

Maintenance of Health & Safety of Women Garment Employees: A Study of Chittagong Asian Apparels Ltd.

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Abstract

.The study further revealed that the maternity leave with salary for the unconfirmed women employees should be given due weightage for their social and economic security. The study was undertaken with the objective of analyzing the health and safety issues of the employees of Chittagong Asian Apparels Ltd. Data for the study were collected both from primary and secondary source. The study revealed that Chittagong Asia Apparels is the largest employer in the formal manufacturing sector where more than one thousand women employees worked. The health and safety issues included in the study are high temperature, dust, inadequate ventilation and lighting, excessive noise, shortage of fire fighting equipments, blocked exit, inadequate sanitation, unhygienic canteen, lack of pure drinking water, excess working hours, sub minimize wage and denial of the wage rise. These had directly affected the health and safety of women garment employees of the industry. The study suggested that promotional facility, promotional policy, upgrading economic situation, increased communication and ensured training facilities for various categories of staff should be increased for the effective growth of health and safety of garment employees. The study further revealed that the maternity leave with salary for the unconfirmed women employees should be given due weightage for their social and economic security.

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1. Introduction

1.1. Background of the Study:

The women in Bangladesh have contributed substantially to their households and on the whole to the country's economy. Though women constitute half of the population, their contribution towards economic activities has not been duly assessed. It is not possible to bring out development by taking the womenfolk out side the remit of overall development agenda. The government has adopted a range of programs to remove the gender disparity. In the fifth five year plan (1997-2002), emphasis was laid on women development and the plan aims to achieve the agenda like (i) gender parity at all levels and equal partnership in decision making ; (ii) rights of women and their control on economic assets like land, capital and technology including their economic self-reliance; (iii) removing the gap between men & women in terms of development and maximum utilization of human resources in the sphere of agriculture, industry, commerce, modern technology and informal sectors ; (iv) stop all forms of persecution on women and prevent women and children trafficking ; (v) ensure women participation in the process of establishing peace at the national and international level. Women Development Policy (1991) with a view to ensuring active participation of women in national development activities as well as ensuring their empowerment through building them up as skilled human resources,

As per with the Govt. policy, the main issue of women development is to create employment opportunities for women in both formal and informal sectors, According, women quota has been introduced in the formal govt. service and arrangements have been made for the women entrepreneurs to initiate ventures in different sectors. the majority of women workers are primarily involved in the informal sector of the economy. With in the formal sector, a large number of women work in export-oriented industries (e. g, garments), the source of 70 percent of Bangladesh's foreign exchange. significant number of women also work as teachers, lawyers, journalists, government employees, and for nongovernmental organizations (NGOs). Their activities. in turn, contribute transformation of traditional values gender roles of Bangladeshi women. The present study on Health and Safety of Women Garment workers is a modest attempt to show how health and safety of garment workers could be improved. The garment sector will be highly benefited through the study of the future planners will be benefited to do plan for the health & safety issues of the garment workers throughout Bangladesh.

The study is based on theoretical, practical and statistical analysis. It is hope that this report will prove to be a reliable source of secondary information for the people who will be doing report in the similar field. The researcher have tried my best to make the report as efficiency as possible with accurate information's and relevant data. It is expected that this report will be able to satisfy all the people for whom the report was be prepared.

Management has a responsibility to ensure that the workplace is free form unnecessary hazards and that conditions surrounding the workplace are not hazardous to employee's physical or mental health.

Health is wealth for employees as well as for managers, realizing this; employers provide a large number of health services to their employees. Health protection is a legal requirement too.

Safety means freedom form the occurrence or risk of injury or loss. Industrial safety or employee safety to the protection of workers from the danger of industrial accidents. An accident is an

unplanned and uncontrolled event in which an action or reaction of an object , a substance , a person , or a radiation results in personal injury.

1.2 Law Related to Health and Safety of Women Garment Employees

Regarding Law Related to Health & Safety of Women Garment employees. Labor Law regulates matters, such as , labor employment , remunerations, and conditions of work , trade unions , and labours management relations . They also social laws regulating such aspects as compensation for accident caused to a worker at work , fixation of minimum wages , maternity benefits, sharing of the company's profit by the workers , and so on . Most of these legal instruments regulate rights and responsibilities of the working people.

With the growth and expansion of factories and industries subcontinent beginning in the nineteenth century , new avenues for employment were created , resulting in a gradual migration of the labour force from rural areas to mills and factories located primarily in urban areas. At that time, in the absence of any state control or organization of the workers, the employers were less concerned about needs of their employees; the work hours were too long, wages much below the subsistence level, and the workers' employment conditions were unsatisfactory. The situation led to the enactment of a number of legislations beginning from the year 1881. These include, inter alia, the factories Act (1881), Workmen's Compensation Act (1923), Trade unions Act (1926), Trade Disputes Act (1929), Payment of Wages Act (1936), Maternity Benefit Act (1939), and the Employment of Children Act (1938).

Establishments The Factories Act 1881 is the basis of all labour and industrial laws of the countries. It contained provisions even for hours of work of women and workers including that of minimum age for employment of children. After the International Labour Organization (ILO) was formed in 1919, this Act was amended and thereafter repealed, resulting in the promulgation of the Factories Act 1934, which remained in force till 1965, when the Factories Act 1965 was promulgated incorporating some provisions of the ILO conventions. The Act of 1965 applies to manufacturing establishments employing ten or more person with or without the aid of any mechanical power. It makes provision for women and juvenile workers. It also prohibits child labour, it limits work of a child in factories, including the seasonal ones.

Holidays the Weekly Holidays Act of 1942 prescribes one paid holidays a week for persons employed in any shop, restaurant or theatre (excepting those employed in a confidential capacity or in a position of management). The government is empowered to grant additional half-day holiday with pay in a week.

Industrial relations The industrial Relations Ordinance of 1969, including the Industrial Relations Rules of 1977 framed hereunder, provides for formations of trade unions and regulation of relations between employers and workers. At the time of the promulgation of this ordinance, there were there separate laws regulating the relations between employees and employers, namely the East Pakistan Trade union Act of 1965 which provided for the formation and functioning of trade unions , the East Pakistan Labour Disputes Act of 1965 which provided for investigation and settlement of labour disputes , and the East Pakistan Employment of Labour (standing orders).

The first two of the above acts were repealed by the ordinance of 1969. This ordinance provides for various ways of settlement of industrial disputes, which have been defined in the Act of 1965, since public interest is involved in settlement of industrial dispute, adjudication as such through labour courts bears much importance. The labour courts play an important role for maintenance of industrial peace through settlement of issues on labour management problems, and hence they enjoy the confidence of both the employers and the workers.

Development of adjudication system was conceptual, brought in by the trade Dispute Act of 1929, which used to provide for investigation and settlement of trade disputes and for certain other connected matters. A court of enquiry consisted of an independent chairman and one or more independent persons appointed by the prescribed authority. To overcome the difficulties in the Act of 1929 some provisions were made in the Defense of India Rules, 1939 for adjudication of disputes between employers and their workers. This process continued till the expiry of the said Rules on 31 March 1947. The industrial Act, 1947 came into being on the 1st day of April 1947. The Act provided for establishment of industrial tribunals by the appropriate government in British India. It established full-fledged industrial tribunals for adjudication of industrial disputes for the first time. Thereafter the East Pakistan labour Disputes Act, 1965 was promulgated with effect from September 1965. This law like the industrial Disputes Ordinance, 1959 envisaged constitution of courts under the name of labour court by the government. The Act also provided for appeal procedure similar to what was included in the Industrial Disputes Ordinance, 1959, against an award of the labour court to the labour appellate tribunal by the aggrieved party.

The employment of labour (Standing Orders) ACT, 1946 provided for a grievance procedure for redress of individual grievance of any particular worker in respect of their employment or conditions of work or infringement thereof. This widened the scope of the labour Court and its jurisdictions to look into the grievances of individual workers in respect of their rights arising out of any matter covered by the said Act. This covers cases of illegal dismissal, discharge, lay off, retrenchment or termination of service by victimization for trade union activities or infringement of their rights covered by the said Act, and the court as such was vested with jurisdiction to provide effective remedy to the workers for any wrong done to them by the employer.

Condition of service Legislation concerning long-term policy, as a means of fostering economic stability and growth is relatively a new concept in labour law. There was almost no legislative regulation on the terms and conditions of employment of employed in shop, industrial or commercial establishment. The industrial Employment (Standing Orders) Act, 1946 came into operation for first time requiring employers in industrial establishments employing 100 or more workmen to define the terms of employment of workmen in the form of standing orders which should be in general conformity with the model standing orders incorporated in the Act.

Wages The government of India set up an enquiry committee in 1926 to ascertain the loophole for irregularity of payment of wages to industrial workers. The royal commission on labour appointed in 1929 considered the reports and suggestions of the aforesaid enquiry committee and recommended for enactment for prevention of maladjustments relating to payment of wages resulting in the promulgation of the payment of Wages Act in 1939. It aimed, firstly, at disbursement of actual distributable wages to workers within the prescribed period and, secondly, to ensure that the employees get their full wages within any deduction. The Act was passed to regulate the payment of wages of certain classes of persons employed in industry.

Social security statutory provisions exist for only two contingencies, i.e. employment-related injuries and childbirth. The liability in both cases is entirely that for the employer. The Workmen's Compensation Act, 1923 provides a compensation of Rs. 400 per month, including all railway and other categories of workers specified in the Act. e.g. workers engaged in factories, mines, plantations, loading or unloading, construction or repairs to mechanically propelled vehicles.

Women workers The provisions regarding hours of work in the factories Act 1947 apply to workers of both sexes. The limit of nine hours in the case of women is subject to the restriction that no exemption regarding hours of work for women workers in the mines Act, 1923, which are

limited to ten per day and fifty-four per week for surface workers and nine per day for underground workers. The employment of women underground, however, continues to be prohibited by regulations framed under the Act. The Factories Act, however, stipulates that no women should be allowed to work in a factory except between 6 am and 7 pm. The government is empowered in respect of any class or classes of factories to vary these limits to any span of 13 hours between 5 am and 7-30 pm. Under the Mines Act, 1923 women are prohibited to work in a mine either below or above ground between the hours of 7 pm and 6 am.

1.3 Objective of the study

The objectives of the study are as following :

1. to evaluate the status of occupational safety and health in Bangladesh;
2. to know the real pictures of the women Garment employees of CTG Asian apparels Ltd.
3. to evaluate the health and safety practice regarding the women Garment employees of CTG Asian apparels ltd.
4. to recommend ways and means to face the challenges by the women Garment employees of CTG Asian Apparels ltd.

1.4 Methods of Investigation :

Sources of data :

Data for the study were collected both from primary and secondary sources.

> **Secondary sources :-** The secondary sources were confined to the Study of printed materials of the Asian Apparels Ltd.

>Primary sources :-

Data collected from primary sources were based on the following ways :

- Selection of study area : Chittagong Asian Apparels Ltd.
- Selection of study sample:
N = total population = 1200, n = sample population = 40

In the study, no conventional system of sampling procedure have been followed. Rather a convenient sampling procedure have been used considering time and other logistic facilities available at the disposal of the researcher. According 40 respondents which constituted 3.33 % of the total sample strength of the study.

Data Collection: Data for the study were collected by structured interview schedule prepared for the purpose. It took eight days to complete the whole data collection.

Analysis & processing of data: The collected data were then processed and analyzed by simple tabular technique, and averages

1.5. Limitations of the study

Although the women garment employees were very much polite and quite friendly and cooperative enough. But the researcher had to face some limitations while doing this study. These include.

- Time constraints available in the hands of the researcher;
- Miss-interpretation of data provided by the company;
- In Asian Apparels Ltd. secrecy posed a major problem since disclosure of information was restricted as per the policy of the company.
- The related information were large enough as well as was unstructured and it was a difficult task for the researcher to compile them.

2. States of Occupational Safety & Health in Bangladesh;

2.1. Theoretical proposition:

The occupational health and safety service in Bangladesh is still in the developmental stage. Here, the occupational health & safety refers mainly to the workers of industries but does not completely cover all occupations of the country. The main laws related to occupational health and safety in this country in the factory Act 1965 and the factory Rule of 1979. There are a number of other laws and regulations that are also have some provisions related to occupational health and safety.

The constitution of Bangladesh recognizes productivity as basic need for development and covers right to work and reasonable wages. Medicare and, disease and disablement. This constitutional police direction did not turned into a formal national occupational health and safety policy.

For certain work environment factors, manufacturing process, machineries and toxic substances, the levels of concentration of substances in the air have been recommended by various international organization and agencies. Which are considered to be safe, are implemented in the respective countries.

Lack of work environment standards and exposure limits for different hazards and lack of requirement for periodic structured objective driven medical examination are the major deficiency of the legislations in terms of occupational health and safety.

The laws in Bangladesh have been framed which requires employers to undertake corrective measures on occupational safety and health. Even with this inadequacies lack of awareness, training, non-compliances of the OSH standards by the employers, the negative involvement of the workers could not achieve the goal of providing safety and health to the workers as intended by the laws.

Regarding the compliances of labour laws in most the cases there is non-compliance of the laws. The non-compliance of the ILO conventions. Because the labour legislations in Bangladesh were prepared in-conformity with ratified conventions. Country's constitutions and in considering the socio-economic conditions. Therefore, non-compliance or non-implementations of labour laws have short-term and long-term effect on the economy of Bangladesh. However, certain adverse effects for non-compliance of conventions and legislations may be estimated in the following:

- a) The work place environment in factories and mills will turn into hazardous which may cause accidents and incidents.
- b) All accidents and incidents create human sufferings, having direct or indirect costs on the productivity and profits.
- c) The hazards, which are prevailing in the industries e.g. electric short circuit in the garment industry, fire in the garment industries are responsible for the occurrence of injuries and diseases, are mostly the outcome of the absence of good working conditions, absence of protective and preventive measures. Poor house keeping etc.
- d) The direct cost of preventing hazards is much smaller than the indirect costs of accidents and illnesses. Cost benefit analysis of an accident may give a clear picture of various items of loss. The productivity as well as the profitability of any industry largely depends upon how far the measures have been taken to prevent and illnesses in the industry.
- e) Therefore, the lack of implementations of legal provision i.e. the non-compliances of the ILO conventions in the work places not only cause less of the workers, it causes a huge loss to the employers and the nation as a whole.

2.2. The Concept of Employee's Health;

The well being of the employee in an industrial establishment is affected by accidents and by ill health-physical as well as mental. In this section, we shall discuss the need for healthy workers and health services to be provided by the management to ensure the continuing good health of their employees. We propose to examine employee's health from the following angles-physical health, mental health, noise control, AIDS, drug abuse and violence in work place. The protection of the health of the workers is a legal requirement too. Section 11 to 20 of the Factories Act, 1948 deal with the health of workers, which are mentioned below:

- Factory to be kept clean and free from effluvia and dirt (S.11).
- Arrangements to be made for disposal of waste and effluents (S.12)
- Adequate ventilation and temperature to be provided (S.13)
- Measures to be taken for prevention of inhalation or accumulation of dust and fume (S.14).
- Standards for artificial humidification to be fixed (S.15)
- Overcrowding related injuries to health of workers to be avoided. 9.9/14.2 cubic meters of space must be provided for each worker (S.16).
- Sufficient and suitable lighting must be provided in every part of the factory (S.17).
- Glazed windows to be kept clean. Measures need to be taken for prevention of glare and formation of shadows (S.17).
- Suitable points for wholesome drinking water must be provided. Drinking points to be legibly marked and located away from urinals. Water needs to be cooled if the number of workers is 250 or more (S.18).
- Latrines and urinals to be separately provided for male and female workers. They should be well lighted and ventilated (S.19).

Sufficient number of spittoons must be provided. Whoever spits outside the spittoons shall be punishable (S.20).

Source :- Chittagong Asian Apparels Ltd.

2.2.1. A Physical Health

Ill health of employees result in reduced productivity, higher unsafe acts, and increased absenteeism. A health worker produces results opposite to these. The worker who is healthy is always cheerful. Confident looking, and is an invaluable asset to the organization. A realization of the advantages, which flow from a healthy workforce, has impelled much management to provide health services to their employees, which vary from the simple provision of first-aid equipment to complete medical care.

1. Pre-hiring medical check-up for all employees.
2. First-aid treatment following an accident. Training in first-aid to all employees.
3. Treatment of minor complaints, such as cold, cough, facer and headaches.
4. Rehabilitation and job placement of seriously injured workers who have been cured but suffer form some disability.
5. Special examination of eyes, teeth and ears, when needed.
6. Special care of employees working in painting, welding and foundry sections were the risk of there health is greater.
7. Maternity and child welfare, including family planning. Adequate ventilation, good lighting , tree plating and good residential quarters.

Source :- Chittagong Asian Apparels Ltd.

2.2.2. A Mental Health

In resent years, mental health of employees, particularly that of executives, has engaged the attention of employees. Three reasons may be given for this development. First, mental breakdown are common in modern days because of pressures and tensions. Second, mental disturbances of various types result in reduced productivity and lower profits for the organization. Third, mental illness takes its toll through alcoholism, high employee turnover, and poor human relationships. A mental health service is generally rendered in the following ways.

1. Psychiatric counseling.
2. Co-operation and consultation with outside psychiatrists and specialists.
3. Development and maintenance of an effective human relations programmer.
4. Educational of company personnel in the nature and the importance of mental health.

2.3. The Concept of Employee's Safety

Safety means freedom from the occurrence or risk of injury or loss. Industrial safety or employee safety refers to the protection of workers from the danger of industrial accidents. An accident is an unplanned and uncontrolled event in which an action or reaction of an object, a substance, a person, or a radiation results in Personal injury. In this contest, it is useful to recollect the provisions of the Factories Act. 1948 relating to safety. Sections 21 to 40 of the Act deal with safety. This safety provisions are absolutes and obligatory and the occupiers of every factory is bound to follow them.

- S.21 provides that dangerous Part of every machinery must be securely fenced.
- S.22 stipulates that any young person or a woman should not handle a machinery in which is in motion.
- S.23 states that young persons should not be allowed to work on dangerous machines.
- S.24 states that every factory must provide suitable striking gear.
- S.25 States that no traversing part to be allowed to run within a distance of 45 centimeters from any fixed structure.
- S.26 requires that casting should be done in such a way as to prevent danger.
- S.27 stimulates that women and children should be prohibited from going near cotton openers.
- S.28 states that hoists and lifts should be in good condition and should be examined once in every six months.
- S.29 states that lifting machines, chain, ropes and lifting tackles must be in good construction and should be examined in every 12 months.
- S.30 requires that notice of maximum safe working speed of grindstone or abrasive wheel, etc, to be kept near the machine.
- S.31 stipulates that safe working pressure should not be exceeded.
- S.32 requires that in every factory all floors, steps, stairs, passages and gangways shall be of sound construction and be properly maintained,
- S.33 states that pits, sumps and openings in floors must be covered or fenced.
- S.34 states that no person shall be employed in any factory to lift or early excess weight so as to cause him/her physical injury.
- S.35 mandates provision of goggles or serene to protect erosions working on machines, which cause damage to his/her eyesight.
- S.36 prohibits entry of any worker into any chamber, tank pit or pie where any gas or fume is resent.
- S.37 mandates that measures to be taken to prevent explosion on ignition at gas or fume.
- S.38 mandates that measures must be taken to prevent outbreak of fire and its spread.
- S.39 states that where unsafe condition is reported, the inspector may serve a notice on the occupier to initiate suitable measures to restore safety.
- S.40 states that where a factory employs 1000 or more warders. there must be a qualified safety officer a(s) appointed to measure compliance of all the safety provisions.

Source: - Chittagong Asian Apparels Ltd.

Eliminate the causes for accidents and industrial safety is ensured. An accident-free plant enjoys certain benefits. Major ones are substantial savings in costs, increased productivity, and moral and legal grounds

2.3.1. A Cost Savings The management incurs two types of costs when an accident occurs. More serious than the direct costs are the indirect or hidden costs, which the management commute avoid. In fact, the indirect costs are three to four times higher than the direct costs. Hidden costs include loss on account of down-times of operators. Slowed-up production rate of other wardress. Materials spoiled and lab our for cleaning, and damages to equipment. A safety plant, by avoiding accidents, eliminates these direct and indirect costs.

2.3.2. Increased productivity

Safety plants are efficient plants. To a large extent, safety promotes productivity Employees in safe plants can devote more time to improving the quality and quantity of their output and spend less time worrying about their safety and well being.

2.3.3. Legal

There are legal reasons too for undertaking safety measures. there are laws covering occupational health and safety, and penalties for non compliance have become quite severe. The responsibility extends to the safety and health of the surrounding community too. Finally, financial losses, which accompany accidents, can be avoided if the plant is accident free

2.4. The Pre-Requisites of Women Garment Employee's Safety

When we take the same factories as example, it is management's duty to ensure "safety" in several areas such as:

- The structure itself
- Installations and fixtures (check electrical, plumbing, air conditioning and other installations)
- Furniture and work areas (e. g slippery floor, hazardous obstacles in traffic areas), safety of furniture, equipment, appliances, and utensils. This is followed by:
- Health safety (nontoxic cleaning material and detergents used) Good quality air (what we breathe, dependent upon the type of equipment installations and fixtures used and regular repairs and maintenance)
- Food safety (a whole world in itself including sanitation, food spoilage correct handling procedures, allowable and recommended temperatures, etc.) and checking and control procedures.

An important "preventive measure" is eliminating the possibility of communicating contagious diseases. Even if local regulations do not require it, it is recommended to soda food and beverage handlers for regular medical checkup. Another preventive measure is the formulation and implementation of policies and procedures related to employee accidents which may present a threat to food sanitation. Culinary staff who cut themselves accidentally at work, as often happens while sliding food products, have to immediately stop handling food, and report to their Executive Chef and to the person in charge of First Aid in their company (Security or Human Resources Department) for preliminary treatment and handling. Healing and precautionary measures are taken before they are allowed back at their job.

There are also some basic "dress" requirements for staff involved in food and beverage preparations: e.g. Chefs' hats (to prevent hair and whatever hair contains to fall into the Food), discreet earring (non-dangling) or no earring for women, and long hair neatly and securely tied in a bun at the back of the head.

Of no lesser is the safety of work tools and work procedures covering all areas, such as stable judders, secure shelving, safety shoes, well-fitting work garments, clearly written and complete safety procedures and guidelines from management, safety training, and safety installations and equipment, wider traffic areas (to prevent accidents), adequate staffing, and last but not least, continuous effective training in work procedures.

All of this necessitates comprehensive planning, the creation of clear policies and work procedures, organization, training of supervisors and employees, supervision and control .

2.5. Garment Factory Workers

The majority of the workers were young, belonging to the age group 16 to 29 years; 81.6 per cent women and 80.0 per cent men in the Asian Apparels and 73.03 per cent women and 60 per cent men in the rural garment factories. Workers in two of the rural garment factories had the same age profile as the workers in the Asian Apparels. The majority were also single women and men, 83.4 per cent women and 70.0 per cent men in the Asian Apparels and 65.6 per cent men and 66.7 per cent women in the rural garment factories.

The women were part of the large labour reserve that have been moving in and out, or have been moved out of the factories. Their motives for seeking employment in these factories were: the need for a job and income and the absence of alternative employment opportunities. The spouse of married workers welcomed the economic participation of women as a contribution to family income. A small number of women workers had been previously employed, mainly in garment factories, while the men had been in a wide range of jobs.

Labour legislation provided for a nine hour working day inclusive of a one hour interval but 40.8 per cent of women and 36.7 per cent of men in the Asian Apparels 34.4 per cent women and 66.7 per cent men worked more than nine hours in compulsory overtime. And around 70 per cent women and 70 per cent to 100 per cent men were employed in night shifts. Only the higher-level workers could leave the workplace during the lunch and tea breaks.

Trade unions could not operate in Asians Apparels and around half the workers were members of the organizations established by employers.

Wages were low but were in conformity with or above the minimum wages specified for garment workers. Around 90 per cent received Rs 2,500 to Rs 5,000 a month, which is just above the 'poverty line.' In the Asian apparels minimum workers' benefits such as EPF, ETF, and overtime payments were given, also medical benefits and tea, but only half had meals and rest room facilities and few had transport facilities.

2.5.1. Women's Economic Participation

Traditionally, women are largely involved in the non monetized sector and in subsistence activities. With increasing poverty and the breakdown of the supportive kinship umbrella and also due to the demand generated by some sectors. Women's participation in the labour market has increased since the mid-1980s. In the last decade. Women have experienced some major changes in the labour market. Primarily in terms of the nature of jobs and opportunities'

The Bangladesh employed labour force is estimated at 41.7 million or at 54.6 million using the extended definition² and it increased in size by nearly 5 million since 1990-1991. In other words around one million people enter the Bangladeshi labour force annually. The share of female employment between agriculture and nonfarm work is changing. The nonfarm sector is generating female employment at an increasing rate mainly due to the fact that government and nongovernmental interventions are more concentrated in this sector. The occupational pattern of employed persons and the annual growth rate by major occupation form

1990-1991 to 1995-1996 shows that the growth rate of females employed in the sales occupation is the highest (51.1 Percent) and on all the major occupation the

2.5.2. Women's Employment status

Women's participation in economic activities shows great variations by gender, by nature of activity, and place of residence. For example, more than quarters of employed women of 15 years and above are found to be unpaid family laborers as opposed to less than a tenth who are self employed and a few (6 percent) contract workers. On the other hand, a large number of men are self employed (47 percent). Followed by contract laborers (26 percent) Only a few (13 percent) work as unpaid family helpers. Unpaid family warders who are disproportionately represented by women overwhelm the agriculture sector. Self-employed or own account warders are predominantly found in the trade, hotel and restaurant transport, storage and communications sectors where men's involvement is sizeable (nearly a quarter) and women's is negligible, Every four out of five workers in the construction sector are day or contract laborers, although this sector is represented by only 3 percent of the employed men and less than 1 percent of women for women in the rural areas, the number working in the construction sector is likely to be Higher. However, a sizeable chunk (nearly one fifth) of unpaid family helpers is found both in the agriculture and manufacturing sectors and women disproportionately represent them. Hone been in the informal sector, women are not only concentrated in a few sectors. but also their labour is largely consumed without any remuneration. By way of contrast although men are also overwhelmingly found in the informal sector, they are mostly involved as self employed or own account warders, suggesting their greater access to resources and economic opportunities.

2.5.3. Why women continue to be trapped

Lack of social mobility

Social attitudes through much of south Asia, especially in Pakistan and Bangladesh, look down upon and ostracize women who move out of the home setting. In these circumstances home-based work is the only income opportunity available to many women worker. Restrictions on movement and on inter-eating with outsiders further leaves these workers with little knowledge of markets and prices and little ability to function outside the highly circumscribed boundary of their relationship with a particular agent or employer.

Lack of Education and skills

Lack of education and any formal training or skill in their trade puts women workers at a disadvantage and unable to raise their status. Illiteracy makes them vulnerable to cheating and mal practices while the low skilled nature of work makes the threat of replacement a constant one. As per a survey of home workers in Bangladesh the average educational level of the respondents was 4 years with 39% being illiterate and another 26% with only primary level education.

Lack of Market Information

Lack of ability to approach the market directly is a large part of the reason why women workers are bound into exploitative work relationships. In most of the sectors studied women do only a part of the work and are not familiar with the entire process. For instance garment industries are export oriented and work on the basis of designs and specifications supplied by overseas buyers, beyond the reach of workers. Other elements of brand definition and marketing consideration, there is little scope for workers to directly engage in this sector or to seek any sort of independent or self-employed status within the industry. They remain firmly linked to the factories via contractors as piece-rate workers.

Lack of Assets and Credit taking ability

Extreme poverty, lack of assets and inability to access or take credit characterize the home workers situation. In Bangladesh too survey result point to the fact that majority of home worker families are migrants from rural areas and 80% have no land resources. 32% of the surveyed families were below the poverty line with family incomes of less than TK.2000 per month.

Lack of awareness of rights/organization/unionization

Women's groups, NGOs and agencies involved in organizing home based workers and advocating their cause are in a nascent stage in most of the countries in South Asia. Even in India where SEWA has spearheaded a very successful movement and waged successful struggles for workers in a key sectors, given the spread of country and the large number of sectors and workers involved a daunting distance remains to be traversed.

3. Health and Safety Practices of the Women Garment Employees

For the purpose of the analysis of motivation among ongoing women employees, there had been conducted a survey on workers of Asian Apparels by preparing a questionnaire. The respondents had been selected through random sampling. The workers opinion regarding different issues of Asian Apparels is state on the following sections.

The summary of the questionnaire and the calculations are given below:

Questions	No of Respondent					
	Strongly Agree (SA)	Agree(A)	Neutral(N)	Disagree(D)	Strongly Disagree (SD)	Total
1. Is salary sufficient in relation to job?	15	10	10	5		40
2. Is labour-management relation favorable?	14	12	6	6	2	40
3. Is there any promotion facility?	16	14	10			40
4. Is salary paid in time ?	20	10	8	2		40
5. Are environmental factors at work place congenial?	18	10	10	2		40
6. Is the company provides any reward or incentives for achieving target or personal achievement ?	16	13	9	2		40

Analysis of data

Is the salary sufficient								
Degree of response	x	f	fx	Avg	x-avg	f(x-avg) ²	σ	cv
SA	5	15	75	3.88	1.12	18.816	1.11	0.29
A	4	10	40		0.12	0.44		
N	3	10	30		-0.88	7.744		
D	2	5	10		-1.88	17.672		
SD	1		0		-2.88	0.00		
Total		40	155			44.376		

The average is equal to 3.88, which are greater than the standard 3. So that conclusion drawn from the above calculation is that the most of the workers is satisfied with their salary. And the coefficient of variance is .29 which is smaller than .5 that means there is no difference among respondents.

Source :- Field survey.

Is the labour management relationship cooperative?								
Degree of response	x	f	fx	Avg	x-avg	f(x-avg) ²	σ	cv
SA	5	14	75	3.75	1.25	21.875	1.49	0.40
A	4	12	48		0.25	0.75		
N	3	6	18		-0.75	3.375		
D	2	6	12		-1.75	18.375		
SD	1	2	2		-2.75	15.13		
Total		40	150			59.5		

The average is equal to 3.75, which is greater than the standard 3. So we can conclude that labour management relationship is cooperative. And the coefficient of variance is .40, which is smaller than .5 that means there is no difference among respondents.

Is there any promotion facility?								
Degree of response	x	f	fx	Avg	x-avg	f(x-avg) ²	σ	cv
SA	5	16	80	4.15	0.85	11.56	0.63	0.15
A	4	14	56		-0.15	0.32		
N	3	10	30		-1.15	13.225		
D	2		0		-2.15	0		
SD	1		0		-3.15	0.00		
Total		40	166			25.1		

The average is equal to. 4.15. Which is greater then the standard 3. So the conclusion drawn form the above calculation is that there is sufficient promotion facility. And the coefficient if variance is .15, which is smaller then. 5 that means there is no difference among respondents.

Source :- As continued before.

Is salary paid in time ?								
Degree of response	x	f	fx	Avg	x-avg	f(x-avg) ²	σ	cv
SA	5	20	100	4.20	0.8	12.80	0.86	0.20
A	4	10	40		-0.2	0.40		
N	3	8	26		-1.2	11.52		
D	2	2	4		-2.2	9.68		
SD	1		0		-3.2	0.00		
Total		40	168			34.40		

The average is equal to. 4.20 which is more than the standard 3. So the conclusion is that salary is paid in time. And the coefficient of variance is .20, which is smaller than .5 that means there is no significant difference among respondents.

Are environment factors at work place congenial?								
Degree of response	x	f	fx	Avg	x-avg	f(x-avg) ²	σ	cv
SA	5	18	90	4.10	0.9	14.58	0.89	0.22
A	4	10	40		-0.1	0.10		
N	3	10	30		-1.1	12.1		
D	2	2	4		-2.1	8.82		
SD	1		0		-3.1	0.00		
Total		40	164			35.6		

The average is equal to. 4.10. Which is greater than the standard 3. So the conclusion drawn from the above calculation is that the work environment is satisfactory. And the coefficient of variance is .22, which is smaller than .5 that means there is no difference among respondents.

Source :- As continued before.

Is the company providing any reward or incentives for achieving target or personal achievement?								
Degree of response	x	f	fx	Avg	x-avg	f(x-avg) ²	σ	cv
SA	5	16	80	4.08	0.92	13.5424	0.82	0.20
A	4	13	52		-0.08	0.08		
N	3	9	27		-1.08	10.4976		
D	2	2	4		-2.08	8.6528		
SD	1		0		-3.08	0.00		
Total		40	163			32.776		
<p><i>The average is equal to. 4.08. Which is greater then the standard 3. So the conclusion drawn form the above calculation is that the company provides reward/incentive for performance. And the coefficient if variance is .20, which is smaller then. 5 that means there is no difference among respondents.</i></p>								

Source :- As continued before.

Comments of the Survey

By considering all issues we can say that the motivational factories of worker are adequate that's why all the workers are satisfied.

3.1. Employment Creation by Asian Apparels and The Impact Of Lives of Women Employees

Table -1: Data Base for Research On Asian Apparels : Personal Details;

Respondent	Name	Age	Marital States	Education	Home District	No. of Childran
01	Mrs. Romiza	26 years	Married	Three	Rongpur	Nil
02	Mrs. Khaduza	25 years	Married	Nil	Chandpur	1(one)
03	Mrs. Assa	18 years	Single	Ten	Molobibazar	Nil
04	Mrs.kohenor	23 years	Married	Nil	Roujan	Nil
05	Mrs. Mita	28 years	Married	Ten	Chandpur	2(Two)
06	Hasina Akter	19 years	Single	Nine	Khulna	Nil
07	Mrs. Amina	27 years	Single	Eight	Chittagong	Nil
08	Miss Robi	18 years	Single	five	Chmilla	Nil
09	Mrs. Aklima	23 years	Married	Six	Chmilla	2(Two)
10	Miss Happy	19 years	Single	Eight	Borisal	Nil
Ten women employees of Asian Apparels are interviewed and their personal information's regarding name, age, marital status, no, of children, home district, educations are enclosed.						

Source :- As continued before.

Table 2: Data Base for Research on Asian Apparels: Present job Related information

Factors	Mrs. Romiza	Mrs. Khadeza	Miss Assa	Mrs. KOhenor	Mrs. Mita
Position	Supervisor	Operator	Operator	Sampler	Operator
Function	Sweing & monitoring	Sweing	Sweing	Sampling	Sweing
Service Length	7 years 6 months	6 years 3 months	3 years 6 months	4 years 8 months	3 years 3 months
Monthly salary	Tk.5200	Tk.3080	Tk.3500	Tk.3400	Tk.3000
Over time per hour	Tk.20	Tk.18.50	Tk.25	Tk.15	Tk.14
Bonus	Tk.4000	Tk.4000	Tk.5000	Tk.4000	Tk.3000
Medical	By firm	Nil	Nil	Usually	Usually
Housing	Nil	Nil	Nil	Nil	Nil
Transport	By firm	Nil	Nil	Nil	Nil
Daily workings	8 hour	11 hour	8 hour	8-10 hour	8-10 hour
Holidays	Weekly	Weekly	Weekly	Weekly	Weekly
Leaves	Medical	Cl: 13 days	Cl: 8-9 days Medical: 2 days	Cl: 12 days	Cl: 14 days medical: 2 days
Job Satisfaction	Yes	Yes	Yes	Yes	Yes
<p>Most women employers are operator and their functions are sewing . They have to work more then 5 years in the similar firm for the Tk.3500 per month, a short rate of overtime and Tk. 4000 as bonus, on average they have been working 8-10 hours in a day. They have no show job satisfaction to me.</p>					

Source :- As continued before.

Table-3: Data Base for Research On Asian Apparels : Present job Related information

Factors	Hasina Akter	Mrs. Amena	Miss Rubi	Mrs. Aklima	Mrs.Happy
Position	Helper	Operator	Operator	Operator	Operator
Function	Carrying Materials	Running Designee Machine	Sweing	Sweing	Sweing
Service Length	1 years 8 months	5 years 2 months	2 years 6 months	2 years 2 months	1 years 2 months
Monthly salary	Tk.3500	Tk.5000	Tk.2500	Tk.3200	Tk.2400
Over time per hour	Tk.12	Tk.40	Tk.18	Tk.18	Tk.16
Bonus	Tk.2000	Tk.6000	Tk.4000	Tk.4000	Tk.2000
Medical	Nil	Nil	Nil	Usually	No
Housing	Nil	Nil	Nil	Nil	No
Transport	Nil	Nil	Nil	Nil	No
Daily workings	10 hour	8 hour	10 hour	8 hour	10 hour
Holidays	Weekly	Weekly	Weekly	Weekly	Weekly
Leaves	Cl: 10 days Medical :3 days	Nil	Cl: 7 days	Cl: Usually	Cl: Usually
Job Satisfaction	No comment	Yes	No comment	Yes	No comment
<p>Most women employers are operator and their functions are sweing . They have to work more then 5 years in the similar firm for the Tk.3500 per month, a short rate of overtime and Tk. 3500 as bonus, on average. Although they have been working 8-10 hours in a day. They have no show job satisfaction to me.</p>					

Source :- As continued before.

Table- 4: Data Base for Research On Asian Apparels: Present job Related information

Factors	Mrs. Romiza	Mrs. Khadeza	Miss Assa	Mrs. Kohenor	Mrs. Mita
Position	Nil	Nil	Helper	Nil	Nil
Function	Nil	Nil	Lading	Nil	Nil
Service Length	Nil	Nil	9 months	Nil	Nil
Monthly salary	Nil	Nil	Tk.2000	Nil	Nil
Over time per hour	Nil	Nil	Tk.14	Nil	Nil
Bonus	Nil	Nil	Tk.600	Nil	Nil
Medical	Nil	Nil	Nil	Nil	Nil
Housing	Nil	Nil	Nil	Nil	Nil
Transport	Nil	Nil	Nil	Nil	Nil
Daily workings	Nil	Nil	8/10 hour	Nil	Nil
Holidays	Nil	Nil	Weekly	Nil	Nil
Leaves	Nil	Nil	Nil	Nil	Nil
Job Satisfaction	Nil	Nil	No	Nil	Nil
Most of the women employers have no choose another suitable jobs although they to gather experience and they are strictly misguided.					

Source :- As continued before.

Table-5: Data Base for Research On Asian Apparels : Present job Related information

Factors	Hasina Akter	Mrs. Amena	Miss Rubi	Mrs. Aklima	Mrs.Happy
Position	Helper	Nil	Operator	Helper	Nil
Function	Helping	Nil	Sweing	Helping	Nil
Service Length	5 months	Nil	1 years	6 months	Nil
Monthly salary	Tk.1000	Nil	Tk.2100	Tk.1700	Nil
Over time per hour	Nil	Nil	Tk.12	Tk.12	Nil
Bonus	Nil	Nil	Tk.1200	Nil	Nil
Medical	Nil	Nil	Nil	Nil	Nil
Housing	Nil	Nil	Nil	Nil	Nil
Transport	Nil	Nil	Nil	Nil	Nil
Daily workings	8 hour	Nil	10 hour	10 hour	Nil
Holidays	Weekly	Nil	Weekly	Weekly	Nil
Leaves	Nil	Nil	Nil	Nil	Nil
Job Satisfaction	No	Nil	No	No	Nil
Few women employers have experience. Since They have no job satisfaction, they show they tendency to choose another suitable jobs.					

Source :- As continued before.

Table-6: Data Base for Research On Asian Apparels : Present Housing, Health Care Education

Factors	House Living Amena	Housing Payment	Water	Doctor's Visit	Vaccination	Sanitation	No. of School Level Children	Birth Controlling
Mrs. Romiza	With Family	Tk.3000	Supplied Water	Yearly	Own	Latrine	Nil	No
Mrs. Khadeza	With Friends	Tk.13000	Supplied Water	No	No	Latrine	Nil	Yes
Miss Assa	With Friends	Tk.1000	Supplied Water	Monthly	Own	Latrine	Nil	No
Mrs. Kohenor	With Family	Tk.3000	Supplied Water	Yearly	Own	Latrine	Nil	Yes
Mrs. Mita	With Friends	Tk.500	Supplied Water	Others	Own	Latrine	Class three	Yes
Hasina Akter	With Family	Tk.2500	Supplied Water	Others	Others	Latrine	Nil	No
Mrs. Amena	With Family	Tk.2000	Supplied Water	No	No	Latrine	Nil	No
Miss Rubi	With Family	Tk.2500	Supplied Water	Others	No	Latrine	Nil	No
Mrs. Aklima	With Family	Tk.2300	Supplied Water	Others	Own and children	Latrine	Class three	Yes
Mrs. Happy	With Family	Tk.2200	Supplied Water	no	Own	Latrine	Nil	No

Source :- As continued before.

Table-7: Data Base for Research On Asian Apparels : Past Housing, Health Care Education

Factors	House Living Amena	Housing Payment	Water	Doctor's Visit	Vaccination	Sanitation	No.of School Level Children	Birth Controlling
Mrs. Romiza	With Family	Tk.2700	Supplied Water	Nil	No	Latrine	Nil	No
Mrs. Khadeza	With Friends	Tk.1500	Supplied Water	No	No	Latrine	Nil	No
Miss Assa	With Friends	Tk.1200	Supplied Water	Monthly	Own	Latrine	Nil	No
Mrs. Kohenor	With Family	Tk.3000	Supplied Water	Usually	No	Latrine	No	No
Mrs. Mita	With Friends	Tk.500	Supplied Water	Usually	Own	Latrine	Nil	No
Hasina Akter	With Family	Tk.2300	Supplied Water	No	No	Latrine	Nil	No
Mrs. Amena	With Family	Tk.3000	Supplied Water	No	No	Latrine	Nil	No
Miss Rubi	With Family	Tk.2500	Supplied Water	No	No	Latrine	Nil	No
Mrs. Aklima	With Family	Tk.2000	Supplied Water	Others	Own	Latrine	Nil	No
Mrs. Happy	With Family	Tk.2200	Supplied Water	no	No	Latrine	Nil	No
<p>Most of the women employees lives with their family and they have facilitated supplied water, sanitation, vaccination, frequent doctors visit and all married women follow birth-controlling tips.</p>								

Source :- As continued before.

Table-8: Data Base for Research On Asian Apparels : Present Social Awareness and Living Conditions

Factors	Voting	TV	Radio	Newspaper	Clothing	Bank A/C	Ornament	Social Status
Mrs. Romiza	Yes	Yes	No	Yes	Good	No	Simple	Good
Mrs. Khadeza	No	Yes	Yes	No	Good	No	No	Better
Miss Assa	No	No	No	No	Good	No	Simple	Good
Mrs. Kohenor	No	Yes	No	Yes	Good	No	Simple	Better
Mrs. Mita	No	Yes	No	Yes	Good	No	Simple	Good
Hasina Akter	No	Yes	No	No	Simple	No	No	Good
Mrs. Amena	Yes	Yes	No	Yes	Good	No	No	Better
Miss Rubi	No	Yes	No	No	Simple	No	No	Better
Mrs. Aklima	No	Yes	No	No	Good	No	Simple	Better
Mrs. Happy	No	Yes	No	No	Simple	No	No	Good
<p>Women Garment employees in Asian Apparels are leading simple life. They enjoy no voting rights, media and financial incentives. They have good social Status as per their own viewpoint.</p>								

Source :- As continued before.

Table-9: Data Base for Research On Asian Apparels : Past Social Awareness and Living Conditions

Factors	Voting	TV	Radio	Newspaper	Clothing	Bank A/C	Ornament	Social Status
Mrs. Romiza	No	Yes	Yes	Yes	Simple	No	No	Good
Mrs. Khadeza	No	Yes	Yes	No	Simple	No	No	Good
Miss Assa	No	No	No	No	Good	No	Simple	Good
Mrs. Kohenor	No	Yes	No	Yes	Simple	No	No	Good
Mrs. Mita	No	Yes	No	No	Simple	No	No	Good
Hasina Akter	No	Yes	Yes	No	Simple	No	No	Good
Mrs. Amena	No	Yes	No	No	Simple	No	No	Good
Miss Rubi	No	Yes	No	No	Simple	No	No	Good
Mrs. Aklima	No	No	No	No	Simple	No	No	Good
Mrs. Happy	No	No	Yes	No	Good	No	No	Good
<p>Women Garment employees in Asian Apparels are also leading simple life in their earlier job location having voting rights, media and financial incentives. They had good social Status as per their own viewpoint.</p>								

Source :- As continued before.

4.Recommand Way out Challenges faced by the Women Garments Employees:

Asian Apparels in the largest employer of women in the formal manufacturing sector. The owners have been described, alternatively, as risk-taking entrepreneurs of a modernizing economy and as oppressors of women in exploitative sweatshops. This article analyzes the literature to explore the social, political, and economic contexts of this class and how women's earnings affect household gender dynamics within a framework of exit and voice . It draws on interviews of these garment factory workers to explore how work has different meanings for workers of different classes and how these perceptions influence gender roles and practices within the household. The work has different meaning for women of different classes and those perceptions influence gender roles and practice within the household. Women form various class backgrounds are employed because they can be molded into compliant workers. The multi-class character of the workforce combined with the threat of layoffs prevents solidarity and makes unionization difficult. Some single women feel empowered by their earnings. Most married women are unable to leverage their income into greater decision-making power. But the income is essential for household welfare, and women need these jobs. Policy recommendations involve national and international actors; they emphasize crèches (day care center), savings, and severance pay at the garment factory level as well as the institutions of global living wages and working standing by the international labour Organization.

The health and safety issues covered in the reports are almost identical. They include excessively high temperatures – or very low temperatures in Bangladesh; dust; inadequate ventilation; inadequate lighting; excessive noise; lack of fire-fighting equipment; blocked exists; bad sanitation; unhygienic canteens; and lack of drinking water. Apart form specific illness brought on by these conditions, many workers find it very difficult, if not impossible to take time off due to illness.

Excessive working hours, or lack of work, sub-minimum wages and the denial of the right to organize and negotiate are all deeply interwoven. Increased flexibility leads to increased normalization and job insecurity. While workers are afraid to losing their jobs they are more willing to accept lower wages in order to keep their jobs. When wages are low, workers have to work longer hours in an attempt to earn anything like a decent wage. Insecure jobs mean that workers are unable to organize, as they can lose their jobs for organizing.

To get an urgent remedy from the stated weak points, it is suggested-

- √ Promotion facility should be increased.
- √ The companies should develop adequate promotional policy.
- √ The companies should be upgraded with the economic situation which can motivate the women garment workers.

- √ there should be together between management and workers in order to increase communication.
- √ Training program for women garment workers. Supervisors, quality checkers, quality controllers, production in-charge should be increased.
- √ To face the upcoming global challenge the organizations should build backward linkage factory.

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