



Labour Inspection Report

2018-2019



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

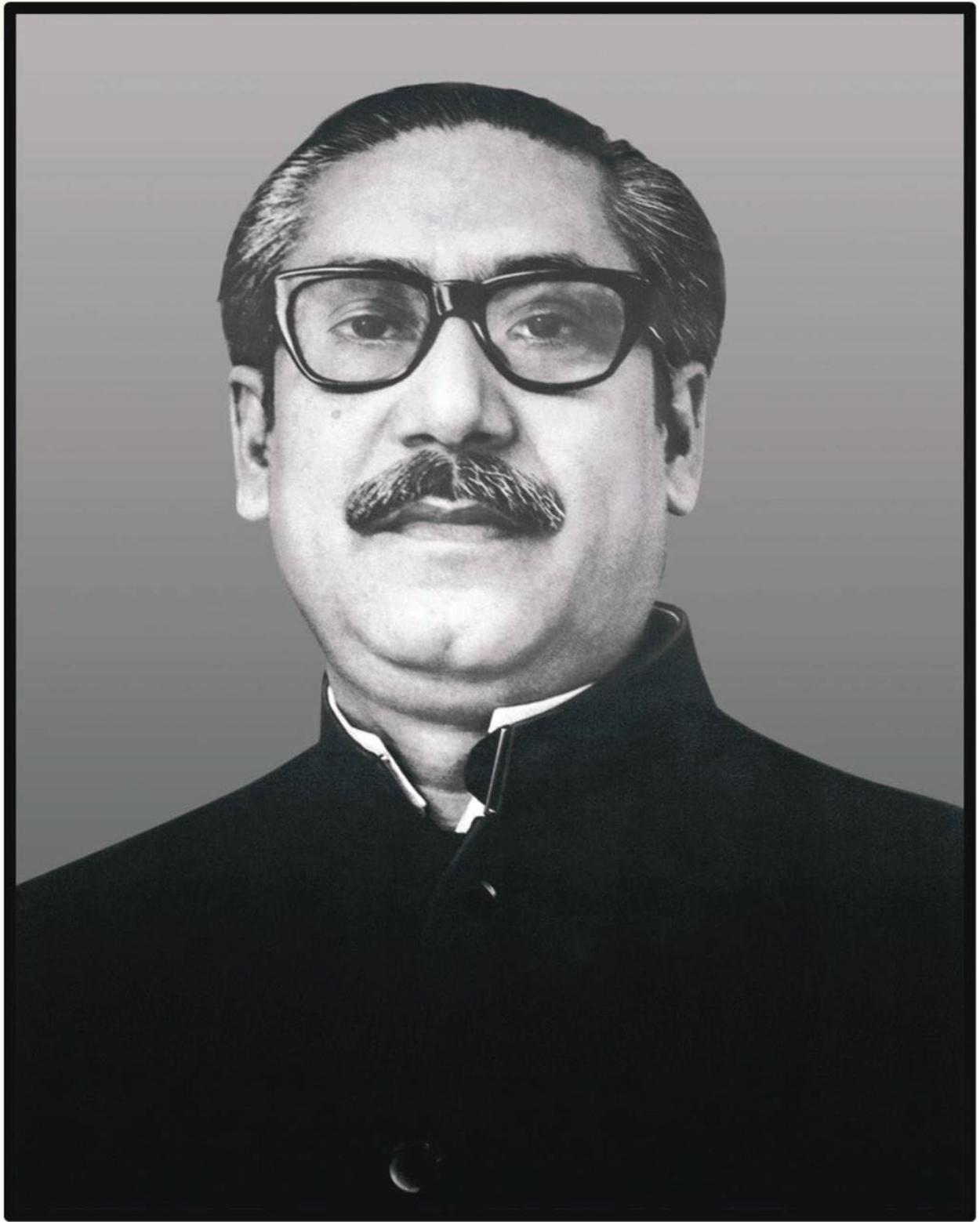
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Father of the Nation Bangabandhu Sheikh Mujibur Rahman



Honorable Prime Minister Sheikh Hasina

Forward

The Department of Inspection for Factories and Establishments (DIFE) is an entity of the Ministry of Labour and Employment. DIFE performs its tasks as defined and determined by the Bangladesh Labour Act, 2006 with the overall aim of working towards establishing a healthy work culture and improving the lives of workers. Besides, conducting labour inspection, the department's areas of responsibility include the provision of legal information, advice to employers and workers, and encourage cooperation that will contribute to national development. I am pleased to see that the Department of Inspection for Factories and Establishments (DIFE) is going to publish the inspection report 2018-2019. A data-driven picture of the overall activities related to the inspection is given here.

We have been glad to see changes made in the area of inspection in DIFE's inspection services and at the institutional level since the directorate's promotion to a department in 2014. Nevertheless, DIFE needs to work more in order to ensure a decent and safe workplace in factories and establishments, as well as at its own institutional level. Moreover, DIFE believes in integrating a comprehensive inspection system in its organizational structure, culture and operational management.

The department conducts activities in coordination with labour organizations, employers' organizations, various government departments, directorates, agencies, and concerned domestic and foreign stakeholders to ensure occupational health and safety in the workplace. The department is working relentlessly in the belief of building 'Golden Bengal' dreamt by the Father of the Nation Bangabandhu Sheikh Mujibur Rahman. I ensure that we will continue our dedicated efforts to implement the 'Happy, prosperous, developed Bangladesh' with the visionary goal of the Honorable Prime Minister.

I hope that the inspection report 2018-2019 will be a useful tool to understand the current inspection dimensions of the labour inspectorate and that its implementation will contribute to achieving the Sustainable Development Goals of the Bangladesh Government by 2030.

I would like to thank and extend my best wishes and congratulations to all those involved in the overall management of this informative inspection report.



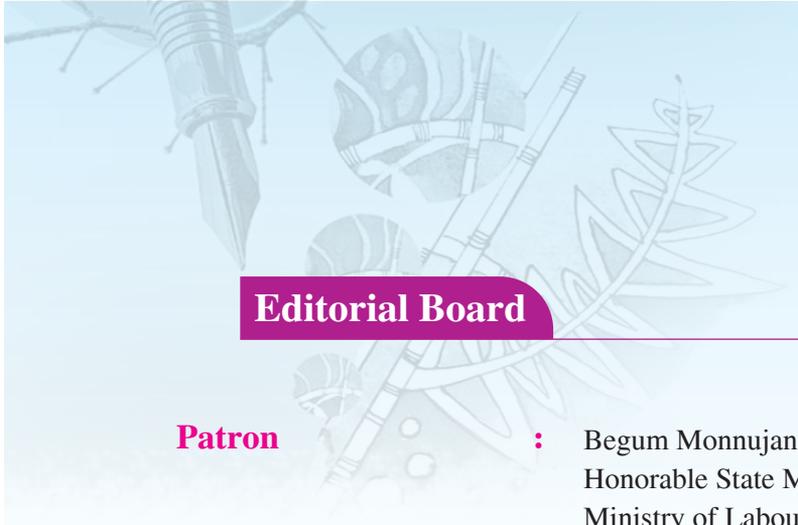
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Inspector General (Additional Secretary)
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1. Background

1.1 Introduction

On 22 June 1972, Bangladesh ratified the ILO Convention No. 81 (in force since 1950) providing a common framework and standards for labour inspectorates across the world¹.

Labour inspectors are essential to the enforcement of employees' rights, the prevention of abuses by unscrupulous employers and the promotion of economic and social development. They help make decent work a reality and provide pointers of socio-economic trends in a society. Ensuring compliance with health and safety at work and other employment conditions is a common task of labour inspectors.

Labour inspection activities are carried out by the national system. The Labour Inspectorate in Bangladesh is known as the Department of Inspection for Factories and Establishments (DIFE). It is designed to ensure the implementation of labour acts for the well-being of the workers and to advise employers and employees on the applicability of labour laws.

In Bangladesh, even after recruiting more than 200 labour inspectors after 2014, compared to the number of enterprises to cover under labour inspection, the number of labour inspectors is deficient. Staff shortages are further compounded by the impact of the crisis adding more work to an already overworked DIFE. DIFE realized the necessity of sufficient number of inspectors and submitted revised organogram to the Ministry of Labour and Employment (MoLE) with 2,784 staff where 1,517 will be inspectors. The new organogram has also proposed function-based units at DIFE head office.

This report covers the period 2018-2019 and provides a detailed account 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 problems they are 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. Lastly, a few key challenges will be identified.

1.2 Background of DIFE and Present Status

The Department of Inspection for Factories and Establishments (DIFE) is the national labour inspectorate, which is, as per Bangladesh Labour Act, 2006 and ILO Convention C.081, is solely responsible for enforcing labour laws and rules through inspections at the workplaces. This chapter briefly describes history of DIFE, its structure and its evolution over the time.

¹ ILO Convention C.081 details out labour inspection system in a country and considered as the international standard for labour inspection. For details on ILO Convention 81, please visit <https://bit.ly/2WsMV8q>

1.2.1 Formation of DIFE

The Department of Inspection for Factories and Establishments (DIFE) is a department under the Ministry of Labour and Employment (MoLE) of the People's Republic of Bangladesh. In 1970, DIFE was created as a separate directorate in pursuance of ILO Labour Inspection Convention No. 81 and labour policy of 1969.

Currently DIFE performs its tasks as defined and determined by Bangladesh Labour Act, 2006 (and its subsequent amendments made in 2008, 2009, 2010, 2013 and 2018) with the overall aim of working towards establishing a healthy work culture and to improve the lives of workers. Besides conducting Labour inspection, the department's areas of responsibility include the provision of legal information and advice to employers and workers.

1.2.2 Legislative framework 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, Joint and Deputy Inspector General, Assistant Inspector General or a Labour Inspector, shall have the following powers and responsibilities:

- 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.

1.3 Laws and Regulatory Frameworks

The Constitution of Bangladesh, as the highest law of the country has enunciated (i) socialism and freedom from exploitation (Article 10), (ii) emancipation of peasants and workers (Article 14), (iii) public health and morality (Article 18), (iv) equality of opportunity (Article 19) and (v) work as a right and duty and a matter of honour (article 20), as Fundamental principle of State policy. The State policy clearly mentions that everyone shall be paid for his work on the basis of the principle “from each according to his abilities, to each according to his work.”

It has guaranteed Freedom of association (Article 38) and Freedom of profession and occupation (Article 40) as fundamental rights of the citizen. Prohibition of forced labour is also guaranteed (Article 34).

1.3.1 Bangladesh Labour Act, 2006

The Bangladesh Labour Act, 2006 is the key labour legislation that sets occupational health and safety standards and compensation for injury and accidents in the workplace. The overall aim of this act is working towards establishing a healthy work culture and to improve the lives of workers.

1.3.2 Bangladesh Labour Rules, 2015

Bangladesh Labour Rules, 2015 sets implementation procedures to corresponding sections of Bangladesh Labour Act, 2006.

1.3.3 National Labour Policy, 2012

The goal of the Labour Policy is to ensure a productive, non-discriminatory, non-exploitation, decent, safe and healthy working environment for all able-bodied citizens by creating an investment-friendly environment and establishing the rights and dignity of workers in all fields.

1.3.4 National Child Labour Elimination Policy, 2010

The Bangladesh Labour Act, 2006 defines the ‘child’ and the ‘adolescent’ on the basis of age. As per section 2 (8) of the Act, a person who has attained the age of 14 but below the age of 18 is considered to be an ‘adolescent’ and as per section 2(63), a person not attaining the age of 14 is defined as a ‘child’. According to this definition, the labour provided by a child would be known as ‘child labour’. The main objective of this policy is to make meaningful changes in the lives of the children by withdrawing them from all forms of child labour, including the hazardous work and worst forms of child labour.

1.3.5 OSH Policy, 2013

In the context of global, ethical and legal obligations to ensure safe work environment, health and safety, the National Policy on Occupational Health and Safety was formulated and adopted on 5th November, 2013 with the objective that implementation of the policy will ensure the safety of the workers and increase of industrial productivity.

The policy applies to all workplaces in Bangladesh including formal and informal sectors of industries, factories, enterprises, business and commercial entities and farms.

Thus, the goal of the policy is improvement of OSH for all who are working in formal and informal sectors in Bangladesh, so that the number of deaths, injuries and disease related to occupation is gradually reduced and the constitutional and global obligations of the State is fulfilled.

The National Labour Policy, 2012 urges the government to bring necessary amendments in the laws to ensure safe, healthy and women-friendly workplaces and maternity protection (Art. 19). The Industrial Policy, 2016 states that one of its main objectives is to ensure the implementation of international standards on environment, health, safety and standard working environment within the industrialization process (Art. 2.15).

1.3.6 Other Laws

Other laws including the Fire Prevention and Extinguishing Act, 2003, Bangladesh National Building Code Bangladesh, 2006, Labour Welfare Foundation Act, 2006 and Ship Breaking and Ship Recycling Rules, 2011 have provisions related to OSH.

A few other policies of the country including the National Child Labour Elimination Policy, 2010, Domesticworkers Welfare Policy, 2015 etc provide guidelines on OSH in respective sectors.

2. Labour Inspection Statistical Analysis (2018-2019)

Enforcing Bangladesh Labour Act, 2006 and Bangladesh Labour Rules, 2015 is the main function of DIFE. DIFE does this through regular inspections and investigating accidents and complaints. Besides these DIFE also conducts public hearing, awareness raising meetings and other campaigns. This chapter briefly describes the main results of labour inspection for the period 2018-2019.

2.1 DIFE Personnel Statistics

From government of Bangladesh total number of sanctioned posts are 993 out of which 491 posts (around 50%) are currently filled. There are 215 sanctioned posts for Grade-2 to 9 (or Class-1) officers and 365 posts for Grade-10 officers.

Classification	Officer		Staff		Total
	Grade-2 to 9	Grade-10	Grade-13 to 16	Grade-17 to 20	
Sanctioned	215	365	206	207	993
Existing	92	220	145	34	491
Male	78	173	111	30	392
Female	14	47	34	4	99
Existing as a percentage of sanctioned	43%	61%	71%	16%	49.5%

Table 1: DIFE Personnel by Grade (Sanctioned and Existing)

Although sanctioned posts are 993, only 491 posts are filled in. Out of these 491 filled in posts, 92 are Grade-2 to 9 officer, 220 are Grade-10 officer, 145 are Grade-13 to 16 and 34 are Grade-17 to 20 staff (**Figure 1**).

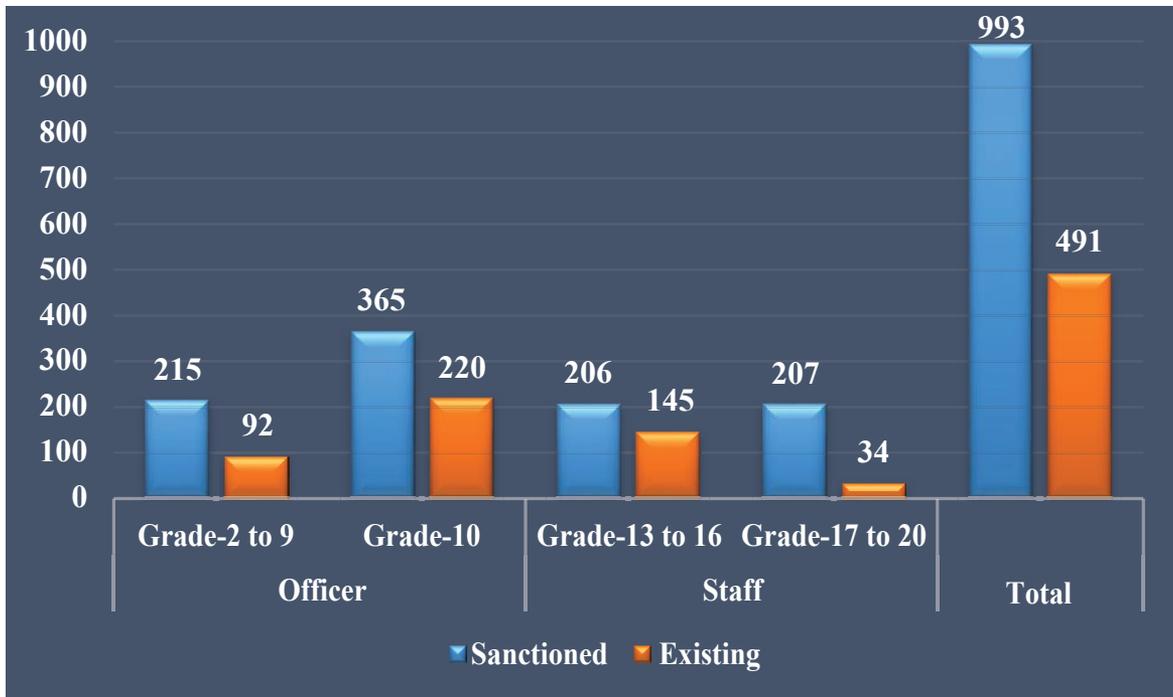


Figure 1 : Sanctioned vs. Existing posts by Grade

Out of the total existing 491 posts, almost 20% (99) posts are filled in by female officers. However, female officers comprise 15% (14) of existing 92 Grade 2 to 9 officers. In the 220 existing posts for Grade-10 officers, 47 (about 22%) are female officers (**Figure 2**).

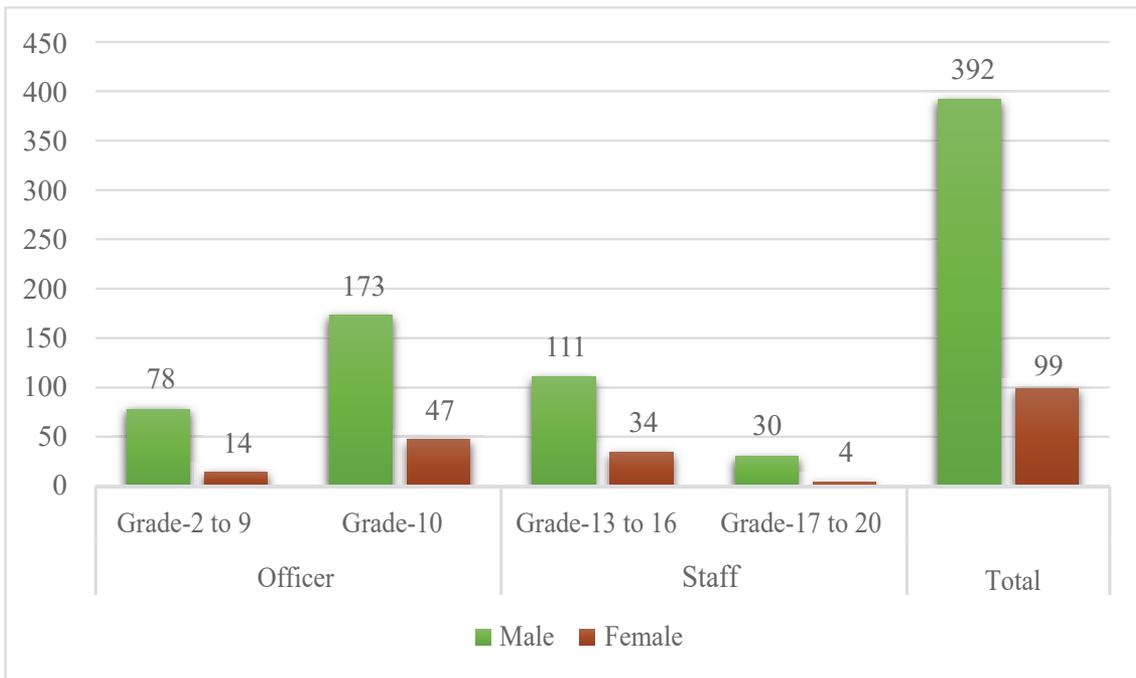


Figure 2: Existing Personnel by Grade and Male-Female

2.2 Registered factories and establishments Statistics

DIFE maintains a list of factories and establishments which are licensed and registered by DIFE. Although, as per the Economic Census, 2013 conducted by Bangladesh Bureau of Statistics (BBS), the total number of economic units in Bangladesh are 8,075,704, however, not all of these units fall under DIFE's jurisdiction. DIFE maintains a database of factories and established licensed by DIFE, and inclusion of nonregistered factories and establishments in a database is ongoing. The licenses are provided to factories and establishments by the district offices following the rules set in Bangladesh Labor Rules, 2015. According to DIFE's documents, as of June 2019 total 34,243 factories were registered with DIFE. Total 5,697,868 employees (Male-3,651,183 & Female-2,046,685) were employed in those factories. Most of these registered factories are located in Dhaka division (i.e. 17,069), followed by Rajshahi, Mymensingh and Khulna.

From 2019, DIFE is moving to online platform Labour Inspection Management Application (LIMA) for registering and licensing of the factories and establishments. Using this online licensing and renewal system will update the enterprise database with recent data. DIFE planned to increase number of registered factories and establishments by awareness raising campaign and online licensing system. LIMA Online database contains information of over 30,000 factories and establishments.

2.3 Inspections carried out

In 2018-2019, a total number of inspections completed is 43,100. Of these inspections, 46.84% inspections were undertaken in factories, 34.55% for shops and 18.61% for establishments.

Fiscal Year	RMG		Shops		Establishments		Other Factories		Total
	No.	% of Total	No.	% of Total	No.	% of Total	No.	% of Total	
2018-2019									
Jul-2018	363	10.20%	1183	33.23%	597	16.77%	1,417	39.80%	3,560
Aug-2018	336	9.76%	1101	31.97%	642	18.64%	1,365	39.63%	3,444
Sep-2018	439	12.40%	1160	32.76%	564	15.93%	1,378	38.92%	3,541
Oct-2018	382	10.78%	1078	30.43%	637	17.98%	1,445	40.80%	3,542
Nov-2018	376	10.25%	1282	34.93%	710	19.35%	1,302	35.48%	3,670
Dec-2018	372	9.99%	1342	36.03%	712	19.11%	1,299	34.87%	3,725
Jan-2019	442	11.67%	1358	35.85%	681	17.98%	1,307	34.50%	3,788
Feb-2019	508	14.00%	1194	32.91%	650	17.92%	1,276	35.17%	3,628
Mar-2019	250	6.42%	1439	36.96%	802	20.60%	1,402	36.01%	3,893
Apr-2019	195	6.18%	1087	34.44%	637	20.18%	1,237	39.20%	3,156
May-2019	207	6.08%	1240	36.45%	639	18.78%	1,316	38.68%	3,402
Jun-2019	228	6.08%	1426	38.02%	749	19.97%	1,348	35.94%	3,751
Total No.	4,098	9.51%	14,890	34.55%	8,020	18.61%	16,092	37.34%	43,100

Table 2: Labour Inspection carried out in 2018-2019 (Source: DIFE)

As RMG sector is considered as a priority sector for labour inspection and ensuring compliance, out of all inspections conducted for the factories, 9.51% of the inspections are for RMG factories. These numbers also include follow-up inspections.

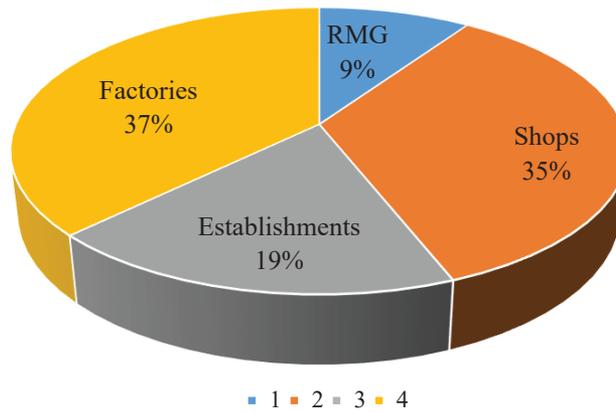


Figure 3: Labour Inspection in different Sectors

2.4 Inspection carried out through Labour Inspection Management Application (LIMA)

One of the achievements of the DIFE is the implementation of Labour Inspection Management Application (LIMA). It is a web-based application through which all the important functions of the DIFE such as inspection, post-inspection notice, Corrective Action Plan (CAP) generation, special inspection, licensing, layout approval, grievance management etc. can be performed. LIMA was inaugurated on March 6, 2018. This app was launched experimentally in 2018 at the Gazipur. In January 2019, all DIG office began its inspection activities through LIMA. A few inspections related information from LIMA in the fiscal year 2018-2019 is depicted below:

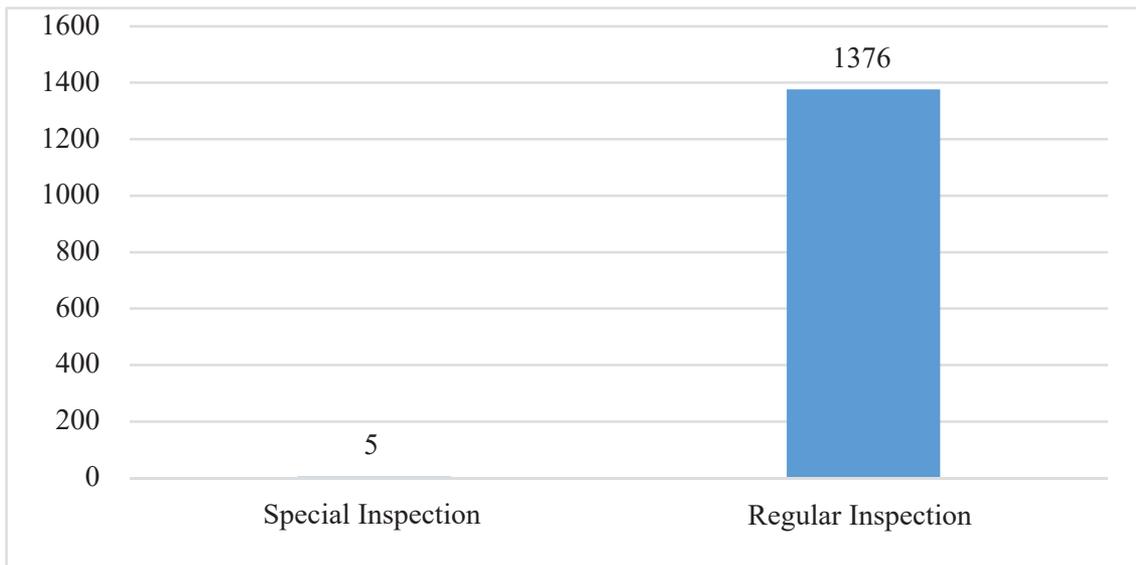


Figure 4: Regular vs. Special Inspection through LIMA

A total of 1381 inspection was done using LIMA in the mentioned period, out of which five were special inspection and the rest were regular inspection. Also, 76 of the inspections carried out were announced, while 1305 were unannounced.

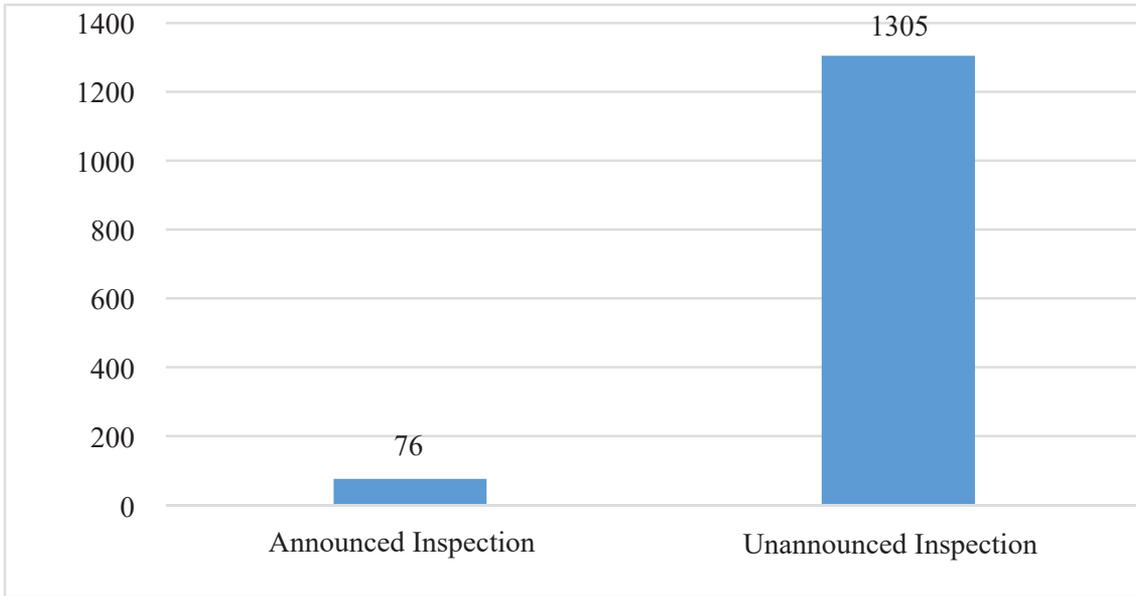


Figure 5: Announced vs. Unannounced Inspection through LIMA

Out of the 1381 establishments inspected using LIMA, 171 establishments were graded as A, 46 were graded as B, and 924 were graded as C (grade A referring to most compliant and grade C referring to least compliant).

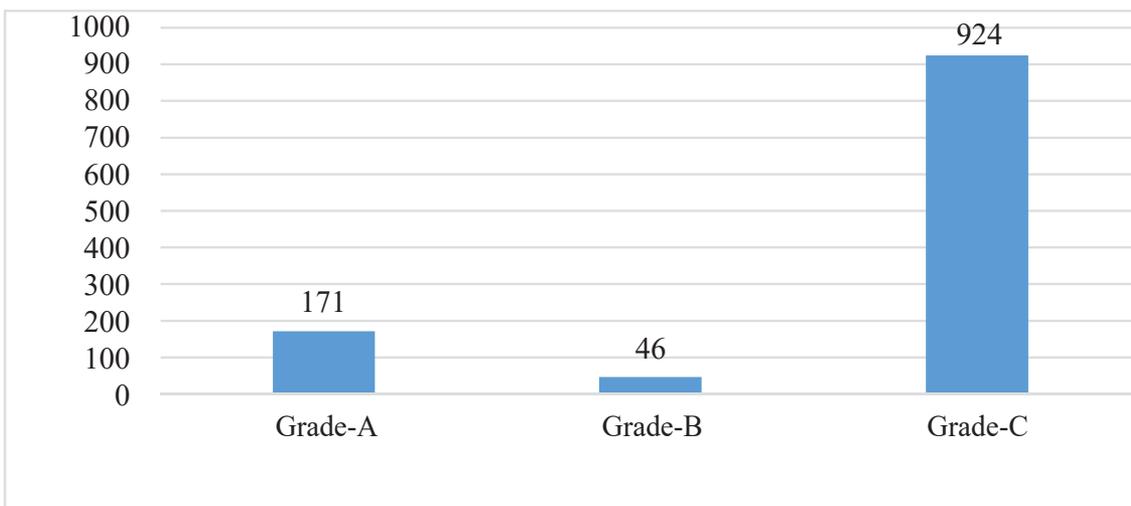


Figure 6: Grading of Establishments according to LIMA

In the mentioned period, 104 new license applications and 71 license renewal applications have been processed by LIMA. Meanwhile, 29 complaints have been received through LIMA of which 20 have been resolved.

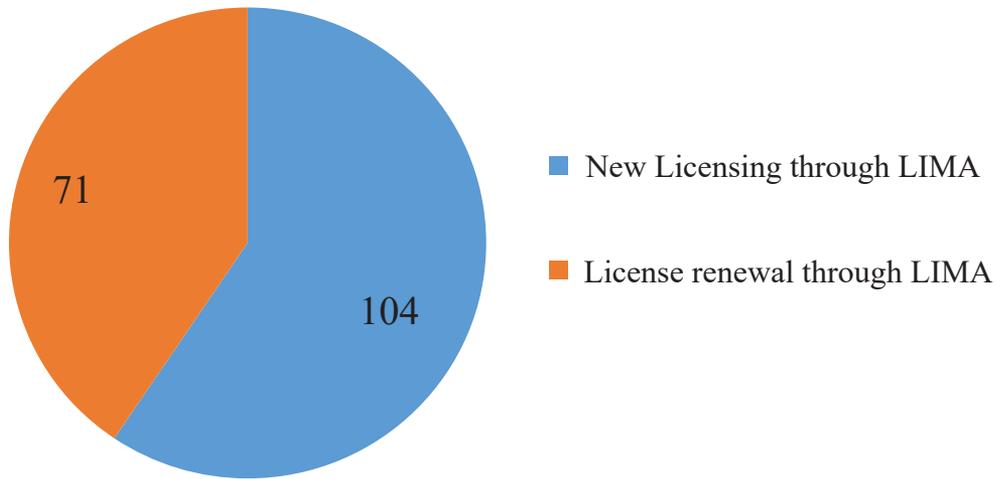


Figure 7: New license and license renewal using LIMA

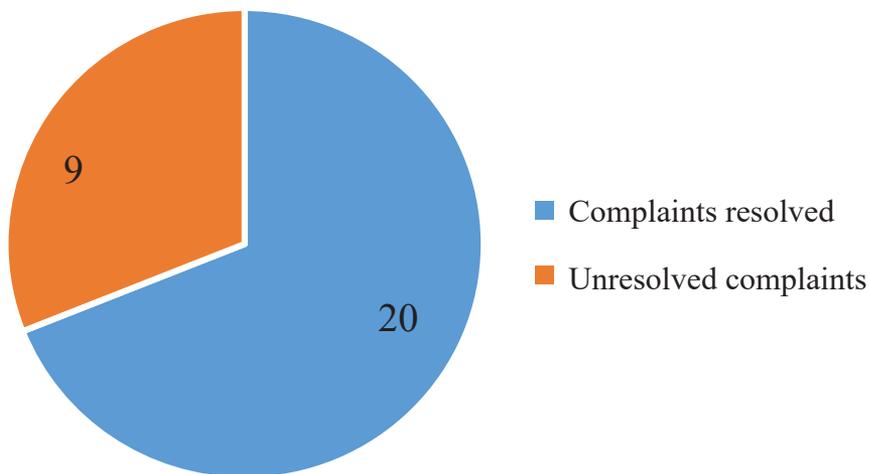


Figure 8: Complaints received through LIMA

2.5 Filling criminal cases for violations

In 2018-2019, a total of 1370 cases were filed. Most of the cases were factory related (51.61%) followed by shops (29.93%) and establishments (15.47%). Around 3% of the cases are filed for employing child labour.

As the number of cases reported increased, there is significant improvement in case settlement. In 2018-19, it was 61.61%.

Fiscal Year	Factory				Shops		Establishments		Child Labour		Cases Settled		
	RMG	Other	Total	% of Total Cases	Total	% of Total Cases	Total	% of Total Cases	Total	% of Total Cases	Total Cases	Total	% of Total Cases
Jul-2018	3	38	41	42%	39	40%	16	16%	1	1%	97	61	63%
Aug-2018	6	35	41	36%	59	52%	13	12%	0	0%	113	52	46%
Sep-2018	6	61	67	49%	57	42%	10	7%	3	2%	137	66	48%
Oct-2018	11	66	77	76%	12	12%	11	11%	1	1%	101	146	145%
Nov-2018	6	24	30	31%	34	35%	31	32%	2	2%	97	80	82%
Dec-2018	5	51	56	44%	42	33%	27	21%	1	1%	126	76	60%
Jan-2019	5	46	51	39%	44	34%	35	27%	1	1%	131	98	75%
Feb-2019	2	60	62	66%	14	15%	17	18%	1	1%	94	41	44%
Mar-2019	8	54	62	59%	16	15%	11	10%	16	15%	105	63	60%
Apr-2019	5	55	60	52%	51	44%	4	3%	0	0%	115	47	41%
May-2019	12	90	102	67%	12	8%	31	20%	8	5%	153	86	56%
Jun-2019	3	55	58	57%	30	30%	6	6%	7	7%	101	28	28%
Total No.	72	635	707	52%	410	30%	212	15%	41	3%	1370	844	62%

Table 3 : Number of Criminal Cases and Settlement (2018-2019) (Source: DIFE)

All district offices detect violations under labour laws through inspection conducted using standard checklist. These violations are categorized under 13 clusters:

1. Conditions of employment and services,
2. Children and adolescent workers,
3. Maternity welfare benefits,
4. Occupational health,
5. Occupational safety,
6. Occupational accident, compensation and safety committee,
7. Welfare measures,
8. Working hours and holidays,
9. Wages and payment of wages,
10. Social security (group insurance, provident fund, profit sharing, etc.)
11. Discrimination,
12. Violence at workplace, and
13. Others.

DIFE files criminal cases against employers who violate or neglect to observe legal provisions in respect of cases in which previous notice to carry out remedial or preventive measures. DIFE focuses a zero tolerance against service or repeated willful noncompliance, culpable negligence or flagrant ill will of the employer in complying or maintain key obligations of under Bangladesh Labour Act, 2006 and Bangladesh Labour Rules, 2015. In the last fiscal year as the number of inspections carried out and a large number of violations detected through labour inspection, as well as cases are also filed.

2.6 Complaints, Public Hearing and Settlement

DIFE accepts complaints from workers regarding violations of Bangladesh Labor Act, 2006 and Bangladesh Labor Rule, 2015 in the workplace and aims to resolve those complaint promptly and effectively. Workers can submit/inform their complaints to DIFE using various channels, i.e. letter or application, online - email and toll free helpline 16357, complaint boxes and through public hearing sessions etc. DIFE is actively trying to improve the complaints management system and advertising the channels of receiving the complaints. It has also taken measures to improve complaints investigation and resolution mechanism.

Financial Year 2018-2019	Complaints Received by		Total Complaints Received	Complaints Settled	
	Letter	Online		Total	% of total
Jul-2018	166	39	205	156	76.09%
Aug-2018	119	45	164	174	106.09%
Sep-2018	160	45	205	182	88.78%
Oct-2018	162	28	190	193	101.57%
Nov-2018	182	58	240	267	111.25%
Dec-2018	143	20	163	174	106.74%
Jan-2019	119	88	207	182	87.92%
Feb-2019	253	183	436	386	88.53%
Mar-2019	149	73	222	242	109.00%
Apr-2019	169	40	209	207	99.04%
May-2019	210	0	210	204	97.14%
Jun-2019	177	127	304	237	77.96%
Grand Total	2009	746	2755	2604	94.51%

Table 4: Number of Complaints Received and resolved (2018-2019) (Source: DIFE)

During the period 2018-2019, DIFE received 2,755 complaints and resolved 2,604 (94.52%).

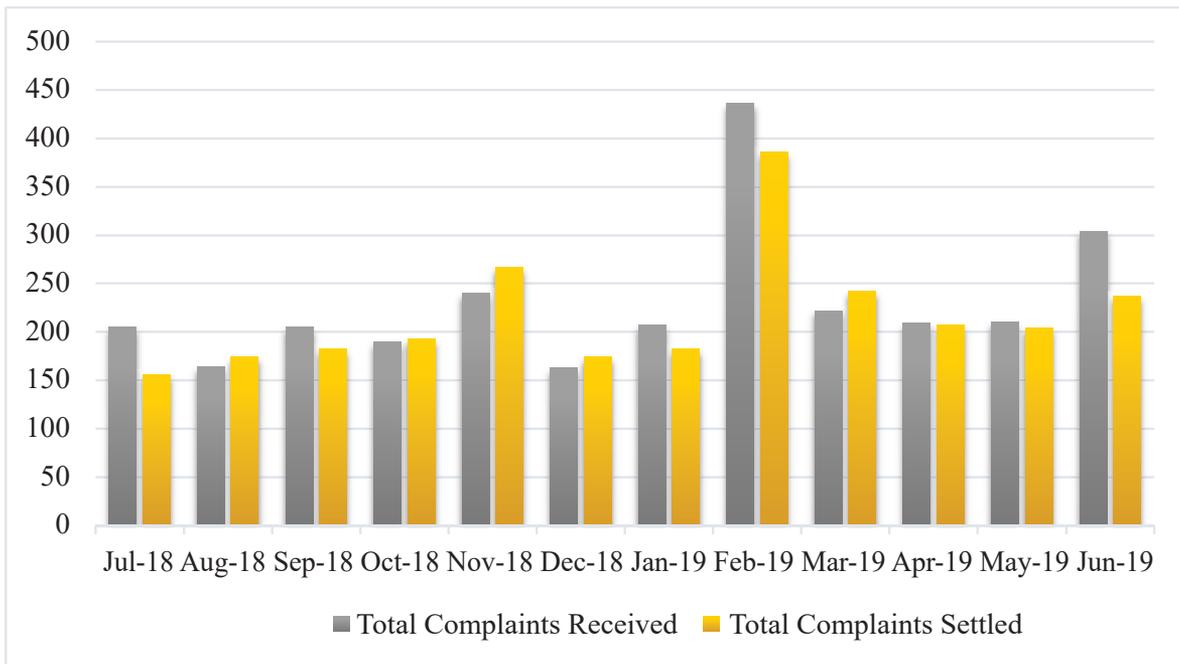


Figure 9: Complaints Received on the period of 2018-2019

Fiscal Year	Complaints Received	Complaints Resolved	Percentage Resolved %
2018-2019			
Jul-2018	179	166	92.73%
Aug-2018	72	65	90.27%
Sep-2018	139	130	93.52%
Oct-2018	115	115	100%
Nov-2018	108	80	74.07%
Dec-2018	76	72	94.73%
Jan-2019	73	69	94.52%
Feb-2019	121	118	97.52%
Mar-2019	88	84	95.45%
Apr-2019	126	106	84.12%
May-2019	186	186	100%
Jun-2019	106	97	91.50%
Total	1389	1288	92.72%

Table 5: Complaints Received and Resolved through Public Hearing (2018-2019) (Source: DIFE)



Figure 10: Monthly tracking of Complaints Resolved through Public Hearing in % (2018-2019)

In 2018-2019, total 1389 complaints were received in public hearing, out of which 1288 complaints (92.72%) were resolved.

In resolving complaints, some challenges arise, such as not getting the complainant to investigate, having status quo in court, not getting the employer, lengthy investigation due to not getting the complainants and witness. Sometimes besides submitting complaints, cases are also filed in court and in that case investigation of complaints cannot be completed until court case is settled. However, DIFE is actively trying to manage the complaints in systematic way so that all are settled and can be reported.

2.7 Industrial Accidents

As per Bangladesh Labour Act, 2006, employers are responsible for reporting any accidents and injuries in workplaces. However, this has not occurred consistently and DIFE had to depend on other sources to know about the accidents before it can investigate. As per DIFE records, for the period July 2015-June 2018, a total of 1,097 accidents were reported to DIFE.

Fiscal Year 2018-2019	Number of accidents occurred	Injured Person by Injury Type	
		Serious and fatal injury	Death
Jul-2018	17	18	10
Aug-2018	13	12	1
Sep-2018	4	3	2
Oct-2018	9	25	15
Nov-2018	5	0	5
Dec-2018	5	8	9
Jan-2019	9	11	20
Feb-2019	4	8	31
Mar-2019	8	6	6
Apr-2019	6	2	13
May-2019	6	10	7
Jun-2019	2	0	2
Total	88	103	121

Table 6: Number of Accidents and injured persons (2018-2019) (Source: DIFE)

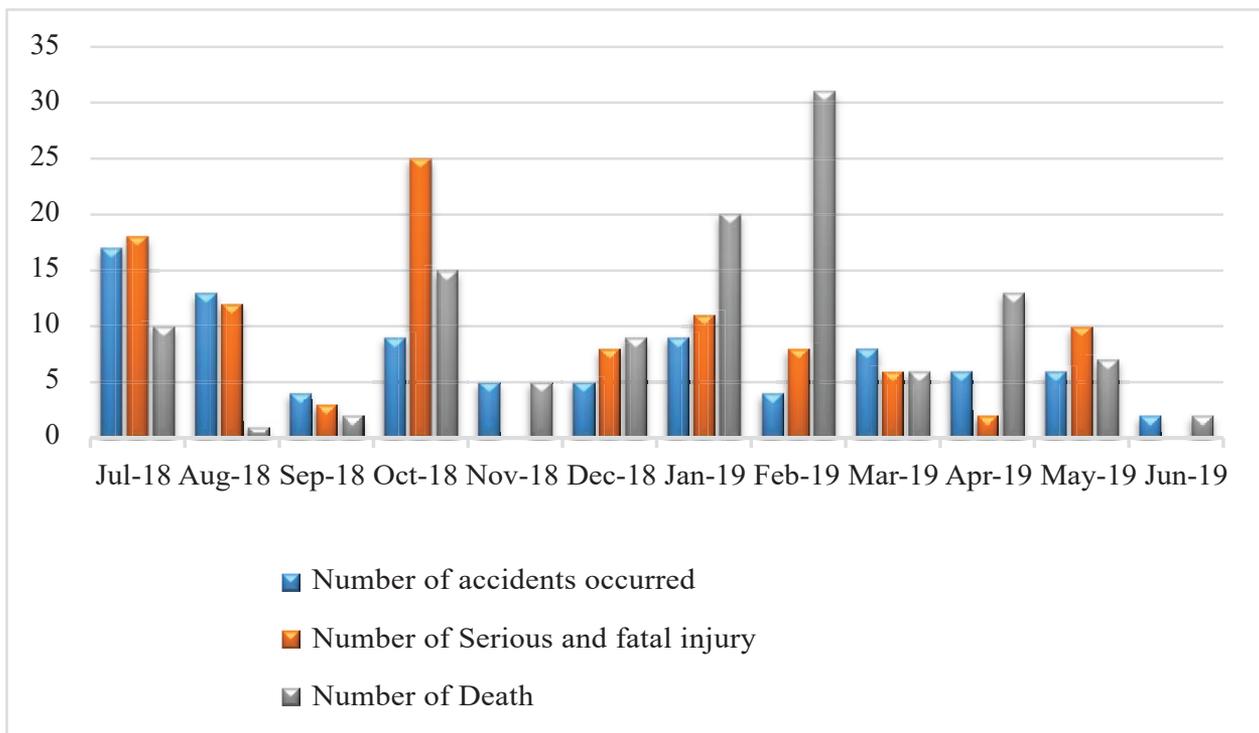


Figure 11: Monthly tracking of Fatal & Non-Fatal Accidents (2018-2019)

However, considering the vast number of enterprises in Bangladesh, the accident and injury data seems heavily under reported. Out of 224 reported injuries, 121 (54%) are death and 103 (46%) are serious and fatal injuries.

DIFE has worked to ensure that compensation for all reported injuries according to the BLA 2006 (amended 2018) has been settled and workers received the money. For the period 2018-2019 BDT 7.11 million has been paid.

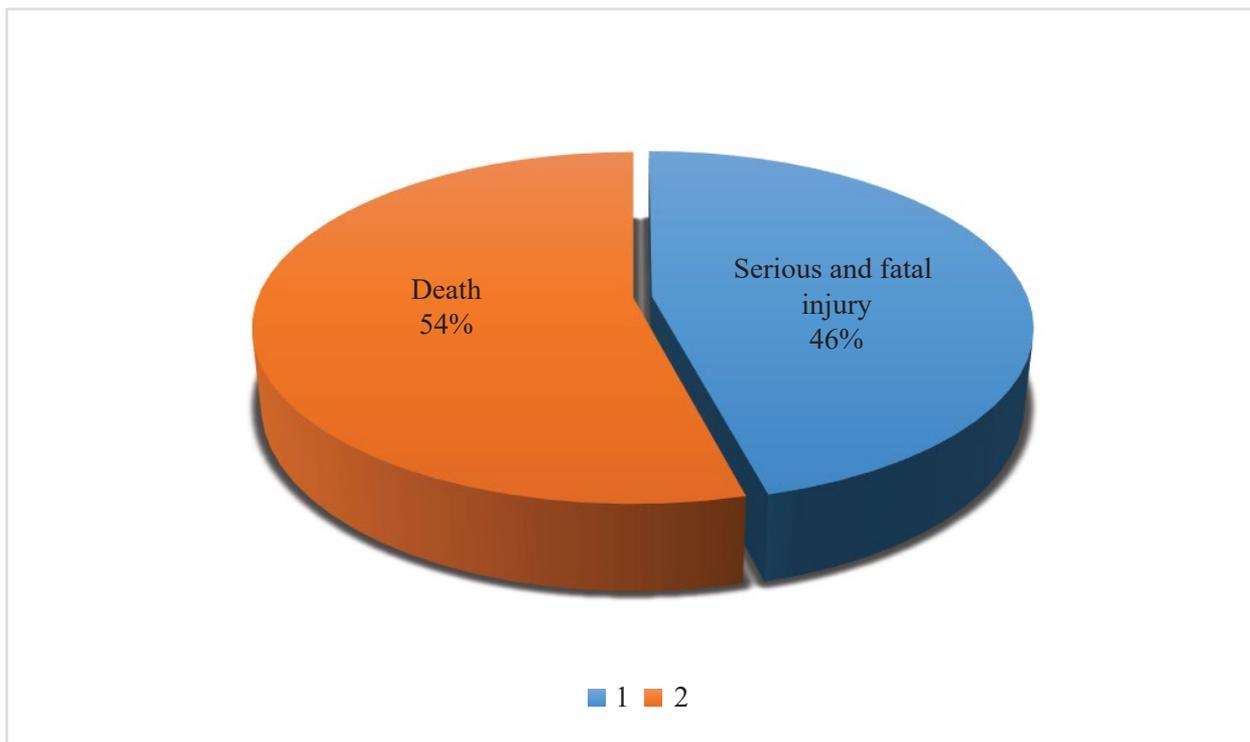


Figure 12: Ratio of Injuries by Type (2018-2019)

There is an opportunity to improve reporting on accidents and injuries and DIFE is seeking to improve the culture of reporting by employers. To facilitate this DIFE has built online system of accident and injury reporting under the OSH module of LIMA and plans to launch a nationwide campaign on accident and injury reporting.

2.8 Ensuring Maternity Welfare Benefits

Maternity welfare benefits are guaranteed to women workers in the workplace in accordance with the procedures described in Chapter Four of the Bangladesh Labour Act-2006. In the fiscal year 2018-2019, maternity benefits have been ensured for a total of 10,812 workers. The amount of financial benefits provided to the women worker by the employer is 27,61,53,394 (Twenty-seven crore sixty-one lac fifty-three thousand three hundred and ninety-four) Taka.

Serial No.	Name of the month	Number of workers	Amount of money (BDT)
1	July, 2018	924	2,15,43,621
2	August, 2018	579	1,35,86,820
3	September, 2018	744	1,79,94,743
4	October, 2018	722	1,75,85,741
5	November, 2018	779	1,92,41,474
6	December, 2018	953	2,49,33,391
7	January, 2019	1591	4,36,58,093
8	February, 2019	1158	3,01,48,731
9	March, 2019	1088	2,77,46,436
10	April, 2019	892	2,45,30,870
11	May, 2019	521	1,29,67,251
12	June, 2019	861	2,22,16,223
Total =		10,812	27,61,53,394

Table 7: Information on maternity welfare benefits

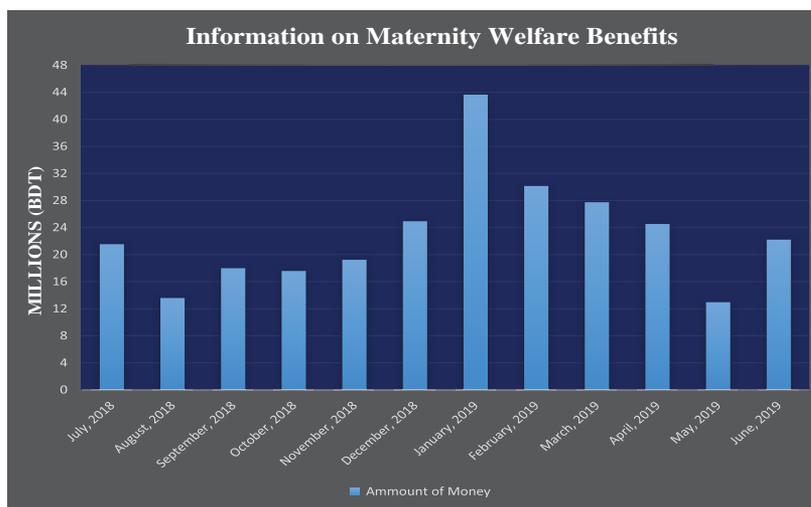


Figure 13: Maternity benefits by Months (2018-2019)

2.9 Setting up day-cares and motivation meeting

The Department of Inspection for Factories and Establishments (DIFE) is playing a special role in considering women's participation in the workplace, women's empowerment and women's contribution to the national economy. The department is playing a leading role in ensuring women-friendly and healthy workplaces. Children's rooms are being set up in factories and establishments for the worker's children. Under the supervision of DIFE, a total of 512 Day-cares set up have been ensured in the factories and establishments in the financial year 2018-2019. Besides, 471 motivational meetings have been organized for setting up child care rooms.

Serial No.	Name of the month	Number of Day-cares	Number of Motivational meetings
1	July, 2018	15	27
2	August, 2018	16	25
3	September, 2018	16	31
4	October, 2018	30	36
5	November, 2018	38	36
6	December, 2018	22	33
7	January, 2019	73	23
8	February, 2019	36	41
9	March, 2019	99	79
10	April, 2019	41	37
11	May, 2019	61	40
12	June, 2019	65	63
Total =		512	471

Table 8: Number of motivational meetings and day-cares

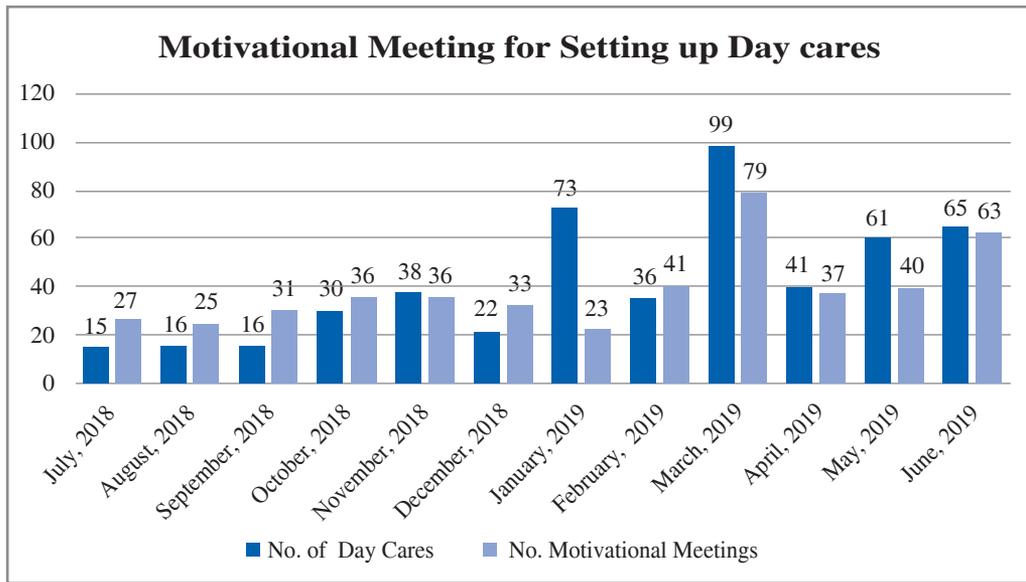


Figure 14: Motivational meetings for setting up day-cares and number of day-cares (2018-2019)

2.10 Eradication of Child Labour

According to Bangladesh Labour Act-2006, no employer can employ a child under 14 y/o in his factory. DIFE inspectors are working to implement the law. Inspectors motivate the factory owners when they find out children employed to work in those factories during their inspection.

Through the survey activities of 2018, 1746 children were found working in 1,269 factories of the following 5 sectors:

- a) Engineering workshop
- b) Automobile workshop or lathe machine
- c) Jute mill
- d) Factories for making gold or imitation or bangles
- e) Vulcanizing

In this financial year, 1,132 child labours have been withdrawn from 824 factories in 5 sectors of 23 Deputy Inspector General's offices. At that time 42 cases of child labour were filed.

2.11 Occupational Diseases

Last fiscal year (2018-2019) DIFE has been organized various awareness campaign on occupational diseases at different region of Bangladesh.

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)

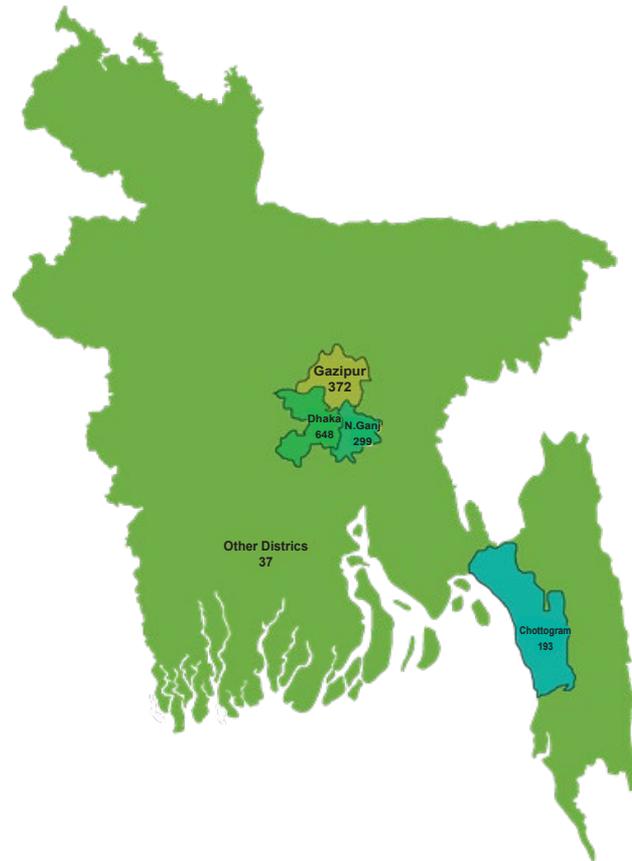
Mission: To ensure safety in RMG factories through sustainable remediation

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 Chottogram 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:

District	Total no of Factories	Closed	Shifted	Under EPZ	Moved to Accord/Alliance	Active & Under follow-up
Dhaka	648	312	31	0	61	244
Narayanganj	299	118	28	2	20	131
Gazipur	372	100	19	0	69	184
Chottogram	193	58	4	9	3	119
Other Districts	37	10	0	1	7	19
Total	1549	598	82	12	160	697

Table-9: Current status of 1549 factories under National Initiative

Besides these, 1007 additional factories are under RCC's jurisdiction, including 100 handed-over factories from Accord, 123 Accord Terminated factories, 180 Alliance Suspended, 463 Alliance factories with remediation completed and 83 Alliance factories with remediation ongoing. In total, considering Accord & Alliance factories, 2556 factories are currently under RCC's jurisdiction.

3.3 Remediation Process:

The remediation activities under RCC are as follows-

3.3.1 Remediation monitoring:

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

3.3.2 Remediation Implementation:

Most factories require their design/drawings reviewed in order to complete the remediation works. Factories are suggested to submit Detailed Engineering Drawings (DEA) particularly to assess the structural integrity and safety of the factory buildings. These design/drawings are primarily reviewed by RCC Design Engineers and then submitted to the Task Force for final review, assuming all design standards & criteria are met. After final review by Task Force (TF), these design/drawings are returned to factories for implementation and RCC Engineers visit these factories from time to time to observe the progress of remediation implementation according to the Task Force-recommended design/drawings.

3.3.3 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.

4. Resource of Remediation Coordination Cell (RCC):

4.1 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), 60 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.

4.2 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.

4.3 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 recommend the design drawings that meet all the standards. The Task force consists of members from DIFE, BUET, Raj UK/CDA, OCEI & FSCD.

5. Remediation Coordination Cell's (RCC) Progress

5.1 Factory Inspection:

After the initial assessment completed in 2015, by July'2018 DIFE Labour Inspectors visited the factories under National Initiative at least 14,000 times. During the period of July'2018 to June'2019, RCC Engineers successfully completed 4259 visits to 745 factories under National Initiative. In addition the NI factories, RCC Engineers visited 81 Accord handed-over factories.

5.2 CAP Follow-up Progress:

Since RCC's inception, as of June 2019, 1150 out of 3028 Structural CAPs have been observed to be completed, 7511 out of 19257 Electrical CAPs & 4760 out of 13999 Fire-related CAPs have been completed.

5.3 Design Review Progress:

In order to complete remediation implementation activities, 906 design/drawings from different factories have been collected/received.

5.4 Structural Taskforce:

292 DEA/design drawings have been submitted so far, among which 35 DEA/design drawings have been reviewed by the Structural Taskforce and 210 DEA/design drawing documents have been returned to the factories after initial review for further correction.

5.5 Electrical Taskforce:

As of June 2019, 326 electrical design/drawings have been submitted to RCC, among which 95 have been reviewed by the Electrical Taskforce and 130 design/drawings have been returned to factories for correction.

5.6 Fire Taskforce:

So far, 288 fire safety-related design/drawings have been submitted to RCC, among which 38 design/drawings have been reviewed by the Fire Taskforce and 184 design/drawings were returned to factory managements for revision.

6. Overall Progress:

As of June 2019, 375 factories have completed less than 50% remediation works, 80 factories have remediation progress between 50%-70% and 75 factories have achieved more than 70% progress. 18 factories have achieved 100% completion in structural categories. Due to the regular visit & persuasion from RCC Engineers and under constant monitoring from DIFE, 598 factories that failed to show significant progress had to stop their operations and 82 more had to shift to new locations. Currently the overall progress of RCC is at 38% (as of June'2019), which has been calculated considering only the active factories under National Initiative.

Additionally, under the Escalation Protocol, a list of 215 factories were sent to BGMEA/BKMEA requesting cancellation of Utilization of Declaration (UD) license, among which BGMEA has cancelled UD license for 51 factories.

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.

7. Challenges of RCC:

- Most of the factories under National Initiative are small in size
- Majority of these factories are situated in rented building and working in sub-contract
- More than one type of factories/establishments situated in the same building
- Financial inability and lack of awareness
- Reluctance towards remediation works due to lack of export opportunity/foreign buyers

8. Future Plans:

- ▶ Arrange seminar/workshop for factory/building owners and enlisted consulting firms to encourage them for remediation works
- ▶ Provide extensive training to DIFE Engineers to ensure achieving proper operational capacity for the future Industrial Safety Unit (ISU)
- ▶ To strengthen RCC by reforming RCC design/report team.

Abbreviations and acronyms

BDT	Bangladeshi Taka
BGMEA	Bangladesh Garment Manufactures and Exporters Association
BKMEA	Bangladesh Knitwear Manufactures and Exporters Association
BLA	Bangladesh Labour Act
BLR	Bangladesh Labour Rules
BUET	Bangladesh University of Engineering & Technology
BV	Bureau Veritas
CAP	Corrective Action Plan
CDA	Chattogram Development Authority
DEA	Detailed Engineering Assessment
DIFE	Department of Inspection for Factories & Establishments
FSCD	Fire Service & Civil Defense
ILO	International Labour Organization
ISU	Industrial Safety Unit
LIMA	Labour Inspection Management Application
MoLE	Ministry of Labour & Employment
NI	National Initiative
OCEI	Office of the Chief Electrical Inspector
OSH	Occupational Safety and Health
RAJUK	Rajdhani Unnayan Kartripakkha
RCC	Remediation Coordination Cell
RMG	Readymade Garments
SDG	Sustainable Development Goals
TF	Task Force
UD	Utilization of Declaration



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