

Working Conditions and Lives of Female Readymade Garment Workers in Bangladesh

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Abstract

Readymade garment industry is the prime foreign earning industry of Bangladesh where more than 4.2 million workers are working of which 90% workers are female who come from the rural areas of the country. The working conditions and the working lives of these female workers are hardly up to the standard. The working lives of these female workers are substantially disturbed by the unfavorable working conditions that lead to job dissatisfaction, job insecurity, and low productivity of the workers. These are due to not maintaining government compliances by these readymade garment (RMG) companies. Therefore, a serious concern has been raised by the national and international community regarding the working conditions and the working lives of these female workers of Bangladesh. Therefore, this paper aims at identifying the working conditions and the working lives of female readymade garment workers of Bangladesh. For conducting this study, both primary and secondary data were collected. Primary data were collected by using a structured questionnaire. A total of 267 female workers were interviewed for this study. Both descriptive and inferential statistics were used to analyze the data. Descriptive statistics were used to describe the present working conditions of the female workers and inferential statistical were used to identify the relationships between the overall working conditions and the working lives of the female workers. Results show that the female readymade garment workers of Bangladesh work under the suppressive working environment. Female workers are always exploited by their managers and supervisors due to gender difference and submissiveness. Managers also misbehave with them by capitalizing their illiteracy and submissiveness. Female workers are often disturbed by the male colleagues too at work place and outside the factory. They do not have freedom at work and have no promotion at work. This study suggests that the policymakers of this sector of industry should follow the industrial laws and create a favorable working environment which will be favorable for the female workers to work in this sector.

Keywords: Readymade Garment Industry, Female Workers, Working Conditions, Working Lives.

1. Background

Being a developing country with very strong agricultural footings, Bangladesh has started its journey of industrial sector with the Ready Made Garment (RMG) industry in 1976 (Habibur and Siddiqui, 2015). Now, this sector is the largest export earner of Bangladesh. The quota benefit plus the low wages helped the country to become the world's second largest apparel exporter after China (Farhana et al., 2015). It was found in research that in Bangladesh women are doing work on an average 11.12 hours/day in the garment factory but they receive average salary less than Tk. 7000 per month (Sikder et al., 2014). It is also notable that the female workers maintain a very poor life managing hardly their own and family expenses. So minimum wage should be fixed by the government for the better standard of living of this sector of workers. This industry has provided the largest employment opportunities for female workers in the industrial sector where more than 85 percent of the production workers are female (Islam and Zahid, 2012). But the working conditions of these female workers are not conducive to their work and their lives. It is full of difficulties and disturbances. This can be attributed by the hostile attitude of the factory owners and managers towards the female workers (Rock, 2003). The status of these workers can be also described in terms of their legal rights, education, economic independency, marriage life, health as well as the roles they play of the work and their families.

Needless to say that, the management of company has responsibility to ensure that the workplace is free from hazards to employee's physical and mental health which is a legal right of the workers. Almost half of the female workers are either verbally or physically abused by the management in garment sector of Bangladesh. RMG workers are compelled to work long hours with no access to sick leave, weekend holiday, annual vacation, pension, bonus, festival allowance, and trade union in the one hand and constant pressure to increase their productivity on the other (Islam and Zahid, 2012). Industrial safety or employee safety of female workers means protection of workers from the danger of industrial accidents is very important for the interest of both the parties. Moreover, the workload has a serious issue at work place that has impact on their family lives too. The motivations for joining garments work include both "push" factors such as poverty, marital breakdown and family conflicts as well as "pull" factors such as the desire to improve one's social and economic standing (Kibria, 1998). The impact of work on the personal life of the female garments workers can essentially be looked at through 3 major aspects namely, Work-Life Balance, Health conditions, Housing conditions.

Work-life balance is an important aspect of a worker and it is rather more important if the worker is a female worker. Family-work conflict (FWC) and work-family conflict (WFC) are more likely to exert negative influences in the family and that results in lower life satisfaction and greater internal conflict within the family. Studies identified several variables that influence the level of WFC and FWC. Variables such as the size of family, the age of children, the working hours and the level of social support impact the experience of WFC and FWC (Krishna, 2010). Health condition is another important aspect of the female garment workers working lives. They face extreme wellbeing-related difficulties because of perilous production line conditions, production line owners' stringent rules, incessant additional time worth of effort alongside every day in length working hours, nonattendance for maternity leave, and so on.

Housing condition is an acute problem faced by RMG working women (migrants) especially in urban areas is the lack of proper accommodation. It is expensive for a single person to rent an accommodation on her own. It is also difficult to find a landlord who would let out his place to a single woman. This study shows that 61% female workers live in a house with family and 1.5 % lives alone (Table 1).

Table 1 Nature of Living of the Garment workers (per cent)

Nature of Living	Garment Worker	
	Male	Female
Family	29.0	61.0
Single Family	27.0	14.7
Joint Family	15.0	7.7
Hostel/Mess	20.3	5.0
Relation's House	4.6	7.5
Live Alone	2.3	1.5
Brother and sister in single room	1.8	2.6
Total	100	100

The female readymade garment workers of Bangladesh remain poor and disadvantaged even they are working in an industry which is the highest earner of foreign exchange of the country. Though garment workers current job improves their financial situation for a bit, later their working lives and family life get worse. Therefore, current working conditions and the lives of female readymade workers in Bangladesh and its effect on their family life have been identified in several studies. A number of academics concluded from the survey research that female readymade garments workers have to work more hours but current compensation packages is very low in compare to other sectors (Ali et al., 2008; Islam and Chowdhuri, 2012; Ahmed et al., 2013; Sikder et al., 2014; Ferdous, 2015). Studies by Islam and Chowdhuri (2012) and Ahmed et al. (2013) on the garments sector in Bangladesh found that most of the readymade garment organizations do not have any facility for maternity leave or leave with pay. In empirical examination of the working conditions of garments industry of Bangladesh, Siddiqi (2013), Ferdous (2015) and Al-Amin and Hoque (2015) found that many female garments workers are uneducated and inexperience. Therefore, their supervisors misbehave with them and even harass them in the work place. Moreover, several survey were conducted by Chowdhury and Ullah (2010), Rubya (2015) and Ferdous (2015) in Bangladesh found that 80% of the garments firms lack of appropriate safety and security conditions for their employees. Sexual harassment of women workers is rampant, both at the workplace and during commuting. Women's employment and visibility in public may be perceived as a threat to male dominance in society, and various forms of harassment of working women may be an expression of retaliation by males (Siddiqi, 2003). Nationally, the Bangladesh government has offered negligible social protection mechanisms to women workers in the industry. Laws such as the law that prohibits women's work after 8:00pm are not enforced (Absar, 2001). Women's vulnerability to sexual harassment gets increased due to the informal recruitment practices, lack of documented proof of employment, the fear of losing one's job, fear of retaliatory violence in response to filing a complaint and the absence of woman-friendly legal provisions (Siddiqi, 2003). Ahmed et al. (2013) in a research explained the job duration and section process of female garment workers in

Bangladesh. Now giving an identity card to all workers has been mandatory under the Bangladesh Labor Law 2006 (GTZ, 2007). This may contribute to strengthening workers' position. Another positive change is that with the passage of the Bangladesh Labor Law 2006, unions are allowed in all factories (GTZ, 2007). The law also has guidelines for setting up "Participation Committees" that have membership from the workers and the Management, and work towards improving workers' welfare and productivity (GTZ, 2007). A matrix of literature review in Table 2 shows the salient features of working conditions and their lives of readymade garment companies of Bangladesh.

Table 2 Literature Review of Working Conditions and Lives of Female Readymade Workers in Bangladesh

Study (year)	Findings/Variables									
	Low Compensation/poorly paid job	Long working hours	Overtime/extra working hours without having any additional payment	Absence of maternity leave	Maternity leave without payment	Lack of child care facility	Lack of training facilities	Lack of appropriate safety and security condition	Less job duration or temporarily selection	Managers or supervisors misbehave or harassment
Ahmed et al.(2013)	✓	✓	✓	✓	✓	✓	✓	✓	✓	
Ferdous (2015)	✓					✓	✓			✓
Al-Amin and Hoque (2015)										✓
Sikder et al.(2014)	✓	✓								
Islam and Chowdhuri (2012)	✓		✓		✓			✓		
Begum et al. (2006)								✓		
Ali et al. (2008)	✓							✓		✓
Chowdhury and Ullah (2010)	✓	✓						✓		✓
Akterujjaman and Ahmed (2016)		✓					✓			
Siddiqi (2013)										✓
Ruba (2015)								✓		
Khosla (2009)										✓
Total	6	4	2	1	2	1	3	7	1	6

Keeping this in mind, this study strives for identifying the factors related to the working conditions and the lives of female readymade garment workers in Bangladesh.

2. Objectives of the Study

The objective of this study is to identify the factors related to the working conditions and the lives of the female garment workers in Bangladesh. The specific objectives are outlined below.

- i. To explain the readymade garment industry of Bangladesh;
- ii. To identify the factors concerning working conditions and the lives of female readymade garment workers of Bangladesh;
- iii. To identify the significant factors pertaining to working conditions and the lives of female readymade garment workers;
- iv. To suggest measures to improve the working conditions and the working lives of female readymade garment workers of Bangladesh.

3. Research Methods

This study attempts to identify the factors concerning the working conditions and the lives of the female readymade garment workers of Bangladesh. To conduct this study, primary and secondary sources of information were used. Primary data were collected from the female RMG workers and the secondary data were collected from the books, magazines, research monographs and journals.

Sample Size and Sampling Design

The workers selected for this study were working in different departments of ten RMG companies such as cutting, sewing, finishing and packaging. These 10 companies were selected from the Gazipur area which is a hub of RMG companies of Bangladesh (Appendix 3). To select the companies, large, medium and small companies were included in the sampled companies. The total number of workers in the RMG sector of Bangladesh is more than 400,000. The sample size of this study was determined by using the following formula suggested by Yamane (1967).

$$n = \frac{N}{1 + N(e)^2}$$

Where, n is the sample size, N is the population size, and e is the level of precision. For this study, level of precision is presumed as 0.07 and the population size is 400,000. Putting these values in the above equation, the required number of sample size becomes approximately 204. This study interviewed 267 female workers from 10 RMG. This figure is well above the critical sample size of 200 for employing multivariate analysis (Hair et al., 1998).

Taking the accessibility and willingness of the workers to respond to this study into account, Convenience sampling method was used to draw the sampling units. It is a widely used sampling technique and applied especially when the target population is a group of female garment workers who are highly restricted by the companies (Malhotra, 2007).

Questionnaire Design

A structured questionnaire was developed to collect information related to working conditions and the lives of the female readymade garment workers of Bangladesh (Appendix 2). The respondent workers opined on 51 attributes across the entire spectrum of working conditions and working lives. Responses to all the statements in the questionnaire were measured on a five-

point scale ranging from 1 to 5 with 1 indicating strongly disagree and 5 indicating strongly agree. One of the relative advantages of using this scale is its suitability for the applications of multifarious statistical tools used in marketing and social research study (Malhotra, 1999). The collected data were statistically processed subsequently to get the useful information. The reliability statistics show that the internal consistency of the questionnaire is under the acceptable limit (Nunnally, 1978) (Table 3).

Table 3 Reliability Statistics

Cronbach's Alpha	N of Items
.843	51

Data Collection & Analysis

Data were collected from both primary and secondary sources. Primary data were used for the purpose of the analysis whereas secondary data were collected for the background study and generating initial ideas. The survey was conducted among the female workers of 10 RMG companies which represent the main stream of RMG companies of Bangladesh. The survey period was July 2016 to October 2016. The interviewers were properly trained on the items included in the questionnaire for data collection before commencing the interview. Along with descriptive statistics¹, inferential statistical² techniques such as, Factor Analysis and Multiple Regression Analysis were used to analyze the data. A Principal Component Analysis (PCA) with an Orthogonal Rotation (Varimax)³ using the SPSS (Statistical Package for Social Sciences) was performed on the survey data. Multiple Regression Analysis⁴ was conducted to identify the relationships between the dependent and independent variables of the model.

4. Results and Discussions

Factor analysis identified 15 factors that are related to the working conditions and working lives of the female garment workers of Bangladesh. The communalities of the variables are also very high (Appendix 1) The most important factor is supervisor's behavior (15.284) followed by importance on younger women workers, face problem as a female worker, inadequate security measures, disturbance from male colleagues, maternity leave, co-workers are unfriendly, risk in doing job, no rest at work, complaints are entertained, payment of overtime, no promotion systems, freedom of work, transportation from the house to office and Low salary and late payment (Table 4). This analysis covers 68.67% of the variances of the data set.

¹ Descriptive statistics includes statistical procedures that we use to describe the population we are studying. The data could be collected from either a sample or a population, but the results help us organize and describe data. Descriptive statistics can only be used to describe the group that is being studying. That is, the results cannot be generalized to any larger group.

² Inferential statistics is concerned with making predictions or inferences about a population from observations and analyses of a sample. That is, we can take the results of an analysis using a sample and can generalize it to the larger population that the sample represents.

³ Varimax rotation is an orthogonal rotation of the factor axes to maximize the variance of the squared loadings of a factor (column) on all the variables (rows) in a factor matrix, which has the effect of differentiating the original variables by extracted factor. Each factor will tend to have either large or small loadings of any particular variable. A varimax solution yields results which make it as easy as possible to identify each variable with a single factor. This is the most common rotation option.

⁴ In statistics, regression analysis is a statistical process for estimating the relationships among variables. It includes many techniques for modeling and analyzing several variables, when the focus is on the relationship between a dependent variable and one or more independent variables. More specifically, regression analysis helps one understand how the typical value of the dependent variable (or 'Criterion Variable') changes when any one of the independent variables is varied, while the other independent variables are held fixed.

Table 4 Factors - Eigenvalues and Cumulative Variances

Factors	Initial Eigenvalues		
	Total	% of Variance	Cumulative %
1. Supervisors' Behavior	7.795	15.284	15.284
2. Importance on Younger Women Workers	4.113	8.065	23.349
3. Face problem as a female worker	3.821	7.491	30.840
4. Inadequate security measures	2.624	5.146	35.986
5. Disturbance from male colleagues	2.237	4.386	40.372
6. Maternity leave	1.943	3.810	44.182
7. Co-workers are unfriendly	1.798	3.525	47.707
8. Risk in doing job	1.685	3.305	51.011
9. No rest at work	1.583	3.104	54.115
10. Complaints are entertained	1.435	2.813	56.928
11. Payment of overtime	1.376	2.698	59.627
12. No promotion systems	1.324	2.596	62.223
13. Freedom of work	1.142	2.238	64.461
14. Transportation from the house to office	1.108	2.173	66.635
15. Low salary and late payment	1.036	2.032	68.666

Extraction Method: Principal Component Analysis.

The study shows that the factor loadings that have constituted the working condition factors are also very high for each of the 15 factors concerning the working conditions and the lives of the female garment workers of Bangladesh (Table 5). This indicates that the variables constituted these factors have very strong association among them.

Table 5 Rotated Component Matrix^a - Factor Loadings

VAR00036											.471		
VAR00050											.459		
VAR00035												.736	
VAR00005													.846

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

a. Rotation converged in 24 iterations.

Multiple Regression Analysis results show that there are 15 working condition factors identified through Factor Analysis that explained 68.67% of the working conditions status of the female readymade garment workers of Bangladesh. This indicates that the model developed in this study is a good fit and significant (Table 6). This also shows that the model can explain 20.9% of the dependent variable i.e., overall working conditions of the female RMG workers in Bangladesh.

Table 6 Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.457 ^a	.209	.161	1.06387

a. Predictors: (Constant), REGR factor score 15 for analysis 1, REGR factor score 14 for analysis 1, REGR factor score 13 for analysis 1, REGR factor score 12 for analysis 1, REGR factor score 11 for analysis 1, REGR factor score 10 for analysis 1, REGR factor score 9 for analysis 1, REGR factor score 8 for analysis 1, REGR factor score 7 for analysis 1, REGR factor score 6 for analysis 1, REGR factor score 5 for analysis 1, REGR factor score 4 for analysis 1, REGR factor score 3 for analysis 1, REGR factor score 2 for analysis 1, REGR factor score 1 for analysis 1

Table 7 shows the Analysis of Variance (ANOVA) indicating that the factors identified through the factor analysis are together significantly related to the overall working conditions and the working lives of the female readymade garment workers of Bangladesh.

Table 7 Analysis of Variance (ANOVA)^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	74.836	15	4.989	4.408	.000 ^a
	Residual	284.086	251	1.132		
	Total	358.921	266			

a. Predictors: (Constant), REGR factor score 15 for analysis 1, REGR factor score 14 for analysis 1, REGR factor score 13 for analysis 1, REGR factor score 12 for analysis 1, REGR factor score 11 for analysis 1, REGR factor score 10 for analysis 1, REGR factor score 9 for analysis 1, REGR factor score 8 for analysis 1, REGR factor score 7 for analysis 1, REGR factor score 6 for analysis 1, REGR factor score 5 for analysis 1, REGR factor score 4 for analysis 1, REGR factor score 3 for analysis 1, REGR factor score 2 for analysis 1, REGR factor score 1 for analysis 1

b. Dependent Variable: Overall

Multiple Regression Analysis identified the factors concerning the working conditions and the working lives of the female garment workers of Bangladesh. This study also identified the significant factors which are directly related to the overall working conditions of the workers. Table 8 shows that some of the factors identified through Factor Analysis are individually significantly related to the working conditions and the working lives of the female garment workers of Bangladesh. Factors such as, face problem as a female worker, disturbance from male colleagues, co-workers are unfriendly, no promotion systems, and freedom of work are significantly related to the working conditions and the working lives of the female garment workers in Bangladesh. This means, if these factors are changed or improved the overall working conditions of the female readymade garment workers will be changed or improved. The factors including supervisor's behavior, importance on younger women workers, inadequate security measures, maternity leave, risk in doing job, no rest at work, complaints are entertained, payment of overtime, transportation from the house to office and low salary and late payment are not significantly related to the overall working conditions of the female readymade garment workers of Bangladesh. These factors cannot individually and significantly change or improve the overall working conditions of the female readymade garment workers of Bangladesh.

Table 8 Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	3.876	.065		59.538	.000
Supervisors' Behavior	-.055	.065	-.048	-.848	.397
Importance on Younger Women Workers	.091	.065	.078	1.393	.165
<i>Face problem as a female worker</i>	-.216	.065	-.186	-3.304	.001
Inadequate security measures	.037	.065	.032	.566	.572
<i>Disturbance from male colleagues</i>	-.114	.065	-.098	-1.743	.083
Maternity leave	.054	.065	.046	.823	.411
<i>Co-workers are unfriendly</i>	.303	.065	.261	4.644	.000
Risk in doing job	.041	.065	.035	.622	.535
No rest at work	-.041	.065	-.035	-.624	.533
Complaints are entertained	-.049	.065	-.042	-.750	.454
Payment of overtime	.020	.065	.018	.313	.755
<i>No promotion systems</i>	.132	.065	.114	2.024	.044
Freedom of work	.295	.065	.254	4.527	.000
Transportation from the house to office	.059	.065	.051	.901	.368
Low salary and late payment	-.021	.065	-.018	-.321	.748

Table 7 Analysis of Variance (ANOVA)^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	74.836	15	4.989	4.408	.000 ^a
	Residual	284.086	251	1.132		
	Total	358.921	266			

a. Predictors: (Constant), REGR factor score 15 for analysis 1, REGR factor score 14 for analysis 1, REGR factor score 13 for analysis 1, REGR factor score 12 for analysis 1, REGR factor score 11 for analysis 1, REGR factor score 10 for analysis 1, REGR factor score 9 for analysis 1, REGR factor score 8 for analysis 1, REGR factor score 7 for analysis 1, REGR factor score 6 for analysis 1, REGR factor score 5 for analysis 1, REGR factor score 4 for analysis 1, REGR factor score 3 for analysis 1, REGR factor score 2 for analysis 1, REGR factor score 1 for analysis 1

a. Dependent Variable: Overall

5. Conclusions and Recommendations

Fifteen factors that are related to the working conditions and the work lives of the female RMG workers of Bangladesh were identified in this research. The most important factor is supervisor's behavior attributing that the female workers are usually misbehaved by their supervisors and managers. The other factors are importance on younger women workers, face problem as a female worker, inadequate security measures, disturbance from male colleagues, maternity leave, co-workers are unfriendly, risk in doing job, no rest at work, complaints are entertained, payment of overtime, no promotion systems, freedom of work, transportation from the house to office and low salary and late payment.

The results of this study also show that the factors identified through factor analysis are together significantly related to the overall working conditions and the working lives of the female readymade garment workers of Bangladesh. Some of the factors related to the working conditions and the lives of the female garment workers identified through Factor Analysis are individually significantly related to the working conditions and the working lives of the female garment workers of Bangladesh. The significant factors are: face problem as a female worker while working, disturbance from male colleagues, co-workers are unfriendly, no promotion systems, and no freedom of work. This means, if these factors are changed or improved, the overall working conditions and their working lives will be changed or improved. The factors including supervisor's behavior, importance on younger women workers, inadequate security measures, maternity leave, risk in doing job, no rest at work, complaints are entertained, payment of overtime, transportation from the house to office and low salary and late payment are not individually significantly related to the overall working conditions of the female readymade garment workers of Bangladesh. These factors are not significantly changed or improved by the readymade garment workers of Bangladesh.

This study recommends that the policymakers of the readymade garment sector in Bangladesh should focus more on the protection of the female workers while working, develop mechanisms for stopping disturbance from the male colleagues, increase of friendliness among the colleague-workers. The policymakers also should give importance on the promotion of the workers and the freedom while they work. However, there is an ample scope to conduct study by taking more samples of the workers on these very important aspects of female garment

workers that may produce more insights of the working conditions and the lives of the female workers in this sector of Bangladesh.

6. References

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7. Appendices

Appendix 1 Communalities of the Variables on Working Conditions

Variables	Extraction
1. I face problem at work being a female worker	.795
2. My supervisor does not behave me well	.784
3. I feel discomfort when I work with my colleagues	.818
4. I am given less salary compared to male workers	.772
5. My salary is not sanctioned by the company at the beginning of the month	.810
6. My company does not give maternity leave with pay	.628
7. I do not get time to take care my family due to work pressure	.769
8. My job is risky and often accidents happen	.759

9. The place I work is nearby my house	.783
10. My workplace is hygienic and comfortable	.808
11. The lights are too much powerful at my work place	.772
12. Lights are causing injury of my eyes	.619
13. We have a no place in the factory where we can pray	.642
14. My company does not give me prayer time	.736
15. May company has a poor dining room where I can eat	.754
16. My company does not have fulltime doctor for medication if there is any accident or injury or sickness	.759
17. My male colleagues are disturbs me and not cordial to me	.767
18. I don't feel proud of working here in this company	.831
19. My family members are also working in my company	.637
20. My company gives importance of my family members to work here	.673
21. My salary is inadequate to survive in Dhaka city	.723
22. Younger women are more preferred in my company	.646
23. I am unable to maintain my family properly by working here	.649
24. My company does not follow labor laws of Bangladesh	.769
25. We have inadequate security measures in my company	.793
26. There are firefighting equipments are inadequate and old in my company	.732
27. Rehearsal on firefighting is given occasionally in my company	.796
28. There is no trade union in my company	.696
29. My company discourages trade unions here and punished for the trade union	.710
30. My company does not have housing facilities	.704
31. My company does not give housing allowance	.675
32. My company does not give bonus	.627
33. Overtime payment is not given on time	.657
34. Sometimes overtime payment is not given by my company	.710
35. Transportation from my house is alright for me	.607
36. I live nearby the company because of long working hours	.527
37. I cannot take rest while I work	.584
38. I feel pressure when I work	.541
39. We have do not child care center in our company	.600
40. I did not have any training before starting the job	.741
41. Many of my colleagues work on a temporary basis	.620
42. There is no promotion systems in my company	.606
43. My co-workers are unfriendly and tease me	.715
44. My boss does not take care of the complaints of ours	.650
45. I think I'll not work long time in this company	.685
46. My boss does not provide help on hard problems, if any	.548

47. I have no freedom to use my own judgment at work	.700
48. My company sacks the employees without notice and time	.512
49. I am overburdened with my job here in this company	.604
50. I am highly responsible for my job and work	.490
51. Sometimes, I become frustrated due to heavy work load and high responsibility	.486

Appendix 2 Interview Guide

Scale: Strongly Disagree 1 2 3 4 5 Strongly Agree

Be sure to keep the statement in mind when deciding how you feel about that aspect of your job and working conditions. Do this for all statements. Answer every item. Do not turn back to previous statements. Be frank. Give a true picture of your agreements or disagreements about the present conditions where you work now.

Sl #	Statements	SD	SA
1.	I face problem at work being a female worker	1	2 3 4 5
2.	My supervisor does not behave me well	1	2 3 4 5
3.	I feel discomfort when I work with my colleagues	1	2 3 4 5
4.	I am given less salary compared to male workers	1	2 3 4 5
5.	My salary is not sanctioned by the company at the beginning of the month	1	2 3 4 5
6.	My company does not give maternity leave with pay	1	2 3 4 5
7.	I do not get time to take care my family due to work pressure	1	2 3 4 5
8.	My job is risky and often accidents happen	1	2 3 4 5
9.	The place I work is nearby my house	1	2 3 4 5
10.	My workplace is hygienic and comfortable	1	2 3 4 5
11.	The lights are too much powerful at my work place	1	2 3 4 5
12.	Lights are causing injury of my eyes	1	2 3 4 5
13.	We have a no place in the factory where we can pray	1	2 3 4 5
14.	My company does not give me prayer time	1	2 3 4 5
15.	May company has a poor dining room where I can eat	1	2 3 4 5
16.	My company does not have fulltime doctor for medication if there is any accident or injury or sickness	1	2 3 4 5
17.	My male colleagues disturbs me and not cordial to me	1	2 3 4 5
18.	I don't feel proud of working here in this company	1	2 3 4 5
19.	My family members are also working in my company	1	2 3 4 5
20.	My company gives importance of my family members to work here	1	2 3 4 5
21.	My salary is inadequate to survive in Dhaka city	1	2 3 4 5
22.	Younger women are more preferred in my company	1	2 3 4 5
23.	I am unable to maintain my family properly by working here	1	2 3 4 5
24.	My company does not follow labor laws of Bangladesh	1	2 3 4 5
25.	We have inadequate security measures in my company	1	2 3 4 5
26.	There are firefighting equipments are inadequate and old in my company	1	2 3 4 5
27.	Rehearsal on firefighting is given occasionally in my company	1	2 3 4 5

28.	There is no trade union in my company	1	2	3	4	5
29.	My company discourages trade unions here and punished for the trade union	1	2	3	4	5
30.	My company does not have housing facilities	1	2	3	4	5
31.	My company does not give housing allowance	1	2	3	4	5
32.	My company does not give bonus	1	2	3	4	5
33.	Overtime payment is not given on time	1	2	3	4	5
34.	Sometimes overtime payment is not given by my company	1	2	3	4	5
35.	Transportation from my house is alright for me	1	2	3	4	5
36.	I live nearby the company because of long working hours	1	2	3	4	5
37.	I cannot take rest while I work	1	2	3	4	5
38.	I feel pressure when I work	1	2	3	4	5
39.	We have do not child care center in our company	1	2	3	4	5
40.	I did not have any training before starting the job	1	2	3	4	5
41.	Many of my colleagues work on a temporary basis	1	2	3	4	5
42.	There is no promotion systems in my company	1	2	3	4	5
43.	My co-workers are unfriendly and tease me	1	2	3	4	5
44.	My boss does not take care of the complaints of ours	1	2	3	4	5
45.	I think I'll not work long time in this company	1	2	3	4	5
46.	My boss does not provide help on hard problems, if any	1	2	3	4	5
47.	I have no freedom to use my own judgment at work	1	2	3	4	5
48.	My company sacks the employees without notice and time	1	2	3	4	5
49.	I am overburdened with my job here in this company	1	2	3	4	5
50.	I am highly responsible for my job and work	1	2	3	4	5
51.	Sometimes, I become frustrated due to heavy work load and high responsibility	1	2	3	4	5

Overall

52	As a whole, I am in a good condition with my job.	1	2	3	4	5
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Appendix 3 Inside of a Garment Factory Located in Gazipur, Dhaka, Bangladesh

