

Project Report

HATIL COMPLEX LTD.

General overview on
Workers Health and Safety Condition

Prepared For:

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Lecturer,

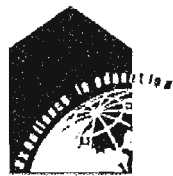
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LETTER OF TRANSMISSION

7th December, 2007

Taskina Ali

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Subject: Letter of Transmittal.

Dear Madam,

I am submitting my Project Paper on Workers Health & Safety Condition of **HATIL COMPLEX LTD.** I have really learned a lot and have gained valuable experience while collecting material and preparing this Project paper. I have tried my best to prepare this project up to the required standard.

I hope that my project will be able to satisfy you.

Thank you very much.

Yours Sincerely,

Farzana Haque

Farzana Haque

ACKNOWLEDGEMENT

Firstly of we would like to thank almighty God for helping and showing us the right path to complete the report on time.

I can remember those people from different departments who have contributed to finalize this project paper. I am grateful to my supervisor Mrs. Taskina Ali, Lecturer of the Department of Business Administration at East West University. I would not dare to select such a rare and challenging area for My Project Paper without his encouragement. I am also thankful to her for giving me guidance to prepare the Project Paper.

I am very grateful to **Mr. Shafiqur Rahman (Director), Mr. Siddhartha Barua (Sr. Manager R & D)**, for helping me to reach to the proper source of information and all the Top management, employees & workers at all the level at HATIL COMPLEX LTD. for their great support, Cooperation and valuable time for providing all the information and filling up the questionnaire related to their organization.

Lastly we would apologize to our course instructor and all the other people who are associated with this report.

At the end, it is me who is responsible for any mistake in this project.

Name: **Farzana Haque**

I.D: 2003-2-14-026

Executive Summary

Organization needs to ensure **safe and healthy working environment** for their employees. Work can be a dangerous place, not only for blue-collar workers who must use hazardous equipment and sometimes-toxic substances, but for white-collar workers as well. Many hazards have immediate consequences, such as an injury from an accident. Often, however, the effects of work conditions do not show up for many years. Such as a cancer that is produced from years of exposure to a carcinogenic chemical or heart disease that results from years of high-pressure demands and low control.

There are **three** reasons why organizations try to create a safe and healthy work environment for their employees. The first reason **moral**, that means the organization genuinely cares for its members. Secondly **economic** that means the financial and nonfinancial benefits for the company. Like lower absenteeism, turnover, higher productivity, profit increase, reduce cost etc. and finally **legal** means compliance with federal, state and local regulations.

Now a day's organization **health & safety** is a sensitive issue in Bangladesh. survey on health & safety among employees of HATIL COMPLEX LTD. who were asked to rank such factors according their expectations, To learn about the health & safety condition of employees there is developed a survey on health & safety according to Labor Law Code 2006.. This study is conducted to analyze the health & safety condition among the employees of **HATIL COMPLEX LTD.** Though health &

safety condition is considered as a psychological factor but in this project on health & safety is analyzed from not only organizational perspective but also Bangladesh perspective. In simple terms, it is the extent to which one feels good about the work environment. People are paying attention to work in the organization as well as the services where they get more satisfaction. It is human behavior. But in reality we see that organization can't ensure it. This study has examined how the employees perceive the term health & safety and also noticeable the causes those make employees satisfied or dissatisfied. This study has tried to expose awareness regarding health & safety issue among top management, mid level and operational level employees of HATIL COMPLEX LTD. and also try to focus government rules and regulation about health & safety issue.

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Origin of the report:

Taskina Ali, Faculty of East West University, assigned the project paper on “Factory Level Workers Health & Safety Condition on “HATIL COMPLEX LTD.”. Actually I have tried my best to identify the level of Health & Safety Condition of Worker’s in this organization in perspective of Bangladesh. First, I have developed a questionnaire that has been filled up by Top Management, Mid Level & Operational Level of this organization. Then according to those given information, I have tried to make a mind-blowing report about their Health & Safety Condition.

PURPOSE OF THE REPORT

Workers good health and safety condition contribute a lot to improve workers satisfaction, organization productivity and also gain revenue. The main purpose of the report is to study or understanding the organization health & safety condition and its importance.

The purposes of the report are in following:

- Identifying the health & safety condition of workers.
- Identifying government, organization and workers awareness regarding health & safety.
- Compare with developed countries health and safety condition.

SCOPES OF THE REPORT

This report only covered the fields that are required. In preparing the report we tried to gather and present other supplementary information.

This project work is about the workers Health & Safety Condition and its effectiveness. So the study covers interviews and filling up of the questionnaire by the human resource manager and 15 (fifteen) worker, 10 (ten) employees & 5(five) top management. The report tries to find out whether the employees are getting proper Health & Safety Condition according to the standard,

The report only focuses on the organization's workers health & safety condition and their standard.

LIMITATION OF THE REPORT

Firstly, due to time and resource constraints very small size of the samples were taken for which the study becomes limited in nature. Secondly, the study has focused on a very sensitive issue. Although, it was assured that no individual identity either of the type of industry or of organization would be revealed, yet there was considerable reluctance on the part of the concerned authorities, Government agencies and as well as of the workers to provide in detail information. In this respect, the study also becomes limited in scope but definitely it is indicative of the problems present in this industry.

PROBLEM STATEMENT

Worker's discrimination is deeply rooted in Bangladesh. Worker's health & safety condition is notionally protected under the constitution but organization and workers have no awareness regarding this issue. Worker's health & safety condition is a divide part of the developed countries. Fact has now been realized that without improving workers health & safety condition the national development cannot be achieve. The government, organization and workers of Bangladesh has need to take some steps to improve this problem.

Background of the study

As a part of the Human Resource course I was required to prepare a project work on the workers health & safety condition of this organization.

The purpose of the study is to delineate workers level of health & safety condition as well as to identify the reasons behind this. Main aim of this study is to look into the issue from worker and their satisfaction regarding health & safety point of view. Most of the research of health & safety is related to management of industrial or business organization. This study is hoped to contribute to that extent. Satisfied workers tend to be more productive, creative and committed to the company management.. The satisfaction can make them devoted and committed to their responsibilities. But such satisfaction is hindered by some organizational as well as cultural phenomena. The prime aim of this project work is to find out the workers perception of 'health & safety condition' and to identify the awareness among workers & management on health and safety issue. Health and Safety is a very important attribute in developed countries and which is frequently measured by organizations. Workers health & safety is one of the most widely discussed and enthusiastically studied constructs in such related disciplines as industrial-organizational psychology, organizational behavior, personnel and human resource management and organizational management. This study has tried to discover the perception of management on workers health & safety condition in Bangladesh.

Sample collection

The choice of the local private manufacturing industries is based on the fact that local private sector has been called upon to play a significant role in the economy of our country. Besides, among the various branches of private sector, trade and commerce sector employ mostly white-collar employees whereas manufacturing sector employs white collar as well as blue-collar workers. HATIL COMPLEX LTD. is taken for the study because to know the standard of the manufacturing industries health and safety conditions. I will also consider both primary and secondary data. Primary data will be collected from a survey and Secondary data will be collected from internet, newspaper, book and magazine.

And what they were actually practice.

1. Sample Size: Thirty peoples were selected randomly from this organization. And take their interview for the survey.

2. Interview of Mid level employees: Factory Manager of each department was interviewed regarding the compliance of health, hygiene and safety provisions in their factories.

3. Top level: Factory director, management was interviewed regarding the completion of health, hygiene and safety provisions in their factories.

5. Operation level: Collect information from 15 workers in this organization.

4. Method of data collection: Personal observations and interview techniques were used to collect relevant data and information for the study purpose. Questionnaire was prepared for the factory top level, managers and workers. In order to collect information about the workers' satisfaction regarding the health and safety provisions in their factories.

5. Analysis of data: All the data were tabulated and the results were analyzed.

Objectives of the study

Workers health & safety condition is an essential criterion that can motivate workers to be effective. If workers are satisfied both organization and workers can be benefited. There are some objectives that influence me to study about health & safety condition of workers in this organization and also in Bangladesh.

1. To examine critically the compliance of provisions regarding health and safety conditions of this Industry.
2. To know about the workers satisfaction regarding the existing health and safety conditions in their factories.
3. To bring to light the awareness of the workers regarding the existence of the factory act, 2006 and health and safety provisions laid down in the factory Act.

Introduction

Man and material are two distinct types of elements in any organization. Material elements include raw materials, machines, furniture, building, finance, etc. In spite of contemporary computerization and ever-increasing automation technology, human input remains the most important element in every organization. Because, without the touch of human hands, all other elements remain standstill.

Human work behavior is influenced by situational variables, these situational variables are commonly called working conditions. There are actually three groups of working conditions:

Physical working conditions (illumination, noise, atmospheric conditions, etc.), working conditions relating to time (hours of work, rest pauses, etc.) and working conditions relating to the social situation within which the individual works.

Before industrial revolution, people used, to work in home and small shops. Industrial Revolution changed this situation. Factory replaced the home production and small shops. The working conditions were severely unpleasant. The employees were being used as a commodity to be bought and sold. The laissez-faire political philosophy was prevailing at that time and Government took little actions to protect the workers. Workers formed trade unions to protect themselves and trade unions spread from factory to factory. By the late 1800, a few employers created the post of welfare secretary. These welfare secretaries were engaged to improve working conditions and they were also engaged to prevent workers from forming unions. At that time of working conditions when the workers were being considered little more than beast of burden, Robert Owen (1771-1858) a Scottish manufacturer, built model worker-villages by the side of his cotton mills. He also provided decent health and sanitation facilities and established schools for children and workers. Various studies conducted before and after independence revealed that factory owners hardly complied with the rules and regulations regarding health and safety provisions laid down in the factory act.

OCCUPATIONAL SAFETY AND HEALTH **LEGISLATION**

To assure so far as possible every working man and woman in the nation can get safe and healthy working conditions and to protect our human resources.

OSHA operates under the “general” standard that each employer:

“Shall furnish to each of his (or her) employees employment and a place of employment which are free from recognized hazards that are causing or are likely to cause death or serious physical harm to his [or her] employees”

Worker health and safety has been the area under discussion of much state and federal legislation. Between 1911 and 1948, states passed workers’ compensation laws requiring businesses to pay off employees injured on the job, and all states still have such laws in effect.

By far the leading piece of Federal safety and health legislation is the Occupational Safety and Health Act of 1970. The purpose of this act was to centralize the regulation of workplace safety and to enlarge coverage to include all organizations in the United States.

The Occupational Safety and Health Act of 1970 covers all employers and their employees in the fifty states and in all territories and jurisdictions under federal authority.

Three Agencies of Occupational Safety and Health Act

The Occupational Safety and Health Act created three autonomous but related agencies to ensure occupational safety and health:

The Occupational Safety and Health Review Commission (OSHRC) based in the Department of Labor. This commission plays a judicial role in administering workplace safety and health.

The National Institute for Occupational Safety and Health (NIOSH) has primary responsibility for conducting and coordinating research on workplace safety and health. For example, machine noise requires ear protection to prevent injury.

The Occupational Safety and Health Administration (OSHA) was well known as a branch of the Department of Labor. It is by far the most visible of the three agencies because it is accountable for formulating and enforcing the regulations for on-the-job safety and health.

OTHER WORKPLACE-RELATED HEALTH ISSUES

In addition to on-the-job injuries, workplace violence, and work-related diseases, there is a diversity of other health and safety issues in the workplace that are worthy of discussion. These include acquired immune deficiency syndrome (AIDS) and other blood borne pathogens, fetal protection policies, drugs, and a variety of issues that fall within the general topic of employee psychological health.

The courts have established four categories of **on-the-job stress** for which individuals may be allowed to file for workers' compensation.'

- Physical illness
- Psychological illness
- A mental stimulus on the job causes a psychological illness. For example sexual harassment.

Employers should be aware of their potential liabilities for stress-related illnesses, as well as the loss in employee productivity that can occur when workers are overstressed for an extended period

EMPLOYEE ASSISTANCE PROGRAMS

Concern for workplace health and safety is critical in creating a productive environment. There is more to an employee's life, however, than the job

Many employers offer employee assistance programs (EAPs) in an attempt to improve performance and retention by helping employees solve personal problems.

Of course, not all EAP benefits can be measured in dollar terms. Just knowing that the company provides the resources for employees to determine problems, whether they be work-related or a family matter, is important to individuals.

ORGANIZATIONS BENEFITS FROM FITNESS and WELLNESS PROGRAMES

Organizations can get benefit in several ways from providing employee fitness and wellness programs. The more detailed the programs, the higher the possible benefits for the organizations those are,

- Employee morale.
- The employees also may be healthier, and so insurance rates may decrease.
- Employee job satisfaction can increase.
- Absenteeism decrease
- Employee productivity may increase.

Finally, employee fitness programs have a optimistic effect on the corporate image and visibility in the group of people and the industry.

Responsibilities and rights of employers and employees

Both employers and employees have responsibilities and rights under the Occupational Safety and Health Act. Employers are responsible for meeting their duty to provide “a workplace free from recognized hazards,” for being familiar with mandatory OSHA standards, and for examining workplace conditions to make sure they conform to appropriate standards.

Employers have the right to seek recommendation and off-site consultation from OSHA, to request and to take delivery of proper identification of the OSHA compliance officer before inspection, and to be advised by the compliance officer of the reason for an inspection.

The Occupational Safety and Health Act of 1970 outlines a set of employers responsibilities

for the health and safety of employees. These responsibilities fall within three areas:

- Providing a safe workplace for employees,
- Informing and training employees about health and safety issues, and
- Complying with specific regulations of OSHA

Obviously, to meet OSHA requirements, all employers must have some safety rules.

However, many organizations go well beyond these minimal requirements with a more **proactive approach** to safety and health.

Employees also have rights and responsibilities but cannot be cited for violations of their responsibilities. They are responsible for complying with all applicable OSHA standards, for following all employer safety and health rules and regulations and reporting hazardous conditions to the supervisor. Employees have a right to demand safety and health on the job without fear of punishment. Employers are prohibited to punish or discriminate against workers who complain to OSHA about job safety and health hazards.

The Supervisor's role

As a safety-minded manager, must have aimed to instill in your workers the want to work safely. Minimizing hazards (by ensuring that spills are wiped up, machine guards are sufficient, and so forth) is important, but no matter how safe the workplace is, there will be accidents unless workers want to and do act safely. Of course, he could try closely watching each subordinate, but most managers know this won't work. In the final analysis, your best alternative is to get workers to want to work safely. Then, when required implement your safety rules.

Usually, Supervisor works closely with workers on a day-to-day basis. So he or she plays an important role in keeping employees healthy & safe on the job. Supervisor has legal responsibilities too.

- Make sure that you follow the law and the company's safety rules
- Tell worker about any job hazards or dangers
- Make sure you use safety equipment properly

A good supervisor should look after workers. The supervisor should

- Work near or with the workers
- Be available to answer workers' questions
- Provide feedback on how the job is being done
- Provide hands-on training until the worker can do the work correctly, confidently and safely
- Monitor the job to make sure it is being done safely and with the right safety equipment

Top-Management Commitment

Without the occupied dedication at all levels of management, any attempt to improve health & safety acts by workers will meet with little success. And the first-line supervisor is a critical link in the chain of management. If the supervisor does not take safety seriously, it's possible that those under him or her will not either.

This responsibility involves several specific duties under the Occupational Health and Safety Act (OHSA).

- Establish a health and safety policy and program
- Provide required training
- Provide the information, instruction and supervision to do workers job safely
- Make sure you have necessary safety equipment
- Provide information on hazards in the

The Inspectorates

In western countries the inspection itself begins when the OSHA officer arrives at the place of work. Since 1974 it has comprised part of the Health and Safety Executive (HSE). The range of the industries it regulates is very wide and includes manufacturing factory sites, construction sites, oil refineries, and chemical works. These sites vary widely with regard to size, the number of staff employed and the age and state of technology utilized. Inspectors undertake routine inspections, accident and complaint investigations and, in some cases, consideration of planning proposals. The inspector can stop and question workers (in privet if necessary) about organization health and safety conditions.

Reasons Of Problem

There has some reason why so many workers are face problem regarding health and safety. These are a few possibilities:

- 1. Not enough training:** Since they might be employed on a temporary basis, working in a very busy workplace etc so workers may not receive proper training.
- 2. Not enough experience:** Workers new to a job, regardless of age, are not familiar with the new workplace's hazards and tend to have more injuries than experienced workers.
- 3. Don't know their legal rights:** Workers may not realize they have legal rights that protect their health and safety - the rights to know, participate and refuse unsafe work. They may also hesitate trying to exercise these rights.
- 4. Afraid to ask questions:** Workers may be embarrassed to ask questions. They do not want to appear incompetent by asking questions.

ABOUT HATIL COMPLEX LTD.

COMPANY BACKGROUND

HATIL Complex Ltd. is a leading doors and furniture manufacturer in Bangladesh. HATIL has been established in 1988 following the footsteps of H.A. Timber industries Ltd – a company running from 1972 with reputation in timber processing sector. Basically HATIL produce wooden furniture for their product line. HATIL also has metal and as well as MDF board furniture. The constant pursuit for achieving excellence in quality of its products and customer service has brought the company reputation and reliability along with the trust of its customers. Recently HATIL will come up in the market new HOLDINGS Company.

HATIL thinks that their product is an art and they are manufacturing the furniture in this way. HATIL, since its inception in 1988, has been serving its customers with utmost sincerity along with providing the best products at best price. HATIL has around 8 showrooms in Dhaka and 9 in other cities in Bangladesh. HATIL firstly come up the market with designing furniture and treat furniture as an art. Now HATIL is very popular and people go to the showroom to buy their product. Ten years ago, people don't buy furniture from the showrooms. They made their furniture at home. HATIL come up in the market with a different concept and they are now the leading furniture company in Bangladesh.

HATIL has three Sri Lankan experts at this stage to see that the lacquer process is done correctly. Then the wood pieces are kept to dry out and then finally left for checking and packing. Throughout the entire process there are **Dust controllers** in the production facility. Furthermore, a huge dust controller is situated outside the facility to suck the dust caused outside. This shows that HATIL is a CSR (Corporate Social Responsibility) by making sure that the **environment** is not polluted, or in other words, minimizing pollution level in the factory.

MISSION AND VISION

"To be the leading furniture manufacturing company in the country with satisfied customers, and enthusiastic employees."

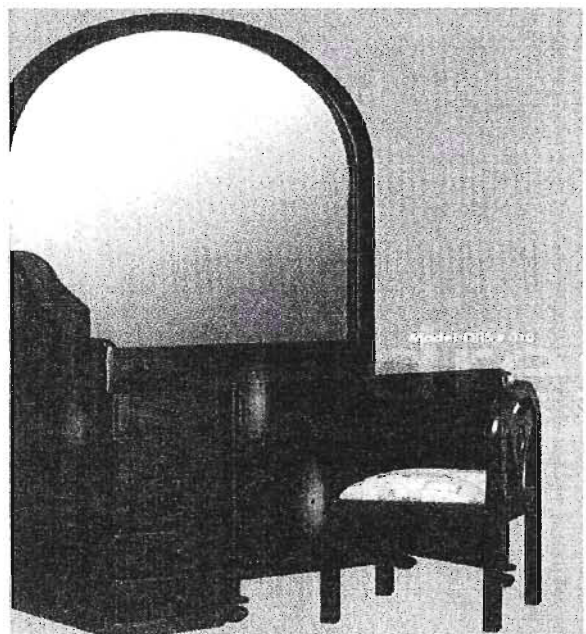
HATIL believes in a healthy environment to meet customer requirements along with quality materials, which is of the very best standard. Their mission is to serve leadership through quality manpower. Our aim is to expand the footprint of furniture manufacturing coverage and expand customer base. HATIL products are guaranteed the very best quality materials available backed by a company with a proven track record and a long term commitment to customer service. HATIL captures local market as well as export its product. Such commitment continues long after the purchase has been made. Thus they are also ahead in customer service. The way they serve their customers is inimitable. They boost their sophisticated equipment in the production line as well as some of the best professionals in the industry.

HATIL aims at providing reliable, widespread, convenient fashionable and cost effective furniture to the people in Bangladesh irrespective of where they live. Such services will also help Bangladesh keep pace with other countries including those in South Africa region and reduce her existing disparity in furniture business between urban and rural areas.

TYPES OF GOODS

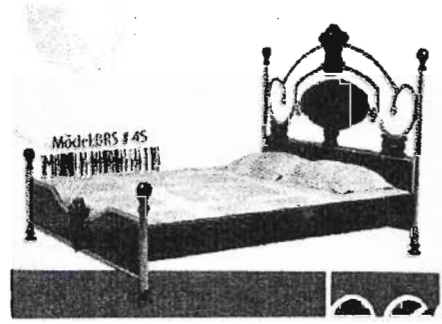
- Readymade furnished doors
 - ❖ Door
 - ❖ Door frame
- Home Furniture
 - ❖ Living room furniture
 - ❖ Bed room furniture
 - ❖ Dining room furniture
 - ❖ Kitchen cabinet
- Office furniture

HATIL's products are basically wood and MDF made home and office furniture, with lacquered finish, upholstery, veneered flush doors, solid wooden doors. HATIL's main sales depend on bedroom furniture as well as drawing room furniture especially the bed and sofa. Moreover, the readymade furnished doors are also very popular for modern housing.



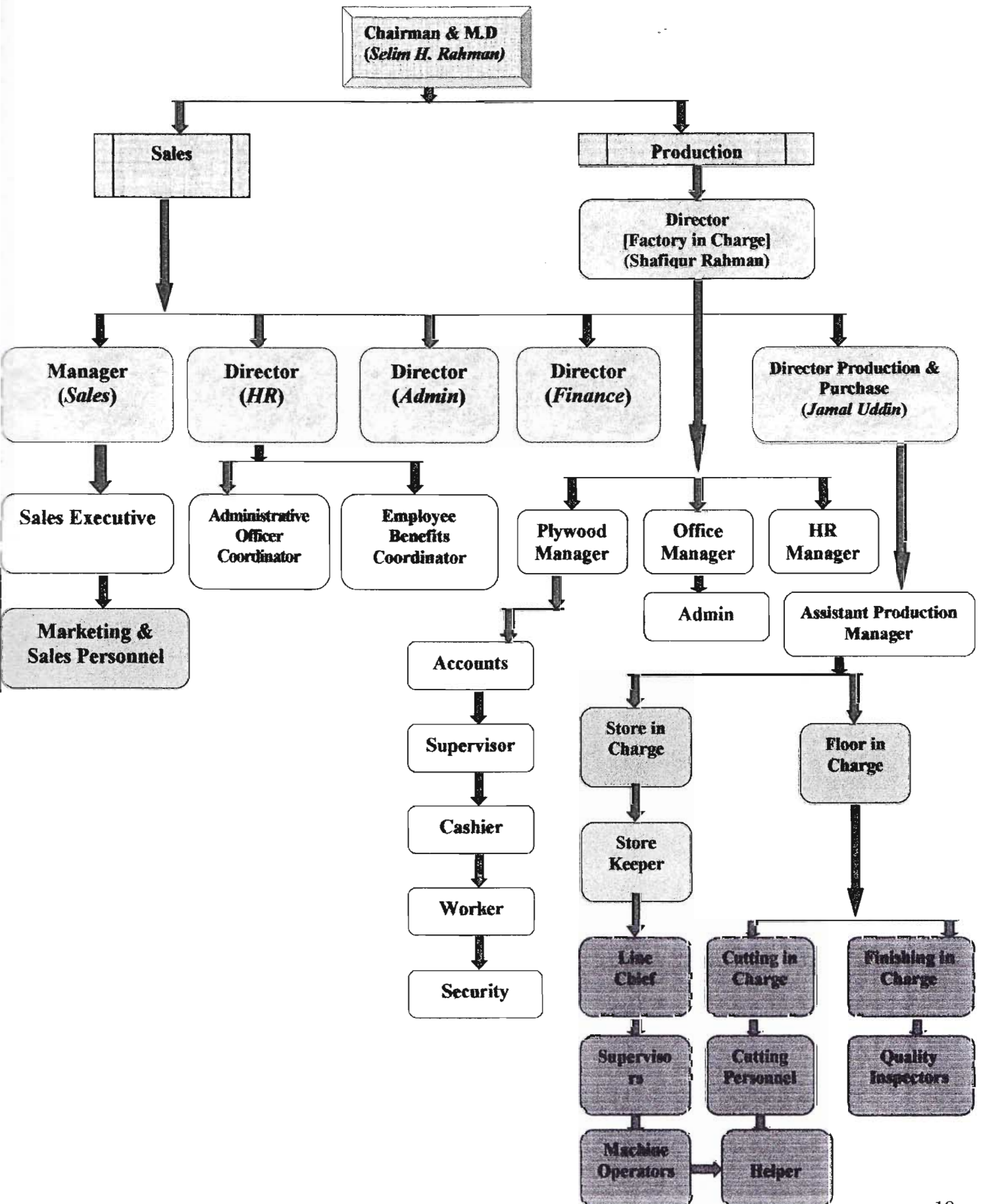
TARGET CUSTOMERS

HATIL furniture's target customers are mainly upper-middle class and above family for household furnishings. Presently HATIL also target average middle class and as well as lower middle. That's why HATIL charge low price but maintain a better quality product. Many offices like Structure Engineering, Asset and South breeze, also get their furnishings from HATIL. HATIL in Bangladesh has become a brand name for these entire customer groups.



HATIL participate different fair in different country like UK, Denmark, India and recently in Japan. HATIL target foreign customer for selling its product. HATIL maintain better quality to compete in the international market.

HATIL'S ORGONOGRAM

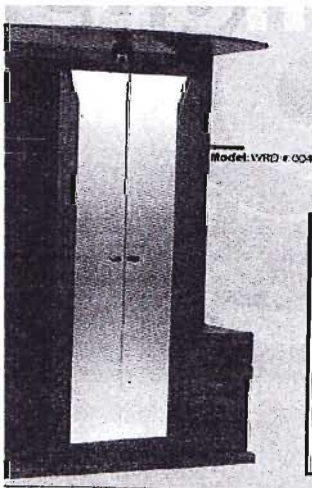


OUTPUT

The furniture is always packed in a dismantled state, such that they can be transported easily to the store in showroom. HATIL transported its final product to the dealer through own transport. HATIL has no delivery system for customer.

PRICE of the Products

| Item | Price (excluding vat) |
|------------------|-----------------------|
| Door | Tk 3000- 25000 |
| Home Furniture | Tk 3500-83000 |
| Office Furniture | Tk. 1150- 23500 |

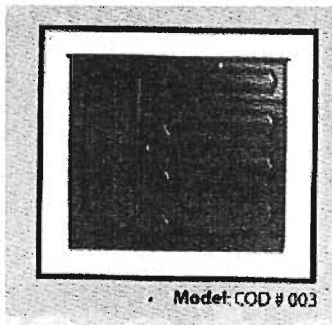


Location & Area

HATIL Complex Ltd has 22 showrooms in Dhaka & outside Dhaka. Those are located in Mirpur (Main Showroom), Gulshan, Dhanmondi, Panthapath, Mohammadpur, Tejgao, Malibagh, Uttara, etc. in Dhaka. And Chittagong, Sylhet, Gazipur, Comilla, Feni, Maymensing, Bogra, Kulgna, Moulavi Bazer, Joiser etc city in Bangladesh. Which are located near other furniture stores. Hence customers have the opportunity to see many different stores and make their decision. HATIL's factory is in GRANI Bazar at Gazipur-Dhaka. It has a Plywood factory in Sylhet.

Quality

HATIL makes sure that their products are qualitative. They cut the wood precisely, to scale and at every point quality checks are made. This is ensuring that the end product is ultimately defaulting free. HATIL also makes sure that the environment is kept pollution free at every stage of their process. The wood is kept in stores and under such a temperature such that pests do not eat through the wood pieces, in other words fresh woods are used to produce the furniture. The final product is also packed with care and delicacy and is unopened until it reaches the hands of the customer. HATIL always come up with new design in the market. For better quality product HATIL import good quality raw materials. New innovative idea is **Knock Down** the final product.

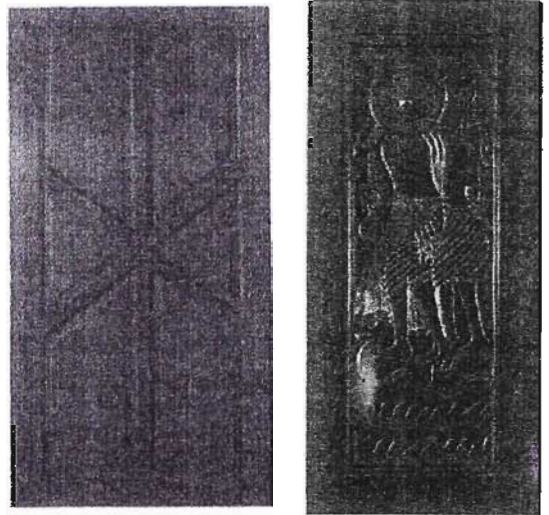


EMPLOYEES AT WORK

HATIL currently employ around 600 workers in the production facility. Most of them have passed class 5 or 8. None of the employees are aged less than 18. Three Sri Lankan experts work at the Lacquer process station. They have employed only one female worker at the production factory to overlook the computerized work of HATIL.

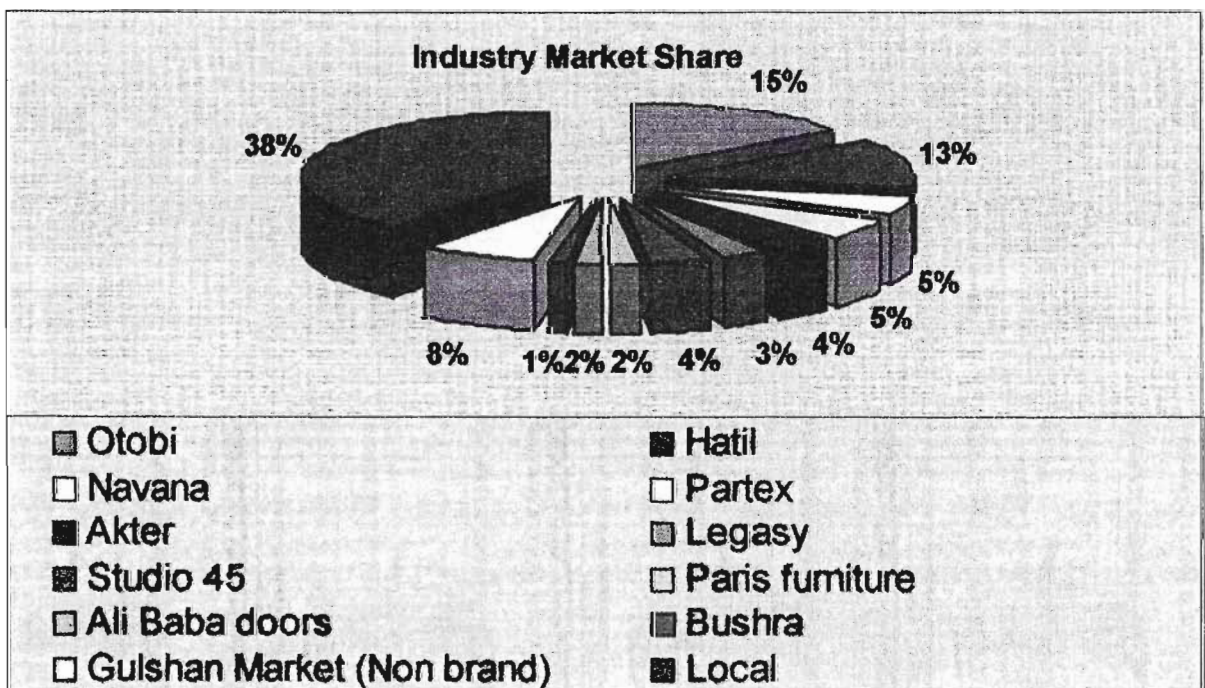
Design Analysis:

HATIL get its product design from DTC. HATIL has own designer for designing furniture. HATIL arrange fair in every 6 months for furniture design. Its only for employee & labor. Best designs get awards & gifts.



INDUSTRY MARKET SHARE ANALYSIS

HATIL is continuing large market share in the local furniture industry. They have number of competitors in this industry which includes Akhtar furniture, Navana furniture, Studio45, Partex, Legacy, Otobi etc. From the market survey, we have showed a probable market share diagram for the overall furniture industry



COMPETITIVE ADVANTAGE

Knock down Process

HATIL first introduce Knock down process in Bangladesh. HATIL export its product & maintain international market quality. Knock down is a process in which all the parts of the furniture are separated and packaged in a box and send to the customer. The customer can rearrange and assemble all the parts of the furniture with the help of the catalogue supplied with it. This feature adds flexibility.

First Mover's Advantage

HATIL is one of the first furniture companies to manufacture furniture's in Bangladesh and so have the first mover's advantage. Hence, they have stronger knowledge of the market. Though they do not hold a huge share of the market (due to their high pricing level), they have know-how's of the availability of resources. The availability of low cost raw materials and skilled cheap labor enables HATIL to keep the increase production. The fact that raw materials are cheap is because they have been in the furniture business for a long time now and so suppliers and other financial institutions are somewhat liberal with their credit facilities, which help the company to be financially stable.



Availability of labor

For HATIL, the human resources it has is the biggest asset it can get hold of. It is the people who would be both responsible to bring the fame for the company as well as to bring a negative impact as well. Furthermore the skills required to manufacture furniture is not complex and so high qualifications are not necessary and besides labor is cheap in

Improved Technology

In order to maintain competitive advantage HATIL uses highly improved technology by the Sri Lankan experts who are employed in this company. HATIL also use outstanding machinery at the first time in Bangladesh & their innovative idea make them different comparing with others.

Leakier

HATIL uses best leakier for final product. Good leakier is good for furniture long lasting. Product looks glossy for leakier. HATIL maintain favorable temperature for leakier use.

Seasoning plant

The local wood (logs) is cut to small blocks of wood, which is done outside the production building. Furthermore, these wood pieces undergo seasoning. **Seasoning** is the process where wood is kept in a storage room in stacks and a **Boiler blower** blows in hot air into the room so as to take out the moisture from the wood blocks. This is done so that the wood, which usually has moisture in it, is brought to a ratio of 50-60% moisture. The wet air is **let out from a chute situated on the ceiling** of the storeroom. The wood blocks are **then left out in the sun to dry**. This process is done so as to make the wood more strong and gives a long-lasting performance.

Sales Return

HATIL has a sales return facility for customer. Sales return is 20 %- 70%. It depends on the use of product.

Bank loan

HATIL arrange Bank loan for Customer to buy its product.

Environment friendly activities

HATIL meets all national regulatory requirements relating to its current businesses and ensure that current good Manufacturing Practice as recommended by World Health Organization. HATIL also maintains a congenial and supportive relationship with the healthcare community of Bangladesh, with the belief that business excellence can only be achieved through pursuit of quality by understanding, accepting, meeting and exceeding customer expectations.

Disadvantage

Government has a high interest rate for raw materials. Bangladesh government has no facility for furniture product or Goods. That's why export Bangladeshi furniture is very expensive. Bangladeshi furniture product can't able to compete internationally. Government should take care of future product & market.

HEALTH & SAFETY STANDARDS

ACCORDING TO LAW:

According to Bangladesh Labor Code Law 2006, Organization needs to maintain the following health and safety Law:

HEALTH

SEC.-52: VENTILATION & TEMPERATURE—Organization needs to take adequate provision for ventilation by circulation of fresh air in every work-room of their establishment.

SEC.-53: DUST AND FUME.-1) In organization any dust or fume in the manufacturing process, which gives rise to 'a probability of being injurious or offensive to the health of the workers working there.

SEC.-57: LIGHTING ARRANGEMENT- 1) In each division of establishment where the workers work and passes (come & go) there shall be arrangement for sufficient lighting, natural, artificial or both.

SEC.-58: DRINKING WATER: -1) in organization there has proper arrangement for the supply of sufficient pure drinking water in any suitable place for all the workers employed therein.

SEC.—59: LATRINES AND URINALS.-in every establishment necessary number of latrines and urinals shall have to be provided in such convenient place in the manner prescribed by rules 50 that the workers employed therein can use them easily during the working hours.

SAFETY

SEC.—61: SAFETY OF BUILDING AND MACHINERY.

Inspector verify the condition of the building and machine in any establishment, that is it safe or dangerous for human life or not.



SEC.-62: ADOPTING PRECAUTION REGARDING FIRE. In every organization need to arrange the way to go out at the time of fire along with at least one alternative staircase. And that have a connection with every floor and fire extinguishing appliances in the manner prescribed by rules.

SEC.-72: FLOARS STAINS AND PATHWAY-In each establishment all the floors of the working place, pathways and stairs shall have to be clean, wide and free from any obstruction.

SEC-75: PROTECTION OF EYES.-The Government approval any organization where manufacturing process is carried on, suitable goggles or eye-screen shall have to be provided for ensuring the protection of the eyes of the workers.

According to Labor Law Code 2006, there is a provision if any organization has more than 300 employees then they have to provide Medical facilities for their workers.

Organization Practices



According to Law “**HATIL COMPLEX LTD.**” practice this following Health and Safety Condition:

VENTILATION & TEMPERATURE: This organization provides sufficient ventilation and air circulation facilities for work. HATIL get license from “**Environment Department**”. That’s why among the **100% people**, **80%** are **Strongly Agree** and **20%** are **Agree** of my survey result.

DUST: With every machinery the organization provides dust controller for remove dust from the work place. From my survey result I found **76.7%** are **Strongly Agree** and **23.3%** are **Agree** among the **100% people** in the organization.

LIGHTING ARRANGFMENT: “Provide lighting facilities all over the factory” that’s why if there is not sufficient sunlight workers can complete their work without any disturbance. That’s why among the **100% people**, **90%** are **Strongly Agree** and **10%** are **Agree** of my survey result.

DRINKING WATER: To provide pure and safe water for workers, there is a Deep Tube well in the organization. This water is tested by Laboratory. From my survey result I found **53.3%** are **Strongly Agree**, **43.3%** are **Agree** and **3.3%** are **Neutral** among the **100% people** in the organization.

LATRINES AND URINALS: Workers are not very satisfied with sanitation and toilet facilities. They ask for improve of this facilities. Although there are 21 toilets. From my survey result I found **16.7%** are **Strongly Agree**, **60%** are **Agree** and **23.3%** are **Neutral** among the **100% people** in the organization.

SAFETY OF BUILDING AND MACHINERY: They check their machine and building by Expertise. The management monitor their Building and Machine defects in a routine basis. Machine operators also check their machine before starting the work. From my survey result I found **90%** are **Strongly Agree** and **10%** are **Agree** among the **100% people** of the organization.

MADICAL FACILITIES: According to Law the organization provides medical facilities to their workers such as vaccination, first aid etc. They also provide facilities to shift serious injured workers is hospital with their ambulance. That's why among the **100% people**, **83.3%** are **Strongly Agree**, **13.3%** are **Agree** and **3.3%** are **Neutral** of my survey result.

PROTECTION OF EYES: They provide gloves, musk, goggles, cloths etc for their workers safety. But the workers can't understand its importance that's why many of them don't use these safety materials. That's why among the **100% people**, **73.3%** are **Strongly Agree**, **23.3%** are **Agree** and **3.3%** are **Neutral** of my survey result.

ADOPTING PRECAUTION REGARDING FIRE: Organization always provide well structured fire training so that workers can get out from factory with in 3 minute if there is any accident happen in future. HATIL made contract with "**Bangladesh Fire Service and Civil Defense**" to give that kind of training to workers and help them in emergency situation. From my survey result I found **96.7%** are **Strongly Agree** and **3.3%** are **Agree** among the **100% people** in the organization.

FLOARS STAIRS AND PATHWAY: According to law made their stair 45 inches so that people can easily move and placing their products. That's why among the **100% people**, **86.7%** are **Strongly Agree** and **13.3%** are **Agree** of my survey result.

RECOMMENDATION

In our country to provide health and safety condition for workers still its not a big issue. The organization only provides production process and machinery. But they don't emphasis on workers health & safety condition and their importance. That's why many incidents and diseases occur in organization. And for that organization have to bear extra production cost. Also hampered continuation of production for that kind of problems.

1. My suggestion about "**HATIL**" is that they have to create the awareness of workers so that they use the proper materials that are given by management to ensure their safety.
2. **HATIL** provide medical facilities but if authority appoint permanent doctor in factory that motivate their workers to perform well.
3. **HATIL** provide sanitation and latrine facilities but they need to improve their maintaining and cleaning process.
4. Provide a smoke free environment. Or can establish an area for smokers that have its own ventilation system.
5. Management also needs to be more concern about their organization workers health and safety condition.
6. **HATIL** need to provide proper training, information, instruction and supervision to their workers to perform their work safely.
7. Improve the quality of health and safety materials.
8. Organization need to be sure that workers use necessary safety materials. Because most of the workers don't use their safety materials properly.

Conclusion:

This is the study regarding Workers Health & Safety Condition according to law and what's organization actually practice. The absence of proper physical working conditions brings harm in two ways: The workers cannot show satisfactory performance and the employer has to pay for sickness and employment injury. So Firstly "HATIL" need to provide improved Health & Safety Condition that make their workers satisfied. For satisfaction workers performance will be better and increase productivity, which help to generate more revenue for the organization. Secondly when improved Health & Safety Condition is provided then chance of employees sickness and injury will be reduce. The study has explored that "HATIL" factory maintains all the provisions laid down in the **Bangladesh Labor Law Code 2006** regarding health and safety of the employees. The law prescribes the minimum provisions only and a progressive employer must go further regarding health and safety of the workers. In this study I try to be bring a picture about the satisfaction of the workers regarding their organization existing health and safety conditions of the workers and their state of awareness regarding the existence of the **Bangladesh Labor Law Code 2006**.

That's why in my study I focus on some guidelines, codes and standard measures to be taken by the Government agencies, Employers and Workers to ensure the compliance of legal provisions regarding health and safety laid down in the **Labor Law Code 2006**. The study will help all concerned to have an insight into the health and safety conditions of all manufacturing industries in Bangladesh.

In my survey especially I try to focus on **awareness** among the **Government, Authority** and **Workers** regarding **Health and Safety** issue in their organization in Bangladesh.

Appendix

Survey Questionnaire Human Resource Management

Type of the Organization:

Name of the Organization:

(If you don't have any problem to mention the name of the organization)

No. of total employees: _____

| Management Level: | Male | Female |
|-------------------|------|--------|
| Top | | |
| Mid | | |
| Entry | | |

Demographic Profile of the Respondent:

| Management Level: | Positions |
|-------------------|-----------|
| Top | |
| Mid | |
| Entry | |

Gender: Male / Female

Age: 20-25 , 26-30 ,

31-35 , 36-40 ,

41-45 , 46-50 ,

50 and above

Total of years of Schooling:

Total years in Present Job:

Total years in Present Industry:

Years of Total Work Experience:

.....

...

| | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| | (5) | (4) | (3) | (2) | (1) |
| 1. Ventilation and Air circulation. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 2. Removing Dust from the Organization. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 3. Lighting arrangement for Worker's to continue their work. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 4. The supply of sufficient Pure Drinking Water in convenient place. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 5. Keep their Latrines and Urinals clean and hygienic. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 6. Inspect the defects of Building and Machineries regularly. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 7. Medical facilities for workers. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 8. Provide Safety materials for using machineries.(like- goggles, gloves, cloths etc) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 9. Training facilities for overcome accidental situation (like- fire) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 10. In the premises passing people easily & safely at a time. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

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