

Risks Management of Ready-Made Garments Industry in Bangladesh

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ABSTRACT

The primary objective of this paper is to identify the associated risks in readymade garments sector and find out the ways how these risks can be mitigated. The sample respondents are selected from the different company in different locations, and different level of the respondents are interviewed for collecting information randomly from 45 garments factory from the total population size 4328 company. It has been found in this research that almost all the risks are properly controlled or managed by the responsible parties. The responsible parties of controlling risks are trying most to control the risks. There is few past research about risks management of ready-made garments industry in Bangladesh. Different types of risks and the risks controlling technique will be discussed in the letter part of this research.

SARI PATI

Tujuan utama penelitian yang tertuang di artikel ilmiah ini adalah untuk mengidentifikasi risiko yang terkait di industri garmen siap pakai dan mengetahui bagaimana risiko ini dapat dikurangi. Sampel dikumpulkan secara acak dari perusahaan yang berbeda di lokasi berlainan sejumlah 45 pabrik garmen dari total 4.328 perusahaan yang ada di Bangladesh. Penemuan penelitian ini adalah hampir semua risiko dikendalikan atau dikelola dengan baik oleh pihak yang bertanggung jawab. Mereka ditemukan telah berusaha untuk mengendalikan risiko. Berbagai jenis risiko dan teknik pengendalian risiko dibahas dalam bagian penelitian ini.

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INTRODUCTION

Risks in readymade garments sector are burning topic in the economy of Bangladesh from the last two decade. Risks arise from different circumstances within and out the factory. Most of the risks arise from within the factory. There are a lot of consequence of these risks and sometimes the sufferings from these risks go beyond the capacity of mitigating the risks.

The ready-made garment sector (RMG) has become the strength of the Bangladesh economy. Having some strong contribution to the economy, the ready-made garments sector are going to a risks situation. Lots of risks factors are influencing in the contribution of RMG industry to the economy of Bangladesh.

Garments worker have been killed in their unsafe workplaces. While the sector's growth remains healthy in spite of a boisterous past year, there are some reasons to be concerned. There are some examples of different types of hazards besides these lots of scattered news for building collapse, fire accident and labor unrest in everywhere. For these reasons the retailer from the west on a denial mood and trying to shrug the responsibility off their shoulders.

There are almost four million people of Bangladesh depends on the ready-made garments industry. This place should more secure and more facility for the development of the economy of Bangladesh. There are almost 20 noticeable risks in this work field. These risks make this sector questionable.

Some historic accidents in ready-made garments sector have already occurred. For instance the collapse of Rana Plaza and Spectrum Factory, fire at Tazreen Fashions Ltd, Tampaco Foils Ltd, Chowdhury Knitwear and Garments Factory, Garib & Garib Sweater Factory, That's It Sportswear, KTS Textile Factory, Shifa Apparels and Omega Sweaters, Shan Knitting and Processing Labor unrest in Standard Group, the fire broke out panic

in Eurotex etc. It has been found that the causes of these incidents are almost 94% by fire, 3.03% by building collapse and another 3.03% by others different incidents.

The possibility of building collapse is so less than the fire incident but in cases of death and injury, the number of death is more than the number of death by fire. It has been found in this research that the percentage of death by building collapse is almost 73% where the percentage of death by fire incident is almost 27%. In another study, the researcher found that almost most of the risks are in decreasing trend. The most noticeable matter is that though there are almost 20 major risks in this sector, only 4 or five risks are covered by insurance policy.

Researcher's first objective is to make a fruitful research which will help to reduce different types of risks of RMG industry. There are some specific objectives of this study which will be accomplished sequentially in the finding chapter later of this study. These Objective are given below: to identify existing risks in RMG industry, to demonstrate the existing risks controlling systems to mitigate the risks, to explore the ways of risks managements in RMG, and to recognize the responsible parties to control the risks.

Literature Review

Clean Clothes Campaign (2012) exposed the worst condition. The safety condition of the garments industry in Bangladesh is one of the worst situation in the world. In this aspect prevention of future tragedies, there is an international standard (the right to safe work) that states that all worker have the right to work in a safe environment which is not detrimental to their health.

The RMG factory of Bangladesh are so unsafe for some reasons such as rapid expansion of building without the required permission, extra floor added and machinery added beyond the capacity, 24 hours working hour for some factories (two or

three shift) in order to produce a target product. There are some other problems including faulty electrical circuits, unstable buildings, unsafe equipment and inadequate escape routes. There are also some actions that can be taken so far to improve safety in Bangladeshi RMG including developing a program of inspections for building checking. A multi-stakeholder oversight committee can be made also.

This paper showed the roles and responsibility of different stakeholders to prevent any future tragedies, these stockholders are Bangladesh government, Brands and retailers, BGMEA, BKMEA and Factory owners. *Worldwide Responsible Accredited Production* stated, "A risks assessment is simply a careful examination of what, in your workplace, could cause harm to people, so that you can determine whether you have taken enough precautions or should do more to prevent harm".

They showed in their paper how to assess the risks in the workplace in garments sector. The assessment shows the five stage and they recommend not to overcomplicate the process of assessing risks in the workplace. *Begum, F. & et al. (2010)* recommend the different factors responsible for the harassment of women garment workers in Bangladesh. The researcher stated "Female workers are sexually harassed by their co-workers in the factory or by police or by mastans in the street. The communication problem is a major problem faced by most of the female garment workers. A long distance travel is not only physically strenuous but also mentally stressful".

Other factors are that the incidence of sexual harassment ranges from insults directed at a person's gender, suggestive comments, or language, and demeaning remarks to unwelcome touching and grabbing and other physical assaults within the factory. *Chowdhury, M. et al. (2014)* identified the major causes of labor unrest are

lack of minimum facility and safety at work, sub-standard living conditions, deferred payment of wages and benefits, international conspiracy and coercive role of the law enforcing agency, too much dependency on buyers, pressures from the workers and local terrorists, use of workers by others and rumors, un-fulfillment of education demands of their children, distorted minded workers, political instability of the country, too much workload, lack of promotion opportunity, insufficient wages to survive and some others also.

Having these types of problems Bangladesh can look forward actions to advancing its share of the global RMG market. *Wadud, Z. et al. (2015)* found that fire risks are one of the major risks in garments industry nowadays. They state "Although in recent years, there have been significant efforts to improve the structural elements of fire safety, there still is a large scope to improve the fire safety in the garment factories in Bangladesh, especially with regard to the soft measures".

This paper specified that there are about 60% industries investigated reveals that the performance of these garment factories is less than satisfactory in general. *Noman, S.M.S. (2013)* showed that Bangladesh is the cheapest unit labor cost in South Asia. Here the labor costs is only 11 cents to produce a shirt whereas labor costs are 79 cents in Sri Lanka and 26 cents in India. The comparative advantage lies in having the cheapest unit labor cost in Bangladesh. Still, the productivity is also higher than India and Sri Lanka also. *Uddin, M.I. & et al. (2015)* recommended that Implementation of labor right should be carefully monitored by government and garments authority. Proper reforms in legislation area are necessary for pleasant-sounding management relationship, wages and other benefit issue are needed to be tune to avoid conflict between management and labor.

Some interactional programs should arrange by garments authority and finally partnering is very effective to blockade to labor unrest. *Christopher*

Woodruff (2014) stated that “Together with colleagues at the University of Warwick and the University of Dhaka, I am currently conducting several studies assessing the effectiveness of management training in the garment sector in Bangladesh. Early discussions with stakeholders have suggested that mid-level management skills are under-developed in the sector.

Our own survey data indicate that almost all of the training of line-level supervisors comes on the job: only 20% of supervisors report having received any formal training for their jobs, and only 5% have received that training outside of the factory. Moreover, while 80% of machine operators are women, fewer than 10% of managers are female.

The researcher studied about one hundred and seventy articles, working papers, thesis paper and internship reports these are related to risks in ready-made garments sector, problems and prospects in ready-made garments sector, and overview of ready-made garments sector. The researcher found different objective and purposes of these papers. But the *main research gap* of the past research is that researcher found few papers relating to risks in garments sector and the ways to resolve these risks.

METHODS

All of the data collected by two ways of common data collection methods; both primary and secondary methods. In primary methods of data collection, researcher directly visited different garments industry to collect data from primary

sources and these industries are selected randomly. In secondary interview, the researcher used the secondary source of data collected from the internet and other senior fellows.

The survey fully related to ready-made garment sector so the population size is the total number of garments industry. From the updated information of BGMEA, total number of ready-made garments factory is almost 4400.

All of the respondents in garments sector are not post-graduated, graduated even some mid-level and top-level management personnel are also HSC or SSC pass. So researcher selected randomly respondent without considering the educational qualifications.

The researcher collected data from 45 respondent from 45 garments factory. The calculation methods of risks controlling responsibility are given below. There are four parties stated in the questionnaire where respondent give right mark only for the responsible party.

$$\text{Responsibility Calculation} : \frac{\text{Owners Total Obtain Value (***)}}{\text{Total Value (1*45)}} * 100$$

All the data are analysed in different ways. Different types of pie charts, column charts and bar charts are used here to analyze the data. In calculating the raw data the researcher used the Excel sheet calculation.

Table 1. Sample Size of the respondent

Level of Respondent	Male	Female	Total
Worker	7	2	9
Middle Level Management	21	3	24
Top Level Management	12	0	12
Total	40	5	45

Source: Field Survey

Theoretical Overview

Risks Management is the identification, assessment, and prioritization of risks followed by coordinated and economical application of resources to minimize, monitor, and control the probability and/or impact of unfortunate events or to maximize the realization of opportunities. Risks management's objective is to assure uncertainty does not deflect the endeavor from the business goals.

For the most part, these methods consist of the following elements, performed, more or less, in the following order: identify, characterize threats. Assess the vulnerability of critical assets to specific threats. Determine the risks (i.e. The expected likelihood and consequences of specific types of attacks on specific assets). Identify ways to reduce those risks. Prioritize risks reduction measures based on a strategy.

Risks assessment is the process where one can identify hazards, analyze or evaluate the risks associated with that hazard, determine appropriate ways to eliminate or control the hazard. In practical terms, a risks assessment is a thorough look at your workplace to identify those things, situations, processes, etc. that may cause harm, particularly to people. After identification is made, one can evaluate how likely and severe the risks are, and then decide what measures should be in place to effectively prevent or control the harm from happening.

Once risks have been identified and assessed, all techniques to manage the risks fall into one or more of these four major categories: avoidance (eliminate, withdraw from or not become involved), reduction (optimize – mitigate), sharing (transfer – outsource or insure), retention (accept and budget).

There are several steps of risks assessment process. These process help to assess the risks and risks assessment helps to minimize the risks or control the risks.

Step 1 - Identify hazards, i.e. anything that may cause harm: Employers have a duty to assess the health and safety risks faced by their workers. Your employer must systematically check for possible physical, mental, chemical and biological hazards.

Step 2 - Decide who may be harmed, and how: Identifying who is at risks starts with your organization's own full- and part-time employees. Employers must also assess risks faced by agency and contract staff, visitors, clients and other members of the public on their premises.

Step 3 - Assess the risks and take action: This means employers must consider how likely it is that each hazard could cause harm. This will determine whether or not your employer should reduce the level of risks. Even after all precautions have been taken, some risks usually remain. Employers must decide for each remaining hazard whether the risks remain high, medium or low.

Step 4 - Make a record of the findings: Employers with five or more staff are required to record in writing the main findings of the risks assessment. This record should include details of any hazards noted in the risks assessment, and action is taken to reduce or eliminate risks.

Step 5 - Review the risks assessment: A risks assessment must be kept under review in order to: ensure that agreed safe working practices continue to be applied (e.g. that management's safety instructions are respected by supervisors and line managers); and take account of any new working practices, new machinery or more demanding work targets.

Overview of RMG Industry in Bangladesh

Bangladesh is categorized as least developed countries in the perspective of the world economy and about 170 million (2015) people are living here with the highest rating in the density of population in the world. There are about 4328(2015-16)

garment industry producing apparel. Ready-made garments sector has the biggest influence in Bangladesh's economy and a large sector for employments almost 4 million people are working here. Some other basic information are given in Table 2, Table 3 and Chart 1.

RESULTS AND DISCUSSION

Existing Risks in RMG Industry in Bangladesh

Here, in this study risks will be measured risks in the perspective of ready-made garments sector in Bangladesh. There are different types of hazard/

risks in ready-made garments sector in Bangladesh. Some of them are most hazardous and some of them are comparatively less hazardous. There is a list of risks factors of RMG sector are briefly described below:

1. Fire Incidental Risks: The rapid and unplanned clustered growth of industries lead to adverse fire hazard and environmental consequence in an alarming rate. Last few years several few divesting fire incident has occurred with a remarkable number of death of the worker. This situation made this sector questionable.

Table 2. Economical glossary of RMG industry in Bangladesh

Factors	Contribution
Employment in garment industry	Around 3.5 million to 4 million workers (2013)
Garment % of GDP	12% (2014)
Garment % of export	80% (2013)
Value garment export	20 billion USD (2013) (15 billion EUR)
Percentage of the world market for garment	Bangladesh is the second largest garment supplier of the world market, after China.
Minimum wage	5,300 taka (2014) (68 USD; 54 EUR)
Living wage calculation by Asia Floor Wage	25,687 taka (2013) (332 USD; 262 EUR)

Source: Export Promotion Bureau Compiled by BGMEA

Table 3. Membership and Employment of RMG Industry

Year	Number of Garments Factories	Employment in Millions
2000-01	3480	1.80
2001-02	3618	1.80
2002-03	3760	2.00
2003-04	3957	2.00
2004-05	4107	2.00
2005-06	4220	2.20
2008-09	4925	3.50
2009-10	5036	3.60
2010-11	5150	3.60
2011-12	5400	4.00
2012-13	5876	4.00
2013-14	4222	4.00
2014-15	4296	4.00
2015-16	4328	4.00

Source: Export Promotion Bureau Compiled by BGMEA

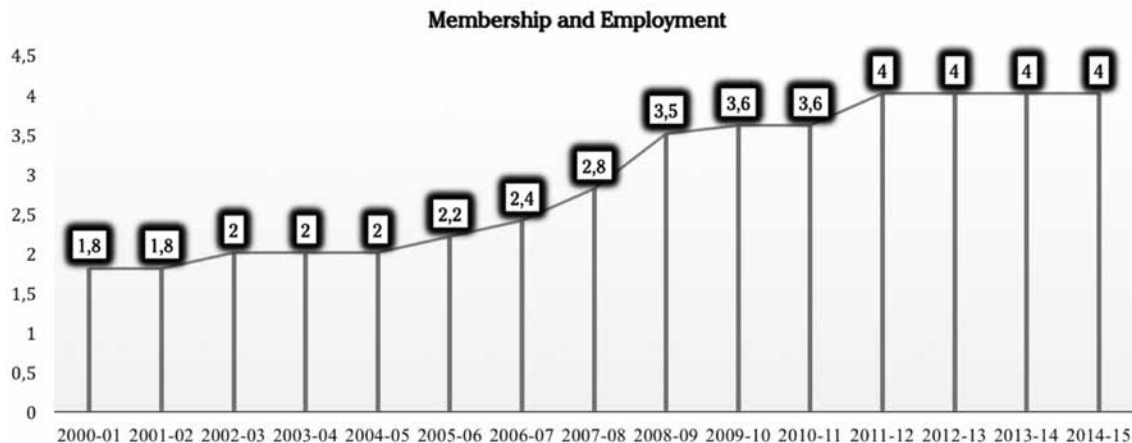


Chart 1. Membership and Employment

Table 4. Factors of different risks in RMG Industry

FACTORS OF RISKS	
Risks in RMG sector	Level of the risks (%)
Finance/capital risk	32.86
Employee turnover risks	39.26
Militancy risks	20
Building collapse risks	20.72
Fire incident risks	28.57
Labor unrest risks	32.86
Political unrest risks	17.86
Climate change risks	19.29
Health safety risks	30
Electricity and gas risks	25.72
Sexual harassment risks	16.43
Local politics risks	18.57
Administration risks (police/rab etc)	17.86

2. Building Collapse: Building collapse is one of the major risks factors for readymade garments industry. The major reason for building collapse are; The foundations are too weak, The building materials aren't strong enough, Workers make mistake, the load is heavier than expected and the strength is not tested [BBC, 5 May 2016, Africa].
3. Militancy: Militancy is one of the measure threats for Bangladesh as a burning issue in the economy. The maximum buyer of apparel product from UK, USA, Sweden, Italy etc are

- demotivated to invest in Bangladesh and are disinterested in buying apparel product from Bangladesh as a risky zone for their security problem. So, militancy can be considered as a contemporary risks factor for garments industry.
4. Labor unrest: In the very recent times it has been observed that the workers have come down on the street and making insurgence on their demand and tried to destruct public properties. It hampers export earnings and the image of the country to the international markets

5. Political unrest: The ready-made garments industry get deep trouble due to the political unrest. There is no good co-operation between the major political parties here. A long blockade that began on 4th January 2014 already wiped off Tk4.50 crore of readymade garments sector.
6. Climate change: It is said that rapid changes in climate is an urgent priority in RMG industry in Bangladesh and Bangladesh is regarded as one of the most vulnerable countries for the adverse effect of climate change.
7. Sexual harassment: Women worker are facing problem in the different situation in their workplace. One of their major problems is sexual harassment. They are harassed in different ways by colleague, supervisor, their boss, even harassed by mastans in the road when they go to the office.
8. Health Hazards: The ready-made garments sector contains many health hazards and risks to workers in manual handling and working with dangerous machinery. [Tanis, F. & et al. (2014)]
9. Inadequate Electricity and Gas Supply: Day by day Bangladesh is undergoing a severe energy crisis and more alarmingly it is looking for alternative suitable sources for power generation. Almost 85 percent of the power generation plant here is gas based which is quite unusual for any country [According to Petro Bangla].
10. Poor Building structure: Only 1% factory achieved the high degree of compliance which express total manufacturing facilities. The poor building structure is one of the main reason for this type of low compliance.
11. Factory Capacity and Space of two machines: A common problem is factory capacity. The greedy owner always trends to set up more machine in the factory than the capacity. For this reason the space of two machines is very tiny. It can also be considered as risks because free space is important for safety.
12. Vehicle /communication risks: In this survey the respondent specified that vehicle can be a risks factor because in Dhaka, Chittagong, Narayanganj, Gazipur, Mymensingh and any other populous city.
13. Terrorism risks: Terrorism is factors for all over the country. Especially in the stated city garments worker have to face different types of problem from the local terrorist or local mastan.
14. Earthquake risks: It is a natural problem. In the time of the earthquake, the main problem is the stampede. In this time no worker and employee want to take risks of earthquake. There's a large possibility of building collapse in the major earthquake.
15. Boiler Burst risks: Boiler Burst is a common scenario in the garment industry. In most cases, the cause of fire incident in garment factory was boiler burst. This is a serious cause of a deadly incident. In this sense Incapability of boiler operating can be treated as risks.
16. Generator burst risks: This is also a common incident in garment industry, but the possibility is not so high. But it is the most risky incident.
17. Unnecessary rules: In this survey the respondent told that sometimes unnecessary rules make a complex situation for the employee and workers. But actually it can't treat as a risk.

Existing Risks Control Systems

There are different types of risks existing in RMG industry. Every company have some existing systems in order to reduce the risks and damage. These lifesaving systems or techniques help them at the different hazardous moment. In this survey researcher found some lifesaving systems and techniques that are stated below:

1. There are different types of GAS cylinder to control fire
2. Different training session are arranged monthly or quarterly in order to teach different life-saving instruction of earthquake and fire incident

3. Fire service team are recruited to control fire incidents
4. There are different examine systems to control climate-changing effects regularly
5. Regular engineer are recruited to audit the building structure
6. Doctors are recruited permanently or temporarily to take care of health hazard of worker and managements
7. Police are be taken or engaged to control political instability and militancy risks and to give safety to the worker
8. Pre-arrangement of firefighting tools and Hose pipe
9. Different types of team have formed to control fire, building collapse, financial risks, labor unrest and political instability
10. Emergency ambulance are available
11. Earthquake safety training
12. Outside stair in buildings

Risks Management Techniques

One of the important objectives of this paper is to show the ways how the risks can be resolved or controlled. The ways to resolve some of some most influential risks are given below:

Finance Risks: Company faced finance risks when they cannot afford available payment to the related parties. There are some ways that can be followed by the factory owner and management in order to resolve the risks. These are briefly stated below:

1. Shipment should be placed timely
2. Wastage should be reduced
3. Department wise proper budgeting
4. Proper planning for excessive work
5. Overtime work should be control or reduce
6. Specific production plan should form etc.

Employee Turnover Risks: This is the most influencing risks in factory's profitability. There are some ways that can be followed by the company owner and personnel in order to resolve employee turnover risks. These are briefly stated below:

1. Good working environment is very essential

2. physical harassments is strongly forbidden
3. Secured working environment should be formed
4. On time payment of salary or bonus according to the Law
5. Regular promotion on fair basis
6. Regular increment of the salary
7. Attendance bonus should provide
8. Provident fund maintaining
9. Involving CSR activities
10. Transport facilities
11. Developing employee welfare activities
12. Fair price shop for the employee within the factory etc.

Building Collapse Risks: The possibility of building collapse risks is very low but this regarded as the riskiest as well as deadly incident. In order to resolve building collapse risks, the following ways should follow:

1. Company should follow Bangladesh National Building Code
2. Owner should take the building approval plan from RAJUK
3. Occupancy certificate should collect before starting the production
4. The company should follow earthquake calculation according to the capacity and earthquake possibility.
5. Wind speed should be measured before founding a building

Fire Incident risks: Most probable incident in ready-made garments industry is fire incident. Some specific activities can resolve fire incidental risks- these are given below;

1. Fire safety act should obey
2. Electrical safety act should obey
3. Bangladesh factory rules/act should obey
4. Good housekeeping should be maintained
5. The worker and employee should be educated about risks and trained up risks controlling techniques.
6. The worker should aware for their personal safety.

Labor Unrest Risks: There are some ways that can be followed by the company owner and personnel in order to resolve labor unrest risks. These are briefly stated below;

1. Salary should be paid to the employee and worker timely
2. Bonus should be paid to the employee and worker timely
3. Pressurizing to the work is totally forbidden.
4. Physically harassment
5. Law facility maintain

Climate change risks: There are some ways that can be followed by the company owner and personnel in order to resolve climate change risks. These are briefly stated below;

1. The uses of should increase Renewable energy
2. The worker and employee should be educated about climate changes risks and trained up for risks controlling techniques.
3. Water should be used in right ways.
4. Motion systems should be introduced in every factory

5. Careful usage of energy systems
6. E-communication systems should increase in both the internal and external purpose
7. Using of paper should be reduce
8. All recruitment and transaction procedure should online base
9. Energy saving initiative should be taken by the personnel
10. Water savings habit should maintain.

Electricity and GAS scarcity: There are some ways that can be followed by the company owner and personnel in order to resolve electricity and GAS scarcity risks. These are briefly stated below;

1. Worker's awareness is most important
2. Unnecessary use of electricity and GAS should be forbidden totally
3. Less Electricity consume motor use
4. Digital printing
5. Energy saving machine/printer use
6. Systems loss should be reduced

The above risks management techniques are most influential. It should follow by all the responsible

Table 5. Responsible parties to control risks in RMG industry

Risks in RMG sector	Responsible Parties			
	Owner (%)	Management (%)	Government (%)	Employees (%)
Finance/Capital risk	92.86	7.14	7.14	0
Employee turnover risk	14.29	85.71	0	7.14
Militancy risk	14.29	7.14	78.57	7.14
Building collapse risk	71.43	0	35.71	0
Fire incident risk	0	92.85	0	7.14
Labor unrest risk	35.71	64.29	0	7.14
Political unrest risk	42.86	14.29	42.86	0
Climate change risk	35.71	42.86	14.29	7.14
Health safety risk	57.14	42.86	0	0
Electricity and Gas risk	71.43	7.14	35.71	0
Sexual harassment risk	21.43	50	0	35.71
Local politics risk	85.71	14.29	7.14	0
Administration risk (police/ RAB etc.)	35.71	7.14	57.14	0

Source: Survey

parties related to the ready-made garments industry. If they follow these instructions then it will be beneficial to reduce and to control the risks of ready-made garments industry in Bangladesh.

Responsible parties to control risks:

Financial Risks: Financial Risks occurs when garments factory faced different types of financial crisis arisen. In most cases, Owners are the responsible parties to control the financial risks. Almost 92.86% cases, owner are responsible for controlling and mitigating the risks. Management as well as Government also responsible in some cases.

Employee Turnover Risks: Employee turnover risks is one of the most influential risks from the stated risks. Mainly the management group is responsible for controlling employee turnover risks. Besides Management group, owners also responsible for controlling this risks. This is very important to control this risks very carefully because employee turnover risks have the most impact on company's profitability. Almost 85.71% cases the management group is responsible to control employee turnover risks.

Militancy Risks: Militancy risks is a contemporary issue in the economy of Bangladesh. There is no direct relationship of militancy risks and ready-made garment industry. In most circumstances, the government is mostly responsible for controlling this risks. Besides 78.57% controlling responsibility of government, owners, management, the employee even all the general peoples have self-responsibility to reduce militancy risks in our country.

Building Collapse Risks: In this cases, the owners are most responsible for controlling and reducing this risks. Owners is the core responsible party to maintain safety in building the structure. The owner is responsible almost 71.43% as well as the government also responsible in different cases with 35.71% responsibility.

Fire Incidental Risks: As the most incidental risks, Management is responsible for mitigating and controlling this risks. In almost 92.85% cases, management is responsible to reduced and control fire incidental risks. In some cases the employees also responsible for restraining themselves from the event which may lead a fire occurrence.

Labor Unrest Risks: Labor unrest is a common scenario of garments world. In this circumstances, management is mostly responsible for controlling this risks in 64.29% cases. On the other hand owners also responsible for controlling labor unrest in 35.71% cases. Employee is not out of this responsibilities

Political Unrest Risks: In order to control and reduce political unrest risks, both the government and owners are equally responsible for controlling this risks in 42.86% circumstances. In the event of the political problem, the employees also responsible for controlling the risks.

Climate Change Risks: Climate change is becoming the threatening risks factor day by day. In controlling this risks, management and owners is responsible in 42.86% and 35.71% cases respectively. Government also responsible in 14.28% cases to control the climate change risks by different laws and regulations.

Health Safety Risks: Health is an important factor that can influence deeply in profitability of garments factory. In this perspective, owners are mostly responsible for managing health safety and to mitigate the health hazards. Owners are 57.14% responsible and besides a big share of the owner, managements also has another portion 42.86% responsibility to control the risks.

Electricity and GAS Risks: Electricity and GAS shortage have a great impact on productivity and profitability of garments industry. In the surroundings of controlling electricity and GAS risks, Management plays the most responsibility

almost 71.43%. Besides management, the government also plays an important role in controlling and reducing electricity risks is almost 35.71%.

Sexual Harassment Risks: In controlling the sexual harassment risks all of the parties' within the factory plays important roles. The main responsibility holds by management is 50%. Employees and owners responsibility is 35.71% and 21.43% respectively to reduce this risks. It is decreasing day by day.

Local Politics Risks: Local political problems directly related to financing dealing with the owners. In this cases the most responsible party to control and to reduce local political risks is owners. Management and government also responsible in some cases for 14.29% and 7.14% respectively.

Administrative Risks: As administration is the core part of the government in our country, the government is mostly responsible for controlling and mitigating this risks. Almost 57.17% cases government is responsible and owner as well as management also responsible 35.71% and 7.14% respectively.

The limitations of this study are designed as factors wise that impacted or influenced the interpretation of the findings from this study. Though the finding of this research covered the full area of risks management, there are some limitations still exist. Some of these limitations of this study are stated:

(1) All respondent are not highly educated enough to respond the stated questions in the questionnaire. (2) Respondents tried to skip some information which may damage their Company's image in maximum cases. (3) The time limitation

is one of the most influential factors in this case. Only three month is not a perfect time for this study. (4) Some company didn't permit to survey in their factory because our country is not a research focused country for that reason sometimes it creates embarrassing situations. (5) Some respondents didn't answer all the questions of the questionnaire.

MANAGERIAL IMPLICATIONS

It has been found in this paper that there are some risks factors that should be controlled immediately in order to increase the positive view and increase the profitability of the garments industry in Bangladesh. The risks management's technique is the recommendation for risks controlling technique. All the responsible parties should follow the above-stated risks controlling activities.

CONCLUSION

It has been found in this paper that there is some risk factors or incident are working as hindrance factors in the growing ready-made garments industry of Bangladesh. In this study, the main purpose is to resolve or control the identified risks in order to increase company's profitability. All the parties responsible for operating a factory are directly related to each other. But all the parties are not responsible for controlling all risks. Different parties are responsible for different risks. So, in order to fulfil the purpose of this research all the related parties should work altogether. If all these risks can be controlled by different techniques and regulation then it will create a positive view of ready-made garment sector of Bangladesh to the buyer from foreign countries. All the strengths and opportunities should utilize to control the threat and the weakness in order to make a positive view of Ready-Made Garments industry of Bangladesh. ■

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