

# Labor Unrest in RMG Sector in Bangladesh: A Quest for Sustainable Development

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**Abstract:** *This study deals with the setbacks associated with the readymade garments industry, particularly with labor unrest which lately stands as a recurrently arising problem in garment industry in Bangladesh. Labor displeasure results labor unrest acts as a foremost hurdle of garments sector to prolong its stream of development. More than ever where some other countries like India, Cambodia, Vietnam are looking for the opportunity of switching garments business to them through representing some major problems internationally like labor unrest of Bangladesh. This study is the endeavor to address the core cause of labor unrest in Bangladesh and to represent some unequivocal commendation to ensure a sustainable RMG sector in Bangladesh by eliminating labor unrest as well as other correlated aspects.*

**Keywords:** RMG, Bangladesh, Labor Unrest, Sustainable Development

## 1. Introduction

'Labor' the 'human energy' is the core fuel of Bangladesh to run on the world business platform with RMG, started since 1977 by Reaz Garments [1]. Millions of apparel industrial wheels in Bangladesh run physically by the direct help of human force so Bangladesh is now being signified a labor-intensive country in the world. Owing to having overpopulation in this country, the energy exists in the human body has been equivalent to the foreign currency. Being a developing country with overpopulation but less human right some unanticipated phenomena expects to be taken place, the resulted phenomena due to diverging between labor and management in an industry are known as labor unrest.

Labor unrest is widespread incident in labor and industry-intensive countries. In the late 18<sup>th</sup> century England and in 1886 in Chicago it was seen. But they have already resolved their problems whereas Bangladesh is still on the way to the destination [2]. Bangladesh has earned 78.78% of total foreign currency by exporting readymade garments upon which 25 million people depend on either directly or indirectly [3]. Therefore, due to the magnitude of garments business and to keep it sustainable, the intermittently occurring threats like Labor unrest needs to be abolished as much as possible.

Labor in Bangladesh is now the large human capital for this country. Owing to overpopulation and having less job opportunity garments sectors became a large job sector for the general population in Bangladesh. Due to less job opportunity and fear of losing their job lot of worker are doing their work despite being deprived of their rights [4]. The way the labor is treated in the garments industry in Bangladesh doesn't comply with the international labor rule and code of conduct. The workers are deprived of basic facilities due to the tendency the higher profit earning of the owner and make the market cheapest in the competitive world [5] [6].

## 2. Research Objectives

The prime objective of this study is to ensure sustainable development in the garments industry of Bangladesh through precise findings of this study. Besides these two main objectives are as follows:

- (i) To find out the main grievances of the worker which must need to be mitigated to ensure the positive mindset to their work.
- (ii) Reveal the degree of compliance implementation; particularly wage structure, work environment, and safety.

## 3. Methodology

To attain the objectives of this study both qualitative and quantitative research methods have been used. Data from both primary and secondary sources were collected. Secondary sources include reports, documents, magazines, books, journals, various newspapers, and subject related websites and research documents. Literature review covered various issues such as cause and remedies of labor unrest, reasons behind non-sustainability of the sound work environment, causes and major grievances of workers and their attitude to the work, industry and owners and their demands. The literature review also covers the remarks, recommendation, and conclusion of various scholars to unearth the findings to keep the readymade garments factory sustainable in Bangladesh.

Primary data were collected through conducting surveys from the target respondents such as working groups and different stakeholders of Readymade Garments Industry. A total of 220 respondents were interviewed using a structured questionnaire selected through random sampling. Among them 191 were male and 91 were female, the total 220 respondents cover all classes of people in Garments industrial business such as worker, operator, supervisor, management and other eminent persons randomly considering their age, sex, educational status, occupational status, marital and origin status. The survey was conducted at

three RMG industry intensive regions such as Gazipur, Narayanganj, and Dhaka. Each respondent was asked a well-structured questionnaire including relevant sequential hypothesis questions. The primary information also covers the cause and remedies of labor unrest, reasons behind unsustainability of the sound work environment, causes and major grievances of workers and their attitude to the work, industry, and owners, as well as a recommendation, remarks. But the secondary information covers those areas to a broader extent.

#### 4. An Overview

Since 1977 Bangladesh has passed a long way with improving the apparel business significantly. The number of industry and the number of working people is also amplified as well, point out the economic affluence of Bangladesh. According to Siddiqi and other researchers, this sector has emerged rapidly due to some internal and for some external reasons. Internal reasons like low labor cost, private entrepreneurship, government intellectuality such as duty-free import, bonded warehouse facility, compromising rates of interest and many thrust this sector to the prosperity. As well as some external reasons like GSP & MFA facilities to exporters countries, violence in Sri Lanka and increase the labor cost in some other countries also driven the RMG business of Bangladesh to the peak of opulence [7]. Above all, privatization based on higher turnover owing to low labor cost hoisted the garments sector swiftly. After independence since 1972 the private entrepreneurship started their business where RMG became more profitable business begun since 1977 [8]. After privatization, about 70% of the whole jute and textile including apparel ownership went under the private sector. Since 1990 Bangladesh begun towards a free market economy leading a boundless area of RMG business [9]. At present, almost 65% of the industrial economy is administered by the private sector. Jute and textile sub-sectors such as garments contribute about 60% of the country's total industrialized unit. Even due to higher private entrepreneurship Bangladesh was called the 'champion of privatization' and a 'great privatizer' [10]. However, this private entrepreneurship generates a vast job field in RMG sector which ensures an effectual micro and macro economy in Bangladesh developed through the escalating number of private industry and involvement of manpower in those industries. It can be illustrated as following.

In the long run of its prosperity, it had to face several International problems like MFA phasing out in 2005. According to the Yunus & Yamagata, the RMG export could endure at that time due to three factors-market force, government policy, and dynamism inside the industry [11]. Researches such as Ahmed states the reasons such as lean manufacturing, captive power plant, Industrial police force, GSP facilities, and political stability helped this sector to endure during post MFA era [12].

At present RMG is part and parcel of Bangladeshi business, it earned \$19 billion in the last fiscal year which is equivalent to the 78.78% of the total foreign currency [13]. The GDP of Bangladesh and the interrelated economy is

highly depended on the RMG manufacturing sector singly [14]. After independence yet 40% of people of Bangladesh live under the poverty level which is \$1.25 per day [15]. RMG manufacturing sector accounts for 17% GDP of Bangladesh in the current year and 45% industrial employment, which indicate the minimization of the poverty level of Bangladesh than before [11]. According to Daily star report among the total worker in Garments industry 85% is the woman who can contribute their family with their consort and can provide their issue with funds to continue their education resultant an educated nation is being created gradually in Bangladesh. Beside this woman can contribute to decision making the resultant percentage of early marriage and infant mortality has been decreased so socio-economy of Bangladesh is being changed progressively.

Although having good aspects of the garments sector in Bangladesh yet it is facing some major problems. The labor unrest stands as the focal problem in the RMG manufacturing sector. The labors are not contented with their job, as a result, they are switching their industry even sometimes their professions and being involved in some offensive works. At present annually, the order growth rate is 15% but have the 30 % labor shortage in Bangladesh [10]. By the year 2015, it will need 9 million labors. However, the labors of our country are not contented with their RMG industrial job proven by excessive turnover of about 15-20% and this rate is usually advanced than other countries [16]. Higher turnover means extra cost including direct and indirect cost such as leave-taking costs, substitution costs, transitions costs, loss of production, poor level of performance, recruitment, interviews, training etc.

Mainly the labor is not satisfied with their wage structure, bonus, compensation, and other financial reasons, they are not getting enough wages regularly and overtime where the Bangladesh labor law recommend the double amount of their basic wages for their overtime (Bangladesh labor law 2006). The work environment is not suitable proved by 114 killed at Ashulia at Tajreen Fashion and more than 2000 people died by collapsing the Rana Plaza termed as 'Tsunami'. These types of the incident indicate that the RMG factories are not compliant all results job dissatisfaction and finally labor unrest. On May 14, 200 factories were closed for an indefinite period due to labor unrest demanding over wage and attendance hike causes great economic devastation in Bangladesh.

Moreover, in researcher said although having \$19 billion export earning our RMG sector facing a great crisis in its growth rate [17]. According to Masum, the growth rate of this sector is very irregular throughout the last years [7]. Table 1 shows the growth % in total export from fiscal years 2009 to 2012.

**Table 1:**

Fiscal year	Growth in Total export
2009-10	4.11%
2010-11	41.47%
2011-12	5.70%

Without it, the backward linkage of Garments industry is not well enough which is another major hindrance to emerge the

Garments sector rapidly. The strong backward linkage could have minimized the cost per products and lessen the lead time which can ensure the more earning for Bangladesh [18].

Although having these major drawbacks Bangladesh yet has a flourished prospect and observing the past it can be said that the boosting of this sector is being with exponential speed. Higher demand of our products means our good product quality as well as customer assurance consequences further extension of this business [19]. By the year 2020, it wants to inflate up to \$ 45-50 billion from \$19 billion currently. China offering an order about \$246 billion which is their total internal demand of RMG, without this H & M the leading buyer of Bangladesh desires to make their order double than before, moreover, Bangladesh government has taken special scheme to access in African market [20]. Therefore, this hopeful information can depict a boosting RMG prospect in Bangladesh ever than before.

## 5. Literature Review

Many researches have been conducted on labor unrest, on its effect and about the further recommendation to ensure not to happen it again. Since 1986 the labor unrest and job dissatisfaction were highlighted. He concluded that the negligible percentages of female worker were satisfied with their job due to low wages and other some important factors [21]. Researcher suggested that proper implementation of labor law can eradicate the problem [22]. According to Chowdhury the labor law and their right can be implemented by the policy formulated and scrutinized by the Bangladesh Government [23]. Whereas, other scholars opine that international pressure and their regular monitoring with the development of human resource management can establish a sustainable compliant garments industry in Bangladesh [9].

In other research conducted by Nasir and Jakir found that the low wage and irregular payments are responsible for the labor unrest at first place but first two added and highlighted the sub-standard living condition of worker which indicate the deprivation of basic needs and actuate workers to occur labor unrest. If their living charge and price of commodities would be lower, they could have led their life smoothly despite having a low wage. This substandard living condition keeps stimulating the grievances of worker leads to labor unrest [24].

Morshed, Devarajan and Rahman both focus on labor union where Rahman recommended a single union can remove the labor unrest, not multiple ones and needed after ensuring the proper wage structure [25] [26] [27]. Research conducted by Tamanna shows that the communication gap among owner, worker, and stakeholder is the main cause of labor unrest which indicates the importance of labor union [28]. Khan blamed the wage for labor unrest and suggested a solution by forming a 'tripartite committee' (a committee formed by the representatives of Government, factory owners, and workers) [khan]. Except these Alam focuses on harassment of labors, Majumder focuses on the work environment, where Khan

emphasis upon all social compliance factors for labor unrest [29] [30] [31].

Among all the despondent features the pleasing information was found out by Kamal and Alam that the job satisfaction of female worker over the last 22 years was improved which notes the possibilities of improved labor conditions can be sustained by implementing compliance. But the miracle of the MFA phase out proves that the prospect of RMG business in Bangladesh needs to be watched [32].

Considering all the factors such as rapid emerging past, problematic present, flourished future and importance of the RMG sector, it urges some research work with explicit findings to remove labor unrest like a problem to establish a compliant and sustainable RMG future in Bangladesh.

## 6. Result and Discussion

**Table 2: Sex Distributing of the Respondents**

Sex	Frequency	Percentage
Male	129	58.64
Female	91	41.36
Total	220	

**Table 3: Age Distribution of the Respondents**

Age(Years)	Frequency	Percentage
18-22	60	27.27
23-26	84	38.18
27-30	43	19.54
31-34	17	7.72
35- above	16	7.27
Total	220	

The age of the respondents was in between 18-35+, where most of the respondents were 23-26 aged posse the percentage 38.18% of the total respondents. And the minor percentage were 35+ aged about 7.27 % where rest of the respondents were intermediaries.

**Table 4: Educational Status of the Respondents**

Education	Frequency	Percentage
0-4	29	13.18
5-8	121	55
9-S.S.C	53	24.09
H.S.C-above	17	7.72
Total	220	

Among all the respondents 55% are educated in between class 5-8 and the minor percentage are 7.72% completed their H.S.C or higher than H.S.C level. This dispersion proves that major percentages of the respondents were under S.S.C. and doing their work in garments factory as worker or helper level.

**Table 5: Occupational status of the Respondents**

Position	Frequency	Percentage
Operators	85	38.63
Quality Controller & Inspector	35	15.90
Helper	47	21.36
Worker	17	7.72
Iron man	10	4.54
Cutting master	5	2.27
Supervisor	8	3.63
Sample man	6	2.72
Management	7	3.18
Total	220	

In the case of occupational status "Operator" respondents were highest in number about 38.63%. Secondly, the workers in the post of "Helper" were about 21.36 % and "Quality controller and Inspector" take the third position about 15.90% of the total respondents. It is mentionable that the manager level people are the least percentage about 3.18% which shows the more respondents were worker level people needed to know their demands and grievances.

**Table 6: Salary status of the Respondents**

Amount (BDT)	Frequency	Percentage
0-3000	10	4.54
3001-6000	129	58.63
60001-9000	55	25
9001-12000	18	8.18
12001- above	8	3.63
Total	220	

The salary dispersion shows that most of the respondents (58.63%) draw the salary in between 3001-6000tk where there are few about 4.54% workers are paid below 3000 and 25% are paid in the middle of 6001-9000 hold the second position. Whereas only 3.63% of total respondents draw more than 12000 Tk. and belong to the higher post. This dispersion represents the poor salary structure for the worker leads to labor unrest.

**Table 7: Expenditure status of the Respondents**

Amount (TK)	Frequency	Percentage
0-3000	14	6.36
3001-6000	147	66.81
6001-9000	42	19.09
9001-above	17	7.72
Total	220	

Regarding the facts of monthly expenditure, it's clear that the monthly expenditure fully depends on the monthly income, for instance- the monthly income of the highest number (58.63%) of respondent salary were 3000-6000 Tk. as well as the highest expenditure frequency is also 66.81% spend in between 3001-6000 Tk per month equivalent to their income. The second group is 19.09% spend 6001-9000 Tk. per month as like as the income group (6001-9000 Tk) were in the second position in salary structure dispersion.

**Table 8: Marital status of the Respondents**

Marital status of the Respondents	Frequency	Percentages
Married	121	55
Unmarried	99	45
Total	220	

Among all respondents 55% are married and 45% are unmarried illustrates the extra expenditure of 55% respondents for their spouse.

**Table 9: Origin status of the Respondents**

Origin of the Respondents	Frequency	Percentages
Rural	195	88.63
Urban	25	11.36
Total	220	

The interpretation of "Origin status" demonstrates that most of the respondents about 88.63% are from the rural area, on the other hand only 11.36% are from the urban area. This distribution shows that most of the people come to the urban area leaving their local area only for better income and to change their ill fate.

**Table 10: Family size status of the Respondents**

Family size of the Respondents	Frequency	Percentage
1-2	24	10.90
3-4	73	33.18
5-6	85	38.63
7-above	38	17.27
Total	220	

Most of the respondents about 38.63% have the family member in between 5-6 persons and then about 33.18% respondents have the family member 3-4 persons, sequentially 17.27% have 7 plus and 10.90% have 1-2 persons as a family member. This dispersion shows mutually almost 71% respondent's family consists of 3-6 members which can be said as a nuclear family and should have more responsibility to each other.

**Table 11: Workplace status of the Respondents**

Workplace	Frequency	Percentage
Gazipur	85	38.63
Narayanganj	30	13.63
Dhaka	105	47.72
Total	220	

Among the total respondents about 47.72% work in Dhaka including Mirpur and Savar, 38.63% do their job in Gazipur and the rest of 13.63% work in Narayanganj. So, the worker mindset and the state of the RMG industry in Dhaka has been revealed more precisely, then about the industry in Gazipur and lastly about the state of the industry in Narayanganj is revealed decreasingly. It is notable that the number of garments industry and the number of workers also highest in Dhaka then decreasingly in Gazipur and lastly in Narayanganj

**Table 12: Reasons for labor unrest in Bangladesh**

Main reasons	Frequency	Percentage
Poor wage & salary structure	206	40.39
Unhealthy work environment	49	9.60
National & international conspiracy against RMG	8	1.56
An increase of life expenses	100	19.60
The improper practice of compliances	33	6.47
Harassments by management	57	11.17
Not the presence of the active role of the trade union	57	11.17
Total	510	

The reason of labor unrest was the key question to the respondents where the significant number of respondents almost 40.39 % consent that the "Poor wage & salary structure" is the first and foremost reason behind the labor unrest as found in the prior researches also. About 19.60% (almost half of the respondents who think "Poor wage & salary structure" is the main reason) think 'Increase of life expenses' is the next major reason for labor unrest. We can say that combining the factors- "Poor wage & salary structure" & "Increase of life expenses" almost 60% (40.39%+19.60%) respondents account the labor unrest for financial reason because these two factors-"Poor wage & salary structure" & "Increase of life expenses" have the positive correlation between them. After that, the factors-"Unhealthy work environment", "Harassments by management" & "Not presence of active role of trade union" each lies in between 9-12% respondent's opinions where each is far apart from the first two financial reasons. Although the "National & international conspiracy against RMG" is now a considerable issue for labor unrest the perception of respondents shows negligible and least percentage, about 1.56% think this factor accountable for labor unrest.

However, the above table represents that about 60% of the total labor unrest and the 60% of the total disordered worker liable for labor unrest, can be mitigated only by ensuring the proper wage structure and decreasing the life expenses where both factors are financial reasons and have a positive correlation between these two. Remaining 40% can be mitigated through implementation of other factors following the Sound attitude of management (11.17%) as well as the presence of active role of the trade union (11.17%), healthy work environment (9.60%) and proper practice of compliances (6.47%).

**Table 13: Do you get your salary which determined by the government?**

Salary structure according to the government	Frequency	Percentage
Yes	74	33.63
No	146	66.36
Total	220	

**Table 14: If yes (12), what do you think about the structure of your salary is?**

Salary structure for led life properly	Frequency	Percentage
Adequate	16	21.62
Average	38	51.35
Inadequate	20	27.02
Total	74	

This dispersion shows that only one-third of total respondents about 33.63% get their salary determined by government and rest of respondents about two-third equivalents to 66.36% of the total respondents do not get their salary as per government rule. Although 33.63% get government determined salary among them, only 21.62% think their salary is adequate, whereas 51.35% think average and 27.02% think their salary is inadequate. Therefore, by adding up 51.35% & 27.02% almost 78.37% of respondents have more or fewer grievances to the government. To sum up, if we consider table-12 & table-13 then

51.35 % (Think their salary average) + 27.02% (Think their salary inadequate) =78.37% & 78.37% of 33.63(Get their salary as per government rule) = 26.47%. Therefore, 26.47% of the 33.63 % (Get their salary as per government rule) think their salary either adequate or average and 66.36% do not get the salary as per government rule at all. Therefore, combining these two (26.47% & 66.36%) total 92.83% of the total respondents are not satisfied with the wage structure determined by the government.

It shows that almost 92.83% of the total garments workers are being directly derived from the basic human rights but the government is doing nothing leads to grievances of the worker to the government as well as to industries. Resultant 92.83% of the garments workers have no respect for the government so they do not obey the government rules and policies including and excluding their basic rights despite being some policies positive for them.

**Table 15: Do you get all allowances, bonus & other facilities from your workplace?**

All allowances, bonus& other facilities	Frequency	Percentage
Yes	71	32.27
No	115	52.27
Partial	34	15.45
Total	220	

**Table 16: If yes, (15) when do you receive your salary & other facilities?**

Salary& facilities receive time	Frequency	Percentage
In time	46	64.78
Not in time	17	23.94
Depend on authority	8	11.26
Total	71	

According to the view of respondents, only 32.27% get all allowances, bonus & other facilities from the workplace, on the other hand, more than half about 52.27% do not get and 15.45% partially get their allowances, bonus & other facilities. Although 32.27% get these facilities there are some irregularities for instance- among 32.27% about 64.78% get those facilities inaccurate time, 23.94% not in time and 11.26% depending on authority.

Normally the wage structure is low, in addition, most of the workers do not get the other facilities such as bonuses, allowances, over time, and moreover, some who get those facilities are paid irregularly. So, grievances take place among the worker up to the highest level considering all these factors emphasizes each other.

**Table 17: If no (13, 15) what are the reason?**

Reasons	Frequency	Percentage
The tendency for the maximum profit of owners	82	37.27
Do not know about this type of rights	49	22.27
Inactive role of various labor organizations	28	12.72
Because of job security	55	25
Others	6	2.7
Total	220	

The reason behind the deprivation of worker regarding wage and other financial facilities most of the respondents about 37.27% opined that tendency for the maximum profit of owners is the main reason. Job security takes the second position about 25% respondents think that thirdly 22.27% respondents think the ignorance of worker rights deprive the workers of getting their rights where some of the respondents about 12.72% think the inactive role of various labor organizations is the main reason of not getting the proper financial facilities in the industry.

It is mentionable that most of the people about 37.27% accused that tendency of the maximum profit of owners is the main reason that means the worker is getting bereft whereas the owner is getting well off day by day which creates great conflict between worker & owner. Except for this factor (Tendency for the maximum profit of owners) other factors such as "Do not know about these types of rights" & "Inactive role of various labor organizations" create less conflict comparison to "Tendency for the maximum profit of owners".

**Table 18: why do you feel about the work environment that it is responsible for labor unrest?**

The working environment in RMG	Frequency	Percentage
Too hot & noisy place	128	36.57
Unhealthy & limited fresh room and toilet	72	20.57
Limited working place	124	35.42
Others	26	7.42
total	350	

This table represents the working environment in the garments industry, where firstly 36.57% respondents feel that their working environment is too hot & noisy and almost equally 35.42% respondents said their working place is limited not having a proper aisle and free movement area. After that, a major portion of about 20.57% thinks they are not getting the facilities of enough fresh room and toilets in their industry. These factors often more or less responsible for labor unrest belong to the work environment of the garments industry.

**Table 19: Do you think labor harassment in their workplace also responsible for the unrest?**

Labor harassment Status	Frequency	Percentage
Yes	181	82.27
No	39	17.72
Total	220	

The lion portion of the respondents about 82.27% think that labor harassment in their workplace also responsible for labor unrest, on the contrary only 17.72% think not. Therefore, we can say that 82.27% of workers can be satisfied through removing labor harassment in their workplace which is really a huge portion of percentage.

**Table 20: If yes (19), what type of harassment usually they faced?**

Type of harassment	Frequency	Percentage
Financial	157	46.86
Sexual	18	5.37
Physical	38	11.34
Mental	94	28.05
Above all	28	8.35
Total	335	

The largest group of workers about 46.86% of workers faces financial harassment where 28.05% face mental harassment in their workplace. Sequentially 11.34% face physical, 8.35% face all (Financial, mental, physical) and 5.37% face sexual harassment.

**Table 21 Do you inform concern body to get rid of this harassment?**

Inform to concern body about harassments	Frequency	Percentage
Yes	145	65.90
No	75	34.09
Total	220	

About 65.90% of workers inform the concerned body about their harassments, opposing the rest of 34.09% do not inform.

**Table 22: If yes (21) what type of attitudes do you get from concern body?**

The attitudes from concern body	Frequency	Percentage
Very positive	3	2.06
Positive	27	18.62
Negative	31	21.37
Try to ignore	84	57.93
Total	145	

Although 65.90% worker informs the concerned body about their harassments more than half of the concerned body about 57.93% try to ignore those cases, in addition, 21.37% shows a negative attitude. But the pleasing matter is that about 18.62% concern body shows a positive attitude and only a few portions about 2.06% shows a very positive attitude to alleviate the harassments. So total 79.3% (57.93%+21.37%) of informing worker (62.90%) do not get any satisfying solution of their harassments even after making the concerned body inform and 34.09% do not inform the concerned body at all.

57.93 % (Try to ignore) +21.37% (Negative) =79.3 % (Total negative results), & 79.3% (Total negative results) of 65.90 (% of worker inform about harassments) = 52.25% (%do not get any satisfied solution of their harassments even after making the concern body informed). In addition, 34.09% do not inform the concerned body at all. Resultant 52.25%+34.09% = 86.34% of harassments case remain unsolved in the garments industry.

**Table 23: Do the RMG worker get proper health facilities during any disease or injury time?**

Health facilities	Frequency	Percentage
Yes	172	78.18
No	48	21.81
Total	220	

The most pleasing thing is that most of the worker about 78.18% get proper health facilities during any disease or injury time but 21.81% do not those facilities. This dispersion shows a positive aspect, but this health facility is provided to prevent the interruption of work due to getting injured which leads to less production.

**Table 24: If yes (23) what type facilities do you get?**

Type facilities	Frequency	Percentage
Fast aid facilities	67	31.90
Provides weekly or monthly treatment	33	15.71
Provides both medicines & treatment	64	30.47
Only treatment	27	12.85
Try to ignore	19	9.047
Total	210	

**Table 25: If no (23) what is your comments about labor unrest for health facilities?**

Comments about health facilities	Frequency	Percentage
Responsible	14 it was 12	29.16
Less responsible	15	31.25
Not responsible	19	39.58
Total	48	

This table shows 48 persons of total 220 respondents equivalent to 21.81% do not get proper health facilities during any disease or injury time, among them, 39.58% think these health facilities not responsible, 31.25% think less responsible and only 29.16% think responsible for labor unrest. So overall it can be said that proper health facilities during any disease or injury time are not a significant matter for labor unrest.

**Table 26: To solve any problem of workers does trade union or labor organization play any role?**

Role of trade union	Frequency	Percentage
Yes	91	41.36
No	129	58.63
Total	220	

58.63% of the total respondents consider trade union or labor organization play their role to solve any problems in garments industry, on the contrary, 41.36% think trade union or labor organization do not play their role in any way.

**Table 27: If yes (26), what do you think about the level of roles of the trade union?**

Level of roles of trade union	Frequency	Percentage
Outstanding	1	1.09
Very good	13	14.28
Good	46	50.54
Poor	28	30.76
Very poor	3	3.29
Total	91	

The respondents who think trade union or labor organization play their role to solve problems, among them almost 50% think their effectiveness is good, on the other hand, 30.29% think poor. Only 14.28% think their activity is very good and a few numbers about 3.29% think performances very poor where there are least 1.09% of respondents think labor union's performance is outstanding. By adding up 'good', 'very good', 'outstanding' total (50.54%+14.28%+1.09%) 65.93% respondents think the activities of labor union is equal or more than 'good' and the rest of 34.07% is equal or less than 'poor' where 'poor' percentage is significant about 30.76%.

**Table 28: If no (26), what are the reasons? Please mark them.**

About comments of trade union	Frequency	Percentage
Have a good relationship with top management	85	36.79
Poor communication between trade union & labor	62	26.83
Poor bargaining capability of trade union	49	21.21
Others	35	15.15
Total	231	

The respondents who sense labor union has no role to solve problems among them 36.79% think it happens due to having a good relationship with top management. "Poor communication between trade union & labor" is considered secondly by 26.86% respondents. Following "Poor bargaining capability of trade union" is considered by 21.21% and lastly 15.15% respondents think other reasons are responsible for inactivity of the labor union.

**Table 29: Do the labor rights ensure by the national and international rules and regulation?**

Labor rights ensured	Frequency	Percentage
Yes	59	26.81
No	161	73.18
Total	220	

According to the view of respondents, 73.18% think labor right is not ensured conforming international rules and regulation, conversely only 26.81% think it is ensured conforming international rules and regulation. This dispersion shows a great apart and putting away Bangladesh from International rules and from the excellence of developed countries that abided by the international rules and regulations regarding labor rights. It also shows that lack of humanity and civilization in Bangladesh.

**Table 30: If yes (29), how much it contributed to removing labor unrest?**

Rules and regulation of national and international keeps contributed to removing labor unrest	Frequency	Percentage
Mostly contributed	2	3.38
More contributed	4	6.77
Contributed	49	83.05
Less contributed	4	6.77
Total	59	

Implementation of labor law complying the international rules can contribute 83.05% to remove labor unrest as per respondents view, then in both cases contribution individually 6.77% can contribute and finally 3.38% think it can contribute most. Therefore, in this severe situation of Bangladesh, the normal contribution is mostly desired thing rather than more or mostly contribution and that can be

achieved normally complying the international rules, 83.05% think.

**Table 31: If no (29), how it would be ensured? Please mark them.**

To solve the labor unrest from RMG	Frequency	Percentage
Eagerness to implementation	63	20
Through awareness building up	111	35.23
Forcing pressure by concern bodies	59	18.73
Proper monitoring & evaluation	82	26.03
Total	315	

73.18% of respondents think labor rights is not practiced as per national and international rules and regulation. Among them to ensure the labor rights according to International rules 35.23% respondents think awareness building is the major mean. After that 26.03% emphasize on proper monitoring and evaluation of existing rights and 20% think eagerness of implementation can be a better solution and finally remaining 18.73% highlight on the forcing pressure by concern bodies. In this dispersion table each means to ensure labor rights possess a closer percentage of the respondents to each other that means they are not much apart from one to another. Therefore, we can say every factor equally important to ensure labor rights according to national & international rules.

**Table 32: Do you think political unrest is related to labor unrest in the RMG sector?**

Political unrest is related to labor unrest in the RMG sector	Frequency	Percentage
Yes	76	34.54
No	144	65.45
Total	220	

34.54% of respondents opined that political instability is related or provoke labor unrest, alternatively, 65.45% opined political instability is not related.

**Table 33: If yes, (32) how political unrest is responsible for that?**

Political unrest is responsible	Frequency	Percentage
Practice of political value in RMG sector	17	
Influencing by politicians	31	
Directly involve workers in politics	38	
Total	76 should be 86	



**Table 34: If workers organize any strike to fulfill their legal demand, then what rules are done by owners?**

Workers organize any strike to fulfill their legal demand, then	Frequency	Percentage
To prohibit it, taking help from local masters (terrorists)	61	16.26
Informing police for assistance	98	26.13
File a case against workers	75	20
Lay off the industry	141	37.6
Total	375	

If workers bring out any strike then according to the opinion of 37.6% respondents the industry get closed where 26.13% respondents said about the informing police, decreasingly 20% said the authority file a case against worker and 16.26% said to prohibit labor unrest and takes helps from local goons (terrorists).

**Table 35: From last several labor unrests, were workers successful to fulfill their demands?**

From last several labor unrests workers successful to fulfill their demands	Frequency	Percentage
Yes	14	6.36
No	121	55
Not satisfactory	85	38.63
Total	220	

Depending on the opinion of respondents 55% of labor unrest was totally workless that means despite occurring labor unrest 55% worker did not get their desired rights. In addition, 38.63% were not satisfactory but 6.36% labor unrest could achieve their demands. This dispersion clearly says that the way of labor unrest is less effective to achieve the worker demands but leads to the detriment for the industry and for the workers themselves. They should think the difference and of course the effective way to achieve their demands.

**Table 36: How can we solve this problem?**

We solve this problem by	Frequency	Percentage
The practice of all principle of compliances	87	14.79
Development of wage and salary structure	200	34.01
Promoting a congenial work environment	89	15.13
Active rule of trade union & other organizations	56	9.52
Establishment of the health center	65	11.05
Proper practice of rules & regulation	91	15.47
Total	497 should be 588	

As the first and foremost reason behind the labor unrest was poor wage and other financial facilities so simply most of the respondents about 34.01% mention that development of wage and salary structure can be the first solution to mitigate the labor unrest. Secondly, 15.47% emphasis on the proper

practice of rules and regulation were promoting a congenial work environment is almost equally considered by 15.13% respondents. After that practice of compliance comes in fourth important factors said by 14.79% respondents. But 11.05% respondent think establishment of health center and 9.52% respondent think the active rule of trade union & other organizations also can be the solution of labor unrest in Bangladesh. However, there is nothing to say that development of wage and salary structure is the major solution because of having the support of the major portion of respondents about 34.01%, where other factors have the respondent's votes far apart from it.

**Table-37: Which matters should be incorporated for ensuring sustainability of the RMG sector of Bangladesh**

Incorporated for ensuring sustainability of the RMG sector of Bangladesh.	Frequency	Percentage
Development of insurance facilities	97	15.90
Generating pension facilities	102	16.72
Establishment of the daycare center	68	11.14
Establishment of RMG policing	75	12.29
Ensuring job security	99	16.22
Payment structure should be up to the mark	152	24.91
Others	17	2.78
Total	441 should be 610	

To ensure the sustainability of the RMG sector about 24.91% of respondents think payment structure should be up to the mark. Two closer value 16.72% and 16.22% respondents think respectively generating pension facilities & ensuring job security can make the RMG sector sustainable in Bangladesh. After that 15.90% think about the development of insurance facilities and successively decreasingly 12.29% think about Establishment of RMG policing, 11.14% think about Establishment of the daycare center and finally, 2.78% think about others means which can make the RMG sector sustainable in Bangladesh.

It is mentionable that problem elimination of any business makes the business sustainable in the future so the main problem of the RMG sector in Bangladesh is the poor wage structure; about 40.39% of respondents think that. So based on this problem most of the respondents about 24.91% think proper wage structure will make the RMG sector sustainable in Bangladesh.

## 7. Recommendation

We can say that combining the factors- "Poor wage & salary structure" & "Increase of life expenses" almost 60% (40.39%+19.60%) respondents account the labor unrest for

financial reason because these two factors-"Poor wage & salary structure" & "Increase of life expenses" have the positive correlation between them. However, this value represents that about 60% of the total labor unrest and the 60% of the total disordered worker liable for labor unrest, can be mitigated only by ensuring the proper wage structure and decreasing the life expenses where both of these factors are financial reasons and have a positive correlation between these two.

Furthermore, 26.47% of the 33.63 % (Get their salary as per government rule) respondents think their salary is either adequate or average, and 66.36% do not get the salary as per government rule at all. Therefore, combining these two (26.47% & 66.36%) total 92.83% of the total respondents are not satisfied with the wage structure determined by the government. It shows that almost 92.83% of the total garments workers are being directly derived of the basic human rights but the government is doing nothing leads to grievances of the worker to the government as well as to industries. Resultant 92.83% of the garments workers have no respect for the government so they do not obey the government rules and policies including and excluding their basic rights despite being some policies positive for them.

Normally the wage structure is low, in addition, most of the workers more than half about 52.27% do not get and 15.45% partially get their other facilities such as bonuses, allowances, overtime etc. Furthermore, some who get those facilities are paid irregularly. Therefore, grievances take place among the worker up to the highest level considering all these factors emphasizes each other.

It is mentionable that most of the people about 37.27% accused that tendency of maximum profit of owners is the main reason that means the worker is getting bereft whereas the owner is getting well off day by day which creates great conflict between worker & owner. Except for this factor (Tendency for the maximum profit of owners) other factors such as "Do not know about these types of rights" & "Inactive role of various labor organizations" would create less conflict comparison to "Tendency for the maximum profit of owners". So technically, reasons should be diverted to each other to mitigate the problem. The lion portion of the respondents about 82.27% think that labor harassment in their workplace also responsible for labor unrest, and 86.34% of harassments case remain unsolved in the garments industry.

58.63% of the total respondents consider trade union or labor organization play their role to solve any problems in garments industry, on the contrary, 41.36% think trade union or labor organization do not play their role in any way. Therefore, a unitary trade union should be formed in each industry. According to the view of respondents 73.18% think labor right is not ensured conforming international rules and regulation, Implementation of labor law complying the international rules can contribute 83.05% to remove labor unrest as per respondent's view, among them to ensure the labor rights according to international rules 35.23% respondents think awareness building is the major mean.

After that 26.03% emphasize on proper monitoring and evaluation of existing rights.

Depending on the opinion of respondents 55% of labor unrest was totally workless that means despite occurring labor unrest 55% worker never get their desired rights. In addition, 38.63% were not satisfactory; this dispersion clearly says that presently the way of labor unrest is very less effective to achieve the worker demands but leads to the detriment for the industry and for the workers themselves. They should think the difference and of course the effective way to achieve their demands.

However, the development of wage and salary structure is the major solution because of having the support of the major portion of respondents about 34.01%, where other factors have the respondent's votes are so apart from it. In addition, to ensure the sustainability of the RMG sector highest number about 24.91% of respondents think payment structure should be up to the mark.

## 8. Conclusion

It is evidently understood that the garments sector is the spinal-column of Bangladesh economy so there is no way thinking to be ceased it. To remain the economic wheel successively running and to provide affluence to the general people with currency and their socio-economic prosperity in their respective family the RMG sector must be sustainable with no or minimum setbacks. Many policies have been developed so far but the problems remain unsolved yet, so exceeding the circumferences of usual resolutions that are comprehensive to everyone such as 'increment of wage' we need to target other correlated factors such as to incite the loyalty among the garments owner and general people. If once they can resolve the first and foremost reason for labor unrest, then to make it sustainable further we need to consider secondary reasons. This study recommends those policies precisely to make the RMG sector sustainable in the future.

This study also concludes requesting the less capitalism of industry owner to ensure the worker rights in their respective industry. It also beneficiary for industry owner because, due to this less capitalism the worker rights will be ensured, consequentially the RMG sector will be sustainable which guarantee the more capital for industry owner in future. Bangladesh never wants to be like Sri Lanka or Mongolia misplaced their RMG business due to their internal reasons. Therefore, like other scholars it is a little initiative to an emphasis on the problem of RMG sector in Bangladesh and to confiscate those catastrophic problems that lead to cease the RMG sector in this country and anticipate the proper implementation of the precise findings and recommendations of this study.

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