

Application of Labor Laws and Other Compliances in Readymade Garment Industry of Bangladesh

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Abstract Although, the economy of Bangladesh is primarily dependent on agriculture, Readymade Garment (RMG) industry has emerged as the largest earner foreign currency of Bangladesh in recent years. More than 75% of foreign earnings are coming through export from this very important sector of Bangladesh. In study of Islam & Chowdhuri, [1] presently more than four million workers are working in 4,500 RMG companies of Bangladesh in which 90% are illiterate women who are from the rural areas of the country. The policymakers and the employers of this sector claim that the growth of garment sector has helped employing a huge number of rural women that has subsequently developed their socioeconomic. But, it is a concern of the national and internal observers that the compliances like factory laws, industrial relations laws, employment laws, payment of wages laws, ILO standards, ethics applied in this sector are hardly followed by the RMG companies that make the lives of the workers very misery. Sometimes, the female workers are exploited by employing more hours a day without the payment of overtime by capitalizing their illiteracy and submissiveness. Hence, this paper aims at identifying the level of application of the labor laws and the compliances in RMG industry of Bangladesh that is the only protective measures of the large number of female workers of this sector of Bangladesh. A total of 238 workers of this sector were interviewed in this study with a structured questionnaire. Multivariate analysis techniques such as, Factor Analysis and Multiple Regression Analysis were used to analyze the data. Results show that in case of measures for protecting sexual harassment there is a severe problem of the use of the labor laws in this sector followed by physical movement and access control, exit and access path of the company, working hours, and counseling arrangements in the company. This study suggests that the readymade garment companies should address the sexual harassment issue seriously so that the workers will feel safe at their work. They also should focus more on the safety issues, working hours, and counseling of the workers in order to make the working environment more favorable to the

workers.

Keywords RMG Industry of Bangladesh, Safety and Security, Sexual Harassment, Working Hours, Workers Counseling

1. Background

Bangladesh is an agricultural country where most of the people are farmers. The main industry of Bangladesh was agro-based industry i.e., jute and other agricultural products at one time. Jute was called the *golden fiber of Bangladesh* as it brought most of the foreign earnings for the country. It was a wonderful crop of the whole world and highly demanded by the world community. But in early seventies, readymade garment industry started its journey with a few companies. In last three decades, readymade garment became the main earners of the country. Now, this industry is earning more than 75% of the foreign earnings of the country. Islam & Muntaquimul Bari Chowdhuri's [1] study shows today, more than four million workers are working in 4,500 RMG companies in which 90% workers are illiterate women who are from the rural areas of Bangladesh. Therefore, this sector has been working as the catalyst for the development of the economy of Bangladesh [2]. This sector is making substantial contributions to build the economy and the economic development of the millions of poor people of Bangladesh. Bangladesh with its limited resources has been maintaining consistently 6% annual growth which is partly due to the development of this readymade garment industry. But this industry is not free from challenges. One of the biggest challenges currently faced by RMG industry is the workplace safety, sexual harassment at work, health and hygiene of the workers and acceptable working conditions for the millions of garment workers.

Needless to say that readymade garment products produced in Bangladesh are global products and the buyers

have keen interest to get it ready from the developing countries like Bangladesh where labor cost is very low. For that reason, Bangladesh is the best place for the buyers where a plenty of cheap laborers are available. In addition, the legal and other compliances of World Trade Organization (WTO) and the International Labor Organization (ILO) have made it more favorable to source the garment products by the developed countries from the developing countries like Bangladesh. But the application of the compliances is very poor in these developing countries including Bangladesh. Hence, a serious concern has been raised by the buyers and the policymakers of this sector about the application of legal and other compliances of these fully export-oriented garment companies. Therefore, this study aims at identifying the legal and other compliances which are not properly addressed and applied by these readymade garment companies of Bangladesh.

2. Objectives of the Study

The overall objective of this study is to evaluate the application of legal and other compliances relevant to the readymade garment industry of Bangladesh. The specific objectives are:

1. To describe the legal issues applicable to readymade garment industry of Bangladesh;
2. To identify the areas or factors related to the legal and other compliances of readymade garment industry of Bangladesh;
3. To identify and explain the significant factors or areas concerning the legal aspects or other compliances of readymade garment industry of Bangladesh;
4. To provide some suggestions to the policymakers to improve the present situation of the readymade garment industry of Bangladesh.

3. Research Methods

This study aims at evaluating the application of legal and other compliances relevant to the readymade garment industry of Bangladesh. To conduct this study, primary and secondary data were used. Primary data were collected from the RMG workers and the secondary data were collected from the books, magazines, research monographs, and journals.

For this study, the garment workers selected from different departments of 12 RMG companies engaged in cutting, sewing, finishing and packaging jobs. These companies are located in Gazipur area of Dhaka which is popularly called as the hub of RMG companies of Bangladesh. To select the companies, size of the company based on the number of workers such as large, medium and small companies of Bangladesh. The total number of workers in the RMG sector of Bangladesh is more than

400,000 and the sample size was determined as 204 with 7% precision. However, 238 sample workers were interviewed in this study. The sample size of this study was determined by using the following formula suggested by Yamane [3].

$$n = \frac{N}{1 + N(e)^2}$$

Where, n is the sample size, N is the population size, and e is the level of precision. For this study, level of precision is presumed as 0.07 and the population size is 400,000. Putting these values in the above equation, the required number of sample size becomes approximately 204. This study interviewed 238 female workers from twelve RMG companies of Bangladesh. This figure is well above the critical sample size of 200 for employing multivariate analysis like regression analysis [4].

A structured questionnaire was developed to collect information related to the legal and other compliances of readymade garment industry. The questionnaire was developed based on the "Bangladesh Labor Act 2006". This study mainly covered the issues such as, legal and social aspects, health and safety, work and environment, security, and other issues related to the topic (Appendix 2). The respondent workers opined on 36 attributes across the entire spectrum of working conditions and working lives of the workers. Responses to all the statements in the questionnaire were measured on a five-point scale ranging from 1 to 5 with 1 indicating strongly disagree and 5 indicating strongly agree. One of the relative advantages of using this scale is its suitability for the applications of multifarious statistical tools used in social research study [5]. The collected data were statistically processed subsequently to get the useful information.

Primary data were used for the purpose of the analysis whereas secondary data were collected for the background study. The survey was conducted among the female workers of twelve RMG companies which represent the main stream of RMG companies of Bangladesh. Along with descriptive statistics¹, inferential statistical² techniques such as, Factor Analysis and Multiple Regression Analysis were used to analyze the data. A Principal Component Analysis (PCA) with an Orthogonal Rotation (Varimax)³ using the SPSS (Statistical Package

¹ Descriptive statistics includes statistical procedures that we use to describe the population we are studying. The data could be collected from either a sample or a population, but the results help us organize and describe data. Descriptive statistics can only be used to describe the group that is being studying. That is, the results cannot be generalized to any larger group.

² Inferential statistics is concerned with making predictions or inferences about a population from observations and analyses of a sample. That is, we can take the results of an analysis using a sample and can generalize it to the larger population that the sample represents.

³ Varimax rotation is an orthogonal rotation of the factor axes to maximize the variance of the squared loadings of a factor (column) on all the variables (rows) in a factor matrix, which has the effect of differentiating the original variables by extracted factor. Each factor will tend to have either large or small loadings of any particular variable. A varimax solution yields results which make it as easy as possible to identify each

for Social Sciences) was performed on the survey data. Multiple Regression Analysis⁴ was conducted to identify the relationships between the dependent and independent variables of the model.

4. Literature Review

For the last couple of decades, readymade garment industry of Bangladesh has been playing a pivotal role for the development of the economy. This sector accounts for nearly 75% of export earnings that is driving the economy of Bangladesh. This industry also provides jobs for hundreds of thousands semi-skilled and unskilled workers, who are mostly rural illiterate women. Although, the quota protection of RMG sector was withdrawn in 2004, it remained competitive due to cheap labor and the work quality of Bangladeshi workers. Study shows that both economic choices of cheap labor and gender orientation collaboratively contribute to feminizing the labor force in this sector. This feminization of the workforce, in fact, induced the violation of labor rights and benefits by the owners in this sector [6]. The alarming fact is that, the work place safety, health & hygiene conditions in Bangladesh's RMG workers is lagging behind for lack of attention by the monitoring authority of the government. Due to lack of proper implementation of labor laws in this industry, labor unrest wreaked havoc on this sector and it became a regular phenomenon. The solution doesn't lie in merely apportioning blame to the external factors or seeking hidden clues, but the basic reasons may be deeply rooted in the owner-labor relationships. It is assumed that the negotiating agents couldn't reduce the gap between the workers and the owners in most of the affected RMG industries due to the absence of Trade Unionism [7].

The RMG sector of Bangladesh, at present, perceived as the foundation of the economy of Bangladesh. It is the second largest garment exporter of the world trading over USD 17 billion worth of clothing (Source: <http://www.bgmea.com.bd>). In the recent years, the business has blasted and the quantity of industrial facilities occupied with garment creation has expanded rapidly. Bangladesh is currently assessed to have somewhere around four to five thousand garment factories running from extensive first level providers to small factories to a great extent working as subcontractors to greater customers. But in recent couple of years, this industry is confronting danger by insufficient security measures, harassment at

work, awful workplace, and demolishing labor rights [8].

Study shows that mutual understanding among the workers and managers is absent in the RMG sector of Bangladesh. Study also states that high-work load, misbehavior of managers, lower skill and low wages are the notable reasons for high job turnover and social unrest in this sector. Poor relationships between the workers and the supervisors are the main source of conflict in garment industry of Bangladesh. Study finds that there is a growing demand for work life balance among the workers of RMG sector [9]. Study also suggests the improvement of company activities through compliances and finds out a close and positive relationship between compliance and the productivity [10]. Locked exit doors, lack of emergency announcement system, and lack of fire drills are the three worst performers that require immediate attention from the regulators and stakeholders in this sector to ensure the safety and security of the workers [11]. Compliance of RMG factories is a key requirement for most of the reputable global garment buyers. The compliances ensure all labor rights and facilities according to the buyer's Code of Conducts that refers to comply with laws of the country and the Code of Conduct of the buyers. It is the fulfillment or conformity with various International and National Standards that ensures ethical labor practices and health and safety environment at work [12].

Bangladesh garment buyers were heavily shocked by some recent accidents. After the Rana Plaza and Tazreen garments tragedy, the overall basement of the RMG sector of Bangladesh faced a huge jerking. The big buyers started to refuse buying from Bangladesh as long as the safety and security of the workers are not ensured. USA took away the GSP facility that Bangladesh was enjoying for a very long time. The prominent buyer group came together and had several sitting with the concerned ministry to solve this problem. Several treaty and contracts were also made and new rules were implemented. As a result, the situation is changing slowly towards the positive direction.

For regulating the industry in Bangladesh, The Bangladesh Labor Act 2006 amended in 2013 that has been using by the factory inspectors. This law provides some provisions regarding the health and safety of industrial workers. Few noteworthy key points concerning the safety and security of the workers are (i) Cleanliness (ii) Ventilation and Temperature (iii) Dust and Fume (iv) Disposal of Wastes and Effluents (v) Overcrowding (vi) Lighting (vii) Drinking Water (viii) Latrines and Urinals and (ix) Work on or near Machinery in Motion, etc. There are also rules regarding the health and hygiene, welfare, working hours, child labor, women workers, payment of wages, trade union and collective bargaining agent etc. All these rules are not fully implemented till now. But due to the recent tragedies, regulatory bodies and the owners of this sector need to comply with these rules for the future of their businesses.

variable with a single factor. This is the most common rotation option.

⁴ In statistics, regression analysis is a statistical process for estimating the relationships among variables. It includes many techniques for modeling and analyzing several variables, when the focus is on the relationship between a dependent variable and one or more independent variables. More specifically, regression analysis helps one understand how the typical value of the dependent variable (or 'Criterion Variable') changes when any one of the independent variables is varied, while the other independent variables are held fixed.

5. Results and Discussions

The results of this study have been reported in two sub-sections such as, results of factor analysis and results of multiple regression analysis. Factor analysis has been used to identify the factors that are concerned with legal issues applicable in readymade garment industry of Bangladesh. Multiple regression analysis has been used to identify the significant factors or legal aspects concerned with the factors that are important for the improvement of the overall working environment of the garment companies of Bangladesh.

5.1. Results of Factors Analysis

Factor analysis shows that there are 14 independent factors concerned with the legal aspects of readymade

garment industry of Bangladesh. Factors identified through factor analysis are: leave encashment, employment of child labor for low wages, measures for protecting sexual harassment, following standardized security criteria, fire protection and drill, physical protection of the worker, misbehavior of the managers and co-workers, light protection measures, electric wring, fixtures and control, physical movement and access control, exit and access path, working hours, counseling arrangement and first aid and medical facilities (Table 1). These factors together explain 68.56% of the variance. This means that the data set used in this study covers 68.56% percent of the importance. The communalities of the variables also show very high indicating that the variables have strong relationships among them (Appendix 1).

Table 1. Factors and Total Variance Explained

Factors	Initial Eigenvalues		
	Total	% of Variance	Cumulative %
Leave encashment	3.503	10.009	10.009
Employment of child labor for low wages	2.818	8.052	18.061
<i>Measures for protecting sexual harassment</i>	2.165	6.186	24.247
Following standardized security criteria	2.036	5.816	30.063
Fire protection and drill	1.902	5.434	35.497
Physical protection of the worker	1.645	4.701	40.197
Misbehavior of the managers and co-workers	1.511	4.317	44.514
Light protection measures	1.389	3.968	48.482
Electric Wring, Fixtures and Control	1.320	3.771	52.253
<i>Physical movement and access control</i>	1.281	3.659	55.912
<i>Exit and access path</i>	1.218	3.479	59.391
<i>Working hours</i>	1.133	3.238	62.630
<i>Counseling arrangement</i>	1.068	3.052	65.682
<i>First aid and medical facilities</i>	1.006	2.874	68.555

Extraction Method: Principal Component Analysis.

The analysis also shows that the factor loadings of each factor are very high indicating that the variables constituted the factor(s) have a very strong association among them and constituted the factor(s). This means the correlations between the variables that are factor loadings, and have very strong relationship to form a group and that is factor (Table 2).

Table 2. Rotated Component Matrix^a

Variable No.	Factors														
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	
VAR00004	.783														
VAR00012	.705														
VAR00016	.564														
VAR00007		-.747													
VAR00001		.745													
VAR00006		.527													
VAR00011			.789												
VAR00005			-.672												
VAR00010			.533												
VAR00033				.702											
VAR00025				.502											
VAR00030				.413											
VAR00021					.797										
VAR00022					.727										
VAR00026						.785									
VAR00027						.690									
VAR00024						.468									
VAR00009							.711								
VAR00013							.707								
VAR00032								.773							
VAR00031								.652							
VAR00018									.752						
VAR00017									.721						
VAR00035										.808					
VAR00034										.564					
VAR00019											.722				
VAR00020											.683				
VAR00008												.804			
VAR00002													-.415		
VAR00014														.751	
VAR00003														.438	
VAR00015														.384	
VAR00029															.747
VAR00028															.494
VAR00023															-.440

Extraction Method: Principal Component Analysis.
 Rotation Method: Varimax with Kaiser Normalization.

a. Rotation converged in 20 iterations.

5.2. Results of Multiple Regression Analysis

The multiple regression analysis shows that the model identified by this study can explain 24.80% of the dependent variable i.e., the overall application of the labor laws in readymade garment companies in Bangladesh (Table 3).

Table 3. Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.498 ^a	.248	.201	.73182	1.982

a. Predictors: (Constant), REGR factor score 14 for analysis 1, REGR factor score 13 for analysis 1, REGR factor score 12 for analysis 1, REGR factor score 11 for analysis 1, REGR factor score 10 for analysis 1, REGR factor score 9 for analysis 1, REGR factor score 8 for analysis 1, REGR factor score 7 for analysis 1, REGR factor score 6 for analysis 1, REGR factor score 5 for analysis 1, REGR factor score 4 for analysis 1, REGR factor score 3 for analysis 1, REGR factor score 2 for analysis 1, REGR factor score 1 for analysis 1

b. Dependent Variable: Overall

The analysis shows that the Analysis of Variance (ANOVA) is significant at the zero percent level of significance. That means, the factors identified in this analysis are together significantly related to the overall legal environment of readymade garment companies in Bangladesh (Table 4). If there is a change of the factors together there will change the dependent variable that is overall legal environment of the RMG companies of Bangladesh.

Table 4. Analysis of Variance - ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	39.466	14	2.819	5.264	.000 ^a
	Residual	119.429	223	.536		
	Total	158.895	237			

a. Predictors: (Constant), REGR factor score 14 for analysis 1, REGR factor score 13 for analysis 1, REGR factor score 12 for analysis 1, REGR factor score 11 for analysis 1, REGR factor score 10 for analysis 1, REGR factor score 9 for analysis 1, REGR factor score 8 for analysis 1, REGR factor score 7 for analysis 1, REGR factor score 6 for analysis 1, REGR factor score 5 for analysis 1, REGR factor score 4 for analysis 1, REGR factor score 3 for analysis 1, REGR factor score 2 for analysis 1, REGR factor score 1 for analysis 1

b. Dependent Variable: Overall

The regression analysis also shows that the significant relationships of the factors with the overall legal environment of the readymade garment industry of Bangladesh. The results also show that the factors such as, measures for protecting sexual harassment, physical movement and access control, exit and access path, working hours and counseling arrangement are individually significantly related to the overall legal environment of the industry (Table 5). These factors are in very poor conditions in the readymade garment companies of Bangladesh which are to be improved. The factors such as, leave encashment, employment of child labor for low wages, following standardized security criteria, fire protection and drill, physical protection of the worker, misbehavior of the managers and co-workers, protection measures, electric wiring, fixtures and control, and first aid and medical facilities are not significantly related to the overall legal environment of the industry. The conditions of these factors are, perhaps, in a situation that is acceptable to the readymade garment workers of Bangladesh.

Table 5. Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	4.021	.047		84.766	.000
	Leave encashment	.070	.048	.085	1.466	.144
	Employment of child labor for low wages	.069	.048	.085	1.458	.146
	<i>Measures for protecting sexual harassment</i>	.132	.048	.162	2.783	.006
	Following standardized security criteria	-.033	.048	-.041	-.701	.484
	Fire protection and drill	-.068	.048	-.082	-1.420	.157
	Physical protection of the worker	-.062	.048	-.076	-1.311	.191
	Misbehavior of the managers and co-workers	-.052	.048	-.063	-1.085	.279
	Light protection measures	.001	.048	.001	.024	.981
	Electric Wring, Fixtures and Control	-.054	.048	-.066	-1.134	.258
	<i>Physical movement and access control</i>	.189	.048	.231	3.981	.000
	<i>Exit and access path</i>	.230	.048	.281	4.832	.000
	<i>Working hours</i>	.082	.048	.101	1.733	.084
	<i>Counseling arrangement</i>	.126	.048	.153	2.644	.009
	First aid and medical facilities	.114	.048	.140	2.407	.017

a. Dependent Variable: Overall

Table 6 shows that the mean value of the factors are very high and the standard deviation is less than one indicating that the mean value has strong meaning. The Normal P-P Plot of regression standardized residual also shows the good shape of the model (Figure 1).

Table 6. Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	2.3403	4.9190	4.0210	.40807	238
Residual	-2.51300	1.64064	.00000	.70987	238
Std. Predicted Value	-4.119	2.201	.000	1.000	238
Std. Residual	-3.434	2.242	.000	.970	238

a. Dependent Variable: Overall

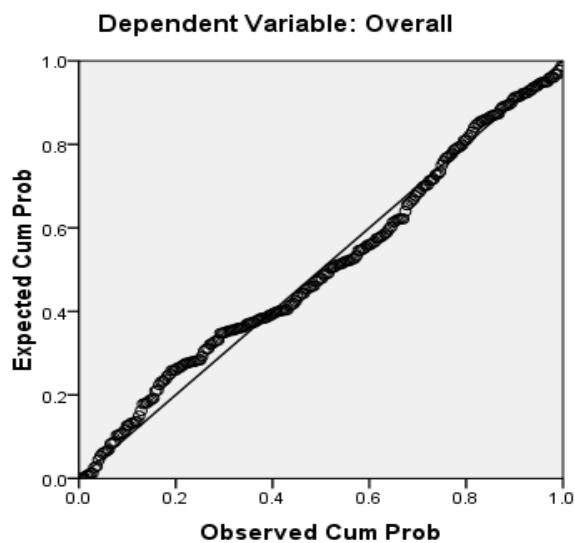


Figure 1. Normal P-P Plot of regression standardized residual

6. Conclusions and Recommendations

This study was conducted to evaluate the application of legal and other compliances of readymade garment industry of Bangladesh. As readymade garment industry of Bangladesh is a fully export oriented, it requires addressing national and international compliances strictly. Specifically, the legal compliances in this sector are required due to sustain and attract existing international buyers, meet government requirements, ensure benefits of the workers, maintaining good relationships between workers and management, ensure environmental safety, and confirm social accountability[13]. This study shows that there are fourteen areas concerning legal and other compliances in readymade garment industry of Bangladesh such as, leave encashment, employment of child labor for low wages, measures for protecting sexual harassment, following standardized security criteria, fire protection and drill, physical protection of the worker, misbehavior of the

managers and co-workers, light protection measures, electric wiring, fixtures and control, physical movement and access control, exit and access path, working hours, counseling arrangement and first aid and medical facilities that are to be addressed by the RMG company authority to ensure and address legal and other requirements of this industry. These factors are together significantly related to the improvement of the legal and other of environment of this industry in Bangladesh.

Factors such as, appropriate measures for protecting sexual harassment at and outside work, physical movement and access control exit and access path of the company, employ working hours, and counseling arrangements in the readymade garment companies of Bangladesh are significantly related to the overall legal and other environments of the RMG industry. This indicates that if these factors are addressed properly the overall legal and other environment of the readymade garment industry will be changed and improved. These findings support the

findings of the studies conducted earlier in this regard. The factors including leave encashment, employment of child labor for low wages, standardized security criteria, fire protection and drill, physical protection of the worker, misbehavior of the managers and co-workers, light protection measures, electric wiring, fixtures and control, and first aid and medical facilities are found not significantly related to the overall legal and other environment of the RMG industry. These areas of legal and other compliances are acceptable to the workers of the readymade garment industry in Bangladesh. This study only included the workers in its sample respondents. However, there is also an ample scope to conduct further study by taking managers and owners as sample respondents and more variables into account that may result in more precise findings concerning the application of the legal and other compliances in the readymade garment industry of Bangladesh.

Appendices

Appendix 1. Communalities of the Variables

Variable No.	Name of the Variables	Extraction
VAR00001	Payment of wages is hardly on time in my company	.681
VAR00002	Granting Leave is a rare opportunity in my company	.652
VAR00003	Festival bonus, Gratuity & Provident Fund are not given on time in my company	.609
VAR00004	Leave encashment is absent in the company	.695
VAR00005	In case of Termination, Retrenchment, Dismissal, Discharge proper rules are followed in the company	.738
VAR00006	Workers Association or Collective Bargaining is not allowed in the company	.644
VAR00007	Child labor is often used to work in the company	.752
VAR00008	Working hour is too long	.699
VAR00009	Disciplinary action is hardly taken for misbehave with the workers in the company	.737
VAR00010	Misbehavior and abusive words are often used by our supervisors and managers	.665
VAR00011	Sexual harassment is regular happening inside and outside in the company	.710
VAR00012	Threatening by the manager is a normal practice in my company	.709
VAR00013	Discrimination or disrespect towards female workers in a normal practice	.709
VAR00014	Counseling department is not active in the company	.690
VAR00015	Child care, canteen, dining hall facilities are poor in the company	.605
VAR00016	Safety committee, safety policy and emergency requirements are hardly met by the company authority	.719
VAR00017	Chemical safety is not up to the standard	.719
VAR00018	Electric Wiring, Fixtures and control at work place is not safe	.729
VAR00019	Exit & Access path is very much narrow	.604
VAR00020	Emergency Exit is not maintained properly	.688
VAR00021	Fire Protection and Drill are not maintained properly	.703

VAR00022	Housekeeping & general work environment is not comfortable to work	.659
VAR00023	Machines & Equipment safety protection is inadequate	.697
VAR00024	My company uses the materials like Flammable, Liquids, Oxidizing, Chemicals in manufacturing but not properly safe guarded	.651
VAR00025	Toxic materials are not safely used	.624
VAR00026	Employee's physical protection is a concern here in the company	.750
VAR00027	Personal protective Equipments are old and inadequate	.751
VAR00028	There is no protection of dust and fume in my company	.716
VAR00029	First Aid & Medical facilities are not available in the company	.678
VAR00030	Noise disturbs me in work	.712
VAR00031	Solid wastage disposal system is not good in my company	.687
VAR00032	Excessive light protection is inappropriate in my company	.690
VAR00033	Standardized security criteria - C-TPAT is not followed in my company (C-TPAT security criteria is to enhance the integrity of the shipment at point of origin, assembly or manufacturing)	.544
VAR00034	7 point check (analyze hazards, determine control points, establish limits for critical points, establish monitoring procedures for critical control, establish corrective actions, establish verification procedures, and establish a record system) is not used in my company	.681
VAR00035	Physical Movement Access control is not proper	.697

Extraction Method: Principal Component Analysis.

Appendix 2. Interview Guide

Scale: Strongly Disagree 1 → 2 → 3 → 4 → 5 → Strongly Agree

Be sure to keep the statement in mind when deciding how you feel about application of legal aspects of your job and working conditions. Do this for all statements. Answer every item. Do not turn back to previous statements. Be frank. Give a true picture of your agreements or disagreements about the present legal conditions where you work now.

SI #	Statements	SD SA				
		1	2	3	4	5
1.	Payment of wages is hardly on time in my company	1	2	3	4	5
2.	Granting Leave is a rare opportunity in my company	1	2	3	4	5
3.	Festival bonus, Gratuity & Provident Fund are not given on time in my company	1	2	3	4	5
4.	Leave encashment is absent in the company	1	2	3	4	5
5.	In case of Termination, Retrenchment, Dismissal, Discharge proper rules are followed in the company	1	2	3	4	5
6.	Workers Association or Collective Bargaining is not allowed in the company	1	2	3	4	5
7.	Child labor is often used to work in the company	1	2	3	4	5
8.	Working hour is too long	1	2	3	4	5
9.	Disciplinary action is hardly taken for misbehave with the workers in the company	1	2	3	4	5
10.	Misbehavior and abusive words are often used by our supervisors and managers	1	2	3	4	5
11.	Sexual harassment is regular happening inside and outside in the company	1	2	3	4	5
12.	Threatening by the manager is a normal practice in my company	1	2	3	4	5
13.	Discrimination or disrespect towards female workers in a normal practice	1	2	3	4	5
14.	Counseling department is not active in the company	1	2	3	4	5
15.	Child care, canteen, dining hall facilities are poor in the company	1	2	3	4	5
16.	Safety committee, safety policy and emergency requirements are hardly met by the company authority	1	2	3	4	5
17.	Chemical safety is not up to the standard	1	2	3	4	5
18.	Electric Wring, Fixtures and control at work place is not safe	1	2	3	4	5
19.	Exit & Access path is very much narrow	1	2	3	4	5
20.	Emergency Exit is not maintained properly	1	2	3	4	5

21.	Fire Protection and Drill are not maintained properly	1	2	3	4	5
22.	Housekeeping & general work environment is not comfortable to work	1	2	3	4	5
23.	Machines & Equipment safety protection is inadequate	1	2	3	4	5
24.	My company uses the materials like Flammable, Liquids, Oxidizing, Chemicals in manufacturing but not properly safe guarded	1	2	3	4	5
25.	Toxic materials are not safely used	1	2	3	4	5
26.	Employee's physical protection is a concern here in the company	1	2	3	4	5
27.	All personal protective Equipment is old and inadequate	1	2	3	4	5
28.	There is no protection of dust and fume in my company	1	2	3	4	5
29.	First Aid & Medical facilities are not available in the company	1	2	3	4	5
30.	Noise disturbs me in work	1	2	3	4	5
31.	Solid wastage disposal system is not good in my company	1	2	3	4	5
32.	Excessive light protection is inappropriate in my company	1	2	3	4	5
33.	Standardized security criteria - C-TPAT is not followed in my company (C-TPAT security criteria is to enhance the integrity of the shipment at point of origin, assembly or manufacturing)	1	2	3	4	5
34.	7 point check (analyze hazards, determine control points, establish limits for critical points, establish monitoring procedures for critical control, establish corrective actions, establish verification procedures, and establish a record system) is not used in my company	1	2	3	4	5
35.	Physical Movement Access control is not proper	1	2	3	4	5
	Chemical Safety Awareness Training is not regularly given in my company	1	2	3	4	5
	Social Awareness Training is not regularly given in my company	1	2	3	4	5
	Health & Safety Awareness Training is not regularly given in my company	1	2	3	4	5
36	As a whole, I think my company does not maintain rules and compliances properly.	1	2	3	4	5

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