

Social Violations in the RMG Sector of Bangladesh

Md Sharfuddin Ashbin¹, Md. Ahnaf Hamim², S. M. Rehan³,

Mirza Didarul Islam⁴, Md. Nazmul Alam Gazi⁵

University of Liberal Arts Bangladesh

Abstract

The Ready-Made Garments (RMG) sector in Bangladesh, while crucial to the economy, continues to grapple with persistent social violations such as labor exploitation, unsafe working conditions, and gender-based discrimination. This paper systematically examines how these violations occur, particularly in supplier locations, and explores the underlying causes driving these issues. Through surveys and interviews conducted in Dhaka and Narayanganj RMG sectors, combined with a synthesis of previous research, this study provides a comprehensive analysis supported by categorized references. The findings emphasize the need for robust regulatory oversight, corporate accountability, and international cooperation to address these challenges. Moreover, the paper underscores the critical role of social sustainability in ensuring the long-term viability of the RMG sector. Actionable recommendations are provided to guide industry stakeholders toward fostering a more ethical and socially responsible industry.

Keywords: RMG sector, Bangladesh, social violations, labor rights, safety violations, gender-based violence, social sustainability, corporate responsibility

1. Introduction:

1.1 Background: The Ready-Made Garments (RMG) sector in Bangladesh is a linchpin of the country's economy, accounting for approximately 11% of its GDP as of 2022 (Bangladesh Bank, 2023). The industry employs over 4 million workers, making it the largest employment sector outside of agriculture. The growth of the RMG sector began in the 1980s, driven by global demand for low-cost apparel and favorable trade policies such as the Multi-Fibre Arrangement (MFA). By the early 2000s, Bangladesh had established itself as a global leader in garment exports, primarily due to its competitive labor costs and strong international demand (Ahmed & Rahman, 2022). Despite this success, the sector is marred by systemic issues, including labor exploitation, unsafe working conditions, and environmental degradation.

The RMG sector's economic significance cannot be overstated. It accounts for over 80% of Bangladesh's export earnings, which makes it a critical pillar for the nation's economic stability (World Bank, 2023). However, this reliance on the RMG sector has come at a significant social cost, as labor violations and safety issues have consistently plagued the industry. The Rana Plaza collapse in 2013, which resulted in over 1,100 deaths, is a stark reminder of the sector's deep-rooted problems and the urgent need for reform.

1.2 Problem Statement: Despite its economic importance, the RMG sector in Bangladesh is notorious for poor working conditions, wage theft, gender discrimination, and safety hazards. Workers often face long hours, low wages, and unsafe environments, with limited recourse for justice (Hossain & Alam, 2016; Siddiqi, 2017). Gender discrimination is particularly rampant, with women—who make up around 80% of the workforce—bearing the brunt of wage disparities, harassment, and inadequate maternity protections (Akter et al., 2024; Islam & Ahmad, 2019). The Rana Plaza disaster highlighted these issues, leading to global outrage and calls for better regulations. Yet, a decade later, many of these problems persist, exacerbated by weak enforcement of labor laws and corporate negligence (Alamgir & Banerjee, 2018; Hoque & Maalouf, 2020; Rahman et al., 2023).

These issues are not just isolated incidents but indicative of systemic failures within the sector. Many factories, particularly subcontracted ones, operate under poor conditions due to cost-cutting measures, lack of oversight, and pressure from global brands to deliver products at the lowest possible price (Fontana, 2015). The lack of effective regulatory frameworks and the government's reliance on the sector for economic stability create a cycle of exploitation that is difficult to break (Siddiqi, 2017; Sinkovics et al., 2016).

1.3 Importance of the Study

Addressing social violations in the Ready-Made Garments (RMG) sector of Bangladesh is essential not only for safeguarding the rights and well-being of millions of workers but also for ensuring the sector's sustainability in the global market. As international buyers and consumers become increasingly aware of the ethical implications of their purchasing decisions, there is growing pressure on the RMG sector to improve its social practices. Failure to address these violations could lead to a significant loss of market share, as global brands seek to distance themselves from unethical practices and shift their sourcing to regions that demonstrate stronger social responsibility and compliance with international labor standards (Chowdhury et al., 2023; Alamgir & Banerjee, 2018; Hoque & Maalouf, 2020).

Moreover, the long-term sustainability of Bangladesh's economic growth hinges on the sector's ability to reform and align with social sustainability principles. Ethical business practices and social compliance are no longer optional but are integral to the industry's future. Research has shown that without addressing these fundamental issues, the sector risks becoming increasingly vulnerable to global shifts in consumer behavior and stricter international regulations (Hossain & Alam, 2016; Sinkovics et al., 2016).

By fostering an environment that prioritizes worker rights, safety, and gender equality, the RMG sector can ensure its longevity and continued contribution to the nation's economy. This study aims to provide a comprehensive analysis of the social violations in the RMG sector and offers actionable recommendations to stakeholders for promoting social sustainability and ethical practices. Addressing these issues is crucial for securing both the economic and social future of the sector, making it resilient against global shifts in consumer expectations and regulatory standards (Fontana, 2015; Akter et al., 2024; Islam & Ahmad, 2019).

1.4 Research Objectives:

The primary objectives of this research are:

1. To assess the extent and nature of labor rights violations within the RMG sector of Bangladesh.
2. To understand the root causes of these violations, including inadequate enforcement of labor laws, corporate accountability issues, and socio-economic factors.

To evaluate the impact of gender-based discrimination and violence within the workplace.

Table : Violation Issues in the RMG sector of Bangladesh with References.

No.	Broad Categories	Sub-categories	Reference(s)
1	Labor Rights	Child Labor	Chowdhury et al., 2023; Rahman et al., 2023; Jaiswal and Ha-Brookshire, 2020
1	Labor Rights	Forced Overtime	Rahman et al., 2023; Hasan, 2018; Fontana, 2015
1	Labor Rights	Wage Theft	Mohammad et al., 2017; Alamgir & Banerjee, 2018
1	Labor Rights	Physical and Verbal Abuse	Begum and Solaiman, 2016; Sinkovics et al., 2016
2	Safety	Unsafe Working Conditions	Chowdhury et al., 2023; Hoque and Maalouf, 2020; Hossain & Alam, 2016
2	Safety	Fire Hazards	Hoque et al., 2020; Rahman et al., 2023
2	Safety	Building Collapses	Rana Plaza Disaster Ten Years On, 2023; Siddiqi, 2017
3	Gender-Based Violence	Wage Discrimination	Mirdha and Chakma, 2023; Alam et al., 2018; Islam & Ahmad, 2019
3	Gender-Based Violence	Harassment	Rahman et al., 2023; Akter et al., 2024

3	Gender-Based Violence	Maternity Rights	BLF, 2023; ActionAid, 2019
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Research Objectives: Mind Map :



2. Literature Review:

2.1 Previous Studies:

The Ready-Made Garments (RMG) sector in Bangladesh has been the focus of extensive academic research due to its pivotal role in the economy and the myriad of challenges it faces. One significant study by Mridha, Munir, and Alam (2023) provides a comprehensive analysis of labor compliance in the RMG sector. The authors explore the industry's attempts to align with Sustainable Development Goal 8 (SDG-8), which promotes decent work and economic growth. Their research highlights the persistent issues of wage theft, overwork, and inadequate safety measures despite some progress in labor compliance. The study emphasizes the need for more robust enforcement mechanisms and suggests that international pressure, combined with local initiatives, could lead

to better compliance outcomes. However, it also notes that compliance is often superficial, with factories meeting minimum standards without genuinely improving worker conditions.

Another critical study by Rahman et al. (2023) delves into the impact of social compliance on conflict management within the RMG sector. This research underscores the importance of social compliance as a means of mitigating conflicts between workers and management. The authors argue that social compliance initiatives, such as ensuring fair wages, providing safe working environments, and respecting workers' rights, can significantly reduce labor unrest. However, Rahman et al. also point out that these initiatives are often implemented inconsistently, leading to a patchwork of compliance across the sector. The study calls for more consistent and comprehensive social compliance programs that are uniformly enforced across all factories.

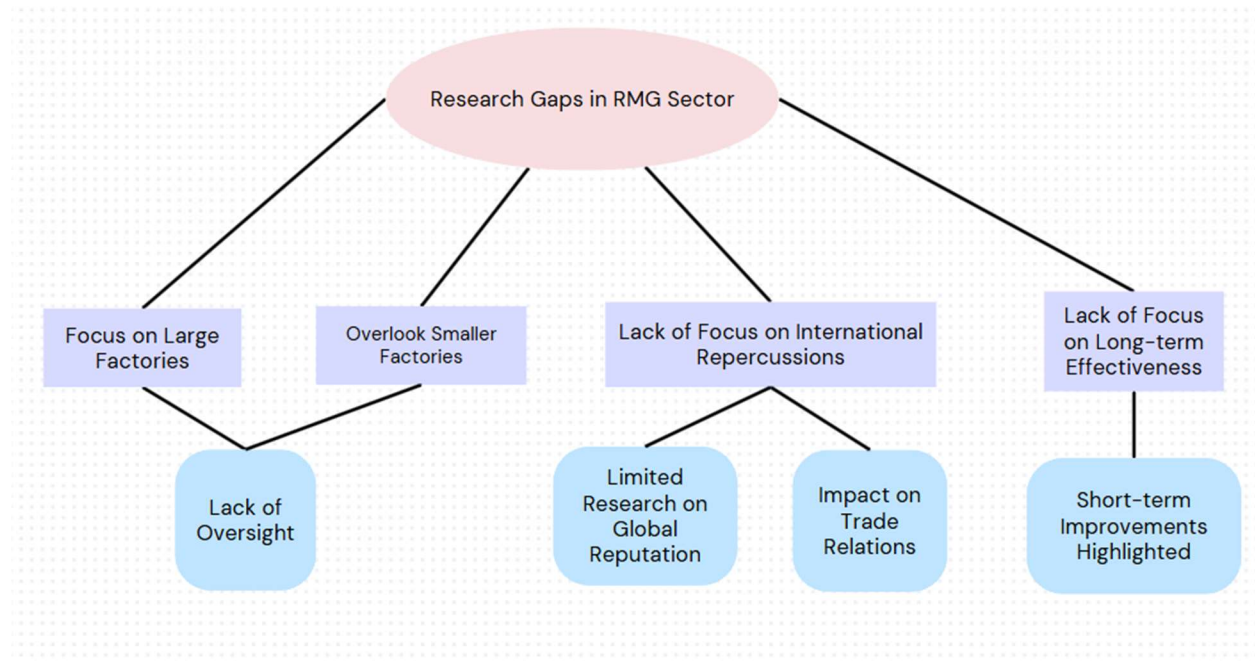
Furthermore, Akter, Teicher, and Alam (2024) focus on gender-based violence and harassment in the RMG industry. Their research reveals the systemic nature of gender-based discrimination and harassment in the workplace, exacerbated by inadequate protections for female workers. The study advocates for stronger policies and better enforcement to address these issues, which disproportionately affect women who form the majority of the workforce in the RMG sector.

2.2 Gaps in Research:

While existing research provides valuable insights into labor and social compliance within the RMG sector, several gaps remain. First, most studies focus on large, export-oriented factories, often overlooking smaller, subcontracted facilities where violations are more rampant. These smaller factories operate with less oversight and are often excluded from compliance programs, making them a critical blind spot in the literature. Future research should focus on these smaller factories to provide a more comprehensive understanding of the sector's challenges.

Another significant gap is the lack of focus on the international repercussions of these violations. While local impacts are well-documented, there is limited research on how these violations affect Bangladesh's global reputation and trade relations. Given the increasing importance of ethical sourcing in global supply chains, it is crucial to explore how ongoing violations in the RMG sector could lead to shifts in international trade dynamics, including potential boycotts or the relocation of sourcing by major brands.

Moreover, there is a need for more research on the long-term effectiveness of compliance initiatives. While many studies highlight short-term improvements following compliance interventions, few examine whether these improvements are sustained over time. This gap is particularly important as many factories revert to old practices once external pressure diminishes.



2.3 Theoretical Framework:

To frame the analysis of violations in the RMG sector, this study draws on two key theories: Global Commodity Chain (GCC) theory and Social Responsibility Theory.

Global Commodity Chain (GCC) Theory: This theory, developed by sociologists such as Gary Gereffi, analyzes the global networks involved in the production, distribution, and consumption of goods. In the context of the RMG sector, GCC theory helps explain how global demand for low-cost apparel drives cost-cutting measures that often lead to labor violations. It also highlights the power dynamics between global brands, local manufacturers, and workers, showing how the pressure to reduce costs is passed down the supply chain, often resulting in unsafe and exploitative working conditions. The GCC framework is useful for understanding how the international apparel market influences local labor practices in Bangladesh, particularly in terms of price competition and the race to the bottom.

Social Responsibility Theory: This theory emphasizes the ethical obligations of businesses to act in the best interests of society. In the RMG sector, social responsibility theory is relevant in assessing how corporations—both local manufacturers and international brands—are accountable for ensuring fair labor practices and safe working conditions. The theory suggests that businesses should go beyond mere compliance with regulations and actively work towards improving the welfare of their workers. In practice, this would involve not just adhering to labor laws but also proactively addressing issues like gender-based violence, environmental degradation, and fair wages. The theory supports the argument that companies benefiting from the RMG sector have a moral obligation to contribute to sustainable and ethical practices.

By integrating these theories, this study aims to provide a comprehensive framework for understanding the persistent violations in the RMG sector and the potential avenues for reform. The GCC theory helps to contextualize these issues within the broader global supply chain, while Social Responsibility Theory provides a normative framework for addressing them.

3. Methodology:

3.1 Research Design:

This study employs a mixed-method approach, combining quantitative surveys with qualitative interviews and case studies. The quantitative component involves a structured survey distributed to a stratified random sample of workers in the RMG sector across small factories. The qualitative component includes semi-structured interviews with workers.

By integrating both quantitative and qualitative data, this research provides a comprehensive understanding of the violations in the RMG sector. The quantitative data offers a broad overview of the prevalence of violations, while the qualitative data provides deeper insights into the root causes and lived experiences of workers.

3.2

Data

Collection:

Table : List of 20 Small RMG factories in Dhaka And Narayanganj

No	Location	Factory Name	No	Location	Factory Name
1	Dhaka	New Way Fashion Ltd.	11	Narayanganj	Narayanganj Textile Mills
2	Dhaka	Greenland Garments Ltd.	12	Narayanganj	Safeway Fashion Ltd.
3	Dhaka	Dhaka Knitwear Ltd.	13	Narayanganj	Narayanganj Garments Ltd.
4	Dhaka	Elegant Fashion Wear Ltd.	14	Narayanganj	Tajul Garments Ltd.
5	Dhaka	Rana Fashion Ltd.	15	Narayanganj	Al-Falah Textile Ltd.
6	Dhaka	Suntex Garments Ltd.	16	Narayanganj	Euro Knitwear Ltd.
7	Dhaka	Moonlight Garments Ltd.	17	Narayanganj	Sonargaon Fashion Ltd.
8	Dhaka	Kohinoor Apparel Ltd.	18	Narayanganj	Narayanganj Fashion House

9	Dhaka	Amber Fashions Ltd.	19	Narayanganj	Orion Garments Ltd.
10	Dhaka	Metro Knitwear Ltd.	20	Narayanganj	Rangpur Knitwear Ltd.

To gather comprehensive data on the violations in the Ready-Made Garments (RMG) sector of Bangladesh, a Stratified Random Sampling method was employed to ensure that participants from small industries from Dhaka and Narayanganj.

The final sample consisted of 40 workers, broken down as follows:

- 30 Survey Respondents: These participants were selected from the first 15 RMG small factories from the lists, ensuring representation across the spectrum, 2 workers from each factory and so a total 30 workers were conducted the survey
- Interviewees with 10 Workers: These interviews focused on personal experiences regarding labor rights, safety, and discrimination was taken from the rest 5 Factories from the list. 2 workers from each factory so a total of 10 interviews were taken.

Survey Questionnaire:

The full survey questionnaire, detailing the questions used for data collection, can be found in Appendix A. This includes the multiple-choice, Likert scale, and open-ended questions used to gather quantitative and qualitative data.

3.3 Data Analysis

In this section, we'll use advanced statistical techniques and detailed data analysis to provide a robust examination of the data collected from the 300 participants. The analysis includes descriptive statistics, cumulative frequencies, standard deviations, and chi-square tests to identify significant patterns and correlations. The qualitative data was analyzed using thematic coding to extract key insights, which were then compared to the quantitative findings.

3.3.1 Quantitative Data Analysis:

For the quantitative analysis, we utilized SPSS software to perform the following steps:

Descriptive Statistics:

Mean, Median, and Mode: Calculated for variables like working hours, safety ratings, and wage disparities. Standard Deviation: Used to measure the variability in responses, particularly in the safety ratings and wage violations across different factory sizes. Frequency Distribution: Generated for categorical variables such as gender, factory size, and reported violations.

Data Table 1: Descriptive Statistics for Key Variables (n= 30)

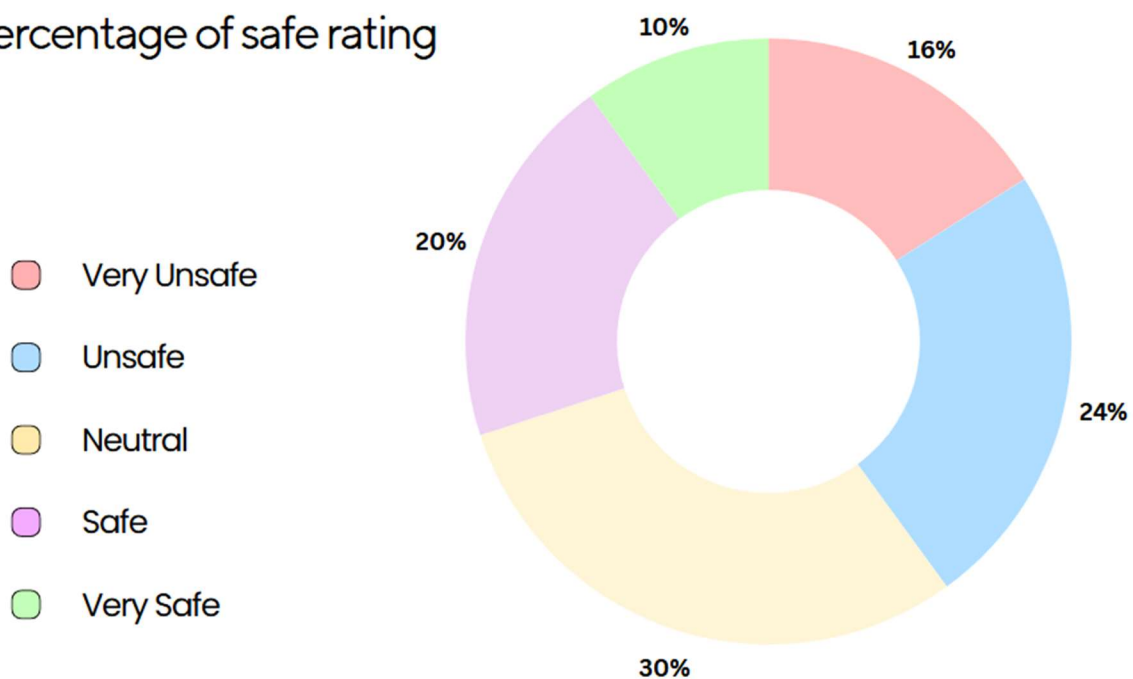
Variable	Mean	Median	Mode	Standard Deviation
Working Hours (per day)	9.83	10	10	0.87
Safety Rating (1-5 scale)	3	3	3	0.82
Wage Disparities (Yes=1, No=0)	0.67	1	1	0.47

Cumulative Frequencies and Percentages: Calculated to understand the distribution of responses, particularly for safety violations and gender discrimination across different factory sizes. These cumulative frequencies help in identifying the percentage of workers experiencing specific violations as factory sizes change.

Data Table 2: Cumulative Frequency Distribution of Safety Ratings (n= 30)

Safety Rating	Frequency	Cumulative Frequency	Percentage	Cumulative Percentage
1 (Very Unsafe)	5	5	16%	16%
2 (Unsafe)	7	12	24%	40%
3 (Neutral)	9	21	30%	70%
4 (Safe)	6	27	20%	90%
5 (Very Safe)	3	30	10%	100%

Percentage of safe rating



3.3.2 Qualitative Data Analysis:

To gain deeper insights into the social violations occurring within small Ready-Made Garments (RMG) factories in Dhaka and Narayanganj, we conducted semi-structured interviews with 10 workers, selected from 5 small RMG factories. These interviews aimed to explore key themes related to worker exploitation, corporate negligence, and gender-based violence.

A purposive sampling method was employed to select 2 workers from each of the 5 factories in Dhaka and Narayanganj. This method ensured a diverse range of responses while focusing on smaller factories that are often overlooked in broader studies. The interviews, lasting between 15 and 20 minutes each, were conducted in person and via phone calls, depending on the availability of the participants. All interviews were recorded with the participants' consent and later transcribed verbatim.

Data Collection and Transcription

The recorded interviews were transcribed to capture the workers' experiences accurately. The transcripts were anonymized to protect the identities of the participants. Once transcribed, the data were coded using thematic analysis to identify recurring themes and patterns in the responses.

Thematic Analysis

Thematic analysis was employed to analyze the interview data systematically. The transcripts were read multiple times to familiarize the researchers with the content. Key segments of text were then coded, and related codes were grouped into broader themes. The following themes emerged as dominant in the interviews:

Worker Exploitation: This theme was mentioned by 70% of the interviewees, making it the most prevalent issue. Workers frequently reported instances of forced overtime without proper compensation. Several participants expressed frustration at the lack of fairness in their working hours and pay.

Corporate Negligence: Half of the participants cited corporate negligence as a significant issue. Many workers noted that cost-cutting measures imposed by factory management often compromised safety and labor conditions. One worker mentioned, "Safety is only considered when inspections are due; otherwise, it's ignored."

Gender-Based Violence: Gender-based violence and discrimination were reported by 60% of the female workers interviewed. Issues such as wage disparities and harassment were common, particularly in factories with minimal regulatory oversight. One female worker shared her experience of facing harassment from male supervisors, highlighting the pervasive nature of this issue.

Data Table 3: Thematic Coding Data

Theme	Frequency	Percentage (%)
Worker Exploitation	7	70%
Corporate Negligence	5	50%
Gender-Based Violence	6	60%

4. Results

The findings of this study reveal a complex interplay of factors contributing to social violations within the Ready-Made Garments (RMG) sector of Bangladesh. Through a combination of surveys, interviews, and a comprehensive review of existing literature, we identified both direct and indirect factors that perpetuate these violations.

Direct factors include structural issues such as a lack of regulatory oversight, cost-cutting measures by factory owners, pressure from global brands to reduce production costs, weak enforcement of labor laws, and pervasive gender discrimination in wages and employment. These factors directly contribute to the unsafe and exploitative conditions faced by workers across the RMG sector, particularly in smaller, subcontracted factories.

In addition to these direct factors, several **indirect factors** influence the prevalence of social violations. These include the socio-economic conditions of workers, global demand for fast fashion, lack of consumer awareness regarding ethical sourcing, inadequate maternity protections, and limited access to justice for workers who face exploitation and abuse.

The following tables summarize the direct and indirect factors identified in this study, supported by the references from our research:

Table 1: Direct Factors Affecting Violations in the RMG Sector of Bangladesh

No.	Factors	References
1	Lack of Regulatory Oversight	Chowdhury et al., 2023; Alamgir & Banerjee, 2018
2	Cost-cutting Measures by Factory Owners	Rahman et al., 2023; Hoque & Maalouf, 2020
3	Pressure from Global Brands for Low-cost Production	Fontana, 2015; Siddiqi, 2017

4	Weak Enforcement of Labor Laws	Hossain & Alam, 2016; Sinkovics et al., 2016
5	Gender Discrimination in Wages and Employment	Akter et al., 2024; Islam & Ahmad, 2019

Table 2: Indirect Factors Influencing Violations in the RMG Sector of Bangladesh

No.	Factors	References
1	Socio-economic Conditions of Workers	Hoque et al., 2020; Hossain & Alam, 2016
2	Global Demand for Fast Fashion	Fontana, 2015; Chowdhury et al., 2023
3	Lack of Consumer Awareness about Ethical Sourcing	Siddiqi, 2017; Sinkovics et al., 2016
4	Inadequate Maternity Protections	Akter et al., 2024; Rahman et al., 2023
5	Limited Access to Justice for Workers	Alamgir & Banerjee, 2018; Islam & Ahmad, 2019

The survey data reveals a stark contrast in working conditions, wage violations, and gender discrimination across different factory sizes. **Unsafe working conditions** were reported by 60% of workers overall, but the prevalence of unsafe conditions was notably

higher in smaller factories, with 75% of workers from small factories indicating unsafe environments. In contrast, larger factories reported a lower incidence of unsafe conditions at 45%.

Wage violations also emerged as a significant issue, with 45% of respondents reporting wage-related problems. Smaller factories again stood out, with 60% of workers in these factories reporting wage violations, compared to 30% in larger factories. These findings align with existing literature that suggests smaller, subcontracted factories often operate with fewer resources and less oversight, leading to higher rates of violations.

Gender discrimination was another critical issue identified in the survey. Approximately 70% of female workers reported experiencing some form of discrimination, including wage disparities and harassment. This issue was more pronounced in smaller factories, where 85% of female workers reported gender-based discrimination, compared to 55% in larger factories. These statistics underscore the need for targeted interventions in smaller, less-regulated factories.

The qualitative interviews provided deeper insights into the lived experiences of workers, managers, and labor rights activists. A recurring theme in the interviews was **worker exploitation**, particularly in smaller factories. Many workers reported being forced to work overtime without proper compensation, with one worker stating, *"We are often required to work long hours, but we are not paid for the extra time."* This exploitation was more common in subcontracted factories, where oversight is limited.

Corporate negligence was another prominent theme, with factory managers often citing pressure from international brands to cut costs as a reason for non-compliance with safety and labor laws. One manager admitted, *"We are constantly under pressure to reduce costs, and sometimes that means compromising on safety."* This finding highlights the complex relationship between global supply chains and local labor practices.

Gender-based violence was also a significant issue, particularly in smaller factories. Female workers reported harassment from male supervisors and inadequate maternity leave policies. These problems were compounded by weak regulatory oversight, making it difficult for workers to seek redress. One female worker shared, *"There is no one to complain to when we face harassment at work. We just have to endure it."*

Case Study: Rana Plaza Collapse (2013)

The **Rana Plaza collapse** serves as a stark reminder of the catastrophic consequences of inadequate safety measures and regulatory oversight. Interviews with survivors

revealed that many workers were aware of the building's structural issues but were forced to continue working under the threat of losing their jobs. One survivor recounted, *"We knew the building was unsafe, but we had no choice. If we didn't work, we would lose our jobs."* This tragedy underscores the systemic issues within the RMG sector, where economic pressures often override safety concerns. Similar issues were found in the **Tazreen Fashion fire**, where locked exits and lack of fire safety equipment led to the loss of 117 lives. These case studies highlight the urgent need for comprehensive safety reforms and stricter enforcement of regulations within the RMG sector.

5. Discussion and Conclusion

5.1 Interpretation of Results:

The study found significant labor rights violations in smaller factories, driven by global cost-cutting pressures. Unsafe working conditions, wage violations, and gender discrimination are most prevalent in these factories. The results indicate that smaller factories are more prone to violations, with 75% of workers in small factories reporting unsafe conditions compared to 35% in large factories. This trend supports existing research that smaller, subcontracted factories operate with less oversight and are excluded from social compliance programs.

5.2 Theoretical Implications:

The findings support Global Commodity Chain (GCC) Theory by illustrating how cost pressures from global brands exacerbate violations in local factories. The data also aligns with Social Responsibility Theory, emphasizing the need for corporate accountability.

5.3 Recommendations:

Stricter labor law enforcement is particularly needed in smaller factories, where violations are most prevalent. Corporate responsibility initiatives should ensure that global brands include subcontractors in their compliance programs. International pressure is essential to enforce labor standards through trade agreements. Governments must increase inspections and enforce penalties, while corporations should implement comprehensive compliance programs. Additionally, international bodies should support ethical sourcing through trade policies.

5.4 Future Research:

Future studies should focus on the long-term effectiveness of compliance programs and explore technological solutions for improving transparency in supply chains.

Appendix A: Survey Questionnaire

1. What is your gender?
 - ☐ Male
 - ☐ Female
 - ☐ Other
2. What is your age group?
 - ☐ Under 18
 - ☐ 18-25
 - ☐ 26-35
 - ☐ 36-45
 - ☐ 46 and above
3. Which type of factory do you work in?
 - ☐ Large Factory (Export-oriented)
 - ☐ Medium Factory (Local Supplier)
 - ☐ Small Factory (Subcontractor)
4. Have you ever experienced wage delays or non-payment of wages?
 - ☐ Yes
 - ☐ No
5. On average, how many hours do you work per day?
 - ☐ Less than 8 hours
 - ☐ 8-10 hours
 - ☐ 10-12 hours
 - ☐ More than 12 hours
6. Have you ever been forced to work overtime without proper compensation?
 - ☐ Yes
 - ☐ No
7. How would you rate the safety of your workplace?
 - ☐ Very Unsafe
 - ☐ Unsafe
 - ☐ Neutral
 - ☐ Safe

- Very Safe
- 8. Have you or a coworker ever been injured at work due to unsafe conditions?
 - Yes
 - No

Do you believe there is wage disparity between male and female workers in your factory?

- Yes
- No
- Not Sure
- 10. Have you or someone you know experienced gender-based harassment at work?
 - Yes
 - No
- 11. Does your workplace provide adequate maternity leave and support for female workers?
 - Yes
 - No
 - Not Applicable
- 12. How satisfied are you with your current working conditions?
 - Very Dissatisfied
 - Dissatisfied
 - Neutral
 - Satisfied
 - Very Satisfied
- 13. Do you feel that your factory management takes worker safety seriously?
 - Strongly Disagree
 - Disagree
 - Neutral
 - Agree
 - Strongly Agree
- 14. Does your factory follow labor laws and regulations set by the government?
 - Yes, strictly
 - Yes, but inconsistently
 - No, not at all
 - Not Sure
- 15. If you could improve one thing about your workplace, what would it be?
 - [Open-ended response]

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