

EXAMINING THE SAFETY DYNAMICS OF WOMEN'S NIGHTTIME EMPLOYMENT IN DHAKA

Augmedix Bangladesh

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Internship/Project Report Approval Form

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Internship

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SUPERVISOR APPROVAL

(Tick One)

☐ Approved ☐ Not Approved ☐ Partial Re-write ☐ Full Re-write

Remarks (For Not Approved): _____

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2. I acknowledge and understand that plagiarism is wrong.
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4. This assignment is my own work, or my group's own unique group assignment. I acknowledge that copying someone else's assignment, or part of it, is wrong, and that submitting identical work to others constitutes a form of plagiarism.
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Signature _____ Date _____

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Part A

Chapter One: Internship Preparation

i. My motivation to do the internship and what I plan to learn from this internship

Since childhood, I've been drawn to the idea of working in a sophisticated office with a personalized desk and decor that reflects my taste. Influenced by portrayals in series like "Suits", "Workin' Moms", and "The Office," I aspired to a corporate lifestyle where I could contribute innovative ideas leading to the company's success. This desire was fueled by my inclination towards people-pleasing.

By the eighth grade, I had developed a strong work ethic, though I hadn't considered internships at that point. In my initial university years, I encountered diverse opinions on the effectiveness of internships, with some dismissing them as a waste of time. Personally, I believe in climbing the career ladder gradually, taking each step deliberately.

Motivated to gain practical experience in the corporate world, I chose an internship, specifically in Human Resources Management. Given my sociable nature and curiosity about people, HR seemed a natural fit. Within HR, I opted for the Employer Branding section, aligning with my passion for generating ideas that contribute to a company's strategic success.

There are several things I would look forward to learning from this internship and those are as follows:

Understanding Employer Branding:

Gain insights into the concept of employer branding and how it contributes to attracting, retaining, and engaging top talent. Learn how to enhance the company's image as an employer of choice.

Employee Value Proposition (EVP):

Understand the components of EVP and how it aligns with the organization's values, culture, and benefits. Explore how EVP is communicated to potential and current employees.

Talent Acquisition and Recruitment Marketing:

Learn the process of talent acquisition, from identifying job requirements to creating job postings and utilizing various platforms for recruitment marketing. Understand how to attract diverse and skilled candidates.

Social Media Management:

Explore the role of social media in employer branding. Learn how to create engaging content that reflects the company's culture, values, and opportunities. Understand the impact of social media on the employer brand.

Employee Engagement:

Gain insights into strategies for employee engagement and retention. Understand the importance of a positive workplace culture and how it contributes to employee satisfaction and productivity.

Collaboration and Communication:

Develop strong collaboration and communication skills by working with various teams within the HR department and across the organization. Understand the importance of clear and effective communication in employer branding.

Networking:

Build a professional network within the HR and employer branding community. Attend industry events, connect with professionals, and learn about best practices in the field.

Project Management:

Gain experience in managing projects related to employer branding initiatives. Learn to set goals, create timelines, and coordinate tasks to achieve successful outcomes.

Adaptability and Problem-Solving:

Develop adaptability and problem-solving skills by working on real-world challenges in the employer branding sector. Learn to navigate unexpected situations and propose effective solutions.

ii. Internship search progress and why I chose Augmedix Bangladesh

I started looking for an internship back in Summer 2023. I was then working as an instructor in Mentors', I have been teaching there since my first semester, however I have always had a knack for corporates, and decided to look for an internship to gear start my career in corporate. I applied to many places including Brac International, Le Meridien Hotel, Daraz, etc. I could not get into those as I still had my courses left. Later via LinkedIn I found out that Augmedix Bangladesh is

looking for a HR Intern in their Employer Branding sector. I noticed the timing which was hybrid and perfect for me as I had two courses to do with my internship. I applied there and waited.

My awareness of Augmedix dates back to 2019 when I attended their seminar at ULAB campus. Although I had always aspired to work there, the night-time constraint had deterred me from applying in previous years. This time, however, I felt confident in making a decision for my career advancement and submitted my application. Approximately three weeks later, I received a call from Augmedix, leading to an initial phone screening and subsequently an interview.

iii. My internship interview experience

My interview experience at Augmedix was unique as I found myself face-to-face with the Head of People, the sole member of my interview panel. The atmosphere was surprisingly pleasant, and he conducted the interview in a bilingual manner, making the interaction comfortable. What was initially intended as a 15-minute interview turned into a captivating hour-long conversation.

It all began with the familiar "tell me about yourself" prompt, a standard icebreaker. However, as the interview progressed, it evolved into a dynamic exchange. To my surprise, we delved into a casual conversation, finding ourselves not just discussing the typical interview questions but also sharing laughter and collaboratively brainstorming branding ideas. The atmosphere became so engaging that it felt like we were already colleagues, exploring creative strategies together.

Leaving the interview room, I couldn't help but reflect on the unexpected turn of events. The Head of People's amiable demeanor and the organic shift from a formal interview to a more relaxed discussion left a lasting impression, making the entire experience memorable and distinctly positive.

iv. Information about the organization:

Augmedix is a company listed on Nasdaq (stock symbol: AUGX), and it specializes in providing advanced technology solutions for medical documentation and data in the healthcare industry. They work with healthcare systems, doctor's offices, hospitals, and telemedicine practitioners.

The main goal of Augmedix is to help doctors and patients connect more effectively during medical visits. They do this by seamlessly integrating their technology into the actual patient care process. Augmedix's unique platform transforms natural conversations between doctors and patients into digital medical notes and organized data in real time. They use automatic speech

recognition and natural language processing, including large language models, to create accurate and timely medical records that are then transferred into the electronic health record (EHR) system.

The products developed by Augmedix aim to ease the administrative workload for doctors, reducing their stress and increasing efficiency. This, in turn, leads to improved patient access to healthcare. Augmedix believes that their platform, with its two-way communication channel, can bring positive change to the way healthcare is delivered at the point of care.

Organogram:

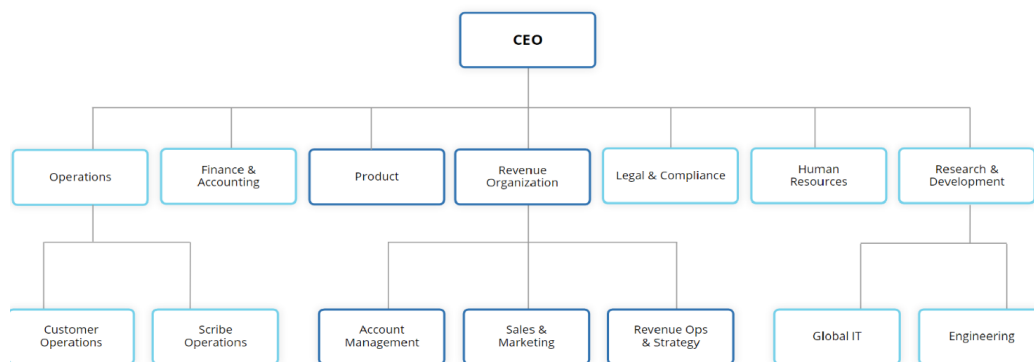


Fig-01: Organogram of Augmedix

The above organogram outlines the hierarchy of the company. It is led by the CEO followed by Operations, Finance & Accounting, Product, Revenue Organization, Legal & Compliance, Human Resources and Research & Development. Customer Operations and Scribe Operations both fall under Operations; Account Management, Sales & Marketing and Revenue Ops & Strategy fall under Revenue Organization and lastly both Global IT and Engineering fall under Research & Development. There are not many hierarchies in the company which helps in producing services efficiently.

Mission of Augmedix:

The mission of Augmedix is as the following:

“We are on a mission to rehumanize the clinician-patient relationship and address the largest pain point in the US healthcare system – with the cooperation of our scribes.” Augmedix. (n.d). About Augmedix. Retrieved from <https://augmedix.com.bd/about/>

Due to the HIPAA law in the USA, the doctors are mandated to record everything about a patient in the EHR. This takes up fifteen to twenty hours extra from their weekly working hours, which is

not only stressful but inhumane. They are often distracted as they listen to a patient as they at the same time are putting inputs in the system. To alleviate this burden, Augmedix decided to outsource the scribing service all the way from Bangladesh, making their lives easier.

Chapter Two: About The Internship

i. My position and a detailed description of my office, work environment, and everyday job duties and responsibilities as an intern with the company.

Office/ Work Environment:

For the longest time, Augmedix Bangladesh was situated in Panthapath. However, as of 2024, it has relocated to its new and permanent office at the Regnum Centre on Tejgaon Link Road. As an intern in the HR department, I've had the opportunity to visit the Country Director's room several times to propose ideas for implementation. This indicates the company's diversity and openness.

The colleagues at Augmedix are not only friendly but also non-toxic. Despite having a 9-hour shift, there's flexibility – once assigned work is completed, individuals are free to take an hour-long break. The modern office is furnished with contemporary furniture and lighting, spanning across four floors. The corporate floor boasts its own terrace, creating a restaurant-like ambiance. Various sitting pods are strategically placed throughout the office, providing spaces for informal gatherings or chats with friends and family if they visit. Additionally, there are phone booths resembling panic rooms, offering a private space for both personal and professional calls. The well-appointed pantry includes essential amenities such as a refrigerator, oven, espresso machine, and more. Each employee is provided with a locker for personal belongings.

Everyday job duties/ responsibilities:

I was responsible for both employer branding and recruitment. I actively conducted both the tasks efficiently. Below I have listed my duties and responsibilities:

- **Recruitment Responsibilities:**

- Conducted recruitment for entry-level positions at Augmedix.
- Screened CVs and performed daily phone screenings from 3-7pm.
- Shared phone screening feedback with respective departments.
- Coordinated and scheduled interviews after receiving departmental feedback.
- Initiated contact through calls and sent interview details via Lever site from 7.30-9pm.

- **Creative Contributions:**

- Actively brainstormed ideas for enhancing Augmedix's employer branding.

- Explored strategies to increase Augmedix's visibility and appeal to the youth of Bangladesh.
- **Promotional Activities:**
 - Participated in various career fairs to actively promote Augmedix and engage with potential candidates.

ii. Highlighting the specific things I learned, skills I employed in carrying out my jobs, new skills acquired from my job, and the contributions I made to the company.

- **Learned:**
 - Empathy: Developed a deeper understanding of others' perspectives and needs.
 - Unbiases: Cultivated a fair and impartial approach in decision-making and interactions.
 - Time Management: Efficiently organized and prioritized tasks to meet deadlines.
 - Excel: Acquired proficiency in using Microsoft Excel for data analysis and management.
 - Leveraging: Gained skills in utilizing various tools or resources to enhance productivity.
 - Hiring Process: Acquired knowledge and experience in the end-to-end hiring process.
- **Skills Employed:**
 - Documentation: Effectively recorded and documented processes, decisions, and outcomes.
 - Ideation: Initiated the idea of a campus ambassador program for the company.
 - Collaboration: Proposed and initiated collaboration with universities for seminars.
- **New Skills Acquired:**
 - Campus Ambassador Program Management: Developing and implementing a program to engage campus ambassadors.
 - Event Coordination: Skills related to organizing and coordinating seminars with universities.
 - Pre-screening Questionnaire Creation: Designed a questionnaire for the Futurenation UNDP partnership for recruitment.
 - Communication: Drafted professional emails and created informative images for communication purposes.
- **Contributions to the Company:**
 - Innovative Ideas: Initiated the campus ambassador program, showcasing a proactive and innovative mindset.
 - Collaboration Initiatives: Proposed collaboration with universities, potentially expanding the company's reach.

- Recruitment Process Enhancement: Developed a pre-screening questionnaire for the Futurenation UNDP partnership, contributing to the recruitment process.
- Communication Materials: Created email drafts and informative images, enhancing communication efficiency.

Chapter Three: Self Reflection

i. Highlighting the things I liked and disliked about my internship at that organization.

Things I liked are as follows:

- **Access to Country Head's Desk for Proposals:**
I really appreciated the opportunity as an intern to present a new proposal directly to the Country Head, showcasing a culture of openness and inclusion. This shows how Augmedix does not discriminate between hierarchies.
- **Positive Work Environment:**
I enjoyed the overall office environment. It had phone calling pods for both personal and professional phone calls. It has a sound proof discussion room of four to six people too. I loved how our floor had its own terrace which was no less glamorous.
- **Security Measure:**
I appreciated the emphasis on security measures, promoting a safe working environment. For instance, we had transportation provided to us from 10pm to 7am. The coordinator as well as the drivers were kind and careful. They made sure to drop us off at our door-stop and wait a minute or two.

Things I disliked are as follows:

- **Communication gap:**
I often faced frustration with communication gaps that resulted in misunderstandings and the potential for incorrect or delayed work.
- **Discrepancies within department:**
There were a lot of discrepancies within the department itself, for example in the HR team alone there was information that could not be discussed with other HR team people. I believe a team should be united in every way in terms of unity and understanding.

- **Limited involvement and credibility:**

Being an intern in the Employer Branding sector; although I came up with the ideas I was not credited for it. I understand being a team player however, the initial brainstorming and idea submission was through me alone. I never got credited for it. In the recruitment process I had some ideas to input or I wanted to do something differently that would be more effective and efficient but I was always put down for it saying it is not needed. I felt my resources were not needed or appreciated and stopped doing anything on my own and that to me was demotivating.

- **High work pressure during the last hours:**

My shift was hybrid meaning 2pm to 11pm. Everyday I went to work, the first few hours were very dull and idle with little to no work. I was told I could complete my work early and go home by 10pm too. However, I never really could go that early. In my line of work, a lot of it depended on the other department heads' timings and approvals for which I had to wait. Mostly the work would come flowing at 7/8pm and I would have to crunch time, swallow my anxiety and get to it. I even had to stay back till 12am a few times because I was assigned a work at 9pm which had to be done then and there. These again contributed to demotivating me.

ii. How I could do better and how the organization could utilise me better.

As an HR Intern responsible for the Employer Branding I could do better in the following areas:

Communication skills:

I could work on enhancing my communication skills to eliminate misunderstandings and bridge any existing gaps. I could note down every instruction given to me or ask again for clarification to avoid future work delays stemming from the miscommunications. As I believe, clear and effective communication can contribute significantly to the overall efficiency of tasks.

Proactive planning and clarifications:

I realized I was more of a reactive worker instead of proactive, I believe being proactive can be more effective and I am working towards developing that in myself. Also, develop a habit of seeking clarifications promptly when faced with uncertainties. This can help prevent errors and ensure that the assigned tasks align with expectations.

Time Management:

I used to be very punctual. Lately, I seem to have lost it in arrays; working in the corporate has helped me bring my punctuality back as well as manage time more accordingly. I now list and

carry out tasks efficiently. There are still some procrastinations and I believe I will soon be able to get rid of that too.

The organization could utilize me better in the following ways:

Clearly define roles and responsibilities:

They could be more clear about the responsibilities they want to assign me. That is because I mostly found myself working in places I was not supposed to, for example MDS recruitment was not part of my job description; there is a team of four who are responsible for this, yet I was utilized here and not compensated for it.

Skill Utilization:

Discussing individual skills and strengths with supervisors to identify areas where one's abilities can be maximally utilize would ensure that one's skill sets align with the organization's needs.

Project involvement:

They could utilize me in different projects that aligned with my skill sets. This could also provide me with a broader perspective and experience.

Chapter Four: Personal Development Plan

i. Brief personal development plan by highlighting my next course of action and career plan.

I have categorized my personal development plan in three terms: short, medium and long term. It is as follows:

Short term:

Skill Development:

Identify specific skills needed for business development, HR and Circular Sustainability. Enroll in relevant courses or workshops to enhance skills in negotiation, project management, sustainability practices and HR functions.

Networking:

Attend industry-related events, conferences and workshops to build a professional network enabling me to land a good job as well. Connect with professionals in Business Development and learn differences in different industrial business developers.

On-the job Learning:

Seek additional responsibilities in my future current role. The hand on experience will provide me with practical insights and exposure to different aspects of the chosen fields.

Mid- Term:**Career Progression:**

Strategically pursue roles that align with my career interests in Business Development, HR or Circular Sustainability. Aim for positions with increasing responsibilities to demonstrate growth and expertise.

Advanced Education:

Research and identify suitable master's programs abroad in Business Development, HR or Circular Sustainability. Prepare and apply for admission, considering programs that align with my long-term career goals.

Mentorship:

Seek mentorship from professions in my desired fields. Their guidance and insights can provide valuable perspectives and help me navigate challenges as I progress through my career.

Long-Term:**Master's Degree:**

Successfully complete the chosen master's program abroad, gaining in-depth knowledge and expertise in my chosen field.

Culinary Arts Pursuit:

Pursue my dream of completing culinary arts after obtaining my master's degree. This will allow me to excel not only in the corporate world but also in the culinary and hospitality industry.

Dual- Career Approach:

Strategically blend my corporate expertise with culinary arts. Explore opportunities for entrepreneurship, such as owning a restaurant or catering business, combining my skills in business development, HR and culinary arts.

ii. Technical and interpersonal skills I want to develop at present for securing employment/career.

Right now, having done my internship, I believe there are certain technical and interpersonal skills that I still need to enhance.

The technical skills are as follows:

Data Analysis:

I would love to gain proficiency in data analysis tools furthermore in the advanced level, for instance, Excel, to extract valuable insights from data.

Project Management:

I would like to learn methodologies such as Agile, Scrum etc to effectively plan, execute and monitor projects.

Digital Marketing and Graphics Designing:

With the current digitization of everything it is very crucial that I get these two skills, I believe having a diverse set of skills is only going to help me be flexible with my job posting if it comes to that. I have always been keen to learn about the SEOs and the behind the scenes of every illustration I came across on social media.

The interpersonal skills I want to develop further are as follows:

Problem Solving:

I need to strengthen this skill by approaching challenges systematically and finding creative solutions. I still lack this to some extent and it takes me very long to come up with a second solution after my primary solution.

Emotional Intelligence:

I believe I do possess this skill, all I need to do is polish it further for big leagues. This will help me understand and manage emotions both mine and others' in a corporate setting.

Negotiation Skills:

Acquiring this skill is important in every field of career. It is very important to know the right way to negotiate, especially as an HR when you want to collaborate with someone.

Part B

Examining the Safety Dynamics of Women's Nighttime Employment in Dhaka.

Abstract

This study investigates the safety and wellbeing of women working night shifts in corporate Dhaka. It explores the existing safety measures, the mental and physical toll of night work, and the disruption to work-life balance caused by extended hours and after-hours meetings.

The research employs a case study design with mixed methods, using existing academic journals and surveys with female employees, employers, and stakeholders. This approach aims to gain a nuanced understanding of the challenges women face, the effectiveness of current interventions, and potential solutions.

Chapter One: Introduction

i. Introduction

Dhaka, the bustling capital of Bangladesh, pulsates with a vibrant corporate scene. Yet, beneath the gleaming facades of modern office buildings lies a hidden reality for many women: the challenge of working night shifts. While the economic opportunities Dhaka offers are undeniable, the safety and well-being of women navigating these late hours raise critical concerns. This study dives into this under-explored territory, investigating the existing safety measures, the impact of night work on mental and physical health, and the disruption to work-life balance caused by extended hours and after-hours meetings.

The rise of the corporate sector in Dhaka has opened doors for women seeking professional careers. However, extended working hours, often exceeding the standard 9am-5pm schedule, have become a prevalent issue. Companies frequently require female employees to stay back for an additional 1-2 hours, blurring the lines between work and personal life. This practice not only disrupts work-life balance but also creates a pressing concern for punctuality, especially when returning home late at night. Further exacerbating the situation is the trend of scheduling crucial meetings after designated work hours. These demands paint a picture of a corporate culture that may not fully consider the unique challenges faced by women working at night.

ii. Research Objective/ Purpose

The objective of the study will be as follows:

- To investigate the existing safety measures and practices in place for women working during nighttime in Dhaka.
- To evaluate the impact of nighttime employment on the physical and psychological well-being of women in the context of Dhaka.

This research mainly focuses on the above two objectives. Dhaka, the city, is growing at a pace where the number of female employees is increasing by the day. The main concern, however, still remains unanswered- what are the existing safety measures? Are those measures enough? The impact on their physical and mental health. All of these will be the objectives to be covered in this study. Mostly depending on primary sources as there are not many secondary sources.

iii. Research Context/ Background of the Study

Safety, a fundamental right, becomes a heightened concern in the context of Dhaka's nighttime cityscape. Poorly lit streets, inadequate public transportation options, and a potential lack of security measures within office buildings after regular hours and during the night shifts can create a sense of vulnerability for women traveling home late. Existing safety measures, if any, need to be critically examined to assess their effectiveness in providing real-world protection. The challenges faced by women in the transport system, including lack of safe and reliable public transportation, high prevalence of sexual harassment, limited easy access to public transportation, safety concerns while traveling at night, lack of reserved seats for disabled and elderly passengers, insensitivity and discourtesy by transport personnel, flooding of roads and pavements, lack of accessible roads and streets, need for sensitivity training for transport personnel, and impact of crowded footpaths and illegal street vendors (Rahman, D. 2019). Women reported experiencing various forms of GBV, including groping, stalking, eve teasing, and verbal abuse, both on the streets and from other male passengers on paid transport (Hossain, M. M., & Rahman, S., 2022).

The physical and psychological toll of night work cannot be ignored. Disrupted sleep patterns, a crucial element for overall well-being, can lead to a cascade of health issues, including fatigue, weakened immune systems, and increased susceptibility to chronic diseases. The mental strain of navigating a nighttime commute and the constant state of heightened awareness can also contribute to anxiety and stress. These factors not only affect the health of female employees but also potentially impact their productivity and overall job satisfaction. Women using paid transport for work in Bangladesh face high levels of anxiety and fear, which can have significant impacts on

their mental health (Hossain, M. M., & Rahman, S., 2022). Furthermore, women in Bangladesh are often forced to make transport choices based on price, availability, and ease of travel rather than safety (Hossain, M. M., & Rahman, S., 2022). Women in Dhaka face safety concerns not only during their commute on public transport but also while walking to and from paid transport (Hossain, M. M., & Rahman, S., 2022).

This study aims to shed light on the complex interplay between safety, well-being, and corporate work practices in Dhaka. By employing a case study approach with a mix of qualitative and quantitative data collected through interviews and surveys with women employees, employers, and relevant stakeholders, the research seeks to gain a nuanced understanding of the challenges women face. The insights gleaned can pave the way for the development of targeted interventions aimed at enhancing safety measures, promoting a healthy work-life balance, and ultimately fostering a more supportive and inclusive corporate environment for women in Dhaka.

This research doesn't just address a practical concern - it dives into a human story. It's about empowering women to thrive in their careers while ensuring their safety and well-being. By raising awareness and advocating for change, we can create a corporate landscape in Dhaka that values its female workforce, enabling them to contribute their full potential without compromising their health or security.

This topic struck me as I recently completed my internship at Augmedix where all the operations take place in the night time or in hybrid shifts that is afternoon till midnight. I was curious to know whether or not in this fast fledged corporate Dhaka city, safety concerns of women are addressed justifiably. My aim is to create awareness about this as much as I possibly can.

iv. Research Questions/ Problem Statement

Research Questions:

1. To what extent are the safety measures taken for nighttime women employees of Dhaka city?
2. What impact does this have on their physical and mental health?

The increasing demand for extended working hours and after-hours meetings in Dhaka's corporate sector creates a situation where many women employees are forced to work late into the night. While this practice may benefit companies in terms of productivity, it raises a critical concern: the inadequacy of existing safety measures and the negative impact on the physical and mental well-being of these women.

This problem statement highlights the disconnect between the growing night-time workforce of women and the lack of attention paid to their safety and well-being. It emphasizes the need for a comprehensive study that examines the existing safety measures, their effectiveness, and the toll night work takes on women's health. This study aims to bridge this gap by providing valuable insights for developing targeted interventions that prioritize the safety and well-being of women working night shifts in Dhaka.

Chapter Two: Methodology

i. Type of Research

This research adopts a case study design to comprehensively investigate the safety dynamics of women's nighttime employment in Dhaka. A case study approach involves an in-depth exploration of specific cases, such as organizations, neighborhoods, or groups of women, to gain nuanced insights into the challenges, interventions, and outcomes related to nighttime work safety. The study employs a mix of qualitative and quantitative data collection methods to provide a thorough understanding of the real-world context and contribute valuable perspectives to the existing body of knowledge.

ii. Research Design

This study utilizes a quantitative method approach to comprehensively examine the safety and well-being of women working night shifts in Dhaka's corporate sector. This methodology uses quantitative data collection via survey method to paint a statistical picture of the research topic. A total of 43 respondents completed the survey. The survey was sent out on the 30th of March, 2024 and the survey stopped taking responses on the 24th of April, 2024. The aggregate number of target respondents were 100 out of which only 43 percent completed the survey.

Additionally, the study will incorporate relevant secondary data from existing academic journals to build upon existing knowledge and strengthen the analysis.

iii. Appropriate methods for sampling, data collection and analysis (where applicable)

Primary data: For primary data collection, Google Survey was used to collect both quantitative and qualitative data. The target group incorporated corporate female employees who either worked night shifts or worked normal office hours with the usual after hour meetings scheduled.

Secondary data: Although there are no direct journal articles regarding this matter- but there are a few articles that have relevance to this research. I will be using that as support to emphasis more on my research topic and why it is crucial to address.

Limitations of the research:

A few limitations were there when the sample was collected. Firstly, data was collected from a limited number of participants and only from some certain areas like Facebook groups of female corporate employees, LinkedIn, personal approach via messages and emails, etc. A broader range of participants from different sources of collection would have produced a much better result. Secondly, the research was conducted in a very short time of less than a month. A detailed study conducted through a longer period of time would have produced better research results in more detail.

Chapter Three: Findings and Discussion

Findings:

Basic demographic of the respondents

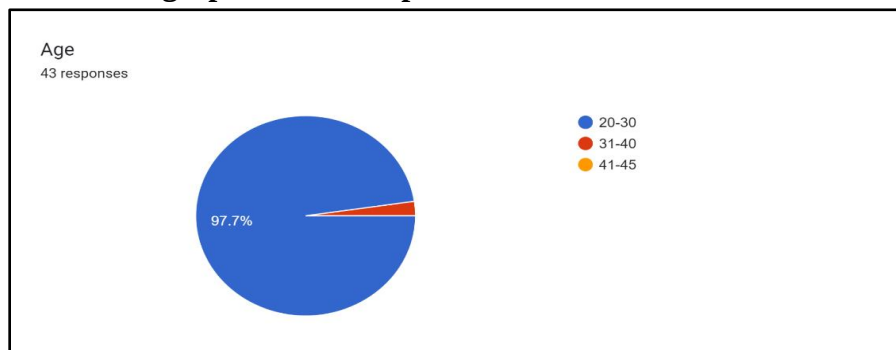


Fig-02: Age Group of Survey Respondents

The age group of the women who completed the survey were between 20-30 years of age mostly- over 90% of them were between this age group. The remaining 3.3% were thirty plus years of age.

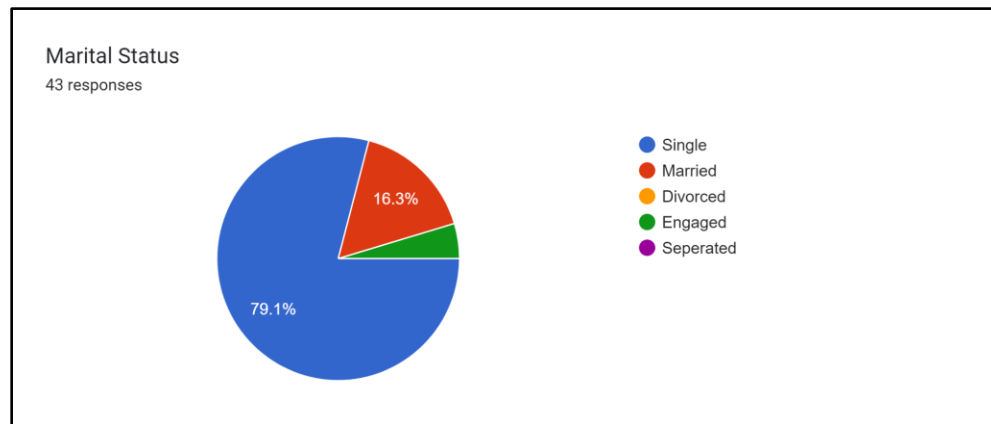


Fig-03: Marital status of survey respondents

Majority of the respondents were single. Only a percentage of 16.3% were married and 4.7% were engaged.

Safety Perception of the Respondents

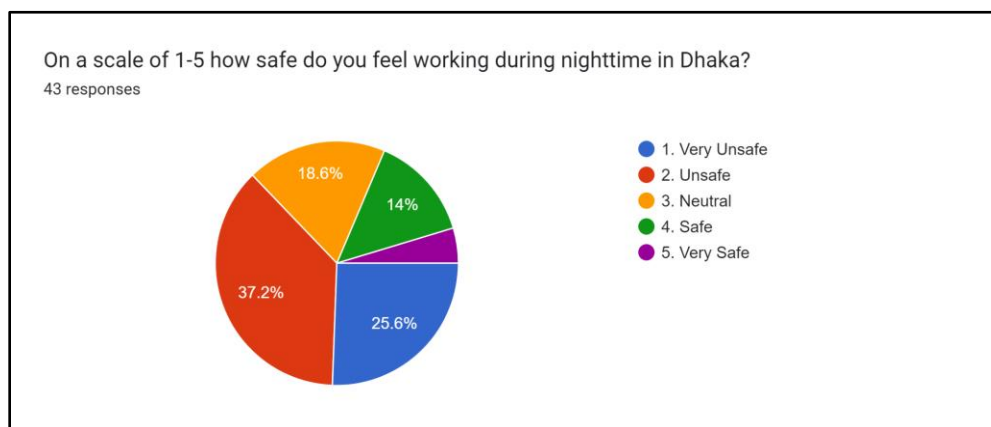


Fig-04: Research Findings 1

From this response, it is very evident that women, the majority of them, do not feel safe working during the night time in Dhaka. With only a total of 18.7% are the ones who feel safe, one of the prime reasons being office transportation to/from the workplace. However, there is still a bigger population of 62.8% who feel unsafe or very unsafe during the night time travel.

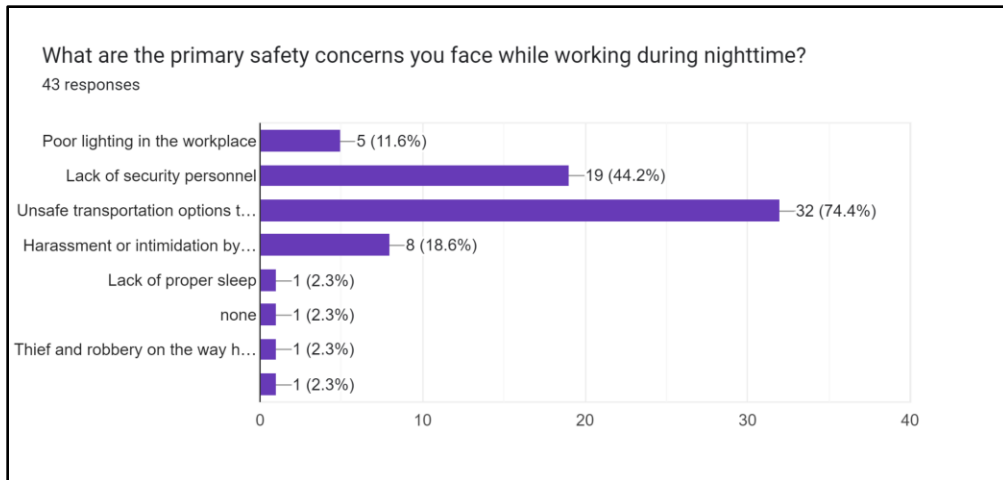


Fig-05: Research Findings 2

The primary safety concern mostly faced is “Unsafe transportation to/from work place”. Thirty-two of my respondents out of forty-three felt unsafe regarding transportation. Lack of security personnel followed by harassment or intimidation by colleagues or outsiders are the next two of the main concerns when it comes to night time safety concerns.

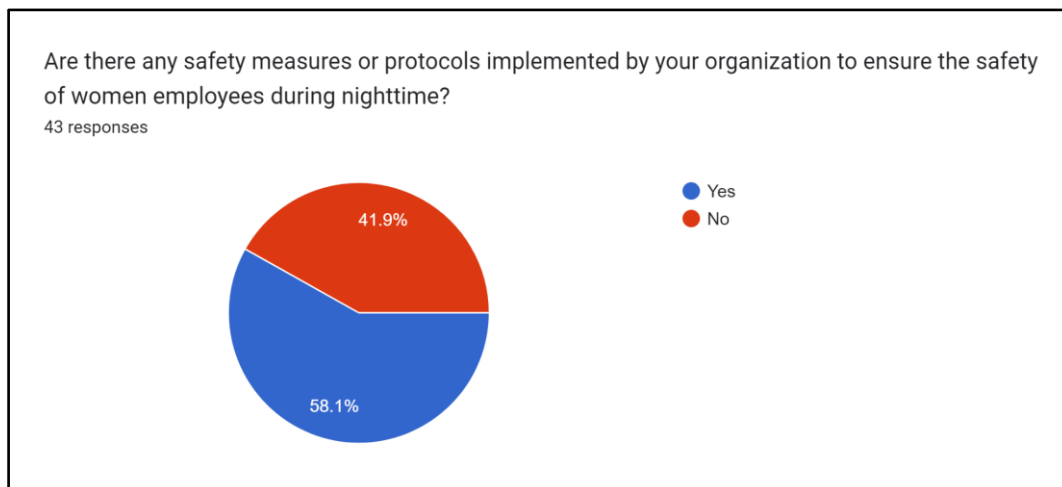


Fig-06: Research Findings 3

Although the majority of the companies seem to have implemented safety measures, there are still many of the women who still do not feel safe. With 41.9% of companies not implementing any safety measures, it is becoming a raising concern for women of Dhaka city.

When asked, what improvements can be implemented by their companies. The respondents answered the following:

Need to assure transport support.
Provide company Transportation for employees
I'm not sure
No.
Not facing any issues
Transportation needs to be provided for women
Particularly for female workers, things would get easier if travels are managed by office
No transport system available from the organization
There is no safety measures taken by my company. They do not even acknowledge the fact that we might not feel safe working late hours. There is an overall improvement needed.
I feel supported
Transportation
I think they need to hire more elderly drivers who drives you home .

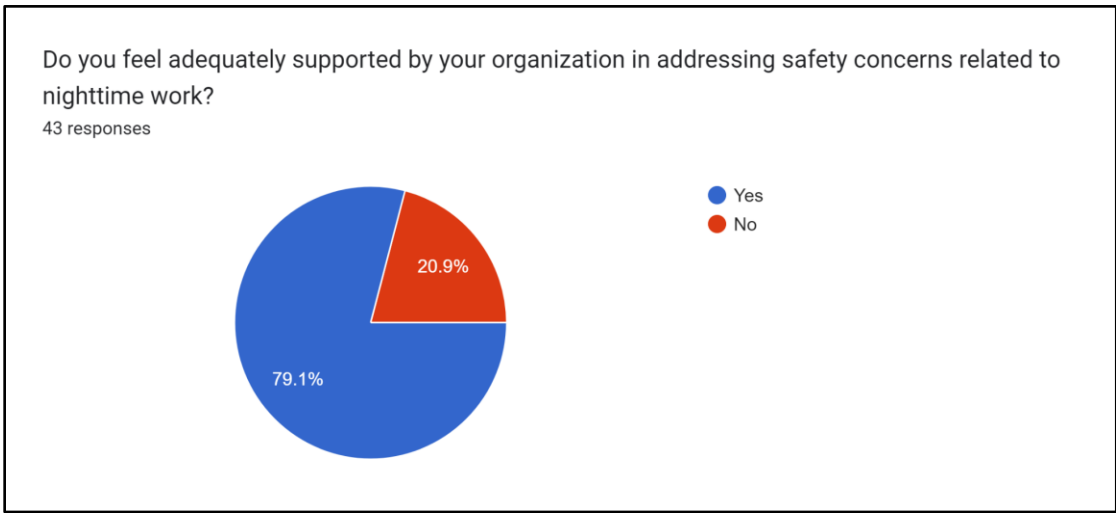


Fig-07: Research Findings 4

About less than fifty percent of the respondents do not feel supported adequately by their organization. Although the number may be substantially lower than that of those who are

supported, it is still a matter of concern as when asked where they would like their companies to improve, almost everyone mentioned “Transportation”.

Impact on Physical & Psychological Well-Being of the Respondents

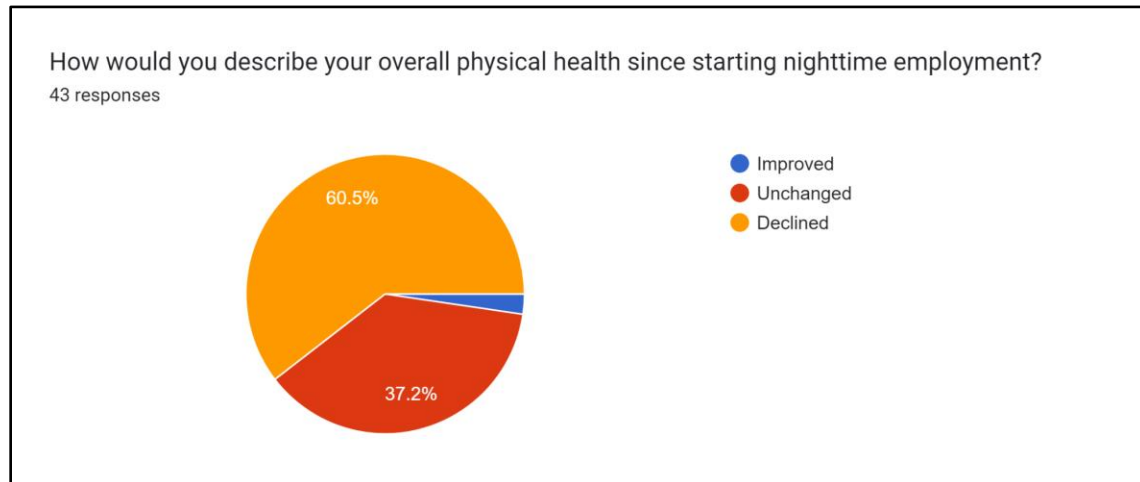


Fig-08: Research Findings 5

The chart above clearly depicts the fact that working night-time takes up a toll on the overall physical health. Over sixty percentage of the respondents feel their physical health has declined since starting night-time employment.

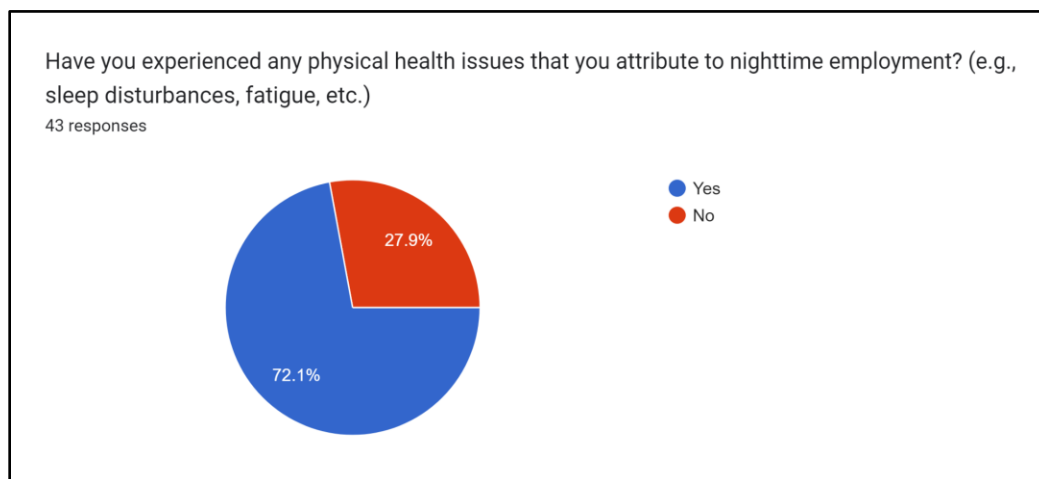


Fig-09: Research Findings 6

When asked in detail about the type of physical health issues they face, for example: Sleep Disturbances, Fatigue, etc). More than seventy percent of the respondents agreed to it.

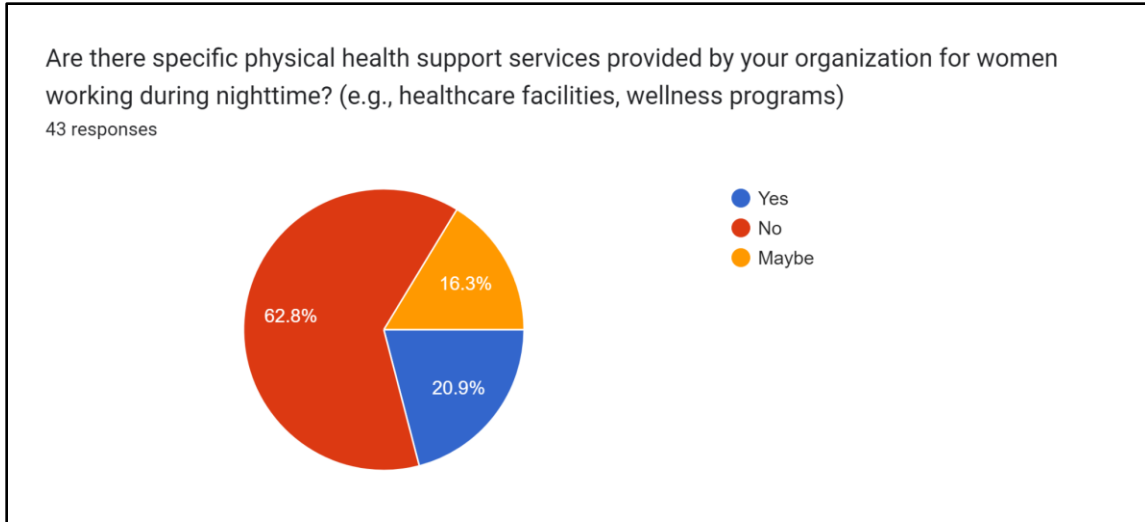


Fig-10: Research Findings 7

Dhaka, although bustling with the corporate scene, is still behind when it comes to implementing proper health care services by organizations. 62.8% of respondents answered “No” when asked whether or not their company provides them with health support facilities.

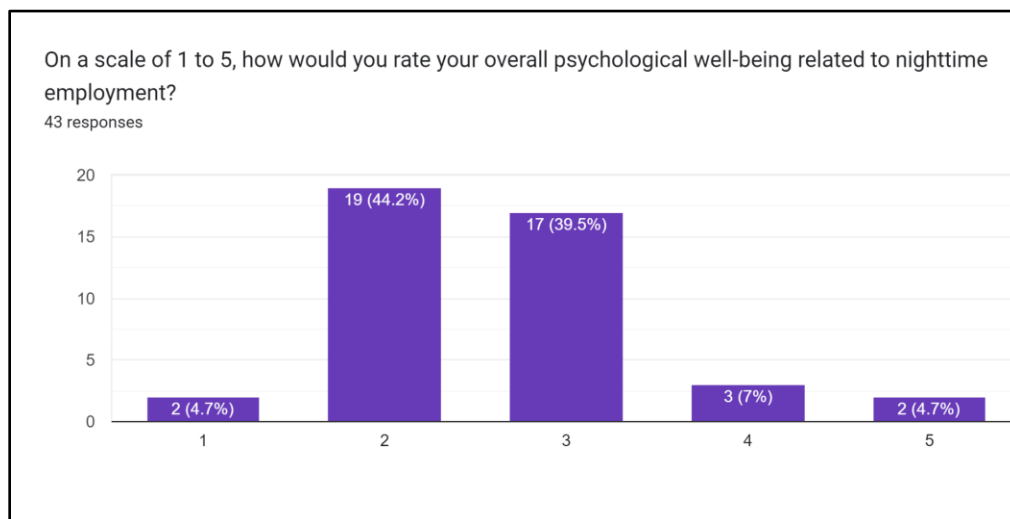


Fig-11: Research Findings 8

Here, the scale 1-5 meant very poor to excellent. It is evident that 19 out of the 43 respondents felt their mental health was poor since joining night-time.



Fig-12: Research Findings 9

Almost fifty percent of the respondents have experienced psychological challenges working during the night. When asked what type of challenges they faced, the respondents answered the following:

	Anxiety attacks, depression, problem in focusing on myself/anything, lack of social interactions outside work.
During Periods- Mood swings on heavy flow days and cramps.	Trying to be awake in both parts of the day equally decreases overall productivity in life.
I am missing out on my social life a little bit.	lack of sleep, constant headaches
	stress
fatigue, restless ness, getting short tempered	Overthinking
	None
insecurity and being judged wrongly.	Work seems more stressful at night, probably because of human nature of resting at night.
Depression	
No transportation provided	It is very depressing and stressful. It ruined my sleep routine and mental health.
Not being able to fall asleep due to the change of schedule.	Sleepy
Pressure from home. Unsafe while traveling. Extreme level of stress.	Short term memory. Sleep paralysis
Brain stops working	
There was body ache all over	
My body crashes often, but I have to complete my work before I can sleep. Not to mention the sleep schedule, totally ruined.	
I tend to be sleepy all the time and fatigued. I get migraine episodes. After office meetings are very stressful and needs to change.	

Discussion:

The limited data from this study overwhelmingly highlights safety as a paramount concern for women working night shifts in Dhaka. Issues of gender inequality and privilege must be addressed. Unlike their male counterparts, female employees face significant challenges when traveling at night. While personal transportation is an individual responsibility, considering the realities of Dhaka's nighttime environment, workplaces have a duty to prioritize the safety and security of their female employees during these hours.

Furthermore, companies should implement basic mental health initiatives. While mental health support has become increasingly normalized, many counselors are readily available. Businesses could partner with these professionals to offer programs that specifically address the well-being of female employees, especially those working late shifts.

Chapter Four: Recommendations

Recommendations:

Companies should provide safe transportation options for night-shift workers, such as reliable carpooling programs, designated shuttles, or partnerships with ride-hailing services with verified drivers. They should also enhance security measures within office buildings after regular hours, including security personnel, access controls, and well-maintained emergency systems. Furthermore, they should implement self-defense training workshops for female employees to equip them with basic skills and boost their confidence during nighttime commutes.

Companies' HR should advocate for a clear policy discouraging after-hours meetings unless absolutely necessary. Encourage communication and decision-making within designated work hours to minimize disruptions to personal time. Companies should implement comprehensive employee wellness programs that include access to mental health professionals, stress management workshops, and resources promoting healthy sleep habits for shift workers. Encourage open communication and allow employees to voice concerns about safety and well-being without fear of repercussions.

Advocate for government regulations mandating minimum safety standards for workplaces with night shifts, particularly for female employees. This could include requirements for lighting, security patrols, and accessible transportation options. They should further provide government support for childcare options, especially for working mothers who have night shifts. This could involve subsidies for daycare centers or extended operating hours for existing facilities.

Chapter Five: Conclusion

Conclusion:

This study investigated the safety and well-being of women working night shifts in Dhaka's corporate sector. The findings, while based on a limited sample size, reveal a critical gap between the demands placed on these women and the current support systems. Safety concerns loom large, with women facing challenges related to late-night travel and inadequate security measures. The extended work hours and after-hours meetings further disrupt work-life balance and contribute to potential mental health issues.

These findings highlight the need for a multi-pronged approach to address the safety and well-being of women in Dhaka's night-time workforce. Companies must prioritize improved safety measures within their premises and during commutes. Flexible working hours, discouraged after-hours meetings, and access to mental health resources can foster a more supportive work environment. Additionally, government regulations and policies can play a crucial role in mandating safety standards and creating support systems for working mothers.

Further research is needed to explore the long-term health impacts of night shifts and identify global best practices for ensuring female worker well-being. By implementing these recommendations and fostering a culture of safety and support, Dhaka's corporate sector can empower women to thrive in their careers without compromising their well-being. Ultimately, creating a safe and supportive environment for women working night shifts is not just the right thing to do, but also a sound business decision that fosters a more productive and loyal workforce.

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1. Rahman, D. (2019).
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2. Hossain, M. M., & Rahman, S. (2022). Factors affecting women's participation in the informal sector of Bangladesh: An empirical study. *International Journal of Business and Management*, 21(2), 222-233.
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Appendix:

Research Survey Questionnaire

Survey Questionnaire: Safety Dynamics of Women's Nighttime Employment in Dhaka

Thank you for participating in this survey. Your input is invaluable for our research on the safety dynamics of women's nighttime employment in Dhaka. Please answer the following questions to the best of your knowledge and experiences.

Please note: this survey will be acknowledged and help speak up about this underlying issue. Your honest feedback will help us do so.

NDA- the following information will be used anonymously and only the person behind the survey will be known to the names and the companies.

** Indicates required question*

1. Name

Personal Information

2. Age *

Mark only one oval.

☐ 20-30

☐ 31-40

☐ 41-45

3. Occupation *

4. Marital Status *

Mark only one oval.

- ☐ Single
- ☐ Married
- ☐ Divorced
- ☐ Engaged
- ☐ Separated

Employment Details

5. How long have you been working in your current position? *

Mark only one oval.

- ☐ Less than 1 year
- ☐ 1-3 years
- ☐ 3-5 years
- ☐ More than 5 years

6. What is your average work hours during nighttime? (e.g., 9AM- 5PM [please follow this format]) *

Safety Perception

Safety becomes one of the most crucial thought when it comes to nighttime work or having to stay back after a normal nine to five working hours.

7. On a scale of 1-5 how safe do you feel working during nighttime in Dhaka? *

Mark only one oval.

- ☐ 1. Very Unsafe
☐ 2. Unsafe
☐ 3. Neutral
☐ 4. Safe
☐ 5. Very Safe

8. What are the primary safety concerns you face while working during nighttime? *

Check all that apply.

- ☐ Poor lighting in the workplace
☐ Lack of security personnel
☐ Unsafe transportation options to/from work
☐ Harassment or intimidation by colleagues or outsiders
☐ Other: _____

9. Are there any safety measures or protocols implemented by your organization to ensure the safety of women employees during nighttime? *

Mark only one oval.

- ☐ Yes
☐ No

10. If yes, please briefly describe these safety measures taken by your organization: *

11. Have you ever experienced or witnessed any safety incidents while working during nighttime in Dhaka? *

Mark only one oval.

☐ Yes

☐ No

12. Do you feel adequately supported by your organization in addressing safety concerns related to nighttime work? *

Mark only one oval.

☐ Yes

☐ No

13. If no, please specify where improvement is needed *

14. How satisfied are you with the safety measures and support provided by your organization for nighttime employment? *

Mark only one oval.

- ☐ Very Satisfied
☐ Satisfied
☐ Neutral
☐ Unsatisfied
☐ Very Unsatisfied

15. Is there anything else you would like to share regarding safety dynamics and nighttime employment in Dhaka? *

Impact on Physical & Mental Wellbeing

As women, we multitask- both at home and work. It can sometimes take up a toll on our physical and mental wellbeing. Please answer the following questions related to that. I appreciate you taking the time to complete this survey.

16. How would you describe your overall physical health since starting nighttime employment? *

Mark only one oval.

- ☐ Improved
☐ Unchanged
☐ Declined

17. Have you experienced any physical health issues that you attribute to nighttime employment? (e.g., sleep disturbances, fatigue, etc.) *

Mark only one oval.

- ☐ Yes
☐ No

18. Are there specific physical health support services provided by your organization for women working during nighttime? (e.g., healthcare facilities, wellness programs) *

Mark only one oval.

- ☐ Yes
☐ No
☐ Maybe

19. On a scale of 1 to 5, how would you rate your overall psychological well-being related to nighttime employment? *

Mark only one oval.

	1	2	3	4	5	
Very	☐	☐	☐	☐	☐	Excellent

20. Have you experienced any psychological challenges or stress related to nighttime employment? *

Mark only one oval.

- ☐ Yes
☐ No
☐ Maybe

21. If yes, please briefly describe the nature of the challenges. *

22. Do you feel that your organization adequately addresses psychological well-being concerns for women working during nighttime? *

Mark only one oval.

- ☐ Yes
☐ No
☐ Maybe

23. If no, please specify areas where improvement is needed. *

24. How would you describe the impact of nighttime employment on your work-life balance? *

Mark only one oval.

- ☐ Positive
☐ Neutral
☐ Negative

25. If there is any additional comment you want to add, please use this area. (Put N/A * if there is nothing to add)

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