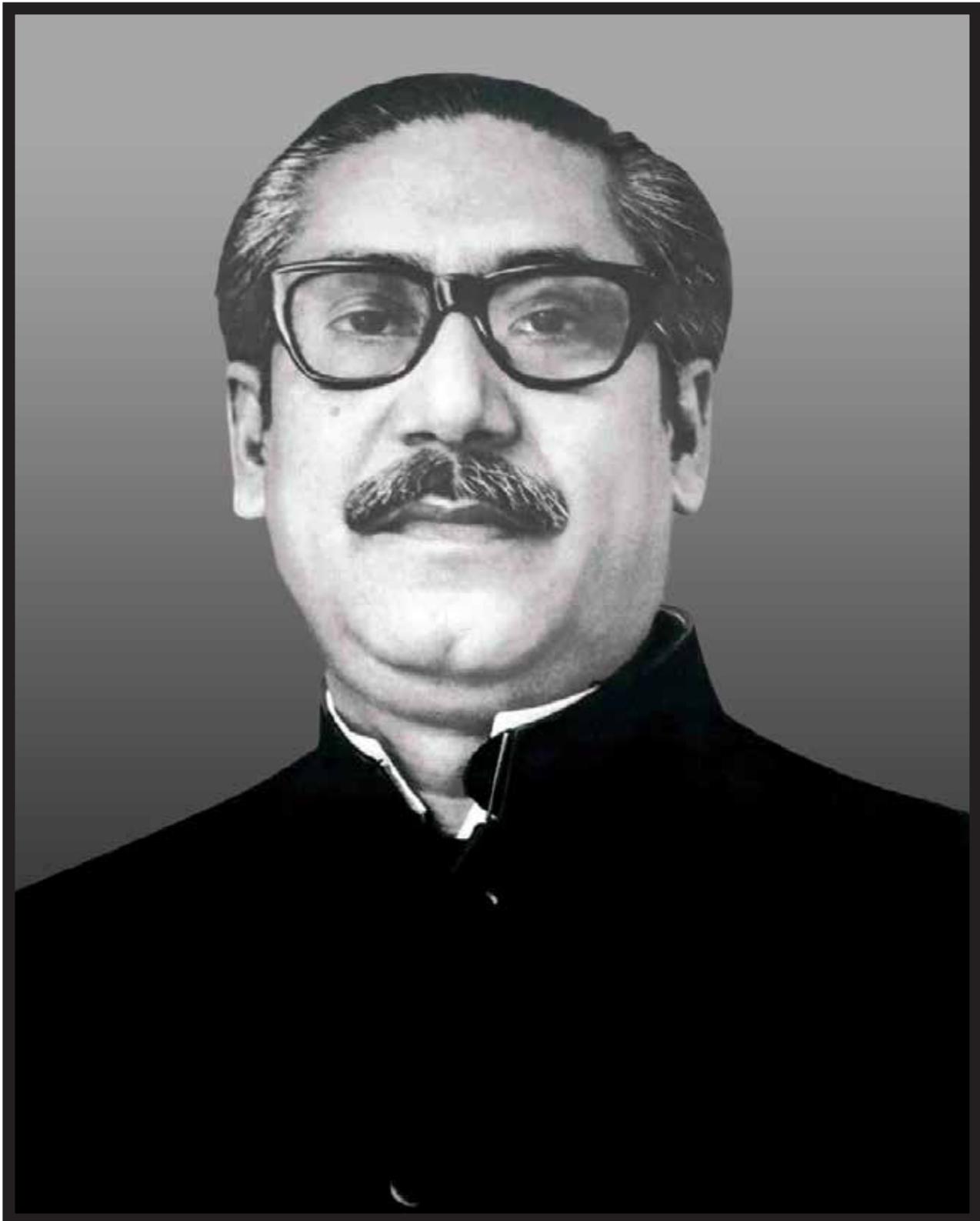


Labour Inspection Report 2020-2021



Labour Inspection Report 2020-2021





Father of the Nation Bangabandhu Sheikh Mujibur Rahman



Honorable Prime Minister Sheikh Hasina



Begum Monnujan Sufian, MP
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 2020-21 is going to be published with the details of the activities of the Department of Inspection for Factories and Establishments (DIFE) in the year of celebration of the birth centenary (Mujib Year) of the Father of the Nation Bangabandhu Sheikh Mujibur Rahman.

On the occasion of the golden jubilee of the great independence and the birth centenary of the founder of independent Bangladesh, Honorable Prime Minister Sheikh Hasina, the worthy daughter of the Father of the Nation, has been making a significant contribution to move Bangladesh towards development and prosperity and to enhance the just rights and dignity of the neglected and disadvantaged working people of the society. At the same time, she is working tirelessly to make Bangladesh a developed country through the implementation of Vision-2041.

Under the direction of Hon'ble Prime Minister, we are all dealing with the Corona epidemic efficiently. The Ministry of Labour and Employment is working diligently through the implementation of the Bangladesh Labour Law with a view to ensuring a decent working environment in industrial factories and establishments and eliminating health risks, increasing the living standards of workers, building a child labour free Bangladesh. The glass, silk, ceramic, ship breaking, leather, and leather products sectors has been declared child labour free this year. The 'Occupational Safety and Health Guidelines for prevention and remediation of Covid-19 in the workplace has been distributed by the DIFE at the factory level. In accordance with these guidelines, the inspectors of the department are carrying out special inspections. In order to ensure the health care of the workers, telemedicine services are being provided through the doctors of this department.

With the sincere efforts of the present labour-friendly government, Bangladesh is in a glorious position in its progress. Ensuring a safe and health work environment for working people is our priority. I would like to express my sincere thanks and appreciation to all those involved in the publication.

Begum Monnujan Sufian, MP



Md. Ehsan-E-Elahi
Secretary
Ministry of Labour & Employment
Government of the People's
Republic of Bangladesh.

Message

I am very happy to know that the Labour Inspection Report 2020-2021 is going to be published with the details of the activities of the Department of Inspection for Factories and Establishments in the year of celebration of the birth centenary of Father of the Nation Bangabandhu Sheikh Mujibur Rahman.

The ongoing Covid-19 pandemic has aggravated economic straits all over the world. Nevertheless, it has been possible to keep the wheel of the country's economy in motion by continuing production in compliance with the timely 31-point guidelines of Hon'ble Prime Minister Sheikh Hasina.

The role of the Department of Inspection for Factories and Establishments is very important to ensure a decent working environment in the workplace. This department under the Ministry of Labour and Employment acts as a bridge between all stakeholders including workers, employers, government and international organizations while maintaining international standards of labour.

The department ensures recruitment of workers, payment of wages, working hours, elimination of child labour, maternity welfare facilities and welfare measures as per Bangladesh Labour Act, 2006 and Bangladesh Labour Rules, 2015. In order to create women-friendly workplaces, a total of 450 day care centers have been ensured in factories and establishments in the fiscal year 2020-2021 under the supervision of the department. Besides, 919 safety committees have been formed in different factories in the fiscal year 2020-2021 to ensure safe working environment. Through Remediation Coordination Cell (RCC), the department is carrying out remediation work of defective garment factories in the country.

I am confident that the Department of Inspection for Factories and Establishments will continue to work more efficiently in the coming days to build the 'Sonar Bangla', of the dream of the Father of the Nation Bangabandhu Sheikh Mujibur Rahman. I sincerely congratulate all those involved in the overall management of this informative labour inspection report.

Md. Ehsan-E-Elahi



Md. Nasir Uddin Ahmed
Inspector General (Additional Secretary)
Department of Inspection for
Factories and Establishments
Government of the People's
Republic of Bangladesh.

Message

The Department of Inspection for Factories and Establishments (DIFE) is going to publish the Labour Inspection Report 2020-2021. I am really pleased that DIFE has come a long way in establishing a decent workplace in Bangladesh. This report presents a substantial picture of DIFE's Labour Inspection of the fiscal year 2020-2021.

Under the guidance of the Ministry of Labour and Employment, DIFE is working relentlessly to implement Bangladesh Labour Act, 2006 and Bangladesh Labour Rules, 2015; through its 23 regional offices in Bangladesh with a view to ensuring workers' rights. The Department of Inspection for Factories and Establishments has been working to ensure a safe workplace and preserve workers' rights to achieve sustainable development goals (SDGs) set by the United Nations. DIFE conducts activities to make a bridge among employers, labour organizations, government along with local and foreign partners to ensure decent workplace. Targeting the SDGs-2030 and vision-2041, DIFE has taken some initiatives like online licensing system, e-filing, toll-free helpline (16357) etc for workers. The Labour Inspection Management Application (LIMA) has been introduced in order to perform the inspection in the digital system. The Labour Inspection Report 2020-2021 briefly summarizes the overall activities of the department. This report will increase transparency, accountability and mobility of DIFE.

I would like to extend my deepest appreciation to ILO, Canada, United Kingdom, Netherlands, Germany and Denmark for their whole-hearted contributions and continuous support to DIFE over the years. I also wish to extend my best wishes to DIFE officials for their efforts in making an informative report.

Md. Nasir Uddin Ahmed



International
Labour
Organization

Tuomo Poutiainen
Country Director
ILO Bangladesh

Message

I am pleased to see that the Department of Inspection for Factories and Establishments (DIFE) has taken initiative to produce the Labour Inspection report for 2020-2021, notwithstanding the unprecedented pandemic situation in Bangladesh.

A strong labour inspection system is important for promoting and enforcing decent working conditions and to ensure respect for fundamental principles and rights at work. The ILO's Improving Working Conditions in the Ready-made Garment Sector programme, funded by Canada, Netherlands and the UK has collaborated with DIFE to support modernization of the labour inspectorate, notably through capacity building of labour inspectors and the use of technology for better evidence-based decision making and improved services.

Today, DIFE is a professional, trained and equipped institution which operates in a far more effective manner than before. I am hopeful that a stronger and skilled DIFE will play a lead role in ensuring safety and rights of workers in all industrial sectors.

This report is an important publication as it not only highlights the progress made by DIFE, but also reflects on DIFE's new commitment towards transparency and openness.

On behalf of the ILO, I would like to congratulate the DIFE leadership and officials on their achievements over the reporting period. I must also recognize the contribution and support of the Ministry of Labour and Employment towards the progress made by DIFE.

The ILO stands ready to continue its collaboration with DIFE, as we strive together to promote and ensure decent working conditions for all Bangladeshis.

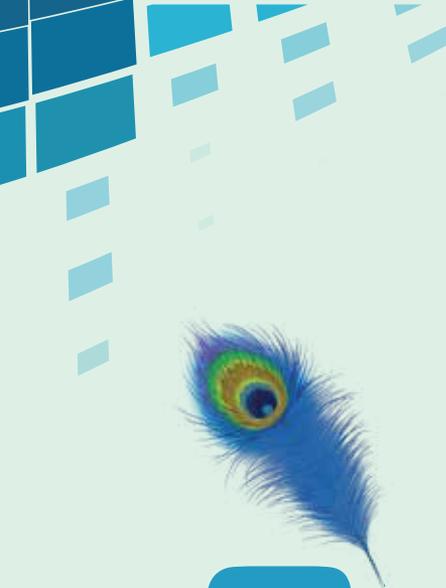
Tuomo Poutiainen

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Sabbir Anwar, Labour Inspector (General)
Department of Inspection for Factories & Establishments

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E-mail: popular.communication1978@gmail.com
popularcomm@hotmail.com



ABBREVIATIONS & 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
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 Defense
ILO	International Labour Organization
ISU	Industrial Safety Unit
LIMA	Labour Inspection Management Application
MoLE	Ministry of Labour and 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	Ready-made Garments
SDG	Sustainable Development Goals
TF	Task Force
UD	Utilization of Declaration

1 Introduction

The Department of Inspection for Factories and Establishments (DIFE) is one of the six departments and agencies under the Ministry of Labour and Employment (MoLE) which was derived from the Directorate of Labour in 1970 by the provisions of Labour Policy, Industrial Relations Ordinance 1969 and Convention No. 81 of the International Labour Organization. The Directorate started its activities with a total staff of 314 employed in 1 Divisional Headquarter, 4 Divisional Offices (Dhaka, Chittagong, Khulna, and Rajshahi), and 4 Regional Offices. The DIFE was working mainly on the wages of workers in the industrial and commercial sectors of Bangladesh, the safety of the work environment, maternity benefits, minimum wages, apprentice, participation of workers in company profits, etc.

Thoughts on labour law began in the Indian subcontinent during British rule. The first factory law was enacted in 1881. Immediately after independence, Father of the Nation Bangabandhu Sheikh Mujibur Rahman signed the Labour Inspection Convention, 1947 (Convention No. 81) on 22 June 1972. In 1992, a 35-member National Labour Law Commission was formed headed by a High Court judge. The National Law Commission in 1994 recommended the enactment of a single law, consolidating the existing 25 labour laws. Based on this recommendation, Bangladesh Labour Act, 2006 was enacted in 2006. There are 354 sections in 21 chapters. Later in 2015, Bangladesh Labour Rules, 2015 were formulated for the implementation of the provisions of this Act.

In the long run, innumerable factories, shops, industrial and commercial establishments have sprung up in Bangladesh. Millions of workers are working in these sectors. The Directorate of Inspection for Factories and Establishments has been tasked with ensuring the legal rights of a growing number of working people, a safe and healthy working environment. The human resource and infrastructure of the Directorate were inadequate compared to the number of factories, shops, and commercial establishments all over the country. The Government of Bangladesh has signed a Memorandum of Understanding (MoU) with the European Union (EU) and the International Trade Union Confederation (ITUC) to enhance the capacity of the Directorate. The memorandum of understanding mentioned the increase in the manpower of the directorate by 2013. One of the conditions of the 16-point action plan that the United States later gave after the abolition of the Generalized System of Preferences (GSP) for Bangladesh was to appoint the required number of inspectors in the Directorate of Inspection for Factories and Establishments. Recommendations from the International Labour Organization (ILO), the European Union (EU), and the United States Trade Representative (USTR) after the Rana Plaza collapse on April 24, 2013, and to ensure compliance and legal rights of workers/employees to this end, the Government of Bangladesh took necessary steps to transform the Directorate of Inspection for Factories and Establishments into the Department.

Following this, the Directorate of Inspection for Factories and Establishments was upgraded to the department on 15 January 2014, and activities were taken to increase the manpower. Following the activities undertaken, the department started its journey with a total of 993 manpower in the revenue sector for 1 head office and 23 deputy inspector general's offices in 679 posts of different categories.

Vision and Mission

Vision:

- ▶ Create a decent work environment in the workplace.

Mission:

- ▶ Inspection of various factories and establishments as per Bangladesh Labour Act, 2006 and Bangladesh Labour Rules, 2015.
- ▶ Implementation of Bangladesh Labour Act, 2006 and Bangladesh Labour Rules, 2015.
- ▶ Ensuring occupational health, safety and welfare of workers in the workplace.
- ▶ Creating a propitious working environment to increase the productivity of the factory.
- ▶ Implementation of declared minimum wage in various industrial sectors.
- ▶ Elimination of child labour in hazardous work.
- ▶ Creating women-friendly work environment.
- ▶ Disposal of labour-related grievances.

At present, there are 5,146 RMG factories in the country. Among them 4,381 BGMEA member factories. There are about 26,00,000 workers in this sector. On the other hand, the number of non-RMG factories is 56,626 and the number of workers is about 34,00,000. The number of licensed/registered shops and establishments under the Department of Inspection for Factories and Establishment (DIFE) for inspection is 26,275 and the number of personnel outsourcing/ supplying contractors is 656. The DIFE is responsible for the proper implementation of the legal provisions relating to the rights, working conditions, health, and safety of a large number of workers engaged in various professions.

This report covers the period 2020-2021 and provides a detailed account of how labour inspectorate operates in Bangladesh, how it is 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 also sheds 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 & Establishment (DIFE)

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 the 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 an 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, data storage and information provision, 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 the license of commercial organization, issue of the license of manpower supplying contractor, exemption of factory from the 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 non-formal 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 Inspectors 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 increased. As a result, in order to expedite the activities of the Safety Section, a total 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 a 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 the provision of a day-care centre in the workplace, setting up first aid systems and medical centers where applicable. In addition, implementation of the 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 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 Inspectors General, Labour Inspectors and Office Assistants 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 the workplace, provision of first aid and, the 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 the 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 the 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, Joint and Deputy Inspector General, Assistant Inspector General or a 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 a 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 a 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 481 posts (around 48%) are currently filled. There are 215 sanctioned posts for Grade- 2 to 9 (or Class-1) officers and 365 posts for Grade-10 officers.

Sl No	Classification	Officer		Staff		Total
		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	85	232	133	31	481
3	Male	72	181	99	26	378
4	Female	13	51	34	5	103
5	Existing as a percentage of sanctioned	39.54%	63.56%	64.56%	14.97%	48.44%

Table 1: DIFE Personnel by Grade (as of 30 June 2021 sanctioned and Existing post)

In the financial year 2020-2021, 14 Labour Inspectors (Health) have joined in the DIFE. Among them 11 are men and 3 are women. Note that at the time mentioned, 11 officers and staffs of different grades have retired and left from their jobs. Besides, one Labour Inspector died at this time.

Out of these 481 filled in posts, 85 are Grade- 2 to 9 officers, 232 are Grade-10 officers, 133 are Grade- 13 to 16 and 31 are Grade- 17 to 20 staffs (**Figure 1**).

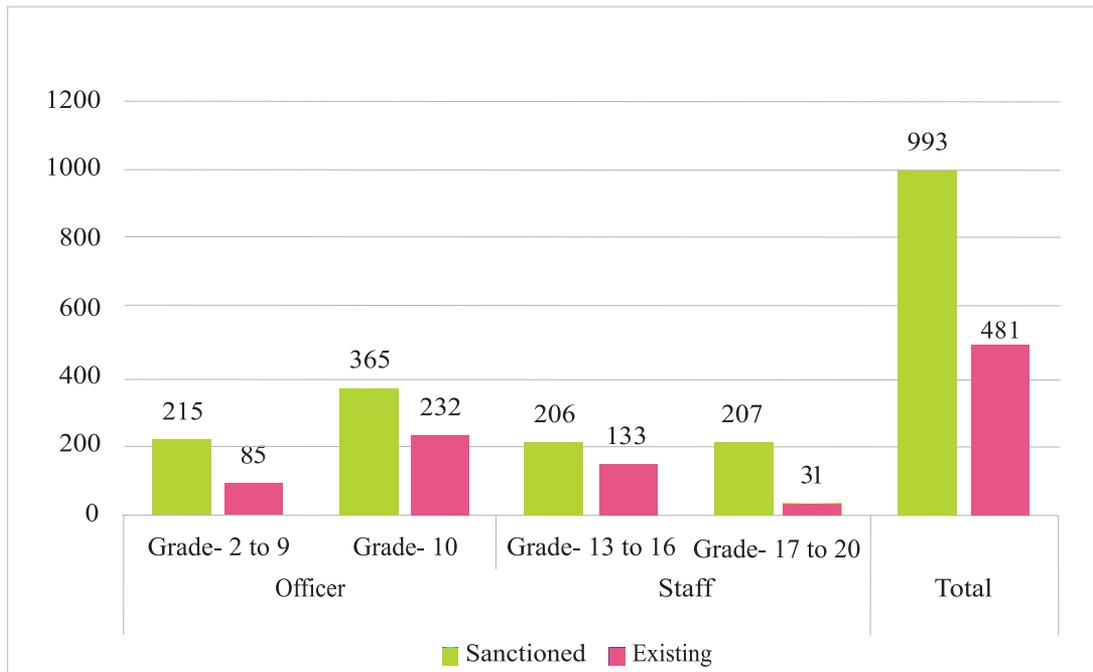


Figure 1 : Sanctioned Vs. Existing Posts By Grade

Out of the total existing 481 posts, almost 21% (103) posts are filled in by women. However, women comprise 15% (13) of existing 85 Grade- 2 to 9 officers. In the 232 existing posts for Grade-10 officers, 51 (about 22%) are female officers (**Figure 2**).

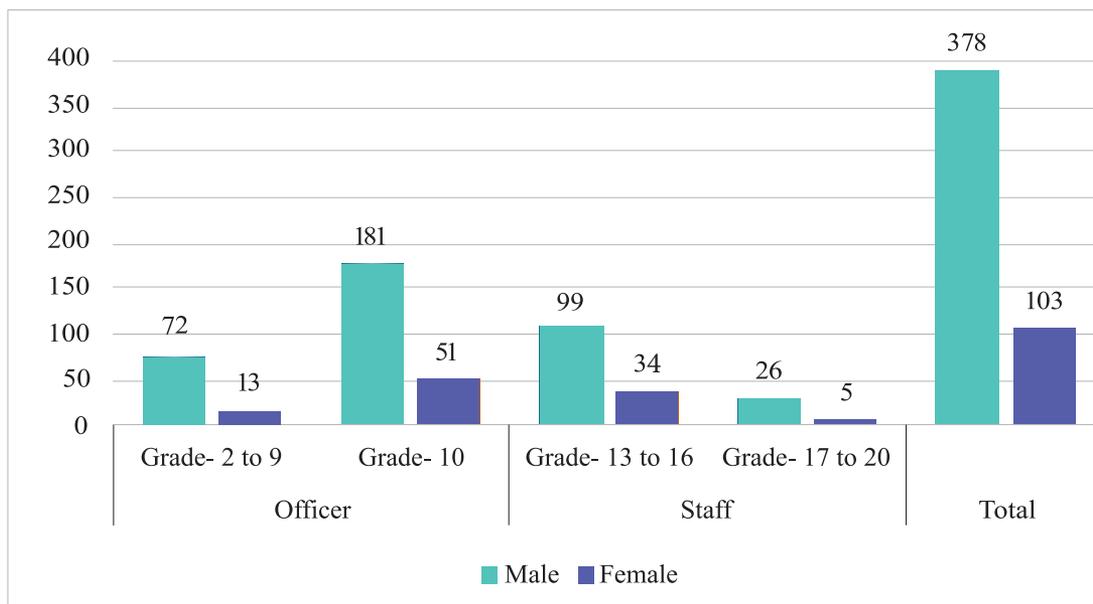


Figure 2 : Existing Personnel By Grade And Male-female

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) Immediate inspection (c) Inspection of accident site (d) Inspection on complaint basis, regular inspection 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 2020-2021, the inspectors have completed a total of 47361 inspections in factories, shops, establishments and other factories.

Sl. No.	Months	Garments	Shops	Establishment	Others Factories	Total
1	2	3	4	5	6	7
1	July, 2020	661	187	196	1703	2747
2	August, 2020	466	182	153	1505	2306
3	September, 2020	540	336	470	2652	3998
4	October, 2020	556	528	624	2638	4346
5	November, 2020	532	680	685	2496	4393
6	December, 2020	462	713	577	2321	4073
7	January, 2021	498	760	680	2300	4238
8	February, 2021	426	870	677	1868	3841
9	March, 2021	380	900	674	2000	3954
10	April, 2021	813	448	429	2300	3990
11	May, 2021	495	813	780	3054	5142
12	June, 2021	398	562	666	2707	4333
Total		6227	6979	6611	27544	47361

Table 2: Labour Inspection Carried Out in 2020-2021 (Source: general section, DIFE, 2021)

Out of the total 47361 inspections, 13% of the inspections were completed in garments, 15% in shops, 14% in establishments and 58% in other factories respectively.

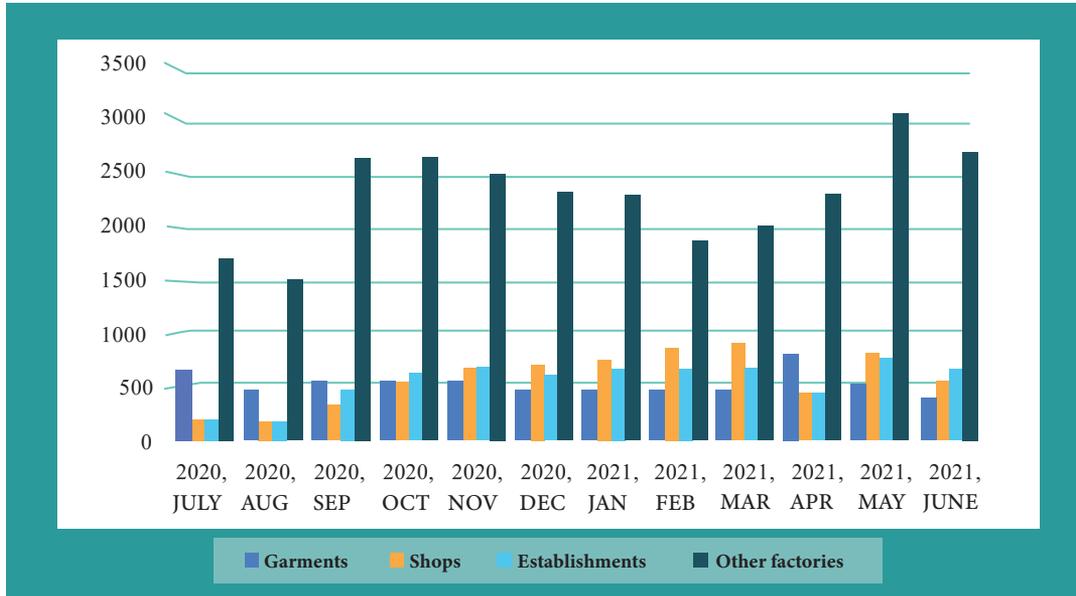


Figure 3: Labour Inspection Carried Out in 2020-2021

2.3 Inspection carried out through LIMA

A few inspections related information from Labour Inspection Management Application (LIMA) in the fiscal year 2020-2021 is depicted below:

A total of 8,367 inspection was done using LIMA in the mentioned period, out of which 1,944 was special inspection and 6,423 was regular inspection. Also, 128 of the inspections carried out were announced, while 8,149 were unannounced.

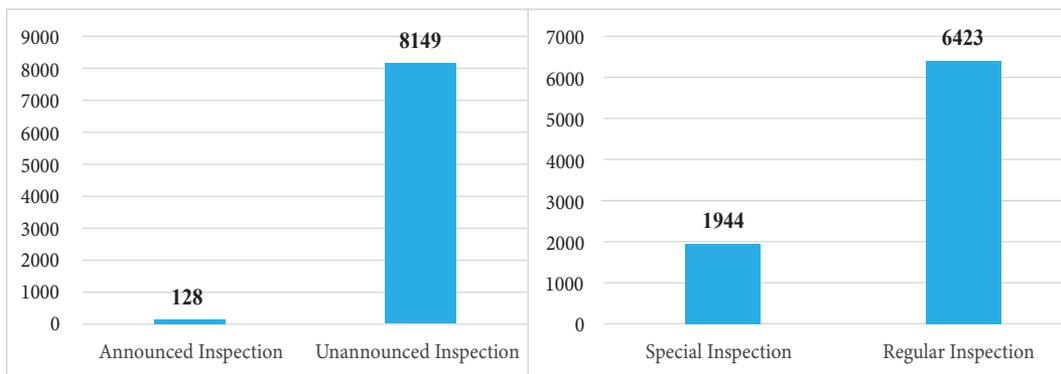
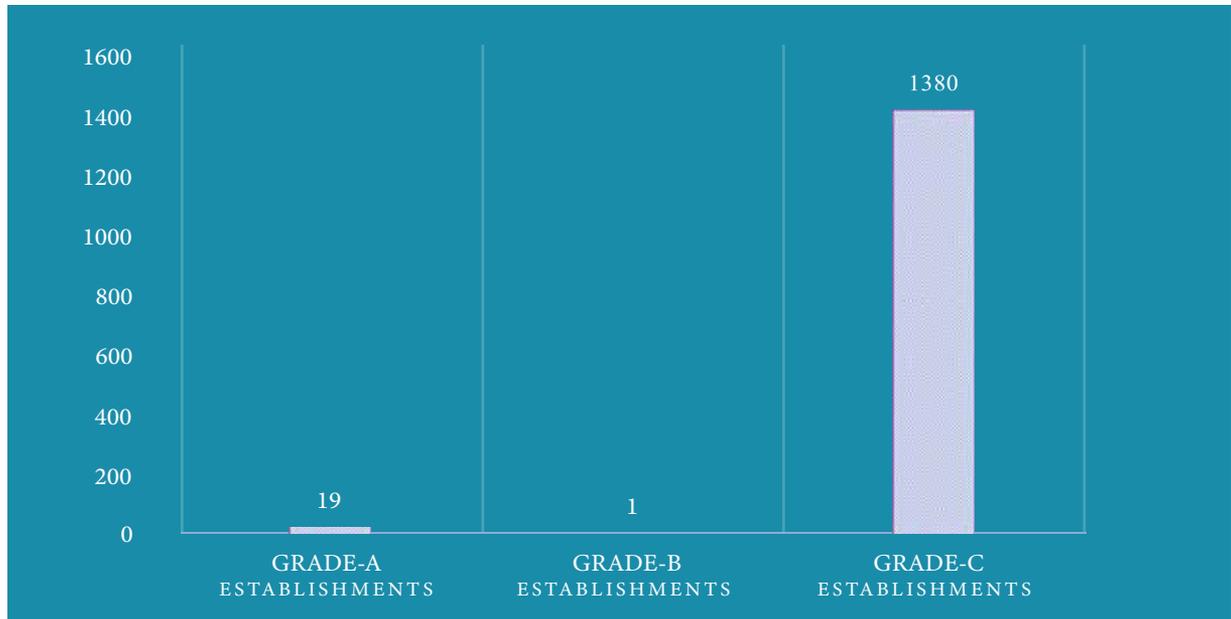


Figure 4.1: Announced vs Unannounced Inspection through LIMA, Fiscal 2020-2021

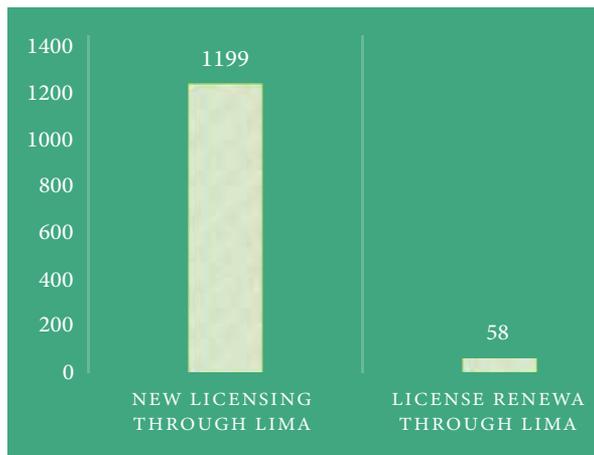
Figure 4.2: Regular vs Special Inspection through LIMA, Fiscal 2020-2021

Out of the 1,400 establishments inspected using LIMA, 19 establishments were graded as A, 01 were graded as B, and 1,380 were graded as C (grade A referring to most compliant and grade C referring to least compliant).

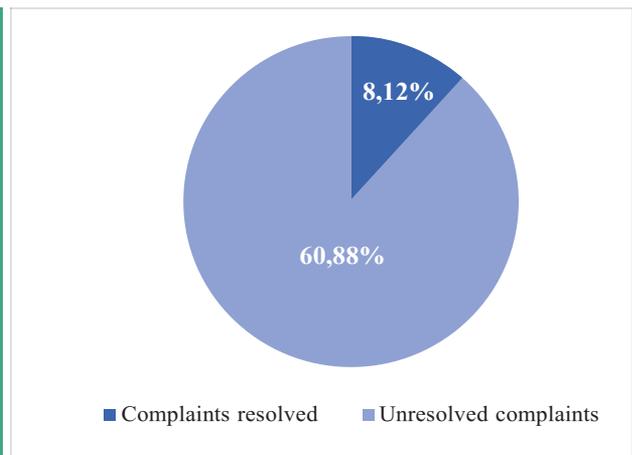


4.3 Figure: Grading of Establishments according to LIMA

In the mentioned period, 1199 new license applications and 58 license renewal applications have been processed by LIMA. Meanwhile, 68 complaints have been received through LIMA of which 08 have been resolved.



4.4 Figure: New license and license renewal using LIMA, Fiscal 2020-2021



4.5 Figure: Complaints received through LIMA, Fiscal 2020-2021

2.4 Non-tax revenue for license

The Department of Inspection for Factories and Establishments (DIFE) under the Ministry of Labour and Employment is conducting activities to maintain a conducive environment for business and investment by ensuring decent, healthy and safe working environment in factories and establishments. To this end, regular and special inspection activities are conducted in factories, shops and establishments. The Department of Inspection for Factories and Establishments has always been playing a leading role in the economy of the country by implementing the Bangladesh Labour Act and Bangladesh Labour Rules through inspection as well as issuing licenses to factories and establishments and collecting non-tax revenue by renewing licenses. In the financial year 2020-2021, a total of BDT 5,88,45,296/- has been earned for issuing licenses and renewing licenses.

Sl. No.	Months	Non-tax revenue
1	2	3
1	July, 2020	95,23,359/-
2	August, 2020	56,05,953/-
3	September, 2020	65,96,602/-
4	October, 2020	47,92,619/-
5	November, 2020	49,24,668/-
6	December, 2020	39,94,033/-
7	January, 2021	38,77,276/-
8	February, 2021	36,36,909/-
9	March, 2021	30,32,037/-
10	April, 2021	18,63,516/-
11	May, 2021	21,69,819/-
12	June, 2021	88,28,505/-
Total		5,88,45,296/-

Table 3: Non-tax revenue of the department

2.5 Filing Criminal Cases for violations

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 laws 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 organization for violating the provisions of the labour law. A total of 1421 cases have been filed in the 2020-2021 financial year. Of these, 490 cases have been settled.

Months	Garments	Shops	Establishments	Others shops	Child labour case	Total	Information regarding case settlement	Collection of fines (BDT)
July, 2020	0	0	1	0	0	1	0	0
August, 2020	6	0	4	15	0	25	0	0
September, 2020	3	0	6	2	2	13	27	58500
October, 2020	0	14	1	14	1	30	58	804500
November, 2020	11	18	17	20	14	80	139	984500
December, 2020	4	16	30	50	4	104	43	253000
January, 2021	3	22	25	60	15	125	74	798100
February, 2021	13	25	35	80	7	160	45	355500
March, 2021	9	48	24	67	9	157	38	127500
April, 2021	5	16	18	30	21	90	32	149000
May, 2021	17	50	90	250	21	428	32	330500
June, 2021	4	30	40	13	4	208	2	2000
Total	75	239	291	718	98	1421	490	3863100

Table 4: Information about cases

2.6 Motivational meeting for observance of labour laws and regulations

In order to implement Bangladesh Labour Act and Bangladesh Labour Rules, a total of 957 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 labour in the fiscal year 2020-2021.

Sl. No.	Months	No. of Motivational meeting
1	2	3
1	July, 2020	43
2	August, 2020	53
3	September, 2020	68
4	October, 2020	87
5	November, 2020	97
6	December, 2020	90
7	January, 2021	106
8	February, 2021	90
9	March, 2021	88
10	April, 2021	83
11	May, 2021	111
12	June, 2021	41
	Total	957

Table 5: Number of Motivational meeting



Figure 5: Motivational meeting July, (2020- June, 2021)

2.7 License Issue and Renewal of Factories, Shops & Establishments

The Department of Inspection for Factories and Establishments has issued 9999 licenses and renewed 33401 licenses in factories, shops & establishments.

Sl. No.	Months	No.of Issued License	No.of Renewed License
1	2	3	4
1	July, 2020	290	5482
2	August, 2020	265	3795
3	September, 2020	521	4328
4	October, 2020	613	3150
5	November, 2020	760	3028
6	December, 2020	1245	2240
7	January, 2021	1323	1832
8	February, 2021	1424	1674
9	March, 2021	1236	1251
10	April, 2021	708	698
11	May, 2021	925	1120
12	June, 2021	689	4803
Total		9999	33401

Table 6: License Issue and renewal in factories, shops & establishments

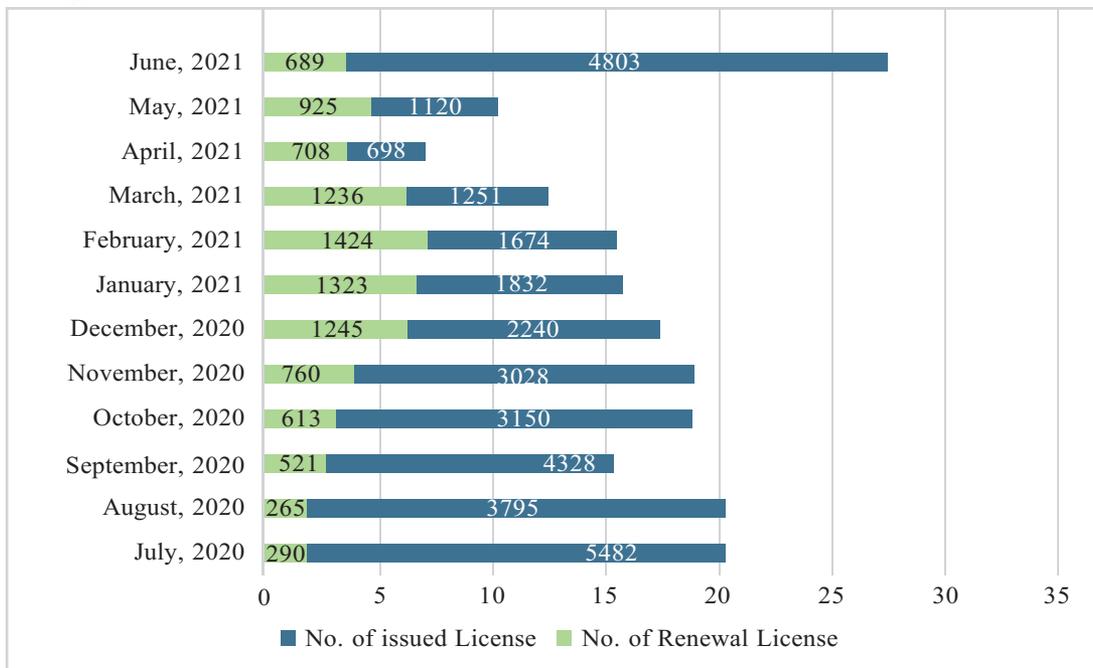


Figure 6 : License Issue and renewal in factories, shops & establishments

2.8 Licence Issue and renewal of Outsourcing

The Department of Inspection for Factories and Establishments has issued 73 licenses and renewed 109 licenses for outsourcing.

Sl. No.	Months	No.of Issued License	No.of Renewed License
1	2	3	4
1	July, 2020	1	3
2	August, 2020	0	2
3	September, 2020	9	6
4	October, 2020	12	4
5	November, 2020	2	4
6	December, 2020	4	4
7	January, 2021	10	12
8	February, 2021	9	19
9	March, 2021	13	17
10	April, 2021	3	12
11	May, 2021	6	6
12	June, 2021	4	20
Total		73	109

Table 7: License Issue and renewal of outsourcing

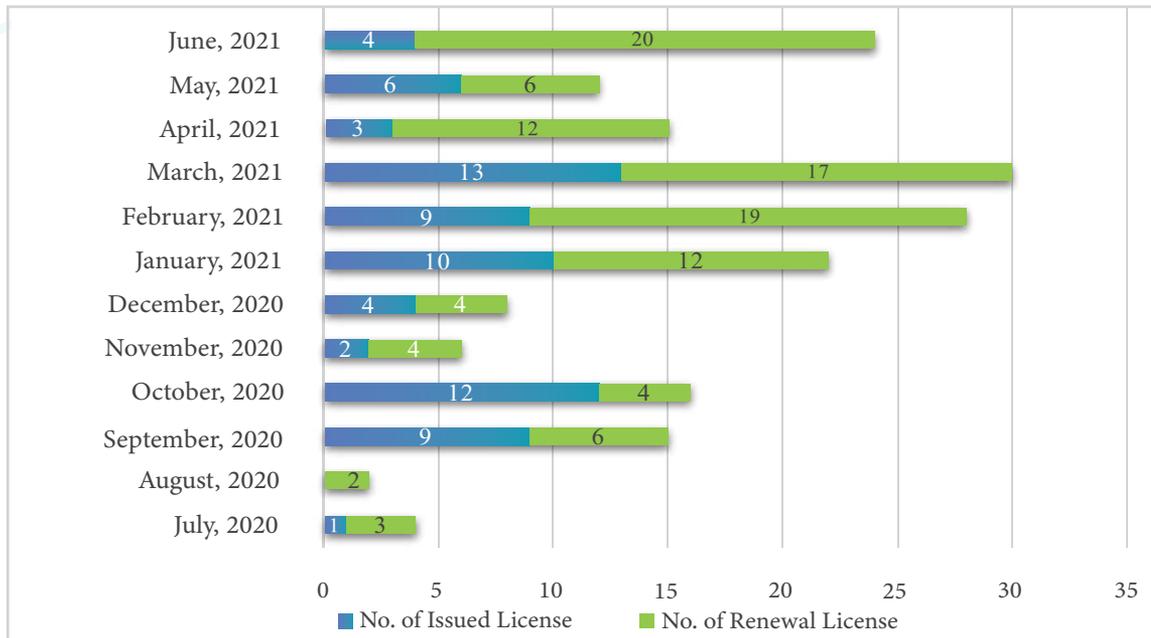


Figure 7 : License Issue and renewal of outsourcing

2.9 Complaint receive and settlement

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. 5236 complaints received in 2020-2021 financial year, Total complaints have been settled at the rate of 100%.

Sl. No.	Months	No of complaint receiving		Number of Total complaints	Number of Disposal complaint	Percentage of complaint disposal
		Via website	By application			
1	July, 2020	267	441	708	683	96.47%
2	August, 2020	108	273	381	399	98.28%
3	September, 2020	147	316	463	445	94.68%
4	October, 2020	95	386	481	478	94.47%
5	November, 2020	80	378	458	471	97%
6	December, 2020	88	315	403	378	90.43%
7	January, 2021	164	485	649	580	84.18%
8	February, 2021	126	256	382	450	91.65%
9	March, 2021	78	350	428	426	91%
10	April, 2021	56	244	300	297	86.59%
11	May, 2021	49	135	184	215	93.48%
12	June, 2021	51	348	399	414	100%
Total		1309	3927	5236	5236	100% (July/2020-June/2021)

Table 8 : Complaint receive and settlement

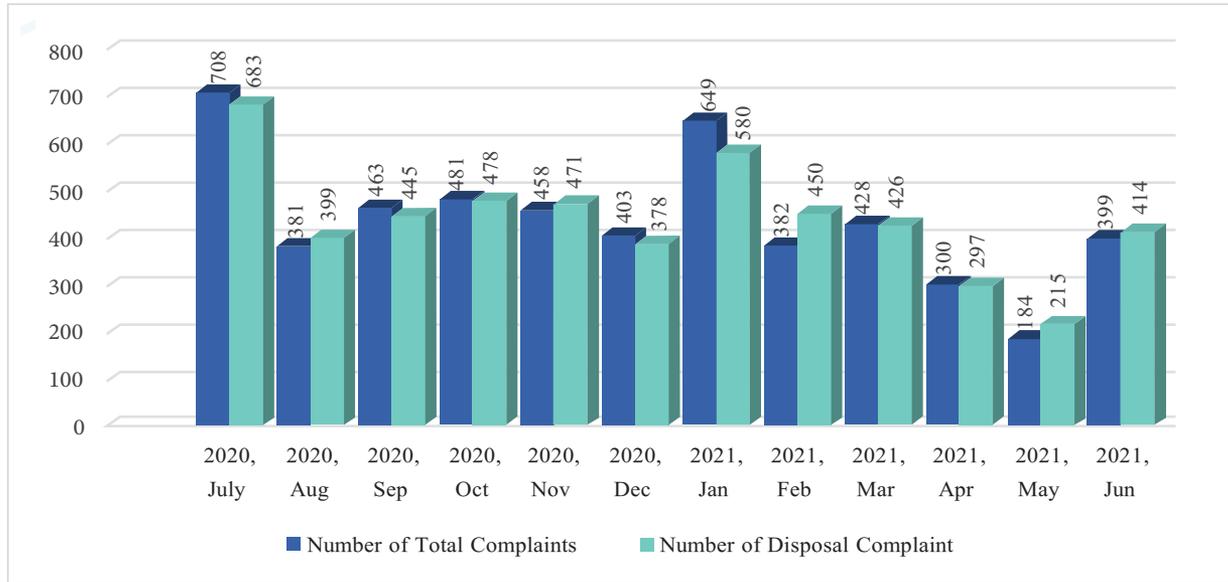


Figure 8 : Complaint receive and settlement

2.10 Approval of Recruitment Rules

DIFE approves the recruitment rules of various Factories and Establishments. From 2016 to June, 2021, 32 factories and establishments have approved their own employment 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 Labor 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 Safety Committee

Steps were taken to form a safety committee in the factories after the Bangladesh Labour Act, 2006 was amended in 2013 and the provisions of the Safety Committee were introduced in the Bangladesh Labour Rules enacted in 2015. Since then, a safety committee has been formed to ensure a safe working environment in the factories. The number of safety committees formed in the fiscal year 2020-2021 is 919. From the beginning of the formation of Safety Committee till June, 2021, there are 2672 in RMG factories and 2180 in non-RMG factories; Safety committees have been formed in a total of 4852 factories. In addition, the formation of safety committees in the remaining factories is underway.

Sl. No.	Months	Number of safety committee
1	2	3
1	July, 2020	21
2	August, 2020	36
3	September, 2020	35
4	October, 2020	60
5	November, 2020	52
6	December, 2020	147
7	January, 2021	91
8	February, 2021	91
9	March, 2021	79
10	April, 2021	73
11	May, 2021	152
12	June, 2021	82
Total		919

Table 9: Information regarding the formation of safety committee in the factory

2.13 Industrial Accidents

As per Bangladesh Labour Act, 2006, employers are responsible for reporting any accidents and injuries in workplaces. However, this is not occurred consistently and DIFE has to depend on other sources to know about the accidents before it can investigate.

Sl. No.	Months	Number of accidents occurred	Injured Person by Injury Type	
			Serious and fatal injury	Death
1	2	3	4	5
1	July, 2020	2	0	3
2	August, 2020	6	4	2
3	September, 2020	6	7	7
4	October, 2020	6	2	6
5	November, 2020	6	1	4
6	December, 2020	4	1	4
7	January, 2021	2	0	2
8	February, 2021	5	0	7
9	March, 2021	5	0	5
10	April, 2021	6	9	8
11	May, 2021	2	7	1
12	June, 2021	4	2	5
Total		54	33	54

Table 10 : Number of Accidents with injured persons (2020-2021)

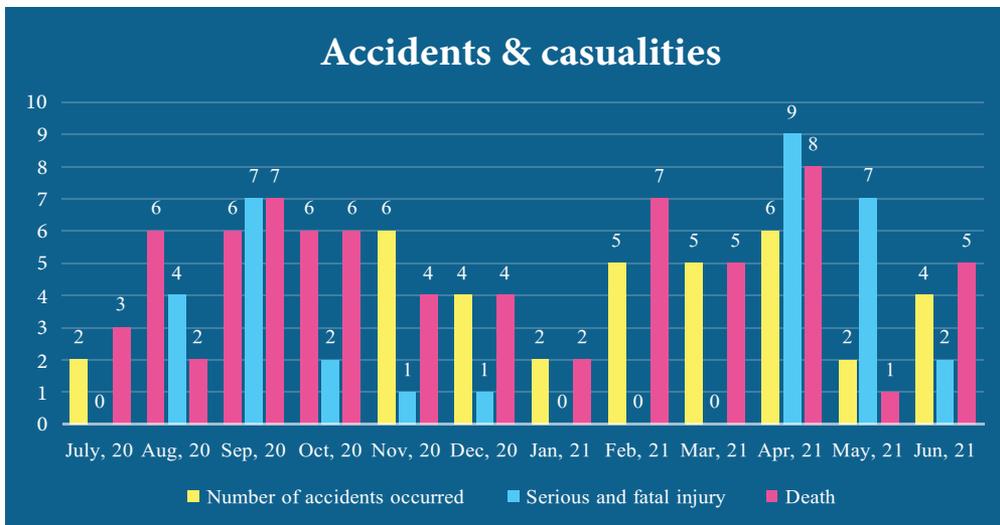


Figure 9 : Number of Accidents with injured persons

However, considering the vast number of enterprises in Bangladesh, the accident and injury data seems heavily under reported. Out of 87 reported injuries, 54 (62%) are death and 33 (38%) are serious and fatal injuries. In 2019-2020, 145 injuries were reported, out of that 103 (71%) were death and 42 (29%) were 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 2020-2021 BDT 3.36 million compensation has been paid. In the previous reporting period (2019-2020) BDT 8.72 million compensation was paid.

2.14 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 2020-2021, maternity benefits have been ensured for a total of 14,959 workers. The amount of financial benefits provided to the women worker by the employer is 59,16,74,743 (Fifty-nine crore sixteen lac seventy-four thousand seven hundred and forty-three) Taka.

Sl. No.	Months	Number of workers	Amount of money (BDT)
1	2	3	4
1	July, 2020	898	2,80,77,911
2	August, 2020	950	2,73,17,850
3	September, 2020	681	2,53,44,256
4	October, 2020	1,786	7,37,88,529
5	November, 2020	1,515	4,16,12,532
6	December, 2020	618	1,93,06,052
7	January, 2021	2,136	7,69,40,960
8	February, 2021	1,316	5,70,97,221
9	March, 2021	2,311	10,75,04,566
10	April, 2021	532	1,60,13,192
11	May, 2021	1,051	4,58,43,031
12	June, 2021	1,165	7,28,28,643
Total		14,959	59,16,74,743

Table 11 : Information on maternity welfare benefits (2020-2021)

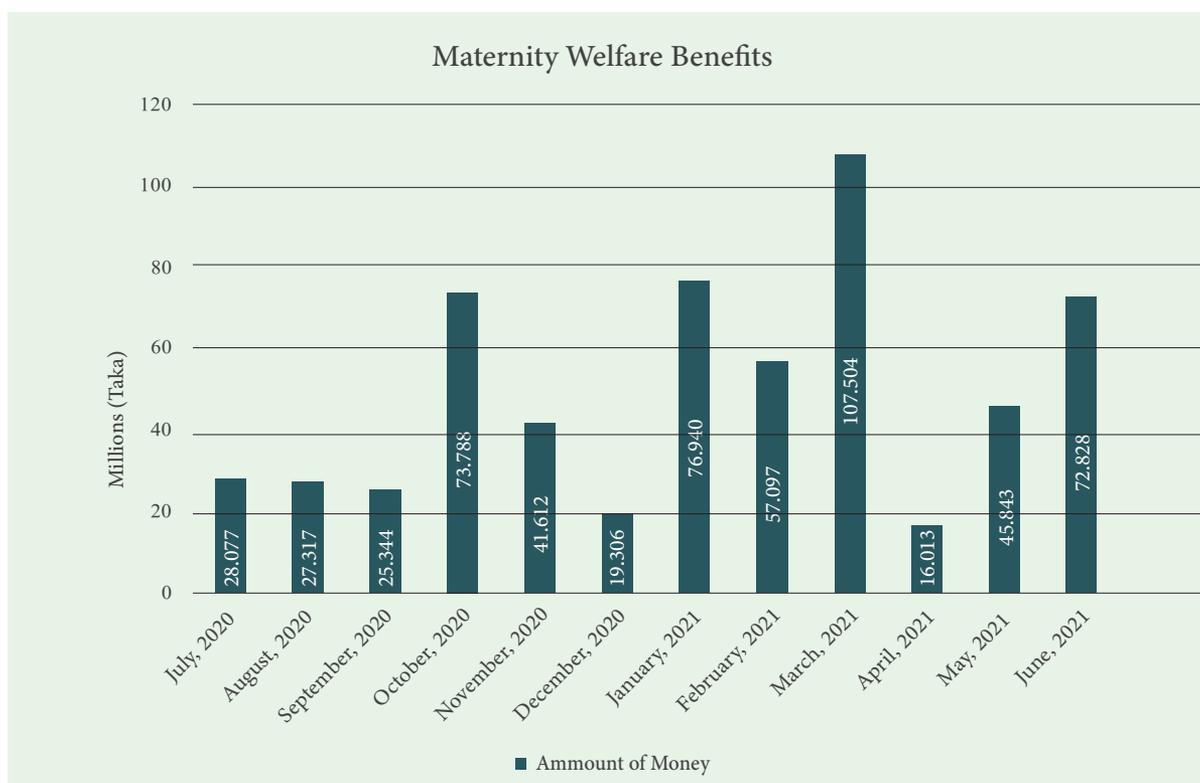


Figure 10 : Information on maternity welfare benefits



Figure 11: Number of workers on maternity welfare benefits

2.15 Setting up Day-cares and motivational 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 children. Under the supervision of DIFE, a total of 450 Day-cares set up have been ensured in the factories and establishments in the financial year 2020-2021. Besides, 410 motivational meetings have been organized for setting up child care rooms.

Sl. No.	Months	Number of Day-cares	Number of Motivational meetings
1	2	3	4
1	July, 2020	13	11
2	August, 2020	16	19
3	September, 2020	24	20
4	October, 2020	26	28
5	November, 2020	60	35
6	December, 2020	46	51
7	January, 2021	58	38
8	February, 2021	52	54
9	March, 2021	46	36
10	April, 2021	22	36
11	May, 2021	82	70
12	June, 2021	5	12
Total		450	410

Table 12: Motivational meetings for setting up day-cares and number of day-cares set up

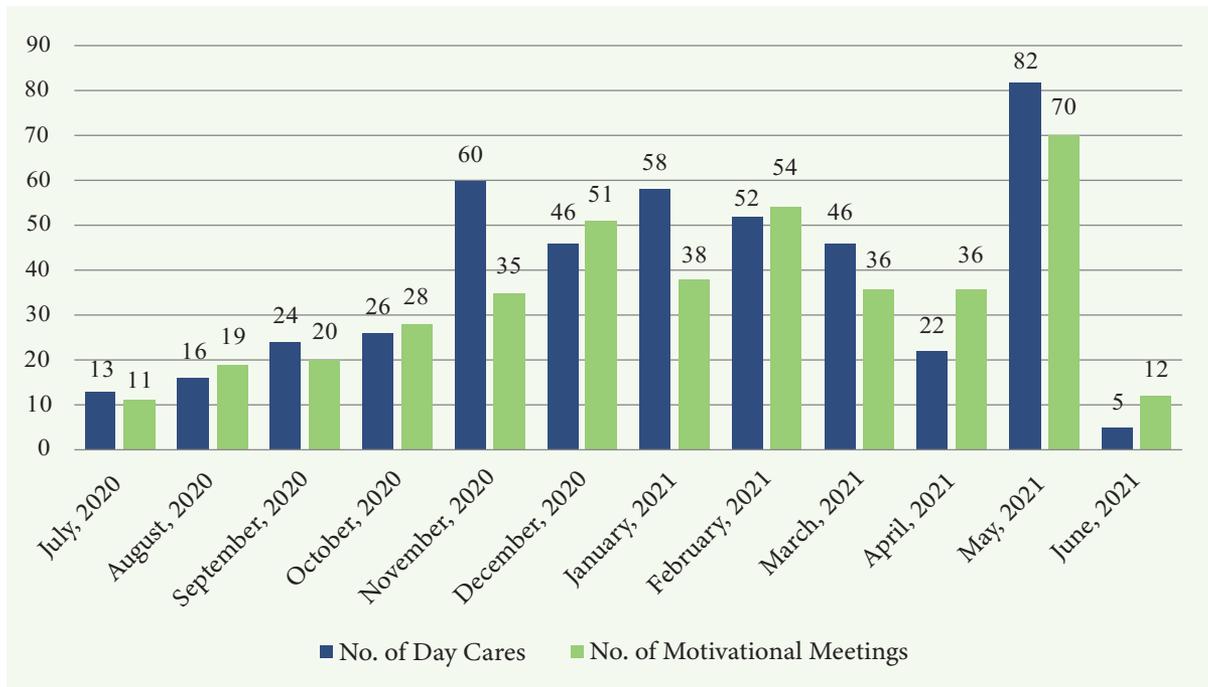


Figure 12: Motivational meetings for setting up day-cares and number of day-cares set up

2.16 Eradication of Child Labour

6 hazardous sectors had declared as child labour free in the press conference at Shromo Bhaban on February 4, 2021. Earlier, the Shrimp and Garment sector were declared child labour free.

6 Sectors are: -

1. Tannery
2. Glass
3. Ceramic
4. Ship recycling
5. Export-oriented leather goods and footwear
6. Silk

Also, A proposal has been sent to the ministry of Labour and Employment to declare these 5 sectors child labour free: -

1. Pharmaceuticals
2. Cold storage
3. Power station (power generation)
4. Cement and
5. fish hatchery / poultry hatchery

A proposal to include the following 6 new sectors in the list of hazardous works and update the list of 38 hazardous works for children has been sent to the Ministry of Labour and Employment on December 3, 2020.

1. Child Labour in dry-fish sector
2. Street based Work of children
3. Stone Collection, carrying and crushing
4. Child Labour in Informal/Local Tailoring and Clothing sectors
5. Children working in garbage picking and waste disposal
6. Child Domestic Worker

A 1-year action plan has been adopted to eliminate child labour from hazardous sectors across the country.

1-year action plan has been adopted for elimination of child labour from all sectors of 'Keraniganj Upazila' of Dhaka district.

In FY 2020-2021, it has been possible to eliminate 5088 children from labour through the offices of 23 Deputy Inspector Generals of the Department of Inspection for Factories and Establishments.

2.17 Corona virus prevention activities

Health care is being provided to the workers through telemedicine method for corona virus (covid-19) prevention. In this way, health services have been provided to workers.

2.18 Gender mainstreaming

Gender Related actions:

DIFE undertook the gender mainstreaming as a cross-cutting approach for its work. Through the RMGPII and UNFPA programme, DIFE implement various programmes to ensure gender equality and women's empowerment.

The Gender Road Map: The approved and validated Gender Road Map for DIFE has been printed and uploaded to the DIFE and ILO

Website: https://www.ilo.org/dhaka/Whatwedo/Publications/WCMS_753443/lang--en/index.htm

Celebrating International Women's Day during the time of COVID-19:

DIFE with support from ILO observed International Women Day 2020. A TV talk show was organized in on 8 March 2021 during the International Women's Day (IWD). The theme for the talk show was "Women in leadership in the RMG and other sectors: achieving an equal future in a COVID-19 world". Representatives from Government, DIFE employers, workers organization and ILO talked about the importance of women's leadership in the RMG sector specially during the COVID-19 crisis. . The link of the TV talk show is:

<https://www.ntvbd.com/video/special-day/womens-day/special-programme-kormokhetre-narir-netritto>

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 completed 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:

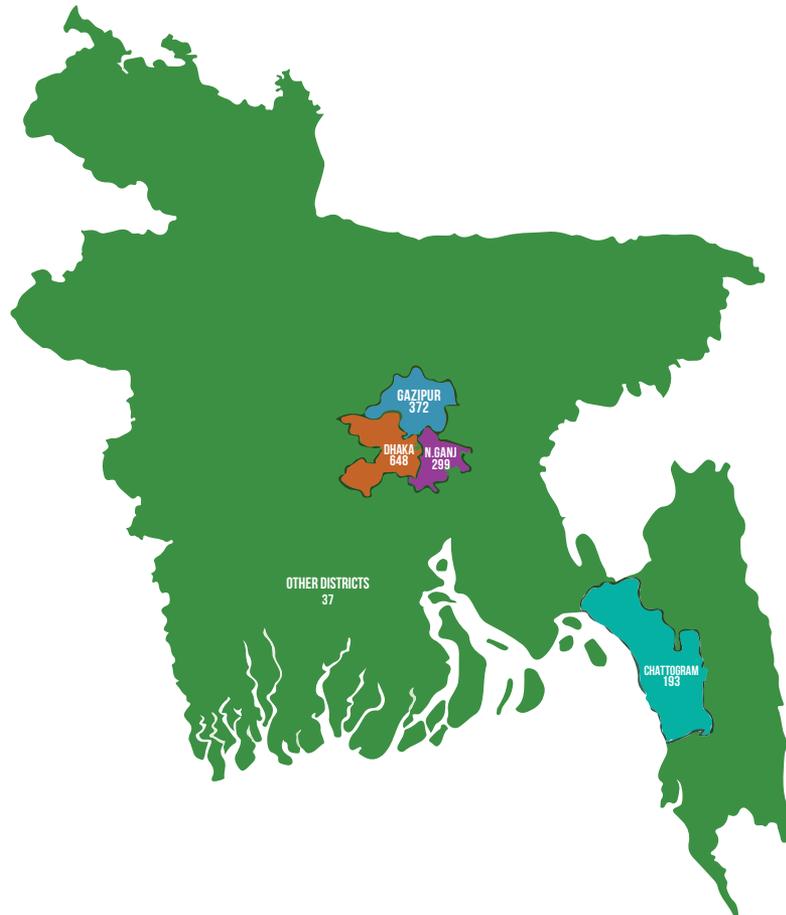
To ensure safety in RMG factories through sustainable compliance monitoring.

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:

SI No	District	Total no. of factories	Closed	Shifted	Under EPZ	Moved to Accord/Alliance	Active & Under follow-up
1	2	3	4	5	6	7	8
1	Dhaka	648	309	39	0	1	299
2	Narayanganj	299	125	32	2	1	139
3	Gazipur	372	105	22	0	6	239
4	Chattogram	193	79	6	9	0	99
5	Other districts	37	12	1	1	6	17
6	Total	1549	630	100	12	14	793

Table 13: Current status of 1549 factories under NI

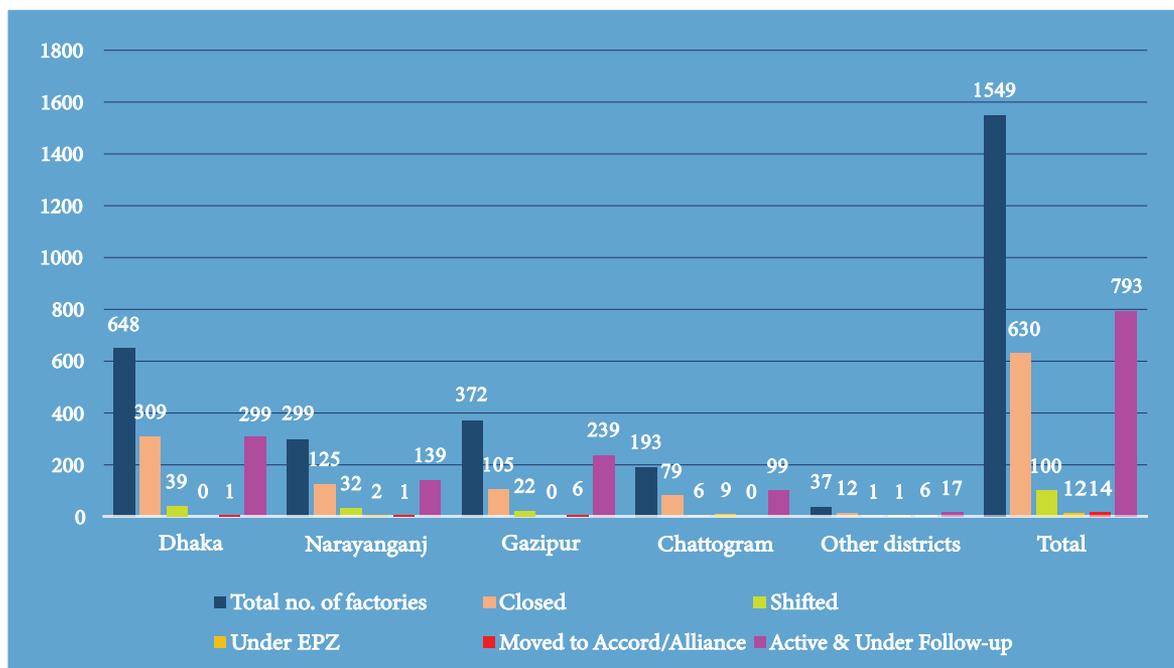


Figure 13: Graphical representation of 1549 NI factories in district wise

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 CAPs implementation status and factory management are pursued to submit required design/drawings to complete remediation.

4.2 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 approval, assuming all design standards & criteria are met. After final review by task force 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 according to the task force recommended design/drawings.

4.3 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.

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.

5.2 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.

5.3 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.

5.4 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, RajUK/CDA, OCEI & FSCD.

5.5 RCC's Progress

5.5.1 Factory Inspection

After the initial assessment completed in 2015, by July'2018 RCC Engineers visited the factories under National Initiative at least 7,500 times. During the period of July'2020 to June'2021, RCC Engineers successfully completed 2153 visits to 745 factories under National Initiative.

5.5.2 CAP Follow-up Progress

Since RCC's inception, as of June 2021, 1884 out of 3217 Structural CAPs, 8106 out of 18532 Electrical CAPs and 7142 out of 16640 Fire-related CAPs have been completed and in progress.

5.5.3 Design Review Progress

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

5.5.4 Structural Taskforce

346 DEA/design drawings have been submitted so far, among which 303 DEA/design drawings have been reviewed by the Structural Taskforce and 50 DEA/design drawings approved by the Structural Taskforce. Rest 253 DEA/design drawing documents have been returned to the factory management for further correction.

5.5.5 Electrical Taskforce

As of June 2021, 420 electrical design/drawings have been submitted to RCC, among which 153 drawings have been reviewed by electrical taskforce. 411 drawings have been reviewed by electrical design team. Among those 127 Drawings have been approved by taskforce and 284 Drawings have been returned to factories for correction.

5.5.6 Fire Taskforce

So far, 363 fire safety-related design/drawings have been submitted to RCC, among which 46 design/drawings are under review by the Fire Taskforce and 246 design/drawings were returned to factory managements for revision and 71 design/drawings have been fully approved by Fire Task-force.

6 Overall Progress

As of June 2021, among 793 active factories, 535 factories have completed less than 50% remediation works, 95 factories have remediation progress between 50%-70% and 94 factories have achieved more than 70-80% progress. 120 factories have achieved more than 90% progress. Currently the overall progress of RCC is 48% (as of June'2021), which has been calculated considering only the active factories under National Initiative

Additionally, under the Escalation Protocol, a list of 79 factories were sent closure letter and a request letter was sent to BGMEA/BKMEA to permanently revoke the UDs.

6.1 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 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.

8 Future Plans

- ▶ To strengthen the capacity of DIFE engineers a planned training schedule has already been started and it is to be continued.
- ▶ DIFE engineers have already started working with design-drawing team of RCC
- ▶ From DIFE proposed Industrial Safety Unit (ISU) will continue the activities of Remediation Co-ordination Cell (RCC).



“Sheikh Mujibur Rahman was able to make the dream of freedom that Bangalis had been dreaming for a thousand years come true.”

Honorable Prime Minister Sheikh Hasina



“My greatest strength is the love for my people,
my greatest weakness is that I love them too much.”

Bangabandhu Sheikh Mujibur Rahman



**Department of Inspection for Factories and Establishments (DIFE)
Ministry of Labour and Employment (MoLE)**

Shromo Bhaban, 196 Shaheed Syed Nazrul Islam Soroni,
Bijoyagar, Dhaka-1000, Bangladesh.



**International
Labour
Organization**



Canada



Kingdom of the Netherlands