The effect of Trade Union activities and its Significance in Garments Industry of Bangladesh.

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I. Introduction

1.1 Backgrond:

Trade Union , also called labour union, associated of workers in a particular trade, industry, or company created for the purpose of securing improvements in pay, benefits, working conditions, or social and political status through collective bargaining.

As an organized movement, trade unionism originated in the 19th century in Great Britain, Continental Europe, and the United States. In many countries it is synonymous with the term labour movement. Smaller associations of workers started appearing in Britain in the 18th century, in part because of the hostility they encountered and the government groups that resented this new from of political and economic activism. At t\hat time unions and unionists were regularly prosecuted under various restraint-of-trade and conspiracy statutes in both Britain and the United States.

The success of readymade garments are very effective in govt. GDP. The overall impact of the readymade garments export s is certainly one of the most significant social and economic developments in contemporary Bangladesh. All the developments happen because of workers. Our trade union and its an organization made up of members (a membership-based organization) like garments industry and its membership must be made up mainly of workers. One of a trade union's main aims to protect and advance the interests of its members in the workplace.

The trade union have some functions. These are-
1. Negotiate wages and working terms,
2 .Regulate relations between workers (It's members) and the employers.
3. Take collective action to enforce the terms of collective bargaining,
4. Raise new demands on behalf of its members, and
5. Help settle their grievances.

1.2 The Problem Statement:

The garments factory has developed from a virtually nonexistent industry to a large and open industry. This fast growing economy coupled with the largest population in the world, rising personal income, and economic system reform could not only explain the rapid growth of garments factory, but also foretell the increasing importance of Bangladeshi's garments sector in the future. Garments sector is based on the works of the workers. Most of the workers in our country are illiterate. They are not aware of their right. But day by day their concern about their rights is developing. Now they have a trade union. Through this they can demand their rights. This is the legal & transparent way to do achieve their rights. After the collapse 2013, the foreign buyers of our company are more concern about this sector, about the safety of the workers, about the work environment & others which are related to the workers. But the major concern is that, after the investigation we have found out that in the most of the cases the trade union is not used in the concerned issues. Sometime, it takes illegal ways, sometimes it is only used for the personal interest. But it is not expected. In the investigation we have found out that some garments factory got closed because of the conspiracy of the trade union people.

1.3 Purpose of the study:

Trade union is an organization or a group that workers join so that they can have their interests and goals well represented. Today, we live in a world where workers have assumed great importance. The employers have started to realize the importance of workers. The employees too have started to from Trade Unions to protect their interests. Bosses around the world have recognized that the best way to resolve issues is by way of dialogue. The employees have realized that to protect them from exploitation, unity is very important.

This is one of the reasons why trade unions have become so important today. This trade unions function can help in accelerated pace of economic development and garments industry in many ways as follows:

- By helping in the recruitment and selection of workers.
- By inculcating discipline among the workforce.
- By enabling settlement of industrial   disputes in a rational manner.
- By helping social adjustments. Workers have to adjust themselves to the new working conditions, the new rules and policies. Workers coming from different backgrounds may become disorganized, unsatisfied and frustrated. Unions helps them in such adjustment.

Trade unions are a part of society and such, have to take into consideration the   national integration as well. Some important social responsibilities of trade unions   include:

- promoting and maintaining national integration by reducing the number of industrial disputes
- Incorporating a sense of corporate social responsibility in workers .
- Achieving industrial peace.

1.4 Objectives of the Study :

Primary Objectives:
To study the trade union function measures Lyric Garments Factory.

Secondary Objectives:
To identify 'The effect of Trade Union Activities and its Significance in Garments Industry of Bangladesh'. That provided the protection of employee's interest.
To know their satisfaction towards the welfare measures.

To understand how important the trade union measures to improve the motivation of the workers.

To find out employees preference regarding trade union measures which they like to have in future.

1.5 Scope of the study:
The present study has been undertaken to study find out effectiveness of 'The effect of Trade Union Activities and its Significance in Garments Industry ' like Lyric Garments Industry. To find out the practical difficulties involved in trade union measures that can be evaluated through this study.
The study can be used to bring out the solution for the problem faced by the employees availing the function measures.
Through the study, company would be able to know the trade union function very well and satisfaction level of workers on trade union measures.

1.6 Theoretical framework:
This study has focused upon varies problems regarding about trade union function that cannot full fill by garments industry .We have taken 5 garments company to gather data on the present situation of garments industry as well as problem regarding and future of the industries.

1.7 Research Questions:
Since our study is based on both primary and secondary data there is a possibility of getting fake information. If the surveyed personnel provide us with any fabricated information about their opinion of their organization, than the report findings may be erroneous. Above all, this study is weak in some points. The notable ones are as follows:-

- The survey was conducted in a very short time so I was not able to collect more information.
- This survey made on crisis situation of Bangladesh, so it was difficult to collect more sample.
- Only the big and reputed Garments Company Consider here as sample.
- The questionnaire contains some questions that , if answered properly, might damage the company 's image. In this type of questions , the respondents might provide society acceptable answers. This risk was unavoidable.
- Another limitations of this thesis is the person's private information were not disclosing some, data and information for to bios reasons, which could be very much useful.
- Lack of experience in this field.

1.8 Definitions and assumptions:
Trade union Is the most common figure in a country. It has measured the living standard of mass people. The importance of trade union in case of the garments sector. In the report we have showed how the trade union face the problems and how they can overcome the problems in Bangladesh. And what will be the position of the trade union in nearby decades. The economic important of trade union s in developing countries is not commensurate with their size of their membership. The behavior of Bangladeshi trade unions is characterized by political activism, and momentous strikes, called Hartal there, have played a crucial part in most political changes in this industry. In Bangladesh, 100% of the workers and employees of the public sector are unionized.

1.9 **Limitations of the Report:**
Our Thesis is Based on both primary and secondary data, there is a possibility of getting fake information. If we surveyed personnel provide us with any fabricated information about their opinion of their organization, then the report finding may be erroneous. Above all, this study is weak in some points.
The notable ones are as under:
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* Another limitations of this study is the person's private information were not disclosing some, data and information for obvious reasons, which could be very much useful.
* Lack of experience in this field.
* Lack of proper authority to conduct the interview program.
* Lack of necessary information in the journals and official publication of the trade unions.
* Lack of proper information in the websites.
* Inexperience and time constraint is the limitation restricting this report from being more detailed
* Secondary data has been collected from the hand books, magazines, which may biased to the insurance business.
* Lack of co-operation of the officer of the company.
* Lack of transparency of the officer to the public.

II.   Review of Literature
P.L. Rao, in his " Labour Legist ration in the Making", opines that professionals bodies like National Institute of Personnel Management should constitute a standing committee to monitor the procedings in the Parliament regarding the labour Unions measures.
Cooperative Unionism and Employee Welfare by Michael R. White (University of Westminster – Policy Studies Institute) , Industrial Relations Journal, Vol.36,No.348-366,September 2005.
Using British national survey data, this article assesses the impact of unions on management practices to reduce labor costs, implement high-performance work systems, and make employees function provisions. Relative to non –union workplaces, those with unions are found to have praties which are consistent with "mutual gains" outcomes.
'Staff development and employee welfare practices and their effect on productivity' Ghana Library Journal Vol. 19(1)2007 pp.83-96.
The Bangladeshi garment sector is a leading garment manufacturing industry in the world that has been growing constantly during the last decades. Today the garment sector represent the 80% of the national export and counts USD 19 billion revenues; these numbers describe the sector as the most important manufacturing industry in Bangladesh. The numbers are also outstanding when it comes to number of workers employed, about five millions, and number of factories about five thousands of different sizes. The cheap labour cost attracted many international brands that chose the Bangladeshi factories to produce their products for the European and US markets that take up to the 60% and 20% of the total export. Despite the impressive numbers presented, the level of working conditions cannot be described with the same positive attitude. In fact to an increasing level of profit and continuous expansion, the new wealth has not been equally distributed and workers are employed in factories that too often can be categorized sweatshops. The working conditions do not allow a decent level of living for garment workers that are exploited and forced to meet exhausting production quota for very little level of wage and very low social security. The situation is even more worsened by the very low power that unions have and their limited activities that cannot ensure a proper protection of workers' rights.

In this thesis project we used the literature to understand the current status quo of the working conditions in the garment sector and to identify the major factors that influence, impact and contribute in making the labour standards low. We used the interviewing methodology to gather facts and opinions of the current system and to organize the information and draw the status of the system. Afterwards we analyzed the findings using cultural and economic indicators and the design of recommendation that could contribute in improving the working conditions' level. Through the literature review and the interviews we defined the working conditions as: wage, job security, safety, discrimination, harassment and freedom of association; through the analysis we could acknowledge that workers are clearly exploited and the conditions are far to comply with the International Labor
standards defined by the international organizations. In the specific we analyzed how two factors, compliance and social dialogue impact on the working conditions; the result shows the very low law enforcement level and little practice of a dialogue among government, business associations and workers, where the latter has almost no power; we can conclude that they significantly contribute to keep the working conditions low. Finally we provided recommendations to improve the working conditions and distribute the benefits among workers, employers.

2.1 COMPANY PROFILE
HINHA FABRICS LIMITED
Sinha Fabric Limited has started its journey early 1997 as 100% export oriented manufacturing company under the umbrella of ACME group, which was incorporated in 1954. It started with only 350 sets flats knitting machine. In 2001 Sinha knit Industries Limited has been added to enhance it exiting capacity to render the services to more customers with more volume and now it is running with near about 4 million pieces export per annum with 4000 employees.

MG SHIRTEX LIMITED
MG Shirtex Limited is a 100% export oriented garments industry of Mohammadi Group in Bangladesh. The factory was established in 2005 with all the advanced technology, latest computerized machinery, and specialist technicians.

Experts setup the factory with a space 45,000 square feet with high quality machinery from Japan, Germany, Korea and Singapore. It is located at Gazipur. The factory is managed and run by a professional group of dedicated specialists and executives with proven track record for custom made services to ensure premium quality. The Management of the factory has got highly experienced entrepreneurs and has a long track record of running successful business in the relevant fields. The factory has grown by offering consumers high quality products and high value branded apparel &every year it exports a large quality of ready –made garments to our European, American & Canadian customers.

ANANTA
Ananta established in 1992 Anata, which means infinite or unlimited in Bengali, Embraces the spirit of global trade. The company is dedicated to excellence in merchandising, product development, and production logistics. We have earned a reputation in the global apparel industry as one of the foremost factories in Bangladesh for our commitment to quality, timely delivery and total value. Through our extensive sourcing network, we have the ability to effectively procure the best materials. Our customers rely on us to deliver the best quality products and superb service which enables them to successfully compete in the emerging market place. The Ananta has 5 Garment Production unit, 2 washing Plants and a Marketing-sourcing- control unit located in Dhaka, Bangladesh and another in Dallas, Texas.

The plants have over 5000 modern machines with a production capacity of 150,000 dozen garments per month depending on items and style. Ananta's production and management teams with 12,5000 people, are dedicated to achieving their Clints' production goals.

SAIHAM KNIT COMPOSITE
SKCL firmly believe in applying the highest ethical standards for human rights, labour and environmental practices. We understand that our manufacturing units should not stand apart from the country in which they operate and that their activities and conduct should be a source of positive influence.As a supplier we recognize that, by treating our employees with respect and allowing them to operate in working conditions that are clean and safe with a fair days wage, will make a difference in increasing productivity, reducing risk and improving quality of product. In turn this will also lead to increased customer confidence. Being socially compliant only delivers these benefits if done effectively so a monitoring program, with country law as a minimum standard, is in operation with improvement programs geared towards full compliance achievement. In summary, here are some of the main elements of the Saiham Knit Composite Ltd. Code of conduct.

2.2 Historical Background of the Garment Industry:

e Bangladesh is a rapid developing country. Her economic development depends firstly on agriculture and secondly on industry. Although Bangladesh is not developed in industry, it has been enriched in Garment industries in the recent past years. In the field of Industrialization garment industry is a promising step. It has given the opportunity of employment to millions of unemployed, especially innumerable uneducated women of the country. It is making significant contribution in the field of our export income.

Once the cloth of Bangladesh achieved worldwide fame specially Muslin and jamdani cloth or our country was used as the luxurious garments of the royal figures in Europe and other countries. The British rulers in India didn't develop our cloth industries at all. Rather they destroyed them and imported cloths from England. Garment Industry Large-scale production of readymade garments (RMG) in organized factories is a relatively new phenomenon in Bangladesh. Until early sixties, individual tailors made garments as per specifications provided by individual customers who supplied the fabrics. The domestic market for readymade garment, excepting children wears and men's knit underwear (genji) was virtually non-existent in Bangladesh until the sixties.

Since the late 1970s, the RMG industry started developing in Bangladesh primarily as an export-oriented industry although; the domestic market for RMG has been increasing fast due to increase in personal disposable income and change in life style. The sector rapidly attained high importance in terms of employment, foreign exchange earnings and its contribution to GDP.

Most importantly, the growth of RMG sector produced a group of entrepreneurs who have created a strong private sector. Of these entrepreneurs, a sizeable number is female. A woman entrepreneur established one of the oldest export-oriented garment factories, the Baishakhi Garment in 1977. Many women hold top executive positions in RMG industry. The hundred percent export-oriented RMG industry experienced phenomenal growth during the last 15 or so years. In 1978, there were only 9 export-oriented garment manufacturing units, which generated export earnings of hardly one million dollar. Some of these units were very small and produced garments for both domestic and export markets. Four such small and old units were Reaz Garments, Paris Garments, Jewel Garments and Baishakhi Garments.

Reaz Garments, the pioneer, was established in 1960 as a small tailoring outfit, named Reaz Store in DHAKA. It served only domestic markets for about 15 years. In 1973 it changed its name to M/s Reaz Garments Ltd. and expanded its operations into export market by selling 10,000 pieces of men's shirts worth French Franc 13 million to a Paris-based firm in 1978. It was the first direct exporter of garments from Bangladesh. Desh Garments Ltd, the first non-equity joint-venture in the garment industry was established in 1979. Desh had technical and marketing collaboration with Daewoo Corporation of South Korea.

It was also the first hundred percent export-oriented company. It had about 120 operators including 3 women trained in South Korea, and with these trained workers it started its production in early 1980.

Another South Korean Firm, Young ones Corporation formed the first equity joint-venture garment factory with a Bangladeshi firm, Trexim Ltd. in 1980. Bangladeshi partners contributed 51% of the equity of the new firm, named Young ones Bangladesh. It exported its first consignment of padded and non-padded jackets to Sweden in December 1980.

Till the end of 1982, there were only 47 garment manufacturing units. The breakthrough occurred in 1984-85, when the number of garment factories increased to 587. The number of RMG factories shot up to around 2,900 in 1999. Bangladesh is now one of the 12 largest apparel exporters of the world, the sixth largest supplier in the US market and the fifth largest supplier of T-shirts in the EU market. The industry has grown during the 1990s roughly at the rate of 22%.

Table 1: Growth of the industry and Employment:

Year	Number of Garment Industries	Employment in Million Workers
1983-84	134	0.040
1988-89	759	0.317
1993-94	1839	0.827
1998-99	2963	1.500
2003-04	3957	2.000
2008-09	4825	3.100
2009-10	5501	2.500
2010-11	6541	1.604
2011-12	6624	3.214
2012-13	6954	3.125
2013-14	5432	4.321
2014-15	4921	5.476

[Source: BGMEA]

At present there are about 5000 garment industries in the country and 75 percent of them are in Dhaka. The rest are in Chittagong and Khulna. These Industries have employed fifty lacks of people and 85 percent of them are illiterate rural women. About 76 percent of our export earning comes from this sector. The country's RMG sector, to a creditable level has relieved Bangladesh from over populous unemployment burden through providing the largest employment next to agriculture, transport, and trade and industry sector. This sector has uplifted the neglected section of the 15population, thus radically transforming the socio-economic condition of the country. Such empowerment and employment raised awareness regarding children education, health safety, population control disaster management only so for. It is an epoch making event in the history of Bangladesh.

Now a days "Working conditions and workers' right issues are receiving high priority in Bangladesh. The responses by the Government, the RMG industry, and worker's organizations to recent tragedies in Bangladesh RMG sector are cause for measured optimism, added Mr. Srinivash Reddy, ILO Country Director for Bangladesh.

The important basic functions of unions listed by National Commission on labour are:

The important basic functions of unions listed by National Commission on labour are:

(i)   To secure fair wages to workers.

(ii)   To safeguard security of tenure and improve conditions of service.

(iii)   To enlarge opportunities for promotion and training.

(iv)   To improve working and living conditions.

(v)   To provide for educational, cultural and recreational facilities.

(vi)   To co-operate in and facilities technological advance by broadening the understanding of workers on its under lying issues.

(vii)   To promote identity of interests of workers with their industry.

(viii)   To offer responsive co-operation in improving levels of production and productivity, discipline and high standards of quality and

(ix)   To promote individual and collective welfare.

Trade Union achieved some function by a pursuit of traditional methods.

(i)   The original of a trade union on the basis of the craft or industry in which its members are employed, such as general unions and professional employee's organizations.

(ii)   Collective bargaining, which is the essence of industrial relations, for it is through collective bargaining that the terms and conditions of employment are determined and under which work is performed satisfactorily.

(iii)   Grievance processing and handling procedures, under which grievances are redressed or deals with by a correction of situation or of these "up to line".

(iv)   Arbitration, by which unsettled or unresolved disputes can be settled by an outside agency.

(v)   Political pressure exercised through legislators who are capable of bringing out changes in labor laws, and

(vi)   Mutual insurance through common contributions to meet the financial needs of workers when there are stoppages of work.

III.   Research Methodology

3.1 Definition of Research

'The manipulation of things, concepts or symbols for the purpose of generalizing to extend, correct or verity knowledge, whether that knowledge aids in constructions of theory or in the practice of an art''-D.SLESINGER and M.Stephenson.

Research comprises "creative and systematic work undertaken to increase the stock of ... The word research is derived from the Middle French "recherche", which ... a compound word from "re-" + "cerchier", or "sercher", meaning 'search'.

research meaning: 1. a detailed study of a subject, especially in order to discover (new) information or reach a (new) ... Thesaurus: synonyms and related words.

3.2 Research Design:

On-site searching is a great way to help users wade through a site that is brimming with content. It filters out what is not relevant to the user and drives them to exactly what they are looking for and, when done right, directs them to act within the goals of the site.

E-commerce sites are probably the most common use case for utilizing search filtering because users are searching for detailed products. However, search filtering is also commonly present on sites that provide a service through information delivery, like blogs or news sources, and sites that provide bookings for flights, vacations and deals.

In this article I would like to share best practices that help in improving the search results UX.

In this research is used to describe characteristics of a phenomenon being studied. It does not answer questions about how/when/why the characteristics occurred. Rather it addresses the "what" question (what are the characteristics of the situation being studied?)

The characteristics used to describe the situation are usually some kind of categorical scheme also known as descriptive categories. For example, the periodic table categorizes the elements. Scientists use knowledge about the nature of electrons, protons and neutrons to devise this categorical scheme. We now take for granted the periodic table, yet it took descriptive research to devise it. Descriptive research generally precedes explanatory research. For example, over time the periodic table's description of the elements allowed scientists to explain chemical reaction and make sound prediction when elements were combined. Hence, descriptive research cannot describe what caused a situation. Thus, descriptive research cannot be used as the basis of a *causal relationship*, where one variable affects another. In other words, descriptive research can be said to have a low requirement for internal validity.

The description is used for frequencies, averages and other statistical calculations. Often the best approach, prior to writing descriptive research, is to conduct a survey investigation. Qualitative research often has the aim of *description* and researchers may follow-up with examinations of why the observations exist and what the implications of the findings are.

3.3 The Population :

Several authors have analyzed aspects of the garments industry in Bangladesh . Of the various aspects of the industry, the Trade Union function and its effect on garments industry. For example : the problems and the working conditions of female workers have received the greatest attention. There are several studies including the Bangladesh Institute of Development Studies (BIDS) STUDY BY Salma Chowhhury and Promita Mazumder (1991) and the Bangladesh Unnayan Parisad (1990) study on the topic. Both of the studies use accepted survey and research methodology to analyze a welth of data on the social and economic background, problems and prospects of trade union function and female workers in the industrial organization f the sector and discusses robustness and long-term viability of aperal manufacturing in the Bangladesh. Wiigton(2000) provides a good overview of the industry, especially the developments in the early years. One of the few studies on the Bangladesh apparel industry to be published in a reputed journal in the U.S.is that of Yung Whee RHEE(2003) who presents what he calls a "catalyst model" of development. The Planning Commission under the Trade and Industrial Policy (TIP) project also commissioned several studies on the industry. Hossain and Brar (2004) consider some labour-related issues in the garments industry. Quddes (2006) present a profile of the apparel sector in Bangladesh and discusses some other aspects of the industry. Quddus (2006) presents results from a survey of apparel entrepreneurs and evaluates the performance of entrepreneurs and their contribution to the success of the industry. Islam and Quddus(2006) present an overall analysis of the industry to evaluate its potential as a catalyst for the developments of the rest of Bangladesh economy.

3.4 The Sampling Procedure:

A sample design is a definite plan determined before any data are actually collected for obtaining a sample from a given population.

Sampling is used to collect data from limited numbers whereas census is used for large numbers. For the research, sampling method was used.

There are different types of sample design based on two factor namely the representation basis and the element selection technique. There are two main categories under which various sampling method can be put. There are-
1.   Probability sampling
2.   Non probability sampling in this particular research the A study is on probability sampling. And in the simple random sample is used.

A) Probability Sampling:

Probability sampling is based on the concept of random selection; the sample may be either unrestricted or restricted. When each sample elements so drawn is known as unrestricted sample, whereas all other forms of sampling are covered under the term restricted sample. The most frequently used probability sample are:
*Simple random sample
*Systematic sample
* Stratified sample (proportionate & disproportionate)
* Cluster sample.

B) Non –Probability :

Non -probality sampling is that sampling procedure which does not afford any basis for estimating the probability that each item in the population has of being included in the sample.

- Judgment sampling
- Convenient sampling
- Quota sampling
- Snowball sampling.

Sampling method:
In this research systematic sampling method is used to collect the primary data by using questionnaire.

Systematic sampling:
A Systematic sample is selected at random sampling. When a complete list of the population is available, this method is used. If a sample of 10 students is to be selected from 1000 students, under this method Kith item is picked up from the sample frame and k is the sample interval.

Population size:
The overall population size is 10.

Sample size :
The total sample size of 10 has been taken for this study. Both male and female employees have been interviewed.

3.5 **Data Collection Procedure:**

Primary source of Data
Primary data is known as the data collected from the first time through field survey. Such data are collected with specific set of objectives to assess the current status of any variable studied.

Research Instrument:
In this project, the data were collected through structured questionnaire.

Questionnaire:
A questionnaire is a schedule consisting of a number of coherent and formulated series of question related to the various aspects of the under study. In this method a pre + printed list of question arranged in sequence is used to elicit response from the important.

Types of questions:
The following are the types of questions , which are used in research. They are:
a)   Open ended question
b)   Close ended question

a)   Open ended question:
An open ended question gives the respondents complete freedom to decide the length and detail of the form.

b)   Close ended questionnaire :
The close –ended question is two types they are as follows:

I)   Dichotomous question this type has only two answers in the form of 'YES' or 'NO', 'TRUE'or "FALSE"or "FALSE'etc.

II)   Multiple + choice questions, In this case the respondents are offered two or more choices and the respondent have to indicate which is applicable in the following cases.

3.6 Statistical Analysis:
* Percentage Analysis
* Weighted Average
* One -way ANOVA

Percentage Analysis:
Percentage refers to a special kind of ratio. Percentage analysis test is done to find out the percentage of the response of the respondents. In these tool various percentages are presented by the way of bar –diagram, Pie charts in order to have better understanding of the analysis.

$$\text{FORMULA} = \frac{\textbf{Number of respondents Percentage}}{\textbf{Total number of respondent}} \times 100$$

Weighted Average:

Mean in which each item being averaged is multiplied by a number (weight) based on the item's relative importance. The result is summed and the total is divided by the sum of the weights. Weighted averages are used extensively in descriptive statistical analysis such as index numbers. Also called weighted mean.

3.7 Data Processing Procedure:

Data processing is simply the conversion of raw data to meaningful information through a process. Data is manipulated to produce results that lead to a resolution of a problem or improvement of existing situation. Similar to a production process, it follows a cycle where inputs (raw data) are fed to process (computer systems, software, etc.) to produce output (information and insights).

Stages of Data Processing Procedure:

1.   Collection is the first stage of cycle, and is very crucial, since the quality of data collected will impact heavily on the output. The collection process needs to ensure that the data gathered are both defined and accurate, so that subsequent decisions based on the findings are valid.

2.   This stage provides both the baseline from which to measure, and a target on w2hat to improve.
Some types of data collection include census (data collection about everything in a group or statistical population), sample survey (collection method that includes only part of the total population), and administrative by –product (data collection is a byproduct of an organization's date- to- day operation.)

3.   Preparation is the manipulation of data into a form suitable for further analysis and processing. Raw data cannot be processed and must be checked for accuracy. Preparation is about constructing a dataset from one or more data sources to be used for further exploration and processing. Analysis data that has not been carefully screened for problems can produce highly misleading results that are heavily dependent on the quality of data prepared.

4.   Input is the task where verified data is coded or converted into machine readable from so that it can be processed through a computer. Data entry is done through the use of a keyboard, digitizer, scanner, or data entry from an existing source. This time –consuming process requires speed and accuracy. Most data need to follow a formal and strict syntax since a great deal of processing power is required to breakdown the complex data at this stage. Due to the costs, many businesses are resorting to outsource this stage.

5.   Processing is when the data is subjected to various means and methods of manipulation, the point where a computer program is being executed, and it contains the program code and its current activity. The process may be made up of multiple threads of execution that simultaneously execute instructions, depending on the operating system. While a computer program is a passive collection of instructions, a process is the actual execution of those instructions. Many software programs are available for processing large volumes of data within very short periods.

6.   Output and interpretation is the stage where processed information is now transmitted on the user. Output is presented to users in various report formats like printed report audio, video   or on monitor. Output need to be interpreted so that it can provide meaningful information that will guide future decisions of the company.

7.   Storage is the last stage in the data processing cycle, where data, instruction and information are held for future use. The importance of this cycle is that it allows quick access and retrieval of the processed information, allowing it to be passed on to the next

8.   Stage directly, when needed. Every computer uses storages to hold system and application software.
From the survey we have found some tremendous information that help to build our practical knowledge about the industry of our country. Through our survey we try to bring out present situation, problems and the prospects of these industries. In these aspects we divided our findings into three main parts. First part contains the general information about the garments industries of our country and the other second and third part contains the problems and the prospects of these industries sequentially.
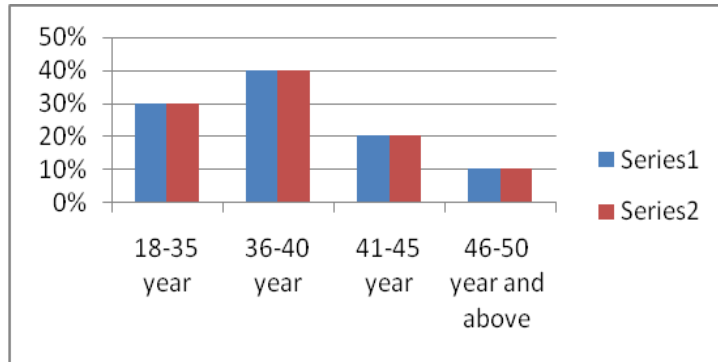
IV. Presentation And Analysis of Data
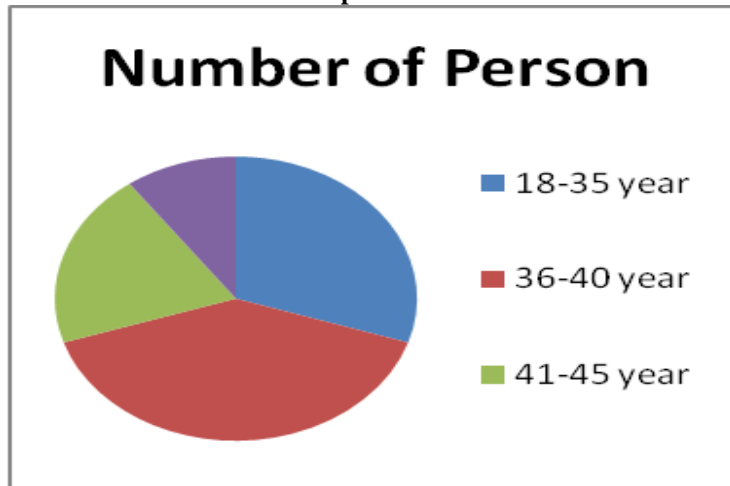
4.1. Descriptive Analysis:

List of the variables:

Age	Number of Person	Percentage
18-35 year	30%	30%
36-40 year	40%	40%
41-45 year	20%	20%
46-50 year and above	10%	10%

Figure 1.1

On column chart

On pie chart:

Pie chart Fig 1.1

Wages:

Wage	Number of person	Percentage
40001-above	1	10%
25001- 40000aka-	1	10%
15001- 25000 taka	4	40%
15000 taka- below	4	40%

On column chart Figure 1.2

On column chart

Increament on column chart
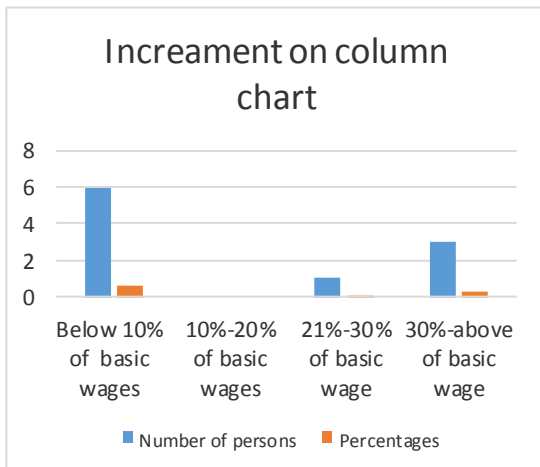
figure 1.3

increment on pie chart :

increament on pie chart
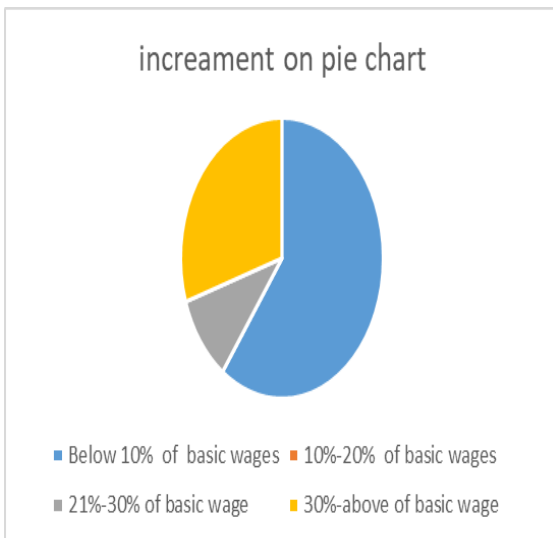
Bonus :

Get no bonus	2	20%
Below 10% of basic wage	0	0%
10%--20% of basic wage	0	0%
21%- above of basic wage	8	80%

Bonus Figure 1.4

On column showing the Bonus chart::
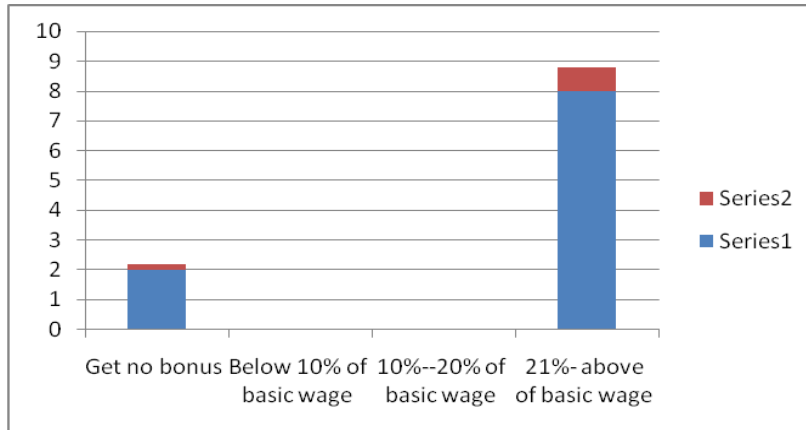
On pie chart: shows the Bonus:
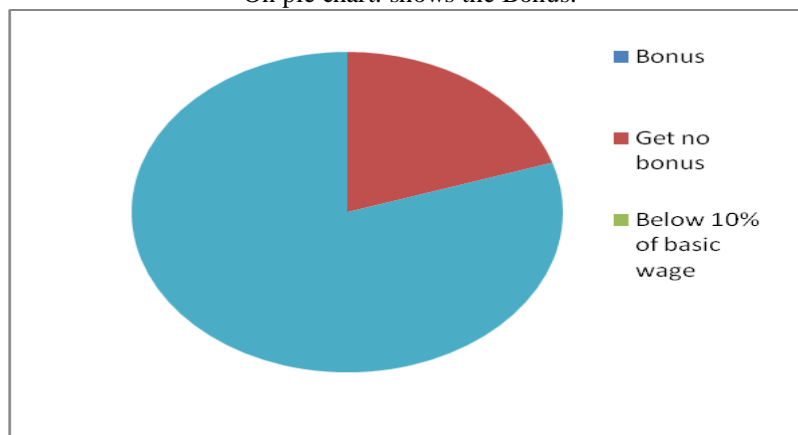
Pie chart figure 1.4

Overtime payment:

Below 10% of basic wages	4	40%
10%-20% of basic wages	0	0%
21%-30% of basic wages	0	0%
30%- above of basic wages	6	60%

Figure 1.5

Overtime on column chart:
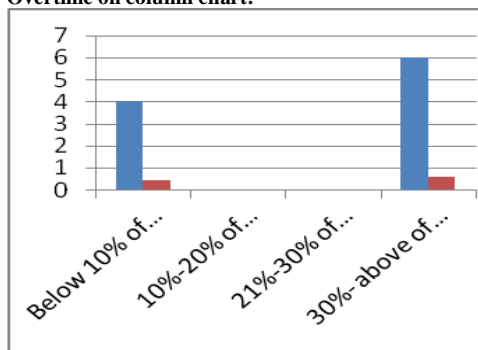
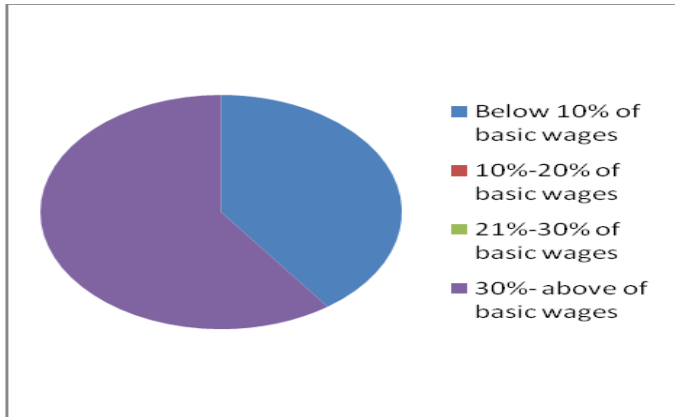
Figure 1.5
Overtime on Pie chart:

Figure 1.5
Promotion:

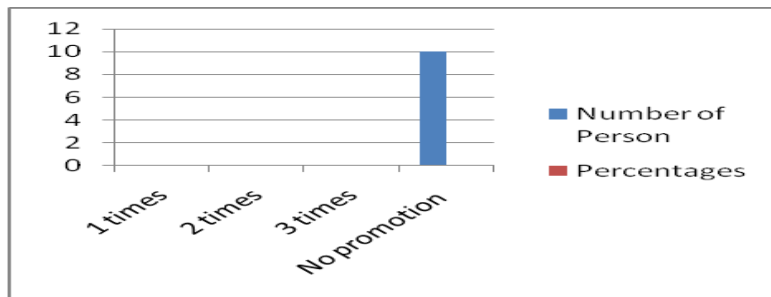| Promotion	Number of Person	Percentages
1 times	**0**	0%
2 times	**0**	0%
3 times	**0**	0%
No promotion	**10**	10%

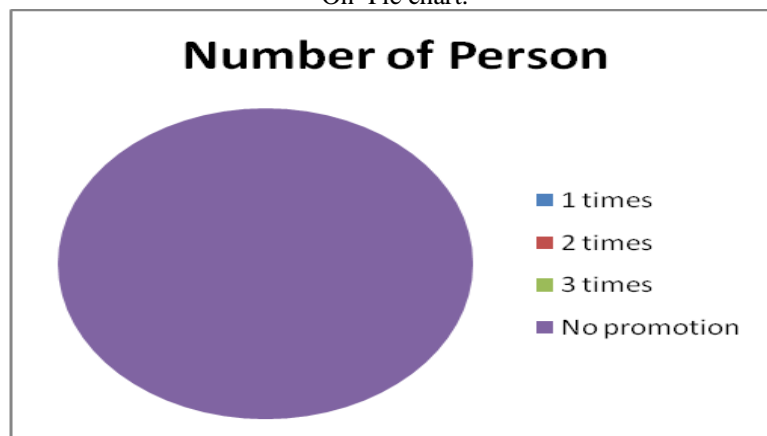On column chart: shows the promotion:

Fig. 1.6

On Pie chart:

Fig. 1.6

4.2. Frequency Analysis:
Age:
In figure 1.1 we see the Age , and percentage of person . There are 40% of People whose age are 18-35 years old and other 40% people whose age are 36-40 years old another 10% people age are 46-50 above years old.
On column chart and pie chart shows different position of the trade union workers age.
Wages: In figure 1.2 we see the wages, and percentages of the person. There are 50% people whose salary are 20000 taka-30000 taka.
On column chart and pie chart shows different position of the company's worker's wages.

Increment :

In figure 1:3 we see the increment number, and percentages of the person. There are 70% of people who get increment below 10% of basic wages and another 30% people get increments 30% and above of the basic wages.

O n column chart and pie chart shows different position of the AMEX COMPANY people get bonus 21% and above of basic wages on their job.

On column chart and pie chart shows different position of the companies workers Bonus.

Overtime Payments:

in figure 1.5 we see the overtime payment, number and percentage of the person. There are 40% of people who get overtime payment below 10% of basic wages. And other 60% get overtime 30% -above of basic wages.

On column chart and pie chart shows different position of the companies workers Promotion.

Promotion in 01 Year:

In figure 1.6 we see the Promotion ,number of persons, and percentages of the person. There are 100% o9f people who get no promotion ion in year.

4.3. Correlation analysis:

As I select 10 types of people who are working in HINHA FABRICS LIMITED, MG SHIRTEX LIMITED, **ANANTA,** SAIHAM KNIT COMPOSITE with different working position. And I find some data on AGE ,WAGES, INCREMENT, BONUS, OVERTIME PAYMENT, AND PROMOTION in one year, and I find some positive and negative side.

On age

Select teen age to middle aged employee for increasing company production.

Wages

As we see, there are 40% of people whose wages are 15000taka-below taka and other 50% people whose wages are 10001taka – 20000 taka average on a year. And it's not well enough. On the other company should increase more to their wages level.

Increment

Increment is not well enough, company should deduce there are 70% of the people who get increments below 10% of basic wages.

Bonus

About 10% of people in HINHA FABRICS LIMITED, MG SHIRTEX LIMITED , ANANTA, SAIHAM KNIT COMPOSITE get no bonus.

Promotion

In this company about 1000% of the people who get no promotion in 01 year.

4.4 Inferential Analysis:

HINHA FABRICS LIMITED, MG SHIRTEX LIMITED **,ANANTA,** SAIHAM KNIT COMPOSITE are one of the best garments in Bangladesh. I study with their employs and they are so much friendly.

I select 10 types of people who are working in these garments with different position. And I finding some data below:-

Age :

AGE	Number of Person	Percentage
18-35	4	40
36-40	4	40
41-50	1	10
51 and above	1	10

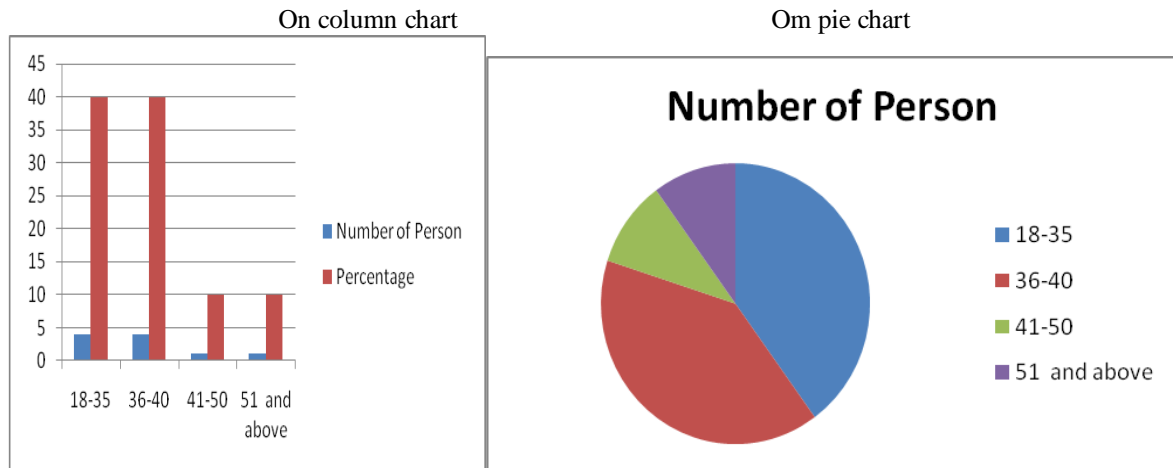Figure 1.1

On column chart	Om pie chart

Figure 1.1

On pie chart Figure 1.1In figre 1.1 we see the Age ,number and percentages of the person. There are 40% of people whose age are 18-35 years old and other 40% people whose age are 36-40 years old other 10% people age are 41-45 years old and another 10% people age are 46-50 above years old. On column chart and pie chart shows different position of the company's people's age.

Wages:

WAGE	Number of persons	PERCENTAGES
40001-ABOVE	1	10%
25001-40000 taka	1	10%
15001-25000 taka	4	40%
15000-below	4	40%

Figure 1.2

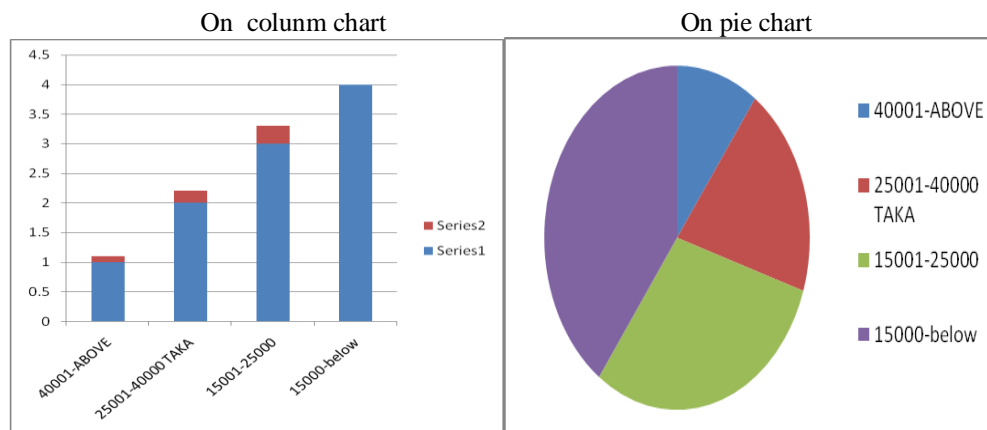| On colunm chart	On pie chart

Fig.1.2

In the figure 1.2 we see the the wages, number, and percentages of the person. There are 20% people whose wages are 15000taka- Below and other 30% people whose wages are 15001-25000 taka. On column chart and pie chart shows different position of the companies people's wages.

Increment :

Below 10% of basic wages	6	60%
10%-20% basic wage	0	0%
Below 10% of basic wage	1	10%

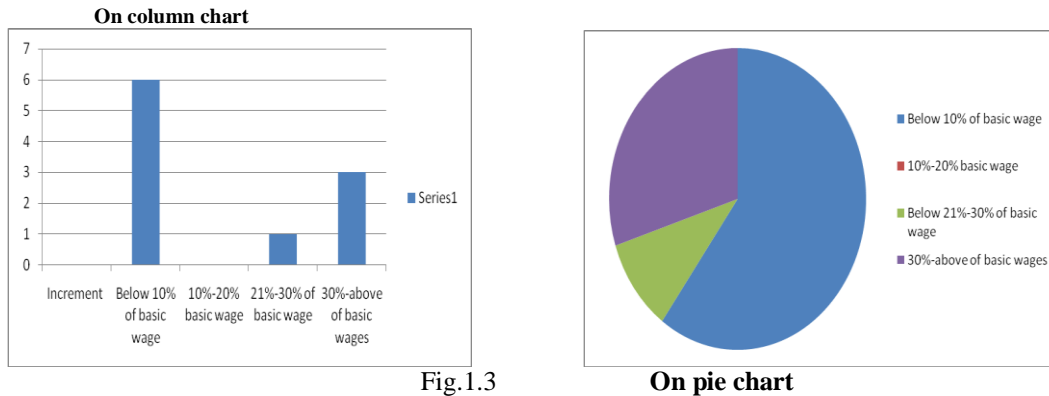| 30%-above of basic wages	3	30%

On column chart

Fig.1.3

On pie chart

Figure 1.3 we see the the increment, number , and percentage of the person. There are 70% of people who get increment below 10% of basic wages and another 30% people get increment 30% and above of the basic wages.

Bonus :

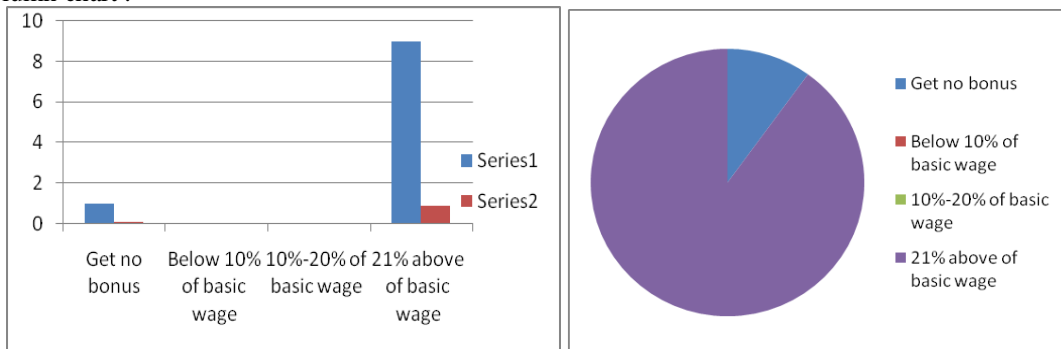| bonus	Number of person	Percentage
Get no bonus	1	10%
Below 10% of basic wage	0	0
10%-20% of basic wage	0	0
21% above of basic wage	9	90%

Fig.1.4

On column chart :

Fig.1.4

On Pie chart:

The figure 1.4 We see the bonus, number and percentages of the person. There are 10% of people who get no bonus and anther 90% of the get bonus 21% and above of basic wages on their job.
On column chart and pie chart shows different position of the companies employs Bonus.

Overtime payment :

Over time payment	Number of person	Percentage
Below 10% wages of basic wages	6 person	60%
10% - 20% of basic wages	0 person	0%
21%-30% of Basic wages	1 person	10%
30%- above of basic wages	3 person	30%

Fig.1.5   On column chart
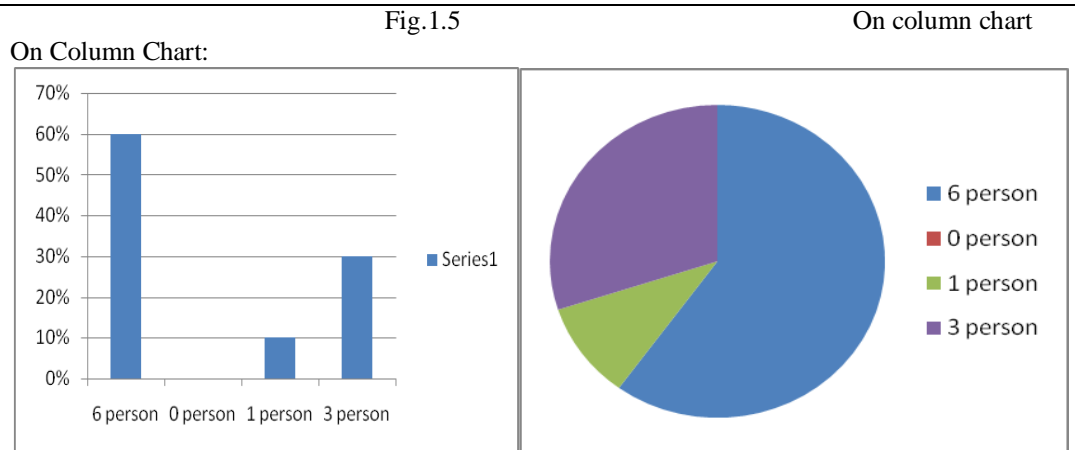
On Column Chart:

Figure 1.5

In figure 1.5 we see the overtime payment, number & percentage of the person. There are 40% of peoples who get overtime payment below 10% of basic wages & 60% get overtime payment 30%-above of basic wages. On column & pie chart shows different position of the companies employees overtime payment policy.

Promotion in 01 year:

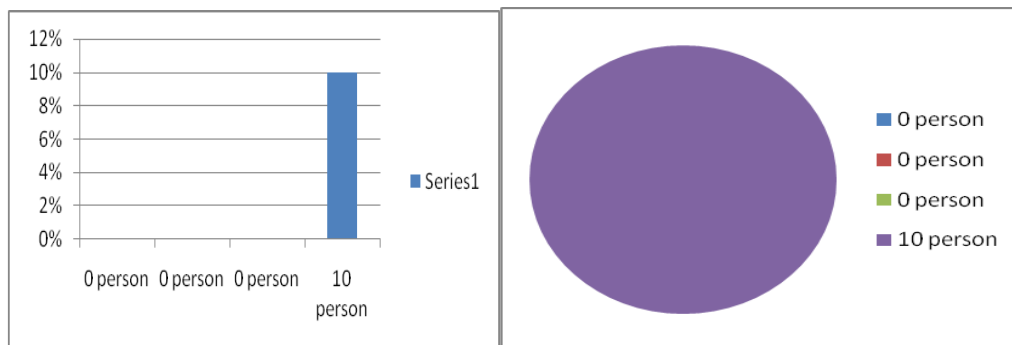| Promotion	Number of person	Percentage
1 time	0 person	0%
2 times	0 person	0%
3 times	0 person	0%
No promotion	10 person	100%

Fig. 1.6

On Column Chart:

On pie chart:

Fig. 1.6

In figure 1.6 we see the promotion, number & percentage of the person. There are 100% no peoples who get no promotion in year.
On column & pie chart shows different position of the companies' employees' promotion.

V.   Summary and Conclusions
5.1 Summary of Findings:
I found about 40% of people whose age are 18-35years old and other 40% people whose age are 36-40 years old other 10% people age 41-45 years old and another 10% people age are 46-50 above years old.
In wages sector there are 50% of people whose wages are 1000taka –Below and other 50% people whose wages is 10001 taka-20000taka.
There are 70% of people who get increment below 10% of basic wages and another 30% people get increment 30% and above of the basic wages.
We also find low bonus. There are 10% of people who get no bonus and another 90% of people get bonus 21% and above of basic wages on their job.

For overtime payment, there are 40% of people who get overtime payment below 10% of Basic wages. And other 60% get overtime payment 30%-above of basic wages.

Also we find that there are 100% of people who get no promotion in year.

5.2 **Conclusions:**

The tremendous success of readymade garments exports from Bangladesh over the last two decades has surpassed the most optimistic expectations. Today the apparel export sector is a readymade garment exports is certainly one of the most significant social and economic readymade garments exports is certainly one of the most significant social and economic developments in contemporary Bangladesh. With over one and a half million women workers developments in contemporary Bangladesh. With over one and half million women workers employed in semi –skilled jobs producing clothing for exports, the development of the apparel export industry has had far- reaching implications fore the society and economy of Bangladesh. This all happens because of our worker. Our trade union and it's an organization made up of members (a member –ship –based organization) like garments industry and its membership must be made up mainly of workers. One of a trade union's main aims is to protect and advance the interests of it's members in the workplace.

This Trade union is an organization or group that workers join so that they can have their interests and goals well represented. Today, we live in a world where workers have assumed great importance. The employers have started to realize the importance of workers. The employees too have started to form Trade Unions to protect their interests. Bosses around world have recognized that the best way to resolve issues is by way of dialogue. The employees have realized that no protect them from exploitation, unity is very important.T6his is very important. This is one of the reasons why trade unions have become so important today.

5.3 **Recommendation:**
During the past three decades, the garments factory has developed from a virtually nonexistent industry to a large and open industry. This fast growing economy coupled with the largest population in the world, rising personal income, and economic system reform could not only explain the rapid growth of garments factory, but also foretell the increasing importance of Bangladeshi's garments in the future. Garments sectors is based on the works of the workers. Most of the workers in our country are illiterate.
Also after research this topic .I find some problems. Problems are given below:-

The 1st problem on age. Select teen aged employee for increasing company production.

The 2nd problem on Wages as see, there are 50% of people whose wages are 10000 taka – below taka and other 50% people whose wages are 10001-20000 taka average on a year. And it's not well enough.

The 3rd problem on Increment is one not well enough, company should reduce. There are 70% of people who get increment below 10% of basic pay.
4th problem on bonus about 10% of people in HINHA FABRICS LIMITED.
MG SHIRTEX LIMITED **, ANANTA,** SAIHAM KNIT COMPOSITE get no bonus.

And 5th problem on Promotion, in this company about 100% of people who get no promotion in 1 year.
There are also have some solution.
On age , should enter the aged employs for gather more to their wages level.

On Wages company should increase more to their wages level.

On increment that is not enough, company should increase the percentage of increment rate.

On Bonus About 90% of people get bonus but they can make it 100% when the production rate increases.

5.4 **Supplementary Section:**
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2. **ColvicG 920120 Strategic management in the garment industry, Woodhead Publishing , India.**
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Kothari C.R, 2 ND Edition, 2004, Research Methodology Methods and techniques, Newage International (P) Ltd, Page No.1-7.3

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5.6 Website Reference :
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https:// www.scribd.com/doc/61589385/Project-on-EMPLOYEES-WELFARE-MEASURES
CORPORATE REFERENCES: www.icf.gov.in

5.7 Appendix
1) How are you? Are you satisfied with overall Educational progress provided by the company?
a) Yes b) No

2) how are the canteen facilities? Is it highly satisfied neutral Dissatisfied Quality of food Quantity of food price?
a) Yes b) No

3) Are you satisfied with overall Canteen facilities provided by the company?
a) Yes b) No

4)Wages that are given is enough?
a)Yes b) No

5) Which recreation facility values / Benefits you the most found?
a) Yes b) No

6) Does your company give you any Bonus?
a) Yes b) No

7) Is the childcare system of your company is satisfied you? Is the policy is good?
a) Yes b) No

8) Please rate the following facilities of worker welfare BENEFITS 1 2 3 4 5 Creates efficiency towards work improvements physical & Mental health Increases the standard of living Loyalty towards the work Promote healthy industrial relationship?

9) Does welfare benefits provided by the organization plays as a motivational factor?
a) Yes B) No

10) Please be inform that are you satisfied with the overall welfare measures provided by the organization?
a) Yes b) No
If no please inform why--

11) The increment policy of company is satisfactory?
a)Yes b) No

12) Are you satisfied about the overtime policy?
a) Yes b) No

13) There is any promotion in one year in your company?
a) Yes b) No

14) Overall are you happy on your Job?
a) Yes b) No

15) Are you any suggestions about the welfare activities of your company ?
a)   Yes b) No

Please give the suggestion --