

# **Working Conditions and Reproductive Health Status of Female Garments Workers of Bangladesh**

## **STUDY REPORT**

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## **Executive Summary**

The Ready Made Garments (RMG) sector plays an important role in enhancing Bangladesh economy. The sector draws global attention for its quality production and huge employment women workers. From decades after decades we have seen the dependence on Garment industry growing in Bangladesh. In 1983, there were about 50 garment factories in the country. In 2004, this number had jumped to 4,000. At the time of writing this report, in early 2009, there are about 4500 garment factories in Bangladesh. Currently, this sector employs approximately 2.2 million workers, of whom almost 80% are women (Statistical Year Book of Bangladesh, 2008 edition).

This research is conducted by the Bangladesh Occupational Safety, Health and Environment Foundation (OSHE) with the support of Asia Monitor Research Centre (AMRC). The purpose of this study is to understand the status of working environment and reproductive health conditions of the female garments workers in Bangladesh.

The research has some important and interesting findings. First, participants in the study reported a lack of consciousness about occupational safety and health issues. They are unaware of their fundamental rights at workplaces. A more disturbing finding is a lack of awareness about reproductive healthcare of female garment workers. Second, the female workers reported several health-related problems associated with their working environment. The list includes, but not limited to, headache, eye irritation, backache and body ache, respiratory problems and stomach ache etc.

What contributes to such a dismal health scenario in the RMG factories? Data generated from the field study suggest that long working hours, in-adequate weekly holidays and rest; lack of occupational safety and health related risks are the prime factors contributing to the hazardous health of RMG workers.

According to the Bangladesh Labour Act 2006, “a woman is prohibited to work in any factory for six weeks after the birth of a child.” However, most of the respondents reported there is no provision for maternity leave, let alone any provisions for maternity benefits at RMG workplaces.

What measures can be taken to address the occupational safety and health situation of working women in the RMG sector? This study recommends several policy actions for the government, RMG factory owners, and the labour groups. First, the Government of Bangladesh needs to ensure compliance with the existing labour law at the garments factories. This would be done by implementing a rigorous labour inspection system at the

enterprise level. Second, the RMG factory owners and their associations (BGMEA and BKMEA) need to adopt concrete measures to improve and protect occupational health and safety status and reproductive health rights of female workers. Such measures should focus training up the factory managers and supervisors, as well as the workers about safety and health issues. Third, organizing of workers under the banner of trade unions at factories level, the existing body of workers welfare groups can be used to disseminate knowledge of reproductive health, and decent work conditions. What is critically important, this study suggests, a tripartite (Government-Employer-Workers) consensus on how to improve the working environment and occupational safety of RMG workers, while striving for excellence in a competitive world market.

## 1. Introduction:

RMG sector has been playing an important role in enhancing Bangladesh economy. The sector draws global attention for its quality production and huge employment women workers. From decades after decades we have seen the dependence on Garment industry growing in Bangladesh. In 1983, there were about 50 garment factories in the country. By 2004, this number had jumped to 4,000. Now at the start of the New Year 2009, we have now almost 4500 garment factory. Currently, this sector employs approximately 2.2 million workers, of whom almost 80% are women. (Statistical Year Book of Bangladesh, 2008 edition) It is fair to say that this sector has created enormous economic opportunities for the country's women, who until the late 1970's were almost non-existent in the labor force. Despite the great effort which these brave women working hard day and night are showing, are not getting the due recognition from their employers which they very rightly deserve. Not only that, they are even denied of their basic rights. When it comes to their reproductive health and other related issues, very less importance are given. Although the scenario is changing for good day by day, nevertheless they are constantly being ignored from many basic facilities which are essential for their day to day living (Mahtab:2003).

## 2. Purpose and Research questions:

To be explicit, in short the purpose of the research is to get an understanding of working conditions and environment for female garments workers with focus on the reproductive health issues. The research also wish to get an idea of problems and challenges face by female garments workers in relation to working conditions and reproductive health issues. Therefore the research questions are as follows:

- How working conditions and environment are affecting female garments workers reproductive health rights?
- Are female garments workers aware of their reproductive health issues?
- Do garments have any role to make them aware of their reproductive health issues?

### 3. Present status of the research area:

The most tedious condition of work in the garment factories is the long working hours. On an average, a garment worker has to work for more than 12 hours a day. Mandatory overtime and less payment for overtime work is another issue which needs attention. Workers have to work for both day and night. There is no job security and they do not get any maternity leave although according to the law they deserve it. They face acute problem with regard to their reproductive health issue. The rate of miscarriage among garments workers is very high and most of them experience abortions more than once. In light of these problems, few initiatives are taken for remedy but they are very few. Still garments owners are breaking the law and have imposed the embargo on having babies. (Mahtab: 2003). In the backdrop of this pitiable condition, we had to conduct our research.

This scenario was not better couple of years ago as well. According to Begum 2002, most factories keep one months payment of overtime earnings as security money to deter the workers from leaving the factory without any notice. According to the Factory act, 1965, there is a provision for a weekly holiday on Friday (Mahtab 2003) but in most cases workers have to work even on Fridays without even getting the overtime for the works. Thus the garments owners are constantly violating the law.

Female garments workers face an embargo on having babies because of fear of loosing the job. Although having a baby is a human right, but they are denied of it. According to Paul-Majumder (1998) the rate of miscarriage among garments workers is very high and most of them experience abortions more than once.

Since 1998, BGMEA has been implementing health education awareness and training programmes. BGMEA and UNFPA has already provided family welfare and reproductive health education services to more than 0.1 million workers. (Mahtab:2003)

Despite taking all these programs, the present status of our garments industry and workers rights especially on reproductive health issue is something which needs urgent attention. Few other previous surveys which were conducted before had to come across with the same complaints. (Mahtab:2003, Paul Mojumder:1998)

### 4. Methodology

According to Nachmias and Nachmias (1996 p 13) "A scientific methodology is a system of explicit rules and procedures upon which research is based and against which claims for knowledge are evaluated". Method originally means the way to the goal. For using the required method in the different stages of the research, it is necessary to have a clear idea about the content and the purpose of the research (Kvale: 1996). This research needed both quantitative and qualitative method for collecting data and analyzing to reach the purpose.

#### 4.1. Interview Method:

This research is based on output from primary data with a standard questionnaire.

The data collection included questionnaire survey and focus group discussion. Though the questionnaire was structured still study accepted any kind of information and opinion of interviewees which they wanted to share with us. Since our target was to rely on garments workers opinion, we just count workers as our interview sample. Focus Group Discussions (FGDs) with female workers were conducted to complement the interview findings.

#### 4.2. Sampling Method:

Questionnaire survey was conducted on 100 female garments workers from Narayanganj and Dhaka. Five factories from Dhaka and five factories from Narayanganj were selected. Ten workers from each factories were interviewed. Among the FGDs, two were conducted in Narayanganj and three in Dhaka.

#### 4.3. Procedures of Collecting Data

The workers were interviewed outside the factory since it needed for their comfort. Interview place and time was fixed by workers. Ten data collectors recruited with minimum graduation degrees. They were trained on the research objective, data collection procedures, ethical issues of research method also the reliability and validity of the research procedure. The data collectors were sent to the field for two days of prior testing. Female data collector conducted the entire interview.

#### 4.4. Analysis Procedure

Analysis procedure is divided into three steps. In the first step the data was stored in the computer and it was cross checked. In the second step the analyzing procedure was done through excel software following the three research questions. At the last step finally it discussed the whole findings.

#### 4.5. Reliability and Validity

In a quantitative study it is easier to measure reliability of measuring instrument by getting same results with the same kind of method on the same population. Since the finding of this study is almost similar to our previous study it can be fair to say that research is reliable and valid.

## 4.6. Ethical Consideration

According to Bulmer in Gilbert(2001) confidentiality and anonymity are two most important ethical issues. Those who worked in data collection procedure gave all the information regarding the research purpose to the entire interviewees. The research report is not using anyone's name and details even not used any garments name too. It ensured the confidentiality of interviewees.

## 4.7. Limitations

Due to limitation of time and financial resource the sample size of study was limited and could able to cover surveying work at all major garments factory intensive areas of the Bangladesh to get more broader picture in the in relation to set research objectives.

## 4.8. Generalization

It was not the study purpose to generalize the findings. Rather it was the target to get an understanding the working situation regarding the garments workers reproductive health issue.

## 5. Presentation of Analysis:

This section will focus on three research questions which will lead to reach the main purpose of the research. The research questions are, as said before

- How working conditions and environment are affecting female garments workers reproductive health rights?
- Are female garments workers aware of their reproductive health issues?
- Do garments have any role to make them aware of their reproductive health issues?

This section is divided into four sections. In the section 5.1 there will have details of participants. Section 5.2 will highlight the first research question. Section 5.3 will focus the second research question. Section 5.4 will discuss about the third research question. And the section 6 will discuss the major findings and in the section 7 recommendations will try to give a proper way out on the existing problem.

### 5.1. Presentation of Participants

100 female garment workers were randomly selected from the garments situated in the area of Dhaka and Narayongonj. Factories were selected depending on their workers number. Factories where more than 200 workers are working were selected. Since Dhaka and Narayongonj are well known for garments area and lots of female garments workers are working there too, it was decided to make study in those areas



**Table: 1 Sampling Areas**

Region	Number
Dhaka	50
Narayongonj	50
Total	100

**Table 2: Age of Workers**

Age Range	Number of workers
<19	7
19-25	42
25-30	34
31-40	15
40+	2
Total	100

Among the 100 respondents 7 are under the age of 19, 42 are between 19 to 25, 34 are between 25 to 30, 15 are between 31 to 40. Only 2 are more than the age of 40.

**Table 3 : Marital Status of the workers**

Marital Status	Number of Workers
Married	58
Unmarried	35
Divorced	6
Widow	1
Total	100

Among the respondents in the case of marital status there are diversity. 58 are married, 35 are unmarried, divorced are 6 and also 1 is widow.

**Table 4 : Education Level of the Workers**

Level of education	Number of workers
Below primary level	72
Below Secondary Level	28
Total	100

Among the respondents education level is not so high. Among 100 respondents 72 are below primary level where as 28 are below secondary level. It is not unfair to say that this is the most common educational level among garments workers.

Table 5 Family members and earning members of the family

Family Size	2	3	4	5	6	7	Total
Husband	9	16	14	7	1	1	48
Parent	3	2	4	7	7	7	30
Self	8	13	1				22
Total	20	31	19	14	8	8	100

Among 100 respondents in the case of 22 female garments workers they are the only earning member of their family where family members are 2, 3 and 4. In this case most of them are living with their children and mothers. But those who have husband they are not working at all. In the case of 48 female workers both husband and wives are working where as their family size differ eg, 2,3,4,5,6 and 7. 30 female garments workers are living with their parents where their parents are earning too.

**5.2. How working conditions and environment are affecting female garments workers reproductive health rights?**

**Wage Employment**

Table 6: Monthly salary structure of the Workers (Amount in Taka)

Age Range	Data	Divorced	Married	Unmarried	Widow	Grand Total
<19	Avarage Salary			2,293		2,293
	Number			7		7
19 - 25	Avarage Salary		2,531	2,381		2,445
	Number		18	24		42
25 - 30	Avarage Salary	2,767	2,528	2,666		2,565
	Number	3	27	4		34
31 - 40	Avarage Salary	2,817	2,498		3,250	2,612
	Number	3	11		1	15
40+	Avarage Salary		2,900			2,900
	Number		2			2
Total	Avarage Salary	2,792	2,536	2,396	3,250	2,510
	Number	6	58	35	1	100

The above salary structure clearly shows that the amount which the workers receive is very few to even survive in this city where rising prices of essential commodities have made the matter worse. Sometimes even this small amount of money cut for absence of work on a particular day. Sometimes they do not get the payment on time. So when they even fail to survive with this amount, how could they pay attention on their reproductive health issue?

### Conditions of Employment

Almost all of the cases the management does not provide appointment letters/ contract letters, identity cards and service books. Though all the workers demand their job as permanent job still they couldn't prove it at all in any kinds of documents. Even they are not aware of keeping documents for their security.

**Table 7: Working Hours**

<b>Working Hours</b>	<b>Number of Workers</b>
Always 8 hours	0
Always more than 8 hours	50
Sometimes more than 8 hours	50
Total	100

Among the respondents there is no single female worker who works only for 8 hours. Among 100, 50 always work for more than 8 hours and 50 sometimes work more than 8 hours. Among 100 respondents 40 female garments worker said that they always feel pressure to work overtime and 60 said sometimes they feel pressure from the authority to work overtime.

Table 8 : Overtime

Structure of payment	Number of workers
Same as normal hourly rate	28
Double of normal hourly rate	56
Do not know	16
Total	100

In the case of payment for their overtime work they have different opinion. Among 100 respondents 56 has told that they get double of their normal hourly rate. 28 female garments worker think that they get same as their normal hourly rate. 16 of them couldn't give any specific information regarding their overtime payment.

Table 9: Paid weekly holiday

Response about paid weekly holiday	Number of Workers
Get payment all the time	87
Get payment sometimes	0
Get payment most of the time but sometimes not	13
Total	100

Among 100 respondents 87 have told that they have paid weekly holiday and 13 have paid holiday most of the time but sometimes miss paid weekly holiday. Only 40 among 100 are aware of maternity leave. Most of them have experienced that it is difficult to get job when a female is pregnant.

### **Status of Occupational health and Safety at Workplaces:**

The respondent informed that they are not aware about occupational safety and health rights issues and factory management do not organize any education or training programme for them at workplace. Every day they work with different hazards and risks. There is no job security, social security, gratuity or provident fund for the garment workers whom this study interviewed. Obviously where they can not enjoy job security and not have any confirmation regarding the social security and provident fund it is natural to effect on their mental and physical health.

**Table 10: Health problems and Diseases among workers due to hazardous working conditions**

Problem	Yes	No	Yes %
Eye problems /irritation	24	15	62%
Headache (frequent)	38	1	97%
Respiratory problems	14	25	36%
Stomach ache/Ulcers	10	29	26%
Nausea and vomiting	11	28	28%
Fainting at the work place	7	32	18%
Frequent body ache	7	32	18%
backache	12	27	31%
Skin irritation	7	32	18%
Pain in joints	8	31	21%
Anemia	11	28	28%
Others	7	32	18%

In the table (10) shows that 21% are facing all the diseases mentioned above for the working load and environment. Here others mean the problems which they face physically other than the above mentioned diseases. The above table shows that the common problem the workers face is Headache which is 97%. Moreover the study shows that a good number of workers face eye problems, respiratory problems, nausea and vomiting, back pain, anemia with the percentage rate of 62,36,28,31,28 respectively. And these problems possibly could create trouble to them during their childbirth period.

**Table – 11: Reproductive Health Condition**

Problem	Yes	No
Excessive bleeding during menstrual cycle	67	33
Extended periods	32	68
More than 1 period a month	21	79
Lower abdominal pain associated with periods	61	39
Cramps in the stomach	0	100

The above data shows that although they do not have to suffer due to cramps on stomach, but many of them suffer due to excessive bleeding during menstrual cycle, and extended periods. Few of them even suffer for untimely periods and majorities have to suffer in abdominal pain which is 61%.

**Table 12 : Access to rest , toilet and safe drinking water**

Issues	Yes	No
Rest	0	100
Toilet	40	60
Safe drinking water	20	80

The above table amply illustrates the plight of the workers. None of them receive any rest and only 40% get toilet facility whenever they need and 20% get safe drinking water. In the case of toilet they are facing hygiene problem. Most of the time in the toilet they don't get any water.

**Table 13 : Harassment at work places**

Harassment at work places	Physical Harassment	Mental Harassment	Sexual Harassment
Yes	5	20	10
No	70	60	90
No Answer	25	20	0
Total	100	100	100

Harassment at workplaces is a common phenomenon and the above data just shows that. Although the data is showing less girls who have got harassed but the fact is many of them are harassed on their way or even at workplaces which get unnoticed often. Even they didn't want to talk about this issue because shame and fear.

**Table - 14 : OSH policy and Services**

Health related security	Yes	No	No answer/Don't know
Written Health and safety Policy		29	71
Health and Safety Training		100	
Periodic Medical Examination		100	

It is unbelievable but true as the above table is showing there is no health training and safety of the workers, there is no medical examination for them as well. None of them receive health or safety policy and most of them have no idea about any such kind of policy at respective factory level.

### Major Findings:

After analyzing the primary data collected from the field it is not unfair to say that

working conditions and environment are not so friendly for the female garments worker's reproductive health issues and rights. They have to work more than 8 hours. Naturally it's not good for reproductive health. More over during their working hours it's very unusual that they can have time for taking rest whenever they feel sick or tired. Regarding the safe drinking water authority is not aware at all. In most cases if anyone become sick and can't come to work their works get piled up and have to work overtime (unpaid) till they finish it. According to the Bangladesh Labour Act-2006, "a woman is prohibited to work in any factory for six weeks after the birth of a child". According the most respondent there is no provision for maternity leave where maternity benefits are out of question. Almost all of the workers have mentioned their job as a permanent job still they couldn't give any prove in a written documents on it. Because of the working environment most of them are facing diseases where they are not used to use any kind of health protection system during their work eg musk. From the respondents saying it is fair to say that they are not getting any kind of reproductive health training.

### ***5.3 Are female garments workers aware of their reproductive health issues?***

According to respondents information it's not unfair to say that their working environment are not friendly and secured enough to keep their reproductive health rights. Moreover respondents from 8 factories situated in Dhaka and Narayongonj are not aware of their reproductive health rights and issues. Reproductive health (RH) is a state of complete physical, mental and social well-being and not merely the absence of disease, in all matters relating to the reproductive health system. RH implies that people are able to have a satisfying and safe sex life and those they have the capability and freedom to decide their reproductive choices. RH problems such as early and unwanted childbearing, HIV and other sexually transmitted infections, and pregnancy-related illness etc. When it comes to the issue of reproductive health of the female garments workers, very few importance are given.

Actually the word 'Reproductive health' is something which very few garments owners understand and even if they understand, they care very little about it when it comes to the proper implementation of this subject. So ultimately the poor garments workers don't understand about their rights on this matter and are consequently being deprived from getting their acts together on this issue. They can't raise their voice against the ignorance or not so caring attitude of their owners on this issue simply because they don't know whether employers' moral duty lies in this regard on the workers favour. So the proper implementation of the reproductive health issue of the women garments workers are a far cry.

After having focus group discussion with garments workers, it was surprising to hear some heartbreaking and at times mind boggling stories they shared. A girl at her 17,said, *"We have to work extremely hard but our supervisors even do not allow us to go to the toilet when necessary. As they are young people, so being a girl, it's not always pleasant to ask them about it. We even can't share many of our personal problems with them which affect us mentally and physically."*

Another girl at her teens, said, *"Afa(Sister),since we can't even ensure our daily meals properly,how could we think about our reproductive health and it's impact on the baby and the mother?"*

Another girl, aged around 19 said,*"I know a little about the physical problems of girls but i don't know anything about the reproductive health issue. Survival is what matters to us and not reproductive heal*

So after talking with them and hearing their ordeals, it can be amused, at times bemused for their plight. Since they receive very few money as a salary and most of them are poor illiterate girl, so it's natural that they do not have any clear idea on reproductive health issue, although it was the duty of the owners to make them aware on their basic rights, but the reality is that the employers themselves are breaking the law each day ignoring these poor girls who just can't raise their voice.

#### ***5.4 Do garments have any role to make them aware of their reproductive health issues?***

From the responses of our interviewees it can be fair to say that most of the RMG factories do not have any special reproductive health care services for women workers to safeguard the motherhood. Due to absence of such healthcare along with congested and suffocating working environment, the trend of producing physically disabled babies is reportedly increasing. From the findings of the first research question it can be said that the garments where the interviewees are working do not have any role to make them aware of their reproductive health issue.

Although currently there is no concrete law regarding the duty of garments owners in dealing with their workers on reproductive health issue, the owners are morally bound to provide their workers with all the facilities they deserve during this period. But sadly the owners care very little on this issue and since there is no visible law in this regard, so they do not feel obliged to listen to the needs of their workers.

## **6. Final Discussion**

Most of the garment workers lead very poor lives. They come from different areas of Bangladesh. Most of them live in slum areas with inhuman living condition. They come with other garment worker of their native villages. Most of the girls are of 16 to 30 years. This age is proper time for education but they are deprived of that. Garment workers go to factories very early in the morning and return home at 8 or 9pm at night. They most of the times do not get suitable remuneration. Their salary is very poor.

Although they work extremely hard but their salary structure is not attractive at all. A girl hardly receives monthly salary of 2500 tk approximately and sometimes even lesser than this amount. Sometimes salary is not paid in due time With this meager amount of money, they can ill afford to think about their reproductive health since the bulk of the amount of their earnings go for the causes of house rent, foods, clothing etc. Most of the garment factories do not follow the labour law and ILO conventions. Most of the cases



the workers cannot enjoy the weekly holiday. There is no Job security, social security, gratuity or provident fund for the garment workers. Almost all of the cases the management does not provide appointment letters/ contract letters, identity cards and service books. According to the Labour Law, the maximum working hour per day is 10 including the 2 hours overtime. But in most of the cases workers are forced to work 14 to 16 hours per day. Some times they work whole night. Overtime work is compulsory and forceful. There is not housing facilities from the owners. Most of the cases maternity leaves is absence. Most of the cases there is no transportation facilities. Most of the cases, there is no doctor, first aid, sufficient light and ventilation. In some cases there are no sufficient and pure drinking water and toilets for the workers. Most of the cases maternity leaves are absence. Most of the factories do not have the day care centers. Health-safety and security condition are not sufficient. Management does not allow the workers to join the trade union or formation of trade union though the workers have the trade union rights according to the labour law and ILO conventions. Management fires the workers if he/she joint in the trade union. Some times they threaded the workers and even close down the plant for the formation of trade union. Management does not ensure the security of the women workers. Women workers faced rape and sexual harassment out side the factories and some times inside the factories. There is other form of sex discrimination. Women workers are deprived from Equal wage, Equal dignity, Equal rights and Equal promotions.

Their working condition is also not helpful for the cause of their reproductive health. The environment where they work is not suitable for working hours after hours with suffocating heat inside. There is no air condition inside, moreover the sweating girls have to stand up sometimes for various task. Sometimes even a pregnant girl finds it hard to manage a sitting place for completing her tasks. The fact is that these poor girls do not understand the importance of their reproductive health .They think that their employers are not bound to provide them with the facilities they require during their childbirth period. Hence they feel shy to inform their employers about their problems during their pregnancy period. Their employers are not bothered to address the issue properly. .The garments workers have failed to realize properly the gravity and importance of their reproductive health issue and hence they have failed to raise their voice against their employers.

After giving birth of a child, these garments workers usually do not get any leave from their employers which they very rightly deserve. As a result of that, these girls have to suffer from malnutrition. They can't take proper care of their new born babies as well. Because of shortage of money, they can't even provide their babies with milk, clothing etc. Moreover, as a mother of a new born child, these girls also deserve proper attention on their own health as well. But the irony is that these girls do not get attention at home or at their workplaces either.

When their children grow up, these girls do not care much about their children. They have to join at their works and their children remain at home without anybody to look after themselves. So these kids become helpless as none could be available for their care. So these kids grow up without proper care from their mother and as result they can't get the chance of having proper schooling at home. Due to absence of such healthcare along

with congested and suffocating working environment, the trend of producing physically disabled babies is reportedly increasing.

## 7. Recommendations:

All of us must realize that the current crisis in RMG sector is not something isolated from the over all socio-economic problems. Like everywhere else, there is huge a 'Trust Gap'. The owners and the laborers cannot build enough confidence among themselves to have an equitable solution to the problem. Both the parties must realize, that they have bigger interest at stake to protect the industry. Violence, coercion or anything imposed forcefully will not solve the problems. All the parties must come into an equitable solution keeping in mind the bigger interest of the economy.

RMG sector in Bangladesh has come a long way in last two decades. The industry has crossed many hurdles to stay competitive. It has proved many predictions futile and wrong, and compete fiercely even after the abolition of quota. The credit for that achievement goes to both the entrepreneurs and the labourers. Taking that fighting spirit ahead, the RMG sector must formulate an equitable solution for all the involved parties and ensure brighter future for the country as a whole. Last but not the least, the poor female garments workers, who are the major workforce behind this sector must be recognized properly and concrete ideas and their implementation should come to lessen the plight of them. Unless and until we fail to ensure the basic rights of the poor female garments workers, we can't expect this sector to achieve its desired goal. We would like to sum it up by recommending the followings:

- Proper work place policy to ensure the basic rights of garments workers.
- Proper enforcement of existing labour code and improvement of labour inspections at factory level.
- Freedom of association and right to bargain collectively at factory level need to be ensured by government.
- Organise extensive workers education and training activity in the area of labour law, occupational health and safety and reproductive health issue by trade unions and labour rights support group.
- Extensive sensitization and awareness rising activity at rank and file level on OSH and reproductive health rights issues at workplaces.
- Development of leadership quality and knowledge among female workers in garments sector to effectively fight to protect reproductive health rights of women workers in RMG sector.
- Ensure basic occupational health services at factory level for workers by employer and

management.

- Promote tripartite relations and active social dialogue among government, employer and trade unions to improve working conditions, occupational safety and health status and other basic workers rights at the factory level of RMG sector.

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