

Occupational Environment and Safety of Female Workers: Liz Fashion Industry Ltd.

Survey Area: Gazipur

Female workers play a vital role in Bangladesh's garment sector, yet many face unsafe and exploitative working conditions. This study focuses on the experiences of women at Liz Fashion Industry Ltd. in Gazipur, addressing issues such as health risks, workplace safety, sexual harassment, and lack of policy support. Findings highlight the need for stronger protections to ensure dignity and safety. According to the ILO and NGOs, improving work conditions can boost both productivity and human rights.

Introduction:

The ready-made garment (RMG) sector is a key driving force behind Bangladesh's economic development, employing over 4 million workers, about 65% of whom are women (BGMEA, 2023). Despite numerous challenges, these women contribute significantly to their families and the national economy. However, they are often deprived of proper health practices, safety, mental peace, and fair rights at the workplace. Interviews with female workers at Liz Fashion Industry Ltd. revealed that they work long hours without adequate rest, lack maternity protection, and sometimes face verbal or behavioral harassment. This reality underscores the necessity of conducting this research.

Objectives of the Study:

- To analyze the real condition of female workers' work environments.
- To identify health and safety risks at the workplace.
- To highlight issues related to sexual harassment and social security.

Significance of the Study:

This research will act as a voice for female workers. It will help to address and improve their work environment, safety, and social dignity. By bringing attention to overlooked realities within the garment sector, this study will assist employers, NGOs, government bodies, and international organizations in creating practical policies. Additionally, it will serve as a valuable reference for future research.

Statement of the Problem:

Female workers at Liz Fashion Industry Ltd. often work long hours without breaks, leading to physical and mental exhaustion. Their motivation and concentration are gradually decreasing due to monotonous workloads. Workers report inadequate rest opportunities, lack of quality health services, and insufficient or unsafe toilet facilities. Some have also shared experiences of sexual harassment, which makes them feel unsafe at work. These incidents raise questions about the accountability and responsibility of management. This research will focus on these challenges to evaluate the current state of women's safety, rights, and working conditions and to support future policy and development plans.

Literature Review:

Bangladesh's RMG sector plays a vital role in the global economy, with nearly 80% of workers being women. Hossain (2018) highlighted in his study that although women work long hours, they often lack proper rest and are subjected to various forms of mental and physical harassment.

According to a 2019 report by Bangladesh Garments Workers Solidarity (BGWS), 68% of female workers reported having experienced verbal or physical harassment in the workplace. However, many remain silent due to fear or uncertainty about legal support.

Some positive developments have been observed as well. Initiatives by the International Labour Organization (ILO) and BGMEA have started to improve safety measures and create women-friendly and training-oriented environments in some factories.

Methodology:

In the selected survey area, data will be collected using direct interviews and structured questionnaires. Tools such as pens, paper, printed question sheets, and consent forms will be used during interviews. After data collection, the Chi-square test will be applied for processing and analyzing the data.

Proposed Schedule and Budget

Proposed Schedule:

Designing the research framework	10 days
Fieldwork and interviews	1 month
Data processing and analysis	25 days
Project report preparation	15 days

Budget Planning:

Questionnaire printing	2,500 BDT
Paper and pens	500 BDT
Travel expenses	1,000 BDT
Miscellaneous expenses	500 BDT

Bibliography:

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