

Demographic Variation

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Table 1: q3: personal information

	Factory 90					Factory 63					Factory 13				
	N	Mean	Sd	Min	Max	N	Mean	Sd	Min	Max	N	Mean	Sd	Min	Max
Respondent age	248	27.71	5.22	19	51	174	27.09	5.43	18	47	183	26.28	5.86	17	46
Female	248	0.67	0.47	0	1	174	0.67	0.47	0	1	183	0.63	0.48	0	1
Years of schooling	248	7.13	3.09	0	14	174	6.10	3.58	0	13	183	6.84	3.08	0	12
Married	248	0.85	0.36	0	1	174	0.86	0.35	0	1	183	0.77	0.43	0	1
Separated, divorced or widow	248	0.03	0.17	0	1	174	0.07	0.25	0	1	183	0.03	0.18	0	1

Note:

Factory 90: 248 obs, factory 63: 174 obs, factory 13: 183 obs

Table 2: q7: Current terms and conditions and working condition of this factory job

		Factory 90		Factory 63		Factory 13	
		n	p	n	p	n	p
Section	sawing/making	152	0.61	117	0.67	133	0.73
	quality	16	0.06	6	0.03	8	0.04
	finishing	51	0.21	32	0.18	28	0.15
	sample man	1	0.00	1	0.01	2	0.01
	cutting man	26	0.10	15	0.09	11	0.06
	cutting man	16	0.06	2	0.01	3	0.02
	helper/lineman	49	0.20	21	0.12	47	0.26
	operator	108	0.44	101	0.58	82	0.45
	iron man	5	0.02	10	0.06	10	0.05
	quality man	1	0.00	2	0.01	3	0.02
Designation	quality inspector/qa	36	0.15	20	0.11	16	0.09
	supervisor	9	0.04	5	0.03	2	0.01
	folding man	7	0.03	6	0.03	2	0.01
	paker man/carton man	10	0.04	1	0.01	3	0.02

Note:

Factory 90: 248 obs, factory 63: 174 obs, factory 13: 183 obs

Table 3: q9.1: Relationship between supervisor / management and workers and organizational justice

		Factory 90		Factory 63		Factory 13	
		n	p	n	p	n	p
which statement best expresses the relationship between worker and staff / manag	workers are treated like family members	33	0.13	18	0.10	49	0.27
	factory has rules that all workers must be aware of and follow	119	0.48	92	0.53	71	0.39
	the management regularly consults workers or their representatives to find out a	27	0.11	16	0.09	27	0.15
	we are lucky to get the job therefore, we must obey orders	69	0.28	48	0.28	36	0.20

Note:

Factory 90: 248 obs, factory 63: 174 obs, factory 13: 183 obs

Table 4: q9.2: Do you agree with the following statements?

		Factory 90		Factory 63		Factory 13	
		n	p	n	p	n	p
my supervisor / lineman respects me, is polite with me	strongly disagree	2	0.01	8	0.05	0	0.00
	disagree	34	0.14	50	0.29	14	0.08
	neutral	21	0.08	16	0.09	10	0.06
	agree	121	0.49	68	0.39	108	0.59
	strongly agree	70	0.28	32	0.18	51	0.28
my supervisor/ lineman does not use bad language with me or make indecent commen	strongly disagree	3	0.01	8	0.05	0	0.00
	disagree	57	0.23	51	0.29	17	0.09
	neutral	17	0.07	18	0.10	9	0.05
	agree	134	0.54	83	0.48	112	0.61
	strongly agree	37	0.15	14	0.08	45	0.25
if i unintentionally make a mistake, my supervisor will side with me	strongly disagree	25	0.10	18	0.10	6	0.03
	disagree	69	0.28	71	0.41	61	0.33
	neutral	48	0.19	32	0.18	28	0.15
	agree	94	0.38	51	0.29	74	0.40
	strongly agree	12	0.05	2	0.01	14	0.08
i respect my supervisor's knowledge and skill regarding work	strongly disagree	0	0.00	0	0.00	0	0.00
	disagree	2	0.01	2	0.01	1	0.00
	neutral	18	0.07	23	0.13	7	0.04
	agree	128	0.52	98	0.56	113	0.62
	strongly agree	100	0.40	51	0.29	62	0.34
my supervisor speaks openly, in straight forward manner with me	strongly disagree	2	0.01	2	0.01	0	0.00
	disagree	22	0.09	13	0.08	6	0.03
	neutral	27	0.11	23	0.13	11	0.06
	agree	136	0.55	103	0.59	118	0.64
	strongly agree	61	0.25	33	0.19	48	0.26
i get fair salary and benefits in accordance with my work	strongly disagree	63	0.25	18	0.10	16	0.09
	disagree	91	0.37	55	0.32	50	0.27
	neutral	1	0.00	3	0.02	2	0.01
	agree	76	0.31	70	0.40	90	0.49
	strongly agree	17	0.07	28	0.16	25	0.14

Note:

Factory 90: 248 obs, factory 63: 174 obs, factory 13: 183 obs

Table 5: q10.1: How often do you experience the following?

		Factory 90		Factory 63		Factory 13	
		n	p	n	p	n	p
physical abuse (slapping, hitting, beating)	never	225	0.91	138	0.79	168	0.92
	less than once in a month	7	0.03	9	0.05	9	0.05
	once/ twice in a month	6	0.02	14	0.08	5	0.03
	once/ twice in a week	10	0.04	12	0.07	1	0.00
	everyday	0	0.00	1	0.01	0	0.00
verbal abuse (swearing)	never	29	0.12	10	0.06	50	0.27
	less than once in a month	1	0.00	0	0.00	20	0.11
	once/ twice in a month	7	0.03	7	0.04	29	0.16
	once/ twice in a week	70	0.28	46	0.26	74	0.40
	everyday	141	0.57	111	0.64	10	0.06
sexual harassment (touching, indecent proposal)	never	239	0.96	152	0.87	175	0.96
	less than once in a month	7	0.03	12	0.07	6	0.03
	once/ twice in a month	1	0.00	8	0.05	0	0.00
	once/ twice in a week	1	0.00	2	0.01	2	0.01
	everyday	0	0.00	0	0.00	0	0.00
behaviour that you makes you feel humiliated	never	89	0.36	36	0.21	100	0.55
	less than once in a month	35	0.14	19	0.11	36	0.20
	once/ twice in a month	59	0.24	45	0.26	32	0.18
	once/ twice in a week	60	0.24	59	0.34	12	0.07
	everyday	5	0.02	15	0.09	3	0.02
threats	never	142	0.57	80	0.46	138	0.75
	less than once in a month	30	0.12	19	0.11	16	0.09
	once/ twice in a month	38	0.15	31	0.18	17	0.09
	once/ twice in a week	37	0.15	25	0.14	9	0.05
	everyday	1	0.00	19	0.11	3	0.02

Note:

Factory 90: 248 obs, factory 63: 174 obs, factory 13: 183 obs

Table 6: q10.2-q10.10: Experience of abuse

		Factory 90		Factory 63		Factory 13	
		n	p	n	p	n	p
who is most likely to be physically abusive?	other worker	0	0.00	0	0.00	0	0.00
	line man	9	0.04	15	0.09	4	0.02
	supervisor	10	0.04	13	0.08	6	0.03
	manager	4	0.02	8	0.05	5	0.03
	no one does this	225	0.91	138	0.79	168	0.92
from whom is one more likely to hear verbal abuse or humiliating comments?	other worker	0	0.00	0	0.00	0	0.00
	line man	33	0.13	41	0.24	34	0.19
	supervisor	176	0.71	117	0.67	91	0.50
	manager	10	0.04	6	0.03	9	0.05
	this does not happen	29	0.12	10	0.06	49	0.27
who is more abused, men or women?	men	13	0.05	8	0.05	22	0.12
	women	77	0.31	47	0.27	46	0.25
	both equally	128	0.52	109	0.63	65	0.36
	no one is abused	30	0.12	10	0.06	50	0.27
	not meeting production target	164	0.66	131	0.75	74	0.40
what are the main reasons for verbal or physical abuse? (three reasons)	working slowly	98	0.40	61	0.35	40	0.22
	making mistakes/alterations	180	0.73	132	0.76	110	0.60
	being absent	33	0.13	42	0.24	53	0.29
	quarrels between themselves	1	0.00	2	0.01	3	0.02
	yes	178	0.81	124	0.76	63	0.47
have you ever experienced misbehavior, abuse or harassment in this factory?	no	41	0.19	40	0.24	72	0.53
if yes, what kind?	verbal abuse (swearing)	175	0.71	124	0.71	59	0.32
	behaviour that you makes you feel humiliated	94	0.38	88	0.51	39	0.21
	threats	48	0.19	65	0.37	14	0.08
	yes	3	0.01	1	0.01	10	0.06
have you ever experienced sexual harassment on your way to this factory? (taunte	no	245	0.99	173	0.99	173	0.94
if yes, what kind of harassment?	taunts/ comments	3	0.01	1	0.01	10	0.05

Table 6: q10.2-q10.10: Experience of abuse (*continued*)

		n	p	n	p	n	p
if yes, how frequently?	daily	0	0.00	0	0.00	0	0.00
	2/4 times in a week	1	0.00	0	0.00	0	0.00
	1/2 in a month	1	0.00	0	0.00	6	0.03
	very rarely	1	0.00	1	0.01	4	0.02
	never	245	0.99	173	0.99	173	0.94

Note:

Factory 90: 248 obs, factory 63: 174 obs, factory 13: 183 obs

Table 7: q9.1: Relationship between supervisor / management and workers and organizational justice, sewing vs all

		Factory 90				Factory 63				Factory 13			
		All		Sewing		All		Sewing		All		Sewing	
		n	p	n	p	n	p	n	p	n	p	n	p
which statement best expresses the relationship between worker and staff / manag	workers are treated like family members	33	0.13	19	0.12	18	0.10	10	0.08	49	0.27	34	0.26
	factory has rules that all workers must be aware of and follow	119	0.48	67	0.44	92	0.53	67	0.57	71	0.39	54	0.41
	the management regularly consults workers or their representatives to find out a	27	0.11	13	0.09	16	0.09	12	0.10	27	0.15	21	0.16
	we are lucky to get the job therefore, we must obey orders	69	0.28	53	0.35	48	0.28	28	0.24	36	0.20	24	0.18

Note:

Factory 90: 248 obs, factory 63: 174 obs, factory 13: 183 obs

Table 8: q9.2: Do you agree with the following statements?, sewing vs all

		Factory 90				Factory 63				Factory 13			
		All		Sewing		All		Sewing		All		Sewing	
		n	p	n	p	n	p	n	p	n	p	n	p
my supervisor / lineman respects me, is polite with me	strongly disagree	2	0.01	1	0.01	8	0.05	5	0.04	0	0.00	0	0.00
	disagree	34	0.14	28	0.18	50	0.29	40	0.34	14	0.08	9	0.07
	neutral	21	0.08	15	0.10	16	0.09	9	0.08	10	0.06	8	0.06
	agree	121	0.49	72	0.47	68	0.39	46	0.39	108	0.59	78	0.59
	strongly agree	70	0.28	36	0.24	32	0.18	17	0.14	51	0.28	38	0.29
my supervisor/ lineman does not use bad language with me or make indecent commen	strongly disagree	3	0.01	2	0.01	8	0.05	4	0.03	0	0.00	0	0.00
	disagree	57	0.23	44	0.29	51	0.29	41	0.35	17	0.09	10	0.08
	neutral	17	0.07	12	0.08	18	0.10	12	0.10	9	0.05	8	0.06
	agree	134	0.54	77	0.51	83	0.48	52	0.44	112	0.61	84	0.63
	strongly agree	37	0.15	17	0.11	14	0.08	8	0.07	45	0.25	31	0.23
if i unintentionally make a mistake, my supervisor will side with me	strongly disagree	25	0.10	17	0.11	18	0.10	14	0.12	6	0.03	3	0.02
	disagree	69	0.28	47	0.31	71	0.41	44	0.38	61	0.33	44	0.33
	neutral	48	0.19	29	0.19	32	0.18	23	0.20	28	0.15	22	0.16
	agree	94	0.38	54	0.36	51	0.29	35	0.30	74	0.40	56	0.42
	strongly agree	12	0.05	5	0.03	2	0.01	1	0.01	14	0.08	8	0.06
i respect my supervisor's knowledge and skill regarding work	strongly disagree	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
	disagree	2	0.01	1	0.01	2	0.01	2	0.02	1	0.00	0	0.00
	neutral	18	0.07	12	0.08	23	0.13	16	0.14	7	0.04	4	0.03
	agree	128	0.52	89	0.59	98	0.56	68	0.58	113	0.62	83	0.62
	strongly agree	100	0.40	50	0.33	51	0.29	31	0.26	62	0.34	46	0.35
my supervisor speaks openly, in straight forward manner with me	strongly disagree	2	0.01	1	0.01	2	0.01	1	0.01	0	0.00	0	0.00
	disagree	22	0.09	18	0.12	13	0.08	9	0.08	6	0.03	3	0.02
	neutral	27	0.11	19	0.12	23	0.13	16	0.14	11	0.06	7	0.05
	agree	136	0.55	82	0.54	103	0.59	69	0.59	118	0.64	90	0.68
	strongly agree	61	0.25	32	0.21	33	0.19	22	0.19	48	0.26	33	0.25
i get fair salary and benefits in accordance with my work	strongly disagree	63	0.25	41	0.27	18	0.10	14	0.12	16	0.09	10	0.08
	disagree	91	0.37	62	0.41	55	0.32	38	0.32	50	0.27	27	0.20
	neutral	1	0.00	0	0.00	3	0.02	2	0.02	2	0.01	2	0.02
	agree	76	0.31	43	0.28	70	0.40	43	0.37	90	0.49	73	0.55
	strongly agree	17	0.07	6	0.04	28	0.16	20	0.17	25	0.14	21	0.16

Note:

Factory 90: 248 obs, factory 63: 174 obs, factory 13: 183 obs

Table 9: q10.1: How often do you experience the following?, sewing vs all

		Factory 90				Factory 63				Factory 13			
		All		Sewing		All		Sewing		All		Sewing	
		n	p	n	p	n	p	n	p	n	p	n	p
	never	225	0.91	133	0.88	138	0.79	92	0.79	168	0.92	126	0.95
	less than once in a month	7	0.03	6	0.04	9	0.05	6	0.05	9	0.05	3	0.02
physical abuse (slapping, hitting, beating)	once/ twice in a month	6	0.02	4	0.03	14	0.08	10	0.08	5	0.03	3	0.02
	once/ twice in a week	10	0.04	9	0.06	12	0.07	9	0.08	1	0.00	1	0.01
	everyday	0	0.00	0	0.00	1	0.01	0	0.00	0	0.00	0	0.00
	never	29	0.12	11	0.07	10	0.06	5	0.04	50	0.27	41	0.31
	less than once in a month	1	0.00	1	0.01	0	0.00	0	0.00	20	0.11	16	0.12
	once/ twice in a month	7	0.03	1	0.01	7	0.04	5	0.04	29	0.16	14	0.10
verbal abuse (swearing)	once/ twice in a week	70	0.28	38	0.25	46	0.26	32	0.27	74	0.40	55	0.41
	everyday	141	0.57	101	0.66	111	0.64	75	0.64	10	0.06	7	0.05
	never	239	0.96	145	0.95	152	0.87	101	0.86	175	0.96	129	0.97
	less than once in a month	7	0.03	5	0.03	12	0.07	10	0.08	6	0.03	3	0.02
sexual harassment (touching, indecent proposal)	once/ twice in a month	1	0.00	1	0.01	8	0.05	6	0.05	0	0.00	0	0.00
	once/ twice in a week	1	0.00	1	0.01	2	0.01	0	0.00	2	0.01	1	0.01
	everyday	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
	never	89	0.36	42	0.28	36	0.21	23	0.20	100	0.55	81	0.61
	less than once in a month	35	0.14	21	0.14	19	0.11	17	0.14	36	0.20	22	0.16
behaviour that you makes you feel humiliated	once/ twice in a month	59	0.24	43	0.28	45	0.26	30	0.26	32	0.18	19	0.14
	once/ twice in a week	60	0.24	41	0.27	59	0.34	37	0.32	12	0.07	9	0.07
	everyday	5	0.02	5	0.03	15	0.09	10	0.08	3	0.02	2	0.02
	never	142	0.57	72	0.47	80	0.46	51	0.44	138	0.75	104	0.78
	less than once in a month	30	0.12	21	0.14	19	0.11	14	0.12	16	0.09	11	0.08
	once/ twice in a month	38	0.15	36	0.24	31	0.18	23	0.20	17	0.09	11	0.08
threats	once/ twice in a week	37	0.15	22	0.14	25	0.14	17	0.14	9	0.05	5	0.04
	everyday	1	0.00	1	0.01	19	0.11	12	0.10	3	0.02	2	0.02

Note:

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Factory 90: 248 obs, factory 63: 174 obs, factory 13: 183 obs

Table 10: q10.2-q10.10: Experience of abuse, sewing vs all

		Factory 90				Factory 63				Factory 13			
		All		Sewing		All		Sewing		All		Sewing	
		n	p	n	p	n	p	n	p	n	p	n	p
	other worker	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
	line man	9	0.04	9	0.06	15	0.09	12	0.10	4	0.02	3	0.02
who is most likely to be physically abusive?	supervisor	10	0.04	8	0.05	13	0.08	7	0.06	6	0.03	3	0.02
	manager	4	0.02	2	0.01	8	0.05	6	0.05	5	0.03	1	0.01
	no one does this	225	0.91	133	0.88	138	0.79	92	0.79	168	0.92	126	0.95
	other worker	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
	line man	33	0.13	21	0.14	41	0.24	26	0.22	34	0.19	20	0.15
from whom is one more likely to hear verbal abuse or humiliating comments?	supervisor	176	0.71	114	0.75	117	0.67	82	0.70	91	0.50	69	0.52
	manager	10	0.04	6	0.04	6	0.03	4	0.03	9	0.05	3	0.02
	this does not happen	29	0.12	11	0.07	10	0.06	5	0.04	49	0.27	41	0.31
	men	13	0.05	5	0.03	8	0.05	4	0.03	22	0.12	7	0.05
	women	77	0.31	67	0.44	47	0.27	37	0.32	46	0.25	37	0.28
who is more abused, men or women?	both equally	128	0.52	69	0.45	109	0.63	71	0.61	65	0.36	48	0.36
	no one is abused	30	0.12	11	0.07	10	0.06	5	0.04	50	0.27	41	0.31
	not meeting production target	164	0.66	108	0.71	131	0.75	85	0.73	74	0.40	51	0.38
	working slowly	98	0.40	66	0.43	61	0.35	46	0.39	40	0.22	25	0.19
what are the main reasons for verbal or physical abuse? (three reasons)	making mis-takes/alterations	180	0.73	124	0.82	132	0.76	93	0.79	110	0.60	77	0.58
	being absent	33	0.13	16	0.11	42	0.24	24	0.21	53	0.29	37	0.28
have you ever experienced misbehavior, abuse or harassment in this factory?	yes	178	0.81	118	0.84	124	0.76	83	0.74	63	0.47	41	0.44
	no	41	0.19	23	0.16	40	0.24	29	0.26	72	0.53	52	0.56

Table 10: q10.2-q10.10: Experience of abuse, sewing vs all (*continued*)

		n	p	n	p	n	p	n	p	n	p	n	p
if yes, what kind?	verbal abuse (swearing)	175	0.71	115	0.76	124	0.71	83	0.71	59	0.32	38	0.29
	behaviour that you makes you feel humiliated	94	0.38	70	0.46	88	0.51	58	0.50	39	0.21	25	0.19
	threats	48	0.19	41	0.27	65	0.37	46	0.39	14	0.08	9	0.07
	yes	3	0.01	2	0.01	1	0.01	0	0.00	10	0.06	8	0.06
have you ever experienced sexual harassment on your way to this factory? (taunte	no	245	0.99	150	0.99	173	0.99	117	1.00	173	0.94	125	0.94
if yes, how frequently?	daily	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
	2/4 times in a week	1	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
	1/2 in a month	1	0.00	1	0.01	0	0.00	0	0.00	6	0.03	5	0.04
	very rarely	1	0.00	1	0.01	1	0.01	0	0.00	4	0.02	3	0.02
	never	245	0.99	150	0.99	173	0.99	117	1.00	173	0.94	125	0.94

Note:

Factory 90: 248 obs, factory 63: 174 obs, factory 13: 183 obs

Table 11: q9.2: Do you agree with the following statements?,by gender

		Factory 90				Factory 63				Factory 13			
		Male		Female		Male		Female		Male		Female	
		n	p	n	p	n	p	n	p	n	p	n	p
my supervisor / lineman respects me, is polite with me	strongly disagree	0	0.00	2	0.01	3	0.05	5	0.04	0	0.00	0	0.00
	disagree	4	0.05	30	0.18	10	0.17	40	0.34	9	0.13	5	0.04
	neutral	8	0.10	13	0.08	7	0.12	9	0.08	1	0.02	9	0.08
	agree	42	0.51	79	0.48	25	0.43	43	0.37	38	0.56	70	0.61
	strongly agree	29	0.35	41	0.25	13	0.22	19	0.16	20	0.29	31	0.27
my supervisor/ lineman does not use bad language with me or make indecent commen	strongly disagree	1	0.01	2	0.01	3	0.05	5	0.04	0	0.00	0	0.00
	disagree	12	0.14	45	0.27	13	0.22	38	0.33	10	0.15	7	0.06
	neutral	5	0.06	12	0.07	4	0.07	14	0.12	1	0.02	8	0.07
	agree	50	0.60	84	0.51	33	0.57	50	0.43	38	0.56	74	0.64
	strongly agree	15	0.18	22	0.13	5	0.09	9	0.08	19	0.28	26	0.23
if i unintentionally make a mistake, my supervisor will side with me	strongly disagree	4	0.05	21	0.13	4	0.07	14	0.12	3	0.04	3	0.03
	disagree	19	0.23	50	0.30	23	0.40	48	0.41	24	0.35	37	0.32
	neutral	22	0.26	26	0.16	11	0.19	21	0.18	7	0.10	21	0.18
	agree	34	0.41	60	0.36	18	0.31	33	0.28	27	0.40	47	0.41
	strongly agree	4	0.05	8	0.05	2	0.03	0	0.00	7	0.10	7	0.06
i respect my supervisor's knowledge and skill regarding work	strongly disagree	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
	disagree	0	0.00	2	0.01	1	0.02	1	0.01	1	0.02	0	0.00
	neutral	4	0.05	14	0.08	8	0.14	15	0.13	2	0.03	5	0.04
	agree	35	0.42	93	0.56	31	0.53	67	0.58	46	0.68	67	0.58
	strongly agree	44	0.53	56	0.34	18	0.31	33	0.28	19	0.28	43	0.37
my supervisor speaks openly, in straight forward manner with me	strongly disagree	0	0.00	2	0.01	0	0.00	2	0.02	0	0.00	0	0.00
	disagree	1	0.01	21	0.13	2	0.03	11	0.10	5	0.07	1	0.01
	neutral	9	0.11	18	0.11	5	0.09	18	0.16	6	0.09	5	0.04
	agree	47	0.57	89	0.54	40	0.69	63	0.54	36	0.53	82	0.71
	strongly agree	26	0.31	35	0.21	11	0.19	22	0.19	21	0.31	27	0.24
i get fair salary and benefits in accordance with my work	strongly disagree	21	0.25	42	0.26	4	0.07	14	0.12	7	0.10	9	0.08
	disagree	27	0.32	64	0.39	17	0.29	38	0.33	30	0.44	20	0.17
	neutral	1	0.01	0	0.00	1	0.02	2	0.02	0	0.00	2	0.02
	agree	28	0.34	48	0.29	27	0.47	43	0.37	27	0.40	63	0.55
	strongly agree	6	0.07	11	0.07	9	0.16	19	0.16	4	0.06	21	0.18

Note:

Factory 90: 248 obs, factory 63: 174 obs, factory 13: 183 obs

Table 12: q10.1: How often do you experience the following?, by gender

		Factory 90				Factory 63				Factory 13			
		Male		Female		Male		Female		Male		Female	
		n	p	n	p	n	p	n	p	n	p	n	p
	never	75	0.90	150	0.91	49	0.84	89	0.77	61	0.90	107	0.93
	less than once in a month	1	0.01	6	0.04	3	0.05	6	0.05	5	0.07	4	0.04
physical abuse (slapping, hitting, beating)	once/ twice in a month	5	0.06	1	0.01	3	0.05	11	0.10	2	0.03	3	0.03
	once/ twice in a week	2	0.02	8	0.05	2	0.03	10	0.09	0	0.00	1	0.01
	everyday	0	0.00	0	0.00	1	0.02	0	0.00	0	0.00	0	0.00
	never	10	0.12	19	0.12	6	0.10	4	0.03	19	0.28	31	0.27
	less than once in a month	0	0.00	1	0.01	0	0.00	0	0.00	5	0.07	15	0.13
	once/ twice in a month	6	0.07	1	0.01	3	0.05	4	0.03	11	0.16	18	0.16
verbal abuse (swearing)	once/ twice in a week	28	0.34	42	0.26	15	0.26	31	0.27	28	0.41	46	0.40
	everyday	39	0.47	102	0.62	34	0.59	77	0.66	5	0.07	5	0.04
	never	80	0.96	159	0.96	53	0.91	99	0.85	65	0.96	110	0.96
	less than once in a month	3	0.04	4	0.02	4	0.07	8	0.07	2	0.03	4	0.04
sexual harassment (touching, indecent proposal)	once/ twice in a month	0	0.00	1	0.01	1	0.02	7	0.06	0	0.00	0	0.00
	once/ twice in a week	0	0.00	1	0.01	0	0.00	2	0.02	1	0.02	1	0.01
	everyday	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
	never	34	0.41	55	0.33	13	0.22	23	0.20	33	0.48	67	0.58
	less than once in a month	13	0.16	22	0.13	5	0.09	14	0.12	12	0.18	24	0.21
behaviour that you makes you feel humiliated	once/ twice in a month	17	0.20	42	0.26	16	0.28	29	0.25	17	0.25	15	0.13
	once/ twice in a week	19	0.23	41	0.25	21	0.36	38	0.33	4	0.06	8	0.07
	everyday	0	0.00	5	0.03	3	0.05	12	0.10	2	0.03	1	0.01
	never	56	0.68	86	0.52	34	0.59	46	0.40	52	0.76	86	0.75
	less than once in a month	8	0.10	22	0.13	4	0.07	15	0.13	4	0.06	12	0.10
	once/ twice in a month	5	0.06	33	0.20	6	0.10	25	0.22	8	0.12	9	0.08
threats	once/ twice in a week	14	0.17	23	0.14	6	0.10	19	0.16	3	0.04	6	0.05
	everyday	0	0.00	1	0.01	8	0.14	11	0.10	1	0.02	2	0.02

Note:

13

Factory 90: 248 obs, factory 63: 174 obs, factory 13: 183 obs

Table 13: q10.2-q10.10: Experience of abuse, by gender

		Factory 90				Factory 63				Factory 13			
		Male		Female		Male		Female		Male		Female	
		n	p	n	p	n	p	n	p	n	p	n	p
who is most likely to be physically abusive?	other worker	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
	line man	2	0.02	7	0.04	2	0.03	13	0.11	1	0.02	3	0.03
	supervisor	3	0.04	7	0.04	4	0.07	9	0.08	2	0.03	4	0.04
	manager	3	0.04	1	0.01	2	0.03	6	0.05	4	0.06	1	0.01
	no one does this	75	0.90	150	0.91	50	0.86	88	0.76	61	0.90	107	0.93
from whom is one more likely to hear verbal abuse or humiliating comments?	other worker	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
	line man	12	0.14	21	0.13	13	0.22	28	0.24	12	0.18	22	0.19
	supervisor	57	0.69	119	0.72	37	0.64	80	0.69	31	0.46	60	0.52
	manager	4	0.05	6	0.04	2	0.03	4	0.03	7	0.10	2	0.02
	this does not happen	10	0.12	19	0.12	6	0.10	4	0.03	18	0.26	31	0.27
who is more abused, men or women?	men	7	0.08	6	0.04	5	0.09	3	0.03	13	0.19	9	0.08
	women	10	0.12	67	0.41	9	0.16	38	0.33	16	0.24	30	0.26
	both equally	55	0.66	73	0.44	38	0.66	71	0.61	20	0.29	45	0.39
	no one is abused	11	0.13	19	0.12	6	0.10	4	0.03	19	0.28	31	0.27
what are the main reasons for verbal or physical abuse? (three reasons)	not meeting production target	52	0.63	112	0.68	46	0.79	85	0.73	26	0.38	48	0.42
	working slowly	27	0.33	71	0.43	16	0.28	45	0.39	16	0.24	24	0.21
	making mistakes/alterations	57	0.69	123	0.75	37	0.64	95	0.82	38	0.56	72	0.63
	being absent	14	0.17	19	0.12	15	0.26	27	0.23	22	0.32	31	0.27
have you ever experienced misbehavior, abuse or harassment in this factory?	yes	54	0.74	124	0.85	37	0.71	87	0.78	22	0.44	41	0.48
	no	19	0.26	22	0.15	15	0.29	25	0.22	28	0.56	44	0.52
	verbal abuse (swearing)	54	0.65	121	0.73	37	0.64	87	0.75	20	0.29	39	0.34
	behaviour that you makes you feel humiliated	21	0.25	73	0.44	22	0.38	66	0.57	12	0.18	27	0.23

Table 13: q10.2-q10.10: Experience of abuse, by gender (*continued*)

		n	p	n	p	n	p	n	p	n	p	n	p
if yes, what kind?													
	threats	7	0.08	41	0.25	15	0.26	50	0.43	4	0.06	10	0.09
have you ever experienced sexual harassment on your way to this factory? (taunte	yes	1	0.01	2	0.01	0	0.00	1	0.01	0	0.00	10	0.09
	no	82	0.99	163	0.99	58	1.00	115	0.99	68	1.00	105	0.91
if yes, how frequently?	daily	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
	2/4 times in a week	1	0.01	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
	1/2 in a month	0	0.00	1	0.01	0	0.00	0	0.00	0	0.00	6	0.05
	very rarely	0	0.00	1	0.01	0	0.00	1	0.01	0	0.00	4	0.04
	never	82	0.99	163	0.99	58	1.00	115	0.99	68	1.00	105	0.91

Note:

Factory 90: 248 obs, factory 63: 174 obs, factory 13: 183 obs

Table 14: q10.12/q10.16: injuries at current factory

		Factory 90		Factory 63		Factory 13	
		n	p	n	p	n	p
have you ever been injured while working in this factory?	no	204	0.82	137	0.79	140	0.76
	yes	44	0.18	37	0.21	43	0.24
do you feel safe working in this factory?	no	11	0.04	9	0.05	1	0.00
	yes	237	0.96	165	0.95	182	1.00

Note:

Factory 90: 248 obs, factory 63: 174 obs, factory 13: 183 obs

Table 16: q14.2-14.18: Representation and freedom of speech

		Factory 90		Factory 63		Factory 13	
		n	p	n	p	n	p
is there a workers' participation committee (wpc) in the factory?	% saying yes	241	0.99	172	1.00	179	1.00
are the members elected by the workers or selected by the management?	don't know	4	0.02	2	0.01	32	0.18
	elected	233	0.97	167	0.97	83	0.46
	selected	4	0.02	3	0.02	64	0.36
if they were elected, did you vote?	% saying yes	187	0.80	154	0.92	58	0.70
are you a member of wpc?	% saying yes	3	0.01	7	0.04	5	0.03
are you or were you ever in a leadership position in the wpc?	% saying yes	1	0.00	4	0.02	4	0.02
have you ever taken any complaint to the wpc?	% saying yes	11	0.05	14	0.08	5	0.03
workers can openly express their views when they take any complaints to the wpc	agree	140	0.58	78	0.45	109	0.61
	disagree	8	0.03	18	0.10	9	0.05
	neutral	23	0.10	16	0.09	7	0.04
	strongly agree	70	0.29	59	0.34	53	0.30
	strongly disagree	0	0.00	1	0.01	1	0.01
wpc looks out for problems and complaints of workers	agree	137	0.57	101	0.59	124	0.69
	disagree	10	0.04	19	0.11	6	0.03
	neutral	43	0.18	24	0.14	13	0.07
	strongly agree	50	0.21	27	0.16	36	0.20
	strongly disagree	1	0.00	1	0.01	0	0.00
the management gives importance to the wpc	agree	111	0.46	96	0.56	106	0.59
	disagree	27	0.11	24	0.14	9	0.05
	neutral	59	0.24	31	0.18	31	0.17
	strongly agree	43	0.18	17	0.10	32	0.18
	strongly disagree	1	0.00	4	0.02	1	0.01
wpc is effective and it has a positive influence on the work environment	agree	114	0.47	99	0.58	108	0.60
	disagree	17	0.07	24	0.14	11	0.06
	neutral	59	0.24	36	0.21	24	0.13
	strongly agree	46	0.19	11	0.06	35	0.20
	strongly disagree	5	0.02	2	0.01	1	0.01
	agree	116	0.48	96	0.56	100	0.56

Table 16: q14.2-14.18: Representation and freedom of speech (*continued*)

		n	p	n	p	n	p
the wpc can give a satisfactory solution to the complaints that it receives	disagree	24	0.10	23	0.13	16	0.09
	neutral	53	0.22	34	0.20	18	0.10
	strongly agree	44	0.18	15	0.09	45	0.25
	strongly disagree	4	0.02	4	0.02	0	0.00
is there is a trade union/ labour organization in this factory?	% saying yes	11	0.11	9	0.26	20	0.25
if yes, are you a member of or in a leadership position in that trade union?	neither	11	1.00	9	1.00	20	1.00
	yes, leader	0	0.00	0	0.00	0	0.00
	yes, member	0	0.00	0	0.00	0	0.00
are you associated with any trade union/ labour organization outside the factory	% saying yes	0	0.00	1	0.01	1	0.01
do you think these kinds of labour organizations are effective in resolving work	do not know	156	0.63	139	0.80	113	0.62
	effective	76	0.31	34	0.20	62	0.34
	not effective	13	0.05	1	0.01	4	0.02
	very effective	3	0.01	0	0.00	4	0.02
how does the management view being involved with such labour organizations?	don't know	170	0.68	155	0.89	134	0.73
	accepts it	22	0.09	4	0.02	18	0.10
	encourages it	3	0.01	0	0.00	0	0.00
	objects to it	53	0.21	15	0.09	31	0.17
has this factory ever harassed you, disciplined you or demoted you for being inv	did not try to be involved	241	0.97	170	0.98	174	0.95
	no	6	0.02	3	0.02	9	0.05
	yes	1	0.00	1	0.01	0	0.00
have you participated in any job related protest, movement or public meeting in	% saying yes	0	0.00	30	0.17	1	0.01

Note:

Factory 90: 248 obs, factory 63: 174 obs, factory 13: 183 obs

Table 15: q14.1: If the workers have any problems or complaints, where do they raise their complaints ?

		Factory 90		Factory 63		Factory 13	
		n	p	n	p	n	p
When workers have complaints, they raise them at wpc (pc committee)	never	1	0.00	2	0.01	1	0.00
	hardly	37	0.15	47	0.27	62	0.34
	sometimes	150	0.60	93	0.53	92	0.50
	most often	53	0.21	28	0.16	21	0.12
	don't know	7	0.03	4	0.02	7	0.04
When workers have complaints, they raise them at trade union/labour associations inside the factory	never	50	0.20	10	0.06	33	0.18
	hardly	5	0.02	5	0.03	7	0.04
	sometimes	0	0.00	1	0.01	8	0.04
	most often	0	0.00	0	0.00	0	0.00
	don't know	193	0.78	158	0.91	135	0.74
When workers have complaints, they raise them at trade union/labour associations outside the factory	never	59	0.24	9	0.05	28	0.15
	hardly	2	0.01	3	0.02	6	0.03
	sometimes	0	0.00	0	0.00	0	0.00
	most often	0	0.00	0	0.00	0	0.00
	don't know	187	0.75	162	0.93	149	0.81
When workers have complaints, they raise them at complaint box	never	3	0.01	7	0.04	8	0.04
	hardly	114	0.46	94	0.54	105	0.57
	sometimes	108	0.44	57	0.33	45	0.25
	most often	21	0.08	7	0.04	11	0.06
	don't know	2	0.01	9	0.05	14	0.08
When workers have complaints, they raise them at to the supervisor	never	25	0.10	29	0.17	16	0.09
	hardly	77	0.31	56	0.32	32	0.18
	sometimes	60	0.24	37	0.21	53	0.29
	most often	82	0.33	49	0.28	77	0.42
	don't know	4	0.02	3	0.02	5	0.03
When workers have complaints, they raise them at directly to the management	never	73	0.29	71	0.41	49	0.27
	hardly	89	0.36	48	0.28	82	0.45
	sometimes	71	0.29	36	0.21	40	0.22
	most often	11	0.04	9	0.05	6	0.03
	don't know	4	0.02	10	0.06	6	0.03
When workers have complaints, they raise them at others (complains to buyer/brand auditor)	never	151	0.61	106	0.61	138	0.75
	hardly	2	0.01	0	0.00	3	0.02
	sometimes	0	0.00	0	0.00	0	0.00
	most often	0	0.00	0	0.00	0	0.00
	don't know	95	0.38	68	0.39	42	0.23

Note:

Factory 90: 248 obs, factory 63: 174 obs, factory 13: 183 obs

Table 17: q15.7-15.9: knowledge of laws

		Factory 90		Factory 63		Factory 13	
		n	p	n	p	n	p
have you heard about the sexual harassment law?	% saying yes	78	0.31	55	0.32	54	0.30
Do you know whether any incident of sexual harassment in this factory has been raised with the WPC or the management?	% saying yes	6	0.02	13	0.07	5	0.03
Do you know whether any incident of sexual harassment in this factory has been raised with the government's department of labour inspector in the past 12 months?	% saying yes	1	0.00	0	0.00	0	0.00

Note:

Factory 90: 248 obs, factory 63: 174 obs, factory 13: 183 obs

Table 18: q17: job satisfaction

		Factory 90		Factory 63		Factory 13	
		n	p	n	p	n	p
building safety	very dissatisfied	1	0.00	1	0.01	2	0.01
	neither satisfied nor dissatisfied	5	0.02	3	0.02	3	0.02
	satisfied	242	0.98	170	0.98	178	0.97
safety re: fire and electricity	very dissatisfied	0	0.00	0	0.00	2	0.01
	neither satisfied nor dissatisfied	11	0.04	8	0.05	3	0.02
	satisfied	237	0.96	166	0.95	178	0.97
healthy work environment (open, light, air, clean, toilet, drinking water)	very dissatisfied	2	0.01	1	0.01	2	0.01
	neither satisfied nor dissatisfied	5	0.02	1	0.01	1	0.00
	satisfied	241	0.97	172	0.99	180	0.98
working hours and overtime	very dissatisfied	141	0.57	33	0.19	24	0.13
	neither satisfied nor dissatisfied	60	0.24	63	0.36	99	0.54
	satisfied	47	0.19	78	0.45	60	0.33
production target	very dissatisfied	94	0.38	67	0.38	16	0.09
	neither satisfied nor dissatisfied	82	0.33	48	0.28	121	0.66
	satisfied	72	0.29	59	0.34	46	0.25
behaviour of management	very dissatisfied	16	0.06	37	0.21	2	0.01
	neither satisfied nor dissatisfied	75	0.30	41	0.24	42	0.23
	satisfied	157	0.63	96	0.55	139	0.76
opportunity to complain	very dissatisfied	5	0.02	7	0.04	4	0.02
	neither satisfied nor dissatisfied	54	0.22	38	0.22	30	0.16
	satisfied	189	0.76	129	0.74	149	0.81
salary and bonus	very dissatisfied	97	0.39	28	0.16	50	0.27
	neither satisfied nor dissatisfied	55	0.22	37	0.21	16	0.09
	satisfied	96	0.39	109	0.63	117	0.64
date of salary payment	very dissatisfied	0	0.00	1	0.01	1	0.00
	neither satisfied nor dissatisfied	24	0.10	27	0.16	19	0.10
	satisfied	224	0.90	146	0.84	163	0.89
	very dissatisfied	55	0.22	55	0.32	19	0.10

Table 18: q17: job satisfaction (*continued*)

		n	p	n	p	n	p
job security	neither satisfied nor dissatisfied	30	0.12	23	0.13	28	0.15
	satisfied	163	0.66	96	0.55	136	0.74
opportunity for training and skill development	very dissatisfied	25	0.10	17	0.10	2	0.01
	neither satisfied nor dissatisfied	143	0.58	127	0.73	92	0.50
	satisfied	80	0.32	30	0.17	89	0.49
opportunity of promotion	very dissatisfied	62	0.25	35	0.20	23	0.13
	neither satisfied nor dissatisfied	110	0.44	86	0.49	100	0.55
	satisfied	76	0.31	53	0.30	60	0.33
considering everything, how satisfied are you with your job?	very dissatisfied	15	0.06	22	0.13	4	0.02
	neither satisfied nor dissatisfied	96	0.39	50	0.29	26	0.14
	satisfied	137	0.55	102	0.59	153	0.84
	like friends	118	0.48	64	0.37	87	0.48
what is your relationship with your colleagues like? (read out one response)	like family	124	0.50	106	0.61	86	0.47
	have conflicts	0	0.00	0	0.00	0	0.00
	support one another	6	0.02	4	0.02	10	0.06

Note:

Factory 90: 248 obs, factory 63: 174 obs, factory 13: 183 obs

Table 19: q18.1-18.4: Emotions at workplace

		Factory 90		Factory 63		Factory 13	
		n	p	n	p	n	p
	Good behaviour of management	106	0.43	67	0.39	64	0.35
	Management look out for workers benefit and problems	124	0.50	86	0.49	68	0.37
	Good annual pay raise	171	0.69	125	0.72	111	0.61
	Fair salary	129	0.52	83	0.48	84	0.46
	Festival leave	14	0.06	3	0.02	27	0.15

Table 19: q18.1-18.4: Emotions at workplace (*continued*)

		n	p	n	p	n	p
what do you think	Paid leave	30	0.12	12	0.07	36	0.20
– what is needed	Auto	5	0.02	1	0.01	3	0.02
for workers’	machine						
emotional	Safe	37	0.15	18	0.10	42	0.23
well-being and	building						
product	Other	53	0.21	37	0.21	31	0.17
	never	177	0.71	126	0.72	98	0.54
How often do you	sometimes	66	0.27	38	0.22	79	0.43
feel nervous/	always	5	0.02	10	0.06	6	0.03
worried?	never	121	0.49	115	0.66	106	0.58
	sometimes	97	0.39	39	0.22	63	0.34
How often do you	always	30	0.12	20	0.12	14	0.08
feel afraid?	never	1	0.00	5	0.03	3	0.02
	sometimes	18	0.07	27	0.16	38	0.21
How often do you	always	229	0.92	142	0.82	142	0.78
feel alert?	never	1	0.00	8	0.05	2	0.01
	sometimes	70	0.28	59	0.34	70	0.38
How often do you	always	177	0.71	107	0.62	111	0.61
feel enthusiastic/	never	16	0.06	13	0.08	4	0.02
eager?	sometimes	99	0.40	77	0.44	72	0.39
	always	133	0.54	84	0.48	107	0.58
How often do you	never	6	0.02	2	0.01	3	0.02
feel proud?	sometimes	82	0.33	69	0.40	61	0.33
	always	160	0.64	103	0.59	119	0.65
How often do you							
feel contented?							

Note:

Factory 90: 248 obs, factory 63: 174 obs, factory 13: 183 obs