

Independent Monitoring Report
on
100 Days of Rana Plaza Tragedy
A Report on Commitments and Delivery

Prepared by
Centre for Policy Dialogue (CPD)

In partnership with

Institute of Architect, Bangladesh (IAB), Aio O Salish Kendra (ASK), Ahsania Mission, ActionAid Bangladesh, Gono Shakkhorota Abhijan, Transparency International Bangladesh (TIB), Daily Star, Nari Paksha, Nijera Kori, Prothom Alo, Bangladesh Environmental Lawyers Association (BELA), Bangladesh Legal Aid and Services Trust (BLAST), Manusher Jonno Foundation and SHUJAN

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03 August 2013

Organised by
Centre for Policy Dialogue (CPD)

Acknowledgment

Professor Rehman Sobhan, Chairman, CPD

Who came up with the idea of setting up the partnership initiative and monitoring the implementation of deliverables

Dr Debapriya Bhattacharya, Distinguished Fellow, CPD and

Professor Mustafizur Rahman, Executive Director, CPD

For their guidance in implementing the initiative

**Ms. Annisatul Fatema Yusuf, Director, Dialogue and Communications, CPD
and Dr Farmida Khatun, Research Director, CPD**

For their suggestions and support in implementing the initiative

**Professor Jamilur Reza Chowdhury, Vice Chancellor, University of Asia
Pacific and Mr Habibullah N Karim, Chairman, Terratech Limited**

For their valuable contribution to the initiative

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12. Closing Remarks: CPD (2013): Independent Monitoring Report on Post Rana Plaza Initiatives Slow Progress in Delivery of the Commitments: List of Steps

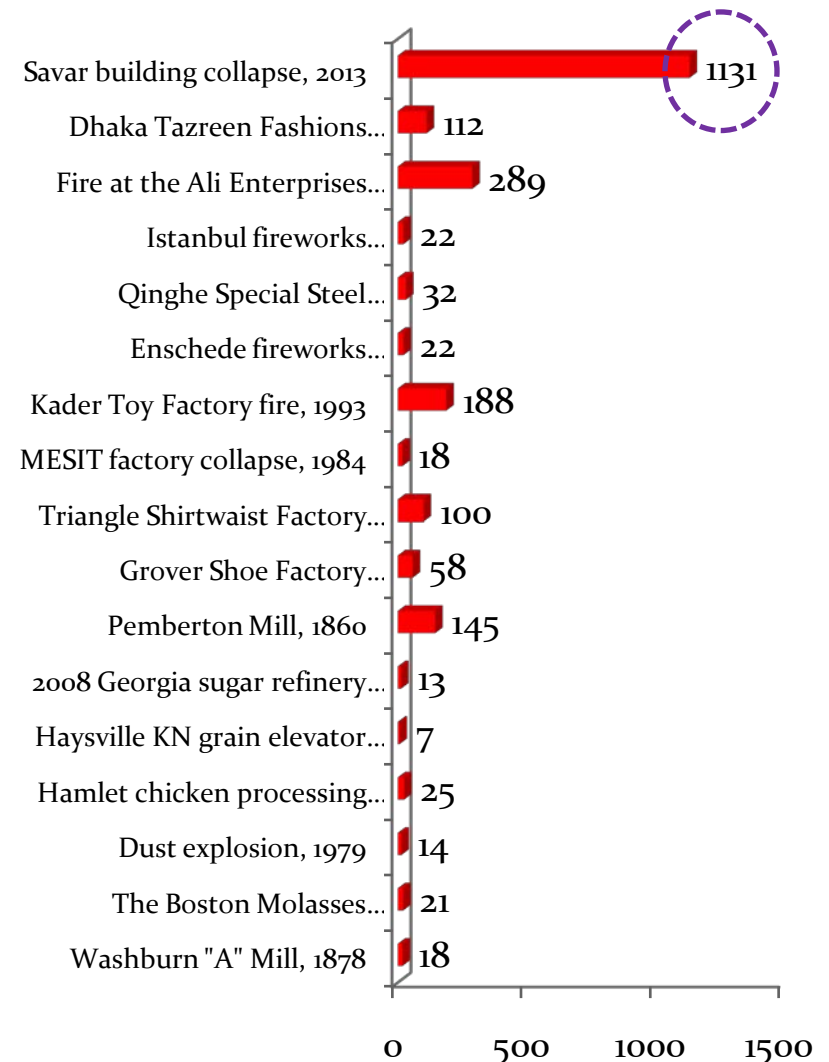


PART A: Independent Monitoring Initiative

1. Introduction

- This is the first Independent Monitoring Report on the Rana Plaza Tragedy
 - Prepared by CPD on behalf of the partnership set up to monitor the status of delivery of follow-up activities
- This worst human-made disaster in Bangladesh's history, claiming the lives of 1132 people and injuring and maiming many others, has touched the heart and soul of people not only in Bangladesh but also beyond(Figure).
- Unique incidence: None of the workers would die if the factory remained closed after the major fault in the building was identified day before the incidence.

Number of Deaths in Major Disasters in the Manufacturing Sector of the World



Source: Wikipedia

2. Rationale for Independent Monitoring

- The state of physical and social compliance, particularly concerning workplace safety and security, have failed to match the growth of the sector.
 - A large number of factories continue to work with impunity despite the laws, regulations, and labour law provisions that are in place.
- It has been seen in the past that whilst some incremental progress tends to be made after each disaster, many of the steps announced remain unaddressed
 - As a result, disasters keep on happening and then once again a flurry of actions is announced, until the next disaster happens.
- One of the primary reasons driving this repetitive occurrence is the lack of continuous monitoring of the announced and the required initiatives
 - A key driver of success of these actions will depend on continuous monitoring of the implementation of the actions
- After the Savar incident major national and international organisations have come out with various proposals to be implemented in the short, medium and long term
 - If the past is any indicator, it is apprehended that many of these pledges may remain 'wish lists' if a concrete action plan, is not designed in a time-bound manner

3. Independent Monitoring Initiative of the Civil Society

- The Independent Monitoring Initiative will monitor
 - Progress of all kinds of commitments made by the stakeholders particularly with regard to affected workers and their families
 - legal actions against those responsible for the incidence
 - improvement of work place safety and security
- Monitoring of these activities requires time-bound exercises
- Outcome of this initiative is
 - Development of a vibrant export-oriented RMG sector in Bangladesh which will be able to maintain highest level of physical and social compliances
 - Will project 'Brand Bangladesh' as a globally-recognised model for compliant sourcing hub

4. Structure and Composition of Civil Society Monitoring

- A partnership coalition between civil society organizations and renowned personalities
- A total of 14 organizations and a number of personalities comprise the partnership
 - Centre for Policy Dialogue (CPD) is the lead organisation in this initiative
 - The partner organizations include – Institute of Architect, Bangladesh (IAB), Aio O Salish Kendra (ASK), Ahsania Mission, ActionAid Bangladesh, Gono Shakkhorota Abhijan, Transparency International Bangladesh (TIB), Daily Star, Nari Paksha, Nijera Kori, Prothom Alo, Bangladesh Environmental Lawyers Association (BELA), Bangladesh Legal Aid and Services Trust (BLAST), Manusher Jonno Foundation and SHUJAN.
 - The personalities who are involved in this initiative are – Professor Jamilur Reza Chowdhury, Vice Chancellor, University of Asia Pacific, and Mr Habibullah N. Karim, Chairman, Terratech Limited.

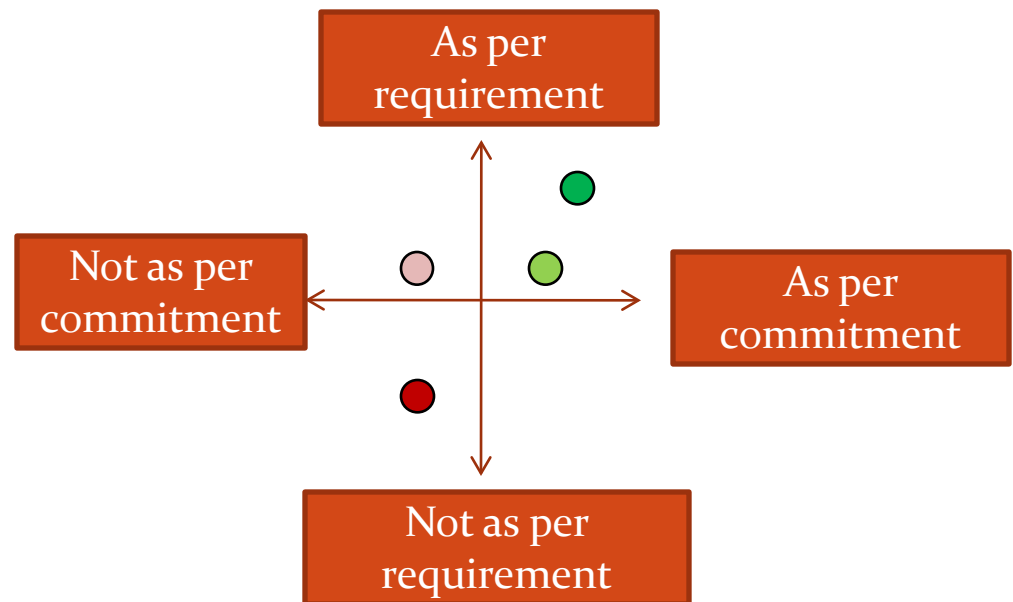
5. Areas for Monitoring

- The Independent Monitoring focuses on seven specific areas of work which include-
 - To monitor the disbursement of compensation as per law and other financial supports committed by various organizations
 - To determine the number of causality in the Rana plaza incidence particularly number of deaths, injured, and missing
 - To monitor the commitments made with regard to fire safety and security
 - To monitor the initiatives of assessment of building safety and related activities
 - To monitor the legal steps taken by responsible organisations including the government, workers and other relevant public agencies as regards payment of workers' compensation, injury and death of workers etc.
 - To monitor the commitment and support provided to injured workers for their treatment and rehabilitation afterwards, and
 - To monitor the activities relate with re-employment of injured workers.
- There are a number of other issues
 - Revision of workers' wages, trade union rights, providing life insurance facility to the workers and sharing of profit for workers' welfare as per law etc.

6. Methods of Monitoring

- The partner organizations have discussed about the initiative in the preparatory meetings held on 18 May and 22 July, 2013 at CPD.
- Chaired by Professor Rehman Sobhan, Chairman, CPD
- Two aspects in the monitoring exercise
 - Horizontal and Vertical
- Horizontal aspects: extent of implementation of various commitment made by concerned organizations as per time line.
- Vertical aspects: how much the supported initiatives meet the required need of the workers and the sectors.
- Both the primary and secondary sources of information have been used in preparing the report.

Horizontal and Vertical Aspects of Monitoring



7. Limitation of the Monitoring Report

- The report has attempted to be as comprehensive as possible by making use of available information in the public domain
 - By drawing on information gathered from different organizations.
- Various initiatives undertaken by individuals, web-based social groups, local informal organizations, non-resident Bangladeshis, international organizations etc., are not adequately documented and readily available
 - It has been found to be rather difficult to access this information
- The major focus of the Monitoring Report is to document progress on institutional initiatives (commitments and their implementation status).
 - This report has tried its best to document and present.
- A fuller picture of other initiatives would have definitely enriched this report.



PART B: Workers' Profile of the Rana Plaza

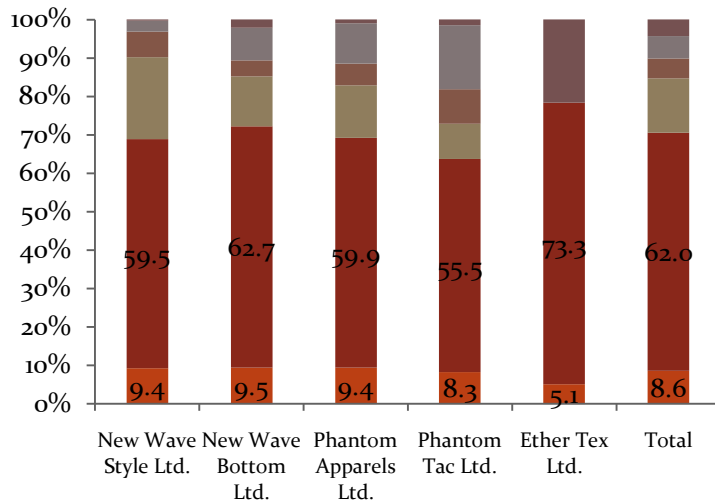
8. Profile of the Rana Plaza Workers

- Five garment factories were in operation in the Rana Plaza
- Number of workers: BGMEA: 2760 and other reports: 3900
- Distribution of workers: different from as usual case
- Monthly income: Tk.3000 to Tk.8000.
 - Drop of a major source of income
- 70% of workers had been working less than a year

Number of Workers Worked in the Garments of the Rana Plaza

Name of Unit	No. of Workers
New Wave Style Ltd.	1165
New Wave Bottom Ltd.	452
Phantom Apparels Ltd	438
Phantom Tac Ltd	254
Ether Tex Ltd	450
Total	2759

Workers' Length of Service



Position of Workers of the Factories of Rana Plaza

Grades	Factory Wise Number of Workers				
	New Wave Style Ltd.	New Wave Bottom Ltd.	Phantom Apparels Ltd	Phantom Tac Ltd	Ether Tex Ltd
1	22	6	-	-	1
2	4	1	1	-	1
3	22	3	185	68	1
4	432	173	98	145	235
5	58	30	-	-	-
7	380	69	82	17	-
Other	247	170	72	24	212
Total Worker	1165	452	438	254	450

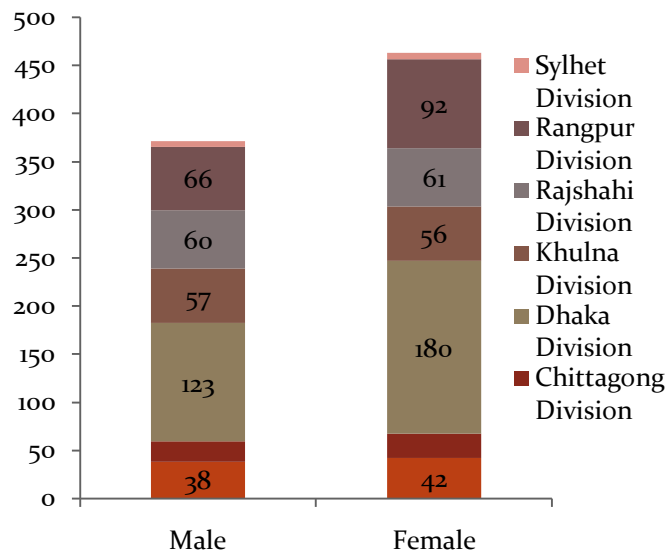
Source: Based on collected documents

9. Number of Causality in the Rana Plaza Incidence

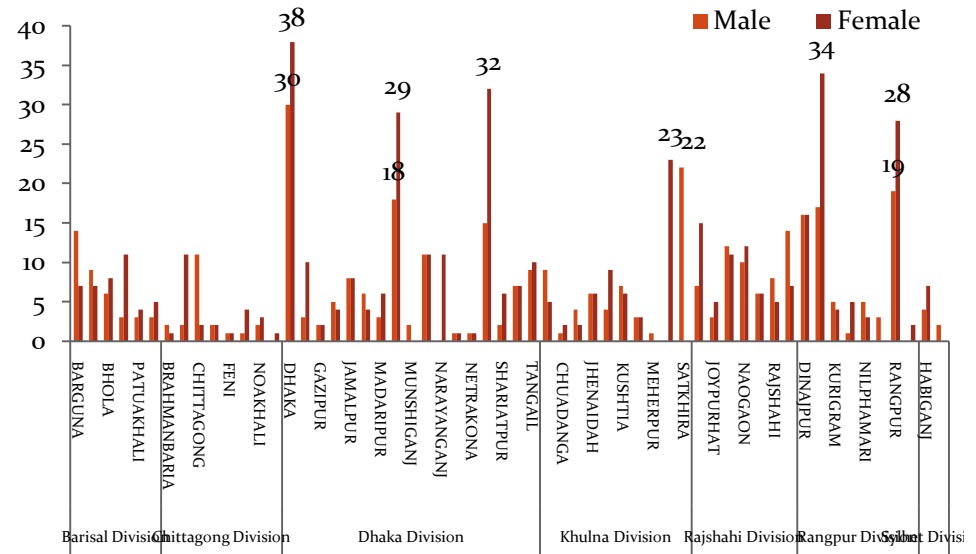
9.1 Dead Workers

- The total number of death toll stands at 1,132 including the 17 who died while undergoing treatment at hospital.
 - Detailed information of 834 dead workers was available
- Among the 834 dead workers 463 were male and 371 were female workers.
 - Most of the workers were from Dhaka division followed by Rangpur, Rajshahi and Khulna divisions (Figure 4).
- The district wise distribution of workers reveals a nation-wide representation of workers– workers from 59 out of 64 districts found in those factories

Division-wise Distribution of Dead Workers (834 workers)



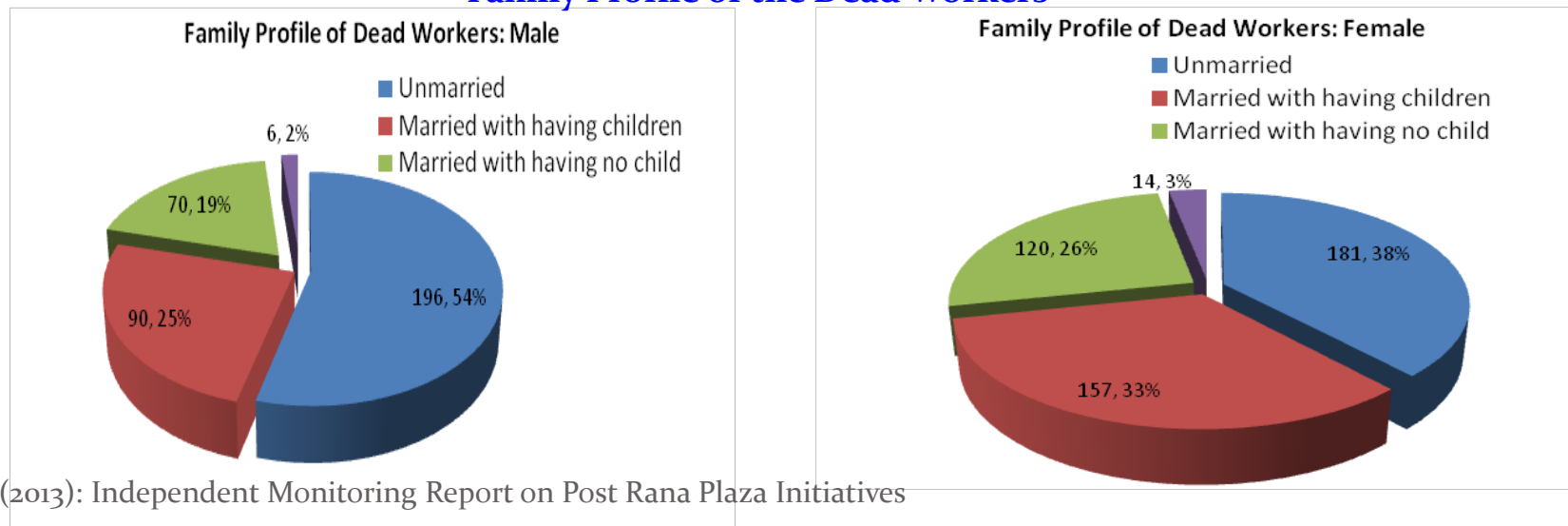
District-wise Distribution of Dead Workers (834 workers)



9. Number of Causality in the Rana Plaza Incidence

- A significant number of dead workers were married and a large number of them have one or more child (Figure 6).
 - 437 workers were married (52% of workers). Female workers were more married (62%) compared to that of male workers (48 %).
- Majority of these married workers have children – 247 workers (56.7 %) have children.
- These children were the direct victim of the tragic incidence of Rana Plaza
 - Rana Plaza disaster brought multi-dimensional impact on the livelihood of the poor people of the country.

Family Profile of the Dead Workers



9. Number of Causality in the Rana Plaza Incidence

9.2 Missing Workers

- A total of 332 workers have not been identified.
 - 235 workers were female (69.8%) while another 97 workers are male (30.2%).
 - Majority of the missing workers are from Dhaka division (131).
 - Almost equally distributed to different age-brackets – from 15 to 30 years
- A total of 234 unidentified dead bodies had been buried
 - 200 samples collected for DNA test.
- Part of these missing workers is supposed to be among these 234 unidentified workers
 - Even though another 98 workers will remain untraced.
 - Families of these missing workers are in disastrous situation.

Distribution of Missing Workers (332 workers)

	Male	Female	Total
Barisal Division	8	19	27
Chittagong Division	1	7	8
Dhaka Division	44	87	131
Khulna Division	12	27	39
Rajshahi Division	15	43	58
Rangpur Division	14	42	56
Sylhet Division	3	6	9
Not Found	2	2	4
Total	97	235	332

9. Number of Causality in the Rana Plaza Incidence

9.3 Injured Workers

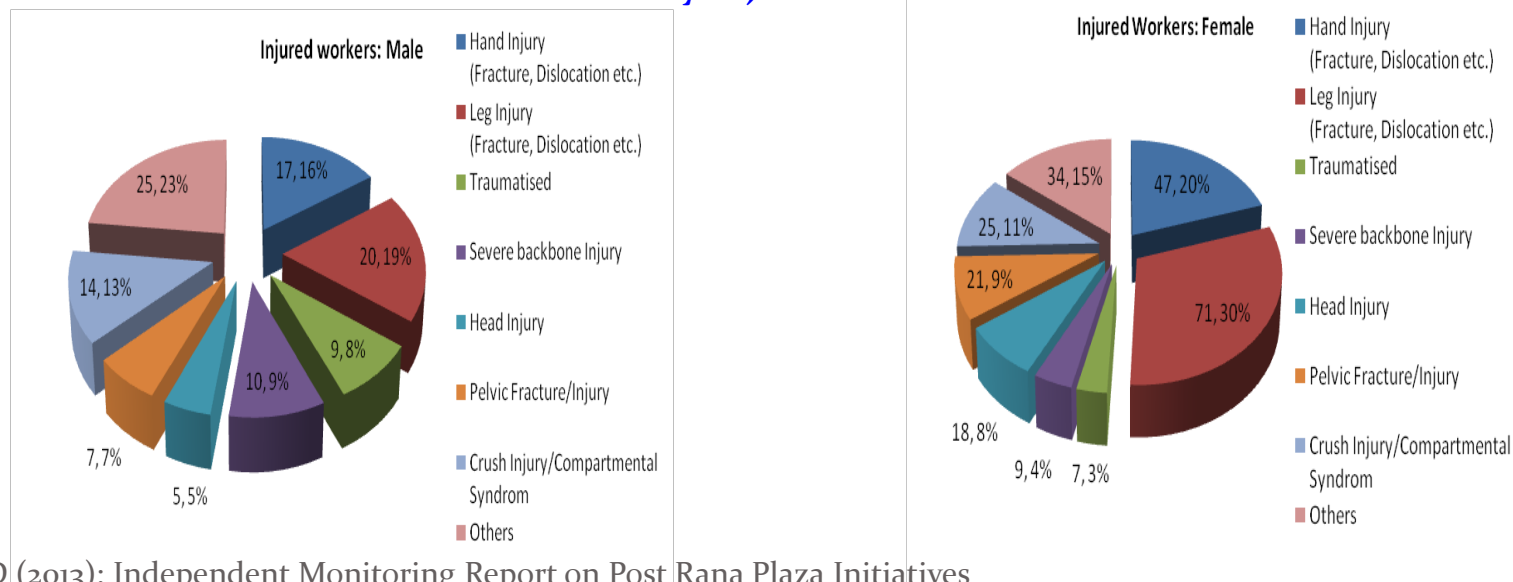
- According to Enam Medical College, a total of 1800 workers have taken primary treatment from this hospital
 - 1000 workers were released within a week; 700 workers were released after one to two months.
 - 34 injured workers have been shifted to CRP, CMH Savar and Orthopedic hospital, Dhaka
- There are a total of 339 workers who are severely injured and have to undergo major operation and long term treatment process.
- Most of these workers are in admission to different medical institutes
 - NITOR Orthopedic Hospital, CMH Savar, Dhaka Medical College, Enam Medical College and Hospital, Savar, CRP Hospital, Savar, and Dip Clinic, Savar.
- A large number of workers who were partially injured and got treatment and have been discharged from the hospitals are undergoing treatment in local hospitals and clinics.
- A number of those workers found unemployed because of lack of the proper physical condition.

9. Number of Causality in the Rana Plaza Incidence

9.3 Injured Workers

- Severely injured workers have eight different kinds of casualty
 - Hand injury, leg injury, traumatized, severe backbone injury, head injury, pelvic fracture, crush injury and compartmental syndrome and others.
- Majority of the injured workers have severe injury in their legs and hands- over 50 per cent female workers have suffered with almost inactive hands and legs (Fig)
 - These workers seems to loose their earning ability
- The other kinds of injury are also severe such as backbone injury and trauma etc., which needs long time to rehabilitate and get back to normal condition.

Severely Injured Workers





PART C: Commitment and Implementation

10. Major Pledges and Commitments Made by Different Organisations

- A number of local and international organizations made their pledges and commitments
 - Addressing the immediate challenges and needs; Pledges were also made with regard to legal actions
 - Retailers and international organizations made their commitments with regard to fire safety and security
- Government made a number of commitments with regard to compensations for the family of dead victims, providing treatment to injured workers, rehabilitating family members of dead workers and legal actions to be taken against those who are responsible for the incidence.
 - Major pledges include Tk.1 lakh for each family of the dead victims, two year plan for physiological treatment for the injured workers and rehabilitating the family members of the injured workers.
- BGMEA made commitments with regard to raising fund for affected workers including a mere Tk.25000 from each factory, providing employment of able family members of disabled workers

10. Major Pledges and Commitments Made by Different Organisations

- A number of development partners, international organizations and retailers have made commitments both for immediate need as well as for medium term measures to improve the physical and social compliances.
 - US government has offered victim workers artificial limbs, DNA testing kits and transplantation of organs of the victims.
 - German government has pledged to support the disabled workers to job integration.
 - ILO assured to provide support to the victims of Rana Plaza.
 - Retailers who were in contractual terms with the factories of Rana Plaza such as H & M, Inditex, Primark, C&A announced to spend US\$ 5 million for the victims.
 - Loblaw and Primark pledged to compensate families and children of victims
- A number of major global initiatives have been undertaken without any prior commitment.
 - Accord signed by 70 retailers and buyers of EU markets
 - Alliances signed by 17 buyers and retailers of North American countries and
 - Social contract between EU, Bangladesh and ILO

11. Monitoring the Progress of the Pledges/Commitments Made by Different Organisations

11.1. Rescue Operations of Different Organisations

- A number of government agencies including fire service and civil defense authority, the army, police, BDR, official volunteers took part in the rescue operation.
 - A large number of private organizations and individuals took part in different activities in connection with the rescue operation.
- Rescue operation has been carried out with limited available equipments including excavator, dodger, loader (chain), loader (wheel), 160 ton crane, locator, excavator hammer, rod cutter, gas cutter and stone cutter etc.
 - Because of limited equipments, rescue operation took place slowly
- Participation of the private organization and individuals without having specialized training their involvement in the operation was risky.
 - Support from all corners of the society for the rescued workers as well as for the rescue teams are well appreciated.

11. Monitoring the Progress of the Pledges/Commitments Made by Different Organisations

11.2 Disbursement of Compensation as per Law and Other Financial Supports Committed by Various Organizations

- Workers were entitled to get a number of compensation and benefits as per law.
- First, workers were entitled to receive wages and salary for the existing month (April, 2013) and other dues (mainly overtime benefit) as per law.
- Second, workers were entitled to receive termination benefit, service benefit, and leave benefit as per law.
- Third, those who died were supposed to get the financial benefit covered under the life insurance scheme (i.e. group life insurance).
- Fourth, those who have injured are supposed to get the treatment benefit.

Salaries

- BGMEA has arranged salaries for workers, overtime benefit and other benefits.
- A total of 2759 workers received those benefits
- About 1150 workers or their families did not get any kind of benefit
 - Because of number of hassles including missing workers, lack of identification document in support of dead workers etc.
- Alleged that workers' did not get the full compensation for their overtime work

11. Monitoring the Progress of the Pledges/Commitments Made by Different Organisations

11.2 Disbursement of Compensation as per Law and Other Financial Supports Committed by Various Organizations

Dead workers

- Families of dead workers were supposed to receive the life insurance benefit of Tk.100000 each.
- In fact, the announcement of the Prime Minister to pay Tk.100000 for each worker seems to be the insurance claim of firms against dead workers.
- According to the newspaper report, a total of 777 families of the victim workers have received this benefit from Prime Minister's Relief and Welfare Fund which is amounted to be Tk.11 crore (Table 7).
- The distribution of fund from the Prime Minister's office is well appreciated although a large number of victim's family has yet to get the benefit.
- Since the family information of dead workers are available (859 workers) government should immediately disburse fund in rest of the victims' families.
- There is a problem of identification of victim's family and because of that a number of families are deprived of getting the benefit.

11. Monitoring the Progress of the Pledges/Commitments Made by Different Organisations

11.2 Disbursement of Compensation as per Law and Other Financial Supports Committed by Various Organizations

Dead workers

- It is important to know whether the donation of BGMEA to the Prime Minister's Fund (Tk.3 crore) is the insurance claims of the workers or it's a fresh fund.
- A simple calculation is: families of 1132 victim workers are supposed to receive an insurance benefit of Tk.11.32 crore.
- Thus the gap means all the workers are not covered under the insurance policy.
- It is alleged that factories often do not cover all its workers under group life insurance scheme in order to reduce the cost for insurance.
- In fact, BGMEA maintains the process of group insurance by providing a lump sum amount.
- In other words, all the workers in the Rana Plaza are most likely not covered under insurance.

11. Monitoring the Progress of the Pledges/Commitments Made by Different Organisations

- Prime minister has announced to provide financial assistance up to Tk.15 lakh in the form of savings certificate to the victim's families.
 - Already 30 families have received on average Tk.10 lakh for each family.
 - Given the urgency of these families, disbursement should be completed soon.
- In fact, the benefit so far received by the victim's families could be termed partial horizontal coverage and would not be considered as vertical coverage.
 - In order to meet the requirement of the victim's families, disbursement of the announced amount to the victim's family should be completed immediately.
 - A 5- year savings certificate of Tk.10 lakh-15 lakh would assure a net monthly benefit of Tk. 10000-15000, which would be helpful for meeting monthly expenses of these families.
- Prime Minister's Fund have received donation from government, non-government, private organizations and from individuals.
 - Prime minister's office should make it public the total fund received for supporting the victims of the Rana Plaza Tragedy and plan for distribution of those funds
- Beside the official process, victim's families have directly and indirectly got financial support from different private organizations, individuals, social media groups and international organizations

11. Monitoring the Progress of the Pledges/Commitments Made by Different Organisations

11.2 Disbursement of Compensation as per Law and Other Financial Supports Committed by Various Organizations

Missing Workers

- Families of the missing workers are in the most disastrous situation.
 - Because of unidentification of over 260 dead persons as well as a large number of untraced workers, victims' families have not been recognized under any official process.
- Although information of 330 missing workers have been collected, however, those were not acknowledged by the BGMEA and other authorities,
- hence families have been kept outside any formal support as provided to the dead workers (Tk.20000 for buried the dead body and Tk.100000 for the family or injured workers received Tk.42700).
- According to the field level information, these families have received benefit of Tk.15000-16000 from an organization which is called 'Bikash'.
- Government should immediately disburse fund for the families of missing workers by completing necessary checking of identification of dead workers (e.g. matching DNA test results etc.).

11. Monitoring the Progress of the Pledges/Commitments Made by Different Organisations

11.2 Disbursement of Compensation as per Law and Other Financial Supports Committed by Various Organizations

- There is no updated information about the progress of the commitment made by international retailers. Although H&M, Inditex, Primax, C & A
 - Committed to disburse US\$5 million for the victims family, the progress about that need to be made public.
- Similarly, no progress is known about the commitment made by the companies which took orders from those factories such as Loblaw, Primark and Bonmarche regarding support to the victim's families.

11. Monitoring the Progress of the Pledges/Commitments Made by Different Organisations

11.3 Commitment and Support Provided to Injured Workers for Their Treatment and Rehabilitation Afterwards

- According to the Enam Medical Hospital and College, which provided initial medical support to majority of workers, a total of 1800 workers got medical treatment of different kinds which costs an amount of Tk.1.9 crore.
- All of these injured workers received all medical services and facilities at free of cost for their initial treatment.

Concerns regarding Injured Workers

- A large number of injured workers after getting released from the hospital have to undergo for six to one year (and even longer) physiological treatment.
- It is found that hospitals and clinics have started charging fees and cost of medicines for those injured workers.
- These workers have to be unemployed for over a year before they would be able to work in any factory. Thus, they have to fully depend on their families for their treatment.
- Government's commitment for two-year support to the injured workers should consider these aspects.
- Government should immediately disclose its plan to support the injured workers, ensure long term treatment facilities without any cost, and taking measures for their rehabilitation.

11. Monitoring the Progress of the Pledges/Commitments Made by Different Organisations

11.3 Commitment and Support Provided to Injured Workers for Their Treatment and Rehabilitation Afterwards

Concerns regarding Seriously injured workers

- Information of 52 injured workers (mostly injured seriously) collected in early May, 2013, revealed that on average each of them received about Tk. 42,700 from three sources (DC office, Prime Minister's Office and Private sources).
- Most of these workers even after getting the treatment, would either permanently or partially lost their capability to do heavy works particularly in labour-driven industrial operation.
- A large number of 'efficient' and 'productive' workers have turned to be 'unemployed' and would perhaps be 'dependent' on their families.
 - Unless proper support is provided to these workers, they would become the 'burden' of these families.

Table 8: Injured Workers' Compensation (as of May, 2013: 52 Workers)

	No. of Workers	Compensation per Workers (in Tk.)		
		DC Office	PM	Private
Male	22	1,10,000 (5000)	2,10,000 (9545)	6,20,000 (28182)
Female	30	1,25,000 (4167)	2,70,000 (9000)	11,52,000 (38400)
Total	52	2,35,000 (4519)	4,80,000 (9231)	17,72,000 (34077)

11. Monitoring the Progress of the Pledges/Commitments Made by Different Organisations

11.3 Commitment and Support Provided to Injured Workers for Their Treatment and Rehabilitation Afterwards

- According to the newspaper report, BGMEA spent about Tk. 2.5 crore for the wounded workers till 25 July, 2013.
 - But it is not clear whether the spent amount is provided from the accounts of the factory authority or not.
 - It is important to make it public the information about the sources of their fund.
- BGMEA's initiative to work with CRP for supporting injured workers with artificial limb needs clear timeline for implementation.
 - BGMEA should make it public regarding their initiatives for the injured workers.
- A number of private sector organisations including hospitals, labour organization, banks and insurance companies and multinational companies have undertaken a number of support measures for the injured workers.
- BILS set up a support centre at Savar to assist victims and their families with proper information, arrange psychological treatment for injured workers, provide financial support to pregnant victims and their families, helped to admit seriously injured workers in different hospitals.

11. Monitoring the Progress of the Pledges/Commitments Made by Different Organisations

11.3 Commitment and Support Provided to Injured Workers for Their Treatment and Rehabilitation Afterwards

- Development partners particularly EU has agreed to provide support to the permanently disabled workers under an agreement of social contact.
- German government pledged to provide support for job reintegration measures for workers who lost limbs and sustained permanent disabilities.
- Indian government has committed to provide support for transplantation of organs to victim families.
- Experts from India and Thai are supposed to work for providing limbs to the maimed. It is important to monitor in the future how those commitments fulfilled as per announcement.
- A Canada-based NRB organization called 'Young Canadians for Global Humanity' provided financial support (Tk.5000-25000) to different categories of disabled workers who were admitted in Enam Medical College Hospital and CRP, Savar.
- Terratech, a consortium of private IT service firms providing IT support to the victims by creating and maintaining a database of- a) The deceased b) The injured, c) The dependents of victims, d) The donations received, e) The donations committed, f) The well-bodied survivors, g) The jobs committed, h) Compensation monitoring, i) Individual status monitoring, and j) Help desk support to victims and families.

11. Monitoring the Progress of the Pledges/Commitments Made by Different Organisations

11.4 Activities related with Re-employment of Injured Workers

- There were a total of 2400 survivors from the Rana Plaza who are at different physical conditions but will need to be rehabilitated and reemployed over the period of time.
 - The Army of Savar cantonment has prepared several lists of workers categorizing into three - a list of 1000 workers who need to be given jobs,
- Initiatives from the associations and government are however unsatisfactory.
 - Government has made arrangement for reemploying 100 workers in leather factories.
 - BGMEA's commitment to reemploy the workers or employing the family members of disabled workers is not yet implemented
- The initiatives at the private sector are rather few. 'Reshma' got the job of public area ambassador at the housekeeping department of The Westin Dhaka.
- Trade union associations have been working to get jobs for the workers in different factories.
- The Prime Minister's office has announced providing financial support amounted to be Tk. 10 lakh in the form of savings certificate to the injured workers which would be a source for survival.

11. Monitoring the Progress of the Pledges/Commitments Made by Different Organisations

11.4 Activities related with Re-employment of Injured Workers

- The progress of the commitment made by development partners need to be monitored in the coming months.
- UK government has committed to make available of 18 million pound to provide training to 1 lakh unskilled workers of garments and constructions.
- ILO which is committed to spend US\$2 million for rehabilitating garment workers through training needs to be monitored.

Distress of shop owners

- There were over 100 small shops in the ground and first floors of Rana Plaza which were owned and operated by owners or leased out to others.
- Workers working in the garment factories including those of Rana Plaza, are their main clients. With the collapse of the building these shop owners have lost their capital. There is no mention about rehabilitating the shop owners through providing financial support.

11. Monitoring the Progress of the Pledges/Commitments Made by Different Organisations

11.5 Commitments Made with regard to Building and Fire Safety and Related Activities

- Various initiatives undertaken with regard to building safety and related issues pursued from legal obligations
 - A high-powered committee of the Government headed by the Minister for textiles and jute has been working on
 - Fire Service and Civil defense authority has also inspected garment factories in Dhaka and Chittagong.
- Out of 2425 running factory members of BGMEA 1819 and out 1000 running factory of BKMEA 353 have submitted their required papers to the authority.
 - It has yet to set any strategy about how to examine the documents and thereby take appropriate actions.
- BGMEA has signed a memorandum of understanding (MoU) with Institute of Planners, Bangladesh and Institute of Architects, Bangladesh to identify the reasons for poor building standard.

11. Monitoring the Progress of the Pledges/Commitments Made by Different Organisations

11.5 Commitments Made with regard to Building and Fire Safety and Related Activities

- Global initiatives are visible with regard to improve the work place safety and security and improvement of factory buildings.
- US Department of Labour which earlier announced to provide US\$2.5 million for improvements in the enforcement and monitoring of fire and building safety
 - Important to monitor the progress the implementation in the coming months.
- EU has launched a major global agreement for Bangladesh to improve labour rights, working conditions and factory safety for which it will extend technical assistance.
- ILO, EU and Bangladesh government has launched global sustainability compact to improve labour rights and working conditions
- ILO has established the neutral chair for the 'Accord on Fire and Building Safety in Bangladesh'.
 - Under its RBSA programme, a number of initiatives will be undertaken including training of 200 factory inspectors, procurement of equipment for building inspection, workers' education and preparing a full-fledged 'better work programme'.
- JICA has provided Tk.100 crore to take projects for improvement of building conditions. Progress of these commitments should be make public.

11. Monitoring the Progress of the Pledges/Commitments Made by Different Organisations

11.5 Commitments Made with regard to Building and Fire Safety and Related Activities

- Major retailers of USA and EU have signed agreements to work for improvement of factory safety and security in Bangladesh (Table 12).
- About 80 retailers and buyers which are mostly European have signed accord on fire and building safety under which comprehensive inspections, repairing of factories and training of the workers etc. will be implemented.
- A delegation of the initiative has made their first visit in Bangladesh to discuss with the stakeholders about various issues related modus oparendi of the initiative.
- 17 leading US and Canadian clothing retailers established a 5 year long Bangladesh Worker Safety Initiative to enforce safer conditions for workers in Bangladesh garment plants.
- A major issue related to such initiative is to maintain coordination between EU accord, North American alliance and national action plan (NAP) in order to ensure effective implementation of the programme.
- The proposed 'unified code of conduct' by any means should not be less than the national rules and regulations (i.e. it should be 'national rules' plus).

11. Monitoring the Progress of the Pledges/Commitments Made by Different Organisations

11.5 Commitments Made with regard to Building and Fire Safety and Related Activities

- A global initiative is currently on going to do a transparency exercise on the governance of the garment industry under ‘Garments Industries Transparency Initiative (GITI)’.
- An index will be prepared for individual major garment producing country based on a set of indicators such as security against fire, building codes, minimum wage standards, child labour, social security, job security and transparency of terms and conditions of hiring and firing and working environment. It is important to monitor the progress

11. Monitoring the Progress of the Pledges/Commitments Made by Different Organisations

11.6 Legal Steps Taken by Responsible Organisations as regards Payment of Workers' Compensation and Injury and Death of Workers

- A number of commitments on legal steps have been made by the government which include special fund for workers to file cases through government legal aid programme, constitute a workers' assistance cell to ensure legal rights of the repressed and oppressed workers .
 - Government has committed to undertake legal actions to take the responsible persons under punishment; ACC would take legal steps against the owners of the Rana Plaza.
- Several investigation committees were formed which submitted their reports with recommendations
 - Most of the reports have accused similar set of persons responsible for the event which include owner's of the Rana plaza, owners/share holders/chairmen of five factories, concerned officials of Sava Poursava including the then-chairman, Upazilla administrative officer, Savar. There are suggestions for cancellation of registration of the factories, arrangement of financial support for workers by selling off the property of the owners of the Rana Plaza and the factories, establishment of a central organization with registered architect and engineers, ensuring quality control and assurance system for the owners.

11. Monitoring the Progress of the Pledges/Commitments Made by Different Organisations

11.6 Legal Steps Taken by Responsible Organisations as regards Payment of Workers' Compensation and Injury and Death of Workers

- BGMEA has also formed a probe committee to identify the reasons and responsibilities of the accused for the accident.
- There is broad similarity in the description of the incidence with that of the government formed probe committees
- The report had a diverge view with regard to the reasons for causing the incidence and responsibilities of different accused persons and finally recommend a set of actions which are quite different compared to that of other official reports.
- The report accused the owner of the Rana Plaza as the main culprit for the incidence. It has loosely accused the factory owners responsible for the incidence; instead it accused concerned officers of Savar Pourosova, officers of factory inspection authority and other authorities responsible for providing license to the garment factories.
- Till date, a total of four cases have been filed against 22 persons and all have been arrested and are in jail.
 - CID has yet to complete the investigation of these cases. It is important to keep an eye on the progress of the investigation of the CUD and how the cases are finally submitted by the CID against the accused persons.

11. Monitoring the Progress of the Pledges/Commitments Made by Different Organisations

11.6 Legal Steps Taken by Responsible Organisations as regards Payment of Workers' Compensation and Injury and Death of Workers

- A number of private organizations have taken legal steps in support of injured and deceased workers.
- The organisations such as Ain o Salish Kendra (ASK) and Bangladesh Legal Aid and Services Trust (BLAST) have submitted several writ petitions to get court orders
 - On timely and full payment of workers from the account of the factory owners,
 - On the concerned authorities asking them to show cause as to why the collapse victims should not be compensated,
 - Called upon BGMEA, Sohel Rana, the owner of Rana Plaza, Chairman and Managing Directors/ Chief Executive Officers of the six garment factories located in Rana Plaza to explain their position as to why they shall not be held liable for the horrific incident and why they shall not be prosecuted for their failure to protect the lives of the workers of the said garment industries
- The court has given directives to take actions in favour of the petitions. It is important to monitor how the directives of the court be implemented by the concerned parties.

12. Closing Remarks: Slow Progress in Delivery of the Commitments: List of Steps

- The Rana Plaza Tragedy has placed the RMG sector of Bangladesh in the front stage of the world
 - has bound all the players of this global value chain to be accountable regarding their roles, responsibilities, commitments and pledges
- It is hard to imagine how big the event is – in terms of death, injury, sufferings; in terms of negligence, irresponsibility; in terms of people's participation in the rescue operation; in terms of global focus and global initiatives.
 - To address all the aspects of it requires huge operation from all the stakeholders including suppliers, associations, governments and buyers.

12. Closing Remarks: Slow Progress in Delivery of the Commitments: List of Steps

- The activities of different organizations can be monitored under four time periods – immediate, short (less than 3 months), medium (3-12 months) and long term (over 12 months).
- The immediate activities particularly were found to be well appreciated with the collaborative effort of all organizations and individuals of the society.
- The short term measures particularly targeting to put forward support to deceased workers, injured workers and missing workers and their families are found to be implemented on an average level where government's role is appreciated although role of BGMEA is questionable.
- The medium term is increasingly becoming uncertain as there is lack of strategies from the government to address the needs of the injured workers, families of the missing workers, children of the dead/missing workers families; the role of the BGMEA is quite frustrating in terms of addressing the needs of the workers.
- There is a positive indication from global initiatives targeting medium to long term issues, which need close examination in the upcoming months.

12. Closing Remarks: Slow Progress in Delivery of the Commitments: List of Steps

- ***Compensation to the workers/families:*** About 750 workers did not receive compensation benefits from the BGMEA because of various complications
- The workers' overtime benefit was not properly estimated and need proper estimation. BGMEA should pay the remaining amount.
- ***Support for the dead workers:*** About 350 families of deceased workers did not get the full support as committed by the Prime Minister and about 330 families of missing workers did not also get the compensation from the BGMEA.
- Government should immediately complete matching exercise of identification of DNA of the deceased workers and complete paying the remaining families.
- In case of providing long term support to rehabilitate these families, Prime Minister's announcement of providing savings certificate of Tk. 15 lakh should be completed soon.
- Government should announce its long term plan to support the families of the deceased workers. It is important to make it public how much donation have been collected in the Prime Minister's Fund to support the victims of Rana Plaza and how much is spent so far.
- International organisations which have committed to support the victims' families should update implementation of their commitments.

12. Closing Remarks: Slow Progress in Delivery of the Commitments: List of Steps

Support for the missing workers

- Families of the missing workers are in a dire state now. It is of high priority to complete the processing checking the DNA matching and provide necessary support.
- In case of delay, authorities should be generous to provide the benefit to all the families of the missing workers for which a list has been prepared. Government should take immediate measure to collect DNA matching kit from USA for which the latter has made its commitment.

Support for the injured workers

- A major medium term challenge for the injured workers relates to continuation of their treatment after getting released from the clinic/ hospitals.
- Necessary fund should be allocated to local national and private clinic's to provide free medical treatment for the injured workers for long term.
- Need long term support till they become fit for work and get their job.
- The announcement of the Prime Minister's office to provide savings certificate should be implemented immediately.
- Government should disclose its two year plan to support the injured workers for their treatment and rehabilitation.

12. Closing Remarks: Slow Progress in Delivery of the Commitments: List of Steps

- ***Support for seriously injured workers:*** Various commitments which have been made to provide artificial limbs have not yet been implemented.
 - A number of organisations including BGMEA, German government, Indian government and Thai experts have committed to provide support for the injured workers who lost their limbs.
- Government should provide financial support to the hospitals where these workers are currently taking treatment in order to ensure their long term treatment at free of cost.
- Many injured workers (and also rescue volunteers) are suffering from psychological stress as well.
 - Considering their disability, those organizations which committed to provide support such as BGMEA and EU should implement their pledges.
- BGMEA should disclose how it will support families of the disabled workers and how it will implement that.
- Prime Minister's office should immediately implement the commitment of providing savings certificate to address the long term needs of the workers.

12. Closing Remarks: Slow Progress in Delivery of the Commitments: List of Steps

- *Support for the Children of the deceased/missing workers families:*
- There were about 25 per cent male and 33 per cent female workers who died in the Rana Plaza but having one or more children.
- These children are in most distressed situation.
- Necessary financial support should be made available for these children which will ensure long term requirements for their raring.
 - BGMEA took charge of 300 orphans who lost their parents.
- Organisations which are working on these children (such as Ahsania Mission) should get adequate support to support them. Information of these children should be made available to these organizations.

12. Closing Remarks: Slow Progress in Delivery of the Commitments: List of Steps

Support for re-employment of workers:

- BGMEA should officially inform about how many workers of the Rana plaza have so far got jobs.
- Based on the list prepared by the Army of 1000 workers ready to go back to jobs, BGMEA should make it public about their reemployment to different factories.
- BGMEA has planned to reemploy 1107 survivors in different garment factories.
- Government should also inform about the re-employment plan.
- Since a number of development partners including UK government have committed to support victims by provide training to get jobs, their programme could be linked with that of ILO and of the government.

Support for the shop owners:

- A total of over 100 shop owners who lost their capital and physical assets due to collapse of the building should be brought in the support structure.
- These shop owners (those who really operate a business) should get a minimum capital for initiate their business along with subsidized credit facility under SME credit scheme

12. Closing Remarks: Slow Progress in Delivery of the Commitments: List of Steps

- *Ensuring Building and Fire Safety*
- BGMEA should inform the progress about assessing the building structures based on the soil test report and architectural design.
- It should immediately set the work plan with the private technical organizations under the tripartite agreement.
- There should have a separate unit in the RAJUK, DCCA, CCCA and KCCA which will deal with industrial buildings and will give permission about industrial buildings.
- Considering the limited technical capacity to examine the factory building in the exiting institutions such BUET, government should allocate necessary financial support to extend the operation of these institutions.
- There should have strong coordination between local implementing authority with that of EU retailer's accord and North American retailers' alliances to examine, identify and take necessary corrective measures for improving the fire and building safety in the garments. In this context, a 'common code of conduct' which has been discussed among different stakeholders should take into account the national rules and regulations. In fact, such CoC should be 'national rules plus'. ILO should take a lead role in case of coordinating these activities.

14. Closing Remarks: Slow Progress in Delivery of the Commitments: List of Steps

- ***Providing support to take legal actions:*** Government and concerned authorities should take necessary measures to implement the court directives in case of compensation, support to injured workers, taking legal actions against those who are responsible for the incidence.
- There may be a tendency to make dilly-dally in case of completing the investigation against the arrested 22 persons and frame charges.
- Besides, cases which have been sued by the DoL seems to be weak as it is not filed by the appropriate person of the department.
 - The DoL should take necessary measures in this regard.
- Given the severity of the incidence, government should ensure that any organization including BGMEA should not try to influence the investigation and charge-framing process.



Thank you!