

論文要旨

Summary of Dissertation

氏名 Name	Rahman Saidur
論文題目 Title	“Subjective well-being strategies” of the female garment workers in Bangladesh
和訳または英訳 Translation (J->E, or E->J)	Bangladeshにおける女性縫製工場労働者の「主観的ウェルビーイング戦略」にかかる研究
<p>Bangladesh is well-known abroad for its garment industry. This sector has been strongly contributing to the national economy and development by creating many employment opportunities for the less-educated people. Among the employees, the majority are female workers who have migrated from rural areas. The current wages and income, housing conditions, and other basic needs of workers are insufficient when considering the current market value of daily necessities and standardized for human beings.</p> <p>Literature shows that workers, especially female garment workers, face many problems to fulfill their own and family needs. In contrast, they feel happy or satisfied (subjectively well) about their current situations, which does not correspond to the current well-being models that assume subjective well-being as a positive consequence of achieving good objective well-being dimensions. Meanwhile, sizable literature reveals that the objective well-being dimensions of the female garment workers are not satisfactory, but they are subjectively well. Likewise, the literature does not identify how the female garment workers keep themselves subjectively well, which was a literature gap in Bangladesh's perspective. Therefore, the main research question of the study was, what strategies make the female garment workers subjectively well despite the problems in objective well-being dimensions? Additional two questions of the study are, 1. What factors make the rural less educated women migrate to urban areas and join the garment industries in Bangladesh? and 2. what are the current well-being situations of the female garment workers?</p> <p>This study was done by using a qualitative approach. At the early stage, a pre-interview was conducted to identify the factors of migration; further, the study conducted a qualitative survey to measure the well-being situations of the female garment workers. Moreover, in-depth interviews and KII to identify the subjective well-being strategies of the female garment workers were also executed. The modified OECD well-being framework was followed to measure well-being and the</p>	

modified sustainable livelihood approach was followed to identify the subjective well-being strategies. In total, 50 current female garment workers were selected for the qualitative survey (questionnaire), 25 participated in in-depth interviews with current and retired female garment workers from five industries, and 6 KII were taken through a purposive sampling technique for the triangulation of data. The data has been collected from February 2019 to March 2019, December 2019 to January 2020, September 2021 from the Gazipur district in Bangladesh. The results have been discussed thematically. APA referencing has been used.

Every year, educated and less educated males and females migrate to urban areas in Bangladesh. The common work destination of the most less-educated women is the garment industry. In the last 20 years, the working opportunities have been increasing sharply for the less educated women in rural areas rather than urban areas. Thereby, the first additional research question raised, which factors make the less educated rural women migrate, considering greater working opportunities for them in villages and other problems for them in cities. The author highlighted these issues during the pre-interview time. The findings of the pre-interview show that rural poverty was a minor factor of migration for less-educated rural women. However, the findings also reveal that families and societies view divorced and separated women as negative omens, a fact which has made their lives very uncomfortable in villages. It shows that the intolerable torture of broken families and the demand for dowry force them to be migrants. Simultaneously, the restricted lifestyle and lack of freedom in villages have caused them to migrate toward urban freedom. The pre-interview findings also show that for such women, urban jobs are harder to come by outside the scope of the garment industry; furthermore, the presence of more women in the garment industry was a bonus factor. The results concluded that the female garment workers were bounded to migrate to urban areas. They have less interest to go back to the village before retirement. Thereby, the author further focused on the current objective and subjective well-being of the female garment workers in Bangladesh.

The literature identified that female garment workers' objective dimensions are at a very dissatisfactory level, but they feel good about their life. This information was needed from primary data before starting the in-depth interviews for this study. Hence, the second additional question of this study was to measure the current well-being situations of female garment workers. A questionnaire was conducted to measure the current objective and subjective well-being situations of the female

garment workers. The findings of the questionnaire reveal that the objective well-being dimensions of the participants were insufficient for keeping a minimally healthy or happy life. For example, the expenditure in Gazipur city is about two times the worth of their income. The results also show that the female workers face problems to fulfill their other necessities, living in a good housing environment, and maintaining their families properly. In contrast, the results of the questionnaire reveal that 78% of participants feel satisfied with their life, 88% feel happy, and 90% have good feelings about their life goals. The summary of the questionnaire illustrates that female garment workers are subjectively well despite the problems in objective well-being dimensions. Therefore, an in-depth interview was needed to identify subjective well-being strategies.

Literature and the qualitative survey identify that female garment workers are subjectively well despite the problems in objective well-being dimensions. It created a puzzle that how the female garment workers keep them subjectively well. During the qualitative survey, it was clear that the participants use strategies, either concrete or abstract, for enhancing their subjective well-being. But the strategies of subjective well-being have not been identified in past research and qualitative survey. Therefore, the main question of the study was, what strategies make the female garment workers subjectively well. Data was collected through in-depth interviews with female garment workers, and experts. Subjective well-being is classified into domain issues, affects, and eudaimonia aspects. The results of the interviews show that female workers use various strategies for these three aspects. The findings illustrate that participants use various strategies for domain issues. First, to keep a balance between income and expenditure, they save money in the coin box, borrow money, share their daily necessities with families and colleagues, and go to market at the last moment of the day when the products have their price reduced. Second, to keep the workplace friendly, for instance, they try to satisfy their bosses, show good behavior, and praise them often to avoid complexities. Lastly, the findings moreover show keeping the family calm besides working are other strategies. For example, living in a low-rent house sharing space with families, friends, or colleagues; sending the children to live with their grandparents in villages, and sharing the childcare with the neighborhood. These strategies help to minimize the expenditure, to keep a good working environment, and find a way to manage

the family properly. For affect, the findings of the interviews furthermore reveal that some strategies minimize the negative aspects and bring positivity to their life. For instance, participants keep themselves calm; maintain groups to tackle the outside problems; share sorrow, sadness, and worry with families, friends, and colleagues, which minimizes the negative aspects. In addition, comparing themselves with lower-class people, acting like a person with disabilities, keeping the pictures of parents and children, spending time with children, and keeping themselves busy increase the participants' happiness, joy, and contentment. The results of the study also show that various strategies fulfill the Eudaimonia aspects of the participants. For example, freedom in personal life removes the sadness; having good relationships with neighbors, having faith in religions, feeling self-satisfaction, and doing direct attempts to improve their condition are measures that help them to fix the aim and achieve it. These strategies were taken to make themselves subjectively in eudaimonia aspects.

In conclusion, every year, still rural less-educated women migrate to urban areas, despite the working opportunities in villages, and join the garment industry. The main factor is rural restricted life and urban freedom. It is high time to ensure the freedom and well-being of rural women with the help of government authorities and local influential persons. The current female garment workers have less interest in returning to the villages. At present, they feel subjective well-being despite the problems in objective well-being dimensions. The study identifies that the facilities of garment industries do not bring the workers' happiness, rather some strategies that help them being subjectively well. The strategies of subjective well-being were classified into strategies for instant subjective well-being and long-term subjective well-being. This study fulfills the gap in the existing literature that did not identify in the past. Female workers in other organizations in Bangladesh and developing countries who have difficulties in objective well-being dimensions can take these strategies for instant and long-term subjective well-being. This is the new knowledge from Bangladesh's perspective which can become useful literature for researchers. The study contributes theoretically, methodologically and gives support for future policy formulations. Though these strategies make people happy, this is not the best solution for improving their condition. The policymakers should be more concerned with the workers' objective dimensions and the employers should improve the facilities of the female workers. Thus, they can be subjectively well with the fulfillment of objective well-being dimensions without strategies. Meanwhile, there are some

limitations. Therefore, further research should be conducted on this issue in broad aspects. A subjective well-being model has emerged considering the results of this study and this model could become widespread and recognized by other researchers globally. This model could help to better identify strategies used by female garment workers that are attempting to compensate for problematic living conditions of many sorts.