Study on job mobility of women workers in Bangladesh's garment sector

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Abstract:

Background:
Job mobility is the change of occupation or job. An employee may switch to a different job or grade within the same or a different occupational field. The average person can expect to change careers several times in her/his lifetime. The extent of job mobility is indicated by the number of workers who change occupations over a given period of time. People do not usually have the same capacity to change careers in the midstream. It sometimes takes more of an effort or even a push to get people moving in a new direction. Some people may find it more logical to move down the career ladder than up. It could be by choice for reducing stress or out of fun. The main purpose of this study was to determine the nature and extent of job mobility of female workers in the garments sector of Bangladesh.

Materials and Methods:
A qualitative or quantities questionnaire-based survey method was used to collect primary data from the period of July 2022 to December 2022. A total of 2929 respondents of female garments worker were constituted the population of the study. Samples of 458 female worker respondents were chosen randomly in order to meet the objectives of the study. Software like MS Excel was used to create all charts and graphs, and the Statistical Program for the Social Sciences (SPSS) was utilized to analyze the data.

Results:
The research revealed that about half (49.26 percent) of the female workers of Nass Apparels had high occupational mobility, whereas 32.35 percent of them had no occupational mobility, 10.29 percent had low and 8.09 percent had medium occupational mobility. In the case of Delta Composite, more than half of the female workers had no occupational mobility, whereas above one-fifth (21.43 percent) of them had high occupational mobility, 9.94 percent had low and 10.87 percent had medium occupational mobility. In the case of both garments, above half (50.22 percent) of the female workers had no job mobility whereas, 29.69 percent of them had high occupational mobility, 10.04 percent had low and rest 10.04 percent had medium occupational mobility. The mean of job mobility of the female workers of non-compliance garment were significantly higher than compliance garment.

Conclusion:
From the findings regarding consequences of job mobility of female garment workers, it may be concluded that increase in income, work environment, standard of living, empowerment etc. are the consequences of occupational mobility.

Key Words: Occupational mobility; Garments; Female worker.

I. INTRODUCTION

Readymade garments (RMG) industry is the most important sector in the economy of Bangladesh. A unique feature of this sector is the huge number of women workers engaged in this industry [1]. During the early 1980s, the Bangladeshi government adopted an export-oriented industrialization policy and since then garment factories have emerged as a major source of employment for Bangladeshi women [2]. The RMG industry has radically changed the lives of millions of Bangladeshis over the last two decades. The wage gap, while less significant than in other sectors, contributes to the feminization of poverty. A female sewing machine operator earns some 71% of a male operator's earnings and a female helper about 53% of a male helper's earnings [3].

The BGMEA plays a very important role in guiding the industry in partnership with the government. It is committed to protecting the interests of its members and its employees by enforcing legitimate rights and privileges for garment workers. It negotiates and consults with foreign and local agencies to promote the garments sector in every possible field [4]. In the last 15 years, Bangladesh became the 8th largest exporter of garments in the United States in 1991. The clothing sector, one of the biggest foreign exchange earners, is growing rapidly. The Rise of the Bangladesh Garment Industry 35 of 125 percent from 1977 to 1991 and the garment industry provided jobs for women. She further stated that globalization has produced the garment industry in Bangladesh. Also, it has created a new millionaire class and given women new job prospects. Although it may be fairly claimed that working in a garment factory does not provide women a greater say, this occupation has become a crucial source of money for families. [5]. Women's social opportunities have been enhanced as they are now able to develop their identity, be visible in society and gain respect in their additional role as paid members of society. Today workers in the garment industry would be bolder, more confident and would know the world when discussing their jobs, wages, etc. often under difficult environments. An important part of the new socialization that young women experience through working in the formal sector has to do with their negotiating various ways that society stigmatizes. Working women face constrains in their quest for autonomy, while at the same time the value their economic contributions [6]. The future of the RMG industry in Bangladesh depends not only on the availability of inexpensive labor and the government's lax policies, but also on compliance with COC (Code of Conduct) [7]. The main focus of this research is to ascertain the proper mobility of female workers and to compare the job mobility between compliance and non-compliance garments factory. It has identified the causes and consequences of occupational mobility, as well as assessed some selected factors of female garment workers. In this study relationship between the selected factors of female workers with their job mobility in garments sector of Bangladesh is also explored.

II. MATERIALS AND METHODS

This study was carried out during the period of 01 July 2022 to 31 December, 2022 in at Dhaka & Gazipur district in Bangladesh. Assuming 50% responsive distribution with 5% margin of error or confidence interval and 95% confidence level minimum recommended sample size of The Delta Composite Knitting Industry Ltd. become 322 out of the female workers' population 1987. Assuming 50% responsive distribution with 5% margin of error or confidence interval and 95% confidence level minimum recommended sample size of Naas Apparels Ltd. become 136 out of the female worker population 210. This is done by the online Sample Size Calculator developed by the Creative Research Systems of California [Sample Size Calculator, 2012] [8]. Thus the sample size of this study was (322 + 136) = 458. Certain attributes or characteristics form an integral part in the development of human behavior. The purpose of this study is to describe the 14 selected characteristics of the female garment workers such General Factors (marital status, family size, accommodation), Human Capital Factors (age, education, training, experience), Hygiene Factors (wage, social status, job hazards, work environment) & Motivating Factors (attitude toward garment job, interest, Inspiration) were the independent variable of this study. Where, job mobility of female garment workers was the dependent variable of this study. An interview schedule containing direct questions and some scales were used for data collection from the selected respondents under this research. Data was collected from the respondents by face to face interviewing by the researcher. The software such as Excel and Statistical Package for the Social Sciences (SPSS) was used to analyze the data. Inferential (correlation,) and descriptive (e.g. range, observed range, mean, standard deviation and coefficient of variation) statistics were used to find out the research results.

III. RESULT AND DISCUSSION

Job mobility of Female Garment Workers

On the basis of the job mobility score, the respondents of Naas Apparels, Delta Composite and both of non-compliance and compliance garments are classified into four categories as follows:

Categories	Basis of categorization (score)
No mobility	0
Low mobility	>0.0 to <0.5
Medium mobility	0.5 to <1.0
High mobility	>1.0

Data presented in the Table-1 revealed that about half (49.26%) of the female workers of Naas Apparels have high occupational mobility, whereas 32.35% of them have no occupational mobility, 10.29% have low and 8.09% have medium occupational mobility. In case of Delta Composite, more than half of the female workers have no occupational mobility, whereas above one-fifth (21.43%) of them have high occupational mobility, 9.94% have low and 10.87% have medium occupational mobility. In case of both garments, above half (50.22%) of the female workers have no job mobility whereas, 29.69% of them have high

occupational mobility, 10.04% have low and rest 10.04% have medium occupational mobility. The results are shown in Diagram-1.

Table no 1: Distribution of the female garment workers according to their occupational mobility

| Name of garments	Categories	Respondents		Mean	SD	CV
		Number	Per cent			
Naas Apparels	No mobility	44	32.35	0.58	0.508	0.873
	Low mobility	14	10.29			
	Medium mobility	11	8.09			
	High mobility	67	49.26			
	Total	136	100.00			
Delta Composite	No mobility	186	57.76	0.30	0.441	1.453
	Low mobility	32	9.94			
	Medium mobility	35	10.87			
	High mobility	69	21.43			
	Total	322	100.00			
Both	No mobility	230	50.22	0.39	0.479	1.239
	Low mobility	46	10.04			
	Medium mobility	46	10.04			
	High mobility	136	29.69			
	Total	458	100.00			
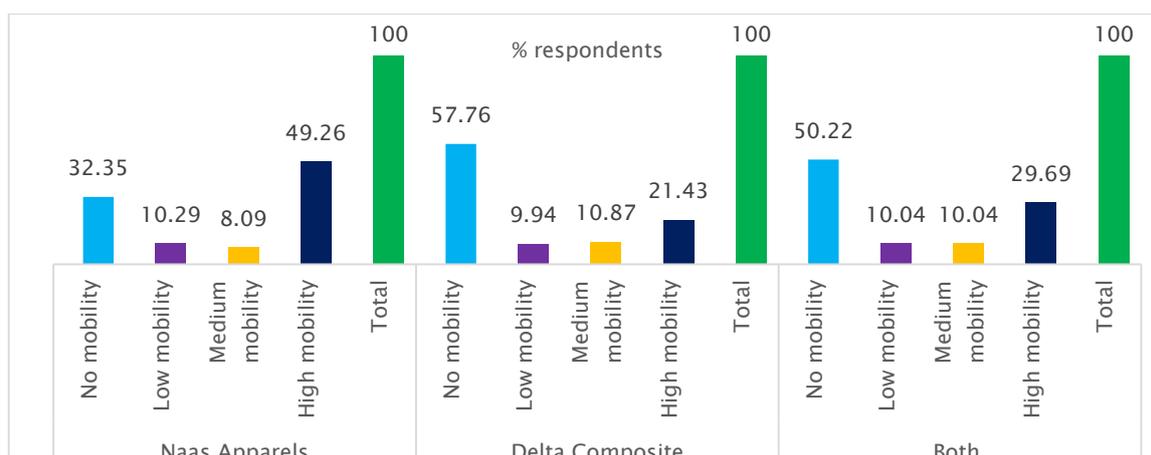
Figure 1: Distribution of the female garment workers according to their occupational mobility

Factors Influencing Job mobility of Female Garment Workers

Marital status is determined by asking the female garment worker with four alternative responses as unmarried, married, widow and divorced. As marital status is determined in nominal scale, it is not included in correlation test. Except marital status, other 13 variables are determined by developing appropriate scale for the study. Some of the salient features such as measuring unit, possible range and observed range, mean, SD, CV of these selected variables of the female garment workers have been presented in Table-2.

Table no 2: Possible range, Observed range, Mean, Standard deviation, Coefficient of variation of the selected characteristics of the Female Workers

Sl. No.	Characteristics	Type of garment	Measuring unit	Possible range	Observed range	Mean	SD	CV
A) General factors								
1	Marital Status	Non-compliance	unmarried, married, widow and divorced	-	-	-	-	-
		Compliance		-	-	-	-	-
		Both		-	-	-	-	-
2	Family Size	Non-compliance	No. of person	Unknown	1-4	1.63	0.842	0.516
		Compliance		Unknown	1-5	2.31	1.102	0.477
		Both		Unknown	1-5	2.12	1.078	0.509
3	Accommodation	Non-compliance	Score	Unknown	1-3	2.60	0.801	0.308
		Compliance		Unknown	1-5	2.87	0.857	0.299

Sl. No.	Characteristics	Type of garment	Measuring unit	Possible range	Observed range	Mean	SD	CV
		Both		Unknown	1-5	2.79	0.849	0.304
B) Human capital factors								
4	Age	Non-compliance	No. of years	Unknown	12-28	18.17	3.398	0.187
		Compliance		Unknown	11-40	21.37	4.608	0.216
		Both		Unknown	11-40	20.42	4.525	0.222
5	Education	Non-compliance	Schooling years	1-4	1-4	1.93	0.813	0.421
		Compliance		1-4	1-4	2.36	0.736	0.312
		Both		1-4	1-4	2.23	0.784	0.352
6	Training	Non-compliance	No. of months	Unknown	0-1	0.26	0.443	1.673
		Compliance		Unknown	0-3	0.15	0.546	3.589
		Both		Unknown	0-3	0.19	0.519	2.798
7	Experience	Non-compliance	No. of years	Unknown	1-6	1.52	1.047	0.689
		Compliance		Unknown	1-15	2.40	2.258	0.941
		Both		Unknown	1-15	2.14	2.017	0.943
C) Hygiene factors								
8	Wage	Non-compliance	'000' Taka	Unknown	3-9	5.508	1.337	0.243
		Compliance		Unknown	3-12	5.687	2.064	0.363
		Both		Unknown	3-12	5.634	1.878	0.333
9	Social Status	Non-compliance	Score	1-4	1-3	1.62	0.559	0.904
		Compliance		1-4	1-3	1.61	0.548	0.891
		Both		1-4	1-3	1.62	0.550	0.894
10	Job Hazards	Non-compliance	Score	Unknown	0-5	1.85	1.293	0.699
		Compliance		Unknown	0-8	1.80	1.966	1.096
		Both		Unknown	0-8	1.81	1.828	1.038
11	Work Environment	Non-compliance	Score	Unknown	1-10	6.63	2.847	0.430
		Compliance		Unknown	2-10	8.17	2.249	0.275
		Both		Unknown	1-10	7.71	2.538	0.329
D) Motivator group								
12	Attitude	Non-compliance	Score	0-20	10-20	14.57	3.459	0.237
		Compliance		0-20	10-20	16.80	2.930	0.174
		Both		0-20	10-20	16.14	3.261	0.202
13	Interest	Non-compliance	Score	1-14	1-14	7.42	3.711	0.500
		Compliance	Score	1-14	1-14	10.98	3.257	0.297
		Both	Score	1-14	1-14	9.92	3.765	0.379
14	Inspiration	Non-compliance	Score	0-3	0-3	1.75	1.304	0.745
		Compliance	Score	0-3	0-3	2.63	0.895	0.341
		Both	Score	0-3	0-3	2.37	1.107	0.468

According to the findings of Naas Apparels, data presented in the Table-3 shows that more than half (53.68%) of the respondents are unmarried, whereas 40.44% of them are married and rest 5.88% are widow and divorced. According to the findings of Delta Composite, data presented in the Table-3 shows that about three fifth (59.94%) of the respondents are married, whereas 34.78% of them are unmarried and rest 5.28% are widow and divorced. In case of both of non-compliance & compliance garments' female worker, it is found that more than half (54.15%) of the respondents are married, whereas 40.39% of them are unmarried and rest 5.46% of them are widow and divorced.

Table no 3: Distribution of the female garment workers according to their Marital Status

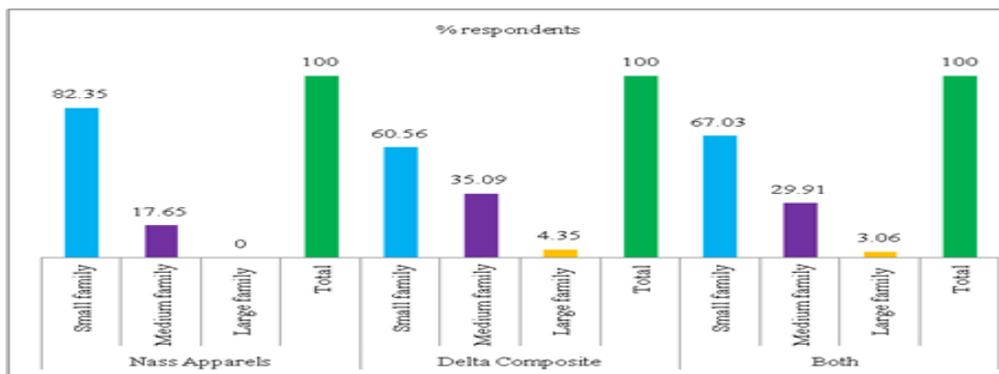| Name of garment	Categories	Respondents	
		Number	Percent
Naas Apparels	Unmarried	73	53.68
	Married	55	40.44
	Widow	4	2.94
	Divorced	4	2.94
	Total	136	100.00
Delta Composite	Unmarried	112	34.78
	Married	193	59.94
	Widow	5	1.55
	Divorced	12	3.73
	Total	322	100.00
Both	Unmarried	185	40.39
	Married	248	54.15
	Widow	9	1.97
	Divorced	16	3.49
	Total	458	100.00

Figure 2: Distribution of the female garment workers according to their Marital Status

Data presented in Table-4 indicates that overwhelming majority (82.35%) of the respondents have small family and rest (17.65%) of them have medium family in Naas Apparels. None of the respondent have large family size. In Delta Composite, it is found that more than three-fifth (60.56%) of the respondents have small family, more than one third (35.09%) of them have medium family and very negligible portion (4.35%) of then have large family size. In case of both of non-compliance & compliance garments, it is found that above two-thirds (67.03%) of the respondents have small family size, 29.91% of them have medium family size and rest 3.06% have large family. Findings again revealed that overwhelming majority (96.94%) of the female workers of both compliance and non-compliance garments have small to medium family size. The mean of family size score of the female workers of compliance garments (2.31) is higher than non-compliance garment (1.63).

Table no 4: Distribution of the female garment workers according to their family size

| Name of garment	Categories	Respondents		Mean	SD	CV
		Number	Per cent			
Naas Apparels	Small family	112	82.35	1.63	0.842	0.516
	Medium family	24	17.65			
	Large family	0	0.00			
	Total	136	100.00			
Delta Composite	Small family	195	60.56	2.31	1.102	0.477
	Medium family	113	35.09			
	Large family	14	4.35			
	Total	322	100.00			
Both	Small family	307	67.03	2.12	1.078	0.509
	Medium family	137	29.91			
	Large family	14	3.06			
	Total	458	100.00			
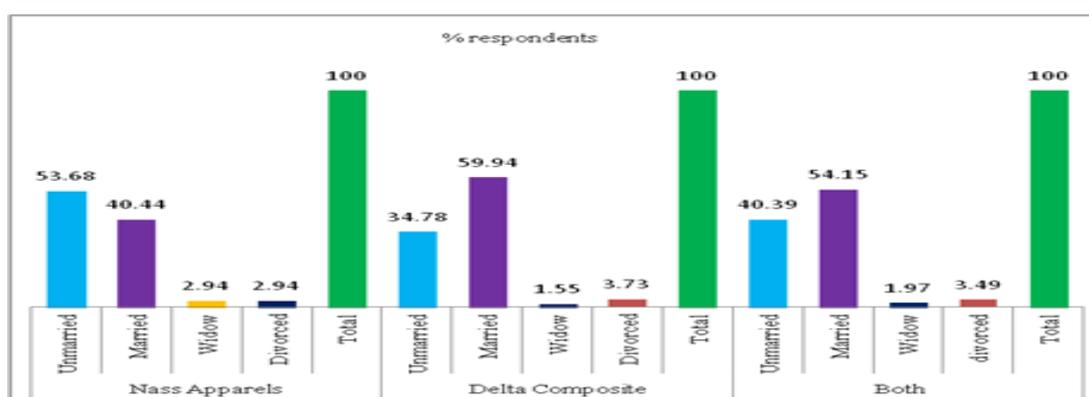
Figure 3: Distribution of the female garment workers according to their family size

Data presented in Table-5 showed that in case of Naas Apparels, overwhelming majority (80.15%) of the respondents have medium accommodation and rest 19.85% of them have low type. In case of Delta Composite, it is found that most (19.25%) of the respondents have low accommodation, whereas 79.81% have medium accommodation and only 0.94% of them are availing high accommodation facilities. It means that about cent per cent (99.06%) of the respondents had low to medium accommodation. For both of non-compliance & compliance garments, it is found that most (79.91%) of the respondents have medium

accommodation whereas 19.43% of them have low accommodation and only 0.66% of them have high accommodation facilities. It means that about cent per cent (99.34%) of the respondents have low to medium accommodation facilities.

Table no 5: Distribution of the female garment workers according to their accommodation status

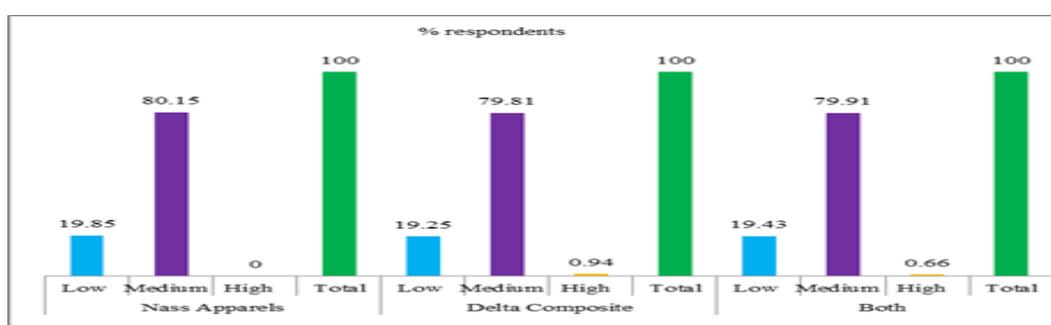| Name of garment	Categories	Respondents		Mean	SD	CV
		Number	Per cent			
Naas Apparels	Low	27	19.85	2.60	0.801	0.308
	Medium	109	80.15			
	High	0	0.00			
	Total	136	100.00			
Delta Composite	Low	62	19.25	2.87	0.857	0.299
	Medium	257	79.81			
	High	3	0.94			
	Total	322	100.00			
Both	Low	89	19.43	2.79	0.849	0.304
	Medium	366	79.91			
	High	3	0.66			
	Total	458	100.00			

Figure 4: Distribution of the female garment workers according to their accommodation status

Data presented in Table- 5.5 indicate that in case of Naas Apparels, slightly less than half (48.53%) of the female workers are adolescent compared to 46.32% young aged, 5.15% child with none of middle aged. Findings indicated that mostly adolescents are involved in case of non-compliance factory like Naas Apparels. On the contrary, in case of Delta Composite, it is found that about majority (87.57%) of the respondents is young aged compared to 8.70% adolescent and 3.73% middle aged and 2.62% child. Findings again indicate that less number of adolescents is involved in compliance garments then non- compliance garments. For both of non-compliance & compliance garments, it is found that more than two third (68.78%) of the respondents are young aged compared to 25.76% adolescent and 2.62% middle aged. Findings indicated that overwhelming majority (94.14%) of female garment workers are adolescent and young aged. It might be due to increase their income for betterment of their livings. The mean of age of the female workers of compliance garments (21.37) is higher than non-compliance garment (18.17).

Table no 6: Distribution of the female garment workers according to their age

| Name of garment	Categories	Respondents		Mean	SD	CV
		Number	Per cent			
Naas Apparels	Child	7	5.15%	18.17	3.398	0.187
	Adolescent	66	48.53%			
	Young age	63	46.32%			
	Middle aged	0	0.00%			
	Total	136	100 %			
Delta Composite	Child	0	0.00%	21.37	4.608	0.216
	Adolescent	28	8.70%			
	Young age	282	87.57%			
	Middle aged	12	3.73%			
	Total	322	100 %			
Both	Child	13	2.84%	20.42	4.525	0.222
	Adolescent	118	25.76%			
	Young age	315	68.78%			
	Middle aged	12	2.62%			
	Total	458	100 %			
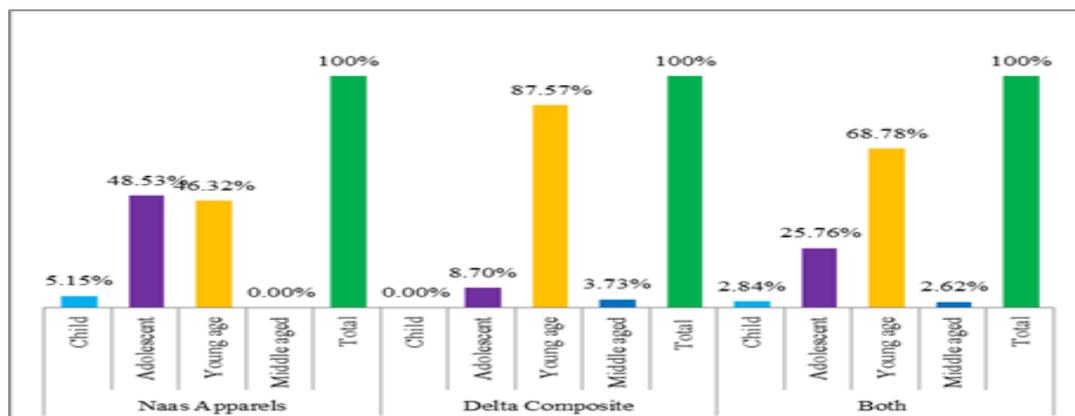
Figure 5: Distribution of the female garment workers according to their age

According to the data presented in Table- 5.6, in case of female workers of Naas Apparels, it is found that above half (55.89%) of the respondents have secondary level of education compared to 29.41% primary level and 7.35% of them have higher secondary level and rest 7.35% of them have above higher secondary level of education. Findings also indicated that overwhelming majority (85.30%) of the respondents have primary to secondary level of education. On the other hand, in case of Delta Composite, it is found that more than two-fifth (42.54%) of the respondents have secondary level of education compared to 12.42 per cent primary level, 41.93% higher secondary level of education and very negligible proportion (3.11%) of them have above higher secondary level of education. Findings also indicated that overwhelming majority (94.53%) of the respondents have secondary to higher secondary level of education. In case of both of non-compliance & compliance garments, it is found that less than half (46.51%) of the respondents have secondary level of education compared to 17.47% primary level, 31.65% higher secondary level of education and very negligible proportion (4.37%) of them have above higher secondary level of education. Findings also indicated that more than three-forth (78.16%) of the respondents have secondary to higher secondary level of education.

Table no 7: Distribution of the female garment workers according to their education

| Name of garment	Categories	Respondents		Mean	SD	CV
		Number	Percent			
Naas Apparels	Primary level	40	29.41	1.93	0.813	0.421
	Secondary level	76	55.89			
	Higher secondary level	10	7.35			
	Above HSC level	10	7.35			
	Total	136	100.00			
Delta Composite	Primary level	40	12.42	2.36	0.736	0.312
	Secondary level	137	42.54			
	Higher secondary level	135	41.93			
	Above HSC level	10	3.11			
	Total	322	100.00			
Both	Primary level	80	17.47	2.23	0.784	0.352
	Secondary level	213	46.51			
	Higher secondary level	145	31.65			
	Above HSC level	20	4.37			
	Total	458	100.00			
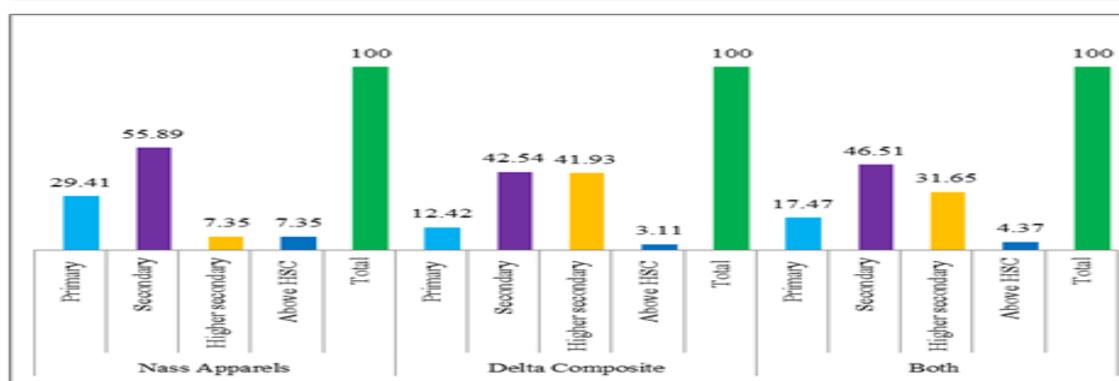
Figure 6: Distribution of the female garment workers according to their education

Findings revealed that in case of Naas Apparels, the highest proportion (73.53%) of the female workers received no training whereas 26.47% of them received low training and none of them received medium or high training. On the other hand, in case of Delta Composite, it is found that overwhelming majority (91.30%) of the female workers received no training whereas 4.04% of them received low training, 2.80% of them received medium training and 1.90% of them received high training. Data again revealed that in the compliance garments, some female workers received training of 2 to 3 months but it is quite absent in non-compliance garments. In case of both of non-compliance & compliance garments, it is found that overwhelming majority (86.02%) of the respondents have no training exposure whereas 10.70% of them have low training, 1.97% have medium and only 1.31% of them have high training exposure.

Table no 8: Distribution of the female garment workers according to their training exposure

| Name of garment | Categories | Respondents | | Mean | SD | CV |
		Number	Per cent			
Naas Apparels	No training	100	73.53	0.26	0.443	1.673
	Low training	36	26.47			
	Medium training	0	0.00			
	High training	0	0.00			
	Total	136	100.00			
Delta Composite	No training	294	91.30	0.15	0.546	3.589
	Low training	13	4.04			
	Medium training	9	2.80			
	High training	6	1.86			
	Total	322	100.00			
Both	No training	394	86.02	0.19	0.519	2.798
	Low training	49	10.70			
	Medium training	9	1.97			
	High training	6	1.31			
	Total	458	100.00			
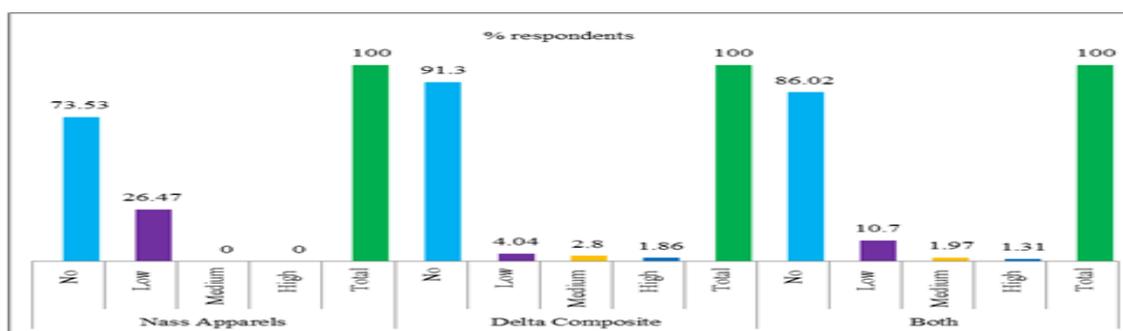
Figure 7: Distribution of the female garment workers according to their training exposure

Table-9 revealed that in case of Naas Apparels, the highest proportion (72.79%) of the respondents are new comer with no experience whereas 26.47% of them have low experience and only 0.74% have middle experience. None of them have high experience. On the other hand, in case of Delta Composite, it is observed that more than half (54.35%) of the respondent are new comer with no experience whereas 34.78% and 9.94% of them have low and medium experience respectively and only 0.93% have high experience. Data presented in Table-9 indicated that in case of both of non-compliance & compliance garments, it is found that majority proportions of the respondent (59.82%) are new comer with no experience whereas 32.31% and 7.21% of them have low and medium experience respectively and only 0.66% have high experience. The mean of experience of the female workers of compliance garments (2.40) is higher than non-compliance garment (1.52).

Table no 9: Distribution of the female garment workers according to their job experience

| Name of Garment | Categories | Respondents | | Mean | SD | CV |
		Number	Per cent			
Naas Apparels	New	99	72.79	1.52	1.047	0.689
	Low	36	26.47			
	Middle	1	0.74			
	High	0	0.00			
	Total	136	100.00			
Delta Composite	New	175	54.35	2.40	2.258	0.941
	Low	112	34.78			
	Middle	32	9.94			
	High	3	0.93			

Name of Garment	Categories	Respondents		Mean	SD	CV
		Number	**Per cent**			
	Total	322	100.00			
Both	New	274	59.82	2.14	2.017	0.943
	Low	148	32.31			
	Middle	33	7.21			
	High	3	0.66			
	Total	458	100.00			
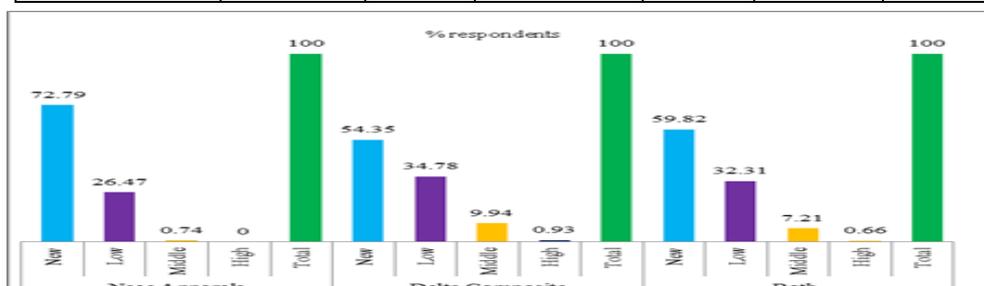
Figure 8: Distribution of the female garment workers according to their job experience

According to the data presented in Table-10, in case of Naas Apparels, it is observed that more than half (51.47%) of the respondent have medium wage, whereas 45.59% of them have low wage and only 2.94% have high wage. On the other hand, in case of Delta Composite, it is observed that about half (47.2%) of the respondent have low wage, whereas 39.4% of them have medium wage and only 13.4% have high wage. In case of both of non-compliance & compliance garments, it is found that about half (46.70%) of the respondent have low wage, whereas 43.0% of them have medium wage and only 10.30% of them have high wage.

Table no 10: Distribution of the female garment workers according to their wage

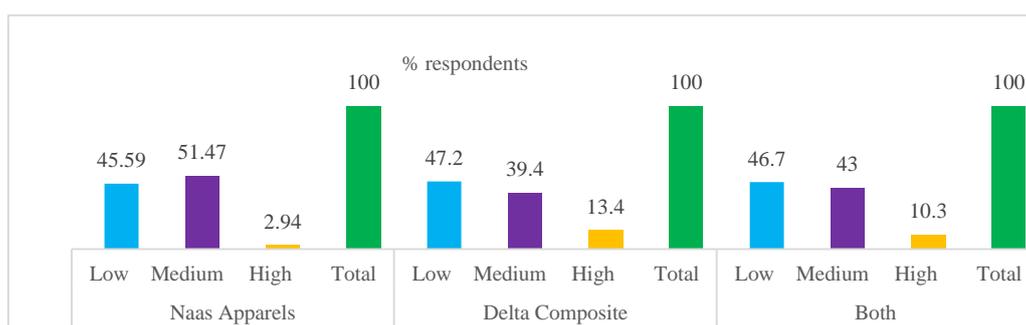| Name of garment	Categories	Respondents		Mean	SD	CV
		Number	**Percent**			
Naas Apparels	Low	62	45.59	5.508	1.337	0.243
	Medium	70	51.47			
	High	4	2.94			
	Total	136	100.00			
Delta Composite	Low	152	47.20	5.687	2.064	0.363
	Medium	127	39.40			
	High	43	13.40			
	Total	322	100.00			
Both	Low	214	46.70	5.634	1.878	0.333
	Medium	197	43.00			
	High	47	10.30			
	Total	458	100.00			

Figure 9: Distribution of the female garment workers according to their wage

Data presented in Table-11 revealed that in case of Naas Apparels, more than half (54.41%) of the respondents have low social status, whereas 41.91% of them have very low social status and only 3.68% of them have medium social status. On the contrary, in case of Delta Composite, it is found that more than half (55.28%) of the respondent have low social status, whereas 41.61% of them have very low social status and only 3.11% of them have medium social status. In case of both of non-compliance & compliance garments, it was found that more than half (55.02%) of the respondent have low social status, whereas 41.70% of them have very low social status and only 3.28% of them have medium social status.

Table no 11: Distribution of the female garment workers according to their social status

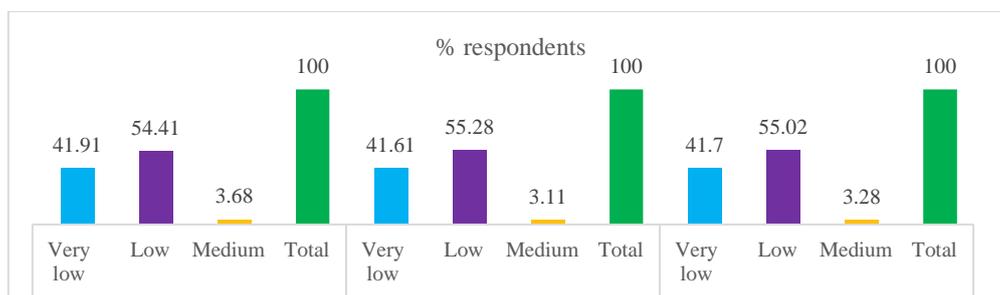| Name of garment	Categories	Respondents		Mean	SD	CV
		Number	Per cent			
Naas Apparels	Very low	57	41.91	1.62	0.559	0.904
	Low	74	54.41			
	Medium	5	3.68			
	Total	136	100.00			
Delta Composite	Very low	134	41.61	1.61	0.548	0.891
	Low	178	55.28			
	Medium	10	3.11			
	Total	322	100.00			
Both	Very low	191	41.70	1.62	0.550	0.894
	Low	252	55.02			
	Medium	15	3.28			
	Total	458	100.00			

Figure 10: Distribution of the female garment workers according to their social status

Data presented in Table-12 revealed that in case of Naas Apparels, it is found that more than 83.82% of the respondents have low job hazards, whereas 6.62% and 9.6% of them have no job hazards and medium job hazards respectively. In case of Delta Composite, it is found that an overwhelming majority (84.78%) of the respondent have no to low job hazards, whereas 9.63% of them have medium job hazards and rest 5.59% of them have high job hazards. Data presented in Table-12 that in case of both of non-compliance & compliance garments, it is found that an overwhelming majority (86.47%) of the respondent have no to low job hazards, whereas 9.60% of them have medium job hazards and only 3.9% of them have high job hazards.

Table no 12: Distribution of the female garment workers according to their job hazards

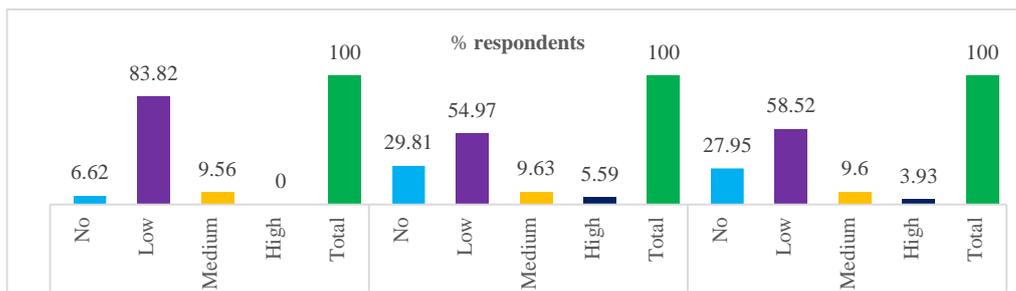| Name of garment	Categories	Respondents		Mean	SD	CV
		Number	Per cent			
Naas Apparels	No	9	6.62	1.85	1.293	0.699
	Low	114	83.82			
	Medium	13	9.56			
	High	0	0.00			
	Total	136	100.00			
Delta Composite	No	96	29.81	1.80	1.966	1.096
	Low	177	54.97			
	Medium	31	9.63			
	High	18	5.59			
	Total	322	100.00			
Both	No	128	27.95	1.81	1.828	1.038
	Low	268	58.52			
	Medium	44	9.60			
	High	18	3.93			
	Total	458	100.00			

Figure 11: Distribution of the female garment workers according to their job hazards

It is observed from the data presented in Table- 5.12 that in case of Naas Apparels, about two-fifth (39.71%) of the respondents perceived the work environment as medium, 26.47% and 33.82% of them perceived the work environment as bad and good respectively. In case of Delta Composite, it is observed that about three-fifth (58.70%) of the respondents perceived the work environment as good, whereas 10.56% and 30.74% of them perceived the work environment as bad and medium respectively. In case of both of non-compliance & compliance garments, it is found that more than half (51.31%) of the respondent perceived good work environment, whereas 15.28% and 33.41% of them perceived bad and medium work environment respectively in their working garment.

Table no 13: Distribution of the female garment workers according to work environment

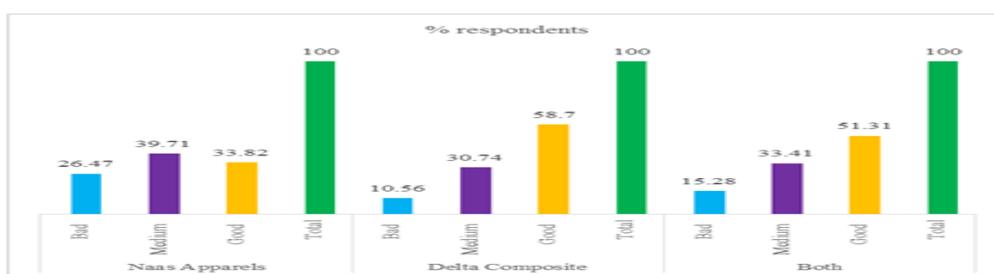| Name of Garment	Categories	Respondents		Mean	SD	CV
		Number	Percent			
Naas Apparels	Bad	36	26.47	6.63	2.847	0.430
	Medium	54	39.71			
	Good	46	33.82			
	Total	136	100.00			
Delta Composite	Bad	34	10.56	8.17	2.249	0.275
	Medium	99	30.74			
	Good	189	58.70			
	Total	322	100.00			
Both	Bad	70	15.28	7.71	2.538	0.329
	Medium	153	33.41			
	Good	235	51.31			
	Total	458	100.00			

Figure 12: Distribution of the female garment workers according to work environment

Data presented in Table-14 revealed that more than half (56.62%) of the respondents have low favorable attitude, whereas 23.53% and 19.85% of them have medium and high favorable attitude toward garment job respectively in case of Naas Apparels. In case of Delta Composite, it is observed that an overwhelming majority (74.23%) of the respondents have medium to high favorable attitude towards garment job as compared to 25.77% of them have low favorable attitude towards garment job. In case of both compliance and non-compliance garment, it is observed that above one-third (34.93%) of the respondents have low favorable attitude, whereas 32.97% and 32.10% of them have medium and high favorable attitude towards garment job respectively. The mean of favorable attitude of the female workers is higher in compliance (16.80) garments than non-compliance (14.57) garments. It might be due to the steps taken by the authority of compliance garment for increasing necessary favorable conditions for female workers for working in readymade garments.

Table no 14: Distribution of the female garment workers according to attitude

| Name of garment	Categories	Respondents		Mean	SD	CV
		Number	Per cent			
Naas Apparels	Low favorable	77	56.62	14.57	3.459	0.237
	Medium favorable	32	23.53			
	High favorable	27	19.85			
	Total	136	100.00			
Delta Composite	Low favorable	83	25.77	16.80	2.930	0.174
	Medium favorable	119	36.96			
	High favorable	120	37.27			
	Total	322	100.00			
Both	Low favorable	160	34.93	16.14	3.261	0.202
	Medium favorable	151	32.97			
	High favorable	147	32.10			
	Total	458	100.00			
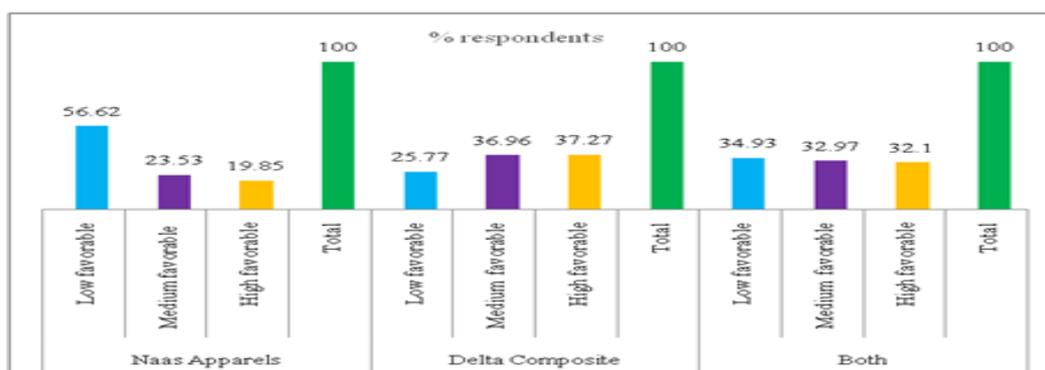
Figure 13: Distribution of the female garment workers according to attitude

Data presented in Table-15 revealed that about two-third (74.26%) of the respondents have low to medium interest, whereas 25.74% of them have high interest in case of Naas Apparels. In case of Delta Composite, it is observed that above two-third of the respondents (66.77%) have high interest, whereas 25.47% and 7.76% of them have medium and low interest respectively. In case of both compliance and non-compliance garment, it is observed that more than half (54.58%) of the respondents have high interest, whereas 30.79% and 14.63% of them have medium to low interest respectively. The mean of interest of the female workers is higher in compliance (10.98) garments than non-compliance (7.42) garments. It might be due to the steps taken by the authority of compliance garment to increase necessary facilities for female workers for making greater interest for working in readymade garment.

Table no 15: Distribution of the female garment workers according to their interest

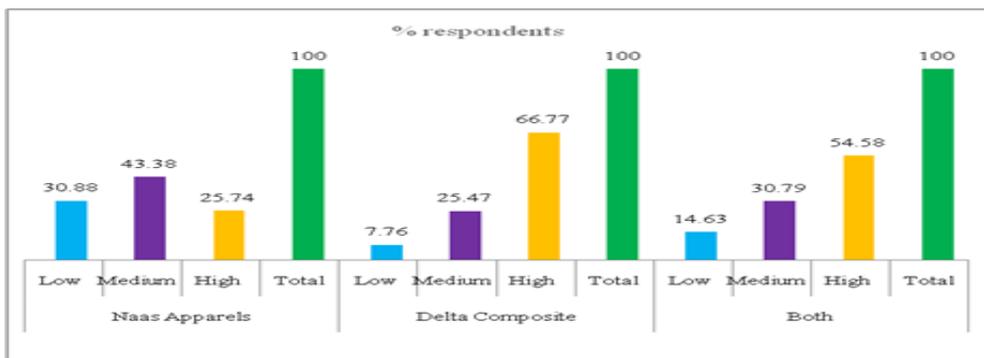| Name of garment	Categories	Respondents		Mean	SD	CV
		Number	Per cent			
Naas Apparels	Low	42	30.88	7.42	3.711	0.500
	Medium	59	43.38			
	High	35	25.74			
	Total	136	100.00			
Delta Composite	Low	25	7.76	10.98	3.257	0.297
	Medium	82	25.47			
	High	215	66.77			
	Total	322	100.00			
Both	Low	67	14.63	9.92	3.765	0.379
	Medium	141	30.79			
	High	250	54.58			
	Total	458	100.00			

Figure 14: Distribution of the female garment workers according to their interest

Data presented in Table-16 revealed that majority (44.10%) of the respondents have high inspiration, whereas 30.88% of them have no inspiration, 17.65% and 7.35% have medium and low inspiration respectively in case of Naas Apparels. In case of Delta Composite, it is observed that an overwhelming majority (83.23%) of the respondent have high inspiration, whereas 7.76% of them have no inspiration, 4.97% and 4.04% of them have low and medium inspiration respectively. In case of both compliance and non-compliance garment, it is observed that majority (71.61%) of the respondent have high inspiration, whereas 14.63% of them have no inspiration, 5.68% and 8.08% of them have low and medium inspiration respectively. The mean of inspiration score of the female workers is higher in compliance (2.63) garments than non-compliance (1.75) garments. It might be due to the steps taken by the authority of compliance garment for making higher inspiration among their female workers by increasing necessary motivation.

Table no 16: Distribution of the female garment workers according to their inspiration

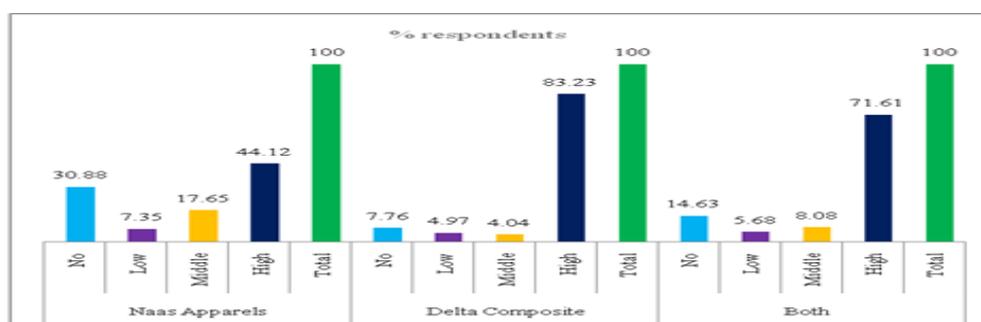| Name of garment	Categories	Respondents		Mean	SD	CV
		Number	Per cent			
Naas Apparels	No	42	30.88	1.75	1.304	0.745
	Low	10	7.35			
	Middle	24	17.65			
	High	60	44.12			
	Total	136	100.00			
Delta Composite	No	25	7.76	2.63	0.895	0.341
	Low	16	4.97			
	Middle	13	4.04			
	High	268	83.23			
	Total	322	100.00			
Both	No	67	14.63	2.37	1.107	0.468
	Low	26	5.68			
	Middle	37	8.08			
	High	328	71.61			
	Total	458	100.00			

Figure 15: Distribution of the female garment workers according to their inspiration

A correlation coefficient between job mobilityof female garment workers with selected variables is calculated and presented in the table 17. Family size, age, experience, wage, work environment, attitude, interest and inspiration of the female garment workers have significant negative relationship & the concerned null hypotheses are rejected and job hazards of the female garment workers have significant positive relationship with their job mobility& the concerned null hypotheses are accepted.

Table no 17: Relationship between job mobilityof female garment workers with selected variables

Selected variables of the female garment workers	Values of Spearman's rho correlation (ρ) with their occupational mobility
	-0.156**
Accommodation	-0.038^{NS}
Age	-0.175**
Education	-0.048 ^{NS}
Training	0.027 ^{NS}
Experience	-0.166**
Wages	-0.097*
Social status	-0.010 ^{NS}
Job hazards	0.191**
Work environment	-0.137**
Attitude	-0.119*
Interest	-0.181**
Inspiration	-0.128**

*Correlation is significant at the 0.05 level (2-tailed)
**Correlation is significant at the 0.01 level (2-tailed)
NS = Not significant

IV. CONCLUSION

Job change is an important part of a worker's career. Very few individuals perform the same task or remain in the same job for their whole working life. Globalization and expansion of job market created opportunity of changing jobs. In Bangladesh female garment workers generally change their job for better benefits which creates immediate adverse impact on the garment factories. Based on the findings regarding the causes of job mobility, it may be concluded that wants for monetary benefit, mitigating needs, improvement of livelihood, supporting families etc. are the major causes of job mobility of female garment workers. From the findings regarding consequences of job mobility of female garment workers, it may be concluded that increase in income, work environment, standard of living, empowerment etc. are the consequences of job mobility.

ACKNOWLEDGEMENT

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[7]. Code of conduct (COC) is a set of rules outlining the social norms and rules and responsibilities of, or proper practices for, an individual, party or organization. Related concepts include ethical, honor, moral codes and religious laws. After 2005, quota free system started in the RMG industry and international buyers are pressurizing on the issue of COC. Before placing orders buyers are auditing the factories to assess labor standards, working conditions, occupational safety and health, industrial relation and management etc.
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