Bangladesh Institute of Labour Studies-BILS

Workplace Situation Report 2018

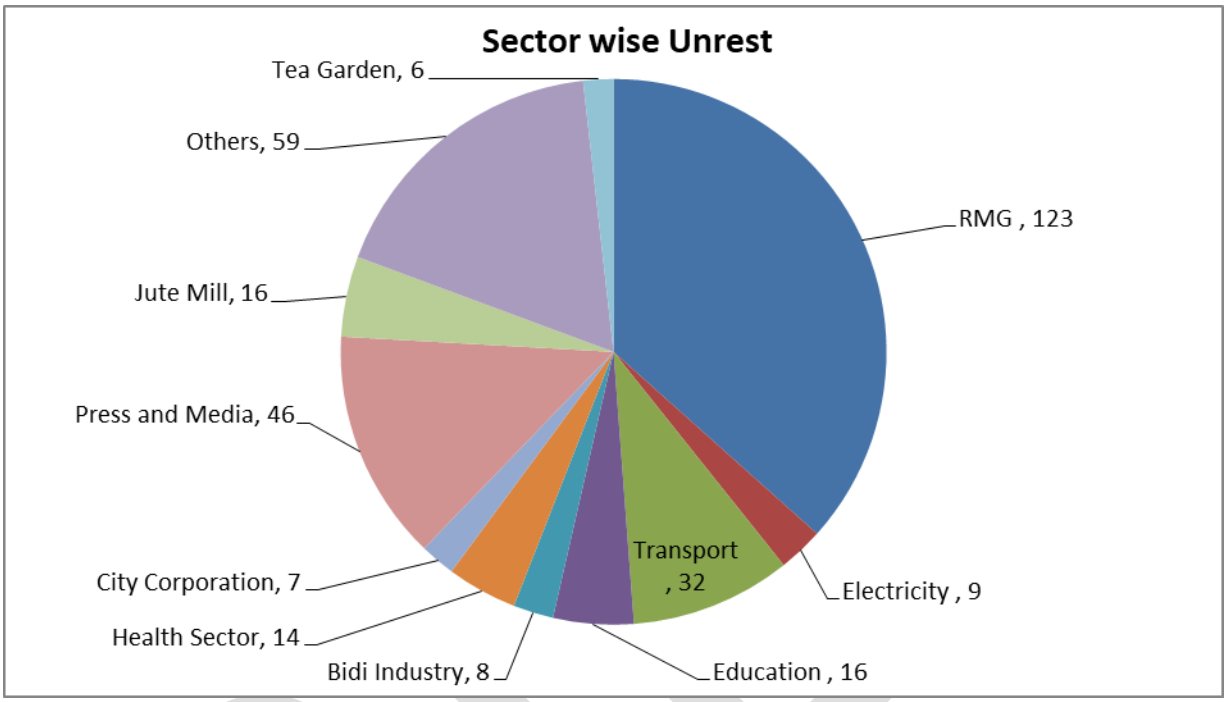
Bangladesh is going to be a middle income country by 2024. In a view to fulfill this demand, the government has taken a number of initiatives for addressing challenges and embracing opportunities in economic sector. This is to be mentioned that Sustainable Development Goal (SDG) has to be achieved by 2030"Decent Work and Economic Growth" is one of the major important goals of SDG. The trend of labour market, employment and workplace situation play important role to fulfilling this goal.

According to Labour Force Survey-2016-17 published by Bangladesh Bureau of Statistics-BBS in 2018, the employed population of Bangladesh including formal and informal sector was increased by 1.3 million, while in contrast, unemployed population was increased by 0.1 million but the unemployment rate is unchangeable which is 4.2.

If we look back to 2018, we can find out that reformation of Labour Law and declaration of minimum wage in different sectors in where RMG was the main focal point, were the significant initiatives of the government to address labour market and workplace situation. Besides, government's attention on migrant workers and campaign for raising awareness among the migrant workers for working in different countries as well as constructive discussion to create job opportunities in various countries were noticeable. In line with this, political parties' response on decent work and workers' rights in their election manifesto was the matter of attention. Although Accord and Alliance, for inspection factories of RMG sector left our country completing their contract, the condition of factories of RMG has changed enormously. As a result, now workers are working in a better environment than earlier.

Considering the workplace situation and labour market, BILS publishes a survey report on the basis of news published in different national newspapers regarding workers' unrest, violence and workplace accident. Regarding this, analysing the workers condition at workplace in 2018, workers' unrest in RMG sector has become the crucial fact. Basically, last year the maximum number of unrest took place in RMG sector in different times based on the minimum wage and due wage issues. We tried to highlight the issues in our report as how much unrest occurred in which sector and the reasons behind the unrest. Besides, we also tried to focus the issues of violence and accident at workplace.

Industrial relations and workplace unrest



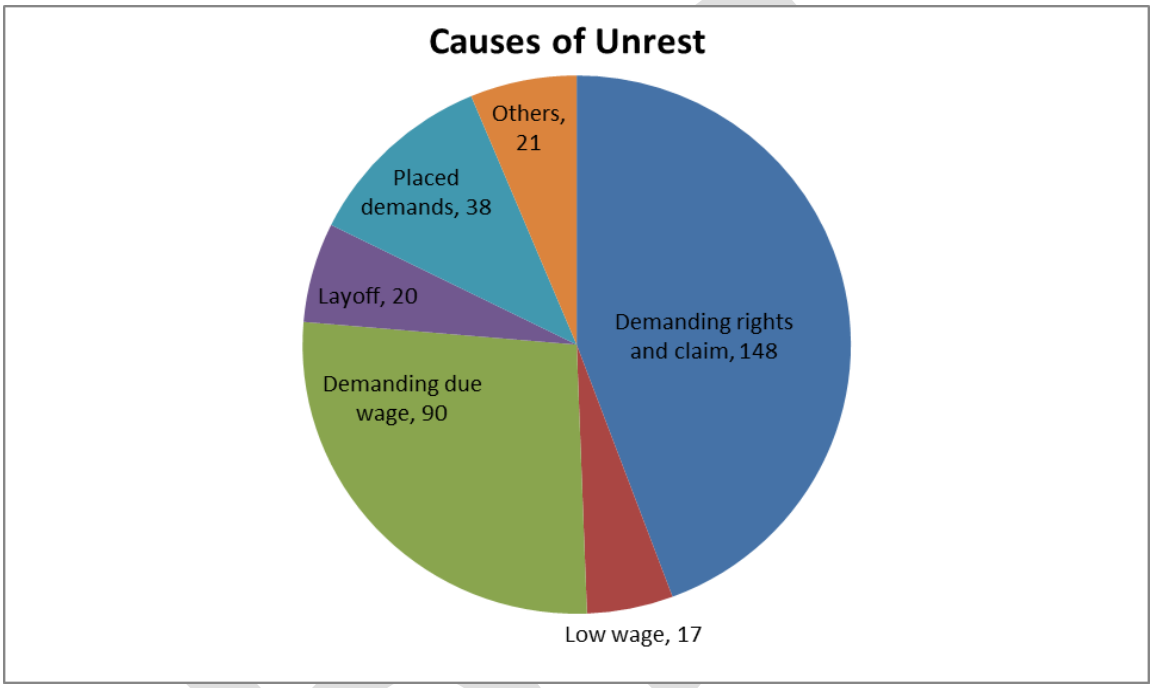
In 2018, a total number of 334 workplace unrest were occurred in different sectors. The highest number of unrest was occurred in RMG which was 123 and the reason behind the unrest was minimum wage issue. 46 incidents were occurred in press and media sector, 32 were in transport sector, 16 were in education sector, 16 in jute mill, 14 in health sector, 9 in electricity sector, 8 were in bidi sector, 7 incidents were in city corporation and 6 incidents were occurred in tea garden. In last year, one worker was died due to unrest in RMG sector while 388 workers were injured and among them 216 workers were men and 172 were women worker. Moreover, the highest number of workers was injured in RMG sector due to unrest whereas 126 were men and 172 were women workers. 75 workers were injured in transport and 14 were injured in jute mill sector due to unrest in 2018.

Sector wise Unrest

Working Sector	Number of Unrest
RMG Sector	123
Press and Media	46
Transport Sector	32
Education Sector	16
Jute Mill	16
Health Sector	14

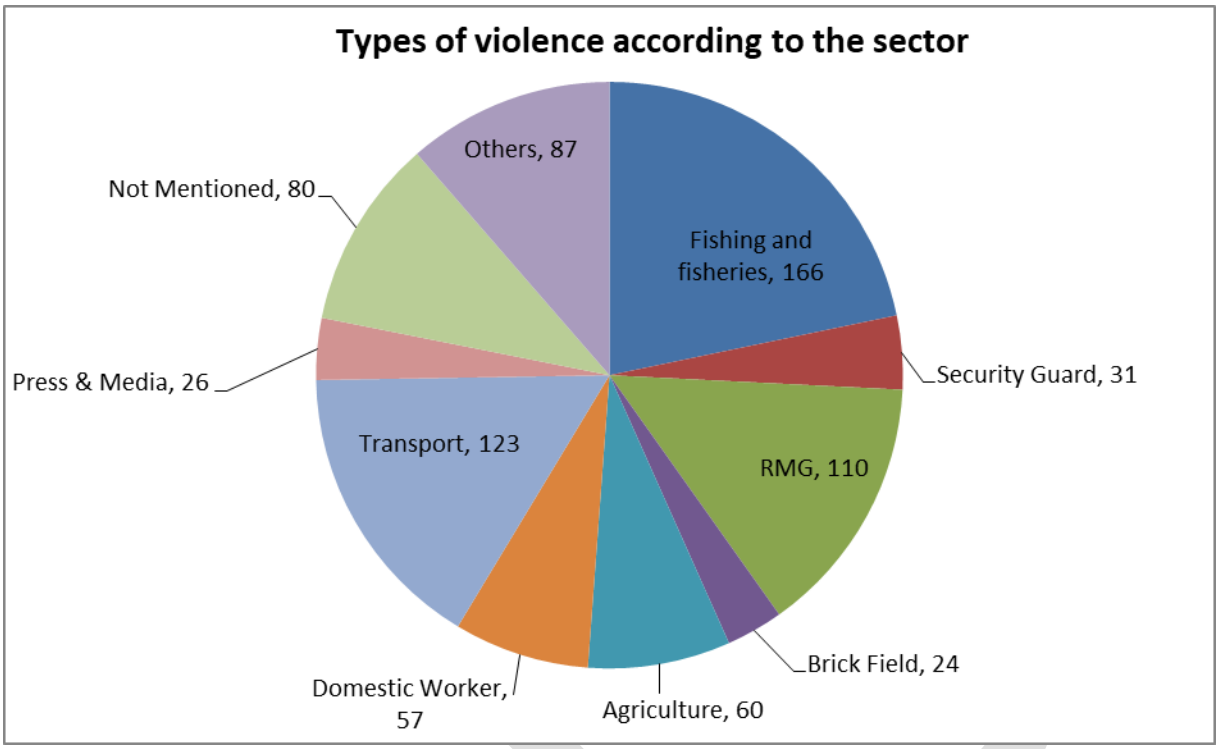
Electricity Sector	9
Bidi Industry	8
City Corporation	7
Tea Garden	6
Others	57

According to the survey report 2018, 148 incident were occurred demanding rights and claim, 90 were occurred demanding due wages, 38 for placed demands, 20 were occurred for layoff and 17 for low wage.



Causes of Unrest	Number of Unrest
Demanding rights and claim	148
Demanding due wage	90
Placed demands	38
Layoff	20
Low wage	17
Others	21

Workplace violence

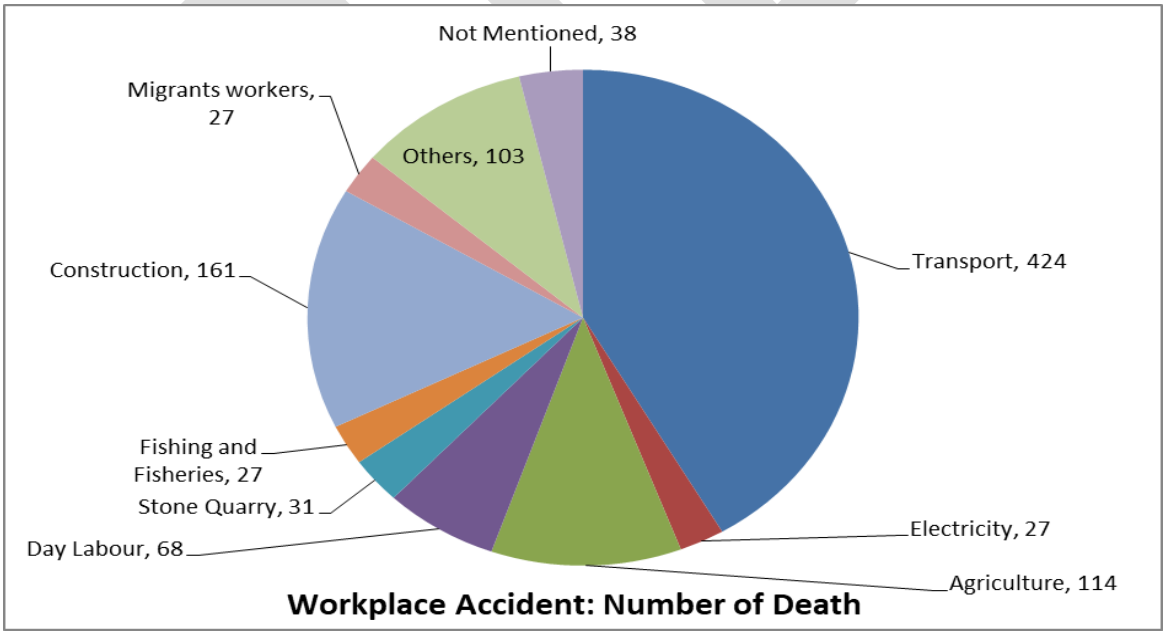


According to the workplace survey report it is found that, in last year 764 workers were victim of violence in different sectors, while 279 workers were murdered, 263 workers were injured, 170 workers were missing and 31 workers committed suicide. The highest number of workers was victim in fishing sector which was 166 in where 145 fishermen were missing, 19 were injured and 2 were murdered. The second highest number of workers was in transport sector which was 123, in where 91 workers were murdered, 29 workers were injured and two worker was missing. In RMG sector 110 casualties were occurred whereas 32 workers were murdered, 63 workers were injured, 11 workers committed suicide and 4 workers were missing. In agriculture, 60 casualties were occurred in where 26 workers were murdered, 27 were injured, 6 were missing and 1 committed suicide. 57 casualties were occurred in case of domestic workers whereas 18 domestic workers were murdered, 35 were injured and 4 committed suicide. The report also shows that, men workers in different sectors were more victim than the women workers in where among 593 men workers, 227 were died, 173 were injured, 169 were missing and 17 committed suicide, while among 169 women workers, 52 were murdered, 90 were injured and 14 were committed to suicide.

Types of violence according to the sector

Sector	Murdered	Injured	Missing	Suicide	Total
Fishing and fisheries	2	19	145		166
Transport	91	29	1	2	123
RMG	32	63	4	11	110
Agriculture	26	27	6	1	60
Domestic Worker	18	35		4	57
Security Guard	18	12		1	31
Press & media	2	24			26

Workplace accident and OHS



According to the survey report, 1020 workers were killed in workplace accident, while 1002 were men and 18 were women workers. Conferring to the other sector, the death toll was high in transport sector which was 424, whereas all of them were men. The second highest number was

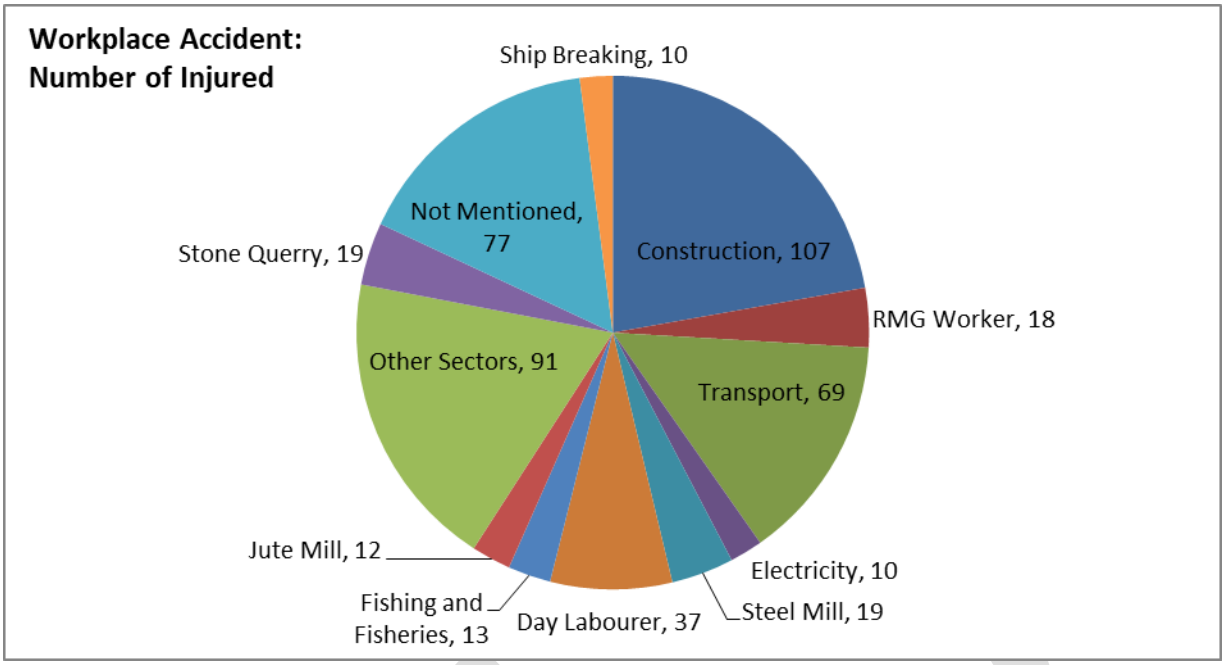
counted in construction sector, which was 161 and all of them were men. The third highest death toll, counted in agricultural sector, was 114. Apart from this, 68 day labourers, and 31 stone quarry workers, 27 fishing and fisheries workers, 27 workers in electricity sector and 27 migrant workers were killed in 2018. Moreover, 103 workers were died in different sectors including ship breaking, rice mill, RMG, tea garden, hawker, water transport etc. During this time, 38 more workers were killed in different areas, where their sectors were not mentioned in newspapers.

Workplace Accident: Number of Death

Sector	Number of Death		Total
	Male	Female	
Transport	424		424
Construction	161		161
Agriculture	113	1	114
Day Labour	66	2	68
Stone Quarry	28	3	31
Fishing and Fisheries	26	1	27
Electricity	27		27
Migrants workers	25	2	27
Others	95	8	103
Not Mentioned	37	1	38

Comparing the survey report with one of 2017, it has been found that in 2018 the numbers of death were not only high in transport and construction sector like the previous year but also it was increased more than the previous year. In 2017, 307 workers were killed in transport sector which was 424 in the next year.

Similarly, in construction sector 131 workers were killed in 2017 which was 161 in 2018. Result shows that, workers in construction sector are not aware of their risk of life and the owners are not taking initiatives as well as providing Personal Protection Equipment among the workers to reduce the number of death. It is found that the number of death in agriculture sector was increased comparing the number of injury because of lightning. In contrast, the numbers of death in rice mill, RMG and ship breaking sector were decreased comparing the previous year report which was respectively 5, 3 and 15 in 2018 and 20, 16 and 21 in 2017. The numbers of death in other sectors such as electricity, fishing and fisheries, day labour in last year were close to the numbers of previous year.



In last year, 482 workers were injured whereas 448 were men and 34 were women. In 2018, the highest number of workers was injured in construction sector which was 107 and the second highest number was in transport sector which was 69. Besides, 37 day labourer, 18 RMG workers, 10 workers in electricity sector, 19 workers in Stone Quarry, 19 workers in steel mill, 13 workers in fishing and fisheries, 12 jute mill workers and 10 workers in ship breaking sector were injured. 91 workers were injured in other sector including agriculture, overseas job, stone quarry, water transport, coal mine, media and NGO while 77 more workers were injured whereas their sectors were not identified.

Workplace Accident: Number of Injury

Sector	Number of Injury		Total
	Male	Female	
Construction	106	1	107
Transport	69		70
Day Labourer	36	1	37
RMG Worker	6	12	18
Electricity	10		10
Steel Mill	19		19
Stone Querry	19		19
Fishing and Fisheries	7	6	13
Jute Mill	6	6	12
Ship Breaking	10		10
Other Sectors	83	8	91
Not Mentioned	77		77

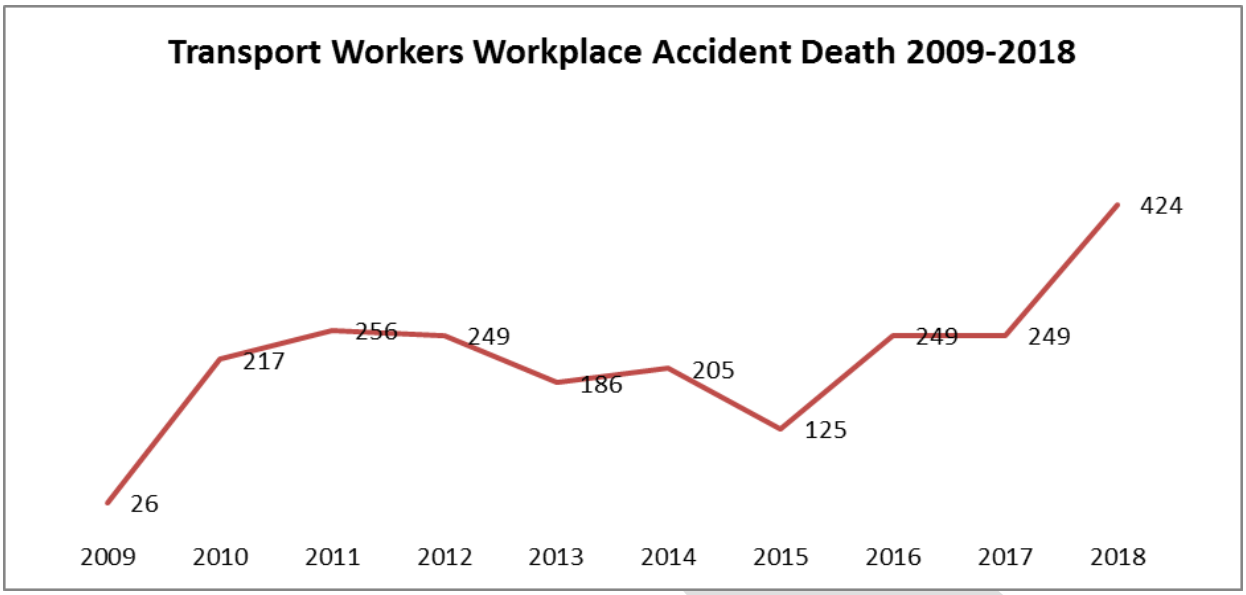
The result shows that the number of injured workers was decreased by a few numbers which was 517 in 2017. The numbers of injured workers in construction and transport sector were increased in 2018, while the numbers were respectively 92 and 48 in 2017. On the other hand, the number of injured workers in RMG sector was declined comparing the number of previous year, which was 158. Similarly, in stone quarry, ship breaking, restaurant, rice mill and day labourer, the number of injured workers were declined paralleling to previous year which was respectively 13, 21, 15, 29 and 54 in 2017. Moreover, the survey report shows that, the number of injured women workers was declined in 2018 comparing previous year's report. The number was 109 in 2017. It is found that the number of men workers was greater than before.

The number of missing workers was increased in last year, which was 79, while all of the workers were men. The number was 6 in 2017. The highest number of workers was missing in fishing and fisheries sector which was 64, while in 2017 the number was 2.

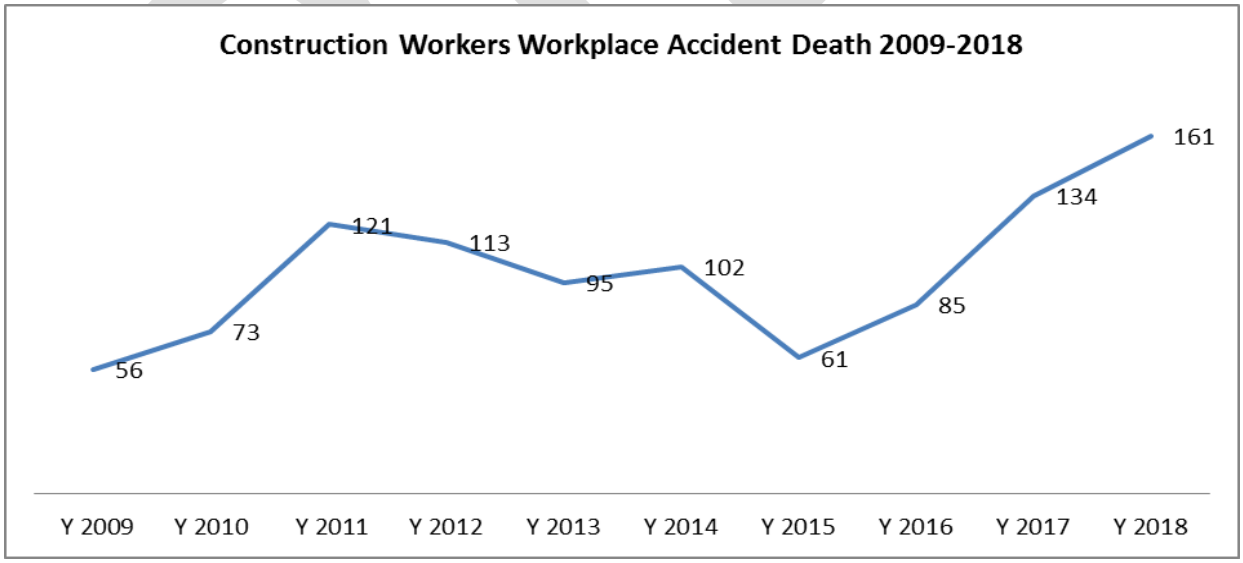
Reason behind the accident shows that, a total number of 1190 incident was occurred in which 650 were occurred by road accident, 134 were occurred by electrocution, 124 were occurred by lightning, 79 incidents were happened by falling from height, 48 were occurred by building collapsed, 26 by drowned, 23 by fire and 22 incident were occurred by explosion. Comparing with previous year the number of incident increased in case of road accident, electrocution, and explosion and building collapse.

In case of occupational health and hazard one incident was occurred in RMG sector where 35 workers became sick by drinking unhygienic water and one worker was died for extra pressure of work.

Analyzing the survey report, it is found that last year huge number migrant workers were victim of violence which was 338. Among them 326 were tortured, 7 were murdered and 2 were kidnaped. Transport, construction, RMG, fishing and fisheries sectors were in the focal point of discussion. In every year the death and injury rate of workers in transport and construction sector are increasing. Last year, RMG sector was another issue of discussion regarding the fixation of their minimum wage issue which creates an unstable environment in this sector. Fishing and fisheries sector was highlighted in the last year because huge number of workers in this sector was victim of violence comparing to previous year. In this case, kidnapping is the main reason, while being tortured by the robbers was one of the major reasons. The report also shows that, as an informal sector the condition of domestic workers is unchanged comparing to previous year whereas the number of torture, rape, mystery death has increased.



Transport and construction sector are in the focal point in current phase because of the high death rate of workers in these two sectors. Analyzing the survey report from 2009 to 2018, it is found that, in transport sector the death rate of workers was the lowest in 2009 which was 26 and the highest was in 2018 which was 424. It is observed that, in 2013 and 2015 the number of workers' death was declined and it was below 200 while it was more than in 2010, 2011, and 2014. It is also found that, in 2012, 2016 and 2017 the number of workers' death was sane which was 249. The following graph chart analysing 10 years survey report of transport sector shows that the rate of mortality started rising in 2010 which declined in 2015 and again started to rise from 2016.



According to the survey report from 2009 to 2018 it is found that in construction sector the number of workers' death was the lowest in 2009 which was 56 and highest in 2018 which was 161. It is observed that in 2010, 2013 and 2016 the number of workers' death was under 100

which was respectively 73, 95 and 85 while the number declined to 61 in 2015. It is also found that, in 2011, 2012, 2014 and 2017 the number of workers' death was more than 100. Analysing 10 years survey report of construction sector it is found that, the rate of mortality started rising in 2011 which declined in 2015 and again started to rise from 2016.

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Raw Data

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Workplace Situation 2018

Workplace Unrest

Sector Wise Unrest	
Working Sector	**Total Number**
Agriculture	4
Airlines	2
Bank Sector	1
Battery factory	1
Beedi Industry	8
Ceramic factory	1
City Corporation	7
Coalmine	2
Construction	3
Cotton Mill	1
Cylinder Company	1
Dock Yard	1
Education Sector	16
Electricity sector	9
Electronics Factory	1
Factory/Industry	2
Fertilizer factory	1
Fishing Sector	1
Hawker	4
Health Sector	14
Jute Mill	16
Leather Industry	1

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LGED Sector	1
Lumber-mill	1
Medicine Company	2
Mobile Phone Company	2
Municipality	4
NGO	1
Oil-Gas Investigation Sector	1
Others (Grameen phone)	1
Pitch Mill	3
Press & Media	46
Restaurant	1
RMG	123
Rubber Garden	1
Security Guard	1
Shoe Industry	1
Socks Factory	1
Spinning Mill	1
Steel Mill	1
Sugar Mill	4
Sweater Factory	2
Tea Garden	6
Transport	32
WASA	1
Total	**334**

Types of Unrest	
Types	**Total Number**
Mass Gathering	34

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Rally	15
Road Block	35
Strike	18
Vandalism	4
Announcement	3
Memorandum Submission	5
Besiege	5
Press Conference	4
Hunger Strike	5
Sit in Demonstration	4
Objection letter	1
Mass Demonstration	81
Both Demonstration & Gathering	1
Both Demonstration & Road Block	5
Human Chain	75
Abstain from Work	38
Protest	1
Total	**334**

Causes of Unrest	
Causes	**Total**
Due Wages	90
Compensation	1
Workers Death	4
Demand for Reopening Factory	9
Overtime	1
Workers Arrest	1

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Layoff	20
Low Wage	17
Rights & Claim	148
Workers Beaten	2
Placed Demands	38
Worker Repression	1
Factory Closure without Prior Notice	2
Total	**334**

Casualties in Industrial Unrest

Sector	Death		Total	Injured		Total
	Male	Female		Male	Female	
Cylinder Company	0	0	0	1	0	1
Jute Mill	0	0	0	14	0	14
RMG	0	1	1	126	172	298
Transport	0	0	0	75	0	75
Total	**0**	**1**	**1**	**216**	**172**	**388**

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Violence

Sector Wise Casualties						
Working Sector	**Causality**					**Total**
	Death	Injured	Missing	Suicide	Not Mentioned	
RMG	32	63	4	11	0	110
Domestic Worker	18	35	0	4	0	57
Transport	91	29	1	2	0	123
Carpenter	1	0	0	0	0	1
Mechanical sector	0	1	0	0	0	1
Migrant worker	8	7	0	0	0	15
Security Guard	18	12	0	1	0	31
Cleaner (City corporation & others)	1	0	0	0	0	1
Tea Industry	1	0	0	0	0	1
Agricultural worker	26	27	6	1	0	60
Constructions	7	2	1	3	0	13
Brick Kilns	2	0	0	1	21	24
Not Mentioned	35	30	8	7	0	80
Day Labourer	12	1	0	0	0	13
Wielding / Workshop	1	0	0	0	0	1
Fishing & Fisheries	2	19	145	0	0	166
Hotel Restaurant	0	1	1	0	0	2
Hawker	4	2	0	0	0	6
Salesman	2	0	1	0	0	3
Plastic Factory	2	1	0	0	0	3
Textile	1	1	0	0	0	2
Shopkeeper	1	0	0	0	0	1
Dredger Worker	1	0	0	0	0	1
Mobile Banking Agent	1	3	1	0	0	5

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Spinning Mill	1	1	0	1	0	3
Press & Media	2	24	0	0	0	26
Railway	1	0	0	0	0	1
NGO	1	0	0	0	0	1
Hosiery Sector	1	2	0	0	0	3
Boatman	2	2	2	0	0	6
Health Sector	3	0	0	0	0	3
Parlour Staff	1	0	0	0	0	1
Total	**279**	**263**	**170**	**31**	**21**	**764**

Working Sector	**Typesof violence**											**Total**
	Torture	Murder	Rape	Gang Rape	Sexual Harassment	Mystery death	Unnatural Death	Beating	Kidnap	Others	Stabbed	
RMG	26	21	11	9	2	5	16	15	2	3	0	110
Domestic Worker	27	5	7	0	0	10	6	1	0	1	0	57
Transport	2	72	0	0	0	7	5	21	1	2	13	123
Carpenter	0	0	0	0	0	0	0	1	0	0	0	1
Mechanical sector	1	0	0	0	0	0	0	0	0	0	0	1
Migrant worker	326	7	0	0	0	1	0	0	2	1	1	338
Security Guard	0	14	0	0	0	4	1	4	0	0	8	31
Cleaner (City corporation & others)	0	0	0	0	0	1	0	0	0	0	0	1
Tea Industry	0	0	0	0	0	0	0	1	0	0	0	1
Agricultural worker	2	18	0	0	0	4	1	12	6	13	4	60
Constructions	0	5	0	0	0	1	3	2	0	2	0	13
Brick Kilns	0	2	0	0	0	0	1	0	0	21	0	24
Not Mentioned	0	18	1	1	1	10	8	15	6	9	11	80
Day Labourer	0	6	0	0	0	2	0	5	0	0	0	13
Wielding / Workshop	0	1	0	0	0	0	0	0	0	0	0	1

Fisherman	1	0	0	0	0	2	0	18	145	0	0	166
Hotel Restaurant	0	0	0	0	0	0	0	1	1	0	0	2
Hawker	0	3	0	0	0	1	0	2	0	0	0	6
Salesman	0	1	0	0	0	0	0	0	1	0	1	3
Plastic Factory	0	0	1	0	0	0	0	1	0	0	1	3
Textile	0	0	1	0	0	1	0	0	0	0	0	2
Shopkeeper	0	1	0	0	0	0	0	0	0	0	0	1
Dredger Worker	0	1	0	0	0	0	0	0	0	0	0	1
Mobile Banking Agent	0	1	0	0	0	0	0	0	1	2	1	5
Spinning Mill	0	1	1	0	0	0	1	0	0	0	0	3
Press & Media	1	2	0	0	0	0	0	21	0	0	2	26
Railway	0	0	0	0	0	0	0	0	0	1	0	1
NGO	0	1	0	0	0	0	0	0	0	0	0	1
Hosiery Sector	0	1	0	2	0	0	0	0	0	0	0	3
Boatman	0	0	0	0	0	1	0	3	2	0	0	6
Health Sector	0	3	0	0	0	0	0	0	0	0	0	3
Parlour Staff	0	1	0	0	0	0	0	0	0	0	0	1
Total	**386**	**185**	**22**	**12**	**3**	**50**	**42**	**123**	**167**	**55**	**42**	**1087**

Gender Wise Casualties

Sex of the victim	Causality					Total
	Death	Injured	Missing	Suicide	Not Mentioned	
Male	227	173	169	17	9	593
Female	52	90	1	14	12	169
Total	**279**	**263**	**170**	**31**	**21**	**764**

Workplace Accident

Sector	Number of Death		Total
	Male	Female	
Agriculture	113	1	114
Bangles Factory	1		1
Boatman	2		2
Brick Kilns	1		1
Cable operator	1		1
Caretaker	2		2
Carpenter	1		1
Cleaner	1	1	2
Construction	161		161
Day Labourer	66	2	68
Electricity sector	27		27
Embroidery Factory	3		3
Fishing & Fisheries	26	1	27
Hawker	7		7
Health Sector		1	1
Hosiery Sector	4		4
Jarda Company	1		1
Jute Mill	1		1
Mechanical Sector	5		5
Medicine Factory	1		1
Migrant Worker	25	2	27
NGO	6		6

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Oil Company	2		2
Oil Mill	1		1
Not Mentioned	37	1	38
Plumber	2		2
Restaurant	2	1	3
Rice Mill	5		5
RMG	1	2	3
Rubber Factory	1		1
Salesman	3		3
Security Guard	6		6
Ship Breaking	15		15
Shoes Factory	3		3
Shop Staff	3		3
Steel Mill	2		2
Stone Quarry	28	3	31
Sugar Mill	1		1
Tannery	2		2
Tea Garden	1	3	4
Textile Industry	1		1
Transport	424		424
Water Distillery	1		1
Water Transport	6		6
Total	**1002**	**18**	**1020**

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Sector	Number of Injured		Total
	Male	Female	
Agriculture	8		8
Caretaker	1		1
Cleaner	3		3
Coal mine	1		1
Construction	106	1	107
Day Labourer	36	1	37
Electricity sector	10		10
Feed Mill	1		1
Fishing & Fisheries	7	6	13
Hawker	1		1
Press & Media	2		2
Jute Mill	6	6	12
Mechanical Sector	6		6
Medicine Factory	7		7
Migrant Worker	5		5
NGO	8	7	15
Oil Company	9		9
Not Mentioned	77		77
Restaurant	3		3
Rice Mill	6	1	7
RMG	6	12	18
Rubber Factory	2		2
Security Guard	1		1

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Ship Breaking	10		10
Shoes Factory	3		3
Shop Staff	3		3
Steel Mill	19		19
Stone Quarry	19		19
Tannery	4		4
Textile	4		4
Transport	69		69
Water Transport	5		5
Total	**448**	**34**	**482**

Sector	**Number of Missing**		**Total**
	Male	Female	
Agriculture	1		1
Day Labourer	3		3
Dockyard	1		1
Fishing & Fisheries	64		64
Hosiery Sector	2		2
Water Transport	8		8
Total	**79**	**0**	**79**

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Causes of Accident		
Causes	**Number of Accident**	**Percent**
Animal Attack	3	.3
Boiler Blast	8	.7
Burned	4	.3
Carrier Crash	1	.1
Collapsed	48	4.0
Cylinder Blast	7	.6
Drowned	26	2.2
Electrocuted	134	11.2
Entangled with machine	7	.6
Explosion	22	1.8
Falling Object	79	6.6
Fire	23	1.9
Hit	1	.1
Landslide	4	.3
Poisonous Gas	2	.2
Pressed	26	2.2
Road Accident	650	54.7
Slipped	1	.1
Storm	2	.2
Thunderstruck	124	10.4
Toxic Gas	10	.8
Transformer Explosion	1	.1
Tyre Blast	1	.1
Water Way Accident	5	.4
Total	**1190**	**100.0**

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Occupational Health Hazard-2018

Sector	RMG
Number of Sick	35
Number of Death	1
Total	**36**

Causes

Causes	**Number of Sick**
Drinking Unhygienic Water	35
Extra Pressure of Work	1
Total	**36**

Road accident on the way to Workplace

Sector	**Number of Death**			**Number of Injured**		
	Male	Female	Total	Male	Female	Total
Agriculture				1		1
Brick Kilns	1	1	2			
Construction	11		11	46		46
Day Labourer	6	1	7	1		1
EPZ	2	1	3			
Migrant Worker	20		20	19		19
NGO	2	1	3		1	1
Not Mentioned	7		7	25	25	50
Restaurant	1	1	2			
RMG	7	2	9	1	11	12
Salesman	1		1			
Security Guard	2		2			

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Spinning Mill		1	1	5	5	10
Total	**60**	**8**	**68**	**98**	**42**	**140**

Road accident off the way to Workplace						
Sector	**Number of Death**			**Number of Injured**		
	Male	Female	Total	Male	Female	Total
Agriculture	6		6			
Brick Kilns		1	1			
Construction	3		3			
Day Labourer	2		2			
Health Sector		1	1		1	1
Press & Media	1		1	1		1
Jute Mill	6		6	7		7
Mechanical Sector	1		1			
Migrant Worker	8		8	7		7
Not Mentioned	3	1	4			
RMG	2	4	6			
Ship Building	1		1	5		5
Transport				1		1
Total	**33**	**7**	**40**	**21**	**1**	**22**