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AN ASCERTAINMENT OF EMPIRICAL AND THEORETICAL SACREDNESS OF SOCIAL SAFETY AND SECURITY OF READYMADE GARMENT WORKERS IN BANGLADESH: A THRIVING COUNTRY NOUMENON

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ABSTRACT

This research will try to analyze the social safety and security of RMG workers in Bangladesh. In spite of being a developing country Bangladesh has a great reputation about the ready made garment products around the world. Its garment industry is contributing a major part of its foreign exchange. The readymade garments (RMG) of Bangladesh emerged as value chain member of European, USA cloth merchants and retails. The safety and security system for garment workers in Bangladesh is not enough. Though the workers work hard for day and night long they are the victims of coaxing of the administration. There are labor laws, ordinances and rules to provide social security services to the workers. Even government, Bangladesh Garment Manufacturers and Exporters Association (BGMEA) and International Labor Organization (ILO) have their respective and exclusive rules for workers' facilities. Regrettable news is that not every garment factory follows these rules sincerely. The objective was to find out the social safety and security of the garment workers. Findings of the study will show that most of the time the workers do not get the required rights and facilities as they were supposed to. They are deprived from their rights. Even they lead a very much unsecured life inside of the garment factories. These cause labor unrest, insecurity, anxiety and lockout or such kind of strikes is occurred. The country has to consider a great loss for such kind of activities every year. This work is for realizing the present situation about the problems of social safety and security of the garment workers and for providing suggestion to recover it.

KEYWORDS

RMG workers, security, social safety, ILO, BGMEA.

BACKGROUND

From the beginning of the 1980's small and medium home based garment industries were introduced in Bangladesh as a purpose of liberation of economy. At present the readymade garment industry (RMG) is a highly globalized industry. It was the global market that has created an environment congenial to the growth and development of garment industry in Bangladesh. The paper titled "Globalization and Bangladesh-A Discussion on Bangladesh's Garment Industry" was about globalization & Bangladesh garment industries. Ready made garment sector is the most dominant foreign currency earning sector of Bangladesh. More than 75 percent of its foreign export earnings come through this sector. In 1990-91, 736 million US dollars were earned through the exporting readymade garment products (Export Promotion Bureau and Bangladesh Bank, 2002) that extends USD 8654.52 millions in 2004-2005, and 2005-2006 it has been USD 10674.44 millions (Export Promotion Bureau Stats, 2006 and BGMEA, 2007). Now it is 24287.660million US dollars (BGMEA, 2011-2012). Yearly growth of product is 1955.11 million USD and growth of factory is 5400 (BGMEA, 2011-2012). According to BGMEA, garments factories alone absorb 4 million workers (BGMEA, 2011-2012). It is found that the workers presently involved in garments sector were involved in agriculture or were unemployed. Though their salary is low but it is several times higher than the income of previous occupation. According to different conventions and recommendations introduced and implemented by ILO and labor laws & regulations enacted by the government of Bangladesh following are some important rights of workers which are mentioned below. Workers are entitled to rights to get employment, to 8 hours daily work, to have break-time during working period, right to enjoy leave/holidays, right to get prior notice before termination, minimum wage and regular wage, equal pay for equal work, supplementary facilities, favorable and safe working environment and last but not the least right to form trade union/other forms of labor organization.

Since May 2006, the RMG industry of Bangladesh has been beset with very serious labor unrest problems which has resulted in large scale damaging of garment factories by the workers and has at times appeared to threaten the very existence of this industry. The main source of conflict between the RMG factory owners and the workers has been the allegedly low level of wages paid in this industry, particularly wages paid to unskilled workers, together with other issues like late payment of wages, lack of security of workers resulting from absence of a formal contract between the worker and the employer, nonpayment of maternity and other benefits to female workers, etc. This issues, which form part of what is commonly known as 'compliance with social standards', have also posed problems for Bangladesh's RMG industry on the external front for the past few years during which time foreign buyers of Bangladesh's garments have insisted on strict social compliance on the part of RMG enterprises in Bangladesh as a pre-condition for their importation from the country (Rashid, 2006: 2) and it is matter of more regret that recently two major accident has been occurred in Tazreen Fashions and Rana Plaza. However many of the factories is trying to maintain 'compliance with social standards'.

LITERATURE REVIEW

The paper titled "Globalization and Bangladesh-A Discussion on Bangladesh's Garment Industry" is about globalization & Bangladesh garment industries. Naila Kabeer and Simeen Mahmud in their paper discussed the nature of female workers contracts and their terms and conditions, their rights & restructuring processes of garment industries. Begum and Najma were also talk about the garment workers in their publication. S Akhter, AFM Salahuddin, M. Iqbal, ABMA Malek and N Jahan discusses about health and occupational safety for female workforce of garment industries in Bangladesh in their papers. Sawlat Hilmi Zaman and Mohammad Mainuddin Mollah wrote an article "Socio-Economic Security of Female Garment Workers in Bangladesh: An Empirical Study". But most of the workers work on the safety of the female. But very few publications have been published about the safety of total workforce in the garment sector. Ferdous

Ahmed discusses about improving social compliance in Bangladesh's Ready-made Garment industry. However Zohir, Salma Chowdhari, Majumder and Pratima Pal said about the economic, social and health condition of the garment workers.

OBJECTIVES

The principal objective was to analyze the factors of social safety and security of RMG workers in Bangladesh followed by some specific objectives:

1. Identify the causes of social safety and security of the garment workers.
2. Analyzing their living standard on the basis of their social safety.
3. Examine their social security situation at work place.
4. Provide collective suggestions for developing policies, laws, legislation and programs at macro and micro levels for ensuring safety and security and for the betterment of the garment workers.

METHODOLOGY

The study gives emphasis on the social safety and security of RMG workers in Bangladesh. The selected twenty garments of the study area were surveyed during April, 2013 covering Dhaka and Gazipur. Total number of interviewee was 50. 22 of them were female. Both structured and open ended questionnaire were used. Variables such as salary, safety sign, medical facilities, hygiene, emergency exit doors, building structures and necessity of public private cooperation were taken into consideration. Gender discrimination, maternity leaves, wage fixation, child care centre etc were the extra variables for women workers.

The research covers the following section:

Step 1: Conducting Primary Survey: A primary survey was conducted to have a clear conception on the project area in order to develop a format with variables of interest.

Step 2: Preparing Primary Questionnaire: Based on the primary survey and the knowledge gathered from the literature, questionnaire was prepared. It was checked to ensure its validity.

Step 3: Verifying and Finalizing the Questionnaire: A necessary modification was made before finalizing questionnaire as per the objectives of study.

Step 4: Data Collection: Questionnaire: Based on questionnaire, data on the variables for twenty garment industries were collected. These steps also included diagnostic interviews with the management level and the individuals respectively to gather some other relevant information regarding safety and security issues.

Step 5: Data Processing and Analysis: For the analysis of data, SPSS (Statistical Program for Social Science) was used in the personal computer.

PROBLEMS FACED

The obstacles that were faced are as follows:

1. Workers were afraid to give data.
2. There were absurdities between the data of workers and the owners.
3. The garment workers are not concerned about every topics related to their safety etc.

FINDINGS OF THE STUDY

Entrepreneurs in the garment industry think that labor force in Bangladesh is so much cheap so that they normally do not give the proper value of their labor. It is also a matter of arguing that they prefer to hire more women because of prevailing beliefs that women are nimble and patient, more controllable than men because of their docile nature, less likely to join trade unions, and better at sewing. They are also willing to get lower wages than men. In most cases however men or women, employment in the garment industry has given them the first opportunity to earn wages, which are typically several times higher than what they could have earned doing agricultural work or domestic service. Not to mention very few other job opportunities open to them.

1. FREQUENCY DISTRIBUTION OF OCCUPAION CATEGORY OF RMG WORKERS

The data shows that there are different types of occupation categories among the workers such as helper, seizer man, operator etc. It is found that female workers do the job of lower categories mostly such as cleaner, helper etc. It is found that most of the workers were operator. According to data 62 percent workers were operator. Most of them are unmarried. Normally the general concept about women workforce is that they join in the work after divorced, separated or widowed and surprisingly it is slightly true.

TABLE 1

| Occupation Category | Frequency | Percent |
|------------------------|-----------|---------|
| Helper | 7 | 14 |
| Operator | 31 | 62 |
| Seizer man | 2 | 4 |
| Administration Officer | 8 | 16 |
| Cleaner | 1 | 2 |
| Guard | 1 | 2 |
| Total | 50 | 100.00 |

2. CURRENT SALARY OF RMG WORKERS

Salary is the spine of a worker. But the salary structure is so much shabby in this sector. Labor cost in the garment industry of Bangladesh reflects not only low wage rates, but also low non wage benefits and poor working environment. Violation Act 1965 and Factory Rules 1979 are widespread in the garment sector (Zaman-Mollah, 2009). According to labor law all workers should be given an appointment letter but very few get this. Md. Gazi Salah Uddin (2008) said about the poor condition of the wage structure of the RMG workers. The study shows that most of the workers get the salary between 4000-6000 BDT. It counts 62 percent of the total percentage. It is also found that about 16 percent of all workers get their salary between 2000-4000 BDT. Even they can not afford their food with this money, give up the topic about social safety. It is more regrettable news that salary is not paid properly or proper time and most of the workers do not get the remuneration of over time working. Even many of them do not receive the minimum wage for the lowest category workers by the Minimum Wage Ordinance, 2010 sometimes.

CURRENT SALARY

TABLE 2

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------------|-----------|---------|---------------|--------------------|
| 2000-4000 | 8 | 16.0 | 16.0 | 16.0 |
| 4000-6000 | 31 | 62.0 | 62.0 | 78.0 |
| 6000-8000 | 6 | 12.0 | 12.0 | 90.0 |
| 8000-10000 | 2 | 4.0 | 4.0 | 94.0 |
| 10000-12000 | 3 | 6.0 | 6.0 | 100.0 |
| Total | 50 | 100.0 | 100.0 | |

3. SAFETY ABOUT CURRENT SALARY

Most of the workers strongly think that they can not get the minimum standard of social safety with this money. 32% workers strongly disagreed about the hypothesis that current salary gives them social safety and security. Other 26% think that they are not safe. But many of them think that current salary is good.

28% were agreed and 6% were strongly agreed. The main reason of it is they were involved in domestic or agricultural work previously or were unemployed. Their current work is giving them several times higher return from their previous work. It is found that mostly lowest level workers think that they are good because of lower expectation.

SAFETY ABOUT CURRENT SALARY

TABLE 3

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------------------|-----------|---------|---------------|--------------------|
| Strongly Disagree | 16 | 32.0 | 32.0 | 32.0 |
| Disagree | 13 | 26.0 | 26.0 | 58.0 |
| Neutral | 4 | 8.0 | 8.0 | 66.0 |
| Agree | 14 | 28.0 | 28.0 | 94.0 |
| Strongly Agree | 3 | 6.0 | 6.0 | 100.0 |
| Total | 50 | 100.0 | 100.0 | |

4. CONDITION OF THE SAFETY SIGN ACCORDING TO THE ILO CONVENTION

It is found that only export oriented factories uses safety signs meticulously. But it is nicely to hear that it covers most of the workers and more and more factories is trying to be export oriented. But the condition of the ordinary factories is very bad. They are so much unsecured for the workers. However 62 percent workers think that the condition is outstanding and 16 percent, most of them are the workers of ordinary factories think that current situation is unsatisfactory.

SAFETY SIGN

TABLE 4

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|--------------------|-----------|---------|---------------|--------------------|
| Unsatisfactory | 8 | 16.0 | 16.0 | 16.0 |
| Improvement Needed | 3 | 6.0 | 6.0 | 22.0 |
| Good | 8 | 16.0 | 16.0 | 38.0 |
| Outstanding | 31 | 62.0 | 62.0 | 100.0 |
| Total | 50 | 100.0 | 100.0 | |

5. MEDICAL FACILITIES

Previously it is said that export oriented factories are careful about this type of issues. The study shows that 58 percent of total interviewees think that it is outstanding and 16 percent think that it is good. 10 percent think that improvement needed. 14 percent think unsatisfactory most of them work in ordinary factory. It is found that at least one nurse always stays in the factories but in some case doctor dose not stay all time. But in some cases it was an objection that they do not supervise the workers.

MEDICAL FACILITIES

TABLE 5

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|--------------------|-----------|---------|---------------|--------------------|
| Unsatisfactory | 7 | 14.0 | 14.0 | 14.0 |
| Improvement Needed | 5 | 10.0 | 10.0 | 24.0 |
| Neutral | 1 | 2.0 | 2.0 | 26.0 |
| Good | 8 | 16.0 | 16.0 | 42.0 |
| Outstanding | 29 | 58.0 | 58.0 | 100.0 |
| Total | 50 | 100.0 | 100.0 | |

6. HYGIENE FACTOR OF THE FACTORIES

It is relatively good in all the factories. The most provable reason is to show the buyers that they are clean. 68% workers think that it is outstanding and 28% considers it as good. Only 2% think that it is unsatisfactory.

HYGIENE

TABLE 6

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|----------------|-----------|---------|---------------|--------------------|
| Unsatisfactory | 1 | 2.0 | 2.0 | 2.0 |
| Neutral | 1 | 2.0 | 2.0 | 4.0 |
| Good | 14 | 28.0 | 28.0 | 32.0 |
| Outstanding | 34 | 68.0 | 68.0 | 100.0 |
| Total | 50 | 100.0 | 100.0 | |

7. FIRE EXIT DOORS AND VENTILATION FOR AIR CIRCULATION IN THE INDUSTRY BUILDING

The conditions of emergency exit doors were so much tender in the past. But recently some major fire accidents were occurred. The last ferocious fire accident was occurred in Tazreen Fashions during November, 2012. It causes the death of at least 112 workers death and 56 could not be identified for severe burning in the body. After this accident government became aware and now the condition is under control. But the dangerous news is that even now main exits become closed in some places in emergency situation. Owners think that in emergency situation their assets can be stolen by the workers. This type of answers humiliates the humanity. But it is in very few cases. However, 42 percent of total workers think that it is outstanding since few months. 34 percent think it good and 14 percent is totally dissatisfied about it. 8 percent think that improvement is needed.

EXIT DOORS AND VENTILATION

TABLE 7

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|--------------------|-----------|---------|---------------|--------------------|
| Unsatisfactory | 7 | 14.0 | 14.0 | 14.0 |
| Improvement Needed | 4 | 8.0 | 8.0 | 22.0 |
| Neutral | 1 | 2.0 | 2.0 | 24.0 |
| Good | 17 | 34.0 | 34.0 | 58.0 |
| Outstanding | 21 | 42.0 | 42.0 | 100.0 |
| Total | 50 | 100.0 | 100.0 | |

8. GENDER DISCRIMINATION

Though the working environment inside the factory building is not so good there is very few evidence of gender discrimination. Among 22 female 59.1% disagreed strongly that there is any kind of gender discrimination in the working place. It is 26% of all the workers. Only 9.1% said that there is gender discrimination inside the factory. But it is seen that they were frightened about the local outrage created by the he local boys as most of them stays in slums.

GENDER DISCRIMINATION

TABLE 8

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------------------|-----------|---------|---------------|--------------------|
| Strongly Disagree | 13 | 26.0 | 59.1 | 59.1 |
| Disagree | 6 | 12.0 | 27.3 | 86.4 |
| Agree | 1 | 2.0 | 4.5 | 90.9 |
| Strongly Agree | 2 | 4.0 | 9.1 | 100.0 |
| Total | 22 | 44.0 | 100.0 | |

9. SEPARATE TOILETS, MATERNITY LEAVES AND OTHER FACILITIES

Most of the factories have separate toilets for men and women workers. But there is a problem about the maternity leaves. They should get maternity leave of 112 days. But they do not get it according to the rules of BGMEA as well as they do not get the money during leave what they should get. Sometimes they get maternity leaves for only one month. For this reason they have to reassign or sometimes accident occur. Recently after the accident of the Rana Plaza at Savar a number of dead bodies have been identified with last stage pregnancy. But there is little evidence about the problem of wage fixation. According to data 40.9% female workers are dissatisfied about these facilities and 31.8% is moderately satisfied.

MATERNITY LEAVES & OTHER FACILITIES

TABLE 9

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|-----------------------|-----------|---------|---------------|--------------------|
| Strongly Dissatisfied | 1 | 2.0 | 4.5 | 4.5 |
| Dissatisfied | 9 | 18.0 | 40.9 | 45.5 |
| Satisfied | 7 | 14.0 | 31.8 | 77.3 |
| Extremely Satisfied | 5 | 10.0 | 22.7 | 100.0 |
| Total | 22 | 44.0 | 100.0 | |

10. NECESSITY OF CHILD CARE CENTER

It is found that there are child care centers in almost every garment. But they were filled by the boxes or there was no child at all. The female workers think that there should be a fully facilitated child care centre. Almost everyone wants a fully facilitated child care center should exist in the factory.

NECESSITY OF CHILD CARE CENTRE

TABLE 10

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|----------------|-----------|---------|---------------|--------------------|
| Needed | 1 | 2.0 | 4.5 | 4.5 |
| So Much Needed | 21 | 42.0 | 95.5 | 100.0 |
| Total | 22 | 44.0 | 100.0 | |
| System | 28 | 56.0 | | |
| Total | 50 | 100.0 | | |

11. FEELINGS ABOUT BUILDING STRUCTURE

It is the most burning issue in Bangladesh right now. Recently Rana Plaza has been fallen due to construction problem. More than 1000 people died and about 2500 workers injured due to this fortuitous occurrence. So many buildings are fractured and they are so much brittle. Inherently they data have come inversely. About 32 percent people think that they are not safe at all inside the factory building. More 16 percent told that they are dissatisfied. However 30 percent is moderately satisfied.

BUILDING STRUCTURE

TABLE 11

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|-----------------------|-----------|---------|---------------|--------------------|
| Strongly Dissatisfied | 16 | 32.0 | 32.0 | 32.0 |
| Dissatisfied | 8 | 16.0 | 16.0 | 48.0 |
| Neutral | 4 | 8.0 | 8.0 | 56.0 |
| Satisfied | 15 | 30.0 | 30.0 | 86.0 |
| Extremely Satisfied | 7 | 14.0 | 14.0 | 100.0 |
| Total | 50 | 100.0 | 100.0 | |

12. NECESSITY OF PUBLIC PRIVATE COOPERATION

Almost every people think that public-private cooperation can reduce or fix the problems existing in the RMG sector. A study shows that, majority of the respondents' emphasized cooperation of public and private sectors in four areas such as maintaining law and order situation, investigating the incidents of labor unrest, bridging gap between the owners and workers and involving the work-force in the decision-making process in attempt to solve the problem (Khan, 2011). 90 percent strongly agree with and 8 percent agree about the necessity of public-private cooperation. Only one person disagrees about it and he thinks government should not entered in the garment industry because of corruption operated bureaucracy system in Bangladesh.

PUBLIC PRIVATE COOPERATION

TABLE 12

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------------------|-----------|---------|---------------|--------------------|
| Strongly Disagree | 1 | 2.0 | 2.0 | 2.0 |
| Agree | 4 | 8.0 | 8.0 | 10.0 |
| Strongly Agree | 45 | 90.0 | 90.0 | 100.0 |
| Total | 50 | 100.0 | 100.0 | |

OVERALL SAFETY AND SECURITY

The workers think that they are good because of their earnings. It is previously said that the workers were either unemployed or domestic worker or agricultural labor. It is true that their current earnings are greater than their previous earnings. They can stay in Dhaka or near the capital. Though their living standard is not high, their family can survive with their income. Female workers can play a vital role in their families. They are not burden now it is their proud. Someone can study his or her child. It is a great achievement of them. They know their income has incongruity with their labor. But they are proud to hear that they work. 50 percent workers think that, they are not living so well but they are good and 20 percent think that improvement is needed.

OVERALL SAFETY

TABLE 13

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|--------------------|-----------|---------|---------------|--------------------|
| Unsatisfactory | 6 | 12.0 | 12.0 | 12.0 |
| Improvement Needed | 10 | 20.0 | 20.0 | 32.0 |
| Neutral | 1 | 2.0 | 2.0 | 34.0 |
| Good | 25 | 50.0 | 50.0 | 84.0 |
| Outstanding | 8 | 16.0 | 16.0 | 100.0 |
| Total | 50 | 100.0 | 100.0 | |

RESULTS

For the analysis of data we make some analysis to see that how the independent variables such as hygiene, medical facilities, building structure etc. are related with the overall safety & security. The total variance explained section identified the number of common factors extracted the eigenvalues associated with these factors, the percentage of total variance accounted for by the factor. Using the criterion of retaining only factors with eigenvalues of 1 or greater, five factors were retained. These factors accounted for 28.154%, 16.055%, 14.250%, 11.339% and 8.433% of the total variance respectively for total of 78.231%.

TOTAL VARIANCE EXPLAINED

TABLE 14

| Component | Initial Eigenvalues | | | Extraction Sums of Squared Loadings | | |
|-----------|---------------------|---------------|--------------|-------------------------------------|---------------|--------------|
| | Total | % of Variance | Cumulative % | Total | % of Variance | Cumulative % |
| 1 | 3.378 | 28.154 | 28.154 | 3.378 | 28.154 | 28.154 |
| 2 | 1.927 | 16.055 | 44.209 | 1.927 | 16.055 | 44.209 |
| 3 | 1.710 | 14.250 | 58.459 | 1.710 | 14.250 | 58.459 |
| 4 | 1.361 | 11.339 | 69.797 | 1.361 | 11.339 | 69.797 |
| 5 | 1.012 | 8.433 | 78.231 | 1.012 | 8.433 | 78.231 |
| 6 | .932 | 7.769 | 86.000 | | | |
| 7 | .452 | 3.765 | 89.765 | | | |
| 8 | .424 | 3.533 | 93.297 | | | |
| 9 | .409 | 3.408 | 96.705 | | | |
| 10 | .244 | 2.035 | 98.740 | | | |
| 11 | .112 | .932 | 99.672 | | | |
| 12 | .039 | .328 | 100.000 | | | |

Extraction Method: Principal Component Analysis.

From the table above we found that 12 variables are categorized into the 5 variables. Considering the 5 components the highest value is .866 which is the value of medical facilities.

COMPONENT MATRIX

TABLE 15

| | Component | | | | |
|-------------------------------------|-----------|-------|-------|-------|-------|
| | 1 | 2 | 3 | 4 | 5 |
| Current salary | -.295 | .476 | .519 | .124 | .435 |
| Safety about current salary | .327 | .486 | .498 | .206 | -.371 |
| Safety sign | .860 | -.250 | .139 | -.100 | .181 |
| Medical facilities | .866 | -.404 | .148 | .052 | .007 |
| Hygiene | .853 | -.176 | .154 | -.022 | .110 |
| Exit doors and ventilation | .536 | .384 | -.079 | -.337 | .542 |
| Gender discrimination | .392 | .495 | -.041 | .241 | -.154 |
| Maternity leaves & other facilities | .272 | -.522 | -.205 | .632 | -.081 |
| Necessity of child care centre | -.239 | -.002 | .329 | .756 | .295 |
| Building structure | .370 | .568 | -.613 | .086 | -.244 |
| Public private cooperation | .126 | -.019 | .759 | -.274 | -.411 |
| Overall safety | .492 | .468 | -.130 | .256 | -.003 |

Extraction Method: Principal Component Analysis.

5 components extracted.

FREQUENCY

Here is a table of frequencies like mean, median, mode etc. of the factors. The important things which the table shows are that the average salary of the workers is very low. The average condition of the satisfaction about salary is not good. Necessity of child care center & public-private cooperation is high. Satisfaction about building structure is below average. Standard deviation is lowest about the necessity of child care center & public-private cooperation because of same type of answers. Most of the workers are positive about these factors.

STATISTICS

TABLE 16

| | CS | SCS | SS | MF | H | EDV | GD | MLO | CCC | BS | PPC | OS |
|----------------|--------|---------|---------|---------|--------|---------|---------|---------|--------|---------|--------|---------|
| N | 50 | 50 | 50 | 50 | 50 | 50 | 22 | 22 | 22 | 50 | 50 | 50 |
| Mean | 2.2200 | 2.5000 | 4.0200 | 3.9400 | 4.6000 | 3.8200 | 1.7727 | 3.2727 | 4.9545 | 2.7800 | 4.8400 | 3.4400 |
| Median | 2.0000 | 2.0000 | 5.0000 | 5.0000 | 5.0000 | 4.0000 | 1.0000 | 4.0000 | 5.0000 | 3.0000 | 5.0000 | 4.0000 |
| Mode | 2.00 | 1.00 | 5.00 | 5.00 | 5.00 | 5.00 | 1.00 | 2.00 | 5.00 | 1.00 | 5.00 | 4.00 |
| Std. Deviation | .97499 | 1.35902 | 1.53184 | 1.51738 | .72843 | 1.42414 | 1.26986 | 1.35161 | .21320 | 1.51577 | .61809 | 1.31180 |
| Variance | .95061 | 1.84694 | 2.34653 | 2.30245 | .53061 | 2.02816 | 1.61255 | 1.82684 | .04545 | 2.29755 | .38204 | 1.72082 |

CS= Current Salary, SCS= Safety about Current Salary, SS= Safety Sign, MF= Medical Facilities, H= Hygiene, EDV= Exit Doors & Ventilation, GD= Gender Discrimination, MLO= Maternity leaves & Other Facilities, CCC= Necessity of Child Care Center, BS= Building Structure, PPC= Necessity of Private-Public Cooperation, OS= Overall Safety.

CHI SQUARE

The chi square analysis shows that there is lower variation in answer about the necessity of public private cooperation. People did not argue about it. There were only two types of answer in the segment about the necessity of child care centre. Most of the female workers think that it is so much need. Rest of them thinks that it is necessary. Nobody told against it.

TEST STATISTICS

TABLE 17

| | CS | SCS | SS | MF | H | EDV | GD | MLO | CCC | BS | PPC | OS |
|-----------------------|--------|--------|--------|--------|--------|--------|--------|-------|--------|--------|--------|--------|
| ChiSquare (a,b,c,d,e) | 57.400 | 14.600 | 37.840 | 48.000 | 58.320 | 29.600 | 16.182 | 6.364 | 18.182 | 11.000 | 72.520 | 32.600 |
| df | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 1 | 4 | 2 | 4 |
| Asymp. Sig. | .000 | .006 | .000 | .000 | .000 | .000 | .001 | .095 | .000 | .027 | .000 | .000 |

a 0 cells (.0%) have expected frequencies less than 5. The minimum expected cell frequency is 10.0.
 b 0 cells (.0%) have expected frequencies less than 5. The minimum expected cell frequency is 12.5.
 c 0 cells (.0%) have expected frequencies less than 5. The minimum expected cell frequency is 5.5.
 d 0 cells (.0%) have expected frequencies less than 5. The minimum expected cell frequency is 11.0.
 e 0 cells (.0%) have expected frequencies less than 5. The minimum expected cell frequency is 16.7.

CS= Current Salary, SCS= Safety about Current Salary, SS= Safety Sign, MF= Medical Facilities, H= Hygiene, EDV= Exit Doors & Ventilation, GD= Gender Discrimination, MLO= Maternity leaves & Other Facilities, CCC= Necessity of Child Care Center, BS= Building Structure, PPC= Necessity of Private-Public Cooperation, OS= Overall Safety.

CORRELATION AMONG THE FACTORS

From the correlation analysis it is found that now a days overall safety and security not only depends on salary but also many other important factors such as medical facilities, hygiene, emergency exit facilities or building structure etc. It is found that over all safety and security is strongly related with hygiene and building structure. They are significant at .01% and the results are .399 and .383 and. It proves that the workers are satisfied about hygiene and building structure; the workers are overall satisfied normally. It is also found that medical facilities, hygiene and emergency exit factors are strongly correlated. The highest value is .773 and it is the correlation between safety sign and medical facilities. This indicates that the factories are concerned about safety sign are normally concerned about medical facilities. There are some negative correlations. Over all safety and security is negatively correlated with the necessity of public-private cooperation. It indicates that the workers think that they are not safe most of them desire public-private cooperation in the garment sector. The lowest value is (-.213) which exists between public private cooperation and building structure. It shows that the workers are not feeling secured with the building structure want the interference of the government in this industry. If we accumulate it is clear that the workers are not feeling good with their building structures so that they are not actually feeling safe. They think public private cooperation is necessary to reduce or fix this type of problems.

CORRELATIONS

TABLE 18

| | | CS | SCS | SS | MF | H | EDV | GD | MLO | CCC | BS | PPC | OS |
|-----|------|-------|-------|----------|----------|----------|----------|---------|-------|-------|----------|-------|----------|
| CS | PC | 1 | .085 | .038 | .106 | -.075 | .205 | -.025 | -.279 | .295 | .047 | -.042 | -.003 |
| | Sig. | . | .559 | .793 | .465 | .606 | .152 | .913 | .208 | .182 | .745 | .772 | .984 |
| | N | 50 | 50 | 50 | 50 | 50 | 50 | 22 | 22 | 22 | 50 | 50 | 50 |
| SCS | PC | .085 | 1 | -.025 | .094 | .186 | .047 | .267 | -.094 | .099 | .074 | -.121 | .052 |
| | Sig. | .559 | . | .866 | .516 | .197 | .743 | .231 | .678 | .660 | .608 | .401 | .722 |
| | N | 50 | 50 | 50 | 50 | 50 | 50 | 22 | 22 | 22 | 50 | 50 | 50 |
| SS | PC | .038 | -.025 | 1 | .773(**) | .391(**) | .479(**) | .181 | .241 | -.147 | .020 | -.083 | .251 |
| | Sig. | .793 | .866 | . | .000 | .005 | .000 | .421 | .280 | .514 | .893 | .568 | .079 |
| | N | 50 | 50 | 50 | 50 | 50 | 50 | 22 | 22 | 22 | 50 | 50 | 50 |
| MF | PC | .106 | .094 | .773(**) | 1 | .550(**) | .373(**) | .161 | .410 | -.137 | -.024 | -.097 | .269 |
| | Sig. | .465 | .516 | .000 | . | .000 | .008 | .475 | .058 | .544 | .871 | .501 | .059 |
| | N | 50 | 50 | 50 | 50 | 50 | 50 | 22 | 22 | 22 | 50 | 50 | 50 |
| H | PC | -.075 | .186 | .391(**) | .550(**) | 1 | .146 | .189 | .215 | -.149 | .140 | -.100 | .399(**) |
| | Sig. | .606 | .197 | .005 | .000 | . | .313 | .398 | .337 | .508 | .331 | .491 | .004 |
| | N | 50 | 50 | 50 | 50 | 50 | 50 | 22 | 22 | 22 | 50 | 50 | 50 |
| EDV | PC | .205 | .047 | .479(**) | .373(**) | .146 | 1 | .282 | -.211 | -.190 | .265 | -.172 | .279 |
| | Sig. | .152 | .743 | .000 | .008 | .313 | . | .204 | .347 | .398 | .063 | .231 | .050 |
| | N | 50 | 50 | 50 | 50 | 50 | 50 | 22 | 22 | 22 | 50 | 50 | 50 |
| GD | PC | -.025 | .267 | .181 | .161 | .189 | .282 | 1 | -.045 | .136 | .468(*) | .070 | .189 |
| | Sig. | .913 | .231 | .421 | .475 | .398 | .204 | . | .841 | .546 | .028 | .759 | .400 |
| | N | 22 | 22 | 22 | 22 | 22 | 22 | 22 | 22 | 22 | 22 | 22 | 22 |
| MLO | PC | -.279 | -.094 | .241 | .410 | .215 | -.211 | -.045 | 1 | .210 | .044 | -.174 | .073 |
| | Sig. | .208 | .678 | .280 | .058 | .337 | .347 | .841 | . | .347 | .846 | .438 | .746 |
| | N | 22 | 22 | 22 | 22 | 22 | 22 | 22 | 22 | 22 | 22 | 22 | 22 |
| CCC | PC | .295 | .099 | -.147 | -.137 | -.149 | -.190 | .136 | .210 | 1 | -.279 | -.069 | -.077 |
| | Sig. | .182 | .660 | .514 | .544 | .508 | .398 | .546 | .347 | . | .209 | .760 | .732 |
| | N | 22 | 22 | 22 | 22 | 22 | 22 | 22 | 22 | 22 | 22 | 22 | 22 |
| BS | PC | .047 | .074 | .020 | -.024 | .140 | .265 | .468(*) | .044 | -.279 | 1 | -.213 | .383(**) |
| | Sig. | .745 | .608 | .893 | .871 | .331 | .063 | .028 | .846 | .209 | . | .138 | .006 |
| | N | 50 | 50 | 50 | 50 | 50 | 50 | 22 | 22 | 22 | 50 | 50 | 50 |
| PCC | PC | -.042 | -.121 | -.083 | -.097 | -.100 | -.172 | .070 | -.174 | -.069 | -.213 | 1 | -.176 |
| | Sig. | .772 | .401 | .568 | .501 | .491 | .231 | .759 | .438 | .760 | .138 | . | .222 |
| | N | 50 | 50 | 50 | 50 | 50 | 50 | 22 | 22 | 22 | 50 | 50 | 50 |
| OS | PC | -.003 | .052 | .251 | .269 | .399(**) | .279 | .189 | .073 | -.077 | .383(**) | -.176 | 1 |
| | Sig. | .984 | .722 | .079 | .059 | .004 | .050 | .400 | .746 | .732 | .006 | .222 | . |
| | N | 50 | 50 | 50 | 50 | 50 | 50 | 22 | 22 | 22 | 50 | 50 | 50 |

** Correlation is significant at the 0.01 level (2-tailed).

* Correlation is significant at the 0.05 level (2-tailed).

Here, PC= Pearson Correlation, Sig. = Sig. (2-tailed), CS= Current Salary, SCS= Safety about Current Salary, SS= Safety Sign, MF= Medical Facilities, H= Hygiene, EDV= Exit Doors & Ventilation, GD= Gender Discrimination, MLO= Maternity leaves & Other Facilities, CCC= Necessity of Child Care Center, BS= Building Structure, PPC= Necessity of Private-Public Cooperation, OS= Overall Safety.

From the results of analysis above it came to front that overall safety and security does not depends only on salary but it is accompanied with medical facilities, gender discrimination, building structure, working environment etc. So the employers should give emphasis on these types of facilities along with the salary structure.

SOME MAJOR ACCIDENTS OCCURED RECENTLY IN BANGLADESH

TABLE 19

| Date | Place | Dead | Injured | Cause |
|------------|---------------------------|----------------|--------------|-------------------|
| 24.04.2012 | Rana Plaza, Savar | More than 1000 | 2500 | Building Collapse |
| 24.11.2012 | Tazreen Fashions, Ashulia | 112 | At least 200 | Fire |
| 25.02.2006 | Phoenix Textile | At Least 9 | 50 | Building Collapse |
| 23.02.2006 | KTS Textiles, Chittagong | 91 | 400 | Fire |

FINDINGS

1. Salary is the major problem of the workers. The minimum wage for the garment workers is much lower than the national standard as well as they do not get the salary at the proper time. Most of the time they do not get the salary fully let alone overtime rate. Minimum Wage Ordinance is not followed.
2. Safety sign, hygiene and medical facilities are relatively good in export oriented factories. But it has been seen that not all the factories are concerned about the issue. The condition of these facilities is very poor in some cases. Even many of them do not have fire alarms at all!
3. In the recent past some major accidents have occurred due to insufficiency of emergency exit doors. Fire exit doors are not available in all factories. Even in the emergency situation, these remain closed along with the principal exit of the factories.
4. Current situation of gender discrimination seemed to be under control. But in some cases complains were against supervisors who use slang words to the female workers.
5. The situation of maternity leaves is not good. They are not getting the proper duration of this leave. As well as female workers have been deprived of maternity benefit payable under the Maternity Benefit Act of 1950. In some factories separate toilets do not exist. Due to absence of a formal appointment letter, however, garment industry women are largely deprived of it.
6. Child care centre is present in most of the cases. But that is not enough. Even where the child care centers are present they are occupied with the boxes in most of the cases. Female workers do not have separate prayer rooms, dining places or resting places all have the very problem.
7. The building structures in most of the factories are very poor. As recently, a major accident has been occurred due to construction error. The workers are very much frightened about the building construction. Many of the buildings are found fractured as well.
8. Most of the workers do not contain ID card of their companies.
9. The workers, especially female workers, suffer most from insufficiency of gate pass.
10. There are insufficiency of weekly holidays and recreation facilities.
11. Most of the workers do not get formal appointment letter which deny them from the wages at times.
12. Above all the workers have to face a great hassle for accommodation.

RECOMMENDATIONS

The questionnaire seeks recommendation from the workers. Most of the recommendations were about salary, building structure or policy of government etc. According to the author and the workers the recommendations should be as following:

1. As the minimum wage for the garment workers is much lower than the national standard, it is recommended that it should be set equal or higher than the national average given the importance of an industry in export earning. Hours of overtime should be reduced and overtime rate should be increased. Shift work should be introduced in all the places so that- a) overtime hours can be reduced, b) more employment can be created and c) more production can be produced. Above all remuneration should be paid at proper time and proper scale.
2. The factories should be made more hygiene. Fulltime medical care and first aid treatment with female doctor and highly trained nurses should be ensured. Proper exit sign and safety sign should be applied in appropriate areas of the industry.
3. Sufficient fire exit doors and enough ventilation with proper maintenance for air circulation should be designed for industry building. The main exit should not remain closed in emergency situation at all.
4. Maternity leave & weekly holiday with pay for female workers should be introduced so that gender discrimination can be reduced. The garment industries should arrange for family planning services. Fully organized child care center should be provided. Separate toilets need to be provided with some space for taking rest, eating and prayer. Pure water supply for drinking and washing for female workers should be ensured. ILO convention on maternity leaves needs to be ratified. ILO convention N.100: Equal Remuneration Convention, 1951 should be ratified also.
5. Building should be scrutinized at least twice a year.
6. Regular fire drill must be made mandatory for each garment industry.
7. All kinds of workers should be given formal appointment letter as well as provide safety management training, company ID, enough gate pass.
8. The conflict between managers and workers should be reduced by negotiation.
9. Above all, Garment industries should introduce group insurance so that the workers can save their small income. On-day banking services can be made available. A package scheme can be provided with health insurance, education, awareness about the rights of the workers etc. Job-Bank could be established to facilitate re-employment of the retrenched RMG workers within or beyond the RMG sectors.

CONCLUDING REMARKS

The garment industries in Bangladesh created an important sector of working with a vast number of employments. It has allowed people of low income to earn cash income. Despite the positive impacts the workers are confronted with very much problems. Their income is incongruous with their labor. Women are the ninety percent of the total work force in the garment sector. But they are deprived of their basic facilities. Equal Remuneration Convention of 1950 and Employment Policy Convention of 1964 are not followed seriously yet now. Rising public concern about inhuman working conditions in developing countries led to the creation of the Council of Economic Priorities Accreditation Agency in 1997. A conscious public policy package aimed at encouraging skill development, facilitating technology transfer and rising of the productivity level of female workers thus needs to be put in place to translate Bangladesh's comparative advantage into competitive advantage. The garment industry is the main operating stream of this developing economy. Appropriate measures should be taken and applied immediately to improve the social safety and security system of the RMG workers in Bangladesh both at micro and macro level otherwise these problems can be a great threat for this industry which can perish its opportunity.

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