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# AN ANALYSIS OF LABOUR RIGHTS AND DECENT WORK STATUS OF WORKING WOMEN IN BANGLADESH

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## ABSTRACT

There is no critical exertion for figuring out the degree of work government assistance or the size of work government assistance drives in Bangladesh. There are, 49.5 million of every 2005, 56.7 million monetarily dynamic or dynamic workforce of this country while 54.1 million individuals are utilized in various areas in 2010. Labour regulation (otherwise called work regulation or business regulation) intervenes the connection between laborers, utilizing elements, worker's organizations and the public authority. Aggregate work regulation connects with the three sided connection between representative, boss and association. Individual work regulation worries representatives' freedoms working and through the agreement for work. Business principles are normal practices (at times additionally specialized guidelines) for the base socially satisfactory circumstances under which representatives or workers for hire are permitted to work. Government offices (like the previous US Employment Standards Administration) implement work regulation (official, administrative, or legal).

**Keywords:** Labour, Rights, Women, Society, Work environment, Organization.

**Introduction:**

Work regulation emerged in lined up with the Industrial Revolution as the connection among laborer and business changed from limited scope creation studios to huge scope plants. Laborers looked for better circumstances and the option to join (or abstain from joining) a trade guild, while businesses looked for a more unsurprising, adaptable and less expensive labor force. The condition of work regulation at any one time is subsequently both the result of, and a part of battles between different social powers.

As England was the primary country to industrialize, it was likewise quick to confront the frequently horrifying results of modern transformation in a less controlled monetary casing work. Throughout the span of the late eighteenth and ahead of schedule to mid-nineteenth century the establishment for current work regulation was gradually laid, as a portion of the more appalling parts of working circumstances were consistently enhanced through regulation. This was generally accomplished through the purposeful strain from social reformers, quite Anthony Ashley-Cooper, seventh Earl of Shaftesbury, and others.

The Bangladesh Decent Work Country Program (DWCP) was created in close cooperation with ILO's three sided constituents: the Government, Bangladesh Employers' Federation and National Coordination Committee for Workers Education. Bangladesh occupations technique formed for abilities advancement and occupation creation with higher efficiency and in green ventures particularly for ladies.

Availability of the National Skills Development Policy (NSDP) particularly for ladies, burdened gatherings, individuals with handicaps and ethnic gatherings and taking into account presenting abilities in arising advancements connecting with environment versatile green development.

**Conceptual framework:**

The Bangladesh government has not lay out sufficient improvement toward safeguarding essential specialist privileges in Bangladesh including the significant privileges of free articulation and opportunity of affiliation laborers ladies of Bangladesh for perilous working condition and a terrible the lowest pay permitted by law regardless of whether it has expanded as of late which neglect to cover. The most essential cost for most everyday items in addition

the lowest pay permitted by law regulations and afterward work privileges. Securities for genuine precise pool of implementation. The primary purpose for the pool of obliviousness of manager and specialist as well as the public authority ignorance.

There is a hole between the privileges the transients appreciate and the troubles they experience in the nations where they reside, ladies work, and across which they travel. They even become subjects to different provocations at home country by components, for example, go between, enrolling specialists, sub-specialists, high relocation expenses and denials of basic liberties, segregations in objective nations,. They face resistance of authorities of international safe havens, institutional and infrastructural insufficiency, and unbending nature of true techniques.

### **Literature Review:**

McFadden stated that despite the phenomenal success of the RMG sector, poor working conditions in the factories and a lack of social compliance are serious concerns, leading to labour unrest and damage to institutions and property. (Paul-Majumder Pratima 1998).

Crowley ascertained a rising fear in Bangladesh that the ready-made garment sector may face a decline in demand. Social compliance in the RMG industry is a key requirement for most of the world's garment buyers. It ensures labour rights, labour standards, fair labour practices and a code of conduct. (Peter Crowley, 1995)

Rahman et al. found that Bangladesh is considered to have a child labour problem especially in the RMG sector. In most cases, children often commence work at a very young age; as a result, they suffer serious injuries and sometimes death in the workplace. (Mohammad Mazur Rahman (1999)

Begum found that the garment manufacturing factories in Bangladesh frequently violate the labour laws of 1965 concerning the providing of an appointment letter, working hours, breaks, leave, minimum wages and fringe benefits. (Begum Nazma, 2002)

Discussions over the job and effects of work market foundations have gone on throughout recent many years. As a matter of fact, this discussion has heightened as globalization and mechanical change have uncovered created and non-industrial nations to more prominent contest and upped the ante for tracking down the ideal institutional structure (Hayter 2011).

Obviously without a trace of experimental proof, intelligently predictable stories that agreement with instinct have extraordinary allure (Heckman 2007:2).

The case for a solitary pinnacle of prevalent work market execution (e.g., liberation, light foundations) has been replaced by contentions for double or even multiple tops where practically identical degrees of execution can be arrived at utilizing different administrative and institutional blends (Eichhorst, Feil, and Braun 2008)

This suitably depicts the examination on work market establishments, which is overwhelmed by two inside reliable yet contradicting instincts what Freeman (1993) when called institutionalism (foundations can decrease exchange costs, upgrade efficiency, and moderate emergencies)

Seth in his book "Work in Indian Coal Industry" talked about the severe circumstances of Indian Coal diggers under pioneer rule, where no government assistance exercises were done and portrayed the laborers' harsh circumstance due to the shortfall of such sort of exercises (Seth, 1940).

Srivastava in his theory, "Work Welfare in India" made sense of exhaustively the work government assistance estimates attempted by chosen public and private area organizations in India. It has been found that in the arrangement of government assistance offices to laborers and workers, private area organizations are falling behind open area organizations. (Srivastava, 1953).

Omprakash Verma in his theory, "Work Welfare and Industrial Peace in India" called attention to that modern discontent has turned into a typical peculiarity among various enterprises due to the disappointment of the businesses to give sufficient government assistance offices to their representatives (Verma, 1958-65).

Dharam Veersingh's postulation, "Social and Economic Welfare Services in Uttar Pradesh" mirrors that after freedom, the progressive Governments couldn't give to the penniless individuals the necessary social and financial government assistance administrations and as a result of that specific explanation, many individuals were living beneath the destitution line (Veersingh, 1963-67).

V.L.Srivastava in his book, "A Socio-Economic Survey of the Workers in the Coal Mines of India" uncovered the poor financial states of coal laborers in India, particularly in Bihar. He observed that high obligation, low wages and unfortunate government assistance offices these variables are capable behind the poor financial states of excavators (Srivastava, 1970).

Sharma in his postulation, "Everyday environments of Colliery Workers in Jharia Coal Field's" made sense of the severe state of laborers and representatives in Jharia coal fields because of unfortunate government assistance offices and nonappearance of other essential backings from manager's site. Henceforth, there is an incredible requirement for development of government assistance offices to upgrade the day to day environments of the coal laborers (Sharma, 1974).

Mishra in his postulation, "History and Working of Trade Unions in the Coal Mining Industry of Bihar" illuminated history, development, and improvement of worker's guilds in the mining business. He additionally examined the job of worker's guilds in alleviating the issues of laborers and representatives by meddling in different government assistance exercises (Mishra, 1978).

### **Definition of Related Terms and Concepts:**

#### **Women's Worker**

Ladies' work or lady's work will be work accepted to be only the area of ladies and partners specific assignments with the female orientation. It is especially utilized as to work that a mother or spouse will perform inside a family and family.

#### **Labour**

The total of all human physical and mental exertion utilized in production of labor and products. Work is an essential component of creation. The size of a country's not set in stone by the size of its grown-up populace, and the degree to which the grown-ups are either working or are ready to offer their work for compensation.

#### **Labour Court**

A work court or work court or modern council is an administrative legal executive body which rules on work or business related matters and questions. In various nations, work cases are

frequently taken to isolate public work high courts.

### **International Labour law**

The work development has for quite some time been worried that financial globalization would debilitate specialist bartering power, as their managers could enlist laborers abroad to keep away from homegrown work norms. Karl Marx said: The expansion of the guideline of deregulation, which prompts between countries such a rivalry that the interest of the worker is obligated to be failed to focus on and forfeited in the savage global race between entrepreneurs, requests that such associations ought to be even more broadened and made worldwide.

### **Garment Worker Women**

Article of clothing laborer, piece of clothing creator. shroud producer, furrier - somebody whose occupation is making or fixing fur pieces of clothing. Dressmaker, needlewoman, sewer, needle worker, humble - somebody who makes or patches dresses. needle specialist - somebody who takes care of business as sewing or weaving with a needle.

### **Conclusion:**

The International Labor Organization and the World Trade Organization have been an essential concentration among worldwide bodies for directing work markets. Clashes emerge when individuals work in more than one country. EU regulation has a developing collection of working environment rules.

The Bangladesh Decent Work Country Program (DWCP) was created in close cooperation with ILO's three sided constituents: the Government, Bangladesh Employers' Federation and National Coordination Committee for Workers Education. Bangladesh occupations technique formed for abilities advancement and occupation creation with higher efficiency and in green ventures particularly for ladies.

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