



## Women Garments Worker and Work Status of Working Women in Bangladesh

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### ABSTRACT

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There is no critical exertion for figuring out the degree of work government assistance or the size of work government assistance drives in Bangladesh. There are, 49.5 million of every 2005, 56.7 million monetarily dynamic or dynamic workforce of this country while 54.1 million individuals are utilized in various areas in 2010). Labour regulation (otherwise called work regulation or business regulation) intervenes the connection between laborers, utilizing elements, worker's organizations and the public authority. In a context of growing concern over gender disparities and its resulting adverse impacts on society and the economy, the issue of the contribution of women to the national economy has taken centre stage in development discourse in most countries. There is no denying that integrating women's contribution has become a necessity on equity and efficiency grounds for any economy. It is now widely accepted that women's labour market participation improves their relative economic position, and from a broader perspective also stimulates the efficiency and development potential of the economy. However, traditional gender norms and patriarchal values often restrict women's mobility and constrain their activities in the labour market. This scenario is particularly common in South Asian countries, resulting in much lower participation and in concentration in low-paid activities for women in relation to their male counterparts.

### Keywords:

Labour Rights, Women, Worker, Power, Society, Environment.

### INTRODUCTION

Work regulation emerged in lined up with the Industrial Revolution as the connection among laborer and business changed from limited scope creation studios to huge scope plants. Laborers looked for better circumstances and the option to join (or abstain from joining) a trade guild, while businesses looked for a more unsurprising, adaptable and less expensive labor force.

The condition of work regulation at any one time is subsequently both the result of, and a part of battles between different social powers. As England was the primary country to industrialize, it was likewise quick to confront the frequently horrifying results of modern transformation in a less controlled monetary casing work. Throughout the span of the late eighteenth and ahead of schedule to mid-nineteenth

century the establishment for current work regulation was gradually laid, as a portion of the more appalling parts of working circumstances were consistently enhanced through regulation. This was generally accomplished through the purposeful strain from social reformers, quite Anthony Ashley-Cooper, seventh Earl of Shaftesbury, and others.

The Bangladesh Decent Work Country Program (DWCP) was created in close cooperation with ILO's three sided constituents: the Government, Bangladesh Employers' Federation and National Coordination Committee for Workers Education. Bangladesh occupations technique formed for abilities advancement and occupation creation with higher efficiency and in green ventures particularly for ladies.

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### CONCEPTUAL FRAMEWORK

The Bangladesh government has given sufficient improvement toward safeguarding essential specialist privileges in Bangladesh including the significant privileges of free articulation and opportunity of affiliation laborers

ladies of Bangladesh for perilous working condition and a terrible the lowest pay permitted by While estimating the determinants of labour force participation, especially in developing countries, one of the key methodological challenges lies in dealing with the fact that a wage is not available for those who are unpaid but are in the labour force.

## **LITERATURE REVIEW**

McFadden stated that despite the phenomenal success of the RMG sector, poor working conditions in the factories and a lack of social compliance are serious concerns, leading to labour unrest and damage to institutions and property. (Paul-Majumder Pratima 1998).

Crowley ascertained a rising fear in Bangladesh that the ready-made garment sector may face a decline in demand. Social compliance in the RMG industry is a key requirement for most of the world's garment buyers. It ensures labour rights, labour standards, fair labour practices and a code of conduct. (Peter Crowley, 1995)

Rahman et al. found that Bangladesh is considered to have a child labour problem especially in the RMG sector. In most cases, children often commence work at a very young age; as a result, they suffer serious injuries and sometimes death in the workplace. (Mohammad Mazur Rahman (1999 Begum found that the garment manufacturing factories in Bangladesh frequently violate the labour laws of 1965 concerning the providing of an appointment letter, working hours, breaks, leave, minimum wages and fringe benefits. (Begum Nazma, 2002)

Discussions over the job and effects of work market foundations have gone on throughout recent many years. As a matter of fact, this discussion has heightened as globalization and mechanical change have uncovered created and non-industrial nations to more prominent contest and upped the ante for tracking down the ideal institutional structure (Hayter 2011).

Obviously without a trace of experimental proof, intelligently predictable stories that agreement with instinct have extraordinary allure (Heckman 2007:2).

The case for a solitary pinnacle of prevalent work market execution (e.g., liberation, light foundations) has been replaced by contentions for double or even multiple tops where practically identical degrees of execution can be arrived at utilizing different administrative and institutional blends (Eichhorst, Feil, and Braun 2008)

This suitably depicts the examination on work market establishments, which is overwhelmed by two inside reliable yet contradicting instincts what Freeman (1993) when called institutionalism (foundations can decrease exchange costs, upgrade efficiency, and moderate emergencies)

Seth in his book "Work in Indian Coal Industry" talked about the severe circumstances of Indian Coal diggers under pioneer rule, where no government assistance exercises were

done and portrayed the laborers' harsh circumstance due to the shortfall of such sort of exercises (Seth, 1940).

Srivastava in his theory, "Work Welfare in India" made sense of exhaustively the work government assistance estimates attempted by chosen public and private area organizations in India. It has been found that in the arrangement of government assistance offices to laborers and workers, private area organizations are falling behind open area organizations. (Srivastava, 1953).

Omprakash Verma in his theory, "Work Welfare and Industrial Peace in India" called attention to that modern discontent has turned into a typical peculiarity among various enterprises due to the disappointment of the businesses to give sufficient government assistance offices to their representatives (Verma, 1958-65).

Dharam Veersingh's postulation, "Social and Economic Welfare Services in Uttar Pradesh" mirrors that after freedom, the progressive Governments couldn't give to the penniless individuals the necessary social and financial government assistance administrations and as a result of that specific explanation, many individuals were living beneath the destitution line (Veersingh, 1963-67).

V.L.Srivastava in his book, "A Socio-Economic Survey of the Workers in the Coal Mines of India" uncovered the poor financial states of coal laborers in India, particularly in Bihar. He observed that high obligation, low wages and unfortunate government assistance offices these variables are capable behind the poor financial states of excavators (Srivastava, 1970).

Sharma in his postulation, "Everyday environments of Colliery Workers in Jharia Coal Field's" made sense of the severe state of laborers and representatives in Jharia coal fields because of unfortunate government assistance offices and nonappearance of other essential backings from manager's site. Henceforth, there is an incredible requirement for development of government assistance offices to upgrade the day to day environments of the coal laborers (Sharma, 1974).

Mishra in his postulation, "History and Working of Trade Unions in the Coal Mining Industry of Bihar" illuminated history, development, and improvement of worker's guilds in the mining business. He additionally examined the job of worker's guilds in alleviating the issues of laborers and representatives by meddling in different government assistance exercises (Mishra, 1978).

## **DEFINITION OF RELATED TERMS AND CONCEPTS**

### **Women's Worker**

Person who, for a certain period of time, performs services for, and under the direction of, another person, in return for which she receives remuneration.

### **Labour**

The work done by a group of workers or by a particular worker is referred to as their labour. Every man should

## **Naimul Razzaque et al, Women Garments Worker and Work Status of Working Women in Bangladesh**

receive a fair price for the product of his labour. The unemployed cannot withdraw their labour—they have no power practical work, especially when it involves hard physical effort.

### **Labour Court**

A work court or work court or modern council is an administrative legal executive body which rules on work or business related matters and questions. In various nations, work cases are frequently taken to isolate public work high courts.

### **International Labour law**

International labour law is the body of rules spanning public and private international law which concern the rights and duties of employees, employers, trade unions and governments in regulating the workplace. The International Labour Organization and the World Trade Organization have been the main international bodies involved in reforming labour markets. The International Monetary Fund and the World Bank have indirectly driven changes in labour policy by demanding structural adjustment conditions for receiving loans or grants. Issues regarding Conflict of laws arise, determined by national courts, when people work in more than one country, and supra-national bodies, particularly in the law of the European Union, has a growing body of rules regarding labour rights.

### **Garment Worker Women**

Article of clothing laborer, piece of clothing creator shroud producer, furrier - somebody whose occupation is making or fixing fur pieces of clothing. Dressmaker, needlewoman, sewer, needle worker, humble - somebody who makes or patches dresses. needle specialist - somebody who takes care of business as sewing or weaving with a needle.

## **CONCLUSION**

The International Labor Organization and the World Trade Organization have been an essential concentration among worldwide bodies for directing work markets. Clashes emerge when individuals work in more than one country. EU regulation has a developing collection of working environment rules.

The Bangladesh Decent Work Country Program (DWCP) was created in close cooperation with ILO's three sided constituents: the Government, Bangladesh Employers' Federation and National Coordination Committee for Workers Education. Bangladesh Plays a good role in occupations technique formed for abilities advancement and occupation creation with higher efficiency and in green ventures particularly for ladies. Bangladesh plays a vital role in these areas in recent years.

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