

ABSTRAK

Industri garmen atau Ready-Made Garment (RMG) merupakan sektor strategis perekonomian Bangladesh yang menyerap lebih dari 4,2 juta tenaga kerja dengan dominasi pekerja perempuan. Meskipun kontribusi sektor ini terhadap devisa negara sangat besar, kondisi kerja yang dialami pekerja perempuan masih jauh dari standar kelayakan, mencakup kesenjangan upah berbasis gender, jam kerja yang melampaui batas legal, kekerasan dan pelecehan di tempat kerja, serta minimnya akses terhadap perlindungan sosial. Penelitian ini bertujuan untuk menganalisis upaya kebijakan pemerintah Bangladesh dalam menangani marginalisasi pekerja perempuan di industri garmen pada masa pemerintahan Sheikh Hasina periode 2020–2024. Penelitian menggunakan metode kualitatif-deskriptif dengan teknik pengumpulan data melalui studi kepustakaan. Analisis dilakukan menggunakan konsep kebijakan publik James E. Anderson yang mencakup tahapan perumusan hingga implementasi kebijakan, yang dipadukan dengan *Decent Work Framework* ILO sebagai tolok ukur normatif. Tiga kebijakan utama yang ditelaah meliputi *Bangladesh Labour Act* (BLA) dan amandemennya, *National Plan of Action on Occupational Safety and Health* (OSH Policy) 2021–2030, serta Revisi Upah Minimum RMG tahun 2023. Hasil penelitian menunjukkan bahwa pemerintah Bangladesh telah menghasilkan sejumlah regulasi ketenagakerjaan yang secara formal mencerminkan upaya penanganan marginalisasi pekerja perempuan. Namun demikian, ketiga kebijakan tersebut belum sepenuhnya selaras dengan keempat pilar Decent Work ILO, yaitu penciptaan lapangan kerja produktif, pemenuhan hak-hak dasar pekerja, perlindungan sosial, dan dialog sosial. Kesenjangan antara regulasi dan implementasi di lapangan disebabkan oleh kapasitas pengawasan yang tidak memadai, dominasi kepentingan industri dalam proses perumusan kebijakan, serta orientasi kebijakan yang lebih condong pada stabilitas ekonomi makro daripada pemenuhan hak substantif pekerja perempuan.

Kata Kunci: *Upaya Pemerintah, Marginalisasi, Pekerja Perempuan, Industri Garmen (RMG), Bangladesh.*

ABSTRACT

The garment industry, or Ready-Made Garment (RMG) sector, is a strategic sector of Bangladesh's economy that employs more than 4.2 million workers, the majority of whom are women. Although this sector contributes significantly to the country's foreign exchange earnings, the working conditions faced by female workers remain far below acceptable standards, including gender-based wage gaps, working hours that exceed legal limits, violence and harassment in the workplace, and limited access to social protection. This study aims to analyze the Bangladeshi government's policy efforts to address the marginalization of female workers in the garment industry during Sheikh Hasina's administration from 2020 to 2024. The study employs a qualitative-descriptive method with data collection through a literature review. The analysis was conducted using James E. Anderson's public policy framework, which covers the stages from policy formulation to implementation, combined with the ILO's Decent Work Framework as a normative benchmark. The three main policies examined include the Bangladesh Labor Act (BLA) and its amendments, the National Plan of Action on Occupational Safety and Health (OSH Policy) 2021–2030, and the 2023 Revision of the RMG Minimum Wage. The research findings indicate that the Bangladeshi government has produced a number of labor regulations that formally reflect efforts to address the marginalization of female workers. However, these three policies are not yet fully aligned with the four pillars of the ILO's Decent Work framework: the creation of productive employment, the fulfillment of workers' fundamental rights, social protection, and social dialogue. The gap between regulations and on-the-ground implementation stems from inadequate oversight capacity, the dominance of industry interests in the policy-making process, and a policy orientation that prioritizes macroeconomic stability over the fulfillment of female workers' substantive rights.

Keywords: *Government Efforts, Marginalization, Female Workers, Ready-Made Garment (RMG) Industry, Bangladesh.*