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Assessing the Quality of Work Life of Garment Workers in Bangladesh: A Study on Garment Industries in Dhaka City

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Assessing the Quality of Work Life of Garment Workers in Bangladesh: A Study on Garment Industries in Dhaka City

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Abstract- This paper caters to assess the satisfaction level of garment workers with their quality of work life highlighting the garments inside the Dhaka city in Bangladesh. The study includes20 garment industries in Dhaka city at random using lottery technique. Approximately 12 workers have been selected from each of the factories. Data have been collected using a structured questionnaire. The research factors include compensation, job security, and work load, career growth opportunity, working environment, job design, informal relationship and participation in decision making. The study analyzed the data obtained from the self-completion questionnaire. The analysis contains some statistical measurements as, mean, standard deviation, and variance along with a frequency distribution table for each data set. The findings indicates that the employees working in garments sector neither disagree nor agree with their quality of work life initiatives by authority of the garments and their quality of work life is tending toward the 'somewhat agree' stance. The ending up of the study highlights suggestions recommended by the respondents.

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I. Introduction

The recent ups and downs in the readymade garment industry bring the industry in light from Bangladeshi context. The readymade garment industry of Bangladesh is a labor-intensive industry. Because of the industry's nature, the matters relating to human resource management comes first. Quality of work life signifies the whole scenario of human resources, mainly the workers working in the industry. Our work concerns mainly the workers and their quality of work life under the industry.

Bangladesh, located in Southeast Asia, is a developing country among the third world countries. According to the United Nations Development Program (UNDP), Bangladesh holds 146th position on human development index among 208 countries and territories in 2013[1]. The country has her population of about 15 crore 36 lacs[2]. The country has huge opportunities of growing business, especially labor-intensive businesses, like garment industry, jute industry, shrimp and leather industries. The total contribution of the industrial sector to the national income of Bangladesh is 31.98%[3]. Among these industries, garment industry occupies a considerable part to total industrial portion and contributes a significant amount to the country's revenue. The readymade garment industry alone consists 79.60% of the total industrial sector's contribution to the national income.

In the field of human resource management, the concept of quality of work life, the methods of ensuring holistic well-being of human resources or employees, is getting well-liked in recent times. Kashani (2012) tried to define quality of work life as a philosophy or set of principles which say employees are trustworthy, responsible and capable to make contribution and treating employees with respect. Quality of work lifemainly refers to those activities relating to the life span of an employee whiling working in an organizational setting. In other words, quality of work life emphasizes those human welfare aspects of employees which include compensation, health and safety, growth, job design, job settings, labor-management relation, work load and related activities. Sirgyand his coauthors (2001) labeled the term quality of work life as the impact of the workplace on satisfaction in work life, satisfaction in non-work life domains, and satisfaction with overall life of an employee.

II. Objectives of the Study

The paper has been designed to highlight the existing condition of quality of work life of the readymade garment industry based on eight factors. The objectives cover:

i. To identify demographic factors of the readymade garment workers.

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[1]United Nations Development Program 2012, *Table 1: Human Development Index and its components*, New York City, USA, viewed 21 May 2014, [https://data.undp.org/dataset/Table-1-Human-Development-Index-and-its-components/wxub-qc5k]
[2] Bangladesh Economic Review, 2013
[3] Bangladesh Economic Review, 2013

ii. To explorethe satisfaction level of the workers relating to quality of work life in the readymade garment industry.
iii. To recommend possible suggestions as way-outs to get rid of the problems.

III. Literature Review

The literature review refers to the reviewing of existing concepts and theories relating to the concerned fields. The reviewing of the literature relating to quality of work life in different industries with special emphasis on garment industry highlights in the below paragraphs.

While studying comparatively the Quality Work Life of commercial banks Tabassum, Rahman, and Jahan (2011) focused their work on eight dimensions of quality of work life comprising adequate and compensation, work and total life space, opportunities for growth and security, development of human capacities, safety and health, work schedule and job assignment, attention to job design, and employee relations. They found that the local private commercial banks are lagged behind in connection with quality of work life or in other words foreign bank employees exercise more qualified work life in mostly all dimensions the authors conducted their study.

In a work on quality of work life in tobacco industries in Bangladesh, Elias and Saha (2005) emphasized on, for first, quality of work life of workers of polluted tobacco industries and non-polluted tobacco industries, second, health, well-being, job satisfaction and quality of working life of the workers in the polluted tobacco industries are worse than those of the non-polluted tobacco industries.

A paper worked by Kaur (2010) mainly concentrated on quality of work life policies and practices adopted by ICICI Bank Ltd. The factors considered by the author were compensation, safety and health, performance appraisal, training and development opportunities, and growth of employee's career. Major findings of the paper represent that the employees working for ICICI bank ltd, are satisfied with the current quality of work like they are provided but in some context like career growth opportunities hampered.

Kornbluh (1984) catered on a paper to show the work place democracy and quality of work life. In the paper the author showed a relation of union and owner, and quality of work life through showing motive of management as are increasing productivity and quality of the work, enlarging the quality of work life of the new comers, and meeting the international contest.

Hong, Tan, and Bujang (2010) related work life quality of teaching staffs with work commitment, their stress and satisfaction in the Malaysian context. The authors emphasized on teachers' background, work life quality, work commitment, work stress, work satisfaction. The authors found that there exists a positive relationship between work life quality and work commitment and weak negative relationship between work life quality and work stress.

In accordance with the publication of Bolhari and others (2011) that shows a relationship between quality of work life and demographic characteristics of staffs working in information technology field in the context of Iran. The paper is based on some demographic characteristics e.g., gender, age, work experience, and salary. Quality of work life factors include social relevance, total life space, social integration, development of human capacities, adequate and far compensation, safety and health effort, growth prospectus, and constitutionalism. The paper has not found relationship between gender and quality of work life but they found a significant relationship between age factor, work experience, and income with quality of work life. At last, the author described some implications.

Another article by Rethinam and Ismail (2008) showed quality of work life's constructs in the information technology sector in the Malaysian context. The article is a descriptive one which shows mainly the quality of work life constructs namely, health and well-being, job security, job satisfaction, competency development, and work and non-work life balance. After a bulky discussion on the constructs of quality of work life, the authors recommended some suggestions.

Hamidi and Mohamadi (2012) in their work show quality of work life of teachers in secondary schools in the Iranian context. Compensation, safety and health, career growth, security, social relevance, total life space, social integration, constitutionalism, human progress capability are the factors relying on these factors the authors tried to measure the teachers' quality of work life condition.

IV. Methodology

a) Development of factors for data collection

Demographic factors described in the work of Bolhari and others (2011) cover age, gender, experience level, and income. In our study we mainly consider demographic factors such as age group, gender, marital status, education, income level, experience, and birthplace (division).

Tabassum, Rahman, and Jahan (2011) mentioned eight components of quality of work life in their work, e.g., fair compensation, work and total life space, opportunity to grow, opportunity to develop human capacity, health and safety, work schedule, attention to job, and employee relation. The factors in our work as indicators of quality of work life in the garment industrycompromise:

i. Compensation package
ii. Health and safety effort
iii. Work load

iv. Career growth prospect
v. Workenvironment
vi. Job design
vii. Informal relationship
viii. Worker participation

b) Population and sampling of data

The total number of readymade garment companies inside the Dhaka city consist the population of the study. The sampling process, undertaken for the study, is sample random sampling. In Bangladesh, Dhaka city contains most of the readymade garment factories. We select 20 garment factories in Dhaka city at random using lottery technique. The total number of respondents is 226 and these people are workers only. Approximately 12 workers have been selected from each of the company.

c) Data collection procedure

Data, used in the study, are primary. Data have been collected using a structured questionnaire. The questionnaire is based on Likert's 5 point scale. 1 represents strongly dissatisfied stance, 2 represents somewhat dissatisfied, 3 represents neither dissatisfied nor satisfied, 4 represents somewhat satisfied and 5 represents very satisfied stances against the statements on the questionnaire. The whole questionnaire covers mainly three areas of data that are demographic data, quality of work life dimensions, and possible way out.

d) Measurement of the data using statistical tools

The data analysis has done using SPSS. The frequency distribution, mean, standard deviation and varianceof the data have been analyzed using the software SPSS. The presentation of the data analyzed has been given in three sections, first one is for demographic characteristics of the respondents, second section is for quality of work life, and the third section comprises suggestions as way outs based on quality of work life factors.

V. Data Presentation, Analysis and Findings

The section outlines data presentation, analysis of the data found, and at the same time findings thereof. The part of data presentation, analysis and findings has three parts. The first part consists of demographic information, second part consists of quality of work life, and the third part consists of possible suggestions.

a) Part One: Socio-demographic Information

This section delves into the socio-demographic dimensions of the workers in the garment industry with a special drag down in Dhaka city area. Age, gender, marital status, education, experience, income level, and birthplace are taken under study. The statistical measures with the help of frequency distribution table are represented in the following sub-sections.

i. *Age Group*

Distribution of Age of the Workers in Garment Industry

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	<=15	4	1.8	1.8	1.8
	16-25	132	58.4	58.4	60.2
	26-35	70	31.0	31.0	91.2
	36-45	14	6.2	6.2	97.3
	>=46	6	2.7	2.7	100.0
	Total	226	100.0	100.0	

[Source: Data collected through field survey using a self-completion questionnaire.]

The table shows the frequency distribution of age of the workers of the readymade garment industry under study. It highlights that the workers of age group of 16-25 years consists the significant portion of the garment workers. The age group of 16-25, 26-35, 36-45, >=46, and <=15 years covers 58.4, 31.0, 6.2, 2.7, and 1.8 percentage of the total valid respondents respectively. The table shows that the age group of <=15 years consists lowest portion of the garment workers.

ii. *Gender*

Distribution of Gender of the Workers in Garment Industry

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Male	161	71.2	71.6	71.6
	Female	63	27.9	28.0	99.6
	Others	1	.4	.4	100.0

	Total	225	99.6	100.0	
Missing	System	1	.4		
Total		226	100.0		

[Source: Data collected through field survey using a self-completion questionnaire.]

The above table shows the frequency distribution of the gender of the garment workers under study. It represents that the male workers are the dominating class in the industry. The male workers cover 71.6 percent, female workers cover 28.0 percent and others cover .4 percent of total valid data obtained.

iii. *Marital Status*

Distribution of Marital Status of the Workers in Garment Industry

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Married	135	59.7	60.0	60.0
	Unmarried	89	39.4	39.6	99.6
	Divorced	1	.4	.4	100.0
	Total	225	99.6	100.0	
Missing	System	1	.4		
Total		226	100.0		

[Source: Data collected through field survey using a self-completion questionnaire.]

The table shows the frequency distribution of the marital status of the workers in the garment industry. It portrays that the number of married workers in the industry covers the significant portion. But there are unmarried and divorcee working in the industry. Married workers are of 60.0 per cent and female workers are 39.6 per cent as well as .4 per cent covers the rest.

iv. *Education Level*

Distribution of Education Level of the Workers in Garment Industry

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Up to class 5	54	23.9	24.2	24.2
	Up to class 8	109	48.2	48.9	73.1
	Up to SSC	24	10.6	10.8	83.9
	Up to HSC	19	8.4	8.5	92.4
	Graduate	10	4.4	4.5	96.9
	Post Graduate/above	7	3.1	3.1	100.0
	Total	223	98.7	100.0	
Missing	System	3	1.3		
Total		226	100.0		

[Source: Data collected through field survey using a self-completion questionnaire.]

The frequency distribution table shows that the percentage of workers up to class 8 holds the significant portion of the total respondents. Workers up to class 5, up to SSC, up to HSC, graduate, and post graduate/above cover 24.2, 10.8, 8.5, 4.5, and 3.1 per cent of the whole garment workers respectively. The workers tend to less educated especially junior secondary to primary classes that indicates a downward educationalqualification among workers in the industry.

v. *Income Level*

Distribution of Income Level of the Workers in Garment Industry

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	<=BDT 4,000	11	4.9	4.9	4.9

BDT 4,001-8,000	114	50.4	50.4	55.3
BDT 8,001-12,000	41	18.1	18.1	73.5
BDT 12,001-16,000	30	13.3	13.3	86.7
BDT 16,001-20,000	19	8.4	8.4	95.1
>= BDT 20,001	11	4.9	4.9	100.0
Total	226	100.0	100.0	

[Source: Data collected through field survey using a self-completion questionnaire.]

The table delineates that the frequency distribution of income level of the workers in the garment industry. It represents that the workers with their income level varies. Most significantly it ranges from BDT 4,001 to BDT 8,000. 50.4 per cent of workers in the garment industry haveincome level of BDT 4,001-8,000 and 18.1 per cent, 18.1 per cent, 13.3 per cent, as well as 8.4 per cent have salary ranges of BDT 8,001-12,000, BDT 12,001-16,000, and BDT 16,001-20,000 respectively. Furthermore, 4.9 per cent and another 4.9 per centof workers in the industry have a salary range of <=BDT 4,000 and >= BDT 20,001 respectively. The data represent a lower salary scale of the workers in the industry.

vi. *Experience Level*

Distribution of Experience Level of the Workers in Garment Industry

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	<= 2 years	53	23.5	23.5	23.5
	2-4 years	75	33.2	33.2	56.6
	4-6 years	43	19.0	19.0	75.7
	6-8 years	18	8.0	8.0	83.6
	8-10 years and above	37	16.4	16.4	100.0
	Total	226	100.0	100.0	

[Source: Data collected through field survey using a self-completion questionnaire.]

The above table outlines that the experience of the most of the workers in the garment industry belong to 2-4 years. Further, 23.5 per cent, 19.0 per cent, 16.4 per cent, and 8.0 per cent are the most of the worker's experience level of <= 2 years, 4-6 years, 8-10 years, and 6-8 years respectively.

vii. *Birthplace*

Distribution of Birthplace of the Workers in Garment Industry

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Barishal	26	11.5	11.5	11.5
	Chittagong	31	13.7	13.7	25.2
	Dhaka	62	27.4	27.4	52.7
	Khulna	21	9.3	9.3	61.9
	Rajshahi	46	20.4	20.4	82.3
	Rangpur	29	12.8	12.8	95.1
	Sylhet	11	4.9	4.9	100.0
	Total	226	100.0	100.0	

[Source: Data collected through field survey using a self-completion questionnaire.]

The table shows that the workers in the industry mostly come from Dhaka division. The workers in the garment industry from Dhaka, Rajshahi, Chittagong, Rangpur, Barishal, Khulna, and Sylhetdivisions cover 27.4, 20.4, 13.7, 12.8, 11.5, 9.3, and 4.9 per cents respectively. Most significantly it shows that the maximum workers come from Dhaka division and the minimum number of workers comes from Sylhet.

b) Part Two: Quality of Work Life

This part represents and analyzes the data pertaining to quality of work life of the workers in the garment industry with special emphasis on Dhaka city

area. The part delves into the extent to which the workers satisfied with quality of work life in the garment industry. It comprises these factors, namely, compensation, health and safety efforts, work load, career growth opportunities, work environment, job design, informal relationship, and participation in decision making.

i. *Compensation Package*

Statistics

N	Valid	225
	Missing	1
Mean		2.93
Std. Deviation		1.054
Variance		1.111

[Source: Data collected through field survey using a self-completion questionnaire.]

The results from the statistics showed it that the workers are in 'somewhat disagree' stance with the compensation package providing by the garment companies and are also tending to 'neither agree nor disagree' stance. This stance is very cautious to the parties making decisions in the industry. The standard deviation and variance are 1.054 and 1.111.

Distribution of Consent of Workers pertaining to the Compensation Package

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	28	12.4	12.4	12.4
	Somewhat Disagree	47	20.8	20.9	33.3
	Neither Agree Nor Disagree	65	28.8	28.9	62.2
	Somewhat Agree	83	36.7	36.9	99.1
	Strongly Agree	2	.9	.9	100.0
	Total	225	99.6	100.0	
Missing	System	1	.4		
	Total	226	100.0		

[Source: Data collected through field survey using a self-completion questionnaire.]

The above table shows that the frequency distribution, percent, valid percent and cumulative percent on the satisfaction of the workers in the garment industry with compensation package. Among the respondents, 12.4, 20.9, 28.9, 36.9, and .9 percent respondents strongly disagreed, somewhat disagreed, neither agreed nor disagreed, somewhat agreed, and strongly agreedrespectively with the existing compensation facilities in the garment industry.

ii. *Health and Safety Effort*

Statistics

N	Valid	225
	Missing	1
Mean		3.02
Std. Deviation		.970
Variance		.941

[Source: Data collected through field survey using a self-completion questionnaire.]

The results of the statistics (mean, std. deviation, and variance) show that the workers in the garment industry are standing on a 'neither disagree nor agree' position on the Likert five point scale and it has nce. The mean value is 3.02 on a scale from 1 to 5. The standard deviation and variance are .970 and .941.

Distribution of Consent of Workers pertaining to the Health and Safety Efforts

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	8	3.5	3.6	3.6
	Somewhat Disagree	70	31.0	31.1	34.7
	Neither Agree Nor Disagree	65	28.8	28.9	63.6
	Somewhat Agree	73	32.3	32.4	96.0
	Strongly Agree	9	4.0	4.0	100.0
	Total	225	99.6	100.0	
Missing	System	1	.4		
	Total	226	100.0		

[Source: Data collected through field survey using a self-completion questionnaire.]

The table above shows the frequency distribution, percentage, valid percentage and cumulative percentage. It indicates that 3.6, 31.0, 28.8, 32.3, and 4.0 per cent of the garment workers are strongly disagree, somewhat disagree, neither agree nor disagree, somewhat agree, and strongly agreed respectively with their health and safety efforts providing by the garment companies. Here the most significant thing is the garment workers are somewhat agree consisting of 32.4 per cent and somewhat disagree consisting of 31.0 per cent and neither disagree and nor agree consisting of 31.0 per cent.

iii. *Work Load*

Statistics

N	Valid	225
	Missing	1
Mean		3.26
Std. Deviation		.904
Variance		.817

[Source: Data collected through field survey using a self-completion questionnaire.]

The statistics portray the existing work load scenario of the workers working for the garment industry. It indicates that the garment workers are neither dissatisfied nor satisfied with the current work loaded on them but it starts going toward 'somewhat agree' stance.

Distribution of Consent of Workers relating to Their Work Load

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	13	5.8	5.8	5.8
	Somewhat Disagree	27	11.9	12.0	17.8
	Neither Agree Nor Disagree	78	34.5	34.7	52.4
	Somewhat Agree	103	45.6	45.8	98.2
	Strongly Agree	4	1.8	1.8	100.0
	Total	225	99.6	100.0	
Missing	System	1	.4		
	Total	226	100.0		

[Source: Data collected through field survey using a self-completion questionnaire.]

The frequency distribution table represents that the workers under study belong to mostly in 'somewhat agree' stance. It shows that 5.8, 12.0, 34.7, 45.8, and 1.8 per cent of the workers in the industry are strongly disagreed, somewhat disagreed, neither agreed nor disagreed, somewhat agreed, and strongly agreed stances respectively.

iv. *Career Growth Prospect:*

Statistics

N	Valid	225
	Missing	1
Mean		3.26
Std. Deviation		.865
Variance		.748

The statistical measures show that the workers are in a 'neither disagree nor agree' stance with their career growth opportunities providing by their respective garment companies and it is tending toward 'somewhat agree' stance. The standard deviation and variance are .865 and .748 respectively.

Distribution of Consent of Workers relating to the Career Growth Opportunities

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	9	4.0	4.0	4.0
	Somewhat Disagree	33	14.6	14.7	18.7
	Neither Agree Nor Disagree	75	33.2	33.3	52.0
	Somewhat Agree	106	46.9	47.1	99.1
	Strongly Agree	2	.9	.9	100.0
	Total	225	99.6	100.0	
Missing	System	1	.4		
	Total	226	100.0		

[Source: Data collected through field survey using a self-completion questionnaire.]

The above frequency distribution table summarizes the extent to which the workers are satisfied. It explores that 4.0, 14.7, 33.3, 47.1, and .9 per cent of the workers in the garment industry are strongly disagree, somewhat disagree, neither agree nor disagree, somewhat agree, and the rest are strongly agree with their career growth opportunities. Most importantly 47.1 per cent of the workers are in the 'somewhat agree' stance.

v. *Work Environment:*

Statistics

N	Valid	224
	Missing	2
Mean		3.46
Std. Deviation		.997
Variance		.994

[Source: Data collected through field survey using a self-completion questionnaire.]

The statistics result that the workers in the industry are in a 'neither disagree nor agree' stance and tending toward 'somewhat agree' stance. The standard deviation shows a dispersion of 0.997 in the opinions with work environment of workers. Again the variance is 0.994.

Distribution of Consent of Workers relating to the Surroundings They Work in

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	9	4.0	4.0	4.0
	Somewhat Disagree	37	16.4	16.5	20.5

	Neither Agree Nor Disagree	40	17.7	17.9	38.4
	Somewhat Agree	119	52.7	53.1	91.5
	Strongly Agree	19	8.4	8.5	100.0
	Total	224	99.1	100.0	
Missing	System	2	.9		
	Total	226	100.0		

[Source: Data collected through field survey using a self-completion questionnaire.]

The above table shows that the frequency distribution of the workers' opinion relating to their work environment in the garment industry. It indicates that the most workers are in a 'somewhat agree' stance with their working environment in the garment Industry.

vi. *Job Design*

Statistics

N	Valid	223
	Missing	3
Mean		3.30
Std. Deviation		.961
Variance		.923

[Source: Data collected through field survey using a self-completion questionnaire.]

The results from the statistics outlines that the workers in the industry are in a 'neither disagree nor agree' stance and are now tending toward the 'somewhat agreed' stance with the job designing perspectives in their work settings. The standard deviation and variance are .961, and .923.

Distribution of Consent of Workers relating to the job designed beforehand?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	12	5.3	5.4	5.4
	Somewhat Disagree	30	13.3	13.5	18.8
	Neither Agree Nor Disagree	73	32.3	32.7	51.6
	Somewhat Agree	95	42.0	42.6	94.2
	Strongly Agree	13	5.8	5.8	100.0
	Total	223	98.7	100.0	
Missing	System	3	1.3		
	Total	226	100.0		

[Source: Data collected through field survey using a self-completion questionnaire.]

The above table shows that the frequency distribution, percentage, valid percentage, and cumulative percentage of the respondents' stances that states 5.4, 13.5, 32.7, 42.6, and 5.8 percent of the workers strongly oppose, somewhat oppose, neither oppose nor support, somewhat support and strongly support respectively their jobs designed earlier. Most significantly it indicates that the most of the workers somewhat agree the job design.

vii. *Informal Relationship*

Statistics

N	Valid	224
	Missing	2
Mean		3.35
Std. Deviation		.910
Variance		.829

[Source: Data collected through field survey using a self-completion questionnaire.]

The workers in the garment industry are in a 'neither disagree nor agree' stance and are tending toward 'somewhat agree' stance in connection with the informal relationship in the factory house. The mean, standard deviation, and variance are 3.35, .910, and .829 respectively.

Distribution of Consent of Workers relating to the Informal Relationship in the Work Settings

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	8	3.5	3.6	3.6
	Somewhat Disagree	34	15.0	15.2	18.8
	Neither Agree Nor Disagree	63	27.9	28.1	46.9
	Somewhat Agree	110	48.7	49.1	96.0
	Strongly Agree	9	4.0	4.0	100.0
	Total	224	99.1	100.0	
Missing	System	2	.9		
	Total	226	100.0		

[Source: Data collected through field survey using a self-completion questionnaire.]

The above table delineates the frequency distribution, percent, valid percent, and cumulative percent of the respondents in the readymade garment industry. It indicates that 3.6, 15.2, 28.1, 49.1, and 4.0 per cent of the workers are strongly oppose, somewhat oppose, neither oppose nor support, somewhat support and strongly support respectively their opportunities to informally maintaining relationship in the factory while working on the ground. It finds that most of the workers are in 'somewhat agree' stance.

viii. *Worker participation*

Statistics

N	Valid	220
	Missing	6
Mean		3.15
Std. Deviation		.893
Variance		.798

[Source: Data collected through field survey using a self-completion questionnaire.]

The statistical results portrays that the garment workers are in 'neither disagree nor agree' stance and just start to move toward the 'somewhat agree' stance with the matters pertaining to participations in decision making in the industry. The mean, standard deviation and variance are 3.15, .893, and .798 respectively.

Distribution of Consent of Workers relating to the Practice of Worker's Participation in Decision Making

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	9	4.0	4.1	4.1
	Somewhat Disagree	42	18.6	19.1	23.2
	Neither Agree Nor Disagree	79	35.0	35.9	59.1
	Somewhat Agree	86	38.1	39.1	98.2
	Strongly Agree	4	1.8	1.8	100.0
	Total	220	97.3	100.0	
Missing	System	6	2.7		
	Total	226	100.0		

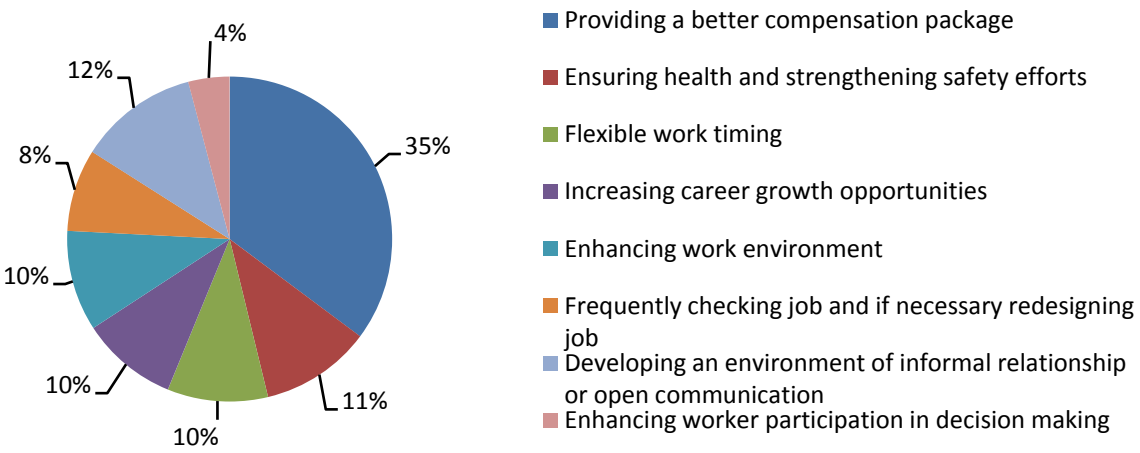
[Source: Data collected through field survey using a self-completion questionnaire.]

The above table shows the existing practice of the workers' participation in decision making in the readymade garment factories. It indicates that 4.1, 19.1, 35.9, 39.1, and 1.8 per cent of the workers are strongly disagree, somewhat disagree, neither agree nor disagree, somewhat agree, and the rest are strongly agree respectively with their participation in decision making.

c) Part Three: Suggestions

The suggestions are provided by the respondents in a structured way. The respondents mostly emphasized the compensation package. Accordingly 35 per cent of the respondents indicated the better compensation package should be there in the garment industry to support for first the workers working in the factory shops. Other suggestions cover ensuring of good health and safety efforts from the employers, working schedule should be flexible, career growth opportunities should be there, working environment should be safe and well decorated, open communication, better opportunities for participation in the decision making, and job designing is also a good factor to be considered by the employers in the industry.

Distribution of Percentage of Suggestions Recommended by Respondents



[Source: Data collected through field survey using a self-completion questionnaire.]

VI. Conclusion

While wrapping up the study we see that quality of work life of the workers in the readymade garment industry is neither in a good or bad stand. More specifically, the quality of work life in the readymade garment industry with a special emphasis on Dhaka area is in a neutral stance where the workers are neither satisfied nor dissatisfied with their quality of work life factors. Earlier the study tries to show the socio-demographic dimensions of the workers and at last the study recommends possible suggestions where to emphasize. The quality of work life of workers in the garment industry in the selected area represents vulnerable situations in practice and need to erect the industry robustly through ensuring quality of work life for sustainable and safe and sound as well as well remunerated workers and their lives.

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