

Labour Inspection Report 2021-2022



Department of Inspection for Factories and Establishments
Ministry of Labour and Employment



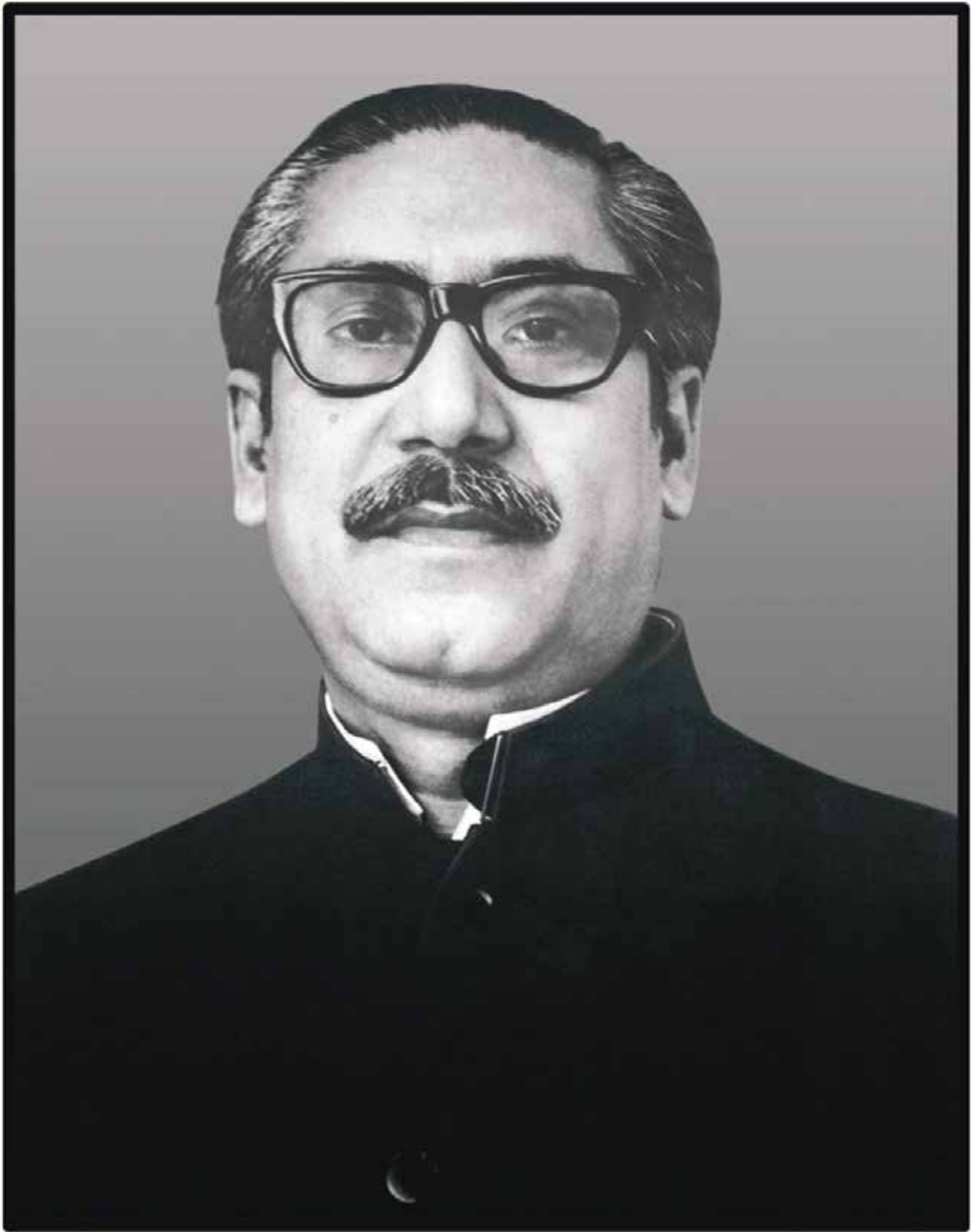
Labour Inspection Report

2021-2022



Department of Inspection for Factories and Establishments
Ministry of Labour and Employment





The Father of the Nation Bangabandhu Sheikh Mujibur Rahman



Honourable Prime Minister Sheikh Hasina



State Minister
Ministry of Labour & Employment
Government of the People's
Republic of Bangladesh.

Message

I am very happy to know that the Labour Inspection Report 2021-2022 is going to be published with the details of the activities of the Department of Inspection of Factories and Establishments. Labour Inspection Report is an important factum for DIFE as it provides the elaborative statements on Labour Inspection conducted in the fiscal year 2021-2022.

Bangladesh is now marching ahead to implement the Vision 2041 under the restless and visionary leadership of Honourable Prime Minister Sheikh Hasina. Under her leadership Bangladesh has already upgraded to a developing country from the status of Least Developed Country (LDC). On achieving this status and to upgrade to the next level (i.e. the developed country) the government has been implementing a number of development activities in the industrial sectors. The Ministry of Labour and Employment along with its other ancillary departments especially the Department of Inspection for Factories and Establishments is determined to achieve SDG goals by ensuring a compatible and safe workplace by 2030.

The Labour Inspection Report 2021-2022 published by the Department of Inspection for Factories and Establishments gave out regular activities, special programs and noteworthy achievements of the department. I believe this labour inspection report will play a conducive role to expedite the departmental activities. It will also be helpful to set up future plan for the employees, the officers and the labour related personnel.

Lastly, I would like to call upon all the stakeholders relating to labour sectors (i.e. labourers, owners and the government) to work in a harmonized way keeping the national solidarity above. With the sincere efforts of the present labour friendly government, Bangladesh will be in a glorious position through its progress. I express my humble gratitude to all the people involved in the publication.

Begum Monnujan Sufian, MP



Secretary
Ministry of Labour & Employment
Government of the People's
Republic of Bangladesh.

Message

I am very glad to know that, The Annual Labour Inspection Report incorporating the notable activities of DIFE in the Fiscal Year 2021-2022 is going to be published by the Department of Inspection for Factories and Establishments under the Ministry of Labour and Employment.

Department of Inspection for Factories and Establishments has been playing an important role to ensure a decent and safe workplace in every factories and establishments in our country. Maintaining the international labour standard DIFE is bridging among the labourers, owners, government and the international organizations working as the major stakeholders. DIFE has been working continuously to ensure the appointment of the labours, wages, working hours, elimination of child labour, maternity benefits and other welfare arrangements according to the Bangladesh Labour Act, 2006 and Bangladesh Labour Rules, 2015. Along with regular labour inspection 515 Day Care centers have been established in different factories to ensure women friendly working environment under the supervision of DIFE. Apart from these, in FY 2021-2022, 1107 Safety Committees have been established to ensure decent and safe workplace in different factories.

Under this Department, remediation process has been going through to remediate the defective RMG factories in our country. A project named “National Occupational Health and Safety Training and Research Institute (NOHSTRI)” is going on. To ensure decent and safe workplace for the labours this Institute will be operated by the skillful and well trained officers who will operate all the trainings and research programs related to Occupational Safety and Health.

In the fullness of time, I would like to extend my heartiest wishes and gratefulness to all those associated with the publication of the Labour Inspection Report 2021-2022 committee.

Md. Ehsan-E-Elahi



Inspector General (Additional Secretary)

Department of Inspection for
Factories and Establishments
Government of the People's
Republic of Bangladesh.

Message

I am truly honoured and opt to take the opportunity to convey my gratitude for being a part of the publication of the Labour Inspection Report 2021-2022. It is such an important document to be accumulated under one single cover. Indeed, it's been a great reflection of the sheer endeavour and painstaking efforts which made the publication a significant and successful one.

With a view to ensuring a decent work place in the factories and establishments, DIFE has been providing online licensing service, cent percent departmental work in e-filing, redressing labour unrest, and several motivational activities. A helpline (16357) centre is being run by highly skilled officers under the supervision of the DIFE head office. All the complaints received from the helpline get redressed within the shortest possible time. Labour Inspection Management Application (LIMA) has been introduced for conducting the labour inspection digitally, sending the reports, and executing other related activities. The Labour Inspectors and other Officials of this department are being skillfully groomed with a view to making our Labour Inspection system proficient and dynamic by providing international standard training. Apart from these, DIFE is relentlessly working hard to make a child labour free Bangladesh within 2025. Construction of the 13 Offices of the Deputy Inspector General is going on under the project named "Modernization and Strengthening of the Department of Inspection for Factories and Establishments and Establishment of 13 District Offices."

The information enshrined in this Labour Inspection Report 2021-2022 is the compendium of activities executed by the DIFE Head Office and other 23 field offices. I believe, this report will be very much conducive as a source of information relating to factories and labour issues. I convey my earnest gratefulness and gratitude to the different officials of this department who are involved in publishing the Labour Inspection Report 2021-2022. Any humanly unwanted errors and printing mistakes are requested to pass by.

Md. Nasir Uddin Ahmed



International
Labour
Organization

Country Director
ILO Bangladesh

Message

I am pleased to learn that the Department of Inspection for Factories and Establishments (DIFE) has taken initiative to publish the Labour Inspection Report for 2021-2022. This publication depicts the improvements in the labour inspection system over the reporting period and highlights significant achievements in labour inspection in compliance with national labour law and international labour standards. Additionally, the report is a reflection of DIFE's commitment towards transparency and openness.

A modern and effective labour inspection system play an important role in promoting and enforcing decent working conditions where fundamental principles and rights at work are respected. Bangladesh witnessed several industrial accidents over the past years. These unfortunate incidents are a sober reminder that occupational safety and health, fire and chemical safety require urgent attention and support.

In collaboration with development partners, the DIFE has made efforts to enhance its capacity, inspection quality and overall inspection system. The ILO's Improving Working Conditions in the Ready-made Garment Sector programme, funded by Canada and Netherlands has worked with DIFE to support these modernization initiatives.

Today, DIFE is a professional, trained, and equipped institution which operates in a more effective manner than before. DIFE launched an Industrial Safety Unit (ISU) in this reporting period to monitor workplace safety initiatives in all industrial sectors. I am hopeful that a stronger and skilled DIFE will play a leading role in ensuring safety and rights of workers in all industrial sectors.

I would like to thank the leadership and officials of the DIFE and Ministry of Labour and Employment for their commitment to implement and ensure compliance of the labour law in Bangladesh.

The ILO would continue its collaboration with DIFE to ensure labour rights and safe workplaces for all Bangladeshis.

Tuomo Poutiainen

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Patron

Begum Monnujan Sufian, MP
Honourable State Minister
Ministry of Labour & Employment

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Md. Ehsan-E-Elahi
Secretary
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Date of Publication

August, 2022

Abbreviations and Acronyms

BDT	Bangladeshi Taka
BGMEA	Bangladesh Garment Manufacturers and Exporters Association
BKMEA	Bangladesh Knitwear Manufacturers and Exporters Association
BLA	Bangladesh Labour Act, 2006
BLR	Bangladesh Labour Rules, 2015
BNBC	Bangladesh National Building Code
BUET	Bangladesh University of Engineering and Technology
BV	Bureau Veritas
CAP	Corrective Action Plan
CDA	Chattogram Development Authority
DEA	Detailed Engineering Assessment
DIFE	Department of Inspection for Factories and Establishments
FSCD	Fire Service and Civil Defence
FY	Fiscal Year
ILO	International Labour Organization
ISU	Industrial Safety Unit
LIMA	Labour Inspection Management Application
MoLE	Ministry of Labour and Employment
NI	National Initiative
NO	Number
OCEI	Office of the Chief Electrical Inspector
OSH	Occupational Safety and Health
RAJUK	Rajdhani Unnayan Kartripakkha (Capital Development Authority)
RCC	Remediation Coordination Cell
RMG	Ready-made Garment
SDG	Sustainable Development Goals
SL	Serial
TF	Task Force
UD	Utilization of Declaration

1. Introduction

The Department of Inspection for Factories and Establishments (DIFE) is working to ensure a decent working environment for workers in factories, shops and establishments and to enforce their legal rights. The department is under the Ministry of Labour and Employment, which is committed to achieving the sustainable development goals through the establishment of good labour-employer relations and creating a safe working environment. It is the key authority responsible for ensuring the compliance, Safety and Health, welfare for workers in important sectors that contribute to national development.

The Department of Inspection for Factories and Establishments is conducting regular and special inspections to implement occupational health, safety, and welfare measures including recruitment procedure, working hours, and wages of workers as per Bangladesh Labour Act, 2006 and Bangladesh Labour Rules, 2015. DIFE's one of the main responsibilities is ensuring the implementation of the Bangladesh Labour Act, 2006 (and subsequent amendment of 2008, 2009, 2010, 2013 and 2018) and the Bangladesh Labour Rules, 2015 in factories and establishments. In addition, DIFE is working in coordination with workers, employers, government and various national and international organizations while maintaining discipline in the workplace. The department strives to ensure a favourable environment for trade and investment by creating a safe, healthy work environment for the large number of working people in Bangladesh and contributing to the overall economy of the country.

The Department of Inspection for Factories and Establishments was upgraded to a department on 15 January 2014 and its authorized manpower was increased from 314 to 993. At present, the activities of DIFE are being conducted through 01 head office and 23 regional/district offices of Deputy Inspector General under the leadership of Inspector General with the rank of Additional Secretary.

This report covers the period 1 July 2021 to 30 June 2022 provides a detailed information of how labour inspectorates operate in Bangladesh, how they are organized, the main issues they deal with, statistics of labour inspection and activities of DIFE, the main challenges they faced with, and identifies areas for improvement. In addition, this report will try to shed light on several relevant issues for example, the existing capacity of DIFE to carry out the labour inspection activities and the future planning and activities to improve the quality of inspections.

1.1 Introduction to the Department of Inspection for Factories and Establishments

Vision and Mission

Vision:

- To create a decent work environment in the workplace.

Mission:

- Implementation of Bangladesh Labour Act, 2006 and Bangladesh Labour Rules, 2015.
- Ensuring occupational health, safety and welfare of workers in the workplace.
- Implementation of declared minimum wage in various industrial sectors.
- Elimination of child labour in hazardous work.

The Department of Inspection for Factories and Establishments (DIFE) is working to create an auspicious environment for trade, commerce and investment by establishing strong worker-employer relationships and creating a safe working environment in factories, shops and establishments. In addition to ensuring the employment of workers, working hours and wages in accordance with the Bangladesh Labour Act, 2006 and the Bangladesh Labour Rules, 2015, DIFE is working to implement occupational health and safety and welfare measures. The department under the Ministry of Labour and Employment is working with all stakeholders to maintain discipline in the workplace. DIFE is responsible for creating a decent, healthy and safe working environment, including the implementation of the legal rights of a growing number of working people in Bangladesh. An Additional Secretary to the Government of the People's Republic of Bangladesh is the Inspector General and a Joint Secretary is the Additional Inspector General of the Department of Inspection of Factories and Establishments. Under the direction of Inspector General, the activities of four sections, five sub-sections and 23 Deputy Inspector General's offices located in different parts of the country are conducted.

The four sections of the head office are as follows:

1. Administration and Development section
2. General section
3. Safety section
4. Health section

1.2 Structure and Activities of Administration and Development Section

According to the organizational structure, the Administration and Development section consists of a Deputy Inspector General, two Assistant Inspectors General, an Information and Public Relations Officer, a Law Officer, a Statistics and Research Officer and a Librarian under a Joint Inspector General.

There are 5 sub-sections under the Administration and Development Section. The important work of this section is to assist the Inspector General by carrying out administrative activities, implementation of annual performance agreement, enhancement of manpower of the department, development of infrastructure, recruitment, transfer, posting. Apart from this, the section also handles the legal matters of the department, data collection, dissemination and publication, media communication and public relations, budget formulation, expenditure division, procurement planning, library management etc.

1.3 Structure and Activities of General Section

The section consists of a Deputy Inspector General and two Assistant Inspectors General (General) under a Joint Inspector General at the head office.

The section assists the Inspector General in formulating field level inspection plans and supervising activities, approving inspectors' inspection schedules, resolving labour grievances, taking steps to resolve labour grievances regarding payment of workers' salaries and allowances and ensuring implementation of employment conditions and welfare provisions as per law. Also, to give feedback to the Ministry on approval of factory and organization's own recruitment rules, issue of license of commercial organization, issue of licence of manpower supplying contractor, exemption of factory from application of certain sections and rules of labour law. This section helps the Bangladesh Workers Welfare Foundation through the distribution of checks for the meritorious children of workers in the formal and informal sectors from the funds of the Bangladesh Workers Welfare Foundation through the distribution of aid checks, maternity welfare assistance, medical assistance, accidental financial assistance.

1.4 Structure and Activities of Safety Section

The Safety Section consists of a Deputy Inspector General (Safety) and two Assistant Inspector General (Safety) under a Joint Inspector General (Safety). Ensuring occupational safety in the workplace across the country has become more important and the scope of activities of the Safety section has been increased. As a result, in order to expedite the activities of the Safety Section, a total number of 8 officers are currently working in the Safety Section of the Head Office in the posts of Assistant Inspector General (Safety) and Labour Inspector (Safety). Besides, remediation activities of garment factories across the country are underway under the national initiative. The remediation activities are being carried out through the Safety Section and the Remediation Coordination Cell (RCC) under the department.

1.5 Structure and Activities of Health Section

The Health Section consists of a Joint Inspector General (Health), a Deputy Inspector General (Health) and two Assistant Inspectors General (Health). Ensuring healthy working environment, prevention of occupational diseases, ensuring access to medical facilities for sick workers, remedial and preventive measures to address health risks, ensuring maternity benefits, ensuring provision of day-care center in the workplace, setting up first aid systems and medical centers where applicable. In addition, implementation of National Integrity Strategy, Elimination of Child Labour in Hazardous Work, Health and Safety Unit activities, National Occupational Health and Safety Day (OSH Day) celebrations on 28th April in every year are being conducted through this section.

1.6 Structure and Activities of Deputy Inspector General's Offices

The offices of the Deputy Inspector General conduct activities under the head office. According to the organizational structure, the offices consist of a certain number of Assistant Inspector General, Labour Inspector and Office Assistant under one Deputy Inspector General. Notable among the main activities of the offices are, inspection of factories, shops and establishments at the field level, settlement of labour grievances, implementation of welfare provisions of labour law, approval of factory layout, issuance and renewal of factory and establishment licenses. In addition, structural safety of the factory building, fire safety and electrical safety, including the investigation of the accident and compensation are ensured by the officers. Measures are taken in accordance with the labour law regarding healthy working environment, medical facilities for workers, maternity benefits, day care center at workplace, provision of first aid, and establishment of medical centers (where applicable). Apart from this, the work of eliminating child labour in hazardous work, recommendation for assistance from the fund of Bangladesh Workers Welfare Foundation and distribution of checks etc. are done through the office of the Deputy Inspector General. Necessary activities are also conducted as per the instructions of the head office. The mentioned activities are implemented in the offices of the Deputy Inspector General through 4 sections. The sections are: Safety Section, Health Section, General Section, Shops and establishments Section.

1.7 Activities of the DIFE

- ◆ Ensuring safety in the workplace by inspecting factories, shops and establishments in accordance with the Bangladesh Labour Act, 2006 and Bangladesh Labour Rules, 2015 and protecting the rights of workers as defined in the Bangladesh Labour Act.
- ◆ To inspect factories, shops, industrial and commercial establishments, tea gardens, inland water transport, road transport, etc. to supervise the conditions of employment of workers, safety, health and hygiene, welfare, payment of wages, scheduling of work, leave, etc.
- ◆ Approval of factory building design and machine layout plan for factory construction and approval of layout expansion design for factory expansion.
- ◆ Issuance of licenses and renewal of licenses of factories and establishments.
- ◆ Approval of employment rules of factories and establishments.
- ◆ Answering questions related to Bangladesh Labour Act, 2006 and Bangladesh Labour Rules, 2015.
- ◆ Exemption from certain sections or rules of the labour law to the factory authorities in the power conferred by the labour law on the application.
- ◆ To file a case in the labour court against the violators of the law.
- ◆ Investigate the complaints lodged by the workers and take legal action.
- ◆ To play a special role in the implementation of orders related to Bangladesh Labour Act and Bangladesh Labour Rules.
- ◆ Proper investigation of labour rights and work environment complaints.
- ◆ Arrangements for the exchange of knowledge and information on labour law between workers and employers. Creating awareness among workers and employers about labour laws, health and safety.
- ◆ Establishing and liaising with various governmental, semi-governmental, autonomous organizations, International Labour Organization (ILO), development partners, labour organizations, employers' organizations and bargaining bodies for proper implementation of labour laws.
- ◆ Publication of reports on labour inspection, wage management, health and safety.
- ◆ Collecting, storing and supplying information, data related to Bangladesh Labour Act, Bangladesh Labour Rules and Labour Inspection.
- ◆ Determining the cause of the accident at the factory, recommending compensation to the victims and taking legal action against those responsible.
- ◆ Provision of safety committees in different factories and giving necessary instructions to the officials of the factories and establishments.
- ◆ To co-operate with the government and various government agencies in formulating, implementing and amending laws, rules and policies related to labour.
- ◆ To represent the government in meetings, seminars, symposiums etc. held at national and international level on issues related to labour law implementation such as labour inspection, wages, productivity, occupational health and safety etc.

2. Legislative Frameworks of the DIFE

Labour issues, in general, and labour inspection, in particular, in Bangladesh are regulated by the Bangladesh Labour Act No. 42 of 2006, and its amendments, which is applicable to all establishments and for all workers, except the following categories:

- Offices of or under the Government;
- Educational, training and research institutions that are not run for profit;
- Agricultural farms where less than 5 workers are normally employed;
- Domestic workers;
- Any institution, run for treatment, care or service of the sick, aged, destitute, handicapped, orphan, abandoned women and children or widow, but not run for profit or gains; and
- Establishments run by its owner with the aid of members of his family and where no member is employed for wages.

Section 319 of the Bangladesh Labour Act, 2006 stipulates that the Inspector General or any Additional Inspector General, Joint Inspector General, and Assistant Inspector General and Labour Inspector shall have the following powers and functions within their respective jurisdictions, namely :

- a) with necessary assistants, to enter, inspect and examine any place, premises, vessel or vehicle, at any reasonable time, which in his consideration, is deemed to be or used as, an establishment;
- b) to require any registers, records, files, notices, certificates or any other documents maintained in pursuance of this Act or any rules, regulations or schemes to be produced, and to seize, inspect or examine them and to make copy thereof;
- c) to make necessary investigation or examination for ascertaining whether any provisions of this Act or any rules, regulations or schemes in respect of any establishment or any worker employed therein are properly complied with;
- d) to take deposition in respect of any matter pertaining to this Act or any rules, regulations or schemes, of any person who is found in any establishment or who is believed to be or to have been within the preceding 2 (two) months employed in any establishment;
- e) to require every person so deposed or examined to sign the records or papers of such deposition or examination for verification;
- f) if necessary, to call to account or to demand an explanation from an employer or any person employed by her in respect of any registers, record, certificates, notices or any other document maintained by that employer; and
- g) to exercise such other powers or perform such other functions as are conferred to them by this act or any rules.

DIFE also carries out monthly awareness programme in the different factories and at District DIFE offices (Office of Deputy Inspector General) in order to build awareness about labour laws, occupational safety and health, elimination of child labour amongst the enterprises, employers and public at large.

2.1 DIFE Personnel Statistics

From government of Bangladesh total number of sanctioned posts are 993 out of which 523 posts (around 53%) are currently filled. There are 215 sanctioned posts for Grade- 2 to 9 (or Class-1) officers and 365 posts for Grade-10 officers.

Table 1: DIFE Personnel by Grade (as of 30 June 2022 sanctioned and Existing post)

SI No	Classification	Officer		Staff		Total (3+4+5+6)
		Grade-2 to 9	Grade- 10	Grade- 13 to 16	Grade- 17 to 20	
1	2	3	4	5	6	7
1	Sanctioned	215	365	206	207	993
2	Existing	86	286	121	30	523
3	Male	71	225	88	25	409
4	Female	15	61	33	5	114
5	Existing as a percentage of sanctioned post	40%	78%	59%	14%	53%

Source : Administration and Development Section, DIFE, 2022

Out of these 523 filled in posts, 86 are Grade- 2 to 9 officers, 286 are Grade-10 officers, 121 are Grade- 13 to 16 and 30 are Grade- 17 to 20 staffs (**Figure 1**).

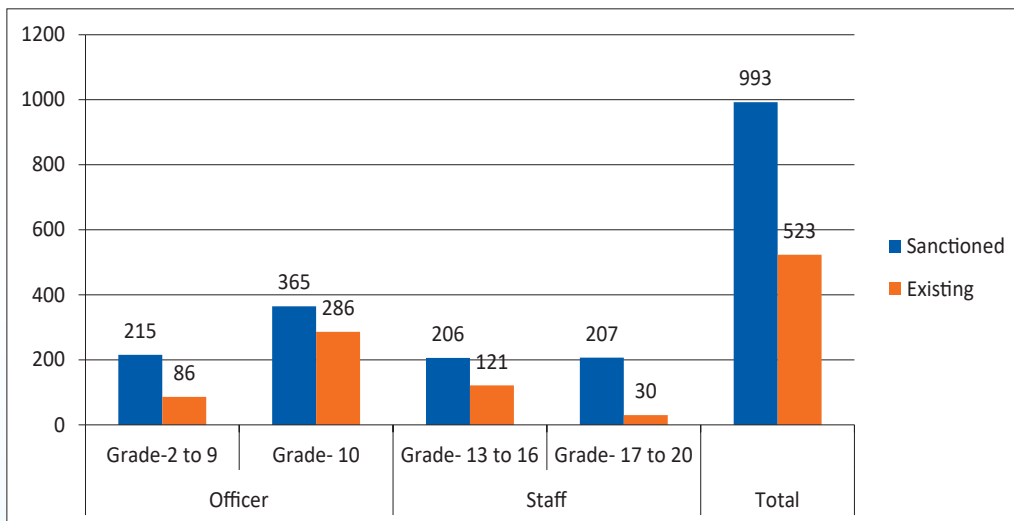


Figure 1 : Sanctioned vs Existing posts by Grade

Out of the total existing 523 posts, almost 22% (114) posts are filled in by women. However, women comprise 18% (15) of existing 86 Grade- 2 to 9 officers. In the 286 existing posts for Grade-10 officers, 61 (about 22%) are female officers (**Figure 2**).

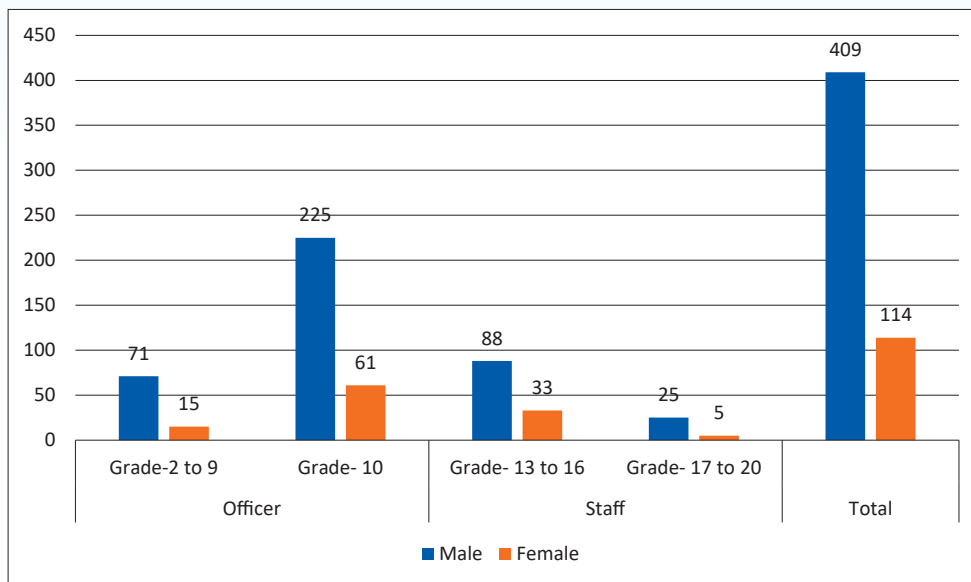


Figure 2: Existing Personnel by Grade and Male-Female

In the Fiscal year 2021-2022, Librarian 1, Assistant Inspector General (Safety) 2, Assistant Inspector General (General) 2, Labour Inspectors (General) 31, Labour Inspector (Safety) 23 and Labour Inspector (Health) 1 have joined in the DIFE. Among them 11 are women. Note that at the time mentioned, 17 officers and staffs of different grades have retired and left from their jobs. Besides, One Assistant Inspector General (General) and two Labour Inspector (General) died at this time.

2.2 Labour inspection

The main objective of this department is to create an investment-friendly environment for all working citizens by ensuring a productive, non-discriminatory, non-exploitation, decent, safe and healthy working environment. To this end, one of the most important and regular work of the department is labour inspection. The main function of this department is to implement and enforce Bangladesh Labour Act and Bangladesh Labour Rules through inspection of factories and establishments. Inspections are generally conducted in four ways, with a view to protecting the dignity of labour, establishing workers' rights and improving the quality of life of workers and their families: (a) Regular inspection (b) Reactive inspection (c) Inspection on accident site (d) Inspection on complaint basis, regular inspections are conducted in announced and unannounced ways. If regular inspections are announced, factory and establishment owners are informed about the inspections by phone or letter one week in advance.

In the fiscal year 2021-2022, the inspectors have completed a total of 43644 inspections in factories, shops and establishments.

Table 2 : Data of number of inspection

Sl. No.	Month	Number of inspection in recent month				
		Garments	Shops	Establishments	Other Factories	Total (3+4+5+6)
1	2	3	4	5	6	7
1	July, 2021	422	202	368	1639	2631
2	August, 2021	407	643	598	1693	3341
3	September, 2021	382	1005	615	1663	3665
4	October, 2021	416	962	754	1311	3443
5	November, 2021	280	1006	926	1540	3752
6	December, 2021	203	1063	677	1559	3502
7	January, 2022	188	1027	620	1776	3611
8	February, 2022	246	1081	602	2079	4008
9	March, 2022	282	1377	680	1740	4079
10	April, 2022	341	1185	780	1515	3821
11	May, 2022	198	2074	731	1276	4279
12	June, 2022	195	1358	634	1325	3512
Total		3560	12983	7985	19116	43644

Source: General Section, DIFE, 2022

DIFE inspectors regularly inspect garments, shops, establishments and other factories. The table indicates the number of monthly inspection in 2021-22. Here in the number of total inspection is 43644.

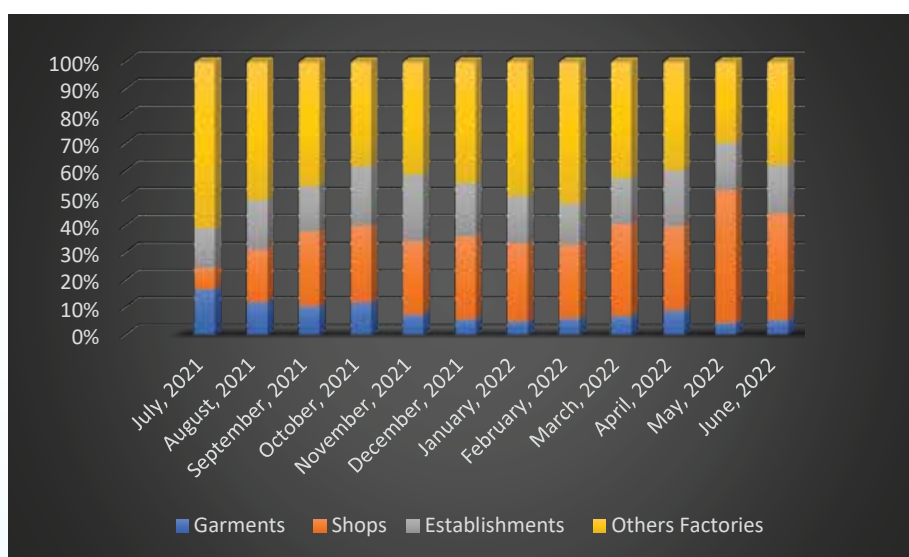
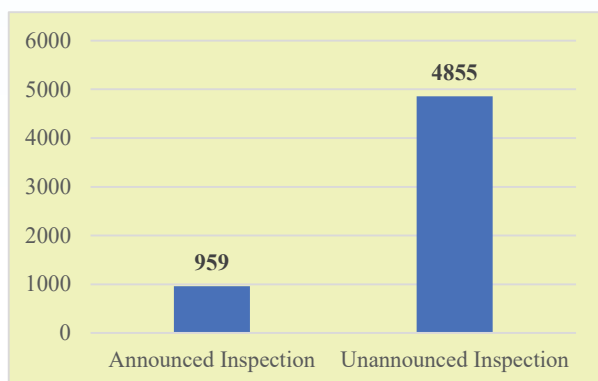


Figure 3 : Data of the number of inspection

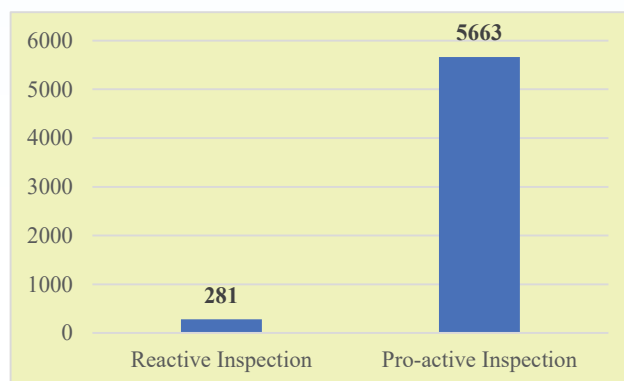
2.3 Inspection carried out through LIMA

A few inspection-related information from the Labour Inspection Management Application (LIMA) in the fiscal year 2021-2022 is depicted below:

A total of 5,944 inspections were done using LIMA in the mentioned period, out of which 281 were reactive inspection and 5,663 were proactive inspection. Also, 959 of the inspections carried out were announced, while 4,855 were unannounced.

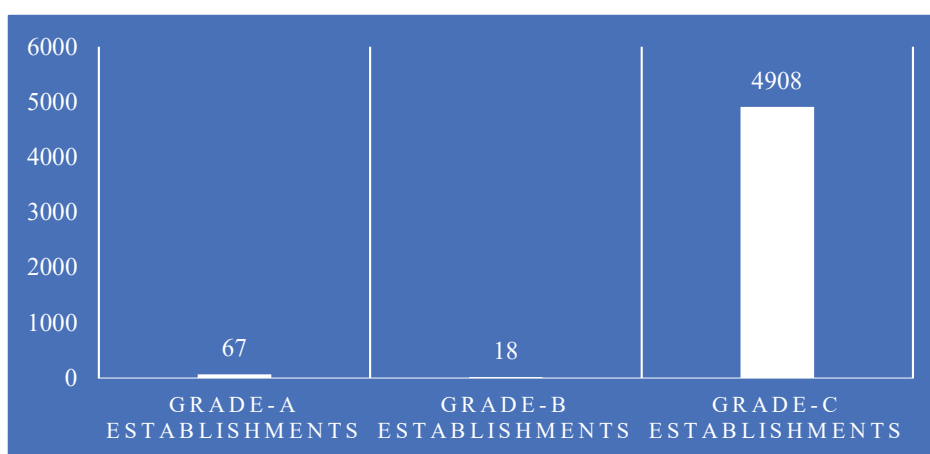


4.1 Figure: Announced vs Unannounced Inspection through LIMA, FY 2021-2022



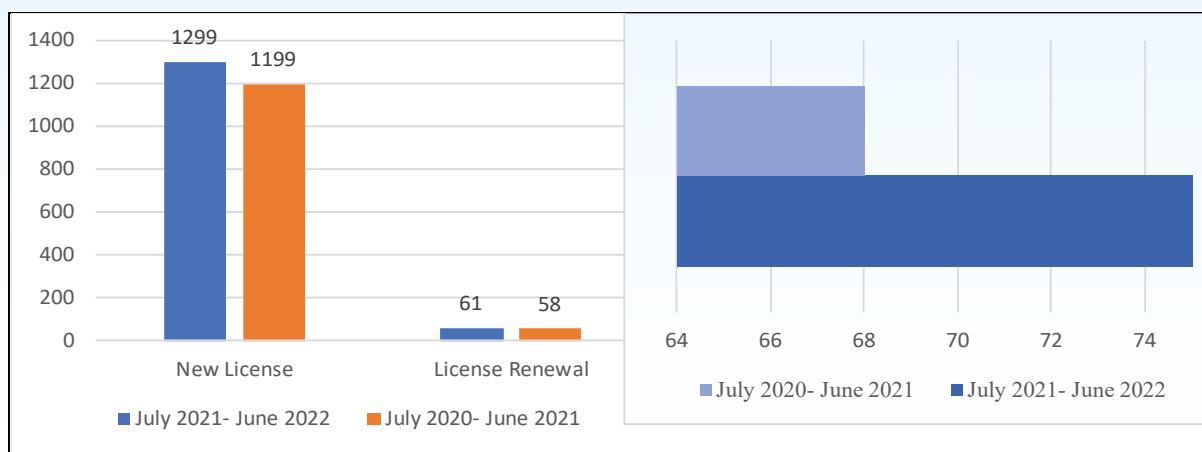
4.2 Figure: Reactive vs Proactive Inspection through LIMA, FY 2021-2022

Out of the 5,944 establishments inspected using LIMA, 67 establishments were graded as A, 18 were graded as B, and 4,908 were graded as C (grade A referring to most compliant and grade C referring to least compliant).



4.3 Figure: Grading of Establishments according to LIMA, FY 2021-2022

In the mentioned period, 1299 new license applications and 61 license renewal applications have been processed by LIMA. Meanwhile, 75 complaints have been received through LIMA, which was 68 in the previous fiscal year.



4.4 Figure: New license and license renewal using LIMA, FY 2021-2022

4.5 Figure: Complaints received through LIMA, FY 2021-2022

2.4 Filing and disposing of cases for the violation of labour laws

The Department of Inspection for Factories and Establishments is working relentlessly to ensure safe working environment in factories, shops and establishments as per Bangladesh Labour Act, 2006 and Bangladesh Labour Rules, 2015. In order to implement the law, the factories or establishments are first inspected on the spot and the violations of the labour law and regulations are identified and timely notice is given to the factory and establishment authorities to rectify them. If the correction is not made within the stipulated time, a letter of warning is issued later. Awareness advice is also given to the factory owner or management authority from time to time. Even then, if the instructions are not followed, a case is filed in the labour court against the concerned factory and establishment for violating the provisions of the labour law. A total of 1426 cases have been filed in the fiscal year 2021-2022. Of these, 682 cases have been settled.

Table 3: Information about cases

Sl. No.	Month	Number of cases in 2021-22 fiscal year					
		Information of cases in factories, shops and establishments					
		RMG	Non-RMG	Shops	Establishments	Child labour cases	Total case (3+4+5+6+7)
1	2	3	4	5	6	7	8
1	July, 2021	3	7	1	8	0	19
2	August, 2021	3	8	0	1	0	12
3	September, 2021	21	36	9	27	15	108
4	October, 2021	17	94	25	8	0	144
5	November, 2021	20	92	32	18	10	172
6	December, 2021	7	32	21	9	5	74
7	January, 2022	30	45	17	7	6	105
8	February, 2022	6	43	24	38	0	111
9	March, 2022	13	137	41	64	5	260
10	April, 2022	11	71	10	33	3	128
11	May, 2022	9	91	75	59	3	237
12	June, 2022	6	30	6	11	3	56
Total		146	686	261	283	50	1426

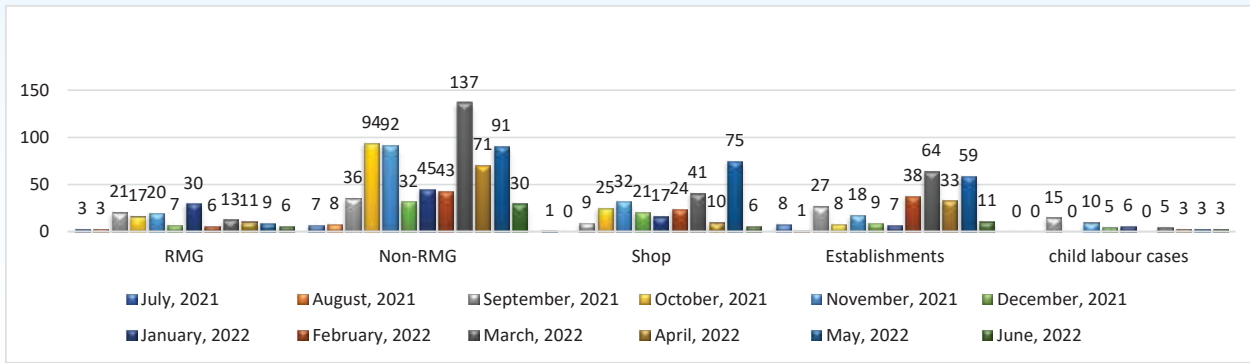


Figure 5: Information about cases

Table 4: Information about case settlement

Sl. No.	Month	Number of case settlement in 2021-22 fiscal year						Collection of fines
		Information of settlement cases in factories, shops and establishments						
		RMG	Non-RMG	Shops	Establishments	Child labour cases	Total no. of settlement of cases (3+4+5+6+7)	
1	2	3	4	5	6	7	8	9
1	July, 2021	1	0	0	0	0	1	3000
2	August, 2021	0	16	59	35	0	110	465000
3	September, 2021	0	35	36	19	3	93	601400
4	October, 2021	1	31	14	17	9	72	395000
5	November, 2021	0	40	26	16	1	83	416500
6	December, 2021	0	17	20	5	2	44	296500
7	January, 2022	1	27	31	10	0	69	382200
8	February, 2022	0	10	7	5	2	24	118000
9	March, 2022	2	12	11	15	4	44	199000
10	April, 2022	0	19	25	17	1	62	248000
11	May, 2022	2	24	13	15	1	55	258500
12	June, 2022	1	26	16	23	1	67	231500
	Total	8	257	258	177	24	682	3614600

Source: General Section, DIFE, 2022

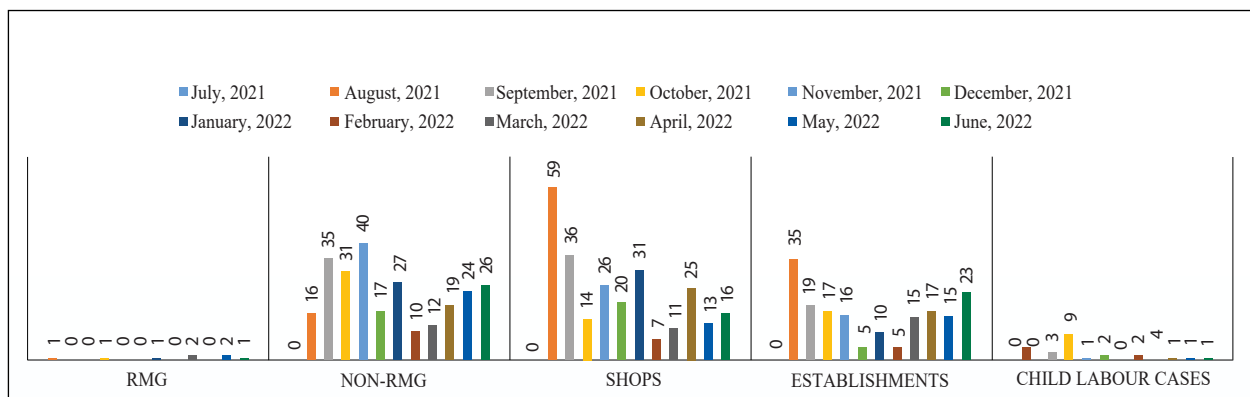


Figure 6: Information about case settlement

From the above mentioned table 3, information of the number of cases in fiscal year 2021-22 can be gathered. Table 4 describes the number of case settlement in 2021-22. Here the total number of cases are 1426 and the settlement number of cases are 682.

2.5 Motivational meeting for observance of labour laws and regulations

In order to implement Bangladesh Labour Act 2006 and Bangladesh Labour Rules, 2015 a total of 927 motivational meetings have been organized by 23 Deputy Inspector General's Offices for workers and owners working in factories, shops and establishments on various issues related to occupational health, safety and labor in the fiscal year 2021-2022.

Table 5: Motivational Meeting

Sl. No.	Month	No. of motivational meeting
1	2	3
1	July, 2021	30
2	August, 2021	57
3	September, 2021	94
4	October, 2021	91
5	November, 2021	98
6	December, 2021	93
7	January, 2022	75
8	February, 2022	91
9	March, 2022	115
10	April, 2022	75
11	May, 2022	83
12	June, 2022	25
Total		927

Source: General Section, DIFE, 2022

In the fiscal year 2021-2022 a total of 922 motivational meeting has been conducted by 23 district offices. These motivational meeting help to increase public awareness in the related issues.

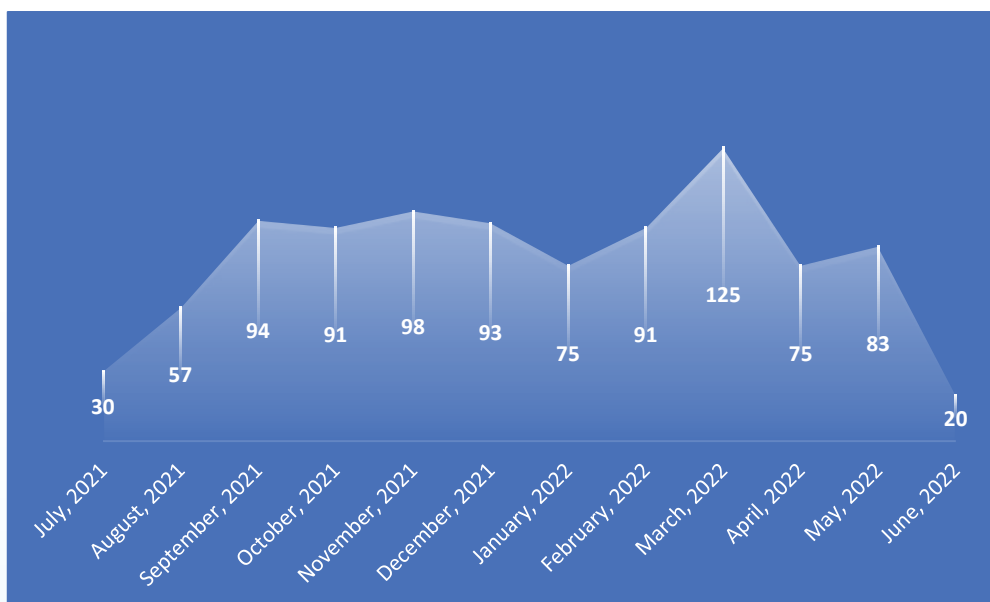


Figure 7: No. of motivational meeting

2.6 Licensing and licence renewal

Licensing and renewal of licences of contractors including factories, shops and establishments is one of the important functions of the Department of Inspection for Factories and Establishments. In the fiscal year 2021-2022, the Department of Inspection for Factories and Establishments has issued licences to a total of 10568 factories and establishments and renewed 36796 licences.

Table 6: No. of new licensing

Sl. No.	Month	Information about new licence FY 2021-22				
		Factories		Establishments	Shops	Total (3+4+5+6)
		RMG	Non-RMG			
1	2	3	4	5	6	7
1	July, 2021	210	RMG, Non-RMG, Shop, Establishment			210
2	August, 2021	5	64	62	200	331
3	September, 2021	16	182	169	141	508
4	October, 2021	21	231	183	163	598
5	November, 2021	22	350	316	257	945
6	December, 2021	17	365	286	248	916
7	January, 2022	35	276	278	263	852
8	February, 2022	36	342	314	462	1154
9	March, 2022	22	345	289	559	1215
10	April, 2022	34	385	299	430	1148
11	May, 2022	24	239	212	969	1444
12	June, 2022	17	194	252	784	1247
Total		459	2973	2660	4476	10568

Source: General Section, DIFE, 2022

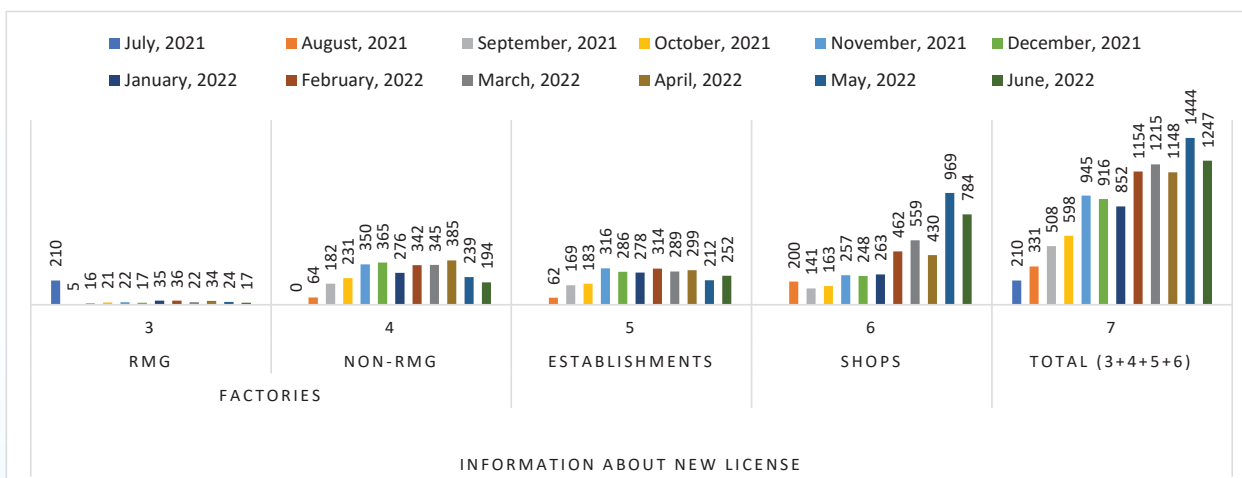


Figure 8: No. of new licence

Table 7: Licence renewal

Sl. No.	Month	Information about renewal licence in number FY 2021-22				
		Factories		Establishments	Shops	Total (3+4+5+6)
		RMG	Non-RMG			
1	2	3	4	5	6	7
1	July, 2021	5795	RMG, Non-RMG, Shop, Establishment			5795
2	August, 2021	357	2508	813	615	4293
3	September, 2021	370	3224	1064	825	5483
4	October, 2021	317	1702	670	601	3290
5	November, 2021	102	1703	520	572	2897
6	December, 2021	56	1245	362	417	2080
7	January, 2022	95	1360	591	292	2338
8	February, 2022	69	1092	504	437	2102
9	March, 2022	43	691	151	128	1013
10	April, 2022	19	595	222	330	1166
11	May, 2022	359	922	262	544	2087
12	June, 2022	370	2321	812	749	4252
Total		7952	17363	5971	5510	36796

Source: General Section, DIFE, 2022

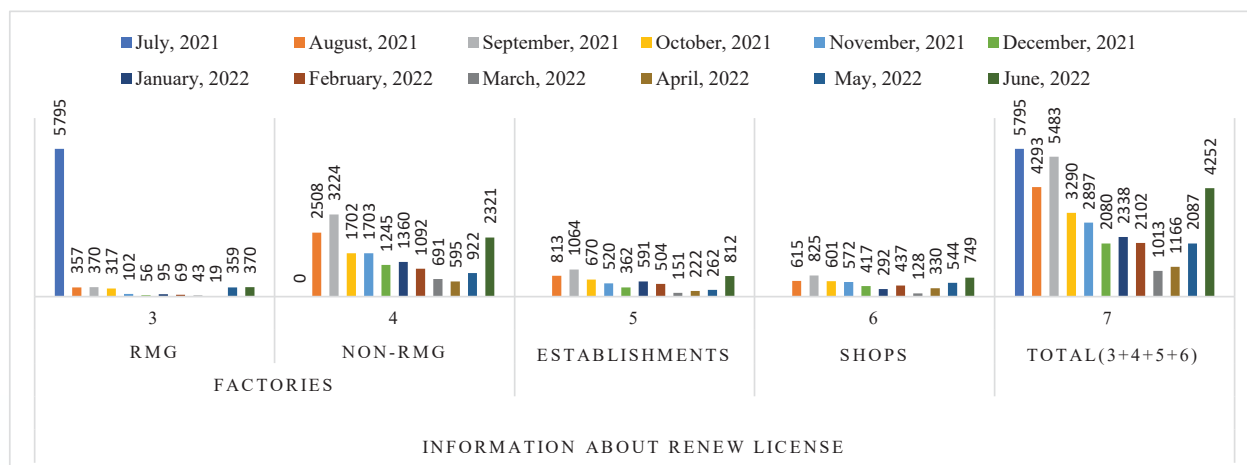


Figure 9: Licence renewal

In the fiscal year 2021-22 a total 10568 new licence have been issued from DIFE and the number of renewal licence is 36796.

2.7 Complaint receive and grievance redressal

Complaints were received from the workers regarding violations of Bangladesh Labour Act, 2006 and Bangladesh Labour Rules, 2015 in the workplace and action was taken to resolve the grievances as soon as possible. 3604 complaints received in 2021-2022 fiscal year, Total complaints have been settled at the rate of 100%.

Table 8: Information about complaint receive and grievance redressal

Sl. No.	Month	Information of labour complaint of factories, shops and establishments in 2021-22 fiscal year					In terms of Previous month	Number of total complaints (7+8)	Information of disposal labour complaint of factories, shops and establishments in 2021-22 fiscal year				Number of disposal of complaint (July, 2021-June, 2022) (10+11+12+13)	Outstanding complaint (9-14)	Percentage of disposal of complaint
		Traditional method	Helpline	LIMA	By Email	Number of total complaint (July, 2021-June, 2022) (3+4+5+6)			Traditional method	Helpline	LIMA	By Email			
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1	July, 2021	97	25	0	0	122	0	122	92	20	0	0	112	10	92%
2	August, 2021	162	44	0	1	207	10	217	144	33	0	0	177	40	81.57%
3	September, 2021	332	71	0	1	404	40	444	313	72	0	2	387	57	87.16%
4	October, 2021	347	67	2	0	416	57	473	316	65	2	0	383	90	80.97%
5	November, 2021	342	54	0	0	396	90	486	362	56	0	0	418	68	86%
6	December, 2021	233	46	0	0	279	68	347	241	45	0	0	286	61	82.42%
7	January, 2022	266	47	0	0	313	61	374	269	49	0	0	318	56	85.03%
8	February, 2022	234	31	3	1	269	56	325	241	34	3	0	278	47	85.53%
9	March, 2022	199	45	0	0	244	47	291	208	45	0	1	254	37	87.29%
10	April, 2022	260	54	1	1	316	37	353	267	49	1	0	317	36	89.80%
11	May, 2022	179	40	0	0	219	36	255	189	43	0	1	233	22	91.37%
12	June, 2022	341	77	0	1	419	22	441	350	90	0	1	441	0	100%
	Total	2992	601	6	5	3604			2992	601	6	5	3604		100%

Source: General Source: General Section, DIFE, 2022

2.8 Settlement through public hearing

Regular public hearings are organized in the offices of the Deputy Inspector General for workers and employers. These public hearings were held to resolve issues related to workers' wages, maternity benefits, working hours, leave, factory layout plan, maintenance of various registers, issuance / renewal of contractor's license, appointment letter, identity card, overtime and violation of various sections of labour law. In the 2021-2022 fiscal year, 798 applications or complaints of 837 service seekers have been disposed of by organizing 892 days of public hearings.

Table 9: Information on settlement through public hearing

Sl. No.	Month	Public hearing		
		No. of days	Number of service expectants	Number of settlements
1	2	3	4	5
1	July, 2021	51	28	28
2	August, 2021	75	52	49
3	September, 2021	84	84	76
4	October, 2021	80	76	58
5	November, 2021	84	75	75
6	December, 2021	80	56	56
7	January, 2022	75	121	120
8	February, 2022	72	77	77
9	March, 2022	78	82	82
10	April, 2022	71	57	54
11	May, 2022	69	45	45
12	June, 2022	73	84	78
Total		892	837	798

Source: General Section, DIFE, 2022

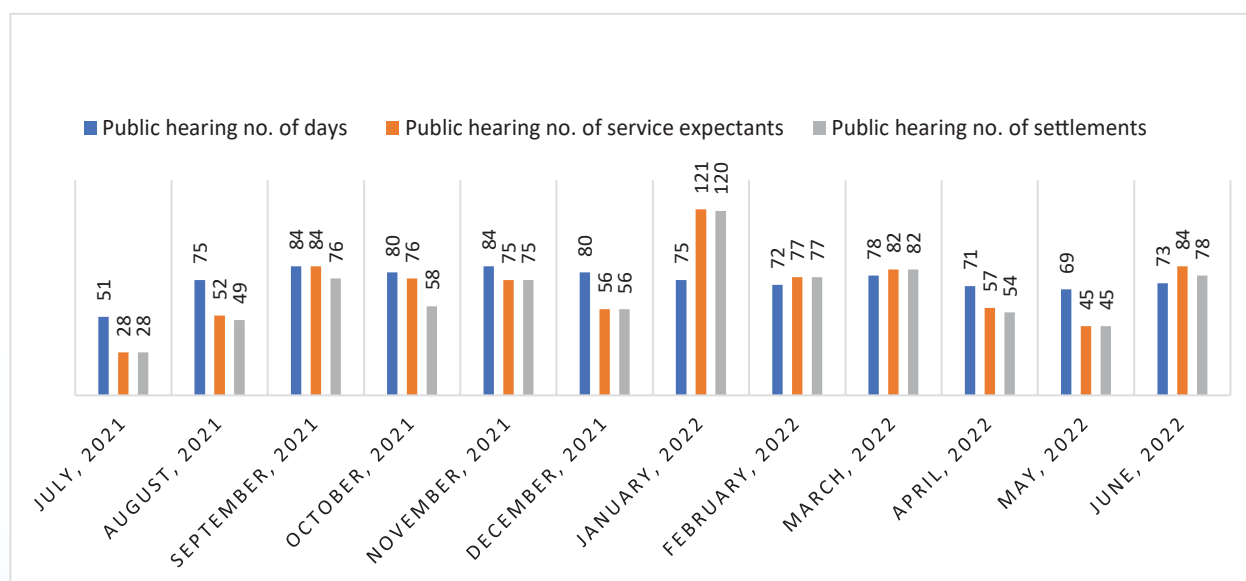


Figure 10: Information on settlement through public hearing

2.9 New licence and licence renew of outsourcing contractor licence

In 2021-22 fiscal year, DIFE has issued 125 outsourcing contractor licence and renewed 159 outsourcing contractor licence. By those licence a total of revenue 52,22,437/- has been earned.

Table 10: New licence and licence renew of outsourcing contractor licence

Sl. No.	Month	No. of New Licence	No. of Licence Renew	Revenue
1	2	3	4	5
1	July, 2021	4	0	100000
2	August, 2021	2	2	62000
3	September, 2021	8	5	204500
4	October, 2021	6	18	403250
5	November, 2021	16	17	685750
6	December, 2021	12	20	461500
7	January, 2022	17	24	729750
8	February, 2022	7	18	520750
9	March, 2022	15	28	675250
10	April, 2022	20	12	688000
11	May, 2022	8	1	202500
12	June, 2022	10	14	489187
	Total	125	159	5222437

Source: General Section, DIFE, 2022

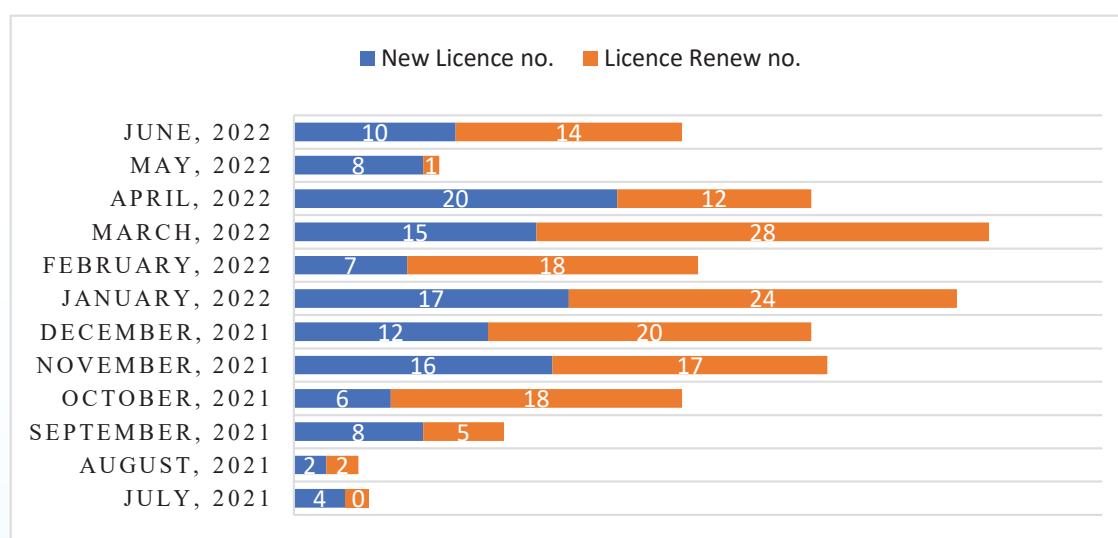


Figure 11: New licence and licence renew of outsourcing contractor

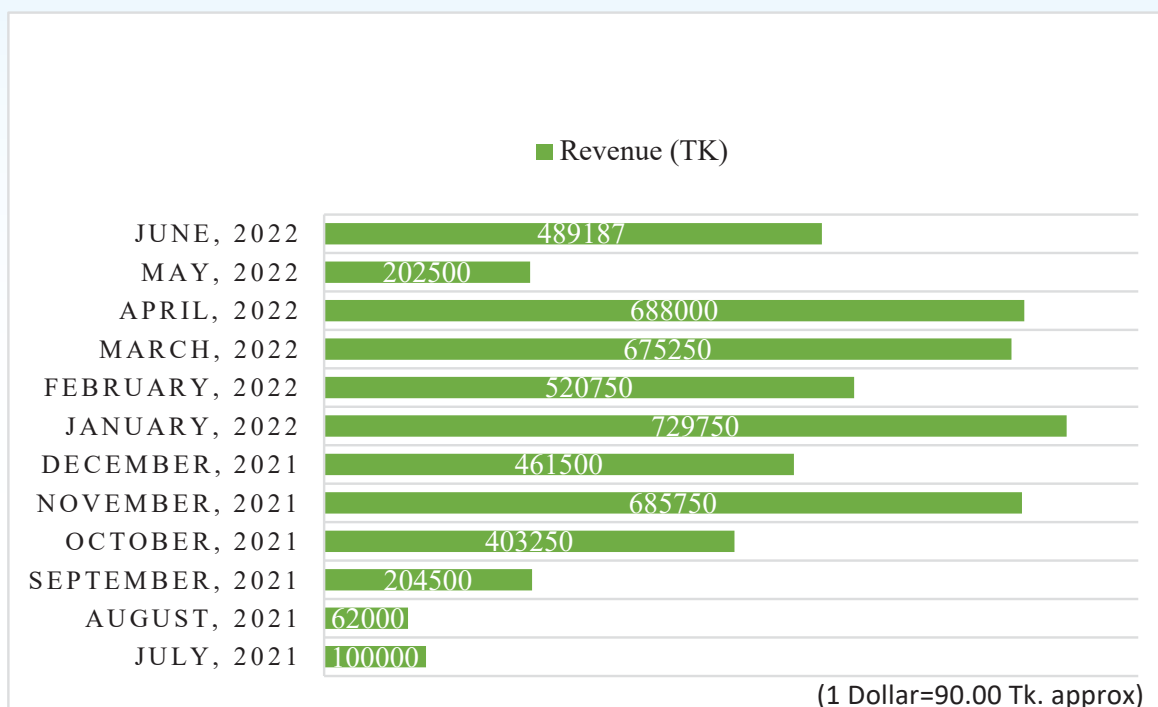


Figure 12: Revenue from new licence and licence renew of outsourcing licence

2.10 Approval of service rules

DIFE approves the service rules of various Factories and Establishments. From the year 2016 to June, 2021, 32 factories and establishments have approved their own service rules.

2.11 Implementation of minimum wage

The Bangladesh government is implementing minimum wages in 42 sectors. One of the important mandates of the Department of inspection for Factories and Establishments is to implement minimum wages in various sectors. According to section 149 of the Bangladesh Labour Act, payment of wages below the minimum wage rate is prohibited. DIFE is working in different sectors to implement this section. If any violation is observed in the implementation of the minimum wage, the factory or establishment is notified by the Department of Inspection for Factories and Establishments.

2.12 Establishment of day care centres and awareness meeting

The Department of Inspection for Factories and Establishments is playing a vital role in considering women's participation in the workplace, women's empowerment and women's contribution to the national economy. This department is playing a leading role in ensuring women friendly and healthy workplace. Day care centres are being set up in factories and institutions for the children of working women. During the fiscal year 2021-2022 under the supervision of DIFE, 515 factories/establishments have set up day care centres and 431 motivational meetings have been held in this regard.

Table 11: Establishment of day care centre and information about awareness meeting

Sl No.	Month	No. of day care centre	No. of meeting
1	2	3	4
1	July, 2021	17	13
2	August, 2021	22	19
3	September, 2021	28	38
4	October, 2021	47	38
5	November, 2021	70	72
6	December, 2021	73	55
7	January, 2022	35	31
8	February, 2022	79	49
9	March, 2022	79	61
10	April, 2022	43	21
11	May, 2022	17	27
12	June, 2022	5	7
Total		515	431

Source: Health Section, DIEF, 2022

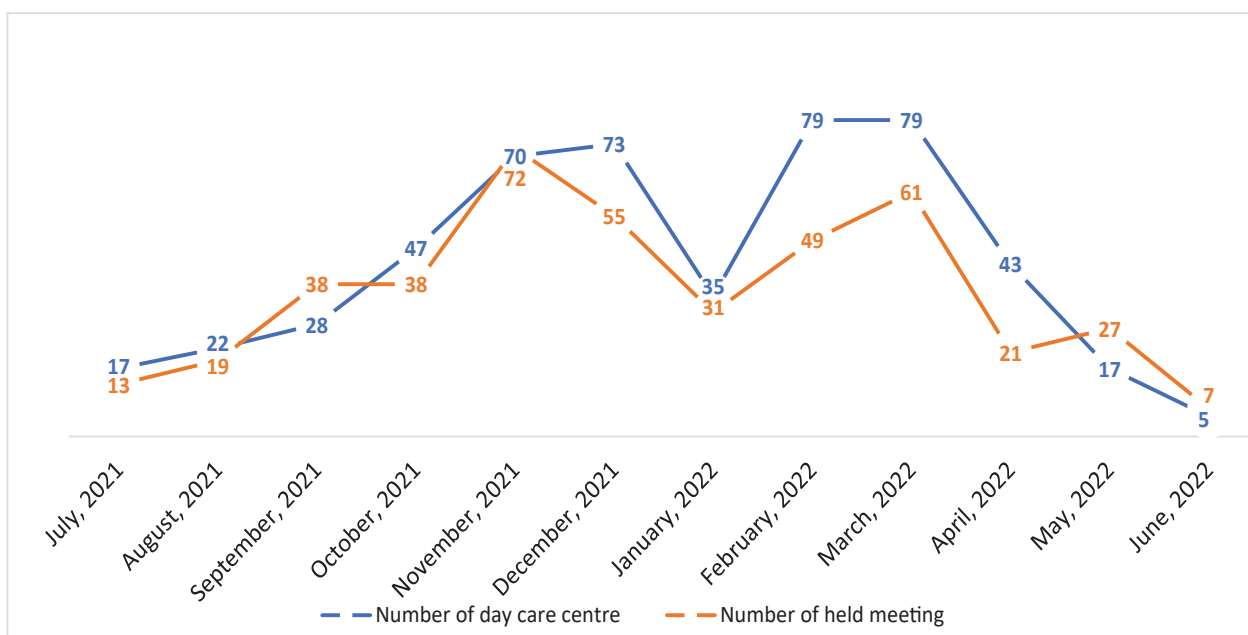


Figure 13: Establishment of day care centre and information about awareness meeting

Through regular inspection and monitoring of labour inspectors, women workers employed in the workplace are ensured maternity welfare benefits in applicable cases as per the procedure described in Chapter IV of Bangladesh Labour Act, 2006. In the fiscal year 2021-2022, the total number of workers receiving maternity benefits is 12,664 and the total amount of financial benefits provided to women workers by the owner authorities of various factories and institutions is 47,10,66,145 (Forty Seven Crore Ten Lakh Sixty Six Thousand One Hundred Forty Five) Tk.

Table 12: Information on ensuring maternity benefits

Sl. No.	Month	No. of Labour	Amount of Money
1	2	3	4
1	July, 2021	134	3869746
2	August, 2021	1008	40138527
3	September,2021	1198	38421682
4	October,2021	638	22994034
5	November,2021	642	24009461
6	December,2021	761	24630451
7	January,2022	1931	86062951
8	February,2022	2048	73265118
9	March,2022	1598	61649197
10	April,2022	723	27741182
11	May,2022	1193	42251925
12	June,2022	790	26031871
Total		12664	471066145

Source: Health Section, DIEF, 2022

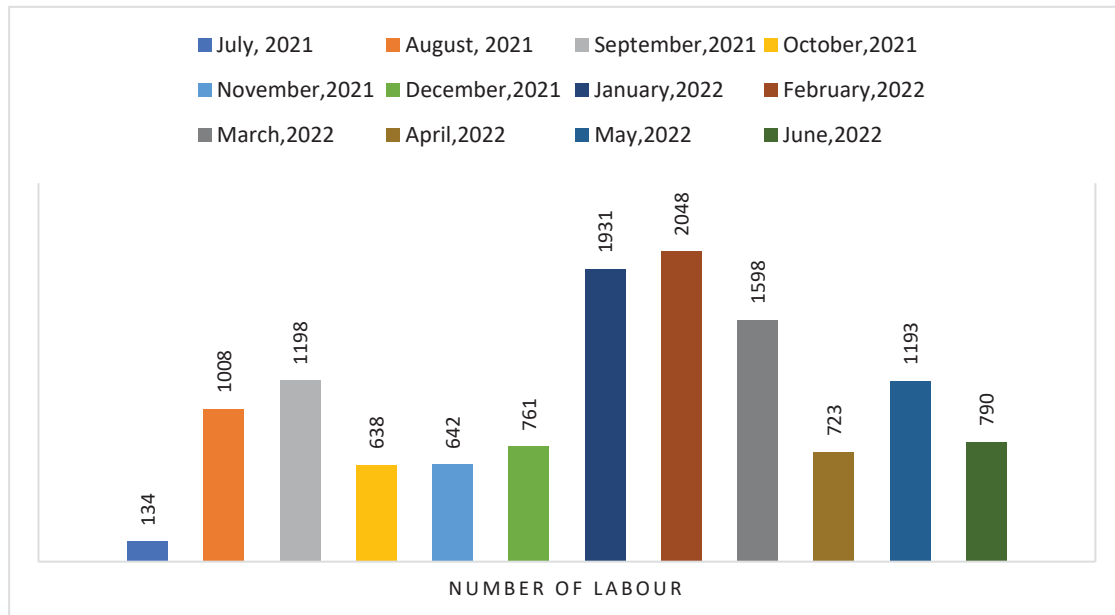


Figure 14: Information on ensuring maternity benefits

2.13 Information on compulsory group insurance

Compulsory group insurance has been introduced in 56 factories and establishments in the fiscal year 2021-2022 as per Section- 99 of the Bangladesh Labour Act, 2006 and the targets of the Annual Performance Agreement of the Department of Inspection for Factories and Establishments

Table 13: Information on compulsory group insurance

Sl. No.	Month	No. of factories & establishments
1	2	3
1	July,2021	6
2	August, 2021	1
3	September, 2021	5
4	October,2021	2
5	November,2021	8
6	December,2021	2
7	January,2022	8
8	February,2022	9
9	March,2022	3
10	April,2022	4
11	May,2022	7
12	June, 2022	1
Total		56

Source: Health Section, DIEF, 2022



Figure 15: No. of compulsory group insurance in factories & establishments

2.14 Celebration of National Occupational Health and Safety Day-2022

Every year on 28th April 2022 “National Occupational Health and Safety Day” is celebrated by the Department of Inspection for Factories and Establishments by undertaking various programs. Notable activities undertaken to celebrate the day are:

1. A discussion meeting was held on 28 April 2022 at Osmani Memorial Auditorium.
2. A memorandum is published.
3. Crore papers are published in widely circulated national newspapers on the occasion of National Occupational Health and Safety Day.
4. Talk shows are organized on the occasion of OSH Day-2022 on BTV and other private television channels.
5. Important roads of Dhaka city are decorated and videos are taken to celebrate the day.
6. National Occupational Health and Safety Day-2022 with the help of BTRC, the theme “Ensure Good Working Environment, Prosperous Bangladesh” was promoted through mobile SMS.
7. Messages containing the theme of the day were aired on various private television channels including BTV.
8. Organized free medical camp for workers in Gazipur industrial area.
9. Awareness rallies and meetings were organized in the offices of 23 Deputy Inspector Generals at the field level in coordination with the concerned District Commissioner.

2.15 Compensation for workplace accident

In case of workplace accidents across the country, Labour Inspectors of DIFE visit the scene on the spot. They find out the probable cause of the accident, prepare report and give proper advice to the factory owners and workers to prevent such accidents. Moreover, in case of any special accident, investigation committee is formed. After reviewing the investigation report, further legal steps are taken. In addition, steps are taken to ensure legal compensation to the victims. In the fiscal year 2021-2022, a total of Tk. 3,17,48,000 (Three Crore Seventeen Lakh Forty Eight Thousand) has been paid by the owner as compensation to the families of the workers injured and deceased in the accidents.

Table 14: Information regarding workplace accidents and compensation

Sl. No.	Month	No. of accident	Injury	Death	Compensation (Tk)
1	2	3	4	5	6
1	July, 2021	3	38	56	210000
2	August, 2021	5	2	5	0
3	September, 2021	8	2	8	750000
4	October, 2021	5	2	3	3118000
5	November, 2021	2	0	6	40000
6	December, 2021	4	0	8	10350000
7	January, 2022	3	1	3	500000
8	February, 2022	5	1	7	915000
9	March, 2022	3	0	5	760000
10	April, 2022	2	1	1	200000
11	May, 2022	2	2	2	475000
12	June, 2022	3	131	42	14430000
	Total	45	180	146	31748000

Source: Safety Section, DIFE, 2022

2.16 Formation of safety committee

The process of formation of safety committees in factories is going on as per the guidelines of Bangladesh Labour Act-2006 and Bangladesh Labour Rules-2015. The number of Safety Committees formed in the fiscal year 2021-2022 is 1107. From the beginning of the safety committee formation program till June, 2022, number of safety committee formed in RMG and non-RMG factories are 3269 and 2690 respectively; a total of 5959 factories have formed safety committees. Apart from this, the process of formation of safety committee is going on in the remaining factories.

Table 15: Information regarding formation of safety committee in factories

Sl. No	Month	No. of safety committee
1	2	3
1	July, 2021	21
2	August, 2021	35
3	September, 2021	138
4	October, 2021	81
5	November, 2021	152
6	December, 2021	158
7	January, 2022	118
8	February, 2022	90
9	March, 2022	144
10	April, 2022	81
11	May, 2022	66
12	June, 2022	23
	Total	1107

Source: Safety Section, DIFE, 2022

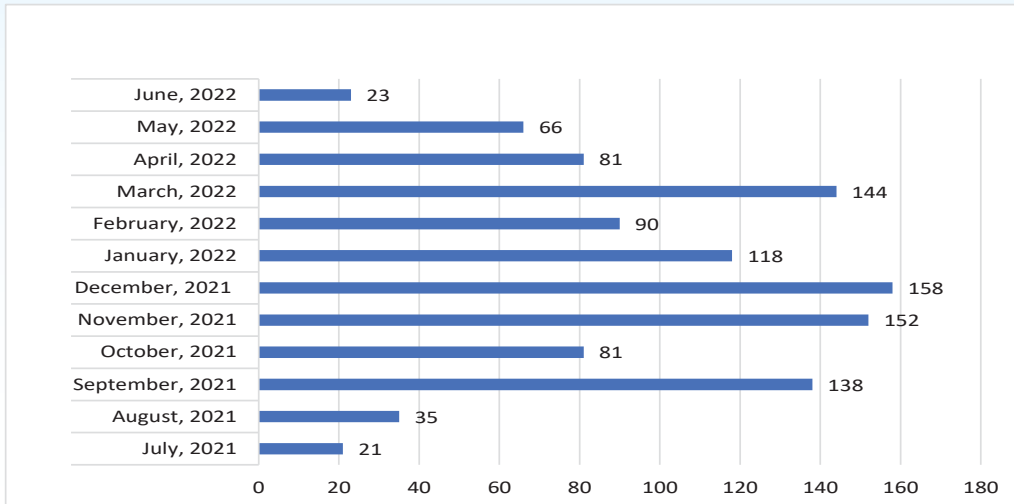


Figure 16: Information regarding formation of safety committee in factories

3 Remediation progress

3.1 Background

After the Rana Plaza Collapse in April, 2013 structural, electrical & fire-related safety in export-oriented factories became a priority. Two buyers' alliances -Accord on Fire & Building Safety in Bangladesh (ACCORD) and Alliance for Bangladesh Workers Safety (ALLIANCE), start safety assessment on the RMG factories supplying to their member organizations and/or countries. The rest of the RMG factories were assessed under the National Initiative, backed by International Labour Organization (ILO) and funded by Governments of Canada, Netherlands & United Kingdom.

The safety assessment process that started in 2013 was finally finished by late 2015. A total of 3780 factories had their initial assessment done under Accord, Alliance & National Initiative. Among these factories, 1505 were assessed under Accord, 890 under Alliance (164 jointly-assessed by both Accord & Alliance) and 1549 factories were assessed under National Initiative.

After the initial assessments were done back in December'2015, the Govt. of Bangladesh shifted the focus on remediation implementation. The factory owners were gradually contacted and requested to implement the corrective actions as suggested in the initial assessment reports. To monitor the remediation activities in factories under National Initiative, Remediation Coordination Cell (RCC) was formed in 2017.

Vision: To transition into an Industrial Safety Unit (ISU) under Department of Inspection for Factories and Establishments (DIFE)

Mission: To ensure safety in RMG factories through sustainable remediation

Objective:

- Monitor remediation implementation progress in factories under National Initiative
- Monitor remediation in factories handed over by Accord/Alliance
- Ensure safe working environment in new factories
- Achieve credibility & transparency in remediation monitoring

3.2 Factories under RCC

The 1549 factories under RCC are district-wise distributed as follows: 648 factories in Dhaka district, 299 in Narayanganj, 372 in Gazipur, 193 in Chattogram district and 37 factories located in other districts.

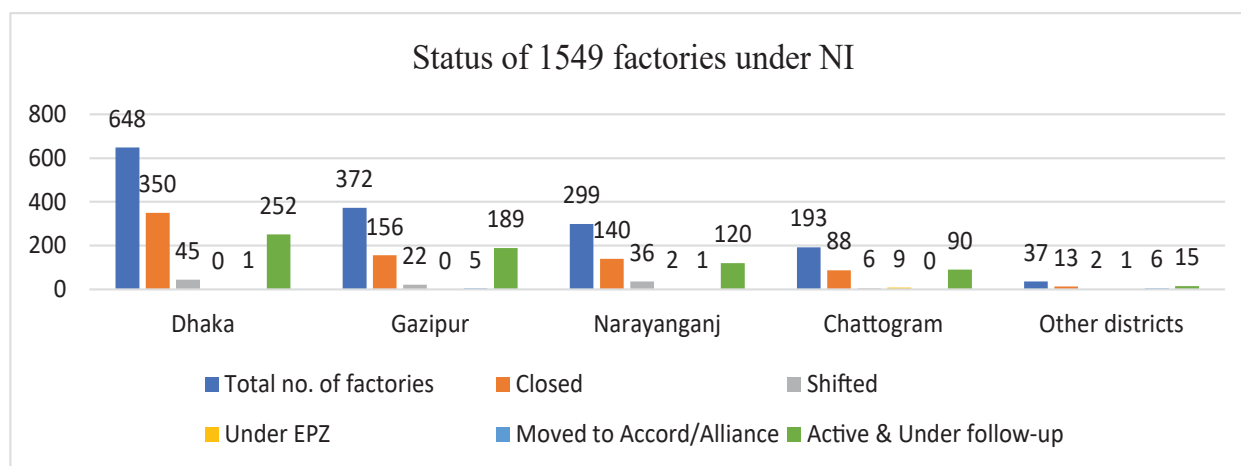


Snapshot: Distribution of factories under RCC

Current status of the 1549 factories under the National Initiative is shown in the table below:

Table-16 : Current status of 1549 factories under NI

District	Total no. of factories	Closed	Shifted	Under EPZ	Moved to Accord/Alliance	Active & Under follow-up
Dhaka	648	350	45	0	1	252
Gazipur	372	156	22	0	5	189
Narayanganj	299	140	36	2	1	120
Chattogram	193	88	6	9	0	90
Other districts	37	13	2	1	6	15
Total	1549	747	111	12	13	666



4 Remediation Process

The remediation activities under RCC are as follows-

4.1 Remediation monitoring

The factories under RCC are physically visited by the RCC Engineers to observe the structural, electrical & fire safety related Corrective Action Plan (CAP) implementation status and factory management are pursued to submit required design/drawings to complete remediation.

4.2 Remediation Escalation

If a factory or building is observed to have not made satisfactory progress over a period of time, the factory is put under escalation and steps are taken according to the Escalation Protocol to expedite remediation progress in that factory.

5 Resources of RCC

5.1 Manpower

To monitor remediation activities and implementation, 239 personnel are directly involved with RCC, among whom 131 are Engineers. RCC consists of 14 personnel from ILO-RMGP Project (3 engineers, 4 officers & 7 support staffs), 63 personnel from Govt.-Funded CAP Implementation Project (60 engineers - 48 working in the field and 12 working in back office in design & report review team), 54 from ILO-supported third party Engineering Firm Bureau Veritas (47 engineers & 7 officers) and 105 personnel from DIFE (4 District-level DIGs, 21 safety engineers & 80 case handlers working in district level). In addition, a Deputy Secretary level Govt. Official is assigned as the Project Director and In-Charge of overall RCC activities.

Training: To further enrich the professional skills of its engineers, RCC has been arranging regular training programs in collaboration with DIFE, BUET, ILO, Accord & Bureau Veritas.

5.2 Review Panel

To take prompt action against factory buildings that pose immediate life risk, a higher level committee, Review Panel has been formed. The committee consists of 2 professors from BUET, members from Accord, Alliance, BGMEA, BKMEA & trade unions and the committee is chaired by the Inspector General, DIFE.

5.3 Task Force

To ensure the structural, electrical & fire-related safety measures for factories, three Task Force has been formed. The core function of the Task force is to review the design/drawings of factory buildings to ensure they have met the Bangladesh National Building Code (BNBC) standards and approve the design drawings that meet all the standards. The Task force consists of members from DIFE, BUET, Rajdhani Unnayan Kartripakkha (RAJUK) / Chattogram Development Authority (CDA), Office of the Chief Electric Inspector (OCEI) & Bangladesh Fire Service & Civil Defense (FSCD).

6 RCC's Progress

6.1 Factory Inspection

After the initial assessment completed in 2015, by July'2018 RCC Engineers visited the factories under National Initiative at least 14,000 times. During the period of July'2018 to June'2022, RCC Engineers successfully completed visits to 1465 factories under National Initiative.

6.2 CAP Follow-up Progress

Since RCC's inspection, as of June 2022, out of 3217 Structural CAPs 68%, out of 18532 Electrical CAPs 48% and out of 16640 Fire-related CAPs 47% have been completed and in progress.

6.3 Design Review Progress

In order to complete remediation implementation activities, 1198 design/drawings from different factories have been collected/received.

6.4 Structural Taskforce

346 DEA/design drawings have been submitted so far, 61 DEA/design drawings approved by the Structural Taskforce. 279 DEA/design drawing documents have been returned to the factory management for further correction.

6.5 Electrical Taskforce

As of June 2022, 424 electrical design/drawings have been submitted to RCC. Among those 149 drawings have been approved by taskforce and 275 drawings have been returned to factories for correction.

6.6 Fire Taskforce

So far, 428 fire safety-related design/drawings have been submitted to RCC. Among which 275 design/drawings were returned to factory managements for revision and 73 design/drawings have been fully approved by Fire Task-force.

7 Overall Progress

As of June 2022, among 666 active factories, 361 factories have completed less than 50% remediation works, 96 factories have remediation progress between 50%-70% and 209 factories have achieved more than 70% progress. 120 factories have achieved more than 90% progress. Currently the overall progress of RCC is 55% (as of June'2022), which has been calculated considering only the active factories under National Initiative.

8 RTM

To achieve credibility and transparency in remediation monitoring, Remediation Tracking Module (RTM) has been developed and implemented. Through this system, remediation progress for factories can be publicly accessed and monitored.

9 Challenges for RCC

- ◆ Most of the factories under National Initiative are less in capacity.
- ◆ Majority of these factories are situated in rented building and working in sub-contract
- ◆ Non-cooperation from Shared/Rented Building owners.
- ◆ More than one type of factories /establishments situated in the same building.
- ◆ Reluctance towards remediation works due to lack of export opportunity / brand buyers
- ◆ Lack of Awareness regarding Workplace Safety.

10 Future Plans

- ◆ 23 engineers of DIFE have been trained in three phases with the assistance of ILO for capacity building.
- ◆ Assistance provided by Bureau Veritas under the CAP implementation project and the ILO project expires on 30 June 2022.
- ◆ Industrial Safety Unit (ISU) was formed on 21 March 2022. ISU will monitor the remediation of all factories under RCC. In addition, all other sectors will oversee safety issues and coordinate work with the RMG Sustainability Council (RSC).
- ◆ Various projects will be taken up for capacity building of Industrial Safety Unit (ISU) in future.

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“I am hungry for the love of seventy million Bengalis.
I am ready to sacrifice everything, but I cannot bear
loose the love of the people of Bangladesh.”

(Source : mujib100.gov.bd)

Bangabandhu Sheikh Mujibur Rahman



Department of Inspection for Factories and Establishments
Ministry of Labour and Employment

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