

**THE ROLE OF GARMENT WORKERS ON WOMEN EMPOWERMENT
UNDER DHAKA CITY**

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DHAKA CITY**

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CERTIFICATE

This is to certify that the research work entitled, “**THE ROLE OF GARMENT WORKERS ON WOMEN EMPOWERMENT UNDER DHAKA CITY**” conducted by **ZANNATUL FERDAUS** bearing Registration No. **12-05222 (July-December/2018)** under my supervision and guidance in the partial fulfillment of the requirements for the degree of **MASTER OF SCIENCE (M.S.) IN DEVELOPMENT AND POVERTY STUDIES** in the Faculty of Agribusiness Management, Sher-e-Bangla Agricultural University, Dhaka 1207, Bangladesh. No part of this thesis has been submitted for any other degree or diploma.

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***DEDICATED TO
MY
BELOVED PARENTS***

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LIST OF CONTENT

CHAPTER	TITLE	PAGE NO.
	ACKNOWLEDGEMENT	i
	TABLE OF CONTENTS	ii-v
	LIST OF TABLES	Vi-Vii
	LIST OF FIGURES	Vii
	LIST OF APPENDIX	Vii
	ABBREVIATION USED	Viii
	ABSTRACT	Ix
CHAPTER I	INTRODUCTION	1-10
1.1	General Background	1-2
1.2	Garment Worker	3-4
1.3	Women Empowerment	5-6
1.4	Key Research Questions	7
1.5	Objectives of the Study	7
1.6	Justification of the Study	8
1.7	Assumption of the Study	8
1.8	Limitations of the Study	9
1.9	Definition of Different Terms	9-10
CHAPTER II	REVIEW OF LITERATURE	11-16
2.1	Background of the Study	11
2.2	Garment Workers	12-13
2.3	Women Empowerment	13-14
2.4	Research Gap	15
2.5	Conceptual Framework of the Study	16

CHAPTER III	RESEARCH METHODOLOGY	17-24
3.1	Introduction	17
3.2	Selection of the Study Area	17
3.3	Population and Sampling Design	17
3.4	Preparation of Survey Schedule	19
3.5	Data Collection Period	19
3.6	Research Approach	19
3.7	Method of Data Collection	19
3.8	Variables of the Study	19-20
3.9	Measurement of Variable	20
3.9.1	Measurement of Independent Variable	20
3.9.1.1	Age	20
3.9.1.2	Marital Status	20
3.9.1.3	Education	21
3.9.1.4	Family Size	21
3.9.1.5	Wage(s) Value	21
3.9.1.6	Monthly Family Income	21
3.9.1.7	Working Experience	21
3.9.1.8	Body Mass Index (BMI)	22
3.9.1.8	Nutritional Status	22
3.9.2	Measurement of Dependent Variable	22
9.2.1	Economic Empowerment	22
3.9.2.1.a	Changes in Wage(s) Value	22
3.9.2.1.b	Changes in Monthly Family Income	22
3.9.2.2	Changes in Family and Social Empowerment	22
3.9.2.3	Changes in Political Empowerment	23
3.10	Hypothesis of the Study	23
3.10.1	Research Hypothesis (H ₁)	23
3.10.2	Null Hypothesis (H ₀)	23
3.11	Model of Measuring Variables	24

CHAPTER IV	RESULTS AND DISCUSSION	25-45
4.1	Selected Characteristics of the Women Garment Workers	25
4.1.1	Age	26
4.1.2	Marital Status	26-27
4.1.3	Education	27-28
4.1.4	Family Size	28
4.1.5	Wage(s) Value	29-30
4.1.6	Monthly Family Income	30
4.1.7	Working Experience	31
4.1.8	Body Mass Index	31-32
4.1.9	Nutritional Status	32
4.2	Economic Status of the Women Garment Workers	33-34
4.3	Women Empowerment	35
4.4	Factors of Women Empowerment	36
4.4.1	Economic Empowerment	36
4.4.2	Family and Social Empowerment	37
4.4.3	Political Empowerment	38
4.5	Correlation of three Factors of the Women Empowerment	39
4.6	The Contribution of the Selected Characteristics of the Women Garment Workers on Women Empowerment	40-41
4.6.1	Significant Contribution of Age on Women Empowerment	42
4.6.2	Significant contribution of Marital Status on Women Empowerment	42
4.6.3	Significant Contribution of Wage(s) Value on Women Empowerment	43
CHAPTER V	SUMMARY OF THE FINDINGS, CONCLUSIONS AND RECOMMENDATIONS	44-49
5.1	Summary of the Study	44
5.1.1	Individuals Characteristics of the Women Garment Workers	44-45
5.1.2	Economic Contribution of the Women Garment Workers	46

5.1.3	Women Empowerment	46
5.1.4	Correlation of three Factors of the Women Empowerment	46
5.1.5	The Contribution of the Selected Characteristics of the Women Garment Workers on Women Empowerment	46
5.2	Conclusions	47
5.3	Recommendations	48
5.3.1	Recommendations for Policy Implication	48
5.3.2	Recommendations for Further Study	49
	BIBLIOGRAPHY	50-53
	APPENDIX A	54-58
	APPENDIX B	59

LIST OF TABLES

TABLE	TITLE	PAGE
3.1	Distribution of Respondent's Population and Sample Size	17
4.1	The Salient Feature of the Selected Characteristics of the Women Garment Workers	25
4.2	Distribution of the Women Garment Workers according to their Age	26
4.3	Distribution of the Women Garment Workers according to their Marital Status	27
4.4	Distribution of the Women Garment Workers according to their Education	27
4.5	Distribution of the Women Garment Workers according to their Family Size	28
4.6	Distribution of the Women Garment Workers according to their Wage(s) Value	29
4.7	Distribution of Women Garment Workers according to their Income	29
4.8	Distribution of the Women Garment Workers according to their Monthly Family Income	30
4.9	Distribution of the Women Garment Workers according to their Working Experience	31
4.10	Distribution of the Women Garment Workers according to their Body Mass Index.	31
4.11	Distribution of the Women Garment Workers according to their Nutritional Status	32
4.12	Distribution of the respondents according to their Monthly Family Income.	33
4.13	Distribution of Respondents according to their Personal Income	34
4.14	Distribution of the respondents contribution in their Family Income	34
4.15	Distribution of the Women Garment Workers according to their Women Empowerment	35
4.16	Distribution of the Women Garment Workers according to their Women's Economic Empowerment	36
4.17	Distribution of the Women Garment Workers according to their Women's Family and Social Empowerment	37
4.18	Distribution of the Women Garment Workers according to their Women's Political Empowerment	38

4.19	Distribution of Correlation table of three Factors of Women Empowerment	39
4.20	Multiple Regression Co-efficient of the Contributing Variables related to the Women Empowerment of Women Garment Workers	40

LIST OF FIGURES

FIGURE	TITLE	PAGE
2.1	The Conceptual Framework of the Study	16
3.1	A Map of Dhaka City Showing the Study Area	18

LIST OF APPENDIX

APPENDIX	TITLE	PAGE
APPENDIX A	A Questionnaire for research study on: Role of Garment Workers on Women Empowerment Under Dhaka City	54-58
APPENDIX B	Calorie Chart of Different Food	59

ABBREVIATION USED

ILO	International Labor Organization
B.M.I.	Body Mass Index
BHWA	Bangladesh Home Workers Association
WIEGO	Women in Informal Employment: Globalizing and Organizing
OECD	Organization for Economic Co-operation and Development
EPB	Export Promotion Bureau
RMG	Ready Made Garment
NAFTA	North America Free Trade Agreement
GDP	Gross Domestic Product

The Role of Garment Workers on Women Empowerment

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By

ZANNATUL FERDAUS

ABSTRACT

Bangladesh being a developing country, Women empowerment is an important aspect of the social, political and economic life of developing countries. Bangladesh is playing a key role in the global competitive Ready-Made Garments (RMG) industry where women are the majority. The main purpose of this study is to assess the level of women empowerment. Besides, the attempt was also made to explore the contribution of some selected characteristics of the women garment workers. The study was conducted at three garment factory's women workers under Dhaka city. Out of 800 populations, 80 women workers were randomly selected which constituted the sample. Simple and direct question was used to collect information from the respondents. Multiple regression method was administered and 9 independent variables namely: age, marital status, education, family size, wage(s) value, monthly family income, working experience, B.M.I. and nutritional status considered to run the analysis. The economic contribution of the women workers' monthly family income is satisfactory. Low income groups' contribution is about 23%, the medium income groups' and high income groups' contribution is about 33% and 44% respectively. The women empowerment was measured by the sum total score of economic, family & social and political empowerment. The majority (48.75 percent) of the women garment workers fell into the medium empowerment category, while 43.75 percent were found in high empowerment category. About 7.5 percent was found in low empowerment category. So, the empowerment of women has a satisfactory proportion. Among the nine selected characteristics of the women garment workers age and wage(s) value had significant positive and marital status had significant negative relationship with women empowerment. On the other hand, education, family size, monthly family income, working experience, B.M.I. and nutritional status of the respondents had no significant relationship with their women empowerment. Among the three factors of the women empowerment, economic empowerment and social and family empowerment had positive relationship. On the other hand, political empowerment and economic empowerment, and also political and social empowerment had negative relationship. Further study should be conducted with different garments factory in different areas and therefore, more research needs to be carried out on other aspects like assets ownership, training etc are needed to explore.

CHAPTER I

INTRODUCTION

1.1 General Background

Garment industry is the main economic sector of Bangladesh at present. This labor intensive sector has developed here rapidly because of its ordinary technology, cheap labor and small area. Before liberation in 1970 there was only one garments factory in Bangladesh. Since the 1980's an export based garment industry has mushroomed in Bangladesh. Now the number of garments in Bangladesh is 3300 (about). Seventy six percent of total export of Bangladesh is garment oriented. Bangladesh exports 73 items of garment product. Nearly 70% of the workers have rural background. Perhaps the most notable feature of this industry is its heavy use of women workers, an estimated 70-80% of those employed in the industry are women (Riaduzzaman, 2017).

The textile and clothing industries provide the single source of growth in Bangladesh's rapidly developing economy. Exports of textiles and garments are the principal source of foreign exchange earnings. By 2002 exports of textiles, clothing, and ready-made-garments (RMG) accounted for 77% of Bangladesh's total merchandise exports. In 1972, the World Bank approximated the gross domestic product (GDP) of Bangladesh at US\$6.29 billion, and it grew to \$173.82 billion by 2014, with \$31.2 billion of that generated by exports, 82% of which was ready-made garments. As of 2016 Bangladesh held the 2nd place in producing garments just after China (Latifee & Hafiz, 2016).

Bangladesh is the world's second-largest apparel exporter of western fast fashion brands. Sixty percent of the export contracts of western brands are with European buyers and about forty percent with American buyers. Only 5% of textile factories are owned by foreign investors, with most of the production being controlled by local investors. In the financial year 2016-2017 the RMG industry generated US\$28.14 billion, which was 80.7% of the total export earnings in exports and 12.36% of the GDP; the industry was also taking on green manufacturing practices (Hossain *et al*, 2017).

The emergence of an export-oriented RMG industry in Bangladesh can be traced to a confluence of policy trends at global and national levels. At the global level, the imposition of quotas on clothing exports from some of the early industrializing countries in East Asia led them to search for quota-free locations to set up garment assembly plants (Kabeer & Mahmud, 2004).

RMGs are the finished textile product from clothing factories and the Bangladeshi RMG sector is one of the fastest growing sectors in the Bangladeshi economy, with a growth rate of 55% from 2002 to 2012. Exports of textiles, clothing, and ready-made garments (RMG) accounted for 77% of Bangladesh's total merchandise exports in 2002. By 2005 the (RMG) industry was the only multibillion-dollar manufacturing and export industry in Bangladesh, accounting for 75 per cent of the country's earnings in that year. Bangladesh's export trade is now dominated by the ready-made garments (RMG) industry (Uddin *et al*, 2014). In 2012 Bangladesh's garment exports – mainly to the US and Europe– made up nearly 80% of the country's export income. By 2014 the RMG industry represented 81.13 percent of Bangladesh's total export. Much of the tremendous growth of the sector and its role as an economic powerhouse for the country is attributed to the availability of "cheap" labor. Of the four million workers employed by the RMG industry, 85% are illiterate women from rural villages. The working environments and conditions of the factories that produce ready-made garments have undergone criticism in recent years concerning worker safety and fair wages (Ansari *et al*, 2015).

Subcontracting is a major component of the RMG industry in Bangladesh. Many Western companies contract different factories, only requesting that certain quotas be met at certain times. Companies prefer subcontracting because the degree of separation presumably removes them of liability of wage and labor violations. It also makes it easier to distribute production across a variety of sources. The “Made in Bangladesh” tag has also brought glory for Bangladesh, making it a prestigious brand across the globe. Bangladesh, which was once termed by cynics a “bottomless basket”, has now become a “basket full of wonders.” The country with its limited resources has been maintaining 6%

annual average GDP growth rate and has brought about remarkable social and human development (Hassan, 2014).

The tremendous success of readymade garment exports from Bangladesh over the last two decades has surpassed the most optimistic expectations. Today the apparel export sector is a multi-billion-dollar manufacturing and export industry in the country. The overall impact of the readymade garment exports is certainly one of the most significant social and economic developments in contemporary Bangladesh. With over one and a half million women workers employed in semi-skilled and skilled jobs producing clothing for exports, the development of the apparel export industry has had far-reaching implications for the society and economy of Bangladesh. The readymade garments industry acts as the backbone of our economy and as a catalyst for the development of our country. We take pride in the sector that has been fetching billions of dollars as export earnings and creating jobs for millions of people in the country (RGIB).

1.2 Garment Worker

In Bangladesh the garment industry is the principal export earner for that country. In the late 1990s, it employed an estimated 350,000 workers in formal and semi-formal employment, making it the fourth largest employing sector. Although there are no estimates on the number of home-based garment workers, the Bangladesh Home Workers Association (BHWA) believes there are millions of home-based garment workers, as entire rural families are involved in traditional embroidery work (Bajaj, 1999).

The readymade garments industry acts as the backbone of our economy and as a catalyst for the development of our country. We take pride in the sector that has been fetching billions of dollars as export earnings and creating jobs for millions of people in the country (Hassan, 2014).

The structure of gender participation in the economy underwent a major shift with the rise of the ready-made garment industry in Bangladesh. Estimates from the World Bank put the number of female workers in the industry in the 1980s at 50,000; that number was brought up to 2.85 million by 2008 and now probably lies over the 3 million mark (Titumir & Mahmud, 2003). Traditionally the participation of women in Bangladesh's formal economy was minimal. Bangladesh's flagship export-oriented ready-made garment industry, however, with female labor accounting for 90 percent of the work force, was "built to a large extent, on the supply of cheap and flexible female labor in the country." By 2001 the textile industry employed about 3 million workers of whom 90% were women. In 2004 garment sector remained the largest employer of women in Bangladesh. By 2013, there were approximately 5,000 garment factories, employing about 4 million people, mostly women (Poul *et al*, 2013).

It is estimated anywhere between 20 million and 60 million people are employed in the textile industry worldwide. Employment in the garment industry is particularly important in developing economies such as India, Pakistan, and Vietnam. The industry accounts for approximately 2% of global Gross Domestic Product and accounts for an even greater portion of GDP for the world's leading producers and exporters of textiles and garments (G Hanichak).

Many garment factory workers are immigrants or migrants; while once migration was commonly from rural to urban centers, these workers now cross borders in search of employment.(WIEGO)In developed countries, many garment workers – whether working in factories or from their homes – are immigrant women from Asia or Latin America. In Los Angeles, USA, most garment factory workers are from Latin America and (less so) Asia. In Toronto, Canada, most of the garment workers are Chinese immigrant women who worked in small factories before the North America Free Trade Agreement (NAFTA), but now work from their homes (WIEGO). In developing countries, notably in China, many garment factory workers are migrant women from rural areas (WIEGO)

1.3 Women Empowerment

Empowerment includes the action of raising the status of women through education, raising awareness, literacy, and training. Women's empowerment is all about equipping and allowing women to make life-determining decisions through the different problems in society (Wikipedia).

Women's economic empowerment is an achievement of women to be able to choose and control their economic activities and incomes. It is also an enhancement of women's rights to enable them to have control over their lives and also contribute to the society at large. The main objective of women's economic empowerment is to create just and equitable societies (OECD, 2011).

Bangladesh has been a role model in women's empowerment in the past decade, and the country is experiencing an appreciable change in society because of its efforts in this regard (Chaity, 2018).

After nearly 40 years on the job, women are the driving force behind Bangladesh's most important industry. But at the moment, they are paying too high a physical and emotional price (Naved & Akhter, 2018).

The garment sector has provided employment opportunities to women from the rural areas that previously did not have any opportunity to be part of the formal workforce. This has given women the chance to be financially independent and have a voice in the family because now they contribute financially. However, women workers face problems. Most women come from low income families. Low wage of women workers and their compliance have enabled the industry to compete with the world market. Women are paid far less than men mainly due to their lack of education (Kabeer & Mahmud, 2004).

Women are reluctant to unionize because factory owners threaten to fire them. Even though trade unionization is banned inside the Export processing Zones (EPZ), the

working environment is better than that of the majority of garment factories that operate outside the EPZs. But, pressure from buyers to abide by labor codes has enabled factories to maintain satisfactory working conditions (Ahmed & Erfan, 2004).

Two groups of women have been particularly likely to be engaging in these jobs; women in low income male headed households and women heads of household. Thus impoverishment and the absence of a male breadwinner are two characteristics of the wage seeking women. The status of health enjoyed by the people largely depends upon the overall socio-economic development of the country. In developing country like Bangladesh the extremely low income of the majority of the people pushes health care to low priority. The situation of female health is much below the condition of total population because of a woman has to bear the brunt of poverty more than her male counterpart. Malnutrition is very common among the women of our country (Riaduzzaman, 2017).

The number of working women increased to 18.6 million in 2016-17 from 16.2 million in 2010. Bangladesh secured the 47th position among 144 countries in 2017 as per The Global Gender Gap Report, whereas India, Sri Lanka, Nepal, Bhutan and Pakistan remain at 108, 109, 111, 124 and 143 positions respectively (Chaity, 2018).

Based on the Sustainable Development Goals set by the UN for 2020, its objectives – attaining gender equality and women empowerment – will be achieved through five key efforts: sustainable livelihood, non-discrimination and equal opportunities, access to health, quality education and the end of every form of violence against women around the world, said the retailer organization. A fundamental step to empowering women worldwide is giving them the possibility to enjoy decent, fairly paid jobs in adequate workplaces, with additional measures to support them so that they can attain social and economic sustainability for themselves and their families, it added. The BWEP is rooted in the Italian fashion brand's long history of social commitment and moves on to recognize that gender equality and the empowerment of women are not only human

rights, but necessary steps toward building a peaceful, prosperous and more sustainable world for all (Ovi, 2016).

1.4 Key Research Questions

The present study was attempted to provide information regarding the following key research questions:

- What are the characteristics of the women garment workers?
- What Extent the income contributes family livelihood?
- What are the factors affecting in women empowerment?
- Are the women economically empowered actually?
- Do the women have any decision making power in her family?
- Do they have any independence to spending their earnings?
- Can they take any decision for her children's future?
- Do they have any authority to maintain her family on her own willing?

1.5 Objectives of the Study

Based on the key research questions, Researcher developed some specific objectives which help to conduct the current research, which as follows:

- To describe the socio-economic profile of the garment women workers;
- To ascertain the extent of empowerment of the garment workers for their economic contribution and
- To explore the contribution of each socio-economic predictor of the garment workers to their extent of empowerment.

1.6 Justification of the Study

Women empowerment is an important aspect of the social, political and economic life of developing countries. Globally, women's Economic and political empowerment performance has changed through education and labor, but it still unsatisfactory. Bangladesh is a developing country with a key role in the global competitive Ready-Made Garments (RMG) industry where women are the majority. The women have earnings but in actually they have a little empowerment regarding her rights related activities, decision making authority. A few studies have been conducted in Bangladesh Role of Garment Workers on Women Empowerment. This type of study has not conducted much in the selected areas. So, this study will help the policy makers in forming appropriate policies.

1.7 Assumption of the Study

An Assumption is the supposition that an apparent fact or principle is true in light of the available evidence (Goode and Hutt, 1952). The researcher had following assumptions as a primary concern while undertaking this study:

- The selected respondent included in the sample was representative part of the population of women garment workers in the selected area. They were capable enough to provide proper responses to the questions included in the interview schedule.
- The responses supplied by the respondents were valid and reliable.
- Views and opinions provided by the respondents were representative views and opinions of the women garment workers of the study area.
- The researcher who acted as questioner was well adjusted to the social condition of the study area. Hence, data collection from the respondent was free from biasness.
- The selected characteristics and women empowerment were usually and independently distributed with their respective means and standard deviation.

1.8 Limitations of the study

In order to make the research meaningful and manageable from the practical point of view, considering the time, money and other resources available to the researcher the study was limited by the following constraints:

- i. Most of the nation's 4,500 Garments factories are concentrated around the capital Dhaka. Out of these factories only three garment factories women worker selected for this study.
- ii. There were many women garment worker in the study area but only 80 members were considered for this study.
- iii. There were many characteristics of the women garment worker but only some of them were studied.
- iv. The researcher mostly depended on the respondent's memory. As none of the respondents kept records, they furnished information to different queries by recall.
- v. Due to short time and resource constraints, the author hardly tries to gather accurate information, but it has not been possible.

1.9 Definition of Different Terms

For simple understanding, certain terms frequently used throughout the entire study are defined and explained as follows:

Respondents refer to those people who are the women garment workers, included in the sample.

Age of a respondent was defined as the span of his/her life and is measured by number of years from his/her birth to the time of interviewing.

Marital Status of a respondent was defined her status regarding to marriage like married, unmarried, divorced, widowed, separated etc and measured by the score.

Educational Qualification characterized as the improvement of desirable knowledge, skill and attitude of individual through the experience of reading, writing, perception and other related exercises. Education was estimated by successful year of schooling.

Family Size referred to actual number of permanent members in a subject's family who live in a fixed dwelling unit and eat together in a family unit.

Wage Value was referred to the monthly earnings of the respondent in thousand of taka

Monthly Family Income of a respondent was measured in thousands taka on the basis of total monthly earnings of the respondents and other members of his family. For determining the monthly family income of all the members of the families from all the sources were added together. It was expressed in thousands taka

Experience was referred by the total working year of the respondents. A score of one (1) was assigned for each year's of the respondent experience.

Body Mass Index (BMI) BMI of a woman worker is measured on the basis of their height and weight. A score one (1) was assigned for each BMI result.

BMI= weight (kg)/height² (m²)

Nutritional Status of a woman worker as defined on the basis of having daily calorie intake. The measurement was by score one (1) assigned for each 100 kcal nutrition consumption ability per head per day.

CHAPTER II

REVIEW OF LITERATURE

2.1 Background of the Study

The review of literature in any research is necessary because it provides knowledge and information relevant to the proposed study. By reviewing past research paper, it gives a guideline on how to design the future research paper properly. Some of the studies may not entirely relevant to the present study, but their findings, methodology of analysis and suggestions have a great impact on the present study. Review of some research works relevant to the present study, have been discussed below.

Export Promotion Bureau (EPB) showed, RMG business started in the late 70s as a negligible non-traditional sector with a narrow export base and by the year 1983 it emerged as a promising export earning sector; presently it contributes around 75 percent of the total export earnings. Over the past one and half decade, RMG export earnings have increased by more than 8 times with an exceptional growth rate of 16.5 percent per annum. The Ready-Made Garments (RMG) industry occupies a unique position in the Bangladesh economy. It is the largest exporting industry in Bangladesh, which experienced phenomenal growth during the last 20 years.

Hassan (2014) identified the industry that has been making crucial contribution to rebuilding the country and its economy is none other than the Ready Made Garment (RMG) industry which is now the single biggest export earner for Bangladesh. The sector accounts for 81% of total export earnings of the country.

ILO (2016) in their article showed, The Bangladesh Ready-Made Garment industry has grown over the space of a few short decades to become the second largest in the world. The RMG sector has become a key driver of the Bangladesh economy and the nation's development. RMG exports totaled US\$24.5 billion (2013-14) accounting for over 80% of the nations' export earnings and employing around 4 million workers, an estimated 55-60% of whom are women.

2.2 Garment Workers:

Bajaj (1999) found his studies, In Bangladesh the garment industry is the principal export earner for that country. In the late 1990s, it employed an estimated 350,000 workers in formal and semi-formal employment, making it the fourth largest employing sector although there are no estimates on the number of home-based garment workers; the Bangladesh Home Workers Association (BHWA) believes there are millions of home-based garment workers, as entire rural families are involved in traditional embroidery work.

The Asia Foundation published that In Bangladesh, the garment industry drives the country's economic growth, contributing to an impressive 6 percent growth rate for nearly a decade. Bangladesh is now one of the world's leading clothing exporters, second only to China, and the garment industry employs 3.6 million workers out of a total population of over 150 million. Most of the nation's 4,500 factories are concentrated around the capital, Dhaka, and attract thousands of rural residents in search of jobs and a better life for their families.

Uddin et al. (2014), in their study showed, the structure of gender participation in the economy underwent a major shift with the rise of the ready-made garment industry in Bangladesh. Estimates from the World Bank put the number of female workers in the industry in the 1980s at 50,000; that number was brought up to 2.85 million by 2008 and now probably lies over the 3 million mark.

Titumir *et al.* (2003) in their studies, traditionally the participation of women in Bangladesh's formal economy was minimal. Bangladesh's flagship export-oriented ready-made garment industry, however, with female labor accounting for 90 percent of the work force, was "built to a large extent, on the supply of cheap and flexible female labor in the country." By 2001 the textile industry employed about 3 million workers of whom 90% were women. In 2004 garment sector remained the largest employer of women in Bangladesh. By 2013, there were approximately 5,000 garment factories, employing about 4 million people, mostly women.

Gray Hanichak showed on his study entitled: Global Textile Industry, It is estimated anywhere between 20 million and 60 million people are employed in the textile industry worldwide. Employment in the garment industry is particularly important in developing economies such as India, Pakistan, and Vietnam. The industry accounts for approximately 2% of global Gross Domestic Product and accounts for an even greater portion of GDP for the world's leading producers and exporters of textiles and garments. The industry is currently worth nearly US \$3 trillion and includes the production, refinement, and sale of both synthetic and natural fibers used in thousands of industries. He also found that, there are many developing countries ready to crack or climb this list in the near future as their investment into the textile or garment industry increases. Countries such as Pakistan, Sri Lanka, Samoa, and a number of South American countries have seen considerable growth in their textile markets in recent years. As China moves towards a service-based economy, and labor prices continue to rise, it is logical to assume many garment producers will move away from China and into developing markets where labor is cheap and readily available.

2.3 Women Empowerment:

WHO defined empowerment as “a process through which people gain greater control over decisions and actions affecting their health” and should be seen as both an individual and a community process. Joe Wood defined: the act or action of empowering someone or something: the granting of the power, right, or authority to perform various acts or duties.

Aritri Das defined her article: Women empowerment is to motivate and develop women by promoting their participation in all areas and sectors, to build stronger economies, improve their quality of life and bring gender equality with equal amount of opportunities. It is to help them to take their own decisions by breaking all their personal rules that the society and their family has created for them. It is to make them independent in all aspects from thought, mind, decision, and wealth and to bring equality in society.

Chaity (2018) found her study, Bangladesh sets example for the world, the number of working women increased to 18.6 million in 2016-17 from 16.2 million in 2010. Bangladesh secured the 47th position among 144 countries in 2017 as per The Global Gender Gap Report, whereas India, Sri Lanka, Nepal, Bhutan and Pakistan remain at 108, 109, 111, 124 and 143 positions respectively. 57 percent of our women engaged in the workforce, with 80 percent forming the backbone of our ready-made garments sector and female migrant workers are contributing to our economy by bringing in remittance.

Monique Santoso found, by empowering women to participate in growth opportunities, developing countries will accelerate their economic and social development. Working women invest 90 percent of their earnings back to their families, leading to greater health and education for their children. This, in turn, creates a cycle that sustainably alleviates poverty.

The UNFPA showed in their Issue 7: Women Empowerment, The empowerment and autonomy of women and the improvement of their political, social, economic and health status is a highly important end in itself. In addition, it is essential for the achievement of sustainable development. The full participation and partnership of both women and men is required in productive and reproductive life, including shared responsibilities for the care and nurturing of children and maintenance of the household. In all parts of the world, women are facing threats to their lives, health and well-being as a result of being overburdened with work and of their lack of power and influence. In most regions of the world, women receive less formal education than men, and at the same time, women's own knowledge, abilities and coping mechanisms often go unrecognized. Achieving change requires policy and program actions that will improve women's access to secure livelihoods and economic resources, alleviate their extreme responsibilities with regard to housework, remove legal impediments to their participation in public life, and raise social awareness through effective programs of education and mass communication. In addition, improving the status of women also enhances their decision-making capacity at all levels in all spheres of life, especially in the area of sexuality and reproduction. This, in turn, is essential for the long-term success of population programs Experience shows that

population and development programs are most effective when steps have simultaneously been taken to improve the status of women.

2.4 Research Gap:

However, to the best of researcher knowledge, very few studies have attempted to conduct on Role of Garment Workers on Women Empowerment Under Dhaka City. Most of the existing researches have, therefore, focused on the different aspects of women empowerments like as economic, social, political and also cultural empowerments of women which decreased gender discrimination. All of these studies attempted to establish a link between\ within women empowerment and their livelihood, but no study has been undertaken to focus on their actual empowerment which mostly related with their decision making power on her own family. Researcher, therefore, sought to address these issues in the current study.

2.5 Conceptual Framework of the Study:

In scientific research selection and measurement of variable establish a significant task. The hypothesis of the research while developed appropriately contains at least two important variables: independent variable and dependent variable. A dependent variable is a factor which appears, disappears or varies as the researcher introduce, removes or varies the independent variables (Townsend, 1953). On the other hand an independent variable is that factor which is manipulated by the researcher in his attempt to ascertain its relationship to an observed phenomenon. It was therefore assumed that, the role of the garment workers on women empowerment might have influenced by their various characteristics. So, the conceptual framework of the study was found out how the characteristics of the women garment workers contribute on women empowerment. The selected characteristics were age, education, marital status, family size, wage(s) value, monthly family income, working experience, B.M.I., Nutritional status. In view of above consideration, the conceptual framework of the study is shown in the Figure:

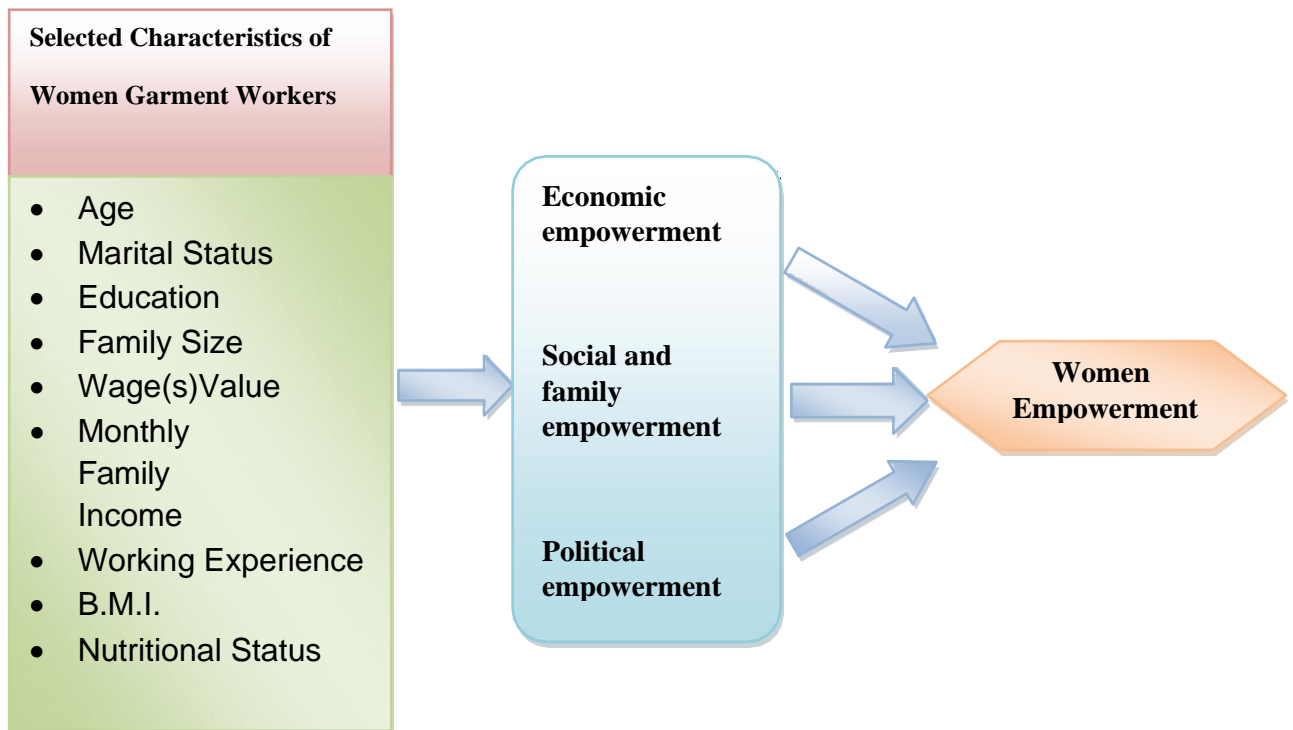


Figure: The Conceptual Framework of the Study

CHAPTER III

RESEARCH METHODOLOGY

3.1 Introduction

Methodology is a very important part of any research. The reliability of the research paper totally depends on the use of proper methodology. The present study was based on the primary data which were collected from the field survey and secondary data. The design of the survey for the present study is involved some necessary steps.

3.2 Selection of the Study Area

The study area was selected on the basis of objectives of the research. Dhaka district is selected for the present study. Primary data was collected from the garment workers under Dhaka City. The main reasons for selecting the study area are as follows:

- Availability of large number of women workers in the study area.
- Easy accessibility and good communication facilities in those area.

3.3 Population and Sampling Design

Three garments factories were selected for the study. On the basis of the information of the three garments factory, there are a total of 800 workers working in these factories. Out of 800 garment workers, a number of 80 women workers (10%) were randomly sampled for this study.

Table 3.1: Distribution of Population and Sample Size

Garment Factory	Population	Sample
T.H. Fashions	450	45
Alo Moni Fashion	150	15
Baly Garments	200	20
Total	800	80

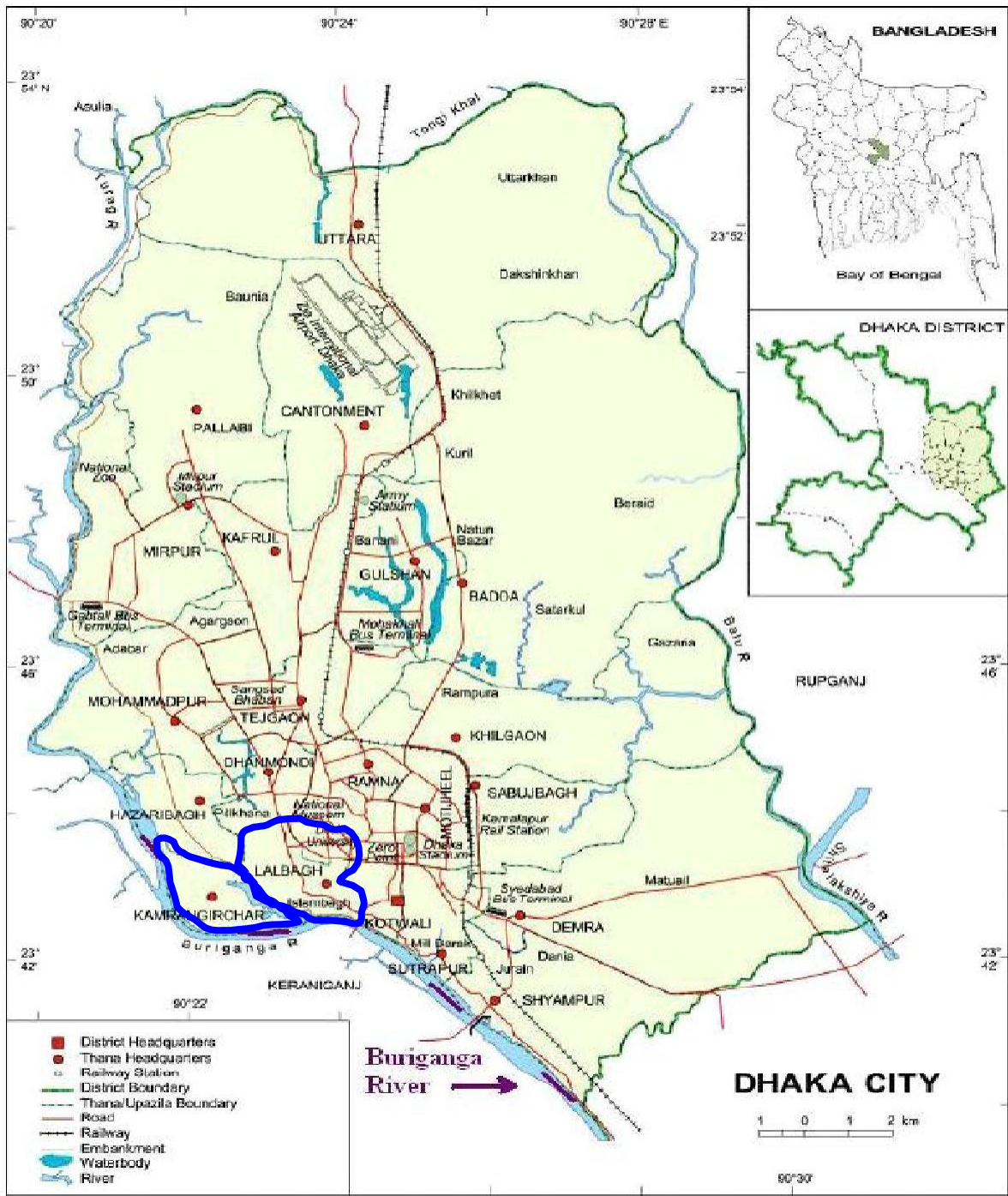


Figure 3.1: A map of Dhaka City showing the study area

3.4 Preparation of Survey Schedule

The survey schedule is designed in accordance with the objectives of the study. The draft was made which included various questions that should be asked. Before taking actual interview draft schedule was pre-tested by interviewing fifteen (15) women workers. Questionnaire was modified after based on the experience of pretesting interview.

3.5 Data Collection Period

In the present study necessary information was collected by the researcher through personal interview. Data was collected during the period of July to September.

3.6 Research Approach

This study was qualitative in nature. This analysis was done in a formal and rigid way to draw inference about the opinion of the women workers.

3.7 Method of Data Collection

There are different methods of collecting information from the respondents. In the present study, face to face interview was designed because this type of interview is more appropriate than others. Before taking actual interviews the whole purpose of the study was explained to the sample respondents. During the interview if respondents did not get any questions, researcher explained the question in an easier way.

3.8 Variables of the Study

In descriptive social research selection and measurement of variables are two most significant tasks. A variable is an attribute which can assume varying or different values in successive individual cases. An organized research generally contains at least two identical elements viz. independent variable and dependent variable. Independent Variables are defined as a characteristic that the researcher manipulate to identify a particular factor. Dependent Variable is the second type of variable which is measured using independent variables. A dependent variable is expected to change as a result of an

experimental manipulation of the independent variable or variables. According to the consequence of the study area, the researcher selected some characteristics of the respondent as independent variables (e.g. age, education, family size, wage(s) value, monthly family income, working experience, B.M.I., Nutritional status. On the other hand, women empowerment was the dependent variable of the study. The following sections include the procedures of measurement of dependent and independent variable of the study.

3.9 Measurement of Variable

3.9.1 Measurement of Independent Variable

3.9.1.1 Age

Age of the respondent was referred to the period of time from her birth to the time of interview. Age was estimated in terms of years on the basis of respondent's responses. A score of one (1) was assigned for each year's of the respondent age.

3.9.1.2 Marital Status

Marital status of the respondents was selected in five categories like married, unmarried, divorced, widowed and separated.

Category	Score
Married	1
Unmarried	2
Divorced	3
Widowed	4
Separated	5

3.9.1.3 Education

Education was measured in terms of respondents' years of successful schooling in the educational institution. A score of 1 was set for each completed year of schooling. For example, if a respondent had 10 year of schooling, her education score was assigned as 10. If a respondent did not know how to read and write, her educational score was given as 0 while a score of 0.5 was given to a respondent who only could sign her name.

3.9.1.2 Family Size

Family size was measured by the total number of individuals in the family of a respondent. The family members included the respondent herself, her husband, children and other dependents who jointly live and eat together during interview time. A score of 1 was set for each member of family.

3.9.1.5 Wage(s) Value

Wage value referred to the monthly earnings of the respondent. It was measured by the monthly income earnings of the respondents in thousand of taka.

3.9.1.6 Monthly Family Income

Monthly family income of a respondent was measured in thousands taka on the basis of total monthly earnings of the respondents and other members of his family. For determining the monthly family income of all the members of the families from all the sources were added together. It was expressed in thousands taka.

3.9.1.7 Working Experience

Experience was measured by the total working year of the respondents. A score of one (1) was assigned for each year's of the respondent experience.

3.9.1.8 Body Mass Index (BMI):

BMI of a woman worker was measured on the basis of their height and weight. A score one (1) was assigned for each BMI result.

$$\mathbf{B.M.I. = Weight (kg)/Height^2 (m^2)}$$

3.9.1.9 Nutritional Status:

Health and nutrition of a woman worker was measured on the basis of having daily calorie intake. A score one (1) was assigned for each 100 kcal nutrition consumption ability per head per day.

3.9.2 Measurement of Dependent Variable

Empowerment is a multi-fold concept and it is based on three important factors such as economic, family & social and political empowerment.

3.9.1.9 Economic Empowerment:

Economic empowerment is considered through changes in respondents' monthly family income and change in her wage(s) value.

3.9.2.1. a Changes in Wage(s) Value:

The respondent wage value before attain as garment worker and wage value, attain as a garment worker must be changed. This kind of change was computing in here. A score one (1) was assigned for BDT 100 wage value of the respondents change in her wage.

3.9.2.1. b Changes in Monthly Family Income:

The respondent monthly family income before attain as garment worker and monthly family income, attain as a garment worker must be changed. This kind of change was computing in here. A score one (1) was assigned for BDT 1000 wage value of the respondents change in her monthly family income.

3.9.1.10 Changes in Family and Social Empowerment:

Family and social empowerment are considered through changes in respondents' level of decision making ability to right related activities, Changes in level of decision making ability for family activities, Changes in level of decision making ability to finance related activities, Changes in level of decision making ability to reproductive activities, Changes in level of freedom from family violence, Changes in level of protecting activity against societal violence. These changes were computed by considering level of changes as per each statement and it was measured by using score in appropriate scale.

3.9.1.11 Changes in Political Empowerment:

Political empowerment denotes through Changes in level of Social responsibility, Changes in level of Leadership quality, Changes in level of Participation at society well-being activities. These changes were computed by considering level of changes as per each statement and it was measured by using score in appropriate scale.

3.10 Hypothesis of the Study

According to Kerlinger (1973), a hypothesis is a conjectural statement of the relation between two or more variables. Hypothesis are always in declarative sentence form and they are connected, either generally or specifically from variables to variables. In expansive sense hypothesis are separated into two types: (i) Research hypothesis (ii) Null hypothesis.

3.10.1 Research Hypothesis (H₁)

On the basis of review of literature and development of conceptual framework following research hypothesis was formulated .Each of the 9 selected characteristics (age, marital status, education, family size, wage(s) value, monthly family income, working experience, B.M.I., Nutritional status) of the respondents were related to the Women Empowerment of the Women Garment Workers.

3.10.2 Null Hypothesis (H₀)

The following Null hypothesis was formulated to explore the relationship between the concerned variables:

“There is no relationship between the selected 9 characteristics of the respondents and the women empowerment.”

3.11 Model of Measuring Variables:

The researcher used the women empowerment as the dependent variable and the independent variable were age, marital status, education, family size, wage(s) value, monthly family income, working experience, B.M.I., nutritional status, it is similar with Masum and Islam (2017) research work. The researcher ran the OLS regression model to determine the significance level of the variables for women empowerment and use STATA software.

The basic model for the study was therefore as follows:

$$W E = \alpha + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + \beta_4 X_4 + \beta_5 X_5 + \beta_6 X_6 + \beta_7 X_7 + \beta_8 X_8 + \beta_9 X_9 + e$$

Where, WE = Women Empowerment.

X_1 = Age

X_2 = Marital status

X_3 = Education

X_4 = Family size

X_5 = Wage(s) value

X_6 = Monthly family income

X_7 = Working experience

X_8 = B.M.I.

X_9 = Nutritional status.

And α is constant and $\beta_1, \beta_2, \beta_3, \beta_4, \beta_5, \beta_6$ etc are coefficients to estimate, and e is the error term.

CHAPTER IV
RESULTS AND DISCUSSION

In this chapter the findings of the study and its interpretation are presented in three sections according to the objectives of the study. The first section deals the selected characteristics for the women garment workers, while the second section deals with the empowerment of the women garment workers. The last section deals with the relationship between the selected characteristics of the women workers and their empowerment.

4.1 Selected Characteristics of the Women Garment Workers:

In this section the results of the women garment workers selected characteristics have been discussed. The salient feature of the respondents with their nine selected characteristics has been presented in Table 4.1:

Table 4.1 The salient feature of the selected characteristics of the women garment workers

Categories	Measuring Unit	Range	Mean	S.D.	C.V.
Age	Years	15-48	27.40	8.91	79.38
Marital status	Score	1-5	1.80	1.18	1.4
Education	Year of schooling	0.5-10	6.16	2.60	6.67
Family size	Person	3-8	6.16	2.58	0.64
Wage(s) value	(,000tk)	3.5-12	7.70	2.07	4.28
Monthly family income	(,000tk)	13.5-30	23.20	3.50	12.20
Working Experience	Working Year	1-10	4.60	2.50	6.40
B.M.I.	Score	20.15-30	23.92	2.60	6.60
Nutritional Status	(‘000Kcal)	15.5-19.8	17.40	1.30	1.63

4.1.1 Age

The age score of women garment workers ranged from 15 to 48 with an average 27.4 and a standard deviation of 8.91 and co-efficient of variance 79.38. Considering the recorded age were classified into three categories namely young middle and old aged following (MoYS, 2012):

Table 4.2 Distribution of the women garment workers according to their ages

Categories (years)	Women Garment Workers		Mean	S.D	C.V
	Frequency	Percentage			
Young aged (up to 35)	66	82.50	27.40	8.91	79.38
Middle aged (36 to 50)	14	17.50			
Old aged (above 50)	0	0.00			
Total	80	100.00			

Table 4.2 indicates that the majority (82.50 percent) of the respondents fell into the young aged category while 17.5 percent and 0 percent were found middle aged and old aged category respectively. The mean value (27.40) rightly indicates the reality. It is most similarly to the findings of Masum and Islam (2017); Respondents are of different age groups and two third of the respondents were in between 21 to 35 years of age followed by 246 respondents whose age below 20 but above 16. 144 respondents were belongs to 36 to 45 age group. Only 13 respondents were from oldest age group (56-65) followed by 46 respondents were from 46 to 55 age groups.

4.1.2 Marital Status

The marital status score of women garment workers ranged from 1-5 with an average 1.8 and a standard deviation of 1.18 co-efficient of variance 1.4. Considering the recorded marital status were classified into five categories namely married, unmarried, divorced, widowed and separated categories (Mean \pm SD) as shown in Table 4.3:

Table 4.3 Distribution of the women garment workers according to their marital status

Categories	Women Garment Workers		Mean	S.D	C.V
	Frequency	Percentage			
Married	45	56.25	1.80	1.18	1.40
Unmarried	22	27.50			
Divorced	3	3.75			
Widowed	5	6.25			
Separated	5	6.25			
Total	80	100.00			

Table 4.3 indicates that the majority (56.25 percent) of the respondents fell into the married category while 27.5 percent and 3.75 percent were found unmarried and divorced category respectively. 6.25 percent were found both in widowed and separated category. The mean value (1.8) rightly indicates the reality. It also similar to Riaduzzaman (2017) there are about 38 percent of women workers are married and rest of them are unmarried, divorced, widowed or abandoned by their husbands.

4.1.3 Education

education were classified into five categories as done by Poddar (2015) as shown in Table 4.4 The education score of women garment workers ranged from 0.5-10 with an average 6.16 and a standard deviation of 2.6 co-efficient of variance 6.67. Considering the recorded:

Table 4.4 Distribution of the women garment workers according to their education

Categories	Women Garment Workers		Mean	S.D	C.V
	Frequency	Percentage			
Illiterate (0)	0	0.00	6.16	2.60	6.67
Can Sign Only (0.5)	8	10.00			
Primary Education(1-5 class)	21	26.25			
Secondary Education(6-10 class)	51	63.75			
Above Secondary Level	0	0.00			
Total	80	100.00			

Table 4.4 indicates that the majority (63.75 percent) of the respondents fell into the secondary education (6-10 class) category while 26.25 percent and 10 percent were found in Primary education (1-5 class) and can sign only (0.5) category respectively. None of the respondents was found both in illiterate (0) and above secondary level category. The mean value (6.16) rightly indicates the reality. Due to poverty in the family, and notion of the family head deprived them from higher education, thus their education is stopped in secondary level and they joined to the workforce. It is likely; Literacy rate among female workers (age 15+) is 56.8 percent that is higher than the total female literacy rate of our country (Paul, Majumder and Pratima, 1996).

4.1.4 Family Size

The family size score of women garment workers ranged from 3-8 with an average 6.16 and a standard deviation of 2.58 co-efficient of variance 0.64. Considering the recorded family size were classified into three categories (Mean \pm SD) as shown in Table 4.5:

Table 4.5 Distribution of the women garment workers according to their family size

Categories	Women Garment Workers		Mean	S.D	C.V
	Frequency	Percentage			
Small family (up to 4)	36	45.00	6.16	2.58	0.64
Medium family (5- 10)	44	55.00			
Large family (above 10)	0	0.00			
Total	80	100.00			

Table 4.5 indicates that the majority (55 percent) of the respondents fell into the medium family (5-10) category while 45 percent were found in small family category. None of the respondents was found in large family category. The mean value (6.16) rightly indicates the reality. Family size of the women garment workers is medium in size because of lack of awareness and religious believe and also family bonding, they like to stay together.

4.1.5 Wage(s) Value

The wage(s) value score of women garment workers ranged from 3.5-12 with an average 7.7 and a standard deviation of 2.07 co-efficient of variance 4.28. Considering the recorded wage(s) value were classified into three categories as shown in Table 4.6.

Table 4.6 Distribution of the women garment workers according to their wage(s) value

Categories ('000' Taka)	Women Garment Workers		Mean	S.D	C.V
	Frequency	Percentage			
Low (up to 5000)	9	11.25	7.70	2.07	4.28
Medium (6000-10,000)	69	86.25			
High (above 10,000)	2	2.50			
Total	80	100.00			

Table 4.6 indicates that the majority (86.25 percent) of the respondents fell into the medium wage(s) value (6000-10000 Taka) category while 11.25 percent were found in low wage(s) value category and 2.5 percent was found in high (above 10000) category. The mean value (7.7) rightly indicates the reality. Due to their service time and energy helps to get a handsome wage(s) value.

Table 4.7 Distribution of women garment workers according to their personal income

Category	Women Garment Workers		Average Income (BDT)
	Frequency	Percentage	
Low Income (Up to 5000 BDT)	9	11.25	4200
Medium Income (6000 - 10000 BDT)	69	86.25	8300
High Income (10000 BDT and above)	2	2.50	11,250
Total	80	100.00	7916

Table 4.7 indicates that the women garment workers income categories. Only 9 respondents are fell into low income group. Their average monthly income is 4200 taka. It refers that low income Category women can earn at least 4200 taka average per month. There are 69 respondents who fell into the Medium income categories. The majority of the respondents fell into here. Their average monthly income is 8300 taka which helps to contribute their family's Economic Support. There are only 2 respondents is in this category. Their average monthly income is 11,250 taka. It refers that high income women can earn at least 11,250 taka average per month. This income helps to contribute their family's economic condition.

4.1.6 Monthly Family Income

The monthly family income score of women garment workers ranged from 13.5-30 with an average 23.2 and a standard deviation of 3.5 co-efficient of variance 12.2. Considering the recorded monthly family income were classified into three categories as shown in Table 4.8:

Table 4.8 Distribution of the women garment workers according to their monthly family income

Categories ('000' tk)	Women Garment Workers		Mean	S.D	C.V
	Frequency	Percentage			
Low (up to 20,000)	11	13.75	23.20	3.50	12.20
Medium (21,000-25,000)	54	67.50			
High (above 25,000)	15	18.75			
Total	80	100.00			

Table 4.8 indicates that the majority (67.5 percent) of the respondents fell into the medium monthly family income (21000-25000) category while 18.75 percent were found in high monthly family income (above 25000) category. 13.75 percent was found in low monthly family income (up to 20000) category. The mean value (23.2) rightly indicates the reality. The study of Masum and Islam (2017) reveals that the most significantly related female employees' empowerment is the financial contribution to family.

4.1.7 Working Experience

The working experience score of women garment workers ranged from 1-10 with an average 4.6 and a standard deviation of 2.5 co-efficient of variance 6.4. Considering the recorded working experience were classified into three categories as shown in Table 4.9

Table 4.9 Distribution of the women garment workers according to their working experience

Categories (days)	Women Garment Workers		Mean	S.D	C.V
	Frequency	Percentage			
Low (1-3)	32	40.00	4.60	2.50	6.40
Medium (4-7)	36	45.00			
High (8-10)	12	15.00			
Total	80	100.00			

Table 4.9 indicates that the majority of the respondents (45 percent) fell into the medium working experience (4-7) category while 40 percent were found in low working experience (1-3) category. 15 percent was found in high working experience (8-10) category. The mean value (4.6) rightly indicates the reality.

4.1.8 Body Mass Index

The B.M.I score of women garment workers ranged from 20.15 -30 with an average 23.92 and a standard deviation of 2.6 co-efficient of variance 6.6. Considering the recorded B.M.I were classified into four categories (Mean \pm SD) as shown in Table 4.9

Table 4.10 Distribution of the women garment workers according to their B.M.I.

Categories	Women Garment Workers		Mean	S.D	C.V
	Frequency	Percentage			
Severely underweight (less than 16)	0	0.00	23.92	2.60	6.60
Underweight (16-18.5)	0	0.00			
Healthy weight (18.5-25)	49	61.25			
Over weight (26-30)	31	38.75			
Total	80	100.00			

Table 4.10 indicates that the majority (61.25 percent) of the respondents fell into the Healthy weight (18.5-25) category while 38.75 percent were found in overweight category. 0 percent was found both in severely underweight and underweight category. The mean value (23.92) rightly indicates the reality. It seems like to Riaduzzaman (2017) one in ten women are found to be overweight or obese (BMI 25 or higher).

4.1.9 Nutritional Status

The Nutritional status score of women garment workers ranged from 15.5-19.8 with an average 17.4 and a standard deviation of 1.3 co-efficient of variance 1.63. Considering the recorded Nutritional status was classified into three categories (Mean \pm SD) as shown in Table 4.11:

Table 4.11 Distribution of the women garment workers according to their nutritional status

Categories ('00' Kcal)	Women Garment Workers		Mean	S.D	C.V
	Frequency	Percentage			
Low calorie intake (15-17)	47	58.75	17.40	1.30	1.63
Medium calorie intake (18-20)	33	41.25			
High calorie intake (21-24)	0	0.00			
Total	80	100.00			

Table 4.11 indicates that the majority (58.75 percent) of the respondents fell into the low calorie intake. (15-17) category while 41.25 percent were found in medium calorie intake (18-20) category. 0 percent was found in high calorie intake (21-24) category. The mean value (17.4) rightly indicates the reality. It might be according to Riaduzzaman (2017) women's nutritional status is very low in Bangladesh.

4.2 Economic Status of the Women Garment Workers:

Table 4.12 indicates that the women garment workers Monthly Family income of different income group categories. Only 9 respondents are fell into low income group. Their average monthly Family income is 18590 taka. It refers that low income Category women's monthly Family income at least 18590 taka average per month. There are 69 respondents who fell into the Medium income categories. The majority of the respondents fell into here. Their average monthly family income is 24427 taka which helps to contribute their family's Economic Support. There are only 2 respondents is in high income Category. Their average monthly income is 25500 taka. It refers that high income women's monthly family income is at least 25500 taka average per month. This income helps to contribute their family's economic condition. Considering the recorded monthly family income were classified into three categories (Mean \pm SD) as shown in Table 4.12

Table 4.12 Distribution of the respondents according to their monthly family income (in BDT)

Income Categories	Women Garment Workers		Average Monthly Family Income
	Frequency	Percentage	
Low Income (Up to 5000 BDT)	9	11.25	18590
Medium Income (6000 - 10000 BDT)	69	86.25	24427
High Income (10000 BDT and above)	2	2.50	25500
Total	80	100.00	22839

Table 4.13 indicates that the women garment workers income categories. Only 9 respondents are fell into low income group. Their average monthly income is 4200 taka. It refers that low income Category women can earn at least 4200 taka average per month. There are 69 respondents who fell into the Medium income categories. The majority of the respondents fell into here. Their average monthly income is 8300 taka which helps to contribute their family's Economic Support. There are only 2 respondents is in high income category. Their average monthly income is 11,250 taka. It refers that high income women can earn at least 11,250 taka average per month. This income helps to contribute their family's economic condition. Considering the recorded personal income were classified into three categories (Mean \pm SD) as shown in Table 4.13

Table 4.13 Distribution of Respondents according to their personal income (in BDT)

Categories	Women Garment Workers		Average Income (BDT)
	Frequency	Percentage	
Low Income (Up to 5000 BDT)	9	11.25	4200
Medium Income (6000 - 10000 BDT)	69	86.25	8300
High Income (10000 BDT and above)	2	2.50	11,250
Total	80	100.00	7916

Table 4.14 indicates the contribution of the women garment workers on their monthly family income. In low income group category 9 respondents' average personal income is 4200, average monthly family income is 18590 and the contribution of those women workers on their monthly family income is 22.31 %. In the medium income group category 69 respondents' average personal income is 8300, average monthly family income is 24427.50 and the contribution of those women workers on their monthly family income is 33.58%. In high income group category 2 respondents average personal income is 11250, average monthly family income is 25500 and the contribution of those women workers on their monthly family income is 44.11 %. Considering the recorded family income were classified into three categories (Mean \pm SD) as shown in Table 4.14

Table 4.14 Distribution of the respondents based on their family income

Categories	Average personal income	Average monthly family income	Percentage share of the total family income
Low Income (Up to 5000 BDT)	4200	18590	22.31
Medium Income (6000 -10000 BDT)	8300	24427	33.58
High Income (10000 BDT and above)	11250	25500	44.11
Total	7916	22839	100.00

4.3 Women Empowerment

The women empowerment was measured by the sum total score of economic, family and social and political empowerment. The score of women empowerment ranged 62-125 with an average 97.94 and a standard deviation of 12.5 co-efficient of variance 155.8. Considering the recorded women empowerment were classified into three categories (Mean \pm SD) as shown in Table4.15.

Table 4.15 Distribution of the women garment workers according to their women empowerment

Categories	Women Garment Workers		Mean	S.D	C.V
	Frequency	Percentage			
Low Empowerment (61-80)	6	7.50	97.94	12.50	155.80
Medium Empowerment (81-100)	39	48.75			
High Empowerment (101-125)	35	43.75			
Total	80	100.00			

Table 4.15 indicates that the majority (48.75 percent) of the respondents fell into the medium Empowerment (81-100) category, while 43.75 percent were found in high Empowerment (101-125) category. 7.5 percent was found in Low Empowerment (61-80) category. The mean value (97.94) rightly indicates the reality. Due to their less economic solvency this kind of results came out. Masum and Islam found that: Woman empowerment (10% to 100%) related to female employees' financial contribution to family, (5% to 100%) with employees' access to resources and (5% to 80%) related with employees' participation in household decision making.

4.4 Factors of Women Empowerment

4.4.1 Economic Empowerment

The women's economic empowerment was measured by this in total score of economic empowerment. The score of women's economic empowerment ranged 1-24 with an average 9.91 and a standard deviation of 5.11 co-efficient of variance 26.14. Considering the recorded women economic empowerment were classified into three categories (Mean \pm SD) as shown in Table 4.16:

Table 4.16 Distribution of the women garment workers according to their economic empowerment

Categories	Women Garment Workers		Mean	S.D.	C.V.
	Frequency	Percentage			
Low (1-8)	36	45.00	9.91	5.11	26.14
Medium (9-15)	22	27.50			
High (16-24)	22	27.50			
Total	80	100.00			

Table 4.16 indicates that the majority of the respondents (45 percent) fell into the low economic Empowerment (1-8) category, while 27.5 percent were found both in high economic (16-24) and medium economic empowerment (9-15) category. The mean value (9.91) rightly indicates the reality. Because of their low wage(s) value changes, this kind of result is come out. Masum and Islam shows that, woman who has financial solvency and can contribute a significant amount to her family generally enjoy the freedom to take decisions about herself and also for her family (Masum and Islam, 2017).

4.4.2 Family and Social Empowerment

The women's family and social empowerment was measured by the sum total score of family and social empowerment. The score of women's family and social empowerment ranged 28-69 with an average 54.43 and a standard deviation of 11.54 co-efficient of variance 133.2. Considering the recorded women's family and social empowerment were classified into three categories (Mean \pm SD) as shown in Table 4.17.

Table 4.17 Distribution of the women garment workers according to their family and social empowerment

Categories	Women Garment Workers		Mean	S.D.	C.V.
	Frequency	Percentage			
Low (28-40)	8	10.00	54.43	11.54	133.20
Medium (41-55)	20	25.00			
High (56-69)	52	65.00			
Total	80	100.00			

Table 4.17 indicates that the majority (65 percent) of the respondents fell into the high family and social empowerment (56-69) category, while 25 percent were found in medium family and social empowerment (41-55) category. 10 percent was found in low family and social empowerment (28-40) category. The mean value (54.43) rightly indicates the reality. Due to their decision making power of different rights related activities help in high family and social empowerment most of the majority of the respondents. It is similar to the study of Kishor (1997) : the decision making power is measured on the basis of the decisions of food cooked, visits, children's education, household budget, children's health, use of family planning methods. Participation in household decision making is the second most significant variable which contributes to increases women empowerment followed by access to resources and perception of gender awareness variables which also have noticeable impact on women empowerment (Masum & Islam, 2017).

4.4.3 Political Empowerment

The women's political empowerment was measured by the sum total score of political empowerment. The score of women's political empowerment ranged 4-43 with an average 33.2 and a standard deviation of 6.44 co-efficient of variance 41.51. Considering the recorded women economic empowerment were classified into three categories (Mean \pm SD) as shown in Table 4.18.

Table 4.18 Distribution of the women garment workers according to their political empowerment

Categories	Women Garment Workers		Mean	S.D.	C.V.
	Frequency	Percentage			
Low (4-15)	3	3.75	33.20	6.44	41.51
Medium (16-30)	16	20.00			
High (31-43)	61	76.25			
Total	80	100.00			

Table 4.18 indicates that the majority (76.25 percent) of the respondents fell into the high political empowerment (31-43) category, while 20 percent were found in medium political empowerment (16-30) category. 3.75 percent was found in low political empowerment (4-15) category. The mean value (33.2) rightly indicates the reality. Their social responsibility, leadership quality and participation in well-being activities help in achieve high political empowerment of most of the respondents. From the study of Masum and Islam: participation in household decision making and perception of gender awareness has significant influence on employees' empowerment (Masum & Islam, 2017).

4.5 Correlation of three Factors of the Women Empowerment

There is a correlation among the three factors of women empowerment. These are given below:

Table 4.19: Distribution of correlation table of three factors of women empowerment

Categories	Economic Empowerment	Family and Social Empowerment	Political Empowerment
Economic Empowerment	1		
Family and Social Empowerment	0.0337	1	
Political Empowerment	- 0.098	- 0.084	1

Table 4.19 indicates the relationship among the three factors of women empowerment. There is a positive but weak relationship between economic empowerment and family and social empowerment. If economic empowerment increases in 1 unit family and social empowerment increases 0.0337 units. There is a negative weak relationship between political and economic relationship. If economic empowerment increases in 1 unit the political empowerment decreases in 0.098 unit. There is also a negative and weak relationship between political empowerment and family and social empowerment. If political empowerment increases in 1 unit, political empowerment decreases in 0.084 units.

4.6 The Contribution of the Selected Characteristics of the Women Garment Workers on their Empowerment

In order to estimate empowerment of the women garment workers, the multiple regression analysis was used which is shown in the table 4.20.

Table 4.20 Multiple regression co-efficient of the contributing variables related to the empowerment of women workers

Dependent Variable	Independent Variable	β	P	R ²	Adj. R ²	F
Women Empowerment	Age	.605	0.013*	0.530	0.469	8.78
	Marital status	-3.29	0.003**			
	Educational qualification	2.84	0.629			
	Family size	-.733	0.595			
	Wage(s) value	1.56	0.020*			
	Monthly family Income	.420	0.307			
	Working experience	-.509	0.437			
	B.M.I.	.883	0.207			
	Nutritional Status	1.019	0.114			

** Significant at $p < 0.01$, 1% level of significance

* Significant at $p < 0.05$, 5% level of significance

The data in Table 4.16 tests the final null hypothesis: there is no significant relationship between 9 characteristics of the respondents and their women empowerment. In order to assess which characteristics contribute to women empowerment, multiple regression analysis was used.

Table 4.16 shows that age and wage value of the respondents had positive significant contribution on women empowerment and marital status had negative significant contribution on women empowerment. Of these, marital status were the most important contributing factor (Significant at the 1% level of significance) and age , wage value of the respondents were less important contributing factors (significant at 5% level of significance) Co-efficient of other selected variables don't have any contribution on the women empowerment.

The value of R^2 is a measure of how the variability in the dependent variable is accounted by the independent variable. So, the value of $R^2 = 0.530$ means that independent variables account for 53% of the variation with their women empowerment. F ratio is 8.78 which is highly significant ($p < 0$).

However, each predictor may explain some of the variance in respondent's women empowerment simply by chance. The adjusted R^2 value penalizes the addition of extraneous predictor in the model, but the value 0.469 is still show that variance is women empowerment can be attributed to the predictor variables rather than by chanced (table 4.16). In summary, the model suggests that the respective authority should be considered respondents age, marital status and wage value. Additionally the respective authority should improve the wage(s) level to make the garment workers economically empowered. It is mostly similar to the findings of the Masum and Islam (2017) entitled "Ready Made Garments" (RMG) Contribution in Women Empowerment: A Study on Bangladesh Perspective" women's financial contribution to family is the deciding factor of their empowerment though their communications skills and understanding ability of the situation helps them to participate in household decision making and accesses to resources which are also have great impact on their empowerment. (Masum & Islam, 2017) and this connection some predictive importance has been discussed below:

4.6.1 Significant Contribution of Age on Women Empowerment

From the multiple regressions, it was concluded that the contribution of age on women empowerment was measured by the testing of following null hypothesis;

“There is no contribution of age on women empowerment”

The following observations were made on the basis of the value of the concerned variable of the study under consideration:

- a. The contribution of age was significant at 5% level of significance (0.013)
- b. So, the null hypothesis could not be accepted.
- c. The direction between age and women empowerment was positive.

The β value of Age is (.605). So, it can be stated that as age increased by one unit, women empowerment increased by .605 units. Based on the above findings, it can be said that women garment workers had more age increased the level of empowerment.

4.6.2 Significant Contribution of Marital Status on Women Empowerment

From the multiple regressions, it was concluded that the contribution of marital status on women empowerment was measured by the testing of following null hypothesis;

“There is no contribution of marital status on women empowerment”

The following observations were made on the basis of the value of the concerned variable of the study under consideration:

- a. The contribution of marital status was significant at 1% level of significance (0.003).
- b. So, the null hypothesis could not be accepted.
- c. The direction between marital status and women empowerment was negative.

The β value of age is (-3.29). So, it can be stated that as marital status increased by one unit, women empowerment decreased by 3.29 units. Based on the above findings, it can be said that women garment workers had more marital status decreased the level of empowerment.

4.6.3 Significant Contribution of Wage(s) Value on Women Empowerment

From the multiple regressions, it was concluded that the contribution of Wage(s) value on women empowerment was measured by the testing of following null hypothesis;

“There is no contribution of Wage(s) value on women empowerment”

The following observations were made on the basis of the value of the concerned variable of the study under consideration:

- a. The contribution of age was significant at 5% level of significance (0.020)
- b. So, the null hypothesis could not be accepted.
- c. The direction between Wage(s) value and women empowerment was positive.

The β value of Wage(s) value is (1.56). So, it can be stated that as Wage(s) value increased by one unit, women empowerment increased by 1.56 units. Based on the above findings, it can be said that women garment workers had more Wage(s) value increased the level of empowerment.

CHAPTER V
SUMMARY OF THE FINDINGS, CONCLUTIONS AND
RECOMMENDATIONS

5.1 Summary of the Study

5.1.1 Individuals Characteristics of the Women Garment Workers

Age

The majority (83%) of the respondents fell into the young aged category while about 17% were found middle aged and none of the respondent were founding old aged category.

Marital Status

The majority (57%) of the respondents fell into the married category while 27% and 4% were found unmarried and divorced category respectively. Similar percentages (6%) of respondents were found both in widowed and separated category.

Education

In the education of women garment worker, the majority around 64% of the respondents fell into the secondary education category while around 26% and 10% were found in primary education and can sign only category respectively. None of the respondent was found both in illiterate and above secondary level category.

Family Size

The majority (55 percent) of the respondents fell into the medium family category, while 45 percent were found in small family category. None of the respondents was found in large family category. The average family member is about 6 members approximately.

Wage(s) Value

The majority around 86% of the respondents fell into the medium wage(s) value category while 11% were found in low wage(s) value category. About 3 percent was found in high category. The average monthly income of the low income group is 4200 taka. In the meanwhile middle income group's average monthly income is 8300 taka and the high income group's average monthly income is 11250 taka per month.

Monthly Family Income

The majority (68%) of the respondents fell into the medium monthly family income category while 18% were found in high monthly family income category. Around 14 percent was found in low monthly family income category.

Working Experience

The majority (45%) of the respondents fell into the medium working experience category while 40 percent were found in low working experience category. 15 percent was found in high working experience category.

Body Mass Index

The majority (61%) of the respondents fell into the healthy weight category which indicates their healthy weight. While around 39% were found in overweight category. None of the respondents was found both in severely underweight and underweight category.

Nutritional Status

About 59% of the respondents fell into the low calorie intake category while 41 percent were found in medium calorie intake category. None of the respondent was found in high calorie intake category.

5.1.2 Economic Status of Women Garment Workers

There are 3 income group women garment workers. In low income group, the contribution of those women workers on their monthly family income is about 23%. In the medium income group, the contribution of those women workers on their monthly family income is about 33%. In high income category, the contribution of those women workers on their monthly family income is about 44%.

5.1.3 Women Empowerment

The women empowerment was measured by the sum total score of economic, family and social and political empowerment. The majority (48.75 percent) of the respondents fell into the medium Empowerment category, while 43.75 percent were found in high Empowerment category. About 7.5 percent was found in Low Empowerment category.

5.1.4 Correlation of three Factors of the Women Empowerment

There is a positive but weak relationship between economic empowerment and family & social empowerment. There is a negative weak relationship between political and economic empowerment. There is also a negative and weak relationship between political empowerment and family & social empowerment.

5.1.5 The Contribution of the Selected Characteristics of the Women Garment Workers on Women Empowerment

Among 9 selected characteristics of the women garment workers characteristics namely age and wage(s) value had significant positive contribution and marital status had significant negative contribution on the women empowerment and the rest of 6 characteristics namely education, family size, monthly family income, working experience, B.M.I, nutritional status had non-significant relationship with the women empowerment.

5.2 Conclusions

Following conclusions were drawn on the basis of findings, logical interpretation and other relevant facts of the study:

1. Majority of the women garment workers fell into the young aged category. There existed a significant positive contribution on women empowerment. Therefore young aged women workers can more contribute on the actual women empowerment.
2. The majority of the women garment workers fell into the married category. Marital status had contributory negative significant relationship with the women empowerment. While more marital status score shows less women empowerment.
3. Wage(s) value had a significant positive relationship with the women empowerment. About (86%) of the women garment workers fell into the medium wage(s) value category. There was a positive contributory relationship between wage(s) value and women empowerment. Wage(s) Value helps to contribute their family income.
4. Economic contribution of low income group is 23% on their monthly family income. In the medium income group the contribution of those women workers on their monthly family income is 33%. In high income group the contribution of those women workers on their monthly family income is 44 %.
5. The majority of the women garment workers fell into the medium empowerment category, while 43.75 percent were found in high empowerment category. About 7.5 percent was found in low empowerment category. So, the empowerment of women has a satisfactory proportion.
6. Among the three factors of women empowerment, there is a positive but weak relationship between economic empowerment and family and social empowerment. There is a negative weak relationship between political and economic relationship. There is also a negative and weak relationship between political empowerment and family and social empowerment.

5.3 Recommendations

Recommendation based on the findings and conclusions of the study have been presented below:

5.3.1 Recommendations for Policy Implication:

1. There had no training opportunity for the women garment workers. Proper training can increase the empowerment level and the skills of the women garment workers. It is recommended that necessary steps should be taken to train up the women garment workers with providing them some training programs

2. The majority (48.75 percent)) of the women garment workers had medium empowerment. So, it may be recommended that necessary steps should be taken by concerned authority to increase the empowerment opportunity.

3. Because of having the majority proportion, the young aged women who had contributory positive significant on the women empowerment. So, the more young people should be encouraged to work. Necessary steps should be taken to encourage them.

4. Having the significant positive relation of wage(s) value on the women empowerment, wage(s) value should be risen up to raise the women empowerment. It is high time to increase the women workers' wage(s) which helps to contribute in their family income.

5.3.2 Recommendations for Further Study

1. Relationship of nine characteristics of women garment workers on the women empowerment was studied in this research work. Further research should be undertaken with a view to exploring relationship of other characteristic of the respondent with their effect in women empowerment.
2. This study was conducted on the population of women garment workers on the women empowerment under Dhaka city. Findings of this study need to be verified by undertaking similar research in women empowerment of other areas of the country.
3. This study was conducted on the role of garment workers on women empowerment under Dhaka city. Many important aspects of women empowerment are still left to be explored. Therefore, more research needs to be carried out on other aspects like assets ownership, training etc are needed to explore.
4. This study was conducted on only three garments women workers. Further research should be undertaken with a view to exploring the new garments worker of new area.

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APPENDIX A

**A Questionnaire for Research Study on
Role of Garment Workers on Women Empowerment Under Dhaka City**

From Respondent's Perspective

Respondent no: _____ Mo. No. _____

Name of the Respondent: _____

Employment Organization: _____

Place: _____

1. Socio- Economic Profile:

i. Age: How old are you? _____(years)

ii. Marital Status: What is your marital status?

- a. Married b. Unmarried c. Divorced d. Widowed e. Separated

iii. Educational Qualifications: What is your educational qualification?

- a. Don't know reading and writing.....
 b. Don't know reading and writing but can sign only.....
 c. Passed..... class.
 d. I took.....class equivalent NFE.

iv. Family Size:

Please mention the number of your family members including yourself

- a. Male.....Members b. Female.....Members
 b. Total... ..Members

v. Wage(s) Value:

Please mention your present wage valuetk

vi. Monthly Family Income: Please mention your monthly family income

- a. Self income..... tk
 b. Other family member's income.....tk
 c. Total family income tk

vii. Working Experience:

How many years do you work in the Garment industry?(Years)

ix. Body Mass Index (B.M.I.):

Body Weight(k)	Height		M ²	BMI: (Weight(kg)/Height ² (M ²))
	Feet	Meter		

x. Nutritional Status:

i. Carbohydrate:

Food name:

Calorie:..... **Kcal**

ii. Protein:

Food name:

Calorie:..... **Kcal**

iii. Fat:

Food name:

Calorie:..... **Kcal**

Total calorie intake (i+ii+iii)Kcal

=Kcal

2. Factors relates to Women Empowerment:

a. Economic Empowerment:

i. Changes in Wage(s) Value: Please indicate the changes in your wage(s) value:

Wage(s) value before attain as garment worker (Tk)	Wage(s) value as garment worker (Tk)	Changes (Tk)

ii. Changes in Monthly Family Income: Please indicate the changes in your monthly family income:

Monthly Income	Income before attain as garment worker (Tk)	Income attain as garment worker (Tk)	Changes
Self income			
Income from other Family members			
Total			

b. Family and Social Empowerment:

Please indicate your changes in level of decision making ability to right related activities:

i. Rights related family activities	Level of Changes			
	No(0)	Low(1)	Medium(2)	High(3)
a. Spending money				
b. Take formal and informal education				
c. Intra family communication				

Please indicate your changes in level of decision making ability for family activities:

ii. Decision related family activities	Level of changes			
	No(0)	Low(1)	Medium(2)	High(3)
a. Spending money				
b. Selection of food meals for the family members.				
c. Purchasing potential household goods				
d. Restructuring residence				
e. Purchasing land				
f. Child, female and adult education				
g. Family healthcare				
h. Celebrating family events				

Please indicate your changes in level of decision making ability to finance related activities:

iii. Finance related activities	Level of changes			
	No(0)	Low(1)	Medium(2)	High(3)
a. Child education				
b. Child Care				
c. Family health-care				
d. Purchasing food items				
e. Purchasing cloths and utensils				

Please indicate your changes in level of decision making ability to reproductive activities:

iv. Reproductive activities	Level of changes			
	No(0)	Low(1)	Medium(2)	High(3)
a. Selecting family planning method				
b. Selecting time for taking baby				
c. Selecting Family size				

Please indicate your changes in level of freedom from family violence:

v. Freedom from family violence	Level of changes			
	No(0)	Low(1)	Medium(2)	High(3)
a. Pressure of dowry				
b. Physical Assaults				
c. Abusive Language				
d. Mental Harassment				
e. Threats of divorce or polygamy				
f. Level of freeness from restriction in talking				
g. Deprive from property issue				

Please indicate your changes in level of protecting activity against societal violence:

vi. Protecting activity against societal violence	Level of changes			
	No(0)	Low(1)	Medium(2)	High(3)
a. Dowry				
b. Fatwa				
c. Illogical divorce in the society				
d. Illogical torture				
e. Early marriage				
f. Child labor				

c. Political Empowerment:

Please indicate your changes in level of capability to analyze, organize, and mobilize the surrounding situation in case of following issue:

i. social responsibility related issue	Level of changes			
	No(0)	Low(1)	Medium(2)	High(3)
a. Identification of the family and society right				
b. Protection against any unfair family decision				
c. Protection against any unfair society decision				
d. Working with voluntary service provider development organizations.				

Please mention your level of leadership qualities in case of following issues:

ii. Leadership qualities	Level of changes			
	No(0)	Low(1)	Medium(2)	High(3)
a. Taking risks as an advancer				
b. Become assertive and persuasive				
c. To be empathetic and flexible				
d. To group formation ability				
e. To take quick decision ability				
f. To be industrious				
g. To have managing capacity				
h. To be stronger in interpersonal skills				

Please mention your participation level in the social well-being activities in case of following issues:

iii. Participation in well-being activities	Level of changes			
	No(0)	Low(1)	Medium(2)	High(3)
a. In local cultural program				
b. In local political program				
c. In local political meeting				
d. In rural development activities				
e. In labor organization				
f. In Workshop				

Thank you for your kind cooperation.

Dated:

.....
Signature of the interviewer

APPENDIX B

Calorie Chart of different Food:

i. Carbohydrate:

Food name	Amount	Calorie (in one serve)
Rice	1 cup	200
Roti	1 piece	100
Bread	100 gm	230
Puffed rice	50 gm	200
Fruits	1 piece	75
Vegetables	100 gm	30
Egg	1 piece	74

ii. Protein:

Food name	Amount	Calorie (in one serve)
Chicken	100 gm	140
Red meat	100 gm	170
Fish	100 gm	200
Pulse	100 gm	110
Dry fish	100gm	371

iii. Fat:

Food name	Amount	Calorie (in one serve)
Milk	1 glass	145
Nuts	1 muth	170
Oil	1 tblspn	135
Curd	100 gm	100
Ghee	1 tblspn	115