

Corporate Social Responsibility Practices in Garments sector of Bangladesh, A Study of Multinational Garments, CSR view in Dhaka EPZ

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Abstract

This study has been conducted to explore the real scenario of present CSR practices by multinational companies of Bangladesh. Here we have assembled information from a renowned multinational company Hop lun (BD) as well as different secondary sources. After examining literature review and Hop lun (BD)'s information we can say that, today's CSR practices is not spread properly. Some of organization trying their best, but in the most of cases organization are not aware about that. Without proper take care of society none of the business organization can't go through their operation for long run. That's why Hop Lun (BD) believes in CSR. And they are trying to do something for the further development of employee as well as stakeholders. We believe that social awareness can change the situation of Bangladesh. Government initiative and corporate organizations positive thinking can brand revolution positively in CSR.

Keywords: CSR, Business, Bangladesh

1. Introduction

Over the past several decades, corporate social responsibility (CSR) has grown from a narrow and often marginalized notion into a complex and multifaceted concept. However, these discussions were confined to small group of academics and professional. Barnard (1938) conferred that CSR is analyses economic, legal, moral, social and physical aspects of environment. According to the EU Commission (2002) 347 final: 5 "CSR is a concept whereby companies integrate social and environmental concerns in their business operations and in their interactions with their shareholders on a voluntary basis." Among the first academics to debate the topic were Columbia professor Adolf A. Berle and Harvard professor E. Merrick Dodd, in a series of articles featured in the Harvard Law Review. In a classic exchange, professor Dodd (1932) asked 'For Whom corporate managers are trustees?'(p.1145). Answering his own query that corporate managers were responsible to the public as a whole, and not just to shareholders (Cochran, 2007)

Corporate Social Responsibility assumes that the companies are socially conscious to discharge their social obligation for the well- being of the society (Imam, 2000). CSR is the continuing commitment by business to behave ethically and continue to economic development while improving the quality of life of the workforce and their families as well as of the local community and society at large (Monir, 2001)

It is evident that from the study conducted by Belal (2010) that most of the CSR studies have been in the context of developed countries. Very few studies are available as the CSR practices in the context of Bangladesh. Give the different social-economic context to developing contraries it is argued that it is important to learn about the CSR practices in those countries.

The garment industry of Bangladesh has been the key export division and a main source of foreign exchange for the last 25 years. At present, the country generates about \$5 billion worth of products each year by exporting garment. The industry provides employment to about 3 million workers of whom 90% are women (<http://ezinearticles.com/?Overview-of-Bangladesh-Garment-Industry&id=367773>).

In our study we have found that Ashulia and Tongi area are one of the most industrialized zone in Bangladesh. However, there is no water management treatment plant in dying Industry basically in local garments industry. If we consider Ghorashal, we will find the same story as like Ashulia. It mixes liquid poison near the rivers and water is fully black in dry season, which is changing the ecological balances of the areas. Some people and animals are using this poison water which is more harmful for health. It also threat for Bangladesh's society (The

daily Ittefaq, 9 February 2007).

But situation has been changing; CSR dimensions are typically practiced in RMG sector in EPZ area. The RMG largely depend upon export. The US and EU buyers set guidelines to RMG industry to ensure the standards. The 1992 Harkin's Bill and subsequent consumer and industry boycott of RMG products by USA and the consequent remedial moves by local RMG sector is one example. Moreover, some buyers from EU visited the sites of recently collapsed garments factories. Recently, the RMG sector employees have embarked on an industry wide movement to establish their rights (Professor (Dr.) M Alimullah Miyan, September 2006).

2. Objectives of the study

The objectives of the study are as follows:

- i. To provide a synopsis of the present corporate social responsibility situation in the garment factories in Dhaka EPZ, Bangladesh.
- ii. To find out the corporate social responsibility practices by multinational garments in the Dhaka EPZ area through the study of Hop Lun (BD) Ltd.
- iii. To find out the problems and recommended solutions of CSR in garment industry.

3. Literature review

Bela (2001) depicts that most of the CSR studies conducted so far have been in the context of developed countries such as Western Europe, the USA, and Australia. Very few studies are available on the CSR practices in the developing countries. All of these studies were carried out in the context of newly industrialized countries such as Malaysia, Singapore, South Africa, Nigeria, and Uganda.

Henceforth, very few studies are available on the CSR practices in developing countries. Basically in the context of Bangladesh we can see the practice has not been found widely in this country (Belal, 2001). In reality, trade union practices are not perceptible 4250 RMG factories (Ahmed, 2007). Most of the cases garments workers have no freedom in their factories to join union (Parvez, 2007).

From the daily financial express, it is evident that BEI (Bangladesh Enterprise Institute) in January 2005 launched its CSR center, which has been organizing monthly roundtable discussions to promote CSR in Bangladesh. They designed the key stakeholders to enhance the understanding of CSR (Sobhan, 2006). According to Sobhan (2006) "in the context of Bangladesh, although a clear understanding about CSR may be absent, there is a volume of philanthropic activities and businesses are eager to adopt CSR practices".

From Bangladeshi historical news we found that one of the socking news at least 54 workers were killed and 100 seriously injured when a textile factory burned down in the port city of Chittagong. Many of those killed on badly injured were prevented from escaping because factory guards had locked the main entrance and other gets to prevent theft and monitor the 600 worker, mainly young women worker working in the night shift (BILS, 2007). Industry closure is an important issue in the history of de-industrialization in Bangladesh. Adamji jute Millis was shut down on June 30, 2002. As a result, 18000 permanent workers, 6000 casual workers, 1476 employees, and 454 officers have lost their jobs. However, their rehabilitation was not considered in this process (BILS, 2007).

Fire broke out on 24 November 2012, in the Tazreen Fashion factory in the Ashulia district on the outskirts of Dhaka, Bangladesh. At least 117 people were confirmed dead in the fire, and at least 200 were injured, making it the deadliest factory fire in the nation's history (http://en.wikipedia.org/wiki/2012_Dhaka_fire). Several steps have been taken after that accident to reduce this type's of situation. But we can say if organizations maintain proper safety policy for their employee then this type's deadliest accident can be removed from our industrial arena.

Again we found another deadliest incident in Bangladesh. 24th April 2013, an eight-story commercial building Rana Plaza collapsed in Savar, a sub-district near Dhaka, the capital of Bangladesh. At least 1,125 people died as of 12 May, many people were still missing. It housed a number of separate garment factories employing around 5,000 people, several shops, and a bank. (http://en.wikipedia.org/wiki/2013_Savar_building_collapse). Garment's owners as well as the building owner are responsible for this terrible incident. This case shows that CSR is not well exercised matter in this industry.

The subject of our study Corporate Social Responsibility Practices in Garments sector of Bangladesh, A Study of Multinational Garments, CSR view in Dhaka EPZ, we have chosen Hop lun (BD) ltd, a leading export oriented MNC in Bangladesh. However this paper tries to find out the above mention objectives in this company as well as this industry. Furthermore, in order to gather general ideas regarding CSR practices in Bangladesh, and to unravel the above mentions problems, apart from this company, a comprehensive study was conducted among different stakeholders.

4. Methodology

For the intention of research work we have chosen “Hop lun (BD) Ltd” which is one of the leading multinational garments company in Bangladesh. The study was mainly done through considering primary sources and secondary sources.

4.1 Primary sources

Our primary sources are as follows:

- Face to face conversation, observation, and in-depth interview with respective staffs, officers, managers of Hop Lun (BD) Ltd.
- In-depth interview with NGO representative.
- Trade union and federation leaders.
- Member of civil societies.

4.2 Secondary sources

Our secondary sources are as follows:

- Annual report of different department of Hop Lun (BD) Ltd.
- Different archives, such as BILS, BELA.
- From different websites information.
- Various reports like, BGMEA, EPB, SPPB, CPD report etc.
- Relevant journals, periodicals, articles, and newspaper.

For our purpose, firstly we tried to gather different concepts about CSR, and have tried to collect earlier research findings regarding CSR practices.

In this regards, we seek help from different NGO’s, political parties, environmental lawyers association (BELA), centre for policy (CPD), Bangladesh institute of labor studies BILS), Jatio sramik federation, Jatio garments sramik federation, Bangladesh workers party, Bangladesh mohila parishad, Action on disability and development(ADD). And research study is concerned with the analysis CSR of Hop lun (BD).

The approach adopted in analytical and interpretative in nature. Firstly, considering the objectives of the study, through reviewing literature, a qualitative study was conducted. Furthermore, to strengthen our research work, in addition to interviewing different employees of this company, different stakeholders, interviews were conducted. Finally, to fulfill our task, different archives i.e., BELA, BILS, CPD was considered. While interview conducted from 124 respondent people, we applied unstructured questionnaire method. Furthermore, like ethnographic study we have collected our data through observation.

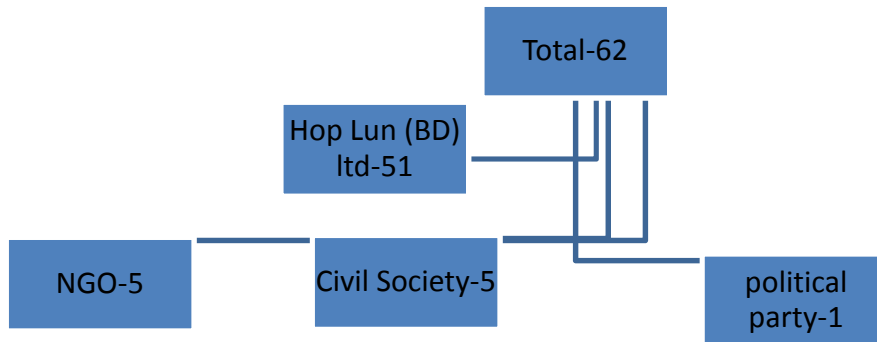


Figure 1 Following figure shows the sources from where we have collected our data: Total respondent person 124

5. Findings

5.1 About Hop Lun (BD) Ltd.

Hop Lun (BD) Ltd. is a 100% Swedish owned multinational company. It started in February 1992 as a small underwear trading company. Its production only goes to ladies fashion undergarment. Its head office is in Hong Kong. It is a European Union (EU) enterprise. There extensive network of sales offices, stretching from the UK, France, Germany, Italy, Austria, Benelux, Scandinavia & Spain to the USA, Canada, Mexico and China ensures that its positive moves from strength to strength. Hong Kong based operation is the nerve centre of the Hop Lun (Hong Kong) Ltd. organization. Now it’s a part of Bangladeshi garments sector and continue their operation in EPZ of Dhaka. Research work has been conducted in the area of Hop Lun (BD) Limited’s CSR, because it’s one of the leading multinational garments company from EPZ of Dhaka.

5.2 Employment Policy

Hop Lun (BD) Ltd. complies with the minimum legal requirements and Social Accountability (SA) 8000 standards as applicable in case of employment and other related activities. Where organization's considerable requirements are: i) Child labor ii) Forced labor or compulsory labor iii) Health & safety iv) Freedom of association & right to collective bargaining v) Discrimination vi) Disciplinary Practices vii) Working hours viii) Remuneration

ix) Management Systems

As per Social Accountability (SA) 8000 standards we have found some of information which is:

1. The company's all recruited employee/ workers are above 18 years old as defined by the law of the land (Bangladesh).
2. Hop Lun (BD) Ltd followed equal opportunity or a non-discriminatory policy in employment and related activities.
3. Employment opportunity provided based on education and experience, demonstration skills and abilities (Mandatory testing during hiring), supported proof of age certificate, sound physical and mental value. Job evaluation and performance is the sole criteria for pay, promotion, reward, discipline, and termination.
4. The company is actively pursued to hire the best human resources available in the country for employment.

5.3 General Policy Statement

Hop Lun (BD) Ltd. is committed and maintaining to-

1. Delight customers with excellent quality products comply with all regulations related to business.
2. Provide employees with good environment, health and safety standard in the workplace and reduce its environmental impact to minimum.
3. Develop more than adequate fire and safety measures.
4. Comply and maintain SA 8000 standards.
5. Provide equal opportunity employers for adult workers (18 years over)
6. Create growth opportunities through training, periodic evaluation and feedback.
7. Actively support to continuous improvement activities to raise the standard of operations in all activities of the company.
8. Hop Lun is committed to supply electricity, health and safety supports, which meet the minimum SA 8000 standards and where safety is paramount and workers have the access to the healthy and clean work environment with basic health care facilities and pure drinking water.
9. Maintaining compensation adjustment with US \$ rates
10. This company providing free meals, transport allowance, provident fund, group insurance etc. (source: HR & Admin dept. of Hop Lun (BD) Ltd.)

5.4 Findings from Interview, Hop Lun (BD)

5.4.1 Top management, Hop Lun (BD) Ltd.

According to the top management, Hop Lun (BD) is taking care of their employees as internal stakeholders and they are providing good salary, transportation facility, medical facility, child day care home, lunch facility, good working environment, proper working hour, easy work times, and job security.

Furthermore, the top-level manager thinks that, salary structure of employees of Hop Lun (BD) Ltd. is very rich, and work environment is healthy for both the employees and workers. Besides this, they claim that, the job security of Hop Lun (BD) Ltd. is more than other factories. Top managers also mention that Hop Lun (BD) Ltd. has arranged different financial advantages for employees i.e. bonus that is given twice in a year for all level employees with medical facilities, child day care home facility, maternity leave for women workers with pay etc. According to top management, Hop Lun (BD) Ltd. did not contribute in the campaign against HIV/AIDS, protection of environment, human rights movements, fighting against discrimination of tribal people or people with physical disability. However, only in national crisis like flood, SIDR and any other crises movement Hop Lun (BD) Ltd. are helping those employees/workers who are affected by those crises. There is no Trade Union in Hop Lun (BD) Ltd. but it has WRWC (Workers Representative Welfare Committee). It is a workers association. By WRWC workers try to establish their demand.

5.4.2 Manager, Hop Lun (BD) Ltd.

While interviewing managers of different sections, we have found almost the same statement as of the top management, and they acknowledge that they are fully satisfied with this present salary structure. They also mention that, the working hour is very much comfortable. Furthermore, they claim that employees are happy with present working hours as they are receiving bonus similar to their gross salary. They also satisfy with their

working environment. They also mentioned that Hop Lun (BD) Ltd. has arranged different financial advantages for employees.

5.4.3 Workers, Hop Lun (BD) Ltd.

While interviewing different workers of Hop Lun (BD) Ltd. they said that they are satisfied with the present salary structure and every worker's statement is same to others. They said that they get various facilities i.e., medical facilities, maternity leave with pay, child day care home facility, prayer room, lunch facility, safe filter water facility etc. They also mentioned that the working environment is very hygienic and good. Moreover, the safety measure is very strong. They get training for fire extinguisher.

They also mentioned that they get presence allowance. If one worker is present in the company in due time regularly then he/she gets presence allowance tk.500 per month. They also get bonus in twice a year as their one-month salary.

In case of over time, one worker gets fair over time allowances and snacks per day. They told that they are fully satisfied in this present system. They also mentioned they get different leave like, sick leave- 14 days, casual leave- 10 days, earned leave- 17 days, maternity leave- 120 days with pay and with government holidays.

They also mentioned that the company arranges provident fund facility (8.33% of basic salary), gratuity, group insurance facility (Tk. 1, 00,000) etc.

They mentioned that the company arranges lunch facility for them that are the unique characteristics of the company.

5.4.4 Stakeholders, Local Community, Savar, Dhaka

According to them, the factories adjacent to the river Bongshai are contaminating the water through their industrial waste. In this regard, all the factories inside or outside EPZ can be blamed. Furthermore, they show there is no waste treatment plant in the savar region. As a result, it is impossible for the people to use the water of The Bongshai River.

They added that smokes and bad smell of factories pollutes air, consequence people are facing problem in taking breath. According to these villagers, the factories are established in an unplanned way. They also claim that there are many garment factories are operating without environmental clearance certificates.

They also mentioned that they are suffering from different types of disease like diarrhoea, asthma, and various skin diseases. Finally, they depict that they did not ever hear or see any factory in Savar is involved in any activity relating to public awareness or developing infrastructure of the surrounding area.

5.5 Data collected through Observation

Furthermore, by observing Hop Lun (BD) Ltd. we have found that this company is performing social responsibility in a fair way. In our observation, we have found that in Hop Lun (BD) there is no recycling of waste nor we observed any process through which they are managing their waste. Furthermore, when it comes to "Waste Management Treatment Plant", we did not find any in EPZ areas. As a result, the nearby river "Bongshi" is contaminated through the factory wastages of EPZ, as the factories wastages are directly channeled into that river.

From our observation, we have found that employees of Hop Lun are satisfied with their working environment as well as with their salary structure. Furthermore, they have arranged lively working condition while working overtime, and we have observed that they are working with loud music.

However, though in their SA 8000 Policy statement they depict that they are communicating on a regular basis with their stakeholders regarding the progress of the standards, we did not observe any findings that support this claim. Thus, in our view they are not engaged in stakeholder dialogue.

Through our observation, we did not find any discrimination and they are managing their diverse work force efficiently. All the physical facilities at work i.e., food, water are served for all the employees, and they are not discriminating by offering different types of facilities to different levels of people.

5.6 Corporate Responsibility Practices in Bangladesh

5.6.1 Findings from Literature Review and Archival Research

It is evident that from the study conducted by Belal (2001) that most of the CSR studies have been in the context of developed countries. Very few studies are available as the CSR in Bangladesh. Give the different socio-economic context to developing countries it is argued that it is important to learn about the CSR practices in those countries. About 27% (30 companies from the list of companies quoted on the Dhaka Stock Exchange and in the Directory of Dhaka Metropolitan Chamber of Commerce and Industry) company disclosed the breakdown the employees cost. It can be said that although a number of companies are disclosing their information, however, the quality of information disclosed very low (Belal, 2001).

Imam (2000) depicts that corporate social and environmental disclosures had been increasing internationally over the last two decades, but it is also arguable that they remain at a minimum level in a number of respects. In

this study, Imam has been chosen 40 listed companies of the Dhaka Stock Exchange. As a piece as Bangladesh is concerned, social, and environmental disclosures tend to represent a relatively minor quantity of disclosure when compared with corporate financial disclosures. They are mostly qualitative in nature. The listed companies in 1996- 1997 with respect to social and environmental disclosures (except human resource disclosure), make no quantitative disclosure.

According to Kumer et al., (2004) it is evident that around two-thirds (The poll surveyed a total of 70 workers, 49 company executives, and 32 public representatives) of the companies have policies on sustainable development, corporate governance, human rights, and international labor standards; over 90% of them claim compliance with relevant local legislation. The survey was carried out in the Dhaka city. Around 70% of the workers are dissatisfied with company policy; this dissatisfaction is centered on the realities of working hours, over payments, minimum wages, and health & safety measures. Thirty percent of the employees state that their company provided dispensary or clinic facilities. More than 73% of civil society representatives believed that children were exploited.

Furthermore, only 32% of the companies (out of 49 company executives) have formal policies on equal opportunities. But most company executives stated that their recruitment processes are free of sexual, racial, or religious discrimination. Around 63% of the employees are quite dissatisfied with the level of overtime pay and around 40% workers stated that overtime pay is less than that for regular time. Around 75% of the workers (out of 70 workers) appear not to belong to a trade union. It is likely that employees do not engage in trade union activities due to fear of losing their jobs. (Kumer et al., 2004)

6. Analysis

CSR in Hop Lun (BD) Ltd

From our empirical findings, it is evident that Hop Lun (BD) Ltd. is a 100% Swedish owned multinational company. From our study, it is evident that we have found little moral obligations by the corporations when it comes to CSR, and we have found only obligation of corporation is to generate profit. However Hop Lun (BD) Ltd. is performing social responsibility by satisfying their employees.

Stakeholder theory argues that there are other parties that are involved in business environment i.e., governmental bodies, political groups, trade associations, trade unions; communities associated corporation, prospective employees, prospective customers, and the public at large. Sometimes even competitors are counted as stakeholders (www.leansolutions.info). However, from the stakeholder perspective, Hop Lun (BD) Ltd. is only treating their shareholders, employee and government as their stakeholders. In this regard, they have overlooked the wide viewpoint of stakeholder theory, and thus, they are performing their social responsibility for inadequate stakeholders that they have recognized.

The stakeholder theory of the firm is used as a basis to analyze those groups to whom the firm should be responsible (Moir, 2001). Since we mentioned earlier, that Hop Lun (BD) Ltd. does not maintain this theory fully. Hop Lun (BD) only provides various facilities to their employees, and trying to satisfy their buyers.

However, we have found that the Hop Lun (BD) has some policies such as, SA 8000, General Policy Statement, Quality Policy, Wastage Policy, Environment, and Health & Safety Policy. By plasticizing different policies they are supporting the claims of Gupta (2007) that business should support and respect the protection of internationally proclaimed human rights; business should uphold the freedom of association, undertake initiatives to proper greater environmental responsibilities.

Many of the companies to have a policy to pay the minimum wages, however, very few companies steps to assess the actual cost of living. According to our empirical findings, it is evident that Hop Lun (BD) is maintaining SA 8000 properly. SA 8000 demands that owners of the factories should offer minimum wages. However, in Hop Lun (BD) the minimum wage is US\$ 30, which is higher than the stated minimum wage of Bangladesh. According to Kumer, et al., (2004) every company should consider the salary structure that should cover the cost of living. Through our observation, Hop Lun (BD) is offering more than the minimum wages that are declared by Government of Bangladesh (GOB). In addition, they are offering other benefits, such as transport facilities, foods, presence allowances, insurances, provident funds, etc.

From our empirical findings, it is evident that Hop Lun (BD) is maintaining its working hours properly (8 hours per day). However, from our archival research and interview with external stakeholders depict that most of the employees are quite dissatisfied with the working hours, and they seldom get extra payment for working beyond eight hours. However, in our Hop Lun (BD), employees are satisfied with their salaries and wages, and they are getting fair wage for their extra works.

The empirical evidences from Hop Lun (BD) Ltd. support the claims of Kumer, R. et al., (2004) that most of garment workers do not have the rights to join in trade unions. As we know that EPZ is a especial zone where

employees' right to join in trade union is restricted by the law, it is not possible for Hop Lun (BD) to support the trade union activity. However, WRWC is evident in Hop Lun (BD), and it supports the claim of Haque (2007) that in EPZ, workers under the leadership of Worker Welfare Committee had engaged in peaceful negotiation.

From our observation and interviewing different levels of employees of Hop Lun (BD), it is evident that employees of Hop Lun are satisfied with their working environment. We have observed that they have canteen, prayer room, water filters, fire safety instruments, and emergency exit facilities. Furthermore, they have child day care center and medical facilities. Thus in our overview, Hop Lun is trying to perform the social responsibility for their employees. From our observation, we have found hidden gender discrimination. It is evident that most of the workers are female, and when it comes to management position, it is difficult to number the women as manager. Thus, they have to do something to promote the gender equality through their employment policy; thus, the Gupta's (2007) CSR thought that company should eliminate discrimination is missing here.

According to our empirical findings, it is evident that Hop Lun (BD) is maintaining a healthy working environment. However, for the purpose of societal development, their effort is not enough, and Hop Lun (BD) is not contributing in the campaign against HIV/AIDS, protection of environment, human rights movements, fighting against discrimination.

According to our empirical findings, it is evident that Hop Lun (BD) has arranged different financial incentives for their employees i.e. bonus that is given twice in a year for all level employees, child day care home facility, maternity leave for women workers with pay etc, and these initiatives support the concept of CSR (Kumar, et al. 2004).

From our empirical findings, it is evident that several accidents occurred in garment factories, which caused human life. This is happening because of taking no safety measures by the companies. However, from our empirical findings it is evident that Hop Lun (BD) had already arranged different initiatives to prevent accidents, and they took different steps for preventing accidents such as, fire extinguishers and fire exit system in every floor, giving training to their workers how to escape in adverse situation. In this regard, these steps match with the CSR theory (Kumar, et al. 2004).

According to Clarkson (1995), we have found that there are two types of stakeholder i.e. primary stakeholder group and secondary stakeholder group. Primary group includes shareholders and investors, employees, customers and suppliers. On the other hand Secondary stakeholder group includes those, who influence or affect, or are influenced or affected by the corporation, but they are not engaged in transactions with the corporation and are not essential for its survival. However, from our interview with top management of Hop Lun (BD) Ltd it is evident that they only provide various benefits to the primary stakeholder and they have yet to consider the secondary stakeholder group as their stakeholder. Therefore, the broad spectrum of CSR is not perceptible in Hop Lun (BD). However, in our view, as Hop Lun (BD) is operating in a restricted zone, where entrance of general people is restricted, they have very little option to meet the secondary stakeholders.

From our empirical findings it is evident that, all the supervisors interviewed they are seemed to be happy though trade union is absent. Furthermore, they claimed that in the present context they do not realize any importance of trade union as their WRWC is working properly in labor related issues. According to our CSR theory business, uphold the freedom of association and the effective recognition of the right to collective bargaining (Gupta, 2007). As we mention earlier, due to legal constraint it is a long way to plasticize trade union activities and collective bargaining in Hop Lun (BD).

From our observation, it is evident that, there is no waste treatment plant in Hop Lun (BD) Ltd. though they have a waste management policy. It is also evident that Hop Lun (BD) does not maintain the SA 8000 policy fully, because in SA 8000 Policy statement they depict that they are communicating on a regular basis with their stakeholders regarding the progress of the standards, we did not observe any findings to support this claim. Thus, in our view they are not engaged in stakeholder dialogue. Furthermore, due to the absence of proper waste management plan in DEPZ, the nearby Bonshi River is being polluted every day.

According to our stakeholder theory, every organization should undertake initiative to promote greater environmental responsibility (Gupta, 2007). However, our empirical findings it is evident that there is no Waste Management Treatment Plant in Hop Lun (BD) Ltd as well as in DEPZ areas. We have observed that the polluted water that is coming from different industries of DEPZ is channeled in Bonshi River. As a result, nearby Bonshi river is polluting day by day. Furthermore, respondents from the local community of DEPZ, claim that they are suffering from several diseases, which occur due to the environmental pollution of DEPZ.

7. Recommendation

From our total study, we have found that CSR is very much important for developing countries like Bangladesh. However, where it needs its full pace, especially in the least Developed countries like Bangladesh,

but the concept of CSR is almost neglected by different companies. From our study, we can see that CSR plays a vital role in the developed countries, but in Bangladesh, it has yet to establish as a field of study. Here the main problem is to illiterate people as well as have too little idea about the CSR policy and practice.

In the context of Bangladesh, we can see that the advent of globalization and as national and territorial boundaries gradually dissolves; businesses are increasingly facing competition, both in the domestic as well as in the international market. So, the national and international business do like to maximize their profit ignore of CSR. And the second things the companies are not receiving any pressure from the society, which is related to CSR.

In our analysis section, it is important to note that any analysis of social disclosures would be incomplete if it fails to capture the socio-political and economic contexts in which the disclosures are made. We are trying to examine the CSR practices in the socio-political, economic, and regulatory context of Bangladesh. In our country, quantity of information disclosed is very low. The nature of disclosure is mainly descriptive and the credibility of information disclosed is questionable.

Another important section is to absence of corporate culture is very poor and or stock market is new. Most of the company's exclusive focus on annual reports may lead to an incomplete picture of CSR practices.

From our study we have so many findings but as we can say that Asian companies are decades behind their western counterparts in accepting the concept of their social responsibility to the society. Some companies are violent our environment Act. So, there must be some provisions in the companies Act 1994 regarding social and environmental disclosure.

We hope so that this problem will be overcome with the study of CSR in our University study as well as companies. Most of the national and multinational company's information disclosure process is poor. Therefore, the regulatory body of government should be improved and powerful.

Another recommendation is to make dialogues between stakeholders and investors or owner of the firms, as dialogues could resolve problems. CSR can be more effective if it extends to actions of capacity building through institutional development, assistance in technology and developing production process to ensure cost savings, waste minimization and increased productivity.

The export oriented garment industry is projected as a major success story for Bangladesh. Indeed its growth figures over the last 20 years or so give strong evidence of its contribution to the national economy. Most of the factory does not maintain good relation with workers. Demand of workers does not fulfilled by the owners. Every company should maintain good relation between workers and owners.

However, considering the BGMEA statistics CSR, EPZ industries have lot of things to do. They have yet to incorporate any programmed in promoting human rights, environmental protection and gender equality. But in the outside of EPZ the picture is totally opposite. There is no clear picture of CSR practice in our RMG sector.

However, from our discussion the following recommendations will arise:

- Minimum wage for which the agreements recommend reconstitution of a wage board and which could declare a minimum wage structure and ensure its implementation.
- All workers must be provided with appointment letters and ID cards.
- Ensure or establish trade union inside and outside of EPZ. This had in turned closed off the avenue towards a structured forum for negotiations and eventually led to a spontaneous uprising, which did not have any organizational structure or structured leadership.
- Workers will be given a weekly holiday and all other holidays as stipulated by the labor laws.
- Every factory shall employ workers without regard to race, cost, origin, color, gender, nationality, religion, and age, maternity or marital status. Works must be allowed maternity leaves as stipulated by the laws.
- Factory does not engage in or permit psychological coercion or physical abuse, including threats of violence, sexual harassment etc. regular workers must be paid doubled their basic wages if they are made to work overtime- more than eight hours.
- Factories shall employ only workers who meet the applicable minimum legal 14 years. The factory shall not employ any workers below 14 years of age.
- Worker shall respect the company policy and shall co-operate with the company rules and procedures. The rules and procedures of ever line with the BGMEA code of conduct and the relevant national laws.
- Workers will not be prevented from their right of association and forming trade unions or from conducting collective bargaining.
- When the workers terminate of the services, reasons must be ill health of the oral reasons not amounting to misconduct.

- Factory shall pay the workers at least the minimum legal wage for works as per gazette notification for the RMG sector.
- Working hours for adults should be ensured:
 - 1) Normal working hours a day-eight hours.
 - 2) Normal working hours a week-48 hours (6 working days in a week)
 - 3) Overtime allowed-9 hours per day with the consent of the workers. Worker may refuse overtime without any threat of penalty punishment.
- Piece rate workers shall be paid for the piece only piece rate work overtime payment. However the factory may pay production bonus, production performance of the worker. Worker may refuse overtime without any threat of penalty or punishment.
- The BGMEA and BKMEA will initiate effective steps to improve the working environment free of physical and mental abuse. In order to improve the health services of the worker the BGMEA, BKMEA and factories will improve their medical facilities.
- No women worker in any factory when she is pregnant. Organization must ensure the leave provision while she is pregnant. A woman worker shall be entitled to wages during the maternity leave.
- The employer should provide transport allowance, medical allowance, housing allowance etc.
- Night work should be avoided for pregnant (If it is needed to work pregnant employees in any organization) women and the more suitable work during this time.
- The factory shall be well ventilated. There shall be windows, fans and areas for adequate circulation.
- Every worker shall be responsible to keep their work area clean and area after work.
- The toilet should be well lighted and ventilated and maintained in a clear all times with suitable detergent and disinfectants. The male and female toilets should be separated.
- The factory should have a first aid kit for every 150 workers.
- The factory has welfare of his where live 100 or more workers officer shall be appointed as per the requirement of the local law.
- Every factory must included fire safety plant and include fire-fighting team, the rescue team, switching off the alarm etc. The factory has trained officer responsible for the proper maintenance firefighting equipment's, sand bucket and reserved water is provided in the factory. Ensure to cover with fire resisting material and main distribution board posted with "danger" sign.

In our study it is evident that the working environment in the Hop Lun (BD) be made more workers friendly and safe according to our field study period we have found that this practice is available in this organization but outsider organization are not same. So our recommendation, ensure this practice in every organization.

Now Bangladesh enters into the global markets and we have to make compete with two major RMG export countries like China and India. Buyers are now free to make their orders and to collect products. They have imposed the social compliance standard, but that was not so concern for them in the MFA period but in the new era we have to face strong challenges from competitive countries in every aspect of business. Buyers will be more sensitive on this issues and other will try them to do so.

Our recommendation is to make good syllabus, which must be introduce in different University of our country and make professionalism of garment sector. Reform law, regulatory board, BGMEA, related to body of all garment sectors and make accountability of this sector. Government is trying to examine the CSR practices in the social, political, economic and regulatory context of Bangladesh and disclosures should be checked of this new independent commission and establish this commission.

8. Conclusion

As a foreign company, having a pressure from its parent company, Hop Lun (BD) is trying their best, which eventually, proven themselves as a social responsible company. However, considering the broad spectrum of CSR, Hop Lun (BD), as well as the other EPZ factories has lot of things to do, as they have yet to incorporate trade unions, and waste management plants in their setting. Furthermore, the company has little involvement with the societal level, thus, they have yet to involve in different social movements i.e., fighting against corruption, fighting against drug, preventing sexual harassment, gender equality, and in building public awareness.

CSR gains considerable importance in western world, however, here in Bangladesh the momentum of CSR is very slow. As different companies are receiving little pressure from the stakeholders, they are reluctant to embrace CSR in their setting, and it will take considerable time to reach in the mind of different stakeholders. In addition, government support and attention in ensuring CSR practices by corporations is mission here.

Information disclosure and stakeholders' dialogue are the main issues, which are yet to be incorporated by different companies.

In societal level, widespread corruption, limitation in ensuring the implementation of different laws are helping different local and international companies to overlook the issues of human rights, environment, equality, which eventually, are impeding the process of embracing CSR in our Country.

In this regard, further research is needed to develop a mechanism through which stakeholders' dialogue could be ensured.

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