

## **Social Life of Readymade Garment Workers in Bangladesh: An Analysis of the Contemporary Situation**

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***ABSTRACT:** The existing article focuses on the genuine social existence of readymade garment employees in Bangladesh. The ready-made garments (RMG) area of Bangladesh has obtained a higher facet than any different zone in phrases of growth and foreign exchange earnings. It has also contributed enormously by empowering females as nearly eighty-five percent of its labor pressure is female, ranked the perfect in Southeast Asia. In terms of core monetary consideration, RMG holds almost 16 percent of the GDP of Bangladesh as nicely as 81 percent of the complete export earnings. This study has been conducted to explore the socio-cultural life of readymade garment workers in Bangladesh. This is an explorative research work where data was collected using an intervening method and questionnaire procedures. This study revealed that most of the young energetic both male & female illiterate unskilled workers are working in this industry. Their working environments are not friendly. They live in an unhygienic, congested place where most of the necessary utilities are absent. Being working in these significant prime exchange earning sectors they are exploited day by day. This paper explores, investigates, and evaluates the current scenario of RMG workers, their social life and how they can suffer due to a lack of low wages, labor unions, medical, services, transportation, and a sound work environment. Therefore, this paper endeavors to find the gap that leads to the violation of the Labor Law 2006. Despite unquestionable success stories, this industry has received quite a few ambitious challenges for future growth. For this motive of the distinct problem, the authority of this quarter is no longer able to furnish better profits and services for the well-being of the workers. This study focuses on their social and cultural life that helps to put force a new coverage for their well-being.*

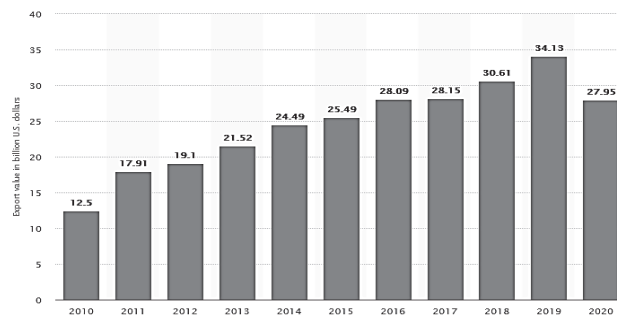
**Keywords:** *Readymade Garments, Demography, Environment and Communication etc.*

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## 1. INTRODUCTION

Ready-made garments are heavily produced by finished textile products of the apparel industry. They are made from many exceptional fabrics and yarns. Their traits rely on the fibers used in their manufacture. Moreover, ready-made garments are the ones you purchase in stores or online that come in popular sizes. Custom, tailor-made, or bespoke clothing is the exact contrary — they're built to flawlessly shape your body. Readymade Garment (RMG) is the main region of Bangladesh for employment, production, and foreign exchange income (Ali, 2008). The country is the second-largest exporter of garment products in the world for the ultimate three decades. In 1982-83, the readymade garment quarter had a 1.1% stake in the whole export. In 2013-14 this grew to 79.63%. It makes up GDP. The garb enterprise took the export revenue from USD 31.57 million in 1983 to USD 27.95 billion in 2020 (Mahfuz,2021). However, there used to be no magic wand that helped the zone to come to today's position; instead, several elements act as an impetus for the steady increase of the RMG quarter in Bangladesh. It is still surprising to many how the garment enterprise in Bangladesh continues to exhibit strong overall performance even sometimes rowing towards the tide.



**Figure 01:** Contribution of the RMG Sector to the National Income of Bangladesh Source: Export Promotion Bureau (EPB).

There are several motives because Bangladesh has been a favorite sourcing destination for global customers. With confidence, determination, and difficult work the garb industry commenced its ride in the Nineteen Eighties and has come to today's position. The industry emerged at the time when Bangladesh started its combat for achieving economic emancipation and make the country to prosperity with its restrained resources. At that time, the jute industry was the predominant export product, which contributed to the herculean challenge of rebuilding the war-ravaged country. At present, there are 5,400 factories in the country and over 4.2 million workers (BGMEA, Members' Directory 2020-2021). Garment factories in Bangladesh are

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increasing in general on the easy availability of labor, especially woman's labor accessibility. This industry has supplied the biggest employment opportunities for women in the industrial sector. Where there are more than 85% of the production workers are women. (Islam and Zahid, 2012). Besides women, there is a large variety of men engaged in this sector. The demographic profile of Bangladesh's population has helped the apparel industry to thrive. Most people are very younger & their common is below 30 years (Mehedi, 2014). The vivid and younger populace of this country is the important energy of the RMG sector. Almost 80% of the whole export covers this Sector (BIDA, 2021).RMG influences a lot in the financial system of Bangladesh such as contributing a giant element to the GDP (Gross Domestic Product), Contribution to the GNP (Gross National Product).

The contribution of RMG is a very high-quality Bangladesh economy, sharing 18% of the whole national GDP. Despite having unquestionable success garment employees are regarded as low-class human beings in our society. They are low-paid workers. Workers are allotted via the division of labor. Most of them are not experienced & inefficient. They generally stay in a rented house. Their housing surroundings are no longer appropriate, and they have to face great trouble at some point in the summertime or mainly in the rainy season. Most people share their kitchen and bathroom with others. Bachelor males and girls usually find themselves in a mess where they do suffer a lot of issues in their daily existence activities, such as adjustment problems, feeling uneasy, lack of confidentiality, insecurity, product utilizing problem, quarrelling, Bargaining, mental stress, etc.

In these circumstances, they are additionally dealing with water, gas, electricity, and all over the utility problem. Because of their work pressure, they communicate with their household irregularly. They have no essential elements to pass their leisure period, either they do sleep or remain at home. Sometimes the woman employees discover themselves in an uneasy situation where they are teased by a passerby and local people. They must work in a break-free environment where they have the possibility to find themselves sick in that form of environment. A few numbers of factories do furnish cures, however most of the workers must carry the remedy price via their very own efforts followed by way of the usual medicine. Most of the residence proprietors feel discomfort renting the garments worker. The authorities can't make sure of proper steps to resolve this kind of problem except by formulating labor acts. There was a lot of research on exceptional purposes, but there is restricted research on social life. As a result, it's challenging to recognize the genuine situation of garment workers' social life. Here social life means looking up to this essential and emerging issue. Through this study, I shall be able to recognize the genuine scenario of the

employee's social life and what kinds of impacts are creating on their daily life to work in this sector. The result from this study might also be used to create a new policy and correct the preceding policy which will help to put into effect the policy for the wellbeing of industrial readymade garments workers in Bangladesh.

## **2. OBJECTIVES OF THE STUDY**

In the open market economy, the ready-made garment industry (RMG) is the top enterprise in Bangladesh. RMG sector has the most prominent contribution to the National wage and trades of Bangladesh. The RMG industry of Bangladesh supplies the right portion of the total supplies of ready-made garments worldwide. The important objective of the research is to find out the proper social life of RMG workers in Bangladesh. In connection with the predominant functions the unique targets of learning about are as follows:

1. To comprehend the details about the demographic information of RMG workers.
2. To explore their social surrounding environment.
3. To be aware of their communication, experience & recreation.
4. To recognize the deterrents of social life.

## **3. METHODOLOGIES**

The study designs in an explorative sample survey restricted to Dhaka city. This study used both primary and secondary data. Primary data was collected from the interview of 100 respondents from 5 leading garment companies located in Badda, Savar and Gazipur districts. For the last couple of years, it has been observed that the majority of the labor movement has taken place in this zone and for this reason this area are selected to collect data for conducting this study. Before collecting the final data for the study, the structured with 30 items questionnaire has been pre-tested. After finalizing the questionnaire stratified sampling methods are used to collect data. The secondary data were also collected from the journals, periodicals, and annual reports of BGMEA. In collecting data, a group of B.S.S students of Jagannath University, Dhaka, Bangladesh was used. They were given adequate training with the questions and supervised closely to interview the garment workers properly. After the collection of data, incomplete and unbiased and abnormally answered data were discarded through scrutinizing process. First-workers are classified based on their gender and secondly, sampling is taken based on working position. Workers are the main sources of data. Data is collected through the face-to-face interviews' method. All these interviews have been conducted from January to April 2018. The responses from the

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respondents have been compared with secondary data. Thus, in a sense, the findings of the present study have got ready to give a picture of all garment workers' social life in Bangladesh. Data have been presented through computer-generated graphs, charts, and tables using Microsoft Office tools, Excel, SPSS, etc.

#### 4. FINDING OF THE STUDY

The findings of the study attempt to find out the actual social life of readymade garments workers by analyzing the recent problem of RMG sectors such as the poor working condition of the garments industry, unhygienic environment, apathy of authority for workers' wellbeing, unimplemented policy, hazardous working place, industrial accidents, low facilities, heavy working hours, and getting salary late, social status, thinking negativity society. All these things are surrounded in the sphere of their social life and for this reason play a vital role in society despite their contribution to our export-oriented national economy being unquestionable. So, observing their present social condition authority, policy maker, and government should take proper steps for their well-being.

#### 5. RESULT AND DISCUSSION

##### 5.1 Socio-Economic and Demographic Profile of Garment Workers

Demographic evaluation is the statistical description of human populations based on elements such as age, race, and sex. Demographic records refer to socioeconomic data expressed statistically which includes employment, education, income, marriage rates, beginning and demise rates, and more. Also, demography is regarded as a device used by authority agencies, political parties, and customer goods manufacturers. Socio-economic and demographic characteristics are very important to assess the homogeneity of the respondents as well as to go into the problem deeply. In this section an attempt has been taken to analyze the number of respondents by gender, age level of education, occupational pattern, and monthly income, Table 01 illustrates the socio-economic and demographic characteristics of the respondents.

**Table 1:** Socio-Economic and Demographic Profile of Garment Workers.

Age category	18-22	22-26	26-30	30-34	34-38	38-42	42+	Total
Percentage	13	50	10	15	7	3	2	100

\*Mean=28.44,\*Standard deviation=2.47

Educational Qualification	Illiterate	5 <sup>th</sup> class pass	8 <sup>th</sup> class pass	SSC pass	HSC pass	Honors pass	Total
Percentage	5	38	40	13	4	0	10

<b>Religion</b>	Muslim	Hindu	<b>Total</b>
<b>Percentage</b>	92	8	100

<b>Marital status</b>	Married	Bachelor	
<b>Percentage</b>	75	25	<b>100</b>

<b>Family Members</b>	2	3	4	5	6	6+	<b>Total</b>
<b>Percentage</b>	14	7	19	40	19	1	100

<b>Job rank</b>	Helper	Operator	Supervisor	Cleaner	Others	<b>Total</b>
<b>Percentage</b>	43	30	11	8	8	100

<b>Salary</b>	4k-6k	6k-8k	8k-10k	10k-12k	12k-30k	<b>Total</b>
<b>Percentage</b>	54	28	7	7	4	100

<b>Occupation of the male respondent's wife.</b>	<b>Category</b>	<b>No. of respondent</b>	<b>Percentage</b>
	Garment worker	24	68.6
	Job holder	3	8.6
	House worker	2	5.7
	Housewife	3	8.6
	Business	3	8.6
	<b>Total</b>	35	100

<b>Female workers' husband occupation</b>	<b>Category</b>	<b>No. of respondents</b>	<b>Percentage</b>
	Shopkeeper	2	5.12
	Rickshaws puller	2	5.12
	Security guard	5	12.82
	Driver	9	23.7
	Govt. service	5	12.82
	Business	9	23.7
	Mason	3	7.7
	<b>Total</b>	39	100

\*39 respondents are married female workers. \*1 respondent is a widow

The garment sector is the main source of foreign exchange. But workers' socio-economic condition is so wretched that they lead a miserable life in society. If we observe workers' socio-economic conditions, then the worker's actual livelihood reflex on our eyes and also raises the question of how a person can bearing this life to work in a prominent industry of the country. So here I try to find out the overview of the respondent's socio-economic information. It was found that most of the respondents, about 50% belong to the 22-26 age, in the garments sector; respondents are engaged in hard-working labor. Because of workload and pressure authorities want to recruit young workers so that they get the highest productivity from them. The rest of the 50%of respondents, one of the 13% is 18-22 years and the above 26

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years. Of those people working in this sector most of them are not highly educated. Workers' productivity and experience are regarded as the main fact to get these types of work. The numbers of 5% of respondents can write down their names. 78% of respondents 38% completed primary education and 40% junior education). Only 13% of respondents completed SSC and 4% completed HSC. No one was found at the honors' level. Bangladesh is a secular country though most people are indebted to Muslims all religious people live here peacefully. More than 92% of respondents are Muslim and the rest are Hindu. In Bangladesh, there is a trend of too-early marriage. So, in the garments sector, most of the respondents, 75%, are married and the rest of them are unmarried. It was found that about (40%) of the family consists of five members. Also, 19% of family size is both (4&6) members.

The couple is 14%. In garment sectors, there is a present division of labor based on skill and experience. Most of the respondents work as helpers, about 43%, besides we get 30% are operators and 11% are supervisors, the rest of the 8% are cleaner and others. Garment workers are working hard for the prosperity of our country. But they are low-paid employees. That's why they cannot fulfil their basic human needs. We saw that the highest proportion, about 54% gets a monthly salary TK of (4000-6000), (28%) get (TK.6000-8000), 7% get both (TK.8000-10000) and (TK.10000-12000), 4% are getting (TK.12000-13000). The female respondent's husband works in a different place. According to their skill and experience, they are involved in different sectors for the passing away of their livelihood. From the Table, we can see that-5.1% of female respondents' husbands are both shopkeepers and rickshaws puller.12.8% of female respondents' husbands are both security guards and businessmen, 23.7% of female respondents' husbands are both drivers and garment workers, 7.7% worker husband is a mason. The male respondent's wife is working in different sectors to lead a minimum life. It was found that-68.6% of respondents' wives work in a garment factory, 8.6% of respondent worker wives work as jobholders, housewives, and businesses, and 2% of respondents' wives work as house workers.

### ***5.2 Environment***

All the things surrounding us are known as the environment, it influences the life and activity of people. In this perspective, the environment mentions not only the atmosphere of the living place of respondents but also represents their working conditions, Health facilities, society's outlook, and government policy on garment workers.

### ***5.3 Accommodation Environment of the Respondents***

After doing lots of work the whole day they cannot afford a suitable place to

remove their tiredness. They suffer a different problem with their living place. All problems are aggregated because of low wages. This present study focused on the bachelor respondent, whose living place condition is so rough than those who are married and living in a family. Their accommodation place is unhygienic and dusty. They cannot sleep at night for mosquitoes and bed bugs. Sometimes daily necessary services such as lack of water, gas, and electricity are suffering them.

**Table 2:** Accommodation Environment of the Bachelor Respondents (N=25).

Living place	Hostel	Paying guest	Family	Total
Respondents	11	5	9	25
Percentage	44	20	36	100

Problems of respondent(Outside family: Hostel+ Paying guest)	No of respondents	Percentage
Mal adjustment	3	18.8
Feeling uneasy	1	6.3
Lack of confidentiality	3	18.8
Utility problem	2	12.5
Quarreling	1	6.3
Bargaining	3	18.8
Mental pressure	2	12.5
Lack of security	1	6.3
<b>Total</b>	<b>16</b>	<b>100</b>

Opinion about the living place	Very good	Good	Bad	Very bad	Total
Percentage	8	58	26	8	100

Bathroom/cooking system	Separated	Sharing	Total
Percentage	22	78	100

Utility Service Conditions					
Services	Always presents	Sometimes presents	Often presents	No connection	Total
Water	70	26	4	0	100
Gas	66	12	3	19	100
Electricity	93	5	2	0	100

From Table 02, we saw that-44% of bachelor respondents live in a hostel, 20% of respondents live as paying guests, and 36% of respondents live as a family. Living with different types of people workers face lots of problems, because different peoples comes from different family and culture. Their socialization process and education are different from the others. So, living

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with each other's they are suffering a lot of problems. In this study, we saw - 18.8% of bachelor respondents facing maladjustment, lack of confidentiality and quarrelling problem. 12.5% at present face insecurity and bargaining problems, 6.3% feel uneasiness, utility problems, and mental pressure. Most of the respondents are not very happy with their accommodation place. Generally, they say housing is approximately possible to live but their necessary services are not suitable to lead a healthy life. We saw that-8% of respondents' opinions were that their accommodation is very good. 58% of accommodations are good. 26% care comments about their accommodation are bad and 8% are told their accommodation is very bad.

They live in a low-paid rent house, so they share their bathroom and cook with each other most of the time. 22% of respondents used their bathroom and cooking separately and 78% used their bathroom and cooking by sharing. Respondents are not getting the necessary services in their houses properly. It creates a lot of problems in their daily life.70%respondent always get water, 26% get water sometimes and 4 per cent often get water in their houses.66% of respondents get gas always, 12% get gas sometimes, 3% gas connection often absent and 19 per cent have no gas connection in their houses.93% Respondents are always getting electricity and 5% get it sometimes and 2% often absent from electricity.

**5.4 Communication of the Garments Worker:**

Communication refers to two ways the process of conveying information ideas and feeling or opinions between two or more individuals either verbally or non-verbally using a medium of symbol and sign. Based on purpose, two types of communication are usually maintained by the garment worker, such as formal communication and informal communication.

**5.5 Informal Social Communication of the Respondents**

Garments industries are in urban and industrial areas. Most of the respondents have come from a remote area in search of a job. They also had a family and relatives in their native rural area. As human beings, they are living and communicate with them.

**Table 3:** Bachelor respondents' informal communication (N=25).

Person	Stay with	Always contacts	Now & then	Now & again	Never	Total
Brother/Brother-in-law	28%	4%	48%	4%	16%	100%
Sister/sister-in-law	16%	8%	28%	4%	44%	100%
Father/Mother	28%	52%	20%	0	0	100%
Uncle/Aunt	0	0	12%	80%	8%	100%

Uncle <sub>1</sub> (Fupa) /Aunt <sub>1</sub> (Fupe)	0	0	16%	72%	12%	100%
Uncle (Khalu) /Aunt (Khala)	0	0	4%	96%	0	100%
Maternal (Uncle/Aunt)	0	0	20%	76%	4%	100%
Grandpa (Dada) /Grandma (Dade)	0	0	0	28%	72%	100%
Grandpa (Nana) /Grandma (Nani)	0	0	0	32%	68%	100%

Of those respondents who are bachelors 28% respondents are staying with their brothers/brothers' wives,4% always contact,48% contact now & then,4% now & again and 16% never contact with them.16% of respondents stay with their sister/sisters-in-law,8% always contact,28% contact now & then,4% contact now & again,44% never contact with them.28% of respondents stay with their parents,52% always contact, and 20% contact now & then.12% of respondents contact them now & then,82% contact them now and again,8% never contact with them.20% of respondents contact with maternal uncle/Aunt now & then,76% respondents contact now & again and 4% never contact with them.

**Table 4:** Married respondents' informal social communication (N=75).

Person	Stay with	Always contacts	Now & then	Now & again	Never	Total
Husband /Wife	100%	0	0	0	0	100%
Child	42.6%	0	0	0	0	100%
Brother/ Brothers wife	4%	0	26.7%	38.7%	30.7%	100%
Sister/ Sister in low	5.3%	0	22.7%	42.7%	29.3%	100%
Father/Mother	16%	26.7%	37.3%	2.7%	17.3%	100%
Father in low /Mother in low	20%	15%	20%	35%	10%	100%
Uncle/Aunt	0	0	17.3%	61.3%	21.3%	100%
Uncle <sub>1</sub> (Fupa) /Aunt <sub>1</sub> (Fupe)	0	0	10.7%	74.7%	14.7%	100%
Maternal (Uncle/Aunt)	0	0	12%	72%	16%	100%
Uncle (Khalu) /Aunt(Khala)	0	0	12%	69.3%	18.7%	100%
Grandpa (Dada) /Grandma (Dade)	0	0	9.3%	14.7%	76%	100%
Grandpa (Nana) /Grandma(Nani)	0	0	5.33%	12%	82.7%	100%

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Those respondents are married husbands and wives living together. 4% of respondents stay with their brother/brothers-in-law, No one always contacts,26.7% never & again contact, 38.7% never contact and 30.7% never contact them.42.6% of respondents have children and stay with them.4%respondents stay with their sister/sisters-in-law, No one always contacts,22.7% sometimes contract,42.7% never & again contact, and 29.3% never contact with them.16% of respondents stay with their father/mother,26.7% always maintain contact,37.3% maintaining now & then contact,2.7% contact now & again and 17.3% never contact with their parents.85% spend time with their family,55% respondents spend time now and then with a coworker,25% spend time with their relatives.26.5% spend their time via mobile communication and 34.7% spend time moving around.44% do not maintain a proper relationship with their relatives.

**Table 5:** Spending leisure time of the Respondents with whom.

Person	Always	Now & then	Now & again	Never	Total
Friends	3%	50%	47%	0	100%
Co-worker	1%	55%	42%	2%	100%
Neighbors	2%	41%	55%	2%	100%
Family	85%	13%	2%	0	100%
Relatives	0	25%	75%	0	100%

Generally, garments worker is busy for a whole week with their industry and household chores. When they are getting a holiday, this study finds out that 3% of respondents always,50% now &then, and 47% now & again spend their time out of work with their friends.1% of respondents always, 55% now & then, 42% now and again and 2% ever spending their time out of work with the co-workers.2% of respondents are always, 41% now & then, 55% now & again and 2% never spend their time out of work with their neighbours.85% of respondents are always, 13% now & then, 2% now and again spending their time out of work with the Family. 25% of respondents are now & then and 75% now and again spending their time out of work with relatives. When a respondent gets a holiday after a week, tiredness is making a reflection on their body and mind. Most of the respondents are spending their leisure period in conversation and moving around.

**Table 6:** The way of respondents' leisure time spending (N=245).

Category	No of respondents	Percentage
Moving around	65	26.5%
Involve in habitat	44	18%
Watching movie	28	11.4%
Going to market	23	9.4%

Gossip in mobile	85	34.7%
<b>Total</b>	245(Multiple Respondents)	100%

We saw 26.5% of respondents spending their leisure period moving around.18% were involved in habitat, 11.4% watching movies, 9.4% going to market, and 34.7% on mobile during their leisure period.

### 5.6 Formal Communication of the Respondents

Garment workers are deprived of society. They aspire to secure their rights though they are not concerned about labor organization. They want to achieve rights but do not involve any kind of formal organization in raising their voice for their betterment. This study finds out only 16 % of respondents are involved in formal organizations and the rest 84% are not involving any kind of formal organization.

**Table 7:** Respondents' Organizational Post, Participation and Activity.

Characteristics	Category	No of respondents	Percentage
Organizational position.	Member	9	56.3
	Executive	4	25
	Adviser	2	12.5
	Others	1	6.25
	Total	16	100

Participation	Regular	Weekly	Monthly	Yearly	Total
respondents	2	4	9	1	16
percentage	12.5	25	56.3	6.3	100

Organizational Involvement of the Respondents		
Activity	No. of respondents	Percentage
Providing subscription	4	25
Participate in activities	8	50
Collecting member	2	12.5
Others	2	12.5
Total	16	100

From the table, we saw 16% of respondents are involved in the trade organization. There 56% are general members,25% are execute,13% are advisers,6% are other organizational post.12.5% of respondents spend regular time with the organization,25% spend weekly,56.3% spend monthly, and 6.3% spend their time yearly to the organization.25% of respondent providing subscription,50% participate in activities,12.5% collecting member, and others organizational activity.

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**5.7 Health Hazards of the respondents**

Because of working in an unhygienic environment and living in poor accommodation place. Garments workers are suffering from a lot of health diseases, such as neural, hearing, and dermatological, respiratory, and musculoskeletal diseases. Which makes them physically, socially, psychologically, and financially vulnerable.

**5.8 Treatment of the Respondents**

Now day respondents are conscious about their health. They are taking modern treatment if they are suffering from any health problem. Someone takes traditional treatment for alternative support.

**Table 8:** Treatment services and responsibility of the respondents.

<b>Characteristics</b>	<b>Category</b>	<b>Percentage</b>
Treatment services	Traditional	12
	Modern	88
	<b>Total</b>	100
<b>Characteristics</b>	<b>Category</b>	<b>Percentage</b>
Respondents' treatment responsibility	Total Company	10
	Partly company	50
	Total own	40
	<b>Total</b>	100

This study finds out that 12% of respondents are taking traditional treatment services and the rest of the others 88% are taking modern treatment. Garments factory owners are mainly responsible for their health problems. Respondents are working in the high temperature and sound pollution. So, most of the workers are suffering with different fatal diseases. We saw that-10% of respondents get the total treatment cost from the company, 50% get some allowance from the company, and 40% bear their own treatment cost.

**5.9 Social Experience of the Responsibilities**

Social experiences refer to those types of sagaciousness that are faced by society as an employee or garment worker. Though the garment sector has made a great contribution to our country, this sector people are criticized by society. They are faced with a bitter experience both inside and outside of society. There are lots of laws and policies for the welfare of the respondent, but they are not able to get benefits. We can see that-21 percent face trouble when they go to the workplace.

**Table 9:** Problem creators, social perceive and impact on their social life.

Problem creator	Passerby	Co-worker	Local people	Eve-teaser	Total
No. of respondents	7	2	5	7	21
Percentage	33.3	9.5	23.8	33.3	100

Whether perceive negativity	Yes	No	Total
	41	59	100

Impact of respondent in their daily life	Deprived of social services	Thinking low-class people	Treated misbehave	Do not get house rent	Total
Respondents	2	15	8	16	41
Percentage	4.9	36.6	19.5	39.02	100

Respondents face trouble from different types of people. Especially female respondents are the main victim. Here 33.3% of respondents face trouble from passersby and eve-teaser, 9.5% face problems with a co-worker, and 23.8% face problems from local people. Those people who are working in a garment factory are treated negatively thinking by society. We saw that 41% of people think negatively about the respondents and 59% of people do not comment about the respondents. To work in a garment factory their life is full of different problems. Their occupation impacts their social life. This study finds out 4.9% of respondents were deprived of society, 36.6% thinking them as low-class people, 19.5% were treated misbehave and 39.02% do not get rent a house for work in a garment factory.

### 5.9 Occasional leisure time of the respondents

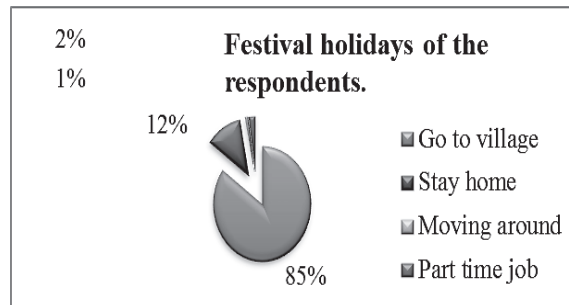
Generally, garment workers get a weekly holiday but sometimes they are working on this holiday because of factory work pressure and overtime. They also get occasional & festival holidays, and somebody uses this to involve themselves in other work and the rest of them go to their native village.

**Table 10:** Occasional holidays of the respondents.

Category	No of respondents	Percentage
Stay at home	93	58.5
Watching TV	10	6.3
Sleeping	41	25.8
Visiting relatives	4	2.5
Moving around	8	5
Reading book	1	0.6
Hearing song	1	0.6

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Cooking	1	0.6
<b>Total</b>	<b>N=159(Multiple Respondents)</b>	<b>100</b>



We saw that-58.5% of respondents stay at home, 6.3% watch TV, 25.8% sleep, 2.5% visit a relative's house, 5% move around and 0.6% read books, listen to songs, and cook on their occasional holidays. After a long-time of working period when respondents can get a few days for visiting relatives' houses or going to their native village. But few workers do not go outside of Dhaka for money crises and they are involved in other work. From the figure we saw that-85 % of respondents go to their native village, 12% of respondents stay at home, 1% of respondents move around and 2% of respondents are involved in part-time jobs on their festival holidays.

**5.11 Common phenomena of garment workers in their social life**

**Marriage system:** Child marriage is strongly activated in their society where the dowry system is regarded as a part of their culture. After fulfilling their conditions, they demand more property or money from their father-in-law that most of the time creates a family problem and spoils the relationship. Someone involved in an extra marriage.

**Conjugal conflicts:** Family disputes are a frequent fact in their daily life. Sometimes when they are unemployed due to shipment cancellation or the inefficient work order in their factory it happens generally. Most of the time, the spouse brutally torments his wife due to haggling over a straightforward issue. Family violence can finish their conjugal life. It creates a police case that makes family crisis and suffering both.

**Social isolation:** Garment workers keep social distancing from their relatives, there are some reasons behind it such as- married without the permission of guardians and fleeing from a rural area to an urban with their life partner, do not able to pay the loan from NGOs or usurer, trafficked by traffickers and push factors.

**No future and family plan:** This concept is totally absent from their social life. They have a profound belief in creators that always protect them from any critical situations. Therefore, it is difficult to save a little money from this low-wage paying work, but they are totally indifferent about that. They have no family planning. Someone does not want to take a baby due to lack of maternity leave or maternity leaves without payment.

**Good bonding with neighbors:** They are living in a mega city where they are unable to make proper maintaining relationships with their relatives. So, they always think near people are their good friends and well-wishers, with whom they can share their every happiness with them and every unwanted situation.

**Involving anti-social activities:** Garment workers are illiterate. Moral and religious norms and values are scarcely present in their body and mind which accelerates them to violate the existing rules and regulations of our society.

## 6. RECOMMENDATION FOR POLICY FORMULATION

Even though garment workers are covered by the labor laws, many of them do not get protection due to inadequate implementation and awareness of the labor laws. There is also a need for some policy that is helpful to implement the right of the workers, such as- Every company has its own policy for employee education, training, and development. Every factory focuses on the development of the worker to undertake higher grade tasks, provide educational training, raise efficiency and standards of performance, and meet the legislative requirement for health and safety. The government created a new policy for increasing their salary based on factory benefits every year. The factory owner is also obedient to providing accommodation for the workers or giving home allowance that is sufficient to maintain a suitable house. The government also provides a policy for RMG workers that meet the labor proper wages and benefits so that they can elect to maintain standards of living, which is also helpful to fulfil workers' health and security.

Every factory should be obligatory for operating the trade union activities smoothly. Those factories are forcing the workers not to join the trade union, their licenses should be cancelled, and they will not be getting work permits also not eligible for any garment-ready mate order from foreign buyers. To change the thinking of society against the negative outlook on garment workers, sometimes seminars and symposiums will be arranged on behavior from the factory authority. These activities shall be involved in the garment worker well-being policy. Need proper health and safety policy where a worker is eligible to get entire medical services and costs from the authority of the factory because they are direct and indirectly responsible for their

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health hazard. Also, make a policy where the joining date to the present work period is regarded as the distribution for worker promotion. In case the laborer will not qualify for their position concurring to their settled time. The factory is responsible for making him fit for the post through training and support. In this sector, there are no rules for the worker to attain a pension or provident fund for their future. Otherwise, there is no policy if a worker dies during the working period in this sector. It is essential to make a policy for the worker's provident and pension so that they are safe both present and future and his family enjoy a happy life. To accelerate all policy implementation there also needsto be a policy so that workers are aware of their rights and authority and are responsible to implement their bestowed rules and regulations.

## **7. CONCLUSION**

In reality, the condition of garment workers in Bangladesh is very bad. There are some changes due to labor unrest, trade union movements, social pressure, and the pressure of developed countries' consumers. But till now the Living standard of workers is unacceptable. There is no law for the national minimum wage. Most garment factories do not follow labor law and ILO conventions. In most cases, the workers cannot enjoy the weekly holiday. There is no Job security, social security, gratuity, or provident fund for garment workers. In most cases, the management does not provide appointment letters/contract letters, identity cards, and service books. According to the Labor Law, the maximum working hours per day is 10 including 2 hours overtime. But in most cases, workers are forced to work 14 to 16 hours per day. Sometimes they work the whole night. Overtime work is compulsory and forceful. There are no housing facilities from the owners. In most cases maternity leaves are absent.

In most cases, there are no transportation facilities. In most cases, there is no doctor, first aid, sufficient light, or ventilation. In some cases, there is not sufficient pure drinking water and toilets for the workers. There is another form of sex discrimination. Women workers are deprived of Equal wages, Equal Dignity, Equal rights, and Equal promotions. These problems are influencing their social life deadly. Many pieces of researchare done based on the base on garments, such as low salary, health, working hours, industrial accident, etc. But the readymade garment workers' social life is always ignored. So, in these perspectives the article's main objectiveis to find out the actual social life of readymade garment workers, because this occupation provides a great impact on their social life. Some organizations such as labor organizations raise their voice for the workers. Moreover, the government also takes some action by formulating laws but there is no implementation of

these laws and actions in this field. If the government and organizations do not play a vital role in improving their social life, after a while people lose interest to work in this sector and move the other's work. So, government should take policy for achieving the others of their rights wise this sector will vanish after a few times.

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