Baseline Survey to Know the Extent and Severity of Violence Against Women in Selected Sectors



Abul Barkat
Murtaza Majid
Rawshan Ara
Matiur Rahman
Abdullah-Al-Hussain
Manzuma Ahsan

HDRC
Human Development Research Centre
www.hdrc-bd.com

Prepared for

ILO Office in Bangladesh

Dhaka: September 2011

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Prepared by

Abul Barkat[1]
Murtaza Majid[2]
Rawshan Ara[3], Matiur Rahman[4]
Abdullah Al Hussain[5], Manzuma Ahsan[5]

Human Development Research Centre
House 5, Road 8, Mohammadia Housing Society
Mohammadpur, Dhaka 1207, Bangladesh
Phone: (88 02) 811 6972, 815 7621, Fax: (88 02) 8157620
E-mail: hdrc.bd@gmail.com, info@hdrc-bd.com,
Web: www.hdrc-bd.com

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[1] *Professor and Chair, Department of Economics, University of Dhaka; Chief Advisor (Hon.), HDRC & Study Team Leader*
[2] *Director, Health Researches and Consultant, HDRC*
[3] *Professor, Department of Philosophy, University of Dhaka, and Consultant, HDRC*
[4] *Professor, Department of Statistics, University of Dhaka, and Consultant, HDRC*
[5] *Research Associate, Human Development Research Centre (HDRC)*

Acknowledgements

Violence against women (VAW) at workplace has been evolving as a major concern in Bangladesh. Traditional values, social norms, individual attitude, religious taboos, lack of protective laws, inadequate penal provision for the perpetrators, lack of appropriate policies and its timely implementation are some of the reasons causing violence against women and girls workers in Bangladesh. Sufferings out of violence particularly against female workers in this society are enormous. Various studies indicate that, most of the working women, both in rural and urban areas have been experiencing various kinds of gender violence, including-verbal, physical, mental and sexual at their workplaces. They are badly treated by various types of violence by their male counterparts. The studies also indicated that huge number of adolescent girls and women are being sexually abused in their workplaces. But, most of those were still hidden and underreported as there was a tendency to deny the incident. Most of the women do not talk about it in order to protect themselves from shame and stigma as well as to protect the perpetrator who was usually a colleague or a supervisor, as it reported. It is like an iceberg, merely only one-tenth of which is visible. Likewise, the magnitudes of VAW cases are not usually ascertainable. Official data on VAW is not realistic in the sense that it provides only a gross underestimation of VAW. Only a fraction reaches to the newspapers or media. It is conjectured that number of VAWs are manifold higher than reported in the media or by the law enforcing agencies.

In this backdrop a project 'Promoting Gender equality and Preventing Violence against women at Workplace' has been undertaken with the financial support of Spanish MDG Fund and jointly being implemented by the Ministry of Labour & Employment & ILO. To launch a project to address VAW at workplace, authentic and up-to-date data is a must. Quality data are needed to formulate policies and undertake pro-active programs to address the problem at national level.

Human Development Research Centre (HDRC), at first, expresses its gratitude to ILO, Bangladesh for selecting the organization for conduction of the baseline survey.

The accompanying baseline survey report is the outcome of many challenging collective performances at different tiers in the Study Team. The appropriate designing and successful administration of the baseline survey would not have been possible without the commitment and dedication of all those who were involved in this process.

We are indebted to all concerned officials of ILO, Bangladesh, Ministry of Labour and Manpower, Government of Bangladesh and Field Agencies for their dedicated support, without which a successful completion of this study could not have been possible.

We gratefully acknowledge Md. Abdur Razzaque, Joint Secretary (Ad & Dev), Ministry of Labour & Employment, Government of Bangladesh and NPD of the Project, Major General Mohd Mahbubul Hasan, ndc, psc. Chairman, BTB, Mr. Abdus Salam Murshedy, President, BGMEA, Brig. General Shahidul Haque Mollick, Director, Dhaka Medical College Hospital, Mr. Md. Musa Meah, President BFFEA, Major General A.T.M Shahidul Islam, ndu, psc, Executive Chairman, Bangladesh Export Processing Zones Authority (BEPZA), Factory authorities, and the local NGOs for their useful back-up support to us at crucial stages of the baseline survey and to provide support to the data collection teams.

We are immensely indebted to Andre Bogui, Director, ILO Country Office, Bangladesh, Reiko Tsushima, Gender Specialist, ILO Sub-regional Office South Asia, Selina Ahmed, National Programme Officer, ILO Country Office, Bangladesh, Shahabuddin Khan, Gender Focal Person, ILO Country Office, Bangladesh, and Hilde Roren, Associate Expert, ILO Sub-regional Office South Asia who provided generous support to all the process of planning, launching, and completion of the baseline survey.

We are also indebted to Mr. Kazi Shahnewaz Ahmed, President, Bangladesh Frozen Food Exporters Association (BFFEA), Mr. Vhismo Dev Mondal, General Manager and Mr. Ismail Hossain, Deputy General Manager, Janata Bank Limited, Khulna Division, Mr. Bijoy Bunarjee, Convener and Ms. Geeta Goshwami, Member, Convener Committee, Bangladesh Tea Labourers Association (Labour House), Srimongal for providing us support during the field data collection.

Above all, we will remain ever grateful to the respondents and participants of the survey, without whose profound cooperation, the implementation of the study would have remained ineffective and impossible.

We are also grateful to our field staff who had worked relentlessly in the process of collecting data and information. The in-house staff members of HDRC worked extremely hard at all the stages of the study. We thank all those lovely and uncomplaining souls.

Prof. Abul Barkat, Ph.D.
Team Leader of the Study
&
Chief Advisor (Hon.), HDRC

Dhaka: September, 2011

Abbreviations

ASK	Ain O Shalish Kendra
BEPZA	Bangladesh Export Processing Zone
BILS	Bangladesh Institute of Labour Study
BLAST	Bangladesh Legal Aid and Services Trust
BLC	Bangladesh Law Chronicles
BMP	Bangladesh Mahila Parishad
BNWLA	Bangladesh National Women Lawyers Association
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CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
DCI	Data Collection Instrument
DMCH	Dhaka Medical College Hospital
EPZ	Export Processing Zone
FGD	Focus Group Discussion
FI	Field Investigator
FS	Field Supervisor
GDP	Gross Domestic Product
GoB	Government of Bangladesh
HDRC	Human Development Research Centre
HH	Household
ILO	International Labour Organization
KII	Key Informant Interview
MDG	Millennium Development Goal
MoLE	Ministry of Labour and Employment
MoWCA	Ministry of Women and Children Affair
MSPVAW	Multi-Sectoral Programme on Violence Against Women
NGO	Non-Government Organization
QCO	Quality Control Officer
RMG	Readymade Garment
SRS	Simple Random Sample
STD	Sexually Transmitted Diseases
ToR	Terms of Reference
TQM	Total Quality Management
UDHR	Universal Declaration of Human Right
UN	United Nations
UNDP	United Nations Development Programme
UNIFEM	United Nations Development Fund for Women
UN-INSTRAW	United Nations-International Research and Training Institute for the Advancement of Women
VAW	Violence Against Women
WHO	World Health Organization

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EXECUTIVE SUMMARY

Among all the concerns about women that are constantly being contemplated by and from many sources now-a-days, 'Violence Against Women (VAW)' holds the top most position. Workplace violence is an external violent act that happens on women who work in different workforces of any country. Much of the working women, experience various kinds of gender violence including – verbal, physical, mental, and sexual harassment at their workplaces. Some women and girls workers find it difficult to keep going with their jobs because of sexual harassment at workplace. The most serious consequence is derived out of the sexual violence by which the working women face the brutal parts of their life, and even sometimes they result into death toll. Among the industrial sectors, the Garment factories, EPZ factories, Tea industries, Shrimp processing factories are some of the most violence prone sectors in Bangladesh. Moreover, Dhaka Medical College Hospital (DMCH) has been referred to be a violence prone area. Considering all these factors, ILO, Bangladesh have offered Human Development Research Centre to conduct a baseline study to find out the actual scenarios of VAW prevailing in Bangladesh in the abovementioned workforce sectors.

The ***objectives of the baseline survey*** are –

- To capture the state of violence against women and girl workers at workplaces, particularly in – (i) Garments factories, (ii) Factories located in Export Processing Zones, (iii) Tea processing industries (including factories and gardens), (iv) Shrimp processing factories, and (v) Dhaka Medical College Hospital.
- To collect a baseline data that would be used to understand changes in the situation in future.

Methodology

Broadly, the total baseline survey has been split into two broad segments namely, Quantitative Survey and Qualitative Study. However, before proceeding to the actual survey Secondary literature review have been done to get an overview of violence against women in their workplace. Using standard statistical formula the total sample size for Quantitative Survey has been determined as 2,613, with 389 from Shrimp, 461 from Tea, 714 from EPZ, 960 from Garments sector, and 89 from DMCH.

For qualitative data collection 30 Key Informant Interview (KII), 10 Focus Group Discussion (FGD), and 8 Verbal Autopsy have been conducted.

Key Findings

Socio-economic and Demographic Status of the Respondents

The average age of the respondents from all sectors is 23 years. Overall majority of them interviewed in the five sectors belong to the age group of 19 to 24 years. The concentration of this age group is higher in DMCH. Nearly 57 % of the respondents from the five sectors are married followed by 37 % never married. By religion 82 % of the workers are Muslim followed by 17 % Hindus. Only the tea industry is dominated by the Hindus.

Overall, nearly 22 % of them completed primary education, 15 % can write their names only and over 11 % are illiterate. By sectors, literacy is highest in DMCH respondents, and lowest in tea sector.

Regardless of sector, 56 % of them are unskilled manual worker followed by 43 % skilled manual worker. Most of them from tea and shrimp sectors were unskilled manual workers.

Majority of them belong to the monthly income group of Tk. 3000 to Tk. 5,000. However, most of them from DMCH are intern nurses who receive a monthly stipend of Taka 900 only. Among the other four sectors, those in the tea gardens and factories are the lowest paid workers (Tk. 1000 to Tk. 3000 per month).

Knowledge, Attitude and Practice level of VAW at their workplace

Almost all the respondents from the five sectors reported of knowing about verbal abuses such as out bursting or shouting and threat that frequently take place at their workplace. This type of violence is most frequent at DMCH, followed by garment factories and shrimp processing industries.

Among sexual violence 'rape' has been reported by 1%, which is highest (4%) in shrimp processing industries. The other reported types of direct or indirect sexual violence acts are touching, patting, pinching, verbal comment about physical appearances, Verbal conduct of sexual nature, Verbal jokes containing sexual nature, Verbal request for sexual favor etc. Majority of them are also highest in this sector followed by garments sector.

Regarding ***source of knowledge*** of VAW at workplace, 87 % of them reported that they have observed VAW at their own workplace. About 57 % heard about it from female co-workers.

Degree of VAW happening in their own workplace: The degree of VAW at workplace has been viewed by 35 % as medium followed by another 25 % viewing it as low. A 12.4 %, however, reported it to be high while another 2.3 % viewing this as very high. Nearly 7 % of them from DMCH reported that the degree of VAW in their own workplace is very high while 18 % of the workers from garment factories think that VAW at their workplace is high.

Reasons for VAW in workplace: Women's physical weakness as well as their helplessness to defend the perpetrator has been viewed by 76 % of them as the main reason of VAW at workplace. Another 60 % of them think that women are often victim of VAW because of their financial vulnerability. Slightly over 7 % of them think that women are seen as sex objects and that is why they are victim of VAW.

Incidence of VAW in every 10 Women

As opined by 38 % of them, 3 in every 10 female workers around them became victim of VAW at workplace. However, 30 % of them reported it as 5 in every 10 female workers.

Experience of VAW in Personal Life

A 36 % of the respondent workers of the five sectors have experienced VAW in their own life. It is highest in DMCH (44%) followed by those in the tea gardens and factories (42%). Almost all who experienced VAW in personal life faced verbal outburst/shouting. Other forms of violence, particularly the sexual violence, were reported by very few of the respondents. According to 82 % of them, the perpetrators in these cases were their senior colleagues.

Consequences to the Victim of VAW

Consequences *at Workplace:* As per 79 % of the respondents, the victims of VAW generally do not go for any complaint or remedy. According to 23%, victim would not come to her job for few days. Almost same proportion of respondents viewed that a victim cannot work with concentration due to the stresses, fear and shame brought by the incidence.

Consequences *in the Family:* The most common consequences of VAW to the family of the victim reported are- because of leaving job a victim cannot support her family (58%), sometimes victim's family members blame the victim (28%), if the victim is unmarried the

marriage talks get barred/broken (22%), doesn't get support from family members (18%), and sometimes victim is abandoned by husband (58%).

Psychological and Social Consequences: As reported, victim of VAW become mentally unsecured (72 %), victim may become insecure even at home (21 %), such incidence create mental gap with parents of unmarried and husbands of the married victims (26%), victim become socially excluded (53%), may commit suicide (23 %).

Knowledge about Policy, Guideline, Laws on VAW

Around half of them reported that there are policies, laws or guidelines to support the victims of VAW in the country. As to 27 % of them there is well recognized body of policy/written policy at their workplace to combat VAW (in fact they are the national legislatives). Half of those aware of it are satisfied with the laws/policies. However the problem reported by unsatisfied group are- the factory authority does not imply the laws/policies in practice, and male colleagues do not intend to obey those. Overall, 69 % of the female workers take the violence acts against them for granted.

Workplace Environment and Female Worker's Perception

Level of Satisfaction with Workplace: Considering VAW, nearly 47 % of the respondents are somewhat satisfied with their workplace environment followed by 36 % respondent viewing it as satisfied, 14% are less or not satisfied, and 3% are very satisfied with their workplace environment.

Personal safety at workplace: While working in their respective workplace, 79 % of them consider themselves safe about their personal safety. Over 16 % of them reported that they do not consider the workplace as safe.

Working with Male Colleague having past record of VAW: Overall, 17% of them reported that sometimes they need to work with male colleagues who have been accused or suspected in the past for violence acts against women. It is more common at DMCH.

Extent and Severity of VAW: View of the Female Workers

Perpetrators of VAW: As reported, senior male colleagues are generally the perpetrators (60 %), male colleagues of any level are the perpetrator (40%).

Age group, time or circumstances and vulnerability to VAW: Overall, almost half of them (49.9%) opined that women workers of any age could be victim of VAW. The age group 15-20 years has been viewed as the most vulnerable group reported by 31.2% of them.

According to them, possibility of VAW increases when there is any mistake in work (84%). According to 38 % of them, there is no specific time. However, as per 51 % of the workers from shrimp processing industries night shift is the usual time for VAW.

Suggestions and Recommendations

VAW at workplace must be stopped at any cost in order to set women free and let them join in the wheels of development in a proper sense. In this respect, suggestions and recommendation have been drawn to design a robust guideline to reduce VAW. The following suggestions have been provided by the female workers of the 5 sectors.

Common Suggestions from the 5 Sectors

- Female workers should raise their voice loudly whenever any physical or sexual violence happens.
- Victim of VAW should complain to the factory/workplace authority.

- Should inform household female members about VAW.
- Should seek help from the female co-workers.
- Should seek help from the male co-workers.
- Should know the persons/places to go for remedy of VAW.
- Female workers should be united, and protest/ arrange meeting and procession on VAW.
- Authority must ensure compliance of written policies on VAW in workplace.
- Authority should be strict to provide exemplary punishments to the perpetrators, e.g., firing from job, wage cut, demotion and handing over to the police.
- Authority should arrange training and workshops for the supervisors and managers.
- Higher level and same level male colleagues must be informed to obey policies on VAW.
- NGOs should arrange training to workers about remedy of VAW.
- Trade Union Leaders should play active role to stop incidences of VAW.
- Every sector/organization should arrange discussions on women rights, awareness and female worker's security system.
- Government should make exemplary punishment to perpetrators which must include high compensation as well as imprisonment for physical and sexual VAW.
- Government should enact laws in favor of women to stop VAW and should take strict legal action against the whole organization/ factory not complying it.
- Female workers should be consulted while preparing new policies on VAW.
- All workers (both male and female) should come forward as a pressure group to activate the policies.
- Female security guards can be appointed for protection of female workers at night.
- Media should unveil and highlight the perpetrators of VAW through newspaper and TV.

Additional Suggestions by Sectors

EPZ and Garments

- Women should be given privilege to work separately at their workplaces.
- Scopes should be created for female education.
- VAW victims should be given compensation, medical treatment, and legal counseling.

Tea

- Proper policies must be there to keep the environment female worker-friendly.
- The perpetrators should be counseled to stop VAW.
- Meetings/discussions/training should be arranged at workplace about VAW.
- *Salish* [a social system for informal adjudication of petty disputes both civil and criminal, by local notables, such as matbars (leaders) or shalishkars (adjudicators)] can be arranged to mitigate milder form of VAW.

Shrimp

- Night duty for female workers should be prohibited till environment changes there.

DMCH

- There must be regular inspection by government authority to monitor VAW situation at DMCH and they should take punitive measures against the perpetrators.

Recommendations for Mitigating VAW at Workplace

The VAW incidents must be negotiated by culturally embedded and highly gendered codes of spatial use and respectability. The following points can be taken into account in mitigating VAW in working sector in Bangladesh.

- ✓ The most important prerequisite is the larger public awareness.
- ✓ The economic empowerment of women needs to be addressed coupled with related training for indispensable skills.
- ✓ The ILO code of conduct at workplaces and the provision of 'decent work environment' should be integrated at every working sector by the workplace authorities.
- ✓ Training of workplace/factory authorities, police, judicial and law enforcement officers on gender sensitivity in VAW situation is essential.
- ✓ The terms of punishment of the perpetrators of VAW must be uncompromisingly ensured by the legislative departments.
- ✓ Provision of medical treatment and psychological counseling should be easily available in every case of physical VAW.
- ✓ More support service centers for victims of violence and their families should be in place.
- ✓ Representation of women in trade unions should be strengthened to address upward mobility, maternity benefits, sexual harassment and violence on them.
- ✓ Research into violence against women must be conducted more frequently with adequate funding in order to have standardized and longitudinal research findings.
- ✓ The obscurities of the cross-country and cross-study comparison of VAW situation must be dealt with full concentration to disclose experiences of VAW at workplace.
- ✓ Above all, the entire legislative framework to mitigate VAW in Bangladesh including 'Penal Code 1860', and 'Nari O Shishu Nirjatan Daman (Amendment) Ain, 2003' (Act No. XXX of 2003)[1] must be implemented strongly.
- ✓ The 'National Women Development Policy 2011' must be modified, and the VAW mitigation processes focusing the provision to combat sexual harassment at workplace need to be described there in details.

[1] English translation as 'Women Repression Act'

CHAPTER1
INTRODUCTION AND OBJECTIVES

1.1 Introduction

Violence against women is a widespread and serious problem that affects the lives of countless women and is an obstacle to the achievement of equality, development and peace in all continents.[2] Among all the concerns about women that are incessantly contemplated by and from many sources now-a-days; 'Violence Against Women' ranks at the top. It is such an observable fact that creates undeterred threats to a woman, her family, the society as well as to the human kind. Therefore, this concept became the post of all the disquiets that enshroud women and their lives.

Violence against women persists in every country in the world as a pervasive violation of human rights and a major impediment to achieving gender equality. Such violence is unacceptable, whether perpetrated by the State and its agents or by family members or strangers, in the public or private sphere, in peacetime or in times of conflict.[4]

Box 1.1: International Concerns about 'Violence Against Women'

UN declaration definition of 'Violence Against Women' projects that – "any act of gender-based violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life". In the Platform for Action, the core document of the Beijing Conference in 1995, Governments declared that 'violence against women' constitutes a violation of basic human rights and is an obstacle to the achievement of the objectives of equality, development and peace".[3]

Understanding violence against women as a human rights concern does not preclude other approaches to preventing and eliminating violence, such as education, health, development and criminal justice efforts. Rather, addressing violence against women as a human rights issue encourages an indivisible, holistic and multi-sectoral response that adds a human rights dimension to work in all sectors. It calls for strengthening and accelerating initiatives in all areas to prevent and eliminate violence against women, including in the criminal justice, health, development, humanitarian, peace building and security sectors.[5]

According to the UN declaration, it is recognized that violence against women is a manifestation of unequal power relations between men and women, which have led to domination over and discrimination against women by men and to prevent the advancement of women, and that violence against women is one of the critical social mechanisms by which women are forced into a subordinate position compared with men. Same is the situation of the women in Bangladesh. As a South Asian country, Bangladesh is no difference from the other countries where VAW is a daily phenomenon. Violence against women is one of the most serious threats to overall development and progress in Bangladesh. Widespread violence and repression in numerous

[2] Background documentation for: 61st session of the General Assembly. Item 60(a) on advancement of women. Secretary-General's study on violence against women. Retrieved from: http://www.un.org/womenwatch/daw/vaw/violenceagainstwomenstudydoc.pdf on 12 September, 2011.
[3] Women and Violence: retrieved from http://www.un.org/rights/dpi1772e.htm on 01 June, 2011.
[4] Background documentation for: 61st session of the General Assembly. Item 60(a) on advancement of women. Secretary-General's study on violence against women.
[5] Background documentation for: 61st session of the General Assembly. Item 60(a) on advancement of women. Secretary-General's study on violence against women.

forms puts women's lives at risk in almost all parts of the country. This is further compounded by the gender bias against women in the society.[6]

The acts of 'Violence Against Women' can be of different dimensions. The UN declaration has made some prolific categorization in this respect.

The Declaration stated that such violence encompasses, but is not limited to, the following:[8]

a. physical, sexual and psychological violence in the family including battering, sexual abuse of girls and young women in the household
b. dowry-related violence, marital rape, female genital mutilation and other harmful traditional practices
c. non-spousal violence and violence related to exploitation
d. physical, sexual and psychological violence in the community including rape, sexual abuse, sexual harassment and intimidation at work, in educational institutions and elsewhere
e. trafficking of women and forced prostitution
f. physical, sexual and psychological violence perpetuated or condoned by a State, wherever it occurs.

Box 1.2: Situation of Women Facing VAW in their lives

"Violence against women occurs in every country of the world to a greater or lesser degree, with numerous serious consequences for the women themselves as well as for society more generally… It is detrimental to the health, dignity, security and autonomy of its victims, while seriously inhibiting their chances of a normal life and the opportunity to participate fully in the workforce. From a trade union perspective, violence against women is not only a violation of human rights, but also a type of violence which has a direct and detrimental impact on a woman's access to paid work (e.g. because the victim cannot fully participate in the labour market due to the mental and physical consequences of the abuse) and, as a consequence, on her income and on society as a whole".

Gender (in) equality in the labour market: an overview of global trends and developments. International Trade Union Confederation (ITUC); Brussels, 2009.[7]

This definition was expanded in 1995 by the Fourth World Conference on Women in its Beijing Platform for Action, which added that such violence includes:

a. forced sterilization and forced abortion
b. coercive or forced contraceptive use
c. female infanticide and prenatal sex selection
d. women's human rights violations in situations of armed conflict – particularly murder, systematic rape, sexual slavery and forced pregnancy.

By following these themes of violent activities against women, 'Workplace violence' is one of such type of violent acts that happens to women who work in different workforces of any country. The phenomenon of harassment and violence in the workplace is receiving increasing attention, especially in the context of women's rising rates of participation in the labour force and enhanced legal and regulatory provisions. Small surveys in Asia -Pacific countries indicate that 30 to 40 per cent of women workers report some form of harassment — verbal, physical or sexual.[9] Following this, most of the working women in many countries including Bangladesh,

[6] Farouk, 2005.
[7] Gender-based violence in the world of work: Overview and selected annotated bibliography. Retrieved from: http://www.ilo.org/wcmsp5/groups/public/---dgreports/---gender/documents/publication/wcms_155763.pdf on 12 September, 2011
[8] Gender-based violence in the world of work: Overview and selected annotated bibliography.
[9] Background documentation for: 61st session of the General Assembly. Item 60(a) on advancement of women. Secretary-General's study on violence against women. Retrieved from: http://www.un.org/womenwatch/daw/vaw/violenceagainstwomenstudydoc.pdf on 12 September, 2011.

both in rural and urban areas experience various kinds of gender violence including – verbal, physical, mental, and sexual harassment at their workplaces. Some women and girls workers find it difficult to attend their jobs because of sexual harassment at workplaces.

In developing countries, although harassment is recognized as a grave problem, most information comes from anecdotal, or qualitative, research and little is known about the magnitude of the problem.[10] Bangladesh is not an exception on this point. In Bangladesh, some of the antecedents that lure violence against women can be traced back to traditional values, social norms, individual mind-set, religious taboos, lack of protective laws, inadequate penal provision for the perpetrators, and lack of appropriate policies in every sector. The sufferings out of violence, particularly against women workers are relentless which not only affects economic wellbeing of the families but also endangers personal lives of the incumbents, more prominent and circumstantial if they are women.

In a society like Bangladesh, due to domination of feudal mind-set and patriarchal attitude, the incidents of 'Violence Against Women' are observed in every sector, but most of them remains untold. There is a taboo that causes non-reporting of VAWs in most of the cases. Only a fraction reaches to the newspapers or media. So, it is surmised that number of VAWs are many times higher than reported in the media or by the law enforcing agencies.

In this perspective, Ministry of Labour and Employment and ILO are jointly implementing a project "Promoting Gender Equality Preventing Violence against Women at Workplace" with the financial support of Spanish MDG Fund. For this reason, an in-depth baseline study is necessary to find out the real scenarios of 'Violence Against Women' that are prevailing in Bangladesh in different workforce sectors and also to find out the measures to mitigate these atrocities to ensure a better future for the women in Bangladesh.

1.2 Rationale of the Study

Violence against women is still a hidden concern which is not well recognized in many countries, and policy makers consistently urges for more and better quality information, including data, on this phenomenon: to guide legislative and policy reforms; to ensure adequate provision of targeted and effective services; to monitor trends and progress in addressing and eliminating violence against women; to assess the impact of measures taken. Accurate and comprehensive data are crucial for increasing societal awareness of violence against women and its unacceptability, and for enhancing the accountability of States to act against such violence. For this reason, a focus on the collection of data on violence against women remains essential.[11]

The UN Secretary-General has stated that "as long as violence against women continues, we cannot claim to be making real progress towards equality, development and peace."[12] Following this statement, it can be well assumed that, Violence against women is both universal and particular. It is universal in that there is no region of the world, no country and no culture in

[10] Background documentation for: 61st session of the General Assembly. Item 60(a) on advancement of women. Secretary-General's study on violence against women. Retrieved from: http://www.un.org/womenwatch/daw/vaw/violenceagainstwomenstudydoc.pdf on 12 September, 2011.
[11] Indicators to measure violence against women retrieved from http://www.un.org/womenwatch/daw/egm/IndicatorsVAW/IndicatorsVAW_EGM_report.pdf on 14 June, 2011.
[12] Background documentation for: 61st session of the General Assembly. Item 60(a) on advancement of women. Secretary-General's study on violence against women.

which women's freedom from violence has been secured. The pervasiveness of violence against women across the boundaries of nation, culture, race, class, and religion; points to its roots in patriarchy — the systemic domination of women by men.

Bangladesh is also the podium of such patriarchal dominance on women in the form of VAW. But in countries where there is no legislation to address sexual harassment, there are virtually no records on its extent. Regardless of data collection procedures, the actual number of women who experience sexual harassment is likely to exceed by far the number of reported cases.[13] Same is the situation of working women in Bangladesh within their workplaces.

In the economy of Bangladesh; the agriculture, industry, and service sectors are the major contributing to the GDP. The women in Bangladesh have been engaged in these sectors both in formal and informal role. Most of these formal sectors usually employ paid labours. The female workers work in these sectors in the same line with male workers and they are, most of the time, subjected to violence. For this reason, it is important to identify the sectors where the incidents of VAW can be observed in a most hardnosed way.

This situation of VAW has been referred frequently by many of the literatures. But in spite of referring such VAW activities; what is more important is to find out the extent and severities of such violent acts done by the perpetrators in the working sectors of Bangladesh. The reason behind such investigation is to explore the nature of violence experienced by women at work, to improve public awareness against such violent acts, to build up policy frameworks to combat VAW at workplace, and to develop the strategies involving multiple stakeholders on how to effectively tackle VAW at workplace. In addition it is also important to ensure a decent working environment which will be 'violence-free' as well for the female workers.

In Bangladesh, the female workers remain silent about the matters of violence whereas it is mandatory to speak out against any act of VAW to have a decent working environment in returns. Nonetheless, other intangible factors work to silence both workers and researchers from addressing questions of sexual harassment. Given the stigma attached to open discussions of sexuality, and the potential loss of honor involved, most women are understandably reluctant to reveal experiences of a sexually exploitative nature. Thus, dominant cultural practices militate against women's admitting to or seeking redress for incidences of harassment. Reluctance to press charges also comes from the awareness that it is notoriously difficult to verify allegations of sexual harassment under the best of circumstances.[14]

Therefore, again it is very much pertinent to make a baseline study about the situation of VAW in the formal sectors for a better working environment in favor of the female workers in Bangladesh. Because, it has been found that in countries in which research has been conducted, workplace sexual harassment is relatively widespread. Furthermore, sexual harassment is devastatingly directed at women, especially those in less-powerful positions in the labour market. It has also become noticeable that it can impose extensive costs on both its victims and their employers. All these situations make a strong rational background for the baseline assessment of the extent and severity of violence against women at some selected workplace in Bangladesh.

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[13] Background documentation for: 61st session of the General Assembly. Item 60(a) on advancement of women. Secretary-General's study on violence against women. Retrieved from: http://www.un.org/womenwatch/daw/vaw/violenceagainstwomenstudydoc.pdf on 12 September, 2011

[14] Farouk, 2005.

Violence against women is now designated as violence against the human civilization. Because, it is a woman (being physically fit) who brings life on this earth with the help of a man. So the human kind is kept continuing through this biological process. But this process is also being threatened by the incidents of violence against a woman. And this also affects the other fields where women involve both as active and passive participators. In this context, today violence against women at workplaces has also become a common scenario in relation to the oppression of women. That is why, a baseline survey has been conducted to find out the extent and severity of violence against women at workplaces in some selected sectors and this study has been prepared to uphold the depictions. The situation of violence against women in this study has been examined through in-depth speculations.

1.3 Objectives of the Study

The objectives of the baseline survey are –

- To capture the state of violence against women and girl workers at workplaces, particularly in – (i) Garments factories, (ii) Factories located in Export Processing Zones, (iii) Tea processing industries (including factories and gardens), (iv) Shrimp processing factories, and (v) Dhaka Medical College Hospital.
- To collect a baseline data that would be used to understand changes in the situation in future. To provide comprehensive and up-to-date information regarding violence against women and girl workers in selected work places. To explore the ways by which the data will help the study in assessing impact of any program intending to mitigate or eliminate violence against women and girl workers in Bangladesh.

1.4 Expected Outputs

As per ToR, the expected outputs of the study were:

1. A secondary literature review of violence against women and sexual harassment at work focusing:
   - Existing Policy framework
   - Drawing of a conceptual framework for violence against women (specially focused on sexual harassment) at work.
2. Secondary data review to describe the participation of women in the workforce and which sectors are absorbing them. Position the (i) garments factories; (ii) tea processing factories, (iii) shrimp processing factories, (iv) factories located in Export Processing Zones and (v) a public institution (Dhaka Medical College Hospital) to explain why we are focusing on these sectors.
3. Ascertain the size of the workforce and number and nature of enterprises in the garments factories; tea processing factories, shrimp processing factories and in factories located in Export Processing Zones.
4. Sexual harassment at the workplace: recording the incidences of sexual harassment, kinds of harassment experienced etc
5. Conclusions and suggestions for monitoring incidences of sexual harassment with a database.

6. Develop an analytical report containing following aspects:
   - Overview on the condition of sexual harassment at workplace.
   - Reflect on types of sexual harassment and it cause, effect on women's life.
   - Get an overview on Knowledge Attitude Practice level to address sexual harassment at workplace.
   - Status of the set indicators-related information.

1.5 Organization of the Report

The Baseline report contains ten (10) chapters. There are 5 different chapters for the five sectors. The other chapters include the introductory, methodological, overall situation and the suggestions and recommendations.

Chapter 1 provides the background information of the study including the rationale, objectives and scope of the study. **Chapter 2** describes the methodology of the study as well as the implementation of the major steps followed.

Chapter 3 sheds light on secondary literature review of VAW and sexual harassment at workplace for a uniform understanding of existing policy framework and draw a conceptual framework for VAW and sexual harassment at work. It also discusses the existing legal and institutional instruments to support the VAW victims.

Chapter 4, 5, 6, 7 and 8 has been compiled with detail description of the survey findings from the five sectors namely Garment, EPZ, Tea Processing, Shrimp Processing sector and Dhaka Medical College Hospital (DMCH).

Chapter 9 provides an overall picture containing the key findings of the five sectors in a comparative manner. Lastly, **Chapter 10** explores the suggestions from the respondents to stop VAW at workplace. It also puts forwards some recommendations for improvement of the VAW situation as well as for advocacy purpose.

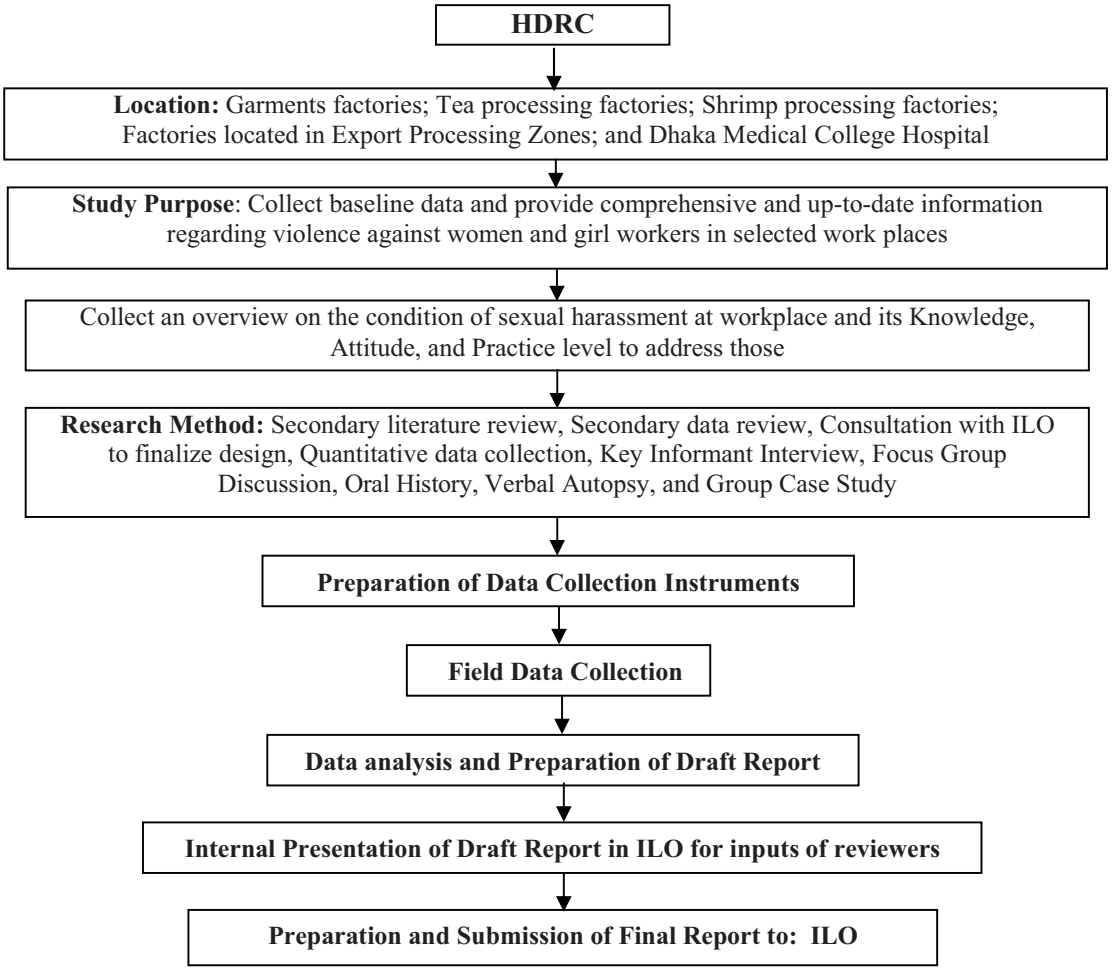
The detail data tables, the data collection instruments (DCI) used for the study and the names of the members of the study team have been annexed at the end.

CHAPTER II
METHODOLOGY AND IMPLEMENTATION

2.1 Methodology of the Study

Broadly, the total Baseline survey has been split into two broad segments namely, Quantitative Survey and Qualitative Study. However, before proceeding to the actual survey Secondary literature review have been done to get an overview of violence against women in their workplace, especially the Garments factories, Tea processing factories, Shrimp processing factories, Factories located in Export Processing Zones, and selected public institution (Dhaka Medical College Hospital), Besides, stakeholder consultation has also been made to finalize the design of the baseline survey. The major steps of the baseline survey are as follows.

Figure 2.1: Baseline survey design



2.1.1 Sampling Strategy

As mentioned earlier the total research design has been split into two broad segments namely, Quantitative Survey and Qualitative Studies. The segments have been discussed below:

Sample Design for Quantitative Survey

For this baseline survey, a statistically representative number of study respondents and agents have been taken to reflect the current scenario of VAW in- (i) Garments Factories, (ii) Tea Processing Factories, (iii) Shrimp Processing Factories, (iv) Factories located in Export Processing Zones (EPZs), and (V) a Public sector institute (Dhaka Medical College Hospital).

A **Probabilistic Sample** representative of population have been adopted for this study in the above mentioned four categories of factories, where a random sample of sampling units have been taken. Women and girl workers have been considered in the sampling unit. In addition to this, a special sample size has been determined for Dhaka Medical College Hospital. A different approach has been adopted for this purpose.

For the abovementioned 4 categories, we have used the information of ToR that, in Bangladesh 60% to 70% women and girls suffer from sexual and physical violence while at work. The range of the statistics is (70%-60%)=10%. We divide this range equally for 4 categories and allocate them to these categories using our informed and intuitive assessment. For example, female workers are more in garments sector. Thus, there is more probability of VAW to occur in this sector. Hence, starting from 60% for Shrimp processing factories, (60% + 3.3%) = 63.3% for tea processing factories; (63.3% + 3.3%) = 66.6% for factories located in EPZs, (66.6%+ 3.4%) = 70% for garments factories. Thus, we have plugged these figures in statistical formula given below for each category separately and have determined the respective sample sizes. We present such results sequentially by categories below:

The formula we have used is:

$$n_i = \frac{p_i\, q_i\, Z^2}{d^2}$$

Where,

n_i = Sample size for i^{th} category
p_i = Proportion of VAW as mentioned before
q_i = 1 - p_i
Z= 1.96 at 95% confidence level
d = Precision level

Sample size of Respondent, for Shrimp Processing Factories

Using p_i = 60% and putting in the above formula our determined sample size has been determined as, n = 387 with 5% precision level and 5% design effect.

Distribution of Sample Size by Shrimp Processing Factories

There are 145 shrimp processing plants in Bangladesh[15] of which 56 plants are located in South Western region (Khulna and Bagerhat). Khulna has been considered as our sample area for this study, where 389 female employees have been interviewed, and from each factory at least 30 respondents have been chosen randomly. Therefore, we have chosen 13 factories randomly for Khulna and allocate the sample size n = 389 proportionately among them according to size of female employees. From list of female employees we have taken random sample of female respondents using simple random sample (SRS) procedure with preference to the unmarried and those aged below 30 years.

Sample Size of Respondent for Tea Processing Factories

For this category of respondents we have used p = 63.3% as mentioned before. Hence, our determined sample size has been, n = 461 using 5% design effect and 4.5% precision level.

Distribution of Sample by Tea Factories

In this case also at least 30 respondents from each factory have been chosen. Therefore, a total of 15 tea processing factories have been chosen to reach 461 respondents for the sample survey. Here, we have considered Chittagong and Sylhet region as sample area. Overall, 60% of the tea processing factories have been chosen from Sylhet region and rest of the factories from Chittagong region. Here, n = 461 have been distributed among the selected tea factories proportionately according to the number of female employees. From list of such female employees we have taken random sample of female respondents using simple random sample (SRS) procedure keeping in view the age and marital status of the employees.

Sample Size of Respondent from Factories in EPZs

For selecting respondent from factories in EPZs we have used p = 66.6%. Therefore, our determined sample size has been n = 714, using 5% design affect and 3.5% precision level.

Selection of Respondents by EPZ

Here, we have considered 3 EPZs spots – Dhaka, Chittagong and Iswardi; and we have distributed n = 714 proportionately among 3 EPZs. To reach these 714 sample respondents we have chosen 24 factories from 3 EPZs. Similar to other categories, from each of the factories at least 30 respondents have been selected using simple random sample (SRS) procedure keeping in view the age and marital status of the employees.

Sample Size of Respondent from Garments Factories

In this case, using p=70%, our sample size of respondents stands to n=960 with 5% design affect and 3% precision level.

[15] Bangladesh Frozen Food Exporters Association (BFFEA)

Selection of Respondents by Garments

Two sample areas – Dhaka and Chittagong have been considered for choosing garments factories. Around 60% respondents have been chosen from Dhaka and 40% from Chittagong. Therefore, from 31 garments factories – 19 from Dhaka and 12 from Chittagong have been selected to reach 960 respondents. At least 30 respondents have been chosen from each factory.

Sample size n = 960 have been proportionately allocated to these 31 selected garment factories female respondents have been taken using simple random sample (SRS) procedure keeping in view the age and marital status of the employees from list of female employees.

Special Sample for Dhaka Medical College Hospital

A special sample has been determined for Dhaka Medical College Hospital (DMCH). In DMCH, there are 3406 employees[16], among which around 1149 are female. Target population for this study is these 1149 female staff. Hence to draw a representative sample for such small population the following formula has been used:

$$n = N*z^2*p*q/ (E^2*(N-1) + z^2p*q)$$

Where,

n = Sample size
N = Population size (1149)
p = Proportion of VAW (65%)
q = 1 - p
Z = 1.96 at 95% confidence level
E = Precision level (10%)

The probability of VAW to occur in this sector has been considered as 65%. Therefore, considering 10% design effect, the sample size determined has been 89. The sample has been distributed among different classes of the staff on the basis of the vulnerability to VAW among classes. The overall sample size and their distribution among sample region are given below:

Table 2.1: Distribution of respondents and factories and organizations among categories and regions

Categories	Shrimp	Tea	EPZ	Garments	DMCH	Total
Respondent	389	461	714	960	89	2613
Factories and organizations	13	15	24	31	1	84
Sample Region- Factories and organizations						
Dhaka	-	-	7	19	1	27
Chittagong	-	6	14	12	-	32
Sylhet	-	9	-	-	-	9
Khulna	13	-	-	-	-	13
Iswardi	-	-	3	-	-	3

[16] http://en.wikipedia.org/wiki/Dhaka Medical College and Hospital, and Health information system and e-Health in Bangladesh

In our past experience we have observed that interviewing the working women about VAW at their own workplace is a difficult task. It has been experienced in the past that the authority do not want to allow them to be interviewed during working hours, and the female workers also do not feel it safe to provide any information on violence against women while they are inside workplace. ***For this reason, the 'Structured interview of working women' has been conducted outside their workplace, especially at their residences.*** Since it is outside their working hours, most of the interviews have been conducted during evening and night hours.

2.1.2 Qualitative Method

Besides quantitative survey, qualitative techniques have been used to collect in-depth/perceptual information on violence against women and girl workers in selected work places. They have been used to obtain clear insights into people's views regarding violence against women in selected workplaces, types of sexual violence happening and its cause. In addition, the techniques have provided important suggestions for elimination or mitigation of violence against women and girl workers in Bangladesh.

The following tools have been used for the qualitative data collection:

- Key Informant Interview (KII)
- Focus Group Discussion (FGD)
- Verbal Autopsy

Key Informant Interview (KII)

Key Informant Interview is a means to collect data from the people concerned or related with the subject of the study. A short questionnaire was developed for KII focusing key issues and has been administered for collecting information from knowledgeable persons. The following groups of persons have been interviewed as key informants.

- Supervisors (working closely with the female workers) – 10 (2 in each group of workplace)
- Trade Union Leaders (preferably female)-10 (2 in each group of workplace)
- NGOs working on VAW -10 (2 in each group of workplace)

In total 30 KIIs have been be conducted.

Focus Group Discussion (FGD)

FGDs have been organized for women and girl workers of five groups of workplaces and the participants of this group discussion were:

- Female workers at Garments factories -2
- Female workers at Tea processing factories -2
- Female workers at Shrimp processing factories -2
- Female workers in Factories located in Export Processing Zones -2
- Female workers at Dhaka Medical College Hospital -2

In total 10 FGDs have been conducted (2 in each group of workplace). That numbered 6-9 persons per group. FGDs have been conducted outside the workplace, preferably near their residence.

Verbal Autopsy

Verbal Autopsy has been conducted in case of any sexual harassment reported during structured interview, like rape or enforcement for sex. In total, 8 Verbal Autopsy have been conducted in the workplaces surveyed. The verbal autopsies basically contain oral history of VAW incidences from direct victims focusing victims' socioeconomic profile, reaction to the acts, consequences and other related matters.

2.1.3 Final Sample Size

Based on the figures in quantitative survey and qualitative method of data collection, the final sample size by respondent categories has been determined as follows.

Quantitative survey
Sample size for Structured Interview = 2613

Qualitative method
Key Informant Interview (KII) = 30
Focus Group Discussion (FGD) = 10
Verbal Autopsy = 10

2.1.4 Analysis of the Findings

Descriptive and Inferential Analyses

In order to ensure meaningful analysis of the survey data, following statistical and economic tools have been used. Principally two types of analysis techniques namely, Descriptive Analysis and Inferential Analysis have been adopted as shown below. It is to note that comparative analysis between intervened schools and non-intervened have been attempted. The areas of descriptive and inferential analyses are as follows:

Quantitative Analysis

Descriptive Analysis

1. Mathematical summary statistics (mean, standard deviation, coefficient of variance (CV), proportion, etc.)
2. Graphical representation (bar-diagram, pie chat, frequency curve, etc.)

Justification

The above two tools have enabled the team to characterize existing scenarios of socio-economic variable both quantitatively as well as visually. The first one provides Quantitative assessment like average income (locational parameter), variance/s.d. (distributional parameter or shape of distribution), CV (Stabilization parameter or whether status of VAW in factories are homogeneous or differs by categories and areas proportion (relative importance or weight of factors as put by respondents).

Inferential analysis

- Confidence Intervals
- Hypothesis testing regarding differences in means, variances, proportion, z-test, t-test, for different categories.

Here we have provided necessity and usefulness of statistical inferential tools mentioned above.

Confidence Intervals

Construction of 95%, 90% etc. confidence intervals for crucial variables have enabled the team to understand what the expected range in the population is.

Hypothesis Testing

Testing tools mentioned above have enabled the team to infer whether in the entire population those parameters significantly differ (with 95% or 90% probability) among groups.

Contingency Chi-square test can be applied to investigate association between factors

All members of the core research team have been involved in data analysis and writing of the draft report. The analysis has been preceded by coding and editing of data. The quantitative part of analysis has been substantiated by information to be obtained through the qualitative research.

Tabulation Plan

Simple univariate tables as well as multivariate tables have been constructed including various indicators of the study. Test on differences among different groups and Confidence intervals with respect to crucial indicators have been performed. Relative importance of issues have been identified and analyzed to suggest policy options and interventions.

Qualitative Analysis

For qualitative data, rank ordering of responses on specific issues has been done. Nonparametric statistical tools have been used to analyze qualitative data. Processing the transcription of KIIs and FGDs has been done manually. All field session notes have initially been looked for major group opinions followed by identification of very specific things to find out related to objectives and scope of works. Meanwhile, important new areas have been incorporated. Thereafter, poorly transcribed responses have been removed. At the stage of analysis, transcripts have been coded in a way that indicates what the participants are talking about. After completion of coding, cross-checking have been done by the team members for validation. Finally, coded responses have been put in a logbook to retain the full range of responses together.

2.1.5 Triangulation

Finally, one of the most crucial in any combined quantitative-qualitative research the triangulation methodology has been applied in an input-outcome framework. Broad methods of research have been proposed to collect all relevant information in line with the objectives of the study and the variables.

Box 2.1: Devising the VAW score

To figure out the idea about the extent and severity of VAW (Violence Against Women) among the female workers in the respective sector, the survey has devised a VAW score with the help of some definite indicators. The VAW score constructed on the basis of following five indicators:

Respondents reporting about-

- ✓ The degree of VAW in their own factory/workplace
- ✓ The degree of satisfaction with the environment of their factory/workplace in relation to VAW
- ✓ Perception about occurrence of VAW in every 10 female workers in their factory/workplace
- ✓ Own experience of VAW at their factory/workplace
- ✓ Degree of satisfaction about their personal safety while working at factory/workplace

Within a certain sector, separate score has been calculated for each of the five indicators. In the end, average score of the five indicators has been estimated to delineate the overall situation of VAW in factory/workplace as perceived by the female workers. The status of Violence against women has been framed up in a scale 0-100, where 100 is worst situation of VAW and 0 is the ideal status. The scoring procedures for VAW followed the underneath steps:

- Within each indicator, responses have been arranged in continuum between worst situation (e.g., very high violence.) and ideal situation (e.g., no violence.). Following that, specific values (e.g., 0,1,2,3,4,…) have been assigned to each type of responses (minimum value 'O' has been assigned for ideal situation and maximum value has been assigned for worst situation). For example, under the indicator of 'Degree of satisfaction of their personal safety while working at factory/workplace', respondents reported against three types of degree of satisfaction, namely 'very safe', 'safe', and 'not safe'. Here, three consecutive integer values (i.e., 0,1, and 2) have been assigned to each response in the following order:

Reporting of respondents	Assigned value
Not Safe	2
Safe	1
Very safe	0

- After assigning value to each type of responses, percentage of respondents under each type of response has been multiplied by the respective assigned value. Through summing up the total value, we have estimated the absolute score. However, for better comparison among various indicators and developing an overall VAW score, we have converted the absolute scores (under different indicators) into a uniform standard score (scaled 0 to 100). An example of such estimation for EPZ sectors has been delineated below:

Reporting of respondents[17]	**Assigned value**	***Distribution of responses (in %)***	**Total value**	**Absolute Score (within possible value 0-200)**	**Score in a scale of 0-100**
Not Safe	2	*7.4*	14.8	93.8	46.9
Safe	1	*79.0*	79.0		
Very safe	0	*12.6*	0.0		

The above estimation has been carried out for all of the five indicators (under each sector). Following that, score under all indicators within certain sectors (factories or workplaces) have been averaged to depict the overall status of VAW of that sector (factories or workplaces).

2.2 Implementation of the Study

The implementation of the '*Baseline Survey on Violence Against Women in Bangladesh*' comprise of the following steps.

1. Secondary literature and secondary data review
2. Finalization of methodology and implementation plan in consultation with ILO
3. Development of draft data collection instruments
4. Revision of draft data collection instruments
5. Translation of revised DCIs in Bangla
6. Pre-testing of revised data collection instruments
7. Finalization of data collection instruments
8. Recruitment of field and data management staff
9. Training of field and data management staff

[17] Under the indicator of 'Degree of satisfaction of their personal safety while working at factory/workplace'

10. Field data collection
11. Supervision and Monitoring
12. Quality assurance
13. Data management
14. Development of Analysis plan
15. Analyze the data
16. Preparation and submission of draft report
17. In-house dissemination of draft report

Secondary Literature and Secondary Data Review: Review of secondary literature and secondary data was an important step in this baseline survey to get an overview of violence against women in workplace, especially the Garments factories, Tea processing factories, Shrimp processing factories, Factories located in Export Processing Zones, and Dhaka Medical College Hospital. This has been done for a uniform understanding of existing policy framework and to draw a conceptual framework for violence against women, especially sexual harassment in work place.

Secondary data review has been done to understand the participation of women in the workforce by sectors. It helped to position the factories and to explain the causes of focusing on these sectors.

Although statistics on sexual harassment is not available, it has been widely documented that violence against women, especially sexual harassment is prevalent in workplaces the study concerns. All the members of the study team were involved in reviewing relevant literature.

Finalization of Methodology and Implementation Plan in Consultation with ILO: After literature review, the HDRC experts have worked on the next step of the assignment, i.e. finalization of methodology and implementation plan in consultation with ILO. HDRC and ILO experts have finalized the methodology as well as the variables and indicators linking the purpose and objectives of the baseline survey at this stage. HDRC have finalized the methodology to quantify the indicators and specify the measuring system.

Development of Draft Data Collection Instruments: In line with the objectives of the study and the variables and indicators mentioned in ToR, the Team Leader and other team members were developed the draft data collection instruments (DCIs). HDRC have developed the draft DCIs and submitted to relevant ILO officials for their input. The DCIs prepared were follows:

1. Questionnaire for Structured Interview of female workers
2. Questionnaire for KII participants
3. Guideline for FGD with female workers
4. Guideline for Verbal autopsy

The data collection instruments have been finalized incorporating the comments/feedback from ILO. The final DCIs have also been translated into Bengali to use in the field.

It is to note that, apart from the tools /DCIs mentioned above additional instruments for data collection have been prepared and used.

Pre-testing of Revised Data Collection Instruments: A one-day pre-test was organized for the assessment of the practicability of the data collection instruments (DCIs). Structured interviews, Key informant interviews, Focus group discussions, and Verbal autopsy have been conducted for this purpose in areas other than the sample field. The pre-testing team included, among others, the Team Leader, the team of consultants from HDRC. This ensured the quality of interviews, understanding of the field situation, and thereby quality of the final data collection. The questionnaires were then be finalized after the inputs from the pretest.

Recruitment of Field and Data Management Staff: This activity consisted of recruitment of Field Supervisors (FSs), Quality Control Officers (QCOs), Field Investigators, KI Interviewers, FGD Moderators and Note-Takers, Coders, Code Verifiers, Editors and Edit-Verifiers. All these staffs were recruited by inviting and interviewing eligible candidates. In selecting these personnel, females had been given more preference, as most of the interviews and FGDs were with the females. In addition, in selecting these staff, special preference had been given to those having past experience in similar field data collection.

Training of Field and Data Management Staff: All those selected preliminarily were recruited as trainees. Trainees were finally appointed to the specific post, depending on his/her performance in the training. In the training sessions, ILO designated official was invited to impart training to the recruited staff.

Both quantitative and qualitative tools were addressed. The topics of training program for the Field Investigators, KI Interviewers, FGD Moderators, and Note Takers were accordingly designed to help them acquire the necessary skills to efficiently perform their job. Training classes were also attended by field personnel, as well as by the HDRC in-house personnel (registration assistants, coders, code verifiers, editors, and edit verifiers). The training program was designed in such a way that the trainee investigators learn and acquire the necessary skills to collect reliable data by efficiently administering the survey instruments. The topics of training included: purpose and importance of the baseline survey; how to conduct the interviews; how to determine to what extent field-level health workers are capable of collecting information from the target population; how to assess extent of cooperation of the stakeholders; how to assess extent of cooperation of the community; components of study variables; techniques of Structured Interviews, FGDs, KIIs, and Verbal autopsy; techniques of rapport building; typology of questions included in the questionnaire; definition of key terms used; intention of asking a definite question; method of supervision of the interviewer's work; field monitoring; techniques of using assignment sheets; method of field editing of the questionnaire; methods of dealing with `difficult to interview' cases and non-response cases, etc. Training was conducted through classroom lectures, demonstration interviews, role plays, field practice, review of lessons learned, and suggested solutions. In addition, separate training sessions were conducted for the Supervisors and the Quality control officers. Those training mostly concentrated on such issues as ways to guide and control the work of an interviewing team, methods of monitoring planned progress, ways of dealing with unexpected field situations, etc. The training was conducted for 3 days by the Team Leader, Consultants, Research Associates and Systems Analyst.

Field data collection: The main fieldwork activities for the survey involved generating relevant information using different types of instruments mentioned earlier. The field data collection was done through administering questionnaire and guidelines for different measurement units.

Quantitative data collection: The phase aiming at major data collection activities for the survey involved conducting interview with women. One Field Investigator (FI) on average can administered 5 Structured Interviews of female workers a day. In order to interview 2613 sample respondents within 16 days, a total number of 40 Field Investigators were recruited for 16 days (including 2 days of long travel and 1 day of holiday). Primarily, information was collected from the sample factories regarding where their female workers reside. It was collected from the factories as well as the local NGOs. Cooperation was also taken from the local NGOs regarding data collection from the places where the female workers reside. Most of the data collection was done at evening and night hours.

Qualitative data collection: For Qualitative data collection, the 5 KI Interviewers, 5 FGD moderators, 5 Note takers, and 5 special personnel for Verbal Autopsy were recruited. They were deployed in 5 teams of 4 persons in each team for this purpose. Each team collected data for 2 clusters. Each team conducted 6 KIIs, 2 FGDs, and 2 Verbal Autopsy. They also worked for rapport building with the Supervisors of working place (working closely with the female workers), Trade Union Leaders and NGOs working on VAW, and collect the address of places where the workers reside. They also requested them for accompaniment during data collection in residing places of workers. Thus, 5 KI Interviewers, 5 FGD moderators and 5 Note takers were recruited for 16 days (including 2 days of long travel, 2 days of internal travel and 1 day of weekly holiday).

Supervision and Monitoring: In order to ensure highest possible quality of data collection, one Field Supervisor (FS) was deployed for around four (4) FIs. All the samples were clustered in Dhaka, Chittagong, Sylhet, Khulna and Ishwardi. These areas were divided into 10 clusters (3 in Dhaka, 4 in Chittagong, and 1 in Khulna, Sylhet and Ishwardi area each) by sample population of around 260 in each of the clusters. One FS was deployed for each cluster and 1 QCO was deployed for each of the 2 clusters. The Quality Control Officers (QCOs) were deployed to ensure the quality of data for each of the quality control clusters. A total of 10 Field Supervisor (FS) and 5 QCOs were deployed for supervision and quality control. Therefore, in order to successfully conduct the data collection activities, a total of 55 field staff (40 FIs, 10 FSs, and 5 QCOs) were deployed for 16 days (i.e, a total of 880 person days).

To interview the required number of samples in each of the clusters, one team consisting of 4 Field investigators, and 1 Field Supervisor was deployed. And, for each team 1 QCO was also deployed.

Quality Assurance: A system of TQM (Total Quality Management) was instituted to take care of all systematic arrangements and activities directed towards safeguarding, maintenance and promotion of quality throughout the study period. The TQM framework deployed involved, among others, the following:

1. Ensure full and effective coordination among the key personnel
2. Institute division of labor by assigning specific and time-bound job responsibility to each member of the key personnel
3. Recruit local field and support staff having appropriate qualification, skill and motivation
4. Work out well-defined job responsibilities for each member of the support team and ensure appropriate implementation of those responsibilities
5. Impart adequate and appropriate training to the field and support staff
6. Deploy appropriate mechanisms for selection of study areas

7. Field checking to monitor survey data collection
8. Quality control checks of data management
9. Devise all necessary management arrangements for timely coping with unforeseen situations
10. Institute time and cost optimization mechanisms in the study.

To ensure appropriate quality of the collected information related to qualitative study part, quality control was maintained in various steps in the proposed study with quantitative and qualitative research endeavors. In particular, three aspects of the assessment leaded to maintenance of overall quality of the information- (a) organization of the quality research team, (b) operation/activity planning, and (c) data collection, compilation, triangulation, analysis and reporting.

A sound quality control system was developed to adequately monitor the quality of data collection. For this purpose, 5 Quality Control Officers (QCOs) were deployed – one in each 2 clusters. They constantly moved around the sample spots; and ensure quality data through: (i) field checking, and (ii) data monitoring.

Field checking was undertaken in both `presence' and `absence' of the field teams. `Checking in presence' means verification of the work of a field team in a sample area during the time of the questionnaire survey and qualitative studies. `Checking in absence' means verification of the work of a field team in a sample area after the team had left the site, having completed its assigned work in the area.

During their field checking, the Quality Control Officers performed re-interview, and checked the data accuracy. Some of the reported non-response items were also be checked to ensure that they were all due to valid reasons. `Field checking in presence' was conducted for all field investigators/facilitators, while `field checking in absence' were done over randomly selected sites.

The Quality Control Officers verified/ cross-checked the instruments completed by them with the corresponding instruments completed by the Field Enumerators/Facilitators. Discrepancies, if any, were corrected, as per instructions recorded in the field manual as well as communicate with HDRC-HQs at Dhaka through mobile phone for any further instruction and feedback of the fieldwork and ensure that all the teams have been following the same instructions.

Data monitoring was done by comparing results of some key variables in completed format/ questionnaire, tabulating the variables by interviewing teams, sample sites and enumerators/ facilitators. The comparisons were made to verify whether any field enumerator/facilitator is filling-in instruments without actually conducting the interview/ discussion.

In addition, the Team Leader and other members of the Core-team maintained constant touch with HDRC Head office regarding field operations. The core-team members undertook field trips as per the need of the study.

Data Management: Data was entered using MS-ACCESS, fully integrated data entry software; cleaning and editing tool with user-defined skip logic, rules, and input screens. The steps of computerization were—registration, data entry, data validation check, data processing and analysis.

Program was developed with in-built mechanism for cleaning to guard against erroneous entry of data on to the computer file. Proper range checks and checks of internal consistencies/non-response checks were done by the Systems Analyst to correct any inconsistency before tabulation. A flow chart of major activities related to field data collection, data registration, data entry and tabulation procedures has been shown in Figure 3.2.

The System Analyst and the data entry operator of HDRC were responsible for computerization of data. The System Analyst, with technical assistance from the Consultants, prepared the code manual. Required number of operators was deployed for the purpose.

HDRC entered all survey data into the database concurrent with data collection. A full copy, in the Microsoft Access 2003 Format, of the verified data, initial data entries and all the questionnaires was delivered to ILO with the report. All questionnaire hard copies was also be delivered to ILO at this point.

Development of Analysis Plan: For any study involving various types of respondents and multiple data collection instruments, development of an analysis plan requires substantial time and efforts. Thus, the analysis plan was the joint effort of the Team leader and Consultants. Research Associates were also involved with the process of preparation and finalization of the data collection instruments. The analysis plan was revised, as necessary. Based on the analysis plan developed, the dummy tables were prepared by the core team with technical assistance from the team leader of the study.

Analyze the Data: The data collected through quantitative survey and qualitative research was then analyzed. Data of quantitative survey were adjusted with the output of the qualitative research and the overall indicators of the study. The women and girl workers were the primary informers, and their answers were used as valuable points for the baseline survey. Information collected from all other informants was also analyzed in the process of baseline survey. All these data/information were triangulated.

Preparation of Draft Report and Submission: All members of the core team were involved in data analysis and writing of the draft report. In the analysis, graphs, bar diagrams, pie charts, etc. were used so that it can serve as the basis for evaluation. Summary statistics for entire sample and specified sub-groups were also provided by HDRC at various stages of data collection. The summary statistics included estimates for minimum, maximum, mean, standard deviation, median, key percentiles, percentage of non response and reasons for non response. In the analysis of data, appropriate inferential tools of statistics were used for comparison with the baseline data. The draft report has been submitted to ILO by 13 weeks of its inception.

2.3 Limitations of the Study

As the baseline survey has been conducted to know the extent and severity of 'Violence against women at workplaces in selected sectors' an effort has been made to collect responses of a huge number of respondents on the subject at different working sector of Bangladesh, namely – Garments sector, EPZ factories, Tea processing sector, Shrimp processing sector, and Dhaka Medical College Hospital. Being a vast area to be investigated, in attaining the real data the study team had to face many constrains in the path of this study. These limitations are as follows:

- The subject of this baseline survey may have more dimensions that require in-depth observations. So, by quantifying the responses, it was relatively unattainable to bring every aspect more widely in the stipulated time frame.
- Accessing the working sectors (study locations) was much troublesome for the field enumerators.
- A sample size of 2613 respondents was investigated for the baseline survey. But in doing so, there were problems in identifying them and making contact with them so quickly.
- As there were socio-cultural as well as organizational barrier in discussing about the issue with the respondents, another important constraint of collecting information was hesitation in providing valid responses about sexual violence due to sensitivity of the findings at their workplace. In other words, rapport building with the respondents was initially hard.
- There have been other unavoidable circumstances like: time allocations due to less or non-availability of the respondents, religious festivals and political conditions (e.g. *hartals* or strikes) etc. which have slowed down the implementation of the study at its various stages.

CHAPTER III
SECONDARY LITERATURE REVIEW OF VIOLENCE AGAINST WOMEN

3.1 The Notion of Violence against Women

Of the two common categories of human species, one is the women; who are also one of the vital parts that constitute any society, nation or developmental issue. But from the beginning of the human civilization, women remained the central point of any kind of phenomena; may it be social, economic, political, cultural, psychological, or religious. Most of the times, women are seen to be oppressed, humiliated and subjugated in many ways.

Following this, one of the most uttered topics about the women in today's world is the notion of 'Violence Against Women' (VAW). VAW is now a problem worldwide, occurring, to a greater or lesser degree, in all regions, countries, societies and cultures, and affecting women irrespective of income, class, race or ethnicity[19].

Box 3.1: UN Secretary-General Ban Ki-moon on 'Violence Against Women'

"Violence against women and girls continues unabated in every continent, country and culture. It takes a devastating toll on women's lives, on their families, and on society as a whole. Most societies prohibit such violence — yet the reality is that too often, it is covered up or tacitly condoned"- 8 March 2007.[18]

Today 'Violence Against Women' is considered as a violation of human rights which reflects and reinforces the inequality between men and women. VAW takes place not only in private sphere but in workplaces and all public spheres. VAW seriously undermines women's rights to freely develop their personal abilities and make choices without the limitation set by social perception and prejudices about gender roles and characteristics of men and women. It seriously undermines women's right to equal opportunities at work. As such VAW including sexual harassment is recognized by relevant international Conventions and various national laws as a form of sex-discrimination.

Gender violence represents an expression of human behaviors and attitudes and is deeply rooted in the society. "Traditional attitudes by which women are regarded as subordinate to men or as having stereotyped roles perpetuate widespread practices involving violence or coercion. Such prejudices and practices may justify gender-based violence as a form of control of women. The effect of such violence on the physical and mental integrity of women is to deprive them of the equal enjoyment, exercise and knowledge of human rights and fundamental freedoms. While this comment addresses mainly actual or threatened violence the underlying consequences of these forms of gender-based violence help to maintain women in subordinate roles and contribute to their low level of political participation and to their lower level of education, skills and work opportunities".[20]

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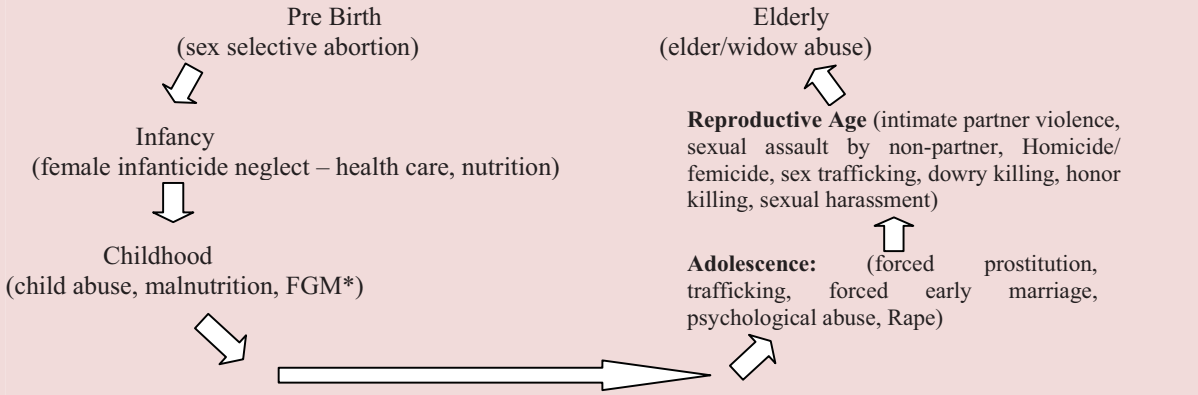
[18] Violence Against Women: Facts and Figures; retrieved from http://www.unifem.org/attachments/gender_issues/violence_against_women/facts_figures_violence_against_women_2007.pdf on 01 June, 2011.

[19] THE UNITED NATIONS WORK ON VIOLENCE AGAINST WOMEN: retrieved from http://www.un.org/womenwatch/daw/news/unwvaw.html on June 01, 2011.

[20] As cited in Baseline Report on Violence Against Women in Bangladesh Prepared by Naripokkho and Bangladesh Mahila Parishad and coordinated by IWRAW Asia Pacific: retrieved from http://www.iwraw-ap.org/aboutus/pdf/FPvaw.pdf on 14 June, 2011.

Women are vulnerable to different types of violence at different moments in their lives. They are also at greater risk of being sexually assaulted or exploited, either in childhood, adolescence, or as adults. It is also a profound health problem that saps women's energy, compromises their physical and mental health, and erodes their self-esteem.[21] If the life cycle of violence against women is observed, one can easily assume the terrifying depiction of a woman's life due to violation starting from her birth till her death (Figure 3.1).

Figure 3.1: The life cycle of Violence Against Women



Adapted from Walts and Zimmerman, 2002; and Shane and Elsberg, 2002; as cited in Ellsberg and Heise, 2005.
(* FGM=Female Genital Mutilation)

Despite the high costs of violence against women, social institutions in almost every society in the world legitimize, obscure, and deny abuse.[22] But hopefully today, international institutions are speaking out against gender-based violence. Surveys and studies are collecting more information about the prevalence and nature of abuse. More organizations, service providers, and policy makers are recognizing that violence against women has serious adverse consequences for women's health and for society.

3.2 Violence against Women at Workplace

Violence against women is the most insidious yet under-recognized human rights violation in the world. This results from the interaction of factors at different levels of the social environment. At the societal level, gender roles are rigidly defined and enforced and the concept of masculinity is linked to toughness, male honor, or dominance. The prevailing culture tolerates physical punishment of women and children, accepts violence as a means to settle interpersonal disputes, and perpetuates the notion that men "own" women.[23]

The notion of 'Violence Against Women' goes beyond repressive behavior or discrimination generally, and constitutes impairment which results from force or duress. Moreover, they are not examples of random victimization, but are linked with inequality between women and men, and strategies to carry on or ensconce that inequality. Therefore, 'Violence Against Women' is also used interchangeably as 'Gender-based violence' in many places, which not only violates human rights, but also hampers productivity, reduces human capital and undermines economic growth.

[21] Ellsberg and Heise, 2005
[22] *ibid*
[23] *ibid*

Violence against women is a phenomenon that is related to the gender of both victim and perpetrator. However, the acts of all forms of violence are related to – (a) social expectations and social positions based on gender; and (b) not conforming to a socially accepted gender role. In this way gender-based violence is increasingly a term that connects all acts of violence rooted in some form of 'patriarchal ideology', and can thus be committed against both women and men by women and men with the purpose of maintaining social power for (heterosexual) men" [*Gender Matters – Manual on gender-based violence affecting young people;* Council of Europe, Budapest, 2007].[24]

The Beijing Platform for Action identified as particularly vulnerable to violence those "belonging to minority groups, indigenous women, refugee women, women migrants including women migrant workers, women in poverty living in rural or remote communities, destitute women, women in institutions or in detention, female children, women with disabilities, elderly women, displaced women, repatriated women, women living in poverty and women in situations of armed conflict, foreign occupation, wars of aggression, civil wars, [and] terrorism including hostage taking…".[25]

Being a social fact, 'Violence against Women' is occurred with more or less every woman within the society in the economic, legal, political, and religious spheres. So, the situation of women in relation to VAW is on the whole miserable everywhere. Although women are frequently victimized by a spouse, parent, or other family member, the concept of "family violence" does not encompass the many types of violence to which women are exposed outside the home, such as sexual assault and harassment in the workplace.[26]

Women are subjected to discrimination and violence within the household, at the workplace and in the society. Their position in the society can be traced to the patriarchal values entrenched in the society which keep women subjugated, assigns them a subordinate and dependent role, and, prevents them from accessing power and resources. Men hold the power and resource within families and control any property and family income. Women are considered as men's property, their sexual activity, income and labor being systemically controlled by the men in their family. Social expectations still pivot around child rearing and household management.[27] So, the idea is still looked down upon that a woman will join the workforce of a country and helps the development process by her participation. But despite all these barriers, the women are working both in the formal and informal sectors to run their livelihoods, but they are doing these at the cost of their own existence.

As more women are entering the workforce, conflict is growing between the patriarchal social norms and women's urge for economic independence. In recent years there has been a significant change in the attitude towards women taking up outside employment. With the breakup of the extended family, greater numbers of women are seeking employment. At home, however, working women do not have control over their own income; rather her husband dictates how to

[24] As cited in Gender-based violence in the world of work: Overview and selected annotated bibliography. Retrieved from: http://www.ilo.org/wcmsp5/groups/public/---dgreports/---gender/documents/publication/wcms_155763.pdf on 12 September, 2011
[25] As cited in Gender-based violence in the world of work: Overview and selected annotated bibliography.
[26] Ellsberg and Heise, 2005
[27] Farouk, 2005.

spend the money.[28] In some places, the women are not even given the chance to have the salary she earns in lieu of her work at the workplace and the husband's family snatches the amount from her without any hesitation. If this act is protested by any woman, she is to face the violence by those family members in the cruelest forms; which in turn also affects her working capability at her workplace.

The entry of women into the workforce has result in further probable forms of violence. Working women face the threat of violence from the public because they are outside the home and from their employer, who are usually male, who are skeptical about women holding positions of responsibility.[29] Additionally, it is not easy for a woman to get paid employment and when they do there is a need of uniformity between her wages and her male counterpart who undertakes similar work. As a result, out of jealousy and fear of being into inferiority complex, the male colleagues from both the higher and same job level; make the violent acts with their female co-workers at their workplaces. This is a common picture in every sector of workforce more or less where the women are the most vulnerable to VAW in many forms.

Thus, forms of workplace violence can include bullying, mobbing and harassment based on, among other things, a person's domestic circumstances, race, language, political beliefs or opinions on trade unions, and national or social origin. Several forms of discrimination that have received more attention recently also have implications for gender-based violence in the world of work. Differences between women and men's exposure to the risk of specific forms of workplace violence are reinforced by sex-segregated workplaces – both horizontally (across operational layers of the organization or company) and vertically (up and down the hierarchy).[30]

Following this, some of the contextual as well as societal risk factors in the workplaces can be mentioned as – globalization, rationalization processes, technological changes, increased vulnerability, violent society, instability, culture and values, widespread injustice, and job insecurity. There are also individual risk factors (age, appearance, health, skills, and attitude) for the women in their workplaces who become the victim of VAW. Moreover, the workplace risk factors also commence with environmental factors; i.e., physical feature, organizational setting, managerial style, workplace culture, permeability, and external environmental issues.[31] There are also risk factors of 'Task situation' at workplace, i.e., women's being alone, with public, with valuables, with people in distress, education/school, and also with special vulnerability etc.

While men predominate in better-paying and higher status jobs as well as hold more supervisory positions, the majority of women are concentrated in lower-paying and lower status jobs with little decision-making power. Women form a significant percentage of workers in occupations at higher risk to violence such as teachers, social and healthcare workers, and as shop and bank clerks. Women are particularly exposed to risks as migrant workers and domestic workers, as dependent family workers and within the informal economy. In terms of contractual relations,

[28] Farouk, 2005
[29] *ibid*
[30] Gender-based violence in the world of work: Overview and selected annotated bibliography. Retrieved from: http://www.ilo.org/wcmsp5/groups/public/---dgreports/---gender/documents/publication/wcms_155763.pdf on 12 September, 2011
[31] Gender-based violence in the world of work: Overview and selected annotated bibliography.

women are over-represented among workers holding atypical and precarious jobs, thus often lack both individual and collective bargaining power.

Gender-related expectations about "male" and "female" behavior also influence levels of exposure to risk when men and women workers have the same job tasks in similar conditions – although variations are small, across countries men tend to experience slightly higher levels of physical violence while women experience marginally more verbal abuse and sexual assault. This could be due to some men's socialization into gendered patterns of behavior that may lead them to be more likely to "meet aggression with aggression, while women may be better at defusing, coping with and avoiding aggressive incidents".[32] Sex-segregated workplaces and sectors where men dominate and women are not present due to stereotyping about "men's work" and "women's work" seem to contribute to more exposure for some men.

3.3 VAW with a Special Focus on Sexual Harassment

The United Nations defines violence against women as 'any act of gender-based violence that results in, or is likely to result in, physical, sexual or mental harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life. So, there are many forms of violence against women, including sexual, physical, or emotional abuse by an intimate partner; physical or sexual abuse by family members or others; sexual harassment and abuse by authority figures (such as teachers, police officers or employers)'[33].

The focus on sexual harassment as workplace discrimination may be relatively new in some countries in Asia and Pacific, although it is an age-old. American feminist in the 1970's first made available a socially recognized vocabulary to describe specific gendered experiences as sexual harassment. Legally, the concept emerged through the development of civil rights legislation in the United States. Feminist legal scholar Catherine MacKinnon was foremost in naming sexual harassment as an expression of male dominance and as a form of sexual discrimination. Mackinnon drew on Title VII of the 1964 Civil Rights legislation, which prohibits discrimination based on religion, race and sex. Thus, in the US and a number of other countries, sexual harassment constitutes a form of sex discrimination[34].

Over the last two decades, sexual harassment has received much attention as both a social and a legal problem. Rights groups across the globe have mobilized around the issue, pressuring individual governments as well as international institutions to take action. In 1979, the United Nations Convention for the Elimination of All forms of Violence against Women included sexual harassment in its definition of violence. In 1986, the Women's Bureau of the International Confederation of Free Trade Unions published a Trade Union guideline on Sexual Harassment. In 1992, the International Confederation of Trade Unions adopted a resolution recognizing

[32] Gender-based violence in the world of work: Overview and selected annotated bibliography. Retrieved from: http://www.ilo.org/wcmsp5/groups/public/---dgreports/---gender/documents/publication/wcms_155763.pdf on 12 September, 2011
[33] World Health Organization: VAW Fact sheet; retrieved from http://www.who.int/mediacentre/factsheets/fs239/en/ on 01 June, 2011
[34] Siddiqi, 2003.

sexual harassment as a legitimate trade union issue. And that is how; sexual harassment has been the focus in the notion of VAW worldwide.[35]

Although women are more at risk of violence from their intimate partners than from other persons, sexual violence by non-partners is also common in many settings.[36] Sexual harassment in the workplace is an area of concern where the absence of legal interventions has impeded the advancement of women in the social and economic sphere of life. Studies on sexual harassment have shown two dominant categories viz. the 'Quid Pro Quo' harassment where sexual favors are demanded for employment benefits and those that involve a constant abuse of power unrelated to favors that create a hostile working environment.[37]

For many women and girls, sexual coercion and abuse are defining features of their lives. Forced sexual contact can take place at any time in a woman's life and includes a range of behaviors, from forcible rape to nonphysical forms of pressure that compel girls and women to engage in sex against their will.[38] This situation has a direct influence on women who are compelled to think twice before they join in any workforce including the formal sectors. Because, sexual harassment or fear of experiencing sexual harassment has been another central issues for women not coming to the formal sector. This happens to be one of the highly effective factors for women to decide or to get permission for jobs or paid work.

According to the 2006 In-Depth Study of the Secretary-General; Sexual violence by non-partners refers to violence by a relative, friend, acquaintance, neighbor, work colleague, or stranger. Estimates of the prevalence of sexual violence by non-partners are difficult to establish, because in many societies, sexual violence remains an issue of deep shame for women and often for their families. Statistics on rape extracted from police records, for example, are notoriously unreliable because of significant underreporting".[39]

Although sexual harassment affects individuals, it should not be viewed as a private issue. Nor should harassment be considered purely a woman's issue. At the individual level for a woman, subjects of harassment experience emotional stress, depression, fatigue, anxiety, an inability to concentrate, humiliation, and anger, among other things. It follows that work performance is significantly lowered. Tension, hostility and fear in the workplace hinder teamwork and collaboration, leading not only to decreased productivity but also to increased absenteeism, loss of interest in work and in severe cases to the resignation of valuable employees.[40]

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[35] Siddiqi, 2003
[36] Violence Against Women: Facts and Figures; retrieved from http://www.unifem.org/attachments/gender_issues/violence_against_women/facts_figures_violence_against_women_2007.pdf on 01 June, 2011.
[37] Asia-pacific human development report, October 15, 2008: retrieved from http://hdru.aprc.undp.org/ext/HDRU/files/politico/APHDNet_Geeta_Ramaseshan_contribution_(politico-legal%20equity).pdf on 01 June, 2011.
[38] Ellsberg and Heise, 2005
[39] Violence Against Women: Facts and Figures; retrieved from http://www.unifem.org/attachments/gender_issues/violence_against_women/facts_figures_violence_against_women_2007.pdf on 01 June, 2011
[40] Siddiqi, 2003

Harassment is a violation to the human rights, labor rights and human resource management issues; where sexual harassment is the worst one which can be the brutal part for any women. So, it has a range of consequences, from the social and the economic to the physical and the psychological. From a macro perspective, harassment functions as a serious barrier to women's integration in the labor market. In that sense, it hinders the attainment of gender equality and economic growth.

3.4 Violence Against Women at Workplace in Bangladesh

By conceiving the definition of 'Violence Against Women' proclaimed by United Nations declarations in 1993, it is observable that; women in Bangladesh are also subjected to many kinds of sexual and physical abuses in many aspects of their lives. Therefore, 'Violence Against Women' (VAW) is a major concern in Bangladesh.

Box 3.2: Scenario of Workplace Violence Against Women in Bangladesh

A Bangladesh Institute of Labor Studies survey found out that 563 women were sexually abused at workplace between 1998 and 2007. In 2007 alone 28 women workers were sexually abused and eight of them were killed after rape at workplace. Of the victims, 19 were garment workers.[41]

In Bangladesh, 'violence against women' is still one of the sensitive topics to be discussed publicly. Despite constitutional assurances of gender equality and legislative and other confirmatory interventions, the condition of Bangladeshi women is on the whole desolate. And this situation gets sterner in the cases of VAW at workplace.

According to the economy of Bangladesh, the GDP sectors are categorized into three broad headings, i.e., the agriculture, industry, and service.[42] In every sector, there are formal and informal classifications where women participate as workers in both of the ways. But it has been reported in many instances that they have been constantly violated, exploited, and subjugated in many manners. There are manifold reasons for these situations of the women in Bangladeshi society. A study in Bangladesh found that some aspects of women's status could either increase or decrease a woman's risk of being beaten, depending on the socio-cultural conditions of the community she lives in.[43] Moreover; social norms, education, employment and legal rights and gender inequality in Bangladesh are all perpetuated by patriarchy. From their childhood, women are forced to live in a culture, which tolerates and even permits inhuman treatment to them.[44] And this is highly reflected through the various violent acts by men on women everywhere, especially at workplace.

In Bangladesh, a review[45] found various forms of sexual harassment at garment factories and electronic industries such as pulling hair, slapping, hitting on the head, stroking, touching the body, winking, staring, whistling, standing very close, and pinching. Offensive and suggestive comments, whistling, getting run over, kicking, tripping over, groping and pinching were some of the abuses faced by women who walked to work.

[41] Violence Against Women in Bangladesh: retrieved from http://www.basug.nl/uploads/newsletters/200804_BasugNewsletter_Eng.pdf on 01 June, 2011.
[42] Economy of Bangladesh: retrieved from http://en.wikipedia.org/wiki/Economy_of_Bangladesh on 4 June, 2011.
[43] Ellsberg and Heise, 2005
[44] Farouk, 2005.
[45] Chowdhuri, (n.d).

Although it is a less visible form of exploitation, sexual harassment poses a serious problem for women workers. It has significant repercussions, both for workers' well being and for enterprise efficiency. So VAW is a common occurrence in almost every formal working sectors of Bangladesh like: the cotton textiles, jute, garments, tea processing, leather, fish, ocean going ship building, paper and newsprint, cement, chemical fertilizer, light engineering, sugar, cane etc.[46] Women participate as workers in many of these industries. Even female workers are also seen in the other export oriented sectors like: frozen fish and seafood, pharmaceuticals, ceramics, cement[47] where again they are the target group of violent activities more or less.

In Bangladesh, large scale of women's entry into paid labour force has increased incidences of sexual harassment. Sexual harassment, work and mobility along with poverty and promiscuity appear to be closely intertwined in Bangladesh. Women are forced to face double jeopardy when it comes to sexual harassment. Women from impoverished backgrounds are the most at risk of this dual harassment, which derives legitimacy from culturally dominant associations between poverty, promiscuity, and public visibility. The predicament of garment workers is emblematic in this respect.[48] They are vulnerable to physical, psychological and sexual abuse in the workplace; they are frequently subjected to harassment in the public domain of the street. According to a health survey on safety regulations in the garment industry, sexual harassment is likely to be the most dominant source of stress for garment workers[49].

Thus the risk of sexual harassment for the working women continues at workplaces in different manners. For the women who have to work night shifts (usually in the *bangla* or Non-EPZ garment factories), the risk of sexual assault or rape inside the factory rises after work ends and before they are able to go home. If the shift ends very late – any time from midnight to 4 am – workers are forced to pass the night at the factory premises, which have no facilities for safe transport or for secure overnight stays. Women bed down wherever space is available. After the lights are turned off, various people continue to have access to the floor. These include linemen, PM, supervisors, security guards, owners, management or their close relatives. So the night is an especially vulnerable time for those women who catch the fancy of male superiors or colleagues but who succeed in staying off any personal encounter during the day.[50]

There are also some additional risk factors for the Bangladeshi working women in the working sectors. For example, electronics and non-EPZ workers face the most risk since their firms do not have any provisions for private buses. Inadequate street lighting in the evening also increases the risk for women who walk to their homes. That is why, working class women are the ones who most visibly transgress gendered spatial codes and middle class constructions of respectability. They are therefore the most vulnerable, especially because of entrenched class prejudices. Moreover, young workers, who are usually single, have few outlets for leisure or entertainment; are also at risk of facing sexual assaults more frequently. Such activities may be limited to going to the cinema, watching satellite TV or simply getting all dressed up. Young adolescents are highly susceptible to the sexualized notions of love and romance that saturate the

[46] Economy of Bangladesh: retrieved from http://en.wikipedia.org/wiki/Economy_of_Bangladesh on 4 June, 2011.
[47] Economy of Bangladesh.
[48] Siddiqi, 2003
[49] As cited in Pradhan-Malla, May 2005.
[50] Siddiqi, 2003

media. This makes them more open to adventure, risk taking and to the possibility of being manipulated by men who appear to offer them love.[51]

Following this, many of the studies have found out some incidents of VAW with a focus on sexual harassments, but empirical or qualitative data on the extent of sexual harassment in Bangladesh is limited; and in studies of industrial workers the topic usually comes up obliquely.[52] Though facing the VAW incidents and sexual harassment very severely, the Garments female workers fell in extreme risk of revealing the incidents as fear of being sexualized further in public discourse deters women workers from speaking out on the issue.

Female garment workers constitute a high risk group because they tend to be young, unmarried, rural migrants, and work late hours.[53] Next to this, a study found multiple forms of verbal and physical harassment in the working environment of two industries, with distinct difference between smaller locally owned garment factories and those in the EPZ, as well as between the garments and the electronics sectors. Women in smaller, non-EPZ garment factories also reported high rates of sexual coercion and intimidation. Night work is associated with high risks of sexual assault or rape, with those working in the non-EPZ factories being the most vulnerable. Garment factories located in Export Processing Zones, with their extreme regimentation, appear to provide more physical safety to women workers than those on the outside[54].

The surveys[55] of 1990 and 1997 collected information from the workers regarding sexual harassment ranging from insults directed at a person's gender, suggestive comments, and demeaning remarks, to unwelcome touching and grabbing and other physical assaults, including raping. But these types of sexual harassment are highly under reported because female workers are reluctant to disclose information on this subject. Therefore, the workers were asked about the types of sexual harassment and mishaps faced by their colleagues. The survey of 1997 shows that at the workplace only five percent of female workers encountered sexual harassment. But more than nine percent reported that their colleagues faced these kinds of harassment in the workplace.[56]

It has been found out that, in 1998, 161 rape cases were registered with the Dhaka Metropolitan Police. Among these in 17 cases (about 11 percent of total rape cases), the victims were garment workers[57]. Another survey of health and safety regulations in the garment industry found that sexual harassment is likely to be the most dominant source of psychological stress for garment workers. One more survey by the Bangladesh Institute of Labour Studies (BILS), based on news reports in 12 national dailies, reveals that at least 51 women working in the industrial and service sectors were raped in the first six months of the past year (in 2002)[58].

In a study[59] it has been sought out that, in non EPZ garment factories, supervisors, linemen, line-chiefs, and production managers engage in subjecting women garment workers to various forms

[51] Siddiqi, 2003
[52] *ibid*
[53] Paul-Majumder and Begum, June 2000.
[54] Siddiqi, 2003
[55] Paul-Majumder and Begum, June 2000.
[56] *ibid*
[57] *ibid*
[58] Siddiqi, 2003
[59] Siddiqi, 2003 as cited by Chowdhuri, (n.d).

of physical abuse such as pulling hair, slapping, hitting on the head, stroking, touching the body, and even kissing the workers while these women are seated at the machines. Furthermore, they not only abuse these women verbally; they also wink, stare, whistle, stand very close to them or pinch them. Also, they publicly humiliate these females by making them parade through the factories with hands on their ears or stand on stools with their legs apart. The night shift puts female garments workers in a more precarious situation in that supervisors may call them to a deserted area of the workplace by making excuses of wanting to talk to them about a work related mistake, etc.

On the other hand, in a study about the 'Change in Attitudes and Behavior of Garment Owners, Managers and Workers Towards Gender and Reproductive Health Issues'[60], there were a separate investigation about the 'Knowledge, Existence and Opinion about Violence Against Women'; where the study found out a relatively harmonious situation for the female workers with the male employers, but also it has been stressed that there should be arrangements of more advocacy workshops on Violence against Women and also legal support for the victim of violence must be given.

Besides the Garment and EPZ industries, a study made to explore the policies and practices of the Tea gardens of Bangladesh; termed the tea garden workers as 'captive' labourers and said to be lived in near servitude. Women are the most vulnerable in such situation in the tea gardens as women tea workers face harassment of different types. Young girls are called for household works in manager's bungalow often at risk of sexual harassment[61].

In line with these explorations of the scenarios of violence against women and sexual harassment at workplace in the Garment industries, EPZ sectors, and the Tea Garden industries; women are also at high risk in the other labour forces of Bangladesh, which again expose the stories of the threats to women's lives. Following this, in a report about the conflicts, corruptions and human rights abuses in shrimp farming industry[62] states that Shrimp farming affects women particularly. There are reports of sexual abuse of female workers in shrimp processing plants. Women and young girls are targets of sexual harassment by shrimp farm guards in Bangladesh and there is an extremely high incidence of rape and other forms of sexual intimidation in shrimp farming areas there. In Katahali in Bagerhat district, 30 women were kidnapped in 1993 and 150 cases of rape were reported. Whilst women in such areas live in a state of perpetual fear and helplessness, the perpetrators of such sexual abuse are rarely brought to justice.

Therefore, all these depictions mentioned above have surely showed the picture of violence against women and sexual harassments at workplaces in the Shrimp processing industries to a high extent. But as a matter of fact, all these highlight the VAW scenarios in the industrial sectors which have been highly depicted in most of the literatures related to VAW at workplace in Bangladesh.

As women in Bangladesh participate fluently in each of the agricultural, industrial, and service sectors; they become marginalized in many senses time by time. At this backdrop, violence against women can be considered as the end result of that marginalization process. In one hand,

[60] Barkat (et al.), December 2008.
[61] Gain (et al.), 2005
[62] EJF, 2003

many of the women face marginalization and on the other hand, they face threat to their lives due to sexual abuses. For this reason, in order to achieve the UN millennium developmental goals, particularly goal 3 (promote equality and empower women) and goal 5 (improve maternal health) by 2015, it is imperative that violence against women be addressed and the root causes be brought out in the open and combated. And this is also applicable to assess about the situation of women in Bangladesh also.

3.5 Existing Policy Frameworks to Mitigate VAW

International context and Bangladesh interventions on VAW

To know about the actual scenario of the nature and extent of violence against women, it is necessary to know the existing policy frameworks on VAW in Bangladesh. This existing policy framework have been discussed briefly hereafter under three distinct contexts.

The historical developments below highlight the building momentum and increasing attention to violence against women on international and regional agendas[63]:

Timeline	Key International agreements addressing Violence Against Women
1945	✓ Adopted UN Charter - the first international tool setting the principle of equality between man and woman
1948	✓ The Universal Declaration of Human Rights reflects discrimination against women (Article 2); International Labor Organization (ILO) adopted the Night Work (Women) Convention
1958	✓ Discrimination (Employment and Occupation) Convention
1960	✓ ILO Discrimination (Employment and Occupation) Convention took effect
1967	✓ UN General Assembly adopted the Declaration on the Elimination of All Forms of Discrimination against Women
1972	✓ UN General Assembly proclaimed the year 1975 as the International Year of Women
1974	✓ The Economic and Social Council (ESC) convenes a world conference on women's problems on the threshold of the International Year of Women
1975	✓ UN General Assembly proclaims the decade of 1976-1985 as Women's Decade
1976	✓ UN General Assembly approved a decision of ESC to establish the International Research and Training Institute for the Advancement of Women (UN-INSTRAW), the most important objective of which was to study the ways how to monitor and evaluate the impacts of programs and projects for woman involvement in development activities.
1979	✓ UN General Assembly adopted Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), a first international bill on women's rights and on abolishing of any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the human rights and fundamental freedoms in all fields
1980	✓ The UN Second World Conference for Women held in Copenhagen. Action Program adopted for latter half of the decade.
1982	✓ First meeting of the Committee on the Elimination of All Forms of Discrimination against Women
1984	✓ The UN Voluntary Fund for the International Research and Training Institute for the Advancement of Women has become an autonomous body within the framework of the UN Development Program and was renamed into the United Nations Development Fund for Women (UNIFEM)
1985	✓ The Third World Conference for Women was held in Nairobi. The Strategy of the Future for the Advancement of Women was approved.
1988	✓ Adopted Convention on Employment Promotion and Protection against Unemployment (Convention 168)

[63] Agendas on VAW; retrieved from http://www.endvawnow.org/en/articles/302-timeline-of-policy-commitments-and-international-agreements-.html on 18 june, 2011.

Timeline	Key International agreements addressing Violence Against Women
1990	✓ The Commission on Status of Women reviewed implementation of the Strategy of the Future for the Advancement of Women and recommends the Fourth World Conference for Women ✓ Adopted Protocol to ILO's Night Work (Women) Convention
1993	✓ Coordinated advocacy by women's movement and governments at the World Conference on Human Rights led to recognition of violence against women as a human rights violation and called for the appointment of a Special Rapporteur on violence against women in the Vienna Declaration and Programme of Action; and contributed to the Declaration on the Elimination of Violence against Women.
1993	✓ The landmark Declaration on the Elimination of Violence against Women (1993) was adopted, providing a framework for analysis and action at the national and international levels.
1994	✓ The Special Rapporteur on violence against women, its causes and consequences was appointed to seek from governments, treaty bodies, specialized agencies, other special rapporteurs and intergovernmental and non-governmental organizations and recommend measures, ways and means, at the national, regional and international levels, to eliminate violence against women and its causes, and to remedy its consequences.
1994	✓ International Conference on Population and Development resulted in recognition of the linkages between violence against women and reproductive health and rights. The Program of Action called upon governments to take legal and policy measures to respond and prevent violence against women and girls.
1994	✓ Inter-American Convention on the Prevention, Punishment and Eradication of Violence against Women (*Convention of Belém do Pará*) was adopted. It is the first and only legally binding instrument at the regional level on violence against women.
1995	✓ Beijing Platform for Action identified specific areas of action for governments to take in prevention and response to violence against women and girls. The issue of violence against women features as a chapter, and one of the twelve areas for priority action, with an expansive definition of forms of violence.
1996	✓ The United Nations Trust Fund in Support of Actions to Eliminate Violence against Women (UN Trust Fund to End Violence against Women) was established by General Assembly resolution 50/166 in 1996 as the only multilateral grant-making mechanism that supports local, national and regional efforts to end violence against women and girls. The Fund is managed by the United Nations Development Fund for Women (UNIFEM) on behalf of the UN system
1999	✓ 25th November was designated United Nations International Day for the elimination of violence against women (which also marked United Nations formally joining the '16 Days of Activism against Gender Violence' proclaimed and commemorated by the international women's movement since 1991).
2003	✓ *Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa* was adopted, with a dedicated article on violence against women (4) in addition to references throughout the Protocol.
2006	✓ The Secretary-General's In-Depth Study on All Forms of Violence against Women was released, the first comprehensive report on the issue. Annual General Assembly Resolutions have been adopted annually since on the *Intensification of efforts to end violence against women.*
2008	✓ The United Nations Secretary-General launches an unprecedented global campaign, UNiTE to End Violence against Women calling on governments, civil society, women's organizations, young people, the private sector, the media and the entire UN system to: 1) Adopt and enforce national laws to address and punish all forms of violence against women and girls; 2) Adopt and implement multi-sectoral national action plans; 3) Strengthen data collection on the prevalence of violence against women and girls; 4) Increase public awareness and social mobilization; and 5) Address sexual violence in conflict by 2015.
2010	✓ The Human Rights Council adopted Resolution 14/12 on accelerating efforts to eliminate all forms of violence against women.
2011	✓ Council of Europe Convention on preventing and combating violence against women adopted as the second legally binding regional instrument on violence against women and girls.

Bangladesh has also followed some of the well recognized international policy frameworks. Though the policy framework is critical to address violence against women, but Bangladesh has undergone these International interventions thoroughly.

At the international level, human rights treaties[64] set out a series of rights that are critical in the protection of women from violence. The Treaties include –

- The Convention on the Elimination of All Forms of Discrimination against Women,
- The International Covenant on Civil and Political Rights,
- The Universal Declaration of Human Rights (UDHR)[65]
- The International Covenant on Economic, Social and Cultural Rights,
- The International Convention on the Elimination of All Forms of Racial Discrimination,
- The Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment,
- The Convention on the Rights of the Child,
- The International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families

Institutional Support context and Bangladesh initiatives on VAW

- Despite the existence of the constitutional provisions for women, the Government of Bangladesh has created a separate ministry for the support of women in every sector which is the 'Ministry of Women and Children Affairs' (MoWCA) with one of the most important tasks to develop a separate and strong women development policy for the aid of the Bangladeshi women.
- The ministry has recently launched the 'National Women Development Policy 2011'[66] as the plan of action for the women of Bangladesh.
- MoWCA has also initiated a separate programme known as 'Multi-Sectoral Programme on Violence Against Women' (MSPVAW), a joint initiative of the Governments of Bangladesh and Denmark in 2008.
- The Ministry of Labour and Employment (MoLE); has developed the 'National Labour Policy, 2010 (draft)'[67]; which can significantly support the labourers in every workforce of Bangladesh, particularly the women. Having 19 different agenda, the section of 'Elimination of all kinds of violence against women' of this policy; stresses on the points that, by the help of this section, all women including the working women in the workforces of Bangladesh are subjected to be assisted in mitigating all types of violence as well as sexual harassment in their lives. In assisting the victims, this section also stresses on the incorporation of laws, judicial service, one stop crisis center (OCC),

[64] Indicators to measure violence against women; retrieved from: http://www.un.org/womenwatch/daw/egm/IndicatorsVAW/IndicatorsVAW_EGM_report.pdf on 14 June, 2011
[65] Bangladesh National Women Lawyers Association (BNWLA) Vs. Government of Bangladesh: Writ petition No. 8769 of 2010; retrieved from http://www.supremecourt.gov.bd/scweb/documents/298639_WP%20No.%208769%20of%202010.pdf on 17 June, 2011.
[66] National Women Development Policy 2011: retrieved from http://www.mowca.gov.bd/National_ Women_ Policy_ 2011 .pdf on 17 June, 2011.
[67] National Labour Policy, 2010 (draft): retrieved from http://www.mole.gov.bd/index.php? option=com_ content & task = view&id=443&Itemid=522 on 4 June, 2011.

trauma backup centre, punishment of the perpetrators, media initiatives and involvement of mass people in every cases of VAW.

- Non-governmental organizations like: Ain O Shalish Kendra (ASK), Bangladesh National Women Lawyers Association (BNWLA), Bangladesh Legal Aid and Services Trust (BLAST), and Bangladesh Mahila Parishad (BMP) provide legal support for women.
- There are also some other NGOs like: Naripokkho which works for the advancement of women`s rights and entitlements and help the women to build resistance against violence, discrimination and injustice. [68] Also in line is BRAC with their 'Gender, Justice and Diversity'[69] division which focuses on building up 'Gender policy' and 'Sexual Harassment Elimination Policy, January 2008' which in turn have helped the national women development policy of Bangladesh.

National Legislative Framework context in Bangladesh on VAW

In this respect, still having the limitations of legislative intervention in addressing such a complex area that relates to disparate power relationships including abuse and misuse of power, laws can provide a normative framework that can ensure employer responsibility and employee safety in the workplace.

- In the Constitution of Bangladesh:
  - ✓ Article 10 mandates participation of women in all spheres of national life through which women are privileged enough to enter the workforce along with the other sectors.
  - ✓ Article 14 proclaims that, it shall be a fundamental responsibility of the State to emancipate the toiling masses the peasants and workers and backward sections of the people from all forms of exploitation.
  - ✓ Article 27 declares that all citizens are equal before law and are entitled to equal protection of law.
  - ✓ Article 28(1) delivers that the State shall not discriminate against any citizen on grounds only of religion, race, caste, sex or place of birth.
  - ✓ Article 28(2) proclaims that women shall have equal rights with men in all spheres of the State and of public life.
  - ✓ Article 28(4) stresses that, nothing in this article shall prevent the State from making special provision in favour of women or children or for the advancement of any backward section of citizens.
  - ✓ Article 29 guarantees equal opportunity of women in employment in the public sector.
  - ✓ Article 31 guarantees equal protection of law and to be treated only in accordance with law.
  - ✓ Article 32 prohibits deprivation of personal liberty save in accordance with law.
  - ✓ Article 36 guarantees right of free movement to every citizen.
  - ✓ Article 34(1) declares that all forms of forced labour are prohibited and any contravention of this provision shall be an offence punishable in accordance with law.

[68] Naripokhho; retrieved from http://blog.peoplepower21.org/English/5763 on 19 June, 2011.
[69] BRAC: Gender, Justice and Diversity; retrieved from http://www.brac.net/content/gender-justice-diversity on 19 June, 2011.

- Since the Beijing Platform for Action (1995)[70], the Government of Bangladesh has also identified violence against women as a priority issue.
- 'The Penal Code, 1860'[71] defines the crimes and the punishments against those crimes. Any woman can have the required legal support by this code. Under this Penal Code 1860, Section 299 (culpable homicide) and Section 300 (murder) states the provision to support the necessary legal aid in favor of the general masses including women.
- 'Women Repression Prevention Act 2000' (Nari O Shishu Nirjatan Daman Ain, 2000) has also some provision in support to combat VAW in every sector.
    - ✓ Under Section 2(e), the Section 9 (according to Penal Code, 1860: Section 375) states about the punishment for rape and death for committing rape etc.
    - ✓ Section 10[72] denotes about the punishment for sexual assault etc.
    - ✓ Section 14 indicates about the prohibition/restriction on publication of the identity of the raped/assaulted woman or child in the news media/electronic media.
    - ✓ Section 26 states about the prevention of violence/oppression against women and children Tribunal.
    - ✓ Section 31 denotes about the Safe custody of women and children during any trial proceeding.
    - ✓ Section 32 indicates about the medical examination of the victims of any crime.
- The Suppression of 'Violence against Women and Children Act of 2000' section 10(2) (The prevention of Violence Against Women and Children Act, 2000) [Act No. VIII of 2000] which was later amended by 'Nari O Shishu Nirjatan Daman (Amendment) Ain, 2003' [Act No. XXX of 2003] is more gender specific. Under this law, any male who tries to illegally satisfy his carnal desires, abuses the modesty of any woman or makes any indecent gesture commits sexual harassment[73] and thus this law denotes about the punishment for sexual assault. It proclaims – "If any person touches the sexual organ or any other organ or outrages the modesty of a woman with an intention to illegally satisfy his sexual instinct/desire then that shall amount to sexual assault and for that he shall be punished with rigorous imprisonment not more than 10 years but not less than 3 years and shall also be liable to fine." And this provision is more applicable for supporting the women being subjected to VAW at their workplaces.
- Under the 'Dhaka Metropolitan Police Ordinance, 1976' there are *'penalty for indecent behavior in public places (including offices)'* and *'penalty for teasing women'* which are also of great importance for the support of any victim of VAW.
- Several landmark judgments by the High Court have set a framework to advance women's rights, protect them from violence, provide safety of workers, and promote a

[70] The Beijing declaration and Platform for action was held in Beijing, China on 4-15 September, 1995; on the Fourth World Conference on Women at the General Assembly of the United nations at its 15th Session with the slogan 'Action For Equality, Development, and Peace'. [Retrieved from UN women: Fourth World Conference on Women; http://www.un.org/womenwatch/daw/beijing/platform/ on 15 June, 2011.]
[71] The Penal code 1860 (ACT NO. XLV OF 1860): retrieved from http://bdlaws.minlaw.gov.bd/pdf_part.php?act_name=&vol=I&id=11 on 14 June, 2011.
[72] Substitutes by Section 5 of the Nari O shishu Nirjatan Daman (Amendment) Ain. 2003 (Act No. XXX of 2003).
[73] Pradhan-Malla, 2005 as cited by Ramaseshan, 2008.

fair trial. One of such judgments refers about the provision to prevent sexual harassment and illegal penalties imposed on women during mediation councils or *shalish.*

- ✓ The High Court Division of the Bangladesh Supreme Court, on 15 May 2009[74], directed that until legislation against sexual harassment is enacted by Parliament, in accordance with Article 111 of the Constitution of Bangladesh, the Court's directions will remain in effect to set up a Complaints Centre in all educational institutions and workplaces, to maintain confidentiality of the identity of the accused person and the victim until the allegations have been proved, to institute a committee comprising of at least five persons, with a majority of women and headed by a woman, to administer this centre.
- ✓ On 17 May 2009, in another case of sexual harassment in Jahangirnagar University[75], a High Court Division Bench declared the Syndicate decision of to acquit a professor accused of sexual harassment as illegal.

- Bangladesh National Women Lawyers Association' (BNWLA) has taken another initiative by filing a writ petition against 'Eve Teasing' in favor of the women. The steps by the court include a proposed amendment to the 'Nari O Shishu Nirjatan Daman Ain, 2000' by incorporating a new section "10 Ka. Penalty for Sexual Harassment" after the existing Section 10 – proposing thereby a definition of a separate offence named 'Sexual Harassment' as well as punishment of one to seven years' imprisonment and fine for committing the same.
- Inclusion of section 509 of the Penal Code, 1860 by the government in the Schedule to the Mobile Court Act, 2009 – has empowered the Executive Magistrates to punish the offenders/eve teasers on the spot.
- The definition of Sexual Harassment as given by the Court in the case of BNWLA Vs. Bangladesh reported in 14 BLC (2009) – 694:
  - ✓ Sexual Harassment includes-
    a) Unwelcome sexually determined behaviour (whether directly or by implication) as physical contact and advances.
    b) Attempts or efforts to establish physical relation having sexual implication by the abuse of administrative, authoritative or professional powers.
    c) Sexually coloured verbal representation;
    d) Demand or request for sexual favours;
    e) Showing pornography
    f.) Sexually coloured remark or gesture;
    g) Indecent gesture, teasing through abusive language, jokes having sexual implication.
    h) Insult through letters, telephone calls, cell phone calls, SMS, pottering[sic], notice, cartoon, writing on bench, chair, table, notice boards, walls of officer, factory, classroom, washroom having sexual implication.

[74] Writ petition No. 7528 of 2009, retrieved from http://www.askbd.org/web/wp-content/uploads/2010/09/ HR_ summary _09.pdf on June 17, 2011.
[75] Writ petition No. 7528 of 2009.

i) Taking still or video photographs for the purpose of blackmailing and character assassination.

j) preventing participation in sports, cultural, organizational and academic activities on the ground of sex and /or for the purpose of sexual harassment.

k) Making love proposal and exerting pressure or posing threats in case of refusal to love proposal.

l) Attempt to establish sexual relation by intimidation, deception or false assurance.

Violence against women is global, systemic and rooted in power imbalances and structural inequality between men and women. This incident is not confined to a specific culture, region or country, or to particular groups of women within a society. When a woman is subjected to violence as well as sexual harassments; for transgressing social norms governing female sexuality and family roles, for example, the violence is not only individual but, through its punitive and controlling functions, also reinforces prevailing gender norms. It endangers women's lives and impedes the full development of women's capabilities. It obstructs the exercise of their rights as citizens; it harms families and communities and reinforces other forms of violence throughout societies, often with deadly consequences.[76]

For all these reasons, it is important to know the extent and severity of Violence against women at workplaces with a special focus on sexual harassment in order to combat the worse situation and eliminate this evilness from society as well. However, in doing so, the root causes of harassment cannot be eliminated without a basic transformation in social attitudes toward women, especially toward poor working women. Women's right to inhabit public places, whatever the time or place, should be non-negotiable – without their having to risk their reputations or their physical safety.[77]

[76] Background documentation for: 61st session of the General Assembly. Item 60(a) on advancement of women. Secretary-General's study on violence against women. Retrieved from: http://www.un.org/womenwatch/daw/vaw/violenceagainstwomenstudydoc.pdf on 12 September, 2011.
[77] Siddiqi, 2003

CHAPTER IV
VIOLENCE AGAINST WOMEN: FOCUSING THE GARMENT SECTOR

Since late 1970s, the RMG industry started developing in Bangladesh primarily as an export-oriented industry; besides, the domestic market for RMG has been expending fast due to increase in personal disposable income and change in life style. The sector rapidly attained high importance in terms of employment, foreign exchange earnings and its contribution to GDP. Thus, in addition to its economic contribution, the growth of the RMG industry has demonstrated noticeable social changes by bringing more and more women into labour force. As per Bangladesh Garment Manufacturers and Exporters Association's (BGMEA) (2010-11) statistics, there are 5150 garments factories in Bangladesh where 3.6 million workers are earning their living. Among this huge workforce, 2.8 million (80%) are female (BGMEA, RDTI Cell, 2011). This numbers do not include the garment factories in the Export Processing Zones (EPZs) and factories under the Bangladesh Knitwear Manufacturers and Exporters Association (BKMEA). Garment sector plays a vital role in the economy of Bangladesh. The participation of women in this sector is increasing day by day. Hence, making an investigation about VAW situation among the female workers in Garment sector is of great significance.

As per Labour Force Survey 2005-06, the number of female labour force in Bangladesh is 12.1 million (24.4% of the total civilian labour force). Therefore, the 2.8 million female labour force in the garment sector constitutes 23.14% of the female labour force.

Photo 4.1: Garment factory workers working inside a factory



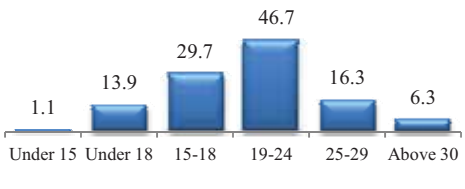
This chapter concentrates on the situation of violence against women in the Garment sector. Please note that there is a separate chapter on VAW situation in the factories in EPZs where garment factories in EPZs have also been considered.

4.1 Demographic and Socio-economic Status of the Respondents

4.1.1 Demographic Information of the Respondents

Age: Nearly half (47%) of the surveyed garment factory workers fall in the age group of 19 to 24 years followed by another 30 per cent of them are in the age group 15 to 18 years. A 16 percent of them are between 25 and 29 years. It is to note that nearly 14 per cent of the respondents in garment factories are less than 18 years (Figure 4.1).

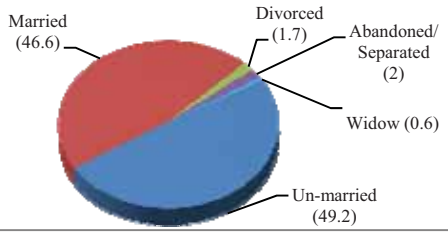
Figure 4.1: Distribution of the respondents by age group



The average age of the workers is estimated as 21.7 years while the median age being 20 years. However, the modal age of the worker in this sector is 18 years (Annex Table 1).

Marital Status: Currently almost half (49.2%) of the respondent workers are unmarried whereas similar percentage of them (47%) are married. Nearly 2 per cent of the respondents are divorced and exactly 2 per cent of them are abandoned or separated. However, a 0.6 per cent of the respondents are widows (Figure 4.2).

Figure 4.2: Distribution of the surveyed respondents by marital status (%)



4.1.2 Socioeconomic Background

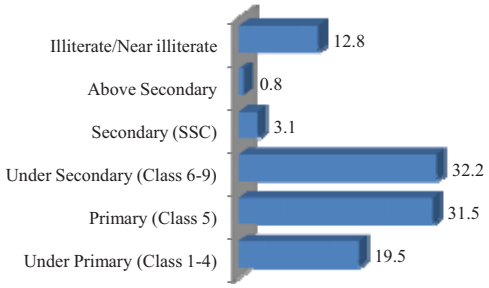
Religion: By religion 96 percent of the respondents of garment sector are Muslims followed by 3.3 per cent Hindus. Only 0.6 per cent of the respondents are Christian (Figure 4.3).

Figure 4.3: Distribution of the respondents by religion (%)



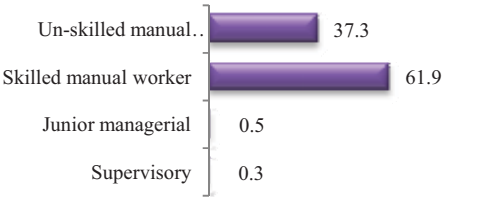
Education and Literacy: Nearly one-thirds (32.3%) of the respondents have education levels below class 5, among which 12.8 per cent are illiterate or semi-illiterate. On the other hand, 32 per cent of the respondents have completed primary education (i.e., studied up to class 5), another 32 per cent studied between class 6 and 9. Only 3 per cent of the respondents have completed secondary education (SSC) while only 1 per cent of them have studied up to HSC and tertiary levels (Figure 4.4).

Figure 4.4: Education and literacy status of the respondents



Level of Employment: Majority of the factory workers (62%) interviewed are skilled manual workers[78] (e.g., machine operator). Over 37 per cent of them are unskilled manual workers[79]. A few of them (0.5%) are from the junior managerial positions. However, very few (0.3%) of them are hails from supervisory levels (Figure 4.5).

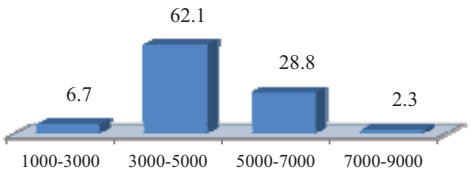
Figure 4.5: Distribution of the respondents by level of employment (%)



[78] The term 'operator' is popularly used in the garment factories to define this category.
[79] In garment factories the term 'helper' is used for them. A new worker without experience generally joins as a helper.

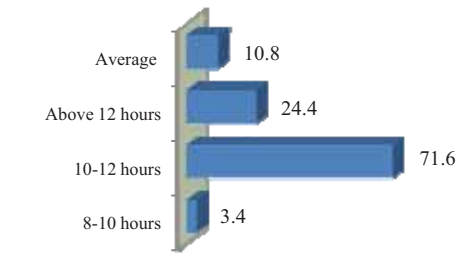
Income: Most of the workers (62%) receive a financial benefit between Taka 3000 and 5000 in a month which includes both their monthly salary and overtime allowance. The next major category (where fall 29% of the respondent workers) earns between Taka 5000 and 7000. Around 7 per cent of the workers earn between Taka 1000 and 3000 and 2 per cent earn between Taka 7000 and 9000 (Figure 4.6).

Figure 4.6: Distribution of the respondents by monthly income (salary & overtime in Tk.) (%)



Work duration and Shifts: In most of the cases (95%) there is only one shift in the garment factories which generally lasts from morning to afternoon (Annex Table 8). A 46% of the workers generally work during this shift (Annex table 9). Including overtime work, about 72 per cent of the workers work 10 to 12 hours a day in the factories followed by 24 per cent working for more than 12 hours a day. Only 3.4 per cent of them work 8 to 10 hours daily. However, on average the duration of daily work estimated in this sector is almost 11 hours (Figure 4.7). It is also to note that in most of the garment factories there is only one working shift. Since, a shift cannot be more than 8 hours long, reported longer hours of work imply that most of the workers need to do overtime. However, it was not investigated in this study whether the workers do overtimes voluntarily or whether there is any pressure from the owners.

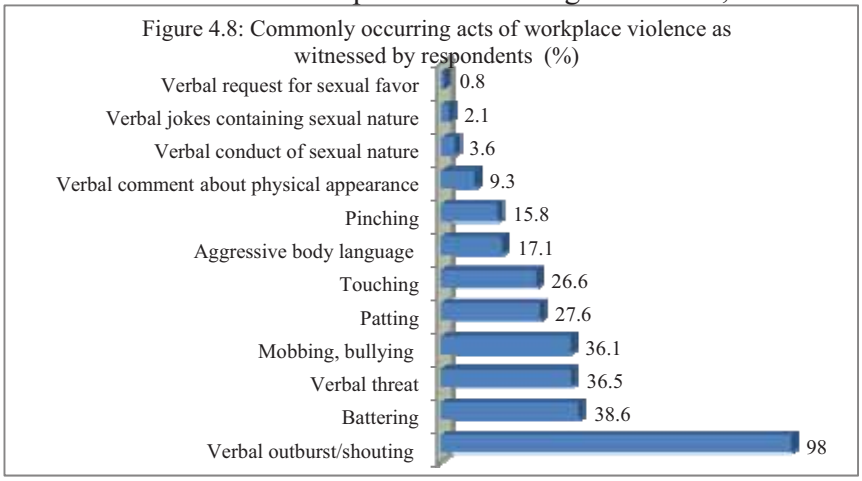
Figure 4.7: Work duration of the workers (%)



4.2 Knowledge, Perception and Attitude towards VAW

Reported VAW acts at workplace: As an attempt to know about respondents' knowledge, attitude and perceptions about VAW at workplace, the respondents were asked whether they agree with the view that women in general are mostly compelled to face violence at their workplace or not. In the garment sector, 76 per cent of the respondents agreed with the view (Annex Table 13). More than three-fourths of the respondents viewing the above, indicates women's helplessness in the face of violence at workplace, or that they are better off suffering violence in silence. On the basis of own understanding about violence against women (VAW), almost all of the respondents (98%) mentioned verbal outburst or shouting as the most of the occurring type of

Figure 4.8: Commonly occurring acts of workplace violence as witnessed by respondents (%)



violence act at workplace (Annex Table 11). The next frequently occurring violence acts, as reported by them, are mobbing/ bullying, verbal threat and battering (assault) etc. A 36-39 per cent of the respondents mentioned such acts as VAW at their workplace. The other categories of acts, that may imply sexual intention indirectly, were also mentioned by a significant number of respondents. For instance, patting on any part of the body (28%) or touching by male colleagues (27%), pinching (16%) and aggressive body language indicating intimidation, contempt or disdain (17%) were referred as VAW. The other acts that directly imply sexual intention, as told by the respondent workers were, passing comments about their physical appearance (9%), verbal conduct of sexual nature (4%) and uttering jokes containing sexual nature (2%) (Figure 4.8). Please note that in the annex tables the violence acts have been shown separately under two heads— non-sexual violence acts and sexual violence acts.

Participants of FGD with the garment factory workers viewed the following set of activities as violence against women (VAW) at their workplace:

- If there is any mistake or delay in work the supervisors scold, threat or use bad words
- The lower level employees, especially the helpers are mostly victims of VAW: they are often scolded, slapped or physically assaulted
- Some young men take opportunities and show unseemly behaviour with the female workers.
- Teasing by male colleagues in the cutting and packing corners
- VAW acts occurs mostly in the small, non-focused and peripheral factories

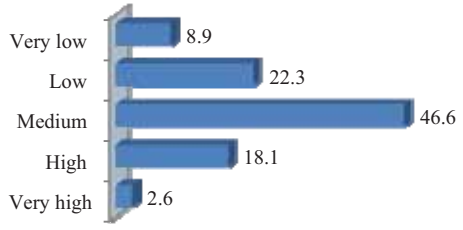
"A supervisor slapped a girl and she fell down and a needle sewing machine pierced into her hand. But no action was taken against the supervisor. She left her job".
A participant of FGD with garment workers, Chittagong.

On the other hand, some participants do not want to term certain acts as VAW. The following statements reveal such opinions:

- *If you do not scold or threat you cannot get your work done in a garment factory*
- *Scolding is essential in garments. If you make mistakes, you deserve scolding*
- *Supervisors, line-chiefs scolds us for work because they are also scolded by their superior*

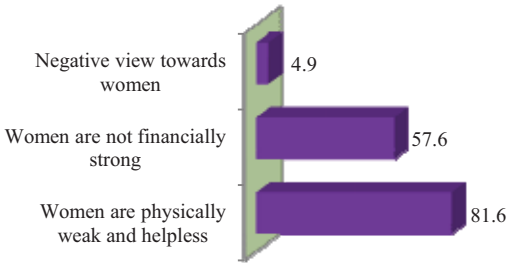
Degree of VAW in their own factory: As reported, 47 per cent of the respondents of garment sector viewed that the degree of VAW at their factory is medium, 22 per cent viewed it as to be low. An 18 per cent of them viewed it to be high followed by another 9 per cent who viewed it very low. However, according to 3 per cent of the respondents the degree of VAW at their own factory is very high (Figure 4.9). This finding may seem contradictory if we look at Annex Table 12 (90% respondents observing VAW at their own workplace). The case might be that despite high incidences of VAW, the respondents do not want to confess that the situation at their (own) factory is worse.

Figure 4.9: Degree of VAW at their own factories as opined by respondents (%)



Why women face VAW: As mentioned earlier, 76 per cent of the respondents think that women in general are mostly compelled to face violence at their workplace. As reasons for this women's physical weakness and helplessness in the social context have been viewed by 82 per cent of the respondents. According to another 58 per cent respondent, it is their financial weaker position that often makes them victim of VAW. A 5 per cent of the respondents viewed that the negative view towards women is make them compelled to face VAW (Figure 4.10).

Figure 4.10: Why women are compelled to face violence

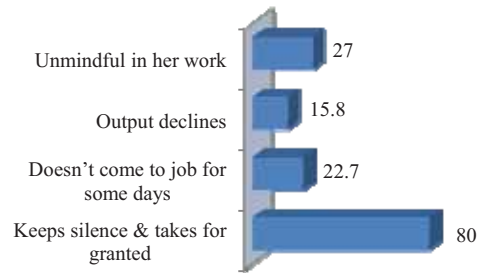


4.2.1 Consequences to the victim of VAW

On investigating into what happens to a victim of VAW, a number of consequences have been reported by the respondents. The consequences can be divided into four major categories; namely, impact at workplace; impact in the family; psychological impact and impact in the society.

Impact at workplace: Majority of the workers (80%) do not disclose the VAW (especially sexual harassment) incidence at their workplace. They prefer to keep silence. Another 27 per cent of the respondents viewed that the victim may get unmindful in her work. A 23 per cent of the respondents opined that a victim of VAW generally does not come to her work for some days. Sixteen per cent of the respondents viewed that when a female worker becomes victim of VAW, her output must decline due to stress or lack of concentration (Figure 4.11).

Figure 4.11: Impact of VAW at Workplace



Impact in the family: Due to VAW, a victim may quit her job. As result she cannot support her family financially. A 63 per cent of the respondents expressed such opinions. A 28 per cent of the respondents said the family of a victim becomes stigmatized in the society which consequently leads the other members to blame the victim (Table 4.1).

Table 4.1: Impact of VAW at the family level

Impact of VAW at family level	Respondent (%)
Because of leaving job a victim cannot support her family	63.3
Victim's family becomes socially stigmatized, hence family members blame the victim	27.5
If the victim is unmarried and about to marry, then marriage proposal gets barred/ broken	23.1
Does not get support (mental and/or financial) from family members	22.3
Sometimes victim is abandoned by husband (if married)	15.9
Sometimes victim is divorced by husband (if married)	5.4

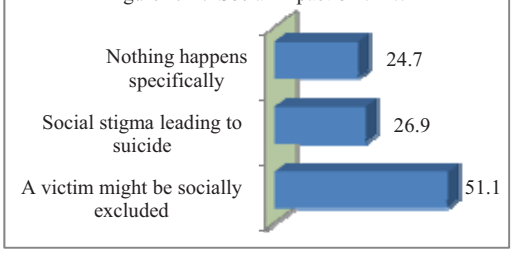
Psychological impact: Almost 77 per cent of the respondents viewed that a female victim becomes mentally insecure followed by another 23 per cent viewing that a victim may feel insecure even at home. A 19 per cent of the respondents opined that there creates a mental cleft between the victim and her parents. An 8 per cent of the respondents said that if the victim is married, a mental ruination with her husband would develop (Table 4.2).

Table 4.2: Psychological impact of VAW

Psychological impact of VAW	Respondents (%)
Get mentally insecure	76.8
Victim may feel insecure even at home	22.5
Mental gap with parents	18.6
Mental gap with husband (if married)	7.9

Social impact: As social impact of VAW with the victim, as viewed by more than half of the respondents (51%), even without adequate information about the occurrence and the role of the victim, a victim would be socially excluded only because her name was related with the occurrence (Figure 4.12).

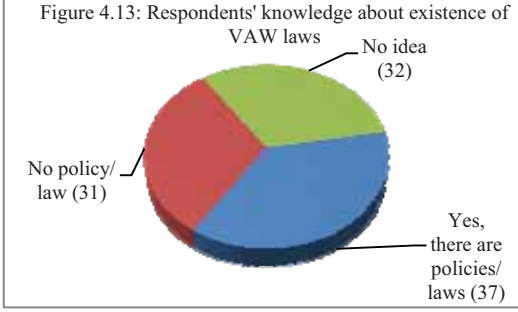
Figure 4.12: Social impact of VAW



4.2.2 Knowledge about Policy, Guideline, Laws on VAW

In response to a query on whether there is any policy, guideline or law to safeguard or help a victim of VAW, 37 per cent of the respondents replied positively that there exists such policy, guideline or law. On the other hand, 31 per cent of the respondents said that there is no such policy, law or guideline. However, a 32 per cent of the respondents confessed that they have no idea about existence of such laws (Figure 4.13).

Figure 4.13: Respondents' knowledge about existence of VAW laws



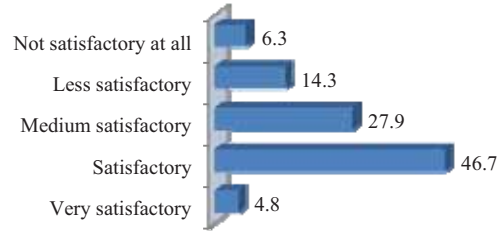
Those who replied that they know there are laws, policies and guideline to safeguard or help a victim of VAW, reported the following as their sources of knowledge:

Table 4.3: Workers' source of knowledge about VAW laws, policies and guidelines

Sources of knowledge about laws, policies and guidelines to protect VAW	Respondents (%)
From women co-workers	57.9
Factory authority	53.4
From male co-workers	21.9
From neighboring HH female members	9.6
VAW awareness programme/drama on TV	9.0
From HH female members/relatives	6.5
VAW awareness programme/meeting in your factory/workplace	5.6
Trade union leaders	4.2

Existence of written policies in the factory: According to 28 per cent of the respondents, there are well recognized and written laws/policies etc at their respective factories to combat violence against women (Annex Table 64). In fact these laws are copies of the nation al legislatives (labour law etc)[80]. When asked about the level of satisfaction of the respondents with those laws/policies, the findings have come out as follows:

Figure 4.14: Level of satisfaction with the existing laws/policies in the factories



- As per 47 per cent of the respondents they are satisfactory (Figure 4.14).
- Level of satisfaction of 28% respondents is moderate.
- A 14 per cent is less satisfied and another 6 per cent is not satisfied at all.

Reasons for Dissatisfaction: As many of the respondents regard the policies as less satisfactory or dissatisfactory, the reasons behind their dissatisfaction have also been investigated. The reasons mentioned by the respondents have been provided in the following table:

Table 4.4: Why respondents consider the policies as less satisfactory or dissatisfactory

Reasons for dissatisfaction	Respondents' opinion (%)
The factory authority do not apply them	94.6
The high level male colleagues do not intend to obey	89.3
The same level male colleagues do not intend to obey	55.4
The policies are not workers friendly	7.1

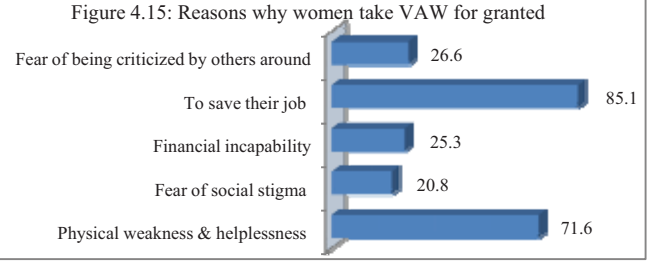
(See Annex Table 66 for detail)

It is necessary to note that most of the respondents (95%) think that the factory authority do not apply the policies to combat VAW. The other two reasons are cognate to mindset of their male colleagues.

VAW as 'Taken for Granted': It was asked to the respondent workers of garment sector whether working women take violence activities or harassment as for granted. Seventy-two per cent of the respondents viewed that working women take such acts for granted (as if it is natural that they would be victim of VAW). It would be much clearer if it is said that the female workers do not consider many undesired acts by their male counterparts as violence against women or that such acts are illegal and punishable offences according to law. A 24 per cent of the workers respondents do not think that women take such violence for granted (Annex Table 19).

More than 85 per cent of the respondents think that female workers take VAW for granted and therefore do not report against the perpetrators because it may risk their job in that factory. If they report or protest any unexpected act by male colleagues

Figure 4.15: Reasons why women take VAW for granted



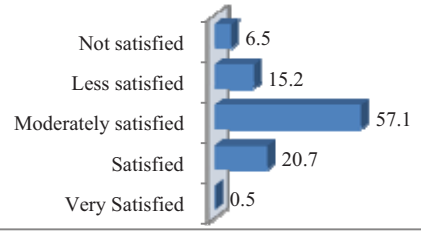
[80] For example in some factories some NGOs supplied small book/leaflet highlighting the rights of the workers according to labour law.

(VAW), they would certainly lose their job. On the other hand, according to 72 per cent of the respondents since women are physically weak and cannot defend the perpetrator of VAW, they take such acts for granted at their workplace and do not dare fight the perpetrators. Another 27 per cent of the respondents opined that they (female workers) take it for granted because they do not want to be criticized by people around them. A 25 per cent of them said that women are bound to act so because they are not financially strong (Figure 4.15).

4.3 Work Environment and Female Worker's Perception

Level of Satisfaction with Workplace: Although most of the respondents mentioned about women's vulnerability as well as being victim of VAW at workplace, when asked about their level of satisfaction with the workplace environment (considering VAW), 57 per cent of them are moderately satisfied with their work environment followed by 21 per cent whose satisfaction is above the moderate level. However, the level of satisfaction of 15 per cent respondent is below the average level[81]. A 7 per cent of the respondents are not satisfied with the environment of their workplace (Figure 4.16).

Figure 4.16: Respondents' level of satisfaction with workplace considering VAW



Working alone in the Factory: In garment factories, female workers generally do not need to work alone in the factory. Only very few (less than 1% of the respondents) of them replied that sometimes they need to work alone in the factory being ordered by senior male colleagues or factory authority. Sometimes it is a punishment or they need to do so to finish incomplete tasks (Annex Table 35 and 36).

Satisfaction about personal safety at workplace: As per opinion of 73 per cent of the respondent from garment sector their workplace is safe for them. A 24 per cent of them were not satisfied with their personal safety at workplace. Only 1.7 per cent of the respondents were found to consider the workplace very safe for them (Figure 4.17).

Figure 4.17: Satisfaction about personal safety at workplace



A 97.3 per cent of the respondents who deem it unsafe reported that there is chance to be verbally abused or physically assaulted by the high level male colleagues. Another 44 per cent of the respondents weigh that there is chance to be verbally abused/ physically assaulted by the same level male colleagues (Annex Table 38).

[81] The two findings seem contradictory. However, they could be justified if we take into consideration the poverty and economic vulnerability of the women working in the garment sector. Lack of employment opportunity against huge number of unemployed youth is also another reason. Theoretically, in the garments sector or such other industries a surplus labour force is always maintained to control the labour movement which makes the workers more vulnerable. When survival becomes the main concern, workers hardly protest against such violence or exploitation. As a result in spite of VAW (even sexual harassment), the female workers do not seem to express their dissatisfaction with the work environment.

Working with Male Colleague having past record of VAW: As many as 17 per cent of the respondents reported that at their factories sometimes they need to work with male colleagues who have past record of VAW (Annex Table 39).

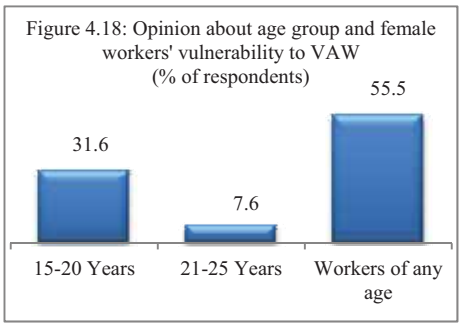
Freedom in the factory: Only 42 per cent of the respondents replied that they are allowed to go to every corner of the factory. On the other hand, 92 per cent of the respondents viewed that they are allowed to go toilet/ washroom whenever they want (Table 4.5). A 65% of those who reported that they have restrictions to go to toilet also viewed that they face health problem in that case (Annex Table 40, 41 and 42).

Table 4.5: Freedom while working (in %)

Issues	Respondents' 0pinion
Can go to every corner of the factory	42.2
Can go to Toilet/ Bathroom any time	92.1

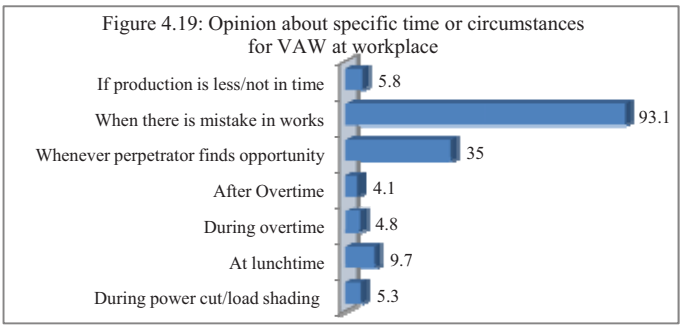
4.4 Extent and Severity of VAW in Garment Sector: View of the Female Workers

Age group and vulnerability to VAW: More than half of the respondents (55.5%) think that there is no age specificity for being victim of VAW. Women workers of any age could be victims. However, 32 per cent of the respondents viewed that worker between the age 15 and 20 years face VAW acts frequently. An 8 per cent identified the workers between 21 and 25 years as the most vulnerable age group (Figure 4.18).

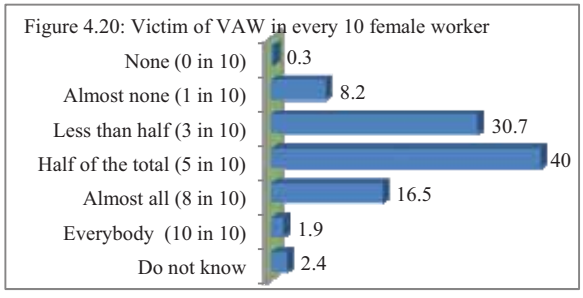


Time or Circumstance and VAW

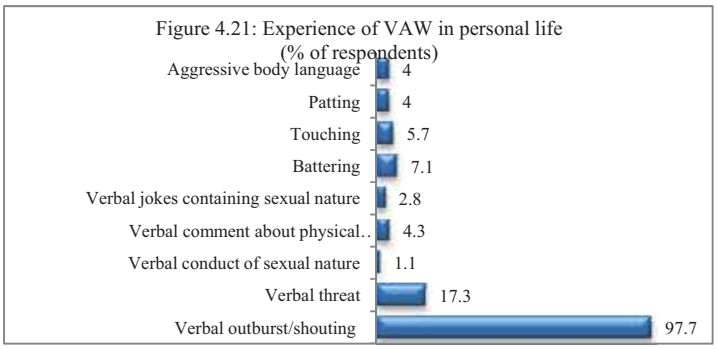
When asked about specific time or circumstances when VAW occurrences mostly take place at the workplace, 93 per cent of the respondents in garment sector replied that it is when they make any mistake in their works. Another, 35 per cent of the respondents said that there is no specific time or circumstance. Whenever the perpetrators get opportunity to do something unfair, they avail it. The other particular times and circumstances, as reported by the respondents, are lunchtime (10%), if production is low/delay in work (6%), when the power is interrupted or load shading starts (5.3%) etc (Figure 4.19).



Victim of VAW in Every 10 Women: As reported by 40 per cent of the respondent workers in garment sector, half of the workers (5 in 10) around them become victim of VAW. According to another 31 per cent respondents, it is less than half (3 in 10) of the workers (Figure 4.20).



Experience of VAW in Personal Life: In the garment sector, 37 per cent of the respondent workers reported that they have experienced VAW personally in their life (Annex Table 28). However, 98 per cent of them have experienced verbal out bursting or shouting followed by 17 per cent who have experienced verbal threat. A 7 per cent of them has experienced battering, 6 per cent has experienced touching by male colleagues, 4.3 per cent experienced verbal comment about physical appearances, 3 per cent experienced verbal jokes containing sexual nature (Figure 4.21).



Who was the Doer: According to 87 per cent of the respondents who experienced VAW in personal life reported that they were victimized by their senior colleagues. Another 5 per cent reported that the perpetrators were colleagues of all levels. However, a 3 per cent of mentioned same level male colleagues responsible for VAW acts (Annex Table 30).

Witness of the VAW: Nearly 87 per cent of those who reported of personal experience of VAW said that there were witnesses of the incidence they were victimized of (Annex Table 33). On the other hand, only 4 per cent of the respondents replied that they reported against VAW incidences to help a victim as witness (Annex Table 34).

4.5 Reducing VAW: Existing deterrent mechanism and awareness building

Where victims generally go for help

Sixty-five per cent of the respondents opined that a victim of violence generally reports to a senior colleague about the occurrence followed by another 45 per cent respondents viewing factory authority. It is noteworthy that according to one-fifth (20%) of the respondents, the victims do not go anywhere for complaint or remedy. As shown in the table, very few of the respondents mentioned that victims go to persons/places such as legal support provider, police, NGOs etc (Annex Table 25).

Getting help from persons/places: Although 65 per cent of the respondents reported that victims of VAW generally go to senior colleagues for help, only 39 per cent opined that they (victims) get help from their colleagues. Likewise, 30 per cent of the respondents think that victims going to the factory authority get help. It is necessary to note that among the top three persons/places, victims go for help, getting help from a female colleague of the same level is more

Table 4.6: Person/places VAW victims go for help

Persons/places victims go for help	Opinion of respondents (%)	Scenario of getting help
High level colleagues	65.1	39.3
Factory authority	44.8	29.7
Do not go anywhere	19.8	-
Same level female colleagues	11.1	8.9
Same level male colleagues	2.6	1.8
Trade-union leaders	2.5	2.3
Legal support	0.2	0.2
Police	0.2	0.0
NGOs	0.1	0.1
Salish	0.1	0.0
To parents	0.1	0.1

likely (Table 4.6). Workers seem to look to high level colleagues to address incidences of VAW. However, further probing reveals that their confidence level in getting actual help from these sources is low. The confidence level in getting help from TU leaders is high but the figures seem to suggest the low presence of union leaders to go to for help.

Data reveals that respondents having VAW experience in personal life hardly ever report to any person or authority. Almost 92 per cent of those having such experience did not go anywhere for remedy. Only 7 per cent of them went to senior colleagues followed by 2 per cent who reported to the factory authority (Annex Table 31). However, the experience of getting help from the persons/authority is also frustrating (Annex Table 32).

Table 4.7: Person/places VAW victims went for help

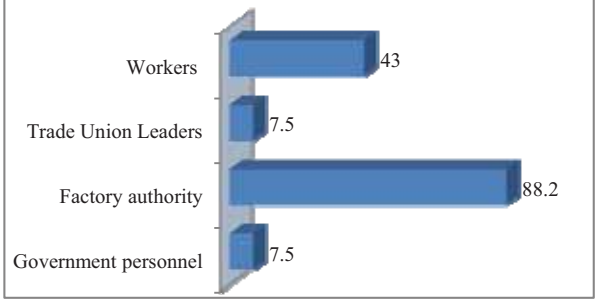
Persons/places victims went for help	Opinion of respondents (%)	Experience of getting help
Do not go anywhere	91.7	-
High level colleagues	6.9	1.8
Factory authority	2.0	0.6
Same level female colleagues	0.8	0
Same level male colleagues	0.1	0
Trade-union leaders	0	0
Legal support	0	0
Police	0	0
NGOs	0	0
Salish	0	0

Keeping Confidentiality: When an allegation of VAW is raised against someone, it brings troubles for the alleged perpetrator. The victim also becomes victimized by social stigma. As a result it is expected to keep an allegation confidential until the inquiry is over. The respondents were asked about keeping this confidentiality. Only, 11 per cent of the respondents in the garment sector replied that such incidences are kept confidential (Annex Table 43).

Punishing the VAW perpetrator: According to 45 per cent of the respondents, the alleged perpetrators of the incidences of VAW in their (of respondents) knowledge were punished for their exquisite offense. However, 29 per cent of the respondents said that the perpetrators were not punished. A 26 per cent of them have no idea about that (Annex Table 44).

Arrangement of Social Dialogues at Workplace: In a query to whether there is provision of any social dialogue (negotiation, consultation, exchange of information) at the workplace, only 19 per cent of the respondents reported existence of such initiatives at their factories (Annex Table 45). According to 88 per cent of them (who replied positively), factory authority were discussants at those initiatives. A 43 per cent of them also mentioned that both male and female garment workers were discussants. The other discussants were Government personnel (8%) and trade union leader (8%) etc (Figure 4.22).

Figure 4.22: Discussants at social dialogues regarding VAW (opinion of the respondents)



Although less number of respondents reported about existence/arrangement of social dialogues, 92 per cent of them viewed that those dialogues were helpful for the betterment of the work environment (Annex 47).

Training Programme to stop VAW: As per one-fourth (25%) of the respondents, there were (or still there are) training programmes for the workers to prevent VAW (especially sexual harassment) as well as to improve the work environment at their factories (Annex Table 48). Another 17 per cent of the respondents also reported that in their factories there were training programmes for such purposes even for the managers and supervisors (Annex Table 49).

Treatment and counseling facilities for VAW victims: More than 6 in every 10 respondents (61%) reported that there are treatment facilities for victims of VAW at their workplace (Annex Table 50). It is to note that 79 per cent of the respondents were found to report that in their factories they have treatment facilities even for serious injury due to VAW (e.g., rape etc) (Annex Table 51). Existence of counseling facilities for VAW victims at factories was reported by only 17 per cent of the respondents (Annex Table 52). Ninety-two per cent of them (who said there is counseling facilities) also reported that the facilities are availed of even for a severe victim (Annex Table 53). Competent medical personnel such as doctors, and psychologists generally provide the counseling service to VAW victims as reported by 98 per cent of the respondents. Sometimes the they are appointed by the factory authority and sometimes they send the victim with referral to the physician or counselor (Annex Table 54).

Provision of Compensation: Only 23 per cent of the respondents reported that there are provisions of compensation from the factory authority for a victim of VAW (Annex Table 55). Although they replied about compensation, according to 23 per cent of them, such compensations are not active at their factories (Annex Table 56).

4.6 View of the Key Informants

> Violence against women in the workplace means pulling the hand, abusing with filthy languages, slapping, to touch the breast, rape etc. Most of the victims are 12-15 years girls. I have seen in the paper that in Mirpur Sector-1 in Dhaka one girl was raped and killed but no action was taken.
> [KII, Chandgao, Chittagong].

The key informants interviewed reveals that in garment sector, the female workers are rebuked, abused and beaten by the upper level staff. The operators are mostly affected. A key informant (supervisor of a garment factory in Chittagong) claimed that proper action is taken if any violence occurs to the female workers. The perpetrator is fired from the job.

Within the preview of above situation it has been suggested that authority should be aware of the rights of women. They should implement the laws which are applicable to violence against women. They opined that women are the weaker sex. They are always victim of discrimination. They are paid low wage than the men. Sometimes they are not offered job because of they are in secured. Even the enticing of the males has been directed to women's sense of proper dressing, which implies that, again women are only seen as sexual objects to the males and they are the only one to be blamed for such situation. It also indicates that males cannot control their instincts and thus become perpetrators of VAW.

> Girls should put on refined and modest dress so that males should not be allured by them. KII, Iswardi, Pabna.

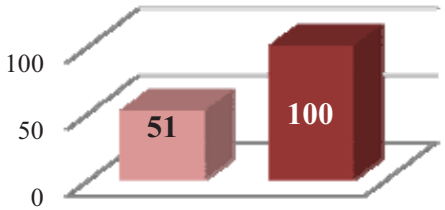
To prevent repression and violence suggestion was given. If any complain is lodged against any male member, it should be served to him, and show cause notice and immediate action should be taken. Separate personnel section should be there to address secret information from the female workers regarding VAW.

4.7 VAW score in Garment sector

With the help of some definite indicators[82]; the survey has constructed the VAW score in the Garment sector. It has been done to explore the idea about the extent and severity of violence among the female workers in the garments factories more noticeably.

On a scale of 0-100 (where 100 is worst situation of VAW and 0 is the ideal status), the VAW score in the Garment sector came up as 51 (Figure 4.23) indicates that the situation of VAW is moderately present in this sector. Though the condition of VAW in the Garment sector has been identified through the baseline survey with high incidences the types of VAW needs more delving real to bring out the scenarios over this sector.

Figure 4.23: Score of Violence Against Women in Garments Sector



This score also signifies that, the problems of VAW must be triggered with conscientious study, and needs to be combated by the government, civil society, different pressure groups and NGOs to have a healthy workplace in the Garment sector which would be free from violence. Furthermore, the female workers of the Garment factories and the general people around them must also be integrated at all levels of exercises to curb the VAW.

Highlights : Garment Sector

The Demographic and Socio-economic status of the respondents has been explored as

- ✓ Nearly half (47%) of the female workers were aged in between 19-24 years, where the average age was 21.7 years.
- ✓ About 32 per cent of the female workers have completed their primary education (class 5) and only a nominal proportion (3.1%) has completed their SSC (class 10).
- ✓ Almost half (49.2%) of the workers are unmarried whereas similar portion of them (47%) are married.
- ✓ About 96 per cent of the workers were Muslim.
- ✓ Majority of the factory workers (62%) were skilled manual worker (e.g., machine operator) and over 37 per cent of them are unskilled manual worker (e.g. helper who is a new worker without experience).
- ✓ More than 60 per cent of the female workers in the Garment get a monthly salary of *Tk. 3000 ± 5000.*
- ✓ About 72 per cent of the workers work for 10 to 12 hours a day.
- ✓ Around 95 per cent of the workers work in single shift only (from morning to afternoon, and even till evening including overtime either voluntarily or by force from the owners).

The Knowledge and Attitude towards VAW as revealed among the female workers of Garment factories

- ✓ Almost every worker has knowledge about VAW, of which, almost everybody (98%) has reported about the incidence of *'verbal outburst/shouting'* at their factories.
- ✓ VAW like *'verbal threat', 'mobbing, bullying', 'touching', 'pinching', 'verbal comment about physical appearance', 'verbal conduct of sexual nature'*, and *'uttering jokes containing sexual nature'* have also been reported by the women workers in the Garment sector.
- ✓ Roughly 90 per cent of the workers have reported that they have *'observed VAW at their own factory'* whereas others have reported the source of VAW as *'women co-workers at their factories', 'female members of respondent's own households', 'female members of the neighboring households';* and also from the 'awareness programmes on television'.
- ✓ Around 76 per cent of the workers have asserted positively that *women are mostly compelled to face violence at their factory.*
- ✓ Less than half of the workers have reported the degree of VAW at their factory as *'medium'.*
- ✓ About 82 per cent of the workers have responded that women workers are compelled to face violence at their factory because *'women are physically weak and helpless as they can't defend themselves'.*
- ✓ The consequences of a VAW incident is such that, at workplaces about 80 per cent of the workers have replied that, most of the time the women workers *'doesn't do anything, just keep silence and take it for granted'.*
- ✓ *'A victim cannot support her family because of leaving a job'*, has been replied by 63 per cent of the workers as a

[82] Please see CHAPTER 2: Methodology (Box 2.2) for details.

Highlights : Garment Sector

consequence of VAW and the position of the victim inside her family.

- ✓ A VAW victim *'get mentally insecure'* with the consequence of her psychological condition because of any VAW incident has been reported by more than three-fourths (77%) of the workers.
- ✓ The consequence of a VAW victim with her social position is such that, a bit more than 50 per cent of the workers have asserted that, *'a victim might be socially excluded'*.
- ✓ About 37 per cent of the workers have asserted in positive that there are *policies/ guidelines/laws to support the victim of VAW;* among whom, roughly 58 per cent came to know or hear about such policies/guidelines/laws from the *'women co-workers'*.
- ✓ About 72 per cent of the workers have asserted positively that *the women take violent acts by the perpetrators as for granted at their factory.*
- ✓ The *'reasons of why women take the violent acts by the perpetrators as for granted at their factory'* is because, women wants to *'save the job'*, has been responded by around 85 per cent of the workers.

The Work Environment has been assessed by the female workers as

- ✓ About 57 per cent of the total workers were *'moderately satisfied'* with their work environment.
- ✓ More than three-fourths of the workers (who have reported about working alone) have asserted that they feel *'safe'* about their personal safety.
- ✓ In this relation, of the workers who do not feel safe, almost everyone (97%) has contended that there is a *'chance to be verbally abused/physically assaulted by the high level male colleagues'*.
- ✓ Only 17 per cent of the workers have replied that sometimes they have to work *with the people known/suspected to have a history of VAW at factory.*
- ✓ Less than half of the workers have affirmed positively that they have the freedom of movement at their factory.

The Extent and Severity of VAW in Garment sector as has been exposed

- ✓ Around 72 per cent of the workers have reported about the *'high level male colleagues'* as the usual perpetrators of VAW at factory.
- ✓ More than half of the respondents (55.5%) think that there is no age specificity for being victim of VAW.
- ✓ To half of the workers, *'women of any age'* can be the victim of VAW at workplace.
- ✓ About 93 per cent of the workers have reported the violent act happens mostly *'when there are mistakes in works'*.
- ✓ A 40 per cent of the workers have responded that the incidents of VAW usually occurs to *'half of the workers (5 in 10)'*.
- ✓ Most of the incidents of personal VAW at the workplaces have been reported as *'verbal outburst/shouting', 'verbal threat', 'touching', 'battering', 'verbal comment about physical appearances',* and *'verbal jokes containing sexual nature'*.
- ✓ Most of the personal VAW has been perpetrated by the *'high level male colleagues'* and it has been reported by more than 80 per cent of the workers.
- ✓ About 87 per cent of the workers have positively asserted that there were *witness(s) of the violence experienced personally.*

The VAW score in the Garment Sector has emerged as 51 (On a scale of 0-100, where 100 is worst situation of VAW and 0 is the ideal status) which designates that, the situation of VAW is moderately present in this sector.

The Existing deterrent mechanism and awareness building in Garment factories has been distinguished as –

- ✓ About 65 per cent of the workers have reported that, the victims go to the *'high level male colleagues'* in search of help; of them, roughly 39 per cent have asserted about getting help from there.
- ✓ Around 92 per cent of the workers have responded that, the victims *'don't go anywhere'* for a personal experience of VAW.
- ✓ Only 11 per cent of the workers have replied that *the allegations of all kind of workplace violence are kept confidential until the investigation is completed.*
- ✓ The punishments of the VAW perpetrators were done for the VAW cases according to the knowledge of 45 per cent of the workers.
- ✓ The existence of *'Social Dialogue'* has been reported by only 19 per cent of the workers.
- ✓ Existence of the provision of medical treatment, psychological counseling, and compensation for every VAW cases has also been reported by some moderate numbers of the respondents.

CHAPTER V
VIOLENCE AGAINST WOMEN: FOCUSING THE EXPORT PROCESSING ZONE FACTORIES

This chapter throws a light on the situation of violence against women in the Export Processing Zone factories. As the EPZ factories are one of the most influential parts of the 'Industrial sector' of the economy of Bangladesh, women also enter the industries in a high number. That is why; examining the situation of VAW in the EPZ industry is of a profound importance.

An Export Processing Zone (EPZ) is defined as a territorial or economic enclave in which goods may be imported and manufactured and reshipped with a reduction in duties and/or minimal intervention by custom officials (World Bank 1999).[83] EPZ is a response to international market demand for cheaper goods. It addresses the national problems like growing trade gap, high unemployment, dearth of capital investment, shortage of foreign currency, and lack of technical know-how gap. The distinct objectives of EPZs are to attract foreign capital investment and mobilize investment for capital formation for rapid industrialization, to create employment opportunities for the country's manpower, to induce transfer of technology, and to earn foreign exchange by boosting exports.[84]

After independence in 1971, Bangladesh inherited a public sector led import substitution strategy. Since then a marked shift has taken place in the country towards outward-looking strategies such as the diversification of state-owned enterprises, reduction of the number of sectors reserved for public investment and liberalisation of investment relaxing the rules and procedures for foreign investment. The trade policy reforms were introduced in the early 1980s. Within the evolving package of export promotion measures targeted to augment private investment, particularly of foreign origin, Bangladesh initiated the establishment of export processing zones (EPZs) in 1981 with the creation of Bangladesh Export Processing Zones Authority (BEPZA) under the BEPZA act, 1980, which was subsequently amended by the ordinance no. XLIX (1984) and Ordinance No. LII (1988), provides the legal framework for the creation of EPZs and also by the Bangladesh Private Export Processing Zones Act 1996.[85]

This way, in Bangladesh, the government has established several Export Processing Zones where goods are processed in order to run the economic cycle including exports to the foreign markets. The Bangladesh Export Processing Zones Authority (BEPZA) is the official organ of the government to promote, attract and facilitate foreign investment in the Export Processing Zones. The primary objective of an EPZ is to provide special areas where potential investors would find a congenial investment climate, free from cumbersome procedures.

[83] As cited by BEPZA: retrieved from http://www.epzbangladesh.org.bd/bepza.php?id=about_bepza on 24 June, 2011.
[84] Export Processing Zone (EPZ): retrieved from http://www.banglapedia.org/httpdocs/HT/E_0085.HTM on 24 June, 2011.
[85] Investment Liberalisation, EPZ and Women-Workers of Bangladesh; conducted by Karmojibi Nari for Committee for Asian Women (CAW), 2007: retrieved from http://www.cawinfo.org/wordpress/wp-content/uploads/2008/12/epz-report-bangladesh-final-sept-082.pdf on 14 June, 2011.

The EPZ factories are situated all over the Bangladesh – in Chittagong, Dhaka, Mongla, Ishwardi, Comilla, Uttara, Adamji, and Karnaphuli etc. There are mainly three types of EPZ factories in each of the zones based on the ownership patterns. Type 'A' is 100% foreign ownership, type 'B' is joint venture and type 'C' is 100% local venture. There are 205 factories (58%) belonged to type 'A', 49 factories (14%) of type 'B'; and 98 factories (28%) are from type 'C'.[86] In all these factories, female workers are seen to continue their duties with high level of concentration and dedication. So they are also the subjects to be examined with the issues of VAW for a baseline assessment.

5.1 Demographic and Socio-economic status of the Respondents and Participants in EPZ Factories

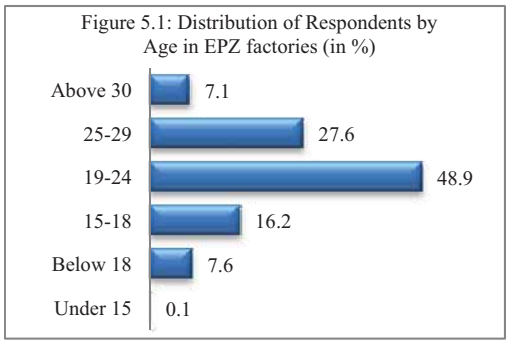


Figure 5.1: Distribution of Respondents by Age in EPZ factories (in %)

Respondent's Age: From the survey among the female workers of EPZ factories in Dhaka, Chittagong, and Ishwardi, it has been observed that, (Figure 5.1) the highly pronounced category of the workers (48.9%) is aged from 19 to 24 years old. Next to them, are about 28 per cent of workers who are aged between 25-29 years; and then, another relatively lower percentage of the workers (16.2%) fall under 15-18 years of age. Of the workers in the age between 19-24 years old, about three-fourths (70.9%) were engaged in the joint ventured EPZ factories in different zones. It is also noteworthy that, around 8 per cent of the workers were aged below 18 years. The other categories of respondents also depict some different situation based on the age structure in the EPZ factories (Annex Table 1).

Respondents' education level: The distribution of the respondents' education level in the EPZ factories states that (Annex Table 2)-

- ✓ Nearly 22 per cent of the workers have completed their education of Class 5.
- ✓ Around 18 per cent and 13 per cent of the workers have completed consecutively the education of Class 8 and Class 7.
- ✓ Of the total respondents, only 9 per cent have completed their SSC level.
- ✓ On the other hand among all the respondents, a nominal portion (6.2%) can only write their names.
- ✓ Of the total number of the respondents who have completed Class 5 education, about 26 per cent belonged to the local ventured EPZ factories, while it was nearly 18 per cent in the internationally owned EPZ factories and about 16 per cent in the joint ventured EPZ factories.
- ✓ Along with that, of the total workers who have completed their SSC level, about 12 per cent were from the internationally owned EPZ factories; while it was 7 per cent and 6 per cent consecutively in the joint ventured and locally owned EPZ factories.

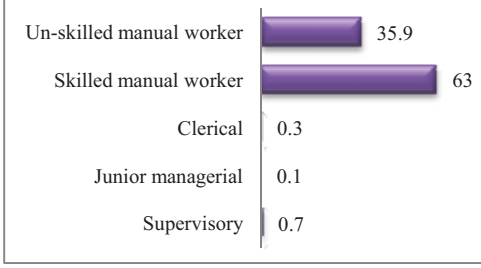
[86] BEPZA: retrieved from http://www.epzbangladesh.org.bd/bepza.php?id=about_bepza on 24 June, 2011

Marital status of the respondents: According to the distribution of the marital status of the respondents in the EPZ factories; around two-thirds (60.9%) of the workers were married, whereas a smaller segment (31.9%) were unmarried. Of the total respondents, very small parts (only 2.5%, 2.9%, and 2.0%) were respectively divorced, abandoned/separated, and widowed. Of the total married workers, nearly 67 per cent were from the joint ventured EPZ factories; whereas it was a somewhat same portion (around 66 per cent) in the internationally owned EPZ factories and 55 per cent in the local ventured EPZ factories (Annex Table 3).

Religious background of the respondents: The distribution of the religious background of the respondents also shows that, almost all (95.2%) the workers were Muslim; whereas about 3.8 per cent, 0.3 per cent, and 0.7 per cent were from the Hindu, Christian, and Buddhist background (Annex Table 4). Of the total Muslim workers, about 98 per cent were engaged in the internationally owned EPZ factories. The reason of a large number of Muslim workers in EPZ factories is because Bangladesh is a country where the Muslims consists the largest portion (89.7%)[87] of the population.

Level of employment: The level of employment of the workers in the EPZ factories in Figure 5.2 presents that, nearly two-thirds (63.0%) of them were skilled manual worker. About 36 per cent workers were unskilled manual worker. Other than this, the workers in supervisory level were consisted of a very minor portion (only 0.7%), along with 0.1 per cent of junior managerial level and 0.3 per cent of clerical level. Of the skilled manual workers, slightly more than three-fourths (72.7%) of the workers were engaged in the internationally owned EPZ factories. In the joint ventured EPZ factories the number of the skilled manual workers represented as nearly 71 per cent, while it was around 53 per cent in the locally owned EPZ factories (Annex Table 5).

Figure 5.2: Distribution of Respondents by level of employment in EPZ factories (in %)



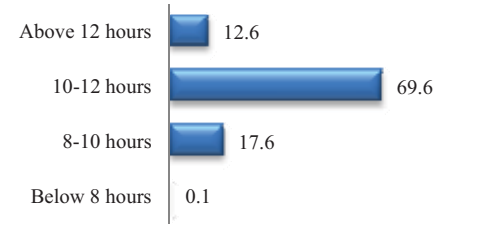
Income: The distribution of the monthly salary of the respondents in the EPZ factories denotes a special feature. It has been observed that (Annex Table 6).

- ✓ Less than half of the female workers (43.0%) get their monthly salary in the range of *5000 ± 7000 Tk*.
- ✓ A bit lower segment of them, which is around 38 per cent, get an amount from *3000 ± 5000 Tk*. per month.
- ✓ A nominal number of the workers (9.1%) get only an amount of *Tk. 1000 ± 3000* per month; while, an insignificant part of the workers (1.4%) get the higher range of *Tk. 10,000* as monthly salary.

[87] Demographics of Bangladesh: retrieved from http://en.wikipedia.org/wiki/Demographics_of_Bangladesh#Religion on 24 June, 2011.

Working hour: In the EPZ factories, like the other workforces of Bangladesh, the labourers are also entailed by working hour. It has been observed in the survey that (Figure 5.3), around 70 per cent workers work from 10 to 12 hours a day; whereas the number of workers work between 8-10 hours a day is relatively much smaller (17.6%) than the category mentioned, earlier followed by the workers who work above 12 hours (12.6%). There is another category working for 8-10 hours. Of the total workers who work between 10 to 12 hours, about 80 per cent of them work in the foreign owned EPZ factories. The other category of the workers who work below 8 hours in the factories is very minimal (0.1%) (Annex Table 7).

Figure 5.3: Distribution of Respondents by working hour in EPZ factories (in %)



Categories of working shifts: The workers of the EPZ factories have been sorted by the categories of working shifts. It has been observed that, the largest portion (91.5%) of the surveyed workers has had to work in single shift only. Besides, a very minimal number like: 7.0 per cent, 1.4 per cent, and 0.1 per cent of the workers have had to work respectively for 2 (two), 3 (three) and 4 (four) shifts in the factories (Annex Table 8).

Usual working shifts of the workers: The usual shifts in which the workers had to work have also been spelled out in the survey. It has been observed that (Annex Table 9).

- ✓ About half (50.8%) of the workers who were surveyed, has had to work in both of the morning and afternoon shifts; while
- ✓ A lower portion (37.7%) of them had to work only in the morning shift.
- ✓ Of the larger portion of the workers (50.8%), near about 70 per cent were engaged in the foreign owned EPZ factories.

Preference for working hours: Another aspect of the workers in the EPZ factories has been observed in the survey which delineates about their 'preference of working hours in the factories'. In this regard, the largest part of the workers (88.5%) has preferred for working in the morning shift only (Annex Table 10).

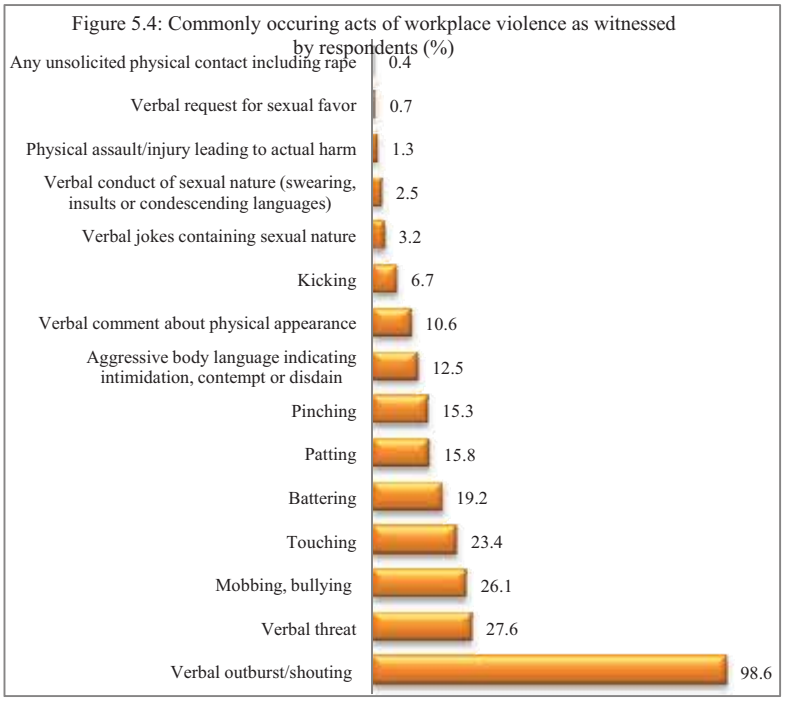
5.2 Knowledge, Perception and Attitude towards VAW among the Female Workers of EPZ Factories

As the survey has been conducted to find out the extent and severity of violence against women in some selected sectors of Bangladesh, the knowledge and attitude related to VAW among the female workers of the EPZ factories has been sought out by different indicators.

Reported VAW acts at workplace: On the point to know about respondents' knowledge, attitude and perceptions about VAW at workplace, the respondents were asked whether they agree with the view that women in general are mostly compelled to face violence at their workplace or not. In the EPZ factories, around 81 per cent of the respondents agreed with the view (Annex Table 13). According to the survey, almost every worker has knowledge about VAW as they have responded about the types of VAW occurred at their factory on the basis of own understanding

about violence against women (VAW). It has been observed that (Figure 5.4), almost every worker (98.6%) has reported about the occurrence of *'verbal outburst/shouting'* at factory (Annex Table 11); while the other verbal violence like: *'verbal threat'* and *'mobbing, bullying'* have been reported consecutively by smaller portion (27.6% and 26.1%) of the workers. Every one (100.0%) in the joint ventured EPZ factories had experienced *'verbal outburst/shouting'*. In addition, about 23.4 per cent of the workers have reported about *'touching'* as a violent act that occurred at their workplace; of which a higher number (26.4%) were from the foreign owned factories. Moreover, around 13 per cent workers have reported about *'aggressive body language indicating intimidation, contempt or disdain'* that took place at their factories; whereas *'any unsolicited physical contact including rape'* has been reported by a very minor number of the workers (0.4%) (Figure 5.4) (Annex Table 11). Please note that in the annex tables the violence acts have been shown separately under two heads— non-sexual violence acts and sexual violence acts.

Figure 5.4: Commonly occuring acts of workplace violence as witnessed by respondents (%)



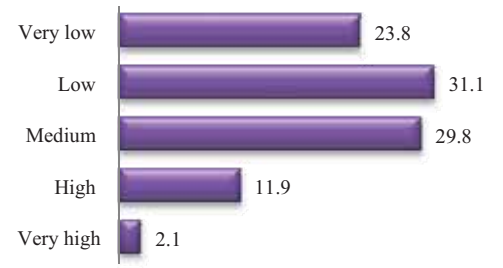
Source of knowledge about VAW: When the workers were asked to report about the source of their knowledge about the incidents of VAW at their factories,

- ✓ A higher number of the workers (88.9%) have reported that they have *'observed VAW at their own workplace'*.
- ✓ The largest portion (90.9%) of those working in Joint ventured EPZ factories, had reported to have observed VAW at the workplace.
- ✓ In addition, about a bit more than half (56.0%) of the total workers have reported that they came to know about such incidences of VAW from the *'women co-workers at their factories'* and also *'women workers form the other factories'*.
- ✓ Again, a comparatively nominal number of the workers (13.3%) have responded that they came to know about such things from *'neighboring HH female members'* (Annex Table 12).

Perception on women facing VAW mostly: The respondents were also asked to response about their *'perception on whether the women are mostly compelled to face violence at their workplace or not'*. Around 81 per cent of the workers have responded 'yes' about the matter, where a higher number of the workers (87.3%) were from the joint ventured factories (Annex Table 13).

Degree of VAW: When the respondents were asked to depict about the degree of VAW in their own factory, several features has been identified in this regard. It has been observed that (Figure 5.5), a moderate fraction (31.1%) of the workers have reported a *'low'* degree of VAW at their workplace; of which, a bit more than half (52.7%) were from the jointly owned factories. Around 30 per cent of the workers have reported a *'medium'* degree of VAW whilst nearly 24 per cent workers have reported about the VAW to be *'very low'*. A nominal number of the workers (11.9%) have cognate about *'high'* degree of VAW. Only near about 2 per cent of the total workers have reported about *'very high'* degree of VAW at their factories (Annex Table 14). Here it should be noted that, though around 89 per cent of the respondents have reported that they have observed VAW at their own workplace (Annex Table 12); but when they were asked to report about the degree of VAW at workplace, they responded the depictions on the basis of their own perceptions.

Figure 5.5: Distribution of Respondents reporting about the degree of VAW in EPZ factories (in %)



Why women face violence: In this survey, the respondents were also asked to response about the *'reasons of why women workers are compelled to face violence at their workplace'*. The workers in the EPZ factories have been sought out with manifold reasons on this purpose. It has been revealed that, about three-fourths (72.1%) of the workers think that women workers are compelled to face violence at their workplace because *'women are physically weak and helpless as they can't defend themselves'*. Of them, the higher numbers of the workers (77.5%) have been found reported from the internationally owned factories. In addition, a bit more than 60 per cent of the workers think in favor of such matter because *'women are not financially strong'*. A comparatively very smaller portion of the workers (10.6%) contends, the women workers are compelled to face violence at workplace because of their sudden *'mistakes in works including late coming, absence, bad performance in work, and also for demand of leave'* etc. The other reasons behind such matter like: *'social bindings', 'women are seen as sexual objects', 'religious concepts/misinterpretation about women', 'perception of men about proper dressing of women', 'women working at night', 'disobedience and awful behavior by women'* etc. were also reported by the workers with very minimum depictions (Annex Table 15).

Consequences of VAW to the victims: In the course of the survey, the female workers were inquired to depict about the *'consequences usually happen to a victim being verbally/physically violated or even being violated with extreme physical violation like rape'*. Several depictions have been recorded on this topic on the basis of some broad categories.

- ✓ Around slightly more than 80 per cent workers have reported that, by being a victim of such violation at their workplaces, most of the time the female workers *'doesn't do anything, just keep silence and take it for granted'*.
- ✓ A relatively insignificant portion of them (28.3%) have stated that, the victims *'doesn't come to job for some days'* at workplace.
- ✓ Somewhat same proportion of the workers has told that, at workplace *'a victim might get unmindful at work'* (Annex Table 16).

When they were asked to response about the *situation of a victim inside the family*,

- ✓ The highest ratio (59.0%) has told that, *'a victim can't support her family because of leaving job'* as sometimes the victims leave their job because of such violation though they are very few in numbers.
- ✓ Around 30 per cent of the workers have reported that, *'sometimes victim's family becomes socially stigmatized; hence family members blame the victim'* (Annex Table 16).

The workers were asked to state about the *psychological conditions of victims* in a situation of violence against them.

- ✓ About three-fourths of the workers have responded that in such situation of violence the victims *'get mentally insecure'*.
- ✓ A comparatively smaller portion of them (21.1%) have mentioned that, *'a victim may feel insecure even at home'* (Annex Table 16).

Lastly, the workers were asked to aver about the *social position of victims* which refers the connection of the victim with the society.

- ✓ About less than half (46.6%) of the workers have responded that, *'a victim might be socially excluded'*, which denotes that nobody mixes with her.
- ✓ Another moderate portion of the workers (31.9%) have reported that, *'nothing happens'* in such situation.
- ✓ In contrast, around 24 per cent of the workers have reported that, *'a victim might get mental shock, hence may commit suicide'*; which symbolizes the alienation of the victim with the society (Annex Table 16).

***Knowledge about policies/guidelines/laws to support VAW victims*:** When the respondents were asked to response about their knowledge on *'whether there are policies/ guidelines/laws to support the victim of VAW'* in their factories, it has been found out that slightly more than half of the workers (55.2%) have responded yes, while a relatively lower portion of them (27.7%) had no idea about the matter. A meager portion of the workers, which is about 17 per cent, have denied the idea (Annex Table 17).

***Sources of knowing the policies/guidelines/laws to support VAW victims*:** Following this, the respondents were also asked to state about *'the sources of hearing or knowing about such policies/guidelines/laws to support the victims of VAW at workplace'*. It has been observed that,

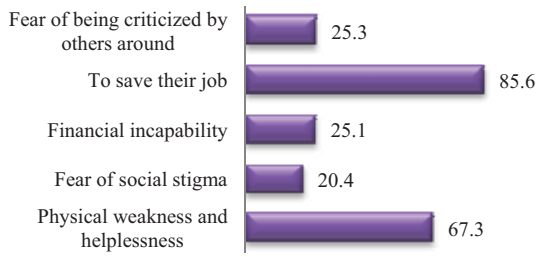
- ✓ Of the total workers who were asked, about two-thirds (60.4%) of the workers came to know or hear about such policies/guidelines/laws from the *'Factory authority'*.
- ✓ A large portion of the workers (48.2%) came to know about such things from their *'women co-workers'*.
- ✓ Another mentionable, though very minimal, part of the workers (13.2%) have answered about the matter by indicating the source as from *'VAW awareness programme/drama on TV'*, whilst
- ✓ Another nominal part (11.2%) have responded the source as *'VAW awareness programme/meeting at own factories'* (Annex Table 18).

VAW as 'taken for granted': In the survey, the respondents were also asked to response their perception about whether working women take violence activities or harassment as for granted.

It has been observed that, about a bit more than two-thirds of the workers (69.9%) have responded 'yes' to the matter (as if it is natural that they would be victim of VAW). It would be much apparent if it is said that the female workers do not think about many undesired acts by their male counterparts as violence against women or that such acts are illegal and punishable offences according to law. In this regard, a somewhat smaller percentage of them (26.5%) have denied such view (Annex Table 19).

Reasons behind VAW as 'taken for granted': Following this, the workers were also asked to depict about the *'reasons of why women at their workplace' take the violent acts by the perpetrators as for granted.* Regarding this matter (Figure 5.6), the largest portion of the workers (85.6%) has responded the reason that women wants to *'save the job'* as they do not want their source of livelihood to be at risk. Next, around 70 per cent of the workers have explained the reason as *'because women are physically weak and helpless'* as they can't defend themselves. A relatively small segment of the workers (25.3%) have responded that the women do such thing because of *'not to be criticized by the others around her'* (Annex Table 20).

Figure 5.6: Reasons why women take VAW for granted (in %)

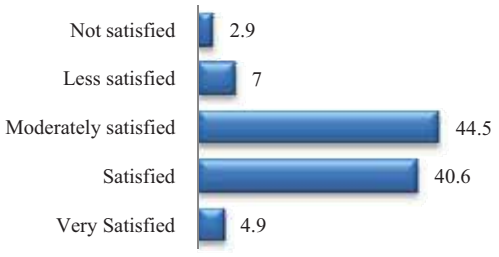


5.3 Work Environment according to the Female Workers

Work environment of any workforce is of great importance in the assessment of overall outcome for the workforce. In this respect, the survey was also associated with the female worker's perception towards the work environment in order to assess about the VAW scenarios in the EPZ factories.

Degree of satisfaction with working environment: According to the survey, when the female workers in the EPZ factories were asked to response their opinion about *'the degree of satisfaction with the environment of their factory in relation to the concepts of VAW'*; it has been found that, a bit fewer than half of the total workers (44.5%) were *'moderately satisfied'* with their working environment Figure 5.7. A bit smaller portion of them (40.6%) were *'satisfied'*; whereas only a very nominal part of the workers (4.9%) were *'very satisfied'* about their working environment in those factories. Least part of the workers (7.0%) were *'less satisfied'* with their working environment followed by a small portion of the workers (2.9%) who were *'not satisfied'* at all (Annex Table 21).

Figure 5.7: Distribution of Respondents reporting about the degree of satisfaction with the environment of their factory in relation to the concepts of VAW in EPZ factories (in %)

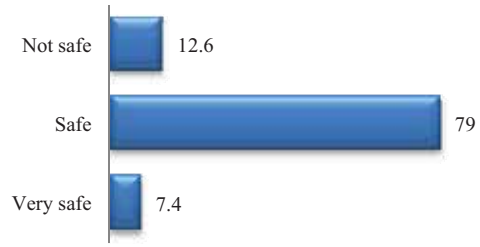


Accounts of workers working alone sometimes: When the workers were asked to response *'whether they have to work alone sometimes at their factories or not'*, no significant responses have been observed (only 1.1%) (Annex Table 35). Following this, when they were asked to depict about the *'reasons'* of why they had to do so, about half (50.0%) of them (who were

surveyed) have reported that they had to work alone in the factories because it was the *'order of the factory authority'*; whereas around 38 per cent of them told it was the *'order from the high level male colleagues'*. Another small portion (12.5%) of them commented, they had to work alone to *'finish the work if uncompleted'* in their factories (Annex Table 36).

Degree of satisfaction of personal safety: Again, the workers were asked to report about the *'degree of satisfaction of their personal safety while working alone at factory'*. More than three-fourths (79.0%) of the total workers have responded that they feel *'safe'* while doing works alone at factory, whereas a nominal portion of them (12.6%) reported the opposite answer (Figure 5.8). Around 7 per cent of the workers felt that they were *'very safe'* at their factories while doing works alone (Annex Table 37). This depiction throws a light on workers' perception that feels safe at their workplace is because of the developed system of work environment in the EPZ factories. From their perception it has been found out that most of the EPZ factories ensure a safe workplace for the female workers.

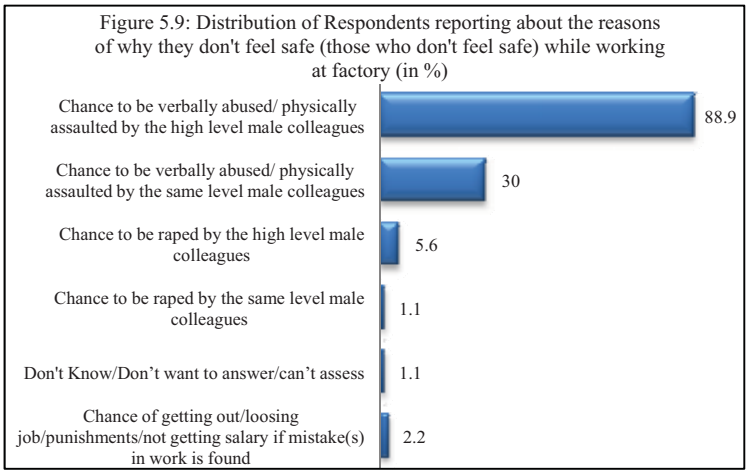
Figure 5.8: Distribution of Respondents reporting about the degree of satisfaction of their personal safety while working alone at factory (in %)



Reasons of not feeling safe: Following the above situation, when the workers (who were surveyed) were asked to depict the *'reasons of why the workers who sometimes work alone at their factories don't feel safe (those who don't feel safe)'*;

- ✓ The largest portion (88.9%) of them have answered that there is a *'chance to be verbally abused/physically assaulted by the high level male colleagues'* (Figure 5.9).
- ✓ A relatively lower segment of the workers (30.0%) have responded the reason behind such situation as *'chance to be verbally abused/physically assaulted by the same level male colleagues'*.

Figure 5.9: Distribution of Respondents reporting about the reasons of why they don't feel safe (those who don't feel safe) while working at factory (in %)



- ✓ Behind such situation some other reasons like: *'chance to be raped by the high level and/or same level male colleagues', 'chance of getting out/loosing job/punishments/ not getting salary if mistakes in work is found'* have also been reported by some minimal portions of the workers.
- ✓ Only 1.1 per cent of them did not answer/want to answer and/or could not assess the matter (Annex Table 38).

Working with Male Colleague having past record of VAW: In exploring the female worker's perception about the work environment of their factories, some other subjects were placed before them for their assessment. While they were asked to response about the *'incidence of their*

working with the people known/suspected to have a history of VAW at factory, it has been observed that, a smaller segment (16.1%) of the workers have responded yes about the matter (Annex Table 39).

Freedom of Movement at the factory: Along with this situation, the workers were also asked to state if there is any condition made for the women to take *'permission to go to every corner of the factory'*. A little less than half (48.3%) of the workers have responded yes about the matter and of them the higher number of workers (53.1%) were form the foreign owned EPZ factories (Annex Table 40). On the issue of *'whether the workers can go to the bathroom/toilet/washroom of the factory or not'*; almost all the workers (91.6%) have responded positively about the matter (Annex Table 41). Besides, when they were told to depict about the *'consequences that happens to the women if they are restricted to go anywhere or to the mentioned places'*; about three-fourths (73.3%) of them have reported about *'facing health problems'* in such situations (Annex Table 42).

5.4 Extent and Severity of VAW in EPZ factories

As the survey has been conducted to find out the extent and severity of violence against women in some selected sectors, these points have been sought out with different indicators among the EPZ factories also. In doing so, the depictions of the respondents have been compiled under the views of the female workers, and also the key informants.

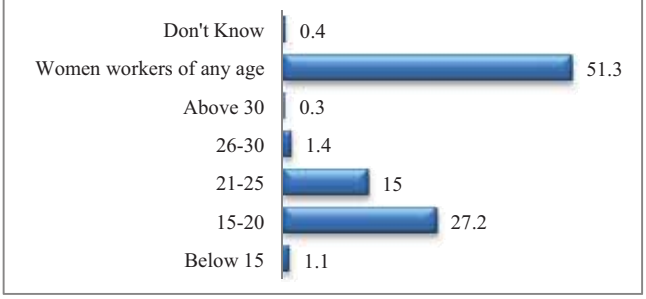
5.4.1 View of the Female Workers

Usual perpetrators of VAW: In the survey, when the respondents were asked to response about *'the usual perpetrators who did the violent acts against the workers at their factories'*,

- ✓ A bit more than half (52.8%) of them have reported about the *'high level male colleagues'*.
- ✓ Again, around 38 per cent of the workers have reported about the *'male colleagues of any level'* who usually did the violent acts against the workers.
- ✓ A nominal part (8.8%) of them was found to give reports about the *'same level male colleagues'* as perpetrators in the factories (Annex Table 22).

Age of women who face VAW frequently: The respondents were also inquired to depict about the *'age of women who face violent acts most frequently at their workplaces'*. It has been found that, slightly more than 50 per cent of the workers have responded about *'women workers of any age'* (Figure 5.10). Next, about 27.2 per cent of the workers gave their opinion about the women age group of *'15-20'*, who face the violent acts most frequently. A relatively smaller portion (15.0%) of the workers have responded about the women age group of *'21-25'* in such situation. The other age categories have also shown some other depictions (Annex Table 23).

Figure 5.10: Distribution of Respondents reporting about the age of women who face violent acts most frequently at their workplace (in %)

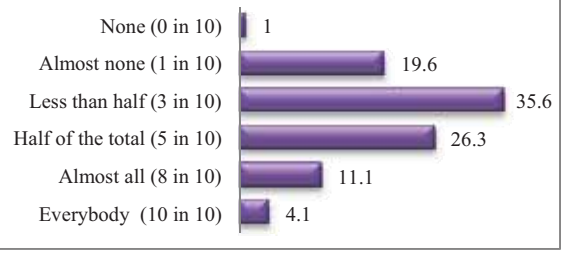


Time or circumstances of VAW: When the respondents were asked to response about the *'time or circumstances of violent acts against the workers that took place at their factories'*,

- ✓ The largest portion (90.6%) has reported the violent act to have happened *'when there are mistakes in works'*.
- ✓ A much smaller portion of the workers (39.4%) have depicted on *'no specific time, whenever the perpetrators find an opportunity'*.
- ✓ Again, a nominal part of the workers (12.6%) have reported that some workers face the violent acts *'in lunch time'*. (Annex Table 24).

Victim of VAW in Every 10 Women: The workers in the EPZ factories were also inquired to response about their *'perception about occurrences of VAW in every 10 female workers around the factory'*. Around 36 per cent of the workers have reported that the incidents of VAW usually occurs in *'less than half (3 in 10)'* of the women workers, whereas a bit smaller fraction (26.3%) of them have told that it happened in *'half of the total (5 in 10)'* of the workers in the factories (Figure 5.11). Another portion (19.6%) of the workers has responded that *'almost none (1 in 10)'* of the women face VAW at their factories. The other instances have also showed some other features in this respect (Annex Table 27).

Figure 5.11: Distribution of Respondents reporting about their perception about occurence of VAW in every 10 female workers around the factory (in %)



Personal experience of VAW: As the respondents were also asked to give accounts about their *'own experience of VAW at their workplace'*, a little more than two-thirds of the workers (62.2%) have responded that they did not experience any such matter. About 36.1 per cent of them have responded that they experienced VAW at their factories (Annex Table 28).

Box 5.1: VAW scenarios in EPZ factories

All the participants have mentioned the types of VAW at their factories which were also responded by the rest of the female workers in this sector. But some of them have also mentioned an incident which took place in one of the garment factories in the Chittagong EPZ. They informed, *"in our factory, a young female worker was scolded and verbally abused because of her mistakes in works. The other workers around her tried to pamper her and took her with them for lunch. She kept crying and could not eat a bit of her meal and told them to continue their eating. Suddenly she got up and went up to the rooftop of their six storied building, and then jumped off from there and committed suicide. The parents came for justice but were denied."*

They also informed that, if there is any delays in work or if any women cannot work due to illness, the supervisors say – *"did you do the 'night-business' for the whole night that you are sleeping right now?"* (Here 'night-business' was used for the women being into 'prostitution'). Even some of them were also encountered with so many derogative words uttered by the authority personnel as, *"go to the street and do your business over there, you'll get more money than working in the garments"* along with, *"why can't you do more work? Go get your mother and tell her to do the work for you."* The high/same level male colleagues did the violent acts including the security guards.

Many of them have admitted that they would want to work with less money but more mental peace which will be free from verbal abuses at workplace. Many of them were even prohibited to communicate with the buyers, and if any such thing happened, she would have been fired from job.

In one of the two factories, there were public meetings and programmes held on VAW. The Factory authority arranged that programme and all the workers participated in that. But yet, no moderate change has been observed by them. Besides, two of them have reported that, to them, the situation concerning VAW has been changing gradually after there was an in-house labour movement.

They have suggested all the women workers to be protesting and brave at their workplace. They advised the male workers to change their views for the women and view them as in the place of mothers and sisters. They also added their suggestions to the government, that separate personnel should be recruited in every office who will be responsible to monitor the VAW activities only and give the victims a proper guide to mitigate them. Enacting stronger laws against the VAW perpetrators is a must.

Source: 2 FGDs (1 in Chittagong EPZ and 1 in Ishwardi EPZ), where there were 7 and 9 participants in each of the groups.

Types of personal VAW: Following this, the respondents (who had experienced VAW personally) were asked to response about the *'types of VAW that they experienced at their factories'*. In this context, following were the findings:

- ✓ Almost every worker (98.4%) has responded that they experienced *'verbal outburst/shouting'* at factories.
- ✓ Again, around 14 per cent of the workers replied that they experienced *'verbal threat'*.
- ✓ Along with that, another tiny portion of them (8.9%) has responded that they experienced *'touching'* at their workplaces.
- ✓ The other types of VAW also represented their nominal depictions by the workers (Annex Table 29).

Perpetrators of the personal VAW: These workers (who had experienced VAW personally) were also asked to response about the *'usual perpetrators who did the violent acts'* on them at their workplaces. It has been observed that, about 80 per cent of the workers experienced personal violence by the *'high level male colleagues'* (Figure 5.12). Again, a smaller segment (13.6%) of them has experienced such personal violence by the *'male colleagues of any level'*. Only 3.9 per cent of them were violated by the *'same level male colleagues'*, while a bit smaller part (2.7%) of them do not know anything about such incidents (Annex Table 30).

Box 5.2: Personal Experience of VAW

A woman worker was sexually violated at her workplace while working alone. The perpetrator had *touched* her body and when she protested, he had *kicked* her and *threw a sharp machine tool* at her. The violent incident took place nearly within 4-5 months before at the time of this report. The perpetrator was a *'male co-worker'* who had done the violence at day time but the woman did nothing and kept silent. She did not go for seeking help against the perpetrator and thus the man was not accused of his misdeed. When she was asked the reason of her silence, she replied, *"thinking of my father and the family, I kept silence and continued working just to earn money to run our lives as my family is dependent on me only. Even my family does not know the incident till now. I am always in fear of losing the job, so I still remain silent about the whole matter."* She also reported that, there were no NGOs or legal support organizations to whom she could go for help. She does not feel secured till now at her factory. She could not give any fruitful suggestions to mitigate such VAW incidents as she was trembling all over at the time of her interviewing and insisting the interviewer time by time not to disclose her name, unless she would lose her job.

Another woman who was also confronted with sexual violence, reported that, a *'male co-worker'* had *touched* her breasts when she was working in a remote part of her factory. The incident had happened in the day time, and before 6 months at the time of this report. The woman, out of fear, could do nothing and went nowhere as she was *threatened* by the perpetrator and so the man was not charged for his delinquency. She did not come to factory for some days and after re-joining, could not continue her work with full concentration. She could inform the incident to her family, but the family might have blamed her out of the fear of social stigmatization. She replied about her family, *"Everybody thinks I am bad"*. There were no NGOs or legal support organizations to help her in such distress. She suggested the government to make more strong laws against the VAW activities so that no one can even attempt it. Still she feels insecured at her workplace.

Source: Verbal Autopsy, EPZ Factory, Chittagong and Ishwardi.

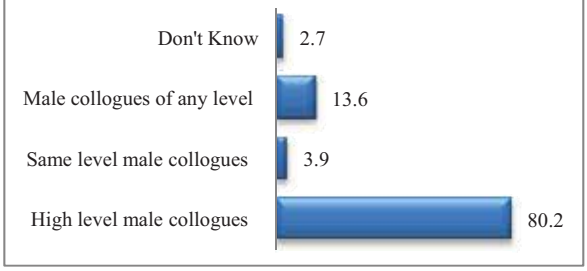
Witness(s) of VAW: When the workers were inquired to response about the *'existence of witness(s) of the violence experienced personally at factories'*, it has been sought out that, more than three-fourths of the workers (79.1%) have responded 'yes' about the matter. About 18.2 per cent of them responded negatively whereas only 2.7 per cent of them did not know anything or did not want to answer about such topic (Annex Table 33). Along with that, in response to the query about *'whether they gave any evidence/account as a witness for a female worker being victimized by VAW at workplace or not'*, it has been observed, about 3.2 per cent of the workers have answered 'yes' about the issue (Annex Table 34).

5.5 Reducing VAW: Existing deterrent mechanism and awareness building

In the survey, the respondents in the EPZ factories were examined with the concerns of their coping ways of VAW incidences in their workplaces along with the existing mechanisms to prevent such activities. The queries also included the process of their awareness building in mitigating VAW occurrences.

Persons/places a VAW victim visit for help: According to the survey, the workers were asked to depict about the victims regarding the *'persons/places they visit for help being victim of violence at workplace'*. Near about two-thirds of the workers have reported that, the victims go to *'high level colleagues'* in search of help being victimized by violence. Another moderate ratio of the workers (45.9%) has responded that the victims go to the *'factory authority'*. But most mentionable is a portion consists of around 18 per cent of the workers who have responded that, the female workers *'don't go anywhere'* by being victims of such violence; which in turn denotes the coping strategy of women workers who struggle to save the job being in a subordinate position in the workplace and in the society as well. The other dimensions also represented some minimal responses (Annex Table 25).

Figure 5.12: Distribution of Respondents reporting about the usual perpetrators who did the violent actson women (personally) at workplace (in %)



The workers were also asked to state about the victims relating to the *'persons/places they visit and get help being victim of violence at workplace'*. In response,

- ✓ A bit more than 40 per cent of them have reported that they get such help from the *'high level colleagues'*.
- ✓ Fairly another same proportion (32.6%) has responded that they get help from the *'factory authority'*.
- ✓ A very insignificant part of them, which is only around 6 per cent, have told that they get such help from the *'same level female colleagues'*.
- ✓ The other responses in this respect showed some different dimensions (Annex Table 26).

Persons/places a victim of personal VAW visit for help: The female workers, personally victimized by violence at their workplaces in the EPZ factories were asked to response about the *'persons/places they visit for help being victim of violence'*. More than 90 per cent of the workers have responded that, the victims *'don't go anywhere'*. The reason of such response indicates, women are still kept aside of equal justice and in an inferior position. The other response in this respect showed very nominal depictions (Annex Table 31).

In line with this, the workers (who were personally victimized by violence) were also asked to stress about the *'persons/places they visit and get help being victim of violence at workplace'*. No significant variation came up in this respect, as the women were individually victimized by violence at their workplace. So, out of fear of social stigma and exclusion, they do not reveal their outrageous stories of violation (Annex Table 32).

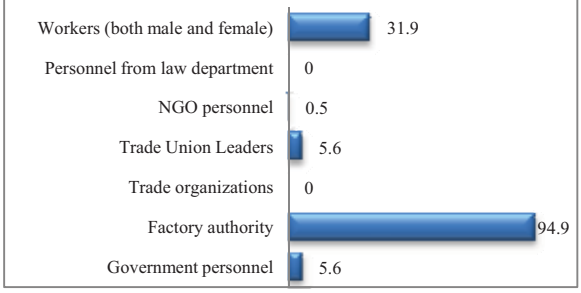
Allegations of VAW and confidentiality: When the workers were inquired to response about the incidence of *'whether the allegations of all kind of workplace violence are kept confidential until the investigation have been completed or not'*, it has been observed that, only 12.2 per cent of them have answered positively about the matter (Annex Table 43).

Punishments of the perpetrators: When the workers were asked about *'whether the punishments of the perpetrators of any violent act on any female worker after the investigation at workplace are done or not'*, about a bit more than half (55.3%) of the workers have responded that the perpetrators are punished in such cases. On the other hand, around 20 per cent of them have answered negatively, whereas about 25 per cent of them did not know anything about such matter (Annex Table 44).

'Social Dialogue' on VAW: The respondents were also asked about the existence of any *'Social Dialogue' (negotiation, consultation, exchange of information) regarding VAW at workplace*. It has been observed that, about 30.3 per cent of the workers have accounted 'yes' about the subject (Annex Table 45).

Participators of 'Social Dialogue' on VAW: When the workers were asked to depict about the *'participators in the social dialogue regarding VAW at workplace'*, almost every worker (94.9%) said that the participators were from the *'factory authority'* (Figure 5.13). Another moderate portion of the workers (31.9%) has responded that the participators of such programme were from the *'workers (both male and female)'*. The other depiction in this regard also came up with very least dimensions (Annex Table 46).

Figure 5.13: Distribution of Respondents reporting about the participators in the social dialogue (in %)



In relation to this situation, when the respondents were asked to depict about *'whether the social dialogue (negotiation, consultation, exchange of information) regarding VAW at workplace was helpful for their working environment or not'*, about 90 per cent of the workers have found it helpful (Annex Table 47).

Training programmes on VAW: The workers were also asked to tell about *whether or not there is any existence of 'training programmes for the workers to address the workplace violence and make a healthy working environment at the factories'*, and in response, nearly 32 per cent of the workers have responded yes about the matter (Annex Table 48). Such inquiry was also made to them about the '*training programmes particularly for the supervisors and managers at the factories'*. In reply about 25 per cent of them have responded 'yes' about the issue (Annex Table 49).

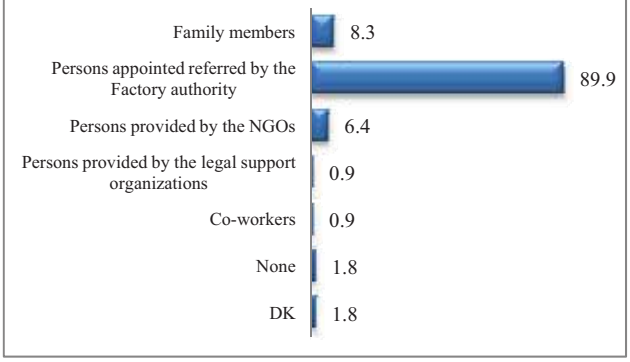
Provision of medical treatment for VAW victims: The workers were also inquired to response about the *'provision of medical treatment in the factory for the victims of VAW'*. Regarding this about two-thirds (67.2%) of the workers have positively answered (Annex Table 50). In this respect, of them who said so were also asked to response about *'whether the provisions of medical treatment is active or not in every case of VAW of injury, harm, or rape at factories for*

the victims of VAW'. Among them, around 83 per cent have responded 'yes' to this question (Annex Table 51).

Provision of psychological counseling for VAW victims: The workers were asked to state about the *'provision of psychological counseling in the factory for the victims of VAW to support their mental health'*. It has been observed that, only 16.5 per cent of the workers have positively answered about this matter (Annex Table 52). They were also asked to response about *'whether the provisions of psychological counseling is active or not in every case of VAW of injury, harm, or rape at factories for the victims of VAW'*. Of them more than 80 per cent have answered with assent to this query (Annex Table 53).

Persons who give the psychological counseling for VAW victims: In relation to this situation, the workers who have responded about active psychological counseling were also inquired to depict about the *'persons who give the psychological counseling for the victims of VAW to support their mental health at factory'*. Of them, a larger segment (89.9%) of them have answered about *'persons (doctors/ psychologists/ clinical psychologists/ counselors) appointed/ referred by the factory authority'* (Figure 5.14). Only 8 per cent of them have responded that they get such help from their *'family members'*, whereas a bit somaller number (6.4%) of the workers used to get help from the *'persons (doctors/psychologists/clinical psychologists/ counselors) provided by the NGOs'*. The other depictions in this category have also come up with very nominal numbers (Annex Table 54).

Figure 5.14: Distribution of Respondents reporting about the persons who give the counseling for the victims of VAW to support their mental health at factory (in %)



Provision of compensation for VAW victims: In response to this situation, when the workers were inquired to state about the *'provision of compensation in the factory for the victims of VAW',* nearly 29 per cent of the workers have answered 'yes' (Annex Table 55). Of them who said so were also asked to response about *'whether the provisions of compensation is active or not in every case of VAW of injury, harm, or rape at factories for the victims of VAW'*, around two-thirds (69.9%) of the workers have responded yes about such matter (Annex Table 56).

5.6 View of the Key Informants

In the survey, after interviewing the female workers, a separate interview was also done on the key informants of whom the supervisors or the persons of the managerial level from the factory or workplace authority and the 'Trade Union Leaders' along with NGO personnel working on the EPZ sectors were interviewed.

According to one of the male line leader (equivalent to supervisor) in a garment factory inside the EPZ of Chittagong, a different scenario of the women workers could be captured.

- ✓ The female workers are much in number than the male workers in that factory.
- ✓ He accepted the statement that women are highly vulnerable to VAW at their workplaces everywhere.

- ✓ Only the presence of verbal abuses is observable among the operators in high numbers because of less/late production and under delivery of tasks in the factory.
- ✓ To him, the overall status of the female workers in that factory is better than the other factories.
- ✓ If anyone is accused of any VAW incidents, he is fired from work.
- ✓ Those who come forward with the complaints of such VAW, gets the justice because reporting of such VAW occurrence is favorable in that factory.
- ✓ He has also stressed on being conscious on VAW from both the female workers and the authority level, and suggested that the government should step forward with more strong legal instruments to combat VAW at workplaces.

Likewise, another male supervisor in one of the knitting factories in Ishwardi EPZ has depicted that,

- ✓ The ratio of the male-female workers is equal in each of the level of workers in that factory where the female workers usually come from the rural areas in higher number.
- ✓ He has opposed to the statement that the female workers who came from a comparatively lower socio-economic background in that factory, are much vulnerable than the higher level workers.
- ✓ He has responded that the legal as well as the social justice system are both in favour of the women in Bangladesh.
- ✓ According to him, the female workers in that factory are the victims of the verbal abuses which happen only because of their negligence in works.
- ✓ He has averred that the female workers of that factory are much privileged than the other factories and can work safely in the workplace.
- ✓ In the matters of VAW encounters firstly, the perpetrators are given alerts and then if the alerts do not work, they are expelled from the job.
- ✓ Everyone comes to know about the VAW policies through meeting and the female workers are capable to report to the 'factory authority' directly for any VAW incidents.
- ✓ He specially suggested the male workers that they must know about VAW as a punishable crime, and must control themselves from doing such acts that can be referred as VAW at workplace.
- ✓ He also thinks that the state should take more strong initiatives on the right application of law and the administration.

As there were no NGO found working for the female workers on various issues including VAW at the EPZ factories, the interview of the key informant from the NGOs could not be incorporated in this survey.

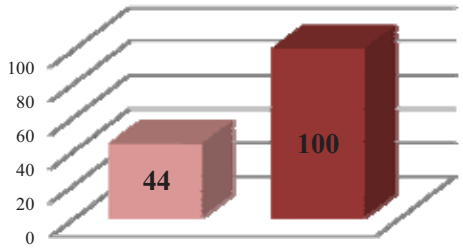
5.7 VAW Score in EPZ Factories

In the course of the survey, with the help of some definite indicators[88], a VAW score has been constructed to understand the extent and severity of VAW among the female workers in the EPZ factories more clearly.

[88] Please see CHAPTER 2: Methodology (Box 2.2) for details.

On a scale of 0-100 (where 100 is worst situation of VAW and 0 is the ideal status), the VAW score in the EPZ sector came up as 44 (Figure 5.15) which indicates that, the situation of VAW is moderately present in this sector. Though the status of VAW in the EPZ factories has been observed through the baseline survey with high incidences, the types of VAW needs more investigation to bring out the accurate scenarios over this sector with more explorations. However, though the score presents a moderate delineation, the situation of the female workers in the EPZ factories can be mentioned as in a fair position the EPZ sector is comparatively more privileged in labor management as much of the factories are foreign owned or under joint venture.

Figure 5.15: Score of Violence Against Women in EPZ Factories



This score also signifies that, the issues of VAW must be dealt with careful interventions and needs to be mitigated by the government, and NGOs to have a violence-free workplace in the EPZ factories. In addition, the female workers and the general masses must also be included at all levels of the VAW mitigation process.

Highlights: EPZ Factories

The Demographic and Socio-economic status of the respondents as has been revealed

- ✓ Around half of the respondents in this sector are aged in between 19-24 years.
- ✓ Of the total respondents, only 9 per cent have completed their SSC level and the highest number of the workers (22%) has completed their primary education (class 5).
- ✓ Most of the workers (60.9%) were married, while a insignificant percentage (31.9%) was unmarried.
- ✓ Almost all (95.2%) the workers were Muslim.
- ✓ Nearly two-thirds (63.0%) of them were skilled manual worker (operator or the equivalent level workers who have at least 6 months of training on a particular task).
- ✓ The highest portion of the workers (43%) gets their monthly salary from the range of *Tk. 5000 ±7000*.
- ✓ Around 70 per cent workers work from 10 to 12 hours a day.
- ✓ Most of the workers work in single shift only (from morning to afternoon with a lunch break).
- ✓ The largest part of the workers (88.5%) in this regard, has preferred for working in the morning shift only.

The Knowledge and Attitude towards VAW among the female workers of EPZ factories has been observed as

- ✓ Almost every worker has knowledge about VAW, They (98.6%) have reported about the occurrence of *'verbal outburst/shouting'* at factory.
- ✓ VAW like *'verbal threat', 'mobbing, bullying', 'touching', 'aggressive body language indicating intimidation, contempt or disdain'* have also been reported by the women workers in EPZ.
- ✓ A very minor number of the workers (0.4%) have reported about '*unsolicited physical contact including rape'*.
- ✓ A higher number of the workers (88.9%) have reported that they have *'observed VAW at their own workplace'* while others have reported the source of VAW as *'women co-workers at their factories'* and also *'women workers form the other factories'*.
- ✓ Around 81 per cent of the workers have reported that *women are mostly compelled to face violence at their workplace.*
- ✓ A moderate fraction (31.1%) of the workers has reported a *'low'* degree of VAW at their workplace, while a nominal number of the workers (11.9%) have responded a *'high'* degree.
- ✓ About 72 per cent of the workers think that women workers are compelled to face violence at their workplace because *'women are physically weak and helpless as they can't defend themselves'*; whereas, a bit more than 60 per cent of the workers think in favor of such matter because *'women are not financially strong'*.
- ✓ In this respect, reasons like: *'mistakes in works including late coming, absence, bad performance in work, and also for demand of leave'* etc. has also been reported by the respondents.
- ✓ The consequences of a VAW incident is such that, the highest part (80%) of the workers have reported that at workplaces, most of the time the female workers *'doesn't do anything, just keep silence and take it for granted'*.
- ✓ The consequences of a VAW victim inside the family are such that, the highest ratio (59.0%) has responded that, *'a victim can't support her family because of leaving job'* as sometimes the victims leave their job because of such violation.
- ✓ The consequence of a VAW victim with her psychological condition is such that, about three-fourths of the workers have responded that in such situation of violence the victims *'get mentally insecure'*.
- ✓ The consequence of a VAW victim with her social position is such that, about 47 per cent of the workers have responded that, *'a victim might be socially excluded'*.
- ✓ About 55 per cent of the workers have responded positively that there are *policies/ guidelines/laws to support the victim of VAW;* among whom, about two-thirds came to know or hear about such policies/guidelines/laws from the *'factory authority'*.
- ✓ About 70 per cent of the workers have reported that *the women take violent acts by the perpetrators as for granted at their workplace.*
- ✓ To 87 per cent of the workers*, the 'reasons of why women take the violent acts by the perpetrators as for granted at their workplace'* is because, women wants to *'save the job'*.

The Work Environment as has been evaluated by the female workers

- ✓ About 45 per cent of the total workers were *'moderately satisfied'* with their working environment.
- ✓ About 79 per cent of the workers (who have reported about working alone) have responded that they feel *'safe'* about their personal safety.
- ✓ In this relation, of the workers who do not feel safe, about 89 per cent have reported that there is a *'chance to be verbally abused/physically assaulted by the high level male colleagues'.*
- ✓ A smaller segment (16.1%) of the workers has responded that sometimes they have to work *with the people known/suspected to have a record of VAW at factory.*
- ✓ Around 48 per cent of the workers have responded positively that they have the freedom of movement at their factory.

The Extent and Severity of VAW in EPZ sector has been revealed as

- ✓ The highest number of the workers (52.8%) has reported about the *'high level male colleagues'* as the usual perpetrators of VAW at factories.
- ✓ Around 50 percent of the workers have responded that age is not a factor to be the victim of VAW at factories, it happens to the women of any age.
- ✓ The largest portion (90.6%) of the workers has reported the violent act happens mostly *'when there are mistakes in works'.*
- ✓ Around 36 per cent of the workers have reported that the incidents of VAW usually occurs in *'less than half (3 in 10)'* of the women workers.
- ✓ Most of the incidents of personal VAW at the factories have been reported as *'verbal outburst/shouting', 'verbal threat',* and *'touching' etc.*
- ✓ Most of the personal VAW has been perpetrated by the *'high level male colleagues'.*
- ✓ About 79 per cent of the workers have positively responded that there were *witness(s) of the violence experienced personally.*

The VAW score in EPZ sector has come up as 44 (On a scale of 0-100, where 100 is worst situation of VAW and 0 is the ideal status) indicating that, the situation of VAW is moderately present in this sector.

The Existing deterrent mechanism and awareness building in EPZ sector as has been exposed

- ✓ Most of the workers have reported that, the victims go to *'high level colleagues'* and also to the *'factory authority'* in search of help.
- ✓ A bit more than 40 per cent of them have reported that they get such help from the *'high level colleagues'.*
- ✓ More than 90 per cent of the workers have responded that, the victims *'don't go anywhere'* for a personal experience of VAW.
- ✓ Only 12 per cent of the workers have answered that *the allegations of all kind of workplace violence are kept confidential until the investigation is completed.*
- ✓ About 55 per cent of the workers have responded that the perpetrators are punished in VAW cases.
- ✓ About 30 per cent of the workers have accounted that some *'Social Dialogue'* on VAW is held at their factories in which both the 'factory authority' and workers (male and female) participate.
- ✓ Existence of the provision of medical treatment, psychological counseling, and compensation for every VAW cases has also been reported by the respondents with some moderate as well as nominal numbers.

CHAPTER VI
VIOLENCE AGAINST WOMEN: FOCUSING THE TEA PROCESSING INDUSTRY

In Bangladesh, 'Tea' occupies an important place in the national economy, accounting for 0.81 per cent of the country's GDP. The 'Tea Processing Industry' is such a sector where a large number of women are involved as labourers, but they are also vulnerable to violent acts. One study[89] has mentioned this unfortunate situation that the tea garden workers make major contribution to the entire production system of tea, but the deteriorating human right conditions in the gardens did not get adequate attention from any corner. Following this, as the survey has been conducted to find out the extent and severity of violence against women at workplace in some selected sectors, the 'Tea Processing Industry' has also been targeted for examining the VAW situation on the female workers working in different tea gardens and tea processing factories in Moulovibazar and Chittagong districts.

This chapter deals with the depictions of the situation of VAW in some of the gardens and factories in the 'Tea Processing Industry' being one of the most influential parts of the industrial section of Bangladesh economy. The female workers in this sector have been examined and further disaggregated with many of the VAW indicators, to have a profound VAW portrayal.

Photo 6.1: Female workers plucking tea leaf in a garden at Srimongal, Moulavibazar



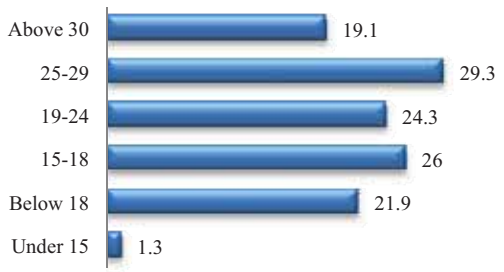
Labour requirements in the tea industry fall under the following categories: (a) plucking of tea leaves, (b) field maintenance, and (c) capital field development. Plucking is primarily done by women, sometimes, men are employed in peak seasons. Men are generally employed in field maintenance (fertilizing, weeding, pruning, mulching, spraying insecticide and irrigation) and capital field development. Women are also employed in these operations, particularly in fertilizing, weeding and pruning.

[89] As cited in Das and Islam, 2006.

6.1 Demographic and Socio-economic Status of the Respondents and Participants in Tea Processing Industry:

Age of the Respondents: From the survey, among the female workers of the 'Tea Processing Industry' (including tea gardens and tea processing factories in Moulovibazar (Srimangal) and Chittagong districts; it has been observed that, some large portions of the age structure in this sector have come out with a somewhat same ratio (Figure 6.1). Around 30 per cent of the female workers were from the age category of 25-29 years old. A bit lower fraction (24.3%) of the workers was from 19-24 years old whereas only 26 per cent workers fell under 15-18 years of age. It is also mentionable that, around 22 per cent of the workers were below the age of 18 years. The other depictions in this respect have also come up with nominal responses (Annex Table 1).

Figure 6.1: Distribution of Respondents by Age in Tea Processing Industry (in %)



Respondents' education level: The distribution of the respondents' education level in the tea gardens and processing factories delineates that,

- ✓ A major portion (48.8%) of the female workers was illiterate.
- ✓ Only 9 per cent of the workers have completed their education of Class 5.
- ✓ On the other hand, among all the respondents, around 27 per cent can only write their names.
- ✓ Of them, a moderate portion (29.5%) were engaged in the locally owned gardens and factories whereas,
- ✓ Another part (16.8%) of them was under jointly owned tea industries (Annex Table 2).

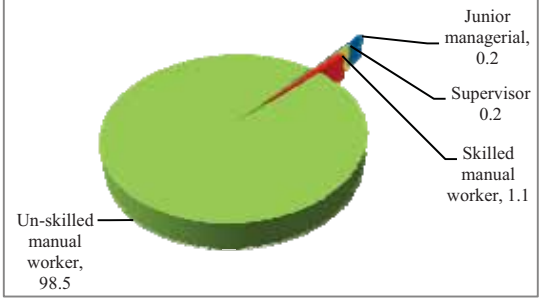
Marital status of the respondents: From the distribution of the respondents (in the tea gardens and factories) by their marital status it has also been found out that,

- ✓ More than two-thirds (67.9%) of the workers were married.
- ✓ In contrast, the number of the unmarried workers in those gardens and factories has come up as around 27 per cent.
- ✓ Of the total married workers, about 68 per cent were from the locally owned tea industries while
- ✓ The joint ventured industries had 67.4 per cent workers within them.
- ✓ The other ratios of the distribution of marital status of the tea industry workers also embody some different dimensions (Annex Table 3).

Religious background of the respondents: The respondents in the tea industry were also examined by their religious background. It has been found out that, slightly more than 80 per cent of the workers were Hindu. A much smaller portion (17.1%) of them was Muslims. The other categories came up with insignificant depictions (Annex Table 4).

Level of employment: According to the survey, the level of employment of the workers in the tea industries showed that, almost all the workers (98.5%) in the tea industries were un-skilled manual worker (Figure 6.2). The main reason behind this situation can be traced out as, much of the women workers are usually appointed in the gardens as 'tea leave pluckers' and those who work in the factories also do non-mechanic (manual) works like: sweeping, washing leaves and floors etc. As a result, the women workers in the tea industries are happened to be un-skilled in their employment level. Besides, the other responses in this respect have come out with very minimal delineations (Annex Table 5).

Figure 6.2: Distribution of respondents by level of employment in Tea Processing Industry (in %)

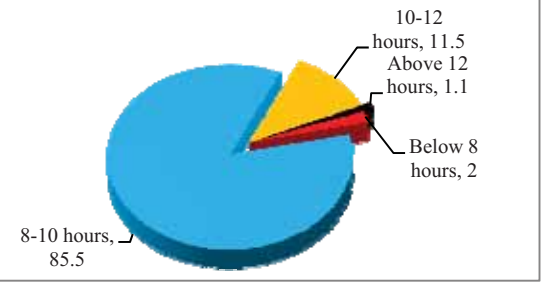


Income: The distribution of the monthly salary of the respondents in the Tea industries represents a special attribute.

- ✓ Most surprisingly, more than 90 per cent of the female workers in the Tea industry get a monthly salary of only about *Tk. 1000 ± 3000.*
- ✓ An insignificant number of them (0.7%) get *Tk. 3000 ± 5000* per month as their salary (Annex Table 6).

Working hour: The female workers in the Tea industries are also entailed by working hour like the other workforces of Bangladesh. In the survey it has been observed that, near about 90 per cent of the workers work in between 8 to 10 hours a day (Figure 6.3). A much meager portion (11.1%) of the workers serves with 10-12 hours of their working hours in those gardens and factories. The other depictions have been found with least responses (Annex Table 7).

Figure 6.3: Distribution of respondents by working hour in Tea Processing Industry (in %)



Categories of working shifts: In the survey, the workers of the Tea processing industry have been examined by the categories of working shifts. It has been found out that, about 94 per cent of the workers work in single shift only. Next, a minimal part (5.9%) of the workers work in 2 (two) shifts. The other responses were trivial on this matter (Annex Table 8).

Photo 6.2: A female worker working inside a tea processing factory



Usual working shifts of the workers: In line with this, the usual shifts in which the workers had to work have also been observed in the survey. It has been observed

that, a bit more than three-fourths (74.2%) of the workers who were surveyed on this issue, had to work in the morning shift only, whereas slightly more than 20 per cent workers had to work in both of the morning and afternoon shifts (Annex Table 9).

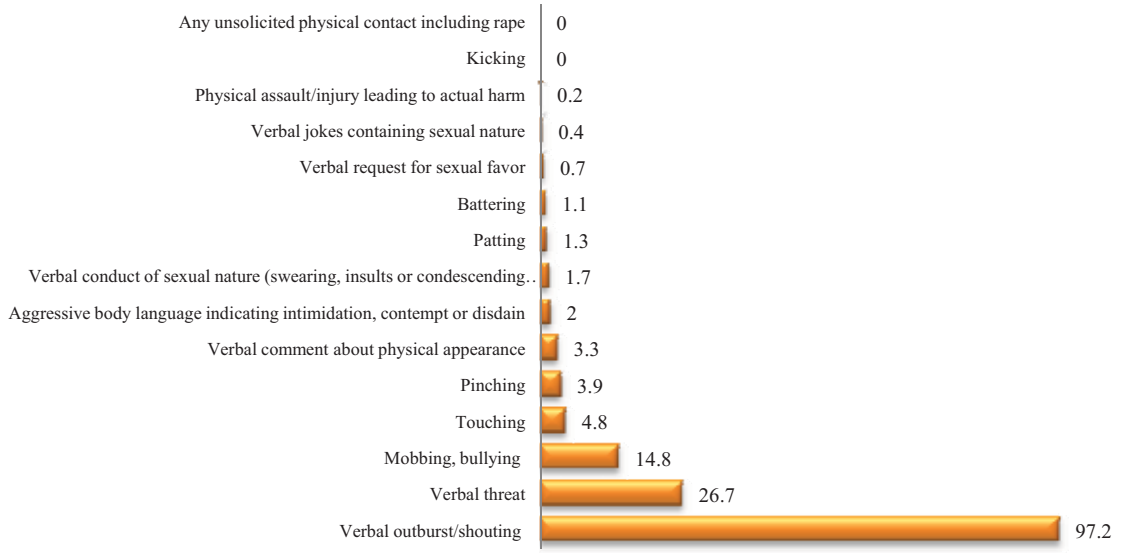
Preference of working hours: Following this situation, another feature of the workers in the Tea industry has been examined in the survey which represents about their 'preference of working hours in the factories'. In this regard, the major segment of the workers (87.1%) has preferred for working in the morning shift only (Annex Table 10).

6.2 Knowledge, Perception and Attitude towards VAW among the Female Workers of Tea Processing Industry

The survey has been conducted in order to find out the extent and severity of violence against women in some selected sectors of Bangladesh, in which the 'Tea processing industry' is one. So the knowledge, perceptions, and attitude related to VAW have been sought out by various indicators among the female workers of the Tea gardens and processing factories.

Reported VAW acts at workplace: To know about respondents' knowledge, perceptions, and attitude about VAW at workplace, the respondents were asked whether they agree with the view that women in general are mostly compelled to face violence at their workplace or not. In this sector, around 59 per cent of the respondents agreed with the view (Annex Table 13). Also, it has been observed that, almost every worker (97.2%) has responded about the occurrence of *'verbal outburst/shouting'* at workplace (Figure 6.4); whereas the other verbal violence like: *'mobbing, bullying'* and *'verbal threat'* have been reported repeatedly by minor portion (14.8% and 26.7%) of the workers. Alongside, a tiny part of the workers (4.8%) have reported about *'touching'* as a violent act that occurred at their workplace. Some other insignificant number of workers has reported about encountering *'verbal comment about physical appearance'* (3.3%) and *'pinching'* (3.9%) at their workplace. The other responses in this respect have been found out with minor features (Annex Table 11). Please note that in the annex tables the violence acts have been shown separately under two heads— non-sexual violence acts and sexual violence acts.

Figure 6.4: Commonly occuring acts of workplace violence as witnessed by respondents (%)



Source of knowledge about VAW: When the workers were asked to response about the *'source of their knowledge'* about the confrontations of VAW at their workplaces,

- ✓ Around 90 per cent of the workers have reported that they have *'observed VAW at their own workplace'*.
- ✓ About 37 per cent of the total workers have responded that they came to know about such incidences of VAW from the *'women co-workers at their workplaces'* and also from the *'women workers form the other workplaces'*.
- ✓ After that, a relatively nominal number of the respondents (10.6%) have reported that they came to know about such matters from *'neighboring HH female members'*.
- ✓ The other responses have also come up with least depictions (Annex Table 12).

Perception on women facing VAW mostly: The female workers were also asked to state about their *'perception on whether the women are mostly compelled to face violence at their workplace or not'*. More than half (58.6%) of the workers have responded 'yes' about the issue; of whom, around two-thirds of the workers (61.2%) were engaged in the locally owned Tea industries (Annex Table 13).

Degree of VAW: When the respondents were asked to illustrate about the *'degree of VAW in their own workplace'*, quite a few aspects has been found out on this issue. It has been observed that, slightly more than half of the workers (53.8%) have reported the degree of VAW at their workplace as *'very low'* (Figure 6.5). About 24 per cent of the workers have reported a *'low'* degree of VAW whereas only 15 per cent workers have reported of *'medium'* VAW at their workplace. The responses about the *'high'* and *'very high'* degree of VAW have been come out with negligible depictions (Annex Table 14). It should be noted that, though near about 89 per cent of the respondents have reported that they have observed VAW at their own workplace (Annex Table 12); but when they were asked to report about the degree of VAW at workplace, they responded the depictions on the basis of their own perceptions.

Figure 6.5: Degree of VAW in Tea Processing Industry'

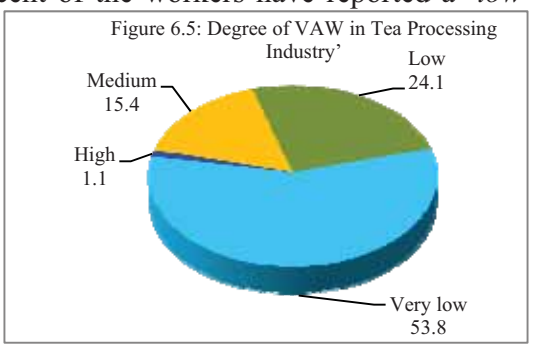
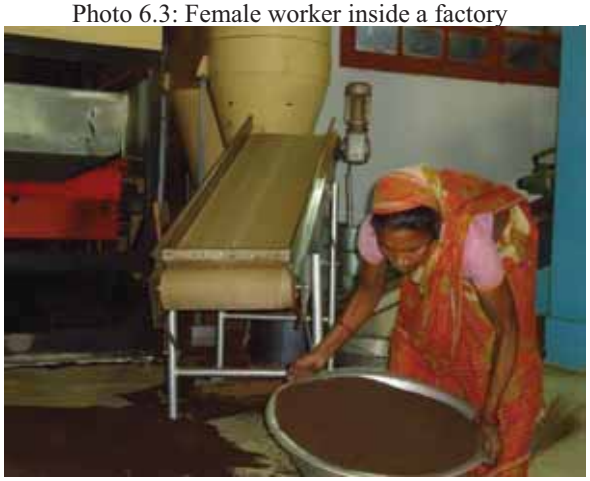


Photo 6.3: Female worker inside a factory



Why women face violence: In this survey, the female workers were also asked to state about the *'reasons of why women workers are compelled to face violence at their workplace'*. The workers in the tea gardens and factories have reported diverse reasons on this matter. It has been observed that, about 70 per cent of the workers assumed about such occurrence because *'women are physically weak and helpless as they can't defend themselves'*. Of them, more than three-fourths of the workers (75.8%) have been found reported from the jointly owned tea industries. Furthermore, slightly more than half

of the workers (56.6%) think that women face such situation because *'women are not financially strong'*. The other reasons like: *'mistakes in works including late coming, absence, bad performance in work, and also for demand of leave', 'social bindings', 'women are seen as sexual objects', 'religious concepts/misinterpretation about women', 'perception of men about proper dressing of women', 'women working at night', and 'disobedience and awful behavior by women'* etc. were also responded by the workers with very trifling depictions (Annex Table 15).

Consequences of VAW to the victims: In the course of the survey, the female workers were questioned to describe about the *'consequences usually happen to a victim being verbally/physically violated or even being violated with extreme physical violation like rape'*. While tracing out the manifestations regarding this issue,

- ✓ More than three-fourths (75.3%) of the workers have responded that most of the time the female workers who become a victim of such violation at their workplaces, *'doesn't do anything, just keep silence and take it for granted'*.
- ✓ A much lesser section of them (19.1%) have responded that *'a victim might get unmindful at work'* at the workplace (Annex Table 16).

Moreover, while they were asked to depict about the *status of a victim within the family*,

- ✓ Around 37 per cent of the workers have reported that as there were very few incidences of leaving of job by the victims, and for that reason, *'a victim can't support her family'*.
- ✓ Somewhat same proportion of the workers have replied that, *'sometimes victim's family becomes socially stigmatized; hence family members blame the victim.'*
- ✓ Similarly, another section of the workers (32.8%) have responded that, *'if the victim is unmarried and about to marry, then marriage talks get barred/broken'*.
- ✓ Some other respondents on this issue also represented some nominal responses (Annex Table 16).

Along with this, the workers were inquired to response about the *psychological conditions of victims* in a situation of violence that they have encountered.

- ✓ Around 70 per cent of the workers have reported that, the victims *'get mentally insecure'* in such situation of violence.
- ✓ A rather minor portion of them (20.2%) have reported that, *'a victim may feel insecure even at home'* (Annex Table 16).

Finally, the workers were asked to state about the *social position of victims* that shows the bond of the victim with the society in such incidences of violence.

- ✓ Slightly more than half of the workers have stated that *'a victim might be socially excluded'*, which means that the woman is kept aside in her own locality.
- ✓ Around 30 per cent of the workers have reported that, *'nothing happens'* to a victim in such situation.
- ✓ On the other hand, a mentionable section of the workers (23.9%) have responded that, *'a victim might get mental shock, hence may commit suicide'*, which represents the isolation of the victim with the society (Annex Table 16).

Knowledge about policies/guidelines/laws to support VAW victims: When the workers were asked to response about their knowledge on *'whether there are policies/ guidelines/laws to support the victim of VAW'* in their workplace, it has been sought out that about a bit less than half of the workers (48.6%) have responded 'yes', whilst around 20 per cent workers have denied the topic. In addition, relatively a lower small fraction of the workers (31.5%) had no idea about the matter (Annex Table 17).

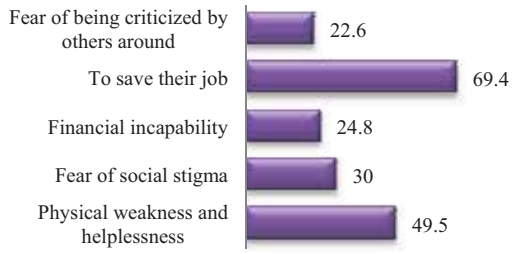
Sources of knowing the policies/guidelines/laws to support VAW victims: Following this, the respondents were also asked to reply about *'the sources of hearing or knowing about such policies/guidelines/laws to support the victims of VAW at workplace'*. It has been observed that,

- ✓ Of the total workers who were asked such stuff, about 40 per cent of the workers came to know or hear about such policies/guidelines/laws from the *'Factory authority'*.
- ✓ A slightly smaller segment of the workers (33.0%) has been informed of such topic from their *'women co-workers'*.
- ✓ About 21 per cent of the female workers came to know about such strategies from the *'Trade Union Leaders'*.
- ✓ Some other two small segments of the workers became entangled in such topic *'from HH male members/relatives'* (15.6% workers) and *'from neighboring HH female members'* (16.1% workers) consecutively.
- ✓ The other responses on this matter also came with very nominal depictions (Annex table 18).

VAW as 'taken for granted': In the survey, the female workers were also asked to stress their perception about *'whether most of the women take violent acts by the perpetrators as for granted at their workplace or not'*. It has been observed that, about three-fourths of the workers (70.9%) have reported 'yes' about the matter (as if it is natural that they would be victim of VAW). It would be much noticeable if it is said that the female workers do not feel about many undesired acts by their male counterparts as violence against women or that such acts are illegal and punishable offences according to law. At this backdrop, a bit more than 20 per cent have denied such view (Annex Table 19).

Reasons behind VAW as 'taken for granted': In line with this, the respondents were also asked to describe the *'reasons of why women take the violent acts by the perpetrators as for granted at their workplace'*. The workers have explained their views on this matter. It has been observed that, around 70 per cent of the workers have responded the reason about such issue because women want to *'save the job'* (Figure 6.6). After that, about half of the workers (49.5%) have stated the reason as *'because women are physically weak and helpless as they can't defend themselves'*. A relatively significantly percentage of the workers (30.0% and 24.8% consecutively) have responded that the women do such thing because of the fear of *'social stigma'* and they think that *'women are not financially strong'*. Another smaller portion (22.6%) of the workers has reported that because women are scared of *'not to be criticized by the others around her'* (Annex Table 20).

Figure 6.6: Reasons why women take VAW for granted (in %)



6.3 Work Environment according to the Female Worker

Work environment in every working sector is an important aspect in assessing the condition of the labourers. So the women workers of the tea processing industry have also been examined with their working environment which can help the survey to study about the VAW situation over there in a great manner.

Degree of satisfaction with working environment: According to the survey, the female workers in the tea processing industries were asked to response about *'the degree of satisfaction with the environment of their workplace in relation to the concepts of VAW'*. It has been observed that, near about 70 per cent of the total workers was *'satisfied'* with their work environment (Figure 6.7); whereas a scanty portion (21.9%) was *'moderately satisfied'*. Only about 8 per cent of the workers were *'very satisfied'*. The other depictions on this point have come out with very immaterial responses (Annex Table 21).

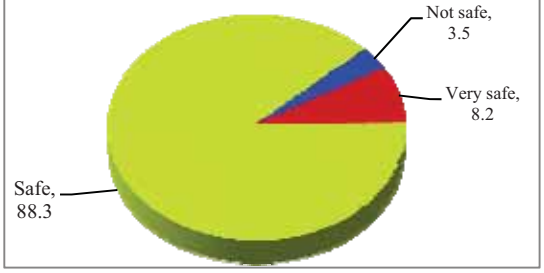
Figure 6.7: Distribution of respondents reporting about the degree of satisfaction with the environment of their workplace in relation to the concepts of VAW in tea processing Industry (in %)



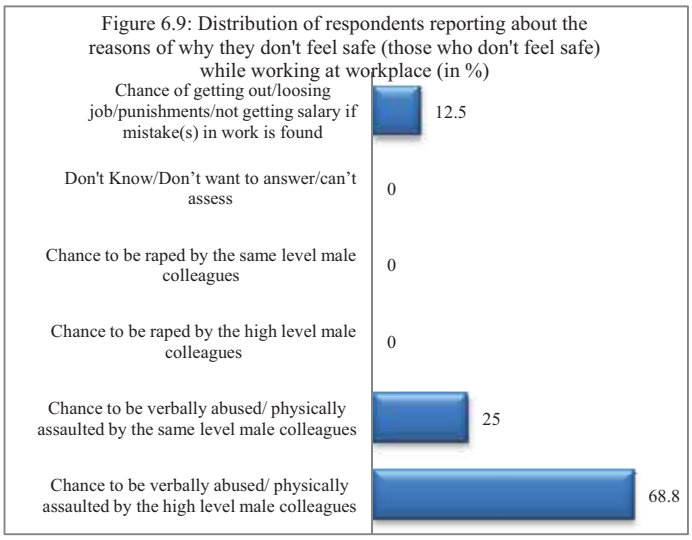
Accounts of workers working alone sometimes: When the respondents were asked to response *'whether they have to work alone sometimes at their factories or not'*, a very nominal fraction (only 3.7%) of them have stated in favour of this topic (Annex Table 35). In line with this, when they were asked (those who were surveyed) to depict about the *'reasons'* of why they had to do so, a major portion (88.2%) of them have replied the reason as *'order of the factory authority'*. An interesting finding in this respect was that about 18 per cent of the workers have delineated the reason of their working alone sometimes because they were *'compelled by the same level female colleagues'*. A very minimal portion (5.9%) of the workers has responded about such reason as *'order from the high level male colleagues'* (Annex Table 36).

Degree of satisfaction of personal safety: Moreover, the workers were asked to response about the *'degree of satisfaction of their personal safety while working alone at factory'*. Near about 90 per cent of the total workers have replied that they feel *'safe'* while doing works alone at their workplace. Similarly, about a very nominal portion (8.2%) of them feel *'very safe'*. The reasons of such situation can be referred to as the setting of a very strict rules and regulations set by the 'Trade union leaders' which is maintained in every tea gardens and factories to establish a safe work environment. For this reason, according to the perception of the female workers, they feel safe and very safe as well. In contrast, a least part of the workers (3.5%) were positioned in the opposite side denoting *'not safe'* while working alone (Figure 6.8).

Figure 6.8: Distribution of respondents reporting about the degree of satisfaction of their personal safety while working alone at workplace (in %)



Reasons of not feeling safe: Following the above situation, when the workers (those who were surveyed) were asked to describe the *'reasons of why the workers who sometimes work alone at their factories don't feel safe (those who don't feel safe)'; it has been found out that* (Figure 6.9),



- ✓ More than two-thirds (68.8%) of them have answered that there is a *'chance to be verbally abused/physically assaulted by the high level male colleagues'*.
- ✓ A somewhat lower section of the workers (25.0%) have stated the reason as *'chance to be verbally abused/physically assaulted by the same level male colleagues'*.
- ✓ Only 13 per cent of the workers have replied the reason as *'chance of getting out/loosing job/punishments/not getting salary if mistakes in work are found'*.
- ✓ There were no responses in relation to reason like: *'chance to be raped by the high level and/or same level male colleagues'* (Annex Table 38).

Working with Male Colleague having past record of VAW: Some other issues were brought before the female workers of the tea industry in studying their perception about the work environment of their workplace. Regarding this, while they were asked to response about the *'incidence of their working with the people known/suspected to have a history of VAW at workplace'*, only around 10 per cent of the workers have responded in favour of the topic (Annex Table 39).

Freedom of Movement at the factory: The workers were also inquired to response if there is any condition made for the women to take *'permission to go to every corner of the workplace'*. More than two-thirds (68.3%) of the workers have responded 'yes' about the matter (Annex Table 40). On the topic of *'whether the workers can go to the bathroom/toilet/washroom of the workplace or not'*; almost all the workers (91.5%) have opined in favour of the matter (Annex Table 41). Furthermore, when they were told to describe about the *'consequences that happens to the women if they are restricted to go anywhere or to the mentioned places',*

Photo 6.4: Researchers in discussion with tea factory workers at Srimongal



near about 90 per cent of them have responded about *'facing health problems'* in such situations (Annex Table 42).

6.4 Extent and Severity of VAW in Tea Processing Industry

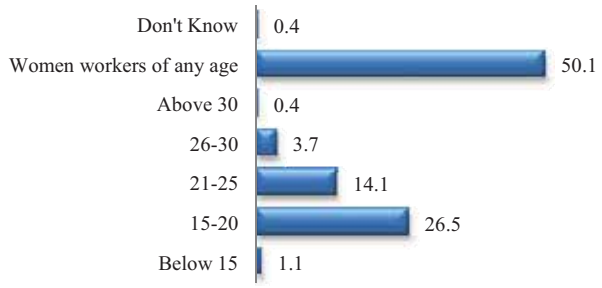
As the survey has been carried out in order to find out the extent and severity of violence against women in some selected sectors, so like the other sectors, the tea processing industry is also examined with different indicators of VAW. The responses of the workers key informants, as are depicted underneath.

6.4.1 View of the Female Workers

Usual perpetrators of VAW: In the survey, when the respondents were asked to response about *'the usual perpetrators who did the violent acts against the workers at their workplaces'*; around 60 per cent of them have reported about the *'high level male colleagues'*. Alongside, more than 30 per cent of the workers have reported about the *'male colleagues of any level'* who usually did the violent acts against the workers. A small part (3.3%) of them has given their opinion about the *'same level male colleagues'* as perpetrators in the workplaces (Annex Table 22).

Age of women who face VAW frequently: The respondents were also asked to depict about the *'age of women who face violent acts most frequently at their workplaces'*. It has been found out that, about half (50.1%) of the workers have responded about *'women workers of any age'* (Figure 6.10). To the contrary, about 26.5 per cent of the workers have reported about the women age group of *'15-20'*, who face the violent acts most often. A quite small fraction (14.1%) of the workers have stated about the women age group of *'21-25'* in such situation (Annex Table 23).

Figure 6.10: Distribution of respondents reporting about the age of women who face violent acys most frequently at their workplace (in %)

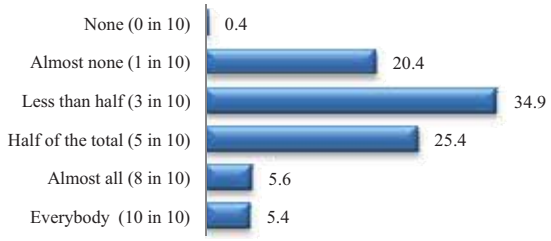


Time of circumstances of VAW: While the respondents were asked to reply about the *'time or circumstances of violent acts against the workers that took place at their workplaces'*,

- ✓ Around 70 per cent of them have reported the violent act to have happened *'when there are mistakes in works'*.
- ✓ A relatively smaller segment of the workers (37.3%) have responded on *'no specific time, whenever the perpetrators find an opportunity'*.
- ✓ In line with this, an insignificant part of the workers (4.6%) have reported that some workers face the violent acts *'if production is less/not in time'* and again, another same portion have pointed on *'after overtime'* (Annex Table 24).

Victim of VAW in Every 10 women: In the survey, the workers were also inquired to delineate about their *'perception about occurrences of VAW in every 10 female workers around the factory'*. As reported by, about 35 per cent of the workers, the incidents of VAW usually occurs in *'less than half (3 in 10)'* of the women workers, while a bit smaller portion (25.4%) of them have replied as *'half of the total (5 in 10)'* of the workers in the workplaces. Another segment of the workers, who were about 20 per cent, has stated that *'almost none (1 in 10)'* of the women face VAW at their workplaces (Figure 6.11), (Annex Table 27).

Figure 6.11: Distribution of Respondents reporting about their perception about occurence of VAW in every 10 female workers around the workplace (in %)



Box 6.1: VAW scenarios in Tea Processing Industry

The participants in both of the FGDs have cited the types of VAW at their workplaces which were also stated by the other women workers in this sector. Some of them have mentioned that, if the *Babus* (supervisors/managers) call them at their rooms and give them a *'ku-prostab'* (an illegal proposal for sexual favour), then it is a violence to them. They also have added, if the authority compels them to work even after the break of work, it is also violence to them. Most of the VAW have been observed after the works are completed at the gardens or factories. Most of the victims were young irrespective of their marital status.

They also informed that, they have heard of some VAW activities long ago in their workplaces; but now there were no such evidences. Only some of them have mentioned that, around one year ago, in another garden, they have heard of an older man who did violent acts with a 15/16 years old girl, but there were no justice. They also mentioned, when before, any of such activities took place; the perpetrators were brought under unofficial trial, and by hanging 'shoes' around his neck and by making him bald, was excluded from the locality. Now, if sometimes any of the problems arises concerning the women workers in those gardens or factories; firstly, the problem is disputed through the local *'salish'* system by a *'panchayat'* committee.

There were no NGOs working strongly on the VAW activities particularly. Some of the organizations were engaged only in 'micro-credit' programmes, but nothing with VAW. There were some public meetings held on AIDS consciousness, but no such activities on VAW.

The participants have also accounted that, the in-house laws in the gardens and tea estates are strict enough, and thus no one can do such VAW activities so easily. Besides, the Trade Union Leaders are also very much supportive for every labourers in the Tea industry. Even the *Babus* (supervisors/managers) have changed enormously with their mind-set about the female workers.

The female workers of the Tea industries suggested for -

- ✓ Training programmes for VAW and stressed on female education so that every women can be enlightened and be concerned about VAW.
- ✓ The male workers should be motivated against VAW and all should come forward to stop VAW at workplace.
- ✓ All the males and females should be provided separate workplaces.
- ✓ The women in the Tea sector, who are comparatively educated and matured, should be made supervisors/managers in the tea gardens and factories.
- ✓ Government should appoint honest personnel in the administration who will not take bribe from any of the VAW perpetrators and make the 'National Women Policy' much stronger so that it can work for the women labourers also.
- ✓ A 'female-police' wing must be deployed in the tea sector for the better outcome against VAW activities.

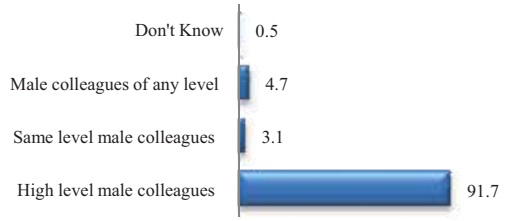
Source: 2 FGDs (1 in Chittagong and 1 in Moulovibazar), where there were 9 participants in each of the groups.

Personal experience of VAW: When the workers were asked to respond about their *'own experience of VAW at their workplace'*, around 40 per cent of the workers has replied yes while more than half of the workers (56.6%) have responded negatively that they did not experience any such matter (Annex Table 28).

Types of personal VAW: In this respect, the respondents (who had experienced VAW personally) were inquired to depict about the *'types of VAW that they experienced at their factories'*. Almost all the workers (99.5%) have responded that they experienced *'verbal outburst/shouting'* at their workplaces. A much small fraction of the workers (16.1%) replied that they experienced *'verbal threat'*. Along with that, a trivial part of them (2.6%) has reported *'touching'* as a violent act that they experienced at their workplaces. The other types of VAW have also been responded by the workers with insignificant depictions (Annex Table 29).

Perpetrators of the personal VAW: Following this, these workers (who had experienced VAW personally) were also asked to state about the *'usual perpetrators who did the violent acts'* on them at their workplaces. It has been found that, more than 90 per cent of the workers experienced personal violence by the *'high level male colleagues'* (Figure 6.12). The workers have also reported about being the victim of VAW personally by the *'same level male colleagues'* and/or *'male colleagues of any level';* but in small ratios (Annex Table 30).

Figure 6.12: Distribution of Respondents reporting about the usual perpetrators who did the violent actson women (personally) at workplace (in %)



Box 6.2: Personal Experience of VAW

A female labourer was sexually violated at her workplace where there were no other workers working. Suddenly a *'male co-worker'* came and assaulted her by *touching* her body including *patting* and *proposing an illicit sexual favour*. The incident had happened in the day time and before 3 months at the time of this report. She had protested on that very moment and went straight to the workplace authority in search of justice. The authority took a direct step for the woman and accused the man of his sexual offense and was punished. By this initiative, though being shocked by such incident, she later felt relieved and secured again. She reported that there were no particular NGOs or legal support organization who work on VAW specially; but she suggested the authority to fire the perpetrators from job who do such VAW activities and make arrangements of marriage between the woman and the perpetrator, if the victim agrees. Further she suggested the government to initiate more strong laws in every place where there are female workers.

Another woman in the same sector was also encountered by sexual violence around 2-5 years ago at the time of this report. She was *touched* at her body by a *'high level official'* at her workplace at the day time. By being violated she went to the 'male co-workers' and requested help in such misery. They gave her mental support but no legal action could be possible to be taken against the perpetrator. She stopped coming to work for some days and thus went under severe financial crisis for some days as their wages were given in a daily basis. She had undergone a mental trauma for those days. But now she has overcome the shock and feels herself safer than before. She suggested initiating separate workplaces for male and female workers where the management would also be run by the females. She also added the demand for strong legal instruments to stop VAW from workplaces.

Source: Verbal Autopsy, Tea Processing Industry, Srimangal, Moulovibazar.

Witness(s) of VAW: When the workers were asked to response about the *'existence of witness(s) of the violence experienced personally by them at workplaces'*, slightly more than three-fourths of the workers (72.9%) have reported 'yes' about the matter. In contrast, about 27 per cent of them responded negatively (Annex Table 33). Alongside, on the issue of *'whether they gave any evidence/account as a witness for a female worker being victimized by VAW at workplace or not'*, an insignificant part of the workers have answered 'yes' (Annex Table 34).

6.5 Reducing VAW: Existing deterrent mechanism and awareness building

The concerns of the female workers of the Tea industry about the coping ways of VAW incidences at the workplaces were observed in the survey. The existing ways to prevent such activities from which the workers can take help were also examined. The manner of their awareness building in mitigating VAW occurrences was also adjoined in the query process.

Persons/places a VAW victim visits for help: In the course of the survey, the workers were asked to response about the victims regarding the *'persons/places they visit for help being victim of violence at workplace'*.

- ✓ About 38 per cent of the workers have responded that, the victims go to the *'workplace authority'*.
- ✓ A somewhat closer to the same proportion of the workers (31.5%) have said that, the victims *'don't go anywhere'*.
- ✓ Another fraction of the workers consisted of around 28 per cent has responded that the victims go to the *'high level colleagues'* for such help by being violated at workplace.
- ✓ At this stage, a mentionable portion of the workers (19.1%) has reported that, the victims of such violence go to the *'Trade union leaders'* to get help (Annex Table 25).

The workers were also asked to depict about the victims concerning the *'persons/places they visit and get help being victim of violence at workplace'*.

- ✓ More than 30 per cent of them have reported that the victims get such help from the *'workplace authority'*.
- ✓ A smaller section of the workers (22.1%) has responded that the victims get such help from the *'high level colleagues'*.
- ✓ A bit lower than this ratio, which consists of around 17 per cent has stated that the victims get help from the *'Trade union leaders'* in such distress.
- ✓ Another fraction of the workers, though nominal in numbers (10.6%), has reported that the victims get help from the local *'salish'* system (Annex Table 26).

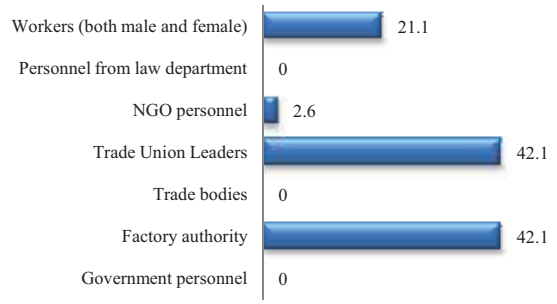
Persons/places a victim of personal VAW visits for help: The female workers in the Tea industry, those who were personally victimized by violence at their workplaces, were asked to state about the *'persons/places they visit for help being victim of violence'*. About 94 per cent of the workers have replied that the victims *'don't go anywhere'*. The reason of such response points out that, women are still marked as substandard as well as out of equal justice (Annex Table 31).

The workers (who were personally victimized by violence) were also inquired to depict about the *'persons/places they visit and get help being victim of violence at workplace'*. No considerable variation came up on this matter, as the women were individually victimized by violence at their workplace. So, being afraid of social stigma and exclusion, they do not disclose their shocking stories of violation at their workplaces (Annex Table 32).

Allegations of VAW and confidentiality: When the workers were asked to response about the incidence of *'whether the allegations of all kind of workplace violence are kept confidential until the investigation have been completed or not'*, it has been observed that, only 13 per cent of them have answered yes about the topic (Annex Table 43).

Punishments of the perpetrators: When the respondents were asked to depict about *'whether the punishments of the perpetrators of any violent act on any female worker after the investigation at workplace are done or not',* about 40 per cent of the workers have been found to report that they did not know about such incidence. Another relatively closer proportion (32.1%) has responded yes about the topic, but around 20 per cent of them denied (Annex Table 44).

Figure 6.13: Distribution of respondents reporting about the participators in the social dialogue (in %)



'Social dialogue' on VAW: The workers were also asked about the existence of any *'Social Dialogue' (negotiation, consultation, exchange of information) regarding VAW at workplace*. A very nominal fraction (8.2%) has been found reporting 'yes' about the matter (Figure 6.13).

Participators of 'Social Dialogue' on VAW: In this respect, when the workers were inquired to depict about the *'participators in the social dialogue regarding VAW at workplace',* it has been sought out that, slightly more than 40 per cent of the workers have responded that the participators were from the *'factory authority'* (Figure 6.14). Another section of the workers of the same ratio has replied that the participators of such programme were from the *'Trade Union Leaders'.* Relatively a small part of the workers (21.1%) have given their account as the participators were from the *'workers (both male and female)'*. The other depiction in this regard came up with insignificant responses (Annex Table 46).

In relation to this situation, when the respondents were asked to response about *'whether the social dialogue (negotiation, consultation, exchange of information) regarding VAW at workplace was helpful for their working environment or not',* it has been sought out (from the workers who were surveyed) that such programme was helpful for about 97 per cent of the workers (Annex Table 47).

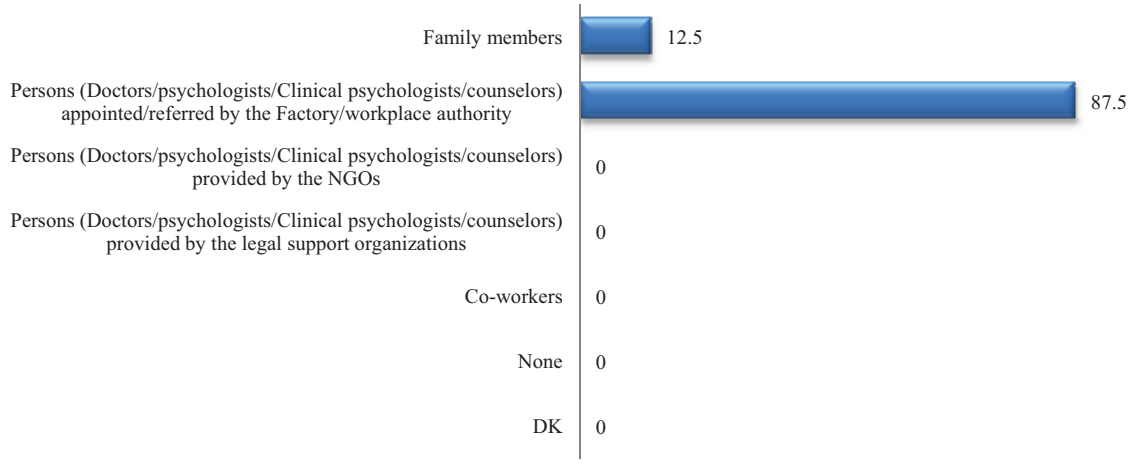
Training programmes on VAW: Next to this, when the workers were inquired to depict about *'whether or not there is any existence of training programmes for the workers to address the workplace violence and make a healthy working environment at the factories'*, a smaller part (11.1%) of the workers have responded yes about the stuff (Annex Table 48). Such inquest was also asked to them about the '*training programmes particularly for the supervisors and managers at the factories'*. It has been sought out that, only 9 per cent of them have responded 'yes' on the issue (Annex Table 49).

Provision of medical treatment for VAW victims: There were some other related topics on which the opinions of the workers have been demanded. Such one is about the *'provision of medical treatment in the workplace for the victims of VAW'*. It has been observed that, around 75 per cent of the workers have positively responded about such inquiry (Annex Table 50). The workers (of them who said so) were also asked to state about *'whether the provisions of medical treatment is active or not in every case of VAW of injury, harm, or rape at workplaces for the victims of VAW'* and more than half (57.4%) of them have given their opinion in favour of this issue (Annex Table 51).

Provision of psychological counseling for VAW victims: The workers were inquired to response about the *'provision of psychological counseling in the factory for the victims of VAW to support their mental health'*. A very insignificant part (3.0%) of the workers has replied yes about this matter (Annex Table 52). Of them who depicted so were also asked to response about *'whether the provisions of psychological counseling is active or not in every case of VAW of injury, harm, or rape at factories for the victims of VAW'*. It has been found that, of them (who said so) more than half (57.1%) of the workers have reported 'yes' to this issue (Annex Table 53).

Persons who give the psychological counseling for VAW victims: The workers who have responded about active psychological counseling were also asked to give their account about the *'persons who give the psychological counseling for the victims of VAW to support their mental health at factory'*. Of them, more than 80 per cent have replied about *'persons (doctors/psychologists/clinical psychologists/counselors) appointed/referred by the workplace authority'* (Figure 6.14). A very minimal part (12.5%) of them has reported that they get such help from their *'family members'*, whereas there were no responses relating to the other concerns (Annex Table 54).

Figure 6.14: Distribution of respondents reporting about the persons who give the counseling for the victims of VAW to support their mental health at workplace (in %)



Provision of compensation for VAW victims: Relating to this situation, when the workers were asked to response about the *'provision of compensation in the factory for the victims of VAW',* it has been sought out that, more than 30 per cent of the workers have responded yes about such query (Annex Table 55). In line with this, of them who said so were also asked to state about *'whether the provisions of compensation is active or not in every case of VAW of injury, harm, or rape at factories for the victims of VAW'*. Among them, around three-fourths (72.0%) of the workers have responded 'yes' on this issue (Annex Table 56).

6.6 View of the Key Informants

After interviewing the female workers in the survey, another interview schedule was also done on the key informants. These key informants were the supervisors or the persons of the supervisory level from the factory or workplace authority and the 'Trade Union Leaders' to the adjoined working sectors along with NGO personnel who were working in Tea processing sector.

From the accounts of one of the male key informants (Factory In-charge of a Tea processing factory) in Chittagong, it has become evident that;

- ✓ The female workers are mainly engaged in the tea garden of that factory who were higher in numbers (56.2%) than the males (441 workers in total).
- ✓ He has expressed his opinion positively with the statement that women are much vulnerable to VAW at workplace.
- ✓ He pointed out the reason of such status of women as their lower status of physical and financial strength, and inability to make influences at the workplace.
- ✓ He also added that, as because the society is driven by the males in every aspect, so women are subjugated and exploited by the males in many ways.
- ✓ He responded that financial problem of women is the main reason of such exploitation where the VAW takes place in a final form.
- ✓ He thinks that the female workers were the victims of VAW at their workplace to a high extent, but the situation of the women in that Tea factory was better than the others.
- ✓ If any kind of VAW incidents takes place inside the factory, it is disputed through unofficial departmental action. If the perpetrators are accused with the VAW occurrences, then he is punished and charged fine against the crime.
- ✓ The policies and guidelines are well maintained inside the factory that ensures the female workers a favorable working environment.
- ✓ He further stressed on the proper training of VAW among all the male and female workers of a factory and responded to make arrangements for discussions and meetings on VAW mitigation strategy.

Following this, another male key informant (a Trade Union Leader) of the 'Bangla Cha Sromik Shangha' of Chittagong has depicted that,

- ✓ Of the workers who were mainly the 'tea-leave pluckers', about 100 per cent were female workers.
- ✓ Along with that, in the factories the ratio of the male and female workers was 85 per cent: 15 per cent of the total. Every worker was from a very low socio-economic background.
- ✓ To him, women are relatively weaker from the standpoint both of their psychological and physical conditions which make them more vulnerable to VAW at workplace. In this respect, he referred to the news published in the newspapers and local bulletins.
- ✓ He also responded that, the female workers from the lower socio-economic settings are much victimized by VAW as they take the violent acts 'as for granted' because of their survival inside the society.
- ✓ He has quoted one incident of VAW that happened long ago in one of the tea gardens, where a female worker was fired from the factory and the male worker (the perpetrator) was set free from accusation.
- ✓ He has also mentioned some 'derogative words' which were frequently used in the factories as verbal abuses against the female workers.
- ✓ He further added that, the young and unmarried female workers are victimized by VAW to a high number and has accused the social system for such incidents.

- ✓ He also responded that, if any act of VAW is reported to him or the union bodies, then they take initiatives to punish the perpetrators by negotiating with the adjoined factory. For this reason, the female workers can complain to them very easily whenever they feel necessary for any VAW activities.
- ✓ Lastly, he suggested that, the fourth class workers' demands must be fulfilled in order to have a decent workplace. Even the familial matters should also be taken into account to give the workers a better opportunity to work safely inside their workplaces.

After the interview of the key informants done in Chittagong, some other interviews were also conducted in Srimangal of Moulovibazar district. One key informant (a manager) of a Tea processing factory has depicted his own opinions on various issues of the interview.

- ✓ According to him, the hierarchy of that factory ranged from high officials to tea-leave pluckers where the MBBS doctors, pathologists, nurses and health assistants were also included.
- ✓ The male-female ratio was 90 per cent: 10 per cent in the factory and 25 per cent: 75 per cent in the tea gardens.
- ✓ In his opinion, the women in the society of Bangladesh are highly exploited for the reason of their being poor, bounded up in religious misconceptions, and prejudices about them. He also added that, the women workers in the Tea industry are much backward than the other sectors because the main reason is lack of proper education.
- ✓ He had heard of many VAW incidents but replied that the VAW occurrences are relatively much lower in the Tea industries. The workers in the tea gardens and factories are much safer with their working environment.
- ✓ If there is any incident of VAW, then the matter is firstly disputed through the local *'salish'* system.
- ✓ He responded that there is no recognized policy relating to VAW in the Tea sector.
- ✓ The female workers over there are highly supported by the 'Labour house' under the direct consultation of the 'Bangladesh Tea board' and also under the 'Trade-union leaders'. So the VAW incidents are never occurred in the Tea sector because of their strong activities in favour of the labourers inside the sector.
- ✓ He further suggested the male workers to respect their female colleagues and treat them not as a *female colleague* but just as a *co-worker* working in the same line with them.
- ✓ He also stressed on training of VAW among all levels of workers and take initiatives for the provision of punishment and charge fine for any such VAW activities.
- ✓ Lastly, he suggested government to frame particular policy and law to curb VAW at workplaces.

Another key informant (a Trade union Leader) of the 'Bangladesh Cha Sromik Union' or 'Labour House' from Srimanagal has given his accounts on various issues of the interview.

- ✓ The house has started operation since 1948, which has been a great support for the development of the tea plant labourers.
- ✓ He has depicted positively about the statement that women are much victimized by violent activities because of their lower socio-economic status and so the poor women are the most victimized at workplace.

- ✓ In the tea sector, he responded, most of the women came from the ethnic groups who are uneducated, weak, and financially not strong. They are located inside a specific border, and out of the outer world. So they are much vulnerable to VAW activities at their workplaces.
- ✓ He has accounted some of the incidents that he had heard of happening long ago which included – calling of young girl workers to the manager bungalow, demanding an illegal physical relationship without her consent, and if disobeyed, dismissal of her job from the garden etc. but he had never observed these occurrences by himself.
- ✓ He also added that, he heard about women being victimized by VAW who were in between 18 to 35 years of their age irrespective of marital status.
- ✓ At present, there is no situation of severe VAW and everyone feels safe while working.
- ✓ The disputing trend for any of the VAW activities in the Tea sector is strict enough, which is firstly acted by the *panchayat* committee and if they fail, then by the adjoined authority. And the 'Labour House' has always been working on these issues very strongly which in turn has ensured a violence-free working environment for the female workers.
- ✓ He suggested that the female workers should be more conscious about VAW at workplace and be brave enough to protest all those nuisances that they would encounter.
- ✓ Besides, he further stressed on making arrangements for discussions, meetings, court-yard meeting, training, constructing strong laws and provision of punishment and compensation and initiating 'women development policy' inside every sector including the Tea processing industry.

Lastly, another key informant (a chief executive of an NGO working with the Tea industry female labourers) has portrayed another dimension about the women workers in the tea gardens and tea processing factories in Srimangal.

- ✓ The NGO has been in action since 8 years with the strategy to help the women in the tea industry with their rights to basic needs.
- ✓ In dealing with the problems of the women workers, sometimes they have to deal with the problems of VAW too.
- ✓ According to him, women face violence at workplace at the age of 15-35 despite of their being unmarried or married.
- ✓ Most violent activities are happened inside the family but, these can also be observable in the tea gardens by fellow male co-workers and also by the *'babu'*[90] or *'sardar'*[91].
- ✓ To him, the main reason of such situation for women is the patriarchal social system of Bangladesh, where women are viewed weak by their physical as well as financial aspects and are neglected the most.
- ✓ If any incidents of VAW happen anywhere, the female workers keep silence least they should lose their job or being blamed by their families or divorced/separated by their husbands (if married).
- ✓ These women even do not come to the police to report such VAW activities.

[90] Local addressing for '**Supervisor'** or persons equivalent to that post.
[91] Local addressing for '**Managers'** or persons equivalent to that post.

- ✓ And thus, the perpetrators take the opportunity of their silence and become more violent on the women.
- ✓ All these happen because of the lacking of women empowerment, opportunities, and consciousness, and above all lacking of educational facility.
- ✓ He has also depicted that, the NGO provides legal support, negotiates with the local *'salish',* informs the national administration as well as social aids, and communicates with the labour courts in such distress of the women workers.
- ✓ They also arrange public meeting, advocacy, court-yard meeting, posters and leaflets denoting many of the women rights issues including VAW.
- ✓ For all these initiatives, the distressful situation of the female workers in the Tea industry has been developed much potentially than before.
- ✓ He further suggested the women to be more brave and protesting including educated, skilled, and conscious in every aspect and also stressed on arrangement of mass-education for everyone.
- ✓ He has advised the male workers to be more compassionate to the women and help the management system to be more women-friendly.
- ✓ Lastly, he suggested the state to construct more profound laws and 'labour-courts' to mitigate every problem of women workers including VAW at workplaces.

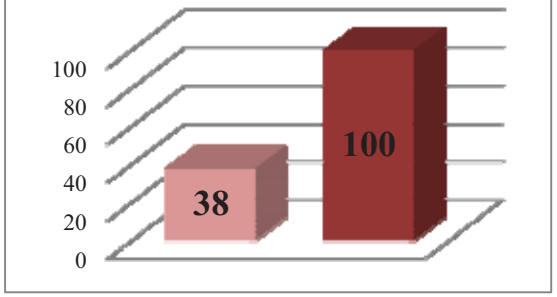
Thus, all these illustrations of the key informants have denoted the real scenarios of violence against the women workers of the Tea industry very well.

6.7 VAW score in Tea Processing Industry

Like the other sectors, with the help of some definite indicators[92], the survey has made the VAW score in the sector of Tea processing industry. It has been done to comprehend the idea about the extent and severity of VAW among the female workers in the tea gardens and processing factories more visibly.

On a scale of 0-100 (where 100 is worst situation of VAW and 0 is the ideal status), the VAW score in the Tea industry sector came up as 38 (Figure 6.15) which signifies that, the situation of VAW is less moderately present in this sector which is lower than the previous scores (Garments sector=51, and EPZ sector=44). However, by presenting a restrained demarcation the score is lower than the other sector which denotes that the female workers are rather in a better position in the Tea industry. One reason that can be incorporated here is that, though the status of the women workers in the Tea industry originated from a lower socio-economic background, inside the industry they are under strong support of the 'Trade-union leaders' which works in favour of their advantages in all spheres. Nevertheless,

Figure 6.15: Score of Violence Against Women in Tea Processing Industry



[92] See CHAPTER 2: Methodology (Box 2.2).

the condition of VAW in the Tea industries, like the EPZ sector, has been detected through the baseline survey with high incidences; but the types of VAW need more examination to bring out the exact scenarios about this sector.

These score also imply that, the problems of VAW must be covered with attentive study and needs to be eased by the governmental, and NGOs to have a violence-free workplace in the Tea processing industry. Additionally, the female workers and the general masses in those tea gardens and factories must also be incorporated in all levels of the VAW lessening procedure.

Highlights : Tea Processing Industry

The Demographic and Socio-economic status of the respondents has been explored as–

- ✓ Around 30 per cent of the female workers were from the age category of 25-29 years.
- ✓ Roughly 49 per cent of the female workers were illiterate and only 9 per cent have completed their primary education (class 5).
- ✓ Most of the workers (67.9%) were married, and 27 per cent was unmarried.
- ✓ More than 80 per cent of the workers were Hindu.
- ✓ Almost all the workers (98.5%) in the tea industries were un-skilled manual workers as most of them were engaged in 'Tea leave plucking' in the Tea gardens.
- ✓ More than 90 per cent of the female workers in the Tea industry get a monthly salary of only about *Tk. 1000 ± 3000.*
- ✓ About 90 per cent of the workers work in between 8 to 10 hours a day.
- ✓ Around 94 per cent of the workers work in single shift only (from morning till 3:00/4:00 pm).
- ✓ The largest fraction of the workers (87.1%) in this regard, has preferred for working in the morning shift only.

The Knowledge and Attitude towards VAW among the female workers of Tea industry has been revealed as –

- ✓ Almost every worker has knowledge about VAW, of which, almost every worker (97.2%) has reported about the incidence of *'verbal outburst/shouting'* at their workplaces.
- ✓ VAW like *'verbal threat', 'mobbing, bullying', 'touching', 'verbal comment about physical appearance',* and *'pinching'* have also been reported by the women workers in the Tea industry.
- ✓ Around 90 per cent of the workers have reported that they have *'observed VAW at their own workplace'* whereas others have reported the source of VAW as *'women co-workers at their workplaces'* and also from the *'women workers form the other workplaces'*.
- ✓ Around 59 per cent of the workers have responded that *women are mostly compelled to face violence at their workplace.*
- ✓ Slightly more than half of the workers (53.8%) have reported the degree of VAW at their workplace as *'very low'*.
- ✓ About 70 per cent of the workers have reported that women workers are compelled to face violence at their workplace because *'women are physically weak and helpless as they can't defend themselves'*.
- ✓ In this respect, reasons like: *'women are not financially strong'*; *'mistakes in works including late coming, absence, bad performance in work, and also for demand of leave'* etc. has also been reported by the respondents.
- ✓ The consequences of a VAW incident is such that, around 75 per cent of the workers have replied that at workplaces, most of the time the women workers *'doesn't do anything, just keep silence and take it for granted'*.
- ✓ The consequence of a VAW victim inside the family has been respondeded by a moderate portion to a low *status of a victim within the family*.
- ✓ A VAW victim *'get mentally insecure'* with the consequence of her psychological condition because of any VAW incident has also been reported.
- ✓ The consequence of a VAW victim with her social position is such that, more than 50 per cent of the workers have respondeded that, *'a victim might be socially excluded'*.
- ✓ Less than half of the workers have responded that there are *policies/ guidelines/laws to support the victim of VAW;* among whom, about 40 per cent came to know or hear about such policies/

guidelines/laws from the *'Workplace authority'*.

- ✓ About three-fourths of the workers have reported that *the women take violent acts by the perpetrators as for granted at their workplace.*
- ✓ The *'reasons of why women take the violent acts by the perpetrators as for granted at their workplace'* is because, women wants to *'save the job'*, has been reported by around 70 per cent of the workers.

The Work Environment has been reviewed by the female workers as –

- ✓ Near about 70 per cent of the total workers was *'satisfied'* with their work environment.
- ✓ About 90 per cent of the workers (who have reported about working alone) have respondeded that they feel *'safe'* about their personal safety.
- ✓ In this relation, of the workers who do not feel safe, about 69 per cent have respondeded that there is a *'chance to be verbally abused/physically assaulted by the high level male colleagues'.*
- ✓ Only 10 per cent of the workers have replied that sometimes they have to work *with the people known/suspected to have a record of VAW at workplace.*
- ✓ Around 68 per cent of the workers have reported that they have the freedom of movement at their workplace.

The Extent and Severity of VAW in Tea processing sector has been exposed as –

- ✓ Around 60 per cent of the workers have reported about the *'high level male colleagues'* as the usual perpetrators of VAW at workplace.
- ✓ To half of the workers, 'women of any age' can be the victim of VAW at workplace.
- ✓ Around 70 per cent of the workers have reported the violent act happens mostly *'when there are mistakes in works'.*
- ✓ Around 35 per cent of the workers have reported that the incidents of VAW usually occurs in *'less than half (3 in 10)'* of the women workers.
- ✓ Most of the incidents of personal VAW at the workplaces have been reported as *'verbal outburst/shouting', 'verbal threat',* and *'touching' etc.*
- ✓ Most of the personal VAW has been perpetrated by the *'high level male colleagues'.*
- ✓ About 73 per cent of the workers have responded that there were *witness(s) of the violence experienced personally.*

The VAW score in Tea processing industry has found to be as 38 (On a scale of 0-100, where 100 is worst situation of VAW and 0 is the ideal status) which signifies that, the situation of VAW is moderately present in this sector.

The Existing deterrent mechanism and awareness building in Tea processing industry has been detected as

- ✓ About 38 per cent of the workers have reported that, the victims go to the *'workplace authority'* in search of help being victimized by violence; and 30 per cent have replied that the victims get help from there.
- ✓ Around 94 per cent of the workers have responded that, the victims *'don't go anywhere'* for a personal experience of VAW.
- ✓ Only 13 per cent of the workers have respondeded that *the allegations of all kind of workplace violence are kept confidential until the investigation is completed.*
- ✓ About 40 per cent of the workers have replied that they do not know any incidence of punishments of the VAW perpetrators.
- ✓ The existence of *'Social Dialogue'* has been reported by only 8 per cent of the workers.
- ✓ Existence of the provision of medical treatment, and compensation for every VAW cases has also been reported by some higher numbers of the respondents, but the provision of psychological counseling has been reported very small portion of them.

CHAPTER VII
VIOLENCE AGAINST WOMEN: FOCUSING THE SHRIMP PROCESSING SECTOR

Women enter into the workforce to eradicate poverty and run their livelihood. But they pay in a great deal for this purpose which even threatens their existence by many of the violent activities at their workplace. Such a sector of the workforce is the 'Shrimp Processing sector', where women also participate as labourers by higher numbers.



Photo 7.1: Rented huts of Shrimp factory workers at Rupsha, Khulna

The raw material of the 'Shrimp processing Sector', that is the 'Shrimp' (popularly known as *Prawn*) is a popular food throughout the world, having good markets at home and abroad. It occupies a major portion of the export item of Bangladesh, earning a considerable amount of foreign exchange each year. A number of prawn processing industries have been developed in Khulna, Chittagong, and Dhaka. At present tiger shrimp (Bagda) is being cultivated in about 145,000 ha of coastal and tidal lands in ghers and ponds (in 25-30 thousand farms) at Satkhira, Khulna, Bagerhat, and Cox's Bazar (including Chakoria and Teknaf) area. About 60% of the total export product comes from culture source and the rest from capture sources.[93] Export of frozen shrimp has become an important foreign exchange earner of this country in the recent

[93] Shrimp/Prawn industry: retrieved from http://www.banglapedia.org/httpdocs/HT/P_0257.HTM on 28 June, 2011.

years. It has created employment opportunities for thousands of people both in shrimp fishery (culture and capture) sector itself as well as in the backward (wild shrimp fry fishing and hatcheries), and forward linkage (frozen shrimp) industries. About 440,000 people mostly the women, children and landless are engaged in this profession.

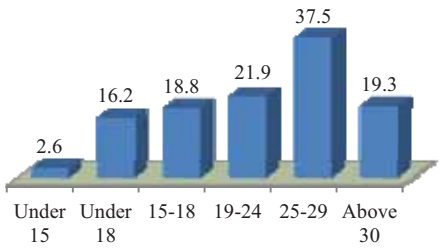
Thus, the women workers of the Shrimp processing sector dedicate themselves in earning much profit for the factory owners, which in turn help the Bangladesh economy to be enriched more. That is why, they must also be investigated by the issues of VAW for the baseline assessment.

7.1 Demographic and Socio-economic status of the Respondents

7.1.1 Demographic Information of the Respondents

Age: In the shrimp processing factories surveyed, majority (38%) of the surveyed female workers fall in the age group of 25 to 29 years followed by 22 per cent from the age group 19 to 24 years. A 19% of them are between 15 and 18 years. It is necessary to note that over 16 per cent of the respondent workers from shrimp processing factories are less than 18 years old and nearly 3 per cent of them are below 15 years (Figure 7.1). However, nearly one-fifth of them are above 30 years old.

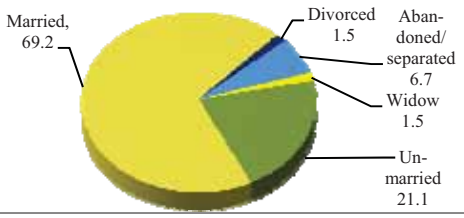
Figure 7.1: Distribution of the respondents by age group



The mean and median age of the workers is estimated at 24 and 25 years respectively while the mode age of the workers is also 25 years (Annex Table 1).

Marital Status: Majority of the workers interviewed (69.2%) are married and over one-fifth of them (21.1%) are unmarried. Nearly 7 per cent of them are abandoned or separated and 2 per cent are divorced. Another 2 per cent of them are widowed (Figure 7.2).

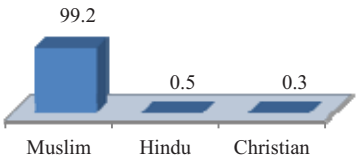
Figure 7.2: Distribution of the surveyed respondents by marital status (%)



7.1.2 Socioeconomic Background

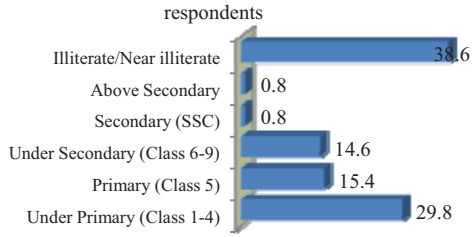
Religion: By religion almost all (99.2%) of the respondents of shrimp processing sector are Muslims followed by only 0.5 per cent Hindus and 0.3 per cent Christian (Figure 7.3).

Figure 7.3: Distribution of the respondents by religion (%)



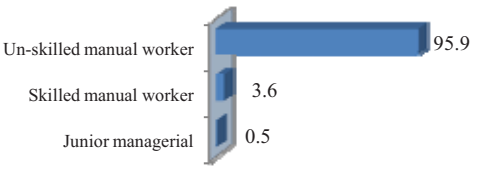
Education and Literacy: If education or literacy is taken into consideration, majority of the respondents (39%) either can write their name only (near illiterate) or completely illiterate. Slightly over 15 per cent of the respondents have completed primary education (i.e., studied up to class 5), whereas almost 30 per cent respondents could not complete primary education (studied up to class 4 and left school). Nearly 15 per cent attended class 6-9 (under secondary). Completion rate of SSC among the respondents is less than 1 per cent (Figure 7.4 and Annex Table 2).

Figure 4.4: Education and literacy status of the respondents



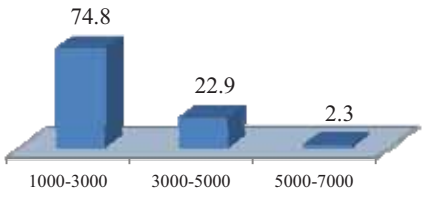
Level of Employment: In the shrimp processing sector, most of the workers interviewed (95.9%) are un-skilled manual labourers (who perform grading, headless, scaling, packing tasks). Only 4 per cent of them are skilled workers. A few of them (0.5%) are from the junior managerial positions (Figure 7.5).

Figure 7.5: Distribution of the respondents by level of employment (%)



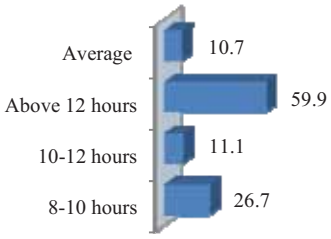
Income: Nearly three-fourths of the workers (75%) receive a financial benefit between Taka 1000 and 3000 in a month which includes both their monthly salary and overtime allowance. The next major category (where 13% of the respondent workers fall) earns between Taka 3000 and 5000. Only 2 per cent of the workers earn between Taka 5000 and 7000 (Figure 7.6).

Figure 7.6: Distribution of the respondents by monthly income (salary & overtime in Taka) (%)



Work duration and Shifts: As reported by the respondents, there are 2-3 shifts in the shrimp processing factories (Annex Table 8). More than 43% of the workers generally work in all three shifts. A 29 per cent of them work in morning and afternoon shifts and 14 per cent of them work in night shift (Annex Table 9). Including overtime work, about 60 per cent of the workers work more than 12 hours a day in the factories followed by 27 per cent working between 8 and 10 hours. An 11 per cent of them work 10 to 12 hours daily. However, on average the daily work duration estimated for this sector is 10.7 hours (Figure 7.7).

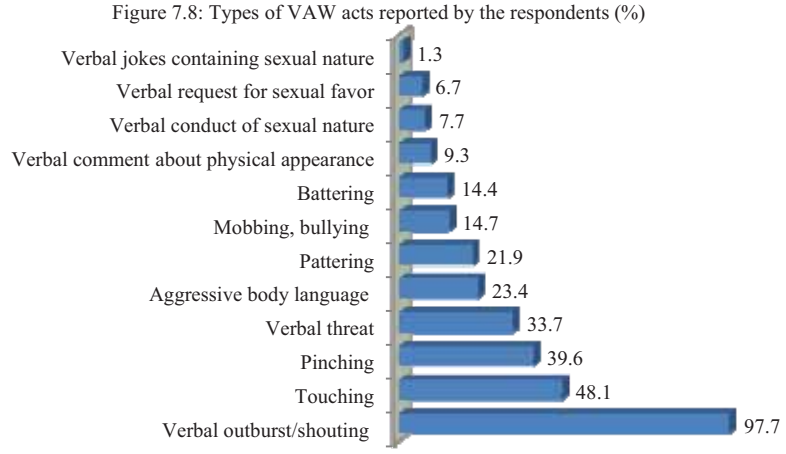
Figure 7.7: Work duration of the workers (%)



7.2 Knowledge, Perception and Attitude towards VAW

Reported VAW acts at workplace[94]e: Seventy-nine per cent of the respondents in the shrimp processing factories opined that women are mostly compelled to face violence at their workplace (Annex Table 13). On the basis of own understanding about violence against women (VAW), almost all of the respondents (98%) mentioned verbal outburst or shouting as the most frequently occurring type of violence act at workplace (see Annex Table 11). It is necessary to note that almost half of the respondents (48.1%) reported touching by their male colleagues as the next frequently happening VAW act in their factories. The other categories of acts, that may imply sexual intention indirectly, were also mentioned by a number of respondents. For instance, pinching on any part of the body (40%) and pattering by male colleagues (22%) were mentioned as VAW (Figure 7.8). Some of the reported acts are directly or indirectly sexual harassment and some are non-sexual violence. Please note that in the annex tables the violence acts have been shown separately under two heads— non-sexual violence acts and sexual violence acts.

Figure 7.8: Types of VAW acts reported by the respondents (%)

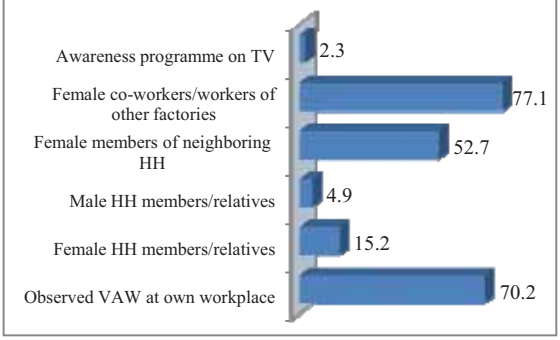


FGD respondents in the Shrimp Processing Sector identified VAW as abusing and using indecent wards, rebuking, touching the body, beating, and embracing, kissing, throwing ice in the body, kicking, pressing the sensitive parts of the body and rape. They do not consider it violence if the males in the workplace cut jokes or pull the scarf without touching the body.

> One girl who was doing her night duty went to the bathroom. When she came out supervisor caught hold her and tried to molest her. Some of the girls saw it. She then complained to the owner against the supervisor. He denied the objection against him. No action was taken. On the other hand supervisor sacked her and her husband. Now they are in extreme poverty". FGD, Khulna.

Sources of knowledge about VAW: As source of their knowledge about VAW, majority (77%) of the respondents in this sector heard about such occurrences from their female co-workers or workers of the same sex from other factories. A 70 per cent observed VAW at own workplace. Another 53 per cent heard from female members of neighbouring households and 15 per cent of the respondents heard about VAW at workplace from female members of the same household or

Figure 6.9: Respondents' source of knowledge about VAW

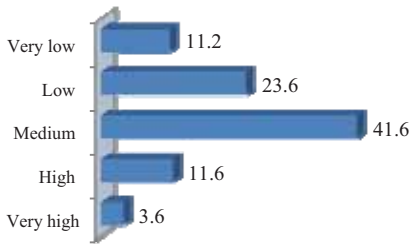


[94] Please see the same section of Chapter 4 (Violence Against Women at Workplace focusing the Garment Sector). Please also see the relevant part of the questionnaire (DCI-1) for clear understanding.

relatives. Only 2.3 per cent of the respondents have had their knowledge from awareness programme on television (Figure 7.9).

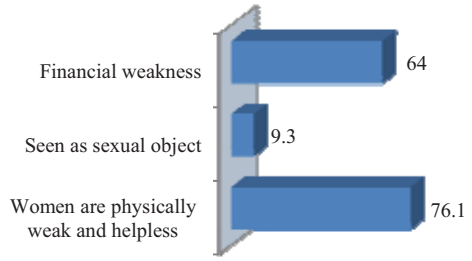
Degree of VAW in their own factory: Forty-two per cent of the respondents in the surveyed shrimp processing factories think that the VAW scenario is medium at their workplace. According to 24 per cent respondents it is low. As per 12 per cent of them VAW is high at their factories. On the other hand, according to 4 per cent of the respondents the degree of VAW at their own factory is very high (Figure 7.10)[95].

Figure 6.10: Degree of VAW at their own factories as opined by respondents (%)



Why women face VAW: Women's physical weakness and helplessness in the social context have been viewed by 76 per cent of the respondents as a reason for their being victim of VAW. According to another 64 per cent respondent it is their financial weaker position that often makes them victim of VAW. A 9 per cent of the respondents viewed that women are seen as sexual object and therefore violence takes place in their life (Figure 7.11).

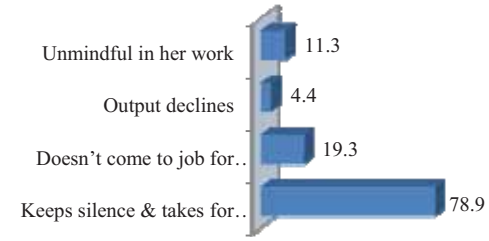
Figure 7.11: Major reasons for VAW



7.2.1 Consequences to the victim of VAW

The consequences of VAW at workplace have been divided into four major categories namely impact at workplace, impact in the family, psychological impact and impact in the society.

Figure 7.12: Consequences of VAW at Workplace



Impact at workplace: About 79 per cent of the respondents in the shrimp processing factories said that victims generally do not disclose the VAW (especially if it is sexual harassment) incidence at their workplace. They prefer to keep silence. One-fifth (19.3%) of the respondents viewed that the victims generally do not come to their job for some days followed by another 11 per cent respondents who think that victims may get unmindful in their work. However, 4 per cent of the respondents viewed that when a female worker becomes victim of VAW, her output would decline due to stress or lack of concentration (Figure 7.12).

Impact in the family: If a VAW victim quits her job due to that occurrence, she will not be able to support her family financially. A 72 per cent of the respondents expressed such opinions. A 26 per cent of the respondents said, the husband of a victim will abandon the woman is she becomes victim of VAW. Another 21 per cent viewed that family of a victim becomes stigmatized in the society which consequently leads the other members blame the victim (Table 7.1).

[95] This finding may seem contradictory if we look at Annex Table 12 (70% respondents observing VAW at their own workplace). A possible explanation has been given in relevant section of Chapter 4 (i.e., VAW focusing the Garment Sector).

Table 7.1: Impact of VAW at the family level

Impact of VAW at family level	Respondent (%)
Because of leaving job a victim cannot support her family	71.5
Victim's family becomes socially stigmatized, hence family members blame the victim	20.6
If the victim is unmarried and about to marry, then marriage proposal gets barred/broken	15.9
Does not get support (mental and/or financial) from family members	12.1
Sometimes victim is abandoned by husband (if married)	26.2
Sometimes victim is divorced by husband (if married)	13.6

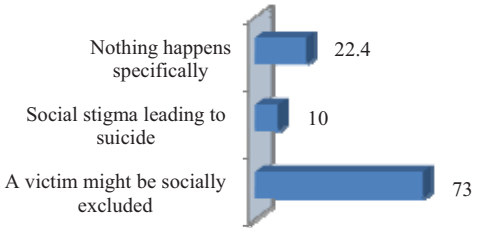
Psychological impact: More than 60 per cent of the respondents viewed that a female victim becomes mentally insecure followed by another 22 per cent viewing that there creates a mental gap between the victim and her parents. Another 22 per cent said that a victim may feel insecure even at home. According to 12 per cent of the respondents a VAW victim may become clinically abnormal due to mental shock. A 9 per cent of the respondents said that if the victim is married, a mental gap with her husband would create (Table 7.2).

Table 7.2: Psychological impact of VAW

Psychological impact of VAW	Respondents (%)
Get mentally insecure	60.2
Victim may feel insecure even at home	21.6
Mental gap with parents	22.1
Clinically abnormal due to mental shock	11.6
Mental gap with husband (if married)	9.5

Social impact: As social impact of VAW with the victim, nearly three-fourths of the respondents (73%) replied that even without adequate information about the occurrence and the role of the victim, she would be excluded socially only because her name was related with the occurrence (Figure 7.13).

Figure 7.13: Social impact of VAW

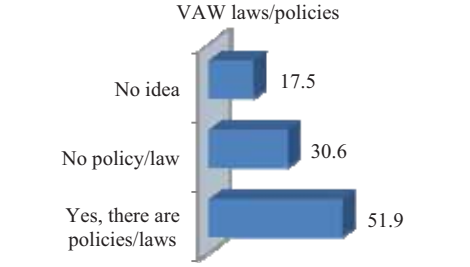


FGD participants viewed that the victims of violence are humiliated in the family and the community. She has to tolerate all scandals. Though she is not responsible for being victim of VAW, she suffers from mental agony.

7.2.2 Knowledge about Policy, Guideline, Laws on VAW

In response to a query on whether there is any policy, guideline or law to safeguard or help a victim of VAW, 52 per cent of the respondents replied positively that there exists such policy, guideline or law. On the other hand, 31 per cent of the respondents said that there is no such policy, law or guideline. However, a 16 per cent of the respondents confessed that they have no idea about existence of such laws (Figure 7.14). The research team visiting

Figure 7.14: Respondents' knowledge about existance of VAW laws/policies



the shrimp processing industry in Khulna found that some workers have a small book containing the basic labour laws and other right related issues for the factory workers[96].

Those who replied that they know there are laws, policies and guidelines to safeguard or help a victim of VAW, reported the following as their sources of knowledge (Table 7.3).

Table 7.3: Workers' source of knowledge about VAW laws, policies and guidelines

Sources of knowledge about laws, policies and guidelines to protect VAW	Respondents (%)
From women co-workers	43.1
Factory authority	38.1
From neighboring HH female members	16.8
From HH female members/relatives	12.9
VAW awareness programme/drama on TV	5.4
Trade union leaders	5.4
From HH female members/relatives	3.0
From male co-workers	1.5

Existence of written laws/policies in the factory: According to more than 25 per cent of the respondents, there are well recognized and written laws/policies etc at their respective factories to combat violence against women (Annex Table 64). When asked about the level of satisfaction of the respondents with those laws/policies, the findings have come out as follows:

Figure 7.15: Level of satisfaction with the existing laws/policies in the factories



- As per 64 percent of the respondents they are satisfactory (Annex Table 65).
- Level of satisfaction of 16 percent respondents is below their expectation.
- A 13 per cent is somewhat satisfied and another 2 per cent is not satisfied at all (Figure 7.15).

Reasons for Dissatisfaction: As there are respondents who regard the policies as less satisfactory or dissatisfactory, the reasons behind their dissatisfaction have also been investigated. The reasons mentioned by the respondents have been provided in the following table.

Table 7.4: Why respondents consider the policies as less satisfactory

Reasons for dissatisfaction	Respondents' opinion (%)
The factory authority do not apply them	44.4
The high level male colleagues do not intend to obey	44.4
The same level male colleagues do not intend to obey	61.1
The policies are not workers friendly	16.7

(Annex Table 66)

[96] Certain Laws Preserving Labour Laws (in Bangla). Published by SAFE Khulna in collaboration with Manusher Jonno Foundation.

It is to note that most of the respondents (61%) think, their male colleagues do not intend to abide by the policies. The other major reasons are also related to mind-set of their male colleagues.

As revealed by FGD participants, sometimes authority takes action arranging marriage. In some cases the perpetrator is being suspended from job. But some company does not care for VAW. They cut the salary if they girls complain against VAW. No necessary action is taken against VAW.



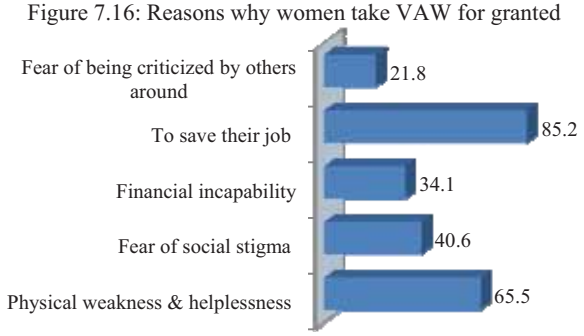
Photo 7.2: Huts of Shrimp factory workers

VAW as 'Taken for Granted'[97]: It was asked to the respondent workers whether working women take violence activities or harassment as for granted in shrimp processing factories. A 59 per cent of the respondents viewed that working women take such acts for granted (as if it is natural that they would be victim of VAW). In fact the attitude of the respondents at first is that they do not consider those acts as VAW. During the interview, when there developed some degree of confidence to the researchers, the respondents also viewed such acts as violence (especially those meaning sexual violence). At that stage they also confessed that although they frequently become victim of VAW, they do not report (Annex Table 19).

[97] Further discussion on the issue has been provided in relevant part of Chapter 4 of the report (i.e., VAW focusing the Garment Sector)

More than 85 per cent of the respondents think that female workers take VAW for granted due to fear of losing their job. As they opined, if they report or protest any unexpected act by male colleagues (VAW), they would certainly lose their job. On the other hand, according to 66 per cent of the respondents, since women are physically weak and cannot defend the perpetrator of VAW, they take such acts for granted at their workplace. A 41 per cent of the respondents mentioned about fear of social stigma followed by a 34 per cent of them who said that women are bound to act so because they are not financially strong. Another 22 per cent of the respondents opined that they (female workers) do not complain against because they do not want to be criticized by people around them (Figure 7.16). Does not matter whether they (the female workers) think it as VAW or not, the more important matter is that they consider it a matter of shame. They are much 'aware' of this social stigma.

Figure 7.16: Reasons why women take VAW for granted

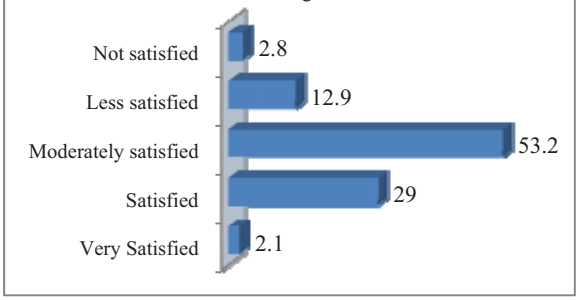


In FGDs participants opined that, in fact, the girls tolerate all violence silently because of the security of their job, if unmarried there will be break down of marriage because of scandal, if married husband will divorce her and the fear of the community may ostracize her.

7.3 Work Environment and Female Worker's Perception

Level of Satisfaction with Workplace: Considering the issue violence against women at workplace, level of satisfaction with their workplace is a medium according to 53 per cent of the respondents[98]. A 29 per cent respondents' satisfaction is above the moderate level. However, the level of satisfaction of 13 per cent respondent is below their minimum expected level. A 3 per cent of the respondents are not satisfied with the environment of their workplace considering VAW issue (Figure 7.17).

Figure 7.17: Respondents' level of satisfaction with workplace considering VAW

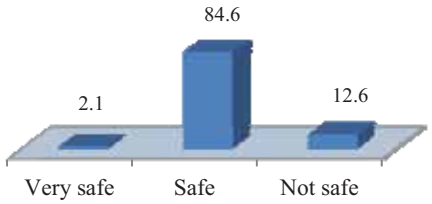


Working alone in the Factory: It was mentioned earlier that female workers in the shrimp processing factories often need to work during the night shift. This issue was discussed by the participants in the FGDs as well. However, during interviews only 3.3% of the respondents replied that sometimes they need to work alone in the factories mostly being ordered by senior male colleagues or factory authority (Annex Table 35 and 36).

[98] Please note that the same section of Chapter 4 (i.e., VAW focusing the Garment Sector) contains some discussion on the issue 'level of satisfaction with workplace'.

Satisfaction about personal safety at workplace: Despite the fact that there are VAW acts take place at the workplace frequently, 85 per cent of the respondents from shrimp processing factories viewed that their workplace is safe for them considering the matter VAW[99]. A 13 per cent of them were not satisfied with their personal safety at workplace. Only 2 per cent of the respondents were found to think the workplace very safe for them (Figure 7.18).

Figure 7.18: Satisfaction about personal safety at workplace



A 79 per cent of the respondents who consider their workplace as unsafe, reported that there is chance to be verbally abused or physically assaulted by the high level male colleagues. Another 27 per cent of the respondents think that there is chance to be verbally abused/physically assaulted by the same level male colleagues. Fear to be raped was also mentioned by 25 per cent of the respondent workers (Annex Table 38).

During FGDs some participants opined that, in the past an NGO working for the rights of the factory workers in Khulna tried to organize female workers against exploitation and VAW. Some NGO workers also tried to aware the female workers or to create a platform to protest. Some workers also reported against their colleagues or the management. The ultimate result was losing their job. The victims were not able to manage any job in the other factories as well. The concern factory authority informed all the other owners about those workers. Finally they had to go back home. Since this occurrence, NGOs are literally prohibited in shrimp processing industries. Workers hardly believe that NGOs may help them fight exploitation. They also do not want to speak against their own factory. In most of the cases they prefer saying that they heard VAW takes place in other factories, not in theirs.

Working with Male Colleague having past record of VAW: As many as 29 per cent of the respondents reported that at their factories sometimes they need to work with male colleagues who have past record of conducting VAW (Annex Table 39).

FGD participants opined that the security from VAW is not enough in the work place. The workers do not feel free to work in the shrimp Company. But because of poverty they have to work there tolerating all kinds of violence. They suggested that girl should be united to resist VAW in the working place. All the female workers should protest if any girls are victim of violence. Night duty should be stopped. They further added that male colleagues should be aware of VAW. Authority should arrange meeting with the manager and supervisor about VAW so that no female worker become the victim of violence. Trade union should make aware the owner, manager and supervisor. There must be specific laws against VAW in the workplace. Government should enact strict law against violence is the workplace.

Freedom in the factory: 77 per cent of the respondents replied that they are allowed to go to every corner of the factory. On the other hand, 93 per cent of the respondents viewed that they are allowed to go toilet/washroom whenever they want (Table 7.5). A 69% of those who reported that they have restrictions to go to toilet also viewed that they face health problem in that case (Annex Table 40, 41 and 42).

Table 7.5: Freedom while working (in %)

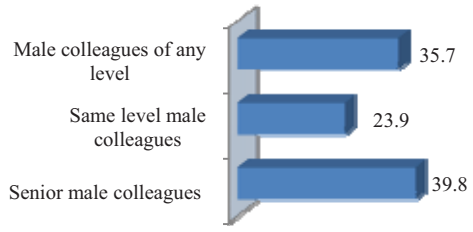
Issues	Respondents' Opinion
Can go to every corner of the factory	77
Can go to Toilet/Bathroom any time	93

[99] Please see the relevant section of Chapter 4.

7.4 Extent and Severity of VAW in Shrimp Processing Factories: View of the Female Workers

Perpetrators of VAW: According to 40 per cent of the respondents, senior male colleagues are the perpetrators of VAW occurrences taking place at shrimp processing factories. Another 36 per cent of the respondents viewed that it does not depend on the level of employment. Male colleagues of any level (senior, same or junior) may do it. However, a 24 per cent of them think that same level male colleagues are the perpetrators of VAW at workplace (Figure 7.19).

Figure 7.19: Respondents reporting of perpetrators of VAW

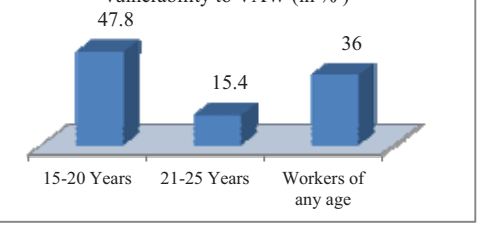


According to FGD participants, in most of the cases supervisor, line keeper, shift-in-charge and the male workers are responsible for VAW in their workplace. They pull the scarf, *dopatta*, propose for love and take money for refreshment. One girl has reported that they press the sensitive part of the body. Girls have expressed that, when there is load shading during work hour and it gets dark, the males embrace and kiss them. FGD also reveals that the male co-workers try to take the girls in the bathroom forcibly. Whenever they get any chance they try to apply all these filthy behavior with the girls.

Age group and vulnerability to VAW

Nearly half of the respondents (48%) think that in shrimp processing factories, female workers between 15 and 20 years face VAW acts mostly. A 36 per cent think that there is no age specificity for being victim of VAW. Women workers of any age could be victims. However, a 15 per cent identified the workers between 21 and 25 years as the most vulnerable age group for VAW (Annex Table 23).

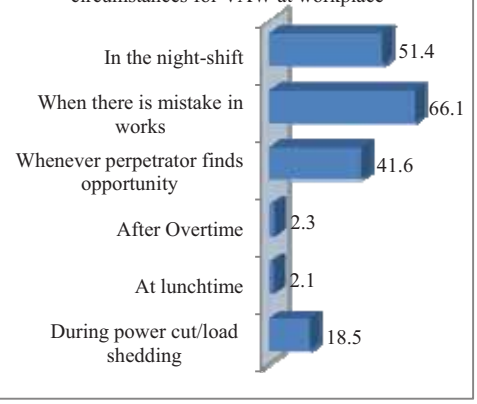
Figure 7.20: Age group & female workers' vulnerability to VAW (in %)



Time or Circumstance and VAW

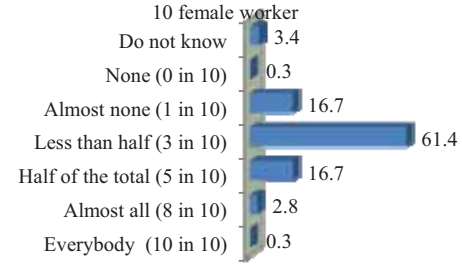
As was discussed earlier, working in the night shift is very common in the shrimp processing industries. However, a relationship has also been revealed between working at night and VAW at workplace. Female workers face VAW mostly due to mistakes in their works (reported by 66 % of the respondents). However, the next major circumstance is the night shift. More than half of the respondents reported that female workers in shrimp processing factories become victim of VAW mostly during the night shift (Figure 7.21). Another, 42 per cent of the respondents said that it has no specific time or circumstance. It happens whenever the perpetrators get opportunity to do something unfair. Another crucial moment for occurring VAW is when the power failure or load shading starts (19%).

Figure 7.21: Opinion about specific time or circumstances for VAW at workplace



Victim of VAW in Every 10 Women: As reported by 61 per cent of the respondent workers in shrimp processing sector, one-third of the female workers (3 in 10) around them become victim of VAW. According to another 17 per cent respondents, it is half of the total workers (5 in 10) (Figure 7.22). Another 3 per cent think almost all female workers around them are victim of VAW (see Annex Table 27).

Figure 7.22: Victim of VAW in every 10 female worker



Experience of VAW in Personal Life: A 26 per cent of the respondent workers in the shrimp processing factories reported that they experienced VAW personally in their life (Annex Table 28). However, 90 per cent of them have experienced verbal out bursting or shouting followed by 14 per cent who have experienced touching. Verbal threat has been experienced by 11 per cent of the respondents. The other experiences are verbal request for sexual favour (9%), battering (8%), comments about physical appearance (8%) etc (Figure 7.23). Please see Annex table 29 for detail.

Figure 7.23: Experience of VAW in personal life (% of respondents)

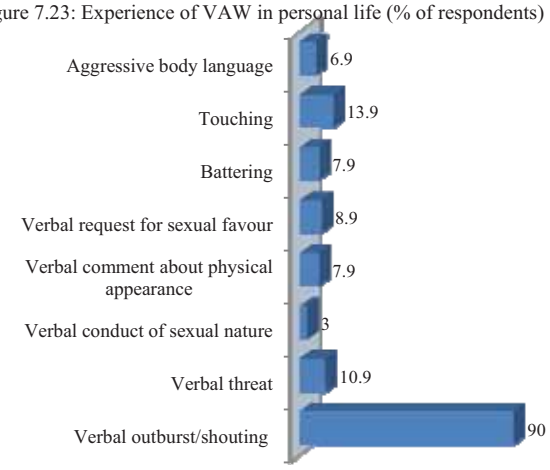


Photo 7.3: Researcher interviewing a female shrimp factory worker



Who was the Doer: More than half (51.5%) of the victim respondents reported that their senior colleagues were the perpetrators in their cases. According to 25 per cent respondents, the perpetrators were male colleagues of all levels. However, a 22 per cent mentioned same level male colleagues responsible for VAW acts (Annex Table 30).

Witness of the VAW: Nearly 79 per cent of those who reported of personal experience of VAW said that there were witnesses of the incidence they were victimized of (Annex Table 33). On the other hand, 9 per cent of the respondents replied that they reported against VAW incidences to help a victim as witness (Annex Table 34).

7.5 Reducing VAW: Existing deterrent mechanism and awareness building

Where victims generally go for help

Fifty-three per cent of the respondents opined that a victim of VAW generally reports to factory authority followed by another 42 per cent respondents viewing a senior colleague about the occurrence. It is noteworthy that according to one-fifth (20%) of the respondents, the victims do not go anywhere for complaint or remedy. The next preferred place to seek help for the VAW victims in shrimp processing sector is NGOs (Table 7.6).

Table 7.6: Person/places VAW victim go for help

Persons/places victims go for help	Respondents go (%)	Scenario of getting help (%)	Success rate (%)
Factory authority	52.7	37.3	70.8
High level colleagues	41.6	25.2	60.6
Do not go anywhere	20.3	-	0.0
NGOs	17.7	15.4	87.0
Same level female colleagues	9.8	5.9	60.2
Legal support	6.7	3.3	49.3
Trade-union leaders	2.8	1.5	53.6
Same level male colleagues	2.3	0.8	34.8
Police	0.8	0.3	37.5

Getting help from persons/places: Although 53 per cent of the respondents opined that victims of VAW generally go to factory authority for help, only 37 per cent said they (victims) get help from the authority. Likewise, 25 per cent of the respondents think that victims going to senior colleagues get help. It is necessary to note that among the top three persons/places VAW victims of shrimp processing factories go for help, getting help from an NGO is more likely (Annex Table 26).

Data shows that respondents having VAW experience in personal life hardly ever report to any person or authority. Almost 93 per cent of those having such experience did not go anywhere for remedy. Only 4 per cent of them went to senior colleagues followed by another 4 per cent who reported to the factory authority (Table 7.7). However, the experience of getting help from the persons/authority is also frustrating.

Table 7.7: Person/places VAW victims went for help

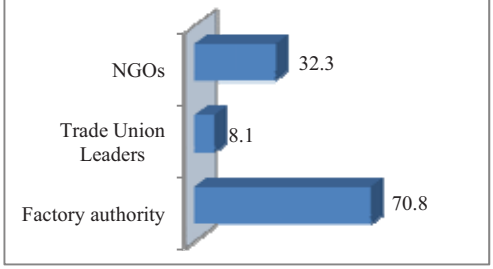
Persons/places victims went for help	Opinion of respondents (%)	Experience of getting help
Do not go anywhere	92.5	-
High level colleagues	3.9	3.1
Factory authority	3.6	1.5
Same level female colleagues	1.0	0.5
Same level male colleagues	0.3	0
Trade union leaders	0.8	0.3
Legal support	0.3	0
Police	0	0
NGOs	0.5	0.5
Salish	0	0

Keeping Confidentiality: If allegation of VAW is raised against someone, it does not only bring troubles in the life of the alleged perpetrator. The victim also becomes victimized by social stigma. As a result it is expected to keep an allegation confidential until the inquiry is over. The respondents were asked about keeping this confidentiality. Only, 14 per cent of the respondents in the shrimp processing sector replied that such incidences are kept confidential until that time (Annex Table 43).

Punishing the VAW perpetrator: The respondents in the shrimp processing factories were asked whether they knew about any perpetrator of VAW was punished for his wrongdoing. According to 47 per cent of them, the alleged perpetrators of such incidences were not punished. A 43 per cent of the respondents said that the perpetrators were punished for that VAW while a 9 per cent of them have no idea about that (Annex Table 44).

Arrangement of Social Dialogues at Workplace: According to 41 per cent of the shrimp processing factory workers interviewed, there is provision of social dialogue (negotiation, consultation, exchange of information) at their workplace (Annex Table 45). According to 71 per cent of these respondents, factory authority was discussant at those initiatives. Another 32 per cent respondents also mentioned of such initiatives by NGOs. An 8 per cent of them said that their trade union leaders discussed in those events (Annex Table 46).

Figure 7.24: Discussants at social dialogues regarding VAW (opinion of the respondents)



Despite the fact that nearly 60 per cent of the workers do not know about such existence/arrangement of social dialogues, 88 per cent of the workers (who knew about those) found them helpful for the betterment of the work environment (Annex 47).

Training Programme to stop VAW: According to 41 of the respondents, there are awareness/training programmes for the workers to address the problems of VAW and to improve the work environment at their factories (Annex Table 48). Another 38 per cent of the respondents reported that in their factories there is training programme for the managers and supervisors as well for preventing VAW (Annex Table 49).

According to participants of an FGD with workers of shrimp processing factories, there was orientation programme about VAW and its solution organized by two NGO's SAFE and 'Solidarity". All the workers irrespective of male and female participated in that. As a result there was conductive environment for some time. Slight behavioral change of the male workers was visible.

Treatment and counseling facilities for VAW victims

Availability of different types of treatment facilities for victims of VAW, existence of counseling facilities and their situation etc in the factories of shrimp processing industries were also assessed in the study. The findings have been presented in the following table:

Table 7.8: Availability of treatment/counseling facilities for VAW victims at workplace

Facilities for VAW victims	Respondents (%)
General treatment facilities for victims of VAW at workplace	28.3
Treatment facilities for serious injury due to VAW (e.g., rape etc) at factories (Annex Table 51)	42.7
Existence of counseling facilities for VAW victims at factories	5.1

(Annex Table 50, 51, 52)

Only 10 per cent of them (who said there is counseling facilities) reported that the facilities are active even for a severe victim (Annex Table 53). Medically competent persons such as doctors, psychologists generally provide the counseling service to VAW victims as reported by 95 per cent of the respondents (Annex Table 54).

Provision of Compensation: If a worker becomes victim of VAW and it is reported or becomes known to other, the issue of compensation may arise. It is to note that, only 14 per cent of the respondents were found to report that there is provision of giving compensation from the factory authority for a victim of VAW (Annex Table 55). More strikingly, only 23 per cent of the respondent replied that such compensations are functional at their factories (Annex Table 56).

7.6 View of the Key Informants

KII on Shrimp Processing Sector reveals that violence against women in the workplace is a common phenomenon. Female workers are neglected in the factories. They have to please their senior staff. They are scolded by them. Sometimes they are victim of sexual harassment. In workplace males (who are generally superior staff) propose love or want to do sexual contact to the female. If they refuse they become furious and start violence against them. This violence include scolding with filthy language, touching the body, pulling cloths, beating, kicking and at last it goes to rape. Generally, girls of 12-25 are victims of violence.

> "Some days ago two male colleagues used to propose for love and sexual harassment to the female workers. Female workers complained to the Manager about this violence. Both the male workers were sacked from their job" (KII, Rupsa, Khulna).

But sometimes female workers do not complain because of loosing prestige and scandal. There should be lucent rules and regulations in the factory against VAW. Orientation meeting should be organized for the senior officials, male and female workers about VAW. Management of the company should be cautious about violence in the factory. Regular monitoring is necessary. They are of the same opinion that poor, weak and lower class female workers are victim of violence. They are always afraid of losing their job. So, they never disclose their humiliation. Generally, Supervisor and shift-in-charge are responsible for VAW.

But the situation is better now. Rape cases were reported before. Trade unions and NGOs are working in this sector. For this reason VAW in the workplace are on decrease. But the owners do not like the trade Union. If any worker wishes to be a member of trade union, she is threatened to lose job.

Views of NGO (KII)

Key persons of NGO in Khulna affirmed that violence against women in the workplace is very common. Male workers and superior staff always do sexual harassment to the female workers. Male supervisor touch the body, pull their cloths, allure to do sex or otherwise sack them from

the job without any reason. Generally, unmarried girls of 15-35 years age become the victim of violence. Women are not mentally or physically strong to cope with all these violence. They are afraid of losing job if they complain against the perpetrator. They cannot even marry in future if there is any scandal. So usually they do not complain about VAW.

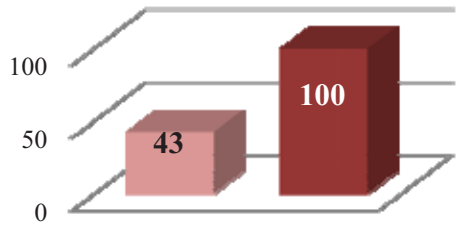
They suggested that women should be given life-skill training to expose their grievances without feeling shy. They should not leave their job. Environment of the factories should be gender sensitive. Male colleagues and the senior officials should be oriented about the issues related to VAW.

The authority of the factories should co-operate the NGOs to combat violence in the workplace. The women worker should be aware about their rights.

7.7 VAW score in Shrimp Processing Sector

Like the other sectors, with the help of some definite indicators[100]; the survey has made the VAW score on the Shrimp processing sector also. It has been done to discover the extent and severity of VAW among the female workers in the Shrimp processing sector more clearly.

Figure 7.26: Score of Violence Against Women in Shrimp Processing Sector



On a scale of 0-100 (where 100 is worst situation of VAW and 0 is the ideal status), the VAW score in the Shrimp processing sector came up as 43 which points out that, the situation of VAW is moderately present in this sector also (Figure 7.24). But it is quite lower than the previous scores of other sectors (i.e. Garments sector=51, EPZ sector=44) and higher than Tea processing industry (score=38). Thus, the comparison of the score of 'Shrimp processing Sector' with the other sectors implies that, the situation of the female workers in the Shrimp processing sector is relatively better than the 'Garment sector' and the 'EPZ factories' but they are in a lower position than the 'Tea industry' female workers in relation to VAW. However, while the condition of VAW in the Shrimp processing sector has been spotted through the baseline survey with high incidences, the types of VAW needs more assessment to get the actual depictions over this sector with more inquiries.

This score also shows that, the troubles of VAW must be fought with meticulous study and needs to be mitigated by the government, and NGOs to have a healthy workplace in the Shrimp processing sector where there would be no violence. Moreover, in the Shrimp processing sector female workers and the general people around them must also be assimilated in all levels of the VAW diminution system.

[100] See CHAPTER 2: Methodology (Box 2.2)

Highlights : Shrimp Processing Sector

The Demographic and Socio-economic status of the respondents has been explored as –

- ✓ A majority of the female workers (38%) were aged in between 25-29 years, where the average age was 24 years.
- ✓ About 32 per cent of them never attended school and can write their names only, whilst, over 15 per cent of the respondents have completed primary education (class 5).
- ✓ More than two-thirds (69.2%) were married and over one-fifth of them (21.1%) were unmarried.
- ✓ Almost all (99.2%) of the workers were Muslim.
- ✓ Most of the workers (95.9%) were un-skilled manual labourers (who perform grading, headless, scaling, packing tasks).
- ✓ Nearly 75 per cent of the female workers get a monthly salary of *Tk. 1000 ± 3000.*
- ✓ About 72 per cent of the workers work for 10 to 12 hours a day.
- ✓ There are 2-3 shifts in the shrimp processing factories; where less than half of the workers generally work in all three shifts. A 29 per cent of them work in morning and afternoon shifts and 14 per cent of them work in night shift.

The Knowledge and Attitude towards VAW among the female workers of Shrimp Processing factories has been exposed as

- ✓ Almost every worker has knowledge about VAW, of which, *'verbal outburst/shouting'* at factories has been reported by almost everybody (98%).
- ✓ VAW like *'verbal threat', 'touching', 'pinching', 'battering,* and *'patting'* have also been reported by the women workers in the shrimp processing sector.
- ✓ About 77 per cent of the workers have reported that the source of VAW for them were the *'women co-workers at their factories'* and *'women co-workers at their factories'* as well.
- ✓ A 79 per cent of the workers have asserted positively that *women are mostly compelled to face violence at their factory.*
- ✓ Around 42 of the workers have replied the degree of VAW at their factory as *'medium'.*
- ✓ Women's physical weakness and helplessness in the social context have been viewed by 76 per cent of the respondents as a reason for their being victim of VAW.
- ✓ The consequences of a VAW incident is such that, at workplaces about 79 per cent of the workers have averred that, most of the time the women workers *'doesn't do anything, just keep silence and take it for granted'.*
- ✓ *'A victim cannot support her family because of leaving a job'*, has been replied by 72 per cent of the workers as a consequence of VAW and the position of the victim inside her family.
- ✓ A VAW victim *'get mentally insecure'* with the consequence of her psychological condition because of any VAW incident has been reported by 60 per cent of the workers.
- ✓ The consequence of a VAW victim with her social position is such that, about 73 per cent of the workers have reported that, *'a victim might be socially excluded'.*
- ✓ About 52 per cent of the workers have asserted in positive that there are *policies/ guidelines/laws to support the victim of VAW;* among whom, roughly 43 per cent came to know or hear about such policies/guidelines/laws from the *'women co-workers'.*
- ✓ More than half of the workers (59%) have asserted positively that *the women take violent acts by the perpetrators as for granted at their factory.*
- ✓ The *'reasons of why women take the violent acts by the perpetrators as for granted at their factory'* is because, women wants to *'save the job'*, has been asserted by more than 85 per cent of the workers.

The Work Environment has been appraised by the female workers as

- ✓ To a 53 per cent of the workers, the work environment has *'moderately satisfied'* them.
- ✓ More than 80 per cent of the workers (who have reported about working alone) have replied that they feel *'safe'* about their personal safety.
- ✓ In this relation, of the workers who do not feel safe, more than three-fourths of them has asserted that there is a *'chance to be verbally abused/physically assaulted by the high level male colleagues'.*
- ✓ Around 29 per cent of the workers have replied that sometimes they have to work *with the people known/suspected to have a history of VAW at factory.*

Highlights : Shrimp Processing Sector

- ✓ A large portion of the workers (77%) have asserted in positive that they have the freedom of movement at their factory.

The Extent and Severity of VAW in Shrimp Processing sector has been depicted as

- ✓ Around 40 per cent of the workers have reported about the *'high level male colleagues'* as the usual perpetrators of VAW at factory.
- ✓ Nearly half of the respondents (48%) think that in shrimp processing factories, female workers between 15 and 20 years face VAW acts mostly.
- ✓ About 66 per cent of the workers have reported the violent act happens mostly *'when there are mistakes in works'*; and also to more than half of the respondents, the female workers in shrimp processing factories become victim of VAW mostly during the night shift
- ✓ A 61 per cent of the workers have reported that the incidents of VAW usually occur in *'less than half of the workers (3 in 10)'*.
- ✓ Most of the incidents of personal VAW at the workplaces have been reported as *'verbal outburst/shouting', 'touching', 'battering',* and *'verbal comment about physical appearances'*.
- ✓ About 56 per cent of the workers have replied that, most of the personal VAW has been perpetrated by the *'high level male colleagues'*.
- ✓ More than thrtee-fourths of the workers have asserted in positive that there were *witness(s) of the violence experienced personally.*

The VAW score in the Shrimp Processing Sector has appeared as 43 (On a scale of 0-100, where 100 is worst situation of VAW and 0 is the ideal status) which indicates that, the situation of VAW is moderately present in this sector.

The Existing deterrent mechanism and awareness building in Shrimp Processing factories has been discerned as

- ✓ About 53 per cent of the workers have responded that, the victims go to the *'factory authority'* in search of help being victimized by violence; of whom, around three-fourths have asserted about getting help from there.
- ✓ More than 90 per cent of the workers have responded that, the victims *'don't go anywhere'* for a personal experience of VAW.
- ✓ Only 14 per cent of the workers have reported that *the allegations of all kind of workplace violence are kept confidential until the investigation is completed.*
- ✓ The punishments of the VAW perpetrators were done for the VAW cases according to the knowledge of 43 per cent of the workers.
- ✓ The existence of *'Social Dialogue'* has been reported by less than half (41%) of the workers.
- ✓ Existence of the provision of medical treatment, psychological counseling, and compensation for every VAW cases has also been reported by some moderate and also nominal numbers of the respondents.

CHAPTER VIII
VIOLENCE AGAINST WOMEN: FOCUSING DHAKA MEDICAL COLLEGE HOSPITAL

As gender based violence are perpetrated mostly on women, they cannot escape the brutal situation even at their workplaces. At the workplace, women are subjected to various types of violence either verbal or physical including sexual harassment. This situation happens to all women more or less in every working sector of Bangladesh. This survey has been conducted to find out the extent and severity of VAW in selected sectors. Among the sectors, one is the 'Dhaka Medical College Hospital', where the women are also working as nurses and also as fourth class employees (Ayas). So according to the survey objectives, these women are also the subjects to be examined with the issues of VAW at workplace.

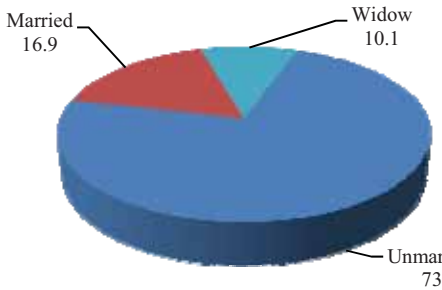
Dhaka Medical college Hospital (DMCH) – the largest hospital in public sector is a place where 1149 are female workers among the total of 3406. Here, among the different categories, 89 Attendant Nurses, Nurses, and Ayas especially those below age of 35 years were the target respondents of the study who are vulnerable to all form of VAW at workplace including sexual violence. In addition, Supervisors (working closely with the female workers), Trade Union Leaders (preferably female), and NGOs working on VAW, 2 in each group were interviewed as key informants, and 2 FGDs were conducted with Attendant Nurses, Nurses, and Ayas. This chapter shows their Socio-economic and demographic status, knowledge and perception towards VAW at workplace, working environment, extent and severity of VAW, view of the key informants regarding existing deterrent mechanism and policies for reducing VAW, and suggestions of the female workers regarding reducing VAW at workplace in DMCH.

8.1 Demographic and Socio-economic Status of the Respondents at DMCH

8.1.1 Age and Marital Status

Age: About three-fourths (71%) of the surveyed female workers at DMCH fall in the age group of 19 to 24 years. Rest of them is from age group of above 30 years. The average age of the female workers at DMCH is estimated as 25.7 years, and both the median and modal age of them is 21 years (Annex Table 1).

Figure 8.1: Distribution of the respondent female workers at DMCH by marrital status (%)



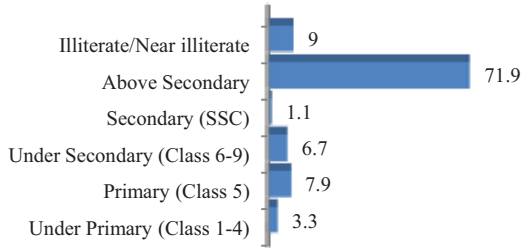
Marital Status: Currently almost three-fourths (73%) of the respondent workers at DMCH are unmarried, one-sixth (17%) are married and one-tenth (10%) of them are widowed (Figure 8.1).

8.1.2 Socioeconomic Background

Religion: By religion 87% of the female workers at DMCH are Muslims followed by 11.2% Hindus. Only 1.1 per cent of the respondents are Buddhist and Christian each (Annex Table 4).

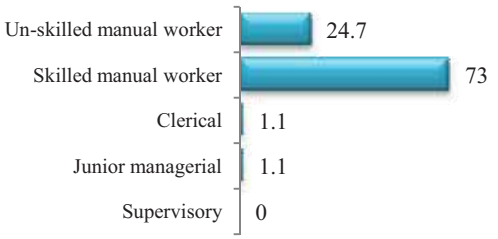
Education and Literacy: Nearly 72% of the respondent female workers at DMCH have above secondary education (i.e., studied up to HSC or tertiary) and only 1% studied up to secondary level. Only 7% attended under secondary classes (i.e., class 6-8) and 8% completed Class 5. A 9% of the respondents are illiterate or near illiterate (Figure 8.2). See Annex Table 2 for further detail.

Figure 8.2: Distribution of female workers at DMCH by educational level (%)



Level of Employment: Majority of the female workers at DMCH (73%) interviewed are skilled manual workers[101] (e.g., Nurses and Intern nurses). Around one-fourth of them are unskilled manual workers[102]. A few (1.1% each) of them are from the junior managerial positions and from supervisory levels (Figure 8.3).

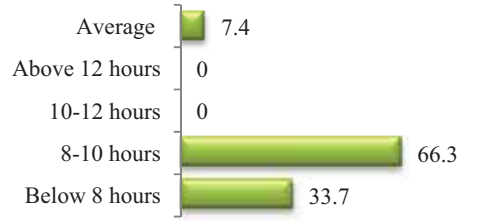
Figure 8.3: Distribution of female workers at DMCH by level of employment (%)



Income: Around two-thirds of the female workers at DMCH (67%) interviewed fall in the income quintile of below Tk. 1,000 per month. Only 15% of them have an income of Tk.9,000-Tk.10,000 and 11% have income of more than Tk. 10,000 per month (Annex Table 6).

Work duration and Shifts: In most of the cases (85%) there are three shifts at DMCH. Around 35% of the female workers mentioned of working in one shift (Annex Table 9). Around two-thirds (66%) of the workers work 8 to 10 hours a day in DMCH followed by 33% working below 8 hours a day. However, on an average the daily work duration estimated for this sector is 7.4 hours (Figure 8.4).

Figure 8.4: Distribution of female workers at DMCH by work duration (%)



In DMCH there are three working shifts. While asked about the shift they are currently working, 18 percent of female workers mentioned that they are working in morning shift, 17 percent in afternoon, 52 percent are working in all shifts (Annex Table 9).

[101] The term 'nurse' is popularly used at DMCH to define this category.
[102] In DMCH the term 'Aya' is used for them.

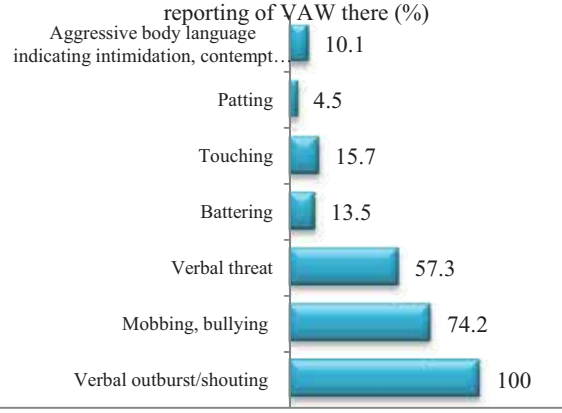
Preference of Shift: The female workers at DMCH were asked regarding the shift they prefer to work. Around 44 percent of them reported that they prefer morning shift, 29 percent reported of 'all shifts' and 26 percent of them reported their preference of afternoon shift (Annex Table 10).

8.2 Knowledge and Perception towards VAW among Female Workers of DMCH

8.2.1 Knowledge of VAW at Workplace

Reported VAW acts at workplace: During the baseline survey, the female workers of DMCH were asked about various types of VAW occurring at their workplace. The most common type of VAW was 'verbal outburst/shouting' reported by all of them. It was followed by 'mobbing, bullying' (74%) and 'verbal threat' (57%). In addition, 'touching' was reported by 16 percent, 'battering' by 14 percent, and 'aggressive body language indicating intimidation, contempt or disdain' was reported by 10 percent of them (Figure 8.5). Please note that some of the reported acts are directly sexual harassment and some do not contain sexual harassment. The acts have been shown under two different heading—non-sexual and sexual acts in the Annex Table 11 for ease of understanding.

Figure 8.5: Distribution of female workers at DMCH by reporting of VAW there (%)

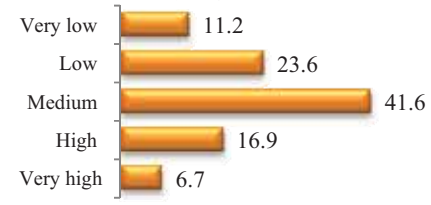


During FGD, the nurses, cleaners, and *ayas* of Dhaka Medical College Hospital reported of the VAW, like- touching the body, scolding, filthy comments about girls, teasing, proposing for physical contact, etc.

Degree of VAW in their own workplace

Regarding degree of VAW in their own workplace 17 percent of the working women of DMCH reported it as 'high', 42 percent as 'medium', and 35 percent 'low' and 'very low' (Figure 8.6).

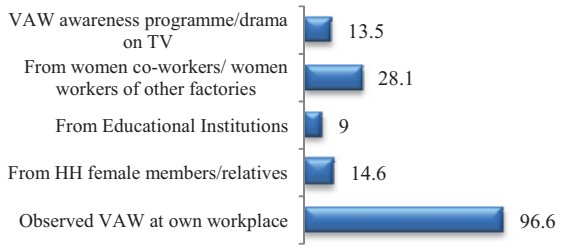
Figure 8.6: Distribution of female workers at DMCH by degree of VAW (%)



Source of knowledge of incidences of VAW

Regarding source of knowledge of incidences of VAW almost all (97%) female workers at DMCH reported that they have 'observed VAW at own workplace'[103]. Around 28 percent of them heard it 'from women co-workers/women workers of other places', 15 percent 'from HH female members/relatives', and 14 percent 'from VAW awareness programme/drama on TV' (Figure 8.7).

Figure 8.7: Distribution of female workers at DMCH by reporting of source of knowledge of incidences of VAW (%)



Why women face VAW at workplace: The female workers at DMCH while asked about reasons for their being compelled to face VAW at workplace, around 90 percent of them reported that 'women are physically weak and cannot defend themselves', and 64 percent of them reported 'women are not financially strong'. Therefore the perpetrators find them vulnerable (Annex Table 15)[104].

Consequences of VAW on a victim

A lot of consequences have been mentioned may happen on a victim after VAW at workplace in DMCH. Those have been divided into four groups- at workplace, familial, psychosocial and social. Regarding consequences at workplace- 76 percent of female workers at DMCH reported that they remain passive and do not do anything, 27 percent of them reported that 'victim lose concentration at work due to stress, fear and shame. They also reported of being absent at work for some days (Annex Table 16).

Regarding familial consequences, 38 percent of them reported that, because of leaving job a victim cannot support her family, in 29 percent cases if the victim is unmarried and about to marry the marriage talks get barred/broken, or sometimes victim's family become socially stigmatized as family members blame the victim, and in 25 percent cases victim doesn't get support (mental and/or financial) from family members (Annex Table 16).

As to psychological consequences, 88 percent of them reported of getting mentally unsecured and in 21 percent cases a mental gap occurs with parents (Annex Table 16).

As to social consequences, around 52 percent of them reported that 'victim might be socially excluded', and 30 percent of them reported that 'a victim might get mental shock, and may commit suicide' (Annex Table 16).

[103]The findings presented in Figure 8.6 and Figure 8.7 may seem contradictory. Although 97% of the respondents have observed VAW at their workplace, they seem to be satisfied with their work environment (according to Figure 8.6). This difference is almost similar in all the five sectors. Some possible reasons have been discussed in the relevant section of the previous chapters (particularly in Chapter 4 and 7).

[104] Please see the relevant section of Chapter 4 (VAW at Garment Sector).

8.2.2 Perception towards VAW at Workplace

Perception of compulsion to face VAW at workplace

To know about the generally held view the female workers at DMCH were asked whether women are mostly compelled to face violence at their workplace. Around 70 percent of them reported in positive as to this (Annex Table 13).

Perception of the fact that VAW happen as for granted at their workplace

There is a perception among most of the female workers that, VAW is natural and it happens as for granted at their workplace. While asked regarding this, two-thirds (66%) of the female workers at DMCH reported it in positive (that they do not report VAW incidences for remedy or punishment) (Annex Table 19). Those reported it in positive while asked about the reasons, around 92 percent of them reported that 'women are physically weak and helpless to defend themselves'. Among others the major ones are- 'to save the job' (70%), 'to avoid social stigma' (29%), 'not to be criticized by the others around her' (24%), and 'women are not financially strong' (14%) (Annex Table 20).

During FGD, the nurses, cleaners, and *ayas* of DMCH mentioned that if VAW is reported no action is taken by authority. Rather there is a possibility to lose their job and promotion is jeopardized. If any type of violence is exposed before the people there is a fear of scandal and marriage is hampered. Considering all these reasons nobody report about VAW in workplace.

8.3 Working Environment in DMCH

Degree of satisfaction with the environment of their workplace

The female workers at DMCH were asked about their degree of satisfaction with the environment of their workplace considering the issue of violence against women. In response, around 47 percent of them reported that they are 'moderately satisfied', 23 percent 'satisfied' and '18 percent 'less satisfied'. Around 11 percent are 'not satisfied' (Annex Table 21). Although this finding seem contradictory with the other findings such as high frequency of VAW acts etc, like the other sectors, the respondents from DMCH were also found to show satisfaction with their workplace. This could be explained as considering the VAW acts as natural by the workers. This also indicates their silence attitude towards VAW.

Incidence of working alone at workplace

The female workers at DMCH were asked whether they ever need to work alone at workplace. Around 25 percent of them reported that they have that experience (Annex Table 35).

Degree of satisfaction of personal safety while working at workplace

Those reporting of having experience of working alone were asked about the degree of satisfaction of personal safety while working at workplace. Around 56 percent of them reported that 'they were safe', and 43 percent reported that 'they were not safe' (Annex Table 37).

Reasons of not feeling safe while working at workplace

Those reporting of not feeling safe while working at workplace while asked about the reasons, around 92 percent of them reported that 'there is a chance to be verbally abused/ physically assaulted by the high level male colleagues'. Among others 50 percent of them reported of 'chance to be verbally abused/ physically assaulted by the same level male collogues' and 24 percent reported that 'there is chance to be raped by the high level male colleagues' (Annex Table 38).

"Once upon a time doctors were behaving like dogs, now they have rectified themselves" - FGD, DMCH

Incidence of working with people having history of VAW at workplace

Regarding incidence of working with people having history of VAW at workplace, only 2.2 percent of the female workers at DMCH reported that they have such experience (Annex Table 39).

Having permission to go to every corner of the workplace

The female workers at DMCH were asked whether they are permitted to go to every corner of their hospital. Around 54 percent of them reported that they are permitted (Annex Table 40).

Freedom of women workers to go to bathroom/toilet of workplace

The female workers at DMCH were asked whether they are permitted to go to bathroom/toilet of workplace freely. Around 97 percent of respondents reported in positive in response to this (Annex Table 41).

Consequences of not letting women go to bathroom/toilet of workplace or move freely

While asked about the consequences if female workers are not allowed to go to bathroom/toilet of workplace or move freely. All of them anonymously reported that 'the women face health problems' (Annex Table 42).

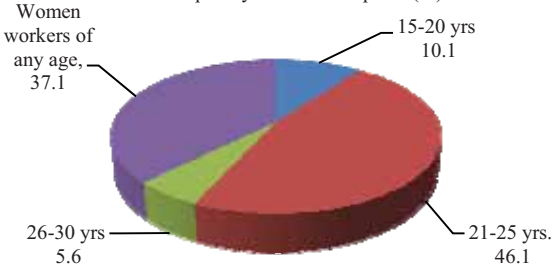
8.4 Extent and Severity of VAW in DMCH

8.4.1. View of the Female Workers

Age of women who face violent acts most frequently at their workplace

During the baseline survey, the female workers of DMCH were asked about age of women who face violent acts most frequently at their workplace. Around 46 percent of them reported that age as 21-25 years. Only 10 percent of them reported the age of 15-20 years as most vulnerable. However, 37 percent of them reported that, women workers at any age face violent acts (Figure 8.8).

Figure 8.8: Distribution of female workers at DMCH by reporting of the age of women who face violent acts most frequently at their workplace (%)



During FGD, the nurses, cleaners, and *ayas* of DMCH also mentioned that unmarried young nurses aged below 25 years are usually the victims of violence.

Time or circumstances of occurrence of VAW at workplace

The female workers of DMCH while asked about time or circumstances of occurrence of VAW at workplace, around 88 percent of them reported the time as 'when there is mistake in works', and 37 percent reported that there is no specific time, whenever the perpetrator finds an opportunity (Annex Table 24).

Usual perpetrator(s) of VAW at their workplace

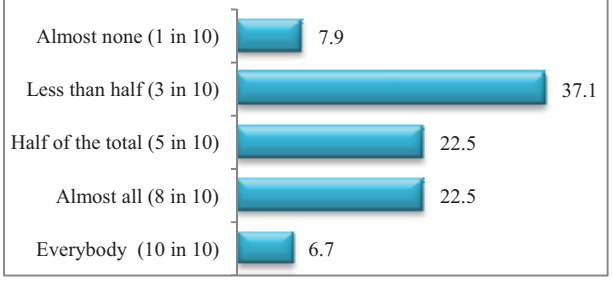
During the baseline survey, the female workers of DMCH were asked about the usual perpetrator(s) of VAW at their workplace. Around 71 percent of them reported that the perpetrator(s) are usually high level male colleagues, and 26 percent of them reported that perpetrator(s) are male colleagues of any level (Annex Table 22).

During FGD*,* the nurses, cleaners, and *ayas* of DMCH mentioned that male colleagues, senior authority, doctors, ward masters and male attendants are the persons to commit violence against them.

Number of occurrence of VAW at/around the workplace

The female workers of DMCH were asked about the incidences of VAW on female workers at/around the workplace. Around 37 percent of them reported that it occurs on 3 in 10 female workers. Almost all (8 in 10) and all were reported by 30 percent, and half of the total (5 in 10) reported by 23 percent of them. However, 8 percent of them reported that, almost none of the female workers have had the occurrence of VAW at workplace (Figure 8.9).

Figure 8.9: Distribution of female workers at DMCH by reporting of incidents of VAW in 10 female workers at/around the workplace (%)



Own experience of VAW at their workplace

The female workers of DMCH were asked about their own experience of VAW at their workplace. Around 44 percent of them reported that they have that experience in their own life (Annex Table 28).

Types of VAW they experienced personally at workplace

While asked about the types of VAW that the female workers of DMCH experienced personally at workplace, around 97 percent of the reported it as 'verbal outburst/shouting', and 21 percent reported it as 'verbal threat'. 'Mobbing, bullying' has been reported by 3 percent only (Annex Table 29).

Perpetrators who did the violent acts on women personally at workplace

Regarding the perpetrators who did the violent acts on women personally at workplace, around 74 percent of the female workers of DMCH reported that they are high level male colleagues, and 10 percent of them reported that perpetrators are male colleagues of any level (Annex Table 30).

Existence of witness(s) of incident(s) of VAW experienced personally at workplace

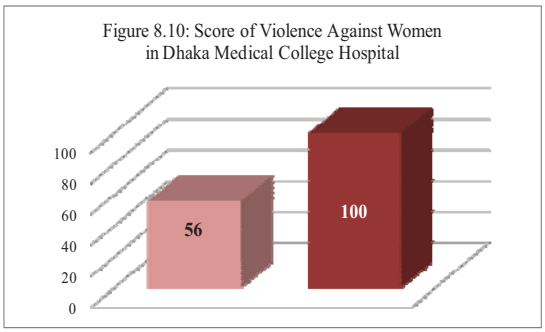
The female workers of DMCH experienced VAW personally at workplace while asked whether there is any existence of witness(s) of that/those incident(s), around 90 percent of them reported in positive (Annex Table 33).

Reporting of giving evidence as a witness of VAW at workplace

The female workers of DMCH were asked whether they have any experience of giving evidence as a witness(s) for a female worker being victimized by VAW at workplace. Only 7 percent of them reported of having that experience (Annex Table 34).

8.5 VAW score in DMCH

By following the other sectors, with the help of some definite indicators[105], the survey has prepared the VAW score on DMCH too. It has been done to find out the extent and severity of VAW among the female workers in DMCH more noticeably.



On a scale of 0-100 (where 100 is worst situation of VAW and 0 is the ideal status), the VAW score in DMCH came up as 56 which indicates that, the situation of VAW is extreme in this sector compared to the other previous sectors (Figure 8.10). The score represents a higher value than the Garment sector (VAW score=51), EPZ sector (VAW score=44), Tea Processing Industry (VAW score=38), and also the Shrimp Processing sector (VAW score=43). All these denote that, the female workers in DMCH are much more confronted with violent behaviours and activities as well than the other sectors. So, in spite of the high incidences of VAW in DMCH in the baseline survey, the types of VAW needs more review to get the factual representations over this sector with more examination.

This score also explains that, the difficulties of VAW must be contested with detailed study and needs to be eased by the governmental, and NGOs to have a healthy workplace in DMCH where the incidences of violence would be absent. In addition, the female workers of DMCH and the common people adjoined to them must also be added in all levels of the VAW decreasing scheme.

[105] See CHAPTER 2: Methodology (Box 2.2).

8.6 Reducing VAW: Existing Deterrent Mechanism and Policies

Knowledge of policies /guidelines /laws to support victims of VAW

During the baseline survey, the female workers of DMCH were asked about the knowledge of existence of policies /guidelines /laws to support victims of VAW. Around 36 percent of them reported in positive, and rest of them reported either in negative or reported that they have no idea (Annex Table 17).

Source of knowledge of policies/guidelines/laws for VAW at workplace

Those aware of the existence of policies /guidelines /laws to support victims of VAW were asked about the source of knowledge of that around 97 percent of the reported the source as 'women co-workers', 34 percent reported it as 'factory authority', 22 percent of them reported 'VAW awareness programme/drama on TV', and 17 percent reported the source 'educational institutions'. However, 25 percent of them reported the source of their knowledge of it as 'male colleagues' (Annex Table 18).

Persons/places they visited for help after being victim of VAW at workplace

Regarding the persons/places the female workers generally visit for help when they become victim of VAW at DMCH, around 63 percent of them mentioned that they visit 'high level colleagues' and 15 percent of them visit 'factory authority'. However, around 32 percent of them mentioned that 'they did not go anywhere' (Annex Table 25).

Whether got help from persons/places they visited after being victim of VAW at workplace

While asked, whether they got help from persons/places they visited after being victim of VAW at workplace at DMCH, around 46 percent of them reported that they got help from 'high level colleagues', and around 8 percent of them reported of getting help from 'factory authority' (Annex Table 26).

Persons/places they visited for help after being victim of VAW at workplace personally

Regarding persons/places victim of VAW at workplace visited for help when they became victimized personally only 16 percent of them reported that they visited 'high level colleagues'. Around 81 percent of them reported that they did not visit anyone (Annex Table 31).

Whether got help after visiting persons/places after becoming victim of VAW at DMCH

The female working positively of visiting someone after being victimized of VAW at workplace were asked whether got any help after that. Only 9 percent of them reported that they have got some help (Annex Table 32).

Keeping allegation(s) of violence confidential until investigations complete

During the baseline survey, whether the allegations are kept confidential until the investigations have been completed. Around 15 percent of them reported that the allegations are kept confidential (Annex Table 43).

Punishment of the perpetrator(s) after the investigations at workplace

The female workers of DMCH were asked whether the perpetrators of VAW at workplace are punished after the investigations. Around 29 percent of them reported that perpetrators are punished. Around 29 percent of them do not know what happens after the investigations (Annex Table 44).

The female workers of DMCH during FGD reported that they have never seen punishment of any perpetrator. No proper legal action is taken against perpetrators for VAW on them.

View of participants in the social dialogue(s) at workplace regarding VAW

Among the female workers of DMCH only one reported of participating in such social dialogue, and her view was positive regarding such dialogue (Annex Table 47).

During FGD the female workers at DMCH reported that, no government or NGO organization has come forward so far to stop VAW in their workplace. They did not get any solution to the problem anyway.

View of participators in the social dialogue(s) at workplace regarding VAW

Among the female workers of DMCH, only one reported of participating in such social dialogue, and her view was positive (Annex Table 47).

Highlights: Dhaka Medical College Hospital

The Demographic and Socio-economic status of the respondents has been revealed as

- ✓ About 71 per cent of the female workers were from the age of 19-24 years.
- ✓ Nearly 63 per cent of the respondents at DMCH have completed HSC (class 12).
- ✓ Most of the workers (73%) were unmarried, and only 17 per cent were married.
- ✓ More than 80 per cent of the workers were Muslim.
- ✓ About 73 per cent workers at DMCH was skilled manual worker (e.g., Nurses and Intern nurses).
- ✓ Roughly 67 per cent of the female workers at DMCH get a monthly salary below *Tk. 1000,* (as much of them were intern nurses); whereas, only 15% of them have an income of Tk.9,000-Tk.10,000.
- ✓ Around two-thirds (66%) of the workers work 8 to 10 hours a day in DMCH.
- ✓ In DMCH there are three working shifts in which 18 per cent of the workers work in morning shift, 17 per cent in afternoon, and 52 per cent work in all shifts.
- ✓ A moderate part of the workers (44%) in this regard, has preferred for working in the morning shift only.

The Knowledge and Attitude towards VAW among the female workers of DMCH has been observed as

- ✓ Almost every worker has knowledge about VAW, of which, everyone (100%) has reported about the occurrence of *'verbal outburst/shouting'* at DMCH.
- ✓ VAW like *'verbal threat', 'mobbing, bullying', 'touching', 'battering', and 'aggressive body language indicating intimidation, contempt or disdain'* have also been reported by the women workers.
- ✓ Around 97 per cent of the workers have reported that they have *'observed VAW at their own workplace'* whereas others have reported the source of VAW as *'women workers form the other workplaces'*, *'from HH female members/relatives',* and *'from VAW awareness programme/drama on TV'*.
- ✓ Roughly 70 per cent of the workers have reported positively that *women are mostly compelled to face violence at their workplace.*
- ✓ Less than half of the workers have reported the degree of VAW at their workplace as *'medium',* while a nominal number of them (17%) have reported the degree as *'high'*.
- ✓ About 90 per cent of the workers have reported that women workers are compelled to face violence at workplace because *'women are physically weak and helpless as they can't defend themselves'* and around 64 per cent responded on this topic as, *'women are not financially strong'*.
- ✓ The consequence of a VAW incident is such that, around 76 per cent of the workers at DMCH reported that they do not do anything for a VAW incident at workplace.
- ✓ The consequence of a VAW victim inside the family has been asserted by 38 per cent as '*because of leaving job a victim can't support her family'*.
- ✓ A large segment of the workers (88%) has reported of *'getting mentally unsecured'* and a relatively lesser part (21%) of them has mentioned about *'a mental gap occurs with parents'* as the consequence of a VAW victim with her psychological condition.
- ✓ The consequence of a VAW victim with her social position is such that, more than half of the workers have asserted that, *'a victim might be socially excluded'*.
- ✓ Around 36 per cent of the workers have asserted in favour of having *policies/ guidelines/laws to support the victim of VAW;* among whom, almost all (97%) came to know or hear about such policies/guidelines/laws from the *'women co-workers'*.
- ✓ Roughly 70 per cent of the workers have asserted in positive that *the women take violent acts by the perpetrators as for granted at their workplace.*

The Work Environment has been assessed by the female workers as

- ✓ Less than half of the total workers was *'moderately satisfied'* with their work environment.
- ✓ About 56 per cent of the workers (who have reported about working alone) have asserted that they feel *'safe'* about their personal safety.
- ✓ In line with this, of the workers who do not feel safe, about 92 per cent have responded that there is a *'chance to be verbally abused/physically assaulted by the high level male colleagues'*.
- ✓ An insignificant number of the workers (2%) have replied that sometimes they have to work *with the people known/suspected to have a history of VAW at workplace.*

Highlights: Dhaka Medical College Hospital

- ✓ Around 54 per cent of the workers have reported positively that they have the freedom of movement at their workplace.

The Extent and Severity of VAW in DMCH has been exposed as

- ✓ Around three-fourths of the workers have reported about the *'high level male colleagues'* as the usual perpetrators of VAW at workplace.
- ✓ Roughly 46 per cent have reported that the age of the victims of VAW at workplace are 21-25 years.
- ✓ A large portion of the workers (88%) have reported the violent act happens mostly *'when there are mistakes in works'*.
- ✓ Around 37 per cent of the workers have reported that the incidents of VAW generally occurs in *'less than half (3 in 10)'* of the women workers.
- ✓ Most of the occurrences of personal VAW at the workplaces have been reported as *'verbal outburst/shouting'*, *'verbal threat'*, and *'mobbing, bulling' etc.*
- ✓ The *'high level male colleagues'* have been identified mostly as perpetrators of personal VAW.
- ✓ About 90 per cent of the workers have reported that there were *witness(s) of the violence experienced personally.*

The VAW score in DMCH has emerged as 56 (On a scale of 0-100, where 100 is worst situation of VAW and 0 is the ideal status) which point outs that, the situation of VAW is moderately present in this sector.

The Existing deterrent mechanism and awareness building in DMCH has been observed as

- ✓ About 63 per cent of the workers have asserted that, the victims go to the *'high level collegues'* in search of help because of facing VAW; and less than half have replied that the victims get help from there.
- ✓ Roughly 81 per cent of the workers have reported that, the victims *'don't go anywhere'* for a VAW experienced personally.
- ✓ Only 15 per cent of the workers have averred that *the allegations of all kind of workplace violence are kept confidential until the investigation is completed.*
- ✓ The punishments of the VAW perpetrators were only in case of 29 per cent of the workers.
- ✓ No significant responses have been found on the existence of *'Social Dialogue'* at DMCH.

CHAPTER: IX
VIOLENCE AGAINST WOMEN: THE OVERALL DEPICTIONS IN FIVE SELECTED SECTORS

In the previous five chapters the situation of violence against women has been discussed along with the socioeconomic and demographic conditions of the respondents. The knowledge or understanding of the respondents about the concept of violence against women, extent and severity of violence, their experience and awareness etc issues have been discussed separately. This chapter attempts to provide an overall picture of the key issues in a comparative manner. At the beginning the basic socioeconomic and demographic information of the respondents has been discussed to obtain a snapshot of the workers. As the previous chapters provide detail description, only the key findings of the major issues have been presented here.

9.1 Demographic and Socio-economic Status of the Respondents

Demography: Overall majority of the respondents interviewed in the five sectors belong to the age group of 19 to 24 years. However they differ by sectors. For example, 71 per cent of the respondents form DMCH is between 19 and 24 years while majority of the respondents from tea factories (29.3%) and shrimp processing factories (38%) fall between 25 and 29 years. Overall 14 per cent of the respondents are below 18 years of age where concentration of workers from tea factories and shrimp processing factories is relatively high (See Annex table 1).

Table: 9.1: Distribution of the respondents by age group (%)

Age Group	Garment Factories	Factories in EPZ	Tea Factories & Garden	Shrimp Processing Factories	Dhaka Medical College Hospital (DMCH)	All
Under 15	1.1	0.1	1.3	2.6	0.0	1.1
Below 18	13.9	7.6	21.9	16.2	0.0	13.6
15-18	29.7	16.2	26.0	18.8	0.0	22.7
19-24	46.7	48.9	24.3	21.9	70.8	40.5
25-29	16.3	27.6	29.3	37.5	0.0	24.3
Above 30	6.3	7.1	19.1	19.3	29.2	11.5
Average (Age)	21.7	23.0	23.6	24.0	25.7	22.9

(See Annex Table 1)

The average age of the respondents from all sectors is 23 years. The average age is highest (26 years) for the respondents of DMCH followed by 24 years for those of the shrimp processing factories. It is lowest for the workers of garment factories (22 years) followed by respondents working in the factories of export processing zones (EPZs).

Figure 9.1: Average age of the respondents by sectors

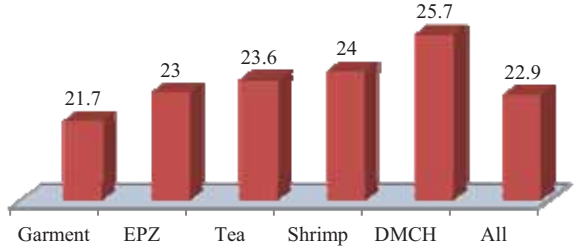


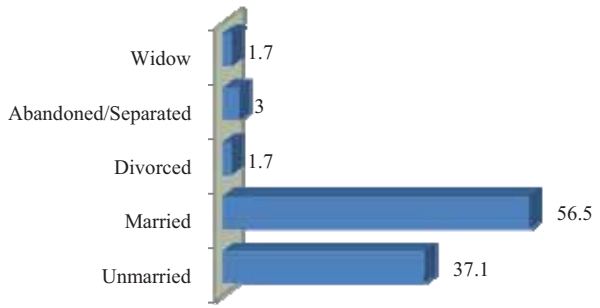
Table 9.2: Distribution of the respondents by marital status (%)

Marital Status	Garment	EPZ	Tea	Shrimp	DMCH	All
Unmarried	49.2	31.9	26.5	21.1	73.0	37.1
Married	46.6	60.6	67.9	69.2	16.9	56.5
Divorced	1.7	2.5	0.9	1.5	0.0	1.7
Abandoned/Separated	2.0	2.9	2.8	6.7	0.0	3.0
Widow	0.6	2.0	2.0	1.5	10.1	1.7

(See Annex Table 3)

Nearly 57 per cent of the respondents from the five sectors altogether are married followed by 37 per cent never married respondents. Three per cent of them are abandoned or separated. By sector, almost half of the respondent workers from garment factories are unmarried. Although percentage of divorced respondents does not differ much by sectors, a 7 per cent abandoned or separated respondents in the shrimp processing factories shows women's vulnerability in the sector.

Figure 9.2: Marital status of the respondents



Religion: By religion 82 per cent of the workers are Muslim followed by 17.3 per cent Hindus. Respondents of Christianity and Buddhism are respectively 0.2 per cent and 0.5 per cent of the total. It is to note that although Muslim population dominates four of the five sectors, only the tea industry is dominated by the Hindus (see Annex Table 4).

Table 9.3: Distribution of the respondents by religion (%)

Religion	Garment	EPZ	Tea	Shrimp	DMCH	All
Muslim	96.0	95.2	17.1	99.2	86.5	82.1
Hindu	3.3	3.8	82.4	0.5	11.2	17.3
Christian	0.0	0.3	0.4	0.3	1.1	0.2
Buddhist	0.6	0.7	0.0	0.0	1.1	0.5

Education, Level of Employment and Income: If all the five sectors considered together, nearly 22 per cent of the respondents completed primary education. Slightly over 15 per cent of them can write their names only and over 11 per cent do not have literacy. By sectors, nearly half (49%) of the respondent workers from tea sector are illiterate and 27 per cent of them can write name only. Although better than tea sector, the literacy of the workers of shrimp processing sector is also poor (6.2% illiterate and 32.4% can write name only) (see Annex Table 2).

Table 9.4: Education and Literacy of the respondents

Level of education	Garment	EPZ	Tea	Shrimp	DMCH	All
Illiterate	2.7	2.8	48.8	6.2	3.4	11.4
Class 1 completed	0.7	0.3	0.4	1.0	0.0	0.6
Class 2 completed	1.8	1.7	4.1	6.2	1.1	2.8
Class 3 completed	5.2	2.1	3.0	8.5	2.2	4.4
Class 4 completed	11.8	9.0	4.1	14.1	0.0	9.6
Class 5 completed	31.5	21.7	8.5	15.4	7.9	21.5
Class 6 completed	7.4	4.5	2.2	4.1	1.1	5.0
Class 7 completed	8.2	12.5	0.7	4.6	0.0	7.2
Class 8 completed	10.9	17.9	0.9	4.6	5.6	10.0
Class 9 completed	5.7	9.8	0.0	1.3	0.0	5.0
SSC	3.1	8.7	0.2	0.8	1.1	3.7
HSC	0.5	2.1	0.0	0.3	62.9	2.9
Higher	0.3	0.8	0.2	0.5	9.0	0.8
Can write name only	10.1	6.2	26.9	32.4	5.6	15.2

Regardless of sector, 56 per cent of the respondents are unskilled manual worker followed by 43 per cent skilled manual worker. However, most of the respondents from tea and shrimp sectors were unskilled manual workers. On the other hand, respondents from garment, EPZ and DMCH were dominated by skilled manual workers (See Annex Table 5 for detail).

Table 9.5: Distribution of the respondents by their level of employment

Level of Employment	Garment	EPZ	Tea	Shrimp	DMCH	All
Supervisory	0.3	0.7	0.2	0.0	0.0	0.3
Junior managerial	0.5	0.1	0.2	0.5	1.1	0.4
Clerical	0.0	0.3	0.0	0.0	1.1	0.1
Skilled manual worker	61.9	63.0	1.1	3.6	73.0	43.2
Unskilled manual worker	37.3	35.9	98.5	95.9	24.7	56.0

As data show, majority of the respondents (37%) belong to the monthly income group of Taka 3000 to Taka 5000 (see Annex Table 6). Another 33 per cent of them earn between Taka 1000 and Taka 3000. It should be mention here that most of the respondents from DMCH were intern nurses who receive a monthly stipend of Taka 900 only. As a result the income of the respondents from DMCH is showing very low. It should not be considered as their salary. The salaried nurses are paid according to national pay scale. Among the other four sectors, respondent workers in the tea gardens and factories are the lowest paid workers (93% of them get between Taka 1000 and 3000). The next low paid category is the workers of the shrimp processing industry (75% of them earn between Taka 1000 and 3000).

Table 9.6: Distribution of the respondents by monthly salary with overtime

Monthly salary range (Tk.)	Garment	EPZ	Tea	Shrimp	DMCH	All
Below 1000	0.0	0.0	6.3	0.0	67.4	3.4
1000+ to 3000	6.7	9.1	93.1	74.8	0.0	32.5
3000+ to 5000	62.1	37.7	0.7	22.9	0.0	36.6
5000+ to 7000	28.8	43.0	0.0	2.3	0.0	22.7
7000+ to 9000	2.3	7.4	0.0	0.0	6.7	3.1
9000+ to 10000	0.0	1.4	0.0	0.0	14.6	0.9
Above 10000	0.2	1.4	0.0	0.0	11.2	0.8

9.2 Knowledge, Perception and Attitude towards VAW

Types of VAW acts at workplace

- According to 98 per cent of the respondents from all the five sectors, verbal out bursting or shouting is the most frequently occurring type of violence at their workplace. Almost all the respondents from the entire sectors reported such VAW acts in a similar manner (see Annex Table 11 for detail).
- The next frequently occurring violence against them is verbal threat as reported by 33 per cent respondents. This type of violence is most frequent at DMCH, followed by garment factories and shrimp processing industries (reported by 57%, 37% and 34% respondents respectively).

Sexual Violence

- Respondents in all five sectors reported a number of acts occurring around them those are directly or indirectly sexual violence. They include touching, patting, pinching, verbal comment about physical appearance, verbal conduct of sexual nature, verbal jokes containing sexual nature, verbal request for sexual favor, any unsolicited physical contact including rape etc. Many of these acts are comparatively more frequent in the shrimp processing and garment factories.
- Touching by the male colleagues was reported by 25 per cent of the respondents and this particular act was reported by almost half (48.1%) of the respondents from the shrimp processing factories followed by that of the garment factories (27%).
- Verbal conduct of sexual nature is highest in shrimp processing industries (8%) and then in garment factories (4%).
- Verbal comment by the male colleagues about physical appearance of the female workers is highest in the shrimp processing factories followed by garment and shrimp processing factories (9.3% each).

Table 9.7: Distribution of respondents by reported types of VAW occurring at their factories/workplace (in %)

Types of VAW	Garment	EPZ	Tea	Shrimp	DMCH	All
Non-sexual violence acts						
Verbal outburst/shouting	98.0	98.6	97.2	97.7	100.0	98.0
Mobbing, bullying	36.1	26.1	14.8	14.7	74.2	27.7
Verbal threat	36.5	27.6	26.7	33.7	57.3	32.6
Physical assault/injury leading to actual harm	1.3	1.3	0.2	0.8	0.0	1.0
Battering	38.6	19.2	1.1	14.4	13.5	22.2
Kicking	5.1	6.7	0.0	2.6	0.0	4.1
Aggressive body language indicating intimidation, contempt or disdain	17.1	12.5	2.0	23.4	10.1	13.9
Sexual violence acts						
Verbal conduct of sexual nature (swearing, insults or condescending languages)	3.6	2.5	1.7	7.7	0.0	3.5
Verbal comment about physical appearance	9.3	10.6	3.3	9.3	2.2	8.3
Verbal request for sexual favor	0.8	0.7	0.7	6.7	2.2	1.7
Verbal jokes containing sexual nature	2.1	3.2	0.4	1.3	1.1	2.0
Touching	26.6	23.4	4.8	48.1	15.7	24.7
Patting	27.6	15.8	1.3	21.9	4.5	18.1
Pinching	15.8	15.3	3.9	39.6	0.0	16.6
Any unsolicited physical contact including rape	0.3	0.4	0.0	3.9	1.1	0.8

As sources of knowledge about the violence activities occurring against women at workplace, 87 per cent of the respondents observed VAW at their own workplace. Another 57 per cent heard about violence from female co-workers from same factory they work or other factories as well. One-fifth of them knew about VAW occurrences from female members of neighbouring households (see Annex Table 12).

Degree of VAW in their own factory

- The degree of VAW at workplace has been viewed by 35 per cent of the respondents as medium followed by another 25 per cent viewing it as low. A 12.4 per cent, however, reported it to be high while another 2.3 per cent viewing this as very high.
- Nearly 7 per cent of the respondents from DMCH reported that the degree of VAW in their own workplace is very high while 18 per cent of the respondent workers from garment factories think that VAW at their workplace is high (see Annex Table 14).

Table 9.8: Distribution of the respondents according to their perception about degree of VAW at their workplace (%)

Reporting of respondents about the degree of VAW	Garment	EPZ	Tea	Shrimp	DMCH	All
Very high	2.6	2.1	0.0	3.6	6.7	2.3
High	18.1	11.9	1.1	11.6	16.9	12.4
Medium	46.6	29.8	15.4	38.0	41.6	35.1
Low	22.3	31.1	24.1	20.1	23.6	24.7
Very low	8.9	23.8	53.8	25.4	11.2	23.4

Why women face VAW:

- Women's physical weakness as well as their helplessness to defend the perpetrator has been viewed by 76 per cent of the respondents as the main reason of VAW at workplace.
- Another 60 per cent of the respondents think that women are often victim of VAW because of their financial vulnerability.
- Slightly over 7 per cent of the respondents think that women are seen as sex objects and that is why they are victim of VAW (see Annex Table 15 for detail).

9.2.1 Consequences to the victim of VAW

At Workplace

- As per 79 per cent of the respondents the victims of VAW incidences generally do not go for any complaint or remedy. They keep silence and take it for granted.
- According to 23 per cent of the respondents if anyone becomes victim of VAW at workplace, the usual practice is that she would not come to her job for few days.
- Almost same portion of respondents (23%) viewed that a victim gets unmindful in her work if she become victim of VAW (see Annex Table 16 for detail)

In the Family

Respondents' opinion about the consequences of VAW to the family of the victim has been presented in the following table (see Annex Table 16 for detail):

Table 9.9: Consequence of VAW to the family of the victim

Consequences	Respondent (%)
Because of leaving job a victim's financial support to family declines	57.7
Social stigma to victim's family members compels them blame the victim	28.1
If the victim is unmarried and about to marry, then marriage proposal gets barred/broken	22.4
Does not get support (mental and/or financial) from family members	18.5
Sometimes victim is abandoned by husband (if married)	17.0
Sometimes victim is divorced by husband (if married)	7.4

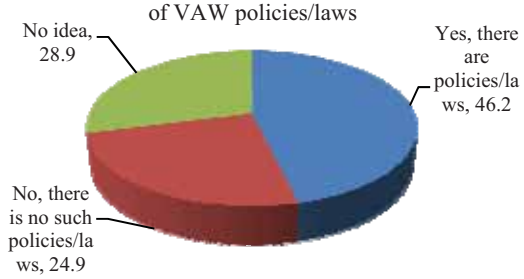
Psychological and Social Consequences

- As reported by 72 per cent of the respondents, a victim of VAW becomes mentally insecure. A 21 per cent reported that the victim may become insecure even at home. Another 17 per cent and 9 per cent of the respondents opined that such incidence create mental gap with parents and husbands of the married victims respectively (see Annex Table 16 for detail).
- Social exclusion of the victim has been viewed by more than half (53%) of the respondents.
- Another 23 per cent of the respondents think that mental shock brought by the VAW may inspire a victim to commit suicide (please see Annex Table 16 for detail).

9.2.2 Knowledge about Policy, Guideline, Laws on VAW

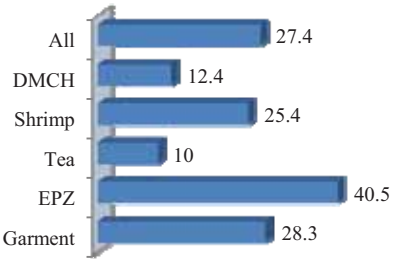
- As data show, 46 per cent of the respondents reported that there are policies, laws or guidelines to support the victims of VAW in the country.
- Nearly one-fourth of the respondent replied that there are no such policies, laws or guidelines.
- A 29 per cent of them have no idea about them (Annex Table 17).

Figure 9.3: Respondents' knowledge about existance of VAW policies/laws



Existence of written laws/policies in the factory: As reported by 27 per cent of the respondents, there is well recognized body of policy/written policy at their workplace to combat VAW (see Annex Table 64). On the other hand, 54 per cent of the respondents are found satisfied with the laws/policies. A 12 per cent of them are less satisfied with these laws/policies followed by another 4 per cent being not satisfied at all (Annex Table 65).

Figure 9.4: Existence of written laws/policies in the factory



Those who viewed the existing laws/policies as less or not satisfactory reported that the factory authority does not imply the laws/policies in practice (83%), the high level male colleagues do not intend to obey the rules (74%) and the same level male colleagues do not intend to obey them (46.8%) (Annex Table 66).

The written laws/policies mentioned in this section are basically the national laws/policies. During field data collection the research team visiting the factories (e.g., shrimp processing industry in Khulna) found that some workers have a small booklet containing the basic labour laws and other right related issues for the factory workers. A local NGO supplied the booklet.

VAW as 'Taken for Granted': Over 69 per cent of the respondents reported that in most of the cases female workers take the violence acts against them for granted (Annex Table 19). According to them the reported types of acts take place frequently but the workers hardly

complaint against them for remedy. They also explained the reasons for such attitudes of women which are as follows:

Table 9.10: Reasons why women take violence against them for granted

Reason why women take violence against them for granted	Garment	EPZ	Tea	Shrimp	DMCH	All
Not to risk the job	85.1	85.6	69.4	85.2	69.5	81.9
Because women are physically weak and helpless (cannot defend themselves)	71.6	67.3	49.5	65.5	91.5	66.3
Women are not financially strong	25.3	25.1	24.8	34.1	13.6	25.8
Fear of social stigma	20.8	20.4	30.0	40.6	28.8	25.1
Fear of being criticized by the others around her	26.6	25.3	22.6	21.8	23.7	24.8

(See Annex Table 20 for detail)

9.3 Work Environment and Female Worker's Perception

Level of Satisfaction with Workplace

- Nearly 47 per cent of the respondents are somewhat satisfied with their workplace environment regarding VAW followed by 36 per cent respondent viewing satisfied (see Annex Table 21).
- A 10 per cent of them are less satisfied while another 4 per cent are not satisfied at all.

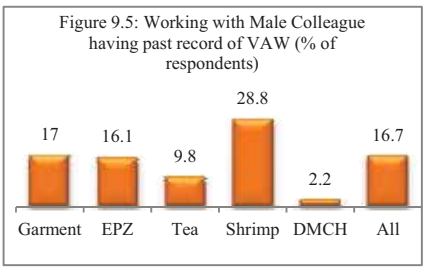
Please note that despite existence of VAW acts, respondents tend to show satisfaction over the work environment. This contradictory has been explained in the respective chapters (particularly in Chapter 4 (Garment Sector) and Chapter 7 (Shrimp Sector).

Personal safety at workplace

- While working in their respective workplace, 79 per cent of the respondents consider themselves safe about their personal safety. Over 16 per cent of them reported that they do not consider the workplace as safe (see Annex Table 37).
- 92 per cent of those who replied 'not safe' explained that there is chance of getting verbally abused/physically assaulted by the senior colleagues at their workplace. A 39 per cent mentioned about chance of getting verbally abused/physically assaulted by same level colleagues (see Annex Table 38 for detail).

Working with Male Colleague having past record of VAW

- Seventeen per cent of the respondents reported that sometimes they need to work with male colleagues who was accused or suspected in the past for violence acts against women. It is more common for the respondents of DMCH (see Annex Table 39).



9.4 Extent and Severity of VAW: View of the Female Workers

Perpetrators of VAW:

- Senior male colleagues are generally the doers of violence activity against the female workers as reported by 60 per cent of the respondents (See Annex Table 22).
- According to 31 per cent of the respondents male colleagues of any level are the perpetrator.
- A 9 per cent of the respondents reported that the same level male colleagues also do violence against them.

Table 9.11: Respondents reporting about the usual perpetrator(s) of violent acts against women at workplace (in %)

Usual perpetrators at Workplace	Garment	EPZ	Tea	Shrimp	DMCH	All
High level male colleagues	71.5	52.8	59.2	39.8	70.8	59.5
Same level male colleagues	5.9	8.8	3.3	23.9	3.4	8.8
Male collogues of any level	22.3	38.0	37.3	35.7	25.8	31.3

(See Annex Table 22)

Age group, time or circumstances and vulnerability to VAW

- Almost half of the respondents (49.9%) opined that women workers of any age could be victim of VAW. There is no age specific difference.
- The age group 15 to 20 years has been viewed as the most vulnerable group for VAW (reported by 31.2% of the respondents).
- The issue age group and VAW vulnerability differs among the sectors which could be seen in Table 8.12.

Table 9.12: Age group of female workers and vulnerability to VAW at workplace

Age Group for VAW	Garment	EPZ	Tea	Shrimp	DMCH	All
Below 15	0.3	1.1	1.1	0.3	0.0	0.7
15-20	31.6	27.2	26.5	47.8	10.1	31.2
21-25	7.6	15.0	14.1	15.4	46.1	13.2
26-30	1.1	1.4	3.7	0.5	5.6	1.7
Above 30	0.2	0.3	0.4	0.0	0.0	0.2
Women workers of any age	55.5	51.3	50.1	36.0	37.1	49.9

(See Annex Table 23)

- Possibility of VAW increases when there is any mistake in work as opined by 84 per cent of the respondents.
- According to a 38 per cent of them, there is no specific time. Whenever the doer finds opportunity, he avails it.
- A 10 per cent of the respondents indicated the night shift as a particular time for VAW and most importantly, 51 per cent of the respondent workers from shrimp processing industries mentioned night shift as a usual time for VAW.

Table 9.13: Usual Time or Circumstances for VAW at Workplace

Usual Time or Circumstance for VAW at Workplace	Garment	EPZ	Tea	Shrimp	DMCH	All
When there is mistake in works	93.1	90.6	69.2	66.1	87.6	84.0
No specific time, whenever the perpetrator finds an opportunity	35.0	39.4	37.3	41.6	37.1	37.7
In the night-shift	1.7	2.5	4.1	51.4	6.7	9.9
In Lunch time	9.7	12.6	2.2	2.1	0.0	7.7
When the Power cut/load shedding happens	5.3	8.3	2.6	18.5	0.0	7.4

(See Annex Table 24)

Victim of VAW in Every 10 Women

As opined by 38 per cent of the respondents, 3 in every 10 female workers around them become victim of VAW at workplace. According to 30 per cent of the respondents, it is half (5 in every 10) of the total female workers (see Annex Table 27).

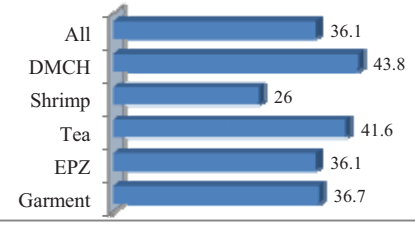
Table 9.14: Respondents' opinion about incidents of VAW in every 10 female workers around them

Incidents of VAW in 10 female workers around the factory/workplace	Garment	EPZ	Tea	Shrimp	DMCH	All
Less than half (3 in 10)	30.7	35.6	34.9	61.4	37.1	37.6
Half of the total (5 in 10)	40.0	26.3	25.4	16.7	22.5	29.6
Almost none (1 in 10)	8.2	19.6	20.4	16.7	7.9	14.7
Almost all (8 in 10)	16.5	11.1	5.6	2.8	22.5	11.3
Everybody (10 in 10)	1.9	4.1	5.4	0.3	6.7	3.0
None (0 in 10)	0.3	1.0	0.4	0.3	0.0	0.5

9.5 Experience of VAW in Personal Life

- According to 36 per cent of the respondent workers of the five sectors, they have experienced VAW in their own life.
- VAW experience in personal life is highest among the respondents of DMCH (44%) followed by those of the tea gardens and factories (42%).

Figure 9.6: Respondents reporting personal experience of VAW at workplace by sectors (in %)



Almost all of the respondents (98%) who experienced VAW in personal life faced verbal outburst/shouting followed by verbal threat (15%). The other types of VAW they faced have been shown in the following table (see Annex Table 29 for more detail):

Table 9.15: Types of VAW faced by the respondents having personal experience of VAW

Respondents reporting about the types of VAW that was experienced personally	Garment	EPZ	Tea	Shrimp	DMCH	All
Non-sexual violence acts						
Verbal outburst/shouting	97.7	98.4	99.5	90.1	97.4	97.5
Verbal threat	17.3	13.2	16.1	10.9	20.5	15.4
Mobbing, bullying	3.7	2.3	0.0	6.9	2.6	2.9
Aggressive body language indicating intimidation, contempt or disdain	4.0	0.8	0.5	6.9	0.0	2.5
Physical assault/injury leading to actual harm	0.3	2.3	0.0	1.0	0.0	0.8
Kicking	0.6	0.8	0.0	0.0	0.0	0.4
Sexual violence acts						
Touching	5.7	8.9	2.6	13.9	0.0	6.6
Battering	7.1	2.3	0.5	7.9	0.0	4.2
Verbal comment about physical appearance	4.3	3.1	1.6	7.9	0.0	3.6
Patting	4.0	4.7	0.5	2.0	0.0	3.1
Verbal jokes containing sexual nature	2.8	1.6	0.0	0.0	0.0	1.5
Verbal conduct of sexual nature (swearing, insults or condescending languages)	1.1	1.2	0.5	3.0	0.0	1.2
Verbal request for sexual favor	0.0	0.4	0.5	8.9	0.0	1.2
Pinching	0.0	2.3	0.5	2.0	0.0	1.0
Any unsolicited physical contact including rape	0.3	0.0	0.0	0.0	0.0	0.1

Sexual violence in Personal Life:

Those who experienced VAW in personal life also reported a number of acts that can be termed as sexual violence. For example, touching was reported by 7 per cent of the victim respondents followed by another 4 per cent respondents who mentioned verbal comment about physical appearance. The other types of sexual violence are patting, verbal jokes containing sexual nature, verbal conduct of sexual nature, verbal request for sexual favor, pinching etc. Touching, verbal comments about physical appearance, verbal request for sexual favour etc acts are comparatively more frequent in the shrimp processing factories.

According to 82 per cent of the respondents, the doers of these acts were the victims' senior colleagues. A 10 per cent of them mentioned that the doers were from all levels. However, 5 per cent of the respondents reported that the perpetrators.

CHAPTER X
SUGGESTIONS AND RECOMMENDATIONS

Violence Against Women is now a widely recognized occurrence that is the end result of violating the human rights, because at this time 'women right is human right' has been strongly in trend of 'gender consciousness' by many of the countries of the world. The extreme form of violence on women includes sexual harassments, rape and murders. And women face such horrible incidents even at their workplaces to a high extent. Women's participation in economic sector is crucial for their economic empowerment and their sustainability. However, problems such as sexual harassment in the workplace discourage women to continue working. Sexual harassment in the workplace though an age-old problem has emerged as a serious concern in Asia and the Pacific recently.[106]

The basic cause of violence against women, reinforced by the factors such as religion and culture, is their subordination compared to men. Violence is a means of reinforcing this subordination. The General Assembly Resolution 48/104 states[107] "violence against women is a manifestation of historically unequal power relations between men and women, which have lead to domination over and discrimination against women by men and to the prevention of their full advancement, and that violence against women is one of the crucial social mechanisms by which women are forced into a subordinate position compared with men".

Women in Bangladesh have very meager options to seek justice against the VAW activities. The occurrences that come in front of the general people show very insignificant depictions. Some incidents of violence are reported to the police.[108] In most cases, however, reported violence represents only a small proportion of the actual violence committed. Women are often unaware of their rights because of the continued high illiteracy rates among adults and unequal educational opportunities.

All these incidents stress on the point that VAW must be stopped from every place including the workplace in order to set women free and let them join in the wheels of development in a proper sense. In this respect, suggestions and recommendation must be drawn to have a profound guideline to reduce VAW.

In the respective chapters the problem of violence against women, its existence in the five sectors, knowledge of the respondents about the concept, extent and severity of VAW in the sector etc issues have been discussed. This chapter has focused on the suggestions to stop VAW. The suggestions have been provided by the respondents themselves.

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[106] Pradhan-Malla, May 2005
[107] Baseline Report on Violence Against Women in Bangladesh Prepared by Naripokkho and Bangladesh Mahila Parishad and coordinated by IWRAW Asia Pacific: retrieved from http://www.iwraw-ap.org/aboutus/pdf/FPvaw.pdf on 14 June, 2011.
[108] Evaluation of Danish Development Assistance to Bangladesh, June 1999: retrieved from; http://www.um.dk/NR/rdonlyres/760B1216-3376-415A-9699-914BBC07BB14/0/19993BangladeshVolI.pdf on 27 June, 2011.

10.1 Suggestions from the respondents to stop VAW

Respondents from all the five sectors provided a number of suggestions to stop VAW at their workplace. The detail of the suggestions has been provided in the Annex Tables 57 to 78. On the basis of the suggestions obtained from the five sectors, the following suggestions have been summarized for advocacy purpose:

What a victim of VAW should do

- Majority of the respondents emphasized on complaining to factory/organization authority for remedy (Annex Table 57). Respondents also demanded physical punishment of the perpetrators.
- It is noteworthy that some of the respondents suggested that the victim should leave the job. However, reporting to the police has also been suggested by the respondents.

What women themselves should do: In addition to what victims should do, the respondents also put forward some suggestions for the entire girl/female workers community to stop VAW. The suggestions have been provided in the Annex Table 58. It is to note that more and more respondents put emphasis on unity and awareness of the women. Only after that, they suggested programmes such as providing training which is also related to their awareness or capacity building.

Other Stakeholders to Stop VAW: The respondents also provided considerable suggestions for the other relevant persons/organizations and stakeholders such as the male co-workers, trade union leaders, NGOs, law and order department and police department. They provided a number of suggestions with particular tasks of the stakeholders to stop VAW (Annex Table 59, 60, 61, 62 and 63). The suggestions stressed on effective role by the male co-workers, trade union leaders, NGOs and the law and order enforcing agencies.

Factory/organization's laws/policies: Many of the respondents were not satisfied with the existing policies/laws at their factories to combat VAW (Annex Table 65). As a result they provided some suggestion which mainly emphasized enacting the existing policies and laws in the factories in real sense as well as to abide by the rules by their male colleagues.

Need for new policies/laws: Almost all of the respondents think that they need policies or written rules at their factories to combat VAW (Annex Table 68). While preparing such policies/rules, nearly all of the respondents viewed that female workers should be consulted (Annex Table 69).

What government should do: The respondents demanded a number of actions by the government to stop VAW at workplace which include:

- Exemplary punishment to perpetrators which must include high compensation as well as imprisonment
- Enact laws in favor of women to stop VAW. Government should take legal action against the whole organization where VAW takes place.
- Monitoring system by government:

- ✓ deploy police/female police
- ✓ should send factory inspector/visitor
- ✓ authority should be pressurized to create better working environment for women
- ✓ the women workers should not be rebuked or bitten

- Make workers as well as authority aware of VAW at workplaces by arranging meeting/workshop:
  - every organization should arrange discussions on women rights
  - should provide training and workshops to the supervisors and managers

What authority should do

- Should initiate strict administrative rules as well as exemplary punishments to the perpetrators: such as fired from job, wage cut, demotion in the service and handing to the police
- The workplace owner should be conscious about VAW, managers should be honest, women workers should be seen equally like men
- The perpetrators should be made aware of/motivated about VAW/meetings about VAW should be arranged by the workplace managers
- The workplace should be monitored/security guards can be appointed
- Night duty for the female workers should be prohibited (in the Shrimp processing factories)
- Nobody should work alone at night (without another female in workplace) (DMCH).

Other necessary initiatives

- The female workers should be united and:
  - ✓ they should protest/make arrangements for meeting and procession about VAW
  - ✓ women workers should not remain silent
  - ✓ make their voice loud whenever any violent acts happen to them
- Men and women should be aware of VAW
- Organization should be made to protest against VAW:
  - ✓ point out the perpetrators by making their publicity through newspaper and TV
  - ✓ social movement to combat VAW from every place

10.2 Recommendations in mitigating VAW at workplace

As violence against women varies in its nature and manifestation, there are four critical challenges for all those working in the area of violence against women.[109] They are –

- ✓ To challenge and change existing social and individual attitudes that accept violence against women as 'normal';
- ✓ To mobilize all sections of the family, community, and society to act to prevent violence against women;
- ✓ To build popular pressure on the State to formulate and implement gender-equitable policies; and
- ✓ To bring together diverse local, national, regional, and international efforts working towards ending violence against women.

[109] Oxfam Briefing Paper No. 66: Towards Ending Violence Against Women in South Asia, August 2004; retrieved from http://www.oxfam.org/sites/www.oxfam.org/files/violence.pdf on 27 June, 2011.

Following this, in Bangladesh, the last three challenges can be addressed in a considerable level. However, the first challenge is subject to social change. Therefore, it can be added that without the change in the first challenge, the situation of VAW can never be mitigated in Bangladesh.

Gender-based violence is a learned behaviour and socialization plays a major role in such learning. Therefore, stressed should be given on proper socialization of the children so that the future individuals show no discrimination to women. Enormous efforts are required at the cultural and social levels, as most forms of violence against women are still viewed by a majority of the population as 'private matters' to be endured, and most certainly not a crime.

As per the suggestions provided by the respondents and from the viewpoint of the researchers, the following recommendations have been made for the purpose of the baseline study. However, in doing so; four major concerns have been incorporated together: advocacy and networking, capacity building, awareness raising and direct support for the victims. Thus the recommendations are –

- ✓ The social control mechanisms that strengthen the superiority of men and subordination of women must be confronted. That is, to abolish VAW in Bangladesh, the vested 'rights' and 'roles' of men needs to be challenged. Therefore the most important prerequisite is the larger public awareness.
- ✓ The vulnerability of violence must be reduced which is geared up more severely by the substantial unemployment and structural ill-adjustment of policies for women. The economic empowerment of women needs to be addressed.
- ✓ The ILO code of conduct at workplaces and the provision of 'decent work environment' should be integrated at every working sector by the workplace authorities.[110] In this regard, the government should come forward to develop a code of conduct and make strong paths for the righteous adoption of the code.
- ✓ Training of workplace/factory authorities, police, judicial and law enforcement officers on gender sensitivity in VAW situation is essential. The provision of gender training of male workers (using the men and masculinity approach) should also be incorporated.
- ✓ The terms of punishment of the perpetrators of VAW must be uncompromisingly ensured by the legislative departments.
- ✓ Provision of medical treatment and psychological counseling should be easily available in every case of physical VAW.
- ✓ More support service centers for victims of violence and their families should be in place.
- ✓ Representation of women in trade unions should be strengthened to address upward mobility, maternity benefits, sexual harassment and violence on them.
- ✓ Research into violence against women must be conducted more frequently with adequate funding in order to have standardized and longitudinal research findings.
- ✓ The obscurities of the cross-country and cross-study comparison of VAW situation must be dealt with full concentration to disclose experiences of VAW at workplace.

[110] ILO Code of Practice, 2004: retrieved from http://www.ilo.org/public/english/dialogue/sector/techmeet/mevsws03/mevsws-cp.pdf on 20 June, 2011.

- ✓ Above all, the entire legislative framework to mitigate VAW in Bangladesh including 'Penal Code 1860', and 'Nari O Shishu Nirjatan Daman (Amendment) Ain, 2003' (Act No. XXX of 2003)[111] must be implemented strongly.
- ✓ The 'National Women Development Policy 2011' must be modified, and the VAW mitigation processes focusing the provisions to combat sexual harassment at workplace need to be described there in details.

From all these discussions, the necessary guidelines to combat Violence Against Women including reducing sexual harassments by the perpetrators in every working sectors can be well assumed. If all the working sectors follow these points with concentration and confidence, then the hope of eliminating VAW from Bangladesh can be made true very soon.

[111] English translation as 'Women Repression Act'.

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Annex Tables for Quantitative Data (DCI-1)

Table 1: Distribution of respondents by age in different sectors (in %)

Age	Garment	EPZ				Tea				Shrimp	DMCH**	All
	(Local)	Intl.	Joint	Local	All	Intl.	Joint	Local	All	(Local)	(Local)	
Under 15	1.1	0.3	0.0	0.0	0.1		1.1	1.4	1.3	2.6	0.0	1.1
Below 18	13.9	5.5	5.5	9.8	7.6		17.9	23.0	21.9	16.2	0.0	13.6
15-18	29.7	11.6	10.9	21.3	16.2		21.1	27.3	26.0	18.8	0.0	22.7
19-24	46.7	51.1	70.9	43.4	48.9		26.3	23.8	24.3	21.9	70.8	40.5
25-29	16.3	30.5	16.4	26.7	27.6		35.8	27.6	29.3	37.5	0.0	24.3
Above 30	6.3	6.4	1.8	8.6	7.1		15.8	19.9	19.1	19.3	29.2	11.5
Mode (in completed year)	18	22	21	20	22		30	16	25	25	21	20
Median (in completed year)	20	23	22	22	22		25	23	24	25	21	22
Max (in completed year)	419	35	35	196	196		32	46	46	40	60	419
Min (in completed year)	13	13	15	15	13		14	14	14	11	19	11
Average	21.7	23.1	21.9	23.1	23.0		23.4	23.6	23.6	24.0	25.7	22.9
N	**960**	**311**	**55**	**348**	**714**		**95**	**366**	**461**	**389**	**89**	**2613**

** *Note should be taken that most of the respondents from DMCH were intern nurses. As they also perform routine duty at hospital along with males they were also considered for the study.*

Table 2: Distribution of respondents education level in different sectors (in %)

Level of education	Garment	EPZ				Tea				Shrimp	DMCH	All
	(Local)	Intl.	Joint	Local	All	Intl.	Joint	Local	All	(Local)	(Local)	
Illiterate (0)	2.7	0.3	5.5	4.6	2.8		47.4	49.2	48.8	6.2	3.4	11.4
Class 1 completed	0.7	0.0	0.0	0.6	0.3		1.1	0.3	0.4	1.0	0.0	0.6
Class 2 completed	1.8	0.6	0.0	2.9	1.7		5.3	3.8	4.1	6.2	1.1	2.8
Class 3 completed	5.2	2.3	3.6	1.7	2.1		1.1	3.6	3.0	8.5	2.2	4.4
Class 4 completed	11.8	8.0	10.9	9.5	9.0		9.5	2.7	4.1	14.1	0.0	9.6
Class 5 completed	31.5	17.7	16.4	26.1	21.7		13.7	7.1	8.5	15.4	7.9	21.5
Class 6 completed	7.4	4.8	9.1	3.4	4.5		3.2	1.9	2.2	4.1	1.1	5.0
Class 7 completed	8.2	14.1	16.4	10.3	12.5		0.0	0.8	0.7	4.6	0.0	7.2
Class 8 completed	10.9	18.6	12.7	18.1	17.9		2.1	0.5	0.9	4.6	5.6	10.0
Class 9 completed	5.7	11.9	14.5	7.2	9.8		0.0	0.0	0.0	1.3	0.0	5.0
SSC (10)	3.1	12.2	7.3	5.7	8.7		0.0	0.3	0.2	0.8	1.1	3.7
HSC	0.5	3.9	1.8	0.6	2.1		0.0	0.0	0.0	0.3	62.9	2.9
Higher	0.3	1.0	0.0	0.9	0.8		0.0	0.3	0.2	0.5	9.0	0.8
Literate/can write name only	10.1	4.5	1.8	8.3	6.2		16.8	29.5	26.9	32.4	5.6	15.2
Mode of classes completed												
N	**960**	**311**	**55**	**348**	**714**		**95**	**366**	**461**	**389**	**89**	**2613**

Table 3: Distribution of respondents by marital status in different sectors (in %)

Marital Status	Garment	EPZ				Tea				Shrimp	DMCH	All
	(Local)	Intl.	Joint	Local	All	Intl.	Joint	Local	All	(Local)	(Local)	
Unmarried	49.2	29.6	16.4	36.5	31.9		27.4	26.2	26.5	21.1	73.0	37.1
Married	46.6	65.9	67.3	54.9	60.6		67.4	68.0	67.9	69.2	16.9	56.5
Divorced	1.7	1.9	5.5	2.6	2.5		0.0	1.1	0.9	1.5	0.0	1.7
Abandoned/Separated	2.0	1.6	7.3	3.4	2.9		1.1	3.3	2.8	6.7	0.0	3.0
Widow	0.6	1.0	3.6	2.6	2.0		4.2	1.4	2.0	1.5	10.1	1.7
N	**960**	**311**	**55**	**348**	**714**		**95**	**366**	**461**	**389**	**89**	**2613**

Table 4: Distribution of respondents by religion and sectors (in %)

Religion	Garment	EPZ				Tea				Shrimp	DMCH	All
	(Local)	Intl.	Joint	Local	All	Intl.	Joint	Local	All	(Local)	(Local)	
Muslim	96.0	97.7	90.9	93.7	95.2		15.8	17.5	17.1	99.2	86.5	82.1
Hindu	3.3	1.9	7.3	4.9	3.8		83.2	82.2	82.4	0.5	11.2	17.3
Christian	0.0	0.0	0.0	0.6	0.3		1.1	0.3	0.4	0.3	1.1	0.2
Buddhist	0.6	0.3	1.8	0.9	0.7		0.0	0.0	0.0	0.0	1.1	0.5
N	**960**	**311**	**55**	**348**	**714**		**95**	**366**	**461**	**389**	**89**	**2613**

Table 5: Distribution of respondents by level of employment in different sectors (in %)

Level of employment	Garment	EPZ				Tea				Shrimp	DMCH	All
	(Local)	Intl.	Joint	Local	All	Intl.	Joint	Local	All	(Local)	(Local)	
Supervisory	0.3	1.3	0.0	0.3	0.7		0.0	0.3	0.2	0.0	0.0	0.3
Junior managerial	0.5	0.3	0.0	0.0	0.1		0.0	0.3	0.2	0.5	1.1	0.4
Clerical	0.0	0.3	0.0	0.3	0.3		0.0	0.0	0.0	0.0	1.1	0.1
Skilled manual worker	61.9	72.7	70.9	53.2	63.0		1.1	1.1	1.1	3.6	73.0	43.2
Un-skilled manual worker	37.3	25.4	29.1	46.3	35.9		98.9	98.4	98.5	95.9	24.7	56.0
N	**960**	**311**	**55**	**348**	**714**		**95**	**366**	**461**	**389**	**89**	**2613**

Table 6: Distribution of respondents by monthly salary in different sectors (in %)

Respondents monthly salary range (Tk.)	Garment	EPZ				Tea				Shrimp	DMCH	All
	(Local)	Intl.	Joint	Local	All	Intl.	Joint	Local	All	(Local)	(Local)	
Below 1000	0.0	0.0	0.0	0.0	0.0		5.3	6.6	6.3	0.0	67.4	3.4
1000+ -3000	6.7	1.3	38.2	11.5	9.1		93.7	92.9	93.1	74.8	0.0	32.5
3000+ -5000	62.1	31.2	41.8	42.8	37.7		1.1	0.5	0.7	22.9	0.0	36.6
5000+ -7000	28.8	52.4	20.0	38.2	43.0		0.0	0.0	0.0	2.3	0.0	22.7
7000+ -9000	2.3	10.0	0.0	6.3	7.4		0.0	0.0	0.0	0.0	6.7	3.1
9000 -10000	0.0	2.9	0.0	0.3	1.4		0.0	0.0	0.0	0.0	14.6	0.9
10000+	0.2	2.3	0.0	0.9	1.4		0.0	0.0	0.0	0.0	11.2	0.8
N	**960**	**311**	**55**	**348**	**714**		**95**	**366**	**461**	**389**	**89**	**2613**

Table 7: Distribution of respondents by working hour and sectors (in %)

Respondents by working hour	Garment	EPZ				Tea				Shrimp	DMCH	All
	(Local)	Intl.	Joint	Local	All	Intl.	Joint	Local	All	(Local)	(Local)	
Below 8 hours	0.6	0.3	0.0	0.0	0.1		1.1	2.2	2.0	2.3	33.7	2.1
8-10 hours	3.4	10.9	34.5	21.0	17.6		87.4	85.0	85.5	26.7	66.3	27.4
10-12 hours	71.6	80.4	60.0	61.5	69.6		10.5	11.7	11.5	11.1	0.0	49.0
Above 12 hours	24.4	8.4	5.5	17.5	12.6		1.1	1.1	1.1	59.9	0.0	21.5
Average	10.8	10.3	9.4	10.1	10.1		8.3	8.4	8.4	10.7	7.4	10.1
N	**960**	**311**	**55**	**348**	**714**		**95**	**366**	**461**	**389**	**89**	**2613**

Table 8: Distribution of sectors by number of working shifts (in %)

Number of shifts	Garment	EPZ				Tea				Shrimp	DMCH	All
	(Local)	Intl.	Joint	Local	All	Intl.	Joint	Local	All	(Local)	(Local)	
1	95.2	85.5	90.9	96.8	91.5		90.5	94.0	93.3	0.5	13.5	77.0
2	4.8	12.2	3.6	2.9	7.0		5.3	6.0	5.9	62.0	1.1	14.0
3	0.0	1.9	5.5	0.3	1.4		4.2	0.0	0.9	37.0	85.4	9.0
4	0.0	0.3	0.0	0.0	0.1		0.0	0.0	0.0	0.5	0.0	0.1
N	**960**	**311**	**55**	**348**	**714**		**95**	**366**	**461**	**389**	**89**	**2613**

Table 9: Distribution of respondents by usual shift they work (in %)

Shift	Garment	EPZ				Tea				Shrimp	DMCH	All
	(Local)	Intl.	Joint	Local	All	Intl.	Joint	Local	All	(Local)	(Local)	
Morning	10.9	26.7	100.0	54.5	37.7		44.4	86.4	74.2	12.7	18.2	18.9
Afternoon	0.0	0.0	0.0	9.1	1.6		0.0	0.0	0.0	1.0	16.9	3.0
Night	2.2	0.0	0.0	0.0	0.0		0.0	4.5	3.2	14.0	1.3	9.5
Morning & Afternoon	45.7	66.7	0.0	9.1	50.8		55.6	9.1	22.6	29.2	11.7	30.1
All shifts	41.3	6.7	0.0	27.3	9.8		0.0	0.0	0.0	43.2	51.9	38.5
N (applicable)	**46**	**45**	**5**	**11**	**61**		**9**	**22**	**31**	**387**	**77**	**602**

Table 10: Distribution of respondents by shift they want to work (in %)

Shift	Garment	EPZ				Tea				Shrimp	DMCH	All
	(Local)	Intl.	Joint	Local	All	Intl.	Joint	Local	All	(Local)	(Local)	
Morning	69.6	86.7	100.0	90.9	88.5		77.8	90.9	87.1	57.1	44.2	61.1
Afternoon	0.0	8.9	0.0	0.0	6.6		0.0	4.5	3.2	2.1	26.0	5.5
Night	0.0	0.0	0.0	0.0	0.0		0.0	0.0	0.0	13.2	1.3	8.6
All shifts	30.4	4.4	0.0	9.1	4.9		22.2	4.5	9.7	27.1	28.6	24.4
NA	0.0	0.0	0.0	0.0	0.0		0.0	0.0	0.0	0.5	0.0	0.3
N (applicable)	**46**	**45**	**5**	**11**	**61**		**9**	**22**	**31**	**387**	**77**	**602**

Table 11: Commonly occurring acts of workplace violence as witnessed by respondents (in %)

Types of VAW	Garment	EPZ				Tea				Shrimp	DMCH	All
	(Local)	Intl.	Joint	Local	All	Intl.	Joint	Local	All	(Local)	(Local)	
Non-sexual violence acts												
(1) Verbal outburst/shouting	98.0	98.4	100.0	98.6	98.6		96.8	97.3	97.2	97.7	100.0	98.0
(2) Mobbing, bullying	36.1	30.2	14.5	24.1	26.1		10.5	15.8	14.8	14.7	74.2	27.7
(3) Verbal threat	36.5	31.5	12.7	26.4	27.6		24.2	27.3	26.7	33.7	57.3	32.6
(8) Physical assault/injury leading to actual harm	1.3	1.0	0.0	1.7	1.3		0.0	0.3	0.2	0.8	0.0	1.0
(9) Battering	38.6	19.6	9.1	20.4	19.2		0.0	1.4	1.1	14.4	13.5	22.2
(13) Kicking	5.1	6.1	3.6	7.8	6.7		0.0	0.0	0.0	2.6	0.0	4.1
(14) Aggressive body language indicating intimidation, contempt or disdain	17.1	13.8	3.6	12.6	12.5		3.2	1.6	2.0	23.4	10.1	13.9
Sexual violence acts												
(4) Verbal conduct of sexual nature (swearing, insults or condescending languages)	3.6	2.9	5.5	1.7	2.5		0.0	2.2	1.7	7.7	0.0	3.5
(5) Verbal comment about physical appearance	9.3	6.1	25.5	12.4	10.6		0.0	4.1	3.3	9.3	2.2	8.3
(6) Verbal request for sexual favor	0.8	1.0	0.0	0.6	0.7		1.1	0.5	0.7	6.7	2.2	1.7
(7) Verbal jokes containing sexual nature	2.1	1.3	10.9	3.7	3.2		0.0	0.5	0.4	1.3	1.1	2.0
(10) Touching	26.6	26.4	10.9	22.7	23.4		4.2	4.9	4.8	48.1	15.7	24.7
(11) Patting	27.6	16.7	5.5	16.7	15.8		2.1	1.1	1.3	21.9	4.5	18.1
(12) Pinching	15.8	14.8	12.7	16.1	15.3		4.2	3.8	3.9	39.6	0.0	16.6
(15) Any unsolicited physical contact including rape	0.3	0.3	0.0	0.6	0.4		0.0	0.0	0.0	3.9	1.1	0.8
(17) No Violence	0.0	0.0	0.0	0.0	0.0		0.0	0.3	0.2	0.0	0.0	0.0
N	**960**	**311**	**55**	**348**	**714**		**95**	**366**	**461**	**389**	**89**	**2613**

Table 12: Distribution of respondents by source of their knowledge about incidents of VAW by sectors (in %)

Source of knowing about incidents of VAW	Garment	EPZ				Tea				Shrimp	DMCH	All
	(Local)	Intl.	Joint	Local	All	Intl.	Joint	Local	All	(Local)	(Local)	
(1) Observed VAW at own workplace	89.5	87.5	90.9	89.9	88.9		87.4	89.9	89.4	70.2	96.6	86.7
(2) From HH female members/relatives	10.3	9.3	1.8	3.7	6.0		8.4	4.6	5.4	15.2	14.6	9.1
(3) From HH male members/relatives	7.8	4.8	0.0	2.9	3.5		1.1	0.8	0.9	4.9	5.6	4.9
(4) From neighboring HH female members	18.5	17.0	0.0	12.1	13.3		21.1	7.9	10.6	52.7	4.5	20.3
(5) From neighboring HH male members	3.1	1.9	1.8	1.7	1.8		2.1	2.7	2.6	6.4	1.1	3.1
(6) From Educational Institutions	0.9	1.0	1.8	1.4	1.3		1.1	0.3	0.4	2.6	9.0	1.5
(7) From women co-workers/women workers of other factories	62.4	58.5	32.7	57.5	56.0		42.1	35.2	36.7	77.1	28.1	57.1
(8) From male co-workers/ men workers of other factories	2.1	4.5	1.8	2.3	3.2		2.1	0.5	0.9	2.1	0.0	2.1
(9) Workplace/Factory authority	1.6	2.3	0.0	2.6	2.2		2.1	0.3	0.7	2.1	0.0	1.6
(10) Trade union / Trade union leaders	0.1	0.3	0.0	0.3	0.3		0.0	0.0	0.0	1.3	0.0	0.3
(11) NGO worker	0.2	1.0	0.0	0.0	0.4		0.0	0.0	0.0	4.4	0.0	0.8
(12) Govt. personnel	0.0	0.0	0.0	0.0	0.0		0.0	0.0	0.0	0.0	2.2	0.1
(13) VAW awareness programme/meeting in your factory/workplace	0.5	0.3	1.8	1.4	1.0		0.0	0.0	0.0	1.3	2.2	0.7
(14) VAW awareness programme/meeting in your living area	0.5	0.6	0.0	0.3	0.4		0.0	0.0	0.0	1.3	0.0	0.5
(15) VAW awareness messages in posters/billboards	0.0	2.3	0.0	1.7	1.8		1.1	0.5	0.7	0.5	3.4	0.8
(16) VAW awareness messages in Books/newspapers/magazine/leaflets	0.2	0.6	0.0	0.6	0.6		1.1	1.6	1.5	1.8	5.6	1.0
(17) VAW awareness programme in Radio	0.2	0.3	0.0	0.0	0.1		1.1	0.3	0.4	1.5	0.0	0.4
(18) VAW awareness programme/drama on TV	6.5	7.4	0.0	6.3	6.3		2.1	2.5	2.4	2.3	13.5	5.3
N	**960**	**311**	**55**	**348**	**714**		**95**	**366**	**461**	**389**	**89**	**2613**

Table 13: Distribution of respondents as per their perception on whether women are mostly compelled to face violence at their workplace by sectors (in %)

Reporting of respondents	Garment	EPZ				Tea				Shrimp	DMCH	All
	(Local)	Intl.	Joint	Local	All	Intl.	Joint	Local	All	(Local)	(Local)	
Yes	76.0	79.7	87.3	81.9	81.4		48.4	61.2	58.6	78.7	69.7	74.6
N	**960**	**311**	**55**	**348**	**714**		**95**	**366**	**461**	**389**	**89**	**2613**

Table 14: Distribution of respondents reporting about the degree of VAW in their own factory/workplace by sectors (in %)

Reporting of respondents about the degree of VAW	Garment (Local)	EPZ				Tea				Shrimp (Local)	DMCH (Local)	All
		Intl.	Joint	Local	All	Intl.	Joint	Local	All			
Very high	2.6	1.6	0.0	2.9	2.1		0.0	0.0	0.0	3.6	6.7	2.3
High	18.1	14.1	5.5	10.9	11.9		0.0	1.4	1.1	11.6	16.9	12.4
Medium	46.6	32.5	9.1	30.7	29.8		11.6	16.4	15.4	38.0	41.6	35.1
Low	22.3	32.8	52.7	26.1	31.1		17.9	25.7	24.1	20.1	23.6	24.7
Very low	8.9	17.4	32.7	28.2	23.8		62.1	51.6	53.8	25.4	11.2	23.4
No VAW	0.5	0.6	0.0	0.3	0.4		4.2	3.8	3.9	0.5	0.0	1.1
DK	1.0	1.0	0.0	0.9	0.8		4.2	1.1	1.7	0.8	0.0	1.0
N	**960**	**311**	**55**	**348**	**714**		**95**	**366**	**461**	**389**	**89**	**2613**

Table 15: Distribution of respondents as per their opinion on why women workers are compelled to face violence at their workplace by sectors (in %)

Respondents reporting about the reason of why women workers are compelled to face violence at their workplace	Garment (Local)	EPZ				Tea				Shrimp (Local)	DMCH (Local)	All
		Intl.	Joint	Local	All	Intl.	Joint	Local	All			
(1) Because women are physically weak and helpless (can't defend themselves)	81.6	77.5	56.4	69.8	72.1		75.8	68.6	70.1	76.1	89.9	76.4
(2) Social bindings	4.9	4.2	7.3	7.5	6.0		1.1	3.6	3.0	0.8	5.6	4.3
(3) Most of the time women are seen as sexual object	10.3	7.7	0.0	4.0	5.3		4.2	3.3	3.5	9.3	4.5	7.4
(4) Women are not financially strong	57.6	58.5	72.7	63.8	62.2		77.9	51.1	56.6	64.0	64.0	59.9
(5) Religious concepts/misinterpretation about women	2.6	4.2	0.0	2.0	2.8		2.1	1.9	2.0	0.8	2.2	2.3
(6) When there is mistake(s) in works (including late coming, absence, lower rate of leave plucking in tea gardens, bad performance, demand of leave etc.)	9.7	10.3	5.5	11.8	10.6		0.0	4.6	3.7	0.5	0.0	7.2
(7) DK/can't say	0.9	1.6	0.0	0.9	1.1		3.2	1.9	2.2	2.1	3.4	1.5
(8) Perception of men towards women that they should dress properly by covering own body	0.0	1.0	1.8	0.3	0.7		0.0	0.8	0.7	0.3	0.0	0.3
(9) Women don't have any rights as they are caged	0.0	0.3	0.0	0.0	0.1		0.0	0.3	0.2	0.0	1.1	0.1
(10) If women work in the night												
(11) If women disobeys	0.1	0.3	0.0	0.3	0.3		0.0	0.0	0.0	0.0	0.0	0.1
(12) Awful behavior	0.1	0.3	0.0	0.9	0.6		0.0	0.0	0.0	0.0	0.0	0.2
N	960	311	55	348	714		95	366	461	389	89	2613

Table 16: Distribution of respondents as per reporting about consequences usually happen to a victim being verbally/ physically violated (in %)

Reported consequences	Garment (Local)	EPZ				Tea				Shrimp (Local)	DMCH (Local)	All
		Intl.	Joint	Local	All	Intl.	Joint	Local	All			
At workplace												
(1) Doesn't do anything, just keep silence and take it for granted	80.0	83.0	74.5	80.5	81.1		71.6	76.2	75.3	78.9	76.4	79.2
(2) Doesn't come to job for some days	22.7	27.0	30.9	29.0	28.3		21.1	18.0	18.7	19.3	16.9	22.8
(3) A victim might not work with full concentration, hence quality of work-output becomes weak	15.8	16.7	1.8	17.0	15.7		15.8	15.8	15.8	4.4	13.5	14.0
(4) A victim might get unmindful in her work	27.0	28.9	20.0	22.1	24.9		22.1	18.3	19.1	11.3	27.0	22.7
(5) Leaves job	2.7	1.6	0.0	0.3	0.8		2.1	0.3	0.7	0.8	2.2	1.5
(21) Nothing happens	2.7	1.6	0.0	0.3	0.8		2.1	0.3	0.7	0.8	2.2	1.5
(22) [at workplace] complain to the PM/HP	0.3	0.0	0.0	0.0	0.0		0.0	0.0	0.0	0.0	1.1	0.2
(23) [at workplace] complain to the laborer's leader/representative	0.0	0.6	0.0	0.0	0.3		0.0	0.0	0.0	0.0	0.0	0.1
Familial												
(6) Because of leaving job a victim can't support her family	63.3	63.7	32.7	58.9	59.0		30.5	37.7	36.2	71.5	38.2	57.7
(7) If the victim is unmarried and about to marry, then marriage talks get barred/broken	23.1	16.1	29.1	16.7	17.4		41.1	30.6	32.8	15.9	29.2	22.4
(8) Doesn't get support (mental and/or financial) from family members	22.3	28.3	5.5	18.4	21.7		12.6	9.3	10.0	12.1	24.7	18.5
(9) Sometimes victim's family becomes socially stigmatized, hence family members	27.5	24.4	36.4	33.0	29.6		33.7	33.3	33.4	20.6	29.2	28.1

blame the victim												
(10) Sometimes victim is abandoned by husband (if married)	15.9	19.3	16.4	14.1	16.5		13.7	15.0	14.8	26.2	3.4	17.0
(11) Sometimes victim is divorced by husband (if married)	5.4	6.8	1.8	7.8	6.9		8.4	8.2	8.2	13.6	1.1	7.4
(12) Sometimes a victim may become pregnant	2.4	2.9	0.0	2.6	2.5		3.2	3.0	3.0	3.3	4.5	2.8
(13) Sometimes a victim may get sexually transmitted diseases (STDs)	2.6	0.3	0.0	0.3	0.3		0.0	1.4	1.1	0.5	1.1	1.3
DK	11.1	10.9	7.3	9.2	9.8		6.3	12.3	11.1	3.9	19.1	10.0
Psychological												
(14) Get mentally insecure	76.8	77.8	50.9	66.1	70.0		77.9	67.8	69.8	60.2	87.6	71.6
(15) A victim may feel insecure even at home	22.5	12.5	43.6	25.3	21.1		12.6	22.1	20.2	21.6	11.2	21.2
(16) A victim might get mental shock, hence become clinically abnormal	3.5	11.3	1.8	5.7	7.8		4.2	3.8	3.9	11.6	4.5	6.0
(17) Mental gap with parents	18.6	16.7	3.6	12.6	13.7		12.6	9.8	10.4	22.1	21.3	16.5
(18) Mental gap with husband (if victim is married)	7.9	12.9	18.2	9.5	11.6		6.3	3.6	4.1	9.5	6.7	8.5
Social												
(19) A victim might be socially excluded	51.1	41.8	80.0	45.7	46.6		65.3	47.0	50.8	73.0	51.7	53.1
(20) A victim might get mental shock, hence may commit suicide	26.9	28.9	12.7	20.4	23.5		21.1	24.6	23.9	10.0	30.3	23.0
(21) Nothing happens	24.7	31.5	9.1	35.9	31.9		17.9	31.7	28.9	22.4	22.5	27.0
(24) [social] charge fine	0.6	0.0	0.0	0.0	0.0		0.0	0.0	0.0	0.0	0.0	0.2
(25) [social] a woman may try to restart her life	0.6	0.3	0.0	0.0	0.1		0.0	0.0	0.0	0.0	0.0	0.3
N	960	311	55	348	714		95	366	461	389	89	2613

Table 17: Distribution of respondents as per their knowledge on whether there are policies /guidelines /laws to support the victims of VAW by sectors (in %)

Reporting of respondents	Garment	EPZ				Tea				Shrimp	DMCH	All
	(Local)	Intl.	Joint	Local	All	Intl.	Joint	Local	All	(Local)	(Local)	
Yes	37.1	55.0	60.0	54.6	55.2		51.6	47.8	48.6	51.9	36.0	46.2
No	31.1	19.6	7.3	16.4	17.1		13.7	21.6	20.0	30.6	21.3	24.9
No idea	31.8	25.4	32.7	29.0	27.7		34.7	30.6	31.5	17.5	42.7	28.9
N	960	311	55	348	714		95	366	461	389	89	2613

Table 18: Distribution of respondents reporting about the source of hearing or knowing about the policies/guidelines/laws to support the victims of VAW at workplace by sectors (in %)

Source	Garment	EPZ				Tea				Shrimp	DMCH	All
	(Local)	Intl.	Joint	Local	All	Intl.	Joint	Local	All	(Local)	(Local)	
(1) From HH female members/relatives	6.5	12.9	0.0	5.3	8.1		8.2	5.7	6.3	12.9	0.0	7.9
(2) From HH male members/relatives	2.2	2.3	0.0	1.1	1.5		12.2	16.6	15.6	3.0	0.0	4.6
(3) From neighboring HH female members	9.6	11.1	9.1	9.5	10.2		20.4	14.9	16.1	16.8	3.1	12.0
(4) From neighboring HH male members	3.9	4.1	6.1	4.7	4.6		14.3	6.3	8.0	2.5	0.0	4.6
(5) From Educational Institutions	1.4	2.3	9.1	5.8	4.6		4.1	0.6	1.3	1.0	15.6	2.7
(6) From women co-workers	57.9	48.0	45.5	48.9	48.2		36.7	32.0	33.0	43.1	43.8	47.3
(7) From male co-workers	21.9	13.5	12.1	15.8	14.5		0.0	2.3	1.8	1.5	25.0	12.4
(8) Factory authority	53.4	60.2	63.6	60.0	60.4		40.8	40.6	40.6	38.1	34.4	50.2
(9) Trade union leaders	4.2	1.2	0.0	0.5	0.8		8.2	24.6	21.0	5.4	0.0	6.3
(10) NGO worker	0.0	0.0	0.0	1.6	0.8		0.0	0.0	0.0	52.5	0.0	9.0
(11) Govt. personnel	0.6	0.0	0.0	1.1	0.5		2.0	1.1	1.3	1.0	0.0	0.7
(12) VAW awareness programme/meeting in your factory/workplace	5.6	11.1	6.1	12.1	11.2		0.0	0.0	0.0	2.5	0.0	5.7
(13) VAW awareness programme/meeting in your living area	0.0	1.2	0.0	0.0	0.5		0.0	0.0	0.0	4.0	0.0	0.8
(14) VAW awareness messages in posters/billboards	0.0	2.3	0.0	1.6	1.8		2.0	1.1	1.3	0.5	0.0	0.9
(15) VAW awareness messages in Books/newspapers/magazine/leaflets	0.0	1.8	0.0	1.1	1.3		4.1	2.9	3.1	0.0	25.0	1.7
(16) VAW awareness programme in Radio	0.6	2.3	0.0	1.1	1.5		8.2	3.4	4.5	0.5	0.0	1.6
(17) VAW awareness programme/drama on TV	9.0	14.6	15.2	11.6	13.2		18.4	5.7	8.5	5.4	21.9	10.0
(18) From Union Parishad (UP) members/panchayet	0.0	0.6	0.0	0.0	0.3		12.2	4.6	6.3	0.0	0.0	1.2
(19) From BGMEA/ BEPZA office	1.1	1.8	0.0	1.6	1.5		0.0	0.0	0.0	0.0	0.0	0.8
N	**356**	**171**	**33**	**190**	**394**		**49**	**175**	**224**	**202**	**32**	**1208**

Table 19: Distribution of respondents as per their perception that most of the women take violent acts by the perpetrators as for granted at their workplace by sectors (in %)

Reporting of respondents	Garment	EPZ				Tea				Shrimp	DMCH	All
	(Local)	Intl.	Joint	Local	All	Intl.	Joint	Local	All	(Local)	(Local)	
Yes	72.2	70.7	60.0	70.7	69.9		74.7	69.9	70.9	58.9	66.3	69.2
No	23.5	24.8	36.4	26.4	26.5		18.9	22.7	21.9	37.8	29.2	26.4
No idea/DK	4.3	4.5	3.6	2.9	3.6		6.3	7.4	7.2	3.3	4.5	4.5
N	960	311	55	348	714		95	366	461	389	89	2613

Table 20: Distribution of respondents reporting about the reason why women take the violent acts by the perpetrators as for granted at their workplace by sectors (in %)

Why women take the VAW for granted at their workplace	Garment	EPZ				Tea				Shrimp	DMCH	All
	(Local)	Intl.	Joint	Local	All	Intl.	Joint	Local	All	(Local)	(Local)	
(1) Because women are physically weak and helpless (can't defend themselves)	71.6	70.0	60.6	65.9	67.3		54.9	48.0	49.5	65.5	91.5	66.3
(2) Social stigma	20.8	21.8	3.0	21.5	20.4		42.3	26.6	30.0	40.6	28.8	25.1
(4) Women are not financially strong	25.3	22.7	33.3	26.0	25.1		46.5	18.8	24.8	34.1	13.6	25.8
(5) Religious concepts about woman	4.0	0.9	0.0	4.1	2.4		1.4	3.1	2.8	0.4	0.0	2.8
(6) Fear of losing job	85.1	80.9	78.8	90.7	85.6		62.0	71.5	69.4	85.2	69.5	81.9
(7) Not to be criticized by the others around her	26.6	24.1	6.1	28.9	25.3		33.8	19.5	22.6	21.8	23.7	24.8
(8) Not to be socially excluded	2.5	2.3	0.0	2.4	2.2		1.4	2.7	2.4	6.1	0.0	2.8
(9) To raise the salary by the provocation of the perpetrators	2.7	1.8	0.0	2.4	2.0		0.0	0.8	0.6	2.2	1.7	2.0
(11) Nothing happens even after complaining	0.0	0.0	0.0	0.0	0.0		0.0	0.0	0.0	0.0	1.7	0.1
N	**693**	**220**	**33**	**246**	**499**		**71**	**256**	**327**	**229**	**59**	**1807**

Table 21: Distribution of respondents reporting about the degree of satisfaction with the environment of their factory/workplace in relation to the concepts of VAW by sectors (in %)

Reporting of respondents	Garment	EPZ				Tea				Shrimp	DMCH	All
	(Local)	Intl.	Joint	Local	All	Intl.	Joint	Local	All	(Local)	(Local)	
Very Satisfied	0.5	6.4	9.1	2.9	4.9		12.6	6.6	7.8	2.1	1.1	3.3
Satisfied	20.7	41.2	34.5	41.1	40.6		71.6	68.0	68.8	29.0	22.5	35.9
Moderately satisfied	57.1	44.1	50.9	44.0	44.5		14.7	23.8	21.9	53.2	47.2	46.5
Less satisfied	15.2	4.8	5.5	9.2	7.0		1.1	1.6	1.5	12.9	18.0	10.3
Not satisfied	6.5	3.5	0.0	2.9	2.9		0.0	0.0	0.0	2.8	11.2	4.0
N	**960**	**311**	**55**	**348**	**714**		**95**	**366**	**461**	**389**	**89**	**2613**

Table 22: Distribution of respondents reporting about the usual perpetrator(s) who did the violent acts against the women at their workplace by sectors (in %)

Respondents reporting of perpetrator(s)	Garment	EPZ				Tea				Shrimp	DMCH	All
	(Local)	Intl.	Joint	Local	All	Intl.	Joint	Local	All	(Local)	(Local)	
High level male colleagues	71.5	52.7	41.8	54.6	52.8		54.7	60.4	59.2	39.8	70.8	59.5
Same level male colleagues	5.9	14.1	3.6	4.9	8.8		5.3	2.7	3.3	23.9	3.4	8.8
Male colleagues of any level	22.3	33.1	54.5	39.7	38.0		40.0	36.6	37.3	35.7	25.8	31.3
DK	0.3	0.0	0.0	0.9	0.4		0.0	0.3	0.2	0.5	0.0	0.3
N	**960**	**311**	**55**	**348**	**714**		**95**	**366**	**461**	**389**	**89**	**2613**

Table 23: Distribution of respondents reporting about the age of women who face violent acts most frequently at their workplace by sectors (in %)

Age of women who face violent acts most frequently	Garment	EPZ				Tea				Shrimp	DMCH	All
	(Local)	Intl.	Joint	Local	All	Intl.	Joint	Local	All	(Local)	(Local)	
Below 15	0.3	1.6	0.0	0.9	1.1		0.0	1.4	1.1	0.3	0.0	0.7
15-20	31.6	27.3	52.7	23.0	27.2		27.4	26.2	26.5	47.8	10.1	31.2
21-25	7.6	14.1	25.5	14.1	15.0		14.7	13.9	14.1	15.4	46.1	13.2
26-30	1.1	1.3	0.0	1.7	1.4		6.3	3.0	3.7	0.5	5.6	1.7
Above 30	0.2	0.3	0.0	0.3	0.3		1.1	0.3	0.4	0.0	0.0	0.2
Women workers of any age	55.5	52.7	16.4	55.5	51.3		46.3	51.1	50.1	36.0	37.1	49.9
DK	0.4	0.3	0.5	0.5	0.4		0.4	0.4	0.4	0.0	0.1	0.3
Average	4.5	4.4	3.2	4.7	4.5		4.4	4.5	4.5	3.6	4.1	4.4
N	**960**	**311**	**55**	**348**	**714**		**95**	**366**	**461**	**389**	**89**	**2613**

Table 24: Distribution of respondents reporting about the time or circumstances of Violent acts against the girl/woman workers that take place at their workplace by sectors (in %)

Age of women who face violent acts most frequently	Garment	EPZ				Tea				Shrimp	DMCH	All
	(Local)	Intl.	Joint	Local	All	Intl.	Joint	Local	All	(Local)	(Local)	
(1) When the Power cut/load shedding happens	5.3	6.1	1.8	11.2	8.3		2.1	2.7	2.6	18.5	0.0	7.4
(2) In Lunch time	9.7	9.0	25.5	13.8	12.6		3.2	1.9	2.2	2.1	0.0	7.7
(3) During overtime	4.8	3.5	0.0	4.3	3.6		5.3	0.5	1.5	0.8	0.0	3.1
(4) After Overtime	4.1	4.2	10.9	6.3	5.7		6.3	4.1	4.6	2.3	1.1	4.2
(5) In the Night-shift	1.7	2.3	0.0	3.2	2.5		1.1	4.9	4.1	51.4	6.7	9.9
(6) No specific time, whenever the perpetrator finds an opportunity	35.0	40.5	29.1	39.9	39.4		38.9	36.9	37.3	41.6	37.1	37.7
(7) When there is mistake in works	93.1	87.5	90.9	93.4	90.6		80.0	66.4	69.2	66.1	87.6	84.0
(9) When a female worker is alone	0.1	0.0	0.0	0.0	0.0		0.0	1.9	1.5	0.0	0.0	0.3
(11) If a female worker is late to reach/absent /mis-minded/talks by mobile at workplace	0.3	0.3	0.0	0.3	0.3		0.0	5.2	4.1	0.0	0.0	0.9
(12) If production is less/not in time	5.8	6.1	1.8	8.6	7.0		0.0	5.7	4.6	0.0	4.5	5.0
(13) If any female worker protests/argues	0.2	0.3	0.0	0.6	0.4		0.0	0.3	0.2	0.0	0.0	0.2
(14) While working in the afternoon shift	0.0	0.0	0.0	0.0	0.0		0.0	0.0	0.0	0.0	2.2	0.1
(15) In the time of closing	1.0	0.0	0.0	0.6	0.3		0.0	0.0	0.0	0.0	0.0	0.5
N	**960**	**311**	**55**	**348**	**714**		**95**	**366**	**461**	**389**	**89**	**2613**

Table 25: Distribution of respondents as per the persons/places they visit for help being victim of VAW at workplace in different sectors (in %) [Multiple responses considered]

Persons/places victims go for help	Garment	EPZ				Tea				Shrimp	DMCH	All
	(Local)	Intl.	Joint	Local	All	Intl.	Joint	Local	All	(Local)	(Local)	
(1) Same level Female colleagues	11.1	13.5	5.5	6.9	9.7		11.6	3.8	5.4	9.8	0.0	9.1
(2) Same level male colleagues	2.6	3.2	3.6	2.6	2.9		5.3	3.8	4.1	2.3	1.1	2.9
(3) High level colleagues	65.1	60.5	45.5	59.2	58.7		27.4	27.9	27.8	41.6	62.9	53.2
(4) Factory authority	44.8	45.3	45.5	46.6	45.9		44.2	36.3	38.0	52.7	14.6	44.0
(5) Trade-union leaders	2.5	3.2	0.0	1.4	2.1		4.2	23.0	19.1	2.8	1.1	5.3
(6) NGOs	0.1	0.3	0.0	2.3	1.3		0.0	0.3	0.2	17.7	2.2	3.1
(7) Legal support	0.2	1.3	0.0	1.1	1.1		3.2	2.2	2.4	6.7	3.4	1.9
(8) Police	0.2	0.0	0.0	0.6	0.3		2.1	2.5	2.4	0.8	0.0	0.7
(9) Salish	0.1	0.0	0.0	0.0	0.0		20.0	9.6	11.7	0.0	1.1	2.1
(10) Don't go anywhere	19.8	12.5	25.5	20.7	17.5		27.4	32.5	31.5	20.3	31.5	21.7
(12) To parents	0.1	0.6	3.6	0.3	0.7		1.1	1.1	1.1	0.0	0.0	0.4
N	**960**	**311**	**55**	**348**	**714**		**95**	**366**	**461**	**389**	**89**	**2613**

Table 26: Distribution of respondents as per the persons/places they visit and get help being victim of VAW at workplace in different sectors (in %)

Persons/places victims go and get help	Garment	EPZ				Tea				Shrimp	DMCH	All
	(Local)	Intl.	Joint	Local	All	Intl.	Joint	Local	All	(Local)	(Local)	
(1) Same level Female colleagues	8.9	9.3	3.6	3.2	5.9		10.5	3.3	4.8	5.9	0.0	6.6
(2) Same level male colleagues	1.8	0.3	3.6	1.4	1.1		4.2	3.6	3.7	0.8	1.1	1.8
(3) High level colleagues	39.3	46.3	30.9	36.5	40.3		25.3	21.3	22.1	25.2	46.1	34.7
(4) Factory authority	29.7	31.5	34.5	33.3	32.6		38.9	32.0	33.4	37.3	7.9	31.5
(5) Trade-union leaders	2.3	3.2	0.0	0.6	1.7		4.2	19.9	16.7	1.5	1.1	4.5
(6) NGOs	0.1	0.3	0.0	2.3	1.3		0.0	0.3	0.2	15.4	2.2	2.8
(7) Legal support	0.2	1.0	0.0	1.1	1.0		3.2	2.2	2.4	3.3	2.2	1.3
(8) Police	0.0	0.0	0.0	0.6	0.3		1.1	1.9	1.7	0.3	0.0	0.4
(9) Salish	0.0	0.0	0.0	0.0	0.0		17.9	8.7	10.6	0.0	0.0	1.9
(12) To parents	0.1	0.6	1.8	0.3	0.6		1.1	1.1	1.1	0.0	0.0	0.4
N	**960**	**311**	**55**	**348**	**714**		**95**	**366**	**461**	**389**	**89**	**2613**

Table 27: Distribution of respondents reporting about their perception about occurrence of VAW in every 10 female workers around the factory/workplace by sectors (in %)

Incidents of VAW in 10 female workers around the factory/workplace	Garment	EPZ				Tea				Shrimp	DMCH	All
	(Local)	Intl.	Joint	Local	All	Intl.	Joint	Local	All	(Local)	(Local)	
Everybody (10 in 10)	1.9	1.9	1.8	6.3	4.1		0.0	6.8	5.4	0.3	6.7	3.0
Almost all (8 in 10)	16.5	12.9	5.5	10.3	11.1		8.4	4.9	5.6	2.8	22.5	11.3
Half of the total (5 in 10)	40.0	28.3	30.9	23.9	26.3		31.6	23.8	25.4	16.7	22.5	29.6
Less than half (3 in 10)	30.7	31.2	52.7	36.8	35.6		35.8	34.7	34.9	61.4	37.1	37.6
Almost none (1 in 10)	8.2	21.2	9.1	19.8	19.6		12.6	22.4	20.4	16.7	7.9	14.7
None (0 in 10)	0.3	1.3	0.0	0.9	1.0		0.0	0.5	0.4	0.3	0.0	0.5
N	**960**	**311**	**55**	**348**	**714**		**95**	**366**	**461**	**389**	**89**	**2613**

Table 28: Distribution of respondents reporting about own experience of VAW at their workplace by sectors (in %)

Reporting of respondents	Garment	EPZ				Tea				Shrimp	DMCH	All
	(Local)	Intl.	Joint	Local	All	Intl.	Joint	Local	All	(Local)	(Local)	
Yes	36.7	34.7	43.6	36.2	36.1		49.5	39.6	41.6	26.0	43.8	36.1
No	61.1	62.7	56.4	62.6	62.2		50.5	58.2	56.6	72.2	56.2	62.1
No idea/do not want to answer	2.2	2.6	0.0	1.1	1.7		0.0	2.2	1.7	1.8	0.0	1.8
N	**960**	**311**	**55**	**348**	**714**		**95**	**366**	**461**	**389**	**89**	**2613**

Table 29: Distribution of respondents (who had experienced VAW personally) reporting about the types of VAW that they experienced at factory/workplace by sectors (in %)

Respondents reporting about the types of VAW that was experienced personally	Garment	EPZ				Tea				Shrimp	DMCH	All
	(Local)	Intl.	Joint	Local	All	Intl.	Joint	Local	All	(Local)	(Local)	
(1) Verbal outburst/shouting	97.7	96.3	100.0	100.0	98.4		100.0	99.3	99.5	90.1	97.4	97.5
(2) Mobbing, bullying	3.7	1.9	0.0	3.2	2.3		0.0	0.0	0.0	6.9	2.6	2.9
(3) Verbal threat	17.3	18.5	4.2	10.3	13.2		29.8	11.7	16.1	10.9	20.5	15.4
(4) Verbal conduct of sexual nature (swearing, insults or condescending languages)	1.1	0.0	0.0	2.4	1.2		0.0	0.7	0.5	3.0	0.0	1.2
(5) Verbal comment about physical appearance	4.3	1.9	12.5	2.4	3.1		0.0	2.1	1.6	7.9	0.0	3.6
(6) Verbal request for sexual favor	0.0	0.0	4.2	0.0	0.4		0.0	0.7	0.5	8.9	0.0	1.2
(7) Verbal jokes containing sexual nature	2.8	1.9	0.0	1.6	1.6		0.0	0.0	0.0	0.0	0.0	1.5
(8) Physical assault/injury leading to actual harm	0.3	0.9	0.0	4.0	2.3		0.0	0.0	0.0	1.0	0.0	0.8
(9) Battering	7.1	2.8	0.0	2.4	2.3		0.0	0.7	0.5	7.9	0.0	4.2
(10) Touching	5.7	6.5	4.2	11.9	8.9		0.0	3.4	2.6	13.9	0.0	6.6
(11) Patting	4.0	5.6	0.0	4.8	4.7		0.0	0.7	0.5	2.0	0.0	3.1
(12) Pinching	0.0	1.9	0.0	3.2	2.3		0.0	0.7	0.5	2.0	0.0	1.0
(13) Kicking	0.6	0.9	0.0	0.8	0.8		0.0	0.0	0.0	0.0	0.0	0.4
(14) Aggressive body language indicating intimidation, contempt or disdain	4.0	0.9	4.2	0.0	0.8		0.0	0.7	0.5	6.9	0.0	2.5
(16) Any unsolicited physical contact including rape	0.3	0.0	0.0	0.0	0.0		0.0	0.0	0.0	0.0	0.0	0.1
(17) Pulling Orna (long piece of cloth used with salwar-kamij)	0.0	0.0	0.0	0.0	0.0		0.0	0.0	0.0	1.0	0.0	0.1
N (applicable)	352	108	24	126	258		47	145	192	101	39	942

Table 30: Distribution of respondents reporting about the usual perpetrator(s) who did the violent acts on women (personally) at workplace by sectors (in %)

Respondents reporting of perpetrator(s)	Garment	EPZ				Tea				Shrimp	DMCH	All
	(Local)	Intl.	Joint	Local	All	Intl.	Joint	Local	All	(Local)	(Local)	
High level male colleagues	86.6	73.1	87.5	84.9	80.2		85.1	93.8	91.7	51.5	74.4	81.6
Same level male colleagues	3.1	5.6	0.0	3.2	3.9		6.4	2.1	3.1	21.8	2.6	5.3
Male colleagues of any level	5.1	17.6	12.5	10.3	13.6		8.5	3.4	4.7	24.8	10.3	9.7
DK	5.7	3.7	0.0	2.4	2.7		0.0	0.7	0.5	2.0	12.8	3.7
N (applicable)	**352**	**108**	**24**	**126**	**258**		**47**	**145**	**192**	**101**	**39**	**942**

Table 31: Distribution of respondents as per the persons/places they visit for help being victim (personally) of VAW at workplace in different sectors (in %)

Persons/places victims go for help	Garment	EPZ				Tea				Shrimp	DMCH	All
	(Local)	Intl.	Joint	Local	All	Intl.	Joint	Local	All	(Local)	(Local)	
(1) Same level Female colleagues	0.8	0.6	0.0	1.4	1.0		2.1	0.0	0.4	1.0	0.0	0.8
(2) Same level male colleagues	0.1	0.6	0.0	0.9	0.7		0.0	0.0	0.0	0.3	0.0	0.3
(3) High level colleagues	6.9	3.9	0.0	6.0	4.6		3.2	2.7	2.8	3.9	16.9	5.4
(4) Factory authority	2.0	3.5	0.0	4.3	3.6		5.3	0.8	1.7	3.6	2.2	2.6
(5) Trade-union leaders	0.0	0.0	0.0	0.6	0.3		0.0	3.3	2.6	0.8	0.0	0.7
(6) NGOs	0.0	0.0	0.0	0.0	0.0		0.0	0.0	0.0	0.5	0.0	0.1
(7) Legal support	0.0	0.0	0.0	0.3	0.1		0.0	0.3	0.2	0.3	0.0	0.1
(8) Police	0.0	0.0	0.0	0.0	0.0		0.0	0.0	0.0	0.0	0.0	0.0
(9) Salish	0.0	0.0	0.0	0.0	0.0		0.0	0.0	0.0	0.0	0.0	0.0
(10) Don't go anywhere	91.7	92.6	100.0	89.9	91.9		92.6	94.5	94.1	92.5	80.9	91.9
(12) Informed Mother-in-law	0.0	0.0	0.0	0.0	0.0		0.0	0.0	0.0	0.0	0.0	0.0
N	**960**	**311**	**55**	**348**	**714**		**95**	**366**	**461**	**389**	**89**	**2613**

Table 32: Distribution of respondents as per the persons/places they visit and get help being victim of VAW at workplace in different sectors (in %)

Persons/places victims go and get help	Garment	EPZ				Tea				Shrimp	DMCH	All
	(Local)	Intl.	Joint	Local	All	Intl.	Joint	Local	All	(Local)	(Local)	
(1) Same level Female colleagues	0.2	0.3	0.0	0.6	0.4		2.1	0.0	0.4	0.5	0.0	0.3
(2) Same level male colleagues	0.0	0.3	0.0	0.9	0.6		0.0	0.0	0.0	0.0	0.0	0.2
(3) High level colleagues	1.8	1.0	0.0	3.2	2.0		3.2	0.8	1.3	3.1	9.0	2.2
(4) Factory authority	0.6	0.3	0.0	2.6	1.4		5.3	0.8	1.7	1.5	1.1	1.2
(5) Trade-union leaders	0.0	0.0	0.0	0.3	0.1		0.0	2.5	2.0	0.3	0.0	0.4
(6) NGOs	0.0	0.0	0.0	0.0	0.0		0.0	0.0	0.0	0.5	0.0	0.1
(7) Legal support	0.0	0.0	0.0	0.3	0.1		0.0	0.3	0.2	0.0	0.0	0.1
(8) Police	0.0	0.0	0.0	0.0	0.0		0.0	0.0	0.0	0.0	0.0	0.0
(9) Salish	0.0	0.0	0.0	0.0	0.0		0.0	0.0	0.0	0.0	0.0	0.0
(10) Don't go anywhere	0.0	0.0	0.0	0.0	0.0		0.0	0.0	0.0	0.0	0.0	0.0
(12) Informed Mother-in-law	0.0	0.0	0.0	0.0	0.0		0.0	0.0	0.0	0.0	0.0	0.0
N	**960**	**311**	**55**	**348**	**714**		**95**	**366**	**461**	**389**	**89**	**2613**

Table 33: Distribution of respondents reporting positively about the existence of witness(s) of that/those incident(s) of violence experienced personally by them at workplace by sectors (in %)

Reporting of respondents	Garment	EPZ				Tea				Shrimp	DMCH	All
	(Local)	Intl.	Joint	Local	All	Intl.	Joint	Local	All	(Local)	(Local)	
Yes	88.6	79.6	58.3	82.5	79.1		61.7	76.6	72.9	79.2	89.7	81.8
No	10.2	17.6	37.5	15.1	18.2		38.3	23.4	27.1	19.8	10.3	16.9
DK/don't want to answer	1.1	2.8	4.2	2.4	2.7		0.0	0.0	0.0	1.0	0.0	1.3
N (applicable)	**352**	**108**	**24**	**126**	**258**		**47**	**145**	**192**	**101**	**39**	**942**

Table 34: Distribution of respondents reporting positively about giving evidence as a witness(s) for a female worker being victimized by VAW at workplace by sectors (in %)

Reporting of respondents	Garment	EPZ				Tea				Shrimp	DMCH	All
	(Local)	Intl.	Joint	Local	All	Intl.	Joint	Local	All	(Local)	(Local)	
Yes	4.4	3.9	0.0	3.2	3.2		2.1	0.5	0.9	8.5	6.7	4.1
N	**960**	**311**	**55**	**348**	**714**		**95**	**366**	**461**	**389**	**89**	**2613**

Table 35: Distribution of respondents reporting positively about the incidence of working alone sometimes at workplace by sectors (in %)

Reporting of respondents	Garment	EPZ				Tea				Shrimp	DMCH	All
	(Local)	Intl.	Joint	Local	All	Intl.	Joint	Local	All	(Local)	(Local)	
Yes	0.5	1.3	0.0	1.1	1.1		10.5	1.9	3.7	3.3	24.7	2.5
N	**960**	**311**	**55**	**348**	**714**		**95**	**366**	**461**	**389**	**89**	**2613**

Table 36: Distribution of respondents reporting about the reasons of why they have to work alone sometimes at workplace by sectors (in %)

Reasons	Garment	EPZ				Tea				Shrimp	DMCH	All
	(Local)	Intl.	Joint	Local	All	Intl.	Joint	Local	All	(Local)	(Local)	
(1) Order of the factory authority	40.0	50.0		50.0	50.0		80.0	100.0	88.2	76.9	54.5	66.2
(2) Order from the high level male colleagues	60.0	25.0		50.0	37.5		10.0	0.0	5.9	38.5	45.5	33.8
(3) Allured by the high level male colleagues (for promotion/salary benefits)												

(4) While doing overtime duty	0.0	0.0		25.0	12.5		0.0	0.0	0.0	0.0	0.0	1.5
(5) As a punishment (due to any mistake/late attendance/absence in workplace by the factory authority)	20.0	0.0		0.0	0.0		0.0	0.0	0.0	0.0	0.0	1.5
(6) Compelled/ allured by the same level male colleagues												
(7) Compelled by the same level female colleagues	0.0	0.0		0.0	0.0		30.0	0.0	17.6	7.7	0.0	6.2
(8) For special machine operation	0.0	0.0		0.0	0.0		0.0	0.0	0.0	7.7	0.0	1.5
(9) Don't want to answer												
(10) To finish the work if uncompleted	20.0	25.0		0.0	12.5		0.0	0.0	0.0	0.0	0.0	3.1
N (applicable)	**5**	**4**		**4**	**8**		**10**	**7**	**17**	**13**	**22**	**65**

Table 37: Distribution of respondents reporting about the degree of satisfaction of their personal safety while working at factory/workplace by sectors (in %)

Reporting of respondents	Garment	EPZ				Tea				Shrimp	DMCH	All
	(Local)	Intl.	Joint	Local	All	Intl.	Joint	Local	All	(Local)	(Local)	
Very safe	1.7	8.4	14.5	5.5	7.4		9.5	7.9	8.2	2.1	1.1	4.4
Safe	73.0	80.4	78.2	77.9	79.0		88.4	88.3	88.3	84.6	56.2	78.5
Not safe	23.9	10.0	7.3	15.8	12.6		2.1	3.8	3.5	12.6	42.7	16.2
DK	1.5	1.3	0.0	0.9	1.0		0.0	0.0	0.0	0.8	0.0	0.9
N	**960**	**311**	**55**	**348**	**714**		**95**	**366**	**461**	**389**	**89**	**2613**

Table 38: Distribution of respondents reporting about the reasons of why they don't feel safe (those who don't feel safe) while working at factory/workplace by sectors (in %)

Reporting of respondents	Garment	EPZ				Tea				Shrimp	DMCH	All
	(Local)	Intl.	Joint	Local	All	Intl.	Joint	Local	All	(Local)	(Local)	
(1) Chance to be verbally abused/ physically assaulted by the high level male colleagues	7	90.3	50.0	90.9	88.9		0.0	78.6	68.8	79.2	92.1	91.9
(2) Chance to be verbally abused/ physically assaulted by the same level male colleagues	44.3	12.9	25.0	40.0	30.0		50.0	21.4	25.0	27.1	50.0	39.1
(3) Chance to be raped by the high level male colleagues	0.0	6.5	0.0	5.5	5.6		0.0	0.0	0.0	25.0	23.7	6.2
(4) Chance to be raped by the same level male colleagues	0.0	3.2	0.0	0.0	1.1		0.0	0.0	0.0	12.5	0.0	1.7
(8) DK/Don't want to answer/can't assess	0.0	3.2	0.0	0.0	1.1		0.0	0.0	0.0	0.0	0.0	0.2
(9) Chance of getting out/loosing job/punishments/not getting salary if mistake(s) in work is found	0.0	0.0	25.0	1.8	2.2		50.0	7.1	12.5	0.0	0.0	0.9
N (applicable)	230	31	4	55	90		2	14	16	48	38	422

Table 39: Distribution of respondents reporting positively about the incidence of working with the people known/suspected to have a history of VAW at factory/workplace by sectors (in %)

Reporting of respondents	Garment	EPZ				Tea				Shrimp	DMCH	All
	(Local)	Intl.	Joint	Local	All	Intl.	Joint	Local	All	(Local)	(Local)	
Yes	17.0	14.1	10.9	18.7	16.1		4.2	11.2	9.8	28.8	2.2	16.7
N	960	311	55	348	714		95	366	461	389	89	2613

Table 40: Distribution of respondents reporting positively about the incidence of the permission of women who can go to every corner of the factory/workplace by sectors (in %)

Reporting of respondents	Garment	EPZ				Tea				Shrimp	DMCH	All
	(Local)	Intl.	Joint	Local	All	Intl.	Joint	Local	All	(Local)	(Local)	
Yes	42.2	53.1	10.9	50.0	48.3		77.9	65.8	68.3	76.6	53.9	54.0
N	**960**	**311**	**55**	**348**	**714**		**95**	**366**	**461**	**389**	**89**	**2613**

Table 41: Distribution of respondents reporting positively about the incidence of letting go the women to bathroom/toilet/washroom of the factory/workplace whenever they wish to by sectors (in %)

Reporting of respondents	Garment	EPZ				Tea				Shrimp	DMCH	All
	(Local)	Intl.	Joint	Local	All	Intl.	Joint	Local	All	(Local)	(Local)	
Yes	92.1	89.4	98.2	92.5	91.6		95.8	90.4	91.5	92.5	96.6	92.1
N	**960**	**311**	**55**	**348**	**714**		**95**	**366**	**461**	**389**	**89**	**2613**

Table 42: Distribution of respondents reporting about the consequences that happens to the women if they are restricted to go anywhere or to the bathroom/toilet/washroom of the workplace by sectors (in %)

Reporting of respondents	Garment	EPZ				Tea				Shrimp	DMCH	All
	(Local)	Intl.	Joint	Local	All	Intl.	Joint	Local	All	(Local)	(Local)	
Get mentally upset	35.5	27.3	0.0	26.9	26.7		50.0	5.7	10.3	31.0	0.0	27.1
Face health problems	64.5	72.7	100.0	73.1	73.3		50.0	94.3	89.7	69.0	100.0	72.9
N (applicable)	**76**	**33**	**1**	**26**	**60**		**4**	**35**	**39**	**29**	**3**	**207**

Table 43: Distribution of respondents reporting positively about the incidence of keeping the allegation(s) of all kind of workplace violence confidential until the investigations have been completed by sectors (in %)

Reporting of respondents	Garment	EPZ				Tea				Shrimp	DMCH	All
	(Local)	Intl.	Joint	Local	All	Intl.	Joint	Local	All	(Local)	(Local)	
Yes	10.6	13.2	9.1	11.8	12.2		27.4	9.8	13.4	13.6	14.6	12.1
N	**960**	**311**	**55**	**348**	**714**		**95**	**366**	**461**	**389**	**89**	**2613**

Table 44: Distribution of respondents reporting about the punishments of the perpetrator(s) of any violent acts on any female worker after the investigations at workplace by sectors (in %)

Reporting of respondents	Garment	EPZ				Tea				Shrimp	DMCH	All
	(Local)	Intl.	Joint	Local	All	Intl.	Joint	Local	All	(Local)	(Local)	
Yes	44.6	56.9	49.1	54.9	55.3		32.6	32.0	32.1	42.7	29.2	44.5
No	28.9	19.3	27.3	18.7	19.6		14.7	21.0	19.7	47.3	40.4	27.9
NA	0.3	0.3	0.0	0.0	0.1		10.5	7.9	8.5	1.5	1.1	1.9
DK	26.3	23.5	23.6	26.4	24.9		42.1	39.1	39.7	8.5	29.2	25.7
N	**960**	**311**	**55**	**348**	**714**		**95**	**366**	**461**	**389**	**89**	**2613**

Table 45: Distribution of respondents reporting positively about the 'Social dialogue' (negotiation, consultation, exchange of information) at workplace regarding VAW by sectors (in %)

Respondents reporting about	Garment	EPZ				Tea				Shrimp	DMCH	All
'Social dialogue'	(Local)	Intl.	Joint	Local	All	Intl.	Joint	Local	All	(Local)	(Local)	
Yes	19.4	33.8	10.9	30.2	30.3		4.2	9.3	8.2	41.4	1.1	23.0
N	960	311	55	348	714		95	366	461	389	89	2613

Table 46: Distribution of respondents reporting about the participators in the social dialogue(s) (negotiation, consultation, exchange of information) at workplace regarding VAW by sectors (in %)

Participators in the social dialogue(s)	Garment	EPZ				Tea				Shrimp	DMCH	All
	(Local)	Intl.	Joint	Local	All	Intl.	Joint	Local	All	(Local)	(Local)	
Government personnel	7.5	3.8	0.0	7.6	5.6		0.0	0.0	0.0	0.6	100.0	4.7
Factory authority	88.2	98.1	100.0	91.4	94.9		0.0	47.1	42.1	70.8	0.0	82.9
Trade bodies	0.0	0.0	0.0	0.0	0.0		0.0	0.0	0.0	2.5	0.0	0.7
Trade Union Leaders	7.5	9.5	0.0	1.9	5.6		100.0	35.3	42.1	8.1	0.0	9.1
NGO personnel	0.0	0.0	0.0	1.0	0.5		0.0	2.9	2.6	32.3	0.0	9.0
Personnel from law department	0.5	0.0	0.0	0.0	0.0		0.0	0.0	0.0	0.0	0.0	0.2
Workers (both male and female)	43.0	21.9	33.3	41.9	31.9		0.0	23.5	21.1	0.6	0.0	26.2
N (applicable)	186	105	6	105	216		4	34	38	161	1	602

Table 47: Distribution of respondents reporting whether the 'Social dialogue' (negotiation, consultation, exchange of information) at workplace regarding VAW was helpful for their working environment by sectors (in %)

Respondents reporting about	Garment	EPZ				Tea				Shrimp	DMCH	All
'Social dialogue'	(Local)	Intl.	Joint	Local	All	Intl.	Joint	Local	All	(Local)	(Local)	
Yes	91.9	91.4	100.0	87.6	89.8		100.0	97.1	97.4	88.2	100.0	90.5
N	**186**	**105**	**6**	**105**	**216**		**4**	**34**	**38**	**161**	**1**	**602**

Table 48: Distribution of respondents reporting positively about the training programme(s) for the workers to address the workplace violence and make a healthy working environment by sectors (in %)

Respondents reporting about	Garment	EPZ				Tea				Shrimp	DMCH	All
training programme(s)	(Local)	Intl.	Joint	Local	All	Intl.	Joint	Local	All	(Local)	(Local)	
Yes	24.7	35.7	9.1	33.0	32.4		3.2	13.1	11.1	41.4	12.4	26.4
N	**960**	**311**	**55**	**348**	**714**		**95**	**366**	**461**	**389**	**89**	**2613**

Table 49: Distribution of respondents reporting positively about the training programme(s) for the supervisor and managers to address the workplace violence and make a healthy working environment by sectors (in %)

Respondents reporting about training programme(s)	Garment	EPZ				Tea				Shrimp	DMCH	All
	(Local)	Intl.	Joint	Local	All	Intl.	Joint	Local	All	(Local)	(Local)	
Yes	17.4	26.4	9.1	25.3	24.5		0.0	11.5	9.1	38.3	5.6	20.6
N	**960**	**311**	**55**	**348**	**714**		**95**	**366**	**461**	**389**	**89**	**2613**

Table 50: Distribution of respondents reporting positively about the provision(s) of medical treatment in the factory/workplace for the victim(s) of VAW by sectors (in %)

Respondents reporting about provision(s) of medical treatment for VAW victims	Garment	EPZ				Tea				Shrimp	DMCH	All
	(Local)	Intl.	Joint	Local	All	Intl.	Joint	Local	All	(Local)	(Local)	
Yes	60.7	70.7	14.5	72.4	67.2		78.9	73.8	74.8	28.3	48.3	59.7
N	**960**	**311**	**55**	**348**	**714**		**95**	**366**	**461**	**389**	**89**	**2613**

Table 51: Distribution of respondents reporting whether the provision(s) of medical treatment is active in every case of VAW of injury, harm or rape at factory/workplace for the victim(s) of VAW by sectors (in %)

Whether medical treatment is active for VAW victims	Garment	EPZ				Tea				Shrimp	DMCH	All
	(Local)	Intl.	Joint	Local	All	Intl.	Joint	Local	All	(Local)	(Local)	
Yes	79.1	83.6	100.0	82.1	83.1		44.0	61.1	57.4	42.7	90.7	73.3
N (applicable)	**583**	**220**	**8**	**252**	**480**		**75**	**270**	**345**	**110**	**43**	**1561**

Table 52: Distribution of respondents reporting positively about the provision(s) of psychological counseling in the factory/workplace for the victim(s) of VAW to support their mental health by sectors (in %)

Respondents reporting about provision(s) of psychological counseling for VAW victims	Garment	EPZ				Tea				Shrimp	DMCH	All
	(Local)	Intl.	Joint	Local	All	Intl.	Joint	Local	All	(Local)	(Local)	
Yes	17.0	21.5	3.6	14.1	16.5		1.1	3.6	3.0	5.1	40.4	13.4
N	**960**	**311**	**55**	**348**	**714**		**95**	**366**	**461**	**389**	**89**	**2613**

Table 53: Distribution of respondents reporting whether the provision(s) of psychological counseling is active in every case of VAW of injury, harm or rape at factory/workplace for the victim(s) of VAW by sectors (in %)

Whether psychological counseling is active for VAW victims	Garment	EPZ				Tea				Shrimp	DMCH	All
	(Local)	Intl.	Joint	Local	All	Intl.	Joint	Local	All	(Local)	(Local)	
Yes	92.0	91.0	100.0	81.6	87.3		0.0	61.5	57.1	10.0	100.0	85.2
N (applicable)	**163**	**67**	**2**	**49**	**118**		**1**	**13**	**14**	**20**	**36**	**351**

Table 54: Distribution of respondents reporting about the persons who give the counseling for the victim(s) of VAW to support their mental health at factory/workplace by sectors (in %)

Persons who give the counseling for the victim(s) of VAW	Garment	EPZ				Tea				Shrimp	DMCH	All
	(Local)	Intl.	Joint	Local	All	Intl.	Joint	Local	All	(Local)	(Local)	
(1) Family members	2.0	9.7	0.0	6.7	8.3			12.5	12.5	15.8	2.8	5.2
(2) Persons (Doctors/psychologists/Clinical psychologists/counselors) appointed/referred by the Factory authority	98.0	90.3	100.0	88.9	89.9			87.5	87.5	94.7	94.4	94.4
(3) Persons (Doctors/psychologists/Clinical psychologists/counselors) provided by the NGOs	0.7	4.8	50.0	6.7	6.4			0.0	0.0	0.0	5.6	3.1
(4) Persons (Doctors/psychologists/Clinical psychologists/counselors) provided by the legal support organizations	0.0	0.0	0.0	2.2	0.9			0.0	0.0	0.0	0.0	0.3
(5) Co-workers	0.0	1.6	0.0	0.0	0.9			0.0	0.0	0.0	0.0	0.3
(6) None	0.0	1.6	0.0	2.2	1.8			0.0	0.0	0.0	0.0	0.6
(8) DK	0.0	1.6	0.0	2.2	1.8			0.0	0.0	5.3	0.0	0.9
N (Applicable)	152	62	2	45	109			8	8	19	36	324

Table 55: Distribution of respondents reporting positively about the provision(s) of compensation in the factory/workplace for the victim(s) of VAW by sectors (in %)

Respondents reporting about provision(s) of compensation for VAW victims	Garment	EPZ				Tea				Shrimp	DMCH	All
	(Local)	Intl.	Joint	Local	All	Intl.	Joint	Local	All	(Local)	(Local)	
Yes	23.1	29.9	10.9	31.6	29.3		31.6	32.8	32.5	14.1	9.0	24.6
N	**960**	**311**	**55**	**348**	**714**		**95**	**366**	**461**	**389**	**89**	**2613**

Table 56: Distribution of respondents reporting whether the provision(s) of compensation is active in every case of VAW of injury, harm or rape at factory/workplace for the victim(s) of VAW by sectors (in %)

Whether compensation is active for VAW victims	Garment (Local)	EPZ				Tea				Shrimp (Local)	DMCH (Local)	All
		Intl.	Joint	Local	All	Intl.	Joint	Local	All			
Yes	76.6	74.2	50.0	67.3	69.9		56.7	75.8	72.0	23.6	100.0	69.1
N (applicable)	222	93	6	110	209		30	120	150	55	8	644

Table 57: Distribution of respondents reporting about the ways a VAW victim can take for the remedy of violent activities on them at factory/workplace by sectors (in %)

Ways of remedy for violent activities at workplace	Garment (Local)	EPZ				Tea				Shrimp (Local)	DMCH (Local)	All
		Intl.	Joint	Local	All	Intl.	Joint	Local	All			
(1) Take immediate physical action against the perpetrators	57.2	51.8	29.1	38.8	43.7		26.3	32.2	31.0	18.5	76.4	43.8
(2) Inform to the HH female members	20.3	18.6	7.3	17.0	16.9		21.1	14.8	16.1	8.2	34.8	17.3
(3) Inform to the HH male members	11.5	8.7	3.6	6.9	7.4		17.9	16.4	16.7	2.3	13.5	10.0
(4) Seek help from female co-worker	19.9	17.4	1.8	18.1	16.5		15.8	7.9	9.5	18.0	22.5	17.0
(5) Seek help from male co-worker	8.2	8.4	7.3	10.1	9.1		4.2	4.1	4.1	6.9	6.7	7.5
(6) Complain to the Factory authority	67.5	75.6	98.2	86.2	82.5		66.3	59.6	61.0	69.2	49.4	70.1
(7) Seek help from the Trade-union leaders	6.1	12.2	0.0	6.9	8.7		25.3	38.8	36.0	8.5	6.7	12.5
(8) Seek help from the NGOs	0.8	1.3	3.6	1.1	1.4		0.0	0.3	0.2	28.3	15.7	5.5
(9) File a case to the Police	10.3	12.2	14.5	7.8	10.2		20.0	9.3	11.5	17.2	19.1	11.8
(10) Inform the RAB	1.6	2.6	0.0	2.3	2.2		0.0	0.0	0.0	0.5	6.7	1.5
(11) To the Newspaper office (to inform such incidents of VAW)	0.8	0.6	0.0	0.6	0.6		1.1	0.8	0.9	1.0	2.2	0.8
(12) Leave job	15.1	13.2	10.9	9.8	11.3		4.2	3.3	3.5	12.9	6.7	11.4
(13) To another area by migrating	2.9	1.3	0.0	1.1	1.1		1.1	0.8	0.9	4.1	0.0	2.1
(14) Do nothing, just keep silence and take the violent acts for granted	3.9	1.0	3.6	4.0	2.7		5.3	4.4	4.6	7.2	7.9	4.3
(15) To Union Parishad (UP) members/panchayet/govt. bodies/to social welfare dept.	0.3	0.6	0.0	0.6	0.6		8.4	4.6	5.4	0.0	1.1	1.3
(16) To complain to Buyers/BGMEA/BEPZA	1.7	6.8	3.6	7.8	7.0		1.1	0.0	0.2	0.0	0.0	2.6
(17) Keep distance from men	0.1	0.0	0.0	0.0	0.0		0.0	0.0	0.0	0.0	0.0	0.0
N (multiple)	960	311	55	348	714		95	366	461	389	89	2613

Table 58: Distribution of respondents reporting about the suggestions for the female workers to stop the VAW at workplace by sectors (in %)

Suggestions for the female workers	Garment (Local)	EPZ				Tea				Shrimp (Local)	DMCH (Local)	All
		Intl.	Joint	Local	All	Intl.	Joint	Local	All			
(1) Girl/woman workers should be united	69.1	74.3	52.7	62.4	66.8		81.1	60.1	64.4	82.3	86.5	70.2
(2) Girl/woman workers should be aware of this issue of VAW	63.3	61.1	60.0	59.2	60.1		64.2	48.6	51.8	60.2	85.4	60.7
(3) Girl/woman workers should ask the factory/workplace authority to arrange training about VAW	19.2	18.6	1.8	15.8	16.0		11.6	12.6	12.4	4.9	21.3	15.0
(4) Girl/woman workers should ask the Trade Union(s) of the factory/workplace to arrange training about VAW	5.9	10.9	0.0	7.5	8.4		5.3	7.1	6.7	2.8	9.0	6.4
(5) Girl/woman workers should ask the NGO(s) adjoined with their factory/workplace to arrange training about VAW	2.7	5.1	1.8	3.2	3.9		1.1	2.2	2.0	5.7	9.0	3.6
(6) Girl/woman workers should know the sources from where they can find a remedy of the incidents of VAW	20.0	21.9	9.1	25.9	22.8		7.4	10.9	10.2	20.6	22.5	19.2
(7) No suggestions/DK	2.8	4.8	10.9	7.8	6.7		3.2	6.6	5.9	3.6	3.4	4.6
(8) Girl/woman workers should protest against the perpetrators	0.1	0.0	3.6	0.0	0.3		0.0	0.5	0.4	0.0	1.1	0.2
(9) Punishment system should be initiated	0.0	0.0	0.0	0.0	0.0		0.0	0.0	0.0	0.3	0.0	0.0
(10) Govt. should initiate a separate dept. of law and salish with the provision of free service	0.0	0.0	0.0	0.0	0.0		0.0	0.0	0.0	0.0	1.1	0.0
(11) To motivate the perpetrators												
N (multiple)	960	311	55	348	714		95	366	461	389	89	2613

Table 59: Distribution of respondents reporting positively about the male co-workers who should come forward to stop the incidences of VAW at workplace by sectors (in %)

Reporting of respondents	Garment	EPZ				Tea				Shrimp	DMCH	All
	(Local)	Intl.	Joint	Local	All	Intl.	Joint	Local	All	(Local)	(Local)	
Yes	97.9	98.1	100.0	98.6	98.5		97.9	98.6	98.5	99.2	95.5	98.3
N	960	311	55	348	714		95	366	461	389	89	2613

Table 60: Distribution of respondents reporting positively about the Trade Union Leaders who should come forward to stop the incidences of VAW at workplace by sectors (in %)

Reporting of respondents	Garment	EPZ				Tea				Shrimp	DMCH	All
	(Local)	Intl.	Joint	Local	All	Intl.	Joint	Local	All	(Local)	(Local)	
Yes	92.0	95.8	98.2	93.4	94.8		97.9	97.0	97.2	99.2	93.3	94.8
N	960	311	55	348	714		95	366	461	389	89	2613

Table 61: Distribution of respondents reporting positively about the NGOs who should come forward to stop the incidences of VAW at workplace by sectors (in %)

Reporting of respondents	Garment	EPZ				Tea				Shrimp	DMCH	All
	(Local)	Intl.	Joint	Local	All	Intl.	Joint	Local	All	(Local)	(Local)	
Yes	81.1	81.7	96.4	83.0	83.5		87.4	80.6	82.0	96.4	83.1	84.3
N	960	311	55	348	714		95	366	461	389	89	2613

Table 62: Distribution of respondents reporting positively about the Law and order departments which should enact separate acts including provision of punishment of the perpetrators and compensation for the victims to stop the VAW at workplace by sectors (in %)

Reporting of respondents	Garment	EPZ				Tea				Shrimp	DMCH	All
	(Local)	Intl.	Joint	Local	All	Intl.	Joint	Local	All	(Local)	(Local)	
Yes	89.4	91.3	83.6	86.8	88.5		84.2	82.8	83.1	92.8	95.5	88.7
N	960	311	55	348	714		95	366	461	389	89	2613

Table 63: Distribution of respondents reporting positively about the police who should take strong actions to stop the incidences of VAW at workplace by sectors (in %)

Reporting of respondents	Garment	EPZ				Tea				Shrimp	DMCH	All
	(Local)	Intl.	Joint	Local	All	Intl.	Joint	Local	All	(Local)	(Local)	
Yes	89.5	84.6	94.5	87.4	86.7		100.0	79.2	83.5	86.6	94.4	87.4
N	960	311	55	348	714		95	366	461	389	89	2613

Table 64: Distribution of respondents reporting positively about the existence of a well recognized body of policy/written policy at their workplace to combat the violent acts in the workplace by sectors (in %)

Reporting of respondents	Garment	EPZ				Tea				Shrimp	DMCH	All
	(Local)	Intl.	Joint	Local	All	Intl.	Joint	Local	All	(Local)	(Local)	
Yes	28.3	36.0	72.7	39.4	40.5		6.3	10.9	10.0	25.4	12.4	27.4
N	960	311	55	348	714		95	366	461	389	89	2613

Table 65: Distribution of respondents reporting about the degree of their satisfaction about the well recognized body of policy/written policy at their workplace to combat the violent acts by sectors (in %)

Reporting of respondents	Garment	EPZ				Tea				Shrimp	DMCH	All
	(Local)	Intl.	Joint	Local	All	Intl.	Joint	Local	All	(Local)	(Local)	
Very satisfactory	4.8	9.8	5.0	5.8	7.3		33.3	5.0	8.7	5.1	9.1	6.1
Satisfactory	46.7	61.6	52.5	49.6	54.7		50.0	82.5	78.3	63.6	36.4	54.1
Medium satisfactory	27.9	22.3	37.5	29.2	27.7		16.7	10.0	10.9	13.1	18.2	24.5
Less satisfactory	14.3	5.4	5.0	10.9	8.0		0.0	2.5	2.2	16.2	36.4	11.6
Not satisfactory at all	6.3	0.9	0.0	4.4	2.4		0.0	0.0	0.0	2.0	0.0	3.6
N (applicable)	272	112	40	137	289		6	40	46	99	11	717

Table 66: Distribution of respondents reporting about the reason of why the recognized body of policy/written policy is less/not satisfactory to combat the violent acts at their workplace by sectors (in %)

Respondents reporting about the reason of why the recognized body of policy/written policy is less/not satisfactory	Garment	EPZ				Tea				Shrimp	DMCH	All
	(Local)	Intl.	Joint	Local	All	Intl.	Joint	Local	All	(Local)	(Local)	
The factory authority don't imply them	94.6	71.4	100.0	90.5	86.7			0.0	0.0	44.4	75.0	82.6
The high level male colleagues don't intend to obey	89.3	71.4	50.0	71.4	70.0			0.0	0.0	44.4	50.0	74.3
The same level male colleagues don't intend to obey	55.4	42.9	0.0	28.6	30.0			0.0	0.0	61.1	0.0	46.8
The policies are not workers friendly	7.1	28.6	0.0	4.8	10.0			100.0	100.0	16.7	25.0	11.0
DK	1.8	0.0	0.0	0.0	0.0			0.0	0.0	0.0	0.0	0.9
N (applicable)	56	7	2	21	30			1	1	18	4	109

Table 67: Distribution of respondents reporting about the ways to improve the workers' satisfaction level concerning the recognized body of policy/written policy to combat the violent acts at their workplace by sectors (in %)

Respondents reporting about ways to improve the workers' satisfaction level	Garment	EPZ				Tea				Shrimp	DMCH	All
	(Local)	Intl.	Joint	Local	All	Intl.	Joint	Local	All	(Local)	(Local)	
(1) The factory authority must imply them	96.4	71.4	100.0	85.7	83.3			0.0	0.0	61.1	75.0	85.3
(2) The high level male colleagues must obey the rules of the policies	87.5	71.4	50.0	66.7	66.7			0.0	0.0	38.9	50.0	71.6
(3) The same level male colleagues must obey the rules of the policies	55.4	42.9	0.0	38.1	36.7			0.0	0.0	33.3	0.0	44.0
(4) The policies should be workers friendly	10.7	42.9	0.0	9.5	16.7			0.0	0.0	22.2	25.0	14.7
(5) The female workers must be concerned about the policies	7.1	28.6	50.0	19.0	23.3			100.0	100.0	50.0	0.0	19.3
(6) All workers (both male and female) should come forward to activate the policies	12.5	0.0	0.0	28.6	20.0			100.0	100.0	33.3	0.0	18.3
(8) DK/don't have any idea												
N (applicable)	56	7	2	21	30			1	1	18	4	109

Table 68: Distribution of respondents reporting positively about the need of a well recognized body of policy/written policy to combat VAW at workplace by sectors (in %)

Reporting of respondents	Garment	EPZ				Tea				Shrimp	DMCH	All
	(Local)	Intl.	Joint	Local	All	Intl.	Joint	Local	All	(Local)	(Local)	
Yes	92.0	94.5	100.0	93.4	94.4		75.8	85.5	83.5	93.3	93.3	91.4
N	960	311	55	348	714		95	366	461	389	89	2613

Table 69: Distribution of respondents reporting positively about the policymakers who should consult with the workers and specially the female workers to build the body of policy/written policy to combat the violent acts at workplace by sectors (in %)

Reporting of respondents	Garment	EPZ				Tea				Shrimp	DMCH	All
	(Local)	Intl.	Joint	Local	All	Intl.	Joint	Local	All	(Local)	(Local)	
Yes	95.6	97.6	100.0	99.1	98.5		100.0	97.4	97.9	98.3	100.0	97.4
N	883	294	55	325	674		72	313	385	363	83	2388

Table 70: Distribution of respondents reporting positively about the existence of a committee at their workplace to address VAW by sectors (in %)

Reporting of respondents	Garment	EPZ				Tea				Shrimp	DMCH	All
	(Local)	Intl.	Joint	Local	All	Intl.	Joint	Local	All	(Local)	(Local)	
Yes	22.3	32.5	7.3	22.1	25.5		4.2	7.4	6.7	43.7	11.2	23.2
N	960	311	55	348	714		95	366	461	389	89	2613

Table 71: Distribution of respondents reporting about the types of the committee(s) at their workplace to address VAW by sectors (in %)

Reporting of respondents about the types of the committee(s)	Garment	EPZ				Tea				Shrimp	DMCH	All
	(Local)	Intl.	Joint	Local	All	Intl.	Joint	Local	All	(Local)	(Local)	
(1) Government committee	2.3	4.0	0.0	9.1	6.0		0.0	0.0	0.0	1.8	0.0	3.1
(2) Factory authority committee	83.6	86.1	100.0	88.3	87.4		50.0	11.1	16.1	35.9	100.0	68.2
(3) Committee combined with the trade union leaders and workers	15.4	19.8	0.0	10.4	15.4		50.0	92.6	87.1	10.0	0.0	17.3
(4) Committee from legal support organizations	0.5	1.0	0.0	0.0	0.5		0.0	3.7	3.2	0.6	0.0	0.7
(5) Committee from NGO personnel	0.0	1.0	0.0	6.5	3.3		0.0	0.0	0.0	58.8	0.0	17.5
(6) Committee combined with the trade union leaders, legal support organizations, NGO personnel, and workers	0.9	2.0	25.0	2.6	2.7		0.0	0.0	0.0	3.5	0.0	2.1
N (applicable)	214	101	4	77	182		4	27	31	170	10	607

Table 72: Distribution of respondents reporting about the degree of their satisfaction about the committee(s) at their workplace to address VAW by sectors (in %)

Reporting of respondents	Garment	EPZ				Tea				Shrimp	DMCH	All
	(Local)	Intl.	Joint	Local	All	Intl.	Joint	Local	All	(Local)	(Local)	
Very satisfactory	2.8	3.0	100.0	6.5	6.6		75.0	7.4	16.1	12.9	10.0	7.6
Satisfactory	49.5	62.4	0.0	41.6	52.2		25.0	63.0	58.1	61.2	0.0	53.2
Medium satisfactory	39.7	28.7	0.0	42.9	34.1		0.0	25.9	22.6	20.0	20.0	31.3
Less satisfactory	7.5	5.0	0.0	7.8	6.0		0.0	3.7	3.2	5.9	70.0	7.4
Not satisfactory at all	0.5	1.0	0.0	1.3	1.1		0.0	0.0	0.0	0.0	0.0	0.5
N (applicable)	214	101	4	77	182		4	27	31	170	10	607

Table 73: Distribution of respondents reporting about the reasons of why the committee(s) is less/not satisfactory to address VAW at their workplace by sectors (in %)

Respondents reporting about the reason of why the committee(s) is less/not satisfactory	Garment	EPZ				Tea				Shrimp	DMCH	All
	(Local)	Intl.	Joint	Local	All	Intl.	Joint	Local	All	(Local)	(Local)	
The committee(s) is/are inactive	88.2	100.0		85.7	92.3			100.0	100.0	20.0	100.0	77.1
The committee(s) members do not come/show up	41.2	50.0		28.6	38.5			0.0	0.0	30.0	14.3	33.3
The committee(s) members are biased	5.9	0.0		42.9	23.1			0.0	0.0	40.0	0.0	16.7
The committee(s) members are bribed	5.9	0.0		14.3	7.7			0.0	0.0	70.0	0.0	18.8
The committee(s) is/are mismanaged	5.9	16.7		0.0	7.7			0.0	0.0	10.0	0.0	6.3
DK/don't have any idea	0.0	0.0		0.0	0.0			0.0	0.0	10.0	0.0	2.1
N (applicable)	17	6		7	13			1	1	10	7	48

Table 74: Distribution of respondents reporting about the ways to improve the workers' satisfaction level in relation to committee(s) activities to address VAW at their workplace by sectors (in %)

Respondents reporting about ways to improve the workers' satisfaction level	Garment	EPZ				Tea				Shrimp	DMCH	All
	(Local)	Intl.	Joint	Local	All	Intl.	Joint	Local	All	(Local)	(Local)	
The committee(s) must be active	82.4	100.0		100.0	100.0			100.0	100.0	20.0	100.0	77.1
The committee(s) members must come/show up	47.1	50.0		28.6	38.5			0.0	0.0	50.0	0.0	37.5
Legal actions should be taken against the biased committee(s) members	5.9	0.0		42.9	23.1			0.0	0.0	60.0	0.0	20.8
Legal actions should be taken against the bribery activities of the committee(s) members	5.9	0.0		14.3	7.7			0.0	0.0	60.0	0.0	16.7
Strict management system should be initiated among the committee(s)	11.8	16.7		0.0	7.7			0.0	0.0	60.0	0.0	18.8
DK/don't have any idea	5.9	0.0		0.0	0.0			0.0	0.0	0.0	0.0	2.1
N (applicable)	17	6		7	13			1	1	10	7	48

Table 75: Distribution of respondents reporting positively about the existence of a governmental guidelines in their factory/workplace to reduce VAW at workplace by sectors (in %)

Reporting of respondents	Garment	EPZ				Tea				Shrimp	DMCH	All
	(Local)	Intl.	Joint	Local	All	Intl.	Joint	Local	All	(Local)	(Local)	
Yes	19.7	27.7	10.9	19.3	22.3		18.9	18.6	18.7	23.1	21.3	20.8
N	960	311	55	348	714		95	366	461	389	89	2613

Table 76: Distribution of respondents reporting about the suggestion that government should do to reduce or stop the VAW at workplace by sectors (in %)

Reporting of respondents	Garment	EPZ				Tea				Shrimp	DMCH	All
	(Local)	Intl.	Joint	Local	All	Intl.	Joint	Local	All	(Local)	(Local)	
Perpetrators should be punished with exemplary punishments	15.9	14.5	27.3	20.1	18.2		63.2	28.4	35.6	20.6	14.6	20.7
(2) Create laws in favor of women/to stop VAW and make the laws strict	22.7	23.2	50.9	21.8	24.6		21.1	17.8	18.4	36.5	42.7	25.2
(3) Monitoring system by govt./confirmation of a peaceful and secured working environment	11.5	10.6	9.1	10.3	10.4		9.5	11.2	10.8	15.2	14.6	11.7
(4) Make people aware of VAW by arranging meeting	4.4	5.1	0.0	2.6	3.5		2.1	1.1	1.3	1.3	12.4	3.4
(6) Women should be aware of VAW	2.0	1.9	0.0	1.7	1.7		3.2	1.6	2.0	1.0	2.2	1.8
(7) Women should be respected properly/men should be aware of respecting women	0.3	0.3	0.0	0.9	0.6		2.1	1.4	1.5	0.0	2.2	0.6
(8) Good managers (Babu saab in tea gardens) should be appointed at workplace	0.2	0.3	0.0	0.9	0.6		1.1	0.5	0.7	0.3	1.1	0.4
(9) Night duty should be stopped	0.0	0.3	0.0	0.0	0.1		0.0	0.0	0.0	3.9	0.0	0.6
(10) Separate working divisions for men and women should be initiated	0.4	1.9	3.6	0.6	1.4		0.0	0.5	0.4	0.5	1.1	0.7
(11) Committees should be formed to take action against the VAW	0.1	0.0	0.0	0.0	0.0		0.0	0.0	0.0	0.0	0.0	0.0
(12) Hartal should be taken up to protest against VAW	0.2	0.3	0.0	0.0	0.1		0.0	0.3	0.2	0.0	0.0	0.2
Don't know	5.7	3.2	0.0	2.6	2.7		0.0	1.4	1.1	0.5	0.0	3.1
NA	37.9	40.2	9.1	39.7	37.5		5.3	39.9	32.8	27.2	15.7	34.6
N	**960**	**311**	**55**	**348**	**714**		**95**	**366**	**461**	**389**	**89**	**2613**

Table 77: Distribution of respondents reporting about the suggestion that the factory/workplace authority should do to reduce or stop the VAW at workplace by sectors (in %)

Reporting of respondents	Garment	EPZ				Tea				Shrimp	DMCH	All
	(Local)	Intl.	Joint	Local	All	Intl.	Joint	Local	All	(Local)	(Local)	
(1) Counseling / specific policy frameworks/meeting every month/form VAW protection committee	4.0	8.0	9.1	9.5	8.8		7.4	6.8	6.9	4.6	11.2	6.2
(2) Exemplary punishments to the perpetrators	29.3	30.5	65.5	35.9	35.9		50.5	23.8	29.3	48.1	37.1	34.1
(3) The perpetrators should be made aware of/motivated about VAW	6.9	6.8	0.0	7.8	6.7		17.9	18.0	18.0	9.8	13.5	9.5
(4) The men and women working divisions should be separated	0.9	1.0	9.1	2.0	2.1		5.3	4.6	4.8	1.0	0.0	1.9
(5) Women workers should be made leaders (sardar)	0.3	0.0	0.0	0.0	0.0		1.1	0.5	0.7	0.0	0.0	0.2
(6) The workplace owner should be conscious about VAW/managers should be honest	10.2	9.0	9.1	4.9	7.0		13.7	6.6	8.0	2.3	16.9	8.0
(7) Authority should make arrangements about marriage between the perpetrator and the victim	0.1	0.0	0.0	0.0	0.0		1.1	0.0	0.2	1.5	0.0	0.3
(8) The authority should fine the perpetrators	0.9	0.3	0.0	0.3	0.3		0.0	1.1	0.9	9.3	1.1	2.0
(9) Women policy of the labor house should be initiated	0.4	0.3	0.0	0.0	0.1		0.0	0.0	0.0	0.0	2.2	0.3
(10) Men should be aware more about VAW at workplace	0.5	1.0	0.0	0.0	0.4		1.1	0.5	0.7	1.0	0.0	0.6
(11) The workplace should be monitored/security guards can be appointed	6.7	7.7	3.6	6.6	6.9		4.2	6.0	5.6	1.0	6.7	5.7
(13) Night duty should be stopped/ night duty for men can be stopped	0.1	0.0	0.0	1.7	0.8		0.0	0.0	0.0	3.3	0.0	0.8
(14) One Labor union should be made in each of the workplace	0.0	0.0	0.0	0.0	0.0		0.0	0.0	0.0	0.3	0.0	0.0
(15) Better medical system should be available at workplace	0.1	0.0	0.0	0.0	0.0		0.0	0.3	0.2	0.0	0.0	0.1
Don't know	3.3	1.3	0.0	2.6	1.8		0.0	1.6	1.3	0.3	1.1	2.0
NA	37.1	36.0	10.9	31.0	31.7		4.2	34.4	28.2	22.6	16.9	31.2
N	**960**	**311**	**55**	**348**	**714**		**95**	**366**	**461**	**389**	**89**	**2613**

Table 78: Distribution of respondents reporting about the other initiatives that can help reducing the VAW at workplace by sectors (in %)

Reporting of respondents	Garment	EPZ				Tea				Shrimp	DMCH	All
	(Local)	Intl.	Joint	Local	All	Intl.	Joint	Local	All	(Local)	(Local)	
(1) The female workers should be united/they should protest	14.1	15.1	34.5	17.5	17.8		57.9	35.5	40.1	28.3	19.1	22.0
(2) Men and women should be aware of VAW/all should come forward to stop VAW	10.3	10.9	34.5	14.4	14.4		31.6	21.3	23.4	17.2	25.8	15.3
(3) Organization should be made to protest against VAW	1.7	2.3	0.0	1.4	1.7		1.1	0.8	0.9	0.0	3.4	1.3
(4) Women should be given privileges to work separately at their workplaces	0.0	1.0	0.0	0.3	0.6		0.0	0.8	0.7	0.3	0.0	0.3
(6) The workplace authority should be informed about the VAW activities	0.3	0.0	0.0	0.0	0.0		3.2	1.4	1.7	0.5	2.2	0.6
(7) The perpetrators should be punished with exemplary punishments/they should be fined	1.0	1.9	0.0	0.9	1.3		2.1	1.1	1.3	6.4	0.0	1.9
(8) Women workers should demand for separate laws at workplaces	0.2	0.6	0.0	0.6	0.6		0.0	0.5	0.4	1.0	0.0	0.5
(9) Scopes should be created for female education for the women workers	0.1	0.0	0.0	0.3	0.1		0.0	0.8	0.7	0.0	0.0	0.2
(10) Every worker should work together and be seen equally / all co-workers should be informed about VAW	0.9	1.6	0.0	0.9	1.1		3.2	0.0	0.7	2.1	5.6	1.3
(12) The perpetrators should be fired from job	0.3	1.0	0.0	0.3	0.6		1.1	0.3	0.4	0.8	1.1	0.5
(13) Complains should be informed to many of the NGOs/case should be filed	0.8	0.3	0.0	0.9	0.6		0.0	0.5	0.4	1.8	1.1	0.8
(14) Salish should be arranged to mitigate VAW	0.0	0.0	0.0	0.0	0.0		0.0	0.3	0.2	0.0	0.0	0.0
(15) Arrangement should be done for marriage between the perpetrators and the victim	0.0	0.0	0.0	0.0	0.0		0.0	0.3	0.2	0.0	0.0	0.0
(17) The women workers should be given compensation /medical system should be available	0.0	0.0	0.0	0.0	0.0		0.0	0.0	0.0	0.5	0.0	0.1
N	**960**	**311**	**55**	**348**	**714**		**95**	**366**	**461**	**389**	**89**	**2613**

ID | | | | |

DCI: 1

Baseline Survey to Know the Extent and Severity of Violence Against Women (VAW) at Workplace in Selected Sectors

Structured Interview Schedule: Female Workers

Consent form of Respondent
Greetings! My name is _____. I have come from a Research Organization named - Human Development Research Center (HDRC) situated in Dhaka. We are conducting a research study for ILO Bangladesh, entitled 'Baseline Survey to Know the Extent and Severity of Violence Against Women (VAW) at Workplace in Selected Sectors'. This study is being conducted to find out the actual state of workplace violence against women and girl workers. As your factory/workplace has been selected for this study, and you have been selected as one of the respondents; we will ask you some questions to explore the condition of violent acts towards girl and women workers in your factory/workplace. Please feel free and confident to answer all the questions. You will not face any troubles/dangers with your answers/opinions as it will not be reported to your factory/workplace authority. Although you are quite free to give the interview or reject me, still you can contact HDRC for any further queries about your responses. **Please do know that, all your acquaintances and information you would provide here will be kept highly confidential and in no place of the research report your name and other particulars will be used.**

Conducted by

HUMAN DEVELOPMENT RESEARCH CENTRE
House 5, Road 8, Mohammadia Housing Society
Mohammadpur, Dhaka 1207
Phone: (88 02) 8116972, 8157621, Fax: (88 02) 8157620
e-mail: hdrc.bd@gmail.net
Website: www.hdrc-bd.com

Conducted for

Ministry of Labor and Employment,
Government of Bangladesh

ILO Bangladesh

April, 2011

INTERVIEWER INFORMATION

Interviewer's Name_____

Date of Interview ☐☐ ☐☐ ☐☐☐☐ (Day / Month / Year) Start of Interview ☐☐ ☐☐ (24 hours clock) (Hours / Minutes)

Name of Supervisor _____Signature_____

I. RESPONDENT IDENTIFICATION

101.	Respondent's Name /ID:	
102.	Name of the Factory/Workplace/Organization:	☐☐
103.	Types of the Factory/Workplace/Organization: Garment Factories=1, EPZ Factories=2, Tea Factories/gardens=3, Shrimp Factories=4, DMCH=5	
104.	Address of the respondent's place of residence: House/holding no: Road name/no: Name of living area: Name of Union/Ward: Name of Upazila/Municipality: District:	

II. BACKGROUND INFORMATION

No.	Questions	Coding categories	Code	Skip
201	How old are you? (Age in completed years)	☐☐		
202	What is your level of education? (Highest class attended) Literate (can write name only) =98 Illiterate=00	.....		
203	What is your marital status?	Unmarried	1	
		Married	2	
		Divorced	3	
		Abandoned/Separated	4	
		Widow	5	
204	What is your religion?	Islam	1	
		Hinduism	2	
		Christianity	3	
		Buddhism	4	
		Others (Specify)……	7	

205	What is your level of employment?	Supervisory	1	
		Junior managerial	2	
		Clerical	3	
		Skilled manual worker (nurse/machine operator)	4	
		Un-skilled manual worker (helper/aya)	5	
		Others (Specify)……	7	
206	What is your monthly salary (with overtime)?	Tk. ☐☐☐☐☐		
207	How long do you work in a day (including overtime)?	☐☐ Hours		
208	How many shifts are there in your factory/workplace in which the workers usually work?	One (1)	1	→301
		Two (2)	2	
		Three (3)	3	
		Four (4)	4	
209	In which shift do you work usually at our workplace?	Morning	1	
		Afternoon	2	
		Night	3	
		Morning and Afternoon	4	
		All shifts	5	
210	Which shift do you prefer most to work?	Morning	1	
		Afternoon	2	
		Night	3	
		Have to work in all shifts	4	
		Other (Specify).....	7	
		NA	9	

III. KNOWLEDGE about and ATTITUDE towards Violence Against Women (VAW)

[Note for the Interviewers: (please read it to the respondents)

In today's world, both men and women work together to run their livelihood. In the course of working together, not every men view the women from the same point. Some of them respect the women, while the others fail to show proper respect to them. This is the common picture in the working sectors between men and women from a very old time which creates the social gap. As a result, women are discriminated. And the people express these discriminative acts through their behavior and actions which ultimately make incidents of social discrimination of women. Most of the times, these behaviors, actions and incidents become so violent that they make threat to the lives of the women. Besides women are also the subjects of sexual harassment by the concept of men that women are only the object to be sexually exploited. These behaviors, actions and incidents are known as violence against women.

In this questionnaire, an effort has been made to find out the extent and severity of violence against women in some selected factories. Please give your best answer on the basis of your own knowledge, concepts and experiences of the above mentioned behaviors, actions and incidents related to violence against women.]

No.	Questions	Coding categories	Code	Skip
301	From your idea about VAW, which you may have experienced personally in your workplace or may have seen other female co-workers to experience it, please tell us – What are the most observed types of	Verbal outburst/shouting	1	
		Mobbing, bullying	2	
		Verbal threat	3	
		Verbal conduct of sexual nature (swearing, insults or condescending languages)	4	
		Verbal comment about physical appearance	5	
		Verbal request for sexual favor	6	
		Verbal jokes containing sexual nature	7	

	violence around you at your workplace? **(Multiple answers possible)**	Physical assault/injury leading to actual harm	8	
		Battering	9	
		Touching	10	
		Patting	11	
		Pinching	12	
		Kicking	13	
		Aggressive body language indicating intimidation, contempt or disdain	14	
		Any unsolicited physical contact including rape	15	
		Other (Specify).....	77	
302	From whom/where (source) did you hear or know about such violent acts against women (VAW) at workplace? **(Multiple answers possible)**	Observed VAW at own workplace	1	
		From HH female members/relatives	2	
		From HH male members/relatives	3	
		From neighboring HH female members	4	
		From neighboring HH male members	5	
		From Educational Institutions	6	
		From women co-workers/ women workers of other factories	7	
		From male co-workers/ men workers of other factories	8	
		Workplace/Factory authority	9	
		Trade union/ Trade union leaders	10	
		NGO worker	11	
		Govt. personnel	12	
		VAW awareness programme/meeting in your factory/workplace	13	
		VAW awareness programme/meeting in your living area	14	
		VAW awareness messages in posters/billboards	15	
		VAW awareness messages in Books/newspapers/magazine/leaflets	16	
		VAW awareness programme in Radio	17	
		VAW awareness programme/drama on TV	18	
		Other (Specify).....	77	
303	Do you think, the women workers are mostly compelled to face violence at their workplace?	Yes	1	
		No	2	
		DK	8	
304	What, in your opinion, is the degree of violence against women in your factory/workplace?	Very high	5	
		High	4	
		Medium	3	
		Low	2	
		Very low	1	
		No violence	0	
		DK	8	
305	Why the women workers are compelled to face violence at their workplace?	Because women are physically weak and helpless (can't defend themselves)	1	
		Social bindings	2	
		Most of the time women are seen as sexual object	3	
		Women are not financially strong	4	
		Religious concepts/mis-concepts about woman	5	

		Other (Specify).....		7	
306	What does usually happen to a victim being verbally/ physically (except extreme physical assault) violated or violated with extreme physical violation like Rape? (consequences) **(Multiple answers possible)**	At workplace	Doesn't do anything, just keep silence and take it for granted	1	
			Doesn't come to job for some days	2	
			A victim might not work with full concentration, hence quality of work-output becomes weak	3	
			A victim might get unmindful in her work	4	
			Leaves job	5	
			Other (Specify).....	7	
		Familial	Because of leaving job a victim can't support her family	6	
			If the victim is unmarried and about to marry, then marriage talks get barred/broken	7	
			Doesn't get support (mental and/or financial) from family members	8	
			Sometimes victim's family becomes socially stigmatized, hence family members blame the victim	9	
			Sometimes victim is abandoned by husband (if married)	10	
			Sometimes victim is divorced by husband (if married)	11	
			Sometimes a victim may become pregnant	12	
			Sometimes a victim may get sexually transmitted diseases (STDs)	13	
			Other (Specify).....	77	
		Psychological	Get mentally insecure	14	
			A victim may feel insecure even at home	15	
			A victim might get mental shock, hence become clinically abnormal	16	
			Mental gap with parents	17	
			Mental gap with husband (if victim is married)	18	
			Other (Specify).....	77	
		Social	A victim might be socially excluded	19	

			A victim might get mental shock, hence may commit suicide	20	
			Other (Specify).....	77	
307a	Do you know that there are policies /guidelines /laws to support the victims of violence against women (VAW)?	Yes		1	
		No		2	308a
		DK		8	
307b	From whom/where (source) did you hear or know about the policies/guidelines/laws? **(Multiple answers possible)**	From HH female members/relatives		1	
		From HH male members/relatives		2	
		From neighboring HH female members		3	
		From neighboring HH male members		4	
		From Educational Institutions		5	
		From women co-workers		6	
		From male co-workers		7	
		Factory authority		8	
		Trade union leaders		9	
		NGO worker		10	
		Govt. personnel		11	
		VAW awareness programme/meeting in your factory/workplace		12	
		VAW awareness programme/meeting in your living area		13	
		VAW awareness messages in posters/billboards		14	
		VAW awareness messages in Books/newspapers/magazine/leaflets		15	
		VAW awareness programme in Radio		16	
		VAW awareness programme/drama on TV		17	
		Other (Specify).....		77	
308a	Do you think, many of the women have taken the violent acts by the perpetrators as for granted at their workplace?	Yes		1	
		No		2	309
		DK		8	
308b	If yes, why? **(Multiple answers possible)**	Because women are physically weak and helpless (can't defend themselves)		1	
		Social stigma		2	
		Most of the time women are seen as sexual object		3	
		Women are not financially strong		4	
		Religious concepts/mis-concepts about woman		5	
		To save the job		6	
		Not to be criticized by the others around her		7	
		Not to be socially excluded		8	
		To raise the salary by the provocation of the perpetrators		9	
		Other (Specify).....		77	
309	Are you satisfied with the environment of your factory/workplace in relation to the concepts of violence against women (VAW)?	Very Satisfied		5	
		Satisfied		4	
		Medium satisfied		3	
		Less satisfied		2	
		Not satisfied		1	

IV. PRACTICE of Violence Against Women (VAW)

No.	Questions	Coding categories		Code	Skip
401	Who was/were usually the perpetrator(s) who did the violent acts against the women at their workplace? **(Multiple answers possible)**	High level male collogues		1	
		Same level male collogues		2	
		Male collogues of any level		3	
		Other (Specify).....		7	
402	Of which age, do you think, the women workers most frequently face violent acts?	Below 15		1	
		15-20		2	
		21-25		3	
		26-30		4	
		Above 30		5	
		Women workers of any age		6	
		Can't say exactly/ DK		8	
		Other (Specify).....		7	
403	In which time or under which circumstances do the Violent acts against the girl/woman workers take place most of the time?	When the Power cut/load shedding happens		1	
		In Lunch time		2	
		During overtime		3	
		After Overtime		4	
		In the Night-shift		5	
		No specific time, whenever the perpetrator finds an opportunity		6	
		When there mistake in works		7	
		DK		8	
		Other (Specify).....		7	
404	Where/to whom do the victims usually go for a remedy of VAW? Do they get the proper help there?	Source of help/remedy	Get help=1, Don't get help=2		
		(1) Seek help from same level female co-worker	1 2		
		(2) Seek help from same level male co-worker	1 2		
		(3) Seek help from Higher level co-worker	1 2		
		(4) Factory authority	1 2		
		(5) Trade-union leaders	1 2		
		(6) NGOs	1 2		
		(7) Legal support	1 2		
		(8) Police	1 2		
		(9) Salish	1 2		
		(10) Don't go anywhere			
		(11) Other (Specify)			
405	Now, from your idea about the incidences of VAW at workplace around you among your co-workers, please tell us – How many, in your opinion, in each of the 10 female workers around you face VAW at factory/ workplace?	Everybody (10 in 10)		1	
		Almost all (8 in 10)		2	
		Half of the total (5 in 10)		3	
		Less than half (3 in 10)		4	
		Almost none (1 in 10)		5	
		None (0 in 10)		6	
		DK		8	
		Others (Specify)……..		77	
406a	Have you experienced any kind of	Yes		1	

	violence personally in your factory/ workplace ever or in last one month?	No	2	
		DK	8	407
406b	If yes, what was/were the violent acts? **(Multiple answers possible)**	Verbal outburst/shouting	1	
		Mobbing, bullying	2	
		Verbal threat	3	
		Verbal conduct of sexual nature (swearing, insults or condescending languages)	4	
		Verbal comment about physical appearance	5	
		Verbal request for sexual favor	6	
		Verbal jokes containing sexual nature	7	
		Physical assault/injury leading to actual harm	8	
		Battering	9	
		Touching	10	
		Patting	11	
		Pinching	12	
		Kicking	13	
		Aggressive body language indicating intimidation, contempt or disdain	14	
		Any unsolicited physical contact including rape	16	
		Other (Specify).....	77	
406c	Who was/were the perpetrator(s) of the violent acts on you? **(Multiple answers possible)**	High level male collogues	1	
		Same level male collogues	2	
		Male collogues of any level	3	
		Other (Specify).....	77	
406d	Where/to whom did you go for a remedy of VAW? Did you get the proper help there?	Source of help/remedy — Get help=1, Don't get help=2		
		(1) Seek help from same level female co-worker — 1 2		
		(2) Seek help from same level male co-worker — 1 2		
		(3) Seek help from Higher level co-worker — 1 2		
		(4) Factory authority — 1 2		
		(5) Trade-union leaders — 1 2		
		(6) NGOs — 1 2		
		(7) Legal support — 1 2		
		(8) Police — 1 2		
		(9) Salish — 1 2		
		(10) Don't go anywhere		
		(11) Other (Specify)		
406e	Were there any witness(s) of that/those incident(s) of violence?	Yes	1	
		No	2	
		DK/don't want to answer	8	
407	Have you ever reported about any of the violent acts on a particular victim as a witness?	Yes	1	
		No	2	
		DK/Don't want to answer	8	
408a	Do you have to work sometimes alone?	Yes	1	
		No	2	→408c
408b	Why/When/under which circumstances you have to work alone?	Order of the factory authority	1	
		Order from the high level male collogues	2	
		Allured by the high level male collogues (for promotion/salary benefits)	3	
		While doing overtime duty	4	

		As a punishment (due to any mistake/late attendance/absence in workplace by the factory authority)	5	
		Compelled/ allured by the same level male collogues	6	
		Compelled by the same level female collogues	7	
		For special machine operation	8	
		Don't want to answer	9	
		Other (Specify)……	77	
408c	What do you feel about your personal safety at your factory/workplace while working?	Very safe	1	409
		Safe	2	
		Not safe	3	
		DK/ can't assess	8	
		Other (Specify).....	77	
408d	If you don't feel safe, please tell us why?	Chance to be verbally abused/ physically assaulted by the high level male collogues	1	
		Chance to be verbally abused/ physically assaulted by the same level male collogues	2	
		Chance to be raped by the high level male collogues	3	
		Chance to be raped by the same level male collogues	4	
		DK/Don't want to answer/can't assess	8	
		Other (Specify).....	77	
409	Do you have to deal with the people known/suspected to have a history of violence against women at your factory/workplace?	Yes	1	
		No	2	
		DK/Don't want to answer	8	
410	Do the workers around you can go to every corner of your factory/workplace?	Yes	1	
		No	2	
		DK/Don't want to answer	8	
411	Are they allowed to go to the washroom whenever they want?	Yes	1	→ 413
		No	2	
412	What happened to them if they are restricted to go anywhere of the factory or to the washroom? **(Multiple answers possible)**	Get mentally upset	1	
		Face health problems	2	
		Other (Specify)……	77	
413	Is/are the allegation(s) of all kind of workplace violence kept confidential until the investigations have been completed?	Yes	1	
		No	2	
		NA	3	
		DK	8	
414	Was/were the perpetrator(s) punished after the investigation?	Yes	1	
		No	2	
		NA	3	
		DK	8	
415a	Is/are there any 'Social dialogue' (negotiation, consultation, exchange of information) held in your factory/workplace regarding violence against women (VAW) at workplace?	Yes	1	
		No	2	417
		DK	8	
415b	Who were the participators in that social dialogue(s)?	Government personnel	1	
		Factory authority	2	
		Trade bodies	3	

	(Multiple answers possible)	Trade Union Leaders	4	
		NGO personnel	5	
		Personnel from law department	6	
		Workers (both male and female)	7	
		Other (Specify)……	77	
416	Was it helpful for your working environment?	Yes	1	
		No	2	
		DK	8	
417	Was/were there any training programme(s) for the workers to address the workplace violence and make a healthy working environment in your factory/workplace?	Yes	1	
		No	2	
		DK	8	
418	Was/were there any training programme(s) for the supervisors and managers to address the workplace violence and ensure a healthy working environment in your factory/workplace?	Yes	1	
		No	2	
		DK	8	
419a	Is/are there any provision(s) of medical treatment in your factory/workplace for the victim(s) of VAW?	Yes	1	
		No	2	420a
		DK	8	
419b	Is it active in every case of VAW of injury, harm or rape?	Yes	1	
		No	2	
		DK	3	
420a	Is/are there any provision(s) of psychological counseling in your factory/workplace for the victim(s) of VAW to support their mental health?	Yes	1	
		No	2	
		DK	8	421a
420b	Is it active in every case of VAW of injury, harm or rape?	Yes	1	
		No	2	
		DK	3	
420c	Who give the counseling for the victim(s) of VAW to support their mental health in your factory/workplace?	Family members	1	
		Persons (Doctors/psychologists/Clinical psychologists/counselors) appointed/referred by the Factory authority	2	
		Persons (Doctors/psychologists/Clinical psychologists/counselors) provided by the NGOs	3	
		Persons (Doctors/psychologists/Clinical psychologists/counselors) provided by the legal support organizations	4	
		DK	8	
		Other (Specify)……	77	
		NA	88	
421a	Is/are there any provision(s) of compensation (in cash) in your factory/workplace for the victim(s) of VAW?	Yes	1	
		No	2	501
		DK	8	
421b	Is it active in every case of VAW of injury, harm or rape?	Yes	1	
		No	2	
		DK	3	

V. SUGGESTIONS about Violence Against Women (VAW)

No.	Questions	Coding categories	Code	Skip
501	What/where, in your opinion, a victim should do/go when they face any incidence of violence in her workplace? **(Multiple answers possible)**	Take immediate physical action against the perpetrators	1	
		Inform to the HH female members	2	
		Inform to the HH male members	3	
		Seek help from female co-worker	4	
		Seek help from male co-worker	5	
		Complain to the Factory authority	6	
		Seek help from the Trade-union leaders	7	
		Seek help from the NGOs	8	
		File a case to the Police	9	
		Inform the RAB	10	
		To the Newspaper office (to inform such incidents of VAW)	11	
		Leave job	12	
		To another area by migrating	13	
		Do nothing, just keep silence and take the violent acts for granted	14	
		DK	88	
		Other (Specify)……	77	
502	What are your specific suggestions for the girl/woman workers on this issue?	Girl/woman workers should be united	1	
		Girl/woman workers should be aware of this issue of VAW	2	
		Girl/woman workers should ask the factory/workplace authority to arrange training about VAW	3	
		Girl/woman workers should ask the Trade Union(s) of the factory/workplace to arrange training about VAW	4	
		Girl/woman workers should ask the NGO(s) adjoined with their factory/workplace to arrange training about VAW	5	
		Girl/woman workers should know the sources from where they can find a remedy of the incidents of VAW	6	
		No suggestions	7	
		Others (specify)……..	77	
503	Do you think, the male co-workers should come forward to stop the incidences of Violence against women at workplace?	Yes	1	
		No	2	
		DK	8	
504	Do you think, the Trade Union Leaders should take initiatives to stop the violence against women at workplace?	Yes	1	
		No	2	
		DK	8	
505	Do you think, the NGOs should take necessary actions to stop the violence against women at workplace?	Yes	1	
		No	2	
		DK	8	
506	Do you think, the Law and order departments should enact separate acts including provision of punishment of	Yes	1	
		No	2	
		DK	8	

	the perpetrators and compensation for the victims to stop the violence against women at workplace?			
507	Do you think, the police should take strong actions to stop the violence against women at workplace?	Yes	1	
		No	2	
		DK	8	
508a	Is/are there any well recognized body of policy/written policy in your factory to combat the violent acts in the workplace?	Yes	1	
		No	2	509
		DK	8	
508b	If yes, how much in your opinion does the well recognized body of policy/written policy work?	Very satisfactory	1	
		Satisfactory	2	
		Medium satisfactory	3	
		Less satisfactory	4	
		Not satisfactory at all	5	
508c	If less/not satisfactory, please tell us why?	The factory authority don't imply them	1	
		The high level male colleagues don't intend to obey	2	
		The same level male colleagues don't intend to obey	3	
		The policies are not workers friendly	4	
		DK	8	
		Others (specify)……..	77	
508d	If less/not satisfactory, please tell us what can be done to improve the workers' satisfaction level?	The factory authority must imply them	1	
		The high level male colleagues must obey the rules of the policies	2	
		The same level male colleagues must obey the rules of the policies	3	
		The policies should be workers friendly	4	
		The female workers must be concerned about the policies	5	
		All workers (both male and female) should come forward to activate the policies	6	
		DK/don't have any idea	8	
		Others (specify)……..	77	
509	Do you think, there should be a well recognized body of policy/written policy in your factory to combat the violent acts in the workplace?	Yes	1	
		No	2	511a
		DK	8	
510	Do you think, the policymakers should consult with the workers and specially the female workers to build the body of policy/written policy to combat the violent acts in the workplace?	Yes	1	
		No	2	
		DK	8	
511a	Is/are there any committee in your factory/workplace to address VAW at workplace?	Yes	1	
		No	2	512
		DK	8	
511b	What is the type of the committee(s)?	Government committee	1	
		Factory authority committee	2	

		Committee combined with the trade union leaders and workers	3	
		Committee from legal support organizations	4	
		Committee from NGO personnel	5	
		Committee combined with the trade union leaders, legal support organizations, NGO personnel, and workers	6	
		DK	8	
		Others (specify)……..	77	
511c	How, in your opinion, does the committee(s) work?	Very satisfactory	1	512
		Satisfactory	2	
		Medium satisfactory	3	
		Less satisfactory	4	
		Not satisfactory at all	5	
511d	If less/not satisfactory, please tell us why?	The committee(s) is/are inactive	1	
		The committee(s) members do not come/show up	2	
		The committee(s) members are biased	3	
		The committee(s) members are bribed	4	
		The committee(s) is/are mismanaged	6	
		DK/don't have any idea	8	
		Others (specify)……..	77	
511e	If less/not satisfactory, please tell us what can be done to improve the workers' satisfaction level in relation to committee(s) activities?	The committee(s) must be active	1	
		The committee(s) members must come/show up	2	
		Legal actions should be taken against the biased committee(s) members	3	
		Legal actions should be taken against the bribery activities of the committee(s) members	4	
		Strict management system should be initiated among the committee(s)	6	
		DK/don't have any idea	8	
		Others (specify)……..	77	
512	Is/are there any governmental guidelines in your factory/workplace to reduce VAW at workplace?	Yes	1	
		No	2	
		DK/can't say	8	
513	What should government do to reduce or stop the VAW at workplace?			
514	What, in your opinion, can the factory/workplace authority do to reduce or stop the VAW at workplace?			
515	What, in your opinion, are the other initiatives that can help in reducing the VAW at workplace?			
	Record end time (24 hours clock)	Hours ☐☐		
		Minutes ☐☐		

REMEMBER TO THANK THE RESPONDENT FOR THEIR TIME AND REMIND THEM THAT THEIR RESPONSES WILL BE HELPFUL TO ASSESS THE EXTENT AND SEVERITY OF WORKPLACE VIOLENCE AND HELP THE PEOPLE TO KNOW ABOUT THE ACTUAL SCENARIO OF SUCH VIOLENCE AGAINST WOMEN AT WORKPLACE TO A HIGH LEVEL.

DCI-2

FGD #

Baseline Survey to Know the Extent and Severity of Violence Against Women (VAW) at Workplace in Selected Sectors

Focus Group Discussion (FGD)

Identification of participants:

Sl#	Name	Age	Marital Status Unmarried=1, Married=2, Divorced=3, Widowed =4, Separated=5	Education (Highest class passed)	Main Occupation
1.			1 2 3 4 5		
2.			1 2 3 4 5		
3.			1 2 3 4 5		
4.			1 2 3 4 5		
5.			1 2 3 4 5		
6.			1 2 3 4 5		
7.			1 2 3 4 5		
8.			1 2 3 4 5		
9.			1 2 3 4 5		
10.			1 2 3 4 5		

Division: ☐☐	District: ☐☐	Workplace Category: Garments=1, EPZ=2, Tea Processing=3, Shrimp Processing=4, Dhaka Medical College Hospital=5
Moderator's Name:		Note takers Name:
Date:	Time:	Place:

Conducted by

HUMAN DEVELOPMENT RESEARCH CENTRE
House 5, Road 8, Mohammadia Housing Society
Mohammadpur, Dhaka 1207
Phone: (88 02) 8116972, 8157621, Fax: (88 02) 8157620
e-mail: hdrc.bd@gmail.net
Website: www.hdrc-bd.com

Conducted for

Ministry of Labor and Employment,
Government of Bangladesh

ILO Bangladesh

April, 2011

FGD Issues

We need to work to make a living. Since the dawn of civilization man and women have been working together and their hand in hand contributions have created today's civilization. The civilization in which we live now is the result of equal contribution of the both sexes. Women play equal significant role in the society as men do. However, often the role of the women is not recognized by the men. There is a tendency of superseding the women by the men. Sometimes the women are oppressed by the men. Women cannot resist this oppression because of their physical weakness, the cultural barriers and the social structure. The oppression or violence against women (VAW) is of different forms—mental, verbal, physical and sometimes sexual. Although women of all socioeconomic background become victims of VAW, the tendency is higher among the women from low socioeconomic status and the factory workers. As factory workers you may have experienced yourselves, may have witnessed others being victim or may have heard of violence against women at workplace. Today's discussion will focus on this issue. You are requested to give your opinions on the issues we discuss.

1. **What is meant by violence against women at workplace?**
   - ✓ What kind of activity we should term as violence against women at workplace? (try to give example)
   - ✓ What activity is not violence against women? (try to give example)
   - ✓ Who can be a perpetrator of a violent act in a workplace like the one you work?
   - ✓ Who are mostly the victims of such acts? (you may consider age group, marital status, duration of work etc issues)
2. **What generally happens to a victim of VAW (particularly of sexual harassment)?**
   - ✓ Do they report it or just keep silence?
   - ✓ What happens if one reports?
   - ✓ Why don't some victims report at all?
3. **Any training, workshop, opinion sharing, awareness programme? Who arranged that? Who attended it (both men and women together)? What was discussed there? How that discussion helped the female workers? Did it lead to more support from male workers?**
4. **What are the preventive measures to safeguard a female worker from VAW at your workplace?**
   - ✓ Have you ever seen any perpetrator of any VAW to be punished for such acts?
   - ✓ Has the environment/situation changed than the past situation or it remained as usual?
5. **Are the measures (laws, policies and punishments for VAW) taken by the authority of your organization sufficient to safeguard a female worker? Why?**
6. **What is your suggestion to improve the situation to stop VAW and make the workplace safe for the female workers?**
   - ✓ Suggestions for the female workers
   - ✓ Suggestions for the male co-workers
   - ✓ Suggestions for the authority
   - ✓ Suggestions for the state

Moderator: Please thank the participants for their participation, cooperation and hospitality. Wish them all the best in life and conclude the discussion.

DCI-3 (a)

KII #

Baseline Survey to Know the Extent and Severity of Violence Against Women (VAW) at Workplace in Selected Sectors

Key Informant Interview [Factory Authority (supervisors) and Trade Union Leaders]

Consent form of Respondent
Greetings! My name is _____. I have come from a Research Organization named - Human Development Research Center (HDRC) situated in Dhaka. We are conducting a research study for ILO Bangladesh, entitled 'Baseline Survey to Know the Extent and Severity of Violence Against Women (VAW) at Workplace in Selected Sectors'. This study is being conducted to find out the actual state of workplace violence against women and girl workers. As your factory/workplace has been selected for this study, and you have been selected as one of the Key informants; we will ask you some questions to explore the condition of violent acts towards girl and women workers in your factory/workplace. Please feel free and confident to answer all the questions. You will not face any troubles/dangers with your answers/opinions as it will not be reported to your factory/workplace authority. Although you are quite free to give the interview or reject me, still you can contact HDRC for any further queries about your responses. **Please do know that, all your acquaintances and information you would provide here will be kept highly confidential and in no place of the research report your name and other particulars will be used.**

Name of the Respondent:		
Sex of the Respondent:		
Institute/Organization:		
Designation:		
Contact Information:		
Cell Phone No.:		
Union:	Upazila:	District:

Interviewer's Name:		Note taker's Name:
Date:	Time:	Place:

Conducted by

HUMAN DEVELOPMENT RESEARCH CENTRE
House 5, Road 8, Mohammadia Housing Society
Mohammadpur, Dhaka 1207
Phone: (88 02) 8116972, 8157621, Fax: (88 02) 8157620
e-mail: hdrc.bd@gmail.net
Website: www.hdrc-bd.com

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ILO Bangladesh

April, 2011

KII Issues

1. How long has this factory/organization been in operation? What is the hierarchy of the workers (from casual worker to management) at your factory/organization?
2. How long have you been working for this factory/organization? Have you worked in the same sector before? If yes, what was that factory/organization?
3. What is the male-female ratio of the workers at different level? At what level of hierarchy the concentration of female workers is high?
4. In a society like ours women are often subject to vulnerability and oppression because of different socioeconomic and cultural factors. Do you agree with this statement? If you agree, please tell about the forms of vulnerability, discrimination and oppression that women in our society face. Please tell us from your own experience and knowledge.
5. The subject female workers at your factory/organization are from weak socioeconomic background. Do you think that a woman from weak socioeconomic background is more likely to become oppressed or discriminated than that from a well-off background? Give example from your work experience (past and present).
6. It is also sometimes reported that female workers are sometimes vulnerable at their workplace as well. Do you agree with this statement? Please tell us from your work experience (past and present).
7. What kind of violence female workers at their workplace face generally? Who are more vulnerable (consider age, marital status, socioeconomic background and position in the hierarchy) to VAW? Who are generally the perpetrators?
8. What is the situation of female workers at your factory/organization? How safe are they regarding violence against women? Can you compare the issues with other factories (you know about or worked earlier)?
9. What are the preventive measures (and reporting systems) to safeguard female workers from VAW at your factory/organization? What are they? Are the workers of both sexes well informed about the preventive measures? How is information shared? Any problems with implementing policies etc?
10. Has anyone been reported for committing VAW at your factory in the recent time? What were the measures taken against them? Have you taken any new/additional measures to improve the situation? How are people who make complaints protected (has any women left the workplace after making complaints)?
11. Is the environment of the factory/organization in favour of the female workers to report a case of VAW against their male counterparts? Why do you think it so? In some settings the situation is that, the female workers do not feel free to report a case of VAW to male authority. What is the situation in your factory/organization?
12. What is your suggestion to further improve the workplace situation for female workers considering VAW? Suggestions for the female workers, Suggestions for the male co-workers, Suggestions for the authority, Suggestions for the State etc.

DCI-3 (b)

KII #

Baseline Survey to Know the Extent and Severity of Violence Against Women (VAW) at Workplace in Selected Sectors

Key Informant Interview (NGO)

Consent form of Respondent
Greetings! My name is _____. I have come from a Research Organization named - Human Development Research Center (HDRC) situated in Dhaka. We are conducting a research study for ILO Bangladesh, entitled 'Baseline Survey to Know the Extent and Severity of Violence Against Women (VAW) at Workplace in Selected Sectors'. This study is being conducted to find out the actual state of workplace violence against women and girl workers. Your organization has been selected as one of the NGOs working on VAW for key informant interviews. Now we will ask you some questions to explore the condition of violent acts towards girl and women workers in the factory/workplaces to which you deal with. Please feel free and confident to answer all the questions. You will not face any troubles/dangers with your answers/opinions as it will not be revealed anywhere. Although you are quite free to give the interview or reject me, still you can contact HDRC for any further queries about your responses. **Please do know that, all your acquaintances and information you would provide here will be kept highly confidential and in no place of the research report your name and other particulars will be used.**

Name of the Respondent:		
Sex of the Respondent:		
Institute/Organization:		
Designation:		
Contact Information:		
Cell Phone No.:		
Union:	Upazila:	District:

Interviewer's Name:		Note taker's Name:
Date:	Time:	Place:

Conducted by

HUMAN DEVELOPMENT RESEARCH CENTRE
House 5, Road 8, Mohammadia Housing Society
Mohammadpur, Dhaka 1207
Phone: (88 02) 8116972, 8157621, Fax: (88 02) 8157620
e-mail: hdrc.bd@gmail.net
Website: www.hdrc-bd.com

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ILO Bangladesh

April, 2011

KII Issues

1. How long has this organization been working for the female factory workers? What are the particular issues you deal with regarding female workers?
2. It is often reported in the media or claimed by different authorities that female workers in different factories are often oppressed or victimized by male co-workers. Do you agree with the statement? Give answer from your work experience with factory workers.
3. As you work with the female factory workers you may hear of incidents of VAW at workplace from your concerned workers. Please tell us what forms of VAW at workplace they often report? Who are mostly the victims (consider age, marital status etc.) and who are generally the perpetrators (co-workers, seniors etc)?
4. From your own experience please tell us what are the underlying causes of VAW at workplace in the factories? What made the workers vulnerable to VAW in a factory setting?
5. What type of support you provide to the victims of VAW? Do you take any measures against the perpetrators? How do you do that?
6. Do you arrange any awareness/advocacy programme at the factories regarding VAW? Do you believe that the situation has changed due to those programmes? Why do you think so?
7. Do you think that still a victim of VAW take as taken for granted and remain silent? They hardly report any VAW case for remedy? Why do they do so? What constraints them from reporting such cases? Has any women lost their job after making a complaint?
8. What according to you is the worst thing in a factory setting for female factory workers if the matter of VAW is taken into consideration?
9. Do you think the factory authority has taken sufficient measures to safeguard their female workers from VAW? Please tell us some detail from your experience.
10. What is your suggestion to further improve the workplace situation for female workers considering VAW? Suggestions for the female workers, suggestions for the male co-workers, suggestions for the authority, suggestions for the State etc.

ID | | | | |

DCI: 4

Baseline Survey to Know the Extent and Severity of Violence Against Women (VAW) at Workplace in Selected Sectors

Verbal Autopsy:
Victim (Female Workers) of
VAW (focusing sexual violence) at workplace

Consent form of Respondent
Greetings! My name is _____. I have come from a Research Organization named - Human Development Research Center (HDRC) situated in Dhaka. We are conducting a research study for ILO Bangladesh, entitled 'Baseline Survey to Know the Extent and Severity of Violence Against Women (VAW) at Workplace in Selected Sectors'. This study is being conducted to find out the actual state of workplace violence against women and girl workers. As your factory/workplace has been selected for this study, and you have been selected as one of the respondents; we will ask you some questions to explore the condition of violent acts and specially the sexual violence towards female workers. Please feel free and confident to answer all the questions. You will not face any troubles/dangers with your answers/opinions as it will not be reported to your factory/workplace authority and a high level of total privacy will be maintained during interview. Although you are quite free to give the interview or reject me, still you can contact HDRC for any further queries about your responses. **Please do know that, all your acquaintances and information you would provide here will be kept highly confidential and in no place of the research report your name and other particulars will be used.**

Conducted by

HUMAN DEVELOPMENT RESEARCH CENTRE
House 5, Road 8, Mohammadia Housing Society
Mohammadpur, Dhaka 1207
Phone: (88 02) 8116972, 8157621, Fax: (88 02) 8157620
e-mail: hdrc.bd@gmail.net
Website: www.hdrc-bd.com

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ILO Bangladesh

April, 2011

INTERVIEWER INFORMATION

Interviewer's Name_____

Date of Interview ☐☐ ☐☐ ☐☐☐☐ (Day / Month / Year) Start of Interview (24 hours clock) ☐☐ (Hours) ☐☐ (Minutes)

Name of Supervisor _____Signature_____

Note for the Interviewer:

This is a sensitive interview. Before conducting, collect sufficient information on the occurrence of sexual violence and the address of the victim.

The respondents would be self declared victim of sexual violence at workplace or identified through some of their female colleagues and mediated by them for conducting the interview.

II. RESPONDENT IDENTIFICATION

101.	Respondent's Name /ID:	
102	Factory ID Code: (Put the factory ID code according to the Factory Information sheet)	☐☐
103.	Address of the respondent's place of residence: House/holding no: Road name/no: Name of living area: Name of Union/Ward: Name of Upazila/Municipality:	

Verbal autopsy of sexual violence on women at workplace

[Note for the Interviewers:

The overall interview should be unprompted. No answer should be prompted.

(First, please read it to the respondents)

In today's world, both men and women work together to run their livelihood. In the course of working together, not every men view the women from the same point. Some of them respect the women, while the others fail to show proper respect to them. This is the common picture in the working sectors between men and women from a very old time which creates the social gap. As a result, women are discriminated. And the people express these discriminative acts through their behavior and actions which ultimately make incidents of social discrimination of women. Most of the times, these behaviors, actions and incidents become so violent that they make threat to the lives of the women. Besides women are also the subjects of sexual harassment by the concept of men that women are only the object to be sexually exploited. These behaviors, actions and incidents are known as violence against women, where sexual violence gets the most severe consequences in a woman's life.

As it is known, that many of the women workers face many of such incidents where they are sexually violated. May be those incidents have happened around the workplace among the women or sometimes with you. From those experiences, please provide us the information that can stop such acts with women in their workplace.**]**

No.	Questions
1	Did any sexual violence happen to you when you were in your Factory/workplace?
2	What type of sexual violence it was?
3	When did it happen?
4	Did it happen at day or at night?
5	Who did that?
6	What did you do then?
7	What was your experience from the source where you sought help after the incident?
8	Were there any legal action taken against that male who committed that sexual violence?
9	What happened to you after the incident?
10	Is there any NGO(s) working on VAW in your working area?
11	If yes, can you name the NGO(s)?
12	How did the NGO(s) helped you?
13	Are you satisfied with the actions of the NGO(s) for you?
14	Is there any Law enforcing/support organization(s) working for women in your working area?
15	If yes, can you name the Law enforcing/support organization(s)?
16	How did the Law enforcing/support organization(s) helped you?
17	Are you satisfied with the actions of the Law enforcing/support organization(s) for you?
18	How much do you feel safe now?
19	What, in your opinion, can the factory/workplace authority do to reduce or stop the VAW at workplace?
20	What should government do to reduce or stop the VAW at workplace?
	Record end time (24 hours clock)

REMEMBER TO THANK THE RESPONDENT FOR HER TIME AND REMIND HER THAT HER RESPONSES WILL BE HELPFUL TO ASSESS THE EXTENT AND SEVERITY OF WORKPLACE VIOLENCE AND HELP THE PEOPLE TO KNOW ABOUT THE ACTUAL SCENARIO OF SUCH VIOLENCE AGAINST WOMEN AT WORKPLACE TO A HIGH LEVEL.

Members of the Study Team

Team Leader
Abul Barkat, *Ph.D*,

Consultants
Murtaza Majid, MBBS, MPH
Rawshan Ara, *Ph.D*
Matiur Rahman, *Ph.D*

Systems Analyst

ASM Obaidur Rahman
Ajoy Kumar Saha

Research Associate

Manzuma Ahsan	Abdullah-Al- Hussain
Finance Support	**Administrative Support**
Abu Taleb	Sabed Ali
Md. Arif Miah	Md. Kabiruzzaman

Field Team Leader

Harunur Rashid	Monirul Islam
Md Azadur Rahman	Md Azadur Rahman
Md Ramjan Ali Khan	Jahinoor Rahman
Md. Zahidur Rahman	Masudul Haque

Quality Control Officer

Md. Kabiruzzaman	Sobur Khan

Investigators

Momata Pervin	Nasima Khatun
Sheikh Novera Rahman	Etti Pervin
Shirin Sultana	Amina Begum Mina
Nilufa Yeamin	Sharmina Parvin
Khurshida Khatun	Lilima Akhtar Banu
Jahanara Ahmed	Sultana Arefa
Ayesha Nasreen	Parven Sultana
Sarmin	Marjina
Jahura Khatun	Aysha Siddika Lovely
Amena Khatun	Monoara Khatun
Eshrat Jahan	Shirin Akter Yeasmin
Rehana Khatun	Shalina Khanam Rina
Nasrin Akther	Sailen Akter
Sharif Mahmuda Afsari	Shanzida Parvin
Asma Akter	Ismat Ara Banani
Nupur Aktar	Poly Parveen
Nasrin Akter Poly	Farida Khatun
Akiya Begum	Shahnaz Akter
Rahima Begum Khakoli	Hosna Ara Begum

FGD Case Study, KII

Abdus Salam	Abdus Salam
Ms. Farhana Rahman	Kazi Aysa Siddika
Faruk Uddin	S.M. Golam Morshed
Amena Khatun Poppy	Nasima Begum
Farhana Khan	Kazi Aysa Siddika
Lucky Akhter	Azmiri Rezwana
Hamida Begum	Farzana Yeasmin

Data Entry Operator

Nahid Ahmed	Forhad Alam
Robin Mia	Ashraf Uddin
Shuhrid Hossen	Rafiz Uddin
Mohiuddin	Sabuj Mia
Foyes Ahmad	Sajib Mia

Annex IV: Terms of Reference of the Study

International Labour Organization (ILO)
TOR
Conducting a Baseline Survey on Violence against Women in Bangladesh

Introduction

In Bangladesh, violence against women (VAW) is an issue of serious concern because of its extent and severity. Traditional values, social norms, individual attitude, religious taboos, lack of protective laws, inadequate penal provision for the perpetrators, lack of appropriate policies are some of the reasons causing violence against women and girl workers in Bangladesh. Undoubtedly, sufferings out of violence particularly against women and girl workers are enormous. It not only affects economic wellbeing of the families but also jeopardizes personal lives of the incumbents particularly if they are women or girls. Evidences on violence against women galore in research and press reports. Survey findings indicate that in Bangladesh 60 to 70 percent of women and girls suffer from sexual and physical violence while at work. Some women and girl workers find it difficult to keep going with their jobs because of sexual harassment in workplaces. Sexual harassment outside the workplaces seriously constrains free movement of women and girls in the society.

Despite efforts to curb violence against women, the situation does not seem to have improved significantly. Rather, upward trend of violence against women shows an alarming situation which needs to be improved immediately with all out efforts. If this problem escalates unabated, social stability will be at stake no doubt. It is in this backdrop that the project has been undertaken. To launch this type of project, the need of authentic and up-to-date data can hardly be exaggerated. Quality data are needed to formulate policies and undertake pro-active programs to address the problem at national level. Addressing a problem like this needs change in the attitude of individuals, developing skill of the functionaries, increasing knowledge of the policy makers and raising awareness of the target groups.

Objectives

The objectives of the baseline survey are as follows:

- The baseline survey intends to capture the state of violence against women and girl workers at workplaces, particularly in (i) garments factories; (ii) tea processing factories, (iii) shrimp processing factories and in factories located in Export Processing Zones. In addition to the above sectors, the survey will also cover a public sector organization namely, Dhaka Medical College Hospital.
- It will collect a base line which will be captured in a report which would be used to understand changes in the situation in future. The survey is expected to provide comprehensive and up-to-date information regarding violence against women and girl workers in selected work places. Moreover, it would help assessing impact of any program intending to mitigate or eliminate violence against women and girl workers in Bangladesh.

Specific Tasks

The tasks of the baseline survey are enumerated as follows:

- The base line survey will be framed on sample basis.
- It will be conducted in (i) garments factories; (ii) tea processing factories, (iii) shrimp processing factories and in factories located in Export Processing Zones. In addition to the 2 above sectors, the survey will also cover a public sector organization namely, Dhaka Medical College Hospital.
- Women and girl workers will constitute the population from which the sample would be drawn for intensive survey. The sample size would be determined based on the time available for the survey.
- The study design will be such that the sample becomes representative of the population.
- It will use probability sampling technique where the unit of observation would be women and girl workers working in the above mentioned factories and organization.
- An effective and efficient methodology would be developed to conduct the survey.
- An appropriate questionnaire would be developed to collect data from the survey area. The questionnaire will include only work place violence against women and girl workers. The questionnaire will also attempt to capture demographic and socioeconomic conditions of the workers under study.
- Concepts, definitions and classification of different terminologies used in the survey should be clearly spelled out.

Outputs

From a methodological point of view, it would be important to include the following

1. A secondary literature review of violence against women and sexual harassment at work to:
   - Existing Policy framework:
   - Draw a conceptual framework for violence against women (specially focused on sexual harassment) at work. Clarification needs to be made on the definition of the workplace; definition of violence and sexual harassment. Take stock of existing work and the magnitude of the problem and who (sector/ age/ profile) are most affected (this is needed to draft a good survey questionnaire).

2. Secondary data review to describe the participation of women in the workforce and which sectors are absorbing them. Position the (i) garments factories; (ii) tea processing factories, (iii) shrimp processing factories and in factories located in Export Processing Zones to explain why we are focusing on these sectors.

3. Ascertain the size of the workforce and number and nature of enterprises in the (i) garments factories; (ii) tea processing factories, (iii) shrimp processing factories and in factories located in Export Processing Zones. This will be needed to come up with a sample size and decide on which kinds of enterprises to survey (small, big, informal, formal, etc)

4. Sexual harassment at the workplace: this will need to record the incidences of Sexual Harassment but the kinds of harassment experienced: a good survey questionnaire needs to be developed. Confidentiality of sources of information will be kept as required for the purpose.
5. Conclusions and suggestions for monitoring incidences of sexual harassment with a database

6. Develop an analytical report containing following aspects-

- **Overview on the condition of sexual harassment at workplace.**
- **Reflect on types of sexual harassment and its cause, effect on women's life.**
- **Get an overview on Knowledge Attitude Practice level to address sexual harassment at workplace.**
- **Status of the set indicators-related information.**

Time frame and Submission

The work should commence immediately after the signing of contract and be completed within twelve weeks – sixteen weeks.

The report should be submitted in both soft and hard copies to the ILO.

Qualifications & Skills Required

The consultant/firm should:

- Have excellent academic and research background;
- Have excellent conceptual and analytical skills;
- Have proven knowledge and experience in conducting baseline survey;
- Have proven knowledge of the UN in general and the ILO in particular and their objectives.
- Have proven gender sensitivity and ethical perspectives of the study.