Bangladesh Institute of Labour Studies-BILS
Workplace Situation report 2015

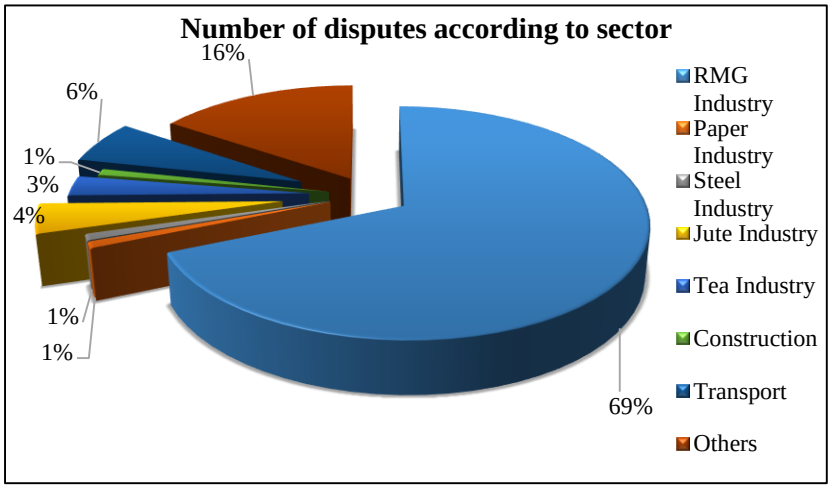
Introduction and Background

A workplace dispute, also called an industrial dispute, refers to a disagreement between employers and employees over wages and working conditions. This often involves some disruption to the production process as one side or the other might take action to highlight the issue. Workplace disputes is not ignorant issues in Bangladesh. Every year there are copious number of disputes are arisen in workplace; especially in garment industries. This is the report of workplace disputes happened in Bangladesh around the year 2015. Industrial dispute has been publicized as a major restraint in the economy of Bangladesh. Mainly poor management and inadequate institutional factors are widely blamed for the high propensity of industrial dispute. On the other hands, demotivation of the owners in trade union formation, lack of proper co-operation between employee and employers are the main causes of industrial disputes in the present context of Bangladesh.

Bangladesh Institute of Labour Studies (BILS), the paper has been prepared by analyzing the newspaper contents of 14 recognized national daily newspapers of Bangladesh. These newspaper includes- The Daily Independent, The Daily Ittefaq, The Daily Janakantha, The Daily Jugantor, The Daily Kalerkantha, The Daily Newage, The Daily Prothom Alo, The Daily Samokal, The Daily Sangbad, The Daily Sokaler Khobar and The Daily Star. The contents has been collected systematically and analyzed for this paper purpose. Data was processed and analyzed by using Special Program for Social Statistic (SPSS) & Microsoft Excel in computer. This paper aimed to identify the causes, nature and types of disputes, area, criteria and present conditions of industrial disputes in Bangladesh.

Number of disputes according to sector

Regardless of all sectors most of the disputes are ensued in RMG industries in Bangladesh. The report specified that, the majority (at least 148) of the disputes prevalence are followed in RMG industries (about 69.5 percent). Besides, about 6.1 percent are in Transport sectors, about 4.2 percent are in Jute industries, about 2.8 are in Tea



industries and about 15.5 percent disputes incidence are occurred in others industries included dairy industries, Match industries, DOC yard, Fertilizer industries, Sugar and Tannery industries during the year 2015.

Types of incidence

During the passage of Workplace Disputes, the workers formed numerous incidents such as Strike, Mass Demonstration, and Vandalizing Vehicles, road block and Vandalizing factories for achieving their demands. The report clearly identified that, the workers formed Mass demonstration (about 39.9 percent) and strike (about 20.7 percent) in several times during the course of workplace disputes in 2015.

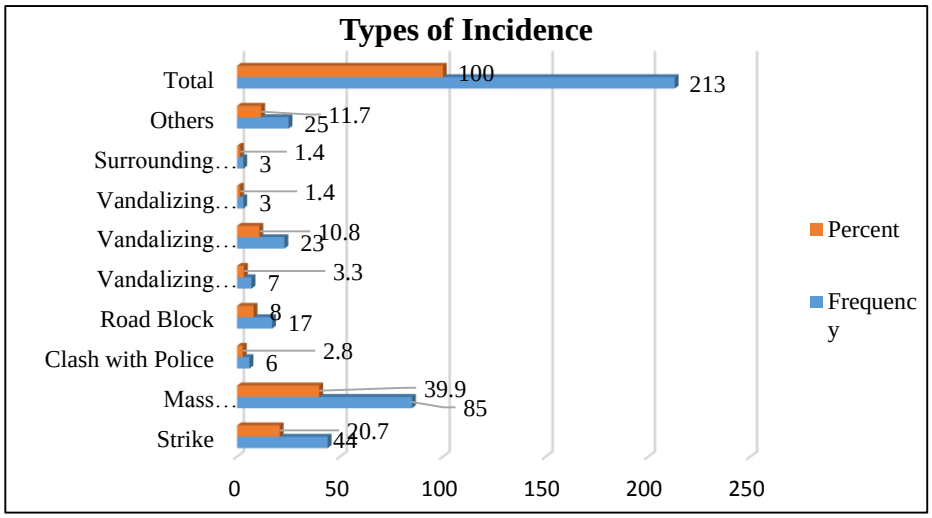


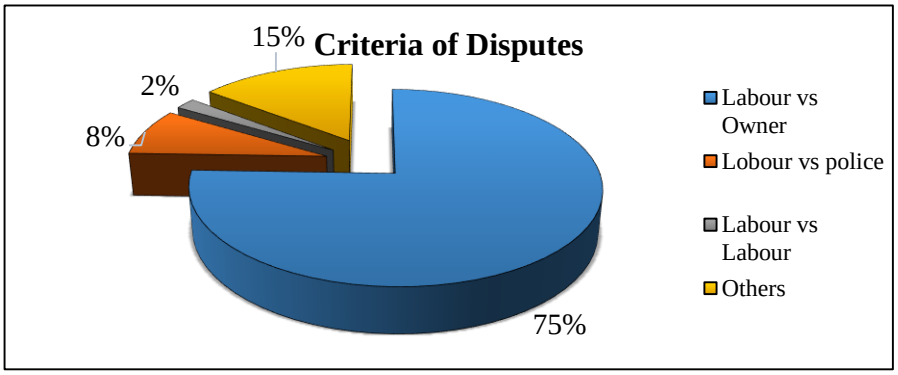
Table 01: Types of Incidence according to sector

Working Sector	Types of Incidence									Total
	Strike	Others	Clash with Police	Road Block	Vandalizing Vehicles	Vandalizing Factories	Vandalizing furniture and equipment's	Surrounding Factory	Mass Demonstration	
RMG Industry	26	18	3	11	7	20	2	2	59	148
Paper Industry	0	0	0	0	0	0	0	0	1	1
Steel Industry	0	0	0	0	0	0	0	0	2	2
Jute Industry	3	0	0	0	0	0	0	0	6	9
Tea Industry	4	1	0	0	0	0	0	0	1	6
Construction	1	0	0	0	0	0	0	0	0	1
Transport	3	0	2	4	0	0	0	0	4	13
Others	7	6	1	2	0	3	1	1	12	33
Total	**44**	**25**	**6**	**17**	**7**	**23**	**3**	**3**	**85**	**213**

***Newspaper Survey-2015**

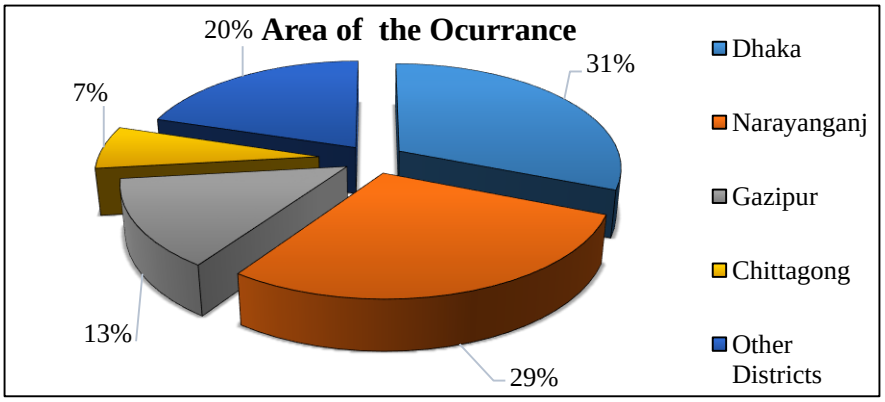
The majority of mass demonstration (at least 59) and strike (at least 26) are formed in RMG industries. Besides a small number of mass demonstrations and strike are held in transport and tea industries during this year.

Criteria of Disputes



Every disputes stands on some basic criteria. The workers usually involve in disputes either against owner/employee/police or against labour. The report signified that about three-fourth percent disputes are arisen against owner/management authorities of in the industries. A small percentage are against to the police and others workers during the periods of January to December, 2015.

Area of the Disputes

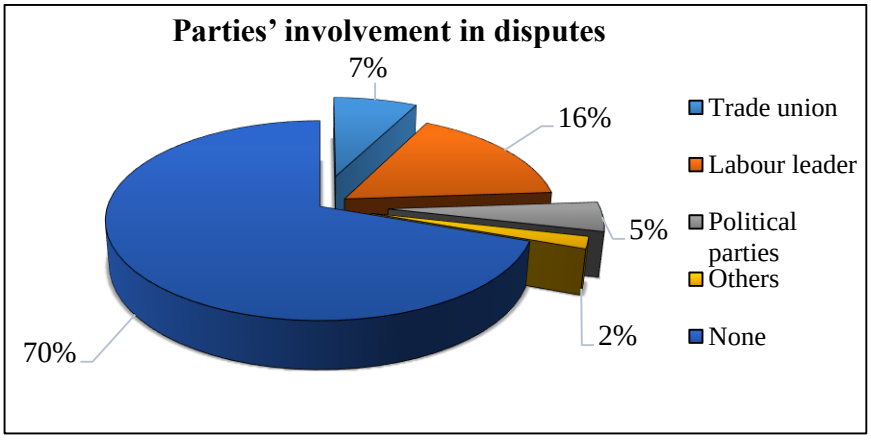


Most of the industries are located surroundings to the area of Dhaka, Narayangonj, Gazipur, and Chittagong. The report reveal that, a significant number of disputes are took place in Dhaka city, Narayangonj, Gazipur, Chittagong and other areas includes Mymensingh, Khulna, Rajshahi and Sylhet.

Parties' involvement in Disputes

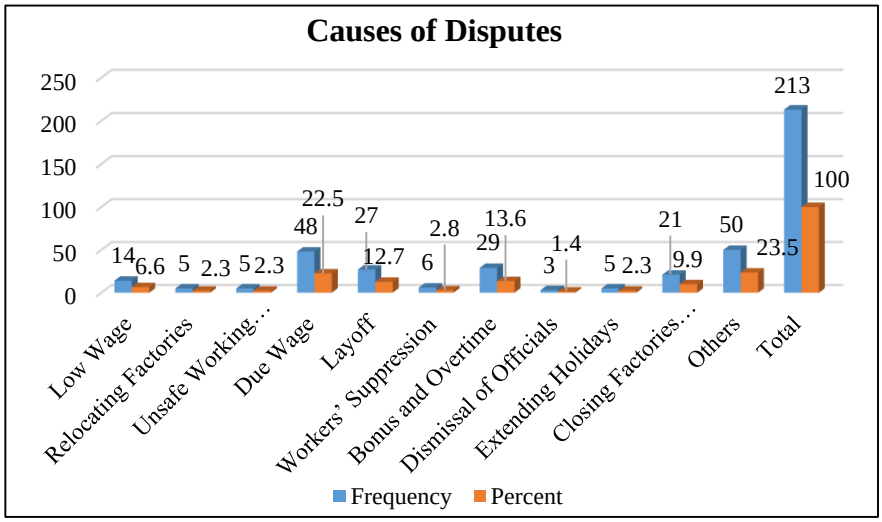
There is a rules, trade union will be stand on each of the factories. Trade union will be regulated the negotiation towards the employee/ owners to establish workers' rights and resolving the disputes. But the report highlights that only 16 percent involvement of labour leader and about 7 percent involvement of Trade union in workplace disputes during the course of this year. Despites

the findings of this report, trade union involvement in disputes are not highlighted in the newspaper intentionally and the owners of the factories serve dissatisfaction in trade union establishment.



Causes of Workplace Disputes

Dispute is a conflict resulting from individuals, groups and organizations. The industrial dispute in Bangladesh results from a wide ranges of disagreement and discontentment. The common causes of dispute can be categorized as wage related causes (Due Wage, Pay Scale/Wage Commission/Minimum Wage, Bonus and Overtime), Employment related causes (Layoff, Dismissal of Officials, Termination of Worker, Job Permanent, Closing Factories without Prior Notice/Demand of Opening Factory/Restart production, Safe Working Environment, Relocating Factories), Workers Harassment related causes (Victimization of TU Leader or Colleague, Workers' Suppression), causes related to benefits and welfare (Extending Holidays, Extension of Maternity Leave, Medical Allowance). The report specified that, most of the disputes caused for due wages (about 23 percent), about 14.5 percent for bonus and overtime, about 10.3 percent for closing factories and about 19.7 percent for other causes includes bargaining with staffs, unsafe workplace, accidents, physical harassment by



authorities and protest against establishing the economic zone in tea state are the causes of workplace disputes during the year 2015.

Table 02: Causes of Disputes according to Sectors

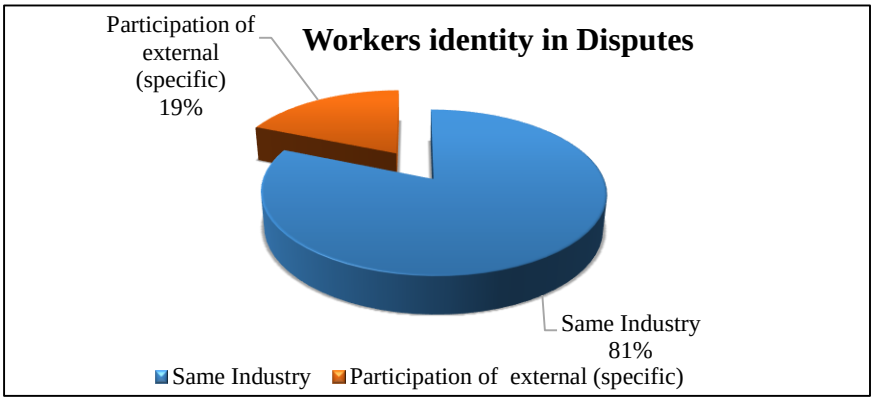
Working Sector	Causes of disputes											Total
	Low Wage	Relocating Factories	Unsafe Working Environment	Due Wage	Lay off	Workers' Suppression	Bonus and Overtime	Dismissal of Officials	Extending Holidays	Closing Factories Without Prior Notice	Others	
RMG Industry	6	3	3	39	20	4	21	3	1	19	29	148
Paper Industry	0	0	0	1	0	0	0	0	0	0	0	1
Steel Industry	0	0	0	0	2	0	0	0	0	0	0	2
Jute Industry	1	1	0	2	0	0	4	0	0	0	1	9
Tea Industry	0	0	0	0	0	0	0	0	3	0	3	6
Others	7	1	0	6	5	2	4	0	1	2	5	33
Construction	0	0	0	1	0	0	0	0	0	0	0	1
Transport	0	0	2	1	0	0	0	0	0	0	10	13
Total	**14**	**5**	**5**	**50**	**27**	**6**	**29**	**3**	**5**	**21**	**48**	**213**

***Newspaper Survey-2015**

The maximum number of disputes have been transpired in RMG sectors for disable to pay the due wages (at least 39) to the workers by the management committee in several industries. At least 21 disputes for bonus and overtime. On the other hands, at least 19 incidence of disputes have occurred for closing factories without prior notice during the year 2015.

Workers Identity in Disputes

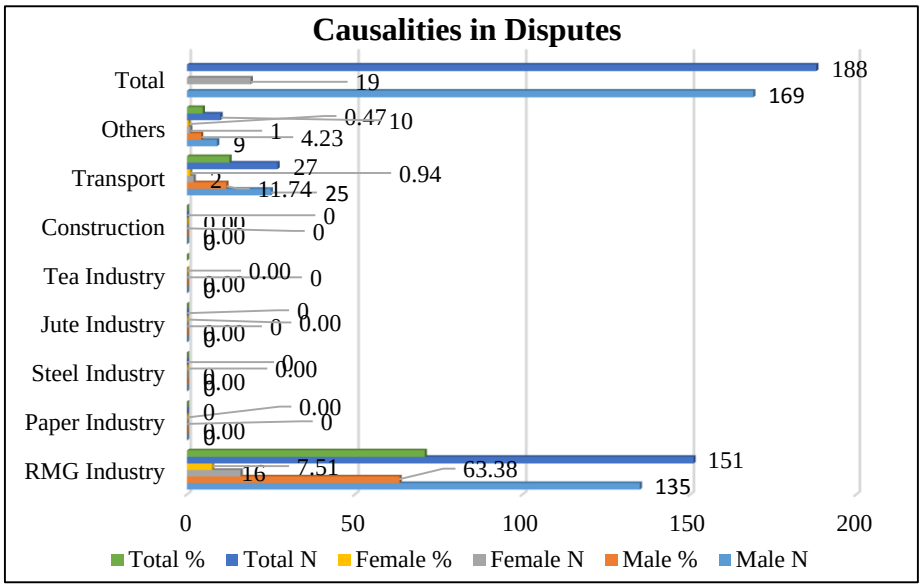
In terms of committing disputes (213) about 83 percent disputes have occurred within same industries and 17 percent have occurred for other industries participation.



The situations the goals of both industries are same likely as demand for minimum standard wage.

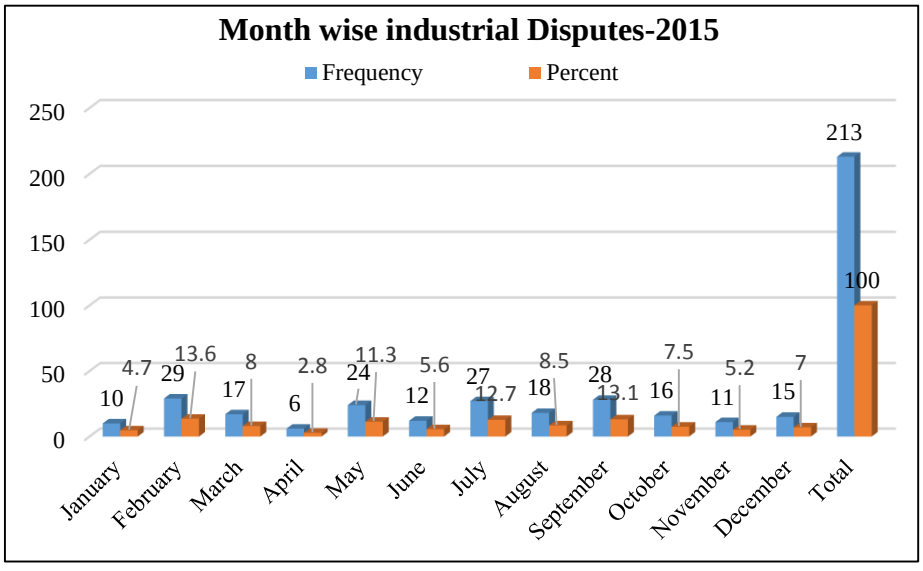
Causalities in Disputes

The report states that there have no any death incidence in industrial disputes during this year. But around 188 workers were injured in the industrial disputes during the year 2015.However, about 90 percent of male and about 10 percent of female are injured in the industrial disputes during this year. The majority number of male and female (about 63.38 percent and 7.51 percent) are injured in RMG sectors during industrial disputes in the course of January to December, 2015.



Month wise industrial Disputes

The findings of the study exposes, more or less industrial disputes have been ensued through every month during the periods of 2015**.**However, the study points out the selective information about incidence occurred during 2015 including Incidents per Month, Incidents per Day, place of those Incidences, working sector, Identification of Workers and amount of Workers' Participated Industries. In 2015, From January to December total 213 incidents (industrial disputes) were occurred in Bangladesh. About 4.7 percent industrial disputes



have arisen in January. This industrial dispute gradually increased. In February 19 (about 13 percent) industrial disputes have occurred. Although, it decreased in March and April. But in May, suddenly, it increased more than March and at least 24 (about 11.3 percent) industrial disputes have ensued in Bangladesh. More specially, during 2015 in September the 2nd maximum numbers of industrial disputes have happened during this periods.

Discussion

Due to industrial disputes there has been enormous loss of production, and some of the factories were ruined by protesters, several labours were death, and lot of labours were injured (at least 188 workers in 2015) and arrested. It is said that there were authentic demand of the labour which should have been addressed by the owners. But these demands were not addressed which created the grievance strengthened the disputes. In 2015, majority number (about 43 percent in 2015) of industrial disputes have arisen because, the workers did not get their proper wages, Layoff, increment and bonus in time. The management authorities are not qualified enough. They did not maintain the co-operation between workers and themselves. The study identified that, most of the disputes have been ensued in the nearest time between the biggest festival of Eid-ul-Fitre and Eid-ul Azha.In that time, maximum industries are closing without prior notice towards the workers and without of any payment. However, some labours were not sincere and honest to their job and responsibilities. These labours involved themselves in the destruction of their own industries.

On the other hand, workers' rights are highly violated in the country. Mass people are not aware of the rights of working people. Even the policy maker are not that much concerned. Civil society shows negligence towards the rights of the workers. The constitution of the country guarantees rights to organize but unfortunately there so many restrictions to form and join Trade Union in several types of industries and the authorities of respective factories are not co-operative of this concern at all.

Recommendations

Most of the industrial disputes have occurred for giving irregular distribution of wages and bonus. So, to pay the regular wages and bonus to the workers is essential.

- Working environment basically depends on employer and the workers co-operation. It is essential to promote mutual trust, understanding and cooperation between the employer and the workers.
- Providing training the workers have to be more efficient. So it is obvious to encourage vocational training, workers' education and family welfare training towards the workers.
- The must be concern about their welfare service. To adopt measures for improvement of welfare services for the workers and their families;
- The authority have to foster a sense of discipline and to improve and maintain safety, occupational, health and working condition;
- Usually the trade union and TU leaders are the authorized body and persons of solving the disputes. In this regard, presence of strong trade union is important.
- Slowdown of political intervention in labour movement. There shouldn't be any political target in workers movement.
- Labour law is the key instruments of labour related issue. It is essential to ensure application of labour laws
- Labour law has been applied for the welfare of the workers, aware them of their rights and also provides the guideline of norms of conduct. So, arranging training manual for the workers on labour laws is also significant.
- Most of the relating to workers and industries are from colonial British period. So these laws should be changed and modified.
- Wages differential is another concealed cause of industrial dispute. It is mainly done in regarding to age and gender. This practice should be distant. Formation of division among the workers should be eliminated.
- The owners generally treat the TUs as opponents. For this reason a conflicting relation arises among these two parties. It is essential to recognize the trade union as an acquaintance.

- In general, promotional policies are sidestepped and denied by the owners of the industries. These policies require a large amount of money for the welfare of the workers. If the welfare policies can be followed properly, the number of disputes can be reduced.
- Good behavior of officers with workers creates a friendly working environment. It is obligatory.
- Job satisfaction level is relatively low among the workers regarding to their position and wages. So, job satisfaction should be ensured by pay hike and other beneficiaries.
- Moreover, industrial dispute resolution agencies are another instrument to assist businesses and employees develop better employment relations by providing information services or training on such matters as handling discipline and grievances at work, preventing discrimination and building effective workplace communication.
- Dispute resolution is further addressed under the Collective Bargaining Convention, 1981 (No. 154), which provides that bodies and procedures for the settlement of labour disputes should be considered to add to the promotion of collective bargaining (Article 5(2) (e)).To resolve and for the settlement of disputes is obvious to follow the convention rules and regulations.

Conclusion

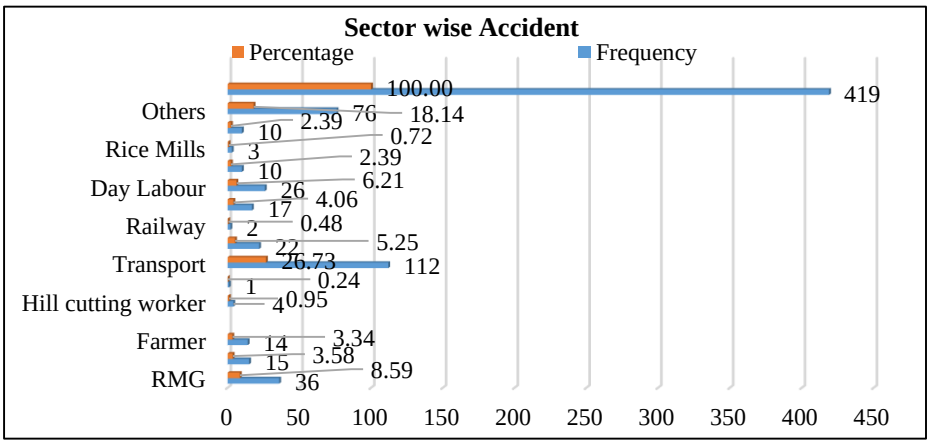
Dispute not only includes the disagreement between employees and employers, but also emphasizes the difference of opinion between worker and worker. The disputes generally arise on account of poor wage structure or poor working conditions. This disagreement or difference could be on any matter concerning the workers individually or collectively. It must be connected with employment or non-employment or with the conditions of labour.The two most common reasons for the existence of industrial disputes are due wages (22.5 percent), bonus and overtime (13.6 percent). The study also has shown that the most common form of mass demonstration (39.9 percent) and strike (20.7 percent). Around 70 percent incidents have occurred in the RMG sector and of which the most common incidents have occurred in Dhaka (31.1 percent), Narayongonj (28.6 percent) and Gazipur (13.6 percent). 91.3 percent workers have participated in their own disputes while 18.8 percent workers of other industries are participated of their disputes. Subsequently evaluating the report of media, it is predictable that almost 188 individuals including garments workers, law enforcement officials and general peoples are injured due to such disputes. As

a result these types of incidents are flattering the severe issue which not only stimulates normal life but disturbs the whole country. From the point of view of the employer, an industrial dispute resulting in stoppage of work means a stoppage of production. This results in increase in the average cost of production since fixed expenses continue to be incurred. It also leads to a fall in sales and the rate of turnover, leading to a fall in profits. The employer may also be liable to compensate his customers with whom he may have contracted for regular supply. Apart from the immediate economic effects, loss of prestige and credit, alienation of the labor force, and other non-economic, psychological and social consequences may also arise. Loss due to destruction of property, personal injury and physical intimidation or inconvenience also arises. So in positions of maintain public life and safety the Regime must take necessary steps to reduce such industrial disputes and safeguard a healthy and secure lifestyle of workers and proprietors.

Introduction and Background

Workplace accident is an unintended event that occurs in the course of work (excluding domestic work) that leads to an injury or death. According to International Labour Office statistics, 120 million occupational accidents occur annually at workplaces worldwide. Of these, 210,000 are fatal accidents. Every day, more than 500 men or women do not come home because they were killed by accidents at work. These are dramatic numbers which draw fairly little public attention. Considering the fact that accidents take a considerable economic toll from nations, companies and individuals, accidents do not get much publicity. In Bangladesh, a number of the workers are the victims of workplace accident which caused to death or bodily injury for life time. This is the paper of workplace accident in Bangladesh -2015.The paper carried out by Bangladesh Institute of Labour Studies-BILS. The paper has been conducted based on news of 14 (Fourteen) daily newspapers during 1st January to 31december, 2015, which aimed to identify the number of workplace accidents according to sectors. It also includes the number of death and injuries of workers in workplace accidents as well as on the way or off the way to workplaces and outside accidents.

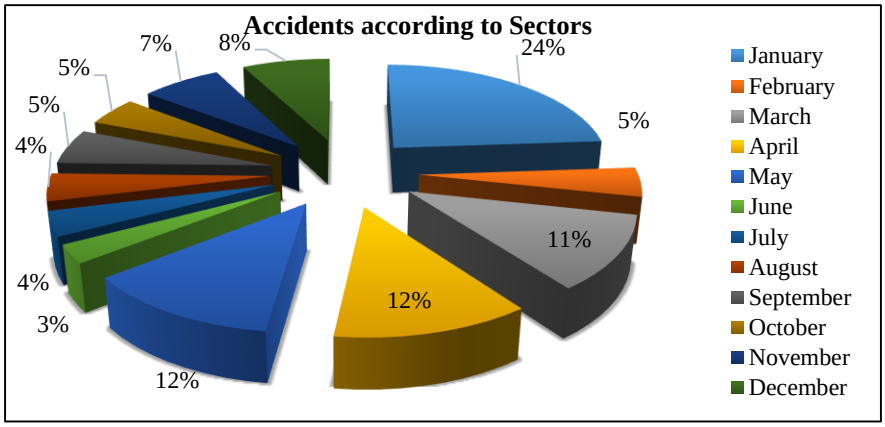
Number of accidents according to sectors



At least 419 separate accidents occurred in the country during the last 1(one) year. The report revealed that majority (At least 112) of the accidents are occurred on transport sector (About 26.7 percent).Besides, about 16.9 percent were in constructions (at least 71), about 8.6 percent in RMG sectors (at least 36), a few percent accidents were occurred in day labour, various factories and brick field sectors. About 18.1 percent accidents took place in others sectors (at least 76) including mason, Ship breaking, chemical sectors, and hotel business sectors during this period.

Month Wise Number of accidents

Every month more or less workers are become the victims of workplace accident in their workplace. From the report it is specified that, in 2015, the highest number of accident (about 24 percent) took place in January (at least 104). The second highest number (at least 52) of accident took place in April and May (about 12 percent).A fewer number (about 3 percent) of accident are took place in june,2015 (about 12 percent).



Number of accidents according to Types

This report have to categorize into three types of accident. Workplace accident, on the way to workplace accident and off the way to workplace accidents. In this time the highest number (about 77 percent) of accident are took place in workplace (at least 321).At least number of 53 accidents are took place on the way to workplace (about 13 percent), At least 15 accidents in off the way to workplace and at least 30 accident are took place in outside of the workplace during 2015.

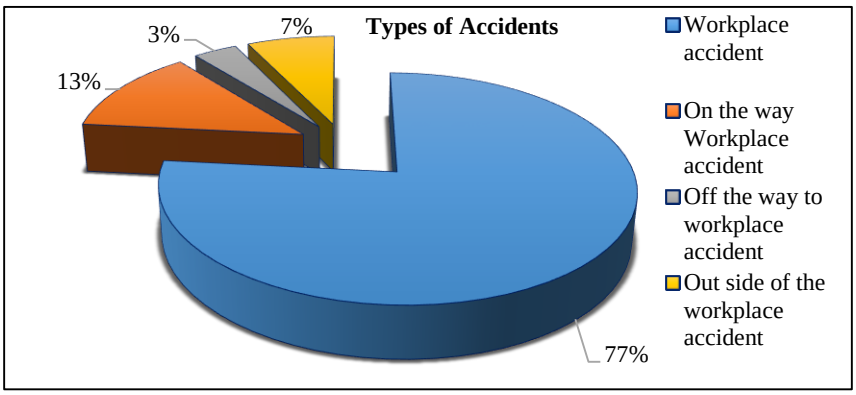


Table 02: Types of Accident according to Sectors

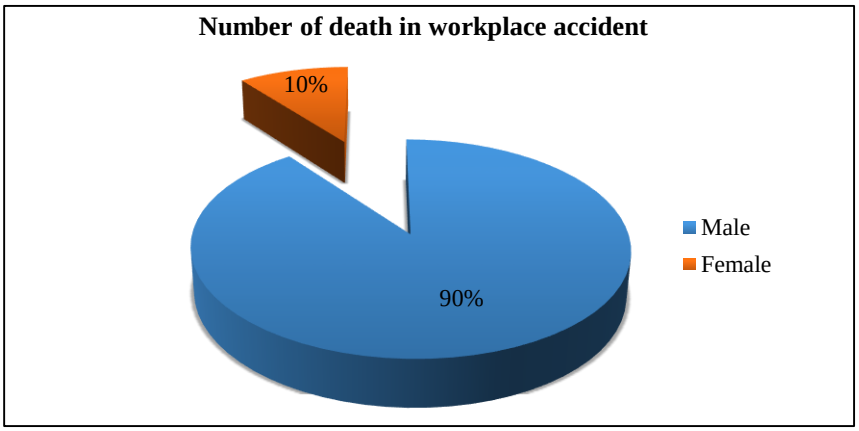
Sector	Work Place accident		Accident on the way to Workplace		Accident off the way to Workplace		Outside of the Workplace		Total	
	N	%	N	%	N	%	N	%	N	%
RMG	16	4.98	16	30.19	3	20.00	1	3.33	36	8.59
Migrant Worker	6	1.87	0	0.00	3	20.00	6	20.00	15	3.58
Farmer	9	2.80	1	1.89	3	20.00	1	3.33	14	3.34
Hill cutting worker	4	1.25	0	0.00	0	0.00	0	0.00	4	0.95
Tea industry	0	0.00	1	1.89	0	0.00	0	0.00	1	0.24
Transport	97	30.22	10	18.87	1	6.67	4	13.33	112	26.73
Construction	64	19.94	5	9.43	0	0.00	2	6.67	71	16.95
Factory	19	5.92	0	0.00	3	20.00	0	0.00	22	5.25
Railway	1	0.31	0	0.00	0	0.00	1	3.33	2	0.48
Brick Field	14	4.36	3	5.66	0	0.00	0	0.00	17	4.06
Day Labour	22	6.85	2	3.77	1	6.67	1	3.33	26	6.21
Electricity	9	2.80	1	1.89	0	0.00	0	0.00	10	2.39
Rice Mills	2	0.62	1	1.89	0	0.00	0	0.00	3	0.72
Others	52	16.20	13	24.53	1	6.67	10	33.33	76	18.14
Not Mentioned	6	1.87	0	0.00	0	0.00	4	13.33	10	2.39
Total	321	100.00	53	100.00	15	100.00	30	100.0	419	100.0

**Newspaper Survey-2015

The majority number of accident are took place in transport sector. About 30.22 percent accident are took place in workplace, about 18.89 percent on the way to workplace accidents and a small number of accidents are took place in off the way to workplace and outside to workplace accidents during this year. The study also reveals that, the second highest number of accidents are took in construction sectors.

Causalities in Work place accidents

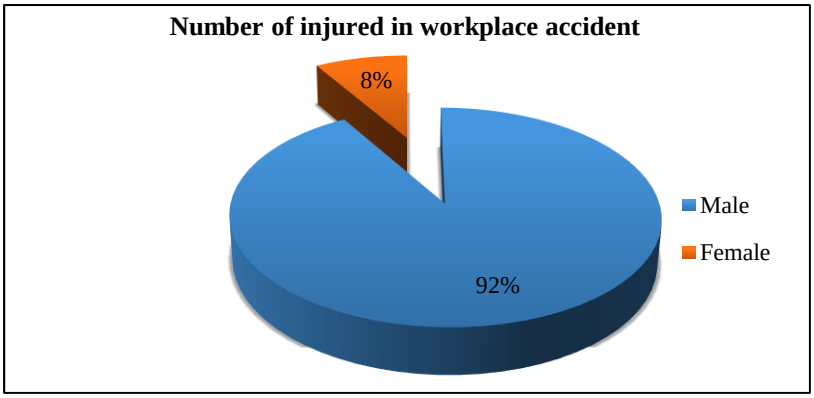
In this time the highest number of workers are died in workplace accident. At least 363 workers are caused to death in workplace accident. From the report it is revealed that, about 90 percent victims are male and about 10 percent are female.



- **Male Death : 326**
- **Female Death : 37**
- **Total Death : 363**

It also clarify that, most of the workers are died in transport sector (at least 125).The second highest (at least 61) number of workers are died in constructions sector.

In January-December 2015, at least 382 workers are injured in workplace accident. The majority of injured (about 92 percent) are male and only 8 percent are female in workplace accident during this periods. Most of the workers are injured in construction sectors (at least 119) and at least 110 workers are bodily injured in RMG sectors in this year.



- **Male Injured : 350**
- **Female Injured : 32**
- **Total Injured : 382**

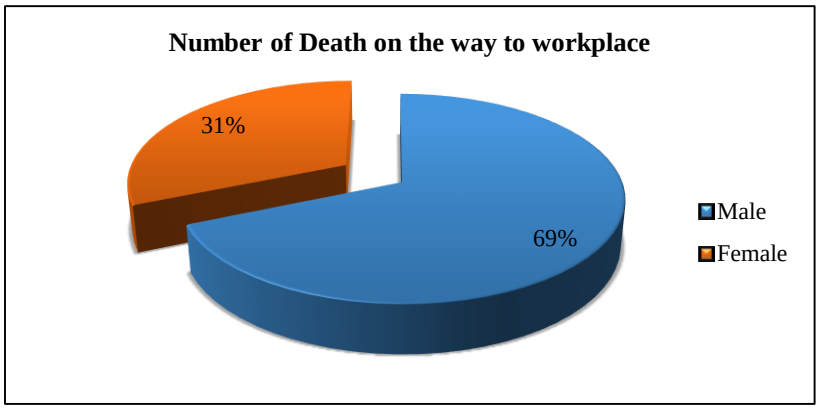
Table 03: Causalities in Work place accidents

Sector	Death						Injured					
	Male		Female		Total		Male		Female		Total	
	N	%	N	%	N	%	N	%	N	%	N	%
RMG	15	4.60	6	16.22	21	5.79	96	27.43	14	43.75	110	28.80
Migrant Worker	5	1.53	0	0.00	5	1.38	1	0.29	0	0	1	0.26
Farmer	9	2.76	0	0.00	9	2.48	0	0.00		0	0	0.00
Hill cutting worker	3	0.92	0	0.00	3	0.83	4	1.14	0	0	4	1.05
Transport	113	34.66	12	32.43	125	34.44	39	11.14	3	9.375	42	10.99
Construction	61	18.71	0	0.00	61	16.80	119	34.00	0	0	119	31.15
Factory	27	8.28	10	27.03	37	10.19	17	4.86	0	0	17	4.45
Railway	1	0.31	0	0.00	1	0.28	0	0.00	0	0	0	0.00
Brick Field	7	2.15	0	0.00	7	1.93	8	2.29	0	0	8	2.09
Day Labour	27	8.28	1	2.70	28	7.71	2	0.57	0	0	2	0.52
Electricity	9	2.76	0	0.00	9	2.48	0	0.00	0	0	0	0.00
Rice Mills	2	0.61	0	0.00	2	0.55	0	0.00	2	6.25	2	0.52
Not Mentioned	8	2.45	0	0.00	8	2.20	0	0.00	0	0	0	0.00
Others	39	11.96	8	21.62	47	12.95	64	18.29	13	40.625	77	20.16
Total	**326**	100.00	**37**	100.00	**363**	100.00	**350**	100.00	**32**	100	**382**	100.00

***Newspaper Survey-2015

Causalities on the way to Work place accident

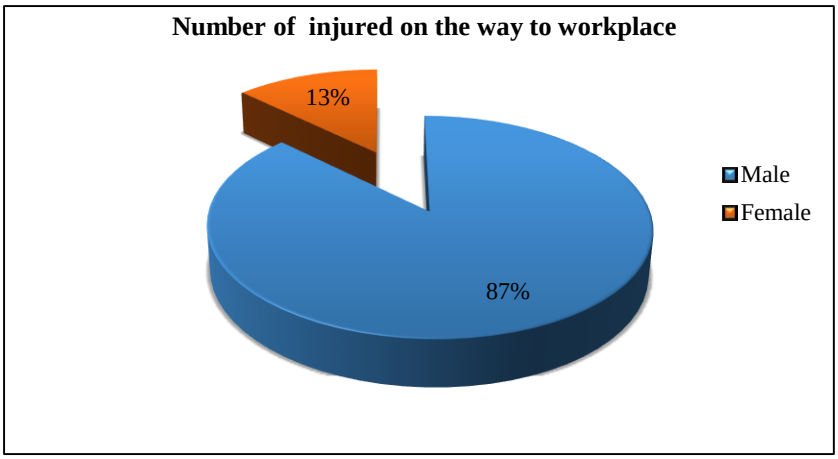
From the report it is identified that, a significant number of male workers are caused to death on the way to workplace accident. Besides, one third of female workers from total number are caused to death on the way to workplace accident.



The prominent (at least 29) number of the workers are died in transport sector and at least 18 workers are died in RMG sectors in January- December, 2015**.**

- **Male Death : 70**
- **Female Death : 20**
- **Total Death : 90**

The report highlights that majority number of male workers injured (about 87 percent) and a small number of female workers about 13 percent are injured on the way to workplace accident. Most of the workers are injured in day labour sectors (at least50). At least 40 workers are injured in transport sectors.



- **Male injured : 96**
- **Female injured : 14**
- **Total injured : 110**

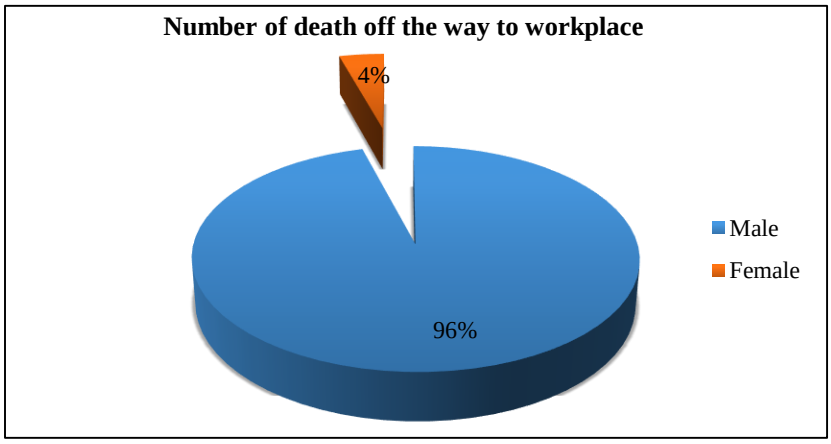
Table 04: Causalities on the way to Work place accident

Sectors	Death						Injured					
	Male		Female		Total		Male		Female		Total	
	N	%	**N**	%	**N**	%	**N**	%	**N**	%	**N**	%
RMG	10	14.29	8	40.00	18	20.00	0	0.00	2	14.29	2	1.82
Migrant Worker	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Farmer	1	1.43	0	0.00	1	1.11	0	0.00	0	0.00	0	0.00
Hill cutting worker	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Transport	24	34.29	5	25.00	29	32.22	33	34.38	7	50.00	40	36.36
Construction	9	12.86	1	5.00	10	11.11	0	0.00	0	0.00	0	0.00
Factory	2	2.86	0	0.00	2	2.22	0	0.00	0	0.00	0	0.00
Railway		0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Brick Field	5	7.14	1	5.00	6	6.67	0	0.00	0	0.00	0	0.00
Day Labour	3	4.29	0	0.00	3	3.33	50	52.08	0	0.00	50	45.45
Electricity	2	2.86	0	0.00	2	2.22	0	0.00	0	0.00	0	0.00
Rice Mills	1	1.43	0	0.00	1	1.11	0	0.00	0	0.00	0	0.00
Not Mentioned	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Others	13	18.57	5	25.00	18	20.00	13	13.54	5	35.71	18	16.36
Total	70	100.0	**20**	100.0	**90**	100.00	**96**	100.0	**14**	100.0	**110**	100.0

** Newspaper Survey-2015

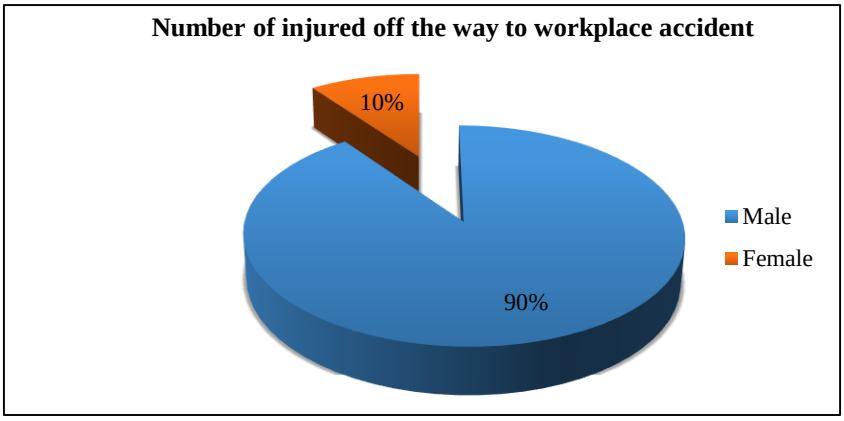
Causalities off the way to Work place accident

The report specified that, a significant number of male workers are caused to death off the way to workplace accident. Besides, a small number of female workers from total number are caused to death off the way to workplace accident. The prominent (at least 10) number of the workers are died in day labour sector and at least 4 migrant workers sectors are died in January- December, 2015.



- **Male Death : 23**
- **Female Death : 1**
- **Total Death : 24**

In this year the majority of male workers injured (about 90 percent) and a small number of female workers about 10 percent are injured on the way to workplace accident. Most of the migrant workers are injured (At least 27) and at least 40 workers are injured in agricultural sectors.



- **Male injured : 55**
- **Female injured : 6**
- **Total injured : 61**

Causalities outside to work place accident

At least **30** workers died at outside to workplace accidents.

- **Male Death : 23**
- **Female Death : 7**
- **Total Death : 30**

At least **8** workers injured at outside to workplace accidents.

- **Male injured : 7**
- **Female injured : 1**
- **Total injured : 8**

Recommendations

Every year a significant number of workers are died in workplace accident more or less all sectors especially in construction and transport sectors. So it's essential to ensure some proper initiatives to prevent all kinds of workplace accidents. Considerable suggestions are-

- The construction workers are worked in a dangerous situation. Proving helmet, strong rope, safety net and related others materials is essential.
- Inspection program based on internationally recognized workplace safety standards;
- Managers, supervisors and workers should be appropriately accomplished in fire and safety procedures and take responsibility for ensuring the safe exit of the building during or following an incident. Forming an in-factory training program.
- It is clear that the current failure of either the government of Bangladesh or the businesses that are associated to the Bangladesh industry are not doing enough to ensure garment workers' rights to a safe workplace are being either protected or respected.So,facilitating the creation of factory health and safety committees and ensured workers' rights to a safe workplace.
- Appraising the existing building regulations and enforcement;
- Evolving a worker complaint process and mechanism for workers to report about health and safety risks; and advising a Chief Inspector who will design and implement a fire safety;
- Exit routes must be sufficient for the number of workers employed in the factory and must remain unblocked at all times. Factory gates should be kept unlocked whenever workers are in the building.
- Trade unions feel that safety representatives assimilated into the formal trade union organization in the workplace may contribute towards achieving considerable improvements in health and safety matters. So, Raising awareness among workers, trade unions and employers on this matter as early as possible.

- To conduct in-depth accident investigation, provide legal services to victims for obtaining legal compensation is obvious.

Conclusion

An accident may be termed as a result of a chain of events in which something has gone wrong, resulting in an undesired end. It has been shown that human involvement may prevent the injury or damage to which such a chain of events would otherwise lead. However, given the fact of human involvement, the potential exists for far more dangerous possible restraints of events than those actually leading to injury or damage. These possibilities must be considered in assessing the full extent of workplace risk. Assuming that events that might lead to injury or damage occur because of factors in the workplace, one is led to conclude that the extent of the problem has to be determined on the basis of the existence and frequency of such factors. When dealing with accidents in the workplace, one can estimate the magnitude of the problem retrospectively by comparing the number of accidents (incidence rate) with the severity of the accidents (lost work days). However, if one wants to estimate the magnitude of the problem prospectively, it is done by evaluating the presence of risk factors in the workplace that is, factors that might lead to accidents. In this year the highest number of workers are died in workplace accident. At least 363 workers are caused to death in workplace accident. From the report it is revealed that, about 90 percent victims are male and about 10 percent are female. As a developing country, workplace accident not only took place in garments sectors, but also in constructions. A large number of workers are involved in construction sectors. About 32 percent casualties observed in construction sectors in 2015.There has no any little concern about the workers, especially the construction workers security and protection related issues from the authorities. To ensure the protection of workers in the workplace, the implementation of labour laws are essential. On the other hands, ensuring proper wages, life insurance for the workers, facilitate the sufficient compensation towards the victims of workplace is obvious. Besides, the government should come forwards to overall workers welfare and safety concern.

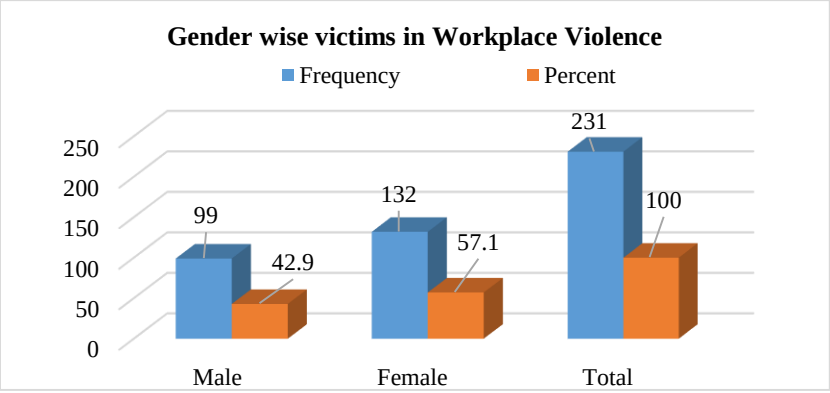
Introduction and Background

Workplace violence is violence or the threat of violence against workers. It can ensue at or outside the workplace and can range from threats and verbal abuse to physical assaults and homicide, one of the leading causes of job-related deaths. However it manifests itself, workplace violence is a growing concern for employers and employees nationwide. Workplace violence is any act or threat of physical violence, harassment, intimidation, or other threatening disruptive behavior that occurs at the work site. It ranges from threats and verbal abuse to physical assaults and even homicide. It can affect and involve employees, clients, customers and visitors. Concern about the effects of workplace violence and harassment on the health and safety of workers has been growing over the last decade. Both third-party violence and harassment may have severely negative consequences for the individuals affected and their families, co-workers and organizations, as well as the whole society. Although this growing concern has led to better provision of information, there is still a need to improve awareness, and to encourage better dissemination of the proven tools and procedures to prevent and manage these occupational risks.

Bangladesh Institute of Labour Studies (BILS), the paper has been prepared by analyzing the newspaper contents of 14 recognized national daily newspapers of Bangladesh. These newspaper includes- The Daily Independent, The Daily Ittefaq, The Daily Janakantha, The Daily Jugantor, The Daily Kalerkantha, The Daily Newage, The Daily Prothom Alo, The Daily Samokal, The Daily Sangbad, The Daily Sokaler Khobar and The Daily Star. The contents has been collected systematically and analyzed for this paper purpose. Data was processed and analyzed by using Special Program for Social Statistic (SPSS) & Microsoft Excel in computer. This paper aimed to identify the number of victims, nature and causes of workplace violence in Bangladesh.

Gender wise victimization in workplace violence

Workplace violence has become matter of anxiety in the recent time. Alarming concern is that, majority number of victims in workplace violence are female. The report reveals,



about 57.1 percent victims are female and around 43 percent victims are male in workplace violence during the periods of 2015.

Male Victims : 99

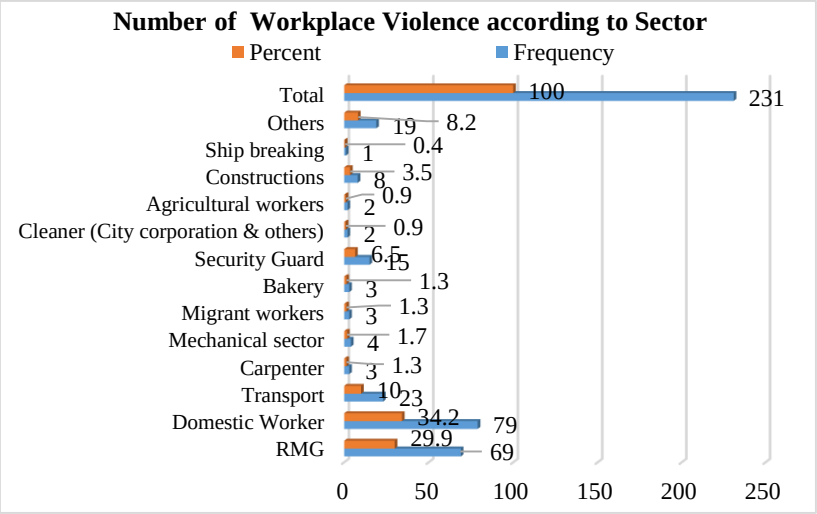
Female Victims: 132

Table 02: Number of Victims according to Sector

Sector	Sex of the victim				Total	
	Male		Female			
	N	%	N	%	N	%
RMG	14	14.14	55	41.67	69	**29.87**
Domestic Worker	12	12.12	67	50.76	79	**34.20**
Transport	23	23.23	0	0.00	23	**9.96**
Carpenter	3	3.03	0	0.00	3	**1.30**
Mechanical sector	4	4.04	0	0.00	4	**1.73**
Migrant workers	3	3.03	0	0.00	3	**1.30**
Bakery	3	3.03	0	0.00	3	**1.30**
Security Guard	15	15.15	0	0.00	15	**6.49**
Cleaner (City corporation & others)	0	0.00	2	1.52	2	**0.87**
Agricultural workers	2	2.02	0	0.00	2	**0.87**
Constructions	7	7.07	1	0.76	8	**3.46**
Ship breaking	1	1.01	0	0.00	1	**0.43**
Others	12	12.12	7	5.30	19	**8.23**
Total	**99**	**100.00**	**132**	**100.00**	**231**	**100.00**

** Newspaper Survey-2015

Number of workplace violence according to sectors



Number of workplace violence are very from sector to sector. Surprisingly, a significant number of violence have been occurred in domestic working sector in this year. The paper signify that, about 34.2 percent violence are took place in domestic working sector. Besides, around 29.9 percent violence have been ensued in RMG sectors.

Types of Violence in Workplace

Various types of violence are figured out in the workplace during this year. These violence includes-torture, murder, rape, gang rape, sexual harassment, mystery death, unnatural death, falling on the roof top, kidnap and others. The study findings identify that, a prominent number (about 32 percent) of torture incidence took place in workplace during this year. On the other hands, around 14 percent rape, 12.6 percent murder, 11.7 percent beating incidence took place in workplace. However, we classified between torture and beating on the basis of gravity of injury.

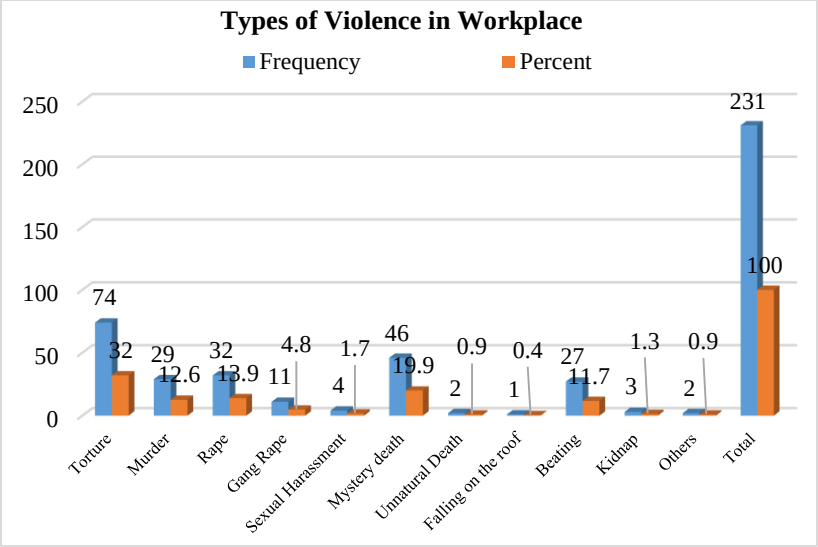


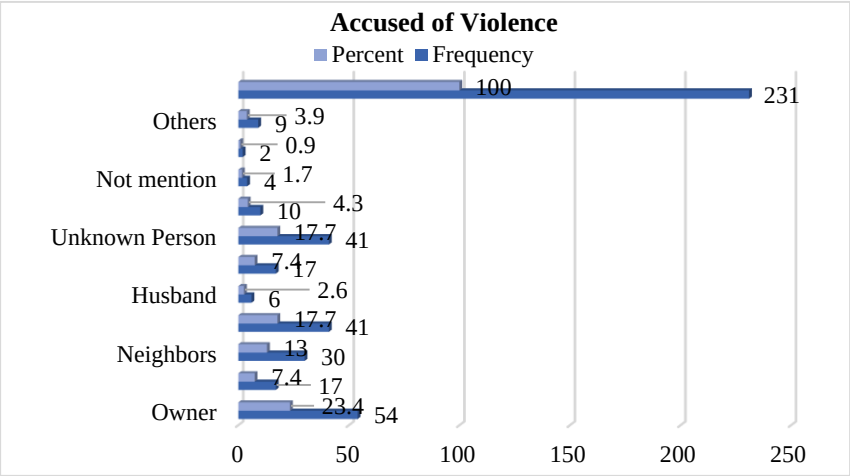
Table 02: Types of Workplace Violence according to Sector

Working Sector	Types of violence											
	Torture	Murder	Rape	Gang Rape	Sexual Harassment	Mystery death	Unnatural Death	Falling on the roof	Beating	Kidnap	Others	Total
RMG	12	5	18	9	4	16	0	0	4	1	0	69
Domestic Worker	35	4	11	0	0	18	2	1	6	1	1	79
Transport	10	7	0	0	0	1	0	0	5	0	0	23
Carpenter	2	1	0	0	0	0	0	0	0	0	0	3
Mechanical sector	1	0	0	0	0	3	0	0	0	0	0	4
Migrant workers	1	1	0	0	0	0	0	0	0	1	0	3
Bakery	3	0	0	0	0	0	0	0	0	0	0	3
Security Guard	7	1	0	0	0	4	0	0	3	0	0	15
Cleaner (City corporation & others)	0	1	0	0	0	1	0	0	0	0	0	2
Agricultural workers	0	1	0	0	0	1	0	0	0	0	0	2
Constructions	2	3	0	0	0	1	0	0	2	0	0	8
Ship breaking	0	1	0	0	0	0	0	0	0	0	0	1
Others	1	4	3	2	0	1	0	0	7	0	1	19
Total	74	29	32	11	4	46	2	1	27	3	2	231

** Newspaper Survey-2015

The majority number of torture (around 35) incidence took place in domestic working sectors. Besides, a significant number (around 18) of rape have been ensued in RMG sectors. These victims are spoiled basically on the way to or return from the workplace .There is a horrible alarm, most of the mystery death incidence took place in domestic working and RMG sectors.

Accused of Violence



The study reveals that, about 23.4 percent violence have been committed by owner of the workplace. On the other hands, about 17.7 percent violence committed by local goons and unknown persons in separately.

Table 03: Types and accused of Workplace Violence

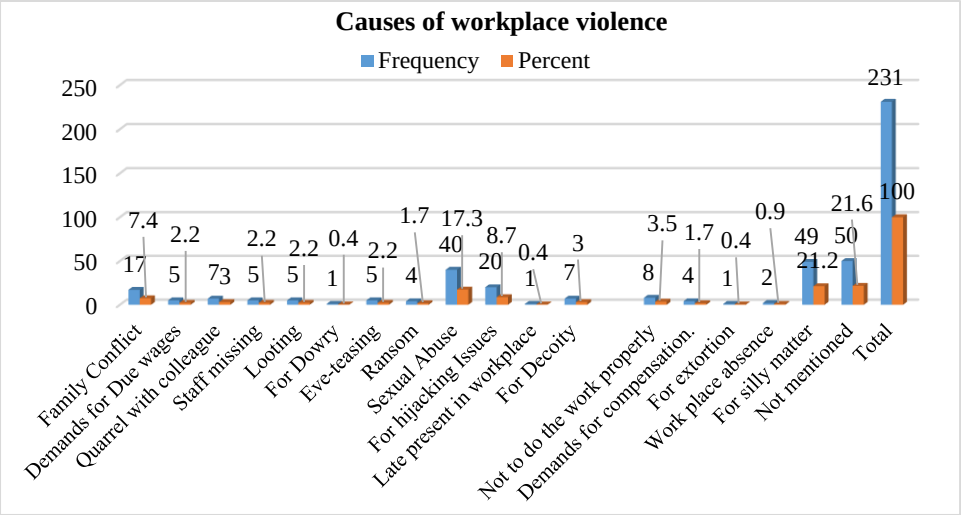
Types of Violence	Accused of Violence											Total
	Owner	Colleague	Neighbor	Goons	Husband	Self	Unknown Person	Gangster	Not mention	Wife	Others	
Torture	36	8	5	13	0	1	7	3	0	0	1	**74**
Murder	0	5	2	6	0	0	11	3	0	2	0	**29**
Rape	6	3	13	3	1	0	2	1	0	0	3	**32**
Gang Rape	0	1	5	3	0	0	1	0	0	0	1	**11**
Sexual Harassment	0	0	1	2	0	0	0	0	0	0	1	**4**
Mystery death	3	0	1	2	4	15	17	0	4	0	0	**46**
Unnatural Death	0	0	0	0	0	1	0	0	0	0	1	**2**
Falling on the roof	0	0	0	0	0	0	1	0	0	0	0	**1**
Beating	8	0	3	11	1	0	1	1	0	0	2	**27**
Kidnap	0	0	0	0	0	0	1	2	0	0	0	**3**
Others	1	0	0	1	0	0	0	0	0	0	0	**2**
Total	**54**	**17**	**30**	**41**	**6**	**17**	**41**	**10**	**4**	**2**	**9**	**231**

**Newspaper Survey-2015

The study specify that, the majority number of torture have been committed by owner (around 36).

Causes of Workplace violence

There are many causes of workplace violence in Bangladesh. The study figured outs, family conflict, demands for due wages, quarrels with colleagues, eve teasing, sexual abuse, not to do the work properly, silly matter, dowry is the major causes of workplace violence. About 21.2 percent workplace violence have been occurred for silly matter (not pay attention, not obey the advice etc.)Besides, 17.3 percent workplace violence have been caused for sexual abuse of the worker in workplace during the year 2015.



Casualties in Workplace Violence

Casualties in workplace violence are classified not only death, but also suicide, injured and missing. A significant number of workers are caused to death and injured in every year. The study finding specified, about 70.71 percent male workers and 40.15 percent female workers are caused to death in this year. Besides, about 25.25 percent male and 53.03 percent female are caused to injury in workplace violence during all over the year 2015.

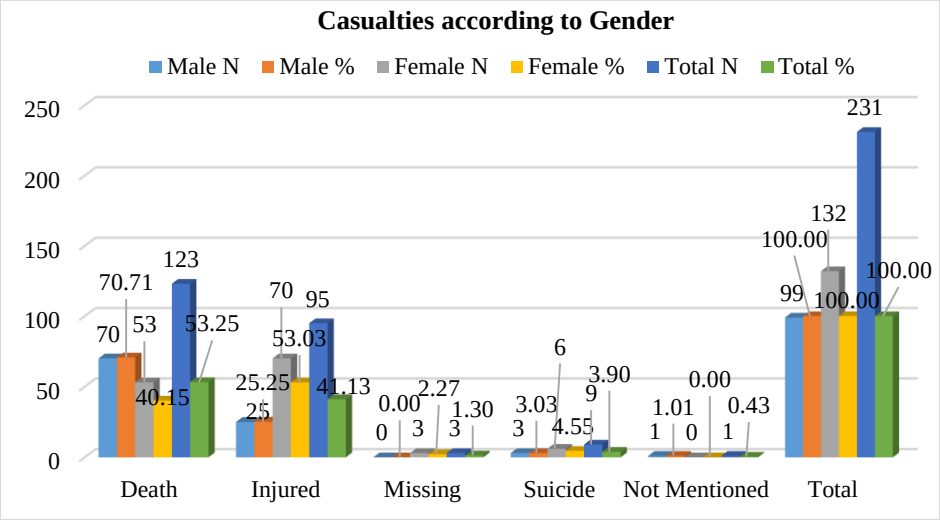


Table 04: Sector wise casualties

Sector	Casualties										Total	
	Death		Injured		Missing		Suicide		Not Mentioned			
	N	%	N	%	N	%	N	%	N	%	N	%
RMG	28	22.76	34	35.79	2	66.67	5	55.56	0	0.00	69	29.87
Domestic Worker	38	30.89	38	40.00	1	33.33	2	22.22	0	0.00	79	34.20
Transport	19	15.45	4	4.21	0	0.00	0	0.00	0	0.00	23	9.96
Carpenter	2	1.63	1	1.05	0	0.00	0	0.00	0	0.00	3	1.30
Mechanical sector	4	3.25	0	0.00	0	0.00	0	0.00	0	0.00	4	1.73
Migrant workers	2	1.63	0	0.00	0	0.00	0	0.00	1	100.00	3	1.30
Bakery	3	2.44	0	0.00	0	0.00	0	0.00	0	0.00	3	1.30
Security Guard	9	7.32	4	4.21	0	0.00	2	22.22	0	0.00	15	6.49
Cleaner (City corporation & others)	2	1.63	0	0.00	0	0.00	0	0.00	0	0.00	2	0.87
Agricultural workers	2	1.63	0	0.00	0	0.00	0	0.00	0	0.00	2	0.87
Constructions	5	4.07	3	3.16	0	0.00	0	0.00	0	0.00	8	3.46
Ship breaking	1	0.81	0	0.00	0	0.00	0	0.00	0	0.00	1	0.43
Others	8	6.50	11	11.58	0	0.00	0	0.00	0	0.00	19	8.23
Total	**123**	**100.00**	**95**	**100.0**	**3**	**100.00**	**9**	**100.00**	**1**	**100.00**	**231**	**100.00**

** Newspaper Survey-2015

The study finding identify that, most of the casualties are found in domestic working sector. About 30.89 percent workers are caused to death and 40 percent are injured in workplace violence in this year. On the other hands, about one fourth number of casualties are found in RMG sectors. A little number of percentages death and injury are found in transport, security guard, mechanical sector, and construction sector.

Recommendations

Workers, employers, professional bodies Governments and their competent authorities should provide the necessary framework for the reduction and elimination of such violence. This includes-

- Making the reduction/elimination of workplace violence in the health sector an essential part of national/regional/local policies and plans on occupational health and safety, human rights protection, economic sustainability, enterprise development and gender equality.
- Stimulating the participation of all parties concerned with such policies and plans.
- Reviewing labour law and other legislation and introducing special legislation, where necessary ensuring the enforcement of such legislations.
- Reassuring the inclusion in national, sectorial and workplace/enterprise agreements of provisions to reduce and eliminate workplace violence.
- Encouraging the development of policies and plans at the workplace to combat workplace violence.
- Launching awareness campaigns on the risks of workplace violence.
- Requesting the collection of information and statistical data on the spread, causes and consequences of workplace violence.
- Coordinating the efforts of the various parties' concerned responsibility for ensuring the health, safety and wellbeing of workers including the elimination of the predictable risk of workplace violence, according to national legislation and practice.
- Creating a climate of rejection of violence in their organizations.
- Routine assessment of the incidence of workplace violence and the factors that support or generate workplace violence.
- Developing policies and plans at the workplace to combat workplace violence and establishing the required monitoring mechanisms and range of sanctions.
- Consulting with representatives of the workers on the development of such policies, plans and implementation.
- The introduction of all necessary preventive and protective measures and procedures to reduce and eliminate the risks of workplace violence.
- Giving managers at all levels responsibility for implementing policies and procedures relating to workplace violence.

- The provision of adequate information, instruction and training concerning workplace violence.
- The provision of short, medium and long-term assistance to all those affected by workplace violence, including legal aid, as required
- Actively promoting awareness of the risks and destructive impact of workplace violence the provision of adequate reporting systems and setting up of mechanisms for collecting data and information in the area of workplace violence.

Conclusion

Workplace violence be it physical or psychological has become a comprehensive problem crossing borders, work settings and working groups. For long a forgotten issue, violence at work has radically gained momentum in recent years and is now a priority concern in both industrialized and developing countries. In Bangladesh this is a matter of critical concern. Workplace violence affects the dignity of millions of people worldwide. It is a major source of inequality, discrimination, stigmatization and conflict at the workplace. Increasingly it is becoming a central human rights issue. At the same time, workplace violence is increasingly appearing as a serious, sometimes lethal threat to the efficiency and success of organizations. Violence causes immediate and often long-term disruption to interpersonal relationships, the organization of work and the overall working environment.

A prominent number (about 32 percent) of torture incidence took place in workplace during this year. On the other hands, around 14 percent rape, 12.6 percent murder, 11.7 percent beating incidence took place in workplace in January to December-2015. About 70.71 percent male workers and 40.15 percent female workers are caused to death in this year. Besides, about 25.25 percent male and 53.03 percent female are caused to injury in workplace violence Although, it is not an isolated, individual problem but a structural, strategic problem rooted in social, economic, organizational and cultural factors. An approach should consequently be developed and promoted which would attack the problem at its roots, involve all parties concerned and take into account the special cultural and gender-dimension of the problem.