

THE BANGLADESH REPORT

Report of survey findings and qualitative study results from a factory in
Chittagong

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Workers' Well-being
Study*

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Executive Summary

The Workers' Well-being Survey focuses on five major areas of interest: access to safe and healthy environment; health and well-being; economic empowerment; equality and acceptance; and education and professional development. Workers' aspirations were also included in the survey. The study was conducted in five countries: Haiti, Egypt, Pakistan, Bangladesh and Cambodia. This report refers to the findings of the survey conducted in a factory in Chittagong, in the eastern part of Bangladesh.

The survey used a questionnaire, developed and finalized through a consultative process involving a variety of stakeholders, that explored each of the areas of interest. Standard statistical procedures were followed to calculate the sample size for the study and to randomly select the respondents. The quantitative survey was followed by qualitative studies to further explain why workers, as a group, answered questions the way they did.

Demographics

There were relatively more female workers than males belonging to the reproductive age group.

Most were from other parts of Bangladesh. Almost two-thirds had worked for more than five years in the apparel manufacturing industry; a little more than a third had worked in this factory for more than five years. Most of the workers had joined the industry because they needed the money; some specified that it was to supplement the family income. Jobs in this sector were easily available. Almost all the workers had a permanent contract with the factory.

About 75 percent of the workers had to pay for their housing. Most workers had small nuclear families, living with their parents, spouse or siblings.

Access to Safe and Healthy Environment

Water: While at the factory most workers obtained their water from a safe source that was filtered before consumption. At home, most workers consumed water from the public supplies and did not purify their water before consumption. However, this does not appear to have resulted in any alarming levels of diarrheal disease in this population.

Sanitation: Nearly 70 percent of the workers had a pour/flush type toilet attached to their homes. Almost all respondents said they disposed of household waste by depositing it in the garbage. Nearly two-thirds of the workers reported the presence of disease vectors such as mosquitoes, flies and cockroaches at home.

Environmental preparedness and resilience: Nearly half the workers did not know that they lived in an area at high risk for natural disasters. However, over 80 percent reported that they knew what to do in an emergency, both at the factory and at home. About two-thirds of the workers said they had received some training on what to do in case of a disaster.

Mobility: Over half of the workers traveled to work in a factory-provided bus, while many of the rest walked. The amount of money spent on travel was minimal (about two-thirds spent no money at all),

and a large majority had a commute of less than half an hour one way. Among those who had children, a majority walked them to school.

Good Health and Well-being

General health and well-being: Most of the workers had not been absent from work in the month preceding the study; of those who had been sick, fever was the chief cause. Close to half of the workers who had children under age five said their children had been sick in the past two weeks, most with the common cold.

Hand washing practices: While virtually all the workers washed their hands after going to the bathroom and before eating food, less than half reported that they washed their hands before preparing food.

Sexual and reproductive health: Less than a third of female respondents said they used sanitary pads during menstruation; the majority used cloth, and nearly all preferred whichever material they currently use. Of the workers (or their partners) who had experienced childbirth, all had visited the prenatal clinic during pregnancy; more than half the workers felt that deliveries should take place at home. A large majority of those who responded to the question on contraceptive use said they used contraceptives (a decision most often made by both partners). About two-thirds of the workers had heard about HIV/AIDS, though far fewer had heard of other sexually transmitted diseases, and knowledge about HIV prevention and modes of transmission was not as high as might be expected among the reproductive age group.

Nutrition: Most workers had three meals per day. Rice is a staple, which nearly all workers supplemented with vegetables and animal proteins.

Children's health: Nearly all of those who responded to the question said they had vaccinated their children against at least some diseases, but universal immunization does not appear to be a common practice.

Economic Empowerment

Standard of living: About 60 percent of the workers were the sole breadwinners in their families. Most interviewees said their major expenditures were housing (rent), food, and clothing/cosmetics. More than half sent money home and saved for the future. About 20 percent of the workers had debts (most commonly due to a medical emergency).

Financial education and literacy: Almost all the workers understood the contents of their paystubs. More than two-thirds saved money, mainly in case of a medical emergency or for their children's education. Of the 70 who saved some money, most used a banking service or the government-sponsored Deposit Pension Scheme.

Access to financial products and services: Almost all the workers received their wages as cash; less than half had a bank account. Asked what financial services that they needed, workers two most common responses were "a safe way to save" and "financial advice;" they also needed access to loans for medical emergencies.

Equality and Acceptance

Harassment and abuse: Over 80 percent of respondents said that a supervisor shouting, a husband/partner shouting, and unwelcome sexual attention or jokes constituted unacceptable forms of behavior, but knowledge about the consequences of harassment was poor. About 20 percent of the workers reported having experienced verbal abuse at the factory, though very few workers complained of harassment or abuse from managers.

Abuse in the home and on the street – both verbal and physical – is also quite common, particularly for the women; workers stated in the qualitative study that as many as 20 percent of the women might experience domestic violence.

On the issue of discrimination, 21 of the 40 workers who responded said disabled persons were treated differently.

Communication and negotiation: About 90 percent of the workers said they had no problems communicating with their family members and co-workers; just over half said they felt very comfortable communicating with their supervisors and managers. Workers normally take up their grievances with supervisors or management, though about a third said they were not at all comfortable doing so.

Education and Professional Development

Basic education and literacy: Almost all the workers were literate, and about 75 percent had at least some secondary school education.

Use of spare time: Most workers spent at least some of their free time watching television. However, the qualitative studies revealed that they did not consider that a recreational activity, and prefer to go to local recreational places (e.g. beach, park, zoo) with friends and family or visit relatives on the weekends.

Children's education: All but one of the workers with children sent their children to school; fees, meals and books were the most commonly cited school-related costs. In the qualitative study, parents said that a lack of security and safety was a problem many of them faced in sending children to school.

Professional skills and development: Most workers expressed moderate to high levels of satisfaction with their jobs. Almost half of the respondents had never been promoted in this factory.

Aspirations

Most workers wanted a better future with a better life for themselves, their children and siblings. A significant number felt their current situation fell short of their own expectations, but many said they would be happier if they knew of ways to save and invest for the future, if there was some career advancement and if they were able to be closer to their families.

Workers felt that the greatest challenges to their community included electricity, clean drinking water, poverty and drug abuse.

Among the workers' goals for the next three to five years were: staying at home to raise children, going back to their villages for good, and starting their own business. Almost all the workers felt that they could make their dreams come true.

Detailed Bangladesh Report

Study Methodology

The Workers' well-being study focuses on five major areas of interest: access to a safe and healthy environment; good health and well-being; economic empowerment; equality and acceptance; and education and professional development. The study also included a component about workers' aspirations. Questionnaires were developed with the aim of learning about and understanding workers' perceptions and practices in each of the core areas. Following several rounds of detailed, comprehensive stakeholder feedback, the questionnaires were finalized in February 2012.

The study was conducted in five of the countries where our products are made: Haiti, Egypt, Pakistan, Bangladesh and Cambodia. At each of the locations, the questionnaires were translated into the local language and pilot-tested among workers from another factory manufacturing for the garment industry. Responses from the pilot were analyzed to identify any issues rising from nuances of the area's language and customs. Based on those learnings, the interviewers were re-trained before conducting the study in the selected factories.

The sample size for an infinite population is usually calculated using the formula

$$n = \frac{z^2 pq}{d^2}$$

Where:

z is a constant (at 95% confidence interval) is 1.96

p is the known or assumed prevalence of a particular variable expressed as a part of 1.

q = (1-p)

d is the precision, i.e. the variation that we are willing to accept from the value that we get

Using this formula,

p is taken as 0.5 (meaning 50% of the individuals have the variable that is being studied – e.g. 50% of the individuals have poor access to safe drinking water). This will automatically mean that q will also be 0.5 (1 – 0.5).

Generally we would like the variation to be within 10% of the result that we get, i.e. if we find that 30% of the employees are uneducated we can presume that the actual number is between 27% and 33%.

Taking p as 0.5 will result in the highest sample size; the higher the sample size, the more reliable the results. A variation of 10% is accepted around the result. Therefore, the sample size (n) for any for a given population will be:

$$\frac{(1.96)^2 (0.5 \times 0.5)}{(0.1 \times 0.1)}$$

This will come out to 96 (or approximately 10% of a 1000-Workers' factory).

For descriptive studies where the number of workers in the factory is known (a finite population), the sample size is re-calculated using the formula:

$$N = \frac{n}{1 + \frac{n}{p}}$$

where n = calculated sample size = 96, p = population = e.g. 1500, N = corrected sample size

So for a 1500-workers' factory:

$$N = \frac{96}{1 + \frac{96}{1500}}$$

This will equal approximately 90 workers.

This study sorted the workers into the following categories: married men, unmarried men, married women, and unmarried women. In each factory, the proportion of the study's sample correlates to the proportion of all of its workers in these categories.

To ensure unbiased results, the interviewees were selected randomly (using free online software available at www.random.org) from a list of all factory workers, broken out into the study's categories.

In Bangladesh, the interviews were conducted in the presence of a management representative. Completed questionnaires were entered into a Windows Excel database, then imported into EpiInfo and analyzed. A draft report was prepared based on the survey results.

Survey results were followed by qualitative studies using participatory methods, such as focus group discussions with factory workers and key informant interviews with a variety of stakeholders including factory managers, welfare officers, nurses and line supervisors. The qualitative study results have been incorporated into the final report where appropriate.

This report discusses the findings of the quantitative survey and qualitative study done in a factory in the city of Chittagong, in Bangladesh.

The Demographics

Age and Gender Distribution

Table 1: Age and Gender Distribution

Gender	Age	16-18	19-24	25-29	30-40	>40	Total
Males		1	9	22	13	--	45
Females		1	26	22	9	--	58
Total		2	35	44	22	--	103

Almost all the workers who were interviewed, i.e. 101 out of 103 (98.06%), were between the age of 19 and 40 years. The fact that these workers are in the reproductive age group may have implications on the study.

Migration

A majority of the workers (98 – 95.15%) moved to Chittagong from other parts of Bangladesh. A number of workers came from Barishal (23 – 23.47%) and Khulna (21 – 21.43%).

- Of the 98, ninety-six responded to the question of how long ago they had migrated; of these, 71 (73.96%) had stayed in Chittagong for more than three years.
- Of these 96 workers, 57 (59.38%) had their families with them, 27 (28.13%) of the workers' families lived elsewhere, one worker's had left the family in the home town, and 11 had some combination of these three living situations.

Apparel Industry Experience

Table 2: Experience in the Apparel Industry

	< 1 year	1-5 years	> 5 years	Total
In Apparel Industry	10 (9.71%)	27 (26.21%)	66 (64.08%)	103
In Present Factory	19 (18.45%)	48 (46.60%)	36 (34.95%)	103

About two-thirds of the workers surveyed had been in the apparel industry for more than five years. However, it appears that a sizeable number of these had shifted to this factory from another, given that 48 (46.60%) have been working in this factory for between one and five years. A smaller number (36 – 34.95%) have remained in this factory for more than five years.

Of those who had been in this factory for less than a year, 10 had worked for less than three months and nine had worked for between three and 12 months.

Working in the Apparel Industry

The most common reason for joining this industry, given by 63 respondents (61.17%) was that the workers needed the money; 53 (51.46%) said they had family problems because they worked in this industry, and 30 workers (29.13%) said that jobs were easily available in this industry. Only a few workers gave other answers, including: better than other options (10), family sent me to work (three), and keeping siblings at home (two).

The qualitative study further explained these findings: Some of the respondents joined the industry because they did not have any other way to earn a living, some were working to supplement the income of a husband whose wages were not enough to support the family, and some said accidents (such as a guardian's illness or sudden death) or erosion of the river bank has forced them to find work. The focus group discussions also revealed that the industry provided opportunities for divorced, widowed and abandoned women.

A number of respondents in both the survey and the qualitative survey chose "Job easily available," by which the workers meant that there is no formal procedure for getting a job in this factory and that educational background is not a pre-requisite; at one in-depth interview, an assistant manager said, *"A job is easily available in this sector for less-skilled and less-educated people."*

Some female workers said that factory work is a safe job for girls. Workers are protected both inside and outside of the factory; the factory provides safety within the premises and their numbers help keep them safe on the roads and around their homes. Said one worker, *"Though 50 percent of the workers join the factory to improve the financial condition of family, to be honest, security is another concern. Girls are less secure in villages, factory is the most secured place for girls – sometimes even parents cannot provide the level of security that is available in the factory for their daughter."*

In response to the question on what they would be doing if they were not working in the factory, 28 of the 101 respondents (27.72%) said they would have preferred to have their own business; the qualitative study did not find further details of the type of business they would like to own. Twenty-two respondents (21.78%) said they would be taking care of their families; 16 said they would be going to school, and 14 said they would have been in farming.

A majority of the workers (101 – 98.06%) said they had a permanent contract. One each said they did not have a permanent contract or that they did not know the status of their contract. Of the 98 who responded to the question, 83 (84.69%) were production workers.

Seventy-two of the 103 workers were married, 30 had never been married, and one was widowed/divorced/separated.

Housing

Of the 100 workers who responded to the question on housing, about three-quarters were paying rent to landlords (73 – 73.00%). Some workers (21 – 21.00%) paid rent to a family member, while five owned their own house. An assistant manager stated in an in-depth interview that only five to 10 percent of workers are local; the rest are from different districts, and that is why they live in rental houses.

Most of the housing was permanent; 62 workers lived in brick/concrete structures, and 15 in corrugated iron houses (15). Further analysis of the rest of the responses seems to show that many of the workers who replied “Other” were also living in permanent structures; responses such as “second floor” or “fourth of a building” were common.

Focus group discussions revealed that in some cases, the number of toilets/bathrooms and even the kitchen was not sufficient for the number of people using them. Most of the workers used gas for cooking, but a few used wood as cooking fuel. Water was supplied from the Water and Sewerage Authority (WASA), but it needed to be purified before drinking.

Family Structures

A large majority (89) of the 100 respondents to the family structure question lived in small nuclear families; ten had family sizes of five to eight, one had more than eight persons living in their home, and one Workers’ lived alone.

Many of the workers had immediate family members living with them: parents or spouse’s parents (60), spouses (60), siblings (45) and their own children (40). Only six lived with extended family members.

Of the 72 respondents who were married, 55 said they had children. One single person who was divorced/separated/widowed had a child, but there were no cases of unmarried persons having children (per the cultural norms in this region). In a majority of cases (35 out of the 53 who responded), the children lived with them; 18 had left their children with another family member and two had left their children with someone outside the family.

Based on some of the data collected on incomes in the family, per capita income ranged from 640 Bangladeshi taka (BDT) 640 to BDT 14,295, the mean being BDT 3323.24 and the inter-quartile range being BDT 1500 and BDT 4900. The qualitative study results suggested that it would not be appropriate in this instance to consider the number of dependents of an individual, since most of the workers also contribute financially to their father's and/or in-laws’ families.

Access to Safe and Healthy Environment

Water

Of the 100 workers who answered the questions on the source of water at the factory, about three-quarters (76 – 76.00%) obtained their drinking water from a safe source that was filtered. A few workers consumed water from other sources: a faucet (seven), bottled water (three), and from the stream (one). Some also stated they consumed “supply water,” meaning water that was distributed by the local water authority.

Most of the workers (88 of 101, or 87.13%) said they consumed water from the public main at their homes (including 14 workers who said they receive their water from WASA); five said they drink water from a rainwater system (4.95%), four (3.96%) said bottled water, and one said water from a river. Nine workers used the tube-well water, and a few said supply water or that they carry their drinking water home from the factory.

A little more than half the workers who consumed water from the public main (37 out of 73 respondents) did not purify the water before consumption. Of the 66 workers who said they purified their water, 46 boiled the water before consumption and 15 filtered the water. Four workers used *fitkari*, or alum, a chemical compound that works by settling particulates.

The vast majority of the workers (84 of 101, or 83.17%) used normal/unpurified water to clean their fruits and vegetables. About two-thirds of the workers (68 – 67.33%) used the water from the public main to cook their food, 22 (21.78%) used rainwater for cooking purposes (washing and preparing food), and 11 used WASA water (which does not come from a rainwater harvesting system).

A majority of the workers said they do not worry about the quality of the water (67 of 102, or 65.69%), though many are concerned about the salinity and high levels of iron in the water at home.

Of the 96 workers who responded to the question on the incidence of diarrhea in the past two weeks, four said that they themselves had suffered from it and three said that family members had. These numbers are within expected limits. It is known that diarrheal diseases constitute a major health problem in Bangladesh, killing over 100,000 children each year. Thousands of episodes of diarrhea occur in children and adults each day. It is also known that diarrheal diseases have close biological and socio-economic links to the problems of malnutrition, poor maternal health, high fertility, and child survival. (<http://water.org/country/bangladesh/>)

Sanitation

Of the 98 workers who responded to the question, 70 said they had a toilet in their homes. The vast majority of workers used a pour/flush type latrine (78 of 102, or 76.47%), while another 14 (12.75%) used a pit latrine with slab and eight used a public latrine. The facilities were generally shared by many people; 58 workers (56.31%) shared the toilet with three to five people, 16 (15.53%) shared with seven to nine people, and three (2.91%) shared with more than 10 others.

Almost all the workers (101 – 99.02%) said their toilets were connected to a sewage system, and almost all (101 of 103, or 98.06%) disposed of their household waste by depositing it in the garbage.

A majority (63 – 61.17%) said there were disease vectors (such as mosquitoes, flies and cockroaches) present in their homes.

About 25 percent of the workers (24 – 23.30%) said there was stagnant water around their home or workplace, and a smaller number (14 – 13.59%) said there were piles of waste dumped around their homes.

Environmental Preparedness and Resilience

A small majority of the workers (54 of 100) said they live in areas that are at high risk for natural disasters.

Almost 90 percent of the workers (90 – 87.38%) knew what to do in an emergency at work; most (86 – 83.50%) also knew what to do in case of an emergency at home.

A large proportion of the workers (90 – 87.38%) said that their family knew what needed to be done in case of emergencies; eight said their families did not, and five were not sure.

Of the 98 who responded to the question, 72 (73.47%) said that they had been trained in emergency procedures. Of these, 63 had been trained by the factory, six had been trained by their previous employer and three had been trained in the community.

Only 71 workers specified what training they had received: 66 (92.96%) had received fire training and four had received instructions on earthquake readiness.

Less than half of the workers (43.69%) had experienced some emergency or natural disaster; the most common was storm/flood/cyclone (selected by 10 of the 15 who specified).

A majority of the workers (78 – 75.73%) said they would feel safe at their workplace; the most common reason for this reply was that the building was strong and well-constructed.

Over half of the respondents (57 – 55.34%) said they would feel safe at home during an emergency. The reasons for feeling safe or unsafe varied, but many workers felt that their homes were well-constructed and the geographic location of their homes protected them from the elements.

In the qualitative studies, it was found that the workers were aware of a number of natural disasters (such as flood, earthquake, water logging, tidal wave, landslide, etc.). Some workers knew the preventive measures, and/or knew the places where a person should take shelter during a disaster; they said they learned this information from television and from posters displayed in the factory. However, some of the respondents said that they need extensive training on preparedness for earthquake and tidal waves, since they live in a coastal area.

Mobility

Over half of the workers (59 – 57.28%) came to work in a factory-provided bus; 43 others walked, 37 of whom lived close enough by that it took a maximum of 10 minutes to reach the factory. Therefore, most workers (66) did not spend any money on transportation, while 33 spent less than ten percent of their salary on transportation.

All workers spent less than an hour on traveling to work; 93 had a commute of less than half an hour, while 10 had a commute of up to an hour.

Of the 30 workers who had children and who responded to the question, 22 walked their children to school and three used a school van. Of the 35 who responded to the question on how much of their salary was spent on transporting their children to school, 25 spent no money and eight spent less than ten percent.

All 29 workers who responded to the question on time spent on transporting children to school said they spent less than 30 minutes; only one Workers' said she was late to work because she had to drop her child off at school.

Fourteen workers (13.73% of 102 respondents) have been late to work in the past month. Six took the factory bus to work; eight walked.

About 85 percent of the workers (88 – 85.44%) said they felt safe traveling to and from work. There were no significant common reasons given among the 15 who did not feel safe.

More than half of the workers (54 of 93, or 58.06%) would prefer to use the factory-provided bus for transport, while 28 (30.11%) said they would prefer to walk.

Transportation does not appear to be a major concern for the workers of this factory in Bangladesh.

Good Health and Family Well-being

General Health and Hygiene

Illness in self and among children

The vast majority of the workers (82 – 79.61%) had not been absent in the past month. Of those who had taken days off due to illness, 14 (13.59%) had taken between one and two days, five had taken three to four days, and two had taken more than four. Though this is not a precise figure, it can be inferred that about 50-55 workdays (approximately 1.9 percent) were lost due to sickness among the 103 workers interviewed.

The most frequent symptom was fever (8 – 7.77%); three workers had diarrhea and two each had headache and backache.

Though there are 55 workers who have children, only three had taken leave due to a child's illness; two took between one and two days off, and one took three to four days.

Of the 20 workers who had children younger than age five, 12 reported that the child(ren) had not been sick in the past two weeks, six had a child who had been sick at least once in that time period, and two had children who had been sick twice. The most common causes of illness were the common cold (six), fever (two) and diarrhea (one).

Focus group discussions revealed that common ailments include: headaches, fevers, sudden menstruation, white discharge and back pain, as well as occasional jaundice and diarrhea as a result of drinking polluted water. The main causes for absenteeism were: a child's illness, sudden menstruation and Workers' illness.

Hand-washing practices

Responses to the question on when the workers believed it was important to wash their hands are presented in the following table.

Table 3: Perceived need to wash hands

When do you believe it is good to wash hands?	No. of respondents
After going to the bathroom	99
Before preparing food	41 ⁽¹⁾
Before eating food	101
After coming home from work	59
After touching an ill person	11
After changing a child's diaper	15
Other	36

Note: Multiple responses given

Of the 36 who gave other occasions when they would wash hands, 27 said they need to wash hands after eating food.

From the above table it can be concluded that in general, hand washing practices were satisfactory. There was some cause for concern with regard to practices of hand washing before preparing food⁽¹⁾. However, further analysis did not reveal any significant association between these perceived practices and the incidence of diarrheal diseases among these workers and their families.

All the workers said they used soap and water to wash their hands.

Menstrual hygiene

A matter of concern in this factory is that only 18 (31.58%) of the 57 workers who answered questions on menstrual hygiene said that they used sanitary pads. The majority (31 – 54.39%) used pieces of cloth; two others said pieces of cloth from the factory, and six said they used bath tissue (toilet paper) during their cycles. Of note was the fact that most of the workers were not keen on changing the material that they used during menstruation; 26 out of the 31 who used cloth preferred to continue using cloth.

In the in-depth interviews, the factory nurse confirmed that though female workers are informed about and advised to use sanitary napkins during menstruation, most use cloth; this is the local norm, due to a general lack of awareness, the cost, and a reluctance to ask shopkeepers for sanitary napkins. The Welfare Officer suggested the factory provide sanitary napkins at a subsidized rate. Workers agreed with that assessment in the focus group discussions.

All the women said they bathe as normal during their cycles.

Sexual and Reproductive Health

Pregnancy and contraception

A total of 56 workers (33 women and 23 men) reported that either they or their partners had experienced a pregnancy.

All the respondents said that they had visited the prenatal clinic during the pregnancy. Of the 55 who answered further questions, most respondents said that they (28) or their partners (17) had visited the clinic at least three times, though ten (five workers and five wives of workers) had done so fewer than three times.

A total of 82 workers responded to the question on where the deliveries should take place; 42 (51.22%) said it should take place at home, while 39 said in a hospital or a clinic. Of the 55 who had children, 39 had delivered their last child at home (all but one supervised by an attendant), and 16 (29.09%) had delivered in a hospital or clinic.

Of the 72 currently married workers, there were 66 valid responses pertaining to the use of contraceptives; 53 of the respondents were using contraceptives, and the rest (13) were not. There were no significant common reasons for not using contraceptives, except that four of the respondents intended to conceive in the near future.

The most frequently used contraceptives were oral pills (41), condoms (7), injectable contraceptives (6), natural methods (two), implants (one), IUD (one), rhythm method (one) and vasectomy or tubal ligation (one each). The popularity and availability of methods play a role in the choice of which method to use.

Decisions on contraceptive use were most often made by both partners (61 – 84.72%).

Sexually transmitted diseases

Awareness about infections that can be spread by sexual conduct was moderately high: 70 of the 94 who responded to the question (74.47%) knew about sexually transmitted diseases; eight had not heard of STDs and 16 said they did not know.

Table 4: Sexually transmitted diseases known among the workers

Sexually Transmitted Disease	No. who knew
HIV/AIDS	63
Syphilis	10
Gonorrhea	7
Herpes	2
Hepatitis B	1

A moderately high number of respondents had heard of HIV/AIDS; knowledge of other STDs was relatively poor.

Knowledge of the modes of HIV/AIDS transmission and protection was moderately high (as shown in the following tables).

Table 5: Methods of Transmission of HIV

Mode of transmission	No. who knew
Unprotected sex with an HIV+ person	75
Infected needles	58
Contact with blood of infected person	45
Mother to child	26
Did not know	12

The level of knowledge of STDs is not as high as one would expect for individuals who are in the reproductive age group. Less than half the respondents knew about transmission through blood and blood products and about mother to child transmission, and some individuals had misconceptions about the modes of transmission (e.g. haircuts, not washing hands, smoking, mosquito bites and living/sleeping/eating together).

Table 6: Protection against HIV

Method of protection	No. of responses
Not having concurrent or overlapping partners	25
Always using condoms	23
Being faithful to your partner	17
Having only one sex partner	15
Avoiding sex with a sex Workers'/prostitute	7
Prevention of mother to child transmission	3
Limiting or reducing number of sex partners	3
Abstaining from sex	3
Non-penetrative sex	1
By being protected by witchcraft	15
By avoiding mosquito bites	1
Not sharing utensils	2

Overall, the findings on sexual health knowledge may indicate an opportunity for proactive outreach.

A large majority of the workers – 80 of the 90 who responded (88.89%) – said they had not been tested for HIV; due to lack of awareness and the stigma the disease carries, most people in Bangladesh did not want to get tested.

Most of the workers (63/97 – 64.95%) have spoken about HIV/AIDS to others, e.g. with friends (36) or with family members (28).

Nutrition

Most of the workers had three (30 – 29.13%) or more than three meals a day (72 – 69.90%); only one said two meals per day. However, 14 of the workers said they often felt uncomfortably hungry and 35 said they were occasionally hungry during the day.

Fifty-six workers responded to the question on the number of meals consumed by their children every day; 50 said their children had three or more meals per day, three said three meals per day and another three did not know.

Table 7: Variety of food eaten and food that cannot be afforded

Name of food item	No. who consumed	No. who could not afford
Bread	65	5
Rice/Noodles	101	5
Fruit	72	26
Vegetables	93	6
Animal protein	96	20
Legume protein	73	4
Milk and milk products	66	17
Sugar/ Sweets	39	4
Fried, salty food	28	1

The above table suggests that many workers had a variety of food to eat; rice was a staple, which was often supplemented by vegetables and animal protein. Fruit, animal protein and dairy products were commonly mentioned as items the workers felt they could not afford.

Children's health

Of 54 respondents to the question, one reported a death of an infant in the family due to diarrhea. Nearly all the respondents (52 of 53) said they had breastfed their children.

Of the 53 workers who responded to the question, 52 had had their children vaccinated against at least some diseases, and one had not.

Table 8: Vaccines received by the child (n = 45)

Name of vaccine	No. of responses
BCG (against tuberculosis)	26
Diphtheria	31
Hepatitis A	6
Hepatitis B	26
Measles	37
Meningitis	2
Poliomyelitis	43
Tetanus	29
Whooping cough	29

This above table appears to indicate that universal immunization is not a common practice.

Economic Empowerment

Standard of Living

The survey revealed that 62 (60.19%) workers were the sole breadwinners of their family. Among these 62 workers, 19 supported between one and two people, 23 supported between three and four, and 13 supported five or more. Three workers had no one but themselves to support and four did not respond.

Of the 41 (56.70%) whose families had other wage earners besides themselves, a large number (35 – 81.40%) had one or two people supporting the family, and two had three or four; there were four invalid entries.

Table 9: Support to the family

	No. of family members supported by the sole breadwinner (n = 62)	Of the rest, No. of other members supporting family (n = 41)
None	4	NA
1-2 others	19	35
3-4 others	23	2
>4 others	13	0
No/Invalid response	4	4

The table below shows how employees spent their money. The top five major areas of expenditure cited by workers were: housing/rent (91 – 88.35%), food (90 – 87.38%), clothing/cosmetics (65 – 63.11%), sending money to family (57 – 55.34%), and saving for later (54 – 52.43%).

Table 10: Major expenses incurred by the employees

Expenditure head	No. of responses
Housing/ Rent	91
Food	90
Clothing/cosmetics	65
Sending money to family	57
Saving for later	54
Medicine/ Doctors' visits	41
Child care	34
Education	27
Transportation	20
Recreation	15

The focus group discussions clarified that food and housing were the biggest expenditures for the majority of workers, who in many cases were also trying to save money for the future and send money to their parents. Clothing is a common expenditure, but the qualitative study discovered that

it is at the lower end of the list; other common expenditures included children's education, the family's medical expenses, utility bills, etc.

Among the 62 sole breadwinners, 33 (53.23%) said their salary was sufficient to support the family; of the 41 who had others contributing to the family finances, 19 (46.34%) said their salary was sufficient to support the family.

From the focus group discussions, it appears that perks or benefits provided by the factory – such as paid leave, various bonuses, medical facilities, free transportation, and free snacks – are a significant part of the reason so many workers said that their salary was sufficient to support their families.

However, highest on the list of benefits of working in this factory was “good environment,” by which the respondents meant the cordial relationship between management and workers, the building's cleanliness and sufficient lighting, on-time payment of their wages, etc. There are also some unique programs at the factory to improve overall health and morale, such as providing a glass of milk to pregnant workers every day, celebrating workers' day, organizing the annual picnic, inter-unit cricket matches, etc. An assistant manager in human resources said, “We might provide a blanket for our workers in the winter, and we have provided rain coat and umbrella in the rainy season. The factory is always positive.”

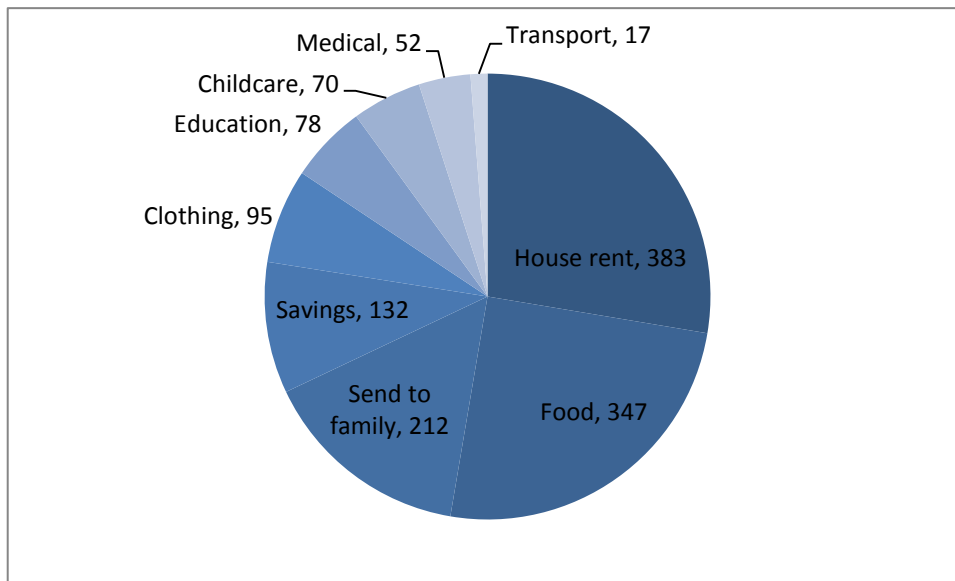
Among those who stated that their wages were not enough to support the family, the major areas where they wanted to spend money on but did not have enough included savings and clothing (as seen in the table below).

Table 11: Major expenses that workers could not afford

Expenditure head	No. of responses
Savings	27
Clothing/cosmetics	15
Medical	5
Education	5
Food	3

The respondents were asked to rank their top five expenses from the list provided above; the graph below shows the weighted list of “priority expenses” from that ranking.

Figure 1: Major expenses (weighted) incurred by the workers



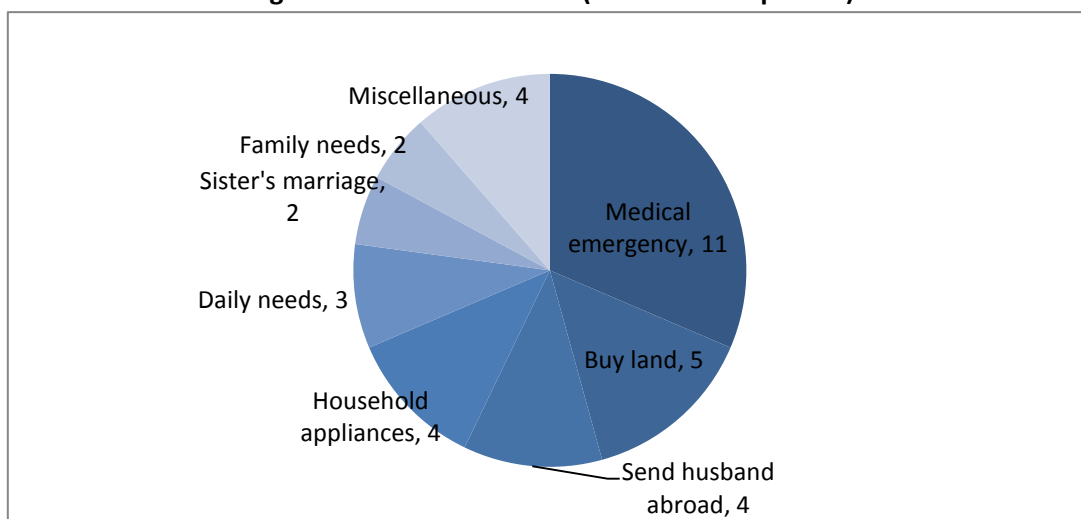
Asked how much of their salary was sent or given to their family, 23 of the 100 who responded said more than half, eight gave half, and 31 gave less than half; 38 said they did not send any money home.

About a third of the workers (35 – 33.98%) said their spouse decides how their salary is spent (of these 35, 17 were males), 13 said the parents decided, 22 (21.36%) said there was a discussion on spending, 26 (25.24%) said the family's needs were prioritized, and seven said they decide for themselves.

About one in five (21 – 20.39%) of the employees had debts and a slightly smaller number (18 – 17.82%) said that other members of the family had debts. Of the 23 who could quantify how much of their wages went toward repaying debts, most (19 – 82.61%) said less than half their wages, three said half, and one said more than half.

Reasons for the loans are described in the chart below.

Figure 2: Reasons for loans (of all valid responses)



Of the 25 who revealed the source of their loans, most said they borrowed from relatives (10 – 40%); six said the cooperative society (24%), four from a local moneylender and two each from friends or a peer lending scheme. Only one person borrowed from a bank.

Asked where they would get money in case of an illness at home, 49 workers (50%) of those who responded said they would have to use their savings, and 44 (44.90%) said they would have to borrow money.

Financial Education and Literacy

Asked about their understanding of their paystubs, 101 of the 103 workers (98.06%) said that they understood the contents; two said they did not (neither specified a reason).

Over two-thirds of the 102 respondents (70 – 68.63%) said they save some money from their wages; of the rest, 20 said there was not enough money at the end of the month, and 10 said they had too many personal expenses.

Of the 70 who said they saved, 47 were saving for future medical expenses and 25 were saving for children's education. There were a number of other reasons (many of which had single responses), including for a parent's or daughter's future, to buy land, to invest in business, and for the future in general.

Of the 60 who responded to the question on how they saved, 32 said they used a banking service, 13 used a Deposit Pension Scheme (DPS, which is offered by many banks in Bangladesh), 10 used a cooperative society (Samity), and five used a post office plan that is similar to the DPS but operated by the Post Office. The qualitative study confirmed these findings.

Of those who tried to save, 54 saved every month and 57 saved in the last month. Of these, 33 saved less than 25 percent of their wages, seven saved between 25 and 50 percent, and 13 saved 50 percent or more. The qualitative study revealed that the amount saved by an individual Workers' was anywhere between 100 BDT and 6000 BDT.

Of the 78 workers who responded to the question on how much they had saved in the last month, 50 said less than 10 percent of their wages, 11 said 10 to 50 percent, six saved 50 percent or more, and 11 did not save at all. In the focus group discussions, workers said that buying land, cows and goats were additional ways of saving.

Of the 97 who responded to the question on whether other family members saved, 64 (65.98%) said that no one in their family saved any money; 33 said they did.

Access to financial products and services

Of the 102 workers who responded to questions in this section, 97 received their wages as cash.

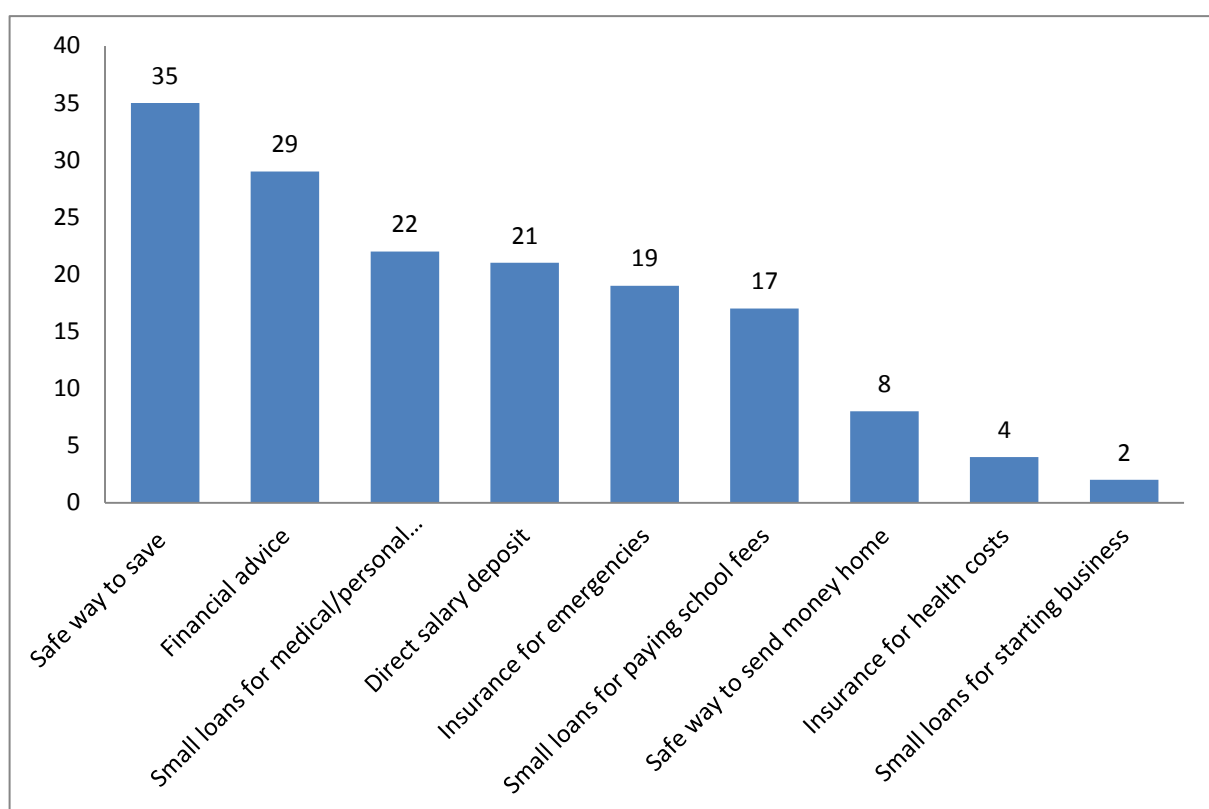
Forty workers said they had bank accounts; of these, 35 used the banking services for saving money, and three used it to deposit and withdraw money (at their convenience).

Of those who did not have a bank account, 34 said there was not enough money to put into a bank, 15 said it was not necessary to put their money into a bank and 12 said they could not maintain a minimum balance. Three each said they did not trust bank accounts or that it was a complex process, and one respondent each said that they did not know how to open an account, that their family did not want them to, or that the bank was far away.

In response to the question on what financial products they used, 59 said they have a safe way to save and 32 said they have a safe way to send money home. Six said they had small loans for medical or personal emergencies, three said they had insurance for health costs and two said they had insurance for emergencies.

The chart below describes what workers felt they would benefit most from.

Figure 3: What workers felt would be most useful



There is evidence to suggest that workers would benefit from some financial services, such as bank direct deposit for salaries, financial advice, or insurance against emergencies.

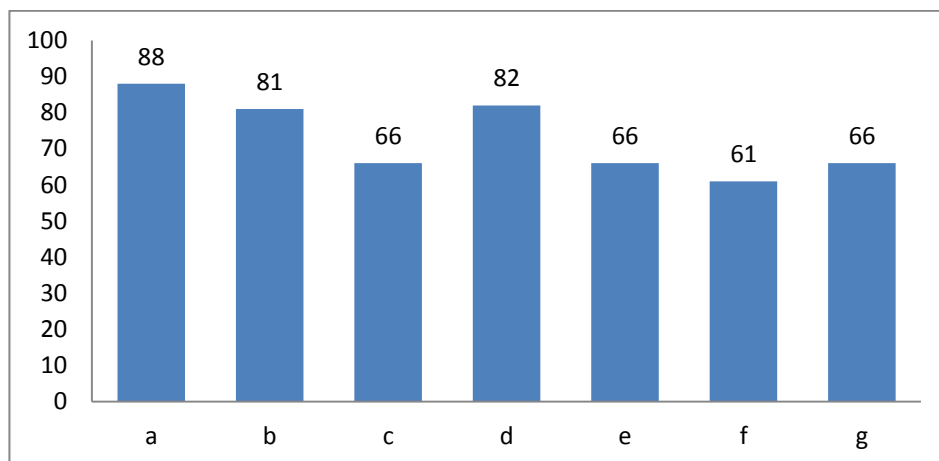
In response to the question on how workers sent money home, 28 said they carried cash home or sent cash through friends or relatives; 20 said they used a courier service, and 10 use a mobile phone service. The post office system and the bank transfer system were used by four each.

Equality and Acceptance

Harassment and discrimination

The chart below represents what workers consider unacceptable forms of treatment

Figure 4: workers' opinion of unacceptable forms of treatment (n = 97)



a = Supervisor shouts and acts rude to workers

d = Unwelcome sexual connotations, jokes and body language

b = Husband shouts and turns violent whenever he needs

e = Body touching (waist, buttocks, etc)

c = Cursing a person

f = Humiliation

g = Forced sex, rape

The above chart indicates that issues such as the supervisor shouting and acting rude to workers, husbands shouting and/or turning violent, or unwelcome sexual connotations and jokes are considered unacceptable forms of behavior. However, the higher levels of acceptance of “body touching,” “humiliation,” and “forced sex or rape” was a quite disconcerting. Further analysis revealed that, particularly with those three behaviors, there was significant difference between what men considered acceptable and what women considered acceptable. However, there appeared to be no gender difference on the aspect of “cursing a person;” both men and women considered this unacceptable.

Ninety-three workers responded to the question as to whether they knew what the penalty for harassment and abuse was; 18 (19.35%) said they did, 58 had not heard of the consequences; and 17 had heard but could not specify. Significantly more women knew about the consequences of harassment and abuse than men.

Incidence of unacceptable forms of behavior from peers

The number of workers who had experienced various forms of unacceptable behavior (unwelcome treatment or attention) from a peer is shown in the table below.

Table 12: Report of unacceptable forms of treatment from peers (n = 98)

Category	No. of reporting “Yes”
Verbal abuse	22
Physical abuse	10
Unwelcome sexual/ gender comments	6
Sexual touching	3
Forced sex/rape	1

Of the 59 who responded to the question of the frequency of the above unwarranted treatment, three reported that these forms of behavior occur at least once a month, one reported said once a week, 24 said almost never and 31 said such treatment never occurred.

Incidence of unacceptable forms of behavior from supervisors and managers

The number of workers who had experienced various forms of unacceptable behavior (unwelcome treatment or attention) from a supervisor or manager is shown in the table below.

Table 13: Report of unacceptable forms of treatment from supervisors/managers (n = 96)

Category	No. of reporting “Yes”
Verbal abuse	6
Physical abuse	2
Unwelcome sexual/ gender comments	1
Sexual touching	1
Forced sex/rape	0

Of the 96 who responded, two reported that these forms of behavior occur at least once a month, one said once a week, and five said almost never.

It is important to note that there was always a management representative present when the questionnaire was administered to the workers, which might have affected responses to this section.

The next question asked workers how they responded to these issues; 16 said they kept silent, 10 said they would tell their supervisors, nine each said they would tell friends or family members, and one said approach the union.

Focus group discussions suggested that that no unwanted behavior takes place in the factory. Workers said they did not face any discriminatory attitudes or unwelcome behavior. The workers said that sometimes supervisors rebuke operators or other workers, but that it is acceptable because it happens as a result of a mistake, and the intention is good.

The workers were aware of the grievance policy. They said that due to strong monitoring and implementation of the grievance policy, the mutual commitment of both workers and management has created a positive environment in this factory. The factory manager said that “[management’s

relationship] is very close with the workers. They believe us, we believe them. There is no gap, we work like a family.”

Incidence of unacceptable forms of behavior on the street or at home

The number of workers who have experienced various forms of unacceptable behavior (unwelcome treatment or attention) on the street or at home is shown below.

Table 14: Report of unacceptable forms of treatment on the streets (n = 95)

Category	No. of reporting “Yes”
Verbal abuse	27
Physical abuse	27
Unwelcome sexual/ gender comments	12
Sexual touching	6
Forced sex/rape	1

Of the 95 who responded, one said these forms of behavior occur every day, 10 said at least once a month, and 35 said they almost never happen.

In the case of abuse on the streets or at home, 37 said they would keep silent, 12 would tell their friends and 10 would tell their family members.

During the qualitative studies it was difficult to elicit information on discrimination, harassment and abuse; the workers are not comfortable with the issue, and very few responded to the questions. A small minority said that in rare cases they have arguments at home with their partners; these are most often solved through discussion.

A few of the workers said that they face violence from their partners demanding a dowry. One worker suggested that almost 20% of female workers are the victims of domestic violence. It is also a common practice for female workers to hand over their full salary to their husbands. A number of female workers said that they experienced “Eve teasing” and sexual abuse in the streets and public places.

Thinking of solutions to these issues, workers suggested (and the Welfare Officer agreed) that women should be trained on ways to deal with domestic violence and men/husbands should get counseling.

Discrimination

Only 40 workers responded to the questions on discrimination (likely because of the presence of the management representative during the interviews). Of these, 21 said disabled people were treated differently, five said women were treated differently, two said people of different religions and one each said men and HIV+ people were treated differently.

When asked about how workers treated others, the only issue raised was that people of different religions were treated differently. Otherwise, the few who responded to the question said the workers were sympathetic, cooperative and well behaved.

When asked if supervisors treated different groups of people differently, 15 workers said disabled people were treated differently, while four said women were treated differently. Respondents did not have anything negative to say about the way supervisors treated them.

Communication and negotiation

The level of comfort that workers had while communicating with family members, co-workers, supervisors and managers is shown in the table below.

Table 15: Workers' comfort levels in communicating

	With family	With co-workers and friends	With supervisors and managers
Very comfortable	96 (93.20%)	90 (87.38%)	52 (54.17%)
Moderately comfortable	3 (2.91%)	4 (3.88%)	12 (12.50%)
Not very comfortable	2 (1.94%)	1 (0.97%)	3 (3.13%)
Not at all comfortable	2 (1.94%)	8 (7.77%)	29 (30.21%)

The fact that a sizeable proportion of workers said that they are not at all comfortable talking to the supervisors and managers is a cause for concern.

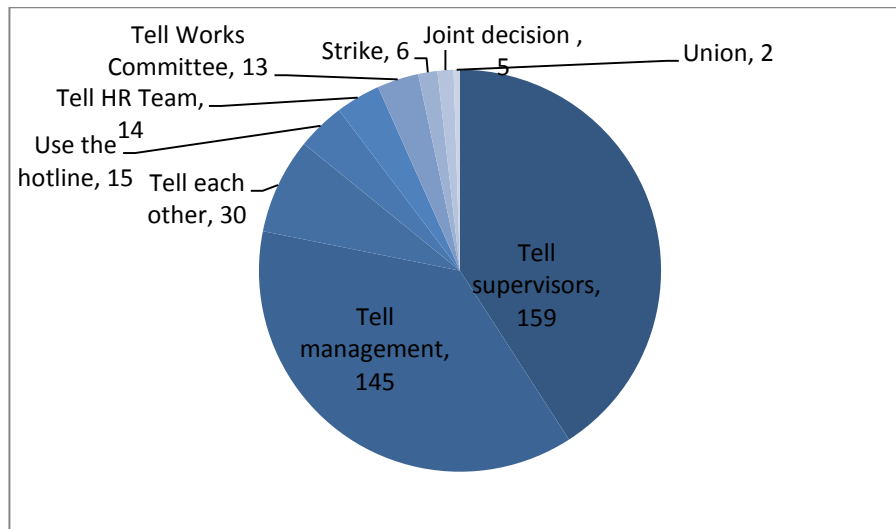
When asked how problems at home are solved, most workers (73 of 98, or 74.49%) said it was by all talking together, though nine said a male member of the family made a decision.

Most workers (49 – 53.85%) said they were very comfortable making complaints with the factory supervisors or management, but 35 workers said they were not at all comfortable doing so. Less than 25 percent of the workers (23) had given suggestions in the factory in the past six months; 21 had spoken to the supervisor and one person had spoken to management.

With regard to how issues and grievances are addressed in the factory, a majority of the workers said they approached their supervisor (57 of 100) and 30 others approached the management; eight said they would approach human resources, four would talk to each other, and one person each said they would approach the union or the works committee.

The (weighted) chart below shows workers' preferred ways of having issues solved in the factory.

Figure 5: Preferred method of solving issues



Of the 99 who responded to the question, 96 (96.97%) had never raised any issues with the union; three had done so regularly. Numbers were the same for the use of works committees. Similarly, out of the 68 who responded to the question, 67 (98.53%) had never raised issues using the hotline (one response was not valid); the workers may not be aware of how this system works.

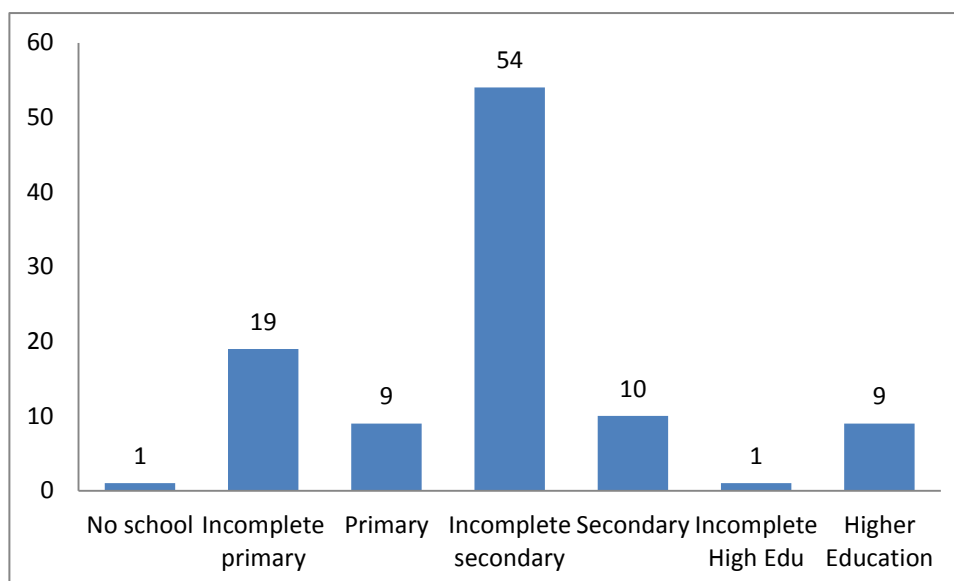
Education and Professional Development

Basic Education and Literacy

Of the 103 workers surveyed, 89 could read, 91 could write and all 102 who responded to the question said they could understand numbers and do basic arithmetic.

The highest level of schooling attained by the interviewed workers is shown in the chart below:

Figure 6: Education level attained by the workers



Of the 103 workers, 75 had no vocational training, 21 had pursued a short-term technical or vocational training and seven had attended a longer term technical/vocational training. Focus group discussions revealed that the education level of males is higher than that of females, because parents are generally less interested in the education of girls.

The use of spare time

The table below shows how workers spent their spare time:

Table 16: Activities outside the factory (n = 99)

	Never	1/week	2-6 times/ week	Daily
Listen to radio	87	3	-	2
Watch television	17	3	15	64
Read newspaper/magazines	83	5	5	6
Read a book	87	3	6	3
Used Internet	82	16	1	--
Use email	94	3	--	2
Use cell phone	50	--	--	49

Some workers said they roam around or go outside (25); others spent free time praying (10) or with their family.

Focus group discussions revealed that a majority of the respondents typically go to the beach, zoo, park, lake or other popular places with their friends and family members on the weekend, though they said it is becoming difficult for them to visit these places because of the cost involved; some female respondents said that they would rather not go out on weekends, because they have to finish the household activities, take care of children's education, or rest. Weekends are also a time for visiting relatives. Watching television is not considered a recreation, but it has become a part of daily life. Many of the respondents stated that they watch television on a regular basis, and they assume that 90 percent of the workers have a television in their home.

Educating children

The workers were asked how important it was for their children to go to school, and how important it was for girls to go to school.

Table 17: Perceived need to send children to school

	Children of either gender	Girl Child
Essential	94	97
Very Important	5	6
Somewhat Important	--	--
Not Important	--	--

The four individuals who did not respond to the first question on the importance of sending children to school all went on to say that it is essential for a girl to go to school.

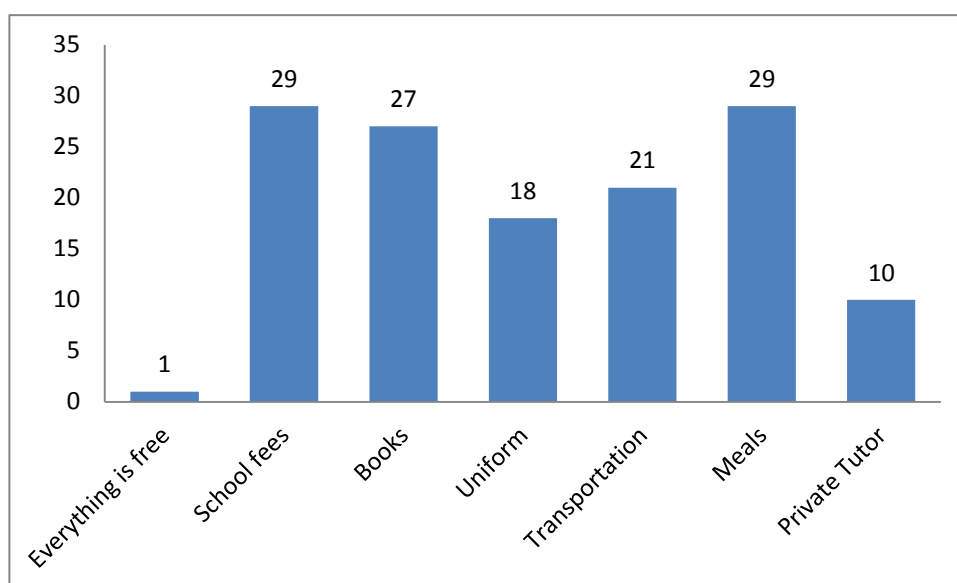
Workers with children younger than five years were asked how often they spent time reading with them; of the 13 who responded, two said never, two said once a week, three said two to six times a week, and six said every day.

Of the 27 workers who had children older than five years and who gave valid responses to the question, 14 said they helped their children with homework every day, three said they did so once a week, six said never, and four said they cannot help their children with homework.

Only one Workers' said her child was not going to school, because the child was working to support the family.

The responses of the 36 workers who answered the question on costs associated with sending children to school are shown in the next chart.

Figure 7: Costs associated with sending children to school



Of the 33 workers who responded to the question, 31 said they spent less than half their wages on sending their children to school; the remaining two spent more than half their salary.

Most interviewees in the qualitative study said lack of safety and security is one of the main problems faced in educating their children. Someone must take their children to school, but due to their work they cannot do it by themselves, and they cannot afford to hire someone for this purpose. Working couples face another dimension of insecurity, since they do not have anyone to look after their children during working hours. Often, because of this, they have to send their children to their relatives. Workers also said that schooling is becoming more and more expensive; those who are themselves illiterate or not well-educated say that they cannot help their children with schoolwork, so they must take on the additional expense of hiring a tutor. One Workers' said, *"If I was educated I would teach my children myself instead of engaging a house tutor. He is here only for 1/2 hours and I would be there for my children for 24 hours."*

Workers suggested the establishment of a childcare center within the factory to alleviate these problems. They said that some factories had a school for the children of their workers on the premises, and that this would be a very good thing for them; said one Workers', *"It would have been better if we had a child care center and school for our children somewhere close to the factory like some of the other factories. Those factories provide primary education to the children (up to class 5). We are ready to spend money for this as it will ensure quality education and stress free working condition both for us and our children."*

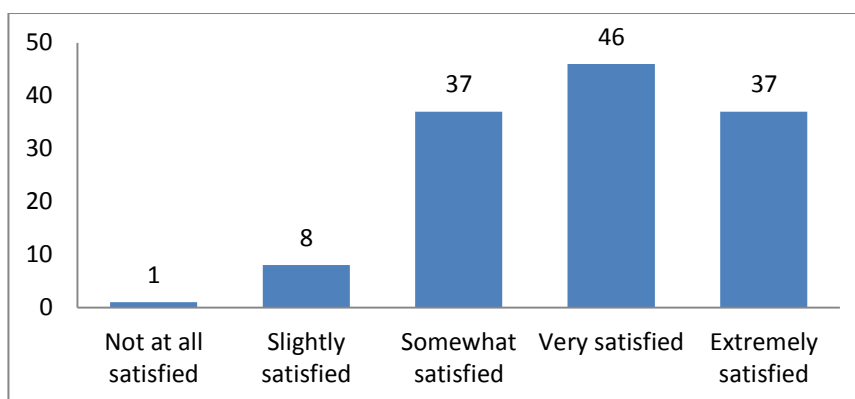
The Welfare Officer also thought a childcare center would be worthwhile, and suggested that the factory could provide books for the children, or offer a full free scholarship for schooling.

Professional skills and development

Of the 103 workers in the survey, 63 (61.17%) had worked in their current position for more than two years, 21 (20.39%) had done so for one to two years, and 19 had done so for less than a year.

Survey participants were asked whether they liked their jobs. Their satisfaction levels are shown in the chart below.

Figure 8: Satisfaction levels of the workers (n = 97)



This chart should be viewed with the knowledge that management representatives were present during the interviews, a fact that may have influenced some of the responses.

Of those who specified reasons for being dissatisfied, three cited the salary and one said it was because of the distance from home and family.

Participation in skills training and education programs

The next table shows workers' participation in various training programs.

Table 18: Participation in training programs

Training Program	No. of responses
Technical training (n = 71)	
Training on how to do my current job	62 (87.32%)
How to use other equipment in the factory	33 (46.48%)
Quality control	4 (5.71%)
Other	--
OSHA/Compliance Training (n = 91)	
First aid	72 (79.12%)
Fire prevention	84 (92.31%)
Safety precautions	6 (6.67%)
Information on Code of Conduct	5 (5.56%)
Labor laws	1 (1.14%)
Personal Development and Life Skills (n = 5)	
Formal education courses	2 (40.00%)
Computer skills	1 (10.00%)
Language skills	--
Communication and negotiation skills	--
Supervisory skills	--
Others – tailoring, embroidery, machine repair	17

There is an obvious need to increase the coverage of the trainings, particularly on OSHA and compliance-related issues, but also with regard to personal development and life skills.

The qualitative study indicated that training on how to do the current job, fire training and health awareness are part of the regular activities of the factory. These could be considered an orientation program or regular practice, rather than a full training program. Fire drills take place in the factory every month. Workers said that on-the-job training is required for new workers so that they can get an idea of the work pattern and environment. The factory's doctor or nurse occasionally conducts awareness sessions for the workers on basic health issues.

Asked which of these trainings was most useful, 39 of the 69 workers who responded said the OSHA/Compliance training, 20 said the technical training, and three said personal development. Seven others felt the training on "how to do work" was useful.

Of the 90 respondents who answered the question, 82 said they had shared the knowledge from the trainings with their family members. Of the eight who did not, four said they did not have the time and four said the material was not useful to the family.

Of the 91 workers who responded to the question on which training they would prefer, 35 of them said technical training, 21 said personal development, nine said OSHA and Compliance, and some mentioned training in tailoring.

During the focus group discussions, workers said they would benefit from training on reproductive and maternal health, general health issues, HIV/AIDS and children's health, and suggested that informal group discussions and poster displays were good options for training the workers.

Most workers (76 out of 95 who responded) had not worked in any other units within the factory. Many workers said they would prefer working in other departments within the factory, e.g. sewing (24), sample-making (11), washing (seven), cutting (five), quality control (five), design (four), training (two), embroidery (two) and finishing (two).

Of the 101 who answered the question, 46 said they had never been promoted, 29 said they had been promoted once, 17 said twice and nine said more than twice.

Of 94 who answered the question, 84 workers said there were no barriers to promotion, but one each said the reason for not being promoted was age, skill level or ability and education.

In terms of skill level, 89 (86.41%) of the workers felt they were skilled, 12 felt they were semi-skilled and two felt they were multi-skilled.

The focus group discussions revealed that skills training included the technical training that enabled participants to be skilled workers both inside and outside the factory. Since most of the workers planned on going back to their village when they have earned enough money, they want to learn things that would help them to earn a livelihood wherever they go, e.g. computers, handicrafts, how to become a beautician, tailoring, embroidery, batik and block printing. As part of life skill training, Workers wanted training on adult literacy, income management, health care, and child development.

In-depth interviews showed that management agrees with the need for training; as a factory manager said, *“Education is the most important thing that the workers’ need.”*

Aspirations

Several general themes were identified from the answers to questions in this section; the data has been aggregated and categorized into these themes. It is expected that deeper issues and more context will be discovered through the qualitative studies and participatory methods that are being planned at the end of this study.

Most workers (101 of 103, or 98.06%) said that they did have dreams about the future.

Among those who specified what their dreams were, 51 said they wanted a better life (or happy life) for themselves or their children, 12 wanted to be with their family (or go back to their village), 10 wanted a good husband (or to get married), seven wanted to establish their own business and five wanted to see their children established.

In response to the question on what dreams they had as children:

- 37 wanted to be well-educated/have a good job (14)
- 12 wanted to become professionals, e.g. doctor/nurse/teacher
- 9 wanted to get married
- 7 wanted to be government officers
- 4 wanted to have their own business

A number of workers said they wanted to be good humans; a few said they had no dreams as children.

A significant number of workers (82 of 103) felt that their current situation fell short of their expectations, 17 said their current situation met with their expectations and one said it exceeded her expectations.

Asked what currently made them happy, workers replied:

- 50 said it was that they had their family with them, that they could spend time with their spouse, and other statements that were linked to the family
- 25 said the fact that they were working or had a job
- 10 said the fact that they were earning some money
- 9 said they were happy because they were self dependent
- 5 attributed their happiness to their own self-development

A few other responses did not fall into the above categories.

The workers were asked what would make them happier; the top five responses in weighted order of priority were:

- Ways to save and invest for the future
- Career advancement
- Being closer to family
- Better living conditions
- Getting children to school and securing a better future for them

The workers were asked what they would like to be doing three to five years from now. The top five responses in weighted order of priority were:

- Stay home to raise children
- Go back to home village/town for good
- Own/start my own business
- Be promoted as supervisor
- Stop working
- Get married

Much lower down on the scale was the need to get professional skills.

In the qualitative studies, almost all the workers said they will fulfill their dreams by saving money. Most said they would start new business of their own (plans included a grocery shop, a tailor shop, buying a transportation vehicle and renting it out, dairy/poultry and fisheries farm, etc.). In most cases they said that they will return home for good once they have enough money to run the desired business.

The Welfare Officer said that most of the female workers did not wish to work in the factory for the rest of their lives; they planned to return to their village once they achieved their goals (which could include marriage, building up enough savings, or marrying a person who had a good income).

It was encouraging to note that 98 out of the 103 (95.15%) felt that they could make their dreams come true. Only two said their dreams would not be realized, and three were unsure. Of these, two said there was not enough money, one said there was no time, one said her husband was sick, and one said that there was no trace of her husband.

After work and caring for their families, 44 workers (43.14%) said they had more than six hours for themselves, 27 each said they had between one and three or four and six hours, three said they had less than an hour, and one said there was no time left. *This finding should be considered along with the finding that many of the workers did not have much time for recreation (as seen in the previous section).*

Most workers would like to spend their free time :

- Watching television (82)
- Spending time with family and friends (66)
- Sleeping (48)
- Shopping for oneself (9)

Others mentioned religious pursuits, or sewing/tailoring/at another job.

In order of priority, the greatest challenges to the community as reported by the workers include:

- Electricity
- Clean drinking water
- Poverty
- Drug abuse

The only two significant hopes that the workers had for their children or siblings were:

- A better life, including better education and a good job (e.g. doctor or clergy)
- To have a better life with their families

The qualitative studies showed that a good education and the “establishment” of their children were the ultimate dream for many of the workers. They planned to keep working here until their children finish their education.