

ASSESSING COMPLIANCE WITH INTERNATIONAL LABOR ORGANIZATION CONVENTION NO. 100 IN BANGLADESH'S READY-MADE GARMENTS INDUSTRY FOR SUSTAINABLE DEVELOPMENT GOALS

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Abstract: *The ready-made clothing business in Bangladesh is recognized as one of the most prosperous industries, making a substantial contribution to the country's economic growth. There are about five thousand ready-made garment industries in our country. Presently, international buyers are placing orders with a focus on ensuring compliance with International Labor Organization (ILO) conventions. ILO conventions focused on the different social and labor issues. Among the different ILO conventions, ILO convention (No.100) particularly discussed about equal remuneration both for men and women in workplace. Hence, successful implementation of compliance with the ILO convention in RMG industry is required for achieving sustainable development goals (SDG-8) that ensures a better and more sustainable future for all. This study aims to examine the implementation status of ILO Convention No. 100 compliance in the RMG industry (Readymade Garment Industry), a key requirement for attaining SDG 8. A close loop questionnaire regarding the ILO convention (No.100) was prepared containing five questions to conduct the research work. The study collected feedback from 154 respondents, encompassing male and female employees from diverse RMG industry sectors. A Likert 5.0 Scale and Chi-Square test were used for deeper and appropriate analysis. The survey results revealed a satisfactory level of compliance with ILO Convention No. 100 in the RMG industry of Bangladesh. The findings of this study will be highly beneficial to garment industry owners in understanding their existing level of compliance with ILO convention (No. 100).*

Keywords: International Labor Organization (ILO) conventions, Sustainable development goals (SDG-8), Chi-Square test, Readymade Garment (RMG).

PROCENA USKLAĐENOSTI SA KONVENCIJOM MEĐUNARODNE ORGANIZACIJE RADA BR. 100 U BANGLADEŠKOJ INDUSTRIJI KONFEKCIJE ZA CILJEVE ODRŽIVOG RAZVOJA

Apstrakt: *Posao konfekcije odeće u Bangladešu je prepoznat kao jedna od najprosperitetnijih industrija, koja daje značajan doprinos ekonomskom rastu zemlje. U našoj zemlji postoji oko pet hiljada konfekcijskih industrija. Trenutno, međunarodni kupci daju narudžbine sa fokusom na obezbeđivanje usklađenosti sa konvencijama Me-*

đunarodne organizacije rada (ILO). Konvencije MOR-a su se fokusirale na različita socijalna i radna pitanja. Među različitim konvencijama MOR-a, Konvencija MOR-a (br. 100) posebno govori o jednakoj naknadi i za muškarce i za žene na radnom mestu. Dakle, za postizanje ciljeva održivog razvoja (SDG-8) koji osiguravaju bolju i održiviju budućnost za sve, neophodna je uspešna implementacija usaglašenosti sa konvencijom MOR-a u konfekcijskoj industriji. Ova studija ima za cilj da ispita status implementacije usaglašenosti Konvencije MOR-a br. 100 u industriji RMG, ključnog uslova za postizanje SDG 8. Pripremljen je upitnik zatvorene petlje u vezi sa Konvencijom MOR-a (br. 100) koji sadrži pet pitanja za sprovođenje istraživanja rad. Studija je prikupila povratne informacije od 154 ispitanika, uključujući muške i ženske zaposlene iz različitih sektora RMG industrije. Za dublju i odgovarajuću analizu korišćeni su Likert 5.0 skala i hi-kvadrat test. Rezultati istraživanja su otkrili zadovoljavajući nivo usklađenosti sa Konvencijom ILO br. 100 u industriji RMG u Bangladešu. Nalazi ove studije će biti od velike koristi vlasnicima odevne industrije u razumevanju njihovog postojećeg nivoa usklađenosti sa konvencijom MOR (br. 100).

Ključne reči: konvencije Međunarodne organizacije rada (MOR), Ciljevi održivog razvoja (SDG-8), Hi-kvadrat test, konfekcija odeće.

1. INTRODUCTION

The Readymade Garment (RMG) business, which has experienced tremendous expansion over the past 25 years, has considerably propelled this shift and is currently Bangladesh's largest exporting industry. The country has over 3,000 factories of different sizes and types [1][2]. The ready-made Garments industry is crucial for Bangladesh, contributing significantly to foreign currency earnings. Its success relies on factors such as affordable labour, government policies, and adherence to compliance codes of conduct [3]. The effective application of compliance in companies enhances productivity, protects workers' rights, and improves working conditions. For that reason, the international buyers are particularly focused on the compliance issues before placing their order. The International Labour Organization (ILO) is a UN organization that protects workers' rights. ILO Conventions aim to address various social and labour issues, encompassing basic human rights, minimum wages, industrial relations, employment policy, social dialogue, social security, and other related matters. Concentrating on conventions and the associated jurisprudence is the main focus in examining the international protection of freedom of association in Bangladesh's domestic arena. ILO Convention No. 100 specifically highlights the equal remuneration of men and women workers for equal value work [4][5][6]. On the other hand, The United Nations Sustainable Development Goals (UN SDGs), a set of 17 objectives, form a comprehensive framework for global transformation, addressing issues ranging from poverty and hunger to climate action and partnerships for the goals. It provide a plan for achieving a more sustainable future for all. They address global challenges like poverty, inequality,

climate change, environmental degradation, and advocate for peace and justice. Among the seventeen goals, SDG-8 specifically focuses on achieving full and productive employment, as well as decent work for all men and women [7][8]. Numerous studies have been conducted to understand the current scenario of compliance and labour law implementation in Bangladesh. In 2010, Md. Arifur Rahman and Mir Sohrab Hossain published a paper titled 'Compliance Practices in Garment Industries in Dhaka City.' The research examined whether garment industries in Dhaka City adhered to their compliance obligations. The authors suggested that RMG authorities in Bangladesh should have implemented effective policies on housekeeping, material storage and handling, work station design, fair wages, fair disciplinary action, and prevention of workplace violence [3]. In 2017, Muhammod Shaheen Chowdhury conducted a study titled 'Compliance with Core International Labor Standards in National Jurisdiction: Evidence from Bangladesh.' The researcher concluded that inadequate implementation of national labor laws and ineffective adherence to ILO conventions within the domestic jurisdiction of Bangladesh result in significant losses for workers, society, and the national economy [9]. In 2018, Muhammad Shahab Hossain Siddiquee and Md Amzad Hossain published a paper titled 'Exploring Gender Wage Gap in the Urban Labor Market of Bangladesh' [10]. The main objective of this study was to examine whether a gender wage gap exists in Bangladesh's urban labour market. Despite numerous studies on these subjects, there is still a need to assess the current situation of compliance with ILO Convention 1951 (No. 100) in the RMG industry of Bangladesh. Therefore, this paper endeavours to assess the cur-

rent compliance status with ILO Convention (No. 100) in the RMG industry of Bangladesh.

2. METHODOLOGY

2.1. Research plan

This study was based on survey questionnaire. A survey was taken from different industry, employees of Bangladesh. A close loop questionnaire regarding the ILO convention (No.100) was prepared to conduct the research work. The feedback of this study was taken from 100 respondents and most of the respondents were in the age group 25-30 years. Among the 100 respondents, 45 participates were female. Close ended questions were used for qualitative analysis to assess the current status of compliance with the ILO convention No.100. Satisfaction level of employees regarding increment system was analyzed using a Likert 5.0 Scale. On the other hand, the assessment of current status of compliances with ILO convention No.100 was observed by using Chi-Square test.

2.2. Statistical analysis

H_0 : The feedback from both male and female respondents is significant in assessing the current compliance status with ILO Convention No. 100, using the provided questionnaire.

H_1 : The feedback from both male and female respondents is not significant in assessing the current compliance status with ILO Convention No. 100, using the provided questionnaire.

The respondents (male and female) and their feedback against four questions regarding the ILO convention No.100 was analyzed to assess the current status of compliance. For that reason, observed and expected value was determined to find out the significant. The critical value was measured at a significance level of 0.05. Finally, Chi-square (χ^2) value was calculated according to equation 1 and compared with the critical value to find the acceptability of null hypothesis.

The formula for calculating a Chi-square statistic is:

$$\chi^2 = \sum_{i=1}^n \frac{(f_o - f_e)^2}{f_e} \quad (1)$$

Where, f_o stands for the observed frequency, f_e stands for the expected frequency. If the χ^2 value is less than critical value, then null hypothesis is failed to reject. The critical value is obtained from the chi

square distribution table for a specific degree of freedom [11].

3. RESULTS AND DISCUSSIONS

3.1. Wage’s structure based on national laws or regulations

Based on respondent feedback, it could be concluded that most garment industries adhere to national laws and regulations regarding wage structures. Among 154 participants, about 122 offered positive feedback, as illustrated in Figure 2. This trend is attributed to the increasing focus of garment industries on compliance. There is a growing commitment to adhere to rules and regulations in line with compliance, and a strong willingness to contribute to achieving SDG8. In the context of statistical analysis, the input from participants proved crucial in evaluating the existing compliance status with ILO Convention No. 100. The acceptance of the null hypothesis, as indicated in Table 1, underscored the significance of participant feedback in this assessment.

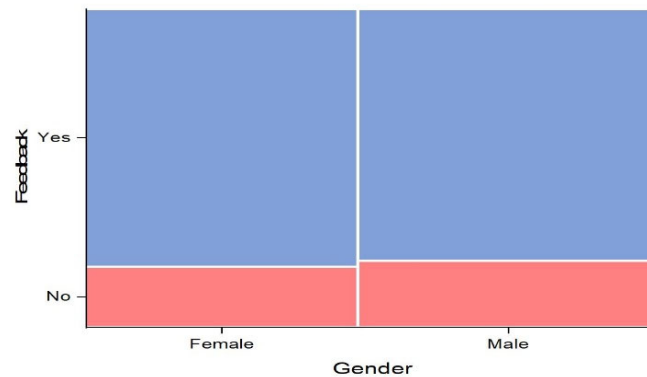


Figure 1: Employee feedback regarding salary structure

Table 1: Statistical analysis based on feedback for salary structure

Chi-square	Critical value for 0.05 level of significance for degree of freedom value 1	Comment
0.0782	3.84	Null hypothesis is accepted



Figure 2: Employee feedback regarding increment system

3.2. Satisfaction Level of Increment System

The evaluation of the employee increment system’s satisfaction level utilized a Likert 5.0 Scale, as indicated in Figure 2. From the employees’ standpoint, 35.70% of the surveyed individuals, including 23 females and 32 males, indicated being “Moderately satisfied” with the increment system. Additionally, 22.60% of the respondents, consisting of 17 females and 18 males, conveyed their dissatisfaction by expressing that they were “Not satisfied” with the increment system. Most of the industries in Bangladesh increase 10 percentage of existing basic salary of the employees after one year competition. It might be a good idea to change this and give raises based on how well employees are doing in their jobs.

3.3. Discrimination of wages between men and women

The survey results presented in Figure 3 reflect employee feedback. According to the respondents, 62.3%, comprising 31 females and 65 males, indicated a “No” response when asked about wage discrimination between men and women. Additionally, 29.87% of the participants, with 42 females and 4 males, reported experiencing occasional discrimination, depending on the nature of the work. The remaining 10.38% mentioned facing workplace discrimination. The acknowledgment of the null hypothesis, as highlighted in Table 2, emphasizes the importance of the feedback provided by participants in this evaluation. Improving wage equality between men and women is crucial for achieving Sustainable Development Goal 8. To accomplish this, it’s vital to emphasize performance-based rewards and conduct thorough evaluations as key strategies to reduce wage disparities.

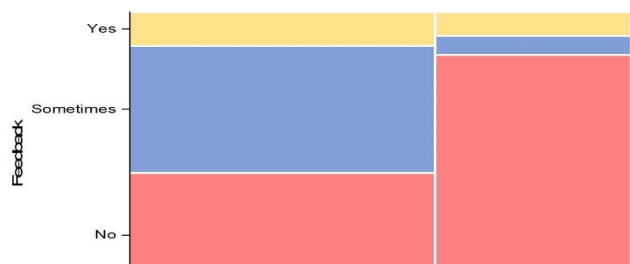


Figure 3: Employee feedback regarding discrimination of wages

Table 2: Statistical analysis based on feedback for wages discrimination

Chi-square	Critical value for 0.05 level of significance for degree of freedom value 2	Comment
2.30	5.99	Null hypothesis is accepted

3.4. Policy regarding the prevention of discrimination of wages

The findings depicted in Figure 4 illustrate the feedback provided by employees through the survey. According to the respondents, 82% (54 females and 72 males) provided positive feedback regarding the prevention of wage discrimination between males and females. Many respondents indicated that factory owners are actively implementing initiatives, such as contracts, promotions, and remuneration, to prevent wage discrimination among employees in their factories. 18% of respondents gave negative reviews against this survey question. Furthermore, the null hypothesis was validated (shown in Table 3) through the survey feedback provided by the employees.

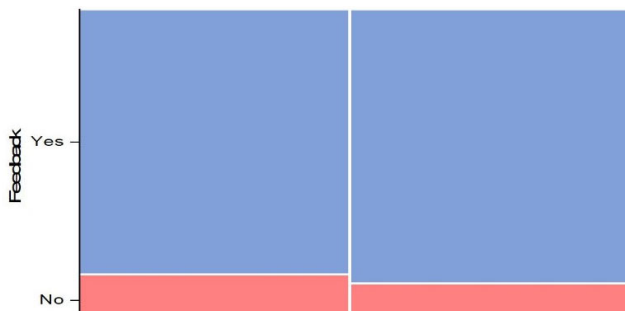


Figure 4: Employee feedback regarding prevention of discrimination of wages

Table 3: Statistical analysis based on feedback for wages discrimination policy

Chi-square	Critical value for 0.05 level of significance for degree of freedom value 1	Comment
0.1468	3.84	Null hypothesis is accepted

3.5. Organization recruitment/ promotion policy of employee based on their gender/religion/ political views

Figure 5 presents the insights derived from employee feedback collected through the survey. Considering both female and male employees, 80.4% of respondents conveyed positive perspectives on their recruitment policy. Based on their viewpoints, it can be asserted that most industries, during their recruitment processes, did not consider factors such as employee gender, race, or political views. Moreover, the survey feedback from employees substantiated the validation of the null hypothesis, as indicated in Table 4. On the other hand, 19.6% employees were dissatisfied about the recruitment policy.

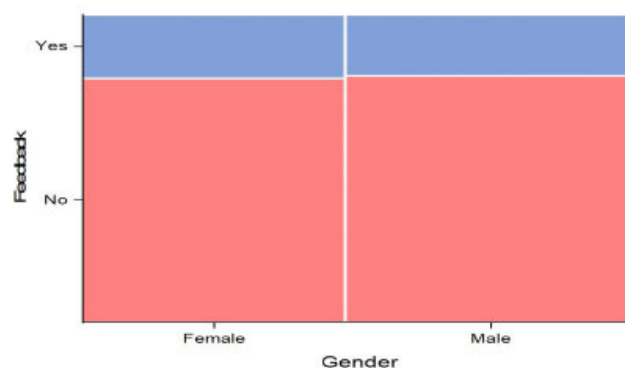


Figure 5: Employee feedback regarding recruitment policy

Table 4: Statistical analysis based on feedback for recruitment policy

Chi-square	Critical value for 0.05 level of significance for degree of freedom value 1	Comment
0.0215	3.84	Null hypothesis is accepted

4. CONCLUSION

This study was an initiative to observe of the current status of compliance with ILO convention No.100. By analyzing the survey questionnaire from the respondents, it is apparent that there has been an enhancement in the status of compliance regarding wage discrimination compared to previous assessments. However, modifications to the policy on wage discrimination are deemed necessary. The

To attain sustainable development goals and maintain competitiveness in the global market, the RMG industry must diligently adhere to the specified compliance standards. An established or recognized machinery for determining wages, performance evaluation methods and collective agreements between the employers and workers must be implemented in RMG industry in order to remove the wage inequality.

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