

Bangladesh

BGD/15/05/DEU

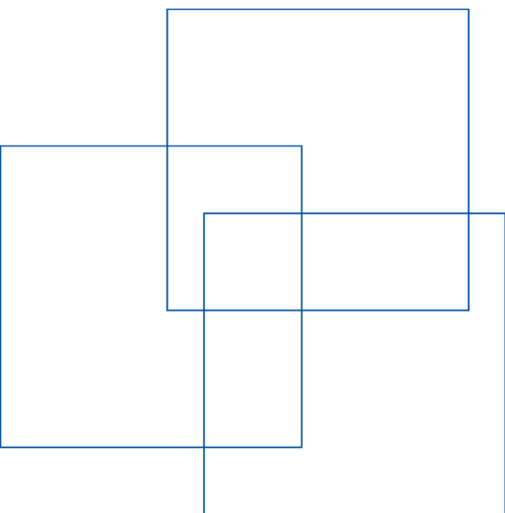
NOVEMBER 2018



International
Labour
Organization

Supporting Document

Main Findings of *Work-Related Injuries: the Case of Readymade Garment Sector of Bangladesh* with a View to Implement an Employment Injury Compensation Scheme



Global Employment Injury Programme

Enterprises
Department

ILO Country
Office for
Bangladesh

Bangladesh

Supporting Document

Main Findings of Work-Related Injuries: the Case of Readymade Garment Sector of Bangladesh with a View to Implement an Employment Injury Compensation Scheme

ILO/Global Employment Injury Programme (ILO/GEIP)
Enterprises Department, Geneva

ILO Country Office for Bangladesh

Copyright © International Labour Organization 2018
First published 2018

Publications of the International Labour Office enjoy copyright under Protocol 2 of the Universal Copyright Convention. Nevertheless, short excerpts from them may be reproduced without authorization, on condition that the source is indicated. For rights of reproduction or translation, application should be made to ILO Publications (Rights and Licensing), International Labour Office, CH-1211 Geneva 22, Switzerland, or by email: rights@ilo.org. The International Labour Office welcomes such applications.

Libraries, institutions and other users registered with a reproduction rights organization may make copies in accordance with the licences issued to them for this purpose. Visit www.ifro.org to find the reproduction rights organization in your country.

978-92-2-132265-8 (print)
978-92-2-132266-5 (web pdf)

The designations employed in ILO publications, which are in conformity with United Nations practice, and the presentation of material therein do not imply the expression of any opinion whatsoever on the part of the International Labour Office concerning the legal status of any country, area or territory or of its authorities, or concerning the delimitation of its frontiers.

The responsibility for opinions expressed in signed articles, studies and other contributions rests solely with their authors, and publication does not constitute an endorsement by the International Labour Office of the opinions expressed in them.

Reference to names of firms and commercial products and processes does not imply their endorsement by the International Labour Office, and any failure to mention a particular firm, commercial product or process is not a sign of disapproval.

Information on ILO publications and digital products can be found at: www.ilo.org/publns.

Printed in Switzerland

CONTENTS

Introduction	iv
1 Main findings of BIDS Survey	1
2 Selected tables from BIDS Survey	4

INTRODUCTION

In order to have an overall picture of the current situation of work-related injury and death in Bangladesh, a survey was conducted by the Bangladesh Institute of Development Studies (BIDS). The goal of the survey was to provide some relevant information on workers in particular type of industries and the type of injuries/diseases they faced at work. The survey provides information on the type of injury the worker faced and the compensation that was paid.

This document presents results of the survey for the Readymade Garment (RMG) sector of Bangladesh. As per the proposed phased implementation of a national Employment Injury Compensation Scheme in Bangladesh, starting with the RMG sector is an option as this sector is well organized, is comprised of large employer and faces work-related injuries that are relatively easier to manage in parallel with gradual capacity building to implement a national scheme for the whole industry.

This document provides main results that are relevant to the establishment of a national Employment Injury Compensation Scheme in Bangladesh, with an initial implementation for the RMG sector. Some of the results and raw data compiled from the survey were used for the cost estimate of the proposed scheme in December 2017. The cost estimate is presented in a separate report in the collection of documents related to ILO's *Technical Report on the Feasibility Assessment of an Employment Injury Insurance Scheme*.

This study is part of a collection of supporting document for:

“ILO Technical Recommendations on the Feasibility Assessment of an Employment Injury Insurance Scheme in Bangladesh”

Supporting documents:

- 1) *Preliminary feasibility study for the introduction of a National Employment Injury Social Insurance System*
- 2) *Health feasibility study: Health Care, Disability Assessment and Rehabilitation Services*
- 3) *A proposed legal framework for a Bangladesh Employment Injury Insurance scheme*
- 4) *Main Findings of Work-Related Injuries in Manufacturing and Service Sectors in Bangladesh with a View to Implement an Employment Injury Compensation Scheme*
- 5) ***Main Findings of Work-Related Injuries: the Case of Readymade Garment Sector of Bangladesh with a View to Implement an Employment Injury Compensation Scheme (current document)***
- 6) *Cost estimate of the proposed Employment Injury Compensation Scheme in Bangladesh*

1

1 MAIN FINDINGS OF BIDS SURVEY

In order to support the efforts of the tripartite partners to establish a national EII scheme, a survey on work-related injuries was conducted in the RMG sector. The goal of the study was to draw a clear picture of work-related injuries of the RMG sector. The survey looked at various aspect of the industry, from the current workforce composition to the specifics of work-related injury compensation. The survey focussed on two main employers' association of the RMG sector: the Bangladesh Garment Manufacturers and Exporters' Association (BGMEA) and the Bangladesh Knitwear Manufacturers and Exporters' Association (BKMEA).

The study was conducted by the *Bangladesh Institute of Development Studies* (BIDS). The two questionnaires, namely one for an employer and one for employees, were shared and commented before distribution by various parties, including the ILO. The field survey was conducted from the first week of April 2017 and continued up to the first week of July 2017.¹ For the survey, employers were to answer a questionnaire related to their factory. A second questionnaire was taken on site for three employees working for the surveyed employer. The survey was confidential and there was no employer influence on the employee while answering the survey (i.e. no presence of factory management while the employee was filing the questionnaire). The survey focussed on the following subjects:²

Employer's Questionnaire	Employee's Questionnaire
Characteristics of Establishment	Worker's Characteristics
Persons Engaged, Wages, Salaries & Turnover	Workplace Safety Measures
Workplace Safety Measures	Incidence of Injuries
Incidence of Injuries and Related Costs	Potential Exposures to Accidents
Potential Exposures to Accidents	

¹ Workplace Injuries : The Case of Ready-Made Garment Sector of Bangladesh, page 6

² Workplace Injuries : The Case of Ready-Made Garment Sector of Bangladesh, page 6

The survey was conducted for 653 establishments in Bangladesh, including 509 large factories, namely having more than 300 workers.³ RMG sector workers' average household income is Tk17,000 per month⁴ of which more than 90 per cent is spent on food and non-food items.⁵

Regarding the incidence of work-related accidents, 91.7 per cent of the surveyed RMG factories experienced an accident related to needle sticking.⁶ Other types of more serious accidents which took place in 2016 were commuting accident (1.7 using employer's transport and 3.1 per cent using other transports), electric shock and/or arc flash/blast (6.4 per cent) or being hit by an object (13.3 per cent).⁷ The number of injured workers per factory per type of accidents vary greatly. For example, the number of injured workers for needle stick accident is 28.5 per factory, compared to 7.6 hit by an object.⁸

The impact of these accidents is important for the workers. It is reported by factory that the 1.7 per cent of the reported accidents led to deaths, 0.3 per cent to full disability and 1.5 to partial disability. 25.1 per cent of the accident made the worker miss his/her next shift, and 29.6 per cent led to an absence from work from a few days to more than 30 days.⁹ It is easy to assume that these accidents may bring financial hardship to the injured worker and his/her relatives as more than 90% of his/her income are spent in household.

Medical costs of injured workers were provided as part of the survey. The highest amounts were provided to eye injury, including vision impairment and blindness (Tk41,000), while broken bones amounted to the second highest (Tk20,887).¹⁰ These amounts are far higher than the average monthly household salary provided by surveyed employees and will lead to substantial financial problems if they do not have proper health care from an EII scheme. The costs for establishments were also provided as part of the survey. The costs related to the death of a worker amount to Tk189,546 per accident, whereas those related to disability amount to approximately Tk60,000.¹¹ These amounts are less than two years' average salary of the GMG sector workers.

The survey shows that employee may have to face some part of the cost associated with the work-related accident. 9.0 per cent of the workers responded that they had to pay part (8.7 per cent) or wholly (0.3 per cent) of the medical expenses for the work-related accident.¹²

³ Workplace Injuries : The Case of Ready-Made Garment Sector of Bangladesh, page 8

⁴ Workplace Injuries : The Case of Ready-Made Garment Sector of Bangladesh, page 12. It amounts to approximately 203 USD per month as at 8 October 2010.

⁵ Workplace Injuries : The Case of Ready-Made Garment Sector of Bangladesh, page 13

⁶ Workplace Injuries : The Case of Ready-Made Garment Sector of Bangladesh, page 21

⁷ Workplace Injuries : The Case of Ready-Made Garment Sector of Bangladesh, page 21, Table 4.1

⁸ Workplace Injuries : The Case of Ready-Made Garment Sector of Bangladesh, page 22, Table 4.3

⁹ Workplace Injuries : The Case of Ready-Made Garment Sector of Bangladesh, page 24, Table 4.6

¹⁰ Workplace Injuries : The Case of Ready-Made Garment Sector of Bangladesh, page 25, Table 4.8

¹¹ Workplace Injuries : The Case of Ready-Made Garment Sector of Bangladesh, page 26, Table 4.10

¹² Workplace Injuries : The Case of Ready-Made Garment Sector of Bangladesh, page 26, Table 4.11

2

2 SELECTED TABLES FROM THE REPORT

Table 2.1 Distribution of the Sample Establishments

Size	Number	Percent
Small	33	5.1
Medium	111	17.0
Large	509	78.0
Total	653	100.0

Source: Workplace Injuries: the Case of Readymade Garment Sector of Bangladesh, Table 2.1

Table 2.2 Household Size, Number of Earners and Economic Dependency Ratio¹³

Sectors	Household Size	Numbers of Earning Members	Economic Dependency Ratio (%)
Small	4.6	2.2	91.67
Medium	4.5	2.1	87.50
Large	4.5	2.1	87.50
RMG	4.5	2.1	87.50

Source: Workplace Injuries: the Case of Readymade Garment Sector of Bangladesh, Table 2.8

Table 2.3 Monthly Household Income and Expenditure of the Workers

Sectors	Monthly Household Income (Tk)	Monthly Household Expenditures (Tk)
Small	17,215	15,862
Medium	17,090	15,626
Large	16,976	15,495
RMG	17,007	15,536

Source: Workplace Injuries: the Case of Readymade Garment Sector of Bangladesh, Table 2.9

¹³ The economic dependency ratio is defined as the number of economically active members to inactive members within a household.

Table 2.4 Exposures of Workers to Hazardous Activities/Situations (in percentage of establishments)

Type of Exposures	Small	Medium	Large	RMG
Inadequately guarded or fenced machinery	8.35	0.25	0.42	0.79
Materials handling/manual handling of objects (more than 10 kg)	4.27	3.64	4.01	3.96
Chemicals which may harm a person in some way	0.03	0.18	0.90	0.74
Working beneath a process where something could fall on the person below	0.31	1.34	0.84	0.91
Working at heights where somebody could fall	-	0.01	0.49	0.39
Working in excessively hot or cold conditions or outdoors	11.82	5.69	6.18	6.39
Working around moving vehicles and moving plant and equipment	11.71	5.11	7.56	7.35
Working directly with electricity	1.82	1.48	2.46	2.26
Working in dusty air or accumulated dust or fibres	8.97	3.45	2.88	3.28
Working in excessive vibration or excessive noise level	4.04	2.66	1.85	2.10
Working in poor postures or in confined spaces	-	-	-	-
Exposure to biological hazards such as organisms, waste or substances	-	-	0.00	0.00
Energy sources such as lasers or radiations	-	-	0.00	0.00
Exposure to explosive or inflammable gas	0.06	0.03	0.08	0.07

Source: Workplace Injuries: the Case of the Readymade Garment Sector of Bangladesh, Table 3.4

Bangladesh - Main Findings of *Work-Related Injuries: the Case of Readymade Garment Sector of Bangladesh* with a View on Implement an Employment Injury Compensation Scheme

Table 2.5 Incidence of Accidents by Sources/Causes (in percentage of establishments)

Causes of Accidents	Small	Medium	Large	RMG
Falling from heights	-	0.9	1.8	1.5
Fall of objects	3.0	0.9	2.8	2.5
Hit by objects	9.1	10.8	14.1	13.3
Collapse of trench or scaffolding	-	-	0.8	0.6
Electric shock and or arc flash/blast	-	8.1	6.5	6.4
Toxic acid, hazardous material radiation	-	-	1.2	0.9
Explosion	-	0.9	0.6	0.6
Fire	-	0.9	1.2	1.1
High speed water flow	-	-	0.2	0.2
Airborne workplace hazards (dust, mist, vapour, gas or fume)	-	1.8	2.2	2.0
Glass/glass broken	6.1	5.4	6.3	6.1
Needle sticking	87.9	93.7	91.6	91.7
Commuting accident (with employer's transport)	-	0.9	2.0	1.7
Commuting accident (other transports)	-	2.7	3.3	3.1
Others	6.1	4.5	9.8	8.7

Source: Workplace Injuries: the Case of Readymade Garment Sector of Bangladesh, Table 4.1

Bangladesh - Main Findings of *Work-Related Injuries: the Case of Readymade Garment Sector of Bangladesh* with a View on Implement an Employment Injury Compensation Scheme

Table 2.6 Incidence of Injuries by Types (in percentage of establishments)

Type of Injuries	Small	Medium	Large	RMG
Burns	3.0	1.8	2.8	2.6
Electrocution	-	2.7	2.2	2.1
Eye injury, including vision impairment or blindness	-	-	0.4	0.3
Fracture of bones	-	4.5	3.5	3.5
Knee and ankle injury	9.1	9.9	15.3	14.1
Neck, shoulder or back injury	6.1	2.7	7.3	6.4
Spinal cord injury, including damage that can cause paraplegia or quadriplegia	3.0	-	1.8	1.5
Illness caused by toxic chemical exposure	3.0	-	0.8	0.8
Head injury and/or brain injury	6.1	2.7	0.4	1.1
Others	51.5	57.7	53.2	53.9

Source: Workplace Injuries: the Case of Readymade Garment Sector of Bangladesh, Table 4.4

Table 2.7 Incidence of Consequences of Injuries/Casualties at Workplace (in percentage of establishments)

Consequence of Injuries	Small	Medium	Large	RMG
Death	-	-	2.4	1.7
Full disability	-	0.9	0.2	0.3
Partial disability	-	2.7	1.6	1.5
Not able to return to work on the next shift	21.2	27.0	31.8	29.1
Was absent up to 7 days due to injury	18.2	21.6	27.5	25.1
Was absent 8-15 days due to injury	-	4.5	3.7	3.4
Was absent 16-30 days due to injury	3.0	-	0.6	0.6
Was absent more than 30 days due to injury	-	-	0.6	0.5

Source: Workplace Injuries: the Case of Readymade Garment Sector of Bangladesh, Table 4.6

Bangladesh - Main Findings of *Work-Related Injuries: the Case of Readymade Garment Sector of Bangladesh* with a View on Implement an Employment Injury Compensation Scheme

Table 2.8 Annual Medical Expenses of Establishments by Types of Injuries (in Tk.)

Type of Injuries	Small	Medium	Large	RMG
Burns	500	1,550	12,755	10,829
Electrocution	-	2,038	3,266	3,077
Eye injury, including vision impairment or blindness	-	-	41,000	41,000
Fracture of bones	-	17,580	21,806	20,887
Knee and ankle injury	2,300	2,450	8,311	7,395
Neck, shoulder or back injury	8,250	16,533	4,414	5,515
Spinal cord injury, including damage that can cause paraplegia or quadriplegia	1,500	-	7,960	7,373
Illness caused by toxic chemical exposure	1,000	-	23,250	18,800
Head injury and/or brain injury	10,350	37,333	2,257	17,434
Others	5,831	7,078	11,649	10,524

Source: Workplace Injuries: the Case of Readymade Garment Sector of Bangladesh, Table 4.8

Table 2.9 Annual Average Medical Expenses by Consequences of Injuries (in Tk.)

Consequence of Injuries	Small	Medium	Large	RMG
Death	-	-	189,546	189,546
Full disability	-	100,000	20,000	60,000
Partial disability	-	143,967	26,000	61,390
Not able to return to work on the next shift	3,250	5,329	9,147	8,347
Was absent up to 7 days due to injury	8,367	4,458	8,415	7,838
Was absent 8-15 days due to injury	-	4,900	7,306	6,783
Was absent 16-30 days due to injury	4,000	-	7,900	6,925
Was absent more than 30 days due to injury	-	-	58,333	58,333

Source: Workplace Injuries: the Case of Readymade Garment Sector of Bangladesh, Table 4.10

Bangladesh - Main Findings of *Work-Related Injuries: the Case of Readymade Garment Sector of Bangladesh* with a View on Implement an Employment Injury Compensation Scheme

Table 2.20 Sharing of Medical Expenses between Employers and Employees

Sectors	Who pays the treatment (% of respondents)				Have a welfare fund (% of establish.)
	Implicitly by employer	Full reimbursement	Partial reimbursement	Workers own cost	
RMG	19.9	71.2	8.7	0.3	17.2

Source: Workplace Injuries in Manufacturing and Service Sectors of Bangladesh, Table 4.12