

An assignment on
"Labor law and its implication in
RMG Sector in Bangladesh"



Submitted to:
Mr. Md. Safiullah
Senior Lecturer
Department of law
Daffodil international university.

submitted by:
Hasibul Islam
ID: 142-26-610
Section: A
Department of law
Daffodil international university.

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DECLARATION

I do hereby declare that the research titled “Labour law its implication in RMG worker of Bangladesh” submitted to the Department of Law, Daffodil International University, as a candidate for a bachelor degree of LL.B., is an original research work done by me. No part of the research monograph, in any form, has been submitted to any other university or institution for any degree or diploma, or has been published in the form of a book or an article anywhere.

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Name :Hasibul Islam

Batch: 21rd batch

ID No.142-26-610

Abstract

I am confident to complete the successful research by searching the following probability.

I have done labor law, international law and human rights issues. Therefore, I have my theater experience in Bangladesh's labor law. In order to study international law, I have presented international conferences on labor rights which are related to human rights. There is little experience in field work for my recruitment and research. The research is available from the sources of International Labor Organization, Ministry of Labor, Law and Parliamentary Affairs, Daffodil International University Library, Internet sources and other governmental subjects and departments.

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Chapter-1 Introductory Part

1.1 INTRODUCTION:

The readymade garment (RMG)¹ industry of Bangladesh commenced its journey in the late 1970s and within a short period of time emerged as an important player in the economy in terms of export earnings, employment generation, poverty alleviation and empowering of women. Bangladesh exports its RMG products mainly to the United States of America (USA)² and the European Union (EU). Garments exports from Bangladesh have been growing at an impressive rate in recent years. In 2011-12 alone, the garment export earned, a record level of US\$ 19089.69 million in this year growth was 6.56% from previous year.

1.2 OBJECTIVES OF THE STUDY:

- A. For details on the present consent situation of Narayanganj City Clothing Factory.*
- B. To find out the acceptability of consent provisions among existing employees groups.*
- C. Find out the problems and possibilities of RMG employee consent.*
- E. Regarding the current situation of RMG workers in Bangladesh*
- F. Their problems and security investigations under the Labor Act*

Seeing that our look at is primarily based on each number one and secondary records, there is a possibility of having lacking of accuracy statistics above all of the amazing ones are as beneath:

- I. The survey will be conduct in gather facts positive vicinity.*
- Ii. This survey made on diverse situation of Bangladesh so it will try to collect as samples.*
- Iii. Simplest the huge and the reputed garments enterprise keep in mind here as pattern.*

1.3 Literature Review:

The Researchers Searched The Working Environment Of Bangladesh the Industry Actually Does Not Meet The Standards Of Rmg Sector Below The Environmental Standards And Meet The Ilo³ Standards. Labor Standards And Rights Are Generally Ignored By Rmg Factories In

¹RMG Ready made garment

² USA United States of America

³ ILO international labour organization

Bangladesh⁴: The Absence Of Trade Union Of Weak Traditions, Informal Recruitment, And Irregular Payments, Casual Wear, Wage Discrimination, Excessive Work And Child Labor Abuse. Besides, Workers Suffer From Various Types Of Diseases

In The Unhealthy Environment And At Work Many Workers Were Killed

Accidents, Fire And Panic Stampedes. A Suitable Process Is Missing For Sure

Law Enforcement Is Available To Protect And Maintain The Rights Of Workers

Security Of The Work Is Going On As Concerns Of Rmg Sector. A Sector

Important Foreign Currency Earning Material, Some Changes Are Needed.on method an1.3 Rationale of the study:

This report is very productive and helpful for a ready-made garment manufacturer Establish an organization to ensure proper health and safe environment Correct Health and Safety Planning Only this report will not provide the official guidelines line HS can be used to create policies, but on the other hand it will help to produce.

Because of the requirements of the policy to understand the examples and some of the developed countries product production is mentioned here. From the study of the unexpected cases of the past Discovery of what kind of damage can be discovered in the previous production of garment manufacturing Due to lack of health and safety policy, different garment organizations have occurred.d the secondary data collection method.

1.4 Background of the study:

Bangladesh Ready Made Garments Sector Since 1980 this sector has created significance GDP contribution 4. About 4.2 million women workers are working in this sector. Whose income comes from low families to survive their social and economic status. In between in the 1980's there were only 50 factories employing just a few thousand people. Currently there are 4490 production units. RMG sector contributes about 76 contributions Percent of total export revenues. It earned \$ 9.35 billion in 2007⁵. This sector also About 13 percent of GDP was contributed, which was about 3 percent in 1991 Approximately 4.2 million people in this sector, about 50 percent of them Women from rural areas In 2000, 3000 industrial factories were formed

More than 1.5 million workers were recruited of whom approximately 80% of the women were women. United States is the largest importer of Bangladeshi RMG import importer

⁴ Bangladesh Labor (Amendment) Act-2018

⁵ Bangladesh Labour Welfare Foundation (Amendment) Act 2013

Germany, UK, France and other E.U. Country a large number of women work. Ready-made garment industries are 70 percent foreign source of Bangladesh

Garment sector will be highly benefited in future studies Planners will be benefitted for planning Garment's health and safety Workers across Bangladesh Regarding health and safety related to women Garment workers. Labor law governs matters such as labor employment⁶, Grants working conditions, trade unions and labor management relationships. These are as compensation for accidents such as those regulated social laws Workers at work, fixing minimum wages, maternity benefits, sharing the company profits by workers and so on Controlling most of these legal materials.

1.5 Research Question:

I. How we can solve the labour health, safety and security in the Ready-made garment sector of Bangladesh?

II. What is the Violations of Minimum Wage?

I am confident to complete the successful research by searching the following probability.

1.6 METHODOLOGY:

A structure questionnaire was prepared based on major provisions of Bangladesh labour Law 2006 and other relevant literature survey, consulting various documents, such as, office-order; annual reports, employee profile, employee database prepare by human resource department, newspapers, and journals. Interview technique was used with structured questionnaire for collection of primary and secondary data.

1.7 DATA COLLECTION METHOD:

In this study, I visited 10 clothing industries. I was talking to general manager, production manager and other support workers. Primary and secondary data collection policy But I got more information from the internet, newspapers and journals. I create data in two ways for this method, which is the primary data collection.

1.8 Significance of study

This report is very productive and helpful for a ready-made garment manufacturer Establish an organization to ensure proper health and safe environment Correct Health and Safety Planning Only this report will not provide the official guidelines line HS can be used to create policies, but on the other hand it will help to produce.

⁶ Bangladesh Labour Act 2006

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Chapter-2 Conceptual Framework

2.1 Bangladesh Labor Law: Historical Summary:

Labor law system in Bangladesh is one century old. There are first labor laws

In 1881 British colonies were formulated in the Indian sub-continent. Later, the British Government enacted various laws

Regarding various labor problems, such as working hours, child employment,

Maternity benefits, trade union activities, wages etc. Factory Act (1881), workers

Compensation Act 1923, Trade Union Act 1926, Trade Conflicts Act 1929

Wages Act 1936, Maternity Benefit Act 1939 and Employment

Child Act 1938 Effective Labor Law in the British Age

Bangladesh law preserves previous law (President's law)

Order No. 48). It enacted additional laws to respond to the changed circumstances and the needs of the working class and the country. The country was approved in 2006

Bangladesh Labor Act of 2006 (BLL) ⁸⁹BLL (Bangladesh Labor Act) is roughly approximate

Integration and updating comprehensive and progressive laws

The wide nature of the separate act of law can be immediately green from it

Services and employment coverage conditions, youth employment, maternity benefits,

Health and hygiene, safety, welfare, working hours and discounts, wages and payments,

Injury, trade unions and industrial relations, disputes, labor workers compensation

⁷ Bangladesh Labour Welfare Foundation (Amendment) Rules, 2015

⁹ BLL (Bangladesh Labor Act)

Courts, company profits, participation, employment and security controls

Doc staff, provident fund, apprentice, punishment and procedure, administration,

Inspection, etc. Because it is considered an advance because it is considered as an advance

Remove some ambiguity in old and different labor work and aligns the labor law

ILO Blooring, Definition Definition System with the original Convention

A "worker" is very specific now. Another example might be boycott

The following items are "wages" - expired for lighting and housing facilities

Water Supply, Provident Fund, Employment Allowance and Employer Contribution

Other money paid to workers for the expenses related to work (June, 2003).

Visit. Other important corrections to deal with dangerous jobs for children;

Emergency Exit; Access gangways and stairs for staff; Personal compulsory use

Safety equipment; Instructions for the appropriate authorities for the incident; And provisions

Social dialogue, trade union and resolution resolution; And employers and companies

Responsibility. For example, progress of BLL progress due to labor and its wide coverage

Hospital employees, nursing homes and even non-government organizations are also now

Covered by law. Moreover, some welfare and social benefits have improved

Established, e.g., Death Benefit (financial support for the deceased workers' families)

Provide benefit of provident funds to all employees as private sector

Within 12 to 16 weeks, maternity benefits, group insurance for the organization

Increase compensation for workers related to 200 workers or more workers.

2.2 Labour law in Bangladesh:

The Labor Amendment Act 2013 created a large number of workers' correction

In 2006, and in particular, security at the workplace presents different provisions for the development of others, for the revised law, it is necessary to establish security committee in 50 workers or more factories, establish workplace health and establish healthcare with 5,000 employee¹⁰¹¹s. Security welfare officer compensation for compensation for more than 500 workstation jobs, after serving more than two years of service, compared to the current three years, deaths have been awarded to more than 500 employers over the years, requiring occupational disease treatment cover and covering. Labor inspectors are given the responsibility to inspect the new workplace safety and health status and manage the thaput wage.

In 1926, the Indian government constituted an inquiry committee to ensure fraud

For industrial workers payment irregularities. Royal Commission

Reporter and above investigation suggestions were considered in 1929

Recommendations for prevention and law for related maladies

Salary due to declaration of wage law payment in 1932

Notice, firstly, distributing the actual distribution wage to the workers

Ensure their full wages between scheduled employees and second employees

No cut This law has set rules for the payment of certain classes

Industrial employer

2.3 ILO Standard in Bangladesh and ILO Convention :

To date, there are 190 convention in the UN agency. Among them eight Ar thought of as Conventions

Basic Convention These Conventions as thought of as basic because they're

Regardless of the approval, ILO's member states at necessary.

8 basic conferences as follows:

I am Forced Labor Convention, 1930: it's totally related to member-level obligations

Forced labor extract but, military, civilian services, courts order for emergency situations

¹⁰ Strengthening the Social Dialogue Process within a Weak Enabling Environment:

¹¹ Bangladesh Labour Act 2006

And a minor communal order is excluded from this convention.

A protecting the right to prepare freedom of association and constitution, 1948: It

The Convention determines that any employee needs to join a trade if there's no discrimination

Union and collective action.

III. The Rights of the directorate and Joint Tender board of directors of 1949: Introductory Rights

Workers for negotiating joint quote with an owner through a trade union.

E. Department of Equal salary, 1951: each employee UN agency is involved during this convention will be

Equally paid and should air the idea of gender discrimination.

v. Cancellation of forced labor conventions of 1957: This convention discusses positive issues

The obligation on member states to ensure that all forced labor is abolished.

Sixth Discrimination (Employment and Occupation) Convention, 1958: This ensures an employee

Should not discriminate against its race, color, gender, religion, political opinion, national

Drainage or social sources' and then forth.

Vi The worst form of child labor convention of 1999: This convention performs various duties

In member states, take steps to notice and prohibit taxation

The worst form of child labor.

Bangladesh has given approval to everybody at the top seven meetings.

Eighth Minimum Convention 19873: The minimum age demand for this convention is needed¹²

¹² the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)
the Right to Organise and Collective Bargaining Convention, 1949 (No. 98)
the Forced Labour Convention, 1930 (No. 29)
the Forced Labour (Indirect Compulsion) Recommendation, 1930 (No. 35)
the Abolition of Forced Labour Convention, 1957 (No. 105)
the Equal Remuneration Convention, 1951 (No. 100), and Recommendation,

Workers a worker should be at least fifteen years aged or a member of 14

For member states whose education system is developing, before work, and eighteen years

The previous before the dangerous work. Bangladesh has not approved this conference.

Chapter-3 Procedure of data analysis method

3.1 METHODOLOGY:

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Company Principle Summery:

Policy 1: Compliance with the law and workspace regulation-sewn production

The products will obey laws and regulations in all locations where they take place

Business

Policy 2: Restriction of force - Sew products will not be used

Unintentionally or compulsory labor-indentured, bonded and otherwise.

1951 (No. 90)
the Discrimination (Employment and Occupation) Convention, 1958
(No. 111), and Recommendation, 1958 (No. 111)
the Minimum Age Convention, 1973 (No. 138),

Policy 3: Child labor prohibited - Salonized products will not be produced

Intermediate intervention in an employee or compulsory school is less than 14 years old

Or under the minimum age established by law, which is more.

Policy 4: Prohibition of abuse is prohibited - Salon will produce products

Offer free of charge to harass, abusive or physical punishment of any work environment

Form

Policy 5: Compensation and Benefits - Produce Salon products

Minimum minimum compensation required by local law, including all mandatory wages,

Facilities and extra payment

Section 6: Work hours work hours a day, and work every week

The sewn products are manufactured, which do not exceed the country's legal limitation

The sewing products will offer one-day offers within seven days.

Without the need to meet emergency business needs.

Policy 7: Discrimination prohibited - will produce sewing products.

Instead of working, promoting and stopping employees on the basis of job promotion

Based on their personal characteristics or beliefs

Policy 8: Health and Safety- The product of salon products will provide health and health and Safety work environment

3.3 Data Analysis and Findings

Safety and security of garment workers in Bangladesh :

Necessity or amendment Labor law related to your understanding about the following statements regarding safety and security net factories which you work in. Selection 1 (one) means you strongly disagree and select 7 (seven) meaning that you strongly agree with the statement. There are innumerable right or wrong answers, only ety about securing your perception and securit y is important.

Your opinion is a statement on everyone's opinion. Research objectives for the use of all the information will remain as secretive and willpower only. Respondent Name (Optional):

Designation: Organization: Gender: Male Female 1. You are satisfied with the work of this organization. Strongly disagree with some disagreeable neutral / uncertain agree to some consensus. 1 2 3 4 5 6 7 2.

2.The structure of the factory you are working in is safe:-

Strongly disagree with some disagreeable neutral / uncertain agree some agree strongly 1 2 3 4 5 6 7 3.

3.Your factory has adequate fire extinguishing equipment:-

Strongly Disagree Disagree Somewhat Negative / Unspecified Some Consent Agree Fastly 1 2 3 4 5 6 7 4.

4.Your factory's fire-training system is satisfactory:-

Strongly disagree with some slight disagreeable neutral / uncertain agree on some consensus. 1 2 3 4 5 6 7 5.

5.Your factory has adequate and comprehensive fire doors.

Strongly disagree with some slight disagreeable neutral / uncertain agree to agree strongly on 1 2 3 4 5 6 7 6.

7.Your factory has an effective smoke detection system. Strongly disagree with some disagreeable neutral / uncertain agree to some consensus. 1 2 3 4 5 6 7 7.

8.There are wide aisles in your factory for entering and retaining firefighters. Strongly disagreeful Disagree strongly refuses to agree to some slight neutral / uncertain consent 1 2 3 4 5 6 7 8.

9.Operating machines are not open and well fenced. Strongly disagree with some disagreeable neutral / uncertainly agreeable consensus 1 2 3 4 5 6 7 9.

10.Well trained about how you use the machine safely. Strongly disagree with some disagreeable neutral / uncertain agree some agree strongly 1 2 3 4 5 6 7 10.

11.Your factory electrical connection is safe. Strongly disagreeful Disagree Negative / uncertain Some agree strongly agree 1 2 3 4 5 6 7 11. All the floor, stairs and paths are wide enough. Strongly disagree with some disagreeable neutral / uncertain somehow agreed to agree a bit 1 2 3 4 5 6 7 12.

12.All floors, stairs and pathways are always free from any blockage. Strongly Disagree Disagree Some Disagree Negative / Uncertainly Accepted Consent Consistent Concepts 1 2 3 4 5 6 7 13.

14. Your Factor is Effective, Lightening, Ventilation and Room Temperature Control System Y
Strongly disagree with some disagreeable neutral / uncertain agree some agree strongly 1 2 3
4 5 6 7 14. Your factory does not get more crowded.

Chapter- 4 Data Analysis

4.1 Worker Job status:

In follow, working in numerous types of employees or workers' industries,

Some are permanent, some beginner, some seasons, semi-permanent etc.

In this analysis industry, all survey respondents ar holding them that it's a good sign. Permanent job standing. Thus, indicates that this business or plant is active permanent¹³

4.2 Level of education:

Distributed in 5 groups of reactionary education. it's found below that

Class represents eight (73.8%). Among the groups, the second largest range is in the team

HSC garment industry employees or staff are not normal in Bangladesh

Higher educational qualifications. Respondents are mostly on floor level workers positions.

4.3 Worker age status:

The following table shows the age distribution of women staff in the statistical distribution. In between

Bangladesh originally started their work at the age of fifteen. The proof

The results showed that 22.5% represent the age of 15-20 years, the primary highest

The age of the age is 57.5% to twenty five years, and the minimum number is shown in the cohort 31-35 years. So, this outcome indicates that more workers ar involved in wear Most of the 15 to 30 year recent factory.

4.4 Wage or Salary payment status:

¹³

Should Revolutionaries Work in Reactionary Trade Unions?, 1920;

Draft Resolutions of the 10th Party Congress, 1921;

The Primitiveness of the Economists and the Organization of the Revolutionaries, 1903;

Minimum wage is Tk 8,000 in the class of pay vary, it is found that almost all of it Respondents drawing vi, 420 taka (33.8%), second biggest fall

11,300 (27.5%) it's normally found that entry-level workers ar quite others

Group conjointly the results show less of the expertise employees or staff or employees.

Chapter-5 Conclusion and Recommendation

5.1 Some Recommendation in RMG sector of Bangladesh:

Major recommendations related to labor welfare Compliance-

As the world gives a lot of attention to compliance issues, thus Bangladesh should follow these remedies

Accord and Alliance, ILO, us government and Common Market guidelines Increase

Compliance is very important. If we tend to fail the time is not far when the brand and the purchaser will not get from us

Factory safety, fire safety, authentic buildings etc. must be complied with

Which will ensure workers' welfare:

To ensure safety of RMG factories-

With the support of all local and international stakeholders, the govt. of Bangladesh is constructive,

Fire and electric Security RMG factory.

Workers' safety.

Strengthening the Labor Inspector

If the labor inspector is to be effective, then a complete overhaul is required. Government

Bangladesh needs to rebuild the inspection department (DIEF) of factories and organizations.

Responsibility and transparency must be ensured. where a public information base and website

Inspection reports that can/that may} be accessed will represent a step toward transparency and exposure

Inspection services.

Strengthening fire Services-

According to the current requirement, the fire Service and protection Department (FSCD) should be strengthened

Requirements inspection work and emphasis on enhancing its ability to react

Events This section requires industrial plant inspection more effectively,

And carry the alarm drills when industrial plant holders safely keep the buildings safe during the alarm Sounds Without inspection-

The RMG industrial plant inspection work is an important step towards improving security in the sector. The Challenges continue to accelerate the already created. Bangladesh has to make its institutional, regulatory

And the oversight process associated with building and fire safety to make sure a safe working environment

Once the support from external partners ends.

Professional health and safety enhancement-

The skills and skills of professional safety and health are the foremost important

Challenges for RMG sector! Through coaching and education and wider awareness

Campaigns and materials, staff and employers must be from the safety and safety practices

Good for the purpose of preparing national action plan for fire and building safety.

A good program for bangladesh is being launched-

The Better Work program is designed to push competitive and competitive promotion worldwide

Clothing industry It must comply with international labor standards and national laws

Worldwide provide chain supported the expansion and development of socially responsible export strategies

Enterprise level economic and social performance.

Establishment of an Employment Injury Insurance Project-

Experience of putting in a compensation system after amphibian genus Plaza

Demonstrating requirements for establishing an Employment Lease Insurance (EII) project. this

Employees benefit, financial risk spread among employers and improve the image Bangladesh RMG sector fame

5.2 CONCLUSION

In this study, seven main reasons for Labor Law 2006 were taken into consideration. Most workers think that salary is not paid according to the salary declared. It is not paid within the next seven days within the stipulated time. The workers think they work for the factory and there is no welfare fund for them. Collected information reflects the opinion of the workers of Narayangonj area.

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5.4 Annexure

Questionnaire for Personal Interview