



Ministry of Labour and Employment

Steps taken by
Ministry of Labour & Employment
and
Other Related Stakeholders

after Rana Plaza Collapse at Savar
As of 24th April 2013

Presented By

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Secretary

Ministry of Labour and Employment



Governments commitments to International Community

- Adoption of a National Tripartite Plan of Action.
- Implementation of the Sustainability Compact.
- The US Action Plan focusing on legislation and policy reform.
- Administration and practical actions.



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Amendments of Labour Law and legislative reforms

- The Bangladesh Labour Act, 2006 has been amended on 16th July 2013 focusing on Safety of the workers.
- Main concern areas are workers' safety, welfare and rights and promoting trade unionism and collective bargaining.
- The rule has already been published the official gazette on 15th September, 2015.
- Adoption on National Occupational Health and Safety Policy 2013.
- Domestic Workers Protection and Welfare policy 2015 adopted



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Formation of Occupational, Safety and Health Committees

- Govt. has formed OSH council headed by the State Minister, Ministry of Labour and Employment.
- OSH Council has formed 2 sub committees to formulate action plan and its working procedure.
- DIFE has formed an Occupational Safety and Health Unit, consisting of 26 member, headed by Inspector General.
- Formation of Safety Committee at Factory level is on progress.



Trade union registration

- After amendment of Labour Act, 2006 trade union registration situation in the RMG sector has got a momentum.
- After amendment of BLA 2006 a total of **351** new trade unions have been registered in the RMG sector.
- ILO has started training program for the office bearers of newly formed unions.



Administrative Reform

DIFE has now **One Head Quarter** and **23 District offices** around the country.



Increase of Manpower

- Government has increased manpower from **314** to **993**
- Out of which **575** are inspectors.
- **237** inspectors have been recruited after Rana Plaza collapse.
- Now **277** inspectors are working in DIFE.
- Noted that, No of female inspectors are now **57** out of **277**



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Training & Capacity Development

- **159 Inspectors** have taken **40 days** Foundational training.
- **110 Inspectors** have taken 4 days training on “Introductory Course for Labor Inspectors”.
- **96 Inspectors** have taken 3 days training on ‘Labor laws and Inspection Technique’.
- **123 Inspectors** have taken 5 days training on training on “Labor Inspection Induction”.
- **40 Inspectors** have taken 3 days training on “Basic Introductory Course for Labor Inspectors”.
- **20 Inspectors** have taken 5 days training on “Training for Master Trainers”.



Training & Capacity Development

- **12 Inspectors** have 2 days “International OSH Regulation Training Course”.
- **52 Inspectors** have taken 2 days “In house Refreshers Course”.
- **37 Inspectors** have taken 5 days training on “Labors Law and Labor Inspection Training”.
- **12 from DIFE and 2 from MOLE** have taken training to prepare Inspection Plan for DIFE in ITC-ILO, Turin, Italy.
- Beside these, the Inspectors also participate in different seminars, workshops and meetings with **ILO, GIZ** and other development partners.



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Training & Capacity Development

- 70 different courses were attended by 1268 participants between January 2014 and March 2016 and 68 participants were trained in 11 different countries.
- To strengthen in-house training capacity the DIFE engage no. of Master trainers to facilitate training sessions during different training events.



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Publicly Accessible Database

DIFE website launched (www.dife.gov.bd) on **30th March 2014** which includes a publicly available data base of RMG factories with basic information. **4808** nos of RMG factories information have been uploaded in DIFE website.



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Helpline

0800-4455000

- With the help of ILO, a **HELP LINE** has been launched on **15th March, 2015** which is a Toll Free Number.
- Helpline is in operation on a pilot basis in Ashulia.
- **HELP LINE** is opened for 365 days in a year.



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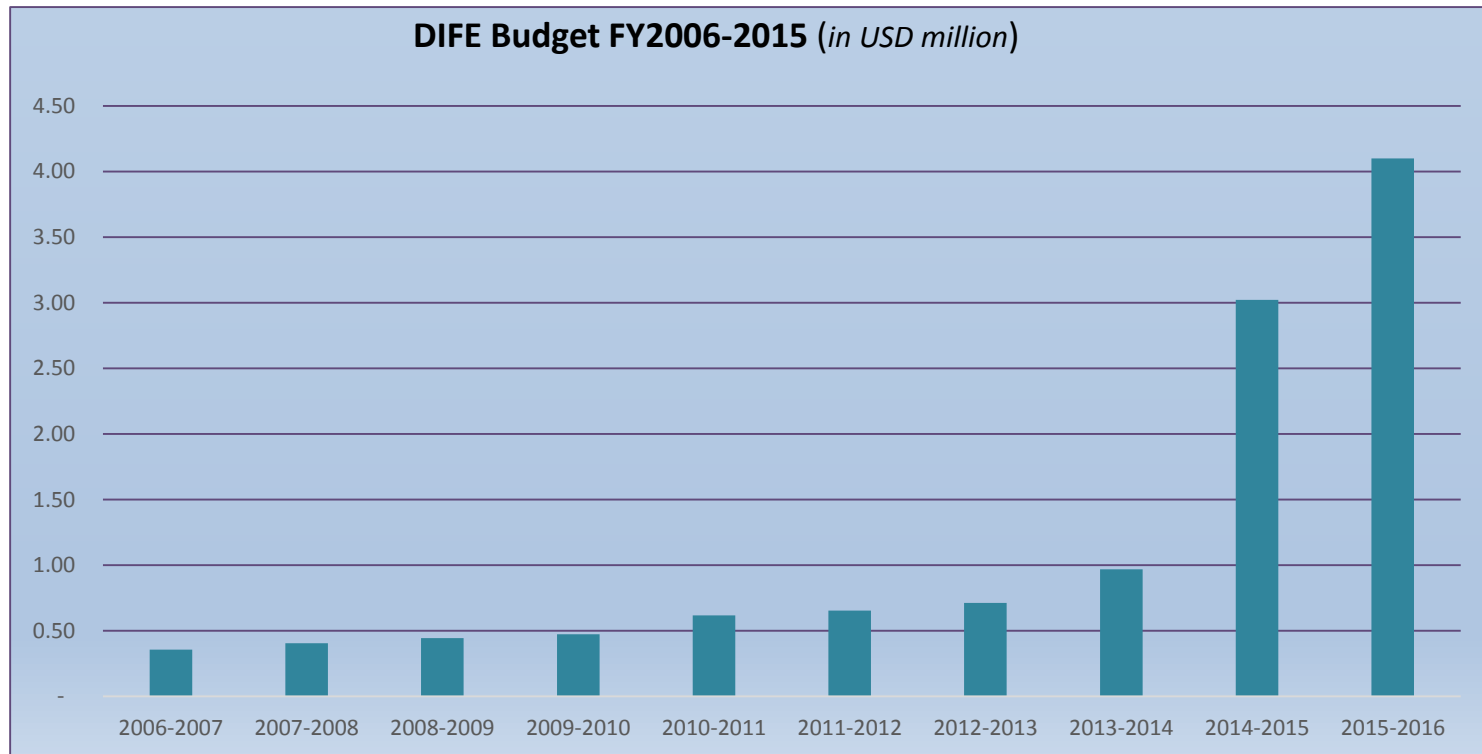
Helpline Complain Statistics

- Total complain: **999**
- Relevant: **718**
- Settlement: **137**
- Settlement under process: **581**
- Irrelevant: **281**



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Budget Allocation for DIFE



**In 2013-14, the budget allocation was Tk 6.29 Crore (U\$ 0.97 Mn)
in 2014-15, the budget allocation was Tk 23.30 Crore (U\$ 2.91 Mn)
In 2015-16, the budget allocation was Tk 31.50 Crore (U\$ 4.10 Mn)**



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Inspection Plan and Inspection Strategy

Annual inspection plan for 2015 for the DIFE has developed and formulation of inspection strategy is underway.



Regular Inspections

- Guided by the BLA, 2006 regular inspections are being carried out by the inspectors of DIFE. Enforcement of the law is ensured through inspections.
- In 2015, total no of **31,836** factories and establishments have been inspected. This includes **2527** RMG factories.
- In 2016, total no of **7162** factories and establishments have been inspected. Among those, **624** are ready made garment factories.
- In 2015, total no of **213** cases have been filed against the garments factory owners.
- In 2016, total no of **123** cases have been filed .



Tripartite National Plan of Action

- A Tripartite National Plan of Action on Fire Safety and Structural Integrity in the RMG Sector was adopted with the assistance of ILO.
- To implement the Plan of Action a sixteen members Tripartite Committee headed by Secretary, Ministry of Labour & Employment has been formed.
- In line with the Plan of Action ILO has been implementing a project **“Improving Working Condition in the RMG Sector of Bangladesh”** of **\$24.5 million** under the Ministry of Labour & Employment.



Formation of Accord and Alliance

- Verification of building and fire safety of the factories.
- Strengthening inspection activities.
- Training on Occupational Safety and Health.
- Rehabilitation of the disabled and injured persons.
- Implementation of Better Work Program.



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Assessment on structural, fire & electrical integrity

Item	Total Number of Factory	Assessment Completed
National Initiative	1827	1549
ACCORD	1094	1368
ALLIANCE	587	829
	Total-3508	Total=3746

Assessment of 3746 nos of factories have been completed



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Status of Review Panel Activities

Item	Number of Factories	Number of Buildings	Number of Workers Affected
Visited	150 (Accord 52 Alliance 65, BUET 09,TUV-VEC 24)	70 (Accord 24 , Alliance 28, BUET 04, TUV-VEC 14)	33158
Closed	39 (Accord 26 , Alliance 10 BUET 01, TUV-VEC 02)	19 (Accord 10, Alliance 06 BUET 01, TUV-VEC 02)	17681
Partially Closed	42 (Accord 14, Alliance 12 BUET 05, TUV-VEC 11)	19 (Accord 07, Alliance 05 BUET 02, TUV-VEC 05)	2510
Decision Pending	0	0	0
Factory In Operation (under condition to implement recommendation of Review Panel)	69 (Accord 12, Alliance 43,BUET 03, TUV- VEC 11)	32 (Accord 07, Alliance 17 BUET 01, TUV- VEC 07)	12967



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Summary Report uploaded in DIFE Website

Item	Number of Summary Report uploaded in DIFE Website
National Initiative	1549
ACCORD	712
ALLIANCE	543
	2804

Assessment reports of 2804 nos of factories have been uploaded in DIFE website



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Percentage of color code for all assessed factories under NI

Name of Color Code	% of Factories in Color Code	Number of Factories
Red	1.6%	25
Amber	15.4%	238
Yellow	48.3%	748
Green	34.7%	538

Number of DEA required for 318 factories from above list of factories.



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Government Update on Remediation Efforts

- A total No of **1549** assessment have been completed by National Initiative.
- All the Assessment reports have been sent to factory owner.
- Remediation follow up Team consists of 9 members has been formed in DIFE HQ.



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Government Update on Remediation Efforts

- **137** Inspectors have been mapped to follow-up the CAP preparation and delivery of the filled-up CAP.
- A total no of **977** CAP's has been sent to factories and 29 CAP's has been received.
- Task force for Structural Integrity has approved 5 CAP's and still working on that.
- A workshop has been scheduled to develop the guideline on DEA to be held on 17-18 April'2016.



Remediation and Monitoring

- Among the 1549 factories assessed by National Initiative, 1.6% are Red and 15.4% are marked as Amber.
- Amber factories are the prime concern now.
- Enlistment of 13 engineering firms have been approved by task force.
- To speedup the remediation process, Approved Consulting Firm for the Detail Engineering Assessment (DEA) of the Factory Building has planned to increase from 13 to 25.
- Decision was taken to establishment of 'Remediation Coordination Cell (RCC)' in the 11th NTC Meeting.



Remediation Coordination Cell (RCC)

- Sustainability of the current efforts of structural integrity and fire safety of the factory building.
- RCC will involve National level stakeholders particularly the DIFE, FSCD, RAJUK and Chittagong Development Authority in ILO Facilitation.
- RCC will provide technical assistance to the factory remediation.
- A remediation framework is needed for longer term.



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Challenges of Remediation

- Shared factory buildings.
- Rented factory buildings.
- Insufficient technical assistance.
- Continuous monitoring of remediation process.
- Remediation financing.



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Minimum Wages

- The Government has declared the minimum wages for the workers of the readymade garments industry with an increase of **77%** from the previous one.
- It has been implemented since **01 December 2013**.
- Now the minimum wage of garments workers is **Tk 5300/-** which is about **US\$68**.



Better Work Program

- Implementation of Better Work Program in Ready-Made Garments industry has been launched on 22/10/2013 by ILO.
- About 300 factories are expected to participate in the Programme.



Training activities by Directorate of Labour

- Under a project on "*Promoting Fundamental Principles and Rights at Work in Bangladesh (FPRW)*" funded by USDoL and implemented by the ILO training programmes have been conducted for the workers, trade union leaders and employers for capacity building of trade union representatives and employers' organizations and promoting effective labour-management relations.



Training activities by Directorate of Labour contd.

- During Jan 2012 to Feb 2015 a total of 2,611 (Female 1,147) workers' representatives, 251 (F: 85) employers' representatives and 312 (F: 82) government officials from the MoLE, IRI and BEPZA (including 82 female officials) have received training.
- The Government is working to raise awareness of the employers and workers regarding the trade union rights and responsibilities by organizing training and education programme through 4 Industrial Relations Institutes (IRI) under the Department of Labour.



Cooperation agreement with Germany

A cooperation agreement has been signed on 9 December 2014 among Bangladesh Labour Welfare Foundation (BLWF) of Ministry of Labour & Employment, The Deutsche Gesetzliche Unfallversicherung (DGUV) of Germany and The Deutsche Gesellschaft für Internationale Zusammenarbeit Bangladesh (GIZ) to establish a **legal framework on National Employment Injury Insurance System** in Bangladesh.



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Letter of intent with Denmark

A letter of intent between the Ministry of Labour & Employment & the Ministry of Employment, Kingdom of Denmark has been signed **on 19 March 2015** to jointly explore the possibility of engaging in Strategic Sector Cooperation on working environment, focusing in particular on **Occupational Safety and Health (OSH)** in the **Ready Made Garment sector**.



Cooperation agreement with Sweden

A cooperation agreement has been signed on **26 September 2015** at New York between the Government of Peoples Republic of Bangladesh and the government of Sweden and the International Labour Organization on developing and launching a project entitled '**Promoting Social Dialogue and Harmonious Industrial Relations in Bangladesh Ready-Made Garments Industry**'.



Other activities by Government and other relevant stakeholders



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Sustainability Compact

- Bangladesh, European Union, United States of America and International Labour Organization (ILO) have jointly adopted 'Sustainability Compact' with a view to take joint initiatives to improve labour welfare and safety of working environment in the RMG sector.
- A stock taking meeting held on **30th October 2014** in Brussels to review the progress of Sustainability Compact.
- 2nd Follow up meeting was held in Westin Hotel, Dhaka on 28th January'2016.



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Bangladesh Action Plan

Bangladesh Action Plan 2013 proposed by United States of America to improve building and fire safety and working environment ILO, Development Partners and the foreign buyers have jointly taken the following initiatives:

- Accord on Fire and Building Safety in Bangladesh signed by European buyers;
- Bangladesh Safety Alliance signed by North American buyers;
- Improving working conditions in the Ready-Made Garments Sector Project of \$24.5 million proposed by ILO;



Bangladesh Action Plan Contd.

- A project of Tk. **100** crore of JAICA for factory building inspection and relocation;
- 205 million project of the United State of America to ensure workers right and improve fire safety;
- A project by GIZ to rehabilitate the disabled workers affected by
- Rana Plaza collapse.



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3+5 Committee

Three secretaries of **Commerce Ministry, Labour Ministry and Foreign Ministry** and **five ambassadors/high commissioners of USA, Canada, EU, UK and the Netherlands** constituted 3+5 Committee. The committee holds regular meetings to assess the progress of the Government's commitment in improving working conditions and labour welfare in Bangladesh.



Garments Industry Village

A committee headed by a Director General of the Prime Minister's office is functioning to establish a 'Garments Industry Village' on 530 acres of land at Baushia under Gajaria upazilla in Munshiganj district.



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Activities of Department of Fire Service & Civil Defense

The Ministry of Home Affairs has approved in principle the proposal of establishing nine new fire stations for Department of Fire Service & Civil Defense. The number of inspectors has been increased from 50 to 268 in the Department of Fire Service and Civil Defense by the Ministry of Home Affairs.



Increase of Inspectors of RAJUK and CDA

Two different proposals to increase the number of inspectors in the Capital Development Authority (**RAJUK**) and Chittagong Development Authority (**CDA**) has been approved by Ministry of Housing & Public Works. Recruitment of 91 new inspectors and related engineers in RAJUK is completed.



Reduction of Tax & Duty

A minimum rate of tax was settled by the Govt. regarding import of fire fighting equipments in the fiscal year 2013-2014. Government has also made provision for duty free import of prefabricated building materials, fire resistant doors, sprinkler system and equipments, emergency light with exit sign double head etc.



Housing Loan

A Memorandum of Understanding has been signed between Housing Fund of Bangladesh Bank & BGMEA to provide loan at the rate of **2%** interest from the fund to the owners of the RMG factories for construction of Dormitory for the workers.



Compensation in relation to Rana Plaza

After tragic incident of Rana Plaza collapse the main challenge was to rehabilitate victims and their families. In this process along with the Government, the employers and international brands and buyers came forward to compensate the victims. A total amount of **231 Crore** has been distributed to victims of Rana Plaza by the government along with other stakeholders.



Compensation in relation to Rana Plaza Contd.

- From Government side each family of **976** deceased persons has been provided **Tk. 1-5 lakh** from the **Prime Minister's Relief and Welfare Fund**. In addition to that each of the **38** workers who lost their limbs has received **Tk.10-15 lakh** as grant. In total more than **Tk. 29 crore 39 lakh** has been disbursed from the **Prime Minister's Relief and Welfare Fund** as financial assistance.
- Government provided all sorts of medical facilities of its own expenses to more than **1000 injured persons**. With the assistance of the Govt. of Thailand 107 amputees artificial limbs were provided.



Compensation in relation to Rana Plaza Contd.

- A total of **Tk. 50,00,000 (Fifty lac)** has been given from Prime Minister's Relief & Welfare Fund for DNA test of the unidentified dead bodies of Rana Plaza incident.
- Each family of identified **844** dead persons has been received **Tk. 20,000/- (Twenty thousand)** for funeral and an amount of **Tk. 5,000/- (Five thousand)** has been given to each **844** injured workers through Dhaka District Administration. Total amount of **Tk. 2,53,65,818/-** has been given by the District Administration.



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Compensation in relation to Rana Plaza Contd.

- A total of **2785** affected workers/employees of 5 factories housed in that building have been provided with all the dues including salary and allowances by BGMEA. The BGMEA has spent **Tk.14.408 crore** (app) for the victims.
- With the help of Brands and Buyers and under the neutral Chair of ILO a Global Trust Fund has been established to provide compensation for the victims of the Rana Plaza collapse. More than **US \$19 million** has already been raised for this fund. As of **8th April 2015** a total of **USD 18 million (Approx.)** has been already been disbursed to **3 thousand beneficiaries**.



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Compensation in relation to Rana Plaza Contd.

The PRIMARK, an international buyer, within a week of Rana Plaza collapse, provided weekly food aid for one month to about 1300 families through local NGO. As short-term financial assistance Primark provided nine months wage to 3600 workers. As long-term compensation Primark distributed US\$ 14 million to 668 workers or their beneficiaries.



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Thank You