

Third Independent Monitoring Report

One Year after the Rana Plaza Tragedy

Where Do We Stand? - The Victims, the Sector and the Value Chain





Third Independent Monitoring Report

One Year After the Rana Plaza Tragedy

Where Do We Stand? - The Victims, the Sector and the Value Chain



Centre for Policy Dialogue (CPD)

Publisher

Centre for Policy Dialogue (CPD)

House - 6/2 (7th & 8th floors), Block - F Kazi Nazrul Islam Road, Lalmatia Housing Estate

Dhaka - 1207, Bangladesh

Telephone: (+88 02) 9141734, 9141703, 9126402, 9143326 & 8124770

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

First Published April 2015

© Centre for Policy Dialogue (CPD)

Cover design

Avra Bhattacharjee

Typesetting and page lay-out Fazley Rabbi Shakil Md Shaiful Hassan

Printed at

Enrich Printers 41/5 Purana Paltan, Dhaka 1000 Lead contribution in this Report was provided by *Dr Khondaker Golam Moazzem*, Additional Research Director, CPD with substantial input from *Ms Adiba Afros*, Research Intern, CPD.

Valuable research support was received from *Mr Kishore Kumer Basak*, Senior Research Associate, CPD; *Ms Farzana Sehrin*, Research Associate, CPD and *Ms Meherun Nesa*, Research Associate, CPD.

The present report was greatly benefitted from the valuable comments of *Professor Mustafizur Rahman*, Executive Director, CPD and *Dr Debapriya Bhattacharya*, Distinguished Fellow, CPD.

This report is the third of a series which CPD has prepared as part of its initiative to monitor the follow-up of the Rana Plaza tragedy.

As may be recalled, 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 1,138 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.

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, shortly after the tragedy CPD launched a one-year programme titled **Post-Rana Plaza Monitoring: A Civil Society Initiative**. The idea was 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 was also to bring transparency and social and collective accountability in the process of implementing the aforementioned deliverables.

In undertaking this initiative CPD has partnered with a number of civil society organisations in Bangladesh. They were – 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 continued this monitoring exercise for one year. Reports prepared as part of this exercise were 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 was prepared by the CPD with active support from its partners. The report was originally presented at a national dialogue on 3 August 2013 at the CIRDAP Auditorium, Dhaka. The second monitoring report titled Rana Plaza Tragedy and Beyond: A Follow-up on Commitments and Delivery was presented at a national dialogue on 26 January 2014, and was later published in February 2014. The current third report wraps up the monitoring work of CPD and its partners over the first year of Rana Plaza tragedy. It may be noted that, although the initial

Monitoring the Rana Plaza Follow-ups

period of intensive monitoring has been over, CPD has continued to follow the progress of the initiatives taken by various stakeholders. This assessment will be captured in the upcoming fourth monitoring report of the CPD.

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, and Bangladesh Garment Manufacturers and Exporters Association (BGMEA). CPD would also like to register its deep appreciation to Canada Fund for Local Initiatives (CFLI), Canada for partnering in the preparation of the second monitoring report.

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 dialogues.

CPD would like to thank *Dr Oliver Turner* for copy editing the report. Valuable support was provided by the CPD Dialogue and Communication Division in organising the dialogues and other events under this initiative, and also in publishing the present report.

Dhaka April 2015 Professor Mustafizur Rahman
Executive Director
Centre for Policy Dialogue (CPD)

Contents

Forew	vord	ν
Acron	nyms	ix
1.	Introduction	1
PART One	A Year of the Independent Monitoring Initiative	2
2.	Activities of the Independent Monitoring Initiative	3
3.	Focus of the Third Monitoring Report	3
PART	В	5
Victir	ms of the Rana Plaza Tragedy after the End of First Year	
4.	Profile of the Rana Plaza Workers	6
5.	Monitoring the Progress of Various Activities in Support of the Rana Plaza Victims	10
6.	Reaction of the Victims/their Family Members regarding Various Initiatives and their Access	23
7.	Major Pledges and Commitments Made by Different Organisations: How Much have been Fulfilled	26
PART <i>Progi</i>	C ress of Activities Undertaken for Workplace Safety and Security at the End of one Year	33
8.	Progress with regard to Fire Safety, Electrical Safety and Physical Integrity	34
9.	Analysis of Factories to be Assessed under the Accord and the Alliance Initiatives	41
PART	D	51
Fulfill	lment of Commitments Made at the International Level	
10.	EU Sustainability Compact	52
11.	Progress of Various Activities to be Undertaken as Mentioned by the USTR for Reinstatement of the GSP	52
PART	E	59
Ехро	rt Competitiveness of Bangladesh's RMG Sector after One Year of the Rana Plaza Tragedy	
12.	. Pre- and Post-Rana Plaza Tragedy	60
PART	F	65
Concl	lusion	
13	Concluding Remarks: Suggestions	66

List of Tables and Figures

Tables			
Table 1	:	Phase-wise Distribution of Issues to be Addressed	4
Table 2	:	Division-wise Distribution of the 332 Missing Workers	8
Table 3	:	Number of Victims of Rana Plaza Tragedy	9
Table 4	:	Financial Support Received from Different Sources	11
Table 5	:	Treatment for Injured Workers	13
Table 6	:	Re-Employment/Training of Workers	16
Table 7	:	Support to Victims' Children	19
Table 8	:	Physical and Financial Condition of Victims and their Relatives after Nine Months	24
Table 9	:	Commitments and their Progress by Institutions/Organisations	28
Table 10	:	Summary of the Implementation Status of the NAP	34
Table 11	:	Findings of the Sample Inspection Reports Shared by the Accord	44
Table 12	:	Progress of Various Activities in connection with Reinstatement of the GSP in	53
		the US Market	
Table 13	:	Growth of Bangladesh's Export to the World	60
Table 14	:	Export Growth of Apparel Products in the US Market	61
Table 15	:	Export Growth of Apparel Products in the EU Market	61
Table 16	:	Export Growth of Apparel Products in the Canadian Market	62
Table 17	:	Changes of Unit Price of Top Ten Products in the US and EU Markets	62
Annexes			
Annex Table 1	:	Financial Support	70
Annex Table 2	:	Treatment to Injured Workers	71
Annex Table 3	:	Initiatives Undertaken by the Development Partners	73
Annex Table 4	:	Re-Employment and Training of Workers	77
Annex Table 5	:	Support to Victims' Children	77
Annex 6	:	Method of Calculating Claims Awards under the Arrangement	78
Annex Table 7	:	Legal Issues	79
Annex Table 8	:	EU Sustainability Compact: Progress Matrix	80
Annex Table 9	:	National Tripartite Action Plan (Updated till 15 March 2014)	100
Annex Table 10) :	Timeline for Implementation of NAP and Other Activities	108
Figures			
Figure 1	:	District-wise Distribution of the 834 Deceased Workers	6
Figure 2	:	Family Profile of the 834 Deceased Workers	7
Figure 3	:	Severely Injured Workers	7
Figure 4	:	Building Structure, Ownership, Partnership in Factories	41
Figure 5	:	Responses from the Impulse Functions	63

Acronyms

ACC Anti-Corruption Commission
ADP Annual Development Programme

ASK Ain o Salish Kendra BDT Bangladeshi Taka

BEF Bangladesh Employers' Federation

BELA Bangladesh Environmental Lawyers Association

BFID Bank and Financial Institutions Division

BGB Border Guard Bangladesh

BGMEA Bangladesh Garment Manufacturers and Exporters Association

BIDS Bangladesh Institute of Development Studies

BILS Bangladesh Institute of Labour Studies

BKMEA Bangladesh Knitwear Manufacturers & Exporters Association

BLAST Bangladesh Legal Aid and Services Trust
BNBC Bangladesh National Building Code

BRTC Bureau of Research, Testing and Consultation

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
CPI Consumer Price Index

CRP Centre for Rehabilitation of the Paralysed

DC District Commissioner

DFID Department for International Development

DMCH Dhaka Medical College Hospital

DIFE Department of Inspection for Factories and Establishments

EMCH Enam Medical College and Hospital

EPB Export Promotion Bureau EPZ Export Processing Zone

EU European Union

FBI Federal Bureau of Investigation (USA)

FSCD Fire Service and Civil Defence

GITI Garments Industries Transparency Initiative
GIZ German Society for International Cooperation

GSP Generalized System of Preferences

GSK Gonoshasthaya Kendra

IAB Institute of Architects BangladeshIFC International Finance CorporationILO International Labour Organization

IRF Impulse Response Function
IT Information Technology

ITUC-BC International Trade Union Confederation – Bangladesh Council

JICA Japan International Cooperation Agency

LGRD Local Government and Rural Development (Division)

MoHFW Ministry of Health and Family Welfare
MoLE Ministry of Labour and Employment
MoU Memorandum of Understanding

MoWCA Ministry of Women and Children's Affairs

NAP National Tripartite Plan of Action NGO Non-Government Organisation

NITOR National Institute of Traumatology and Orthopaedic Rehabilitation

NSDC National Skills Development Council
NTC National Tripartite Committee
OHS Occupational Health and Safety

PSES Promotion of Social and Environmental Standards in Industries

PSTC Population Services and Training Center

PWD Public Works Department

QIP Quantum Index of Production

RAJUK Rajdhani Unnayan Kartripakkha

RBSA Regular Budget Supplementary Account

RMG Readymade Garments

SAFE Safety Assistance for Emergencies
SME Small and Medium Enterprise

TIB Transparency International Bangladesh

ToT Training of Trainers

TVET Technical and Vocational Education and Training

UK United Kingdom
US United States

USAID United States Agency for International Development

USD United States Dollar

USITC United States International Trade Commission

USTR United States Trade Representative

VAR Vector Auto Regression

VERC Village Education Resource Center
YMCA Young Men's Christian Association

1. INTRODUCTION

The memory of the Rana Plaza collapse is still as vivid and distressing even after one year. No one can forget the worst disaster in the industrial history of the world which claimed lives of 1,134 people, injured thousands, and orphaned hundreds of children. Despite various initiatives from national and international levels, the victims and their families still remain in a vulnerable state. Various commitments made by the major stakeholders have only partially been met. With the passing of the first year since the incident, the need to fulfill those commitments has become urgent. It appears that the priorities of different stakeholders have started to shift from the need of the victims towards other issues.

The Centre for Policy Dialogue (CPD) in association with fourteen civil society think tanks under an independent monitoring initiative has been tracking the progress of various initiatives related to the Rana Plaza Tragedy. As a part of this initiative, two monitoring reports have been prepared so far. The first was released 100 days after the Rana Plaza Tragedy, and the second one, nine months after. This report is the third of the series. Over the course of the year, the report has tried to focus on the issue from a comprehensive perspective, covering issues related with the victims, the sector and the value chain as a whole.

This report has been structured into six key parts. Part A discusses briefly the one year of the independent monitoring initiative. Part B provides a brief review on the victims of the Rana Plaza Tragedy and monitoring the progress of various activities in support of the victims during the last year. Part C highlights the progress of activities undertaken for workplace safety and security at the end of one year. Part D discusses the fulfillment of commitments made at the international level. Part E is based on the export competitiveness situation of Bangladesh's RMG sector one year after the Rana Plaza Tragedy, following the concluding remarks in Part F.

PART A

One Year of the Independent Monitoring Initiative

2. ACTIVITIES OF THE INDEPENDENT MONITORING INITIATIVE

The independent monitoring of such an incident is a unique initiative not only from the perspective of Bangladesh, but also at the global level. Unlike other civil society initiatives, monitoring an incident related to the international value chain is relatively new, and has attracted global attention for its independent reporting on the activities of both local and international stakeholders. Besides widely circulating the monitoring reports, the associated partner organisations have also been regularly sharing information of their own involvements in support of the victims through their own organisations, as well as through other networks.

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

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

The expected outcome of this independent monitoring programme is developing a vibrant exportoriented RMG sector in Bangladesh which would maintain the highest level of physical and social standards, and will therefore be recognised as a significant benchmark towards projecting 'Brand Bangladesh' as a globally-recognised model for a compliant sourcing hub.

3. FOCUS OF THE THIRD MONITORING REPORT

Monitoring an event of such a scale over the period of one year requires dynamic perspective. Over the course of time, the nature and the importance of various issues related to an event changes. In this regards, issues identified for monitoring are likely to vary in urgency and importance at different phases. In this context, the monitoring of follow-up activities can be differentiated into three phases (Table 1).

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

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

Source: Prepared by the Team.

- a) Phase One: monitoring the concerns/issues immediately after the incidence;
- b) Phase Two: monitoring short and medium-term issues; and
- c) Phase Three: monitoring medium and long-term issues

The first monitoring report had been overwhelmingly focused on phase one, which was focused on the immediate issues and concerns after the incident. The second monitoring report focused on short and medium-term issues and concerns, which included social aspects such as financial support for the victims and their families; medical treatment for the injured; support for the orphans of the deceased; compensation and legal issues (progress regarding legal measures) and actions as well as measures to be taken towards ensuring fire, electrical and structural safety of garment factories.

After one year, it seems that activities in the second phase are still pending past their expected deadlines. A number of key issues related to workers' sustainable livelihood remain largely unresolved. Further, activities regarding the fire, electrical and structural safety of factories are in their very early stages and will require more time for completion. Thus, the focus of the third monitoring report is still on assessing the progress at the second phase.

PART B

Victims of the Rana Plaza Tragedy after the End of First Year

4. PROFILE OF THE RANA PLAZA WORKERS

Five garment factories were in operation in the Rana Plaza: New Wave Style Ltd.; New Wave Bottom Ltd.; Phantom Apparels Ltd.; Phantom Tac Ltd.; and Ether Tex Ltd. The total number of workers employed in those factories has not yet been confirmed. the number of deaths of workers in the incident was 1,134, 2,438 workers came out alive, and about 330 workers were initially found missing of which 207 workers have been identified through DNA tests.

4.1 Number of Casualties in the Rana Plaza Incident

Deceased Workers

The death toll stands at 1,134, including the 19 who died while undergoing treatment at hospital. The monitoring team retrieved detailed information of 834 dead workers. Among these workers 463 were male and 371 were female. Most were from Dhaka division, followed by Rangpur, Rajshahi and Khulna divisions. The district-wise distribution of workers reveals a nationwide representation in these factories; they were from 59 out of 64 districts in those factories (Figure 1).

A significant number of dead workers were married while a large number of them had one or more children (Figure 2). Out of the 834 dead workers enlisted in this study, 437 workers were married that is about 52 per cent of the total. More female workers were married (62 per cent) compared to male workers (48 per cent). Majority of these married workers about (247 or 56.7 per cent) had children. These children are the direct victims of the tragic incident, as losing parents or having them critically injured or invalid poses a bleak future upon them. Thus the Rana Plaza disaster brought a multi-dimensional impact on the livelihood of these victim poor working people.

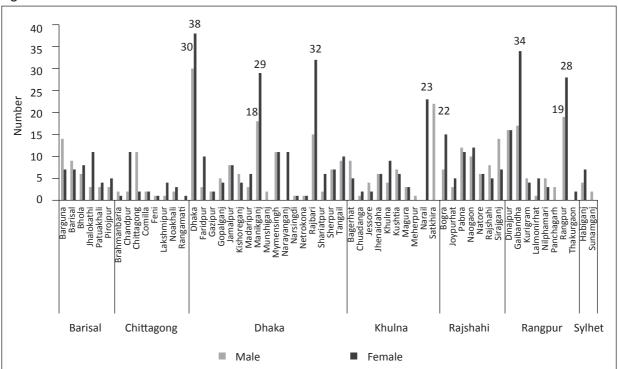


Figure 1: District-wise Distribution of the 834 Deceased Workers

Source: Based on collected documents.

Married with
No Children
19%
(70)

Married with
Children
25%

Unmarried

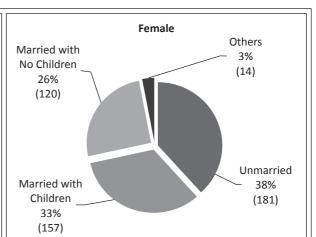


Figure 2: Family Profile of the 834 Deceased Workers

Source: Based on collected documents.

Note: Figures in parentheses are numbers of workers.

Injured Workers

(90)

According to the information initially collected from the Enam Medical College and Hospital (EMCH), a total of 1,800 workers had taken primary treatment there, of which about 1,100 workers were released within a week. Among the rest, 676 were released after taking treatment for 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.

54%

(196)

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

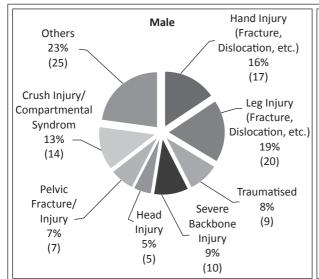
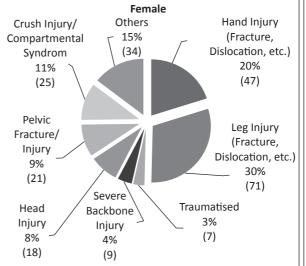


Figure 3: Severely Injured Workers



Source: Based on collected documents.

Note: Figures in parentheses are numbers of workers.

According to the monitoring team, severely injured workers have eight common medical conditions which include hand injury, leg injury, trauma, severe backbone injury, head injury, pelvic fracture, crush injury and compartmental syndrome and others. Male workers were injured with all of these kinds of wounds proportionately, while injuries of female workers can be categorised under specific types, such as in legs and hands (over 50 per cent of female workers ended up with almost disabled hands and legs (Figure 3)). In other words, these workers seem to lose their earning ability to work in the industrial sector. Injuries such as to backbones and trauma are also severe, which require a long period of rehabilitation. Unless these workers receive proper adequate support for treatment, counselling and rehabilitation from qualified professionals, their scopes for earning a normal living will remain limited.

Missing Workers

A large number of workers were missing after the incident at Rana Plaza. According to the initial 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 pay slips, appointment letters and ID cards in support of their identification. Among the missing workers, 233 were female (70.8 per cent), while the other 99 workers are male (29.8 per cent). The majority of the missing workers were from Dhaka division (131), followed by Rajshahi (58), Rangpur (56) and Khulna (39) divisions (Table 2). As per the information, these workers were almost equally distributed amongst different age-brackets – from 15 to 30 years. According to different newspaper reports, a total of 234 unidentified dead bodies had been buried, from which 207 samples were collected for DNA tests. However, a large number of workers remain untraced. Families of these missing workers have since been in great distress.

Table 2: 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.

4.2 Debates over the Number of Victims

One year since the Rana Plaza collapse had been passed; yet there is no full-fledged comprehensive list of victims. A number of lists are available to different organisations, some of whom have gone to great lengths to authenticate the information on each victim. It is important to determine the number of victims, deceased, injured and missing workers. Different sources have mentioned different numbers of victims, which made it difficult to come to an exact number of casualties. The victims can be categorised into five: a) deceased who were identified; b) deceased who were unidentified; c) injured; d) not-injured; and e) missing. Table 3 presents a summarised list of victims as reported by different organisations.

Table 3: Number of Victims of Rana Plaza Tragedy

Category	MoLE	BGMEA	ActionAid Report	BILS Report	Rana Plaza Coordination Cell	Primark
Deceased ^a	1,134 ^b	1,134	1,137	1,135	1,134	
Buried with identification	843	843	836		841	
Buried without identification but identification retrieved	206	206	206	207	206	
Buried without identification and identification missing	85	85	95		87	
Rescued	2,438	2,438	2,438	2,438	2,515	
With minor injury		850				
With major injury ^c				500		
Without injury						
Missing				379	146 ^d	
Total Affected	3,572	3,572	3,575	3,952	3,796	3,621

Source: Prepared by the Team.

Note: a Excludes deceased rescue workers.

Deceased

The total number of deceased is same for most of the noted organisations and so far 1,134 deceased have been reported. However, there are differences in the number of deceased who were not identified, but buried under official arrangements at the Jurain graveyard. According to the initial estimate, a total of 234 unidentified workers have been buried as reported in the First Monitoring Report (CPD, 2013).¹ The number of victims initially buried without identification, prior to the DNA test results, were 291 (BGMEA), 301 (ActionAid) and 293 (Coordination Cell). It is important to note that 157 of the unidentified victims had been ascertained through the first batch of DNA testing using samples collected from over 500 people. Second and third batches of DNA tests had identified another 49 victims (New Age, 2014). In that case, about 85 to 95 deceased remain unidentified. The question is where are their relatives? Did they not contact with the proper authority and submit their samples for DNA testing? Who are those claiming to still be looking for their relatives (in an estimate it is 98) even though their samples did not match with any of the deceased bodies?

Rescued

According to the Ministry of Labour and Employment (MoLE), a total of 2,438 victims were rescued from the collapsed building. However, there are other estimates of number of rescued persons: 2,436 (CPD, 2013); and 2,515 (Coordination Cell).

^bRevised from previously reported 1,132 to include victims who died during treatment.

Excludes one critically injured rescue worker, suffering from paralysis due to secondary roof collapse; receiving treatment at CRP.

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

¹CPD. (2013). 100 Days of Rana Plaza Tragedy: A Report on Commitments and Delivery. First Independent Report of Monitoring the Rana Plaza Follow-ups. Report prepared under the Post-Rana Plaza Monitoring: A Civil Society Initiative. Dhaka: Centre for Policy Dialogue (CPD).

Injured

An initial estimate from the EMCH, one of the main institutions providing treatment to the victims during the initial phase, indicates that about 1,800 workers took treatment there. Of these, about 1,100 injured were released within seven days and the remaining 676 were released within one to two months. The number of severely injured workers, as reported in the First Monitoring Report was 339, of which 232 were female and 107 were male. Taking the number of rescued workers of 2,438, only about 636 victims survived without any injury. Among those survived, some died later which also needs to be adjusted with the list of survivors.

Missing

It is difficult to get an understanding about number of victims who are still 'missing'. In the first report, it was mentioned that about 332 workers have been identified as missing, of which 233 were female and 99 were male. In fact, later an official estimate mentioned that the number of 'missing' is 267. If the workers buried without identification are considered (291-303 before the DNA test results), then the missing workers are supposed to be within that list. But other reports mentioned significantly differing numbers of 'missing' victims with estimates ranging from 100 to 380. Since 206 deceased have recently been identified, the number of missing has been reduced.

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

Total Victims

The total number of victims varies between sources because of the earlier mentioned differences in the estimates of the numbers of deceased, rescued, injured and 'missing'. The numbers of victims as reported in different estimates are: 3,573 (MoLE, BGMEA, ActionAid); 3,952 (BILS); 3,838 (Coordination Cell); and 3,621 (Primark). A total of about 3,573 to 3,952 victims have been reported. An official list of victims under different categories is urgently needed which can be used as benchmark for different follow-up activities. The lists prepared by BGMEA, Prime Minister's Office, MoLE, ActionAid/GIZ, BILS and Primark could be taken into account for preparing this.

5. MONITORING THE PROGRESS OF VARIOUS ACTIVITIES IN SUPPORT OF THE RANA PLAZA VICTIMS

5.1 Rescue Operations of Different Organisations

The rescue operation was carried out for over 17 days. A number of government agencies including the Fire Service and Civil Defence (FSCD) authority, the Army, police, Border Guard Bangladesh (BGB), official volunteers as well as private organisations and individuals took part in the rescue operations. The Ninth 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 included engineers, medical and infantry. The FSCD authority has played a critical role in the rescue operation. The rescue operation had been carried out with limited available equipment including an excavator, a dodger, a loader (chain), a loader (wheel), a

160-ton crane, a locator, an excavator hammer, a rod cutter, a glass cutter and a stone cutter. Due to unavailability of adequate equipment, the rescue operation was relatively slow. There were allegations about a lack of coordination among different authorities initially. Similarly, participation of the private organisations and individuals, although appreciated, was nevertheless risky since many did not have specialised training in such rescue work. Among the many private initiatives for example, Manusher Jonno Foundation and CDD provided cash and medicines to 288 survivors between 24-30 April, 2013. Teachers, students, alumni and others of the Jahangirnagar University provided support through donating blood, volunteering rescue operation and providing ambulance services. Gonoshasthaya Kendra's (GK) emergency medical team provided emergency support through medicine, surgical and orthopaedic instruments by two specialist doctors, six medical officers, ten internee doctors, four pharmacists, 40 MBBS students, 15 paramedics and 20 senior officers of GK's different programmes.

5.2 Financial Support

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

Table 4: Financial Support Received from Different Sources

Form of Support	N	umber of Workers	s/Families Supporte	ed
	Government	BGMEA	Primark	Others
Salary and Allowances	n/a	3,109	3,639	
Burial (Tk. 20,000)	843			
Short-term Allowance	1,000+a	12 ^b		31°
One-Time Support (Tk. 1-5 lakh)	1099			101 ^d
Long-term Support Tk. 10-15 lakh)	38			

Source: Prepared by the Team.

Note: ^aDhaka District Administration: Tk. 5,000 each; ^bBGMEA: Tk. 22,700 each; ^cBILS: Tk. 5,000 each to 29 pregnant workers; Meril-Prothom Alo: Tk. 50,000 to one injured worker and Tk. 10,000 to a widow of deceased rescue worker; ^dMeril-Prothom Alo Trust, Naripokkho.

Legally Entitled Payment

All those employed at the five factories in Rana Plaza are legally entitled to receive their individual payments from the factory-owners. These include monthly wages of April (24 days), overtime allowances (number of hours), attendance bonus (number of days), production bonus (monthly fixed) and others. BGMEA made the arrangements for providing salary and allowance payments to 3,109 workers which amounted to a total of Tk. 7.06 crore, with an average amount of about Tk. 22,700 per worker.² Relatives of the missing and buried as unidentified workers did not receive this entitled amount. Those who worked on a temporary basis (such as thread cutters) were not included in the list, and were thus not paid their entitled earning. Primark, one of the retailers sourcing from Rana Plaza, registered 3,639 victims, provided nine months' wages through bKash (an average of Tk. 31,000). A number of victims have not yet received any compensation particularly through BGMEA. This was also reported by two of the workers during their interviews.

²The current salary payment update from BGMEA indicates that 26 more workers have received payment since the last reporting in October, 2013.

Support from the Government

The Prime Minister's Relief and Welfare Fund is a significant source of funding for the victims. According to a recent update, families of the 843 identified deceased have received funeral expenses of Tk. 20,000 each from the Dhaka District Administration and the Ministry of Relief and Disaster Management. This does not include the families whose relatives were buried without identification. The question is whether the 207 workers who were identified later through DNA test will receive this support or not. In fact, these families are likely to have been enormously burdened all along and financially distressed from having to spentd a lot of money in searching for their missing relatives. Considering their vulnerable state, it is important to consider paying Tk. 20,000 to the families of those who have been identified already. For DNA testing expenses, the Prime Minister's office has sanctioned a grant of Tk. 50 lakh to the Dhaka Medical College Hospital.

As of 23 April 2014, families of 1,748 victims have received a total of Tk. 19,74,50,000 in financial support from the Prime Minister's Relief Fund in different forms including: Tk. 1-5 lakh to 1,099 family members of 798 deceased families; Tk. 10-15 lakh in the form of savings certificate to 38 severely injured victims; about Tk. 1 lakh each for families of 164 victims who have been identified through DNA tests³; and Tk. 10,000 for each of 750 injured who were admitted in different hospitals. However, considering the total number of victims, a large number of families are yet to receive this support. These are: 337 families of 1,134 deceased workers; 38 families among 206 deceased who have been identified through DNA tests; 296 severely injured; and about 1,100 victims who took treatment from different hospitals. The beneficiaries also do not include 134 deceased who have been buried without identification under personal arrangement. According to various reports regarding donations to the Prime Minister's Fund for Rana Plaza victims, over Tk. 127 crore has been collected, out of which, as of 23 April 2014, approximately Tk. 23,00,55,720 has been spent for different purposes. In addition, different government agencies have spent a total of Tk. 4,62,41,220 which includes Tk. 1,21,36,960 for rescue operations by the Army; Tk. 2,53,85,820 for compensation to deceased and injured workers and their families, and for procurement of different emergency equipments and other necessary logistic equipments and a total of Tk. 87,18,440 for rescue and other activities by district commissioners and FSCD.

BGMEA

BGMEA has disbursed a total of Tk. 4.2 lakh in cash to 12 pregnant workers for the delivery and treatment of their babies. It has also donated Tk. 2 crore to the Prime Minister's fund and Tk. 20 lakh for an Eid celebration for the injured at CRP.

Other Organisations

The BILS Support Center in Savar has provided approximately Tk. 5,000 monthly allowances to each of the 29 pregnant workers from Rana Plaza, after delivery. As of December 2013, the Manusher Jonno Foundation has donated Tk. 24, 11,083 towards BILS activities. The Meril-Prothom Alo Trust provided Tk. 50,000 to an injured worker and a Tk. 10,000 cheque to the widow of a deceased rescue worker. This fund has so far collected Tk. 2,21,17,923, out of which Tk. 1,43,57,612 has been distributed across various activities that includes the provision of Tk. 1 lakh in savings certificates to each of 100 workers and Tk. 0.5 lakh in fixed deposit to one worker. Naripokkho provided a victim with Tk. 5 lakh in the form

³http://www.thefinancialexpress-bd.com/2014/04/17/29196

of a renewable monthly earning scheme, whereby Tk. 5,000 is transferred every month to the worker's personal account at a bank in Borguna.

5.3 Treatment to Injured Workers

Initial Treatment

Local organisations have mainly supported the immediate treatment of injured workers with funding support and medical supplies from various public and private organisations and individual members. Tk. 35 lakh from the Prime Minister's fund was utilised for the treatment of a critically injured rescue worker who was taken to Singapore for better support, but later succumbed to his injuries. His widow was provided Tk. 10 lakh from this fund. Local hospitals such as the EMCH, Mukti Clinic at Savar, Japan Bangladesh Friendship Hospital and NITOR provided free treatment immediately after the incident as noted in the previous report. EMCH in particular had provided first aid treatment to over 1,800 victims who were rescued with minor injuries and provided two to three months prolonged treatment to 676 workers (Table 5). A more detailed list is presented in Annex Table 2.

Table 5: Treatment for Injured Workers

Category			Number of Wo	rkers Supporte	d	
	Government	BGMEA	EMCH	CRP	BILS	Others
Immediate Treatment	1	850	1,000+			2,590ª
Total Patients Registered			676	418	900	354 ^b
Surgery			50	18		10°
Artificial Limbs Support	4			10		26 ^d
Neo-natal care					29	37 ^e
Physiotherapy						
Psychotherapy						146 ^f

Source: Prepared by the Team.

Note: ^aProthom Alo: 140; ActionAid: 150; GK: 2,000 rescuers and 300 family members of missing workers.

^bJapan Bangladesh Friendship Hospital and Association of Medical and Doctors of Asia, Bangladesh; AAB: support for 3; GK: 52 in-patients, 182 out-patients.

^cBangabandhu Sheikh Mujib College Hospital: 6; Japan Bangladesh Friendship Hospital: 1.

^dCDD: 10; BRAC: 12; NITOR: 4.

 $^{\rm e} AAB$ and GK.

^fNaripokkho: 130; Sajida Foundation: 16.

BGMEA reports to have supported approximately 850 of the injured workers and assigned three medical teams to look after them at the different hospitals right after the collapse. The Meril-Prothom Alo Trust disbursed Tk. 7,39,776 for the procurement of urgent provisions such as first-aid kits, oxygen spray, food, clothing and water for 140 injured during the incident and ensured their treatment at Dhaka Medical College Hospital and the NITOR Hospital. GK provided immediate support with a team of 97 doctors, specialists, senior officers and student interns. GK alone treated 2,000 rescuers, 300 family members of missing workers, admitted 34 victims in the GK Savar Hospital and performed 21 amputations of which three of the victims were alive at the time of operation. ActionAid Bangladesh, along with partner organisation Population Services and Training Center (PSTC), ensured door to door emergency medical services to 150 wounded workers. GIZ has also supported Awaj Foundation, Karmajibi Nari and United Federation of Garments Workers for providing immediate first-aid treatment and medicine. However, details of the exact amount are currently unavailable.

Treatment Afterwards

Ongoing long-term treatment support has been mostly extended by local and international organisations, while the government's commitments with regards to this remain unfulfilled. As noted in the previous report, details on the Health Minister's pledge towards a two-year support programme for the injured and the Ministry of Home Affairs State Minister's pledge to sell the Rana Plaza land to pay for the long-term rehabilitation of victims' families are yet to be realised. In recognition of the immediate support provided at the time of the crisis, Tk. 2 crore was distributed from the Prime Minister's Fund among 22 clinics and hospitals who provided substantial support to the victims. EMCH alone received Tk. 1 crore for its exemplary service. As updated by MoLE, with the support of the Government of Thailand local authorities were also able to ensure artificial limbs for five Rana Plaza amputees. BGMEA have disbursed about Tk. 3.8 crore towards workers' treatment. Two workers are currently receiving treatment at NITOR and another 16 at GSK under BGMEA's support.

Current records of EMCH indicate that a total of 676 workers were admitted and received free treatment for three months which includes food, clothing and medicine supplies. CRP alone has directly treated a total of 418 Rana Plaza victims. Of these, 10 have received orthotics and prosthetics support, 14 have received spinal fixation and eight had orthopedic operations. An extensive list of individuals – local and international donors supporting CRP's initiatives for the Rana Plaza victims – have been recognised on the organisation's website. These include the Meril-Prothom Alo Trust which has donated 20 wheelchairs and Tk. 7 lakh, and the Young Canadians for Global Humanity which donated USD 9,000. CDD, the National Skills Development Council (NSDC) and a MoLE appointed coordination and information center in Savar, has also provided prosthetics training to 10 workers.

The Meril-Prothom Alo Trust members have coordinated and financed the medical treatment of 77 critically injured victims⁴ at the Bangabandhu Sheikh Mujib College Hospital, EMCH, CRP and the Japan Bangladesh Friendship Hospital. AAB has spent Tk. 3,74,030 on the treatment of two critically injured and two pregnant wives of the deceased, and surgical and post-operational support to three critically wounded patients at the Dhaka Medical College Hospital. GSK organised several medical camps throughout the year to support Rana Plaza victims.

Large medical camps took place at Adharchandra School, Savar. Small medical camps took place at BILS Support Centre, Savar. Between July 2013 and March 2014, 56 critically injured Rana Plaza victims were treated free of charge as in-patients at the GK Dhanmondi Hospital. Another 182 received support as out-patients. Thirty five new mothers and three dependents have been assured free and full support at all GK hospitals for a year and the organisation also pledges to continue to provide free medical services to all Rana Plaza victims at any of their hospitals till January 2015.

Regarding the provision of artificial limbs and support training, based on a Centre for Disability in Development (CDD) survey of victims at EMCH, 24 Rana Plaza workers were reported to require artificial limbs. However, ActionAid Bangladesh on the other hand reported a total of 39 amputees. In total, 40 artificial limbs have been provided specifically for Rana Plaza victims. The government provided four limbs with the help of Thai government, CRP provided 10, CDD contributed 10, 12 limbs were supplied by BRAC and NITOR donated the other four limbs. According to sources, the NITOR's 10-day visit to supply the limbs was unable to adequately support the recipients due to a lack of customisation and training on limb utilisation. BRAC, CRP and CDD on the other hand have had limbs customised to each of the workers with over a month-long training on its use. Despite this however, some beneficiaries claim that they are

⁴There is an overlap with Enam Medical (50) and CRP (20) total patients treated.

unable to utilise these 'expensive' prosthetics. In addition, CDD has also supplied wheelchairs, toilet chairs, splints and crutches to 200 victims and received funding support from International USA for six of the artificial limbs, Tk. 35,000 from Light for the World (Netherlands) to procure raw materials for the four locally-manufactured limbs, and Tk. 32 lakh from Manusher Jonno Foundation for general supplies. For those provided with artificial limbs, it is also important to consider the availability of long-term support since the recipients must change the limbs every two to three years. BILS Advisory and ITUC/BC have reached more than their previous commitment of supporting 70 victims, and ended supporting over 900 workers since the incident. This has been through ongoing physiotherapy and psychotherapy sessions; medicine supply; neonatal care to 29 pregnant workers; including delivery services and postnatal care stipends of approximately Tk. 5,000 per month; and pathological examinations. This centre is expected to close operations by April 2014.

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

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

Financial contributions by international organisations include Tk. 18 lakh from the Canadian government to CRP through their ongoing support programme CIDA-CFLI for the treatment and rehabilitation of Rana Plaza victims. This covers three months' treatment and rehabilitation support to nine patients (Annex Table 3). The Netherlands Embassy has donated Tk. 23 lakh and the Canadian retailer Loblaw has provided the first installment of Tk. 1,17,00,000, part of which includes treatment for another 35 Rana Plaza victims at the CRP. BRAC collected US \$5 million support from Asda and Walmart Foundation. The Children's Place and the Gap Foundation will contribute part of this fund towards long-term support through counselling and rehabilitation of garments workers and to develop a 'social safety net' for those affected by such tragedies (The Daily Star, 17 April 2014).⁵

⁵http://www.thedailystar.net/brac-usa-raises-5m-for-rmg-workers-17488

5.4 Re-Employment/Training of Workers

There has been slow progress in the initiatives jointly undertaken by the government and local and international organisations towards the re-employment of the affected workers and their able bodied family members (Table 6). The current capacity of these programmes to support all the affected victims in due time is also a matter of concern. There are three particular types of re-employment support required. One is for disabled survivors. One is for the non-disabled workers but who are too traumatised to go back to work at factories. The last is for re-employment of the rest. In lieu of the government's pledge to ensure re-employment of 100 workers in the leather industry, CDD – the government-appointed coordination cell for Rana Plaza – in collaboration with the Center for Excellence for Leather Skills Bangladesh (COEL). Also, the ILO and GIZ are to commence skills training of 32 Rana Plaza workers for recruitment in leather factories. A total of 777 injured persons have been provided with jobs at various organisations upon the Prime Minister's directive (The Financial Express, 17 April 2014). A more detailed list of re-employment and training initiatives is presented in Annex Table 4.

Table 6: Re-Employment/Training of Workers

Number of Workers	Re-Employment in RMG	Training	Employment in Other Activities
2,438 ^a	777 ^b	193 ^c	79 ^d

Source: Prepared by the Team. **Note:** ^aFigure of rescued workers.

^bBGMEA: 70, Paramount Textiles/Prothom Alo: 1.

^cCoordination Cell: 32; GIZ: 13; CRP: 148.

^dBILS: 10; physiotherapy assistants, CRP: 10 and Sajida Foundation: 9; ILO/BRAC: 50.

According to the previous report, out of the 100 jobs promised by BGMEA, 70 Rana Plaza victims have been recruited at member factories within the Savar area. BGMEA has also coordinated the vocational training of 272 injured workers at CRP, out of which 123 workers who have completed the course have received provisions to establish shops, poultry farms and rickshaws. The latest update from the BGMEA also mentions an upcoming project along with Porticus Asia Ltd. and Caritas Luxembourg to provide support to 175 of the closest relatives of the unidentified deceased workers. The BILS Support Center has linked interested workers to the Coordination Cell for employment support and also started a three month programme in December 2013 to provide physiotherapy training to a batch of 10 workers. These workers will later be referred to related medical institutes such as CRP and the GSK for possible jobs as assistants. Prothom Alo Trust has ensured recruitment of one of the survivors at Paramount Textiles. Grameenphone Flexiload business support, as previously mentioned, has been promised for 300 workers.

GIZ has incorporated an Inclusive Skills Development and Reintegration of Persons with Disabilities component in their PSES project, with Rana Plaza victims a new target group. The German government has pledged €2.5 million (approx. Tk. 25.6 crore) for this project. Along with Dhaka Ahsania Mission (DAM), CDD and the Ministry of Women and Children Affairs (MoWCA), this project is to ensure skills training for 1,500 workers. Fifty factories have also been selected for assessment, based on which the infrastructural and human resource capacities are to be developed to accommodate the trainees. CDD will also provide training to mid and top level management to ensure the smooth integration of disabled workers. GIZ has linked another 300 victims (workers and families) to the 'Female Operator to Line

⁶http://www.thefinancialexpress-bd.com/2014/04/17/29196

Supervisors' and Sewing Machine Operators courses operated by DAM at the Ministry of Women and Children Affairs' training institutes at Jirani (Gazipur) and Baserhaat (Dinajpur). There are currently 16 classrooms available for training at both the locations, which can accommodate a total of 320 workers, and the sessions are conducted by both government and DAM trainers with a current average of 16 trainers between the two facilities. The first training batch started on 16 January 2014 with 13 participants from Rana Plaza. The training is free for two months, and includes an additional Tk. 4,000 stipend for non-residential trainees.

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

Contributions from development partners include £4.8 million from the UK government and £9.6 million each from the Netherlands and Canadian governments towards the ILO Improving Working Conditions in the RMG Sector in Bangladesh project. A component of this includes rehabilitation and livelihood improvements for disaster victims (Annex Table 3). Department for International Development (DFID) has also promised to include Rana Plaza workers in their current low skills garments and construction worker training programme, with a fund allocation of £18 million. The EU-funded the Tk. 136 crore TVET Reform project, an initiative by the government and implemented by the ILO in collaboration with BRAC. This will also include the training of injured and disabled Rana Plaza workers through the NSDC Secretariat. The previously mentioned USD 2 million programme allocation in the Regular Budget Supplementary Account (RBSA) is directed towards factory safety issues.

A job fair on January 10 2014 was jointly organised by the MoLE Rana Plaza Coordination Cell, BGMEA and GIZ. AAB is currently designing a rehabilitation and reintegration programme for 200 workers with disabilities. The National Action Plan on Livelihood, Skills Development and Employment for Rana Plaza victims developed by the AAB and GIZ is also included in the previous initiative.

5.5 Support to Victims' Children

In the previous report it was noted that 250 workers have left behind one or more children and there have been some small-scale efforts through local and international organisations for provide for them. According to a survey conducted by the Village Education Resource Center and Save the Children, 700 children of Rana Plaza victims have been affected by the incident. As per the Prime Minister's directive,

education is being provided to 14 orphans at the Rajshahi Cadet College School and another 17 girls are being taken care of under the management of Anjuman-e Mofidul Islam, a local welfare organisation (The Financial Express, 17 April 2014). A recent update from BGMEA officials states that several RMG owners have offered to take responsibility for 285 orphans (revised from 300) through provisions such as medical care, clothing, housing and education until they reach 18 years of age. So far, only 29 orphans have expressed their willingness to accept this support, of which 14 boys and 15 girls were handed over to ORCA Homes at Chittagong and Girls Orphanage, respectively. Another orphan youth has been admitted to the BGMEA University of Fashion and Technology and offered a job at BGMEA. It is vital that further details on who has been contributing towards such efforts, along with regular updates, be made available to ensure accountability and that these commitments are met on time. A part of Naripokkho's joint programme with Primark also involves supporting four Rana Plaza orphans until they complete higher level education. The IAB has committed to provide support to 10 orphans of Rana Plaza victims for a period of 10 years. A more detailed list regarding support to victimised children is presented in Annex Table 5. Approximately Tk. 44,42,622 of the Meril-Prothom Alo Fund has been allocated to support the educational expenses of 20 orphans affected by the tragedy.

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

AAB provided financial assistance to four orphans who have lost both parents in different incidents, allocated Tk. 11 lakh for further support to the children of the deceased and along with Save the Children and PLAN Bangladesh have allocated another £70,000 for long-term support. The exact number of beneficiaries of the latter fund is currently unknown. VERC is supporting 176 children with educational facilities, financial assistance and vocational training to their guardians. Each child also received Tk. 1,500 and 100 of them received Tk. 20,000 in fixed deposit accounts in December (The Daily Star, 2013). The Office of Social Services through the Child Sensitive Protection of Bangladesh scheme funded by UNICEF has provided the first payment of Tk. 12,000 to each of the 14 children of nine victims, as a part of three semi-annual installments (The Daily Star, 2014). The Optimists, a US- based social service organisation, has distributed Tk. 7,12,800 to 81 children, averaging to Tk. 8,800 per child.

As indicated in Table 7, the greater amount of support is focused towards ensuring the long-term livelihoods of these children, which is a promising step. However, without a thorough assessment establishing an accurate quantitative representation of the affected, it is likely that an even greater number of children will remain deprived of adequate support. So far, the AAB and Save the Children have conducted the most notable study in identifying the needs of children, which covers 2,297

Table 7: Support to Victims' Children

Number of Children	One-Time Support	Long-Term Support
700 (?)	AAB: 4	BGMEA/ORCA/Anjuma-e-Mofidul Islam: 29*
	Office of Social Services/UNICEF: 14	Naripokkho: 4
	The Optimists: 81	IAB: 10
	Total: 99	Sreepur Village: 138
		JUTA: 8
		YMCA: 10
		Sneha Foundation: 19
		VERC/ Save the Children: 176
		Meril-Prothom Alo: 20
		Total: 414

Source: Prepared by the Team.

Note: *Different garment-owners offered to take the responsibility of total 285 orphans, if the orphans/their custodians agree.

participants and reflects some of the key areas of concern regarding the rehabilitation of orphans and other young dependents.

5.6 Compensation to the Victims and their Families

One of the major social issues which exist 100 days after the Rana Plaza incident is to provide compensation to the victims of the Rana Plaza Tragedy. Two initiatives are currently ongoing at local and global levels. Both are still only halfway towards providing compensation due to several complexities in terms of lack of participation by retailers and suppliers, legal issues, methods for estimating the compensation, collection of funds and its disbursement, etc. However, this is the first initiative of its kind where major stakeholders are participating towards workers' compensation. The local initiative is legally binding under specific provisions of the Fatal Accident Act 1855. Similar provisions have also been made in the ILO Convention C017 (Workmen's Compensation (accidents) Convention, 1925 (No. 17). It is not mandatory for Bangladesh to comply with this as it is not a signatory to this convention. The convention is also yet to be ratified by other major apparel-exporting countries including China, India, Vietnam and Indonesia. Under such circumstances, both local and international buyers rely upon this international convention for deciding compensation for workers.

Local Initiatives under the Directives of the High Court

A committee headed by the GOC, Ninth Infantry Division has been formed with the verdict of the High Court to determine compensation for the RMG workers. Based on the ILO convention, the committee has estimated compensation for workers assessing different kinds of casualties: deceased and categories of injured workers in different states. The committee has initially proposed Tk. 20,00,000 (USD 26,000) for each of family of the deceased and missing workers; Tk. 10,00,000 for those who lost one limb; Tk. 15,00,000 for those who lost two limbs; and Tk. 20,00,000 for workers who lost more than two limbs. An amount of Tk. 6,00,000 is proposed for each of the injured workers undergoing long-term treatment.

The committee has discussed this proposal with other stakeholders including BGMEA and the ILO. The estimation of compensation for different categories of workers is found to be too 'high' by others. The ILO found the method not to be fully compliant with its convention and also reflecting higher compensation estimates as it has included an additional component of 'workers healing/cost'. The BGMEA, on the other hand, indicated that the organisation is not in a position to provide such a high amount of compensation

to the victims; their proposal for the highest level is about Tk. 7 lakh. Taking into account the concerns raised by stakeholders, a revised estimate has been prepared by the committee which is to be finalised in the next meeting they attend. According to the revised estimates, the committee suggested Tk. 14.5 lakh for the family of each of the deceased; Tk. 7.5 lakh for each of the workers who lost one limb; Tk. 4.5 lakh as treatment cost for each injured worker; and Tk. 1.5 lakh for the mentally distressed (The Financial Express, 24 January 2014). The recommendation did not specify who will take the responsibility of paying the compensation, but suggested that factory-owners, BGMEA and international buyers and retailers share the burden.

Given the urgency of compensation for victims' families, the High Court should immediately provide a directive to implement the disbursement towards different categories of victims including sources of funds for this compensation, operational mode to provide the compensation to the victims and their families.

'Rana Plaza Trust Fund' under the Initiatives of Brands, Retailers, Employers and Trade Unions

The initiative has been a joint effort of a number of European and Bangladeshi organisations which include IndustriALL; the Clean Clothes Campaign; a number of brands and retailers; the Bangladeshi government; BGMEA; Bangladesh Employers Federation (BEF); and the main Bangladesh labour union coalitions. The organisations met a number of times in Geneva where the ILO led the discussions on compensation for Rana Plaza as well as the Tazreen Garments victims. While 11 retailers from the EU participated in the discussion, no US based retailers were present.

Based on the compensation estimates for the victims of Spectrum Garments using the benchmark of the ILO, an approximate total of USD 74.5 million has been estimated to be required to compensate the victims of Rana Plaza. During the discussions in September, four brands (Primark, Loblaw, Bonmarche and El Corte Ingles) have committed to contribute USD 40 million to the compensation fund in support to the victims.⁷

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

According to recent reports from the ILO, which is part of the Rana Plaza Coordination Committee, a single approach has been established in accordance with the ILO Convention 121 and the Bangladesh Law to compensate 3,600 Rana Plaza victims. On March 28 2014, Primark – which was sourcing from New Wave Bottoms – announced to directly compensate the workers from that factory in accordance with the procedures defined by the Coordination Committee. A notable progress with regards to compensation is that a tentative timeline has been established and disclosed in assurance of the payments as per the

⁷Primark as a part of its vulnerability assessment has also hired researcher to establish a customised approach towards compensating the victims of the 550 New Wave Bottom workers. In collaboration with the Dhaka University Disaster Management Department, the research focuses compensation on three major categories: biographical data related to age, income and status in family; long-term consequences of injuries; and the highly subjective component regarding social and religious influences on the lives of the female workers and dependents and their control over earnings (The Wall Street Journal, 2013).

meeting minutes of the Multi-Stakeholder Coordination Committee for the Trust Fund on 18 March 2014 which was chaired by the ILO. Primark provided the first installment of Tk. 50,000 to 430 victims on 28 March 2014. The remaining 150 victims from New Wave Bottoms will receive payments by 11 April upon the submission of proper documents. Primark expects to complete full payment to this batch of workers by May 2014 and the rest of the 3,600 victims affected by the incident are also to receive an installment of Tk. 50,000 each from the Trust Fund by 15 April 2014 (The Financial Express, 2014).8 By 30 April 2014 it is expected that the decisions for further installments will be settled and Primark particularly expects to complete full payment by the end of May 2014. Further details on the technicalities of the arrangement, such as verifying the list of victims and calculating the amount of compensation applicable as per various procedures such as injury assessments, personal information, vulnerability conclusions, are also discussed briefly on the official website.9

In a recent Coordination Committee meeting it was confirmed that contribution of Primark is to be considered under the single scheme. Therefore, in addition to its USD 9 million support towards New Wave Bottoms workers, it will also contribute USD 1 million to the main Trust Fund. A total of 14 retailers have been publicly listed as donors to this Trust Fund: Bonmarche; C&A Foundation; Camaieu; El Corte Ingles; Inditex; Kik; Mango; Mascot; Loblaw; Premier Clothing; LPP S. A.; N Brown Group; Premier Clothing; and Primark. BRAC USA has also contributed USD 2,205,000 to this fund with the support of Walmart, Asda, Children's Place, VF Foundation, and the Gap Foundation. As of 4 April 2014, the official Rana Plaza Trust Fund website claims a total balance of USD 15 million, of which USD 6,827,326 is currently in the Trust Fund, USD 1.3 million remains in pledges and USD 7 million is being provided by Primark. More recent news updates indicate that the total has risen to USD 17 million which also includes a donation from H&M of USD 0.1 million (The Daily Star, 17 April 2014).

According to CCC reports, clothing for a total of 12 brands was recovered from Rana Plaza: Premier Clothing (UK workwear supplier); Loblaw (Canadian retailer); Benetton (Italian clothing brand); PWT (owner of Texman brand); C&A (Dutch retailer); Wal-Mart (US retailer); Mango (Spanish clothing company); El Corte Ingles (Spanish department store); Manifattura Corona (Italian Company); Bonmarche (UK value fashion retailer); Primark (British retailer); and Matalan (British company) (The Guardian, 2014). All these brands have been noted to have provided some form of support through local organisations such as the CRP and BRAC. However, Benetton, PWT, Wal-Mart, Manifattura Corona and Matalan have not contributed towards the Rana Plaza Donors Trust Fund.

The ILO discussion with the buyers regarding compensation did not progress far. Initially 12 brands had expressed their willingness to participate in the discussion on workers' compensation. But unfortunately, the majority of the North American retailers/buyers remained out of this.

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

⁸http://www.thefinancialexpress-bd.com/2014/03/29/25939

⁹http://www.ranaplaza-arrangement.org/news/minutes-of-the-first-extraordinary-meeting

¹⁰http://www.theguardian.com/world/ng-interactive/2014/mar/17/rana-plaza-factory-collapse-compensation-interactive-guide?INTCMP=ILCNETTXT3487

A major challenge of paying the compensation is identification of relatives of the deceased and missing workers. The Trust Fund follows a specific definition based on the amended Labour Act 2013. According to the Act, relatives of a worker eligible for compensation include direct dependents such as the wife of a deceased worker, children less than 18 years old/physically challenged, unmarried daughters and widowed mothers. Indirect dependents include another ten categories of relatives. It is important to follow a 'generous' definition of relatives, relatives of missing workers, and the nature and extent of victim injuries to set the level of financial support so that none of those eligible are left unattended. In the case of defining the injury, a generous criteria needs to be set in terms of the extent of vulnerability in maintaining a 'normal' life. The families of missing workers who have not yet identified need to be accommodated generously for financial support. Given the poor public documentation system, it is wise to use circumstantial evidence to meet the criteria.

The unavailability of a single official list of victims remains a frustrating reality and inconvenient impediment against the delivery of compensation to the families of those victims who remain in devastation. Several comprehensive lists have been established among various organisations. These include Primark which has provided nine months' salaries to 3,639 workers assumed to have been employed at Rana Plaza factories at the time of the incident and another 1,265 households who were provided immediate support. In addition, ActionAid has performed an extensive survey on 2,222 victims; BRAC collected detailed information on 1,693 victims and the Prime Minister's Office has already distributed financial support to 1,748 victims. Also, Savar Cantonment accumulated three lists of different categories of injured victims; BGMEA has a list of all the workers at the five factories since they claim to have provided salaries to all of them; and the Ninth Infantry Division GOC has accumulated a list of total victims following the rescue operations. Yet despite the availability of such information, there has not been a single consolidated effort to use this information and present a legitimate list respectfully acknowledging each of those who have perished and those who are still suffering as a result of such a brutal tragedy.

A coordination committee has been set under the directives of the ILO which operate under an advisory board. The office examines each of the cases and checks the physical condition with the support of the CRP to understand the extent of vulnerability of the victims. A total of 248 persons have so far submitted their claim for getting compensation. The Trust Fund will publish the first list of claimants in May 2014 and will provide financial support as per the estimated amount. The calculation method is provided in Annex 6.

5.7 Rescue Workers

About 150 rescuers who contributed towards the rescue operation after the collapse were each awarded prize bonds of Tk. 5,000 by the Bangladesh Bank in recognition of their heroic service (The Daily Star, 2013). Yusuf Ali Sardar, one of the critically injured rescue workers suffering from paralysis as a result of a neck injury, is currently receiving treatment at CRP. His medical costs are being supported by the Canadian government's donation to the organisation and his family is currently surviving on the Tk. 10,000 monthly interest payments from the Prime Minister's Tk. 1 lakh donation support (Dhaka Tribune, 2014). As previously mentioned, Naripokkho, with supporting partners, has also facilitated experience-sharing sessions with 55 and three psycho-social counselling sessions to 75 rescue workers. The Meril-Prothom Alo Trust Fund also extended financial support to five rescue workers; related to this a deceased rescue worker's widow has received Tk. 10,000.

5.8 Legal Issues

There has been dismal progress on the legal commitments noted in the previous report. The CID claims to have recorded the statements of over 600 people and gathered evidence in the forms of expert opinion, television footage and newspaper reporting. However, the final investigation report and the list of prosecution witnesses are yet to be submitted, which has surpassed yet another deadline set for 24 December 2013 (New Age, 2013). Out of the 22 accused in the two cases submitted under the Criminal Procedure Code and the Building Construction Act, eight have secured bail from the High Court, which include Sohel Rana's (building owner) father and an engineer (bdnews24.com, 2013). Perhaps the recent charges against the Tazreen owner can shed the slightest hope of ensuring justice towards the victims in due time (Annex Table 7).

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

On 23 March 2014, the High Court granted six months bail to Sohel Rana in a case filed by Savar Pouroshava for violation of the building code during the construction of Rana Plaza. However, he will not be released from jail as other cases filed by the Savar police remain pending. The bench has so far refused to hear the bail petition filed by the defendant's lawyers for the loss of lives in the collapse. The Deputy Attorney General has stated that an appeal against the recent bail will be presented before the Supreme Court (The Daily Star, 2014). As part of the High Court order to seize the property of Sohel Rana, the District Commissioner has seized assets including 18 decimal land of Rana Plaza area, 10 decimal land of Rana Tower, and 1.47 acre of land located in Dhamrai, Savar.

6. REACTION OF THE VICTIMS/THEIR FAMILY MEMBERS REGARDING VARIOUS INITIATIVES AND THEIR ACCESS

Table 8 presents information on the financial and physical conditions of victims and their relatives who have been recently interviewed by CPD. Eight survivors and three family members of the deceased were interviewed at the BILS Support Center in Savar regarding their past and current earnings, physical conditions, the types of financial and medical support received since the incident and expenses incurred for treatment. Due to the location of the interviews, all the workers (except for the family members of the deceased) have received medical services from the BILS Support Center through free physiotherapy sessions, neonatal care and medicine supply. Other organisations noted for providing such services are CRP, CDD, General Hospital and Suhrawardy Hospital. However, two participants incurred medical expenses personally as they were not aware of the available provisions at the time

¹¹http://www.thedailystar.net/bail-for-rana-plaza-owner-16994

Name	Age	Married (Y/N)	No. of children	Worked in which factory	Amount earned (Tk.)	Current status of job	Earnings	Total earnings of the family now (TK.)	Physical condition	What kinds of treatment are taking?	Expenses required for treatment (Tk.)	Financial support got for such treatment	Other kinds of support received (other than financial/treatment related)
Afroza	27	>	е	New Wave Style Helper	3,500	none	none	none	Memory loss Unable to sit	BILS: Physiotherapy CRP: 1 months medication CDD: CT scan	none	CRP, CDD, BILS	Sneha Foundation: paid for children's education for 4 months
Rehana (dead) spoke to mother		*	n/a	New Wave Bottoms Helper	3,500 6,000 w/ OT	none	none	none	1	1	1	-	Bkash (Primark): 31,000 Govt.: 1 lakh No support from BGMEA
Sabina	35	*	8	Ether Tex Sewing Operator	5,100 9-9,500 w/ OT	None	Husband 4000tk	4,000	Trauma Headaches Unable to sit and do housework	BILS: physiotherapy and ultrasound	Shima Hospital- 1,500	BILS CRP	Bkash: Tk. 31,000 BGMEA: Tk. 10,000 (no Eid bonus)
Asma	25	>	2	New Wave Style Sewing Operator	9,100-9,500 w/ OT	None	Husband- Rickshaw Puller 8-9,000tk	8-9,000	Leg Fracture Pregnant	BILS: Pre-natal care	200 medicine on the first day, unaware	BILS Govt hospital CRP	Bkash: Tk. 31,000 BGMEA: Tk. 10,500 (should have been more with OT)
Shima (Missing), spoke to sister in law	18	>-	none	New Wave Style Helper	3-3,500 with OT	None	None	None	None	None	None	None	Missing Expecting to hear from the recent batch of DNA testing
Mukta	25	z	1	New Wave Style Operator	5,200 8-9,000 w/ OT	None	Husban, farmer 6,250- 7,000tk	6,250-	Side pain Water in kidneys	BILS: Pre-natal care and medication	None	BILS	Bkash: Tk. 31,000 BGMEA: Tk. 9,800
Mariam	19	Z	none	New Wave Style Operator	3,800 5-5,500 w/ OT	Bag FactoryHelper	3,000tk	8,300	Back Hurts	None (no time to come in for treatment)	300-500 for medicine	BILS: medicine	Bkash: Tk. 31,000 BGMEA: Tk. 6,000
Selina	22	z	none	New Wave Style Senior Operator	5,100 8-9,000 w/ OT	Bando Fashion Operator	5,300tk	8,300	Ankle fracture headaches Leg pain	None (no time to come in for treatment)	300-500 for medicine	BILS (once only) Bando Fashion Ltd. onside doctor	Bkash: Tk. 31,000 BGMEA: Tk. 10,075

Table 8: Physical and Financial Condition of Victims and their Relatives after Nine Months

7 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 -	1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 -	A TOTAL STREET, THE PARTY OF TH		L						An all and the state			2 - Pariting day
Age Married No. of Worked in which Amount Current (Y/N) children factory earned status of job (Tk.)	Married No. of Worked in which Amount (Y/N) children factory earned (Tk.)	No. of Worked in which Amount children factory earned (Tk.)	Amount earned (Tk.)		Current status of ji	qo	Earnings	Total earnings of the family now (Tk.)	Physical condition	What kinds of treatment are taking?	Expenses required for treatment (Tk.)	Financial support got for such treatment	Other kinds of support received (other than financial/treatment related)
19 N none Ether Tex 5,000 None Sewing Operator 11-12,000 w/ OT	none Ether Tex 5,000 Sewing Operator 11-12,000 w/OT	Ether Tex 5,000 Sewing Operator 11-12,000 w/OT			None		Brother, artist Tk. 5,720	5,720	Headaches (rod went through head) left side body pain	BILS- Physiotheraphy	Prime Hospital (operation)- 7-8000tk	Govt- Suhwardy Hospital BILS	Bkash: Tk. 31,000 BGMEA: Tk. 10,000 Govt.: Tk. 10,000
30 Y 2 Phantom 12,500 None Apparels Supervisor	2 Phantom 12,500 Apparels Supervisor	Phantom 12,500 Apparels Supervisor	12,500		None		None	None	None	None	None	None	Govt.: Tk. 2 lakh Bkash: Tk. 31,000
25 Y 3 New Wave 3,000- None Bottoms 5,000 w/ Helper OT	3 New Wave 3,000- Bottoms 5,000 w/ Helper OT	New Wave 3,000- Bottoms 5,000 w/ Helper OT	3,000- 5,000 w/ OT	-00 00 w/	None		Husband, business Tk. 6-7,000	000'2-9	Waist pain	BILS- Physiotheraphy	None	BILS- baby delivery at General Hospital	Bkash: Tk. 31,000 BGMEA: Tk. 11,000

Source: Interviews conducted by CPD.

and the re-employed workers have been unable to access any benefits during the weekdays due to conflicting working hours.

Prior to the collapse, 36 per cent of the participants worked as helpers earning Tk. 3,000-5,500 (including overtime) and 55 per cent worked as operators earning Tk. 5,000-12,000. Two of the participants, who previously worked as sewing operators, are currently employed at Bando Fashions Ltd. and a bag manufacturing factory in Ganda, both of which came forward to offer jobs to affected workers. However, compared to their previous earnings, current monthly incomes have decreased by over 60 per cent. The rest of the workers currently undergoing treatment do not feel fit to work regular hours due to sustaining health problems such as headaches, bodily pain, and the inability to sit for long periods, memory loss and trauma.

Some of the concerns were regarding disproportionate payment of benefits, especially in the case of overtime payments and the lack of awareness about available benefits. Disproportionate payments were noted in the case of the BGMEA and Primark provisions and those with missing relatives have been unable to receive any form of benefits at all. Besides the Tk. 1 lakh support to the families of the deceased, those workers' salary payments were not provided. Nine of the workers interviewed have received three months' salary from Primark. However, considering the actual wages noted for those in operator positions, the payment amounts they received were much lower than that should be paid. One of the participants, Shabana, was a helper at New Wave Bottoms earning less than Tk. 5,000 per month (including overtime), and so a six month salary based on this can be approximated to Tk. 30,000. Shamima on the other hand, who was a sewing operator at Ether Tex earning Tk. 11,000- 12,000 per month (including overtime) should have received Tk. 72,000 for six months instead received the same as Shabana. There have also been claims that workers who were not employed at the time of the tragedy, but had retained their ID cards, had managed to receive some benefits. Another concern was the lack of support available for the children of the deceased and injured workers. One participant was the spouse of a deceased worker who is currently surviving on Tk. 2 lakh provided by the government. She was however was unable to save this amount in a bank or earn while taking care of her infant child and young daughter.

7. MAJOR PLEDGES AND COMMITMENTS MADE BY DIFFERENT ORGANISATIONS: HOW MUCH HAVE BEEN FULFILLED

Various governmental organisations and private sector associations as per their official obligations were involved in the rescue operation and other follow up activities. At the same time, a number of local and international organisations also made pledges and commitments (Table 9). A large number of these pledges were made immediately after the incident, particularly addressing the immediate challenges and needs. Pledges were also made with regard to legal actions against those who are responsible for the occurrence of 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. A large number of activities were also undertaken by different organisations, without any commitments and pledges.

The Bangladesh Government made a number of commitments with regard to providing short-term and long-term financial support for the family of dead victims, treatment of injured workers, rehabilitating family members of the dead workers, and taking legal action against those responsible for the incident. Major pledges include Tk. 1 lakh for each family of the dead victims, a two year plan for physiological

treatment for the injured workers including treatment in abroad for seriously wounded workers, and rehabilitating the family members of the injured workers. The Savar Cantonment authority prepared three lists which include one of 1,000 garment workers who need to be given jobs, one of amputated workers who need to be rehabilitated and employed, and one of severely injured workers. BGMEA, on the other hand, made commitments with regard to raising funds for affected workers including a mere Tk. 25,000 by each of the factories, and providing employment for able family members of disabled workers. Few organisations have committed to donate in support of the victim workers and their families (Table 5).

The tragedy drew the world's attention to Bangladesh and its garment industry. A number of development partners, international organisations and retailers have made commitments both for immediate needs, as well as for medium-term measures to improve the physical and social compliances. The US government has offered victims artificial limbs and DNA testing kits, and the Indian government assured support for the transplantation of organs. The German government has pledged to support re-employment of disabled workers. The ILO assured to provide support to the victims of Rana Plaza and coordinate the various initiatives (Table 6).

It should be noted that a number of major initiatives undertaken by development partners and retailers, which include the Accord signed by over 150 retailers and buyers mostly from the EU. The other one is through Alliance signed by 26 North American buyers and retailers of North American countries, and social contract, between the EU, Bangladesh and ILO have been accepted to improve the lives of the victims and improve the condition of the RMG sector.

Overall, commitments have been made by the major stakeholders on core issues including long-term financial support, treatment, rehabilitation and re-employment. It is important to examine the issue both horizontally and vertically – whether the commitments, collectively or even individually, actually cover all the victims, and whether the commitments would meet the required needs of the workers and their families.

After one year, progress in the fulfillment of various commitments made by the stakeholders seems to be inadequate, particularly from the perspective of long-term requirements of the victims. The immediate and short-term needs of the victims and their families have been met to some extent. Considering the long-term challenges for maintaining a decent living, the fulfillment of some critically important pledges is very important. These include planning and implementation of long-term treatment for the injured workers, financial support for those who have not yet received any and re-employment for those severely traumatised and not ready to work in the factory buildings. Legal support for the victims has not yet been provided as promised; hence workers are deprived to claim their legally entitled benefits. Both the government and BGMEA are found to be falling behind in meeting their commitments and ensuring adequate transparency in their operations. A limited number of pledges made by development partners, particularly those focusing on short-term support for the victims, have been found to be fulfilled.

A number of issues have been raised which were not followed up, but are critically important. The compensation for workers is one of the critical issues which have not yet been resolved. A lack of coordination remains the key hurdle against the provision of timely support to victims who are in varying stages of need. As noted in the Second Monitoring Report, nearly all the supporting initiatives are concentrated in the Dhaka and Savar regions, making accessibility difficult for those who stay further away from these locations. While there have been short-term support provided (e.g. financial donations,

treatment support for one time/limited period; support for the children for one time, etc.), much of it has been exhausted in immediate daily necessities rather than contributing towards long-term sustenance. There have also been some cases noted of victims suffering due to wrong treatment.

Table 9: Commitments and their Progress by Institutions/Organisations

	Initial Commitments	Progress on Commitments	Remaining Activities to
			Complete Commitments
Government			
Financial Support	- Prime Minister Sheikh Hasina promised to provide Tk. 1 lakh to each family of the deceased victims - Measures would be taken to ensure at least Tk. 10,000- 12,000 per month for those who lost their limbs	 So far 1,099 families of the deceased have received direct support of Tk. 1-5 lakh from the Prime Minister 164 out of 206 deceased family members recently identified through DNA test has been provided about Tk. 120,000 each (total Tk. 27,600,000) Tk. 10-15 lakh in the form of savings certificates have been provided to 38 critically injured and amputated victims (which would ensure a monthly return of about Tk. 12,000); a total of Tk. 4 crore was spent for this purpose	- 337 (out of 1,134 deceased) are pending payments from the Prime Minister
Treatment	- Promise to bear the cost of treatment, food and transportation of the victims - Government to take a 2 year plan to ensure psychological treatment for the survivors in the collapse - Treatment to be provided to all victims until fully recovered - Seriously wounded workers to be sent abroad to Thailand or Singapore for better treatment	 In recognition of the immediate support provided at the time of crisis, Tk. 2 crore was distributed from the Prime Minister's Fund amongst 22 clinics and hospitals who provided substantial support to the victims; EMCH alone received Tk. 1 crore from this total for its exemplary service Tk. 35 lakh from the Prime Minister's fund was utilised for the treatment of a critically injured rescue worker who was taken to Singapore for better support but later succumbed to his injuries 	- No long-term scheme noted for victims treatment - Details on the Health Minister's pledge towards a two-year support program for the injured and the Ministry of Home Affairs State Minister's pledge to sell the Rana Plaza land to pay for the long-term rehabilitation of victims' families are yet to be realised - Only one critically injured patent has been sent abroad
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	 As per recent news report, a total of 777 injured persons have been provided jobs at various organisations upon the Prime Minister's directive Government has seized a part of the land of the Rana Plaza owned by Sohel Rana 	 A significant number of families, particularly those of unidentified and missing workers, remain outside the numerous rehabilitation schemes Rana Plaza site has been left neglected in the same state and no plans have been realised for its use to support victims' families. No updates available on plans to sell the land as previously pledged.

	Initial Commitments	Progress on Commitments	Remaining Activities to Complete Commitments
Government			
	- Government to acquire Rana Plaza land and take up a long-term plan to rehabilitate the victims' family members there (State Minister for Local Government) - 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 (Ministry of Home Affairs)		Dhaka District Deputy Commissioner has mentioned that a committee is currently in process of confiscating the site (Dhaka Tribune, 28 February 2014 ¹²)
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 Form a Minimum Wage Board to be effective as of 1 May 2013 Government to constitute a Workers' Assistance Cell to ensure legal rights Pledge to punish those responsible for the collapse Constitute a State Minister-led committee to look into the safety standards at garment factories Anti-Corruption Commission (ACC) to take legal steps against Rana Plaza's owner and the officials concerned at local administration and Rajdhani Unnayan Kartripakkha (RAJUK-	 Commerce Minister Tofail Ahmed had recently declared to form an Alternative Dispute Resolution Council for the RMG sector by the end of April 2014 Minimum wage Board has been formed. But the revised wage has been implemented as of 1 December 2013 State Minister-led committee has been formed who are also overseeing the implementation of the National Tripartite Plan of Action Labour law has been amended last year in July 2013, however, corresponding rules for implementation are yet to be disclosed 	 No fund created for workers to file cases No Workers' Assistance Cell created to ensure legal rights Cases on those accused for Rana Plaza collapse still pending; Sohel Rana has received 6 months' bail on the case filed against by the Savar Pouroshova for violation of the building code; however, he has not been released from jail ACC has been unable to serve notice to Sohel Rana and his father for their wealth statements since it is not legally permissible to do so to people in jail. No further legal actions by the ACC have been noted in this regard (Dhaka Tribune, 11 February 2014¹³)

 $[\]frac{12}{12} http://www.dhakatribune.com/bangladesh/2014/feb/28/govt-confiscate-rana-plaza-site \\ 13 http://www.dhakatribune.com/crime/2014/feb/11/acc-serve-notice-ranas-father-soon$

	Initial Commitments	Progress on Commitments	Remaining Activities to Complete Commitments
Government			
	the capital development authority of Bangladesh) - Amend labour law/form committee to improve working conditions at the garment factories - Set up Labour Courts at district level		 No initiatives have been taken to develop labour courts at the district level Corresponding rules for implementation of labour law are yet to be approved and disclosed
BGMEA			
Financial support	 Provide financial support to families of the injured/deceased workers Pay salaries to workers; in the five factories Raise funds for affected people – every BGMEA and BKMEA member must pay at least Tk. 25,000 to this fund 	- Provided Tk. 14.408 crore for: treatment (Tk. 3.8 crore), salaries to all Rana Plaza workers (Tk. 7.6 crore), donation to PM's fund (Tk. 2 crore) and others.	- While BGMEA notes to have received funds from members, buyers/retailers and other associations, the total amount collected has not been disclosed in any publicly available sources
Treatment		 BGMEA reports to have supported approximately 850 of the injured workers and assigned three medical teams to look after them at the different hospitals right after the collapse 	
Rehabilitation	- Measures would be taken for rehabilitation and arrangement of jobs for the injured workers, and special arrangements for those who lost their limbs - Rehabilitate disabled workers with employment opportunities for their able family members	- Has offered jobs at member factories to any interested victims. BGMEA has also coordinated the vocational training of 272 injured workers at CRP, out of which the 123 workers who have completed the course has received provisions to establish shops, poultry farms and rickshaws. Latest update from BGMEA also mentions an upcoming project along with Porticus Asia Ltd. and Caritas Luxembourg to provide support to 175 of the closest relatives of the unidentified deceased workers	- Large number of victims are too traumatized to go back to factory jobs. BGMEA did not take initiative to arrange alternate jobs for them
Compliance Issues	- BGMEA requested its members to submit soil test reports and approved building	- Since this was declared following the collapse, according a BGMEA circular, 1,819 factories (out of 2,000) has submitted the structural and soil	- No further update available on whether the soil test reports have been completed for the

	Initial Commitments	Progress on Commitments	Remaining Activities to Complete Commitments
BGMEA			-
	design within a month in order to take measures for improving the building structure of the factories	test reports; the remaining that have failed to do so has been noted to be excluded from BGMEA's services (New Age 28 July 2013 ¹⁴)	remaining member factories and if any follow ups have occurred based on the reports
Brands/Buyers			
Compensation	- H&M, Inditex, Primark, C&A will spend USD 5 million for the victims - Primark, Loblaw and Bonmarche have pledged to compensate families and children of victims	- So far Primark has provided almost USD 12 million in support towards the victims; C&A Foundation has provided USD 500,000 towards the Rana Plaza Donor Trust Fund, which also includes contributions (not specified) from Loblaw, Bonmarche and Inditex	
Development Par	tners		
Compensation	- During the discussion in September, four brands - Primark, Loblaw, Bonmarche and El Corte Ingles, have committed to provide USD 40 million in support to the victims	- Primark will provide USD 9 million support towards NWB workers; it will also contribute USD 1 million to the main Trust Fund	- The disbursed and revised commitments of the brands are much lower compared to the initially stated commitment
Treatment	USA offered to help Savar victims by providing artificial limbs US Federal Bureau of Intelligence (FBI) to provide Bangladesh with the Combined DNA Index System Government of India to provide assistance in the transplantation of organs for the victims German Government has pledged 2.5 million Euro for the victims	 CDD (Rana Plaza Coordination Cell) has received funding support from International USA for 6 of the artificial limbs FBI has provided the necessary kit for DNA testing GIZ has incorporated an Inclusive Skills Development and Reintegration of Persons with Disabilities component in their PSES project with Rana Plaza victims as a new target group; the German government has pledged €2.5 million (approx. Tk. 25.6 crore) for this project, which is currently in progress 	- No updates available on whether organ transplants were required for any of the victims
Development Par		53.75mg m progress	
	- Indian and Thai expert teams will arrive in Dhaka soon to provide artificial limbs to the maimed	 Indian and Thai experts have visited on 27 July 2013 to provide artificial limb The Netherlands Embassy has donated Tk. 23 lakh to CRP for Rana 	

¹⁴http://newagebd.com/detail.php?date=2013-07-28&nid=58855#.U0_BhfmSyoM

	Initial Commitments	Progress on Commitments	Remaining Activities to Complete Commitments
Development Part	ners		
	- Netherlands has promised financial support for the victims	Plaza victims, and the Netherlands government has also donated £9.6m towards the ILO Improving Working Conditions in the RMG Sector in Bangladesh project, a component of which includes rehabilitation and livelihood improvements of the disaster victims	
Rehabilitation	- German Government pledged support for job reintegration measure for those who lost limbs or sustained permanent physical disabilities	- GIZ-PSES programme	

Source: Prepared by the Team.

PART C

Progress of Activities undertaken for Workplace Safety and Security at the End of One Year

8. PROGRESS WITH REGARD TO FIRE SAFETY, ELECTRICAL SAFETY AND PHYSICAL INTEGRITY

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

8.1 Initiatives under the National Tripartite Action Plan

The NAP enlists 25 commitments divided into three categories: a) legislation and policy, b) administration and c) practical activities (Table 10). As of 15 March 2014, seven commitments have been implemented according to the official MoLE update. Two are in progress and the remaining 16 commitments have passed their tentative deadlines. However, in some cases significant progress have been made. Among those completed to the set deadlines are the amendments to the Labour Law; the establishment of a task force on building and fire safety of the Cabinet Committee for the RMG sector; upgradation of the DIFE to a Directorate; the development and introduction of unified fire safety checklist to be used by all relevant government agencies; the establishment of a workers' safety hotlines through the FSCD; and the adoption of a National Occupational Safety and Health Policy which was developed past the expected deadline. Regarding the provision of developing and delivering a mass worker education tool, only a single initiative was noted to be implemented by the ILO during the stipulated time frame. A heavy rescue equipment procurement plan with an estimated cost of Tk. 162 crore has been proposed by the FSCD for further infrastructural and capacity improvements (The Daily Star, 2014). Also, according to a MoLE update in December 2013, the Planning Commission has approved a project of Tk. 24 crore 82 lakh (approximately USD 3 million) for the DIFE's infrastructural development, recruitment and training of

Table 10: Summary of the Implementation Status of the NAP

	Total Commitments	Completed	In-Progress	Past Expected Completion Date and Still In-Progress
Legislation and Policy	4	3 (1 completed after expected completion time)	n/a	1
Administration	6	2	-	3
Practical Activities	15	2 (1 with minimal output)	4	9
Totals	25	7	4	13

Source: Prepared by the Team.

¹⁵A number of the commitments made in the NAP is also reflected in the EU-Bangladesh Global Sustainability Compact, which seeks to address labour rights, structural integrity, occupational health and safety and responsible business conduct in the RMG sector.

¹⁶On a policy level, the government has taken steps to reduce tax on fire fitting equipments (fire extinguisher, leadlight, fire door/windows, busbartrunking) in the current budget (FY2013-14). The government is also in the process of acquiring a 530 acre land at Baushia under Gagariaupazila in Munshiganj district for the establishment of a 'Garment Industry Village'. The finalisation of the land acquisition is currently pending due to a shortage in funding (MoLE).

factory inspectors. It is important to ensure transparency and regular updates regarding the utilisation of these substantive funds.

Among the activities that are still in progress but past their expected deadlines, are concentrated within the practical activities section. They are: the review of relevant laws¹⁷, rules and regulations – fire, building, chemical safety, review and adjustment of factory licensing and certification procedures concerning fire safety, including electrical, chemical and environmental safety. In addition, establishing a one-stop shop for such procedures, delivery of fire safety 'crash course' for mid-level factory management and supervisors as well as union leaders, development of a transparent and accountable industry subcontracting system have also been included in NAP. Furthermore, guidelines for the establishment of labour-management committees on occupational safety and health and fire safety, creating self-assessment and remediation tools on fire safety, a tripartite protocol for the compensation of victims and a publicly accessible database on fire safety issues in garments factories are considered in the action plan. Some of these commitments are also essential for the long-term enforcement of fire and structural safety standards in the industry.

Increasing international pressure through the EU Sustainability Compact and the US GSP (Generalized System of Preferences) reinstatement conditions set through the Action Plan, has led to some progress in the recruitment and training of additional factory inspectors under the DIFE, also establishing a publicly accessible database and completion of the preliminary inspections of 200 factories by BUET have been undertaken. To further increase the physical outreach of the DIFE, a project has been undertaken by the government to establish five zonal and four regional office buildings for close monitoring of industrial areas. Four offices will be established in the Dhaka division and one each in Chittagong, Sylhet, Khulna, Rangpur and Barisal. This project is expected to be completed by 2015 with a total funding requirement of Tk. 24.82 crore sourced from the ADP (DIFE, 2014).¹⁸

The recruitment of 165 factory inspectors will start by 31 March and the government expects to complete the entire recruitment of 200 inspectors prior to 24 April. Sixty-five inspectors of Class-1 status are to be immediately appointed from the waiting list of qualified candidates from the BCS examinations and the remaining 100 will also to be recruited from the same BCS list upon the consent of the BCS qualifiers. The later 100 recruitments are likely to take some time due to procedural problems (New Age, 30 March 2014). For ensuring the adequate skills of the newly hired inspectors, in cooperation with the ILO and GIZ, the MoLE has initiated the compliance Capacity Building Programme which is to provide basic inspector training through the local Industrial Relations Institutes under the MoLE. GIZ has also donated 20 motorcycles for use by factory inspectors. As of February 2014, training has been provided to 42 recently recruited inspectors. To further strengthen the capacity of the Directorate of FSCD, the institution has taken the initiative to recruit additional fire inspectors. A proposal for creating 260 posts of inspectors, in addition to the existing strength of 50 inspectors, is now in the approval process by the Government. Under the ILO RMG project necessary training will also be provided to the Inspectors of FSCD.

Regarding the commitment for establishing a publicly accessible database, recent updates from the MoLE on 25 February 2014 indicate that three separate databases are being constructed. One under

¹⁷"Inter-ministerial committee headed by the senior secretary of the office of the Prime Minister was formed to examine the implementation of Bangladesh Labor Act 2006, in the Bangladesh Export Processing Zone and the committee has been said to submit the report by 20 September 2013" (MoLE, 2013).

¹⁸http://dife.gov.bd/images/files/Development%20Projects/On%20going%20projects/DPP%20for%20New%20Project_DIFE_Final.pdf

the DIFE was launched on 30 March 2014 which includes data on 3,497 factories with basic information such as: factory name, owner, address, total workers, registration number and contact details. Following the launch, the Inspector General of DIFE mentioned that access to inspection reports is restricted to relevant authorities due to risks of damage to the company image (New Age, 30 March 2014). Inspection reports by BUET, the Alliance and the Accord are also to be included in this database under the MoLE. Another database is being established under the 'Promoting Fundamental Principles and Rights at Work' initiative and is to be maintained by the Department of Labor. It will include information on trade union registration related information pertaining to their registration, training, labour welfare, conciliation, minimum wages etc. A third database is also being compiled by the BGMEA, which will contain biometric data of workers in each of its member factories.

One of the commitments, which is a key industry concern and often tied to the numerous industrial disasters, is that of illegal subcontracting. This topic remains to be thoroughly addressed by the NTC. A sub-committee under the Ministry of Commerce has submitted a draft "Guideline for Ensuring Transparency and Accountability in Sub-Contracting in the RMG Sector" and the BGMEA has also adjusted its internal sub-contracting policy. However, the implementation of these guidelines and attempts to recognise the unregistered subcontracting factories and developing a long-term plan to monitor these aspects are progressing sluggishly.

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

8.2 National Level Coordination Process

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

8.3 Preparatory Works for Monitoring and Inspection

International buyers, retailers and trade union organisations in collaboration with local stakeholders (trade unions) have launched the Alliance for Bangladesh Worker Safety and the Accord in Fire and

Building Safety initiatives in 2013 with the focus of addressing fire, electrical and structural safety in the garments industry. Overall, these efforts by industry stakeholders indicate an increase in awareness that has led to concrete commitments to ensure the much needed improve for this sector.

8.3.1 Setting a Common Standard

Establishing a common factory safety inspection standard for the RMG sector has been one of the key objectives of the NAP. The ILO has facilitated two rounds of technical meetings, during which structural and fire safety experts from the three initiatives (NAP, Accord and Alliance) finally agreed on a set of detailed standards on 20 November 2013 and more recently both the Alliance and the Accord ensued to follow the same standards for their inspections. This means that once these 1,500 factories implement the prescribed recommendations from these inspections, they will be accepted by the Accord and Alliance members as compliant factories. According to the initial time plans the inspections under NAP are expected to be completed by December 2014, the Accord by April 2014 and the Alliance by July 2014. Ensuring a harmonised set of standards had been one of the most discussed concerns and the recent agreements among the noted stakeholders is a commendable progress. On 30 March 2014 both the Accord and the Alliance have also agreed to accept each other's certification to avoid any duplication in factory inspections (The Daily Star, 30 March 2014).¹⁹

8.3.2 Sharing Responsibility

The first phase in all three initiatives requires preliminary safety inspections of 3,967 factories (NAP: 1,500; Accord: 1,577; Alliance: 890), which still leaves out over an approximate 1,000 factories beyond these monitoring mechanisms. One of the key concerns regarding the sharing of responsibility is when it comes to paying for the costs of remediation. A common misconception amongst factory managements and other officials is that buyers are obligated to bear part of these improvement costs. However, as per Article 22 of the Accord it has been stated that:

"...participating brands and retailers will negotiate commercial terms with their suppliers which ensure that it is financially feasible for the factories to maintain safe workplaces and comply with upgrade and remediation requirements instituted by the Safety Inspector. Each signatory company may, at its option, use alternative means to ensure factories to have the financial capacity to comply with remediation requirements, including but not limited to joint investments, providing loans, accessing donor or government support, through offering business incentives or through paying for renovations directly." – Article 22, the Accord

Article 2 of the Alliance Member Agreement regarding funding options specifically states two particular components. One is the Workers' Safety Fund (WSF) which is to support training, assessments/audits, coordination and worker empowerment related activities and 10 per cent is to support temporarily displaced workers "in the absence of acceptable coverage" (Article 2.2, c(i), Alliance Member Agreement). The second funding component mentions the possible availability of Affordable Capital for Building Safety (ACBS) which refers to the provision of affordable loans by individual Alliance Members to their concerned factories. However, "Participation in ACBS is not a condition of membership in the Alliance" (Article 2.3.1., Alliance Member Agreement).

¹⁹http://www.thedailystar.net/accord-alliance-reach-consensus-for-factory-inspection-17558

It is also important to note that a great majority of unregistered and unauthorised sub-contracting factories fall beyond the oversight of these initiatives and that they need to be taken into account.

8.4 Inspection Process

In the cases of the Alliance and the Accord, their structural engineers are appointed through agreements between their various stakeholders. Both these initiatives have ensued a tendering process through which they have shortlisted the selected companies to perform their on-site factory inspections.²⁰ In some cases, several inspections have already been conducted independently by Alliance brands for which a parallel equivalency process is being set up to assess the independent brand inspections. Wal-Mart (Alliance) has already assessed 247 factories through Bureau Veritas (BV), of which 75 have been published online and two so far (of the 75) have to be re-assessed. BV has also performed detailed inspections for C&A, Abercrombie & Fitch, H&M (Accord members) and GAP (Alliance members), which may be similarly considered. The Accord as of mid-March 2014, has completed 224 fire and electrical and 180 structural inspections at member factories, out of which 10 of the inspection reports have been published online in the Accord website (The New Age, 13 April 2014).²¹ Two factories, Softex Cotton Ltd. and Fame Knitwear Ltd. were asked by the Accord to temporarily halt production in certain parts of the building to make the necessary structural changes as per inspection findings. However, the concerned factory-owners have completely closed down their establishments in response, laying off nearly 6,000 workers altogether. While the workers in these two factories were provided three months of basic wages, there still remains uncertainty over their reemployment (Dhaka Tribune, 19 March 2014).

BRTC-BUET, a local and independent structural consulting organisation, was contracted by the ILO to conduct structural and fire safety inspections of the 1,500 factories on behalf of the NTC.²² The ILO has hired an international engineering firm to monitor the quality of BUET inspections and is entirely funding the preliminary inspections as a part of its Improving Conditions in the RMG Sector initiative. Currently USD 2 million has been disbursed for start-up activities, out of which over USD 800,000 has been used for the procurement of inspection equipments for detailed structural assessments and training on its use

²⁰Such as Inditex (a major Accord member) and Wal-Mart (a major Alliance member) appointed senior structural engineers for their technical teams.

²¹http://newagebd.net/?p=2440

²²Prior to the assignment of the Bureau of Research, Testing and Consultancy (BRTC) of BUET inspecting factories for the NAP, with the individual funding of factory owners, BUET had performed nearly 300 structural audits of garments factories and shared recommendations for improvement with the owners. The BGMEA and BKMEA member factories are allegedly required to pass factory inspections for membership into these associations. The integrity of these assessments and their enforcement however, are questionable considering how factories such as Tazreen Fashions and Aswad Knit Composite were members to both these associations. In a joint collaboration with the GIZ, both BGMEA and BKMEA have had a factory compliance monitoring programme running since 2007, which requires regular follow-ups on the voluntarily participating factories' compliance status. This programme falls under the support of GIZ's Promotion of Social and Environmental Standards in Industries (PSES), towards which the German government has pledged 2.5 million Euros. So far over 238 BGMEA and 1,282 BKMEA factories have been audited under this initiative out of which 159 BGMEA factories have made the suggested improvements. Structural improvements that require capital support and can cause disruptions in production are often the main deterrent against the implementation of the suggested improvements. Since Tazreen and Rana Plaza extensive fire safety and basic structural integrity documentation requirements have also been integrated within this Compliance Monitoring programme.

Between February to September 2013, 23 factory inspection teams (Dhaka: 20, Chittagong: 3), under the DIFE assessed approximately 2,806 factories for fire safety related issues. Cases were filed against 305 factories for safety violations, which included Tk. 25,000 fines as per the latest Labor Law amendments (from the previous Tk. 5,000) and another over 1,500 factories were also referred for further improvements. However, due to the lack of manpower, follow-up on these factories could not be ensured. The Chief Inspector of DIFE has committed to preserve these findings in a database under his department, the initiation of which is yet to be confirmed (Financial Express, 2013 and MoLE, 2013). At the same time, the MoLE had appointed Bangladesh Institute of Development Studies (BIDS) to conduct a study on identifying the total number of factories according to locality and the existing problems in the industry (MoLE, 2013). The study concludes that approximately, 6,300 factories are risky as owners of 2,376 out of 4,400 BGMEA factories and 1,124 out of 1,904 BKMEA factories run their business as sub-contractors, and are therefore beyond the monitoring of international buyers (New Age, 2013).

and analysis. The ILO set up an international tender for these equipment purchases (MoLE). In March, the ILO provided building safety equipment worth Tk. 1.5 crore to BUET, and is further planning to expend another Tk. 4 crore of equipments in the second phase (New Age, 3 March 2014).

There are two separate teams under BUET, one of which is working on structural and the other on fire and electrical inspections (Table 11). Both these teams have current agreements with the NTC for the preliminary inspection of 200 factories. The inspections of the remaining 1,300 are yet to be decided. It is important to note that the MoLE update states that 1,500 factories will be covered under the NAP, whereas BUET sources in December shared the possibility of inspecting 1,000 factories. As of February 2014, BUET has completed the preliminary structural, fire and electrical inspections of 247 factories out of the total 1,500 factories expected to be assessed for both categories by 30 April, 2014. An ILO-appointed consultancy firm has been reviewing these preliminary reports and now grading the noted violations according to their risks, which was not done during the inspection process. While the BUET teams have been noted to provide some flexibility regarding the standards, the consultancy firm on the other hand has been pushing for the Accord and the Alliance's standards, a matter which is expected to be resolved shortly through negotiations between the two parties and prior to the commencement of the next batch of inspections in May (Financial Express, 22 March 2014).

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

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

8.5 Funding Support from Development Partners for Factory Improvements and Relocations

Low-cost funding, particularly for factories inspected under the NAP, has been made available through the support of development partners such as Japan International Cooperation Agency (JICA) and International Finance Corporation (IFC). An MoU was signed between JICA, the Bangladesh Bank, PWD, BGMEA and BKMEA in October 2013, allocating a total fund of Tk. 100 crore, with a credit limit of Tk. 10 crore per factory building. Soft loans are being provided with an interest rate of 5-10 per cent, to be repaid in 15 years with a two year grace period. JICA has ensured the training of 100 inspectors through the Public Works Department (PWD), who along with JICA, BGMEA and BKMEA experts will initially screen the eligibility of factories and offer recommendations for improvements prior to disbursing the funds through the Bank and Financial Institutions Division (BFID). BGMEA and BKMEA member factories with less than 2,000 employees and in 'owned' buildings are deemed eligible to apply for 'Retrofitting, Rebuilding or Relocation Funds'. Until the fund application deadline of 10 December 2013, 30-40 per cent of the applicants were noted to be Accord and Alliance members. In collaboration with the ILO, the authorities are monitoring to prevent any duplication in fund disbursements and coordinating common assessment standards and technical expertise. According to sources, JICA can only fund 10 per cent of these applicants. IFC is also offering short-term funding (up to 90 days) in the form of sub-commercial

money at 2-3 per cent interest rates for short-term retrofitting purposes to factories under NAP, the Accord and the Alliance. Current discussions include the availability of further financing through IFC for rebuilding and relocations. However, the scale of investment required is yet to be determined with consideration to the bubble in the real estate market.

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

The Accord, Alliance and the IFC have jointly organised a trade fair for the end of February 2014 to showcase various local and international suppliers of fire safety equipments. Despite the high demand for such equipments in the country, the local capacity is inadequate to sustain this. The IFC is planning to work with local businesses to further develop the local manufacturers market for such goods.

IFC along with RAJUK has signed an initiative in March to strengthen the construction permit approval process, which will include automation of the construction permits issuance process; digital signatures to cut down paperwork; encourage environmental solutions such as minimising the use of energy and water in new industrial establishments; and introducing third party inspections for safety (Dhaka Tribune, 13 March 2014).

Accelerating the progress of commitments under the NAP is one of the key requirements under the EU Sustainability Compact as well as the US Action Plan, both of which are tied to outcomes in trade relations amongst the concerned regions. A Three-Plus-Five Committee has been established with the five ambassadors of the US, EU, Canada, Spain and the Netherlands, that are to meet regularly with the concerned local government high officials to follow up on the progress of high priority RMG commitments and ways in which partnering countries can provide support to expedite the progress. The first meeting amongst the Three-plus-Five Committee and the Labour, Commerce and Foreign Affairs Secretaries was held on 5 March 2014.

8.6 Challenges with regard to Inspection, Monitoring and Implementation

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

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

The harmonised set of standards is based on local and international laws. However, there have been reported concerns of cases where the local law and particularly the enforcing authorities have been noted to be grossly inadequate to support the demands of the garment industry.

There are challenges in the case of monitoring different categories of buildings. Factories in Bangladesh are located in a variety of building structures, ownership patterns and arrangements (Figure 4). Suppliers usually have factories in more than one building which are either located in one compound or in different locations. These buildings are of several kinds: multipurpose buildings where other commercial entities such as markets, banks and offices are also located and multi-storied buildings containing multiple factories, which may not necessarily supply to buyers with the same level of safety requirements. Factories located in multi-storied buildings can also be owned by different owners. Such varying categories of factories are suppliers to different kinds of buyers, or supply to other non-member buyers, or be a subcontractor. This has been recently resolved since Accord and Alliance are sharing their certifications.

Key Alliance factory Accord factory Factory under ILO Owned factory 1 Rented factory **#** © Sub-contract factory Same owner, different factories Factory not covered NAP, Alliance or Accord Banks Shops 1 2 3 5 6More

Figure 4: Building Structure, Ownership, Partnership in Factories

Source: Prepared by the Team.

9. ANALYSIS OF FACTORIES TO BE ASSESSED UNDER THE ACCORD AND THE ALLIANCE INITIATIVES (BASED ON THE DATA INITIALLY PUBLISHED)

9.1 Factory Surveyed

Prior to the initiation of factory assessments, Accord and Alliance have collected information of all the concerned supplier factories. According to information available in the respective websites, Accord has

collected information from 1,577 factories while Alliance of 890 factories. However, a number of these factories are suppliers of both Accord and Alliance. The provided lists of factories include name and location of factories, number of separate buildings belonging to a production facility, number of stories in each building, whether the factory is housing in a multi-purpose or multi-factory building, floors occupied by each supplier, the number of workers employed (in all of the suppliers' buildings) and the number of active Alliance or Accord members in each factory.

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

9.2 Number of Factory Buildings

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

9.3 Number of Stories and Number of Floors

The majority of buildings are multistoried where garment factories are located (Figure 4). Other than about 15-30 per cent of garment factories, most Accord-led factories are located in two to over ninestoried buildings. The number of single-story buildings is higher in Alliance-led factories. Given the recent incidences in vertically developed multi-storied buildings, it is important to monitor these factories more closely.

9.4 Number of Multi-Purpose Buildings

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

9.5 Number of Multi-Factory Buildings

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

9.6 Comments on the Inspection Reports Published

The factory inspection reports prepared under different initiatives have not been publicly disclosed, except for the 10 reports that have been published on the Accord's website (Table 11). Each report contains four parts which include inspection reports on fire, electrical and structural integrity and recommendations.

Most of the factories have violations in all three areas and as according to the associated risks each of these have been prioritised as critical, major and minor issues, which also define the timeframes for remediation. The majority of noted violations are related to fire and electrical safety issues. Most of these issues ought to have been under the existing knowledge base of the factory management as they are based on the local Bangladesh National Building Code (BNBC) guidelines and are relatively inexpensive to implement. The timeline set for remediation of three to six months, which can also be further extended based on the factories' level of commitment is achievable in most cases. In fact, several factories which have been inspected and received the recommendations have undertaken remediation activities.

Regarding implementation, so far 10 factories have been temporarily closed down due to structural concerns, which have resulted in uncertainties towards ensuring timely remediation due to the lack funding and the payment and re-employment of the estimated 10,600 workers affected by these incidents (New Age, 13 April 2014²³). One of the frequently noted challenges is in the case of shared buildings where some owners are unwilling or unable to implement the prescribed changes due to the conflicting interests of the tenants or landlords. In the case of Fame Knitwear, the owner is considering to relocate to a new location rather than fixing the current establishment. Such a decision can put the factory's workers at risk who are settled within that region, and therefore may not be able to relocate to the new location. Salary payments to workers during the closure period has also been a concern among factory-owners and workers as some owners claim to be struggling to finance both the remediation as well as salary payments in such short notice. While owners and the retailer groups spend time to negotiate whose responsibility it is to make salary payments, workers on the other hand are left in a state of uncertainty about their day to day sustenance. The Alliance and the BGMEA has decided to share the financial burden of paying workers' wages for two months. In cases where a factory may need more than two months for renovation, it is not clear whether the financial burden will then be shared by both the Alliance and the suppliers.

²³http://newagebd.net/?p=2440

∣₽ŏ⊅≟	Total Major Major workers Buyers S (All Positivities)	lajor Physical/ Structural Violations	Major Fire Violations	Electrical Violations	Suggested Improvements	Timeline for Completion (Depending on	Progress	Expected Costs
5,747 PVH, Priority 1: 1 Marks Priority 2: 2 and Priority 3: 7 Spence, Total issues: 10 Hugo Boss Concrete strength in Unit-1 column Verify concrete strengths in internal columns of ground floor in Unit-2	(y 1: 1) y 2: 2 y 3: 7 ssues: ssues: t-1 col conc conc cond fil al coll,	-	Critical: 31 Major: 15 Inadequate exits, inspect/ test/ waitten records, fire written records, fire separations between exits and stairs, remove door locking features from exits foote: Sprinklers noted as major, not critical with 6 months time for rectification)	Critical: 16 Major: 14 Inadequate working space in front of panels, inadequate emergency lighting	Detailed engineering assessment, design review, occupancy and storage loading plan as per floor capacity Replace sliding doors with side swinging doors, fire separation with fire bricks	4-9 months	Progress: Structural Done- 0 In Process- 10 Fire Done- 18 In Process- 28 Electrical Done- 7 In Process- 23	
Priority 1: 0 Priority 2: 6 Priority 3: 5 Total issues: 11 Structural drawings provided do not match the as-constructed structure particularly with respect to column locations and the inclusion of Building movement joints; need to verify concrete strength; crack in beams, demolition rubble on roof slab	ty 1: 0 ty 2: 6 ty 3: 5 issues: ural draddo ded do astructt ure ularly v ct to co ons and clusion ng mov nn mo mo cconcreed t		Critical: 11 Major: 6 Total: 17 Need fire doors, fire separation between exit stair and lobby, emergency evacuation plans, remove collapsible gate exits, test/maintain records of fire alarm systems, used auto smoke detectors	Critical: 22 Major: 8 Total: 30 Weather resistant cables, Service line from another pole mounted transformer is drawn on the 2nd floor unsupported, unprotected wiring, fluorescent light coverings congested bus	Factory needs further funding for structural remediation	3-6 months	Progress: Structural Done-0 In Process-1 Need Funding- Fire Done-2 In Process-2 (own funding) Need Funding- 13 Electrical Done-0 In Process-11 Own funding) Need Funding- 13	Est. Structural Costs: 1,700,000 Taka (\$22,078) Est. Fire Costs: 2,570,000 Taka (\$33,377) Est. Electrical Costs: 4,148,920 Taka (USD)

Table 11: Findings of the Sample Inspection Reports Shared by the Accord

(Table 11 contd.,

Expected Costs In Process- 12 In Process- 22 In Process- 9 Progress Structural Progress: Electrical Done- 0 Done- 6 Done- 5 Fire (Depending on Priority/Rating) Timeline for Completion Immediate to 6 months Improvements **BUET** engineers Suggested to review and help prepare and Detailed Engineering Assessment documents structural Improper cable panels, MCCBs Electrical Violations power to 1000 directly on the concrete floor, earth systems leakages from both HT & LT bushing boiler control Service cable are mounted wiring inside termination, wall without earthing, Oil transformer inadequate inadequate inadequate on wooden kVA power planks and Critical: 13 delivering LT breaker, protective protective Major: 14 The 11 kV congested covers on is laid on Total: 27 panel, cover, include critical/major lighting units did not This report does not months timeframes. not regularly tested fire alarm system is Several emergency alarm notification of occupants; The features does not does not provide function properly in the test mode; rated fire doors 3 months given to install sprinkler Major Fire Violations doors; need 2-hr and maintained. Fire alarm not a meet standards, remove locking rating, only 3-6 features on exit LISTED systemautomatic fire Odd anomaly notification Critical: 10 Major: 8 Total: 18 Structural drawings cause damage and and roof parapets, Major Physical/ leaking water can structural layout, Cracks in façade Structural Violations do not match the observed Priority 1: 2 Priority 2: 2 Priority 3: 5 corrosion Total: 9 WalMart, C&A Major Buyers Buildings) workers Total ₹ 1,080 Para, Dhaka-Chowdhury Location 25/2 D.I.T Malibagh Road, 1219 improvements, NOT CLOSURE as per news (temporary Bangladesh production halted for Sweater sources) -imited Dragon Factory part

_	
Contd	2
ć	5
1	
1	
Table	
3	2
2	3

Expected Costs			
Progress		Progress: Structural Done: 8 In Process: 1 Fire Done: 7 In Process: 8 Electrical Done: 17 In Process: 4	Progress: Structural Done- 1 In Process- 12
Timeline for Completion (Depending on Priority/Rating)		Immediate to 6 months	3 to 6 months
Suggested Improvements		Transformer must be cleaned on regular basis; Wires and cables used in boiler room must be protected from external heat; Detailed Engineering Assess and maintain load plan; Repair water damaged roof	Provide automatic sprinkler throughout building (Accord time till March, Factory time till September);
Electrical Violations		Critical (3 months): 19 Major (6 months): 2 Total: 21 issues	Critical: 17 Major: 10 Total: 27 issues Cables connecting to motor are not protected;
Major Fire Violations	system, however, factory timeline asking for 1 year's time to cover all 17 floors	Critical (3 months): 7 Major (6 months): 8 Total: 15 issues	Critical: 8 Major: 6 Total: 14 issues Separation of exit stairs from work area with fire wall; unsealed
Major Physical/ Structural Violations		Priority 1: 1 Priority 2: 4 Priority 3: 4 Total: 9 issues Factory Engineer to review design, loads columns stresses for all floors and confirm suitability for applied loads; need detailed Engineering Assessment; implement load pilan; Engineer to inspect water to inspect water including the exterior and propose a suitable repair. Roof drainage system to be installed	Priority 1: 1 Priority 2: 6 Priority 3: 6 Total: 13 issues Identify and employ a safety officer with direct
Major Buyers		-	
Total workers (All Buildings)		2,563	1,800
Location		Plot- 102, 103 & 126- 127, DEPZ (Ext-II) Ganakbari, Savar, Dhaka, Bangladesh	Karnapara, Savar, Dhaka
Factory		Grameen Knitwear Ltd.	Anlima Textiles

(Table 11 contd.)

Expected Costs			(Table 11 contd.)
Progress	Fire Done-1 In Process-13 Electrical Done-0 In Process-27	Progress: Structural Done- 0 In Process- 7 Fire Done- 3 In Process- 13 Electrical Done- 0 In Process- 18	(Tal
Timeline for Completion (Depending on Priority/Rating)		Immediate to 6 months	
Suggested Improvements	remove storage items from exits; Maintain written records of regularly testing fire alarm system; Install min 2-hr fire rating shafts	Engineer to review penetrations made to ensure structural integrity; Engineer to collect information and produce accurate and complete as-built documentation	
Electrical Violations	Haphazard and unprotected wiring inside panels; Cables laid directly on the floor; live parts not protected (ducts); wiring run in PVC flexible conduit	Critical: 8 Major: 10 Total: 18 issues Cables terminating to & from panel must be dressed to avoid short circuit in side panel and to ease maintenance; Cable must be laid and supported on cable trays and raisers and must be fixed firmly with cable glands through gland plate; The capacity of the	
Major Fire Violations	penetrations and opening in exit stair enclosures; combustibles storage not separated by fire rated construction; storage and office areas in exit stairs; inadequate fire alarm system and regular maintenance	Critical: 9 Major: 7 Total: 16 issues Replace the fire alarm system with a new, listed addressable fire alarm system; Remove all storage from exit stair enclosures; Remove all collapsible gates at exit stairs and along the means of egress; Remove all door locking features at exit stairs; Provide dedicated storage rooms separated by minimum 1-hr fire- rated construction on all production floors where transient storage	
Major Physical/ Structural Violations	reporting line to the General Manager/Owner; inadequate; Capacity of roof slab to support water tank; Lightweight steel roof does not appear to be strong enough to resist high wind loading	Priority 1: 0 Priority 2: 2 Priority 3: 5 Total: 7 issues Water leaking and corroding roof slab; Inadequate structural drawings; Damaged beams due to service ducts; Limit density of loading in storage areas and maintain loading plans; need to verify concrete strength in internal columns	
Major Buyers			
Total workers (All Buildings)		1,132	
Location		Lutfun Tower (2nd, 3rd & 7th floors), E-13, Middle Badda, Gulshan, Dhaka-1212, Bangladesh	
Factory		Big Boss Corp.	

Factory	Location	Total workers (All Buildings)	Major Buyers	Major Physical/ Structural Violations	Major Fire Violations	Electrical Violations	Suggested Improvements	Timeline for Completion (Depending on Priority/Rating)	Progress	Expected Costs
					is required for operations	MCCB (100A) installed is too large for the incoming line size used; Phase separation between MCCB terminals must be installed to avoid accidental short circuit				
Majumder Fashions Ltd: This report is unclear, does not contain detailed fire/ electrical CAPs				Priority 1: 3 Priority 2: 1	Critical: Major: Total:	be installed to avoid accidental short circuit Critical: Major: Total:			Progress: Structural Done- 0 In Process- Fire Done- In Process- Electrical Done- In Process-	
Red Point Jackets Ltd.	106-108, DEPZ, Ganakbari, Savar	2420		Priority 1: 1 Priority 2: 6 Priority 3: 4 Total: 11 Cracks on the underside of 1st and 2nd floors at the junction of the beam/column on gridlines E/6, F/6 and G/6; Level difference between floor slabs constructed	Critical: 8 Major: 9 Total: 17 issues The main exit stair and rear exit stair are separated from the work areas, and other spaces, on each floor by non-fire-rated construction. The stairs open directly into are asused for storage on some	Critical: 21 Major: 6 Total: 27 issues Haphazard wiring inside distribution panels; Wiring and cables used to connect devices and equipment in boiler room are not protected against external	Water tank to be decommissioned and replacement tank provided in a location to be agreed with the Building Engineer.	3- 6 months	Progress: Structural Done- 1 In Process- 10 Fire Done- 1 In Process- 16 Electrical Done- 2 In Process- 25	

In Process- 14 In Process- 15 Electrical Done- 10 In Process-Structural Done- 0 Progress: Done-6 (Depending on Priority/Rating) Timeline for Completion 3-6 months Improvements As per findings Suggested kV power cable room size is not collector of 11 earth is joined glands are not provided; Electrical Violations connecting to heat; Leakage Panels are not requirement; installation is installed with room is filled not properly not properly electrode) is not properly **Transformer** as per BNBC done. Cable from earth connection Critical: 10 HT cable is supported; Earth Lead Generator with dust; to extend Major: 22 Fotal: 32 current Cables Sized; openings are located combustible storage floors. A fabric spot is open to the work rated construction; storage, office and electrical rooms on several floor levels; detector activation The main exit stair located under the safety equipment; not provided with records of regular floors and are not cleaning room is need to maintain separated by firepenetrations and floor/ceiling assemblies; The handrails; Smoke Major Fire Violations main exit stair is inadequate fire inspections and in the fire rated Fotal: 21 issues floor as well as Areas used for on production areas on each Critical: 11 Major: 10 west stair; Unsealed testing columns on gridline loading on 8th floor lead to cracking to and 1st floors to be stability system for different phases of between structural Major Physical/ actual structure; Redundant brick 6/B-C at ground buildings; heavy the soffit on the Structural Violations Fotal: 14 issues Discrepancies construction; drawings and Priority 1: 5 Priority 2: 6 Priority 3: 3 inadequate during the removed 7th floor Major Buyers **Buildings**) workers Total ₹ 1,200 Dhaka- 1216, Bangladesh Location Section-7, Vita Road, Industrial Mirpur, plot no. 3, Milk Wear Ltd & Rio Rio Fashion Design Ltd. Factory

Expected Costs

Progress

(Table 11 contd.)

(Table 11 contd.)

ractory	Location	Total workers (All Buildings)	Major Buyers	Major Physical/ Structural Violations	Major Fire Violations	Electrical Violations	Suggested Improvements	Timeline for Completion (Depending on Priority/Rating)	Progress	Expected Costs
					does not provide automatic fire alarm notification of occupants	required safety features				
Softex			Auchan	Report not published	Report not published; New York Times, 11 March 2014:	larch 2014:				
part production halted for improvements,				Softex, a sweater mak discovered serious str for not paying the wo pay the wages.	Softex, a sweater maker that supplies the French retailer Auchan, temporarily closed this week after the accord's inspectors discovered serious structural problems, a move that resulted in the layoff of more than 3,000 workers. Labour unions criticised Softex for not paying the workers' wages while repairs are done, while Bangladeshi factory owners have urged the Western brands to help pay the wages.	ench retailer Auchai we that resulted in i iirs are done, while	n, temporarily closec the layoff of more th Bangladeshi factory	d this week after the c nan 3,000 workers. La 1 owners have urged t	accord's inspecto ibour unions criti the Western brar	rs cised Softex nds to help
				http://www.themalay As a result of closure, was also temporarily	http://www.themalaymailonline.com/world/article/thousands-sacked-as-unsafe-bangladesh-factory-forced-to-close As a result of closure, 3500 workers at Softex were laid off; another factory, Fame, with 2500 workers situated in the same building was also temporarily closed. However, Wayss claims that factory was not asked to shut down completely and could operate in othe	/article/thousands-: « were laid off; anot s claims that factor ₎	<i>sacked-as-unsafe-ba</i> :her factory, Fame, w y was not asked to sl	<i>ingladesh-factory-fon</i> vith 2500 workers situ hut down completely	<i>ced-to-close</i> uated in the sam and could opera	e building ate in other
				Softex, a sweater mai risky to continue oper	noons. The system of the supplier to French retailer Auchan, shut down immediately, laying off all 3,500 workers, saying "it was risky to continue operations".	ench retailer Auchai	n, shut down immed	liately, laying off all 3,	,500 workers, sa	ving "it was
				"I know what has hat problems and asked u Seilm said he was "de	"I know what has happened to the workers is unfair. But the inspectors told me that the building has serious structural problems and asked us to evacuate the floors," Softex chief executive officer Rezwan Seilm told AFP. Seilm soid he was "desperately traina" to now three months, worth of waass to the workers from the factory in Mirnur in the	s unfair. But the ins, s," Softex chief exec, three months," wo	pectors told me that utive officer Rezwan	the building has seric Seilm told AFP.	ous structural	94
				northern suburb of Di	ocini sata for was acaptated from the form of the form has not been ordered to close down, but it has been asked strenathen.	said the factory ha	is not been ordered in	to close down, but it l	has been asked s	trenathen
				the building's structur	ral columns.					
				Wayss, who has been	appointed by the retain	lers and global unio rs in total can conti	ons to look after facto	ory inspections, said J	factories located	on other
				"We've told the factories columns of the buildings.	"We've told the factories that they can operate in the remaining floors," Wayss told AFP. "We've also asked them to strengthen columns of the buildings.	ate in the remaining	floors," Wayss told	AFP. "We've also ask	ed them to stren	gthen

Source: Prepared by the Team based on available documents in the website of the Accord Bangladesh, 2014.

PART D

Fulfillment of Commitments Made at the International Level

10. EU SUSTAINABILITY COMPACT

After the tragic incidents of Tazreen Garments and Rana Plaza, the tripartite 'EU Sustainability Compact' between the Government of Bangladesh, EU and the ILO was signed on 8 July 2013. The Compact was signed with a view to address sustainability issues; labour rights (particularly freedom of association and right to collective bargaining); structural integrity of the building; OHS and responsible business conduct by all stakeholders engaged in the RMG sector of Bangladesh. There are a total of 24 specific actions identified in the Compact to be undertaken by the stakeholders. Until now (latest report on 25 February 2014) there has been considerable progress on 12 issues and limited progress on the remaining 12 (Annex Table 8).

Considerable progress include amendments in the Labour Law (2013), development of a comprehensive working conditions programme, achieving eligibility for the Better Work Programme; upgrading Chief Inspector of Factories and Establishments to a Directorate; launching a skills and training programme for workers especially for the victims of Rana Plaza; initiation of the implementation of the NAP; and initiation of the assessment of structural building safety and fire safety of RMG factories. Limited progress was observed regarding freedom of association; collective bargaining and the application of the national Labour Law in export processing zones (EPZs); education and training programmes on fundamental principles; rights at work and on occupational safety and health; creating publicly accessible databases; rehabilitation and re-employment of affected workers of Rana Plaza and Tazreen Garments; diagnostic study of the Labour Inspection System; alignment of actions from the ILO Programme Outline 2013-2016 'Improving Working Conditions in the RMG Sector in Bangladesh' with the Better Work Programme. There is limited information about the progress of exploring further funding possibilities within the upcoming programming period 2014-2020 including through the Thematic Programme 'Global Public Goods and Challenges.'

11. PROGRESS OF VARIOUS ACTIVITIES TO BE UNDERTAKEN AS MENTIONED BY THE USTR FOR REINSTATEMENT OF THE GSP

The United States Trade Representative (USTR) in June 2013 has requested that the Bangladesh Government undertake a 16-point plan of action during the one year period in order to get back the GSP status in the US market. The action plan also endorsed the implementation of the EU Sustainability Compact particularly trade union-related activities and the National Tripartite Plan of Action (Annex Table 9). The government has recently sent a progress report to the USTR where detailed activities have been mentioned on each of the issues of the 16-point plan of action. Considerable progress has been noted in 10 out of 16 points, where the remaining are yet to be completed. The government has put maximum effort to implement the stipulated activities within the set timeline. While such efforts are positive developments towards improving the factory level safety and security, consistent long-term maintenance and monitoring of such standards is more important. The government should put pressure on all relevant stakeholders to complete the remaining activities in the new timeline mentioned in the progress report (June-October 2014) and establish local institutions or frameworks to maintain the standard of the completed works. Table 12 describes the progress of various measures regarding the reinstatement of GSP in the US market.

It is important to note that the MoLE has been coordinating all these various initiatives, which is rather commendable given its limited capacity. In fact, the MoLE is usually not profiled as the core ministry, as a result of which various activities initiated under the revenue budget and investment projects proposed

Table 12: Progress of Various Activities in connection with Reinstatement of the GSP in the US Market

Srl.	Actions Proposed	Works Done	Works Ahead			
	I. Govern	I. Government Inspection for Labour, Fire and Building Standards				
1.	Develop, in consultation with ILO and implementing in line with already agreed targets, a plan to increase the number of government labour, fire and building inspectors, improve their training, establish clear procedures for independent and credible inspections and expend the resource and their disposal to conduct effective inspections in the RMG, knitwear and shrimp sectors, including within EPZs	 Upgraded, on 15 January 2014, the Directorate of Inspection for Factories and Establishments (DIFE) to a Department with manpower of 993, out of which 575 are inspectors Adopted the recruitment rules for the upgraded department in March 2014 67 new inspectors have already been recruited. Recruitment process for newly created posts of inspectors (150 inspectors at various categories, in addition to the existing strength of 48 inspectors) in Capital City Development Authority (RAJUK) has been started and is in final stage Initiatives have been taken to increase manpower: a. Directorate of Fire Service & Civil Defense (DFSCD): 218 new posts of warehouse inspectors in addition to the existing strength of 50 b. Chittagong Development Authority (CDA: from 8 to 40 inspectors c. Department of Labour: Increase of total strength from 712 to 1,100 The MoLE, ILO and GIZ are implementing MoLE Compliance Capacity Building programme that includes basic inspector training The ILO and GIZ have completed training of 40 newly recruited inspectors An ILO project, 'Improving Working Conditions in the Ready-Made Garment Sector' is developing a comprehensive training program Decision to establish of 9 new Model fire stations in the RMG factor dense areas has been taken DIFE and DFSCD have been following approved checklist for their inspection activities in RMG, shrimp and other sectors A plan for independent inspection by the inspection teams of BUET, ACCORD and ALLIANCE have been developed Building and fire safety of the factories of EPXs are being monitored be the Engineering Department and fire safety team of BEPZA and Budgetary allocations for DIFE, DFSCD, RAJUK, DoL and CDA respectively have been increased 	Completion of recruitment for newly created post in DIFE and RAJUK latest by June 2014 Completion of approval process for strengthening DFSCD, CDA and DoL and recruitment of newly created post Continue training and completion of comprehensive training programme Continuation of inspection and completion of independent inspection			

(Table 12 contd.)

Srl.	Actions Proposed	Works Done	Works Ahead
2.	Increase fines and other sanctions including loss of import and export licenses, applied for failure to company with labour, fire or building standards to levels sufficient to deter future violations	 Existing Acts (Labour Act, Bangladesh Fire Prevention and Fire Fighting Law, 2003, The Building Construction Act, 1952) provide for penalty, imprisonment, cancellation of licenses for violation of the Acts. Penalty has been increased through recent amendment in the Labour Act The Ministry of Commerce has instructed all concerned ministries and departments to take action (suspension and non-issuance of licenses and certificates) in line with the importers, Exporters and Indentors (Registration) Order, 1981, regulations on bonded warehouse administered by the National Board of Revenue and existing arrangements for providing GSP certificates for failure by the companies to comply with labour, fire and building standards The DFSCD conducted 648 mobile courts and fined BDT 15,496,700 for failing to comply with the standards Review panel working under the National Tripartite Committee at the recommendations of Assessment teams has closed 13 factories located in four buildings 	
3.	Develop, in consultation with the ILO, and implement in line with already agreed targets, a plan to assess the structural building and fire safety of all active RMG/knitwear factories and initiate remedial actions, close or relocate inadequate factories, where appropriate	 A plan for assessment of building, fire and electrical safety of all 3,497 active RMG/Knitwear factories has been developed with the assistance of ILO Assessment are being carried out by the inspection teams of BUET (with support on quality from International inspection firm "Arup"), Accord and Alliance A common standard for assessment of fire, electrical and building safety of the factories to be followed by all teams has been developed BUET and ALLIANCE inspection teams have complete assessment of 247 and 431 factories respectively ACCORD Inspection team have completed fire and electrical safety assessment of 250 factories and building safety assessment of 200 factories by the ACCORD The Government together with ILO, ACCORD, ALLIANCE and other development partners is in the process of mobilizing fund for remediation and restructuring the factories. As of April 2014, JICA has launched a project worth BDT 1,000 million for reallocation and remediation of factory buildings. IFC is considering mobilizing the fund for remediation and restructuring 	Completion of assessment by the end of 2014 Mobilising the resources for remediation, restructuring and relocation of the factories
4.	Create a publicity accessible database/matrix of all RMG/knitwear factories as a	The Government with support from ILO has developed a publicly accessible database of all active export-oriented RMG factories on 30 March 2014. The Database is	Gradual upgradation of the database by incorporating all relevant
	platform for reporting labour,	available at the website of the Department	information

Srl.	Actions Proposed	Works Done	Works Ahead
	fire and building inspections, including information on the factories and locations, violations identified, fines and sanctions administered, factories closed or relocated, violations remediated, and the names of the lead inspectors	of Inspection for Factories and Establishment http://dife.gov.bd/components/reports/search.html	
5.	Establish directly in consultation with civil society an effective compliant mechanism, including a hotline, for workers to confidentially and anonymously report fire, building safety, and worker rights violations	Directorate of Fire Service and Civil Defense (FSCD) has already established a hotline Internal approval process has been completed for establishing other two hotlines: First one for the DoL for monitoring trade union activities; and Second one for the DIFE for monitoring factory compliance	Making the two other hotlines operational latest by 31 May 2014 once support from the ILO is received
	Tigitts violations	II. RMG/Knitwear Sector	
6.	Enact and implement, in consultation with the ILO, labour law reforms to address key concerns related to freedom of association and collective bargaining	The Bangladesh Labour (Amendment) act, 2013 was passed by Parliament on 15 July 2013. It has already come into force Related rules have been drafted. Consultations with stakeholders are underway	Completion of consultation process and adoption of the rules latest by July 2014
7.	Continue to expeditiously register unions that present applications that meet administrative requirements, and ensure protection of unions and their members from anti-union discrimination and reprisal	 As of 10 April 2014, a total of 268 trade unions have been registered in the RMG sector 140 trade unions in RMG sector were registered between 1 January 2013 and 10 April 2014 Labour unions and their members are protected through various the provisions of the amended Labour Act BGMEA and BKMEA have established labour cells in their associations to settle disputes between workers and management 	Continuation of existing pace of registration.
8.	Publicly report information on the status and final outcomes of individual union registration applications, including the time taken to process the applications and the basis for denial if relevant, and information on collective bargaining agreements concluded	One IT firm has been contracted by the ILO to develop software for online registration system and reporting system with the Department of Labour under the project 'Promoting Fundamental Principles and Rights at Work'. The online registration system will include trade union registration information, sector wise trade unions, sector wise federation, national federation, confederation etc.	Launching the website latest by June 2014
9.	Register non-governmental labour organisations that meet administrative requirements, including the Bangladesh Center for Worker Solidarity (BCWS) and Social Activities for the	 As indicated in previous submission, Bangladesh Centre for Working Solidarity (BCWS) and Social Activities for the Environment (SAFE) are continuing their operation since August 2013 As of date, all charges except one against Babul Aktar and Kalpona Aktar have been withdrawn 	Withdrawal of care (Ashulia P.S: 48(06)10)

(Table 12 contd.)

Srl.	Actions Proposed	Works Done	Works Ahead
	Environment (SAFE). Drop or expeditiously resolve pending criminal charges against labour activists to ensure workers and their supporters do not face harassment or intimidation. Advance a transparent investigation into the murder of Aminul Islam and report on the findings of this investigation	Charge sheet against Mustafizur Rahman has been filed and in-absentia trial of the Aminul Islam case has commenced	
10.	Publicly report on the database/matrix identified above or anti-union discrimination or other unfair labour practice complaints received and labour inspections completed, including information on factories and locations, status of investigations, violations identified, fines and sanctions, levied, remediation of violations, and the names of the lead inspectors	One IT firm has been contracted by the ILO to establish a publicly reporting system are under the project 'Promoting Fundamental Principles on Rights at workers'. The databank will include factories and locations, status of investigations, violations identified, fines and sanctions levied, remediation of violations, and the names of the lead inspectors, training related information labour welfare related information, conciliation, minimum wages etc.	Launching of publicly reporting system by June 2014
11.	Develop and implement mechanisms, including a training program for industrial police officers who oversee the RMG sector on workers' freedom of association and assembly, in coordination with the ILO, to prevent harassment, intimidation and violence against labour activists and unions	The Ministry of Home Affairs regularly organises training programmes for industrial police with its own resources. The training programmes include training of trainers, in-service training for industrial police, basic training for industrial police, fire extinguishing and management course, photography and videography course, training on accounting, orientation course etc as well as Bangladesh Labour Act, Geneva Convention, UN Human Right Charter and other issues relevant to industry and labour	Continuation of training programme for industrial police
		III. Export Processing Zones	
12.	Repeal or commit to a timeline for expeditiously bringing the EPZ law into conformity with international standards so that workers within EPZ factories enjoy the same freedom of association and collective bargaining rights as other workers in the country. Create a government working group and begin the repeal or overhaul or the EPZ law, in coordination with the ILO	 A high-level committee headed by Senior Secretary of Prime Minister's Office was formed in September 2013 for bringing the existing EPZ Workers' Welfare Association and industrial Relation Act 2010 in conformity with the Bangladesh Labour Act The Committee has already finalised a draft law entitled the "Bangladesh EPZ Labour Act, 2014" Consultations on the proposed draft have been held with the major stakeholders (EPZ Investors and new law by leaders of Workers' Welfare Associations, concerned October 2014 Ministries and Agencies) 	Vetting of the draft by the Ministry of Law and approval j by the Cabinet Placing the draft before the Parliament. Enactment of the new law by October 2014
13.	Issue regulations that, until the EPZ law has been	BEPZA has abolished the practice of blacklisting Continuation of the workers in EPZs. There is no	Continuation of the present practice

(Table 12 contd.)

Srl.	Actions Proposed	Works Done	Works Ahead
	repealed or overhauled, will ensure the protection of EPZ workers' freedom of association, including prohibiting "blacklisting" and other forms of exclusion from the zones for labour activities	 report of any present practice blacklisting since early 2013 An aggrieved worker has full freedom to go EPZ Labour Tribunals and EPZ Labour Appellate Tribunal. As of April 2014, WWAs have been formed in 208 I enterprises with the rights to collective bargaining. Workers Welfare Associations in EPZs enjoy rights to collective bargaining and will continue to do so in future Since 1 January 2014, they have been allowed the right to strike in EPZs 	
14.	Issue regulations that, until the EPZ law is repealed or overhauled, will ensure transparency in the enforcement of the existing EPZ law and that require the same inspections standards and procedures as in the rest of the RMG sector	 Authority of the Executive Chairman of SEPIA in the EWWAIR Act, 2010 have been reduced by delegating some of the responsibility to the heads of each EPZ BEPZA has established a fund and is implementing "Constitution and Operation Procedure of EPZ Workers' Welfare Fund-2012" in accordance with the EWWAIR Act, 2010 As of April 2014, BEPZA has appointed 03 1 Conciliators and appointment of Arbitrators is under process In addition, the government has designated eight labour courts for eight export processing zones and one appellate tribute for settling labour-related disputes in EPZs As of April 2014, 114 labour cases have been filed in those courts and among those 42 have been settled by the courts and the others are awaiting to be settled 	Continuation of the present practice
		IV. Shrimp Processing Sector	I.
15.	Actively support ILO and other worker-employer initiatives in the shrimp sector, such as the March 2013 Memorandum of Agreement, to ensure the strengthening of freedom of association, including addressing anti-union discrimination and unfair labour practices	 Signatories of the MoA have developed rules for Alternative Dispute Resolution (ADR) for the shrimp and fish processing plants and a workshop on the same was held on 30 March 2014 In the meantime, the parties of the MoA settled 14 out of 23 disputes through informal ADR 	Finalisation of the ADR by the signatories of the MoA
16.	Publicly report on anti-union I discrimination or other unfair labour practice complaints received and labour inspections completed, including information on factories and locations, status of investigations, violations identified fines and sanctions levied remediation' of violations, and the names of the lead inspectors	Online registration system with the Department of Labour referred to in Action No. 8 will also include labour union related information on Shrimp Sector Tree. Government of Bangladesh.	Launching of reporting system by June 2014

Source: Prepared by the Ministry of Commerce, Government of Bangladesh.

in the ADP do not always get adequate priority. In that backdrop, the progress made over the past year is quite impressive and further improvements towards optimising the ministry's capacity are also possible once some of the noted challenges are addressed. A major challenge for the ministry will be to effectively upgrade its different departments/divisions within the next few years so that it can take over the responsibility of monitoring and inspection activities once the global initiatives such as the Accord and the Alliance leave the country after five years. The ministry needs resources for recruitment of the required number of inspectors, logistic supports, training of the inspectors and database development, etc.

According to Annex Table 10, the timeline set for different activities vary as per the nature and extent of activities, most of which need two to three years for completion. It is important to capacitate the local authority according to these timelines.

PART E

Export Competitiveness of Bangladesh's RMG Sector after One Year of the Rana Plaza Tragedy

12. PRE- AND POST-RANA PLAZA TRAGEDY

There had been a strong apprehension that Bangladesh's RMG sector would confront a challenging time due to the image crisis after the consecutive accidents of Tazreen garments fire and Rana Plaza collapse. Incidentally the export performance of the sector is modest. The following sections highlight the performance of Bangladesh's RMG sector after those incidents particularly compared to its major competing countries. A comparative assessment of export performance has been made in terms of pre- and post-Rana plaza tragedy within the country and in between countries. The pre-Rana Plaza (Pre-RPT) period has been considered until the last month before the incident happened (March 2013) and the post-Rana Plaza (Post-RPT) period has been considered after the incidence with a lag period of three months as production orders are usually provided for three month periods, i.e. July 2013 onward. Given the limited availability of real time data, the period of data analysis has varied in the case of post RPT data.

12.1 Changes in Export Performance

Bangladesh's apparel sector performed better during 2013 compared to the previous year. This was despite a number of adverse incidences which directly impacted the sector including the fire in Tazreen Fashions Ltd. on 24 November which caused 112 worker deaths, the collapse of Rana Plaza in April 2013 with a death toll of 1,134 workers and political unrest before the national parliamentary elections of 5 January 2014. During the period of negotiation of minimum wages from June-November 2013, labour unrest in major industrial zones caused interruption in manufacturing activities. The suspension of the GSP facility in the US market is also considered as a blow to the export of Bangladesh's apparels.

According to the Export Promotion Bureau (EPB), the total exports have maintained a double digit growth during July-March 2014 (11.9 per cent) even in the period of various uncertainties thanks to better growth performance of the RMG sector during this period (export of USD 18.1 billion which was 15.2 per cent higher than that of the previous year (Table 13). Exports of both knit and woven products experienced similar level of growth during this period. In contrast, exports of non-RMG products were adversely affected (growth: (-) 0.3 per cent during July-March 2014) which include jute ((-) 47.3 per cent) and home textiles ((-) 1.3 per cent).

Comparing the pre-RPT period, the performance of the RMG exports in the post-RPT period was rather encouraging. Export growths of overall knit and woven products were higher during July-March 2014

Table 13: Growth of Bangladesh's Export to the World

(in Per cent)

Item	Jul-Mar 2011-12	Pre-RPT	Post-RPT
		2012-13 (Jul-Mar)	2013-14 (Jul-Mar)
RMG	12.2	11.1	15.2
Knit	5.9	8.4	16.4
Woven	19.2	13.8	14.0
Non-RMG	3.9	6.5	-0.3
Raw jute	-25.9	-12.9	-47.0
Leather	12.6	15.0	39.9
Home textiles	16.4	-10.1	-1.3
Frozen food	0.6	-16.2	25.0
TOTAL	10.4	10.2	12.0

Source: Bangladesh Bank (2014).

Table 14: Export Growth of Apparel Products in the US Market

(in Per cent)

Growth of Knit Products		Bangladesh	Cambodia	China	India	Indonesia	Vietnam
	2011-12 (Jul-Feb)	-8.7	15.8	4.4	-6.1	12.3	8.4
Pre-RPT 2012-13 (Jul-Feb		3.1	-6.4	-0.6	-10.3	-0.9	11.5
Post-RPT 2013-14 (Jul-Feb)		13.9	5.0	4.2	14.2	-6.4	15.6
Growth of W	oven Products	Bangladesh	Cambodia	China	India	Indonesia	Vietnam
2011-12 (Jul-Feb)		11.6	3.1	-1.5	7.6	6.8	9.5
Pre-RPT	2012-13 (Jul-Feb)	-0.2	-8.1	1.1	-3.8	0.6	7.3
Post-RPT 2013-14 (Jul-Feb		7.4	-8.6	-1.3	6.2	-0.6	15.0

Source: USITC (2014).

Table 15: Export Growth of Apparel Products in the EU Market

(in Per cent)

Growth of Knit Products		Bangladesh	Cambodia	China	India	Indonesia	Vietnam
	2012 (Jan-Jun)	0.8	25.6	-7.2	-19.5	1.6	9.4
	2012 (Jul-Dec)	1.8	17.4	-8.8	-7.7	-3.2	-3.4
Pre-RPT	2013 (Jan-Jun)	10.1	39.6	-5.5	5.9	-1.9	-4.2
Post-RPT	Post-RPT 2013 (Jul-Dec)		29.9	2.6	10.9	-0.7	5.2
Growth of V	Voven Products	Bangladesh	Cambodia	China	India	Indonesia	Vietnam
	2012 (Jan-Jun)	30.3	135.8	-10.1	-17.4	-3.1	4.0
	2012 (Jul-Dec)	28.3	97.2	-9.0	-5.9	-5.9	4.3
Pre-RPT	2013 (Jan-Jun)	22.6	69.5	-9.2	-2.1	-5.0	3.4
Post-RPT 2013 (Jul-Dec)		16.2	30.1	-1.5	-1.8	-3.7	5.7

Source: Eurostat (2014).

compared to the previous year. On the other hand, the export performance of non-RMG products was rather better in July-March 2013 compared to 2014. Thus, exports of the RMG sector despite various challenges performed better in the post-RPT period compared to the pre-RPT period, mainly because of its robust competitiveness in the world market which helped it to withstand various challenges.

Bangladesh has maintained robust performance in its major apparels market vis-à-vis those of its competing countries including Cambodia, China, India, Indonesia and Vietnam (Tables 14 and 15). Most competing countries have performed better in the US and EU markets in the post-RPT period compared to in the pre-RPT period. This is applicable for both knit and woven products. In the US market, Bangladesh has outperformed (in terms of growth in export) Cambodia, China and Indonesia in knit products and Cambodia, China, India and Indonesia in woven products. Only Vietnam is above Bangladesh in both products. Similarly, in the EU market Bangladesh has outperformed all the selected countries except Cambodia in both knit and woven products. Thus, Bangladesh has been able to maintain a robust performance in major global markets.

Bangladesh's exports to Canada during the post-RPT period (July-December 2013) have experienced mixed results. While export growth of woven products was slightly higher in the post-RPT period, export growth of knit products was rather low in the same period (Table 16). Likewise for the US and EU markets, performances in all the competing countries both in knit and woven products has been better in the post-RPT period compared to the pre-RPT period. It should be noted that Bangladesh is the second largest source of apparels for the Canadian market (11.4 per cent of total apparel import)

Table 16: Export Growth of Apparel Products in the Canadian Market

(in Per cent)

Period Bangladesh		ladesh	Cambodia		China		India		Indonesia		Vietnam	
	Knit	Woven	Knit	Woven	Knit	Woven	Knit	Woven	Knit	Woven	Knit	Woven
Pre-RPT 2013 (Jan-Jun)	6.33	3.21	5.98	-3.06	-1.32	-0.78	5.28	4.88	4.16	9.67	23.24	16.29
Post-RPT 2013 (Jul-Dec)	1.47	3.63	24.74	1.05	13.85	6.34	8.99	9.69	27.53	17.75	42.61	20.37

Source: USITC (2014).

after China. Hence a slowdown in export growth of Bangladesh's apparels against robust growth of all its competing countries implies a shift in sourcing from the former perhaps due the incidence of the Rana Plaza tragedy.

A unit value analysis of the top 10 knit and woven products in US and EU markets provided a mixed picture during September-October 2013 vis-à-vis the same period of the previous year (Table 17). Unit values of knit and woven products experienced a rise during October 2013 compared to October of the previous year. Of the top 10 knit products, unit values increased in six products. The unit values of woven products have increased in four out of 10 cases. Unit values in the EU market have experienced negative performances in most of the knit and woven products. A slowdown in the unit values of apparels, particularly woven products after the Rana Plaza tragedy despite growth in exports, has somewhat reduced the margin of exporters.

Table 17: Changes of Unit Price of Top Ten Products in the US and EU Markets

(in Per cent)

Knit			US Market			EU Market					
Products	Oct 12	Oct 13	Woven Products	Oct 12	Oct 13	Knit Products	Sep 12	Sep 13	Woven Products	Sep 12	Sep 13
610,910	-8.3	4.7	620,342	-9.4	-2.3	610,910	-6.6	-4.3	620,342	7.4	-6.2
611,020	-9.7	4.6	620,462	-7.9	-6.7	611,020	-0.1	-4.6	620,462	0.3	-1.4
610,821	-1.3	1.5	620,520	-10.7	-3.7	611,030	7.1	-7.5	620,520	10.2	-4.5
610,711	-12.3	4.2	620,343	-5.3	8.3	610,510	-4.3	-3.0	620,530	2.6	-1.5
610,510	-22.8	-0.9	620,920	-6.9	0.0	610,462	-7.7	-2.6	620,630	15.1	-5.9
611,120	-1.2	-5.3	620,630	0.9	-3.8	611,120	4.7	-8.2	620,920	-41.4	61.1
611,030	-2.7	6.2	621,210	-14.6	7.5	610,610	-0.9	-7.3	620,343	14.5	-0.8
610,463	- 1	-24.0	620,530	-6.1	-3.4	610,990	40.2	-8.8	621,210	3.9	11.6
610,462	-39.1	24.7	621,040	25.8	-52.9	610,711	-3.6	-15.2	620.640	19.4	6.3
610,822	-6.4	-18.1	620,193	3.4	10.3	610,342	-15.9	9.3	620.469	-43.0	68.8
	Share of top ten products					Share of top ten products					
Share (%)	73.9	71.1		79.4	83.1	Share (%)	86.4	87.9		86.5	89.2

Source: Calculated by the Team using data from United States International Trade Commission (USITC) and Eurostat.

12.2 A Static Analysis of Impulse Response Function (IRF) to Assess the Impact of the Rana Plaza Tragedy

An econometric exercise has been carried out with a view to understand the impact of the Rana Plaza tragedy on the apparel sector. A Vector Auto Regressive (VAR) model has been applied to estimate the

Impulse Response Function (IRF).²⁴ The IRF shows the effects of shocks on the adjustment path of the variables. Forecast error variance decompositions measure the contribution of each type of shock to the forecast error variance. Both computations are useful in assessing how shocks to economic variables reverberate through a system.

The endogenous variables used in the VAR model include total exports and imports; disbursement of credit to the private sector; Consumer Price Index (CPI) to appreciate the inflation; and Quantum Index of Production (QIP) to appreciate the production and exchange rate of the Bangladeshi Taka (BDT) against the US Dollar (USD).²⁵ An important preliminary step in model building and impulse response analysis is the selection of the VAR lag order. In order to choose the correct lag order AIC, HQ, SC and FPE criteria were taken under consideration and based on these criteria the VAR model was run using lag order 2. In addition to that necessary measures were taken to these time series variables before running the VAR model.

The IRF forecasted 12 months of responses for each variable. The output is presented in Figure 5. According to the graphs, exports have fluctuated in relation to imports and a very lagged but positive

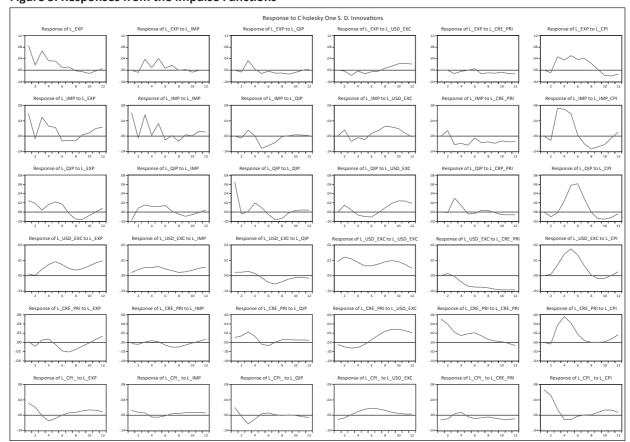


Figure 5: Responses from the Impulse Functions

Source: Calculation by the Team.

²⁴Vector autoregression is an econometric model used to capture the evolution and the interdependencies between multiple time series, generalising the univariate AR models. All the variables in a VAR are treated symmetrically by including for each variable an equation explaining its evolution based on its own lags and the lags of all the other variables in the model. Impulse response function of a dynamic system is its output when presented with a brief input signal, called an impulse. More generally, an impulse response refers to the reaction of any dynamic system in response to some external change.

²⁵Monthly data (41 observations) were collected from the Bangladesh Bank publications. To get a better result of fitting appropriate changes were made to the units of these variables and natural logarithm was taken for maintaining linearity.

effect with QIP and exchange rates. It is important to note here that responses of exports are almost neutral to a shock to credit to the private sector, but credit to the private sector has a lagged positive effect while the case is opposite. This implies that export influences the credit to the private sector. The CPI has a mixed relation with the exports. The impulse of exchange rates has some dynamic responses to other variables. QIP and credit to the private sector have a lagged positive effect on the impulse of the exchange rate against the USD. There is an immediate downtrend for every other variable in response to the shock in CPI. After a two month lag period the line tends to be positive. As a whole, the exercise suggests that exports from Bangladesh will not experience any turbulence in the near future.

12.3 Implementation of the Minimum Wages and Its Impact on the RMG Sector

The revision of the minimum wage of the RMG sector was one of the major incidences that occurred in 2013. It took almost six months to implement after the board was formed in June 2013. A major issue of discussion and negotiation was which method should be followed for calculating the minimum wage. Despite having laws, there is no agreed definition and method. Moazzem and Raz (2014)²⁶ have suggested a method based on the ILO convention 131. According to the method, the proposed minimum wage for grade 7 workers should be Tk. 8,290. The Board has taken this into consideration for importance of substantive revision of the minimum wage. However after negotiation and discussion the revised wage for grade 7 workers has been fixed at Tk. 5,300, which is about 76 per cent higher than the previous revision.

A rise in the minimum wage has increased the operational cost of factories which need to be adjusted through proper initiatives. It is expected that buyers and retailers/brands will come forward to revise upward the cutting and making charges, which will cover part/full of the changing amount of the labour cost. However, factories have to make necessary adjustments through raising their productivity and capacity utilisation of machines, reduction of wastages and improvement in efficiency, etc. The government has also announced a number of fiscal measures to adjust the rising operational costs which include a reduction of income tax at source from 0.8 to 0.3 per cent; an increase in cash incentives from two to three percent for exports to non-traditional markets; and an increase in export credit from export development funds at a subsidised rate of interest (7 per cent), etc. Such measures would help the sector spend more on improving working environments as well as better livelihood for workers.

²⁶Moazzem, K. G. and Raz, S. (2014). *Minimum Wage in the RMG Sector of Bangladesh: Definition, Determination Method and Levels.* CPD Working Paper 106. Dhaka: Centre for Policy Dialogue (CPD).

PART F Conclusion

13. CONCLUDING REMARKS: SUGGESTIONS

One year after the Rana Plaza Tragedy, the world of the victims and their families remains gloomy and full of uncertainty. The enthusiasm, devotion, hard work and combined efforts that was observed from all corners of society for rescuing the workers, providing treatment and financial support to the victims and their families and for taking care of orphans have gradually slowed down. Over the past year, various initiatives have been undertaken for the victims but the combined sum of those initiatives did not equate to adequate outcomes. A wide gap persists between commitment and delivery. Those which have been initiated without commitment have not made significant progress. According to the TIB (2014) about one-third of total commitments have so far been fulfilled, while 60 per cent of various initiatives have made some progress, and about 31 per cent of the rest did not make any progress. It appears that the focus of key stakeholders has shifted from the core areas (such as victims and sector) towards other areas (cost, price, politics, etc.).

a) Quick Initiatives Required for Narrowing the Gap between Commitment and Delivery

Various commitments have been made by different stakeholders in terms of providing long-term financial support, providing long-term treatment for injured workers, making arrangements for employment and taking responsibility of the orphans. All key stakeholders are found to have failed to meet their commitments in full although they have taken various initiatives which partly meet the required needs of the victims and their families. The government should fulfill its pledge regarding financial support, treatment facilities and legal measures. BGMEA should fulfill its pledge to provide salaries and compensation to missing workers; compensation for the victims and their families; reemployment as per capacity and requirement; provide long-term treatment support; provide appropriate forms of support to more orphans until they become adults. Buyers/retailers/brands should meet their pledge provide long-term financial support under the ILO convention by ensuring their participation with significant financial involvement.

b) Ensuring Long-term Planning and Activities for the Victims and their Families

The magnitude of the disaster of Rana Plaza is a new experience of the industrial history of Bangladesh as well as of the world. Every day new issues have been emerging which have not been experienced earlier. The extent of the disaster is so huge and robust that a 'business as usual' initiative would not fulfill the need of the industry and all its stakeholders. This is true not only in for ensuring long-term financial requirements of victims' families, but also in the case of long-term physical and mental treatment, special employment arrangements according to their physical conditions, long-term support for the orphans until they are able to take their responsibilities. Often various support initiatives appear to be sporadic in nature which lack 'inclusivity' and 'robustness' in terms of victims' requirements. A long-term programme focusing on sustainable livelihood needs to be formulated for the victims and their families and thereby undertake appropriate support measures. Taking the experience of the Rana Plaza and Tazreen Fashions Fire tragedies a framework of action needs to be formulated to support the victims of large-scale disasters.

c) Delays in Paying Compensation/Financial Support in Other Ways Indicate Denying the Entitlement

The victims immediately need long-term financial support for meeting their day-to-day expenses. The support received by these families could ensure their immediate and short-term needs which

however are unlikely to be sufficient for long-term needs. The first initiative that needs to be fulfilled is to provide compensation as per the national law. In this context, the High Court should immediately give directives to provide the compensation as per the suggestion made by the committee formed for this purpose. It is expected that the High Court should provide guidelines regarding who will take how much responsibility of the compensation payment. Despite various other ongoing initiatives for providing financial support, there is no scope to consider it as less important or as 'additional' along with those initiatives. The 'Rana Plaza Trust Fund' despite lots of 'high' initial commitments has yet to come out with an 'acceptable' amount. The targeted amount has been scaled down at almost half from the initial projection perhaps because of lack of adequate interest shown by the buyers/retailers/ brands. A number of buyers have taken initiatives outside the Trust Fund initiative which needs to be aligned with the Trust Fund to ensure better coordination among various initiatives. However, legally entitled measures under national rules should not be aligned with any other national and international voluntary initiatives.

d) A Special Employment Scheme is Needed for the Victims

Given the special kinds of injuries, most of the victims seem to be unable to maintain a regular working life. This refers to perceived inadequacies in efficiency and productivity, lack of ability to pursue jobs for a long period of time, unable to work in factory buildings because of trauma, lack of access to jobs that support the needs of disabled workers, etc. Some have even lost their ability to pursue any kinds of jobs. Thus a 'business as usual' initiative would not meet the needs of the victims. Hence, the government and BGMEA, BKMEA and Employers' Federation should play a proactive role with regard to make necessary arrangements for ensuring employment for the victims as per their physical and mental capabilities.

e) Legal Measures against the Alleged Persons Need to be Speeded Up

The CID should immediately complete its investigation and take measures to frame cases against the alleged persons without delay.

f) Equal Standards should be Maintained in Factory Inspections by the Inspecting Authorities and Similar Remediation Measures to be Provided

The ongoing inspection process of garment factories should maintain uniformity in the implementation of its standards in terms of identification of problems and challenges, the suggested measures, and the remediation plan. In this context, a common reporting format should be maintained in the inspection process. The report regarding the inspection process indicates that three inspection initiatives perhaps could not maintain the equal standard which might cause damage to the monitoring activities of some over others. It should not be forgotten that any casualties in the future, if they are found to be related to faulty inspections in either of the initiatives, would seriously raise questions of 'branding' image which these initiatives are expected to develop in this process.

g) Temporary Closure of Factories due to Faulty Structure should not be Synonymous with Worker Lay-Offs

A number of factories have been temporarily closed down due to faulty structures due to which they are expected to perform the necessary remediation and restructuring. It is understood that workers are to be compensated during the factory closures. Few factory-owners paid the basic wages and other dues

with the understanding that workers will continue their jobs once it reopens. Given the limited financial ability of some of those factory-owners, it is important to share the financial burden between the buyers/retailers of those factories until the factory returns to operation. Recently Alliance has indicated that it will provide half of the basic wages for two months which needs to be extended until the factory resumes its operation according to the set timeline. It is expected that buyers/retailers involved with the Accord should come forward to take similar kinds of responsibility. Similar measures need to be ensured by the factories inspected by the ILO. However, workers also need to be adequately informed regarding the period of closure, as they lose more than half of their take home payment, since they are only provided basic wages rather than the gross salary.

In case a factory needs to be shut down permanently, workers should be paid all their dues as per the law. Given the shortage of workers in the sector (30 per cent of workers means about 1.2 million) as claimed by the associations (BGMEA and BKMEA) there should not be any problem in getting jobs in a 'compliant' factory where workers are needed. In this context, BGMEA/BKMEA should publicly disclose factory-related information about shortages of workers in a manner that can be helpful for the prospective job-seekers. Since labour migration in urban areas usually takes place under chain migration where location plays a vital role, labour leaders of different areas should come forward to help settle down in case workers need to shift to new places.

h) Refurbishment of Factories should be Completed as per the Suggested Timeline

The measures suggested for reconstruction and refurbishment are mostly related to fire and electrical safety. Most of these measures are not so costly and difficult to implement; hence those measures could be taken in a time-bound manner. However, some of the suggested measures would be costly (the most frequently noted is sprinkler systems). Overall, most of these measures are found to be implementable within the set timeline. In case factories need resources for remediation, Accord and Alliance should take necessary measures for making available those resources as per their agreement and commitment.

i) Appropriate Measures Need to Make Sub-Contracting Factories Compliant but also Viable and Profitable for Business

The small and 'sub-contracting' factories are often found to be non-compliant; these need to be compliant. However, without making changes in business-practices (local large factories acting as 'buyers') it would be difficult for these factories to bear the additional cost for maintaining compliance. Hence local factory-owners as well as international buyers should come forward to ensure sufficient 'CM' charges for sub-contracting operation. In this context, finalisation of the framework for sub-contracting activities by ensuring responsibility of local 'buyers' as well as 'foreign 'buyers' in the operation need to be ensured.

j) Improvement in Compliance Standard in the Factory is a Continuous Process

It is important for all stakeholders to realise that the ongoing initiatives for improvement of compliance will need to be maintained in the future. Thus the new standard should not be considered as simply a mechanism for the reinstatement of the GSP facility in the US or retaining market access in the EU. It should rather be considered as a significant component towards establishing a long-term strategy to sustain the garments industry in consideration of the safety and security of the workers and rebuilding an attractive 'brand' image for the country. In this context, key stakeholders such as government and associations should be proactive in maintaining that standard in the future.

k) Upgrading the Capacity of the Ministry of Labour and Employment and Fire Service and Civil Defense Authority

Government should take a principled stand to consider the MoLE as one of its top priority ministries. In that context, necessary resources should be allocated both under revenue and development budgets with a view to improving its operational skills by making arrangements for training and providing logistic support to staff. Similar support is needed for the FSCD authority for improving their human and technical skills.

I) Building the Local Ownership of Reform and Restructuring Activities

The ongoing monitoring, inspection and reform and restructuring activities are being carried out largely outside the purview of the local monitoring and inspection authorities (MoLE and FSCD). These initiatives are only temporary and will need to be maintained by the local authorities. It is important to take proper measures in the coming years to train the local authorities about the new standard, inspection and monitoring process, reporting mechanism, follow-up monitoring and enforcement, etc. The ultimate objective is to ensure local ownership in the monitoring process. Thus, a framework needs to be developed in the transitional phase regarding preparation of the local authorities to effectively take responsibility and maintain the standard once these initiatives are over.

ANNEXES

Annex Table 1: Financial Support

Types of Support Sources - Tk. 20,000 funeral expenses for each worker (GoB) GoB-PM's Relief and Welfare Fund, Dhaka District - 137 from DNA report, families to received Tk. 1-5 lakh each; Administration, MoLE, Ministry of Relief and Tk. 3 crore already approved by PM's office (GoB) Disaster Management, ILO, Primark, BGMEA, BILS, - Received Tk. 10-15 lakh in savings certificates by 36 workers Meril-Prothom Alo Trust Fund, Bangladesh Banker's (GoB) Association, BRAC, Handicap International, ActionAid, - 777 workers and families received Tk. 1-5 lakh each; total Udichi disbursements for this amounts to Tk. 18 crore (GoB) - Tk. 2 crore to 22 different clinics and hospitals for their support to victims after the incident; EMCH received Tk. 1 Online and daily news sources such as the Daily Star, crore alone (GoB) New Age, ProthomAlo etc. Tk. 50 lakh to DMCH for DNA testing (GoB) - Tk. 10,000 to each of 750 patients at Enam Medical College, Savar CMH, Dhaka CMH, Dhaka Medical College Hospital and as Dhaka Orthopaedic Hospital during PM's visit (GoB) - Tk. 1 crore to EMCH for their services (GoB) - Tk. 7,000 per worker (BKMEA) - April's salary to 2,785 workers, Tk. 36,000 to 12 pregnant wives of the deceased; Tk. 20 lakh for Eid celebration at CRP and Tk. 2 crore donation to PMs fund; Tk. 2 crore donation to PM's Relief Fund (BGMEA) - Tk. 5,000 post-delivery monthly allowances to 29 pregnant workers and Tk. 121,610 to for short-term allowances to another 350 victims (BILS) - Tk. 1 lakh in savings certificates to 80 victims and 20 more to receive by end of February 2014; Tk. 50,000 to injured worker; Tk. 10,000 to widow of deceased rescue worker (Meril-Prothom Alo Trust Fund) - Tk. 90 crore donation to PM's fund by Bangladesh Banker's Association - Tk. 1 lakh fixed deposits for each of 12 victims (BRAC) - Tk. 70,000 distributed amongst 35 victims (Handicap International) - 3 months salary to 3,621 workers and another 3 months committed (Primark) - 2 critically injured and 2 pregnant wives received a total of Tk. 374,030 (ActionAid) - Tk. 1,030,000 disbursed to 67 injured workers and family members of the deceased (Udichi)

Source: Prepared by the Team based on different documents.

Annex Table 2: Treatment to Injured Workers

Support Type - Artificial limbs support noted for 40 amputees by BRAC, NITOR, CRP, CDD and the

- Thai government(overall)
- Tk. 3.411 crore towards workers' treatment; 3 medical teams ensuring support to 850 injured workers at various hospitals after the incidents, includes two workers received treatment at NITOR and another 16 at the GonoShastho Kendra (BGMEA)
- 6 workers in critical condition operated (Bangabandhu Sheikh Mujib Medical College-Meril-Prothom Alo Trust)
- Tk. 740,010 to procure urgent provisions such as first-aid, oxygen spray, food, clothing and water for 140 injured during the incident and ensured their treatment at Dhaka Medical College Hospital and the Pongu Hospital; donated 20 wheelchairs and Tk. 7 lakh to CRP (Meril-Prothom Alo Trust)
- Over 1,100 received first aid treatment during the first few days after the incident and 676 admitted and received treatment for 3 months; includes food, clothing and medicine supply (EMCH)
- 418 injured treated at CRP: physiotherapy, spinal fixation, amputation, orthopedic operation, artificial limb training (CRP)
- 700 injured treated at BILS Support Center: physiotherapy, psychotherapy, neo-natal care, medication supply, etc. (BILS)
- Set up information and support camp at the Savar Adhar Chandra High School which provided food, shelter and saline and served 1035 injured workers and victims of family members. 300 received financial benefits through the camp. A Temporary Health Camp in front of the Modern Plaza at Savar, provided health check-ups, follow-up treatment, medicine and referred victims to DMCH, NITOR, Suhwardy Medical College Hospital and CRP for further treatment; a total of 161 benefitted from this provision. Provided full treatment and basic necessity costs for two victims at New Hope Clinic, Savar, (BILS)
- Counselling sessions and follow ups for 16 female patients at the EMCH to overcome trauma (Sajida Foundation)
- Experience sharing sessions with 55 and three psycho-social counselling sessions to 75 rescue workers (Naripokkho and SAFE)
- 300 victims received counselling (Awaj Foundation)
- 20 injured persons received treatment; 20 received emergency treatment from emergency medical camp; 7 rescued through amputation of limbs; 173 rescue team members and victims' relatives received treatment, food, water and ORS from emergency medical camp; another 1,033 received treatment through special camp, physiotherapy, mental rehabilitation, ANC, child delivery services (Gonoshasthaya Kendra)
- Health team provided health care and first aid service to 1,542 injured persons (Bangladesh Red Crescent Society)
- PPRC's 100 Families Development Initiative include the creation of an online database of 259 deceased and 925 injured workers and their contact information (PPRC)
- Tk. 32 lakh donation to BILS (Manusher Jonno Foundation)
- Tk. 18 lakh donation to CRP for three month's treatment and rehabilitation expenses of 9 victims (Canadian Government)
- Tk. 23 lakh donation to CRP for victims (Netherlands Embassy)
- Tk. 1.17 crore donated to CRP (Loblaw, retailer)
- Tk. 35,000 donation to CDD to procure raw materials for 4 artificial limbs (Light for the World- Netherlands)
- Fund support to CDD for another 6 limbs (International USA)

BRAC, CDD, CRP, GIZ, MoLE, BILS, ActionAid, BGMEA, PPRC, NITOR, BGMEA, Bangabandhu Sheikh Mujib Medical College, Meril-Prothom Alo Trust Fund. EMCH, Sajida Foundation, Naripokkho, SAFE, Awaj Foundation, Gonoshasthaya Kendra, Bangladesh Red Crescent Society, Manusher Jonno Foundation, Canadian Government, Netherlands Embassy, Loblaw, Light for the World- Netherlands;

Sources

Online and daily news sources such as the Daily Star, New Age, Prothom Alo, etc.

Canadians for Global Humanity.

International USA, Young

Government of Thailand

Support Type	Sources
- Tk. 374,030 for treatment of critically injured and 2 pregnant wives of deceased;	
door-to-door emergency medical services to 153 injured; Needs Assessment on mid-	
long-term medical rehabilitation requirements (AAB)	
- Donated USD 9,000 to CRP (Young Canadians for Global Humanity)	
- CRP, BGMEA and GIZ have signed an MoU on 23 October 2013 to build an Orthotics	
and Prosthetics School in Savar	

Source: Prepared by the Team based on different documents.

Annex Table 3: Initiatives Undertaken by the Development Partners

)				
Donor Organisation/ Country	Support to	Programme	Purpose	Amount	Time Period
EU – co-funded with GIZ	ZI5	Better Work Standards (BEST) Component of PSES	- Training and re-employment for disabled and survivors of Rana Plaza	€2.3 mln (EU contribution only)	Feb 2010- Dec 2014 (best-bd.org)
EU	Swisscontact (£ 1.7 mln) Save the Children (£ 1,4 mln)	Technical and Vocational Education and Training (TVET)	- Skills development/training	€3.1 mln	Phase 1 (2011-2014)
ЕО-DIРЕСНО	Actionaid	DIPECHO V and VI projects: ECHO Disaster Risk Reduction programme	 Work in collaboration with factory mgmt, workers and concerned organisations – ActionaAid, BGMEA, FSCD Development of emergency contingency plans for garment factories, training and perform risk assessments 	€26.314	Undefined
USAID	American Center for International Labor Solidarity	Capacity building for labour unions and NGOs	- Assistance for union formation and registration, capacity building, including strategic planning; advocacy; leadership development; financial management; industrial dispute resolution; and collective bargaining techniques and legal assistance	USD 3.5 mln	2011-2015
NS	Implementer not yet selected	US Department of Labor (DOL) Safer Factories	 Improve government enforcement of fire and general building safety standards Increase worker ability to monitor fire and building safety standards 	USD 2.5 mln	Undefined
Sn	ILO Declarations	DOL Promoting Fundamental Principles and Rights	 Improving the labour law framework in conformity with International Labour Standards Enhancing worker capacity to exercise their rights, including freedom of association/labour organising Improving labour-management cooperation at the enterprise level Training on OSH 	USD 1.5 mln	Undefined
ns	ILO	DOL Better Work Design Phase	- Preparation of Better Work programme in Bangladesh	USD 685,000	Undefined
					(Annex Table 3 contd.)

(Annex Table 3 contd.)

Donor Organisation/	Support to	Programme	Purpose	Amount	Time Period
Country					
Denmark	GIZ	Promotion of Social and Environmental Standards in Industries (PSES)	 (Co-funded with EU) Provide audit and advisory services to BG/BKMEA member factories Train factory social compliance officers on social compliance and international standards like WRAP and BSCI Conduct Training of Trainers (ToT) on Social Compliance to develop master trainers on social compliance Provide trainings and logistics support to inspectors of MoLE Sensitise women workers on their rights and responsibilities as per law in women cafes through NGOs 	€4.8 mIn	Undefined
Denmark	GIZ	Rehabilitation of disabled persons	 Provide occupational, medical and psychological rehabilitation assistance. Promote return to work programmes for disabled persons Provide vocational counselling Design new training concepts for inclusive skill development for RMG sector Develop ideas for the improvement of law which regularises the interests of people with disabilities Provide self-employment and micro credit facility for the people with disabilities in RMG sector Identify and train deceased/injured workers family members to become income providers Provide advisory services to the appropriate government departments 	€2.5 mln	
Denmark	ICRC / GRC	Assistance to handicapped victims of Savar	- Provide assistance to amputees of Savar tragedy, i.e. artificial limbs and mobility devices	€50,000	Undefined

(Annex Table 3 contd.)

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

(Annex Table 3 contd.)

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

Source: Prepared by the Team based on different documents.

Annex Table 4: Re-Employment and Training of Workers

Type of Support	Sources
- Provided 70 out of 100 promised jobs at member factories (BGMEA)	CDD, CRP, BGMEA, GIZ,
- Vocational training for 157 workers and provision of seed money, business planning	ActionAid, ILO, DFID, ILO, MoLE,
and forecasting support 10 workers (CRP)	LCG-CG RMG Project, Meril-
- Reemployed 8 and training 4 workers through BILS Support Center (BILS)	Prothom Alo Trust), Sajida
- Employment of 1 survivor at Paramount Textiles (Meril-Prothom Alo Trust)	Foundation, Ahsania Mission,
- Self-employment support to 9 victims (Sajida Foundation)	BRAC, EU
- 32 workers to be trained by COEL (govt. commitment for jobs in leather industry)	
(CDD, GoB, ILO)	
- Inclusive Skills Development and Reintegration of Persons with Disabilities in	
PSES project (€2.5 million) to train 1,500 workers and prepare 50 factories to	
accommodate them; linked 300 victims (injured and families) to the "Female	
Operator to Line Supervisors" and Sewing Machine Operators courses in CFTEM and	
MoWCA training institutes at Jirani and Dinajpur (GIZ, Ahsania Mission)	
- Planning a rehabilitation and reintegration programme for 250 disabled workers	
(ActionAid, ILO)	
- Improving Working Conditions in the RMG Sector in Bangladesh project, includes	
rehabilitation and livelihood improvements: funding from UK government (£4.8	
million), Netherlands and Canadian governments £9.6m each (ILO)	
- Low skills garments and construction worker training (£18 million) (ILO)	
- TVET Reform project (Tk. 136 crore) to include training of injured and disabled Rana	
Plaza workers through the National Skills Development Council Secretariat; includes	
6-month long small business apprenticeship training to 50 survivors. (GoB, ILO,	
BRAC, EU)	

Source: Prepared by the Team based on different documents.

Annex Table 5: Support to Victims' Children

Type of Support	Sources
 21 orphans handed over to ORCA Homes (BGMEA) Jahangirnagar University teachers' Association supporting 8 with Tk. 60,000 cash to each and 5-year deposit for payments every 3 months (JUTA) 	BGMEA, Sneha Foundation, ActionAid Bangladesh,
 Educational support to 5 children for 3 years (KarmajibiNari) 10 children to receive interest from Tk. 11 lakh deposit (Young Men's Christian Association) Allocated £70,000 for long-term support: 176 children receiving education and 	JUTA, Karmajibi Nari,PLAN Bangladesh, UNICEF, The Optimists, VERC, Save the Children, YMCA, Sreepur Village
guardian's vocational training support; each child also received Tk. 1,500 and 100 amongst them received Tk. 20,000 in fixed deposit accounts (Save the Children, VERC, PLAN Bangladesh, ActionAid)	
 Conducted study in identifying the needs of Rana Plaza children, covers 2,297 participants (Save the Children and ActionAid) Tk. 12,000 cheques to each of the 14 children of nine victims, as a part of three six- 	Online sources: various news publications such asthe Daily Star, New Age, Prothom Alo etc.
monthly installments (UNICEF) - Distributed Tk. 712,800 to 81 children (The Optimists) - Financial support to 4 orphans and allocation of 4 lakh for further support	
 (ActionAid) Education for 138 children from the extended families of those who lost someone at Rana (Sreepur Village) 	
- Provided 3 months financial support for children's education (exact number of beneficiaries required) (Sneha Foundation)	

Source: Prepared by the Team based on different documents.

Annex 6: Method of Calculating Claims Awards under the Arrangement

The method of calculating claims awards under the multi-stakeholder arrangement for the Rana Plaza victims and their families and dependents is designed in accordance with ILO Employment Injury Benefits Convention No. 121. Its objective is to provide life-time benefits to Rana Plaza workers who are disabled as a result of the accident as well as to surviving dependents and family members of deceased workers. The design ensures monetary payments in a transparent and equitable manner according to the victims' losses and needs respectively, as well as access to medical and related care for injured workers in need.

Parameters for Payments

The parameters that guide the calculation of monetary payments have been determined by the Coordination Committee and are guided by the general framework of Convention No. 121.

6.1 Calculation for Loss of Income

The amount of the payments made in respect of the losses suffered will be calculated on the basis of the earnings of the victims.

Reference Wage: Wages that will be used to calculate the payments will be based on the 2013 Workers Classification Wage Structure, which was brought into law in October 2013. Wages earned by Rana Plaza workers at the time of collapse will be adjusted to reflect this structure. For example, for a worker at minimum wage of Tk. 3,000 per month at the date of accident, the wage that will be used to calculate the amount of the payment will be Tk. 5,300, the current wage level.

Replacement Rate: This is the percentage of the wage that will be paid out to the beneficiaries. For Rana Plaza victims, their families and their dependents it was agreed to use the following replacement rates:

- Totally disabled worker: receives 60 per cent of the reference wage payable for his or her lifetime.
- Partially disabled worker: receives a percentage of the amount above calculated for a totally disabled worker, the percentage being equal to the degree of disability of the worker.
- Surviving dependent(s) of a deceased or missing worker: for as long as they are dependent, receive 60 per cent of the current wage payable in the case of three eligible dependents or more; 55 per cent of the current wage in the case of two eligible dependents; and 50 per cent in the case of only one eligible dependent. Payments will be divided between each eligible dependent.

6.2 Definition of Eligible Dependent

"Dependent" is defined in accordance with the Bangladesh Labour Act 2006 as: (a) a widow, minor child, unmarried daughter, or a widowed mother; and (b) if wholly or partly dependant on the earnings of the worker at the time of his/her death, a widower, father or widowed mother, a daughter if unmarried or widowed, a minor brother, an unmarried or widowed sister, a widowed daughter-in-law, a minor child of a deceased son, a minor child of a deceased daughter where no father of the child is alive or, where no parent of the worker is alive, a paternal grandparent and illegitimate son or illegitimate unmarried daughter.

A minor is defined as a child below age 18.

6.3 Economic Assumptions

Economic assumptions used to calculate the present value of monthly benefits are:

- Discount rate: 8.1 per cent per year
- Indexation of the monthly benefits: 6 per cent per year

6.4 Length of Payments

Payments will be calculated to take into account the life expectancy of the beneficiaries (with the exception of minor dependents, where payments will be calculated until 18). The system uses the UN Mortality Table which predicts the observed life expectancy at birth in Bangladesh for males and females. It also assumes improvement in mortality over time.

Payments will be made in a number of installments, as agreed by the Coordination Committee.

6.5 Healthcare and Related Benefits

The awards also address the healthcare needs of victims injured in the accident. A medical assessment by qualified doctors exercising independent professional judgment will project the necessary care that such victims need to attain pre-injury health condition or maximum recovery. The scheme will ensure that those with injuries have access to needed treatment and related benefits, such as hospital care, doctors, drugs, physiotherapy, prosthetic appliances, and services to permanently disabled needing help for daily activities. Follow-up is organised through local and international service providers active in Bangladesh.

Annex Table 7: Legal Issues

Types of Issues	Sources
- Owner of Rana Plaza, his father and four owners of the factories have been arrested.	National Tripartite Action
The case is now under investigation	Plan, Cabinet committee for
- Seven inspector level officers of Labour Directorate and DIFE have been suspended	the RMG sector, MoLE, FSCD,
for negligence of duty and departmental proceeding against them have been started	RAJUK
- National Occupational Health and Safety Policy approved	
- Inquiry committee headed by Labour Director (Joint Secretary) to investigate Rana	
Plaza collapse. In addition to that the Ministry of Home Affairs and Dhaka District	
Administration formed two more enquiry committees and submitted reports	
- Formed a Task Force on "Expansion and Simplification of RMG Industry" headed by	
one additional Secretary of Ministry of Commerce to review and make adjustment of	
relevant laws, rules and regulations	
- CID has requested to extend time for submission; new date for submission is in	
February, 2013. Court rejected the plea for bail for site engineer	
- Seven inspector level officers from DIFE suspended due to negligence of duty	
- New chief inspector recruited for DIFE	

Source: Prepared by the Team based on different documents.

Issues	Key Activities		Concerns	Pocnonciblo
		Current Progress		Nesponsible .
				Organisations
	Respect for labour rights, in particu	Respect for labour rights, in particular freedom of association and the right to collective bargaining	collective bargaining	
Adoption in July 2013 of the	Amendments to the Bangladesh	22 July 2013, Labour Law amendments	Sections of the Labour Law that does	NTC, Joint
amendments to the Bangladesh	Labour Law	include:	not meet the ILO conventions:	Committee, ILO
Labour Law aimed at improving	• Joint Committees for the	 Workers can seek external expert 	 30% workers must join union, for it 	Committee of
the fundamental rights of	improvement of occupational	advice during Collective Bargaining	to be registered	Experts, MoLE,
workers, and thereafter ensuring	safety and health	 No longer need to provide list of trade 	 30% enterprise workers participation 	OTI
entry into force of the amended	Implementation and enforcement	union members to employer prior to	required to apply for union; if	
Labour Law by the end of 2013.	of the Labour Law will be	registration, Section 178 (3)	anytime membership drops below	
The amended Labour Law will	monitored through regular	 Previously to go on a strike it required 	30% then union is dissolved and new	
provide improved protection,	reports by the Government of	% of the workers consent through	one can only be formed 1 year after	
in law and practice, for the	Bangladesh to the ILO Committee	secret voting to validate right to	dissolution	
fundamental rights to freedom	of Experts and social partners'	strike; this requirement has been	 Can only select trade union from 	
of association and the rights to	observations submitted to the	revised to 2/3 now	workers within the factory (easy for	
collective bargaining, as well	same Committee, in compliance	 For factories with 50+ workers, should 	owners to expel leaders)	
as Joint Committees for the	with the conclusions of the ILO	create Participation Committee and	 Section 180 was amended to 	
improvement of occupational	Committee on Application of	Safety Committees	allow 10% union officers in	
safety and health	Standards	 For factories with over 20% female 	STATE OWNED ENTERPRISES	
	 Rapid issuance and 	workforce, at least 10% of the union	to be elected from outside the	
	implementation of all rules	executive committees for those	establishment; does not apply to	
	required by law-free election	establishments should also include	the private sector	
	of workers' representatives and	female members	 Prohibits anyone from running as 	
	the functioning of participation	 Employers cannot transfer WPC/ 	candidate unless employed/engaged	
	committees	Union members without consent	in that factory; therefore, candidate	
	 ILO to provide technical 	of workforce (e.g. anti-union	cannot work full time on union	
	assistance to Bangladesh	discrimination)	matters	
	towards implementation and	 Can have up to 5 trade unions per 	 Any union office has to be 200 ft 	
	follow-up concerning freedom	factory (previously it was 3)	away from factory establishment	
	of association and the right to	 Increase in minimum wage 	 Workers at EPZs cannot legally form 	
	collective bargaining, including		unions (more detail later in EPZ	
	for the effective application of the	Joint Committee established and	section)	
	law regarding union registrations,	already submitted draft of OSH national	 Right to Strike: cumbersome 	
	union discrimination cases, and	policy; 11-member high power cabinet	bureaucratic procedures e.g.	
	unfair labour practice claims	committee regularly meet to review	2nd/3rd union members have to	
		progress on OSH	vote for strike through a secret ballot	
		Adopted National OSH Policy on October	(previously it was ¾ requirement)	
		2013		

(Annex Table 8 contd.)

,				
Issues	Key Activities	Current Progress	Concerns	Responsible Organisations
		Committee headed by Secretary of MoLE	 Government can stop a strike 	
		to formulate the Industrial Relations	if it causes "serious hardship to	
		Rules, 1977, which will implement	community" or is "prejudicial to	
		the Act; working group has started to	national interest" = not defined =	
		prepare draft of the rules (NAP)	misused; Special Powers Act, can be	
		 22-Jan-2014- first meeting of 	charged/detained (misuse of power)	
		committee was held on;	 Strikes not allowed for 3 years 	
		 2-Mar-2014- second meeting to 	in newly established factories	
		review draft	or those fully/partly owned by	
		 Apr-2014- expected to finalise draft 	foreigners	
			Unauthorised strikes =	
		ILO Better Work Program to address	imprisonment for a year and Tk.	
		issues regarding implementation	5000 fine; obstruction of transport	
		and follow up of labour issues such	= 14 yrs of imprisonment	
		as freedom of association/collective	 Use of language such as "disorderly 	
		bargaining, etc.	behavior" in cases of firing a worker	
			without notice and compensation	
		ILO already started training of local	(section 23.4G), can be broadly	
		inspectors on OSH policy and designing	interpreted	
		ToT programmes	 Redirect attention to "Participation 	
			Committees" and "Safety	
			Committees" – powerless bodies for	
			50+ workers at factories	
			If factory has unions = union	
			leader to be part of committee	
			 If no union = directly elect 	
			 Roles of committees not clearly 	
			defined	
			 Government control over unions' 	
			access to foreign funding, all unions	
			require prior approval from MoLE	
			before unions/employer orgs can	
			receive "technical, technological,	
			H&S and financial support" from	
			international sources	
				(Appendig Table 9 contd)

(Annex Table 8 contd.)				
Issues	Key Activities	Current Progress	Concerns	Responsible Organisations
			 No measures for sexual harassment at the workplace 	
			 Workers Participation Committees 	
			 Workers reps chosen by trade union, if none then in the "nrescribed 	
			manner" (loophole)	
			 Administrative problems: DoL can 	
			interfere in internal union affairs,	
			enter union premises and inspect	
			documents; previously revoked	
			registration of differently been	
			Noed 5+ unions to establish a	
			 Section 205 (6)(a)- "For an 	
			establishment where there is no	
			trade union, until a union is formed,	
			the workers' representatives to the	
			Participation committee shall run	
			activities related to workers' interests	
			in the establishment concerns"	
			 concern, whether WPC can 	
			undermine formation /role of trade	
			union in such cases.	
			Minimum Wage increase: has not	
			increased basic for the lowest grade	
			of workers, as a result OT remains the	
			same;	
			 Following rise in wages, house rent 	
			and price of essentials for workers,	
			"on-food inflation rose by 1.7% MoM	
			(month over month) driven mainly by	
			"Gross rent, fuel and lighting" which	
			grew to a staggering 3.37% MoM."	
			(5d-cilioliicie, 2014)	

Organisations Responsible MoLE, FPRW, USDOL, ILO, Commerce Ministry GoB-IRR examined application of conventions: Lay-offs following min wage increase e.g. almost 20% --> untimely hike led on Trade Union situation in Bangladesh considering the demand and level of productivity, such a wage hike is not yet economically justified under the qualifications, e.g. one factory from grade 6 to SSC (bd-chronicle, 2014) bargaining during meetings in Nov-The following information was noted Between July-December 2013, DoL received 6 formal applications and workers in the labour market, and in the ILO report to Director-General Increase in entry requirements for to increase in unemployment (bdfactory workers, e.g. educational 48 informal requests for dispute Likely there is a over-supply of right to organise and collective ILO's Committee of Experts on the Application of Experts and Recommendations (CEACR)submitted on 2-Feb-2014: free market argument chronicle, 2014) (similar to above) resolution Dec 2013 Training for Victims, Implement Better working conditions program covering five areas which include: Fire Safety Assessment, Strengthening Labour Inspections and Support Fire and Systems, Rehabilitation and Skills Building Inspections, Build OSH ILO developed comprehensive **Current Progress** Awareness, Capacity and (similar to above) Work Program ILO Convention No. 87 (Freedom of Right to Organise) and Convention Association and Protection of the legislative proposals to address -Develop and adopt additional No. 98 (Right to Organise and ILO will assist Bangladesh in the reforms in meeting ILO reviewing the adequacy of Key Activities Collective Bargaining) requirements through regular reports by the Conforming to all the existing enforcement of the revised Government of Bangladesh to the implementation and enforcement of the Labour practices in appraising the actions taken with respect ILO rules, procedure and Law will be monitored Labour Law. Effective implementation and (Annex Table 8 contd.) Issues

(Annex Table 8 contd.)

truers' regarding union registrations, and follow-up regrations and follow-up regrations and follow-up regrations and follow-up regrations and father place for collective bargaining agents and agents and agents and agents are protected claims of the union discrimination cases, and agents are place for collective bargaining agents and agents are protected for the union discrimination cases, and agents are protected to the union discrimination cases, and agents are protected to the union discrimination of action of the union discrimination of action and action of action of action and action of action action of action and action of action action of action action and action action action of action action and action action action action and action ac					
there's regarding union registrations, and inplementation and follow-up regarding union registrations, and union discrimination cases, and agents If the union discrimination cases, and another place for collective bargaining agents If the silver in the control of 10 reports to 10 Committee of Experts as per ILO schedules, last report in progress Incles in the control of 10 reports to 10 Committee of Experts as per ILO schedules, last report in progress Incles in the committee of Experts as per ILO schedules, last report in progress Incles in the committee of Experts as per ILO schedules, last report in progress Incles in the committee of Experts as per ILO schedules, last report in progress Incles in the composition of schedules, last report in progress Incles in the composition of schedules, last report in progress Incles in the composition of schedules, last report in progress Incles in the composition of schedules, last report that a composition of against factories regarding and 2012013 and 231/2013 against factory management before 3rd and 2nd Labour Court, respectively on and right in the composition of the committee of minion discrimination has been investigated by DoL Commerce Ministry organised hearing between workers and employers to address allegations	Issues	Key Activities	Current Progress	Concerns	Responsible Organisations
thers' regarding union registrations, who ember 2013, 3 elections have union discrimination cases, and agents fithe dobur practice claims fithe dobur practice claims fithe dobur practice claims e. GoB submitted 9 out of 10 reports to 10 committee of Experts as per 1LO schedules, last report in progress per 1LO schedules, last report in progress fithe doby relation of address challenges in workers and employer organisations to build local capacity in relation to FoA/Collective bargaining b. Canadia decision of address challenges in workers and employer organisation to FoA/Collective bargaining chnical choical before 3rd and 2nd Labour Court, respectively on and freedom freedom has been investigated by DoL-Commerce Ministry organised hearing between workers and employers to address allegations complaints against 19 factories regarding anti-union discrimination has been investigated by DoL-Commerce Ministry organised hearing address allegations	to the ILO Committee of	• Implementation and <i>follow-up</i>		3 formal and 45 informal requests	
rutes in the infair abour practice claims agents agents from the infair labour practice claims agents agents for the infair labour practice claims agents agent luckers and aderess allegations agent luckers and agent luckers and aderess allegations agent luckers and agent luckers and aderess allegations agent luckers and agent luckers and agent luckers and aderess allegations agent luckers and agent luckers agent luckers and agent luckers agent luckers agent luckers agent luckers agent luckers agent luckers agent lucker	Experts and social partners'	regarding union registrations,	November 2013, 3 elections have	settled through negotiation	
agents fifthe ilication elication eles elication les eles eles eles eles eles eles eles	observations submitted to the	union discrimination cases, and	taken place for collective bargaining	with employers and worker	
• GoB submitted 9 out of 10 reports to lication bication tess tess • Promoting Fundamental Principles Rights at Work (FPRW) – financed by the USDOL managed by ILO to address challenges in workers and employer organisations to build local capacity in relation to FoA/Collective bargaining • (2013) 2 cases against garments factories – being inquired by Joint DoL, Case No. 70/2013 and 231/2013 against factory management before 3rd and 2nd Labour Court, respectively on and freedom • Complaints against 19 factories regarding anti-union discrimination has been investigated by Dol-Commerce Ministry organised hearing between workers and employers to address allegations	same Committee, incompliance	unfair Iabour practice claims	agents	representatives (3 formal and 3	
• GoB submitted 9 out of 10 reports to ILO Committee of Experts as per ILO schedules, last report in progress rules In ILO Committee of Experts as per ILO schedules, last report in progress or ILO schedules, last report in progress or ILO schedules, last work (FPRW) – financed by the USDOL managed by ILO to address challenges in workers and employer organisations to build local capacity in relation to FoA/Collective bargaining Ilication of Coase No. 70/2013 and 231/2013 against factory management before 3rd and 2nd Labour Court, respectively on and recedules or Complaints against 19 factories right has been investigated by Dol-Commerce Ministry organised hearing between workers and employers to address allegations In ILO Committee of Experts as per ILO school or 10 o	with the conclusions of the			informal still pending)	
ILO Committee of Experts as per ILO schedules, last report in progress rules Inles Inles Promoting Fundamental Principles Rights at Work (FPRW) – financed by the USDOL managed by ILO to address challenges in workers and employer organisations to build local capacity in relation to FoA/Collective bargaining Incation of against parments factories – being inquired by Joint DoL, Case No. 70/2013 and 231/2013 against factory management before 3rd and 2nd Labour Court, respectively on and Ireedom - Complaints against 19 factories regarding anti-union discrimination has been investigated by DoL-Commerce Ministry organised hearing between workers and employers to address allegations	ILO Committee on Application			 Anti-Union discrimination cases 	
schedules, last report in progress schedules last report in progress rules ling for rules ling for some control of the USDOL managed by ILO to address challenges in workers and employer organisations to build local capacity in relation to FoA/Collective bargaining employer organisations to build local capacity in relation to FoA/Collective bargaining employer organisations to build local capacity in relation to FoA/Collective bargaining employer organisation to FoA/Collective bargaining employer organisation to FoA/Collective bargainst factories – being inquired by Joint DoL, Case No. 70/2013 and 231/2013 against factory management before 3rd and 2nd Labour Court, respectively con and regarding anti-union discrimination has been investigated by DoL-Commerce Ministry organised hearing between workers and employers to address allegations	of Standards. Effective		ILO Committee of Experts as per ILO	lodged against 2 garment factories	
• Promoting Fundamental Principles Rights at Work (FPRW) – financed by the USDOL managed by ILO to address challenges in workers and employer organisations to build local capacity in relation to FoA/Collective bargaining • (2013) 2 cases against garments factories – being inquired by Joint DoL, Case No. 70/2013 and 231/2013 against factory management before 3rd and 2nd Labour Court, respectively on and right by complaints against 19 factories regarding anti-union discrimination has been investigated by DoL- Commerce Ministry organised hearing between workers and employers to address allegations	implementation includes		schedules, last report in progress	and pending before labour court	
 Promoting Fundamental Principles Rights at Work (FPRW) – financed by the USDOL managed by ILO to address challenges in workers and employer organisations to build local capacity in relation to FoA/Collective bargaining (2013) 2 cases against garments factories – being inquired by Joint DoL, Case No. 70/2013 and 231/2013 against factory management before 3rd and 2nd Labour Court, respectively on and freedom right by commerce Ministry organised hearing between workers and employers to address allegations 	the rapid issuance and				
Alights at Work (FPRW) – financed by the USDOL managed by ILO to address challenges in workers and employer organisations to build local capacity in relation to FoA/Collective bargaining Itted by Itted by	implementation of all rules			ILO to provide further assistance in the	
by the USDOL managed by ILO to address challenges in workers and employer organisations to build local capacity in relation to FoA/Collective bargaining • (2013) 2 cases against garments factories – being inquired by Joint DoL, Case No. 70/2013 and 231/2013 against factory management before 3rd and 2nd Labour Court, respectively on and regarding anti-union discrimination has been investigated by DoL-Commerce Ministry organised hearing between workers and employers to address allegations	required by law, including for		Rights at Work (FPRW) – financed	implementation and raising awareness	
address challenges in workers and employer organisations to build local capacity in relation to FoA/Collective bargaining. • (2013) 2 cases against garments factories – being inquired by Joint DoL, Case No. 70/2013 and 231/2013 against factory management before 3rd and 2nd Labour Court, respectively on and freedom • Complaints against 19 factories right has been investigated by DoL. Commerce Ministry organised hearing between workers and employers to address allegations	the free election of workers'		by the USDOL managed by ILO to	regarding freedom of association and	
employer organisations to build local capacity in relation to FoA/Collective bargaining • (2013) 2 cases against garments factories – being inquired by Joint DoL, Case No. 70/2013 and 231/2013 against factory management before 3rd and 2nd Labour Court, respectively on and right has been investigated by DoL-Commerce Ministry organised hearing between workers and employers to address allegations	representatives and the		address challenges in workers and	collective bargaining practices through	
ngladesh ngladesh lication of 3 chnical ssh on and rreedom right g, tive g, tive and unfair	functioning of participation		employer organisations to build local	the Better Work Program	
ngladesh blication of 3 3 chnical ssh on and freedom right g, tive regarding ind unfair	committees, as committed by		capacity in relation to FoA/Collective		
sulication of support	the Government of Bangladesh		bargaining		
subjection of subjection of subjection of subjection su	at the ILO Conference				
sh chnical ssh on and right by tive regarding lion and unfair	Committee on the Application of				
chnical ssh on and freedom right g, tive regarding ind unfair	Standards in June 2013		factories – being inquired by Joint		
chnical ssh on and freedom right g, tive regarding ind unfair			DoL, Case No. 70/2013 and 231/2013		
chnical ssh on and freedom right g, tive regarding ind unfair	In this respect, the ILO		against factory management		
on and right g, tive regarding ind unfair	commits to provide technical		before 3rd and 2nd Labour Court,		
rreedom right g, tive regarding ind unfair	assistance to Bangladesh		respectively		
right B, tive regarding ind unfair	towards implementation and				
right g, tive regarding ion ind unfair	follow-up concerning freedom				
g, tive regarding ion ind unfair	of association and the right		regarding anti-union discrimination		
tive regarding ion ind unfair	to collective bargaining,		has been investigated by DoL-		
regarding nion nnd unfair	including for the effective		Commerce Ministry organised hearing		
nion ind unfair	application of the law regarding		between workers and employers to		
discrimination cases, and unfair labour practice claims	union registrations, union		address allegations		
labour practice claims	discrimination cases, and unfair				
	labour practice claims				

(Annex Table 8 contd.)

Issues	Key Activities	Current Progress	Concerns	Responsible Organisations
Consulting closely with the ILO to develop and adopt additional legislative proposals to address conclusions and recommendations of the ILO supervisory monitoring bodies, in particular with reference to ILO Convention No. 87 (Freedom of Association and Protection of the Right to Organise) and Convention No. 98 (Right to Organise and Collective Bargaining). The ILO will assist Bangladesh in reviewing the adequacy of the reforms in meeting ILO requirements	Develop and adopt additional legislative proposals to address conclusions and recommendations of the ILO supervisory monitoring bodies	(same as above) Government in regular contact with ILO to address ILO supervisory monitoring bodies' conclusions/recommendations ILO Committee of Experts- points to discrepancies between BLA'06 and ILO Conventions 87 and 98	(same as above)	of Experts, MoLE, ILO
Taking all necessary steps, with support from the ILO, to further improve exercise of freedom of association, ensure collective bargaining and the application of the national Labour Law to Export Processing Zones (EPZ), including ensuring that the Ministry of Labour inspectors and other regulatory agencies have full authority and responsibility to conduct inspections. The Government of Bangladesh will form an inter-governmental working group for these purposes. The Government of Bangladesh reaffirms its commitment to the enforcement of national law and	 Freedom of association, ensure collective bargaining and the application of the national Labour Law including the prohibition of blacklisting and ensuring the establishment of the right to strike by Workers' welfare associations from 1 January 2014 in the EPZs Ministry of Labour inspectors and other regulatory agencies have full authority and responsibility to conduct inspections at EPZs GoB to form an intragovernmental working group for EPZ purposes. GoB and ILO to work towards building capacity and raising awareness on freedom of 	• 27-Aug-2013: PM's office through circular notified formation of 7-member inter-ministerial committee headed by Senior Secretary of PM's office to review existing EPZ law and recommend amendments • Main committee first meeting on 29-Sept-2013, formed 8-member subcommittee to draft new law for EPZs • Subcommittee had 3 meetings (10 Oct, 7 Nov and 24 Nov 2013); during last meeting submitted new draft law titled Bangladesh EPZ Labour Act, 2013 to inter-ministerial committee. This draft is to be vetted by Ministry of Law and sent to Cabinet for approval, after which it will be placed before parliament	Need to address through the upcoming draft: • Follows EPZ Workers Association and Industrial Relations Act 2004' NOT the National Labour Law • Cannot form workers associations until 3 months after commencement of commercial production at the factory • Limited freedom of association through Workers Welfare Societies (approx. 200) □ Does not have collective bargaining rights but can negotiate with employer on working conditions, remunerations, etc. • Only 1 WWS per factory • Minimum 30% participation	Sub Committee, BEPZA, MoLE

(Annex Table 8 contd.)

Issues	Key Activities	Current Progress	Concerns	Responsible Organisations
review of legislation where appropriate to ensure the protection of EPZ workers' freedom of association and collective bargaining rights, including the prohibition of blacklisting and ensuring the establishment of the right to strike by Workers' welfare associations from 1 January 2014 in the EPZs for exercising these rights. The Government of Bangladesh will engage with the ILO to work towards building capacity and raising awareness on freedom of association and rights and their impact on development, productivity and adaptation at the workplace	association and rights and their impact on development, productivity and adaptation at the workplace	 BEPZA affirmed not to 'blacklist' workers in EPZs BEPZA will also allow WWA the Right to Strike in EPZs w.e.f. 1 Jan 2014 	 Executive Chairperson of BEPZA, needs to verify application + list of names -> vote, whereby 50% workers should participate If voting fails, then have to wait for another year to reapply WWS cannot receive funds from outside or be affiliated with wider unions outside zone To form WWS councils within EPZs, need participation of 50% EPZ WWSs If participation falls under 30%, deregistered and wait for another year 	
Continuing, in coordination with ILO, the education and training programmes on fundamental principles and rights at work and on occupational safety and health designed for workers, trade union representatives and employers and their organisations, representatives on participation committees and safety committees and other relevant stakeholders, as early as possible in 2013	• Education and training programmes on fundamental principles, rights at work and on occupational safety and health	 Training provided by ILO to newly recruited labour inspectors on fundamental rights Dedicated workers' education expert to provide extensive support to workers' organisations regarding freedom of association and collective bargaining issues 13-Jun-13: US DoL announced USD 2.5 m funding towards project on improving fire and building safety 	Progress at a slow pace. Several programs still in progress. Too early to assess the effectiveness of training programs One concern is that Accord, Alliance, ILO and local organisations such as IRR, trade unions/federations are all providing or planning to provide training on workers' fundamental rights, it is important to ensure consistency in training issues	MoLE, NCCWE, IRR, ILO, BEF, BGMEA, BKMEA, BEF, 2 trade union bodies, IBC, GIZ- PSES Department of Labour Training conducted

Organisations Responsible Institutes (IRI) through 4 Industrial Relations Concerns Enhancing capacity of DoL officials and Factories and Establishments to conduct Italy, working with Inspector General of Support staff regarding Mandate and role of department; targeting at least Employers (BEF, BGMEA, BKMEA) – Provided training for 700 trade union GoB (MoLE, DoL, IRI and CIFE)- 192 funded by US DoL; Fundamental Rights Promoting Fundamental Principles and at Work and Labour Relations (FRWLR), Contributed towards registration of Rights at Work in Bangladesh (FPRW), As of 25 February 2013- total 1246, 50,000 workers on trade unionism, 72 new trade unions in RMG sector International Training Center in Turin, awareness building, strengthening official and reps from worker orgs constituency received training on NCCWE, BNC, IBC- 581 workers attended training under program, Male-893 and Female-353, have funded by Government of Norway Above programmes contributed industrial relations and dispute ILO with representative form ILO union registration capacity **Current Progress** 93 persons from tripartite 60 (12 female only) further breakdown: nominated workers since 2013 towards: Key Activities Issues

Responsible Organisations

Concerns

education and outreach IEO campaign Train newly recruited inspectors/office rights etc. in collaboration with BGMEA, leaders and workers on OSH, workers' Management/Trade union/ workers and Strengthening of the DIFE project, Total expected to be trained – 2400 Better Work Bangladesh (BWB), ILO development of employers, mid-level Improving Working Conditions in RMF Train employer and worker orgs on Currently consulting with local and Ongoing multi-media information Support RMG OSH committees to detailed 3-year partnership plan for managers, supervisors, trade union Regional Offices and Modernization international partners, including BKMEA, BEF, 2 trade union bodies, Sector (ILO), OSH related activities trained to provide local support unions so that they can be later implemented by DIFE under ADP capacity building of Directorate ILO also preparing for capacity Establishment of 5 Zonal and 4 **Current Progress** reps of DIFE to be trained their responsibilities staff on BLL'06 NCCWE and IBC function include: Key Activities (Annex Table 8 contd.) Issues

(Annex Table 8 contd.)

Issues	Key Activities	Current Progress	Concerns	Responsible Organisations
		(particularly to BWB factories) regarding union activities; this is also supported by FPRW		
		The Accord, also in process of establishing Workers Centers in regions with high worker population; to involve trade union officers for training workers on their legal rights at the workplace as well as managers		
Achieving eligibility for the Better Work Programme, a partnership between the ILO and the International Finance Corporation (IFC), in order to improve compliance with labour knitwear industry. To this end the Government of Bangladesh commits to do ail within its power to enable the Better Works Programme in Bangladesh to start as soon as possible following the adoption of amendments to the labour law under consideration in the Parliament of Bangladesh. The Government of Bangladesh will act expeditiously to register independent trade unions and their members from anti-union discrimination and reprisals Once initiated, the Better Work	Achieve eligibility for the Better Work Programme (BWB) Adoption of amendments to the labour law under consideration in the Parliament of Bangladesh. Register independent trade unions and to ensure protection of unions and their members from anti-union discrimination and reprisals	BWB officially launched on 22 Oct 2013 Currently in planning and recruitment phase BWB already in the process of recruiting team for local operations 112 RMG trade unions registered by the DoL from January 2013 till date Currently 34 garments industry federations; 32 national federations	Issues regarding BWB, noted concerns from other BW programs: • Move beyond an auditing model, and also require actions to be taken from buyers' side □ How can buyers improve their relations, support the required remediation efforts by factory e.g. loans with low interest, target to increase CM or provide long-term orders if achieve certain compliance targets □ Change type of orders-volume, pricing, duration: as these can impactOvertime hours, Weekly holidays/leaves • Also share results of programme with the workers and get their feedback, e.g. □ Line supervisors, how they feel the programme has changed worker performance/ attitude towards work, how the programme can be	ILO, MoLE, Department of Labour (DoL), supporting trade federations- SGWF, BNGWEL, etc.
Programme will include capacity			Improved	

(Annex Table 8 contd.)

Issues	Key Activities	Current Progress	Concerns	Responsible Organisations
building for social partners and support in development of social dialogue at the enterprise level. This should be done in coordination with the ILO and the IFC, and in cooperation with social partners, as defined by the ILO, as well as industry and worker representatives			 Develop an effective offsite communication channel with workers/reps- since they are likely to be more comfortable This can address any allegations labour activists/labourers might have against pre-coached workers Reduce the gap in awareness of BWB activities E.g. gather information on collective bargaining, compare info provided by mgmt. vs. info by workers Ask factory managers to submit detailed remediation plan rather than giving it to them, and then discuss potentials for improvement Increased transparency in reporting: methodology, factory name, link outcomes with financial incentives that encourage factory owners towards greater improvements. Greater transparency can lead to consumer-driven incentive scheme in motivating factory owners/buyers to improve labour conditions 	
Completing the upgrading of the Department of the Chief Inspector of Factories and Establishments to a Directorate with a strength of 800 inspectors, having adequate annual budget allocation, and the development of the	 Upgrading of the Department of the Chief Inspector of Factories and Establishments to a Directorate Recruit 200 additional inspectors by the end of 2013. Regularly visit and assess industrial establishments 	Office of Chief Inspector of Factories and Establishments upgraded to Directorate; GO issued on 15-Jan-2014 Post of Chief Inspector upgraded to Inspector General; an additional secretary to the government has joined this post on 9 February 2014	(Financial Times, 2014) New recruitment rules yet to be finalised and approved by Ministry of Public Administration, Committee of secretaries and PSC and then finally approved by the President	DFSCD, DIFE, MoLE, PSC, MOHA, MOPA, RAJUK, CDA

(Annex Table 8 contd.)

Issues	Key Activities	Current Progress	Concerns	Responsible Organisations
infrastructure required for its proper functioning. The Government of Bangladesh will		 42 labour inspectors recruited, additional 12 in progress 575 new posts for department, 	 Need to decided whether recruitment will be done by Labour Ministry or Public Service 	
move to recruit 200 additional		including 392 inspector posts	Commission (PSC); concerned that	
The Directorate will regularly		2014; 65 non cadre class one official	likely to take longer than the PSC	
visit and assess industrial		and the rest are class two		
establishments to enforce		For improving capacity of DIFE, Action 4 # # # # # # # # # # # # # # # # # #		
on working conditions in		Strengthening the Department		
factories, freedom of association		of Inspection for Factories and		
and collective bargaining.		Establishments" in progress; duration		
Inspections should be conducted		from Jan-Dec 14 with a total budget		
in a fully transparent and		of Tk. 24 crore 82 lakh. This is also to		
accountable manner		cover inspector training.		
		 New recruitment rules sent to the 		
		Public Administration Ministry for		
		approval on 4 Feb, 2014		
		Directorate of Fire Service and Civil		
		Defense (DFSCD)- sent proposal to		
		MoPA through MoHA to recruit 310		
		fire inspectors (currently 50)		
		 RAJUK- advertising to recruit for posts 		
		of 132 inspectors (currently 48)		
		 Chittagong Development Authority 		
		received approval from MoPA, to increase inspector posts from 8 to 40		

Issues	Key Activities	Current Progress	Concerns	Responsible
				Organisations
Creating, with the support of	 Create a publicly accessible 	In process under PFPRW project,	Public disclosure of factory inspection	DoL, Orange-BD
ILO and other development	database	contracted to local web developer	reports is a current concern regarding	
partners, a publicly accessible		Orange-BD; expected completion in 2-3	this:	DIFE- ILO
database listing all RMG and		months	 Suggestions: inspection results 	
knitwear factories, as a platform		Data bank under DoL to include:	should be shared after factory has	
for reporting labour, fire and		 Trade union registration information 	gone past stipulated timeframe for	
building safety inspections,		 Sector-wise trade union 	making improvements; until then	
which would include information		 Sector-wise federation 	should avoid sharing results in case it	
on the factories and their		 National federation 	provides a negative impression	
locations, their owners, the		 Confederation 		
results of inspections regarding		 Trade union related case 		
cam plaints of anti-union		 Training related information 		
discrimination and unfair		 Labour welfare related information 		
labour practices, fines and		 Conciliation, min wages etc. 		
sanctions administered, as well		 GoB prepared master list of 3350 RMG 		
as remedial actions taken, if		factories		
any, subject to relevant national				
legislation		Database by DIFE under ILO Improving		
		Working Conditions in RMG Program:		
		 Factory contact info: name, address 		
		 Factory owner info 		
		 Total number of workers with male- 		
		female ratio		
		 Info on building structural and fire 		
		safety assessment		
		 Business registration/licenses 		
		 Factory inspections 		
		 Accident/injuries, etc. 		
		Working group by ILO also being		
		established to provide technical advice		
		to DIFE		

(Annex Table 8 contd.)

Issues	Key Activities	Current Progress	Concerns	Responsible Organisations
Launching, by 31 December 2013, with the support of the ILO, skills and training programme for workers who sustained serious injuries in the recent tragic events and redeploying the RMG and knitwear workers that were rendered unemployed as well as rehabilitated workers	• ILO, skills and training programme for injured workers • Rehabilitate and reemploy affected workers	• TVET Reform project (Tk. 136 crore) to include training of injured and disabled Rana Plaza workers through the National Skills Development Council Secretariat and BRAC; includes 6-month long small business apprenticeship training to 50 survivors of the Compact to improve labour rights, working conditions and factory safety in RMG sector. Estimated RMG demand for 200,000 new workers per year, is to be addressed through the adoption of an up-scaling phase in the National Skills Development Policy Rana Plaza Coordination Cell, Savar, established under NSDC Secretariat of MoLE • Since 7 November 2013, 1,000 persons visited • Also maintains helpline during office hours since 25-Nov-14 • First batch of 50 injured workers received skills training and support for re-employment/self-employment Government of India and Thailand have come up to provide artificial limbs to injured workers. The Grameen Phone has approved 400 flexi load points that would be operated only by the injured workers of the RMG incidents. Considering the job choice of the injured the BRAC will explore job opportunity for the re-trained workers	Unable to find update on whether any fund from BEST has been allocated towards Rana Plaza rehabilitation	NSCD, BRAC,
		סאסט נמוונל זמן נווב וב-נו מוובת אמועבו ז		 (Annex Table 8 contd.)

(Annex Table 8 contd.)

Conducting, by 31 December • A diagno 2013, with the support of the ILO, a diagnostic study of the Labour Inspection System and develop and implement a resulting action plan, including appropriate measures	Key Activities	Current Progress	Concerns	Responsible
• •				Organisations
		One of the five components of the 'Improving Working Conditions in the Ready-Made Garment Sector' project initiated by ILO and launched on 22 October 2013 is "Strengthening Labour Inspection & Support Fire and Building Inspection & Support Fire and Building Inspection". This component will support the government to significantly improve the capacity of its inspection systems in four main ways: i) gradual improvement of its legislative and policy frameworks for fire, building and factory inspection to approach the requirements of International Labour Standards; ii) equipping and training of current and new recruits to the factory inspectorate; iii) support to review and improvement of the organizational structure and business processes of the Department of the Chief Inspector of Factories and establishments, and iv) support to improve the capacity of the fire and building inspectorates		FSCD FSCD
rehabilitate rehabilitate rehabilitate rehabilitate those permanently disabled by the Rana Plaza collapse, including through: (i) exploring the possibility of current EU-funded Technical and (TVET) pixel Vocational Education and the ILO	ate permanently disabled by Plaza collapse, through: ng the possibility of ating funds under the tEU-funded Technical and project implemented by	 TVET Reform project (Tk. 136 crore) to include training of injured and disabled Rana Plaza workers through the National Skills Development Council Secretariat and BRAC; includes 6-month long small business apprenticeship training to 50 survivors 	 Unable to find update on whether any fund from BEST has been allocated towards Rana Plaza rehabilitation. No info included in MoLE 25-Feb-2014 update 	ILO, MOLE, NSDCS, GIZ, BRAC

(Annex Table 8 contd.)

Issues	Key Activities	Current Progress	Concerns	Responsible Organisations
Training (TVET) project implemented by the ILO; and (ii) the existing EU-funded Better Work and Standard (BEST) cooperation program with Bangladesh	• The existing <i>EU-funded Better Work and Standard (BEST)</i> cooperation programme with Bangladesh	• TVET programme works in the context of the Compact to improve labour rights, working conditions and factory safety in RMG sector. Estimated RMG demand for 200,000 new workers per year, is to be addressed through the adoption of an up-scaling phase in the National Skills Development Policy		
Promote a focus on skills development in future EU assistance to Bangladesh	• Focus on <i>skills development</i> in future EU assistance to Bangladesh		No info included in MoLE (25 February 2014 update)	
Consult with the ILO, the Government of Bangladesh and other donors to see which of the actions from the ILO Programme Outline 2013-2016 'Improving Working Conditions in the RMG Sector in Bangladesh', including those in relation to the Better Work Programme for Bangladesh, could be supported technically or financially by the EU under the next programming cycle (2014-2020)	 Align actions from the ILO Programme Outline 2013-2016 'Improving Working Conditions in the RMG Sector in Bangladesh', + Better Work, that can be supported technically or financially by the EU under the next programming cycle (2014-2020) 	'Improving Working Conditions in the RMG Sector in Bangladesh'- project currently funded by Royal Dutch Government, DFID-UK, Canada with technical support from the ILO	No info included in MoLE (25 February 2014 update)	
Explore further funding possibilities within the upcoming programming period 2014-2020, including through the Thematic Programme Global Public Goods and Challenges, which specifically includes a component in support of the implementation of EU commitments on decent work	• Explore further funding possibilities within the upcoming programming period 2014-2020, including through the Thematic Programme Global Public Goods and Challenges, which specifically includes a component in support of the implementation of EU commitments on decent work		No info included in MoLE (25 February 2014 update)	
				(Annex Table 8 contd.)

(Annex Table 8 contd.)

Issues	Key Activities	Current Progress	Concerns	Responsible Organisations
	Structural integrity o	Structural integrity of the buildings and occupational safety and health	l health	
Implement the National Tripartite Plan of Action on Fire Safety and Structural integrity In the RMG industry in Bangladesh with the support of ILO, in accordance with the established milestones and timelines, as stipulated in the Programme of Action. This will be coordinated and monitored by the Bangladesh National Tripartite Committee with the support of the ILO	Implement the NAP on Fire Safety and Structural Integrity in the RMG industry in Bangladesh with the support of ILO, in accordance with the established milestones and timelines, as stipulated in the Programme of Action	LLO assisted in development and the current implementation of NAP	Same as above	NAP update has further breakdown of specific organisations and their responsibilities
Assess the structural building safety and fire safety of all active export-oriented RMG and knitwear factories in Bangladesh by June 2014 - with the most populated factories assessed by the end of 2013- and initial remedial actions, including relocation of unsafe factories. ILO will play a coordinating role, including assisting in mobilisation of technical resources required to undertake the assessment	Assess the structural building safety and fire safety of all active export-oriented RMG and knitwear factories and initiate remedial actions, including relocation of unsafe factories.	Inspections completed: • BUET- 247 preliminary assessments (as planned) • Accord – 80 out of 1577 • Alliance – 247 out of 890 (including prior assessments accounted through equivalency procedures)	No info included in MoLE 25-Feb-2014 update	BUET, Accord, Alliance, Elevate
Develop, with the assistance from the ILO and other development partners, the publicly accessible database described in paragraph I.h), to record: the dates of labour, fire	In the <i>publicly accessible database</i> record: • Dates of labour • Fire and building safety inspections • Identification of inspectors	Same as above	Same as above	

(Annex Table 8 contd.)

Issues	Key Activities	Current Progress	Concerns	Responsible Organisations
and building safety inspections; identification of inspectors, violations identified, fines and sanctions administered; factories ordered closed and actually closed; factories ordered relocated and actually relocated, violations remediated; and information on management and worker fire and building safety training activities subject to relevant national legislation	Violations identified, fines and sanctions administered Factories ordered closed and actually closed Factories ordered relocated and actually relocated Violations remediated Violations remediated Information on management and worker fire and building safety training activities subject to relevant national legislation			
Extend the social compliance component in the EU's ongoing BEST programme with Bangladesh. This specific component aims to improve working conditions and to strengthen overall competitiveness in the textiles and RMG and knitwear sector. This extension will allow the programme to provide more training on social compliance and occupational safety and health	• Extend the social compliance component in the EU's ongoing BEST program with Bangladesh, e.g. provide more training on social compliance and occupational safety and health		No info included in MoLE (25 February 2014 update)	
Extend future technical assistance, including Aid for Trade, to address labour standards, including health and safety at work and adequate levels of social dialogue and collective bargaining in Bangladesh and in other countries in the region facing similar problems	• Extend technical assistance, including Aid for Trade, to address labour standards, including health and safety at work and adequate levels of social dialogue and collective bargaining in Bangladesh and in other countries in the region facing similar problems		No info included in MoLE (25 February 2014 update)	
)	(Annex Table 8 contd.)

(Annex Table 8 contd.)

,				
Issues	Key Activities	Current Progress	Concerns	Responsible Organisations
y	Responsible business conduct by all sta	Responsible business conduct by all stakeholders engaged in the RMG and knitwear industry in Bangladesh	ar industry in Bangladesh	
Bangladesh, the EU and also the ILO welcome the fact that major fashion and retail brands sourcing garments from Bangladesh are coordinating their efforts to help improve safety in the Bangladeshi factories which supply them. They recognise the progress made in developing implementation plans and underline the importance of engaging with stakeholders to ensure effective implementation of and consistency amongst the various initiatives	Underline the importance of engaging with stakeholders to ensure effective implementation of and consistency amongst the various initiatives		No info included in MoLE (25 February 2014 update)	
They welcome the fact that over 70 major fashion and retail brands sourcing RMG from Bangladesh have signed an Accord on Fire and Building Safety to coordinate their efforts to help improve safety in Bangladesh's factories which supply them. In this context, they encourage other companies, including SMEs, to join the Accord expeditiously within their respective capacities. They recognise the need for appropriate involvement of all stakeholders for an effective implementation of the Accord	Encourage other companies, including SMEs, to join the Accord expeditiously within their respective capacities. They recognise the need for appropriate involvement of all stakeholders for an effective implementation of the Accord	Accord- reached 150 retailer signatories from numerous countries including those in EU, North America, Asia and Australia United Students against Sweatshops (USAS) movement in US, worked towards ensuring that college apparel suppliers join the Accord: • Four Universities signed this supplier requirement Duke University, as well as the University of Pennsylvania, Temple University, and New York University • Five college-logo brands joined Accord- Adidas, Top of the World, Fruit of the Loom, Knights Apparel and Zephyr Headwear	No info included in MoLE (25 February 2014 update)	USAS Accord

(Annex Table 8 contd.)

Issues	Key Activities	Current Progress	Concerns	Responsible Organisations
The EU and Bangladesh recognise the need for multinational enterprises (MNEs)/brands/retailers to deepen discussion on responsible business conduct with a view to addressing issues along the supply chain. We encourage retailers and brands to adopt and follow a unified code of conduct for factory audit in Bangladesh	• Encourage retailers and brands to adopt and <i>follow a unified code of conduct</i> for factory audit in Bangladesh	Common operating manual for assessing building, fire and electrical safety established amongst NTC (BUET), Alliance and the Accord	No mechanism yet to ensure whether factory assessment auditors/inspectors Accord, Alliance, have the same level of understanding BGMEA of these standards and providing consistent recommendations	BUET, NTC, ILO, Accord, Alliance, BGMEA
Bangladesh and the EU take note of the work by European social partners in the textile and clothing sector started on 26 April 2013 to update their 1997 and 2008 Codes of Conduct on fundamental rights, in the framework of the European Sectoral Social Dialogue Committee for Textile and Clothing	• Take note of the work by European social partners in the textile and clothing sector started on 26 April 2013 to update their 1997 and 2008 Codes of Conduct on fundamental rights, in the framework of the European Sectoral Social Dialogue Committee for Textile and Clothing	BWB is to serve this purpose		

Source: Prepared by the Team based on different documents.

Annex Table 9: National Tripartite Action Plan (Updated till 15 March 2014)

Planned Activity with Expected Completion Time	Organisations Involved	Progress Updated as of 15 March 2014 (Official Updates by MoLE)
A. Legislation and Policy	1	(Cdui Opanico aj Mole)
Submit Labour Law Reform Package to Parliament (by 15 July 2013)	Cabinet, MoLE	Bangladesh Labour Act (Amendment) 2013 has been passed by the Bangladesh Parliament on 15 July 2013 and notified in Bangladesh Gazette on the 22 of July. A committee headed by the Secretary, Ministry of Labour and Employment has been formed to formulate the rules of the Act. In the first meeting of the committee held on 22 January 2014 the initial draft has been distributed among the members for their comments. In the second meeting of the committee held on 2 March 2014 the comments received from the members were reviewed. The consultation process with the different stakeholders on the draft is still going on. Hopefully the draft will be finalised by April 2014 <i>Note: Completed on time</i>
2. Adopt National Occupational Safety and Health Policy (by 30 April 2013)	Cabinet, MoLE	In consultation with the social partners and with the assistance of the ILO the Government of Bangladesh has developed a National Occupational Safety and Health Policy, 2013. The policy has already been approved by the cabinet on 21 October 2013 and has been notified in the Bangladesh Gazette Note: Delayed but completed
3. Review of relevant laws, rules and regulations – fire, building, chemical safety (by 31 December 2013)	Cabinet committee for the RMG sector, MoLE, DIFE, FSCD, Power Cell of Power Division, RAJUK	In Bangladesh, the fire and building safety (including electrical and chemical safety) is regulated through different legislative and administrative instruments. Cabinet Committee for RMG Sector formed one Task Force on "Expansion and Simplification of RMG Industry" headed by one Additional Secretary of Ministry of Commerce. The Task Force is working on it Note: Past deadline and still in progress
4. Establish Task Force on Building and Fire Safety of the Cabinet Committee for the RMG sector (by 30 May 2013)	Cabinet Committee for the RMG sector, MoLE, MoRDM, MOLGRD, FSCD, Power Cell of Power Division, Energy and Mineral Resource Division, BFE, BGMEA, NCCWE, IBC, BKMEA	The Cabinet Committee for RMG Sector has formed one Task Force on "Building and Fire Safety in RMG Sector" headed by one Joint Secretary of Ministry of Labour and Employment. This Task Force meets once every month, so far having 6 meetings during which some decisions have been made and are under implementation Note: Completed on time
B. Administration		
1. Recruitment of staff to fill currently vacant posts (factory inspectors and support staff), as well as 200 additional Labour Inspectors in the DIFE (by 31 December 2013)	MoLE, DIFE	The recruitment of additional 200 inspectors was linked with the upgradation of the DIFE to a Department. The Government, through an accelerated process, has already upgraded the DIFE to a Department with 993 staff. The Government Order (GO) is this regard has been issued on 15 January 2014. The post of the Chief Inspector has been upgraded to Inspector General. Already (9 February 2014) one Additional Secretary has joined as the Inspector General (Factories and Establishments). In the first phase a total of 392 new posts for inspectors have been approved for the Department. Now total number of inspectors is 575

Planned Activity with Expected Completion Time	Organisations Involved	Progress Updated as of 15 March 2014 (Official Updates by MoLE)
		Recruitment of 42 inspectors against vacant posts has been completed and recruitment of more 12 inspectors against vacant post is in progress
		Recruitment process of additional 200 inspectors is under process. For this purpose recruitment rules has already been approved. Hopefully the recruitment process will be completed by 31 March 2014
		More recent updates include: Recruitment of 165 factory inspectors are to start by March 31 and the government expects to complete entire recruitment of 200 inspectors prior to April 24. 65 inspectors of Class I status are to be immediately appointed from the waiting list of qualified candidates from the BCS examinations and the remaining 100 are also to be recruited from the same BCS list upon the consent of the BCS qualifiers; the latter 100 recruitments are likely to take some time due to procedural problems (New Age, 30 March 2014) Note: Past deadline, in progress
2. Upgrade the Department of Inspection for Factories and Establishments to a Directorate (by 31 December 2013)	Cabinet, Mole	The Government, through an accelerated process, has already upgraded the Directorate of Inspection for Factories and Establishments (DIFE) to a Department with 993 staff. The Government Order (GO) in this regard has been issued on 15 January 2014. The post of the Chief Inspector has been upgraded to Inspector General. Already (9 February 2014) one Additional Secretary has joined as Inspector General (Factories and Establishments). In the first phase a total of 392 new posts for inspectors have been approved for the Department. Now total numbers of inspectors are 575 Note: Completed on time
3. Implementation of MoLE project to strengthen capacity of the Department of Inspection for Factories and Establishments (by 31 December 2014)	Mole, DIFE	For improving the capacity of the Department of Inspector for Factories and Establishments, the Planning Commission has approved a project on 8 January, 2013. The project has a budget of Tk. 24 crore 82 lakh (approximately USD 3 million) and foresees the development of infrastructure and recruitment and training of 88 additional staff including 23 Factory Inspectors. The recruitment process of 23 inspectors has already been started Note: In progress. Since no quantitative goals have been set regarding this e.g. expected number of recruits and the allocation of provided budget towards specific activities
4. Review and, where necessary, adjustment of factory licensing and certification procedures concerning fire safety, including electrical, chemical and environmental safety (by 30 June 2013)	Cabinet Committee for the RMG Sector, MoLE, FSCD, Department of Environment, DIFE	Task Force on "Expansion and Simplification of RMG Industry" headed by one Additional Secretary of Ministry of Commerce is working on it Note: Past deadline and in progress

Planned Activity with Expected Completion Time	Organisations Involved	Progress Updated as of 15 March 2014 (Official Updates by MoLE)
5. Consideration of the establishment of a one-stop shop for fire safety licensing and certification (by 31 December 2013)	Cabinet Committee for the RMG Sector, MoLE, FSCD, Department of Environment, Department of Explosives, DIFE	One-stop service centre for fire safety licensing and certification needs to be established to improve administration and monitoring of fire safety at factory level. A Task Force on "Expansion and Simplification of RMG Industry" headed by one Additional Secretary of Ministry of Commerce is working on it Note: Past deadline and still in progress
6. Development and introduction of unified fire safety checklist to be used by all relevant government agencies (by 30 April 2013)	MoLE , DIFE, FSCD, RAJUK	A unified manual for assessing structural integrity and fire & electrical safety of RMG buildings has already been developed by the BUET with the assistance of ILO and was endorsed by the National Tripartite Committee (NTC) on 21 November 2013 Another checklist is being followed by the DIFE, BGMEA and BKMEA for social compliance related activities including fire and building safety related issues which were approved by the Social Compliance Forum for RMG headed by Honorable Minister, Ministry of Commerce. The unified check list is being followed by all the relevant Government agencies including the Department of Inspection for Factories and Establishments and Bangladesh Fire Service and Civil Defense Note: Completed on time
C. Practical Activities		
1. Factory level fire safety needs assessment (by 30 April 2013)	BGMEA, FSCD	Tripartite Committee with the support of ILO has developed a plan for assessment of building, fire and electrical safety of all active RMG/Knitwear Factories. For this purpose, 30 teams of qualified engineers led by BUET have been formed. Activities are being carried out under the project entitled "Improving Working Conditions in the RMG Sector" funded by the Royal Netherlands Government, DFID-UK, Canadian Government and supported by ILO through technical assistance. The ILO (initial fund) and IFC (for better work programme) have made financial contribution. Similar initiatives are also being taken under: - Accord, signed by European Buyers - Safety Alliance, by North American Buyers
		As per current arrangement Accord and Alliance will carry out assessment of around 2,000 factories, while assessment of rest 1,500 active RMG factories will be done by the teams under the supervision of the NTC
		The NTC, Accord and the Alliance have agreed on a common standard for assessment of fire, electrical and building safety of the factories on 8 November 2013 Progress of Assessment: BUET: Out of the targeted 1,500 factories 30 teams have already conducted preliminary assessment of 247 factories up to 16
		March 2014 (Annex Table 9 contd.)

Planned Activity with Expected Completion Time	Organisations Involved	Progress Updated as of 15 March 2014 (Official Updates by MoLE)
		Accord: out of the targeted 1,577 factories has completed assessment of 80 factories by 10 March, 2014 Alliance: Out of targeted 890 factories has completed assessment of 247 by 12 March 2014 Besides, there are some more relevant initiatives underway: - Project worth BDT 100 million funded by JICA for reallocation and remediation of factory buildings; - Project of US Department of Labour worth USD 2.5 million for fire and workers' safety. The ILO will implement "Improving Fire and General Building Safety in Bangladesh" at a cost of USD 1.5 million. The other USD 1.0 million project "Improving Fire and General Building Safety in the Ready Made Garment (RMG) Industries in Bangladesh" will be implemented by the American Center for International Labour Solidarity - ILO's project 'Improving Working Condition in the RMG Sector' also includes strengthening labour inspection, occupational health and safety awareness programme, rehabilitation of injured workers, and better work programme Note: In progress
2. Development and implementation of a factory fire safety improvement programme (by 31 December 2013)	MoLE, MoHA, MoHPW, National Tripartite Committee, DIFE, FSCD, RAJUK, BEF, BGMEA, BKMEA, NCCWE, IBC	This will be based on the findings and recommendations from the needs assessment mentioned in the previous section and from the Accord and Alliance Note: In progress
3. Assessment of the structural integrity of all active RMG factories (by 31 December 2014)	MoLE, MoHPW, National Tripartite Committee, DIFE, FSCD, Rajuk, PWD, BEF, BGMEA, BKMEA, NCCWE, IBC	(MoLE Update) As mentioned above in Activities 1 and 2 Note: In progress. No number of active RMG factories recognised under this provision
4. Development of a transparent and accountable industry sub-contracting system (by 30 June 2013)	MoC, MoLE, BGMEA, BKMEA, BEF, NCCWE, IBC	A sub-committee has been formed by the Ministry of Commerce which is working on it. Already a draft "Guideline for Ensuring Transparency and Accountability in Sub-Contracting in the RMG Sector" has been developed. The BGMEA has already adjusted its internal sub-contracting policy Note: Past deadline and still in progress
5. Delivery of fire safety 'crash course' for mid-level factory management and supervisors (by 30 September 2013)	Moha, BGMEA, BKMEA, FSCD	After Tazreen Fashions factory fire incident, the BGMEA initiated a one-day fire safety "crash course" for mid-level managers and supervisors. All BGMEA members have to participate in this one-day course. Training is provided by the Department of Fire Service. A number of courses have already been delivered. The BGMEA has calculated that a total of 88 courses need to be delivered to cover all its members. The BGMEA has recruited a team of 11 engineers to assess building and electrical safety and 35 fire trainers have been also been recruited to train workers and mid-level managers at the factory site Under the ILO project "Improving Working Conditions in the Ready-Made Garment Sector" training capacity will be build, and

Planned Activity with Expected Completion Time	Organisations Involved	Progress Updated as of 15 March 2014 (Official Updates by MoLE)
		methodologies and tools will be provided for the training of Safety Committees by constituents and other service providers Note: Past deadline and in progress
6. Development and delivery of specific training on fire safety for union leaders (by 31 December 2013)	MOLE, MOHA, NCCWE, IBC, BEF, BGMEA, BKMEA, FSCD	This activity will be arranged under the ILO project "Improving Working Conditions in the Ready-Made Garment Sector" Note: Past deadline and still in progress
7. Development and delivery of mass worker education tools (by 31 December 2013)	MoLE, NCCWE, IBC, BEF, BGMEA, BKMEA, DoL, DIFE, FSCD	To raise awareness of workers regarding fire safety and OSH risks and prevention a worker education (including TV) training tool will be developed by ILO with the aim to: Support factory-level OSH Committees, Train Employers and Workers organisations, Increase awareness through multi-media information, education and outreach campaign
		A multi-media information, education and outreach campaign was started under FPRW project. The Industrial Relations Institutes (IRI) under the Ministry of Labour and Employment are involved for workers' education
		(ILO Website Update) fire safety awareness animation developed by the ILO which was recently premiered during the "Gorbo" (Pride) TV show, an American Idol style talent show for garment sector workers, which has an audience of millions across Bangladesh Note: In Progress. Only one initiative noted by the ILO with regards to this provision, which does not mention any specific measurable objectives
8. Establishment of a worker fire safety hotline (by 30 June 2013)	MOHA, BTCL, BTRC, FSCD, NCCWE, IBC, BEF, BGMEA, BKMEA	Department of Fire Service and Civil Defense has established a hot line to report fire incidents The Bangladesh Telecommunication Regulatory Commission (BTRC) has been requested to establishment of two 4-digit dedicated hot-lines for the Department of Labour (DoL) and Department of Inspection for Factories and Establishments (DIFE) which will be used to monitor trade union activities and factory compliance respectively. The BTRC has accepted the request in a meeting held on 12 February 2014. Hopefully the hotlines will be installed within very short time Note: Completed on time and Hotline 9555555 has been verified to be functional
9. Development and delivery of specific training on fire safety for Factory Inspectors (by 30 June 2013)	MoLE, DIFE, DOL, FSCD	The MoLE, ILO and GIZ are currently cooperating in the implementation of a MoLE Compliance Capacity Building programme that includes basic Inspector training. The GIZ has handed over 20 motor cycles for the factory inspectors
		During 22-24 January, 2014 and 4-6 February, 2014 the ILO and GIZ have completed training of 42 inspectors recruited recently against vacant posts Under the "Improving Working Conditions in the Ready-Made Garment Sector" (ILO RMG) project Factory Inspectors will be trained using the facilities of the Industrial Relations Institutes under the MOLE Note: Past deadline and in progress

Planned Activity with Expected Completion Time	Organisations Involved	Progress Updated as of 15 March 2014 (Official Updates by MoLE)
10. Strengthen the capacity of the FSCD (by 30 September 2013)	MoHA, FSCD	Directorate of Fire Service & Civil Defense (FSCD) has taken initiative to recruit additional fire inspectors. Proposal for creating 260 posts of inspectors, in addition to the existing strength of 50 inspectors, is now in the approval process by the Government. Under the ILO RMG project necessary training will also be provided to the Inspectors of FSCD Note: Past deadline and in progress
11. Development of guidelines for the establishment of labour-management committees on occupational safety and health and/or fire safety (by 30 September 2013)	MOLE, DIFE, FSCD, NCCWE, IBC, BEF, BGMEA, BKMEA	Establishment of labour-management committees on occupational safety and health and/or fire safety has been included in the Bangladesh Labour (Amendment) Act, 2013. To formulate necessary rules of the Act a committee headed by the Secretary, Ministry of Labour and Employment has been formed. Meanwhile, a working group has submitted a draft of the rules to the committee. The first meeting of the committee was held on 22 January, 2014. The initial draft has been distributed among the members for their comments. The committee will meet on 2 March 2014 to review the comments. Hopefully the draft will be finalised by April 2014 Note: Past deadline and in progress
12. Development and dissemination of self-assessment and remediation tools on fire safety (by 31 December 2013)	Mole, Moha, Dife, SCD, NCCWE, IBC, BEF, BGMEA, BKMEA	ILO initiated project necessary self-assessment and remediation tools will be developed and disseminated. This will enable employers, unions and worker representatives to identify fire safety risks and remediation measures Note: Past deadline and in progress
13. Development of a Tripartite + protocol for compensation of the families of workers who died and workers who are injured as a result of occupational accidents and diseases (by 31 December 2013)	Cabinet Committee for the RMG Sector, MoLE, BEF, BGMEA, BKMEA, NCCWE, IBC	An agreement has been signed by the tripartite constituents+ with the ILO to establish an International Humanitarian Trust Fund. The ILO has, on request of a number of international buyers, developed a framework for a single approach to the provision of compensation for the victims of the Rana Plaza collapse. A Coordination Committee has been formed comprising the tripartite partners, a number of brands and the Clean Clothes Campaign, with the ILO as the Neutral Chair. The Committee agreed to establish a Global Trust Fund for the provision of compensation A business plan has been developed for this purpose. The Ministry of Labour and Employment has placed the list of victims to the ILO. Necessary administrative issues for claims processing operation are being finalised by the committee. The location of the central claims processing operation will be at Savar with a satellite office in Dhaka, to be identified with the logistical and contracting help of GIZ. The claim processing is expected to be initiated by end of February 2014 Note: Past deadline and in process
14. Establishment of a publicly accessible database on safety issues in readymade garment factories (by 31 December 2013)	MoLE, FSCD, DIFE, BEF, BGMEA, BKMEA	Activities on establishment of a publicly reporting system are going on under the project "Promoting Fundamental Principles and Rights at work". The project has contracted "Orange-BD" to develop the software for the data bank which includes trade union registration information, sector-wise trade union, sector-

Planned Activity with Expected Completion Time	Organisations Involved	Progress Updated as of 15 March 2014 (Official Updates by MoLE)
		wise federation, national federation, confederation, trade union related case, training related information, labour welfare related information, conciliation, minimum wages etc with the Department of Labour. Hopefully the system will be launched by 31 March 2014
		The Project "Improving Working Conditions in the Ready-Made Garment Sector" includes a programme for development of database for the Department of Inspection for Factories and Establishments (DIFE). The database will include name and address of the factories, name of the owners, total number of workers in the factories with male- female ratio, information on building structural and safety assessment, business registration and licensing, factory inspection, accident and injury, and other relevant information. In this case also ILO has contracted the same farm "Orange-BD" to develop the software. Hopefully the system will be launched by 30 March 2014
		Establishment of a Working Group by ILO is underway. The objective of the Working Group is to provide technical advice and guidance to the DIFE in this regard
		More Recent News Update: On March 30, 2014, the DIFE has launched a database on 3497 factories with basic information such as: factory name, owner, address, total workers, registration number and contact details
		Inspector General of DIFE said that the access to inspection reports is restricted to relevant authorities due to risks of damage to company image. (New Age, March 30, 2014) Note: Past deadline and in process
15. Redeployment of the RMG workers that were rendered unemployed as well as rehabilitated disabled workers (by 30 June 2014)	MoLE, BGMEA, BKMEA, BEF, NCCWE, IBC	The rehabilitation and skills training for victims of Rana Plaza collapse have been included in ILO initiated project "Improving Working Conditions in the Ready-Made Garment Sector"
		A Coordination Unit on Rehabilitation of Victims of Rana Plaza was established, staffed and made operational. In the weeks after its opening on 7 November over 1,000 persons visited the Unit to inquire about, amongst others, medical support, job opportunities, small business and financial support and missing persons. They were provided information and support or, as appropriate, referred to relevant organisations and institutions
		A hotline was established and made operational since 25 November 2013, which can be accessed during office hours. Those who call receive information or support on the phone; are invited to visit the Coordination Unit; or are referred to other organisations or institutions

Planned Activity with Expected Completion Time	Organisations Involved	Progress Updated as of 15 March 2014 (Official Updates by MoLE)
		A needs assessment among approximately 1,500 victims of Rana Plaza was completed, 546 of whom are considered permanently or temporary disabled. Support, including for skills development and re-employment, to first batch of 50 injured survivors in collaboration with BRAC is ongoing. A programme of support has started for an additional 250 survivors through ActionAid
		An international buyer, Primark, will provide USD 12 million. This includes USD 1 million donated to the ILO Chaired Coordinated Committee trust fund. USD 2 million has been paid by Primark in short-term financial aid to 3,600 people or their dependants in Rana Plaza at the time of collapse
		The Government of India and Thailand have come up to provide artificial limbs to injured workers. The Grameen Phone has approved 400 flexi load points that would be operated only by the injured workers of the RMG incidents. Considering the job choice of the injured the BRAC will explore job opportunity for the retrained workers Note: In progress

Source: Prepared by the Team based on different documents.

Annex Table 10: Timeline for Implementation of NAP and Other Activities

Activity	2014	2015	2016	2017	2018	2019	2020
National Tripartite Plan of Action (NAP)							
Assessment of the structural integrity of all active RMG factories	31 Dec 2014						
Rules of Bangladesh Labour Act	24 Apr 2014						
'Promoting Fundamental Principles and Rights at work'. The project has contracted "Orange-BD" to develop the software for the data bank with trade union related information	Ongoing, deadline surpassed						
Implementation of MoLE project to strengthen capacity of the Department of Inspection for Factories and Establishments	31 Dec 2014						
Redeployment of RMG workers rendered unemployed as well as rehabilitated disabled workers	30 Jun 2014						
Recruitment of additional 200 inspectors (expected completion date)	31 Mar 2014						
2. Better Work Bangladesh: First Phase							
Start Operations, Year 1: 35-150 factories	Apr 2014	- May 2015					
Year 2: 151-200 factories		Apr 2015-	May 2016				
Year 3: 301 – 500 factories			Apr 20	016- May 2017			
3. EU Sustainability Compact (no specifi	c timelines/expect	ed completi	on dates fo	r concern	ed activi	ities)	
Completion of NAP and Better Work, subjected to program specific timelines (see above)							
Seek potential funding support from under EU's next programming cycle including through the Thematic Programme Global Public Goods and Challenges (2014- 2020)							Dec 2020
4. US Action Plan (no specific timelines/	expected completi	on dates for	concerned	d activitie:	s)		
Progress Report on Action Plan Requirements to be submitted by: Activities include-	15 Apr 2014						
 Publicly report information on the state government had officially registered the "Transparent investigation" into last year. EPZs allow full freedom to unionise Completion of NAP activities 	nem						ple 10 contd.)

Activity	2014	2015	2016	2017	2018	2019	2020
5. The Accord							
Minimum duration of program and member commitments until				N	lay 2018		
Complete all Initial Inspections of signatory factories within first 2 years of signing	Within 2 years of signing						
No further timelines/ expe	cted completion da	tes for conce	rned activi	ties availd	ıble at thi	s point	
6. The Alliance							
100% Inspections of all Alliance Factories and train workers and mgmt	Dec 2014						
Ongoing Training Inspections, audits and verification, and public reporting	Dec 2018						
7. Improving Working Conditions in the Ready-Made Garment Sector, funded by the Netherlands, DFID (UK) and							
Canada, with technical assistance from	ILO						
			А	pril 2016			

 $\textbf{Source:} \ \textbf{Prepared by the Team based on different documents.}$

RMG-related Publications by CPD

Monitoring the Rana Plaza Follow-ups

First Report

100 Days of Rana Plaza Tragedy: A Report on Commitments and Delivery (September 2013)

Second Report

Rana Plaza Tragedy and Beyond: A Follow-up on Commitments and Delivery (February 2014)

Books

- কোটামুক্ত বিশ্বে বাংলাদেশের পোশাক শিল্প: সাম্প্রতিক প্রবণতা ও চ্যালেঞ্জ
- Bangladesh Apparel Sector in Post MFA Era: A Study on the Ongoing Restructuring Process
- Bangladesh in the Global Trade Regime: Labour, Environment, Agriculture, Export and Trade Negotiations
- Phasing Out of the Apparel Quota: Addressing Livelihood Concerns in Bangladesh
- · The Textile and Clothing Industry of Bangladesh in a Changing World Economy

CPD Research Monograph Series

- · Monograph 5: Bangladesh Apparels Export to the Japanese Market: Opportunities and Challenges
- Monograph 2: Gender and Trade Liberalisation in Bangladesh: The Case of Readymade Garments

CPD Working/Occasional Paper Series

- Paper 106: Minimum Wage in the RMG Sector of Bangladesh: Definition, Determination Method and Levels
- Paper 70A: Global Trade in T&C after the MFA Phase-out: Emerging Trends and Challenges for Low Income Developing Countries
- Paper 62: Bangladesh Apparels Export to the US Market: An Examination of Her Competitiveness vis-à-vis China
- Paper 50: Contribution of the RMG Sector to the Bangladesh Economy

CPD Dialogue Report Series

- Report 110: Rana Plaza Tragedy and Beyond: A Follow Up on Commentary and Delivery
- প্রতিবেদন ৯১: শিল্পে কর্মপরিবেশের নিরাপত্তা: আমাদের কি কিছুই করণীয় নেই?
- প্রতিবেদন ৯০: পোশাক শিল্পে সাম্প্রতিক অস্থিরতা: সমাধান কোন পথে?



Centre for Policy Dialogue (CPD)

House - 6/2 (7th & 8th floors), Block - F, Kazi Nazrul Islam Road Lalmatia Housing Estate, Dhaka - 1207, Bangladesh Telephone: (+88 02) 9141734, 9141703, 9126402, 9143326 & 8124770

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