

Theme: 7 June: Labour and social protection policies in the crisis response



COVID 19- From Crisis to Response: Empirical Evidence from Readymade Garment Manufacturing Sector in Bangladesh



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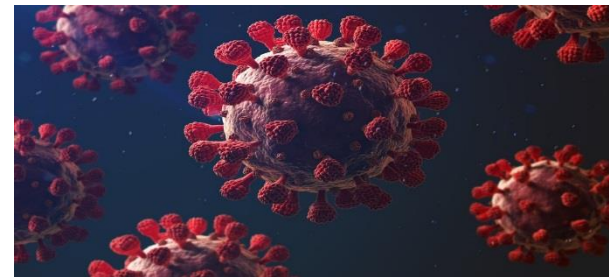
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Paper presented at the 7th Regulating for Decent Work (RDW) Conference on COVID-19 and the world of work: Towards a human-centred recovery held on 6-9 July 2021 at ILO, Geneva (Virtual)

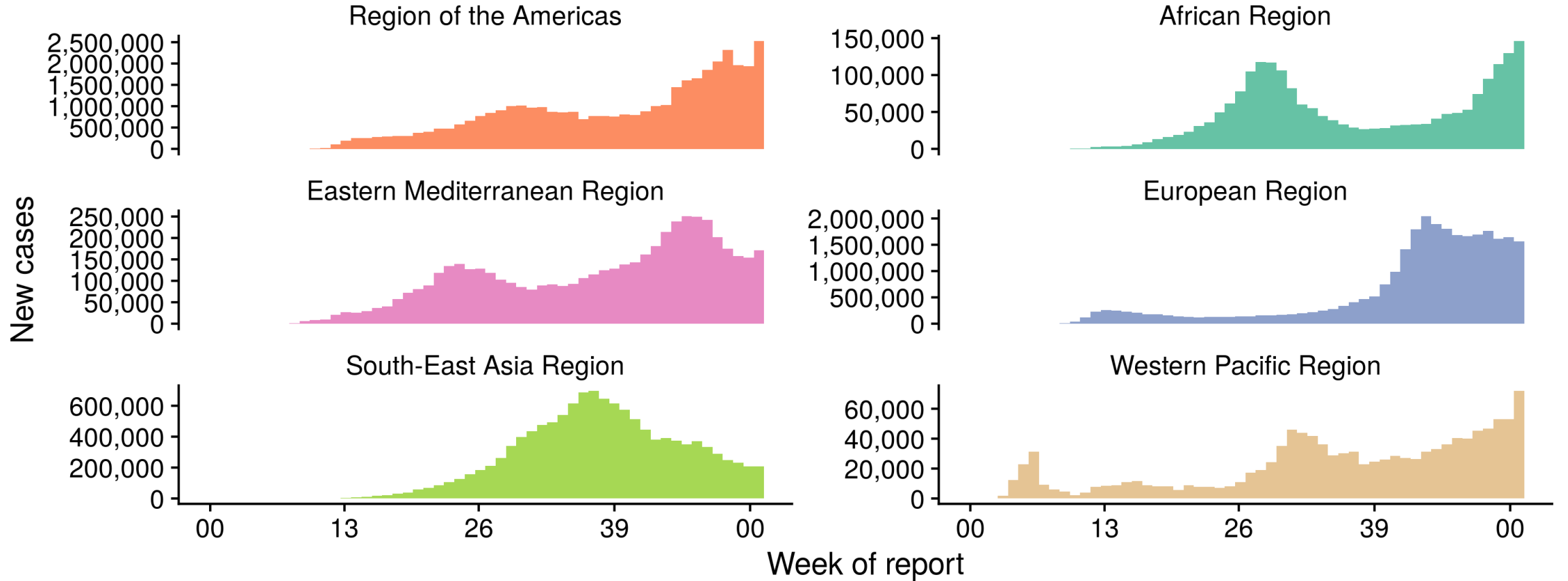


Outline of presentation

- COVID-19: World and Bangladesh
- Introduction and background
- Knowledge GAP
- Study objectives
- Material and Method
- Data and Finding
- Policy Recommendations
- Future Research



New confirmed cases, by week of report (n = 88,120,236)

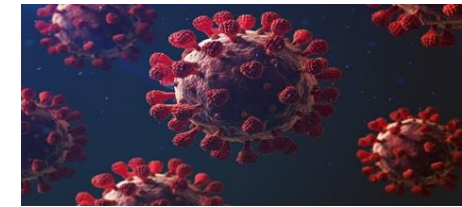
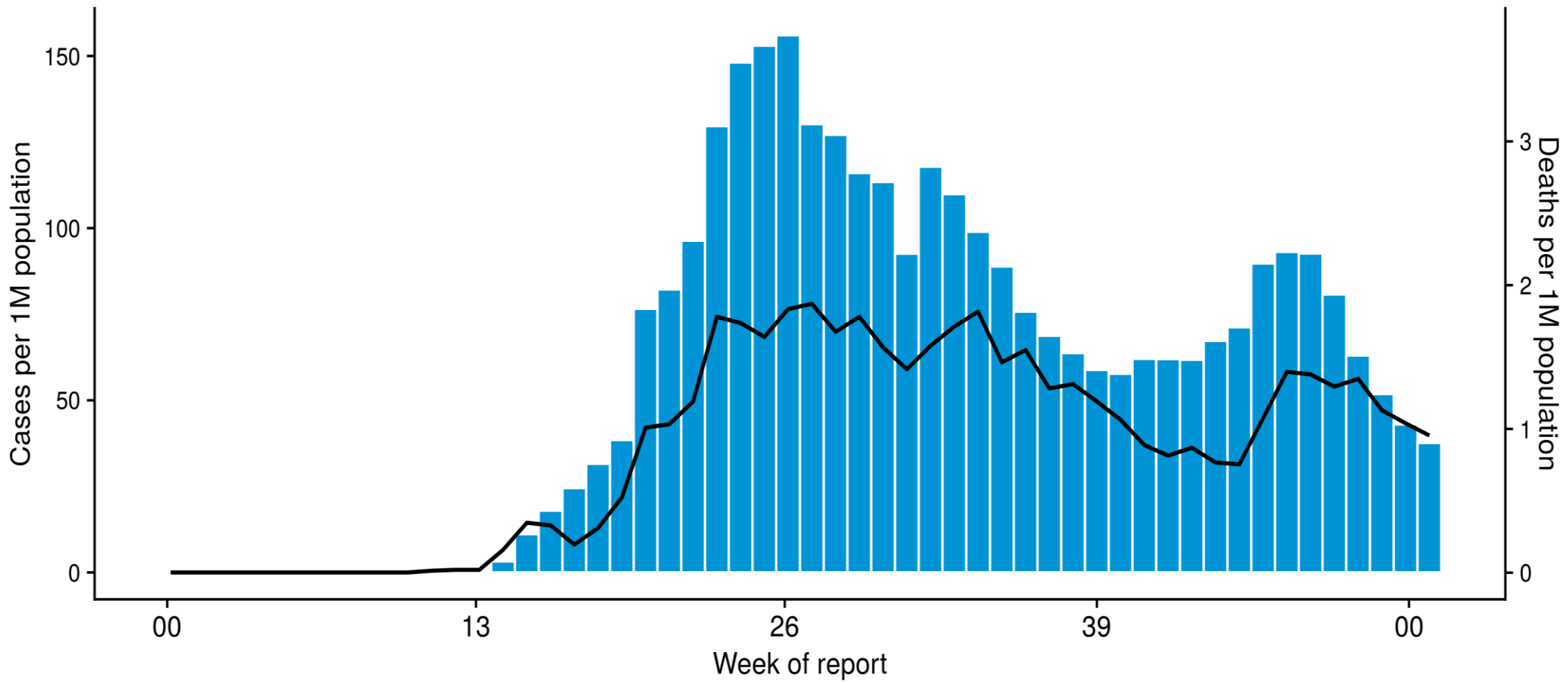


WHO Region ■ African Region ■ Eastern Mediterranean Region ■ European Region ■ South-East Asia Region ■ Western Pacific Region

Data for international conveyances not shown
Source: COVID Intel database

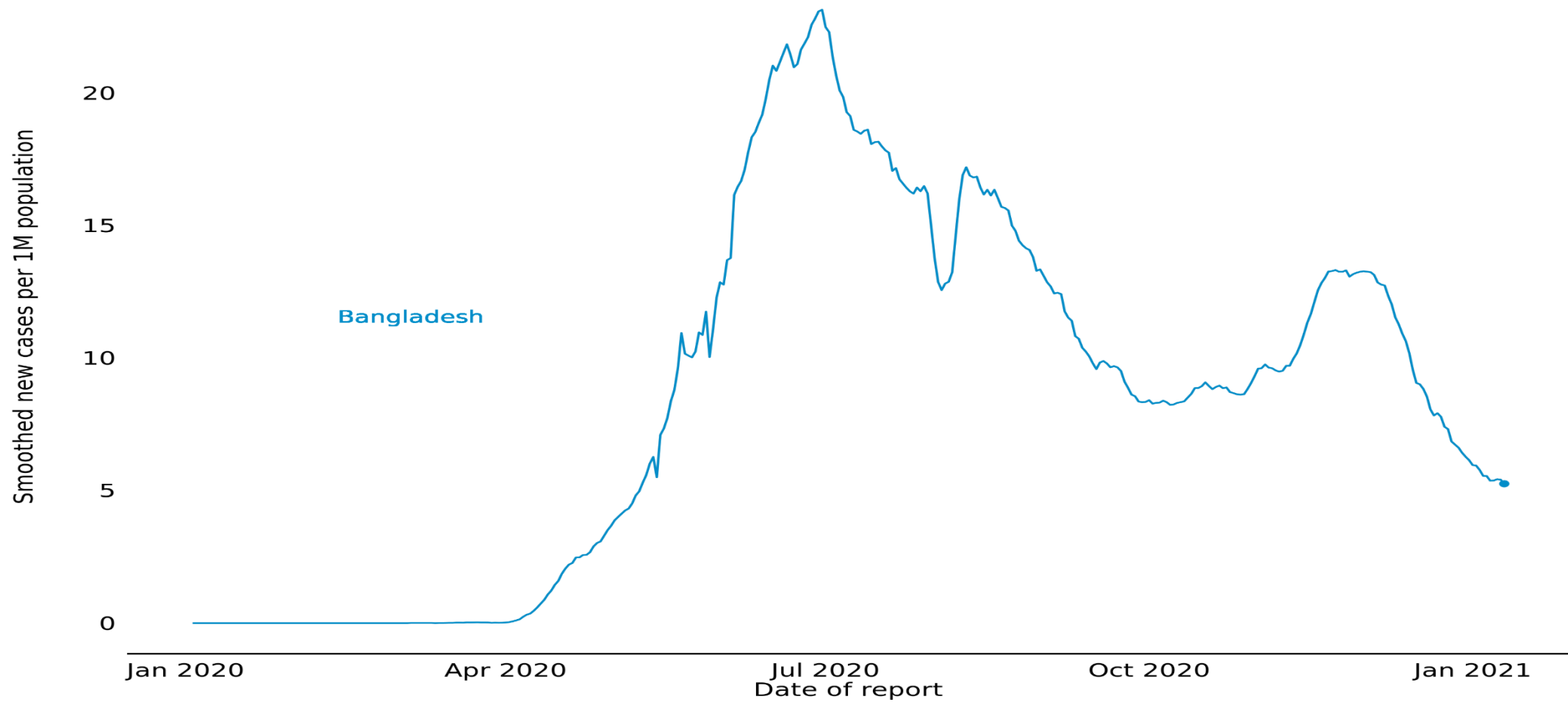
Bangladesh

521,382 cases, 7,756 deaths



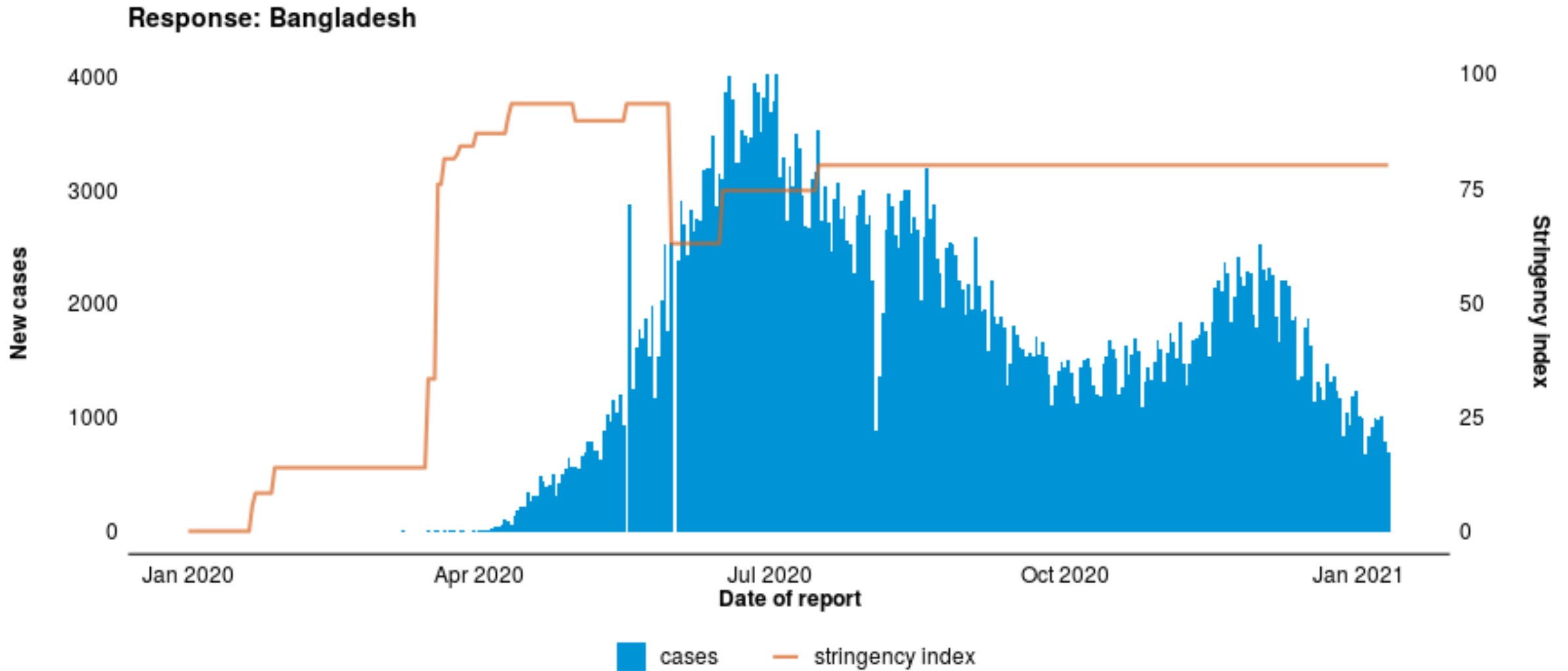
■ Cases — Deaths

New cases by date: Bangladesh



Data taken from COVID Intel database on 2021-01-10.
The lines and associated text show the trend in incidence of COVID-19 cases.

Response from Bangladesh



Source: Oxford Coronavirus Government Response Tracker

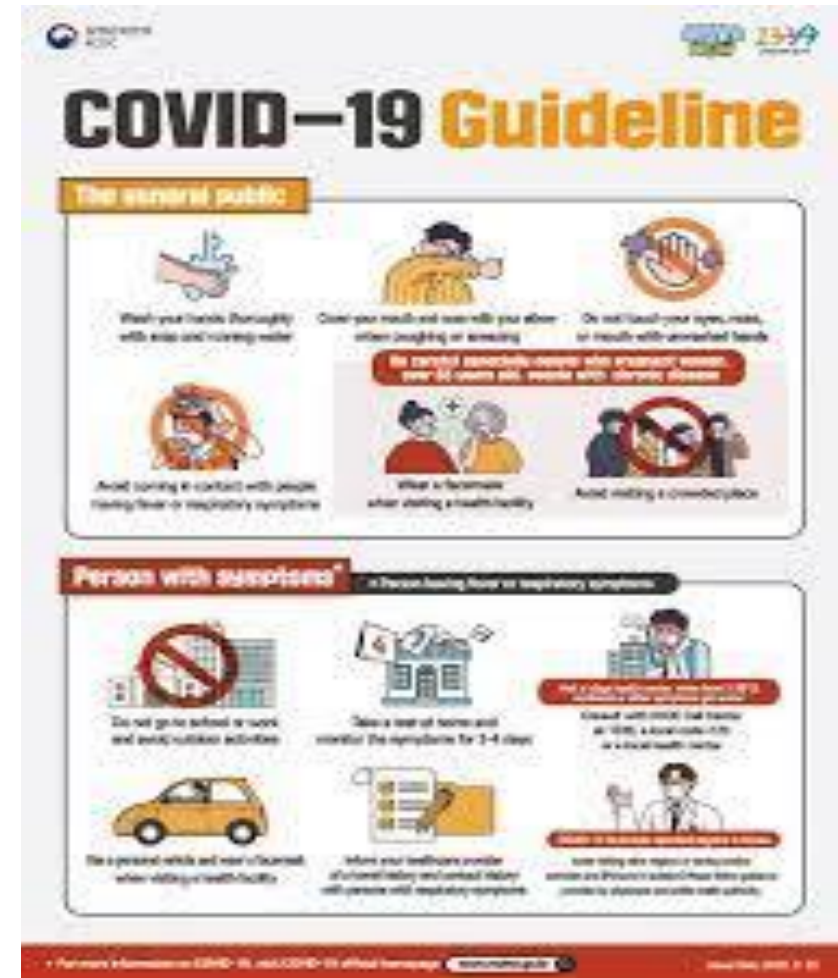
Background: COVID-19 and RMG

- Export led ready made garment
- Order are cancelled from the buyers
- Number of factories are closed for production
- Number of workers lost their job



Knowledge GAP

- Social dialogue (tripartite-Government, Trade union and Management)
- Guideline for Government
- Guideline from factory management
- Guideline from Health Ministry
- Guideline from WHO
- Guideline form BGMEA (Association)
- Still safety measure is inadequate???
[knowledge gap]



Study objectives

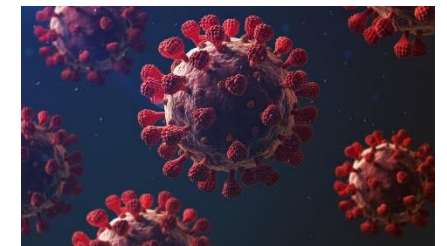
The specific study objectives are:

- To identify the knowledge gap on COVID-19 readiness at RMG sector regarding: reviewed scale of impacts;
- To examine the readiness of RMG to address the COVID -19 crisis from organizational perspectives;
- To identify the key challenges impeding implementation of COVID-19 readiness in RMG sector, Bangladesh.

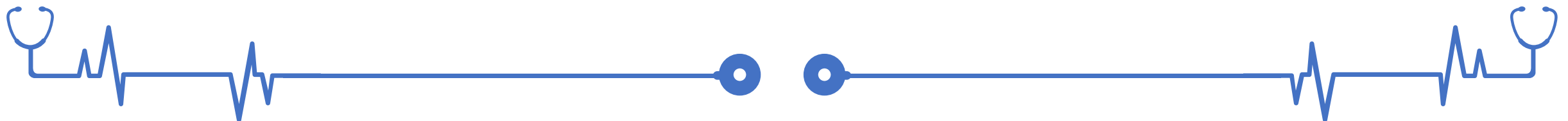
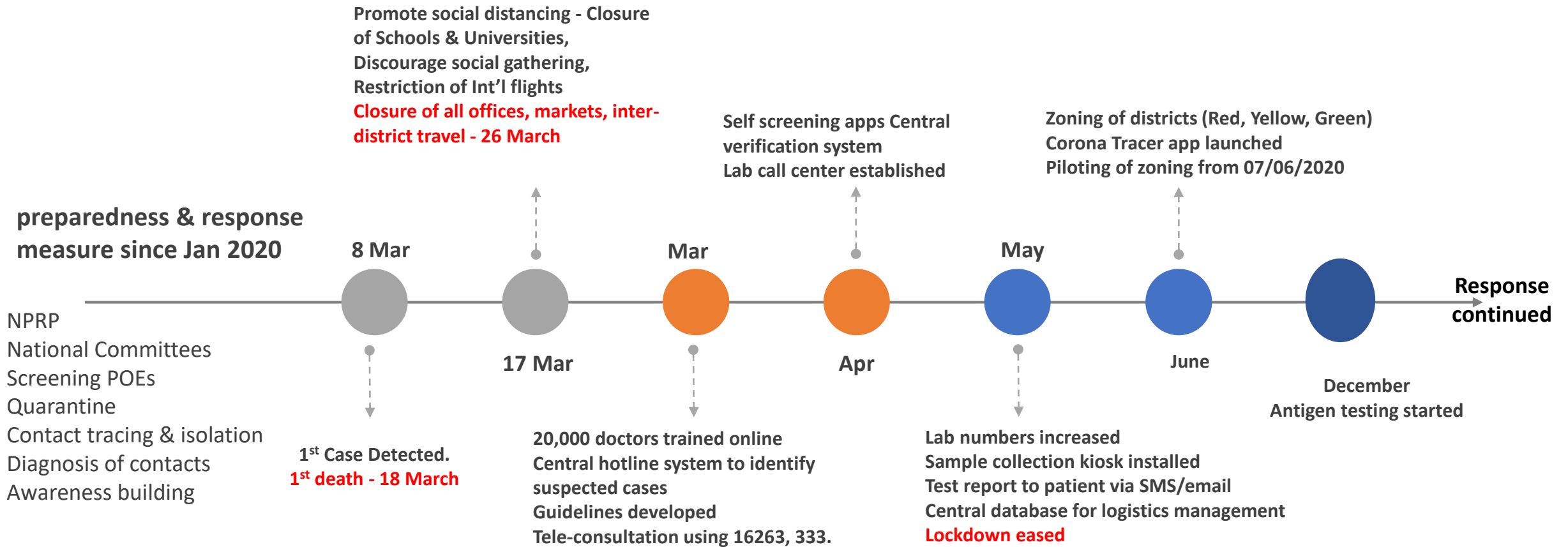


COVID-19 in Bangladesh

- 8th March 2020: Bangladesh Declared First COVID-19 case
- 11th March Pandemic Declared by WHO
- 18th March First Death in Bangladesh
- Government declared general holidays from March 26, further extended up to May 30, 2020
- More than FIVE hundred thousand confirmed cases of COVID-19 identified till date with above SEVEN thousand deaths
- **6 July 2021: 163 Death (rising), 11525**
- The whole Government system along with different organization and institutes are working on the prevention and control of COVID-19 since January 2020 in Bangladesh



Response Timeline



COVID-19 response approaches



- Activities prior COVID-19 case identification
 - Control Room
 - Coordination meeting
 - Development of draft preparedness plan for COVID-19 response
 - Development of guidelines, IEC material
 - Event based surveillance (Hotlines)
 - Screening and follow up of passengers
 - Laboratory real time RT-PCR testing
 - Quarantine activities
 - Isolation facilities i.e. COVID Hospitals
- More:....
 - National COVID-19 database
 - Case investigation and contact tracing
 - Cluster investigation and active case search
 - Implement containment strategy
 - Epidemiological support to districts
 - Nationwide training on contact tracing
 - Research activities

Study Method: Material & Method

- Mixed Method of research
- Mostly quantitative in nature
- Using self administered emailing (online) questionnaire survey
- Random sampling procedure was applied
- Research site: Dhaka and Gazipur district (RMG manufacturing area)
- 62 factories: responses with filled in questionnaire
- Total respondents were: 112
- Likert Scale are also used (1 to 5 point)

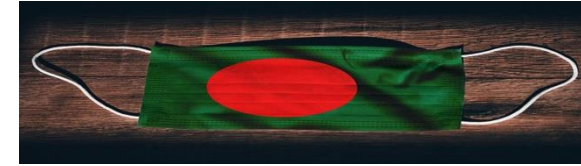
Respondent profile



Particulars	Category	Frequency	Percent
Sex	Male	88	78.6
	Female	24	21.4
Education	Higher secondary	5	4.5
	Graduate	49	43.8
	Post graduate	58	51.8
Position in the factory as a staff	Manager	24	21.4
	Senior Executive	37	33.0
	Executive	26	23.2
	Asst. Manager/Officer	25	22.3
Participation in COVID-19 related meeting	Yes	83	74.1
	No	29	25.9
Total		112	100.0

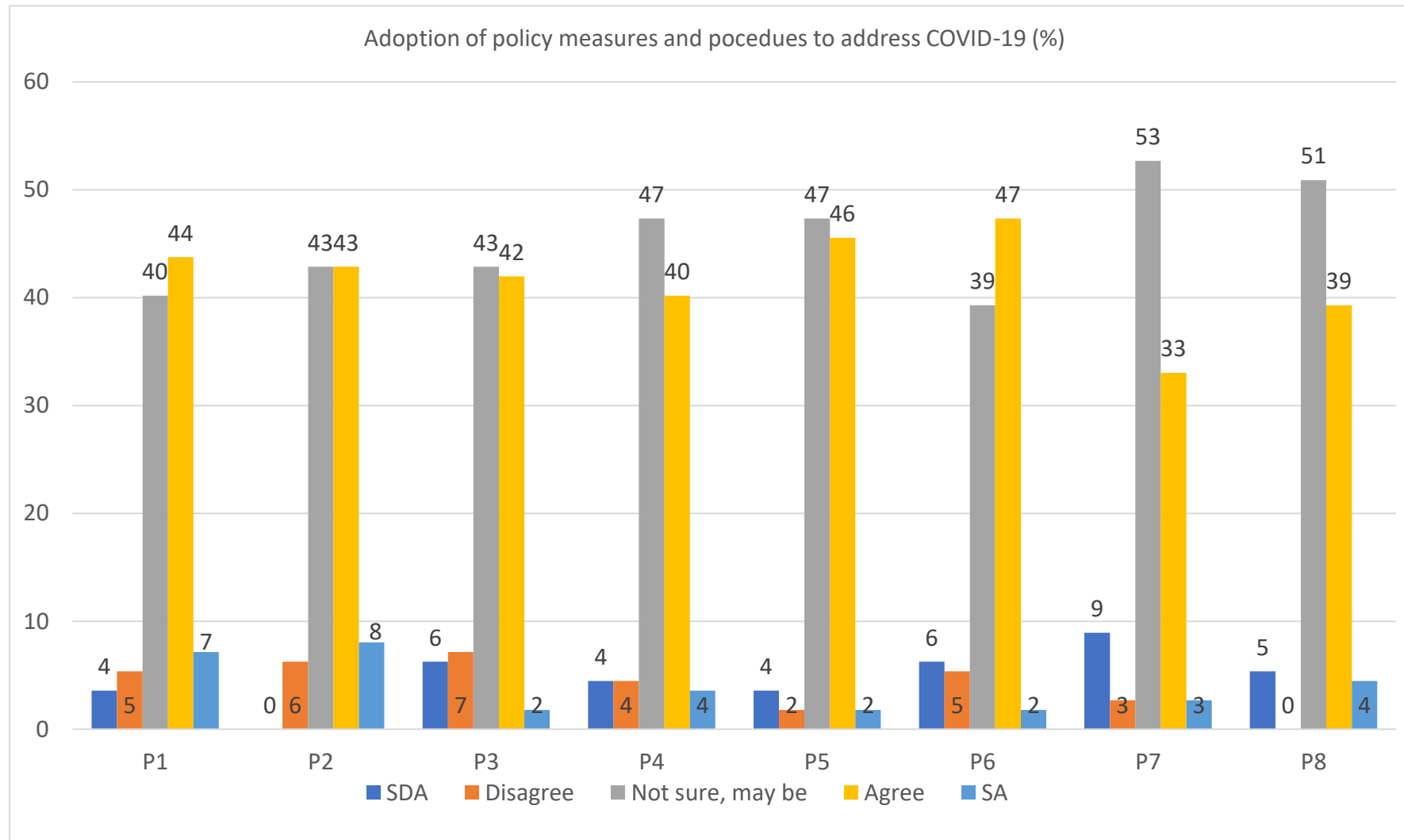


Policy Procedure: Descriptive Statistics to address COVID-19



Component	N	Mean	Std. Deviation
Company have infectious disease preparedness plan (P 1)	112	3.46	.848
COVID 19 taskforce or committee at workplace (P 2)	112	3.53	.735
COVID 19 committee is marked by participation and safety committee member (P 3)	112	3.26	.867
COVID 19 Taskforce has written policy (P 4)	112	3.34	.812
Taskforce has right to prevent COVID 19 (P 5)	112	3.40	.729
COVID 19 awareness training at workplace (P 6)	112	3.33	.864
Committee are aware of COVID 19 virus (P 7)	112	3.18	.893
Committee has SOP to prevent COVID-19 (P 8)	112	3.38	.807

Adaptation Policy: Agreement Response from factory

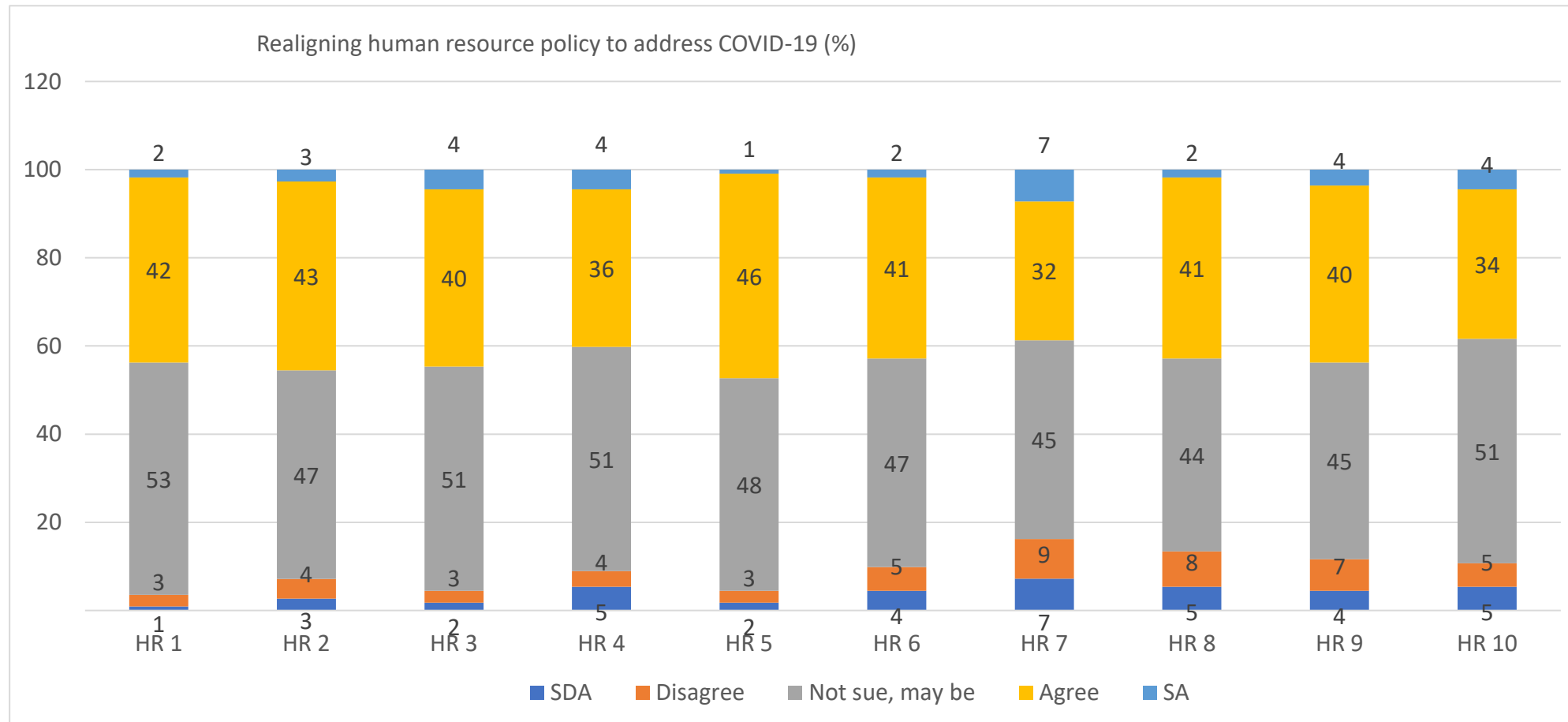


HR Compliance Measurement to address COVID-19



HR compliance components	Mean	Std. Deviation
Company leave policy flexible with public health guideline (HR 1)	3.41	.623
Floor level stuff, supervisor, production manager are aware of the COVID-19 policy of the company (HR 2)	3.38	.738
Floor level stuff, supervisor, production manager received training about COVID-19 management (HR 3)	3.43	.707
During the covid-19 situation pregnant women are required to work (HR 4)	3.30	.837
During Covid -19 situation women (pregnant) are having paid leave (HR 5)	3.42	.653
Compliance & welfare team ensure paid leave for covid-19 symptoms worker (HR 6)	3.30	.792
Medical team/medical officer and welfare staffs are well trained to support worker (HR 7)	3.23	.969
Human resource department staff ae well educated to ensure flexible leave practiced (HR 8)	3.26	.846
HR & Compliance team encourage employees & workers to stay home (in case of family member affected by Covid-19) (HR 9)	3.31	.839
Employee & worker exhibiting symptoms of covid-19 (cough, fever ,difficulty breathing) ae actively encourage to stay at home (HR 10)	3.27	.849

Realizing HR policy for COVID 19

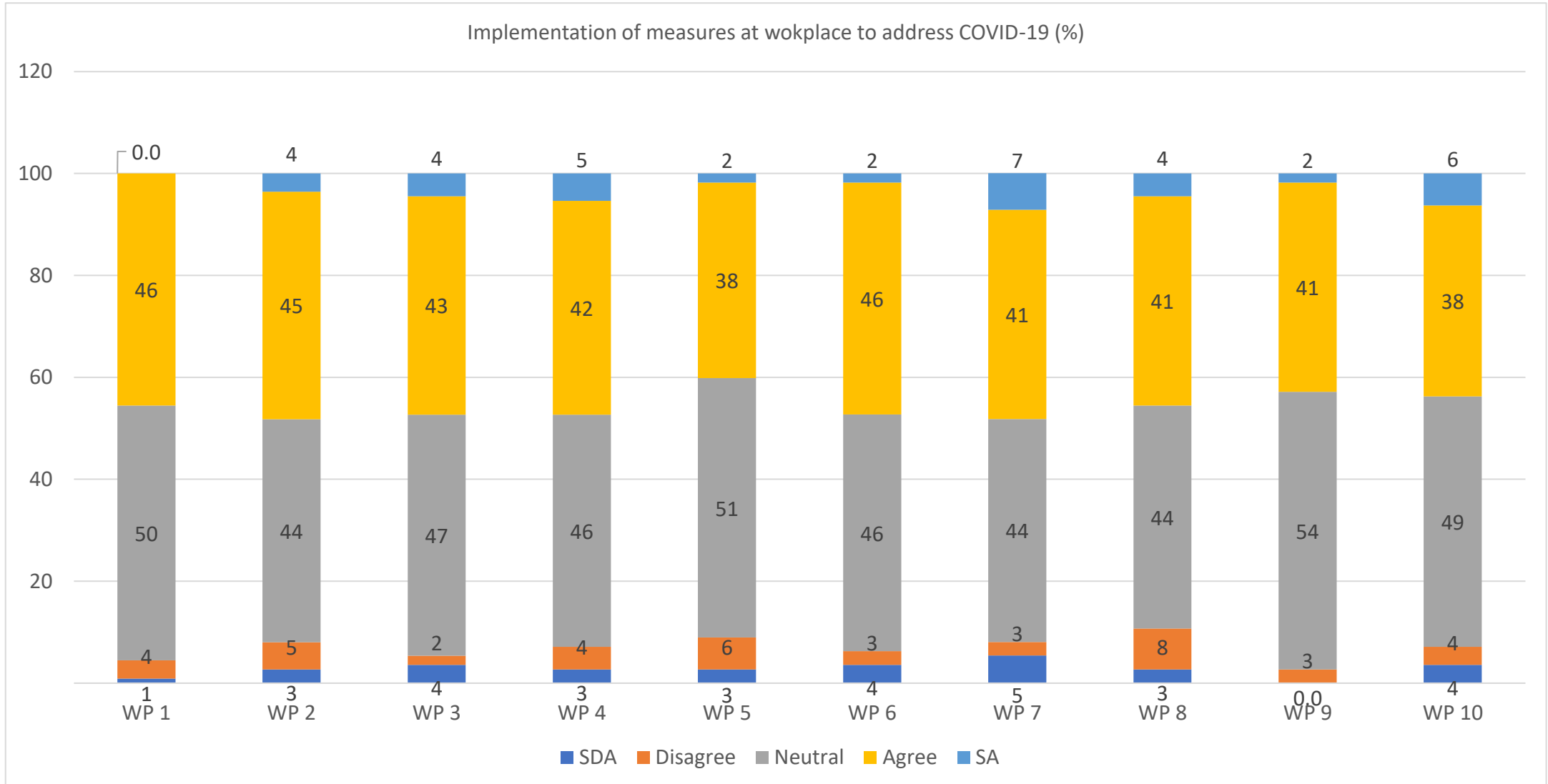


Organizational readiness to address COVID -19



Readiness to make COVID-19 responsive workplace	Mean	Std. Deviation
Production floor sewing machine layout set maintain 2 meters (6 feet) distance (WP 1)	3.40	.607
Workers & employees maintain social distance in the work place (WP 2)	3.41	.766
Workers & employees maintain social distance in dining area (WP 3)	3.43	.768
Organization arranged extra ventilation in the work environment (WP 4)	3.43	.779
Company or organization arranged hand wash facilities at the entrance of production floor? (WP 5)	3.29	.767
Hand wash tap distance maintain minimum 2meters (WP 6)	3.38	.774
After washing hand the organization provide dry cloth, single use towel or hand drier (WP 7)	3.41	.906
Hand sanitizer is provided for all visitors who visit factory (WP 8)	3.37	.805
Company or organization check workers & visitors temperature by thermal scanning machine (WP 9)	3.42	.580
Workers with Covid-19 symptoms are properly addressed by the factory medical team (WP 10)	3.39	.809

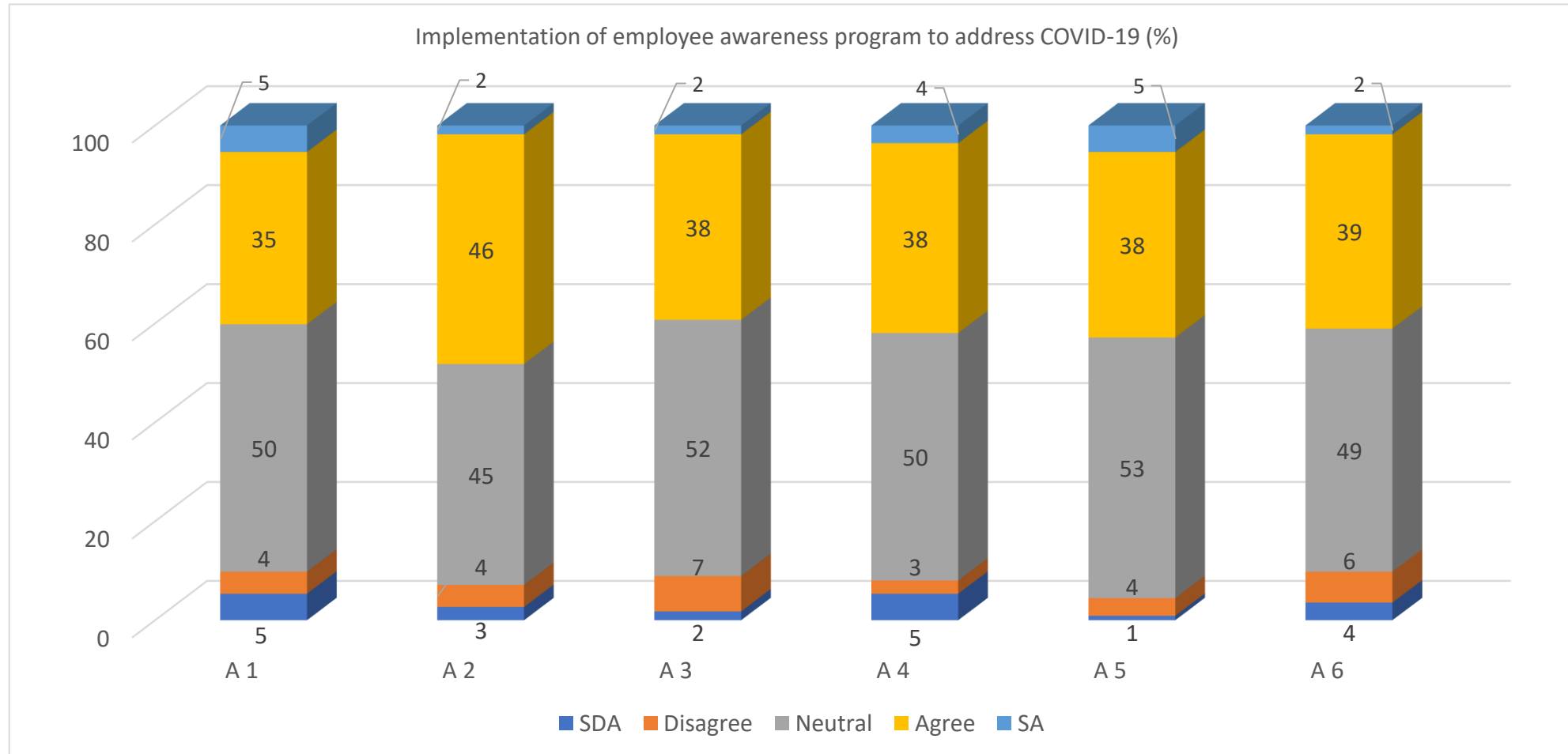
Implementation of measures at workplace % to prevent COVID-19



Readiness in Employee awareness: Descriptive statistics

Awareness for preventive management of COVID-19	N	Mean	Std. Deviation
Organization arranged awareness & training program on Covid-19 symptoms (A1)	112	3.30	.858
Daily awareness announcement by management about covid-19 symptoms & prevention (A2)	112	3.40	.729
Awareness poster posting on factory premises (A3)	112	3.30	.708
Management distribute any kind of awareness leaflet on Covid-19 (A4)	112	3.32	.819
Management motivating employees and staff to maintain personal hygiene in their home as well (A5)	112	3.43	.694
Management encourage all employee and staff to self- report any state of illness at any time (A6)	112	3.29	.767

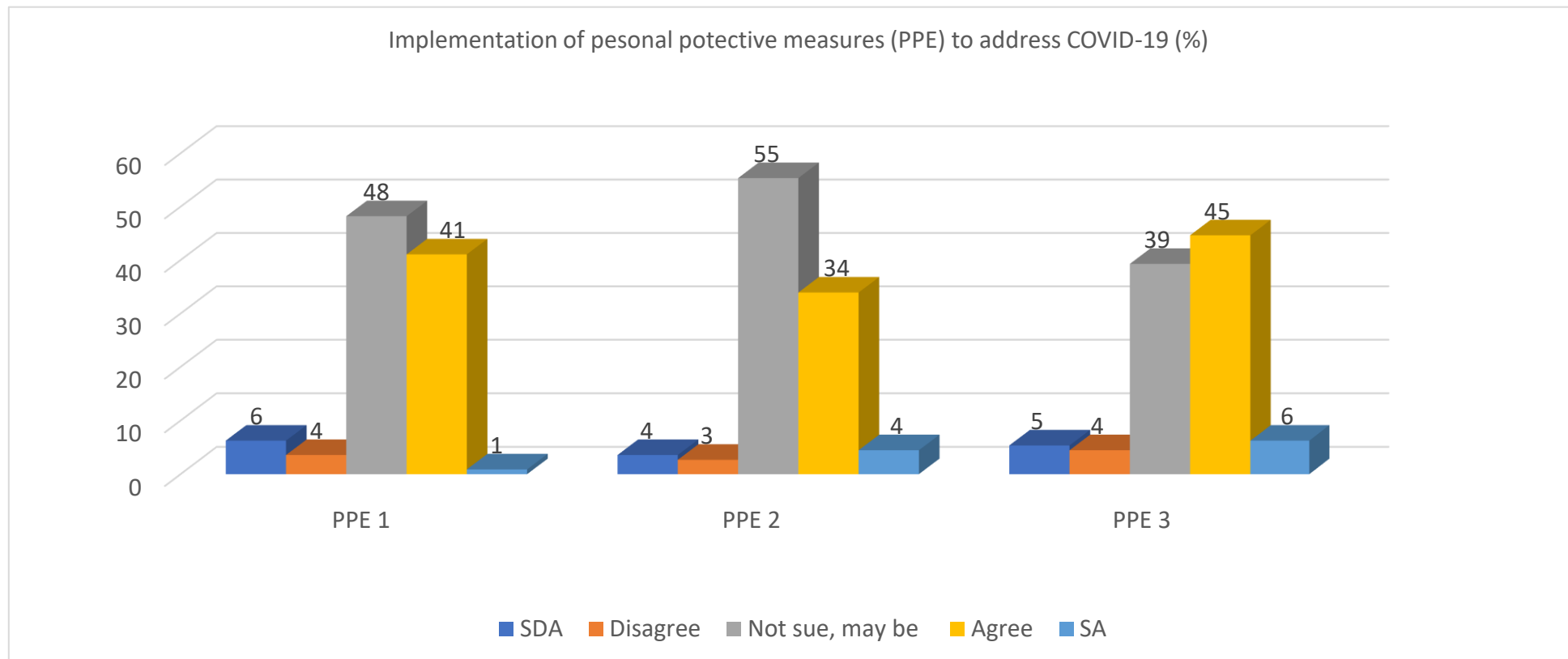
Implementation of Awareness



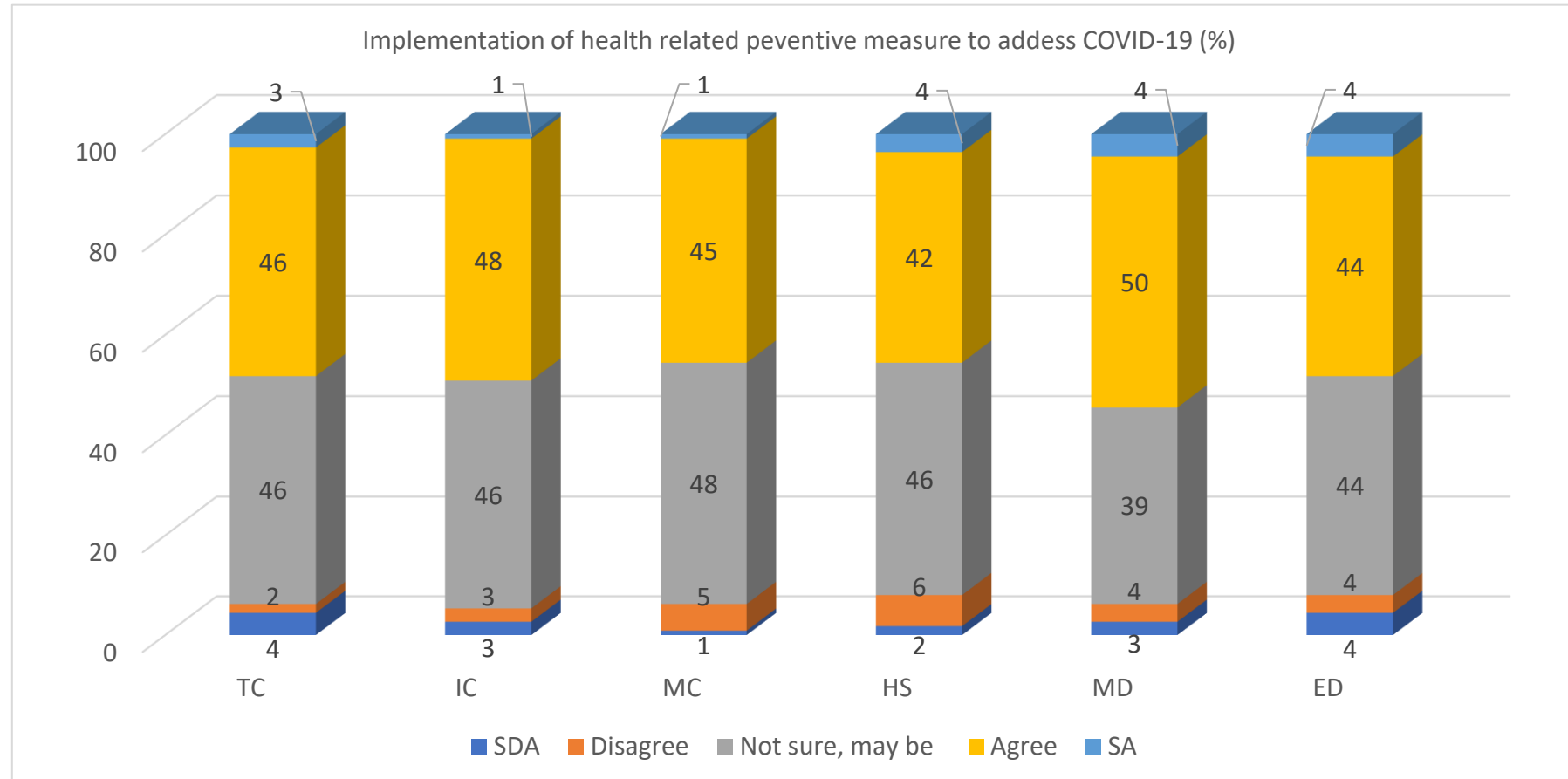
Personal equipment: Descriptive statistics

Readiness to provide PPE	N	Mean	Std. Deviation
Management provides & ensures wearing of face mask to enter the factory (PPE 1).	112	3.27	.816
Management and medical team ensure full use of mask by all employees (PPE 2)	112	3.33	.764
Management ensure PPE for cleaning department staff. (PPE 3)	112	3.42	.887

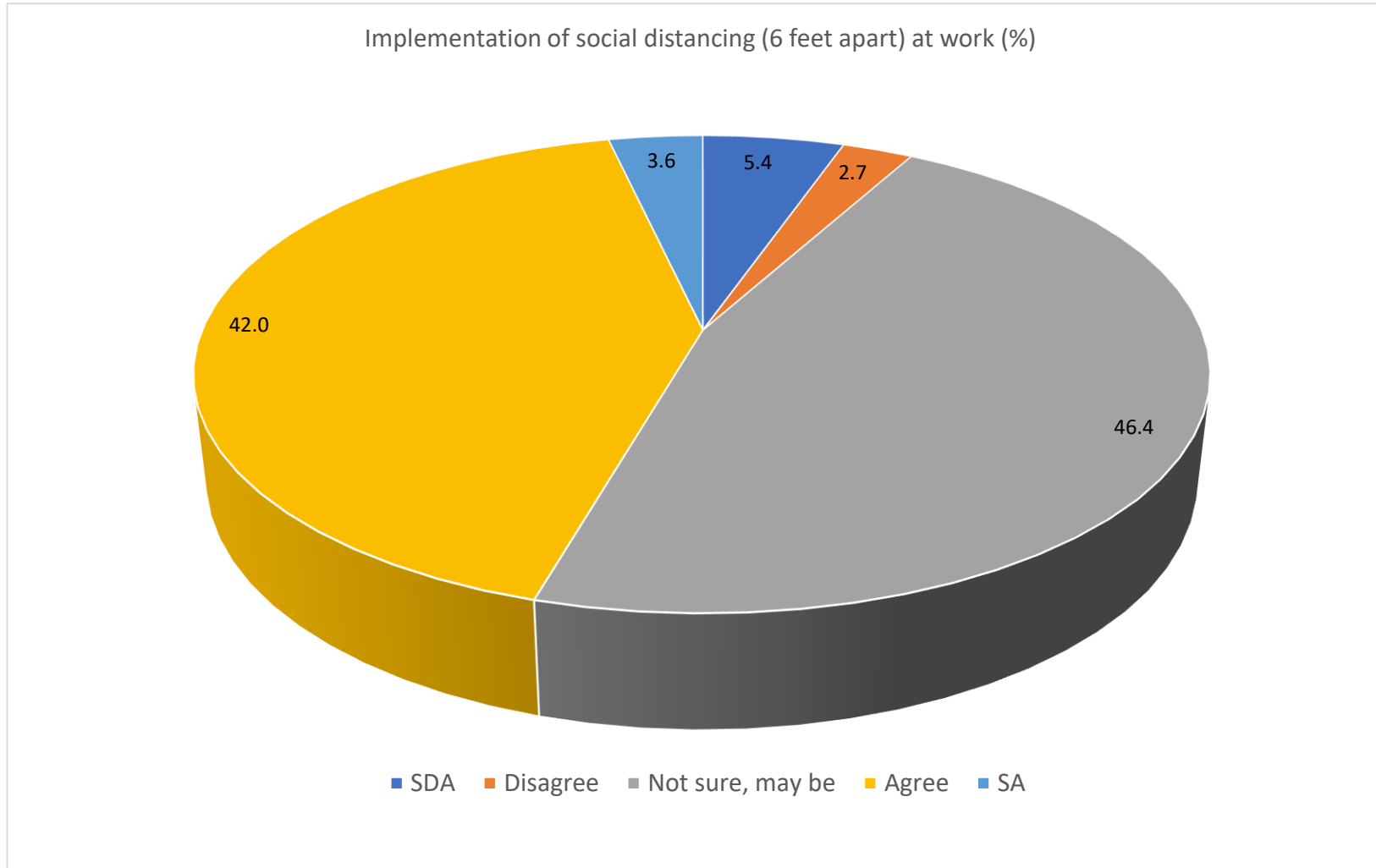
Implementation of PPE to address COVID-19



Health related Logistics: Readiness measurement



Social distancing: Readiness



Conclusion and Policy Suggestions



- In general readiness in factories is more than average
- Workplace making safe from COVID-19 transmission and other logistics are required more attention
- Government institutional vigilance and monitoring need to be enhanced and frequency
- All agencies collaboration are to be developed more to prevent COVID-19

Glimpse of activities: Responses



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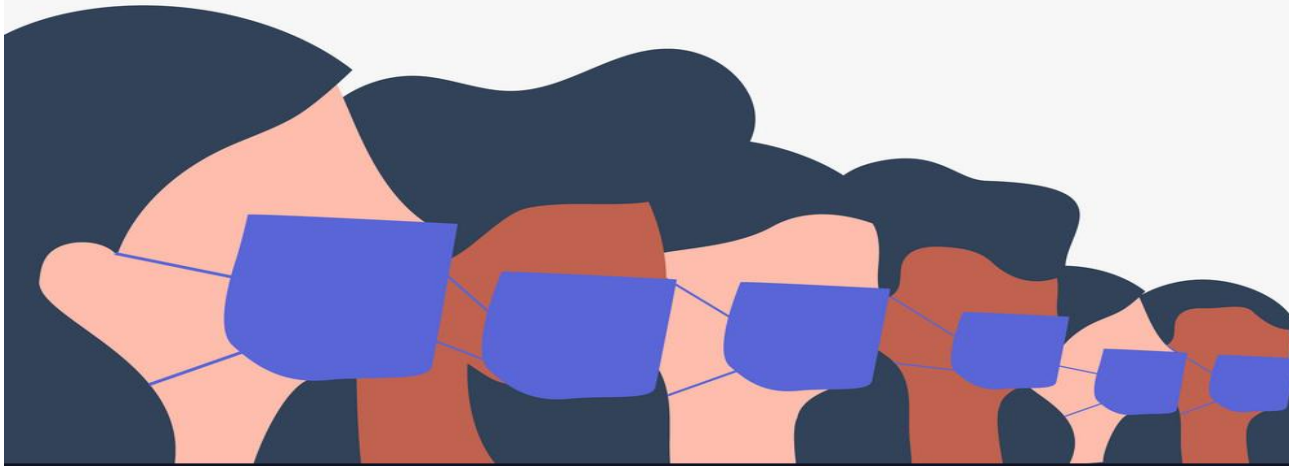




Slogan



**TOGETHER
WE FIGHT
COVID-19**



Thank You