

Wage Discrimination of Ready Made Garment Workers in Dhaka District

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Institute of Social Welfare and Research

University of Dhaka



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Wage Discrimination of Ready Made Garment Workers in Dhaka District

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The present thesis entitled “Wage Discrimination of Ready Made Garment Workers in Dhaka District” has been completed in partial fulfillment of the MSS 2nd Semester examination in Social Welfare.

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Sincerely
Md. Mafizur Rahman

Executive Summary

The Ready Made Garments (RMG) industry of Bangladesh has been the key export industry and a main source of foreign exchange for the last 25 years. The sector rapidly became important in terms of employment, foreign exchange earnings and its contribution to the national economy. In this industry, not only the size of female employment is large, the ratio of female to male employment is also very large. Both unskilled and semi-skilled women workers have opportunity to be employed in the garments industry. This has immensely contributed to the growth of garments industry in Bangladesh.

Ready Made Garments is the leading sector in Bangladesh in terms of foreign currency earnings.

It contributes 80% of total export earnings. In fiscal year 2012-2013 Bangladesh reached the export value 21 billion USD (BGMEA-2014). RMG sector not only contributing to the national economy but also working on human development. In Bangladesh there are 4 million people, working in around 5400 garments factories and approximately 80% workers of them are female.

This sector largely contributes in our economy and it helps to enlarge our banking and insurances sectors, savings, developing transport and communication system and ICT sectors. It also increases flow of investment in our country.

RMG workers in Bangladesh face a lot of problems. Wage discrimination is one of it. Workers in the Bangladesh RMG sector often work long hours for unusually low pay. Wage of the garment workers in Bangladesh are lowest than the other countries even the Asian countries. Nevertheless most of the female workers face wage discrimination in these sectors in where a male worker gets extra privilege and extra wages in same sector. Working duration is another major problem in RMG sector. Almost all of the workers have compulsory overtime and they have to do 12-14 hour in a day, even they have to work in their holidays.

RMG sector is emerging economic sector for Bangladesh and it benediction for our economy. Recently this sector faced a lot of problems internationally because of fire in Tazreen Fashions factory in 2012 and collapsed of Rana Plaza in April, 2013. After this, the overall situation of garment sector of Bangladesh takes negative attention of world buyers and importing countries. Government of Bangladesh tries to recover from this situation and announce minimum salary structure, reduce discrimination and takes actions to improve overall condition in this sector. However, there is an ongoing expression that female workers in Bangladesh are discriminated based on their gender.

This paper investigates the existing labor market and status of women workers in the context of wage discrimination based on gender, obstacles of work place environment in and outside of the industries and found that women in the garments sectors of Bangladesh are discriminated in some cases because they are women. although there may be individual incidence of gender-based wage discrimination in the garments sector, most of the worker's wage is determined based on their skill, hours work, experience and age. It is notable that they maintain a very critical life managing hardly for their own and family expenses. So minimum wage should be fixed by the government for their better standard of living. The government needs to pay much more attention to monitoring compliance.

Acronyms

BB	Bangladesh Bank
BBS	Bangladesh Bureau of Statistics
BGMEA	Bangladesh Garments Manufacturers and Exporters Association
BIDS	Bangladesh Institute of Development Studies
BKMEA	Bangladesh Knitwear Manufacturers and Exporters Association
CPD	Centre for Policy Dialogue
DHS	Demographic and Health Survey
EPZ	Export Processing Zones
EU	European Union
FY	Fiscal Year
GDP	Gross Domestic Product
GSP	Generalized System of Preferences
IBT	International Business Times
ICT	Information and Communication Technology
ILO	International Labour Organization
ISWR	Institute of Social Welfare and Research
L/C	Letter of Credit
NGO	Non Government Organization
RMG	Ready Made Garment
USD	United States Dollar
WB	World Bank
WTO	World Trade Organization

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1.1: Introduction

The garment industry has played a pioneering role in the development of industrial sector of Bangladesh. Though it took a rather late start in 1976 but it soon established its reputation in the world market within a short span of time. Resultantly garment is now one of the main export items of the country. Besides, enriching the country's economy it has played a very important role in alleviating unemployment.

The Ready-Made Garments (RMG) sector has emerged as the biggest earner of foreign currency. The RMG sector has experienced an exponential growth since the 1980s. The sector contributes significantly to the GDP (BGMEA-2010). It also provides employment to around 4.2 million Bangladeshis, mainly women from low income families.

In the 1980s, there were only 50 factories employing only a few thousand people. Currently, there are 5150 manufacturing units. The RMG sector contributes around 76 percent to the total export earnings (BGMEA, 11). This sector also contributes around 13 percent to the GDP, which was only around 3 percent in 1991.

The RMG industry created employment opportunities especially for female workers and now this sector is considered as one of the main sources of employment for female workers of Bangladesh (BGMEA, 2011). This industry has provided the largest employment opportunities for women in the industrial sector where more than 85 percent of the production workers are women.

Women are the half of the total population in Bangladesh. It must need to include women in labor force to develop the country at all. The Position of women in labor force in Bangladesh is very few. But participation of women in the labor market has increased with a more accelerated rate in the recent years. In the context of growing need and decline of familial support along with the ever increasing pressures to sustain, has pushed the women especially in rural areas to engage in income generating activities (K.M. M. Rahman). They are being engaged in various formal and informal sectors for the survival of their livelihoods.

A recent survey shows that, in 2011, there have 40.12 percent women labor in Bangladesh. Its highest value over the past 21 years was 40.12 in 2011 (Index Mundi). The labor market for women has increased income cases due to deterioration of real incomes and familial supports in the recent years. Bangladesh Bureau of Statistics shows in 2011 the official labor force participation rates by sex, selected years.

The statistic shows that, in 1999-2000 man participation in labor force were 84% of total working man, in where women participation were 23.9% of total women labor. It increases 26.1% in 2002-03 financial year and 31.5% in 2005-06 (BBS). That means, they are going outside to do paid work or income generating work for their own or support their families.

Women share in the labor market has increased at a faster rate than the male especially in RMG sector in the recent year (K. M. M. Rahman). Moreover, the comparatively 'cheap' women labor has insisted on employers to alternate the job traditionally done by men like, agriculture, service and construction new forms of jobs in manufacturing industry.

The garment sector is the largest employer of women in Bangladesh. This sector has provided employment opportunities to women from the rural areas that previously did not have any opportunity to be part of the formal workforce. This has given women the chance to be financially independent and have a voice in the family because now they contribute financially.

1.2: Rationale of the Study

It is quite evident that, women are largely involved in the non-monetized sectors and in subsistence activities. Participation of women in the labor market has increased with the increasing poverty as well as the breakdown of the supportive kinship umbrella and also due to some demand emerged by some sectors (Hossain and Bayes, 2009). Over the years, women have been experiencing some major changes in the labor market, primarily in terms of the nature of jobs and opportunities.

In Bangladesh women are engaged in a variety of economic activities ranging from homestead based expenditure saving activities to outside paid work. Decrease in participation of female in household works and increase in other occupational sectors indicates that female are more likely to come out from their traditional works such as- household works, other works like agriculture, industrial works, transport and communication and business due to generate their income along with their family income. Women are now performing various types of income generating work besides their familial duty. In 2001, 63.86% of total women worked only their household activities, in where 4.09 helped their family members in agriculture activities in field, 0.35 deals with business activities and only 0.6% was related in industry activities.

This pattern changed in 2006, where 1.25% increases in industrial labor force, and it continued in 2010. In 2010, total 1.24% increases in industrial sector. In this 10 years total 11.85% increases women labor in industrial sector (BBS- 2011). This means, women are now increasing at a high rate in economic activities especially in industrial sector.

The RMG sector rapidly became important in terms of employment, foreign exchange earnings and its contribution to the national economy. Currently the industry provides employment to about 3 million workers of whom 90% are women (BB Report, 2008).

The rise in the female employment, brought by garments industries has contributed significantly in changing the perception of women's role in the labor market, as well as narrowing the gender gap in employment, income, enhancing social prestige, control over income, and decision making. Female participation in the labor market not only provides them an access to income but also is an effective means of socio-economic empowerment.

The participation of women labor force can change the dynamics of the entire labor market bringing a sound economic growth in a developing country like Bangladesh.

Female employment is largely poverty-driven. Most of the increase in employment is happened with the low-productivity, low-wage, informal sector due to the relatively limited number of formal sector jobs. Due to the continuous economic pressures along with deteriorating familial supports, women are being engaged in different types of income generating activities. Under these circumstances, the number of employed women has increased in the recent years.

In 2007, A Survey reveals very low average hourly wages of 16.8 taka, the equivalent of approximately 25 cents/hour. The survey results also highlight the existence of a significant and persistent gap in earnings between women and men: on average, men in the surveyed industries earn over 21 per cent more per hour of work than women (OCS-2007). In Bangladesh, maximum women labor work in RMG sector. Wages based gender discrimination is high in RMG sector in Bangladesh.

According to The Daily Star Business Report, 2011, The WB launched the report that, a woman earns only 12 cents for every dollar a man earns in Bangladesh. The figure is lowest among countries such as Sri Lanka, Malaysia, Nigeria, Mexico and Germany.

Bangladesh Occupational Wage Survey reveals that, a male operation get 2254 taka per month, in where a female operator gets 1536 taka. For a male cutting master gets 3935 taka, in where a female gets 2125 taka in a month. A male ironer gets 1894 taka, in where a female ironer gets 1106 taka (Absar, S.S. 2001). This figure shows that a huge differences between male and female garments worker in Bangladesh.

Workers in the Bangladesh RMG sector often work long hours for unusually low pay, regardless of laws mandating overtime pay or a minimum wage. The RMG wage level is one of the lowest in the world (Absar and Anand, 2001). Even by South Asian Standards, it remains very low with average hourly wage in Bangladesh being 42%, 50% and 33% at those in India, Nepal and Sri Lanka (BBS, 1999). The worker earns US\$ 16.00 in USA, Germany US\$ 25.00, China 0.5, Sri Lanka 0.45, India 0.35, Indonesia 0.40, Nepal 0.30, Pakistan 0.41, and South Korea 5.00 US\$ in where a Bangladeshi worker receives a minimum wage of US\$ 0.15.

This is a great discrimination for a garment worker; it is a great depression in where a female garment worker gets less than a male worker. Women laborer and their wages disparity is increasing day by day. That's why I decided to study the issue **“Wage Discrimination of Ready Made Garment Workers in Dhaka District”**.

This study will be helpful for others related research. Besides that study results will draw the attention of lawyers, plan and policymakers, social workers, NGO workers, human rights workers, different types of relevant organizations and other interested readers. It will be considered as an effective, logical and developmental title.

1.3: Objectives of the Study

The general objective of this study is to know the Wage Discrimination of Ready Made Garment Workers in Dhaka District.

Specific Objectives are as follows

1. To Identify the Demographic and Socio-Economic Condition of Respondent.
2. To Know Job Related Data of Ready Made Garment (RMG) Workers.
3. To Explore the Wages Details of their Occupation.
4. To Understand the Wage Discrimination in this Sector. and
5. To Elicit their Opinion in Improving their Occupational Condition.

1.4: Methodology

Basic Method

This study is both qualitative and quantitative in nature. For that Case Study and Social Survey method is used as main method to collect data.

Study Area

For the purpose of data collection Chackbazar, Hazaribug, Kamrangircharat and Savar Thana from Dhaka District is considered as the study area.

Population and Unit Analysis

15-60 years both female and male laborer in the study area is considered as population of the study. Each of the working women and man who are working as a paid labourer in these sectors is considered as the unit of analysis.

Sample and Sampling Technique

A purposive sampling technique is used in this study. From the study area 62 respondents (both male and female) are selected purposively from all the garments who's age limit (15-60) is years from study area.

Techniques of Data Collection

On the basis of study objectives the interview schedules is used as major tool of collecting data. To make assure that respondent can easily understand the interview schedule, which was written in lucid English and Bangla comprising both structured and unstructured questions and information also collected by direct interview techniques. Along with this observation method also used a significant tool to make the information real and exact.

Data Analysis Presentation

After collecting raw information, it classified and tabulated on the basis of their composition and characteristics through using different statistical procedure. The raw information posed through various processes until the interpretation the data. The data is presented and analyzed in a descriptive and graphical way.

1.5: Conceptual Analysis of the Key Concept

Women

A woman is a female human. The term women are usually reserved for an adult, with the term girl being the usual term for a female child or adolescent. However, the term woman is also sometimes used to identify a female human. "Woman" may also refer to a person's gender instead of their sex.

Labourer

A labourer is a person who does one of the construction trades, traditionally considered unskilled manual labor, as opposed to skilled labor and who engaged in work that requires bodily strength rather than skill or training.

Women Labourer

A women labourer is a female person who is a paid worker. In this study women labourer means the women work in RMG sector in Bangladesh. They may be skilled or unskilled.

Wage

A wage is monetary compensation or remuneration paid by an employer to an employee in exchange for work done. Payment may be calculated as a fixed amount for each task completed or at an hourly or daily rate, or based on an easily measured quantity of work done.

Minimum Wages

A wage that is sufficient to meet the basic needs of workers and their families and provide some discretionary income. Basic needs mean more than necessities of life. Such as- food, clothing, and shelter and other additional needs are clean water, health care, child care, transportation education and energy.

Wages Discrimination

Wages discrimination describes employment practices in which a person, company, or corporation discriminates between employees in the area of pay. The most prevalent form of wage discrimination can be seen in gender. Wage discrimination occurs when an employer pays women less than man for substantially equal work. Such compensation includes salary, overtime pay, bonuses, stock options, profit sharing and bonus plans, life insurance, vacation and holiday pay, cleaning or gasoline allowances, hotel accommodations, reimbursement for travel expenses and benefits.

Dhaka District

Dhaka District means Chackbazar, Hazaribag, Kamrangirchar and Savar Thana in Dhaka district is purposively selected for the achievement of the purpose of the study

1.6: Ethical Considerations

Ethical consideration has been maintained in collecting data from the respondents. Respondents were assured that confidentially regarding collected data was be maintained and the relevant data only needed for the study. Proper informed consent was taken prior to interview. The principle of respect for persons was strictly followed.

1.7: Limitations of the Study

This is an academic study. Through this study I have tried to find out wage discrimination of Ready Made Garment (RMG) workers especially, female garment workers than the male workers in Dhaka district. Some limitations were found in conducting the study. The limitations, which have been perceived during the time of conducting the interview and case study are as follows-

1. As I have to finish the study within a time frame, I could not take enough samples as required in Survey study.
2. I took the respondents purposively, as it was not possible to take sample through Probability Sampling due to unavailability of Ready Made Garment (RMG) workers list.
3. I have difficulties in making proper environment to take interview from the respondent, but I tried my best so.
4. Because of ignorance and un-awareness of Ready Made Garment (RMG) workers, I have difficulty to collect data from them.

Review of the Literature

Literature review is an important part of research. It helps a researcher to know the sources of information, determine research area, reduce repetition and helps to realize about the necessity of research.

Walter R. Borg said, “The review of literature involves locating, reading and evaluating reports on research as well as reports of causal observation and opinion that are related to the individual’s planned research project”.

A research project named “**Improving Social compliance in Bangladesh's Ready-made Garment Industry**” by Ferdous Ahamed in 2013. In this research the researcher shows that the RMG industry has been Bangladesh’s key export industry and a main source of foreign exchange for the last 25 years. Bangladesh's garment industry provides employment to about than 3.6 million workers which 2.8 million are women. In Bangladesh, working conditions are often deplorable. Furthermore, gender issues in majority garments factories are undermined causing job insecurity, irregular wage payment, deprivation of minimum wage and promotion exposure. Workers in the Bangladesh RMG sector often work long hours for unusually low pay, regardless of laws mandating overtime pay or a minimum wage.

The researcher also shows that, the RMG wage level is one of the lowest in the world. Even by South Asian Standards, it remains very low with average hourly wage in Bangladesh being 42%, 50% and 33% at those in India, Nepal and Sri Lanka. They show different level of wages in different countries. These are of US\$ 16.00 in USA, Germany US\$ 25.00, China 0.5, Sri Lanka 0.45, India 0.35, Indonesia 0.40, Nepal 0.30, Pakistan 0.41, and South Korea 5.00 US\$ in where a Bangladeshi worker receives a minimum wage of US\$ 0.15.

Another research was conducted named “**Women in Labour Force**” by K. M. Mustafizur Rahman by shrabon prokashani , Dhaka in may 2013. This research shows that the Participation of women in the labour market has increased with a more accelerated rate in the recent years. In the context of growing need and decline of familial support along with the ever increasing pressures to sustain, has pushed the women especially in rural areas to engage

in income generating activities. They are being engaged in various formal and informal sectors for the survival of their livelihoods.

Women share in the labour market has increased at a faster rate than the male especially in RMG sector in the recent year. Moreover, the comparatively 'cheap' women labour has insisted on employers to alternate the job traditionally done by men like, agriculture, service and construction new forms of jobs in manufacturing industry.

In 1999, a research was conducted on "**Wage Discrimination in the Garments Sector of Bangladesh**" by Manjul Bajaj. He shows that the number of female wage workers in Bangladesh has increased over the years because their cash income supplements the family's male income. Thus a growing number of women have changed their traditional roles in the society and migrated from the rural sector to the urban sector.

Female laborers are playing an active role for the economic development of the country. They are keeping pace with man in every sphere such as agriculture, construction, sales, housekeeping, pottery, textiles, garments, education, banks, bakeries, pharmaceuticals, tea, jute milling as well as a health worker. He shows that the total female labor force of Bangladesh is 21 million, 38.1 percent of total labor force.

Most of the female workers work in the RMG industry and most of them are young, belonging to the age group of 16-25. But female workers are generally younger than the male workers. About 55% belongs to the age group of 16-25 and 22 to male workers belong to the above age group. In the age group 16-25, female workers earn taka. 1687.5 Per month while male workers earn 1872.522 per month as salary. Therefore, female workers earn 90 percent of a male workers' salary. Moreover, for the age group of 26-35, a female worker earns only 65 percent of male workers. Therefore, across all age groups woman workers' average earnings are found to be lower than those of male workers.

A social study was conducted on "**Human Rights Condition of Women Labourer Working in RMG Sectors in Bangladesh: A Social Study**". This study shows that, Bangladesh is a developing country. Participation of women in economic growth sector especially in RMG sector is increasing day by day. They show that, 58.82% women labour work in RMG sector and most of them are poverty driven. They receive low wages that are not enough for their livelihood. In many cases their family members depend fully or partially on their income and more 31.37% is only the earning member in their family.

This research also shows that, 92.15% women labours do compulsory overtime in where 38.19% do it in their own will. More than 70.59% does not get overtime salary in time and 29.41% get irregularly.

It shows that, there have 60% more women laborers receive wages below the wage, formulated by wage board. To get more salary they do overtime. They worked 11-12 hours in a day. This is the concern that women received their salary less than the man worked in same position and performed same duty. They find that the average income of a woman is 886, while a male labour receives 1344 taka. In many cases, a woman finds their role in lower position than a man.

Another research was conducted on “**Female Garment Workers: Economic and Social Security**” by Nazmunnessa Mahtab in 2003. She shows that, in the globalized world economy, women worker playing roles in international, national local and household economics, but compared to men they still have a disadvantaged economic position. Women are in the more vulnerable position in the present economic situation. They face gender discrimination and unequal right in the family, religious, social and economic life.

The most adverse impact of women garments workers of Bangladesh is violence against women. They face physical harassment such as obscene language or comments, demeaning remarks to unwelcome touching or grabbing by supervisor or male colleagues.

In Bangladesh, women have recently been linked to the global economy. The garment factories in alone absorb 1.5 million workers of which 90% are women constituting almost 70% of the total employment in the manufacturing sector. This study also found that the female worker in the helper category earn a monthly income of tk. 750, while a male worker earns about tk.1750, per month. Thus gender discriminations applicable in other areas of benefit also.

In 2003, a research was conducted on “**Wages and Job Satisfaction of RMG Labourer in Dhaka City: A Study**”. they shows that, the garment industries in Bangladesh played a prominent role in opening the means of livelihood to poor migrant female labor, presenting an opportunity for waged employment of poor women and promoting other local economic activities. But female workers are deprived in many ways. They feel psychological pain

because of their lower income. They do not get any holiday and work at least 11-12 hours including overtime in a day. But they get low salary. For this 34% of the women labour cannot take proper treatment of their diseases and almost half of them do not take any protein in their meal.

More than 38% express their resentment because of them gets their wages less than man only for gender discrimination. Researcher shows that, in a factory the average income of a female worker was 1321, while a male worker receive 2258 taka. The interviewees answered that, 4% women are not sure of getting their wages in time. 60% factories give overtime salary in last week of month and rest are unsure of getting their overtime wages in time.

Promotion in workplace depends on the competencies of the worker in his or her duty. The researcher shows that, male worker gets promotion in workplace than female workers and in many cases all of the promotion opportunities consumed by the male labourer.

In May 2008, a research was conducted on “**The Gender Wage Gap in Bangladesh**” by Steven Kapsos. He examines with the Bangladesh Bureau of Statistics (BBS), with technical and financial support from the International Labour Organization (ILO), conducted a national occupational wage survey which shows the role that gender plays in determining wage rates in Bangladesh. This study seeks to estimate the gender wage gap among a large sample of non-agricultural workers in Bangladesh, by controlling for differences between women and men in terms of relative endowments, and differences in industry, occupation and the geographic location of employment

It highlights the significant effect of gender-based occupational and industrial segregation in shaping men’s and women’s average wage rates in Bangladesh and provides evidence of gender-based wage differences in the country.

The study finds that women earn an average of 21 per cent less per hour than men. Controlling for differences in age, educational background, industry, occupation and geographic location, yields an estimated gender wage gap of 15.9 per cent, but including the effects of industrial and occupational segregation into the estimate yields an estimated wage gap of 23.1 per cent. The average hourly wage among males in the sample is 17.2 taka,

compared with 14.2 taka per hour for women, representing 21.1 per cent higher hourly wages for men.

In the current sample, monthly earnings for men are 3,913 taka, compared with 2,780 for women a difference of 40.8 per cent. This additional gap arises because men work an average of 56 hours per week, compared with 47.5 for women. Ignoring differences in hours of work would result in a significant overestimation of the gender pay gap, highlighting a clear benefit that would result from future wage surveys in the country including the variables needed to calculate hourly wage rates.

In February 2014 a research was conducted on **Socio-Economic Conditions of the Female Garment Workers in the Capital City of Bangladesh** by Md. Mehedi Hasan Sikdar, Md. Sujahangir Kabir Sarkar and Sumaiya Sadeka.

For assessing the socio-economic condition of the female garment worker, a survey was conducted in the Dhaka city. Female workers were selected as sample because of their high percentages of participation as production workers in RMG factories. The survey covered total number of 80 respondents, which were drawn from 10 garment factories situated in different locations of Dhaka metropolitan area using a convenient sampling technique.

The study found that most of the female workers were very young. The result showed that average age of the female garment worker was 23.68 years and 92.5 percent of the female workers were aged less than 30, while only 7.5 percent of the workers were aged above 30 years.

In case of the level of education the study found that the average schooling of the workers is 6.84 years. Among them 2.50 percent were illiterate, 35 percent of the workers got primary education, and 48 percent achieved secondary education, while only 2.50 percent had higher secondary education. As their level of education was low, their working efficiency and working capacity was also low. Both married and unmarried workers were working in the garments factory. Among the female workers surveyed, 55 percent were married and 45 percent were unmarried. Almost 69 percent female workers were getting 3000 to 7000 taka as per month salary and almost 31 percent were drawing more than seven thousands taka in a month. The average salary had been estimated as Taka 6455.94 (US\$ 78.83) per month.

The survey found that 40 percent of the workers were unemployed or have no previous work experience in garment industries. Therefore, in most cases they were not capable of providing expected performance to the employer and hence being deprived appropriate remuneration. About 43.75 percent of female workers had past experience of 1 to 3 years and 68.75 percent had 1 to 3 years of present working experience in the garment industry. After joining the industry the figure rose to as high as 21 percent. About 84 percent of the female garment workers experienced various illness, either often or sometimes after they joined the garment industry.

The survey data showed that over one-third (35 percent) of the women working in the garments has got the opportunity to participate in household decision making with full control over expenditure of their earnings compare to before employment situation. More over 37 percent of women participate in a joint decision making (with their husband) role over expenditure of their earnings whereas before employment they were not able to participate at all. Still almost 5 percent worker has no role in decision making about the spending of their earnings and had to completely hand over this income to their husband. However, for the rest (21 percent) workers had to discuss with their family members like with parents or elder brothers.

The survey found that average working hours in a day is 11.21 hours and overtime work hour were found 3.1 hours in day. It is also found that almost 68 percent workers had to work 26 days in a month and almost 23 percent of the worker worked more than 26 days in a month and almost 69 percent workers had to work 11 – 12 hours in a days.

It was found that the female garment workers faced different types of problems and these were housing and transportation problem. The RMG workers were faced with the problems of getting salary in time. Most of the workers were worried about their future because they couldn't save so much. They felt headache for sound pollution in their workplace. Physical weakness and eye trouble was reported by the workers. They got illness when they work continually onward. But most of the RMG industries were lacking proper medical facilities. It was painful for them to work without sitting that is only standing. During the survey most of the worker complained that their wage was less comparing their labor.

A Research article entitled **Wage Productivity and Wage Income Differential in Labor Market: Evidence from RMG Sector in Bangladesh** was conducted by Md. Gazi Salah Uddin in December 2008.

The aim of the study was to explore whether there any wage discrimination between male and female workers in the RMG sector of Bangladesh. It was also investigated the existing labor market and status of women workers in the context of wage discrimination based on gender, obstacles of work place environment in and outside of the industries.

Using the stratified sampling technique the data would be collected through the structured questionnaire from the RMG sector run by the women worker's in major two divisions like Dhaka and Narayangonj. Around 200 samples of women worker's from the major RMG sector in two divisions (Dhaka and Narayangonj) would be surveyed through the direct interview method. Hence, PPS (Probability to Proportion Sample) method for sampling would be used in taking sample from each stratum.

The study showed that according to the CPD-RMG Survey (2006) in most of the sample enterprises, normal working hour (excluding the overtime working hours) was 8.28 hours which was more than working hours set by the law. Normal working hour is high in all categories. From workers point of view, reduction of normal working hour was less important compared to effective working hour, which included overtime working hour along with normal working hour. Regarding the condition of the use by the workers, 18 percent found them excellent, 55 percent mentioned are good condition and 17 percent found them simply acceptable. However, the majority 73 percent of the respondent found that the space for working as adequate. About 50 percent of the respondents opine that harassments are directly work related. These include scolding 50 percent, transferring from one section to another section 9 percent, and reduction of wage 4 percent. The women workers also got sexually harassed and abused 13 percent. The respondent s was highly conservative about sexual issues while they were responding.

A Research article entitled **Harassment of Women Garment Workers in Bangladesh** was conducted by F. Begum, R. N. Ali, M.A. Hossain and Sonia B. Shahid in 2010.

The study analyzed the different factors that are responsible for the harassment of women garment workers in Bangladesh. Three garment factories from Mirpur area under Dhaka district were selected purposively where garment factories are available. The sample consisted of 90 women workers taking 30 randomly from each of the three garment factories.

In the garment industry, women are mostly employed at the lower category of jobs, like operator, finishing helper, polyer etc. and the nature of these jobs is very monotonous since there is no possibility for personal creativity, expression and fulfillment in these jobs. From the survey, about 28 percent of the women workers were polyer, while 24.4 percent, 23.2 percent and 12.2 percent were finishing helpers, operators and sewing helpers respectively.

It was observed that a large number of female workers received wages below the minimum wage rate fixed by the Government of Bangladesh. Only 22 female workers earned salary between Tk. 2700 to Tk. 3000 per month. From some oral histories it was observed that wage payment is not regular. Sometimes, it was paid after the first week of the month which creates their job dissatisfaction.

The study focuses that the garment industry belonged to the formal sector, but workers employed in this industry did not receive appointment letters. Therefore, terms and conditions of their employment were unknown to them. They did not know for how long they will be employed, although a temporary worker had the right to know the tenure of his/her employment. Because of this informal nature of their jobs, about 60 percent of the female workers reported that they feared dismissal from their jobs. This condition of their employment causes one kind of mental harassment. Female workers were sexually harassed by their co-workers in the factory or by the other people in the street. Communication problem is a major problem faced by most of the female garment workers. Their overtime rate is very low. Long working hours result in a number of illnesses and diseases like headache, eye trouble, ear ache, musculoskeletal pain etc.

3.1: Present Scenario of Garment Sector in Bangladesh

Bangladesh is a developing country. Its economy is largely dependent on agriculture. However the Ready-made Garments sector has emerged as a biggest earning source of foreign currency. It has secured the first position for earning foreign currency amongst all.

Ready-made Garments is the leading sector in Bangladesh in terms of foreign currency earnings. Bangladesh is the second largest garments exporter next to china. It contributes 80% of total export earnings. In Bangladesh there are 4 million people, working in around 6000 garments factories and approximately 80% people of them are female. In FY (fiscal year) 2012-2013 Bangladesh reached the export value 21b (billion) USD (21515.73m (million) USD). RMG sector has set a target to earn 30b USD by 2015 and 50b USD by 2021. Low labor cost, efficient worker, different organizational support and government support are the main strengths of this sector. Bangladesh market share is 5% of total global RMG market of 450b USD. In FY 2012- 2013 Bangladesh exported 1972.89m USD of shirts, 5185.48m USD of trousers, 2634.28m USD of jackets and 5143.22m USD of t-shirts. The major importers are European Union, USA and Canada. Knit garments are exported to 148 countries and woven garments are exported to 132 countries. RMG sector not only contributing to the national economy but also working on human development. It contributes significantly to GDP, women endorsement, reduction of child labor, gender equality and reduction of infant mortality. In three decades RMG shapes itself a good apparel sourcing spot in the world. GDP of Bangladesh is \$173.8b. RMG sector contributes more than 13% of GDP of Bangladesh (BGMEA-2014). Contribution of woven and knit wear is 40.74% and 40.51% (FY 2013-14, July- December) respectively to the total export value of Bangladesh

The dramatic growth of RMG sector is due to RMG entrepreneurs, BGMEA (Bangladesh Garments Manufacturers and Exporters Association), BKMEA (Bangladesh Knitwear Manufacturers and Exporters Association), government support, GSP facility, low labor cost, effective and efficient worker etc. This sector is providing job facility for a lot of female and empowering them to make a social revolution. This sector also helps for alleviating poverty from Bangladesh by offering jobs to males and females.

3.2: Environment in the RMG Sector

In the workplace, RMG workers, especially women workers face different type of difficulty and problems in terms of securing the job and work environment. To discuss work environment includes environment in the workplace such as accident and injuries, harassment at workplace, arbitrary appointment, and promotion and dismissal rules, and the environment outside the workplace such as labor market in the cluster areas, access to job, and access to information, social safety net, and negotiation with the factories for their rights.

Accident and Injury

The nature of the accident and injury is mainly twofold: external fire and internal (personal injury). Fire from short-circuits or sabotage is external in nature. Among others, internal accidents in the garment factories include finger-pricking, cuts, collapses included by headache, etc. most of the respondents 60 percent admit that finger cutting and finger pricking happen together at their own workplace while few workers 6 percent mention that due to high pressure of work, sometime they collapse severe headache (Table 6). All these happened due to unhealthy working environment as well as high work pressure since they have to attain production target with in stipulated time, which, even gets worsted because of frequent disruption of work by electricity failure, strike, etc.

Working Hour, Wage Payment and Incentives and Facilities

According to the CPD-RMG Survey (2006) in most of the sample enterprises, normal working hour (excluding the overtime working hours) was 8.28 hours which was more than working hours set by the law. Normal working hour is high in all categories. From workers point of view, reduction of normal working hour was less important compared to effective working hour, which included overtime working hour along with normal working hour.

Harassment at Workplace

The nature of harassment includes teasing, rough behavior, and using slang (sex related words), while working, proposing sexual relationship, personal abuse, allowing minimum personal space, coercion, etc. fifty percent of the respondents opine that harassments are directly work related.

Wage- Productivity Relation

According to the CPD-Survey (2006), the gap between worker's productivity and wage level was as high as US\$900 when the early production was taken into account. The gap was higher in Knit Units (US\$1300), followed by woven (US\$750) and sweater (US\$650) units. The gap was much higher in the case of enterprise with relatively a higher productivity such as large (US\$1047). The gap between productivity and wage was relatively less in less productive enterprises, such as small enterprises (US\$740). The workers do not have adequate measures to protect injury in the factory. The flexibility in maternity and other leaves is also not extended by the RMG companies.

3.3: Growth of RMG Sector in Bangladesh

RMG business started in the late 70s as a negligible non-traditional sector with a narrow export base and by the year 1983 it emerged as a promising export earning sector; presently it contributes around 80 percent of the total export earnings. Growth of the RMG sectors in Bangladesh are given below-

Table-3.3.1: Growth of RMG Factories in Bangladesh

Year	Number of the Garments Factories	Employment in Million Workers
1983-1984	134	0.040
2000-2001	3480	1.800
2008-2009	4925	3.500
2009-2010	5063	3.600
2010-2011	5150	3.600
2011-2012	5400	4.000
2012-2013	5600	4.000

Source: BGMEA-2014

Table-3.3.2: Comparative Statement on RMG and Total Export of Bangladesh.

Year	Export of RMG in Million USD	Total Export of Bangladesh in Million USD	Percentage of RMG's to Total Export
1983-1984	31.57	811.00	3.89
2000-2001	4859.83	6467.30	75.14
2008-2009	12347.77	15565.19	79.33
2009-2010	12496.72	16204.65	77.12
2010-2011	17914.46	22924.38	78.15
2011-2012	19089.69	24287.66	78.60
2012-2013	21515.73	27018.26	79.63

Source: BGMEA-2014

Table-3.3.3: Main Apparel Items Exported From Bangladesh (m US\$)

Year	Shirt	Trouser	Jacket	T-shirt	Sweater
2005-06	1,056.69	2,165.25	389.52	1,781.51	1,044.01
2006-07	943.44	2,201.32	1,005.06	2,208.90	1,248.09
2007-08	915.6	2,512.74	1,181.52	2,765.56	1,474.09
2008-09	1000.16	3,007.29	1,299.74	3,065.86	1,858.62
2009-10	993.41	3035.35	1350.43	3145.52	1795.39
2010-11	1566.42	4164.16	1887.50	4696.57	2488.19
2011-12	1733.54	4686.39	2231.16	4713.11	2340.34
2012-13	1972.89	5185.48	2634.28	5143.22	2620.73

Source: BGMEA-2014

3.4: Contribution of the RMG Sector to Bangladesh Economy

Banking and Insurance

Growth of the RMG sector and the related activities has contributed a lot to the robust growth of the financial sector in Bangladesh. In FY 2013-2014 the banking sector earned about 14.00 billion dollars from business with the RMG sector in the form of interest and charges and L/C charges. More than one-tenth of the commercial banks' asset portfolio belongs to the RMG and textile sector in the country. The export financing business of the commercial banks is largely dependent on the textile and RMG sectors. The RMG sector received Taka 30.10 as export-finance portfolio of the banks.

A World Bank survey revealed that almost all firms (98%) are the clients of the commercial banks for working capital and procurement of machines and equipment (57%). The RMG sector has also contributed to the growth of the country's insurance sector. On average, every year the premium paid by the RMG sector to the insurance company's was about 6 million dollars. All firms have their machines and plants insured and, additionally, 87% of importers of input and 15% of the RMG exporters get their imports/exports insured.

Savings

Regular earning enables a large number of the garment workers to go for some savings. Workers investments on family pension schemes etc. create savings.

Shipping and Logistics

The RMG sector has contributed to the shipping business in Bangladesh and stimulated setting up of several container yards, expansion of port facilities to handle large container carrying trains, increase of cargo handling and storage facilities. RMG manufacturer's also extensively use services of Clearing & Forwarding Agents for the purpose of customs clearance of inputs and finished goods. It is estimated that port usage fees earned from the RMG sector account for more than 40% of the income of the port authority.

Transport Communication

The growth and development of inland transport services to a considerable extent owe to the growth of the RMG industry. Both wheel transport service and railway service are widely used by RMG sector for activities related to manufacturing and cargo movement. The concept of covered van emerged in Bangladesh for safe transportation of the RMG products in particular.

Engineering Sector

The RMG industry paid 14.2 million dollars to the engineering sector which included payments to repairing and maintenance service industry (USD 4.29 million), electrical engineering (USD 4.38 million), transport vehicle maintenance service (USD 2.87Million), and machine tools service (USD 2.63 Million).

Information and Communication Technology

The RMG sector also plays a catalytic role in the growth of the country's ICT sector. The services consumed by the RMG industry generated revenue for the ICT sector. Government paying a huge amount of money for ICT services which include communication, hardware and software services.

Real Estate

Demand for real estate development by the garment industry to accommodate offices and factories of over 5400 garment units has generated a lot of activities in the Construction Industry.

Hotel and Tourism

About 1000-1500 overseas apparel buyers and their representatives visit Bangladesh every year for business purpose. The country's tourism industry earns million dollars for RMG sector related tourists.

Waste Recycling Industry

Approximately 0.2 million people are engaged in waste (mainly, the waste out prices of fabrics) recycling industry of the country which get their materials from the RMG industries. With these waste materials, they are making stuff toys, patterns, quilts, cushions etc.

Emerging Consumer Market

The 3.6 million workers in the industry have created a large demand for consumer goods. A regular source of earning increases the basic consumption needs such as improved diet, better healthcare, improvements in family utensils and housing conditions etc. The sector has created an increasing demand for consumption of low cost commodities, cosmetics items, dresses, footwear, fast food and other products. A whole industry has been created to service this growing demand and created employment opportunities for hundreds of thousands of people

3.5: Problems of Garments Sector in Bangladesh

- Poorly served by labor laws
- Promote and protect workers' rights and enforce
- Too much of trade unionism
- Do not provide weekly holiday, casual leave, a bearable increase in their wages and safe conditions of work in the factories.
- The lowest salary
- Govt. is not trying to serve the interests of garment workers
- Do not implement any worker health and safety measures
- Do not pay workers their salaries on time
- Do not have appointment letters, identity cards, service books to use as proof of employment
- An employee may work a maximum of 10 hours a day and 6 days per week but workers in Bangladesh are allegedly forced to work 12 to 14 hours a day and seven days in a week.
- No safety measures

- No residential facilities
- They do not get tips, pensions or life insurance, and after retirement, many garment workers have to go back home without any money at all in hand.
- Workers, especially female workers, alleged that although there were physicians in some of the factories the level of care is not good, and there is little or no medicine there.
- Overtime work is compulsory and forceful
- There is no doctor, first aid, sufficient light and ventilation
- There have no sufficient and pure drinking water and toilets for the workers
- Maternity leaves is absence
- Do not have the day care centers
- Women workers are deprived from Equal wage, Equal dignity, Equal rights and Equal promotions.

Prospects of the RMG Industry

Despite many difficulties faced by the RMG industry over the past years, it continued to show its robust performance and competitive strength. Other factors like price competitiveness, enhanced GSP facility, market and product diversification, cheap labor, increased backward integration, high level of investment, and government support are among the key factors that helped the country to continue the momentum in export earnings in the apparel sector. Some of these elements are reviewed below.

Market Diversification

Bangladeshi RMG products are mainly destined to the US and EU. Back in 1996-97, Bangladesh was the 7th and 5th largest apparel exporter to the USA and European Union respectively. The industry was successful in exploring the opportunities in markets away from EU and US. In FY07, a successful turnaround was observed in exports to third countries, which having a negative growth in FY06 rose three-fold in FY07, in FY 14 Bangladesh scored second among the Asian export countries . It is anticipated that the trend of market diversification will continue and this will help to maintain the growth momentum

of export earnings. At the same time a recent WTO review points out that Bangladesh has not been able to exploit fully the duty free access to EU that it enjoys.

Product Diversification

The growth pattern of RMG exports can be categorized into two distinct phases. During the initial phase it was the woven category, which contributed the most. Second phase is the emergence of knitwear products that powered the recent double digit. In the globalized economy and ever-changing fashion world, product diversification is the key to continuous business success. Starting with a few items, the entrepreneurs of the RMG sector have also been able to diversify the product base ranging from ordinary shirts, T-shirts, trousers, shorts, pajamas, ladies and children's wear to sophisticated high value items like quality suits, branded jeans, jackets, sweaters, embroidered wear etc. It is clear that value addition accrues mostly in the designer items, and the sooner local entrepreneurs can catch on to this trend the brighter be the RMG future.

Backward Integration

RMG industry in Bangladesh has already proved itself to be a resilient industry and can be a catalyst for further industrialization in the country. However, this vital industry still depends heavily on imported fabrics. After the liberalization of the quota regime some of the major textile suppliers Thailand, India, China, Hong Kong, Indonesia and Taiwan increased their own RMG exports.

If Bangladesh wants to enjoy increased market access created by the global open market economy it has no alternative but to produce textile items competitively at home through the establishment of backward linkage with the RMG industry. To some extent the industry has foreseen the need and has embarked on its own capacity building.

Flow of Investment

It is plausible that domestic entrepreneurs alone may not be able to develop the textile industry by establishing modern mills with adequate capacity to meet the growing RMG demand. It is important to have significant flow of investment both in terms of finance and technology. This is evident in the pace of lending to the RMG sector and in the rising import

share of RMG related machinery. However further progress would be necessary to improve and sustain competitiveness on a global scale.

Policy Regime of Government

Government of Bangladesh has played an active role in designing policy support to the RMG sector that includes back-to-back L/C, bonded warehouse, cash incentives, export credit guarantee scheme, tax holiday and related facilities. At the same time, income tax rate for textile manufacturers were reduced to 15 percent from its earlier level for the period. The reduced tax rates and other facilities are likely to have a positive impact on the RMG sector.

Infrastructural Impediments

The existence of sound infrastructural facilities is a prerequisite for economic development. In Bangladesh, continuing growth of the RMG sector is dependent on the development of a strong backward linkage in order to reduce the lead time. However, other factors constraining competitiveness of Bangladesh's RMG exports included the absence of adequate physical infrastructure and utilities.

Labor Productivity

The productive efficiency of labor is more important determinant for gaining comparative advantage than the physical abundance of labor. In Bangladesh, the garment workers are mostly women with little education and training. The employment of an uneven number of unskilled labors by the garment factories results in low productivity and comparatively more expensive apparels. Bangladesh labor productivity is known to be lower when it compared with of Sri Lanka, South Korea and Hong Kong. Bangladesh must look for ways to improve the productivity of its labor force if it wants to compete regionally if not globally. Because of cheap labor if our country makes the labor productivity in the apex position, then we think the future of this sector is highly optimistic.

Research and Training

The country has no dedicated research institute related to the apparel sector. RMG is highly fashion oriented and constant market research is necessary to become successful in the business. BGMEA has already established an institute which offers bachelor's degree in

fashion designing and BKMEA is planning on setting up a research and training institute. These and related initiatives need encouragement possibly intermediated by donor-assisted technology and knowledge transfer. A facilitating public sector role can be very relevant here.

3.7: Women Labourer in RMG Sector

It is well recognized that women's participation in income generation activities lends them a better status within the family and provides them with considerable freedom. A job ensures equitable access to household resources and larger investment on female human capital (health and education). Employment opportunities draw attention to women's needs for public facilities such as transportation, communication, safety etc. and it creates a demand for policy response in these areas. It also has created a demand for education and health. As the income by the female member reduces dependency on male income it reduces their vulnerability. It also reduces the possibility of domestic violence against women. Expansion of women's employment has contributed positively to the improvement of the savings behaviour of the poor people since women tend to be better savers. Employment in the RMG industry has provided direct access to cash income for the first time to many poor women. A survey, conducted by the BIDS in 1997 showed that for 96 percent of the female workers in the non-EPZ areas, work in the garment industry was the maiden wage employment

The survey also showed that women were taking up such roles paying for house rents and schooling expenses for their children or brothers and sisters. Despite the fact that they have lower incomes, the female garment workers were spending the same amount as the male workers on the studies of their family members. The same survey further showed that female workers were spending their earnings on their marriage, thus taking a big burden off their families. The independent earnings also allow these women to have a greater share in household decision making. Evidently, wage work at the garment industry has empowered women and improved their status.

3.8: Factors Influence the Differential of Wages

The garment sector is the largest employer of women in Bangladesh. The garment sector has provided employment opportunities to women from the rural areas that previously did not have any opportunity to be part of the formal workforce. This has given women the chance to be financially independent and have a voice in the family because now they contribute financially (Fauzia Ahmed). However, women workers face problems. Most women come from low income families. Low wage of women workers and their compliance have enabled the industry to compete with the world market. Women are paid far less than men mainly due to their lack education. With this there have different reasons that influence wage discrimination. These are following below-

Productivity

The main factor that will determine the upper limits of wages is the productivity of the business in combining inputs to produce socially desirable outputs. Obviously, more productive workers can be paid more. Productivity largely depends on the availability of real capital, in the form of machinery and automation, and on the availability of natural resources, which are required as inputs in the production of products and services.

Education or Training

The amount of education or training also largely determines how much a worker can earn, not only by making the worker more productive but by also making the worker more desirable to employers, who compete for workers through the level of wages that they offer. If the time required for training or education is long, then it must lead to higher paying jobs; otherwise, people would pursue easier work or work that can be attained in less time if there was no difference in pay.

Quality of the Entrepreneurs

The quality of the entrepreneurs who start a business will also determine the efficiency of the business since they lay down the initial organization of how the business will be conducted to produce its output from its various inputs. Afterwards, the quality of the management will

also affect the efficiency of the business, and therefore, the workers, by how effectively they control costs and produce the desired output.

Another factor that will affect productivity is the political and social environment of the country or region in which the business is located. Many governments, especially in corrupt countries, interfere with the development of businesses or try to extract payments, in the form of bribes, from businesses for the enrichment of particular people in the government rather than using it as tax revenue for the benefit of society.

In the same way that mismanagement can reduce the efficiency of workers in a business; the mismanagement of a country can likewise reduce the efficacy of its people. Many businesses that are unionized are often less productive, since they are constrained by the demands of the union or by union contracts. For instance, unions often resist automation, and other cost-saving changes to project jobs. The size of the market also matters. Larger markets can help promote efficiency and that economy Economies of scale can be reached. Wage determination in a purely competitive labor market

Social and Economic Factor

Male and Female wage differential can be attributed to the following factors:

- The differences in human capital endowment of male and female labor force
- A differential purely due to gender
- Job segmentation with women's employment being concentrated in the low productive and low wage segments.

In the traditional economy, it is very difficult to relate wage difference with the productivity difference because most workers are unskilled and the productivity differences may not be captured by human capital variables. Society's perceptions of women's bargaining power play dominant roles in this context. An important socio-cultural factor behind the lower wage of women is the perception that women are secondary earners. The perception of women are secondary earners also influences the institutional wage setting process. Male and female wage differentiation, which is apparently link with pure gender bias, reflects the lower bargaining power in the society. Women without male earner in the household are required to earn to ensure survival and many women have to earn to save for dowry that they will pay to their husband.

4.1: Socio- Economic and Demographic Data

Table-01: Distribution of the Age of the Respondents

Age Limit	Frequency	Percentage
10-20	12	19.35
20-30	36	58.10
30-40	12	19.35
40-50	02	03.23
Total	62	100.00

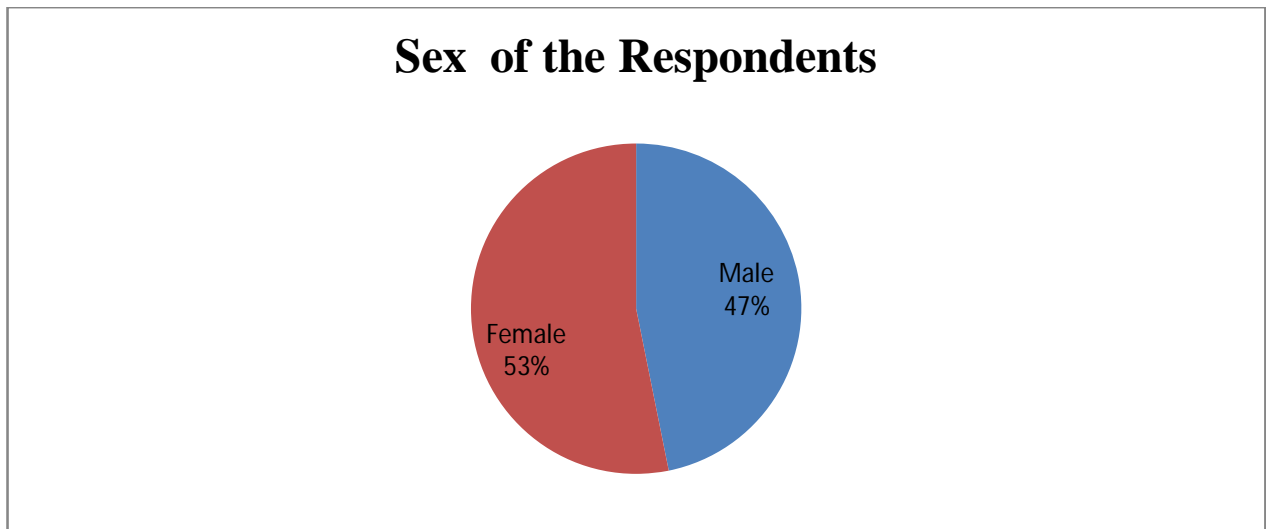
❖ Mean age- 25.65

The table represents the age of garment workers studied in this study. The table determines that majority of respondents (36) are in age group 20-30, which occupied 58.10%. The average age of the respondents is 25.65 years. Besides, a notable percent of respondents (19.35) are in 10-20 and 30-40 age groups.

This table shows that, there is growing a positive tendency both respondents and garments owners in where respondent came in working environment at a minimum mature age (16 +) and garments owners does not recruit child labour in their factories.

In 1997, a research shows that, the average age of the women garment workers were 20-25 years. It increases after making the law of appointment of labour force in ninety decades, in where minimum age of the garment worker was 18 years (group-c, ISWR, 1997)

In 2008, a research shows that, the average age of the respondent were 36 years. It shows 37.87% of total women labour is in 35-40 years, in where 16.67% were in 40-45 years old and 3.3% women garment workers were 15-20 (group-ta, ISWR-2008). So, it said that younger women worker is increasing day by day whose age is 20-30.

Graph- i: Distribution of the Sex of the Respondents

The graph represents the sex of respondents in where there have 33 female workers that's are 53.20% and male are 29 that are 46.80%. In the real field maximum garment workers are female. The position of women working in garments is more than 80%.

This table shows that, in recent years women are engaging in labour force at a large scale and play their role in helping themselves, their family and developing our country. This happens because of (in maximum case) family structure changing polygamy to monogamy. This increasing decision making power of women in family.

A statistic shows that, in 1999-2000 man participation in labour force were 84% of total working man, in where women participation were 23.9% of total women labour. It increases 26.1% in 2002-03 financial year and 31.5% in 2005-06 (BBS). That means, they are going outside to do paid work or income generating work for their own or support their families.

Some research shows that, participation of women in the labour market has increased with a more accelerated rate in the recent years. (K.M. M. Rahman). In 2011, there have 40.12 percent women labour in Bangladesh. Its highest value over the past 21 years was 40.12 in 2011. (Index Mundi)

Table-02: Percentage Distribution of the Respondents according to their Level of Education and Level of Income

Level of Income	Level of Education				Total
	Signature only	PSC	JSC	SSC	
	Frequency	Frequency	Frequency	Frequency	
4000-6000	02 (03.23)	06 (09.68)	03 (04.84)		17.73
6000-8000	08 (12.90)	12 (19.35)	10 (16.13)	01 (01.06)	50.00
8000-10000	01 (01.60)	06 (09.68)	07 (11.29)		22.58
10000-12000			03 (04.84)		04.84
12000- over			03 (04.84)		04.84
Total	11 (17.73)	24 (38.71)	26 (41.94)	01 (01.06)	100.00

* Figure in parenthesis shows the percentage

*Signature only highest-9600

*Signature only lowest- 4100

*PSC highest -12000

*PSC lowest-5000

*JSC highest-12500

*JSC lowest-5000

*SSC-6300

In this bi-variant table level of income is compared with level of education to find out the significance of education in one's income. Education is the prerequisite of performing of all worldly functionaries. It is education that's makes everyone perfect. In this table among the level of education JSC occupied the highest position, which is 41.94%. A significant number of respondent have accomplished PSC, which is 38.78%. Among the respondent 17.73% are can their signature only.

On the other hand, level of income shows that, 6000-8000 level occupied highest income position, which is 50.00% of total. Besides this significance number of workers earns the level of 8000-10000, which is 22.58%. 17.73% earn in the level of 4000-6000.

This table shows that, there have no significance differences between the levels of education with level of income. Because SSC, PSC, JSC and Signature only workers income approximately one another. JSC highest is 12500 in where PSC is 12000 and signature only is

9600. Maximum PSC, JSC and Signature only worker earn 6000-8000 taka in a month. Income level depends on (in maximum cases) working years and level of experiences and competencies of worker. But level of education sometimes helps worker in getting their promotion.

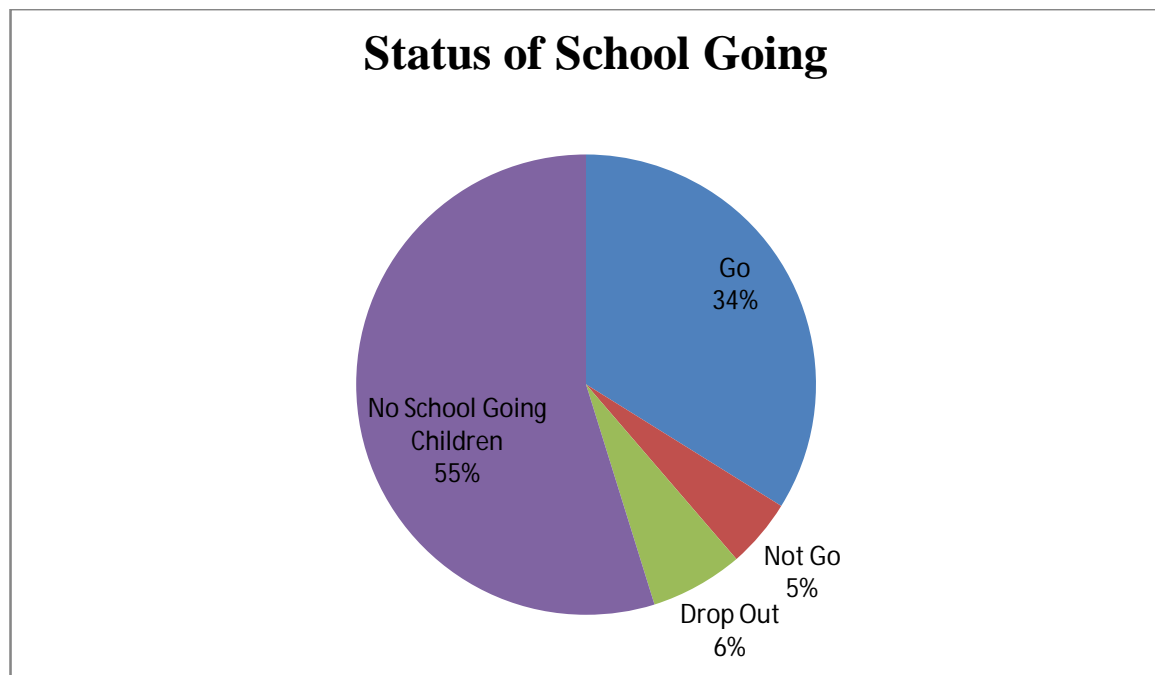
Table-03: Age of the Respondent's Family Members

Limits of Ages	Frequency	Percentage
00-10	41	19.81
10-20	57	27.67
20-30	64	30.92
30-40	13	06.28
40-50	07	03.50
50-60	22	11.00
60-70	02	00.97
70-80	01	00.48
Total	207	100.00

❖ Mean age of respondent family members- 27.79

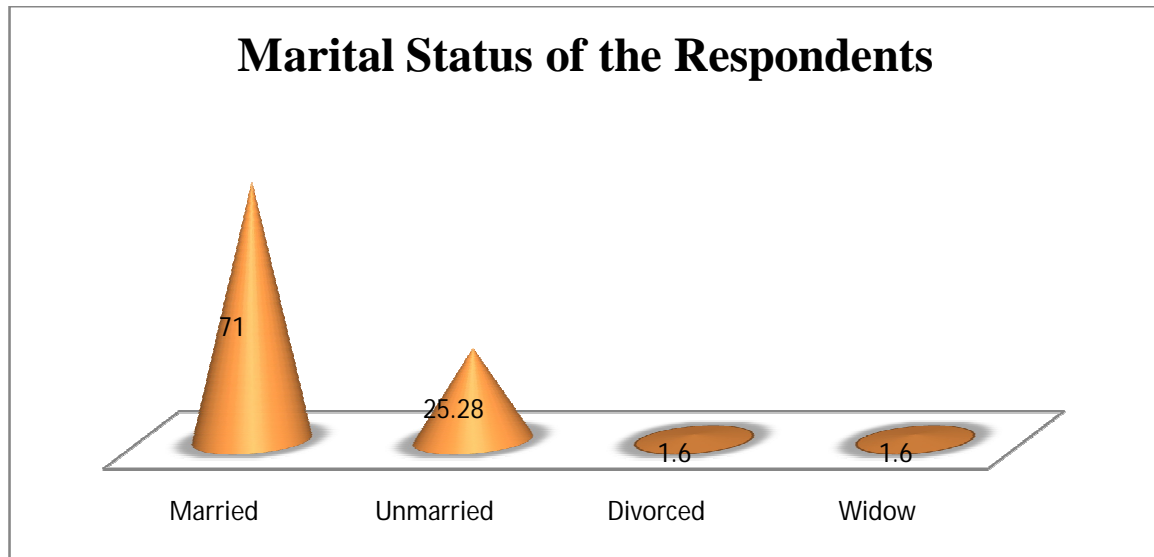
This table represents that, the total family member of the respondent are 207. The average of the family members is 27.79 in where highest age is 77 and lowest age is only 01 years. In this table among the level of ages 20-30 occupied the highest position (64), which is 30.92%. 10-20 level is second highest in position. The lowest percentage is 0.48%. Mean family member-3.34, in where lowest is 2 and highest is 6 members.

This table shows that, Because of restructure of family from polygamy to monogamy, family member of the respondent is going to low. Maximum respondent lives with their counterpart with one or two children in urban area, where they leave their parents and relatives in their village.

Graph-ii: Status of the Respondent's School Going Children

This graph represents the respondent school going children by status of their school going. Observation shows that, total 33.87% respondent children are going to school, in where 4.84% not going. Among the respondents 6.45% drop out from school and engaged in income generating activities and total 54.84% (34) respondents have no school going children.

In our country, normally 06-16 years children are consider as school going children. According to the table most of the school going children is going to school. This is happened because primary education is free and compulsory in our country and awareness of parents about education of their children. Some of them dropped out from school and engaged in income generating activities to economically support their family, but this percentage is too little.

Graph-iii: Distribution of the Marital Status of the Respondents

Marital status of the respondent is shown in this graph. According to this table married, unmarried, divorced and widow are found in response. There have 44 respondents are married, which is 71.00% and approximately 25.28% is unmarried and divorced and widow is 1.6% each. So, the result is maximum respondents found married.

This table shows that, both married and unmarried women engaging in outside paid work. They are working outside to help their family in maintaining their family.

In 1997, a research shows that, after ninety decades, participation of the married women in garment factories is increased at a high rate. Their percentage was 76%. That was happened because of changing the perception of garment owner to the female garment workers (group-c, ISWR, 1997).

In 2004, the Demographic and Health Survey (DHS) estimated the participation rate of married women in cash work (paid work) as 28% in urban areas and 23% in rural areas very similar to the BBS LFPRs for 2003 of 26% in urban areas and 27% in rural areas, which included the category of unpaid work In the DHS, paid work is defined as jobs for which women are paid in cash or kind, or sell things, or have a small business, or work on the family farm and in the family business (BDHS 2004).

Table-04: Percentage Distribution of the Respondents by Passing of their Leisure Times

N=62

Elements	Always	Frequently	Occasionally	Total
	frequency	frequency	frequency	
Watching TV	07 (11.30)	48 (77.42)	01 (01.60)	90.32
Sleeping	04 (06.50)	52 (84.00)		90.50
Hearing music	01 (01.60)	22 (35.50)	08 (13.00)	50.10
Gossiping	02 (03.23)	19 (30.65)	19 (30.65)	64.53
No free time			02 (03.23)	03.23
Others *	03 (04.80)	02 (03.23)		08.03

- ❖ Multiple responses table
- ❖ Figure in parenthesis shows the percentage
- ❖ * Home activities, go resort

According to the table, among the respondent 11.3% (7) always pass their free time by watching TV in where 77.42% (48) frequently watch TV and 1.6% watch occasionally. There have also 84% pass their free time by sleeping, in where 6.5% sleep always. 35.5% frequently hear music 30.65% occasionally and frequently gossip with others for passing their free time. Only 3.23% occasionally do not get any free time.

In this multiple response table maximum respondent's response was multiple. Most of them (in maximum case male respondent) pass their free time by watching TV, hearing music and sleeping. Most of the women respondent gossip with others in evening and pass their free time in doing activities for their family such as- cooking, look after their family members.

In 2008, a research shows that, total 19.69% of total flatting garment worker does not get any free time because of less opportunities of getting holidays and pressure of daily based familial activities. Total 16.66% pass their time in sleeping, 28.78% by gossiping, 53.03% watching TV and 4.55% by hearing music (group-ta, ISWR-2008).

Table-05: Patterns of Family Problems of the Respondents

N=62

Patterns of Problems	Always	Frequently	Never
	frequency	frequency	frequency
Financial problem		30 (48.40)	30 (48.4)
Family related problem	03 (04.80)	05 (08.10)	50 (80.6)
Health related problem	02 (03.23)	16 (25.08)	40 (64.5)
Job related problem	03 (04.80)	06 (09.70)	50 (80.6)
No problems			49 (79.0)

- ❖ Multiple responses table
- ❖ Figure in parenthesis shows the percentage

According to the table, among the respondent 4.8% always face family related problem such as quarrel with counterpart, beating wife etc in where 8.1% frequently face this types of problem and 80.6% have not this problem. On the other hand 48.4% (30) frequently face financial problem, 20.08% face health related problem such as: headache, kidney problem, pain in bally etc. only 4.8% face job related problem such as- promotion, dominant etc.

In this table shows that, maximum respondent as usual face financial problem frequently in their family life. Beside this, one froths of the respondents face health related problem. Some respondent respond multiple answer for facing problem in their family.

Table-06: Percent Distribution of the Respondents according to their Freedom of Expression in Decision Making Process

N=62

Extent of Freedom	Always	Frequently	Never
	frequency	frequency	frequency
Very much freedom	27 (43.50)		08 (13.00)
Much freedom	13 (21.00)	02 (3.23)	13 (21.00)
Moderate freedom	11 (17.70)	02 (3.23)	14 (22.60)
Less freedom	04 (06.50)	01 (1.60)	13 (21.00)
No freedom	02 (03.23)		15 (24.20)

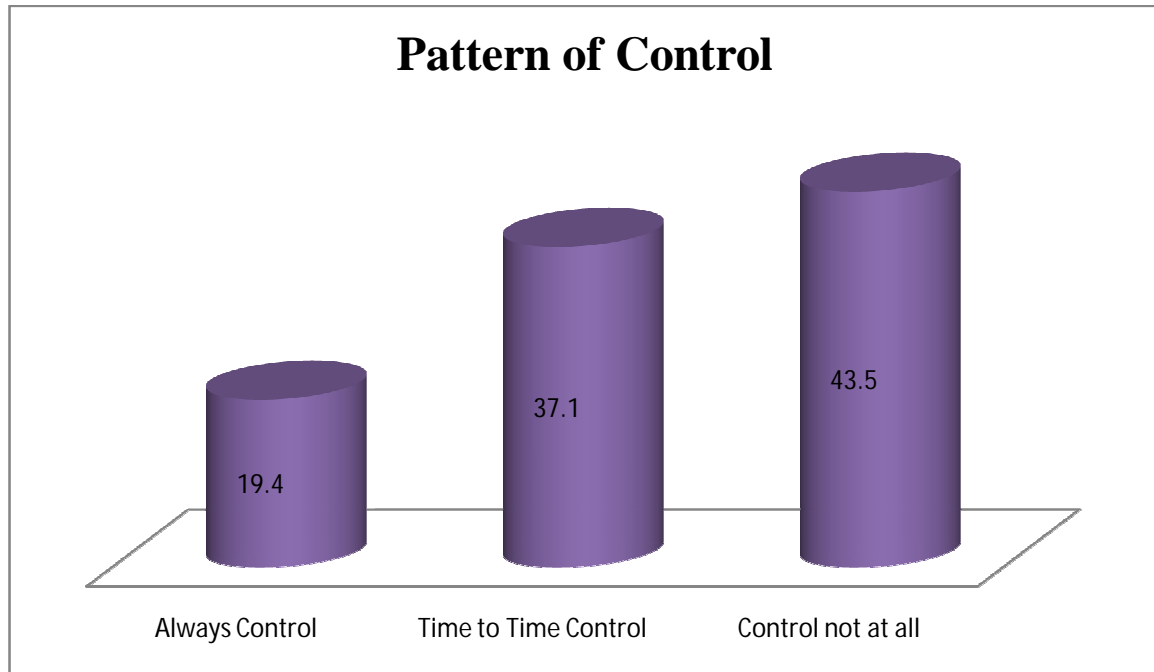
- ❖ Multiple responses table
- ❖ Figure in parenthesis shows the percentage

The figure pertaining in above shows the respondents extent of freedom of opinion in their family. Among the respondents 43.5% (27) always have very much freedom in expressing their opinion in their family, in where 13.00% never get very much freedom. Among the respondent 21.00% get much freedom in where 17.7% get moderate freedom, 6.5% have less freedom and 3.23% cannot get any freedom to express their freedom in their family surroundings.

In this table most of the male worker get very much freedom in their family and rest of them get much freedom in expressing opinion in family surroundings. On the other hands most of the female workers does not get very much or much freedom in their family. Most of time they have to concede their husband's or parents decision or choice.

In 2008, a research shows that, among the flatting female garment worker in Dhaka city total 36.37% of the respondent gets full freedom in expressing their opinion and it come into force in their family. Among them 50.5% had moderate freedom in expressing opinion in where, 12.1% had no freedom of expression in their family (group-ta, ISWR, 2008).

Graph-iv: Percentge Distribution of the Respondents According to their Extent of Control on them by their Family



This figure express extend of control on respondents by their family. Among the respondents, 43.5% have opined that there is no control at all on them by their family. They are extreme free in their familial environment in regard of control. This is positive side regarding the issue.

On the other hand 37.1% and 19.4% of total respondents have mentioned that their family controls them 'time to time' and 'always' respectively. Most of the female workers are in this figure and most of them always controlled by their family member.

So it can be conclude that near 60% of total respondents are controlled by their family which is a great hindrance for making spontaneous decision and participation in familial affairs.

Table-07: Control Imposing Person of the Respondents

Control Imposing Person	Gender			
	Male N=29		Female N=33	
	Always	Frequently	Always	Frequently
Husband/Wife			05 (15.15)	15 (45.45)
Father		03 (10.34)	01 (03.03)	01 (03.03)
Mother		02 (06.90)		01 (03.03)
Relatives*			01 (03.03)	
No Controller	24 (82.76)		09 (27.27)	

❖ Figure in parenthesis shows the percentage

❖ * Brother in law

In this bi-variant table gender is compared with controlled imposing person in respondent's family. Observation shows that, most of the male workers (82.76%) have no control imposing person, in where 10.34% controlled frequently by their father and 6.9% frequently controlled by their mother. This shows that most of the male workers are free to take any decision about their own and in many cases they controlled their family decisions.

On the other hand, 60.6% women control by their husbands. It is revealed that most of the husband has tended to dominant their wives. Total 15.15% female always dominated in which 45.45% dominated frequently. There have 6.06% female labour controlled by their father and 3.03% by their mother. It is a matter of hope that 27.27% female worker have no control imposing person. They are free to take any decision about themselves.

In 2014, IBT shows that, today's women are engaging income generating activities. That why Women are gaining independence. They work at night, they move around the city, and make their own decisions. They can expand their income and support their children and their old parents in the villages.

4.2: Job Related Data in RMG Workers

Table-08: Percentage Distribution of the Respondents according to their Job Duration

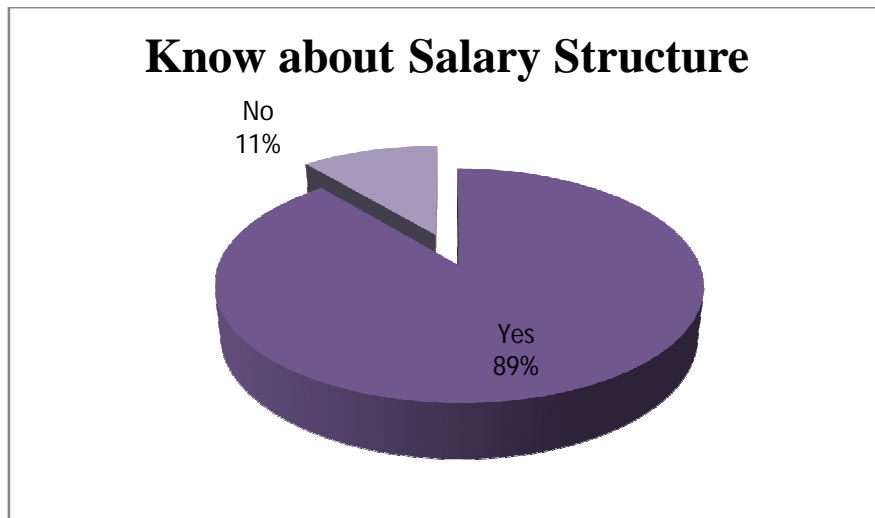
Duration of Time	Frequency	Percentage
0-2	07	11.30
2-4	11	17.74
4-6	17	27.42
6-8	09	14.50
8-10	07	11.30
10- Over	11	17.74
Total	62	100.00

This table shows that, among the respondent 27.42% serving their organization from 4-6 years, in where 17.74% worker serve 2-4 years and 8-10 years respectively. 14.5% worker serving their organization from 6-8 years, in where 11.3% working 8-10 years in their organization. There have only 11.3% worker serving less than two years.

It shows that, a little number of workers is new comer in their own organization. Some of them have previous occupation and they leave their ex occupation because of their little income, vanish of garments, collapsed of Rana Plaza etc.

After collapsed of Rana Plaza, working condition of the garment sector is improved and salary structure is increased. The overall condition of garments of Savar area is better than Dhaka city area. So, worker in Dhaka city area give their opinion in leaving their occupation if they get better than Savar area.

Graph-v: Knowledge of the Respondents about the New Salary Structure



Respondent knowledge about new salary structure is shown in this graph. Observation shows that, among the respondents 88.7% (55) know the new salary structure, in where 11.3% unaware about it. It shows that, most of the respondents aware of their rights. The minimum salary structure is,

Basic	3000 taka (BDT)
House rent	1200 taka (BDT)
Food Allowance	650 taka (BDT)
Medical Allowance	250 taka (BDT)
Travel Allowance	200 taka (BDT)
Total	5300 taka (BDT)

New minimum salary of a worker is 5300 taka. After the collapsed of Rana Plaza, the garment owner pays this salary to worker. So, garment owner is not interested to recruit new worker for their garment. Because, according to rule they must pay the same amount of money for a callow labour. It is a great pressure for current worker, because they have extra pressure to complete the work.

Table-09: Percentage Distribution of the Respondent's Encouraging Person according to their Present Work

N=62

Encouraging Person	Frequency	Percentage
Self	40	64.52
Husband	08	13.00
Father	17	27.42
Mother	10	16.13
Relatives*	04	06.50

❖ Multiple responses table

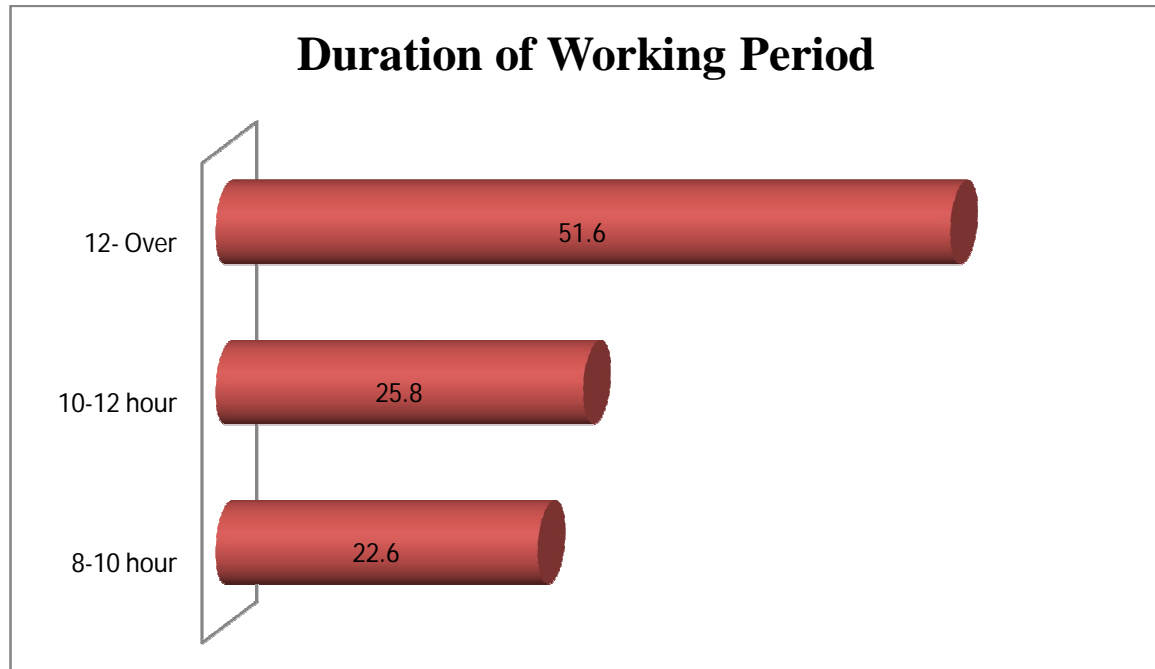
❖ * Brother, Brother in law, Sister

This table represents the respondents encouraging person at work. Among the respondents 64.52% were engaged in their work with their own decision and own will. Nobody sent them at work. Besides this, 27.42% encouraged by their father, in where 16.13% encouraged by their mother and 6.5% by their relatives. Some worker response was multiple.

This table shows that, most of the workers were gone at workplace by their own will. So, we say that, besides man, women workers also taking decision about their own.

In 1991, a research was conducted by Protima Pal Mojumder and Salma Chawdhary Jahir at 32 garment factories in Dhaka city. They show that, 70% were female worker among total garments worker. Their average age was 19.7 and more than 70% of them engaged in current work by encouraging their relatives, friends and neighbors.

Graph-vi: Percentage distribution of the Respondents according to their Working Duration (in hour)

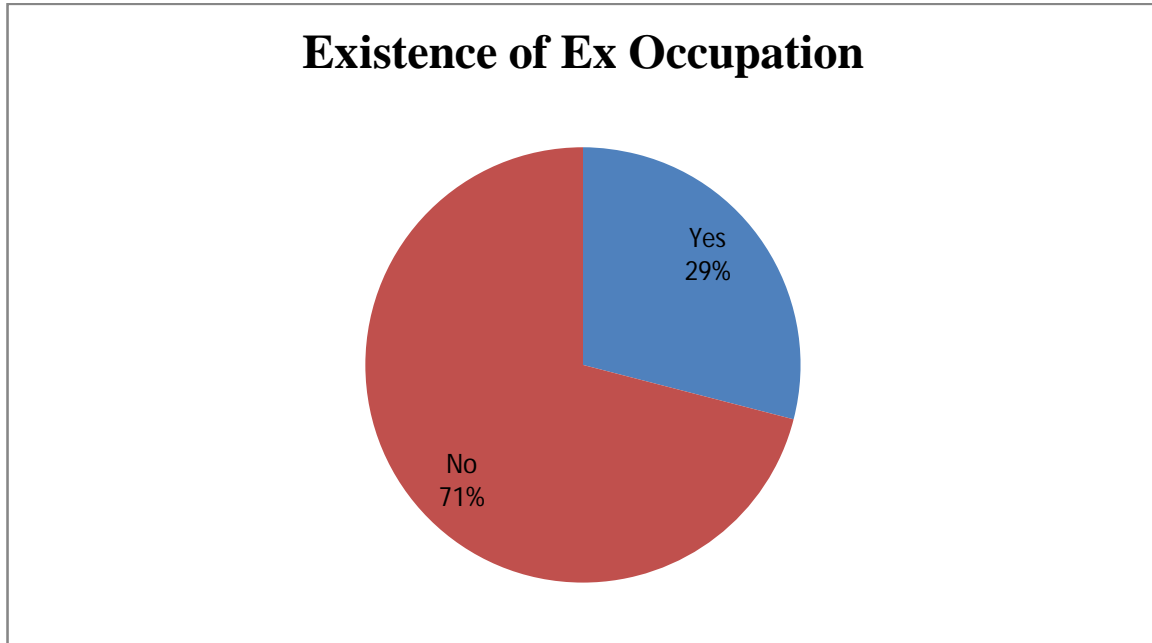


This graph represents the working duration of the respondents. Observation shows that, 51.6% (32) workers work 12 hours or more than 12 hours in a day in their workplace. Among the respondents 25.8% work 10-12 hours and rest of them (22.6%) work 8-10 hours.

It is the matter of concerned that, more than half of the total garment workers work 12 hour or more than in a day, and one-froths work 10-12 hours. Most of them have compulsory overtime. The salary rate of overtime in an hour is less than their main time salary in hour. It breaks the rule of international labor law.

Institute of Global Labour and Human Rights revealed that, Eighty percent of the workers were young women, 18, 19, 20 years of age. Their standard shift was 13 to 14 ½ hours, from 8:00 a.m. to 9:00 or 10:30 p.m., toiling 90 to 100 hours a week with just two days off a month (IGLHR, 2014). Many are forced to work 14-16 hours a day seven days a week, with some workers finishing at 3am only to start again the same morning at 7.30am (TRAID).

Graph-vii: Percentage Distribution of the Respondents according to their Existence of Previous Occupation



This graph represents the existence of respondent previous occupation. Among the respondents 29% worker have previous occupation, in where 71% have no any previous occupation. Some of the workers have previous occupation like Rickshaw puller, small shopkeeper, van driver and some of them leave their previous garment because of low salary, poor working environment, collapsed of garments and various types of harassment.

Table-10: Percent Distribution of the Respondents according to their Extra Privilege at their Present Occupation than Previous Occupation

N=18

Pattern of Extra Privilege	Very much	Much	No Extra Privilege
	frequency	frequency	frequency
Better wage	1 (05.56)	5 (27.78)	5 (27.78)
Better Working environment	2 (11.11)	7 (38.89)	2 (11.11)
Working hour	1 (05.56)	5 (27.78)	4 (22.22)
Promotion	2 (11.11)	6 (33.34)	4 (22.22)
Transport facilities	1 (05.56)	3 (16.67)	7 (38.89)
Holiday		1 (05.56)	

- ❖ Figure in parenthesis shows the percentage
- ❖ Multiple response table

This multiple response table shows the respondents privilege in their occupation than ex occupation. Observation shows that, 27.78% get much better and 5.6% get very much better wage than ex occupation, in where 27.78% do not get extra salary in present occupation.

Among the respondent 38.89% get better working environment and 11.1% get not, in where 27.78% get privilege in working hour and 33.34% get promotion facility and 16.67% frequently get transport facility in their new job.

From this table we say that, maximum of the respondent changed their job because they got better facilities than their previous occupation. Some of the respondents do not get extra privilege, but they change their ex occupation because of lack of investment or collapsed of their garment factory.

Graph-viii: Opinion of the Respondents according to their Leaving Occupation



This graph shows that, 69.4% of total respondents give their opinion that, they will leave their occupation if they get better. That means, most of the workers are not satisfied on their wages and they do not manage their livelihood with these salary. They are hopeful about increasing their salary and getting accurate wages for their overtime.

On the other hand, 30.6% are satisfied with this salary. Some of them do not leave the job because of their relatives work in the same garment or it is near to their house.

Graph-ix: Percentage Distribution of the Respondents according to their Possibility of Promotion at their Present Occupation



Possibility of promotion of the respondents is shown in this graph. Among the respondents 77.42% (48) have the possibility in getting promotion in their present occupation. This is happened especially in Savar area in where Rana Plaza was collapsed before two years ago. After collapsed of Rana Plaza the overall condition of RMG worker at Savar has improved such as- salary structure, working environment, overtime salary, promotion criteria etc than Dhaka city garments.

On the other hand, 22.58% have not any possibility of promotion in their present occupation. Most of this figure is for Dhaka city based garment factories.

4.3: Data Regarding on their Wages

Table-11: Respondents Monthly Family Income Related Information

Monthly Family Income	Frequency	Percentage
4000-8000	09	14.50
8000-12000	10	16.13
12000-16000	22	35.50
16000-20000	07	11.30
20000-over	14	22.60
Total	62	100.00

This table represents the respondent's monthly family income. Statistics shows that, the majority of the family earns 12000-16000, which occupied 35.5%. Beside this, a notable percentage of 22.6% family earns 20000 more in a month. Among the percentage 16.13% family earns 8000-12000, 14.5% family earns 4000-8000 and 11.3% family earns 16000-20000 taka in a month.

It shows that, almost half of the total family has more than one earning person and they earns over the 15000 taka in a month. That is a good figure for a small monogamy family. It indicates that, the living standard of the garment worker is increasing day by day. They are able to meet their basic needs, but sometime they face financial problem in maintain their family.

On the other hand, one-thirds of the total respondent earns less than 12000 taka in a month. Most of them are only earning person in their family. Most of time they face financial problem and that's why they have no savings and some of them borrowed from others to maintain their family.

Table-12: Respondent's Monthly Family Expenditure Related Information

Monthly Family Expenditure	Frequency	Percentage
4000-8000	08	12.9
8000-12000	16	25.8
12000-16000	20	32.3
16000-20000	06	09.7
20000-over	12	19.4
Total	62	100.0

Respondent's monthly family income is described in this table. Statistics shows that, the majority of the family expends 12000-16000, which occupied 32.3%. Beside this, a notable percentage of 25.5% family expends 8000-12000 taka in a month. Among the percentage 19.7% family expends 16000-20000, 12.9% family expends 4000-8000 and 9.7% family earns 16000-20000 taka in a month.

It shows that, more than half of the total family expands over the 12000 taka in a month. It seems enough for a small family whose member is three or four. It indicates that, the living standard is increasing day by day because they expend their money for their family needs and betterment of their family. Sometime they face financial problem in maintain their family. Because of their family needs some of them expend more than their income. That's why they do not have any savings and cannot maintain their family well.

Table-13: Percentage Distribution of the Respondents according to Perform their Overtime

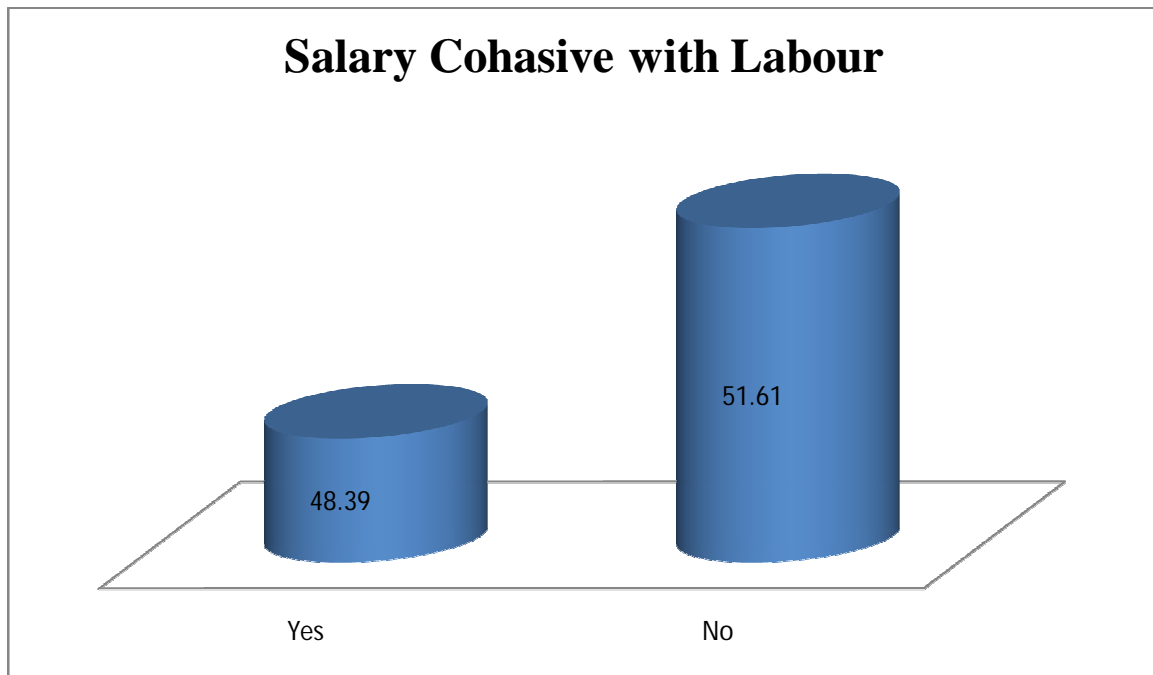
Status of performing overtime	Always	Frequently	Never	Percentage
	Frequency	Frequency	Frequency	
Compulsory	22 (35.48)	23 (37.10)		72.58
Non-compulsory		13 (20.97)	04 (6.45)	27.42
Total	22	36	04	100.00

This table represents the respondent's overtime performance and its hardness. It shows that total 72.58% respondent do overtime compulsory in where 35.48% do it every day and 37.1% frequently do when garment has pressure of work. On the other hand, 20.97% of the respondent does non-compulsory overtime. That means, doing overtime is in their will, and only 6.45% do not have any overtime.

It shows that, in most of the garment factories, worker must have done overtime lest they lose their job, or they do not get that days salary or they will deprived of different privileges.

Table-22: Percentage distribution of the Respondents according to their Salary Compatible with their Labor

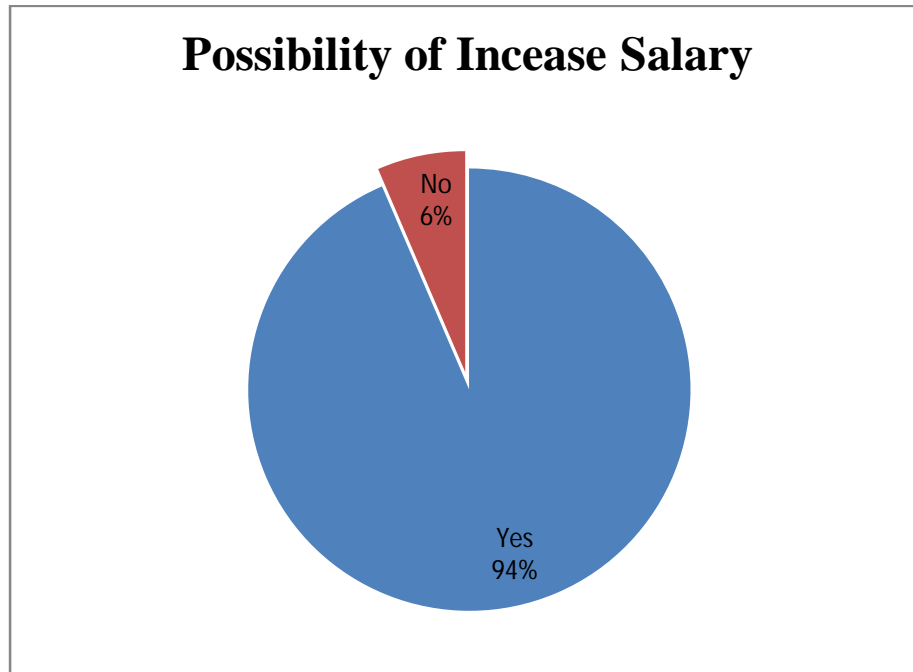
Graph-x: Distribution of the Respondents by their Salary Compatible with their Labour



This graph represents the respondent's salary compatible with their labour. It shows that, 51.61% responses that, their salary is not cohesive with their labour. Among this percentage most of them are married who cannot maintain his/her family or he/she is only earning member in his/her family. Most of them lived in Dhaka city.

On the other hand, 48.39% of the respondent response their salary is cohesive with their labour. Most of them are unmarried, more earner family and live in Saver area.

Graph-xi: Percentage Distribution of the Respondents according to the Possibility of their Increasing Salary



This graph represents the possibility of increasing salary of the respondent. It shows that, total 93.55% of the respondents have possibility of increase of their salary, in where 6.45% have no possibility.

This condition changed from last two years after collapsed of Rana Plaza at Saver in where 1127 workers were died. After collapsed of Rana Plaza all garment factory especially in Dhaka district garments changed their environment of paying salary according to policy, give timely promotion, paying overtime salary etc. But till now some factory is not followed this rule at all.

Table-14: Respondents Debt Related Information

Position on Taking Debt	Frequency	Percentage
Yes	13	21.00
No	49	79.00
Total	62	100.00

This table represents the respondents taking debt for them. Distribution shows that, there are 79% respondent have no debt. That means they try to manage their family by their income. Most of the respondent does not want to involve with debt, because most of the debt giving organization is profit seeker. They take all things even their home or land if they cannot pay their money.

On the other hand 21% of the respondent has debt. They take it for managing their family or overcome from problem. Most of them took debt from local lender or organization at a low interest. The amount of the debt is not more than 20000 taka.

Table-15: Respondents Savings Related Information

Status of Having Savings	Frequency	Percentage
Yes	20	32.3
No	42	67.7
Total	62	100.0

Savings of the respondent is distributed in this table. It shows that, 67.7% of the respondent has no savings. Most of them are only earning family member in their family or family is large and expenditure is so high than their income or some have debt for maintaining their family. The main hindrance of savings is commodity price. The price of food and other daily needed commodities is increasing at an alarming rate in day by day. So people with lower income cannot save their money for their future.

On the other hand, 32.3% have savings. Most of them have one more earning member in their family. The entire saver monthly saves their money. The amount is in 500-2000 taka.

Table-16: Respondents Level of Income Related Information according to their Gender

Level of Income	Gender	
	Male	Female
	Frequency	Frequency
4000-6000	04 (13.79)	06 (18.18)
6000-8000	07 (24.15)	24 (72.73)
8000-10000	12 (41.38)	03 (09.09)
10000-12000	03 (10.34)	00
12000-Over	03 (10.34)	00
Total	29	33

- ❖ Figure in parenthesis shows the percentage
- ❖ Man highest total-12500 Man lowest total-5300
- ❖ Women highest total-9000 women lowest total-4100

In this bi-variant table level of income is compared with gender to find out the significance of gender in getting salary. It shows that, most of the male earns level of 8000-10000, which occupied 41.38%. Among the male respondent 24.15% earns in the level of 6000-8000 and 13.79% earns 4000-6000 and 10.34% earns 10000-12000 and 12000 more respectively.

On the other hand, most of the female worker earns 6000-8000, which occupied 72.73%, in which 18.18% earns in the level of 4000-6000 and 9.09% earn 8000-10000 taka in a month.

This table shows that, there have significance differences between the levels of income with the gender. This indicates that, male worker earns more than female worker. Male worker highest total is 12500, in where a female earns highest 9000 taka in a month. Lowest income of male worker is 5300; in where female lowest is 4100 taka in a month. There has not any female worker who earns more than `10000 in a month. So it indicates that, there has gender effect in paying salary.

In 2007, a survey reveals very low average hourly wages of 16.8 taka, the equivalent of approximately 25 cents/hour .The survey results also highlight the existence of a significant and persistent gap in earnings between women and men: on average, men in the surveyed industries earn over 21 per cent more per hour of work than women. In Bangladesh, maximum women labor work in RMG sector. Wages based gender discrimination is high in RMG sector in Bangladesh. (Bangladesh Occupational Wage Survey-2007)

4.4: Data Regarding on Wages Discrimination

Table-17: Discrimination of the Different Sectors of the Respondents according to their Gender

Sector of Discrimination	Gender					
	Male N= 29			Female N=33		
	Always	Frequently	Never	Always	Frequently	Never
Getting Promotion		03 (10.34)	26 (89.66)	02 (06.06)	12 (36.4)	19 (57.58)
Working time			29 (100.00)		06 (18.2)	27 (81.82)
Paying holiday			29 (100.00)		05 (15.2)	28 (84.85)

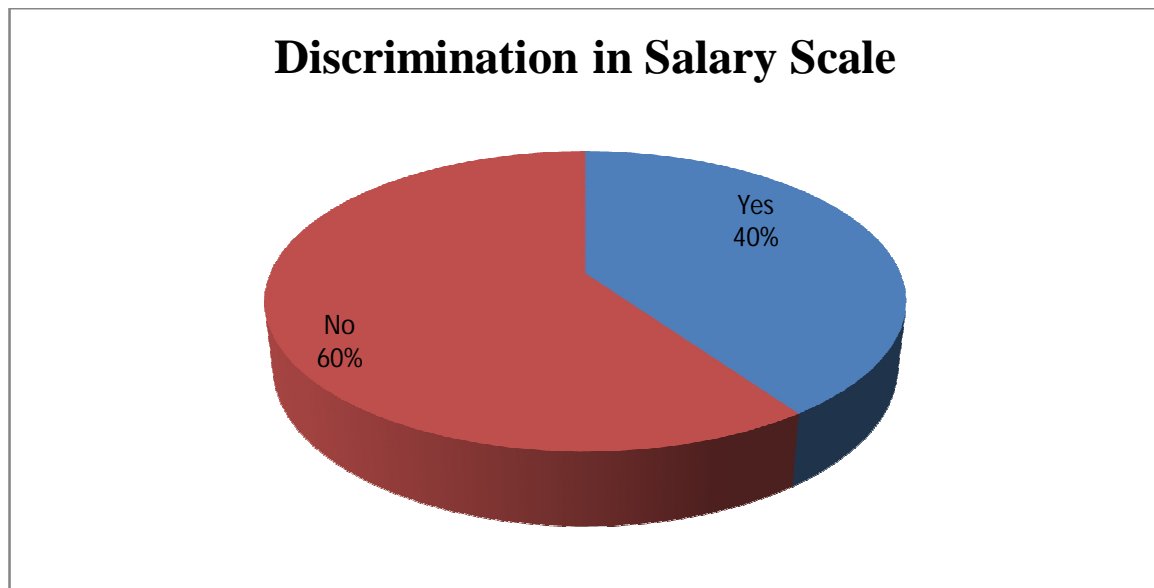
❖ Multiple response table

❖ Figure in parenthesis shows the percentage

This table represents distribution of discrimination in different sectors because of gender differences. Observation indicates that, in promotion facilities 6.06% female worker always face problem, in where none of the male worker always face promotion problem. Among the respondent frequently 36.4% female face disparity in promotion, in where male is 10.34%. Besides this 89.66% male never have this problem, in where female figure is 57.58%.

On the other hand, 100% male does not have working time and getting holiday related problem, in where female figure is 81.82% and 84.85% respectively. Beside this, 18.2% female frequently do more over time than male and 15.2% frequently do not get same holiday like male worker in their garment.

This observation shows that, female worker face disparity in getting difference privileges in garment factories. That's happened because owner seems that women have less quality to do work well, they cannot produce same quantity as man. Most of victim female worker opined that, the disparity because nepotism and owner mentality on female worker. It is matter of hope that this situation is changing day by day because of people awareness on gender disparity.

Graph-xii: Situations of the Wages Discrimination according to their Gender

This graph shows that gender discrimination in paying salary. Among the respondent 40.3% face discrimination in getting their salary. Most of them are female and they are Dhaka city garment worker. They do not get their money in time. In many time they get their overtime salary after few month.

On the other hand 59.7% do not face any problem in getting their salary. Mostly this portion is male respondent and Savar based garment worker. This observation shows that, there have significance differences in getting salary. After collapsed of Rana Plaza this problem reduced in garment factories especially at Savar area and in Dhaka city based garments till face this problem, but it is changing day by day.

According to The Daily Star Business Report, 2011, The WB launched the report that, a woman earns only 12 cents for every dollar a man earns in Bangladesh. The figure is lowest among countries such as Sri Lanka, Malaysia, Nigeria, Mexico and Germany. For example, a woman in Sri Lanka earns 50 cent for every dollar a man earns.

Women entering the industrial labor force in Bangladesh generally find themselves in low skill or low wage job. In RMG production, female workers are predominantly concentrated in low skill or low wage operations and thus, are low paid. Most women are either production worker or helpers. Given the low opportunity cost of female labour in Bangladesh is female labour attractive because women are paid less than man for similar job. (M. Yunus and T. Yamagata-2012)

Table-18: Causes of the Respondent's Salary Disparity Related Information

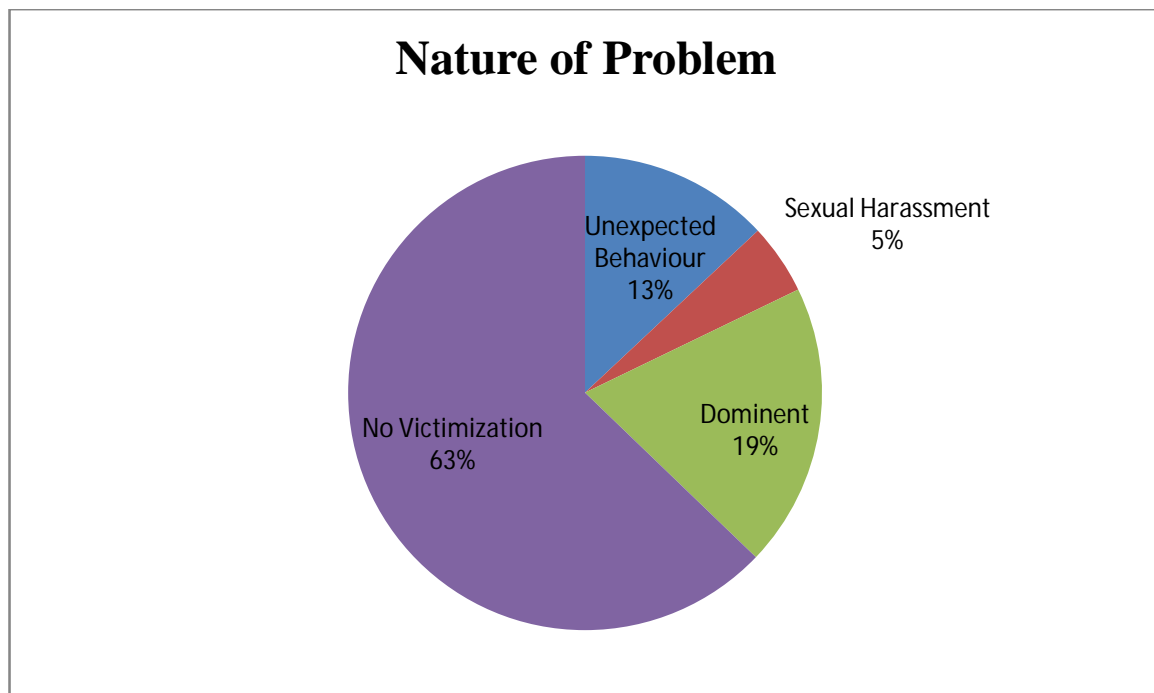
Causes of Salary Disparity	Frequency	Percentage
Male work hard then women	02	03.2
Women cannot work same quantity	07	11.3
Women works have less quality	11	17.7
Only because of women	01	01.6
Nepotism	05	08.1
No disparity	36	58.1
Total	62	100.0

This table represent by the issues of salary disparity. Observation indicates that, 17.7% respondent affected by salary disparity because of less quality in their work and all of them are female. A notable female (11.3%) face this problem because they cannot work same quantity in work, in where 8.1% face this problem for nepotism of the higher class officers with workers. A large number of respondents do not face disparity in their salary, which is 58.1%. Most of them are male worker and most of the worker work in Savar area garment factories.

This observation shows that, a large number of women face salary disparity in their workplace. They said that, owner of the garment factories seems women have less quality to work and they do not produce same quantity like man. Many female rights related organization and international organization raised their voice on behalf of discriminated female worker. So this situation is changing day by day.

A research show different level of wages in different countries. These are of US\$ 16.00 in USA, Germany US\$ 25.00, China 0.5, Sri Lanka 0.45, India 0.35, Indonesia 0.40, Nepal 0.30, Pakistan 0.41, and South Korea 5.00 US\$ in where a Bangladeshi worker receives a minimum wage of US\$ 0.15. (Absar and Anand, 2001)

In 2001, a survey shows that, a male operation get 2254 taka per month, in where a female operator gets 1536 taka. For a male cutting master gets 3935 taka, in where a female gets 2125 taka in a month. A male ironer gets 1894 taka, in where a female ironer gets 1106 taka.

Table-xiii: Patterns of Workplace Related Problems of the Respondents

This graph shows the different victimization of worker in their workplace. Observation shows that, 19.40% of total respondents dominated in their workplace. Most of them are female and dominated by their supervisor. Among the respondent 13% get unexpected behavior (use bad language, chide, admonish) from their supervisor, in where 4.8% sometimes sexually harass. This situation is changing day by day because of increasing of women awareness and strong voice of women supporting organization.

On the other hand it is the matter of hope that, among the respondents 62.8% of total respondent (maximum male) do not face any kind of bad situation in their workplace.

In 2014, international Business times shows that, Still, women garment workers face many daunting challenges, including low pay (despite recent gains), threats and sexual harassment from male bosses and factory owners, the poor infrastructure and corruption and persistently dangerous conditions in many facilities (IBT-2014)

In 2014, a study shows that, the socio-economic condition of laour force of RMG industry of Bangladesh, in no way, can be said well. As most of them are uneducated and unskilled, they

get very poor salary in contrast to ever increasing expense of livelihood. Very often they do not get their salary, bonus and overtime bills in time. In many factories they are forced to work long hours in unhygienic condition. There is no condition for trade unionism; they do not have any access in policy making process. (M. Yunus and T. Yamagata-2012)

In 2003, Potima Pal Majumder shows that, in the garment factory, most of the female workers age is between 15 to 30 years. This very young age is also responsible for various kind of harassment such as harassed by colleagues. Their wage payment is not regular. Sometimes it was paid after the first week of the month. Worker face various types of hazards these are- uncongenial working conditions; late-night overtime work; absence of canteen facility; absence of weekly holiday and leave facilities. In the garment industry men and women hold different jobs and consequently are exposed to different types of hazards. Majority of the women work in low-paid and less skilled jobs, where work hazards are comparatively higher.(Paul-Majumder, 2003)

Table-19: Percentage distribution of the Respondents according to the Gender and the Income Expenditure Person

Income Expending Person	Gender			
	Male N= 29		Female N=33	
	Full	Partial	Full	Partial
Self	24 (82.76)	05 (17.24)	07 (21.21)	12 (36.36)
Husband			09 (27.27)	11 (33.33)
Father		03 (10.34)	02 (06.06)	01 (03.03)
Relatives*		02 (06.90)	01 (03.03)	

- ❖ Figure in parenthesis shows the percentage
- ❖ Multiple responses table
- ❖ *Brother in law

In this bi-variant table income expending person in respondent's family is compared with gender to find out the freedom of female worker in expending their income in their family. Observation shows that, total 82.76% (24) male respondent have full freedom to expend their income, in where 17.24% can expend part of their income with their family members.

On the other hand, only 21.21% (7) of the female respondents have full rights to expend their money and 36.36% can expend part of their income. Among the female worker 27.27% respondents income fully and 33.33% partially expended by their husband, in where 6.06% respondents income expended by their father and 3.03% by their relatives.

This shows that, female workers have limited freedom in expending their income. Maximum income of the female worker expended fully or partially by their husband. That means still they have limited freedom of opinion expression in their family even they have limited freedom in expending their income. To change this situation more awareness is needed in family and social level.

In 2014, IBT shows that, Women are gaining independence. They work at night, they move around the city, and make their own decisions. They can expand their income and support their children and their old parents in the villages.

4.5: Data Regarding on their Opinion to Improve their Condition

Table-20: Opinion of the Respondents

N=62

Opinion on Improving Conditions	Frequency	Percentage
Increase of Salary	27	43.55
Give equal wage	06	09.68
Increase overtime salary	14	22.58
Appoint new worker	23	37.10
Gentle behavior of supervisor	06	09.68
Positive respect to women worker	02	03.23
No comments	19	30.66

- ❖ Figure in parenthesis shows the percentage
- ❖ Multiple responses table

This multiple responses table shows that, 43.55% of the total respondent opined to increase their salary and they also said their salary is not compatible with their labour. They cannot maintain their family by their income.

On the other hand, 37.1% give opinion to appoint new worker. After application of new salary structure garment owner put off to recruit new worker because, they must pay minimum 5300 taka (BDT) for a new worker who have limited competence. So work pressure is increased on the worker to finish a certain work in certain duration.

Among the respondents 22.58% opined to increase their overtime salary. In the garment factories overtime salary is not in a structured way and garment to garments overtime salary is varied. Some garment pays 0.5% (50 paisa for hundred basic) taka of their basic for an hour, in where some offer .6% or .7% taka per hour. So, total overtime salary in one hour is 15-25 taka. In Savar based garments the overtime amounts in an hour is 20-30 taka, in where in Dhaka based garment pays 15-25 taka in an hour and sometime they delay to pay this overtime salary. It is too little than other developing countries. So, they opined to increase their salary.

Among the respondents 9.68% opined to give equal wage in gender basis, in where 9.68% opined on gentle behavior of supervisor and 3.23% opined to take women worker positively. In Bangladeshi garment female labour is discriminated in getting their salary equal because of gender basis reasons, and some of female labour is affected by different kinds of harassment. They want to improve this condition and take women positively.

Case Study No-01

Sarmin Begum is 33 years old. She has four members of her family having two children and both of them are school going (one daughter and one son). She bounds to stop her study because of her father's poverty and then she got married with Md. Wahidur Rahman when she was 17 years old. Her husband is a small businessman and deals in fruits. Their permanent residence is in Nator Sadar Upazilla. There have no enough land or property in their home district. For that they bound to come in Dhaka for their livelihood and have been started to at Bank Colony in Savar.

Sarmin Begum's husband at first started to fruits business with a small capital and earns a little amount of money and that was not sufficient for her family. At the same time her husband also maintains his parents and for that he bound to send money for his parents at Nator. For that to maintain her family smoothly she started to work at *Heska* garments in 2007. The environment of *Heska* garments is not favorable for her and they paid their monthly salary delayed and the salary was also low. For that she joint Rana Plaza for fulfill her basic needs smoothly. In those issues her statement is mentioned below.

I am not a well educated woman and passed class eight and for that I started my work as a machine operator for preparing shirt at Heska germents. But it was a great sorrow that the authority of the garments does not behave well with me and they exploited me and my then my monthly salary was only 3500 taka and that was so injustice for me. For that I come back from the garments and then joined Rana Plaza and got 6500 taka for the same position and the environment was favorable for me.

Sarmin Begum now has been working for six month at Jiko Garment in Savar as an operator and that was her previous occupation. She told that though her husband's profit is increasing there have difficulties to fulfill the family demands because of children's education cost, rent cost and also for her treatment costs. For that she joints the Jiko garments. After collapsed of Rana Plaza in 24 April, 2014 she bount to join in this garments. The environment of the garments is not so suitable for her but the salary is low. She noticed there have limited facilities such as limited holiday, improper promotion, limited allowances, and high work pressure, limited light and air, poor sanitary system. She works 12 hour in a day in where overtime is compulsory and sometimes the overtime is burden for her and she earns 6200

taka with total of her monthly salary and overtime, though she earned 6500 taka at Rana Plaza. She also felt that now she physically ill and it is difficult for her to work, but nothing to do for her survival and to maintain her family smoothly. With a great sorrow she said that

When Rana Plaza collapsed I was in there. I couldn't imagine that I come back my home and survive my life. There are four workers besides me and all of them died and with the help of god I rescued. For that incidents my both legs were injured which still gives me pain and sometimes I feel unable to do any work. For that tragedy I do not get any help, yet the aid that was sanction for us do not know where that was?

Sarmin Begum working at Jiko garments in Savar. She works 11-12 hour in a day and gets 6200 taka in a month as her salary. This salary is not enough according to her labor. The overtime salary per hour is too little. They get 07-22 taka salary per hour based on their basic salary. She faces wages discrimination in determining salary by owner. She gets 6200 taka in where a male garment worker in her position gets more than her salary. The owner said this is happened because the women have less quality in production and they cannot fulfill their requirement or target. But she is not satisfied with this statement.

Sarmin Begum said that she is discriminated because she is a woman. She also mentioned that the situation is changing after the Rana Plaza tragedy. But it is a great sorrow that the owner do not recruit new worker because they must pay at least 5300 taka for a new worker with the rules of rules of BGMEA and they expressed that in different way and the said that the new worker are totally callow or less competent and for that they can't recruited the new worker. That's why working pressure is so high for the current worker and they work overtime to fulfill the rest work and worker does not get their holiday properly. They face irregular promotion, nepotism in getting promotion, dominant by the senior workers and supervisors and sometimes get unexpected behavior from supervisor.

Sarmin Begum feels great depressed towards her present working place. She does not get enough facilities from the garments as she does. She said that-

Nari bole amra protinioto bonchanar shikar hocce, mojuri boisommer shiker hocce. Avijog korle tara bole valo lagle kaj koren, na valo lagle chole jan. Tobu valovabe bacherr jonno

*abong amar samir buza komate amar shariric somossa sottoe ami dirgha somoy kaj kori.
Kintu amar dukkho hocce amra thder jonno ato kori tobu amader nunnotomo sohaiota korte
chaina, tobuo baddho hoie kaj kori santan ar sangsarar jonno.*

Sarmin Begum has no problems in her conjugal and familial life. She has good relationship with her husband. She has much freedom in decision making process. In any issues both of them take decision and she has maximum support to do any work from her husband. She has not enough leisure time because her holiday is Friday and sometimes she bound to go her working place. For that most of her leisure time she spends through chores and through gossiping with the family members and sometimes watching television.

As a woman Sarmin Begum desires that there should be rub out discrimination towards the working women and proper initiatives should be taken for that. She also recommends for the increasing of her salary, reduce the mandatory rules of overtime, to reduce work pressure, improving working condition, ensure job sustainability, give regular promotion, and to reduce dominant behavior from owner and supervisors.

Case Study No-02

Monoara Begum is 37 years old. She has four members of her family and her only daughter got married two years ago. She is not a literate woman in proper way and she can only signature her name. She got married with Md. Mojibor Sheke when she was 14 years old and her husband is a day laborer. She lives with her husband and son. She came to Dhaka with her husband 10 years ago from Gheor under the district of Manikghoj to fulfill their basic needs and also to lead their life smoothly. Now she lives at Bank Colony in Savar and works as a garments worker.

Monoara Begum's husband is a day laborer and earns nearly 5000-6000 taka per month. With that money her husband can't maintain the family smoothly, also they had school going children. For that she joined at Modern Plaza in 2009 and then her monthly salary was 2660 taka. She leaves the workplace because of low salary and limited opportunities. Now she has been working at Jiko Garment in Savar as an operator in 4 grade scale for two years and three months. She gets total 6420 taka monthly as her salary including overtime. She works 12 hour in a day in where over time is compulsory. Recently she and her husband stopped their son's education and their son now started to work with his father as a helper of his father. She says that

I am a poor women and I lead a miserable life. For that I bound to stop my son's education but I have desires to educate my son, but poverty doesn't fulfill my dream (With depressed). Being my poverty I pass my livelihood with hardship.

The environment of her working place is not so good. Every day she must do overtime but salary is not compatible with her labor. She gets almost 21 taka per hour for over time duty and that is so pathetic. She faces wages discrimination in determining salary by her owner. She gets 6420 taka per month in where a male worker gets 1000-1200 taka more than her and holds the same position. The discrimination behind her is that the supervisor think that she has less quality in doesn't fulfill their requirement in proper time. But she refused the issue and she noticed that she willingly discriminated because she is a women and she silently take

it to save her job. Also she has no extra facilities to improve her life. With a great sorrow she said that

The owner of the garment only thinks their profit, they don't think about us. We work a long time but can't get proper wages, rather they harassed us in different ways. If we talked to any issue about our rights, they threat us for punishment or to reject us from the job and that was so touching for us. There are many female workers continuously who are discriminated and there is no one to think about us and to solve our problems.

Monoara Begum has some problems in her family life. As her husband is a day laborer and she works in garments and works till 08 pm or sometimes 10 pm, her husband sometimes makes quarrel with her and that is not so severe. Sometimes her husband makes noise and haphazard situations in her family when he does not get any work and becomes unemployed. For that she feels frustration and at the same time she is worried about for her family. She has moderate freedom in decision making process for her family. Maximum time her husband expand her income and sometimes her husband force her to give money and to give any opinion. She partially expands her income and that is permitted by her husband. According to her statement

"I am a woman and I have limited power in decision making process and sometimes my husband does not care that. As a woman I manage my family with hardship and works a long time, yet my husband tortured my psychologically and that is my fate."

Monoara Begum has no time to go outside. In her holiday she can't go outside because of her household work. Sometimes she gossip with her neighbors. Her husband sometimes does not behave well with her. For that when she get any free time she makes frustration and worried about for her family, her offspring and also for her life consequences. She has not enough time for her and for that she can't go to her daughter.

Monoara Begum said that she is a poor, vulnerable woman and she wants the appropriate wages with the compatible of her work and she wants to increase the different facilities such as working environment, promotion system, and transport facilities to improve their live. She also suggest for abolishing discrimination between men and women at work place.

Case Study No-03

Fahima Khatun is 36 years old. She was born in a Muslim family at koliarchor under Kishorgonj District. She was married at 17 years old at the same village with Khokon Mia. Her husband is a rickshaw puller. She has two children and one of them (Daughter) is school going. She has studied up to class eight. Now she works at Annonto Garments which is situated at Elephant Road, in Dhaka. She works as an operator to make pant. Now she is living at Kamrangirchar in Dhaka.

Fahima Khatun's husband doesn't live with her family. Her husband lives at her home district and she imagines that her husband got married, but her husband doesn't divorce her. Sometimes he comes to her, but does not stay with her and does not provide any money to fulfill their basic needs. For that she and her children live with her widow mother. To maintain her family smoothly she stopped her son's education when he was in class-vii. Now her son is 16 years old and works as a tailor and has been working for two years and earns 2500 taka per month. Her mother works in other people's house and 2500-3000 taka per month. With a great sorrow she said that

The women like me have nothing to do for enjoy. I have only depression, only sufferings and sorrow is the only part of my life and that's why at my limited age I only live with sufferings and that was written in my fate and no one can avoid it.

Fahima Khatun has been working at Annonto Garment from 2008 and works as an operator to make pant. She gets total 7400 taka monthly as her salary including overtime. She works 12 hours in a day in where overtime is compulsory. Every day she has to do overtime but she is not satisfied for the overtime payment. She said that they are paid only 13 taka per hour, yet the other garments paid 35-40 taka per hour, also her salary is not compatible with her labor. She said that for the same work with same time a male worker gets 1000-1500 taka more for their work. She said that the total wages discrimination is high than the EPZ area and related opportunity is low from the garments of Savar and EPZ area. With that money to live in Dhaka city and to fulfill the basic needs is so difficult and for that she leads her life so hardship. In that issue her statement is that-

We the women who are working in the Annonto Garments most of them are discriminated and we have nothing to do because there are not enough garments in the nearest area and for that they intentionally discriminate us and we are bound to do the job to fulfill our basic needs.

Fahima Khatun working at Annonto garments and she has been working in this garment for six years. The working environment of the garment is not so good. Her supervisors are hard in mind and they do not provide any opportunity for her relaxation. She always feels mentally stressed. She also noticed that there have low opportunities in promotion system and most of the time the male get opportunity in that issue. Her holiday is in Sunday and sometimes she works in her holiday because of her working pressure. At the promotion system she said that

I am a woman and no one is my familiar at the higher post, thus I can get help to promote my working status and to increase my salary. The people who have relation with the authority can take opportunity in those issues, yet they have no extra quality.

Fahima Khatun has conjugal related problem because her husband got another marriage and sometimes come to her to see her child but do not stay with them. When her husband comes to her makes noise and quarrel with her. For that she tries to live separately with her children and always feels frustration for that.

Fahima Khatun has much freedom in decision making process in her family because there is no one to control her. Her mother does not dominate her in decision making process. But before decide any issue she discusses about that with her mother. When her husband was with her he dominates her wife to expend his wife's salary but now she has much freedom to expend her income fully.

Fahima Khatun spends her leisure time through household work. Sometimes she passes her time through gossiping with her family members but not with their neighbors, because she has not good interaction with her neighbors. In some cases she spends her leisure time through watching television and sometimes she goes to outside for her children's recreation.

Fahima Khatun faces different types of problem at her workplace. For that she recommends that there should increase her salary. She desires that there have create such an environment in where there have remain no wages discrimination, no exploitation and no male female discrimination. She also recommend that there should safe working environment for a women, ensure job sustainability, give regular promotion, ban compulsory overtime and also reduce dominant behavior to improve her work environment and as well as to improve her livelihood.

Case Study No-04

Monir Hossain is 30 years old. He was born in a Muslim family at Kendua under Netrokona District. He has passed class eight examination from his locality. He was married at 19 years old at the same village with Nasrin Akter. He lives in a joint family and he has eight members of his family. He has two children and one of them (Daughter) is school going. Now he works at Annonto Garments which is situated at Elephant Road, Dhaka. He works as a supervisor of cotton sectors. Now he is living at Kamrangirchar in Dhaka.

Monir Hossain lives in a joint family with his parents, wife and children and with his unmarried brother. He has two earning members at their family and one of them is his brother who is completed his S.S.C examination and now works at the same garments. But his brother works as a machine operator of shirt. Monir Hossain earns 13500 taka per month with overtime and his brother earns 6400 taka per month. In Dhaka area this amount of money is not sufficient for maintaining the full family. Besides that he has two schools going members in his family and one of them is his son who is 09 years old and reads class four and another one is his younger brother and reads class ten. At the same time his father is physically weak and he is unable to do hard work. For it is burden for him to maintain for his family smoothly. In that issue he noticed that

“I feel financial crisis in some cases because most of the responsibility is belong to me. For that sometimes I feel depression. Also I have wife and two children and they have extra demands to me and for my financial insolvency sometimes don't understand that what should I do?”

Monir Hossain has been working at Annonto Garment from 2006 and works as a supervisor of cotton sectors. He gets total 13500 taka monthly as his salary including overtime. He works 12 hour in a day in where overtime is compulsory. He noticed that sometimes he has to stay the garments for more time as he is a supervisor but at the same time he said that the salary that he gets from the garments is not compatible with his labor. That's why with that

money to live in Dhaka city and to fulfill the basic needs is so difficult and for that sometimes he feel upset and desires the better position to reduce their sufferings.

Monir Hossain works at Annonto Garments and the working condition of the garments is almost congenial to him but he noticed that the working environment of the garment for women is not so good. The authority does not provide any opportunity for him or their relaxation. He always feels extra pressure for his work and for that sometimes he mentally stressed. His holiday is in Fridaday and sometimes he works in his holiday because of the working pressure. Also sometimes he has to do work for more time that is generally approved by the authority. But with a great sorrow he said that he works a long time of a day but salary is not compatible with my work. Also transport, medicine, housing facilities and other incentives for a worker is not sufficient. According to this issue he said that

“I am an active worker for my garments but the authority doesn’t provide sufficient facilities for me and sometimes I faced extra burden and for that I do not provided any payment and that is so pathetic for a worker like me. On the other hand they are the richest men with the result of my hard labor (With sorrow and frustration)”.

Monir Hossain has no conjugal related problem and he has good relationship with his wife. He has good and joyous relationship with his family members and all of his members provided full support for him.

He has full freedom in decision making process of his family, but before decide any issue he discusses about that with his parents, wife and with his brother who works at the same garments. He has much freedom to expend his income fully.

Monir Hossain has not enough time as a leisure periods because most of the time he is engaged with his work place. For that he if he gets any leisure’s period he spends the time through gossip with the family members and with the neighbors. Sometimes he passes his time through household related work and sometimes he is busy with his family to help any issue. In some cases she spends her leisure time through watching television and sometimes she goes to outside for her wife and children’s recreation. He noticed that

“Sometimes I want to take relaxation and desire to travel with my family as recreation. But most of the time my desires do not fulfilled. From one and half month I unable to receive any holiday because of the working pressure and for that kind of monotonous work I sometimes don't provide my full attention to my work and that doesn't occur intentionally”.

Monir Hossain doesn't face any acute problems at his workplace accepts the low wages. For that he recommends that there should increase his salary with the compatible at his work. He also recommend that there should safe working environment for a women, ensure job sustainability, give regular promotion, ban compulsory overtime and also reduce dominant behavior to improve her work environment and as well as to improve her livelihood. For mental refreshment he desires that there should minimum recreational facilities for the worker.

In this study, an attempt has been initiated to know about the wages discrimination of Ready Made Garment workers in Dhaka city. It is conducted based on five objectives to know the real situation of the female RMG workers in Dhaka city. Major findings of the study are as follow-

6.1: Socio- Economic and Demographic Data

The first objective of the study was to know the socio economic and Demographic information about female RMG workers. It is found from the studies that, majority of respondents (36) are in age group 20-30, which occupied 58.10%. The average age of the respondents is 25.65 years. Besides, a notable percent of respondents (19.35) are in 10-20 and 30-40 age groups. It shows that, there is growing a positive tendency both respondents and garments owners in where respondent came in working environment at a minimum mature age (16 +) and garments owners does not recruit child labour in their factories.

This study found that, there have 33 female workers that are are 53.20% and male are 29 that are 46.80%. The male workers were selected because of showing the real situation of discrimination on the female workers in RMG field. In the real field maximum garment workers are female. The position of women working in garments is more than 80%.

In the side of educational qualification workers were found moderately satisfy because, among the respondent JSC studied workers occupied the highest position, which is 41.94%, PSC occupied 38.78% and rest were signature their name. It shows that maximum respondents pass their compulsory primary education which is a good sign for educational system of us that most of the child from all level is going to school. It also shows that there have no significance differences between the levels of education with level of income. Because SSC, PSC, JSC and Signature only workers income approximately one another.

It also founded that, the family structure of the respondent was hopeful that their family structure is altered from polygamy to monogamy. This is happen because of industrialization and urbanization and people going to industrial area for work where they leave their relatives in their native area. Study shows that, mean family member-3.34, in where lowest is 2 and highest is 6 members. Among the level of ages 20-30 occupied the highest position (64), which is 30.92%. 10-20 level is second highest in position. The lowest percentage is 0.48%.

This findings shows that, maximum children of the respondents is going to school. Respondent trying heart and soul for their children study. Among them total 33.87% respondent children are going to school, in where 4.84% not going. Among the respondents 6.45% drop out from school and engaged in income generating activities and total 54.84% (34) respondents have no school going children.

On the basis of marital status it found that, maximum of the respondents are married which is 71.00% and approximately 25.28% is unmarried and divorced and widow is 1.6% each.

By considering respondents passing free time study shows that, most of them have little holiday because of work pressure, but when they get they pass it for their entertainment and doing family work. Among the respondents 11.3% (7) always pass their free time by watching TV in where 77.42% (48) frequently watch TV and 1.6% watches occasionally. There have also 84% pass their free time by sleeping, in where 6.5% sleep always. 35.5% frequently hear music 30.65% occasionally and frequently gossip with others for passing their free time. Only 3.23% occasionally do not get any free time.

On the basis of respondents freedom of expression in their family, 43.5% (27) always have very much freedom in expressing their opinion in their family, in where 13.00% never get very much freedom. Among the respondent 21.00% get much freedom in where 17.7% get moderate freedom, 6.5% have less freedom and 3.23% cannot get any freedom to express their freedom in their family surroundings. Most of the male worker gets very much freedom in their family and most of the female workers does not get very much or much freedom in their family. Most of time they have to concede their husband's or parents decision or choice.

By considering extent of control on respondents in their family, most of the male respondent have no family control on them but female have barriers to give opinion in their family. It is a big hindrance for female worker who are economically playing role in their family. Among the respondents 43.5% have opined that there is no control at all on them by their family. They are extreme free in their familial environment in regard of control. On the other hand 37.1% and 19.4% of total respondents have mentioned that their family controls them 'time to time' and 'always' respectively.

In the issues of gender differences with control imposing person in family, most of the male workers (82.76%) have no control imposing person, in where 10.34% controlled frequently by their father and 6.9% frequently controlled by their mother. In where, 60.6% women

control by their husbands, 6.06% female labour controlled by their father and 3.03% by their mother and 27.27% female worker have no control imposing person. It shows that, female workers have limit access to control in their family.

6.2: Data Regarding on their Profession

The second objectives of the study were to know the information of the respondent's profession. On the basis of the respondents working sustainability study found that, among the respondent 27.42% serving their organization from 4-6 years, in where 17.74% worker serve 2-4 years and 8-10 years respectively. 14.5% worker serving their organization from 6-8 years, in where 11.3% working 8-10 years in their organization. There have only 11.3% worker serving less than two years.

This study also found that, among the respondents 64.52% were engaged in their work with their own decision and own will. Nobody sent them at work. Besides this, 27.42% encouraged by their father, in where 16.13% encouraged by their mother and 6.5% by their relatives. It shows that women are going outside to paid work in their own decision and family giving support to engage in their job because RMG worker are poverty driven that's why family member are appreciate when they engage in any job.

According to the working duration of the respondent in garment factory is very vulnerable for the worker. In the garments of Bangladesh it is going to be a tradition that workers must does overtime and they must at least 11-12 hour in a day. Among the respondents 51.6% (32) workers work 12 hours or more than 12 hours in a day in their workplace in where 25.8% work 10-12 hours and rest of them (22.6%) work 8-10 hours.

On the basis of existence of the respondents previous occupation maximum of the respondents have no occupation. Among the respondents 29% worker have previous occupation, in where 71% have no any previous occupation.

On the basis of getting opportunity than worker gets previous occupation, 27.78% get much better and 5.6% get very much better wage than ex occupation, in where 27.78% do not get extra salary in present occupation. Among the respondent 38.89% get better working environment and 11.1% get not, in where 27.78% get privilege in working hour and 33.34% get promotion facility and 16.67% frequently get transport facility in their new job. It shows

that, after the collapsed of Rana Plaza in April, 2014 the overall situation of the garment factories is changing and people getting more privileges than their previous occupation.

In considering of the respondents position on leaving their occupation if they get better than their previous occupation that, 69.4% of total respondents give their opinion that, they will leave their occupation if they get better, in where 30.6% are satisfied with this salary. It shows that, most of the workers are not satisfy with their current job. They are trying to get another job in where they get better salary and other opportunity than their current job.

Distribution of the respondents on having knowledge on new salary structure is so hopeful that, 88.7% (55) of the respondent knows the new salary structure, in where 11.3% unaware about it. It shows that, most of the respondents aware of their rights.

According to the possibility of the promotion of the respondent in their present occupation, 77.42% (48) have the possibility in getting promotion in their present occupation, 22.58% have not any possibility of promotion in their present occupation. It shows that, possibility of promotion in their current job is satisfactory but there have irregular promotion and supervisor give promotion for them who have good relation with them or who are the relatives to them.

6.3: Data Regarding on their Wages

The third objectives of the study were to know the information of the respondent's wages. On the basis of the study, the majority of the family earns 12000-16000, which occupied 35.5%. Beside this, a notable percentage of 22.6% family earns 20000 more in a month. Among the percentage 16.13% family earns 8000-12000, 14.5% family earns 4000-8000 and 11.3% family earns 16000-20000 taka in a month. It shows that, almost half of the total family earns over the 15000 taka in a month. It indicates that, the living standard of the garment worker is increasing day by day. They are able to meet their basic needs, but sometime they face financial problem in maintain their family because of high price of commodity.

In the basis of the respondent's monthly family expenditure, the majority of the family expends 12000-16000, which occupied 32.3%. Beside this, a notable percentage of 25.5% family expends 8000-12000 taka in a month. Among the percentage 19.7% family expends 16000-20000, 12.9% family expends 4000-8000 and 9.7% family earns 16000-20000 taka in a month. So it to be said that, more than half of the total family expands over the 12000 taka

in a month. It indicates that, the living standard is increasing day by day because they expend their money for their family needs and betterment of their family.

According to the respondents situation in performing overtime and its obligations, total 72.58% respondent do overtime compulsory in where 35.48% do it every day and 37.1% frequently do when garment has pressure of work. On the other hand, 20.97% of the respondent does non-compulsory overtime. That means, doing overtime is in their will, and only 6.45% do not have any overtime. It shows that, in most of the garment factories, worker must have done overtime lest they lose their job, or they do not get that days salary or they will deprived of different privileges.

In comparison of respondent's salary with their labour, total 51.61% of the respondent responses that, their salary is not cohesive with their labour. Among this percentage most of them are married who cannot maintain his/her family or he/she is only earning member in his/her family. Most of them lived in Dhaka city. 48.39% of the respondent response their salary is cohesive with their labour. It shows that, more than half of the family cannot maintain their family with their little income. Bangladesh government allowances minimum wages of the worker 5300 taka in a month. This is not enough for the respondent who have a family of four or five member.

In distribution of the respondents in possibility of their promotion from their current position, study found that, maximum responses in increasing their salary but it is too little and irregular. Among the respondents total 93.55% of the respondents have possibility of increase of their salary, in where 6.45% have no possibility in increasing.

On the basis of their having debt and savings that, 79% respondent have no debt and 21% of the respondent has debt. The amount of the debt is not more than 20000 taka. On the other hand 67.7% of the respondent has no savings and 32.3% have savings. Their savings amount is in 500-2000 taka.

6.4: Data Regarding on Wages Discrimination

The fourth and the main objectives of the study were to know the wages discrimination of the female respondents than the male respondents in different sectors. The levels of income of the maximum respondents have limit income for their livelihood. , most of the male earns level of 8000-10000, which occupied 41.38%. Among the male respondent 24.15% earns in

the level of 6000-8000 and 13.79% earns 4000-6000 and 10.34% earns 10000-12000 and 12000 more respectively and most of the female worker earns 6000-8000, which occupied 72.73%, in which 18.18% earns in the level of 4000-6000 and 9.09% earn 8000-10000 taka in a month.

On the basis of the gender differences in different sectors found that, in promotion facilities 6.06% female worker always face problem, in where none of the male worker always face promotion problem. Among the respondent frequently 36.4% female face disparity in promotion, in where male is 10.34%. Besides this 89.66% male never have this problem, in where female figure is 57.58%. In holiday facility, 100% male does not have working time and getting holiday related problem, in where female figure is 81.82% and 84.85% respectively. Beside this, 18.2% female frequently do more over time than male and 15.2% frequently do not get same holiday like male worker in their garment.

According to the gender discrimination in paying salary, there have different scenario of the Dhaka city garments and Savar area garments. Total 40.3% of the respondents face discrimination in getting their salary in where maximum of them from Dhaka city based garment factories and 59.7% do not face any problem in getting their salary, in where most of them from Savar area.

On the basis of causes of the salary disparity of female workers found that, 17.7% respondent affected by salary disparity because of less quality in their work and all of them are female. A notable female (11.3%) face this problem because they cannot work same quantity in work, in where 8.1% face this problem for nepotism of the higher class officers with workers. A large number of respondents do not face disparity in their salary, which is 58.1%. Most of them are male worker and most of the worker works in Savar area garment factories

On the basis of different victimization of the worker in their workplace is coming change because of awareness of worker as well as owners and pressure on the owner by buyers and different international organizations on rights of the workers. Among the respondents 19.40% of total respondents dominated in their workplace. Most of them are female and dominated by their supervisor. Among the respondent 13% get unexpected behavior (use bad language, chide, admonish) from their supervisor, in where 4.8% sometimes sexually harass and 62.8% of total respondent (maximum male) do not face any kind of bad situation in their workplace.

6.5: Data Regarding on their Opinion to Improve their Condition

The last objectives of the study were to know the opinion in improving their overall condition. On the basis of the gender with income expending person in the respondent's family found that, total 82.76% (24) male respondent have full freedom to expend their income, in where 17.24% can expend part of their income with their family members. Only 21.21% (7) of the female respondents have full rights to expend their money and 36.36% can expend part of their income. Among the female worker 27.27% respondents income fully and 33.33% partially expended by their husband, in where 6.06% respondents income expended by their father and 3.03% by their relatives.

Finally they suggests for improving their overall condition. Study found that, 43.55% of the total respondent opined to increase their salary and they also said there salary is not compatible with their labour, 37.1% give opinion to appoint new worker, 22.58% opined to increase their overtime salary, 9.68% opined to give equal wage in gender basis, in where 9.68% opined on gentle behavior of supervisor and 3.23% opined to take women worker positively.

7.1: Recommendations

No country in the world has yet managed to eliminate the gender gap. Therefore this study suggests some recommendation which will improve their livelihood and also to eliminate the wages discrimination and all types of discrimination between male and female workers.

- Regularly long working hours and overtime hours create many problems in their families and health. So working hours should be minimized by increasing regular salary.
- The government needs to implement a law regarding eight hours of work per day for a laborer.
- Ensuring women workers payment and job security the application of service rule is vital and the accountability of the RMG entrepreneurs should be taken part in to account.
- To provide housing and transportation facilities and to save a portion of their salary in the account created by the respective owner.
- To increase the present wage and need to ensure the minimum wage for them.
- To ensure the payment of salary in the due date.
- Foreign buyers, donors, local, and international stakeholders should also play an active role to ensure labor rigs in their working places.
- To prevent sound pollution in the working place and need to ensure proper medical facilities.
- To take punitive measures against guilty supervisor for their misbehavior.
- To determine a target based bonus system as well as other incentives such as leaves, health benefit and so on.
- The government and BGMEA should be aware of the violations of the labor law against the poor female workers.
- To start outlining more issues, possible strategies, long-term and immediate targets for gender equality and to remove all types of biasness and discrimination in employment and ensure a healthy workplace environment for women.
- The government and human right advocates should watch out whether the state law is in effect.

- Government also have some responsibility to improve the situation by providing proper policy to protect the garments industries, solve the license problem, quickly loading facility in the port, providing proper environment for the work, keep the industry free from all kind of political problem and the biasness. Credit must be provided when the industry fall in need.
- The owners of the garments should take care the need of the employees properly.
- The owner should take the decision of the worker for making main decision.
- Govt. should not impose the unnecessary law against export import of garments product.
- Economic fall should be avoided.
- Recruit new employee to reduce workload or work pressure

7.2: Conclusion

RMG sector has already recognized as the most important economic strength of Bangladesh which is contributing three-fourth of export earnings and where 3.6 million people are working, of which 85% are women. Due to participation in this income generating sector their life and status in the society got upgraded and they are the active agents of production and the experiences they gain in the process of production do likely to change their market behavior. It is clear that wages remain very low in Bangladesh and it is equally clear that there is a persistent and large gap in earnings between women and men. A further decomposition of the wage gap shows that age plays a large role in determining wages, though the effects are mainly due to differences between women and men in terms of returns to age. This could reflect various forms of discrimination, including faster promotion of men, but it also could reflect less actual work experience for women due to time spent in childrearing versus employment. But still majorities of women are disadvantaged and economically poverty stricken categories women folk. . From this study, we see that women's working condition is not so favorable in terms of their social security and economic security than the men.

However, largely, the condition of female garment workers is very frustrating because of mainly low wage and salary, poor working environment, limited housing facilities, lack of medical facilities, low level incentives and so on. From the field work it is also noticed that now-a-days their wages discrimination and other discriminations are decreasing day by day than the previous time. Now most of the worker's wage is determined based on their skill, hours work, experience. Reduction or elimination of gender based wage discrimination is the greatest gift of globalization for Bangladesh. International law and convention, non government organization's efforts have taken Bangladeshi women into a new era. Bangladeshi Women in the garments sectors are no longer discriminated simply because they are women.

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APPENDIX

INTERVIEW SCHEDULE

Institute of Social Welfare and Research

University of Dhaka

Thesis Title: Wage Discrimination of Ready Made Garment (RMG) Workers in Dhaka District

[Collected Information will be used only for Thesis Study and all sorts of confidentiality will be maintained.]

(a) Demographic and Socio-Economic Information of the Respondents.

1. Name:

2. Father/ Husband's Name:

3. Mother's Name:

4. Address:

Present:

Permanent:

5. Age: years

6. Sex: Male Female

7. Religion

Islam Hindu Buddies Christian Others

8. Education Status

Illiterate Signature only PSC JSC SSC HSC

Others

9. Marital Status

Married Unmarried Divorced Separated Widowed Third

Gender

10. Family Structure

Serial No	Name	Sex	Age	Marital Status	Relationship with the Respondent	Educational Status	Occupation	Monthly Income (taka)

11. How Many Children You Have?

No Children Boys ----- Girls -----

12. How many School Going Children You have?

13. Are they go to school?

Yes No

If no; explain why?

Physical problem Financial problem Others (specify)

14. How you Pass your Free Time?

Variables	Always	Frequently	Occasionally	Never
Watching TV				
By sleeping				
Hearing music				
Gossiping with others				
No free time				
Others (specify)				

15. Do you face any problem in your family? Please explain

Variables	Always	Frequently	Never
Financial problem			
Conjugal problem			
Health problem			
Child related problem			
Job related problem			
No problem			
Others			

16. What's the extent of freedom of opinion expression in your family?

Variables	Always	Frequently	Never
Very much freedom			
Much freedom			
Moderate freedom			
Less freedom			
Very less freedom			
Freedom not at all			

17. What the extent of control on you in family?

Always control Time to time control Control not at all

18. Who is the control imposing person?

Variables	Always	Frequently	Occasionally	Never
Husband				
Father In-law				
Mother in-law				
Relatives				
Husband's brother/ sister				
Others				

(b) Information Regarding on their Profession

19. How long have you been at work?

Years Months

20. Who encouraged you at your work?

Own self Husband Father Mother Relatives

Others (specify) -----

21. How long do you work every day?

Hours

22. What was your ex occupation?

Name of occupation ----- No occupation

23. Why you leave up your previous occupation?

Please explain: -----

24. Have you get extra privilege than previous occupation?

Yes No

If yes; what types of:

Variables	Very much	Much	Low
Better wage			
Working environment			
Working hour			
Promotion			
Transport facilities			
Others			

25. Will you leave this occupation if you get better?

Yes No

26. Is there any possibility of promotion?

Yes No

(C) Information Regarding on their Wages

27. How you get your salary?

Hourly Daily Weekly Monthly Contractual

28. How much you get as your salary in weekly/ monthly?

----- Taka

29. Your total monthly family income Taka.

30. Your total monthly family expenditure Taka.

31. Have you do any overtime?

Always Frequent Never

32. Is your overtime is compulsory?

Yes No

If yes; please answer

Everyday Frequently Never

33. Have you get your salary in time?

Yes No

If no; how much belonged:

Variables	01-02 Month	03-04 Month	05-06 Month	06- above
Always				
Frequent				

34. Do you think your salary is compatible with your labour?

Yes No

If no; explain how much difference

Very much high Much high High Low Very much low

35. Is there any possibility to increase your salary?

Yes No

36. Do you have any debt?

Yes No

If yes; from where -----, How much

37. Do you have any savings?

Yes No

If yes; explain

Variables	Amounts (Taka)
Daily	
Weekly	

Monthly	
Yearly	

If no; mention the cause

- Expenditure is more than income Too many family member
 One income earner of the family Others

(d) Information Regarding on Wages Discrimination

38. Are you affected by gender disparity in your occupation?

Variables	Always	Frequently	Never
Promotion			
Salary			
Working hour			
Paying holiday			
Tiffin			
Others			

39. Is your salary scale more than a male/a female labour in same duty?

- Yes No

If yes; how much-

Variables	Amounts
More than (M / F)	
Less than (M / F)	

40. Why disparity in salary?

- Male work hard more than women Women cannot work same quantity
 Women works have less quality Only because of women Nepotism

41. Do you know any wages discrimination in other sector because of gender disparity?

- Yes No Not know

If yes; express your comments

Variables	Always	Frequently	Never
Promotion			
Salary			
Working hour			
Paying holiday			
Tiffin			
Others			

(e) Information Regarding on their Opinion to Improve their Condition

42. Are you victim in your workplace?

Yes No

If yes; answer please:

Unexpected behavior Sexual harassment Others (specify)

43. Do you know about new salary structure?

Yes No

44. Who expend your income?

Variables	Always		Frequently		Never	
	Full	Portion	Full	Portion	Full	Portion
Self						
Husband						
Father						
Brother						
Others()						

45. Have you faced any problem in your present occupation?

Yes No

If yes; please explain

Variables	Severe	Normal	Not at all
Financial problem			
Psychological problem			
Dominant			
Physical harassment			
Sexual harassment			
Others()			

46. What is your opinion to overcome these problems?

- a) -----
- b) -----
- c) -----
- d) -----
- e) -----

47. What should be done to improve your overall condition?

- a) -----
- b) -----
- c) -----
- d) -----
- e) -----

Date -----

Signature of Interviewer