

First Independent Monitoring Report

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



Monitoring the Rana Plaza Follow-ups

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A Report on Commitments and Delivery



Centre for Policy Dialogue (CPD)

Publisher

Centre for Policy Dialogue (CPD)

House 40C, Road 32, Dhanmondi R/A

Dhaka 1209, Bangladesh

Telephone: (+88 02) 8124770, 9126402, 9141703, 9141734

Fax: (+88 02) 8130951 E-mail: info@cpd.org.bd Website: cpd.org.bd

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Research support was received from *Ms Mehruna Islam Chowdhury*, Research Associate, CPD; *Ms Farzana Sehrin*, Research Associate, CPD and *Ms Saifa Raz*, Research Associate, CPD.

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The Rana Plaza tragedy of 24 April 2013 shook the country as well as the international community to the core. The collapse of the building that took lives of 1,133 RMG workers was the worst man-made disaster in Bangladesh's history. Following this tragedy there were unprecedented expressions of compassion, solidarity and support on the part of concerned citizens of the country. There was also an outpouring of commitments, financial and otherwise, from governments, and local and global institutions, groups and individuals.

The past experiences indicate that, once the immediate concerns as regards such tragedies are over and the memory starts to fade, the pace of delivery on the commitments tends to lose momentum. In this backdrop, *Professor Rehman Sobhan*, Chairman, Centre for Policy Dialogue (CPD) conceptualised the idea of a civil society initiative to monitor the implementation of post-Rana Plaza deliverables. In view of this, CPD launched a programme titled **Post-Rana Plaza Monitoring: A Civil Society Initiative** to follow up and report, on a regular basis, on the delivery status of the commitments made by involved stakeholders. CPD maintains that this initiative will also give voice to the affected RMG workers and their families. The idea is to bring transparency and social and collective accountability in the process of implementing the aforementioned deliverables.

In undertaking this initiative CPD is partnering with a number of civil society organisations in Bangladesh. They are – Institute of Architects Bangladesh (IAB), Ain o Salish Kendra (ASK), Dhaka Ahsania Mission, ActionAid Bangladesh, Campaign for Mass Education (CAMPE), 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. *Professor Jamilur Reza Chowdhury*, Vice Chancellor, University of Asia Pacific and *Mr Habibullah N Karim*, Chairman, Terratech Limited joined the initiative as distinguished individuals and made valuable contribution towards its implementation.

Dr Debapriya Bhattacharya, Distinguished Fellow, CPD has provided important inputs in designing the implementation of the initiative and carrying it forward.

CPD and its partners intend to continue this monitoring exercise for at least one year. Reports prepared as part of this exercise will be published under the *Monitoring the Rana Plaza Follow-ups* Series. The First Independent Monitoring Report titled *100 Days of Rana Plaza Tragedy: A Report on Commitments and Delivery* has been prepared by the CPD with support from its partners. The report was originally presented at a CPD dialogue on 3 August 2013 at the CIRDAP Auditorium, Dhaka.

Monitoring the Rana Plaza Follow-ups

CPD gratefully acknowledges the generous inputs and valuable data and information received from its partners. Concerned officials belonging to a number of institutions have shared their databases and resource materials with the CPD Team. In this connection, CPD would like to particularly mention the Ministry of Labour and Employment, Enam Medical College and Hospital authorities, and Bangladesh Garment Manufacturers and Exporters Association (BGMEA).

CPD would like to extend its sincere thanks to Members of Parliament, civil society organisations, representatives from business chambers and trade unions, human rights organisations and legal forums, NGOs and media who took part in the aforementioned national dialogue.

Valuable support was provided by the CPD Dialogue and Communication Division in organising the dialogue and other events under this initiative, and also in publishing the present report.

Dhaka September 2013 Professor Mustafizur Rahman
Executive Director
Centre for Policy Dialogue (CPD)

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Acronyms

ACC Anti-Corruption Commission

ASK Ain o Salish Kendra

BELA Bangladesh Environmental Lawyers Association

BGB Border Guard Bangladesh

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
BPC Bangladesh Petroleum Corporation

BUET Bangladesh University of Engineering and Technology

CAMPE Campaign for Popular Education
CDD Centre for Disability in Development
CID Criminal Investigation Department

CMH Combined Military Hospital
CPD Centre for Policy Dialogue

CRP Centre for Rehabilitation of the Paralysed

DC District Commissioner

DIFE Department of Inspection for Factories and Establishments

EMCH Enam Medical College and Hospital

EPB Export Promotion Bureau

EU European Union

FBI Federal Bureau of Investigation (USA)

GBP British Pound

GITI Garments Industries Transparency Initiative

IAB Institute of Architects Bangladesh
ILO International Labour Organization

IT Information Technology

JICA Japan International Cooperation Agency
MFIS Mass Fatality Identification System
MoU Memorandum of Understanding
NBFI Non-Bank Financial Institution

NITOR National Institute of Traumatology and Orthopaedic Rehabilitation

NRB Non-Resident Bangladeshi

NTPA National Tripartite Plan of Action
OHS Occupational Health and Safety

RAJUK Rajdhani Unnayan Kartripakkha

RBSA Regular Budget Supplementary Account

RMG Readymade Garments

SME Small and Medium Enterprise

TIB Transparency International Bangladesh

TVET Technical and Vocational Education and Training

UK United Kingdom
US United States

USD United States Dollar

PART A Independent Monitoring Initiative

1. INTRODUCTION

The Centre for Policy Dialogue (CPD) has prepared the first Independent Monitoring Report on the Rana Plaza Tragedy, on behalf of the partnership which has been set up to monitor the delivery status of follow-up activities relating to the tragedy that happened on 24 April 2013. This worst man-made disaster in Bangladesh's history, that claimed the lives of 1,132 people¹ (Figure 1), injured and maimed many others, has touched the heart and soul of people beyond borders. As things stand, none of the workers would have died if the factory had remained closed after the identification of a major fault in the building the day before the incident. The Rana Plaza has become a 'symbol' of poor compliance concerning workplace safety and security in Bangladesh's industrial sector, and an 'icon' of poor attention to the working condition of a major consuming item in the global value chain. It also implies that the Rana Plaza incident is a reflection of sheer negligence of all stakeholders involved in the value chain of the readymade garments (RMG) sector across the world.

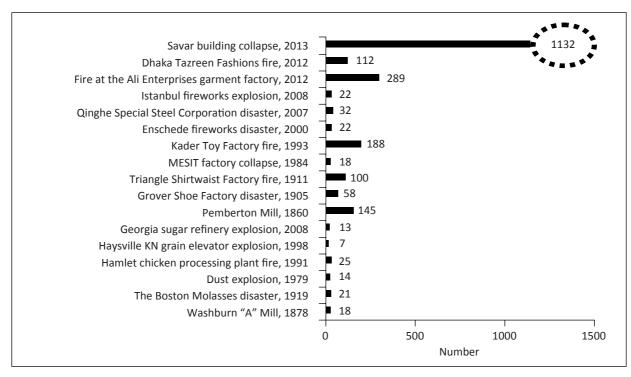


Figure 1: Number of Deaths in Major Disasters in the Manufacturing Sector of the World

Source: http://en.wikipedia.org/wiki/List_of_industrial_disasters

2. RATIONALE FOR INDEPENDENT MONITORING OF THE RANA PLAZA TRAGEDY

The Rana Plaza Tragedy has once again drawn the attention of citizens of the country to the dismal state of many export-oriented RMG factories in Bangladesh, in which workers are subjected to work day in, day out. Despite the significant progress of Bangladesh's RMG sector over the last three decades, the state of physical and social compliance, particularly concerning workplace safety and security, has failed to match the growth of the sector. A large number of factories are continuing to work amid poor physical and social compliances. Over the past 10 years more than 2,000 workers have died in fire incidents in the RMG sector of the country. A large number of factories continue to enjoy impunity despite having the laws, regulations and labour law provisions in place.

¹One of the injured workers hospitalised at the Enam Medical College and Hospital had died after this report was launched at the CPD dialogue on 3 August 2013, taking the total tally of deceased workers to 1,133.

Past experiences show that whilst some tangible progress tend to be made after each disaster, many of the proclaimed steps remain unaddressed. As a result, similar accidents keep on happening, leading to the announcement of a flurry of actions when the next disaster strikes. One of the primary reasons driving these recurrences is the lack of continuous monitoring of the announced and the required initiatives. Even when the concerned stakeholders initiate their own monitoring exercise, there is no 'monitoring of the monitors', which could ensure accountability and transparency of the steps being taken, also ensuring effective and concrete outcomes.

Following the Savar incident, major national and international organisations have offered short, medium and long-term proposals to deal with the disaster. Past experiences of such accounts are indicative of the apprehension that many of these pledges may remain 'wishlists' if a concrete action plan, with clearly designated responsibilities, is not devised in a time-bound manner. A key driver for these actions to succeed will depend on continuous monitoring of the implementation of these actions. Here, the civil society organisations have both a role and responsibility to act upon the interest they have reflected in their stance on the issue of workers' rights, safety and security, as well as on promoting Bangladesh as a complaint source and the sustainable development of the country's RMG sector. This civil society initiative has been taken to keep major stakeholders under close scrutiny, and also, to catalyse sustainable development of the RMG sector. In other words, the purpose of this transparency exercise is to encourage liable organisations to take up reformative measures.

3. INDEPENDENT MONITORING INITIATIVE OF THE CIVIL SOCIETY

The independent monitoring initiative intends to monitor the progress of all sorts of commitments made by the stakeholders, particularly with regard to the affected workers and their families, legal actions against those responsible for the incident, and improvement of workplace safety and security. Monitoring of these activities requires time-bound exercises, since most commitments, ranging from immediate social support to medium-term corrective measures for improving physical compliance, are supposed to be implemented over several years.

The initiative will focus on assessing the progress of various commitments of financial and other forms of interventions by different organisations for the injured workers and affected families in the Rana Plaza disaster. Other areas for assessment will be the government initiatives that were announced after the incident, the relevant associations' (BGMEA/BKMEA)² compliance-related activities, particularly occupational health and safety (OHS) activities, and more specifically monitoring of the pledges made by them following the incident. The initiative will also assess various activities of the International Labour Organization (ILO), set to be implemented in collaboration with the government, associations and workers, and the progress of medium-term commitments made by the BGMEA, BKMEA and the government. Besides, the assessment will cover progresses as regards identification of faulty physical infrastructures, implementation of required activities, and buyers' engagement in the improvement process of compliance standards at the factory level, as committed following the Rana Plaza incident.

The expected outcome of this independent monitoring programme is developing a vibrant exportoriented RMG sector in Bangladesh, capable to maintain the highest level of physical and social compliances, which in turn will project 'Brand Bangladesh' as a globally-recognised model for compliant sourcing hub.

²BGMEA: Bangladesh Garment Manufacturers and Exporters Association; BKMEA: Bangladesh Knitwear Manufacturers & Exporters Association.

4. STRUCTURE AND COMPOSITION OF THE MONITORING INITIATIVE

The independent monitoring programme is being implemented under a partnership of 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, partnered by a total of fourteen organisations and a number of eminent personalities. The partner organisations are—Institute of Architects Bangladesh (IAB), Ain o Salish Kendra (ASK), Dhaka Ahsania Mission, ActionAid Bangladesh, Campaign for Popular Education (CAMPE), 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 eminent personalities involved in this initiative are—Professor Jamilur Reza Chowdhury, Vice Chancellor, University of Asia Pacific, and Mr Habibullah N Karim, Chairman, Terratech Limited.

5. AREAS FOR MONITORING

The independent monitoring initiative focuses on seven specific areas of work which include:

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

There are a number of other issues which may not be directly linked with the incident of Rana Plaza, but have implications on workers' livelihood, safety and security including revision of workers' wages, trade union rights, providing life insurance facility to the workers and sharing of profit for workers' welfare as per law. These issues will also be covered under this initiative.

6. METHODS FOR MONITORING

The initiative was conceptualised and further substantiated in two preparatory meetings among the partners, held on 18 May and 22 July, 2013 at CPD office. These meetings were chaired by Professor Rehman Sobhan, Chairman, CPD. The partner organisations discussed about the rationale for taking the initiative for independent monitoring, identified the issues to be monitored, methods for monitoring and data collection, and delineated the structure of the first monitoring report.

The present monitoring exercise was carried out from two aspects – horizontal and vertical (Figure 2). The horizontal exercise reveals the extent of implementation of various commitments made by the

Not as per commitment

As per requirement

As per commitment

Not as per requirement

Figure 2: Horizontal and Vertical Aspects of the Monitoring Exercise

Source: Prepared by the Team.

Note: Indicates nature of commitment attained; different shades in the circles indicate extent of attainment.

concerned organisations as per timeline, while the vertical exercise reveals how much the supported initiatives meet the requirements of the workers and the sectors. This initial report has put more emphasis on horizontal exercise with a view to capturing the fulfillment of immediate requirements of the workers and sectors as per the commitments. However, the report has also highlighted on vertical exercise for preparation of the medium-term targets to be fulfilled for ensuring sustainable development of the RMG sector.

Information from both the primary and secondary sources have been utilised in preparing this report. CPD and the partner organisations were involved in collection of these information and data from different sources on the above mentioned seven areas. These information were compiled by the CPD monitoring team. Data have been collected from several relevant bodies including government and private organisations, as well as from several national and international news sources.

Partners of the initiative also engaged with relevant government agencies, committees of the BGMEA, BKMEA, buyers and brands, and development partners (ILO and others) in the process of the monitoring exercise.

7. LIMITATION OF THE MONITORING REPORT

The report has attempted to be as comprehensive as possible by making use of available information in the public domain, and by drawing on information gathered from different initiatives by various organisations. However, several of the initiatives undertaken by individuals, web-based social groups, local informal organisations, non-resident Bangladeshis (NRBs), international organisations, etc. were not adequately documented or readily available. Although some of these initiatives have been reported in local and international news reports, those did not depict the full picture of the follow-up activities. Rather, it was difficult to access these information. The major focus of the Monitoring Report is to document the progress on institutional initiatives (commitments and their implementation status). Nevertheless, a broader picture of other initiatives would have definitely enriched this report.

PART B Profile of the Workers at Rana Plaza

8. PROFILE OF THE WORKERS

Five garment factories were in operation at Rana Plaza – *New Wave Style Ltd., New Wave Bottom Ltd., Phantom Apparels Ltd., Phantom Tac Ltd.* and *Ether Tex Ltd.* (Table 1). Initially the Plaza was a six-storied building, constructed in 2006; later on, another two stories were built as approved by Savar Pouroshava. According to the BGMEA, a total of 2,759 workers had been working in these factories, although this number seems to be lower compared to the information available from different official sources. A total of 1,132 workers died in the incident, 2,438 workers came out alive, and 332 workers remained missing. This makes a total of 3,668 workers at five factories.³ It is very important that the BGMEA provides the exact number of workers working in those factories.

Table 1: Number of Workers in the Factories of Rana Plaza

Factory	Number of Workers*
New Wave Style Ltd.	1165
New Wave Bottom Ltd.	452
Phantom Apparels Ltd.	438
Phantom Tac Ltd.	254
Ether Tex Ltd.	450
Total	2759

Source: Based on collected documents. **Note:** *According to official statistics.

The distribution of workers in terms of different categories reveals that the highest number of workers worked in Grade 4 (senior operator) and Grade 7 (assistant/helper) (Table 2). The number of workers in Grade 3 and Grade 5 were also high. This sort of distribution of workers appears to be contrasting to a usual garment factory where most workers are found under Grades 6 and 7. Monthly income of these workers ranged between Tk. 3,000 and Tk. 8,000. Because of death and injury of these workers, a major source of income for their families has been disrupted which put them in deep trouble. It may be noted that, over 70 per cent of workers at all these factories had been working for less than a

Table 2: Position of Workers in the Factories of Rana Plaza

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

Source: Based on collected documents.

³A total of 234 bodies of unidentified workers were buried which need to be deducted from the calculation to avoid double-counting.

year (Figure 3). Out of 2,759 workers, only 27 were found to be working since the inception of these factories. Like many other factories, the brief job duration at these factories is a major concern as regards the workers' social compliance.

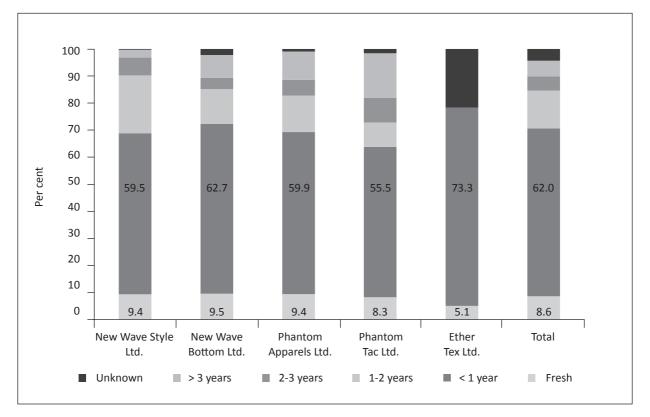


Figure 3: Service Length of Workers in the Factories of Rana Plaza

Source: Based on collected documents.

9. NUMBER OF CASUALTIES IN THE RANA PLAZA INCIDENT

9.1 Deceased Workers

The total number of death toll stands at 1,132 including the 17 who died while undergoing treatment in hospitals. The monitoring team retrieved detailed information of 834 deceased workers, of whom, 371 were male and 463 were female workers. Most of the workers hailed from Dhaka division, followed by Rangpur, Rajshahi and Khulna divisions (Figure 4). The district-wise distribution of workers reveals a nationwide representation in that workers at those factories hailed from 58 out of 64 districts (Figure 5).

A fairly large number of the deceased workers were married while a large number of them had one or more children (Figure 6). Out of the 834 workers, 437 workers were married which was about 52 per cent of the total number. More female workers were married (63 per cent) compared to their male counterparts (37 per cent). Majority of these married workers had children – 247 workers (56.7 per cent). These children are the immediate victims of the tragic incident as losing parents or having them injured now poses a bleak future for them. Such consequences also deteriorates the living condition of the victims' families. The Rana Plaza disaster thus brought multifarious impact on the livelihood of the poor and working people.

500 450 92 400 350 66 61 300 60 56 Number 250 57 200 180 150 123 100 50 42 38 0 Male Female Sylhet Khulna Dhaka Chittagong Rangpur Rajshahi Barisal

Figure 4: Division-wise Distribution of the 834 Deceased Workers

Source: Based on collected documents.

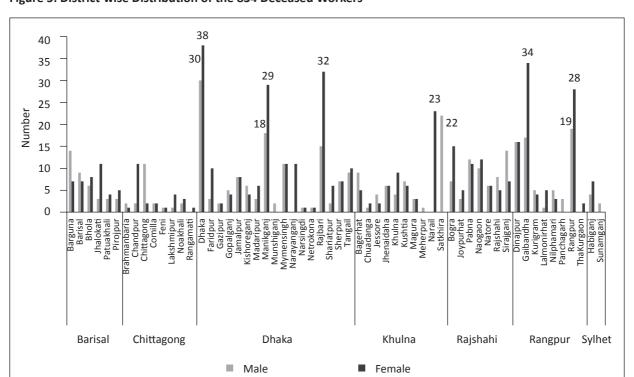


Figure 5: District-wise Distribution of the 834 Deceased Workers

Source: Based on collected documents.

Male **Female** Others Others Married with 2% Married with 3% No Children (6)No Children (14)19% 26% (70)(120)Married with Children Married with 24% Unmarried Children Unmarried (90)54% 34% 38% (196)(157)(181)

Figure 6: Family Profile of the 834 Deceased Workers

Source: Based on collected documents.

Note: Figures in parentheses are numbers of workers.

9.2 Missing Workers

A large number of workers are missing since the Rana Plaza incident. According to the official estimates, a total of 332 workers who were employed in these factories have not been identified. Relatives of the missing workers have authenticated documents such as payslip, appointment letter, ID cards, etc. in support of their identification. Among the missing workers, 233 are female (70.8 per cent), and 99 are male (29.8 per cent). Similar to the deceased workers, majority of these missing workers are from Dhaka division (131) followed by Rajshahi (58), Rangpur (56) and Khulna (39) divisions (Table 3). As per the information, these workers are almost equally distributed to different age-brackets – from 15 to 30 years (Table 4). According to different newspaper reports, a total of 234 unidentified dead bodies have been buried from which 200 samples were collected for DNA test. Hence, some of these missing workers might have been among these 234 unidentified workers, even though another 98 workers remained untraced. Families of these missing workers have been greatly distressed.

Table 3: Division-wise Distribution of the 332 Missing Workers

Division	Male	Female	Total
Barisal	8	19	27
Chittagong	1	7	8
Dhaka	44	87	131
Khulna	12	27	39
Rajshahi	15	43	58
Rangpur	14	42	56
Sylhet	3	6	9
Not Found	2	2	4
Total	99	233	332

Source: Based on collected documents.

Table 4: Age Distribution of the 332 Missing Workers

Age Group (Years)	Male	Female
< 15	-	1
15-20	13	50
20-25	25	50
25-30	25	35
> 30	11	34
Not Found	25	63
Total (332)	99	233

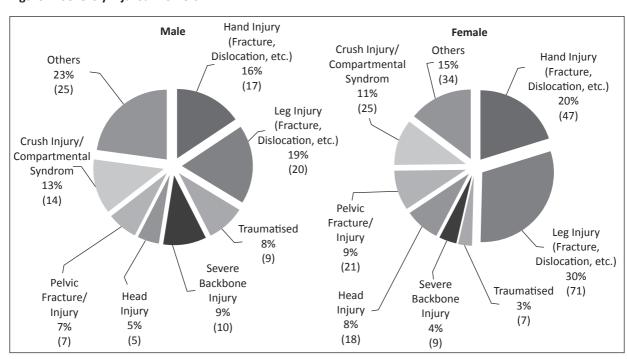
Source: Based on collected documents.

Media reports show that about 550 people are waiting for the DNA test results. Regrettably, the tests have been delayed due to the lack of skilled personnel, and more importantly, in absence of the Mass Fatality Identification System (MFIS) software. Although a total of 400 samples from family members have been collected for DNA test, the identification work is yet to be completed. According to the newspaper reports, around 80 per cent of the DNA samples has been tested; but the resultant specimen could not be matched with the family members due to the lack of the MFIS. Without identification, these families are not 'eligible' for any government support; hence their suffering is likely to linger.

9.3 Injured Workers

According to the information from the Enam Medical College and Hospital (EMCH), a total of 1,800 workers have taken primary treatment there, of which 1,000 workers were released within a week. Among the rest, another 700 were released within one to two months. A total of 34 injured workers who needed special treatment were shifted to Centre for Rehabilitation of the Paralysed (CRP), Savar Combined Military Hospital (CMH) and Orthopaedic Hospital, Dhaka.

Figure 7: Severely Injured Workers



Source: Based on collected documents.

Note: Figures in parentheses are numbers of workers.

A total of 339 workers were severely injured and had to undergo major operation(s) and long-term treatment. Most of these workers were admitted in different medical institutes including Orthopaedic Hospital, Savar CMH, Dhaka Medical College, EMCH, CRP, and Dip Clinic in Savar. A large number of the workers, who were partially injured and were discharged after treatment, had to undergo treatment in other local hospitals and clinics.

According to the information from the monitoring team, severely injured workers have eight types of wounds which include hand injury, leg injury, traumatised, severe backbone injury, head injury, pelvic fracture, crush injury and compartmental syndrome and others. The extent of severity of the injuries can be perceived from the number of cases in which people lost hands or legs or incurred severe backbone injuries. Male workers experienced most of these wounds proportionately, while injuries of the female workers can be categorised under specific types such as in legs and hands. Over 50 per cent female workers ended up with almost disabled hands and legs (Figure 7). In other words, these workers seem to have lost their earning ability by working in the industrial sector. The workers have also been afflicted with injuries such as backbone injury and trauma etc., which need long-term treatment to rehabilitate and get back to normal condition.

Even those released after initial treatment were found to be undergoing treatment in local hospitals and clinics on their own. They would also require long time to get back to normal physical condition. A number of these workers now face unemployment due to lack of full physical fitness.

PART C Commitments and their Implementation

10. MAJOR PLEDGES AND COMMITMENTS MADE BY DIFFERENT ORGANISATIONS

Different government organisations and private sector associations had engaged themselves in the rescue operation and other follow-up activities as per their official obligations. At the same time, a number of local and international organisations made pledges and commitments regarding compensation, treatment, rehabilation and legal steps (Tables 5 and 6). A large portion of these pledges were made particularly addressing the immediate challenges and needs. Pledges were also made with regard to legal actions against those who are responsible for the accident. Retailers and international organisations made their commitments with regard to medium-term issues, such as improvement of fire safety and security at the workplace. However, it is to be noted that a large number of activities were also undertaken by different organisations, without any commitments and pledges.

The government has made a number of commitments with regard to compensations for the families of deceased victims, providing treatment to injured workers, rehabilitating family members of deceased workers, and legal actions against those responsible for the incident. Major pledges include Tk. 1 lakh for each of the families of the deceased; two-year plan for physiological treatment for the injured workers including treatment abroad for seriously wounded workers; and rehabilitating the family members of the injured workers. Savar Cantonment authority has prepared three separate lists which include a list of 1,000 workers who need to be given jobs, a list of amputated workers who need to be rehabilitated and employed, and a list of severely injured workers. BGMEA, on the other hand, has made commitments with regard to raising fund for the affected workers. This includes a mere Tk. 25,000 from each of its member factories, and employment for able family members of the disabled workers. Few organisations have also committed to donate in support of the victim workers and their families (Table 5).

Table 5: List of Commitments for the Rana Plaza Victims: National

Issue	Government	BGMEA	Others
Compensation	 Prime Minister Sheikh Hasina had promised to give Tk. 1 lakh to each family of the deceased victims A total of 15 sister concerns under the Petrobangla and the Bangladesh Petroleum Corporation (BPC) will pay Tk. 15 million for the victims Measures would be taken to ensure at least Tk. 10,000-12,000 per month for those who lost their limbs 	 Would give financial help to families of the injured/ deceased workers Will pay salaries to the workers in the five factories Decision to raise funds for the affected people Every member of BGMEA and BKMEA must pay at least Tk. 25,000 in this particular fund 	
Treatment	 Promised to bear the cost of treatment, food and transportation of the patients The government is going to take a two-year plan to ensure psychological treatment for the survivors in the collapse 		 To raise Tk. 100 crore for Savar Tragedy victims by Bank Owners' Association The employees of 47 banks operating in the country will donate one day's salary to help the families of the deceased workers and support the treatment and

(Table 5 contd.)

(Table 5 contd.)

Issue	Government	BGMEA	Others
	 Treatment will be provided until they recover Some of the seriously wounded workers would be sent abroad including in Thailand and Singapore for better treatment 		rehabilitation of the injured victims • Prothom Alo will continue support for the victims through the fund they had raised
Rehabilitation	Take necessary steps for the rehabilitation of the families of the workers, who were killed and injured in the incident Bangladesh Army has prepared a list of 1,000 workers who need to be given jobs, a list of amputated workers who need to be rehabilitated and employed, and a list of severely injured workers	Measures would be taken for rehabilitation and arrangement of jobs for the injured workers, and special arrangement for workers who lost their limbs The disabled workers will be rehabilitated and provided with employment opportunities for their able family members	
Legal Steps	Create fund for workers to file cases through Government Legal Aid Programme; workers can file cases with free legal assistance through this programme The Minimum Wage Board will be formed and it will be effective as of 1 May 2013 whenever the Board is formed The government will constitute a Workers' Assistance Cell to ensure legal rights of the repressed and oppressed people of the society Pledge to punish the responsible for the tragic incident, sparing none of the culprits, to get off scotfree Constitute a State Ministerled committee to look into the safety standards at garment factories Anti-Corruption Commission (ACC) would take legal steps against Rana Plaza's owner and the officials concerned at local administration and	BGMEA requested its members to submit soil test reports and approved building design within a month in order to take measures for improving the building structure of the factories	

(Table 5 contd.)

(Table 5 contd.)

Issue	Government	BGMEA	Others
	Rajdhani Unnayan Kartripakkha (RAJUK) [the capital development authority of Bangladesh] • Amendment of labour law/ form committee to improve working conditions at the garment factories • Setting up Labour Courts at district level		

Source: Based on different published documents and newspaper reports.

The Rana Plaza collapse has drawn huge global attention. A number of development partners, international organisations and retailers have made commitments for immediate needs as well as for medium-term measures to improve the physical and social compliances. The United States (US) government has offered provisions for the victim workers, such as artificial limbs, DNA testing kits

Table 6: List of Commitments for the Rana Plaza Victims: International

Issue	Development Partners	Brands and Buyers*	International Organisations
Compensation		H&M, Inditex, Primark, C&A will spend USD 5 million for the victims Primark, Loblaw and Bonmarché have pledged to compensate families and children of victims	ILO assured Bangladesh of providing full support for the victims of the Savar building collapse
Treatment	 USA offered to help Savar victims by providing artificial limbs The US Federal Bureau of Intelligence (FBI) will provide Bangladesh with the Combined DNA Index System The Government of India will provide assistance in the transplantation of organs for the victims German government has pledged 2.5 million Euro (around Tk. 25.6 crore) for the victims Indian and Thai expert teams will arrive in Dhaka soon to provide artificial limbs to the maimed The Netherlands has promised financial support for the victims 		
Rehabilitation	German government pledged support for job reintegration measures for those who lost limbs or sustained permanent physical disabilities		

Source: Based on different published documents and newspaper reports.

Note: *Who have business relations with the five factories located at the Rana Plaza.

and transplantation of organs. German government has pledged to support the disabled workers with job integration. ILO assured to provide support for the victims of Rana Plaza. Retailers, such as H&M, Inditex, Primark, C&A, who were in contractual terms with the factories at Rana Plaza, announced to spend USD 5 million for the victims. Besides, Loblaw and Primark pledged to compensate the families and children of the victims (Table 6).

It may be noted that a number of major initiatives by the development partners have been undertaken without any prior commitment. These include the accord signed by more than 70 retailers and buyers of the European Union (EU) markets, and the alliances signed by 17 buyers and retailers of North American countries, and social contract between EU, Bangladesh and ILO. Details on these will be discussed in the following section.

Overall, commitments have been made by the major stakeholders on core issues including compensation, treatment, rehabilitation and re-employment. It is important to examine the issue both horizontally and vertically — whether the commitments actually cover almost all the victims, and whether the commitments would meet the required needs of the workers and their families.

11. MONITORING THE PROGRESS OF PLEDGES AND COMMITMENTS MADE BY DIFFERENT ORGANISATIONS

11.1 Rescue Operation Led by Different Organisations

The rescue operation inside the collapsed Rana Plaza building was carried on for over 17 days. A number of government agencies including the Fire Service and Civil Defense authority, the Army, Police, Border Guard Bangladesh (BGB), official volunteers took part in the rescue operation. A large number of private organisations and individuals took part in different activities in connection with the rescue operation. The 9th Division of the Army located in Savar was in overall charge of the rescue operation. A number of units of the Army were involved in the operation which include engineers, doctors and the infantry. The rescue operation had been carried out with limited available equipments including excavator, dodger, loader (chain), loader (wheel), 160 ton crane, locator, jackhammer, rod cutter, glass cutter, stone cutter, etc. The rescue operation was slowed down due to limited equipments. Moreover, accusations surfaced regarding the lack of coordination between different authorities at the initial phase of the rescue operation. Similarly, involvement of the private organisations and individuals in the rescue operation though appreciated, was considered risky without specialised training. Support from all corners of the society for the rescued workers as well as for the rescue teams were well-appreciated. Many private initiatives, for example, Manusher Jonno Foundation and Centre for Disability in Development (CDD) provided cash and medicines for the 288 survivors during 24-30 April, 2013. Teachers, students, alumni and others from the Jahangirnagar University provided support through blood donation, volunteering rescue operation and providing ambulance services.

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

Workers of the factories at the Rana Plaza were entitled to get a number of compensation and benefits as per law. Firstly, they were to receive wages and salary for the existing month (April 2013) and other dues (mainly overtime benefit) as per law. Secondly, they were entitled to receive termination benefit, service benefit and leave benefit as per law. Thirdly, those who died were supposed to get the financial

benefit covered under the life insurance scheme (i.e. group life insurance). Fourthly, the injured were supposed to get the treatment benefit.

11.2.1 Salaries

BGMEA, taking the responsibility of these member factories, has arranged salaries for workers, overtime benefit and other benefits. According to the information from the BGMEA, a total of 2,759 workers received those benefits, of which 2,438 workers received their payment from BGMEA and another 321 workers at hospitals. Since the total number of workers is supposed to be 3,668, about 909 workers or their families did not receive any benefit because of the confusion with the number of missing workers and the lack of identification documents in support of the deceased workers. According to a newspaper report, a total of Tk. 7 crore has been disbursed as the payment of workers' salaries (Table 7). It is alleged that the workers did not get the full compensation for their overtime work. On average, each worker received payment for 60 working hours, although many of them claimed that their payment should have been higher. Moreover, the payment was delayed due to the lack of proper arrangement by the BGMEA.

11.2.2 Deceased Workers

The families of deceased workers were supposed to receive the life insurance benefit of Tk. 1 lakh each. In fact, the Prime Minister's announcement to pay Tk. 1 lakh for each worker appears to be the insurance claim of firms against those unfortunate workers. According to a newspaper report, a total of 777 families of the victim workers have received this benefit from Prime Minister's Relief and Welfare Fund, which amounts to about Tk. 12 crore (Table 7). The distribution of fund from the Prime Minister's Office is well-appreciated, although a large number of victims' families are yet to receive the benefit, mainly due to the problems in identifying the genuine families. In this regard, the government should be more proactive with disbursement of the fund immediately to the remaining families of the deceased workers whose details are available (out of the 834).

In this connection, it is important to have clarification on whether the BGMEA's donation to the Prime Minister's Relief and Welfare Fund (Tk. 3 crore) is the insurance claims of the workers or a fresh fund. A simple calculation follows that the families of 1,132 victim workers are supposed to receive an insurance benefit of Tk. 11.32 crore. Thus the gap means that all the workers were not covered under the insurance policy. It is alleged that factories often do not cover all workers under group life insurance scheme in order to reduce the cost for insurance. In fact, BGMEA maintains the process of group insurance by providing a lump sum amount. In other words, the insurance may not cover all affected workers in the Rana Plaza incident.

Prime Minister has announced to provide financial assistance up to Tk. 15 lakh in the form of Savings Certificates to the victims' families. Already 30 families have received an average of Tk. 10 lakh. Given the urgency of these families, disbursement should be completed soon. In fact, the benefit so far received by the victims' families could be termed as partial horizontal coverage, and would not be considered as vertical coverage. In order to meet the requirement of the victims' families, disbursement of the announced amount for them should be realised immediately. A 5-year Savings Certificate of Tk. 10-15 lakh would assure a net monthly benefit of Tk. 10,000-15,000⁴, which would be helpful for meeting monthly expenses of these families.

⁴Assuming that the interest rate for 5-year Savings Certificate is likely to be 12 per cent per annum.

Table 7: Disbursement of Compensation as per Law and Other Financial Supports

Relevant	Disburseme	Donation to	
Body	Actual	Relevant Fund	
Government			
Prime Minister	So far provided a total of Tk. 11.97 crore has been to 1,016 persons belonging to the families of 777 victims of the Rana Plaza Tragedy from the Prime Minister's Relief and Welfare Fund Savings Certificates worth Tk. 3.3 crore have been given to 30 injured persons from the same fund (Financial Express, 25 July 2013)	Victims are being provided financial assistance up to Tk. 15 lakh in the form of savings certificates (BSS, 26 June 2013) Government allocated Tk. 55 lakh (Prothom Alo, 24 April 2013)	
Ministry of Finance and banking and financial institutions			Donated Tk. 5.24 crore to the Prime Minister's Relief and Welfare Fund
Trade Bodies			
BGMEA	So far disbursed Tk. 7 crore in salaries		Deposited Tk. 3 crore to the Prime Minister's Relief and Welfare Fund
Local Level Private Init	tiative (NGOs and Other Organisa	tions)	
Bangladesh Bank along with other commercial banks and non-bank financial institutions (NBFIs)			Donated around Tk. 90 crore to the Prime Ministers Relief and Welfare Fund (Daily Sun, 11 July 2013)
Prothom Alo Fund	So far spent Tk. 36,83,918		• Fund amount stands at Tk. 1,98,11,809 (<i>Prothom Alo</i> , 9 July 2013)
CRP			• Fund has been increased to Tk. 34,87,886 (as of 29 May 2013)
Dutch-Bangla Bank Ltd.			Donated Tk. 11.27 crore to Prime Minister's Relief and Welfare Fund (<i>Prothom Alo</i> , 19 May 2013)
Chaity Group, Modele de Capital Ind. Ltd, Epyllion Group, Ashiana Group			Handed over Tk. 32.15 lakh to BGMEA (<i>The Daily Star</i> , 13 May 2013)

Source: Based on different published documents and newspaper reports.

Prime Minister's Fund have received donation from the government, non-government, private organisations, banks and from individuals and officials. Prime Minister's Office should disclose details of the total fund received for supporting the victims of the Rana Plaza Tragedy, and reveal the plan for disbursement of this fund.

Beside the official process, victims' families have directly and indirectly received financial support from different private organisations, individuals, social media groups and international organisations. There were some organisational efforts in fund collection and distribution for the victims. For example, Prothom Alo collected an amount of Tk. 1.9 crore and had spent Tk. 36.8 lakh so far (Table 7). CRP received funds from different sources, equivalent to Tk. 34.9 lakh.

11.2.3 Missing Workers

Families of the missing workers are in the most distressed situation. Because of the delay in identifying the 234 deceased persons as well as a large number of untraced workers, these victims' families have not been recognised under any official process. Although information of 332 missing workers have been collected, those were not acknowledged by the BGMEA and other authorities. Hence, these families have been kept outside any formal support as provided for the deceased workers (Tk. 20,000 for the burial of the dead body and Tk. 1 lakh for the family; injured workers received Tk. 42,700). According to the field-level information, these families have received a benefit of Tk. 15,000-16,000 from one of the buyers, Primark, as part of their commitment to support the victims. Government should immediately disburse fund for the families of missing workers by completing necessary cross-verification of identification of the deceased workers (e.g. matching DNA test results, etc.).

There is no updated information about the progress of the commitments made by international retailers. Although H&M, Inditex, Primark, C&A committed to disburse USD 5 million for the victims' families, except Primark the progress about meeting the commitment by others is yet to be made clear. Similarly, no progress is known about the commitment regarding support to the victims' families, made by the companies (e.g. Loblaw, Primark and Bonmarche) which took orders from those factories.

11.3 Commitments and Support towards the Injured Workers for their Treatment and Rehabilitation Afterwards

Injured workers are supposed to receive treatment benefit from the factory authorities. There was no official estimate found about how many workers were injured or what kinds of support these workers have received from the factory authorities. According to the EMCH, which provided initial medical support to the majority of victims, a total of 1,800 workers got different types of treatment which cost an amount of Tk. 1.9 crore. Besides, there are 339 workers who are severely injured and are receiving treatment in different hospitals and clinics. All of these injured workers received all medical services and facilities free of cost for their initial treatment. About 1,000 workers who were admitted to the EMCH were discharged within a week; another 700 workers were under treatment for 1-2 months; and 34 workers with severe injury were shifted to different specialised hospitals such as CRP, Savar, CMH, Savar and Orthopaedic Hospital, Dhaka. Overall, initial treatment support was given to most of the workers.

11.3.1 Concerns Regarding Injured Workers

A large number of the injured workers, on getting release from the hospital, will have to undergo physiological treatment for six months to one year (and even longer). It is found that hospitals and clinics have started charging fees and cost of medicines for these injured workers. These workers will be unemployed for over a year before being able to work at any factory. Thus, they have to fully depend on their families for their treatment. The government's commitment for two-year support for the injured

workers should take into account these aspects. The government should immediately disclose its plan to support the injured workers, ensure long-term treatment facilities without any cost, and take necessary measures for their rehabilitation.

11.3.2 Concerns Regarding Seriously Injured Workers

There were a total of 339 seriously injured workers, as mentioned earlier, sustaining severe injuries in their hands, legs and backs, and a number of them were traumatised. Information of 52 injured workers (mostly injured seriously) collected in early May 2013 revealed that each of them received about Tk. 47,827 on average from three sources (District Commissioner (DC) office, Prime Minister's Office and private sources) (Table 8). These workers received financial benefit as well as medical treatment free of cost. There had been some allegations about wrong treatment in some instances. However, the fact remains that most of these workers, despite getting the treatment, might permanently or partially lose their capability to do heavy works, particularly in labour-driven industrial operation. Thus, a large number of 'efficient' and 'productive' workers have turned into 'unemployed' and would perhaps become 'dependent' on their families. Without proper support, these workers would become a 'burden' to their families.

Table 8: Compensation for the 52 Injured Workers (as of May 2013)

Gender	Number of		Compensation (in Tk.)	
	Workers	DC Office	Prime Minister	Private
Male	22	1,10,000	2,10,000	6,20,000
		(5,000)	(9,545)	(28,182)
Female	30	1,25,000	2,70,000	11,52,000
		(4,167)	(9,000)	(38,400)
Total	52	2,35,000	4,80,000	17,72,000
		(4,519)	(9,231)	(34,077)

Source: Based on collected documents.

Note: Figures in parentheses indicate the amount per worker.

According to the newspaper reports, BGMEA spent about Tk. 2.5 crore for the wounded workers till 25 July 2013. But it is not clear whether the spent amount is provided from the accounts of the factory authority or not. It is thus important to make public the information about the sources of their fund. The BGMEA's initiative to work with the CRP for supporting injured workers with artificial limbs needs clear timeline for implementation. Similarly, implementation of the commitment to re-employ the injured workers or their family members has not been clarified.

A number of private sector organisations including hospitals, labour organisation, banks and insurance companies and multinational companies have undertaken a number of support measures for the injured workers (Table 9). EMCH provided an iconic humanitarian service for the injured workers. A total of 1,800 injured workers have received all types of treatment facilities since the first day of the collapse till date (one patient is still admitted) free of cost. The hospital authority needed to bear an expense of Tk. 1.9 crore for this purpose. A part of this expense was met by the financial support provided by different organisations and individuals. Dip Clinic, a Savar-based small hospital has also provided treatment facilities to the injured workers free of cost. Medical treatment for the injured workers has been continuing at CMH, Savar, National Institute of Traumatology and Orthopaedic Rehabilitation (NITOR), Dhaka, BIRDEM General Hospital and Japan-Bangladesh Friendship Hospital, Dhaka, and Dhaka

Table 9: Steps Taken for Treatment and Rehabilitation

Relevant Body	Steps Taken		
	Measure(s)	Details	
Government			
Ministry of Home Affairs	The Investigation Committee was in favour of selling the land of Rana Plaza and directing the money from the sale to help the victims of Rana Plaza (<i>Prothom Alo</i> , 27 May 2013)		
State Minister for Local Government	The government will acquire Rana Plaza land and take up a long-term plan to rehabilitate the victims' family members there (<i>The Daily Star</i> , 15 May 2013)		
Health Minister A F M Ruhal Haque	The government is going to take a two-year plan to ensure psychological treatment of the Savar building collapse survivors (bdnews24.com, 15 May 2013)		
Trade Bodies			
BGMEA	Spent Tk. 2.5 crore on treatment of wounded workers (<i>The Daily Star</i> , 25 July 2013) The disabled workers will be rehabilitated including employment opportunities given to their able family members (16 June 2013)	Working with CRP to provide artificial limbs to the amputated persons, and also those with spinal cord injury Listed and categorised these injured persons and have started shifting them to CRP for necessary medical attention and rehabilitation programme	
Japan Bangladesh Friendship Hospital and Association of Medical Doctors of Asia, Bangladesh	Jointly organised a follow-up medical treatment for the victims of the Savar Tragedy on 7 June from 9.00 am to 12.30 pm, says a press release (<i>The Independent</i> , 9 June 2013)	Provided medical treatment free of cost, group psychotherapy, free medicine supplies, and distributed 800 kg of rice and 200 kg of daal among the victims	
Others			
NITOR	The authorities of NITOR are preparing for rehabilitation of the victims of Rana Plaza collapse in Savar (<i>The Daily Star</i> , 6 June 2013)	A total of 116 patients were admitted to NITOR after the Rana Plaza collapsed; at present, 40 patients are receiving treatment at this hospital	
Bangladesh Insurance the Association	The Association wrote to the Ministry of Labour and Employment to make it mandatory for the factory owners to ensure the workers' insurance coverage		
BILS	BILS, an organisation of 13 national trade union federations, has set up a support centre at Savar to assist the Rana Plaza victims and their families with proper information (<i>Financial Express</i> , June 11 2013)	BILS officials said the centre will provide all kinds of information needed to support the victims and their families	
	The BILS Support Center arranged psychological treatment to ease the distress and trumatic memory of the Rana Plaza victims; expert doctors of National Mental Health Institute are assisting in this regard	Till 30 June 2013, BILS Support Centre has provided psychological treatment for 70 victims	
	BILS supported 16 pregnant female victims and wives of deceased workers through a package benefits A total of 20 injured victims were referred to different specialised hospitals; of them	The maternity package includes: Regular check-up including medical examination Delivery: BILS will bear all the expenditure of the delivery	

(Table 9 contd.)

(Table 9 contd.)

Relevant Body	Steps Taken		
	Measure(s)	Details	
	14 were admitted to Suhrawardy Hospital, two to BIRDEM General Hospital and four to Japan-Bangladesh Friendship Hospital. BILS has been providing these patients with food and other services. New patients also got the service that was referred from BILS support centre. Recently six patients were admitted to Suhrawardy, four patients to BIRDEM General Hospital and another four patients to Japan-Bangladesh Friendship Hospital, and all of them are getting the BILS services	- Supplementary food - Monthly financial support for family maintenance	
Madhumati Bank Limited	Handed over 100 wheelchairs to the Prime Minister for the victims (BSS, May 30 2013)		
Enam Medical College and Hospital	Spent Tk. 1,89,76,222 for 1,800 admitted patients (as of 9 July 2013)		
TerraTech – a consortium of ten leading IT services firms of the country	Providing IT support to Savar Tragedy victims by creating and maintaining a database of – a) The deceased; b) The injured; c) The dependents of victims; d) The donations received; e) The donations committed; f) The well-bodied survivors; g) The jobs committed; h) Compensation monitoring; i) Individual status monitoring; and j) Help desk support to victims and families		
PPRC	Rehabilitation of 100 families		
Dhaka Ahsania Mission	Take initiatives to support victims		
САМРЕ	Link up with concerned organisations/ agencies/people who are trying to help the distressed and the needy people affected by the Savar tragedy		
Development Partners/II	nternational Organisations		
EU	Launched major global agreement for Bangladesh to improve labour rights, working conditions and factory safety in the country's RMG industry (<i>The Daily Star</i> , 9 July 2013)	Reallocate funds to help rehabilitate the permanently disabled ones	
Young Canadians for Global Humanity	Financial assistance to the victims admitted to CRP and EMCH	 Tk. 25,000 each for those who lost both hands and legs Tk. 9,000 each for the injured but not those who lost their legs or hands Tk. 500 to each involved with the rehabilitation project Tk. 50,000 for two victims in EMCH 	

Source: Based on different published documents and newspaper reports.

Medical College. A number of Savar-based hospitals and clinics, even with their limited resources, provided support to the injured workers free of cost, including Upazila Health Complex, Super Clinic and Diagnostic Centre, Afnan Hospital and Diagnostic Centre, etc. In order to continue getting free medical services from these hospitals/clinics, financial support should be disbursed for these organisations.

Bangladesh Institute of Labour Studies (BILS) has set up a support centre at Savar to assist the victims and their families with proper information, to arrange psychological treatment for the injured workers, and provide financial support to the pregnant victims and their families. The centre also helped the seriously injured workers to get admitted to different hospitals. A number of banks have provided wheelchairs for the injured workers. Various other private organisations and individuals including NRBs and international private organisations extended support (financial and medical) for the injured workers. Jahangirnagar University, Savar provided various kinds of assistance during the rescue operation (ambulance service, blood donation and volunteer services) and financial support of about Tk. 22.4 lakh to Prime Minister's Relief and Welfare Fund and CRP. Therefore, supportive initiatives for the injured workers outside the government and associations (let alone the factory authorities) were broad and substantial.

Young Canadians for Global Humanity, a Canada-based NRB organisation provided financial support (Tk. 5,000-25,000) to different categories of disabled workers who were admitted the EMCH and CRP, Savar. Terratech, a consortium of private information technology (IT) service firms provided IT support to the victims by creating and maintaining a database of: a) The deceased; b) The injured; c) The dependents of victims; d) The donations received; e) The donations committed; f) The well-bodied survivors; g) The jobs committed; h) Compensation monitoring; i) Individual status monitoring; and j) Help desk support to victims and families.

Development partners, particularly the EU has agreed to provide support for the permanently disabled workers under an agreement of social contract. German government pledged to provide support for job reintegration measures for workers who lost limbs and sustained permanent disabilities. Indian government has committed to provide support for transplantation of organs to victim families. Experts from India and Thailand are supposed to work in this regard. It is important to monitor in future how these commitments are fulfilled as per announcement.

Given the enormity of the Rana Plaza disaster and its multidimensional effects, even such extent of support is considered to be very small. Field-level sources say that there were a number of injured workers who did not get any financial benefit, in some cases because they left Dhaka immediately after getting released from the hospital. Moreover, a large number of workers released earlier would actually need long-term treatment support.

11.4 Measures related with Re-Employment of Injured Workers

There were a total of 2,438 survivors in the Rana Plaza incident who are in different physical conditions. These people will need to be rehabilitated and re-employed over time. The Army of Savar Cantonment has prepared several lists of workers in three categories: a list of 1,000 workers who need to be given jobs, a list of amputated workers who need to be rehabilitated and employed, and a list of severely injured workers. Initiatives from the associations and government are, however, unsatisfactory. The government has made arrangement for employing 100 workers in leather factories. BGMEA's commitment to re-employ the workers or employing the family members the disabled workers is not yet implemented. There is no information on re-employing the workers in different garment factories. According to the Bangladesh Garment and Shilpa Sramik Federation, about 60-70 workers have been re-employed as per the available information. Many workers were found to be in poor physical condition and unable to work in the factories. It is therefore important that the government and the associations make the re-employment initiative public.

Table 10: Steps Taken for Re-Employment

Relevant Body	Step(s) Taken
Government	·
Government	Arrangements to provide jobs to 100 workers in leather and leather goods factories have been made (<i>Financial Express</i> , 1 May 2013)
The Army	 Prepared a list of 1,000 garment workers who need to be given jobs, a list of amputated workers who need to be rehabilitated and re-employed, and a list of severely injured workers (<i>The Daily Star</i>, 14 May 2013)
Trade Bodies	
BGMEA	BGMEA will arrange jobs except for those 100 who have been listed by the government to be employed in leather and leather goods factories (<i>Financial Express</i> , 1 May 2013)
Others	
The Westin, Dhaka	Reshma, who survived for 17 days under the Rana Plaza rubble, started life anew by joining as a Public Area Ambassador at the Housekeeping Department of The Westin, Dhaka (<i>The Daily Star</i> , 7 June 2013)
Garments Workers' Associations	Provided support to re-employ 50 workers of Rana Plaza
Grameen Phone	 Grameenphone extended its support on 18 July 2013 to the 300 victims of Savar Rana Plaza building collapse (Financial Express, 19 July 2013) The scheme includes Setting up Flexiloads business facilities for them Two mobile phone handsets Set up attractively designed kiosk for each of the 300 victims to start the Flexiload business Grameenphone distributors will provide training on operational issues to support their business to grow Secretary to the Ministry of Labour and Employment Mikail Shipar, and Chief Human Resource Officer Quazi Mohammad Shahed handed over the Flexiload SIM and mobile sets to the victims
Development Partners/Internationa	l Organisations/Others
UK government	Will make available GBP 18 million (<i>The Daily Star</i> , 7 June 2013) to support a programme for training 100,000 low-skilled garment and construction workers in Bangladesh
ILO	Implementing the Regular Budget Supplementary Account (RBSA) programme of USD 2 million, under which one component is related with rehabilitation of injured and incapacitated workers, in collaboration with the Technical and Vocational Education and Training (TVET) project
	Developed a USD 21 million strategy programme: Improving Working Conditions in the RMG Sector in Bangladesh for rehabilitation and skills training for survivors of Rana Plaza and other factory disasters

Source: Based on different published documents and newspaper reports.

Initiatives from the private sector are rather few. Grameen Phone made an arrangement of proper training on mobile phone service business for 300 injured workers. Trade union associations have been working to get jobs for the workers in different factories. The worker 'Reshma', who was rescued from under the debris of the collapsed building after 17 days, got the job of a Public Area Ambassador at the Housekeeping Department of The Westin, Dhaka. However, a large number of workers remained 'unemployed'.

Rehabilitation of the severely injured 350 workers needs adequate attention from the government and associations. The Prime Minister's Office has announced to provide financial support amounting up to

Tk. 15 lakh in the form of Savings Certificates for the injured workers which would be a source of earning. The government and associations should immediately disburse the financial support for rehabilitating these injured workers.

The progress of the commitments made by development partners needs to be monitored in the coming months. UK government has committed to provide GBP 18 million to provide training to 1 lakh unskilled workers of garments and constructions. The ILO's commitment to spend USD 2 million for rehabilitating garment workers through training needs to be monitored as well.

All these measures for the re-employment process are summarised in Table 10.

11.4.1 Distress of Shop Owners

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

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

Various initiatives undertaken with regard to building safety and related issues were mainly pursued out of legal obligations (Table 11). Five agencies of government have started inspecting factory buildings. A total of 16 factories in Dhaka and two factories in Chittagong have been closed temporarily to improve their infrastructure. A high-powered committee of the government, headed by the Minister for Textiles and Jute, has been working on inspecting the safety and security of factories. A total of 11 teams comprising officials from factory inspection authority, Fire Service Civil Defense authority, PDB, RAJUK and others have completed inspection of at least 20 factories each. They have also prepared reports with recommendations for the next course of action. The Fire Service and Civil Defense authority has also inspected garment factories in Dhaka and Chittagong. The government has decided not to allow setting up any garment factories in vulnerable buildings in order to ensure safety of the workers. In a reaction, Ministry of Commerce mentioned that at least 200 factories are to be shut down immediately due to poor physical condition.

BGMEA has committed to inspect the physical condition of the factory buildings, and therefore, asked members to submit building design and soil test reports. Out of 2,425 running factory members of BGMEA 1,819, and out 1,000 running factory of BKMEA 353 have submitted their required papers to the authority. However, it has yet to set any strategy about how to examine the documents and take appropriate actions. BGMEA has signed a memorandum of understanding (MoU) with the Institute of Planners, Bangladesh and IAB to identify the indicators for building standard. BGMEA has ordered its member factories to remove generators placed above the ground floor of the buildings by 30 May 2013. There is no information about the status of implementation of this order and a progress report needs to be published. It is also important to inform about the developments of various core committees formed by BGMEA.

Table 11: Steps Taken for Building Safety and Security: National

Relevant Body	Decision	Details
Government		
Cabinet Committee on the Garments Industry	The government has decided not to allow setting up any garment factories in vulnerable buildings in order to protect the safety of garment workers (<i>Dhaka</i> <i>Tribune</i> , 8 May 2013)	Sixteen factories in Dhaka and two factories in Chittagong have been closed temporarily to improve their infrastructure. The workers of those factories will get their wages for this period Two task forces have been formed to inspect fire dousing, and introduced complaint systems following ILO regulations and building codes to construct the buildings where the garment factories are housed
Ministry of Commerce	The all-party legislative watchdog on Commerce Ministry suggested that, to protect the country's RMG industry, authorities should close down at least 200 factories, which are in poor condition (Dhaka Tribune, 22 May 2013)	
Government	At least five different Bangladeshi agencies have sent teams to begin inspecting the estimated 5,600 factories	Inspectors and government officials say that this will take at least five years
Trade Bodies		
BGMEA and BKMEA	To remove the generators from the second and third floors of the buildings by 30 May 2013 (<i>Prothom Alo</i> , 18 May 2013)	
RAJUK, BUET, BGMEA, BKMEA	Several core committees have been formed to find out the defective factory buildings (<i>Prothom Alo</i> , 3 May 2013)	
Others		
Bangladesh University of Engineering and Technology (BUET)	A panel of experts from BUET has ordered immediate evacuation of two factory buildings as those have been identified to be risky upon inspection (<i>The Daily Star</i> , 7 July 2013)	Recommended four buildings for immediate assessment for strengthening as those are not at the risks to be of immediately evacuated Released test results for 102 of 150 inspected buildings, while the rest are still underway

Source: Based on different published documents and newspaper reports.

Global initiatives are visible with regard to improving the workplace safety and security and factory buildings. US Department of Labour earlier announced to provide USD 2.5 million for improvements in the enforcement and monitoring of fire and building safety standards to better protect workers in the RMG sector. Applications for the fund have to be submitted within early August 2013, as the fund will be released in September 2013. It will be important to monitor the progress of implementation in the coming months. EU has launched a major global agreement for Bangladesh to improve labour rights, working conditions and factory safety for which the EU will extend technical assistance. Besides, ILO, EU and Government of Bangladesh has launched the Global Sustainability Compact to improve labour rights and working conditions, which will be implemented in 2013-14. It has also established the neutral

Table 12: Steps Taken for Building Safety and Security: International

Relevant Body	Organisation(s) Involved	Objective	Timeframe
Development Par	ners		
USA	The US Department of Labor's Bureau of International Labor Affairs announced a USD 2.5 million competitive grant solicitation (<i>LAB News Release</i> , 13 July 2013)	Fund improvements in the enforcement and monitoring of fire and building safety standards to better protect workers in the RMG sector of Bangladesh	Applications must be submitted by 2 August 2013; All awards will be made by 30 September 2013
EU	Launched a major global agreement for Bangladesh to improve labour rights, working conditions and factory safety in the country's RMG industry	Extend technical assistance to improve labour standards in Bangladesh and other impoverished countries in the region	
Brands and Buyer	S		
US Brands	17 leading US and Canadian clothing retailers established the Bangladesh Worker Safety Initiative	Enforce safer conditions for workers in Bangladesh garment factories	A five-year programme
EU Brands	70-plus (mostly European ones) brands have signed the Accord on Fire and Building Safety in Bangladesh (Industry: Global Union, 15 May 2013)	Make the RMG industry of Bangladesh safe and sustainable through comprehensive inspections, repairs of factories, training and involvement of workers	Implementation deadline 8 July 2013
International Orga	nisations and Development Partners		
ILO and EU	Government of Bangladesh, EU and ILO launched the Global Sustainability Compact (8 July 2013)	Improve labour rights, working conditions and factory safety in the RMG sector in Bangladesh	• 2013-14
ILO	ILO is established as the neutral chair for the Accord on Fire and Building Safety in Bangladesh		
	ILO is implementing USD 2 million RBSA programme	Identification and finalisation of local partners for a preliminary assessment of all factory buildings Procurement of equipment relating to the building assessments Training of 200 factory inspectors Workers' education for the RMG units Prepare for a full-fledged Better Work Programme in Bangladesh	Six months (July- December 2013)
	Developed a USD 21 million strategy programme Improving Working Conditions in the RMG Sector in Bangladesh	 Assessment of building and fire safety Strengthening labour inspection Improving workplace safety Launching a Better Work Programme 	42 months
JICA	Decided to redirect a Tk. 1 billion fund from its small and medium enterprise (SME) financing project to the apparel industry of Bangladesh (<i>The Daily Star</i> , 12 July 2013)	For improvement of working conditions	

Source: Based on different published documents and newspaper reports.

chair for the *Accord on Fire and Building Safety in Bangladesh*. Under its RBSA programme, a number of initiatives will be undertaken including training of 200 factory inspectors, procurement of equipment for building inspection, workers' education and preparation a full-fledged Better Work Programme. Japan Interactional Cooperation Agency (JICA) has provided Tk. 100 crore to take projects for improvement of building conditions. Progress of these commitments should also be made public.

Major retailers of USA and the EU have signed agreements to work for improving factory safety and security in Bangladesh (Table 12). More than 70 retailers and buyers, mostly European, have signed the accord on fire and building safety under which comprehensive inspections, repairing of factories and training of the workers will be implemented. A delegation has made their first visit to Bangladesh to discuss with the stakeholders about various issues related to the modus oparendi of the initiative. This initiative will be implemented by 2014. On the other hand, 17 leading US and Canadian clothing retailers established a five-year long Bangladesh Worker Safety Initiative to enforce safer conditions for workers in Bangladesh garment plants. A major issue related to such initiative is to maintain coordination between EU accord, North American alliance and National Action Plan in order to ensure effective implementation of the programme. The proposed 'unified code of conduct' by any means should not be less than the national rules and regulations (i.e. it should be in addition to the 'national rules'). A global initiative is currently underway to conduct a transparency exercise on the governance of the garment industry under the Garments Industries Transparency Initiative (GITI). An index will be prepared for individual major garment producing countries, based on a set of indicators such as security against fire, building codes, minimum wage standards, child labour, social security, job security, and transparency of terms and conditions of hiring and firing, and working environment. It is important to monitor its progress.

A number of initiatives have been undertaken by the private organisations to provide technical support for improving of building safety and security. BUET has also signed an MoU with American Architect Association of Bangladesh on 18 May 2013 to identify the causes of the collapse of building to avoid these types of disasters in future. Another similar MoU is going to be signed by BUET very soon. BUET is also preparing a list of equipments required in the time of rescue activities. A panel of experts from BUET has requested immediate evacuation of two factory buildings as those have been identified as risky upon inspection. The experts also identified another four buildings which do not need to be immediately evacuated, but need structural strengthening.

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

A number of commitments on legal steps have been made by the government, which include special fund for workers to file cases through the government's legal aid programme, constituting an assistance cell for the workers to ensure their legal rights of the repressed and oppressed workers (Table 13). Besides, government has committed to undertake legal actions to take the responsible persons under punishment; ACC would take legal steps against the owners of the Rana Plaza.

Table 13: Legal Steps Taken by Responsible Organisations

Relevant Body	Measure(s)	Details
Government		
Government	An amended Labour Law got passage in parliament to boost worker rights and ensure freedom to form trade unions (<i>The Daily Star</i> , 16 July 2013)	Allows up to five trade unions in each factory Owners cannot interfere in formation of the trade unions If 20 per cent of workers are women, there should be a women union leader in a factory Owners cannot change factory layout plan without the permission of factory inspectors No exit can be locked
	The National Occupational Health and Safe	ety (OHS) Policy is at final stage for adoption
	Government on 5 June 2013 announced the fine the RMG workers (<i>The Daily Star</i> , 6 June 2014).	ne new Minimum Wage Board for revising minimum pay e 2013)
	The registration process of trade union in (Dhaka 21, Chittagong 8) have been given	the RMG sector has been simplified and 29 trade unions registration in first six months of 2013
	fire door/windows, busbar trunking) in the	Fire Service and Civil Defense, the government has
	Criminal cases have been filed against the owners of the building and the owners of five garment factories housed in the building	The police have arrested the owners of the building, owners of the factories and the Engineers of Savar Pouroshava All the cases are under investigation
RAJUK	The RAJUK has also filed a case against Savar Pouroshava	 In addition to that, the Department of Inspection for Factories and Establishments (DIFE) has filed 11 cases with the Labour Court against the owners of the building and the factories under the provision of Labour Law; the cases are under trial Ministry of Labour and Employment has suspended seven inspector level officers of the Department of Labour and DIFE in connection with Rana Plaza incident and departmental proceedings against them is under process Meanwhile, a replacement has been made in the position of the Chief Inspector of DIFE
The government, the employers' and workers' organisations	Signed a fresh plan of action to integrate the plan of action on fire safety, and a joint statement signed earlier between the three parties after the Tazreen fire and Rana Plaza collapse (Financial Express, 26 July 2013)	The integrated National Tripartite Plan of Action (NTPA) on Fire Safety and Structural Integrity in the Garment Sector of Bangladesh was signed on 24 March 2013, in response to the Tazreen factory fire and the Joint Tripartite Statement adopted on 4 May 2013 in the wake of the Rana Plaza Tragedy
Ministry of Home Affairs	Constituted a five-member committee to investigate the Rana Plaza incident	Report Submitted to C Q K Mustaq Ahmed, Senior Secretary, Ministry of Home Affairs on 22 May 2013
Ministry of Labour and Employment	Constituted a five-member body to investigate the collapse of Rana Plaza	Report submitted to the Secretary of the Ministry on 27 May 2013
Export Promotion Bureau (EPB)	Constituted a four-member committee to investigate the collapse	Report submitted to the Ministry of Commerce on 2 May 2013
Trade Bodies		
BGMEA	BGMEA formed three separate committees to oversee rescue and rehabilitation activities of the Savar Tragedy victims	Report submitted on 26 June 2013 Identified nine reasons for collapse

Source: Based on different published documents and newspaper reports.

As part of taking action, several investigation committees were formed which submitted their reports with recommendations (Table 14). A five-member committee was commissioned by the Ministry of Home Affairs which comprised Mr Mainuddin Khandaker, Additional Seretary, Ministry of Home Affairs as the Chief of the Investigation Committee along with Director, Ashulia Industrial Police, Administrative Director of Fire Service and Civil Defense, Chief Assistant Architect, Board of Architect, and Additional District Administrator of Dhaka. The committee submitted its report to the Senior Secretary, Ministry of Home Affairs on 22 May 2013.

Another probe committee was formed by the Ministry of Labour and Employment which submitted its report to the Secretary of the Ministry on 27 May 2013. It was composed of Director of Labour Department, Chief Investigator of Factory and Institution of Inspection Directorate, Senior Additional Secretary of BGMEA, Deputy Secretary of Ministry of Labour and Employment and General Secretary of Garment Workers' Federation. The committee formed by the EPB submitted its preliminary report to the Ministry of Commerce on 2 May 2013. It is a four-member committee headed by the Director General, EPB. Another committee was formed by the DC office Dhaka which submitted its report to the Cabinet Minister's department.

All the reports have almost the same view regarding the causes of the Rana Plaza incident. Most of the reports have accused similar set of persons as responsible for the event which include owner of the Rana Plaza, owners/shareholders/chairmen of five factories, concerned officials of Savar Pouroshava including the then-chairman, upazila administrative officer, Savar. There are suggestions for cancellation of registration of the factories, arrangement of financial support for workers by selling off the property of the owners of Rana Plaza and the factories, establishment of a central organisation with registered architects and engineers, ensuring quality control and assurance system for the owners.

BGMEA has also formed a probe committee, with one of the Vice Presidents as the Chair, to identify the reasons and responsibles of the accused for the accident. Although there is a broad similarity in the description of the incident with that of the government-formed probe committees, this report had a different view with regard to the reasons for causing the incident. It also differed as regards the responsibilities of different accused persons, and finally recommended a set of actions which are quite different compared to that of the other official reports. The report accused the owner of Rana Plaza as the main culprit for the incident. It has leniently accused the factory owners responsible for the incident. Instead, it accused the concerned officers of Savar Pouroshava, officers of factory inspection authority and other authorities responsible for providing license to the garment factories.

Till date, a total of four cases have been filed against 22 persons, and all accused have been arrested and are in jail. However, the Criminal Investigation Department (CID) is yet to complete the investigation of these cases. It is important to keep an eye on the progress of the CID investigation and how the cases are finally submitted against the accused persons.

Table 14: Main Findings of the Investigation Reports

Authority		Persons		Findings	ngs		Recommendations
		Involved	Reasons of Collapse	of	Responsible Persons Identified	suos	
Ministry of Home Affairs (Report submitted to C Q K Mustaq Ahmed, Senior Secretary, Ministry of Home Affairs on 22 May 2013) Submitted 12 recommendations, including three that should be implemented immediately	•	Five-member committee – Mainuddin Khandaker, Additional Seretary, Ministry of Home Affairs and Chief of the Investigation Committee; others include Md Saedur Rahman, Director, Ashulia Industrial Police; M Abdus Salam, Adminstrative Director of Fire Service and Civil Defense; Shahnewaz Masud, Chief Assistant Architect, Board of Architect; Zillur Rahman,	Extremely poor construction materials Violation of construction rules The municipality did not even follow the Bangladesh National Building Code while issuing the permissions to Rana Plaza It was a 'pancake collapse' in nature	oor rules ality did ow the National e to Rana to Rana ature	Building owner Sohel Rana Savar Municipality	ality	Responsible persons be tried under section-304 and 34 (manslaughter) of the penal code Provide elderly parents and orphaned children of the Rana Plaza victims with aid immediately Pay for and arrange treatment for the injured, and if required, have them sent abroad for better treatment Who had lost limbs should be provided with prosthetic limbs Carry out periodical inspections of factory buildings to assess vulnerability Provide certificates on how long a building could be used, and take subsequent steps to enforce building owners to follow government instructions regarding demolition of structures Formation of CCTV cameras Formation of CCTV cameras Formation of a 'National Disaster Response Force' Ensure that the authorities under Bangladesh National Building Code follow the rules and that they be prosecuted on failure Build RMG villages so that factories could be gradually moved there from towns and from nearby highways Logical and satisfactory salaries for workers
		Additional District Administrator of Dhaka					
Ministry of Labour and Employment (Report submitted to Secretary of the Ministry on 27 May 2013)	•	Khurshid Alam, Chief of the Probe Committee and Director of Labour Department; Habibul Islam, Chief Investigator of Factory and			 24 persons have been identified responsible Eight of the related officials of the ministry, 10 officials of Savar Pourashva including the Mayor, 	ve • Iated lated ficials shva	Take punitive measures according to law against the culprits

(Table 14 contd.)

Authority	Persons	Fin	Findings	Recommendations
	Involved	Reasons of Collapse	Responsible Persons Identified	
	Institution of Inspection Directorate; Mansur Khaled, Senior Additional Secretary of BGMEA; Abdur Rahim, Deputy Secretary of Ministry of Labour and Employment; Kamrul Hasan, General Secretary of Garment Workers Federation		two owners of the building and four of those factories there • RAJUK	
Export Promotion Bureau (EPB) (Report submitted to the Ministry of Commerce on 2 May 2013)	A four-member committee headed by EPB Director General Salahuddin Mahmud	 Found four major areas of irregularities 	 The owners of the five RMG units equally Sohel Rana and his father Abdul Khalek 	 Take legal action against those involved in the construction of Rana Plaza Immediate cancellation of trade licenses and other permissions granted to the five RMG manufacturing units located in the building
District Commissioner, Dhaka (Report submitted on 25 July 2013)	A seven-member committee headed by District Commissioner (Revenue) and Assistant Commissioner (Land); others include Md Ruhul Amin Miah, Deputy Director, Dhaka; Md Nurul Amin, ASP (HQ), Dhaka; Mosharrof Hossain	 Violation of construction rules Weak structure of the building Ignorance of quality control in building equipment and construction Placement of chiller on the 8th floor and electric generator on the 3rd, 7th and 8th floors 	Owner of the building, Sohel Rana and his father Owners of the factories Nine officials of Savar Pourashava Upazila Executive Commissioner, Savar Pouroshava EPB, BGMEA, Board of Investment, DIFE	 Take legal actions against the responsible persons Compensate all the victims based on the list of the workers and pay their salaries The compensation must be shared by the owner of the building as it is not possible to bear all the expense by the government alone Select specific authority in approving the construction of any building and discard the dual or contradictory laws in this regard

(Table 14 contd.)

(Table 14 contd.)

Authority	Persons	Find	Findings	Recommendations
	Involved	Reasons of Collapse	Responsible Persons Identified	
	Dewan, Upazila Health and Family Planning Officer, Savar, Dhaka; Sathi Priyo Barua, Executive Engineer, Department of Public Works, Dhaka; Khandaker Asaduzzaman, Upazila Engineer, Savar, Dhaka	Negligence of responsibilities by the owners of the building and the factories		
Association(s)				
BGMEA (Report submitted on 26 June 2013)	11-member committee BGMEA Vice- President S A Mannan Kochi led the investigation	 Identified nine reasons for collapse Due to rules being flouted at every step of the way The building was constructed using substandard materials 	Owner of the building The owners of the five garment factories housed in the building	 Take legal actions against the building owner and the owners of the factories Take legal actions against the person who approved the design of the building Take legal actions against the relevant officers of the DIFE Take steps to test soil, structural design, layout plan prior to building any structure in future Relevant departments should be instructed to give license to those factories that have the capacity to construct the factory building in future

Source: Based on different published documents and newspaper reports.

A number of private organisations have taken legal steps in support of the injured and deceased workers (Table 15). The organisations such as ASK and BLAST have submitted several writ petitions to get court orders on timely and full payment of workers from the account of the factory owners. The petitions also pleaded to issue a Rule Nisi on the concerned authorities asking them to show cause as to why the collapse victims should not be compensated. Accordingly, a Suo Motu rule has been called upon BGMEA, Sohel Rana, the owner of Rana Plaza, Chairmen and Managing Directors/Chief Executive Officers of the five garment factories located in Rana Plaza, to explain their position as to why they shall not be held liable for the horrific incident, and why they shall not be prosecuted for their failure to protect the lives of the workers of the aforesaid garment industries. The Rule Nisi was issued calling on the respondents Sohel Rana, the owner of Rana Plaza, BGMEA, Phantom Tak Garments Factory Limited and its owner, and Managing Directors of the five other garment factories located in Rana Plaza to show cause why they failed to take necessary steps to discharge their statutory duties under the Labour Act 2006, 'Ogni Protirodh O Nirbapon Ain, 2003' [Fire Safety Act], and Factories Rule 1997 with respect to safety measures in Rana Plaza. The court also asked other respondents of the petition, who are government authorities, to explain why they should not be directed to initiate criminal proceedings against the owner of Rana Plaza and Chairman of Phantom Tak Garments Factory Limited and the Managing Directors of the five other garment factories located in Rana Plaza, and have them arrested them in 24 hours. The court added that why necessary guidelines for building construction should not be given to RAJUK and land/ building owners, and gave directives to take actions in favour of the petitions. It is important to monitor how the directives of the court are implemented by the concerned parties.

Table 15: Initiatives Undertaken on Legal Actions against the Rana Plaza Tragedy

Issue	Organisation(s) Taking Initiatives	Initiative(s)	Detailed Information	Decision of the Court	Source(s) of Information
Initiatives for taking legal actions with regard to payment of victim workers' wages and other benefits	ASK and BLAST	Writ Petition No. 4390 of 2013	The court issued a Rule Nisi on the concerned authorities asking them to show cause as to why the collapse victims should not be compensated	The salaries of the workers should be paid from the accounts of the owners of Rana Plaza and RMG factories, which were located there, under BGMEA's supervision	Court order and writ petition
Initiatives for taking legal actions with regard to compensation for deceased workers	ASK and BLAST	Writ Petition No. 4390 of 2013	The court issued a Rule Nisi on the concerned authorities asking them to show cause as to why the collapse victims should not be compensated	Interim directions on the Bangladesh Bank to issue a circular on concerned commercial banks, imposing restrictions on withdrawal or transfer of money by the owners of Rana Plaza in Savar, and by the owners of the five RMG factories located there	Court order and writ petition
Initiatives for taking legal actions with regard to compensation for injured workers	ASK and BLAST	Writ Petition No. 4390 of 2013	Rule Nisi on the concerned authorities asking them to show cause as to why the collapse victims should not be compensated	Restrictions on withdrawal or transfer of money by the owners of Rana Plaza in Savar, and by the owners of the five RMG factories located there	Court order and writ petition
Initiatives for taking legal actions for setting up of court committee to determine compensation criteria	ASK and BLAST	Writ Petition No. 4390 of 2013		Ordered the Managing Director of Tazreen Garments to submit information regarding the criteria relied upon to determine the compensation awarded in respect of the deceased and injuries caused by the fire	
Initiatives for taking legal actions against factory owners and owners of the Rana Plaza	1. The High Court Division of the Supreme Court	1. Suo Motu Rule No. 09 of 2013	1. The Suo Motu rule called to explain their position as to why they shall not be held liable for the horrific incident and why they shall not be prosecuted for their failure to protect the lives of the workers of the aforesaid garment industries	1. The court issued four interim directions to the Mayor of Savar, the Officer-in-charge of the Savar Police Station, Fazlul Huq, the engineer who inspected Rana Plaza, and the Chairman of RAJUK	Court order and writ petition

(Table 15 contd.)

Source(s) of Information		
Decision of the Court	2. Directed respondents to pay adequate compensation	3.1 Interim direction to Deputy Inspector of General Police (Industrial Police), Director, Industrial Police, Upazila Nirbahi Officer, Savar, Chief Inspector of Factories and Establishments to appear personally before the court
Detailed Information	2.1 Rule Nisi was issued calling on the respondents to take necessary steps to discharge their statutory duties under the Labour Act 2006, Ogni Protirodh O Nirbapon Ain, 2003 [Fire Safety Act], Factories Rule 1997 with respect to safety measures in Rana Plaza 2.2 The court also asked other respondents of the petition, who are government authorities, to explain why they should not be directed to initiate criminal proceedings against the owner of Rana Plaza and Chairman of Phantom Tak Garments Factory Limited and the Managing Directors of the five other garment factories located in Rana Plaza, arrest them in 24 hours and why necessary guidelines for building construction should not be given to RAJUK and land/building owners	3.1 Respondents were directed to show cause before 5 May 2013, as to why their failure to provide adequate security in protecting the lives of thousands of garments workers in five garment factories should not be declared illegal and without lawful authority and why appropriate action shall not be taken against them
Initiative(s)	2. Writ Petition No. 4353 of 2013	3. Writ Petition No. 4428 of 2013
Organisation(s) Taking Initiatives	2. Dr Md Eunus Ali Akond	3. Kamal Hossain Meahzi
Issue		

Issue	Organisation(s) Taking Initiatives	Initiative(s)	Detailed Information	Decision of the Court	Source(s) of Information
			3.2 To show cause as to their failure to perform their statutory duties under Section 61, Labor Act 2006 and Section 23, Police Act 1861	3.2 Interim direction to the Secretary, Ministry of Home Affairs, Inspector General of Police, Deputy Inspector of General Police (Industrial Police) submit compliance report within two weeks	
Initiatives for taking legal actions against others who are responsible for the tragic deaths in the Rana Plaza	1. The High Court Division of the Supreme Court	1. Suo Motu Rule No. 09 of 2013	1. The Suo Motu rule called to explain their position as to why they shall not be held liable for the horrific incident and why they shall not be prosecuted for their failure to protect the lives of the workers of the said garment industries	1. The court issued four interim directions to the Mayor of Savar, the Officer-in-charge of the Savar Police Station, Fazlul Huq, the engineer who inspected Rana Plaza, and the Chairman of RAJUK to produce and/or explain different issues	Court order and writ petition
	2. Dr Md Eunus Ali Akond	2. Writ Petition No. 4353 of 2013	2. The High Court issued a Rule Nishi calling to show cause why they failed to take necessary steps to discharge their statutory duties under the Labour Act 2006, Ogni Protirodh O Nirbapon Ain, 2003 [Fire Safety Act], Factories Rule 1997 with respect to safety measures in Rana Plaza	2. Interim direction to Officer-in-charge, Savar, Dhaka, Upazila Nirbahi Officer, Savar, Sohel Rana, the owner of Rana Plaza, and owner of Phantom Tak Garments Factory Limited and Managing Directors of the five other garment factories located in Rana Plaza to personally appear before the court	
	3. Kamal Hossain Meahzi	3. Writ Petition No. 4428 of 2013	3. Respondents were directed to show cause before 5 May 2013, as to why their failure to provide adequate security in protecting the lives of thousands of garments workers in five garment industries should not be declared illegal and without lawful authority and why appropriate action shall not be taken against them		

(Table 15 contd.)

Issue	Organisation(s) Taking Initiatives	Initiative(s)	Detailed Information	Decision of the Court	Source(s) of Information
	4. ASK and BLAST	4. Writ Petition No. 4390 of 2013	4. The court issued a Rule Nisi on the concerned authorities asking them to show cause as to why legal action should not be taken against the persons involved		
Others	ASK and BLAST	The organisations filed Public Interest litigation in the High Court	Prayed for issuance of show cause as to why the respondents should not be directed to take all necessary measures to ensure appropriate protective measures in particular safety precautions and to implement and enforce legal provisions for the rehabilitation of the victims of such incidents as well as making available medical treatment for victims of building collapse	Court issued show cause as per the writ	Court order and writ petition

Source: Based on collected documents.

12. CONCLUDING REMARKS: SLOW PROGRESS IN DELIVERY OF THE COMMITMENTS

The Rana Plaza Tragedy has placed the RMG sector of Bangladesh in the forefront from a global perspective. It has bound all the players of this global value chain to be accountable for their roles, responsibilities, commitments and pledges with regard to the workers of these factories in particular, and all factories in general. A transparency exercise is the demand of time which has been initiated by the civil society organisations of Bangladesh under the leadership of CPD.

It is hard to imagine the enormity the event of – in terms of deaths, injuries, sufferings; in terms of negligence, irresponsibility; in terms of people's participation in the rescue operation; in terms of global focus and initiatives. To address all of these aspects, it will require huge initiatives from all the stakeholders including suppliers, associations, governments and buyers. As like previous cases, all the parties have made commitments, undertook various initiatives, so on and so forth. However, those commitments were rather scanty against the required needs of the victims and the sector. In contrast, local and foreign private organisations and individuals came out spontaneously with huge support. International organisations, retailers have appeared with a number of initiatives. Hence, the monitoring exercise of the civil society was not confined only within tracking the status of fulfillment. Rather, it seeks to monitor various other initiatives undertaken with a view to focusing on both horizontal and vertical aspects illustrated in this report.

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

The activities of 100 days after the collapse of the Rana Plaza reveals that there are a number of areas where concerned stakeholders have failed to take measures as per their commitments or have failed to take adequate measures as per the need (Table 16).

Compensation to the Workers/Families

About 900 workers did not receive compensation benefits from the BGMEA because of various complicacies including delay in identifying deceased workers who were already buried and also a large number of missing workers. The workers' overtime benefit was not properly estimated. In case of extra hours of work, BGMEA should pay the remaining amount.

Table 16: List of Steps: Immediate, Short, Medium and Long-term

Issue	Suggestion(s)	Responsible Organisation(s)	Timeframe
Compensation to the workers/families	Number of workers must be estimated properly In case of extra hours of work, BGMEA should pay the remaining amount	BGMEA	Immediate
Support for the deceased workers	Government should announce its long-term plan to support the families of the deceased worker	Government	Short
	Make it public how much donation has been collected in the Prime Minister's Relief and Welfare Fund to support the victims	Government	Immediate
	International organisations should expedite implementation of their commitments	International organisations	Immediate
Support for the missing workers	Complete the process of DNA matching and provide necessary support	Government	Short
Support for the injured workers	 Necessary fund should be allocated to local national and private clinics to provide free medical treatment Support till they become fit for work and get their job Government should disclose its two-year plan to support the injured workers for their treatment and rehabilitation Completion of giving Savings Certificates 	Government, hospitals, clinics, NGOs/private organisations (Terratech)	Immediate/short/ medium
Support for the seriously injured workers	Organisations that committed to provide support should implement their pledges BGMEA should disclose how it will support families of the disabled workers and how the implementation will take place	BGMEA, EU	Immediate/short
	Completion of giving Savings Certificates	Government	Immediate
Support for the children of the deceased/missing workers' families	 Necessary financial support should be made available for these children who lost their parents Monitoring the progress of BGMEA's announcement of supporting 300 orphans Organisations which are working on these children (such as Dhaka Ahsania Mission) should get adequate support Information of these children should be made available to these organisations 	Government, BGMEA, NGOs/private organisations (Dhaka Ahsania Mission, Terratech)	Immediate/short
Support for re-employment of workers	BGMEA should officially inform about how many workers of the Rana Plaza have got jobs so far Monitoring the progress of BGMEA's plan of re-employing 1,107 workers	BGMEA, NGOs/ private organisations (Terratech)	Immediate
	Government should also inform about their re-employment plan Programme of the UK could be linked with that of ILO and of the government	Government	Immediate

(Table 16 contd.)

(Table 16 contd.)

Issue	Suggestion(s)	Responsible Organisation(s)	Timeframe
Support for the shop owners	Shop owners of Rana Plaza should get a minimum capital to re-initiate their business along with subsidised credit facility under SME credit scheme	Government, BGMEA	Short
Ensure building and fire safety	Progress about assessing the soil test report and architectural design should be informed	BGMEA	Immediate/short/ medium/long
	The work plan with the private technical organisations under the tripartite agreement must be set There should be separate unit(s) for this at the RAJUK and City Corporation Authorities in Dhaka, Chittagong and Khulna (DCCA, CCCA and KCCA)	Government, RAJUK, DCCA, CCCA and KCCA	
	Necessary financial support must be allocated to extend the operation of the above mentioned institutions Coordination among the local authority and international organisation is needed	Government, BGMEA, EU Accord, North American Alliance	Long/short
Support for legal actions	Government and concerned authorities should take necessary measures to implement the court directives	Government	Immediate/short
	BGMEA should keep out from the investigation and charge-framing process	Government, BGMEA	Immediate/short/ medium/long

Source: Prepared by the Team.

Support for the Deceased Workers

The number of families of deceased workers that did not get the full support as committed by the Prime Minister was 355, and another 332 families of missing workers did not get the compensation from the BGMEA. Government should take immediate measures to complete the DNA matching exercise of the deceased workers and complete paying the remaining families. In case of providing long-term support to rehabilitate these families, the Prime Minister's announcement for providing Savings Certificates of Tk. 15 lakh should be completed soon. Government should announce its long-term plan to support the families of the deceased workers. It is important to disclose the amount of donation collected in the Prime Minister's Refief and Wellfare Fund to support the victims of Rana Plaza, and how much has been spent so far. International organsiations which have committed to support the victims' families should expedite the implementation of their commitments.

Support for the Missing Workers

Families of the missing workers have fallen in a dire state. Other than a nominal amount of Tk. 15,000, these families did not receive any financial benefit. These families were also deprived of getting the compensation benefit from the BGMEA. It is of high priority to complete the DNA matching process and provide necessary support. In case of delay, authorities should be generous to provide the benefit to all the families of the missing workers, for which a list has been prepared. Government should take immediate measures to collect DNA matching kit from USA, for which the latter has made a commitment.

Support for the Injured Workers

A major medium-term challenge for the injured workers relates to continuation of their treatment after getting released from the clinics/hospitals. Necessary fund should be allocated to local, national and private clinics to provide free medical treatment for the injured workers. Besides, these workers need long-term support till they become fit for work and get back to a job. The announcement of the Prime Minister's Office to provide Savings Certificates should be implemented immediately. In this context, the amount of the Savings Certificates should ensure a monthly income equivalent to 1.5 times of the remuneration they used to get while working in factories. Government should also disclose its two-year plan to support the injured workers for their treatment and rehabilitation.

Support for the Seriously Injured Workers

Various commitments which have been made to provide artificial limbs have not yet been implemented. A number of organisations including the BGMEA, German and Indian governments, and Thai experts have committed to provide support for the injured workers who lost their limbs. Government should provide financial support to the hospitals where these workers are currently taking treatment, in order to ensure their long-term treatment free of cost. Many injured workers (and also rescue volunteers) are suffering from psychological trauma. Considering their distress, those organisations which committed to provide support, such as BGMEA and EU, should implement their pledges. BGMEA should disclose how it will support families of the disabled workers and how the implementation will take place. Prime Minister's Office should immediately implement the commitment of providing Savings Certificates to address the long-term needs of the workers.

Support for the Children of the Deceased/Missing Workers' Families

Among the deceased in the Rana Plaza incident, about 250 workers left one or more children. These children are the most distressed among the victims. Necessary financial support should be made available for these children, in order to ensure their long-term secured rearing. It should be mentioned that the BGMEA took charge of 300 orphans who lost their parents. Moreover, organisations in support of these children, such as Dhaka Ahsania Mission, should get adequate support and information about these children.

Support for Re-Employment of Workers

BGMEA should officially inform the number of survivors in the Rana Plaza incident who have so far availed jobs. Based on the list prepared by the Army, 1,000 workers were ready to get back to jobs, BGMEA should disclose their re-employment scheme to different factories. Given the shortage of workers as claimed by BGMEA, there is no reason that these workers will remain unemployed for a long time. BGMEA has planned to re-employ 1,107 survivors in different garment factories. In this connection, the government should also inform about the re-employment plan. Since a number of development partners including the UK government have committed to support victims with training to get jobs, their programme could be linked with that of the ILO and of the government.

Support for the Shop Owners

A total of over 100 shop owners who lost their capital and physical assets in the building collapse incident should be brought under the support measures. These shop owners (those who really operate

a business) should get a minimum capital to initiate new business along with subsidised credit facility under SME credit scheme.

Ensure Building and Fire Safety

BGMEA should inform the progress about assessing the building structures based on the soil test report and architectural design. It should immediately set a work plan with the private technical organisations under the tripartite agreement. There should be separate units at the RAJUK, DCCA, CCCA and KCCA to deal with the issue of permission for industrial buildings. This unit should be handed over the authority to give approval for industrial buildings; however local authorities should continue their other regulatory activities. Considering the limited technical capacity to examine the factory building in the existing institutions such BUET, government should allocate necessary financial support to extend the operation of these institutions.

There should be strong coordination between local implementing authority with that of EU Retailers' Accord and North American Retailers' Alliances to examine, identify and take necessary corrective measures for improving the fire and building safety in the RMG sector. In this context, a 'common code of conduct', which has been discussed among different stakeholders, should be taken into account under the national rules and regulations. In fact, such a code of conduct should be 'national rules plus'. ILO should take a lead role in coordinating these activities. Respective local authorities should be associated in this process in terms of access to the inspection reports of individual factories, providing comments on the corrective measures suggested by the compliance implementing team, and if necessary, taking appropriate measures in case the factory is considered to be 'non-compliant' for operation.

Support for Legal Actions

The government and concerned authorities should take necessary measures to implement the court directives in case of compensation, support to injured workers, taking legal actions against those who are responsible for the incident. The police department tends to be inert while completing an investigation, but it should not occur in case of framing charges against the arrested 22 persons. Besides, cases which have been lodged by the Department of Labour seems to be weak as it was not filed by the appropriate person from the Department. Necessary measures will need to be taken in this regard. Given the severity of the incident, government should not intervene in the legal process, and should ensure that other organisations including BGMEA will not try to influence or hinder the investigation and charge-framing process.

RMG-related Publications by CPD

Books

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- Bangladesh Apparel Sector in Post MFA Era: A Study on the Ongoing Restructuring Process (2008)
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Centre for Policy Dialogue (CPD)

House 40C, Road 32, Dhanmondi R/A, Dhaka 1209

Telephone: (+88 02) 8124770, 9126402, 9141703, 9141734

Fax: (+88 02) 8130951; E-mail: info@cpd.org.bd

Website: cpd.org.bd