Research Article

Exploring the impact of the minimum pay scale and socio-demographic factors on job satisfaction: An evidence from Ready-made garment workers in Bangladesh

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ABSTRACT

Bangladesh's Ready-Made Garments contribute significantly to the country's economy and employment. In Bangladesh, spontaneous outbursts are usually caused by Ready-Made Garment workers due to inadequate pay, unpaid wages, and compensation for overtime work. Since these three criteria affect workers' job satisfaction, and some socio-demographic characteristics such as age, education, gender, marital status also influence job satiety, finally, all of these were needed to be studied in a single research study to narrate the impact of pay scale on garment workers, which had not done yet with the aid of nonparametric tests. So this research explored the impact of the 2018 revised minimum wage policy by examining workers' perceptions of wages, including basic pay, overtime compensation, various allowances (housing, medical, food, transportation), and the degree of workers' satisfaction within a group based on demographic traits. 80 responses, according to convenience sampling, were analyzed using descriptive statistics, the Mann-Whitney U and Kruskal-Wallis tests. The results highlighted dissatisfaction with basic pay, late payments, medical, and housing allowances but higher satisfaction with overtime compensation and transportation stipends. The study also found no significant difference in overall satisfaction with the wage structure based on gender or marital

status, but it showed that aged, more educated workers are, for some reason, happier. Thus, the findings provide important insights for policymakers and industry stakeholders, shedding light on timely payment with a revised pay scale according to the present circumstances, considering worker needs like medical, housing allowances, etc. and creating an environment to involve women and young people.

***Keywords**: Ready-made garment workers, Minimum pay scale, Worker's job satisfaction, Socio-demographic factors, Mann-Whitney U test, Kruskal-Wallis test*

Introduction

The RMG (Ready-Made Garments) sector began its journey four decades ago and is the backbone of Bangladesh's economy. This industry accounts for almost 80% of all export revenue for Bangladesh. R.M.G. exports brought Bangladesh 55.55 billion USD in revenue during the 2022–23 fiscal year (Hossain, 2023). This industry not only helps the nation to bring in foreign income but also employs millions of people. In Bangladesh, there were over 4 million R.M.G. workers in 2015; by 2020, that number had increased to over 4.2 million. Amongst these, more than 1.8 million workers are male, and 2.5 million are female (Hossan, 2021). One factor that has helped this clothing sector flourish economically is the availability of this cheap workforce. Cheap labor is considered to be one of the major competitive advantages of the country as it moves forward in the R.M.G. sector (Swazan & Das, 2022), and in Bangladesh, despite being ranked as the second-largest exporting country, it has been observed that the lowest minimum wage is 63 dollars, which is way below the average standard (Lu, 2020). Since this workforce directly affects the productivity of this industry, their level of job satisfaction is crucial. For employees in this sector, the amount of pay is the most significant source of unhappines, though some pecuniary factors such as timely payment of salary, and increment policy for the workers also play a significant role in workers' satisfaction (Syed & Mahmud, 2022).

However, Bangladesh's clothing sector has meager labor costs compared to other countries (Khan et al., 2019). But It is very disappointing that the factory owners frequently find ways to reduce costs to maintain low prices for the global brands, particularly when it comes to the costs associated with maintaining a safe and healthy workplace and fair salaries for the R.M.G. employees (Kabir et al., 2022).The working class expects to receive their minimum wage on time and raise it to a level permitting them to support themselves. Any work cannot be compensated under the federally established wage structure known as the Minimum National Wage (Azad, 2014). Implementing this wage structure for every factory owner is mandatory to protect labor law. The Government only increased the minimum salaries for the workers three times since the commencement of the industry in 1980: in 1994, 2006, and 2010 until the new minimum wages for Bangladeshi R.M.G. workers went into effect in 2019. There are significant concerns about whether the new minimum wage will satisfy the worker's basic needs, given the salary increase from one minimum wage implementation period to the next (Kabir et al., 2022). The last revised minimum wage in 2018 is Tk 8,000, Tk 4,100 for basic wage, Tk 2,050 for house rent, Tk 600 for medical allowance, Tk 350 for conveyance allowance, and Tk 900 for food expenditure (Tribune Business Desk, 2018).

Moreover, the overall work life of garment factory workers in Bangladesh remains dissatisfactory, despite some positive changes in labor standards (Huda et al., 2011). A study in a developing country reveals that job satisfaction in the garments industry is influenced by seven factors: favorable working conditions, fair compensation, career advancement opportunities, job security, and medical facilities (Khan et al., 2018), and in Bangladesh, the garment and textile industry is prioritizing employee

engagement through some of these motivational factors like job security, advancement, and salary to meet global demand for clothing (Hossan et al., 2022). In the previous structure, back in 2010, it was noticed that wages were not up to the mark in relation to day-to-day living costs (Azad, 2014). Employees in this pay bracket expect timely payment, but delays increase attrition (Ashik-Uz-Zaman & Khan, 2021) and lead to overtime work (Ahamed, 2012). A study reveals a wage disparity between wages and essential expenses, highlighting workers' struggle to cover basic living costs. Rural workers demand housing and medical services from factories (Khayer et al., 2017), while transportation options have a minor impact on job satisfaction (Alauddin et al., 2019), as employees commute via various means (Akterujjaman & Ahmad, 2016).

Although previously minimum wage and job dissatisfaction were analyzed based on other criteria, this study examines wage satisfaction among 7th (lowest) grade workers, focusing on salary components, payment time, and overtime payment because this can change a worker's job satisfaction since overtime compensation and monthly wages are both paid on time (Azad, 2014). This research also examined how this satisfaction is influenced by their socio-demographic characteristics, such as marital status, educational background, gender, and age, all of which are non-numerical characteristics, and therefore non-parametric tests (Mann-Whitney U and the Kruskal-Wallis tests) were applied, which are also new in this context and since fit better for analysis. Therefore, the study aimed to explore the minimum wage policy's impact on R.M.G. workers, and the main objective is to measure garment workers' job satisfaction according to the salary structure from 2018 (the last salary structure added seven different grades of pay scale) in detail, which are:

• To determine the degree of job satisfaction with various components of the pay scale.
• To determine the difference(s) in the degree of workers' satisfaction within a group (based on demographic traits, separate groups were created).

Literature Review

A lot of scholars assert that the official definition of job satisfaction is the extent to which people have favorable or unfavorable feelings toward their occupations (Steyn & Wyk, 1999). While customer happiness is essential to an organization's existence and growth, a Harvard University study revealed that higher staff satisfaction tends to result into higher customer satisfaction (Anderson et al., 1984) and when a person's work aligns with their requirements, ethics, and norms, it can positively impact their dedication and functionality, leading to job satisfaction (Gordon, 1999).

Job Satisfaction in Bangladesh R.M.G. Sectors

Our nation's key driver of industrial prosperity is Ready-made garments employees. The Bangladesh RMG sectors has begun to flourish since the 1980s. In 1984, the minimum salary was 560 taka. After ten years, it increased by about 66%, and it became 930 taka. On the other hand, in 1984–85, the R.M.G. export value was 116.2 US dollars, and ten years later, it was about 2228.35 US dollars. In those ten years, R.M.G. exports increased by about 19.17 times, while the minimum wage for workers increased as little as 1.66 times. Moreover, the following wage structure was announced after 12 years in 2006, rising by only 79%. During this period, export values increased four times. Historically, the wages of workers have not increased in proportion to the increase in exports (BGMEA, n.d.) ("A Brief History,", 2019).

Given the rising global demand for clothing, this industry's requirement for low-cost labor participation is critical. Therefore, employees were not satisfied with the compensation structure since the Government imposed a minimum wage of Tk. 3000 in 2010 (Azad, 2014). In addition, they need to support their families in this pay bracket; therefore, they expect to be paid on time. However, the payment delay increases the attrition of personnel from their work (Ashik-Uz-Zaman & Khan, 2021). On the other hand, workers often attempt to compensate for their poor pay by working overtime (Ahamed, 2012) and complaining about their inadequate overtime pay, which was not provided to them per the law (Azad, 2014).

The findings of a research provide insights into job satisfaction within the garments industry in a developing country. It reveals that seven factors, such as favorable working conditions, fair compensation, and benefits, opportunities for career advancement, job security, a hygienic canteen, flexible leave policies, and medical facilities, contribute to higher levels of job satisfaction among employees. So, the research also shows that workers at clothing factories strongly want a revision of the salary structure based on the inflation in the commodity market, as evidenced by regression (Khan et al., 2018).

According to another research, the administration of the Garment and textile industry in Bangladesh has to put a lot of effort into developing motivational factors for ensuring their employee are happy and engaged. These elements primarily consist of extrinsic motivational variables such as authorities, relationships with supervisors, development, income policy, and job security (Hossan et al., 2022). In any industry, higher levels of employee satisfaction are the most important factor in boosting production (Akterujjaman & Ahmad, 2016) and so managers must be able to express their expectations and concerns to their staff members in a suitable and straightforward way in order to show a high degree of support and dedication from the employers (Hossan et al., 2022).

Even though another survey found that garment industry workers are content with the health care services and overtime benefits they already receive, it also demonstrates that these workers are unaware of their legal rights to overtime pay and health benefits (Huda et al., 2011). On the other hand, Ahamed (2012) studied on social compliance issues in the Bangladesh Garment industry. He tried to analyze the existing labor practice at this factory that need to establish a social well-being for their workforce. Khayer et al. (2017) examined the wage structure (2013) of garment workers in Bangladesh concerning the cost of basic needs such as food, housing, healthcare, education, and transportation, focusing on the context of Dhaka, where the high living cost exists. They highlight the disparity between wages and the expenses associated with essential requirements, indicating that many workers struggle to cover their basic living costs. Even though, the inability of the majority of workers to accumulate savings caused them to worry about the future. Moreover, they were frequently underpaid according to the quantity of work they performed. In addition, most of the workers were from rural areas (Khan et al., 2018). As a result, the workers demanded housing options and medical services from factories to live comfortably (Khayer et al., 2017). On the other hand, transportation options had a more minor impact on workers' job satisfaction than their salary and housing options (Alauddin et al., 2019). Because employees in the R.M.G. sectors commute to work via bus, foot, rickshaw, tempo, and other means (Akterujjaman & Ahmad, 2016).

Again, Kabir et al. (2022) pointed out contrasting perspectives and experiences among R.M.G. workers regarding the minimum wage in 2019. While some workers perceive positive effects, such as improved income and better social standing, others experience negative consequences to offset the increase in salary, including job loss, reduced working hours, and increased workload. The analysis found that the majority of workers' continued poverty could not be alleviated by enacting minimum wages alone. Following the prior minimum wage implementation in 2010, similar responses had been observed.

Since most Bangladeshi garment workers are not union members and most union officials represent their interests, this attitude further demonstrates their ignorance of their rights regarding the working environment. So, it can be mentioned that there may be some positive changes regarding some labor standards, which are not satisfactory at all, and the overall quality of work life of the garment factory workers in Bangladesh has remained dissatisfactory (Huda et al., 2011). Living expenses are rising, inflation is growing, and transportation expenses are rising. In short, costs rise across all industries, but employee wages do not rise at the same rate.

Development of Hypotheses based on Socio-demographic Characteristics

Personal considerations play an essential part in determining job happiness in the workplace (Chirchir, 2016). Despite the fact that Baeza et al. (2018) discovered that gender, only one demographic characteristic, strongly links with job happiness, several researchers concluded that gender, a demographic element, has no discernible effect on employees' job satisfaction (Akter et al., 2017) (Chirchir, 2016) (Omar et al., 2020) (Simarmata et al., 2014). Moreover, because labor is readily available and women are employed excessively, workers in Bangladesh are paid low salaries (Huda et al., 2007). Gender-based wage discrimination is evident in RMG industries (Ferdous, 2014) since a large proportion of women and young individuals, whose average age limit is below 30, work in these fields (Ullah, 2014). In order to obtain a higher-paying position, discrimination against women also existed (Absar, 2001).

The majority of the socioeconomic issues that the female manufacturing workers faced were caused by their poor level of education, notwithstanding their heavy work hours (Zohir & Paul-Majumder, 1996). Month-to-month pay was higher for those with more education (Ali et al., 2008). Research indicates that socio-demographic factors, including age, income, education and status, have a substantial impact on the job satisfaction of Bangladeshi textile workers (Nazneen et al., 2020). Numerous research, conducted outside of Bangladesh as well, revealed a strong association between job satisfaction and educational attainment, age, with older employees and those with lower education levels demonstrating greater dedication to their positions (Reig-Botella et al., 2022). Additionally, because of the aggregate knowledge and competence of these workers, many institutions are eager on holding onto older and more experienced staff members (Zacher & Griffin, 2015). Furthermore, the majority of the RMG industries in Bangladesh have also incorporated automated machinery, which can be challenging for uneducated and unskilled laborers and potentially leading to mishaps (BGMEA, 2015). Once more, a marriage, children, and a good education can all have an impact on how happy you are at work (Abdulkhaliq & Mohammadali, 2019). As a result, the current research makes the following hypotheses:

H1$_{Marital\ Status}$**:** There is a difference in overall satisfaction with the last wage scale between unmarried and married workers.

H2$_{Gender}$**:** There is a difference in overall satisfaction with the last wage scale between female and male workers.

H3$_{Age\ Group}$**:** There is a difference in overall satisfaction with the last wage scale among 18–24, 25–34, 35–45, and above 45-year-old workers.

H4$_{Level\ of\ Education}$**:** There is a difference in overall satisfaction with the last wage scale among S.S.C. & below, H.S.C. and above H.S.C. passed workers.

Research Methodology
Methods

It is clear from the overall discussion that research is needed to address the issues facing garment workers. For this purpose, the amount of monthly wages is a big issue. Because it directly affects worker satisfaction. The monthly wage is a package of a basic salary with some allowances for food, medical care, housing, and transportation. Separately, this entire segment has importance and cumulatively helps a worker fulfill his or her monthly demand. Furthermore, timely payment is important since employees' solvency is a function of their compensation, and they begin to incur expenses once they receive it. It was discovered that an employee who received their pay on time would be better able to spend it on essentials like food, shelter, and other necessities. So, early wage payment will boost job satisfaction (Syed & Mahmud, 2022).

Participants

The primary emphasis of this study was the seventh-grade R.M.G. workers' satisfaction with the last (2018) pay structure. Eighty people, who were chosen from some clothing factories in Dhaka and Gazipur, participated in this research. Participants were chosen on the basis of their interests. The personal information of the respondents was kept confidential.

Materials, Sampling, and Data Collection

We adjusted the research questions to fit what was going on in the study, and eventually we had a self-assessment questionnaire with seven items—basic wage, food allowance, housing allowance, transport allowance, medical allowance, overtime compensation, and payment on time—that we could use for a face-to-face conversation. The design of the survey tool was based on a 5 point scale (5= highly satisfied, 4= satisfied, 3= neutral, 2= dissatisfied, and 1= highly dissatisfied) that was applied to each item. There were also a few more questions that were categorized as socio-demographic characteristics in the questionnaire that was used in the survey. This meant that the final questionnaire was divided into two parts, which were:

1. The Socio-Demographic characteristics were composed of five questions on the following topics: gender, marital status, age group, educational attainment, and earning person of family.
2. Worker's satisfaction at each level of all of the components—basic wage, allowances for food, medical care, housing, and transportation—which are the fundamental requirements—comprises the monthly gross salary of a worker and whether they are paid it timely or not, including overtime payment.

As the purpose of this study was to assess the effect of the last pay scale on the 7th grade RMG workers, the questionnaire was designed to be administered to a representative sample of garment workers, utilizing a convenience sampling approach to select the garment factories and collect primary data from the workers while considering the objectives of the study. Factories decided to allow workers to take part in the survey during their office hours, and some volunteers helped researchers to conduct this survey and collect information. The volunteers were hand-selected by the researchers and they put forth their best efforts to execute this survey in a timely and effective manner. The questionnaire was compiled in English due to the fact that the volunteers were highly qualified to provide Bengali translations of each question to ensure that it was comprehensible to the workers. A limited number of factories were only open to voluntary visits for a period of no more than two days, while the remaining factories were only open for one day.

Data Analysis

To elaborate on the fundamental data of workers and first objective, descriptive statistics like frequency tables, and bar diagrams were constructed. The second objective was verified by summing (from a minimum of 7 to a maximum of 35) all seven items that make up a worker's monthly gross salary because the survey was not based on repeated measurements and the type of questionnaire was a 5-point scale. The Mann-Whitney U test and Kruskal-Wallis test (or H test) were then used to confirm this result. For the purpose of identifying significant findings that were discovered by the Kruskal-Wallis test, a multiple comparison test (Dunn's test after Bonferroni correction) was advised in addition to these tests. Again, the Spearman's rank correlation coefficient (Spearman's rho) was employed for these noteworthy findings to investigate the existence of an association between age interval and educational attainment. The scatter plot and multiple bar diagram also aided this study by serving as descriptive statistics illustrating this relationship. After the Mann-Whitney U test, a chi-square test of independence was also carried out to examine the independence between gender and married status. The statistical judgment criteria for this purpose were set at 5% level of significance (α =.05). All these studies were performed using IBM SPSS for Windows (version 25) and Microsoft Excel (version 2013).

Result & Discussion
Validity and Reliability

Two crucial facts to take into account when evaluating the quality of research are validity and reliability. The term "validity" refers primarily to the extent to which the test items encompass the conceptual area of the item under examination. Three experts—two H.R. officers employed by R.M.G. sectors and one academic expert conducting research in the same field—were handed a questionnaire in accordance with the objectives. They were requested to

assess the representativeness, clarity, and comprehensiveness of the questionnaire in order to establish its content validity. They checked all to make sure no item was taken out of the instrument and that all of the items represented the content under the suggested objectives. However, they suggested that "strongly" be changed to "highly" to make the questionnaire clearer. Then, in order to guarantee instrumental validity, a pilot survey was necessary (Isaacs, 2015). In this sense, the representativeness of the samples for the population under investigation was ascertained with the assistance of six R.M.G. workers (lay experts). The main survey was then carried out.

When respondents continually answer several items on a multiple-item evaluation, this is referred to as internal consistency. Because all the items on these tests are generally intended to reflect the same underlying concept, individual ratings on these items should be associated with each other. This study used Cronbach's alpha, which is arguably the most commonly used measure of internal consistency. It was discovered that the satisfaction level was very reliable (7 items; Cronbach's alpha α = .967) because a higher number is typically interpreted as good internal consistency. Here, the .8 cutoff point was used (Lance et al., 2006).

Descriptive statistics on the fundamental data of workers

Eighty employees participated in the survey. 56% of them are women, and around 44% of them are men. 20% of the responses are between the ages of 18 and 24, approximately 48% are between the ages of 25 and 34, 26% are between the ages of 35 and 45, and 6% are above 45 years old. The bulk of the respondents (85%) are married; 15% of workers are single (unmarried). 100% of workers said, financially, they support their family. Moreover, half of the total respondents (50%) were S.S.C. & below S.S.C. passed while 36% were more educated (above H.S.C. passed). Around 14% were H.S.C. passed.

The minimum wage board committee revised the previous salary structure, which states that the base pay for the seventh grade is 4100 BDT, housing costs are 2050 B.D.T., and medical, transportation, and food allowances are 600, 350, and 900 BDT. The employees' opinions for each item or component are discussed in the accompanying figure 1, with the help of a multiple bar diagram that displays frequencies and percentages of workers' satisfaction.
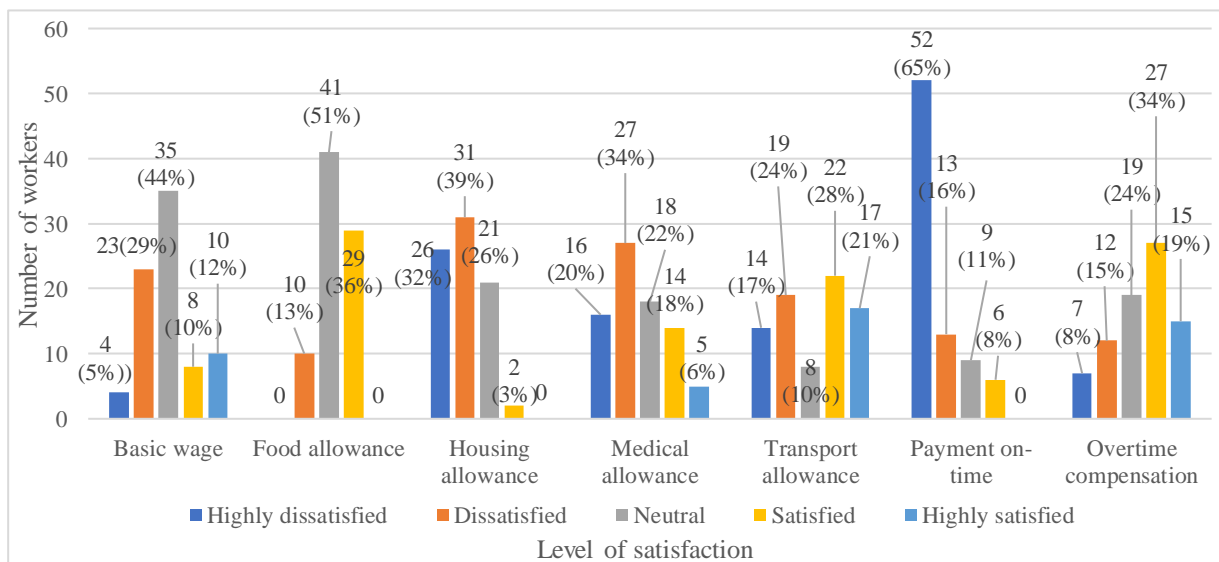

Figure 1. Lowest grade worker's level of satisfaction according to the different components of their pay scale

Before any incentives or additional payments are made, an employee's basic wage is the amount they take home from their employment. Though a huge number of impartial responses were found, the aggregated 34% of unsatisfied workers outperformed those of the all-up 22% of satisfied workers in this study. In an earlier research work, it was found that garment workers spend 50% or more of their income on food on average, which forces them to spend on their basic requirements by borrowing money from their monthly expenses (Moazzem & Raz, 2014). It influences how employees feel about their basic pay, food allowance and this survey reported 36% of the workforce was pleased where the vast majority was neutral regarding the food allowance. Because an increment in payment makes it easier to purchase food (Kabir et al., 2022). Moreover, accommodation and medical allowances (figure 1), a significant number of disgruntled replies were noted in this study. This frustration may rise because, in Bangladesh, garment workers receive first aid services. Still, no medical benefits, and instead of being provided with living facilities by their factories, workers receive houses to rent as part of their basic pay (Akterujjaman & Ahmad, 2016). The results for the transportation allowance were rather good. Since, transportation had a smaller impact on worker's job satisfaction rather than their salary and housing options (Alauddin et al., 2019). Similar to the basic wage, the same situation was apparent in their payment delay. Since workers need to support their families, no employees expressed high levels of satisfaction regarding payment on time, yet more than half of the employees' replies indicated extreme unhappiness. On the other hand, a small portion of workers gave unsatisfactory answers regarding overtime payment. Because working overtime is advantageous and an additional source of income for workers (Huda et al., 2011).

Mann-Whitney U test and Kruskal-Wallis test

The compensation structure is one factor that influences a worker's job happiness; other factors include their gender, age range, marital status, and educational background. Since the data are ordinal, it is not possible to assume that the distribution is normally distributed and the observations in the given sample are representative of a single population where all of the different samples or groups roughly follow the same distribution (Kruskal & Wallis, 1952). Thus, both the Mann-Whitney U test and the Kruskal-Wallis test performed well. Following the application of these two non-parametric tests, findings were obtained based on the summation of all item scores (Figure 2) to support the homologous satisfaction level (a high score suggests a satisfied worker) of workers for an overall wage scale based on marital status (H1), gender (H2), age group (H3) and level of education (H4). Moreover, the findings of these two non-parametric tests can also be explained similarly to those of the parametric tests, with one notable difference that these tests employ the sum of rank orders rather than the statistical mean.
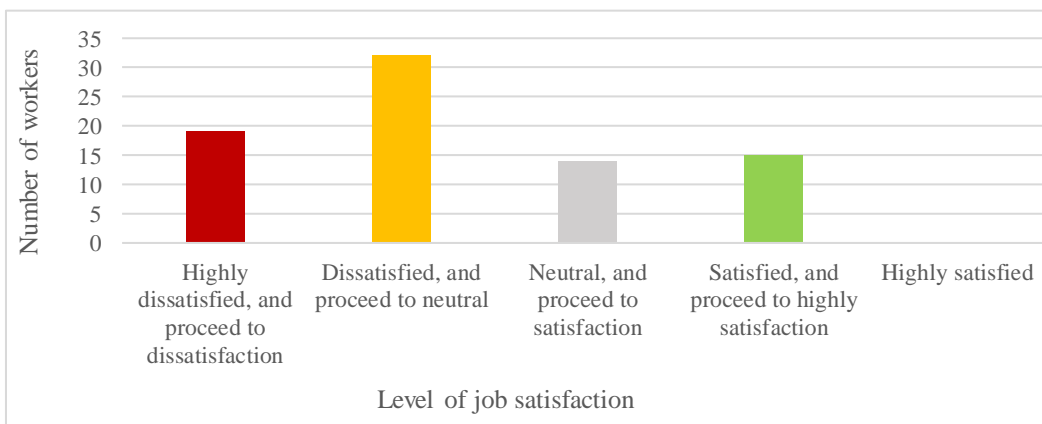

Figure 2. Distribution of workers levels of job satisfaction based on the summation of all component scores

When testing these hypotheses, the Mann-Whitney U test was used to assess whether there were any notable differences in employee satisfaction by marital status or gender, and the Kruskal-Wallis test was used to evaluate whether there was a statistically significant difference among different age groups or different educational levels (Table 1).

Table 1. Results regarding the Mann-Whitney U and Kruskal-Wallis Tests

Test name	Grouping variable	Total no. of respondents (n)	Mean rank	Test Statistic & result	p	Mdn
Mann-Whitney U Test	*Marital status*					
	Unmarried	12	31.75	z-approximation[a]	.156	17
	Married	68	42.04	-1.42		19.5
	Gender			z-approximation		
	Female	45	37.48	-1.32	.186	16
	Male	35	44.39			20
Kruskal-Wallis Test	*Age group (years)*					
	18-24	16	35.91		**.006***	16.5
	25-34	38	33.64	$\chi^2(3)$[b]		16
	35-45	21	51.90	12.34		22
	Above 45	5	59.40			26
	Level of education					
	SSC & below	40	35.63		**.007***	17
	H.S.C.	11	30.36	$\chi^2(2)$		14
	Above H.S.C.	29	51.07	9.89		23

Note. $\sum n = N = 80$ for each grouping variable. *Mdn* = Median.
[a]Since the sample size in the most prominent groups- married & female; exist 20, the sampling distribution of Mann-Whitney U approaches the standard normal distribution (Siegel, 1956).
[b]Kruskal-Wallis test is distributed approximately as chi-square with degrees of freedom, *df* = No. of groups under a variable - 1, for sufficiently large sample sizes (Siegel, 1956).
*p < .05.

Despite having a higher mean rank for men and for married workers, the results showed a non-significant difference between married and unmarried workers, as well as between male and female workers. Thus, these results indicate equal satisfaction with the wage structure between male and female employees or married and unmarried workers. Even the chi-square test of independence between gender and married status was non-significant ($\chi2$ (1, N = 80) = 0.22, p = .636), suggesting that gender and marital status are unrelated to one another, and the phi coefficient (φ = .05, p < .05) also showed no more than a trivial association (Fleiss, 1981).

Again, significant differences among different age groups or different educational levels were found. These results show that more elderly or more educated workers are more satisfied than the rest of their correspondence groups because high mean ranks were noted for them. Even the Post-Hoc Dunn's test with Bonferroni correction was used in the follow-up testing in Table 2 to assess pairwise differences between the groups (controlling for Type I error across tests) and results indicated that satisfaction started to rise for those above H.S.C. and 35–45 year old workers than for others since mean ranks were higher for these two groups.

Table 2. Results regarding Dunn's test for age group (years) and level of education

Grouping variable		Mean Rank difference (I-J)	S.E.	Z	p
Age group (years)					
I	J				
18-24	25-34	2.26	6.91	0.33	.744
	35-45	-15.99	7.70	2.08	.038
	Above 45	-23.49	11.89	1.98	.048
25-34	35-45	-18.26	6.31	2.90	**.004****
	Above 45	-25.76	11.04	2.33	.019
35-45	Above 45	-7.50	11.54	0.65	.516
Level of education					
I	J				
SSC & below	HSC	5.26	7.90	0.67	.505
	Above HSC	-15.44	5.66	2.73	**.006*****
H.S.C.	Above HSC	-20.71	8.21	2.52	**.012*****

Note. The corrected level of significance, using Bonferroni correction method is

$\dfrac{\alpha}{\text{Total possible pairs to be tested under each test}}$.

Here, **p < .008 (For age group $\dfrac{.05}{6} = .008333$) and

***p < .017 (For level of education $\dfrac{.05}{3} = .01667$).

Spearman's rank correlation coefficient was used in this case also as an additional way to help explain the foundation of these remarkable results. Age group and educational level had a significant medium (Cohen, 1988) positive association, according to a two-tailed significance test, $r_s(78) = .36$, $p = .001$. It means that educated workers will be present as the age range rises (Figure 3).
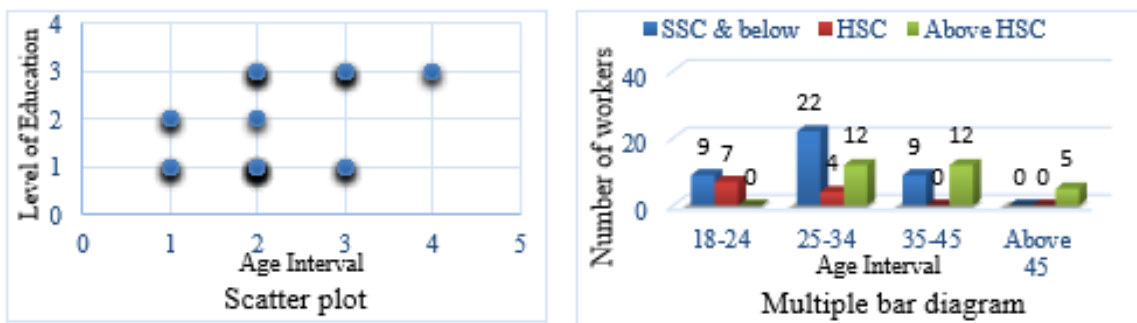

Figure 3. Illustration of the association between age groups (years) and level of education

Throughout each test, mean rank was used. Because the distributions between and among the groups had distinct shapes. The following figure (Figure-4) uses box plots for marital status, gender, age group (in years), and education level to show the various forms.
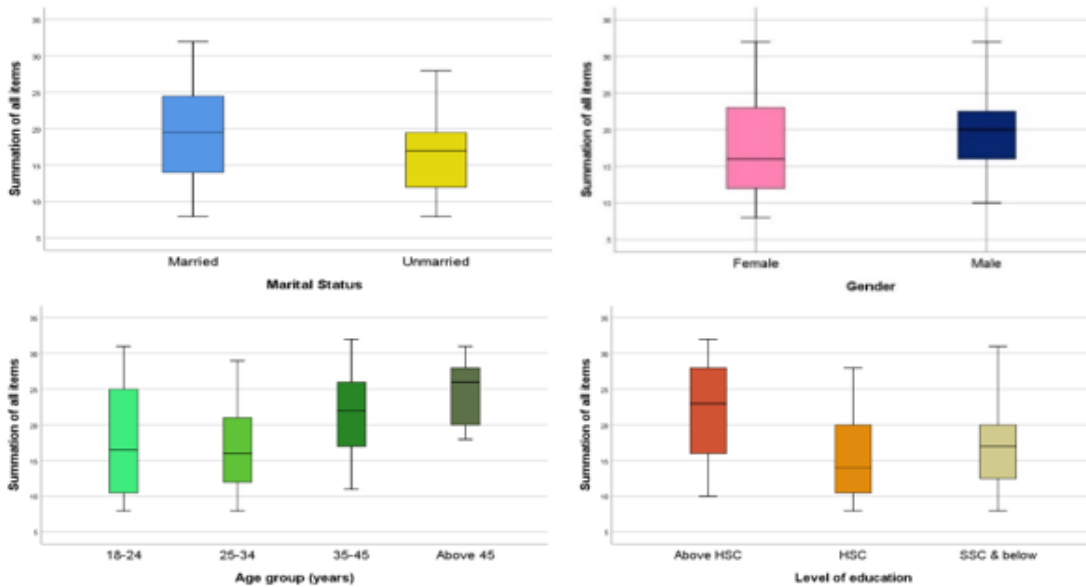
Figure 4. Box-plots of different socio-demographic factors to identify the shapes of distribution

Limitation and Recommendation

Every research project may have some limitations in a broad sense, and the completed study is no exception. Sampling is a recognized approach for doing any research in the modern world, especially in social science and the first abridgement did not include a big number of workers in this study. Although there are more than 5600 R.M.G firms in Bangladesh with huge number of workers, the sample in this study consisted of 80 R.M.G. workers. Secondly, there was a lack of distinction between each item in the workers' responses. They occasionally offer choices that are equivalent to each item, which results in a very high level of questionnaire reliability. Thirdly, the research was conducted on the seventh-grade (entrance workers) workers only. Finally, there wasn't much time to talk to the staff since they attended this survey during their office time. However, not all workers were willing to participate in this survey. Therefore, only those who expressed willingness to participate were included in the sample. As a result, face-to-face interaction took place in a limited time frame with interested workers.

Since the garment sector has a role in the improvement of the economy of our country, the Government should therefore implement appropriate measures to address the demands of the garment industry and ensure that worker violence does not negatively impact on the sector's output. So finally, this research provides some recommendations, which are-

- The Government should justify the cost of living and the wage of garment workers, especially on basic pay, housing, and medical allowances.
- Workers are not being paid on time. Dissatisfaction results from this. So, monitoring should be done here also.
- Younger workers are dissatisfied with the facilities offered to them, and as income levels rise the ratio of female to male workers decreases. R.M.G. factories need to be aware of this.
- The Government should provide some facilities to businessmen with terms and conditions for running businesses easily and providing sufficient wages on time and good working conditions to the employees.
- From 2006 to 2018, four wage structures were announced. From 2018 to 2023, inflation also increased. According to world data info, inflation has always been higher than 5% since 2018. In 2022, it was more than 7%. Therefore, a new pay scale can be considered for RMG workers.

Conclusion and Further Research

The R.M.G. sector heavily relies on human labour, holds a special place, and significantly contributes to Bangladesh's economy, which has seen rapid expansion over the past 30 years. In Bangladesh, workers are hired for cheap wages compared to other nations. However, the R.M.G. industry has experienced difficulties on multiple occasions due to labour unrest over receiving a minimum wage to support their standard of living. In this research, the first objective was to determine the degree of job satisfaction with various components of the last pay scale, and as usual, workers showed their dissatisfaction, especially with basic salary, housing, and medical allowances. Since living expenses are rising and insufficient medical facilities are provided by factories, this dissatisfaction is normal to identify. Moreover, workers must spend their income on their families, and so dissatisfaction was prominent due to the delay in payment, though overtime payment made them happy to compensate for their low salaries by working extra hours. Contrarily, workers were pleased with an increase in the meal allowance, and there was some pleasure with the transport allowance as well. Still, the overall scenario highlights workers job dissatisfaction with various components of the pay scale. On the other hand, the second objective of this study discovered that older, more educated workers are happier with the last pay structure than others. Male employees and married workers were satisfied with their pay scale, despite the proportion of female to male workers declining as income levels rose. Finally, it is assumed that the balanced development of a country largely depends on the proper management of human resources and the utilities of these resources. The authorities must take the utmost care of their workers for the right balance between worker demands and industry's return. Then the goodwill of Bangladesh R.M.G. products will increase in the global market.

Therefore, this paper makes some suggestions for further research, like- including higher-grade workers, and comparisons can be made on their satisfaction considering the mentioned items, making it possible to identify the most influential socio-demographic characteristics. In addition, by expanding the scope of the areas, it is possible to expand the number of factories to be included in the sample, and to compare the satisfaction of different grade workers across different areas.

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