



WAGES IN BANGLADESH

Sampling and fieldwork of the *Wages and Work Survey 2020 Bangladesh*

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WageIndicator Foundation - www.wageindicator.org

WageIndicator Foundation is a non-profit NGO. It develops, operates and owns national WageIndicator websites in 140 countries with labour-related content, using data from its WageIndicator Salary and Working Conditions Survey, Minimum Wages Database, Collective Agreement Database, Salary Checks and Calculations, DecentWorkChecks and related Labour Law Database, and Cost of Living Survey and resulting Living Wages Database. The mission of WageIndicator is to promote labor market transparency for the benefit of all employers, employees and workers worldwide by sharing and comparing information on wages, labor law and career. WageIndicator does so by making this information freely available on easy to reach and read national websites in the national language(s), using sophisticated search engine optimization. All websites are accessible through mobile phones. For *Decent Wages in Bangladesh* WageIndicator coordinated the project, adapted its Wages and Cost-of-Living surveys to the Bengali situation, disposed its survey software, analysed the data and contributed to the report.

Bangladesh Institute of Development Studies - <https://www.bids.org.bd/>

The Bangladesh Institute of Development Studies (BIDS) in Dhaka is an autonomous public multi-disciplinary organization which conducts policy-oriented research on development issues facing Bangladesh and other developing countries. The mission is to facilitate learning in development solutions by conducting credible research, fostering policy dialogue, disseminating policy options, and developing coalitions to promote informed policy making. The Institute also conducts training on research methodologies and carries out evaluation of development interventions. In that pursuit, BIDS is involved in collection and generation of socio-economic data for carrying out analytical and policy loaded research on current economic and social issues and dissemination of research findings and knowledge on developmental concerns to support policy formulation. BIDS researchers also contribute directly to formulation of government policies through their interactions and participation in the policy-making process. For *Decent Wages in Bangladesh* BIDS researchers contributed to the surveys, implemented fieldwork for the Wages and the Cost-of-Living surveys, CBA annotations, and the report writing.

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Two publications of the project

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Tijdens KG, Ahmed A, Ceccon D, Mahmud M, Medas G, Osse P, Van Klaveren M (2020) *Wages in Bangladesh, A study of Tea estates, Ready Made Garment, Leather, and Construction*. Amsterdam, WageIndicator Foundation.

Both reports are available online, see

<https://wageindicator.org/Wageindicatorfoundation/projects/decent-wage-bangladesh-phase-1>

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Introduction

Decent Wage Bangladesh phase 1

The project [*Decent Wage Bangladesh phase 1*](#) aimed to gain insight in actual wages, the cost of living and the collective labour agreements in four low-paid sectors in three regions of Bangladesh, in order to strengthen the power of trade unions. The project received funding from [Mondiaal FNV](#) in the Netherlands and seeks to contribute to the to the knowledge and research pathway of Mondiaal's theory of change related to social dialogue. Between August and November 2020 five studies have been undertaken. In a face-to-face survey on wages and work 1,894 workers have been interviewed. In a survey on the cost-of-living 19,252 prices have been observed. The content of 27 collective agreements have been analysed. Fifth, desk research regarding the four sectors was undertaken. The project was coordinated by [WageIndicator Foundation](#), an NGO operating websites with information about work and wages in 140 countries, a wide network of correspondents and a track record in collecting and analysing data regarding wage patterns, cost of living, minimum wages and collective agreements. For this project WageIndicator collaborated with its partner [Bangladesh Institute of Development Studies](#) (BIDS) in Dhaka, with a track record in conducting surveys in the country and with whom a long-lasting relationship exists. Relevant information was posted on the WageIndicator [Bangladesh website](#) and visual graphics and photos on the [project webpage](#). The the questionnaire and the results of the *Wages and Work Survey 2020 Bangladesh* can be seen [here](#).

This report details the sampling procedures and the fieldwork for the *Wages and Work Survey 2020 Bangladesh*. For this survey in total 1,894 interviews have been held with 724 RMG workers in 65 factories, 337 leather and footwear workers in 34 factories, 432 construction workers in several construction sites and 401 workers in 5 tea gardens and 15 tea estates. The survey was conducted in the Chattagram, Dhaka and Sylhet Divisions. The survey did not aim for a representative sample of the full labour force in Bangladesh, but for a picture of the low-wage sectors, as these sectors are relevant for exploring compliance with the Minimum Wage rates and the Living Wage levels. The fieldwork for the *Wages and Work Survey 2020* was organised between 2nd of September and 2nd of November 2020. For each interview the purpose of the study was explained to the interviewee and consent was asked. The data of all interviews are anonymous. No workers and no factories/estates can be identified by name.

Sampling and fieldwork

A1. Introduction to Survey Sample

The following is a description of the proposed sample for both the COL and the wage survey.

A1.1 Cost of Living sample

The COL survey was targeted to collect information on cost of living of those households which belong to the lower and lower-middle income groups¹ of Bangladesh. Total 200 people from nine different regions in three divisions (Dhaka, Chattagram, and Sylhet) were surveyed. This number was targeted in order to obtain the sufficient number of data points. The different areas (districts and sub-districts) were all determined and shared with WIF prior to the survey. These were a mix of larger and smaller districts, including outskirts of cities. The predetermined areas were not rural, but sub-districts were chosen within the districts so as to get respondents from lower-income group, and lower-middle income group as per the sampling plan.

A1.2 Wage survey sample

The Wage survey was aimed to survey employees/workers engaged in four sectors of Bangladesh: RMG, Leather, Construction, and Tea. The survey regions included three divisions: Dhaka (RMG, Leather, and Construction), Chattagram (RMG, Leather, Construction, and Tea), and Sylhet (Tea). In total 1800 workers/employees were targeted to be surveyed across these three regions.

Table A1.1 shows the main sample distribution across sectors.

Table A1.1: Distribution of Survey Sample by Economic Sector and Division

		Divisions	No of respondents
Wage Survey	RMG	Dhaka, Chattagram	700
	Leather	Dhaka, Chattagram	300
	Construction	Sylhet, Chattagram	400
	Tea	Dhaka, Chattagram	400
Cost of Living Survey		Dhaka, Chattagram, Sylhet	200

In order to address potential attrition due to refusal or lack of access, the sector-wise survey targets were set : 732 for RMG, 328 for Leather, 404 for Tea, and 432 for Construction, for a total of 1896 surveys. The area-wise number of factories had also been adjusted after initial sample calculation, considering practical scenario and availability after discussion with field supervisors. Table A1.2 below shows the

¹ The household with any of the following characteristics was regarded as poor or lower-middle income group; (i) living in semi-pucca or katcha houses (e.g. tin roof or unfinished floor), or (ii) use shared toilet, or (iii) do not use electricity.

sample division across sectors and districts in Bangladesh, following the revised target.

Table A1.2: Breakdown distribution of Survey sample by economic sectors and districts

	Division	Dhaka Division				Chattagram	Sylhet Divisio				Total
	Districts	Dhaka	Gazipur	Narayanganj	Savar	Chattagram	Comilla	Moulvibazar	Hobiganj	Sylhet	
WAGE SURVEY											
RMG	No. of Factories in Survey	34	8	7		11					60
	No. of workers in survey	426	104	87		115					732
LEATHER	No. of Factories in Survey	11	6	2	9	4	3				35
	No. of workers in survey	116	70	17	81	30	14				328
CONSTRUCTION	No. of workers in survey	156	47	43		186					432
TEA	No. of tea garden/ estates in Survey					6		24	6	4	40
	No. of workers in survey					61		242	60	41	404
COST of LIVING SURVEY											
	No. of Respondents	50	20	20	10	40	10	20	15	15	200

Detailed area-wise sample distribution for the COL survey, and area-wise and occupation-wise sectoral sample distribution for the Wage Survey, are given in *Appendix 1B, Tables B1.1-B1.5D*.

A2. Sampling Strategy for the Wage Survey

The sampling strategy includes the detailed sampling approach, sample distribution across districts and occupation, and location-specific sample distribution. The explanation of the method is provided below, and supplementary tables are provided in *Appendix 1B*.

A2.1 Sampling Approach

Stratified sampling was used to determine the number of employees/workers considering the proportion of factories located in different districts in Dhaka, Chattagram and Sylhet (*see Tables A2.1 – A2.3*). “District” had been considered as “strata” across each of these three divisions. The calculations in *Tables A2.1 – A2.3* are different from those in *Table A1.2* above, since as mentioned, *Table A1.2* contains additional samples that were set as target for the field team.

Around 98% of RMG factories in Bangladesh are located in Dhaka (83%) and Chattagram (15%) division. In case of leather industry, around 81% and 11% of factories are located in Dhaka and Chattagram, respectively. 80% of total tea gardens

and estates are located in Sylhet division and this proportion is 14% in Chattagram division. Construction activities are not uniformly distributed across all areas of the country. It is prominently present in urban areas and in major cities like Dhaka, Narayanganj, Chattagram, Sylhet, Rajshahi, Khulna and Rangpur (Sen et al., 2016). As construction activities vary across two major categories²: building (general construction) and non-building (civil engineering works), the numbers of workers under each occupation category across each of the four districts are then divided into three types of construction works: Private building (residential and non-residential), Public building (residential and non-residential), and Public sector construction other than buildings (Civil engineering works).

Table A2.1: Number of Workers across Districts for Wage Survey in RMG Sector

	Dhaka Division			Chattagram Division	Other Division	Total
	Dhaka	Narayanganj	Gazipur	Chattagram		
Total number of Factories	3198	618	685	825	99	5425
% of Factories	58.95	11.39	12.63	15.21	1.82	100
No of Factories in Survey	42	8	9	11	----	70
No of workers in survey	420	81	91	109	---	701

Notes:

a) Based on latest research on RMG Factories in Bangladesh: Hossain et al. (2019) “*Impact of Compliance Measures in RMG Industry of Bangladesh*”, mimeo, BIDS.

b) No. of workers and No. of factories in survey are calculated using percentage of factories across districts and total number of workers (701) and total number of factories (70) to be surveyed.

Table A2.2: Number of Workers and Number of factories across Districts for Wage Survey in

Division	Dhaka Division				Chattagram Division		Other Division	Total
	Dhaka	Gazipur	Savar	Narayanganj	Chattagram	Comilla		
No. of Factories in whole Bangladesh	65	37	40	8	12	8	16	186
% of Factories	34.95	19.89	21.51	4.30	6.45	4.30	8.60	100.00
No. of Factories in Survey	11	6	9	2	4	3	----	35
No. of workers in survey	115	65	70	16	26	14	---	306

Source: Total number of Factories in Bangladesh: compilation from information in LFMEAB website

² “According to International Standard Industrial Classification (ISIC) or Bangladesh Standard Industrial Classification (BSIC) 2009, construction activities are classified into three major categories: general construction, specialized construction activities for buildings and civil engineering works. General construction is the construction of entire dwellings, office buildings, stores, other public utility buildings, farm buildings, etc. Construction of civil engineering works covers roads, streets, bridges, tunnels, railways, airfields, harbours and other water projects, irrigation systems, sewerage systems, industrial facilities, pipelines and electric lines, sports facilities, etc.” (Sen et al. (2016), Chapter 3, pp. 53-54, Labour Market and Skill Gap in Bangladesh).

The construction expenditure comprises of five different types of construction expenditure: kutchha houses construction, residential and non-residential buildings, private agriculture construction, installation cost of irrigation and public sector other construction. Construction expenditure on private and public buildings (residential and non-residential) constitutes around 70% and 9% respectively of total construction expenditure, while public sector construction other than buildings accounted for only around 14-15 percentage. (Sen et al. (2016), Chapter 3, pp. 54, Labour Market and Skill Gap in Bangladesh).

(<http://lfmeab.org/view/member-list/>)

Note: No. of workers and No. of factories in survey are calculated using percentage of factories across districts and total number of workers (306) and total number of factories (35) to be surveyed.

Table A2.3: Number of Workers across Districts for Wage Survey in Tea Industry

	Sylhet			Chattagram		North Bengal		Total
	Moulvibazar	Hobiganj	Sylhet	Chattagram	Rangamati	Panchagarh	Thakurgaon	
No of Tea Gardens and Estates	91	25	19	21	2	8	1	167
% of Tea Gardens and Estates	54.49	14.97	11.38	12.57	1.20	4.79	0.60	100.00
No of Tea Gardens and Estates in survey	24	6	4	6	0	----	----	40
No of workers in survey	230	63	48	59	0	----	----	400

Source: Total number of tea gardens in Bangladesh: Compiled from information in Bangladesh Tea Board website.

Note: No. of workers and No. of tea gardens/estates in survey are calculated using percentage of tea gardens/estates across districts and total number of workers (400) and total number of tea gardens/estates (40) to be surveyed.

A2.2 Sample Distribution across Districts and Occupation

Total number of employees/workers in each district was divided across different occupations based on the average proportion (in *Appendix 1B, Table B2.1*) of different occupations in RMG, Leather, Tea, and Construction sector. In RMG sector, sewing machine operator constitutes about 57% of total employed persons while quality inspector (7%), finishing iron (6.3%), quality controller (5.2%), cutter man (5.4%), Packer (4.6%), Fusing machine operator (4.2%). Folder (3.5%), Overlock machine operator (3%), embroidery machine operator (1.9%), and poly-man (1.2%) comprise the rest of the proportion.

In leather sector, sewing operator, lasting, setting and assembling operator, and cutting operator consist of 42%, 18% and 16% of total employed persons respectively. Engineer and other professionals (5%), inventory and compliance operator (5%), packing and finishing worker (55%), pattern making operator (4%), managerial and clerical professionals, and electricians constitute about 25% of total employed persons in this industry.

In case of tea industry, there is no job hierarchy among tea garden workers. All workers are regarded as tea garden workers (84%) and the management deploys them as per the need of the garden and their personal wishes (Ahmed & Hossain (ILO, 2016). Few also work as security guards (6.6%), factory workers (5.2%), Sarders (leader of workers) (1.7%), and domestic help (2.4%) in managers' houses.

In the construction industry, about 50% of total employed persons works as helper, 17% as mason, 10% as rod mistry, 5.5 % as painter, 5% as tiles fixer, 3% as electric wireman, 2.5% as foreman, 2% as plumber, 1.4% as welder, and 1.2% as carpenter.

Based on the proportion of different occupations in these sectors, numbers of employees/workers to be surveyed across different occupations are provided in

Appendix 1B, Tables B1.1-B1.5D. Enumerators followed these numbers while surveying workers/employees of different occupations in each district.

A2.3 Location-specific Sample Distribution

RMG Sector:

The survey areas in RMG sector were selected by concentration of establishments of RMG factories in each of the four survey districts (Dhaka, Gazipur, Narayanganj, Chattagram). A map of Garments Factories in Bangladesh was used to comprehend the location-wise concentration of RMG factories.³

Leather Sector:

The survey areas in leather sector were determined by concentration of leather factories across thanas (sub-districts) in each of the six survey districts (Dhaka, Gazipur, Savar, Narayanganj, Chattagram, Comilla). The Thana (location) which have more than 3% of the total leather factories in the respective districts were selected as survey areas (*Table B2.2 in Appendix 1B*).

Tea Sector:

The survey areas in the Tea sector were determined by concentration of tea gardens and tea estates across locations (sub-districts) in each of the four survey districts (Sylhet, Moulovibazar, Hobiganj and Chattagram). The thanas which have more than 15% of the tea gardens or more than 15% of tea estates in the respective districts have been selected as survey areas (*in Appendix 1B, Table B2.3*).

Construction sector:

Unlike the other three sectors, construction works are not concentrated in some specific zones. In case of RMG, leather, and tea industry, workers/employees work under specific employers who have their fixed area of operations in specific zones (equivalent to factories for RMG and leather, and tea gardens for tea). However, the areas of operation of construction enterprises are not fixed as these enterprises may operate throughout the districts. The survey areas were determined by locations of major thanas (sub-districts) in Dhaka, Narayanganj, Gazipur and Chattagram.

A3. Data collection strategy

The sampling strategy as described in Section A2, was followed for data collection. The actual targets set for the survey team was as given in *Table A2.2* above.

³ “Beyond the Tip of the Iceberg: Bangladesh’s Forgotten Apparel Workers” (2015). Available at: <http://people.stern.nyu.edu/twadhwa/bangladesh/maps.html> and <http://people.stern.nyu.edu/twadhwa/bangladesh/>

A3.1 Cooperation from Industry Associations

BIDS requested the leather, RMG, and tea sector associations to issue letters to the firms stating the importance of the survey as well as requesting those firms to participate in the survey. Bangladesh Garment Manufacturers and Exporters Association (BGMEA), Leathergoods and Footwear Manufacturers & Exporters Association of Bangladesh (LFMEAB), and Bangladesh Tea Board were requested to issue letters to RMG firms, Leather firms, and Tea garden/estates respectively. The leather industry association (LFMEAB) was the quickest to issue its letter (see *Appendix 1B, Figure B3.1*). The RMG industry association (BGMEA) expressed its specific concerns regarding the survey, including the relative concept of “decent wage”. A softcopy of the wage survey questionnaire was shared with the BGMEA and an online meeting scheduled between the WIF, BIDS, and one of the directors, the chairman, and secretary of the BGMEA to discuss. WIF and BIDS explained the purpose of the survey and clarified specific issues, and upon satisfactorily addressing all concerns, a letter was issued from the BGMEA requesting its members to participate in the survey (see *Appendix 1B, Figure B3.2*). The Tea Board could not unilaterally issue a letter of request on behalf of all its members due to the COVID-19 pandemic and risk of outsiders’ during the time, but individual estates and gardens could still be requested for permission of entry and participation in the survey.

A3.2 Selection of firms and employees/workers

After the letters had been collected from the industry association, Leather firms and Tea gardens/estates in each target area were randomly selected from the membership list of LFMEAB and Bangladesh Tea Board. RMG firm clusters in all the areas were known to the survey team, hence no list for RMG was used though the area-wise selection of firms was made at random. The selected firms were to be communicated with first through e-mail and/or over phone and the official letters issued by the respective authority were emailed to them (those with listed email addresses). The firms were requested to provide assurance to facilitate this survey by allowing their employees/workers to participate in the survey. The number of firms which declined the request of participating in the survey were to be adjusted through replacement.

Enumerators were to visit a minimum of 60 RMG factories and 35 leather factories located in the six districts (Dhaka, Gazipur, Narayanganj, Savar, Chattagram, Comilla) and take interviews of workers and employees (732 workers/employees in RMG and 328 workers/employees in leather) based on the given proportion of employees. For surveying tea garden workers, the enumerators were to visit 40 tea gardens and tea estates located in four districts: Sylhet, Moulovibazar, Hobiganj, Chattagram, and take interviews of 404 tea garden workers. As the construction sector involves three types of construction works, enumerators needed to search these three types of construction works (private building, public building and public civil engineering works) in the respective survey areas and carry out surveys with 432 construction workers/employees considering the proportion of employees across different occupations in each of the four districts (Dhaka, Gazipur, Narayanganj, Chattagram).

After the enumerators visited the selected firms, they were to request the management team/human resource team to facilitate the interview procedure with required number employers/workers under the specific occupations. The enumerators would take face-to-face interview and the information would be collected through specially designed survey app in tablet device. For construction sector, as the workers are not permanently entitled with specific enterprises, the enumerators would visit the specific survey areas and approach the workers at construction sites to participate in the interview. They would select interviewee of various skill categories. The enumerators would use the sample distribution tables to select the number of respondents in each case as per predetermined rules.

A3.3 Implementation and Monitoring Strategy

The COL survey in all regions was to be completed first. Training modules were created for the survey team using instructions for app-use provided by WIF. A Google Form was created by the BIDS team to strictly monitor quality and progress of the COL survey (please see Section A4 below for a reference layout of the Google Form response sheet). Relevant details of respondents were to be included in the Google Form, for follow-up by the BIDS team. Upon discussion with field supervisors, it was also agreed that providing Bangladeshi Taka (BDT) 50 to each respondent for COL would improve quality of response since otherwise respondents may not be willing to give much time to the survey. Using contact number of all respondents in the Google Form, the BIDS team made random checks over phone call. Once the COL was completed, the survey team returned to the BIDS office in Dhaka to share their field experience and receive training for the Wage Survey.

Extensive training for the wage survey was implemented to maximize adeptness of the field team over the survey and app-use. Five non-consecutive days of training were allocated in total for the wage survey. A Google Form was similarly to be maintained for the wage survey for strict monitoring by the BIDS team (please see Section A4 below for reference layout of the Google Form response sheet). In addition, BIDS was given access to a basic view of the submitted data in WIF's "Questanalyzer" server. This view allowed number of submissions to be viewed separately by date, enumerator ID, area, sector, and occupation. This helped the BIDS monitoring team to cross-check actual submissions with Google Form submissions. The wage survey was decided to be split into three separate phases. The first phase would run from 7th to 27th September 2020, and covered Tea sector in Sylhet and Chattagram, and Leather and Construction sectors in Chattagram. After this a refresher training session would be held at the BIDS office in Dhaka, and the teams' experiences were heard. The second phase would run from 30th September to 12th October 2020, and covered Leather and Construction sectors in Dhaka region. The third phase would run from 14th October to 2nd November 2020, and covered RMG sector in Dhaka and Chattagram regions.

During the first phase of this wage survey, similar to COL, each respondent was given BDT 50 by BIDS upon request from supervisors, as compensation for respondents' foregone work time and encouragement for quality responses. Respondents' signature of receipt and contact numbers were recorded, and they were randomly called from BIDS to ensure quality of survey and receipt of payment. During the second and third phases of the wage survey, respondents were instead given single pack-of-five face masks to build awareness about COVID. Contact numbers and signature of receipt of masks were also recorded.

A4. Training of Enumerators

Once the COVID-19 and lockdown situation in the country eased, training and preparation for the surveys began. The training session commenced with COL survey training on 22nd August, 2020. To maintain safe distance and hygiene protocol, the total survey team was split into two groups of 6 each (1 supervisor plus 5 enumerators per group), and each group was assigned separate training slot on each day. The second group was allowed entry to the training room once the previous group had left. Hand-sanitizing facilities and face-masks were arranged by BIDS each day for all training participants. Training modules for each survey was prepared by BIDS following the app tutorials shared by WIF. All modules were prepared in Bengali for ease of understanding by the field team. Enumerator IDs were assigned by BIDS to the survey team including the field supervisors. Since the surveys were to be conducted via Tablet devices, Tablets were also assigned to the enumerators.

A4.1 COL Survey Training

The COL survey was practiced directly on the Tablet devices using the practice link shared by WIF. Test submissions were also made using the actual survey link to ensure that it was working properly. As mentioned above in Section A3.3, a Google Form was used by BIDS to track progress and quality of the COL survey. Enumerators received training on how to open, fill, and submit the Google Form. A reference layout of the COL survey's Google Form response sheet is provided below.

Figure A4.1: Layout of the COL Google Form response sheet

Time-stamp	Name of Enumerator	District/Sub-district	Status of Survey	Reason (If Incomplete)	Respondent's Mobile number	Respondent's Name	Gender
		Dhaka-Tejgaon	Complete				
		Sylhet-Hobiganj	Complete				

The 23rd and 24th of August, 2020, were allocated for COL surveys in Dhaka Division. August 25th and 26th were allocated to Wage survey training, after which the teams left to first complete the COL surveys in Chattagram and Sylhet regions. Once the COL survey was complete, the field team returned for further refresher trainings and practice on the wage survey.

A4.2 Wage Survey Training

Five days of training were kept for the wage survey prior to survey commencement. The initial round of wage survey training was on 25th and 26th August, 2020. After this, the field team completed COL outside Dhaka and returned for refresher training and app practice on the wage survey. Hardcopy questionnaire reviews was done thoroughly before practicing with the app for greater comprehension of the task in hand.

The following materials were discussed and shared with the survey team during wage survey training:

- a. Letter of Request from Leather industry Association
- b. List of relevant Occupations for Wage Survey (since the app included additional occupations not relevant for the Bangladesh survey)
- c. Hardcopy of entire questionnaire, with a separate column indicating the enabling logic of each question (i.e. for which previous response the particular question would be asked)
- d. Survey-app tutorial document translated in Bengali
- e. Sample list of leather, RMG, and tea sector firms/estates/gardens (including address, assigned Firm IDs for leather and tea firms, and contact details)
- f. Sample distribution
- g. Explanation of how to sample workers of each occupation from each factory, and the minimum and maximum numbers to be surveyed per occupation from each factory in each region.

The minimum number of factories to be covered from each area were included in the training modules and discussed during training. If the required number of workers could not be found from a particular occupation category, the enumerators would have to visit more factories to fulfill the requirement. Issues with the survey app that arose during training were communicated to the WIF team instantly and solutions were worked out. Use of the survey app and Google Forms was taught and practiced extensively during training. Multiple practice submissions were made for both the wage survey and Google Forms. A reference layout of the form's response sheet is provided below.

Figure A4.2: Layout of the Wage Survey Google Form response sheet

Timestamp	Name of Enumerator	Sector	Firm ID (For Leather, RMG, Tea)	Firm Name (if applicable)	Firm Category	Occupation	Respondent's Name	Respondent's Mobile	Respondent's Gender	Status of Survey	Reason (If Incomplete)	District/Sub-district
		Tea	3201	Amtoli Tea Estate	Tea - Garden	Tea - Tea garden workers	ABC	01X	Female	Complete		Hobigonj - Bahubol
		RMG		J&J Composite	RMG - Knitwear	RMG - Sewing machine operator	EFG	01X	Female	Complete		Gazipur-Basun Sarok
		Leather	1803	Amico Footwear	Leather - Footwear	Leather - Lasting, setting and assembling operator	IJK	01X	Male	Complete		Savar - Ashulia
		Construction		Bablu Enterprise	Private sector building residential/ non-residential	Tiles Fixer	LMN	01X	Male	Complete		Dhaka - Hazaribag

Some photos from the training session are given below.



A5. Challenges due to COVID-19

The COVID-19 pandemic undoubtedly hampered the project. The initial difficulty was the delay caused in commencing the surveys due to countrywide lockdown and risk of infection. As mentioned in Section A4, training could not be given to all

participants at the same time due to risk of crowding. It is ideal for all participants to be present together during training, so that all issues can be clarified by discussion with everyone at once. Once the survey started, challenges continued hampering data collection. Some factories, especially leather factories, were closed due to the pandemic (low order volumes), and some were not willing to allow entry to outsiders during the pandemic. BIDS provided all necessary sanitizing and safety materials to the field team, including face masks and hand sanitizers. The survey team was given the provision and instruction to keep all necessary hygiene-related products at their disposal. Face masks were to be worn at all times by the field team. The industry associations, factories, and tea garden authorities were also assured of the survey team's hygiene protocol.

A6. Field Experience

In general, the supervisors decided from their past experience that it was best to physically visit the factories and tea gardens/estates without making prior appointments. It is usually difficult to convince and get quick appointments from the management over phone. If factories were contacted before visiting, usually the management deferred appointment to an unspecified time in future. Given the delay in survey commencement due to COVID-19, this was likely to prevent timely completion of surveys. Hence the teams visited the locations directly with all letters and stated their purpose. For Leather sector, an email with relevant letters attached was sent to all factories from the BIDS team, from the list received from LFMEAB, but many emails bounced or were not answered by the factories in time. However, in some cases appointments were taken as per the prior data collection strategy, and surveys were completed at specified later dates for both Leather and RMG. About 7 leather factories and 20 RMG factories in total refused access to the survey team. Reasons given for refusal were mostly workload and need for a later appointment date. Firms' contact details were sometimes not updated, so the teams had to visit the listed address directly and ask around for nearby factories if the factory was closed or no longer located there.

On factory premises, the security at the entrance would usually ask for the supervisor's identification and letter, which would be taken to management while the team waited outside. It was easier to convince management of the purpose of the survey if the supervisor was present with management while the letter was being read. BIDS' letter facilitated permission. Some factories' management would visit the BIDS website on the spot to verify doubts. The teams also explained that their required sample was being distributed over many factories in order to take as little time from each factory as possible. Many factories' management asked for hardcopy of the questionnaire so they could see what questions are asked. Since the questionnaire was in the Tablet device, the management personnel were instead told that they could stand for a while behind the enumerator and see some of the questions

during the interview. All respondents and most firms were very cooperative during the interview.

Some of the more educated respondents were pleased to receive the masks given by the survey team, while others showed relative indifference. Many factories have tried to help their employees/workers during the COVID crisis, for instance by providing masks, hand sanitizers, soap, bleaching powder, and handwashing facilities. A lot of factories in Leather and RMG sectors have reported facing difficult times due to canceled shipment, foreign buyers' not agreeing to purchase products at previously-agreed-upon prices, or purchasing smaller volumes – the factories have informed the survey teams that they have had to deal with these challenges while bearing workers' salaries and other costs of business.

The field experience of the survey team in each specific sector is described below.

A6.1 Tea sector

For the Tea sector, the Sylhet team contacted the Upazila (sub-district) Nirbahi Officer (UNO) in each district, and the UNO referred them to some gardens and estates which were likely to allow access during the COVID-19 pandemic. The gardens/estates in both Sylhet and Chattagram were usually quite far from one another, and travel times were lengthy due to the locations being in remote areas. Once permitted entry, the team usually sought the help of an overseer ('babu') or worker leader ('sarder') to get to the required number of workers of each listed occupation.

Most locals refer to both tea estates and gardens as 'garden', so when searching for additional nearby gardens/estates outside the list, it was sometimes difficult to get accurate information on type of establishment (garden or estate) from locals. On reaching the establishment, in some instances managerial level or authority personnel could not be found, which delayed work. When found, they would sometimes ask the team to come a week later, but the supervisors persisted in getting permission on the spot. Garden/estate owners often do not see how research may benefit them, for which reason they are often hesitant to allow surveys during valuable work hours.

Tea garden workers usually do not wear masks. If visitors wear masks, workers think that the visitors are infected with COVID. This perception is also common in other rural areas where people usually do not wear masks. Most of the tea workers cannot say their age and are not aware of any awarded benefits besides the fact that they retire at the age of 60. For every 24 kilograms (kg) of tea leaves picked/collected, the workers get 104 Bangladeshi Taka (BDT). Majority of the interviews were conducted during weighing time, i.e. when workers were getting their collected leaves weighed. One of the surveyed tea estates was found to have written contract for its workers. Hard sun, heavy rain, and widespread leeches increased the difficulty of seeking-out workers and conducting interviews in the tea gardens/estates. But it gave enumerators new perspective on the hard work-life of tea garden workers.

A6.2 Construction sector

Finding different occupations was most challenging in the construction sector since one cannot tell what kind of construction work may be going on inside a building. This was the case for public sector building construction workers in the occupations of Electric Wireman, Tiles Fixer, Plumber, Painter, and Liftman. Extreme heat and rain also made it difficult for the enumerators. Private sector workers were relatively easier to find. In case of entry into private residential or commercial buildings, the purpose of the survey was explained in person to the authority/security. Sometimes construction workers were understating wages but the sub-contractor (who sometimes also acts as supervisor) corrected them on the spot, mentioning the correct wage instead. At times the contractor of the job was quite cooperative.

A6.3 Leather sector

It was very difficult to find leather factories. There were very few leather factories, and some were closed due to the pandemic, or have moved to other locations. Sometimes the authority was reluctant to allow interview time due to workload. One team was allowed only four (4) interviews at a factory. Sometimes factories outside the LFMEAB list had to be sought, and some of them also would not allow entry. At one of the factories, interviews were taken during lunch time. Most of the visited factories said that they did not receive government financial support during the pandemic.

A6.4 RMG sector

Gaining access to the RMG factories was a bit challenging, but once allowed entry it was relatively easy to get the interviews. There were few instances where the management were not allowing adequate workers from the required occupation – e.g. where Sewing Operator was wanted they were giving Helper. The Embroidery machine operator occupation is usually at different factories under Knitwear, so some separate factories had to be visited for that occupation. One of the teams had a more difficult experience in finding factories than the other. They would sometimes be allowed entry to 1 factory for every 4 or 5 visited. On one of the days they were allowed entry on their eighth visited factory, that too during overtime. But due to high availability of RMG factories the target could be completed.

Many RMG factories were seen to have taken steps against COVID such as installing handwashing facilities. One factory had about 200-300 taps installed and had hand-sanitizers, soap, masks, and temperature-checks for workers. Two or three other factories also had good hygiene facilities for workers. One of the teams found many RMG workers to be more aware and wearing masks. But the other team found that safe distancing and hygiene protocol was quite difficult to maintain in many factories due to small spaces and nature of work. One or two factories managed reduced-price products through Trading Corporation Bangladesh (TCB). One of the teams found RMG workers to be more knowledgeable on questions regarding their factory. Most RMG management who allowed entry were very cooperative with the survey.

A7. Final Data Collection

The targeted number of 40 tea estates and gardens could not be met due to the practical situation of the gardens'/estates' being situated quite far away from each other and in very remote areas. Covering the targeted number of estates/gardens would have required a much longer time when the survey commencement was already delayed due to the COVID situation. Hence the BIDS team allowed the field team to survey a total of 20 gardens/estates, while ensuring that the target respondent numbers were met. For the remaining sectors this was not an issue. The following number of factories/gardens/estates were visited from the tea, leather, and RMG sectors.

- Tea: 5 gardens and 15 estates
- Leather: 34 factories
- RMG: 65 factories

The list of surveys done per sector by area and occupation (as reported through the Google Form), is provided in Appendix 1B, Tables B8.1 – B8.4.

The following table shows the total number of submitted surveys across sectors and regions.

Table 8.1: Submitted surveys across sectors and regions				
	Chattagram	Dhaka	Sylhet	Total
Construction	185	247	0	432
Tea plantations	65	0	335	400
RMG	114	615	0	729
Leather	46	287	0	333
Total	410	1149	335	1894

Supplement to Sampling and Fieldwork

Below are some photos from the field survey.

Tea Sector Interview Photos



Image T1: The first week of tea garden/estate interviews in Sylhet



Image T2: Tea sector interviews in Chattagram and Sylhet



Image T3: Exterior of a temple area that was suggested as interview spot by the estate/garden due to rainfall outside



Image T4: Interviews during leaf-weighing time

Construction Sector Interview Photos



Image C1: Construction sector interviews



Image C2: A public sector non-building construction worker's interview on the lower-right

Leather Sector Interview Photos



Image L1: Leather sector interview space was usually arranged by factory management within conference or meeting rooms where workers from the required occupations were brought in



Image L2: More Leather sector interviews

RMG Sector Interview Photos



Image R1: Some factories could provide large spaces for interviews, considering safe distance



Image R2: Taps and liquid soap in bottles arranged for handwashing



Image R3: Most factories could arrange large meeting rooms for interviews, while some could arrange larger open spaces as seen on the lower-right

Distribution of sample (number of respondents) across survey areas in different districts for COL survey is provided below.

Table B1.1: Distribution of sample across survey areas in different districts for COL

Dhaka	Area respondents	Badda 5	Lalbag 5	Mirpur 5	Gulshan 5	Notunbazar/ Baridhara 5	Agargaon 5	Tejgaon 5	Rampura 5	Malibag 5	Uttara 5	Total 50
Gazipur	Area respondents	Tongi 4	Boadbazar 3	Basun Sarok 3	Joydebpur 3	Mouna 2	Konabari 3	Kasempur 2				Total 20
Narayanganj	Area respondents	Tarabo 4	Gausia 4	Sonargaon 4	BSCIC Area 4	Rupshi 4						Total 20
Savar	Area respondents	Ashulia 5	Hemayetpur 5									Total 10
Chattagram	Area respondents	Chadgaon 5	Halisahor 5	Chawk Bazar 5	Kalurghat 5	Pahartoli 5	Agrabad 5	Bayezid Bostami 5	Kotowali 5			Total 40
Comilla	Area respondents	Burichong 5	EPZ 5									Total 10
Moulvibazar	Area respondents	Barlekha 7	Kulaura 6	Sreemangal 7								Total 20
Hobiganj	Area respondents	Bahubal 8	Chunarughat 7									Total 15
Sylhet	Area respondents	Sylhet Sadar 15										Total 15

Area-wise and occupation-wise revised sample distribution for RMG is provided below. This was followed by the field team.

Table B1.2: Area-wise and occupation-wise revised sample distribution for RMG

District	Sub-districts	No. of Respondents (employees/workers) across Occupation & Sub-districts in RMG Industry														No of factories in survey
		Cutter man/woman	Sewing machine operator	Fusing machine operator	Overlock machine operator	Button machine operator	Kansai machine operator	Finishing (Iron)	Quality inspector	Embroidery machine operator	Folder	Poly man/woman	Packer/ Packing man/woman	Quality controller	Total	
Dhaka	Mirpur	3	44	4	2	1	1	5	5	1	2	1	3	3	75	6
	Tejgaon	2	29	3	1	1	1	2	4	1	1	1	2	2	50	4
	Mohammadpur	1	14	1	1	1	0	1	2	1	1	1	1	1	26	2
	Rampura	1	15	1	1	0	0	1	2	1	1	0	1	1	25	2
	Malibag	1	15	1	1	0	0	1	2	1	1	0	1	1	25	2
	Badda	2	30	3	2	2	0	2	4	1	1	0	2	1	50	4
	Dokkin khan	1	16	1	1	0	1	1	1	1	1	0	1	0	25	2
	Uttara	2	30	3	1	0	0	3	4	1	1	1	3	1	50	4
	Saver	3	28	2	2	0	0	3	3	1	2	1	2	3	50	4
	EPZ	2	32	2	2	0	0	3	3	1	1	1	2	1	50	4
	Total	18	253	21	14	5	3	22	30	10	12	6	18	14	426	34
Narayanganj	Masdiar	1	12	2	1	0	0	2	1	1	1	1	2	1	25	2
	Tanbazer	2	12	2	0	0	0	2	1	0	2	0	2	2	25	2
	Shiddirjong	0	6	0	0	0	0	2	1	0	2	1	0	0	12	1
	Shasongaon	1	15	1	1	1	0	1	1	1	1	0	1	1	25	2
	Total	4	45	5	2	1	0	7	4	2	6	2	5	4	87	7
Gazipur	Tongi	1	14	2	1	1	0	1	2	1	1	1	1	0	26	2
	Basun Sarok	2	14	2	2	0	0	2	2	0	1	0	1	0	26	2
	Joydebpur	2	14	2	0	0	0	2	2	0	1	1	2	0	26	2
	kasempur	2	14	1	1	1	0	2	2	0	1	1	1	0	26	2
	Total	7	56	7	4	2	0	7	8	1	4	3	5	0	104	8
Chattagram	EPZ	1	11	1	1	1	0	2	2	1	1	1	1	1	24	2
	Pahartoli	1	11	1	1	0	0	1	2	1	1	0	1	1	21	2
	Kalurghat	1	11	1	1	0	0	1	1	0	1	1	1	1	20	2
	Agrabad	1	11	1	1	1	0	1	1	0	1	0	1	1	20	2
	Bayezid Bostami	1	11	1	1	0	0	1	1	1	1	0	1	1	20	2
	Kotowali	1	6	0	0	0	0	1	1	0	0	0	0	1	10	1
	Total	6	61	5	5	1	0	7	8	2	5	1	5	6	115	11
TOTAL															732	60

Area-wise and occupation-wise revised sample distribution for Leather is provided below. This was followed by the field team.

Table B1.3: Area-wise and occupation-wise revised sample distribution for Leather															
Districts	Sub-districts	No. of Respondents (employees/workers) across Occupation & Sub-districts in Leather Industry													No of factories in survey
		Managerial	Engineer and other professional	Secretarial/clerical	Supervisor and line leader	Sewing operator	Machine operator & welder/electrician	Cutting operator and aged colours	Lasting, setting and assembling operator	Inventory, material selection & compliance	Advanced CAD design and pattern making	Quality controller operator	Finishing & packing	Total	
Dhaka	Uttara	0	1	0	0	13	1	5	5	2	1	1	2	31	2
	Hazaribag	1	3	1	1	33	2	13	14	4	3	1	4	80	8
	Pallabi	0	1	0	0	2	0	1	1	0	0	0	0	5	1
	Total	1	5	1	1	48	3	19	20	6	4	2	6	116	11
Narayanganj	Tarabo	0	1	0	0	5	0	1	1	1	1	1	1	12	1
	Gausia	0	0	0	0	2	0	1	1	0	0	1	0	5	1
	Total	0	1	0	0	7	0	2	2	1	1	2	1	17	2
Savar	Ashulia	0	1	10	1	13	1	5	5	1	1	1	2	41	4
	Hemaythpur	0	1	0	1	10	1	4	4	1	1	0	1	24	3
	Saver	0	1	0	0	6	0	3	3	1	1	0	1	16	2
	Total	0	3	10	2	29	2	12	12	3	3	1	4	81	9
Gazipur	Kaliakoyer	0	1	1	1	9	1	4	4	1	1	1	1	25	2
	Kasempur	0	1	0	0	9	0	4	4	1	1	0	1	21	2
	Sader	0	1	0	1	6	0	2	2	1	0	0	1	14	1
	Tongi	0	0	0	0	5	1	2	2	0	0	0	0	10	1
	Total	0	3	1	2	29	2	12	12	3	2	1	3	70	6
Chattagram	Halisahor	1	1	1	1	5	1	2	2	1	1	1	1	18	2
	Badurtoli CEPZ	1	1	1	1	4	0	1	2	0	0	1	0	12	2
	Total	2	2	2	2	9	1	3	4	1	1	2	1	30	4
Comilla	Burichang	0	1	0	0	4	0	1	1	1	1	0	1	10	2
	EPZ	0	0	0	0	2	0	1	1	0	0	0	0	4	1
	Total	0	1	0	0	6	0	2	2	1	1	0	1	14	3
TOTAL														328	35

Area-wise and occupation-wise revised sample distribution for Tea is provided below. This was followed by the field team.

Table B1.4: Area-wise and occupation-wise revised sample distribution for Tea								
District	Category	Sub-Districts	Tea garden workers	Security guards	Factory workers	Domestic	Sardars (leader of workers)	Total
Moullobhazar	No. of workers from tea garden	BARLEKHA	25	2	2	1	1	31
		KULAURA	17	1	1	0	1	20
		SREEMANGAL	8	1	1	0	0	10
		Total	50	4	4	1	2	61
	No. of workers from tea estate	BARLEKHA	42	3	3	1	1	50
		KULAURA	50	4	3	1	2	60
		SREEMANGAL	59	5	4	2	1	71
		Total	151	12	10	4	4	181
Hobigonj	No. of workers from tea garden	BAHUBAL	8	1	1	0	0	10
		CHUNARUGHAT	0	0	0	0	0	0
		Total	8	1	1	0	0	10
	No. of workers from tea estate	BAHUBAL	25	2	2	1	1	31
		CHUNARUGHAT	17	1	1	0	0	19
		Total	42	3	3	1	1	50
Sylhet	No. of workers from tea garden	SYLHET SADAR	8	1	1	0	0	10
	No. of workers from tea estate	SYLHET SADAR	25	2	2	1	1	31
Chattagram	No. of workers from tea garden	FATIKCHARI	17	1	1	0	1	20
	No. of workers from tea estate	FATIKCHARI	34	3	2	1	1	41

Area-wise and occupation-wise revised sample distributions for Construction are provided below. This was followed by the field team.

Table B1.5A: Area-wise and occupation-wise revised sample distribution for Construction in Dhaka

Table B1.5A: Area-wise and occupation-wise revised sample distribution for Construction in Dhaka																		
DHAKA	Mirpur	Gulshan	Banani	Mohammadpur	Dhanmondi	Demra	Jatrabari	Hazaribag	Lalbag	Motijheel	Paltan	Ramna	Rampura	Savar	Sher-E-Bangla Nagar	Tejgaon	Wari	Total
Helper/Labour																		
Private residential and non-residential building	4	2	2	4	4	4	4	4	4	2	2	2	4	4	2	4	4	51
public residential and non-residential building																		3
Public sector construction other than buildings	1			1	1	1	1	1	1				1	1	1	1	1	12
Total	5	2	2	5	5	5	5	5	5	2	2	2	5	5	3	5	5	66
Mason																		
Private residential and non-residential building	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	15
public residential and non-residential building	1			1	1	1	1	1	1				1	1		1	1	10
Public sector construction other than buildings																		1
Total	2	1	1	2	2	2	2	2	2	1	1	1	2	2	1	2	2	26
Rod mistry																		
Private residential and non-residential building	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	17
public residential and non-residential building															1			1
Public sector construction other than buildings															1	1		2
Total	1	1	1	1	1	1	1	1	1	1	1	1	1	1	3	2	1	20
Painter																		
Private residential and non-residential building	1			1	1	1	1	1	1				1	1		1	1	11

Table B1.5A: Area-wise and occupation-wise revised sample distribution for Construction in Dhaka

DHAKA	Mirpur	Gulshan	Banani	Mohammadpur	Dhanmondi	Demra	Jatrabari	Hazaribag	Lalbag	Motijheel	Paltan	Ramna	Rampura	Savar	Sher-E-Bangla Nagar	Tejgaon	Wari	Total
public residential and non-residential building																		1
Public sector construction other than buildings																		1
Total	1			1	1	1	1	1	1				1	1		1	1	13
Tiles Fixer																		
Private residential and non-residential building	1			1	1	1	1	1	1				1	1		1	1	11
public residential and non-residential building																		1
Public sector construction other than buildings																		1
Total	1			1	1	1	1	1	1				1	1		1	1	13
Electric Wireman																		
Private residential and non-residential building	1	1								1								3
public residential and non-residential building																		
Public sector construction other than buildings	1																	1
Total	2	1								1								4
Foreman																		
Private residential and non-residential building	1					1				1								3
public residential and non-residential building																		
Public sector construction other than buildings	1																	1
Total	2					1				1								4
Plumber																		
Private residential and non-residential building		1					1											2

Table B1.5A: Area-wise and occupation-wise revised sample distribution for Construction in Dhaka

DHAKA	Mirpur	Gulshan	Banani	Mohammadpur	Dhanmondi	Demra	Jatrabari	Hazaribag	Lalbag	Motijheel	Paltan	Ramna	Rampura	Savar	Sher-E-Bangla Nagar	Tejgaon	Wari	Total
public residential and non-residential building					1													1
Public sector construction other than buildings																		
Total		1			1		1											3
Welder																		
Private residential and non-residential building	1							1										2
public residential and non-residential building																		
Public sector construction other than buildings																		
Total	1							1										2
Carpenter																		
Private residential and non-residential building		1		1														2
public residential and non-residential building																		
Public sector construction other than buildings																		
Total		1		1														2
Head Mistry																		
Private residential and non-residential building		1																1
public residential and non-residential building																		
Public sector construction other than buildings																		
Total		1																1
Lift Mistry																		
Private residential and non-residential building				1														1

Table B1.5A: Area-wise and occupation-wise revised sample distribution for Construction in Dhaka																		
DHAKA	Mirpur	Gulshan	Banani	Mohammadpur	Dhanmondi	Demra	Jatrabari	Hazaribag	Lalbag	Motijheel	Paltan	Ramna	Rampura	Savar	Sher-E-Bangla Nagar	Tejgaon	Wari	Total
public residential and non-residential building								1										1
Public sector construction other than buildings																		
Total				1				1										2
Total (All)	15	8	4	12	11	11	11	12	10	6	4	4	10	10	7	11	10	156

Note: The first occupation “Helper/Labour” under the category “public residential and non-residential building” has a total sample requirement of 3 but the sub-district/area is not specified. This is because during sampling it could not be determined under which specific areas the occupation in this category was more likely to be found. As determined during the sampling stage, it was decided that in such cases the survey team was to do one survey under this occupation from each of at least three of the areas. For example, if the required total was 4, then the team would have to do at least one interview from each of three different areas and another interview from any of the previous three areas (or a new one). If the total requirement was 1, they could take it from any of the areas. If the total was 2, they would have to take them from two different areas. A minimum of three areas would thus need to be visited. The survey team was instructed accordingly during training.

Table B1.5B: Area-wise and occupation-wise revised sample distribution for Construction in Gazipur.

Table B1.5B: Area-wise and occupation-wise revised sample distribution for Construction in Gazipur						
GAZIPUR	Turag	Gazipur Sadar	Kaliakair	Kaliganj	Kapasia	Total
Helper/Labour						
Private residential and non-residential building	4	4	4	2	2	16
public residential and non-residential building	1	1	1	1		4
Public sector construction other than buildings	1	1	1			3
Total	6	6	6	3	2	23
Mason						
Private residential and non-residential building	1	1	1	1	1	5
public residential and non-residential building						1
Public sector construction other than buildings						1
Total	1	1	1	1	1	7
Rod mistry						
Private residential and non-residential building	1	1	1	1	1	5
public residential and non-residential building						
Public sector construction other than buildings						1
Total	1	1	1	1	1	6
Painter						
Private residential and non-residential building	1	1	1			3
public residential and non-residential building						
Public sector construction other than buildings						
Total	1	1	1	0	0	3
Tiles Fixer						
Private residential and non-residential building	1	1	1			3
public residential and non-residential building						
Public sector construction other than buildings						
Total	1	1	1	0	0	3
Electric Wireman						
Private residential and non-residential building	1					1
public residential and non-residential building						
Public sector construction other than buildings						
Total	1					1
Foreman						
Private residential and non-residential building	1	0	0	0	0	1
public residential and non-residential building						
Public sector construction other than buildings						
Total	1					1
Plumber						
Private residential and non-residential building						1

Table B1.5B: Area-wise and occupation-wise revised sample distribution for Construction in Gazipur						
GAZIPUR	Turag	Gazipur Sadar	Kaliakair	Kaliganj	Kapasia	Total
public residential and non-residential building						
Public sector construction other than buildings						
Total						1
Welder						
Private residential and non-residential building						
public residential and non-residential building						
Public sector construction other than buildings						
Total						1
Carpenter						
Private residential and non-residential building						
public residential and non-residential building						
Public sector construction other than buildings						
Total						
Head Mistry						
Private residential and non-residential building						1
public residential and non-residential building						
Public sector construction other than buildings						
Total						1
Lift Mistry						
Private residential and non-residential building						
public residential and non-residential building						
Public sector construction other than buildings						
Total						
Total (All)	12	10	10	5	4	47

Note: Occupations such as “Mason” are seen to have a total sample requirement of 1 under each of the two public sector categories, but the sub-district/area is not specified. As with the Dhaka construction sample, this is because during sampling it could not be determined under which specific areas the occupation in this category was more likely to be found. As determined during the sampling stage, it was decided that the survey team could take it from any of the areas. The team was instructed accordingly during training.

Table B1.5C: Area-wise and occupation-wise revised sample distribution for Construction in Narayanganj

Table B1.5C: Area-wise and occupation-wise revised sample distribution for Construction in Narayanganj						
NARAYANGANJ	Araihaazar	Sonargaon	Bandar	Narayanganj Sadar	Rupganj	Total
Helper/Labour						
Private residential and non-residential building	4	2	4	4	2	16
public residential and non-residential building	1		1	1		3
Public sector construction other than buildings	1		1	1		3
Total	6	2	6	6	2	22
Mason						
Private residential and non-residential building	1	1	1	1	1	5
public residential and non-residential building						
Public sector construction other than buildings						
Total	1	1	1	1	1	7
Rod mistry						
Private residential and non-residential building	1	1	1	1	1	5
public residential and non-residential building						
Public sector construction other than buildings						
Total	1	1	1	1	1	6
painter						
Private residential and non-residential building	1		1	1		3
public residential and non-residential building						
Public sector construction other than buildings						
Total	1		1	1		3
Tiles Fixer						
Private residential and non-residential building	1		1	1		3
public residential and non-residential building						
Public sector construction other than buildings						
Total	1		1	1		3

Table B1.5C: Area-wise and occupation-wise revised sample distribution for Construction in Narayanganj						
NARAYANGANJ	Araihaazar	Sonargaon	Bandar	Narayanganj Sadar	Rupganj	Total
Electric Wireman						
Private residential and non-residential building	1					1
public residential and non-residential building						
Public sector construction other than buildings						
Total	1					1
Foreman						
Private residential and non-residential building	1					1
public residential and non-residential building						
Public sector construction other than buildings						
Total	1					1
Plumber						
Private residential and non-residential building	1					1
public residential and non-residential building						
Public sector construction other than buildings						
Total	1					1
Welder						
Private residential and non-residential building	1					1
public residential and non-residential building						
Public sector construction other than buildings						
Total	1					1
Carpenter						
Private residential and non-residential building						
public residential and non-residential building						
Public sector construction other than buildings						
Total						
Head Mistry						
Private residential and non-residential building	1					1

Table B1.5C: Area-wise and occupation-wise revised sample distribution for Construction in Narayanganj						
NARAYANGANJ	Araihaazar	Sonargaon	Bandar	Narayanganj Sadar	Rupganj	Total
public residential and non-residential building						
Public sector construction other than buildings						
Total	1					1
Lift Mistry						
Private residential and non-residential building						
public residential and non-residential building						
Public sector construction other than buildings						
Total						
Total (All)	15	4	10	10	4	43

Table B1.5D: Area-wise and occupation-wise revised sample distributions for Construction in Chattagram

Table B1.5D: Area-wise and occupation-wise revised sample distributions for Construction in Chattagram													
CHATTAGRAM	Agrabaad	Halishahar	Bayejid Bostami	Boalkhali	Chandanaish	Double Mooring	Fatikchari	Haathajari	Kotwali	Mirsharai	Pahartali	Panchlaish	Total
Helper/Labour													
Private residential and non-residential building	6	6	6	5	5	5	5	5	5	5	5	5	63
public residential and non-residential building	1	1	1	1	1	1	1	1	1	1	1	1	12
Public sector construction other than buildings	2	1	1	1	1	1	1	1	1	1	1	1	13
Total	9	8	8	7	7	7	7	7	7	7	7	7	88
Mason													
Private residential and non-residential building	2	2	2	2	2	2	2	2	2	2	2	2	24
public residential and non-residential building	1	1	1	0	0	0	0	0	0	0	0	0	3
Public sector construction other than buildings	1	1	1	1	0	0	0	0	0	0	0	0	4
Total	4	4	4	3	2	2	2	2	2	2	2	2	31
Rod mistry													
Private residential and non-residential building	2	2	1	1	1	1	1	1	1	1	1	1	14
public residential and non-residential building	1	1	0	0	0	0	0	0	0	0	0	0	2
Public sector construction other than buildings	1	1	0	0	0	0	0	0	0	0	0	0	2
Total	4	4	1	1	1	1	1	1	1	1	1	1	18
painter													
Private residential and non-residential building	1	1	1	1	1	1	1	1	1	1	1	1	12
public residential and non-residential building	1	0	0	0	0	0	0	0	0	0	0	0	1
Public sector construction other than buildings	1	0	0	0	0	0	0	0	0	0	0	0	1
Total	3	1	1	1	1	1	1	1	1	1	1	1	14
Tiles Fixer													
Private residential and non-residential building	1	1	1	1	1	1	1	1	1	1	1	1	12

Table B1.5D: Area-wise and occupation-wise revised sample distributions for Construction in Chattagram													
CHATTAGRAM	Agrabaad	Halishahar	Bayejid Bostami	Boalkhali	Chandanaish	Double Mooring	Fatikchari	Haathajari	Kotwali	Mirsharai	Pahartali	Panchlaish	Total
public residential and non-residential building	1	1	0	0	0	0	0	0	0	0	0	0	2
Public sector construction other than buildings	0	1	0	0	0	0	0	0	0	0	0	0	1
Total	2	3	1	1	1	1	1	1	1	1	1	1	15
Electric Wireman													
Private residential and non-residential building	1	1	1	1	0	0	0	0	0	0	0	0	4
public residential and non-residential building	0	0	0	0	0	0	0	0	0	0	0	0	0
Public sector construction other than buildings	1	0	0	0	0	0	0	0	0	0	0	0	1
Total	2	1	1	1	0	0	0	0	0	0	0	0	5
Foreman													
Private residential and non-residential building	1	1	1	0	0	0	0	0	0	0	0	0	3
public residential and non-residential building	0	0	0	0	0	0	0	0	0	0	0	0	0
Public sector construction other than buildings	1	0	0	0	0	0	0	0	0	0	0	0	1
Total	2	1	1	0	0	0	0	0	0	0	0	0	4
Plumber													
Private residential and non-residential building	1	1	0	0	0	0	0	0	0	0	0	0	2
public residential and non-residential building	0	1	0	0	0	0	0	0	0	0	0	0	1
Public sector construction other than buildings	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	1	2	0	0	0	0	0	0	0	0	0	0	3
Welder													
Private residential and non-residential building	1	1	0	0	0	0	0	0	0	0	0	0	2
public residential and non-residential building	0	0	0	0	0	0	0	0	0	0	0	0	0
Public sector construction other than buildings	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	1	1	0	0	0	0	0	0	0	0	0	0	2
Carpenter													

Table B1.5D: Area-wise and occupation-wise revised sample distributions for Construction in Chattagram													
CHATTAGRAM	Agrabaad	Halishahar	Bayejid Bostami	Boalkhali	Chandanaish	Double Mooring	Fatikchari	Haathajari	Kotwali	Mirsharai	Pahartali	Panchlaish	Total
Private residential and non-residential building	1	1	0	0	0	0	0	0	0	0	0	0	2
public residential and non-residential building	0	0	0	0	0	0	0	0	0	0	0	0	0
Public sector construction other than buildings	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	1	1	0	0	0	0	0	0	0	0	0	0	2
Head Mistry													
Private residential and non-residential building	1	1	0	0	0	0	0	0	0	0	0	0	2
public residential and non-residential building	0	0	0	0	0	0	0	0	0	0	0	0	0
Public sector construction other than buildings	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	1	1	0	0	0	0	0	0	0	0	0	0	2
Lift Mistry													
Private residential and non-residential building	1	0	0	0	0	0	0	0	0	0	0	0	1
public residential and non-residential building	0	1	0	0	0	0	0	0	0	0	0	0	1
Public sector construction other than buildings	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	1	1	0	0	0	0	0	0	0	0	0	0	2
Total (All)	31	28	17	14	12	12	12	12	12	12	12	12	186

Table B2.1: Average proportion of different occupations in RMG, Leather, Construction, and Tea sector in Bangladesh

Table B2.1: Average proportion of different occupations in RMG, Leather, Construction ,Tea sector in Bangladesh													
% of employed persons across different occupations in RMG sector													
Occupation	Cutter man/woman	Sewing machine operator	Fusing machine operator	Overlock machine operator	Button machine operator	Kansai machine operator	Finishing (Iron)	Quality inspector*	Embroidery machine operator	Folder	Poly man/woman	Packer/ Packing man/woman	Quality controller*
%	5.4	56.5	4.2	3	0.8	0.4	6.3	7	1.9	3.5	1.2	4.6	5.2
source : RMG Factory Survey (BIDS, 2016)													
% of employed persons across different occupations in leather sector													
Occupation	Managerial	Engineer and other professional	Secretarial/ clerical	Supervisor and line leader	Sewing operator	Machine operator and welder/electricia	Cutting operator and aged colours	Lasting, setting and assembling operator	Inventory, material selection and compliance	Advanced CAD design and pattern making	Quality controller operator	Finishing and packing	
%	0.51	4.64	0.92	1.04	41.58	1.7	16.4	17.55	4.92	3.66	1.83	5.26	
source : Leather Factory Survey (BIDS, 2016)													
% of employed persons across different occupations in Tea sector													
Occupation	Tea garden workers		Security guards		Factory workers		Domestic help		Sarders (leader) of workers				
%	84.1		6.6		5.2		2.4		1.7				
source : Tea Plantation Worker Survey, Ahmmed & Hossain (ILO , 2016)													
% of employed persons across different occupations in Construction sector													

Table B2.1: Average proportion of different occupations in RMG, Leather, Construction ,Tea sector in Bangladesh														
Occupation	Helper/Labour	Mason	Rod mistry	Painter	Tiles Fixer	Electric Wireman	Foreman	Plumber	Welder	Carpenter	Head Mistry	Lift Mistry	Sarder	Machine operator
%	49.93	16.72	10.2	5.44	5	2.98	2.5	1.86	1.39	1.22	0.91	0.65	0.45	0.34
source : Construction Enterprise Survey (BIDS, 2016)														
<p><i>Note :</i> RMG Factory Survey (BIDS, 2016), Leather Factory Survey (BIDS, 2016), Construction Enterprise Survey (BIDS, 2016) had been carried out by BIDS under Labour Market and Skill Gap Analyses in Bangladesh (Macro and Micro level Study) in 2016.</p> <p>Tea Plantation Worker Survey⁴ (ILO, 2016) had been commissioned by ILO and designed by Ahmmmed and Hossain under Indigenous and Tribal Peoples Project of ILO in 2016.</p>														

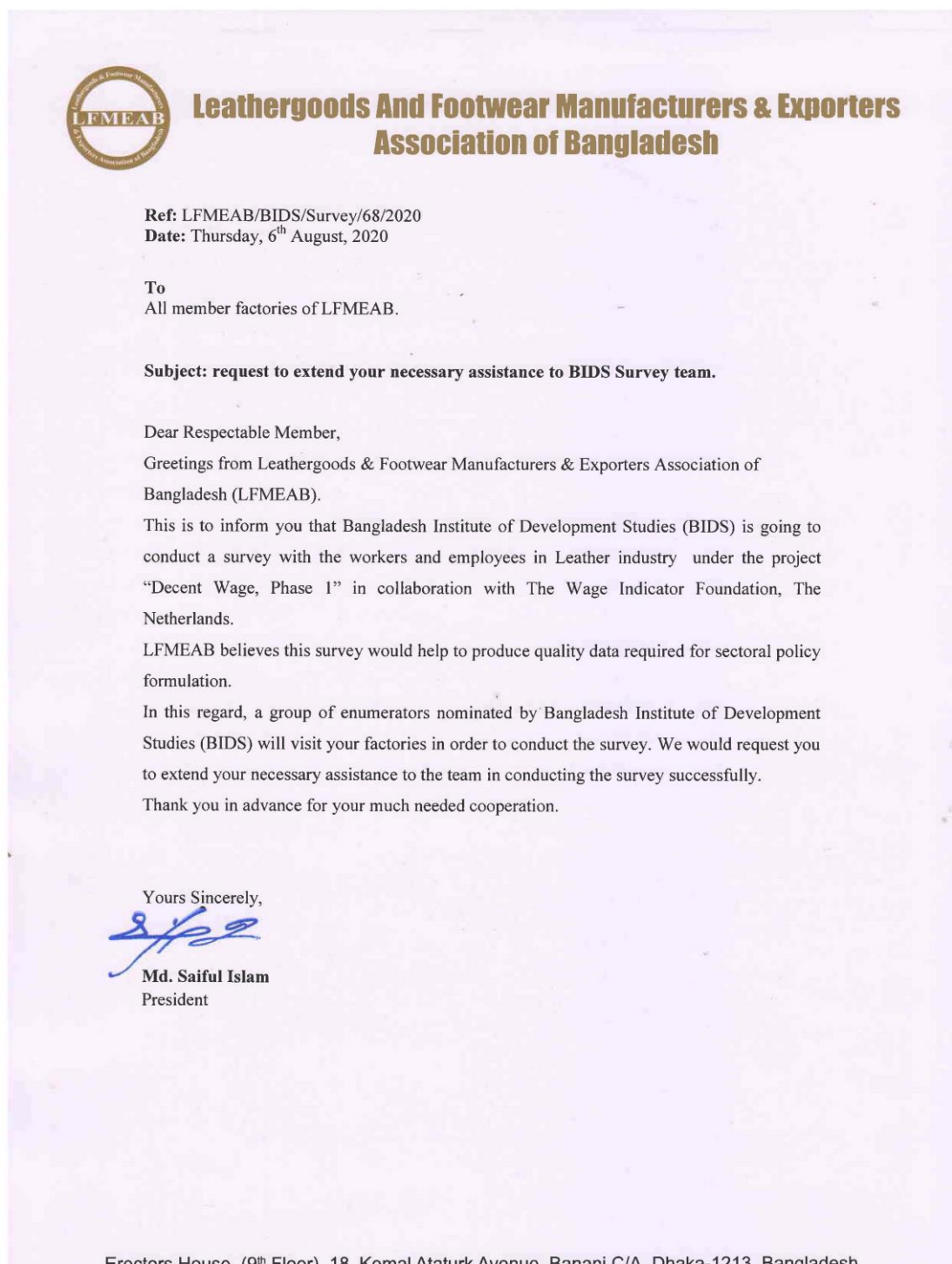
Table B2.2: Distribution of sample (workers/employees) across survey areas (Thanas) in different Districts in Leather Industry

Dhaka		Gazipur		Narayanganj		Savar		Chattagram	
Name of Thana	% of Factories	Name of Thana	% of Factories	Name of Thana	% of Factories	Name of Thana	% of Factories	Name of Thana	% of Factories
Uttara	17.5	Kaliakoyer	14.7	Tarabo	33.3	Ashulia	45.7	Sitakunda	16.7
Hazaribag	12.7	Kasempur	14.7	Gausia	16.7	Hemaythpur	34.3	Chadgaon	16.7
Dhanmondi	7.9	Sader	11.8	Sonargaon	16.7	Saver	20.0	Halisahor	16.7
Gulshan	7.9	Mouna	8.8	Bacis Aria Chaspur	16.7			Sholosahor	8.3
Badda	7.9	Tongi	8.8	Rupshi	16.7			ChakBazar	8.3
Bijoynagar	6.3	Mirzapur	8.8					Kalurghat	8.3
Banani	3.2	Sreepur	8.8					Badurtoli CEPZ	8.3
Jigatola	3.2	Board Bazar	8.8					South Potenga	8.3
Demra	3.2	Joydebpur	5.9					Khilpara	8.3
Sonargaon	3.2	Mouchak	5.9						
Kamrangir char	3.2	Chandora	2.9						
Pollabi	3.2								
Source: Research team's calculation from information in LFMEAB website (http://lfmeab.org/view/member-list/)									
Note: Percentage of factories in each sub-district = (Number of factories in sub-district / Number of total factories in respective district)									

Table B2.3: List of survey Areas (Thanas) across Districts in Tea Industry

Moullovibazar			Hobiganj			Sylhet			Chattagram		
Thana	% of Tea Garden	% of Tea Estate	Thana	% of Tea Garden	% of Tea Estate	Thana	% of Tea Garden	% of Tea Estate	Thana	% of Tea Garden	% of Tea Estate
Barlekha	40.0	19.5	Bahubal	33.3	34.8	Fenchuganj	14.3	16.7	Fatikchari	66.7	77.8
Kamalganj	6.7	18.2	Chunarughat	0.0	43.5	Gowainghat	28.6	16.7	Rangunia	33.3	11.1
Kulaura	33.3	27.3	Habiganj Sadar	33.3	0.0	Jaintapur	28.6	8.3			
Sreemangal	6.7	22.1				Sylhet Sadar	28.6	50.0			
Source: Authors' calculation from information in Bangladesh Tea Board website											
Note: Percentage of tea gardens (tea estates) in each sub-district = (Number of tea gardens (tea estates) in sub-district / Number of tea gardens (tea estates) in respective district)											

**Appendix Figure B3.1: Letter of request from leather industry association,
LFMEAB**



Appendix Figure B3.2: Letter of request from RMG industry association, BGMEA



Ref: তারিখ: ৩ অক্টোবর, ২০২০

বিষয়: বাংলাদেশ উন্নয়ন গবেষণা প্রতিষ্ঠান (বিআইডিএস) কর্তৃক গবেষণা কার্যক্রম পরিচালনার লক্ষ্যে প্রয়োজনীয় তথ্য-উপাত্ত সংগ্রহে সহায়তা প্রদানের জন্য অনুরোধ।

সম্মানিত সদস্য,

আপনার অবগতির জন্য জানানো যাচ্ছে যে, বাংলাদেশ উন্নয়ন গবেষণা প্রতিষ্ঠান (বিআইডিএস), এবং The Wage Indicator Foundation (WIF), The Netherlands যৌথভাবে "Decent Wage, Phase 1" শীর্ষক একটি গবেষণা কার্যক্রম পরিচালনা করছে, যার অধীনে বাংলাদেশের তৈরি পোশাক শিল্পে নিয়োজিত বিভিন্ন পর্যায়ের কর্মীদের মজুরী ও আয় সম্পর্কিত একটি জরিপ পরিচালনা করা হবে।

এই জরিপ কাজে বিআইডিএস এর গবেষণা কর্মকর্তাগণ আপনার প্রতিষ্ঠানে কিছু নির্বাচিত কর্মকর্তা, কর্মচারী ও শ্রমিকদের সাক্ষাৎকার গ্রহণ করবেন। এই জরিপটি বাংলাদেশের "শ্রম আইন" অনুযায়ী "ন্যূনতম মজুরী" প্রদানের ক্ষেত্রে তৈরি পোশাক শিল্পের মজুরী কাঠামো, কাজের পরিবেশ সম্পর্কে ধারণা প্রদান করতে সহায়তা করবে এবং এ সংক্রান্ত নীতি নির্ধারণে গুরুত্বপূর্ণ ভূমিকা রাখবে বলে আমাদের বিশ্বাস।

Disclaimer: বিশেষভাবে উল্লেখ্য যে, আপনার/ আপনাদের প্রতিষ্ঠান থেকে সংগৃহীত তথ্য জরীপের সমন্বিত ফলাফল আকারে প্রকাশ করা হবে এবং আপনার প্রতিষ্ঠানের নাম ও সংশ্লিষ্ট তথ্য গোপন থাকবে।

বিআইডিএস-এর গবেষণা কর্মকর্তাদের আপনার প্রতিষ্ঠানের পক্ষ হতে সার্বিক সহযোগিতা করার অনুরোধ জানাচ্ছি।

আপনার সহযোগিতার জন্য আন্তরিক ধন্যবাদ।

কমডোর মোহাম্মদ আবদুর রাজ্জাক (অবঃ)

এনইউপি, এনডিসি, পিএসসি, এমফিল

সচিব, বিজিএমইএ

Tables B7.1 – B7.4: Sector-wise list of firms surveyed, by Area and Occupation

Table B7.1: List of firms surveyed in RMG, by Area and Occupation

Table B7.1: List of firms surveyed in RMG, by Area and Occupation																
Area	TOTAL	No. of Factories	Firm ID	Cutter man/woman	Sewing machine operator	Fusing machine operator	Overlock machine operator	Button machine operator	Kansai machine operator	Finishing (Iron)	Quality inspector	Embroidery machine operator	Folder	Poly man/woman	Packer/ Packing man/woman	Quality controller
Dhaka-Mirpur (Target)	75	6		3	44	4	2	1	1	5	5	1	2	1	3	3
Surveyed	75	7	201	1	7	1	1		1		1					1
			202	1	7	1				1					1	1
			203		9					1	2					
			204	1	6	1				1	2		1		1	1
			205		7			1		1			1		1	
			206			1						1				
			207		8		1			1				1		
Dhaka-Tejgaon (Target)	50	4		2	29	3	1	1	1	2	4	1	1	1	2	2
Surveyed	49	4	208	1	8	1				1	1					1
			209		7	1	1		1		1		1			
			210	1	7	1				1	1				1	
			211		7			1			1			1	1	1
Dhaka-Mohammadpur (Target)	26	2		1	14	1	1	1	0	1	2	1	1	1	1	1
Surveyed	26	2	212		7	1	1			1	1		1		1	1
			213	1	7			1			1	1		1		
Dhaka-Rampura (Target)	25	2		1	15	1	1	0	0	1	2	1	1	0	1	1
Surveyed	24	2	214	1	8		1			1	1		1		1	
			215		6	1					1	1				1
Dhaka-Malibag (Target)	25	2		1	15	1	1	0	0	1	2	1	1	0	1	1
Surveyed	25	3	216		8		1				1		1		1	1
			217	1	7	1				1	1					

Table B7.1: List of firms surveyed in RMG, by Area and Occupation

Area	TOTAL	No. of Factories	Firm ID	Cutter man/woman	Sewing machine operator	Fusing machine operator	Overlock machine operator	Button machine operator	Kansai machine operator	Finishing (Iron)	Quality inspector	Embroidery machine operator	Folder	Poly man/woman	Packer/Packing man/woman	Quality controller
			218									1				
Dhaka-Badda (Target)	50	4		2	30	3	2	2	0	2	4	1	1	0	2	1
Surveyed	52	4	219	1	7		1	1			1				1	
			220	1	10						2				1	
			221		9	1		1		1		1	1			1
			222		7	1					1					
			223									2				
Dhaka-Dokkhinkhan (Target)	25	2		1	16	1	1	0	1	1	1	1	1	0	1	0
Surveyed	25	3	224		11	1	1		1	1	1					
			225	1	5								1		1	
			226									1				
Dhaka-Uttara (Target)	50	4		2	30	3	1	0	0	3	4	1	1	1	3	1
Surveyed	49	4	227	1	8	1				1	1				1	
			228	1	8	1				1	1					
			229		7	1	1			1	1				1	
			230		7						1		1	1	1	1
Dhaka-Savar (Target)	50	4		3	28	2	2	0	0	3	3	1	2	1	2	3
Surveyed	50	4	231	1	8	1				1	1				1	1
			232	1	7		1			1	1	1				1
			233	1	8	1					1		1	1		1
			234		5		1			1			1		1	
Dhaka-EPZ (Target)	50	4		2	32	2	2	0	0	3	3	1	1	1	2	1
Surveyed	50	4	235		8	1	1			1	1			1	1	1
			236	2	8	1					2				1	
			237		6					2		1	2			
			238		10											

Table B7.1: List of firms surveyed in RMG, by Area and Occupation

Area	TOTAL	No. of Factories	Firm ID	Cutter man/woman	Sewing machine operator	Fusing machine operator	Overlock machine operator	Button machine operator	Kansai machine operator	Finishing (Iron)	Quality inspector	Embroidery machine operator	Folder	Poly man/woman	Packer/Packing man/woman	Quality controller
Narayanganj-Masdiar (Target)	25	2		1	12	2	1	0	0	2	1	1	1	1	2	1
Surveyed	24	2	239	1	6	1	1			1		0	1		1	1
			240		6	1				1	1	0		1	1	
Narayanganj-Tanbazar (Target)	25	2		2	12	2	0	0	0	2	1	0	2	0	2	2
Surveyed	25	2	241	1	6	0				2	1		1		1	1
			242	1	6	1				1			0	2	0	1
Narayanganj-Siddirganj (Target)	12	1		0	6	0	0	0	0	2	1	0	2	1	0	0
Surveyed	13	2	243		6					2	1		2	1		
			244									1				
Narayanganj-Shashongaon (Target)	25	2		1	15	1	1	1	0	1	1	1	1	0	1	1
Surveyed	25	2	245		8	0	1	1				1	1			1
			246	1	8	0				1	1				1	
Gazipur-Tongi (Target)	26	2		1	14	2	1	1	0	1	2	1	1	1	1	0
Surveyed	26		247	1	7			1		2	2		1		1	
			248		7	1	1	1				1				
Gazipur-Basun Sorok (Target)	26	2		2	14	2	2	0	0	2	2	0	1	0	1	0
Surveyed	26		249	1	8	2				1	1		1			
			250	1	6		1			2	1				1	
Gazipur-Joydebpur (Target)	26	2		2	14	2	0	0	0	2	2	0	1	1	2	0
Surveyed	26	2	251	1	7	1				1	1		1		1	
			252	0	8	1				1	1			1	1	
Gazipur-Kashempur (Target)	26	2		2	14	1	1	1	0	2	2	0	1	1	1	0
Surveyed	26	2	253	1	7	1				1	1		1	1		
			254	1	7		1	1		1	1				1	

Table B7.1: List of firms surveyed in RMG, by Area and Occupation

Area	TOTAL	No. of Factories	Firm ID	Cutter man/woman	Sewing machine operator	Fusing machine operator	Overlock machine operator	Button machine operator	Kansai machine operator	Finishing (Iron)	Quality inspector	Embroidery machine operator	Folder	Poly man/woman	Packer/Packing man/woman	Quality controller
Chattagram-EPZ (Target)	24	2		1	11	1	1	1	0	2	2	1	1	1	1	1
Surveyed	24	2	255	1	6	1		1		1	0	1			1	1
			256		5		1			1	1		1	1		1
Chattagram-Pahartoli (Target)	21	2		1	11	1	1	0	0	1	2	1	1	0	1	1
Surveyed	21	2	257	1	6	1	1			1	1					
			258		5						1	1	1		1	1
Chattagram-Kalurghat (Target)	20	2		1	11	1	1	0	0	1	1	0	1	1	1	1
Surveyed	20		259		6	1	1				1					1
			260	1	5					1			1	1	1	
Chattagram-Agrabad (Target)	20	2		1	11	1	1	1	0	1	1	0	1	0	1	1
Surveyed	20	2	261	1	6	1	0	1			0				1	1
			262		6		0			1	0		1			1
Chattagram-Bayezid Bostami (Target)	20	2		1	11	1	1	0	0	1	1	1	1	0	1	1
Surveyed	20		263	1	6	1	1									1
			264		5					1		1	1		1	1
Chattagram-Kotwali (Target)	10	1		1	6	0	0	0	0	1	1	0	0	0	0	1
Surveyed	10	1	265	1	6					1	1					1

Note: The red-highlighted numbers under each area indicate at least one instance where the exact sampling distribution could not be maintained. Reasons include one of the following: not all occupations were available in all factories in the area; adequate number of respondents from some occupations were not available in factories in the area; adequate number of factories could not be found in the area; specific occupations available only in specific factories (e.g. embroidery machine operator) which is under a different industry association.

Table B7.2: List of firms surveyed in Leather, by Area and Occupation

Table B7.2: List of firms surveyed in Leather, by Area and Occupation															
Area	TOTAL	No. of Factories	Firm ID	Managerial	Engineer & other professional	Secretarial/clerical	Supervisor & line leader	Sewing operator	Machine operator & welder/electrician	Cutting operator and aged colours	Lasting, setting and assembling operator	Inventory, material selection & compliance operator	Advanced CAD design and pattern making operator	Quality controller operator	Finishing & packing
Chattagram-EPZ (Target)	12	1 (or 2)		1	1	1	1	4		1	2			1	
Surveyed	12	2	101	1	1		1	1		1	2			1	
			102			1		3							
Chattagram-Halishahor (& Sitakunda) (Target)	18	3 (or 2)		1	1	1	1	5	1	2	2	1	1	1	1
Surveyed	18	2	103	1	1	1	1	0	1	2	0		1	1	1
			104					6			1	1			
Comilla-EPZ (Target)	4	1						2		1	1				
Surveyed	4	1	105					2		1	1				
Comilla-Burichong (Target)	10	2			1			4		1	1	1	1		1
Surveyed	10	2	106					4							1
			107		1			0		1	1	1	1		
Narayanganj-Tarabo (Target)	12	1			1			5		1	1	1	1	1	1
Surveyed	12	2	108		1			0		1	1	1	1	1	
			109					5							1
Narayanganj-Gausia (Target)	5	1						2		1	1			1	
Surveyed	5	1	110					2		1	1			1	
Gazipur-Kashempur (Target)	21	2			1			9		4	4	1	1	0	1
Surveyed	21	2	111		1			4		2	2		1		1
			112					5		2	2	1			
Gazipur-Kaliakoir (Target)	25	2			1	1	1	9	1	4	4	1	1	1	1

Table B7.2: List of firms surveyed in Leather, by Area and Occupation

Area	TOTAL	No. of Factories	Firm ID	Managerial	Engineer & other professional	Secretarial/clerical	Supervisor & line leader	Sewing operator	Machine operator & welder/electrician	Cutting operator and aged colours	Lasting, setting and assembling operator	Inventory, material selection & compliance operator	Advanced CAD design and pattern making operator	Quality controller operator	Finishing & packing
Surveyed	25		113		1	1	1	3	1	1	2		1		
			114					6		3	2	1		1	1
Gazipur-Sadar (Target)	14	1			1		1	6		2	2	1			1
Surveyed	14	1	115		1	1	1	6		2	2				1
Gazipur-Tongi (Target)	10	1						5	1	2	2				
Surveyed	10	1	116					5	1	2	2				
Dhaka-Uttara (Target)	31	2			1			13	1	5	5	2	1	1	2
Surveyed	30	2	117		1			9	1	3	2	1	1	1	1
			118					4		3	2				1
Dhaka-Hazaribag (Target)	80	8		1	3	1	1	33	2	13	14	4	3	1	4
Surveyed	80	7	119	1	1		1	4		1					
			120		1	1		6		1	4		1		
			121		1			4	1	1	2	1	1		
			122					4		2	3				1
			123					5		2	1		1		1
			124					6		2	3	2		1	1
			125					6		4	1				1
Dhaka-Pallabi (Target)	5	1			1			2		1	1				
Surveyed	5		126		1			2		1	1				
Savar-Ashulia (Target)	41	4			1	10	1	13	1	5	5	1	1	1	2
Surveyed	43		127			2	1	4		2	1				1
			128		1	2		3		1	1		1		1
			129			3		5		2	2	1		1	
			130			2		3	1	1	1				
Savar-Hemayetpur (Target)	24	3			1	0	1	10	1	4	4	1	1		1

Table B7.2: List of firms surveyed in Leather, by Area and Occupation															
Area	TOTAL	No. of Factories	Firm ID	Managerial	Engineer & other professional	Secretarial/clerical	Supervisor & line leader	Sewing operator	Machine operator & welder/electrician	Cutting operator and aged colours	Lasting, setting and assembling operator	Inventory, material selection & compliance operator	Advanced CAD design and pattern making operator	Quality controller operator	Finishing & packing
Surveyed	24		131		1			3		2	2				
			132		1			4		1	1	1	1		
			133				1	3		1	1				1
Savar-Savar (Target)	16	2			1			6		3	3	1	1		1
Surveyed	16	2	134		1			4		1		1	1		
			135					2		2	3				1

Note: The red-highlighted numbers under each area indicate at least one instance where the exact sampling distribution could not be maintained. Reasons include one of the following: not all occupations were available in all factories in the area; adequate number of respondents from some occupations were not available in factories in the area; adequate number of factories could not be found in the area (*this was a major problem for the leather sector survey since many factories were found to be closed or moved to new location while the listed contact details were not updated*); specific occupations available only in specific factories.

Table B7.3: List of firms surveyed in Tea, by Area and Occupation

Table B7.3: List of firms surveyed in Tea, by Area and Occupation							
Area	Type of establishment	TOTAL	Garden workers	Security guard	Factory worker	Domestic	Sarder
CHATTAGRAM-Fotikchori							
	Target	Garden	20	17	1	1	1
	Surveyed		20	18	1	0	1
	Target	Estate	41	34	3	2	1
	Surveyed		41	33	3	3	1
Hobiganj-Chunarughat							
	Target	Garden					
	Surveyed						
	Target	Estate	19	17	1	1	
	Surveyed		19	16	1	2	
Hobiganj-Bahubal							
	Target	Garden	10	8	1	1	
	Surveyed	[Taken from another Estate]	10	8	1	1	
	Target	Estate	31	25	2	2	1
	Surveyed		31	26	2	2	1
Moulvibazar-Sreemangal							
	Target	Garden	10	8	1	1	0
	Surveyed	[Taken from same Estate as below] There was only 1 garden in a distant remote area and the Upazila Nirbahi Officer couldn't assure of its permission					
	Target	Estate	71	59	5	4	2
	Surveyed		81	67	7	4	2
Moulvibazar-Kulaura							
	Target	Garden	20	17	1	1	0

Table B7.3: List of firms surveyed in Tea, by Area and Occupation								
Area		Type of establishment	TOTAL	Garden workers	Security guard	Factory worker	Domestic	Sarder
	Surveyed		16	14	1	0		1
	Target	Estate	60	50	4	3	1	2
	Surveyed		64	55	4	2	1	2
Moulvibazar-Barlekha								
	Target	Garden	31	25	2	2	1	1
	Surveyed		31	29	0	0	1	1
	Target	Estate	50	42	3	3	1	1
	Surveyed		50	41	4	3	1	1
Sylhet								
	Target	Garden	10	8	1	1		
	Surveyed		10	9	1	0		
	Target	Estate	31	25	2	2	1	1
	Surveyed		31	24	2	3	1	1

Note: The red-highlighted numbers under each area indicate at least one instance where the exact sampling distribution could not be maintained. In one of the areas no tea garden was available so another (second) tea estate was visited and surveyed. In another area only one tea garden was available in a distant remote area but the Upazila Nirbahi Officer (who was facilitating access to the gardens and estates in Sylhet) could not assure the survey team of its cooperation. Thus it was agreed that the remaining surveys would be done at the same Estate in that area which was also in the sample. Another estate was not available in the specified area so the same estate was visited for the remaining surveys.

In some cases all occupations or adequate number of respondents from all occupation could not be found in the garden/estate. In such cases the training instructions (notes on data collection) were followed by the team in either replacing these with the appropriate occupation from the same garden/estate, or taking the remaining specific unavailable occupation from the second establishment that was visited.

Table B7.4: List of firms surveyed in Construction, by Area and Occupation

Categories:

Pvt res/non = Private residential / non-residential buildings;

Pub res/non = Public residential / non-residential buildings;

Pub construc = Public sector construction others than buildings

Table B7.4: List of firms surveyed in Construction, by Area and Occupation														
	Area	Category	Helper/ Labour	Mason	Rod mistry	Painter	Tiles fixer	Electric wireman	Foreman	Plumber	Welder	Carpenter	Head Mistry	Lift Mistry
	Chattagram-Fotikchori													
12		Pvt res/non	5	2	1	1	1							
12			5	2	1	1	1							
		Pub res/non	1											
			1											
		Pub construc	1											
			1											
	Chattagram-HaatHajari													
12		Pvt res/non	5	2	1	1	1							
12			5	2	1	1	1							
		Pub res/non	1											
			1											
		Pub construc	1											
			1											
	Chattagram-Boalkhali													
14		Pvt res/non	5	2	1	1	1	1						
14			6	2	1	1	1	1						
		Pub res/non	1											
			0											
		Pub construc	1	1										
			1	1										
	Chattagram-Panchlaish													

Table B7.4: List of firms surveyed in Construction, by Area and Occupation														
	Area	Category	Helper/ Labour	Mason	Rod mistry	Painter	Tiles fixer	Electric wireman	Foreman	Plumber	Welder	Carpenter	Head Mistry	Lift Mistry
12		Pvt res/non	5	2	1	1	1							
12			5	2	0	1	1							
		Pub res/non	1											
			2											
		Pub construc	1											
			1											
	Chattagram-Agrabad													
31		Pvt res/non	6	2	2	1	1	1	1	1	1	1	1	1
31			6	2	2	1	2	2	1	1	1	1	1	1
		Pub res/non	1	1	1	1	1							
			1	1	1	1	0							
		Pub construc	2	1	1	1		1	1					
			2	1	1	1		0	1					
	Chattagram-Halishahar													
28		Pvt res/non	6	2	2	1	1	1	1	1	1	1	1	
28			6	2	2	1	0	1	1	1	1	1	1	
		Pub res/non	1	1	1		1			1				1
			0	1	1		2			1				1
		Pub construc	1	1	1		1							
			2	1	1		1							
	Chattagram-Bayejid Bostami													
17		Pvt res/non	6	2	1	1	1	1	1					
17			6	2	1	1	1	1	1					
		Pub res/non	1	1										
			1	1										
		Pub construc	1	1										
			1	1										

Table B7.4: List of firms surveyed in Construction, by Area and Occupation														
	Area	Category	Helper/ Labour	Mason	Rod mistry	Painter	Tiles fixer	Electric wireman	Foreman	Plumber	Welder	Carpenter	Head Mistry	Lift Mistry
	Chattagram-Pahartali													
12		Pvt res/non	5	2	1	1	1							
12			5	2	1	1	1							
		Pub res/non	1											
			1											
		Pub construc	1											
			1											
	Chattagram-Chandanaish													
12		Pvt res/non	5	2	1	1	1							
12			5	2	1	1	1							
		Pub res/non	1											
			1											
		Pub construc	1											
			1											
	Chattagram-Kotwali													
12		Pvt res/non	5	2	1	1	1							
12			5	2	1	1	1							
		Pub res/non	1											
			1											
		Pub construc	1											
			1											
	Chattagram-Double Mooring													
12		Pvt res/non	5	2	1	1	1							
12			5	2	1	1	1							
		Pub res/non	1											
			1											

Table B7.4: List of firms surveyed in Construction, by Area and Occupation														
	Area	Category	Helper/ Labour	Mason	Rod mistry	Painter	Tiles fixer	Electric wireman	Foreman	Plumber	Welder	Carpenter	Head Mistry	Lift Mistry
		Pub construc	1											
			1											
	Chattagram-Mirsharai													
12		Pvt res/non	5	2	1	1	1							
12			5	2	1	1	1							
		Pub res/non	1											
			1											
		Pub construc	1											
			1											
	Narayanganj-Araihaazar													
15		Pvt res/non	4	1	1	1	1	1	1	1	1		1	
15			4	1	1	1	1	1	1	1	1		1	
		Pub res/non	1											
			1											
		Pub construc	1											
			1											
	Narayanganj-Sonargaon													
4		Pvt res/non	2	1	1									
5			2	1	2									
		Pub res/non												
		Pub construc												
	Narayanganj-Bandar													
10		Pvt res/non	4	1	1	1	1							
10			4	1	1	1	1							
		Pub res/non	1											
			1											

Table B7.4: List of firms surveyed in Construction, by Area and Occupation														
	Area	Category	Helper/ Labour	Mason	Rod mistry	Painter	Tiles fixer	Electric wireman	Foreman	Plumber	Welder	Carpenter	Head Mistry	Lift Mistry
		Pub construc	1											
			1											
	Narayanganj-Sadar													
10		Pvt res/non	4	1	1	1	1							
10			4	1	1	1	1							
		Pub res/non	1											
			1											
		Pub construc	1											
			1											
	Narayanganj-Rupgonj													
4		Pvt res/non	2	1	1									
3			2	1	0									
		Pub res/non												
		Pub construc												
	Gazipur-Kaliakoir													
10		Pvt res/non	4	1	1	1	1							
10			4	1	1	1	1							
		Pub res/non	1											
			1											
		Pub construc	1											
			1											
	Gazipur-Turag													
12		Pvt res/non	4	1	1	1	1	1	1					
14			4	1	1	1	1	1	1					
		Pub res/non	1											
			1											

Table B7.4: List of firms surveyed in Construction, by Area and Occupation														
	Area	Category	Helper/ Labour	Mason	Rod mistry	Painter	Tiles fixer	Electric wireman	Foreman	Plumber	Welder	Carpenter	Head Mistry	Lift Mistry
		Pub construc	1											
			1		2									
	Gazipur-Kapasias													
4		Pvt res/non	2	1	1									
5			2	1	1									
		Pub res/non												
		Pub construc												
				1										
	Gazipur-Sador													
10		Pvt res/non	4	1	1	1	1							
11			4	1	1	1	1			1				
		Pub res/non	1											
			1											
		Pub construc	1											
			1											
	Gazipur-Kaligonj													
5		Pvt res/non	2	1	1									
7			2	1	1						1		1	
		Pub res/non	1											
			1											
		Pub construc												
	Dhaka-Savar													
10		Pvt res/non	4	1	1	1	1							
10			4	1	1	1	1							
		Pub res/non		1										
				1										

Table B7.4: List of firms surveyed in Construction, by Area and Occupation														
	Area	Category	Helper/ Labour	Mason	Rod mistry	Painter	Tiles fixer	Electric wireman	Foreman	Plumber	Welder	Carpenter	Head Mistry	Lift Mistry
		Pub construc	1											
			1											
	Dhaka-Mohammadpur													
12		Pvt res/non	4	1	1	1	1					1		1
12			4	1	1	1	1					1		1
		Pub res/non		1										
				1										
		Pub construc	1											
			1											
	Dhaka-Mirpur													
15		Pvt res/non	4	1	1	1	1	1	1		1			
15			4	1	1	1	1	1	1		1			
		Pub res/non		1										
				1										
		Pub construc	1					1	1					
			1					1	1					
	Dhaka-Dhanmondi													
11		Pvt res/non	4	1	1	1	1							
10			3	0	1	1	1							
		Pub res/non		1						1				
			1	1						1				
		Pub construc	1											
			1											
	Dhaka-Motijheel													
6		Pvt res/non	2	1	1			1	1					
6			2	1	1			1	1					
		Pub res/non												

Table B7.4: List of firms surveyed in Construction, by Area and Occupation														
	Area	Category	Helper/ Labour	Mason	Rod mistry	Painter	Tiles fixer	Electric wireman	Foreman	Plumber	Welder	Carpenter	Head Mistry	Lift Mistry
		Pub construc												
	Dhaka-Rampura													
10		Pvt res/non	4	1	1	1	1							
10			4	1	1	1	1							
		Pub res/non		1										
				1										
		Pub construc	1											
			1											
	Dhaka-Wari													
10		Pvt res/non	4	1	1	1	1							
10			4	1	1	1	1							
		Pub res/non		1										
				1										
		Pub construc	1											
			1											
	Dhaka-Demra													
11		Pvt res/non	4	1	1	1	1		1					
10			3	1	1	1	1		1					
		Pub res/non		1										
				0										
		Pub construc	1											
			1	1										
	Dhaka-Paltan													
4		Pvt res/non	2	1	1									
4			2	1	1									
		Pub res/non												

Table B7.4: List of firms surveyed in Construction, by Area and Occupation														
	Area	Category	Helper/ Labour	Mason	Rod mistry	Painter	Tiles fixer	Electric wireman	Foreman	Plumber	Welder	Carpenter	Head Mistry	Lift Mistry
		Pub construc												
	Dhaka-Ramna													
4		Pvt res/non	2	1	1									
4			2	1	1									
		Pub res/non												
		Pub construc												
	Dhaka-Jatrabari													
11		Pvt res/non	4	1	1	1	1			1				
13			4	1	1	1	1			1				
		Pub res/non		1										
				1			1							
		Pub construc	1											
			1	1										
	Dhaka-Hazaribag													
12		Pvt res/non	4	1	1	1	1				1			
10			3	1	1	1	1				0	1		
		Pub res/non		1										1
				0										0
		Pub construc	1											
			1	1										
	Dhaka-Sher-e-Bangla													
7		Pvt res/non	2	1	1									
8			2	1	1									1
		Pub res/non			1									
					1									

Table B7.4: List of firms surveyed in Construction, by Area and Occupation														
	Area	Category	Helper/ Labour	Mason	Rod mistry	Painter	Tiles fixer	Electric wireman	Foreman	Plumber	Welder	Carpenter	Head Mistry	Lift Mistry
		Pub construc	1		1									
			1		1									
	Dhaka-Lalbag													
10		Pvt res/non	4	1	1	1	1							
10			4	1	1	1	1							
		Pub res/non		1										
				1										
		Pub construc	1											
			1											
	Dhaka-Tejgaon													
11		Pvt res/non	4	1	1	1	1							
10			3	1	0		2							
		Pub res/non		1										
				2										
		Pub construc	1		1									
			1		1									
	Dhaka-Banani													
4		Pvt res/non	2	1	1									
5			2	1	1									
		Pub res/non												
		Pub construc												
			1											
	Dhaka-Gulshan													
8		Pvt res/non	2	1	1			1		1		1	1	
9			2	1	1			1		1		1	1	
		Pub res/non												

Table B7.4: List of firms surveyed in Construction, by Area and Occupation														
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		Pub construc												
							1							

Note: The red-highlighted numbers under each area indicate at least one instance where the exact sampling distribution could not be maintained. In some cases all occupations or adequate number of respondents from all occupation or category, could not be found in an area. Finding public sector building occupations and private sector indoor occupations were particularly challenging and not always successful. In such cases the occupation was either taken from a different category in the same area or the same category in a nearby area. There were also a few samples for which areas were not kept fixed and as per the sampling distribution and training instructions the field team was free to choose the areas.

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