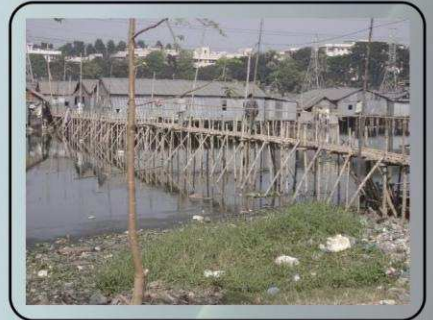


IMPROVING THE LIVING CONDITIONS OF THE GARMENT WORKERS THROUGH PARTICIPATORY PLANNING A CASE STUDY OF PALLABI MOLLA BOSTI



**“IMPROVING THE LIVING CONDITIONS OF THE GARMENT
WORKERS THROUGH PARTICIPATORY PLANNING”**
A CASE STUDY OF: ‘PALLABI MOLLA BOSTI’

COURSE NO: Plan 412

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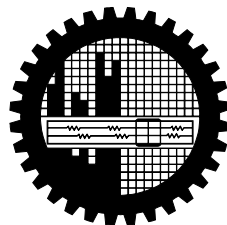
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ABSTRACT

Day by day garment sector is gaining impotence in the development of the country. This sector contributes almost 75% of the country's total national economy. It also greatly contributes to poverty reduction through employment generation and women's economic empowerment, because about 22 lakh out of 25 lakh garment workers are women.

This study attempts to present the living conditions of the garment workers. Living condition includes various community facilities and services such as water supply, sanitation, drainage, transportation, housing condition, economic factors and so on. With the limited income garment workers have to live in the slum areas with high house rent. The workers of the multi-billion dollar industry face problems in getting decent accommodation, transport, commute security and suffer as migrant workers on a daily basis. Low wages and lack of access to basic needs compel the workers to compromise with the problems of living in urban areas.

The study attempts how the existing living conditions of the workers in the study area "Pallabi Molla Bosti" can be improved by applying several participatory techniques and identifies the prospects and problems of the community. By using these techniques some major findings have been identified. Finally some recommendations have been given for the study area with the help of community participation to provide safe and efficient accessibility for the slum dwellers of the area.

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LIST OF ABBREVIATIONS

BBS	Bangladesh Bureau of Statistics
BGMEA	Bangladesh Garments Manufacturers & Exporters Association
BUET	Bangladesh University of Engineering and Technology
DCC	Dhaka City Corporation
DESA	Dhaka Electricity Supply Authority
GOB	Government of Bangladesh
IGA	Income Generating Activities
ILO	International Labour Organization
LGED	Local Government Engineering Department
MFA	Multifibre Arrangement
MOU	Memorandum of Understanding
NGWF	National Garments Workers Federation
PRA	Participatory Rural Appraisal
RAJUK	Rajdhani Unnayan Katripakhay
RMG	Ready Made Garment
RRA	Rapid Rural Appraisal
SIP	Slum Improvement Program
WASA	Water and Sewerage Authority

CHAPTER 01

INTRODUCTION

When the sky is yet to be clear for dawn the workers come out of their houses, destination towards the factories, most of them hail from villages. These neglected, poverty-ridden people, at this phase of struggle for survival, have arrived as worker at the floor of garment factories. They speed through the streets on foot en masse, as if they are striving to overtake the speed of sunrise. The workers who are deprived in society and family, they are deprived too in their new workplace. He does not know what his rights at workplace are. So he is deprived of his rightful wages, though he exhausts his all life-energy competing with the machine at the factory. They are deprived from other rights of workers and human rights. These working people are the most deprived section among the deprived class, poorest of the poor. They are compelled to work for about 12-14 hours daily, even for whole night during shipment, despite this violate legislation. Some of them walk down 6-7 km to reach the factory, again walk the same way to return home. Moreover the women workers face the danger of insecurity and sexual harassment. They feel helpless in the machine-like environment of the City. They are compelled to seek shelter in the suburban slum area to maintain their lives with such a meager income. In spite of such ordeal a garment worker dreams of freedom, leading a decent life.

1.1 BACKGROUND OF THE STUDY

Bangladesh was a prosperous land abundant with agricultural crops, cottage industries like muslin and jamdani, fish and poultry, trading with other countries. The merchants as well as pirates from abroad invaded this land to loot wealth and natural resources. Arabs, Portuguese, Dutch, French, English invaded this land time to time. After departure of British colonial rule, the Pakistani rulers plundered Bangladesh (which was named East Pakistan by the Pakistani rulers). Against which a bloody War of Liberation was fought in 1971, and Bangladesh was liberated by the Freedom Fighters on 16 December 1971. Even after liberation, Bangladeshi rulers did not take steps to make the economy self-sufficient by adopting agricultural and industrial policy according to the needs of the country. No land reform was done and no significant industrialisation was done. So millions of workforce is unemployed till now (*Amin, Sajeda. 1997*). Besides these natural calamities, like flood, river erosion, cyclones often fall upon the people of Bangladesh

making them helpless and shelter less. No cultural renaissance was seen, so feudal culture and backwardness prevailed. Above all, the rulers of Bangladesh subjugated to the dictates of western corporate economic interest, and tried to follow the prescriptions of them. So the country is still underdeveloped and majority of the people are living below the poverty line (*BBS 1999*). The garments factories in Bangladesh did not develop from the existing textile industry of Bangladesh. From ancient time Bangladesh had a history of textile manufacturing, though during British colonial rule the industry suffered a brutal repression to facilitate the flourishing of British textile industries in Manchester. The reputation of Muslin textile of Dhaka was worldwide. The handloom industry of Muslin textile was completely destroyed by the British colonial repression (*Begum, Anwara. 1995*).

The garments factories, more accurately speaking, the ready-made garments sector developed due to global market economic restructuring , global relocation of capital and as a peripheral part of global capitalist system. Rising cost of labour in advanced industrialised countries reduced the level of profit of industrial owners. The countries like Hong Kong, Singapore took the advantage of the situation. The investors from the developed West relocated their garments sewing factories here with much ease, as these city-states were very close to them as well as the availability of cheap labour. But the sudden spurt of garments export from these countries created unbalance in western trade economy. It led to the adoption of the Multifibre Arrangement (MFA) in 1974, which tried to regulate the rapid growth in Third World exports of clothing and textiles in the interest of orderly trade (*Mondal, A. H. 2000*).

The business corporates of these Southeast Asian countries took a new strategy to face the situation. They went in search of fresh, low-wage countries that were still out of this quota restriction imposed by MFA. At this stage Bangladesh was selected by the corporates of quota restricted countries to set up their garments sewing enterprises. In the last part of 1970s a small number of sub-contracting factories was established in Bangladesh, mainly by local investors, assisted by Southeast Asian technology, connections and information of global market. In the early 1980s Bangladesh government adopted New Industrial Policy promoting the ready-made garments sector. As a result this sector got a big thrust. The garment industries contribution to Bangladesh export earnings

has grown from 1% in 1982 to around 73.3% in 1997-8 (*Bangladesh Government web page 2002*).

There are about 2600 garment factories in Bangladesh; most of them are members of Bangladesh Garments Manufacturers & Exporters Association (BGMEA). Almost two-third of them is situated in Dhaka, and one-fourth of them are situated in the port city of Chittagong (*BGMEA 1999*). The Ready-Made Garment (RMG) Sector in Bangladesh currently employs 1.2 million workers through its 3000 factories and it is a 100% export-oriented industry. It accounts for 76% of the total exports of Bangladesh (*Bhattacharya and Rahman, 2000*). BGMEA estimates suggest RMG exports increased from US\$866.82 million in 1990/91 to US\$3781.94 million in 1997/98 (*Zohir. 2000*). Women form over 90% of production workers in the Ready-Made Garment (RMG) factories, which constitutes about 70 percent of the total female employment in the country's manufacturing sector (*Bhattacharya and Rahman 2000*). Women work because of economic hardship and 91% receive minimum wages (*Jamaly and Wickramanayake, 1996*). Their monthly income varies with occupation and overtime. On an average they earn from US\$20 to US\$70 (*Paul-Majumder and Begum, 2000: 26*).

Readymade garment section has been playing a significant role in the socio-economic stability of the country. But it is unquestionably true that these workers contribute a lot to help the garment sector by working as a labor source but the authorities pay no attention to their needs. In reality the condition of garments workers in Bangladesh is very bad. There are some changes due to the labor unrest, trade union movements, and social pressure and for the pressure of developed countries consumers. But till now condition of workers is unacceptable.

In Dhaka City most of the garment factories are situated in the residential areas, so they have no amenities to tackle emergency situation like accidental fire. Almost all the factories are housed in a previously built building that was not made for a factory. So a large number of workers work in a small space. The rooms are crowded and floor-to-floor height is very low. It has been found that 4 garment factories are housed in an 8-storied building. This is the usual picture. In every floor there are 500-600 workers (*Kibria, Nazli. 1996*). The main entrance of the factory remains locked all-time. Climbing the dark narrow stairs, if any body arrives in the upper floor, he/she will see women are sewing

garments at machines congestedly in long rows all over the floor. Most of the garment factory buildings are overcrowded, congested and poorly ventilated.

As a result garment workers are exposed to toxic substance and dust. Raw materials contain dust and fiber particles that hang in the air. Dye, a toxic substance emitted from colored cloth, spreads in the workroom. The workers continuously inhale these substances. Most factories do not have adequate ventilation and exhaust fans and few workers use masks.

Most of the garments workers come to the urban area to join in the labor market in the garment industry. But no facilities, which would give them, a standard living condition is not provided. Moreover, the residential problem is acute in Dhaka City. People live in slums in unhygienic condition and inhuman life. Some initiatives have already been taken by the govt. and the NGOs. But the Bangladesh Garments Manufacturing and Exporters Association (BGMEA) does not provide any housing facilities for its workers. The authorities pay no attention to their needs. The workers living in slums are always facing many problems such as – Utility problem, Health and Nutrition Problem etc. They also have to face many social problems. They are always in fear of local terror.

Often with less than primary level education or no formal education, workers migrate from rural to urban areas in search of work and better living conditions. They are pushed out of rural areas due to floods, cyclones and abject poverty. Garment factories employ them without any formal job contract. Thus, they are easily hired and fired. Workers are not provided with any compensation when they are laid off due to lack of shipment order. The living conditions of garment workers are appalling. The workers of the multi-billion dollar industry face problems in getting decent accommodation, transport, and commute security and suffer as migrant workers on a daily basis. Low wages and lack of access to basic needs compel workers to compromise with the problems of living in urban centres.

The present study is aimed to identify the problems and prospects related to the living conditions of the garment workers and provide a policy guideline for solving these problems through participatory planning.

1.2 OBJECTIVES OF THE STUDY

The study has been conducted to achieve the following objectives:

- To investigate the existing living condition of the garment workers through participatory planning.
- To examine the problems and potentials of the study area.
- To formulate a policy guideline to improve the living conditions of the garment workers of the selected area.

1.3 RATIONALE OF THE STUDY

Maximum garment industries are located in Mirpur, Mohakhali, Mohammadpur and some other places of Dhaka City. As the garment workers get very low wage, so maximum of them rent houses in different slums within the city. “*Pallabi Molla Bosti*” has been chosen as the study area because majority of the tenants are garment workers and they work in the nearby factories so that they can go to their working places on foot. This area truly depicts the harrowing picture of the miserable living conditions of the garment workers, where most of them have to survive.

The present study is being prepared with a view to identify the present condition, problems and potentials related to the living condition of the garment workers and develop policy guidelines of better facilities for them. Hopefully this report would guide the policy makers, developers or the planners to take necessary steps in any types of housing and other development projects in Dhaka City, so that it would help the garment workers in improving their living conditions.

1.4 SCOPE OF THE STUDY

In this study participatory approach is applied in a slum called “*Pallabi Molla Bosti*”. Slum people are likely rural people. The slum dwellers live in very inhuman living condition and they do not get even the basic needs like education, health facilities etc. It is not possible for any organization to improve their living condition as well as lifestyle without their participation and without knowing their needs.

In the study area “*Pallabi Molla Bosti*” the garment workers and other tenants have to face various problems in their daily life. The existing condition of this slum is also very poor. The tenants have to live in a polluted and unhygienic environment. Moreover some potential are also found. The slum dwellers are expecting to recover themselves from this situation. The problems are tried to be solved in local peoples’ context. For solving these problems some recommendations are formulated compiling both local peoples’ and experts’ opinion.

Actually the existing condition of the site, the problems, the potentials and the views & expectations of the workers, who live here, are some scopes of this study.

1.5 LIMITATIONS OF THE STUDY

Every research has some limitations and this study no exception. Attempts have been formed to accomplish the objectives set for the current study. But some constraints have limited the study in different stages in distinct ways. Below the limitations that were faced during the working period are stated:

- Only one slum has been selected for this study. Therefore, it may not be the typical condition of all other slums.
- The same participants (garment workers) were not available all the time because they had to go to their working places.
- Women’s participation was not significant.
- Resource constraints and lack of man power were also other limitations for conducting this study.
- To gather local people to form groups was very difficult within time available excluding class hours.
- In some cases the participants did not response sincerely or present their opinions properly due to lack of willingness, knowledge, awareness etc.
- The typical participatory approach was not always effective as much as expected.

CHAPTER 02

LITERATURE REVIEW

To continue any project it is essential to have clear conception about the technical terms widely used in the project. A vast literature survey is also needed to collect background information on study topic and gather knowledge about the past experiences of the same topics which guide to conduct the study performance more systematically and smoothly.

2.1 CONCEPT OF PARTICIPATORY PLANNING/ PRA

2.1.1 ORIGINS OF PARTICIPATORY RURAL APPRAISAL

In the early 1980's, a number of development experts were seeking ways of collecting information from rural people that overcame both the reductionism of formal surveys, and the biases of typical field visits. In 1983, Robert Chambers, a Fellow at the Institute of Development Studies (UK), used the term *Rapid Rural Appraisal (RRA)* to describe techniques that could bring about a 'reversal of learning'. By the mid 1990's, the term RRA had been replaced by a number of other terms including 'Participatory Rural Appraisal (PRA)' and 'Participatory Learning and Action' (PLA).

[Source: www.ikipedia.org/wiki/Participatory_rural_appraisal]

2.1.2 PARTICIPATORY PLANNING

The "voice of the people" has always been important in the political decision making process in a democratic society. Generally the term 'Participation' indicates people's involvement in the planning process of all the individuals, groups, interests, organizations and community who might be affected by its outcome.

Participatory planning is a process by which a community undertakes to reach a given socio-economic goal by consciously diagnosing its problems and charting a course of action to resolve those problems. Experts are needed, but only as facilitators.

In Broader sense, it means the total involvements of people with development agencies, fixing up their priorities, taking initiative and carrying out the projects as partners by the contribution of their ideas, interest, material, money, labor and time (*McCracken. 1988*).

2.1.3 ASPECTS OF PARTICIPATORY PLANNING

The past experience of local people about the area and what is suitable for the area and what is not is very important for the program but on the other hand it makes delayed start, slow progress of the program in terms of both financial and physical targets.

Involving local people in planning projects can increase their commitment to the project. But towards this process there are many obstacles- structural, political, administrative and social obstacles. Again it is participatory process which provides opportunity for people to overcome the opposition by politicians, administrators and professional by empowering community, strengthen the community through community organization and leadership, information dissemination and developing knowledge and skill.

It also has impact on the community-government relationship and set a better communication system between the government and the people. It is needed because it is the direct approach to know what they really want for whom to plan. By this process biasness can be avoided. The prerequisites for public participation are the willingness, awareness and proper idea of people about the planning programme and co-ordination within the locality.

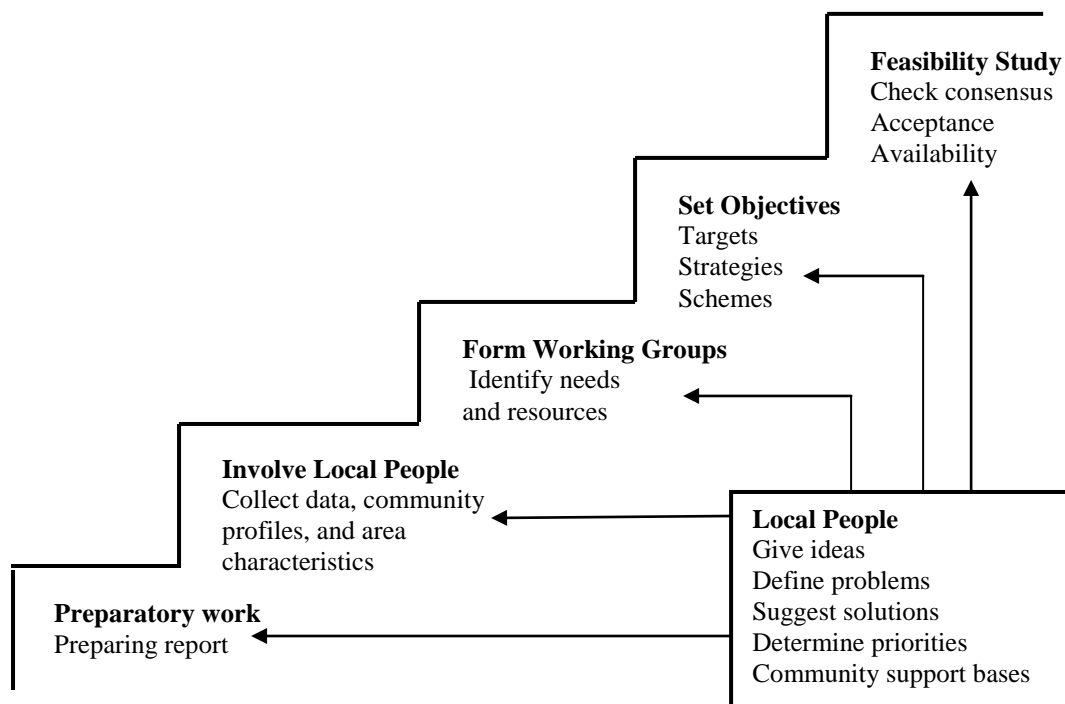


Figure2.1: Local level participatory planning process

[Source: www.fao.org/docrep/007/ae536e/ae536e05.htm]

2.1.4 COMMUNITY PARTICIPATION

Community participation is an active process by which beneficiary or client groups influence the direction and execution of a development project with a view to enhancing their well being in terms of income, personal growth, self reliance or other values they cherish. *[Source: www.cropscience.org.au/icsc2004/symposia/4/2/356_escaladam.htm]*

It is the voluntary involvement of people in making and implementing all decisions directly affecting their lives. United Nations Centre for Human Settlements (1991) describes community participation as the activities undertaken by people with or without outside assistance, to improve the living conditions.

Different forms of community participation have evolved over the years in development process. They can be broadly categorized as:

- Active participation
- Passive participation

2.1.5 OVERVIEW OF PRA TECHNIQUES

Hundreds of participatory techniques and tools have been described in a variety of books and newsletters, or taught at training courses around the world. These techniques can be divided into four categories:

- a) Group dynamics, e.g. learning contracts, role reversals, feedback sessions.
- b) Sampling, e.g. transect walks, wealth ranking, and social mapping.
- c) Interviewing, e.g. focus group discussions, semi-structured interviews, and triangulation.
- d) Visualization e.g. Venn diagrams, matrix scoring, timelines.

The more developed and tested methods of PRA include participatory mapping and modeling, transect walks, matrix scoring, well-being grouping and ranking, seasonal calendars, institutional diagramming, trend and chance analysis, and analytical diagramming, all undertaken by local people. Among many applications, PRA has been used in natural resources management (soil and water conservation, forestry, fisheries, wildlife, village planning, etc.), agriculture, health, nutrition, food security and programs for the poor. *[Source: www.worldbank.org/wbi/sourcebook/sbhome.htm]*

2.1.6 A 'NEW PROFESSIONALISM' FOR DEVELOPMENT

A key idea that has accompanied the development of PRA techniques is that of a *new professionalism*. Robert Chambers has explained this as follows:

“The central thrusts of the [new] paradigm ... are decentralization and empowerment. Decentralization means that resources and discretion are devolved; turning back the inward and upward flows of resources and people. Empowerment means that people, especially poorer people, are enabled to take more control over their lives, and secure a better livelihood with ownership and control of productive assets as one key element. Decentralization and empowerment enable local people to exploit the diverse complexities of their own conditions and to adapt to rapid change”. (Source: Chambers, R. 1994)

2.1.7 THE CONCEPT OF PRA (PARTICIPATORY RURAL APPRAISAL)

Both PRA and RRA are commonly used for related participatory approaches. These methods have ensured the participation of people of all stages; even the illiterate and less articulate people can participate meaningfully in depicting their situation by making maps and diagrams, by analyzing the same, and by coming out with plans to come out of their situation.

PRA is described as a growing body of methods to enable local people to share, enhance and analyze their knowledge of life and condition to plan, act, monitoring and evaluate. Though it has been termed as participatory “rural” appraisal, it has also been used in urban area and other fields. (Source: Chambers, R. 1994)

RRA is the principal source of PRA. It promises to be cost effective alternative.

2.1.8 THE PRINCIPLES OF PRA

Effective RRA and PRA have been found to require practitioners and facilitators to follow basic principles. Some are shared by RRA and PRA, and some have been additionally evolved and emphasized in PRA. (Source: Chambers, R. 1994)

(a) Principles shared by RRA and PRA

- *A reversal of learning*, to learn from local people, directly, on the site, and face-to-face, gaining insight from their local physical, technical and social knowledge.
- *Learning rapidly and progressively*, with conscious exploration, flexible use of methods, opportunism, improvisation, iteration and cross-checking, not following a blueprint program but being adaptable in a learning process.
- *Offsetting biases*, especially those of rural development tourism, by being relaxed and not rushing, listening not lecturing, probing instead of passing on to the next topic, being unimposing instead of important, and seeking out the poorer people and women, and learning their concerns and priorities.
- *Optimizing tradeoffs*, relating the costs of learning to the usefulness of information, with tradeoffs between quantity, relevance, accuracy and timeliness.
- *Triangulating*, meaning cross-checking and progressive learning and approximation through plural investigation.
- *Seeking diversity*, meaning looking for and learning from exceptions, oddities, dissenters, and outliers in any distribution. This has been expressed in terms of seeking variability rather than averages. (Source: Chambers, R. 1994)

(b) Principles additionally stressed in PRA

Of these shared principles, PRA puts special stress on offsetting biases, and the associated changes in outsiders' behavior. In addition, PRA in practice manifests four further principles:

- *They do it*: facilitating investigation, analysis, presentation and learning by local people themselves, so that they generate and own the outcomes, and also learn
- *Self-critical awareness*: meaning that facilitators continuously and critically examine their own behavior. This includes embracing error—welcoming error as an opportunity to learn; facing failure positively—“failing forwards”; and correcting dominant behavior.
- *Personal responsibility*: PRA practitioners tend to take personal responsibility for what is done rather than relying on the authority of manuals or of a rigid set of rules. “Use your own best judgment at all times”.
- *Sharing*: of information and ideas between local people, between them and outsider facilitators, and between different practitioners and sharing field camps, training and experiences between different organizations, regions and countries.

Interestingly, the principles shared by RRA and PRA are mainly epistemological, to do with obtaining information and gaining knowledge, while those special to PRA are mainly personal, to do with outsiders' behavior and attitudes. This contrast indicates the emphasis in PRA on how outsiders interact with local people.

The popularity and power of PRA are linked. PRA is not always well done. But when it is well done, local people, and especially the poorer, enjoy the creative learning that comes from presenting their knowledge and their reality. They say that they see things differently. It is not just that they share knowledge with outsiders. They themselves learn more of what they know, and together present and build up more than any one knew alone. The process is then empowering, enabling them to analyze their world and can lead into their planning and action. It is not the reality of the outsider which is transferred and imposed, but theirs which is expressed, shared, and strengthened. In this final reversal, it is more the reality of local people than that of outsider professionals that counts. *(Source: Chambers, R. 1994)*

2.2 OPERATIONAL DEFINITION OF THE KEY TERMS

While preparing this report some related terms are used. The terms are described below:

2.2.1 BOSTI/SLUM

These are legal settlements of the low income communities, having high area density, room crowding and poor housing condition. Slums are the product of miss-managed urban growth and lack of appropriate policies and planning, and as such, the biggest challenge to address slums and slum proliferation is government policy and urban planning. There is no agreed single definition of a slum. It basically means an area with housing of very low quality and inadequate services and inhabited by very poor people who are mostly engaged in various types of informal sector activities.

Definition of slum is a very difficult and sensitive issue. A sub-committee was formed by the Technical Committee of the National Statistical Council on Population, Health and Demography to define the term "slum" for the Census of Slums-1997. The definition of "slum" as recommended by this sub-committee was adopted in the Census of Slums 1997:

“A slum is a cluster of compact settlements of 5 or more households which generally grow very unsystematically and haphazardly in an unhealthy condition and atmosphere on government and private vacant land. Slums also exist in the owner based household premises”.

2.2.2 SQUATTERS

- Squatters usually settle on unauthorized land and build innumerable small dwellings which often constitute more than the public and private sectors contribution to housing stock combinedly.
- Squatting means the illegal occupation of land in urban areas by the poor immigrants. Such occupation may be structural or non- structural. [Amin, Sajeda. 1997]

2.2.3 COMMUNITY BASED ORGANIZATIONS (CBO)

Community Based Organizations are groupings or associations of members of the community that come together in response to a felt need.

Community is a social unit where by –

- a) A group of people sharing a common geographical area.
- b) These groups of people are interacting within a common culture.
- c) Having a common need.

Fields for working of a Community Based Organization are as follows:

- a) Land regulation and plot allocation in existing settlements
- b) Setting up building regulations for self help housing
- c) Construction contracts for improvement and maintenance of on site infrastructure; road network, water supply, drainage, sanitation.
- d) Organization of collections of solid waste.
- e) Creating co- operative and community saving clubs (mainly for income generation, enterprise development and shelter improvements).
- f) Collection of charges and fees for services from municipalities and utility companies.
- g) Management of community centers.
- h) Participation in basic health care services.
- i) Organization of education services and
- j) Provision of security services and social welfare. [Amin, Sajeda. 1997]

2.2.4 THE STANDARD OF LIVING

The standard of living refers to the quality and quantity of goods and services available to people and the way these services and goods are distributed within a population. It is generally measured by standards such as income inequality, poverty rate, real (i.e. inflation adjusted) income per person. Other measures such as access and quality of health care, educational standards and social rights are often used too. Examples are access to certain goods (such as number of refrigerators per 1000 people), or measures of health such as life expectancy. It is the ease by which people living in a country are able to satisfy their wants. *(www.wikipedia.org/wiki/Standard_of_living)*

The idea of a 'standard' may be contrasted with the quality of life, which takes into account not only the material standard of living, but also other more subjective factors that contribute to human life, such as leisure, safety, cultural resources, social life, mental health, environmental quality issues etc. More complex means of measuring well-being must be employed to make such judgments, and these are very often political, thus controversial. Even among two nations or societies that have similar material standards of living, quality of life factors may in fact make one of these places more attractive to a given individual or group. *(www.wikipedia.org/wiki/Standard_of_living)*

There are many factors being considered before measuring standard of living. Some factors are gross domestic product, the per capita income, population, infrastructural development, stability (political and social), and many other indicators.

2.2.5 THE QUALITY OF LIFE

The well-being or quality of life of a population is an important concern in economics and political science. There are many components to well-being. A large part is standard of living, the amount of money and access to goods and services that a person has; these numbers are fairly easily measured. Others like freedom, happiness, art, environmental health, and innovation are far harder to measure. This has created an inevitable imbalance as programs and policies are created to fit the easily available economic numbers while ignoring the other measures that are very difficult to plan for or assess.

Understanding quality of life is today particularly important in health care, where monetary measures do not readily apply. Decisions on what research or treatments to invest the most in are closely related to their effect of a patient's quality of life.

There is no universally agreed on definition, but quality of life indicators usually include in their scales at least some of these dimensions: economic wellbeing, health, education, freedom, social participation and self perceived wellbeing or satisfaction. In addition, many of the quality of life scales seem to correlate fairly highly with each other.

[Source: www.wikipedia.org/wiki/Quality_of_life]

2.2.6 LIVING CONDITION

Housing is a basic human need and as such provision of adequate housing for the citizen is a fundamental responsibility. Large number of workers is working in the garment industries and many of them are women facing housing problem that provides insecure life. So it is important to analysis of the present living condition of the garment workers. Since they are victimized by poor living condition, the large portions of their income are spent for the housing purposes.

In order to ensure better living the following issues should be fulfilled. Such as –

- ❑ **Health and Sanitation condition**, it is an important issue because good living environment needs hygienic, neat and clean environment, proper medical facilities, waste dispose management, toilet facilities and so on.
- ❑ **Basic necessities**, every man wants to live well and for this the basic necessities such as food, cloth, education, educational facility and recreational facilities should be provided. If these are not achieved, the person is called deprived from his basic rights. Generally every man expects a secured shelter at the residence. The security can be social or physical.

The supply of labour particularly the women labour depends to a great extent upon safe and secured housing. Safe and secured housing will facilitate to improve occupational mobility. If they are provided with safe and secure housing and all other basic services, they could continue their job and thereby could acquire work experience which makes them competent for promotion.

It is also very important to find out the structural condition of the house because housing is one of the most necessary requirements for good living. In order to observe these, house rent, structural condition and utility services provided by the house owner should also be taken into observation. (Zohir, Salma Choudhuri. 1996)

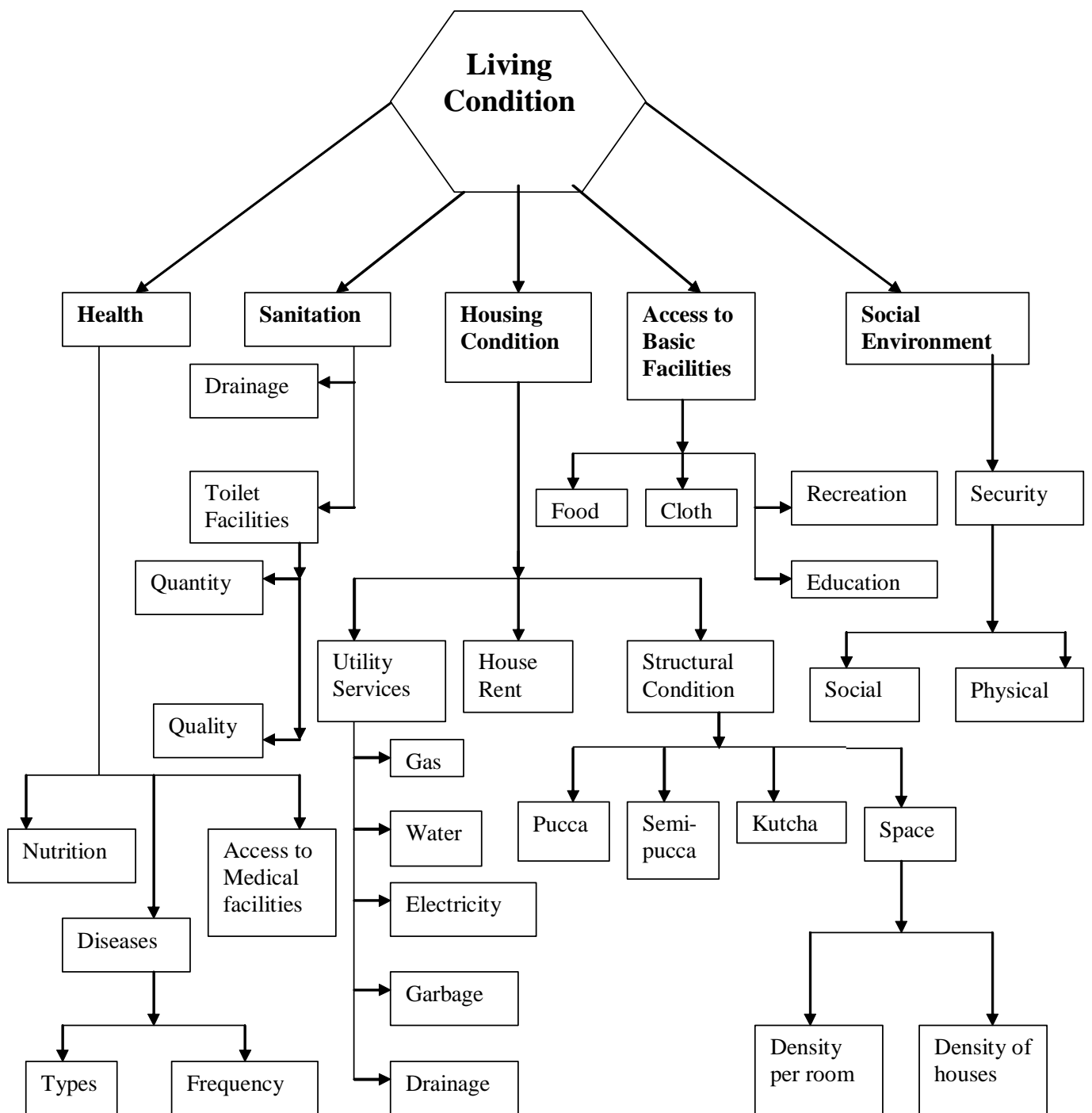


Figure 2.2: Flow chart showing different criteria of living condition

2.2.7 STANDARDS FOR SLUM IMPROVEMENT

The following standards are widely practiced in slum improvement projects:

- Access streets serving the dwellings 6m width
- Footpaths for circulation within block 2-4m width
- Communal standpipes within 75m of all buildings
- Water use standards:
 1. 80 liters per capita per day (pcd) with pit latrines
 2. 109 liters pcd with water-borne sewerage
 3. 40 liters per minute per tap for communal stand pipe
 4. 400 liters per minute per hydrant
- Communal toilets to serve 15-20 households
- Low cost water latrines
- Waste water disposal open channels from houses to storm water channel or pipe may be provided
- Garbage point within 50-100m from the house
- Drains along the footpath [*Source: Sattar Quazi. 19886*]

2.3 REGULATORY FRAMEWORK

Actually there are no significant laws and regulations related to our study 'Improving the living condition of the garment workers'. Most of the laws are of child labor and other labor laws and here the garment workers can be taken into consideration. And BGMEA has some rules which they try to implement over the factories that are also not related to their living condition rather these regulations are related to their working environment conditions. Below some examples from the national and international context are described:

2.3.1 International Laws and Regulations

Labour law or employment law is the body of laws, administrative rulings, and precedents which addresses the legal rights of, and restrictions on, working people and their organizations. As such, it mediates many aspects of the relationship between trade unions, employers and employees. However, there are two broad categories of labour law.

First, collective labour law relates to the tripartite relationship between employee, employer and union. Second, individual labour law concerns employees' rights at work and through the contract for work.

[Source: www.wikipedia.org/wiki/Labour_and_employment_law]

INDIVIDUAL LABOUR LAW

Individual labour law deals with peoples rights at work place on their contracts for work. Where before unions would be major custodians to workplace welfare, there has been a steady shift in many countries to give individuals more legal rights that can be enforced directly through courts.

☐ Equal opportunities in recruitment, pay and treatment

This clause means that discrimination is morally unacceptable, in particular racial discrimination or sexist discrimination.

☐ Minimum wages

There may be law stating the minimum amount that a worker can be paid per hour. The minimum wage is usually different from the lowest wage determined by the forces of supply and demand in a free market, and therefore acts as a price floor. Those unable to command the minimum wage due to a lack of education, experience or opportunity would typically work in the underground economy, if at all. Each country sets its own minimum wage laws and regulations, and while a majority of industrialized countries has a minimum wage, many developing countries have not.

☐ Rights to consultation, fair treatment, and against unfair dismissal

International Labour Organization states that an employee "can't be fired without any legitimate motive" and "before offering him the possibility to defend himself".

☐ Hours of labour and holidays

Each country fixes according to their necessity.

❑ Health and safety

Other labor laws involve safety concerning workers. The earliest English factory law was drafted in 1802 and dealt with the safety and health of child textile workers.

[Source: www.wikipedia.org/wiki/Labour_and_employment_law]

2.3.2 INTERNATIONAL LABOUR LAWS

❑ British Labour Law

British labour law is more commonly known as United Kingdom employment law or employment rights legislation. The Factory Acts (first one in 1802, then 1833) and the 1832 Master and Servant Act were the first laws regulating labour relations in the United Kingdom.

Since the election of the Labour Government in 1997, there have been many changes in UK employment law. These include enhanced maternity and paternity rights, the introduction of a National Minimum Wage and the Working Time Directive which covers working time, rest breaks and the right to paid annual leave. Discrimination law has also been tightened, with protection from discrimination now available on the grounds of age, religion or belief and sexual orientation as well as gender, race and disability.

❑ European Labour Law

The European Working Time Directive limited the maximum length of a working week to 48 hours in 7 days, and a minimum rest period of 11 hours in each 24 hours. In contrast, France has passed more strict legislation, limiting the maximum working week to 35 hours (but optional hours are still possible).

❑ United States Labor Law

In the United States, employers generally accepted the 8-hour day as of 1912. The Wages and Hours Act of 1938 set the maximum standard work week to 44 hours, and in 1950 this was reduced to 40 hours. The green cards entitle legal immigrants to work permits,

although illegal alien may often work in the States because of compartmentalization of various bureaucratic entities.

The Fifth and Fourteenth Amendments of the United States Constitution limit the power of the federal and state governments to discriminate. The Fourteenth Amendment explicitly prohibits states from violating an individual's rights of due process and equal protection. The Age Discrimination in Employment Act of 1967 prohibits employment discrimination based on age with respect to employees 40 years of age or older. This Act was created to promote employment of older persons based on their ability rather than age; to prohibit arbitrary age discrimination in employment.

[Source: www.wikipedia.org/wiki/Labour_and_employment_law]

2.3.3 LABOR RIGHTS

Labor rights or workers' rights are a group of legal rights and claimed human rights having to do with labor relations between workers and their employers, usually obtained under labor and employment law. In general, these rights' debates have to do with negotiating workers' pay, benefits, and safe working conditions. One of the most central of these "rights" is the right to unionize. *[Source: www.wikipedia.org/wiki/Labor_rights]*

The International Labour Organization was formed in 1919 as part of the League of Nations to protect worker's rights. The ILO later became incorporated into the United Nations. The UN itself backed workers rights by incorporating several into two articles of the United Nations Declaration of Human Rights. These read:

Article 23

- Everyone has the right to work, to free choice of employment, to just and favorable conditions of work and to protection against unemployment.
- Everyone, without any discrimination, has the right to equal pay for equal work.
- Everyone who works has the right to just and favorable remuneration ensuring for himself and his family an existence worthy of human dignity, and supplemented, if necessary, by other means of social protection.
- Everyone has the right to form and to join trade unions for the protection of his interests.

Article 24

- Everyone has the right to rest and leisure, including reasonable limitation of working hours and periodic holidays with pay.

The ILO and several other groups have sought international labor standards to create legal rights for workers across the world. Recent movements have also been made to encourage countries to promote labor rights at the international level through fair trade.

[Source: www.wikipedia.org/wiki/Labor_rights]

2.3.4 CHILD LABOUR

Child labour is the employment of children under an age determined by law or custom. This practice is considered exploitative by many countries and international organizations. Child labour was not seen as a problem throughout most of history, only becoming a disputed issue with the beginning of universal schooling and the concepts of laborers and children's rights.

Child labor can include factory work, mining or quarrying, agriculture, helping in the parents' business, having one's own small business (for example selling food), or doing odd jobs. Some children work as guides for tourists, sometimes combined with bringing in business for shops and restaurants (where they may also work as waiters). However, rather than in factories and sweatshops, most non-agriculture child labor occurs in the informal sector, "selling on the street, at work in agriculture or hidden away in houses — far from the reach of official labor inspectors and from media scrutiny."

The most controversial forms of work include the military use of children as well as child prostitution. Less controversial, and often legal with some restrictions, are work as child actors and child singers, as well as agricultural work outside of the school year (seasonal work).

The United Nations and the International Labour Organization consider child labor exploitative, with the UN stipulating, in article 32 of the Convention on the Rights of the Child that:

...States Parties recognize the right of the child to be protected from economic exploitation and from performing any work that is likely to be hazardous or to interfere with the child's education, or to be harmful to the child's health or physical, mental, spiritual, moral or social development.

[Source: www.wikipedia.org/wiki/Child_labor]

2.3.5 INTERNATIONAL ORGANIZATIONS RELATED TO LABOUR AND CHILD LABOUR RIGHTS

❑ SWEATSHOPWATCH.org

Sweatshop Watch is a coalition of labor, community, civil rights, immigrant rights, women's, religious & student organizations, and individuals committed to eliminating sweatshop conditions in the global garment industry.

❑ Campaign for Labor Rights

Campaign for Labor Rights (CLR) is an organization that works to inform and mobilize grassroots activists in solidarity with major, international anti-sweatshop struggles. CLR has been called the "grassroots mobilizing department" of the anti-sweatshop movement. Coordinating with over 500 communities in the U.S. as well as other local, national, and international anti-sweatshop groups, CLR attacks the root causes of poverty, oppression, and global economic disparity.

❑ UNITE- Stop Sweatshirts Campaign

UNITE is a group of people from all around the world who's main mission is to organize a union of people against slave labor. The union is supporting workers in other countries who are fighting to organize their own unions to improve wages and working conditions.

❑ Maquila Solidarity Network

The Maquila Solidarity Network (MSN) is a Canadian network promoting solidarity with groups in Mexico, Central America, and Asia organizing factories and export processing zones to improve conditions and win a living wage

❑ Anti- Slavery International

Anti-Slavery International is the world's oldest international human rights organization, founded in 1839. It is the only charity in the United Kingdom to work exclusively against slavery and related abuses.

❑ iAbolish

iAbolish is a project of the American Anti-Slavery Group (AASG), a grassroots organization founded in 1993 to combat slavery around the world. AASG has broken a virtual media blackout on slavery and helped free over 45,000 slaves.

[Source: www.ihscslnews.org]

2.3.6 IN THE CONTEXT OF BANGLADESH

2.3.6.1 Bangladesh Garments Manufacturers & Exporters Association (BGMEA)

Ready-made Garment (RMG) emerged as a promising export earning sector of the country by the year 1983. Bangladesh at that time lacked a sectoral trade body, non-government in nature, free from traditional bureaucracy, to help the sector to boost up the country's foreign exchange earnings. As a result, 1977 marked the birth of BGMEA. Since its humble inception with only nineteen (19) garment manufacturers and exporters, BGMEA has grown into a strong and dynamic body. Today it is proud to have about 3500 garment manufacturers and exporters as its members. The fundamental objective of BGMEA is to establish a healthy business environment for a close and mutually beneficial relationship between the manufacturers, exporters and importers in the process ensuring a steady growth in the foreign exchange earnings of the country (www.bgmea.com). To this end, BGMEA has been playing a very strong role to lead the industry in concurrence with the government.

The following are the regular activities of BGMEA:

- a. Organizing members to hold or to participate in apparel fairs at home and abroad;
- b. Establishing and promoting contacts with foreign buyers, business associations, chambers etc.
- c. Providing the members, apparel buyers and other information users with various related data.
- d. Monitoring international apparel trade and trade fairs and disseminating the relevant information through its Computer-Network-System linked with various on-line data sources in the USA and the EU.

- e.** Encouraging co-operation between industries, companies, firms engaged in manufacturing of garments, allied industries and exporters of ready-made garments.
- f.** Organizing seminars and symposia on current trade issues to develop awareness and consensus among the members and other related parties.
- g.** Helping in Government's textile quota negotiation with USA and Canada.
- h.** Helping to resolve trade disputes between the members and the buyers.
- i.** Maintaining computerized membership information and providing information on quota matters.
- j.** Monitoring implementation of Memorandum of Understanding (MOU) on child labour elimination from the export oriented garment sector of Bangladesh.
- k.** Educating the displaced workers below the age of 14 years and the children of the workers through setting up of school-cum-health centres in different zones of Dhaka, Narayangonj and Chittagong.
- l.** Publishing a fortnightly magazine styled "BGMEA Newsletter" that provides updated information about the garment sector.
- m.** Helping disposal of stock-lots of fabrics.
- n.** Recommending for correct utilization of fabrics/yarn/acrylic/wool.
- o.** Giving permission for Inter bond sub-contract of bonded warehouse goods.
- p.** Issuing Utilization Declaration (U/D), Export Orders for clearance of raw materials imported by member-factories.
- q.** Ensuring adoption of Safety Measures in order to avert fire accidents in factories.
- r.** Contributing financial aid for the victims in case of casualty in fire accidents in member-factories.
- s.** Having regular co-ordination with the labour organizations in the garments sector to resolve labour related issues and establish cordial employer-worker relationship.
- t.** Creating awareness of the member-units on labour matters by giving expert advice as and when required.
- u.** Giving legal assistance to member-units through our Legal Adviser as and when required.
- v.** Co-sponsoring with GOB, ILO and UNDP for implementation of welfare measures for garment workers in broader areas of primary health care, transportation, social security & insurance coverage, housing and skill training. (www.bgmea.com).

2.3.6.2 Present Situation

There is no law for the national minimum wage. There are scopes to fix the minimum wage in sector based: In every 3 years, the minimum wage is supposed to be revised but it is not followed in the all sectors. In 1994, the minimum wage for the garment workers was fixed at Tk. 930/ per month (1) for the unskilled workers and Tk. 2300/ for skilled workers. This minimum wage was not revised till now. Even till now, the minimum wage of 1994 was not implemented in the whole sector. Till now, in many cases the unskilled workers receive Tk. 800/ per month. Most of the garment factories do not follow the labour law and ILO conventions. Most of the cases the workers cannot enjoy the weekly holiday. There is no Job security, social security, gratuity or provident fund for the garment workers. Most of the cases the management does not provide appointment letters/ contract letters, identity cards and service books.

According to the Labour Law, the maximum working hour per day is 10 including the 2 hours overtime. But in most of the cases workers are forced to work 14 to 16 hours per day. Some times they work whole night. Overtime work is compulsory and forceful. There is not housing facilities from the owners. Most of the cases maternity leaves is absence. Most of the cases there is no transportation facilities. Most of the cases, there is no doctor, first aid, sufficient light and ventilation. In some cases there are no sufficient and pure drinking water and toilets for the workers. According to law, women work is prohibited after 8 pm. But the women workers are bound to work until 10 pm or 11 pm. Even in some cases they work the whole night. Most of the cases maternity leaves are absence. Most of the factories do not have the day care centers. Often the management does not pay the monthly wage and overtime payment within 7th of the next month. In many cases monthly wage and overtime payment is out standing for 2/3 months.

(Source: www.nadir.org.htm)

Health-safety and security condition are not sufficient. Management does not allow the workers to join the trade union or formation of trade union though the workers have the trade union rights according to the labour law and ILO conventions. Management fires the workers if he/she joint in the trade union. Some times they threaded the workers and even close down the plant for the formation of trade union. Management does not ensure the security of the women workers. Women workers are deprived from Equal wage, Equal dignity, Equal rights and Equal promotions.

2.3.7 CHILD LABOUR IN BANGLADESH

Below the picture of child labor in Bangladesh is depicted:

National Sample Survey based statistics on Child Labour (Ministry of Labour), 2005

[The digits indicate number of persons]

- Total children (5-17 years): 42367000
- Total Child Labour (5-17 Years): 7423000 (17.5%)
- Among the Child Labours
 1. 5- 9 years: 284000 (1.6% of total children of the age group)
 2. 10-14 years: 4408000 (26.1% of the total children of the age group)
 3. 15-17 years: 2731000 (32.2% of the total children of the age group)
- Working Children (Boy): 5471000
- Working Children (Girl): 1952000
- Urban child Workers: 1408000
- Rural Child Workers: 6014000
- 70% of the Child labours entered into labour market due to poverty
- 6% of child labours work in formal sectors
- 89% of child labours work in informal sectors
- 56% of child labours are engaged in agricultural sectors
- 19.9% in industrial sectors &
- 26.1% are in service sectors
- 57% of the workers work only for food they are not paid workers.
- Regular workers: 7.1%
- Paid Domestic helps: 1.2%
- Paid Day labourer: 23.7%
- Unpaid Domestic helps: 0.5%
- Self Employment: 56.7%
- Unpaid workers: 56.7%
- Others: 1.2%

From the above data we can say that the intensity of child labor in Bangladesh is very high.

2.3.8 ORGANIZATIONS WORKING IN BANGLADESH

2.3.8.1 The MOU

In July 1995, a Memorandum of Understanding (MOU) was signed between the ILO, UNICEF and the Bangladesh Garment Exporters and Manufacturers Association (BGMEA) on behalf of the employers, to address the summary dismissal of thousands of child workers from the garment factories which had started in 1993. The intention of the programme was to remove children from factories and place them in schools. The MOU programme is among the best-known child labour interventions of the last decade.

The purpose of the MOU programme was the removal of child workers from the garment industries and their placement in appropriate education programmes. Initially, the main components of the programme were: a fact finding survey; a restraint on new recruitment of child workers; a temporary halt to terminating under-aged workers until an education programme was in place; a non-formal education programme, including educational stipends; and a monitoring and verification system.

The key elements of the Memorandum of Understanding were;

- a)** A fact-finding survey to determine the extent of child labor in the garment industry;
- b)** The establishment of an education program in which identified child workers should be enrolled;
- c)** The establishment of a monitoring and verification system
- d)** The provision of income compensation in the form of a monthly stipend of Taka 300, the equivalent of, at that time, 7 US dollars. The costs to be shared by fifty-fifty basis by BGMEA, the ILO and other donors.
- e)** An awareness raising and publicity campaign to explain and promote the goals of the project.

f) The establishment of an Informal Steering Committee comprising the 3 partners BGMEA, ILO and UNICEF, the Government of Bangladesh represented by the Ministry of Labor and the Embassy of the US in Dhaka.

Therefore, based on the components of the MOU, the project has two main components, which are complementary.

The **first** component consists of a social rehabilitation program in which they provide (non-formal) education to the (ex) child workers and access to micro-credit systems for their families in order to increase their income and make them less dependent on child labor.

The **second** component is a child labor monitoring and verification system, which was designed and is managed by ILO-IPEC (International Program on the Elimination of Child Labor of the ILO, better known as IPEC). [*www.mou.bd.com*]

2.3.8.2 Bangladesh National Garments Workers Federation (NGWF)

National Garments Workers Federation is a countrywide registered Independent, Democratic and Progressive Trade Union Federation of garment workers in Bangladesh. The federation was established on 1984. There are 28 registered trade unions (plant unions) affiliated with the NGWF. Beside these, the federation has 1016 factory committees. From 1984, the federation is involved in all the important movements including several countrywide strikes in the garment sector. Total membership of the federation is: 20.000 among paying member: 5.100 and none paying: 14.900.

The federation is run by its written constitution and participations of its members in a democratic way.

Aims and Objectives

- Ensure fair wages.
- Establish the Workers Rights and Human Rights.
- Ensure the equal wages and equal rights for the women workers.
- Improve the working condition and environment in working places.
- Struggle for a democratic, developed and progressive society.

Main Activities

- Unite the garment workers.
- Formation of plant level unions.
- Initiate and Conduct the countrywide movements for the betterment of garment workers.
- Support, cooperate and conduct the factory base movements.
- Awareness building among the garment workers.
- Training and education for the garment workers.
- Publicize the workers and other materials for the garment workers in local and easy language.
- Cooperate to get new jobs for the unemployed and dismissed workers.
- Awareness building for health and environment and to provide health facilities.
- Organize meetings, processions, demonstrations, seminars and symposiums for the garment workers.
- Support and participate in the movements of other sectors, democratic movements and women freedom movements.
- Express and show solidarity with international trade union movements, democratic movements and women movements. (*Source: www.bngwf.com*)

Above in the part of regulatory framework, we have tried to give some general ideas about the labour rights and the child labour both in the context of different countries and also Bangladesh. We have also discussed about BGMEA and their activities. And the different organizations that are working behind these problems are also discussed.

Actually there are no certain rules and regulations related to the living conditions of the garment workers. This is why we have discussed about the relevant regulatory frameworks like the labour laws, the child labour laws and their related organizations both in the context of Bangladesh and other countries.

2.4 REVIEW OF SIMILAR STUDIES

2.4.1 IN THE CONTEXT OF BANGLADESH

2.4.1.1 Case Study 1: Living Conditions of Women Workers in the RMG Sector in Bangladesh (Syeda Sharmin Absar, 1999) [Source: www.garmentworkers.ac.bd.com]

Bangladesh presently exports Ready-Made Garment (RMG) to about 30 countries around the world. More women, whether pushed by poverty or pulled by opportunity, work outside home particularly in the RMG sector. The exodus of women to work in urban areas, leaving homes and families, is a relatively recent development. Despite the employment opportunities at the garment factories, women workers in Bangladesh suffer from abject poverty. Most of them earn less than a dollar (US) a day. Workers of the multi-billion dollar industry live hand to mouth and often starve along with children. Lack of proper literacy skills is holding them back at work that in turn is contributing to low wages. Problems of industrial work and urban living are compounded by the mere fact that there are not enough affordable housing and transportation facilities for workers on limited wages. How the workers cope with daily expenses on a wage of less than a dollar a day is focus of the paper. This paper attempts to present the living conditions depicted by the academic literature and juxtapose it against the narratives of the interviewed garment workers in Bangladesh.

The research Objective:

- I. What are the living conditions of the interviewed women workers?
- II. What do the workers say about their experiences of urban living in terms of housing?
- III. What do they want?

Fieldwork Findings:

1. What are the living conditions of the interviewed women workers?

All 35 women collect water from the adjacent Badda/Gulshan Lake to cook, have shower and do their dishes and laundry. Women use a public latrine and have shower by the lake. All 35 workers started developing health problems. They suffer from eye pain, headache, backache, flu, fever, cough, gastric, and general weakness. They identified long working hours, poor working condition, working by standing, and lack of adequate rest due to double burden of work at home and factory as reasons for their health problems.

2. Transportation

According to all 35 workers, transportation is another major problem of living in Dhaka. Factory women walk. They form the silver lining of a road, long, moving line. This is

why they are so visible. For a person with a rental responsibility of Tk.800 for a room on a wage of Tk. 700-1000, it is more than essential to walk.

From women's narratives and academic literature, it is clear that women workers fight two enemies on two fronts: overall insecurity in life as a woman and poverty. Problems of living conditions affect women workers everyday. They face accommodation and transportation problems on a daily basis. In spite of all these problems they are reluctant to unionise. Instead of unionising themselves in masses, they have asked to convey their messages to the proper authority so that they can live in better conditions in Dhaka. Their major demands circle around housing, transportation, security and wages. Working mothers with glittering eyes express their hope to offer a better life to their children.

2.4.1.2 Case Study 2: Becoming a Garments Worker: The Mobilization of Women into the Garments Factories of Bangladesh (Nazli Kibria, 1998)

[Source: www.nadil.org/banladesh.com]

Among the different groups of women that the garments sector has mobilized are women from poor urban households. For these women, wage employment, whether it is brick-breaking or domestic service is a necessity. The ability of the garments sector to recruit such women has stemmed from the relative attractions of garments work in comparison to the other types of unskilled employment available to women with low levels of education in urban areas. Besides women from poor urban households, the garments sector has also mobilized into its ranks women who would quite likely not be engaged in wage employment if jobs in garments were not available. For these women, garments work is a way to enhance personal and/or household economic resources. It is also a way to gain a measure of economic and social independence.

Women from rural households constitute an important segment of the garments labour force. In many ways the mobilization of these women is the most striking, given that it involves not only a movement into the world of industrial wage work, but also into the urban environment. Single rural women who migrate to urban areas alone have traditionally been destitute and impoverished from the lowest socio-economic strata of rural society. With the development of the garments industry, however, we are now seeing the solo migration of rural woman from a more diverse array of socio-economic backgrounds. While many of the rural migrant women in this study came from landless

households, there were also those with some land holdings. More importantly, while economic scarcity was a general condition of the rural sending family household, a number of other .push. Conditions and factors operated to provide the critical impetus for the move. In other words, economic scarcity alone does not provide a sufficient picture of how rural women become garments workers. Economic scarcity operates in conjunction with other push factors, such as family conflicts, marital breakdown, problems of harassment and uncertain marriage prospects.

The mobilization of women into the garments industry in Bangladesh reflects the operation of deep-seated and long-term economic and socio-cultural shifts. In the coming years we are likely to see important changes in the garments industry, such as an increased demand for trained and skilled workers. Given the long-term and structural nature of the push factors that lead women to garment factory employment, it is recommended that steps be taken to ease the potential dislocation of women workers as a result of industry changes. Alternative wage employment opportunities as well as training and education programs can help to minimize the potential dislocation of women garments workers.

Many of the women who enter the garments industry are single rural migrants. Among the major problems faced by these women is that of safe and affordable housing in the city, as well as safe and affordable forms of transportation from the residence to the factory. Policy measures that address these concerns will contribute significantly to the well-being of the garments labour force. A related issue is that of sexual harassment in the workplace. It is recommended that factory managers institute a program of education and enforcement of regulations against the harassment of workers.

2.4.2 IN INTERNATIONAL CONTEXT

2.4.2.1 Case Study 1: Trade, monitoring, and the ILO: working to improve conditions in Cambodia's garment factories (Yale Human Rights and Development Law Journal, 2004) [Source: www.accessmylibrary.com]

Cambodia's textile industry produces approximately 75% of the country's exports and is at once the largest and fastest growing segment of the Cambodian industrial sector. In 1998, textile exports to the U.S. alone were valued at \$308 million--an increase of 305% over the previous year. By 2001, garment exports totaled \$1.1 billion, with US exports comprising \$650 million. In the first nine months of 2002 these figures rose by around 12%. Approximately 200 factories operate in Phnom Penh at any given moment, employing some 200,000 workers by official count, over 85% of who are women. Typical of the garment sectors in many developing countries, nearly all of the factories are owned and operated by non-Cambodians, mostly hailing from Taiwan, Singapore, Thailand, and other Southeast Asian countries. These factory owners have few ties to Cambodia, and a quick scan of any one owner's curriculum vitae will usually indicate stints of several years in a large number of low-wage, textile producing countries. These owners are nomads, moving from country to country, seeking low-wage employment markets and other mechanisms for producing at the lowest cost.

In order to understand the context in which the ILO program was designed and implemented, it is important to consider the factory conditions in the time period during which the program was created. Despite a relatively strong labor code passed in 1996, which provided for numerous worker protections, the actual working conditions in many Cambodian garment factories were very poor. John Hall's excellent and comprehensive 1998-1999 case study of Cambodian garment factories, from which I will draw extensively in this section, identified numerous violations of Cambodian labor law and international labor standards. A brief overview of his findings, combined with my own more limited observations from the summer of 1999, will present a glimpse of the challenges facing Cambodian garment workers in the workplace.

In order to obtain a garment factory job, Hall found that workers were often required to pay fees of at least one month's wages to middlemen--in contravention of international and Cambodian law. In return for these fees, the middlemen would arrange for the job and transportation from the countryside to Phnom Penh. These fees, however, often forced the workers' rural-based families into debt, forcing workers to continue their employment in order to pay off the debt in spite of the difficulties they faced in the factories.

Long hours and forced overtime--often without overtime pay--were another typical violation of Cambodian and international law found by Hall. During my own time in Cambodia, many factory workers complained of often being forced to work late into the night, and sometimes workers were locked in the factories until a particular customer order was completed. In one instance, I spoke with several workers from a Phnom Penh neighborhood who reported routinely working at a nearby factory from seven a.m. to seven p.m., six days a week, and until four p.m. on Sundays. However, the interview was broken up prematurely when a man, apparently from management, came over on his motorcycle and asked myself and the workers what we were doing.

Another company, Hung Wah, hired by Nike to produce Nike apparel, was infamous among workers and labor inspectors for its horrible working conditions. One worker I spoke with complained of pervasive illness among the employees, which she and NGO workers claim was caused by the long working hours and difficult living conditions endured by workers on account of their low wages and substandard lodging. When workers complained to management about not getting time off on Sundays, the problem of long hours reportedly became worse. In an interview, the head labor inspector also acknowledged severe problems at Hung Wah, including lack of rest-rooms and forced overtime. However, disputing the workers' account, he claimed that the problems were resolved after labor inspector intervention, and said that no further action was necessary. Wage violations were also common. Although the mandated minimum wage was \$40 for a forty-eight hour week, the workers I interviewed often reported sub-minimum wages, late payment of wages, and illegal wage deductions.

The right to freedom of association and the right to organize, as guaranteed in the Cambodian Labor Code and under international law, were also routinely violated. Workers were harassed, fired, or transferred to less desirable jobs for attempting to organize unions or speak out against abuses. Workers and union representatives were also subject to intimidation and physical abuse by the police and management during labor disputes. Workers seeking to register independent unions not aligned with the ruling party often faced large administrative hurdles in violation of Article 7 of ILO Convention 87 (Freedom of Association and Protection of the Right to Organize). In a 1998 petition to the U.S. government requesting that Generalized System of Preferences (GSP) privileges not be extended to Cambodia, the AFL-CIO documented a number of cases in which

independent labor unions were unable to register officially and obtain the privileges that would follow, while politically connected unions had few problems. One of the primary obstacles documented was the requirement under Cambodian labor law that union officials provide certificates of no criminal record and identification cards. Obtaining these documents is difficult in Cambodia due to weak bureaucratic structures and entrenched corruption. Thus, because it was almost impossible to fulfill the formal requirements to register, political connections and bribery became the default registration mechanism.

Other problems included pervasive violations of health and safety standards embodied in the Cambodian Labor Code, including inadequate toilet facilities, inadequate medical care, and poor ventilation in factories. In the summer of 1999, for example, over two-dozen workers passed out in a single day because of harmful fumes and poor ventilation in one factory. At the hospital where they were taken, the hospital director stated that many of them were suffering from exhaustion and low blood pressure, perhaps caused by long working hours. While the Labor Code proscribes many of the conditions and actions noted above, the law was seldom enforced. For example, despite many instances of interference with union organizing by factory owners, documented by the Cambodian Labor Organization (CLO) and other groups, the Deputy Chief Labor Inspector, Hout Chanty, told me that up until the time of our meeting, no fines had been imposed for interfering with union organizing. One reason for the lack of enforcement was the inadequacy of the labor inspectorate.

Perhaps more important than lack of technical knowledge was labor inspectors (like all state workers) were paid well below a living wage. This means that inspectors, in order to make a living, were forced to take bribes for under-reporting violations in order to supplement their income. A second factor in the lack of enforcement was the connection between the state and industry.

The state had a political and financial interest in not enforcing the Labor Code too stringently. As John Hall noted, conducting business in Cambodia means maintaining ties with the ruling party. In addition to providing generous financial support to the ruling Cambodian People's Party (CPP) and to Prime Minister Hun Sen, the garment industry served both the financial and political interests of the party. In one example, Sen

promised garment factory jobs to a set of squatters in return for their involvement in pro-CPP rallies. To provide these jobs, Sen needed the cooperation of factory owners. It was also not uncommon for high-ranking members of the government to have direct financial interests in garment enterprises, although little direct involvement with operations.

2.4.2.2 Case Study 2: American dream lures Saipan workers (Margot Patterson, 2001) [Source: www.encyclopedia.com]

According to information in the lawsuits and in other reports, most of the workers are young, lured by tales of the good life they will have “in the U.S.A.” Many come expecting they will live on the mainland, where they will be housed in comfortable, air-conditioned quarters and be paid the U.S. minimum wage rather than the \$3.05 minimum wage that prevails on Saipan. Instead, they find themselves living in involuntary servitude, forced to work 60- to 70-hour-work weeks and to meet unrealistic production standards that force them to work overtime without compensation. About 40,000 foreign workers are said to be working in indentured servitude in the Marianas. Of these, an estimated 15,000 workers are employed in the garment industry.

High-ranking officials in the federal government have testified to deplorable conditions in the Saipan garment industry. In a statement made to the U.S. Senate Committee on Energy and Natural Resources in 1998, then-Interior Secretary Bruce Babbitt spoke of the relationship established between the U.S. Congress and the Mariana Islands in 1976 that was intended to provide a transitional economic stimulus but which has produced an experiment “gone horribly awry. It has created a plantation economy, dependent upon the massive importation on a continuing basis of low-paid, vulnerable, short-term indentured workers.” Babbitt called the situation in the Northern Mariana Islands a “disgrace.”

Most of the garment workers in Saipan come from China. A report by the U.S. Department of the Interior’s Office of Insular Affairs written in 1999 said Chinese workers live in fear that if they displease their largely Chinese employers, they will be fired and deported and their families harassed by local entities of the People’s Republic of China. Control over Chinese workers is augmented by agents of provincial Chinese labor ministries who are stationed in Saipan.

Testifying before the Senate Committee on Energy and Natural Resources, Eric Gregoire, a former human rights advocate for the diocese of Chalan Kanoa in Saipan, said, and

“Chinese agents stationed on Saipan extend communist totalitarian practices to citizens of the People’s Republic of China. The church has documented their attempts to limit religious freedom, coerce women into having abortions and intimidate workers into dropping complaints.” Gregoire told the Senate committee, “There are now thousands of unemployed workers who were brought into the commonwealth for the sole purpose of recruitment fraud. The conditions in which these people are made to live are some of the harshest anywhere in the world.”

Those involved say media attention to the lawsuits against U.S retailers have led to some improvements in conditions for garment workers in Saipan. Nikki Bas, director of Sweatshop Watch, a coalition working to eliminate sweatshops in the garment industry and one of the plaintiffs in the case, said, “We definitely think that public attention has helped improve conditions there.”

So far, settlements have been reached with 19 of the U.S. retailers named in the suit. The settlements provide for companies to make a one-time payment to an \$8.5 million settlement fund that will provide back wages to the 25,000 workers named in one of the class-action suits and will set up an independent monitoring body to evaluate conditions inside the factories. The lawsuits seek to make U.S. retailers responsible for conditions in factories they buy from but do not themselves own or operate. The settlement agreement is awaiting court approval and does not entail an admission of wrongdoing by defendants.

The Gap is one of the largest U.S. buyers of clothing made in Saipan and many see The Gap as the leading player among the defendants. Jack Dougherty, spokesman for The Gap, said, "We haven't settled because we believe the allegations against us are false and we would like to defend ourselves before a court of law."

The Gap has its own internal monitoring system, which was the focus of a flattering April 24 article in The New York Times that looked at the efforts the company has made in El Salvador to improve working conditions and the obstacles it's encountered.

CHAPTER 03

METHODOLOGY OF THE STUDY

Methodology describes the procedures to be followed for collection and analysis of the information and data conformation with research. Scientific propositions must be supported by logically acceptable evidence weighted carefully and tested by the necessary and probable inference.

In order to obtain the objectives, a series of procedures are applied. The methodology followed in the study is based on people's participation.

3.1 SELECTION OF THE TOPIC

A project related to improving the living conditions of the garment workers, through participatory planning process has been initiated by the course teachers. This project has to be completed by using different techniques of participatory approach.

3.2 SELECTION OF THE STUDY AREA

To select a suitable site some slums of Dhaka City are surveyed at first, such as Kamrangir-chor and Beribandh area of Mohammadpur, Karail & Sattala bosti of Mohakhali and Bawniabad & Rupnagar Tin shed colony of Mirpur and Pallabi Molla Bosti. And finally for this study "Pallabi Molla Bosti" has been selected. This study area has been selected considering the required parameters such as maximum garments workers are accommodated, their unhygienic living conditions and poor utility facilities and so on.

3.3 FORMULATION OF OBJECTIVES

Three definite objectives have been worked out for this study. On the basis of the objectives the study is advanced step by step.

3.4 RECONNAISSANCE SURVEY

By performing reconnaissance survey through the site relationship of people, structures and resources in a specific area can be well understood. In this study, walking through the site is performed in order to gain preliminary information about the existing features of site.

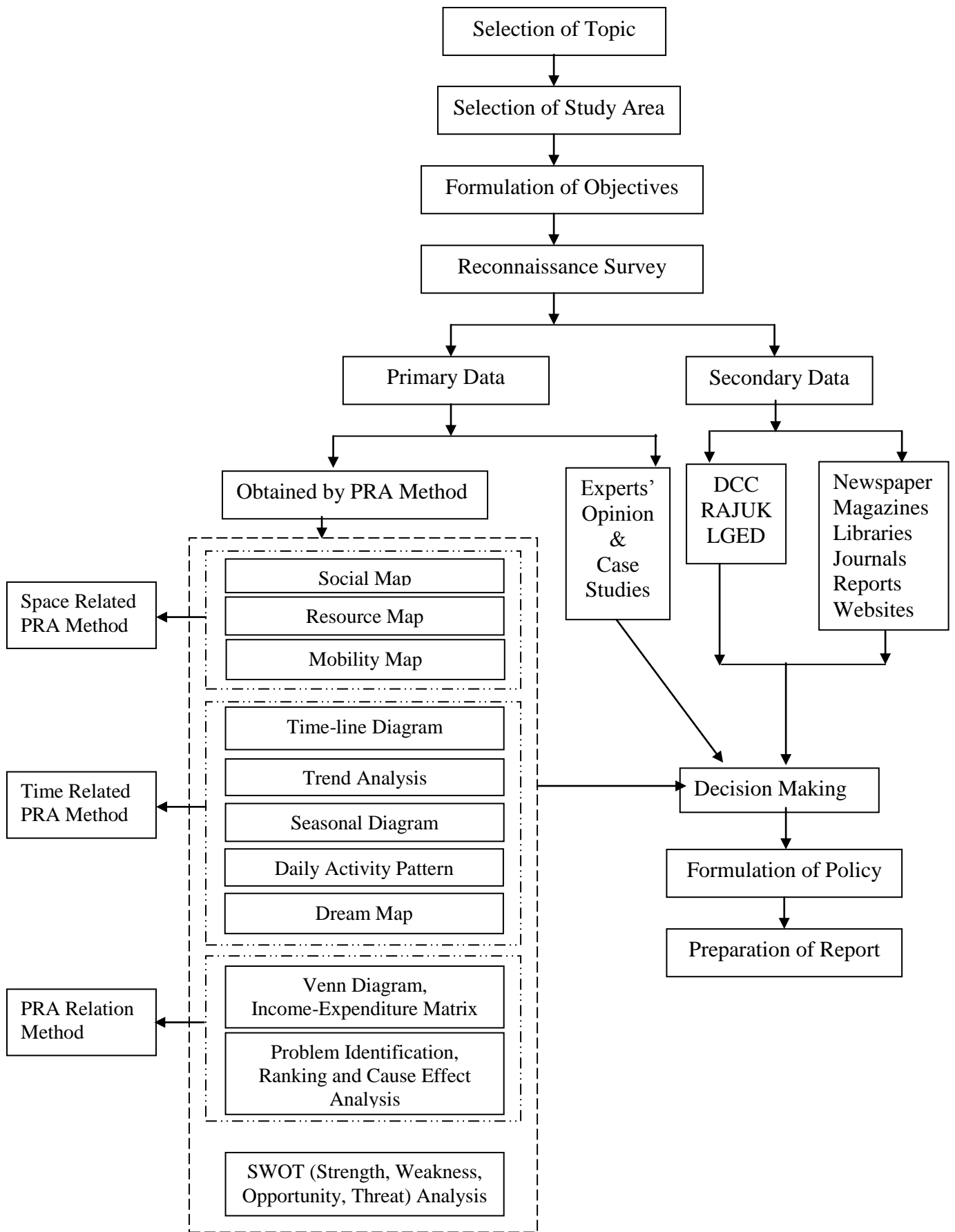


Figure 3.1: Methodology of the Study

3.5 PRIMARY DATA COLLECTION

Primary data is obtained by participatory rural appraisal (PRA) method and also from experts. By applying PRA method data is directly collected from local people.

3.5.1 SPACE RELATED PRA METHOD

Space related PRA methods are useful for exploring the spatial dimension of people's reality. These methods deals with mapping and the focus is on how people perceive and relate to space rather than just to the physical aspects, as they exists. The commonly used spaced related methods are social map, resource map; participatory modeling method, mobility map, services and opportunities map and transect (*Kumar.2002*)

A map is a drawing that presents information in a simple visual way that is easy to understand. Maps are usually drawn with chalk or thick pens on a board or paper or they can be drawn on the ground outside with a stick.

3.5.1.1 SOCIAL MAP

Social mapping that seeks to explore the spatial dimensions of people's realities is the most popular method in participatory rural appraisal. Depiction of various facets of social reality, viz., social stratification, demographics, settlement pattern and the nature of housing and social infrastructure: roads, drainage systems, schools, drinking water facilities, etc. are the main focus of social map.

- It is made by local people and not by expert.
- It is not drawn to scale.
- It reflects local people's perceptions of the social dimensions of their reality with a high degree of authenticity.
- It produces an overview of the locality.
- It is difficult to initiate social mapping to non-literate participants who are hesitant to start the mapping. *(Kumar.2002)*

Social mapping in this project includes the following steps:

- Inviting local people of community based organization (6/7 in number) in a fixed location at given time.
- Giving an explanation of the purpose of the project to the participants

- Placing a paper before them and request to start off with drawing the boundary of the area and other special occupation and households of influential and elite people by using different symbols with the help of a pencil.
- Observing the entire process alertly and listening discussion carefully.
- Taking notes in as much as details as possible.

3.5.1.2 RESOURCE MAP

Resource map shows natural and physical resources and the use of these resources. For example forests, vegetation, hills, mountains, rivers etc. This map also shows institutions such as clubs, temples, churches and places for social gathering and social festivals etc. It shows those features of a locality which are the resources having positive or negative impact for a community.

- It is not done by experts but by local people
- It reflects local people's perceptions rather than precise measurement to scale.
- It reflects how people view their own locality in terms of internal resources.

(Kumar.2002)

Resource mapping in this project includes the following steps:

- Inviting local people of community based organization (5/6 in number) in fixed location.
- Explaining the purpose of the project to the participants
- Placing a paper before them and request them to identify prominent physical and natural features, major institutions such as clubs, temples, community centers and places for social gathering/ social festivals etc. by using different symbols with the help of a pencil.
- Observing the entire process alertly and listening discussion carefully.
- Taking notes in as much as details as possible.

3.5.1.3 MOBILITY MAP

Mobility Pattern map is a space related PRA method used to explore the movement pattern of an individual, a group, or the community. The focus is on where people go and for what. Other aspects of movement, like the frequency of visits, distance and the importance of the places visited, may also be studied and depicted. It reflects the people's perception of movement patterns and reasons thereof.

(Kumar.2002)

Mobility map can be used of various purposes including:

- Understanding the mobility pattern of the local people-where they go and for what
- Increasing gender-sensitivity and awareness by using them for highlighting the difference between the mobility patterns of men and women.
- Evaluation of the impact of certain interventions in terms of their effects on mobility patterns
- Planning for intervention and projects.

In the mobility map, however the focus is on the places which people visit and the reasons thereof. In a mobility map the community is at the centre and the other places visited are placed around it. The distance of other places from the centre may or may not be proportionate to the actual distance. (Kumar.2002)

Mobility mapping in this project includes the following steps:

- First a group from the community interested is selected.
- Then explain the purposes of the exercise and initiate a discussion on the places they have visited.
- List down these places.
- Asking them to write the name of the places on small pieces of paper.
- Ask them to link between these places and their community. The thickness of the lines could represent a particular feature, such as, the frequency of visits.
- Ask them whether they will like to make any alterations once the diagram is ready. Encourage them to do so at any point in the process.
- Request them to explain the map and their learning from it.

3.5.2 TIME RELATED PRA METHOD

Time related PRA methods are used to explore temporal dimensions of people's realities. The commonly used time-related methods include time-line, trend analysis, historical transect, seasonal diagram, daily activity schedule, participatory genealogy and dream map (Kumar.2002).

3.5.2.1 TIME-LINE DIAGRAM

Time line provides an aggregate of the various landmark events as perceived by the local people and also captures the chronology of events as recalled by local people. It provides the historical landmarks of a community, individual or institution. The time line method helps to learn from the community what they consider to be important past events and to understand from the community the historical perspective on current issues and also to build a rapport with the local people (*Kumar.2002*).

3.5.2.2 TREND ANALYSIS

Trend analysis is focused on changes that have taken place across certain time landmarks and also a useful way of understanding the local people's perception of change over a period of time across certain interval. It can provide good idea of the quantitative changes over time in different aspects of community life, such as yields, population, area under cultivation, rainfall, business, building characteristics etc. The visual depiction makes the process interesting and even the non-literate can participate actively. It is useful to discuss community problems and any increase or decrease in the severity of the problems over the years rather than asking direct questions (*Kumar.2002*).

In order to prepare time line diagram and trend analysis for this site the following steps are followed:

- Some persons willing to talk about the history of the site have been identified and a meeting is with them.
- Explaining the purpose of the project to the participants.
- First of all discussion is made about the history of the area and several questions for recalling history chronologically are asked. The key questions include:
 - When was the settlement established?
 - What were the important events in the history?
 - What major changes took place here?
 - When the garment factories were established? And so on
- Participants are asked more such events related to the topic and also major events or incidents that they would like to add.
- While recalling the history and events sometimes they discuss and debate with each other. They give the information with respective years.

- Observing the entire process alertly and hear their discussion carefully. And copied the details onto paper.
- Discussion with other elderly persons of the area to see the correctness of the information collected.
- Names of the participants, facilitators, location etc. are also noted.
- Finally these profiles are prepared.

3.5.2.3 SEASONAL DIAGRAM

Seasonal diagram is also called seasonal calendar, seasonal activity profile and seasonal analysis where months or seasons are the basic unit of analysis. It reflects the perceptions of local people regarding seasonal variations on a wide range of item. Seasons are an integral part of people's lives and exert an important upon the livelihood of the local people and it has been used to explore what happen during the year and when. Seasonal diagram helps to identify workload periods, periods of relative ease, food security, wage availability etc. It has proved to be useful in project planning, i.e., when to implement various activities (*Kumar.2002*).

In order to prepare seasonal diagram for this site, steps written below were followed:

- A meeting is held with a group of local people.
- Explain the purpose of the project to the participants. And start a discussion on the present season.
- Ask them about the peak and dull seasons in their business.
- Continue the exercise goes through all the relevant & important topics including diseases, water supply, and flood level and so on.
- After the diagram is finished they are thanked for their active participation and valuable time. And finally the seasonal diagram is prepared.

3.5.2.4 DAILY ACTIVITY PATTERN

Daily activity schedule is a popular PRA method used to explore the activities of an individual, group or community, on a daily basis. In daily activity schedule the basis of temporal analysis is hours or periods of the day. It depicts not only the various activities but also the duration of those activities. Its visual nature makes it an attractive method. Knowing who does what and how much time are spent on different tasks may be important to understand for example the ability of women and other caregivers to look

after the nutritionally vulnerable. Special schedule for children may be able to show how important school is in their lives and how boys and girls are differently involved in household chores. (Kumar.2002)

Daily activity schedule has been used to:

- Enhance and understanding of who does what, when and for how long, in the community.
- Increase gender sanitation, and create an awareness about who is responsible for what activities in the community and why.
- Finalize timings of interventions, e.g., training classes, literacy classes, non formal education, etc., for the greater group, based on their convenience and availability of leisure.

The following steps are followed while making a daily activity schedule in our site:

- First organize separate focus groups of men and women from different socio-economic groups are organized.
- Then the purpose of the exercise to the participants is explained.
- Then a discussion on what they do on a normal day is initiated. They are asked to list the tasks or activities they perform from time of getting up and until they go to bed.
- Then the participants are asked to write down their daily activities. If the participants are not able to write, they are asked to depict activities by visual or symbols.
- The focus the discussion was mainly concentrated on their free time, period of strain, workload, liking for the activity, what they feel about the way they utilize time, etc.

3.5.2.5 DREAM MAP

Dream map is not very common in PRA. It is used to describe the future in line with the aspiration of the local people. With comparison to the other conventional map, the dream map is futuristic and also made not to scale. It can be made for virtually anything. There are generally two maps are to be prepared, the first one are representing the present situation and the second one representing the desired future. The participants are asked to prepare both of the maps. The comparison of the two maps helps to identify what are the aspects where people want to change.

A dream map can be used for:

- Arriving at the dreams, aspirations, and feelings of deprivation and the perspective of the local people about their own development.
- Understanding the risks, vulnerabilities, strengths, etc, of the local people.
- Arriving at the areas where people want change.
- Planning interventions to arrive at the dream state.
- Monitoring the progresses made against the standards or goals set.

Dream map can also made by different groups. This helps in arriving at the different perspectives of various groups on their future. Some such applications of dream maps can include:

- A dream map of a village drawn by men, women and children separately.
- A dream map of a school drawn by children, parents and teachers separately.
- A dream map of a house by various family members.
- A dream resource map of a village by the landless and land owning households.

(Kumar.2002)

For our site we followed the following steps to draw the dream map:

- At first some participants which were willing to talk had been identified and a meeting was held with them.
- The participants were explained the purpose of the exercise and were asked to draw a map depicting the present situation.
- Then they were asked to discuss among themselves how they would like it to be, if they had a choice to draw what they can call their dream map.
- After dream map had finished, the two maps were kept in front and were initiated a discussion among the participants.
- The main points for discussion with the participants were: problems and their causes of the present situation, factors affecting realization of their dream, the role of the participants in the realization of their dreams.
- Finalizing the dream map by asking clarifications and questions.
- Then the points were noted down and at the end the map was copied on a paper with relevant detail.
- At last the participants were thanked for their active participation and time.

3.5.3 PRA RELATION METHOD

Relation methods are commonly used to study the relationships between various items or various aspects of the same items. This category of PRA methods includes flow diagrams like cause-effect diagrams, impact diagrams, system diagrams, network diagrams and process maps; as also well being ranking methods, Venn diagram pair-wise ranking method force field analysis, pie diagram livelihood analysis, spider diagram and body mapping (*Kumar.2002*).

3.5.3.1 INCOME-EXPENDITURE MATRIX

The income and expenditure matrix is a tool for the qualification and quantification of different sources of income and expenditure. Understanding where people derive their income from and how it is spent is important for understanding livelihoods and food security. People within a community as well as within a household may have different ways of deriving income and spending. It is therefore useful to apply this tool separately for these different groups of people. This will help in identifying those affected by 'income poverty'. Knowing how men and women spend differently is important to understand factors within the household, for example who spends how much on basic livelihood needs, which saves or spends what proportion of income on investments in income generation activities and so on. (*Kumar.2002*)

It is used to:

- To learn about sources of income (cash and kind)
- What proportion of income is generated by whom
- To know about the income levels of different households
- To learn about household expenditures.

Below the procedure for making the income & expenditure matrix is given:

- At first the purpose is explained before the participants.
- They are reassured that we are only interested in learning about where the money comes from.
- Then lists containing both their sources of income and expenditure are prepared.
- The information of the contribution of men, women and children in each household's income generation is taken.
- Next each household according to few income groups are classified and finally the income & expenditure matrices are prepared.

3.5.3.2 VENN DIAGRAM

Venn diagram, a useful visual tool, is one of the commonly used methods in participatory rural appraisal to study institutional relationships and is sometimes referred to as institutional diagram. It is popularly known as “*Chapati Diagram*” as this method uses circles of various sizes to represent institutions or individuals.

- The bigger the circle, the more important is the institution or individual.
- The distance between circles represents the degree of influence or contact between institutions and individuals.
- Overlapping circles indicate interactions and the extent of overlap can indicate the level of interaction.

Venn diagram is useful for studying and analyzing various institutions and individuals and their influence on the local people. (*Kumar.2002*)

In order to prepare Venn diagram for this project the following steps have been taken:

- A meeting has been fixed with a group of local people.
- Explaining the purpose of the project to the participants
- They are asked about the
 - The local organizations and their role and influence over the community
 - Other government and non-government organizations and institutes working for this area, their specific functions and their comparative influence over the area
 - Organizations related to this area
- Finally, presenting the influence of different organizations by circle of various sizes, the Venn diagram for the area has been prepared.

3.5.3.3 IDENTIFICATION AND RANKING OF PROBLEMS

Living condition is considered as the major issue of this project and a group of participants who are interested in the topic for exercise is invited.

- First of all discussion is made about the issue and its related problems of the area and several questions for identifying problems are asked to the participants.
- Problems related to the topic of the study area have been identified by the participants.
- Among the identified problems major problems have been noted in a paper and tell them to rank these problems according to severity.

3.5.3.4 CAUSE-EFFECT DIAGRAM

The cause effect diagram presents visually the causes, effects of problems and their inter-linkages, which help in arriving at an in-depth understanding of a particular topic, and provide scope for analysis and subsequent action by the local people.

Major advantages of cause effect diagram include:

- Visual depiction of causes and effects of a problem, situation, phenomenon, etc
- Focus on causes rather than just on symptoms
- Providing an opportunity to the local people to express the complex realities of the causes of their specific problems and the consequences thereof in a simple visual mode
- Identification of linkages between various causes and effects
- Discussion of possible ways of solving the problem by focusing on the causes and identifying ways of approaching them. *(Kumar.2002)*

In order to prepare cause-effect diagram of this project following steps have been done:

- After identification and ranking of problems participants are asked about the causes of the problems.
- Participants are asked to list the effects of the problems.
- The list of causes and effects has been read out again. Participants are further asked for any modifications like deletion or adding new items into the list.
- Finally diagrams are prepared that comprises issue, problems, causes and effects of problems identified by local participants.

3.5.4 SWOT ANALYSIS

There are two distinct dimension of SWOT analysis. These are:

- **SW** – Strength and weakness which are internal factors
- **TO** – Opportunities and threat which are external factors

In fact, SWOT analysis contrasts the strength and weakness of an organization or a community or a development effort with the threats and opportunities arising out of its external environment. This analysis not only focuses on the internal potentialities and constraints but also it traces out the influence of external opportunities and threats in the way of any development attempt.

SWOT analysis will provide a clear picture of internal strength and weakness of the project as well as envisages possible opportunities and threat that might influence the sustainability of activities (*Pridmore.2001*).

For SWOT analysis of this project the following steps have been taken:

- The participants are asked about the strengths and weakness of the area.
- The possible opportunities and threats for the area due to external factors have been asked and later modified
- Finally, SWOT analysis has been done by listing of strengths, weakness, opportunities and threats for the area.

3.5.5 EXPERTS' OPINION AND CASE STUDIES

Experts' opinions are collected from different related organizations by asking them different questions related to the topic. The opinions of some tenants are also taken.

3.6 SECONDARY DATA COLLECTION

Secondary data have been collected by the following ways:

- Different information is collected from DCC, RAJUK, LGED and RAJUK.
- Different libraries namely, the central library, Bangladesh University of Engineering and Technology (BUET) and faculty library, Faculty of Architecture and Planning, BUET, have been searched for reports and thesis on participatory planning and related to this topic.
- Various newspapers, magazines, dissertations, journals, reports, websites, private and government organizations and ward commissioner are other secondary data sources.

3.7 FORMULATION OF POLICY

The data and information collected on various aspects of the study area by using different techniques of participatory approach are studied from different points of view to find out different facts related to the site. By analyzing view of local people and experts' opinion this study concluded with some policies that would be fruitful to improve the scope for improving the living conditions of the garment workers of this site.

3.8 PREPARATION OF FINAL REPORT

At last final report has been prepared to describe this study by compiling all these things.

CHAPTER 04

STUDY AREA PROFILE

4.1 LOCATION AND AREA

Pallabi Molla Bosti is located in Mirpur Section-12 at Ward no: 2 (Map 01). National Defense College is located to the north side of the Pallabi Molla bosti, in west side Wapda colony, in the east side Mirpur ceramic industry is situated and in the south side maximum garment industry are located. The owners of the bosti are Satter Molla and Ilias Molla. So this bosti is named as Molla bosti. There are more than six hundred houses in the Molla bosti where maximum tenants are garment workers. By field survey it is revealed that maximum houses are tin shaded, some are Kutcha and thatched. There is a wet land just behind the site.



Photograph 4.1: Pallabi Molla Bosti

4.2 HISTORICAL PROFILE

Historical profile in PRA method is used to explore temporal dimensions of people's realities. For Pallabi Molla Bosti historical profile is used to explore, along with the local people, the changes in the natural resources over a period of time. Once the causes are identified, the focus is shifted to planning for the desired changes. Below the Historical profile of Pallabi Molla Bosti (Table 4.1) are given:

Map 01: Location of our study area



Table 4.1: Historical Profile of ‘Pallabi Molla Bosti’

Period	Events
1971	This area and its surroundings were filled by water and there were jungle, prickly shrubs and other thorny plants throughout the whole area.
1976	People started to come here and live.
1980	Gradually major portions of the wetland and jungles being occupied by local people.
1982	Mirpur-Pallabi road constructed.
1984	Just beside the Mirpur-Pallabi road ‘Haji Qudrat Ali Molla Super Market’ was built.
1988	Although the whole country was flooded but this area was safe because of the Mirpur flood protection embankment.
1992	Garment industries started to establish by the sides of the road.
1993	Mirpur Cantonment was built.
1996	The garment industries flourished and the workers started living here.
1997	Fire broke-out in nearby industry and did a lot damage.
2001	A co-operative society was built by the slum dwellers.
2003	Fire broke-out into the slum and all the houses were burnt.
2004	A charity clinic was built near the area.
2005	Diarrhea spread out in an epidemical form. BRAC school was established.
2006	SHEBIKA school was established. Now people are living here in a miserable condition.

Source: Field Survey, 2006

Participants: Md. Nesar Uddin, Md. Abul Kashem, Azhar Matbor & Md.Nasim.

Facilitators: Nazmul Ahsan and Bayes Ahmed.

Time Needed: 3 Hours

4.2.1 DISCUSSION ON THE HISTORICAL PROFILE OF ‘PALLABI MOLLA BOSTI’




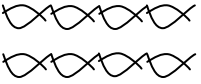
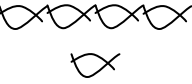
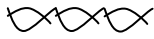


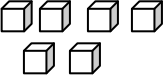








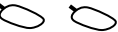









- ❑ Actually we were able to collect information about this site for about the last 30 to 35 years. Because this area was started to build in late 70's. And here people started living from early 80's. Moreover the people who are living in this slum can't give us information of the past too much. The most aged people of this area were able to inform us about the site after liberation war 1971.
- ❑ In early 70's this area and its surrounding were filled with water bodies and jungles of thorny shrubs. People did not dare to come here. There were foxes, monkeys, wild-pigs, snakes and other poisonous insects throughout the area.
- ❑ Gradually the local powerful people (Molla's family) started to occupy the area illegally by filling up the water bodies and cleaning the jungles. Before the Mirpur-Pallabi road was constructed in 1982, people used to live in the other side of the road. And when the road was completed, just beside the left side of it 'Haji Qudrat Ali Molla Super Market' was established in 1984.
- ❑ Actually Molla's were the legal owner of a little portion of the land just by the left side of the road, but later they started occupying the Government Khas Land (including our site which was filled by water before, but now partially being filled up with land destroying the natural water bodies and the illegal occupation of the canal is still in progress) and in this portion their people started to live.
- ❑ In the early 90's when the garment industries started to flourish, the garment workers who were working in the nearest factories were in need of place to live. Then the Molla's allowed the workers to live by the side of the canal. Though it was illegal but the Molla's were able to manage it because there were none to raise voice against them and they also had political backups. Thus the illegal possession of land started to begin by filling up the canal. And even now the Molla's have no legal documents of the area and its surroundings.

- ❑ Now by the two sides of the Mirpur-Pallabi road, most of the garment factories are owned by the Molla Family. They are all in all of this area. The roads, markets, schools, colleges, bazaar and each & all things are named after them. They are not too much careful about the location of the garment industries and not even the living conditions of the workers.
- ❑ The garment factories are located side by side and in congestion. Moreover these factories are 8 to 10 storied high and there are not enough safety provisions for the workers. This situation is really very dangerous and can cause lot damage. In 1997 fire broke out in one of the nearest factories and it did lots of damage. One man was killed and 14 others were injured. Fire spread in two side by side factories and their top three floors were burnt totally and it took two days to put out the fire. But it seems that still the authority is not concerned of this.
- ❑ The garment workers of this slum are living in an absolute unhealthy and risky environment. Many electric poles are located inside the slum and each pole supplies at least thousands volts of current which is really very dangerous for the slum dwellers. In 2003 such an accident occurred in this slum. Fire broke out throughout the whole slum from short-circuit. And all the households of this slum were burnt. No one died but several people were injured. As the houses were made of tin, bamboo and wood; fire easily spread over the whole area. And as the roads were narrow fire brigade could not enter the area in time and the whole slum area was destroyed.
- ❑ As they have live in an unhygienic environment, the slum dwellers have to suffer from diarrhea, cholera and other water borne diseases often. And this types of diseases usually spread in rainy seasons. Such an event occurred in 2005 when diarrhea took an epidemic form and almost 50% of the people have to be admitted into the Mohakhali Cholera Hospital to recover themselves.
- ❑ There are some other facilities like a charity clinic, a co-operative society formed by the dwellers, two NGO schools and others here, but people do not get proper help from these facilities. Theses institutions are running just in name.

4.2.2 TREND ANALYSIS

Trend analysis is focused on changes that have taken place across certain time landmarks and also a useful way of understanding the local people's perception of change over a period of time across certain interval. It can provide good idea of the quantitative changes over time in different aspects of community life, such as yields, population, area under cultivation, rainfall, business, building characteristics etc. (Kumar. 2002). Below the trend analysis of the site is given:

Table 4.2: Trend Analysis of 'Pallabi Molla Bosti'

Period/Criteria	1970-1985	1986-1995	1996-2007
Cultivable Land			
Fishing			
Sickness			
Land Filling			
Wet Land			
Natural Resources			
Wild Life			
Forests			
Land Value			

Source: Field Survey, December, 2006

Participants: Md. Nesar Uddin, Azhar Matbor, Md. Nasim, Enamul, Md. Farid

Facilitators: Kaiser Pervez and Bayes Ahmed.

Time needed: 2 hours

4.2.2.1 DISCUSSION ON THE TREND ANALYSIS OF 'PALLABI MOLLA BOSTI'

- ❑ **Cultivable Land:** It is seen from the above table that the quantity of cultivable land is decreasing day by day as the land is being filled.
- ❑ **Fishing:** Fishing is also decreasing because the water is being polluted as garbage disposals and other pollutants are disposed here from different households and other sources.
- ❑ **Sickness:** As natural resources are being destroyed and the surrounding environment is being polluted the intensity of sickness is growing at an alarming rate.
- ❑ **Land Filling:** It is seen that the cultivable land and forest areas are being filled gradually.
- ❑ **Wet Land:** The wetlands are being filled up, which is causing degradation to the quantity of the wetlands.
- ❑ **Natural Resources:** The whole area was full of jungle once upon a time. But the natural forests had been destroyed and now availability of natural resources is in scarce.
- ❑ **Wild Life:** As natural resources are destroying, following the sequence wild life is also being lost.
- ❑ **Forests:** People are destroying the forests to build their necessary structures upon them. And now the existence of forests is nowhere in this area.
- ❑ **Land Value:** In past this area was full of forests and nobody could come here to live. As a result this area had almost no land value. But as now there many residential, commercial and other uses are found in this area, the land value has very high in comparison to the previous years.

4.3 PHYSICAL CHARACTERISTICS

4.3.1 Road

The roads in the Pallabi Molla bosti are kutcha. The access road is very narrow (3-6 feet) and unhygienic. Most of the roads flooded in the rainy season and become very difficult to walk. Some roads are made with bamboos which are used to reach the houses above water (Photograph: 4.2 and 4.3).



Photograph 4.2: Narrow road width



Photograph 4.3: Road made with bamboo

4.3.2 Housing Conditions

Most of the houses in the bosti are tin shaded, some are kutcha and thatched and a little is of half building. Most of them are row houses; some houses are made over the water body (Photograph: 4.4 and 4.5) and the rest are on the ground. The houses exist very close to each other.



Photograph 4.4: Types of houses in bosti



Photograph 4.5: Houses above bosti

4.3.3 Utility Services

The water supply system in the bosti is very poor. The community water supply is insufficient. The main source is the supply water but it is very irregular. For that the community people has made some pit like well to store water. There are also some tube wells in the bosti which is used as uninterrupted supply but the number is very little (photograph-4.4). They also dependent on the water supplied in outside the community.



Photograph 4.6: Supply water



Photograph 4.7: Tube well water



Photograph 4.8: Well store water

The drainage system of the site is very poor. Black water flows through the drains. There are many latrines made above the drain and excreta are fall directly into it and made it very wretched. This Augean flow create bad odor and also pollute the environment very much. Household wastes are disposed in many points which create water logging.



Photograph 4.9: Black water Flows



Photograph 4.10: Water Logging



Photograph 4.11: Latrine above Drains

Electricity is supplied in many houses by the authority. Many houses have illegal electricity supply and hence electricity cables that connect to different houses are in very dangerous condition.

The bosti has limited gas supply. For cooking they are mainly dependent on earthen-furnace (Photograph- 4.6). There are also some oil burning stove and heater.



Photograph 4.12: Earthen Furnace



**Photograph 4.6:
Photograph 4.13: Gas Stove**

The sanitation system in the bosti is very wretched. Almost all the latrines are unsanitary. Most of them are unhygienic hanging latrine. Poor water facility made them very abject.



Photograph 4.14: Poor sanitation facility

The bosti has bathing and washing facilities. The tin shaded provisions are made for bathing and washing clothes but the space is too small. There are no other spaces for women.



Photograph 4.15: Poor bathing facility



Photograph 4.16: Poor washing facility

The site has no provisions for waste disposal and for that all people dispose their household and other wastes nearby water body. The water is contaminated severely by this disposal system. In some area where houses exist above the water fall their wastes too huge that water is blocked in these areas.



Photograph 4.17: Waste dispose beside water body



Photograph 4.18: Waste disposal system inside bosti

4.3.4 Amenities

4.3.4.1 Educational facility

There are two primary schools in the bosti; one of them is regulated by BRAC and it is only one tin shaded room. The educational system is also very poor. The other school is under construction and this maintained by SHEBIKA. For better educational facility the children go to other schools outside the community. There is also a Madrasha named ‘Pallabi jhil hafegia and cadet madrasha’ just outside the bosti; some children go to this Madrasha for learning.



Photograph 4.19: BRACK School



Photograph 4.20: Madrasha inside locality

4.3.4.2 Health facilities

There is a health clinic which is named as “Manisha” and is familiar as Sabuj Chata. This clinic is served for pregnant mother and children. There is also a Satellite Clinic under Urban Primary Health Care Project assisted by DCC (Photograph: 4.22 & 4.23).



Photograph 4.21: Satellite clinic



Photograph 4.22: Manisha health center

Daridra Bimochan Sahayak Karmasuchi (DBSK) is another organization to give medical treatment to the poor people at low cost. Poor people and also their relatives who cannot go to any hospital or clinic can get serve of this organization.



Photograph 4.23: Daridra Bimochan Sahayak Karmasuchi

4.3.4.3 Super markets and Kutchra bazaar

There is a super market, two kacha bazaars outside the community. The super market belongs to the Molla family. People working in the kacha bazaar mainly come from bosti. The market also has people from bosti as sales man. There are also many grossery shops, hotels, tea stalls and CD/VCD stores both within and outside the community.



Photograph 4.24: Super market



Photograph 4.25: Katcha Bazar



Photograph 4.26: Grocery Shop



Photograph 4.27: CD Shop

There is no park in and even surrounding the community. So the people pay their indolent time within their home by watching TV or by chatting with their family member. There is a small open space in the community which is used by children as play field.

4.3.4.4 Mosque

There is a mosque within the community. The mosque is a tin shaded small room and is used by a few people. The majority go to the other mosque just outside the community named “Pallabi Jame Moshjid”. People use to pray their prayers in this mosque and this mosque also serves the community children teaching Quran Sharif.



Photograph 4.28: Pallabi Jame Moshjid

4.4 SOCIAL CHARACTERISTICS

4.4.1 SOCIAL MAP

Social mapping that seeks to explore the spatial dimensions of people's realities is the most popular method in participatory rural appraisal. Depiction of various facts of social reality, viz., social stratification, demographics, settlement pattern and the nature of housing and social infrastructure: roads, drainage systems, schools, drinking water facilities, etc. are the main focus of social map. (*Kumar. 2002*)

4.4.2 RESOURCE MAP

Resource map shows natural and physical resources and the use of these resources. For example forests, vegetation, hills, mountains, rivers etc. This map also shows institutions such as clubs, temples, churches and places for social gathering and social festivals etc. It shows those features of a locality which are the resources having positive or negative impact for a community. (*Kumar. 2002*)

4.4.3 COMBINING THE SOCIAL AND RESOURCE MAPS

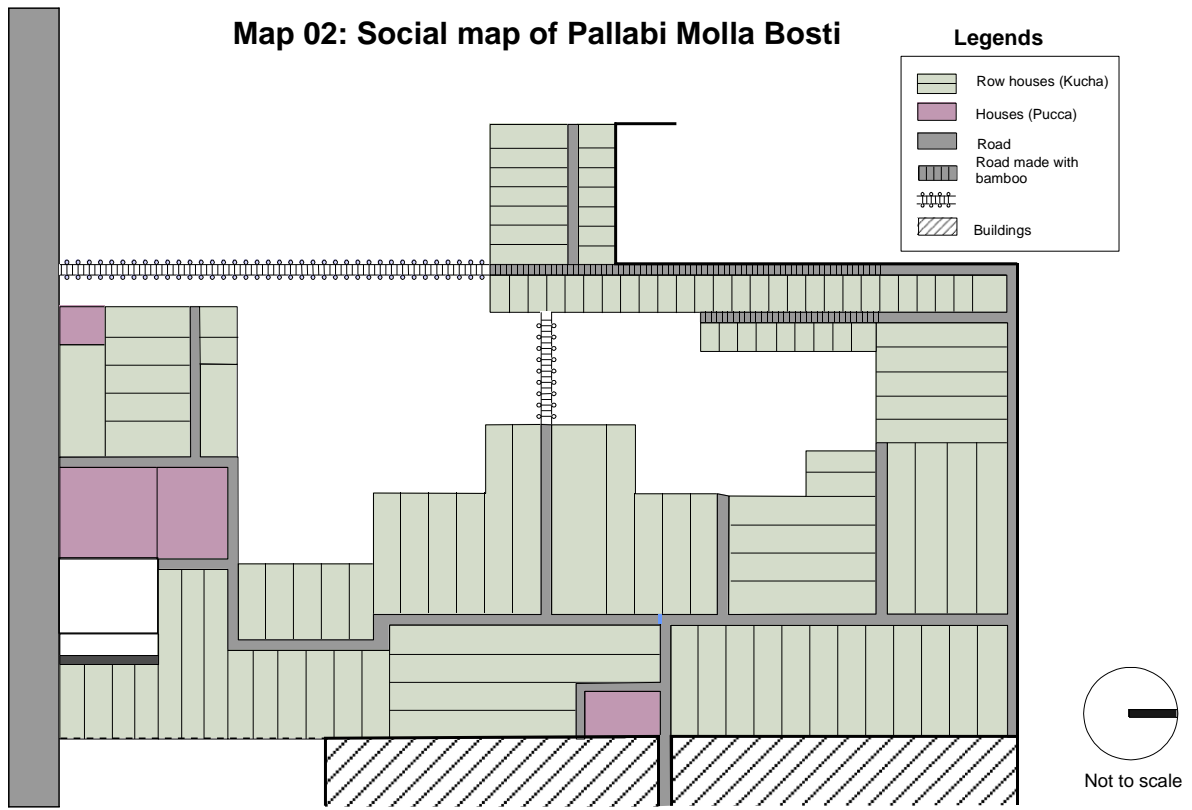
Normally social and resource maps are drawn for large areas or villages. But as the site 'Pallabi Molla Bosti' is a small area, this is why a map combining these twos is also prepared. As there are not too many elements or natural resources in the site, a combined map of the social and resource maps are also chosen.

4.4.4 PROBLEMS FACED BY US

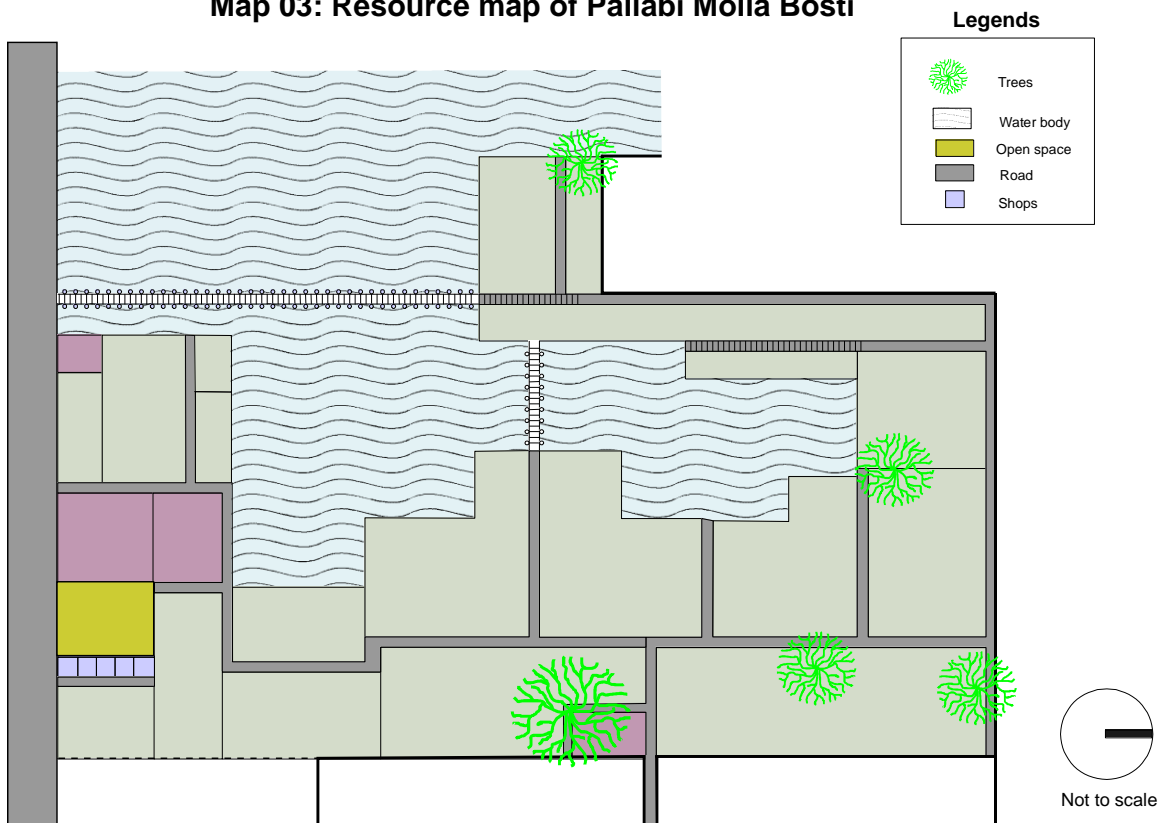
- a) Initially local people tend to hesitate in going ahead with mapping. Mostly, illiteracy is put forth as a reason behind this.
- b) Problem was faced to make them understood what they were going to do.
- c) Most of the inhabitants showed no interest in this regard.

The social, resource and combined maps are all drawn by the local people. Their drawings are attached with this report in appendix. Below the maps are shown maintaining just what they drew:

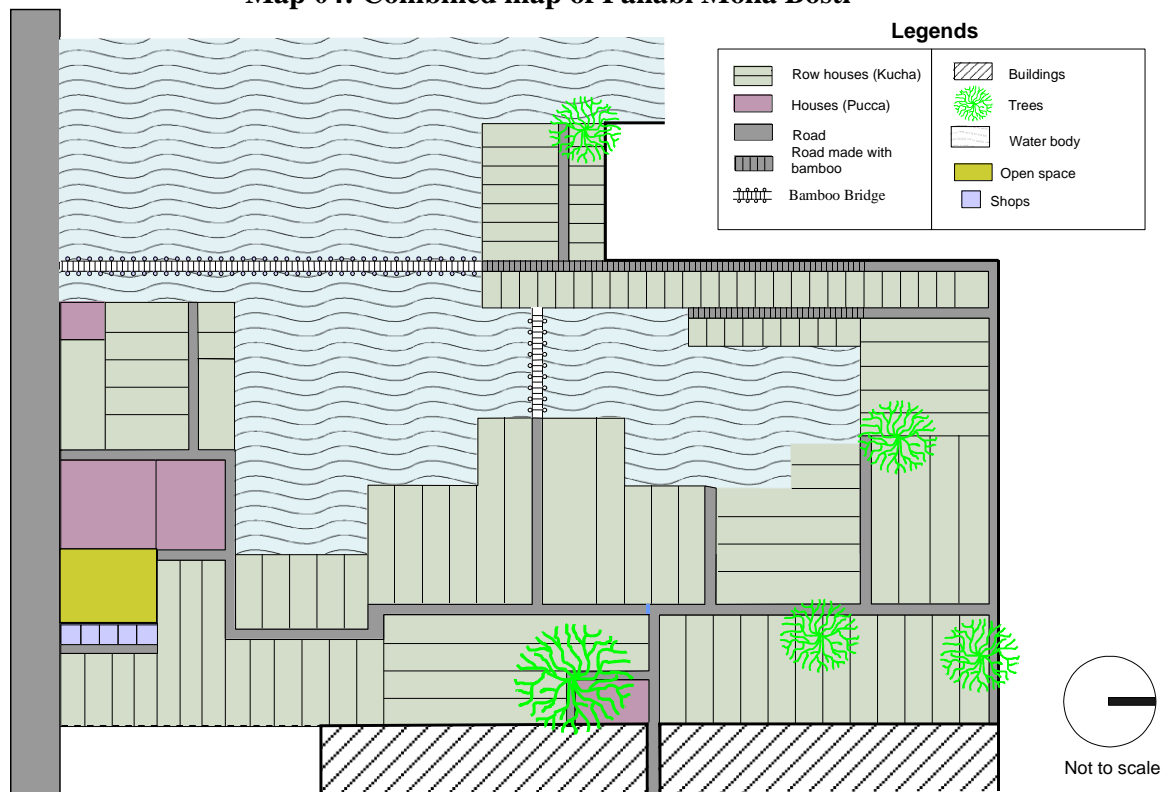
Map 02: Social map of Pallabi Molla Bosti



Map 03: Resource map of Pallabi Molla Bosti



Map 04: Combined map of Pallabi Molla Bosti



4.4.5 HOUSING AND HOUSEHOLD INFORMATION

Below different information about our site is given:

Table 4.3: General Information of ‘Pallabi Molla Bosti’

Criteria	Information (Approximately)
Area	2.12 acres
Total Households	700-750 (in number)
Average household size	5 (in number)
Total Population	3500-3750 (in number)
Density	15.4 persons per sq. feet
House rent/household/month	700-800 taka
Floor area/household	84.11 sq. feet
Per square feet rent of household	8.92 taka
Dependency ratio of a latrine	65 persons
Dependency ratio of a pipe line/tube well	90 persons
Cost of each water line	60 taka/month
Cost of each electric line	40 taka/month
Cost per gas line	500 taka/month

Source: Field Survey, February, 2007

CHAPTER 05

LIVELIHOOD AND DAILY ACTIVITY PROFILE

5.1 INCOME AND EXPENDITURE MATRICES

Income and expenditure matrix is very much useful for a comparative understanding of various level of income group. It is also important for analyzing the income and expenditure of different members within a household. The following table is being prepared in order to depict the income and expenditure pattern of the site. Below the tables are described in short:

Table 5.1: Household numbers of various income groups

Income Level (Taka/Month)	Number of Households
<= 3000	••••
3001-5000	••••• •••••
5001-7000	••••• ••
7001-9000	•••••
>=9001	••

Source: Field Survey, January 2007

From the Table 01, it is found that the income level of most of the households is between taka 3001-5000 per month. And very few household's income level is above taka 9001 per month. Moreover many household's income level is between taka 5000-9000 per month.

Table 5.2: Household Income by Members

Income Level (Taka/Month)	Male	Female	Children
<= 3000	■ ■ ■	■ ■ ■ ■ ■ ■ ■	■
3001-5000	■ ■ ■ ■ ■	■ ■ ■ ■ ■ ■ ■	■ ■
5001-7000	■ ■ ■ ■ ■ ■ ■	■ ■ ■ ■ ■	■ ■
7001-9000	■ ■ ■ ■ ■	■ ■ ■ ■ ■	■
>=9001	■ ■ ■ ■ ■ ■ ■	■ ■ ■ ■ ■ ■ ■	-----

Source: Field Survey, January 2007

From Table 02, it is found that the greater the income level, the contribution of women becomes less. In high income households the contribution of men are more than other members. And in case of higher income groups the contribution of the children is less. It is noticeable that in the income groups from taka 3000-7000 per month where the maximum households are found, here the activities of the children are high. Actually children are considered here who are below age 15. And above 15 years old, one can easily take a job in a garment factory.

Table 5.3: Income Sources of Household Members

Sources of Income	Male	Female	Children
Garment Worker	☺☺☺☺☺ ☺☺☺☺☺	☺☺☺☺☺ ☺☺☺☺☺	-----
Housemaid	-----	☺☺☺☺☺ ☺☺	☺☺☺☺☺
Rickshaw and Van Puller	☺☺☺☺☺	-----	-----
Day Labor	☺☺☺	☺	☺☺☺
Retailer	☺☺☺☺☺ ☺☺	☺	☺☺☺☺☺
Hawker	☺☺	☺	☺☺☺☺
Others (Kind Income)	☺	☺☺☺	☺

Source: Field Survey, January 2007

From Table 03, it is found that male earns mostly from the garment industries. Their second highest source of income is small business related to retail shops. Some of them are also found earning by pulling rickshaw and vans. In case of women the major source of income is also garment factories. And their second highest source of income is housemaid. Some of them are also able to manage other types of kind income like selling the rags they get from the factories and also they get some help from the houses where they work. And very few of them retailer, day labor and do other jobs.

The major source of income for male children is retail business. And for female children the main source is housemaid. Some of them are also day labor and hawker. Thus the children earn from different sources.

Table 5.4: Expenditure Patterns of Different Income Groups

Sources of Expenditure/Income level	<= 3000	3001-5000	5001-7000	7001-9000	>=9001
Food	☹☹☹☹☹	☹☹☹☹☹	☹☹☹☹☹	☹☹☹☹☹	☹☹☹☹☹
Shelter	☹☹☹☹	☹☹☹☹	☹☹☹	☹☹☹	☹☹☹
Cloths	☹	☹☹	☹☹	☹☹☹	☹☹☹
Treatment	☹☹	☹☹	☹☹	☹☹☹	☹☹☹
Education	-----	-----	☹	☹	☹☹
Transportation	-----	-----	-----	☹	☹
Utility Facilities	☹☹	☹☹	☹☹	☹☹☹	☹☹☹
Savings	-----	-----	☹	☹☹	☹☹
Other Costs	☹	☹	☹	☹☹	☹☹

Source: Field Survey, January 2007

From Table 04 it is found that people who earn less than taka 3000 per month they spend maximum of their income for food, shelter, utility facilities and treatment. And they can't save anything at the end of the month. Their children can't also go to school.

On the other hand those who earn above 7000 taka per month they can spend much on food, shelter, cloths, utility facilities and treatment. They have some educational costs too because they are tend to sent their children in schools. And more importantly they can save some money at the end of the month.

GENERAL FINDINGS

- The target group is those whose income level is taka 3001-5000
- In case of income male, female and children all contribute for a household.
- Male are mostly garment workers and retailers.
- Women mostly work in garment factories and are housemaids.
- Food and shelter are the main sources of expenditure.











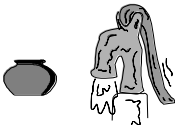
5.2 DAILY ACTIVITY PATTERN




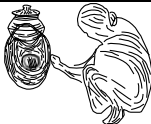

















Daily activity schedule is a popular PRA method used to explore the activities of an individual, group or community, on a daily basis. In daily activity schedule the basis of temporal analysis is hours or periods of the day. It depicts not only the various activities but also the duration of those activities. Its visual nature makes it an attractive method. Knowing who does what and how much time are spent on different tasks may be important to understand for example the ability of women and other caregivers to look after the nutritionally vulnerable. Special schedule for children may be able to show how important school is in their lives and how boys and girls are differently involved in household chores. Below the daily activity pattern of our sites people are given:

Table 5.5: Daily activity schedule of a woman (housewife)

Location: Pallabi Molla Bosti

24 December 2006

 6 A.M		Rising from bed
		Washing mouth
		Sweeping and cleaning
 7 A.M		Cooking breakfast
		Eating breakfast with families
 8 A.M		Preparing her children for school
 10 A.M		Going to fetch water from nearby reservoirs and tube well

 11 A.M		Washing clothes
 12 P.M		Cooking Lunch
 1 P.M		Bathing children
 2 P.M		Bathing
 3 P.M		Eating Lunch
 4 P.M		Resting
 5 A.M		Chatting with neighbor women
 8 P.M		Cooking dinner
		Eating dinner
 10 P.M		Chatting with husband, children and others
 11 P.M		Going to bed









Source: Field Survey, 2006







Participants: Asma Akhter, Rohima Banu, Florida Khatun.

Table 5.6: Daily activity schedule of a woman (housewife)

Location: Pallabi Molla Bosti

24 December 2006

 6 A.M	<p>At 6 a.m. the housewife wakes up. As she has to done most of the household works so she wakes first. She starts her day by Washing her mouth then sweeping and cleaning the houses. As the plates and glasses remain unclean after dinner, she started to wash them.</p>
 7 A.M	<p>At 7 a.m. she started to prepare breakfast for herself and her family. In the mean time her husband wakes up and sometimes he helps her in preparing breakfast. He buys the necessary goods for breakfast like atta, vegetables, sugi, moida etc. Then they enjoyed the breakfast with everyone of the family. Sometimes when the husband has no work and salary, they start their day with starving.</p>
 8 A.M	<p>At 8 a.m. her husband leaves for work and then she prepares her child for school. She baths her Childs and gives them breakfast, prepare their books and sent them to school. After this she gets a few resting moment while she does some household works or feeding any small baby.</p>
 10 A.M	<p>As water supply is not adequate here so at 10 a.m. she left for collecting water from nearby reservoirs or tube well. She has to wait a long time for collecting water as there is a huge gathering in water collection.</p>
 11 A.M	<p>After collecting water she returned home and started to wash cloths of her families and her. Some times she washes them at nearby ponds.</p>
 12 P.M	<p>At 12 p.m. she started cooking lunch. Normally she cooks rice and dal only for lunch. She along with her family eats this. Sometimes her husband sends some vegetables, meats and fish.</p>
 1 P.M	<p>In the mean time her children came from school. She then baths them. Serves them lunch. She washes their cloths and keeps their books in the room. Sometimes her husband (mainly rickshawala, garments workers, day labor etc) came for lunch. If not then she washes the plates, glasses etc. after lunch.</p>
 3 P.M	<p>She eats her lunch at 3 p.m. after her bathing. As she has to washes her and families cloths, feed her small babies, clean her rooms so she can not eat with rest of her family.</p>









 4 P.M	4 p.m. is the time for her resting. Normally at this time she goes for a little sleep.
 5 A.M	This is her free time. She passes her this leisure time by gossiping with neighbor women who are also free at this time. Sometimes at this time she teaches her small children. Sometimes she also plays with them.
 8 P.M	At 8 p.m. she starts cooking her dinner. In the meantime her husband came back from work and brings some bazaars. With them she prepares their dinner.
 9 P.M	At 9 p.m. she along with her family eats their dinner. She serves the food to everyone and at last she eats her dinner.
 10 P.M	At 10 p.m. she chats with her family or prepare her children next day lesson. Sometimes she chats with neighbor's women or watching television or cinemas.
 11 P.M	At 11 p.m. she feeds her small babies and prepare bed for her children and herself and goes to sleep



















Source: Field Survey, 2006

Table 5.7: Daily activity schedule of a woman (Garments Worker)

Location: Pallabi Molla Bosti

24 December 2006

 5 A.M		Rising from bed
		Washing mouth
 6 A.M		Cooking breakfast
		Eating breakfast
 7 A.M		Going to garments (1 hour take to reach)

 8 A.M		Start her work in the garments
 1 P.M		Eating lunch during 1 hour break
 2 P.M		Again start her work
 5 P.M		Finishes her works
		Over timing
 9 P.M		Over timing finishes & Returning home
 10 P.M		Resting
		Cooking dinner
		Eating dinner
		Chatting with husband, children and others
 11 P.M		Going to bed

Source: Field Survey, 2006

Participants: Parul, Rotna, Rahela.

Table 5.8: Daily activity schedule of a woman (Garments worker)

Location: Pallabi Molla Bosti

24 December 2006





































 5 A.M	At 5 a.m. the woman garment worker wakes up. She starts her day by Washing her mouth.
 6 A.M	At 6 a.m. she has to prepare her breakfast. Sometimes she does not prepare her breakfast and take her breakfast from nearby hotels or she bought it from outside.
 7 A.M	At 7 a.m. she starts for her work. She starts early because she keeps some extra time before reaching there. The garments owners are very strict about timely attendance and for the lack of timely attendance they may sometimes loose their job. So the women garments workers are very much cautious about time.
 8 A.M	Their daily job starts in the garments at 8 p.m.
 1 P.M	At 1 p.m. she takes her lunch. There is a 1 hour schedule break at this time. They enjoyed their food this time. Some goes to nearby home if they have any and eat there.
 2 P.M	At 2 p.m. their break time is over and they have to start their work again.
 5 P.M	At 5 p.m. their official work time ends. Some returns to home but most of them stay and continue to work as this is known as over timing. They get a very little salary for their over timing but they still do this as the main salary is too small for living.
 9 P.M	At 9 p.m. their over timing finishes and they return to their home. The women who live alone sometimes go to bazaar and buy her necessary goods for dinner, lunch and breakfast at this time.
 10 P.M	At 10 p.m. they rest in their home. Then they prepare their dinner. The women workers who live with other women workers prepare their dinner in combined. After that they chat with each other, sometimes watch television or cinemas. Some went for sleeping as they are so tired.
 11 P.M	At 11 p.m. they go to bed for sleeping.

Table 5.9: Daily activity schedule of a man (Garments worker)

Location: Pallabi Molla Bosti

24 December 2006






 6 A.M		<p>Rising from bed</p>
		<p>Washing mouth</p>
		<p>Eating breakfast with families</p>
 7 A.M		<p>Leaving for garments work</p>
 8 A.M		<p>Starts his work in the garments</p>
 1 P.M		<p>Eating lunch during 1 hour break</p>
 2 P.M		<p>Again start her work</p>
 5 P.M		<p>Finishes her works</p>
		<p>Over timing</p>
 9 P.M		<p>Over timing finishes</p>
		<p>Go to bazaar</p>






 10 P.M		Eating dinner
		Resting
		Chatting with wife, children and others
 11 P.M		Watching television or talking with friends
 12 A.M		Going to bed

Source: Field Survey, 2006

Participants: Badrul, Jahid, Alom, Polash, Rasel.






Table 5.10: Daily activity schedule of a man (Garments workers)

 6 A.M	At 6 a.m. he wakes up from bed. He starts his day by washing his mouth. After that he goes to the nearby mosque and says his prayers. Sometimes he goes to nearby bazaar to buy breakfast for his family or for himself.
 7 A.M	At 7 a.m. he left for his work. He starts early because he keeps some extra time before reaching there. The garments owners are very strict about timely attendance and for the lack of timely attendance they may sometimes loose their job. So he has to be very much cautious about time.
 8 A.M	His daily job starts in the garments at 8 a.m.
 1 P.M	At 1 p.m. he takes his lunch. There is a 1 hour schedule break at this time. They enjoyed their food at this time. Some goes to nearby home if they have any and eat there.
 2 P.M	At 2 p.m. their break time is over and they have to start their work again.

 5 P.M	At 5 p.m. their official work time ends. Some returns to home but most of them stay and continue to work as this is known as over timing. They get a very little salary for their over timing but they still do this as the main salary is too small for living.
 9 P.M	At 9 p.m. their over timing finishes. Some of them return to their home and some of them go to nearby bazaars for buying food for dinner or for his family for that day or the next day.
 10 P.M	At 10 p.m. they rest in their home. Some helps their wife or teach his children. They eat their dinner at this time. After eating dinner some went to mosque for their prayers.
 11 P.M	At 11 p.m. they pass their time talking with their wife or children or neighbors. Some may watch the television or play various types of games with their friends.
 12 A.M	At 12 a.m. they go to bed for sleeping.

Source: Field Survey, 2006

Table 5.11: Daily activity schedule of school-going, non-school-going children

	 6-8 a.m.	 8-1 p.m.	 1-4 p.m.	 4-9 p.m.	 9-6 a.m.
School Going	Bathing, preparing for school	Attending school	Food, watching TV	School Home Work	Sleep
Non school going	Sleep	Collecting water and fire woods	Food and bathing	Playing in the field	Sleep

Source: Field Survey, 2006

5.3 SEASONAL CALENDAR

Seasonal diagram is also called seasonal calendar, seasonal activity profile and seasonal analysis where months or seasons are the basic unit of analysis. It reflects the perceptions of local people regarding seasonal variations on a wide range of item. The seasonal diagram of the site is given at the last page of this report (Table 5.12):

5.3.1 DISCUSSION ON THE SEASONAL DIAGRAM OF 'PALLABI MOLLA BOSTI'

- ❑ **Availability of Electricity:** It is seen from the table that availability of electricity is quite satisfied among the inhabitants in winter season. But this situation is very poor in the whole summer period, because that time the supply of electricity is short throughout the whole country. Because the use of electricity increases in summer normally. And in this situation the slum dwellers have to suffer a lot, and that time they are even out of electricity for an average of 10 to 12 hours a day. Rest of the year the supply is satisfied in average. But they are not totally satisfied with the supply of electricity in off periods, because in normal situation sometimes the current is put off and voltage is lowered down which create problems. But in general the availability of electricity supply is good here.

- ❑ **Availability of Water:** Availability of water for different household purposes is very poor here in an average. People get water from two kinds of sources. One from deep tube-well and second one is supply water. But these cannot meet their daily needs fully. They get supply water 2 to 3 hours daily. And this is absolutely very poor condition of supply. This is why they have to store water in different types of reservoirs, vessels, wells and in other ways. But after some while when the whole area is out of water, then sometimes it causes problems to some households, particularly in case when any household is out of water. Then they have to collect or hire water from other households or somewhere else. There are some tube-wells, but they are almost useless. And which one is running, the pressure is very high here. The supply of water from deep tube-well is very rare. Moreover there are other water sources nearby. Thus the inhabitants here have to suffer a lot for proper supply of water. And the availability of pure drinking water supply is also very poor here.

- ❑ **Rise of Water Level:** From the table it is found that in rainy season the water level raises most. Though normally almost 60% of the households are located in surface and the rest of the houses are above water, but in the rainy season the water level raises normally because this area is almost surrounded by water bodies. And in this season the slum dwellers have to suffer very much. But in

summer season the situation is quite balanced. People those living in ground surface face the problems most. On the other hand, this situation is familiar for those who are living above water. In winter the water level is also almost unchanged.

- ❑ **Wage Variation:** From the diagram it is found that the garment workers get maximum wage in January and September months, because by this time due to Eid festivals they are paid some extra Eid bonus. Again sometimes their wage is found to be higher because of the over-loading of shipment. In that time they have to work extra time and they are paid extra. And normally in June-July period the load of shipment is found higher. But the workers are not overall satisfied with their wages. According to them, they are paid less than it should be. So the overall wage they get throughout the whole year is not satisfactory.

- ❑ **Sickness:** It is seen that they fall in sick mostly in rainy season. Because this time due to the raise of water level and the unhygienic condition of water, people often suffer from various water borne diseases like diarrhea, cholera, fever and so on. Sometimes these diseases broke-out in epidemic form. The percentage of falling sick also increases in winter period. Because that time people suffer from different diseases due to cold like pneumonia, cough & tonsillitis and so on. In an average, as they have to live in very poor environmental conditions like beside polluted water, unhealthy sanitary system, no protection from cold and mosquitoes, congested living pattern, lack of proper treatment and others, they often fall in sick throughout the whole year.

- ❑ **Employment:** In the months of Eid and when the load of shipment is higher, by this time the rate of employment is higher in this slum. Because garment factories need more workers in these periods and as most of the people of this slum are related to garments, this is why people easily find jobs within these periods. But in off-periods those who become unemployed have to rely on other jobs like rickshaw-pulling, some retail business and others. But mainly women workers become unemployed in off-periods, but the male workers are able to manage works any how. Even the children are found to perform different jobs extensively.

- ❑ **Food Availability:** Normally people live here from hand to mouth. They have to struggle a lot to fulfill their basic needs. Basically they do not get food for two times a day although all the members of the family are involved in any kinds of jobs. They are always in scarce of food and they also don't have idea about balanced food. Normally food availability is higher here when the employment generation is higher and almost all the members are employed. And in off-seasons they have to fight hard to meet their daily needs.

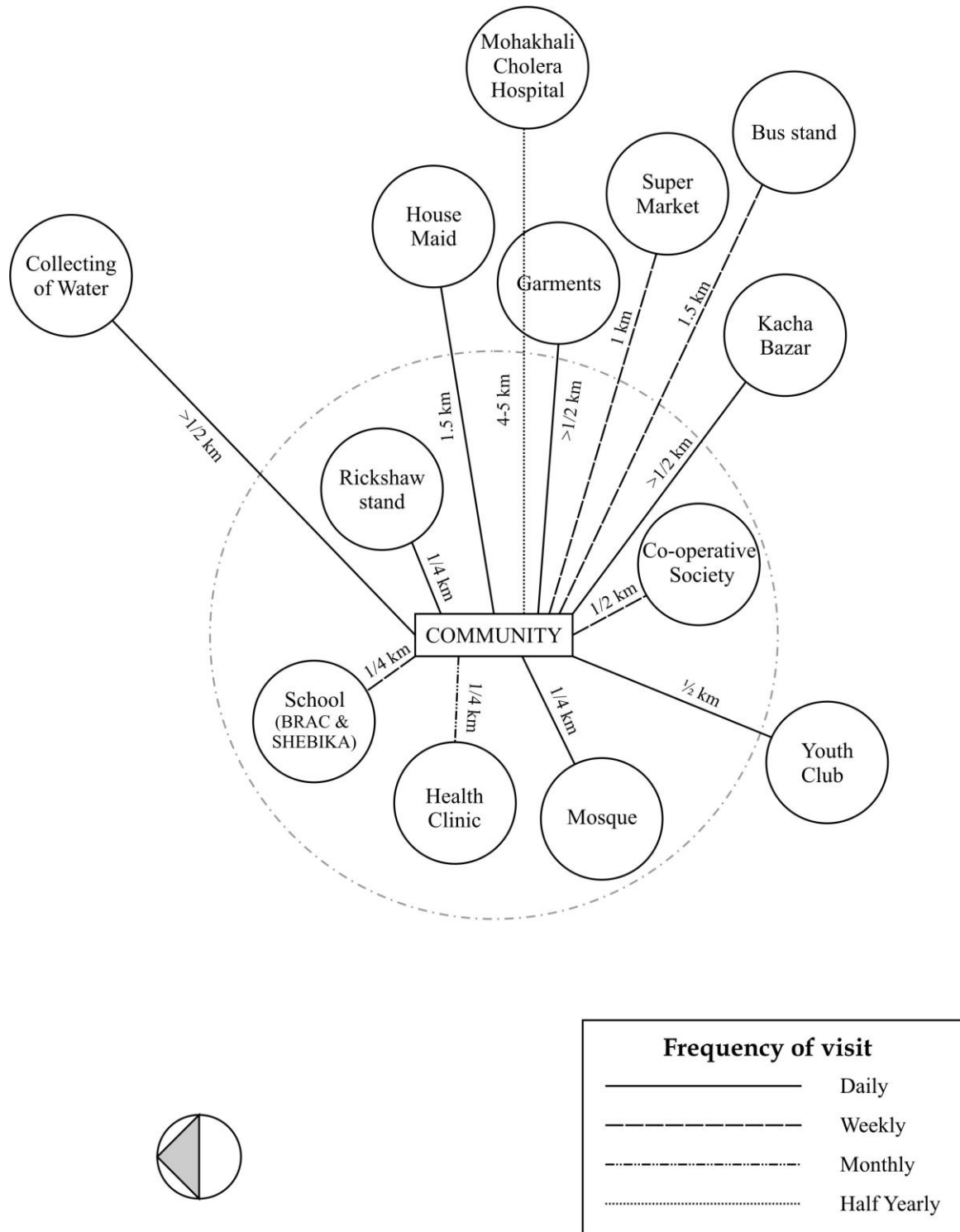
- ❑ **School Going Children:** The tendency among children to go to school is very poor here. Because most of the children, who are aged enough to go to school, have to assist their parents in different purposes. And some are also found hankering after money in this very early age which is really very miserable. Some children are found to go to the nearby schools but most of them do not complete their academic calendar yet. This is why we can say that the main reasons for the children's not going to school are due to poverty, lack of proper educational facilities, parent's will and the mentality of the children & so on. Basically they are tending to go to school when their parents are found in a bit better position.

- ❑ **Bad Odor, Flies and Mosquitoes:** It is a basic problem of this slum. As the surrounding quality of water of this slum is totally unhygienic (as 'African Magur', one type of fiendish natured fish, is cultivated in this canal water, the color of the water is black and the water quality is totally destroyed that the water has lost its assimilation power and no other things can be done here) it always creates bad odor and helps in the abundant growth of flies and mosquitoes. And this situation is worst in rainy season as the water level raises by this time and people have to suffer a lot then and it also causes different diseases.

5.4 MOBILITY PATTERN

Mobility map are generally done only after developing some rapport and identifying a group or individuals. After the map has been completed it is necessary to triangulate the findings of the map. *(Kumar.2002)*

Figure 5.1: Mobility pattern of people of the “Pallabi Molla Bosti”



Participants: Md. Nesar Uddin, Md. Abul Kashem, Azhar Matbor, Md. Nasim, Enamul

Facilitators: Bayes Ahmed, Rakibul Hasan, Kaiser Pervez and Nazmul Ahsan.

5.4.1 DISCUSSION ON THE MOBILITY PATTERN OF ‘PALLABI MOLLA BOSTI’

Several places where people of the Pallabi Molla Bosti go generally for their activities and other purposes are divided into four categories: Daily, Weekly, Monthly and Half Yearly.

People go to some places daily within the community such as mosque and rickshaw stand. Generally rickshaw pullers go to the rickshaw stand continually and some pious people go to the mosque regularly to pray their prayers. Outside the community people go daily to the garment for daily activities, kutchra bazaar to buy foods, vegetables etc., house maids go to the other houses for work, and people go to collect water and youth club.

People also go to the super market, Cooperative Society and bus stand weekly. Generally people go to the bus stand to go to the places which are far away from the community. Some people go to the super market for shopping and to buy their needs. Children go to the schools (BRAC and SHEBIKA), but they go there three to four days in a week as the schools open three to four days in a week.

There are two places where people go very often. Health clinic exists inside the community where people generally go once in a month. People go to the health clinic for their general diseases such as fever, diarrhea etc. For more complexity they go to the Mohakhali Cholera Hospital for further treatment. People go to the hospital very few days in a year for this reason there is only this type of activity in Pallabi Molla Bosti.

CHAPTER 06

PROBLEMS AND PROSPECTS ANALYSIS

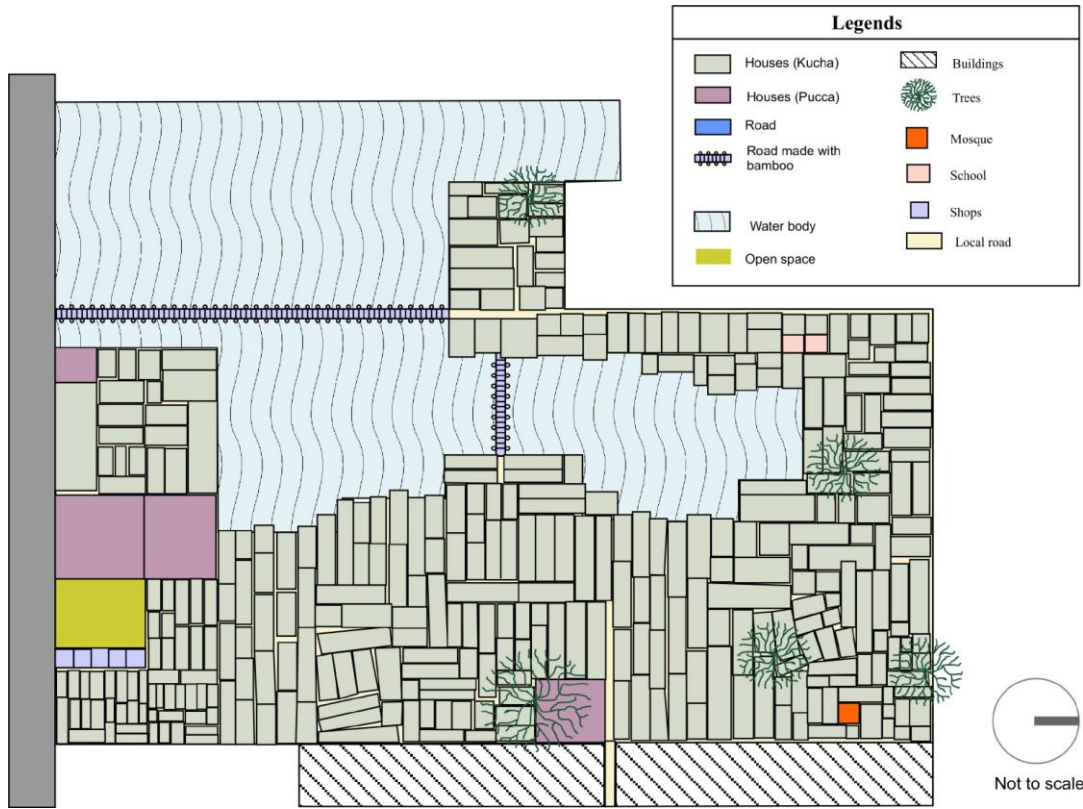
6.1 COMMUNITY VISIONS

Community vision is like how the people of a community like to see their area where they live. In PRA analysis it is known as Dream Map. It is used to describe the future in line with the aspiration of the local people. With comparison to the other conventional map, the dream map is futuristic and also made not to scale. It can be made for virtually anything. There are generally two maps are to be prepared, the first one are representing the present situation and the second one representing the desired future. The participants are asked to prepare both of the maps. The comparison of the two maps helps to identify what are the aspects where people want to change.

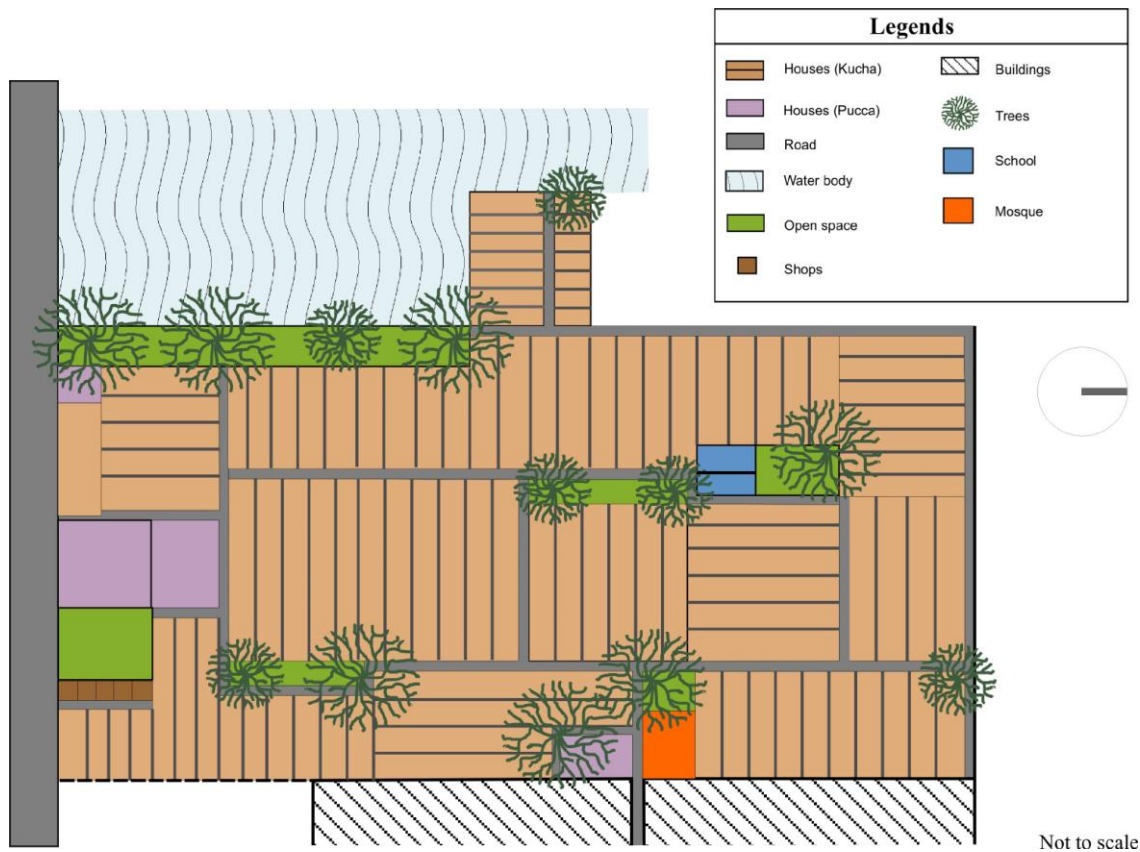
In map 06 the dream map of the people of “Pallabi Molla Bosti” is shown. The main thing that reflected in the dream map is the density of that community. In present situation the density of that area is too large and each small tin shed houses contain five persons. As a result most of the participants were come to a decision that the size of the houses is needed to increase and for that a portion of the water body is filled up to expand the area of that community and the number of houses is increased to reduce their problem of density.

Another problem is the water body along the site. This is used to dispose most of the waste of the community. It created bad odor and also pollute the environment. For that in the dream map the water body is filled up. Vegetation and plantation are provided in this area. This has become a public place for people now. The houses were not on proper order before and these were so much congested. There were a less provision for roads and it causes a great problem. Now the houses are being uniformly distributed and the roads made wider. School was in a remote place and there were not enough provision for roads in that school. Now the school is being located in the better place of the community having a better space and also a play field is created in front of the school.

Map 05: Existing Situation of Pallabi Molla Bosti



Map 06: Dream Map of Pallabi Molla Bosti



6.2 ANALYSIS OF INSTITUTIONS

For finding relationships among institutions of the site, Venn diagram is used. Several circles are used to represent institutions or individuals. To show the importance of each institution or individual, several techniques are used, such as circles of various sizes-the bigger circles indicates the most important institution or individual and the smaller circles indicated the less one. Another technique is to use of colors- dark color represents most influential institution or individual on the other hand light color indicates less influential institution or individual. Distance indicates accessibility and arrow indicates direction of people. Venn diagram is particularly useful when someone want to study and analysis:

- Various institutions and individuals and their influence on the local people.
- Various groups and individuals in the locality and their influence.
- The main actors in the community and their conspicuous and inconspicuous influence.

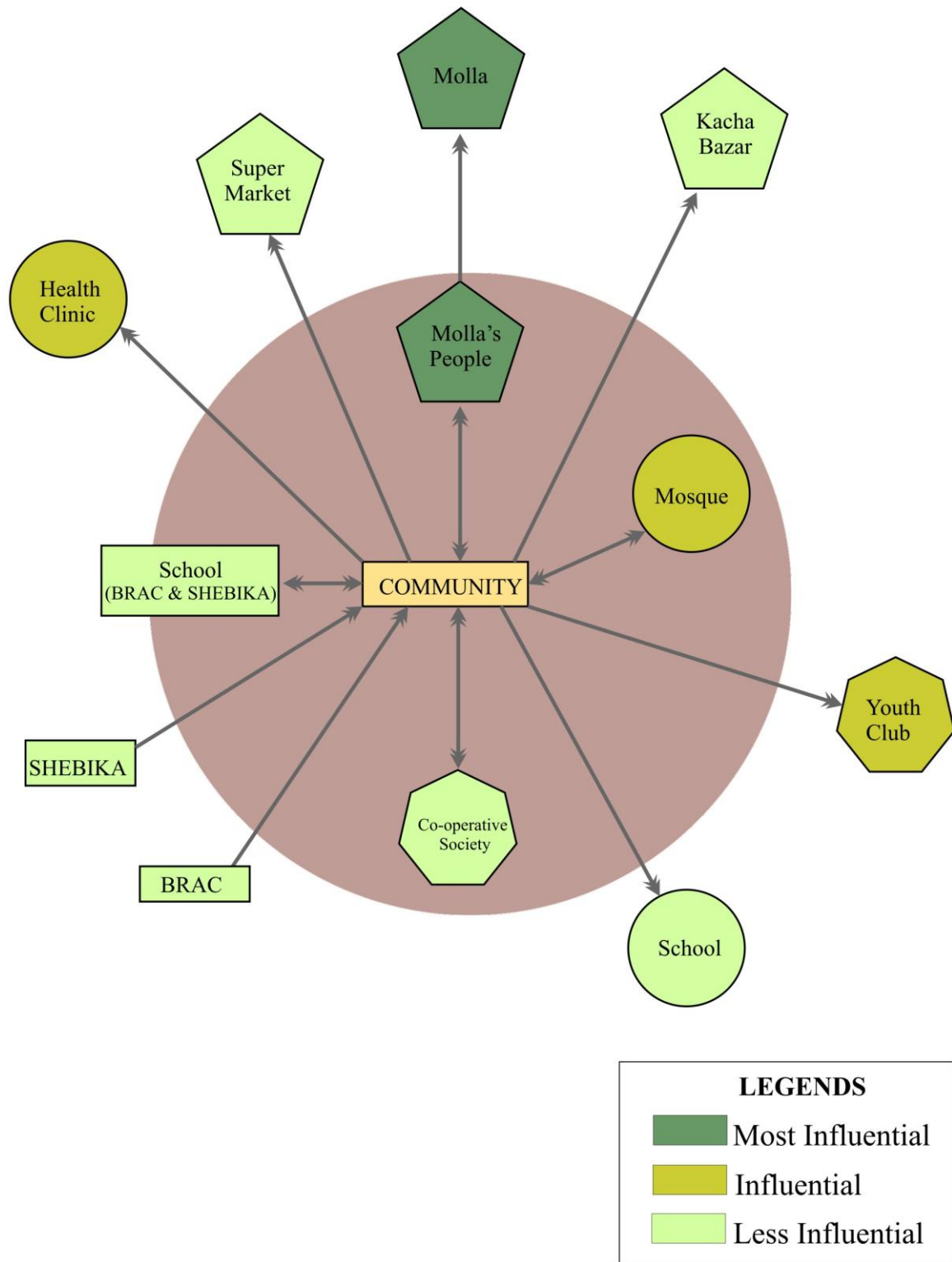
6.2.1 ADVANTAGES

Venn diagram is a simple but useful visual tool to study complex relationship between various institutions, groups, individuals, programs, etc. The use of local material, visuals and symbols generates a lot of interests among the local people, and the participation is quite high. Even the non-literate is also able to follow the proceedings and participate effectively. The instances of the use of Venn diagrams are very divers contexts is evidence that this method allows for improvisation and innovation.

6.2.2 LIMITATIONS

There are however, certain limitations to the method. Venn diagram generally becomes difficult and complex when the number of items increases. Relatively inexperienced facilitators find it difficult explain the Venn diagram process to the participants. It may become facilitator driven. Another practical problem with the Venn diagram is that sometimes it can become sensitive. In the presence of some of the individuals or representatives of institutions that are being rated in the Venn diagram the participants may play safe. Hence the output in such cases may not reflect the realities. In brief, Venn diagram is a popular PRA method used extensively for institutional analysis.

Figure 6.1: Venn Diagram of Pallabi Molla Bosti



Participants: Md. Nesar Uddin, Md. Abul Kashem, Azhar Matbor, Md. Nasim, Enamul
Facilitators: Bayes Ahmed, Rakibul Hasan, Kaiser Pervez and Nazmul Ahsan.

6.2.3 VENN DIAGRAM FOR INSTITUTION

The institutions that influence the community can be categorized as follows:

- Individual or private.
- NGO
- CBO(Community Based Organization)
- Social institution

6.2.3.1 INDIVIDUAL OR PRIVATE

This includes Molla, Molla's people, super market, and kacha bazaar.

6.2.3.1.1 Molla and Molla' people

From the Venn diagram it is shown that the most influential subject are Molla and Molla's people. The reason behind this is this community (Pallabi Molla bosti) is only belongs to the Molla (Molla family especially to their five brothers). This is why any situation change is mostly depended on their decision. The family regulates the community and any construction is erected after the permission of the family. Here the Molla family contact with the community people by their selected persons whom we denoted as Molla's people. On the other hand the community people can not contact or deal with the Molla family directly; they contact with the Molla's people and deal with their problems. The directions are shown in the Venn diagram by the arrow sign.

6.2.3.1.2 Kacha Baazar and Super Market

There are a super market and a kacha bazaar outside the community which also belongs to the Molla family and also have influence to the community. Although these have less influence with the comparison of others, people from the community are employed to these facilities. People working in the kacha bazaar mainly come from bosti. The market also has people from Bosti as sales man.

6.2.3.2 NGO

There are offices for BRAC and SHEBIKA outside the community.

6.2.3.2.1 BRAC

From them BRAC has a school inside the community which we locate at the diagram. This school is operated by the BRAC office. Children from the community came here to learn. The general condition of the school is very wretched, since it has only one tin shaded room in which all children are learning together. Only one teacher who tries to learn them often feels tedious, all children make chaos in the classroom and often make quarrels. The school does not distribute free books and for that the students are not interested to go to this school. That's why the school has a less influence to the community. However, people from the community go to the BRAC office, also staffs from the office come to the community to hear problems and try to deal with them.

6.2.3.2.2 SHEBIKA

SHEBIKA has also a school but this is under construction and do not start their action. These two institutions have less influence to the community.

There are also two other organizations named DARIDRA BIMOCHAN SHAHYAK KAMOSHUCHI (DBSK and BANGLADESH MANABADHIKAR COUNCIL but they make no influence for the community.

6.2.3.3 CBO (COMMUNITY BASED ORGANIZATION)

There are two community based organizations in the Pallabi Molla bosti, they are: "Cooperative Society" and "Youth Club".

6.2.3.3.1 Youth Club

Youth Club has a moderate influence to the community, since the young people are members of the club and come here to enjoy their indolent time by playing some indoor games such as caram, playing cards, etc. So all the young people are well known in the community and can play an important role for the community by doing some organized works.

6.2.3.3.2 Cooperative Society

The "Cooperative Society" is another community based organization within the community. People of the community formed this organization. This organization is named as "Bishal Bohumukhi Somobai Somiti". People save their money in this

organization and this organization is responsible for solution of small type of monetary and other problems. This organization also contributes on small types of construction. This is how this organization has a less influence to the community.

6.2.3.4 SOCIAL INSTITUTION

6.2.3.4.1 Mosque

The community has a mosque within its territory. From the Venn diagram it is seen that the mosque has a moderate influence to the community. The reason behind that the people from the community go to the mosque to pray, they respect the imam of the mosque. So whatever he says is listened carefully by the people. In this situation the imam can play an important role to make understand the people or encourage them about something such as a benefit of a project or a scheme. He can convince people more efficiently than the others.

6.2.3.4.2 Health Clinic

There is a health clinic which is named as “Manisha” and is familiar as Sabuj Chata. This clinic is served for pregnant mother and children. It starts at 9:00 A.M. - 5:00 P.M at every Tuesday and for that this clinic is not sufficient for the community. A small amount of women and children go to the clinic and many of them used to go to another hospital or clinic outside the community, such as Mohakhali Cholera Hospital which is situated in Mohakhali and is too far away from the community. Since this health clinic is not used very widely, it has a moderate influence to the community.

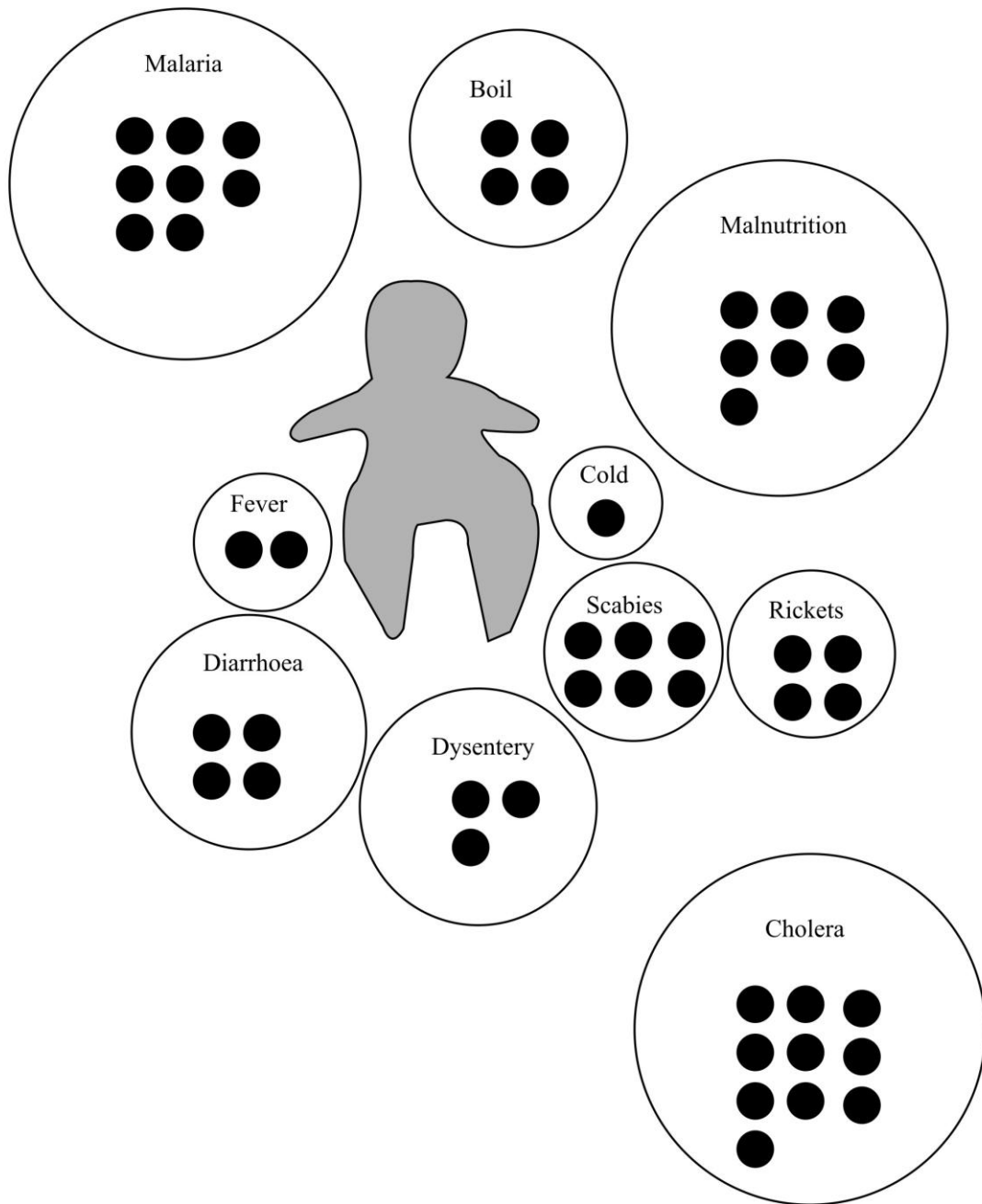
6.2.3.4.3 SCHOOL

Since there is a school within the community, a small amount of students are used to go to here. Another small portion of students whose family are a little better in economic condition, go to another school which is situated outside the community and near the bus stand. This is why this school has a low influence to the community.

6.2.4 VENN DIAGRAM FOR DISEASE PERCEPTION

It is found that the inhabitants of “Pallabi Molla Bosti” are mainly affected by various types of disease all the year round. These are mainly cold, fever, diarrhea, dysentery,

Figure 6.2: Venn Diagram for Diseases of Pallabi Molla Bosti



LEGENDS

- The number of coins indicates the cost of treatment
- The size of the circle indicates perceived danger
- The distance indicates prevalence of the disease

Participants: Md. Nesar Uddin, Md. Abul Kashem, Azhar Matbor, Md. Nasim, Enamul
Facilitators: Bayes Ahmed Rakibul Hasan, Kaiser Pervez and Nazmul Ahsan.

malaria, boil, malnutrition, scabies, rickets and cholera. From figure 6.2 it is found that they suffered with cold, fever, diarrhea, dysentery and scabies all the year round. These types of diseases occur frequently. The main reason is that they do not get pure and safe drinking water properly. Besides most of these diseases mainly occur because they live in an unhygienic conditions. Cold is a frequently occurred disease in this area and cost of recover from this disease is very low.

Scabies, fever, dysentery and diarrhea occur all the year round and to recover from these diseases takes a much cost than cold. The perceived danger of cold is not so high but the perceived danger of scabies is very high because it takes much time to recover and it requires much cost than others. Rickets, malnutrition, boil, malaria and cholera are that type of diseases that occurs seldom in a year. Among these diseases the perceived danger of cholera is high and it takes much cost to recover from it. They have to go to Cholera Hospital at Mohakhali for this and need to stay there for two or three months. Malnutrition and Cholera takes much time much cost than others. For malnutrition they are easily being attacked by various types of diseases.

6.3 PROBLEM INVESTIGATION

The inhabitants suffer most from the local problems and hence they have clear idea about the existing problems, their causes and effects. They can also guide properly or rank the problems. In order to perform cause-effect analysis of problems regarding to “Pallabi Molla Bosti”, few people of the locality were randomly selected and they were gathered together. They were asked about the existing problems of the area specially the problems related to living condition of the garment workers. Each expressed own opinion about the problems. The problems are ranked according to the higher percentage.

Most of these people who were ready to identify the problems were not educated enough but they were asked to identify the problems individually and one of us was ready to note down that problems. In a continuous process their problems were identified and which one problem has come from them frequently or highest numbers was given most priority and similarly after that the higher number was given as second problem and in this similar way all the problems relevant to this project were ranked.

6.3.1 PROBLEMS OF OUR SITE

1. Lack of medical facility
2. Lack of pure drinking water facility
3. Lack of educational facility
4. Unhygienic and polluted environment
5. Illness and diseases
6. Lack of proper sanitary facilities
7. Lack of wage employment
8. Lack of organization within the community
9. Poor living condition
10. Child labor
11. No educational facility for the adults
12. Very poor utility facilities
13. No aid or help from the owner or the government
14. Very few activities of the NGO's
15. Alcoholism and gambling
16. Problems faced by the women workers
17. Inadequate Amenities

Two major problems have been identified for the cause-effect analysis according to their impact on daily life. One is poor living conditions and other is problems faced by the women workers. Two Cause-Effect Diagrams (Fig 6.3 & Fig 6.4) have been prepared on the basis of their respective causes and effects.

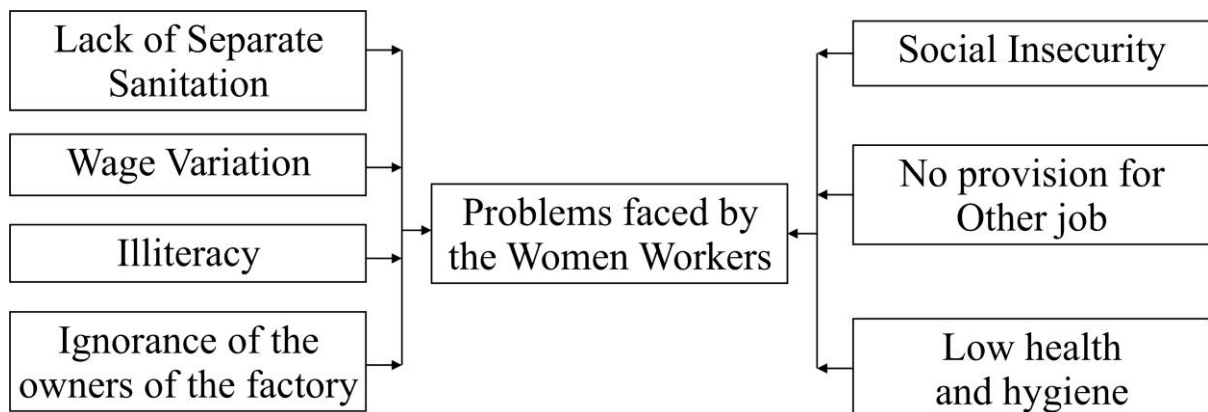


Figure 6.3: Cause –effect diagram of problems faced by the women workers

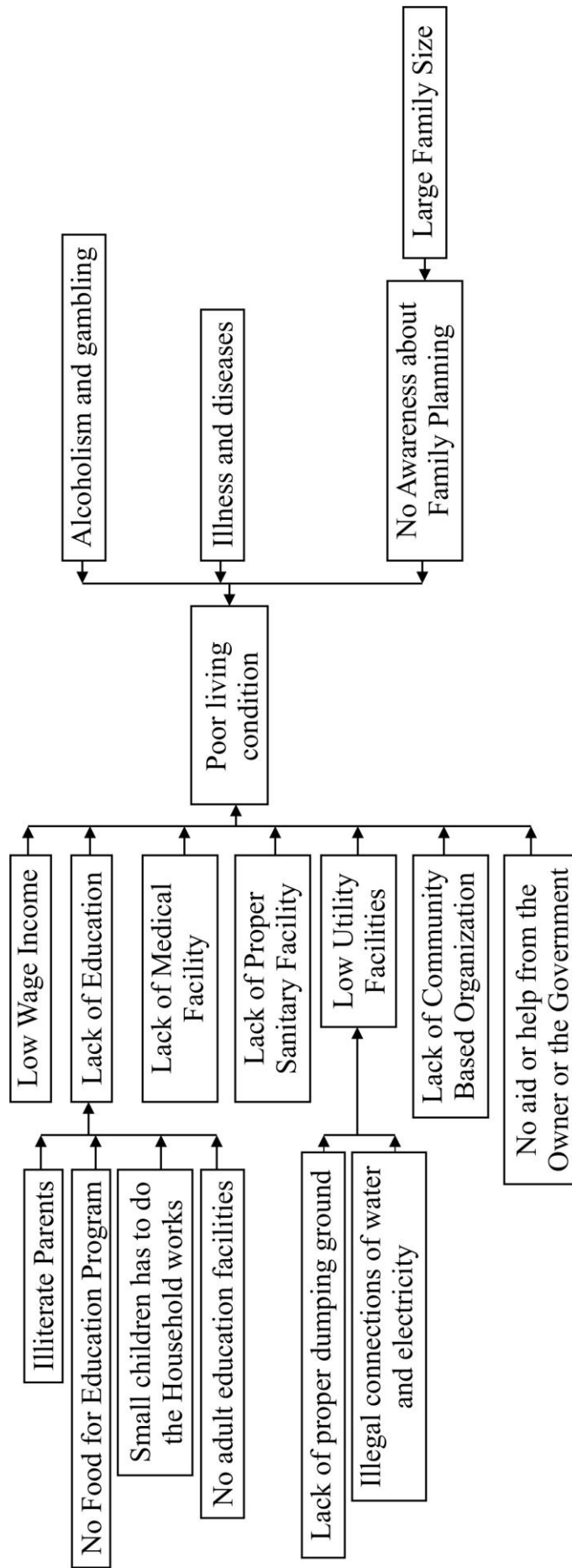


Figure 6.4: Cause & effect diagram of Poor Living Condition

6.3.2 CAUSES & EFFECTS OF THE POOR LIVING CONDITIONS

Garments workers have to lead a miserable life in unhealthy and unhygienic environment. Their daily life is full of sufferings as they don't get proper facilities for a healthy living condition. The main causes for their poor living conditions are:

- a) Low wage income
- b) Lack of education
- c) Lack of medical facility
- d) Lack of proper sanitary facility
- e) Low utility facilities
- f) Lack of community based organization
- g) No aid or help from the owner or from the government

The major effects of these problems are alcoholism and gambling, various types of illness and diseases, no awareness about family planning. In the site though there are two community based organizations but they are not active. For the lack of education they are not aware about their standard of living. Illness and diseases mainly occurs because of there is no provision for medical and proper sanitary facilities. They had to suffer a lot for the lack of this. Besides the owner of this slums are not aware about improving the living conditions of the workers which is very crucial for their life.

6.3.3 CAUSES & EFFECTS OF THE PROBLEMS FACED BY WOMEN WORKERS

Major problems faced by the garments women workers are:

- a) Lack of separate sanitation
- b) Wage variation
- c) Illiteracy
- d) Ignorance by the owner

The effects of these causes are social insecurity, no provision for other job and low health and hygiene. As they have to share the same sanitation facility so they feel unsecured and this also creates various diseases. As they are not much literate so they are not well aware about their wage and as for this they cannot get any other job.

6.4 PROBLEM ANALYSIS

6.4.1 SWOT Analysis

The prospects and limitations of the community named Pallabi Molla Bosti are listed out through SWOT analysis. This SWOT analysis contrasts the strength and weakness of the community with the threats and opportunities arising out of its external environment. This analysis not only focuses on the internal potentialities and constraints but also it traces out the influence of external opportunities and threat in the way of any development attempt.

INTERNAL FACTORS

6.4.1.1 Strengths

☐ Presence of Community Based Organization (CBO)

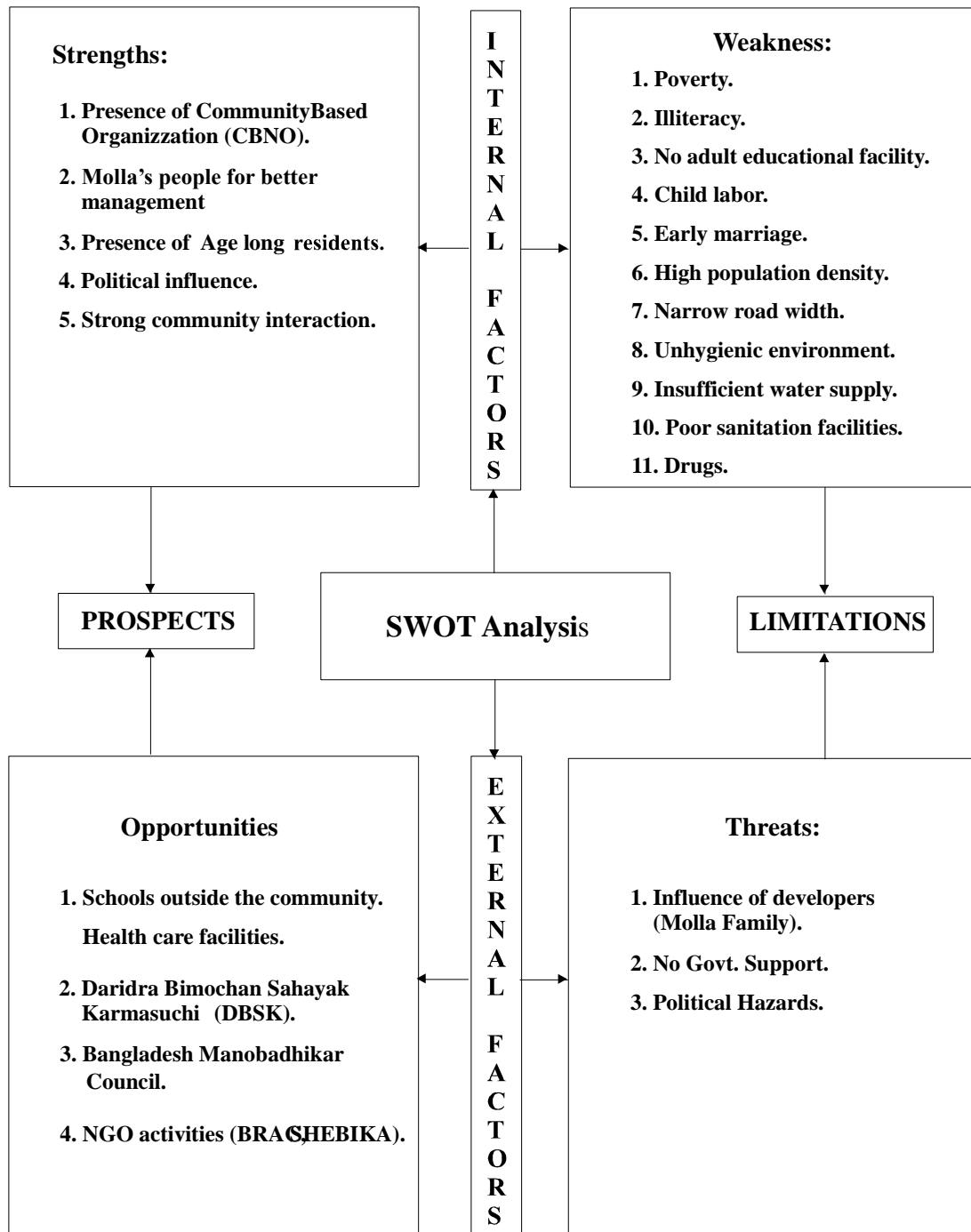
There are two community based organizations in the Pallabi Molla bosti, they are: **“Cooperative Society”** and **“Youth Club”**. Young people are the members of the club and come here to enjoy their indolent time by playing some indoor games such as carom, playing cards, etc. So all the young people are well known in the community and can play an important role for the community by doing some organized works.

The **“Cooperative Society”** is another community based organization within the community. People of the community formed this organization. This organization is named as **“Bishal Bohumukhi Somobai Somiti”**. People save their money in this organization and this organization is responsible for solution of small type of monetary and other problems. This organization also contributes on small types of construction. In this way these two organizations creates some influence to the community.

☐ Molla’s people for better management

There are some people selected by Molla family who are responsible for collecting house rent, gas bill, water bill, electricity bill, etc from the community people. Community people tell them about their problems and their needs. After the discussion with the Molla family, they try to manage the problems and needs of the community people.

Figure 6.5: SWOT Analysis of Pallabi Molla Bosti



Facilitators: Rakibul Hasan, Kaiser Pervez, Nazmul Ahsan, Bayes Ahmed

Participants: Jamal Miah, Nazrul Islam, Manik vi, Samila Khatun.

❑ Presence of age long residents

In the community many people resides here are mostly of the old residents who are living here from the very beginning of the bosti. They know about the trend of changes such as: population, density, illegal construction, unplanned development, stress of developers etc. of this area. As they have a sense of belongingness to the area, they know about the problems and prospects of the area. Their experiences can be very helpful to take any policy for this community.

❑ Political influence

There are two major political parties in the community supported by two members from the Molla family. There are strong interrelations found between them, for that there are almost no political conflicts seen in the community.

❑ Strong community interaction

Almost all the people of the community are garment worker. As the bosti has people of same classes and many of them are old residents and have been staying here from the beginning of the bosti, a strong community interaction is found among them. This helps to take any decision for the welfare of the society.

6.4.1.2 Weakness

❑ Poverty

This is the main problem of the community. Low income is the prime reason for this problem. All the garment workers get a very small salary, a major portion of which is paid on house rent. Poverty results disability to buy proper food causes malnutrition. It also reduces the chance to get proper healthcare facilities

❑ Illiteracy

Main cause for illiteracy of the community people is the poverty. People have not enough money to let their children to go to school. The other cause is there are no sufficient educational facilities in the community. There is only one primary school in the community having only one tin shaded room. For that only a few children are used to go to the school. The community has no secondary school.

❑ No adult educational facility

The aged people and women cannot be educated as there is no provision for adult educational facility.

❑ Child labor

Most of the children in the community do not go to school. A major portion of them works in the garments as a child labor. The main reason behind that is the poverty mentioned before. No poor father want that their children will go to school. They think that their children can earn money by the time they have paid before school. As a result they are usually reluctant to let their children to go to school.

❑ Early marriage

Due to illiteracy and the economic problem many parents let their son or daughter to marry before proper age. Early marriage leads them to get many children which in turn increase the population density. Early marriage also leads to dropouts of some girls.

❑ High population density

High population density is the other major problem faced by the community. The reason behind this is: the most garment workers are women; they mainly came from rural areas. Usually garment working is the preferable work in sense of rural women and when they come, usually encourage to the others to do this job. They usually prefer to live together in a same community. In this way they increase the population and so increase density. Early marriage also contributes a part to increase population.

High population pressure or density in this area turns out to be a reason for lacking of other community facilities and unauthorized and unplanned development of the area.

❑ Narrow road width

The roads are too narrow. They often flooded with water and made it difficult to walk. There are some puddles alongside the narrow road. In the rainy season while the area is flooded with water, the puddles and roads cannot be distinguished separately and made them very dangerous to walk.

Unhygienic environment

The environment is very unhygienic. There is a water body alongside the area and most of the wastes are disposed here which create bad odor and also pollute the environment severely. The low lying area all-time becomes frowzy which creates several diseases such as diarrhea, malaria, etc.

Insufficient water supply

The community has water supply which is insufficient. The main source is the supply water but it is very irregular. For that the community people has made some pit like well to store water. They also dependent on the water supplied in outside the community.

Poor sanitation facilities

The community has sanitation facilities which are very poor. Mainly the sanitation systems are unhygienic hanging latrines. Poor water supply makes it more miserable.

Drugs

There are some problems in the bosti such as drug addiction of people and also drug selling.

EXTERNAL FACTORS

6.4.1.3 Opportunities

Schools outside the community

There is only one primary school with only one tin shaded room in the bosti. Some children from the bosti go to this primary school. Other a small portion from better family goes to the other schools exists outside the community. Though it is relatively expensive, children have gotten more educational facilities here.

Health care facilities

There is a health clinic which is named as “Manisha”. It is familiar as Sabuj Chata. This clinic is served for pregnant mother and children. It starts at 9:00 A.M. - 5:00 P.M at every Tuesday and serve the community people. Women and their children come here

primarily to get treatment but for further complexity they go to the other hospitals outside the community.

❑ Daridra Bimochan Sahayak Karmasuchi (DBSK)

The founder of the DBSK is Barrister Alhaj Md. Jashim Uddin Molla. The main objective is to give medical treatment to the poor people at low cost. Every person has to pay 20 TK to be a member of that organization. Every person who has been a member of that organization can get a service of an MBBS Doctor. For that they have to pay 10 TK to get service. The relatives of the member of that organization can also get the service by paying 20 TK each time.

❑ NGO activities (BRAC, SHEBIKA)

There are offices for BRAC and SHEBIKA outside the community. From them BRAC has a school inside the community. This school is operated by the BRAC office. Children from the community came here to learn. Though the general condition of the school is very wretched, the limited teachers are trying to learn the children with their limited resources.

SHEBIKA has also a school but this is under construction and do not start their action. These two institutions have less influence to the community. If this school had constructed and arranged sufficiently, children would learn better things and do not need to go outside the community.

6.4.1.4 Threats

❑ Influence of developers (Molla's Family)

Since the community is owned by the Molla family, any decision about any construction or any destruction in the community is taken after the permission have made by the family. So it could be happened that any matter that create problem to the community people can be refused by the family for their own interest.

No Govt. support

There is no government organization or government activity surrounding the bosti. There is no govt. support to lead the development of the community.

Political hazards

Some political harassment such as: hartal, dharmaghat compel the garment factory to be closed which deprive the worker from their daily work and also from corresponding salary.

6.5 INPUTS FROM KEY INFORMANTS AND CASE STUDIES

6.5.1 KEY INFORMANTS

For our study purpose we have to consult some experts related to our topic. Actually we want to know about their present activities and future plan, of how it is possible to improve the living conditions of the slum dwellers of our study area. Below the conversations are stated in brief.

KEY INFORMER 01

Haji Gias-Uddin-Molla,
Cousin of Sattar Molla (The owner of a portion of Molla Bosti),
Pallabi, Mirpur-12

‘Pallabi Molla Bosti’ is located in govt. khas land which is illegally occupied by the Molla brothers. We can not talk to Sattar Molla because he had some personal problems. In that case we have talked to Haji Gias-Uddin-Molla who is Sattar Molla’s cousin.

“The people of this area are living in bad condition. Is it possible to improve their living status?”

“It’s possible but in that case they have to pay more for house rent. If the quality of the house is improved and the floor area is increased then the house rent will rise automatically. If they want to pay more then I will manage it for them. The rent they are paying is not enough to live in a better position than the existing situation.”

“We have given them place to live. This area is free from terrorism and the living condition is not too poor in comparison to other slums of Dhaka City. Moreover some NGO’s are working here to help them. Some charity clinics are also located surrounding this slum. What else we can do for them to improve their living standards? I think they are getting much more facilities than what they are paying. Each household pays only 500 to 600 tk. per month but they are provided with all types of utility facilities in this slum.” He farther added.

□ **KEY INFORMER 02**

Ms. Afsana Akhter,
Research Officer,
Slum Development Department,
Dhaka City Corporation (DCC).

“Currently what types of development programs you have to improve the existing living condition of this slum?”

“Currently we have a project running on named as Support for Basic Service in Urban Slum Area (SBSUSA) Part-II. Under this project we cover 1093 slums of Dhaka City. This supports 76 wards of DCC among 90.”

“What are the activities of this project?”

“Under these projects two teachers, one caretaker and one guard work in each ward. And this team is guided by a Community Development Officer (CDO) who is also in care of the zonal office of the ward.”

“We provide educational facilities for the children of the slum. Normally it is called pre-school education program. We supply all types of educational materials here free of cost. The children have to come in our office room for their classes. We have a zonal office in each ward and all our activities are performed from this office. We have also a health awareness program for each slum. Through this project, we give some health awareness tips to the slum dwellers. And to do this a trained medical officer is assigned for each slum. We provide only iron tablets under this project, and nothing else.” She added.

“Any other activities:”

“No, this is in short our activities under this project. The project is financed by United Nations International Children’s Emergency Fund (UNICEF) and the government of Bangladesh.”

“Do you have any future plan of how the living conditions can be improved?”

“No, we have no specific future plan. But in future we have a desire to extend our project in all the wards of DCC.”

“Thank you.”

□ KEY INFORMER 03

Mr. Romel Borua,
Deputy Manager,
Labor Rights Section,
BGMEA.

BGMEA (Bangladesh Garments Manufacturing and Export Association) is a well known organization of garments industries in our country. It is basically an association of the garments owner of our country. But it also deals with the workers of the garments. It mainly deals with workers right in their wages, working time, working standard etc. For our project purpose we went there for collecting information about garments workers living condition. We went to the Labor Section of BGMEA. We talked with Mr. Romel Borua who was a Deputy Manager in the section. Some of our important conversation with him is given below:

“Does BGMEA have any standard for living environment of the garments workers?”

“No, BGMEA basically deals with the internal matter of the garments workers like, if they have any problem in their wages or if they did not get their salary properly.”

“What type of work is done in this section?”

“We mainly deal with the labor rights in garments industry”

“Do you have any type of law?”

“No we don’t have special laws for garments workers wages, their working schedule, their problems etc.”

“Then how do you deal with workers right?”

“We have Gadget Laws that is given to us by the Government of Bangladesh. We mainly follow them.”

“What are they?”

“The laws are mainly for the highest salary and the minimum salary for the workers. In the Gadget law there is also written that how long would be the working time, wages should be what, when should the payment given, if they would get any salary after retirement or if they get any salary for their emergency need.”

“So are there any living condition laws in that book?”

“No, it only deals with the internal matter of the garments industry”

“Can we see that book?”

“Yes, you can see the book and it worth 250tk.”

“Does this labor section of BGMEA deals with living conditions?”

“No, what are done here are mainly the rights of the workers to the owners and the rights of the owners to the workers. We mainly link between them. Like in recent garments problems we handle the matter. We told the owners to give the salary to the workers if they get.”

“Is there any other section in BGMEA that deals with the living conditions of the garments workers?”

“No there is no such section in the BGMEA that deals with the living standards.”

“OK thank you sir”

“OK bye then but for your topics you may find some help in Garments Labor Union.”

□ KEY INFORMER 04

Md. Zahidul Islam,

Zonal Manager,

Mirpur Section-12, BRAC.

BRAC is a well known NGO in our country. In our site Pallabi Molla Bosti we have a BRAC primary school for small children of that community. We went to the branch office of the BRACK which is 2 mile away from the site. We met there with the zonal manager Md. Zahidul Islam. Some of our important conversation with him is given below:

“What are your activities in Pallabi Molla Bosti?”

“We mainly provide non formal primary education to the poor, disadvantaged children and drop outs that cannot access formal schooling. These one-room schools are for children between eight and fourteen years of age. Each school typically consists of 33

students and one teacher. Core subjects include Mathematics, Social Studies and English. The schools also offer extra-curricular activities. We have one school in Pallabi Molla Bosti”

“Do you have any types of activities to improve the living conditions of the workers?”

“Yes we try to aware them about their living environment. We try to understand them that how important it is to live in a healthy place. We mainly did this in our social awareness projects.”

“What are your activities about public health in that area?”

“We mainly aware them about drinking safe water, cleaning dustbin and surrounding of their house. Sometimes we inform them about various types of medicines if they are sick.”

“Do you have any types of activities that are especially for women workers?”

“No, but we try to aware about women health to that community”

“What is BRAC’s future plan about improving the living condition of the garments workers?”

“Recently BRAC has introduced a program for retrenched garment workers to facilitate the rehabilitation of garment workers who will be forced to quit their jobs due to the closure of many industries, caused by recent changes in international trade and quota systems. It has a special program ‘Income Generation for Vulnerable Group Development (IGVGD)’ to cover the poorest women who own no land, have little or no income, or are widowed or divorced.”

“OK thank you sir”

“OK bye.”

6.5.2 CASE STUDY

Case study is an ideal methodology when a holistic, in-depth investigation is needed. Case studies have been used in varied investigations, particularly in sociological studies, but increasingly, in instruction. Case studies, on the other hand, are designed to bring out the details from the viewpoint of the participants by using multiple sources of data. Case study research is not sampling research; that is a fact asserted by all the major researchers in the field. However, selecting cases must be done so as to maximize what can be learned in the period of time available for the study.

(Source: www.nova.edu/ssss/QR/QR3-3/tellis2.html)

Opinion of local people of ‘Pallabi Molla Bosti’ has a greater significance in the study of improving living conditions through participatory planning. During the study the local people have expressed their views about their living conditions, related problems and the causes, respective possible solutions and finally, what they want about the area.

❑ CASE STUDY 01

Two years back, Akhtarul and his wife Anwara came to Dhaka from Bahadurhat of the Dinajpur district and now are working as helpers in the sewing wing of Rio Fashion and Wear House, Mirpur.

Speaking to us, Anwara, once a rural housewife turned garment-worker described how her lifestyle has changed.

"We live in a tiny room made of gunny bags (jute) and bamboo over a marshy land and pay a monthly rent of Tk 700." she said.

She said she has no other option because her family cannot afford a higher house rent.

"I never thought of living in such conditions ever, even when my husband was the only earning member in the family at home." she said.

She has been working in this sector for eight months and has not received more than Tk 1,250 a month including over time payments, and said that according to her calculation the factory pays Tk 5 a working hour.

Anwara is a mother of two and cannot feed her children daily. "The entire family is suffering from malnutrition and there is nothing I can do." she further said.

❑ CASE STUDY 02

Nesar Uddin came in this slum seven years ago. Now he is working in a nearby garment as an operator. His salary is 1800 Tk. He lives here with his family.

"Living here I have to face problems everyday. It is very difficult to live here because of the high cost of living. There are no proper facilities for water supply. We get water for only 3-5 hours a day and the rest of the time we are out of water. And to meet the demand for water, we need to store water in different sources like wells, vessels and in pots.

Sometimes when our stored water is finished, we have to seek water in other houses or collect it from another source which is about 3 miles away from this slum.” he said.

We went with him into his house. There is only one room in his house and he has to pay 750 Tk per month for this tiny room. Nesar Uddin, his wife and their three children have to live in this 3 square meter room. The ceiling is very low and the floor is made of mud. The roof is made of tin and walls are made of bamboo.

“In rainy season I cannot protect my room from the rain water. The monsoon makes my mud floor so muddy. I have to live like this with my family because I cannot afford the rent of rooms with cemented floors.” he said.

“What other problems you face living here?”

“I think the main problem living here is the bad odor coming from the low-lying wet land beside the slum. The water is totally polluted because all types of household wastes are thrown inside it and moreover the land lord cultivates here African Magur (a type of carnivore fish). To feed the fish daily, the dead bodies, parts or different wastes of chickens & animals and other wastes are put here. The color of the water has become black and flies, mosquitoes and other insects lay their eggs in this water. And this often causes numerous diseases.” he said.

He farther added, “This place is not suitable for living at all. Because we have to suffer from different problems like- lack of proper water supply facilities, house rent is high, mosquitoes, flies & bad odor and also problem with proper sanitation facilities.”

❑ CASE STUDY 03

Azhar Matbor has been living in this slum for the last 6 years with his family. We talked with him about the living conditions of this area. Below our conversation is given in brief.

“How do you feel living here?”

“Living in this slum is very expensive. The size of the room is very small. The roads inside this area are also very narrow. And in rainy season the roads become full of mud. Another problem is the provision of drainage facility. Although a drain exists here, but

most of the time it over-flows and it is open. This really creates an unhygienic environment,”

“What other problems you face living here?”

“Just after evening, it becomes quite impossible to live here due to the disturbance of mosquitoes. Again bad odor comes from the nearby wet land”.

“Another important problem is that there is no separate toilet facility for the women. They have to use the same toilet and bathrooms. Moreover the toilets are not good enough for them too. And we have to store water in different reservoirs as wells, vessels and other pots & drums. Because water is only available from 3 to 4 hours a day.” He added.

“Why don't you take measures to solve these problems?”

“The owner of this slum is not helpful at all. He is not concerned about our problems. Even we can't meet with him so that we can submit our problems before him. Some of his people collect the house rent and other utility bills from us. They are also not helpful. The owner has given us only the land, but all other necessary things are being managed by us. We have built these houses and even the utility facilities are managed by us. And after some years a portion of the slum area is evicted by them. This is their strategy to occupy the land area illegally. Although this is govt. khas land but they have occupied it.”

“If the govt. does not take any measures then it is not possible to improve our living conditions. Because the so called owner of this slum (Molla) is not helpful rather he wants to evict us from here so that he can built apartments here. Actually we are living here in a miserable condition with no proper utility facilities, polluted and unhygienic environment and facing other problems.”

CHAPTER 07

RECOMMENDATION

Findings of the study shows that garment workers have serious problems due to poor housing condition and unsecured living arrangement. Hence attempts should be taken to provide better facilities for them so that they can improve their living conditions. To mitigate the existing problems faced by the tenants of “Pallabi Molla Bosti” some policies and recommendations are offered. The policies or guidelines are only applicable for this site.

The living condition of the garment workers with their facilities may be met any general housing schemes and efficient facilities to their independent life style. In order to solve their problem Government, NGOs are working, but they should be strong in order to improve their living condition by providing proper housing facilities utility services, medical facilities, open space, well conditioned drainage and toilet facilities are well suited to the need for the garment workers. And moreover, their expectations should also be taken into special consideration.

The study shows that the workers should get adequate facilities such as electricity, water supply, sanitation, sewage and medical facilities along with other amenities. The living condition of workers in the slum area is not hygienic. So the living condition may be developed by Government and non-Government organizations. The owners of the Garment factory may also help by increasing their salaries. Because of low income they cannot improve their life style. Below the proposals are described in short:

7.1 PROPOSED GUIDELINES/ POLICIES

7.1.1 SHORT-TERM POLICIES

Some rapid actions have to be implemented in short period of time. They are as follows:

□ Policy No 01: Provide Housing Facilities

The right to adequate housing is “the right to live somewhere in security, peace and dignity,” consisting of the following components: legal security of tenure; availability of services, materials, facilities and infrastructure; affordability; habitability; accessibility;

location; and cultural adequacy. Findings of the study show that the living condition of garment workers is not good. Hence proposal should be taken to provide better housing facilities to the garment workers. They should be provided with congestion and pollution free accommodation facilities. It should be a joint venture of the government, NGOs and employers to allocate land for constructing low cost housing.

❑ **Policy No 02: Provide Utility Services**

From field survey through participatory planning, the study shows that they do not get proper utility services. As supply of water is not adequate here so this should be taken into special care. Supply of water should be throughout the whole day in this slum.

❑ **Policy No 03: Provide Proper Medical Facilities**

There is no proper medical facility in this site according to the needs. Some charity clinics are located surrounding the site but they are nit sufficient. The Govt. and other NGO's have some activities but their activities should be enhanced.

❑ **Policy No 04: Provide Open Space**

There is no open space for the 600-700 households in this site. This scenery is really very poor for living at a minimum level standard. Open space is considered as lung of an area, and the site is out of open spaces. So open spaces must be provided for this slum by land readjustment.

❑ **Policy No 05: Provide Proper Drainage and Toilet Facilities**

Although the site has drainage facilities but the drains are open and most of the time the drains overflow. And these open drains pollute the environment. Proper drainage facility should be provided here.

Again there is no separate toilet for the women's which creates great problems for them. Moreover the women do not have separate bathrooms too. In this case separate and secured toilets and bathrooms should be provided for the women as well as men.

❑ **Policy No 06: Management of the Wetland**

The wetland by the side of this slum creates huge problems to the inhabitants. Normally many people have to live in a water-logged situation and in rainy season this wetland

creates severe problems. The water quality of the wetland should be kept clean by not allowing the wastes to be thrown here and any garbage or waste disposal in this water body.

❑ **Policy No 07: Other Facilities**

Providing potable water, regularizing garbage clearance, and paving roads for this area. They should have promoted door-to-door garbage collection through motivation, and have taken charge of the general cleanliness and neighbourhood street sweeping.

❑ **Policy No 08: Educational Programs**

Most of the people and children of the slum are uneducated. Though there is a little provision for them to schools but most of the times they don't go there rather they prefer searching for jobs. This is why primary education should be compulsory for them and provision for adult education should also be started.

❑ **Policy No 09: Work in a Body**

The government, NGO's and other institutions should work in a body to solve the problems.

7.1.2 LONG-TERM POLICIES

In long run some policies can also be taken. Those are as follows:

❑ **Availability of Credits**

Credit should be provided in few cases for income generating activities (IGA) hampered by natural disaster and eviction creating the beneficiaries' homelessness. Motivate the landowners, negotiate bank loans and initiate slum-upgrading projects involving physical construction.

Establish a financial intermediary encouraging and handling community savings and investment with banking facilities, small credit for buying land, constructing or improving houses, and large funds through for infrastructure and service development.

❑ **Special Housing**

The housing need of special groups like garments workers, destitute and delinquent women and youth, street children, orphans, mentally and physically retarded children, working mother etc. These dorm-type rental accommodations are part of empowerment or rehabilitation programs comprising literacy and skill training, legal, social and entrepreneur support, health, mother and childcare facilities, etc.

❑ **Slum Development Projects**

Slum Improvement Programs should be undertaken. These focus on income generation, health and family planning, education, infrastructure and services like roads, drainage, water supply, sanitation etc., aimed at environmental upgrading and enhancement of affordability to improve the housing situation indirectly.

❑ **Management Support**

Operation, maintenance, monitoring of housing and utility services and credit management of a large number of beneficiaries is a huge task. Among these are - operation and maintenance of water supply, sanitation, drainage and garbage collection services, collection of fees, bills and maintenance expenditure, collection of technicians and management staffs' salary, collection and deposition of loan repayment, dealing with banks and filling up of documents, etc. For these a strong community based organization should be established.

❑ **Accept NGOs**

Accept NGOs as intermediaries and a stakeholder organizing and representing the poor to facilitate cooperation among local governments, public agencies and the poor. Allow them to participate on specific terms; remove all bottlenecks to facilitate access and information, ensure participation and mobilization, capacity building, training and motivation of the target groups. Involve NGOs from outset to select the target population; take those working in one bosti as the partners or implementers in that bosti.

□ Take Comprehensive View

Consider housing for the poor widely with provisions for health and education, transport, recreation etc. Integrate income generating activities with housing providing space, training, credit, marketing etc.

□ Change Institutional Arrangements

Build up institutional capacity and human resources to deal with grassroots interactions, mass mobilization, beneficiaries' participation etc. Recognize the poor's housing rights adequately; avoid eviction without rehabilitation as far as possible. It emphasizes that forced evictions constitute a gross violation of human rights and can only take place in exceptional circumstances after all feasible alternatives have been considered. In the event, however, that forced evictions do occur, specific procedures are outlined to ensure that those affected do not become homeless or vulnerable to other human rights violations.

□ Implementation of International Labour Standards

Through the International Labour Organization, a system of international labour standards and labour conventions developed during the last century. Workers' rights include core labour standards around which there is widespread international agreement and other basic rights. The core rights, encompassed in international conventions, include freedom of association and the right to collective bargaining; elimination of all forms of forced or compulsory labour; elimination of discrimination in respect of employment and occupation; and the effective abolition of child labour. At a minimum, these core rights, which apply to all workers, need to be extended and enforced for informal workers. Other areas of basic rights include safe and healthy working conditions, reasonable working hours, severance notice and pay, paid sick leave and vacations, and retirement compensation. Some of these are incorporated in existing international standards and conventions and should, in principle, be extended to the workers.

□ Provision of Training Facility

More educated workers are reluctant to undertake jobs in the garment industry because they have to join as helpers, the lowest paying job. Higher category jobs require skills that, at present, must be acquired through on-the-job training.

❑ **Straight Legal Action Against the Criminals**

Straight laws and actions should be implemented against the terrorists and those who break the rules and create violence. And this will keep both the living and working environment free from dangers particularly for the women workers.

❑ **Relocate the Garment Factories and the Workers**

Commerce and industries Minister of the Bangladesh government, Tofail Ahmed, disclosed in a board meeting of the Export Promotion Bureau on August 25 1998, that the government is planning to set up garments palli (village) at Hemayetpur near Savar on an area of 17.33 acres of land (The independent, August 26 1998: 7, No.30)

In 1998, the then 'BGMEA' president Mostafa Golam Quddus said his organization has a master plan to relocate the city's garment factories in areas outside Dhaka city such as Savar, Gazipur and Daudkandi. "We will construct 80 big flats for the garment workers with an accommodation capacity of 4000 workers in each building" (The Independent, October 23, 1998: 13, No.30). This means 320000 workers out of 1.5 million would be accommodated.

From the above discussion it can be stated that for the garments workers this types of relocation projects should be taken immediately.

CHAPTER 08

CONCLUSION

8.1 COMMENTS ON COMMUNITY PREPAREDNESS

Preconditions for collective action (<i>Ronbby A. 1995.</i>)	Existing situation of the site	Comment (Positive/ Negative)
People experience common problems which are not tackled by any one else.	The site has water body on which people dispose all their wastes that creates bad odor and also pollute the environment very much.	Negative (all the people of the bosti face this problem but they are totally ignored about that and have no effort to solve this problem)
People have need which are not satisfied, find unacceptable discrepancies between realistic wishes and the reality of things and that satisfactory results can be achieved only if they become involved.	People dispose wastes in the water body which create pollution. People wishes to free from that problems but they cannot because it can not be removed by one.	Positive (If people act together not to dispose wastes in the water body and fall it in the dustbin or other selected side, the pollution can be reduced severely).
People have common experience of the possibility to act together in an effective way that they have the opportunity to organize successfully.	Since most of the residents of the bosti are garment workers and all the people are of same classes, a strong interaction is found among them.	Positive (This helps to take any decision for the welfare of the society.)
There is a framework. One of more people has been able to draw up goals which the whole group can attain and which they see as realistic.	This is absent in the community. There is no person in the community like that.	Negative (Person like that is needed in every community who is able to draw up goals which the whole group can attain)
There are available resources which can be controlled and used.	There is a water table which is a resource for the community and it can be controlled and used.	Positive (If people do not dispose wastes in the water body and maintain it, can be used as fishery or hatchery.
There is the necessary knowledge about strategies, tactics and methods in the local community or group to be able to achieve the desired goal.	The people of the bosti are illiterate and have no adequate knowledge about strategies, tactics and methods to achieve the desired goal.	Since the people are illiterate, they can not participate on any project or strategy as they can not realize its necessity.
There are people who can take initiatives and who can encourage motivate, gather and organize people.	The Molla family and the imam of the mosque. As the Molla family is the owner of the community, they have impact on the bosti and for that can gather or organize people. The imam of the mosque can also encourage, motivate and gather people as the people admire him for religious matter.	Positive (They can encourage, motivate, gather and encourage people which are useful to perform any organized work).

8.2 COMMENTS ON APPLICABILITY OF PRA AT PRESENT CONTEXT

The typical participatory approach was not always effective as much as expected in the area of Mirpur “Pollobi Molla Bosti”. The local people are interested to participate in any matter related to their community. But the PRA method could not be applied to them appropriately as being an urban area they remain busy and to gather local people repeatedly for improving their living standard in group was very difficult within time available excluding class hours. Moreover, they are not familiar with the terminology and process of PRA. In some cases the participants did not response sincerely or present their opinions properly due to lack of willingness, knowledge, awareness, etc. Another notable thing, most of them want to avoid any kind of formal documentation. Hence sometimes they provide information only by talking, did not write or draw by themselves. But it is also true living standard improvement will not become successful without their active voluntary participation and their decisions.

8.3 CONCLUDING REMARKS AND RECOMMENDATION FOR FURTHER STUDIES

The study was intended to improve the living conditions of garments workers through participatory planning. The analysis is done on the basis of one site. For further studies it should be done for more than one site and large areas. The analysis results that, the housing condition of the workers is not well enough. Problems of living conditions affect workers every day. The area which they used for living is too small for them; moreover the environment is hasty and nasty. Their major demand circle around housing, sanitation, sewage, water supply, security and wages. Depending on the analysis, however, a set of policies has been formulated for improving their living conditions. If these policies for the garments workers are taken as initiatives for improving their living standards, better production with maximum profit can be assured by the garment workers. Besides if government and BGMEA as well as NGO’s take initiatives to resolve their problems, it will help the best.

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PHOTOGRAPHS



Top view of the site



Garment factories near the site



Risky electricity poles



Facilitators with the participants



Water-logged households



Children at BRAC school of the site

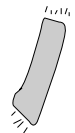





































































































































The Bamboo Bridge








Narrow roads and polluted water

Table 5.12: Seasonal Diagram of ‘Pallabi Molla Bosti’

Criteria/Seasons	January 	February 	March 	April 	May 	June 	July 	August 	September 	October 	November 	December 
Availability of Electricity												
Availability of Water												
Rise of Water Level												
Wage Variation												
Sickness												
Employment												
Food Availability												
School Going Children												
Bad odor, Flies & Mosquitoes												
Happiness within Household												

Source: Field Survey, December 2007

 =very good,  =Good,  =Moderate  =Poor  = very poor

Participants: Md. Nesar Uddin, Md. Abul Kashem, Azhar Matbor, Md. Nasim, Enamul, Md. Farid and Mrs. Saleha Begom.

Facilitators: Rakibul Hasan, Kaiser Pervez and Nazmul Ahsan.