

Nature and Consequences of Violence Against Women in Garment Industries of Dhaka City

M.Phil. Dissertation

Researcher

Umma Shefa Saleh

**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.)**



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University of Dhaka
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Registration No: 238 & Session: 2017-2018

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**Nature and Consequences of Violence Against
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By Umma Shefa Saleh

Acknowledgement

First and foremost, I want to thank almighty Allah for his blessings throughout my research work to complete it successfully.

I would express my sincere gratitude to my research supervisor, Dr. Golam Rabbani, Professor of Institute of Social Welfare and Research at University of Dhaka. Thanking him to give me the opportunity to do research and providing his guidance throughout this research work. His dynamic, sincerity and motivation have deeply inspired my research. He has taught me the methodology to carry out the research and to present the research work as clearly as possible with more effectively. It was a great privilege and honor to work and study under his guidance and learns how to do research. I am extremely grateful and honored for what he has offered me. I would also like to thank my family members and especially my husband for his support. I am extending my heartfelt thanks to all teachers of the ISWR and Library officials for their acceptance and patience during the research work and thesis preparation.

In this study, I also use some secondary data sources, the International Labor Organization (ILO), Bangladesh Labor law's, BGMEA data section, UNDP and other source enhance my research work. The study was conducted based on the data collected between January 2021 and September 2021.

I am grateful to the garment working women's for sharing their own experiences and acknowledgment on the nature of violence that they faced in the industry. This helped me to gain significant insights related to the study's objectives.

Sincerely

Registration No: 238

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M.Phil. Student

Abstract

Bangladesh Ready-Made Garment Industries (RMG) is highly dependent on women. According to the Bangladesh Garment Manufacturers and Exporters Association (BGMEA), 80% of the 4 million workers (that is, 3.2 million workers) employed in its members' factories are women. The garment workers contribute more 85% of the country's annual exports. However, they are victims of workplace violence. Some measures can be taken by the Bangladesh government and labor law's organizations to manage this sector effectively. If the concerned authority can ensure decent safe working conditions, protect women from violence, and proper wage scale, RMG could become the major source of socio-economic development and push the country towards middle-income status. It can also lift Bangladesh's image and status in the global economy.

This study is created to know nature and its consequences of garment working women who are victims of workplace violence. The analysis is based on the survey of 150 female workers who are purposively selected. They are the affected ones at their workplace. Data is collected from different parts of Dhaka city. Victims' homes were visited to make the data reliable.

This study highlighted the workers' socio-demographic and economic conditions, workplace environment, categories of various types of violence and its effects, and colleague's reaction to violence. Moreover, it looks whether the victims have taken legal action or not. The research looked at these matters from a social demography perspective. It also includes the perspective of workplace violence and how it affects women's lives.

The study found that the female workers are still faced with physical and psychological attacks, abuse, work pressure, sexual harassment, eve-teasing etc. This paper recommends measures for improving their economic conditions and measures to ensure a violence free working environment. Besides, follow the Trade Union laws and Bangladesh labor laws sanctions to achieve female workers' satisfaction.

Key Words: Female Garments Workers, Social demography conditions, Nature of violence, violence consequences, violence Impact, and Legal action.

Dedication

I dedicate this dissertation to my respected father Abdus Salam, my benevolent mother Shahanaz Akter, My beloved husband Aziz Emtiaz Ahmad, My Only Daughter Ameera Aziz Ahmad and my full supportive family members.

Declaration of Ownership

I hereby declare that this M Phil. dissertation entitled "**Nature and Consequences of Violence Against Women in Garment Industries of Dhaka City**" was prepared by me for the degree of Masters of Philosophy, Department of Social Welfare under the guidance and supervision of Dr. Golam Rabbani, Professor of Institute of Social Welfare and Research at University of Dhaka, Bangladesh. In this study, I have collected, verified, selected and processed the data by myself. I have done the unique work to submit relevant information correctly and it was my own effort. I have used many secondary data for better understanding of the study, and the references provided are accurate reference, though it was not possible to go to or get access to the authors for permission.

I am submitting this dissertation to the Institute of Social Welfare and Research, at University of Dhaka, Bangladesh. I have not presented any part of this dissertation to any assessment either in Bangladesh or abroad.

Umma Shefa Saleh

M Phil Researcher

Registration No- 238

Session - 2017-2018

Certificate

This is to certify that, Umma Shefa Saleh, M.Phil. Researcher of the Institute of Social Welfare and Research at University of Dhaka, has effectively completed her dissertation entitled "**Nature and Consequences of Violence Against Women in Garment Industries of Dhaka City**" under my direct supervision. To the best of my knowledge, it is her unique and original work.

So therefore, 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 Doctorate of Philosophy (PhD).

Prof. Dr. Golam Rabbani
Supervisor

Abbreviations and Acronyms

RMG	Ready maid Garments
MWB	Minimum wage Board
ILO	International Labor Organizations
BSR	Bangladesh Statistical Report
BBS	Bangladesh Bureau of Statistics
BGMEA	Bangladesh Garment Manufacturers and Exporters Association
BKMEA	Bangladesh Knitwear Manufacturers end Export Association
PSC	Primary school certificate
JSC	Junior school certificate
SSC	Secondary school certificate
HSC	Higher Secondary Certificate
IPV	Intimate Partner Violence
BDT	Bangladesh Taka
USD	United States Dollar
EPZ	Export Processing Zone
PDAS	Personalized Digital Assistants
WHO	World Health Organization
NGO	Non-Government Organization
ILC	International Labor Conference
WPV	Work Place Violence
VAW	Violence against Women
CES-D	Center for Epidemiologic studies Depression
CEDAW	Convention on the Elimination of all Forms of Discrimination Against Women
LFS	Labor Force Survey
UN	United Nation

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Chapter One

Introduction

Chapter Outline

- 1.1 Background of the Study
 - 1.2 Statement of the Problem
 - 1.3 Rationale of the Study
 - 1.4 Objective of the Study
 - 1.5 Operational Definition of the Concept
 - 1.6 Methodology
 - 1.7 Research Methodology
 - 1.8 Limitations of the Study
-

1.1 Background of the study

The readymade garment (RMG) industries are a key sector export oriented of Bangladesh. The success of the clothing sector of Bangladesh has observed remarkable growth since its beginning late 1970's. The readymade Garment (RMG) sector in Bangladesh stands just after the independence of Bangladesh in 1971, and then the country's economy was very weak. Now a day Bangladesh has gained amazing success in garment export. Because of the past liberation war in 1971 the historical development of the clothing sector in Bangladesh; this section has emphatic cheap labor force. The positive international market gives attention and took various government policies. "Currently women, who are engaged in the industrialization process of the garment sector of Bangladesh are mostly come from the poorer class of people from rural areas" (Jamaly and wickrama-nayaka, 1996). At present, there are six thousand (6000) garment factories in Bangladesh where four thousand three hundred sixty three (4363) garment factories in Bangladesh are registered in which 4 million plus workers are working and where more than 80% are females. "This group of peoples of woman actually joins the garment sector because of various "pull" and "push" factors" (Absar, 2001:7). Bangladesh is a male dominated society in which woman are treated unfairly. It starts from their family and goes up in different sectors like the garment sector in the outside world. Their family members sometimes forbid them to go for Garment job. Consequently, "they face challenges to join outside workforce like the garment sector" (Cain et al. 1979). In Bangladesh exploitation of Garment women workers starts from the very beginning of their requirement process in the garment sector. During the recruitment process most of the woman workers are not given formal job contract papers. They face gender discrimination in terms of wages and access

to higher ranking positions in these sectors. Woman garment workers sometime they are victims of sexual and verbal abuse by their male managers and supervisors. In addition their working conditions in the garment factories are not hygienic for them. Most of the factories ventilation and air quality is contaminated, very hot and dusty as sewing Areas, cutting and ironing are done on the same floor. Moreover the work place is overcrowded. There are not enough toilets for the woman workers in most of the clothing factories. Because of this uncongenial working environment working environment, workers in the garment factories suffer from various diseases, for example- fever, headache, back pain, eye infection, jaundice, typhoid, weakness or anemia, skin diseases, diarrhea and so on. Garment workers believe that their social status has decreased because of working in garment sector.

1.2 Statement of the problem

We can clearly see that readymade garment industries in Bangladesh is creates gender inequality, poor working conditions in garment factories and sexual harassment, wage abuse, verbal abuse by Garment factories always prefer woman workers because women can employees at a less salary, they are helpful more than man. Women are placed in normal duties become they think women cannot handle technologically machinery. Also men's earning rise faster than women's who concentrated in low skill and low pay jobs. Even same education and experience woman are paid lowers wages for the same job as compared to men workers. In this situation wage abuse is always a big issue for working women's. Wages are often paid in such way that over time is not recorded properly. Sexual harassment of woman workers is even more telling, indecent languages, undesirable touching, eve-teasing, are creating psychological attack. No sick leaves with any maternity

benefits are always faced at readymade Garment Industries. Wage abuse and no sick leaves, work pressure, job fired issue is always faced at the work place.

1.3 Rational of the study

Women workers described their personal experience of violence at the workplace. When we are switching on the TV remote, newspaper, journals, we can see that violence is always happening at work field. Now a day's work place violence is changing their patterns. Sexual harassment did not happened like before, it is changing their patterns like undesirable touch, bad offers and undesirable language, eve-teasing, physical attack are continuously occurred. Constant work pressure, poor payment, salary cuts, No maternity and sick leaves are very complicated issue. For this reason a present research study is needed to know nature of violence and its consequences. From this survey and case study we can clearly see the reality of workplace environment and can know the issues, which are facing working women's at Dhaka city's Garment industries.

1.4 Objective of the study

General Objectives:

The general objective of this study was to find out the nature of violence against working women in the garment industries.

Specific Objectives:

- To know the Socio-demographic conditions of women garment worker.
- To know the nature of violence against women workers in the readymade garments in Dhaka city.
- To know the consequences of violence against women.
- To know their opinion to combat the problem of women garment workers.

1.5 Operational Definition of the Concept

The term use in the study is ‘violence’ at work has no universally accepted definition. “The concept of violence has evolved over the past twenty years due to differences across cultures and disciplines”. At the year of 2003, due to increasing reports of violence at work, “the ILO developed a Code of Practice to address the issue of Occupational Safety and Health”. The Workplace violence definition adopted by the ILO in 2003 was the following:

“Violence includes both physical and non-physical or psychological violence, in the form of verbal abuse, physical assault up to and including homicide, bullying, mobbing, harassment and mental stress. Workplace violence can be internal (within the enterprise, among managers, supervisors and workers); but there is also external violence (between workers and intruders, as well as between staff, clients, patients, students, suppliers, and the general public)”. (ILO, Occupational safety and health, 2003)

This initial definition is changed now and the definition was changed due to pressure by employers. Modern definition of violence at work is ‘any action,

incident or behavior that departs from reasonable conduct in which a person is assaulted, threatened, harmed, or injured in the course of, or as a direct result of, his or her work'. In a more recent document, "ILO also defined psychological violence, which also covers 'emotional violence', as verbal and non-verbal abuse, bullying, isolating the person and giving impossible goals and deadlines". These two new definitions relating to both the act and threat of physical harm with psychological harm underpin the analysis of workplace violence used in this research.

Along similar lines, the ILO code of practice Workplace violence in services sectors and measures to combat this phenomenon, adopted in 2003 by a Meeting of Experts of the Governing Body of the ILO, provides the following definition of workplace violence: "Any action, incident or behavior that departs from reasonable conduct in which a person is assaulted, threatened, harmed, injured in the course of, or as a direct result of, his or her work."³ Within this general definition the code distinguishes between internal and external violence: Internal workplace violence is that which takes place between workers, including managers and supervisors. External workplace violence is that which takes place between workers (and managers and supervisors) and any other person present at the workplace. (ILO Work Place Violence 2003 P:30)

No maternity benefits, No utilizing of Maternity act are creating work place violence too. For the pregnancy many women are force to leave their job. This survey found that there was prospective lacking of awareness among workers (both men and women) about the law regarding maternity leave. Women workers had very poor awareness about maternity Law. They did not know that maternity leave was a right according to law, workers did not aware what was stated in the law (i.e.

the duration of leave and payment). These reasons Maternity Violence are also violence for women workers. They do not have a clear idea about the existing law regarding maternity leave and benefits.

1.6 Research Methodology

Normally research method is the process of construction of knowledge. Methodology is a set of rules and regulation which is used to investigate a research problem as phenomena. Different research problems have different research goals and strategies. In this study includes both and quantitative and qualitative approach which generally known as mixed method. I have chosen mixed method for the study because, it ensure a more complete picture of human behavior and experience. The nature of research problem is suitable for choosing mixed method. I follow Quantitative method at survey study and at Qualitative Methods I follow the case study:

1.7 Area of the study

To know the workplace violence nature and its consequences at Dhaka City, the female workers were selected as sample of my study because of their high percentages of participation and they are the most sufferers at workplace violence. The survey covered total numbers of 150 respondents were drawn from 17(seventeen) garment industries situated in different locations of Dhaka metropolitan area using a purposive sampling technique. Data were collected during 01 January 2021 to 31 March 2021, where an Interview Schedule was used to collect primary data considering the objective of the study.

1.8 Sample Size and Sampling Technique

The survey covered total 150 respondents were drawn from 17 garment industries situated in different locations of Dhaka metropolitan area using a purposive sample technique. I used 10 case studies for in-depth data collection technique.

1.9 Data Collection Technique

In this study I collect data with interview schedule, where a self-conducted interview schedule was used to collect primary data considering the objective of the study. Some secondary data collection tools such as different literature, journal, and book are also used for better understanding and to know the workplace violence at garment industries.

1.10 Data Analysis

Methodology is designed to describe the procedure of data collection, analysis and interpretation and how it was carried out throughout many stages of the proposal work .This methodology deals with the sampling, technique of the data collection and discussion of ethical issues, reliability and validity. Table analysis and statistical tools have been used for the survey method. Descriptive analysis has been done for case study and data editing has been done to present this information correctly.

1.11 Limitations of the study

Research by specify gender then it highlights the specific patterns of Violence of these workplace. There is also scope for focused research on each specific Garment authority's behavior and their demands which is creating problems and violence has a scope for further research. This could include further exploring gender issue, inequality and workplace harassment issues. Collecting data on workplace harassment is often difficult and challenging as workers do not want to share their sensitive information during a survey for fear of losing their job and for the bad gossips of their colleagues. Many women workers that experienced harassment may have left the industry. Therefore, I collect data from their visiting there homes, it is important to know about the garment abuse and the attitude of the garment workers and the attitude of the employees. So their inputs are reflected in research at this sector. Although I faced many difficulties to collect data from them, it may be difficult to wait for the workers returned from their duty. Many times home visit is necessary for the proper survey research study.

Chapter Two

Literature Review

Chapter Outline

2.1 Reviewing Literature and Showing the Knowledge Gap

2.1 Reviewing Literature and Showing the Knowledge Gap. This study includes a few contains like alternative workplace violence issues at Dhaka city which have deep insight and needed to be analyzed according to different research report articles, journals or other literature of various authors and organizations. Review of literature of this study is following:

Pattern of Workplace Violence against Female Garment Workers in Selected Areas of Dhaka City

Corresponding Author: MA Chaklader, Department of Community Medicine,

The readymade garment (RMG) factory is a large sector of Bangladesh economy. This sector contributes about 76 percent of the country's total merchandize export earnings. In Bangladesh the number of garment workers is 1.6 million; large numbers of the females are from under privileged social classes. Women's employment in this industry has signature number of the gender gap in many spheres including participation in labor force; they are social prestige, control over income and decision making. For this, at the same time there is widespread occupational segregation, and gender discrimination, wage cut in wage rates. Working women in Bangladesh become jeopardy with respect to workplace harassment and vulnerable to physical, verbal and sexual and wage abuse inside the workplace, women are frequently subjected to harassment once they leave their work premises, in the public spaces they must traverse before reaching home. This current study is an attempt to visualize a scenario on pattern of workplace violence against female garment workers in Bangladesh.

This cross-sectional study has been conducted in purposively selected slums of Mohammadpur and Mirpur area of Dhaka city of Bangladesh, in this area garments

workers live mostly from September 2009 to December 2009. Poor female garments worker living in these slums were approached for participating in this study and ultimately 180 were included and interviewed face to face with a semi-structured questionnaire.

A total of 180 garments women worker were enrolled in this study and their socio-demographic background revealed that majority (57.8%) were in the age group between 18-22 years. Muslims were found to be the predominance (94.4%). Among all, 43.3% were married, 42.2% were unmarried and only a few were separated (8.9%) and divorced (5.6%). Majority of the respondents (82.8%) were educated at the level of primary and (17.2%) was at secondary level.

In this current study clearly revealed that one-seventh respondents experienced physical assault, about seventy percent faced psychological harassment, only seven percent reported that they were faced of sexual harassment, eighty percent were monetary penalized and sixty percent respondent were the victims of unfair discrimination at their factory. It was also found that about thirty percent violence occurred during the normal working hour (day time), forty percent during normal working hour (night time) and about thirty percent during the overtime duty period. Majority of the workers don't take any steps to resist the violence and only six percent taken the action. About forty percent respondents did not taken action due to social image and family presser. Majority of them had not sought any remedial assistance and in substantial number of cases they did so due to fear of losing job. At the workplace there was a statistically significant relationship between age and unfair discrimination was found in this study. On the study findings, measures as raising awareness of female workers regarding their rights in the workplace, gender issues and women's rights through appropriate communication Medias are

recommended. Strict enforcement of existing law and action against the violence should be ensured and help women workers to fight against the crime. Must some Training on violence resistance program may be introduced for enhancing skill of the workers. For the management Motivation programs can manage for their responsibilities in respect to their role for the prevention of workplace violence.

Harassment of women garment workers in Bangladesh

J.Bangladesh Agril. Univ. 8(2): 291-296, 2010 ISSN 1810-3030

F. Begum, R. N. Ali, M.A. Hossain and Sonia B. Shahid Department of Rural Sociology, Department of Establishment,

Readymade garment (RMG) industry is the key sector of the Bangladesh's economy in terms of employment, production and foreign exchange earnings (World Bank, 1990). Bangladesh Garment Manufacturers and Exporters Association (BGMEA, 2008), Now they are at present more than 4000 garment factories contributing about 76 percent of the country's export earnings. FOR this tremendous success, is greatly attributable to women workers, who account for the lion's share of the total labour force employed in the sector. In this sector women were exploited easily due to lack of technical knowledge and training. Underdeveloped countries and Globalization as manifested in the RMG sector, failed to offer opportunities to the female labour force. This is a big reason Garment industries were exploited them as cheap source of labour (Halim and Kabir, 2005). In the garment factory of Bangladesh, most of the female workers age is between 15 to 30 years (Begum, 2008). Many young ages are also responsible for various kind of harassment such as harassed by colleagues, by police, by mustangs etc. Workers wage payment is not regular. Sometimes most of the workers were paid after the first week of the month. In the garment industry men and women hold different jobs and consequently are exposed to different

types of hazards. Most of the Majority of the women works in the low-paid and less skilled jobs, where work hazards are comparatively higher (Paul-Majumder, 2003). Every time Women are harassed in the factory, in the street, or in the house. Survey found various factors are responsible for this kind of harassment. The present study will give a clear picture of understanding of the various factors misconducts which creates various kind of harassment faced by female workers in Bangladesh. The health of garment workers is primarily affected by the workplace stress which may be defined as the reaction of workers organisms to threatening situations in the workplace.

In this study threatening situations in the garment industry may arise from following sources are below:

1) monotonous nature of the job; 2) pressure to increase productivity or excessive demand on workers to meet shipping deadlines; 3) rush to meet the set production target; 4) uncongenial working conditions; 5) late-night overtime work; 6) insecure commuting to and from the workplace; 7) sexual harassment; 8) absence of canteen facility; 9) absence of weekly holiday and leave facilities; 10) Non-cooperation from family and society, etc.(Paul-Majumder, 2003).

Mirpur area under Dhaka district was selected purposively from this area; three garment factories were selected considering the purpose of the researcher. The sample of 90 respondents, taking 30 from each factory was chosen randomly. Our Primary data were collected personally from the respondents through a sample survey with the help of a structured and pre-tested interview schedule. We used in this study; both quantitative and qualitative methods were used in order to get a reasonably true picture of the entire population. The data were collected during the period from February to April, 2008. For the Tabular method was used for a

substantial part of data analysis. IN this study relatively simple statistical techniques such as percentage and arithmetic mean or average were taken into account to analyze the data.

Lastly, this study finds some various factors are responsible for the harassment of women garment workers in Bangladesh. There is no doubted that the government of Bangladesh had very limited and poor resources to invest in the health sector, but it could encourage the women employers to invest in garment workers' health by providing tax rebate or tax holiday as incentives. Bangladesh government must be diligent in implementing the labour laws. All employers must use all the facilities provided by the government for the good of the women workers. However, the employers can implement some measures themselves without any cooperation from the government. Garment factory can provide filtered water on each work floor without much cost. They would not incur much cost if they provide quality food like a banana, a boiled egg, a cup of milk, etc. The factory can give this during tiffin hour. To provide breaks during work would also not involve much cost. In the entire factory can undertake a number of measures like ensuring cleanliness and cross ventilation in the workplace, they can install adequate number of exhaust fans and powerful blowers in the workroom, withdrawing restriction on workers visits to toilet etc. Garment can Appointment of a regular doctor would also not involve much cost. Many NGOs can very successfully provide hygienic housing facilities to the garment workers. They can also provide transport facilities. These wellbeing facilities would quite reduce the various harassment of the female garment workers related to housing and communication etc. Adequate proper training should also be provided to the female workers. The workers must be aware about labour rights and occupational safety. Garment

workers must demand and acquire their rightful position in the labour market because they contribute a lot.

ActionAid Briefing paper: Sexual harassment and violence against garment workers in Bangladesh Jul 25, 2019 — Research conducted by Action Aid

This Research paper conducted by Action Aid has found that 80% of garment workers in Bangladesh have either seen or directly experienced sexual violence or harassment in the workplace. In this shocking figure demonstrates the need for proper protection of women and young girls throughout the garment industry, this women are one of Bangladesh's key industrial sectors. Governments, employers and trade unions have recently negotiated the first ever international law to end violence and harassment in the world of work at the International Labor Conference (ILC) in Geneva. This law was adopted on 21 June 2019 and is a historic moment and a big step forward for working women's rights in the workplace for their safe and sound environment. Action Aid is now calling on International Labor Organization (ILO) member states to urgently ratify the treaty so that the law can be enacted and provide protection for women and other marginalized workers for this country. In this report the experiences of women garment workers in Bangladesh demonstrate why this global legislation to end violence and harassment at work is so desperately needed for their safety. Action Aid briefing paper includes facts, figures and case studies which all show the devastating impact that faced sexual assault and all kind of harassment in the workplace has on women and communities.

The research—part one there was two parts to our research. Firstly, we commissioned the Centre for Development Communications to survey 200

garment workers in Bangladesh was experiences of sexual violence and many kinds of harassment at work. The workers who took part attend Workers' Cafés, supported by Action Aid Bangladesh in Dhaka where they receive information and support about their rights. Most of the women Experiencing and witnessing abuse our aggregate data showed that 80% of respondents reported their experiencing or witnessing abuse at work place. This includes all respondents who confirmed that they are had been subjected to at least one of the following: having been sexually harassed; every time they faced molested or assaulted while working; every of them having been subjected to extreme verbal abuse at work; and all of them having seen a factory manager or supervisor abuse and harass other women. "A lot of times women are forced to get involved with their line managers because of the power gap. It is common among line managers to use their position for taking undesirable and immoral advantages." Survey respondent

The data also shows that 12% of women workers said they had been sexually harassed molested or assaulted at work place. A shocking number of about 10% of women said they were currently being subjected to sexual harassment, molestation and assault at work. In reality, these figures are likely to be higher because survivors of abuse are sometimes reluctant to discuss this; women cannot relive whether because of anxiety, shame, or fear of reprisals. "I did not share my experience of sexual violence with café workers when I faced it." Survey respondent.

In this report a vast majority (81.5%) of respondents said that, they were aware of abuse and harassment in and around work. A quarter (24.5%) claimed that most or all women in their factory had experienced some form of sexual harassment or abuse while working. However, 54% declined to answer the question,

demonstrating the reluctance and fear of reputation, family and society, around speaking out about sexual violence. We also asked about the presence and impact of sexual abuse prevention committees. We found in this report that for 84.2% of respondents who had experienced or faced abuse, they were either unaware of a committee or there was none.

The survey also gathered data collection on the general safety of women workers and the conditions in garment factories. This found the vast majority of women workers surveyed (90%) described experiencing negative health impacts from their work. These included exhaustion (78%), severe back pain (57%), and workplace injuries to hands and feet (46%), they faced depression and mental health instability (43%), women workers have eyesight issues (36%), and health issues linked to menstrual hygiene (23%). Report shows that, every single respondent, without exception, reported some level of safety concern in and around the workplace. Many workers often there is little or no support for the women who are injured in the workplace. “Once I broke my leg at work, but my line manager did not approve my sick leave application. I did not receive any medical allowance from my factory; neither did I have any medical insurance.” Survey respondent.

80% of garment workers in Bangladesh have experienced or witnessed sexual violence and harassment at work

Jenna Pudelek, ActionAid press office; jenna.pudelek@actionaid.org, Published -10 June 2019

Bangladesh women workers about 80% of them are have faced or witnessed of sexual violence and harassment at work, with 90% saying their job is badly affect mental. Governments, of Bangladesh employers and trade unions are negotiating the first ever international law on ending work place at this study violence and

harassment in the world of work at the International Labor Conference (ILC) in Geneva. ActionAid is calling on all parties to agree a strong, binding treaty that protects, help and ensured victims women and other marginalized workers. Some victims and other colleagues witnessing a sexually assaulted on the factory floor, women abused for not meeting targets and another fired for being pregnant – these are just some of the shocking experiences of violence and harassment garment workers in Bangladesh have shared with ActionAid. The global justice organization’s survey of 200 garment factory workers*, including 181 women, in Bangladesh’s capital Dhaka, found that 80% said they had experienced or witnessed sexual harassment and abuse at work. At this study Ten per cent of women surveyed said they were currently being subjected to sexual harassment, molestation and assault in the workplace. Action Aid is releasing the findings at the start of the International Labor Conference in Geneva to request that governments and employers approved a strong, international law that admiration and preserve the rights of women and ends violence and harassment at work. It comes as an online poll of nearly 7,000 adults in the UK, Australia, Sweden, the US, Ireland and the Netherlands*, carried out by YouGov on behalf of Action Aid, finds that the majority numbers (61%) believe that governments (22%) and the factories selling clothes (39%) are accountable for make sure clothes are manufacture in an ethical way. Ethical is explained in the survey as factories where workers are paid a living wage and work in reasonable environment, free from violence and harassment. Seventy-one per cent of adults in the countries surveyed relate themselves as feminists* and are distinctly concerned about impartiality in global supply chains. Yet, just nine per cent currently buy ethical clothing – primarily because of the struggling and amount of point out brands that treat workers fairly. After being shown facts about the shocking conditions women workers face globally, 41% said they could not afford to buy ethical clothes, which

increases to 55% among 18 to 24-year-olds, and most (61%) of all those surveyed said they struggle to know which brands are ethical. ActionAid's research finds that 74% of consumers wouldn't work somewhere where workers face gender-based violence and 79% would be unwilling to work in unsafe buildings, left in a state of total decay. But garment workers in Bangladesh face these conditions on a daily basis. Six years after the Rana Plaza tragedy that killed more than 1,100 garment workers; all those surveyed reported some level of concern over safety in or around their workplace. Ninety per cent said their jobs were impacting their health, with issues including damaged eyesight, injuries to hands and feet, severe back pain, exhaustion and depression.

Violence against Women Workers in the Ready-made Garments Industry in Bangladesh

Md. Al-Amin, Mohammad Mozammel Hoque, ISSN: 2078-8460, Vol. 9 • No. 1 • Nov 2015

Bangladesh is going to becoming a leading global star in the twenty first century because of the contribution of garments industry that helps to bring it into this position. The garments industry in Bangladesh totally is dependent on women workers because of their numbers and low wages working hands. But women in Bangladesh have long established excluded from outside activities by means of religious thoughts such as the veil and different Islamic rules. Their presence in any kind of social, political or economic activities is very limited because the majority of population is Muslim and they follow lots of fatwa's (Islamic rules by their religious leaders) against women working. Bangladesh half of the population are woman and mostly are illiterate and only primary pass. The rise of the ready-made garments industry in Bangladesh has developed women with many opportunities to work outside for wages. Garments opportunity brings innumerable

change in woman's life such as a decrease in the importance of rural sector, giving importance on women' government are trying to education and campaigns to improve women's health and reduce fertility rate, but still the harassment and exploitation against women persists in a full swing in many ways which impedes women's participation in outside works. Bangladesh is a upcoming developing country, hence the readymade garments sector is the main source of foreign exchange revenue in many ways and it is only feasible through the work of low wage women workers. Bangladesh traditional sector is agriculture and it's the largest employment sector in Bangladesh through the foreign revenue gained from exporting textiles and it is the single greatest source of economic growth in Bangladesh. It's found that an export of textiles, clothing, and readymade garments reckons for 80% of Bangladesh's total merchandise exports in 2014. Bangladeshi women commonly have low economic autonomy in terms of their income. The women's ability to control their income was varied, and in fact, a very few number of the women workers exercised full control over their wages. Low socioeconomic conditions always create different problems with the women to enjoy their wages with their husbands always takes authoritative power in the distribution of income. Many new jobs mostly for women have been created by the country's dynamic private ready-made garment industry, which grew at double-digit rates since 1980s. From that time the export-oriented ready-made garment sector overtook the dominant jute sector, the garment sector has continued to consolidate its predominant position in Bangladesh. The ready-made garments contribution to export earnings has increased each year with all other sectors being comparatively static. In financial year 2011-2012, earnings in the export-oriented garment sector was \$26.37 billion which constituted 80 percent of total export earnings (Statistical Year Book of Bangladesh 2012: 161-162)

At this study objectives can explore in detail of the violence against women workers in the readymade garments in Bangladesh. To know the women workers role in the development of readymade garments sector. Want to describe women real position in the garments industry. and examine their participation in nation building. I tried to explore their wages, work conditions, skill development, organizational links, and empowerment process.

We can see the ready-made garments sector in Bangladesh is creating disproportionately gender inequality, poor working conditions in factories and sexual harassment. A large number of employments of women in the ready-made garments industry which provides hope for poor, unemployed women are ironically also a reflection of the unequal treatment given to women both within and outside this industry. Garment factories always prefer women workers because women are obliging more than men. Even Women are placed in normal jobs that not require higher technological ability as compared to men. As a result, as jobs become more technologically intensive, men's earnings rise faster than women's who get concentrated in low skill, low-pay jobs. Even after controlling for education and experience, women are paid lower wages for the same job as compared to men. Moreover, wages are often paid in such way that overtime is not recorded properly. Women workers work with few breaks, doing repetitive work and in poor working conditions, such as poor lighting and ventilation, unhygienic surroundings and inadequate toilet facilities. Weight loss, fatigue, head and ear complaints and eye problems among women garment workers have been reported because of their tedious jobs. Many factory structures are dangerous to the workers. Bangladesh has experienced a lot of building collapses and fires reported weekly. Sexual harassment of women workers is even more telling, both at the workplace and while commuting. Women's employment and visibility in public

may be perceived as a threat to male dominance in society, and various forms of harassment of working women may be an expression of retaliation by males. As a result of sexual harassment, many women report shame, embarrassment, and inability to concentrate on work, a decline in productivity, fear, anxiety and depression. Many women left the garments industry mutely because of constant sexual harassment. The actual incidence of sexual harassment is not always known since women are unwilling to express their personal experiences of harassment. At the same time it must be noted that, there is a competing perception as well that garments work entails lower sexual harassment than other forms of employment such as stone crushing, agricultural labour and paid domestic work. Women's sexual harassment gets increased because of the informal recruitment practices increase more than any period of time. Because of the lack of verifiable evidence, it is very difficult to the trade unions to pursue cases successfully or restraint it vigorously. Now in the present situation Bangladesh government has ruled to carry an identity card to all workers that has become mandatory under the Bangladesh Labour Law 2006. According to the law, no employer shall employ any worker without giving such worker a letter of appointment and every such employed worker shall be provided with an identity card with photograph. The employer of every establishment shall maintain a register of workers, to be available to the Inspector at all times during working hours. This may contribute to strengthening workers' position.

There is an immediate urgency for action to improve the condition of women workers in the ready-made garments industry in Bangladesh. Future policy initiatives should be directed not only at the root causes of violence against women, but also towards addressing the specific problems that women workers face in their daily life. This would make the ready-made garments industry a more

humane and sustainable employment option for women. First of all women need to organize themselves and become aware about their rights in a proper way. Latter they can protect the violence more vigorously against hecklers and owners of the garments industry. Again the sexual harassment laws need to be made more specific by correcting the dated language and the law should protect against all forms of harassment. The ready-made garments industry should represent a better avenue for women as a work place. The state should apprise to women workers that they are safe in here and that governments will take care of their problems. Negative attitudes associated with women's work need to be changed further in the mainly the patriarchal society. This could be implemented by opinion makers such as the media and religious and social leaders.

Chapter Three

Conceptual Frameworks

of the study

Chapter Outline

- 3.1 Concept of workplace violence
 - 3.2 Types of violence and different violence definitions at
Workplace violence
 - 3.3 Impact of workplace violence
 - 3.4 Legal action and welfare arrangement at local garment factory
-

3.1 Concept of violence:

In Readymade Garment sector Violence at work against female workers in the workplace is an influential issue, and interception requires a perception of the essence of the nature of work and working environments. This study attempts to better understand the nature of the violence and how such behavior appears in the RMG industry in Bangladesh. It also searches attitudes and the powerful problems between female workers and their male colleagues and garment authorities are involved with abuse and harassment and other Issues. Workers were asked about many types of workplace harassment: physical attack, verbal abuse, wage abuse, sexual harassment, No maternity benefits and No sick leave. Workers' concerns Undesirable touching, sexual harassment such as hitting or shoving Verbal abuse such as yelling or vulgar language. Workers concern about wage abuse and no sick leaves with workplace bad environment.

3.2 Types of violence and different violence definitions at workplace:

I. Verbal abuse:

All the female workers of this study reported that their supervisors, line chief, production manager periodically shout, disgrace, excoriate and speak to them harshly in their workplace. Screaming was the most common type of verbal abuse and women felt that the higher authorities lacked sympathy. They also mentioned that supervisors 'shame' them in front of others coworkers. Many of the women complained that the supervisors insult them like they are not a human being and Use them like a maid. Many female workers also add that, if they make very small mistake during work, the line supervisors scream at us. They cannot complain

anything because of lose their job. There is no time for, even talk with each other during work.

Types of Verbal abuse

- Repeated sexually oriented comments or gestures about a person's body appearance or life-style.
- Offensive phone calls.
- Questions or insinuation about a person's private life.
- Sexually explicit jokes or propositions
- Persistent invitations to social activities after a person has made it clear they are not welcome.
- .unwanted compliments with sexual content.
- Sexually coloured remarks, bantering or innuendo.
- Name calling
- Playing games with a person's name and
- Reference to sexual orientation.

(Source: Violence at work, box 8, forms of sexual harassment)

II. Physical attack:

Some female workers were experiences of physical attack in their workplace, though this was less common than other violence. The most common types of physical attack is slapping, pinching, pushing and throwing the clothing pieces into their face. Many women worker reported pushed badly, yelling and raised hand to slap. Sometimes another supervisor came to them and took the man away from us.

The reasons for the physical abuse were occurred, if women workers cannot meet a target or if they make a mistake in their production targets work they will hit us. If worker take sick leaves then they join their duty after leave, then they will get crazy and deducted salary and forced them for extra overtime and sometimes if any worker refused to do this they attack physically and sometimes authority fired the workers from their job. (BLA2006, section 24)

III. No sick leaves and wage abuse:

No sick leaves and wage abuse is also very common with working women's. At the production floor they run hundreds of machines continuously and the floor is noisy. The women sweat due to the workplace temperature many new comer and aged women feel sick at workplace. For this many women are absent from their duties. If anybody missed their duty for more than two-three day's garment authorities deducted salary and if anybody raise their voice workers are fired from their job. Every Garment are allowed one hour lunch break in a day. Women reported that their authority believe that if they were to frequently take Brake, worker would not meet their production target. Constant work pressure, with daily unrealistic production targets women need to process 100 shirts per hour, and they work 10–12h every day. Usually women employee can generally proceeding 80 shirts in 1h meaning that they regularly fall 20 shirts in every per hour to meet their daily production target. The women employee regularly need to work an extra 2h without any overtime, payment to meet the production quota. If they utter their target, then any extra production earns overtime clearance. The female workers mentioned that the force of production quota was 'inhumane' and unrealistic. The women clarify that if they cannot complete their hourly targets, they are verbally abused, shamed in front of all and they feel sick, their payment are deducted.

Threat of job loss all women specify that they repeatedly experience the threat of losing their job. If they lost the job, they would be especially economically at risk, so they always try to compromise and did not complain to anyone. (BLA 2015, section 99)

IV. No maternity benefits and job fired:

No maternity benefits, No utilizing of Maternity act are creating work place violence too. For the pregnancy many women are force to leave their job. This survey found that there was a potential lack of awareness among workers (both men and women) about the law regarding maternity leave. Women workers had very less awareness about maternity Law. They did not know that maternity leave was a right according to law, workers did not know what was stated in the law for the pregnant women workers, for this reason Maternity Violence is also a violence for pregnant women workers. They do not have a clear idea about the existing law regarding maternity leave and benefits.

Most of the women workers are facing workplace violence during their pregnancy period. Some of them are afraid of claiming money and maternity leaves. Some garment authorities denied to give maternity benefits; they faired pregnant women before delivery. (BLA 2015, section 37)

V. Sexual Harassment: (undesirable touching, vulgar talk, eve-teasing):

At the workplace sexual harassment is a common issue. Most of the harassment at their workplace with vulgar talk, undesirable touching, eve-teasing issue is very disturbing, and this violence affect women works psychologically. Young new comer girls and middle aged women are targeted for specific harassment.

Unmarried girls faced physical touching and vulgar talking, with bad proposal. Male colleagues, supervisor, line chief trying to take advantage of immoral relationships with female workers and gave marriage proposal. Some Single mother, divorced and some young women are also faced immoral proposal during their workplace. Some supervisor are also creating undesired touched throughout the products caking. When supervisors physically or verbally abuse or harass workers everyone can see it. If victims put a complaint in the complaint box it does not remain secret. Eventually the supervisors come to know it and then they take revenge. They will make you lose your job. In the survey, some of victim co-workers put complaints against supervisors and they had to leave the job. (BLA 2006, section 24)

3.3 Impact of workplace violence:

All the women reported that after returning home from work, they felt sad, insulted and cried because of being physically and verbally abused by their colleagues, line chief and supervisors. They also reported that they could not sleep or eat well; it is a bad memory for them. Victims are kept silent even when they felt annoyed, angry and upset but they felt that they could not express their feelings. Rather, they are expected to be silent while they are abused. The women reported that the supervisors never apologize to the woman victims. The women mentioned that if male colleagues disturbed, and if any victims complained against him, production manager and General Manager Change's victim's duty and Place. All the victims physically and mentally disturbed during this time. Only reason that works work in the garment factory is money. Some victims changed factories because the supervisors of the factories do not behave with the workers nicely. Garment

authorities know workers cannot do anything against them so they always misbehave with women workers. (BLA 2006, section 24)

3.4 Legal action and welfare arrangement at local garment factory:

There is no Welfare arrangements provided to workers and supervisors at local readymade garments. Welfare is discussed in healthcare services, maternity protection and benefits, the availability of other welfare facilities and workers' satisfaction.

No local garment factory authorities following the welfares facilities but some garment factory followed maternity act as they can manage it, in a very lower scale.

Workers Trade union and other government organizations are absent at this local garment factories. No Garment women workers took any help from any labor law's organizations or any workers unions. They did not want to involve any legal action and any other unions help. When they faced physical attack or sexual harassment regularly, they changed their workplace or continue the same job at the same place. They just ignored the bad people and want to reduce their family financial crisis. Some victims who are very badly affected, they leave their job permanently and stay at home. In some in the case of serious problems the first step is to inform the supervisor. Among some of them, who made complaints at work during harassment, the majority said they spoke to their supervisor, followed by the factory manager. Most women workers who had complaints discussed their problems with either their co-workers. Garment authorities are not trained who primarily works on behalf of the factory owner. Hardly has any training in leadership, law and legislation, human resources and health and safety policies.

They just threatened the guilty people and shift victims or guilty people's duty.
(BLA2006, section 33-8)

Chapter Four

Discussions

Chapter outline

- 4.1 Analysis and findings of the study
 - 4.2 Discussion on the research findings
 - 4.3 Presentation of the Tables
-

4.1 Analysis and findings of the study:

The majority of the female respondents belong to young age. The study find that 4.67% are aged between 11-15 years old, about 23.33% young women are aged 16-20 years old, 11.33% of them are 21-25 years old, 28% are aged between 26-30 years old, 14% are aged between 31-35 years old, 12.67% of them are 35-40 years old, 06% of them are aged 41-45 years old (Table No-01,P-50)

According to the Bangladesh Labor Force Survey (LFS) in 2016,” There are 71.5% of women working in the RMG sector were 29 years old or younger.” (Source: Dhaka and BBS 2015, labor force 2016,) This situation suggested that aged female workers cannot work in the Garment sector for a long time, because of their age and also occupational hazards. On the other hand, the garment authority wanted to turn down cost by employing inexperienced new workers at low remunerations.

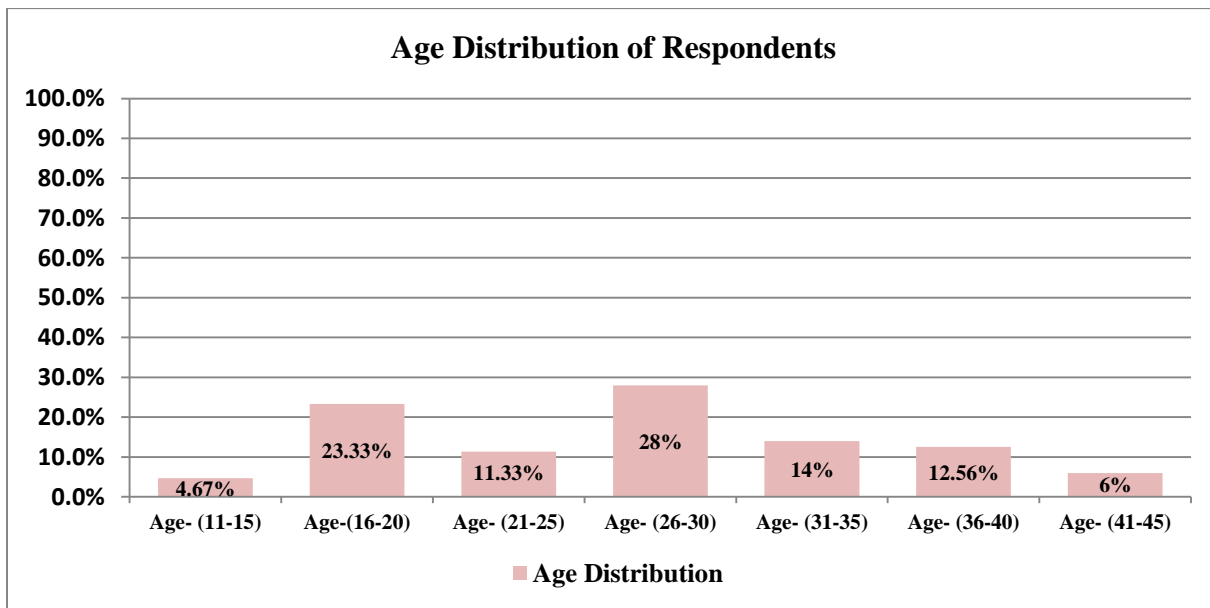


Figure-01: Table-01: Primary Data Collection Survey

In the survey some garment women are quite educated. Some of them are SSC pass and some of them are HSC pass, but few of them use their signature only and some

respondents are illiterate. Education level shows that about 4% women are illiterate, 23.33% woman can write their name only and can count money for regular expenditures purposes only. The large numbers of the respondent about 35.33% women are primary school certificate pass (PSC). Junior school certificate (JSC) pass women are about 23.33%, Secondary school certificate (SSC) pass women are about 11.33%. The woman workers who are higher secondary certificate pass (HSC) are 2.67% of garment worker are higher secondary pass. (Table No-02, P-50).

Among the female workers surveyed, 68% of women are married and 20% are unmarried. On the contrary, 4% of women are widow and 8% of the women are divorced. (Table No-03, P-51)

Both ILO and UN international organization, woman workers' survey showed that there is 73.3% of woman are married and 21.4% women are unmarried and 5.3% woman are either divorced or windows. (Source ILO and UN woman workers survey, study on the readymade garment sector in Bangladesh 2018.)

We can clearly see that garment authority is taking advantage of workers' knowledge and increasing various forms of violence and discrimination against garment workers. In this survey we find 100% of workers are faced mental stress like, work stress, mental stress, and physical stress. There is 66.67% of wage stress are found at this study. (Table no-4, P- 51)

In this study, about 95.33% garment women belong to the Islam religion and about 4.67% women are Hindu. There are no other religions respondent found in this survey. See (Table No-05, P-52)

Those who are married the majority 70% live in the nuclear family with husband and their children's. Unmarried 20% women workers live with their parents in a joint family. Some divorced and widow women of 10% are belongs to broken family and they are live with their parents in a single room. (Table No-06, P-52).

This survey found 8% of respondents husbands are jobless, 4.67% of respondents' husband work in the same garments industries. A few number of 6% respondent's husband do agriculture, we find some of respondent's husband profession is day laborer 8% and there are also some rickshaw puller 28%, around 14.67% of them are small shopkeepers. Driver of small vehicles are 8%, and on other profession are 11.33 %.(Table No-07, P-53).

In this survey, some of the respondents have too many children's and some of the respondents have no child. 20% of the respondents have no children. Some respondent 25.33% have one children About 23.33% of the respondent has two children, 14% of the respondent have three children, 9.34% respondent have four children and 8% of respondent have five or more children. (Table no-8, P-53)

We find at this survey that, there are one school going children are 23.33%, two school going children are 38.67%, there are three school going children are 20.67%, four school going children are 9.33%, and above four schools going children are 8% (Table No-09, P-54)

So garment workers most of the earnings are spend on the school going tuitions and the rest of the money is spent on house rent, monthly expenses and on their medical treatment. They live in abject poverty. Bangladesh classification of statistics on household expenditure includes private tuition, books hostels and other. Household expenditure on education which is around 40%. See the

household expenditure distribution. (Source: Global living wage condition, serial one report 7 May 2016.)

Another issue is, the cost of living is high in Dhaka. It also affects their house condition. Garment workers do not have their own house at Dhaka city. 41.33% of them are live in a rented house. Data shows that a large number of women about 56.67% living in a one room house. 08% of them are sharing their flat with others. (Table no-10, P-54)

At times, garment women have to share their room's toilet and kitchen. Women workers toilet condition are 8% good, a large number of workers toilet condition are 92% bad, there is no ugly toilet at garment worker house. (Table no-11, P-54)

100% garment workers has to share their kitchen with others at a rented house. (Table no: 12, p-55)

According to the high expenses there are more than two or three earning members in every garment workers families. They all want to support their family, it shows that 41.50% workers' husbands earn with their counterparts, 15.95% father, 13.30% mother, 3.19% brother and 7.45% sister also want to contribute their family's income. Some daughters they belong to a joint family contribute 9.57% and 9.04% sons also help their working parents. (Table no: 13, P-55).

Garment workers main income source shopkeepers 14.67%, business 16%, day labor 10%, and housemaid 12%, vehicles' driver 8%, shopkeepers are 14.67% contribute and others income source are 16.66% (Table No-14,P-56)

Most of the garment workers family there are two or three earning members. Many of the respondents said “Without their girl members earning, 80% of their family would drop down into poverty.”

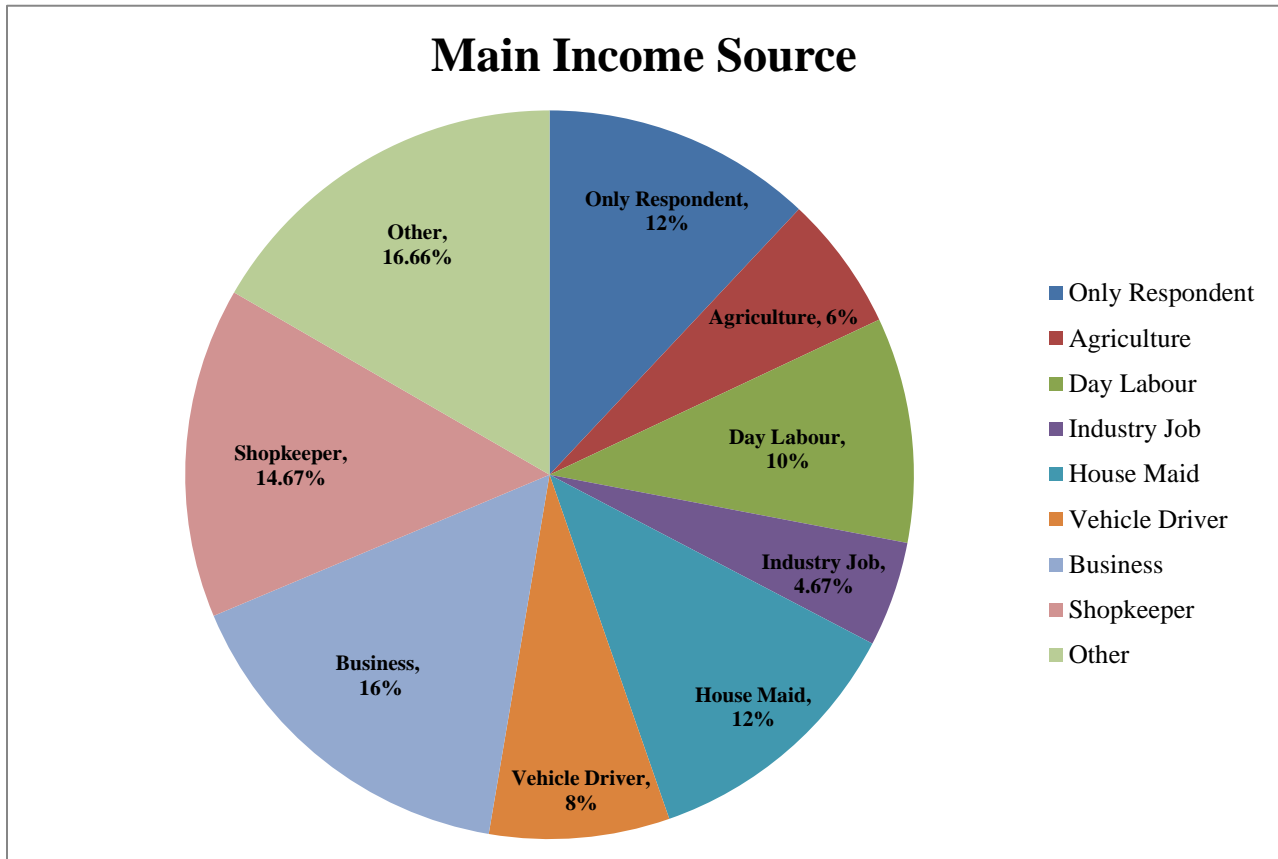


Figure-02: Table-14: Primary Data Collection Survey

Minimum two members 53.33% both earn for their family, three members 20% of them are earning for their minimum leaving expenditure. About 21.33% of four members earn for their joint family for their near future expenses, about five members 5.34% equally earn for better life (Table no:15,P-56).

The significant number of respondents about 58% workers salary range is 6,000 to 10,000 taka. 8% of women workers’ income range is 2,500 to 5,000 taka, which is less than Labor Law Act. 14% of female workers income range is 11,000 to 15,000

taka 13.33% of female worker salary range is 16,000 to 20,000 taka. More than 20,000 salary range is given to 6.67% women. Some of them told us it's beyond their expectations. All of them are skilled senior swing operators. (Table no: 16, P-57)

Some of garment authority is to be determined to follow the Labor act and government rules, but local garment owners do not follow those rules. Garment employees' young girls for low salary, they pay them as training workers on taka 2500 which is against the labor law act. Workers in the factory always depend on overtime. Production was also found to be working more than six days consecutive without a break, in one instant as long as 19 days. (The report says US-based right organization fair labor Association, April 30, 2018 published.) The report also calls upon employers for a regular workweek of no more than 60 other than in exceptional circumstances not in the employers' control. (Source: The minimum wage board ministry of Labor and employer's data for 2018.) In this survey overtime rate is around 25 to 35 taka per hour which is less than other big garment industries.

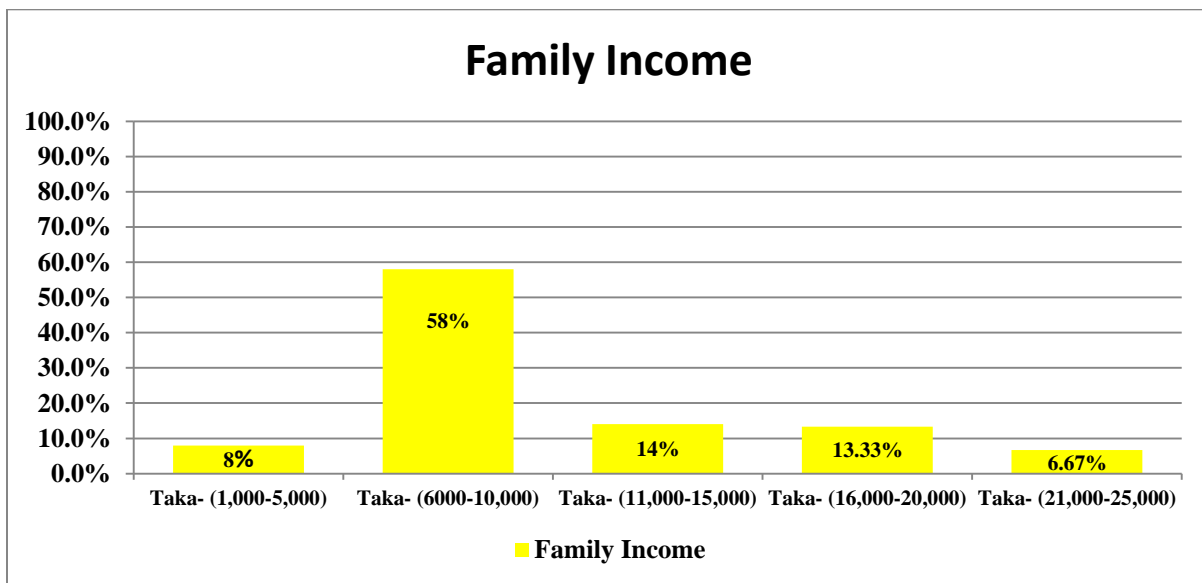


Figure-03: Table-16: Primary Data Collection Survey

Women participation to make decisions is seen in variety of family opinions. Garment women's decision-making power over children's education, family expenses, medical care monthly expenses etc. has been increased then the past domestic situations. We can see 42.66% women have some control over decision-making for their families. 4% women have full control over their families and a large number of 53.34% women have no control over decision making for their family issues. (Table no-17, P-57)

In this survey it is found that many women are victim of domestic violence by their husband are seen in almost all cases. About 20% women are attacked by their husband physically one time, 26.67% women faced two times domestic torture, 53.33% women faced many time torture and there are no women found who faced no domestic torture at their family life. (Table no-18, P-57)

At this study every women are faced domestic violence. 13.33% of women are faced harassment at their family life. 26.67% women are faced abuse by their family members, 14% of physical are found by their family members, 0% sexual attack are found and 46% of psychological violence are found at their domestic life. (Table no-19, P-58)

This survey report we finds various kind of workplace violence like verbal abuse, wage abuse, work stress with psychological attack. Garment working women are experience particular workloads and psychological attack when the shipment of an order is very close. To meet garment products demanding shipment deadline, garment workers are persuaded by garment management to work until the middle of the night without any break. For this reason, 100% of working women are badly verbally abused and 100% of psychologically attacked are found. Sometime if the

Garment authorities did not complete all their production demand, they failed there shipment deadlines and for this reason many workers 66.67% face wage abuse. Some of them like 33,33% worker are fired from their job. The violence is happening because of hard-working environment and force work night shift with no proper seating place. For this reason 20% no sick violence are found. Other workplace violence is no maternity leave 16.67%, there is no Sexual violence directly found at this data.21.33% of physical attack are found, language and undesirables touching found 53.33% and 42% of insensible interpretations are also found at this study. (Table no-20, P-58)

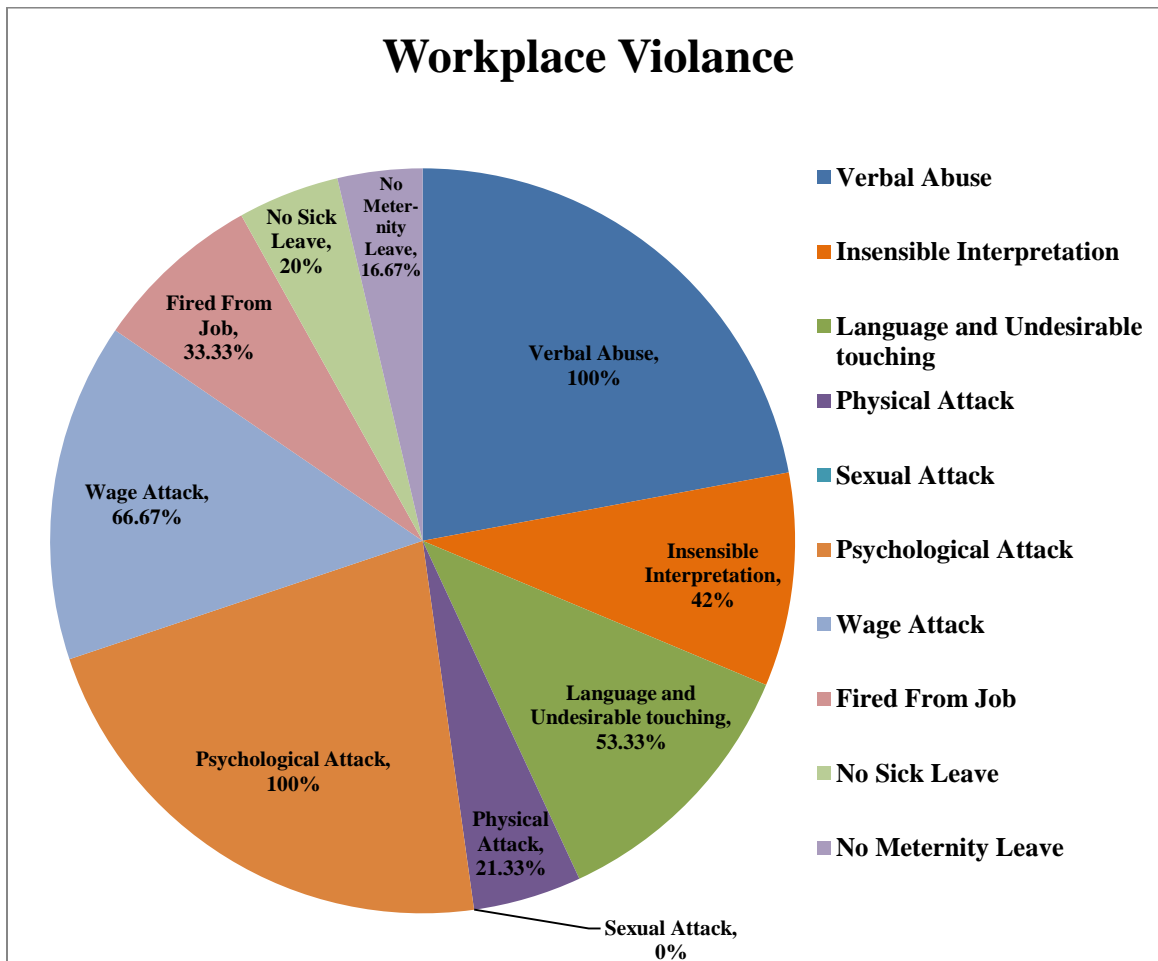


Figure-04: Table-20: Primary Data Collection Survey

In this survey, sexual harassment was reported under this kind of violence. Around 53.33% of working women faced indecent language. 66.66% of women face indecent touching. 24.66% are faced bad offer by their garment authority or by their colleagues. 32% of working women face eve-teasing. Some bad supervisors, colleagues, line chief, are found in this kind of violence. 41.33% of women face disturbing behavior with threatened by their colleagues and others. (Table no-21, P-59)

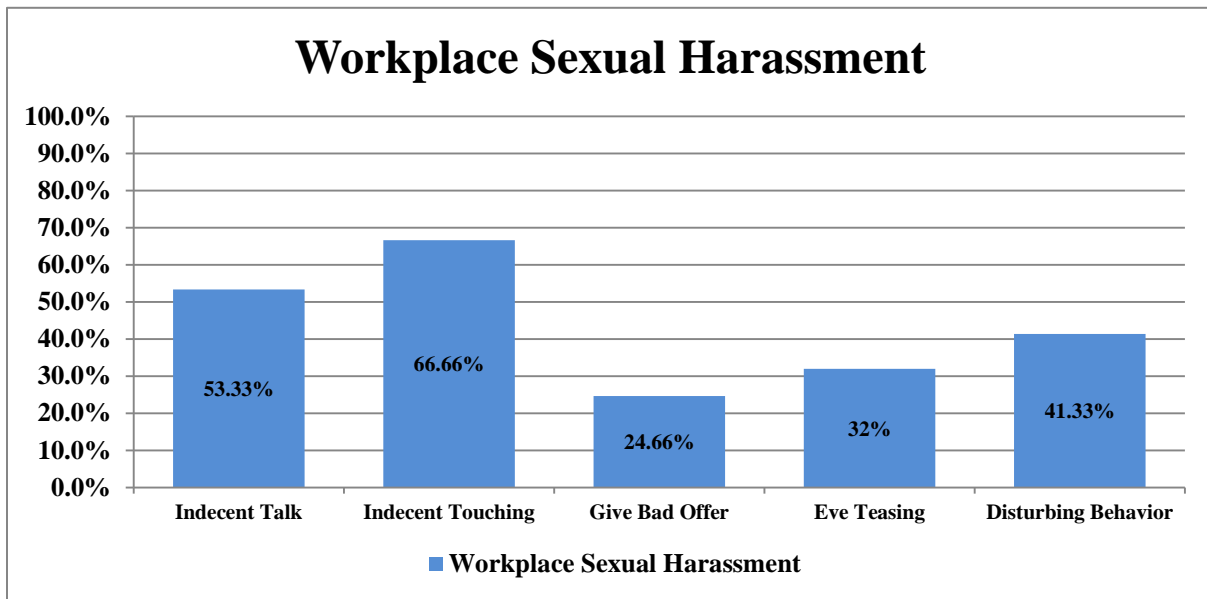


Figure-05: Table-21: Primary Data Collection Survey

Normal legal action against workplace violence and wage abuse are seen at garments industries.10.67% of the working woman was chosen complaining to the higher Garment Authorities. 29.33% of women are leaving the job for an unsafe working environment. They always face high workplace stress. 40% of women boycott their work because they want facilities like, proper wages payment, on time overtime payment and no salary payment issues and overtime money cuts. 20.67% women take no actions against garment authority or anybody at their work place. (Table No-22,P-59)

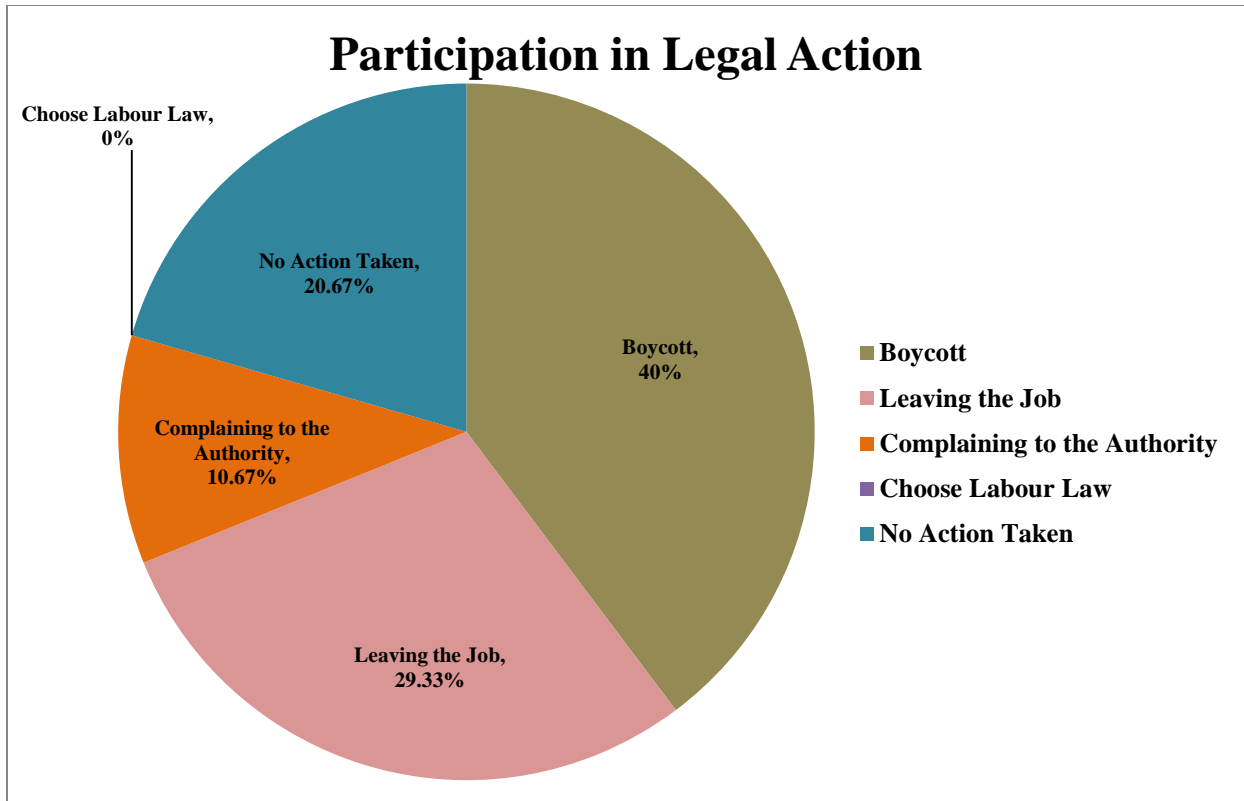


Figure-06: Table-22: Primary Data Collection Survey

The degree of satisfaction of female worker is a subjective judgment, so in this survey the level of satisfaction has been measured by scaling into four categories, such as absolutely satisfied, not satisfied, and confused about the condition and roughly satisfied. It is observed that the satisfaction of the level female garment worker toward earning, good job environment, and overall job related absolutely satisfied are 14.66%. 65.33% of working women are not satisfied because of their poor wages and bad workplace environment particularly, some of the women are confused about their satisfaction and the number of them is 9.33%. We find 10.68% women were very roughly satisfied because they want more wages, a good workplace environment and want respect at their workplace. (Table no-23,P-60)

According to survey respondents, they have experienced repeated insult and shouting from their supervisor. 17.33% of them misbehave. On the other hand, 30%-line chief are involved with violence. The harassment by production manager rate is 18.67% and also 10% in most cases general manager is involved with wage abuse and verbal abuse. 2.67% of owner are involved with job dismissed issue and wage abuse and threatening activities. 21.33% of colleagues are caught eve-teasing and undesirable touching, insensible interpretation. (Table No-24,P-60).

Family support is seen for all garment workers, their supporting behavior is quite good in percentage. Respondent family members support is about 80% in all kind of crisis for their earning members are very impressive. 20% family support is ignored. It is because some garment worker did not want to combat their sorrows with their family members. They feel ashamed and afraid to relive their problems with other family. See (Table No-25,P-61.)

Every woman has faced different kind of mental stress and it's about 100%, psychological stress is 100% and mental stress is 100%. In the survey the entire garment woman has faced 100% all this kind of domestic and work stress at their family life. (Table No-26,P-61)

Workplace violence impact is acute. At our society being a garment worker the job is disrespectful for female workers, most of the people think that. This kind of bad impact is also creating at their workplace. Garments authority behave very disrespectfully and its impact is 100%, women feel insulted 6.66% at their work time. With many kinds of physically ill impact is about 20%. Forced or willingly job fired issue is about 13.33%. Overall they faced many painful memories as its

impact very bad memories for life time, they faced is 100% because of workplace violence.(Table no:27,P-62)

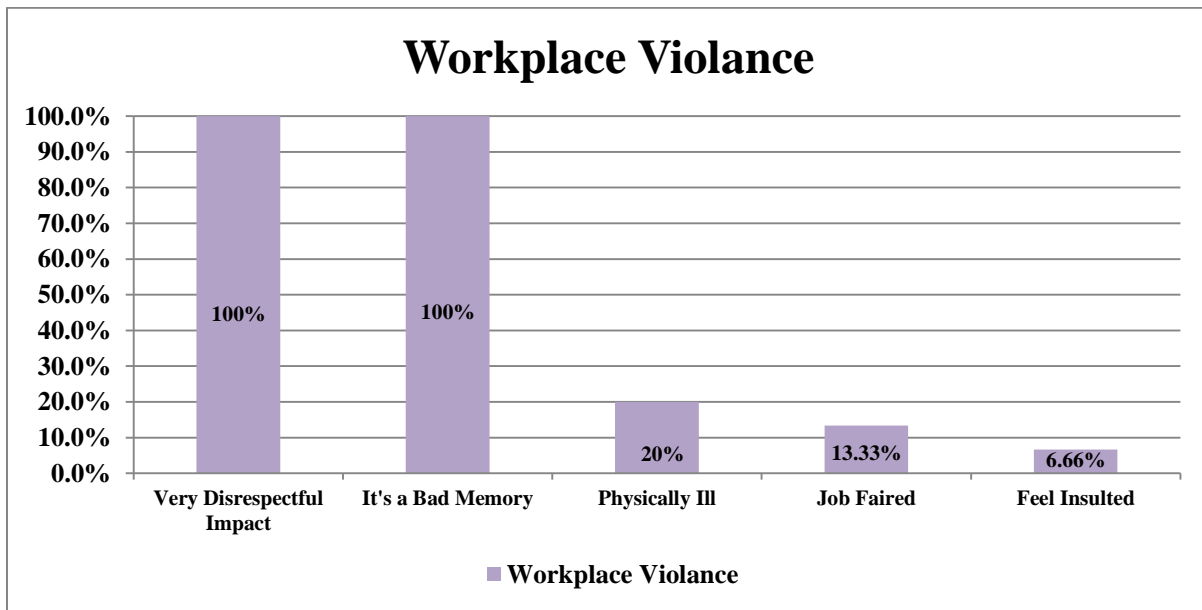


Figure-07: Table-27: Primary Data Collection Survey

A large number of women took next steps when they did not get justice. 46.66%, of them continued their job. They did not complain against violence and other bad workplace issues. 20% of them do nothing, no protest, no action, against violence. 6.67% of women joined new job, 20% are quitting from their job, 6.67% maintain distance from bad people and they do their duties. (Table no:28,P-62)

For the long working hour and garment working woman are put under particular work pressure and physical stress when the date of shipment of an order is very close. They work till morning 8:00 AM to that day's night 12:30 AM. They get only one lunch break for one hour and all the time they continue their work. They work 16 hours before production demanding shipment deadlines. For this, around 36.66% of working women forget and forgave the violence incidence, 10% of them forgetting everything over passing time, 23.34% of them did not forget

horrible memories after victimized, 20% of women joined new job, 10% are quitting from job. (Table no-29,P-63)

Because of the work condition many women feel sick at their workplace and cannot join their next day duty. About 100% of them are agreed that the working condition is bad for women workers, 100% agreed for inhumanly work place condition, 60% of them said there are very disrespectful behavior for working women, 33.33% women mostly agreed with good environment. (Table No:30,P-63)

There are 100% female colleagues did not care what is happening with other women, 86.66% of them ignored the issue. 100% of them only gossip about the incident, 53.33% of female workers just laugh at the victim. 66.66% feel bad for victims and 100% women also feel ashamed for the victims. (Table no-31, P- 64)

Bangladesh garment industry has been characterized by low wages, very poor enforcement of Labor legislation with unskilled women workers. The women workers have very short work life for their age and difficult work pressure in their respective industry. 93.33% faced difficulties to find a new job when they did not want to continue the bad work environment, 6.67% found no difficulties for finding new jobs. (Table no-32,P-64)

This study highlighted that women often did not want to join the trade union for legal help and the percentages of these rang is zero. 6% of women choose garments association for help, 42% need for action labor law organization, 47.33% workers want government organization for their help, 4.67% want garment workers participation, committee.(Table no-33,P-65)

Threatened and wage deduction behavior, when a garment working women face violence, no other colleagues raise their voice. They did not call any labor Association or do not help the victim with legal help for other challenges.

In this humiliating workplace, some of the garment women, only 40% find job satisfaction. 60% want to quit the garment because they are not satisfied with their job.(Table No-34,P-65)

Every garment working woman needs labor law organization and government help to ensure a good working environment and proper wage scale with a violence-free respectful workplace. They need justice, safety and respect through this organization. One of the basic needs of garment working women is safe and sound workplace. Other workers include proper wages and sick leave and no workplace violence etc.

4.2 Discussion on the research findings:

According to the former garment working woman who participated in this survey are is it between 15 years to 30 years old, they all belong to young, skilled woman. Most of them are unemployed employed on low pay scale.

The issues that come after the research are discussed below:

Most of the working women are very young. Garment authority did not imply the aged women workers because of their aged issue and also occupational hazards. Garment authority want to diminish cost by employing fresh young workers at a low remunerations.

Local garment industry negligence to pay the minimum wages extended working hours, lack of holidays and extinct payment of wages.

Female working women who are employees in a low rate and not higher educated most of them are primary school pass and some of them are highly educated till secondary level.

Survey clearly shows that garment authorities are taking the disadvantage of woman worker knowledge and they are increasing various forms of violence and discrimination against garment worker.

Most of the garment workers have 4/5 dependent members. Day by day the expenses are very high and they get poor salary and less overtime payment. Most of them live in a hardship. All of the workers monthly expenditure includes children education, tuition fees, medical treatment fees, house rent and buying foods and groceries cost.

Many respondent garment women are victim of domestic violence by their husband and in In-laws family members.

In some family issues some respondent have some control over their family decision and make participation in their family affairs. In the survey, a large number of women did not have the right to make any family decisions.

Garment working women are put under particular work pressure and psychological stress when they the date for shipment of an order is very close.

Most of the workplace violence like, wage abuse verbal abuse, psychological problems, no sick leave, and unpaid overtime happened because of setting a realistically high production targets. Sometimes government authority attack physically women for, garment production loss.

Variation in maternity leave provision across garment factories job fired, after baby deliverer and lack of maternity awareness is a big disadvantage for women workers.

Some sexual harassments like undesirable touching, eve teasing, bad humiliating affairs and indecent language are faced in garment industry.

Garment working women did not join trade union for the legal helps, in this survey, their percentage of choosing any legal action is zero.

Garment autocratic behaviors is a main reason because of no help or support for a victim moment workers have gate from other colleagues.

4.3 Presentation of the Tables:

Table-1
Age Distribution of Respondents

Age	Frequency	Percentage
11-15	07	4.67%
16-20	35	23.33%
21-25	17	11.33%
26-30	42	28%
31-35	21	14%
36-40	19	12.67%
41-45	09	06%
Total	N=150	100 %

Table-2
Distribution of Education Level According to Respondents

Education Level	Frequency	Percentage
Illiterate	06	04%
Signature Only	35	23.33%
PSC	53	35.33%
JSC	35	23.33%
SSC	17	11.33%
HSC	04	2.67%
Total	N=150	100%

Table-3
Distribution of Marital Status According to Respondents

Marital Status	Frequency	Percentage
Married	102	68%
Unmarried	30	20%
Widow	06	04%
Divorced	12	08 %
Total	N=150	100 %

Table-4
Distribution of Mental Stress According to Respondents

Kind of Mental Stress	Frequency N=150	Percentage of Effected Respondents
Work Stress	150	100%
Mental Stress	150	100%
Physical Stress	150	100%
Wage Stress	100	66.67%

*Multiple Responses Possible.

Table-5
Distribution of Respondents Religion

Religion	Frequency	Percentage
Islam Religion	143	95.33%
Hindu Religion	04	4.67%
Buddhist Religion	00	00%
Christian Religion	00	00%
Other Religion	00	00%
Total	N=150	100%

Table-6
Distribution of Family Types

Family Types	Frequency	Percentage
Nuclear Family	105	70%
Joined Family	30	20%
Broken Family	15	10%
Total	N=150	100%

Table-7
Distribution of Husband's Profession

Profession Name	Frequency	Percentage
No Work	12	08%
Same Field	07	4.67%
Agriculture	09	06%
Job	17	11.33%
Day Labor,	12	08%
Rickshaw puller	42	28%
Shopkeeper	22	14.67%
Driver of a small vehicles	12	08%
Others	17	11.33%
Total	N=150	100%

Table-8
Distribution of the Numbers of Children's According to Respondents

Number of Children	Frequency	Percentage
No Children	30	20%
One Children	38	25.33%
Two Children	35	23.33%
Three Children	21	14%
Four Children	14	9.34%
Five Children	12	08%
Total	N=150	100%

Table-9
Distribution of the school going children Number according to Respondents

Number of school going children	Frequency	Percentage
One Children	35	23.33%
Two Children	58	38.67%
Three Children	31	20.67%
Four Children	14	09.33%
Others	12	08%
Total	N=150	100%

Table-10
Distribution of Respondents house condition

Condition of House	Frequency	Percentage
Own House	00	00%
Rented House	62	41.33%
Living in one room	76	56.67%
Flat Sharing	12	08%
Total	N=150	100%

Table-11
Distribution of Toilet Condition According to Respondents

Toilet Condition	Frequency	Percentage
Good	12	08%
Bad	138	92%
Ugly	00	00%
Total	N=150	100%

Table-12
Distribution of Kitchen Sharing according to Respondents

Sharing Kitchen	Frequency	Percentage
Yes	150	100%
No	00	00%
Total	N=150	100%

Table-13
Family Head's according to Respondents

Family Heads	Frequency	Percentage
Husband	78	41.50%
Father	30	15.95%
Mother	25	13.30%
Brother	06	03.19%
Daughter	18	09.57%
Sister	14	7.45%
Son	17	09.04%
Total	N=150	100%

Table-14
Distribution of the main income source of Respondent's Family

Main Income Source	Frequency N=150	Percentage
Only Respondent	18	12%
Agriculture	09	6%
Day Labour	15	10%
Industry Job	07	4.67%
House Maid	18	12%
Vehicle Driver	12	08%
Business	24	16%
Shopkeeper	22	14.67%
Others	25	16.66%

*Multiple Responses Possible

Tabel-15
Distribution of earning members number according to Respondents

Earning Members Number	Frequency	Percentage
One Member	00	00%
Two Member	80	53.33%
Three Member	30	20%
Four Member	32	21.33%
Others	08	05.34%
Total	N=150	100%

Table-16
Distribution of Family Income According to Respondents

Income Range (In Taka)	Frequency	Earning Percentage
1000-5000	12	08%
6000-10000	87	58%
11000-15000	21	14%
16000-20000	20	13.33%
21000-25000	10	06.67%
Total	N=150	100%

Table-17
Distribution of Respondent's control over the Family

Control over the family	Frequency	Percentage
No Control	80	53.34%
Some Control	64	42.66%
Full Control	06	04%
Total	N=150	100%

Table-18
Distribution of how many times Respondents has been faced torture by the Family.

Times that has been faced tortured in the family	Frequency	Percentage
One Time	30	20%
Two Time	40	26.67%
Many Time	80	53.33%
Nil/ Did not Face	00	00%
Total	N=150	100%

Table-19
Distribution of Respondents Acknowledging Domestic Violence

Kind of Violence	Frequency	Percentage of Domestic Violence Rate
Harassment	20	13.33 %
Abuse	40	26.67 %
Physical Attack	21	14 %
Sexual Attack	00	0%
Psychological Attack	69	46 %
Total	N=150	100 %

Table-20
Distribution of workplace violence according to Respondents

Kind of Work Place Violence	Frequency N=150	Percentage of Effected Respondents
Verbal Abuse	150	100%
Insensible Interpretation	63	42%
Language and undesirable touching	80	53.33%
Physical Attack	32	21.33%
Sexual Attack	00	00%
Psychological Attack	150	100%
Wage Attack	100	66.67%
Fired From Job	50	33.33%
No Sick Leave	30	20%
No Maternity Leave	25	16.67%

*Multiple Responses Possible.

Table-21
Distribution of workplace Sexual harassment according to Respondent

Kind of Sexual Harassment	Frequency N=150	Percentage of Effected Respondents
Indecent Talk	83	53.33%
Indecent Touching	100	66.66%
Give Bad Offer	37	24.66%
Eve teasing	48	32%
Disturbing Behavior	62	41.33%

*Multiple Responses Possible.

Table-22
Distribution of Respondents Participation in Legal Action

Name of Legal Actions	Frequency	Respondents Percentage
Boycott	60	40 %
Leaving the Job	44	29.33 %
Complaining to The Authority	16	10.67 %
Choose Labor Law Advice	00	0%
No Action Taken	31	20.67 %
Total	N=150	100 %

Table-23
Distribution of Work Place Satisfaction According to Respondents

The Level of Work Place Satisfaction Condition	Frequency	Percentage
Absolutely Satisfied	22	14.67 %
Not Satisfied	98	65.33 %
Confused	14	9.33 %
Roughly Satisfied	16	10.67 %
Total	N=150	100 %

Table-24
Distribution of People Involved in Workplace Violence

People Involved in workplace violence	Frequency	Percentage
Line Chief	45	30%
Supervisor	26	17.33%
Production Manager (PM)	28	18.67%
General Manager (GM)	15	10%
Owner	04	2.67%
Colleagues	32	21.33%
Total	N=150	100%

Table-25
Distribution of Family Support according to Respondent

Family Support	Frequency	Percentage
Yes	120	80%
No	30	20%
Total	N=150	100%

Table-26
Distribution of Mental and Physical condition according to Respondent

Kind of Mental and Physical Condition	Frequency N=150	Percentage of Respondents
Stressful	150	100%
Psychological Stress	150	100%
Mental Stress	150	100%
Family Stress	150	100%

*Multiple Respondents Possible.

Table-27
Distribution of workplace violence impact in Respondents life

Workplace Violence Impact	Frequency N=150	Percentage of Respondents
Very Disrespectful Impact	150	100%
It's a Bad Memory	150	100%
Physically ill	30	20%
Job Faired	20	13.33%
Feel Insulted	10	6.66%

*Multiple Responses Possible.

Table-28
Distribution of Next Steps when Respondents didn't get Justice

Next Steps When they didn't get Justice	Frequency	Percentage of the Respondents
Quitting the Job	30	20%
Joined New Job	10	6.67%
Continue Same Job	40	46.66%
Do Nothing	30	20%
Maintain Distance From Bad People	10	6.67%
Total	N=150	100%

Table-29
Distribution of how Respondents overcome after being Victimization

How they overcome after being victimization	Frequency	Percentage of the victim Respondent
Forget And Forgave	55	36.66%
Forgetting Over Time	15	10%
Didn't Forget Horrible Memories	35	23.34%
Join New Job	30	20%
Quitting The Job	15	10%
Total	N=150	100%

Table-30
Distribution of their work place working condition according to Respondents

Work Place Condition of Respondents	Frequency N=150	Percentage of Respondents Observation/Participation
Bad From Woman Workers	150	100%
Inhumanly Work Place	150	100%
Discriminatory Behavior	90	60%
Disrespectful Behavior	150	100%
Mostly Good Environment	50	33.33%

*Multiple Responses Possible.

Table-31
Distribution of changes in the attitude of fellow female workers after victimized, according to Respondents

Kind of Changing Attitude of Female Worker	Frequency N=150	Percentage of The Respondents
They Don't Care	150	100%
Ignore The Issue	130	86.66%
Only Gossiping	150	100%
Just Laughing	80	53.33%
Feel Bad For Victims	100	66.66%
Feel Ashamed	150	100%

*Multiple Responses Possible.

Table-32
Distribution of Difficulties to find a new job when they victimized.

Kind of Difficulties to Find New Job	Frequency	Percentage
Yes, Very Difficult	140	93.33%
No, Not So Difficult	10	06.67%
Total	N=150	100%

Table-33
Distribution of Respondents Need of Any Organization to Help the Victim Workers

Organization Name	Frequency	Percentage
Garments Association	09	6 %
Labour Law Organization	63	42 %
Government Organization	71	47.33 %
Garment Worker Participation Committee (WPC)	07	4.67 %
Total	N=150	100 %

Table-34
Distribution of Job Satisfaction according to Respondents

Level Of Satisfied	Frequency	Percentage of Respondents
Yes	60	40%
No	90	60%
Total	N=150	100%

Chapter Five

Case Studies and Discussions

Chapter outline

- 5.1 Case Study- A
 - 5.2 Case Study-B
 - 5.3 Case Study-C
 - 5.4 Case Study-D
 - 5.5 Case Study-E
 - 5.6 Case Study-F
 - 5.7 Case Study-G
 - 5.8 Case Study-H
 - 5.9 Case Study-I
 - 5.10 Case Study-J
 - 5.11 Analysis and the findings of Case Studies
-

5.1-Case Study-“A”

“Survived the worst moment of life and continuing the same job”

The pseudonym of this respondent is “A”, who is 21 years old woman and belongs to Islam religion. She works at Dhaka. Respondent A is married she and her husband have been living separately for last 10 years. Her husband was a famer and now lives with another two wives. My respondent has a 12 years son who is in Madrasa Education. He reads in class-6. Respondent’s old mother stays with her. She is 57 years old and can sign only.

Respondent “A” studied till calss-3 and she got married in her early age. She is now working for seven years at a local garment industry as a sewing operator. She is earning only six thousand seven hundred taka (6,700/- Taka). Her mother is a house maid and earns two thousand five hundred taka (2,500/- Taka). She rented a room and the rent is about (4,000/- Taka) without electricity charge. Respondent “A” told me that she manages her family with many difficulties.

Respondent “A” replied,

“Earlier, my husband was the head of my family. All decisions were taken by him. He used to torture me for dowry. My parents gave him (30,000/- Taka) and (3-grams) of gold. But after few years he asked for more dowries for his new business ideas. My parents were very poor so they were not able to give any more dowries, for this reason my husband abuses me verbally and attacks me physically. When my son was two years old from that time we started living separately.”

When respondent “A” joined garment, she was appointed as a helper, now she is promoted to work as an operator. Her salary is 6,700/- Taka and she is satisfied with her wages. But sometimes, she faces violence for production loss and high workloads. When she was physically ill and garment owner failed their shipments for export then they cut wages and physically attack Respondent “A”. Production manager and supervisor attacked her, slapped her and pushed her very badly. They verbally abuse her too. Her other colleagues also faced the same violence.

Verbal abuse and harassment are widespread incidents for the female garment workers. Sometimes the owner of the association attack physically.

Due to the shortage of time and less production, garment association harasses garment workers. Every section in charge is different and they are called line-chief Sir, also called (Boss), then floor supervisor, production manager, general manager all those are mostly involved with the production.

Respondent “A” faced this problem. Local garment eagerly waits for new production order. When they get the order, they force all workers to complete the production target. If any unit failed to complete the target of the production, the production manager, and supervisor, line-chief physically, psychologically, verbally harass workers. They cut wages and fired workers.

Respondent “A” always faced violence in her family and workplace. Her workplace condition is not so well, but they pay properly and their overtime pay is also good.

Respondent “A” also said,

“I am fairly satisfied with my job. But sometimes owner behave badly. Because they pay me, with this money, my mother and only son can survive properly.”

She feels mental pressure but end of the day she wants to continue her job and give the best to fulfill the production target.

Respondent “A” is not alone; other workers also suffer the same. Garment authority misbehaves for production loss. Women worker’s sometime feel bad and feel ashamed, but they are all afraid of losing the job. Colleagues never help each other during the problem arise.

Garment owners should emphasize the importance of controlling workload with adequate care. Garment owners should be more responsible and kinder towards their workers by using humane, respectful polite language and granting them leave due to their illness. Garment owner should take appropriate action if other employees are found to be abusing and misbehaving towards female workers. Only then workplace abuse and violence can be stopped.

Respondent “A” said that

“To get new job and satisfied salary is very difficult on the time of Covid-19. All good well-known garments also located at Gazipur. At this situation, I am afraid of losing this job. New garments also offered very low salary and offer helper post. It’s totally a very bad idea to search new job. After victimized I rather choose to continue this job, instead of choosing new one.”

Respondent “A” is very afraid of being fired from her job because she has to maintain their minimum required life expenses and needs. She has no money to take any legal action. She didn’t choose any legal justice and didn’t go to the higher authority. She avoids everything and keeps distance from rude people. She continues her job, forgets and forgives everyone.

Respondent “A” is surprisingly satisfied with her job and she wants to continue at her same post with the same garment. According to her thought “time will heal everything”.

5.2-Case Study-“B”

“Forget all the hardship of work”

Pseudonym for this respondent is “B”. She is only 16. She is Muslim and unmarried and victim of workplace violence.

Her education background is JSC pass. Respondent “B” lives in Dhaka with her father, mother, two brothers and herself. There are three earning members in her family. Father is a rickshaw puller, elder brother is a day labor and they earn daily (Taka-400/-) four hundred taka. Respondent’s mother is a housewife and takes care of her two years old son. Respondent’s parents are illiterate. Respondent’s father is 38 years old; mother is 33 years old, her elder brother 18 years old and the younger brother is only two years old.

Respondent B studied till class eight. Because of her family’s poor economic conditions, she discontinued her study and joined garment industry. She is a helper and her monthly income is only (Taka-4200/-) four thousand two hundred taka.

She works very hard without sitting anywhere all day long. She started working at eight in the morning and works five till the evening. She has to work without sitting and her duty is to work (twist/ strand/yarn) and it’s very hard work for such a young workers like her. Respondent’s father is a rickshaw puller and he earn daily (Taka-400/-) and some time he is not able to go for his work because of bad weather or sickness. Respondents elder brother is a day worker and he earns (Taka-350/-) per day. Respondents elder brother is only 18 years old and he studied only till class four.

For their poor economic condition, they live in small room with attached balcony, common bathroom and kitchen. There they live with around twenty one families; they all use same bathroom and same kitchen. Every room rent is (Taka-4,500/-) Four thousand five hundred taka without electricity charge. Respondent's monthly expenditure is very little.

When Respondents "B" joined the garment industry, she was only fifteen years old and was a trainee. Her salary was only (Taka-2700/-). From the beginning she faced wage abuse and after that when she was permanent, she faced many more problems. Every garment worker faces some sort of verbal abuse and wage abuse. Respondent "B" also faced the same, but with this she was also physically attacked by Production Manager.

When there is work load she has to do overtime she has to stand up till (10pm) night and cut the yarn. It takes a lot of hard work to cut the yarn with a machine.

Respondent "B" said that

"In this work if I made a mistake then the production manager gets angry and hit me with tools. My Production Manager is very angry and his superiors are also very rude. So every time we all face work place violence. I am afraid of this situation. My family's financial condition is not good, so this is the only reason, I continue to work and I have not taken any action against such violence".

Respondent "B" always face verbal abuse, wage abuse, sometimes physical attack also, Local garments recruits younger workers because they can work harder and Garment authorities can paid less then then the adult workers'. Respondent "B" faced physical attack for production loss and three-four times she faced violence.

Respondent “B” faced work stress and she is very afraid for her workplace violence condition.

Respondent “B” is very young and she is one of the earning members of her family. She also wants to support her family. She faces workplace violence but she is continuing her job. She feels unsafe at her job and she is very afraid of physical attack. But her family cannot support her. They have their different types of problems and they are also helpless. When she returned home from work her mother takes care of her and tries her best to make her feel better. Due to which the bitterness of work does not upset her much.

Respondent “B” did not choose any legal action against Production Manager. She has not left her job. Because finding a new job for her at this young age is very difficult. Many garment owners find it illegal to hire workers under the age of 18. But in some garment the owners are taking advantage of this opportunity and work hard for illegal recruitment of the underage employees. It is Impossible for my Respondent to take any legal action in such situation. Respondent “B” works at a local small garments factory, and the owners are strict with their subordinates to maximize production. Respondent and other workers also faced verbal abuse and wage abuse. My Respondent almost always gets abuse from skilled assistant staff. They are not caring and helpful. Supervisor Sir usually speaks less and he is little less strict. He did not abuse and never physically attack me. Production Manager is so strict, he always behaves very rude and sometimes he physically attacks younger workers. I faced it three to four times. As the production Manager is a relative of the owner, he does not have to answer to anyone above.

Respondent “B” work very hard, she has to stand all day and cut the yarn without take any rest. Most of the time garments owner choose younger girls to do hard work, because they can work harder and are illegally employed, so they can be paid less. Other skilled workers know this and they themselves show reluctance to work hard. So, younger workers are just a laughing stock to them. Male colleagues sometime make fun of us. They all say they did the same thing when they join as new employee. My co-workers don’t feel sympathy at all for me. They are not helpful. These things used to bother me, but now I don’t think about it anymore.

Most of the garment workers face various kinds of problems. Wage abuse, no sick leaves, verbal abuse, harassment, physically attack, lots of work load and unsafe work place condition is very common. In this situation it’s difficult for newcomers to continue their work.

Mostly senior workers are so preoccupied with their own affairs that the oppression of the newcomers does not attract their attention. The main purpose of garment owners is just to meet the target and get profit. The employer does not think of any kind of opportunity for the workers. The Garment authority should come forward to create a safe, dignified and satisfactory environment. Local garment owners should follow the Government wage board rules, and pay minimum wages to the new comers. The hourly rate of overtime is negligible so the garment owner should take steps to increase the rate as per the rules. Strictly resist the attack on workers, it is necessary to bring the guilty person to justice. The only satisfaction of work is when I get my hard earned money in hand. Respondent “B” feels satisfaction when she returning home to gossip with her other young colleagues. It is better to earn money by working in garments than to do nothing at home.

Respondent “B” said

“Even though I am a girl, I can take care of my family. When I am with my mother, father and brother I forget all the hardships at work. I enjoy my contribution for my family.”

5.3-Case Study-“C”

“Personal information of the case”

The pseudonym of this Respondent is “C” who is 21, married and belongs to Islam religion. She is a victim of workplace violence. She is a garment worker in Dhaka. Respondent “C” is PSC pass. Respondent “C” lives with her husband. Respondent “C” has three family members. Respondent’s husband is an Industry worker and he earns quite well. He works five days in a week. At the age of 16, she got married. When she shifted to her husband house, she faced economic problems. Respondent’s “C” and her husband work at garment, but they work in different garments industry. Respondent “C” live in a rented house, she rented only one room, there she live with her husband. Respondent “C” live with other sixteen families. They all share their kitchen and washroom together. There is one kitchen with four gas burners. Respondent’s house rent is three thousand five hundred taka without electricity charge. Respondent “C” was working for three years long till her delivery date of her baby birth. She was working as a helper and earn four thousand seven hundred taka (Taka-4700/-). Respondent and her husband together earning well for her family. Respondent monthly expenditure is quite well. Respondent’s “C” workplace is overall good, but sometime verbal abuse, wage abuse, no maternity leaves and other benefits are not available. Respondent “C” was working for three years at a local garment industry. She was quite satisfied with her job, but when she was pregnant her supervisor and production manager created a problem. Excluding the overtime of the worker during pregnancy they deducted two days salary instead of half day due to physical illness. In this way they started deducting one or two days of salary in every month.

Respondents “C” said

“They fired me with only one month salary before two months of my baby delivery”.

Respondent “C” sometimes faced verbal abuse at the time of high production period, but not every time they misbehave. As a swing helper her salary was already low and her overtime payment rate was also poor. There was always salary inequality with her. No maternity benefits were given to any garment worker. Line chief and the supervisor always keep a negligible eye on pregnant woman and dismiss them before the baby is delivered. During the pregnancy every woman has many mental and physical imbalances. They have severe emotional imbalance too. In this condition she was mentally sad and at her workplace she was afraid of losing her job. Other female workers also gossip that the owner association will fire her from the job and she will not get her job back after delivery of her baby. So, she was upset. Owner association finally fired her and didn't follow any government labor laws of maternity benefits. They did not pay her anything. In this condition, Respondent and her husband faced economic crisis. Respondent's husbands support her mentally and economically.

Respondent “C” is not that much educated. She did not know any labor law's contract or system about maternity benefits. She did not claim that benefits, but if she would have claimed that benefits garment industry was bound to pay her. Local garment owner's always take the advantage in this condition. No labor association was connected with this garments industry. Therefore, pregnant workers are not able to claim their maternity benefit and the money.

According to ILO (International Labor Organization), the law says,

“Every woman worker is entitled to sixteen weeks of maternity leave with full pay. The owner and co-workers must not engage a pregnant worker in hazardous task and should ensure breastfeeding facility and congenial atmosphere after her delivery”.

ILO survey on ready-made garment industry in Bangladesh shows

- (i) Maternity leave: 9% women workers had conceived during their working life, 3.9% of them did not receive maternity leave,
- (ii) Breastfeeding 23% women workers do not have breastfeeding facility at factories,
- (iii) Awareness 33% workers (37% men, 31% women) do not know about maternity benefits given in the labor law. (Date source: ILO RMG Baseline Study 2017 ilo.org/Bangladesh)

My Respondent “C” did not have the clear idea about the minimum duration of maternity leave like according to law of (16 weeks maternity benefit), half parental and half postnatal. After her job loss she was aware about the labor law section-45, subsection-3. Bangladesh labor law section-37 and section-38, some report says, do not provide the benefits required by law. If some factories provide benefits it is often below the legally mandated amount or is given arbitrarily. Superior sir and other colleagues mostly informed other authority like production manager and general manager. They took action and forced Respondent “C” to leave her job with running month salary. There are no social service officers in local garment, no labor federation; therefore, she was forced to resign from her job.

General Manager did not pay the salary properly. If she could not go to work due to illness, the salary of those days was always deducted. Every time our supervisor sir and sometime our production manager abuse verbally for more production to finish our target on time. It was always stressful and hard to finish the target during pregnancy.

Respondent “C” suffers badly when she lost her job and it happened before her baby delivery date. Surprisingly, none of her colleagues supported her at that situation. She was feeling alone and helpless. Only her husband supported her during that hard time. After the birth of her baby she tried to rejoin her duty again. But garment authority denied appointing her in the previous post. She was jobless and in Covid-19 situation she did not find a new job. No other hope was left for her. No colleagues were there for her support. They did not bother for her and continue to do their duties and gossip about her job loss.

Garment’s owners should obey the labor welfare Act. It is important to come forward in a humane and responsible manner towards pregnant women workers. Respondent “C” advised that if the workers are unable to come to work due to illness, they can arrange overtime without deducting their salary. There will always be work pressure in the workplace, but Respondent think it is possible to complete the work through good behaviors.

The Respondent was not satisfied with her work because of misconduct, salary cuts and inhumane treatment. But what the respondent earned would have helped her family a lot and save some money for their future. Respondent’s “C” had to face financial loss due to dismissal from her work.

5.4-Case Study-“D”

“One courageous step can change the environment”

The pseudonym of this respondent is “D”. She belongs to Islam religion.

Respondent “D” is 18 years old and victim of workplace violence. She is a garment worker. She is unmarried and live with her father, mother and elder brother. Her father is a day labor, Mother is a house-wife and brother is a iron mechanic.

Respondent “D” studied till class-8 and after her final exam she joined a garment industry. She is now working for four years at a local garment as a cloth tagging worker. She earns only (Taka-3700/-) three thousand seven hundred taka. Her father is a day labor and earns only (Taka-450/-) four hundred fifty taka, her mother is a house wife. Respondent’s brother is a rod mechanic and earns (Taka-5300/-) five thousand three hundred taka in every month. Her brother studied till class-5, after PSC he started learning to work as a rod mechanic helper. Now, he is a full-time mechanic and earn (Taka-5300/-) five thousand three hundred taka in a month. They live in one room and the rent is about (Taka-4500/-) four thousand five hundred taka without electricity charge and gas bill. She also shares her washroom, toilet and kitchen with other seven families. Respondent’s toilet condition is quite good and there $A = \pi r^2$ four gas stoves to cook their foods. Respondent said that the environment of their rented house is much better than other houses and due to the large size of the rooms; four of them can live in one room.

In respondent family her father takes care of household expenses and other key decisions. Respondent's parents love her.

Respondent "D" has been working at a garment for four years. She joined as a trainee and now she works as a hand tag man.

Respondent faced verbal abuse, undesirable touching and also faced eve teasing by her other male colleagues. Overall, her garment environment was good, but there is a wage discrimination and eve-teasing also. They work overtime till (12:00am-01:00am) midnight but the overtime rate is only (Taka-25/30) per hour. This is much less than the other garments. Respondent's male colleagues often disturb her and one male colleague deliberately touches her body and offers immorality. Such behavior seems disrespectful to her.

Verbal abuse is very common incident for the garment working women. Respondent faced undesirable touching when she is present at her work place. Somehow some bad colleagues deliberately touch the body under the pretext of work. One or two of them tried to give different gifts to persuade her. More eve teasing is acknowledged by middle aged-man then younger man. It is very difficult for her to continue her work in these situations.

Respondent "D" said,

"I have told them (colleagues) very clearly to prohibit from these types of activities. One day I told my Production Manager, that my male colleagues harassed me during my work time. It hampers the speed of my work".

After that her production manager changed her duty and also given notice to the bad colleagues to stop doing such bad activities.

Respondent “D” has to face disrespectful situations due to bad male colleagues. She feels very disturbed and ashamed for this incident. When she complained to the production manager, he changed her duty and gave notice to the bad peoples.

Respondents “D” always ignored the bad colleagues and continue her job, fearlessly. She was very afraid of job loss also. Slowly she has begun to ignore everything and can concentrate on work.

Respondent “D” is quite courageous. She complained against bad colleagues and after her duty changed, she also continues her job fearlessly. She always ignored bad touch and bad people. Production Manager helps her in this matter. Respondent “D” courageously handles undesirable touch and eve teasing, but her wage abuse problem bothers her till today. Respondent’s garment didn’t give proper overtime rate. She was working for two years but she didn’t get promoted in her job. Respondent always suffer from wage discrimination and verbal abuse. Work stress is very different to handle in her recent situation.

Respondent suffers a lot due to bad intention from her male colleagues. Before changing duty, she was a swing helper but their co-colleagues disturbed a lot. It hampers her work duties and psychologically affected her. Two co-colleagues touch her undesirably and they want immoral relationship. Respondent supervisor also abused her verbally and he didn’t help her during the crisis period. Sometimes she feels alone and ashamed but she was enough courageous to face the situation and strongly continued her duty in the same garment.

Respondent “D” was lucky, because her co-female colleagues supported her and they tried to keep her safe from the bad male colleagues. They also complained to the production manager on behalf of her. For this reason, she continues her duty fearlessly. Some of the female workers didn’t support her but they feel bad and feel ashamed. They are afraid of losing job.

Respondent “D” is overall satisfied with her job. She is not the kind of girl to quit her job for some bad person. Respondent had raised her voice against them and fellow women have also helped her. So, she is happy and feels safe at those moments. Production Manager also helps her to continue her duty.

Respondent “D” said,

“If the co-operation of the garment owners had not been with me, I would have been forced to quit my job for some bad colleagues”.

Respondent think that, if the garment environment should be more gentle, peaceful and all the workers and garment authority help each other, then healthy and respectful workplace will help women to continue their duty without any fear and disrespectful situations. All those things will stop violence with any women worker as well.

5.5-Case Study-“E”

“Violence cannot stop life, go ahead and continue my duty”

The pseudonym this respondent is “E” who is 18 years old woman and belongs to Hindu religion. She is a victim of workplace violence. She is a garment worker in Dhaka. She is married and lives with her parents now. She belongs to a broken family her husband is dead. He was a hotel boy at Barisal city. There respondent was living with her husband. Now my respondent is a widow. After that respondent’s parents moved with her to Dhaka.

Now respondent lives in Dhaka city and she joined a garment factory. She is working here for three years. Her father is a small shopkeeper and her mother is a house help and also earns (Taka-3500/-) Three thousand five hundred taka per month. Her father earns around (Taka-6000/-) Six thousand taka every month, respondent also get salary without overtime is around (Taka-6000/-) Six Thousand taka monthly.

She got married at the age of 14 years old. She was then student of class 9. She was living with her in law’s house with her husband and three sisters in- law’s. Her husband earned quite good. He was earning (Taka-15,000/-) Fifteen-thousand-taka par month.

Respondent’s relationship with her husband and in laws was not good. There respondents husband physically mentally harass her and torture her for more dowry. She was the only child of her parents. That’s why her in-law’s family wants more dowry and other benefits from them. Respondent’s parents gave many things to her daughter as dowry during marriage according to Hinduism but respondent’s

in-law's want more benefits. The people of the groom's house demanded a lot more than the dowry for the marriage for respondent's three unmarried sister in-law's marriage purpose.

Respondent "E" said,

"My father sold his land for my happiness and wanted to make my in-laws happy and satisfied, but he failed to do that. I lost my husband in a year and half, after that I can't stay at my father in-law's house because I was a widow. My in-laws tortured me a lot."

She moved to Dhaka and wants to support her parents and started a garment job. She works day and night to relieve her parent's grief and to bring herself back to a new life.

When respondent "E" joined garments industry she was a training helper. Now she is promoted as a swing helper and earns (Taka-6000/-) Six thousand taka without overtime payment. She is a hard worker and she is not much satisfied with wages. Her line chief and supervisor sir misbehaved with her. It happened two-three times. They slapped her for some silly mistakes. Because she works so hard, her body sometimes feels ill that's why she made some silly mistakes in her workplace. Supervisor, line-chief verbally abuse her all the time and they gave work stress and mental stress. She was not only physically hurt; other trainee workers also faced the same violence.

There is much work load because sometimes garments faced production loss. Unfortunately, in that situation they cut salary and overtime payments of garment workers. More than 5/6 times respondent feel extreme work pressure and this work

pressure is very common in readymade garment industry. Garment authority find and bring new order at the cost of money and time limitation. Therefore, respondent and other employees are always tolerating abuse due to work pressure. All those harassment and violence continuously happened. Respondent 'E' always faced violence in her early days. She was a widow and faced family violence in her father in laws' family. There she also faced physical attack, psychological attack verbal abuse. This violence affects her mentally and physically but she is strong girl, who faced everything. Now, she is very serious about her future and concerned about her parents. That's why she continues her duty and earns money as much as she can. She wants to secure herself and her parents economically for near future. She didn't forget her past experiences and her family problems. Finding a good job is difficult for her and if she finds a new job they are no guarantee for safety and violence free environment.

Respondent "E" said,

"People related to the garments Association beat badly for work. They verbally abused and slapped or pushed back harder but in my personal life I have been beaten so badly than workplace violence."

Respondent "E" didn't take any legal action and never had she complained anyone. She is not afraid of bad people but she thinks if garment faced production loss and they missed their target they will get angry and can abuse other workers. It should be stopped.

Respondent "E" is very strong minded woman and she is only focused on her job and monthly wages. She wants to make more money so that she can ensure life securities form her garment job.

In her garment nobody complained or took legal action against anyone. Her garment owners pay on time every month. They have no serious problem and violence issue like other garments that's why she wants to continue her job.

Respondent "E" is not totally happy at her workplace she is not satisfied at that disrespectful environment also. Surprisingly, being not too satisfied she wants to continue her duty without any complaints. She avoids her line-chief and other related authority. Her other female colleagues also do the same. They don't raise their voice against workplace violence. So there was no support from other female members and colleagues to stop the violence. Respondent "E" thinks if her garment owner behaves gently, respectfully and protects garment workers they can do their duty properly. There will be no production loss also. People of garment Association should maintain their humanly, gentle behavior, then they can earn more respect Respondent "E" also thinks some garments Labor law organization is needed to maintain relationships with workers and Garment owners.

5.6-Case Study-“F”

“Garment authority always threatened”

The pseudonym of this respondent is “F” who is 30 years old woman and belongs to Islam religion. She is one of the victims of workplace violence. Respond ‘F’ has five family members including her. She studied till (class -05). Respondent “F” has two girls and one son. Elder daughter studies in (class-04), second daughter reads in (Class-2) and her son are only three years old. Respondent husband is a fruit seller and he earn daily (Taka-800/-) eight hundred taka. Respondent joined garments industry last one and half years ago.

Her wages is creating big problems for her. She earns only (Taka-3000/-) three thousand taka per month, without overtime payment. It’s not enough for her family.

Respondent “F” comes from a poor family. Her father was a farmer at (Shamantasha village), her mother was a housewife. She has three brothers and two sisters; she is the youngest sister of her family. Due to a big poor family she cannot complete her education after (class-5). In such economic crisis situation, her father married her off with at the age of 16. After that at the age of 21 she gave birth to her first baby girl then at the age of 23 she again gave birth of the second child, it was a girl again. Then she came to Dhaka with her husband and she joined a garment industry. There she worked for two and half years. After that she was jobless and because of her baby delivery. She again joined garment industry and she is working since one and half years. She wants to help her husband and support him financially.

Respondent “F” and her husband live in a rented house, there is one room and one attach small balcony. Her house rent is (Taka-5000/-) five thousand taka without electricity charge. She has to share her washroom and kitchen with other twelve families. Her washroom and toilet condition are horrible. In the Kitchen there are six burners for twelve families.

Respondent “F” and her husband earn quite well and their monthly expenditure is (Taka-20,000/-) twenty thousand taka. They spend their money for house rent, family expenditure, children education and for medical purposes. They also send money to their parents at village

At the end of the month they save (Taka-3000/-) three thousand taka but not every month they can save the same amount of money. Respondent “F” relationship with her husband is very good and she has some control over her family also. There is no domestic violence in her life. Her husband never harassed her for anything.

Respondent “F” said,

“My husband is our family head but in important family issues work things out together. I am quite happy in my family life. I am a little stressed about the expenses of the family and the education of our children.”

Respondent “F” is also a victim of workplace violence. She works in a small readymade garment. She faced wage abuse, no sick leaves, verbal abuse and psychological problems also.

When Respondent “F” was physically ill she took sick leave for five days. Then she joined her duty with her doctor’s prescriptions but her garment supervisor

didn't approve her sick leave and for her five days absent they cut her five day's salary also. Mostly every time garment industry discriminates like this, it's an inhuman behavior. Respondent "F" is paid pays very low, she is a helper and without overtime rate she cannot manage minimum wages. The overtime rate is only (Taka-25/-) twenty-five taka per hour. Respondent's line chief, supervisor sir and production manager are responsible for this type of violence.

Respondent "F" wants to boycott her workplace but her other colleagues did not help her. Their production manager and general manager threatened us all, not to boycott our workplace. If we boycott, they will fired us all from our job. We want our sick leave without cutting our salary. She was ready to do hard work and overtime for sick leave but other workers did not help her. Their production manager and general manager threaten to fire them all so nobody dare to boycott or complained to the Garment owners.

Respondent "F" faced workplace violence every time. Wage abuse and no sick leaves are very common with workers. The impact of workplace violence has bad impact to us always. Respondent tolerate everything, she worked hard to survive in an inhuman environment. She feels lots of mental stress. She is not satisfied with this job. Her workplace condition is very bad. Poor wages bother her. She is trying to move to a new job with proper wages, but it's very much difficult for the Respondent.

Respondent "F" said,

"If my garment industry offers good salary, gentle behavior, respect woman workers and gave sick leaves then there will be no issue of workplace violence".

Respondent female colleague and other workers want to boycott their work due to violence. Garment authorities always threatened their workers. The Respondent is ill-paid. But they were paid monthly on time. Respondent also wants to help her family financially, so she is not quitting her job. Respondent “F” wants labor law organizations to help those poor workers. Garment Owners should increase the wages of workers. She also wants labor laws and Government policy for the help of Garment working women’s help

5.7-Case Study-“G”

“Keep patience and ignore bad people.”

The pseudonym of this respondent is “G” who is 18 years old girl and belongs to Islam religion. She is a victim of workplace violence. She is unmarried and live with her parents at Dhaka near her garments factory. She studied till SSC. After that she started to work at local garment. There she is a finishing hand tag man and working for two years. Her father is a rod mechanic, and mother is also a garment worker. Her mother is a checker at different garment factory. There are five family members including her. Respondent has two sisters and one brother. She is the eldest daughter of her parents, second is her nine year’s old sister, she is studying in (class -04). Youngest is her brother who is five years old

Respondent started work for two years and she is helping her family financially and also save some money for her future. Respondents’ parents rented a one room for their living her house rent is three thousand (Taka-3000/-) without electricity charge. In her family her father is the family head and all family decision taken by him. Respondents’ share their kitchen and bathroom and toilets. There are twelve other families, who have also rented the same place. Respondent earns monthly (Taka-6,000/-) Six thousand taka and her over time rate is (Taka-30/-) Thirty Taka per hour. Overtime rate is very poor. She is not happy with this poor overtime payment.

Respondent is a finishing hand tag man and she is educated also. She faced eve-teasing, undesirable touching and verbal abuse. She is unmarried and she earns quite well that’s why her other male colleagues want to marry her and they disturbed her all the time. Her supervisor sir also appreciates her with undesirable

touching. She feels so irritated and ashamed. She also feels angry. During her problem periods no other colleagues help her or support her. Supervisor is so disturbing and wants to give her some illegal advantages for her support on his disrespectful motivation. For this she cannot complain anyone against supervisor. Respondent also didn't take any legal action against any colleagues. There is no benefit of complaining and no scope for any legal choice. Respondent told her mother about those violence and disturbance, her mother advised her not to complain against anyone and told her to handle the issue and maintain good distance from those colleagues and supervisor.

Responding "G" said,

"I keep distance from them and clearly told them I would marry a man whom my parents will choose for me and if they disturbed me at my workplace I will file an eve-teasing police Dairy against them."

Respondent have less eve-teasing issue after that, but she cannot handle her supervisor sir. So, respondent has to suffer this kind of undesirable touching from her supervisor.

Respondent 'G' always face violence in her workplace through verbal abuse, her workplace environment overall is good but they pay very poor wages and her overtime payment is also very poor. Most of the time respondent had to go out alone and solve all her problems.

Respondent “G” said,

“I feel mental pressure but at the end of the day I want to continue my job and give the best to fulfill their production target and at the end of the month I get my salary”.

Respondent is annoyed of her workplace violence it has created psychological pressure on respondent’s mind .Sometimes the mental pressure is so high that she feels weak and ill. Respondent’s female colleagues never try to help her and they sometimes laugh at her and ignore her mental pressure. Some female told her that she is quite lucky that supervisor likes her. In fact, someone told her to give a chance to supervisor and convince him to marry her. That’s a bad idea what her colleagues give her as an advice. Respondent “G” feels so sad and helpless at her workplace.

Respondent “G” sometimes wants to leave her job but her salary with overtimes is quite good so she is not leaving her job. Respondent G is not satisfied with her job and she doesn’t think her workplace is safe for working she keeps herself safe and proper distance from supervisor and other bad colleagues.

Respondent “G” also said,

“Sometimes I feel like I will quit my job but my mother told me that every young new garment worker suffered those kinds of eve-teasing and undesirable touching. She also told me that, after some years everything will be all right so I did not quit my job but I kept patience.”

Respondent “G” thinks the garment owner's attitude towards woman should be safe and respectful. It will create a peaceful environment.. Every garment Association should respect and keep proper working relation with workers, they should not

keep personal relations with female garment workers. Garment owner should take appropriate actions if other employees are found to be abusing and misbehaving towards each other. Respondent “G” thinks that government laws will help her stop any kind of garment violence.

5.8-Case Study-“H”

“Satisfied with salary but not satisfied with the job environment”

The pseudonym of this Respondent is “H” who is 37 years old woman and belongs to Islam religion. She is a victim of workplace violence. She worked in Dhaka and lives with her husband and three daughters. Respondent was studied till (class-5), then she got married after three years. After marriage she was living with her husband at (Goshala village at Faridpur Zilla). She lived with her husband at in-law’s house; her husband was then a farmer.

After her father in law’s death there was some land issue with other family members and they decided to move to Dhaka to find some job. When they leave their village, they have a baby daughter with them. Then her daughter was five years old and respondent “H” was then 22 years old. In Dhaka city her husband found some work and then respondent was again pregnant and after the birth of her second baby girl she decided to work at a garment factory. She found a garment factory for work. Then her second daughter was only three years old. She also wants to contribute in her family financially. She was working in that garment for four years, but after that she was fired from her job for pregnancy issues, and was jobless.

Respondent conceived for the third time and gave birth to a baby girl again. She was the youngest baby girl of her family. Respondents’ elder daughter is 18 years old and she has finished HSC exam. Her second daughter was nine years old and studying in (class-5) and youngest daughter is only five years old. Respondent family rented a house with two rooms and the rent is (Taka-6000/-) six thousand

taka, without electricity charge. They share their kitchen and washroom with others sixteen families.

Respondent's relation with her husband is good. However, one or two times her husband has attacked her verbally and psychologically this violence happened because of a family crisis. Respondent have some control over in her family, but her husband take all family decisions. Respondent "H" and her husband are the earning members of their family. Her husband is a pickup driver and earned (Taka-12,000/-) twelve thousand taka every month and respondent earn only (Taka-6000/-) six thousand taka without overtime payment,

Respondent "H" is a swing operator at a local government but her overtime rate is very poor, (Taka-35/-) thirty five taka for per hour her garment industry gave them as an overtime. Respondent work from morning 8:00AM till evening 8:00PM every day and for this long working period she feels sick at her workplace. Her duty is difficult.

For some health issues sometimes, she is absent from her work and after 2-3 days she joined her duty and the garment authorities cut her salary for being absent for three days and forced her to do overtime for her absence. They do not pay her overtime also. So, she faced verbal abuse and also feels mental pressure. Sometimes her garment missed their production order and then respondent supervisor, production manager and line chief abuse them very badly and sometimes she faced physical attack by supervisor. They behave inhumanly. Respondent "H" has faced this kind of violence too.

Respondent “H” is a middle-aged woman and her physical condition is not so strong. When their garment has got a big order, they are forced to work overtime. Work stress is so high that she felt ill and she missed her production target also. This kind of situation affects her mentally and she feels sick.

Respondent garment authorities attacked her twice physically and that was the most disrespectful and painful incidents for the respondent. She feels so insulted and ashamed. Respondent “H” never gets any help from her colleagues. None of her colleagues reported any complain to higher authority of the garment, Respondent “H” also did not complain against anyone. Because most of the time line chief supervisor and production manager are involved in workplace violence. Production manager was involved with the physical attack, so respondent cannot complain against him. Respondent recommended that, to stop workplace violence garment owner should appointed good people and they should be gentle and kind towards their workers.

Respondent “H” said,

“I am satisfied with my salary but not satisfied with my job environment. They attacked me physically and cut my salary. There is no overtime payment but I do not want to quit my job, to get a new job is always very difficult and new job salary is always very poor. I do not want to get dismissed from this job. It is very difficult and I suffer from this situation in my past. This is my second garment job where I work. So, I don’t want to lose my job again.”

Respondent “H” recommended that garment owner should be kind. They should increase their overtime payment. They should grant sick leaves during workers’ sickness. Garment owner should emphasize the importance of controlling

workload. Safe and violence free environment will help women to work harder and will help garment authorities to increase their production also.

5.9-Case Study-“I”

“No sick leave and forced me to quit my job”

The pseudonym of this respondent is “I” who is 45 years old woman and belongs to Islam religion. She is a victim of workplace violence. Respondent works at a local garment factory and she lost her garment job seven years ago due to garment workplace violence.

Respondent is married and her husband is 53 years old. Her husband is a decorator chief and he earn quite good. He has a lot of work to do during the wedding season. The rest of the time his work is less. Respondent “I” has two children, elder is her son and younger one is her daughter. Respondent’s elder son is 24 years old and he also earns as an iron mechanic. Respondent’s daughter is married and she has one baby, she lives with her husband and her in-law’s house for last three years.

In Dhaka, respondent rented one room, the rent is (Taka-4400/-) four thousand four hundred taka per month, without electricity bill. Respondent lives with her husband and son. Her son earns daily (Taka-600/-) six hundred taka.

Respondent “I” was physically attacked by her garment authority. Then her authority gave some medical treatment that cost only her due monthly wages.

Respondent “I” shared her kitchen and toilet with nine more families. Her toilet condition is good and kitchen is also quite good. Respondent never faced any kind of domestic violence in her family. Respondent have no control over her family. Her husband takes every decision and controlled her family members. Respondent

was sometimes physically attacked because of her financial condition and other family issues.

Respondent faced workplace violence when she was 38 years old. She was working at that factory for five years as a swing operator and her monthly salary was (Taka-7300/-) seven thousand three hundred taka without overtime rate. There she faced verbal abuse, physical attack, psychological attack and some wage issues also. Respondent “I” was a middle-aged woman and she was physically sick and absent her duty for three days. When she returned to join her duty, she was forced to quit her job. When she refused to leave, she was pushed by garment security guards. She slipped down and got a little cracked on her head. In this situation, the other colleagues take her to the doctor. When the rest of the workers got angry the garment authorities pay (Taka-5000/-) five thousand taka for her doctors and medicine. After the incident respondent “I” did not go to work in any other Garment factory. The rest of the salary of the respondent was sent to her husband by other colleagues. After this physical attack the family of the respondent “I” did not allow her to do any more work. Respondent “I” was working for five years, then garment authorities were only verbally abused sometime they cut her salary and overtime.

Respondent “I” said,

“When new garment employee joined they were behave very badly. They put a lot of work pressure and accordingly gave less salary, it happened for last two years. I could not cope with the pressure of long hard work. So I used to feel physically sick. They have threatened to fire me anytime. I was feeling afraid for this.”

Respondent “I” feels insulted for those bad incidents. She was afraid of workplace violence and she lost her all hope to find any job again. She was very badly physically attacked and because she was quite aged for her heavy duty, she feels sick. She was also psychologically affected. She wants to stay alone at home; she did not like to talk with others. She never communicates with any colleagues again.

Some colleagues advised her to take legal action, but she refused. Respondent “I” did not complain against her garment factory authorities and did not take any legal action. Respondent’s colleagues never help her in her working period and when she was under work pressure. During verbal abuse and wage abuses they could not support themselves and her also. When Garment authority physically attacked her, they protest for this violence and they stopped their work for only two-three hours. After that the colleagues continued their work and they did not support her to get proper justice. Respondent “I” did not feel safe at her workplace and she was not satisfied also. When she was happy after joining for finding this job and her new income, but day by day she felt helpless and afraid of being dismissed from her post. She was also unhappy with her low salary and wages. But situation turned worst when she heard that garment authorities will recruit new production manager, general manager, supervisor and new line chief. They all behaved very badly and abused verbally all the time.

Respondent “I” recommended for gentle behavior, humanity environment and proper wages and also violence free workplace. She also recommended for good relationship with owner and workers. Owners should investigate the condition of ordinary employees and treat them more humanely. Respondent thinks if the workers are safe and satisfied and the work environment is nice, then it will

increase production. This is the only way to reduce and stop the torture and violence in the workplace.

5.10-Case Study-“J”

“It is difficult to up bring my child without any maternity benefits”

The pseudonym of this Respondent is “J” who is 28 years old woman and belongs to Hindu religion. She is a victim of workplace violence. Respondent “J” is a married and lives with her husband. There are four family members. Respondent have two children, her elder son is ten years old and studding in (class-05), her youngest son is only two years old.

Respondent “J” studied till SSC after that her parents married her. Her husband is a Carpenter, he earned quite well, and he earned (Taka-12000/-) twelve thousand taka per month. Respondent “J” lives with her husband in a one room house; her house rent is (Taka-4300/-) four thousand three hundred taka, without electricity charge. She has to share her kitchen and washroom and toilet also with another sixteen families. There are 10 stove burners for sixteen families.

When respondent was 18 years old, she gave birth to her first baby boy, he is now 10 years old. At the age of 26 she gave birth to her second child. Now, her youngest son is two years old.

Respondent “J” faced wage abuse, no maternity benefits, verbal abuse and psychological problems. She works at a local garment; her supervisor and general manager were involved in garment violence. Respondent “J” works twelve hours a day and do not get rest and other benefits accordingly.

She is a senior swing operator but her salary is very low. Her salary is only (Taka-5700/-) taka without overtime money. Salary difficulties and work stress is much

higher. Even there is salary problem; the owner pays the monthly salary in first week. This is a reason many workers do not complain because of regular payment of their salary. Respondent “J” and other workers feel psychological problems. Respondent did not take any legal action against garment authority. She is not satisfied with her job, but it’s very much difficult to find any new job and also difficult to get the same post and same salary. So responding “J” decided to continue her job in the same garment.

Responding “J” works at a local garment, there they did not pay any maternity benefits only they gave maternity leave when she was pregnant. They granted four months maternity leave, after her leave she joined her duty again. When respondent joint her duty, her mother has left village to look after her daughter’s newborn baby. The respondent saves breast milk for the baby before going to her duty.

The garment owner does not comply with the provision of the post Natal labor law benefits, although the worker knows a little bit about labor law, respondent does not know all the sections. There was no daycare in the factory, which means it is very difficult for her to take care of her newborn baby. She wasn’t able to continue breast feeding her baby, at her workplace. Therefore, sometimes respondent mother feeding her son with bottle powder milk which cost a lot of money, and it’s not healthy as breast milk.

Respondent “J” said,

“At my lunch time I came back home and save my breast milk for my baby boy again. This is how I am taking care of my child with so many difficulties. Garments did not give me any kind of opportunity to look after my new born baby.”

Responding “J” did not receive any financial assistance during maternity leave. She did not get her four months’ salary. She only gets four month’s maternity leave. Respondent's garment owner said that, they are unable to arrange for any money or a baby daycare center. They run the garment on small scale. Therefore, they are not enough provisions to comply with the labor law. Her owner also told her to leave her job and move to another garment factory, if she had any problems. Respondent did not want to quit her job; she managed her maternity issue by the support of her mother and husband. Now respondent’s youngest son is three years old. Respondent “J” continues her job in the same garment.

When Respondent “J” faced maternity problems her fellow female colleagues did not support her. They only feel sad for her situation. They think it’s a common problem that is faced by every garment working pregnant woman. Some good garment gave maternity benefit and money, but where they work, garment authority cannot able to give money. But they did not dismiss any woman worker in this difficult situation.

So, nobody raised their voices for the support of responding maternity issue. Responding “J” feel safe at her workplace because there is no sexual harassment with her, no physical attack and no undesirable touch. Sometimes she faced verbal abuse and work stress. She has been working here for seven years and she did not want to lose her job, because of those problems. Respondent’s garment environment is quite good, only some problems and some unwilling issue disturbed her. She recommended woman friendly environment with maternity benefits and proper ways. Garment owner should increase workers’ salary and benefits for more work friendly environment.

5.11 Analysis and findings of Case Studies:

In this section, all information collected from the 10 cases is being analyzed. In this analysis, each respondent has a pseudonym like case-A, B, C, D. For effective analysis, the findings have been categorized in the following sections. They are based on the respondent's answers to the questions.

- Socio-demographic information of the case
- Information about the domestic violence incident
- Family income, earning members and school-going children information
- Workplace violence, its impact and their legal action, colleagues' help at workplace and Job satisfaction.

❖ Socio demographic information of the case:

Among the ten cases 'A' and case 'C' is 21 years old. Case 'A' is a divorced woman who lives in a broken family with her only son and aged mother. The respondent can sign only. She is a Muslim. In her family there are three family members. Respondent 'A' and her mother earn for their family.

Respondent "A" said,

"Earlier my husband was the head of my family. He took all decisions. He used to torture me for dowry. My parents gave him (30,000/- Taka) and (3-grams) of gold. But after a few years he asked for more dowries for his new business ideas. My parents were very poor, so they were not able to give any more dowries. For this reason, my husband abuses me verbally and attacks me physically. When my son was two years old from that time, my husband started living separately."

Case 'C' is also 21 years old women and she is married. She lives with her husband and only son. There are three members in her family. Case 'C' studied till class 5. She also belongs to Islam. She was quite satisfied with her job, but when she was pregnant her supervisor and production manager created a problem. During pregnancy, they deducted two days salary instead of half-day due to physical illness. In this way, they started deducting one or two days of salary in every month.

Respondents "C" said,

"They fired me with only one month salary before two months of my baby delivery".

Case 'D' is 18 years old unmarried girl. She lives with her parents. In her family, there are four members. She studied till class eight. She belongs to Islam religion. This respondent faced undesirable touching in her work place. Bad colleagues deliberately touch her body under the pretext of work. One or two of them tried to give different gifts to persuade her. More eve-teasing was acknowledged by middle aged-man then younger man. It was challenging for her to continue her work in these situations.

Respondent "D" said,

"I have told them (colleagues) very clearly to prohibit these types of activities. One day, I complained to my Production Manager that my male colleagues harassed me during my work hours. It hampers the speed of my work".

After that, her production manager changed her duty and also given notice to the bad colleagues to stop doing such immoral activities. The Production Manager also helped her to continue her duty.

Respondent “D” said,

“If the co-operation of the garment owners had not been with me, I would have been forced to quit my job for some bad colleagues”.

Case ‘E’ is also 18 years old women. She is a widow. Now she lives with her parents after her husband passed away. There are three members in her family. She studied till class 9. She is a Hindu. The people of the groom’s house demanded a lot more than the dowry for the marriage. The reason was to marry off the respondent’s three sisters-in-laws.

Respondent “E” said,

“My father sold his land for my happiness and wanted me to make my in-law happy and satisfied, but he failed to do that. I lost my husband in a year and half. After that I can’t stay at my father in-law’s house because I was a widow. My in-law’s tortured me a lot.”

After her husband died, she moved to Dhaka City and supported her parents and started a garment job. She works day and night to relieve her parent’s grief and bring herself back to a new life.

Case ‘G’ is also 18 years old girl and she is unmarried. She lives with her parents. There are five members in her family. She has one little sister and one youngest brother. She is SSC pass. She belongs to Islam religion. Respondent faced eve-

teasing and undesirable touching every time. No other colleagues supported her. Supervisor is so disturbing and wanted to give her some illegal advantages to support on his disrespectful motivation. For this, she was unable to complain to anyone. Respondent also didn't take any legal action against any colleagues. There is no benefit of complaining and no scope for any legal choice. Respondent told her mother about the violence and disturbance. Her mother advised her not to complain against anyone and told her to handle all the issues and maintain a good distance from those colleagues and supervisor.

Responding "G" said,

"I keep a distance from them and told them I would marry a man whom my parents will choose for me and if they disturbed me at my workplace, I would file eve-teasing police Dairy Against them."

Case 'B' is only 16 years old; she is unmarried and lives with her parents. There are five family members. She has one elder brother and one younger brother. She studied till class 8. She belongs to Islam religion. Respondent "B" worked very hard, when there was work load, she has to do overtime she had to stand up till (10pm) night and cut the yarn. It took a lot of hard work to cut the yarn with a machine.

Respondent "B" said,

"In this work if I made a mistake, the production manager got angry and hit me with tools. My Production Manager is very angry and his superiors are also very rude. So every time we all face workplace violence. I am afraid of this situation. My family's financial condition is not good, so this is the only reason I continue to work and I have not taken any action against such violence".

Case 'J' is 28 years old married women. She lives with her husband in a nuclear family. There are four members and she has two sons. She has completed her SSC and she belongs to the Hindu religion.

Respondent "J" had faced maternity violence. The garment owner of the worker didn't comply with the provision of the post-Natal labor law benefits. Although the worker knows a little bit about labor law but she does not know all the sections. There is no daycare in the factory, which means it was very difficult for her to take care of her newborn baby. She wasn't able to continue breastfeeding her baby at her workplace. Therefore, sometimes the respondent's mother fed her son with a bottle of powder milk which cost a lot of money. It's not healthy as breast milk.

Respondent "J" said,

"At my lunchtime, I came back home and saved my breast milk for my baby boy again. This is how I am taking care of my child with so many difficulties. Garments did not give me any kind of opportunity to look after my newborn baby."

Case 'F' is 30 years old married women, she lives with her husband. In her family, there are five members. She has two daughters and a son. She studied till class-5. She belongs to Islam realign. Respondent "F" faced wage abuse, no sick leaves, and work stress.

Respondent "F" said,

"If my garment industry had offered good salary, gentle behavior, respect woman workers and gave sick leaves then there would be no issue of workplace violence".

Case 'H' is 37 years old married women. She lives with her husband. There are five members in her family including three daughters. She studied till class-05. She belongs to Islam religion. Respondent "H" faced physical attack. She got no sick leave and was dismissed from job.

Respondent "H" said,

"I am satisfied with my salary but not satisfied with my job environment. They attacked physically and cut salary, and there is no overtime payment, but I do not want to quit my job, to get a new job is very difficult for me after losing my first job, I do not want to get dismissed from this job, it is very difficult and I suffer from this situation in my past. This is my second garment job where I work. So I don't want to lose my job again."

Case 'I' is 45 years old married women, she lives with her husband. There are four family members in her family. She has one daughter and one son. She studied till class-03. She belongs to Islam religion. Respondent "I" was working for five years, then garment authorities were only verbally abused sometimes they cut her salary and overtimes.

Respondent "I" said,

"When new garment employee joint they were behaving very badly. They put a lot of work pressure but gave less salary. It continued for last two years. I could not cope with the pressure of long hard work. So I used to feel physically sick. They have threatened to fire me anytime. I was feeling afraid all the time."

❖ Information on the domestic violence incident

In this study, four respondents were faced with domestic violence. Case 'A' faced physical attack, Verbal abuse and psychological problems and dowries problem. Her husband always torched her for dowry. She is living separated from her husband and she is divorced now. Case 'E' is also faced with domestic violence. She was a victim of physical attack, harassment, verbal abuse, psychological problems and serious dowry problems. Her father sells his all land for dowries money. After her husband's death she shifted to Dhaka for a garment job.

Case 'H' is a victim of domestic violence. She faced physical attack twice and verbal abuse, psychological abuse by her husband. There is no dowry issue, but there is some family crisis. She told her relationship overall is good with her husband.

Case 'I' also faced domestic violence by her husband. She faced physical attack, verbal abuse and psychological attack. She faced this because of some in-law's property issue. She said her relationship with her husband is good. Only at the time of financial crisis she faced domestic violence.

❖ Family income, earning members and school going children information:

In this case study, every respondent's family income is different and two or three members earn in every family.

In case of respondent 'A' there are two earning members. Respondent and her old mother earn around Nine thousand and two hundred taka every month. She has one Madrasah going son. Her family income is very poor and she struggles so much.

In case of respondent 'B' there are three earning members and their monthly income is about twenty-eight thousand and two hundred taka. Respondent's father, elder brother and she earn for her family.

There is no earning member in case of respondent 'C'. She earns ten thousand and nine hundred taka every month. Respondents husband earn for their family. There are no school-going children.

In case 'D' they have three earning members and they earn monthly twenty-one thousand taka. Respondent, her father and brother earn for her family. There monthly expenses are relatively high. There are no school-going children.

Case 'E' has three family earning members and they earn fifteen thousand and five hundred taka. Respondents' father, mother and she earn for her family. Their family expenses are quite high. There is no school going children at her family.

In case 'F' there is two earning members and respondents' husband earn quite good. Their family income is about twenty seven thousand taka per month. They have two school going daughter and family expenses is high.

Case 'G' has three earning members and their monthly income is about twenty thousand and two hundred taka. Respondent and her parents earn for their monthly expenses. Respondent's younger sister went to school.

Case 'H' has two earning members and their family income is about eighteen thousand taka. Respondent and her husband earn for her family. Respondent has two school-going daughters. Their monthly expenses are very high.

Case 'I' have two earning members and their monthly income is about twenty-four thousand taka. Respondent and her husband earn quite good. They have no school-going children.

Case 'J' has two earning members and they earn monthly seventeen thousand and seven hundred taka. Respondent and her husband earn for their family. They have no school-going children. Monthly expenses are relatively high.

❖ Workplace violence, its impact and their legal action and colleagues help at the workplace

Female workers have been subject to the same form of abuse in the workplace. Case 'A' faced physical attack, psychological attack, harassment, and verbal abuse. This violence affects her badly. She faced psychological problems too. Respondent's colleagues did not help her by any means.

Case 'B' case 'E' case 'H' and case 'I' also faced physical attacks by their garment authorities. In all these cases, they were victim of verbal abuse and psychological problems also. In those cases, mental stress, bad environment and work stress were very high. Among all cases they did not take any legal action. Their colleagues feel bad when violence occurred. They gossip and forget everything and continue their job. All these respondents are not satisfied at their workplace.

No maternity benefits were provided for case 'C' and case 'J'. When case 'C' need her maternity leave and other benefits, her garment authorities fired her before her delivery. She is jobless now and she cannot find another job. She did not take any legal action against her garment authorities. Respondent's other colleagues did not support her.

Case 'J' also did not get maternity benefits but she got 4 months maternity leave. After her maternity leave when she joined her work, she did not get four month's salary. She joined her duty at the same place and she faced wage abuse and some verbal abuse continuously. No legal action was taken by her. Respondent's other colleagues did not help or support her during her maternity period.

Eve teasing, undesirable touching and verbal abuse with wage abuse is very common with case 'D' and case 'G'. This kind of violence is very common and most of the time supervisor's sir and their colleagues do this at their workplace. This kind of violence affects the workers a lot. The respondent was afraid of their losing job and they feel ashamed. Among those two case only respondent 'D' complained against bad people and her general manager helped her and he changed her duty to other department. Her other colleagues supported her in her problem period. Case 'G' did not take any legal action and her colleagues did not help her at her problem period. They are not satisfied with their work place environment.

Case 'F' is different from other nine cases mentioned here. 'F' faced wage abuse verbal abuse and got no sick leave, salary cuts and psychological problems. Case 'I' also did not get sick leave and her garment authorities cuts her salary. Case 'F' wants to boycott her workplace but her fellow colleagues did not support her and

garment authorities threatened them to fire her and other colleagues from their work environment.

❖ **After the above discussion regarding the findings of the present study some problems are summarized in following way:**

- Feel job insecurity during the violence period
- Lack of safe workplace conditions and lack of colleagues help and their support
- Workers did not get any sick leave and if worker take sick leave then the garment authority deduct salary
- Huge workloads and mental pressure
- Wage abuse with a poor salary
- No maternity benefits and other benefits
- No legal action was taken against garment authorities by respondents.
- Most of the respondents faced physical attack and harassment
- Undesirable touching at the workplace.
- Eve-teasing and disturbance happened with some respondents
- Loosing job is a big issue for some respondents Workers who face psychological disturbance.

Chapter Six

Recommendations and Conclusion

of the study

Chapter Outline

6.1 Recommendations

6.2 Conclusion

6.3 Bibliography

6.1 Recommendations:

The main aim of the survey is to find workplace violence nature and its consequences. The study shows that most of the working woman has experienced verbal abuse with wage abuse, no sick leaves, no maternity benefits, psychological attack and work pressure. Some respondents face physical attack also at their workplace. Some of them experienced sexual harassment like undesirable touch, indecent language with bad offers, eve-teasing and disrespectful behaviors. To stop this kind of workplace violence worker organization should raise their voice and raise awareness of unacceptable disrespectful behaviors; they should help working women to react appropriately when they are subject to workplace violence and humiliation. Garment authority should ensure zero tolerance for workplace violence.

- I.** Every garment needs to set right overtime rate and one fixed payment for all workers.
- II.** Rest and good work environment should be ensured to overcome the mental and physical stress caused by extra work stress.
- III.** Garment authority need to be strictly obey the law to stop abuse, humiliation, physical abuse and mental stress.
- IV.** Garment owners need to be vigilant to stop eve teasing in the worker place and eve teasers must face the law.
- V.** Youngers employees need to ensure proper pay structure and ensure humane treatment with them.
- VI.** Older workers need to be given the opportunity to work sitting down without being forced to work standing up and ensure normal working hours in the right working environment.

- VII. Government should consult with both employers and workers organizations, they need to ensure violence free better working environment for all.
- VIII. Bangladesh labor act requires the provision to get maternity leave, after birth Natal care benefits, childcare with breastfeeding benefits at women's workers workplace. However garment factory did not give them implementation of maternity protection and for this many woman worker live jobs in RMG sectors.
- IX. The garment factory do not grant sick leave and maternity leave, when Workers take leave factory deducted the salary and force to do overtime without any payment of their over time. For this labor organization should raise their voice and they should help and ensure the government laws and workers organization act to protect the rules.
- X. The survey finds that, women often fear joining trade unions, leading to there under representation among union male member. For this that issue matter for women are overlooked or ignored. So for this reason many garment behave autocratic and some of them behave as a dictator's. Women should complain to their trade union and participate their as an organization's Member.

6.2 Conclusion:

We are aware of RMGs' contributions to the Bangladesh economy is around 70%. In this field of work, 80% of garment workers are female and their Attributable to association in this income- generating sector of Bangladesh. Women workers economic life and status in the society got upgraded; the surrounding of female

garment workers is very disappointing and unpredictable. Women workers face various disasters in the RMG sector. Many surveys reported wages abuse, an unfriendly working environment, health issues, and no appropriate maternity benefits for women etc. This survey also found similar results. The women workers' Socio-demographic condition, workplace violence is reported. However, female employees requested to consider have been taken to address these problems and stop these kinds of violence.

These problems are hampering production. The RMG sector may lose its foreign delicate. On the other hand, many women are forced to leave their job and if these obstacles are not removed. We are afraid that the sector may be affected and distorted in the coming days.

Last but not least, the poor female garment workers, who are the major power of the workforce behind this sector, must be appropriately recognized properly. They should get paid on time. Moreover, Labors organizations should protect their legal rights. Unless the poor female garment workers' basic rights are not ensured, it may not be expected that the RMG sector will achieve its desired goal. If the Bangladesh labor laws and Trade Union rules, and research recommendations are implemented in the Ready-made Garment sector, then it may improve the present situation of working women. Thus, the workers and owners may achieve their most desirable goal.

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Appendix i

Interview Schedule:-

**Institute of Social Welfare and Research
University of Dhaka
Dhaka-1205**

**Thesis Title: Nature and Consequences of Violence against Women in
Garment Industries of Dhaka City**

Standardized Interview Schedule

- Interview Schedule No :
- Date :
- 1. Name :
- 2. Fathers Name :
- 3. Mothers Name :
- 4. Present Address :
- 5. Permanent Address :
- 6. Age : Year
- 7. Religion : Islam Hindu Buddhist Christian Others
- 8. Education Status : Illiterate Signature Only PSC JSC SSC HSC Others
- 9. Marital Status : Married Unmarried Divorced Widow
- 10. Profession of Husband : No Work Same Field Agriculture Job Others
- 11. What types of family do you live in?
 Nuclear Joined Broken family

12. How many children do you have?

No Children One Two Three Others

13. How many School going children do you have?

One Two Three Four More

14. How is your house condition?

Own House Rented House Living in One Room Room Sharing

15. What is your toilet condition?

Good Bad Ugly

16. Have you ever share your kitchen with others?

Yes No

17. Who is the head of your family?

Husband Father Mother Brother Yourself

18. What are the main income sources of your family?

Agriculture Day Labour Industry Job House Maid Job Others

19. How many earning members do you have in your family?

One Two Three Four Many Others

20. What is your monthly income?

Less than 5,000 Tk 5,000-Tk-10,000 Tk 10,000 Tk- 15,000 Tk More than 15,000 Tk

21. How much is your monthly expenditure?

Little Average Good Huge

22. How much control do you have over your family?

No Control Some Control Full Control

23. Have you ever faced any violence in your family?

Yes No

24. How many times you faced violence in family?

One Time Nil Many Time

25. What kind of violence do you faced in your family?

Harassment Abuse Physical Attack Sexual Attack Psychological Attack

26. What kind of violence happens with you?

27. How many time harassment and abuse occurred?

28. Who did the harassment?

29. Is anyone attacked you physically?

30. Who attacked you and why?

31. Sexual Harassment like (verbal abuse, insensible interpretation, language and undesirable touching) happened with you?

31. Who did sexual harassment with you?

33. What kind of mental stress you felt?

34. Do you feel safe in your work place?

35. Have you ever faced discrimination and partiality regarding your job with male colleagues?

36. What is your perception regarding wage discrimination?

37. Have you ever abused by the owners association?

38. Is the garment owner involved in any violence?

39. What do you think the garment owner's attitude towards women abuse should be?

40. Do you think it is important to have a good relationship between the worker and the owner?

41. What compensation is offered if the victim is tortured?

42. Have you got any compensation, if yes, are you satisfied with the loss?

43. What kind of abuse or problems do you faced?

44. Do you have any support for you, from other colleagues regarding problem periods?

45. Are you satisfied with your job?

46. Do you take any legal action against someone?

47. What kind of legal action you choose?

48. Do you get justice from anyone?

49. If you don't get justice, then what you do next?

50. Does your family support you?

51. What is your mental and physical condition now?

52. What is the impact of violence in your life?

53. Do you overcome the impact of violence and how?

54. What do you think about your work place working condition?

55. What do you think your work environment should look like?

56. Who are mostly involved in work place violence?

57. What kind of problems do you face most at work?

58. Stop abusing women, what do you think should be done?

59. What seems to be the solution to the problem at work?

60. What changes in the attitude of a fellow female worker after being victimized?

61. When you abused, is it difficult to sustain a job at work?

62. Is it difficult to get new job when the job is gone?

63. What is the need of any organization, with the help of women workers?

Appendix ii

The informed Consent

The following is a presentation of how I use the data collection during the interviews.

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

- My interview in the research will give you a clear conception about the purpose of the study.
- Interview respondents have the right to decide whether he or she will participate in the study, even after the interview has been conducted.
- The collected data will be handled confidentially and will be kept in such a way that unauthorized persons can get the access of it.

No bribes or other temptations were shown for the interviews.

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

You are cordially welcome to contact me or my respected supervisor in case of any questions. (E-mail addresses provide below).

M Phil researcher's Name and email

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Appendix iii
Bangladesh Labor Law:
Discussion of some Labor Laws section of Bangladesh Act

Bangladesh labor law substructure is very old in Indian subcontinent. The proposition of law was approved in India subcontinent during the British period, in 1881. Accordingly, the British Government introduce a few laws regarding separation work issues, e.g. working hours, work of kids, maternity benefits, workers guild exercise, wage, etcetera.

The factories Act(1881), Workmen's Compensation Act (1923), Trade Union Act (1926), Trade Disputes Act (1929), Payment of Wages Act (1936), Maternity Benefits act (1939), and the Employment of Children Act (1938).were laws ordered through British period.

Flowing the Autonomy in 1971, the Bangladesh governments grasp the past laws uninterrupted the Bangladesh Laws ordered (President's Order 48). Correspondingly ordered extra laws because of the changing surroundings and require of the ordinary workers and the nation. In 2006, the nations accept the overhauled Bangladesh Labor laws of 2006 or BLL.

There are several sections also form supplementary workplace facilities aside from those under the BLA.

- As per the adjustment of section 102(3), Chapter X of the Bangladesh labor rules 2015, the method of calculating the general rate of overtime allowance:
 - 1) As per Station 108,If there are not different agreements, the general rate

of overtime allowance per hour shall be calculated in the following ways') $\frac{1}{208}$ of monthly wage amount in case of the workers employed in the teams of monthly wages, NB: $52 \div 12 \times 48$ hours = 208 hours shall be calculated as one month period. The rate of overtime allowance per hour = monthly basic wage and allowance and abhor or interim wage (if any) $\times 2 \times$ overtime hours / 208 hours.

- The maximum wage level for workers is the minimum wage of grade 3, which is BDT 6,850
- 9 grade 1 and 2 workers are considered to be at staff level. Source: Gazette on minimum wages for RMG workers:
<http://www.bgmea.com.bd/site/circulardetail/389>
- As per the adjustment of section 99, chapter IX of Bangladesh Labor Rules 2015, "Irrespective of whatever there is in other rules and regulations, the daily work hours shall be 8 hours, excluding the time of having meals and the break period. However, as per the regulation of the section 108, the workers can be made to work for a maximum of 10 hours on the condition of giving remuneration for overtime hours."
- As per the adjustment of section 46, chapter iv of the Bangladesh Labor Act 2006, each women workers shall be permit to maternity benefit from her employer for the period of 8 weeks preceding the excepted day of her delivery and 8 weeks immediately following the day of her delivery, and her proprietor shall be to give her this benefits. According to the section 48(2) for the purpose of sub section (1), the daily, weekly or monthly average

wages shall be calculated by classify the total wages earned by the distressed women during 3 months instantly preceding the date she gives perception under this chapter by the number of days she literally worked throughout that period.

- As per the adjustment of Section 37, Chapter IV of the Bangladesh Labor Rules 2015, the owner and other workers should have the succeeding responsibilities to a pregnant worker, such as: (a) Such conduct or statement should not be made so that she gets insulted or humiliated; (b) Not capture her in unsafe work announce by the government or any work unsafe for her health. (c) To shifting or post her to any work where there is no hazard. (d) To give preference to use the lift during the work. (e) Following the delivery, to make chance for breastfeeding and make sure the congenial surrounding for this.
- As per the regulations of Section 94(2), Chapter VIII of Bangladesh Labor Rules 2015, a divide and screen protect area must be kept preserved for the breastfeeding mothers so that they can lactate their babies carry on secrecy and reserve.
- For instance, harassing statement and conduct by co-workers and supervisors, the lack of a flexible timetable or changes in job duties, and a lack of further assistance such as not giving pregnant women priority in using lifts etc.

- As per the regulations of Section 87(1), Chapter VIII of the Bangladesh Labor Rules 2015, the owner of the organization where more than 100 (one hundred) workers are employed shall set out a canteen for the workers, enable adequate capacity for a minimum of 10% of the total figure of workers.
- As per the regulations of Section 90(1), Chapter VIII of the Bangladesh Labor Rules 2015, Canteen Management Committees shall be establish with the involvement of the representative suggest by the Owner Party and the representatives selected from the employee under the supervision of a Welfare Officer having the generality of opinions regarding them between the workers. The number of representatives shall be the same from both parties. As per the regulations of Section 90(2), the employee Members cannot be less than two or more than five in the committee.
- As per the regulation of section 94(1), Chapter VIII of the Bangladesh Labor Act 2006, in every formation, where 40 (forty) or more women employee are ordinarily employed, one or more suitable rooms shall be provided that and keep up for the use of their children who are under the age of 6 (six) years.
- As per the regulation of section 101 (2), Chapter IX of the Bangladesh Labor Rules 2015, ‘No worker can be made to work for more than 10 (ten) days consecutively without giving him/her the weekly leave.’

- As per the regulation of section 116 (1), Chapter IX of the Bangladesh Labor Law 2006, ‘except a newspaper worker, every worker shall be entitled to sick leave with full wages for 14 (fourteen) days in a calendar year.’
- As per the regulation of section 115, Chapter IX of the Bangladesh Labor Law 2006, ‘Every worker shall be entitled to casual leave for 10 (ten) days with full wages in a calendar year, and if such leave is not availed for any reason, it shall not be accumulated and the leave of any year shall not be availed in the succeeding year.
- As per the regulation of section 118 (1), Chapter IX of the Bangladesh Labor Law 2006, ‘every worker shall be allowed in a calendar year 11 (eleven) days of festival holiday with wages.’
- As per the regulation of section 117 (1a), Chapter IX of Bangladesh Labor Law 2006, ‘(1) Every adult worker who has completed 1 (one) year of continuous service in an establishment shall be allowed during the following period of 12 (twelve) months’ leave with wages for days calculated on the basis of the works of the preceding 12 (twelve) months at the following rate, namely (a) 1 (one) day for every 18 (eighteen) days of work, in the case of a shop or commercial or industrial establishment or factory or road transport establishment;
- As per the regulation of Section 23, Chapter II of the Bangladesh Labour Act 2006, ‘Notwithstanding anything contained as to lay-off, retrenchment, discharge and termination of service elsewhere in this Act, a worker may be

dismissed without a notice or without wages in lieu of a notice if he is (a) convicted of any criminal offence; or (b) found guilty of misconduct under section 24’.

- Section 24, Chapter II, Bangladesh Labor Act 2006. The Bangladesh Labor Act 2006 has rules on ‘guilty of misconduct’ and ‘criminal offence’ in sections 23 and 24, Chapter II. However, the definition of misconduct does not have any mention of the words ‘sexual harassment’, ‘physical abuse’ or ‘verbal abuse’. Complaints under ‘criminal offence’ do not fall under the BLA.
- As per the regulation of Section 33(8), Chapter II of the Bangladesh Labor Act 2006, No complaint under this section shall amount to a criminal prosecution under this Act.

Workplace violence or for the harassment issues, the Concerned authorities, including the BGMEA and the BKMEA, were conduct to form a harassment accolade committee of five members with most members being women, with committees lead by women at every workplace to investigate affirmation of the harassment of women employee. Although, the law has not yet been passed eight years after the indicator instruction.