



International
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Study Report on Working Conditions of Indigenous and Tribal Workers in Bangladesh's Urban Economy: A Focus on the Garment Industry and Beauty Parlours



Study prepared for the
International Labour Organization

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Working Conditions of Indigenous and Tribal
Workers in Bangladesh Urban Economy: A Focus on
Garment and Beauty Parlours**

**Prepared for
International Labour Organization
Country Office for Bangladesh**

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In consultations with Mr. Chicham, we assembled an effective study team comprising of Dr. Aoulad Hosen, Chairman of the Department of Economics, Jatiyo Bishawbiddalay (JB); Mr Md Manirul Alam, a Communication Manager of the Consulting firm, Sweco Danmark A/S, Dhaka; Ms. Arthee Chowdhury a graduate of Asian University of Woman (AUW), Chittagong; Ms Prima Chakma, a graduate student of North South University(NSU); and Mr. Mohammad Tariqul Alam of NSU's Graduate Studies and Research. Respective team member's expertise and commitment was crucial in ensuring the quality and completing the study in time. The contacts of Arthee Chowdhury and Prima Chakma were invaluable in communicating with and obtaining cooperation of ITP workers and holding six FGDs in three study locations. Dr. Aoulad served as an effective deputy leader in the study team. Manir's data analysis expertise and Tariq's support in coordinating and office management are thankfully acknowledged.

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Executive Summary

1. Introduction

This study, conducted for the International Labour Organization (ILO), focuses on working conditions of workers originating from indigenous and tribal populations (ITP) in Bangladesh's urban economy. The purpose has been to generate new and updated knowledge and empirical evidence on their working conditions, particularly in the garment and beauty parlour industries. For comparative insight, workers of non-ITP origin working in these two sectors were also included in the study. Workers of ITP origin, who are involved in the informal sector of the urban economy, were also included in the study design. The investigation was undertaken to identify the status of the surveyed workers in terms of:

- (i) Fundamental principles and rights at work;
- (ii) Working conditions and remuneration; and
- (iii) Perception on ethnicity, indigenous identity, social origin, disability or other grounds.

The objective of the study was to contribute to ensuring the rights of workers of ITP origin in terms of fundamental principles, ILO conventions on indigenous and tribal peoples and as per decent work requirements including rights at work, safe working conditions and adequate remuneration.

With this in view, the inquiries were focused on:

- Identifying push and pull factors associated with worker migration
- Assessing the level of perception of ethnicity and diversity
- Suggesting points of interventions for improving working conditions.

2. Data Source/Methodology

The study was carried out in three urban locations, namely in Dhaka, the country's capital city, which is also a mega city, Chittagong, the port city of the country, and in Savar, an export processing zone (EPZ) area adjacent to Dhaka along its northern corridor. The survey was conducted between July and September 2015. Data included information on national and international laws, regulations, policies and international agreements on indigenous and tribal people including ILO conventions, existing studies and the government documents on constitution and labour laws. The database of the study also included questionnaire survey results from 300 key informant interviews (KII) comprised of 100 garment workers, 100 beauty parlour workers, 50 others from informal sectors, all of ITP origin, and 50 management personnel. There were also six focus group discussions (FGDs).

The survey respondents' distribution by urban location was 110 from Dhaka, 110 from Chittagong and 80 from Savar. Out of the 300 KIIs, 50 were management personnel.

Of the total 250 workers in the survey, 60 were of non-ITP origin and 190 were of ITP origin. Of the workers of ITP origin 70 were from garments, 70 were from beauty parlours and 50 from informal sectors. The worker composition of the six FGDs, two in each of the three study locations, was as follows: three with garment workers (two of mixed gender and one with male workers only) and three with the workers in the beauty parlours (all females).

2.1 Questionnaire surveys were conducted raising queries on:

Respondents' demographic characteristics, family background, migratory characteristics, job search process, skill requirement, nature of job contract, working hours, salary, overtime work and payment, working environment, occupational safety, scope of advancement, membership in trade unions and organizations, familiarity with labour law and regulations, inspection system, social security, attitudes towards respective work, harassment, discrimination, conflict, living environment conditions, vulnerabilities, and expectations from employers, trade unions, government agencies and ILO.

2.2 Issues raised in FGD sessions included:

- a. Process of ITP workers' job search
- b. Awareness of rights as an individual of ITP origin and about rights at work,
- c. Salary and overtime payment,
- d. Problems encountered at work place and living environment of an urban economy,
- e. Awareness of and membership in trade union or other organization.

3. Key Findings

The findings of the study are summarized below. The summary starts with brief profiles of (i) types of work in the three sectors of study and (ii) and the composition of the workers by ethnic background, gender, religion, educational background and marital status. Key findings are presented below according to issues.

3.1 Work Type and Position

Garments: Quality inspector, cutting, designer, security section, supervisor, electrician, marketing office assistant, quality check, security guard, embroidery operator, winding operation, operator, packing section, helper, applique designer, swing operator, swing helper, finishing, mechanical supervisor, lab technician, peon, spinning, leather cutter, reporter, quality controller, office coordinator, hand stitching, marketing consultancy division staff, photocopy and clerk;

Beauty Parlour: Bridal makeup, spa, facial mud baths, bridal hair cutting, colouring, waxing, eyebrow shaping, pedicure & manicure, hair colouring, body wraps, haircut and oil massage.

Informal Sector: Building assistant, care taker, craftsman, driver, electrician, farm worker, guard, hair cutting, house maid, house-keeper, office assistant, peon, sales person, security guard, senior accountant, shop-keeper, petty business, and waiter; and

Management Personnel: Owner, manager, accounts, and customer service.

3.2 Ethnic Composition

Workers' ethnicity suggests that distance from workers' origin or home district to the city of work is significant. This is evident in the fact that 53.6% of the workers in Chittagong are Chakmas who live in the Chittagong Hill Tracts. Garos account for 62.9% and 54.0% of workers in Dhaka and Savar respectively. Savar is close to Tangail, which includes Modhupur, the region from which most Garos come from. Other indigenous and tribal communities among the respondents are of the following order: Marma (6.1%), Tripura (3.3 %), Murong (1.1%), and Tangchangy, Santal, Kiang and Chak each with 0.6%. The study respondents of 181 therefore come from nine indigenous and tribal communities of which Chakmas and Garos are the major groups. Amongst the study's non-ITP origin workers, 100% are Bangalees.

Chakmas account for 43.6% in the three sectors. They compromise 98.3% in the garment industry, 11.3% in beauty parlours and 23.5% in the informal sector sample of the study. Garos account for 69% of the total ITP workers engaged in beauty parlours and 56.9% of the informal sector. Amongst the total respondents of ITP workers, Garos account for 43.6%.

3.3 Gender Composition

In the garment industry, female workers account for 53.3% of the total workers of ITP origin. Among the non-ITP garment workers, female workers account for 56.7%. Of beauty parlour workers, both ITP and non-ITP, all are of female gender. Of the informal sector workers in this study, males account for 73.1%. It should be noted that the informal sector respondents' number in the study is relatively small and also not representative of the vast size of the informal sector in Bangladesh and its' diversity. The informal sector workers are more comparable with the other two sectors in this study, garments and beauty parlour, in that this study's informal sectors workers are largely wage workers of the sector unlike the own account workers of the informal sector, who usually account for the large proportion of this sector.

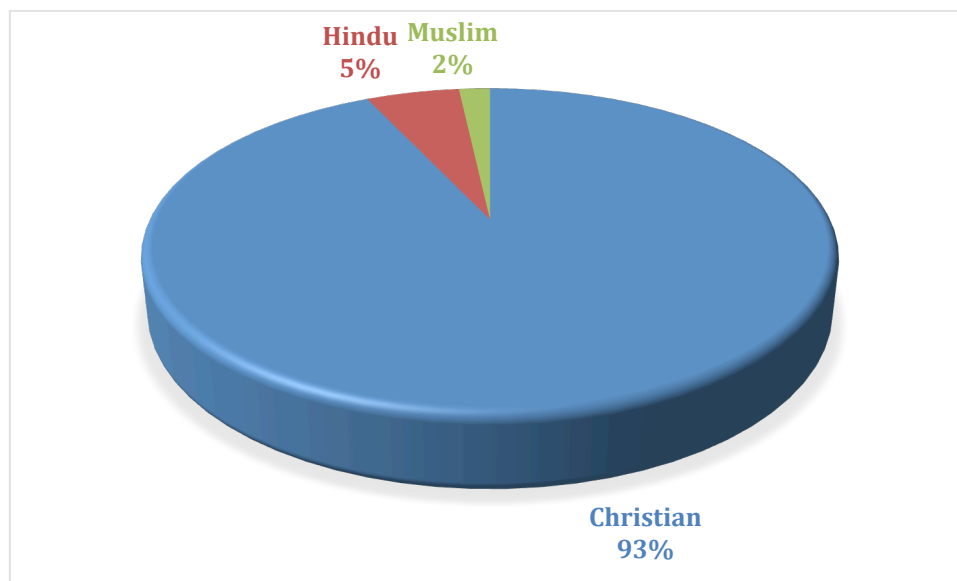
3.4 Composition by Religion

In the garment sector, 98.3% of workers are Buddhists. The remaining 1.7% of workers are Christians. Amongst beauty parlour workers, Christians account for 74.6%, 4.2% are Hindu and 1.4% are Muslim. Buddhists account for 18.3% of ITP workers in the beauty parlour sector. Among the informal sector respondents of ITP origin, Christians account for 61.5%, Buddhists account for 30.8 % and 7.7% are Hindus. The below two graphs illustrated the representation of ITP workers by religion in two different sectors.

Graph 1: ITP workers by Religion in the Garment Sector

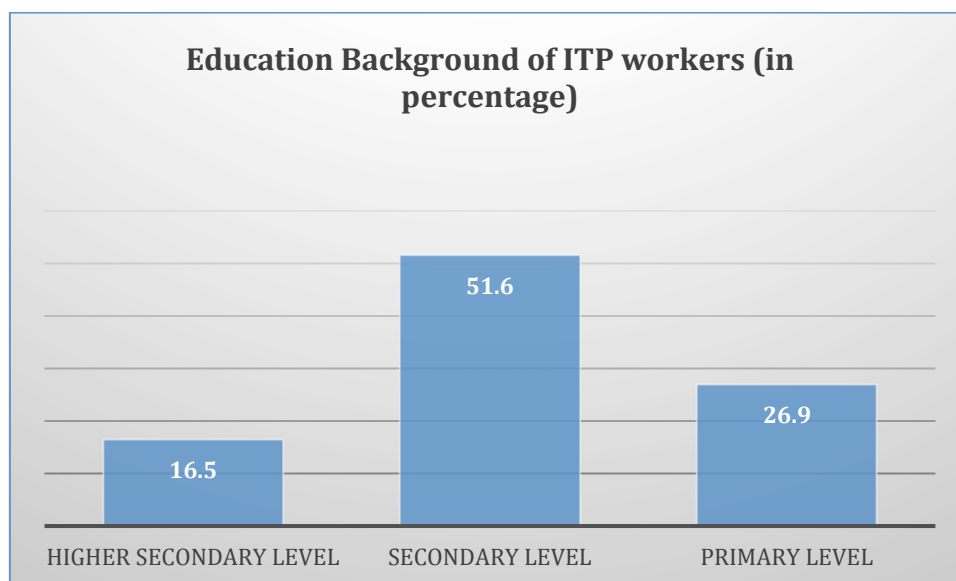


Graph 2: Status of ITP workers religion in the Beauty Parlour



3.5 Educational Background

Among the workers of ITP origin, 51.6% have education up to secondary level (about 10 years of schooling). More than one fourth (26.9%) of the workers of ITP origin have education only of primary level (five years of schooling). About 16.5% of workers have higher secondary level of education (about 12 years of schooling). The below graph 3 shows the figures:



In the garments sector, 16.7% of ITP workers reported to have education only of primary level. A large majority of them (58.3%) completed secondary level of education. About 21.7% of workers have the next higher level of educational qualification, higher secondary level. Only two workers in the garments sector are illiterate. About 35% of ITP workers in the beauty parlour have education of primary level. Nearly half of the workers (49.3%) have achieved secondary level education. The proportion of workers with higher level education accounts for 11.3%. Three workers (4.2%) belong to the illiterate group. In the informal sector, the proportion of workers with primary level education accounts for 27.5%. Of the total workers of ITP origin engaged in the informal sector, workers with secondary level education accounts for 47.1% and workers with higher secondary level education accounts for 17.6%. Four workers (7.8%) in this group are illiterate. Of non-ITP workers, 33.3% of the garment workers completed primary level of education and 43.3% have completed secondary level education. In the beauty parlour sector, non-ITP workers' education level is of following order: primary level (14.7%), secondary level (70.6%) and higher secondary (14.7%). None belonged to the illiterate group.

3.6 Marital Status

Of all respondents, 56.1% are married. In the garments sector, beauty parlour sector and informal sector, 55.9%, 57.7%, and 54.0%, respectively, are married. Likewise amongst the non-ITP workers, 71.9% are married. Sector-wise the corresponding proportions for garments and beauty parlour are: 86.6% and 58.8 %.

3.7 Motivation for Migration

Young job seekers migrate from rural area to urban area, for similar reasons all over the world. The reasons noted include better employment opportunities in the city and better income. It is noted that there is considerable motivation to move to cities such as Dhaka and Chittagong or EPZ areas such as Savar. Although the pull factors to cities are common, the push factors are also quite formidable. For example, poverty,

no work opportunities in village and limited land for cultivation are some of the common push factors.

3.8 Salary and Pay Scale

Salary is paid on a monthly basis. Increment is given on a yearly basis; usually it is 10% of the basic salary. Workers are assigned to a particular slab, based on work experience and performance. On average, the monthly salary of workers in all three sectors, spread between three locations of the study is largely in the same. No sector has a mean salary above 9,000 taka (BDT) (about US\$111). The mean income of three sectors is the following: beauty parlour workers' monthly salary is 8,921 BDT (US\$110), the informal sector workers' monthly salary is 8,865 BDT (US\$109). According to a government announcement, the wage board determined the monthly minimum wage for entry-level garment industry workers to 5,300 taka (£41.8, €50.1, \$67.4), from 3,000 taka. The study found among the interviewed workers' salary averages to (US\$108). From salary data two points can be made. First, there is hardly any difference in salary or wages in the three studied sectors. Second, the world of hard-working poor or the disadvantaged in the society is more or less same.

3.9 Work Hours

Data on hours of work indicate that most workers are to work beyond the standard of eight hours per day. The above data suggests that many workers end up doing even more than the two hours of overtime that are normally required of the garment workers.

3.10 Overtime Payment

The overtime system is more prevalent in the garment sector. Hourly rate is pro-rated to the total hours of work in a month and the basic pay in a month. This system usually makes hourly overtime payment low even though the payment is double the hourly pay.

3.11 Unequal treatment in Salary

On the issue of unequal treatment between ITP and non-ITP workers, the evidence does not indicate any significant differences. For example, to the query if wage rate differs by ITP and non-ITP origin of workers, 90.1% of the ITP workers in all sectors stated that it did not. In other words, about 10% of ITP workers do experience unequal treatment. The unequal treatment appears to be more experienced by the workers of the informal sector. During FGDs however, workers of ITP origin reported that with regard to wage increment and promotion, they experience some unequal treatment towards them.

3.12 Salary Utilization

To the query as to how the salary is utilized, the most common response of the ITP workers was “send to parents to support family”. The other cited purposes for which the salary is used include “save for future”, “support the younger brother and sister’s schooling”, “pay off debt of one’s own or family’s”. Only 5.1% said the whole salary meets their respective individual needs. Such evidence indicates the kind of disadvantaged background of these workers and how precariously they live. From a meagre monthly salary of about US\$100, which is not adequate for meeting the basic needs of any single worker, one is to make use of the money for purposes beyond their immediate needs.

3.13 Social Security Benefits

Seven indicators by which the issue of social security benefits were explored included pension, provident fund, gratuity, maternity benefits, compensation and health insurance. No worker reported existence of pension and gratuity. A few workers reported that they have provident fund entitlement and maternity benefits.

3.14 Workplace Safety and Environment

Although field observation, qualitative information obtained through open-ended questions and findings from FGDs suggest workplace safety and environment is an issue that calls for interventions for improvement, questionnaire survey data show that workers individually are not that aware or concerned of the issues involved or their potential consequences. One reason for such lower concern for safety and work environment may be that for any worker in Bangladesh, having a job and a monthly salary is a more serious concern.

3.15 Commonly Experienced Accidents

Through open-ended questions, the issue of accidents was explored in the survey. Most commonly cited accidents in the garment sector are from fires, , while working with heavy weight machine, needle penetration, blast, electricity short-circuit, getting hit by machine and chemicals. Other than the incidence of accidents, workers reported chronic problems of breathing, headache and eye burning arising from chemicals, dust and overall work environment. Too many workers in small floor space and around stored materials also causes health problems or discomfort. The incidence of accidents is lower in beauty parlours than the garment factories. Incidences of fires and electrical short-circuits were reported by workers in the beauty parlour sector. The most common occupational hazard in beauty parlours is the effect arising from chemical and colour usages. It was reported that finger skin becomes thinner, which they attribute to use of chemicals in rendering the variety of services they render as beauticians.

3.16 Protection Measures for Avoiding Accidents

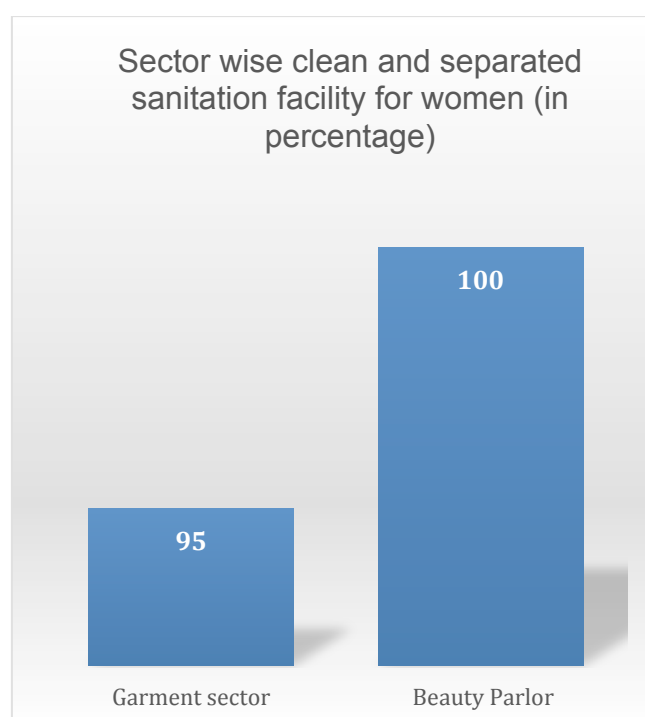
Only workers of garment factories reported the existence of various measures that are commonly adopted as precautionary measures to protect from accidents. These

include use of protective gears, including gloves, masks, scarves and uniform during work. Fire alarm and training on the use of fire extinguishers were also cited as measures in place for avoiding accidents. Maintenance of buildings and having alternative stairs were also cited as example of physical infrastructure nature that is needed for protection against accidents. It was reported that there were first aid facilities and nursing rooms for accident victims at garment factories.

3.17 Sanitation Facility

There is limited discussion about the condition of toilets, if they exist at all in the workplace. For thousands of workers, if not millions, particularly for women, the conditions of sanitation of facilities is not considered or discussed adequately. Even if such facility exists, one issue is if there are separate toilets for men and women. If there are separate toilets, one cannot be sure if there are covered waste bins in toilets for woman workers to dispose of sanitary napkins. Having toilets without water supply, at least during working hours, can render the toilet unusable or difficult to use.

Graph 4: Sector wise clean and separated sanitation facility for women

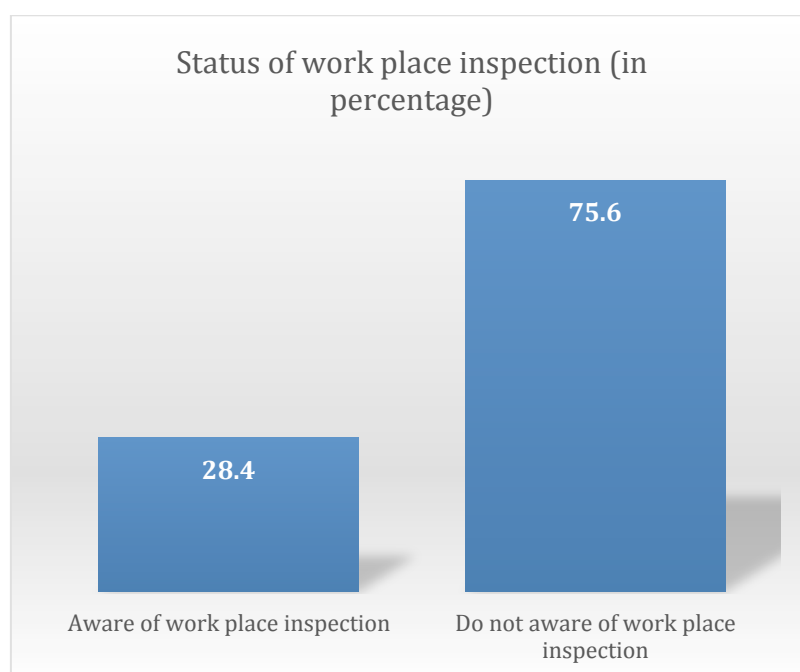


The table data stated that there is separate and clean sanitation facilities in the Beauty Parlour. Though Beauty parlours are staffed almost 100% by woman, a separate toilet facility is not an issue however, issues of maintenance, having uninterrupted water supply or stored water in containers are common. Conditions of the toilet are important especially where there are long working long hours. In this regard, beauty parlours have better toilet conditions than garment factories. In garment factories, most workers (95%) reported that their workplaces are equipped with separate toilets but this is not the case for the informal sector workers do not

have separate toilets for male and female workers. It is to be noted that the informal sector workers in this study are mostly salaried workers such as security guards, drivers, housemaids and waiters, who do have access to toilets unlike informal sector workers such as street hawkers, rickshaw drivers, waste pickers, construction workers, transport workers for whom toilets are not even necessary because they can just use any spaces around or street corners or around boundary walls which is not possible for women workers. City authorities seem to have assumed that women workers while working in such occupations or during commuting do not need toilets and have not considered their sanitation requirements.

3.18 Workplace Inspection

Graph 5: status of awareness of ITP workers on the work place inspection



Of the total ITP respondents, only about 28.4% reported that they are aware of inspection by government agencies. Respondents informed that some change does take place from inspections of factory sites. Examples of changes included: toilets get cleaned, the whole workplace looks cleaner, less working hours than before, change in machinery and equipment, working environment gets improved, repair works in the building, good behaviour from owners and management, training on safety measures to avoid fires and accidents and building of alternative stairs.

3.19 Unionization of Workers

The most regrettable situation is the status of unionization of ITP origin workers have limited membership in a union or some kind of organization with motivation to improve the welfare of the workers.

3.20 Vulnerability and Precariousness

Data on migratory characteristics such as disadvantaged background in terms of limited education and family resources, meagre salary, long hours of work, need to support family members, low affordability to pay rent for shelter with basic sanitation and utility services and a minimum room space for privacy and comforts for sleeping, inability to spend adequate amounts for meal having required nutrition and for health services place the workers of all three sectors in a vulnerable and precarious situation. Not being organized as a workforce and lack of awareness of legally entitled rights leave them with a sense of powerlessness that does not allow them to take initiative to change their conditions in terms of rights, economic condition and overall wellbeing. In most respects, workers of ITP origin and non-ITP origin work live more or less with a similar helplessness and hopelessness. Yet, the mere sense of minority or being of different ITP origin in the sea of overwhelming presence of Bangalees and their domination from top to bottom including the supervisory level and even at fellow workers level, does mean that the workers of ITP origin work and live in impoverished conditions.

3.21 Job Esteem and Community Attitude

To know about the job esteem of society, workers were asked if they ever felt neglected or treated with disrespect for being a worker in their respective sector of work. The issue was explored particularly with the beauty parlour workers. To a related query as to how the society in general and the communities from which the workers originate view their respective job, the data suggests that the perception of job dignity varies by rural and urban community. For beauty parlour workers, surprisingly, job dignity is much lower in the city than it is in the rural community they have come from. The difference between the rural and urban community is even more for the beauty parlour workers of non-ITP origin..

Seasonality of the Work: Vulnerability of workers can increase if the work is more seasonal. Seasonal work may render workers without work for some period of a year. The evidence does suggest that for a sizeable proportion of workers their respective work is indeed seasonal. In all likelihood they are left with no work for part of the year when they are to look for alternative income-earning source.

Improving Work Rights and Well-Being (Endogenously): Often in studies like the present one, survey respondents do not come out with ideas what they themselves can do and what they expect from authorities for improving their economic condition or wellbeing in general and about their rights – human rights, rights as indigenous and tribal peoples and work related rights. In this regard, the top-ranking responses from the ITP workers were ‘improving skills’, followed by ‘ensuring rights’ and ‘organizing themselves as workers’. Similarly, workers of non-ITP origin identified ‘improving skills’, ‘ensuring work rights’, and ‘organizing workers as important for improving their economic conditions.

Improving Work Rights and Well-Being (Exogenous Factors): Workers’ responses suggest that employers come to their mind as first or immediate authority from whom they expect a lot. Almost equally important is government for improving their condition on rights, which is followed by trade unions, ILO and NGOs in that order.

3.22 Findings from Management Personnel Survey

Based on a one-to-one interview of 53 (target was 50) management personnel, comprised of owner, manager, accountant and customer service official, information concerning the workers in their respective factories, establishments and enterprises was explored. The queries for obtaining the required information were organized under following areas of interest for this study: (i) recruitment process, (ii) employment and wage structure, (iii) occupational hazards, (iv) attitude towards unions/worker organization, (v) familiarity with ILO conventions and labour act provisions, and (vi) opportunity for advancement of workers. The findings thereof are briefly noted below.

Recruitment Process: Workers are recruited largely through their contacts although sometimes it is through job notification and interview. Beauty parlour management personnel seem to feel safe if the worker is already an acquaintance of their previously recruited worker. Mutual trust is a key consideration in this sector. As customers prefer beautician of ITP origin in beauty parlour, management prefer worker of this background. In recruiting workers for the garment sector, the management takes into account working skill and educational qualification in recruiting workers of ITP as well as non-ITP background. For positions in the garment sector, job advertisement in the notice board with recruiting criteria is also an established practice.

Employment and Wage Structure: Working skill and experience is an important criterion for wage determination at recruitment point as well as for increment or promotion.

Occupational hazards: In the case of beauty parlour, there are more occupational hazards related to chemicals usage. Wearing gloves and masks are measures that are commonly adopted for protection from hazards. Fire incidents, cuts in hands, getting hurt due to needle are some common hazards that the workers encounter in garment factories. All workers are provided training on knowing what to do if such incidents occur. The management personnel in this sector stated that primary health care facilities are available.

Attitude towards Unions/Worker Organizations: Except in the case of the big chain of Persona, union activity is largely absent in the beauty parlour sector. The non-existence of unions is understandable in beauty parlours since they are not yet recognized as an industry. It is worth noting here that both the owners and the workers in beauty parlours would like to have government recognition of the parlours as an industry. In the garment sector in most instances there is no union activity. Given the significance of the garment industry in Bangladesh and its profile both nationally and internationally, the absence of unions is not a good sign.

Familiarity with ILO Conventions and Labour Act Provisions: Most of the management personnel are not well informed about labour rights as per international norms and agreements. They are however familiar with minimum wage requirements and restriction on child labour. They have almost no information concerning the rights of workers of ITP origin or about citizens of ITP origin. Some of them however have heard about the 5% quota for ITPs in appointment in government service.

Opportunity for Advancement: More than two thirds of management personnel reported that they offer opportunities to workers to upgrade their skill in order to advance in their work career. Such training however is a reference to on-the-job

training or learning as one works. Workers are motivated to learn more, if required by withdrawing from work from time to time. The other one third of management staff appeared to admit that they do not have any skill imparting programs for workers.

3.23 Findings from Focus Group Discussions

The six FGDs provided insightful information. Information was explored in ten areas of interest to the study. Most workers come to city with the perception of better income-earning opportunities. Relatives and friends play a key role in motivating and providing information about work opportunities in cities, particularly in garments. Workers of ITP origin are often given preference of employment at garment factories because they are referred by their friends and family already working garment factories. Friends and family also often spare ITP workers the hassle of finding a place to stay in the city. . At times, workers are recruited through the job vacancy notice board in front of a factory. No gender bias is experienced in getting a job. The rest of the findings are from the six FGDs which included workers in the garments and beauty parlour sectors,

During the FGD in Savar with the garment workers, it became clear that factory owners or managers seem to be reluctant to provide information on hiring workers of ITP origin. However, in one instance in the FGD in Dhaka, a participant reported that in his factory the owner gives priority to ITP workers. They are given priority because they are “obedient and hardworking” workers.

From the discussion with the participants, it was understood that all participants received an appointment letter, which is not necessarily a contract letter. In terms of setting the wage, no specific rules are followed. Workers hardly, particularly the beginners, know of any workers’ rights conventions, with the exception of a few who have been working in the garment sector.

Each factory has their own criteria according to which wages, overtime, compensation and other entitlements like meal provisions and transportation facilities are determined. No discrimination was reported for wage determination between workers of ITP and non-ITP origin. In the case of salary deduction and promotion, however, discrimination between ITP and non-ITP workers was reported. Non-ITP workers are often excused for arriving late in the office and are favoured with regard to promotions.

Due to the calculation method, pro-rated to the total hours of work in a month, the monthly salary and the overtime payment, the hourly payment becomes very low which is not indicative of the time they are investing in the factory. Participants also indicated dissatisfaction in terms of festival leave and sick leave, which is not provided to the workers of ITP origin in the same way as non-ITP workers. Workers of ITP origin do not get bonus and adequate leave during their festivals.

Compensation for work-related accidents or death is inadequate and arbitrary, not based on any procedure of calculation. If the medical expenses are more than a fixed amount, the factory does not cover the full amount. Training facilities for health and safety have not been reported except one by a worker who joined earlier. In some instances, however, training is organized if it is demanded by the buying houses.

There is no significant union activity in the garment sector. However, there are instances of owner-established workers groups, welfare associations or unions. Participants reported that the government established authority, Bangladesh Export Processing Zone Authority (BEPZA), does not put pressure on the factory owners to allow union formation. ITP workers of Chittagong have formed their own forums, such as *Pahari Sramik* (workers of the hillside) *Kalyan* Forum (welfare forum). FGS participants in Savar also expressed interest in having an ITP origin oriented association.

In general most workers in beauty parlours, call themselves beauticians, come to the city through their connection with relatives, friends or acquaintances. Some workers are come to the city as recruited directly by the owners. Appearance, modesty, prior experience, cleanliness and references are some of the criteria that are considered for employment in the beauty parlour sector. Due to their sincerity, hardworking nature, calm attitude and above all customers' preference, workers of ITP origin are preferred by employers. Institutional or formal schooling is not a consideration for entering this sector as a worker. Some workers pay for training in this sector however no certificate is provided for such training. Because workers have no certificate as proof of their skills, it is difficult for them to move to a parlour other than the one where from the training was received or where they started work. As this sector is comprised of women only, women of ITP origin consider working in parlour relatively safe.

It was a surprise to the study team that none of the workers were aware of workers' rights or had even heard of ILO. Few participants indicated their familiarity with the 5% quota for indigenous and tribal people in government service and about minimum wage law.

The employment contract is generally a mutual understanding between the worker and the owner or manager of the beauty parlour. Generally, there is no written agreement. There is no established system intended for wage determination, festival bonus, maternity leave, salary increment, overtime payment or other benefits. Even their probation period is not fixed. Some FGD participants shared the experience that after working for one year they received a monthly salary of 500 to 1,000 BDT (less than US\$6.50 to US\$13.00). For some, overtime is counted only if they provide service after 8 p.m. and for some even if they get paid it is very low. There is no transportation allowance or service for those who live far away from the workplace. Rewards for hard work and performance is not an established practice.

Job esteem is an issue and social scrutiny is present, implicit or explicit. Employees are not free from abuse particularly in a situation when the beautician lives in housing accommodation provided by the employer. Some participants stated that if the Government would recognize this sector and take necessary steps, such as proper inspection of the workplace, problems related to wages and other benefits might be resolved. FGD participants were of the view that forming unions and employers' association might help to negotiate with the employers as well as government.

There were similarities in the findings from FGDs of ITP workers in both sectors. Both sectors of ITP workers come into city and get involved in these sectors through their relatives, friends and acquaintances. No proper procedure is followed while determining wage, leave, festival bonus, compensation and other entitlements. They are not well informed about the law and their rights as a citizen of ITP origin or as a

worker. A written appointment letter is often received although it is not like a contract with stipulations of entitled benefits or terms and conditions. Workers of ITP origin occasionally face teasing or name calls in the street such as “Chinko” or “Jummo”. They such experiences as petty issues because the economic compulsion of finding jobs in cities is foremost in their minds.

Workers have expectations that their employers will assist in improving their working conditions. The list below is indicative of the important expectations from the employers: regularity in payment, salary revision on a regular basis based on skills and experience, improvement of overtime payment system, adequate compensation for injuries and deaths arising from workplace accidents and occupational hazards, housing facility for workers, provision of bonus, festival allowances, sharing of certain proportion of profits with the workers, festival allowances to the workers of ITP origin during their festivals, provident fund and similar security benefits including gratuity and pension schemes, observation of workers’ rights, respect and appreciation of their work, provision of training facilities for upgrading skills, provision of protective gear, trust of employer, good behaviour of management, resting time, fixing and maintaining the work time and improvement of the work environment.

Expectations of the Government include the following: ensuring the rights of workers of ITP origin, visits from the monitoring and inspection team on a regular basis, ensuring worker rights and implementation of salary scale and other security benefits, regular monitoring and inspection of working conditions and any violations of labour regulations, establishing training facilities to upgrade workers skills, implementing laws and regulations, equal consideration of workers irrespective of their origin and political inclinations, commitment to protect workers’ rights, training workers about their rights, ensuring similar facilities and privileges as those of government workers, financial support to start business (e.g. loan/credit) and recognition of the beauty parlour sector as an industry.

Workers’ expectations from trade union leaders include: ensuring labour rights, maintaining communication with workers on a regular basis, working for labour rights more rigorously, giving attention to the plight of the working class, identifying problems and solving those, taking care of the beauty parlour as an artistic sector and working to ensure work safety.

Workers’ articulation of expectations from the ILO indicates that they do not have much knowledge about this organization. The questionnaire surveys and FGDs in three cities with different compositions of workers, by sector, by gender and of mixed gender indicate that most workers do not know about ILO. At any rate, having been briefed about ILO, the expectations from ILO were articulated following way: ILO should do what comes out of this research, ILO should work to improve workers’ conditions, conveying the needs of the workers to government, implementation of workers’ rights, assisting workers in obtaining opportunity of unionization, taking up programmes to raise workers’ awareness on rights as per national and international norms, assistance in raising salary, solving problems encountered by workers encounter, assisting in creation of more sectors for workers of ITP origin, conducting research about workers, creating opportunities for improving their economic condition, support for ensuring work related benefits such as health services, training for improving skills, safety at workplaces.

A few workers did not have any idea of what to expect from labour leaders, which is indicative of workers' awareness level of their rights. Similar responses include "no expectation" and "no idea".

Expectations from NGOs include the following: they should work for our development, they should provide loans to workers to improve their conditions, NGOs should also work for labourers; Assistance in improving safety and ensuring rights; Organizing training programs; Arranging life insurance for the workers by working with the employers; Taking steps to improve safety measures and ensuring right.

3.25 Policy Implications of the Findings

Based on the findings from the workers' surveys, management personnel surveys and focus group discussions, the following issues could be considered in discussions with the stakeholders for actions at various levels including the Government, employers and ILO.

- **Dissemination of information on the rights of citizens of indigenous and tribal origin:**
This needs to be taken up by the Government and ILO so that the country's constitutionally and legally guaranteed rights and international agreements and conventions on the rights of indigenous and tribal peoples are known to the workers, management personnel and employers. The information can be disseminated through the flyers, booklets, posters, meetings, training programs and workshops at workplaces. In this regard, the organizations active in ensuring the rights of the indigenous and tribal peoples can be invited for support.
- **Skills imparting programs:**
The workers consider that for improvement of their conditions, they need to acquire skills and receive recognition or certification for the acquired skills. Their foremost expectation from employers, government and ILO is to organize skills upgrading programs for the workers.
- **Organizing the workers:**
To overcoming the lamentable situation regarding trade unions, ILO, the Government and employers need to sit with organizations such as NCCWE to find an acceptable mechanism to organize the workers so that they can discuss rights issues and their needs amongst themselves and can negotiate with their employers and the Government in a disciplined way to benefit the industry as a whole.
- **Recognition of beauty parlours as an industry:**
Unlike the organizational need of workers in the garments, the need for the beauty parlour sector is for it to be recognized as an industry. ILO may consider providing technical assistance for any potential initiative to enable formal recognition of this sector.

- **Assistance to aspiring entrepreneurs among beauty parlour workers:**
Unlike garment workers, workers in the beauty parlour industry can and do aspire to establish their own parlours. The Government may consider providing information and support to accessing credit to establish parlours by the entrepreneurs from the rank of workers.
- **Compensation for injuries and deaths from work-related accidents:**
Workers should receive adequate compensation, instead of token financial support, for workplace accidents and occupational hazards.
- **Workers' dormitories:**
A potentially win-win scenario exists for meeting workers' housing accommodations if the Government takes an initiative involving the workers, employers and real estate companies for building dormitories for the workers.
- **Welfare and security funds:**
Introduction of provident fund and similar security benefits such as health insurance, gratuity and pension schemes need to be considered.
- **Inspection of workplaces on a regular basis:**
Workers reported benefit from monitoring and inspection of working conditions, safety and any violations of labour regulations.

The above policy implications need to be discussed by ILO constituents (government, employers and trade unions) and stakeholders (researchers, right activists, and NGOs) for their necessary modifications and agreements for adoption and implementation.

List of Abbreviations

BBS	Bangladesh Bureau of Statistics
BCS	Bangladesh Civil Service
BEF	Bangladesh Employers Federation
BEPZA	Bangladesh Export Processing Zones Authority
BRAC	Bangladesh Rural Advancement Committee
CCA	Controller of Certifying Authority
CHT	Chittagong Hill Tracts
CIPO	Coalition of Indigenous Peoples Organizations
CUS	Centre for Urban Studies
EPZ	Export Processing Zone
FGD	Focused Group Discussion
GoB	Government of Bangladesh
ICRMW	International Convention on the Protection of the Right of All Migrant Workers and Members of their Families
ILC	International Labour Convention
ILO	International Labour Organization
IPO	Indigenous Peoples Organizations
ITP	Indigenous and Tribal People/Population
KII	Key Informant Interview
MCCHS	Metropolitan Christian Cooperation Housing Society
MCD	Marketing Consultation Division
MoLE	Ministry of Labour and Employment
MoP	Ministry of Planning
NCCWE	National Coordination Committee for Workers Education
NGO	Non-Government Organization
NSDS	National Sustainable Development Strategy
OHCHR	Office of the High Commissioner for Human Rights
UCEP	Underprivileged Children's Education Programme
UDHR	Universal Declaration of Human Rights
UN	United Nations

1. Introduction

1. 1. *Context of the Study*

As a primarily labour-based economy at a low level of economic development, working conditions in Bangladesh's workplaces are not expected to meet desirable standards. But this reality does not mean that universal principles of rights should be compromised. Both rights-at-work and right-to-work are relevant in Bangladesh, where 80% of the total employed labour force still work in its informal component.. The right to work is particularly relevant for the informal economy since many informal sector activities are under constant threat of eviction and workers are at risk of harassment. Documentation of available information, updating information and generating new information are essential to move away from precarious way of working and living by so large population of a country. Such information and database are prerequisite to activate public policy actions for meeting the labour and environmental standards.

In this regard, Bangladesh, as a country that has freed itself from oppression, must to do all it can to eliminating any form of discrimination, particularly based on nationality. From a very early stage of Bangladesh's nationhood, an incorrect understanding that started to take root is that the country is made of homogeneous population. Neither in terms of religion, culture, ethnicity, nor even in terms of language, is Bangladesh comprised of homogenous population. In the present study context, it is important to note that the country has two to three million people of indigenous and tribal origin who belong to 45 to 59 communities.

The above information, based on sources that also include government source (table is containing data are taken out for now) suggests that there is now recognition of indigenous and tribal peoples (ITP), their composition as well as their large presence in Bangladesh. However existing studies have not adequately addressed the present status of ITPs in terms of ILO Conventions on ITPs in general and concerning their work related rights. As shown in Table 1, several ILO conventions apply to protect the rights of ITP communities. Similarly, several ILO conventions on employment and work related rights remain bypassed, if not ignored (e.g., Islam 2013). At any rate, it is essential to know the actual situation on two broad counts.

1.1.1. *Why Urban Occupation?*

Large rural labour surplus, landlessness and lack of rural employment, coupled with natural disaster, more recently the effects of climate change, have been fuelling rural to urban migration in Bangladesh. Similar to the situation of rural labour force in other parts of Bangladesh, the scope of income generation among tribal communities of Bangladesh is limited at their own locality, which is pushing them towards the urban and suburban areas. On top of economic reasons, lingering political-civil strife since 1970s have been serving as additional push factors for urban migration of indigenous and tribal people of relatively young age.

In recent years, expansion of urban economic activities has opened up wide opportunity for rural migrants to work in metropolitan cities such as Dhaka and Chittagong. This is most visible in sectors such as garments (4 million plus workers are working in this sector), construction sector (2.5 million), transport sector including

the rickshaw drivers (2.6 million), petty trading and hawking, resource recovery from wastes, security guards and maids.

1.1.2. Why Beauty Parlours and Garments?

Gradually, in line with the mainstream population's urban ward migration, more and more job-seeking individuals of ITP origin are also migrating to the urban sector. Depending on family background, education, skills, gender, and particular ethnicity, these jobseekers are joining different urban occupations. These include working as workers in the garment sector, construction sector, as housemaids, security guards, drivers, sales persons, and visibly more in beauty parlours. Most of these jobs would belong to the informal sector and they do not have the rights and privileges that are available only to formal sector employees and workers.

Until the 1980s, the rural to urban migration of indigenous and tribal peoples was limited. Since early 1980s, urban ward migration of citizens of ITP origin started to be noticeable. This coincides with emergence of beauty parlours in late seventies (*The Daily Star*, June 20, 2008). A recent publication reports that the number of ethnic beauty parlour workers has been increasing since early eighties (Akram et al, 2014, p 69).

Thus, along with the growth of old (street hawking) and new types of informal activities (photocopying services) in cities, a new development is the growth of the beauty parlour sector. These are the activities that remind us of Georges Nihan's coining of the phrase "modern informal sector" enterprises (Nihan, 1979, also see Amin 2010).

Other than widespread presence of garment factories as a new urban sector offering jobs to rural migrants, beauty parlours are offering a new source of jobs to female migrant workers, particularly of ITP origin. From work rights viewpoint, particularly for rights of workers of ITP origin, the choice of garments and beauty parlours for this study thus reflects two sectors in which the presence of women workers is disproportionately higher:

A double disadvantage is associated with these workers in that as ITPs they face some discrimination (Guhathakurta, *et al* 2012) and as workers in the informal sector they do not have access to (a) work related rights that enshrined in Universal Declaration of Human Rights, and several ILO Conventions (C 29, C87, C98, C100, C105, C111, C138, C182, C189) and ITP related conventions (C107 and C169). See the table below (Table on Conventions).

Table 1: ILO Conventions on Work Rights and Indigenous & Tribal Population

Work Rights	Indigenous and Tribal Population
Forced Labour Convention 1930 (C29)	Recruiting of Indigenous Workers Convention, 1936 (C50)
Freedom of Association and Protection of the Right to Organize Convention 1948 (C87)	Contracts of Employment (Indigenous Workers) Convention, 1939 (C64)
Right to Organize and Collective Bargaining Convention 1949 (C98)	Penal Sanctions (Indigenous Workers) Convention, 1939 (C65)

Equal Remuneration Convention 1951 (C100)	Contracts of Employment (Indigenous Workers) Convention, 1947 (C86)
Abolition of Forced Labour Convention 1957 (C105)	Abolition of Penal Sanctions (Indigenous Workers) Convention, 1955 (C104)
Discrimination (Employment and Occupation) Convention 1958 (C111)	Indigenous and Tribal Populations Convention, 1957 (C107)
Minimum Age Convention 1973 (C138)	
Worst Forms of Child Labour Convention 1999 (C182)	
Domestic Workers Convention 2011 (C189)	

The importance of this study's second dimension is thus about work of indigenous and tribal peoples in the urban sector. This importance arises because work related rights are particularly precarious with regard to those who make a living by working in the urban informal sector, which is still largely an unprotected, unaccounted, unsupported and unrecognized sector. Of course marginality and precariousness of work in the garments and beauty parlours are less obvious and known but without documentation of facts and figures no generalization is possible.

By now the country however has a regulatory basis for moving ahead to alleviate concerns and violations with regard to both sets of issues in that the country's constitutional provisions do not allow and discrimination between its peoples or nationalities. This commitment is further cemented by Bangladesh's ratification of ILO Convention on Indigenous and Tribal Population (No. 107) and ILO Convention on Discrimination (No. 111).

Meanwhile Bangladesh has also set up basic labour rights protection regulatory framework through the Labour Act 2006 and its amendments in 2013.

Thus, there is an adequate basis to investigate the empirical situation concerning the working conditions of indigenous and tribal peoples for identifying rights violations, progress in ensuring work related rights and scope of improvement. The choice of these two sectors assume significance for investigating the work rights issues of disadvantaged, in terms of gender and ethnicity, workers employed in two sectors. The study will also collect data from other informal sectors where indigenous and tribal workers work in worst forms of working conditions.

1. 2.

1. 3. Purpose of the Study

The main purpose of the study is to generate new and updated knowledge and empirical evidence on the working conditions of indigenous and tribal workers.

1. 4. Research Issue

This study will analyse on the following issues related to ITPs:

- Fundamental principles and rights at work

- Working conditions and remuneration
- Discrimination based on ethnicity, indigenous and tribal identity, social origin, disability or other related grounds.

1. 5. Research Objectives

This study will help to identify and implement appropriate responses to ensure that ITPs fully enjoy their fundamental principles and rights at work, safe working conditions and fair remuneration.

Specific Objectives

The study envisaged achieving the following specific objectives:

- To find out push and pull factors including the economic, political and social factors compelling indigenous and tribal women and men workers from both hill and plain districts to migrate to cities seeking employment in the formal and informal sectors in general and special focus on garments and beauty parlour industries.
- To assess the level of discrimination they face in the formal and informal sectors and the degree of respect for rights they are able to enjoy in the work place examining the relevant national laws, policies and international safeguards including ILO Conventions.
- To draw recommendations and advocacy issues for improving the working conditions of indigenous and tribal women and men as domestic migrants through amending relevant laws and policies in line with ratified ILO Conventions.

1. 6. Research Questions

1. 7. Method of Study

The study is proceeding in following phases:

- (i) **Development of work plan/inception report**
- (ii) **Collection and compilation of information** concerning rights at work in general and of workers of indigenous and tribal backgrounds in particular from study reports, published papers, books, documents, Bangladesh Government reports, ILO, development partner organizations, etc.
- (iii) **Consultation meetings**
 - (a) With ILO
 - (b) With ILO tripartite constituents
 - Representatives of Bangladesh Employers Federation (BEF)
 - National Coordination Committee for Workers Education (NCCWE)
 - Ministry of Labour and Employment (MoLE)
- (iv) **Interviewing or holding brainstorming session from:**
 - The Ministry of CHT Affairs
 - Bureau of manpower and expatriate

- Legal aid agencies
- Researchers
- Indigenous and tribal peoples' organizations and
- Indigenous and tribal people's representatives
- Development partners and other organizations that are of immediate relevance to this study.

(v) **Questionnaire Survey:** 300 respondents which are shown below by their categories:

- Beauty parlours: 100 workers
- Garments: 100 workers
- Management: 50 personnel
- Other Informal Sector: 50 workers

Brainstorming among the team members led to the decision to include non-ITP workers, instead of studying only the workers of ITP background, for the study to have a control-experiment method that would allow to document possible difference among the workers of two backgrounds in terms work related rights and privileges (see the Table below that shows sample strata and corresponding number of workers from whom data will be collected).

(vi) **Six Focus Group Discussions (FGDs)** for identification of major concerns and issues concerning indigenous and tribal workers in general and those who are engaged in beauty parlours and the garment sectors. These FGDs will be made of 10-15 of urban indigenous and tribal migrants, will be organized in the three study areas of Dhaka, Savar, and Chittagong. The distribution of FGD number and participants, based on gender, sectors and location are shown in Table 2.

Table 2: Study respondents group at a glance

Respondent Group				Study Area						Total	
Dhaka				Chittagong			Savar				
	ITP	Non-ITP	Total	ITP	Non-ITP	Total	ITP	Non-ITP	Total		
1.	Worker Group										
	Garments Worker	25	10	35	25	10	35	20	10	30	100
	Beauty Parlour	25	10	35	25	10	35	20	10	30	100
2.	Management Personnel										
			20		20			10		50	
3.	Other Informal Sector										
			20		20			10		50	
Grand Total											300

1 Findings from Existing Studies on Rights of Workers of ITP Origin

2.1 ITP Definitions

Commonly, indigenous and tribal people are those peoples who were there before others arrived. The word indigenous is from a Latin root and it is connected with birth, reproduction and descent.

In a book on tribal people written by Corry, S. (2011) has provided a definition of indigenous and tribal peoples as follows: “Indigenous peoples are the descendants of those who were there before others who now constitute the mainstream and dominant society. They are defined partly by descent, partly by the particular features that indicate their distinctiveness from those who arrived later and partly by their own view of themselves.”

Tribal peoples are usually understood as those who have a mainly self-sufficient pattern of life, for the most part outside the mainstream of urban nation-states. Regarding tribal peoples’ definition Corry, S. (2011) defined as, “Tribal peoples are those which have followed ways of life for many generations that are largely self-sufficient, and are clearly different from the mainstream and dominant society.”

However, there is no universally accepted definition of the terms indigenous and tribal. The ILO Convention No. 107 includes some criteria, both subjective and objective, to help identify indigenous and tribal populations, but these are not formal definitions of the terms¹.

In case of tribal populations, the criteria include the populations’ relative disadvantage with regard to social and economic opportunities and the regulation of their status by customary regimes or special laws or regulations².

With regard to indigenous and tribal populations, the criteria include their patterns of living, which is regulated more by social, economic and cultural institutions of historical ancestral groups that they have inherited, than by the contemporary institutions of the dominant peoples and their country.³

In another definition given by Cobo (1986: para 379) illustrated that, “Indigenous communities, peoples and nations are those which, having and historical continuity with pre-invasion and pre-colonial societies that developed on their territories, or parts of them. They form at present non-dominant sectors of society and are determined to preserve, develop and transmit to future generations their ancestral territories, and their ethnic territories, and their ethnic identity, as the basis of their continued existence a peoples, in accordance with their own cultural patterns, social institutions and legal systems.”

¹ An ILO Handbook (International Labour Office, 2000, p.7) explains: “The ILO takes a practical approach ILO Convention No. 169 does not define who are indigenous and tribal peoples. It only describes the peoples it aims to protect.”

² Article 1 (1), ILO Convention No. 107.

³ Article 1 (1), ILO Convention No. 107.

2.2 ITPs Involvement in Urban Economy

In the structure of labour force in Bangladesh, the volume of informal economy is growing in the urban environment. This has been getting momentum with the addition of low paid indigenous and tribal people increasingly migrating from hilly area to plain land of urban areas.

Over the last decade, a large number of indigenous and tribal men and women have settled in urban and peri-urban area mostly with their little skill or without any skill. Due to huge demand for a workforce in the growing industrial sector and easy access, many of them are engaged in garments and beauty parlour as low-paid workers. The majority of them are found in the megacity of Dhaka and Chittagong where they have engaged themselves beyond the garment and beauty parlours in the urban informal sector. Literatures show that research has found Mandi women working in beauty parlours of Dhaka city face discrimination and oppression by the employers (Roy, D. et. Al., 2008). Literatures also show that indigenous and tribal women are coming from hill tracts are more employed in the garments sector of the urban economy.

Guhathakurta, et. al., (n.d.) in their study present that 72% of indigenous and tribal women working in urban economy of fall into the age group between 18 to 26 and mostly engaged in the garment sector. About 41% of the respondents' monthly income ranges 5000 BDT to 7000 BDT. Among indigenous and tribal populations those who works in the beauty parlours, about 54% indigenous and tribal women monthly earn less than 3000 BDT. This amount of earning is significantly low to run their family in the urban economy. However, the worker from both sectors used to get their salary on regular basis. Usually the salary pay date for the majority of the workers is between the 6th to 10th of the next month.

The characteristics of the urban informal economy trap all individuals and enterprise in a spiral of low productive economy in urban areas.

2.3 Urban Economy/Labour Market/Informal Sector

The vast majority of the labour power in Bangladesh is employed in the informal economy. In spite of good economic performance, the country has been facing growing informalization. An estimated 87% of the labour force is currently employed in the informal sector with an increase from around 79% in 2002 (Hossain, 2015). According to Hossain (2015), about 20% are day labourers, 41% workers are self-employed without employees and 22% work as unpaid family workers. Interestingly, the rate of increase in female employee in the country per annum is three times higher than their male counter parts. The annual increase in the informal sector, for male, was 4.27%, 22.7 million in 1999-2000 to 32.4 million in 2010, whereas female employees have grown from 6.6 million in 1999-2000 to 14.9 million in 2010 with a rate of 12.5 per annum. The majority of formal jobs in the country are in semi to high skilled professions, whereas informal jobs are concentrated among the 62% of jobs with low skills and low productivity.

Bangladesh's Labour Market and the Informal Economy

Bangladesh's substantial labour force of about 50 million is growing at a 3% per year- adding around 2 million each year. During the period of 1999- 2000 to 2010, population of Bangladesh increased by 24.4 million from 124.30 million in 1999-2000 to 148.70 million), whereas, the total working age population rose by 21.4 million.

According to LFS (2010) the total employed population in the formal sector was only 12.5% and significant 87.5% engaged in the informal sector. Findings of the LFS (2010) showed that among total population, 14.5 percent were male in the formal sector and 85.5% male were engaged in the informal sector. Moreover, in the economy of Bangladesh, there exists urban-rural economy variation employment by formal and informal sector. In the urban area 25.1% workers were involved in the informal sector compared to 7.7% in the rural area.

2.4 Recent Trend in ITP Migration from Rural to Urban Areas

Growing number of indigenous and tribal people are migrating to different cities in Bangladesh. Increasing poverty and dearth of jobs are compelling them to move from rural to urban areas. In the Chittagong Hill Tract areas there are some other important factors those are also significantly contributing to migrate people from this region. Among these causes, land dispossession through Kaptai Dam and forestry projects, indigenous and tribal people have lost their land through fraudulent and coercive acts by Bengalis, political conflict between Bengalis and non-Bengalis, and border tension with Myanmar particularly in the hilly area at Bandarban are functional and encouraging to migrate in the urban areas.

On the other hand attractive urban life, modern educational facilities and health care facilities, scope working opportunities and securities compare to existing conflict among different hill groups population are working as pull factor among tribal population fro migrating them to urban areas.

Guhathakurta, et. al., (n.d.) in their study showed that most ITP workers have migrated 2 to 10 years before from their village to the city centres. Informal employment sector of urban centres is the primary location for their jobs.

2.5 Push Factors and Pull Factors

Both push factor and pull factor working among the ITPs to come out from their home land into the urban economy. The push factor involves a force, which acts to drive people away from a place and the pull factor is what draws them to a new location.

Push factors: economic problems, environmental hazards, land lost from new settlers in hilly areas or from river erosion, political and social pressure or marginalized or insecurity, job scarcity, poverty, intra group conflict and lack of modern educational and health facilities working as push factors.

Pull factors: better living opportunity, improved communication, impact of electronic and print media, easy access and diversified job options, better career opportunity, high wage rate, good schooling and modern health care opportunities and chain migration through kith and kin are working as pull factors among indigenous and tribal peoples.

The indigenous and tribal peoples also lack job opportunities in their remote homelands, suffer widespread livelihood insecurity, experience unresolved political issues, encounter widening social injustice, and face mass eviction from their traditional lands. As a result, many of them decide to migrate to the cities where there are better livelihood options available. This is the reason the Garo girls work in the beauty parlours or the Jumma youths work in the EPZs. This internal migration of the indigenous and tribal peoples is contributing to their economic advancement but many also face various sorts of discrimination such as wage discrimination, abuse, mental and physical assault. The trend of urban migration becomes evident after interviewing different indigenous and tribal men, women and organizations. P14 (Mai, 2007) A Brief Account of Human Rights Situation of the Indigenous and Tribal Peoples in Bangladesh)

2.6 Working Conditions

The conditions under which most informal workers in urban economy of Bangladesh operate are precarious, unhealthy and unsafe. Work in informal economy is often plagued by low or irregular incomes, long working hours, small or undefined workplaces, unsafe and unhealthy working conditions, and lack of access to information, markets, finance, training and technology. The provisions to provide workers with the adequate income and other facilities and benefits for the long with their families to participate with dignity in their communities are either inadequate or frequently violated. More importantly, the long established standards and rights provisions to provide a voice of the workers both at workplace and at labour market are comprehensively violated. Generally they are not organized, so, they have little or no collective representation in relation to employers or the public authorities.

Most of the workers engaged in urban economy without any job security. Since majority of them get their job in the garment sector and beauty parlours, the owner of the industry they engage the worker on 'hire and fire' basis. According to Guhathakurta, et. al., (n.d.) pointed out that 93.5% garment workers working in the urban environment opined that working environment is healthy and prevail secured working condition. They also highlighted that their factory is equipped with fire-fighting system.

Guhathakurta, et. al., (n.d.) also showed that about 80.5% of the respondents were in opinion that their toilet is clean, on the contrary only 18.5% pointed that they were not healthy. In most of the garment factory there is no trade union and importantly majority of the workers do not aware about the existence and responsibilities of trade union.

It is learnt that both in the garment and beauty parlour sector the owner of these industries do not entertain the trade union.

2.7 Discrimination of ITPs

Indigenous and tribal people face difficulties in their everyday life. It may be at their workplace as well as in the greater society. Usually they find it difficult to get things done when they visit wider society. When they venture outside their group they are frequently looked down on as somehow 'inferior' and may defend themselves by merging with those around them, adopting the language and behaviour of others and

even going so far as to deny they are indigenous and tribal peoples. In the workplace, ITP women face discrimination mostly from co-workers and immediate supervisors. Sexual harassments on indigenous and tribal populations also take place outside the workplace.

Roy (2009), illustrated that gender-based discrimination is a common phenomenon in Bangladesh society, including within the indigenous and tribal population of the country. It has been said that indigenous and tribal women are even more marginalized than their non-indigenous counterparts, on account of their multiple situations of disadvantage, including “gender, ethnicity and class” (Halim, 2005). It should be noted here that indigenous and tribal women are severely under-represented in the traditional and largely hereditary institutions of CHT chiefs (Rajas), headmen and karbaries, (cited in Roy 2009).

Over the years, more and more indigenous and tribal people, particularly women have started working in cities. The most common occupations are in beauty parlours/salons (mostly Mandi/Garo) and in factories particularly Chakma. Roy, (2009) pointed out that legal loopholes make them even more vulnerable since such work is considered to be outside the formal sectors, and therefore, outside the full protection of the law (cited in Roy, 2009).

In the absence of adequate healthcare program by the government among poor indigenous and tribal community they suffer more. Literature also revealed that due to widespread poverty and limited employment opportunity, the existence of homeless, forced to sleep on city streets, seems equally as inhumane to many tribal people in lead to migrate to the city areas of Dhaka and Chittagong. This internal migration of the indigenous and tribal peoples is contributing to their economic advancement but many also face various sorts of discrimination such as wage discrimination, abuse and physical assault.

We have seen in our time extraordinary technological achievement and progress globally. For those of us, usually Western and urbanized people, who enjoy the fruits, as well as poisons, of this. It is also extraordinary to realize there are a number of tribes in Bangladesh who have no peaceful contact with anyone else. Thus they are deprived from modern age communication and knowledge.

Technological development and industrialization has had the same detrimental impact and brought discrimination on tribal people in Bangladesh. The dam buildings for electricity generation in Chittagong, deforestation, settlement of non-Bengali in the hilly area, has displaced them and taken their lands created homelessness, loss of work force to migrate in the cities.

Majority of ITP follow Buddhist religion, however, It is evident that there is national holidays for Biju or Boishabi, whilst, their Bengali colleagues enjoy full Eid vacations.

Unless we understand the state of rights and discrimination for the ITP workers in the informal economy and the challenges faced in protecting and promoting worker's rights, we will hardly be able to identify factors needed for creation of an enabling environment where they can exercise their basic rights.

2.8 Legislation and Policy on ITPs

The Constitution of Bangladesh, adopted on 4 November 1972, guarantees fundamental rights to equality before the law, to be treated in accordance with law, to equal opportunities with regard to public employment or education, to life, liberty, personal security, and freedom of movement, association, expression, religion, profession and occupation and property, and to the protection of home and correspondence (Articles 27-43).

Bangladesh is bound under international human rights law and regulation to respect fundamental human rights, including those pertaining to indigenous and tribal peoples.³ It has specific treaty obligations to protect, promote and fulfil human rights and major human rights treaties, including the ICCPR, ICESCR, CERD, CEDAW, CAT and the CRC.⁴ In addition, it also has binding obligations under specific treaties addressing indigenous and tribal peoples' rights, such as ILO Convention on Indigenous and Tribal Populations (Convention No. 107) and the Convention on Biological Diversity (Art. 8(j)). The guarantees of equality and non-discrimination in respect of the variety of rights secured by the ICCPR, ICESCR, CERD and CEDAW are of particular significance to indigenous and tribal peoples.

The Human Rights Committee and the Committee on ESC Rights, the two bodies responsible for monitoring the ICCPR and ICESCR respectively, have not as yet had an opportunity to scrutinize Bangladesh's reports (since these have not been submitted to date, although they have been due since 2001 and 2000 respectively). On the other hand, the CERD Committee, as well as the UN Special Rapporteur on Religious Intolerance has commented on discriminatory acts by state officials with respect to indigenous and tribal peoples.⁵

ILO Convention No. 107 requires state parties to recognize customary land rights and protect indigenous and tribal peoples if land alienation takes place due to lack of awareness of the law. In observing Bangladesh's compliance with the Convention, the ILO Committee of Experts has (in its reports 1996, 1998 and 2001) raised queries regarding the role of the Hill District Councils.

Also, according to the UN Special Rapporteur on the situation of human rights and fundamental freedoms of indigenous and tribal people, the army is frequently involved in these episodes by instigating settlers to attack indigenous and tribal peoples' land, directly planning the seizure of land or asking the administration to provide forged land documents to the settlers (SR on indigenous and tribal people, August 2008). Security forces also seize land to expand their military bases (AITPN, December 2008; communication Hotline Human Rights Bangladesh, May 2009). Authorities may be involved in land-grabbing. In cases where Jumma villages lack a title deed over their land, it has been designated as state land and used for settling the Bengali.

Land administration and other general measures regarding customary land rights, as well as the situation of Adivasis in the Plains. Given the lack of any scope for direct or indirect participation of indigenous and tribal peoples in the treaty monitoring process, the limitations of the ILO's scrutiny, and of the state's response, were not adequately addressed.

On 13 September 2007, the Declaration on the Rights of Indigenous Peoples which had been almost twenty years in the making was adopted by the UN

General Assembly. This Declaration provides an 'unequivocal acknowledgment' in international law of at least the customary rights of indigenous and tribal peoples, and also incorporate the principle of obtaining the 'prior informed consent' of such peoples in relation to any development in indigenous and tribal lands.

In addition to its treaty obligations, Bangladesh is of course also bound by its customary law obligations, which include recognition of the importance of attachment to their land of indigenous and tribal peoples, the principle of 'prior informed consent' regarding development, and the principle of 'ancestral domain' recognizing the rights of indigenous and tribal peoples to their ancestral homelands. These customary law principles have been applied by courts in certain jurisdictions in landmark cases reaffirming indigenous and tribal peoples' rights to their land.⁴ Land is the most common form of livelihood for indigenous and tribal people. Many live in remote areas where alternate forms of livelihood are scarce and dispossession of land causes indigenous and tribal peoples to migrate to urban sectors for employment.

⁴ See *Mabo v Queensland* [1992] 175 CLR 1 (Australia) overturning the doctrine of terra nullius used by colonial governments to deny Aboriginal land claims, and also *Mayagana (Sumo) Community of AwasTingni v Nicaragua* decided in 2001 by the Inter-American Court of Human Rights, upholding the Mayagana community's rights to traditional lands in accordance with their customary laws.

3. Findings from National Regulatory Framework and ILO Conventions

3.1 *Indigenous and Tribal Population Related Articles in the Constitution*

In the absence of any direct or explicit reference to the nationality or identity of indigenous or tribal population, the best possible reference concerning such citizens that can be made to Bangladesh's constitutional provisions are the following:

- Part II (Fundamental Principles of State Policy), Article 23A (The culture of tribes, minor races, ethnic sects and communities) states: *The state shall take steps to protect and develop the unique local culture and tradition of the tribes, minor races, ethnic sects and communities.*
- Part III (Fundamental Rights), Article 28 (Discrimination on the grounds of religion, etc clause no (4) states: *Nothing in this article shall prevent the state from making special provision in favour of women or children or for the advancement of any backward section of citizens.*
- Article 29 Equality of opportunity in public employment, clause 3: (a) states: *Nothing in this article shall prevent the state from making special provisions in favour of any backward section of citizens from the purpose of securing their adequate representation in the service of the republic.*

One way to consider the adequacy or inadequacy of the above ITP provisions in Bangladesh constitution is to refer to the two well-known ILO conventions concerning the ITPs. These are:

- C107 (Indigenous and Tribal Populations Convention, 1957), which is a convention concerning the protection and integration of indigenous and other tribal and semi-tribal populations in independent countries.
- C169 (Indigenous and Tribal Peoples Convention, 1989), which is considered as an up-to-date instrument concerning indigenous and tribal peoples.

As indicated above C107 is viewed as an "outdated instrument" which has been replaced by C169, "up-to-date instrument".

3.2 *Workers' Rights in the Constitution*

Article 15. Provision of basic necessities

It shall be a fundamental responsibility of the State to attain, through planned economic growth, a constant increase of productive forces and a steady improvement in the material and cultural standard of living of the people, with a view to securing to its citizens

- (a) the provision of the basic necessities of life, including food, clothing, shelter, education and medical care;
- (b) the right to work, that is the right to guaranteed employment at a reasonable wage having regard to the quantity and quality of work;
- (c) the right to reasonable rest, recreation and leisure; and the right to social security, that is to say to public assistance in cases of undeserved want arising from

unemployment, illness or disablement, or suffered by widows or orphans or in old age, or in other such cases.

Article 20. Work as a right and duty.

(1) Work is a right, a duty and a matter of honour for every citizen who is capable of working, and everyone shall be paid for his work on the basis of the principle "from each according to his abilities to each according to his work".

(2) The State shall endeavour to create conditions in which, as a general principle, persons shall not be able to enjoy unearned incomes, and in which human labour in every form, intellectual and physical, shall become a fuller expression of creative endeavour and of the human personality.

3.3 Bangladesh Labour Act 2006 and its Amendment in 2013

The primary amendments of Labour Act 2006 are in respect to status of workers where it states that if a worker completes three months of probation the worker shall be treated as permanent even if he does not have any letter of confirmation (section 4). Another amended law is gratuity to workers, where workers who have been working for 10 years will receive 30 days' basic salary as gratuity. This will be increased to 45 days if the worker works for more than 10 years. Under section 19, the amended law is if a worker dies within two years of working as his nominee or in absence of the nominee his dependent will receive compensation at the rate of thirty days wage for every completed year in line with gratuity for a normal death and of forty five day for accidental death. The amount will be in addition to any other benefit to which the deceased have been entitled. Besides these other amended laws are termination of employment (section 23, 24 and 27), ensuring emergency exits and access to gangways, stairs etc (section 62 and 72), provision of health care facilities in companies employing more than 5000 workers (section 89). Other revised laws related to the study are formation of trade union where Director of Labour not necessarily has to be the one receiving registration application. Any authorized officer can do it. Under section 205 of participation committee workers representatives will be elected by the by the workers. Participation committee will be a substitution of trade union till a trade union is formed. Under section 234, "5 percent from the net profit for the year shall contribute with a proportion of 80: 10: 10 to the Participatory Fund, Welfare Fund and Workers' Welfare Foundation Fund established under Section 14 of the Bangladesh Workers Welfare Foundation Act, 2006." New sections added in the amended labour act 2013 are section 28A, 90a, 94a, 99,124a and 140a.

The information pertaining to the workers, as gleaned from the country's Labour Acts and regulations, are presented below:

- In Labour Act 2006, under section 2 of chapter one 'worker' is defined as "any person including an apprentice employed in any establishment or industry, either directly or through a contractor, to do any skilled, unskilled, manual, technical, trade promotional or clerical work for hire or reward, whether the terms of employment be expressed or implied, but does not include a person employed mainly in a managerial or administrative capacity";

- Under section 4 at chapter two “A worker shall be called an apprentice if he is employed in an establishment as a learner, and is paid an allowance during the period of his training”;
- Under section 4 at chapter two “The period of probation for a worker whose function is of clerical nature shall be six months and for other workers such period shall be three month. Provided that in the case of a skilled worker, the period of probation may be extended by an additional period of three months if, for any circumstances, it has not been possible to determine the quality of his work within the first three months’ period of his probation”;
- The registration for the contractor agency is to be needed as per section 5 of the revised Labour Act, 2013
- As per provision under section 5 at chapter two “no employer shall employ any worker without giving such worker a letter of appointment and every such employed worker shall be provided with an identity card with photograph”;
- According to Labour Act 2006, section 10 of chapter two “a worker who desires to obtain leave of absence shall apply to the employer for the same in writing stating his leave address therein. If the leave asked for is refused or postponed the fact of such refusal or postponement, and the reasons thereof shall be communicated to the worker before the date on which the leave was expected to be commenced and shall also be recorded in a register to be maintained by the employer for the purpose”;
- As per provision in Labour Act 2006, under section 29 of chapter two “No worker, who is a member of any provident Fund, shall be deprived due to retrenchment, dismissal, removal, discharge or termination of service of the benefit of the provident Fund including the employer’s contribution thereto, if he is entitled to it under the rules of that Fund”;
- No child can be recruited in any occupation or establishment or will not be allowed to work as per provision of section 34(1) at 3rd chapter of the Labour Act, 2006;
- No adolescent can be recruited for work which is hazardous work declared through gazette notification by the Government as per provision of section 18 of the Labour Act, 2013;
- Every establishment have to arrange sufficient number of urinal and toilet for using by the workers/labourers as per provision under section 59 of Labour Act 2006 and section 21 of Revised Labour Act, 2013;
- Spectacle or eye-shed to be arranged to protect the safety of the workers’ eyes as per under section 75 at sixth chapter of the Labour Act.2006;
- Provision of room for children under six is there for women workers under section 94 at eighth chapter of the Labour Act 2006;
- Generally no adult worker can do any work in any establishment beyond 8 hours in a day or work cannot be done by him as per under section 100 at ninth chapter of the Labour Act, 2006;
- Government will fix the working and leisure hour through passing a rules for the workers engaged in physically danger and laborious work as per under section 33 of the Revised Labour Act, 2013;

- Any worker in any establishment works more than the periods or hours as specified at section 100 and 101, he or she will get overtime allowance at the rate of double of his/her regular rate of wage as per under section 108(1) at ninth chapter of Labour Act, 2006;
- As per 115 section of Labour Act 2006 in chapter nine “Every worker shall be entitled to casual leave the full wages for ten days in a calendar year, and such leave shall not be accumulated and carried forward to the succeeding year”;
- Under 116 section of chapter nine in Labour Act 2006 “Every worker other than a newspaper worker, shall be entitled to sick leave with full wages for fourteen days in a calendar year”;
- Every worker will get their wages as per under section 121 at tenth chapter of the Labour Act, 2006 even they are recruited by a contractor instead of the owner/employer;
- Government will form a Minimum Wages Board to determine the wages of workers of the formal and informal sectors as per under section 138 at eleventh chapter of the Labour Act, 2006;
- It will be compulsory for all employers to follow/obey the minimum wages declared by the Government under section 140 and every worker have the right to get wages as per under section 148 Of Labour Act, 2006;
- No employer can pay lower rate of wages than that of declared minimum wage under section 140 or published under section 145 at eleventh chapter as per under section 149 of Labour Act, 2006;
- Every employer will bound to pay compensation to workers for their injuries due to accident as per under section 150 under twelfth chapter of the Labour Act, 2006;
- The injured workers will get compensation as per section 151 of Labour Act, 2006;
- All workers will have a right to organize/form trade union and will have right to join in any trade union as per under section 176 at thirteenth chapter of Labour Act 2006 as well as under section 48 of the Revised Labour Act, 2013;
- Workers in the same locality can form a trade union and the trade union will get registration as per under section 183 of the Labour Act, 2006 as well as under section 53 of the Labour Act 2013;
- Any person appoints any child or adolescent or gives permission to any child or adolescent to work violating any section of the Labour Act, he/she will be punished up to 5000.00 BDT as per under section 284 Of the Labour Act, 2006;
- The parents or guardians of any child to sign a contract for doing work by violating section 34 (child appointment) of Labour Act will be punishable as per under section 285 of Labour Act 2006;
- Any employer pays wage less than the declared minimum wage under eleventh chapter, he/she will be penalized under section 289 at nineteenth chapter of the Labour Act, 2006;

- Trade Union and industrial relation related issues under eleventh chapter will be governed by the provision under section 317 of the Labour Act, 2006 as well as under section 80 of the Revised Labour Act 2013;
- The Government will appoint Chief Inspector and sufficient number of Deputy Chief Inspectors, Assistant Inspectors, Inspectors or Assistant Inspectors as per provision under section 318 of the Labour Act, 2006 as well as under section 81 of the Revised Labour Act, 2013 for the purpose of regulating and monitoring the Labour Acts as per provision under section 319 of the Labour Act, 2006 as well as under section 82 of the Revised Labour Act, 2013.

3.4 Bangladesh Labour Rules 2015

As of 16 September 2015 the laws made to implement the Labour Act 2006 and its amendment in 2013 have been declared as Labour Rules 2015. This includes 367 rules in addition of 82 forms: one of which is registration form for formation of trade unions and seven schedules. The much awaited compensation for relocation of factories does not benefit the workers. It is more in favour of the factory owners. Permanent workers will be employed by the contractors. Even termination of workers will now be seen and recommended by the supervisors not the owners. According to the rules, 0.03% on each letter of credit of 100 %export oriented factories will be collected for providing compensations to workers after death. Labour rules 2015 exempts fully export oriented factories from the provision of paying 5% of their profits as non-exporting enterprises do. The most significant implication of labour rule 2015 is in the formation of trade union. Trade unions now can only be formed by the permanent workers and not by the casual workers. Even the member numbers of trade union have been explicitly stated. Two festival bonuses will be provided to the workers. Provisions of better facilities are there for the tea-pickers. For health and safety of the workers, safety committees will now be present in every factory.

3.5 Rights Implications of Universal Declaration of Human Rights, 1948

Equal entitlement of every human was first expressed under the Universal Declaration of Human Rights (UDHR) by United Nations General Assembly on 10 December 1948 at the Palais de Chaillot, Paris. The Declaration arose directly from the experience of the Second World War and represents the first global expression of rights to which all human beings are inherently entitled.

The Declaration consists of thirty articles, which have been elaborated in subsequent international treaties, regional human rights instruments, national constitutions, and other laws. The International Bill of Human Rights consists of the Universal Declaration of Human Rights, the International Covenant on Economic, Social and Cultural Rights, and the International Covenant on Civil and Political Rights and its two Optional Protocols. In 1966, the General Assembly adopted the two detailed Covenants, which complete the International Bill of Human Rights. In 1976, after the Covenants had been ratified by a sufficient number of individual nations, the Bill took on the force of international law.

3.6 Workers' Rights in ILO Conventions

Upon the establishment of ILO in 1919, 187 ILO conventions have been declared, 35 of which have been ratified and are now in force in Bangladesh. Out of the 35 ILO conventions (Fundamental, Governance and Technical), only the ones in lieu with the study are outlined below.

Fundamental Conventions

Table 2: ILO Conventions on Fundamental Labour Rights

Fundamental rights		Name of the convention
.	Freedom of Association & Collective Bargaining	C087: Freedom of Association and Protection of the Right to Organize Convention, 1948 C098 - Right to Organize and Collective Bargaining Convention, 1949
.	Non Discrimination & Equal Remuneration	C100 - Equal Remuneration Convention, 1951 C111 - Discrimination (Employment and Occupation) Convention, 1958
.	Free from Child Labour	C138 - Minimum Age Convention, 1973 C182 - Worst Forms of Child Labour Convention, 1999
.	Freedom from Forced & Compulsory Labour	C029 - Forced Labour Convention, 1930 C105 - Abolition of Forced Labour Convention, 1957

Governance Convention

C081 - Labour Inspection Convention, 1947

To protect the workers and ensure law enforcement in the industrial workplaces, inspectors need to maintain systematic surveillance. The inspection staff should be independent irrespective of political changes and “external influence.” Labour inspectors can visit any workplace without any prior notice and be empowered to interrogate or test if deemed necessary.

C122 - Employment Policy Convention, 1964

Bangladesh did not sign under this convention. This convention aims toward raising the living standards through eradicating unemployment and underemployment. People should be free to choose what they want to work on. This will make them more productive. To create an equal opportunity regardless of their colour or race.

C129 Labour Inspection (Agriculture) Convention, 1969

Bangladesh did not ratify this convention. Each Member of the International Labour Organisation for which this Convention is in force shall maintain a system of labour inspection in agriculture.

C144 - Tripartite Consultation (International Labour Standards) Convention, 1976

Countries ratifying this convention should have a tripartite consultation that represents representatives from government, workers and employers in equal footing. Such consultation can take place at least once in a year.

Technical Convention

C001 - Hours of Work (Industry) Convention, 1919

Working hours of employers should not “exceed eight in the day and forty eight in a week” as per the convention Bangladesh ratified. Bangladesh signed this convention in 1972.

C019 - Equality of Treatment (Accident Compensation) Convention, 1925

For protection of workers rights in getting equal treatment for compensation in accidents, regardless of their nationality, this agreement was formed. This law needs to be facilitated through the mutual understanding within the employers and employees under the respective laws and regulations.

C107 - Indigenous and Tribal Populations Convention, 1957

This convention specifically highlights the need of attention and protection of the tribal or semi-tribal group who are “at less advanced stage” than other community in an independent country. Through this convention, tribal community is expected to benefit from equal footing, achieve better living standard, contribute in progressive integration of the society and promote their culture. If needed special provisions will be there for the protection of their traditions and equality.

According to this convention “the right of ownership, collective or individual, of the members of the populations concerned over the lands which these populations traditionally occupy shall be recognised.” Without their consent, they cannot be removed from their “habituated place.”

Equal opportunity for recruitment, social security, education and training facility are provisioned under this convention. Bangladesh ratified this convention in 1972. In light of the rights of indigenous and tribal people ILO formed another convention in 1989 named C169 - Indigenous and Tribal Peoples Convention.

C118 - Equality of Treatment (Social Security) Convention, 1962

Each member signing this convention has the obligation of providing medical care; sickness benefit; maternity benefit; invalidity benefit, old-age benefit, survivors' benefit, employment injury benefit, unemployment benefit and family benefit to its nationals. Bangladesh has agreed specifically to provide maternity and employment injury benefit while ratifying this convention.

Besides the conventions mentioned above, the other conventions that applies to the current study, however not ratified by Bangladesh, is enlisted below.

C095 - Protection of Wages Convention, 1949.

C097 - Migration for Employment Convention (Revised), 1949

C102 - Social Security (Minimum Standards) Convention, 1952

C130 - Medical Care and Sickness Benefits Convention, 1969

C131 - Minimum Wage Fixing Convention, 1970

C135 - Workers' Representatives Convention, 1971

C157 - Maintenance of Social Security Rights Convention, 1982

C169 - Indigenous and Tribal Peoples Convention, 1989

C175 - Part-Time Work Convention, 1994

C183 - Maternity Protection Convention, 2000

3.7 Rights Implications of ILO Conventions on Indigenous and Tribal Peoples

C107 - Indigenous and Tribal Populations Convention, 1957 (No. 107)

Convention concerning the Protection and Integration of Indigenous and Other Tribal and Semi-Tribal Populations in Independent Countries (entry into force: 02 Jun 1959) Adoption: Geneva, 40th ILC session (26 Jun 1957) - Status: Outdated instrument (Technical Convention).

Convention No. 107 is a broad development instrument, covering a wide range of issues such as land; recruitment and conditions of employment; vocational training, handicrafts and rural industries; social security and health; and education and means of communication. Particularly the provisions of Convention No. 107 with regards to land, territories and resources have a wide coverage and are similar to those of Convention No. 169.

Article 2

1. Governments shall have the primary responsibility for developing coordinated and systematic action for the protection of the populations concerned and their progressive integration into the life of their respective countries.

Article 7

1. In defining the rights and duties of the populations concerned regard shall be had to their customary laws.
2. These populations shall be allowed to retain their own customs and institutions where these are not incompatible with the national legal system or the objectives of integration programs.

Article 10

1. Persons belonging to the populations concerned shall be specially safeguarded against the improper application of preventive detention and shall be able to take legal proceedings for the effective protection of their fundamental rights.

Part iii. Recruitment and conditions of employment

Article 15

1. Each Member shall, within the framework of national laws and regulations, adopt special measures to ensure the effective protection with regard to recruitment and conditions of employment of workers belonging to the populations concerned so long as they are not in a position to enjoy the protection granted by law to workers in general.

2. Each Member shall do everything possible to prevent all discrimination between workers belonging to the populations concerned and other workers, in particular as regards—
 - (a) admission to employment, including skilled employment;
 - (b) equal remuneration for work of equal value;
 - (c) medical and social assistance, the prevention of employment injuries, workmen's compensation, industrial hygiene and housing;
 - (d) the right of association and freedom for all lawful trade union activities, and the right to conclude collective agreements with employers or employers' organizations.

C169 - Indigenous and Tribal Peoples Convention, 1989 (No. 169)

Convention concerning Indigenous and Tribal Peoples in Independent Countries (Entry into force: 05 Sep 1991) Adoption: Geneva, 76th ILC session (27 Jun 1989) - Status: Up-to-date instrument (Technical Convention).

Article 3

1. Indigenous and tribal peoples shall enjoy the full measure of human rights and fundamental freedoms without hindrance or discrimination. The provisions of the Convention shall be applied without discrimination to male and female members of these peoples.
2. No form of force or coercion shall be used in violation of the human rights and fundamental freedoms of the peoples concerned, including the rights contained in this Convention.

Article 7

1. The peoples concerned shall have the right to decide their own priorities for the process of development as it affects their lives, beliefs, institutions and spiritual wellbeing and the lands they occupy or otherwise use, and to exercise control, to the extent possible, over their own economic, social and cultural development. In addition, they shall participate in the formulation, implementation and evaluation of plans and programmes for national and regional development, which may affect them directly.

Article 8

1. In applying national laws and regulations to the peoples concerned, due regard shall be had to their customs or customary laws.

Part iii. Recruitment and conditions of employment

Article 20

1. Governments shall, within the framework of national laws and regulations, and in co-operation with the peoples concerned, adopt special measures to ensure the effective protection with regard to recruitment and conditions of employment of workers belonging to these peoples, to the extent that they are not effectively protected by laws applicable to workers in general.

2. Governments shall do everything possible to prevent any discrimination between workers belonging to the people concerned and other workers, in particular as regards:
 - (a) admission to employment, including skilled employment, as well as measures for promotion and advancement;
 - (b) equal remuneration for work of equal value;
 - (c) medical and social assistance, occupational safety and health, all social security benefits and any other occupationally related benefits, and housing;
 - (d) the right of association and freedom for all lawful trade union activities, and the right to conclude collective agreements with employers or employers' organisations.
3. The measures taken shall include measures to ensure:
 - (a) that workers belonging to the communities concerned, including seasonal, casual and migrant workers in agricultural and other employment, as well as those employed by labour contractors, enjoy the protection afforded by national law and practice to other such workers in the same sectors, and that they are fully informed of their rights under labour legislation and of the means of redress available to them;
 - (b) that workers belonging to these communities are not subjected to working conditions hazardous to their health, in particular through exposure to pesticides or other toxic substances;
 - (c) that workers belonging to these communities are not subjected to coercive recruitment systems, including bonded labour and other forms of debt servitude;
 - (d) that workers belonging to these communities enjoy equal opportunities and equal treatment in employment for men and women, and protection from sexual harassment.
4. Particular attention shall be paid to the establishment of adequate labour inspection services in areas where workers belonging to the peoples concerned undertake wage employment, in order to ensure compliance with the provisions of this part of this Convention.



4. Field Survey Findings by Study Sectors

For understanding and an appropriate interpretation of the findings of the study, it is important that we start with by providing a profile of the respondents, in terms of their personal characteristics (ethnic identity, gender, religion, age, education, and marital status, of each survey strata of the study. The worker profile is presented both by (i) the study locations and and (ii) sectors of study. It should however be noted that the worker survey findings will be subsequently presented by sectors of study only. This is because the research issues explored are more related to the three selected economic sectors, not so much to find any variation among the locations from which they are sampled. The study locations are part of sampling design in that the workers respondents are drawn from three cities for better representation of surveyed workers.

4.1 Profile of Workers by the Study Locations

Ethnic Composition

In view of the importance of ethnicity of the workers in the study, the profile of the workers is presented starting with their ethnic origin. Table 3 data on ethnicity suggests that distance from workers' origin or home district to the city of work does play a role. This is evident in the fact that 53.6% of the workers in Chittagong are chakmas whose home places are in Chittagong Hill Tracts. Similarly, Garos account for 58.1% and 54 % of workers respectively in Dhaka and Savar among the workers in the study.

Other indigenous and tribal communities among the respondents are of the following order: Marma (6.1%), Tripura (3.3 %), Murong (1.1%) Tangchangya (0.6%), Shantal (0.6%), Kiang (0.6%), and Chak (0.6%). Thus, the study respondents of 181 come from 11 indigenous and tribbal communities of whom Chakmas and Garos are the major groups. Marmas with 6.1% is third ranking community among the study respondents. Tripura community accounts for 3.3%.

Of the 11 communities, the rest seven's presence is very small: it varies from 1.1% to 0.6%. It goes without saying that among the study's non-ITP origin workers, 100% are Bangladesh. This is also the reason that most of the table cells are marked NA - not applicable.

Gender Composition

Distribution of the respondents by gender shows 64% workers of ITP origin are females. The rest (36%) are males. About 80% of workers surveyed in Chittagong are of females. Of the workers of non-ITP origin, almost 80% are females.

Religious Background

Buddhists account for 48.4%. Christians are also almost equally present (47.3%) among the respondents of ITP origin workers. Hindus account for about four per cent (3.9%) workers. Only one worker's religion is Islam. This is the case because this worker, a female one, converted to Islam for marrying a Muslim man. As expected, Buddhist workers are in large majority in Chittagong (69.6%), whereas Christians are

in large majority in Dhaka (69.4%). This has to do with dominance of chakmas among the respondents in Chittagong and Garos among the surveyed workers in Dhaka. Christians are also in majority (56.9%) among the workers surveyed in Savar. This is in line with the data presented on the ethnic origin of the workers in that Chakmas are largely Buddhists and garos are largely Christians. Also to be recalled that chakmas are more among the study respondents of Chittagong, so are Garos among Dhaka and Savar samples.

As expected, Islam is the dominant religion among the non-ITP workers (89.1%). Hindus account for 6.3% of the workers of non-ITP origin. Christian workers account for 4.7 per cent. Islam is the religion of most workers of non-ITP origin by study locations too: Savar (95.9 %), Dhaka (90.0%) and Chittagong (80%). In the Chittagong sample, the remaining 20.0% all are Hindus. Christians account for 10 per cent of the sample in Dhaka. The corresponding figure for Savar is 4.1%.

Table 3: Profile of the Workers by Personal Characteristics by Study Locations

	Worker of ITP origin				Worker of Non ITP origin			
	Dhaka	Chittagong	Savar	Total	Dhaka	Chittagong	Savar	Total
	%	%	%		%	%	%	
Gender								
Male	42.86 (27)	20.29 (14)	49.02 (25)	36.065 57 (66)	15.00 (3)	0.00	41.67 (10)	20.3 (13)
Female	57.14 (36)	79.71 (55)	50.98 (26)	63.934 43 (117)	85.00 (17)	100.00 (20)	58.33 (14)	79.7 (51)
Total	100.0 (63)	100.0 (69)	100.0 (51)	100 (183)	100.0 (20)	100.0 (20)	100.0 (24)	100 (64)
Ethnicity								
Chakma	32.26 (20)	53.62 (37)	44 (22)	43.64 (79)				
Marma		14.49 (10)	2 (1)	6.0 (11)				
Garos	62.6 (39)	18.84 (13)	54 (27)	43.6 (79)				
Tripura		8.696 (6)		3.31 (6)				
Tangchangya		1.449 (1)		0.55 (1)				
Murong	3.226 (2)			1.1 (2)				
Shantal	1.613 (1)			0.55 (1)				
Khiang		1.449 (1)		0.55 (1)				
Chak		1.449 (1)		0.55 (1)				

	Worker of ITP origin				Worker of Non ITP origin			
	Dhaka	Chitta gong	Savar	Total	Dhaka	Chittagong	Savar	Total
	%	%	%		%	%	%	
Bengali					100.00 (20)	100.00 (20)	100.00 (24)	100 (64)
Total	100.0 (62)	100.0 (69)	100.0 (50)	181	100.0 (20)	100.0 (20)	100.0 (24)	100.0 (64)
Religion								
Buddist	30.65 (19)	69.57 (48)	41.18 (21)	48.35 (88)				
Muslim	0	1.449 (1)	0	0.54 (1)	90.00 (18)	80.00 (16)	95.83 (23)	89.0 (57)
Christian	69.35 (43)	20.29 (14)	56.86 (29)	47.25 (86)	10.00 (2)	0.00	4.17 (1)	4.7 (3)
Hindu	0	8.696 (6)	1.961 (1)	3.85 (7)	0.00	20.00 (4)	0.00	6.25 (4)
Total	100.0 (62)	100.0 (69)	100.0 (51)	100.0 (182)	100.00 (20)	100.00 (20)	100.00 (24)	100 (64)
Age								
Below 15	3.333 (2)	1.429 (1)	0	1.64 (3)	5.00 (1)	5.00 (1)	4.17 (1)	4.7 (3)
15-17	5.0 (3)	8.571 (6)	3.774 (2)	6.0 (11)	0.00	5.00 (1)	8.33 (2)	4.7 (3)
18-24	21.67 (13)	54.29 (38)	32.08 (17)	37.16 (68)	10.00 (2)	65.00 (13)	37.50 (9)	37.5 (24)
25-35	35 (21)	35.71 (25)	56.6 (30)	41.5 (76)	60 (12)	25 (5)	45.83 (11)	43.75 (28)
36-45	33.33 (20)		5.66 (3)	12.56 (23)	25 (5)		4.17 (1)	9.4 (6)
46-49	1.667 (1)		1.887 (1)	1.09 (2)				
Above 50	0	0	0	0				
Total	100.0 (60)	100.0 (70)	100.0 (53)	100 (183)	100.00 (20)	100.00 (20)	100 (24)	100 (64)
Education								
Primary Level	25.81 (16)	26.09 (18)	29.41 (15)	26.92 (49)	25.00 (5)	40.00 (8)	29.17 (7)	31.25 (20)
Secondary Level	51.61 (32)	44.93 (31)	60.78 (31)	51.64 (94)	60.00 (12)	50.00 (10)	62.50 (15)	57.8 (37)
Higher Secondary Level	16.13 (10)	21.74 (15)	9.804 (5)	16.48 (30)	15.00 (3)	10.00 (2)	8.33 (2)	10.9 (7)
Litterate/Illetera te	6.452 (4)	7.246 (5)		4.94 (9)				
Total	100.0	100.0	100.0	100.0	100.00	100.00	100.00	100

	Worker of ITP origin				Worker of Non ITP origin			
	Dhaka	Chittagong	Savar	Total	Dhaka	Chittagong	Savar	Total
	%	%	%		%	%	%	
	(62)	69	(51)	(182)	(20)	(20)	(24)	(64)
Marital Status								
Married	63.93 (39)	43.48 (30)	64.0 (32)	56.11 (101)	85.00 (17)	70.00 (14)	62.50 (15)	71.87 (46)
Unmarried	36.07 (22)	56.52 (39)	36.0 (18)	43.9 (79)	15.00 (3)	30.0 (6)	37.50 (9)	28.12 (18)
Total	100.0 (61)	100.0 (69)	100.0 (50)	100.0 (180)	100.00 (20)	100.00 (20)	100.00 (24)	100 (64)

Age Distribution

The workers' mean age is 27 years. The age distribution of workers of ITP origin show that age group of 25 to 35 years is the major age group with 41.5%. By study locations also the same age group dominates. The corresponding proportions are as follows: Savar (56.7%), Chittagong (35.7%) and Dhaka (35.0%). That the young age groups dominate is further evident in the fact that next major age group is 18 to 24 with an overall proportion of 37.2%. The city-wise distribution of this young age group is of following order: Chittagong (54.3%), Savar (32.1%) and Dhaka (21.7%). Only 12.6% of workers belong to the age group of 36 to 45. Among Chittagong sample no one was of this relatively higher age group. The very young age group of 15 to 17 accounts for 6.1% in the total sample. But here again the proportion of Chittagong age group is higher with 8.6%.

Among the non-ITP workers also, the 25 to 35 age group dominates with a proportion of 43.8%. Study location-wise, the corresponding proportions are: Dhaka (60.0%), Savar (45.9%) and Chittagong (25.0%).

Educational Background

Among the workers of ITP origin, secondary level (about 10 years of schooling) of education accounts for majority of workers (51.6%). The corresponding proportions by city are: Savar (60.8%), Dhaka (50.0%) and Chittagong (44.9%). More than one-fourth (26.9%) of the workers of ITP origin have education only of primary level (five years of schooling). Workers with higher secondary level of education (about 12 years of schooling) account for 16.5% workers. Workers with this relatively better level of education are fewer among the workers of Savar (9.8%). It is to be recalled that the Garos are more in number among our sample from Savar. About five% of workers identified them as illiterate.

Turning to the education attainment of non-ITP workers, not much difference is observed. However no one reported as illiterate among the non-ITP workers. At the other lower end of education level, i.e., with primary level of education only, the proportion is high among the non-ITP workers. At the relatively, higher level of education, i.e., up to 12 years of schooling, the proportion is higher among ITP workers (16.5% vis-à-vis 10.9 %).

Marital Status

Majority of workers are married. Of the total respondents, the married workers account for 56.1 per cent. City-wise distribution is of the following order: Savar (64.0%), Dhaka (63.9%) and Chittagong (43.5%).

Married workers proportion is much higher among non-ITP workers (71.9%). By city, the distribution of married workers is as follows: Dhaka (85.0%), Chittagong (70.0%) and Savar (62.5%).

4.1 Profile of Workers by Three Sectors in the Study and by their ITP and non-ITP Origin

In the preceding section, personal characteristics of the respondents have been presented by three study locations. This section presents workers' personal characteristics by three sectors of study. Before going into the presentation of the personal characteristics of respondents, this time let us take note of the kind of activities they are involved in or their work positions in the sector they work with.

The work type or position composition of the study respondents are as follows: *Garments* (quality inspector, cutting, designer, security section, supervisor, electrician, marketing office assistant, quality check, security guard, embroidery operator, winding operation, operator, packing section, helper, applique designer, swing operator, swing helper, finishing, mechanical supervisor, lab technician, peon, spinning, leather cutter, reporter, quality controller, office coordinator, hand stitching, marketing consultancy division staff, photocopy and clerk; *Beauty parlour* (bridal makeup, spa, facial, waxing, mud baths, bridal hair cutting, colouring, waxing, eyebrow shaping, bridal hair cutting, pedicure & manicure, hair colouring, pedicure, eyebrow shaping, body wraps, eyebrow shaping, haircut, bridal makeup, bridal hair, and oil massage; informal sector (building assistant, care taker, craftsman, driver, electrician, farm worker, guard, hair cutting, house maid, house-keeper, office assistant, peon, sales person, security guard, sales man, senior accountant, shop-keeper, petty business, and waiter; and Management personnel (owner, manager, accounts, and customer service).

Similar to the preceding section, in view of the focus of the study, let us present the ethnic composition by sectors to start with.

Ethnic Composition of ITP Workers by Three Sectors

Whereas Chakmas account for 43.6% in the three sector total, their proportion in garments is 98.3%. In contrast to Chakmas' near 100% presence in garments, their proportion in beauty parlour is only 11.3%. Among our informal sector sample however the presence of Chakmas is almost double (23.5%).

Garos account for 69% of the total ITP workers engaged in beauty parlour. It will be recalled that among the total respondents of ITP workers, Garos account for 42%. Garos' presence in the informal sector is also quite high (56.9%).

Other ethnic communities' presence in the three sectors is of following order. In garments, only other indigenous and tribal community found is Tangchangya (1.7%)

In beauty parlour, other ethnic communities include: Marmas (8.5%), Khiangs (4.2%), Tripura (2.8%), Chaks (2.8%) and Murong (1.4%). In informal sector other communities found include Marma (9.8), Tripura (7.8), Murong (2.0).

Workers' Gender Composition by Sector

In garments, female workers account for 53.3% of the total workers of ITP origin engaged in this sector. Of beauty parlour workers, all are of female gender. The gender composition of the informal sector workers in this study are comprised of male workers (73.1%). It should however be noted that the informal sector respondents' number in the study is relatively small and also not well representative of the vast size of the informal sector in Bangladesh and its diversity. On the positive side however the informal sector workers are more comparable with other two sectors in this study – garments and beauty parlour – in that this study's informal sectors workers are largely wage workers of the sector unlike the own account workers of the informal sector who usually accounts for the large proportion of this sector.

Among the non-ITP garment workers, female workers account for 56.7%. The corresponding proportion in beauty parlour is 100%.

Composition of Workers' Religious Background by the Three Sectors

In garments, 98.3% workers are Buddhists. The remaining 1.7% are Christians. In contrast, Christians account for 74.6% of beauty parlour workers. Buddhists account for 18.3% of the total workers of ITP origin working in the beauty parlour sector. Only about 4.2% of beauty parlour workers are Hindus. Presence of workers of Islam faith is very few in the work of beauty parlour – 1.4%. Among the informal sector respondents of ITP origin, Christians account for 61.5%. Buddhists account for 30.8%. The remaining 7.7% are Hindus.

Age Composition of the Workers by Sectors of Study

The average age of the workers, all sectors in the study and workers of ITP and non-ITP origin, is 27 years. Less than two per cent (1.6%) of all workers are of age below 15. In fact the number is only three among the total workers of 248 in the study. Thus, the sectors are free of child labour, one can say. Yet large presence of young age groups is also very clear from the age distribution, e.g., 39.7% workers belong to the age group of 18-24 (Table??).

Turning to the presentation of the age data by sectors, we observe that in garments there is no worker of age below 15; none also in the age group 15-17; 44.3 per cent of workers belong in the age group of 18-24; 50.8 per cent belong to the age group of 25-35; 4.9 per cent to the age group of 36-45; none in the age of above 45. These data clearly show large presence (44.3%) of young age groups (18-24) and even larger presence of prime age group, 25-45 (55.7%).

Only one worker among the beauty parlour respondents is of age below 15. Age group 15-17 accounts for 12.7 per cent of workers in this sector. Age group, 18-24, is the largest group (54.9%) among the workers in this sector. The second large age group, 25-35 years, accounts for 29.6 per cent. Only one worker in the beauty

parlour was of age above 35. Thus, clearly the beauty parlour activity is more for the younger age groups.

Among the respondents of the informal sector, only two workers were of age below 15. Only one worker belonged to the next age group of 15-17. About 16 per cent (15.4%) of workers here belonged to the next age group of 18-24. A large majority (55.8%) of workers belonged to the age group of 25-35. In the age group of 36-45, the proportion of informal sector workers was 19.2 per cent. One worker each belonged to the age group of 46-49 and above 50.

Among the non-ITP workers, in garments no worker was either of below 15 or 15-17. About 30 per cent workers belonged to the age group of 18-24. Large majority (56.7%) of non-ITP workers also belonged to the age group of 25-35 years. Percentage of workers belonging to the group of age, 36-45, is 13.3 per cent. No worker of non-ITP background was in the age group of 46-49 or above 50.

Among the non-ITP workers engaged in beauty parlour, only one worker was of age of below 15. Only two workers belonged to the next age group of 15-17. The age group, 18-24, accounts for 47.1 per cent of non-ITP workers in this sector. The next age group, 25-35, accounts for 35.3 per cent of the non-ITP workers in the beauty parlour. Only three workers (8.8%) were of 36-45 age. None belonged to the age of above 45.

Educational Background

In garments sector, 16.7 per cent of ITP workers reported to have education only of primary level. Large majority of them (58.3%) completed secondary level of education. About 21.7 per cent workers had the next higher level of educational qualification - higher secondary level. Only two workers were illiterate in the garments sector.

About 35 per cent of ITP workers in the beauty parlour had education of primary level. Nearly half of the workers (49.3%) achieved secondary level education. The proportion of workers with higher level education accounts for 11.3 per cent. Three workers (4.2%) belonged to the illiterate group.

In the informal sector, the proportion of workers with primary level education accounts for 27.5 per cent. Workers with secondary level education accounts for 47.1 per cent of the total workers of ITP origin engaged in the informal sector. The corresponding proportion for higher secondary level education is 17.6 per cent. Four workers (7.8%) in this group belonged to the category of illiterate.

In garments sector, the category of non-ITP workers 33.3 per cent of the workers completed primary level of education. Workers with secondary level education account for 43.3 per cent. About 23.3 per cent garment workers have education of higher secondary level. None belonged to the illiterate group.

In the beauty parlour sector non-ITP workers' education level is of following order: primary level (14.7%), secondary level (70.6%) and higher secondary (14.7%). None belonged to the illiterate group.

Marital Status

Among the total respondents, the married workers' proportion accounts for 56.1 per cent. The corresponding proportion for garments, beauty parlour and informal sector respectively are 55.9, 57.7, and 54.0 per cent.

Likewise among the non-ITP workers, 71.9 per cent are married. Sector-wise the corresponding proportions for garments and beauty parlour are: 86.6 per cent and 58.8 percent.

Table 4: Personal Characteristics of Workers of ITP and non-ITP Origin by Sectors of Study

Personal Characteristics	Workers of ITP Origin by Employment Sector			Total	Workers of non-ITP Origin		Total
	Garments	Beauty parlour	Informal Sector		Garments	Beauty Parlour	
1. Ethnicity							
- Chakma	98.3	11.3	23.5	43.4	NA	NA	
	59	8	12	79			
- Marma	0	8.5	9.8	6.0	NA	NA	
	0	6	5	11			
- Garo		69	56.9	42.9	NA	NA	
		49	29	78			
- Tripura		2.8	7.8	3.3	NA	NA	
		2	4	6			
- TTangchangya	1.7	0	0	0.5	NA	NA	
	1			1			
- Murong		1.4	2	1.1	NA	NA	
		1	1	2			
- Kiang		4.2		1.6	NA	NA	
		3		3			
- Chak		2.8		1.1	NA	NA	
		2		2			
- Bangali				0.0	100	100	100
				0	30	34	64
Total	100	100	100	100	100	100	100
	(60)	(71)	(51)	(182)	(30)	(34)	(64)
2. Gender							
- Male	46.7		73.1	36.1	43.3	0	20.3
	28		38	66	13		13
- Female	53.3	100	26.9	63.9	56.7	100	79.7
	32	71	14	117	17	34	51
Total	100	100	100	100.0	100	100	100
	(60)	(71)	(52)	(183)	(30)	(34)	(64)

Personal Characteristics	Workers of ITP Origin by Employment Sector				Total	Workers of non-ITP Origin		Total
	Garments	Beauty	Informal	Garments		Beauty		
3. Religion								
- Buddhist	98.3	18.3	30.8	39.6	0	0	0	
	59	13		72				
- Islam	0	1.4		0.5	93.3	85.3	89.1	
		1		1	28	29	57	
- Christian	1.7	74.6	61.5	29.7	0	0	0	
	1	53		54			0	
- Hindu	0	4.2	7.7	1.6	6.7	14.7	10.9	
		3		3	2	5	7	
Total	100	100	100	100	100	100	100	
	(60)	(70)	(52)	(182)	(30)	(34)	(64)	
4. Age								
- Below 15	0	1.4	3.9	1.6	0	2.9	1.6	
		1	2	3		1	1	
- 15-17	0	12.7	1.9	5.4	0	5.9	3.1	
		9	1	10		2	2	
- 18-24	44.3	54.9	15.4	40.2	30	47.1	39.1	
	27	39	8	74	9	16	25	
- 25-35	50.8	29.6	55.8	44.0	56.7	35.3	45.3	
	31	21	29	81	17	12	29	
- 36-45	4.9	1.4	19.2	7.6	13.3	8.8	10.9	
	3	1	10	14	4	3	7	
- 46-49	0	0	1.9	0.5	0		0	
			1	1			0	
- Above 50	0	0	1.9	0.5	0	0	0	
			1	1			0	
Total	100	100	100	100	100	100	100	
	(61)	(71)	(52)	(184)	(30)	(34)	(64)	
5. Education								
- Primary Level	16.7	35.2	27.5	26.9	33.3	14.7	23.4	
	10	25	14	49	10	5	15	
- Secondary	58.3	49.3	47.1	51.6	43.3	70.6	57.8	
	35	35	24	94	13	24	37	
- Higher Secondary	21.7	11.3	17.6	16.5	23.3	14.7	18.8	
	13	8	9	30	7	5	12	
- Illiterate	3.3	4.2	7.8	4.9	0	0	0	
	2	3	4	9			0	
Total	100	100	100	100	100	100	100	
	(60)	(71)	(51)	(182)	(30)	(34)	(64)	
6. Marital Status								

Personal Characteristics	Workers of ITP Origin by Employment Sector			Total	Workers of non-ITP Origin		Total
	Garments	Beauty	Informal		Garments	Beauty	
- Married	55.9	57.7	54	56.1	86.6	58.8	71.9
	33	41	27	101	26	20	46
- Unmarried	44.1	42.3	46	43.9	13.3	41.2	28.1
	26	30	23	79	4	14	18
Total	100	100	100	100	100	100	100
	(59)	(71)	(50)	(180)	(30)	(34)	(64)

4.2 Motivation for Migration

There are similar reasons for rural to urban migration all over the world, “more work opportunity” or similar reason, expressed differently (e.g., getting job in the city is easy, to get work, for good income, for financial need, to get work and earn income), is more frequently noted considerations that motivate young job seekers to migrate from rural are for urban area, particularly for cities such as Dhaka and Chittagong or EPZ areas such as Savar, adjacent to Dhaka.

As can be seen from the table below, which is based on open-ended questions, however common the “pull” factors as noted above and can be seen from the table below too, the push factors are also quite formidable. For example, poverty, no work opportunity in village, limited land for cultivation if not at all. Conflict between ITP and non-ITP settlers is also a major push factor that applies to our respondents of ITP origin.

Few sector-specific uncommon factors also serve as pull factors, e.g., to the beauty parlour workers, this growing sector offers an exciting opportunity. Beauty parlour workers also consider this sector relatively safe for them. Better future prospect is another attraction for the beauty parlour workers.

Whereas the perception of regular flow of income and scope to send some money for dependents were cited by garment workers, to some respondents of the informal sector the work in this sector offers an opportunity to choose a line of work that suits them and also offers scope to learn new skills in their area of comparative edge.

4.3 Migratory Characteristics

District of Origin

Of garment workers of ITP origin, Khagrachori and Rangamati each account for 49.1 per cent. Thus, almost all garment workers of ITP origin came from these two districts of Chittagong Hill Tracts. Only one worker, a Garo, was from Mymensingh. In contrast, beauty parlour workers of ITP origin are more spread by their respective home district. Here however major proportion (29.6%) come from their home district of Mymensingh which include the Madhupur region. The other districts, from which the workers of beauty parlour have joined, include Netronakana (15.4%), Sherpur (15.4%), Tangail (12.6%), Rangamati (11.2%), Khagrachori (7%), Bandarban (5.6%) and Chittagong (2.8).

The above data on home district of the workers is in line with the point made before in presenting the ethnic composition of the workers of ITP origin in that: workers in garments are more chakmas from Chittagong Hill Tract region whereas the workers in the beauty parlours are more Garos originating from the Madhupur region in Tangail and Mymensing.

Among the informal sector respondents of ITP origin, Mymensingh accounts for 33.3 per cent as the home district of the workers of this sector. Other districts include: Rangamati (19.6%), Khagrachari (13.7%), Tangail (9.8%), and Sherpur, Netrokona, Bandarban each accounts for 5.8 per cent; Jamalpur, Dinajpur, Rajshahi each accounts for 1.9 per cent.

Turning to the home district of non-ITP workers and first taking those in the garment sector, it is observed that, as would be expected, they are more widely distributed geographically. Unlike the workers of ITP origin, there is no particular district or districts that fare more commonly. These workers come from 14 different districts. Of these 14, Barisal accounts for 23.3 per cent. It is worth noting that Barisal is one of the most river-bank erosion vulnerable district in Bangladesh. Many landless and riverbank erosion disaster victims migrate from Barisal and similar region for work in the cities including the work as rickshaw driver or construction workers. Netrokona accounts for 16.6 per cent of the non-ITP garment workers. It is worth noting that part of Netrokona is also vulnerable to riverbank erosion. Whereas it is the river Meghna that erodes Barisal, it is the Padma that erodes Netrokona. Of other districts Narail and Kushthia each accounts for 10 per cent and Patuakhali and Jhenaidah each account for 6.6 per cent. Each of the remaining six districts accounts for 3.3 per cent.

In the case of non-ITP workers in the beauty parlour, Chittagong and Dhaka respectively account for 23.5 per cent and 14.7 per cent as the two major home districts. Workers coming from Barisal account for 8.8 per cent. Two workers each are from Faridpur, Mymensingh, Tangail, Narayanganja and Noakhali, whereas one worker each from the districts of Bagerhat, Munshiganj, Sherpur, Chandpur, Manikgonja, Bhola and Thakurgaon.

Village Home in Own Land

In exploring the strength of the root of the migrant workers, a query was raised to know if the respondents have a home in their own village. To this query, it is learned that most workers of ITP origin (92.2%) have their home in their village. The corresponding proportion for the non-ITP workers is 84.4 per cent. Although the difference is not large, it is in line with the expectation that ITP workers are more rooted to their land.

By sector the evidence on the above query is of following order: 96.6 per cent of garment workers of ITP origin have had home in their own village, beauty parlour (94.2%), and informal sector (84.6%). The corresponding proportions for non-ITP workers by the two sectors are as follows: garments (96.7%) and beauty parlours (73.5%).

If Parents Alive

With the same purpose, as above, of knowing the strength of connection of respondents with their rural origin, it was asked if parents were alive. Findings from this query show that parents were alive in the case of 74.1 per cent of the respondents of ITP origin. By sector the data on this query is of following order: garments (71.2%), beauty parlour (83.1%) and informal sector (67.3%).

In the case of non-ITP workers, 77 per cent did have their parents alive. By sector, the corresponding data are as follows: garments (70%) and beauty parlour (83.9%).

Length of Urban Residence

On average the workers of ITP origin have been living in urban areas for 7.4 years. The corresponding data for the non-ITP workers is 9.0 years. By employment sector the mean data of ITP workers are of following order: garment (5.47 years), informal sector (7.88 years), and beauty parlour (8.72 years). The distribution of the respondents by length of residence categories shows (table??), nearly half (49.2%) of ITP workers have been living in the city for less than five years. The corresponding data for non-ITP workers is also about the same (50.0%).

Distribution of length residence by sector shows that relatively more recent migrants are in the category of garment workers of ITP origin (59.1%). The corresponding data for ITP workers in (i) beauty parlour is 39.4 per cent and (ii) informal sector is 51.0 per cent. The corresponding data for non-ITP workers, by sector, are as follows: garments (49.9%) and beauty parlour (50.1%). Thus, recent migrants' presence among non-ITP workers by sector is same.

Long-terms residents (those who are in the city for 10 years or more) are however more among the non-ITP workers (25.1%). The corresponding proportion for the ITP workers is 23.2 per cent. The long-term residents' proportion is largest among non-ITP workers employed in beauty parlour with 29.4 per cent. In the other extreme are the ITP workers in garments among whom the long-term migrants are lowest with 16.4 per cent.

Role of Urban Contact in Migrating and Job Search

For ITP workers, relatives account for 46.2 per cent cases as urban contact that facilitated coming to the city and engaging in job search. Family, relatives and spouse account together account for 60.3 per cent. Self-initiated job search and seeing job vacancy circular account for 14.7 per cent. Recruiting agency and employer account for 3.8 per cent of the respondents. For garment workers of ITP origin family, spouse and relatives account for 54.7 per cent. The corresponding proportion for beauty parlour is 72.3 per cent.

Of non-ITP workers, 71.9 per cent account said that migration and job search was facilitated by family, relatives and spouse. Corresponding data by sector are as follows: garment (86.7%) and beauty parlour (47.2%).

Table 5: Migratory Characteristics of Workers by Sectors of Employment

Indicator/Variable	Worker of ITP origin				Workers of non ITP origin		
	Garments	Beauty Parlour	Other Informal Sector	Total	Garm ents	Beauty Parlour	Total
Home District							
Bagerhat						2.9 (1)	1.6 (1)
Barishal					23.3 (7)	8.8 (3)	15.6 (10)
Faridpur						5.8 (2)	3.1 (2)
Munshiganja						2.9 (1)	1.6 (1)
Mymensingh	1.6 (1)	29.6 (21)	33.3 (17)	21.3 (39)		5.9 (2)	3.1 (2)
Narayanganja						5.8 (2)	3.1 (2)
Sherpur		15.4 (11)	5.8 (3)	7.7 (14)		2.9 (1)	1.6 (1)
Tangail		12.6 (9)	9.8 (5)	7.7 (14)		5.8 (2)	3.1 (2)
Khagrachari	49.1 (30)	7.04 (5)	13.7 (7)	23.0 (42)			
Rangamati	49.1 30	11.2 8	19.6 10	26.2 48			
Dinajpur			1.9 (1)	0.55 (1)			
Netrokona		15.4 (11)	5.8 (3)	7.7 (14)	16.6 (5)		7.8 (5)
Bandarban		5.6 (4)	5.8 (3)	3.8 (7)			
Jamal pur			1.9 (1)	0.5 (1)			
Rajshahi			1.9 (1)	0.5 (1)	3.3 (1)		1.6 (1)
Chittagong		2.8 (2)		1.1 (2)		23.5 (8)	12.5 (8)

Indicator/Variable	Worker of ITP origin			Total	Workers of non ITP origin		
	Garments	Beauty Parlour	Other Informal Sector		Garm ents	Beauty Parlour	Total
Chandpur						2.9 (1)	1.6 (1)
Manikgonja						2.9 (1)	1.6 (1)
Bhola						2.9 (1)	1.6 (1)
thakur gaon						2.9 (1)	1.6 (1)
Noakhali						5.8 (2)	3.1 (2)
Dhaka						14.7 (5)	7.8 (5)
Gaibandha						2.9 (1)	1.6 (1)
Chuadanga					3.3 (1)		1.6 (1)
Magura					3.3 (1)		1.6 (1)
Norail					10 (3)		4.7 (3)
Patuakhali					6.6 (2)		3.1 (2)
Rajbari					3.3 (1)		1.6 (1)
Shirajganja					3.3 (1)		1.6 (1)
Gopalganj					3.3 (1)		1.6 (1)
Jhinaidaha					6.6 (2)		3.1 (2)
Khulna					3.3 (1)		1.6 (1)
Kushtiya					10 (3)		4.7 (3)

Indicator/Variable	Worker of ITP origin				Workers of non ITP origin		
	Garments	Beauty Parlour	Other Informal Sector	Total	Garm ents	Beauty Parlour	Total
Comilla					3.3		1.6
					(1)		(1)
Total	100	100	100	100	100	100	100
	61	71	51	(183)	30	34	(64)
Village Home In Own Lands							
Yes	96.6	94.2	84.6	92.2	96.7	73.5	84.4
	(57)	(65)	(44)	(166)	(29)	(25)	(54)
No	3.4	5.8	15.4	7.8	3.3	26.5	15.6
	(2)	(4)	(8)	(14)	(1)	(9)	10)
Total	100	100	100	100	100	100	100
	(59)	(69)	(52)	(180)	(30)	(34)	(64)
If Parents alive							
Both Alive	71.2	83.1	67.3	74.1	70	83.9	77.0
	(42)	(49)	(35)	(126)	(21)	(26)	(47)
One Alive	20.3	10.2	13.5	14.7	26.7	9.7	18.0
	(12)	(6)	(7)	(25)	(8)	(3)	(11)
Both Dead	8.5	6.8	19.2	11.2	3.3	6.5	4.9
	(5)	(4)	(10)	(19)	(1)	(2)	(3)
Total	100	100	100	100	100	100	100
	(59)	(59)	(52)	(170)	(30)	(31)	(61)
Length of urban residency							
6-Months – 1 Year	16.4	4.2	16.3	11.6	13.3	11.8	12.5
	(10)	(3)	(8)	(21)	(4)	(4)	(8)
1 Years - 3 Years	23	14.1	20.4	18.8	23.3	26.5	25
	(14)	(10)	(10)	(34)	(7)	(9)	(16)
3 Years - 5 Years	19.7	21.1	14.3	18.8	13.3	11.8	12.5
	(12)	(15)	(7)	(34)	(4)	(4)	(8)
5 Years - 10 Years	24.6	29.6	28.6	27.6	30	20.6	25
	(15)	(21)	(14)	(50)	(9)	(7)	(16)
10 Years – 15 Years	13.1	26.8	8.2	17.1	16.7	20.6	18.8
	(8)	(19)	(4)	(31)	(5)	(7)	(12)
More than 15 Years	3.3	4.2	12.2	6.1	3.3	8.8	6.3
	(2)	(3)	(6)	(11)	(1)	(3)	(4)
Total	100	100	100	100	100	100	100

Indicator/Variable	Worker of ITP origin				Workers of non ITP origin		
	Garments	Beauty Parlour	Other Informal Sector	Total	Garm ents	Beauty Parlour	Total
	(61)	(71)	(49)	(181)	(30)	(34)	(64)
How did you come to the city?							
local	3.3		1.9	1.6		14.7	7.8
	(2)		(1)	(3)		(5)	(5)
Contacts	11.5	12.7		8.7	6.7	14.7	10.9
	(7)	(9)		(16)	(2)	(5)	(7)
Family	13.1	8.5	5.8	9.2	36.7	32.4	34.4
	(8)	(6)	(3)	(17)	(11)	(11)	(22)
Friend	9.8	5.6	13.5	9.2	3.3	2.9	3.1
	(6)	(4)	(7)	(17)	(1)	(1)	2)
Job circular	3.3			1.1			0
	(2)			(2)			0
Searching job	3.3	1.4	15.4	6.0			0
	(2)	(1)	(8)	(11)			0
Husband	3.3	7	3.8	4.9	10	8.8	9.4
	(2)	(5)	(2)	(9)	(3)	(3)	(6)
own self	11.5	1.4	11.5	7.6	3.3	5.9	4.7
	(7)	(1)	(6)	(14)	(1)	(2)	(3)
Relative	37.7	56.3	42.3	46.2	40	17.6	28.1
	(23)	(40)	(22)	(85)	(12)	(6)	(18)
Study				0		2.9	1.6
				0		(1)	(1)
recruiting agency		5.6		2.2			0
		(4)		(4)			0
Owner			5.8	1.6			0
			(3)	(3)			0
Neighbor	3.3	1.4		1.6			0
	(2)	(1)		(3)			0
Total	100	100	100	100	100	100	100
	(61)	(71)	(52)	(184)	(30)	(34)	(64)

4.4 Salary, Work Hours, Overtime System and Social Security Benefits

4.5.1. Monthly Salary and Pay Scale

Salary is paid on a monthly basis. Increment is given on a yearly basis; usually it is of 10% of the basic salary. Salary slabs exist. Putting a worker to a particular slab is based on work experience and performance.

According to the study FGD and interview of garment workers, it is found that a meal at lunchtime is provided. But usually an amount of 60 to 150 BDT is deducted for lunchtime meal. No tiffin or refreshment is served. But during their overtime work, some factories provide snacks. The factories, which do not provide meal at lunchtime, add lunch money with the monthly salary. The same is the practice for transportation. No wage differentiation was reported between workers of ITP and non-ITP origin. Overtime is mandatory for garment workers. Overtime for two hours is routine. Payment for overtime is paid on per hour basis; the rate is calculated prorated to the total hours of work and corresponding monthly basic salary.

According to a government announcement, the wage board determined the monthly minimum wage for entry-level garment industry workers to 5,300 taka (£41.8, €50.1, \$67.4), from 3,000 taka. The study found that on average the monthly salary of workers in all three sectors, spread in three locations, of the study are largely in the same order of magnitude. Mean salary of no sector is about 9,000 BDT (about US\$111). To be precise, the mean income by three sectors is of the following order: beauty parlour workers' monthly salary is 8,921 BDT (US\$110), the next mean income is that of the informal sector workers which is 8,865 BDT (US\$109). The study found among the interviewed workers' salary averages to (US\$108) with overtime

Table 6: Monthly Salary of Workers

Salary		Worker of ITP origin				Worker of Non-ITP		
		Garmen ts	Beauty Parlour	Other Inform al	Total	Garm ents	Beaut y Parlou r	Total
-	Mean	8,749	8,921	8,865	8,846	8,331	5,887	7,109
-	Income range							
	Below 500							
	500-1000			2.1 (1)	0.6 (1)			

		1.41	6.25	2.2		9.09	5.17
1000-1500		(1)	(3)	(4)		(3)	(3)
1500-2000		1.41	2.1	1.1			
		(1)	(1)	(2)			
	1.6		8.3	2.8		3.03	1.72
2000-2500	(1)		(4)	(5)		(1)	(1)
2500-3000		1.41	16.7	5.0		3.03	1.72
		(1)	(8)	(9)		(1)	(1)
	13.1	4.23	12.5	9.4		3.03	1.72
3000-3500	(8)	(3)	(6)	(17)		(1)	(1)
3500-5000	18.0	19.72	4.2	15.0		15.15	8.62
	(11)	(14)	(2)	(27)		(5)	(5)
5000-5500	32.8	7.04		13.9			
	(20)	(5)		(25)			
5500-7000	16.4	5.63	14.6	11.7	44	33.33	37.93
	(10)	(4)	(7)	(21)	(11)	(11)	(22)
7000-10000	13.1	21.13	20.8	18.3	40	24.24	31.03
	(8)	(15)	(10)	(33)	(10)	(8)	(18)
	3.3	21.13	6.25	11.1	12	9.09	10.34
10000-15000	(2)	(15)	(3)	(20)	(3)	(3)	(6)
	1.6	16.90	6.25	8.9	4		1.72
above 15000	(1)	(12)	(3)	(16)	(1)		(1)
	100	100	100	100	100	100	100
Total	(61)	(71)	(48)	(180)	(25)	(33)	(58)

From salary data, two points can be made. First, there is hardly any difference in salary or wage in the three studied sectors. Second, the world of hard working poor or the disadvantaged in the society is more or less the same. However, other evidence, such as the scope of paid overtime work, security of work, scope to advance over time and working conditions make some difference. For example, beauty parlour workers work in a relatively relaxed environment and hours of work can be flexible. Scope to start own parlour is also quite possible for some workers at some point of their work career. Compared to this, garment workers work under very tight work schedule. Their working time does not allow them to feel relaxed. No garment worker can ever imagine establishing a garment factory of his or her own. Hiring and firing of garment workers are also relatively easy. Beauty parlour workers of ITP origin, however, are sought after by the employers because of customers' preference for them. This in turn is based on ITP workers' quality of doing the work with a lot of care and patience.

4.5.2. Work Hours

Long hours and overtime work is a common practice in all three sectors of this study. So is the requirement to work overtime. As can be seen from Table below, taking all respondents in garments, beauty parlour and informal sector of ITP origin, 31.5 per cent reported that they work for 10 hours daily. Another 21.7 per cent stated that they work 12 hours a day. Thus, for majority of workers (53.2%) reported that their hours of work is 10-12 hours, which is an indication that large majority of workers' work hours exceed the legal maximum work hours per day which is eight hours per day as per national and international labour regulations. Only 21.7 per cent workers reported that their work hours per day is eight hours.

By sector, two-third of garments workers of ITP (65.6%) as well as non-ITP (66.7) origin reported that their work hours are between 10 and 12 hours. Only about one-fourth of the respondents reported that their work hours are eight per day. Per day work hours per day is 10-12 hours per day for beauty parlour of ITP and non-ITP origin are of 52.2 and 44.1 per cent respectively. The corresponding proportion for the informal sector is 40.4%. Detail distribution of respondents by hours of work can be seen in the table 7.

Table 7: Hours of work

Hours of work	Workers of ITP Origin				Workers of Non ITP		
	Garments	Beauty Parlour	Other Informal	Total	Garments	Beauty Parlour	Total
4-7 hours	1.6	12.6	13.5	9.2	0	38.2	20.3
	1	9	7	17	0	13	13
8 hours	27.9	8.5	32.7	21.7	26.7	3	14.1
	17	6	17	40	8	1	9
9-10 hours	42.6	32.4	30.8	35.3	50	20.6	34.4
	26	23	16	65	15	7	22
11-16 hours	27.9	46.5	21.1	33.1	23.3	38.2	31.2
	17	33	11	61	7	13	20
24 hours			1.9	0.5			
			1	1			
Total	100	100	100	100	100	100	100
	61	71	52	184	30	34	64

Data on hours of work thus indicate that most workers are to work beyond the standard 8 hours per day. In case some workers included their overtime work of two hours per day in reporting the per day workers, still the above data suggest that many workers end up doing working more than the two hours of overtime that are normally required for the garment workers.

4.5.3. Overtime Payment

Overtime system is more prevalent among the garment sector. Hourly rate is pro-rated to the total hours of work in a month and the basic pay in a month. This system usually makes hourly overtime payment pretty low even though the payment is double to the hourly pay. Information on overtime system obtained, through the open ended-questions; include the following in the case of garment workers: 'hourly overtime payment system paid with salary at the end of month', 'rate is based on basic pay', 'payment on piece rate', 'per hour rate 34-48 BDT', 'no overtime system' (a rare response in among the garment workers). Among the beauty parlour workers, most common response was 'overtime without payment'. Few workers also reported that there is 'no overtime system'. Starting workers in garments often are to work for 10 hours without any overtime.

4.5.4. Issue of unequal treatment in Salary

On the issue of unequal treatment between ITP and non-ITP workers, the evidence does not indicate any strong sign. For example, to the query if wage rate differs by ITP and non-ITP origin of workers, 90.1 per cent of the total (i.e. adding those in garments, beauty parlour and informal sector) ITP workers said "no". In other words, about 10 per cent ITP does experience unequal treatment. The unequal treatment appears to be more experienced by the workers of the informal sector. Of the ITP workers in the informal sector, about one-fourth (25.5%) of the workers said "yes" to the issue of unequal treatment. The unequal treatment is least among ITP workers in the beauty parlour sector (1.4%). In fact, only one worker said yes to the query on the issue of unequal treatment between ITP and non-ITP workers. As was apparent from other evidence, the situation is rather more favourable to the ITP workers in the case of beauty parlours because customers prefer services from the beauticians of ITP origin. In between is the case of garment workers. In their case, 6.8 per cent said "yes" to wage unequal treatment between ITP and non-ITP workers.

Workers of non-ITP origin largely (96.7%) said "no" to the query on wage unequal treatment. The corresponding 'no' response is 100 per cent for garments and 93.8 per cent for beauty parlour.

4.5.5. Salary Utilization

To the query as to how the hard earned salary is utilized, the most common response of the ITP workers was "send to parents to support family" (46.4%). The other cited purpose for which the salary is used include "save for future" (23.2%), "support the younger brother and sister's schooling" (19.6%), "pay to the lender for paying off debt of one's own or family's (5.8%). Only 5.1 per cent said the whole salary amount for their respective individual need.

The above data indicate the kind of disadvantaged or precarious lives or the kind of family background that workers have. Even from a meagre monthly salary of about \$100, which is not adequate for meeting basic needs of any single worker, one is to make use of the money for purposes beyond their immediate needs.

Table 8: Salary Utilization

Indicator/ Variable	Worker of ITP origin				Workers of non ITP origin		
	Garments	Beauty Parlour	Other Informal Sector	Total	Garments	Beauty Parlour	Total
Send to parents to support the family	82.4 (47)	91.5 (43)	84.4 (38)	46.4 (128)	54.6 (12)	66.7 (14)	42.6 (26)
Support the younger brother/sister for their school/college	45.6 (26)	34.0 (16)	26.7 (12)	19.6 (54)	13.6 (3)	19.1 (4)	11.5 (7)
Save for future	43.9 (25)	40.4 (19)	44.4 (20)	23.2 (64)	13.6 (3)	38.1 (8)	18.0 (11)
Pay to the lender for her/family's earlier debt	3.5 (2)	23.4 (11)	6.7 (3)	5.8 (16)	12.5 (2)	14.3 (3)	8.2 (5)
Spend only for own self		17.0 (8)	13.3 (6)	5.1 (14)	37.5 (6)	28.6 (6)	19.7 (12)
Total				100.0 (276)			100.0 (61)

By sector, garment ITP workers use the money for following purposes: send to parents to support the family (47%), support the younger brother and sister for their schooling (26%), save for future (25%), and for paying off own or family (2%). None said that their salary is used only for own self. The basic pattern is more or less same for beauty parlour as well as informal sector respondents. For non-ITP workers also the pattern of using respective salary for purposes other than one's very own individual living.

4.5.6. Adequacy of Salary for Meeting Needs

About 59 per cent of ITP workers and 60.9 per cent of non-ITP workers, modestly or bravely, say that their salary is sufficient to meet their needs. Of the ITP workers, highest proportion (68.0%) of saying "yes" to the query on adequacy of salary for meeting basic needs come from the workers of beauty parlours. Almost similar proportion (67.3%) of informal sector workers also say "yes". The lowest proportion of "yes" is 47.4 per cent, which is from the garment workers.

Table 9: Is salary sufficient for meeting the needs?

Indicator/ Variable	Worker of ITP origin				Workers of non ITP origin		
	Garments	Beauty Parlour	Other Informal Sector	Total	Garm ents	Beauty Parlour	Total
Yes	47.4 (27)	68.0 (17)	67.3 (35)	59.0 (79)	63.3 (19)	58.8 (20)	60.9 (39)
No	52.6 (30)	32.0 (8)	32.7 (17)	41.0 (55)	36.7 (11)	41.2 (14)	39.1 (25)
Total	100.0 (57)	100.0 (25)	100.0 (52)	100.0 (134)	100.0 (130)	100.0 (34)	100.0 (64)

Of the non-ITP workers, 60.9 per cent say yes to the query of income's sufficiency to meet needs. The corresponding proportion for garment workers is 63.3 per cent and 58.8 per cent for beauty parlour.

4.5.7. Social Security Benefits

Seven indicators by which the issue of social security benefits were explored included pension, provident fund, gratuity, maternity benefits, compensation, health insurance, and any other. In presentation of data (Table 5) pension and gratuity are omitted because no worker of any of the studied sectors reported existence of such social security schemes for them.

Existence of provident was reported by only 3.0 per cent of all workers of ITP origin engaged in the three sectors. The corresponding data by sector is as follows: garments (41.6%), beauty parlour (none), and informal sector (8.6%). Of the non-ITP workers as a whole, only 11.7 per cent reported existence of provident fund entitlement. The corresponding proportion for garments workers in this group however is 23.3 per cent.

Table 10: Social Security Benefits

Social Security Benefits	Worker of ITP origin				Workers of non ITP origin		
	Garment s	Beauty Parlour	Other Informal Sector	Total	Garments	Beauty Parlour	Total
(i) Provident fund							
- Yes	41.6 (25)	0.0 (0)	8.6 (6)	3.0 (31)	23.3 (7)	0.0 (0)	11.7 (7)
- No	58.4	100.0	91.4	97.0	76.7	100.0	88.3

Social Security Benefits	Worker of ITP origin				Workers of non ITP origin		
	Garment s	Beauty Parlour	Other Informal Sector	Total	Garments	Beauty Parlour	Total
	(35)	(70)	(64)	(169)	(23)	(30)	(53)
	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total	(60)	(70)	(70)	(200)	(30)	(30)	(60)
(ii) Maternity benefits							
	28.3	7.2	1.4	11.5	3.3	3.3	3.3
- Yes	(17)	(5)	(1)	(23)	(1)	(1)	(2)
	62.7	92.8	98.6	88.5	96.7	96.7	96.7(58)
- No	(43)	(65)	(69)	(177)	(29)	(29)	
	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total	(60)	(70)	(70)	(200)	(30)	(30)	(60)
(iii) Compensation							
	41.6	7.1	10.0	18.5	33.3	3.3	16.7
- Yes	(25)	(5)	(7)	(37)	(9)	(1)	(10)
	58.4	92.9	90.0	81.5	66.7	96.7	83.3
- No	(35)	(65)	(63)	(163)	(21)	(29)	(50)
	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total	(60)	(70)	(70)	(200)	(30)	(30)	(60)
(iv) Health Insurance							
	16.7	2.9	1.4	6.5	0.0	3.4	1.7
- Yes	(10)	(2)	(1)	(13)	(0)	(1)	(1)
	83.3	97.1	98.6	93.5	100.0	96.6	98.3
- No	(50)	(68)	(69)	(187)	(30)	(29)	(59)
	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total	(60)	(70)	(70)	(200)	(30)	(30)	(60)
(v) Other							
	6.7	1.4	17.1	8.5	3.3	0.0	1.7
- Yes	(4)	(1)	(12)	(17)	(1)	(0)	(1)
	93.3	98.6	82.9	91.5	96.7	100.0	98.3
- No	(56)	(69)	(58)	(183)	(29)	(30)	(59)
	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total	(60)	(70)	(70)	200	(30)	(30)	(60)

Maternity benefits were reported by 11.5 per cent of ITP workers. For garments, the corresponding proportion is 28.3 per cent. For beauty parlour and the informal sector the corresponding proportion is respectively 7.2 per cent. Of the total non-ITP

workers, only 3.3 per cent mentioned existence of maternity benefits. The corresponding proportion is 3.3 for each of garment and beauty parlour.

On compensation for injury from work related accident, 18.5 per cent of ITP workers reported that they are expected to receive such compensation. The corresponding proportions for garments, beauty parlour and informal sector are respectively 41.6 per cent, 7.1 per cent and 10.0 per cent. Of non-ITP workers, 16.7 per cent reported that they get compensation. The corresponding proportions for garment and beauty parlour workers are respectively 33.3 per cent and 3.3 per cent for non-ITP origin of workers.

On health insurance, only 6.5 per workers of ITP origin reported existence of health insurance. The corresponding proportions among garment workers, beauty parlour and informal sector are respectively 16.7 per cent, 2.9 per cent and 1.4 per cent. Of non-ITP workers, only 1.7 per cent workers reported that they have health insurance. The corresponding proportion for garments 6.5 per cent, beauty parlour 3.3 per cent of non-ITP origin of workers.

Other benefits were reported by 8.5 per cent of total ITP worker respondents. The corresponding proportions for garments, beauty parlour and informal sector are respectively 6.7 per cent, 1.4 per cent and 17.1 per cent. Of the total non-ITP worker respondents, only 1.7 per cent reported existence of any other benefits. The corresponding proportions for garments and beauty parlour are respectively 8.5 per cent, 3.3 per cent and 1.7 per cent

4.6 Workplace Safety and Environment

Although field observation, qualitative information obtained through open-ended questions and findings from FGDs suggest workplace safety and environment is an issue that calls for measures for improvement, questionnaire survey data show that workers individually are not aware or concerned of the issues involved or their potential consequences. One reason of such generally lower concern for safety and work environment may be that for any worker in Bangladesh just having a job and a monthly salary is already so reassuring, other issues do not fare in their mind that prominently. The evidence presented below perhaps will be better understood by bearing in mind this reality of a country characterized by widespread unemployment and underemployment.

1. Work place safety: Do you feel your work place is safe?

Indicator /variable	Workers of ITP Origin				Workers of Non ITP		
	Garmen ts	Beauty Parlour	Other Informal	Total	Garments	Beauty Parlour	Total
Secured	88.3	97.8	100	93.9	90	100	95.2
	53	44	26	123	27	33	60
	11.7	2.2	0	6.1	10	0	4.8
Not Secured	7	1	0	8	3	0	3
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	60	45	26	131	30	33	63

To the query of feeling safe in the workplace, only 6.1 per cent of ITP workers' response was "not secured". By sector, the corresponding proportions respectively are garments (11.7%), beauty parlour (2.2%) and informal sector (none). Of the non-ITP respondents, even lower than the ITP workers' - 4.8 per cent – response was "not secured". By sector, the corresponding proportion for garments and beauty parlour are respectively 10.0 per cent and 0.0 per cent.

4.6.1 Commonly Experienced Accidents

Through open-ended question the issue of accidents was explored in the survey. Most commonly cited accident in garments is from fire, building collapse, while working with heavy weight machine, needle penetration, blast, electricity short-circuit, getting hit by machine, and chemicals. Other than the incidence of accidents, workers reported chronic problems of breathing, headache and eye burning arising from chemicals, dust and overall work environment. Too many workers in small floor space and around stored materials also cause health problems or discomfort.

Incidence of accidents is relatively much less in beauty parlour than the garment factories. However, fire incidences and building collapse were also reported by workers in the beauty parlour. Electric short-circuit is another that was also reported by workers of beauty parlours. The most common one in beauty parlour is the effect arising from chemical and colour usages. One typical occupational hazard of beauty parlour work is finger skin becoming thinner, which they attribute to use of chemicals in rendering the variety of services they render as beauticians.

Although apart from relatively mild shocks from earthquake epicentres from outside Bangladesh, there has been no earthquake incidence in the study locations, yet many workers in the open-ended questions brought up earthquake as an accident too. Citing of earthquake, together with accidents from building collapse, maybe an indication of the dilapidated condition of the buildings in which the garment factories and beauty parlours, for that matter many buildings, in which economic activities or residences are located.

4.6.2 Protection Measures for Avoiding Accidents

Only workers of garment factories reported existence of various measures that are commonly adopted as precautionary measures to protect from accidents. These include use of protective gear, including gloves, mask, scarf, uniform, during work. Fire alarm and training on use of fire extinguisher were also cited as measures in place for avoiding accidents. Maintenance of buildings and having alternative stairs were also cited of physical infrastructure nature that exist or needed for protection against accidents. Presence of first aid facility and nursing home were also reported for taking care of accident victims to begin with.

4.6.3 Sanitation Facility

Sanitation or sanitation facilities, if they exist at all, are rarely discussed or considered in research. Even if toilet exists, one issue is if there are separate toilets for men and women. If there are separate toilets, one can never be sure if there are covered waste bins in toilets for woman workers to dispose of sanitary napkins. Having toilets but not without water supply, at least during the working hours, can render a toilet unusable, if not making its use a nightmare. Thus, these issues are not always explored and even if it is done as we did in this study, bringing out information and experience is hard. Some evidence on this is presented below.

Because beauty parlours are staffed almost hundred per cent by woman, separate toilets are not an issue. However, issues of maintenance, having uninterrupted water supply or stored water in container, toilet condition are important for working long hours that most workers are to work for. In this regard, beauty parlours appear better than the situation in the garment factories. Even in garments, most workers (95.1%) reported that their workplaces are equipped with separate toilets. Most workers in garments and beauty parlour sectors also reported that their toilet condition is ok. Only a small proportion reported that the toilets are not clean. But this is not the case for the informal sector workers, of whom 62.9 per cent said they do not have separate toilets for male and female workers. It is to be noted that the informal sector workers in this study are mostly salaried workers such as security guards, drivers, housemaids, waiters, who do have some access to toilets unlike widely visible own account informal sector workers such as street hawkers, rickshaw drivers, waste pickers, construction workers, transport workers for whom toilets are not even necessary because they can just use any spaces around or street corners or around boundary walls. Obviously for women workers this is not possible. City authorities seem to have assumed that women workers while working in such occupations or during commuting do not need toilets and do not consider their sanitary needs.

The questionnaire survey data as reported above and as can be seen in the table below 11 does not capture the sanitation situation very well. During focus groups discussions it became however clear that the workers, particularly women workers were a bit uneasy to freely discuss the toilet and about their sanitary needs. Yet it did come out that the bare minimum facility regarding toilet with water supply, covered waste bin, etc. was not adequate.

Table 11: Sanitation Status

Indicator /variable	Worker of ITP origin				Workers of non ITP origin		
	Garments	Beauty Parlour	Other Informal Sector	Total	Garments	Beauty Parlour	Total
Separated	95.0	100.0	40.6	40.7	63.3	93.5	48.0
	(58)	(70)	(13)	(141)	(19)	(29)	(48)
Not separated	4.9	0.0	42.3	7.2	3.3	3.2	2.0
	(3)	(0)	(22)	(25)	(1)	(1)	(2)
Clean	95.0	101.4	73.1	50.2	63.3	96.7	49.0
	(58)	(78)	(38)	(174)	(19)	(30)	(49)
Not clean	4.9	2.0	1.9	1.7	5	0.0	1.0
	(3)	(2)	(1)	(6)	(1)	(0)	(1)
	199.8	203.4	157.9	100.0	134.6	193.4	100.0
Total	(122)	(150)	(74)	(346)	(40)	(60)	(100)

4.6.4 Workplace Inspection

Of the total ITP respondents, about 28.4 per cent reported that they are aware of inspection by government agencies. By sector, the corresponding proportions for garments, beauty parlour and informal sector respectively are 43.3 per cent, 29.6 per cent and 9.6 per cent. Of non-ITP respondents, about one-third (33. 3%) reported that they are aware of inspection of their workplaces by government . By sector, 62.1 per cent of garment workers and 8.8 per cent of beauty parlour workers reported their knowledge about such inspections.

Table 12: Inspection Status

Indicator /variable	Workers of ITP Origin				Workers of Non ITP		
	Garments	Beauty Parlour	Other Informal	Total	Garments	Beauty Parlour	Total
Government organization	57.7	10.3	3.8	16.4		8.8	4.8
	15	7	2	24		3	3
No		69.1	90.4	64.4	37.9	91.2	66.7
		47	47	94	11	31	42
NGO	42.3	20.6	5.8	19.2			
	11	14	3	28			
Yes					62.1		28.6
					18		18
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	26	68	52	146	29	34	63

Of 62 respondents who could provide information on any change that are associated with inspection, 37.1 per cent confirmed that some change does take place from such inspections. Open-ended responses on the effects of inspection included the following:

- Toilets get cleaned
- Whole workplace looks cleaner
- Less working hours than before
- Change in machinery and equipment
- Working environment gets improved
- Repair works in the building
- Good behaviour from owners and management
- Training on safety measures to avoid fires and accidents
- Alternative stairs built

4.7 Unionization of Workers

The most pitiable situation is the status of unionization of ITP origin workers have limited membership in union or some kind of organization with motivation to improve the welfare of the workers. In the latter category, the names that came up as examples include Christian Credit Union, BRAC, The Metropolitan Christian Cooperative Housing Society (M.C.C.H.S.), and Underprivileged Children's Education Program (U.C.E.P.) and *Mamata*, a human rights organization.

Table 13: Workers' membership in unions

Are you member of any unionization/organization?	Workers of ITP Origin				Workers of Non ITP		
	Garments	Beauty Parlor	Other Informal	Total	Garments	Beauty Parlor	Total
Yes	22	12.9	9.5	15.2	3.3	5.9	4.7
	13	9	4	26	1	2	3
No	78	87.1	90.5	84.8	96.7	94.1	95.3
	46	61	38	145	29	32	61
Total	100	100	100	100	100	100	100
	59	70	42	171	30	34	64

By sector, the status among ITP workers is as follows: 22 per cent in garments, 12.9 in beauty parlour and 9.5 per cent in the informal sector. Of the non-ITP workers, only 4.7 per cent have any membership in any kind of union or organization. By sector, the corresponding proportions in garments and beauty parlour are respectively 3.3 per cent and 5.9 per cent.

At Persona, the big beauty parlour chain of the country has union but what is not clear if this union is worker initiated or an owner-sponsored body.

4.8 Vulnerability and Precariousness

Data on migratory characteristics such as disadvantaged background in terms of limited education and family resources, meagre salary, long hours of work, need to support family members, low affordability to pay rent for shelter with basic sanitation and utility services and a minimum room space for privacy and comfort for sleeping, inability to spend adequate amount for meal having required nutrition and for health services place the workers of all three sectors in a vulnerable and precarious situation. Not being organized as a workforce and lack of awareness of legally entitled rights leave them with a sense of powerlessness that does not allow taking initiative to change their conditions in terms of rights, economic condition and overall wellbeing.

In most of these respects (as noted above), workers of ITP origin and non-ITP origin work and live more or less with a similar helplessness and hopelessness. Yet, the mere sense of minority or being of different ethnic origin in the sea of overwhelming presence of Bangalees and their domination from top to bottom including supervisory

level and even at fellow workers level, do leave the workers of ITP origin to work and live a largely low-key condition.

The study's findings on explicit unequal treatment are rather limited. During FGDs, it came out from ITP workers that there are instances when a fellow non-ITP worker gets preference in wage increment and promotion. Signs of ITP workers' vulnerability include the fact that they tend to stay together, move together and try to find housing accommodation in the same neighbourhood. They encounter name-calling when they move. They face problems in finding housing accommodation. Some housing unit owners would not like to rent out their units to the ITP workers because the food they cook generates strong smells.

In the workplace the sense of minority or that they are different could have been eased if there was trade union activity which would have promoted workers solidarity irrespective of complexion, ethnicity, language or religion. In the presence of workers' solidarity, which be the case only from organising the workers by genuine trade unions, instead of dwelling in superficial difference, the focus would have been on so many workplace situations, job conditions and rights issues that the workers of both ITP and non-ITP origin experience and endure together.

With the above in view, the survey findings on several selected indicators on vulnerability and precarious living of the workers by the three sectors of the study and workers ITP and non-ITP origin are presented below.

Job Esteem

To know about the job esteem of the society, workers were asked if they ever felt neglected or treated with disrespect for being a worker in their respective sector of work. The issue was explored with the beauty parlour workers. The evidence does indicate some truth in that 21.5 per cent of beauty parlour workers of ITP origin reported neglect (8.6%) or disrespect (12.9%). Similar proportion of non-ITP workers (20.6%) of non-ITP workers in beauty parlour also reported neglect (8.8%) or disrespect (11.8%).

Community Attitude

To the query, as to how the society in general and the communities the workers have come from view their respective job, only about 13 per cent of ITP workers in beauty parlours said that their work is not considered as an occupation of "dignity". This issue, again, was explored only for the workers in the beauty parlour. The corresponding proportion for non-ITP workers is 14.7 per cent. The data also suggests that the job dignity varied in rural and urban community. For beauty parlour workers, job dignity is lower in the city. It is much better in the community they have come from. The difference by rural-urban community is even more for the beauty parlour workers of non-ITP origin.

Wage Rate Differentiation

As indicated above, evidence on wage difference among workers by ITP and non-ITP background is limited. But it is not totally absent. Of garment workers of ITP origin, only 6.8 per cent reported that for the same type of work they get less than

workers of non-ITP origin. But none of the ITP workers admit that such difference exists. Only one ITP worker of beauty parlour reported existence of wage difference between the two types of workers in their sector. This is understandable since the reality is rather different in the beauty parlour in that employers rather are inclined to pay better salary to the workers of ITP origin since the customers prefer their services.

Seasonality of the Work

On the assumption that vulnerability of workers increases if the work is more seasonal. Seasonal work may render workers without work for some period of a year. To this query, about 25.8 per cent of all workers of ITP origin did say that their work is indeed seasonal. By sector the corresponding proportions for garments; beauty parlour and informal sector are respectively 8.8 per cent, 39.1 per cent and 33.3 per cent. Of the non-ITP workers, 11.3 per cent reported that their work was indeed seasonal. By sector, the corresponding proportions are garments (17.9%) and beauty parlour (5.9%). The evidence does suggest for a sizeable proportion of workers their work is indeed seasonal. In all likelihood they are left with no work for part of the year when they are to look for alternative income-earning source.

Only Income Earner

In a society where almost not many income earners can spend their earning for his or her own individual needs, rather to spend the income for other members of the family. It is in this background, workers were asked if they were the only income earner in their respective family. To this query, 14.6 per cent workers of ITP origin did say that they were indeed the only income earner in the family. By sector, the corresponding proportions are garments (18.6%) and beauty parlour (11.3%). Of the non-ITP workers, 14.3 per cent reported that they are the only income earner in their respective family. By sector, the corresponding proportions are garments (17.2%), beauty parlours (11.8%).

The above data suggests that for about 15 to 20 per cent workers their respective income is the source of living for the whole family, at least in household sense. Given the average household size is four plus in Bangladesh, the meagre salary of a garment worker, a beautician or an informal sector is the source of living in many instances for about four persons. This leaves such income earners and their respective family in a condition of living marginally.

Circumstances and Motivations Leading to the Sector

Workers appear to be of view that they are working in their respective sector because this is the one that they could get a job. Both garments and beauty parlours have been growing in recent years. Hence, new job-seekers with limited education and skills have been joining this sector. For garment workers most common consideration is simply it is in this sector where they heard about job availability and indeed got it. Qualitative information from garment workers in this regard included the following:

- Did not have any other option

- Easy to get job in this sector
- Working together with relatives and friends
- Garment jobs are available for women

For beauty parlour workers, the job in this sector is relatively safe for women since all workers and customers are also women. Qualitative information from beauty parlour workers, in this regard, included the following:

- Much education is not needed/matches with my level of education/no need of institutional education
- Can get job through relatives
- ITPs are given priority in this sector/there is value of us in this sector
- Safe and relaxed profession
- Have to deal with only women/no male worker

For the informal sector, workers more common circumstance is no other option or as a source of last resort to earn an income for living.

Strict Work Hours, Close Supervision and Salary Deduction

Although workers in the beauty parlour work in a quite relaxed way, this is not the case in garment work. Long work hours without break, close supervision and very tight schedule for lunch time all keep the workers on their toes all the time. The situation in the informal sector is not much better but in the beauty parlour the workers even when they work for long hours, they get some breaks or can wait for next customer to come.

Information on salary deduction could be obtained from garment workers and those of beauty parlour. These are noted below:

Garments

- If absent without notice
- If late
- If absent for three days continuously, salary is deducted for one day
- If unable to go to work
- If takes leave
- If sick leave is taken

Beauty Parlour

- If it crosses more than the fixed days of leave allowed
- If sickness leave is taken
- After six months when job is permanent, salary is deducted for any additional day (s) of leave beyond approved days
- Absences without informing the authority

Table 14: Vulnerability and precariousness

	Worker of ITP origin				Workers of non ITP origin		
	Garments	Beauty Parlour	Other Informal	Total	Garments	Beauty Parlour	Total
1. Have you ever felt neglected or treated with disrespect for being a worker in this sector?							
Neglected	0	8.6	3.8	7.3	0	8.8	7.7
	0	(6)	(1)	(7)	(0)	(3)	(3)
Disrespected	0	12.9	0	9.4	20.0	11.8	12.8
	0	(9)	0	(9)	(1)	(4)	(5)
No	0	78.6	96.2	83.3	80.0	79.4	79.5
	0	(55)	(25)	(80)	(4)	(27)	(31)
Total	0	100.0	100.0	100.0	100.0	100.0	100.0
	0	(70)	(26)	(96)	(5)	(34)	(39)
2. Do you think this occupation is dignified you in the society in your community?							
List of Variables							
Dignified in the city		11.6	92.3	33.7	0	26.5	23.1
		(8)	(24)	(32)	(0)	(9)	(9)
Not dignified		13.0	7.7	11.6	20.0	14.7	15.4
		(9)	(2)	(11)	(1)	(5)	(6)
Dignified in the community		75.4		54.7	80.0	58.8	61.5
		(52)		(52)	(4)	(20)	(24)
Total		100.0	100.0	100.0	100.0	100.0	100.0
		(69)	(26)	(95)	(5)	(34)	(39)
3. Does wage rate for same type work differ by ITPs and non ITPs?							
Yes	6.8	1.4	25.5	9.9	0	6.3	3.3
	(4)	(1)	(13)	(18)	(0)	(2)	(2)
No	93.2	98.6	74.5	90.1	100.0	93.8	96.7
	(55)	(70)	(38)	(163)	(29)	(30)	(59)
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	(59)	(71)	(51)	(181)	(29)	(32)	(61)
4. Seasonality Festival							
Yes	8.8	39.1	33.3	25.8	17.9	5.9	11.3
	(5)	(18)	(16)	(39.0)	(5)	(2)	(7)
No	91.2	60.9	66.7	74.2	82.1	94.1	88.7
	(52)	28	(32)	(112.0)	(23)	(32)	(55)

	Worker of ITP origin				Workers of non ITP origin		
	Garments	Beauty Parlour	Other Informal	Total	Garments	Beauty Parlour	Total
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	(57)	(46)	(48)	(151)	(28)	(34)	(62)
5. Only Income Earner							
Yes	18.6	11.3	0	14.6	17.2	11.8	14.3
	(11)	(8)		19.0	(5)	(4)	(9)
No	81.4	88.7	0	85.4	82.8	88.2	85.7
	(48)	(63)		111.0	(24)	(30)	(54)
Total	100.0	100.0		100.0	100.0	100.0	100.0
	(59)	(71)		(130)	(29)	(34)	(63)
6. Which considerations attracted you to this occupation?							
Opportunity to work	44.7	2.0	NA	20.7	42.3	6.5	22.8
	(17)	(1)		(18.0)	(11)	(2)	(13)
Less than hard work of other sectors	5.3		NA	2.3	0	9.7	5.3
	(2)			(2.0)		(3)	(3)
Facilities		6.1	NA	3.4	0	35.5	19.3
		(3)		(3.0)		(11)	(11)
Others	7.9	42.9	NA	27.6	15.4	38.7	28.1
	(3)	(21)		(24.0)	(4)	(12)	(16)
Less education		18.4	NA	10.3	23.1	0	10.5
		(9)		(9.0)	(6)		(6)
Safe for girls		26.5	NA	14.9	0	0	0
		(13)		(13.0)			
Future prospect	42.1	4.1	NA	20.7	19.2	9.7	14.0
	(16)	(2)		(18.0)	(5)	(3)	(8)
Total	100.0	100.0		100.0	100.0	100.0	100.0
	(38)	(49)		87.0	(26)	(31)	(57)

4.7 Workers' Perception on Improving their Condition on Work Rights and Wellbeing

Often in studies like the present one, survey respondents do not come out with ideas of what they themselves can do and what they expect from authorities for improving their economic condition or wellbeing in general and about their rights – human rights, rights as indigenous and tribal peoples and work related rights. In this study, the workers' survey as well as FGDs generated some good data and information in this respect. These findings are presented below into two categories of findings: (i) What workers can do for themselves for improving their conditions (for brevity these will be referred to as 'endogenous' factors and (ii) What workers expect from

authorities or need to rely upon authorities (e.g., employers, government, trade unions, ILO, NGOs). For brevity the second set will be referred as ‘exogenous’ factors.

4.7.1 Factors of Endogenous Nature for Improving Own Rights and Well-Being

Workers were asked about their own thought as to how their economic condition and wellbeing can be improved. To this query, the top-ranking responses from the ITP workers were ‘improving skills’ (43.0%), ‘ensuring rights’ (25.7%), ‘organizing workers’ (18.3%), and others (17.1%). The workers of ITP origin, irrespective of sector they belong, the top identified need is improving skills. The proportions of workers who identified improving skills as number one priority are as follows: garment 38.1%), beauty parlour (50.9%) informal sector (35. 8%). Similarly, the responses on ‘ensuring work rights’ are of following order: garments (25.0), beauty parlour (24.1%), and informal sector (13.4%). Responses on ‘organizing workers’ by sector are as follows: garments (19.7%), beauty parlour (18.5%), and informal sector (16.4%). By sector, responses for ‘others’ are as follows: garments (17.1%), beauty parlour (6.45%), and informal sector (34.3%).

Table 15: Workers’ articulation of their priorities for improving their economic conditions and wellbeing

What need to be done	Worker of ITP origin				Workers of non ITP origin		
	Garments	Beauty Parlour	Other Informal Sector	Total	Garments	Beauty Parlour	Total
Ensuring work rights	25.0 (19)	24.1 (26)	13.4 (9)	25.7 (54)	27.3 (12)	18.7 (9)	22.8 (21)
Improving skills	38.1 (29)	50.9 (55)	35.8 (24)	43.0 (108)	40.9 (18)	54.2 (26)	47.8 (44)
Organizing workers	19.7 (15)	18.5 (20)	16.4 (11)	18.3 (46)	20.4 (9)	14.6 (7)	17.4 (16)
Others	17.1 (13)	6.4 (7)	34.3 (23)	17.1 (43)	17.2 (5)	12.5 (6)	12.0 (11)
Total	100.0 (76)	100.0 (108)	100.0 (67)	100.0 (251)	100.0 (44)	100.0 (48)	100.0 (92)

The workers of non-ITP origin identified the following as important for improving their rights and well-being condition: ‘improving skills’ (47.8%), ‘ensuring work rights’ (22.8%), ‘organizing workers’ (17.4%) and others (12.0%). The proportions on ‘improving skills’ by sector are as follows: garments (40.9%) and beauty parlour (54.2%). On ‘ensuring work rights’, the responses are as follows: garments (27.3%) and beauty parlour (18.7%). Those who did bring out organizing workers, their proportions among non-ITP works by sector are as follows: garments (20.4%) and beauty parlour (14.6%). Those who identified ‘others’, their proportions among non-ITP workers by sector are: garments (17.2%) and beauty parlour (12.5%).

4.7.2 Factors of Exogenous Nature for Improving Own Rights and Wellbeing

Before presenting the data on the kind of expectation from different authorities, let us take note of authority that is foremost or priority in the workers' mind for influencing the factors of exogenous nature that have bearing for improving workers' rights and economic conditions and overall well-being. Then we shall present more specific data on the kind of support or expectations from different authorities. Workers' responses suggest that employers (30.5%) come to their mind as first or immediate authority from whom they expect a lot. Almost similar proportion (29.3%) of workers cites government as important for improving their condition on rights, which is followed by trade union (13.2%), ILO (14.7%) and NGOs (12.3%). There is little difference between workers of ITP origin and non-ITP workers in viewing importance of different authorities with regard to their expectations.

As indicated above, it is the employers who very naturally come to the mind of the workers for improving their conditions, even for fulfilling their intentions which can be at least partly realized endogenously, e.g., improvement of skills. The list below is indicative of the important expectations from the **employers**:

- Regularity in payment, salary revision on a regular basis based on skills and experience, improving overtime payment system
- Adequate compensation for injuries and deaths arising from workplace accidents and occupational hazards
- Housing facility, dormitories for workers
- Providing bonus, festival allowances and sharing of certain proportion of profits with the workers
- Festival allowances to the workers of ITP origin during their festivals
- Introduction of provident fund and similar security benefits, e.g., gratuity and pension schemes
- Ensuring workers' rights
- Respect and appreciation of their work
- Provision of training facilities for upgrading skills
- Providing protective gears, e.g., masks
- Trust
- Good behaviour of higher officials
- Allowing resting time
- Fixing the work time and maintain it
- Improving work environment

Expectations from **government** include the following:

- Ensuring the rights of workers of indigenous and tribal origin
- Ensuring worker rights and implementation of salary scale and other security benefits
- Regular monitoring and inspection of working conditions and any violations of labour regulations
- Establishing training facilities for upgrading workers' skills
- Implementing laws and regulations
- Equal consideration of workers irrespective of their origin and political inclinations
- Becoming concerned about workers' rights and commitment to protect workers' rights

- Training of workers about their rights
- Ensuring similar facilities/privileges as those of government workers
- Support (e.g. loan/credit to start own business (e.g., in beauty parlour workers' intention to establish own parlours)
- Recognition of beauty parlours as an industry

Workers' expectations from **trade union** leaders include:

- Ensuring labour rights
- Maintaining communication with workers on a regular basis
- Working for labour rights more rigorously
- Giving attention to the plight of labouring class
- Identifying problems and solving those
- Taking care of the beauty parlour as an "artistic sector"
- Working to ensure work safety

Workers' articulation of expectations from the **ILO** indicates that they do not have much knowledge about this organization, which should be rather ingrained to their consciousness as a worker. To the contrary, most workers had not heard about the ILO ("do not know about ILO"). It was revealed not only during one-to-one questionnaire survey but also during the FGDs in three cities with different composition of workers, by sector, by gender and of mixed gender. At any rate, having been briefed about ILO, the expectations from ILO were articulated following way.

- ILO should do what comes out of this research
- ILO should work for improving workers' conditions
- Convey the needs of the workers to government
- Implementation of workers' rights
- Assist workers in obtaining opportunity of unionization
- Taking up programs to raise workers' awareness on rights as per national and international norms
- Never had any interaction with ILO, then how can expectations be conveyed
- Assistance in raising salary
- Solving problems the workers encounter
- Assisting in creation of more sectors for workers of ITP origin
- Conducting research about workers
- Creation of opportunities for improving their economic condition
- Support for ensuring work related benefits e.g., health services, training for improving skills, safety at workplaces

A few workers did not have any idea about what to expect from labour leaders. Response like this is indicative of workers' awareness level of their rights. Similar responses include "no expectation" and "no idea".

Expectations from **NGOs** include the following:

- They should work for our development
- Loan to workers for improving their conditions
- NGOs should also work for labourers
- Assistance in improving safety and ensuring rights

- Organizing training programs
- Arranging life insurance for workers by working with the employers
- Taking steps to improve safety measures and ensuring rights



2 Findings from Management Personnel Interview

The survey of management personnel is based on survey of 53 respondents (target was 50; however frequency of response in different queries varies from 50-53, depending on the variable). These respondents are mostly comprised of management level not necessarily GM or CEO of a company.

5.1 Profile of Management Personnel

Ethnic Composition

Of the 53 management personnel interviewed, only 13 (24.6 per cent) were of ITP origin. Nearly 76 per cent of management personnel are of non-ITP origin, and from the dominant national group, the Bangalees. Sector-wise, the ITP/non-ITP composition of the management personnel is of following order: in the garment sector, the ITP proportion among the surveyed management personnel is 29.5 per cent (Bangalees' proportion is 70.8%); and in the beauty parlour, the ITP proportion in management level is 20.7% (Bangalees account for 79.3%).

Male-Female Composition

Among the total management personnel, men account for 48.1 per cent and women account for 51.9 per cent. By sector, the distribution of management personnel is of following order: in garments, 46.2 per cent are men and beauty parlour only one management staff (100%) is male. There were no women amongst the garment management personnel. Women in beauty parlours account for 53.9 per cent.

Education Background

Of the total, garments and beauty parlour combined, management level personnel of ITP origin, large majority (60%) of the respondents had university level education. Only one (6.7%) respondent's education was of primary level. Higher secondary level education holders account for 20 per cent. Two of these respondents' education level was of secondary level.

Among the management personnel of non-ITP origin, combining garment and beauty parlour, majority (57.5%) management personnel had university level education. Higher secondary level education group accounts for 30 per cent of them. The corresponding proportion with secondary level is 12.5 per cent.

Length of Residency in City

Most of the workers (35.8%) have been living in the city for up to two years. It is true in case of both ITP and Non-ITP management personnel. The number is highest in ITP beauty parlour section (71.43%). This can be interpreted in a way that young people are migrating in the city more frequently in recent years. As a result the data in our study shows highest number of ITPs' residence in the city within the range of 0-2 years. Even Non-ITP population is not much high within that range it is only 28.95 per cent.

Age

In overall data, 28.30 percent management personnel of both ITP and non-ITP are within the age group of 0-35 years. In ITP beauty parlour the number is higher it is 66.67 percent. However, in ITP garment the number is less for this age group. The management personnel of ITP garments are of higher number (50 %) in 31-35 years of age group. In non-ITP garments sector 33.33 percent management personnel are between 36-40 years.

Table 16: Personal characteristics of management personnel

Personal Characteristics			Personnel of ITP Origin		Personnel of Non-ITP Origin		Total
			Garments	Beauty Parlour	Garments	Beauty Parlour	
1.Ethnicity							
Chakma			100.0	33.3	NA	NA	17.0
Marma			0	0	NA	NA	0
Garo			0	66.6	NA	NA	7.6
Tripura			0	0	NA	NA	0
Bangalee			0.0	0.0	100.0	100.0	75.5
Total			100.0 (7)	100.0 (6)	100.0 (17)	100.0 (23)	100.0 (53)
2.Religion							
Buddhist			71.43	33.3	0	0	13.46
Islam			0	0	88.23	90.91	67.31
Christian			14.2	66.67	0	0	9.62
Hindu			14.2	0	11.76	9.09	9.62
Total			100.0 (7)	100.0 (6)	100.0 (17)	100.0 (22)	100.0 (52)
3.Gender							
Male			100.0	0	100.0	4.5	48.1
Female			0	100.0	0	95.5	51.9
Total			100.0 (7)	100.0 (6)	100.0 (17)	100.0 (22)	100.0 (52)
4.Educational Level							
Primary Level			0	14.29	0	0	1.82
Secondary level			0	28.57	0	21.74	12.7
Higher secondary			0	42.86	17.65	39.13	27.3
University degree			100.0	14.29	82.35	39.13	58.2
Illiterate			0	0	0	0	0
Total			100.0 (8)	100.0 (7)	100.0 (17)	100.0 (23)	100.0 (55)
5.Length of Residency of City							
					0		
0-2 years			37.5	71.43	23.53	33.33	35.8
2.1-4 years			0	0	23.53	4.762	9.43

4.1-8 years	37.5	0	29.41	28.57	26.4
8.1-12 years	25	0	17.65	23.81	18.9
12+ years	0	28.57	5.882	9.524	9.43
Total	100.0	100.0	100.0	100.0	100.0
	(8)	(7)	(17)	(21)	(53)
6.Age Group					
0-25 years	16.67	66.67	0	43.47	28.30
26-30 years	0	16.67	16.67	13.04	13.21
31-35 years	50.0	0	22.22	17.39	20.75
36-40 years	16.67	16.67	33.33	13.04	20.75
40+	16.67	0	27.78	13.04	16.98
Total	100.0	100.0	100.0	100.0	100.0
	(6)	(6)	(18)	(23)	(53)

5.2 Recruitment Process

According to our findings, the workers are recruited through their familiarity. Some times it can be even through job interview. Within both of these techniques of recruiting, beauty parlour management personnel seem to feel safe if the worker is already acquaintance of another worker working in the parlour. It is due to the trust issue. As customers prefer ITP in this sector, rather than recruiting a new person, they would prefer a familiar and experienced one.

In terms of management personnel of garments sector while recruiting working skill and educational qualification gets priority for both ITP and non-ITP workers. They give job advertisement in the notice board and recruit according to the criteria.

5.3 Employment and Wage Structure

Various criteria are there for determining the wage of the workers. Among those 38.8 percent of both garment and beauty parlour management personnel pointed out working skill as an important criteria for wage determination. In case of garment workers 41.18 percent of non-ITP garment management personnel considered educational qualification as the wage setting criteria. These are the primary criteria for employment.

Most (20.4 %) garment and beauty parlour management personnel's wage is within 25,100-35,000 BDT. The wage is higher for garment sector of both ITP and non-ITP origin. 28.57 percent management personnel of ITP origin in garment sector get more than 65,000 BDT. In terms of non-ITP origin, the percentage is higher, it is 37.5%.

Table 17: Monthly salary and wage determination of management personnel

Income	ITP		Non-ITP		Total
	Garmen ts	Beauty parlour	Garmen ts	Beauty parlour	
Monthly Salary					

< 10,000	0	33.33	0	10	8.16
10,000 - 14,000	14.29	33.33	0	10	10.2
14,100 - 18,000	14.29	16.67	0	20	12.2
18,100 - 25,000	0	0	6.25	35	16.3
25,100 - 35,000	14.29	0	37.5	15	20.4
35,100 - 45,000	0	16.67	18.75	5	10.2
45,100 - 55,000	0	0	0	0	0
55,100 - 65,000	28.57	0	0	0	4.08
65,100 +	28.57	0	37.5	5	18.4
Total	100.0 (7)	100.0 (6)	100.0 (16)	100.0 (20)	100 (49)
Wage determination Consideration					
Own procedure	0	0	0	0	0
Bargaining	0	0	0	0	0
Depends on skill	20	28.57	17.65	65	38.8
Experience	0	42.86	11.76	25	20.4
Educational Qualification	40	0	41.18	5	20.4
Monthly	40	28.57	29.41	5	20.4
Total	100.0 (5)	100.0 (7)	100.0 (17)	100.0 (20)	100.0 (49)

5.4 Occupational Hazards

Upon the query of accidents or any hazardous incidents happening in the workplace, management personnel of both sectors listed many events. In case of beauty parlour the accidents are more related to chemicals. Wearing gloves and masks are measures often taken to avoid such events.

Fire incidents, cutting hand and needle penetration are some of the common occurrences. All the workers are provided training on knowing what to do if such an incident occurs. Primary health care facilities are also available.

5.5 Attitude towards Unions/Worker Organizations

In both sectors, 88 percent of management personnel have confirmed no union activity within their workplace. Only 12 percent said that there is union. It can be understandable if beauty parlour personnel do not know of any union activity, as this sector itself is a new rising sector. However, for management personnel of garments

to be also within the 88 percent of the database is a bit surprising, as garments is a well-established industry and several laws are there for unionization.

Table 18: Existence of trade union activity by workers

Union Activity	Frequency	Percent
Yes	6	12.0
No	44	88.0
Total	50	100.0

5.6 Familiarity with ILO Conventions and Labour Act Provisions

Most of the management personnel are not well informed about labour rights. In fact 42 percent of them do not know of any labour rights or acts related to ITPs. Even the ones 58 percent that claimed to know of the legislation, they knew only of minimum wage provisions, minimum age law and 5% quota for ITPs. None of the management personnel of both sectors know of ILO. This data reflects the lack of information dissemination of information among the people who actually needs to know of their own rights.

Table 19: Knowledge on rights

Knowledge on Rights	Frequency	Percent
Yes	29	58.0
No	21	42.0
Total	50	100.0

5.7 Opportunity for Advancement

As workers of both sector mentioned (see section 4) on-job-training facility as way for advancement, data on training facility is used here as parameter for opportunity for advancement. Accordingly 68.6 percent of the management personnel of both sector said that they provide on-job-training for skill improvement. In terms of beauty parlour the training period will depend upon the workers' skill, whereas, in garment sector it is generally one week.

Table 20: On-the-job-training facility

On- the-job-training	Frequency	Percent
Yes	35	68.6
No	16	31.4
Total	51	100.0

Though on-job-training is provided for skill upgrading, 54 percent of management personnel said that there is no reward for that, while 46 percent said that there is. In case of beauty parlour the reward is generally given at the end of the year by looking at the receipts of the customers served by a worker. The amount is very low. At least not equal to the amount the workers make profits for the parlour.

Table 21: Reward for skill upgrading

Skill upgrading reward	Frequency	Valid Percent
Yes	23	46.0
No	27	54.0
Total	50	100.0

By looking at the data of the workers' position in both sectors, it can be easily seen that non-ITP personnel are holding high up positions in both sectors. 60.87 per cent of the owners are non-ITP in beauty parlour whereas ITP beauty parlour owner are only 28.57 per cent. Similar is with the garments sector. However, in management position of beauty parlour 71.43 per cent are of ITP origin. The number is high comparative to the non-ITP origin.

Table 22: Management personnel by their work position

Position	ITP		Non-ITP		Total
	Garments	Beauty parlour	Garments	Beauty parlour	
Owner	12.5	28.57	58.82	60.87	49.1
Manager	62.5	71.43	41.18	39.13	47.3
Customer Service	0	0	0	0	0
Accounts	25	0	0	0	3.64
Total	100.0	100.0	100.0	100.0	100.0
	(8)	(7)	(17)	(23)	(55)



6. Findings from the Focused Group Discussions

Six FGDs provided insightful information. Information was explored in ten areas of interest to the study. These are: (i) process of involvement, (ii) recruitment and contract, (iii) knowledge and right, (iv) determination of wages, (v) problems encountered, (vi) association/unionization, (vii) accident, (viii) political persecution, (ix) opportunities offered and (x) recommendation for improving working condition. Briefs on those are included in this summary and presented below by the two sectors on which FGDs were conducted.

6.1 Garment FGD Summary

Most workers come to city with the perception of relatively better income earning opportunity. Relatives and friends play a key role in motivating and providing information of work opportunity in cities, particularly in garments. Workers of ITP origin get preference in hiring if their relatives are already working in a factory. They would recommend the new job-seeking relative or friend to the factory manager. Such contacts also keep them free from hassles and facilitate finding a place to stay after arriving in the city. At times, workers also get recruited through the job vacancy notice board in front of a factory. No gender bias is experienced in getting a job.

The interesting finding that came out from FGD in Savar and Dhaka is that factory owners or managers seem to be reluctant towards hiring an ITP. Reason of which is unknown to FGD participants. From the discussion with the participants, it was understood that all participants received an appointment letter, which is not necessarily a contract letter. In terms of setting wage, no specific set of rules are followed, as no one, especially beginners, knows of any workers' rights convention, except few who have been working in the garments sector. Each factory has their own criteria according to which wages, overtime, compensation and other facilities like meal provision and transportation facilities are determined. No discrimination was reported for wage determination between ITP and non-ITP. However in case of salary deduction and promotion, discrimination between ITP and non-ITP has been stated where non-ITP workers are excused for arriving late in the office and even receive favour for promotion. Due to calculation method of overtime payment, the amount becomes very low which is not worth of the time they are investing in the factory. Participants also indicated dissatisfaction in terms of festival leave and sick leave, which is not provided to them accordingly. Compensation provided to them for the medical condition is fixed. If the expenses are more than the compensated amount, the factory does not bear it. No other training facility has been reported, besides the initial training, unless it is demanded from "buying houses." No union association exists and even if it does, it is owner-established which does not serve as the voice of the workers. As BEPZA does not pressurize the factory owners to allow union formation, ITP workers of Chittagong have formed their own forums named Pahari SramikKalyan Forum. Savar FGD participants indicated an interest in having an ITP association.

6.2 Beauty Parlour FGD Summary

In general all the workers have come to the city through their connection with relatives, friends or acquaintances, some even get recruited. If not, behavior, work experience, cleanliness and skills are some of the criteria looked into before hiring. Due to sincerity, hard working, calm attitude and customers' preference, according to the FGD participants of beauty parlour management personnel, ITP workers are first choice while recruiting. Skills are given priority over technical or institutional knowledge, hence ITPs gets more attracted in this sector. From FGDs it came out that some workers even pay for training in this sector. However, no certificate is provided for such training. As this sector involves only women, it acts as an added factor for the ITP women to be involved into such work.

It was to our surprise that none of the workers are aware of anything about work rights or heard of ILO. Few are familiar with the 5% quota for indigenous and tribal peoples and minimum wage law. There is no unified system intended for wage determination, festival bonus, maternity leave, salary increment, overtime payment or other benefits. In terms of contract, it is a mutual understanding between the worker and the owner or manager of the beauty parlour. Generally, there is no written agreement. Such situation keeps them at the edge of the hill. Even their probation period is not fixed. Some FGD participants shared that after working for one year they still get 500-1,000 BDT. For some overtime is counted only if they provide service after 8 p.m. and for some even if they get paid it is very low. There is no transportation facility for those who live far from the work place. With such little overtime benefit, yet there is no proper reward for all these hard work in the form of salary increment or festival bonus. These are maintained in well-established beauty parlours but hardly in smaller ones.

Due to their cultural background, such professions are not welcomed with dignity. In addition to such social scrutiny, some are even abused and are forced to work at the owner's house. Some participants stated if government would recognize this sector and take necessary steps, through proper inspection of the workplace, problems related to wages and other benefits might be solved. For this to happen FGD participants shared their view in forming union, which might help to negotiate with owners and reach their voice to the government.

After analyzing the FGD report of ITP workers of both sectors, the similarities noticed are in terms of their involvement in the sectors and the problems they face. Both sectors' ITP workers come into city and get involved in these sectors through their relatives, friends and acquaintances. No proper law is followed while determining wage, leave, festival bonus, compensation and other facilities. They are not even well informed about the laws and provisions. The letter they receive is appointment letter not contract letter where the benefits they will get are properly written. Their overtime payment system is not appropriate and they face problem for accommodation as ITP origin. Union formation is not of free will. They get teased at streets and even in working places as "Chakma" and "Jummo". Yet for the hope of living a better life they have come to the city. All FGD participants did state their expectations from the cross-section of stakeholders which are detailed underneath.

Findings on ten issues explored during the six focus group discussions by the two sectors of the study and three study area locations

A. Garment

Ten on	Issues	Study Area		
		Chittagong	Savar	Dhaka
1. Process of involvement	<p>Participants' narration of individual experience suggest that they came to know that after passing class 8, one can easily access work in the garment sector without any further specific educational qualification or skills. The interest for urban jobs has been growing from decline of Jhum cultivation (slash and burn based shift cultivation) and the living or life-style associated with that. Local political conflict also motivates the young age group to look for alternative of earning a living cost, away from home. The cash income earning as garment worker and the prospect of sending some money, after meeting own living cost, for the family at home generates additional interest in looking forward to moving for job in the city.</p>	<p>Most of the workers have come from Khagrachari.</p> <p>Perception about availability of lots of work opportunity in Dhaka (the pull factor)</p> <p>Contact with relative play a role.</p> <p>Scope to live with relative to start with help to make the move.</p> <p>Some workers are to look for vacant position on their own.</p> <p>Job information in some instances comes from vacancy notices in and around the factory area.</p>	<p>By contact, with known persons, the workers came to the city and got the job.</p> <p>The relatives inspired them to come and work in the sector. The opportunity to live with them is yet another important factor in being able to work in the sector</p>	
	<p><i>Role of urban contacts in getting involved:</i> Most join the sector through their personal connection with those who already are in work, particularly friends or relatives who have moved up through the work ladder.</p> <p><i>Job Search:</i> Some of them also look around for job advertisements after coming to the city. But their first challenge is to find a place for living and then to look around for any job notification in and around the area where factories are located.</p>			

<p style="text-align: center;">2. Recruitment & Contract</p>	<p>No differentiation in recruiting the workers on the basis of gender.</p> <p>Contract letter case was not clear. Some say they have it and some said they do not. Regardless of the fact whether or not they have contract letter, they all received an appointment letter. It should be noted that an appointment letter does not contain the signature of both employer and worker and various terms and conditions as it is in a contract.</p> <p>Wage rate at the entry point differs. This is decided at the management and usually is done unilaterally without any scope to ask for a better offer. Wages are lower in the factories, located outside the EPZ area. Generally Tk. 3,300-4,000 is the starting monthly wage.</p> <p>Apprenticeship period is usually short; one worker mentioned that it is just a week.</p>	<p style="text-align: center;">Recruitment</p> <p>Some get job through the help of their relatives who are working in that factory</p> <p style="text-align: center;">Contract</p> <p>Of the participating workers, only the permanent workers got appoint letter but they were not given a copy.</p> <p>Probation period varies between 3-6 months.</p> <p>Some differentiation appears in providing appointment letter. Managers do not have good relations with the workers of ITP origin, thus, avoid giving appointment letters.</p> <p>In most instances, the contract is verbal.</p> <p>Some garment management do not prefer appointing workers of ITP origin</p>	<p style="text-align: center;">Recruitment</p> <p>Information on job vacancy announcement around the factory often draws attention to the potential job-seekers.</p> <p>Some get job through their relatives who are already working in that factory.</p> <p style="text-align: center;">Contract</p> <p>Appointment letters are issued only to the workers who are given permanent work status.</p> <p>No differentiation was reported, in contract conditions, between the ITPS and non-ITP workers.</p>
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<p>3. Knowledge about rights</p>	<p>Beginners do not know anything about rights. Workers with experience of about a couple of years know about the right to have minimum wage and about 5% quota system in government or public sector job for citizens of ITP origin.</p>	<p>They do not know about any law in Bangladesh, not even about 5% quota in the government jobs for the workers of ITP origin.</p> <p>Some workers have heard that their wage scale has been set by the government to Tk.5, 600.</p> <p>Workers never heard about ILO.</p>	<p>Workers in this FGD informed that they heard about about 5% quota reservation in government jobs for the indigenous and tribal peoples.</p> <p>Some workers have heard about government set wage scale starting at Tk. 5600.</p> <p>Starting wage these days is Tk. 5300.</p> <p>Besides they are given training within the factory by senior workers though it's not official</p> <p>Some have heard about ILO but they have no idea as to how this organization works with the worker.</p>
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<p>4. Determination of wages</p>	<p>Wage/salary is paid on a monthly basis. Increment is given on a yearly basis; usually it is of 10% of the basic salary.</p> <p>Wage/salary slabs exist. Putting a worker to a particular slab is based on the work experience and performance.</p> <p>Provision of providing meal at lunch time is there. But usually an amount of Tk. 60-150 is deducted for lunch time meal. No tiffin or refreshment is served. But during their overtime work, some factories provide snacks.</p> <p>The factories, which not provide meal at lunch time, add lunch money with the monthly salary. The same is the practice for transportation.</p> <p>No wage differentiation was reported between workers of ITP and non-ITP origin.</p>	<p>Starting salary has been Tk. 2,000-2,500, less than half of the currently set minimum salary of Tk. 5,600 set by government. The reported figure of Tk. 2,000-5,000 may be based on experience previous to the newly set minimum wage for the government sector.</p> <p>Basic wage/salary is offered on a monthly basis but overtime is calculated on an hourly basis, i.e., total working hours of a month is the basis in arriving at an hourly rate of payment for overtime. This procedure of wage calculation makes the overtime payment very low. One figure mentioned is Tk. 18 per hour for overtime.</p> <p>Work duration is normally 8 hours per day but they need to work more than 8 hours almost every day i.e., 2-3 hours of overtime daily.</p> <p>Wage rate and position in the job depends on skill, experience and educational qualification (minimum requirement Class 8).</p> <p>Some factories provide meal.</p> <p>Some factories also give compensation for accident but the amount of compensation is a fixed amount. If the medical bill is more than that the fixed amount, the company will not provide more than its fixed amount. Workers have to manage the additional cost, which puts the workers in extreme difficulty.</p> <ul style="list-style-type: none"> - Salary is deducted for late arrival to workplace. Wage of one full day is deducted for 3 days' late in a week. - Some discrimination is experienced in salary deduction for late arrival at 	<p>Basic salary is given on monthly basis. Overtime is calculated on the basis of total hours in a month's work. This procedure leads to overtime payment quite unfavorable to the workers.</p> <p>Wage rate and position in the job depends on skills, experience and educational qualification (minimum requirement is Class 8).</p> <p>Some factories also give compensation for accident but that amount is fixed. If the medical bill for treatment exceeds the fixed amount, the company does not pay that. Workers have to manage that cost. The company does have a doctor.</p> <p>No wage differentiation between ITP and non-ITP workers. But at the point of promotion there is discrimination in favour of non-ITP workers.</p> <p>Life insurance is arranged.</p> <p>Total yearly holiday 14 days. If any worker does not take the due holidays, the company pays for those days.</p> <p>Yearly increment is 5% of the basic.</p>
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<p>5. Problem encountered</p>	<p>Overtime is mandatory for them for two hours every day. The overtime is paid on per hour basis; the rate is calculated based on the monthly basic salary.</p> <p>Two to three toilets are available in each floor, one of them is for female. But cleanliness and maintenance are better at the time of inspection.</p> <p>In the area of their living places, single woman feel insecure. Verbal abuses occur from non-ITP residents in the neighborhood.</p> <p>In one dwelling unit workers cluster together for living. Hence it becomes a problem for them at the time of cooking.</p> <p>Rent is high.</p> <p>They do not get leave in their major religious festivals such as Buddha Purnima. Some Buddhist factory owners do give leave on that day. Pahela Baishakh holiday is also just for one day despite the fact that ITP origin people celebrate the occasion spread over three days (Bizu, Shonghrail, Boisuk, etc.)</p> <p>Supervisors verbally abuse workers at the workplace.</p>	<p>When looking for renting accommodations for staying in the city, sometime the workers face problem since the Bangalee owners of the housing units are usually reluctant to rent their units to the workers of ITP origin. Smell of food is cited as one reason for such reluctance. Dry fish eating is quite common among these workers but the owners of dwelling units cannot tolerate the smell of dry fish.</p> <p>The workers need to spend a considerable amount (2/3rd of the total salary) for renting housing accommodations.</p> <p>Workers often face verbal abuse or harassment in the streets, e.g., the name-calling as 'jummo' or 'chakma', when they cross road.</p> <p>Such name calling also takes place in workplaces.</p> <p>Workers are not allowed to talk over phone during working time. One worker reported that he was forced to resign for such an incidence.</p> <p>An incidence of a physically bitten ITP worker was shared by a participant. It was added that despite such incidence, ITP workers are to work side by side with their non-ITP counterparts side by side.</p> <ul style="list-style-type: none"> - Non-ITP workers can get increment "easily". One senior worker reported that a helper of non-ITP background became a GM. Such upward mobility does not take place for ITP workers, one participant reported. - Another participant reported that despite having experience, some worker do not get increment - While an ITP worker 	<p>ITP workers experience difficulty in getting accommodations for their living. While looking for renting housing accommodations, they find it difficult to get rooms for living since Bangalee owners of dwelling units are usually reluctant to rent to them. The workers think that the smell of their food is the reason for dwelling unit owners' reluctance to rent their units to them.</p> <p>The workers have to spend 2/3rd of their salary for housing rent which puts them in difficulty. For this reason, they do not get the full benefits from the salary they get.</p> <p>When the ITP workers cross road, they experience name calling harassment in that some people point out to them as 'Jummo' or 'Chakma'.</p> <p>Such abuses they experience at workplace too.</p> <p>Toilet facility is not good, no covered waste bin if not at all, no soap. They do not get safe drinking water. Drinking water is supplied from the toilet tap.</p> <p>Overtime is mandatory. It is particularly tough for the female workers since they are to cook food after work and need to do other household work.</p> <ul style="list-style-type: none"> - The system of providing salary increment and overtime
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6. Unionization	<p>No union exists in the EPZ area factories. Bangladesh Export Processing Zones Authority (BEPZA) does not exert any pressure on the factories to allow union formation. Workers however have some relation with the Bandar trade union. But they do not invite the workers of ITP origin in their union activities. Workers of ITP origin however have a forum in Chittagong named, Pahari SramikKalyan Forum.</p>	<p>No real union; owner-established union exists which does not serve the need of the workers. This is more of a welfare association which combine ITP and non-ITP workers</p> <p>ITP workers have their own association in their living places, in the building at Gazirchot.</p> <p>ITP workers appear to be interested to establish their own association involving only the workers of their background.</p>	None union or association exists.
7. Accident	<p>Accidents do occur but there is a first aid facility. They have to pay for their own medicines.</p> <p>They usually use some protective gears while working, but even then accidents occur such as cuts in hands and injury from fall of heavy machinery.</p>	<p>Workers get training to protect themselves from earthquake and fire incidence</p> <p>Workplace is equipped with fire alarm system</p> <p>Protective gears and equipment are used while working</p> <p>Still accidents do take place</p> <p>Compensation given is only about 20-50% of total medical bill.</p>	<p>Workers receive training to protect themselves from earthquake and fire incidence.</p> <p>Protective gears and equipment (mention was made of special costume and gloves) are provided for wearing.</p> <p>Fire alarm alarming system is available.</p> <p>No financial compensation system exists.</p>
8. Political persecution	<p>Due to the political conflict in the city between two major political camps, there is currently less demand for factory workers.</p> <p>Racial conflicts occurred in 2013 on a very simple issue. One ITP worker did not understand a work assigned. Thus, asked again and again for clarification. This made the supervisor angry and he verbally abused the worker. This triggered a racial complexity.</p>	Political persecution issues did not come up from any participant	Nothing came up on the issue of political persecution.

<p>9. Opportunities offered</p>	<p>The one week training that the senior worker provides to the new recruits was mentioned as an opportunity since it prepares them well for working with confidence. No other training program however is in place.</p>	<p>Training facility is absent. No rewarding system is in place Training given by the senior worker at the point of a new worker's joining. It is however not an official arrangement of training. Newly recruited workers sit beside a senior hand and observe the work and ask for help as needed.</p>	<p>Scope to learn from senior worker Some on-the-job training comes from the pressure of 'buying houses'</p>
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<p>10. Expectations for Improving the Working Condition</p>	<p>From Government</p> <p>Assistance or support in arranging housing accommodations</p> <p>Arranging training programs</p> <p>Support in union formation by workers</p> <p>From Owners</p> <p>Building or renting housing accommodations for the workers</p> <p>Organizing training programs</p> <p>Issuing experience certificates to the workers when asked for it so that the workers can show the certificate as evidence while would like to move to another job.</p> <p>Better overtime payment</p>	<p>From Government</p> <p>ITP workers ask government to recognize them by their own identity, not as 'khudro nrigoshthi'.</p> <p>ITP workers consider themselves as 'indigenous/tribal' people. Thus they expect them to be recognized as such.</p> <p>From Owners</p> <p>Create a platform to work together with non-ITP workers in harmony for maintaining/promoting good relation</p>	<p>From government</p> <p>Requiring the garment industry to give festival leave during the ITP workers' festive time of Bijhu and similar occasions</p> <p>Arrangement for living places facilities for garment workers, both for ITP and non ITP workers.</p> <p>Arranging training programs for other skills that would allow them to do work other than garment.</p> <p>Provisioning educational and medical services at a lower cost.</p> <p>From Owners</p> <p>Creation of provident fund (PF) by the company so that the workers can count upon something if the job disappears or workers needs to take retirement.</p> <p>Workers would also like that their identity as "qualified worker" to be recognized, irrespective of they being of ITP or non-ITP origin.</p> <p>From ILO</p> <p>Training programs on awareness on rights issues</p> <p>Support to training programs on skills acquisition</p>
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B. Beauty Parlour

Ten Issues	Study Area		
	Chittagong	Savar	Dhaka
1. Motivation and Process of Finding a Work	<p>Scope of job in other than beauty parlor work is limited for lack of enough education or qualification.</p> <p>Poverty is the main reason that requires the workers to look for jobs in the city.</p> <p>The workers have come to the city through the contact of their relatives who also work in this sector.</p>	<p>Several participants told that they are from Modhupur hilly region of Tangail district. This work is seen as exclusively for women. Educational qualification is not required for entering this sector. However skill is important for working in this sector. So much so one participant told that she paid an owner of a beauty parlour for acquiring the required skills to work in the parlours. To some workers, work in this sector offers flexibility to work and for earning an income which may or may not be the main income. Some parlours are located in the owner's dwelling unit and the housewife runs the business. This contributes to achieve economic solvency. In this sense the beauty parlours have some secondary labour market characteristics. Entry to the sector takes place largely through the contacts with the workers – “beauticians” (the workers' own labeling) – who already work in this sector.</p>	<p>The workers have come to the city through the contact of their relatives who also work in this sector.</p> <p>This work is suitable as they can continue this work from their living place. This was noted by a non-ITP owner.</p>

2. Recruitment and contracts	<p style="text-align: center;">Recruitment</p> <p>Relatives and acquaintances arranged recruitment</p> <p>During recruitment, the employers consider the look of the person, contact person, behavior, and work experience.</p> <p>Persons of ITP origin get priority in recruitment because customers prefer to receive the services from them. Employers think that the ITP workers are easy to manage, honest, sincere, calm and quiet.</p> <p style="text-align: center;">Contract</p> <p>Contract is mainly verbal.</p> <p>Intending worker enters in contract with the owner (usually of non-ITP origin) to live and learn the work, without receiving any payment and if at all paid, the amount is just Tk. 300 to 500 per month, during the learning period. Even after one year of learning, they get Tk. 500-1000 per month.</p> <p>Probation period is not fixed</p> <p>No assurance of permanent position.</p> <p>Unlike the workers of non-ITP background, the workers of ITP origin do not get festival leave.</p> <p>On a rotation basis, the senior workers are granted festivals leave</p>	<p style="text-align: center;">Recruitment</p> <p>Workers come into contact with the factory recruitment officials through their relatives or individuals known to them</p> <p>During recruitment, recruiting authority considers cleanliness, behavior, skills concerning all parts of the work</p> <p>Workers of ITP origin get priority as customer prefer more their artistic creative approach and mind.</p> <p>Management level select ITP workers as they are honest, sincere, calm and quite.</p> <p style="text-align: center;">Contract</p> <p>Verbal contract</p> <p>Probationer period is not fixed</p>	<p style="text-align: center;">Recruitment</p> <p>They are recruited by the help of their relatives and acquaintances</p> <p style="text-align: center;">Contract</p> <p>Contract is verbal. Intending worker enters in contract with the owner to live and learn the work, without receiving any payment during the learning period. After one year of learning, they get Tk. 500-1000 per month.</p> <p>Probation period is not fixed.</p> <p>During festivals, some workers are recruited on a part time to cope with the increase in demand.</p> <p>During recruitment, the employers consider the look of the person, cleanliness, behavior, work experience. ITP workers get priority in recruitment because customers prefer to receive the services from them. They are viewed to be artistic and creative. Employers also think that the ITP workers are honest, sincere, calm and quiet.</p>
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<p>3. Knowledge about rights</p>	<p>The workers have no knowledge or information on rights or even of any law in Bangladesh.</p> <p>They never heard about ILO.</p>	<p>They are not aware of about any work or ITP related laws, not even about minimum wage law or 5% quota for indigenous and tribal peoples in government job.</p> <p>They never even heard about ILO!</p>	<p>The workers have no knowledge or information on right or even any law in Bangladesh.</p> <p>They never heard about ILO.</p>
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<p>4. Determination of wage</p>	<p>Starting salary for a worker, with adequate work experience, is about Tk.7, 000 per month and well experienced workers get Tk.16, 000 per month. Those on training however are given only Tk. 300-1000 per month.</p> <p>Generally they work more than ten hours in a day. Overtime work is common, they do get paid for overtime; overtime is counted when the work continues after 8 pm.</p> <p>Salary in the job depends on skill, experience and revenue income of the owner.</p> <p>During the lean season, workers are not paid monthly salary on a regular basis.</p> <p>Only unmarried workers get accommodation to live, along with meal, in an owner's dwelling units.</p> <p>Married workers are to arrange their own rental accommodations.</p> <p>No fixed bonus for festival. Only experienced worker (more than 6 years) is given half of a monthly salary.</p> <p>Leave is given on a need basis up to 7-15 days in a year. Monthly leave is only two days. Senior workers get one day off on different days of a week.</p> <ul style="list-style-type: none"> - No wage differentiation exists between ITP and non-ITP workers. - Maternity leave is given for three month with salary 	<p>Starting wage for a worker knowing all types of works experience normally get Tk.3000 -5000 per month.</p> <p>Those who are in job training are however given only Tk. 500-1000 per month.</p> <p>Most workers are to do overtime work but no payment system is in place for it.</p> <p>Wage rate and position of the job is depend on skill, experience,</p> <p>No fixed bonus is given for festival but owners pay a small amount, as low as Tk 500. Some workers mentioned that the amount depends on owners' profit.</p> <p>Other than fixed holidays, if necessary leave is given, based on need, up to 5-7 days in a year.</p> <p>On the issue of wage differentiation between workers of ITP and non-ITP origin, workers of ITP origin made it clear that they get better salary than their counterparts of non-ITP origin. They added that this is due to their better work or service. Customers also prefer to get the service rendered by beauticians of ITP origin. Naturally, the owners tend to pay higher salary to them (see below for unhappiness among workers of non-ITP origin regarding this practice).</p>	<p>Starting salary for a worker who has full work experience normally get Tk.7,000 per month. Those on training are given only Tk. 500-1000 per month.</p> <p>Overtime work common, often after 8 pm, with payment but the amount given for it is very low Tk. 100-200 per month. Wage rate and position in the job depend on skill and experience.</p> <p>Only unmarried workers get accommodation to live, along with meal in some owners' dwelling units. Married workers need to live outside in their own arranged rental accommodations.</p> <p>No fixed bonus for festival. A small amount, Tk. 500 or Tk. 1000 is given or some clothes. Such payment or gift depends on the owners' profit.</p> <p>Leave is given on a need basis up to 5-7 days in a year. Monthly leave is only two days.</p> <p>No wage differentiation exists between ITP and non-ITP workers.</p> <p>Maternity leave is given for one month with salary.</p>
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<p>5. Problem encountered</p>	<p>The job esteem associated with the beauty parlour work is not good. Salary increment is not properly maintained, no proper rewarding system in place.</p> <p>Living place problem arises when they do not get accommodation in the owner residence.</p> <p>Training is offered by some parlours but it is expensive to get training from such facilities. After completion of training, no certificate is provided. Thus, the training does not serve the intended purpose fully.</p>	<p>Job esteem or dignity is an issue with beauty parlour work since the society they come from still do not take such work with open mind.</p> <p>Irregular salary disbursement</p> <p>A worker of non-ITP origin told that they are not given less than the workers of ITP origin although they provide same service.</p> <p>Management level sometime cannot recruit required number of workers of ITP origin ITP workers because their earnings in Savar is not good enough to fulfill the expectation of such workers in demand from the customers.</p> <p>Some customers however do not prefer workers of ITP origin (for brevity, henceforth to be referred as 'ITP workers' and 'non-ITP workers') as they are of different culture and religion.</p> <p>Some ITP workers are "forced" by the owners to do household chores besides their parlours activities, an eyewitness reported of some incidents.</p> <p>Living place problems, particularly when they don't get accommodation in owner's residence.</p> <p>Some workers face physical abuse by the owner</p> <p>Almost none mention incidence of sexual abuse</p> <p>No recognition of this sector by government was also mentioned as a problem in that the issues of salary and working conditions would have been better once the sector would come under the purview of the government.</p>	<p>The job esteem associated with beauty parlour work is not good.</p> <p>Salary increment is not properly maintained, no proper rewarding system in place.</p> <p>Living place problem arises when they do not get accommodation in the owner residence.</p> <p>Training centers are available but it is expensive to get training from such facility. After completion of training, no certificate is provided. Thus, the training does not serve the intended purpose fully even if it can be availed.</p> <p>Some workers are willing to start their own parlour but they don't have enough capital to invest. Parlour needs to be well decorated with adequate facilities, otherwise customers would not come.</p>
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6. Unionization	<p>The workers understand the necessity and importance of association, but they do not know as to how this can occur or how they can take such initiative or get involved.</p> <p>At present, no union or association exists for parlour workers but they are willing to establish their own association, only with the ITP workers to raise the voice for their demand and values.</p> <p>Workers are interested in union for negotiating with the owners.</p>	<p>There is no association for parlour workers but they are willing to “establish their own association, involving only those who are of ITP origin.</p>	<p>At present, no union or association exists for parlour workers but they are willing to establish their own association, only with the ITP workers to raise the voice for their demand and values.</p> <p>Workers are also interested to start an union for negotiating with the owners.</p>
7. Accident	<p>No severe accident occurs but allergy problems arise from exposure to different chemicals used in the process of work (e.g., facial, hair colouring)</p> <p>To avoid exposure to allergens and avoid accident, the workers would like to ensure use of quality materials and chemicals.</p>	<p>They don't face any serious accident while working but some time allergic reactions take place from chemical usages.</p> <p>Parlours do have first aid facility.</p>	<p>No severe accident occurs but allergy problems arise from exposure to different chemicals used in the process work (e.g., facial, hair colouring)</p>
8. Political persecution	<p>No issue or point came up from the participants with regard to incidence of political persecution</p>	<p>None mentioned any political issue or point of persecution that can be considered politically motivated.</p>	<p>No issue or point came up from the participants with regard to incidence of political persecution.</p>

<p>9. Opportunities offered</p>	<p>Learning and mastering the skills while working is considered a good opportunity.</p> <p>Once have learned the art, the workers can move to another parlour.</p> <p>After 8-10 years of working experience, workers like to start their own beauty parlour, if credit is available from banks, financial sector or government sources</p>	<p>Scope of learning the skills in a way of 'on-the-job training' is viewed as a good opportunity that this occupation offers.</p>	<p>Learning and mastering the skills while working is considered a good opportunity.</p> <p>Opportunity to start their own beauty parlour, after 10-15 years of working experience</p>
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<p>10. Expectations for Improving the Working Condition</p>	<p>From government</p> <p>Regular inspection arrangement by appropriate government agency</p> <p>Government recognition of the sector as a formal sector.</p> <p>Fixing salary scale, based on skill and experience</p> <p>Establishment of training facilities</p> <p>Support and encouragement for establishing association and union.</p> <p>Opening credit line for providing loan for facilitating entrepreneurial initiatives, e.g., establishing own enterprise, by the experienced workers.</p> <p>“Beauticians”, the workers in the beauty parlours, would like to receive public policy support for their work as an artistic work.</p> <p>From employers</p> <p>Not requiring the workers to work at the household level.</p> <p>Evaluation of skills and providing/adjusting salary accordingly.</p> <p>Proper payment for overtime and festival bonus.</p> <p>Providing experience certificate so that they can look for job in another parlour.</p> <p>To ILO</p> <p>Awareness and training programs on work related rights</p> <ul style="list-style-type: none"> - Assisting the government in arranging inspection of workplace - Support to establishing training facilities 	<p>From government</p> <p>Recognition of the Beauty Parlour as an industry/sector</p> <p>To introduce salary scale based on skill and experience</p> <p>Training facilities</p> <p>Establishment of credit facility to provide loan to establish worker's own business</p> <p>From owners</p> <p>Proper overtime and festival bonus</p> <p>If 10-20 Beauty parlours can come together, they can take initiative to establish their own organization or association similar to the ‘Employers Federation’. With such body in existence, some uniformity can be maintained on salary level and structure within those beauty parlours, which could then grow as an industrial association for the whole sector.</p> <p>If a beautician earns more than Tk.30,000 in a month, the owner should provide the beautician an extra payment from the owner's net profit.</p> <p>From ILO</p> <p>Devising an appropriate role in enhancing the job dignity in the society</p>	<p>From government</p> <p>Recognition and approval of this sector for job creation</p> <p>Fixed salary scale that should be basis on skill and experience</p> <p>Establishment of training facilities</p> <p>Opening credit line for providing loan for facilitating entrepreneurial initiatives, e.g., establishing own enterprise, by the experienced workers.</p> <p>“Beauticians”, the workers in the beauty parlours, would like to receive priority in public policy support for their work as an artistic work.</p> <p>From owners</p> <p>Proper payment for overtime and festival bonus</p> <p>Providing experience certificate so that they can look for job in another parlour.</p> <p>From ILO</p> <p>Awareness raising and skill-imparting programs</p>
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3 Policy Implications of the Study Findings: Areas of Actions by ILO Constituents (Government, Employers and Unions) and ITP Stakeholders

Expectations from **government** include the following: Ensuring the rights of workers of indigenous and tribal origin; Monitoring and inspection team from government on a regular basis; Ensuring worker rights and implementation of salary scale and other security benefits; Regular monitoring and inspection of working conditions and any violations of labour regulations; Establishing training facilities for upgrading workers skills; Implementing laws and regulations; Equal consideration of workers irrespective of their origin and political inclinations; Becoming concerned about workers' rights and commitment to protect workers' rights; Training of workers about their rights; Ensuring similar facilities/privileges as those of government workers; Support for beauty parlour workers to start their own business (e.g. loan/credit) ; Recognition of beauty parlours as an industry.

Workers' expectations from trade union leaders include: Ensuring labour rights; Maintaining communication with workers on a regular basis; Working for labour rights more rigorously; Giving attention to the plight of labouring class; Identifying problems and solving those; Taking care of the beauty parlour as an "artistic sector"; Working to ensure work safety.

Workers' articulation of expectations from ILO indicates that they do not have much knowledge about this organization, which should be rather ingrained to their consciousness as a worker. To the contrary, most workers did not even hear about ILO ("do not know about ILO"). It was revealed not only during one-to-one questionnaire survey but also during the FGDs in three cities with different composition of workers, by sector, by gender and of mixed gender. At any rate, having been briefed about ILO, the expectations from ILO were articulated following way: ILO should do what comes out of this research; ILO should work for improving workers' conditions; Convey the needs of the workers to government; Implementation of workers' rights; Assist workers in obtaining opportunity of unionization; Taking up programs to raise workers' awareness on rights as per national and international norms; Never had any interaction with ILO, then how can expectations be conveyed; Assistance in raising salary; Solving problems the workers encounter; Assisting in creation of more sectors for workers of ITP origin; Conducting research about workers; Creation of opportunities for improving their economic condition; Support for ensuring work related benefits e.g., health services, training for improving skills, safety at workplaces.

A few workers did not have any idea about what to expect from labour leaders. Responses like this are indicative of workers' awareness level of their rights. Similar responses include "no expectation" and "no idea".

Expectations from NGOs include the following: They should work for our development; Loan to workers for improving their conditions; NGOs should also work for labourers; Assistance in improving safety and ensuring rights; Organizing training programs; Arranging life insurance for the workers by working with the employers; Taking steps to improve safety measures and ensuring right.

4 Conclusion

Based on the findings from the workers' surveys, management personnel survey and focus group discussions, the following issues can be taken up for discussions with the stakeholders for actions at various levels including the Government, employers and ILO.

- Dissemination of information on rights of citizens of indigenous and tribal origin: This needs to be taken up by the Government and the ILO so that the country's constitutionally and legally guaranteed rights and international agreements and conventions on the rights of indigenous and tribal peoples are known to the workers, management personnel and employers. The information can be disseminated through the flyers, booklets, posters, meetings, training programs and workshops at workplaces. In this regard, the organizations active in ensuring the rights of the indigenous and tribal peoples can be invited for support.
- Skills imparting programs: The workers consider that for improvement of their conditions they need to acquire skills and receive recognition/certification for the acquired skills. Their foremost expectation from employers, government and the ILO is to organize skills upgrading programs for the workers.
- Organizing the workers: For overcoming the lamentable situation regarding trade union, the ILO, the Government and employers need to sit with organizations such as NCCWE to find acceptable mechanisms to organize the workers so that they can discuss rights issues and their needs among themselves and can negotiate with their employers and governments in a disciplined way for the benefit of the industry as a whole.
- Recognition of beauty parlours as an industry: Unlike the organizational need of workers in the garments, the need for the beauty parlour is for it to be recognized as an industry. The ILO may consider providing technical assistance for any potential initiative in this growing sector to be recognized as an industry.
- Assistance to aspiring entrepreneurs amongst beauty parlour workers: Again unlike the garments, the workers of the beauty parlour can and do aspire to establish their own parlours. Government may consider providing information and support for accessing credits for establishing parlours by the entrepreneurs from the rank of workers.
- Compensation for injuries and deaths from work-related accidents: Adequate compensation, instead of token financial support, arising from workplace accidents and occupational hazards.
- Workers' dormitories: A potentially win-win scenario exists for meeting workers' housing accommodations if government takes an initiative involving the workers, employers, real estate companies for building dormitories for the workers.
- Welfare and security funds: Introduction of provident fund and similar security benefits, e.g., health insurance, gratuity and pension schemes need to be considered.

- Inspection system on a regular basis: Workers reported benefit from monitoring and inspection of working conditions, safety and any violations of labour regulations.

It goes without saying that the above policy implications need to be discussed by the ILO constituents (government, employers and trade unions) and stakeholders (researchers, right activists and NGOs) for their necessary modifications and agreements for adoption and implementation.



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Appendix A: Tables

Dhaka ITP Workers (Garments)

Table: Gender of ITP Worker Dhaka Garments

Gender	Frequency	Percent
Male	13	81.3
Female	3	18.8
Total	16	100.0

Table: Age distribution of Dhaka ITP Garments

Age	Frequency	Percent
18.00	1	6.3
20.00	2	12.5
24.00	1	6.3
26.00	1	6.3
27.00	3	18.8
28.00	2	12.5
29.00	1	6.3
30.00	1	6.3
32.00	2	12.5
44.00	1	6.3
45.00	1	6.3
Total	16	100.0

Table: Ethnicity of Dhaka ITP Garments

Ethnicity	Frequency	Percent
Chakma	16	100.0
Total	16	100.0

Table: Religion of Dhaka ITP Garments

Religion	Frequency	Percent
Buddisht	15	93.8
Christian	1	6.3
Total	16	100.0

Table: Educational Qualification of Dhaka ITP Garments

Education	Frequency	Percent
Primary Level	1	6.3
Secondary Level	8	50.0
Higher Secondary	5	31.3
Littreate	2	12.5
Total	16	100.0

Table: Marital Status of Dhaka ITP Garment

Marital Status	Frequency	Percent
Married	11	68.8
Unmarried	5	31.3
Total	16	100.0

Table: Home District of Dhaka ITP Garment

Home district	Frequency	Percent
Khagrachari	5	31.3
Mymensingh	1	6.3
Rangamat	2	12.5
Rangamati	8	50.0
Total	16	100.0

Table: Parents of Dhaka ITP Garments

Parents	Frequency	Percent
Both Alive	12	75.0
One Alive	3	18.8
Both Dead	1	6.3
Total	16	100.0

Table: Siblings of Dhaka ITP Garments

No of siblings	Frequency	Percent
2brother 2 sister	1	6.3
3	4	25.0
4	5	31.3
5	4	25.0
6	1	6.3
8	1	6.3
Total	16	100.0

Table: Sibling Position of Dhaka ITP Garments

Position among Siblings	Frequency	Percent
1	3	18.8
2	2	12.5
3	5	31.3
3	2	12.5
4	4	25.0
Total	16	100.0

Table: Ownership of Home of Dhaka ITP Garment

Village home in own lands	Frequency	Percent
No	0	0
Yes	16	100.0

Table: Income Earner in Family

Only income earner	Frequency	Valid Percent
Yes	3	20.0
No	12	80.0
Total	15	100.0

Table: Influencer for Urban Migration

Influential person	Frequency	Percent
Brother	2	12.5
Friend	1	6.3
Husband	1	6.3
Job circular	1	6.3
Personal contact	2	12.5
Relative	5	31.3
Relative	2	12.5
Searching Job	2	12.5
Total	16	100.0

Table: Residency in the City

Residency in City	Frequency	Percent
.09	1	6.3
.70	1	6.3
1.00	2	12.5
2.00	2	12.5
4.00	3	18.8
5.00	1	6.3
6.00	1	6.3
9.00	1	6.3
10.00	1	6.3
15.00	1	6.3
18.00	1	6.3
22.00	1	6.3
Total	16	100.0

Table: Work Variation on Festival or Seasons

Seasonality Festival	Frequency	Valid Percent
Yes	5	41.7
No	7	58.3
Total	12	100.0

Table: Presence of Contract Letter

Job Contract	Frequency	Percent
Contract Letter	6	37.5
Verbal assurance	10	62.5
Total	16	100.0

Table: Employer Organizations of the Dhaka ITP Garment workers

Organization	Frequency	Percent
Apex Group	1	6.3
Fashion Exposure Ltd	2	12.5
Green Nit Apperence	2	12.5
Midasia Fahions Ltd	1	6.3
Nice Cotton	1	6.3
Opex group	7	43.8
Opex Group	1	6.3
Vision Aparels	1	6.3
Total	16	100.0

Table: Income of Dhaka ITP Garment

Income	Frequency	Percent
10000	1	6.3
12000	1	6.3
13000	1	6.3
24000	1	6.3
4500	1	6.3
5300	1	6.3
5500	1	6.3
5510	1	6.3
6200	1	6.3
6686	2	12.5
6900	1	6.3
7090	1	6.3
7700	1	6.3
7930	1	6.3
8000	1	6.3
Total	16	100.0

Table: Job Position in the Organization

Job Position	Frequency	Percent
Beginner	8	50.0
Mid-level	7	43.8
Upper level	1	6.3
Total	16	100.0

Table: Working hours in contract

Hours in Contract	Frequency	Percent
8	16	100 .0
Total	16	100.0

Table: Working hours workers actually work

Hours in Actual	Frequency	Percent
	1	6.3
10	5	31.3
11	1	6.3
8	8	50.0
8-12hour	1	6.3
Total	16	100.0

Table: Total working days of Dhaka ITP Garment workers

Working Days	Frequency	Percent
6	14	87.6
7	2	12.5
Total	16	100.0

Table: Satisfaction on getting leave

Opinion about leave	Frequency	Valid Percent
Satisfied	12	85.7
Non-satisfied	2	14.3
Total	14	100.0

Table: Salary at the entry point

Salary Wage	Frequency	Percent
Starting salary	4	25.0
Perusal	12	75.0
Total	16	100.0

Table: Adequacy of salary in meeting the need

Sufficient for Meeting the needs	Frequency	Valid Percent
yes	2	14.3
no	12	85.7
Total	14	100.0

Table: Discrimination between ITP and Non-ITP on the basis of salary

Salary Differentiate	Frequency	Valid Percent
Yes	1	6.7
No	14	93.3
Total	15	100.0

Table: Safety and security of the workplace

Work Place Safety	Frequency	Valid Percent
Secured	12	80.0
Unsecured	3	20.0
Total	15	100.0

Table: Time required for skill and training

Time	Frequency	Valid Percent
Day	5	83.3
Year	1	16.7
Total	6	100.0

Table: Scope of advancement in the workplace

Scope of Advancement	Frequency	Valid Percent
Yes	9	60.0
No	6	40.0
Total	15	100.0

Table: Member of Union

Member of any Union and Organization	Frequency	Valid Percent
Yes	0	0
no	15	100.0

Table: Knowledge about law

Knowledge about Labour Law	Frequency	Valid Percent
yes	5	33.3
no	10	66.7
Total	15	100.0

Table: Workers possessing National ID

Have national ID card	Frequency	Percent
Yes	10	66.7
No	5	33.3
Total	15	100

Table: Social security facility in provided by industry

Any social security facility	Frequency	Percent
Compensation for accident	4	28.6
Health insurance	2	14.3
No	8	57.1
Total	14	100.0

Table: Reason behind working in garments

Attraction to garment occupations	Frequency	Percent
Opportunity to work	6	42.9
Less than hard work of others sectors	1	7.1
Others	7	50.0
Total	14	100.0

Savar ITP workers (garments)

Table: Gender distribution of Savar ITP Garment workers

Gender	Frequency	Percent
Male	15	75.0
Female	5	25.0
Total	20	100.0

Table: Ethnicity of Savar ITP Garment workers

Ethnicity	Frequency	Percent
Chakma	20	100.0
Total	20	100.0

Table: Religion of Savar ITP Garment workers

Religion	Frequency	Percent
Buddhist	20	100.0
Total	20	100.0

Table: Education Qualification of Savar ITP Garment workers

Education	Frequency	Percent
Primary Level	2	10.0
Secondary Level	15	75.0
Higher Secondary	3	15.0
Total	20	100.0

Table: Marital Status of Savar ITP Garment Workers

Marital Status	Frequency	Percent
Married	13	68.4
Unmarried	6	31.6
Total	19	100

Table: Home District of Savar ITP Garment Workers

Home District	Frequency	Percent
Khagrachari	13	65.0
Rangamati	7	35.0
Total	20	100.0

Table: Parent of Savar ITP Garment Workers

Parents	Frequency	Percent
Both Alive	11	57.9
One Alive	6	31.6
Both Dead	2	10.5
Total	19	100.0

Table: Homeland of Savar ITP Garment Workers

Village home in their own land	Frequency	Percent
Yes	18	94.7
No	1	5.3
Total	19	100

Table: Income Earner in the Family of Savar ITP Garment Workers

Only income earner	Frequency	Percent
Yes	6	31.6
No	13	68.4
Total	19	100.0

Table: Influencer for Migration to Savar

Urban contact	Frequency	Percent
Brother	1	5.0
Contacts	1	5.0
cousin	1	5.0
Friend	2	10.0
Neighbor	1	5.0
notice	1	5.0
own self	5	25.0
relative	4	20.0
school	1	5.0
Training	1	5.0
Uncle	1	5.0
Visiting	1	5.0
Total	20	100.0

Table: Variation of work during festival or season

Work varies during festivals	Frequency	Percent
Yes	0	0
No	20	100.0
Total	20	100.0

Table: Job position of Savar ITP Garment workers

Job Position	Frequency	Percent
Beginner	5	26.3
Mid-level	12	63.2
Upper level	2	10.5
Total	19	100.0

Table: Presence of contract letter

Job Contract	Frequency	Percent
Contract Letter	10	50.0
Verbal assurance	10	50.0
Total	20	100.0

Table: Working hours mentioned in the contract

Hours during Contract	Frequency	Percent
12	4	20.0
8	14	70.0
8 hours	1	5.0
nothing	1	5.0
Total	20	100.0

Table: Working hours in reality

Hours in Actual	Frequency	Percent
10	4	20.0
10-11	1	5.0
10-12	3	15.0
12	4	20.0
12-13	1	5.0
7-10	1	5.0
8	6	30.0
Total	20	100.0

Table: Working days of Savar ITP Garment workers

Working Days	Frequency	Percent
6	20	100.0
Total	20	100.0

Table: Satisfaction about leave system

Opinion about Leave	Frequency	Percent
Satisfied	10	58.8
Non-satisfied	7	41.2
Total	17	100.0

Table: Satisfaction of wage

Salary Wage	Frequency	Percent
Starting salary	7	31.6
Perusal	13	68.4
Total	19	100.0

Table: Adequacy of salary for meeting needs

Sufficient for Meeting the needs	Frequency	Percent
Yes	6	31.6
No	13	68.4
Total	19	100.0

Table: Discrimination between ITP and non-ITP on the basis of salary

Salary Differentiate	Frequency	Percent
Yes	3	15.8
No	16	84.2
Total	19	100.0

Table: Safety and security of workplace

Work Place Safety	Frequency	Percent
Secured	16	80.0
Unsecured	4	20.0
Total	20	100.0

Table: Time required for training in workplace

Time	Frequency	Percent
Week	1	11.1
Month	6	66.7
Year	2	22.2
Total	9	100.0

Table: Scope of advancement for Savar ITP Garment workers

Scope of Advancement	Frequency	Percent
Yes	10	50.0
No	10	50.0
Total	20	100.0

Table: Desire to start own garment

Have an aspirations to start own Garments	Frequency	Percent
Yes	0	0
No	20	100.0
Total	20	100.0

Table: Carrier changing mindset of Savar ITP Garment workers

Want to change his Carrier	Frequency	Percent
Yes	1	5.0
no	19	95.0
Total	20	100.0

Table: Union membership of Savar ITP Garment workers

Member of any Union or Organization	Frequency	Percent
Yes	6	31.6
No	13	68.4
Total	19	100.0

Table: Knowledge about Labour law

Knowledge about Labour Law	Frequency	Percent
yes	5	25.0
No	15	75.0
Total	20	100.0

Table: Possessing a National ID

Have You National ID	Frequency	Percent
Yes	15	83.3.0
No	3	16.7
Total	18	100.0

Table: Reason behind joining the garment industry

Causes for attraction to the Garments Occupation	Frequency	Percent
Opportunity to work	7	53.8.0
Less than hard work of others sectors	1	7.7
Future Prospect	4	30.8
Others	1	7.7
Total	13	100.0

Table: Improving economic condition by continuing present work

Improvement in terms of	Frequency	Percent
By improving skill	6	37.5
Ensuring worker rights	5	31.3
Organizing Workers	1	6.3
Others	4	25.0
Total	16	100.0

Table: Expectations from different stakeholders

Expectation from	Frequency	Percent
Direct employers	4	66.7
GO	2	33.3
Total	6	100.0

Table: Housing facility by organization

Living Place	Frequency	Percent
Yes	1	5.3
No	18	94.7
Total	19	100.0

Chittagong ITP workers (Garments)

Table: Gender distribution of Chittagong ITP workers garments

Gender	Frequency	Valid Percent
Male	0	0
Female	24	100.0
Total	24	100.0

Table: Age distribution of Chittagong ITP workers garments

Age	Frequency	Percent
18.00	2	8.3
19.00	4	16.7
20.00	3	12.5
21.00	1	4.2
22.00	4	16.7
23.00	2	8.3
24.00	1	4.2
26.00	3	12.5
28.00	1	4.2
32.00	1	4.2
33.00	1	4.2
35.00	1	4.2
Total	24	100.0

Table: Ethnicity of Chittagong ITP workers garments

Ethnicity	Frequency	Percent
Chakma	23	100.0
Total	23	100.0

Table: Religion of Chittagong ITP workers garments

Religion	Frequency	Percent
Buddhist	24	100.0
Total	24	100.0

Table: Education qualification of Chittagong ITP workers garments

Education	Frequency	Percent
Primary Level	7	29.2
Secondary Level	12	50.0
Higher Secondary	5	20.8
Total	24	100.0

Table: Home district of Chittagong ITP workers garments

Home District	Frequency	Percent
	1	4.0
Khagrachari	11	44.0
Rangamati	13	52.0
Total	25	100.0

Table: Parents of Chittagong ITP workers garments

Parents	Frequency	Percent
Both Alive	19	79.2
One Alive	3	12.5
Both Dead	2	8.3
Total	24	100.0

Table: Siblings of Chittagong ITP workers garments

No of Siblings	Frequency	Percent
2	2	8.0
3	6	24.0
4	12	48.0
5	3	12.0
6	1	4.0
7	1	4.0
Total	25	100.0

Table: Position among siblings of Chittagong ITP workers garments

Position among siblings	Frequency	Percent
1	13	52.0
2	4	16.0
3	4	16.0
4	3	12.0
	1	4.0
	25	100.0

Table: Village lands of Chittagong ITP workers garments

Village Home in Own lands	Frequency	Percent
Yes	23	95.8
No	1	4.2
Total	24	100.0

Table: Single income earner in family

Only income earner	Frequency	Percent
Yes	2	8.0
No	23	92.0
Total	25	100.0

Table: Influencer of Migration to Chittagong

Influenced person	Frequency	Percent
Aunty	1	4.0
Brother	1	4.0
Contact	2	8.0
Family	1	4.0
Family	1	4.0
Friend	3	12.0
Husband	1	4.0
Neighbou	1	4.0
Ownself	1	4.0
Relative	9	36.0
Sister	4	16.0
Total	25	100.0

Table: Residency in city

How Long in City	Frequency	Percent
.10	1	4.0
.20	2	8.0
.40	1	4.0
1.10	1	4.0
2.00	2	8.0
2.10	1	4.0
3.00	1	4.0
3.40	1	4.0
3.70	1	4.0
3.80	1	4.0
4.20	1	4.0
4.30	1	4.0
5.00	2	8.0

5.20	1	4.0
7.00	2	8.0
9.11	1	4.0
10.30	1	4.0
10.60	1	4.0
11.10	1	4.0
13.00	1	4.0
13.10	1	4.0
Total	25	100.0

Table: Workload varies of seasons and festival

Seasonality Festival	Frequency	Percent
Yes	0	0
No	25	100.0
Total	25	100.0

Table: Received contract letter

Job Contract	Frequency	Percent
Contract Letter	16	64.0
Verbal assurance	9	36.0
Total	25	100.0

Table: Organization employing workers

Organization	Frequency	Percent
BCB Zipper	2	8.0
Benchura,KEPZ	1	4.0
Bohumiyen Travel Car	1	4.0
BSKL	1	4.0
GS Factory	1	4.0
HKD International	1	4.0
J.J Mills	4	16.0
Jay Jay Mills pvt	1	4.0
Jeus 2000,ltd	1	4.0
Young One	11	44.0
Zianes 2000,ltd	1	4.0
Total	25	100.0

Table: Length of involvement in this sector

Length of involvement (years)	Frequency	Percent
.10	1	4.2
.20	2	8.3
.40	1	4.2

.60	1	4.2
.70	1	4.2
1.00	1	4.2
2.00	4	16.7
3.00	1	4.2
3.40	1	4.2
3.60	1	4.2
4.00	1	4.2
5.00	2	8.3
5.40	1	4.2
8.00	1	4.2
9.11	1	4.2
10.60	1	4.2
11.00	1	4.2
13.00	1	4.2
13.10	1	4.2
Total	24	100.0

Table: Income of Chittagong ITP Workers in Garment Industry

Income	Frequency	Percent
10000	2	8.0
15000	1	4.0
20000	2	8.0
5600	1	4.0
5800	1	4.0
5940	1	4.0
6000	1	4.0
6500	1	4.0
6800	1	4.0
6860	1	4.0
7000	2	8.0
7300	1	4.0
7368	1	4.0
7500	1	4.0
7800	1	4.0
8000	3	12.0
8449	1	4.0
8900	1	4.0
9000	1	4.0
9300	1	4.0
Total	25	100.0

Table: Job Position of Chittagong ITP Workers in Garments

Job Position	Frequency	Percent
Beginner	7	28.0
Mid-level	15	60.0
Upper level	3	12.0
Total	25	100.0

Table: Working hours as per contract

Hours in Contract	Frequency	Percent
10	6	24.0
10.30	3	12.0
12	1	4.0
8	13	52.0
8.3	1	4.0
8.30	1	4.0
Total	25	100.0

Table: Hours the workers actually have to work

Hours in Actual	Frequency	Percent
10	20	80.0
10-12	1	4.0
12	1	4.0
8	2	8.0
8.30	1	4.0
Total	25	100.0

Table: Working days of Chittagong ITP workers garments

Working Days	Frequency	Percent
6	25	100.0
Total	25	100.0

Table: Leave according to company policy

Leave	Frequency	Percent
Annual	2	13.3
8.00	1	6.7
10.00	2	13.3
14.00	9	60.0
17.00	1	6.7
Total	15	100.0

Table: Satisfaction on the leave the workers get

Opinion About Leave	Frequency	Percent
Satisfied	12	80.0
Non-satisfied	3	20.0
Total	15	100.0

Table: Salary of Chittagong ITP workers garments

Salary Wage	Frequency	Percent
Starting salary	5	20.0
Perusal	20	80.0
Total	25	100.0

Table: Adequacy of salary for meeting needs

Sufficient for Meeting the needs	Frequency	Percent
Yes	19	76.0
No	6	24.0
Total	25	100.0

Table: Differences in wage determination between ITP and non-ITP workers

Salary Differentiate	Frequency	Percent
Yes	0	0
No	25	100.0
Total	25	100.0

Table: Safety of Chittagong ITP Garment workers

Work Place Safety	Frequency	Percent
Not secured	0	0
Secured	25	100.0
Total	25	100.0

Table: Time required for training and skill development

Time	Frequency	Percent
Day	6	31.6
Week	5	26.3
Month	8	42.1
Total	19	100.0

Table: Scope of advancement in the workplace

Scope of Advancement	Frequency	Percent
Yes	22	88.0
No	3	12.0
Total	25	100.0

Table: Desire to start own factory

Aspirations to start own business	Frequency	Percent
Yes	0	0
No	25	100.0
Total	25	100.0

Table: Member of any union and organization

Member of any Union and Organization	Frequency	Percent
Yes	7	28.0
No	18	72.0
Total	25	100.0

Table: Knowledge about labour law

Knowledge about Labour Law	Frequency	Percent
Yes	6	24.0
No	19	76.0
Total	25	100.0

Table: Reasons behind joining this sector

Causes of attracting to the Garments Occupation	Frequency	Percent
Opportunity to work	10	40.0
Less than hard work of others sectors	1	4.0
Future Prospect	12	48.0
Others	2	8.0
Total	25	100.0

Table: Way to improve economic condition by continuing present work

Way out to improve economic condition by continuing present worker	Frequency	Percent
By improving skill	17	81.0

Ensuring worker rights	1	4.8
Others	3	14.3
Total	21	100.0

Table: Expectation from different stakeholders

Expectation From	Frequency	Percent
Direct employers	11	64.7
GO	6	35.3
Total	17	100.0

DHAKA ITP workers (Beauty parlour)

Table: Ethnicity of Dhaka ITP Beauty parlour workers

Ethnicity	Frequency	Percent
Chakma	1	4.0
Garo	20	80.0
Murong	1	4.0
Shangma	2	8.0
Chambugang	1	4.0
Total	25	100.0

Table: Religion of Dhaka ITP Beauty parlour workers

Religion	Frequency	Percent
Buddhist	1	4.2
Christian	23	95.8
Total	24	100.0

Table: Educational qualification of Dhaka ITP Beauty parlour workers

Education	Frequency	Percent
Primary Level	7	28.0
Secondary Level	15	60.0
Higher secondary	2	8.0
illiterate/literate	1	4.0
Total	25	100.0

Table: Marital status of Dhaka ITP Beauty Parlour Workers

Marital Status	Frequency	Percent
Married	18	72.0
Unmarried	7	28.0
Total	25	100.0

Table: Home district of Dhaka ITP Beauty Parlour Workers

Home District	Frequency	Percent
Mymensingh	9	36.0
Netrokona	3	12.0
Rangamati	1	4.0
Sherpur	4	16.0
Tangail	8	32.0
Total	25	100.0

Table: Parents of Dhaka ITP Beauty Parlour Workers

Parents	Frequency	Percent
Both Alive	20	90.9
One Alive	1	4.5
Both Dead	1	4.5
Total	22	100.0

Table: Single income earner in the family

Only income earner	Frequency	Percent
Yes	2	8.0
No	23	92.0
Total	25	100.0

Table: Home ownership of Dhaka ITP Beauty parlour workers

Village Home in Own lands	Frequency	Percent
Yes	23	92.0
No	2	8.0
Total	25	100.0

Table: Influencer of Migration to Dhaka

How did you come to the city?	Frequency	Percent
By aunt	1	4.0
By contact	2	8.0
By contact(cousin)	1	4.0
By relative	3	12
By sister-in-law	1	4.0
By recruiting agency	1	4.0
Cousin	1	4.0
Cousin sister	2	8.0
Elder sister	1	4.0
Neighbor brother	1	4.0
Personal contact	4	16.0
Relative sister	1	4.0
Searching for job	1	4.0
Sister	2	8.0
With husband	1	4.0

With parents	1	4.0
With sister	1	4.0
Total	25	100.0

Table: Siblings of Dhaka ITP Beauty Parlour Workers

No of Siblings	Frequency	Valid Percent
2	1	4.3
3	5	21.7
4	4	17.4
5	5	21.7
6	5	21.7
7	2	8.7
9	1	4.3
Total	23	100.0

Table: Position amongst siblings

Position among sibling	Frequency	Percent
1.00	7	30.4
2.00	7	30.4
3.00	1	4.3
4.00	5	21.7
5.00	2	8.7
6.00	1	4.3
Total	23	100.0

Table: Possessing contract letter

Job Contract	Frequency	Valid Percent
Contract Letter	3	12.5
Verbal assurance	21	87.5
Total	24	100.0

Table: Working specialist in beauty parlour

Working Specialty	Frequency	Percent
All work	20	80.0
Bridal, hair cutting, coloring, waxing, facial	1	4.0
Facial, pedicure, manicure	1	4.0
Haircolouring, facials	1	4.0
Haircut,colouring, waxing, bridalhair, oilmessage	1	4.0
Haircuts,colouring,facial,waxing,bodywraps,pedicure,menicure,eyebrowshaping	1	4.0
Total	25	100.0

Table: Job position of Dhaka ITP Beauty parlour

Name of the position	Frequency	Valid Percent
Beginner	8	34.8
Mid-level	6	26.1
Upper level	9	39.1
Total	23	100.0

Table: Work hours as stated in contract

Hours of work in contract	Frequency	Percent
8	2	8.3
10	7	29.2
11	2	8.3
12	7	29.2
13	3	12.5
14	3	12.5
Total	24	100.0

Table: Work actually required to do

Hours of work actually required to do	Frequency	Percent
8	2	8.0
9	1	4.0
9	1	4.0
10	7	28.0
11	2	8.0
12	8	32.0
13	1	4.0
14	2	8.0
16	1	4.0
Total	25	100.0

Table: Working days of Dhaka ITP beauty parlour workers

Workings days	Frequency	Percent
6	18	72.0
7	7	28.0
Total	25	100.0

Table: Satisfaction about leave

Opinion about the leave	Frequency	Percent
Satisfied	23	95.8
Non-satisfied	1	4.2
Total	24	100.0

Table: Wage is determined through skill level

Wage is related to skill level	Frequency	Percent
yes	22	91.7
no	2	8.3
Total	24	100.0

Table: Adequacy of salary in meeting needs

Salary is sufficient for meeting needs	Frequency	Percent
yes	17	68.0
no	8	32.0
Total	25	100.0

Table: Transportation used for going to workplace from residence

Transportation mode	Frequency	Percent
By bus	3	12.0
By rickshaw	7	28.0
By walking	11	44.0
Live in working place	1	4.0
Motor Cycle	1	4.0
N/A	1	4.0
Walking	1	4.0
Total	25	100.0

Table: Situation of work environment

Work environment	Frequency	Percent
very clean	10	40.0
clean	15	60.0
Total	25	100.0

Table: Toilet facility in beauty parlour

Toilet maintained well and equipped with water	Frequency	Percent
yes	20	80.0
No	0	0

Table: Time needed for learning different skill in beauty parlour

Time required for learning different skill	Frequency	Percent
Day	1	4.0
Month	9	36.0
Year	9	36.0
Total	19	76.0

Table: Scope to advance in workplace

Scope to advance	Frequency	Percent
Yes	16	66.7
No	8	33.3
Total	24	100.0

Table: Desire to start own beauty parlour

An aspiration to start own beauty parlour	Frequency	Percent
Yes	13	54.2
No	11	45.8
Total	24	100.0

Table: Desire to change profession

Change of occupation	Frequency	Percent
Yes	3	12.5
No	21	87.5
Total	24	100.0

Table: Member of any union/organization

Member of any unionization/organization	Frequency	Percent
yes	2	8.3
No	22	91.7
Total	24	100.0

Table: Knowledge of labour law

Knowledge of labour law	Frequency	Percent
yes	1	4.2
no	23	95.8
Total	24	100.0

Table: National ID card is present

National id card	Frequency	Percent
Yes	13	59.1
No	9	40.9
Total	22	100.0

Table: Social security facility by organization

Social security support	Frequency	Percent
Provident fund	4	16.7
Others	1	4.2
No	19	79.2
Total	24	100.0

Table: Reasons behind joining beauty parlour

Considerations that attracted to the beauty parlour occupation	Frequency	Percent
Opportunity to work	1	4.2
Less education	8	33.3
Safe for girls	5	20.8
Others	10	41.7
Total	24	100.0

Table: Improvement that needs to be done for economic development

Improvement needs to be done	Frequency	Percent
By improving skill	10	71.4
Ensuring worker rights	1	7.1
Organizing Workers	1	7.1
Others	2	14.3
Total	14	100.0

Table: Expectations from different stakeholders

Expectations From	Frequency	Valid Percent
Direct employers	7	53.8
GO	6	46.2
Total	13	100.0

Table: Occupation is considered dignified in different sector of society

This occupation is dignified them in the society of their community	Frequency	Percent
Dignified in the city	8	33.3
Dignified in the community	13	54.2
Undignified	3	12.5
Total	24	100.0

Table: Felt neglected or treated with disrespect for working in this sector

Felt neglected or treated with disrespect	Frequency	Percent
Neglected	3	12.5
Disrespected	7	29.2
No	14	58.3
Total	24	100.0

Table: Worked at Owners' house

Worked at owners' house	Frequency	Percent
Yes	3	13.0
No	20	87.0
Total	23	100.0

Table: Ever faced ill proposal/motives/forced to perform any job

Ever faced ill proposal/motives/forced to perform any job	Frequency	Percent
Yes	0	0
no	24	100.0
Total	24	100.0

Table: Residence of Dhaka ITP beauty parlour workers

Live in the working place	Frequency	Percent
yes	2	8.7
no	1	4.3
Rented house	20	87.0
Total	23	100.0

Table: Basic urban services are provided

Dwelling unit have basic urban services (water, electricity, gas, sanitation)	Frequency	Percent
Yes	24	100.0
No	0	0.0

Table: Measures need to be taken to improve present working condition

Measures need to be taken to improve present working condition	Frequency	Percent
Training	3	14.3
Wage rate system	2	9.5
Experience	2	9.6
others	9	42.9
All are ok	5	23.8
Total	21	100.0

Table: Appropriate actor for this improvement

Appropriate actor for this improvement	Frequency	Percent
Owner	17	89.5
Not applicable	2	10.5
Total	19	100.0

Table: Age distribution of Dhaka ITP Beauty Parlour workers

Age range	Frequency	Percent
Below 15	0	0
15-17	1	4.0
18-24	11	44.0
25-35	12	48.0
36-45	1	4.0
46-49	0	0
Above 50	0	0
	25	100.0

Table: Income range of Dhaka ITP Beauty Parlour workers

Income range	Frequency	Percent
Below 500	0	0
500-1000	0	0
1000-1500	0	0
1500-2000	1	4.2
2000-2500	0	0
2500-3000	0	0
3000-3500	0	0
3500-5000	6	25.0
5000-5500	1	4.2
5500-7000	2	8.3
7000-10000	6	25.0
10000-15000	1	4.2
Above 15 13.00	8	29.2
Total	24	100.0

Table: Residence of Dhaka ITP beauty parlour worker in the city

Duration of living	Frequency	Percent
Below 1 year	0	
1year -3 years	2	9.1
3years-5 years	7	22.7
5 years-10 years	5	22.7
10years -15 years	11	45.5
Above 15 years	0	
Total	22	100.0

Savar ITP workers (Beauty parlour)

Table: Ethnicity of the Savar beauty parlour workers

Ethnicity	Frequency	Percent
Chakma	2	10
Garos	18	90
Total	20	100

Table: Educational qualification of the Savar ITP beauty parlour workers

Education	Frequency	Percent
Primary Level	10	47.6
secondary Level	9	42.9
Higher secondary	2	9.5
Total	21	100.0

Table: Marital status of the Savar ITP beauty parlour workers

Marital Status	Frequency	Percent
Married	11	52.4
Unmarried	10	47.6
Total	21	100.0

Table: Home district of the Savar ITP beauty parlour workers

Home District	Frequency	Percent
Mymensingh	8	38.1
Netrokona	7	33.3
Rangamati	1	4.8
Sherpur	4	19.0
Tangail	1	4.8
Total	21	100.0

Table: Income earner in the family

Only income earner	Frequency	Percent
Yes	4	19.0
No	17	81.0
Total	21	100.0

Table: Influencer for Migration to Savar

Urban contact	Frequency	Percent
aunty	2	9.6
brother	1	4.8
by contacts	3	14.3
friend	1	4.8
husband	2	9.5

neighbor	2	9.5
own self	1	4.8
relative	8	38.1
uncle	1	4.8
Total	21	100.0

Table: Siblings of the Workers

No of Siblings	Frequency	Percent
1	1	4.8
2	3	14.3
3	1	4.8
4	1	4.8
5	6	28.6
6	7	33.3
7	1	4.8
8	1	4.8
Total	21	100.0

Table: Position of Siblings

Position among siblings	Frequency	Percent
1.00	5	23.8
2.00	6	28.6
3.00	2	9.5
4.00	3	14.3
5.00	1	4.8
6.00	4	19.0
Total	21	100.0

Table: Work variation during seasons or festivals

Works varies during festivals or season	Frequency	Percent
Yes	0	0
No	21	100.0
Total	21	100.0

Table: Job contract type

Job Contract	Frequency	Percent
Contract letter	0	0
Verbal assurance	21	100.0
Total	21	100.0

Table: Job history of the workers

Job History	Frequency	Percent
First job	16	76.2
Second job	5	23.8
Total	21	100.0

Table: Position of the workers

Name of job position	Frequency	Percent
Beginner	1	4.8
Mid-level	6	28.6
Upper level	14	66.7
Total	21	100.0

Table: Hours in contract

Hours of work actually required to do	Frequency	Percent
3	1	4.8
4	3	14.3
5	1	4.8
8	1	4.8
9	1	4.8
10	2	9.5
11	4	19.0
12	7	33.3
13	1	4.8
Total	21	100.0

Table: Working days

Working day	Frequency	Percent
4	1	4.8
6	12	57.1
7	8	38.1
Total	21	100.0

Table: Opinion about leave system

Opinion about the leave	Frequency	Percent
Satisfied	20	95.2
Non-satisfied	1	4.8
Total	21	100.0

Table: Workplace distance from residence

Distance from working place	Frequency	Percent
0.5 km	4	19.0
10 km	1	4.8

20 km	2	9.5
20 min by walking	1	4.8
3 km	1	4.8
5 min by walking	5	23.8
Near	2	9.5
near, by walking	4	19.0
near, rickshaw distan	1	4.8
Total	21	100.0

Table: Work place condition

Cleanliness is the work environment	Frequency	Percent
very clean	9	42.9
clean	12	57.1
Total	21	100.0

Table: Toilet maintenance

Toilet maintained well and equipped with water	Frequency	Percent
yes	19	90.5
no	2	9.5
Total	21	100.0

Table: Safety of the work place

Work place is safety	Frequency	Percent
Secured	20	100
Not secure	0	0
Total	20	100.0

Table: Required time to learn different skills

Time required for learning different skill sets required for working in the beauty parlour	Frequency	Percent
Month	10	50
Year	10	50
Total	20	100

Table: Scope of advance in the workplace

Scope to advance through your current work	Frequency	Percent
Yes	17	81.0
No	4	19.0
Total	21	100.0

Table: Aspiration to start own

Aspiration to start your own beauty parlour	Frequency	Percent
Yes	14	66.7
No	7	33.3
Total	21	100.0

Table: Willingness to change the job

Want to change your occupation	Frequency	Percent
Yes	3	14.3
No	18	85.7
Total	21	100.0

Table: Member of union

Member of any unionization/organization	Frequency	Percent
yes	1	4.8
No	20	95.2
Total	21	100.0

Table: Knowledge about ILO

Idea about ilo	Frequency	Percent
Yes	0	0
no	21	100.0
Total	21	100

Table : Possession of National ID

Have national ID card	Frequency	Percent
Yes	11	57.9
No	8	42.1
Total	19	100

Table: Way to improve present condition

Economic condition and wellbeing are to improve what needs to happen	Frequency	Percent
By improving skill	17	89.5
Ensuring worker rights	2	10.5
Total	19	100

Table: Expectation from different organizations and parties to improvement

To improve your conditions what would be your expectations from	Frequency	Percent
Direct employers	2	66.7
GO	1	33.3
Total	3	14.3

Table: Attitude of the society regarding this sector

This occupation is dignified you in the society in your community	Frequency	Percent
Dignified in the community	17	81.0
Undignified	3	14.3
Total	20	95.2

Table: Difficulties faced at work

Ever faced ill proposal/motives/forced to perform any job	Frequency	Percent
Yes	0	0
no	21	100.0

Table: Felt neglected due to work in this sector

Felt neglected or treated with disrespect for being a worker in this sector	Frequency	Percent
Disrespected	1	4.8
No	20	95.2
Total	21	100.0

Table: Living in workplace

live in the working place	Frequency	Percent
yes	6	28.6
no	15	71.4
Total	21	100.0

Table: Dwelling unit have basic urban services

Does your dwelling unit have basic urban services (water, electricity, gas, sanitation)	Frequency	Percent
yes	21	100.0
no	0	0
Total	21	100

Table: Measures to improve present conditions

What types of measures need to be taken to improve your present working condition?	Frequency	Percent
Training	1	6.7
Wage rate system	1	6.7
Others	12	80
All are ok	1	6.7
Total	15	100.0

Table: Income range of the workers

Income Range	Savar	Valid Percent
500-1,000	0	0
1,000-1,500	0	0
1,500-2,000	0	0
2,000-2,500	0	0
2,500-3000	0	0
3,000-3,500	2	9.5
3,500-5,000	1	4.8
5,000-5,500	4	19.0
5,500-7,000	0	0
7,000-10,000	5	23.8
10,000-15,000	8	38.1
Above 15,000	1	4.8
Total	21	100

Table: Duration of living in city

Duration in living in the city	Frequency	Percent
6-Months – 1 Year	2	9.5
1 Years - 3 Years	2	9.5
3 Years - 5 Years	5	23.8
5 Years - 10 Years	6	28.6
10 Years – 15	4	19.0

Years		
10 Years – 15 Years	2	9.5
	21	100.0

Table: Age range of the workers

Age range	Frequency	Percent
Below 15	0	
15-17	2	9.5
18-24	10	47.6
25-35	9	42.9
36-45	0	
46-49	0	
Above 50+	0	
Total	21	100.0

Table: Gender of Chittagong ITP workers (Beauty parlour)

Gender	Frequency	Percent
Male	0	0
Female	25	25
Total	25	25

Table: Ethnicity of the Chittagong Beauty Parlour Workers

Ethnicity	Frequency	Percent
Chakma	5	20.0
Marma	6	24.0
Garo	10	40.0
Tripura	2	8.0
Khiang	1	4.0
Chak	1	4.0
Total	25	100.0

Table: Religion of the Chittagong Beauty Parlour Workers

Religion	Frequency	Percent
Buddhist	11	44.0
Muslim	1	4.0
Christian	11	44.0
Hindu	2	8.0
Total	25	100.0

Table: Age range of the workers

Age range	Frequency	Percentage
Below 15	1	4.0
15-17	6	24.0
18-24	18	72
25-35	0	0
36-45	0	0
46-49	0	0
Above 50+	0	0
Total	25	100.0

Table: educational qualifications

Educational	Frequency	Percent
Primary Level	8	32.0
secondary Level	11	44.0
Higher secondary	4	16.0
illiterate	2	8.0
Total	25	100.0

Table: Duration of living in the city

Duration in living city	Frequency	Percent
6month -1 year	1	4.0
1 year -3 years	6	24.0
3 years -5 years	3	12.0
5 years- 10 years	10	40.0
10 years – 15 years	4	16.0
More than 15 years	1	4.0
Total	25	100.0

Table: Marital status of the workers

Marital status	Frequency	Percent
Married	12	48.0
Unmarried	13	52.0
Total	25	100.0

Table: Home district of the workers

Home district	Frequency	Percent
Bandarban	4	16.0
Chittagong	1	4.0
Khagrachari	5	20.0
Mirossorai	1	4.0
Mymensingh	4	16.0
Netrokona	1	4.0
Rangamati	6	24.0
Sherpur	3	12.0
Total	25	100.0

Table: Having house in own land

Have house In own land	Frequency	Percent
Yes	20	87.0
No	3	13.0
Total	23	100.0

Table: Person influence to come in the city

Urban contact	Frequency	Percent
Aunt	5	20
cousin	2	8.0
Friend	2	8.0
friends	1	4.0
Husband	2	8.0
Neighbor	1	4.0
Relatives	10	40.0
sister and sister in law	1	4.0
uncle	1	4.0
Total	25	100.0

Table:First job in the city

Urban occupation (Is it your first occupation)	Frequency	Percent
yes	14	60.9
no	9	39.1
Total	23	100.0

Table:Work varies on different seasons

Works varies seasonally	Frequency	Percent
Yes	18	72.0
No	7	28.0
Total	25	100.0

Table: Job contract nature

Job contract	Frequency	Percent	Valid Percent
Verbal assurance	25	100.0	100.0
Contract letter	0	0	0
Total	25	25	100.0

Table: Working hours actually need to do

Hours of work actually required to do	Frequency	Percent
6	4	16.0
8	3	12.0
9	1	4.0
10	10	40.0
11	4	16.0
12	3	12.0
Total	25	100.0

Table: Member of union

Member of any unionization/organization	Frequency	Percent
yes	6	24.0
No	19	76.0
Total	25	100.0

Table: Factors attracted to join in beauty parlour

Causes attracted them to join beauty parlour occupation	Frequency	Percent
Future Prospect	2	8.0
facilities	3	12.0
others	11	44.0
less education	1	4.0
safe job for girls	8	32.0
Total	25	100.0

Table: Social security provided by the organization

Social security	Frequency	Percent
Pension	1	4.0
Provident fund	1	4.0
Maternity benefit	4	16.0
Health insurance	1	4.0
Others	3	12.0
no	15	60.0
Total	25	100.0

Table: live in the working place

workplace as a living place	Frequency	Percent
yes	9	36.0
no	16	64.0
Total	25	100.0

Table: Ever asked to work in the owner's house

ever asked to work in the owner's house instead of parlour work	Frequency	Percent
yes	1	4.0
no	24	96.0
Total	25	100.0

Table: Dwelling has Urban facilities

Basic urban facilities	Frequency	Percent
yes	24	96.0
no	1	4.0
Total	25	100.0

Table: Ever felt neglected to work in this sector

Ever felt neglected or treated with disrespect for being a worker in this sector	Frequency	Percent
Neglected	3	12.0
Disrespected	1	4.0
No	21	84.0
Total	25	100.0

Table: Occupation dignified in the society

This occupation is dignified in the society in community	Frequency	Percent
Dignified in the community	22	88.0
Undignified	3	12.0
Total	25	100.0

Table: Way to improve economic condition

Economic condition and wellbeing are to improve what needs to happen	Frequency	Percent
By improving skill	21	84.0
Organizing Workers	1	4.0
Others	1	4.0
All	1	4.0
Total	24	96.0

Table: Suitable actor to improvement

Whom do you think appropriate actor for this improvement	Frequency	Percent
Owner	15	60.0
Co-worker	1	4.0
Government	3	12.0
Self	2	8.0
Not applicable	3	12.0
Total	24	96.0

Table: Working hours in contract

Hours of work as stated at the time of contract	Frequency	Percent
6	4	16.0
8	3	12.0
9	1	4.0
10	10	40.0
11	4	16.0
12	3	12.0
Total	25	100.0

Table: Working days of the workplace

Workings days	Frequency	Percent
6	19	76.0
7	6	24.0
Total	25	100.0

Table: Opinion about leave system

Opinion about the leave	Frequency	Percent
Not satisfied	0	0
Satisfied	25	100.0
Total	25	100.0

Table: Wage and skill

Wage is appropriately co relate with skill level	Frequency	Valid Percent
yes	20	90.9
no	2	9.1
Total	22	100.0

Table: Adequate to meet needs

Sufficient for meeting your needs	Frequency	Percent
yes	22	88.0
no	3	12.0
Total	25	100.0

Table : Wage rate differentiation

Wage differentiate between it pans non it	Frequency	Percent
yes	1	4.0
no	24	96.0
Total	25	100.0

Table: Working place distance from residence

Distance from your working station to your residence	Frequency	Percent
Hostel	1	4.0
Rented Building	2	8.0
rented house	3	12.0
Rented house	9	36.0
same building	8	32.0
Workplace	2	8.0
Total	25	100.0

Table: Workplace condition

Work place cleanliness	Frequency	Valid Percent
very clean	7	30.4
clean	16	69.6
Total	23	100.0

Table: Toilet maintenance

Toilet maintained with equipped water	Frequency	Percent
yes	25	100.0
no	0	0

Table: Required time to learning different skill

Time required for learning different skill sets required for working in the beauty parlour	Frequency	Percent
Week	1	4.0
Month	10	40.0
Year	14	56.0
Total	25	100.0

Income range of the workers

Income Range	Frequency	Percent
Below 500	0	0
500-1,000	0	0
1,000-1,500	1	4.0
1,500-2,000	0	0
2,000-2,500	0	0
2,500-3000	1	4.0
3,000-3,500	1	4.0
3,500-5,000	7	28.0
5,000-5,500	0	0
5,500-7,000	2	8.0
7,000-10,000	4	16.0
10,000-15,000	6	24.0
Above 15,000	3	12.0
Total	25	100.0

Dhaka ITP workers (other informal sector)

Table: Gender of Dhaka ITP worker other informal sector

Gender	Frequency	Percent
Male	14	63.6
Female	8	36.4
Total	22	100.0

Table: Ethnicity of Dhaka ITP worker other informal sector

Ethnicity	Frequency	Percent
Chakma	3	14.3
Garo	16	76.2
Murong	1	4.8
Shantal	1	4.8
Total	21	100.0

Table: Religion of Dhaka ITP worker other informal sector

Religion	Frequency	Percent
Buddhist	3	13.6
Christian	19	86.4
Total	22	100.0

Table: Home district of Dhaka ITP worker other informal sector

Home District	Frequency	Percent
	1	4.5
Dinajpur	1	4.5
Khagrachari	1	4.5
Mymensingh	11	50.0
Netrokona	2	9.1
Rangamati	1	4.5
Sherpur	1	4.5
Tangail	4	18.2
Total	22	100.0

Table: Education of Dhaka ITP worker other informal sector

Education	Frequency	Percent
Primary level	8	38.1
secondary level	9	42.9
higher secondary level	3	14.3
illiterate/literate	1	4.8
Total	21	100.0

Table: Organization name of Dhaka ITP worker other informal sector

Organization	Frequency	Percent
	3	13.6
Ahmed Medical Center	1	4.5
Angona Fashion	1	4.5
Antora Apartment	1	4.5
Arong Head Office	1	4.5
Bonodul Adibashi Greenhut School	1	4.5

Express One Ltd.	2	9.1
James Salon	1	4.5
Korean House	3	13.6
Li& Fung Bangladesh	3	13.6
Sheraton Hotel	1	4.5
Shuvash Hair dressing	1	4.5
Sir Willam Beveridge	2	9.1
Turkish Buying House	1	4.5
Total	22	100.0

Table: Marital status of Dhaka ITP other informal sector

Marital status	Frequency	Percent
Married	10	50.0
unmarried	10	50.0
Total	20	100.0

Table: Having parents of Dhaka ITP worker other informal sector

Have parents	Frequency	Percent
Alive	15	68.2
both are dead	7	31.8
Total	22	100.0

Table: Having own land of Dhaka ITP worker other informal sector

Have own land	Frequency	Percent
yes	19	86.4
no	3	13.6
Total	22	100.0

Table: Seasonal migrant of Dhaka ITP other informal sector

Will you consider yourself as a seasonal migrant?	Frequency	Percent
Yes	0	0
no	6	100.0
Total	6	100.0

Table: Variation with Seasons and Festivals

Does your work vary with seasonal or festivals?	Frequency	Percent
yes	11	61.1
no	7	38.9
Total	18	100.0

Table: Verification of information of Dhaka ITP other informal sector

Do you verify the information about the vacancy?	Frequency	Percent
Yes	2	33.3
no	4	66.7
Total	6	100.0

Table: Frist job of Dhaka ITP worker other informal sector

Is it your first job in city?	Frequency	Percent
yes	11	50.0
no	11	50.0
Total	22	100.0

Table: Job contract of Dhaka ITP worker other informal sector

Nature of job contract	Frequency	Percent
contract letter	4	18.2
verbal	18	81.8
Total	22	100.0

Table: Term and condition informed of Dhaka ITP worker other informal sector

During recruitment has anybody informed you about the terms and conditions?	Frequency	Percent
owner	9	60.0
manager	1	6.7
others	5	33.3

Table: Full time basis or part time work of Dhaka ITP worker other sector

Do your work on a full time basis or part time?	Frequency	Percent
full time	19	90.5
part time	2	9.5
Total	21	100.0

Table: Hours required to do work of Dhaka ITP worker other informal sector

Hours of work actually required to do	Frequency	Percent
4.00	1	4.5
6.00	1	4.5
7.00	1	4.5
8.00	8	36.4
9.00	2	9.1
10.00	4	18.2
12.00	3	13.6
14.00	1	4.5
15.00	1	4.5
Total	22	100.0

Table: Over time necessary to do job

Do you need to do over time	Frequency	Percent
yes	8	38.1
No	13	61.9
Total	21	100.0

Table: Leave system of Dhaka ITP worker other informal sector

Do you have any leave system?	Frequency	Percent
Yes	18	94.7
No	1	5.3
Total	19	100.0

Table: Happy with arrangement of work of Dhaka ITP worker other informal sector

Are you happy with the amount and arrangement of your working?	Frequency	Percent
yes	9	69.2
no	4	30.8
Total	13	100.0

Table: Increment system of Dhaka ITP worker other informal sector

have any increment system	Frequency	Percent
yes	19	100.0
No	0	0
Total	19	100.0

Table: Sufficient salary of Dhaka ITP worker other informal sector

salary sufficient for your need	Frequency	Percent
yes	13	59.1
no	9	40.9
Total	22	100.0

Table: Wage appropriate with skill of Dhaka ITP other informal sector

Appropriate with skill	Frequency	Percent
Yes	12	60.0
No	8	40.0
Total	20	100.0

Table: Does wage rate differ by ITP and non-ITP

Differ of wage	Frequency	Percent
yes	3	14.3
no	18	85.7
Total	21	100.0

Table: Does any salary deduction system?

Salary deduction system	Frequency	Percent
Yes	3	14.3
No	18	85.7
Total	21	100.0

Table: Toilet well maintained

Toilet well maintained	Frequency	Percent
yes	22	100.0
No	0	0
Total	22	100.0

Table: Condition of work environment

Work environment	Frequency	Percent
very clean	6	28.6
clean	15	71.4
Total	21	100.0

Table: Safety and security of workplace

Safety and security	Frequency	Percent
yes	6	100.0
No	0	100.0
Total	6	100.0

Table: Training required in this sector

Training	Frequency	Percent
yes	4	19.0
no	17	81.0
Total	21	100.0

Table: Probationary period completed by workers

Probationary period	Frequency	Percent
yes	1	33.3
no	2	66.7
Total	3	100.0

Table: Scope of advancement in the workplace

Scope of advancement	Frequency	Percent
yes	14	66.7
no	7	33.3
Total	21	100.0

Table: Desire to change occupation

Change of Occupation	Frequency	Percent
yes	1	25.0
no	3	75.0
Total	4	100.0

Table: Desire to pursue education

Pursuing education	Frequency	Percent
Yes	0	0
No	6	100.0
Total	6	100.0

Table: Member of union

Member of Union	Frequency	Percent
yes	3	14.3
no	18	85.7
Total	21	100.0

Table: Knowledge about ILO

Knowledge of ILO	Frequency	Percent
Yes	0	0
no	22	100.0
Total	22	100.0

Table: Visit of work environment inspection

Inspection system	Frequency	Percent
yes	2	9.1
no	20	90.9
Total	22	100.0

Table: Changes at workplace following inspection

Change due to inspection	Frequency	Percent
No	0	0
yes	2	100.0
Total	2	100.0

Table: Possession of national ID

Has national id	Frequency	Percent
yes	16	72.7
no	6	27.3
Total	22	100.0

Table: Workers felt neglected or treated with disrespect for working in this sector

Felt neglected or treated with disrespect	Frequency	Percent
Yes	0	0
No	6	100.0
Total	6	100.0

Table: Worker faced ill proposal/motives/forced to perform any job that worker did not want to do

Received ill proposal	Frequency	Percent
Yes	0	0
No	1	100.0
Total	1	100.0

Table: Workers living in work place

Live in work place	Frequency	Percent
yes	10	47.6
no	11	52.4
Total	21	100.0

Table: Salary range of workers

Salary range	Frequency	Percent
500-2000	1	5.0
2100-4000	2	10.0
4100-6000	1	5.0
6100-8000	6	30.0
8100-10000	8	40.0
11000-20000	2	10.0
Total	20	100.0

Table: Age distribution of workers

Age range	Frequency	Percentage
Below 15	0	0
15-17	3	13.6
18-27	5	22.7
28-37	7	31.8

Other in formal sector (Saver)

Gender	Frequency	Percent
Female	0	0
Male	10	100.0
Total	10	100.0

Age

	Frequency	Percent
23.00	1	10.0
26.00	1	10.0
27.00	2	20.0
28.00	2	20.0
32.00	1	10.0
36.00	1	10.0
45.00	1	10.0
63.00	1	10.0
Total	10	100.0

Ethnicity

	Frequency	Percent
marma	1	10.0
garo	9	90.0
Total	10	100.0

Home district

Age range	Frequency	Percentage
Below 15	0	0
15-17	3	13.6
18-27	5	22.7
28-37	7	31.8
38-47	6	27.3
48-57	1	4.5
Total	22	100.0

	Frequency	Percent
Jamalpur	1	10.0
Mymensingh	5	50.0
Netrokona	1	10.0
Rajshahi	1	10.0
Rangamati	1	10.0
Sherpur	1	10.0
Total	10	100.0

Religion

	Frequency	Percent
Christian	10	100.0
Total	10	100.0

Education

	Frequency	Percent
Primary level	3	30.0
secondary level	7	70.0
Total	10	100.0

Organization

	Frequency	Percent
Amanat shah Electric&Electronics	1	10.0
Artistic Interior Furniture	1	10.0
Biplob General Store	1	10.0
Mari Electronics	2	20.0
Mayar Doya C.N.G	1	10.0
Moni Poultry Farm	1	10.0
Personal car owner	1	10.0
Rafi Electronics	1	10.0
Street vendor	1	10.0
Total	10	100.0

Work engaged in

	Frequency	Percent
Craftsman(raj mistri)	1	10.0
Driver	1	10.0
Driver of own car	1	10.0
Electrician	3	30.0
Farm worker	1	10.0
Sells man	1	10.0
Shopkeeper	1	10.0
Trivial Businessman	1	10.0
Total	10	100.0

Marital status

	Frequency	Percent
Married	8	80.0
unmarried	2	20.0
Total	10	100.0

Have parents

	Frequency	Percent
yes both alive	4	40.0
only one alive	3	30.0
both are dead	3	30.0
Total	10	100.0

Siblings

	Frequency	Percent
1.00	1	10.0
2.00	2	20.0
5.00	1	10.0
6.00	2	20.0
7.00	3	30.0
8.00	1	10.0
Total	10	100.0

Your position

	Frequency	Percent
1.00	3	30.0
2.00	2	20.0
5.00	3	30.0
6.00	1	10.0
8.00	1	10.0
Total	10	100.0

Have own land

	Frequency	Percent
yes	10	100.0
No	0	0
Total	10	100.0

Who brought you?

	Frequency	Percent
By Navana group	1	10.0
By own	4	40.0
By personal contact	2	20.0
By relatives	2	20.0
Wth brother	1	10.0
Total	10	100.0

How long have you been in city?

	Frequency	Percent
3.00	1	11.1
5.00	2	22.22
10.00	2	22.22
11.00	1	11.1
17.00	1	11.1
20.00	1	11.1
40.00	1	11.1
Total	9	100.0

Does your work vary with seasonal or festivals?

	Frequency	Percent
yes	2	20.0
no	8	80.0
Total	10	100.0

Is it your first job in city?

	Frequency	Percent
yes	7	70.0
no	3	30.0
Total	10	100.0

Nature of job contract

	Frequency	Percent
Contract letter	0	0
verbal	10	100.0
Total	10	100.0

During recruitment has anybody informed you about the terms and condition?

	Frequency	Percent
owner	2	66.7
others	1	33.3
Total	3	100.0

Do your work on a full time basis or part time?

	Frequency	Percent
Part time	0	0
full time	10	100.0
Total	10	100.0

Hours of work as stated at the time of contract

	Frequency	Percent
6.00	1	16.7
8.00	2	33.3
12.00	3	50.0
Total	6	100.0

Hours of work actually required to do

	Frequency	Percent
3.00	1	10.0
6.00	1	10.0
10.00	4	40.0
12.00	3	30.0
14.00	1	10.0
Total	10	100.0

Do you need to do over time?

	Frequency	Percent
yes	3	30.0
No	7	70.0
Total	10	100.0

Do you have any leave system?

	Frequency	Percent
No	0	0
yes	8	100.0
Total	80	100.0

Do you have any increment system?

	Frequency	Percent
yes	8	100.0
No	0	0
Total	8	100.0

Is the salary sufficient for your need?

	Frequency	Percent
yes	8	80.0
no	2	20.0
Total	10	100.0

is wage appropriately correlated with skill?

	Frequency	Percent
yes	8	100.0
No	0	0
Total	8	100.0

Does wage rate differ by ITPS and non-ITPs?

	Frequency	Percent
Yes	0	0
no	7	100.0
Total	7	100.0

Does any salary deduction system?

	Frequency	Percent
yes	1	10.0
no	9	90.0
Total	10	100.0

Is the toilet maintained well and equipped with water

	Frequency	Percent
yes	10	100.0
No	0	0
Total	10	100.0

How clean is the work environment?

	Frequency	Percent
clean	9	90.0
not clean	1	10.0
Total	10	100.0

Do you have any training on this profession?

	Frequency	Percent
yes	7	70.0
no	3	30.0
Total	10	100.0

Training skill requirement

	Frequency	Percent
months	4	66.7
year	2	33.3
Total	6	100.0

Scope of advance

	Frequency	Percent
yes	8	80.0
no	2	20.0
Total	10	100.0

Member of union	Frequency	Valid Percent
Yes	0	0
no	9	100.0
Total	10	100.0

Knowledge about ILO

	Frequency	Percent
yes	1	10.0
no	9	90.0
Total	10	100.0

Have national id

	Frequency	Percent
yes	9	90.0
no	1	10.0
Total	10	100.0

Is there any initiative by employer or any other organizations to provide social security support of any kind?

	Frequency	Percent
Compensation for accident	2	20.0
no	8	80.0
Total	10	100.0

if your economic condition and wellbeing are to improve what needs to happen?

	Frequency	Valid Percent
improving skills	5	83.3
organizing workers	1	16.7
Total	6	100.0

To improve your conditions what would be your expectations from?

	Frequency	Percent
government	1	100.0
Total	1	100.0

Do you live in the working place

	Frequency	Percent
yes	1	10.0
no	9	90.0
Total	10	100.0

**Does your dwelling unit have basic urban services
(water, electricity, gas, sanitation)?**

	Frequency	Percent
yes	10	100.0
No	0	0
Total	10	100.0

Income

	Frequency	Valid Percent
5000.00	2	25.0
6000.00	1	12.5
10000.00	1	12.5
12500.00	1	12.5
15000.00	1	12.5
15500.00	1	12.5
20000.00	1	12.5
Total	8	100.0

Others informal sector (Chittagong)

Table: Gender of the Chittagong other informal sector workers

Gender	Frequency	Percent
Male	14	70.0
Female	6	30.0
Total	20	100.0

Table: Ethnicity of the workers

Ethnicity	Frequency	Percent
chakma	9	45.0
marma	4	20.0
garo	3	15.0
Tripura	4	20.0
Total	20	100.0

Table: Religion of the Chittagong other informal sector workers

Religion	Frequency	Percent
Buddhist	13	65.0
Hindu	4	20.0
Christian	3	15.0
Total	20	100.0

Table: Home district of the Chittagong other informal sector workers

Home district	Frequency	Percent
Bandarban	3	15.0
Khagrachari	6	30.0
Mymensing	1	5.0
Rangamati	8	40.0
sherpur	1	5.0
Tangayail	1	5.0
Total	20	100.0

Table: Educational qualification of the workers

Education	Frequency	Percent
Primary level	3	15.0
secondary level	8	40.0
higher secondary level	6	30.0
Illiterate	3	15.0
Total	20	100.0

Table: Marital status of the workers

Marital status	Frequency	Percent
Married	9	45.0
unmarried	11	55.0
Total	20	100.0

Table: Person who influence to come city

Urban contact	Frequency	Percent
<i>relatives</i>	12	60.0
friends	4	20.0
owner	2	10.0
wife/husband	1	5.0
ownself	1	5.0
Total	20	100.0

Table: salary range of the workers

Salary range	Frequency	Percent
500-1000	3	15.0
1000-1500	0	0
1500-2000	1	5.0
5,500-7,000	4	20.0
7,000-10,000	7	35.0
10,000-15,000	5	25.0
Total	20	100.0

Table: work varies on seasons or festivals

work vary with seasonal or festivals	Frequency	Percent
yes	3	15.0
no	17	85.0
Total	20	100.0

Table: Job nature

Nature of job contract	Frequency	Percent
contract letter	6	30.0
verbal	14	70.0
Total	20	100.0

Table: Person described the rules and regulation

During recruitment person briefed rules and regulation	Frequency	Percent
owner	14	70.0
manager	5	25.0
others	1	5.0
Total	20	100.0

Table: job types

Full time basis or part time	Frequency	Percent
full time	17	85.0
part time	3	15.0
Total	20	100.0

Table: Working hours in contract

Hours of work as stated at the time of contract	Frequency	Percent
6.00	3	15.0
8.00	7	35.0
10.00	8	40.0
24.00	2	10.0
Total	20	100.0

Table: Actual hours of working

hours of work actually required to do	Frequency	Percent
6.00	2	10.0
8.00	9	45.0
10.00	6	30.0
12.00	1	5.0
13.00	1	5.0
24.00	1	5.0
Total	20	100.0

Table: Over time system

Overtime	Frequency	Percent
yes	4	20.0
No	16	80.0
Total	20	100.0

Table: Leave system in workplace

have any leave system	Frequency	Percent
yes	20	100.0
No	0	0
Total	20	100.0

Table: Adequate to meet need

Salary sufficient for need	Frequency	Percent
yes	14	70.0
no	6	30.0
Total	20	100.0

Table: Wage and skill correlation

wage appropriately correlated with skill	Frequency	Percent
yes	19	95.0
no	1	5.0
Total	20	100.0

Table: Salary deduction system

Salary deduction	Frequency	Percent
yes	2	10.0
no	18	90.0
Total	20	100.0

Table: Workplace condition

Cleanliness in the work environment	Percent	Frequency
very clean	11	55.0
clean	8	40.0
not clean	1	5.0
Total	20	100.0

Table: Having own land

Have own land	Frequency	Percent
yes	15	75.0
no	5	25.0
Total	20	100.0

Table: Seasonal migrant

Considered as seasonal migrant	Frequency	Percent
no	20	100.0
Yes	0	0
Total	20	100.0

Table: verification of vacation

Verified the information of vacancy	Frequency	Percent
Yes	3	15.0
no	17	85.0
Total	20	100.0

Table: Increment system in work place

increment system	Frequency	Percent
yes	13	65.0
no	7	35.0
Total	20	100.0

Table: Differentiation of wage

Wage rate different by ITPS and non-ITPs	Frequency	Percent
yes	3	15.0
no	14	70.0
no idea	3	15.0
Total	20	100.0

Table: Toilet maintenance in workplace

Toilet maintained well and equipped with water	Frequency	Percent
yes	19	95.0
no	1	5.0
Total	20	100.0

Table: Safety and security in workplace

workplace is safety secured	Frequency	Percent
yes	20	100.0
No	0	0
Total	20	100.0

Table: Faced any eve teasing/unusual behavior/treatment

Face eve teasing	Frequency	Percent
yes	3	15.0
No	17	85.0
Total	20	100.0

Table: Training in this sector before joining in this organization

Have training on this profession	Frequency	Percent
yes	10	50.0
no	9	45.0
no need	1	5.0
Total	20	100.0

Table: Required time to learn different skills

Training /skill requirement	Frequency	Percent
week	10	50.0
months	2	10.0
no need	8	40.0
Total	20	100.0

Table: Scope of advancement in workplace

Scope of advance	Frequency	Percent
yes	15	75.0
no	5	25.0
Total	20	100.0

Table: Aspiration of the workers to start own

Have aspiration to start own	Frequency	Percent
yes	3	15.0
no	17	85.0
Total	20	100.0

Table: Eagerness to change occupation

Want to change occupation	Frequency	Percent
yes	5	25.0
no	15	75.0
Total	20	100.0

Table: Willingness to pursue education

Have intent to pursue education	Frequency	Percent
yes	9	45.0
no	11	55.0
Total	20	100.0

Table:Member of union

Member of any unionization or organization	Frequency	Percent
yes	1	5.0
no	19	95.0
Total	20	100.0

Table: Knowledge about ILO

Idea about ILO	Frequency	Percent
yes	1	5.0
no	19	95.0
Total	20	100.0

Table: worker possesses notional ID

Have national id	Frequency	Percent
yes	17	85.0
no	3	15.0
Total	20	100.0

Table: Provided social security support

Social security	Frequency	Percent
provident fund	1	5.0
no	13	65.0
Bank account	6	30.0
Total	20	100.0

Table: Attitude in the society or community to work in this sector

	Frequency	Percent
dignified	18	90.0
not dignified	2	10.0
Total	20	100.0

Table: Felt neglected due to worke in this sector

	Frequency	Percent
yes	1	5.0
no	19	95.0
Total	20	100.0

Table: Live in workplace

Workplace for living	Frequency	Percent
yes	7	35.0
no	13	65.0
Total	20	100.0

Table: Ill proposal/motives/forced to perform

ever faced ill proposal/motives/forced to perform	Frequency	Percent
Yes	0	0
no	20	100.0
Total	20	100.0

Table: Dwelling with basic urban services

Dwelling unit have basic urban services (water, electricity, gas, sanitation)	Frequency	Percent
yes	20	100.0
No	0	0
Total	20	100

Appendix B: Participants List of Focus Group Discussion

Chittagong FGD Participant List Garment Workers Mixed Gender

Worker Participants			
	Name	Name of Garment	Phone Number
1.	Anil Bikash Chakma	Xin Chang Shops	01849323534
2.	Shumon Chakma	TS Felings	01858279271
3.	Disahan Tongchongga	HKD International	01557315052
4.	Baby Chankma	Youngone	01875557514
5.	Mitali Chakma	Youngon	01559004220
6.	Purno Bikash Chakam	HKD International	01849895422
7.	Akhi Chakma	HKD International	01876632596
8.	Refika Chakma	Youngone	01557200841
9.	Rita Chakma	Bonso	01553000250
10.	Sadika Tongchongga	BD	01554980117
11.	Mrokap	Youngone	01937224373
12.	Shukeshi Dewan	Youngone	01706306521
13.	Shibjoti Chakma	JJ Mils	01755505928
14.	Misti Chakma		01838378080
15.	Romita Chakma		01683784040
Other Participants			
16.	ATM Nurul Amin	Study Team Leader	
17.	Alexius Chicham	National Coordinator, ILO	
18.	Sharath Jyoti Chakma	President, Bangladesh Indigenous Peoples Forum, Chittagong Region	
20.	Arthee Chowdhury	Research Assistant (Field Supervisor)	
21.	Prima Chakma	Research Assistant (Field Supervisor)	



Chittagong focus group discussion (31 July 2015) participants are seen with the National Coordinator of the Project, and President of Bangladeshi Indigenous Peoples Forum, Chittagong Region and the Study Team leader

Participant List in Chittagong FGD with Beauty Parlour Workers

FGD Chittagong: Beauty Parlour

SL. No	Name	Name of Parlour	Phone
1	Nisha Snogma	Lucy	01840496485
2	Papiya Marak	Lucy	01811360701
3	Prama Songma	Lucy	01945992665
4	Shomapika Songma	Lucy	01916143172
5	Nahida salam Prinja	Lucy	01817707551
6	Adi Chakma	Persona	01833905970
7	Josna Chakma	Persona	01823839321
8	Chompa Prong	Touch and	01784296109
9	Rina Kaji	Persona	01710840461
10	Shima	Persona	01913898072
11	Doshomi	Persona	01813367022
12	Likha	Albiraj	01943311366
13	Lip	Persona	01790221265
14	Viba Thigita	Persona	01860696606
15	Promi	Persona	01840415054

16	Rita	Persona	01725630099
17	Lita	Persona	01894058822
	Other Participants		
19	Prima Chakma	Study Team Member	
20	Dr Aoulad Hosen	Study Coordinator	

Participant List of Savar FGD with the Garment Workers

Worker Participants			
SL. No	Name	Name of Factory	Phone
1	EkumaniChakma	Jongmine	01866369535
2	PolenChakma	Hopelone BD Limited	01557663224
3	RojenChakma	Kungke Limited	01533721853
4	ShukumerChakma	Gonji Limited	01862049141
5	ShomorBikashChakma	Bingshaine Text Limited	01554168575
6	Marine Chakma	Jongmine Textile	01771492241
7	Rupon Chakma	Kungke Limited	01839915332
8	SritibikashChakma	Grameen Knitwear Limited	01850489955
9	BironChakma	Gemi Embroidery	01820322264
10	BiputChakma	Gemi Embroidery	01553314492
11	ApuTalukdhar	Barse	01799273329
12	KahenChakma	WKK	01869980577
13	ShomorJotiChakma	Gemi Embroidery	01824124410
14	Bihari LalChakma	Gemi Embroidery	01820706539
15	MitonChakma	Jonglia	01830562947
16	RinkuChakma	WKK	01535471139
17	RitonChakma	Nice Cotton	01853618569
Female Participants*			
18	ShuchoritaChakma	Hopic	01556551567
19	ShumentaChakma	Jakaria	01859817944
20	Tripona Chakma	Grameen Knitwear Limited	01553793952
21	ShupriaChakma	Grameen Knitwear Limited	01852350205
22	ShujakiaChakma	Housewife	01553070378
23	Mina Chakma	FCI	01554772387
24	ShukhiChakam	Housewife	01535721887
25	ManoshiChakma	Styrex Fashion Ltd	01535519449
26	KuhinikaChakma	GB Garments Industry Ltd	
27	ShupanikaChakma	Gunde	01875524768

Other Participants			
28	ATM Nurul Amin	Study Team Leader	
29	Md. Aoulad Hosen	Study Coordinator	
30	Md. Tariqul Islam	Research Assistant (Coordinator)	
31	Arthee Chowdhury	Research Assistant (Field Supervisor)	
32	PurabyAladin	Field Investigator	
33	SimikaNayeem	Field Investigator	

List of Participants Savar Beauty Parlour Workers

Worker Participants		
	Name	Mobile Number
1	Nijum Mandhik	01856654353
2	Umme KulsumJahura	01935733360
3	Parvin Azad	01918179081
4	Poly Akhtar	01704772788
5	Keya Howladar	01923831992
6	Sumaiya	01711013682
7	Rita	01795315061
8	JuliMarma	01735782603
9	MadhuriRojario	01874338456
10	Nilima Ghosh	01950967616
11	NasrinAkther	01925898103
12	Laizu Akhter	01736525882
13	Meghla	01620307223
14	Lucky	01948687301
15	Meherunnesa	01915157288
16	Ojika Akhter	01944520037
17	RabeyaShultana	01759963965
Other Participants		
18	ATM Nurul Amin	Study Team Leader
19	Md. Aoulad Hosen	Study Coordinator
20	Md. Tariqul Islam	Research Assistant (Coordinator)
21	Arthee Chowdhury	Research Assistant (Field Supervisor)
22	PurabyAladin	Field Investigator
23	SimikaNayeem	Field Investigator



A participant sharing her experience in Focus Group Discussion on Beauty Parlours, Savar (7 August 2015)

Dhaka FGD Garment Workers Mixed Gender

List of Participants

Worker Participants			
SL	Name	Mobile	Most of the FGD participant comprises the following Institutes: Green knit apparel ltd, Load Star, Vision Apparels Pvt. Ltd
1	KhokanJyotichakma	01558006967	
2	SontoshChakma	01557335638	
3	ProvatChakma	01832385742	
4	RenukaChakma	01558299060	
5	PravakarChakma	0155768474	
6	SukantoChakma	01820427928	
7	SushelChakma	01559316921	
8	SonabiChakma	01864842050	
9	EitChakma	01554607589	

10	RanaritaChakma	01552993760	and Green knit apparel ltd
11	TripwnChakma	01875112569	
12	Sumentuchakma	01553144027	
13	BikenChakma	01824588425	
14	Mannush Chandra Chakma	01825599164	
15	Bijoy Lal Chakma	01925858684	
Other Participants			
16	ATM Nurul Amin	Study Team Leader	
17	Md. Aoulad Hosen	Study Coordinator	
18	Md. Tariqul Islam	Research Assistant (Coordinator)	
20	PurabyAladin	Field Investigator	
21	Simika Nayeem	Field Investigator	



A participant is sharing his working experience in Dhaka Focus Group Discussions (FGD) with garment workers of mixed gender, 21 August, 2015.

Participant List in Dhaka FGD with Beauty Parlour Workers

Worker Participants		
SL	Name	Mobile
1	Asha Moni	01987715191
2	Rosy Islam	01722603055
3	Arnish Kubi	01860332424
4	PerilishToju	01917556790
5	Sheema Marak	01951206510
6	Eti Chichim	01948402887
7	Sheema Rema	01910789395
8	Durba Rema	01759795877
9	Akhi Chichim	01952239398
10	Shamina Rema	01675676172
11	Shakha Chichim	01715492540
12	Merina Chichim	01715492540
13	Shoma Richil	01991092395
14	Shilpi Chichim	01929488613
15	Agnes	
Other Participants		
16	ATM Nurul Amin	Study Team Leader
17	Md. Aoulad Hosen	Study Coordinator
18	Md. Tariqul Islam	Research Assistant (Coordinator)
20	Puraby Aladin	Field Investigator
21	Simika Nayeem	Field Investigator



Participants in the Dhaka focus group discussions, 22 August 2015, with beauty parlour workers are seen with the study team members.

Appendix C: Survey Respondents and Focus Group Discussion Participants by Study Strata

Respondents Group	Distribution of Respondents by Type and Study Area	
	Respondents Type	Study Area
1. Worker Group Beauty Parlours:	<p>Total 100</p> <ul style="list-style-type: none"> • ITP: 70 • Non-ITP: 30 	<p>Dhaka: 35</p> <ul style="list-style-type: none"> • ITP: 25 • Non-ITP: 10 <p>Chittagong 35</p> <ul style="list-style-type: none"> • ITP: 25 • Non-ITP: 10 <p>Savar 30</p> <ul style="list-style-type: none"> • IPT: 20 • Non ITP 10
Garments	<p>Total 100</p> <ul style="list-style-type: none"> • ITP: 70 • Non-ITP:30 	<p>Dhaka 35</p> <ul style="list-style-type: none"> • ITP: 25 • Non-ITP: 10 <p>Chittagong 35</p> <ul style="list-style-type: none"> • ITP: 25 • Non-ITP: 10 <p>Savar: 30</p> <ul style="list-style-type: none"> • IPT: 20 • Non ITP: 10
2. Management Personnel	<p>Total 50</p> <ul style="list-style-type: none"> • Beauty Parlour: 25 • Garments: 25 	<p>Dhaka 20</p> <p>Chittagong: 20</p> <p>Savar: 10</p>
3. Other Informal Sector	<p>Total 50</p>	<p>Dhaka 20</p> <p>Chittagong: 20</p> <p>Savar: 10</p>
4. FGD Participants	<p>Total FGD 6 (90 Participants)</p> <ul style="list-style-type: none"> • Beauty Parlour <ul style="list-style-type: none"> - Female: 3 FGD • Garments <ul style="list-style-type: none"> - Male: 1 FGD - Mixed: 2 FGD 	<p>Dhaka</p> <ul style="list-style-type: none"> • Beauty Parlour: 1 FGD (Female) • Garments: 1 FGD (Mixed) <p>Chittagong</p> <ul style="list-style-type: none"> • Beauty Parlour: 1 FGD (Female) • Garments: 1 FGD (Mixed) <p>Savar:</p> <ul style="list-style-type: none"> • Beauty Parlour: 1 FGD (Female) • Garments: 1 FGD (Male)

**Each respondent will be selected on the basis of purposive sampling.*

*** Assuming male workers in beauty parlours are very few, if not totally absent.*

Appendix C: Information Collection Tools

Appendix C1: Worker Survey Questionnaire: Garment

Respondent's Identification Information

1. Name (Optional):
2. Male/female:
3. Age:
4. Ethnicity:
5. Religion:
6. Home district:
7. Marital Status: Married/unmarried (Single)/ Divorced/
8. Education:
9. Education:
 - a) Primary level
 - b) Secondary level
 - c) Higher secondary
 - d) Illiterate/literate
1. Type of work you are engaged in:

Family Background/Status

1. Are you married? If the interviewee not married, then go to question no. 2.5-2.7
2. If yes, does your husband/wife do job? If yes, where does (s)he work in the city or village?
3. Do you have children?
4. If yes, do they live with you?
5. If not, where do they live? Who takes care of your children?
6. Do you have your parents?
7. If yes, where do they live? Please describe-----
8. How many brothers and sisters do you have?
9. What is your position in your family? Please describe-----

10. Do you live in your own land in the village/origin of migration? If yes, please describe-----
11. If not, where did you built your houses in the village?
12. How many income-earning members are in the family: in city: in village-
..... Members
13. Are you a single earner in your family? If yes, please answer the followings:
14. What do you do with your earning salary?
 - Send her parents to support the family
 - Support her younger brother/sister for their schools/college
 - Savings for her future
 - Pay to the lender for her/family's earlier debt

Migratory Characteristics

1. How did you come in this city?
2. What factors/reasons motivated you to migrate in the city?
3. From which district of origin, you come to the city (please specify)
 - District name
 - Upazilla name
 - Village name.....
4. How long have you been in this city?
 - Year(s) and Month(s)
5. Will you consider yourself as a seasonal migrant?
 - If yes, please answer
6. Does your work much vary with seasons or festivity?
 - Which season/period?
7. How many months of a year you usually work in this sector?
 - Number of year(s).....and Number of month(s).....

Job Search Process

1. How did you come to know about work opportunity in this sector? Please specify (family/friends/relatives/tribal/indigenous community network/print media/electronic media/others) name
2. How do the workers usually get the information about the work in this sector?
3. Were you contracted/offered the job before coming to the city or after coming to the city?
4. How long you were to wait for getting the job after arriving in the city?

Job History

1. Is it your first work in urban occupation? Yes/No
2. Please provide your job history in the table below:

Present/first Job	Length of service in this job
1st last job	
2nd last job	
3rd last job	

Work Contract Stipulation in the Present Job

1. Job contract: () Written () Verbal if written have you seen it or have any copy of it?
2. On a full time basis () or part time basis ()
3. Job position, if assigned/noted
4. Hours of work as stated at the time of contract
5. Days of work in a week as stated at the time of employment.....
6. How many hours in a week they required to discharge jobs.....

Work Terms and Conditions

1. How many hours you usually work per day and per week?
2. How many days a week do you work?
3. Do you have rest time or breaks during the working day? If yes, how long
4. Do you need to do overtime work?
5. How is the overtime payment system?
6. Is the overtime provision satisfactory to you?
7. Do you get sick leave with pay? If yes, how may days?
8. Do you know the law on maternity leave?
9. To your knowledge, any of your fellow worker has enjoyed it?

Skill Requirement

1. Any specific skill is required for working in this sector?
2. Please indicate the time required for learning different skill sets required for working in garments? List time required by type of skills.
3. Did you receive any training on this sector?
4. If yes, what is the name of the institution/organization

5. What was the length of the training?
6. Who has provided the training cost?

Scope of Advancement

1. Do you see a scope to advance through your current work?
2. Is wage appropriately correlated with skill level?
3. For better wage, which kind of skill is required?
4. Is there any scope to improve the skill through your current work?

Salary/Wages

1. How is the wage set?
2. How is salary adjusted as you continue in the work?
 - Yearly
 - Any standard increment
3. What is your current salary?
4. What was your salary at the starting point?
5. Does your salary depend on the level of production units or is it fixed on a monthly basis?

If it depends on the number of production, please specify the average production units in a month and corresponding average monthly income?

Average production units (monthly)..... and average monthly income (in Tk.) If the level of production fluctuates, how does it affect you?

6. Is the salary sufficient for meeting your basic needs? Please answer the question by referring to the basic needs (e.g. food, lodging, clothing, educational expense, medical allowance, etc.)
7. Does the wage rate for same type work differ by ITPs and non-ITPs?
8. If yes, which group gets better salary?
9. By what proportion (%) does the salary differ, in case there is indeed any difference in salary by ITPs and non ITPs?
10. Do you get your salary on a regular basis?
11. Does any salary deduction occur for any reason? If yes, what are those?
12. Do you get any additional monetary return/tips, other than regular salary or income? If yes, please specify the amount (in a month/in a specific service/specific festival time/etc.).....

Incidence of Accidents and Safety Issues

1. What are the common types of accidents at the garments sites? List:

2. How frequent are these accidents? Daily/weekly/monthly/yearly?
3. Do you think that the working place is good enough for ensuring sound healthy environment?
If not, specify and state the actual conditions of the workplace
4. Do you have any basis to link any sickness or discomfort with your working conditions?
5. Do you find that the employer of the garments factory has taken any safety measures against the incidence of accidents?
6. If yes, specify the measure (regular/irregular basis)

Living Environment

1. How far is your home from your workplace?
2. How much rent you pay?
3. Does your dwelling unit have basic urban services (water, electricity, gas, sanitation)?
4. How frequently do you receive medication?

Sanitation Facility

1. Is there any toilet facility at your work place?
2. Is the toilet maintained well and equipped with water?
3. Is it combined or separate for male and female?

Unionization of Workers

1. Are you member of any union or organization?
2. Any union activity concerning ITP garment workers?
3. Any other organization/association activity concerning garment workers?
4. Any NGO or human rights organization involved?

Familiarity with Labor Law and Regulations

1. Do you have any information on labor law of Bangladesh?
2. If yes, to your knowledge, does the labor law contain provisions on workers' right?
3. Will you be interested to know about labour law?
4. What type of support you need from the government in this regard?
5. Do you know any international laws/conventions regarding labour rights? If yes, please name some of them -----

Inspection System

1. Does anyone come from the side of the Government to inspect workplace?
2. Have you seen any change at your workplace because of this inspection?
3. What is that change?
4. What was the cause?

Social Security

1. Do you have any National ID or Life Insurance?
2. Do you receive any social security facilities like pension, provident fund, gratuity, maternity benefits, compensation for accident, health insurance etc at the work place?
3. Is there any initiative by employer or any other organizations to provide social security support of any kind?

Attitudes and Aspirations

1. Which considerations attracted you to the garment sector?
2. Do you see a prospect of improving your economic condition by continuing in your present work?
3. If your economic condition and well-being are to improve, what needs to happen (ensuring work rights, improving skills, organizing workers)?
4. Do you think the involvement in the overtime (mandatory) working hour and hard working condition hampers your family life or leisure or recreation time? If yes, please specify.....
5. To improve your conditions what would be your expectations from:
 - Direct Employers:
 - Government:
 - Trade Union:
 - ILO:
 - NGOs:

Appendix C2: Worker Survey Questionnaire: Beauty Parlour

Respondent's Identification Information

2. Name (Optional):
3. Male/female:
4. Age:
5. Ethnicity
6. Religion
7. Home district
8. Education:
 - e) Primary level
 - f) Secondary level
 - g) Higher secondary
 - h) Illiterate/literate
9. Name of the Parlour and address:
10. Work you are engaged in:
 - (a) Haircuts,
 - (b) Hair colouring
 - (c) Bridal makeup
 - (d) Manicures and pedicures
 - (e) Spa
 - (f) Facials
 - (g) Waxing
 - (h) Mud baths
 - (i) Eyebrow shaping
 - (j) Body wraps
 - (k) Other (specify please)

Family Background/Status

1. Are you married? If the interviewee not married, then go to question no 5-9
2. If yes, does your husband do job? If yes, where does he work in the city or village?
3. Do you have children? If yes, do they live with you?
4. If not, where do they live? Who takes care of your children?
5. Do you have your parents? If yes, where do they live? Please describe -----

6. How many brothers and sisters do you have?
7. What is your position in your family? Please describe -----
8. Do you live in your own land in the village/origin of migration? If yes, please describe -----
9. If not, where did you build your houses in the village?
10. How many income-earning members are in your family? (in city..... in village..... Members)
11. Are you a single earner in your family? If yes, please answer the followings:
12. What do you do with your earning salary?
 - Send to parents to support the family
 - Support the younger brother/sister for their schools/college
 - Save for future (bank accounts)
 - Pay to the lender for her/family's earlier debt
13. Family members engaged in formal/informal activities in urban area

Migratory Characteristics

1. How did you come to this city? Please describe -----
2. How long have you been in this city?
3. Will you consider yourself as a seasonal migrant?
4. Does your work much vary with seasons or festivity? If yes, please describe---

5. Which season/period requires which type of?
6. Why do workers come to city for such type of work?
7. How many months of a year workers usually work in beauty parlour?

Job Search

1. How did you get the information about the work/vacancy?
2. Do you verify the information about the vacancy? If yes, specify the source?
3. Were you assigned to the work/job for which you were initially recruited?

Job History

1. Is it your first work in urban occupation? Yes/No
2. If yes, Please provide your job history in the table below:

Present/first Job	Length of service in this job	Reason of leaving
-------------------	-------------------------------	-------------------

1st last job		
2nd last job		
3rd last job		

3. Why did you leave your previous job?

Nature of Job Contract Stipulation in the Present Job

1. Do you have any job contract letter? If yes, can you show us the copy of contract?
2. If not, is it verbal? If yes, please describe-----
3. In connection with your recruitment, has anybody informed you about your terms and conditions of employment and entitlements? If yes, who?
4. Do you work on a full time basis () or part time basis ()
5. What is your Job position, if assigned/noted
6. Hours of work as stated at the time of contract
7. Hours of work actually required to do.....

Working Time

1. How many hours do you normally work per day?
2. How many days do you normally work per week?
3. Is there any rest time during the working period?
4. If yes, how long, please describe—
5. How many days a week do you work?
6. Do you need to do overtime work?
7. How is the payment system of overtime?
8. Is the overtime provision satisfactory to you?
9. Do you have any leave system in this parlour?
10. If yes, please describe-----
11. If not, how do you get leave? Please describe-----
12. Do you get sick leave with pay?
13. If yes, how many days?
14. Do you know the law on maternity leave?
15. To your knowledge, any of your fellow worker has enjoyed it?
16. Do you enjoy festival/annual leave? If yes, how many days maximum do you get?
17. Are you happy with the amount and arrangements of your working time?

Salary/Wage

1. How is salary set?
2. Is there any salary scale within this beauty parlor?
3. How is salary adjusted as you continue in the work? Yearly? Any standard increment?
4. What is your current salary?
5. What was your salary at the point of start of the work?
6. Is the salary sufficient for meeting your needs?
7. Is wage appropriately correlated with skill level
8. Does wage rate for same type work differ by ITPs and non-ITPs?
9. If yes, which group gets better salary?
10. By what proportion (%) does the salary differ, in case there is indeed any difference in salary by ITPs and non ITPs?
11. Do you get your salary on a regular basis? If no, how do you manage your family cost?
12. Does any salary deduction occur for any reason?
13. If yes, what are those?

Working Environment and Occupational Safety and Health

1. Were you ever forced to perform work that you did not want to do? Is there any toilet facility at the working site?
2. Is the toilet maintained well and equipped with water?
3. How clean is the work environment?
4. What are the common types of accidents at the beauty parlor/garments sites?
List:
5. How frequent are these accidents? Daily/weekly/monthly/yearly?
6. Did you receive any message on fire safety and earth quake preparation?
7. Do you consider the workplace as good enough to ensure a sound health environment?
8. If not, specify and state the actual conditions of the workplace
.....
9. Do you have any basis to link any sickness or discomfort with your working conditions?
10. What is the distance from your working station to your residence/hostel?
11. How do you go to your work station? If walking, then did you face any eve teasing/unusual behavior/treatment?
12. Do you feel your workplace is safety and secured? If no, please specify
.....

Training and Skill Requirement

1. Do you have any training on this profession? If not, how did you learn this job? Please describe -----
2. What is the learning period (how many months as apprenticeship/on the job training)?
3. Who train you and how do you define your sectors (hair cutting, bro plucking, make-up etc.)
4. Do you get any payment during this apprenticeship period?
5. Did you complete any probationary period before becoming a full time worker? What was the requirement? Please describe -----

6. Please indicate the time required for learning different skill sets required for working in beauty parlors? List time required by type of skills.

Scope of Advancement/carrier opportunity

1. Do you see a scope to advance through your current work?
2. Do you have an aspiration to start your own beauty parlor?
3. For better wage, which kind of skill is required?
4. Is there any scope to improve the skill through your current work?
5. Do you want to change your carrier shifting from this occupation to others if available? If yes, which sector do you want work and why?
6. Are you studying besides this work?
7. Do you intend to pursue your education any further?

Unionization of Workers

1. Are you member of any union or organization?
2. If yes, please indicate the trade union that you are a member of and elaborate on the type of union activities you participate in
3. If no, please explain why you did not join a trade union
4. Any union activity concerning beauty parlour workers?
5. Any other organization/association activity concerning beauty parlour workers?
6. Any NGO or human rights organization involved?
7. Do you have any network with other parlour workers in this city? If yes, how often do you meet and where? Please describe.....
8. Do you know any person's name who works with Beauty Parlor in this city? If no, do you think this is required to improve your working conditions?
9. Are you interested to join to any type of Trade Union or organization?

Familiarity with Labor Law and Regulations

1. Do you have any idea about labor law of Bangladesh?
2. To your knowledge, does the labor law contain provisions on workers' right?
3. Will workers be interested to know about labour law?
4. What type of support you need from the government in this regard?
5. Do you know any international labour conventions related labour rights? If yes, please describe.....

Inspection System

1. Does anyone come from the side of the Government to inspect workplace?
2. Have you seen any change at your workplace because of this inspection?
3. What is that change?
4. What was the cause?

Social Security

1. Do you have any national ID card or life insurance?
2. Do you receive any social security facilities like pension, provident fund, gratuity, maternity benefits, compensation for accident, health insurance etc at the work place?
3. If yes, please describe the benefits-----
4. Is there any initiative by employer or any other organizations to provide social security support of any kind?

Attitudes and Aspirations

1. Which considerations attracted you to the beauty parlour occupation?
2. Do you see a prospect of improving your economic condition by continuing in your present work?
3. If your economic condition and well-being are to improve, what needs to happen (ensuring work rights, improving skills, organizing workers)?
4. To improve your conditions, what would be your expectations from:
 - Direct employers
 - Government
 - Trade union
 - ILO
 - NGOs

Behavior and Attitudes towards this Occupation

1. Do you think this occupation is dignified you in the society/in your community? If no, describe the reasons-----
2. Have you ever felt neglected or treated with disrespect for being a worker in this sector?
3. Have you ever felt unfavorable treatment or disrespect because your ethnic/cultural identity?
4. Have you seen/experience any misbehave by the customers? If yes, would you want share such experiences? If yes, please describe-----

Harassment and Conflict

1. Have you ever been asked to work in the owner's house instead of parlor work? If yes, how often you have to work in the owner's house?
2. What types of works you have to do in the owner's house? Please explain-----
3. Have you ever faced ill proposal/motives/forced to perform any job that you did not want to or incidence that you do not want to disclose? Yes () No ()
4. In case of any sexual harassment, how do you resolve? Please describe-----
5. Have you been threaten not to leave this parlor for better opportunity/salary?
6. Do you know any harassment incidence for being changing parlor due to higher salary or better opportunity?
7. Have you lodge any complaint against such incidence to the owner/owner association/any person/police station? If yes, please describe-----

Living Environment

1. Do you also live in your workplace?
2. If not, how far it is from your workplace?
3. How much rent you pay?
4. Does your dwelling unit have basic urban services (water, electricity, gas, sanitation)?

Way forward

1. What types of measures need to be taken to improve your present working conditions?
2. Whom do you think the appropriate actor for this improvement?

Appendix C3: Worker Survey Questionnaire: Other Informal Sector

Respondent's Identification Information

- 11. Name (Optional):
- 12. Male/female:
- 13. Age:
- 14. Ethnicity:
- 15. Religion:
- 16. Home district:
- 17. Education:
 - i) Primary level
 - j) Secondary level
 - k) Higher secondary
 - l) Illiterate/literate
- 18. Name of the Institution and address:
- 19. Work you are engaged in:

Family Background/Status

- 14. Are you married? If the interviewee not married, then go to question no 5-9
- 15. If yes, does your husband do job? If yes, where does he work in the city or village?
- 16. Do you have children? Yes / No
 - If yes, do they live with you?
- 17. If not, where do they live? Who takes care of your children?
- 18. Do you have your parents? Yes/ No
 - If yes, where do they live? Please describe -----
- 19. How many brothers and sisters do you have?
- 20. What is your position in your family? Please describe -----

21. Do you live in your own land in the village/origin of migration? Yes/ No

If yes, please describe -----

If not, where did you build your houses in the village?

22. How many income-earning members are in your family?

(in city..... in village.....)

23. Are you a single earner in your family? Yes/ No

If yes, please answer the followings:

24. What do you do with your earning salary?

- Send to parents to support the family
- Support the younger brother/sister for their schools/college
- Save for future (bank accounts)
- Pay to the lender for her/family's earlier debt

Migratory Characteristics

8. How did you come to this city? Please describe -----

9. How long have you been in this city?

10. Will you consider yourself as a seasonal migrant? Yes/ No

11. Does your work much vary with seasons or festivity? Yes/ No

If yes, please describe -----

12. Which season/period requires?

13. Why do workers come to city for such type of work?

14. How many months of a year workers usually work in this sector?

Job Search

4. Why did you choose this career instead of career in beauty parlor/garment?

5. How did you get the information about the work/vacancy?
6. Do you verify the information about the vacancy?
If yes, specify the source?
7. Were you assigned to the work/job for which you were initially recruited?

Job History

4. Is it your first work in urban occupation? Yes/No
5. If yes, Please provide your job history in the table below:

Present/first Job	Length of service in this job	Reason of leaving
1st last job		
2nd last job		
3rd last job		

6. Why did you leave your previous job?

Nature of Job Contract Stipulation in the Present Job

8. Do you have any job contract letter? Yes/ No
If yes, can you show us the copy of contract?
9. If not, is it verbal? Yes/ No If yes, please describe -----

10. In connection with your recruitment, has anybody informed you about your terms and conditions of employment and entitlements? Yes/ No If yes, who?
11. Do you work on a full time basis () or part time basis ()
12. What is your Job position, if assigned/noted
13. Hours of work as stated at the time of contract

14. Hours of work actually required to do

Working Time

18. How many hours do you normally work per day?

19. How many days do you normally work per week?

20. Is there any rest time during the working period?

21. If yes, how long, please describe—

22. How many days a week do you work?

23. Do you need to do overtime work?

24. How is the payment system of overtime?

25. Is the overtime provision satisfactory to you?

26. Do you have any leave system in this office?

27. If yes, please describe -----

28. If not, how do you get leave? Please describe -----

29. Do you get sick leave with pay?

30. If yes, how many days?

31. Do you know the law on maternity leave?

32. To your knowledge, any of your fellow worker has enjoyed it?

33. Do you enjoy festival/annual leave? If yes, how many days maximum do you get?

34. Are you happy with the amount and arrangements of your working time?

Salary/Wage

14. How is salary set?

15. Is there any salary scale within this sector?

16. How is salary adjusted as you continue in the work? Yearly? Any standard increment?

17. What is your current salary?

18. What was your salary at the point of start of the work?

19. Is the salary sufficient for meeting your needs?

20. Is wage appropriately correlated with skill level

21. Does wage rate for same type work differ by ITPs and non-ITPs?

22. If yes, which group gets better salary?

23. By what proportion (%) does the salary differ, in case there is indeed any difference in salary by ITPs and non ITPs?

24. Do you get your salary on a regular basis? If no, how do you manage your family cost?

25. Does any salary deduction occur for any reason?

26. If yes, what are those?

Working Environment and Occupational Safety and Health

13. Were you ever forced to perform work that you did not want to do? Is there any toilet facility at the working site?
14. Is the toilet maintained well and equipped with water?
15. How clean is the work environment?
16. What are the common types of accidents at this sector? List:
17. How frequent are these accidents? Daily/weekly/monthly/yearly?
18. Did you receive any message on fire safety and earth quake preparation?
19. Do you consider the workplace as good enough to ensure a sound health environment?
20. If not, specify and state the actual conditions of the workplace
21. Do you have any basis to link any sickness or discomfort with your working conditions?
22. What is the distance from your working station to your residence/hostel?
23. How do you go to your work station? If walking, then did you face any eve teasing/unusual behavior/treatment?
24. Do you feel your workplace is safe and secured? If no, please specify

Training and Skill Requirement

7. Do you have any training on this profession? If not, how did you learn this job? Please describe
8. What is the learning period (how many months as apprenticeship/on the job training)?

9. Who train you and how do you define your sectors (hair cutting, bro plucking, make-up etc.)
10. Do you get any payment during this apprenticeship period?
11. Did you complete any probationary period before becoming a full time worker? What was the requirement? Please describe
12. Please indicate the time required for learning different skill sets required for working in this sector? List time required by type of skills.

Scope of Advancement/carrier opportunity

8. Do you see a scope to advance through your current work?
9. Do you have an aspiration to start your own business?
10. For better wage, which kind of skill is required?
11. Is there any scope to improve the skill through your current work?
12. Do you want to change your carrier shifting from this occupation to others if available? If yes, which sector do you want work and why?
13. Are you studying besides this work?
14. Do you intend to pursue your education any further?

Unionization of Workers

10. Are you a member of any union or organization?
11. If yes, please indicate the trade union that you are a member of and elaborate on the type of union activities you participate in
12. If no, please explain why you did not join a trade union
13. Any union activity concerning ITP workers?

14. Any other organization/association activity concerning ITP workers?
15. Any NGO or human rights organization involved?
16. Do you have any network with other ITP workers in this city? If yes, how often do you meet and where? Please describe.....
17. Do you know any person's name who works in the same sector as you in this city? If no, do you think this is required to improve your working conditions?
18. Are you interested to join to any type of Trade Union or organization?

Familiarity with Labor Law and Regulations

6. Do you have any idea about labor law of Bangladesh?
7. To your knowledge, does the labor law contain provisions on workers' right?
8. Will workers be interested to know about labour law?
9. What type of support you need from the government in this regard?
10. Do you know any international labour conventions related labour rights? If yes, please describe.....

Inspection System

5. Does anyone come from the side of the Government to inspect workplace?
6. Have you seen any change at your workplace because of this inspection?
7. What is that change?
8. What was the cause?

Social Security

5. Do you have any national ID card or life insurance?

6. Do you receive any social security facilities like pension, provident fund, gratuity, maternity benefits, compensation for accident, health insurance etc at the work place?
7. If yes, please describe the benefits
8. Is there any initiative by employer or any other organizations to provide social security support of any kind?

Attitudes and Aspirations

5. Which considerations attracted you to this occupation?
6. Do you see a prospect of improving your economic condition by continuing in your present work?
7. If your economic condition and well-being are to improve, what needs to happen (ensuring work rights, improving skills, organizing workers)?
8. To improve your conditions, what would be your expectations from:
 - Direct employers
 - Government
 - Trade union
 - ILO
 - NGOs

Behavior and Attitudes towards this Occupation

5. Do you think this occupation is dignified you in the society/in your community? If no, describe the reasons
6. Have you ever felt neglected or treated with disrespect for being a worker in this sector?
7. Have you ever felt unfavorable treatment or disrespect because your ethnic/cultural identity?
8. Have you seen/experience any misbehave by the customers? If yes, would you want share such experiences? If yes, please describe.....

Harassment and Conflict

8. Have you ever been asked to work in the owner's house instead of working place? If yes, how often you have to work in the owner's house?
9. What types of works you have to do in the owner's house? Please explain.....
10. Have you ever faced ill proposal/motives/forced to perform any job that you did not want to or incidence that you do not want to disclose? Yes () No ()
11. In case of any sexual harassment, how do you resolve? Please describe
12. Have you been threaten not to leave this job for better opportunity/salary?
13. Do you know any harassment incidence for being changing jobs due to higher salary or better opportunity?
14. Have you lodge any complaint against such incidence to the owner/owner association/any person/police station? If yes, please describe

Living Environment

5. Do you also live in your workplace?
6. If not, how far it is from your workplace?
7. How much rent you pay?
8. Does your dwelling unit have basic urban services (water, electricity, gas, sanitation)?

Way forward

3. What types of measures need to be taken to improve your present working conditions?
4. Whom do you think the appropriate actor for this improvement?

Appendix C4: Interview Schedule: Management Personnel (Beauty Parlour and Garments)

Respondents Identification Information

1. Type of Enterprise: Beauty parlour () Garments ()
2. Name:
3. Gender: Male () Female ()
4. Age:
5. Ethnicity
6. Educational qualification:
7. Home district:
8. Name of Enterprise/Organization
9. Position: () Owner () Owner-Operator () Manager
10. Length of involvement:
11. Responsibilities:
12. Income/Salary:

Process of Recruiting Workers of ITP

1. How does the management level get in contact with the ITPs?
.....
2. Do you prefer ITPs over non-ITPs in hiring workers? () Yes (No)
3. If yes, why?
4. Is the number of ITP worker, compared to non-ITP, are higher or lower?
5. If it is higher, why is it the case?
6. Role of workers' urban contacts in getting into touch with the management.....

Work Terms and Conditions

1. How is the salary scale determined?
2. Wage difference between ITPs and non-ITPs:
3. Wage difference by gender: () among ITP Males and Females () among non-ITP males and females
4. Work hours And work days.....
5. Any weekend or other holiday/leave with pay during festivals
6. Do the workers (ITPs) of your organization get any bonus? If yes, how much?
7. Do you have any meal providing system in your organization?
8. What is the highest salary scale in your enterprise?

9. Do you keep any records of your employees?

- Attendance
- Leave/holiday
- Roster days
- Receipts of their services
- Others..... (Specify)

Knowledge about Rights

1. Familiarity with *Bangladesh* government policy on ITPs in general and rights issue in particular, e.g.:

- 5% quota for ITPs (since 1985) in government service (BCS and Class 1 & Class 2)
- Minimum wage provisions
- Other work related laws, particularly about the Labour Act, 2006 and its amendment in 2013.

2. Familiarity with ILO conventions (listed below) related to Rights of ITPs

- Recruiting of Indigenous Workers Convention, 1936 (No. 50)
- Contracts of Employment (Indigenous Workers) Convention, 1939 (No. 64)
- Penal Sanctions (Indigenous Workers) Convention, 1939 (No. 65)
- Contracts of Employment (Indigenous Workers) Convention, 1947 (No. 86)
- Abolition of Penal Sanctions (Indigenous Workers) Convention, 1955 (No. 104)
- Indigenous and Tribal Populations Convention, 1957 (No. 107)
- Indigenous and Tribal Peoples Convention, 1989 (No. 169)
- *The ILO Convention on Indigenous and Tribal Populations, which has been ratified by Bangladesh. (No. 107)*

3. Familiarity on ILO Conventions on Work Rights

- ILO Convention on Forced Labour 1930 (C29)
- Freedom of Association and Protection of the Right to Organise Convention 1948 (C87).
- Right to Organise and Collective Bargaining Convention 1949 (C98).
- Equal Remuneration Convention 1951 (C100).
- Abolition of Forced Labour Convention 1957 (C105).
- Discrimination (Employment and Occupation) Convention 1958 (C111).
- Minimum Age Convention 1973 (C138).

- Worst Forms of Child Labour Convention 1999 (C182).
- Domestic Workers Convention 2011 (C189)

Hiring Conditions

1. Commonly used criteria for worker recruitment?
2. For workers of ITP background
3. For non-ITP
4. What is the process of hiring? (ITPs/non ITPs)
5. Hiring status of workers: Permanent/ contractual (ITPs more permanent or contractual)
6. Written or Verbal contract with (e.g., period, working hour/day, wage, any other conditions)?
7. Wage rate at point of entry?
8. Any apprenticeship period with pay/without pay?
9. Length of apprenticeship

Association/Unionization

1. Any union activity concerning ITP (Garment /Beauty Parlour) workers besides the non-ITP union.
2. Any organization/association activity concerning (Garment /Beauty Parlour) workers (involving ITP workers and non-ITP workers separately and combining)
3. Any NGO or human rights organization involved?
4. Does the union of your organization make efforts in partnering ITP organization?

Recent Improvement in Working Conditions

1. Has any tangible improvement occurred in working environment and terms of work in recent months?
2. Any improvement in terms of scope to organize and unionize?
3. If there has been an improvement, what made it to happen? (e. g., due to government pressure or any particular organization's influence on management level?)

Problems Encountered

- 3 Has there ever been any unrest or disturbance in the factory premises?
- 4 If yes, what it was about/nature of it?

- 5 Is there any facility within the working place (Garment /Beauty Parlour) where workers can complain? Please state.....
- 6 Has there been any complain from the ITPs about their salary or otherwise?
- 7 Has there been any report on sexual harassment or racial discrimination faced by the workers of ITP origin?.....
- 8 If no, could there be any reason for not bringing up such issues?
- 9 Is there any system in place for receiving any such complain?

Accident

1. What types of accidents generally occur in your working place?
2. What is the frequency of such accidents?
3. Is there any primary health care facility in your enterprise?
4. What are the causes of accidents?
5. Do the workers get any compensation?
6. What measures are taken for avoiding accidents?

Opportunities Offered

1. On-the-job training
2. Scope of being rewarded for skill upgrading
3. Housing facility

Policy Issue for Improvement in Working Conditions

1. What steps would you suggest for dissemination of labour act provisions?
2. What government can do for improvement?
3. Any comment or suggestions, please, for improving the workers' rights and work terms and conditions in Beauty Parlour/Garments.

.....

Appendix C5: FGD Issues- Garments

Process of Involvement in Garments

1. Reasons for relatively involvement of Indigenous and Tribal Peoples (ITPs) in garments (could it be because of no religious/cultural inhibition?)
2. Role of urban contacts in getting involved.

Recruitment and contracts

1. In worker recruitment, any preference to particular community or gender?
2. Any written contract or letter of appointment?
3. Verbal contract with (e.g., period, working hour/day, wage, any other conditions)?
4. Wage rate at point of hiring?
5. Any apprenticeship period with pay/without pay?

Knowledge about Rights

1. Familiarity with Bangladesh laws and policy on with regard to workers' rights and indigenous and tribal peoples e.g.:
 - Related laws, particularly about the Labour Act, 2006 and its amendment in 2013.
 - Minimum wage
 - 5% quota for ITPs (since 1985) in government service (BCS and Class 1 & Class 2).
2. Familiarity with ILO Conventions - Have you heard about any ILO Conventions and what they say?
 - Indigenous and Tribal Populations Convention, 1957 (No. 107)
 - *Indigenous and Tribal Peoples Convention, 1989 (No. 169)*
 - ILO Convention on Forced Labour 1930 (C29)
 - Freedom of Association and Protection of the Right to Organise Convention 1948 (C87).
 - Right to Organise and Collective Bargaining Convention 1949 (C98).
 - Equal Remuneration Convention 1951 (C100).
 - Abolition of Forced Labour Convention 1957 (C105).
 - Discrimination (Employment and Occupation) Convention 1958 (C111).
 - Minimum Age Convention 1973 (C138).
 - Worst Forms of Child Labour Convention 1999 (C182).
 - Domestic Workers Convention 2011 (C189)

Determination of wages

1. How are wage rates calculated (per piece, per hour, days, etc)?
2. Are there wage categories (e.g., by skill, experience, education and any other consideration?)
3. Is there a practice of payment in kind (e.g. food and accommodation)
4. Are wages offered above the minimum wage?
5. Wage difference between by:
 - a. ITPs and non-ITPs
 - b. Gender (ITPs/non-ITPs)

Problems Encountered

1. Working conditions related problems (wage payment, work hours, leave, overtime, including unpaid overtime)
2. Health hazards (from chemical use, spray and colours)
3. Living place related problems
4. Harassment at workplace
5. Harassment at living place
6. Sexual harassment at workplace
7. Sexual harassment at living (residence) place
8. Other

Association/unionization

1. Any union activity concerning garment workers (involving ITP workers and non-ITP workers separately or combining)?
2. Any organization/association activity concerning garment workers (involving ITP workers and non-ITP workers separately and combining?)
3. Potential role of union in partnering ITP organization
4. Any NGO or human rights organization involved in garments for ITP workers?

Accident

1. Type of accidents
2. Frequency of accidents
3. Causes of accidents
4. Compensation due to accident on factory
5. Measures required for avoiding accidents

Political Persecution

1. Any experience that is perceived or considered as political persecution
2. Political view-wise
3. For belonging to the ITP community
4. Internal feud

Opportunities Offered

1. On-the-job training
2. Scope of being rewarded for skill upgrading

Recommendations for improving working conditions

1. What are the measures that could be taken to address the situation of the workers in terms of working conditions and workers' rights more generally? What could the different actors do, including the government?
2. How could the work of unions be supported and improved?
3. How could awareness of national laws and ILO conventions be raised?
4. What could be done to improve the working conditions and labour rights of indigenous and tribal peoples more specifically?

Overall Comments

Appendix C6: FGD Issues: Beauty Parlour

Process of Involvement in Beauty Parlour

1. Reasons for relatively higher involvement of Indigenous and Tribal Peoples (ITPs) in beauty parlour activity (could it be because of no religious/cultural inhibition?)
2. Role of urban contacts in getting involved.

Recruitment and contracts

1. In worker recruitment any preference to particular community or gender?
2. Any written contract or letter of appointment?
3. Verbal contract with (e.g., period, working hour/day, wage, any other conditions)?
4. Wage rate at point of hiring?
Any apprenticeship period with pay/without pay?

Knowledge about Rights

1. Familiarity with Bangladesh laws and policy on with regard to workers' rights and indigenous and tribal peoples e.g.:
 - Related laws, particularly about the Labour Act, 2006 and its amendment in 2013.
 - Minimum wage
 - 5% quota for ITPs (since 1985) in government service (BCS and Class 1 & Class 2)
2. Familiarity with ILO Conventions - Have you heard about any ILO Conventions and what they say?
 - Indigenous and Tribal Populations *Convention, 1957 (No. 107)*
 - *Indigenous and Tribal Peoples Convention, 1989 (No. 169)*
 - ILO Convention on Forced Labour 1930 (C29)
 - Freedom of Association and Protection of the Right to Organise Convention 1948 (C87).
 - Right to Organise and Collective Bargaining Convention 1949 (C98).
 - Equal Remuneration Convention 1951 (C100).
 - Abolition of Forced Labour Convention 1957 (C105).
 - Discrimination (Employment and Occupation) Convention 1958 (C111).
 - Minimum Age Convention 1973 (C138).
 - Worst Forms of Child Labour Convention 1999 (C182).
 - Domestic Workers Convention 2011 (C189)

Determination of wages

10. How are wage rates calculated (per piece, per hour, days, etc.)?
11. Are there wage categories (e.g., by skill, experience, education and any other consideration?)
12. Is there a practice of payment in kind (e.g. food and accommodation)?
13. Are wages offered above the minimum wage?
14. Wage difference between by:
 - a. ITPs and non-ITPs
 - b. Gender (ITPs/non-ITPs)
15. Records of your employees
 - Attendance
 - Leave/holiday
 - Roster days

- Receipts of their services
- Others..... (Specify)

Problems Encountered

1. Working conditions related problems (wage payment, work hours, leave, overtime, including unpaid overtime)
2. Health hazards (from chemical use, spray and colours)
3. Living place related problems
4. Harassment at workplace
5. Harassment at living place
6. Sexual harassment at workplace
7. Sexual harassment at living (residence) place
8. Police harassment
9. Demand (e.g., subscriptions) from local influential guys
10. Other

Association/unionization

1. Any union activity concerning beauty parlour workers (involving ITP workers and non-ITP workers separately or combining)?
2. Any organization/association activity concerning beauty parlour workers (involving ITP workers and non-ITP workers separately and combining)?
 1. Any NGO or human rights organization involved?
 2. Any union tends to work with ITP organizations?
 3. Any potential role of union in partnering with ITP organization?

Opportunities Offered

1. On-the-job training
2. Scope of starting own business
3. Any motivating opportunity offers (e.g., scope of promotion, salary increase) particularly for ITPs?

Recommendations for improving working conditions

1. What are the measures that could be taken to address the situation of the workers in terms of working conditions and workers' rights more generally? What could the different actors do, including the government?
2. How could the work of unions be supported and improved?

3. How could awareness of national laws and ILO conventions be raised?
4. What could be done to improve the working conditions and labour rights of indigenous and tribal peoples more specifically?

Overall Comments

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Appendix D: Some Snaps from Field Work

Chittagong focus group discussion (31 July 2015) participants are seen with the National Coordinator of the Project, and President of Bangladeshi Indigenous Peoples Forum, Chittagong Region and the Study Team leader

A participant sharing her experience in Focus Group Discussion on Beauty Parlours, Savar (7 August 2015)

A snap from Savar Focus Group Discussions (7 August, 2015)

A participant is sharing his working experience in Dhaka Focus Group Discussions (FGD) with garment workers of mixed gender, 21 August, 2015.

Participants in the Dhaka focus group discussions, 22 August 2015, with beauty parlour workers are seen with the study team members.

