SECOND INDEPENDENT MONITORING REPORT

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

Prepared by

Centre for Policy Dialogue (CPD)

in Partnership with

Institute of Architect, Bangladesh (IAB), Ain o Salish Kendra (ASK), Dhaka Ahsania Mission, ActionAid Bangladesh, Gono Shakkhorota 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

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Contents

1. Introduction

PART A: Independent Monitoring Initiative

2. Independent Monitoring of the Civil Society Organisations

2.1 Monitoring Objectives

2.2 Structure and Composition of the Monitoring Initiative

2.3 Areas for Monitoring

3. Framework of the Second Monitoring Report

4. Methods for Monitoring

PART B: Social and Financial Issues

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

5.1 Calculation of the List of Victims

5.2 Financial Support

5.3 Treatment of Injured Workers

5.4 Re-employment/Training of Workers

5.5 Support to Victim's Children

5.6 Compensation to the victims

5.7 Rescue Workers

5.8 Legal Issues

6. Reaction of the Victims/Their Family Members

Contents

PART C: Workplace Safety and Security Issues of RMG Sector

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

7.1 Initiatives undertaken under National Tripartite Action Plan

7.2 National Level Coordination Process

7.3 Preparatory Works for Monitoring and Inspection

- 7.3.1 Setting Common Standard
- 7.3.2 Sharing Responsibility

7.4 Inspection Process

7.5 Funding Support from Development Partners for Factory Improvements and Relocations

7.6 Challenges in Inspection, Monitoring and Implementation

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

- 8.1 Factory surveyed
- 8.2 Number of Factory Buildings
- 8.3 Number of Stories and Number of Floors
- 8.4 Number of Multi-purpose Buildings
- 8.5 Number of Multi-factory Buildings

Contents

PART D: Suggestions

9 Concluding Remarks

9.1. Social and Financial Issues

9.1.1 List of Victims

9.1.2 Financial Issues

9.1.3 Treatment Issues

9.1.4 Orphan Issues

9.1.5 Legal Issue

9.1.6 Management and Operational Issues

9.2 Fire, Electrical Safety and Physical Integrity

9.2.1 Completion of Inspection and Monitoring

9.2.2 Maintaining the same standard in all three initiatives

9.2.3 Reporting the Inspection Activities

9.2.4 Ensuring Proper Implementation of the Suggested Recommendations

9.2.5 Availability of Resources for Necessary Developments

Annex

1. Introduction

- Nine months has passed since the Rana Plaza collapsed in Savar on 24 April, 2013
  - The Rana Plaza has become a 'symbol' of poor social and physical compliances
- Past experiences show that whilst some tangible progress tends to be made after each disaster, many of the proclaimed commitments remain unaddressed
  - As a result similar accidents keep occurring, leading to further promises that remain unfulfilled.
- CPD in partnership with 14 CSOs has been monitoring
  - The delivery status of the follow-up activities related to the Rana Plaza tragedy
- First independent monitoring report (released on 4 August, 2013) has received wide attention at local and global levels
  - Possibly one of the most cited documents on the Rana Plaza tragedy
  - Up to 10 January, 2014, the draft and final reports and powerpoint presentation have been downloaded by 1,696 times.

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 affected families of the disaster at Rana Plaza
- This monitoring initiative also addresses progress of initiatives related to
  - 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.

2. Independent Monitoring of the Civil Society Organisations

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 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 for the workers, injured and dead;

6) Monitor the commitment and support provided to injured workers for their treatment and rehabilitation afterwards; and

7) Monitor the activities related to the-employment of injured workers.

2. Independent Monitoring of the Civil Society Organisations

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

3. Framework of the Second Monitoring Report

- Monitoring a big event over a period of one year or more requires a dynamic perspective
  - Over the course of time, the nature and the importance of various issues related to an event changes
- In this context, monitoring of follow-up activities can be differentiated into three phases (Table in the following slide)
  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
  - The second monitoring report has been directed towards the short and medium term issues and concerns

3. Framework of the Second Monitoring Report

Monitoring of Rana Plaza Tragedy in Different Phases

	Focus	Social	Legal	Structural
Phase one	Addressing immediate concerns	Rescue operation, buried deceased workers, immediate treatment for injured workers, listing of workers, immediate financial support families of deceased and injured workers	Take initiatives for legal actions	Discussion on addressing the structural weakness of the sector with regard to work place safety and security of workers
Phase two	Addressing short to medium term concerns	Take initiatives for compensating victims and their families Support for long term treatment Long term support to the children	Progress regarding legal issues	Measures to be taken towards improvement of structural deficiencies particularly fire, electrical and structural integrity
Phase three	Addressing medium to long term concerns	Ensure long term financial support for victims and their families	Further progress (visible actions)	Identify the modus operandi for examining the deficiencies Complete inspection of at least half of the factories

Source: Prepared by authors

4. Methods for Monitoring

- The second report is prepared based on data and information collected through different sources
  - Secondary information has been collected from
    - Updates on various activities undertaken by different organizations
    - Information available in the websites of respective organizations and reports published in newspapers
- Primary data has been collected through interviews of key stakeholders and workers.
  - A sample survey has been carried out on 11 Rana 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
- Because of lack of data on some issues
  - It is difficult to provide a comprehensive picture of the overall progress of these follow-up activities undertaken by different organizations.

4. Methods for Monitoring

Collection of Information and Data

Sources	Major Stakeholders
GoB	- MoLE: Joint Secretary
Local Organizations	- BGMEA: Senior Deputy Secretary of RDTI Cell (interview), Deputy Director - 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 - Nari Pokkho - ActionAid Bangladesh: Program Officer
International Organizations	- ILO: Senior Program Advisor for the Better Work Program Bangladesh and Project Manager - DFID: Garment Sector Lead Coordinator - GIZ: Senior Social Compliance Advisor; Senior Business Advisor; Senior Social Compliance 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 in different factories at the Rana Plaza

Part B
Social and Financial Issues

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

5.1 Calculation of the List of Victims

- Preparing a full list of victims including the deceased, survivors injured and missing, is one of the important tasks.
- The victims can be categorized into five
  - a) Deceased who were identified; b) Deceased who were unidentified; c) Injured; d) Not injured and e) Missing
- ***Deceased:*** The reported number of deceased is the same for most of the noted organizations (1134+1)
- ***Unidentified:*** There are differences in the number of deceased who were not identified but buried under official arrangement at the Jurain grave yard
  - 301 (BGMEA), 291 (ActionAid) and 303 (Rana Plaza Coordination Cell)
  - 157 amongst the unidentified victims have been ascertained through DNA testing
- A large number of the deceased who have been buried remain unidentified of which the figure varies from 77 to 148
  - Where are their relatives?
  - Didn't the relatives 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?

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

5.1 Calculation of the List of Victims

Number of Victims of Rana Plaza Tragedy

	MoLE	BGMEA	CPD Report	ActionAid Report	BILS Report	Rana Plaza Coordination Cell	Primark
Deceased[1]	**1134**	**1134**	**1134[2]**	**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			1468				
With major injury[3]		850	332		500		
Without injury			636				
Missing			**98**		**379**	**189[4]**	
Total Affected	**3572**	**3572**	**3670**	**3572**	**3948**	**3838**	**3621**

Source: Prepared by authors based on different documents

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

5.1 Calculation of the List of Victims

- ***Rescued:*** 2438 (MoLE); 2436 (CPD, 2013) and 2515 (Coordination Cell)
- ***Injured:*** 1800 workers took treatment from Enam MCH
  - Severely injured workers: 339 (CPD); 500 (BILS), 850 (BGMEA)
- ***Missing Workers:*** Difficult to get an understanding about victims who are still 'missing'
  - 332 (CPD); 267 (local authority); Other estimates (100 to 380)
    - Since 157 deceased have been recently identified, the number of missing has reduced
- 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
- ***Total Victims:*** 3572 (MoLE, BGMEA, ActionAid), 3670 (CPD), 3948 (BILS), 3848 (Coordination Cell) and 3621 (Primark).

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

5.2 Financial Support

- Victims received different kinds of support
  - Few are legally entitled and few were donations from different organizations
- ***Legally entitled payment***
  - BGMEA (2785 workers; Tk. 7.06 crore); Primark (3621 victims, 6 months' basic wages)
  - Relatives of the missing, buried as unidentified workers and temporary workers did not claim any legally entitled amounts
  - A number of victims who were interviewed have not yet received any of their financial dues

Number of Workers Supported

	Government	BGMEA	Primark	Others
Salary and Allowances	n/a	2785	3621	
Burial (Tk. 20,000)	843			843[1]
Short Term Allowance	1000+[2]	12[3]		31[4]
One-Time Support (Tk. 1 lakh)	777			80[5]
Long Term Support Tk. 10-15 lakh)	40			1[6]

Source: Prepared by authors based on different documents

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

Support from the Government

- Mostly short term (843 workers/Tk.20000); (777 workers/Tk.100,000)
  - Tk 100,000/worker: Not included 123 deceased who have been buried under personal arrangement as well as another 157 deceased who have been recently identified
  - PM office recently approved 132-136 victims out of the 157 deceased for payments between Tk 1-5 lakh
- Long term support (Tk.10-15 lakh) as committed by the Prime Minister: Only 40 workers received
  - PM Fund: Over Tk.100 crore has been collected of which only Tk.18,85,60,720 has been spent
- Support provided by other organisations: BGMEA/BKMEA, BILS, Prothom Alo Trust and Naripokkho

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

5.3 Treatment for Injured Workers

Initial Treatment: Enam Medical College Hospital, Mukti Clinic at Savar, Japan Bangladesh Friendship Hospital and NITOR

- BGMEA: 850 of the injured workers and assigned three medical teams to look after them at the different hospitals
- Merrill Prothom Alo: Tk. 740,010 for the procurement of urgent provisions such as first-aid tools, oxygen spray, food, clothing and water for 140 injured
- ActionAid Bangladesh/PSTC: emergency medical services to 150 wounded workers
- GIZ has supported Awaj Foundation, Karmajibi Nari and United Federation of Garments Workers

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.

- BGMEA: (Tk. 3.411 crore); Enam MCH (676 workers/3 months treatment); CRP (418); CDD (open office at Savar; trained 10 workers); ProthomAlo (77); AAB (2)
- **Artificial limbs and support training: CRP, CDD, Brac and NITOR: 36**
  - CDD has supplied wheelchairs, toilet chairs, splints and crutches to 200 victims
  - Manusher Jonno provided Tk. 5 lakh for supplies; **BILS** (900 workers)

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

5.3 Treatment for Injured Workers

- Support for the rescue workers has been largely ignored
  - Naripokkho in collaboration with (SAFE) has started a Healing and Skilling Programme for rescue workers, from January to October 2014
  - An Action Plan has been drafted by AAB with advisory support from GIZ
    - To provide long term medical rehabilitation support
  - CRP, BGMEA and GIZ's signing of a MoU on 23-Oct-2013 to build an Orthotics and Prosthetics School in Savar
  - TerraTech is currently working with the BGMEA in establishing a workers' database
  - 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
  - Canadian retailer, Loblaw has provided the first installment of Tk. 11,700,000 (not specific to Rana Plaza), which includes treatment for another 35 Rana Plaza victims at the CRP.

Number of Workers Supported

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

Source: Prepared by authors based on different documents

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

5.4 Re-employment/Training of Workers

- Slow progress on the initiatives
  - Only 32 (out of 100) Rana Plaza workers will get training to be recruited in the leather factories
  - Out of the 100 jobs promised by BGMEA, 70 Rana Plaza victims have been recruited at member factories
  - Job/training support by: BILS, CRP, Gonoshashtho shangstha; Grameen Phone
- 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: Ahsania Mission, CDD and the MoWC (1500)
- Training support: CRP: (157); ILO/BRAC (50)
- ***Development Partners:*** UK government's £4.8 million and the Netherlands' and Canadian governments' £9.6m each towards the ILO Improving Working Conditions Programme
- DFID (£18 million); EU funded Tk. 136 crore TVET Reform project
- A job fair on 10-Jan-2014 was jointly organized by the MoLE Rana Plaza Coordination Cell (CDD), BGMEA and GIZ

Re-employment/Training of Workers

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

Source: Prepared by authors based on different documents

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

5.5 Support to Victim's Children

- Survey conducted by VERC/Save the Children: 700 children of Rana Plaza victims have been affected
  - BGMEA: 285 orphans (only 21 orphans have expressed their willingness to accept this support)
  - Naripokkho/Primark: 4 children
  - The Sreepur Village, a UK funded charity village, has been providing educational support for 138 children from 18 districts
  - UNICEF, has provided the first payment of Tk. 12,000 cheques to each of the 14 children of nine victims

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	285- BGMEA 4- Naripokkho 10- IAB 138- Sreepur Village 8- JUTA 10-YMCA 19-Sneha Foundation 176- VERC/ Save the Children Total- 650

Source: Prepared by authors based on different documents

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

- Two different initiatives are currently ongoing at local and global levels.
- Both the initiatives are still halfway in 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.
- Undergoing on the basis of ILO Convention C017 (workmen's compensation (accidents) convention, 1925 (No. 17)

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

Workers of different categories	Number of workers	Brands/Retailers/Unions Initiatives		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)		

Source: Prepared by authors based on different documents

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

- Discussion with the buyers at ILO to provide compensation did not progress much. Initially 12 brands have expressed their willingness to participate in the discussion on workers' compensation.
- A major part of North American retailers/buyers did not express their willingness to provide compensation
- Primark, Loblaw, Bonmarche and El Corte Ingles. Recently, a compensation fund has been created under this initiative where the above-mentioned brands have committed to provide US$40 million.
- Since workers and their families are in a distressed condition, the discussion on compensation should be completed immediately.

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

5.8 Legal Issues

- There has been dismal progress in the legal commitments noted in the previous report
- The CID claims to have recorded the statements of over 600 people and gathered evidence
- Final investigation report and the list of prosecution witnesses are yet to be submitted
  - Surpassed yet another extension in deadline set for 24th December
- 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

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

- **6.0 Reaction of the Victims/Their Family Members regarding various activities and initiatives and their access**
- 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
  - Compared to previous earnings, current monthly incomes have significantly decreased by over 60% (2 workers)
  - Rest of the workers (6 workers) currently undergoing treatment do not feel fit to work regular hours due to sustaining health problems
  - Some of the concerns were regarding disproportionate payment of benefits, especially regarding overtime payments and the lack of awareness about the available benefits.
  - Lack of support available for the children of the deceased and injured workers

Part C
Workplace Safety and Security Issues of RMG Sector

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

- *National Tripartite Plan of Action on Fire, Electrical Safety and Physical Integrity in the Ready-Made Garment Sector of Bangladesh (NAP)* is the main action plan under which various activities are being taken in response to the Rana Plaza
- ILO has taken an advisory and coordinator role to support the timely implementation of the prescribed activities and minimize the duplication of efforts

7.1 Initiatives undertaken under National Tripartite Action Plan

- The NAP enlists 25 commitments divided into three categories –a) legislation and policy, b) administration and c) practical activities
  - As of 23 December 2013, out of the total, seven(7) commitments have been implemented; five(5) are in progress and the majority of 12 have passed the expected completion time.

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

- Some of the Completed works:
  - 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),
  - Development and introduction of unified fire safety checklist

Progress of NAP

	Total Commitments	Completed	In Progress	Past Expected Completion Date with some progress	Past Expected Completion Date with no updates since 28 Oct, 2013
Legislation and Policy	4	3 (1 completed after expected completion time)	n/a	-	1
Administration	6	2	-	1	2
Practical Activities	15	2 (1 with minimal output)	4	-	9
Totals	25	7	4	1	12

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

- Amongst the incomplete activities, most of which are concentrated within the practical activities section
  - Review of relevant laws, rules and regulations- fire, building, chemical safety,
  - Recruitment of an additional 200 labour inspectors out of which only 43 has been appointed, another 16 awaiting to be confirmed and their subsequent training,
  - 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
  - Publicly accessible database on fire safety issues in garments factories.
- Lack of progress regarding the capacity building of the DIFE and the FSCD is a concern; should ensure that inspectors are well qualified and trained

7.3 Preparatory Works for Monitoring and Inspection

- Establishing a common inspection standard for fire and electrical safety of the RMG sector has been one of the key objectives of the NAP
  - 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.
- The first phase in all three initiatives require preliminary safety inspections of 3967 factories
  - NAP- 1500, Accord-1577, Alliance-890
  - Still leaves out over an approximate 1000 factories beyond these monitoring mechanisms
- The Alliance and the Accord have appointed structural engineers through agreements between their various stakeholders
- 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

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

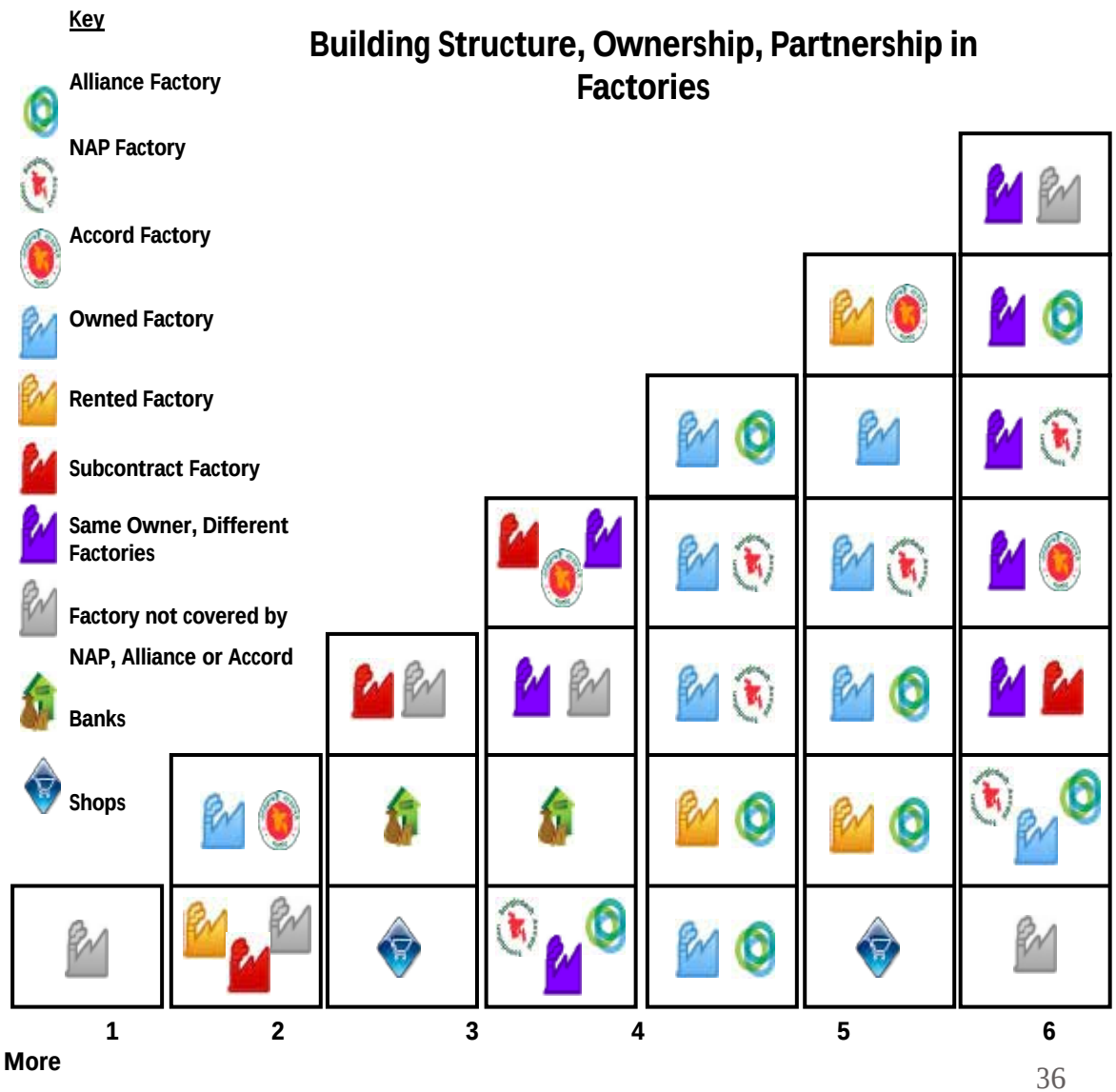
7.5 Funding Support from Development Partners

- Low-cost funding particularly for factories inspected has been made available
  - 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
  - BGMEA and BKMEA member factories with less than 2000 employees and in "owned" buildings are deemed eligible
  - Till the fund application deadline of December 10, 2013, 30-40 per cent of the applicants were noted to be Accord and Alliance members
  - 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
  - The UK government will be providing financial support of up to £4.8 million over 3.25 years (2013 – 2016) for the purposes of factory inspections under NAP
  - Canada and the Netherlands have also agreed to contribute £9.6 million towards total estimated budget of £14.4 million for the NAP
  - Accord, Alliance and IFC are organizing a trade fair at the end of Feb. 2014, which will showcase various local and international suppliers of fire safety equipments.

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

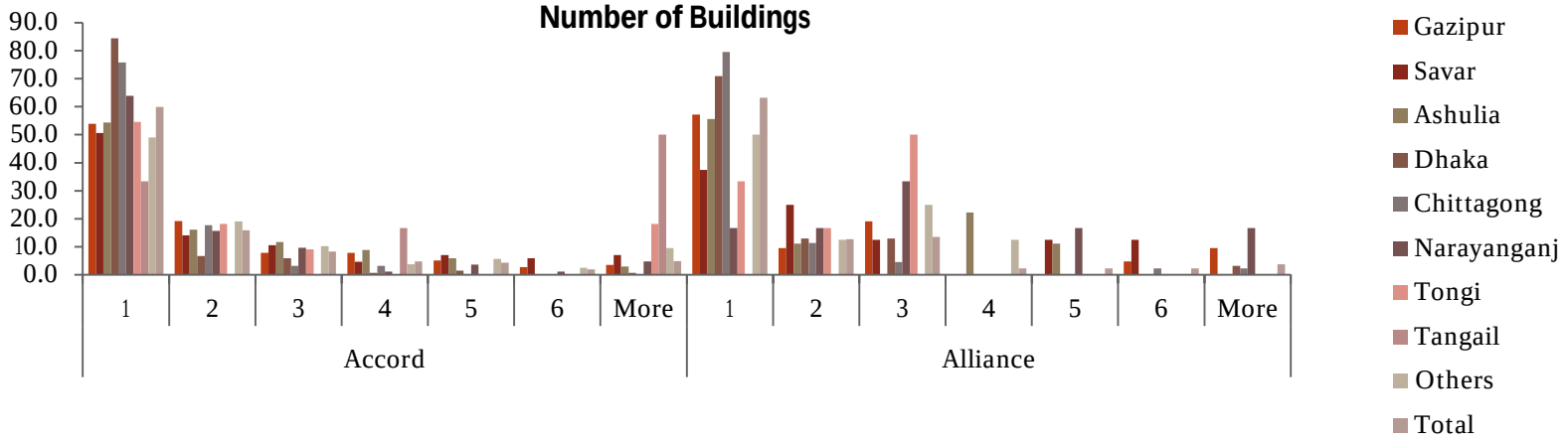
7.6 Challenges in Inspection, Monitoring and Implementation

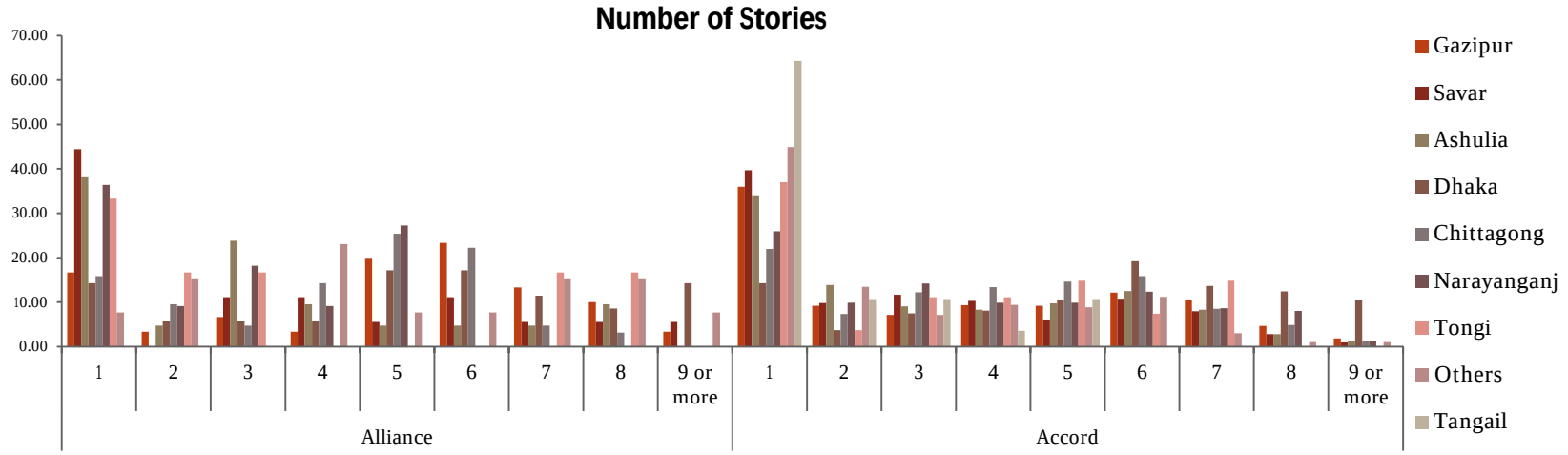
- Factories are located in a variety of building structures, ownership patterns, and arrangements
- Prevent overlapping of inspection efforts
- Multi-Purpose Buildings: safety of non- industrial entities within the building
- Challenges regarding vertically developed multi-storied buildings
- How can factories beyond the NAP, Accord, Alliance be covered?



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

- About 60% of factory owners in a particular locality have factories in one building
- Majority of buildings are multi-storied buildings where garment factories are located
- Most of these buildings are made particularly for industrial purposes
- The number of multi-factory buildings is limited for both the Accord and the Alliance led factories





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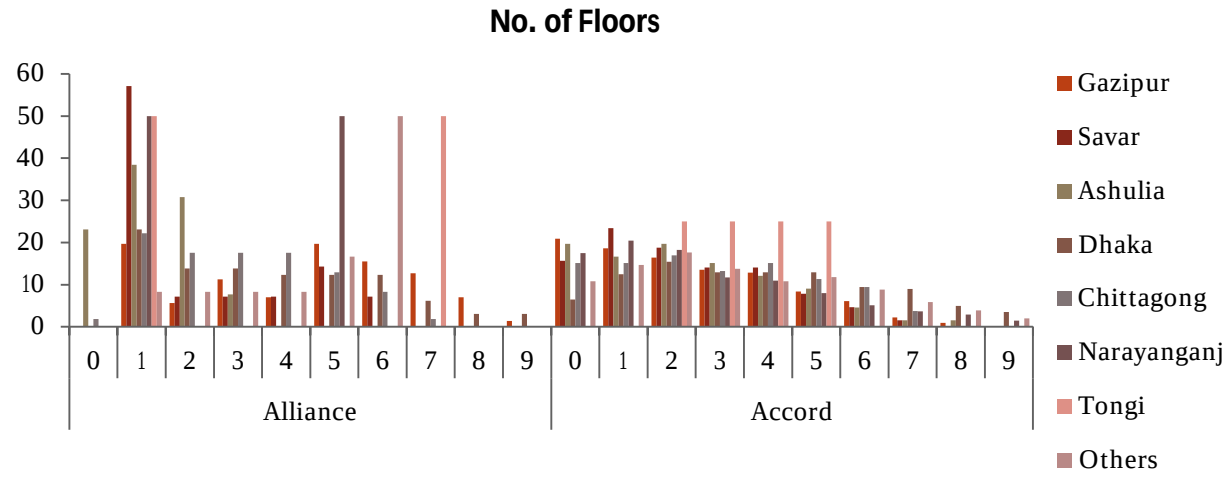

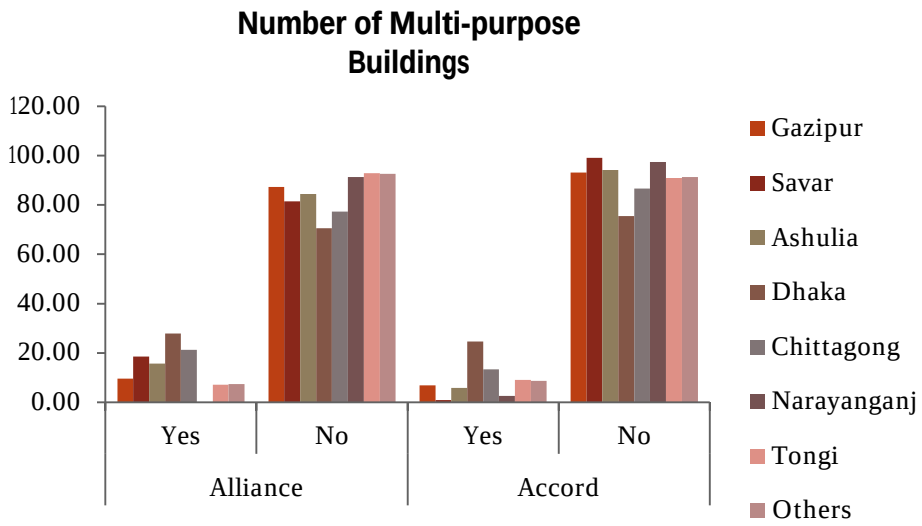

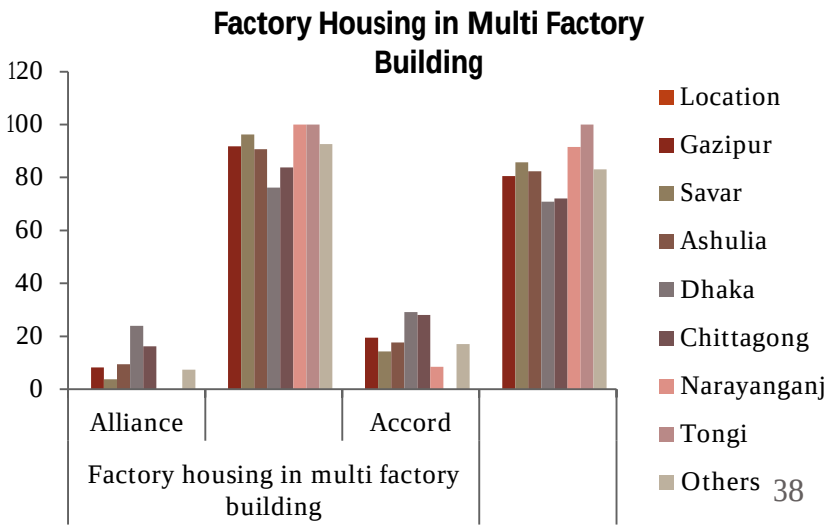

Part D
Concluding Remarks: Suggestions

9.0 Concluding Remarks

9.1 Social and Financial Issues

- **List of Victims:** A detailed list of all the victims of the Rana Plaza tragedy is urgently needed.
  - NTC 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.
- **Financial Issues:** The families of victims who are not yet identified as well as those who are still missing are in most distressed stage and must be provided with immediate support.
  - The Prime Minister's Relief Fund should immediately disburse necessary support to the victims as per commitment.
  - 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.
  - The office to be in charge of executing financial support from the international organisations should ensure transparency throughout the whole process.

9.0 Concluding Remarks

9.1 Social and Financial Issues

- **Financial Issues**
  - A major challenge in both the cases of compensation is identifying the family members of the deceased who are to get this support.
  - 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

- **Treatment Issues:** Workers who are currently undergoing medical treatment for different kinds of injuries need long term support to complete their treatment.
- 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.
- Most importantly, injured workers need assurance regarding their long term treatment support.
  - Government and non-government organisations should take the necessary initiatives in this context.

9.0 Concluding Remarks

- It is expected that necessary initiatives 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.
- **Orphan Issue:** 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 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.

9.0 Concluding Remarks

- **Legal Issue:** 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 a 'criminal offense' could be use as reference point for the legal proceedings of the Rana Plaza collapse.
- **Management and Operational Issues**
- 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.
  - Services and treatment facilities should be decentralised in such a manner 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.

9.0 Concluding Remarks

9.2 Fire, Electrical Safety and Physical Integrity

- **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.
- **Maintaining the same standard in all three initiatives**
- It is expected that the outcome of inspections will most likely be same.
  - Differences in organisational, management and operational structures should not impact the outcomes of these efforts
  - To ensure the inspectors work quality, 'monitoring the monitors' will be necessary; hence all the initiatives should hire independent teams to monitor to this

9.0 Concluding Remarks

9.2 Fire, Electrical Safety and Physical Integrity

- **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.
  - 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
  - The Alliance and Accord inspection reports should at least be shared with the local authorities to ensure long term follow up.
- **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 follow the progress of implementation.
  - Buyers' yardstick of 'either you do or I will leave' principle may not always work.

9.0 Concluding Remarks

- 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.

- **Institutional Development:** The infrastructural and capacity development of the DIFE and the FSDC are essential steps towards establishing such a mechanism on the local level.
  - Regular updates on the related activities can ensure accountability and transparency on the utilization of funds.
  - Recruitment of over 200 factory inspectors should be ensured as soon as possible
  - Those recruited should be trained to maintain the highest level of integrity and work quality whose work should also be regularly subjected to 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.

9.0 Concluding Remarks

- **Availability of Resources for Necessary Developments**
  - 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.
  - 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 sufficient commitment of funds.

Thank you!