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Working Environment in Readymade Garment (RMG) Bangladesh: Labour law, Workers and Rights

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Abstract

The labour laws of Bangladesh guarantee the privileges of labourers. The target of this investigation is to investigate the labour law rehearses in the instant piece of clothing area of Bangladesh. The review is utilized to gather information; percentile and engaging measurements are utilized to decipher the outcomes. In the majority of the cases business conditions-maternity advantage, working hours, paid leave,

and adequate wages are at an acceptable level yet enhancements are at times required concerning worker's guilds, benefit investment and medical problems. The article of clothing area should execute the labour laws for the government assistance of the workers and the circumstance needs observing by the public authority.

Keywords: Readymade Garment (RMG), Labour Law, Workers, Rights, and Environment.

Introduction

Bangladesh is a promising agricultural nation. The fare situated clothing industry of Bangladesh, famously known as an instant article of clothing (RMG), is one of the thriving assembling zones and assumes a significant part in the public economy of Bangladesh. The RMG business began its unobtrusive excursion in the last part of the 1970s and inside a brief timeframe turned into a conspicuous part in the economy with a blast during the 1990s. The RMG businesses make a ton of occupations. Instant article of clothing is primarily sent out to the USA (29 per cent), the UK (59 per cent), with another 15 per cent traded to different nations around the world. In 2018, RMG enterprises added to about 13.5 per cent of the Gross domestic product including 81.2 per cent of the absolute Fare. As per the Export Promotion Bureau (EPB), in the monetary year of 2018 to 2019, the RMG area amassed all out-fare income of about US\$30.60 billion.

Practically 4.5 million individuals are working in the instant area of Bangladesh and 80% of these labourers are female. A sound, positive, shared and imaginative workplace is significant because it constructs positive representative relations, decreases representative turnover rates and work turmoil, upgrades specialist profitability, expands outcast premium and makes an important standing for the organization.

These days, customer's consistency is the main issue. On the off chance that producers neglect to satisfy the purchasers' necessities, they may confront gigantic monetary misfortunes and an awful standing available. In the article of clothing area, purchasers force conditions identified with orders, yet in addition to makers in general working climate, working hours, workers safety, working climate, climate contamination, creation measure, crude materials assortment, quality keep up and control and social obligation.

The purchasers additionally necessitate that all coming up next be guaranteed: wellbeing, security, the option to coordinate and to aggregate bartering, arrangement letters and the lowest pay permitted by law for the piece of clothing workers and underlying/building guidelines in the whole area. A few worldwide retail marks have cautioned Bangladesh to guarantee essential work rights-social consistency and a bit-by-bit usage of all the consistency models in the businesses.

The Bangladeshi government should prevent the piece of clothing production line proprietors from scary and undermining workers for getting sorted out worker's guilds and indict those liable for assaults on work pioneers, Basic freedoms Watch said today. Unfamiliar purchasers, including the significant US and European retailers, ought to guarantee that their Bangladeshi providers regard work rights. Common liberties Watch met 47 workers in 21 processing plants in and around Dhaka. The workers guaranteed that a few supervisors scare and abuse representatives associated with setting up associations, including

taking steps to murder them. Some association coordinators said they were whipped and others said they had lost their positions or had been compelled to leave. Plant proprietors in some cases utilized nearby hoodlums to undermine or assault workers outside the working environment, including at their homes, they said. Section 195 of the Bangladesh Labour Law (2006, changed 2013) outlaws various "unreasonable work rehearses." For instance, no business will, "excuse, release, eliminate from work, or take steps to excuse, release, or eliminate from work a labourer, or harm or take steps to harm him in regard of his work by reason that the specialist is or proposes to become, or looks to convince some other individual to turn into, a part or official of a worker's organization."

Workers in Bangladesh's article of clothing industry face expanded dangers, terrorizing and even physical and sexual maltreatment, as per a report for a powerful U.S. Senate panel that asked specialists to accomplish more to ensure work rights.

The working conditions

The working conditions in the Bangladesh article of clothing manufacturing plants are portrayed as stuffed, hard to move around in and furnished with an exceptionally helpless ventilation framework. Besides, as a result of the helpless ventilation framework, the workers were presented with harmful residue that would drift noticeable all around. The workers were additionally presented to other poisonous substances, for example, colours expected to shade the textures during the assembling cycle. The vast majority of the processing plants didn't have any fumes fans to help the ventilation and didn't allocate breathing veils for the workers.

What's more, there was extra safety perils including having no fire exits or alarms in a considerable lot of the assembling offices. Moreover, the fundamental necessities were not tended to for the workers. In one study of material offices, it was determined that there was one toilet for every 61 female workers while the proportion was 1 lavatory for 31 male workers. The male workers as a rule worked in the higher talented territories of the manufacturing plant, which incorporate the cutting and completing regions. There were additionally typically no lounges and no admittance to unadulterated drinking water for the workers in the material plants. In 2012, material workers in Bangladesh's around 5,000 piece of clothing manufacturing plants were acquiring roughly \$50 every month which is, incidentally, over the lowest pay permitted by law of \$37 per month. Also, workers are regularly not given guaranteed advantages, for example, yearly raises, month to month participation rewards or the 17 required paid occasions. Moreover, the workers normal four hours of additional time every day except are generally just paid for two hours.

The human cost of unsafe working conditions

The tradition of worker passing in the article of clothing industry in Bangladesh is a long one. Throughout the previous ten years, many workers have passed on because of carelessness concerning the production line administrators. In April 2005, the Spectrum article of clothing factory imploded after extra floors were wrongfully added to the manufacturing factory building and the backings clasped because it could at this point don't hold the extra weight. Found 30 kilometers outside of Dhaka, the fell processing

plant brought about the passing of 64 individuals with another 80 workers being harmed.

In February 2006, 54 pieces of garment workers passed on and more than 150 were harmed in a fire in a material production line in Chittagong. The industrial facility, which had around 1,000 workers inside when the fire began, had just a single principal exit for the workers to travel through a limited flight of stairs to getaway. A greater part of the casualties were ladies who passed on either from consumption or suffocation. Numerous workers leapt out the windows in the plant to get away from the fire.

On December 3, 2010, a blast of a kettle in a Eurotex garments factory in Dhaka brought about a leave charge which murdered 2 workers. Under about fourteen days after the fact, on December 14, 2010, an article of clothing plant north of Dhaka got terminated and killed at any rate 24 individuals. Since the fire had begun on the ninth floor, the board was planning to re-open the initial eight stories since they didn't seem, by all accounts, to be harmed. On November 24, 2012, 112 individuals kicked the bucket in the Tazreen Fashion factory fire. The industrial facility produces garments for retailers including Walmart and Sears.

Walmart and Sears guaranteed they didn't know that their dress was being produced in the factory were affirmed that the manufacturing factory proprietor and nine centre administrators/bosses at the production line didn't permit the workers to at first empty the structure after the alarm sounded. The fire had begun in a territory of the manufacturing plant where combustible texture and yarn were illegally stored. The capacity region didn't have insulated dividers, which are a prerequisite of Bangladeshi law. Likewise, there were no sprinkler frameworks in the manufacturing factory, nor was there an open-air emergency exit. Moreover, the directors had shut the folding door which impeded the workers from utilizing the flights of stairs to get away and it created the impression that none of the fire quenchers had to be utilized during the fire.

On January 27, 2013, seven workers were slaughtered from a fire causing smoke inward breath at the Smart Export article of clothing manufacturing factory situated in a suburb of Dhaka. Workers who had the option to get away from asserting that the crisis exit was bolted and they needed to break windows to leave the structure. When the exit had been opened, the plant floor was covered with smoke. A senior authority from the fire administration expressed that he didn't perceive any firefighting gear at the manufacturing plant which was situated on the second floor of a two-story building. Moreover, there was no proof that the plant had gotten a fire permit so it ought not to have had the option to get the industrial facility permit expected to work.

Eyewitnesses recount threats, attacks against union workers

In Human Rights Watch interviews directed in Dhaka from October 2013 onwards, a significant number of the interviewees depicted oppressive practices. One female worker said that when the workers in her plant introduced their association enlistment structure to the organization proprietor, he tossed it in the dustbin at that point undermining the workers, saying he could never permit the association to begin. Two of her kindred coordinators were later assaulted by obscure culprits, one with cutting shears.

After fourteen days, a gathering of men, including a nearby hoodlum and the proprietor's sibling, visited her home and undermined her. She consented to leave.

Numerous female workers said they got dangers or affronts of a sexual sort. For instance, workers whined that in one processing plant a boss said that any lady joining the association would be deprived of her garments and tossed into the road. Somewhere else a supervisor said that a female association coordinator was "dirtying" his production line and should proceed to work in a house of ill-repute. An association coordinator in an alternate industrial facility said he got a call revealing to him not to come to work again and taking steps to murder him on the off chance that he did as such. At the point when he went there the following day, he was encircled by a gathering of men who beat him and cut him with cutting edges.

Workers at one huge plant revealed to Human Rights Watch that they were attempting to frame their association without the supervisors discovering because they feared reprisal and losing their positions. Other association coordinators depicted being annoyed without the utilization of dangers and savagery. Some grumbled that they were given additional work so they didn't have the opportunity to meet associates.

Theirs said that processing plant chiefs wouldn't meet them. Work activists additionally whined that a portion of the associations in the factory are not truly autonomous, but rather are supposed "yellow associations" that have been set up by the plant proprietors themselves to control workers and keep them from building up or joining their preferred association.

A large number of the workers portrayed how work relations and functioning conditions in their Bangladeshi processing plants are poor. Thus, there have been regular strikes and fights, some of which turn vicious. However, factory proprietors met by Human Rights Watch said they don't accept that allowing the presence of autonomous worker's guilds will improve the circumstance. One blamed the association coordinator in his processing plant for battling among themselves for control of the association; another was worried about the possibility that ideological groups may attempt to control the associations.

The greater part of the workers met by Human Rights Watch was utilized by industrial facilities that produce garments for trade and should agree to global retailers' sets of principles. Normally these codes incorporate arrangements that secure the right of workers to shape associations. After the Rana Plaza catastrophe, going ahead the impact points of the fire at the Tazreen Fashions processing plant in November 2012 in which at any rate 118 workers passed on, both the US and the EU approached the Bangladeshi government and garments industry to improve worker rights. The US and the EU form Bangladesh's two biggest abroad business sectors for garments.

In June 2013, the US reported the suspension of Bangladesh's exchange benefits under the Generalized System of Preferences (GSP). To recapture these advantages, the US requested that Bangladesh improve its checking and examination of production lines and increment "fines and different approvals, including loss of import and fare licenses" that neglect to consent to work, fire, or building principles. In July 2013, the EU's European exchange magistrate, Karel De Gucht, cautioned that Bangladesh may lose its obligation-free and standard free

admittance to the EU on the off chance that it didn't improve its record on worker rights and working environment security. The EU will direct an audit in the mid-year of 2014.

A legitimately restricting wellbeing accord endorsed by 125 chiefly European retailers after Rana Plaza likewise called for worker's organizations, where they exist, to assume a significant job in guaranteeing plant security. "It is presently an ideal opportunity for those in the Bangladeshi piece of clothing industry to awaken and understand that they are jeopardizing their business if they don't consent to what the US, the EU, and their administration are requesting," Adams said. "In any case, shockingly, some piece of clothing industrial facility proprietors is proceeding with their restricted focal point of reestablished hostile to association activity dependent on considering associations to be a danger to their control."

The Labour law 2006

The finish of a cycle that started in 1992, the 2006 Bangladesh Labor Law was hailed as a milestone accomplishment for assembly line labourers. The new law united 25 separate acts and mandates sanctioned over the three and a half a very long time since Bangladesh picked up freedom, broadening the extension and materialness of work guidelines across the country. A scope of partners assumed a job in building up the enactment, including workers' rights gatherings, common freedoms associations, the UN International Labor Organization (ILO) and businesses themselves.

The law vowed to profit workers by ensuring rights that were being disregarded consistently by managers. For instance, the law reinforced maternity benefits by expanding the time of maternity leave from 12 to about four months. It additionally expected organizations to give workers an arrangement letter, a measure which forestalls bosses deceiving workers out of advantages. Moreover, the law set a business cutoff time for an instalment of wages, brought remuneration settles up in instances of mishaps in the working environment and set up more powerful wellbeing and Safety codes for production lines.

▪ A failure of enforcement

While the entry of the Bangladesh Labour Law denoted a significant advance towards equity for the article of clothing workers, processing plant conditions have not improved and workers keep on procuring admirably under a living pay. Other deliberate affiliations have been set up by the industrial facilities themselves that imply to assume a significant job in implementing work guidelines in the article of clothing area.

While the section of the Bangladesh Labour Law meant a huge development towards value for a piece of clothing workers, handling plant conditions have not improved and workers continue securing commendably under a living compensation. Other purposeful affiliations have been set up by the mechanical offices themselves that suggest accepting a critical occupation in actualizing work rules in the piece of clothing territory.

Notwithstanding the stamped nonappearance of homegrown authorization of the law, there is likewise no worldwide system that can be utilized to hold unfamiliar organizations working in Bangladesh to represent conditions in their inventory chains. Numerous global organizations are

provided by Bangladeshi production lines, including British retailers Tesco, Asda and Primark. These organizations employ a huge impact on their unfamiliar providers, and the weight set on these providers prompts lower compensation and crumbling conditions for workers.

▪ **Labour violations in the factories**

Without the compelling authorization of the Labour Law, Bangladeshi workers keep on confronting desperate conditions. New exploration done by the AMRF and the NGWF, incorporating interviews with more than 1,200 pieces of clothing workers, has uncovered an example of work law infringement in Bangladesh's article of clothing industrial facilities. Workers portrayed a progression of issues, including hazardous processing plants, unpaid additional time and absence of advantages, sexual orientation separation and negligible wages that don't cover essential costs. The critical discoveries of the examination, summed up beneath, are proof of an inability to execute existing work enactment and to guarantee a fair life for a great many workers and their families.

▪ **Proof of employment**

The 2006 Labor Law makes it mandatory for managers to give arrangement letters to all workers. An arrangement letter fills in as an acceptable agreement and empowers workers to demonstrate their status as representatives who are qualified for the full scope of rights. Nonetheless, 53% of the workers met as a feature of the exploration didn't get an arrangement letter, and subsequently had no legitimate standing opposite their boss.

As a rule, workers were given bits of ID with far less legitimate worth, for example, ID cards or participation cards. These archives offer restricted security against fake business rehearses: numerous workers revealed that administrators clutched their participation cards or reissued them consistently, in the two cases leaving them without a record of their hours worked.

▪ **Gruelling hours and unpaid leave**

Regardless of enactment restricting the working opportunity to close to eight hours out of every day and 48 hours in seven days, unreasonable working hours are as yet the standard instead of the special case. Almost 50% of the workers met as a component of the investigation worked somewhere in the range of 13 and 16 hours every day; 67% expressed that they routinely worked over eight hours per day. Furthermore, 78% of workers were put on the night move, on occasion staying at the production line until 3 am and returning at 7 am that very morning for one more day of work.

Bangladeshi law likewise specifies that workers should get 10 days of paid occasion in addition to a further 11 days to leave for the Eid celebration. Nonetheless, out of the 1,203 workers talked with the greater part reacted that they are allowed 10 days or less of the all-out 21 days of yearly leave. Just 9% got their full distribution of paid occasions including downtime for Eid. Even though workers are qualified for 14 days of paid wiped out leave, huge numbers of them clarified that their managers pressure them into working through the ailment. No worker revealed truly getting paid debilitated leave.

The challenging hours and unpaid extra time are made all the more stunning by the recurrence with which workers are cheated out of instalment for quite a long time worked. More than 66% of workers met got no payslip or other documentation of their profit, making it outlandish for workers to confirm that they are being paid the legitimate sum. Numerous plants that do give wage slips present the data in an intentionally deceptive manner. For instance, on many pays slips the aggregate sum is partitioned across a few segments, making the last figure hard to determine for workers, by far most of whom are ineffectively instructed. Around 45% of the workers met said that their last wages don't mirror the full number of hours worked.

Article of clothing workers should likewise fight with the late instalment of wages. Fewer than 10% of workers met for this exploration got their wages inside the lawful period set up under the 2006 Labor Law. Over 33% of the workers met announced that they ordinarily get their compensation towards the month's end following what they worked, which is three weeks after the fact than the legitimately commanded instalment cutoff time.

▪ **Gender discrimination**

The 2006 Labor Law contains an arrangement ensuring the equivalent pace of pay for people. Be that as it may, as indicated by the exploration directed by the AMRF and the NGWF, ladies procure far not exactly their male partners. Over 70% of the ladies addressed throughout the investigation got not exactly Tk 3,000 every month; by correlation, not exactly 50% of the men met procure underneath that mark.

The pay dissimilarity is the aftereffect of two interrelated variables. A male piece of clothing workers are undeniably more probable than ladies to hold occupations that generally pay more, for example, quality control and floor chief, and men likewise procure more than ladies who play out similar work. While all article of clothing workers faces helpless conditions and neediness compensation in manufacturing plants, the examination uncovered that ladies' workers endure specifically.

The investigation additionally discovered far-reaching cases of physical and obnoxious attack in plants because of the executives, with ladies' workers as the principal target. The maltreatment can appear as vulgar language and mortification, just as flogging, beatings and attacks. A few workers revealed that young ladies are given work advantages as a tradeoff for sex and that the individuals who refuse are identity is beaten or terminated. Altogether, 90% of all workers revealed being exposed to maltreatment or something to that effect.

Most ladies are denied maternity leave, which is ensured under law. Much of the time ladies need to haggle separately with the board for downtime when labour. A few ladies are conceded half a month of paid leave, while others should acknowledge a decreased pay or take unpaid leave.

Generally, just 43% of lady's workers said they had been conceded paid maternity leave. Bangladeshi law ensures an aggregate of about four months' paid maternity leave: two months preceding the introduction of the kid followed by about two months after conveyance. Just 20% of the workers met detailed that their bosses gave childcare, even though the 2006 Labor Law expects them to do as such.

Recommendations

To the Bangladeshi government:

1. Effectively authorize the labour law and alter it to agree to worldwide principles.
2. Ensure workers' rights to frame associations and increment production line reviews.
3. Investigate charges against manufacturing plant proprietors who take part in enemy of association action.
4. Investigate all claims of beatings, dangers, and maltreatment by workers and arraign those dependents.

To the Bangladesh Garment Manufacturers and Exporters Association:

- Support the foundation of free worker's guilds in individuals' plants and debilitate the setting up of alleged "yellow associations."
- Work with the public authority to guarantee that enemy of association conduct is killed
- Work with the International Labor Organization to instruct production line proprietors on the advantages of having autonomous worker's guilds and improved workplace relations.

To international apparel brands:

- Improve manufacturing plant assessments and distribute discoveries to guarantee industrial facilities consent to brands' sets of accepted rules and the Bangladesh Labour Law.
- Immediately join the Bangladesh Fire and Safety Accord, a lawfully authoritative understanding that tries to include assembly line labourers in guaranteeing the wellbeing of industrial facilities.

Conclusions

Thusly, an answer for forever improving the working conditions for the piece of clothing workers in Bangladesh is to join the advancement of a more far-reaching corporate social obligation reasoning identified with issues relating to worldwide rethinking. One road of conversation is for partnerships who are clients of these articles of clothing processing plants to consolidate the standards and goals which have just been created by NGOs. For instance, the Organization of Economic Co-activity and Development and the United Nations Global Compact could be the beginning stage in the appropriation of a corporate social duty methodology that fuses the worldwide basic freedoms of these pieces of clothing workers.

The labour laws of Bangladesh guarantee the right of the workers and the piece of clothing area should actualize the labour laws for the government assistance of the workers. In a large portion of the cases the business conditions maternity advantage, working hours, paid leave and adequate compensation are at an agreeable level however upgrades are once in a while required concerning worker's guilds, benefit support and medical problems.

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