

Post-Rana Plaza Developments

Rana Plaza Tragedy and Beyond
A Follow Up on Commitments and Delivery

Monitoring Report on Rana Plaza Tragedy

This report has been prepared by the Centre for Policy Dialogue (CPD) in collaboration with Canada Fund for Local Initiative (CFLI)

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Rana Plaza Tragedy and Beyond ***A Follow Up on Commitments and Delivery***

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Acronyms

AAB	ActionAid Bangladesh
ABF	Association of British Food
ACC	Anti-Corruption Commission
ASK	Ain o Salish Kendra
BEF	Bangladesh Employers' Federation
BFID	Bank and Financial Institutions Division
BGMEA	Bangladesh Garment Manufacturers and Exporters Association
BILS	Bangladesh Institute of Labour Studies
BKMEA	Bangladesh Knitwear Manufacturers & Exporters Association
BLAST	Bangladesh Legal Aid and Services Trust
BNC	Bangladesh National Council
BTRC	Bureau of Research, Testing and Consultation
BUET	Bangladesh University of Engineering and Technology
BV	Bureau Veritas
CAMPE	Campaign for Popular Education
CCC	Clean Clothes Campaign
CDA	Chittagong Development Authority
CDD	Centre for Disability in Development
CID	Criminal Investigation Department
CIDA-CFLI	Canadian International Development Agency- Canada Fund for Local Initiatives
CMH	Combined Military Hospital
COEL	Center for Excellence for Leather Skills Bangladesh
CPD	Centre for Policy Dialogue
CRP	Centre for Rehabilitation of the Paralysed
CUET	Chittagong University of Engineering and Technology
DAM	Dhaka Ahsania Mission
DC	District Commissioner
DFID	Department for International Development
DIFE	Department of Inspection for Factories and Establishments
DMCH	Dhaka Medical College Hospital
DUET	Dhaka University of Engineering and Technology

DWA	Department of Women Affairs
EMCH	Enam Medical College and Hospital
EPB	Export Promotion Bureau
EPZ	Export Processing Zones
EU	European Union
FSCD	Fire Service and Civil Defense
GITI	Garments Industries Transparency Initiative
GIZ	German Society for International Cooperation
GSP	Generalised Scheme of Preferences
IAB	Institute of Architects Bangladesh
IFC	International Finance Corporation
IFRC	International Federation of Red Cross
ILO	International Labour Organization
ITUC-BC	International Trade Union Confederation- Bangladesh Council
JICA	Japan International Cooperation Agency
JUTA	Jahangirnagar University Teachers' Association
LCG	Local Consultative Group
MLGRD	Ministry of Local Government and Rural Development
MoHFW	Ministry of Health and Family Welfare
MoLE	Ministry of Labor and Employment
MoU	Memorandum of Understanding
MoWCA	Ministry of Women and Children's Affairs
NCCWE	National Coordination Committee for Workers' Education
NITOR	National Institute of Traumatology and Orthopedic Rehabilitation
NTC	National Tripartite Committee
NAP	National Tripartite Plan of Action
OHS	Occupational Health and Safety
PSC	Public Service Commission
PSES	Promotion of Social and Environmental Standards in Industries
PSTC	Population Services and Training Center
PWD	Public Works Department
RAJUK	Rajdhani Unnayan Kartripakkha

RBSA	Regular Budget Supplementary Account
RMG	Readymade Garments
SAFE	Safety Assistance for Emergencies
SUST	Shahjalal University of Science and Technology
TIB	Transparency International Bangladesh
TOT	Training of Trainer
TVET	Technical and Vocational Education and Training
UNICEF	United Nations Children’s Rights and Emergency Relief Fund
USD	United States Dollar
USTR	United States Trade Representative
VERC	Village Education Resource Center

1. Introduction

Nine months have passed since the Rana Plaza collapsed in Savar on 24 April, 2013 - one of the deadliest accidents in the history of the world's industrial sector. This tragic incidence has pointed to the fact that workplace safety and security for workers, even in the globally competitive RMG sector of Bangladesh, is far behind the required standard. The Rana Plaza has become a 'symbol' of poor social and physical compliance and the lack of attention to the working conditions for a major consumer item in the global value chain (CPD, 2013).

Past experiences show that whilst some tangible progress tends to be made after each disaster, many of the proclaimed commitments remain unaddressed (CPD, 2013). As a result similar accidents keep occurring, leading to further unfulfilled promises. The Centre for Policy Dialogue (CPD) in partnership with fourteen civil society organizations has been monitoring the delivery status of the follow-up activities related to the Rana Plaza tragedy. In continuation of the first monitoring report released on 4 August, 2013 after 100 days of the incidence, this is the second independent monitoring report following up on the progress made in commitments and delivery. The first report has received wide attention at local and global levels and is possibly one of the most cited documents on the Rana Plaza tragedy.¹ This in another way also indicates the continuing importance of independent progress monitoring of the delivery of various commitments made by different stakeholders.

PART A: Independent Monitoring Initiative

2. Independent Monitoring of the Civil Society Organisations

2.1 Monitoring Objectives

The Independent Monitoring Initiative focuses on assessing the progress of various commitments related to financial and other forms of interventions for the injured workers and the affected families as a result of the collapse; assessment of initiatives which were announced after the incident; assessment of relevant associations' (BGMEA/BKMEA) compliance-related activities, particularly occupational health and safety (OHS) activities. It also assesses various activities of the International Labour Organization (ILO) to be implemented in collaboration with the government, associations and workers and as well as the medium-term commitments made by BGMEA, BKMEA and the government. Furthermore, this report also addresses the progress of initiatives related to the identification of faulty physical infrastructures, implementation of required activities and monitors the engagement of retailers towards the improvement of compliance standards at the factory level as committed after the incident.

The outcome of this independent monitoring programme is the development of a vibrant export-oriented RMG sector in Bangladesh that maintains the highest level of physical and social standards and will therefore be recognized as a significant step towards ensuring project 'Brand Bangladesh' as a globally-recognised model for a compliant sourcing hub.

¹Up to 10 January, 2014, the draft and final reports and PowerPoint presentation have been downloaded 1,696 times.

2.2 Structure and Composition of the Monitoring Initiative

The independent monitoring programme is being implemented under a partnership coalition between civil society organisations and renowned personalities who have an interest and stake in the development of a forward looking RMG sector in Bangladesh and are ready to invest their efforts in overseeing the compliance-related activities and initiatives being put in place. CPD is the lead organisation in this initiative. A total of fourteen organisations and a number of personalities comprise this partnership. The partner organisations include – Institute of Architect, Bangladesh (IAB), Ain o Salish Kendra (ASK), Dhaka Ahsania Mission, ActionAid Bangladesh (AAB), GonoShakkhorota Abhijan, Transparency International Bangladesh (TIB), The Daily Star, Naripokkho, 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.

2.3 Areas for Monitoring

The Independent Monitoring Initiative focuses on seven specific areas of work which are to:

- 1) Monitor the disbursement of compensation as per law and other financial supports committed by various organisations;
- 2) Determine the number of casualties in the Rana Plaza incident, particularly the number of deaths, injured and missing;
- 3) Monitor the commitments made with regards to fire safety and security;
- 4) Monitor the initiatives towards the assessment of building safety and related activities;
- 5) Monitor the legal steps taken by responsible organisations including the government and other relevant public agencies, regarding the payment of compensation to the injured workers and the families of the deceased;
- 6) Monitor the commitment and support provided to injured workers for their treatment and rehabilitation afterwards; and
- 7) Monitor the activities related to there-employment of injured workers.

3. Framework of the Second Monitoring Report

Monitoring a big event over a period of one year requires a dynamic perspective. Over the course of time, the nature and the importance of various issues related to an event changes. With regards to this, the seven issues identified for monitoring are likely to vary in urgency and importance at different phases. In this context, monitoring of follow-up activities can be differentiated into three phases (Table1).

- a) Phase one: monitoring the concerns/issues immediately after the incidence;
- b) Phase two: monitoring short and medium term issues; and
- c) Phase three: monitoring medium and long term issues.

The first monitoring report has been overwhelmingly focused on phase one, which is focused on the immediate issues and concerns after the incidence. On the other hand, the second monitoring report has been directed towards the short and medium term issues and concerns, which include social aspects such as financial support for the victims and their families, medical

treatment for the injured, support for the orphans’ of the deceased, compensation and legal issues such as progress regarding legal measures and actions as well as measures to be taken towards ensuring fire, electrical and structural safety of garment factories. Taking these discussion points into account, the report has been structured in to three key parts- Part B will highlight the progress regarding social and financial issues and Part C, workplace safety and security in the RMG Sector.

Table 1: Phase-wise Distribution of Issues to be Addressed

	Focus	Social	Legal	Structural
Phase one	Addressing immediate concerns	Rescue operations, burial of deceased workers, immediate treatment for injured workers, listing of workers, immediate financial support for families of deceased and injured workers	Take initiatives for legal actions	Discussion on addressing the structural weaknesses of the sector with regards to work place safety and security
Phase two	Addressing short to medium term concerns	Initiatives for compensating victims and their families, long term treatment and support to the affected children	Progress regarding legal issues	Measures to be taken towards the improvement of structural, fire and electrical deficiencies
Phase three	Addressing medium to long term concerns	Ensure long term financial support for victims and their families	Further progress (visible actions)	Implementation of renovation and restructuring activities in the RMG sector as per recommendation

Source: Prepared by authors

4. Methods for Monitoring

The second report is prepared based on data and information collected through different sources (Table 2). Secondary information has been based on the updates on various activities undertaken by different organizations, information available in their respective websites and reports published in newspapers. On the other hand, primary data has been collected through interviews of key stakeholders and workers. A sample survey has been carried out on 11Rana Plaza survivors and family members, in order to understand various issues related to financial support, treatment and long term support, training and re-employment issues etc. However because of lack of data, it is difficult to provide a comprehensive picture of the overall progress of these follow-up activities undertaken by different organizations.

Table 2: Collection of Information and Data

Sources	Major Stakeholders
GoB	- MoLE: Joint Secretary
Local Organizations	<ul style="list-style-type: none"> - BGMEA - BKMEA: Senior Compliance Officer (interview) - BILS: Project Officer - BILS Support Center Savar - CRP: Monitoring and Evaluation Officer (interview, records collection) - Center for Disability in Development (CDD)Govt. appointed coordination cell for Rana Plaza: Associated Coordinator and Manager(interview) - BUET: Monitoring Team (interview) - TerraTech - Naripokkho - ActionAid Bangladesh: Program Officer
International Organizations	<ul style="list-style-type: none"> - ILO: Senior Program Advisor for the Better Work Program Bangladesh and Project Manager - DFID: Garment Sector Lead Coordinator - GIZ: 2 Senior Social Compliance Advisors; Senior Business Advisor; Technical Advisor - Accord of Fire and Building Safety in Bangladesh: Executive Directors and Chief Safety Inspector (interview) - Alliance for Bangladesh Worker Safety: President and CEO; Managing Director at Dhaka Office - Bureau Veritas: Country Manager (interview)
Interview	- 11 workers who worked at the factories in Rana Plaza

Source: Prepared by Authors

PART B: Social and Financial Issues

5. Progress on Social and Financial Issues Related to the Rana Plaza Tragedy

5.1 Calculation of List of Victims

Preparing a full list of victims including the deceased, injured and missing, is one of the important tasks. Different sources have mentioned different numbers of victims, which made it difficult to come to an exact number of casualties. The victims can be categorized into four – a) Deceased who were identified; b) Deceased who were unidentified; c) Injured; d) Not injured and e) Missing. Table 3 presents a summarized list of victims as reported by different organisations.

Deceased: The total number of deceased is the same for most of the noted organizations and so far 1134 deceased have been reported. However, there are differences in the number of deceased who were not identified but buried under official arrangement at the Jurain grave yard. According to the initial estimate, a total of 234 unidentified workers have been buried as reported in the First Monitoring Report (CPD, 2013). The number of victims initially buried without identification, prior to the DNA test results, were 291 (BGMEA), 301 (ActionAid) and 293 (Coordination cell). It is important to note that 157 amongst the unidentified victims have been ascertained through DNA testing using the samples collected from over 500 people. In that case, a large number of the deceased who have been buried remain unidentified of which the figure varies from 77 to 144. The question is where their relatives are? Didn't they contact with the proper authority and submit their samples for DNA testing? Who are those claiming to still be looking for their relatives even though their samples did not match with any of the deceased bodies?

Rescued: According to the MoLE, a total of 2438 victims have been rescued from the collapsed building. However, there are other estimates of number of rescued persons: 2436 (CPD, 2013), and 2515 (Coordination Cell).

Injured: An initial estimate from the Enam Medical Hospital, one of the main institutions providing treatment to the victims during the initial phase, indicates that about 1800 worker took treatment there. Of these, about 1100 injured were released within seven days and the rest 700 were released within one to two months. The number of severely injured workers, as reported in the First Monitoring Report was 339 of which 232 were female and 107 were male. Taking the number of rescued workers of 2436, only about 636 victims survived without any injury. Among those survived, some have also died which needs to be adjusted with the list of survivors.

Missing Workers: It is difficult to get an understanding about victims who are still 'missing'. In the first report, it was mentioned that about 332 workers have been identified as missing of which 233 were female and 99 were male. In fact, later an official estimate mentioned that the number of 'missing' is 267. If we consider the workers buried without identification (291-303 before the DNA test results), then the missing workers are supposed to be within that list. But other reports mention significantly differing numbers of 'missing' victims with estimates ranging from 100 to 380. Since 157 deceased have been recently identified, the number of missing has reduced.

While the injured and the families of identified dead bodies have somewhat of a basis to recover their rightful benefits, the relatives of those missing have been completely deprived of any such provisions. Despite the availability of support from the government, local and international organizations, the lack of coordination amongst these efforts is likely to transpire into the harshest of realities for the dependents of the missing workers, who may never be compensated for the gruesome deaths of their loved ones.

Total Victims: The total number of victims varies amongst sources because of the differences in the earlier estimates of the numbers of deceased, rescued, injured and ‘missing’. The numbers of victims as reported in different estimates are: 3572 (MoLE, BGMEA, ActionAid), 3670 (CPD), 3948 (BILS), 3838 (Coordination Cell) and 3621 (Primark). A total of about 3572-3948 victims have been reported. An official list of victims under different categories is urgently needed which can be used as benchmark for different follow-up activities. The lists prepared by BGMEA, Prime Minister’s Office, MoLE, ActionAid/GIZ, BILS and Primark could be taken into cognizance for preparing this.

Table 3: Number of Victims of Rana Plaza Tragedy

	MoLE	BGMEA	CPD Report	ActionAid Report	BILS Report	Rana Plaza Coordination Cell	Primark
Deceased¹	1134	1134	1134²	1134	1131	1134	
Buried with identification	843	843	900	836		841	
Buried without identification but identification retrieved	157	157	157	157	157	157	
Buried without identification and identification missing	134	134	77	144		136	
Rescued	2438	2438	2436	2438	2438	2515	
With minor injury		850	1468				
With major injury ³			332		500		
Without injury			636				
Missing			98		379	189⁴	
Total Affected	3572	3572	3670	3572	3948	3838	3621

¹ Excludes deceased rescue workers

² Revised from previously reported 1132 to include victims who died during treatment

³ Excludes 1 critically injured rescue worker, suffering from paralysis due to secondary roof collapse. Receiving treatment at CRP

⁴ Calculation = Reported Missing (379) – Members matched DNA samples with bodies in Jurain – Unidentified bodies in Jurain

Source: Prepared by authors

5.2 Financial Support

Victims of the Rana Plaza Tragedy received different kinds of support. Few are legally entitled and few were donations from different organizations. Table 4 presents a summary of different kinds of support received by the victims from various sources. This table is not exhaustive as financial support received from different informal sources cannot be fully taken into account due to the lack of data. A more detailed list is presented in Annex Table 1.

Legally entitled payment: All those employed at the five factories in Rana Plaza are legally entitled to receive their individual dues from the factory owners. These payments include monthly wages of April (24 days), overtime allowances (no. of hours), attendance bonus (no. of days), production bonus (monthly fixed) and other dues. BGMEA made the arrangement for providing salary and allowance payments to 2785 workers which required Tk. 7.06 crore with an average amount of Tk.25, 350 per worker. The current salary payment update from BGMEA indicates that 26 more workers have received payment since the last reporting in October'13. Relatives of the missing and buried as unidentified workers did not claim any legally entitled amounts. Besides, those who worked on a temporary basis (such as thread cutters) were not included in the list and were unaccounted for their entitled payments. Primark, one of the retailers sourcing from Rana Plaza, registered 3621 victims, provided 3 months' wages through bKash and further committed to pay another 3 months' worth of salaries. A number of victims have not yet received any of their financial dues particularly through BGMEA, this was also reported by 2 of the workers during their interviews.

Support from the Government: The Prime Minister's Relief and Welfare Fund is a significant source of funding for the victims. According to recent update, families of the 843 identified deceased have received funeral expenses of Tk.20, 000 each from the Dhaka District Administration and the Ministry of Relief and Disaster Management. This does not include the families whose relatives were buried without identification. The question is whether the 157 workers who were identified from those buried workers will receive this support or not. In fact, these families are likely to have been enormously burdened all along and financially distressed from having spent a lot of money till now to find their missing relatives. Considering their vulnerable state, it is important to consider paying Tk.20,000 to the families of those who have been identified already. For DNA testing expenses, the Prime Minister's office has sanctioned a grant of Tk. 50 lakh to the Dhaka Medical College Hospital.

777 affected families, which include 1016 individual members, received support ranging from Tk. 1-5 lakh from the Prime Minister's Relief and Welfare fund that totaled to an estimated Tk. 18 crore; this figure remains the same from the last report, however, on January 27, 2013, the allocations and total amount have been updated by official sources. Considering the total number of victims, a large number of families are yet to receive this support. The beneficiaries, however, do not include 123 deceased who have been buried without identification under personal arrangement. These beneficiaries were supposed to receive Tk. 1-5 lakh, the Prime Ministers' Office has recently approved Tk. 3 crore to be disbursed amongst 137 families (190 individual members) of the recently identified 157 deceased workers, which is to be provided to the families shortly. In case of long term support as committed by the Prime Minister, Tk. 10-15 lakh in the form of savings certificates have been provided to 35 critically injured and amputated victims; since the last report 6 more persons have received this provision and a total of Tk. 4 crore was spent for this purpose; most of the victims have yet to receive this benefit as well. According to various reports regarding donations to the Prime Minister's Fund for Rana Plaza

victims, over Tk.100 crore has been collected out of which, as of January 28, 2013 approximately Tk. 26 crore has been spent to provide benefits to the victims; this amount does not include financial support for the army and other organization for rescue operations. Considering the distress of the workers and their families, the rest of the funds should be disbursed quickly.

Short term allowances include the Dhaka District Administration’s provision of Tk. 5000 each to over one thousand of the injured workers, a notable increase in disbursement compared to 52 beneficiaries previously reported in May 2013.

BGMEA: BGMEA have disbursed a total of Tk. 36000 in cash to each of 12 pregnant workers, donated Tk. 2 crore to the Prime Minister’s fund and Tk. 20 lakh for an Eid celebration for the injured at CRP. According to BGMEA sources, the association has disbursed a total of Tk. 13.58 crore towards their Rana Plaza efforts.

Other Organisations: The BILS Support Center in Savar has provided approximately Tk. 5000 monthly allowances to each of the 29 pregnant workers from Rana Plaza, after delivery ; as of December 2013, Manushery Jonno Foundation has donated Tk. 24,11,083 towards BILS activities. The Merrill Prothom Alo Trust provided Tk. 50,000 to an injured worker and a Tk. 10,000 check to the widow of a deceased rescue worker; this fund has so far collected Tk. 2,16,57,923 out of which Tk. 1,38, 94,296 has been distributed across various activities which includes the provision of Tk. 1 lakh in savings certificates to each of 80 workers and another 20 workers are expected to receive the same by the end of February 2014. Naripokkho provided a victim with Tk.5 lakh in the form of a renewable monthly earning scheme whereby Tk. 5000 is transferred every month to the worker’s personal account at a bank in Borguna.

Table 4: Financial Support Received from Different Sources

	Number of Workers/families Supported:			
	Government	BGMEA	Primark	Others
Salary and Allowances	n/a	2785	3621	
Burial (Tk. 20,000)	843			
Short Term Allowance	1000+ ¹	12 ²		31 ³
One-Time Support (Tk. 1-5 lakh)	1016			80 ⁴
Long Term Support (Tk. 10-15 lakh)	36			1 ⁵

¹Dhaka District Administration- Tk. 5000 each

²BGMEA- Tk. 36,000 each

³BILS- Tk. 5000 each to 29 pregnant workers; Merrill Prothom Alo- Tk. 50,000 to 1 injured worker and Tk. 10,000 to a widow of deceased rescue worker

⁴Merrill Prothom Alo Trust

⁵Naripokkho

Source: Prepared by authors

5.3 Treatment to Injured Workers

Initial Treatment: Local organisations have mainly supported the immediate treatment of injured workers with funding support and medical supplies from various public and private organisations and individual members. Tk. 35 lakh from the PM’s fund was utilized for the treatment of a critically injured rescue worker who was taken to Singapore for better support

but later succumbed to his injuries; his widow was provided Tk. 10 lakh for further support also from this fund. Local hospitals such as the Enam Medical College Hospital, Mukti Clinic at Savar, Japan Bangladesh Friendship Hospital and NITOR have provided free of cost treatment immediately after the incident as noted in the previous report. Enam Medical College Hospital in particular had provided first aid treatment to over 1800 victims who were rescued with minor injuries and provided two to three months prolonged treatment to 676 workers (Table 5). A more detailed list is presented in Annex Table 2.

BGMEA reports to have supported approximately 850 of the injured workers and assigned three medical teams to look after them at the different hospitals right after the collapse. The Merrill Prothom Alo Trust disbursed Tk. 740,010 for the procurement of urgent provisions such as first-aid tools, oxygen spray, food, clothing and water for 140 injured during the incident and ensured their treatment at Dhaka Medical College Hospital and the NITOR Hospital. ActionAid Bangladesh along with partner organization Population Services and Training Center (PSTC) ensured door to door emergency medical services to 150 wounded workers. GIZ has also supported Awaj Foundation, Karmajibi Nari and United Federation of Garments Workers for providing immediate first-aid treatment and medicine, however, details of the exact amount is currently unavailable.

Treatment afterwards: Ongoing long term treatment support has been mostly extended by local and international organizations while the government's commitments with regards to this remain unfulfilled. As noted in the previous report, details on the Health Minister's pledge towards a two-year support program for the injured and the Ministry of Home Affairs State Minister's pledge to sell the Rana Plaza land to pay for the long term rehabilitation of victims' families are yet to be realized. In recognition of the immediate support provided at the time of crisis, Tk. 2 crore was distributed from the PM's Fund amongst 22 clinics and hospitals who provided substantial support to the victims; EMCH alone received Tk. 1 crore from this total for its exemplary service. As updated by MoLE, with the support of the Government of Thailand, local authorities were also able to ensure artificial limbs for 5 Rana Plaza amputees. BGMEA have disbursed a total Tk. 3.411 crore towards workers' treatment, which is a Tk. 94, 11,000 increase from the previously noted amount of Tk. 2.5 crore for this particular purpose; two workers are currently receiving treatment at NITOR and another 16 at Gono Shashtho under BGMEA's support.

Current records of Enam Medical indicate that a total of 676 workers have been admitted and received free treatment for 3 months, which includes food, clothing and medicine supplies. CRP alone has directly treated total of 418 Rana Plaza victims till now, amongst whom 10 have received orthotics and prosthetics support, 14 received spinal fixation and 8 had orthopedic operations. An extensive list of individuals, local and international donors supporting CRP's initiatives for the Rana Plaza victims have been recognized at the organization's website, including the Prothom Alo trust which has donated 20 wheelchairs and Tk. 7 lakh and the Young Canadians for Global Humanity, which donated \$9000. CDD, the National Skills Development Council (NSDC) and MoLE appointed coordination and information center in Savar, has also provided prosthetics training to 10 workers. The Merrill Prothom Alo Trust members had coordinated and financed the medical treatment of a total of 77 critically injured victims² at the Bangabandhu Sheikh Mujib College Hospital, Enam Medical College Hospital, CRP and the Japan

² There is an overlap with Enam Medical (50) and CRP (20) total patients treated.

Bangladesh Friendship Hospital. AAB has expended Tk. 374,030 for the treatment of 2 critically injured and 2 pregnant wives of the deceased and surgical and post-operational support to 3 critically wounded patients at the Dhaka Medical College Hospital.

Regarding the provision of artificial limbs and support training, based on a CDD survey of victims at Enam Medical College and Hospital, 24 Rana Plaza workers were reported to require artificial limbs, however, ActionAid Bangladesh on the other hand reported a total of 39 amputees. Besides the government (4 with Thai govt), CRP (10) and CDD (10) an additional 12 limbs were supplied by BRAC and 4 by NITOR; in total, 40 artificial limbs are noted to have been provided specifically for Rana Plaza victims. According to sources, the NITOR's 10-day visit to supply the limbs was unable to adequately support the recipients due to a lack of customization and training on limb utilization. BRAC, CRP and CDD on the other hand have had limbs customized to each of the workers with over a month long training on its use. In addition, CDD has also supplied wheelchairs, toilet chairs, splints and crutches to 200 victims and received funding support from International USA for 6 of the artificial limbs, Tk. 35,000 from Light for the World (Netherlands) to procure raw materials for the 4 locally manufactured limbs and Tk. 32 lakh from ManusherJonno for general supplies. For those provided with artificial limbs, it is also important to consider the availability of long term support since the recipients must change the limbs every 2-3 years. BILS Advisory and ITUC/BC, has followed beyond their previous commitment of supporting 70 victims to over 900 since the incident, through ongoing physiotherapy and psychotherapy sessions, medicine supply, neonatal care to 29 pregnant workers, including delivery services and post-natal care stipends of approximately Tk. 5000 per month, and pathological examinations; this center is expected to close operations by April 2014.

Support for the rescue workers has been largely ignored despite the periodic reports of those suffering from severe trauma, which even led to a suicide case as a result of their involvement with the rescue operations. Very few of the noted initiatives for rescue workers include a joint effort between Naripokkho and the Association of British Food (ABF) (Primark's parent organisation) that initiated a post disaster vulnerability assessment and a safety net programme for the widows of the deceased at New Wave Bottoms; the duration of this project is from December 2013 to May 2014. Naripokkho in collaboration with Safety Assistance for Emergencies (SAFE) has started a Healing and Skilling Programme for rescue workers, from January to October 2014. Prior to this programme, in realizing the need to extend support to these rescue workers, both the organizations coordinated an experience sharing session with 55 rescuers in May 2013 and also provided 3 psycho-social counseling to 75 more between May to July 2013. The Sajida Psychological Counseling Support Center has provided counseling sessions and follow ups sessions to 16 of the female victims at EMCH.

An Action Plan has been drafted by AAB with advisory support from GIZ based on their recent Needs Assessment to provide long term medical rehabilitation support through counseling, medicine supply, follow up treatment and support centers in collaboration with governmental, local and international organizations (Annex Table 7). Ensuring food security has been noted to be the most critical requirement at the moment for 86 per cent of the assessment respondents, besides this, provision of assistive devices, post-natal care, medicine supply, community reintegration and capacity building of local psychological treatment facilities are amongst the 1 year long projects within this Action Plan.

Other initiatives in support of treatment efforts include the CRP, BGMEA and GIZ's signing of a MoU on 23-Oct-2013 to build an Orthotics and Prosthetics School in Savar for the long term support of disabled victims, the expected timeline for the construction of the facility is from November, 2013 to December, 2014. Developments in PPRC's 100 Families Development Initiative include the creation of an online database of 259 deceased and 925 injured workers and their contact information. TerraTech is currently working with the BGMEA in establishing a workers' database; the funding for this is dependent on the voluntary support of BGMEA members, which has been lacking and hence slowing down the development of this initiative. It is important to note that besides BGMEA and PPRC, the Rana Plaza Coordination Cell in Savar and retailer Primark have also created their own databases of victims; a collaborative approach amongst these different organizations can potentially be a promising pursuit towards ensuring a final list of victims as well.

Other financial contributions by international organizations include Tk. 18 lakh from the Canadian government to CRP through their ongoing support program CIDA-CFLI for the treatment and rehabilitation of Rana Plaza victims; this covers 3 months' treatment and rehabilitation support to 9 patients (Annex 15). The Netherlands Embassy has donated Tk. 23 lakh and Canadian retailer, Loblaw has provided the first installment of Tk. 11,700,000 part of which includes treatment for another 35 Rana Plaza victims at the CRP.

Table 5: Treatment for Injured Workers

	Number of Workers Supported					
	Government	BGMEA	Enam Medical College	CRP	BILS	Others
Immediate Treatment	1	850	1000+			290 ¹
Total Patients Registered			676	418	900	116 ²
Surgery			50	18		10 ³
Artificial Limbs Support	4			10		26 ⁴
Neo-natal care					29	2 ⁵
Physiotherapy						
Psychotherapy						146 ⁶

¹ProthomAlo- 140, Action Aid- 150

²Japan Bangladesh Friendship Hospital and Association of Medical and Doctors of Asia, Bangladesh; AAB- support for 3

³Bangabandhu Sheikh Mujib College Hospital- 6; Japan Bangladesh Friendship Hospital- 1

⁴ CDD-10, BRAC-12, NITOR- 4

⁵ AAB

⁶Naripokkho- 130; Sajida Foundation- 16

Source: Prepared by authors

5.4 Re-employment/Training of Workers

There has been slow progress in the initiatives jointly undertaken by the government and local and international organizations towards the reemployment of the affected workers and their able bodied family members (Table 6). The current capacity of these programs to be able to support all the affected victims in due time is also a matter of concern. There are 3 particular

types of reemployment support required- one is for disabled survivors, secondly, for the non-disabled workers but who are too traumatized to go back to working at factories and thirdly, reemployment for the rest. In lieu of the government’s pledge to ensure reemployment of 100 workers in the leather industry, CDD, the government appointed coordination cell for Rana Plaza, in collaboration with the Center for Excellence for Leather Skills Bangladesh (COEL), the ILO and GIZ are to commence skills training of 32 Rana Plaza workers for recruitment in leather factories. A more detailed list of reemployment and training initiatives is presented in Annex Table 3.

According to the previous report, out of the 100 jobs promised by BGMEA, 70 Rana Plaza victims have been recruited at member factories within the Savar area. As per BGMEA sources, member factories are willing to provide employment to any other victims who may be interested at garment jobs, however, most workers are still too traumatized to work in this sector. The BILS Support Center has linked interested workers to the Coordination Cell for employment support and also started a 3-month program in December 2013 providing physiotherapy training to a batch of 10 workers; these workers will later be referred to related medical institutes such as CRP and the GonoShastho Kendra for possible jobs as assistants. Prothom Alo trust has ensured recruitment of one of the survivors at Paramount Textiles. Grameenphone Flexiload business support as previously mentioned has been promised for 300 workers.

GIZ has incorporated an Inclusive Skills Development and Reintegration of Persons with Disabilities component in their PSES project with Rana Plaza victims as a new target group; the German government has pledged €2.5 million (approx. Tk. 25.6 crore) for this project. Along with Dhaka Ahsania Mission (DAM), CDD and the MoWC, this project is to ensure skills training for 1500 workers.50 factories have also been selected for assessment, based on which the infrastructural and human resource capacities are to be developed to accommodate the trainees; CDD will also provide training to mid and top level management to ensure the smooth integration of disabled workers. GIZ has linked another 300 victims (workers and families) to the “Female Operator to Line Supervisors” and Sewing Machine Operators courses operated by DAM at the Ministry of Women Affairs’ (MWA) training institutes at Jirani (Gazipur) and Baserhaat (Dinajpur).There are currently 16 classrooms available for training at both the locations, which can accommodate a total of 320 workers and the sessions are conducted by both government and DAM trainers with a current average of 16 trainers amongst the two facilities. The first training batch has started since 16th January, 2014 with 13 participants from Rana Plaza; the training is free of cost for a duration of 2 months, which also includes an additional Tk. 4000 stipend for non-residential trainees.

Table 6: Re-employment/Training of Workers

Number of workers	Re-employment in RMG	Training	Employment in other activities
2438 ¹	71 ²	193 ³	79 ⁴

¹ Figure of rescued workers

² BGMEA-70, Paramount Textiles/ProthomAlo- 1

³ Coordination Cell- 32, GIZ- 13, CRP- 148

⁴ BILS- 10, physiotherapy assistants, CRP- 10 and Sajida Foundation- 9, ILO/BRAC- 50

Source: Prepared by authors

For the disabled and traumatized workers, CRP is offering vocational training to 157 workers, amongst whom 118 have completed training in various trades such as dress making and tailoring, general electronics, shop management and computer office applications; reintegration support in the form of seed money, business planning and follow-up evaluation of start up businesses are also being provided by CRP teams in the concerned upazilas to workers who prefer moving back to their villages; so far 10 Rana Plaza workers have benefitted from the community reintegration program. Sajida Foundation has provided self-employment support to 9 victims through the provision of auto-rickshaws, cows, sewing machines and seed capital. The GIZ PSES project includes 225 workers with disabilities, the training module for this is to be based on a similar pilot program previously undertaken for disabled workers in collaboration with DAM; it is also to include self-employment opportunities through skills training in trades such as shop keeping, tailoring, poultry, mobile services and beautician skills. As a part of ILO's Improving Working Conditions in the RMG Sector in Bangladesh program, 50 recovered Rana Plaza survivors are currently being trained by BRAC for small business apprenticeship with further support from the local NSDC; the current batch is expected to graduate on February 2, 2014.

Contribution of the development partners include UK government's £4.8 million and the Netherlands' and Canadian governments' £9.6m each towards the ILO Improving Working Conditions in the RMG Sector in Bangladesh project, a component of which includes rehabilitation and livelihood improvements of the disaster victims (Annex 15). DFID has also promised to include Rana Plaza workers in their current low skills garments and construction worker training programme, with a fund allocation of £18 million. The EU funded Tk. 136 crore TVET Reform project, an initiative by the government and implemented by the ILO in collaboration with BRAC, will also include the training of injured and disabled Rana Plaza workers through the National Skills Development Council Secretariat. The previously mentioned USD 2 million programme allocation in the Regular Budget Supplementary Account (RBSA) is directed towards factory safety issues.

A job fair on January 10, 2014 was jointly organized by the MoLE Rana Plaza Coordination Cell (CDD), BGMEA and GIZ. AAB is currently designing a rehabilitation and reintegration programme for 200 workers with disabilities. The National Action Plan on Livelihood, Skills Development and Employment for Rana Plaza victims developed by the AAB and GIZ also mentions the aforesaid initiatives and their collaborating partners (Annex Table 8).

5.5 Support to Victim's Children

In the previous report it was noted that 250 workers have left behind one or more children and there have been some small scale efforts through local and international organizations. According to a survey conducted by the Village Education Center (VERC) and Save the Children, 700 children of Rana Plaza victims have been affected by the incident. A recent update from BGMEA officials state that several RMG owners have offered to take responsibility for 285 orphans (revised from 300) through the provisions such as medical care, clothing, housing, education etc until they reach 18 years of age. So far, only 21 orphans have expressed their willingness to accept this support, amongst which 7 male and 14 female orphans were handed over to ORCA Homes at Chittagong and Girls Orphanage, respectively. However, no detailed information is available about those who taken up the offer for support. It is vital that such information be made available to ensure accountability and that these commitments are met on time. A part of Naripokkho's joint program with Primark also involves supporting 4 Rana Plaza

orphans till their completion of higher level education. The Institute of Architects Bangladesh (IAB) has committed to provide support to 10 orphans of Rana Plaza victims for a period of ten years. A more detailed list regarding support to victimized children has been presented in Annex Table 4.

The Sreepur Village, a UK funded charity village, has been providing educational support (books, uniforms etc.) for 138 children from 18 districts belonging to the extended families of those affected by the Rana Plaza incident; according to an update on their website, the organisation is committed to ensure this support up to SSC level (Sreepur Village, 2013). 600 professors from the Jahangirnagar University Teachers' Association (JUTA) have given up a day's salary providing Tk. 60,000 to each of the eight children and also created a five-year fixed deposit at Dhaka Bank, Savar, drawing interest in 3-month intervals to distribute to more children in the coming months (Dhaka Tribune, 2013). The Young Men's Christian Association (YMCA) in Savar has created a fund of Tk. 11 lakh, the interest from which is being currently used to support 10 children of the deceased; these children have also received Tk. 3000 each and basic school supplies in October, 2013 (UCA news, 2013). Sneha Foundation, has organized an online sponsorship program for 19 orphaned children and 2 unborn children of Rana Plaza victims; one of the interview participants had also received 3 months financial support from this organisation. The number of children who currently have sponsors and the exact details such as the duration and amount of their sponsorships are yet to be confirmed.

AAB provided financial assistance to 4 orphans who have lost both parents in different incidents, allocated Tk. 11 lakh for further support to the children of the deceased and along with Save the Children and PLAN Bangladesh have allocated another £70,000 for long term support; the exact number of beneficiaries of the latter fund is currently unknown. VERC is supporting 176 children with educational facilities, financial assistance and vocational training to their guardians; each child also received Tk. 1500 and 100 amongst them received Tk. 20,000 in fixed deposit accounts in December (The Daily Star, 2013). The Office of Social Services through the Child Sensitive Protection of Bangladesh scheme funded by UNICEF has provided the first payment of Tk.12,000 cheque to each of the 14 children of nine victims, as a part of three semi-annual installments (the Daily Star, 2014). The Optimists, a US- based social service organization, has distributed Tk. 7, 12,800 to 81 children, averaging to Tk. 8800 per child.

As indicated in Table 7, Support to Children Victims, the greater amount of support is focused towards ensuring the long term livelihoods of these children, which is a promising step. However, without a thorough assessment establishing an accurate quantitative representation of the affected, it is like that an even greater number of children will remain deprived of adequate support. So far, the AAB and Save the Children has conducted the most notable study in identifying the needs of children, which covers 2297 participants and reflects some of the key areas of concern regarding the rehabilitation of orphans and other young dependents.

Table 7: Support to Victim's Children

Number of children	One time support	Long term support
700	4 - AAB 14-Office of Social Services/UNICEF 81- The Optimists Total- 99	21- BGMEA 4- Naripokkho 10- IAB 138- Sreepur Village 8- JUTA 10-YMCA 19-Sneha Foundation 176- VERC/ Save the Children Total- 386

Source: Prepared by authors

5.6 Compensation to the Victim of the RMG Workers

One of the major social issues since 100 days is to provide compensation to the victims of the Rana Plaza tragedy. Two different initiatives are currently ongoing at local and global levels. Both the initiatives are still halfway in the progress of providing compensation due to several complexities in terms of participation by retailers and suppliers, legal issues, methods for estimating the compensation, collection of funds and its disbursement etc. However, this is the first initiative of such a kind where major stakeholders are participating towards workers' compensation. A summarized list is presented in Annex Table 5.

Both local and global initiatives have been undergoing on the basis of ILO Convention C017 (workmen's compensation (accidents) convention, 1925 (No. 17)). This convention is not mandatory for Bangladesh to comply with as it is not a signatory of this convention. The urgency for using this convention comes forth because of not having any specific national laws that can sufficiently cover the incidences of compensation. The convention is also yet to be ratified by other major apparels exporting countries including China, India, Vietnam and Indonesia etc. Relevant local rules and regulations have indicated a payment of three months' salary which is insufficient for the injured workers and families of the deceased workers. Under such circumstances, both local and international buyers rely on this international convention for deciding compensation for workers.

Local Initiatives: A committee headed by the GOC, Ninth Infantry Division has been formed with the verdict of the high court to determine compensation for the RMG workers. Based on the ILO convention, the committee has estimated compensation for workers of different kinds of casualties – deceased, injured of different states etc. The committee has proposed Tk.20,00,000 (US\$26000) for each of family of the deceased and missing workers, Tk.10,00,000 for those who lost one limb, Tk.15,00,000 for those who lost two limbs and Tk.20,00,000 for workers who lost more than two limbs. An amount of Tk.6,00,000 is proposed for each of the injured workers undergoing long term treatment.

The committee has discussed this proposal with other stakeholders including BGMEA and ILO. The estimation of compensation for different categories of workers is found to be too 'high' by others. ILO found the method not fully complying with the ILO convention and also reflecting

higher compensation estimates as it has included an additional component of 'workers healing/cost'. BGMEA, on the other hand, indicated that the organization is not in a position to provide such a high amount of compensation to the victims – their proposal for the highest level is about Tk.7 lakh. Taking in the concerns raised by the stakeholders, a revised estimate has been prepared by the committee which is to be discussed for finalization in the next meeting with the stakeholders. According to the revised estimates, the committee suggested Tk.1.45 million for the family of each of the deceased; Tk.0.75 million for each of the workers who lost one limb and Tk.0.45 million as treatment cost for each injured workers and Tk.0.15 million for the mentally distressed (The Financial Express, 24 January, 2014). The recommendation did not specify who will take the responsibility of paying the compensation but suggested that factory owners, BGMEA and international buyers and retailers share the burden.

Brands'/Retailers'/Unions' Initiatives: The initiatives of compensating victims of Rana Plaza have been a joint effort of a number of European and Bangladeshi organizations which include IndustriALL, the Clean Clothes Campaign, a number of brands and retailers, the Bangladeshi government, BGMEA, Bangladesh Employers Federation (BEF) and the main Bangladesh labour union coalitions. The organizations met a number of times in Geneva where ILO led the discussion on compensation for Rana Plaza as well as Tazreen Garments victims. While 11 retailers from the EU participated in the discussion, none of the USA based retailers were present.

Based on the compensation estimates for the victims of Spectrum Garments using the benchmark of ILO, an approximate total of US\$74.5 million has been estimated to be required to compensate the victims of Rana Plaza. During the discussion in September, four brands-Primark, Loblaw, Bonmarche and El Corte Ingles, have committed to provide US\$40 million in support to the victims. Primark has spent about US\$3.2 million in aid towards the victims, which include several weeks' emergency food assistance to 1300 families, following short-term financial aid and compensation to workers. Under this arrangement, families of deceased workers will receive about US\$25,000 (Tk.20 lakh) each. This compensation will be provided from February, 2014 in installments.

Major US retailers/brands did not participate in the discussion on compensation with the argument of having no direct supply contract with any of the factories located in Rana Plaza. Although it is argued in various reports that products of a number of brands have been produced in these factories, the concerned accused retailers have dismissed such accusations by arguing that the production was 'unauthorised' or 'didn't occur at the time of the collapse'. However, these brands expressed their interest to be positively engaged in the supply chain for ensuring better working condition for workers.

Primark as a part of its vulnerability assessment has also hired researcher Javier Chércoles to establish a customized approach towards compensating the victims of the 550 New Wave Bottom workers. In collaboration with the Dhaka University Disaster Management Department, the research focuses compensation on 3 major categories- biographical data related to age, income and status in family, long term consequences of injuries and the third, highly subjective component regarding social and religious influences on the lives of the female workers' and dependents and their control over earnings (The Wall Street Journal, 2013).

Table 8: Estimates of Long Term Financial Support/Compensation for Victims

Workers of different categories	Number of workers	Brands/Retailers/Unions Initiative		Local Initiative	
		Per victim US\$ (Tk.)	Amount in US\$ (Tk.)	Per victim US\$ (Tk.)	Amount in US\$ (Tk.)
Injured workers	1,800	18605 (1,445,610)	33,489,905 (2,602,098,000)		
Lost one limb				12870 (1,000,000)	
Lost two limbs				19305 (1,500,000)	
Lost more than two limbs				25740 (2,000,000)	
Treatment for injured workers				7720 (600,000)	
Deceased workers	1,133	36259 (2,817,307)	41,081,196 (3,192,008,929)	26000 (2,020,200)	29458000 (2,288,886,600)
Missing workers				26000 (2,020,200)	
Total compensation			74,571,101 (5,794,106,929)		

Note: 1 US\$= Tk.77.7 as of 27 December, 2013

Source: Calculated by authors based on information from different sources

The ILO discussion with the buyers regarding compensation did not progress much. Initially 12 brands have expressed their willingness to participate in the discussion on workers' compensation. But unfortunately, a major part of North American retailers/buyers did not express their willingness to participate accordingly, it is however anticipated that these buyers may change course towards a more supportive approach in the near future.

Since workers and their families are in a distressed condition, the discussion on compensation should be completed immediately. It is equally important to ensure transparency regarding the different parties contributing amounts towards the compensation fund, its distribution and details regarding its recipients etc. A guideline can be developed between the government, BGMEA, suppliers and brands regarding the distribution of responsibility.

5.7 Rescue Workers

150 rescuers who contributed towards the rescue operation after the collapse were each awarded prize bonds of Tk. 5000 by the Bangladesh Bank in recognition of their heroic service (The Daily Star, 2013). Yusuf Ali Sardar, one of the critically injured rescue workers suffering from paralysis as a result of a neck injury, is currently receiving treatment at CRP; his medical costs are being supported by the Canadian government's donation to the organization and his family is currently surviving on the Tk. 10,000 monthly interest payments from the Prime Minister's Tk. 1 lakh donation support (Dhaka Tribune, 2014).As previously mentioned,

Naripokkho with supporting partners has also facilitated experience sharing sessions with 55 and 3 psycho-social counseling to 75 rescue workers.

5.8 Legal Issues

There has been dismal progress on the legal commitments noted in the previous report. The CID claims to have recorded the statements of over 600 people and gathered evidence in the forms of expert opinion, television footage and newspaper reporting, however, the final investigation report and the list of prosecution witnesses are yet to be submitted, which has surpassed yet another extension in deadline set for December 24, 2013 (New Age, 2013). Out of the 22 accused in the two cases submitted under the Criminal Procedure Code and the Building Construction Act, 8 have secured bail from the High Court, which include Sohel Rana's (building owner) father and an engineer (bdnews24.com, 2013). Perhaps the recent charges against the Tazreen owner can shed the slightest hope of ensuring justice towards the victims in due time. (Annex Table 6)

As noted in the previous report, while there has been several investigation committees formed for Rana Plaza under the Ministry of Home Affairs, MoLE, Export Promotion Bureau and BGMEA, all of which have also submitted their reports by June 2013, any consequent initiatives in relation to these investigation reports are yet to be realized and officially disclosed. According to a MoLE update, RAJUK had filed a case against the owner of the building with the Savar police station, an executive engineer and assistant engineer of Savar Municipality were arrested and the DIFE had filed 11 cases, amongst which one was against the building owner and two cases against each of the factory owners. Following an investigation on the incident, seven inspector level officers at the DIFE were suspended for negligence of duty since they issued licenses to four of the factories at Rana Plaza without performing the on-site visits (CBC, 2013) and a new chief inspector has been appointed for the department; departmental proceedings against the suspended has started.

6.0 Reaction of the Victims/Their Family Members Regarding Various Initiatives and Their Access

Table 9 presents information on the financial and physical condition of victims and their relatives who have been recently interviewed by CPD. Eight (8) survivors and three (3) family members of the deceased were interviewed at the BILS Support Center in Savar regarding their past and current earnings, physical conditions, the types of financial and medical support received since the incident and expenses incurred for treatment. Due to the location of the interview, all the workers (except for the family members of the deceased) have received medical services from the BILS Support Center through free physiotherapy sessions, neonatal care and medicine supply. Other organizations noted for providing such services are CRP, CDD, General Hospital and Surwardy Hospital. However, two (2) participants incurred medical expenses as they were not aware of the available provisions at the time and the reemployed workers have been unable to access any benefits during the weekdays due to conflicting working hours.

Prior to the collapse, 36 per cent of the participants worked as helpers earning between Tk.3,000-5,500 (including overtime) and 55 per cent worked as operators earning Tk.5,000-

12,000. Two of the participants, who previously worked as sewing operators, are currently employed at Bando Fashions Ltd. and a bag manufacturing factory in Ganda, both of which came forward to offer jobs to affected workers. However, compared to their previous earnings, current monthly incomes have significantly decreased by over 60 per cent. The rest of the workers currently undergoing treatment do not feel fit to work regular hours due to sustaining health problems such as headaches, bodily pain, inability to sit for long periods, memory loss and trauma.

Some of the concerns were regarding disproportionate payment of benefits, especially in the case of overtime payments and the lack of awareness about the available benefits. Disproportionate payments were noted in the case of the BGMEA and Primark provisions and those with missing relatives have been unable to receive any form of benefits at all; besides the Tk. 1 lakh support to the families of the deceased, those workers' salary payments were not provided. 9 of the workers interviewed have received 3 months' salary from Primark, however, considering the actual wages noted for those in operator positions, the payment amounts they received were much lower than what should be owed. One of the participants, Shabana, was a helper at New Wave Bottoms earning less than Tk. 5000 per month (including OT) and so a 6 month salary based on this can be approximated to Tk. 30,000, whereas, Shamima who was a sewing operator at Ether Tex, earning Tk. 11,000- 12,000 per month (including OT) should have received Tk. 72,000 for 6 months instead of receiving the same amount. There have been claims that workers who were not employed at the time of the tragedy but had retained their ID cards had even managed to receive some benefits. Another concern was the lack of support available for the children of the deceased and injured workers, one participant was the spouse of a deceased worker who is currently surviving on Tk. 2 lakh provided by the government; she was however was unable to save this amount in a bank or earn while taking care of her infant child and young daughter.

Table 9: Physical and Financial Condition of Victims and Their Relatives after Nine Months

Name	Age	Married (Y/N)	No. of children	Worked in which factory	Amount earned (Tk.)	Current status of job	Earnings	Total earnings of the family now (Tk.)	Physical condition	What kinds of treatment are taking?	Expenses required for treatment (Tk.)	Financial support got for such treatment	Other kinds of support received (other than financial/treatment related)
Afroza	27	Y	3	New Wave Style Helper	3500	none	none	none	Memory loss Unable to sit	BILS- Physiotherapy CRP- 1 months medication CDD- CT scan	none	CRP, CDD, BILS	Sneha Foundation- paid for children's education for 4 months
Rehana (dead) spoke to mother		Y	n/a	New Wave Bottoms Helper	3500 6000 w/ OT	none	none	none	-----	-----	-----	-----	Bkash (primark)- 31000 Govt- 1 lakh No support from BGMEA
Sabina	35	Y	3	Ether Tex Sewing Operator	5100 9-9500 w/ OT	None	Husband 4000tk	4000	Trauma Headaches Unable to sit and do housework	BILS- physiotherapy and ultrasound	Shima Hospital- 1500	BILS CRP	Bkash- 31000 tk BGMEA- 10000tk (no Eid bonus)
Asma	25	Y	2	New Wave Style Sewing Operator	9100- 9500 w/ OT	None	Husband- Rickshaw Puller 8-9000tk	8-9000	Leg Fracture Pregnant	BILS- Pre-natal care	200 medicine on the first day, unaware	BILS Govt hospital CRP	Bkash- 31000 tk BGMEA- 10500tk (should've been more with OT)
Shima (Missing), spoke to sister in law	18	Y	none	New Wave Style Helper	3-3500 with OT	None	None	None	None	None	None	None	Missing Expecting to hear from the recent batch of DNA testing
Mukta	25	N	1	New Wave Style Operator	5200 8-9000 w/ OT	None	Husban, farmer 6250-7000tk	6250-7000	Side pain Water in kidneys	BILS- Pre-natal care and medication	None	BILS	Bkash- 31000 tk BGMEA- 9800tk
Mariam	19	N	none	New Wave Style Operator	3800 5-5500 w/ OT	Bag Factory Helper	3000tk	8300	Back Hurts	None (no time to come in for treatment)	300-500 for medicine	BILS- medicine	Bkash- 31000 tk BGMEA- 6000tk

Selina	22	N	none	New Wave Style Senior Operator	5100 8-9000 w/ OT	Bando Fashion Operator	5300tk	8300	Ankle fracture headaches Leg pain	None (no time to come in for treatment)	300-500 for medicine	BILS (once only) Bando Fashion Ltd- onside doctor	Bkash- 31000 tk BGMEA- 10075tk
Shami ma	19	N	none	Ether Tex Sewing Operator	5000 11-12000 w/ OT	None	Brother, artist 5720tk	5720tk	Headaches (rod went through head) left side body pain	BILS- Physiotherapy	Prime Hospital (operation)- 7-8000tk	Govt- Suhwardy Hospital BILS	Bkash- 31000 tk BGMEA- 10000tk Govt- 10000tk
Babu (dead) spoke to wife, Beauty	30	Y	2	Phantom Apparels Supervisor	12500	None	None	None	None	None	None	None	Govt- 2 lakh tk Bkash- 31000 tk
Shabana	25	Y	3	New Wave Bottoms Helper	3000-5000 w/ OT	None	Husband, business 6-7000tk	6-7000tk	Waist pain	BILS- Physiotherapy	None	BILS- baby delivery at General Hospital	Bkash- 31000 tk BGMEA- 11000tk

Source: Interview conducted by CPD

PART C: Workplace Safety and Security Issues of RMG Sector

7. Progress with regard to Fire Safety, Electrical Safety and Physical Integrity

The *National Tripartite Plan of Action on Fire, Electrical Safety and Physical Integrity in the Ready-Made Garment Sector of Bangladesh (NAP)* is the key initiative under which the government authorities and supporting organisations have committed to various activities in response to the Rana Plaza incident. It was initially developed on March 16, 2013 after the fire at Tazreen garments that resulted in the death of more than 100 workers. Following the Rana Plaza collapse, the structural component also became one of the core focuses of this national agreement and was republished with the necessary additions on July 25, 2013. The NAP is one of the notable initiatives undertaken by local and international stakeholders, part of which seeks to ensure the long term enforcement of a globally acceptable fire, electrical and structural safety standard across the garment industry that is harmonized with the standards of the foreign buyers/retailers.³ ILO has taken upon advisory and coordinator roles to support the timely implementation of the prescribed activities and minimize duplication of efforts.⁴

7.1 Initiatives under the National Tripartite Action Plan

The NAP enlists 25 commitments divided into three categories – a) legislation and policy, b) administration and c) practical activities (Table 10). As of 23 December 2013, out of the total, seven (7) commitments have been implemented; four (4) in progress and the majority of 14 has passed the expected completion time and are still in progress. Amongst those completed as per the expected deadlines are the amendments to the Labour Law, establishment of a task force on building and fire safety of the Cabinet Committee for the RMG sector, upgradation of the Department of Inspection for Factories and Establishments to a Directorate (DIFE) (not officially announced), the development and introduction of unified fire safety checklist to be used by all relevant government agencies, establishment of a workers' safety hotlines through the Fire Service and Civil Defense (FSCD) and lastly, the adoption of a National Occupational Safety and Health Policy, which was developed past the expected deadline. Regarding the provision of developing and delivering a mass worker education tools only single initiative was noted to be implemented by the ILO during the stipulated time frame. A heavy rescue equipment procurement plan with an estimated cost of Tk.162 crore has been proposed by the FSCD for further infrastructural and capacity improvements (the Daily Star, 2014). Also according to a MoLE update in December '13, the Planning Commission has approved a project of Tk 24 crore 82 lakh (approximately USD 3 million) for the DIFE's infrastructural development, recruitment and training of factory inspectors. It is important to ensure transparency and regular updates regarding the utilization of these substantive funds. A more detailed table regarding the NAP commitments is presented in Annex 10 and 11.

³ A number of the commitments made in the NAP is also reflected in the EU-Bangladesh Global Sustainability Compact, which seeks to address labour rights, structural integrity, occupational health and safety and responsible business conduct in the RMG sector

⁴ On a policy level, the government has taken steps to reduce tax on fire fitting equipments (fire extinguisher, leadlight, fire door/windows, busbartrunking) in the current budget (2013-2014). The government is also in process of acquiring a 530 acre land at Baushia under Gagaria upazila in Munshiganj district for the establishment of a "Garment Industry Village"; the finalization of the land acquisition is currently pending due to a shortage in funding (MoLE).

Amongst the activities that still in progress past its expected deadlines, most of which are concentrated within the practical activities section are the review of relevant laws⁵, rules and regulations- fire, building, chemical safety, , review and adjustment of factory licensing and certification procedures concerning fire safety, including electrical, chemical and environmental safety and establishing a one-stop shop for such procedures, delivery of fire safety “crash course” for mid-level factory management and supervisors as well as union leaders, development of a transparent and accountable industry sub-contracting system, guidelines for the establishment of labour-management committees on occupational safety and health and fire safety, creating self-assessment and remediation tools on fire safety, a tripartite protocol for the compensation of victims and a publicly accessible database on fire safety issues in garments factories. Some of these commitments are also essential for the long term enforcement of fire and structural safety standards in the industry.

The lack of progress regarding the capacity building of the DIFE and the FSCD is a concern as the responsibility of ensuring safety improvements based on the factory inspections ultimately lies on these authorities, which currently do not have the adequate capacity to support the garment industry. So far, in addition to the 180 factory inspectors already employed, 41 new inspectors have been recruited and trained in collaboration with the ILO and GIZ under the PSES programme (The Daily Star, 2014), another 23 were appointed for the fire and safety inspections of 2806 factories in Dhaka and Chittagong and 10 inspectors joined the Public Service Committee (PSC). According to a MoLE update on October 28, 2013, the DIFE is to be upgraded to a Directorate with 679 new posts in the first phase; this has been approved by the government already and amongst the total, 392 posts have been allocated for factory inspectors. The appointment of 200 new inspectors will be finalized upon the consent of the Ministry of Finance and the committee of the secretaries on the upgradation proposal. The same update also indicates that proposals have been sent to the Ministry of Home Affairs to increase the number of Fire Service and Civil Defense (FSCD) inspectors from 50 to 310 and to increase the number of inspectors at RAJUK and Chittagong Development Authority (CDA). (MoLE, 2013)

Regarding the delay in such procedures, government sources indicated that due to the time consuming nature of the recruitment process that has to pass through multiple stages, the MoLE is trying to recruit the rest of the inspectors in an ad-hoc basis, which is currently being undertaken by the PSC. For the capacity building of local authorities, GIZ organized a study tour for 25 member delegation from Bangladesh to see how the fire safety systems are working in Germany. In addition, 15 trainers from the FSCD were trained in a Training of Trainer (TOT) course for fire inspectors. The trainings for public fire inspectors in Bangladesh will start soon.

⁵“Inter Ministerial committee headed by the senior secretary of the office of the Prime Minister was formed to examine the implementation of Bangladesh Labor Act 2006, in the Bangladesh Export Processing Zone and the committee has been said to submit the report by 20th September 2013.” (MoLE, 2013)

Table 10: Summary on the Implementation Status of the NAP

	Total Commitments	Completed	In Progress	Past Expected Completion Date and still in progress
Legislation and Policy	4	3 (1 completed after expected completion time)	n/a	1
Administration	6	2	-	3
Practical Activities	15	2 (1 with minimal output)	4	9
Totals	25	7	4	14

Source: Prepared by Authors

7.2 National Level Coordination Process

The National Tripartite Committee (NTC) includes the Secretary of the Ministry of Labour, President of the Bangladesh Employers Federation, Chairman of the National Coordination Committee for Workers' Education (NCCWE), Vice President of BGMEA, First Vice President of BKMEA and Chairman of the Bangladesh National Council (BNC). A High-Level Tripartite Committee comprising of 11 members, also chaired by the Labor Secretary, is responsible for monitoring the NAP implementation process, reviewing and updating the action plan and engaging other stakeholders to support these activities. The High Level Committee directly reports to the Cabinet Committee (16 members), which convenes on a quarterly basis and is also chaired by the Labour Secretary. The last Cabinet Meeting was held on January 7, 2014, which addressed some of the pressing concerns like the minimal progress in the capacity building of the FSCD and DIFE. A Technical Sub-Committee reports to the High Level Tripartite Committee and a Review Committee (includes 7 members from BGMEA, Alliance, the Accord, BUET and the NTC) convenes for the specific purpose of deliberating in cases of factory closures within 48 hours of receiving any instigating information. Only the structural engineer members from BUET have the final decision-making power in this regard and so far no cases have been recorded for closures.

7.3 Preparatory Works for Monitoring and Inspection

International buyers, retailers and trade union organisations in collaboration with local stakeholders (trade unions) have launched the Alliance for Bangladesh Worker Safety and the Accord in Fire and Building Safety initiatives in 2013 with the focus of addressing fire, electrical and structural safety in the garments industry. Overall, these efforts by industry stakeholders indicate an increase in awareness that has led to concrete commitments to ensure the much needed improve for this sector. For further details regarding these initiatives please refer to Annex 12, 14, 15 and 16.

7.3.1 Setting a Common Standard: Establishing a common factory safety inspection standard for the RMG sector has been one of the key objectives of the NAP. ILO has facilitated two rounds of technical meetings during which, structural and fire safety experts from the three initiatives (NAP, Accord, and Alliance) finally agreed on a set of detailed standards on 20th November, 2013

and more recently both the Alliance and the Accord ensued to follow the same standards for their inspections. This means that once these 1500 factories implement the prescribed recommendations from these inspections, they will be accepted by the Accord and Alliance members as compliant factories. According to the initial time plans the inspections under NAP is expected to be completed by December 2014, the Accord by April 2014 and the Alliance by July 2014. Ensuring a harmonized set of standards had been one of the most discussed concerns and the recent agreement amongst the noted stakeholders is a commendable progress.

7.3.2 Sharing Responsibility: The first phase in all three initiatives require preliminary safety inspections of 3967 factories (NAP- 1500, Accord-1577, Alliance-890), which still leaves out over an approximate 1000 factories beyond these monitoring mechanisms.

7.4 Inspection Process

In the cases of the Alliance and the Accord, their structural engineers are appointed through agreements between their various stakeholders. Both these initiatives have ensued a tendering process through which they have shortlisted the selected companies to perform their on-site factory inspections.⁶ In some cases, several inspections have already been conducted independently by Alliance brands for which a parallel equivalency process is being set up to assess the independent brand inspections. Wal-Mart (Alliance) has already assessed 200 factories through Bureau Veritas (BV), of which 75 have been published online and 2 so far (of the 75) have to be re-assessed. BV has also performed detailed inspections for C&A, Abercrombie & Fitch, H&M (Accord members) and GAP (Alliance members), which may be similarly considered.

BTRC-BUET, a local and independent structural consulting organization, was contracted by the ILO to conduct structural and fire safety inspections of the 1500 factories on behalf of the NTC⁷.

⁶Such as Inditex (a major Accord member) and Wal-Mart (a major Alliance member) appointed senior structural engineers for their technical teams

⁷Prior to the assignment of the Bureau of Research, Testing and Consultancy (BRTC) of BUET inspecting factories for the National Tripartite Action Plan (NAP), with the individual funding of factory owners, BUET had performed nearly 300 structural audits of garments factories and shared recommendations for improvement with the owners. The BGMEA and BKMEA member factories are allegedly required to pass factory inspections for membership into these associations; the integrity of these assessments and their enforcement however, are questionable considering how factories such as Tazreen Fashions and Aswad Knit Composite were members to both these associations. In a joint collaboration with the GIZ, both BGMEA and BKMEA have had a factory compliance monitoring program running since 2007, which requires regular follow ups on the voluntarily participating factories' compliance status. This program falls under the support of GIZ's Promotion of Social and Environmental Standards in Industries (PSES), towards which the German government has pledged 2.5 million Euros. So far over 238 BGMEA and 1282 BKMEA factories have been audited under this initiative out of which 159 BGMEA factories have made the suggested improvements. Structural improvements that require capital support and can cause disruptions in production are often the main deterrent against the implementation of the suggested improvements. Since Tazreen and Rana Plaza extensive fire safety and basic structural integrity documentation requirements have also been integrated within this Compliance Monitoring program.

Between February to September 2013, 23 factory inspection teams (Dhaka- 20, Chittagong- 3), under the DIFE assessed approximately 2806 factories for fire safety related issues. Cases were filed against 305 factories for safety violations, which included Tk. 25,000 fines as per the latest Labor Law amendments

ILO is in process of hiring an international engineering firm to monitor the quality of BUET inspections and is entirely funding the preliminary inspections as a part of its Improving Conditions in the RMG Sector initiative. Currently \$2 million has been disbursed for startup activities, out of which over US\$800,000 has been used for the procurement of inspection equipment for detailed structural assessments and training on its use and analysis; ILO set up an international tender for these equipment purchases (MoLE).

There are two separate teams under BUET, one of which is working on structural and the other on fire and electrical inspections (Table 11); both these team have current agreements with the NTC for the preliminary inspection of 200 factories, the inspections of the remaining 1300 are yet to be decided. It is important to note that the MoLE update states that 1500 factories will be covered under the NAP, whereas BUET sources in December shared the possibility of inspecting 1000 factories. As of 31 December, 2013, the assigned BUET teams have completed 128 factories' structural and 92 factories' fire and electrical preliminary inspections out of the total 1500 factories expected to be assessed for both categories by 30 April, 2014. Within those completed, 39 reports on structural integrity and 30 reports on fire safety has been submitted to the NTC, however, the remediation efforts in each case are yet to commence. The recent political situation has been a major deterrent against the expected progress in factory inspections.

The fire safety team led by BUET comprises of 70-100 supporting members amongst which 25 are BUET professors and the rest are BUET graduate students. Whereas the structural teams, has been hiring and training senior professors from DUET, CUET and SUST to be included in the inspection teams and to further increase their current capacity; ILO has funded a training program held in late September, 2013 for the non-BUET professors. Both the teams are currently performing preliminary inspections and reporting directly to the NTC on each of the factories' compliance status. If any severe violations are noted, factories will be recommended to undertake detailed inspections the cost of which has to be borne by the owners themselves.

Regarding obstacles in the inspection process, less than 5 per cent of the factories inspected for structural integrity have denied access to BUET teams without valid reasoning. As per sources, the factories have been reported to the BGMEA and the MoLE for possible punitive measures.

(from the previous Tk. 5000) and another over 1500 factories were also referred for further improvements. However, due to the lack of manpower, follow up on these factories could not be ensured. The Chief Inspector of DIFE has committed to preserve these findings in a database under his department, the initiation of which is yet to be confirmed. (Financial Express, 2013 and MoLE, 2013). At the same time, the MoLE had appointed BIDS to conduct a study on identifying the total number of factories according to locality and the existing problems in the industry (MoLE, 2013). The study concludes that approximately, 6300 factories are risky as owners of 2376 out of 4400 BGMEA factories and 1124 out of 1904 BKMEA factories run their business as subcontractors and are therefore beyond the monitoring of international buyers (New Age, 2013).

Table 11: Details on Structural and Fire Safety Inspections by BUET teams

	Total man-power	Members per Team	Specialization of Team Members	Time required for on-site Inspections	Reporting Time	Cost per Inspection (Tk.)	Levels of Investigation
Structural Inspection	30	2	1 structural engineer 1geotechnical engineer(soil)	3-4 hrs for medium factories (approx. 1000-2000 workers) 7-8 hrs for large factories (approx. 5000+ workers)	7-10 days	1 lakh (flat rate)	3 levels Preliminary Inspection: <i>collect and verify soil report, architectural, structural and approval drawings; study entire structure by floor, assess weight loads</i> Detailed Inspection Model Inspection
Fire and Electrical Safety Inspection	70-100	4-5 (depends on availability)	1 architect, 1 civil, 1mechanical 1 electrical 1 industrial production engineers	2hrs -1 day (depends on factory size)	1-2 days	1 lakh for factories in Dhaka Over 1 lakh outside Dhaka (rate dependent on distance)	2 levels Preliminary Inspection: <i>report on fire safety violations as per common standard</i> Detailed Inspection

Source: Prepared by authors

7.5 Funding Support from Development Partners for Factory Improvements and Relocations

Low-cost funding particularly for factories inspected under the NAP has been made available through the support of development partners such as JICA and IFC. An MOU was signed between JICA, the Bangladesh Bank, PWD, BGMEA and BKMEA in October 2013, allocating a total fund of Tk. 100 crore, with a credit limit of Tk. 10 crore per factory building; soft loans are being provided with an interest rate between 5-10 per cent to be repaid in 15 years with a 2 year grace period. JICA has ensured the training of 100 inspectors through the Public Works Department (PWD), who along with JICA, BGMEA and BKMEA experts will initially screen the eligibility of factories and offer recommendations for improvements prior to disbursing the funds through the Bank and Financial Institutions Division (BFID).BGMEA and BKMEA member factories with less than 2000 employees and in “owned” buildings are deemed eligible to apply for ‘Retrofitting, Rebuilding or Relocation Funds’. Till the fund application deadline of December 10, 2013, 30-40 per cent of the applicants were noted to be Accord and Alliance members; in collaboration with the ILO, the authorities are monitoring to prevent any duplication in fund disbursements and coordinating common assessment standards and technical expertise. According to sources, JICA can only fund 10 per cent of these applicants. IFC is also offering short term funding (up to 90 days) in the form of sub-commercial money at 2-3 per cent interest rates for short term retrofitting purposes to factories under NAP, the Accord and the Alliance. Current discussions include the availability of further financing through IFC for rebuilding and relocations, however, the scale of investment required is yet to be determined with consideration to the bubble in the real estate market.

The UK government will be providing financial support of up to £4.8 million over 3.25 years (2013 – 2016) also for the purposes of factory inspections under the NAP, strengthening of labour rights, fire and building inspections, building awareness, capacity and systems for gender-sensitive OSH measures for factory management and workers, rehabilitation of recent survivors of industrial accidents and the implementation of the IFC/ILO Better Work programme in Bangladesh which has been launched on October 22, 2013. Gender specific OSH initiatives include DFID's Strategic Vision for Girls and Women with a particular focus on preventing violence against women and increasing direct assets to women. Skills training will be supported through DFID's Trade and Global Value Chains Initiative which builds on the existing Responsible and Accountable Garment Sector challenge fund. Canada and the Netherlands have also agreed to contribute £9.6 million towards total estimated budget of £14.4 million for the NAP. This also overlaps with the total fund allocation noted for the Improving working condition in the RMG Sector initiative by the ILO with an estimated budget of US\$24.2 million. US funded program include the USD 3.5 million USAID programme on capacity building for labor unions and NGOs.

The Accord, Alliance and the IFC are organizing a trade fair at the end of February 2014, which will showcase various local and international suppliers of fire safety equipment. Often these equipment are mostly imported, costly and a lack of awareness on the quality and capacity of equipment specific to the industry can lead to unnecessary costs for the owners. Despite the high demand for such equipment in the country, the local capacity is inadequate to sustain this; IFC is planning to work with local businesses to further develop the local manufacturers market for such goods.

7.6 Challenges with regard to Inspection, Monitoring and Implementation

Unlike the Accord and the Alliance, no buyer relations are particularly dependent on BUET's inspection outcomes except for the structural team's declaration of any fatal structural hazards. Factories cannot be shut down based on fire safety violations; the logic being that even the slightest incident such as an electrical spark or a lit cigarette can lead to a devastating fire at a garment factory. As a result, the effectiveness of particularly the fire inspections can only be realized once there are adequate enforcing agencies that regularly follow up on factory safety.

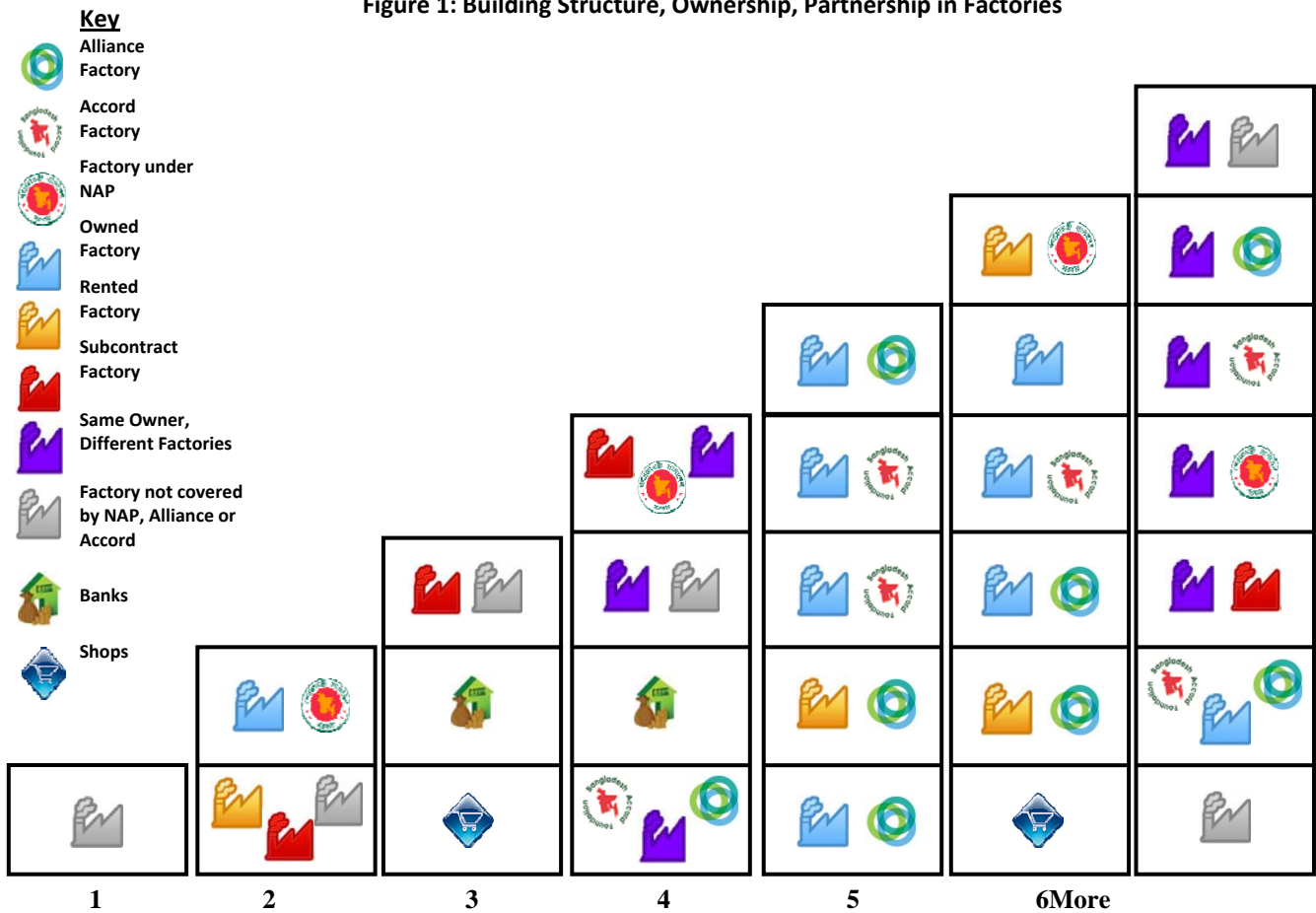
The Ministry of Works (RAJUK) and MLGRD (Ministry of Local Government and Rural Development, oversees city corporations/ local pourashovas), both separately allows permits for structures. However, most officials under the MLGRD do not have the required technical competence to provide approvals and furthermore requires better coordination and training of technical personnel within these authorities. The Rana Plaza was a representative case of the ineffective building permitting systems in place.

The harmonized set of standards are based on both the local and international laws; however there have been reported concerns of cases where the local law and particularly the enforcing authorities have been noted to be grossly inadequate to support the demands of the garment industry.

There are challenges in the case of monitoring different categories of buildings. Factories in Bangladesh are located in a variety of building structures, ownership patterns, and arrangements (Figure 1). Suppliers usually have factories in more than one building which are either located in one compound or in different locations. These buildings are of several kinds – multipurpose buildings where other commercial entities such as markets, banks and offices are

also located and multi-storied buildings containing multiple factories, which may not necessarily supply to buyers with the same level of safety requirements. Factories located in multi-storied buildings can also be owned by different owners. Such varying categories of factories are suppliers to different kinds of buyers, which may be either a member to the Accord, the Alliance, both, or supply to other non member buyers, or be a subcontractor. It is expected that factories selected by the Accord and the Alliance have taken these issues into account – especially to prevent any overlapping of inspections, ensuring inspection of all the factories located in multi-factory buildings and establishing ways to address safety and security issues in such cases etc.

Figure 1: Building Structure, Ownership, Partnership in Factories



Source: Prepared by Authors

8. Analysis of Factories to be Assessed under the Accord and the Alliance Initiatives

8.1 Factory surveyed

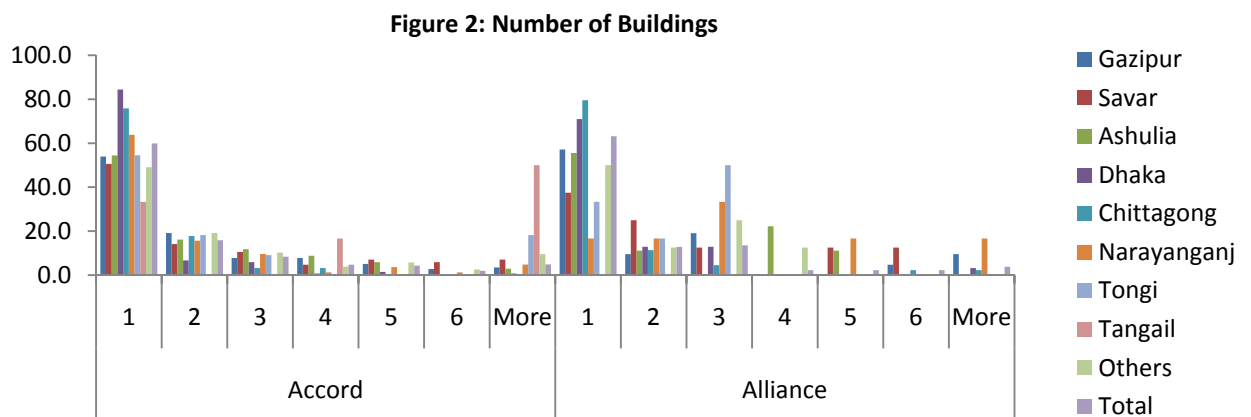
Prior to the initiation of factory assessments, Accord and Alliance have collected information of all the concerned supplier factories. According to information available in the respective websites, Accord has collected information from 1577 factories while Alliance of 708 factories. However, a number of these factories are suppliers of both Accord and Alliance. The provided

lists of factories include name and location of factories, number of separate buildings belonging to a production facility, number of stories in each building, whether the factory is housing in a multi-purpose or multi-factory building, floors occupied by each supplier, the number of workers employed (in all of the supplier's buildings) and the number of active Alliance or Accord members in each factory etc.

CPD has carried out a brief analysis based on the available information to understand the structural and locational aspects of these concerned factories. Most are located in Dhaka, Gazipur, Savar, Ashulia, Chittagong, Narayanganj, Tongi and other localities. Both of these inspections will cover factories where over two million workers (2,027,595 workers) in Accord-led factories are working. The data retrieved from the website particularly those of the Alliance could not be fully used due to technical problems in accessing the data from the website and so the total workers in this case cannot be determined. As a result, the analysis cannot capture the data of all factories to be surveyed. Also it is important to note that the number of factories and the associated percentages in this analysis does not include further inclusion of suppliers since mid-December, 2013.

8.2 Number of Factory Buildings

About 60 per cent of factory owners in a particular locality have factories in one building (Figure 2). The highest shares of factories located in single buildings in Dhaka under the Accord and Alliance supervision list comprise of 84.4 per cent and 71.1 per cent respectively and in Chittagong comprise of 75.8 per cent (Accord) and 79.5 per cent (Alliance). Besides, suppliers have factories in buildings with larger numbers such as above six. In some areas, there are buildings over six in number located in Tongi and Tangail for Accord-led factories and in Narayanganj for Alliance-led factories. Generally, those located in Dhaka and Chittagong cities are by and large old, and may not comply with the latest structural regulations; the related owners' often tend to possess factories in other locations as well. Suppliers operate their factories in spaces with different ownership arrangements, which include owned or rented space/buildings. It is important to note that a large number of factories which do not supply to the Accord or the Alliance listed members and are small scale suppliers who produce under direct/indirect/sub-contracting sales contract.

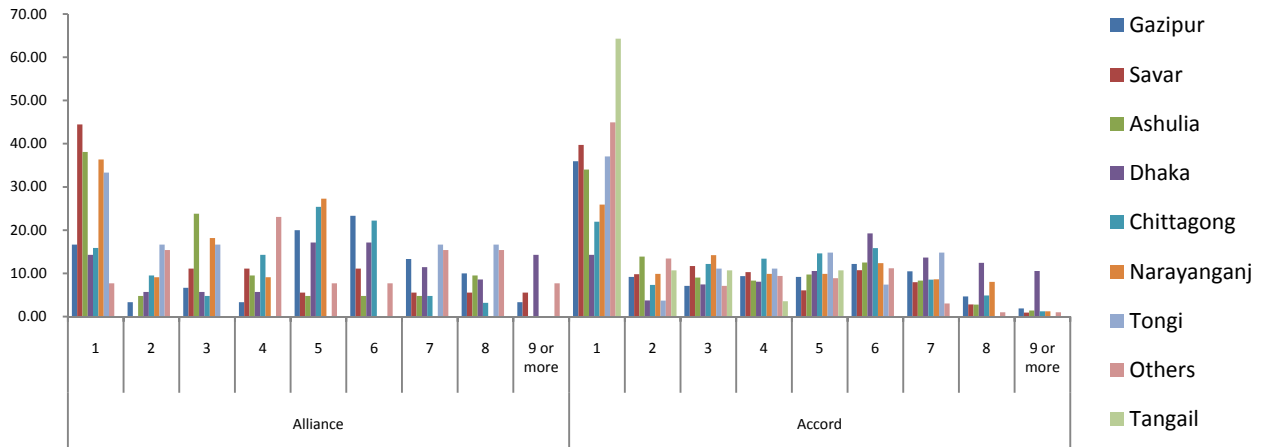


Source: Prepared by authors

8.3 Number of Stories and Number of Floors

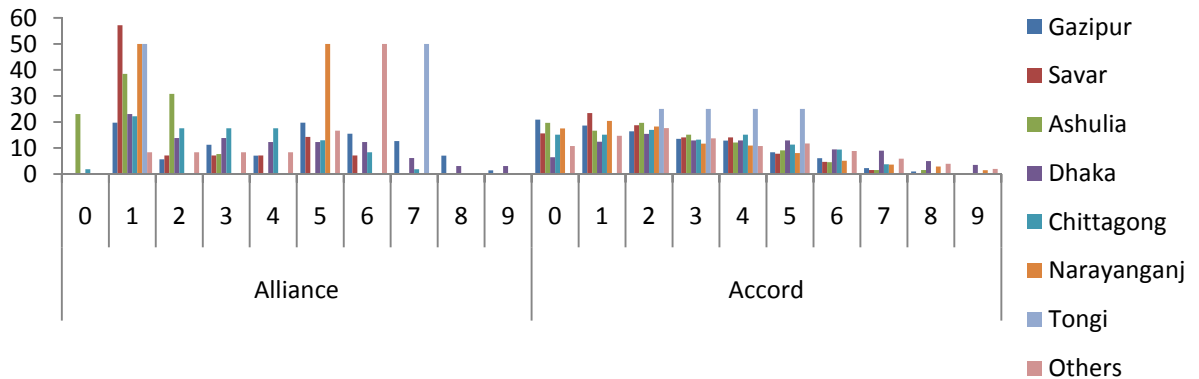
Majority of buildings are multi-storied buildings where garment factories are located (Figure 3 and 4). Other than about 15-30 per cent of garment factories, most factories under Accord-led factories are located in two to over nine-storied buildings. Number of single-story buildings is higher in alliance-led factories. Given the recent incidences in vertically developed multi-storied buildings, it is important to monitor these factories more closely.

Figure 3: Number of Stories



Source: Prepared by authors

Figure 4: Number of Floors

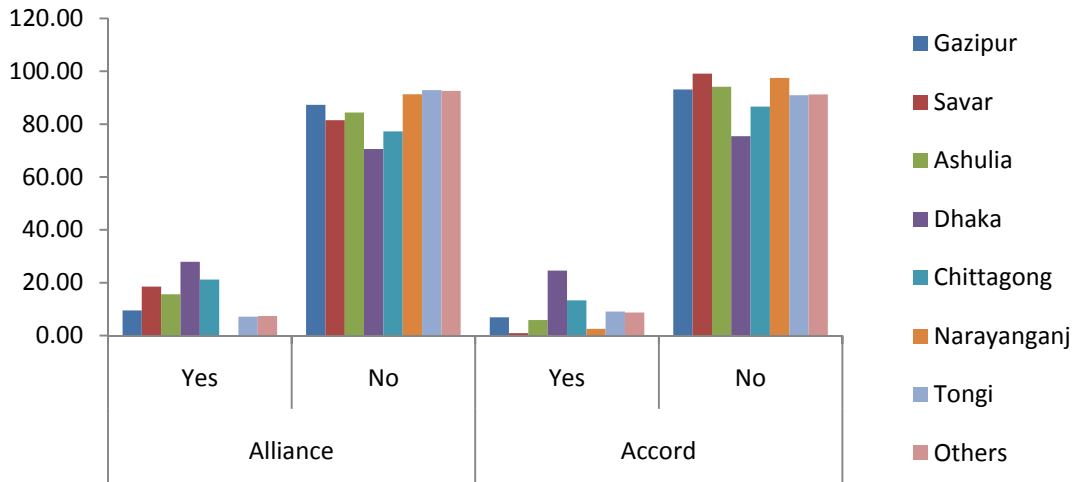


Source: Prepared by authors

8.4 Number of Multi-purpose Buildings

Most of these buildings are made particularly for industrial purposes (Figure 5). Even then a considerable share of buildings located in Dhaka and Chittagong are multi-purpose buildings where garment factories are established along with other kinds of commercial establishments. In multi-purpose buildings, besides ensuring industrial level compliance at the factories it should also account for the safety standards of the commercial entities located within. Several Dhaka and Chittagong city-based garment factories are likely to face such problems.

Figure 5: Number of Multi-purpose Buildings

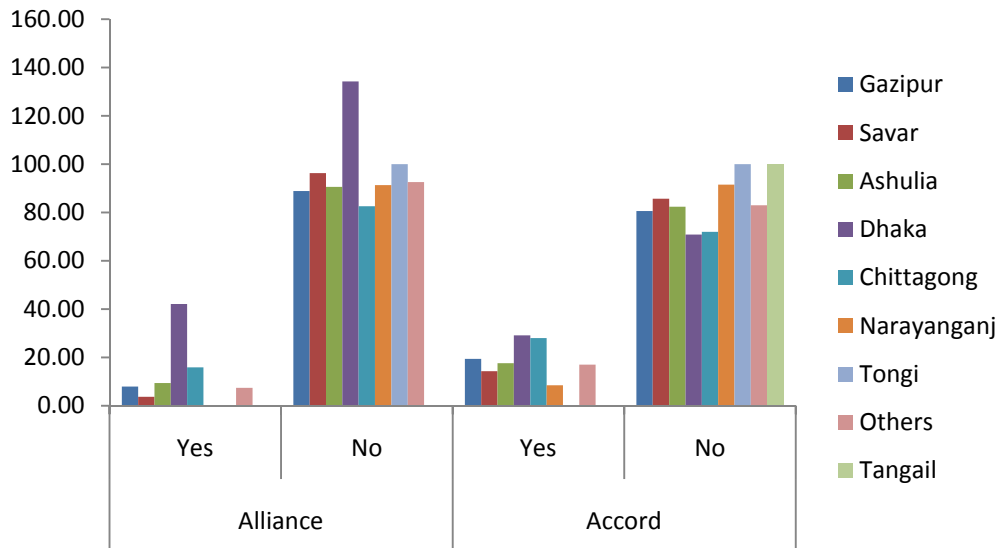


Source: Prepared by authors

8.5 Number of Multi-factory Buildings

The number of multi-factory buildings is limited for both the Accord and the Alliance led factories (Figure 6). Similar to other cases, multi-factory buildings are higher in Dhaka and Chittagong in both cases. Ensuring safety and security compliance in single-storied, multi-storied multi-factory buildings is likely to be difficult challenge. Given the nature of vertically-developed structures, it is better to look into the guidelines more strictly in case of multi-storied and multi-factory buildings. Moreover, all factories located in multi-factory buildings should be taken into the review process in order to make sure that the full building compound is safe and sound.

Figure 6: Factory Housing in Multi Factory Building



Source: Prepared by authors

PART D: Concluding Remarks: Suggestions

9.0 Concluding Remarks

9.1 Social and Financial Issues

9.1.1 List of Victims

A detailed list of all the victims of the RanaPlaza tragedy is urgently needed. A number of lists are available to different sources – Prime Minister’s office, BGMEA, ActionAid, GIZ and Primark etc. A number of government and non-government organizations have prepared lists for different categories of victims such those who were severely injured, missing etc. All these need to be compiled together and made into a single definitive list of victims to be used by different organizations. The national tripartite committee could take the initiative to prepare this. The list should include all the necessary details that can ensure the identification of the concerned victims and their families and the nature of injuries to understand the extent of physical damage caused by the incident.

9.1.2 Financial Issues

Most of the victims and their families are in a distressed state because of the lack of long term financial support available to cover day to day costs and long term treatment expenses. The families of victims who are not yet identified as well as those who are still missing are the most distressed and must be provided with immediate support. Lack of transparency and access to necessary information regarding financial support, their sources, amount to be provided, the timing of such provisions etc. have led to the suffering of many survivors, particularly those who stay far away from the key information points and support centers (e.g. Dhaka and Savar). The Prime Minister’s Relief Fund should provide necessary information in the Prime Minister’s website. Similarly, other organizations providing financial support should report their activities in their websites and through channels that can be conveniently accessed by the workers and their families.

Most of the workers have not yet received long term financial support as committed by different national and international organisations. The Prime Minister’s Relief Fund should immediately disburse necessary support to the victims as per commitment. Given the fund available for the victims, the amount initially announced (Tk.10-15 lakh per victim) would be difficult to manage from the amount currently available. In this context, disbursements could be managed in a periodic manner – initially with the available amount which would cover more than 50 per cent of the victims. It is critical that the workers and their families are provided this support immediately.

It is expected that the local stakeholders will reach in consensus in terms of the amount of compensation to be provided to different categories of victims. All the stakeholders should sit immediately and finalise the package. According to the Labour Act 2006, the provision of workers’ compensation is a legal obligation of the employer. In that consideration BGMEA along with the owners of five garments factories in Rana Plaza should take the responsibility and pay the compensation immediately. In consideration of the international status of this industry, it is essential for foreign buyers and retailers to also contribute towards this. An alternative is that BGMEA can use the fund donated to the Prime Ministers’ Fund (Tk.2 crore) for partial payments. According to the law, the various kinds of financial support that the victims have received so far

cannot be part of the compensation package even though there have been discussions of subtracting the already received amounts.

The international initiative for providing long term support from an international trust fund to the victims has made some progress in the form of further commitments. Four retailers have agreed to provide US\$40 million (Tk. 312 crore) to the victims, however, the funds are yet to be collected. Although local stakeholders are also partnering with this initiative, none of them has made any commitments to provide financial support. Nevertheless, disbursement activities with the available resources should be started immediately. The office to be in charge of executing this activity should ensure transparency throughout the whole process.

A major challenge in both the cases of compensation is identifying the family members of the deceased who are to get this support. There are two laws available for the identification of eligible family members – Labour Law 2006 and Inheritance Law. While the labour law defines inheritance with in a broader sense, the inheritance law on the other hand is more specific. The local initiative for compensation is likely to follow the Labour Law 2006 whereas the international initiative for support may not need to abide by the same regulations. In this context, a common position should be taken by both the initiatives where the maximum benefits could be ensured for the family members and particularly the dependents. In this context, government may release a gazette notification taking all related issues into account regarding the method to be followed for the distribution of funds to the family members of the deceased workers’.

9.1.3 Treatment Issues

Workers who are currently undergoing medical treatment for different kinds of injuries need long term support to fully recover from their current conditions. A number of initiatives are currently providing support through various initiatives however, many that require help are not aware of where to seek these provisions from; this indicative gap between the support providers and the victims is essential to abridge through an effective coordinating mechanism. The Rana Plaza coordination cell in Savar can potentially play a role to fill this gap and maintain an up to date database of the various programs and their supporting victims to prevent any duplication of efforts. Uncertainties also remain regarding the duration of treatment, whether current treatments are sufficient, and how much further support workers may need to bear the for ongoing expenses. Besides, a number of workers could not access these facilities since they live outside the key support centres. Recognizing such cases under current medical provisions is also a necessity. A number of rescue workers need long term treatment and support. These workers should be covered under the various treatment related initiatives. An action plan has been developed by local level NGOs, which focuses on workers’ with different social and medical needs. Its timely implementation is necessary. Government and non-government organisations should take the necessary initiatives in this context.

Furthermore, some of the workers who have received artificial limbs can only manage the daily chores but not arduous full time work related activities. It is expected that necessary steps should be taken to provide better limbs which could be used for daily activities or at least ensure their employment in suitable jobs. Replacement of artificial limbs after 2 - 3 years is also an important issue. Necessary fund should be made available in due time and physical facilities be developed so that workers can easily replace their artificial limbs.

9.1.4 Orphan Issue

All the orphans of the Rana Plaza Victims are not adequately covered under the different noted initiatives. BGMEA should provide a comprehensive update on the 285 children for whom the member factory owners have pledged to provide long term support. It is also important to identify orphans who have not yet been accounted for. Sufficient financial support for those children is highly necessary. Specialised organisations such as Save the Children, Ahsania Mission etc. should take a more proactive role in this regard.

9.1.5 Legal Issue

It seems CID is making further delays in case of submitting the inspection report. Even after collecting information from 600 people, the need for more time for further investigation is becoming unreasonable. It is expected that the CID will submit its report immediately. The recently announced ruling of the High Court about the accident at Tazreen Garments as 'crime' could be use as reference point for the legal proceedings of the Rana Plaza collapse.

9.1.6 Management and Operational Issues

While several initiatives have been undertaken by different organisations targeting the victims of the Rana Plaza tragedy, it should be noted with concern that initiatives are being concentrated within selected locations where majority workers are living. It might be the case that a segment of victims are not getting any support, particularly those unable to stay in urban area with high expenses. Thus services and treatment facilities should be decentralised in such a manner so that those who living outside Dhaka and Savar can also get support from the local level government clinics, free of cost, till they get cured. The most important issue is to ensure a mechanism to ensure that not a single victim or victim's families will be left unaddressed, untreated and outside other any necessary support.

9.2 Fire, Electrical Safety and Physical Integrity

9.2.1 Completion of Inspection and Monitoring

The process of monitoring and inspections as targeted by three initiatives (Accord, Alliance and NAP) should be properly maintained. The amount of work days lost within the last few months due to the political turmoil should be recovered by putting in extra effort in the inspection process. It is expected that by the end of 2014, all the factories of Bangladesh will be inspected. Instead of meeting the timeline hastily, the inspection process should properly follow the prescribed guideline and ensure quality preliminary and detailed examinations of physical infrastructure and fire and electrical provisions.

9.2.2 Maintaining the Same Standard in All Three Initiatives

Since all three initiatives follow the same standards for fire, electrical and building integrity, it is expected that the outcome of inspections will most likely be same. Between the three initiatives, any scopes for varying interpretations of the factory inspections standards should be minimized through collaborative training and sharing sessions; differences in organisational, management and operational structures should not impact the outcomes of these efforts as all the concerned stakeholders claim to achieve the same outcome of establishing safe garment factories. To ensure the inspectors work quality, 'monitoring the monitors' will be necessary; hence all the initiatives should hire independent teams to monitor to this. ILO's proactive role in hiring an independent monitoring team to ensure this is commendable.

9.2.3 Reporting the Inspection Activities

After the inspection, inspectors should follow a time-bound approach. In case of reporting, a specific timeline should be maintained as well. For factories, the reports should also define specific deadlines for implementation. However, in case of setting a timeline, availability of resources for carrying out the suggested activities need to be ensured. The NTC which monitors the progress of different activities should maintain a proper office to oversee these procedures. Confidentiality concerns are often used as a justification for the lack of disclosure on factory inspection reports, taking into note the fatal consequences of unsafe working conditions, it is prime time to consider whether such an argument should be stretched to the point where it can undermine workers' safety and security. In cognizance of the local law on public disclosure and the defining purpose of these initiatives, which is to ensure a safe working environment for the larger workforce, there ought to be more clarity regarding access to these inspection findings. Particularly, the Alliance and Accord inspection reports should at least be shared with the local authorities to ensure long term follow up. Also to maintain the integrity of the Alliance and Accord's activities, their sources of funding and its allocation should be made publicly available.

9.2.4 Ensuring Proper Implementation of the Suggested Recommendations

Full implementation of the suggested recommendation is the minimum pre-condition for ensuring workplace safety in these garment factories. The NTC should regularly monitor the safety standards of all garment factories. Members and the concerned stakeholders of these initiatives should equally be concerned in the same regard. The buyers' yardstick of 'either you do or I will leave' principle may not always work. There are associated risks for lesser or no implementation of the suggested measures by the firms that may ultimately tarnish the image of "Brand Bangladesh" and affect the more compliant factories. An effective long term mechanism needs to be in place to ensure that the industry can provide a safe and healthy environment for its workers. The infrastructural and capacity development of the DIFE and the FSDC are essential steps towards establishing such a mechanism on the local level. However, while this necessity has been recognized in the NAP and large sums of funding disbursed towards these purposes, the actual progress in achieving the promised commitments are far from realization. There should be comprehensive goals with set deadlines, not just generalized statements as mentioned in the NAP, for the development of these institutions. Regular updates on the related activities must ensure accountability and transparency on the utilization of funds. The recruitment of the targeted factory inspectors should be ensured as soon as possible and to prevent further industrial disasters, those recruited should be trained to maintain the highest level of integrity and work quality through regular evaluations by independent parties. The training criteria for these factory inspectors should also be harmonized with the inspection standards of the Alliance, Accord and the NAP.

9.2.5 Availability of Resources for Necessary Works

All three initiatives should make the necessary fund arrangements easily accessible to the factory owners to implement the suggested improvements. These funds should be provided at low rates of interest to the factories for a relatively long period of time. So far, financing for inspection has been by and large ensured to undertake necessary activities. However, in order to do the necessary reform works, particularly factory relocations and restructuring, significant amounts of money will be required. It is expected that the development partners as well as the international financing agencies should come forward with a sufficient commitment of funds.

Annex

Annex Table 1: Financial Support

Types of Support	Sources
<ul style="list-style-type: none"> - Tk. 20000 funeral expenses for each worker(GoB) - 137 from DNA report, families to received Tk. 1-5 lakh each; Tk 3 crore already approved by PM’s office (GoB) - Received Tk. 10-15 lakh in savings certificates by 36 workers (GoB) - 777 workers and families received Tk 1-5 lakh each; total disbursements for this amounts to Tk. 18 crore (GoB) - Donated Tk. 2 crore to 22 different clinics and hospitals for their support to victims after the incident; EMCH received Tk. 1 crore alone (GoB) - Donated Tk. 50 lakh to DMCH for DNA testing (GoB) - Tk.10,000 to each of 750 patients at Enam Medical College, Savar CMH, Dhaka CMH, Dhaka Medical College Hospital and as Dhaka Orthopedic Hospital during PM’s visit (GoB) - Donated 1 crore to Enam Medical for their services (GoB) - Tk. 7000 per worker (BKMEA) - April’s salary to 2785 workers, Tk. 36,000 to 12 pregnant wives of the deceased; Tk. 20 lakh for Eid celebration at CRP and Tk. 2 crore donation to PMs fund; Tk. 2 crore donation to PM’s Relief Fund (BGMEA) - Tk. 5000 post-delivery monthly allowances to 29 pregnant workers and Tk. 121,610 to for short term allowances to another 350 victims(BILS) - Tk. 1 lakh in savings certificates to 80 victims and 20 more to receive by end of February’14; Tk. 50,000 to injured worker; Tk. 10,000 to widow of deceased rescue worker (Merrill Prothom Alo Trust Fund) - Tk. 90 crore donation to PM’s fund by Bangladesh Banker’s Association - Tk. 1 lakh fixed deposits for each of 12 victims (BRAC) - Tk. 70,000 distributed amongst 35 victims (Handicap International) - 3 months salary to 3621 workers and another 3 months committed (Primark) - 2 critically injured and 2 pregnant wives received a total of Tk. 374,030 (ActionAid) - Tk. 10,30,000 disbursed to 67 injured workers and family members of the deceased (Udichi) 	<p>GoB- PM’s Relief and Welfare Fund, Dhaka District Administration, MoLE, Ministry of Relief and Disaster Management, ILO, Primark, BGMEA, BILS, Merrill Prothom Alo Trust Fund, Bangladesh Banker’s Association, BRAC, Handicap International, ActionAid, Udichi</p> <p>Online and daily news sources such as the Daily Star, New Age, ProthomAlo etc.</p>

Source: Prepared by authors based on different documents

Annex Table 2: Treatment to Injured Workers

Types of Support	Sources
<ul style="list-style-type: none"> - Artificial limbs support noted for 40 amputees by BRAC, NITOR, CRP, CDD and the Thai government(overall) - Disbursed a total Tk. 3.411 crore towards workers’ treatment; 3 medical teams ensuring support to 850 injured workers at various hospitals after the incidents, includes 2 workers received treatment at NITOR and another 16 at the GonoShastho Kendra (BGMEA) - 6 workers in critical condition operated (Bangabandhu Sheikh Mujib Medical College- Merrill Prothom Alo Trust) - Tk. 740,010 to procure urgent provisions such as first-aid, oxygen spray, food, clothing and water for 140 injured during the incident and ensured their treatment at Dhaka Medical College Hospital and the Pongu Hospital; donated 20 wheelchairs and Tk. 7 lakh to CRP. (Merrill Prothom Alo Trust) - Over 1000 received first aid treatment during the first few days after the incident and 676 admitted and received treatment for 3 months; includes food, clothing and medicine supply. (Enam Medical College Hospital) - 418 injured treated at CRP: physiotherapy, spinal fixation, amputation, orthopedic operation, artificial limb training (CRP) - 700 injured treated at BILS Support Center: physiotherapy, psychotherapy, neo-natal care, medication supply etc. (BILS) - Set up information and support camp at the Savar Adhor Chandra High School which provided food, shelter and saline and served 1035 injured workers and victims of family members. 300 received financial benefits through the camp. A Temporary Health Camp in front of the Modern Plaza at Savar, provided health check ups, follow up treatment, medicine and referred victims to DMCH, NITOR, Suhwardy Medical College Hospital and CRP for further treatment; a total of 161 benefitted from this provision. Provided full treatment and basic necessity costs for 2 victims at New Hope Clinic, Savar, (BILS) - Counseling sessions and follow ups for 16 female patients at the Enam Medical College Hospital to overcome trauma. (Sajida Foundation) - Experiences sharing sessions with 55 and 3 psycho-social counseling to 75 rescue workers (Naripokkho and SAFE) - 300 victims received counselling (Awaj Foundation) - 20 injured persons received treatment; 20 received emergency treatment from emergency medical camp; 7 rescued through amputation of limbs; 173 rescue team members and victim’s relatives received treatment, food, water and ORS from emergency medical camp; another 1033 received treatment through special camp, physiotherapy, mental rehabilitation, ANC care, child delivery services (Gonoshasthaya Kendra) - Health team provided health care and first aid service to 1542 injured persons (Bangladesh Red Crescent Society) - PPRC’s 100 Families Development Initiative include the creation of an online database of 259 deceased and 925 injured workers and their contact 	<p>BRAC, CDD, CRP, GIZ, MoLE, BILS, ActionAid, BGMEA, PPRC, NITOR, BGMEA, Bangabandhu Sheikh Mujib Medical College, Merrill Prothom Alo Trust Fund, Enam Medical College Hospital, Sajida Foundation, Naripokkho, SAFE, Awaj Foundation, Gonoshasthaya Kendra, Bangladesh Red Crescent Society, ManusherJonno Foundation, Canadian Government, Netherlands Embassy, Loblaw, Light for the World- Netherlands. International USA, Young Canadians for Global Humanity, Government of Thailand</p> <p>Online and daily news sources such as the Daily Star, New Age, ProthomAlo etc.</p>

<p>information (PPRC)</p> <ul style="list-style-type: none"> - Tk. 32 lakh donation to BILS (Manusher Jonno Foundation) - Tk. 18 lakh donation to CRP for 3 month’s treatment and rehabilitation expenses of 9 victims (Canadian Government) - Tk. 23 lakh donation to CRP for victims (Netherlands Embassy) - Tk 1.17 crore donated to CRP (Loblaw, retailer) - Tk. 35,000 donation to CDD to procure raw materials for 4 artificial limbs. (Light for the World- Netherlands) - Fund support to CDD for another 6 limbs (International USA) - Tk. 374,030 for treatment of critically injured and 2 pregnant wives of deceased; door-to-door emergency medical services to 153 injured; Needs Assessment on med-long term medical rehabilitation requirements (AAB) - Donated \$9000 to CRP (Young Canadians for Global Humanity) - CRP, BGMEA and GIZ have signed an MoU on 23-Oct-2013 to build an Orthotics and Prosthetics School in Savar 	
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Source: Prepared by authors based on different documents

Annex Table 3: Re-employment and Training of Workers

Types of Support	Sources
<ul style="list-style-type: none"> - Provided 70 out of 100 promised jobs at member factories (BGMEA) - Vocational training for 157 workers and provision of seed money, business planning and forecasting support 10 workers (CRP) - Reemployed 8 and training 4 workers through BILS Support Center (BILS) - Employment of 1 survivor at Paramount Textiles (Merrill ProthomAlo Trust) - Self-employment support to 9 victims (Sajida Foundation) - 32 workers to be trained by COEL (govt. commitment for jobs in leather industry) (CDD, GoB, ILO) - Inclusive Skills Development and Reintegration of Persons with Disabilities in PSES project (€2.5 million) to train 1500 workers and prepare 50 factories to accommodate them; linked 300 victims (injured and families) to the “Female Operator to Line Supervisors” and Sewing Machine Operators courses in CFTEM and MoWCA training institutes at Jirani and Dinajpur (GIZ, Ahsania Mission) - Planning a rehabilitation and reintegration programme for 250 disabled workers (ActionAid, ILO) - Improving Working Conditions in the RMG Sector in Bangladesh project, includes rehabilitation and livelihood improvements: funding from UK government (£4.8 million), Netherlands and Canadian governments £9.6m each (ILO) - Low skills garments and construction worker training (£18 million) (ILO) - TVET Reform project (Tk. 136 crore) to include training of injured and disabled Rana Plaza workers through the National Skills Development Council Secretariat; includes 6-month long small business apprenticeship training to 50 survivors. (GoB, ILO, BRAC, EU) 	<p>CDD, CRP, BGMEA, GIZ, ActionAid, ILO, DFID, ILO, MoLE, LCG-CG RMG Project, Merrill Prothom Alo Trust), Sajida Foundation, Ahsania Mission, BRAC, EU</p>

Source: Prepared by authors based on different documents

Annex Table 4: Support to Victim's Children

Types of Support	Sources
<ul style="list-style-type: none"> - 21 orphans handed over to ORCA Homes (BGMEA) - Jahangirnagar University teachers' Association supporting 8 with Tk. 60,000 cash to each and 5-year deposit for payments every 3 months (JUTA) - Educational support to 5 children for 3 years (KarmajibiNari) - 10 children to receive interest from Tk. 11 lakh deposit (Young Men's Christian Association) - Allocated £70,000 for long term support: 176 children receiving education and guardian's vocational training support; each child also received Tk. 1500 and 100 amongst them received Tk. 20,000 in fixed deposit accounts (Save the Children, VERC, PLAN Bangladesh, ActionAid) - Conducted study in identifying the needs of Rana Plaza children, covers 2297 participants (Save the Children and ActionAid) - Tk. 12,000 cheques to each of the 14 children of nine victims, as a part of three six-monthly installments (UNICEF) - Distributed Tk. 7, 12,800 to 81 children (The Optimists) - Financial support to 4 orphans and allocation of 4 Lakh for further support (ActionAid) - Education for 138 children from the extended families of those who lost someone at Rana (Sreepur Village) - Provided 3 months financial support for children's education (exact number of beneficiaries required) (Sneha Foundation) 	<p>BGMEA, Sneha Foundation, ActionAid Bangladesh, JUTA, KarmajibiNari, PLAN Bangladesh, UNICEF, The Optimists, VERC, Save the Children, YMCA, Sreepur Village</p> <p>Online sources: various news publications such as the Daily Star, New Age, Prothom Alo etc.</p>

Source: Prepared by authors based on different documents

Annex Table 5: Compensation to the victim of the RMG workers

Types of Support	Sources
<ul style="list-style-type: none"> - Compensation initiatives under discussion on the basis of ILO Convention C017 (workmen's compensation (accidents) convention, 1925 (No. 17) - This convention is not mandatory for Bangladesh since it is not a signatory. - No specific national laws to sufficiently cover compensation. - <u>Local Initiative</u>: committee has been formed with the verdict of the high court to determine the compensation of the RMG workers - <u>International Initiative</u>: Joint effort between European and Bangladeshi organizations which include arrangement IndustriALL, the Clean Clothes Campaign, a number of brands and retailers, the Bangladeshi government, BGMEA, Bangladesh Employers Federation and main Bangladesh labour union coalitions 	<p>ILO, MoLE, BGMEA, BEF, Clean Clothes Campaign, IndustriALL</p>

Source: Prepared by authors based on different documents

Annex Table 6: Legal Issues

Types of Issues	Sources
<ul style="list-style-type: none">- Owner of Rana Plaza, his father and four owners of the factories have been arrested. The case is now under investigation.<ul style="list-style-type: none">- 7 inspector level officers of Labour Directorate and Department of Inspection for Factories and Establishments have been suspended for negligence of duty and departmental proceeding against them have been started- National Occupational Health and Safety Policy approved- Inquiry committee headed by Labour Director (Joint Secretary) to investigate Rana Plaza collapse. In addition to that the Ministry of Home Affairs and Dhaka District Administration formed two more enquiry committees and submitted reports.- Formed a Task Force on “ Expansion and Simplification of RMG Industry” headed by one additional Secretary of Ministry of Commerce to review and make adjustment of relevant laws, rules and regulations- CID has requested to extend time for submission; new date for submission is in February, 2013. Court rejected the plea for bail for site engineer.- 7 inspector level officers from DIFE suspended due to negligence of duty- New chief inspector recruited for DIFE	National Tripartite Action Plan, Cabinet committee for the RMG sector, MoLE, FSCD, RAJUK

Source: Prepared by authors based on different documents

**Annex Table 7: Action Plan for Health and Medical Rehabilitation of Rana Plaza Victims (Draft:
17th September 2013)**

Activities	Duration	Policy Agency	Proposed Implementing Agency
Health and Medical Rehabilitation			
<ul style="list-style-type: none"> Ensure food security of victims and their families. From the study it was found that around 86% of the respondents have immediate need on food; therefore, it has identified as one of the top priorities. 	1 year		BGMEA, NGOs
<ul style="list-style-type: none"> Assess victims' current health status based on medical records and physical examination. This will be assessed on 1498 persons out of 1509 (99%) survivor responded on their physical and mental health situation. 	2 weeks		ILO (database being prepared)
<ul style="list-style-type: none"> Provide counselling and psycho-social support to victims and their families. Ensure proper trauma handling. From the study 8% (123 persons) of the respondent survivors was found with depressing effects, and 3% (50 persons) would need psycho-therapy and counselling. 	6 months		CRP, MOHFW, BRAC, BILS, IFRC, UTSA
<ul style="list-style-type: none"> Provide assistive devices and centrally monitor their use. From the study 2% (29) respondent survivors was found who need wheel chairs. 	1 year		CRP, CDD, BRAC, MOHFW
<ul style="list-style-type: none"> Provide follow-up treatment to injured victims, including those who had gone off to their villages. Set up contact points where the victims can come. Locate patients who are unable to come to the contact points. Take measures to direct the victims to appropriate health care facilities (referral, transport, etc.). The study reveals that 95% (1432 persons) survivor respondents responded to the need of follow up treatment. 	6 months		MOHFW, JPUF, BRAC, other NGOs
<ul style="list-style-type: none"> Assign hospitals to provide services at the local level and in one-stop centres. So far, some NGOs are providing short term medical facilities in Savar areas. This actions could be linked with the existing services. 	2 weeks		JatiyaProtibondi Foundation, Trauma Centres, CRP centres in 6 divisions
<ul style="list-style-type: none"> Provide proper health care for expecting mothers, high risk patients and children of victims. The study reveals that 2% (24) pregnant survivors need special care. 	1 year		SAFE, Plan, Save the Children, other NGOs, UNICEF
<ul style="list-style-type: none"> It was found in the study that 24% (364 persons) survivor respondents need medicine support. 	1 year		BGMEA, NGOs, private sector pharmaceutical

			companies
<ul style="list-style-type: none"> Reintegrate victims in their communities. Getting back to normal life is still a challenge, the study shows. 	1 year		CRP, BRAC, DAM, Union Parishads, local NGOs
<ul style="list-style-type: none"> Conduct accessibility audit and provide technical support for inclusive workplace. 	2 weeks		CDD, CRP
<ul style="list-style-type: none"> Undertake mapping of detail services from the service providers in addition to the institutional mapping done by AAB. 	2 weeks		AAB, other NGOs
<ul style="list-style-type: none"> Build capacity of service providers for handling injuries and traumas from disasters like building collapse 	1 year		Medical colleges, training institutes

Source: Prepared by authors based on different documents

Annex Table 8: National Action Plan on Livelihood, Skills Development and Employment for RanaPlaza Victims (as of 17 September, 2013)

<ul style="list-style-type: none"> As database is available, therefore, it would be easy to use existing data to identify clusters of priority groups, their needs and services already available to them. 	2 weeks Data requests (19 th September) Sharing and matrix (26 th September) Meeting of coordination unit (3 rd October)		AAB, Jaago, ILO, Coordination Unit, BGMEA, CDD, LCG Private sector development
<ul style="list-style-type: none"> Develop interventions for small business support. In the study report, it was found that 59% (1360 respondent out of 2297) need support for initiating a small business. Small business support should be based on market needs, and accompanied by appropriate training for the beneficiary. Existing pro-poor/ collective entrepreneurship approaches should be used and sensitivity should be shown to the process of psychological recovery. 	October-March		CMES, DAM, ILO, GIZ, SPANDAN
<ul style="list-style-type: none"> Develop understanding of appropriate livelihoods intervention through more intensive contact with victims. <p>Through provision of information and counselling, reach more informed choices for the most appropriate interventions. Focus can be made on disability aspects of injured victims as 117</p>	October-November		CDD, CBM, AAB, ILO, GIZ, DAM, Businesses, SAFE, KormojibiNari

<p>respondents have permanent disability because of amputation and paralysis. Besides 373 respondents have severe difficulty in walking. Furthermore, focus should also be given on the promotion of suitable livelihood options. This activity will need to be aligned with health interventions.</p>			
<ul style="list-style-type: none"> Link victims with existing livelihood programmes and services. <p>It was found in the report that 22% (335 persons out of 1509) survivors need training on livelihood including fresh entrepreneurship. In keeping with that need, it can be proposed that there should be training programs and services which can absorb the victims of RanaPlaza. Moreover, services for promotion of livelihoods (such as micro-credit) can also be accessed.</p>	October-March		CMTS, DAM, COTS, GIZ, BRAC, CDD, KormojibiNari, local government, businesses
<ul style="list-style-type: none"> Provide extensions/adaptations to training, livelihoods or employment to meet the needs of the victims. It is said earlier that 8% (117 persons) respondents have permanent disability because of amputation and paralysis. Besides, 25% (373) survivors have severe difficulty in walking. Adaptations/extensions may be required to meet the needs of victims that are disabled, that have children or need further support (such as housing). 	October-March		CMES, DAM, ILO, GIZ, SPANDAN
<ul style="list-style-type: none"> Monitor progress on livelihoods development. <p>Maintain and update database of victims and their needs. Liaise with relevant government, non-government and development organisations. Monitor the commitments made for support of RanaPlaza victims. So far 14 agencies were found in the institutional mapping who have developed different database and monitoring reports.</p>			Coordination Unit

Source: Prepared by authors based on different documents

Annex Table 9: National Action Plan on Education, Justice and Employment for Rana Plaza Victims (as of 17 September, 2013)

<ul style="list-style-type: none"> Identifying educational needs for children of RanaPlaza victims <p>Based on the three studies conducted by AAB, PLAN and Save the Children on children of victims of RanaPlaza, identification of educational needs (primary, secondary, higher secondary) have to be carried on. Children of deceased workers are in top priority for receiving stipend for continuing education. The study reveals that 49% (1127 persons) respondents have children. And among them 47% (373 out of 788) are children of the deceased worker. The study also identified that 15 children have no caregiver.</p>	2 weeks		AAB, Save the Children, Plan International, UNICEF, BRAC
<ul style="list-style-type: none"> Developing plan for supporting education (follow-up activity) <p>For catering to the diverse inclusive educational needs of children of victims in various locations as identified in the above activity, a feasible plan will be developed and mutually agreed among relevant stakeholders. According to the study 50% (559) children of the respondents are 10-16 years old.</p>	2 weeks		AAB, Save the Children, Plan International, UNICEF, BRAC
<ul style="list-style-type: none"> Monitoring implementation (follow-up activity) <p>Monitoring the implementation of the commitments is required to ensure children of victims are enabled to continue their education. Additional action has to be assessed (e.g. stipend, focus on vulnerable groups)</p>	On-going		AAB, Save the Children, Plan International, UNICEF, BRAC
<ul style="list-style-type: none"> Forming committee for lobbying and advocacy for compensation and wages <p>A committee facilitates speed of disbursement of compensation and wages to the appropriate victims. This committee can assist the commitment provider to identify victims that matches to their commitments. In case ONE committee is not immediately formed as an interim body with the aim of coordination that will happen.</p>	To be started immediately		ILO, GIZ, AAB, SRS (Safety and Rights), NSDC (Secretariat)
<ul style="list-style-type: none"> Developing a strategy for negotiation <p>Assisting trade unions in developing a strategy will facilitate them during negotiations with international buyers and industry associations.</p>	1 month		ILO, GIZ, AAB, SRS, NSDC (Secretariat)

<ul style="list-style-type: none"> • Consultation <p>Regular consultation among stakeholders prevents duplication of activities and concentrates on maximum utilization of resources.</p>	On-going		ILO, GIZ, AAB, SRS, NSDC (Secretariat)
<ul style="list-style-type: none"> • Visibility of the activities <p>Activities carried out by stakeholders need to be communicated to the mass. This assures victims, appeals funding organizations and ensures wider collaboration among all stakeholders.</p>	On-going		ILO, GIZ, AAB, SRS, NSDC (Secretariat)
<ul style="list-style-type: none"> • Capacity building of trade unions <p>Trade unions advancement of knowledge in terms of labour rights, compensation claim focusing on Rana Plaza incident needs to be advanced.</p>	2 months		ILO, GIZ, AAB, SRS, NSDC (Secretariat)
<ul style="list-style-type: none"> • Monitoring delivery of compensation <p>Mechanism need to be developed for monitoring of delivery of the compensation. The study reveals that 96% (2203 persons) respondent received financial supports from govt. NGO/ CSO, common people, BGMEA and one British brand, but no info on compensation is described.</p>	1 year		ILO, GIZ, AAB, SRS, NSDC (Secretariat)
<ul style="list-style-type: none"> • Advocacy for making “Labour Welfare Fund” functional <p>Right based organizations need to improve the process of disbursement of LWF for Rana Plaza victims.</p>	6 months		ILO, GIZ, AAB, SRS, NSDC (Secretariat)
<ul style="list-style-type: none"> • Raising awareness of Rana Plaza victims on labour rights and other rights <p>Most of the victims are unaware about their rights (compensation/ wage/ job placement). Awareness of their rights will assist them to avail the rights and proceed accordingly. The study found that 29 % (375) survivor respondent need legal aid for claiming compensation.</p>	3 months		KarmajibiNari, Awaj Foundation, SRS, CDD
<ul style="list-style-type: none"> • Job placement <p>Match between victims with suitable skills set and employers can be facilitated by civil society organizations. Reasonable work adjustments will be taken.</p>	3 months		KarmajibiNari, Awaj Foundation, SRS, CDD

Source: Prepared by authors based on different documents

Annex Table 10: National Tripartite Action Plan- Progress of Social Activities (as of 23 December, 2013)

Planned activity with expected completion time	Organizations involved	Progress made
Practical Activities		
Development of a tripartite+ protocol for compensation of the families of workers who die and workers who are injured as a result of occupational accidents and diseases (by 31 December 2013).	Cabinet Committee for the RMG Sector, MoLE, BEF, BGMEA, BKMEA, NCCWE, IBC	<ul style="list-style-type: none"> • Committee formed to develop compensation package for RanaPlaza victims, headed by GoC, to ensure: <ul style="list-style-type: none"> • Transparent and equitable compensation distributions to injured workers and the families of the deceased. • ILO, buyer and IndustriALL: developed framework for single approach on compensation to RanaPlaza victims: <ul style="list-style-type: none"> • Formed Coordination Committee of tripartite partners- IndustriALL, buyers, Clean Clothes Campaign and ILO as neutral chair. • Committee will establish a Trust Fund for compensation.
Redeployment of the RMG workers that were rendered unemployed as well as rehabilitated disabled workers (by 30 June 2014).	MoLE, BGMEA, BKMEA, BEF, NCCWE, IBC	<ul style="list-style-type: none"> • ILO “Improving Working Conditions in RMG Sector” <ul style="list-style-type: none"> • Include rehabilitation and skills training for Rana Plaza victims. • Started individual need assessment. • Established coordination cell in Savar under NSDC secretariat of MoLE, for this purpose. • Govt. of India and Thailand provided artificial limbs. • Grameenphone approved 400 flexiload points for injured workers. • BRAC to explore job opportunities for re-trained workers.

Source: Prepared by authors based on different documents

Annex Table 11: National Tripartite Action Plan (Updated till 23- Dec-2013)

Planned activity with expected completion time	Organizations involved	Progress Updated as of 23 December, 2013 (MoLE)
A. Legislation and policy		
1. Submit Labor Law Reform Package to Parliament (by 15 July 2013)	Cabinet, MOLE	Bangladesh Labour Act (Amendment) 2013 has been passed by the Bangladesh Parliament on 15 July 2013 and notified in Bangladesh Gazette on the 22 nd of July. A committee headed by the Secretary, Ministry of Labor and Employment has been formed to formulate the rules of the Act. Meanwhile, a working group has started to prepare the draft of rules. Note: Completed on time
2. Adopt National Occupational Safety and Health Policy (by 30 April 2013)	Cabinet, MOLE	In consultation with the social partners and with the assistance of the ILO the Government of Bangladesh has developed a National Occupational Safety and Health Policy, 2013. The policy has already been approved by the cabinet on 21/10/2013. Note: Delayed but completed
3. Review of relevant laws, rules and regulations- fire, building, chemical safety (by 31 December 2013)	Cabinet committee for the RMG sector, MoLE, DIFE, FSCD, Power Cell of Power Division, RAJUK	In Bangladesh, the fire and building safety (including electrical and chemical safety) is regulated through different legislative and administrative instruments. Cabinet Committee for RMG Sector formed one Task Force on “Expansion and Simplification of RMG Industry” headed by one Additional Secretary of Ministry of Commerce. The Task Force is working on it. Note: Past dead line and still in progress
4. Establish Task Force on Building and Fire Safety of the Cabinet Committee for the RMG sector (by 30 May 2013)	Cabinet Committee for the RMG sector, MoLE, MoRDM, MOLGRD, FSCD, Power Cell of Power Division, Energy and Mineral Resource Division, BFE, BGMEA, NCCWE, IBC, BKMEA	The Cabinet Committee for RMG Sector has formed one Task Force on “Building and Fire Safety in RMG Sector” headed by one Joint Secretary of Ministry of Labour and Employment. Note: Completed on time
B. Administration		
1. Recruitment of staff to fill currently vacant posts (Factory Inspectors and support staff), as well as 200 additional Labour Inspectors in the Department of Inspection for Factories and Establishments (by 31 December 2013)	MoLE, DIFE	(MoLE update) The Department of Inspection for Factories and Establishments has appointed 43 inspectors, against vacant posts. Recruitment of more 16 inspectors against vacant post is in progress. The Government has committed to upgrade the Department of Inspection for Factories and Establishments (DIFE) to a Directorate with strength of more than 1000 inspectors. The Government has already approved the proposal to upgrade the Department to a directorate. In the first phase a total of 392 posts for inspections have been approved for the Directorate. Recruitment process of those inspectors will commence in December 2013. The Government formally decided to upgrade the Department of the Chief Inspector of Factories and Establishments to a Directorate which will comprise a total of 575 inspectors (392 new and 183 existing positions including those for the former Shops and Establishment Inspectors). Out of the 183 existing positions, 133 inspectors are in place, including 39 recently recruited. Note: Past deadline. 43 out of 200 recruited, 16 more recruitments of

		<i>labor inspectors in progress. Whereas ILO source indicates a lower number of recent recruits of 39.</i>
2. Upgrade the Department of Inspection for Factories and Establishments to a Directorate (by 31 December 2013).	Cabinet, Mole	As mentioned above Note: Completed on time
3. Implementation of MoLE project to strengthen capacity of the Department of Inspection for Factories and Establishments (by 31 December 2014).	Mole, DIFE	For improving the capacity of the Department of Inspector for Factories and Establishments, the Planning Commission has approved a project on 8 th January, 2013. The project has a budget of Tk 24 crore 82 lakh (approximately USD 3 million) and foresees the development of infrastructure and recruitment and training of 88 additional staff including 23 Factory Inspectors. The recruitment process of 23 inspectors has already been started. Note: In progress. Since no quantitative goals have been set regarding this e.g. expected number of recruits and the allocation of provided budget towards specific activities.
4. Review and, where necessary, adjustment of factory licensing and certification procedures concerning fire safety, including electrical, chemical and environmental safety (by 30 June 2013).	Cabinet Committee for the RMG Sector, MoLE, FSCD, Department of Environment, DIFE	Task Force on “Expansion and Simplification of RMG Industry” headed by one Additional Secretary of Ministry of Commerce is working on it Note: Past deadline and in progress.
5. Consideration of the establishment of a one-stop shop for fire safety licensing and certification (by 31 December 2013).	Cabinet Committee for the RMG Sector, MoLE, FSCD, Department of Environment, Department of Explosives, DIFE	One-stop service centre for fire safety licensing and certification needs to be established to improve administration and monitoring of fire safety at factory level. A Task Force on “Expansion and Simplification of RMG Industry” headed by one Additional Secretary of Ministry of Commerce is working on it. Note: Past deadline and still in progress
6. Development and introduction of unified fire safety checklist to be used by all relevant government agencies (by 30 April, 2013).	MoLE , DIFE, FSCD, RAJUK	A unified checklist for fire safety inspection has already been developed and approved by the Social Compliance Forum for RMG headed by Hon’ble Minister, Ministry of Commerce. The unified check list is being followed by all relevant Government agencies including the Department of Inspection for Factories and Establishments and Bangladesh Fire Service and Civil Defense. Note: Completed on time
C. Practical Activities		
1. Factory level fire safety needs assessment (by 30 April 2013).	BGMEA, FSCD	This issue will be addressed under the ILO project “Improving Working Conditions in the RMG Sector” with financial involvement of US\$24.5 million. After signing the project document on 22 nd October, 2013, the project launched for implementation on the same day. Under this project about 1500 factories will be assessed by BUET. The rest 2000 factories of about 3500 active RMG factories will be

		<p>assessed by the Accord on Fire and Building Safety in Bangladesh signed by the European buyers and Bangladesh Safety Alliance signed by the North American buyers.</p> <p>With the assistance of ILO an operating manual for assessing Structural Integrity as well as fire and electrical safety has been developed. The BUET team, the Accord and the Alliance will use the same standard for the assessment.</p> <p>A total of 30 teams of BUET will start the assessment in November, 2013. The Accord and Alliance have also started assessments on their part.</p> <p>Note: In progress</p>
2. Development and implementation of a factory fire safety improvement programme (by 31 December 2013).	MoLE, MoHA, MoHPW, National Tripartite Committee, DIFE, FSCD, RAJUK, BEF, BGMEA, BKMEA, NCCWE, IBC	<p>This will be based on the findings and recommendations from the needs assessment mentioned in the previous section and from the Accord and Alliance.</p> <p>Note: In progress</p>
3. Assessment of the structural integrity of all active RMG factories (by 31 December 2014).	MoLE, MoHPW, National Tripartite Committee, DIFE, FSCD, Rajuk, PWD, BEF, BGMEA, BKMEA, NCCWE, IBC	<p>(MoLE Update) As mentioned above.</p> <p>(Unofficial ILO update) Total 128 buildings assessed by BUET for structural integrity as of 22 November, 2013.</p> <p>Note: In progress. No <u>number of active RMG factories recognized under this provision.</u></p>
4. Development of a transparent and accountable industry sub-contracting system (by 30 June 2013).	MoC, MoLE, BGMEA, BKMEA, BEF, NCCWE, IBC	<p>A sub-committee has been formed by the Ministry of Commerce which is working on it. Note: The BGMEA has already adjusted its internal sub-contracting policy.</p> <p>Note: Past deadline and still in progress.</p>
5. Delivery of fire safety “crash course” for mid-level factory management and supervisors (by 30 September 2013).	MoHA, BGMEA, BKMEA, FSCD	<p>After Tazreen Fashions factory fire incident, the BGMEA initiated a one-day fire safety “crash course” for mid-level managers and supervisors. All BGMEA members have to participate in this one-day course. Training is provided by the Department of Fire Service. A number of courses have already been delivered. The BGMEA has calculated that a total of 88 courses need to be delivered to cover all its members.</p> <p>Under the ILO project “Improving Working Conditions in the Ready-Made Garment Sector” training capacity will be build, and methodologies and tools will be provided for the training of Safety Committees by constituents and other service providers.</p> <p>Note: Past deadline and in progress.</p>
6. Development and delivery of specific training on fire safety for union leaders (by 31 December 2013).	MoLE, MoHA, NCCWE, IBC, BEF, BGMEA, BKMEA, FSCD	<p>As mentioned above.</p> <p>Note: Past deadline and still in progress. Neither BKMEA/BGMEA has been working with workers in this regard.</p>

7. Development and delivery of mass worker education tools (by 31 December 2013).	MoLE, NCCWE, IBC, BEF, BGMEA, BKMEA, DoL, DIFE, FSCD	(MoLE Update) To raise awareness of workers regarding fire safety and OSH risks and prevention mass worker education (including TV) tools will be developed by the ILO Fundamental Principles and Rights at Work (FPRW) project. The Industrial Relations Institutes (IRI) under the Ministry of Labour and Employment are involved for workers' education. (ILO Website Update) fire safety awareness animation developed by the ILO which was recently premiered during the "Gorbo" (Pride) TV show, an American Idol style talent show for garment sector workers, which has an audience of millions across Bangladesh Note: Only one initiative noted by the ILO with regards to this provision, which does not mention any specific measurable objectives.
8. Establishment of a worker fire safety hotline (by 30 June 2013).	MoHA, BTCL, BTRC, FSCD, NCCWE, IBC, BEF, BGMEA, BKMEA	Department of Fire Service and Civil Defense has established a hot line to report fire incidents. ILO FPRW project will provide technical support to establish two other dedicated hot-lines for the Department of Labour (DOL) and Department of Inspection for Factories and Establishments (DIFE) for trade union activities and factory compliance respectively. Note: Completed on time and Hotline 9555555 has been verified to be functional.
9. Development and delivery of specific training on fire safety for Factory Inspectors (by 30 June 2013).	MoLE, DIFE, DOL, FSCD	MoLE, ILO and GIZ are currently cooperating in the implementation of a MoLE Compliance Capacity Building programme that includes basic Inspector training. "Improving Working Conditions in the Ready-Made Garment Sector" (ILO RMG) project Factory Inspectors will be trained using the facilities of the Industrial Relations Institutes under the MOLE. Note: Past deadline and in progress.
10. Strengthen the capacity of the FSCD (by 30 September 2013).	MoHA, FSCD	Ministry of Home Affairs has already submitted a proposal to the Ministry of Public Administration to strengthen the capacity of the FSCD by modernizing equipment, increasing the number of Fire Inspectors, providing necessary training, and increasing the number of fire stations in the RMG industrial areas. Under the ILO RMG project necessary training will also be provided to the Inspectors of FSCD. Note: Past deadline and in progress.
11. Development of guidelines for the establishment of labour-management committees on occupational safety and health and/or fire safety (by 30 September 2013).	MoLE, DIFE, FSCD, NCCWE, IBC, BEF, BGMEA, BKMEA	Under the ILO RMG Project, the necessary guidelines will be developed in consultation with the constituents. Note: Past deadline and still in progress
12. Development and dissemination of self-assessment and remediation tools on fire safety (by 31 December 2013).	MoLE, MoHA, DIFE, SCD, NCCWE, IBC, BEF, BGMEA, BKMEA	ILO initiated project necessary self-assessment and remediation tools will be developed and disseminated. This will enable employers, unions and worker representatives to identify fire safety risks and remediation measures. Note: Past deadline and in progress.
13. Development of a	Cabinet Committee	As per direction of the Hon'ble High Court a Committee has been

<p>tripartite + protocol for compensation of the families of workers who died and workers who are injured as a result of occupational accidents and diseases (by 31 December 2013).</p>	<p>for the RMG Sector, MoLE, BEF, BGMEA, BKMEA, NCCWE, IBC</p>	<p>formed to develop compensation package for the Rana Plaza victims headed by GOC of 9th Infantry Division of Savar. The recommendations of the Committee will ensure transparency and equitable distribution of compensation to the families of dead workers and to the injured workers due to occupational accidents and diseases. In addition, the ILO has, on request of a number of international buyers and Industriall, developed a framework for a single approach to the provision of compensation for the victims of the Rana Plaza collapse. A Coordination Committee was formed comprising the tripartite partners, Industriall, a number of brands and the Clean Clothes Campaign, with the ILO as the Neutral Chair. This Committee is working towards the possible establishment of a Trust Fund for the provision of compensation. Note: Past deadline and in process.</p>
<p>14. Establishment of a publicly accessible database on safety issues in ready-made garment factories (by 31 December 2013).</p>	<p>MoLE, FSCD, DIFE, BEF, BGMEA, BKMEA</p>	<p>The MoLE will establish and maintain a database containing information on fire safety including fire and other relevant licenses, dates and frequency of fire drills, management and worker education and training. This will be implemented under the ILO initiated project “Improving Working Conditions in the Ready-Made Garment Sector” by MOLE with the help of FSCD, DIFE, BEF, BGMEA and BKMEA. Note: Past deadline and in process.</p>
<p>15. Redeployment of the RMG workers that were rendered unemployed as well as rehabilitated disabled workers (by 30 June 2014).</p>	<p>MoLE, BGMEA, BKMEA, BEF, NCCWE, IBC</p>	<p>The rehabilitation and skills training for victims of RanaPlaza collapse have been included in ILO initiated project “Improving Working Conditions in the Ready-Made Garment Sector”. The ILO has already started individual need assessment. A coordination cell for this purpose has already been established at Savar under the NSDC secretariat of MOLE. The Government of India and Thailand have come up to provide artificial limbs to injured workers. The Grameen Phone has approved 400 flexi load points that would be operated only by the injured workers of the RMG incidents. Considering the job choice of the injured the BRAC will explore job opportunity for the re-trained workers. Note: In progress.</p>

Source: Prepared by authors based on different documents

Annex Table 12: Preparatory Works of NAP

Organizational Structure	Inspection Process
<ul style="list-style-type: none"> - National Tripartite partners: MikailShipar (Secretary, Ministry of Labor), Md. FazlulHoque (President, Bangladesh Employers Federation), Sukkur Mahmud (Chairman, National Coordination Committee for Workers’ Education), Faruque Hassan (VP, BGMEA), Mohammad Hatem (First VP, BKMEA) and Roy Ramesh Chandra (Chairman, Bangladesh National Council) - ILO requested by GoB to coordinate and provide technical support in ensuring the implementation of the National Tripartite Action Plan (NAP) - High Level Tripartite Committee (11 members) and the Cabinet Committee (16 members) are both chaired by Secretary of MoLE. - A separate Review Committee established to review cases for closing factories, which includes 7 members: 2 from BUET, 1 BKMEA and BGMEA each, 1 govt. rep, 1 labor rep and 1 Accord and Alliance representative each. Once informed of a case, this committee has to review the case and order factory closure within 42 hours. So far no cases have been noted. - BUET Inspection teams subdivided into 1) Structural teams and 2) Fire and Electrical Safety teams; both are reporting directly to the ILO - To increase capacity of Structural team, 4 senior professors have been hired from DUET, CUET and SUST. ILO has funded training for their newly recruited in late September. - \$2 million already disbursed by for startup activities, out of which over US\$800,000 allocated for inspection equipment and training and the rest for the preliminary inspection of 200 factories. 	<ul style="list-style-type: none"> - BUET Fire and Safety Team, led by Prof. MaksudHelali 15- 20 teams depending on availability of personnel. Each team has 4- 5 people in the following designations: architect, civil, mechanical, electrical and industrial production engineers. - Each fire and electrical inspection costs Tk. 1 lakh and more if location is outside Dhaka. <ul style="list-style-type: none"> - BUET Structural Safety Team, led by Prof Mehedi Ansari: 30 BUET senior professors in 15 teams of 2 each. Each includes 1 structural and 1 geotechnical engineer (soil). - Each Structural inspection costs Tk. 1 lakh, flat rate <ul style="list-style-type: none"> - 2 layers of investigation: Preliminary and Detailed inspections. Currently performing preliminary investigations, if necessary then will need to do detailed assessment. Preliminary is funded by ILO, whereas detailed investigations are costlier and done at the owner’s costs

Source: Prepared by authors based on different documents

Annex Table 13: Preparatory Works of Accord and Alliance

	Organizational Structure	Inspection Process
Accord	<ul style="list-style-type: none"> - Signatories include 128 Buyers, 10 Unions and 4 Witnesses <ul style="list-style-type: none"> - Organization is structured to include a: - Steering Committee which include max. 3 union and company signatories and a ILO selected neutral chair). Administration and Management are also under SC in collaboration with MoLE, ILO and GIZ. - Safety Inspectors, Training Coordinators and Arbitrator (for dispute resolution) to be hired by SC - Advisory Board (appointed by signatories) includes: 4 reps appointed by the Bangladeshi government, 1 BGMEA and BKMEA, each, 4 brands/ retailers , 4 supplier reps, 4 Bangladeshi trade union reps, 2 Bangladeshi NGO reps , 2 international NGO reps - Currently established a local office 	<ul style="list-style-type: none"> - Have started inspections and established assessment teams to conduct the inspections. - Wal-Mart (Alliance) has already assessed 200 factories through Bureau Veritas (BV), of which 75 have been published online and 2 so far (of the 75) have to be re-assessed. - BV has performed detailed inspections for C&A, Abercrombie & Fitch, H&M (Accord members) and GAP (Alliance members), which may be similarly considered - A parallel equivalency process is being set up to assess the independent brand inspections - Agreed upon harmonized set of standards between NAP, Accord and Alliance. - Alliance/Accord, their structural engineers are appointment by their major stakeholder buyers e.g. Inditex (major Accord member) and Wal-Mart (major Alliance member) appointed senior structural engineers, who were also considered by BUET.
Alliance	<ul style="list-style-type: none"> - Total 26 retailers/buyers signed the agreement with another 8 supporting associations e.g. AAFA, BRAC, Li & Fung - Board of Directors, chairperson is former US Senator Ellen Tauscher and Group President Jeff Krilla. - ELEVATE, Management Consulting firm is organizing local operations in Bangladesh. Recently recruited head of Bangladesh head office and several office staff including assessment officers. 	

Source: Prepared by authors based on different documents

Annex Table 14: Initial Time Plan of Different Initiatives

	NAP	Accord	Alliance
2013			
Jan- Mar	<p>8-Jan: Planning Commission approved project to increase capacity of Dept. of Inspector for Factories and Establishments.</p> <p>15-Jan: Tripartite Statement of Commitment signed by constituents.</p> <p>16-Mar: Tripartite committee submitted draft on Plan of Action for NAP.</p> <p>24-Mar: NAP Plan of Action formally adopted.</p>		
<i>24-Apr: Rana Plaza Building Collapsed</i>			
Apr-Jun	<p>1-4 May: Visit by ILO High Level Mission with National Tripartite partners- Govt, employers' and workers' organizations signed a joint statement on a six-point response agenda.</p> <p>6- Jun: Meeting of the High Level National Tripartite Committee.</p>	<p>15-May: Accord for Fire and Building Safety in Bangladesh signed by 24 companies</p> <p>28-Jun: First initial meeting of the Steering Committee in Geneva chaired by the ILO.</p>	
Jul-Sept	<p>15Jul: Amendments to Bangladesh Labor Law 2006 passed by Parliament.</p> <p>7Sept: Meeting between NTC (BUET), the Accord and the Alliance, coordinated by the ILO to agree to establish a unified common set of standards for fire, electrical and structural safety.</p> <p>21 Aug: Meeting of the High Level National Tripartite Committee.</p>	<p>29 Jul- 1 Aug: Accord delegation visits Bangladesh.</p>	<p>10Jul: 17 retailers announce Alliance formation.</p> <p>20 Aug: Ellen Tauscher elected as Independent Chair for Alliance Board of Directors and has 3 new members: Costco Wholesale Corp, Intradeco Apparel and Jordache Enterprises.</p> <p>6 Sept: Released the first draft of Alliance Standards.</p> <p>7-Sept: Standards draft discussed with ILO.</p> <p>10 Sept: Initial development of safety training curriculum framework for factory managers and employees.</p> <p>Shared supplier inventory with Fair Factory Clearinghouse (FFC).</p> <p>11-Sept: Jeff Krilla announced</p>

			as the president of the Alliance. 15-18 Sept: Alliance delegation visits Bangladesh.
Oct-Dec	<p>20-Oct: Department of Inspection for Factories and Establishments (DIFE) upgradation approved by the Government.</p> <p>21-Oct: National Occupational Safety and Health Policy developed by the ILO and the Bangladesh Government has been approved by the cabinet division.</p> <p>22-Oct: ILO and IFC announce Better Work Program as a component of the “Improving Working Conditions in the Ready-Made Garment Sector” program in Bangladesh in partnership with the govt and other industry stakeholders.</p> <p>22-Nov: BUET starts structural and fire safety inspections on under the NAP.</p> <p>24-28 Nov: First session of Fire Rescue training courses available to all divisions under FSCD. Trained 26 total (3 station officer, 3 leader and 20 firemen). <i>FSCD</i> (website)</p> <p>20-Dec: DIFE upgraded to Directorate.</p> <p>31-Dec: BUET fire and electrical safety team expected to complete 100 factory inspection; 65 have been completed so far. BUET structural safety team completed 85 inspections till now, expected to finish 200 by the end of this year.</p>	<p>3-Oct: List of all 1600 factories under the Accord published.</p> <p>17-Oct: 100 brands have signed the Accord</p> <p>1-Nov: Brad Loewen joins as Accord Chief Safety Inspector.</p> <p>15-Nov: Rob Wayss joins as Executive Director of Bangladesh operations.</p> <p>2-Dec: Alan Roberts, joins as Executive Director of International Operations</p>	<p>15 Oct- Publicly released information of over 686 suppliers.</p> <p>9-Dec: Opens office in Dhaka.</p>
2014			
Jan- Mar			
Apr-Jun		Apr: Complete all Initial Inspections at Accord Factories	
Jul-Sept			<p>14-Jul: Complete inspections and training of management and workers at all Alliance Member factories</p> <p>10-Jul: Achieve transition from individual company to Alliance Fire and Building Safety</p>

			Training Program
Oct-Dec	31 Dec- Complete Assessment of all RMG factories		
2014-15			Ongoing inspections, audits, verifications and public reporting

Source: Prepared by authors based on different documents

Annex Table 15: Initiatives Undertaken by the Development Partners

Donor org/ country	Support to	What Programme	Purpose	Amount	Time Period
EU - co funded with GIZ	GIZ	Better Work Standards (BEST) Component of PSES	- Training and reemployment for disabled and survivors of Rana Plaza	€ 2.3 mln (EU contribution only)	Feb'10- Dec'14 (best-bd.org)
EU	Swisscontact (€ 1.7 mln) Save the Children (€ 1,4 mln)	Technical and Vocational Education and Training (TVET) programmes	- Skills development/training	€ 3.1 mln	Phase 1 (2011-2014)
EU -DIPECHO	Action Aid	DIPECHO V and VI projects: ECHO Disaster Risk Reduction programme	- Work in collaboration with factory mgmt, workers and concerned organizations – ActionAid, BGMEA, FSCD - Development of emergency contingency plans for garment factories, training and perform risk assessments	€ 26.314	Undefined
USAID	American Center for International Labor Solidarity	Capacity building for labor unions and NGOs	- Assistance for union formation and registration, capacity building, including strategic planning; advocacy; leadership development; financial management; industrial dispute resolution; and collective bargaining techniques and legal assistance.	\$ 3.5 mln	2011- 2015
US	Implementer not yet selected	US Department of Labor (DOL) Safer Factories	- Improve government enforcement of fire and general building safety standards - Increase worker ability to monitor fire and building safety standards	\$ 2.5 mln	undefined
US	ILO Declarations	DOL Promoting Fundamental Principles and Rights	- Improving the labor law framework in conformity with International Labor Standards - Enhancing worker capacity to exercise their rights, including freedom of association/labor organizing - Improving labor-management cooperation at the enterprise level	\$1.5 mln	undefined

			- Training on OSH		
US	ILO	DOL Better Work Design Phase	- Preparation of Better Work program in Bangladesh	\$685,000	undefined
Denmark	GIZ	Promotion of Social and Environmental Standards in Industries (PSES)	(Co-funded with EU) - Provide audit and advisory services to BG/BKMEA member factories - Train factory social compliance officers on social compliance and international standards like WRAP and BSCI - Conduct Training of Trainers(ToT) on Social Compliance to develop master trainers on social compliance - Provide trainings and logistics support to inspectors of MoLE - Sensitize women workers on their rights and responsibilities as per law in women cafes through NGOs	€ 4.8 mln	undefined
Denmark	GIZ	Rehabilitation of disabled persons	- Provide occupational, medical and psychological rehabilitation assistance. Promote return to work programs for disabled persons. - Provide vocational counseling. - Design new training concepts for inclusive skill development for RMG sector. - Develop ideas for the improvement of law which regularizes the interests of people with disability. - Provide self-employment and micro credit facility for the people with disability in RMG sector. - Identify and train deceased / injured workers family members to become income providers. - Provide advisory services to the appropriate government departments.	€ 2.5 mln	
Denmark	ICRC / GRC	Assistance to handicapped	- Provide assistance to amputees of Savar tragedy, i.e. artificial limbs and mobility devices.	€ 50,000	undefined

		victims of Savar			
The Japanese Ambassador, Japan International Cooperation Agency (JICA)	Min of Finance, Min of Housing and Public Works, Bangladesh Bank, BGMEA, BKMEA	RMG Sector Safe Working Environment Program	- Financing to BGMEA or BKMEA member factories for: Retrofitting / Rebuilding; Purchase of safety equipment; Relocations	Up to BDT 1 billion (up to 100 million BDT per applicant/ factory)	5 years since signing of MoU, 2013- 2017
Norway- Ethical Trading Initiative Norway (IEH) in collaboration with Ethical Trading Initiatives (ETI) and the Danish Ethical Trading Initiative (DIEH)	ILO	Capacity building for social dialogue	- Worker capacity building in: freedom of association and collective bargaining. - Facilitate dialogue between workers' and employers' organisations and the government - Strengthen the tripartite partners' capacity to support ILO efforts of the Promoting Fundamental Principles and Rights at Work project - Support implementation of ILO Better Work programme in Bangladesh.	\$ 2.5 mln	undefined
The Netherlands	Clean Clothes Campaign	Capacity building labour NGOs	- Campaign and support for better working conditions in the garment industry. - Focus on the Accord	unknown	2012 – 2015
The Netherlands	Partly through ILO	Improvement of worker safety in RMG	- Train 200 extra labour inspectors - Capacity building for independent labour and women organizations - OHS training for middle management and workers	€ 9 mln	2013 – 2016
UK	ILO, DFID		- Funding for NAP - Assist the design and implementation of a long-term building inspection and enforcement regime for all buildings in Bangladesh - Engage UK expertise to carry out an initial practical study with RAJUK - Funding to the new DFID (TGVCI) - Skills training for workers	7.5 mln USD (1) 1.8 mln GBP 18 mln GBP	undefined

Swedish International Development Agency (SIDA) and Wal-Mart Corporation	Institute for Sustainable Communities (ISC)	Establishment of an Environment Health and Safety Academy in Bangladesh	- Set up an EHS Academy at the North-South University for short and specialized factory management trainings	Expected 6 mln USD	Undefined
Sweden	ILO and H&M	Centre of Excellence for the RMG sector	- Skills development/ vocational training	~ 1.7 mln USD Payment 2013 : 443,203 USD	2013-2017
Canada	ILO	Improvement of worker safety in RMG	- Pool funding to support NAP - Implement Better Work program in Bangladesh	7.5 mln USD 8 mln (in website)	Nov'13-Nov'17
Canada	CIDA-CFLI		18 lakh from the Canadian government to CRP through their ongoing support program for the treatment and rehabilitation of Rana Plaza victims. This covers 3 months' treatment and rehabilitation support to 9 patients		

Source: Prepared by authors based on different documents