, suggested to remove all loneliness when she gets her son again. She has already started to take vegetables and ignoring oily food. She is eagerly waiting for her lovely son with a jolly mind. She also shows eagerness to continue all her attempts to lead a healthy and happy family

soon. Now she is concentrating on her job and family in a fresh and planned way. She feels better than previous and expected from her working place that if she could have a guarantee of social life insurance, her problems could be removed more and developed her present conditions effectively and fruitfully day by day. She has shared and urged her demand will be informed to their labor welfare organization's authority to support all workers as a representative in the next coming Mayday.

Case Study-04

Rasheda (42) is a divorced garment worker. She has been living at Palli Bidhyut in the Savar area since 2014. Her village home at Town colony, Sherpur, Bogura. Now she is living alone though she has a girl who was supposed to start a newly familial life. Rasheda's husband was a wicked man. Her family didn't take enough information before her marriage. Even he has another wife which information was secret to all, so she was fed up with her husband's attitude. Finally, she was bound to divorce him, for her struggling and miserable life researcher has chosen her as a case study in this research.

From observational experiences, about Rasheda's problems: When she was talking, she burst into tears, causes a lot of suffering in her life. During the observation, it was too difficult to continue the interview. An informal interview schedule was directed to collect data quickly from the respective respondent. Rasheda's familial conditions were the worst positions because her husband received all her salary forcefully after ending the month. He was also an addicted person and used to play gambling. So, her miseries know no bounds. Now she is the only member of her family. The economic condition was a ruthless situation in Rasheda's family. Rasheda is now physically not fit. Now her weight is about 65 kilograms. Sometimes she feels her body is growing more, and her foot pain is increasing. She has started to visit the doctor's chamber. On the other hand, her psychological condition is so pathetic for misplacing her son forever.

Rasheda feels lonely and in a fixed situation. She can't understand what she will do next time. Rasheda has too busy with her garment job. She is living in a single room and small flat with providing a sublet couple family. But she cannot maintain a proper standard of her social life. Rasheda is a very kind-hearted lady. She loves and likes her dater very much. After dropping her only

son, she thinks always her heart has been damaged emotionally. She hopes that her son will come back again.

After getting married, she was trying heart and soul to keep family bondage to all. In 2001, her first baby Shashi was born, and in 2005 her second baby Bappy was born. Due to irresponsible and hurt and physical torture, Rasheda was bound to divorce her husband. Then she came to Dhaka and joined Bangali Industries Limited, and after seven years, she joined S. Suhi Industrial Park Limited as a finishing get-up operator. It was going everything well. As her son Bappy, 12 years old, delinquency couldn't concentrate on study. He was sent by his mother to a known truck driver to learn how to drive. So he was practicing. A few days later, the truck driver sold his truck and lorry though it was needed to repair. The owner of buying cars has a shop for car instruments, so Bappy was involved in practice shopping materials, but he could not feel comfortable again, and again he confirmed his mother. She ignored him. One day Bappy came home for vacation, but the owner accused him as a thief to his mother. Mother told nothing but paid ten thousand takas. After some days, suddenly Rasheda's mother was sick, and she has to back her mother, and Bappy also came from that evil person (according to Bappy's mother) but at that time she couldn't find him. So, request her sublet room member and give her room's key to tell Bappy about her grandmother when Bappy will comeback.

On the way to Bogura, Rasheda received a call from Bappy's shop owner, and he said to Rasheda "Your son has come again to my shop to steal" listening to this, she couldn't believe herself and ignored him. After a while, she requested him don't hurt him and handed him over to the police station. Rasheda was so much shocked she couldn't understand to go either Dhaka or Bogura. She was in a fix. However, she came to Dhaka after three days. By this time, his brother got a call from the Ashulia police station nearby a relative about a dead body.

Brother informed Rasheda. Soon she went to the owner, and he (owner) was terrified to see Rasheda and requested her to go inside the home. But Rasheda wanted to know about only Bappy's information. He was talking to and fro and tried to manage Rasheda concealing the actual point. Finally, she came to the police station and ready to open a general diary about Bappy.

The responsible police officer was capable of identifying Bappy when he knew about Bappy's dress-up from Rasheda and ensured her son was killed. Rasheda started to cry loudly and became speechless. After a while, she went to medical but in vain, the day before he was buried at Azimpur graveyard. Finally, she requested to get justice, but all were attempted to fine her otherwise, they threatened her to kill. So, she was entirely and wordlessly halts. Only her daughter (18) was alive, and she (d) got married a few days ago and started a new life. Rasheda still couldn't believe that her apple of the eye and her son has gone forever. After studying different aspects of the respondent, the researcher was able to diagnose her problems that are the following:

1. She is in tension with her son's past.
2. Her physical weight is increasing.
3. Rasheda tried her best level to bring a smile and keep her from forgetting the memory of her son but in vain.
4. She feels lonely at night suddenly when her dream is disturbed late at night.
5. She always expects a pleasing and friendly surrounding at her workplace to forget her past life's miseries.

She desires to mitigate her problems, and some of the essential suggestions to overcome her present critical situations are : (1) Suggest her don't worry more about her late son's past; (2) Assist her to take a vegetable and ignore to take oily food; (3) Possible time should share with herself, consulted with her to

visit neighbor; (4) Gradually, she should forget the memory of her husband and son; (5) She always expects a pleasing and friendly surrounding at her workplaces to forget miseries of her past life, so propose her to inform her supervisor to ensure her cordial demand.

Conclusion

The pieces of garment industry possess an exceptional situation in the Bangladesh economy. It is the biggest trading industry in Bangladesh, which experienced incredible development during the most recent twenty years. By exploiting a protected market under the arrangement of the Multi-Fiber Agreement (MFA) of GATT, it accomplished a prominent in unfamiliar trade profit, fares, industrialization, and commitment to GDP inside a brief period. The business assumes an essential job in the working-age and the arrangement of pay to poor people. Almost 2,000,000 workers, one straightforwardly, and more than ten million occupants are in a roundabout way connected with the business (Ahmed and Hossain, 2006). The sector has also played a significant role in the socio-economic development of the country. But in the Bangladesh garment industry context, the labor is so cheap that they are not honored financially and socially. The in-depth study is a common issue that every worker has a vigorous struggling and regretful background, especially for female workers. Always they demand a better atmosphere and communally secured life which may be ensured by proper the ruling classes especially worker's colleagues, managers, owners, BGMEA, GO's, NGO's, ILO and raising consciousness about garment workers basic needs and human rights among in general.

64

Chapter Eight

Discussion

8.1 Introduction

8.2 Discussion

8.3 Suggestions for Future Research

8.4 Conclusion

8.1 Introduction

³ Bangladesh is the hub of the garments industry, which has been made by the garments workers of Bangladesh, for which they have to spend not only their time, labor but also their valued lives indeed. The low workers have grown up the mercury of the country's GDP, which resulted in the country's development not only economically but also in the socio-economic aspect. The livelihood Pattern of garment workers indicates the real ⁷⁰ life of a garment worker. It includes a garment worker top to bottom and bottom to top in a word overall discussion. The most critical issue is that every worker has an individual life structure. They always try to lead a simple and ordinary life. As a result, they think of their level in society according to their income and productive activity. Though their life is not a bed of roses, they are satisfied with what they earn. It's a matter of pleasure to them.

²⁰ The study's prime observation found that both male and female workers are actively related to this industry. Though some significant problems are also a presence here, all issues will be resolved by taking proper steps in the coming future. The considerable difficulties are notable: Their education status is deficient. They want to educate but don't get appropriate facilities. It has been clear that a garment's work life is full of joy and sorrows. In most cases, the sorrows part is length able, because of their working hour, low salary based work, insecurity at working place, unfavorable working environment, a hindrance to their simple life. ¹²⁸ The quality of life of garment workers has been studied in developed countries. As the various physical or psychological indicators improve in developing countries, attention should now shift to strengthen the marginalized and underprivileged groups' quality of life. In Bangladesh, where life is complicated for many general people, garment workers are more likely to face much more significant problems in the absence of a worker's friendly environment. They are less likely to be educated,

employed, or rehabilitated. The lower level of quality has consistently been correlated with poor health and lower quality of life.

It should be noted that both govt. And NGOs don't play a vital role overcome the present critical situation of garment workers in the study area. Local people at first spontaneously come forward to help them. Some NGO workers played a vital role in getting their rights and facilities.

8.2 Discussion

The objective of this study was to discover the influential factors on comparative livelihood pattern, especially socio-economic conditions of the Bangladesh garment workers, with particular emphasis on resulting socio-demographic information of the garment workers, livelihood pattern of garment workers, causes and problems of garment workers, facilities workers receive in the garment industry and new ways to combat the issues of garment workers and improve the services of the industry for the workers. Based on a mixed analysis, the study found various interrelating factors within the garment workers' livelihood pattern. The article contributed a dynamic and multi-dimensional understanding of how the influential factors shaped the livelihood pattern of garment workers in Bangladesh, a Savar city study. This study presented some valuable aspects of the communal livelihood pattern of garment workers. The results showed that respondents' interaction with the researcher, respondents' knowledge about socio-economic conditions, and causes and problems of garment workers were the main predictors that influence their participation in garment workers' livelihood pattern.

This finding is comparable to Chowdhury and Ullah (2010). They showed that the standard of living of the female garment workers is still in a precarious condition. They are not free from the vicious circle of poverty and face extreme

difficulties in obtaining their basic survival needs. Their paper recommended 48 measures for improving the prevailing socio-economic facilities, to a great extent, to achieve female workers' satisfaction at the maximum level.

During fieldwork, the researcher observed that the garment worker's livelihood 6 in the Savar area had a more significant role than Bangladesh's other regions. In this situation, it was observed that the implementing agency authorities frequently visited the Savar area to obtain some feedback from the Savar residents to develop the livelihood pattern of garment workers. By contrast, the Savar area's garment workers have been more inactive, removing themselves from contributing, and simply provisional more on the organizations' advantages.

This study also is an attempt to know the perceived knowledge 17 of the people of the different sections regarding garment worker livelihood. A cross-sectional study design has been used to understand the real situation of garment workers' perceptions of Bangladesh. The population of the study consists of both male and female garment workers. The research has also focused on these priority themes:

- a) Status of garment workers in the study area.
- b) The causes of being a garment worker.
- c) Attitudes of family, society, community, and relatives towards garment workers.
- d) The participation rate of garment workers in various activities in the organization.
- e) Some abuses towards them and some recommendations and take some opinions on how to change the overall attitude towards them.
- f) Some Recommendations and Take Some Opinions on How to Change the Overall Attitude towards them

(a) Status of Garment Workers in the Study Area

The observation found that in the study area, most of the respondents are not so literate. They don't get any educational facilities like general people. Education is vital for every human being. It facilitates both material and spiritual development. On the other hand, it also a tool through which well-being could be ensured. On the issue of access to education, it was mentioned that they want to receive some education. The respondents who received education said that several enabling factors facilitated their education. They said that they could get an education because of their parents' encouragement. The garment workers are in low profile regarding academic education. Most female workers can write & address, most of them left the school after primary education. The researcher has surveyed 94 workers, where 42 were found to have attended SSC, but not all are passed. The following reason can be outlined as the causes of less education amongst the garment workers:

a) Poverty- Most of the guardians of the garment workers are very poor. They prefer to think a job is better than education.

b) Ignorance- Most of the guardians are illiterate. They believe female education will not bear a good result in their family; instead, working in the garment factory will bring some money which will help them run the family smoothly.

c) Easy Accessibility of Job: To be a garment worker is very easy. Anybody may have a job overnight if he/she tries, which makes the young people get involved without difficulty in this industry.

d) Dowry System: The general public's framework that a large portion of the watchmen asserted that they would require a lot of cash in the marriage of their female kids (for settlement), who are working in the pieces of garment processing plants. They are procuring for themselves as they are saving the cash in the bank for their future. Yet, chatting with the workers independently

discovered not many specialists who are setting aside cash ³ in the bank for their future aside from that, additionally discovered some NGO individuals among them which numbers are inconsequential.

Practically the entirety of the piece of garmentworkers is untouchables. They return homes around evening time - implies they have no extension to control their kids for instruction. The greater part of their kids is ³ going govt. Grade schools; some NGO's schools (BRAC, PROSHIKA, and UCEP etcetera) for their schooling. A few bits additionally take guidance in the different kindergartens. But most of the family members don't encourage them. It has been come out from the study that most of the respondents were busy at day time as their working time and living condition was unfavorable.

(b) The Causes of Being a Garment Worker

The study found that unconscious, mal-nutrition, diseases, accidents, divorce, and poverty are the leading causes of garment workers. Most of the respondents said that there was no appeal to take part in education when they were a child because of a lack of enough familial support. It has been observed that most of the respondents are more impoverished garment workers. Well-being is associated with the ability to work and fulfill various roles in society. The workers are also deprived of participation and opportunities available to others. The country has made significant gains in providing mandatory primary education care. Educational services are provided both through the public and private sectors. ⁸⁰ Most of the respondents mentioned that they don't get proper academic and social care rather than general people.

(c) Attitudes of Family, Society, Community, and Relatives towards Garment Workers

Family is an integral part of human growth, but most respondents do not correctly take care of the family. Most workers were dependent on their family before they got a job, which was more or less seen as a family burden. Most of their families think that they ¹³ can achieve nothing. It would be a waste of energy and resources that will spend for them, so they are our family burden. But few family members behave positive attitude towards them. Society is a group of people involved with each other through a large social grouping. It has been observed that awareness of the abilities of a worker's skill or excellence is fragile and overshadowed by prejudice and ignorance. As members of society, they (garment workers) don't get any positive attitude. Relatives are part and parcel of our life in our country relationship among relatives is better than in other countries. Still, garment workers do not get this kind of facility (connection). Most of the relatives do not behave properly with them and don't get any chance to build up their relatives' relationship. They feel nervous and sometimes take the opportunity to committed heart-touching problems. Culture includes vast things.

The pieces of garment individuals are accomplishing fretful work from daybreak to noon to make wonderful development in our abundance. From a genuine perspective, they have no particular opportunity to consider their entertainment independently. They blend inside themselves. The greater part of them get hitched to pieces of garmentworkers; May there is named as an article of garmentworkers family. In this thesis, the analyst found that 68% of the pieces of garmentworkers have marriage articles of garmentworkers, though 27% of them work in similar manufacturing plants or ventures. Articles of garmentworkers live in thickly populated territories.

For the most part, they live in semi-cement or tin shed houses. Around 6-8 specialists live wrecked who are unmarried or hitched single guy or separated. Some grounded family (3-4 people of a family when making a payment) likewise live freely, leasing a house or even a level. Pieces of garmentworkers chiefly ³ send their youngsters in govt. Grade schools, madrasah, or NGO's schools for instruction. Some bit additionally sends their youngsters to private kindergartens. Articles of the garment, individuals are consistently in a surge. They have no time and even degree to blend in with different experts. They wear exceptionally brilliant garments. Fundamentally they incline toward the modest cotton fabric to deflect perspiring because of longstanding working inside the production lines.

They experience the ill effects of different sicknesses, including lack of healthy sustenance. In any case, they are not well paid. Then again, they are not paying consistently. A portion of the production lines bargains with the guidelines and guidelines while others are not, demonstrating various causes. These days, it likewise makes papers a title text that "pieces of garmentworkers blockades deals for their levy," which is excruciating. There was gigantic disorder in the most recent many years, which caused numerous losses and harms of an article of garment resources, altruism at home and abroad in Bangladesh setting.

(d) Participation Rate of Garment Workers in Various Activities in the Society

² Socialization is achieved through participation in various social functions and gatherings. Garment workers have less chance to ² attend or participate in social functions with their family members. Concerning the behavior patterns they experience in garment based programs and gathering, some ² feel that they receive positive behavior from other participants of the various community. The present study found that garment workers in their family-level decision-

making process are not confident in ² making decisions that concern their lives by the families, though it has started to change.

These decisions are related to the family economy, marriage, education, properties, personal, familial conflict, and any other family-related. Most of the respondents are separated from the decision making process. Even when female garment workers were outgoing with strong social skills and many friends, their friendship was ¹²⁶ less likely to evolve into romantic relationships than other females. Also observed that most of the respondents have no own properties, especially widow female workers, their relatives and husband don't get any chance to take their rights. Though they contribute to their family by heart and soul, no recognizes in properties. Only a few respondents get their rights to access properties. To achieve these rights, they faced many problems. Their family members and other persons didn't agree to give the rights to access properties. When moving, ² they face difficulty in boarding on and off the transport, and ² buses generally do not wait for a more extended period to allow them.

The study found that some garment workers are physically weak and helpless; they cannot work correctly. As a result, they live under psychological pressure. They cannot fulfill their demand as human beings; existing services are not available, so they want a more favorable and friendly garment working environment for their better position. These sustainable facilities can remove the vulnerable situation of them.

The study found that most of the respondents want to participate in any social and developmental work. If the government or NGOs take developmental initiatives for them, and without their participation, it will never be increased.

(e) Some Abuses towards Garment Workers

It has been clear from the study that different types of abuses wait for them. In the workplace, both male and female workers might commit this type of harassment – a management official, co-worker, or non-employee, such as a contractor, merchant, or visitor. The victim can be anyone affected by the conduct, not just the individual at whom the offensive conduct is directed. In daily life, especially female workers are being faced with different types of abuses. Some respondents are being faced with harassment from their male colleagues.

To this study, it has been clear that garment workers are low; they need help from the Government and NGOs. Some of the respondents get few facilities in Bangladesh, but most of the respondents don't get any GOs and NGOs facilities. They told the government to give facilities to owners or managers, but they don't provide them without profit. If they (workers) hand over some money bribe, they provide facilities. But surrounding people help them to their ability so, surrounding people are the safeguard for them. As human beings, they (workers) have rights like others. Some respondents get their rights, but most of the respondents think they don't get their rights around garment industries.

(f) Some Recommendations and Take Some Opinions on How to Change the Overall Attitude towards them

Law is a system of rules and guidelines which are enforced through social institutions to govern behavior. There have some facilities in law, but they (workers) don't get some facilities that are no need for them. Firstly the government should operate the survey then take initiatives for them. At the same time, something should be a priority for workers who are financially live

in poverty. The study found that most respondents do not have any idea about Policy, Legal Provision, and Institutions.

² A little over one-third of the garment industry workers are aware of the garment industry's enacted laws. However, the majority lacked awareness of them regarding awareness about the specific provisions of the rules. Some ² special requirements are made in the policy and regulations for the benefit of workers. It can be observed from the study that they are not at all aware of any special provisions that are made for the use of the garment workers. It has been clear from the survey that all garment workers have highly expected their social security like group insurance and health insurance. So, the Authority should take enough plan and business policy for all classes of garment workers' well-being.

8.3 Suggestions for the Future Research

This study has coded several themes and questions that could help direct future research on garment workers' livelihood patterns in Bangladesh. It questions the adequacy of traditional methods of conducting the study shortly, and it has also pointed to the need for a broader conceptualization of worker's conditions. The research questions the adequacy of data sources on garment workers in Savar under the district of Dhaka. It has established that quantitative studies should be conducted to measure the actual need with statistical data. The ¹³ findings of the study indicate the demand for further research on issues related ¹²⁵ to the situation of the livelihood pattern of garment workers:

- This study was carried out in a district Dhaka (Savar) area. So, further research can be done on garment workers in another area of Bangladesh;

- A separate assignment can be undertaken to unveil the perceptions of the general public, good manager, supervisor, and caregivers towards garment workers;
- This was a study on the garment workers issue, where both male and female workers are included. It is recommended to undertake further analysis of all kinds of garment related persons should be included;
- Another area of research is on the scope of expanding garment opportunity for garment workers;
- A breakdown can also be carried out to exploring the potentials and skills of garment workers and to find out more opportunities for them;
- Based on findings, research on the conditions of human rights issues of garment workers and identifying the violation of such rights can be done;
- In-depth anthropological research can be conducted on reproductive health and married life of garment workers with challenging profession;
- For further research, a standardized attitude scale can be used for measuring the attitudes of family, society, working place surroundings towards garment workers.

8.4 Conclusion

Finally, in short, garment workers lead a measurable life in some cases in Bangladesh perspectives. All policymakers should have designed an acceptable policy in developing garment industries among the country which will show the world-class garment around the world.

Chapter Nine

Recommendations and Conclusions

9.1 Executive Summary

9.2 Recommendations of the Study

9.3 Conclusions

9.1 Executive Summary

Over the most recent couple of years, the world economy has changed fundamentally because of the expanding movement of creation measures from created to non-industrial nations. Bangladesh is no exemption for this pattern. The readymade piece of garment (RMG) industry of Bangladesh is one of the significant ventures that created because of the worldwide movement of creation where produces contend on cost and quality. Here the plant proprietors diminish the expense of creation differently and acquire the greatest profit from the workers. The present circumstance obliges workers to work more, which thusly influences the strength of the workers.

The study was carried out using a mixed-method approach applying a survey, case study, and in-depth interview methods. A total of 94 respondents, composing 47 male and 47 female, were interviewed under the survey method. The educational status from secondary to a higher level of male respondents (87.23%) was slightly higher than the female respondents (85.03%). Though male respondents, in terms of marital status, were either married or unmarried, one-fourth of the female respondents (26%) were married and among the rest half, 47% were unmarried, the rest 24% were either divorced or widowed or refused by their husband. Respondents of the study were ideally either Muslim or Hindus by religion. Though there were no female respondents who belonged to any other religion except Islam, 4.26% of male respondents were Hindus by religion.

The finding reveals the vulnerability of female garment workers miseries and vulnerabilities in their day to day life. Irrespective of gender, the respondents were found to live either in concrete buildings or in tin-shed dwelling places, houses constructed by the sheet. Almost all of the respondents, either male or female, were found to reside in a rented house. As it was found that most of the

respondents reside in the rented house, hence the average rent price was devised in this study. It was found that around 56% of respondent's household rent was more than 2000 BDT but less than 3000 BDT while the rest of respondents stated that their household monthly rent was more than 3000 BDT. The study also explored the health and hygiene in the workplace of respondents and found that one-quarter of the female stated there are no healthy sanitation facilities, as it should be, in their workplace while, around half of the male respondents said so.

Among the total respondents, the higher number of male respondents would work as a Machine operator (31.90%), Quality in-charge/ Supervisor (27.64%), and Ironman (14.88%) while, in terms of female, 46.80% would work as a Machine operator, 23.40% in sewing, and 19.14% as a helper. It was found that all garment workers irrespective of gender work more than global standards, ideally 08 hours in a day. Though 53.18% male and 34% female were found to work for 8 to 10 hours per day, the rest 46.80% male and 66% female garment workers stated to work for more than 10 to 12 hours per day. Comparatively, women garment workers were found in a more vulnerable situation than males in terms of working hours. Though all male respondents said to receive their salary on time, 9% of female respondents claimed that they do not receive their salary in due time. Considering the background, respondents were asked about their relationship with their managers and the owner of garments. It was found that 27.65% of the respondents explained about their relations with the owner/managerial as not so good as it should while 43% of female respondents said the so.

They usually come by walking at their working place and in the meantime, they face various verbal and physical abuses from commuters as well as bus staffs. They usually use public transport as these media of transport is usually cheap

but they are not protected here. On the other hand, in the workplace, they work long strenuous hours and do overtime till mid-night, even at dawn also. In the meantime, they face, generally women, verbal, physical, or sexual abuse from their surrounding people like staff, male colleagues, garments owners, and so on. Females are more prone to violence than their counterparts.

It was found that male respondents were more prone to meet their necessities expediting their salaries. They usually realize their preferences to spend their salary on buying essential dresses while females were found to be more prone to buy cosmetics using their salaries. The study also revealed that female mostly does their jobs either to support their husband or to support the whole family as they are the household head. 14% on average said that they do not consult with the doctor, whether private or public when face any physical problem rather they fully depend on a quack or pharmacist. Women, however, were found to face more psychological complexities than their male counterparts.

Though garments workers work more long strenuous hours but instead of their work, as found in the study, they receive an insufficient amount of money. Their salary ranges between 8 thousand BDT to 12 thousand BDT. It was found that these garments workers usually come from pastoral areas for a livelihood by doing their jobs in garments. They usually dwell in the tin-shed building but their residents are not environmentally healthy. They are bound to live in a substandard way as they receive too little and ask to support their left-behind members in their local areas.

TV is the main source of recreation for garment workers. Around 05 out of 06 garment workers were found to watch television as a medium of recreation. The respondents stated to use social media, and the least a number of them said

to visit historical places as a medium of recreation. It was also devised how they spend their pastime. It was found that around 06 out of 10 garment workers spend their pastime gossiping with their mates, family members, and son while the second majority were found to spend playing games.

It was found that 15% of males and 21% of female face differential problems in their workplace. However, it was proved that females face more problems comparatively their male counterparts. Out of 10, 06 male and 9 female respondents stated that call name is the most common problem that they face in their workplace while the rest of the respondents said the long working hours as the major problem at their working place. Irrespective, almost 09 out of 10 respondents came to the job for their lives and livelihood. It was also found that around 4 out of female respondents said their colleagues do not hold respect to them. Women respondents reported more problems than their male counterparts and they claimed they face insecurity during their overtime. Other problems include transportation, tiredness, and longer working time than usual etcetera. Despite these problems, 64% of male and 81% of female respondents stated that the authority does not take proper steps to combat their problems even.

While one in every ten male workers do not know about labor rights, the ratio is double in the case of women and every two out of 10 are not aware of their labor rights. The ratio is the same in the case of labor welfare organization. While every two males do not know about labor welfare organizations, four out of ten female workers do not know the same thing. Even more than 90% of average garment workers do not have an affiliation with any labor organizations. Even they do have any social insurance or pension system. The said pension or insurance is in name, but not in action indeed.

It was found that women were more vulnerable, in some cases two to three times higher than their male counterparts. However, the findings would an important guideline for policymakers, garment owners, and labor organizations.

9.2 Recommendations of the Study

⁷⁴ The garment industry is the main fuel of the economy of Bangladesh and the country receives the highest amount of foreign currency from this sector. Unfortunately, garment workers face the highest complexities in their life and receive the least amount of remuneration compared to their work. In recent years, their numeration was revised and that is why they receive a lower standard salary in comparison to other countries. Garment workers face hundreds of problems in their way. Considering the overall expenditure of the country, garment workers lead a miserable life and lead a scary livelihood. They live in substandard houses with no standard sanitation, water, environment, and so on.

Female garment workers face more complex problems compare to their co-workers. They face family violence at home and in their workplace, they face physical to sexual abuse. Female garment workers are very often beaten by their husbands and ask for dowry. In the case of the demise of their husband, they face complexities from their surrounding environment and are to hear slangs as well as sexual proposals. They face more severe complexities in their working place. They face tease in their working way from the commuters. In some cases, they are punched in their hip or bum, or breasts. In the working place, they are to pay their attention at overtime work as well after completing the scheduled ¹¹² work, and most of the time, they do their overtime work at night. Hence, in the night, they are called into the room of higher officials like an owner, production manager, line manager, and so on and then harass them

physically and emotionally. Even in most of the cases, higher officials speak in a way like that they cannot speak without using slang. Considering the overall conditions, the livelihood patterns of garment workers need a dramatic improvement.

In recent years, global concern for garment workers has come to the center stage of the international and national development discourse. Multilateral and bilateral international agencies, national and international non-government organizations, and above all national governments of countries are now coming forward with enabling policies, programs, and projects for ensuring the rights and security of garment workers with national life. The current study revealed that in respect to the above, Bangladesh is no exception in formulating national policies, enacting legislation and establishing organizations, and taking up programs and projects for the benefit of the workers. In addition to government efforts, some national and international non-governmental organizations are also working in the area of garment industries. The major focus of their initiatives is awareness development about rights, skills development, and employment creation through training and credit and networking, advocacy for the establishment of rights, and formulation of enabling policies and programs.

In the course of the study, it has also been observed that there exists a general level of awareness among officials of government and non-governmental agencies particularly working with rights, security, and honor issues about relevant national and international laws and policies on garment workers. It appeared that they also have a genuine concern for the mainstreaming of the male and female workers. Media in Bangladesh do cover news about them. It was reported by the garment workers that in the media, their success stories and achievements are reported in lesser number compared to negative aspects.

However, the media persons expressed their concerns for the development of the garment workers. It has been observed that the male and female workers who have been covered under the study have especially limited access to education and employment. In the families, and a few numbers of them participate in the decision-making process and social gatherings but most of them are separated. However, it was gathered that they have limited awareness about policies and legal provisions on the garment's life. Some of them mentioned that they are associated with NGOs and have benefited from their neighborhood. However, in light of the findings and observation, the followings recommendations should be made:

1. It was found in the study that the majority of the garment workers come from pastoral areas to earn a livelihood. They come here, engage in jobs, and then support either their families back in rural areas or their livelihood in the working areas. It also found that the sanitation and their housing conditions are very poor. In addition to that, they are to work long strenuous hours. They usually do overtime jobs to support themselves and their families and that is why they stay at their working place for long, especially at the deep of the night. In the meantime, they face various complexities ranging from their household to the workplace. Considering these situations, it is wise to ensure their housing facilities near their working place. The owner may build medium standard buildings for their employees near their working place. This will in turn reduce the vulnerability of garment workers, especially women garment workers. Ensuring these facilities will ensure their safe livelihood and security from the vulnerability that they face in the way of their workplace.

2. Garment workers face several types of violence at their working place. They face wage deduction, termination from jobs in the case of any fault, threat to terminate from jobs without any big reasons, are not provided a specific job contract and receive unfriendly working environment as well as facilities. Women garment workers are more prone to violence, ranging from verbal abuse to sexual abuse. Considering the overall situation, the working environment needs to be improved. In this regard, the government may establish a monitoring cell. The cell may be formed by the welfare associations of garment workers or the employer of the garments. This cell will be collaborative and they will observe the overall conditions, report the negative issues, improvise the overall conditions through the report, and put forward issues to solve the complexities. Several laws are available to safeguard workers, and there are numerous laws to protect women and children's rights as well but the application of these laws is hardly seen. It is high time to put in action these ³⁸ laws to protect the rights of garment workers, especially women, ² the most vulnerable group.
3. It was found that the majority of the garment workers do not have any knowledge of labor laws. Even they do not have any affiliations with labor welfare organizations. They do not know how to unite and raise their voice to ask for rights and remuneration. Hence, mass awareness is the demand of time to ensure their rights. ² For mass awareness development on the issues and rights of the garment workers, the media should play a much more affirmative role. For this purpose, the organizations, both government and non-government, working in the area of garment industries should network and enter into a social responsibility partnership with print and electronic media to project life,

livelihood, constraints, and prospects of the garment workers for the awareness development of the general mass...

4. A national organization should be created to advocate and work for the benefit and interest specifically of the garment workers in the national and international areas. The main focus of such an organization should be the empowerment of the garment workers and the promotion of their rights. For sustainability, such a national organization should maintain transparency, ensure accountability, and develop a strategic network, capacity, and needs to be a member has driven and not a donor-driven organization.
5. Social security measures like group insurance, health insurance, and residential facilities for workers are recommended for the well-being of all garment workers. Organizations working for the benefit of the workers should be networked to develop a common advocacy strategy and program for the establishment of rights and policy change in favor of the garment workers. This will be more forceful in exerting pressure and intensify the movement for policy change. Besides, the issue of inclusion of male and female garment workers in job place should be considered as rights. The development organizations both government and nongovernment involved in job creation and skill development should consider female workers as priority target beneficiaries.
6. The prevailing understanding and beliefs at the community level on causes and socialization of garment workers concepts are negative and wrong in most cases. Superstition still exists in most communities, which seems to be the main barrier to the development of garment workers as a whole. This has to be addressed by the development

activists to create a positive understanding through mass communication and counseling. Furthermore, the health centers at least each garment level should have facilities of primary health rehabilitation services like primary treatment, emergency treatment, and medical services etcetera. to attend persons with garment workers. Female workers should get extra care. Provision for screening and referral services should be initiated in primary health care services at the community level.

7. Still, garments workers are ill-paid. Govt. should ensure their wages on regular basis at the right time. Their salary structure should be revised with the present condition of the market. There are many irregularities in the factories such as physical torture, abuse, etcetera which should be checked by the govt. The factory owners make them compelled to work during the holiday, even on the Eid day but they randomly cut salary in the name of late coming, bad performance, bad quality etcetera which should there be minimized. BGMEA, BKMEA are always saying about compliance issues for the workers. In fact, according to researcher observations, found very little regarding what they deserve.

9.3 Conclusions

In Bangladesh, the garment industry drives the country's economic growth, contributing to an impressive more than 6 percent growth rate for nearly a decade. Bangladesh is now one of the world's leading garment exporters, second only to China, and the garment industry employs 3.6 million workers out of a total population of over 160 million. The garment sector is considered the heart of the economy of the country and it is the main source of foreign currency earning. It is high time to ensure a fair environment for garment workers as if they can contribute to the country by benefitting themselves. Above mentioned recommendations are the time-bound need for the garment

workers and if these measures are taken shortly, it is expected that the livelihood pattern of garment workers will be changed drastically and this will ultimately push them to contribute more to the country and the nation. The garment sector in Bangladesh contributes more than 70 percent of the national income.

Because of investment in this pay producing area, their life and status in the public eye got updated. Be that as it may, generally, the state of the article of garment workers is exceptionally baffling. Particularly, female specialists face different emergencies in the RMG area. The print media had composed numerous reports and the TV channels had circulated numerous terrible stories on their low wages, hostile workplace, medical problems, nourishment, protection, etcetera. In any case, weak measures have been taken so far to address these issues. By and large, these issues are hampering the creation and climate of the RMG area and if these obstructions are not eliminated, the area might be influenced increasingly more in the coming days. Last, however, not least, the helpless female piece of garmentworkers, who are the significant labor force behind this area, should be perceived appropriately and solid thoughts and their usage should come to reduce the predicament. Except if and until the essential privileges of the helpless article of garmentworkers are guaranteed, it may not be normal that this area will accomplish its ideal objective. On the off chance that the suggested measures are executed in the RMG area, at that point it might improve the current circumstance and the workers and proprietors may accomplish their objective.

References

- Aaker, D.A., 2008. Strategic market management. John Wiley & Sons.
- Aberbach, J.D., Putnam, R.D., and Rockman, B.A., 1981. Bureaucrats and politicians in western democracies. Harvard University Press.
- Absar, S.S., 2001. Problems surrounding wages: the ready-made garments sector in Bangladesh.
- Afrose, L., Banu, B., Ahmed, K.R., and Khanom, K., 2012. Factors associated with knowledge about breastfeeding among female garment workers in Dhaka city. *WHO South-East Asia Journal of Public Health*, 1(3):249-55.
- Ahamed, F., 2012. Improving social compliance in Bangladesh's Ready-made Garment industry, *LabourManag.Dev.* 13 (2012).
- Ahamed, F., 2013. Background of History of Bangladesh and Ready-made Garment Industry: Key challenges in the RMG Industry. *Middle East Journal of Business*, 8(1).
- Ahmed Nazneen, 2005. "External Sector: Performance and prospects" paper presented in a seminar on National Budget for 2005-06 and PRSP, organized by BIDS on May 29, 2005.
- Ahmed Saleh, 2014. Maternity benefits-right or privilege? Daily Star, August 26, 2014. Available at <http://www.thedailystar.net/maternity-benefits-right-or-privilege-38659>. Accessed on 17 June 2015
- Ahmed, N., 2009. Sustaining ready-made garment exports from Bangladesh. *Journal of Contemporary Asia*, 39(4), pp.597-618.
- Ahmed, N., and Nathan, D., 2016. Improving wages and working conditions in the Bangladesh garment sector. *Labour Conditions in Asian Value Chains*, p.51.
- Ahmed, S., and Khan, M.M., 2011. Is demand-side financing equity enhancing? Lessons from a maternal health voucher scheme in Bangladesh. *Social science & medicine*, 72(10), pp.1704-1710.

Ahmed, S.N., 2019. Gender Benders in Off-Shore Production: Bangladesh-China Comparisons. In *South Asia in Global Power Rivalry* (pp. 125-151). Palgrave Macmillan, Singapore.

Akhter S., Salahuddin, A.F.M., Iqbal, M., Malek, A.B.M.A., and Jahan, N., 2010. Health and occupational safety for the female workforce of garment industries in Bangladesh. *Journal of Mechanical Engineering*, 41(1):65-70.

Akter A., 2014. A critical review of the protection and promotion of working women regarding maternity benefit rights: Bangladesh perspective. *World Vision*, 8(1):154-161.

Alam, D. N., and Rahman, D. R., 2009. WE ARE HUMANS TOO, A baseline survey, 'AmaroManush' (we are humans too), Jahangirnagar University.

Alam, G.M., 2009. Can governance and regulatory control ensure private higher education as business or public goods in Bangladesh?. *African Journal of Business Management*, 3(12), pp.890-906.

Aldaba, R.M., 2008. SMEs in the Philippine manufacturing industry and globalization: meeting the development challenges (No. 2008-15). PIDS Discussion Paper Series.

Ali R.N., Begum F., Salehin M.M., and Farid, K.S., 2008. Livelihood pattern of rural women garment workers at Dhaka city. *Journal of Agriculture University*, 6(2):449-56.

Amsden, A.H., and Hikino, T., 1994. Project execution capability, organizational know-how, and conglomerate corporate growth in late industrialization. *Industrial and corporate change*, 3(1), pp.111-147.

Anderson, J.E., 2011. The gravity model. *Annu.Rev. Econ.*, 3(1), pp.133-160.

Ansary, Mehedi; Barua, Uttama, 2015. "Workplace safety compliance of RMG industry in Bangladesh: Structural assessment of RMG factory buildings". *International Journal of Disaster Risk Reduction*.

Anwara Begum, 1999. "Destination Dhaka - Urban Migration: Expectations and Reality," The University Press Limited, Dhaka.

Asgari, B., and Hoque, M.A., 2013. A system dynamics approach to supply chain performance analysis of the ready-made garment industry in Bangladesh. *Ritsumeikan Journal of Asia Pacific Studies*, 32(1), pp.51-61.

Atkinson, M.M., and Coleman, W.D., 1989. *The state, business, and industrial change in Canada*. University of Toronto Press.

Azim, T., Chowdhury, E.I., Reza, M., Ahmed, M., Uddin, M.T., Khan, R., Ahmed, G., Rahman, M., Khandakar, I., Khan, S.I. and Sack, D.A., 2006. Vulnerability to HIV infection among sex worker and non-sex worker female injecting drug users in Dhaka, Bangladesh: evidence from the baseline survey of a cohort study. *Harm Reduction Journal*, 3(1), p.33.

B.S.R., 2014. Health care delivery in RMG factories in Bangladesh: what are the missed opportunities? (Accessed on 7 June 2015)

B.U.P., 1990. "A Study on Female Garment workers in Bangladesh." Bangladesh Unnayan Parishad (BUP), Dhaka, Bangladesh.

Baker, M., 2004. "Corporate Social Responsibility – What does it mean?" Available at: <http://www.mallenbaker.net/csr/definition.php>

Bangladesh Bureau of Statistics, 2007. *Statistical yearbook*. Dhaka.

Bangladesh Bureau of Statistics, 2009 *Addressing the Urban Poverty Agenda in Bangladesh, Critical issues and the 1995 Survey Findings* in Nazrul Islam, Nurul Huda, Francis B., Narayan, and P. radioman B., Rana, Asian Development Bank, 1996.

Bangladesh Demographic and Health Survey, BDHS, 2007. *Health status of the industrial workers in urban areas*, Dhaka.

Bansari, N., 2010. *Textile and garment sector in post MFA regime: A case from Bangladesh, gender and trade*, commonwealth secretariat.

Barkat A., Majid M., Ara A., Mahiuddin G., Rahman M., Poddar A., Osman A., Khan M.S., Badruzzaman M., and Hussain A., 2008. *Study on change in attitudes and behavior of garment owners, managers, and workers towards*

gender and reproductive health issues. Human Development Research Centre (HDRC).

Beck, T., Demircug-Kunt, A., and Martinez Peria, M.S., 2006. Banking services for everyone? Barriers to bank access and use around the world. The World Bank.

Begum, F., Ali R.N., Hossain, M.A., and Shahid, S.B., 2010. Harassment of women garment workers in Bangladesh. *Journal of Bangladesh Agriculture University*, 8(2):291-6.

Begum, N., Mamoon, A.B.A., Hossain, M., Begum, N., Chowdhury, S.A., and Rahman, M.F., 2006. UTI among female workers in the selected garment industry of Dhaka city: a cross-sectional study. *The Orion Medical Journal*, 23:325-7.

Belal, A.R., 2008. Corporate social responsibility reporting in developing countries: The case of Bangladesh. Ashgate Publishing, Ltd.

Bergstrand, J.H., 1989. The generalized gravity equation, monopolistic competition, and the factor-proportions theory in international trade. *The review of economics and statistics*, pp.143-153.

Berg-Weger, M., Rubio, D.M., and Tebb, S.S., 2001. Strengths-based practice with family caregivers of the chronically ill: Qualitative insights. *Families in Society*, 82(3), pp.263-272.

BGMEA, 2014, Annual Report 2013.

BGMEA, 2012 (online) Industry strengths. <http://www.bgmea.com.bd/home/pages/Strengths>. Accessed Aug 2012.

Bhattacharya, D., and Rahman, M., 1998. "Female Employment under Export-Propelled industrialization: Prospect for internalizing global opportunities in Bangladesh Apparel sector." Paper prepared under the UNRISD-CPD Study on Technical Cooperation and Women's Lives: Integrating Gender into Development Policy (phase II). *Rethinking Gender: Women as Economic Actors*.

Bhuiyan, Z.A., 2012. Present status of garment workers in Bangladesh: An analysis. *IOSR Journal of Business and Management*, 3(5), pp.38-44.

Bosman, M., Lambooy, T., Oral, E., and Jansen, B., 2020. 'The Chemicals Between Us': The Use and Discharge of Chemicals in the Life Cycle of a Pair of Jeans—From Legal Theory to Practice. In *Sustainability and Law* (pp. 157-199). Springer, Cham.

Bruce, K., and Costa, H., 2019. Enabling environment for PPPs in agricultural extension projects: Policy imperatives for impact. *Journal of Rural Studies*, 70, pp.87-95.

Bryman, A., and Bell, E., 2007. Business research strategies. *Business research methods*, pp.226-238.

Caleca, Alexandra Rose, 2014. "The Effects Of Globalization On Bangladesh's Ready-Made Garment Industry: The High Cost Of Cheap Garment". *Brooklyn Journal of International Law*.

Campaign, C.C., 2012. Hazardous workplaces: Making the Bangladesh Garment industry safe.

Cardinale, I. and Scazzieri, R., 2019. Explaining structural change: actions and transformations. *Structural Change and Economic Dynamics*, 51, pp.393-404.

Caves, R.E., 1974. Multinational firms, competition, and productivity in host-country markets. *Economica*, 41(162), pp.176-193.

Cavestro, L., 2003. P.R.A.,-participatory rural appraisal concepts methodologies and techniques. [www.agraria.unipd.it/agraria/.../participatory % 20 rural % 20 appraisal.pdf](http://www.agraria.unipd.it/agraria/.../participatory%20rural%20appraisal.pdf). (Accessed on 25 December 2014)

Chambers, E.G., Foulon, M., Handfield-Jones, H., Hankin, S.M., and Michaels III, E.G., 1998. The war for talent. *The McKinsey Quarterly*, (3), p.44.

Chowdhury, N.A., Ali, S.M., Mahtab, Z., Rahman, T., Kabir, G., and Paul, S.K., 2019. A structural model for investigating the driving and dependence power of supply chain risks in the readymade garment industry. *Journal of Retailing and Consumer Services*, 51, pp.102-113.

- Chowdhury, N.J., and Ullah, M.H., 2010. Socio-Economic Conditions of Female Garment workers in Chittagong Metropolitan Area An Empirical Study. *Journal of Business and Technology (Dhaka)*, 5(2), pp.53-70.
- Claeson, B.S., 2015. Emerging from the tragedies in Bangladesh: A challenge to voluntarism in the global economy. *New Solutions: A Journal of Environmental and Occupational Health Policy*, 24(4), pp.495-509.
- Claeson, C.F., 1968. "Distance and human interaction." *Geograph. Ann. B*, No. 50, pp. 142-161, Scandinavian University Press, Norway.
- Cohen, S.A., and Richards, C.L., 1994. The Cairo consensus: population, development, and women. *Family planning perspectives*, 26(6), pp.272-277.
- Corporate Social Responsibility, 2013. Investopedia, Available at <http://www.investopedia.com/terms/c/corp-social-responsibility>.
- Cresswell, J., 2007. *Qualitative inquiry and research design*, 2 ended Thousand Oak.
- De Graaf, P.M., and Kalmijn, M., 2006. Divorce motives in a period of rising divorce: Evidence from a Dutch life-history survey. *Journal of family issues*, 27(4), pp.483-505.
- Debapriya Bhattacharya, 1998. "Export Processing Zones in Bangladesh: Economic Impact and Social Issues." Working Paper No. 80, ILO, Geneva.
1997. "Women and Industrial Employment in Bangladesh: Challenges and Opportunities in the Era of New Technologies." A Research Report, Bangladesh Institute of Development Studies (BIDS).
- Dell'Araccia, G., 1999. Exchange rate fluctuations and trade flow: Evidence from the European Union. *IMF Staff Papers*, 46(3), pp.315-334.
- Demidova, S., Kee, H.L., and Krishna, K., 2012. Do trade policy differences induce sorting? Theory and evidence from Bangladeshi apparel exporters. *Journal of International Economics*, 87(2), pp.247-261.

Denzin, N.K., 2008. The new paradigm dialogs and qualitative inquiry. *International Journal of Qualitative Studies in Education*, 21(4), pp.315-325.

DiBiase, D., 2000. Is distance teaching more work or less work?. *American Journal of Distance Education*, 14(3), pp.6-20.

Dina, M., Siddiqi, 2015. "Starving for Justice: Bangladeshi Garment workers in a 'Post-Rana Plaza' World. *International Labor and Working-Class History*, vol.87, pp-165-173.

Dr. Khondaker Golam Moazzem, Research Director, C.P.D. & Md. Arfanuzzaman Programme Manager, C.P.D.,-R.M.G., Study, C.P.D. "Dialogue on Minimum Wages and Livelihood Conditions of R.M.G. Workers," 5 August 2018; Dhaka.

Drucker, P.F., 1985. The changing world economy. *Foreign Aff.*, 64, p.768.

Enang, D.E., 1994. ECOWAS: the case for political integration as a prelude to economic integration in West Africa.

Evenett, S.J., and Keller, W., 2002. On theories explaining the success of the gravity equation. *Journal of political economy*, 110(2), pp.281-316.

Fakhoury, Y., 2019. An Ecofeminist Analysis of the Ready-made Garment Industry in Bangladesh.

Feldman, S., 2009. Historicizing garment manufacturing in Bangladesh: gender, generation, and new regulatory regimes. *Journal of International Women's Studies*, 11(1), pp.268-288.

Gereffi, G., 1999. International trade and industrial upgrading in the apparel commodity chain. *Journal of international economics*, 48(1), pp.37-70.

Gilani, E.L. A., Badwi, K., El. Fedawy, S., 2005. Menstrual hygiene among adolescent school girls in Mansoura, Egypt. *Reproductive Health Matters*, 13(26):147-52.

Goetz, A.M. and Gupta, R.S., 1996. Who takes the credit? Gender, power, and control over loan use in rural credit programs in Bangladesh. *World Development*, 24(1), pp.45-63.

Government of Bangladesh, 1994. Bangladesh Population Census 1991: Analytical Report. Vol-1, Dhaka; Bangladesh Bureau of Statistics, Statistics Division, Ministry of Planning.

Hadi, A., Matin, E., Gani, M.S., and Mahbub, A., 2003. Evaluation of advocacy for reproductive health education and services for garment factory workers. Final report. Dhaka: BRAC, 2003. (Unpublished report)

Haider, Mohammed Ziaul, 2007. Competitiveness of the Bangladesh Ready-made Garment Industry in Major International Markets (PDF) (Report). 3. Asia-Pacific Trade and Investment Review.

Hasan, J., 2013. The competitiveness of the ready-made garments industry of Bangladesh in post MFA era: How does the industry behave to face the competitive challenge? *Journal of Economics, Management, and Trade*, pp.296-306.

Hasan, M., 2019. Readymade Garment (RMG) in Bangladesh: A study on Social Compliance with Special Focus on Ashulia Industrial Area (Doctoral dissertation, University of Dhaka).

Hasnain, Z., Abbas, G., Saeed, A., Shakeel, A., Muhammad, A., and Rahim, M.A., 2006. Combining ability for plant height and yield-related traits in wheat (*Triticum aestivum* L.). *J. Agric. Res*, 44(3), pp.167-173.

Hastie, R., 2001. Problems for judgment and decision-making. *Annual Review of Psychology*, 52, 653-683.

Helpman, E., 1987. Imperfect competition and international trade: Evidence from fourteen industrial countries. *Journal of the Japanese and international economies*, 1(1), pp.62-81.

- Higginbottom, G.M.A., Pilley, J.J., and Boadu, N., 2013. Guidance on performing focused ethnographies on health care research. *Qualitative Report*, 18(17):1-16.
- Hoffman, N.R., 2009. The feasibility of applying strict liability principles to carbon capture and storage. *Washburn LJ*, 49, p.527.
- Horrigan, B., 2010. *Corporate Social Responsibility in the 21st Century: Debates, Models and Practices Across Government, Law, and Business*, Edward Elgar Publishing, Cheltenham, UK
- ILO., 1998. *ILO Declaration on Fundamental Principles and Rights at Work and Its Follow-up: Adopted by the International Labour Conference at Its Eighty-sixth Session Geneva 18 June 1998*. ILO.
- Jahan, R., 1973. Bangladesh in 1972: nation-building in a new state. *Asian Survey*, 13(2), pp.199-210.
- Jaiswal, A., 2012. A case-control study among carpet thread factory workers in Uttar Pradesh, India: occupational injury and its deteriorating factors. *Glob J Hum SocSciHistAnthr*, 12(10).
- Ju, X.T., Xing, G.X., Chen, X.P., Zhang, S.L., Zhang, L.J., Liu, X.J., Cui, Z.L., Yin, B., Christie, P., Zhu, Z.L. and Zhang, F.S., 2009. Reducing environmental risk by improving N management in intensive Chinese agricultural systems. *Proceedings of the National Academy of Sciences*, 106(9), pp.3041-3046.
- Kabeer, N., 1991. Cultural dopes or rational fools? Women and labor supply in the Bangladesh garment industry. *The European Journal of Development Research*, 3(1), pp.133-160.
- Kabeer, N., 1997. " Women, Wages and Intra-Household Power Relations in Urban Bangladesh," *Development and Change*, Vol. 28, No. 2.
- Kabeer, N., 2002. *The power to choose: Bangladeshi women and labor market decisions in London and Dhaka*. Verso.

Kabeer, N., and Mahmud, S., 2004. Rags, riches, and women workers: export-oriented garment manufacturing in Bangladesh. *Chains of fortune: Linking women producers and workers with global markets*, pp.133-164.

Khalidi, Rashid, 2006. "The iron cage." Beacon Press, Boston.

Khan, N.U., Hassan, G., Marwat, K.B., Farhatullah, K.M., Parveen, A., Aiman, U., Khan, M.Z. and Soomro, Z.A., 2009. Diallel analysis of some quantitative traits in *Gossypiumhirsutum* L. *Pak. J. Bot*, 41(6), pp.3009-3022.

Khan, S.I., 2001. Gender issues and the readymade garment industry of Bangladesh: the trade union context. In: Sobhan R and Khundker N (Editors). *Globalization and gender: changing patterns of women's employment in Bangladesh*. University Press Ltd. Dhaka.

Khan, S.R., Dhar, D., Navaid, M., Pradhananga, M., Siddique, F., Singh, A., and Yanthrawaduge, S., 2009. *The Readymade Garment Sector in Bangladesh*. In *Export Success and Industrial Linkages* (pp. 43-56). Palgrave Macmillan, New York.

Khandaker, T.M., and Raffoul, Y.N., 2002. Stability properties of linear Volterra discrete systems with nonlinear perturbation. *The Journal of Difference Equations and Applications*, 8(10), pp.857-874.

Kibria, M., 2009. *Problems and Prospects of Garments Sector in Bangladesh-an Overview in the Context of Recent Global Recession* (Doctoral dissertation, East-West University).

Kibria, Nazli, 1996. "Becoming a Garment worker: The Mobilisation of Women into the Garment Factories of Bangladesh." A paper presented in a seminar on Working Towards a more Gender Equitable Macro-Economic Agenda, organized by United Nations Research Institute for Social Development (UNRISD) and Centre for Policy Dialogue (CPD), held during 26-28 November 1996, BRAC conference center Rajendrapur, Dhaka, Bangladesh.

Lau, H.F., 2003. Industry evolution and internationalization processes of firms from a newly industrialized economy. *Journal of Business Research*, 56(10), pp.847-852.

Lee, J.N., and Kim, Y.G., 1997. Information systems outsourcing strategies for affiliated firms of the Korean conglomerate groups. *The Journal of Strategic Information Systems*, 6(3), pp.203-229.

Li, S.R., Hao, X., Bi, J.H., and Du, W.G., 2017. Why do female desert lizards construct burrows to lay eggs?. *Behaviour*, 154(9-10), pp.1051-1068.

Mac Carthy, B.L., Blome, C., Olhager, J., Srari, J.S. and Zhao, X., 2016. Supply chain evolution—theory, concepts, and science. *International Journal of Operations & Production Management*.

Mahmood, RaisulAwal, and Pratima Paul-Majumder 1996, "Gender and ExportOrientedIndustrialisation: A Case Study of Bangladesh," in Uma Kothari and Vidula, Nababsing (ed), *Gender and Industrialisation Mauritius, Bangladesh, Sri Lanka*, Editions de i' Ocean Indian. Stanley, Rose Hill.

Mahmud, Simeen, 1998. "Exploring the Relationship between Women's Work and Fertility: The Bangladesh Context." *The Bangladesh Development Studies (BDS)*, Vol.XVI, No.4, December 1998.

Majumder, P.P., 2003. Health status of the garment workers in Bangladesh. Dhaka: Bangladesh Institute of Development Studies.

Manjul Bajaj, 1999. Background paper presented at Regional Policy Seminar on Women Workers in the Informal Sector in South Asia: Creating an Enabling Policy Environment.)

Matsunaga, N. and Haraguchi, K., 2020. 4 A de facto industrial policy and its effects on the least developed countries. *Designing Integrated Industrial Policies Volume I: For Inclusive Development in Asia*, p.135.

McLaughlin, E., Muncie, J., and Hughes, G., 2001. The permanent revolution: New Labor, new public management, and the modernization of criminal justice. *Criminal Justice*, 1(3), pp.301-318.

Meyer, C.A., 1992. A step back as donors shift institution building from the public to the "private" sector. *World Development*, 20(8), pp.1115-1126.

Mia Rahim and Pronchai Wisuttisak, 2013."Corporate Social Responsibility Oriented Compliances and SMEs Access to Global Market as First-tier Supplier" (PDF).*Journal of Asia-Pacific Business*.

Mia, S., and Akter, M., 2019. Ready-Made garments sector of Bangladesh: Its growth, contribution, and challenges. *Economics*, 7(1), pp.17-26.

Mishanina, E., Rogozinska, E., Thatthi, T., Uddin-Khan, R., Khan, K.S., and Meads, C., 2014. Use of labor induction and risk of cesarean delivery: a systematic review and meta-analysis. *Cmaj*, 186(9), pp.665-673.

Moazzem, K.G., and Arfanuzzaman, M., 2018. Livelihood Challenges of RMG Workers: Exploring Scopes within the Structure of Minimum Wages and Beyond.

Mridula, S.M., and Khan, K.A., 2009. Working conditions and reproductive health status of female garments workers of Bangladesh. Dhaka: Bangladesh Occupational Safety, Health, and Environment Foundation.

Muhammad, A., 2014. Post Rana Plaza: A failed system of accountability. *The New Age*.

Murshid, C., and Kalam, H., 2005. Addressing the Livelihood Challenges of RMG Workers: Exploring Scope within the Structure of Minimum Wages and Beyond, Dhaka.

Murshid, K.A.S., Zohir, S.C., Ahmed, M., Zabid, I. and Mehdi, A.T.M.S., 2009. The global financial crisis implications for Bangladesh. BIDS-PRP Working Paper Series, 1.

Nahar, N., Ali, R.N., and Begum, F., 2010. Occupational health hazards in the garment sector. *International Journal of Biological Research*, 1(2):1-6.

Odhikar, Human Rights Report 2011, 7 January 2012.

Nasrullah, Nakib Muhammad; Rahim, Mia Mahmudur, 2014. CSR in Private Enterprises in Developing Countries: Evidence From the Ready-made Garments Industry in Bangladesh.

Nath, N.C., 2012, July. The manufacturing sector of Bangladesh-growth, structure, and strategies for future development. In Biennial Conference "Global Economy and Vision 2021", 12-14 July.

National Education Association. "About Us." Accessed Oct. 21, 2020

Nur, M.S., 2016. A Study on the Advantages of Sourcing Apparel from Bangladesh.

Oxford Dictionary of English. Oxford University Press. 2010

Paul, M., and Pratima, M., 2002 "Organizing women garment workers: A means to address the challenges of integration of the Bangladesh garment industry in the global market" published in Muqtada Muhammed and Ali Rashid (ed) Bangladesh: Economic and Social Challenges of Globalization, The University Press Limited (UPL) 2002. Dhaka.

Paul-Majumder, P., Zohir, C.S., 2007. Garments Workers in Bangladesh Economic, Social health Condition, Bangladesh Institute of Development Studies, Dhaka, Bangladesh.

Paul-Majumder, Pratima, 2003. "Health Status of the Garment workers in Bangladesh: Findings from a Survey of Employers and Employees," Research report Series 1, BIDS, Dhaka.

Pickett, K., and Wilkinson, R., 2010. The spirit level: Why equality is better for everyone. Penguin UK.

Piers Blaikie, Terry Cannon, Ian Davis, Ben Wisner, 1994. At-Risk: Natural Hazards, People's Vulnerability, and Disasters. Rutledge, Taylor & Francis Group London, Book point Ltd, 130 Milton Park, Abingdon, Oxon OX14 4SB, UK.

Ponce, A.N., and Rowe, M., 2018. Citizenship and community mental health care. *American Journal of Community Psychology*, 61(1-2), pp.22-31.

Porter, M.E., and Millar, V.E., 1985. How information gives you a competitive advantage.

Prebisch, R., 1959. Commercial policy in underdeveloped countries. *The American Economic Review*, 49(2), pp.251-273.

Rahim, Mia Mahmudur, 2013. "Legal Regulation of 'Decent Work': Evidence from Two Big Industries". *Australian Journal of Asian Law*.

Rahman, Rushidan Islam, 1993. "Employment and Occupational Mobility Among Women in Manufacturing Industries of Dhaka city: Findings from an Enterprise level survey." Working paper, International Labor Organisation (ILO) and Asian Regional Team for Employment Promotion (ARTEP), New Delhi, India.

Rahman, S., 2004. Global shift: Bangladesh garment industry in perspective. *Asian Affairs*, 26(1), pp.75-91.

Rahman, S., 2013. Broken promises of globalization: The case of the Bangladesh garment industry. Lexington Books.

Rashid, M., 2013. The way forward for RMG. *Dhaka Tribune*, October 13, <http://archive.dhakatribune.com/long-form/2013/oct/13/way-forward-rmg> (Accessed on 20th August 2016) Safety and Rights, BWSP (2012). In: Human Rights and Business Country Guide. <http://hrbcountryguide.org/countries/bangladesh/labor-standards/occupational-healthsafety/#rf11-4798> (Accessed 20th August 2016)

Report No. 153, Bangladesh Institute of Development Studies (BIDS), Dhaka, Bangladesh.

Review Index, 2009. BGMEA, Dhaka.

Rock, M., 2001. Globalization and Bangladesh: The case of export-oriented garment manufacture. *South Asia: Journal of South Asian Studies*, 24(1), pp.201-225.

- Roy, Dilip Kumar, 1993. "Impact on Incentives on Export Performance: A Preliminary Assessment," Bangladesh Institute of Development Studies (BIDS), mimeo.
- Saavedra, R., and Kwun, S.K., 2000. Affective states in job characteristics theory. *Journal of Organizational Behavior: The International Journal of Industrial, Occupational and Organizational Psychology and Behavior*, 21(2), pp.131-146.
- Schwartz, M.S., 2011. "Corporate Social Responsibility: An Ethical Approach" Broadview Press, USA
- Setyowati, K. and Gunawan, D., Traditional Markets Community Empowerment Model in Good Governance Approach.
- Sharpe, G., 2013. *Offending girls: Young women and youth justice*. Routledge.
- Shefa, J., Rahman M.F.U., Alamgir, M. Azad, M.A.K., and Ara, R., 2010. Awareness of breastfeeding among RMG working women in Dhaka city. *Bangladesh Journal of Medicine*, 21(2):65-70.
- Shimu, S.D., 1999. Garments workers: movement and struggle. *Narigrantha Probaraton, Dhaka, Bangladesh*.
- Sikder, S.S., Labrique, A.B., Shamim, A.A., Ali, H., Mehra, S., Wu, L., Shaikh, S., West, K.P. and Christian, P., 2014. Risk factors for reported obstetric complications and near misses in rural northwest Bangladesh: analysis from a prospective cohort study. *BMC pregnancy and childbirth*, 14(1), p.347.
- Simpson, J. & Taylor, J.R., 2013. "Corporate Governance Ethics and CSR" Kogan Page
- Sobhan, R., 2010. *Challenging the injustice of poverty: Agendas for inclusive development in South Asia*. SAGE Publications India.
- Thiessen, E.M., and McMahon Jr, J.P., 1999. Beyond win-win in cyberspace. *Ohio St. J. on Disp. Resol.*, 15, p.643.
- Tinbergen, J., 1962. *Shaping the world economy; suggestions for an international economic policy*.

U.S. Department of State, 2011. Country Reports on Human Rights Practices – Bangladesh, May 2012. (Accessed 20th August 2016)

Uddin, L.Q., Iacoboni, M., Lange, C., and Keenan, J.P., 2007. The self and social cognition: the role of cortical midline structures and mirror neurons. *Trends in cognitive sciences*, 11(4), pp.153-157.

Walsh, C., Gangloff, M., Monie, T., Smyth, T., Wei, B., McKinley, T.J., Maskell, D., Gay, N., and Bryant, C., 2008. Elucidation of the MD-2/TLR4 interface required for signaling by lipid IVa. *The Journal of Immunology*, 181(2), pp.1245-1254.

Wasserheit, J.N., 1989. The significance and scope of reproductive tract infections among Third World women. *Suppliant Journal of Obstetrics and Gynecology*, 3:145-68.

WB, Z., 2008. International trade theory: capital, knowledge, economic structure, money, and prices over time and space.

Wedgwood, Hensleigh, 1855. "On False Etymologies". *Transactions of the Philological Society*.

Whitehead, P.G., Sarkar, S., Jin, L., Futter, M.N., Caesar, J., Barbour, E., Butterfield, D., Sinha, R., Nicholls, R., Hutton, C. and Leckie, H.D., 2015. Dynamic modeling of the Ganga river system: impacts of future climate and socio-economic change on flows and nitrogen fluxes in India and Bangladesh. *Environmental Science: Processes & Impacts*, 17(6), pp.1082-1097.

Wiersma, W., and Jurs, S.G., 2005. *Research methods in education*. (Eight Edition).

World Health Organization, 2009. *Women and health: today's evidence tomorrow's agenda*. World Health Organization.

World Vision, 2014. 8(1):154-161. USAID (2007). Effects of a workplace health program on absenteeism, turnover, and worker attitudes in a Bangladesh garment factory. (Accessed on 17th June 2015).

Yang, C.S., Lu, C.S., Haider, J.J., and Marlow, P.B., 2013. The effect of green supply chain management on green performance and firm competitiveness in the context of container shipping in Taiwan. *Transportation Research Part E: Logistics and Transportation Review*, 55, pp.55-73.

Yardley, Jim, 2012. "Made in Bangladesh: Export Powerhouse Feels Pangs of Labor Strife." *The New York Times*. Ishwardi, Bangladesh.

Yeats, A.J., 1999. Just how big is global production sharing?. The World Bank.

Yunus, M., and Yamagata, T., 2012. The garment industry in Bangladesh. Dynamics of the Garment Industry in Low-Income Countries: Experience of Asia and Africa (Interim Report). ChousakenkyuHoukokusho, IDE-JETRO, 6, p.29.

Zahir, S. C., and Pratima, P. M., 1996. "Garment workers in Bangladesh: Economic, Social and Health Condition," Research MonoFigure: 18, Bangladesh Institute of Development Studies (BIDS).

Zahir, Salma Chowdhuri, 2001. "Social Impact of the Growth of the Garment Industry in Bangladesh," *The Bangladesh Development Studies (BDS)*, Vol. XXVII, No. 4. December 2001.

Zahir, Salma Chowdhuri, and Pratima Paul-Majumder, 2002. "Subcontracting Chain in the Garment Sector of Bangladesh and State of Labor Standards" initiated by KarmajibiNari (An initiative for Working Women) and sponsored by Women Working Worldwide (WWW).

Zaman, S.H., and Mollah, M.M., 2007. Socio-economic Security of Female Garment workers in Bangladesh: An Empirical Study.

Appendices

**Appendix I-
The Informed Consent**

**Appendix II-
The Semi-structured Interview Guideline**

**Appendix III-
Bangladesh Labor Law 2006: A Brief Discussion**

**Appendix IV-
ILO Conventions**

Appendix I

17

The Informed Consent

The following is a presentation of how I use the data collected during the interview.

5

The research work is part of my M.Phil dissertation, Institute of Social Welfare and Research, University of Dhaka, Bangladesh. To ensure that my work meets the ethical requirements for good research, I promise to adhere to the following principles:

- Interviewees in the research will be given a clear conception about the purpose of this study.
- Interviewees have the rights to decide whether he or she will participate in the study, even after the interview has been concluded.
- The collected data will be handled confidentially and will be kept in such a way that unauthorized persons can get or access it.

The interview will be recorded as this makes it easier for me to document what is said during the interview and also help me in continuing work with the study. In this analyze some data may be changed so, that no interviewees will be recognized. After finishing the work, the data will be erased. The data I collected will only be used for this study. You have the right to decline to answer any questions or terminate the interview without explaining.

17

You are cordially welcome to contact me or my respective supervisor in case you have any questions (e-mail addresses provided below).

M Phil Researcher's Name and Email

Monir Hossain

monirdu90@gmail.com

Supervisor's Name and Email

Dr. Sk. Tauhidul Islam

sktauhidul@du.ac.bd

Appendix II
The Semi-structured Interview Guideline
Interview Schedule

Research Title:- Livelihood Pattern of Garment Workers in
Bangladesh: A Study in Savar City.

Index no:

Male:

Female

Signature of the supervisor

Signature of the researcher

Dated:

Dated:

A) Personal and Familial Information

1) Name:.....

2) Father's name:.....

3) Address: Present:.....

Permanent:.....

Address of working place:.....

4) Mobile:.....

101

5) Age..... Years.

6) Gender

a) Male

b) Female

100

7) Marital Status

a) Unmarried

b) Married

c) Divorced

d) Widow

e) Husband's abused

f) Live apart

g) Others

8) Religion

- a) Islam
- b) Hindu
- c) Christian
- d) Buddha
- e) Others

9) Tell about educational qualifications.

- a) Primary
- b) Secondary
- c) Higher
- d) Others

10) Structure of the family members

Sl. No	Family members	Gender	age	Marital status	Relation with respondent	Education	Profession	Monthly Income

11) How longtime did you live in town?.....

12) Could you tell me please the reason for coming to Dhaka?

- a) River erosion
- b) Family Crisis
- c) Victims of village politics
- d) Demands of livelihood
- e) Others.

B) Information about socio-economic condition

13) What types of your residents?

- a) Building
- b) Tin shade
- c) Bamboo made
- d) Slums
- e) Others

14) Where do you live?

- a) Own resident
- b) Rent house
- c) Others house
- d) Others

15) How much cost of your house rent?.....

16) Is there available water, gas, and electricity?

- a) Water
- b) Gas
- c) Electricity
- d) No

17) What about your surroundings?

- a) good
- b) so so
- c) so good
- d) bad

18) Could you tell me about your sanitation system?

- a) Well-furnished
- b) Raw
- c) Semi-Concrete
- d) Open

19) Is it possible to fill your basic needs by your income?

- a) Yes
- b) No

20) How long time to stay at your working place?

- a) 8 to 10 hours
- b) 10 to 12 hours
- c) Other

21) By whom did you get your job?

- a) Husband
- b) Relative
- c) Others

22) What type of your working position?

- a) Sewing
- b) Operating
- c) Helper
- d) Ironman
- e) Cutting man
- e) Others.

23) How long did you join at present work?

.....Years Month
....days.

24) What did you do before this job?.....

25) What about your working place?

- a) Very good
- b) Good
- c) So so
- d) Bad
- e) Very bad

45) If partly or no tell the reason

- a) Help to the family b) Others

D) Information about income and expenditure

Income	Taka	Expenditure	Taka
Monthly salary		Personal	
Overtime		Family	
Bonus		Treatment	
		Savings	
		Others	
Total=			

46) Do you get any bonus from the authority except salary?

- a) Yes b) No

If yes, how much?

- a) 100% b) 50%
c) Others

47) Is there any scope for personal cost?

- a) Yes b) No

If yes, which sectors?

- a) Buy essential dress b) Buy furniture
c) Buy cosmetics d) Others

48) You're earning a larger amount used in which sectors?

- a) Personal b) Family
c) Treatment d) Others

49) Do you get any extra opportunity from the authority except salary?

- a) Sometimes providing incentives b) Providing health cost
c) Leave the working place if urgent need d) Others

E) Information on health services

50) Do you get any help services?

- a) Yes b) No

51) If you have any health problems firstly to whom you may take advice?

- a) Doctor b) Colleagues
c) Neighbor d) Others

52) If you feel sick, Firstly where you have to take treatment?

- a) Govt. hospital b) Companies own doctor's services
c) Private doctor d) Others

53) At present do you feel any psycho-social problems?

- a) Yes b) No

If yes, tell please which problems?

- a) Imbalance b) Frustration
c) Inferiority Complex d) Familial and social pressure
e) Negligence of family f) Others

54) Do you follow anyway to solve the problems?

- a) Yes b) No

If yes, which one?

- a) Counseling b) Prescription
c) Both d) Others

55) Do you take medicine when you feel sick?

- a) Yes b) No

If yes, how do you buy it?

- a) According to the doctor's prescription
b) According to own desire
c) According to compounder of pharmacy prescription

55) If there any malformation during duty, is there any security or compensation?

- a) Yes b) No

If yes, which one?

- a) Health insurance
- b) Cash financial compensation

E) Information about recreation

56) What do you do during your free time?

- a) Playing
- b) Gossiping
- c) To visit relative
- d) Reading book
- e) Others

57) Is there any opportunity to refresh by recreation?

- a) Yes
- b) No

If yes, which one?

- a) On television
- b) Social media
- c) Visit attractive places
- d) Others

58) Is there any steps taken by the authority for recreation?

- a) Yes
- b) No

If yes, which one?

- a) To visit historical place
- b) To visit picnic spot
- c) To visit the seashore
- d) To visit other countries
- e) Others

F) Information about labor rights

59) Do you know about the laws of labor rights?

- a) Yes
- b) No

If yes, how many?

- a) 2
- b) 3
- c) 4
- d) Others.

60) Do you know any organization's name which performs the welfare of workers?

- a) Yes
- b) No

If yes, which one?

- a) Garment workers welfare organization b) Workers federation
- c) Trade Union d) Others.

61) Are you involved in any organization during your garment life?

- a) Yes b) No

If yes, which one?

- a) Registered b) Non-registered.

62) What about your role to ensure lawful rights by systematic social preventive movement?

- a) Active b) Inactive
- c) Others.

63) Is there any insurance system for the social security of workers?

- a) Yes b) No

64) Is there a pension system for the social security of workers?

- a) Yes b) No

5

Thank you very much for your kind participation in this interview schedule.

-----*****-----

Appendix III

Bangladesh Labor Law: A Brief Discussion

An Overview of the Labor of Bangladesh

The work law framework is over extremely ¹ old in Bangladesh. The principal work law was authorized in the Indian subcontinent during the British period, in 1881. Therefore, the British Government presented a few laws concerning diverse work issues, e.g., working hours, work of kids, maternity benefits, worker's guild exercises, wage, etcetera. The ¹ Factories Act (1881), Workmen's Compensation Act (1923), Trade Unions Act (1926), Trade Disputes Act (1929), Payment of Wages Act (1936), Maternity Benefit Act (1939), and the Employment of Children Act (1938) were exceptional work laws ordered during the British period.

After the partition of the Indian sub-landmass in 1947, practically all the laws during the prepartition period were kept in power with certain adjustments and revisions, as managerial principles, ¹ by the Pakistan Government. After the autonomy in 1971, the Bangladesh government held the past laws through the Bangladesh Laws Order (President's Order No. 48). It likewise ordered extra laws because of the changing conditions and needs of the common workers and the nation. In 2006, the nation received the overhauled Bangladesh Labor Law of 2006 or BLL.

The BLL is genuinely thorough and reformist. The law is a combination and refreshing of the 25 separate acts. The complete idea of the law can quickly be gathered from its inclusion - states of administration and business, youth work, maternity ¹ advantage, wellbeing and cleanliness, security, government assistance, working hours and leave, wages and installment, workers' remuneration for the injury, worker's guilds, and mechanical relations,

questions, work court, workers' support in organizations' benefits, the guideline of business and security of dockworkers, fortunate assets, apprenticeship, punishment and strategy, organization, examination, etcetera.

The BLL is additionally viewed as development since it eliminates certain ambiguities in the old and assorted work acts and adjusts the work law framework with the ILO center shows. On the expulsion of ambiguities, the meaning of a "specialist" is presently quite certain. Another model: the prohibition under the expression "compensation" of the accompanying things - the cost for lodging offices like lighting and water supply, bosses' commitment to the fortunate asset, voyaging recompenses, and different wholes paid to the laborer that are expected to cover business-related costs.

The BLL is additionally a development due to its more extensive inclusion, for instance, workers and staff of medical clinics, nursing homes, and even non-administrative associations are presently covered by the law. Likewise, certain government assistance and social advantages have been improved or founded, e.g., passing advantage (monetary help to the group of expired laborer), utilization of opportune asset advantage to all specialists in the private area, an extension of maternity profit by 12 to about four months, appropriation of gathering protection for foundations with at least 200 specialists, and expanded representative remuneration for a business-related injury, incapacity, and demise.

On the ILO core conventions, Bangladesh has ratified the following International Labor Conventions (ILCs):

- ILC 29 (Forced Labor),
- ILC 87 (Freedom of Association and Protection of the Right to Organize),
- ILC 98 (Right to Organize and Collective Bargaining),

- ILC 100 (Equal Remuneration),
- ILC 105 (Abolition of Forced Labor),
- ILC 111 (Discrimination in Employment and Occupation), and
- ILC 182 (Elimination of the Worst Forms of Child Labor).

The single place shows not authorized by Bangladesh is ILC 138 (Minimum Age Convention). Regardless, the BLA gives that the base age to work is 14 (despite the way that an outstanding condition communicates that kids between the ages of 12 and 14 may be used to do "light work" that doesn't risk their prosperity, progression, and preparing).

Striking features of the Bangladesh Labor Law

An agent or "work" is described as an individual, including a student/probationer, whether or not the terms and conditions of his/her business are unequivocally made or not, who is used directly or through a legally binding laborer/association, for any talented, uncouth, physical, specific, business progression or regulatory work in any establishment or industry.

Workers are requested in six classes:

Understudy: A worker who is used in an establishment as a student and during the hour of setting he up is paid a settlement is known as a supporter.

Badli: An expert who is used in an establishment for the hour of brief nonattendance of an interminable or probationer worker.

Easygoing: A laborer utilized on an easygoing premise.

Transitory: A brief specialist in a foundation for work that is impermanent and is probably going to be done inside a restricted period.

Probationer: A laborer temporarily utilized in any foundation to top off a post¹ of lasting opportunity and his probationer period has not to be finished.

Perpetual: A laborer utilized to top off a lasting post¹ or if he finishes agreeably his probation period in the foundation. Arrangement letters, ID cards, and administration books are made obligatory. The law indicates what data should be remembered for the arrangement letter and the administration book, and requires the last to be endorsed by both the business and the specialist.

The law characterizes who is answerable for the installment of wages: business/proprietor; (CEO); chief/individual allowed dependable by the organization; and the contractual worker, if there should be an occurrence of specialist named by the contractual worker. If there should arise an occurrence of the disappointment of the contract based worker to pay the wages to the laborer, the foremost proprietor will pay the equivalent, and consequently, it tends to be changed with the records of the contract based worker. On occupation terminations, the business is needed on account of:

Conservation:²⁴ to give one month's notification and the comparable 30-day wages or tip for each time of administration if the specialist is utilized on ceaseless help for at least one year; and

Release: to give monetary advantages comparable to 30-day compensation for each finished year of administration by a representative found to have physical or mental insufficiency.

End Simplicity: to fire the administrations of a specialist without clarifying any explanation by giving composed notification of 120 days for lasting workers utilized each month and 60 days to different workers.¹

Wrongdoing: to excuse workers without serving earlier notification because of specialist's conviction for any criminal offense, or if the laborer is demonstrated liable of wrongdoing, which might be any of the accompanying: stubborn rebellion (alone or in blend with others) to any legal or sensible request, robbery or extortion or deceitfulness, accepting hush money, constant nonappearance without leave for over 10 days, routine late participation, the ongoing break of any standard of law pertinent to the foundation, crazy or misconduct, constant carelessness or disregard of work, incessant redundancy of work on which fine can be forced, turning to unlawful strike or to go moderate or inciting others to do as such, and adulterating, altering the official report of the business.

Some broad arrangements are as per the following-

- The retirement age for workers utilized in any foundation is 57.
- Work hours are set at eight hours every day, 48 hours per week, with a week by a week rest day.
- Overtime (OT) work is limited to two hours per day. OT pay is double the hourly compensation.
- Workers are qualified for rest and supper in a day as follows: (I) one-hour stretch for more than six hours work a day; (ii) 30 minutes span for over five-hour work; and (iii) one-hour stretch once or thirty minutes stretch twice for over eight hours work a day.
- Workers are qualified for occasions, easygoing leave, celebration leave, yearly leave, and wiped out leave.
- Every specialist has the privilege to partake in the organization's benefits/benefits.

- No youthful laborer is allowed to work in any foundation between the long periods of 7 p.m. what's more, 7 am.
- No youngsters (under 14 years old) are permitted to work in any occupation or foundation. Nonetheless, a youngster who has finished 12 years old is allowed to accomplish light work not unsafe to his wellbeing, advancement, and schooling.
- A 'The lowest pay permitted by law Board' is set up to decide the base paces of wages in various private areas, contemplating changed models: typical cost for basic items, the way of life, cost of creation, efficiency, cost of items, business ability, and monetary and social states of the nation.
- Employers are ordered to notice equivalent wages for male and female workers for work of equivalent nature or worth.
- Forced work is restricted.

Occupational Safety and Health

Foundations are needed to set up for every 150 workers one emergency treatment box and one prepared individual for every medical aid box, and an outfitted dispensary with a patient-room, specialist, and nursing staff.

- Employers are needed to take proper measures to shield workers from threats and harm because of fire.
- Every foundation is needed to be kept spotless and liberated from exhausts emerging out of any channel, privy, or other aggravation.
- The workroom ought not to be stuffed and damaging to the strength of the workers.
- Every foundation ought to give unadulterated drinking water, adequate light and air, and separate latrines for its male and female workers.

Welfare and Social Protection

Gratuity is defined under the law as separation payment, at least 30 days, for workers discharged from work and yet have worked not less than 6 months.

Factories are required to have an in-house canteen for every 100 workers. Every establishment/employer is required to form a Provident Fund if three-fourths of its workers demand it by written application, and a Workers' Participation Fund and a Workers' Welfare Fund for its workers. Establishments with 200 or more workers should institute group insurance. Every employer should provide compensation to its workers for a work-related injury, disability, and death.

Various women's' issues are also covered: maternity leave of 16 weeks (8 weeks before and 8 weeks after childbirth), no gender-segregated wage structure, the prohibition of any form of discrimination against women, prohibition of women working between 10:00 p.m. and 6:00 a.m. without consent, prohibition for women handling running or dangerous machines (unless they are sufficiently trained to operate such machinery), prohibition for women working underwater or underground.

Labor Relations and Social Dialogue

Each specialist utilized in any foundation has the privilege to shape and join a worker's organization voluntarily. Worker's organizations reserve the privilege to draw up their constitution and rules and to choose their delegates. Likewise, worker's guilds reserve the privilege to shape and participate in an alliance and such associations and leagues reserve the option to member with any global association and confederation of worker's organizations.

- The worker's guild is permitted to fill in as an aggregate haggling specialist in any foundation.

- In the instance of modern debates, the different sides can look for a goal through the arrangement, trailed by assuagement and in the end mediation if exchange fizzles.
- The aggregate dealing specialist is qualified to record notification of strike (or lockout on account of the business) with a 15-day chilling period.
- Employers can't enlist new specialists during the time of a strike.
- Employers are likewise disallowed from firing workers throughout worker's guild sorting out in the working environment.

Authorization

The public authority will choose the Director of Labor and "such number" of Additional Director of Labor, Joint Directors of Labor, Deputy Directors of Labor, and Assistant Directors of Labor as essential for observing working environment activities. The Government will designate Chief Inspectors and the imperative number of Deputy Chief Inspectors, Assistant Chief Inspectors, or Inspectors. These officials can enter, review, and look at any work environment premises and learn the recognition of work laws. The Government can build up the same number of Labor Courts as it thinks about vital. A Labor Court will comprise of an administrator and two individuals (one speaking to managers and the other, the workers).

Appendix IV–ILO Conventions

¹⁰ ILO Conventions

Bangladesh has been a significant and dynamic part State of the ILO since 22 June 1972. Until this point in time, Bangladesh has sanctioned 33 ILO Conventions including seven essential Conventions as cherished in the ILO Declaration. The ILO Office works in close cooperation with its three-sided constituents and social accomplices towards accomplishing Bangladesh's fair work destinations.

Bangladesh Labor Act (2013)

The Bangladesh Government has made corrections to the 2006 Labor Act to make it more following International Labor Standards.

The public authority endorsed the new work law in 2013 including 87 areas of corrections to support workers' privileges, including better admittance to the opportunity of affiliation (i.e., to frame worker's organizations), and improving word related wellbeing and security conditions.

The ILO has given point by point input on additional alterations needed to make the legally agreeable with worldwide work guidelines. The Government of Bangladesh has communicated that it is a ceaseless cycle and essential advances will be taken for the additional correction of the Bangladesh Labor Act at the appointed time, in the conference with three-sided accomplices considering the financial states of the nation, and with the ILO's help.

Bangladesh Labor Act Implementing Rules

On 16 September 2015, the Government of Bangladesh gave the execution rules of the Bangladesh Labor Act. The ILO gave remarks on the draft rules to the Ministry of Labor and Employment and effectively empowered that the principles were following worldwide work guidelines.

Lawson Export Processing Zones (EPZs)

The Government of Bangladesh is currently drafting another law identifying with EPZs, entitled the "Bangladesh EPZ Labor Act 2013". The ILO is giving input on the draft law and empowering that the law follows worldwide work norms particularly the ILO Conventions Freedom of Association and Protection of the Right to Organize Convention, 1948 (No. 87) and Right to Organize and Collective Bargaining Convention, 1949 (No. 98).

National Labor Policy (2012)

The ILO gave specialized ability and back to the advancement of the National Labor Policy (2012).

National Occupational Safety and Health (OSH) Policy (2013)

The ILO offered monetary and specialized help to the advancement of a National OSH Policy. As a feature of the cycle, the ILO worked intimately with the public authority, managers, and workers agents just as a common society.

National Skills Development Policy (2011)

The development of a national policy for Technical and Vocational Education and Training (TVET) and skills development was a major outcome of the ILO implemented, European Commission-funded TVET Reform Project. Key activities within the project included the development of a national policy and a reform proposal for relevant laws and regulations and a proposal for improvements in tasks and mechanisms.

Livelihood Pattern of Garment Workers in Bangladesh: A Study in Savar City

ORIGINALITY REPORT

19%

SIMILARITY INDEX

PRIMARY SOURCES

1	aimaruf83.wordpress.com Internet	802 words — 2%
2	didnetbd.info Internet	634 words — 1%
3	iosrjournals.org Internet	589 words — 1%
4	arrow.latrobe.edu.au:8080 Internet	514 words — 1%
5	repository.library.du.ac.bd Internet	503 words — 1%
6	journals.sagepub.com Internet	415 words — 1%
7	Shekh Farid, Mamata Mostari. "Inclusive Approach to Education for Children With Disabilities", International Journal of Teacher Education and Professional Development, 2020 Crossref	407 words — 1%
8	propertibazar.com Internet	325 words — 1%
9	en.wikipedia.org Internet	298 words — 1%
10	www.ilo.org	

Internet

291 words — 1 %

11 documents.mx
Internet

243 words — < 1 %

12 docplayer.net
Internet

225 words — < 1 %

13 www.csid-bd.com
Internet

215 words — < 1 %

14 textilemerchandising.com
Internet

210 words — < 1 %

15 bids.org.bd
Internet

209 words — < 1 %

16 research.brac.net
Internet

191 words — < 1 %

17 hdl.handle.net
Internet

188 words — < 1 %

18 banglajol.info
Internet

179 words — < 1 %

19 mafiadoc.com
Internet

154 words — < 1 %

20 pt.scribd.com
Internet

133 words — < 1 %

21 international.vlex.com
Internet

111 words — < 1 %

22 gsdl.easternuni.edu.bd
Internet

111 words — < 1 %

23 cpd.org.bd

	Internet	108 words — < 1%
24	www.slideshare.net Internet	95 words — < 1%
25	baadalsg.inflibnet.ac.in Internet	90 words — < 1%
26	mppg-nsu.org Internet	79 words — < 1%
27	ro.ecu.edu.au Internet	71 words — < 1%
28	clothingindustry.blogspot.com Internet	67 words — < 1%
29	www.medcraveonline.com Internet	64 words — < 1%
30	research-methodology.net Internet	63 words — < 1%
31	notunprojonmo.com Internet	61 words — < 1%
32	asiafoundation.org Internet	55 words — < 1%
33	collegelisted.com Internet	54 words — < 1%
34	Karisma Amjad. "Climate Migrant Elderly Abuse and Neglect: A Study in Slums of Dhaka, Bangladesh", <i>Journal of Aging Research and Healthcare</i> , 2020 Crossref	52 words — < 1%
35	es.scribd.com Internet	51 words — < 1%

36	"Effectiveness of Employee Welfare Measures in AVR Manufactures Pvt Ltd", International Journal of Recent Technology and Engineering, 2019 Crossref	51 words — < 1%
37	www.coursehero.com Internet	49 words — < 1%
38	link.springer.com Internet	49 words — < 1%
39	pubs.sciepub.com Internet	44 words — < 1%
40	nhlawoffice.com Internet	40 words — < 1%
41	palevel.unza.zm Internet	39 words — < 1%
42	pdfs.semanticscholar.org Internet	38 words — < 1%
43	academics.nsuok.edu Internet	38 words — < 1%
44	www.rmit.edu.au Internet	33 words — < 1%
45	edepot.wur.nl Internet	33 words — < 1%
46	citeseerx.ist.psu.edu Internet	32 words — < 1%
47	wiredspace.wits.ac.za Internet	32 words — < 1%
48	textilelearner.blogspot.com Internet	31 words — < 1%

49	ageconsearch.umn.edu Internet	30 words — < 1%
50	marketbusinessnews.com Internet	29 words — < 1%
51	eprints.nottingham.ac.uk Internet	29 words — < 1%
52	scholarsbank.uoregon.edu Internet	29 words — < 1%
53	www.antiessays.com Internet	27 words — < 1%
54	www.sciencepublishinggroup.com Internet	27 words — < 1%
55	Mehedi Ahmed Ansary, Uttama Barua. "Workplace safety compliance of RMG industry in Bangladesh: Structural assessment of RMG factory buildings", International Journal of Disaster Risk Reduction, 2015 Crossref	25 words — < 1%
56	www.researchgate.net Internet	25 words — < 1%
57	researchspace.ukzn.ac.za Internet	24 words — < 1%
58	www.bangladeshstudies.org Internet	23 words — < 1%
59	Niluthpaul, Sarker, Hossain S. M. Khaled, and Mia Md. Kohinur. "Are the Functional Factors of Human Resource Management Subsisting in the Ready-Made Garments (RMG) of Bangladesh? Theory Conflicts with Reality", International Journal of Business and Management, 2016. Crossref	23 words — < 1%
60	repositories.lib.utexas.edu	

21 words — < 1 %

61 www.dumarketing.ac.bd
Internet

21 words — < 1 %

62 www.kdischool.ac.kr
Internet

21 words — < 1 %

63 Nighat Afroz Chowdhury, Syed Mithun Ali, Sanjoy Kumar Paul, Zuhayer Mahtab, Golam Kabir. "A hierarchical model for critical success factors in apparel supply chain", Business Process Management Journal, 2020
Crossref

21 words — < 1 %

64 etheses.whiterose.ac.uk
Internet

20 words — < 1 %

65 ezutandeje.fun
Internet

20 words — < 1 %

66 www.grossarchive.com
Internet

20 words — < 1 %

67 dspace.lib.iup.edu:8080
Internet

19 words — < 1 %

68 espace.curtin.edu.au
Internet

19 words — < 1 %

69 studenttheses.cbs.dk
Internet

19 words — < 1 %

70 www.studymode.com
Internet

18 words — < 1 %

71 bilsbd.org
Internet

18 words — < 1 %

72 www.crimbbd.org

Internet		18 words — < 1%
73	bv-f.org Internet	18 words — < 1%
74	icbm.bracu.ac.bd Internet	18 words — < 1%
75	districtpresscon.blogspot.com Internet	17 words — < 1%
76	www.sidhusoftwares.net Internet	17 words — < 1%
77	Sokvibol Kea, Hua Li, Saleh Shahriar, Nazir Muhammad Abdullahi. "Relative export competitiveness of the Cambodian rice sector", <i>British Food Journal</i> , 2020 Crossref	17 words — < 1%
78	www.anzam.org Internet	17 words — < 1%
79	myassignmenthelp.com Internet	17 words — < 1%
80	www.diplomarbeiten24.de Internet	16 words — < 1%
81	econdse.org Internet	16 words — < 1%
82	www.intechopen.com Internet	16 words — < 1%
83	qspace.qu.edu.qa Internet	16 words — < 1%
84	www.sotogro.com Internet	

15 words — < 1%

85 Kwok Chin Hoe, Haris Abd Wahab, Siti Hajar Abu Bakar, M Rezaul Islam. "Community participation for rural poverty alleviation: A case of the Iban community in Malaysia", *International Social Work*, 2017

Crossref

14 words — < 1%

86 Chowdhury, Nazneen Jahan, and Md Hafu Ullah. "Socio-Economic Conditions of Female Garment Workers in Chittagong Metropolitan Area – An Empirical Study", *Journal of Business and Technology (Dhaka)*, 2012.

Crossref

14 words — < 1%

87 info.worldbank.org

Internet

14 words — < 1%

88 www.ijmedph.org

Internet

14 words — < 1%

89 www.bgw-info.net

Internet

14 words — < 1%

90 dialnet.unirioja.es

Internet

12 words — < 1%

91 Redwanur Rahman, Saleh Shahriar, Sokvibol Kea. "Determinants of Exports: A Gravity Model Analysis of the Bangladeshi Textile and Clothing Industries", *FIIB Business Review*, 2019

Crossref

12 words — < 1%

92 blog.ipleaders.in

Internet

12 words — < 1%

93 www.ijmbs.com

Internet

12 words — < 1%

94 iba-du.edu

Internet

12 words — < 1%

95	Shree Shyam Giri, Jitendra Kumar Singh, Radheshyam Giri, Lalan Kumar Jha, Sushil K Yadav. "Study on Domestic Violence against women in Nepalese village of Terai Region", Janaki Medical College Journal of Medical Science, 2017 Crossref	12 words — < 1%
96	www.sherwoodindia.in Internet	11 words — < 1%
97	slidelegend.com Internet	11 words — < 1%
98	eujournal.org Internet	11 words — < 1%
99	crpub.com Internet	11 words — < 1%
100	etd.adm.unipi.it Internet	10 words — < 1%
101	www.shrm.org Internet	10 words — < 1%
102	www.unctad.org Internet	10 words — < 1%
103	phoenixpub.org Internet	10 words — < 1%
104	hrbcountryguide.org Internet	10 words — < 1%
105	www.banglajol.info Internet	10 words — < 1%
106	ris.org.in Internet	10 words — < 1%
107	eprints.glos.ac.uk	

10 words — < 1 %

108	academic.oup.com Internet	10 words — < 1 %
109	mpra.ub.uni-muenchen.de Internet	10 words — < 1 %
110	etd.lib.metu.edu.tr Internet	10 words — < 1 %
111	eprints.lancs.ac.uk Internet	10 words — < 1 %
112	s3-eu-west-1.amazonaws.com Internet	9 words — < 1 %
113	www.windsor-va.gov Internet	9 words — < 1 %
114	www.econstor.eu Internet	9 words — < 1 %
115	www.preprints.org Internet	9 words — < 1 %
116	Marilyn Rock. "Labour conditions in the export-oriented garment industry in Bangladesh", South Asia: Journal of South Asian Studies, 2003 Crossref	9 words — < 1 %
117	iibfdergi.karatekin.edu.tr Internet	9 words — < 1 %
118	psasir.upm.edu.my Internet	9 words — < 1 %
119	eresearch.qmu.ac.uk Internet	9 words — < 1 %

120	www.tandfonline.com Internet	9 words — < 1%
121	nilkhetnetwork.blogspot.com Internet	9 words — < 1%
122	www.amrc.org.hk Internet	9 words — < 1%
123	www.jhrm.org Internet	9 words — < 1%
124	essay.allassignmentcenter.net Internet	8 words — < 1%
125	www.texilajournal.com Internet	8 words — < 1%
126	Margaret A. Nosek. "025 Women's experience of disability.", American Psychological Association (APA), 2010 Crossref	8 words — < 1%
127	repository.um.edu.my Internet	8 words — < 1%
128	Kaniz Marium Akter. "Factors Affecting the Quality of Working Life: An Enquiry into the RMG Industry of Bangladesh", Journal of Human Resource Management, 2018 Crossref	8 words — < 1%
129	scholar.sun.ac.za Internet	8 words — < 1%
130	meridianuniversity.edu Internet	8 words — < 1%
131	A. Hussain. "Sustainability of a nutrition education programme to prevent night-blindness in Bangladesh", Tropical Medicine and International Health, 2/1996 Crossref	8 words — < 1%

- 132 Uttama Barua, J.W.F. Wiersma, Mehedi Ahmed Ansary. "Can Rana Plaza happen again in Bangladesh?", *Safety Science*, 2021
Crossref 8 words — < 1%
-
- 133 ir.amu.ac.in
Internet 8 words — < 1%
-
- 134 MMM Hoque, PK Banik. "Indoor Environment Health and Safety Status in Industrial Sectors of Bangladesh: a Case Study on Industries under Kumudini Welfare Trust", *Journal of Environmental Science and Natural Resources*, 2018
Crossref 8 words — < 1%
-
- 135 epdf.pub
Internet 8 words — < 1%
-
- 136 Nighat Afroz Chowdhury, Syed Mithun Ali, Zuhayer Mahtab, Towfique Rahman, Golam Kabir, Sanjoy Kumar Paul. "A structural model for investigating the driving and dependence power of supply chain risks in the readymade garment industry", *Journal of Retailing and Consumer Services*, 2019
Crossref 8 words — < 1%
-
- 137 repository.library.du.ac.bd:8080
Internet 8 words — < 1%
-
- 138 www.wiego.org
Internet 8 words — < 1%
-
- 139 reproductive-health-journal.biomedcentral.com
Internet 8 words — < 1%
-
- 140 globaledge.msu.edu
Internet 8 words — < 1%
-
- 141 Naila Kabeer. "Globalization, labor standards, and women's rights: dilemmas of collective (in)action in an interdependent world", *Feminist Economics*, 2004
Crossref 8 words — < 1%

-
- 142 izaculeh.tk
Internet 8 words — < 1%
-
- 143 www.scribd.com
Internet 8 words — < 1%
-
- 144 wrap.warwick.ac.uk
Internet 8 words — < 1%
-
- 145 uir.unisa.ac.za
Internet 8 words — < 1%
-
- 146 "The Garment Industry in Low-Income Countries",
Springer Science and Business Media LLC, 2014
Crossref 7 words — < 1%
-
- 147 "Decent Work and Economic Growth", Springer
Science and Business Media LLC, 2021
Crossref 7 words — < 1%
-
- 148 Chuanzhong Tang, David Weaver, Fangfang Shi,
Ming-Feng Huang, Yang Liu. "Constraints to
domestic ocean cruise participation among higher income Chinese
adults", International Journal of Tourism Research, 2019
Crossref 6 words — < 1%
-
- 149 Jeff Carter, Michael H. Bernhard, Timothy Nordstrom.
"Communist Legacies and Democratic Survival in a
Comparative Perspective", East European Politics and Societies:
and Cultures, 2016
Crossref 6 words — < 1%
-
- 150 W. Lawrence Neuman. Social Research Methods:
Qualitative and Quantitative Approaches, 5e, 2003
Publications 6 words — < 1%
-
- 151 Peter Nolan. "China and the Global Business
Revolution", Springer Science and Business Media
LLC, 2001
Crossref 6 words — < 1%
-
- 152 Md. Hasnath Kabir Fahim. "A Pragmatic Analysis of Labor

Standards in Compliance with ILO and Islam:
Bangladesh Perspective", Beijing Law Review, 2020

Crossref

6 words — < 1
%

153 Robayet Ferdous Syed. "Theoretical debate on
minimum wage policy: a review landscape of
garment manufacturing industry in Bangladesh",
Asian Journal of Business Ethics, 2020

Crossref

6 words — < 1
%

EXCLUDE QUOTES OFF
EXCLUDE ON
BIBLIOGRAPHY

EXCLUDE MATCHES OFF