

A Study on The Work place Environment in Garment Industry: Challenges and Opportunities

Submitted By
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M.S.S. (2nd semester)
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**Institute of Social Welfare and Research
University of Dhaka**

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Submitted To

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This research, “ **A Study on The Work place Environment in Garment Industry: Challenges and Opportunities**”, has been conducted as a course (course No.04: Thesis)of M.S.S degree in Social Welfare ,Institute of Social Welfare and Research, University of Dhaka

Acknowledgement

Social Welfare, Which leads to social work profession, is an applied branch in the immense area of social science. As it is applied science and as it is also a profession, it has some methods for which it has the distinction from others and it is recognized as a profession for its professional standards. In spite of its basic methods it has some helping methods and social research is one of them. Though social research is assimilated into the 'social work frame of reference' as a helping method, it is occupying a distinct position that has great importance. And the basic methods are also influenced by research methodology. Besides, to deliver human service, as social work convert the social policy into social service, social worker has to depend on social research many ways.

That is why 'social research' is included in both the BSS and MSS program of 'Institute of Social Welfare and Research (ISWR)' of Dhaka University. And few selected students of MSS program of ISWR can take 'Thesis', Course No. 04 as their optional course for their specialization in social research. As per academic rules those selected students are supervised by the faculties of this institute and I am not the exception.

In the duration of my thesis course I faced many complexities and obstructions. Here I feel proud and express my gratitude to all the persons who were helpful in those times and provided me logistic support for overcoming these situations and for conducting this report.

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Summary of the Study

Garment workers are important human resources in our developing country and their roles are significant and meaningful in the changing world. About 3.2 million workers in direct involve with garment industry in Bangladesh and they are playing vital role in economic development.

In Bangladesh large number of workers are engaged in garment industry but their working place are not safe. In the present time two tragic accident in garment industry Rana plaza tragedy and Tazreen garment accident indicates unsafe condition of garment industry. This thesis also find out that pre stage period and post stage period of Tazreen and Rana plaza tragedies provided facilities are difference between two stages for workers in RMG sector. Post stage period workers are more enjoying facilities than pre stage period.

The Study is conducted to explore ‘The Work place Environment in Garment Industry: Challenges and Opportunities’.

The following brief account of the study findings is presented here to fulfill those specific objectives or a research questions at a glance and to cite an overview of the whole study findings.

The present survey findings reveal that the majority of the respondents living are nonlocal. They come to Dhaka from 23 districts maximum number of the worker is from Mymensing 12.87%. The greater Mymensing presides 26.73%. Chadpur comes next with 7.92%. Successive positions are hold by other districts such as Rangpur, Barisal Gaibanda, Comilla, Tangail and Gazipur. It is clear that most of the workers migrate to the cities Because of rural poverty, the economic problem of mounting unemployment, natural disaster and with the hope of happy and luxury livelihood.

Present study shows that there 82.17% respondents are female and 17.83 % respondents are male workers. From the study it is clear that most of the RMG workers are female they are playing a vital role in our national development.

One outstanding feature of the study can be noticed that women worker in the RMG sector are younger than the male worker and they are working as helper and operator in the RMG Industry. Out of 101, 31.68 % Workers age between 24-30 years and 25.74 % workers age between 18-24 years. This study also reveals that most of the workers are operators 50.49 % successive position helper 20.8% and Upper level workers are 11.89%.

This findings reveals that 44.44 % of the male workers are work in the upper level position on the other hand only 11.89% female worker work same position. So it is clear that upper level position hold male worker than female worker. which may be because of their low educational qualification.

From the study it can be observed that 17.83% respondent workers has achieved the HSC or above education level and most of them are involved with upper level position in RMG sector like Line Q, C, Line in charge, Cutting master and they get high salary. It shows that male counterparts are more educated with better occupation. So the rates of women education are lower than the male counterparts in the RMG sector.

The vast percent, 63.36% of the respondent are married. 23.76% are unmarried, 9.9 % are divorced 1.98% are widow and .99 % are separation. Here it is clearly seen that there is a positive relation between the jobs are marriage. That means the women who are occupying a job have the positive trend to marriage bondage. Divorced and separation rate in the RMG worker can also be ignored.

This findings provided that the highest number of family members (48.51%) is seen between the ranges of 4-5 persons, which are keeping the policy "Two Children". 40.59 % of the respondent's family members are between the ranges of 2-3 persons. which indicate the consciousness about over population of the country.

Which is a clear indication of workers changing one garments to another garment. That the workers changes one garment to another garment frequently may be for better salary, better facilities and for better environment.

Present study show age and income are related with one another. Monthly basic income shows that lower age with lower income and higher income with higher age. Still 34.35% workers are getting below 4000 TK. as the lowest salary. The major portion, 40.59% of the respondents monthly income between the range of 4000-4500, This data also shows that increasing the New Wage Structure is very important for workers with their living standard.

From the finding got the mean income of the workers is 4183.33Tk. Maximum of them 40.59 % are getting 4000-4500 and 3500-4000 TK. This study also reveals that majority workers in the RMG sector earn very low- income and it is not enough to meet up the basic needs with the increasing price of daily necessary goods.

The major portion 40.59 % of the respondent's monthly income is between the ranges 4000-4500 and there is 45.54% completed primary level and 32.67% completed secondary school level. 34.35% of the respondents are getting monthly income below 4000 TK. as the lowest salary and there is 45.54% primary level, 19.8% gets 5000-Up TK. whereas most of them completed secondary school and college level. Findings show that out of 101, 6.93% respondents get the highest salary with minimum education. Here it is seen that experience and education are both countable for highest salary and also shows that experience more countable than education. So not only their educational qualification but also experience is an important factor in the RMG industry.

This thesis also find out that pre stage period and post stage period of Tazreen and Rana plaza tragedies provided facilities are difference between two stages for workers in RMG sector. Post stage period workers are more enjoying facilities than pre stage period.

Out of 101, 65.34 % respondents are working 11-13 hours daily. 11.88% workers are working 14-16 hours daily. Here it is clear that most of the RMG industry not follow the labour law.

The present shows that 94.05 % of the workers obligatory do the overtime. In most of the industries overtime is compulsory. In some cases workers do it having any consideration by the owners is that for better livelihood. 40.59 % workers do not get their overtime as per the rules. This deprivation is done by taking the advantage of their poverty, lack of awareness, education and the absence of tread union.

The major portion 63.37 % of the respondent are getting all medical facilities like Primary health, prescription by specialist and medicine from garment authorities. On the other hand 36.63 % respondents are getting only primary health facility from garment authorities. So it is clear that garment workers are enjoying medical facility available from other sector in Bangladesh.

The present study reveals that 36.63 % of the garments workers are drinking supply water in garment. 39.60 % respondent are drinking purify water in garment factory and rest 23.76 % respondent are drinking deep tube well water in factory. Out of 5 garments, two garments provide supply water for workers. So it creates significant effect on workers health.

This findings show that 76.26 % of the respondents tell that their garment owners introducing Day care center for their buyers satisfaction but they are not providing day care facility for workers. Only 23.76 % respondents tell their garment provide all facilities of Day care center for

workers. Out of 5 garments, only one garment provides all facilities of Day care center for workers. So it is clear that Day care center facilities are not available for workers.

This study reveals that 34.65 % of the respondents feel their job place unsafe and insecure for them. They are also anxiety for Electrical faults, Fire accidents, Building collapse, Stampede, Etc. On the other hand 65.35 % respondents feel their job place safe and secure for them. So it is clear that garment workers got most alarm for accident of Rana plaza tragedy and Tazreen garment accident in RMG sector in Bangladesh.

Out of 35, 48.57 % of the respondents feel their job place unsafe and insecure for Electrical faults, 34.29 % Fire accidents, 11.43 % Building collapse. So it is clear that garment workers got most alarm from accident of Rana plaza tragedy and Tazreen garment accident in RMG sector in Bangladesh.

The present study reveals that 57.43 % out of the total respondents tell that they are hearing or direct experienced by accident in job place. Major accident occurred for 22.41 % electrical faults, 8.62% Fire accidents, 8.62 % Building collapse and simple accidents occurred for unconsciousness in working place.

This report also shows that 57.43 % respondents tell that their garment owners provided medical facilities for injured workers depend on injured condition. If the worker injured serious in garment factory than garment authority provide all medical support and salary with leave for workers. This table also reveals that same garment authority provided only medical support for injured workers for slight injured.

100 % of the respondents tell that their garment owners built alternative stairs in garment factory and alternative stairs all time open in working period after tazreen garment factory incident. So it is positive side for workers. This thesis also find out that pre tragedy period and post tragedy period of Tazreen and Rana plaza provided facilities are difference between two period for workers in RMG sector. Post tragedies period workers are more enjoying facilities than pre tragedies period.

100 % of the respondent opine that there is fire extinguisher are available in their workplace to combat accident of fire and this findings also reveals that their garment authority provided training

on fire mitigation to face the accidental hazard. Most of the respondents said that all of the training provided after the Tazreen fire accident. So it is clear that post-stage period of Tazreen and Rana Plaza accident garment workers are enjoying more facilities than pre-stage period.

Among them 7.92% of the respondents said that they are scared/harassment in job place. And most of the victims said that 'we are scared/harassment by Official'. On the other hand 92.07% of the respondents said that they are totally safe of any kind of scared or harassed in factory. So it can be said that garment factory environment favors workers.

From the result 51.48% of respondents opine about their work place is enough good and there are no problems. But 20.79% of respondents said that garment authority think us "We are value less component in work place". 21.78% of respondents feel unpleasant in working place.

All of the women workers tell that they get maternity leave with full salary and 100 percent workers said that they get bonus for Eid festival and medical facilities from garment authorities. 59.43% of the respondents said that they enjoy canteen facilities. 79.2% of respondents tell that they get Tiffin but when they are doing overtime. But the RMG industry owner does not provide any housing and beam facilities for their workers.

Here it is seen that the production of the RMG industry not only depends on their monthly payment but also it depends on their above facilities. So the facilities are increased, their production also increases.

All women workers tell that they get maternity leave with full salary. This study also shows that 11 women workers out of 83 women workers they already got maternity benefits leave with full salary in garment industry.

78.22% of the respondents said that they have got the appointment letter when they are involved in the present working place. 21.78% of the respondents tell that they have not got any appointment letter in the present working place.

Here it is seen that vast portion of the workers deprived their legal rights. As a result the owner of the garments industry can easily dismiss their worker and give appoint new worker.

All of the respondents are not satisfied on their (2010) wage structure because their basic needs are not fulfilled by low income.

So it can be said that all of the respondent workers demand that increasing the New Wage Structure is very important for workers with their demand because for their livelihood.

Out of 101, 88.11% of the respondents tell that their expectation from New wage structure minimum 8000 TK. 6.93 % respondent said their demand 7000 TK. And only 4.95% workers demand minimum salary 6500 TK. After increasing the salary scales their demand level are not fulfillments. Here it is seen that after promote the new wage structure the life standard of RMG workers will not change. Because their salary level is not increase as they want. The salary settled only 5300 TK.

It is mentionable that major portion of the workers said that after announcing New wage structure (2013) their life standard will not change. Because of the price hike of daily necessary goods in our country

The present study also reveals that most of the workers said that their garment industries pay equal salary of all workers. They cannot face any discrimination about their wage on the basis of sex. Most of the worker tells that they get medical leave for illness and festival leave. Major portion of the respondent said that their garment provides toilet facility for worker but it is not enough for huge worker.

The study find out main expectation of the workers in the garments industry is increase the salary. Others expectation are Provident fund, Education for children, Insurance, Lunch bill, Housing facilities, Festival gift and Pension.

The half of the total respondent concentration of the sampled workers (45.54 %) said that their relationship with their garment authority is very satisfied and satisfied. 50.49% opine so so. while the marginal (3.96 %) of the respondents have a bad relationship with their authority. So it can be imagined that most of the respondent bears a satisfactory relationship with their authority.

95.05 % of the respondents opine about their factory environment are very good and good. While the marginal (3.96 %) of the respondents said that their factory environment is bad. So it can be said that most of the respondent bears a satisfactory about factory environment.

64.36 % of the respondents tell that their workplace have many problems like lack of clean, insufficient toilet, workplace overcrowded than other garment, On the other hand 35.64% respondents opine their workplace is good and there have no problems in factory.

This finding also reveals that these respondents who think their workplace have problems. 45.54 % respondents said workplace have problem only for deficiency of toilet. 24.75 % for lack of clean, 17.82% overcrowded than others garment.

100 % respondents tell that short the salary and short the attendance bonus for absent. 29.7% respondents tell that garment authority show the bad behavior for the absent and 59.41% respondents tell that short the weekly leave. Most of the workers tell that they can absent for 2-3 days the owners of the RMG industry take above action.

Among them 9.9 % of the respondents opine that there have no rules to suspend for absent. 90.09 % workers informed that there have rules to suspend for absent. 30.69 % of the workers tell that 10-15 days absent for suspend. 19.81% respondents tell 15-20 days and 39.6 % respondents said that one month the owners of the RMG industry take above action. They cannot take leave with their own will.

19.81 % respondents changed their garment for better salary, better facilities, removing long work hours and reducing factory and house distance. On the other hand 80.19 % workers no changed their garment in their working years.

Major portion 84.16 % of the respondents tell that their garment authority take rapid action to solve insecurity problems in garment factory. It is positive side for workers. Respondent also said that it is changing after tragedies. 15.84 % respondent said that their garment authority take action but lately. Here it is seen that after tragedies promote the mentality of authority for solve insecurity problems.

42.57 % respondents tell that their garment and houses distance between 10-15 minutes walking path, 34.65 % respondents tell that 5-10 minutes and 18.81 % respondents tell that their garment and houses distance between 20-30 minutes walking path and out of the 101, 97 workers tell that they get to work by walking.

Out of 101, 73.26 % of the respondents participate in labour right movement for increasing salary and facilities for workers in garment factory. 26.74 % respondent said that they are not participating in labour movement.

82.18 % of the respondents opine that they are not to be member of labour union because lack of labour union in garment factory. Only 17.82 % workers tell that they are member of labour union.

Among them 59.4 % are not to be member of labour union because of Labour Union are not available in garment industry. 22.77 % respondents said that they are not member of Labour union for lack of contact with union. 18.82 % workers said that no opportunities in factory to be member of Labour union. In the absence of appropriate organization the workers are unable to prevent infringements in their rights and the owner of the garments industry can easily deprived their worker right.

From these findings some distinctive problem of the workers in the garment industries can be find out easily. These are low wage, low education level, not to have leave, insecurity of work place, lack of tread union, lack of knowledge and skill etc. So the Govt. policy or New Wage Structure is not enough for their livelihood. Low wage of the working places can be regarded as the key cause for the low level of the socio-economic condition of the garment workers. According to the Matab, the worker of the RMG industry suffers from both physical and psychological stress, tension, anxiety and mental agony. At the present study shows that the workers also suffer from stress, tension and anxiety.

Most of the workers opine that garment authority increase their facilities after Rana plaza tragedy and Tazreen garment fire accident. Their garment industry keep the door open, adequate ventilation and lighting, lunch room and toilet facilities in their working place for all the workers.

Chapter One

Chapter One : Introduction to the Study

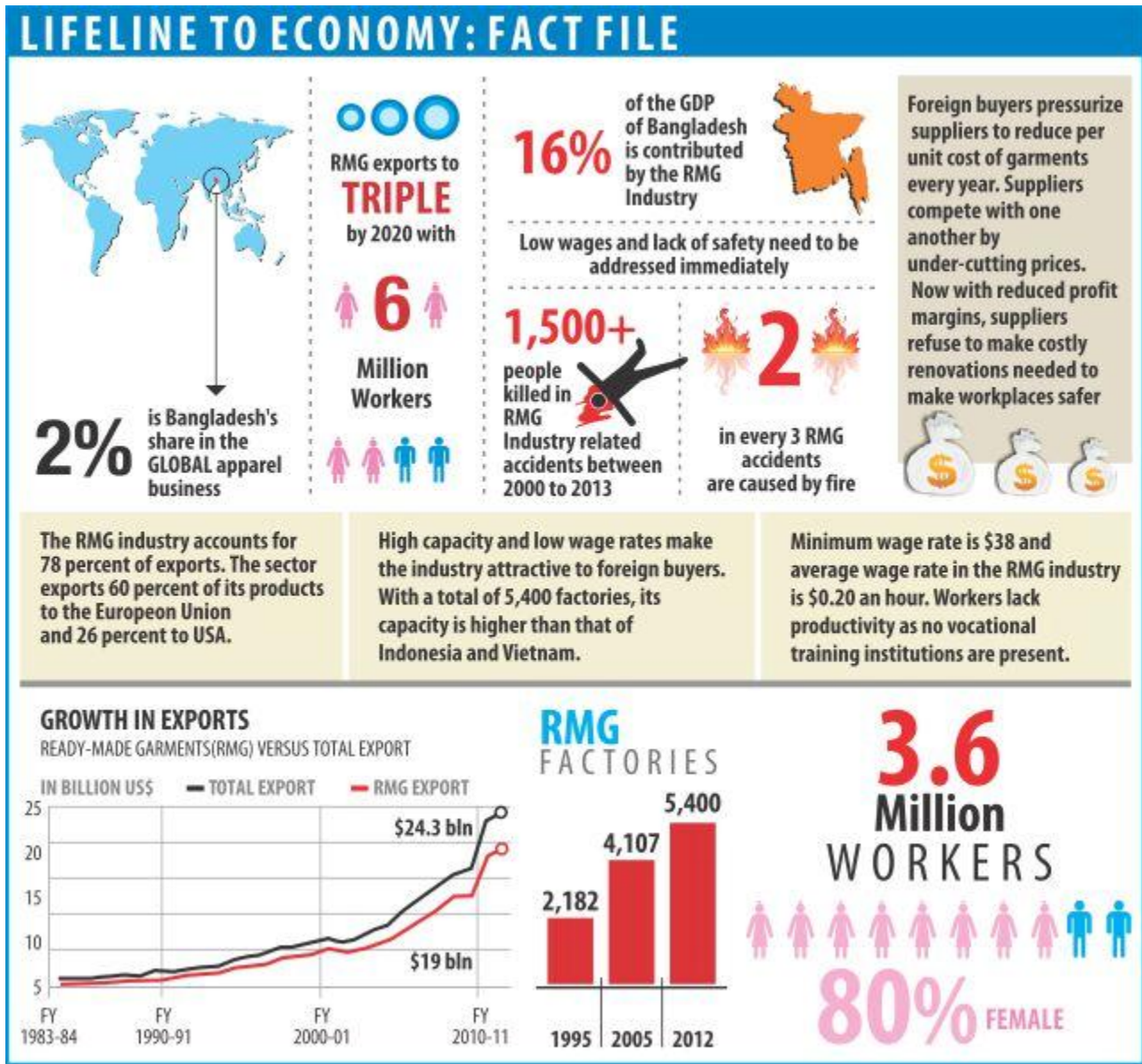
1.1 Introduction

The garment industry is the number one export earner of Bangladesh. In 2010-11 FY the garment industry generates a total of US\$ 19 billion in exports and employs 3.6 million workers dispersed among 5400 factories. Currently the sector accounts for 78 percent of exports and contributes 16 percent to the Gross Domestic Product (GDP).(The Daily Star, May 21,2013)

The garment sector in Bangladesh has become the backbone of the Bangladesh economy. It is now the second largest garment exporter in the world. In recent years the industry has boomed and the number of factories engaged in garment production has increased rapidly.

The Readymade Garment (RMG) industry of Bangladesh tells an impressive story of the country's successful transition towards a major export-oriented economy. Starting its journey in the late 1970s with a relatively small investment, the industry flourished in 1980s and 1990s and has become the largest industry in Bangladesh. The contributory factors of the RMG industry in Bangladesh are global trading agreements, cheap labour cost, government policy support and dynamic private entrepreneurship.

All these things have helped Bangladesh to gain a handsome share in the global garment business. From early 1990s onwards the RMG industry has become the largest foreign exchange earning sector in the economy. In 2005-06, Bangladesh earned nearly \$8 billion by exporting garment products and RMG covers over 75 percent of the total export of the country, having the lion's share of the country's foreign exchange. Contribution of RMG is very positive in Bangladesh economy, sharing 13 percent of the total national GDP. (Ahmed and Hossain, 2006).



Source: The Daily Star, May 21, 2013

Moreover the industry has become a vehicle for further industrialization of the country. After the end of the Multi-Fibre Agreement at the beginning of 2005 and the changeover to the New World Trade regime, it was feared that the Bangladesh's successful RMG industry would suffer, as it would lose business to countries like China and India. But fortunately for Bangladesh, so far this prediction has been proved wrong. In fact, the industry has continued to grow at a healthy rate of approximately 20 percent (Kumar, 2006).

Now in Bangladesh, more than 10 million people's livelihoods directly and indirectly depend on this garment industry and it accounts 40 percent of industrial employment (World Bank 2006).

The industry is characterized by low cost, fast production relying on cheap labour and production costs to compete with its competitors. At least 3.6 million workers are employed in the Bangladesh garment industry. The majority of them are women, coming from rural poor families. Working on an average 12 to 14 hours a day, these workers keep the industry going. These garment workers get the lowest paid in the world. The lack of alternative employment options combined with widespread poverty mean these women are forced to accept jobs that are poorly paid and carried out in workplaces that fail to adhere to the most basic standards of life needs.(Khanam ,2010)

Looks at why the industry in Bangladesh is so unsafe and what is required to improve safety standards in Bangladesh and the action needed to prevent future accidents. This includes background information on the industry in Bangladesh, international standards for the right to safe work, the roles and responsibilities of different stakeholders in ensuring this right is respected and an overview of the work done so far to prevent future tragedies on Bangladesh.

In Bangladesh, fire accidents in export-oriented garment factories continue to kill workers, most of them women and children. In recent time two accidents in Saver Rana plaza and Ashulia Tazreen Garments near Dhaka, left about 1500 deads. Observers say such deaths cannot be regarded as accidental; these are murders, caused by the negligence of the factory authorities. (The Daily Ster, May,2013)

More than 3.6 million garment workers are working in approximately 5400 RMG units; of them over 80 percent are women. Despite the impressive performance, the RMG industry has several problems especially in terms of labor rights. There is a growing concern that labour rights are often violated in Bangladeshi RMG industry. The empirical evidence suggests that labour rights have not yet been established in the RMG industry. Labour rights work as the safeguards against discriminatory labour practices and are the prerequisites for sound business and have been ratified by Human Rights Convention. Bangladesh is committed to secure labour rights for the

well-being of labourers by virtue of ILO membership. But the outcome observed in the RMG industry is simply unsatisfactory. Instead of formal sector arrangements, an informal nature of employment persists in the RMG industry with negative consequences ranging from poor working conditions, to low wages, to repression.

Garment workers have been demanding rights to establish their logical entitlements but garment owners systemically overlook those legal provisions. Against the longstanding deprivation there was a wave of resistance across the RMG industry that caused loss of **Generalised System of Preferences (GSP)** benefits. Researchers, journalists, and labour right activists claim that the damage would not happen if government can formulate and implement a comprehensive and effective labor law that incorporates labour rights in the RMG industry. These critics also indicate the global prevailing business system which largely benefits business sectors in developed countries creates barriers in implementing labour rights not only in Bangladesh, but also in most developing countries. Thus the realities on the ground call for a fresh analysis and solution to the existing problems.

The research finds out some important and interesting issues about RMG. In the study reported a lack of consciousness about occupational safety and health issues. They are unaware of their fundamental rights at workplaces. A more disturbing finding is a lack of awareness about human rights of garment workers. The workers reported several socio- economic related problems associated with their working environment. The list includes, low salary, housing, basic rights etc. What contributes to such a dismal scenario in the RMG factories? Data generated from the field study suggest that long working hours, low salary, in-adequate weekly holidays and rest; lack of occupational safety and health related risks are the prime factors contributing to the challenge of RMG workers.

1.2 Rationale of the study

The safety record of the Bangladesh garment industry is one of the worst in the world. According to the Bangladesh Fire Department about 630 garment workers were killed in at least 213 factory fires between the years 1990 and November 2013 A further about 2000 workers lost their lives between the years 1990 and may 2013 in 120 separate recorded incidents includes Saver Rana

plaza tragedy and Tezreen Garments industries accidents . The high death toll from these incidents reflects not only substandard buildings but poor emergency procedures, inadequate and blocked fire exits and overcrowded workplaces. Many of the workers involved were killed while producing clothing for brands and retailers in Europe and North America.

This briefing aims to give an overview of what action needs to be taken by the different actors involved in order to improve the safety of garment factories in Bangladesh, what has been achieved so far both in preventing future tragedies and compensating the victims of previous incidents and what more could and should be done by the brands, retailers and employers to ensure that the workers of Bangladesh are not risking their lives for the sake of cheap fashion. Looks at the issue of remedy in general and provision of compensation to affected families in particular. It aims to provide an overview of international standards in regard to remedy and the obligations this places on the different stakeholders and to provide a comparison and analysis of the various schemes that have been set up in Bangladesh to date. It also provides suggestions for other remedial actions.

In this study we are focusing on the need to prevent future tragedies. Why does “prevention” come first? The right to safe work is universal and should be provided to all workers. It is important not to wait for the next tragedy to happen to shock us into action; rather resources should be invested into ensuring, as far as possible, the next tragedy is avoided. This requires a systematic, long term approach focused on eliminating the root causes of factory collapses, fires and stampedes. This work must be a priority for all brands and retailers and employers, regardless of whether or not an incident has taken place in their supply chain or factory. It must also include action from both the government and trade unions, which have responsibilities for safeguarding their citizens and members from future tragedy.

In conclusion we provide an overview of recommendations being made to the Government, industry and multinational buyers and what urgent steps now need to be taken.

1.3 Objectives of the study

In this study we are attempts to identify the real situation of work place environment in garments industry and addressing existing challenges and opportunities.

Specific objectives:

- To know the present condition of RMG sector in Bangladesh.
- Analyze the present work place environment of RMG sector.
- To identify the worker's problems in garment sector.
- To identify the upcoming threats in RMG sector.
- To identify the upcoming opportunities in RMG sector.
- To measures the present security system and safety plan.
- To know about the present wage structure of garment workers in Bangladesh.
- To identify Prospects of readymade garments in Bangladesh.

1.4 Definition of the Concept and Variables in the Study:

The Work place Environment: The Work place environment indicates the present condition of job place where workers work in their service period.

Garments Industry: In this study Garments industry refers to garment factory export and introduce their product in country and foreign country.

Challenges: Challenges means threat, insecure, unsafe and unpleasant situation for the garment workers.

Opportunities: Opportunities means facilities that provide for garment workers from garment authorities.

1.5 Methodology of the Study:

Method used in the study: The present study is an exploratory sample survey. Besides this, to enhance the acceptance of result and considering the circumstances few case studies are also conducted

Area of the study: The study will cover whole Bangladesh. But considering the practical constrains and limitation respect to fund time and sustainability of some other matters like geographical location of the garment industry and worker. Designed samples have been taken for particular area of Dhaka city. (Such as Farmgate, Uttara, Tejgoan, Saver and Gazipur.) on the availability of worker. Among the garment factories of the area five garments are selected purposively. These are given below

1. The Delta Composite Knitting Ind. Ltd.
2. Chaity Apparels Limited
3. Surma Garments Ltd.
4. The Continental Apparels Limited
5. Garmex Limited

Population of the study & unit of analysis:

The Population of the study consists of all the garment workers between ages of 18 to 45, engaged in garment industry where each worker will be considered as a unit of analysis.

Sampling:

The present study 101 workers selected based on accidental sampling techniques and five garments selected based on sample survey and purposively out of the total population of these garments industries, because of control permission and the limited of time, and access.

Sources of data:

To carry out the proposed study data has been collected from two sources; Primary and Secondary sources.

Primary data: Primary data for this study has been collected through a well prepared questionnaire which is combined of both open and close ended questions. Several ways of collecting data have been used like, face to face interviews with the respondents.

Secondary data: Secondary data are of two kinds, Internal and external. Internal secondary data has been collected from its brochures. External secondary data gathered from various articles, magazines and internet.

Tools for data collection: The major tools for data collection are the questionnaire and interview schedule that includes simple, straightforward, open and close ended questions. These tools used for respondent.

Data processing and analysis

After collecting the data it is edited purposively. Data is the classified according tabulation, Uni-variate, Bi-variate and Multivariate table analysis have done. Processed data in analyzed by the help of simple statistical method. Computer technology is used for data processing and analysis of data; it is properly interpreted in language.

1.6 Limitations of the study

Every research area is a new world full of new problems requiring perhaps new thinking and understanding. Research is a complex, complicated and scrutinizing activity based on scientific knowledge and competence. The present study entitled. “**A Study on The Work place Environment in Garment Industry: Challenges and Opportunities**”, has been conducted to reveal the real scenario of the Garment worker in the RMG industry. Some problems and limitations are therefore, inevitable in the way of conducting such a mammoth task, As an apprentice, the research, however, tired my best to conduct the study being free from personal bias. The problems and limitation occurred during the investigation are furnished below.

- As an optional subject, thesis is assigned among some selected number of student of MSS final year of Institute of Social Welfare and Research, University of Dhaka. The investigator had to complete it in complies with courses within a short spell of time. Therefore, some problems were inevitable due to time constrains.
- Sampling technique has been applied to carry out the investigation. Garment industries have been selected in purposive sampling basis and the respondents were chosen in purposive and accidental sampling basis. So, it may not represent the whole.
- All of the respondents were garment workers. They did not have enough time to participation in the long time conversation. So it was not possible in all cases to dip in the very deep of the events,
- It was not possible to select a large number of respondents for data collection. Since the investigator himself was engaged in data collection and had to engage in most of his in the academic purpose, it created some hindrances during the time of data collection.

- A tendency was seen among the respondents to conceal their sensitive information.
- It was very difficult to collect information from the part of the respondents because they had no experience regarding the structured questionnaire.
- As the study includes in the curriculum, the investigator had to bear the all amount of expenditure, which did not ensure the proper implementation of the study.
- The questionnaire was pre tested, but some inconsistency was seen later while to the investigation. It was thought that being more careful it also could be development.
- In some cases it was not possible to enter into the observing groups. The question of acceptance arose. So the investigator failed to observe the situation from very close.
- Controlling was impossible in some cases to collect information. Different extraneous elements influenced the environment.
- Last of all, some simple statistical methods were applied in data analysis and data interpretation. Situation did not permit the investigator to use the more advanced methodological approaches of statistics.
- Some of the respondents could not understand some of the questions of the schedule. So the data collector had to explain some of the points in their own language. That is why, the investigator may be biased with the investigator's personal values and beliefs.
- The investigator faced a number of problems on account of accommodation, homesickness, law and order problems, transport and communication, rough weather and political unrest etc. which hampered to conduct the study properly.

In fine, the research was carried out in new field of knowledge. Besides the limitation it can be the first hand data for the researcher who will carry out similar type of investigation in future.

Chapter Two

Chapter Two: Review of the Literatures

Review of the Literatures

Review of literature is an essential component of a research process, without a comprehensive exposure to the relevant literature one would remain in darkness about the essentials of a research. Such a review, as meaningfully synthesizing existing knowledge in the area, helps us to detect the gap in the existing knowledge and eventually to define the problems almost inevitably requires a review of the relevant literature.

As a new investigator, I have tried to study the relevant books, journals, essay and research reports to conduct the study. Though a few studies have been conducted in this field by different magazine and news paper, I could not collect all the research reports due to some unavoidable limitations like cost and energy. Some most important and relevant research reports have been tried to study, which are as follows:

Monday, May 20, 2013, Know the garment sector right,

Md Karibul Mowla Chowdhury, The writer is the managing director of Niponika Garments Ltd.

Rescuers clear debris after the Rana Plaza building in Savar collapsed last month killing 1,127 people. The tragic incident of building collapse that killed more than 1,100 people in Savar last month shocked the entire world. Reactions poured in from around the globe, including the Pope, the International Labour Organisation, the US government, the European Union and many others. US President Barack Obama expressed his deepest concern about the incident and prayed for the salvation of the departed souls. The Pope has condemned as “slave labour” the working conditions of the garment workers. The Pope further said: “Not paying a just wage, not giving work, only because one is looking at the bottom line, at the budget of the company, seeking only profit — that is against God.” The Pope’s words were his toughest on workers’ rights. We respect his intention. Yet, I should say the comment does not exactly reflect the true status of the workers in the industry. The last two pay scales given by government in 2006 and 2010 were strictly implemented by all factories. Today, more than 90 percent of the workers are paid over the prevailing scale. This will go up further due to interaction of demand and supply, which like

other commodities determine the price of the labour as well. Workers are not easily available now, even at the entry level.

The EU, consisting of 27 countries and importing 60 percent of total exports of garments from Bangladesh and allowing 12.5 percent duty rebate, too reacted very sharply. An EU official said, “The EU is considering appropriate action, including through the generalised system of preferences, through which Bangladesh receives duty-free and quota-free access to the EU market.”

Bangladesh will go through a serious economic disaster if, for any reason, the GSP is scrapped, and it will lead to unemployment of a huge number of garment workers. Everybody concerned, therefore, must not attempt to take any action which will go against the interest of the workers. The same point applies to the US too, as its GSP for Bangladesh is already under review for similar reason. Yet, the factory condition should not be such that is likely to cause death of any workers, employees or owners due to fire, stampede or building collapse. On May 08, the managing director of Tung Hai Sweaters Ltd died because of suffocation caused by fire in his factory building, along with a few of his friends. This is not the first case of death of a factory owner by fire. The same fate could have caught the owners of the factories in Rana Plaza had the incident of building collapse have taken place at the later part of the day because the owners used to run his office in the building remaining personally present. Sohel Rana, the owner of Rana Plaza, had been present at the time of the collapse and luckily escaped. Though not deliberate, yet, manipulative irresponsibility should not be allowed to be repeated to cause more deaths at work.

Two pertinent points here must be understood very clearly by all concerned.

Firstly, the socio-economic condition of Bangladesh generally is of much lower standards than what a garment factory is providing to its workers. The condition is improving everyday due to the demand from the workers or from the buyers or from the interest of the owners who think of having better productivity from the workers and better price from the buyers by making a better factory and working condition.

Secondly, GSP benefits are being shared by factories, the buyers and their consumers. Factories usually get the greater market share without any additional monetary benefit which goes to the buyers and their consumers. Yet, working condition must be improved further but somebody must not be expecting this to be raised to the European or American standards overnight. Salary of the workers increases every year by way of yearly increment which is being given by all factories. The government should re-fix minimum wages and scales every three to five years. I think, in spite of big hue and cry around, the issue of salary is not what demands the highest emphasis at the moment. This is safe workplace that deserves to get the highest emphasis. It should not be forgotten that the industry employs about four million people, who, if there had been any better alternative employment opportunity, would not have worked in this industry. Looking into the incidents occurring and recurring, we can identify the causes of deaths: fire, suffocation caused by fire, building collapse, and stampede. (**Chowdhury: the daily star: 25 may 2013**).

Garment Worker in Bangladesh: Economic, Social and Health Condition Salam Chaudhuri Zohir and Pratima Paul Majumder -1996

Most garment factories in Bangladesh have been built without any prior plan. As a result, it has been found that about 90 percent of the factories started production in the rented building which are not designed for any factory work. Hence it has been found that the factory building are overcrowded, ventilation was not adequate, staircases were narrow and roofs are low. For the same reason it has been found that most factories surveyed did not have proper lunch room and rest room. In our survey, only 30 percent of the workers reported that they ate in the room and 32 percent reported that they ate lunch at home or at the hotels. The rest 38 percent ate lunch either on the factory roof or in the staircases or in some other open places in the factory. About 62 percent of the workers reported half an hour lunch break, while 36 percent reported one hour lunch break was given.

Most of the social insecurity, such as death by burning, also arise from unplanned building of the garment factory. (Chaudhuri and Majumder 1996: 138-139)

On 13 may 2013, The Daily Star.

On 24 April 2013, an eight-story commercial building, Rana Plaza, collapsed in Savar, a sub-district in the Greater Dhaka Area, the capital of Bangladesh. Approximately 2,500 people were injured. At least 2,500 people were rescued from the building alive. The search for the dead ended on 13 May with the death toll of 1,132 with injured death.

It is considered to be the deadliest garment-factory accident in history, as well as the deadliest structural failure in modern human history (excluding the collapse of the World Trade Center, which was the aftermath of a deliberate act of violence).

The building contained clothing factories, a bank, apartments, and several other shops. The shops and the bank on the lower floors immediately closed after cracks were discovered in the building. Warnings to avoid using the building after cracks appeared the day before had been ignored. Garment workers were ordered to return the following day and the building collapsed during the morning rush-hour. (13 may 2013, The Daily Star)

The Pope, Vatican city.

On 1 May, Pope Francis spoke out against the working conditions in the factory:

‘A headline that really struck me on the day of the tragedy in Bangladesh was 'Living on 38 euros a month'. That is what the people who died were being paid. This is called slave labour. Today in the world this slavery is being committed against something beautiful that God has given us – the capacity to create, to work, to have dignity. How many brothers and sisters find themselves in this situation! Not paying fairly, not giving a job because you are only looking at balance sheets, only looking at how to make a profit. That goes against God!’ (The Pope: Vatican city, **1 may 13, The daily star**).

Karel De Gucht, current European Commissioner for Trade.

Warned that retailers and the Bangladeshi government could face action from the EU if nothing is done to improve the conditions of workers – adding that shoppers should also consider where they are spending their money. (**Gucht: 1 may 13, The daily star.**)

The garments workers are earning their breads by very hard labor .They render to the owners from the dawn to midnight. Sometimes, they have to work even for more than 24 hours without rest (they get breaks for their snacks, which are arranged by the authority) during the emergency shipment. Of course they are still ill paid, notwithstanding the different labor revolution for various times. In 2006 there was a huge movement in the garments industry where a lot of factories were gutted, vandalized the infrastructures for their various points of demand. Amongst those the first point demand was to increase the minimum salary in the entry level at least 3000/- (TK three thousand) per month .Later, govt. had fixed that 2200/-(TK two thousand two hundred) per month but later the BGMEA fixed it only TK 1667 (one Thousand six hundred sixty seven) per month by a tri lateral agreement (BGMEA, Bangladesh Govt., & Labor Union of garments workers) which is final to concluding the movement so far.

On the field work, working with the questionnaire it was randomly found by the visitor that some workers are not getting this amount also from the factory owners. They have no holidays sometimes, they are forced to work in the holydays; their salaries are being paid one month later by showing different causes. Reduction of wages, attendances are in the common practices in the garments floor. (Bhuiyan,2012 :41)

The garments workers have no job security yet. Any time without any reason they may be suspend, demotion, transferred even sacked from the company. Though there is a clause in the service rule that, the sacked employee should get at least one month salary from the company if he/she is sacked from the company without any cause (surplus, lack of works) but in fact, the due salary is not given sometimes. Very few companies abide by the rules of Govt., BGMEA. Each company has its own rules as the company like to have it. (Bhuiyan,2012 :41)

Thursday, May 09, 2013. Savar tragedy, garments industry and Bangladesh

Dr. Muhammad Yunus

THE Savar tragedy is a symbol of our failure as a nation. The crack in Rana Plaza that caused the collapse of the building has only shown us that if we don't face up to the cracks in our state systems, we as a nation will get lost in the debris of the collapse.

Today, the souls of those who lost their lives in Rana Plaza are watching our actions and listening to what we say. The last breath of those souls surrounds us.

Did we learn anything at all from this terrible massacre? Or will we have completed our duty by merely expressing our deep sympathy?

What should we do?

- * Do everything to prevent such an incident from repeating in the future.
- * What to do for those who have lost lives, their limbs or their livelihoods?
- * What do we need to do to not only save our garments industry but make it stronger?

The collapse of the nine-storey building in Savar was not merely a collapse. It is just a precursor to the imminent collapse of all our state institutions. If we look closely at the collapse of the Savar building, we can read the symptoms of collapse of our state institutions. We will have to find ways to fix the institutions to protect them from complete collapse. **(Yunus :May 09, 2013)**

On 9 October 2013, The Daily Star.

This fire occurred at a time when the country is still reeling from the deadly Rana Plaza building collapse on April 24 at Savar, where 1,132 garment workers were killed and the Tazreen Fashions fire at Ashulia that left 112 workers killed on November 24 last year. After the two deadliest garment disasters, the international community warned Bangladesh over poor labour rights and poor working conditions in factories. In the wake of the incidents, the US government suspended the Generalised System of Preferences (GSP) for Bangladesh in June while the EU has also kept the country's GSP status under observation for one year. Bangladesh exports garment products worth more than \$5 billion to the US market and nearly \$12 billion to the EU market. Garment sector contributes nearly 80 percent of the total export earnings of the country a year, employing 3.6 million workers in more than 5,400 factories.

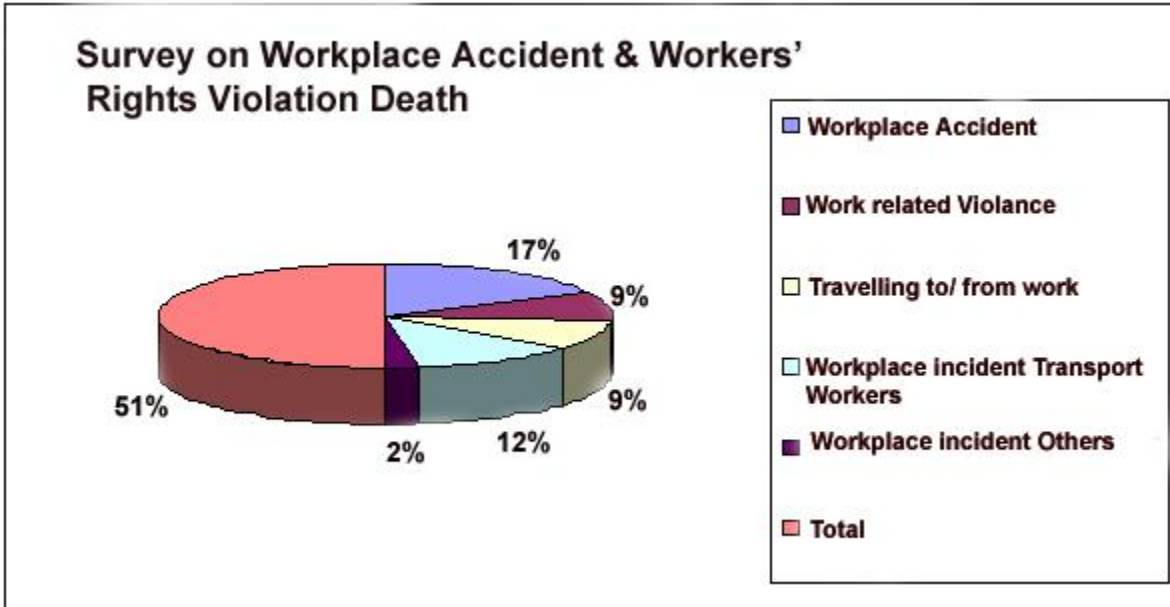
Oshe survey report on workplace accident & violation (Period : January- June 2013)

As a specialized Labor Foundation, Bangladesh Occupational Safety, Health and Environment Foundation (OSHE) revealed a statistics on workplace accident and workers' rights violation after monitoring fifteen national daily newspapers. It is found that some 2210 workers were killed and 2977 others injured in various work related incidents across the country on this year from 1 January to 10 November 2013. Of the total, highest number of casualties took place in the garment sector (1169) followed by transport sector (628), Agriculture & fishery sector (202), day laborer (184) and construction sector (110).

It was found in the survey that, 1169 garment workers were killed and 2656 critically injured at workplace incidents (fall from building collapse, height, electrocution, suffocation, firing, explosion etc.) due to unsafe work environment.

A group of 243 workers killed and 341 injured at work in relation to different workers rights violations (i.e. physical assault by employers/management, police action, attack by the miscreants etc). Some 233 workers were killed and 53 others injured in incidents while traveling to and from the workplaces.

It is also revealed in the survey that, low enforcement of exiting labour law (BLA-2006) at workplaces, weak labour inspections, lack of awareness, sensitization and health and safety training among workers, absence of OSHE committee at workplaces level, lack of decent wage and defective industrial relations were some of the key causes for growing occupational accidents, workers rights violations and labour unrests in the country.



➤ **Sources:**

11 Daily National News Papers, May 2013, (i.e. The Daily Star, The Daily Prothom Alo, The Daily Ittefaq, The Daily Inquilab, The Noya Diganta, The Samokal, The Financial Express, The Kaler Kantha, The Daily Prothidin Bangladesh, The Independent, The New Age.

➤ http://en.wikipedia.org/wiki/2013_Savar_building_collapse.

Research Reference Cell, Dainik Janakantha, The Daily Star and OSHE.

Record of Fire Accidents from 1990 to 2013

The safety record of the Bangladesh garment industry is one of the worst in the world. According to the Bangladesh Fire Department about 630 garment workers were killed in at least 213 factory fires between the years 1990 and November 2013. A further about 2000 workers lost their lives between the years 1990 and May 2013 in 120 separate recorded incidents including the Saver Rana plaza tragedy and Tezreen Garments industries accidents. The high death toll from these incidents reflects not only substandard buildings but poor emergency procedures, inadequate and blocked fire exits and overcrowded workplaces. Many of the workers involved were killed while producing clothing for brands and retailers in Europe and North America.

The fire service department of the government says that nearly 165 workers died due to fire accidents in garment factories from 2012 to 2013. Unofficial sources say this death toll exceeded 250. Over this period, at least 40 incidents of fire have been recorded in different garment factories. In the year 24 November 2012 alone, Tazreen garment fire accident death at least 112 lworkers and injured over 400 people.

Deaths in **fire** accident in garments Factories in Bangladesh

Year	Deaths
1990	32
1991	05
1993	12
1994	05
1995	09
1996	10
1997	13
2000	60
2004	23
2005	23
2006	62
2010	52
2011	15
2012	118
2013	38

Source: Research Reference Cell, Dainik Janakantha, The Daily Star, 27 February 2010, The Daily Star 15 December 2010, New Age 15 December 2010, and bdnews24.com 15 December 2010.May 2013, The daily star, 09 October '13 The daily star and OSHE.

Many researchers have investigated working conditions in the Bangladesh garments industry. In fact Working conditions in the RMG sector are below standard and do not meet the ILO standards.

Labour standards and rights are commonly ignored in the RMG factories in Bangladesh: poor practices include the absence of trade unions, informal recruitment, and irregular payment, sudden termination, wage discrimination, excessive work, and abusing child labour. Moreover workers suffer various kinds of diseases due to the unhygienic environment and a number of workers are killed in workplace accidents, fires and panic stampedes. Absence of an appropriate mechanism to ensure the enforceability of the available laws for protecting workers' rights and maintaining workplace safety continues to be a concern in the RMG sector. As the sector is an important foreign exchange earning component, some changes are required. Working conditions in the RMG sector frequently violate international labour standards, and Codes of Conduct (Qudus and Uddin S., 1993; Dasgupta S., 2002).

Recruitment policies are highly informal compared to western standards and there are no written formal contracts and appointment letters. They are therefore vulnerable to losing their jobs at any time. However, fear of losing their jobs and lack of alternative job opportunities compel workers to continue in unsatisfactory employment (Bansari, 2010).

Kumar (2006) focuses; Garments workers are concerned with long working hours or double consecutive shifts, personally unsafe work environment, poor working conditions, wage and gender discrimination. Indeed, employers treat the RMG workers as slaves, exploiting workers to increase their profit margins and keep their industry competitive in the face of increasing international competition (Kumar A. 2006).

Continuous work schedule, wage penalties, physical and verbal abuse are common. Women workers face physical abuse and sexual harassment inside as well as outside the factories, but management does not ensure the security of women workers. Alam (2004) suggested regulatory measures and its strict implementation and monitoring by the government agency that could overcome work place in security problem of garments workers in Bangladesh. Work areas are often overcrowded with limited workspaces, causing occupational hazards such as musculoskeletal disorders and contagious diseases. Injuries, fatalities, disablement and death from fire and building collapses are frequent in the RMG sector, (Majumder P, 1998).

The absence of labour standards monitoring system and ineffective building codes, poor enforcement and outdated labour laws, and a lack of awareness of labour rights among workers. Labour unrest is common in the RMG sector. In most cases, employers do not draw attention to workers' rights and ignore labour standards and discarding fair labour practices. Formation of a trade union is often thwarted by severe repression, dismissal, arrest, assault by hooligans hired by employers, and other practices which are in violation of the international labour standards and Codes of Conduct (ILO, 2003).

Morshed advocates the key role of Cambodian labour unions in the clothing sector and as mediator's between workers and factory owners to settle disputes and discuss wages (Morshed, 2007). To avoid unrest in the RMG sector, Khan (2006) argued for strengthening Social compliance issues and labour standards to improve wages, working hours, overtime, job security, the right to form trade unions, social security and also occupational health and safety.

Bangladesh is considered to have the child labour problem especially in the RMG sector. In most cases, children often commence work at a very young age; as a result, they are suffering serious injuries and sometimes death in the workplace (Rahman, Khanam, and Nur 1999).

Bangladeshi exporters have been under continuous pressure to comply with international labour standards. Ensuring Social compliance is very important in the garments industries to both maintain quality of products as well as meeting the expectations of the export market. However, Bangladeshi exporters have been under continuous pressure to comply with international labour standards. Therefore, an effective initiative by the Government in this regard can provide a basis for negotiating with buyers for a unique set of Codes of Conduct, based on national laws and core labour standards.

Khan (2006) suggested that NGOs, civil society, trade unions and other stakeholders should work together to adopt the Code of Conduct for a viable and competitive RMG industry. The government, NGOs, international agencies, buyers and other stakeholder groups promote full compliance with mandatory requirements as specified in the law.

This literature review indicates that most garments factories in Bangladesh pay little attention to labour standards and labour rights, disallow trade union activities, unsafe working environment, and ineffective laws and discard fair labour practices, and compliance enforcement is limited and limited role of stakeholders. This has led to the labour unrest in the RMG sector. Consequently,

many international buyers now demand compliance with their own Codes of Conduct before placing import orders for Bangladeshi garments. Therefore, an effective initiative by the Government in this regard can provide a basis for negotiating with buyers for a unique set of Codes of Conduct, based on national laws and core labour standards. At the same time, significant reform of the relevant agencies along with sufficient strength and skills to perform their duties and responsibilities is a prerequisite to monitor Social compliance. Therefore, research question is set as:

Do the RMG employers or owners, including government, address HR and IR issues in the industry, and does this result an improvement of working conditions?

The above research questions are generated from the literature review. These questions are interrelated working conditions, HRM and IR activities, fair labour practices, health and safety issues, labour disputes, effective law and resolutions, stakeholders' role, the ILO and the WTO Conventions, government process and arrangements which links to Social compliance.

The fire service authorities point out that many garment factories do not implement the legal requirements for preventing or controlling fire. A.Y.M. Hashmatullah, The Ex director (administration) of Bangladesh Fire Service and Civil Defense, told us that the factories are required to have regular fire drills with the workers. They are also ordered to keep all entrance/exit gates open when people are working in the factories: This time too we found the main gate of Chowdhury Knitwear locked. We have recently inspected some 206 garment factories and none of them implemented the government regulations. The electrical wiring in most factories is not safe and dumping of finished goods along the passages or near the gates hamper easy and fast movement.” Mr. Hashmatullah also said that the emergency staircases were not effectively constructed and fire control facilities were inadequate in many cases. The district administration formed an enquiry committee to look into the Narsingdi accident. The results of the investigation was not published till the writing of this report in January 2011. The police too filed a criminal case in this connection. These investigations may find out the reasons why this particular accident took place and who were responsible for it. But many believe, in general, the negligence of the factory owners and management is responsible for such accidents. Every time a fire kills garment workers, such investigations are carried out. But these investigations do not stop fire incidents in the factories or the resulting deaths.(Tahmina and Khanam,2011)

In this study any constraint faced by the worker and their opinion in relation to working condition and recommendation did not included. But the literature review mentioned that Bangladesh garment working condition very unsafe for the workers. The literature review show problems requiring perhaps new thinking and understanding. Here the importance lies for investigation and to understand the reality, to calculate objectivity to a considerable extent.

Chapter Three

Chapter - Three: Emergence and Growth of the RMG Industry in Bangladesh

Bangladesh is a tropical country in South Asia that is situated in the delta of two major rivers that flow down from the Himalayas (the Ganges and the Jamuna). The country's land surface is therefore largely composed of alluvial silt, rendering the soil highly fertile. Historically, this has made Bangladesh an agricultural nation; although agriculture contributes only about a fifth of the national GDP, it employs three-fifths of the labour force.

Emergence and growth of the export oriented woven and knit-readymade garment (RMG) industry in Bangladesh is possibly one of the rare breakthroughs achieved by the country during two and half decade of its post-independence industrialization efforts.

After the decline and fall of the jute industry just after liberation - (recent media reports show a hopeful prospect of this industry) - the garment industry now plays a vital role in the economy, starting about a decade or so after the emergence of Bangladesh. Like the jute growers and the jute industrial workers that were once the driving force of the Bangladesh economy, the same role is being played today by the garment industry and its workers, and they are the single largest number of industrial workers in the country. With the toil, sweat and untiring effort of the garment workers, this industry has achieved immense expansion. These workers join this industry with a hope of achieving social security and in search of livelihood. They usually come from the wretched families of rural Bangladesh. These rural families give their children very elementary education up to class one or two for making them eligible to work in the urban based garment industries (Wasif, 2010:13).

The garment industry in Bangladesh became the main export sector and a major source of foreign exchange starting in 1980, and exported about \$5 billion USD in 2002. The industry employs about 3 million workers of whom 90% are women. Two non-market factors have played a crucial role in ensuring the garment sector's continual success namely (a) quotas under Multi- Fiber Arrangement (MFA) in the North American market and (b) preferential market access to European markets. (Source: <http://www.bengaliwiki.com/page/industry>).

3.1 History of Ready-made Garment

The ready-made garment industry in Bangladesh is lot the outgrowth of traditional economic activities out emerged from economic opportunities perceived Iby the private sector in the late 1970s. Frustrated by Bquotas imposed by importing nations, such as the United States, entrepreneurs and managers from other Asian countries set up factories in Bangladesh, benefiting from even lower labor costs than in their home countries, which offset the additional costs of importing all materials to Bangladesh. Bangladesh -origin products met quality standards of customers in North America and Western Europe, and prices were satisfactory. Business flourished right from the start; many owners made back their entire capital investment within a year or two and thereafter continued to realize great profits. Some 85 percent of Bangladeshi production was sold to North American customers, and virtually overnight Bangladesh became the sixth largest supplier to the North American market.

After foreign businesses began building a ready-made garment industry, Bangladeshi capitalists appeared, and a veritable rush of them began to organize companies in Dhaka, Chittagong, and smaller towns, where basic garments—men's and boys' cotton shirts, women's and girls' blouses, shorts, and baby clothes—were cut and assembled, packed, and shipped to customers overseas (mostly in the United States). With virtually no government regulation, the number of firms proliferated; no definitive count was available, but there were probably more than 400 firms by 1985, when the boom was peaking.

After just a few years, the ready-made garment industry employed more than 3.6 million people. According to some estimates, about 80 percent were women, never previously in the industrial work force. Many of them were woefully underpaid and worked under harsh conditions. The net benefit to the Bangladeshi economy was only a fraction of export receipts, since virtually all materials used in garment manufacture were imported; practically all the value added in Bangladesh was from labor. (Source: <http://www.bengaliwiki.com/page/industry>)

Garments Industry in Bangladesh

Like other 3rd world countries Bangladesh is a developing country. Our economic development depends firstly on Agriculture and secondly on Industry.

Prior to liberation there was only one garment industry, but many textile industries, the largest being the world renowned Adamjee Jute Factory, but with the growing stress of the government, post liberation, on the transfer of state ownership to individual ownership, there came about the development of a class of rich individual propertied capitalists, who took to the garment export business in the mid 70's (Mohammed, 2011). The period of 1978, brought about the real birth of the Ready Made Garment Industry and a class of garment factory owners in Bangladesh, as the prime manufacturing export oriented industry and those enjoying State patronization (Khanna, 2011:2).

History of Our Cloth Industry

Once upon a time the cloth of Bangladesh achieved worldwide fame. Muslin and Jamdani cloth of our countries were used as the luxurious garments of the royal figures in Europe and other countries. The British rulers in India didn't develop our cloth industries at all. Rather they destroyed them and imported cloths from England.

The British destroyed the self-reliant textile industry of India. Indeed, before Britain elaborated the dogmas of laissez faire and free trade, it had no qualms in suppressing the import of Indian fabrics which were far superior to anything produced in Britain. In 1720, an Act was passed prohibiting altogether the use of any garment or apparel whatsoever, of any painted, printed or dyed calicoes, in or about any bed, chair, cushion, window curtain, or any other sort of household stuff or furniture. In 1774, a law sanctioned the manufacture of purely cotton goods in Britain, but still prohibited the import of cotton goods.

This officially protected the industry from foreign competition. Once the indigenous Indian industry had been ruined, and the factory system was established in Britain, when the colonial power could compel its subject peoples to import Manchester goods, only then were the doctrines of free trade proclaimed (<http://Jeremy.seabrook.net/>).

It is now the objective of the Western powers to ensure that countries like Bangladesh do not adopt the protectionism which proved essential to the effective development of their industry. Globalization institutionalizes unequal development. Perhaps this is one reason why the World Bank maintains what it calls a 'Resident Mission' in Dhaka: to superintend the mechanisms of dominance. Economic, rather than military, forces are more discreet, impersonal and effective. The Mission produces upbeat reports on poverty-abatement, a kind of ideological pacification programmed that will reassure people that 'free markets' which have produced a generation of industrial captives, offer the best - indeed, the sole - hope to the suffering people of Bangladesh. In May 1998, the World Bank Resident Director issued a report stating that the percentage of the very poor fell between 1992 and 1996 from 43% to 36%, while in Dhaka itself the incidence of the very poor is now only 14% (<http://Jeremy.seabrook.net/>).

This conflicts with the experience of the garment workers. All Bangladesh is now an export-processing zone; garments earn two-thirds of the foreign exchange. About 800,000 people work in the garment factories of Dhaka, three-quarters of them women.

If we want to go back to the origin we shall have to start with Riaz Garments which presented its product *id est*. shirts on behalf of the then East Pakistan (now Bangladesh) in 1969 to the three astronauts Neil Armstrong, Edwin Aldrin, and Michel Collins who were invited to this country for successfully completing the first human Moon mission. Afterwards Riaz Garments first exported garments in 1978 to Europe. Since then much water has gone down the river Buriganga, and Riaz Garments is no more (Rahman, 11 July 2010:13).

Garment industries at present Bangladesh

After the emergence of Bangladesh radical change has come to our garment sector. Garment industries started working from the 10's of the late century. At present there are about 5,400 garment industries in the country and 75 percent of them are in Dhaka. The rest are in Chittagong and Khulna. These Industries have employed 3.6 million workers and 80 percent of them are illiterate rural women. About 76 percent of our export earning comes from this sector

3.2 Reason of Development

The prime reason why garment industries have come out to be the champion in the field of export is obviously the cheap labor. Labor is not as cheap anywhere in the world as it is in Bangladesh. Women contribute to the working force in these garment factories, as they are relatively cheaper than men. A worker works here long hours free or cheap meals. But this has not prevented thousands of women from work. It has given them a steady income, economic independence, self-reliance and dignity, because they are earning their own living and managing their family expenses.

3.4 Garments of Bangladesh in the world-market

Over the last twelve years or so the garment industries have emerged as the largest source of earning foreign currency. About half of the foreign currency from the ready-made garment is earned from European Union and the U.S.A. Besides, Canada, Japan, Australia, New Zealand, Russia etc. also are other garment importing countries. At present about 27 countries of the world are importers of our garment. Its market is being expanded in the Middle East, Russia, Japan, Australia and many other countries.

3.5 Export apparels of different fiscal years

In 1977-78 fiscal years Bangladesh exported forty thousand shirts in Germany and earned one million U.S. dollar. At the beginning of the 80's this industry flourished rapidly. In 1983-84 fiscal years the income from garments raised to 6 crores 5 million US dollar. In 1998-99 it became 420 crores U.S. dollar. By 2003-2004 the factories multiplied three times. Simultaneously the export has also increased. The amount of export income in 2003-2004 increased to 568 crores US dollar. By 2010-2011 the factories multiplied four times. Simultaneously the export has also increased. The amount of export income in 2010-2011 increased to 24.3 billion US dollar. Items of exportable garments: Among the garments of Bangladesh are shirt, pajama, jeans-pant, jacket, trouser, hats, laboratory coat, sweater, pullover, jumper, jacket, trousers, gloves, sports dress, nightdress etc

The export made by Garments Industries of Bangladesh is improving year after year except some of the year. Strike, layout, shutdown of company, political problem, economic problem, inflation

etc. are the prime cause of decreasing export in this important sector. But above it, Readymade Garments Industries is the leading sector in export sector.

Position of Bangladesh is exporting product in USA is not very satisfactory but this situation is better than any other condition of the previous time. But if our Government take some essential law and break out the wall of biasness then the position of Bangladesh in Garments sector would be hope to better.

3.6 Problem behind garment industry

This promising industry has some problems impeding its development. Bangladesh imports raw materials for garments like cotton, thread colour etc. This dependence on raw materials hampers the development of garments industry. Moreover, foreign suppliers often supply low quality materials, which result in low quality products. Most of the illiterate women workers employed in garment are unskilled and so their products often become lower in quality. Insufficient of loan in time, uncertainly of electricity, delay in getting materials, lack of communication, problem in taxes etc. Often obstruct the industry. In the world market 115 to 120 items of dress are in demand where as Bangladesh supplies only ten to twelve items of garments. India, South Korea, Hong Kong, Singapore, Thailand, Taiwan etc, have made remarkable progress in garment industries. Bangladesh is going to challenge the garment of those countries in the world market.

The safety record of the Bangladesh garment industry is one of the worst in the world. According to the Bangladesh Fire Department about 630 garment workers were killed in at least 213 factory fires between the years 1990 and November 2013 A further about 2000 workers lost their lives between the years 1990 and may 2013 in 120 separate recorded incidents includes Saver Rana plaza tragedy and Tezreen Garments industries accidents . The high death toll from these incidents reflects not only substandard buildings but poor emergency procedures, inadequate and blocked fire exits and overcrowded workplaces. Many of the workers involved were killed while producing clothing for brands and retailers in Europe and North America.

Garment industries often pay dearly for political unrest, hartal and terrorism etc. The international market has withdrawn quota advantage over garments export form Bangladesh since December 2005.

Bangladesh has to advance cautiously for getting better position of her garments in the world market. Finally destruction of twin tower in 11 September 2001 invasion of Afghanistan and Iraq and depression in world Economy have seriously affected the export trade of Bangladesh.

Things to do

In spite of having a number of problems, prospects of garment industries in Bangladesh with her cheap labour and less capital are fair. In order to hold profitable position for garments in the world market we should keep in mind the following things.

- 1) Production of sufficient raw materials in the country.
- 2) Imparting training to make skilled workers.
- 3) Reduction of VAT and taxes
- 4) Assurance of safety, salary and other facilities of the workers
- 5) More advanced of EPZ
- 6) Proper advantage of water houses
- 7) Removals of export problems etc.

Chapter Four

Chapter Four: Description of the sampled RMG Industry



The Delta Composite Knitting Ind. Ltd.

4.1 Name of the Garment Industry: The Delta Composite Knitting Ind. Ltd.

Address: Zurun, Kashimpur, Gazipur, Bangladesh.

Year of Establishments: January 1998

Type of production: Sports wear, T-Shirt and pant

Total number of the working people in the Industry: Total number of the working people is 5000 persons, where as male 1350 persons and female 3750 persons.

Exporting countries: Exporting countries are USA, Germany, UK, Canada, Turkey, Sweden, France, Spain, Italy.

Type of Infrastructure: It is a nine storied building. Covered Area of Factory Premises: 2,56,332 sft

Yearly total production; Total production is 36 million us\$

Facilities for the workers:

1. Bonus
2. Maternity leave
3. Medical facilities
4. Picnic

Safety: There are two alternative stairs and fire service system to protect earthquake and fire.



Chaity Apparels Limited

4.2 Name of the Garment Industry: Chaity Apparels Limited

Address: Chalabon, Dhakkhin khan, Uttara, Dhaka1230, Bangladesh.

Establishment of the Garment Industry: This garment industry is established in 1991.

Type of production: T-shirts, Polo shirts, Trousers, Shorts.

Total number of the working people in the Industry: Total number of the working people is 4500 persons, where as male 956 persons and female 3544 persons,

Exporting countries: Exporting countries are Canada, Switzerland, UK and America.

Type of Infrastructure: It is a eight storied building and used only garment purpose.

Total production: Total production is 3.0 million pieces every month.

Facilities for the workers:

1. Bonus
2. Maternity leave
3. Medical facilities
4. Picnic
5. Service benefits

Safety: There are two alternative stairs and fire service system to protect earthquake and fire.



Garmex Limited

4.3 Name of the Garment Industry: Garmex Limited

Address: 50, Airport Road, Tejkunipara Tejgaon, Dhaka-1215

Establishment of the Garment Industry: Established in 1984.

Type of production: Ladies Shirt, Blouses and Skirts.

Total number of the working people in the Industry: Total number of the working people is 380 persons, where as male 91 persons and female 289 persons.

Exporting countries: Exporting countries are USA, UK, Spain, and Italy.

Type of Infrastructure: It is a rented four storied building only third and fourth floor used for garment purpose

Yearly total production; Total production is .4 million pieces.

Facilities for the workers:

1. Bonus
2. Maternity leave
3. Medical facilities
4. Picnic

Safety: There are one alternative stair and fire service system to protect earthquake and fire.



Surma Garments Ltd.

4.4 Name of the Garment Industry: Surma Garments Ltd.

Address: Aicha Noadda, Rajashon Road, Savar, , Dhaka, Bangladesh.

Establishment of the Garment Industry: This garment industry is established in 2003.

Type of production: T- Shirt and Pant.

Total number of the working people in the Industry: Total number of the working people is 3000 persons, where as male 626 persons and female 2374 persons,

Exporting countries: Exporting countries are Canada UK, Natherlands, Singapure and USA.

Type of Infrastructure: It is a eight storied building and used only garment purpose.

Yearly total production: Total production is 2.0 million pieces.

Facilities for the workers:

1. Bonus
2. Maternity leave
3. Medical facilities
4. Tiffin

Safety: There are two alternative stairs and fire service system to protect earthquake and fire.



The Continental Apparels Limited

4.5 Name of the Garment Industry: The Continental Apparels Limited

Address: Monipuripara, Farmgte, Dhaka 1215, Bangladesh.

Establishment of the Garment Industry: This garment industry is established in 1984.

Type of production: T-shirts, Shirts, Trousers,.

Total number of the working people in the Industry: Total number of the working people is 1000 persons, where as male 276 persons and female 724 persons,

Exporting countries: Exporting countries are Sweden, Switzerland,UK and America.

Type of Infrastructure: It is a Five storied building and used only fourth and fifth floor for garment purpose.

Yearly total production: Total production is .7 million pieces.

Facilities for the workers:

1. Bonus
2. Maternity leave
3. Medical facilities
4. Picnic
5. Service Benefits

Safety: There are one alternative stair and fire service system to protect earthquake and fire

Chapter Five

The Present Labour Code-2010

PART 1: WORKING CONDITIONS

1.1 WAGES

2.2 Definition

Chapter 10 of the Labour Law deals with provisions related to the wages of the labour.

But, as per different decision of the courts of Bangladesh, the following items are also treated as part of the wages of a worker:

- Any amount payable to the worker by the order of the courts or the award of the arbitrator shall be treated as the wages;
- Overtime allowance shall be treated as the wages;
- Compensation on retrenchment (on ground of redundancy) shall be treated as wages;
- Allowance during lay-off or temporary suspension shall be treated as the wages;
- Increment shall be treated as the wages;
- Compensation at the expiry of the employment by any means like dismissal, discharge or otherwise shall be treated as the wages;
- Gratuity on discharge or any other gratuity shall be treated as the wages;
- House rent allowances shall be treated as the wages;

1.1.3 Fixation of wage periods and time of payment of wages

In previous law, where there is less than 1000 workers employed, the employer had to pay before the expiry of the 7th day from the end wage period and in the railway or any other factory or industry, the employer had to pay before the expiry of the 10 day the end of the wage period.

1.1.4 Deduction from the wages

Provision of the present labour law

Section 125 of the labour law 2006 deals with the deductions made from the wages of the workers. Following are the deductions valid under the present law:

- Fines under section 25 (section 25, however, states that no fine shall be allowed more than one-tenth of the wages receivables by a worker in a particular wage period and no fine for a worker aged below 15);
- Deduction for absence from duty;
- Deduction for damage or loss of goods entrusted upon the worker in her/his custody;

1.2 WORKING HOURS AND LEAVES

1.2.1 Daily hours

Provisions of the labor code

Section 100 makes a provision of 8 working hours a day for an adult worker, but an adult worker may work 10 hours a day provided all the conditions of section 108 have been fulfilled. According to that section the employer is required to pay the worker, overtime, double the rate of his/her usual wages, basic & dearness allowance, if any. The employer is also required to maintain an overtime registrar as per the law.

1.2.3 Weekly hours

Provisions of the present labor code

The new law makes a provision of total 48 (forty eight) working hours for a worker, but it can be extended up to sixty hours, subject to the payment of overtime allowances as per section 108 of the law. However, an average of 56 working hours per week in a year for a labor must not be exceeded under any circumstances. But the new law makes a provision for exemption approved by the government if it thinks so fit.

1.2.4 Weekly Holiday

Provisions of the present labor code

Section 103 of the labor code makes the provision of one day weekly holiday for all the workers employed in a factory.

1.3 PAID ANNUAL LEAVE

1.3.4 Sick leave

Previous law provided for the same period of leave with half average wages whereas the present law makes the sick leave to be one with full average wages. The provision of the certification a registered physician does not exist in the previous law. However, it has been added to the new law.

1.5 MATERNITY BENEFITS

1.5.1 Maternity leave

The present law increases the maternity leaves to sixteen weeks from twelve weeks and decreases the duration of the qualifying service period, to avail the benefit, to six months from 9 months.

1.5.2 Procedure of payment of the maternity benefit

Changes have been made in favor of the management, as the management is required to pay the benefit within three working days. As per the previous law it was binding upon the management to pay the benefit within 48 hours only gain, the maternity leave and benefits are admissible to a woman worker up to her two living birth only.

1.5.3 Amount of the Maternity Benefits

Provisions of the present labor code

As per sections 48 of the labor code there is a provision of the payment in terms of daily, weekly or monthly, as and where applicable, average wages

PART 2: EMPLOYMENT

2.1 Discharge

Compensation in case of discharge

Every worker who has completed a continuous service for one year shall be entitled to get a benefit of 30 days wage for every completed year of service or the gratuity, whichever if higher.

PART 3: OCCUPATIONAL HEALTH, SAFETY AND WELFARE

3.1 SAFETY

3.1.1 Fire

Present law with regards to fire

Section 62 deals with the provisions of the measures to be taken by a factory to avoid dangers and damage of fire. The section provided as follows:

1. At least one alternative exit with stair connecting all the floors of the factory building as described by the rules for each and every factory.
2. No door affording exit can be locked or fastened during the working hours so that they can be easily or immediately opened from inside.
3. The doors affording exit must be open outwards, unless it is sliding in nature, if the door is between two rooms it must open in the direction of the nearest exit.
4. Marking in red letter with adequate size, in the language understood by majority of workers, on such doors, windows or any alternative exit affording means of escape in case of fire.
5. There shall be an effective and clearly audible means of warning of fire to every worker.
6. There shall be a free passage-way giving access to each means to escape.
7. Where more than ten workers are employed other than in the ground floor, there shall be a training for all the workers about the means of escape in case fire.
8. There shall be a parade of fire extinction and escape at least once a year in a factory where more than fifty workers are employed.

3.2 WELFARE

3.2.1 First aid appliances

Provisions of the present labor code

Section 89 of the present labor law provided the following:

1. A well equipped first aid box or almirah for every 150 labor.
2. A person, who has to be always available in the factory, trained in first aid knowledge assigned for every first aid box.

3. Notice regarding the availability of that person in every working rooms and a special badge allocated for that person.
4. An ambulance and a well equipped dispensary for every 300 workers employed in a factory.

3.2.5 Rooms for children

Required minimum number of the female workers, with children below 6 years of age, has been decreased to 40 from 50, for a child room in a factory.

The New Wage Structure- 2013

The Wage Board Chairman handed over to the government a draft proposal of Wage Structure for the Garments Sector of Bangladesh which was declared on 30 November 2013. The draft proposal says that, before assessing the minimum wage for this industry, the cost and standard of living of the workers, the productivity of the workers, the price of the produce, inflation, and business capability etc. have been taken into consideration. The Wage Board presented the draft proposal of Wage Structure as per the order No. 139 of the Bangladesh Labour Law 2006. The last wage structure in the Garments Sector was declared in 2006. Although according to the labour law a new wage structure is to be fixed 5 years after the previous fixation of wage in an industry, the government has declared the new wage structure within 3 years, the new minimum wage structure started in 01 December 2013.

The Proposed Wage Structure 2013 for the Garments Workers of Bangladesh

Class	Wage-Year 2006 In Taka	Wage Year 2010 In Taka	Rate of Increase	The Proposed Wage Structure 2013	Rate of Increase
Grade 1	5,140	9,300	80.93	TK.13,000	39%
Grade 2	3,840	7,200	87.50	TK. 10,900	51.38%
Grade 3	2,449	4,120	68.23	TK. 6,805	61.4%
Grade 4	2,250	3,763	67.24	TK. 6,420	66.27%
Grade 5	2,046	3,455	68.87	TK. 6,042	70.05%
Grade 6	1,851	3,210	73.42	TK. 5,678	71.02%
Grade 7	1,662	3,000	80.45	TK. 5,300	76.66%
Apprentice	1,200	2,500	108.33	TK. 4,810	92.4%

The new pay structure will be effective from December'13.

Minimum wage rose about 77 percent to Tk 5,300 a month for garment workers, but their basic salary will be lower than the previous recommendation. A trainee or apprentice worker will get

Tk 4,810 as the minimum salary. The working period for a trainee worker will be three months, extendable by another three if owners fail to see an improvement in standards. After that period, trainees will be appointed as permanent workers under Grade 7, the lowest rung. As per the revised structure, a Grade 7 worker will receive Tk 3,000 in basic salary that had previously been recommended at Tk 3,200 on November 4. Furthermore, Tk 1,200 will be for house rent, Tk 250 for medical purposes, Tk 200 for transport

The wage board finalized a 5 percent increment on basic salary a year, which was absent in the previous structure. The new pay structure will be effective from December.

The workers engaged in the garments sector have been arranged in 7 classes and other employees in 4 categories by the Wage Board in their Wage Structure 2013. Of the 4 categories of employees the MLSS *id est*. the 4th grade employees will get Taka 4,810 each per month. This 4th grade of employees include - Peons of the Garment Factories, Guards, Cooks, Sweepers, Junior Data Entry Operators, Floor Helpers, Loader Guards, Messengers, Tea Boys, Cleaners, Drivers etc.

Categories of Working Class by Designations

Class	Categories of Working Class	Wage in Taka per Month
Grade 1	Pattern master, Chief quality controller, Chief cutting master, Chief mechanic, Chief electrician, Collar master and Graphic designer	TK.13,000
Grade 2	Mechanic, Cutting master, Asst. Pattern master, Asst. Collar master, Asst. Graphic designer	TK. 10,900
Grade 3	Special machinist, Senior swing machine operator, Senior winding machine operator, Senior knitting machine operators, Senior linking machine operator, Senior cutter, Senior quality inspector, Senior marker, Senior line leader, Senior over lock machine operator, Senior kwacha machine operator, Lay man, Senior auto cutter, Senior marker <i>etcetera</i> .	TK. 6,805

Grade 4	Swing machine operator, Winding machine operator, Knitting machine operator, Linking machine operator, Dry man, Packer, Over lock machine operator, Line leader, Auto cutter, Cad operator, Lay man, Bundling man, Rib cutter, Tag man, Printer, Quality operator <i>etcetera</i> .	TK. 6,420
Grade 5	Junior swing machine operator, Junior winding machine operator, Junior knitting machine operator, Junior linking machine operator, Junior dry man, Junior packer, Junior over lock machine operator, Junior line leader, Junior auto cutter, Junior cad operator, Junior bundling man, Junior lay man, Junior rib cutter, Junior tag man <i>etcetera</i> .	TK. 6,042
Grade 6	General swing, machine operator, Ordinary winding machine operator, Ordinary printing machine operator, Ordinary linking machine operator, Ordinary auto cutter.	TK. 5,678
Grade 7	Asst. Swing machine operator, Asst. Winding machine operator, Asst. Knitting machine operator, Asst. Madding operator, Asst. Cutter, Marker, Creasing man, Line iron man, Dry washing man, Over lock machine assistant, Button machine assistant, Kwacha machine assistant, Finishing assistant, Asst. Bundling man, Asst. Fusing machine operator, Asst. Auto spreader, Lay man, Embroidery operator, Printing operator, Printer, Helper <i>etcetera</i> .	TK. 5,300
---	Apprentice	TK. 4,810

Source: The Daily star, Monday, December 2, 2013

The minimum wages for the garment industry was first declared Tk. 627 for the lowest grade in 1985. The wage was reviewed after 9 years to Tk.930 in 1994, 48.33% increase. After 12 years in 2006 it was revised to Tk. 1662.5, 78.76% increase. The third review of the minimum wages has been made after 3 years in 2010 to Tk. 3000, 80.45% increase. The fourth review of the minimum wages has been made after 3 years in 2013 to Tk. 5,300, 76.66 % increase

The Minimum Wages for the Garment Sector -2013

Break Down of the Minimum Wages-2010

Grades	Basic BDT	House Rent (40% of basic)	Medical BDT	Total(TK.) with Transport and Food Subsidy
VII	3,000	1200	250	5,300
VI	3,270	1308	250	5,678
V	3,530	1412	250	6,042
IV	3,800	1520	250	6,420
III	4,075	1630	250	6,805
II	7,000	2800	250	10,900
I	8,500	3400	250	13,000
Trainees				4,810

Source: [www.thedailystar.net/beta2/rmg- wage1](http://www.thedailystar.net/beta2/rmg-wage1), 2013/11

Chapter Six

Chapter Six

Major Accidents in Garments Industry in Bangladesh:

The safety record of the Bangladesh garment industry is one of the worst in the world. According to the Bangladesh Fire Department about 630 garment workers were killed in at least 213 factory fires between the years 1990 and November 2013. A further about 2000 workers lost their lives between the years 1990 and May 2013 in 120 separate recorded incidents. Includes Saver Rana plaza tragedy and Tezreen Garments industries incidents. The high death toll from these incidents reflects not only substandard buildings but poor emergency procedures, inadequate and blocked fire exits and overcrowded workplaces. Many of the workers involved were killed while producing clothing for brands and retailers in Europe and North America.

Source: Research Reference Cell, Dainik Janakantha, The Daily Star and OSHE.

Why is the Bangladesh Garment Industry so unsafe?

The ready-made garment sector (RMG) in Bangladesh has become the backbone of the Bangladesh economy, producing around 80% of the country's exports. It is now the second largest garment exporter in the world, exporting over US\$17 billion worth of clothing in 2011. In recent years the industry has boomed and the number of factories engaged in garment production has increased rapidly. Bangladesh is now estimated to have between four and five thousand garment factories, ranging from large first tier suppliers to small factories largely operating as subcontractors to bigger clients.

The rapid expansion of the industry has led to the conversion of many buildings, built for other purposes, into factories, often without the required permits. Others have had extra floors added or have increased the workforce and machinery to levels beyond the safe capacity of the building. Many factories run throughout the day and night in order to meet production targets. The establishment of factories, or the conversions of other buildings into garment factories, has often been done as quickly and as cheaply as possible, resulting in widespread safety problems including faulty electrical circuits, unstable buildings, inadequate escape routes and unsafe equipment. (Maher, 2012)



The Rana Plaza tragedy, April 24, 2013, 1132 dead, 2500 injured.

Incident details: On 24 April 2013, an eight-story commercial building, Rana Plaza, collapsed in Savar, a sub-district in the Greater Dhaka Area, the capital of Bangladesh. The search for the dead ended on 13 May with the death toll of 1,127. Approximately 2,500 injured people were rescued from the building alive.

It is considered to be the deadliest garment-factory accident in history, as well as the deadliest accidental structural failure in modern human history.

The building contained clothing factories, a bank, apartments, and several other shops. The shops and the bank on the lower floors immediately closed after cracks were discovered in the building. Warnings to avoid using the building after cracks appeared the day before had been ignored. Garment workers were ordered to return the following day and the building collapsed during the morning rush-hour.

Background

The building, Rana Plaza, was owned by Sohel Rana, allegedly leading member of the local Jubo League, the youth wing of the ruling Awami League political party. It housed a number of separate garment factories employing around 5,000 people, several shops, and a bank. The

factories manufactured apparel for brands including Benetton, Bonmarché, Cato Fashions, the Children's Place, El Corte Inglés, Joe Fresh, Mango Matalan, Monsoon, Primark, and Walmart.

The head of the Bangladesh Fire Service & Civil Defense, Ali Ahmed Khan, said that the upper four floors had been built without a permit. Rana Plaza's architect,

Massood Reza, said the building was planned for shops and offices – but not factories. Other architects stressed the risks involved in placing factories inside a building designed only for shops and offices, noting the structure was potentially not strong enough to bear the weight and vibration of heavy machinery.

Bangladeshi news media reported that inspectors had discovered cracks in the building the day before and had requested evacuation and closure. The shops and the bank on the lower floors immediately closed, but garment workers were forced to return the following day, their supervisors declaring the building to be safe. Managers at Ether Tex threatened to withhold a month's pay from workers who refused to come to work.

Collapse and rescue

The building collapsed at about 9 am, leaving only the ground floor intact. The Bangladesh Garment Manufacturers and Exporters Association president confirmed that 3,122 workers were in the building at the time of the collapse. One local resident described the scene as if "an earthquake had struck."

One of the garment manufacturers' websites indicates that more than half of the victims were women, along with a number of their children who were in nursery facilities within the building. Army, fire service personnel, police and Rapid Action Battalion troops were assisting with the rescue effort. Volunteer rescue workers used bolts of fabric to assist survivors to escape from the building.

Reason and responsibility: the Rana Plaza collapse

William Gomes 9 May 2013

The Rana Plaza tragedy was an outcome of a corrupt system that is rotten to the core. Who should - and can - be held accountable?

The deadly collapse of a building in Bangladesh late last month made news around the world and brought the country back into the western media spotlight. On 24 April Rana Plaza, a eight-story building housing several garment factories, situated in Savar, 24 kilometers outside Dhaka, was reduced to rubble leading, so far, to the death 1132 workers.

The 3.6 million strong communities of men and women working in the garment industry have enabled Bangladesh's position as the world's second-largest apparel exporter. In the absence of basic workplace health and safety standards, these workers have become the victims of systematic human rights violations, suffering while others get rich to make fashionable clothes for faceless consumers. The very market that created the masterminds who are root and reason for this injustice remain untouched, while people continue to argue over responsibility for the deaths of these workers. Whether it's the garments owners, government, buyers, retailers or consumers in the West, no one wants to take responsibility, instead pointing the finger at others.

According to media reports workers at Rana Plaza saw the cracks in the huge structure the day before the collapse but the authorities did not take any precautionary steps. The building owner Sohel Rana allegedly told media on the same day that the cracks were "nothing serious" and on 24th April, the day of the deadly incident, workers were forced to work and threatened with a month's salary cut if they did not comply. All this in the country with the world's lowest minimum wage. Rana has been described as "the most hated Bangladesh", but an important detail has been missed in much of the reporting: Rana is not the owner of the garment factories nor did he decide whether the garment factories would remain open or not. Rana has been an easy scapegoat, as the building is named after him, but what about the systemic failings behind the front man?

Industrial police had asked the garment factory owners at Rana Plaza to keep the factories closed and only continue further operations after consulting with expert structural engineers. The question that remains unaddressed is: why did the factory owners and Rana work from the same playbook, and ignore this crucial advice?

The politics-business nexus

The politics-business nexus has long been the subject of public debate and discussion in Bangladesh. CNN's Christiane Amanpour has noted that many politicians of the two major political parties—the ruling Awami League (AL) and the Bangladesh National Party (BNP)—have garment businesses. But another example is the case of the Bangladesh Garment Manufacturers and Exporters Association (BGMEA), an organisation that has been referred to frequently in international media as keeping a tally of the numbers dead in the Savar tragedy, and one that has demanded punishment for those responsible for it. It is not without irony that their stylish high-rise headquarters in the Bangladeshi capital were illegally built, according to the verdict of the country's Supreme Court, which ordered the government to demolish the building within 90 days. Later on, the Supreme Court stayed the order, allegedly due to political leaders of all parties favoring the BGMEA.

The Bangladesh Prime Minister, Sheikh Hasina, has callously dismissed the tragedy in Savar by stating on CNN that “accidents happen,” much to the shock of her interviewer. In fact, Hasina's Home Minister, Muhiuddin Khan Alamgir, in an interview with BBC Bangla, claimed, without a shred of evidence, that opposition party supporters may have shaken the building after the cracks appeared, which may have lead to the deadly collapse. Additionally, Finance Minister Abul Maal Abdul Muhith remarked, after the death toll had surpassed 530, that the disaster wasn't “really serious.” These comments exemplify well the kleptocracy behind Bangladesh's democratic façade.

Not only did Prime Minister Sheikh Hasina publicly deny the owner of Rana Plaza's affiliation with her political party, the Member of Parliament representing Savar, Murad Jang, publicly denied that Rana was ever associated with party politics. Shortly thereafter, Rana's affiliation

with Murad and his political activities as a member of the ruling party were exposed in the media.

Illegal building extensions

Emdadul Islam, chief engineer of the state-run Capital Development Authority, told media that the owner of the building had not received the proper building consent, obtaining a permit for only a five-story building from the local municipality. The building was, however, illegally extended by a further three stories to a total of eight—an act ignored by the authorities due to Rana's political connections.

Following the collapse, garment workers took to the streets in protest and demanded the arrest of Rana and the factory owners. In response to the agitation Prime Minister Sheikh Hasina ordered police to arrest Rana and the owners of the garment factories that were operating in the building. On 28th April Rana was arrested while he was trying to flee to India by road and brought back to Dhaka.

The Rana Plaza tragedy was an outcome of a corrupt system that is rotten to the core. The building was built without observing proper building codes and laws, and using poor materials—something that should have been monitored from the beginning by concerned authorities of the Bangladesh government, whose negligence is particularly culpable in this instance. Unfortunately, in Bangladesh, any kind of permission for high-rise buildings can be obtained through bribes, and the building can be built without procuring suitable building materials.

Who is responsible for the Rana Plaza tragedy?

In recent years the rapid expansion of the ready-made garments industry in Bangladesh has resulted in an increased demand for high-rise buildings. Many ordinary buildings have been converted into factories and sometimes the owners of buildings add extra floors without proper permission, as was the case in Rana Plaza.

In this particular case various government authorities have notably failed to inspect and monitor the illegal establishment of Rana Plaza. Even after the cracks on the building were broadcast in

local media, the government failed to act in a way that could have saved the lives of hundreds of extremely impoverished workers. In addition to the role played by Western companies that profit from Bangladesh's cheap labor, Western media would do well to focus on and expose Bangladeshi political corruption to a global audience.

The systemic failure of government protection of human rights and lack of respect towards workers' right allows incident like Rana Plaza to continue to happen. Beyond the famously low wages, unsafe working conditions and restrictions and repression of labour unions plague the industry. The state has a duty to protect its citizen against human rights abuses by third parties, including business enterprises, through regulation, policymaking, investigation and enforcement. But policymakers are also part of this profit-making business and are strong protectors of corruption mechanisms. Today, there's nothing but false promises and dirty politics from all parties. When the state itself protects the oppressors and limits access to judicial, administrative, or legislative protection and corporate responsibility, prevention of any infringement of rights remains a dream for many of the victims of serious and systemic human rights violations.

The Rana Plaza disaster is now making history as among the worst industrial accidents in Bangladesh, with a rising death toll and scores more critically injured. The accident follows a fire at the Tazreen Fashion factory and Smart Fabrics on the outskirts of Dhaka on 24 November 2012, leaving at least 117 dead and at least 200 injured. It was the deadliest factory fire in the nation's history; but the scale of the tragedy has now been surpassed by the Rana Plaza incident.

Now is the time to start wide ranging protests in the UK and other parts of the western world, to make the local people aware of the deadly work environment and the deaths of these poor workers by the profit-hungry business people who control the clothing industry. (Gomes,2013)



Tazreen Accident: 24 November 2012 ,. 112 dead, 300 injured.

Tajreen Fire Incident: A devastating fire broken out in Tajreen Fashion Limited, a sister concern of Tuba Group at Nischintapur, Ashulia, Saver, Dhaka on 24 November at 6:30 pm and it was managed to bring the blaze under control at around 6 am, after more than 11 hours of frantic efforts.

A total of 112 workers died and around 300 workers injured in this incident. Only 58 dead bodies was identified in time which are received by deceased family or relatives. Rest of 53 dead bodies was laid down in Jurain graveyard after DNA sample collection. Around 300 injured workers moving here & there for better treatment and solidarity support. Though BGMEA said they will take the responsibility of all injured workers but till they have identified only 63 injured workers for providing support. BGMEA Authority said all identified injured workers will receive at least Tk 1 lac as treatment expenditure.

The fire broke out in the Westside of the ground floor that was being used as a warehouse and was full of inflammable cloths, yeans and garments accessories. As a result the firespread up to the upper floors as it could not be tamed immediately. The mid level officials prevented workers from leaving the building after the fire had broken out. “As we desperately tried to escape, after seeing smoke billowing ground floor,

Abdur Razzaq, the factory Manager, told us not to leave, as a fire training session was being stages, with the fire service and civil defense personnel training the workers,”

Khairul Hasan, a quality inspector at the factory, told. Most of the deaths were caused by suffocation, as workers trapped on different floors were unable to escape, when the building

filled up with smoke. Survivors of the higher floors of the nine-storey building, who managed to escape the blaze by jumping from windows or breaking the balcony grill which has made by iron bars. It was found that the factory neither had any emergency exit nor adequate fire safety measures. And firefighting equipment on its different floors had not been used during the incident. Owner did not follow building code, as the nine-storey factory had permission for only three floors. High voltage electricity transformer is take place at the ground floor as well as beside the stairway. The stuck of spin and fabric was much closed to this transformer.

Total Employees : Workers : 1200 Persons. Executives : 20 Persons. Others : 80 Persons. 10 units of fire service from the Dhaka Export Processing Zone, Saver, Gazipur, Mohammadpur and headquarters, rushed to the scene and managed to bring the blaze under control at around 6 am, after more than 11 hours of frantic efforts. -Fire Service & Civil Defense along with Bangladesh Army, Police, Rapid Action Battalion retrieving charred bodies from the inside the building.

On 25 November Mr. Khairul Islam, Sub-inspector of Ashulia Thana (police station) police, filed a case at Ashulia Thana after receiving evidence that the fire at Tazreen Fashion Ltd. factory at Ashulia was preplanned and not an accident.

Main causes for Tazreen fire incident:

- There was no fire or emergency exit or stairways
- All exit ways meet at the ground floor and that was used as main entrance and exit ways. Fire originated from ground floor. So there was no scope to come outside using these exit ways
- Owner did not follow building code, as the nine-storey factory had permission for three floors
- The ground floor was being using as a storage facility. There were a stuck of spin, fabric and other raw materials which helped spread up the fire rapidly. High voltage electricity transformer is take place at the ground floor as well as beside the stairway. The stuck of spin and fabric was much closed to this transformer;
- Production manager and linesmen had stopped workers on the second and the third floor from using the staircase when they tried to get out in panic after the fire alarm went off, that trapped many of them in the inferno. They also said, it was a false alarm'. Highest number of dead body (69) was recovered from 2nd floor.
- Workers were not trained on fire safety. Only 30/40 workers had an orientation on fire safety.
- Fire extinguishers and other fire defense materials were inadequate. None of them found who used these during fire. It was also found that hosepipe is not used.
- Most of the workers died due to suffocation and burn. Only six workers died due to fall from height.

- There were no sufficient water sources inside or outside the factory. Nearby ground floor water line was blocked by stored materials. There is no system to reserve water in overhead tank.
- The factory did not have a renewed fire certificate either. It applied for the certificate but did not get it till the day of the fire.
- Out of 1200 workers only 20 workers have group insurance coverage in Delta Life Insurance Company Ltd.
- Finally unpardonable negligence on the part of owner was responsible for the deaths of so many workers.

Source: Investigation Report: Bangladesh Occupational Safety, Health and Environment Foundation (OSHE Foundation)



Flames rage through a two-storey garment factory in Sreepur of Gazipur .

Fire Accident: 8 October 2013, 9 dead, 50 injured.

Incident details: On 8 October 2013, At least nine people were killed and 50 others injured as a devastating fire swept through a garment factory at Maona in Sreepur of Gazipur. The dead

include the company's general manager Rashiduzzaman Mandal and two technicians. The six others garment worker, The fire originated around 6:00pm in the dyeing section of Aswad Composite Mills owned by Palmal Group. The cause of the blaze was not immediately known. Firefighters brought the flames under control around 12:45am, Firemen recovered seven bodies from the ground floor and two from the second floor of the two-storey factory at Bariderchala. Factory Director Emdad Hossain said 170 workers were on duty on the two floors when the fire broke out. A worker, said, "I was working in one of the three rooms of the dyeing section. Around 6:00pm, I saw a flame behind me and shouted." Soon he and his fellow workers rushed downstairs. Minutes later, the blaze spread to nearby chemical store on the first floor and in no time it engulfed the two floors. Around 15 minutes later, a boiler on the ground floor exploded, further feeding the flames. Eleven fire fighting units of the Fire Service and Civil Defence rushed around 7:30pm to the spot to tame the fire,

This fire occurred at a time when the country is still reeling from the deadly Rana Plaza building collapse on April 24 at Savar, where 1,132 garment workers were killed and the Tazreen Fashions fire at Ashulia that left 112 workers killed on November 24 last year. After the two deadliest garment disasters, the international community warned Bangladesh over poor labour rights and poor working conditions in factories. In the wake of the incidents, the US government suspended the Generalised System of Preferences (GSP) for Bangladesh in June while the EU has also kept the country's GSP status under observation for one year. Bangladesh exports garment products worth more than \$5 billion to the US market and nearly \$12 billion to the EU market. Garment sector contributes nearly 80 percent of the total export earnings of the country a year, employing 3.6 million workers in more than 5,400 factories.

May 08, 2013, 8 killed in RMG factory fire, Darussalam, Mirpur.

Incident details: At least 8 people, including Owner and a police official, were killed in a fire accident. A burnt floor of Tung Hai Sweater Ltd, a garment factory, in the capital's Darussalam. A fire broke out on the second floor of the factory. Fire fighters said most of them had been found on the staircase and all had died in suffocation. According to fire fighters the fire originated on the second floor of the building. Fire fighters try to douse a blaze at a garment factory on the third floor of building.

Police said they were investigating the mysterious fire incident at Tung Hai Group building at Mirpur on Wednesday night that killed eight people including the factory owner and a senior police official and would not rule it out just as an accident. "The incident is shrouded in mystery. We are not taking it just as an accident," said Imtiaz Hossain, deputy commissioner of Mirpur Division of Police. "We are investigating the incident" All the eight persons were suffocated to death when the fire broke out at around 11:00pm. Fire fighters later rescued the victims from sixth, eighth and ninth floors of the 11-storey factory building, police said. "They tried to come out of the burning building but failed," the FSCD official said. The deceased included Mahbubur Rahman, managing director of the Tung Hai Group,

December 3, 2011 Eurotex (Continental), 2 dead, 64 injured

Incident details: Jesmin Akter, 20 years old and employed as a helper, and Taslima Akter, 22 years old and employed as an operator, were trampled to death after a panic broke out following a boiler explosion on the second floor of the Eurotex Ltd factory in Old Dhaka. Eye witness reports state that one the day of the incident, at around 1:15 pm workers reported a problem with the boiler on the second floor. Reports vary on exactly what happened, some witnesses reported seeing vapour escaping from the boiler, others say they heard an explosion. Workers were employed on the second to sixth floor of the factory and as rumours spread through the factory that a fire had broken out many panicked and rushed to leave the building. Workers report that the stampede led to overcrowding on the stairs down to

the first floor, resulting in the collapse of a stair rail and a number of workers falling. Reports suggest that the fire doors at the bottom of the stairs were locked, contributing to the stampede and over-crowding on the stair case. One worker reported that at first the gates were open, but were closed by a factory manager, who was urging people to return to work saying that nothing had happened. This witness claims the injuries and deaths were caused when workers started to rush back up the stairs pushing back against those coming down. Several international buyers had already identified concerns in regard to safety risks at the factory. 20 days after the exploding boiler at Eurotex, a lift cable broke in parent company Continental. This accident killed another worker and injured 2 workers.

It is clear that the safety problems facing the Bangladesh garment industry are both serious and widespread. Unless immediate and coordinated action takes place more of the 3 million Bangladeshi women employed to make our clothes will continue to needlessly risk their lives.

However to date there has been a lot of talk and very little action. More meetings where everyone blames each other for the industries failings will not achieve anything. In this briefing we have outlined where improvements have and can be made; all of those involved in the industry have their part to play in making factories safe.

Brands and retailers must also accept responsibility – although they don't directly own the factories producing their goods, they can and should do more to prevent more deaths from taking place. Although many brands and retailers acknowledge the right to a safe workplace for workers in their corporate codes of conduct, they continue to look to others for action, and use the inaction of the government and industry as an excuse for failing to engage with issue properly. No plan currently on the table is perfect, but we cannot wait for more workers to die before we act.

December 14, 2010 That's It Sportswear (Hameem Group), 29 dead, 11 injured.

Incident details: The fire, which broke out in what was considered a modern building, was, like so many others, caused by an electrical short-circuit and substandard wiring. It was reported that proper fire drills were not carried out, that the exits were blocked and that the workplace was not properly supervised. When the fire broke out on the ninth floor, fire fighters were powerless to help because their ladders couldn't reach beyond the fifth floor and helicopters were unable to land because the rooftop had illegally been turned into a canteen. Moreover, the workers were effectively denied the right of freedom of association which would have allowed them to play a

role in addressing some of these violations in advance of the tragedy. Many who tried to escape from the windows fell to their deaths.

February 25, 2010 Garib and Garib, 21 dead, approximately 50 injured.

Incident details: The fire, seemingly caused by an electrical short circuit, started on the first floor of the seven story building at 9.30pm on Thursday February 25. It quickly spread to the other floors filled with inflammable materials such as wool threads and other goods. Lasting nearly two hours, the fire created a thick black smoke and consumed the oxygen in the air, suffocating the workers. The smoke could not escape because of poor ventilation and the presence of unauthorized sheet metal structures that were being used for storage of highly inflammable materials on the roof of the building. It appears, from witness statements and press reports, that emergency exits were blocked, the front gate was locked and fire extinguishing equipment was either missing or inappropriate. According to one survivor, rescue efforts were further hampered by the fact that firemen had to cut the window grills to access the building and rescue the trapped workers. No-one on the scene could tell fire fighters how many workers were in the factory at the time the fire began.

This fire followed a previous fire incident at the factory in 2009, which killed one worker and one fire fighter. A third fire broke out at the factory in April 2010. This time the fire broke out during a lunch break and no workers were killed. Two workers were injured.

March 6, 2006 Sayem Fashions, Gazipur 3 dead, approximately 50 injured:

Incident details: A fire triggered by an electrical short circuit at the building housing Sayem Fashions, SK Sweater and Radiance Sweater 35 kilometres from Dhaka lead to a stampede when workers attempting to exit the premises were blocked from doing so by boxes stored in the area. Workers' organizations report that other workers' rights violations at the facility included long working hours and seven-day work weeks. The building was reportedly owned by Monir Hossain, also the owner of Radiance Sweater and Sayem Fashions (the three women who died were all working at Sayem Fashion)

February 25, 2006 Phoenix Building, Dhaka 22 dead, 50 injured

Incident details: The five-story building in the Tejgaon industrial area collapsed following unauthorized renovations to convert the upper stories of the building into a 500-bed private

hospital. The building had housed Phoenix Garments, but production was being phased out and relocated. At the time of the collapse one line of the garment factory was reportedly still running. Many of the dead appear to have been construction workers involved in the renovation, as well as people who were on an adjoining road at the time of the collapse, and those who lived in the slum nearby. The owner, Deen Mohammad, is also the owner of the City Bank of Bangladesh.

February 25, 2006 Imam Group, Chittagong 57 injured

Incident details: A transformer explosion caused workers to rush for the exits, dozens were injured when they were unable to get out the narrow exits, at this facility housing Moon Fashion Limited, Imam Fashion, Moon Textile, Leading Fashion and Bimon Inda garment factories.

February 23, 2006 Fire at KTS Textile Industries, Chittagong 61 dead, approximately 100 injured

Incident details: A fire, caused by an electrical short circuit, broke out at the factory killing 64 workers. At the time of the incident workers estimate that some 400-500 people were working in the building. Locked exits prevented workers from escaping from the facility; at least one local media source reported that it was possible the main gate was intentionally locked at the time of the fire to prevent theft from the factory; sources report that there was no fire safety equipment at the factory, nor had there ever been a fire drill. The factory, was reportedly in violation of numerous additional serious labour rights including: forced overtime, seven-day work weeks, payment of below subsistence level wages (seven to 14 cents per hour), denial of legal maternity rights, physical abuse of workers, suppression of workers rights to freedom of association and bargain collectively. Factory owner Wahidul Kabir reportedly lives in the United States, in California, where many of the factory's clients are based.

The Spectrum factory Tragedy, In April 11, 2005, 64 garment workers were killed and 80 were injured,

Incident details: when the Spectrum factory, producing clothing for Inditex and Karstadt Quelle, among others, collapsed. The incident shone a spotlight on the poor safety record of industry that employs over 3 million workers often in buildings that are not fit for purpose.

Although the Spectrum tragedy brought world attention to the safety problems in the garment industry it appears to have done little to encourage either factory owners or the government to take the systematic action required to improve the safety of Bangladesh garment workers. Every year more workers lose their lives or their health as a result. Since the Spectrum collapse the Clean Clothes Campaign has been working with Bangladeshi trade unions, local and international labour rights NGOs and the International Textile, Garment and Leather Workers Federation (ITGLWF) to call for justice for those workers and families affected by factory disasters.

This has included campaigns on several specific cases involving fires, collapse and stampedes that caused unnecessary deaths and injury to garment workers. CCC has also supported calls for more industry-wide changes, calling on employers, brands and retailers and the Bangladesh government to take action to prevent further tragedies. Each of the campaigns run so far has focused on both the protection of and respect for the rights of Bangladesh workers to a safe workplace and on the need for remedy in cases where workers suffer injury or death as a result of a safety incident.

Incident details: Shortly before 1 am. on the morning of April 11th workers in the Spectrum-Sweater factory built on top of a flood-prone former swamp in Savar, 30 km north-east of Dhaka, found their workplace, suddenly crashing down upon them. On the night of the collapse, factory officials have stated that approximately 184 workers were at the factory. However, workers' who were present that night maintain that there were at least 400 employees on the night shift. This would indicate that the other workers were able to escape from the building.

On several occasions before the collapse workers had tried to report concerns regarding the safety of their building, including one worker who saw cracks in the factory wall five days prior to the collapse. He was told to keep his mouth shut and work. Spectrum was in violation not only of its construction permit, but also of many labour laws and code of conduct provisions prior to the collapse, such as violation of the minimum wage and of the legal right to one day off per week.

Chowdhury Knitwear and Garment Factory ,November 25, 2000, 48 dead, 150 injured.

Incident details: At least 48 workers were killed and more than 150 injured, some critically, when a fire broke out in the Chowdhury Knitwear and Garment factory at Shibpur, near Dhaka,

on the night of November 25, 2000. The blaze was the worst factory fire in Bangladesh history. Survivors, neighbours and fire fighters said workers were prevented from escaping death because the only exit gate was locked. It is believed that up to 800 workers were on overtime when the fire broke out at 7 p.m. The blaze is thought to have originated on the third floor of the fourstoreyed building. Immediately, panic-stricken workers on the second and third floors rushed to exits but the first floor gate on the single staircase had been locked. Screaming survivors were only saved when fire fighters and neighbours broke open the gate. In the meantime, hundreds of crates full of towels had quickly caught fire and thick smoke engulfed the entire factory, suffocating workers. It took four hours to control the fire and rescue the remaining workers. A shortage of water delayed extinguishing of the fire. Four workers were burnt alive, and others suffocated or were electrocuted or trampled in the scramble to escape. Some bodies were burnt beyond recognition. The stairwell was so tightly packed that workers tried to break windows and throw themselves out. According to witnesses, some were impaled on the pointed tops of the iron railings surrounding the factory.

Safety Problems:

Safety need for the worker is mandatory to maintain in all the organization. But without the facility of this necessary product a lot of accident is occur incurred every year in most of the company. Some important cause of the accident are given below-

- Routes are blocked by storage materials
- Machine layout is often staggered
- Lack of signage for escape route
- No provision for emergency lighting
- Doors, opening along escape routes, are not fire resistant.
- Doors are not self-closing and often do not open along the direction of escape.
- Adequate doors as well as adequate staircases are not provided to aid quick exit
- Fire exit or emergency staircase lacks proper maintenance
- Lack of proper exit route to reach the place of safety

- Parked vehicles, goods and rubbish on the outside of the building obstruct exits to the open air
- Fire in a Bangladesh factory is likely to spread quickly because the principle of compartmentalization is practiced
- Lack of awareness among the workers and the owners

➤ **Source:**

11 Daily National News Papers, May 2013, (i.e. The Daily Star, The Daily Prothom Alo, The Daily Ittefaq, The Daily Inquilab, The Noya Diganta, The Samokal, The Financial Express, The Kaler Kantha, The Daily Prothidin Bangladesh, The Independent, The New Age and OSHEFoundation.

Chapter Seven

Chapter Seven

Findings of the Study

This study attempts to know **The Work place Environment in Garment Industry: Challenges and Opportunities**. The information is presented in table marked as

1. Demographic Information of the respondents and family affairs
2. Information about socio-economic condition
3. Information about health and sanitation
4. Information about security condition in Garment industry
5. Information about facilities to provide for garment workers from garment authorities
6. Information about The Work place Environment.

The information have been classified and tabulated under various characteristics. The results have been shown using simple statistical methods. Qualitative and quantitative both kinds of analysis have been used.

7.1 Demographic Information of the Respondents and family affairs

Table: 1.1 Respondents according to their origin of districts

No	District	Frequency	Percentage (%)
1	Dhaka	2	1.98
2	Gazipur	6	5.94
3	Jessore	1	.99
4	Tangail	6	5.94
5	Manikgonj	2	1.98
6	Mymensing	13	12.87
7	Chadpur	8	7.92
8	Noakhali	1	.99
9	Pabna	2	1.98
10	Rangpur	6	5.94
11	Comilla	6	5.94
12	Satkhira	2	1.98
13	Gaibanda	6	5.94
14	Sirajganj	4	3.96
15	Nator	2	1.98
16	Norsingdi	3	2.97
17	Barishal	6	5.94
18	Netrokona	4	3.96
19	Jamalpur	5	4.95
20	Dinajpur	5	4.95
21	Jhenaidah	4	3.96
22	Nobabgonj	3	2.97
23	Faridpur	4	3.96
	Total	N = 101	100

The table no.1.1 reveals that maximum number of the worker is from Mymensing 12.87%. The greater Mymensing (Mymensing Tangail, Netrokona, Jamalpur) presides 26.73%. Chadpur comes next with 7.92%. Successive positions are hold by other districts such as Rangpur, Barisal Gaibanda, Comilla, Tangail and Gazipur. Form the table it is clear that most of the respondents are from the Northern region of the country. The workers migrate to the cities Because of rural poverty, the economic problem of mounting unemployment, natural disaster and with the hope of happy and luxury livelihood.

Table: 1.2 Distribution of the respondents according to the RMG industry based on sex

Name of RMG industry	Sex				Total	Percentage
	Female	(%)	Male	(%)		
Cahity Apparels Ltd.	21	25.3	3	16.66	24	23.76
The Delta Composite Ind. Ltd.	16	19.27	5	27.77	21	20.79
Surma Garments Ltd.	14	16.86	5	27.77	19	18.81
The Continental Apparels Ltd.	17	20.48	2	11.11	19	18.81
Garmex Limited	15	18.07	3	16.66	18	17.82
Total	83	100	18	100	N=101	100
Percentage %	82.17	-	17.83	-	100	

The table no: 1.2 shows that there 82.17% respondents are female and 17.83 % respondents are male workers. According to national survey about 80% workers are female in the RMG sector. So it supports the national percentage. From the above table it is clear that most of the RMG workers are female they are playing a vital role in our national development.

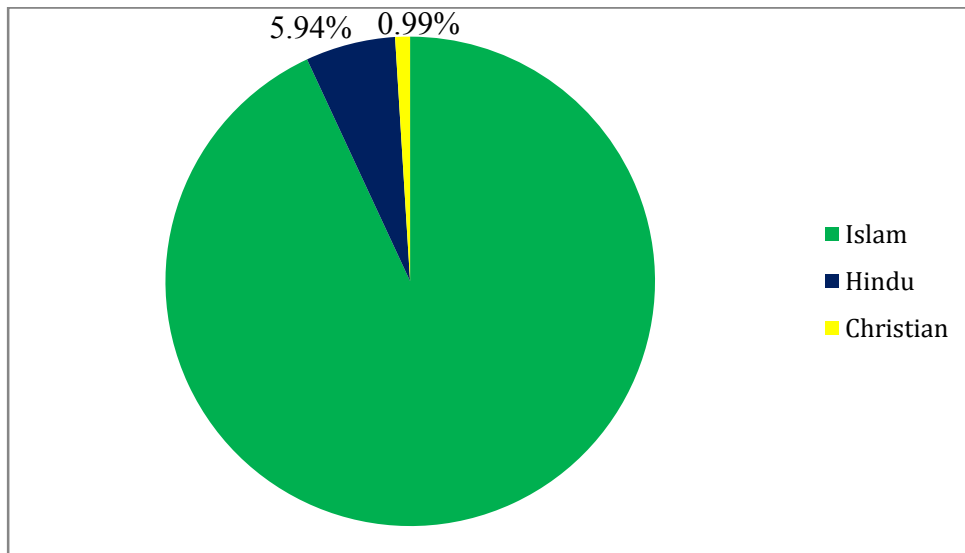
Table: 1.3 Distribution of the respondents according to their religion

Religion	Frequency	Percentage
Islam	94	93
Hindu	6	5.94
Christian	1	.99
Total	N=101	100

The table no: 1.3 shows that the religion distribution of the respondents. Here, 93% respondents are Muslims, 5.94 % respondents are Hindu and .99 % Christian. So highest numbers respondents coming from the Muslim family in the RMG Industry.

Graph-01

Distribution of the respondents according to their religion



93%

Table: 1.4 Respondents according to their age and occupation

Occupation Age	Operator				Helper				Swing				Finishing				Others(Upper Level)				Total	%
	M	F	Total	%	M	F	Total	%	M	F	Total	%	M	F	Total	%	M	F	Total	%		
18-24	2	6	8	15.68	1	8	9	42.86	-	2	2	22.22	2	5	7	87.5	-	-	-	-	26	25.74
24-30	3	15	18	35.29	-	5	5	23.8	-	5	5	55.56		1	1	12.5	1	2	3	25	32	31.68
30-36	1	11	12	23.52	-	4	4	19.04		2	2	22.22	-	-	-		3	2	5	41.67	23	22.77
36-42	1	10	11	21.56	-	3	3	14.18	-	-	-	-	-	-	-		2	-	2	16.67	16	15.84
42-46	-	2	2	3.93	-	-	-	-	-	-	-	-	-	-	-		2		2	16.67	4	3.96
Total	7	44	51	100	1	20	21	100	-	9	9	100	2	6	8	100	8	4	12	100	N=101	100
Percentage	6.94	43.56	50.49		.99	19.8	20.8		-	8.91	8.91		1.98	5.94	7.92		7.92	3.96	11.89		100	

Mean age = 26.18 year

Table no: 1.4 shows the mean of age of workers 26.18 years. 31.68 % Workers age between 24-30 years and 25.74 % workers age between 18-24 years. This table also reveals that most of the workers are operators 50.49 % successive position helper 20.8% and Upper level workers are 11.89%. The youngest group of the workers working in the RMG sector as helper is in the age groups of 18-24 years. Out of 83 women workers 43.56% are operator in the age group of 24-30 years. According to the Matab, One-third of the workers are below age 14 whereas the no entry age 14 found in the present study one outstanding feature of the table can be noticed that women worker in the RMG sector are younger than the male worker and they are working as helper and operator in the RMG Industry

Graph -02
Respondents according to their age and occupation

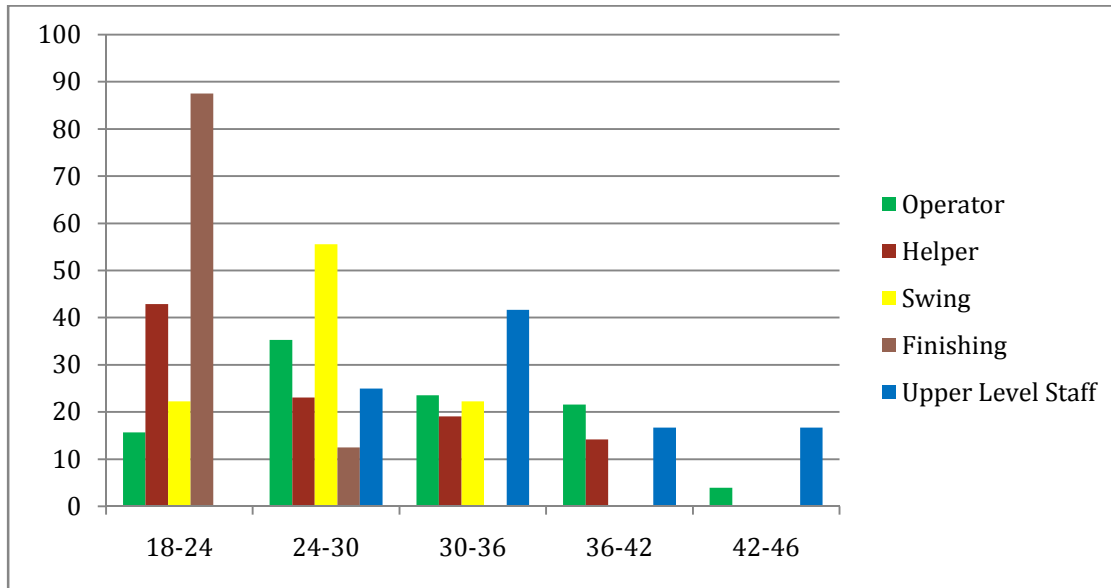


Table: 1.5 Distribution of the respondents according to their sex and occupation

Sex Occupation	Male		Female		Total	Percentage (%)
	Total	Percentage (%)	Total	Percentage (%)		
Operator	7	38.89	44	53.01	51	50.59
Helper	1	5.56	20	24.09	21	20.79
Swing	-	-	9	10.85	9	8.91
Finishing	2	11.11	6	7.22	8	7.92
Others(Upper Level)	8	44.44	4	4.81	12	11.89
Total	18	100	83	100	N=101	100

The Table No: 1.5 It reveals that 44.44 % of the male workers are work in the upper level position on the other hand only 11.89% female worker work same position. So it is clear that upper level position hold male worker than female worker. It is also shows that 38.89% of the male are operators whereas, 50.59% are female. In finishing sector, 11.11% are male and 7.92 % are female. The table shows that and Upper level staff (11.89%) are dominated by the male workers whereas, the female workers dominated the sectors operator (50.59%) , helper (24.09%) and the swing sectors (10.84%) which may be because of their low educational qualification.

Graph -03
Distribution of the respondents according to their sex and occupation

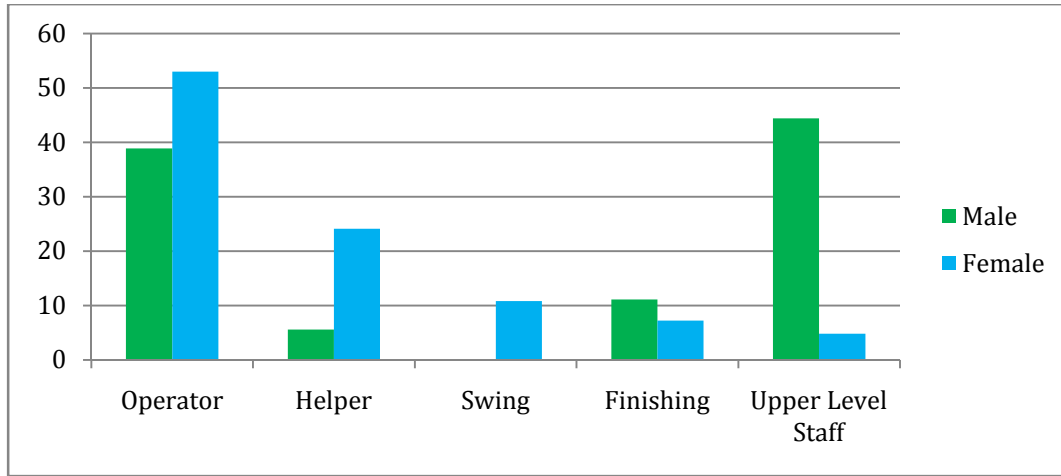


Table: 1.6 Respondents according to their education and occupation

Occupation \ Education	Operator			Helper			Swing			Finishing			Others(Upper Level staff)			Total	(%)
	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total		
Illiterate	-	1	1	-	1	1	-	1	1	-	-	-	-	-	-	3	2.97
Primary	2	15	17	1	15	16	-	8	8	2	3	5	-	-	-	46	45.55
Secondary School	4	22	26	-	4	4	-	-	-	-	3	3	-	-	-	33	32.67
College	1	6	7	-	-	-	-	-	-	-	-	-	8	4	12	19	18.81
Others	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total	7	44	51	1	20	21	-	9	9	2	6	8	8	4	12	N=101	100
Percentage %	6.94	43.59	50.49	.99	19.8	20.8		8.91	8.91	1.98	5.94	7.92	7.92	3.96	11.89	100	

From the table 1.6 it can be observed that 18.81% respondent workers has achieved the HSC or above education level and most of them are involved with upper level position in RMG sector like Line Q. C, Line in charge, Cutting master and they get high salary. On the other hand most of the worker (45.55) % has got primary level education and most of them involved with operator, swing, cutting & finishing sectors and they get low salary. The table shows that male counterparts are more educated with better occupation. So the rates of women education are lower than the male counterparts in the RMG sector. This table also shows that illiterate workers rate reduce in RMG sector and this indicators indicates educational level increased in our Bangladesh.

Graph -04
Respondents according to their education and occupation

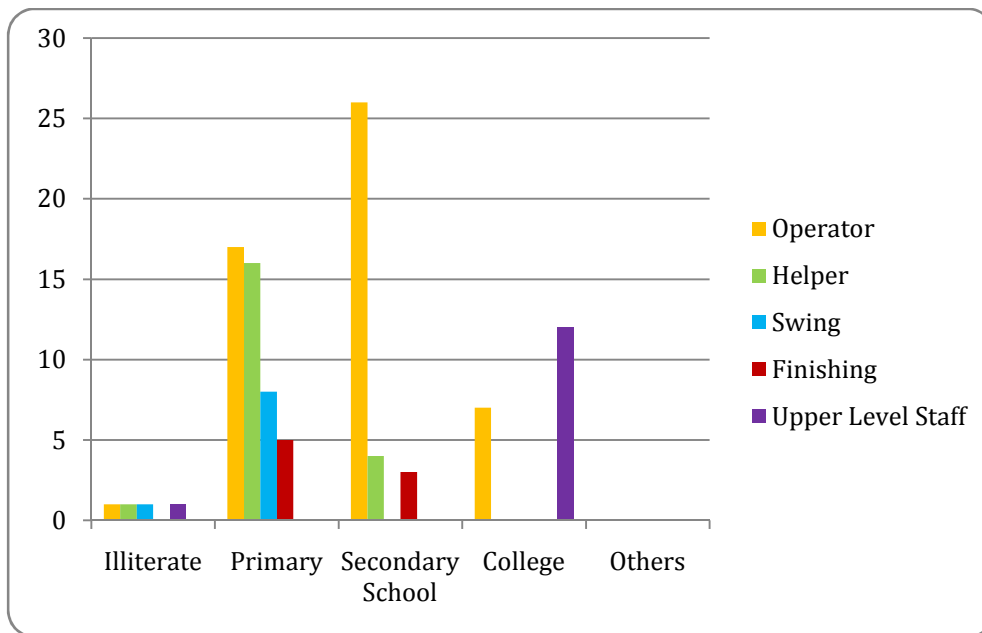


Table: 1.7 Respondents according to their marital status and occupation

Occupation	Operator		Helper		Swing		Finishing		Others(UL)		Total	Percent age (%)
	Total	%	Total	%	Total	%	Total	%	Total	%		
Married	31	60.79	13	61.91	5	55.55	4	50	11	91.67	64	63.36
Unmarried	14	27.45	5	23.8	-	-	4	50	1	8.33	24	23.76
Separation	1	1.97			-	-	-	-	-	-	1	.99
Widow	1	1.97	-		1	4.76	-	-	-	-	2	1.98
Divorced	4	7.85	3	14.28	3	33.33	-	-	-	-	10	9.9
Total	51	100	21	100	9	100	8	100	12	100	N=101	100
Percentage (%)	50.49		20.79		8.91		7.92		11.89		100	

The table no: 1.7 reveals that major percent, 63.36% of the respondent are married. 23.76% are unmarried, 9.9 % are divorced 1.98% are widow and .99 % are separation. Here it is clearly seen that there is a positive relation between the jobs are marriage. That means the women who are occupying a job have the positive trend to marriage bondage. Divorced and separation rate in the RMG worker can also be ignored.

Graph -05

Respondents according to their marital status and occupation

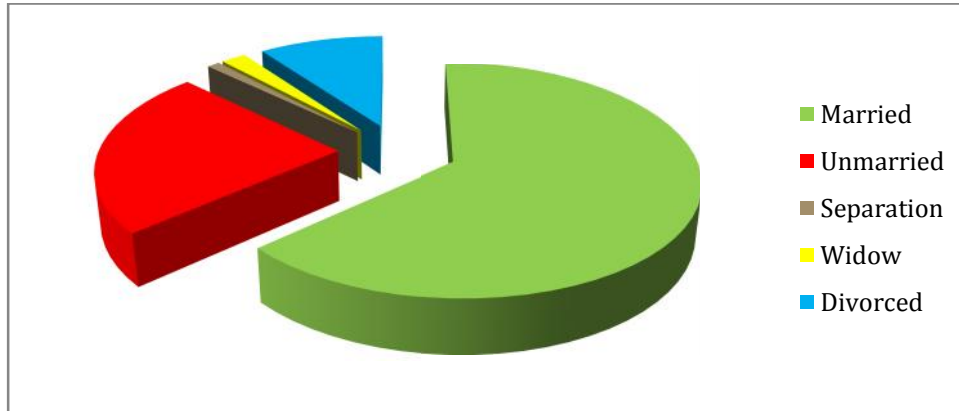


Table: 1.8 Respondent according to the number of family members

Number of family members	Frequency	Percentage (%)
2-3	41	40.59
4-5	49	48.51
6-7	11	10.89
Total	N=101	100

Table: 1.9 The number of family members economically dependent on respondent

Number of family members	Frequency	Percentage (%)
2-3	41	40.59
4-5	49	48.51
6-7	11	10.89
Total	N=101	100

The table 1.8 and 1.9 are provided similar result. That means total family members and economically dependent family members are very nearest. The Table No: 1.8 show that the distribution of family members of the respondents. The means family members of the respondents are 4 persons. The highest number of family members (48.51%) is seen between the ranges of 4-5 persons, which are keeping the policy “Two Children”. 40.59 % of the respondent’s family members are between the ranges of 2-3 persons. Only 10.89 % of the respondents are opponent to the policy as their family members are between the ranges of 6-7 persons. 40.59% the respondent’s family members are between the ranges of 2-3 persons which indicate the consciousness about over population of the country.

7.2 Information about Socio-economic condition

Table: 2.1 Respondents according to their involvement in the working life in garment sector.			Table:2.2 Respondents according to their involvement in the present working place		
Year	Frequency	Percentage (%)	Year	Frequency	Percentage (%)
1-3	41	40.59	1-3	48	47.52
4-6	50	49.5	4-6	45	44.55
7-10	4	3.96	7-10	5	4.95
10+	6	5.96	10+	3	2.97
Total	101	100	Total	101	100
Mean involvement in the working life = 3.47 year			Mean involvement in the present working place = 3.31 year		

The table 2.1 and 2.2 are provided the nearest result. But comparing of the two table shows that involvement of the workers in the RMG industry for 10+ years in table 2.1 is 5.96% whereas table 2.2 it is only 2.97%, which is a clear indication of workers changing one garments to another garment. That the workers changes one garment to another garment frequently may be for better salary, better facilities and for better environment.

Table: 2.3 Respondent according to their Monthly basic income and Age

Monthly income Age	3000-3500		3500-4000		4000-4500		4500-5000		5000-5500		5500- Up		Total	Percentage (%)
	Total	Per. (%)	Total	Per. (%)	Total	Per. (%)	Total	Per. (%)	Total	Per. (%)	Total	Per. (%)		
18-24	11	78.57	8	38.09	5	12.19	4	30.77	1	20	-	-	29	28.71
24-30	3	21.43	8	38.09	14	41.15	3	30.07	1	20	-	-	29	28.71
30-36	-	-	3	14.29	13	31.71	5	38.46	2	40	-	-	23	22.77
36-42	-	-	2	9.52	9	21.95	1	7.69	1	20	3	42.86	16	15.84
42-46	-	-	-	-	-	-	-	-			4	57.14	4	3.96
Total	14	100	21	100	41	100	13	100	5	100	7	100	N=101	100
%	13.86		20.79		40.59		12.87		4.95		6.93		100	

Monthly basic income shows that lower age with lower income and higher income with higher age. Although the price hike of daily necessary goods in our country but the lowest salary is settled 3000TK. and still $(13.86+20.79)=34.35\%$ workers are getting below 4000 TK. as the lowest salary. The major portion, 40.59% of the respondents monthly income between the range of 4000-4500, whereas $(28.71+28.71)=57.43\%$ of the respondents working in the RMG sector is young who are between the age group 18-30 years. Only $(4.95+6.93)=11.88$ percent of the respondent monthly income is between the 5000-Up TK, whereas $(15.84+3.96)=19.80\%$ worker between the ages group 36-46 years.

This data also reveals that increasing the New Wage Structure is very important for workers with their living standard.

Table 2.4 Respondents according to their occupation and monthly income

Occupation Monthly income	Operator			Helper			Swing			Finishing			Others (UL)			Total	(%)
	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total		
3000-3500	-	-	-	1	6	7	-	-	-	2	5	7	-	-	-	14	13.86
3500-4000	1	5	6		14						1		-	-	-	21	20.79
4000-4500	4	29	33					9	9							41	40.59
4500-5000	2	10	12											1	1	13	12.87
5000-5500													3	2	5	5	4.95
5500-Up													5	2	7	7	6.93
Total	7	44	51	1	20	21	-	9	9	2	6	8	5	4	12	N=101	100
Percentage %	6.94	43.59	50.49	.99	19.8	20.8		8.91	8.91	1.98	5.94	7.92	7.92	3.96	11.89		100

Mean income = 4183.33 Taka

The Table No: 2.4 show the mean income of the workers is 4183.33Tk. Maximum of them 40.59 % are getting 4000-4500 TK. whereas, most of them 32.67% are operator & 8.91% swing worker. It is followed by (3500-4000 TK.) 20.8% most of whom are helpers. Only(5+7)= 11.89% gets 5000-Up TK. whereas most of the respondent from operator, swing, cutting and upper level position staff. The table also reveals that majority workers in the RMG sector earn very low- income and it is not enough to meet up the basic needs with the increasing price of daily necessary goods.

Graph-06
Respondents according to their monthly income

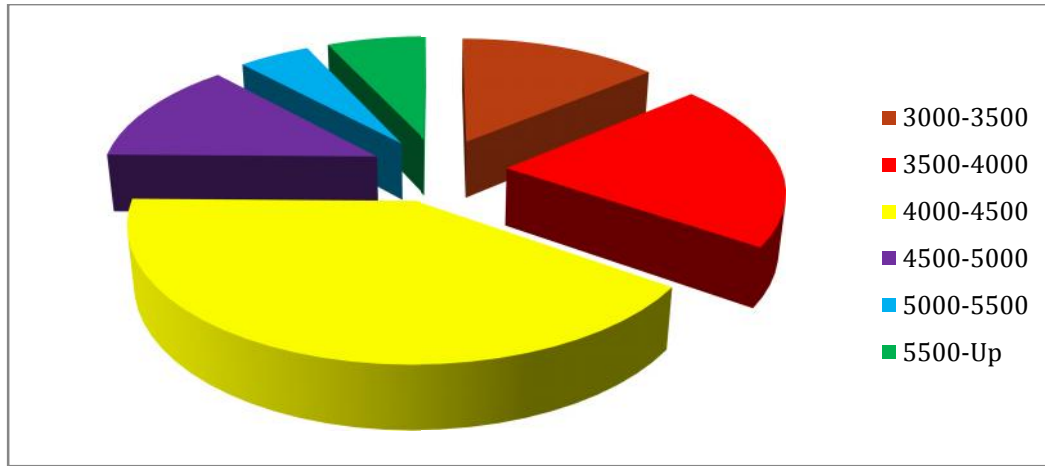


Table: 2.5 Respondents according to their education and monthly income

Monthly income \ Education	3000-3500		3500-4000		4000-4500		4500-5000		5000-5500		5500-Up		Total	Percentage (%)
	Fre.	Per. (%)	Fre.	Per. (%)	Fre.	Per. (%)	Fre.	Per. (%)	Fre.	Per. (%)	Fre.	Per. (%)		
Illiterate	2	15.29	1	4.76	-	-	-	-	-	-	-	-	3	2.97
Primary	11	78.57	13	61.9	15	36.59	4	30.77	3	60	-	-	46	45.54
Secondary school	1	7.14	7	33.33	25	6.98	1	7.69	1	20	-	-	34	32.67
College					1	2.44	8	61.54	2	40	7	100	18	17.82
Others	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total	14	100	21	100	41	100	13	100	5	100	7	100	N=101	100
%	13.86		20.79		40.59		12.87		4.95		6.93		100	

The Table No: 2.5 show that the major portion 40.59 % of the respondent's monthly income is between the ranges 4000-4500 and there is 45.54% completed primary level and 32.67% completed secondary school level.(13.86+20.79)= 34.35% of the respondents are getting monthly

income below 4000 TK. as the lowest salary and there is 45.54% primary level, 11.89% gets 5000-Up TK. whereas most of them completed secondary school and college level

The table shows that out of 101, 6.93% respondents get the highest salary with college level education. This thesis also finds out that experience and education are both countable for highest salary and experience more countable than education. So not only their educational qualification but also experience is an important factor in the RMG industry.

Table: 2.6 Respondent according to their opinion on salary get in time

Type of opinion	Frequency	Percentage (%)
Yes	101	100
No	-	-
Total	N=101	100

The Table No: 2.6 show that 100 % of the respondents tell that their garment owners pay their salary in time. So it is positive side for workers. This thesis also find out that pre stage period and post stage period of Tazreen and Rana plaza tragedies provided facilities are difference between two stages for workers in RMG sector. Post stage period workers are more enjoying facilities than pre stage period.

Table: 2.7 Respondent according to the daily working hours

Working hours	Frequency	Percentage (%)
8-10	23	22.77
11-13	66	65.34
14-16	12	11.88
Total	N-101	100

The Table No: 2.7 show that only 22.77 % of the respondents tell that they are working 8-10 hours daily. The table shows that out of 101, 65.34 % respondents are working 11-13 hours daily. 11.88% workers are working 14-16 hours daily. Here it is clear that most of the RMG industry not follow the labour law.

Graph-07

Respondent according to the daily working hours

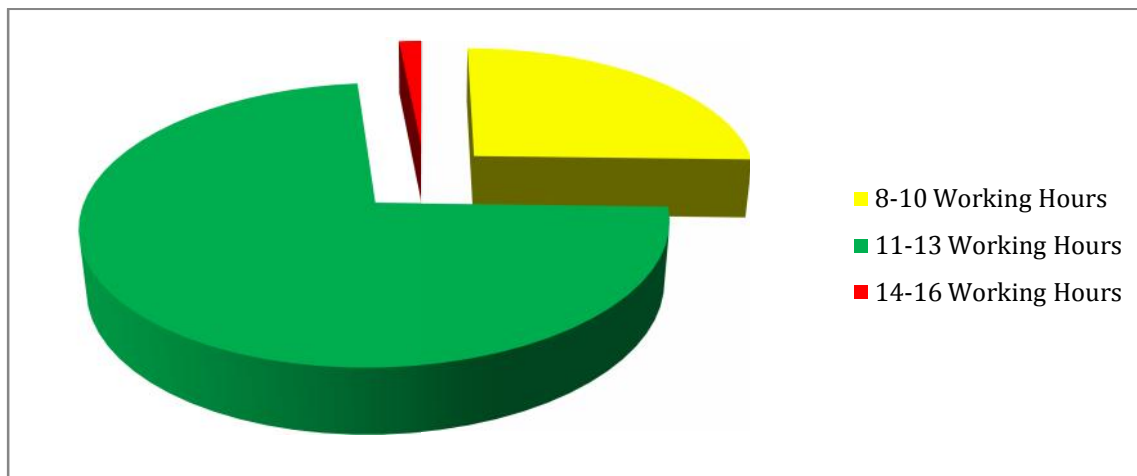


Table: 2.8 Respondent according to main cause of involvement in garment sector

Type of Causes	Frequency	Percentage (%)
To execute family cost	54	53.46
For poverty	18	17.82
To assist husband	12	11.88
For others reason	17	16.83
Total	N-101	100

The Table No: 2.8 reveal that most of the garments workers (53.46%) involve with garment sector for execute their family cost. Only 17.82 % of the respondents tell that they are working in garment sector for their poverty and rest 11.88% respondent involve with garment sector for assist husband to execute family cost and savings.

Graph-08

Respondent according to main cause of involvement in garment sector

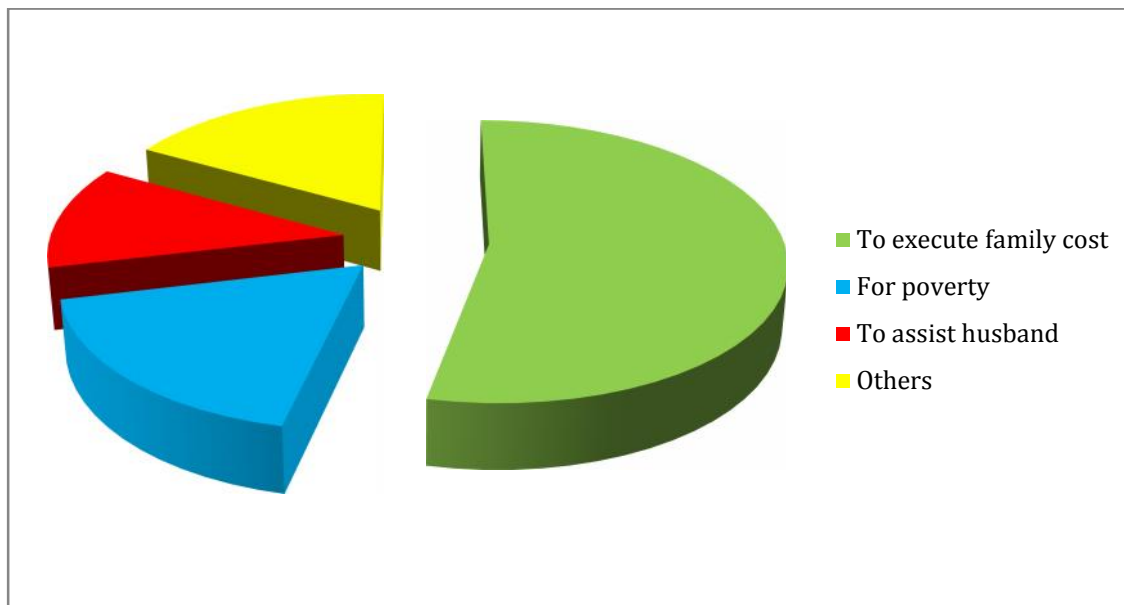
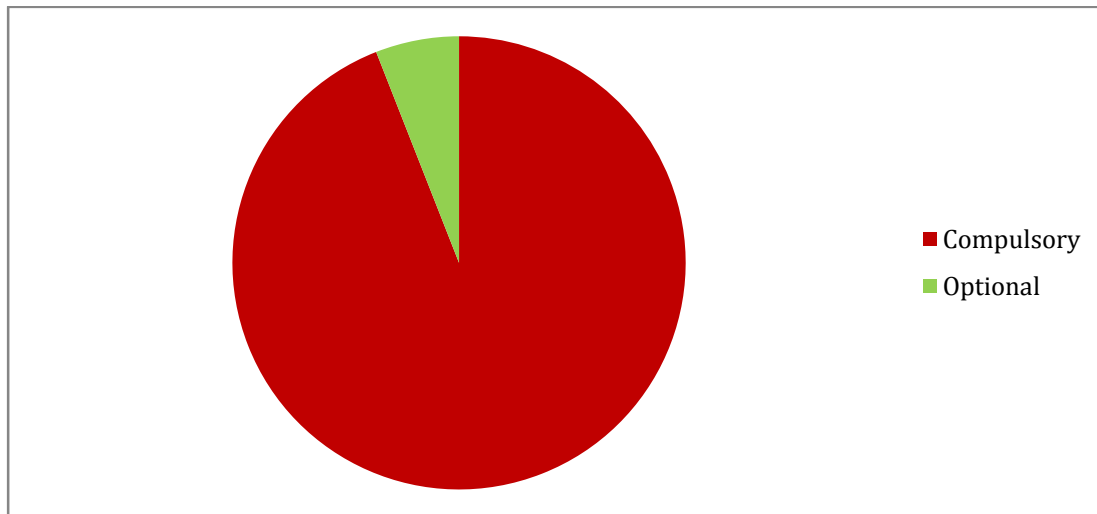


Table: 2.9 Respondents according to their opinion about over time			Table: 2.10 Respondent according to their opinion about the payment of overtime		
Type of opinion	Frequency	Percentage (%)	Type of opinion	Frequency	Percentage (%)
Yes, Obligatory.	95	94.05	Twice the basic salary	60	59.41
No	6	5.95	Half of the basic salary	-	-
			Equal to the basic salary	41	40.59
Total	N=101	100	Total	N=101	100

Table 2.9 shows that 94.05 % of the workers obligatory do the overtime. In most of the industries overtime is compulsory. In some cases workers do it having any consideration by the owners is that for better livelihood. But it reveals from table 2.10 that 59.41 % workers get their overtime salary according to labour law. But 40.59 % workers do not get their overtime as per the rules. This deprivation is done by taking the advantage of their poverty, lack of awareness, education and the absence of tread union.

Graph -09
Respondents according to their opinion about over time



7.3 Information about Health and sanitation

Table: 3.1 Distribution of the respondent according to their opinion about medical facilities provided by garment authority.

Medical facilities Garment	Primary health facilities only	Percentage (%)	Primary health, prescription by specialist and provide medicine	Percentage (%)	Total	Percentage (%)
Chaity app.Ltd.	-		24	37.5	24	23.76
Delta com. Ltd.	-		21	32.51	21	20.79
Surma app. Ltd.	19	51.35			19	18.81
Garmex Ltd.	18	48.65			18	17.82
Continental app. Ltd.	-		19	29.69	18	17.82
Total	37	100	64	100	N=101	100
Percentage (%)	36.63		63.37		100	

The Table No: 3.1 reveals that the major portion 63.37 % of the respondent are getting all medical facilities like Primary health, prescription by specialist and medicine from garment authorities. On the other hand 36.63 % respondents are getting only primary health facility from garment authorities. So it is clear that garment workers are enjoying medical facility available from other sector in Bangladesh.

Graph -10

Distribution of the respondent according to their opinion about medical facilities provided by garment authority

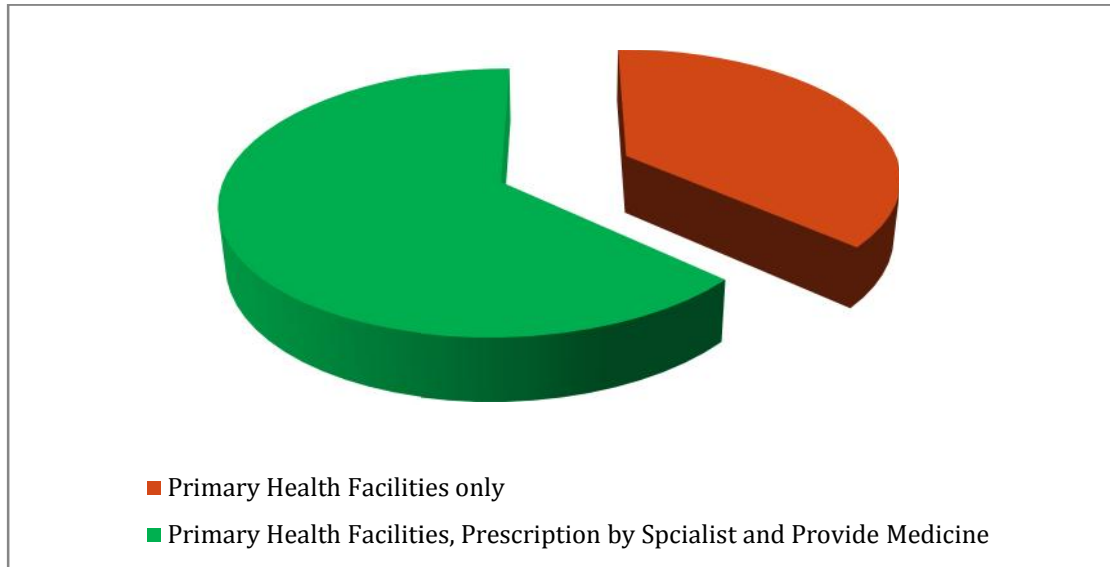


Table: 3.2 Distribution of the respondent according to their opinion about Source of drinking water during working period in garment factory

Drinking water / Garment	Supply Water	Percentage (%)	Purify water	Percentage (%)	Deep Tube well	Percentage	Total	Percentage (%)
Chaity app.Ltd.					24	100	24	23.76
Delta com. Ltd.			21	52.5			21	20.79
Surma app. Ltd.	19	51.35					19	18.82
Garmex Ltd.	18	48.65					18	17.82
Continental app. Ltd.	-		19	47.5			18	17.82
Total	37	100	40	100	24	100	N=101	
Percentage %	36.63		39.60		23.76		100	

The Table No: 3.2 reveal that 36.63 % of the garments workers are drinking supply water during working period in garment. 39.60 % respondent are drinking purify water in garment factory and rest 23.76 % respondent are drinking deep tube well water in factory. Out of 5 garments, two garments provide supply water for workers. So it can be said that supply water effect on workers health.

Graph-11

Distribution of the respondent according to their opinion about Source of drinking water during working period in garment factory

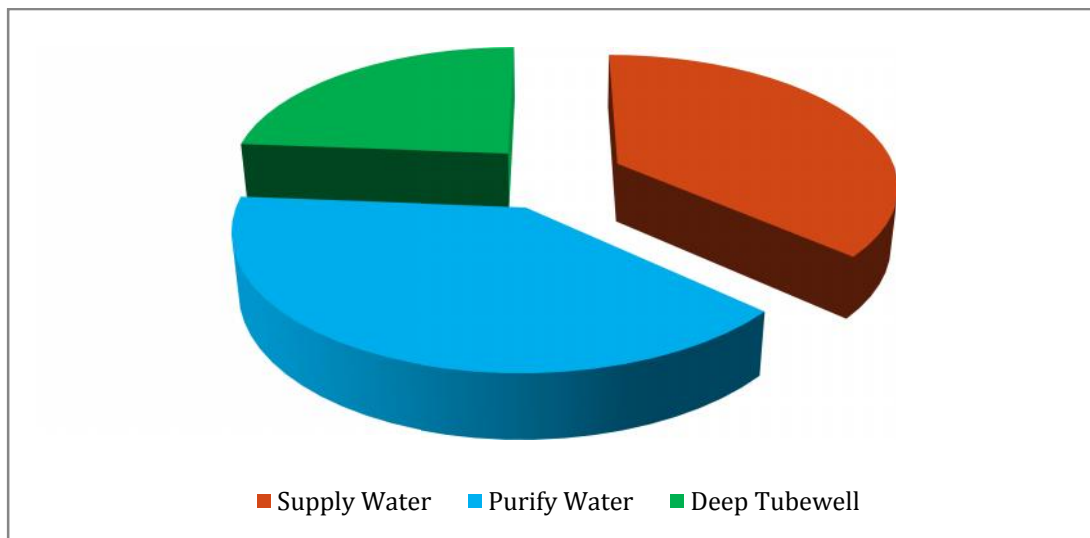


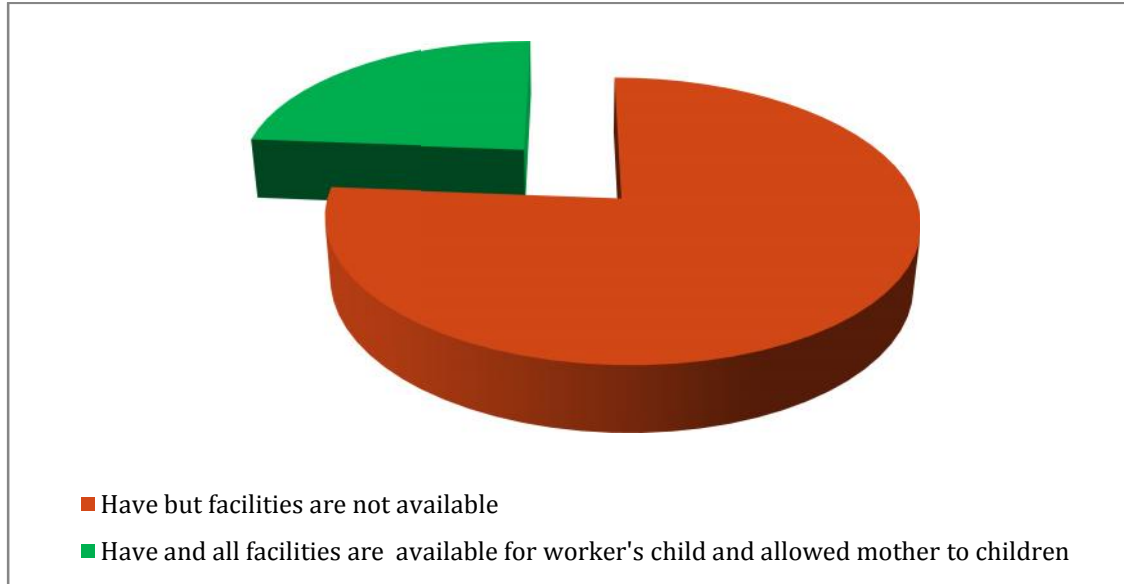
Table: 3.3 Distribution of the respondent according to their opinion about Day care center facilities

Day-care facilities Garment	Have but facilities are not available	Percentage (%)	Have and facilities are available for child and allowed mother to children	Percentage (%)	Total	Percentage (%)
Chaity app.Ltd.			24	100	24	23.76
Delta com. Ltd.	21	27.27			21	20.79
Surma app. Ltd.	19	24.58			19	18.82
Garmex Ltd.	18	23.38			18	17.82
Continental app. Ltd.	19	24.58			18	17.82
Total	77	100	24	100	N=101	100
Percentage %	76.24		23.76		100	

The Table No: 3.3 show that 76.26 % of the respondents tell that their garment owners introducing Day care center for their buyers satisfaction but they are not providing day care facility for workers. Only 23.76 % respondents tell that their garment provide all facilities of Day care center for workers. Out of 5 garments, only one garment provides all facilities of Day care center for workers. So it clear that Day care center facilities are not available for workers. And deficiency of day care center effect on child life of workers.

Graph -12

Distribution of the respondent according to their opinion about Day care center facilities



7.4 Information about Security condition in Garment industry

Table: 4.1 Respondents according to their opinion about Feelings regarding security /insecurity in garment factory.

Feel insecurity Garment	Feel insecurity	Percentage (%)	Feel security	Percentage (%)	Total	Percentage (%)
Chaity app.Ltd.	2	5.71	22	33.33	24	23.76
Delta com. Ltd.	2	5.71	19	28.79	21	20.79
Surma app. Ltd.	13	37.14	6	9.09	19	18.82
Garmex Ltd.	8	22.86	10	15.15	18	17.82
Continental app. Ltd.	10	28.57	9	13.64	18	17.82
Total	35	100	66	100	N=101	100
Percentage %	34.65		65.35		100	

The Table No: 4.1 reveal that 34.65 % of the respondents feel their job place unsafe and insecure for them. They are anxiety for Electrical faults, Fire accidents, Building collapse, Stampede, Etc. On the other hand 65.35 % respondents feel their job place safe and secure for them. So it is clear that garment workers received alarm for accident of Rana plaza tragedy and Tazreen garment accident in RMG sector in Bangladesh.

Graph-13

Respondents according to their opinion about Feelings regarding security /insecurity in garment factory



Table: 4.2 Respondents according to their opinion about insecurity which most worry in factory.

Type of Causes Garment	Electrical faults	Fire accidents	Building collapse	Stampede	Others	Total	Percentage (%)
Chaity app.Ltd.	2					2	5.71
Delta com. Ltd.		2				2	5.71
Surma app. Ltd.	6	5	2			13	37.14
Garmex Ltd.	4	2			2	8	22.86
Continental app. Ltd.	5	3	2			10	28.57
Total	17	12	4	-	2	N=35	100
Percentage %	48.57	34.29	11.43	-	5.71	100	N=35

The Table No: 4.2 reveal that 48.57 % of the respondents feel their job place unsafe and insecure for Electrical faults, 34.29 % Fire accidents, 11.43 % Building collapse. So it is clear that garment workers received alarm for accident of Rana plaza tragedy and Tazreen garment accident in RMG sector in Bangladesh.

Table: 4.3 Respondents according to their opinion about hearing or experienced by any accident.

Type of Causes Garment	Electrical faults	Fire accidents	Building collapse	Stampede	Others (slight injured)	Total	Percentage (%)
Chaity app.Ltd.					2	2	3.45
Delta com. Ltd.		2			10	12	20.69
Surma app. Ltd.	8	3			8	19	32.76
Garmex Ltd.					11	11	18.97
Continental app. Ltd.	5		5		4	14	24.14
Total	13	5	5	-	35	N=58	100
Percentage %	22.41	8.62	8.62	-	60.34	100	N=58

The Table No: 4.3 reveal that out of the 101, 58 respondents tell that they are hearing or direct experienced by accident in job place. Major accident occurred by 22.41 % electrical faults, 8.62% Fire accidents, 8.62 % Building collapse and simple accidents occurred for unconsciousness in working place.

Table: 4.4 Distribution of the respondent according to their opinion about providing facilities to the injured workers.

Type of compensation	Primary health facilities only	Percentage (%)	Leave with salary and all medical support	Percentage (%)	Total	Percentage (%)
Garment						
Chaity app.Ltd.			2	6.06	2	3.45
Delta com. Ltd.	3	12	9	27.27	12	20.69
Surma app. Ltd.	11	44	8	24.24	19	32.76
Garmex Ltd.	7	28	4	12.12	11	18.97
Continental app. Ltd.	4	16	10	30.30	14	24.14
Total	25	100	33	100	N=58	100
Percentage %	43.1		56.9		100	

The Table No: 4.4 show that 58 respondents out of the total respondents tell that their garment owners provided medical facilities for injured workers depend on injured condition. If the worker injured serious in garment factory than garment authority provided all medical support and salary with leave for workers. This table also reveals that same garment authority provided only medical support for slight injured workers.

Graph -14

Distribution of the respondent according to their opinion about providing facilities to the injured workers.

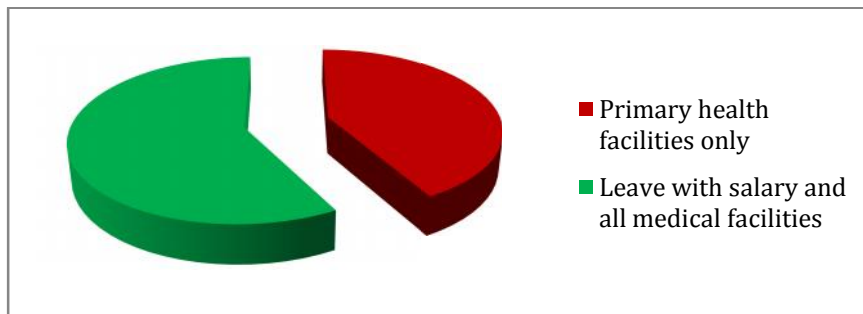


Table: 4.5 Respondents according to their opinion about Alternative staircase and open during working period.

Type of opinion	Frequency	Percentage (%)
Yes, Have alternative staircase and open during working period	101	100
No	-	-
Total	N=101	100

The Table No: 4.5 show that 100 % of the respondents tell that their garment owners built alternative staircase in garment factory and alternative staircase open during working period after tazreen garment factory incident. So it is positive side for workers. This thesis also finds out that pre tragedy period and post tragedy period of Tazreen and Rana plaza provided facilities are difference between two period for workers in RMG sector. Post tragedies period workers are more enjoying facilities than pre tragedies period.

Table: 4.6 Distribution of the respondent according to their opinion what type safety system provided by the garment authority.			Table: 4.7 Distribution of the respondent according to their opinion what type training system provided by the garment authority to combat accident.		
Type of safety system	Frequency (N=101)	Percentage (%)	Type of safety system	Frequency (N=101)	Percentage (%)
Fire	101	100	Fire	101	100
Earthquake	-	-	Earthquake	-	-
Others	-	-	Others	-	-
Total	101	100	Total	101	100

The table 4.6 and 4.7 are provided the similar result. The Table No: 4.6 show that the 100 % of the respondent opine that there is fire extinguisher are available in their workplace to combat accident of fire and table 4.7 also reveals that their garment authority provided training on fire mitigation for face the accidental hazard. But it is not enough for facing any kind of accidental hazard.

Most of the respondent said that all of the training provided after tazreen fire accident. So it is clear that post stage period of tazreen and Rana plaza accident garment workers are enjoying more facilities than pre stage period.

Table: 4.8 Distribution of the respondent according to their harassment in job place			Table: 4.9 Respondent according to their opinion about the person who harassed workers in job place		
Type of opinion	Frequency	Percentage (%)	Type of person	Frequency	Percentage (%)
Yes, Victimized	8	7.92	Security guard	-	-
No	93	92.07	Worker	2	25
			Official	6	75
Total	N=101	100	Total	N=8	100

The Table No: 4.8 show that the 7.92 % of the respondent said that they were harassed in job place. And most of the victim said that 'we are harassed by Official'. Here it is seen that harassed worker deprived their legal rights. After all these are harassed in garment factory they are minor group. On the other hand 92.07 % respondent said that they are totally safe any kind of harassed in factory. So it can be said that garment factory environment favors to workers.

Table 4.10 Distribution of the respondent according to the opinion of the main problems in working place by experience

Type of problems	Frequency	Percentage (%)
No problem	52	51.48
No answer	7	6.93
No value in work place	21	20.79
Work place very unpleasant for hot	8	7.92
Very crowded in work place	8	7.92
Others	6	5.94
Total	N=101	100

The Table: 4.10 show 51.48 % respondents opine that their work place is enough good and there are no problems. 6.93 % respondent was keep silent on this question mark because it is very critical and sensitive question for garment authorities. 20.79 % respondent said that garment authority think us “We are value less component in work place”. $(8+8+6)= 21.78$ % respondents feel unpleasant in working place.

7.5 Information about facilities to provide for garment workers by garment authorities

Table: 5.1 Facilities for the garment worker provided by the garment authorities

Type of facilities	Frequency (N=101)	Percentage (%)
Tiffin	80	79.2
Maternity leave	83	82.18
Picnic	81	80.2
Housing facilities	-	-
Day care center	101	100
Transports	-	-
Medical facilities	101	100
Canteen	60	59.41
Bonus	101	100
Attendance Bonus	41	40.59
Insurance	-	-

***More than one responses was possible**

The Table No: 5.1 shows that the out of total respondents 101, 82.18% total women workers tell that they get maternity leave with full salary and 100 percent worker said that they get bonus for Eid festival and medical facilities from garment authorities. 59.43% of the respondents said that they enjoy canteen facilities. 79.2 % respondents tell that they get Tiffin but when they are doing overtime. But the RMG industry owner does not provide any housing facilities for their worker.

Here it is seen that the production of the RMG industry not only depends on their monthly payment but also it depends on their above facilities. So the facilities are increase, their production also increase. But most of time these facilities is depends on RMG owner and their mentality.

Graph-15

Facilities for the garment worker provided by the garment authorities

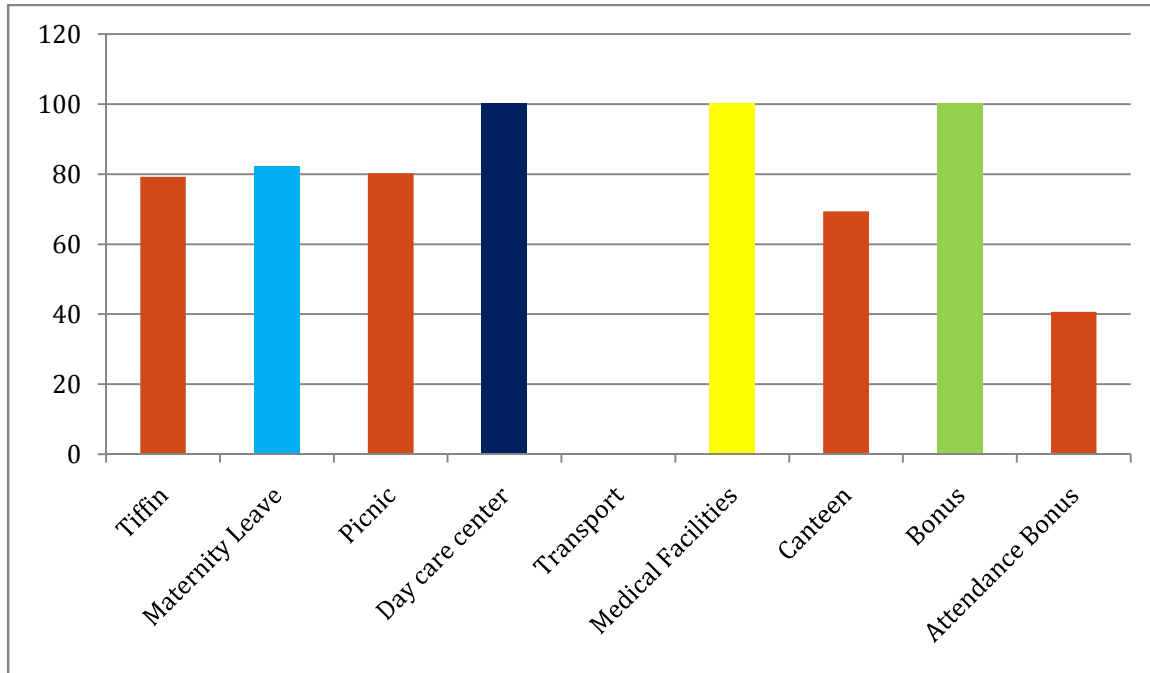


Table: 5.2 Distribution of the respondent who got maternity benefits from factory

Type of benefits	Leave with full salary	Frequency	Percentage (%)	Leave without salary.	Frequency	Percentage (%)	Total	Percentage (%)
Garment								
Chaity app.Ltd.	4	4	36.36	-	-		4	36.36
Delta com. Ltd.	2	2	18.18	-	-		2	18.18
Surma app. Ltd.	1	1	9.09	-	-		1	9.09
Garmex Ltd.	2	2	18.18	-	-		2	18.18
Continental app. Ltd.	2	2	18.18	-	-		2	18.18
	Total	11	100	Total	-		N=11	100
Percentage %	10.89 (N=101)							

The table no: 5.2 shows that the out of total respondents 101, 82.18% total women workers tell that they get maternity leave with full salary. This table also shows that 11 women workers out of 83 women workers they already got maternity benefits leave with full salary in garment industry.

Table: 5.3 Respondents according to their opinion of appointment letter

Type of opinion	Frequency	Percentage (%)
Yes, already got.	79	78.22
No	22	21.78
Total	N=101	100

The Table No: 5.3 show that the 78.22% of the respondents said that they have got the appointment letter when they are involved in the present working place. 21.78 % of the respondents tell that they have not got any appointment letter in the present working place.

Here it is seen that vast portion of the worker deprived their legal rights. As a result the owner of the garments industry can easily dismiss their worker and give appoint new worker.

Graph-16
Respondents according to their opinion of appointment letter

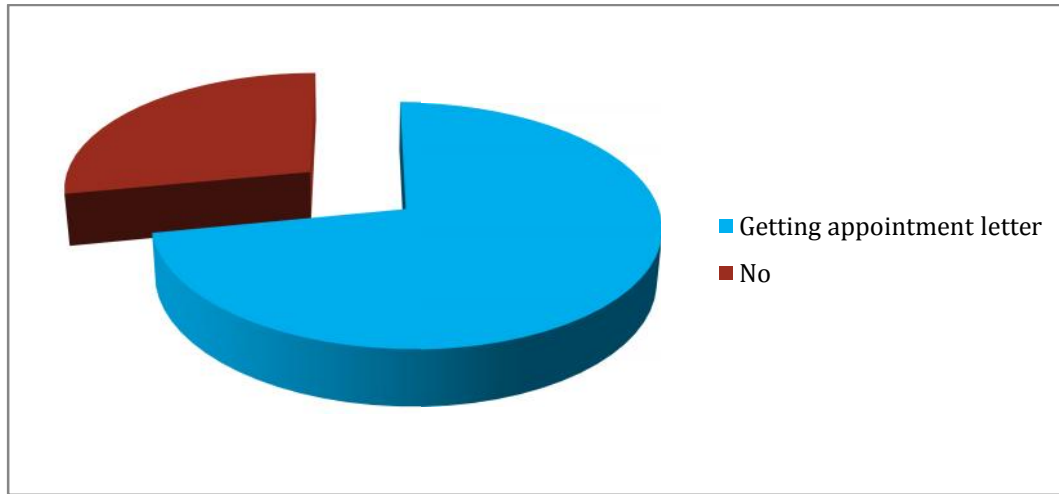


Table: 5.4 Distribution of the respondent based on their satisfaction of (2010) Wage Structure			Table:5.5 Distribution of the respondent based on their expectation of (2013) New Wage Structure		
Type of opinion	Frequency (N=101)	Percentage (%)	Expect Range	Frequency (N=101)	Percentage (%)
Satisfied	-	-	8000	89	88.11
Unsatisfied	101	101	7000	7	6.93
Total	N=101	100	6500	5	4.95
			Total	N=101	100

The Table No: 5.4 reveal that 100 % of the respondents are not satisfied on their (2010) wage structure because their basic needs are not fulfill by the low income.

So it can be said that all of the respondent workers demand for increasing their salary. The New Wage Structure is very important for workers with their demand because for their livelihood.

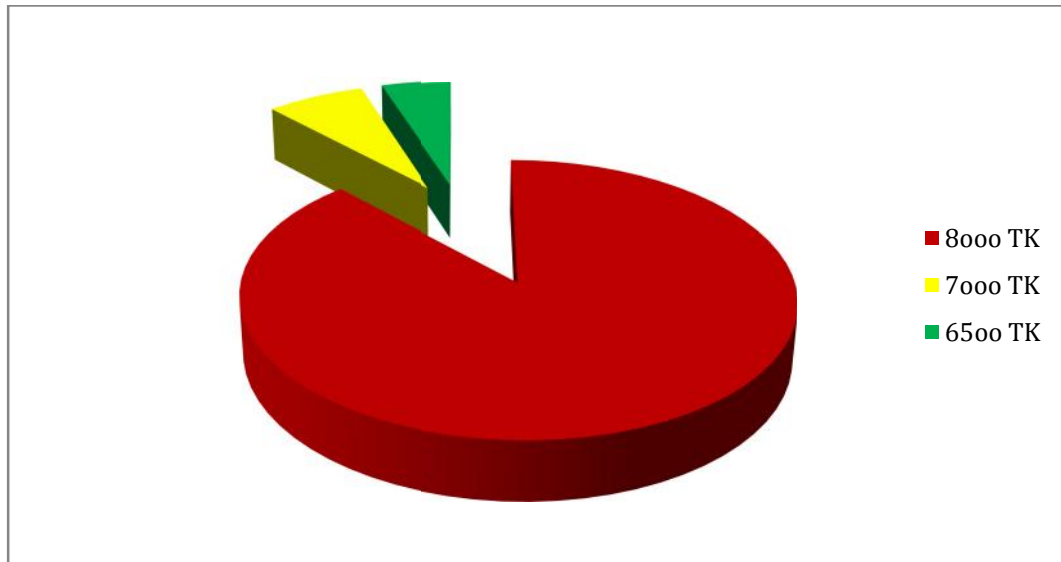
The Table No: 5.5 reveal that 88.11% of the respondents tell that their expectation from New wage structure minimum 8000 TK. 6.93 % respondent said their demand 7000 TK. And only 4.95% workers demand minimum salary 6500 TK. After increasing the salary scales worker said that their demand levels are not fulfill. They also said that after promote the new wage structure

the life standard of RMG workers will not change. Because their salary level is not increase as they want. The salary settled only 5300 TK.

It is mentionable that major portion of the workers said that after announcing New wage structure (2013) their life standard will not change. Because of the price hike of daily necessary goods in our country

Graph-17

Distribution of the respondent based on their expectation of (2013) New Wage Structure



5.6 Information about Others Facilities to Provide the Worker from Garment

- Most of the workers said that their garment industries pay equal salary to all workers. They cannot face any discrimination about their wage on the basis of sex. There is no gender discrimination
- Most of the workers said that they get medical leave for illness and festival leave. But it just for half of the day or one day.
- Major portion of the respondent said that their garment provides toilet facility for worker but it is not enough for huge worker.

Main expectation of the workers in the garments industry is:

100 % respondent demand from their garment owners

- **Increasing the salary scales**

Others expectation of the workers in the garments industry is below:

- Provident fund
- Education for children
- Insurance
- Lunch bill
- Housing facilities
- Festival gift
- Pension

7.6 Information about The Work place Environment

Table: 6.1 Distribution of the respondent according to the opinion about relationship with Authorities

Type of opinion	Frequency	Percentage (%)
Very satisfied	4	3.96
Satisfied	42	41.58
So so	51	50.49
Unsatisfied	4	3.96
Total	N=101	100

The Table: 6.1 show that half of the total respondent concentration of the sampled workers $(3.96+41.58)= 45.54\%$ said that their relationship with their garment authority is very satisfied and satisfied. 50.49% opine so so. while the marginal (3.96%) of the respondents have a unsatisfied relationship with their authority. So it can be imagined that most of the respondent bears a satisfactory relationship with their authority. The above figures prove the skill and the dutifulness of worker. So it can be said the worker are able to obey the vast responsibilities of garment industry.

Graph-18

Distribution of the respondent according to the opinion about relationship with Authorities

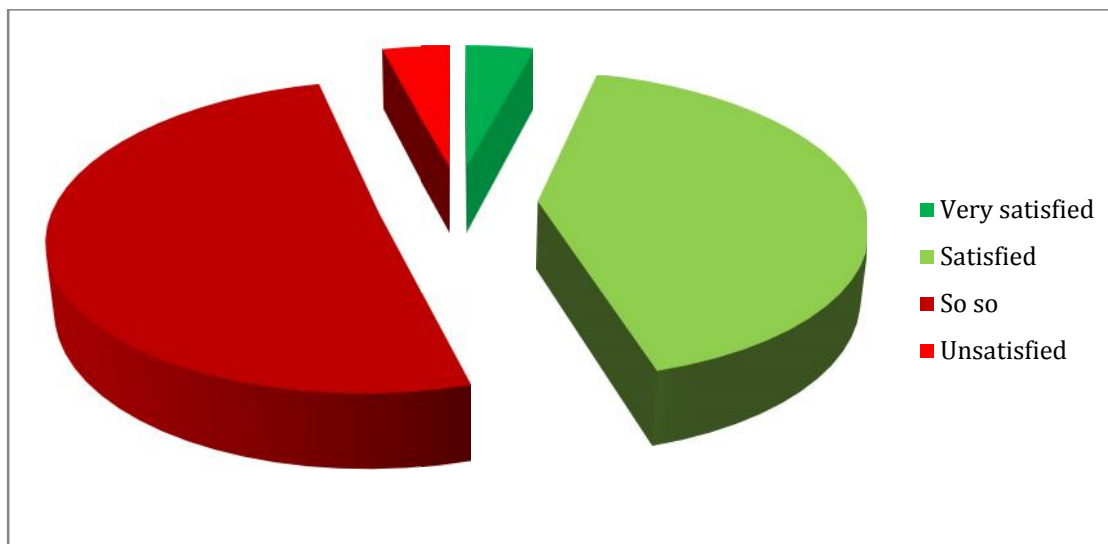


Table: 6.2 Respondent according to their opinion about factory environment

Type of opinion	Frequency	Percentage (%)
Very good	16	15.85
Good	81	80.19
Bad	4	3.96
Total	N=101	100

The Table: 6.2 shows that $(15.85+80.19)=95.05$ % of the respondents opine about their factory environment are very good and good. While the marginal (3.96 %) of the respondents said that their factory environment is bad. So it can be said that most of the respondent bears a satisfactory about factory environment.

Graph-19

Respondent according to their opinion about factory environment

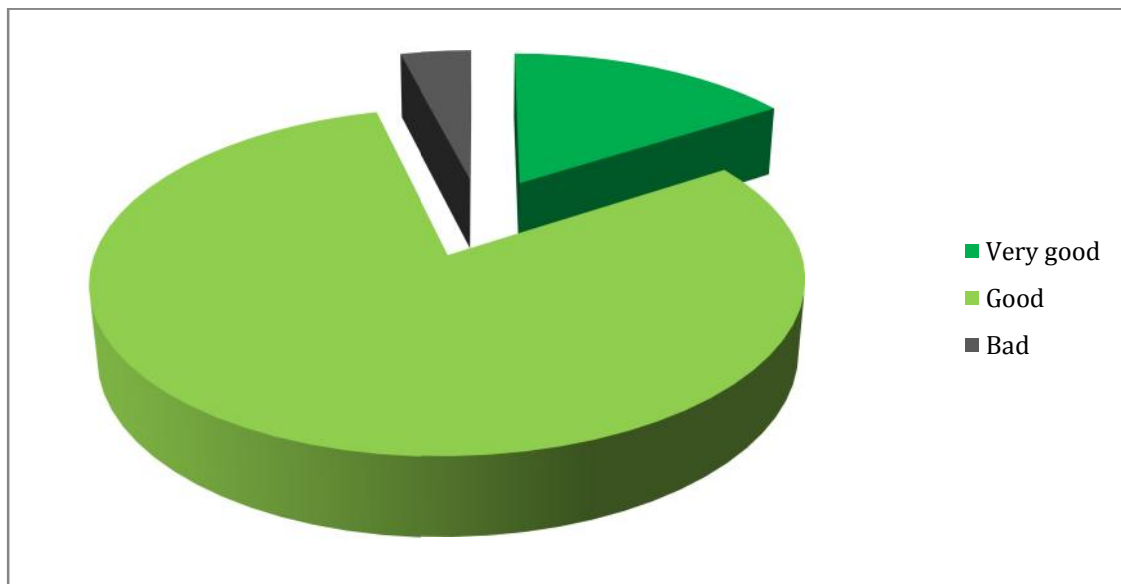


Table: 6.3 Respondent according to their opinion about environmental problem in factory.			Table: 6.4 Distribution of the respondent according to the opinion what type of environmental problem in garment factory?		
Type of opinion	Frequency	Percentage (%)	Type of problem	Frequency (N=65)	Percentage (%)
Exist problems	65	64.36	Lack of clean	25	24.75
No problems	36	35.64	Insufficient toilet	46	45.54
			Over Crowded	18	17.82
Total	N=101	100	Others	2	1.98

*More than one response was possible

The Table No: 4.2 reveal that 64.36 % of the respondents tell that their workplace have many problems like lack of clean, insufficient toilet, workplace overcrowded than other garment, On the other hand 35.64% respondents opine their workplace is good and there have no problems in factory.

Table No: 6.4 reveal that among these respondents who think their workplace have problems. 45.54 % respondents said workplace have problem only for deficiency of toilet. 24.75 % for lack of clean, 17.82% overcrowded than others garment.

Graph-20

Respondent according to their opinion about environmental problem in factory.

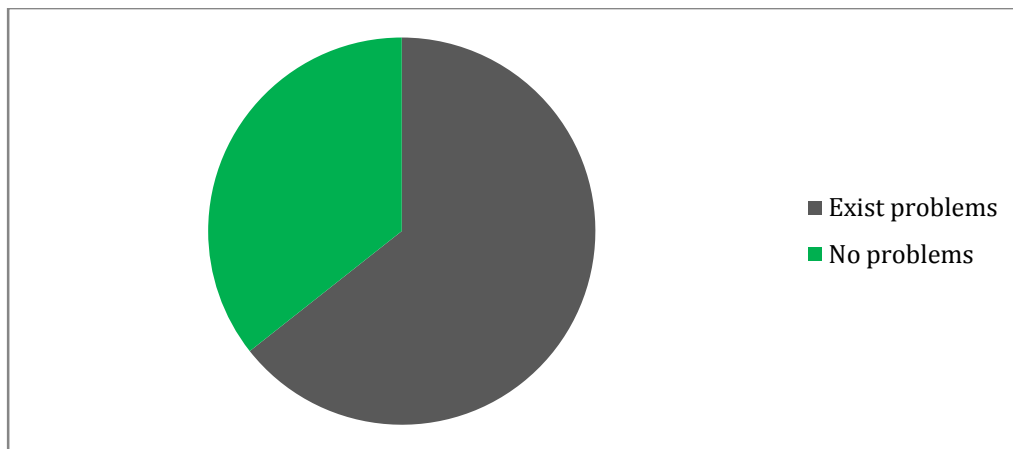


Table: 6.5 Distribution of the respondent according to their opinion about punishment for absent of work.			Table: 6.6 Distribution of the respondent according to their opinion to dismiss from the job how many days absent?		
Type of Punishment	Frequency (N=101)	Percentage (%)	Number of days	Frequency	Percentage (%)
Short the salary	101	100	10-15	31	30.69
Short the weekly leave	60	59.41	15-20	20	19.81
Bad behavior	30	29.7	One month	40	39.6
Short the attendance bonus	101	100	No rules to dismiss	10	9.9
			Total	101	100

***More than one response was possible**

The table 6.5 reveals that 100 % respondents tell that short the salary and short the attendance bonus for absent. 29.7% respondents tell that garment authority show the bad behavior for the absent and 59.41% respondents tell that short the weekly leave. Most of the workers tell that they can absent for 2-3 days the owners of the RMG industry take above action. So workers suffer by manifold problems.

The Table No: 6.6 show that the 9.9 % of the respondents opine that there have no rules to dismiss for absent. $(30.69+19.81+39.6)=90.09$ % workers informed that there have rules to dismiss for absent. 30.69 % of the workers tell that 10-15 days absent for dismiss.19.81% respondents tell 15-20 days and 39.6 % respondents said that one month the owners of the RMG industry take above action. They cannot take leave with their own will.

Table: 6.7 Respondent according to their opinion to change their garment.			Table: 6.8 Respondent according to their opinion what are the causes to change previous garment.		
Type of opinion	Frequency	Percentage (%)	Type of causes	Frequency (N=81)	Percentage (%)
Yes, Changed	20	19.81	Short salary	15	14.85
No changed	81	80.19	Long work hours	2	1.98
Total	N=101	100	Far distance from house	5	4.95
			Others	11	10.89

***More than one response was possible**

The table 6.7 reveals that 19.81 % respondents changed their garment for better salary, removing long work hours and reducing far distance between factory and house. On the other hand 80.19 % workers no changed their garment in their working years.

The table 6.8 provided the causes to changing one garments to another garment. That the workers changes one garment to another garment frequently may be for better salary, better facilities and for better environment.

Table: 6.9 Respondent according to their opinion about steps to solve insecurity problems in garment factory.

Type of step	Frequency (N=101)	Percentage (%)
Take rapid action	85	84.16
Take action lately	14	13.86
No serious to take action	2	1.98
Total	101	100

The Table No: 6.9 reveal that major portion 84.16 % of the respondents tell that their garment authority take rapid action to solve insecurity problems in garment factory. It is positive side for workers. Respondent also said that authority mentality change after tragedies.15.84 % respondent said that their garment authority take action but lately. Here it is seen that after tragedies promote the mentality of authority for solve insecurity problems.

Graph-21

Respondent according to their opinion about steps to solve insecurity problems in garment factory

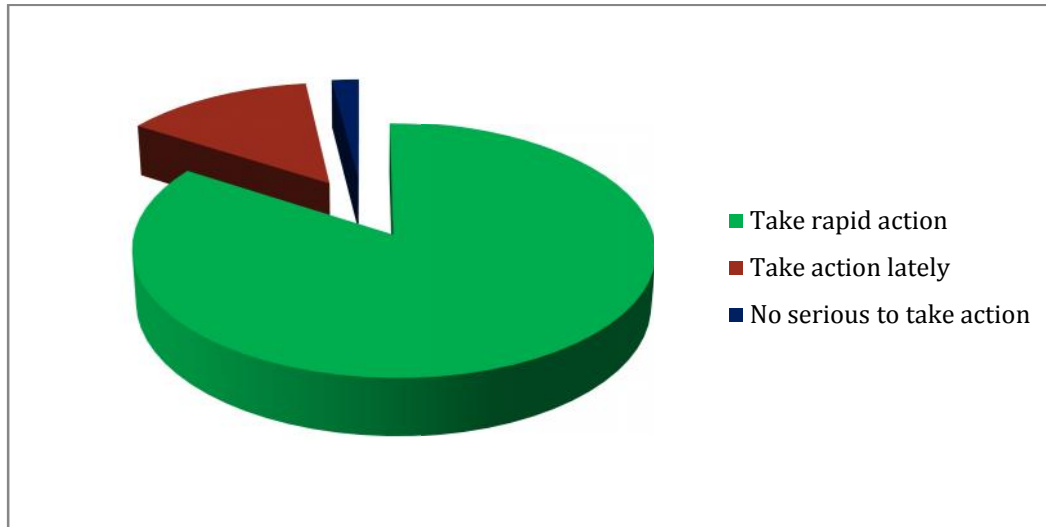


Table: 6.10 Respondent according to their opinion about distance between house and garment factory			Table: 6.11 Distribution of the respondent based on How to go your work place?		
Time	Frequency	Percentage (%)	Type of vehicles	Frequency	Percentage (%)
5-10	35	34.65	Walk	97	96.03
10-15	43	42.57	Bus	-	
15-20	4	3.96	Factory vehicles	-	
20-25	6	5.94	Bicycle	3	2.97
25-30	12	11.88	Others	1	.99
30-35	1	.99			
Total	N=101	100	Total	N=101	100

The table 6.10 reveals that 42.57 % respondents tell that their garment and houses distance between 10-15 minutes walking path, 34.65 % respondents tell that 5-10 minutes and (5.94+11.88)=17.82 % respondents tell that their garment and houses distance between 20-30 minutes walking path.

Table No: 6.11 show that out of the 101, 97 workers tell that they get to work by walking.

Table: 6.12 Respondent according to their opinion about participation in workers demand.			Table: 6.13 Distribution of the respondent according to the causes to participate labour demands movement in this garment.		
Type of opinion	Frequency	Percentage (%)	Type of causes	Frequency (N=74)	Percentage (%)
Yes, Participation	74	73.26	For increasing salary	60	59.4
No, Participation	27	26.74	For increasing facilities	40	39.6
Total	N=101	100	For Rana plaza tragedy	12	11.8
			No demonstration any movement	10	9.9

***More than one response was possible**

The Table No: 6.12 reveal that 73.26 % of the respondents participate in workers demand for increasing their salary and facilities in garment factory. 26.74 % respondent said that they are not participating in labour demands movement.

Table No: 6.13 show that 59.4% respondents said that they participated for increasing their salary, 39.6% respondent said that they are participate in movement due to increasing their facilities in garment factory.

Graph-22

Respondent according to their opinion about participation in workers demand.

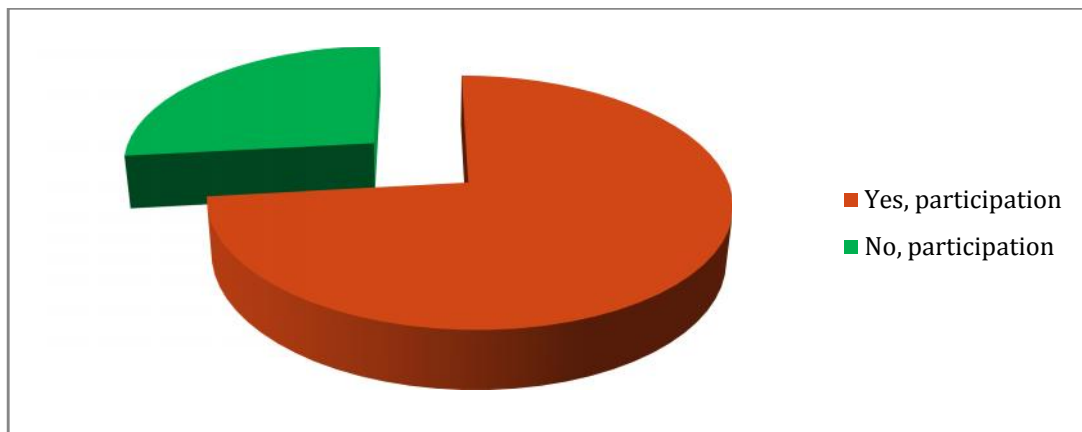


Table: 6.14 Respondent according to their opinion about member of the Labour Union			Table: 6.15 Distribution of the respondent according to their causes not to become the member of Labour Union		
Type of opinion	Frequency	Percentage (%)	Type of causes	Frequency (N=83)	Percentage (%)
Yes, Member	18	17.82	Labour Union are not available in this garment	60	59.4
No	83	82.18	Lack of contact	23	22.77
Total	N=101	100	No opportunity to involve in Labour Union	19	18.82
			Others	10	9.9

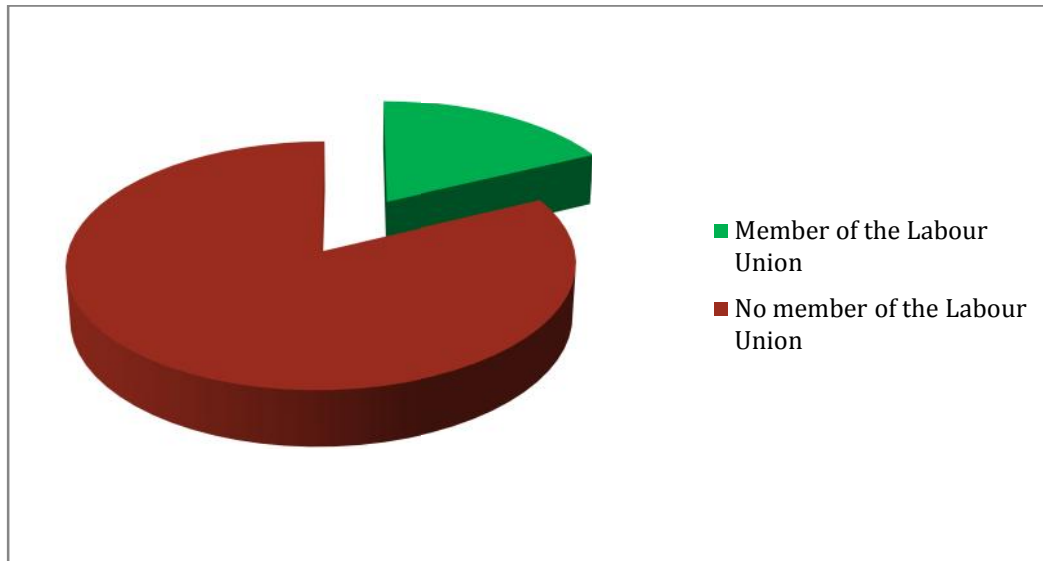
***More than one response was possible**

The Table No: 6.14 reveal that 82.18 % of the respondents opine that they are not to be member of labour union because lack of labour union in garment factory. Only 17.82 % workers tell that they are member of labour union.

The table No:6.15 reveal that most of the workers 59.4 % are not to be member of labour union because of Labour Union are not available in garment industry.22.77 % respondent said that they are not member of Labour union for lack of contact with union.18.82 % workers said that no opportunities in factory to be member of Labour union. In the absence of appropriate organization the workers are unable to prevent infringements in their rights and the owner of the garments industry can easily deprived their worker right.

Graph -23

Respondent according to their opinion about member of the Labour Union



Environmental condition of the working place

Most of the workers opine that garment authority increase their facilities after Rana plaza tragedy and Tazreen garment fire accident. Their garment industry keep the door open, adequate ventilation and lighting, lunch room and toilet facilities in their working place for all the workers. According to the Matab, the worker of the RMG industry suffers from both physical and psychological stress, tension, anxiety and mental agony. At the present study shows that the workers also suffer from stress, tension and anxiety.

Trade Union

The 82.18 % of the respondents tell that they are not to be member of labour union because lack of labour union in garment factory and no opportunities to involve in the trade union and 17.82 % of the respondents tell that their garments industries allow trade union. Here it is seen that the most of the garment industry do not allow trade union. In the absence of appropriate organization the workers are unable to prevent infringements in their rights and the owner of the garments industry can easily deprived their worker right.

Chapter Eight

Chapter Eight: Savar Rana Plaza Tragedy: Four wounded Worker's Profile



Mariom Begum

Case study- one

Name : Mariom Begum

Age :30 Year

Husband's Name : A. Salam

Level of education : Primary

Religion : Islam

Occupation : Operator

Family member : Five members (Mariom, her husband andThree children)

Permanent Address : Vill. Boro kandi Post: Chorail

Thana: Pas bibi Dist: Joypurhat

Working place and Garment: New style Garment 7th floor

Working life : She was involved with garment Sector 3 Years.

Rescue Time: 24 April 6:30 pm

Place of injury and type of disability: Fractured of one leg and her present physical condition is being permanent disability.

Salary and present financial condition: Mariom is 30 years old .She and her family is totally economically dependent on her own job. She got every month 7000 taka from her job. When she was fall in Rana Plaza tragedy and got admit in hospital her family income source is totally stop. And her family suffers more and living under poverty line.

Present Health treatment condition: She is not getting proper treatment for her insufficient money.Her husband is unemployed and dependent on patient's income. Patient can not able to continue her treatment for the lack of money.

Future expectation: Her future expectation from Government is financial security for herself and family.



Jarina Begum

Case study- Two

Name : Jarina Begum

Age : 35 years

Religion : Islam

Father's Name A.Karim

Level of education : Primary

Occupation : Operator

Marital Status : Divorce

Family member : Three members (Jarina and her two children)

Permanent address : Vill. Nathkundu Post:Barator

Thana: Mahamat pur Dist: Nogaon

Working place and Garment: New style Garment 8th floor

Rescue Time: 25 April 12:30 am

Working life : She had been working for 2 Years in garment Sector

Place of injury and type of disability: Fractured of Two legs and her present physical condition is being permanent disability.

Salary and present financial condition: Jarina is 35 years old .She and her two children are totally economically dependent on her own job. She got every month 7500 taka from her job. When she was fall in Rana Plaza tragedy and got admit in hospital her family income source is totally stop. And her family suffers more and living under poverty line.

Present Health treatment condition: She is not getting proper treatment for insufficient money. Patient family is dependent patient's income. Patient can not able to continue her treatment for the lack of money.

Future expectation: Her future expectation from Government is financial security for herself and family.



Rebeka

Case study- Three

Name : Rebeka

Husband's Name : Md. Mostafizur Rahman

Age :23 Year

Level of education : Secondary school

Religion : Islam

Occupation : Operator

Family member : Two members (Rebeka and her husband.)

Permanent Address :Vill. Boro chairman para Post: Khazapur

Thana: Fulbaria Dist: Dinajpur.

Working place and Garment: Ethertech Garment 6th floor

Working life: She was involved with garment Sector 3 Years and 6 Month .

Rescue Time: 24 April 2:30 pm

Place of injury and type of disability: Cutting of two legs for proper treatment and her present physical condition is being permanent disability.

Salary and present financial condition: Rebeka is 23years old .She and her family is totally economically dependent on her own job. She got every month 8000 taka from her job. When she was fall in Rana Plaza tragedy and got admit in hospital her family income source is totally stop. And her family suffers more and living under poverty line.

Present Health treatment condition: She is not getting proper treatment for insufficient money. Her husband is also dependent on patient's income. Patient can not able to continue her treatment for the lack of money.

Future expectation: Her future expectation from Government is financial security for herself and family.

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Rashiduzzaman

Case study- Four

Name : Rashiduzzaman

Father's Name : late Samsher Ali

Age : 30 years

Level of education : Secondary school

Religion : Islam

Occupation : Line Quality Controller

Name of the garment: Fantom tech 5th floor

Marital Status : Married,

Family member : Three members (Rashiduzzaman, wife and one daughter)

Permanent Address : Vill. Islampur Post: Bollomjar

Thana: +Dist: Gaibanda

Working place and Garment: Fantom Garment 5th floor

Working life: He had been working for 4 Years 7 Month in garment Sector

Rescue Time: 24 April 6:30 pm

Place of injury and type of disability: Fractured of arms, legs and injured in head. He is also suffering for mistreatment and his present physical condition is being temporal disability. If he gets proper treatment than he completely come around from the disability.

Salary and present financial condition: Rashiduzzaman is a young youth .He and her family is totally economically dependent on her own job. He got every month 9000 taka from his job. When he was fall in Rana Plaza tragedy and got admit in hospital. His family suffers economical difficulties and living under poverty line because of his income source is totally stop for his accident.

Present Health treatment condition: He is not getting proper treatment for lack of money.

Future expectation: His future expectation from Government is financial security and proper treatment for himself and permanent job to lead family cost.

Chapter Nine

Chapter Nine : Recommendations

9.1 Recommendations for After Accidents :

Recommendations for Government:

- Provide emergency short-term compensation to the families of workers who are killed or permanently disabled because of workplace accidents.
- Provide free medical treatment to injured workers in workplace incidents.
- In the case that factories are closed due to accidents or a failure to meet safety standards, ensure workers are provided income support, equivalent to their former average earnings.
- Set up a high-level investigative committee to conduct inquiries into accidents at factories involving worker fatalities or multiple serious injuries.
- Pursue all applicable criminal charges against the employer in the case of negligence.

Recommendations for BGMEA/BKMEA:

- Provide emergency short-term compensation to the families of workers who are killed or permanently disabled because of workplace accidents.
- Provide free medical treatment to injured workers in workplace incidents.
- Ensure payments made to workers from insurance fund are made in a timely and transparent manner.
- Ensure that contributions to the compensation fund.
- Cooperate with investigations into the root causes of the accident and push for any improvements recommended as a result.
- Pursue all applicable criminal charges against the employer in the case of negligence.

Recommendations for factory owners:

- Provide long-term compensation to the families of workers who are killed or permanently disabled because of workplace accidents.
- Provide free medical treatment to injured workers in workplace incidents.

- In the case that factories are closed due to accidents or a failure to meet safety standards, ensure workers are provided income support, equivalent to their former average earnings, for the duration of the closure or, in cases where factories are closed permanently or for an extended time, a reasonable period in which to secure alternative employment.
- Factory owners themselves must ultimately be held accountable for their negligence in regard to the upholding of adequate safety standards in the workplaces they own and run.

Recommendations for Brands and retailers:

- Work with other buyers, factory owners and the BGMEA to quickly establish a compensation fund.
- Negotiate directly with labour groups representing affected workers to establish exact calculation and implementation of compensation agreements.
- Work with trade unions and the BGMEA to support workers affected by sudden factory closure to find other work or in the case of temporary closure, to ensure income is maintained during that period.
- Work with the authorities to establish the cause of any incident and support and resulting improvements required.

Recommendations for prevent future Accidents:

Recommendations for factory owners:

- Every factory owners should establish building properly following the Bangladesh National Building Code and fire safety guideline.
- Form participatory fire safety committee and implement Occupational Safety and Health committee in each floor & give them proper training and keep it active.
- Arrange fire safety and implement Occupational Safety and Health training regularly including refreshers training. Also arrange effective fire drill regularly.
- Ensure availability of fire defense materials in each floor of the establishment and use of it when are needed.
- All buildings, including extensions to the factory, must meet legal standards and electrical equipment should be properly maintained.

- Review the safety situation at all workplaces by an independent inspector, and ensure that any safety issues identified during the process are timely remedied.
- In case (part of) the workplaces need to be closed during renovations, workers employment should be maintained and they should not suffer of any loss of pay.
- Managers, supervisors and workers should be properly trained in fire and safety procedures and take responsibility for ensuring the safe exit of the building during an incident.
- Exit routes must be sufficient for the number of workers employed in the factory and must remain unblocked at all times. Factory gates should be kept unlocked whenever workers are in the building.
- Take a more positive attitude to dealing with concerns of workers by allowing proper workplace representation and recognize the role that trade unions and workplace safety committees can play in upholding safety standards for workers.
- Ensure that workers are trained on their rights in collaboration with trade unions.
- Ensure that functioning and independently elected Health and Safety committees are installed at each supplier.
- Ensure that workers have information about and access to credible grievance mechanisms in order to report information about health and safety hazards.
- Ensure respect for workers' internationally recognized rights of freedom of association and collective bargaining.
- Increase wage and financial facilities for workers.
- Maintain all machines, tools & equipments properly & regularly.

Recommendations for government action:

- Conduct a full and accurate review of building and fire safety standards and regulations for RMG enterprises, and develop benchmarks for compliance.
- Undertake an urgent review, conducted by a multi-stakeholder committee of all multi-story buildings currently housing garment production facilities to ensure they may be safely used for this purpose.
- Ensure that the factory inspectorate is equipped with the necessary resources to conduct regular inspections for adherence to workplace safety and labour legislation, including Bangladesh's National Building Code and Factory Act.

- Publish– on a quarterly basis – a public list of all factories that do not meet the standards outlined above and revoke the export license and BGMEA membership of each factory on this list until compliance is demonstrated.
- Ensure respect for workers’ internationally recognized rights of freedom of association and collective bargaining and ensure the removal of all unlawful or unreasonable obstacles to the registration of factory-level unions.
- One or more qualified experts appointed for review of building standards and regulations for RMG enterprises.
- Government should formulate and implement Occupational Safety and Health Policy on priority basis.
- Properly implement Bangladesh Labour Law and other relevant laws in all factories.
- Increase the capacity of Department of Inspection for Factories & establishment and introduce separate inspection system for RMG sector.
- Government should take steps to operate mobile courts in factory level regularly to ensure occupational safety & health.
- Develop separate RMG Workers Welfare Fund to ensure social security of the workers.

Recommendations for BGMEA/BKMEA:

- Ensure that BGMEA/BKMEA members are fully informed in regard to safety standards.
- Work with the government to provide full and comprehensive inspections of member factories.
- Work with the government to revoke the export license and BGMEA membership of each factory that do not meet the standards until compliance is demonstrated. Promote respect for freedom of association among its membership.

Recommendations for brands and retailers:

- Ensure that a full and accurate review of building and fire safety standards and regulations for RMG enterprises will be conducted, including benchmarks for compliance.
- Ensure purchasing practices and pricing that allow for factory renovations and investments in worker safety.

9.2 Conclusion

A safe and secure working environment is the fundamental right of the workers (UDHR,1948). From the international human rights instruments to our domestic laws worker's rights are protected but in our country due to lack of the enforcement mechanisms and unwillingness of some people these problems remain unsolved. Garment manufacturers continuing to build garment factories without proper infrastructure. Since it is one of the biggest industries in Bangladesh, more people can be employed in this sector which may reduce the unemployment level as well as the poverty level.

Punishment for those who are responsible for accidents and accountability of the owner should be ensured. Otherwise in the near future we will be questioned for these types of gross human rights violations and may lose our foreign buyers. At the same time proper implementation of general and international standards should be made mandatory; otherwise, death traps for workers will continue to be built.

The recent steps taken by government and BGMEA showed some progress in taking safety measures in factories. The government and the owners of garments factories should be more concerned about industrial safety related rules and regulations which will minimize their expenses as well as the severe losses due to accidents. Inspection, reporting and compliance of existing national and international laws and standards must be enforced properly to minimize further incidents due to lack of occupational safety provisions.

To be an upper position holder in the world Garments Sector. there is no way except follow the above recommendations. We hope by maintaining proper management and policy strategies our country will take in the garment sector the apex position in future.

Appendix

Appendix -One

Glossary

OSHE Foundation - Bangladesh Occupational Safety, Health and Environment Foundation

GSP-Generalised System of Preferences

BBS- Bangladesh Bureau of Statistics

BEZPA- Bangladesh Export Processing Zone Authority

BGMEA- Bangladesh Manufacturers and Exporters Association

BIDS - Bangladesh Institute of Development Studies

CEDAW - Convention on the Elimination of all forms of Discrimination Against Women

CPD-Centre for Policy Dialogue

EPS- Export Promotion Bureau

EPZ- Export Processing Zone

GO - Government organization

ILO- International Labor Organization

MDGs -Millennium Development Goals

MFA- Multi-Fiber Arrangement

NCWD -National Council for Women Development

NGO - Non- Government organization

RMG - Readymade Garment Industry

Taka (TK) - Monetary unit of Bangladesh (US \$ 1= approximately TK. 82 during 2013)

UNDP - United Nations Development Programmed

WB- World Bank

WID- Women in Development

Appendix -Two

Interview Schedule
Institute of Social Welfare and Research
University of Dhaka

A Study on The Work place Environment in Garment Industry:
Challenges and Opportunities

(This information used only for the Thesis)

Questionnaire only for Workers

1. Name of the garment:
2. Production of the garment:
3. Designation of the respondent:

Demographic Information

4. Name:
5. Age:
6. Religion:
7. Sex: a) Male b) Female
8. Present Address:

9. Permanent Address:

10. Educational Qualification:
 a) Illiterate b) Primary c) Secondary School d) College e) Others
11. Marital Status:
 a) Married b) Unmarried c) Widow d) Divorced

Information of Family Members

12. How many family members in your family?

Name	Age	Relation	Education	Marital status	Occupation	Basic

Information about Socio-economic condition

13. How many years you are working in garment sector?

14. How many years you are working in this garment industry?

15. What is your basic salary?

16. How many hours do you work in a day?

17. Is overtime compulsory in your industry?

Yes b. No

If your answer Yes. Please mention... How many hours?

18. Do you get your salary in time?

a) Yes b) No c) Irregular

If your answer is No. please mention reason...

19. How much money do you get in an hour for overtime work?

20. Do you have any savings?

21. How many family members depend on your income?

22. Why do you involve yourself in garment sector?

Information about Health and sanitation

23. What medical facilities do you get from your industry?

Please mention.....

24. How many times take your food every day?
a. Once b. Twice c. Thrice
25. What is the source of drinking water in your factory?
26. How many workers use one toilet? What is condition of the toilet?
27. Do you have any childcare center in your garment, please mention facilities...

Information about security condition in Garment industry

28. Give your answer about feelings regarding security / insecurity in your factory.
a. Secure b. Insecure

Answer the following If you feel insecure...

- | | |
|----------------------|----------------------------|
| a. Electrical faults | b. Eve teasing |
| c. Fire accidents | d. Building collapse |
| e. Physical violence | f. Stampede g. Others |
29. Do you know anyone who was injured by the above problems in the factory? Mention the reason...
30. What type of medical treatment and facilities were provided to the injured worker?
31. Do you have alternative staircase in your garment? Does it open during working time?
32. Mention the type of safety system provided by your garment.
a. Fire b. Earthquake c. Others
33. What type training provided by your garment to combat accident?
34. Have you ever been felt harassed or insulted by anyone of the following?
a. Security guard b. Worker c. Officials
d. Others
35. Mention the main problems in your working place according to your experience

Information about facilities to provide for garment workers by garment authorities:

36. What kind of facilities do you receive from your garment?
- a. Tiffin b. Transport facilities c. Housing facilities d. Maternity benefits
e. Insurance f. Canteen g. Picnic h. Bonus j. Others
37. If you are not satisfied with the present facilities, What want more?

(Question 38, Only for married women)

38. If you pregnant in your service period, Did you get any maternity benefits?
- a. Yes b. No

If your answer is Yes. Please mention leaves and facilities...

39. Did you get appointment letter?
- a. Yes b. No
40. Do you know to get appointment letter is your labor right?
- a. Yes b. No
41. If you not satisfied present (2010) wage structure. Given reason...
42. How much money expect from the new wage structure?
43. What is the main expectation from your garment?

Information about The Work place Environment

44. Are you satisfied with the attitude of the administration?
- a. Very satisfied b. Satisfied c. So So
d. Unsatisfied e. Very much unsatisfied

If your answer d and e, Give reason...

45. Do you feel any environmental problem in your factory?

- a. Yes b. No

If your answer Yes, please mention...

46. How did you spend your intermission time?

47. Lunch b. Entertainment c. Others

48. What are the steps are taken by the authority if you remain absent?

- a. Cutting salary b. Stop weekly leave

c. Other punishment d. None of these

49. How many days of absence worker is can be dismiss?

50. Did you working any other garment before joining in this garment? Why did you change the garment?

51. In your factory, does the management treat all problems fairly in time?

- a. Very quickly b. Quickly c. Lately

52. How far distance between your residences and your garment the factory?

53. How to go your workplace?

- a. Walk b. Bus c. Bicycle
d. Factory vehicles e. Other

54. Do you participate on strike due to workers demands?

- a. Yes b. No

55. Did you observe any strike in your factory? What was the reason?

56. Are you a member of a labour union?

- a. Yes b. No

If your answer No, Why?

Observation report about respondents

- General health : a. Good b. Medium c. Sickness
- Dress up: a. Neat and clean b. So So c. Dirty
- Attention: a. Deep b. Medium c. inattentive
- About providing information: a. Normal b. Tendency to the avoiding information.
c. Tendency to the hiding the truth d. Unhelpful

(Thanks to giving your answer)

Signature of the Respondent

Signature of the information Collector

Date.....

Date.....

Appendix Three

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