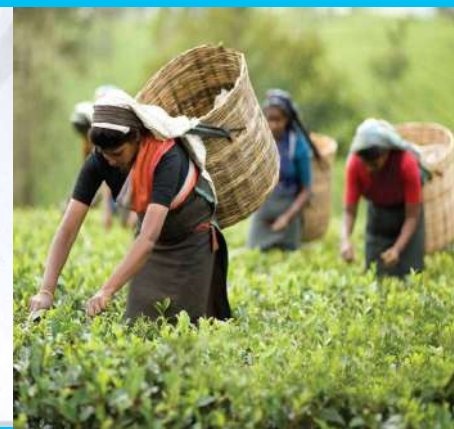
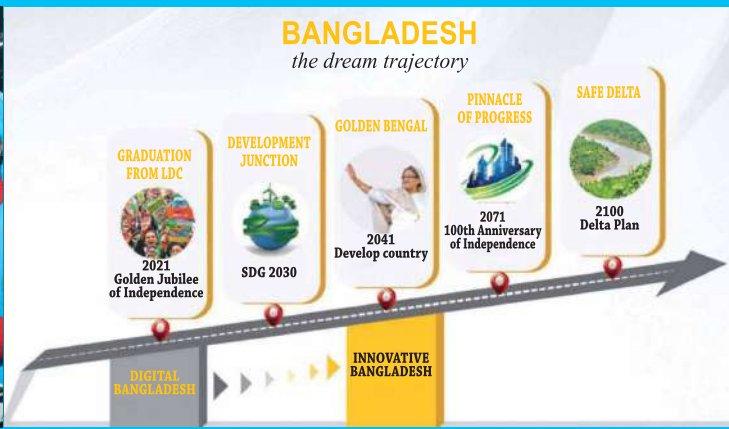




Labour Inspection Report 2019-2020



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



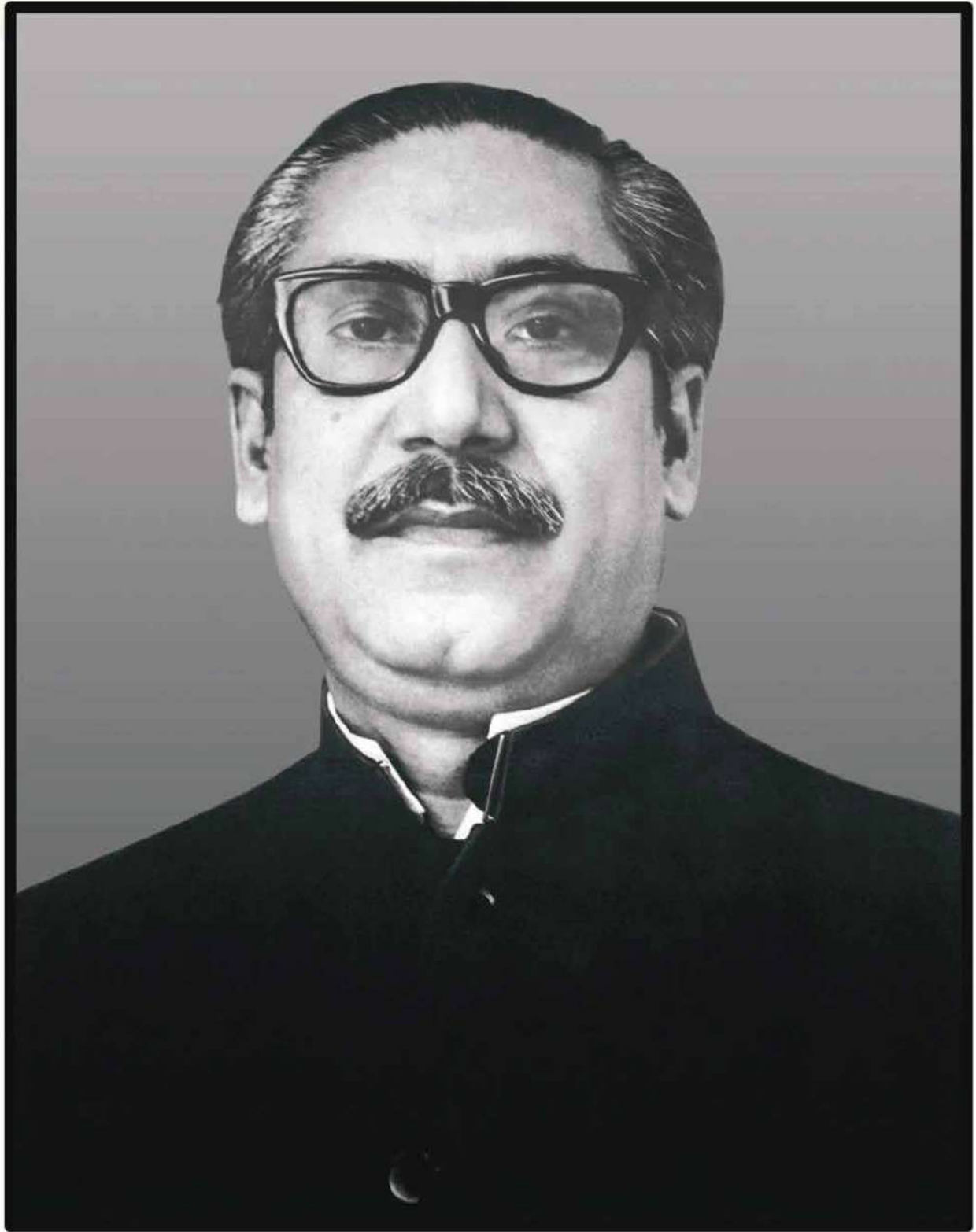


Labour Inspection Report 2019-2020



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





Father of the Nation Bangabandhu Sheikh Mujibur Rahman



**Prime Minister
Government of the People's Republic of Bangladesh**



Begum Monnujan Sufian, MP
State Minister
Ministry of Labour & Employment
Government of the People's
Republic of Bangladesh.

Message

It's my pleasure to know that the Department of Inspection for Factories and Establishments (DIFE) under the Ministry of Labour and Employment is going to publish the Labour Inspection Report 2019-2020.

The Labour Inspection Report 2019-2020 prepared by the DIFE highlight some of the notable issues from the regular activities and special activities of the department. This labour Inspection report will play a significant role for the officers and employees in managing the activities undertaken by the department and in formulating future work plans.

The democratic government ensures its transparency, accountability, and responsibility by disclosing the developmental activities of the government to the people. The present government led by Honorable Prime Minister Sheikh Hasina, the luminary daughter of the Father of the Nation Bangabandhu Sheikh Mujibur Rahman, is working relentlessly to carry out Vision-2041 to build a developed and prosperous Bangladesh. The DIFE is working to make sure a decent and safe working environment. Although the economies of developing countries around the world are in crisis due to the global pandemic of Covid-19, we have been able to keep the working people safe from the economic crisis under the strong leadership and courageous steps of the Honorable Prime Minister. At the beginning of the corona pandemic, free 'Telemedicine' services have been given to workers through the doctors of the department. With the support of the ILO, 'Occupational Safety and Health Guidelines on Prevention and Remedy for Covid-19 in the Workplace' has been formulated.

Above all, this labour inspection report of the department could be used as a source of information and data on industries and personnel in the country. I strongly believe that this report will also play a vital role in the factory and labour-related research.

Finally, on the birth centenary of the Father of the Nation Bangabandhu Sheikh Mujibur Rahman, we call upon all to work towards building Bangabandhu's Sonar Bangla. I would like to extend my sincere congratulations and gratitude to all those involved in preparing this informative labour inspection report.

Begum Monnujan Sufian, MP



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

Message

In this year of the birth centenary of the Father of the Nation Bangabandhu Sheikh Mujibur Rahman, and while celebrating the golden jubilee of our independence, I am delighted that the Department of Inspection for Factories and Establishment (DIFE) has taken an initiative to publish Labour Inspection Report 2019-2020 with inspection information.

DIFE, which works under the Ministry of Labour and Employment, is playing a pivotal role in promoting decent working conditions in workplaces and international labour standards by acting as a bridge between employers, workers, development partners and other stakeholders. DIFE strives to ensure that working conditions which include the terms of contract, wages, working hours, leave, occupational safety and health, maternity benefits and welfare are implemented and regulated in accordance with the Bangladesh Labour Act 2006, (amended in 2018) and Bangladesh Labour Rules, 2015. DIFE also works for the elimination of child labour in the workplace.

In addition to regular inspection of factories and establishments, DIFE has helped to establish 367 day-care centers in 2019-2020 to promote women friendly workplaces, and supported the establishment of 902 safety committees in 2020. The Remediation Coordination Cell (RCC) of DIFE is overseeing safety remediation work in ready-made garment factories.

During the COVID-19 pandemic, under the Honourable Prime Minister's guidance, factories and establishments have been able to continue their operations. This has ensured the continuation of economic activities and foreign currency earning through export. Throughout the pandemic, DIFE has demonstrated outstanding and tireless efforts in conducting regular, as well as special inspections in workplaces to monitor and promote adoption of health and safety measures in adherence with the national Occupational Safety and Health Guideline on COVID-19.

I strongly believe that DIFE will work more efficiently in future to achieve the dream of Father of the Nation Bangabandhu Sheikh Mujibur Rahman to build 'Sonar Bangla' where all Bangladeshis will be able to work and live in safety and dignity. I would like to express my heartfelt thanks to all the staff members and leadership of DIFE for their sincere hard work in preparing this informative 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 & Establishments (DIFE) is going to publish the Labour Inspection Report 2019-2020. I am delighted that DIFE has come a long way in establishing a decent workplace in Bangladesh. This report presents DIFE's important endeavours, developments, achievements and challenges.

Under the guidance of the Ministry of Labour and Employment, DIFE is working relentlessly to implement Bangladesh Labour Law-2006 and Bangladesh Labour Rules-2015, through its 23 regional offices in Bangladesh with a view to ensuring workers' rights. National Occupational Health and Safety Training and Research Institute (NOHSTRI) has been constructed in Rajshahi. International labour standards, research, training, risk assessment, higher education and rehabilitation activities will be performed through this institute. In order to create a women-friendly workplace, 367 child care centers have been set up in factories and establishments in the fiscal year 2019-2020 under the supervision of DIFE. Besides, 902 safety committees have already been formed in various factories to ensure a safe workplace.

DIFE has been working to ensure a decent workplace and preserve workers' rights to achieve sustainable development goals 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 occupational health and safety at the workplace. Targeting the SDGs-2030 and vision-2041, DIFE has taken some good initiatives like online licensing system, 100% e-filing, toll-free helpline (16357) for workers etc. The Labour Inspection Management Application (LIMA) has been launched in order to perform the inspection in the digital system. The Labour Inspection Report briefly summarizes the overall activities of the department in the fiscal year 2019-2020. This report will increase transparency, accountability and mobility of the labour inspection system in Bangladesh.

I would like to extend my heartfelt appreciation to DIFE officials for their tireless efforts in making an informative report.

Md. Nasir Uddin Ahmed



**International
Labour
Organization**

Tuomo Poutiainen
Country Director
ILO Bangladesh

Message

I am pleased to learn that the Department of Inspection for Factories and Establishments (DIFE) has taken initiative to publish the Labour Inspection report for 2019-2020.

This publication demonstrates the improvements in the labour inspection system over the reporting period, and presents the gaps that remain in achieving the milestones set for enhancing workplace safety in Bangladesh.

In recent years, Bangladesh has witnessed several fatal industrial and workplace-related accidents which remind us that occupational safety and health, fire safety and chemical safety require urgent attention. There have been calls from national and international stakeholders to improve the labour Inspection mechanism which is an effective tool for monitoring and regulating safety at workplaces. In collaboration with development partners, DIFE is making great efforts to transform the national labour inspectorate into a modern labour inspection system. As a result of these efforts, progress has been made in capacity development of labour inspectors, quality of inspection and overall inspection system.

I would like to thank the leadership and officials of the DIFE and Ministry of Labour and Employment for their commitment and endeavor to implement the labour law and labour standards in Bangladesh. The Inspector General of DIFE and his colleagues deserves praise for his dynamic leadership and for continually striving to improve the services of the labour inspectorate.

I also express my sincere gratitude to the development partners namely, Canada, Netherlands and the UK for their support towards strengthening DIFE.

The ILO will continue its collaboration with DIFE to ensure safe and healthy workplaces for all Bangladeshis.

Tuomo Poutiainen

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**Patron**

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

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Md. Ehsan-E-Elahi
Secretary
Ministry of Labour & Employment

Special Collaboration

Md. Nasir Uddin Ahmed
Inspector General (Additional Secretary)
Department of Inspection for Factories & Establishments

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Publication Date

August, 2021

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
BNBC	Bangladesh National Building Code
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 and Establishments
FSCD	Fire Service & 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 working to ensure a conducive working environment for workers in factories, shops and establishments and to enforce their legal rights. The department is under the Ministry of Labour and Employment, which is committed to achieving the goal of sustainable development through the establishment of good labour-employer relations and creating a safe working environment. It is the key authority responsible for ensuring the compliance, Safety and Health, welfare for workers in important sectors that contribute to national development.

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

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

This report covers the period 1 July 2019 to 30 June 2020 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 challenges they faced with, and identifies areas for improvement. In addition, this report will try to shed light on several relevant issues for example, the existing capacity of DIFE to carry out the labour inspection activities and the future planning and activities to improve the quality of inspections.

1.1 Introduction to the Department of Inspection for Factories and Establishments

Vision and Mission

Vision:

- 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.

The Department of Inspection of 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 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 license of commercial organization, issue of license of manpower supplying contractor, exemption of factory from application of certain sections and rules of labour law. This section helps the Bangladesh Workers Welfare Foundation through the distribution of checks for the meritorious children of workers in the formal and 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 healthy working environment, prevention of occupational diseases, ensuring access to medical facilities for sick workers, remedial and preventive measures to address health risks, ensuring maternity benefits, ensuring provision of day-care center in the workplace, setting up first aid systems and medical centers where applicable. In addition, implementation of National Integrity Strategy, Elimination of Child Labour in Hazardous Work, Health and Safety Unit activities, National Occupational Health and Safety Day (OSH Day) celebrations on 28th April 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 workplace, provision of first aid and, establishment of medical centers (where applicable). Apart from this, the work of eliminating child labour in hazardous work, recommendation for assistance from the fund of Bangladesh Workers Welfare Foundation and distribution of checks etc. are done through the office of the Deputy Inspector General. Necessary activities are also conducted as per the instructions of the head office. The mentioned activities are implemented in the offices of the Deputy Inspector General through 4 sections. The sections are: Safety Section, Health Section, General Section, Shops and establishments Section.

1.7 Activities of the DIFE

- ◆ Ensuring safety in the workplace by inspecting factories, shops and establishments in accordance with the Bangladesh Labour Act, 2006 and Bangladesh Labour Rules, 2015 and protecting the rights of workers as defined in the Bangladesh Labour Act.
- ◆ To inspect factories, shops, industrial and commercial establishments, tea gardens, inland water transport, road transport, etc. to supervise the conditions of employment of workers, safety, health and hygiene, welfare, payment of wages, scheduling of work, leave, etc.

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

2. Legislative Frameworks of the DIFE

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

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

Section 319 of the Bangladesh Labour Act, 2006 stipulates that the Inspector General, 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 copy thereof;
- c) to make necessary investigation or examination for ascertaining whether any provisions of this Act or any rules, regulations or schemes in respect of any establishment or any worker employed therein are properly complied with;
- d) to take deposition in respect of any matter pertaining to this act or any rules, regulations or schemes, of any person who is found in any establishment or who is believed to be or to have been within the preceding 2 (two) months employed in any establishment;
- e) to require every person so deposed or examined to sign the records or papers of such deposition or examination for verification;
- f) if necessary, to call to account or to demand an explanation from an employer or any person employed by her in respect of any registers, record, certificates, notices or any other document maintained by that employer; and
- g) to exercise such other powers or perform such other functions as are conferred to them by this act or any rules.

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

2.1 DIFE Personnel Statistics

From government of Bangladesh total number of sanctioned posts is 993 out of which 491 posts (around 50%) are currently filled. There are 215 sanctioned posts for grade 2 to 9 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	89	226	143	33	491
3	Male	75	176	108	28	387
4	Female	14	50	35	5	104
5	Existing as a percentage of sanctioned	41 %	62%	69%	16%	49.5 %

Table 1: DIFE Personnel by Grade (as of 30 June 2020 Sanctioned and Existing Post)

Out of these 491 filled in posts, 89 are grade 2 to 9 officer, 226 are grade 10 officers, 143 are grade 13 to 16 and 33 are grade 17 to 20 staff (**Figure 1**).

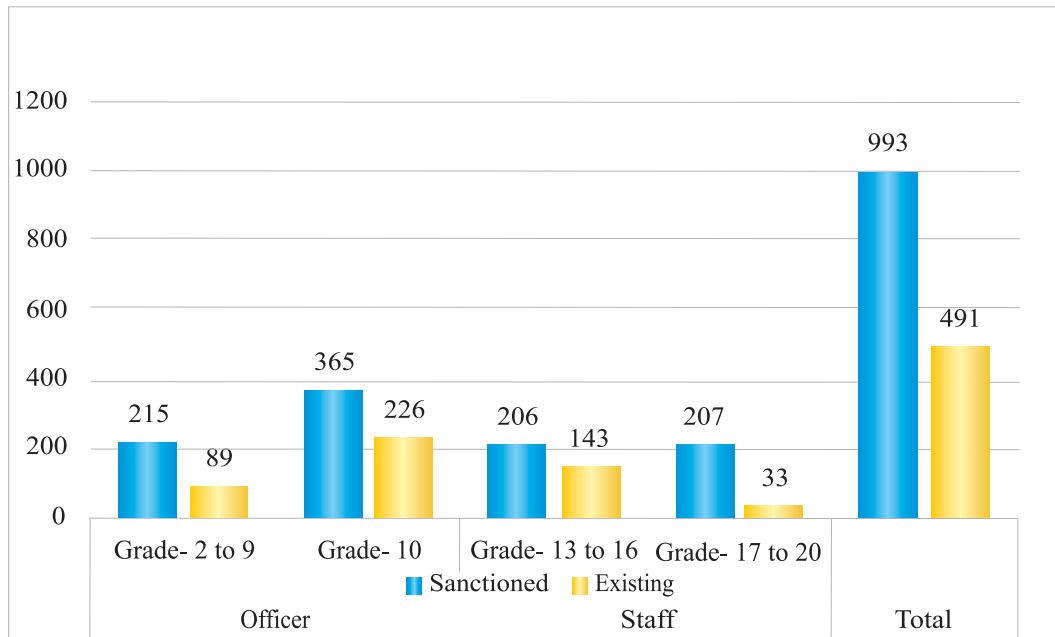


Figure 1 : Sanctioned vs. Existing Posts by Grade

Out of the total existing 491 posts, almost 21% (104) posts are filled in by women. However, women comprise 16% (14) of existing 89 grade 2 to 9 officers. In the 226 existing posts for grade 10 officers, 50 (about 22%) are female officers (**Figure 2**).

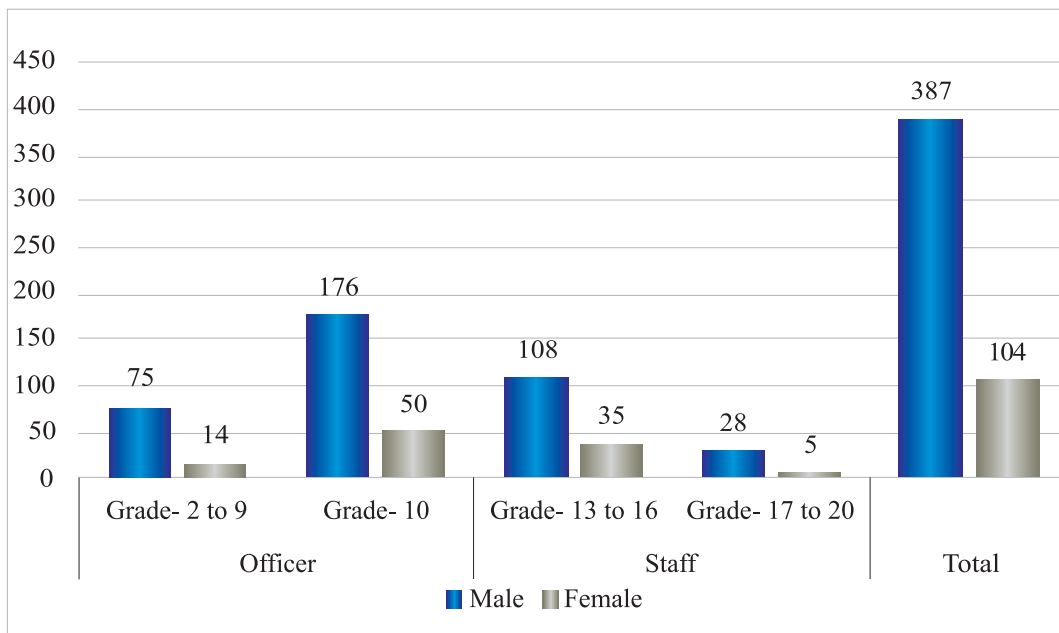


Figure 2: Existing Personnel by Grade and Male-Female

2.2 Labour Inspection

The main objective of this department is to create an worker-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 inspections usually take place in the following steps:

- All regular inspections are done in advance. The owners of the factories and establishments were informed about the visit by phone call or letter a week in advance.
- The name of the factory, the department of inspection, date and time are mentioned during the inspection. In the fiscal year 2019-2020, the inspectors have completed a total of 37,327 inspections in factories, shops and establishments.

Sl No	Months	Garments	Shops	Establishments	Others factory	Total (3+4+5+6)
1	2	3	4	5	6	7
1	July, 2019	217	1321	741	1195	3437
2	August, 2019	223	1260	707	1110	3300
3	September, 2019	211	1392	798	1360	3761
4	October, 2019	227	1299	910	1263	3699
5	November, 2019	178	1179	782	1224	3363
6	December, 2019	196	1371	836	1468	3871
7	January, 2020	251	1235	809	1550	3845
8	February, 2020	210	1350	765	1718	4043
9	March, 2020	270	1064	642	1409	3385
Special Inspection: Due to COVID-19, special inspection activities are being carried out at the factory level on the basis of a total of 14 questionnaires following the provisions of Chapters 5, 6, 7 and 8 of the Bangladesh Labour Act, 2006 from April, 2020. That information is as follows:						
10	April, 2020	0	0	0	99	99
11	May, 2020	682	0	0	670	1352
12	June, 2020	1222	87	60	1766	3135
	Total	3887	11558	7050	14832	37327

Table 2: Information on Inspection (Source: General Section, DIFF, 2020)

2.3 Inspection Carried out Through LIMA

A few inspections related information from Labour Inspection Management Application (LIMA) in the fiscal year 2019-2020 is depicted below:

A total of 16,195 inspection was done using LIMA in the mentioned period, out of which 366 was special inspection and 15,829 was regular inspection. Also, 1,037 of the inspections carried out were announced, while 15,158 were unannounced.

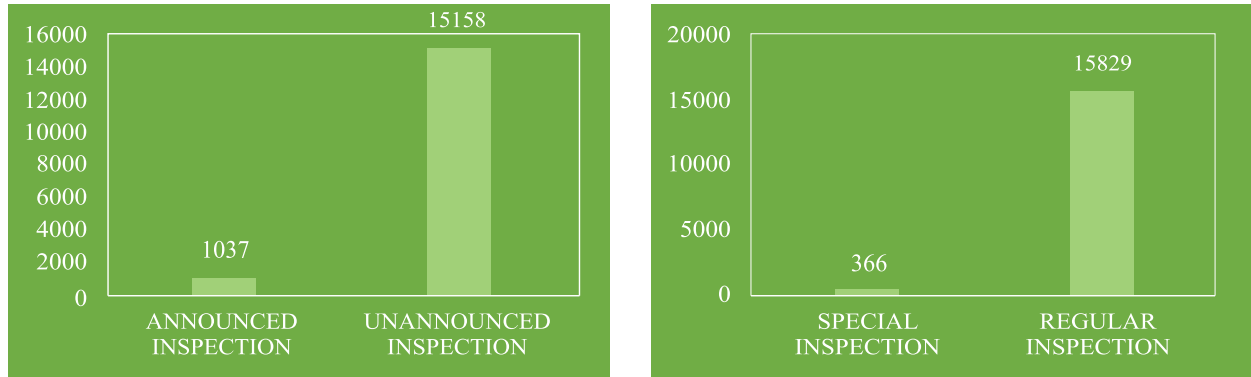


Figure 3: Announced vs. Unannounced Inspection & Regular vs. Special Inspection Through LIMA

Out of the 13,596 establishments inspected using LIMA, 185 establishments were graded as A, 114 were graded as B, and 13,297 were graded as C (grade A referring to most compliant and grade C referring to least compliant).

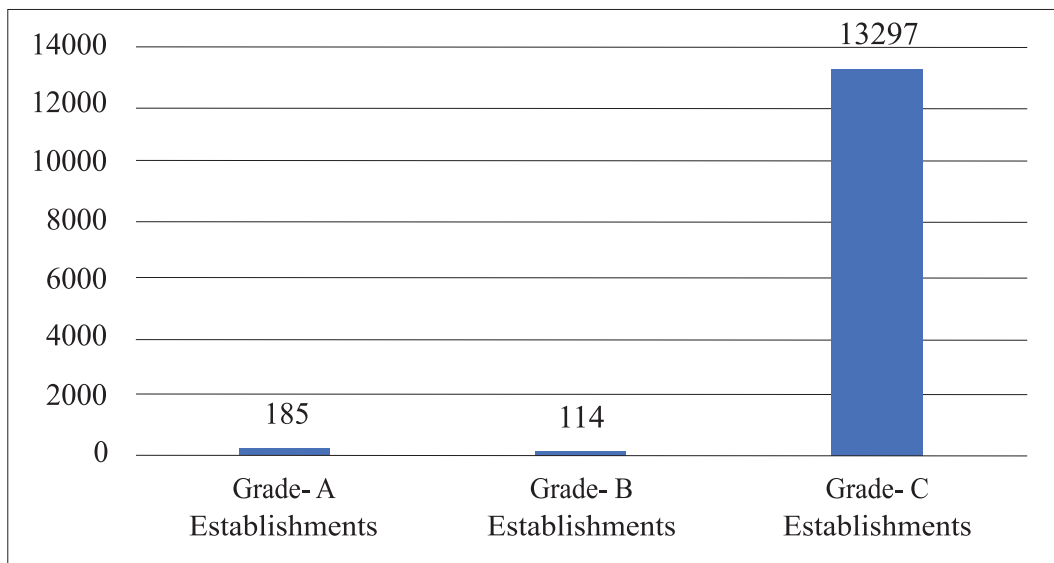


Figure 4: Grading of Establishments According to LIMA, Fiscal Year 2019-2020

In the mentioned period, 633 new license applications and 37 license renewal applications have been processed by LIMA. Meanwhile, 70 complaints have been received through LIMA of which 39 have been resolved.

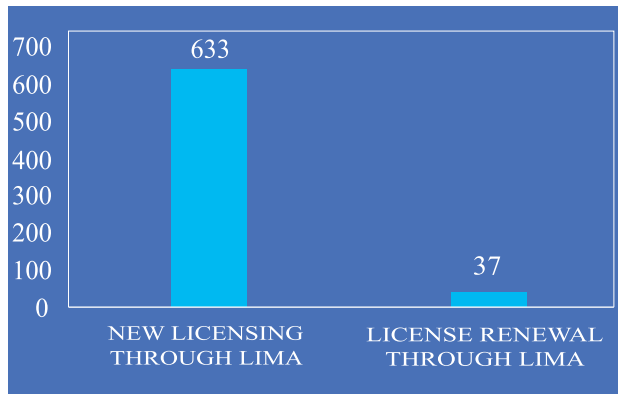


Figure 4.1: New License, License Renewal and Using LIMA, Fiscal Year 2019-2020

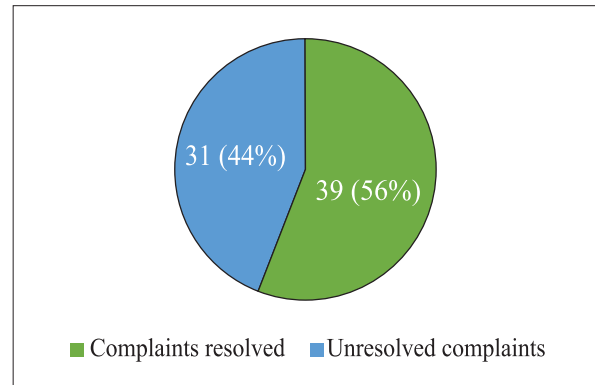


Figure 4.2: Complaints Received Through LIMA, Fiscal Year 2019-2020

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 2019-2020, a total of Rs. 5,03,49,231 has been earned for issuing licenses and renewing licenses.

Sl No.	Months	Non -tax revenue
1	2	3
1	July, 2019	11967843
2	August, 2019	5437361
3	September, 2019	4544305
4	October, 2019	4255373
5	November, 2019	3648051
6	December, 2019	3451306
7	January, 2020	2992857
8	February, 2020	2971530
9	March, 2020	2460419
10	April, 2020	5100
11	May, 2020	17400
12	June, 2020	8597686
	Total	5,03,49,231/-

Table 3: Non-tax Revenue of the Department



Figure 5: Non-tax Revenue of the Department

2.5 Filing Criminal Cases for Violation

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 1667 cases have been filed in the 2019-2020 financial year. Of these, 260 cases have been settled.

No	Months	Garments	Shop	Establishments	Others factory	Child labour case	Total (3+4+5+6+7)	Disposal of cases
1	2	3	4	5	6	7	8	9
1	July, 2019	9	11	19	28	2	69	37
2	August, 2019	0	7	0	16	1	24	41
3	September, 2019	14	4	4	9	3	34	42
4	October, 2019	35	17	24	49	5	130	23
5	November, 2019	0	70	21	59	7	157	15
6	December, 2019	6	88	100	161	5	360	18
7	January, 2020	51	32	52	227	5	367	24
8	February, 2020	10	97	58	147	12	324	26
9	March, 2020	7	57	40	79	0	183	34
10	April, 2020	0	0	0	0	0	0	0
11	May, 2020	0	0	0	0	0	0	0
12	June, 2020	0	3	14	2	0	19	0
	Total	132	386	332	777	40	1667	260

Table 4: Criminal Case Information (Source: General Section, DIFE, 2020)

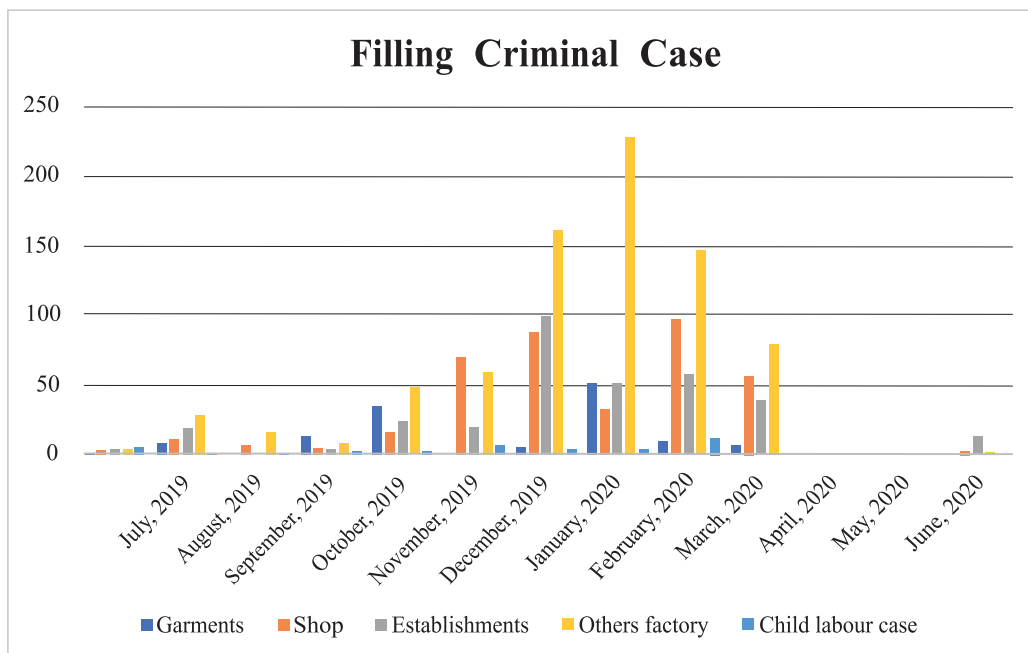


Figure 6: Filling criminal cases in different sectors and issues

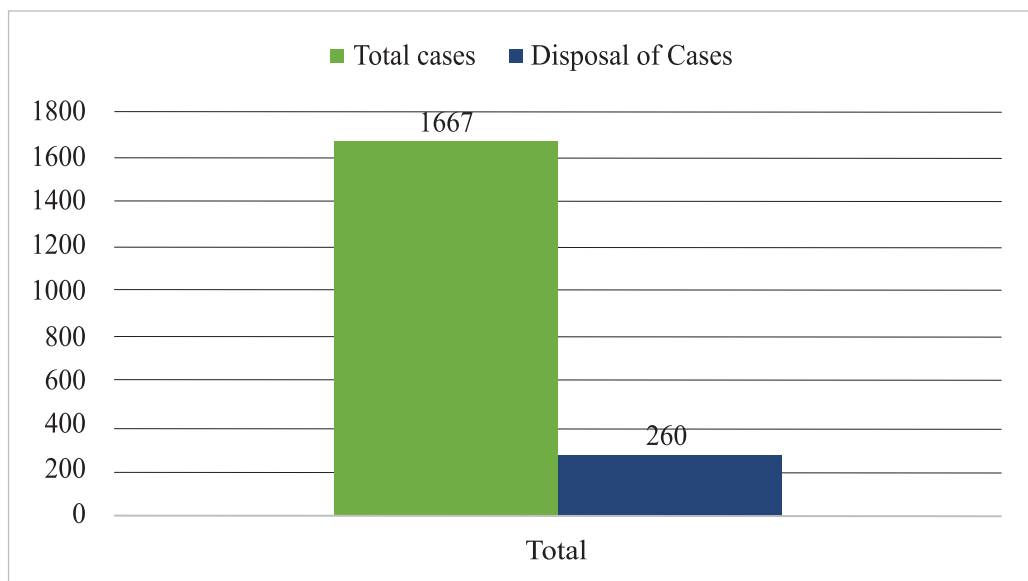


Figure 7: Total Number of Cases vs. Disposal Cases

2.6 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. 2945 complaints received in 2019-2020 financial year.

Sl No	Months	No. of complaint receive				Total complaints including previous no. (3+6)	Total no. of disposed complaint (Including settlement of previously accumulated complaint)	Settlement rate
		The total number of unresolved complaints accumulated	By application	Online	Total (4+5)			
1	2	3	4	5	6	7	8	9
1	July, 2019	219	262	48	310	529	275	51.98%
2	August, 2019	254	114	40	154	408	162	39.71%
3	September, 2019	246	228	20	248	494	262	53.04%
4	October, 2019	232	234	50	284	516	384	74.42%
5	November, 2019	132	241	78	319	451	345	76.50%
6	December, 2019	106	206	79	285	391	316	80.82%
7	January, 2020	75	172	42	214	289	273	94.46%
8	February, 2020	16	196	104	300	316	222	70.25%
9	March, 2020	94	218	46	264	358	273	76.26%
10	April, 2020	85	2	141	143	228	85	37.28%
11	May, 2020	143	1	18	19	162	54	33.33%
12	June, 2020	108	192	213	405	513	251	48.93%
	Total	1710	2066	879	2945	4655	2902	62.34%

Table 5: Information on Complaint Receive and Disposal (Source: General Section)

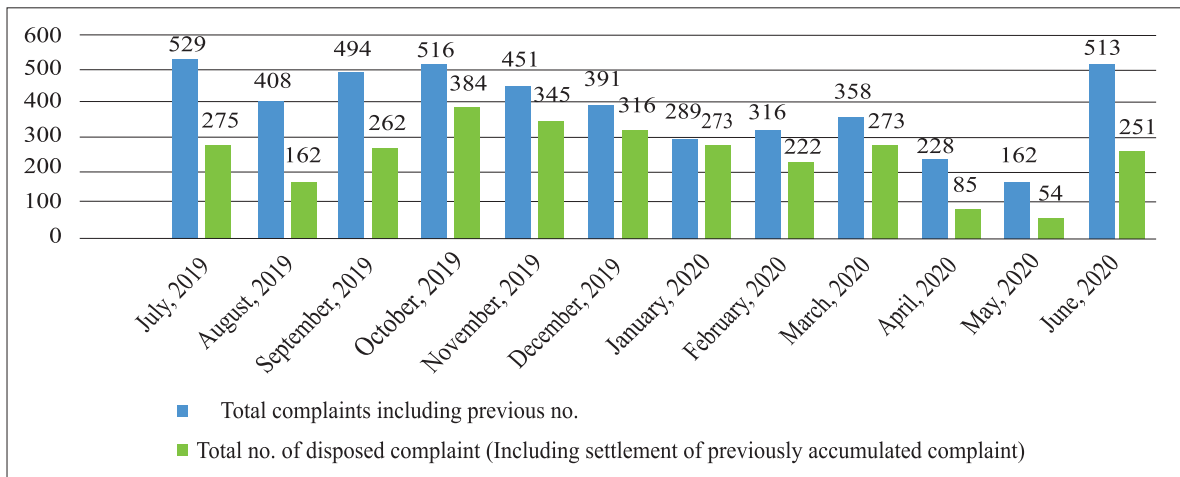


Figure 8: Information on Complaint Receive and Disposal

2.7 Public Hearing Settlement

Regular public hearings are organized in the offices of the Deputy Inspector General for workers and employers. These public hearings were held to resolve issues related to workers' wages, maternity benefits, working hours, leave, factory layout plan, maintenance of various registers, issuance/renewal of contractor's license, appointment letter, identity card, overtime and violation of various sections of labour law. In the 2019-2020 financial year, 772 applications or complaints of 783 service seekers have been disposed of by organizing 734 days of public hearings. The settlement rate of the public hearing is 98.60%.

Sl No	Months	Day number	Number of service expectants	Number of settlements	Percentage
1	2	3	4	5	6
1	July, 2019	84	85	78	91.76%
2	August, 2019	72	66	66	100%
3	September, 2019	68	81	81	100%
4	October, 2019	81	98	97	99.98%
5	November, 2019	72	70	69	98.57%
6	December, 2019	73	86	85	98.83%
7	January, 2020	85	97	97	100%
8	February, 2020	68	82	81	98.78%
9	March, 2020	64	61	61	100%
10	April, 2020	14	11	11	100%
11	May, 2020	14	1	1	100%
12	June, 2020	39	45	45	100%
	Total	734	783	772	98.60%

Table 6: Information on Public Hearing Settlement (Source: General Section, DIFE, 2020)

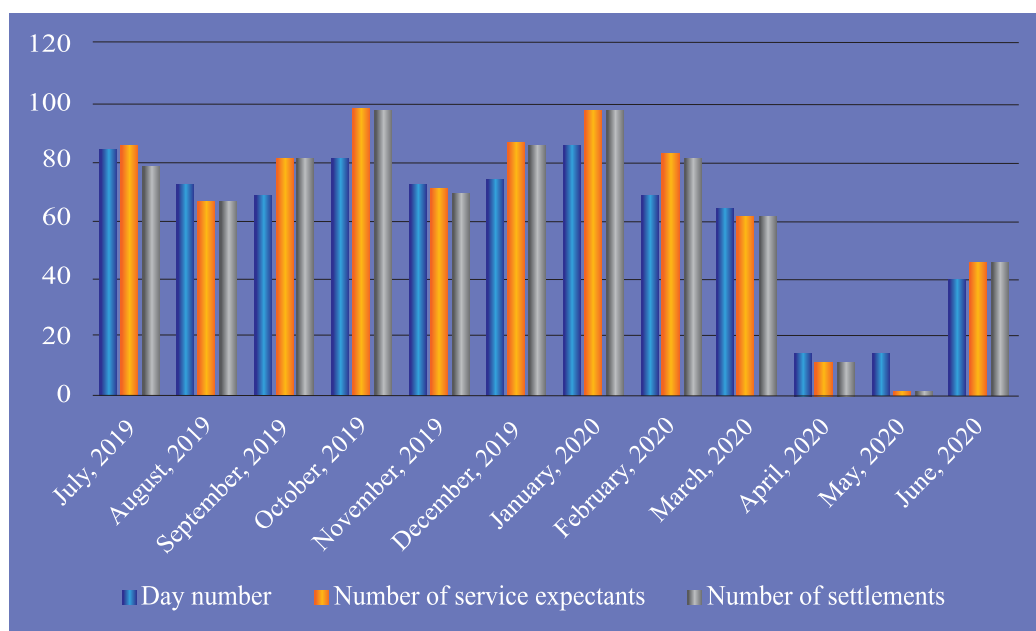


Figure 9: Information on Public Hearing Settlement

2.8 License Issue and Renewal

Licensing and renewal of licenses of contractors including factories, shops and establishments is one of the important functions of the Department of Inspection for Factories and Establishments. In the fiscal year 2019-2020, the Department of Inspection for Factories and Establishments has issued licenses to a total of 8,455 factories and establishments and renewed 25,176 licenses.

Sl No.	Months	No. of new licenses issue	License renewal number
1	2	3	4
1	July, 2019	499	6507
2	August, 2019	528	3429
3	September, 2019	680	3051
4	October, 2019	816	2879
5	November, 2019	1037	1981
6	December, 2019	936	1336
7	January, 2020	1194	1347
8	February, 2020	1437	926
9	March, 2020	848	509
10	April, 2020	3	2
11	May, 2020	4	6
12	June 2020,	473	3203
Total		8455	25176

Table 7: License Issue and Renewal Information

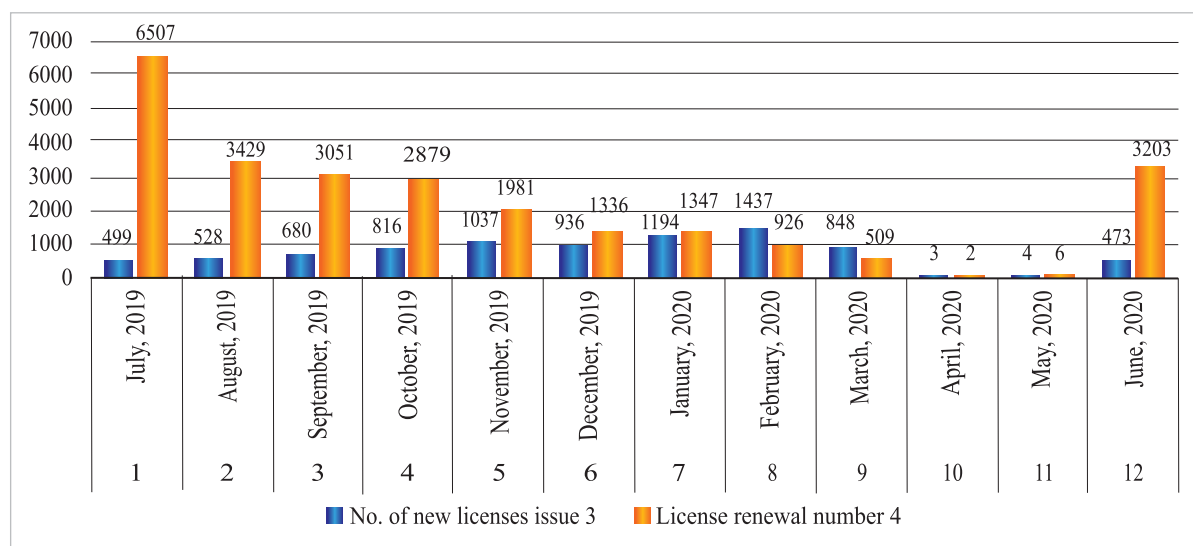


Figure 10: License Issue and Renewal Information

2.9 Motivational Meeting for Observance of Labour Laws and Regulations

In order to implement Bangladesh Labour Act and Bangladesh Labour Rules, a total of 760 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 2019-2020.

Sl no.	Months	No. of Motivational Meeting
1	2	3
1	July, 2019	55
2	August, 2019	54
3	September, 2019	65
4	October, 2019	53
5	November, 2019	61
6	December, 2019	77
7	January, 2020	116
8	February, 2020	112
9	March, 2020	73
10	April, 2020	6
11	May, 2020	10
12	June, 2020	78
Total		760

Table 8: Number of Motivational Meeting

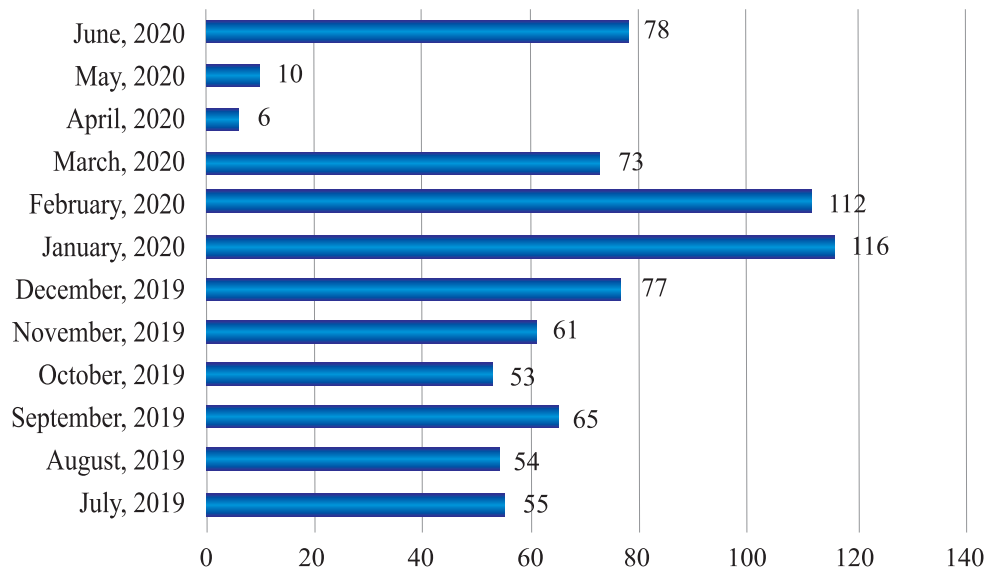


Figure 11: Number of Motivational Meeting

2.10 License Issue and Renewal of Outsourcing Contractors

The Department Inspection for Factories and Establishments has issued licenses to a total of 80 outsourcing contractors and renewed the licenses of 62 outsourcing contractors in the fiscal year 2019-2020. The total revenue from licensing and renewal of outsourcing contractors has been Tk. 25,36,250.

Sl No	Months	No. of giving licence	No. of renewal licence	Total Revenue (3 +4)
1	2	3	4	5
1	July, 2019	2	0	40000
2	August, 2019	2	0	40000
3	September, 2019	1	7	81500
4	October, 2019	9	10	292500
5	November, 2019	6	10	313250
6	December, 2019	18	10	557000
7	January, 2020	13	15	445000
8	February, 2020	17	9	442000
9	March, 2020	12	1	325000
10	April, 2020	0	0	0
11	May, 2020	0	0	0
12	June, 2020	0	0	0
	Total	80	62	25,36,250/-

Table 9: License Issue and Renewal of Outsourcing Contractors

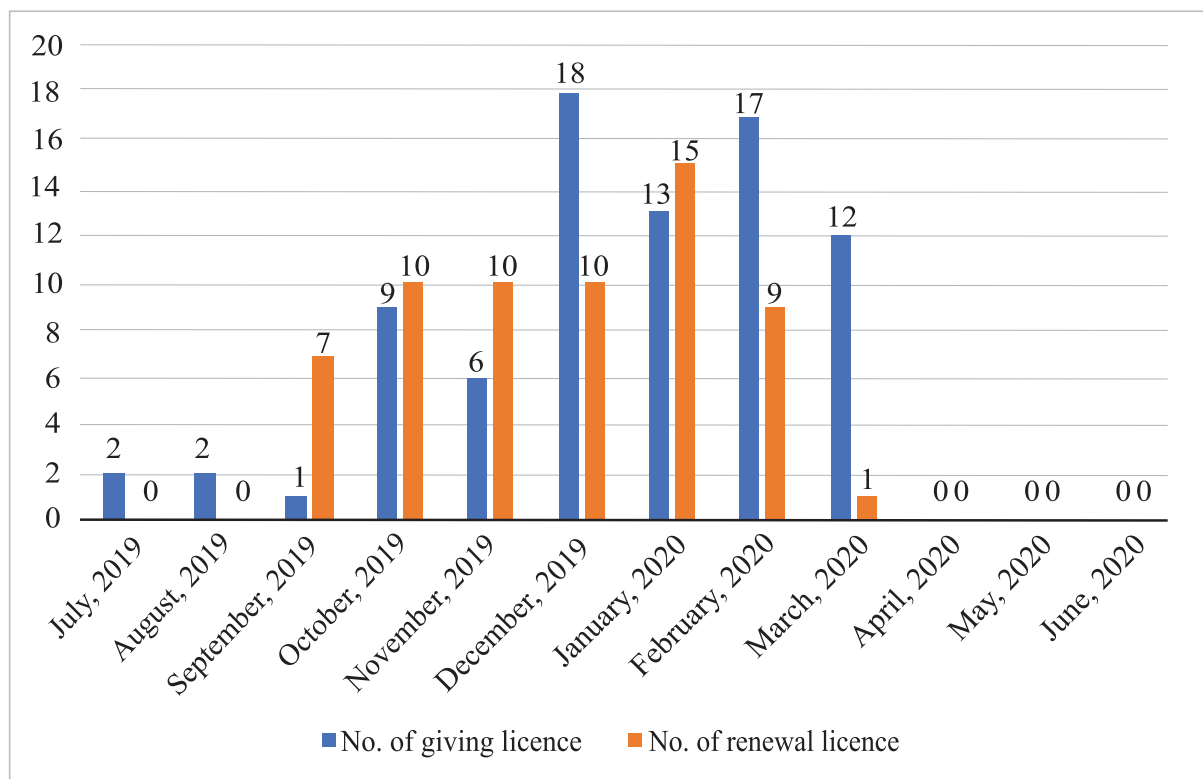


Figure 12: License Issue and Renewal of Outsourcing Contractors

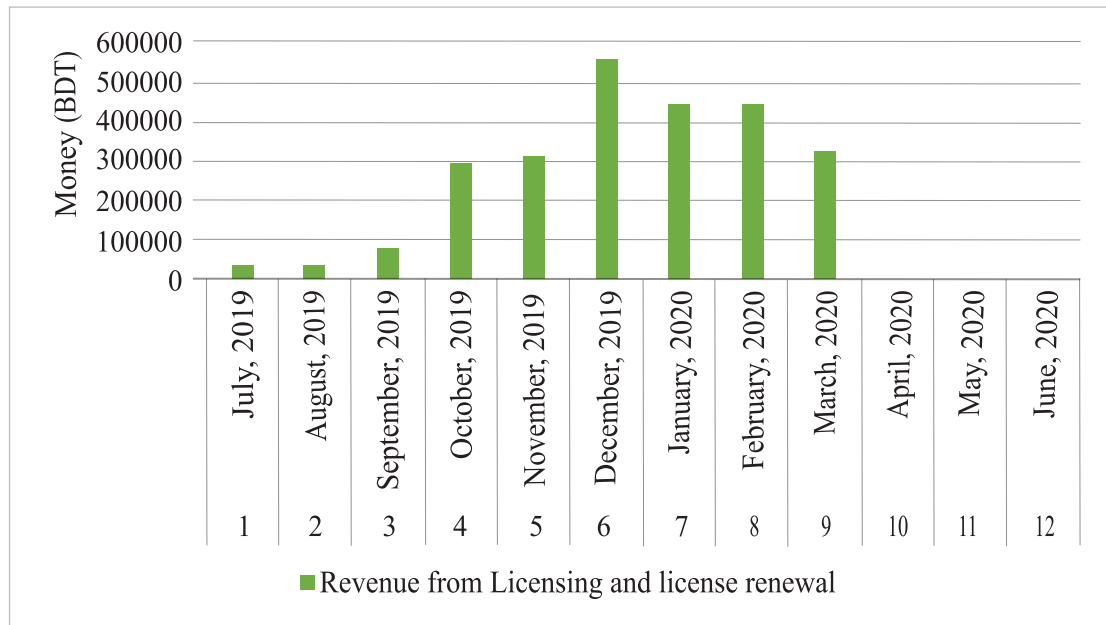


Figure 13: License Issue and Renewal of Outsourcing Contractors (Revenue)

2.11 Implementation of Minimum Wage

The Bangladesh government is implementing minimum wages in 42 sectors. One of the important mandates of the Department of inspection for Factories and Establishments is to implement minimum wages in various sectors. According to section 149 of the Bangladesh Labour Act, payment of wages below the minimum wage rate is prohibited. DIFF 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 Approval of Recruitment Rules

The recruitment rules of various factories and establishments are approved by the Department of Factory and Establishment Inspection. From 2016 to June, 2020, 31 factories and establishments have approved their own employment rules.

2.13 Safety Committee

According to Section 90A of the Bangladesh Labor Act, 2015, "Safety committee must be formed and implemented in the manner prescribed by rules in every factory employing fifty or more workers." Following the introduction of the Safety Committee in the Bangladesh Labor Act and the Bangladesh Labor Rules enacted in 2015, steps were taken by the DIFE to form Safety Committees in factories. Since then, a safety committee has been formed to ensure safe and decent working environment in factories and establishments. The number of safety committees formed in the RMG factory from 2019-2020 under the supervision of DIFE is 902. From the beginning of the safety committee's formation program till June, 2020, 2250 in RMG factories and 1683 in non-RMG factories; Safety committees have been formed in a total of 3933 factories. In addition, the formation of safety committees in the remaining factories is continuing.

SI No	Months	Number of Safety Committee
1	2	3
1	July, 2019	52
2	August, 2019	42
3	September, 2019	58
4	October, 2019	77
5	November, 2019	79
6	December, 2019	88
7	January, 2020	130
8	February, 2020	95
9	March, 2020	97
10	April, 2020	0
11	May, 2020	15
12	June, 2020	169
Total		902

Table 10: Number of Safety Committee in Factories

2.14 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, 2019	8	4	13
2	Aug, 2019	5	6	12
3	Sep, 2019	7	0	6
4	Oct, 2019	9	1	11
5	Nov, 2019	7	5	6
6	Dec, 2019	7	15	37
7	Jan, 2020	5	2	3
8	Feb, 2020	6	9	6
9	Mar, 2020	2	0	3
10	Apr, 2020	0	0	0
11	May, 2020	2	0	1
12	Jun, 2020	1	0	5
	Total	59	42	103

Table 11: Number of Accidents with Injured Persons (2019-2020)

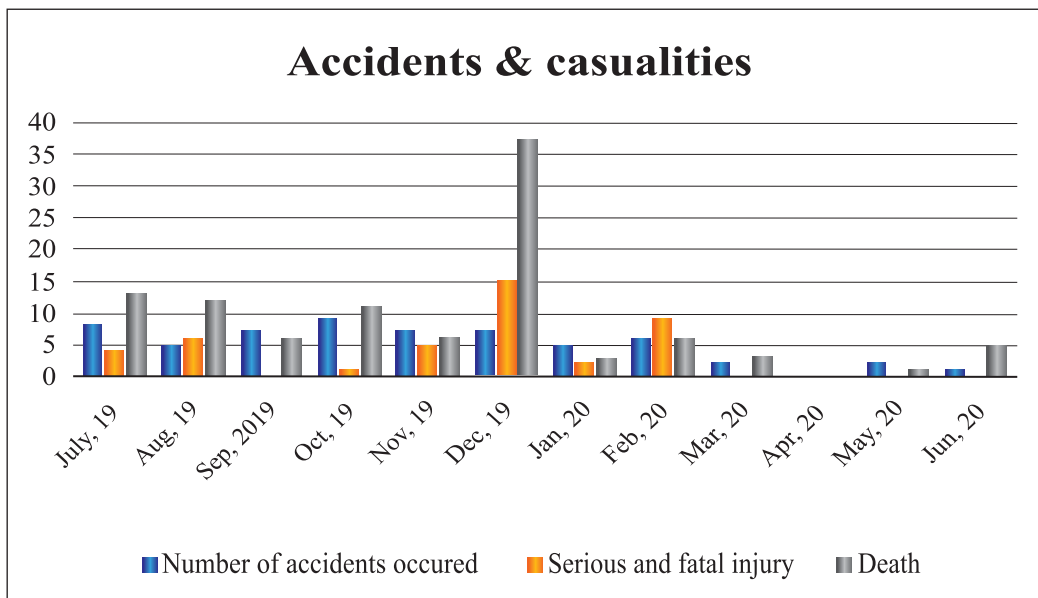


Figure 14: Number of Accidents with Injured Persons

However, considering the vast number of enterprises in Bangladesh, the accident and injury data seems heavily under reported. Out of 145 reported injuries, 103 (71%) are death and 42 (29%) 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 2019-2020 BDT 8.72 million compensation has been paid.

2.15 Ensuring Maternity Welfare Benefits

Through regular inspection and monitoring of the inspectors of Department of Inspection for Factories and Establishments (DIFE) 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 2019-2020, maternity benefits have been ensured for a total of 10,961 workers. The amount of financial benefits provided to the women worker by the employer is 36,79,34,743 (Thirty-six crore seventy-nine lac thirty-four thousand seven hundred and forty-three) Taka.

Serial No.	Months	Number of workers	Amount of money (BDT)
1	2	3	4
1	July, 2019	987	2,77,19,053
2	August, 2019	613	1,75,15,124
3	September, 2019	991	3,18,09,967
4	October, 2019	771	2,65,85,696
5	November, 2019	774	2,39,39,177
6	December, 2019	831	3,41,57,271
7	January, 2020	1,469	4,59,05,198
8	February, 2020	1,956	8,50,68,911
9	March, 2020	1,742	5,22,08,040
10	April, 2020	0	0
11	May, 2020	0	0
12	June, 2020	827	2,30,26,306
Total =		10,961	36,79,34,743

Table 12: Information on Maternity Welfare Benefits (2019-2020)

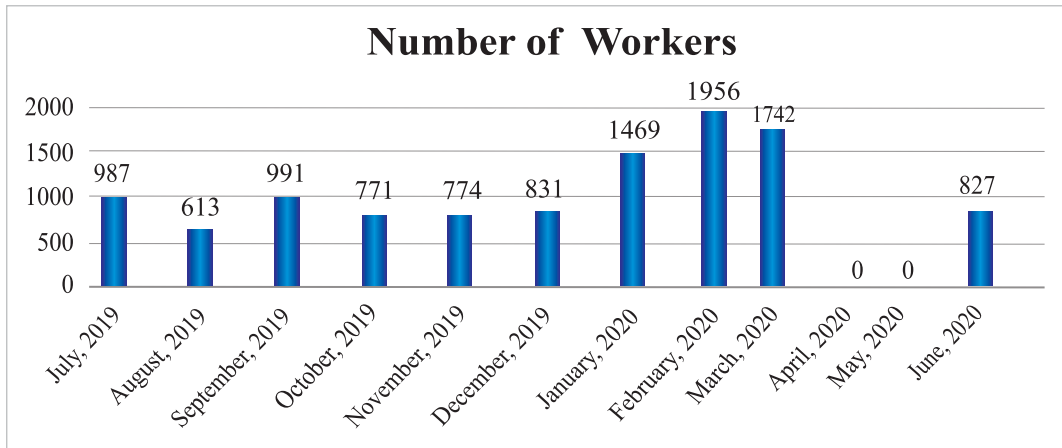


Figure 15: Information on Maternity Welfare Benefits (Number of Workers)

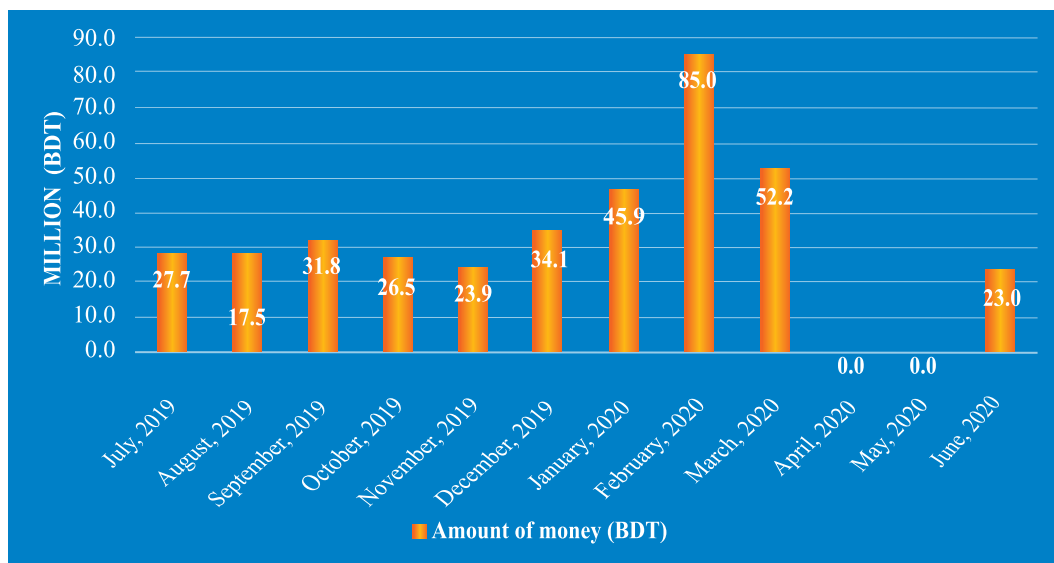


Figure 16: Information on Maternity Welfare Benefits (Amount of Money)

2.16 Setting up Daycare Center 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, creating a sensitive working environment for women and women's contribution to the national economy. The department is playing a leading role in ensuring women-friendly and healthy workplaces. Section 332 of the Bangladesh Labour Act and the Bangladesh Labour Rules provide instructions to treat women fairly. Section 94 of the Labour Act states, "Every organization that have forty or more female workers shall provide one or more suitable rooms for the use of children under the age of six years." Instructions have been issued to the factory management authorities under various sections of the Labour Act to keep the working environment conducive for women workers. children's rooms are being set up in factories and establishments for the children of working women. Under the supervision of DIFE, a total of 367 children's rooms have been ensured in the factories and establishments in the fiscal year 2019-2020. Beside this, 351 motivational meetings have been organized for setting up children's rooms.

Sl No.	Months	No. of Established Day Care Center	Number of Motivational Meetings Held
1	2	3	4
1	July, 2019	30	28
2	August, 2019	35	27
3	September, 2019	25	26
4	October, 2019	35	30
5	November, 2019	36	24
6	December, 2019	35	26
7	January, 2020	51	80
8	February, 2020	51	54
9	March, 2020	34	34
10	April, 2020	0	0
11	May, 2020	6	3
12	June, 2020	29	19
	Total	367	351

Table 12: Number of Day Care Established and Motivational Meeting for Setting up Day Care Center

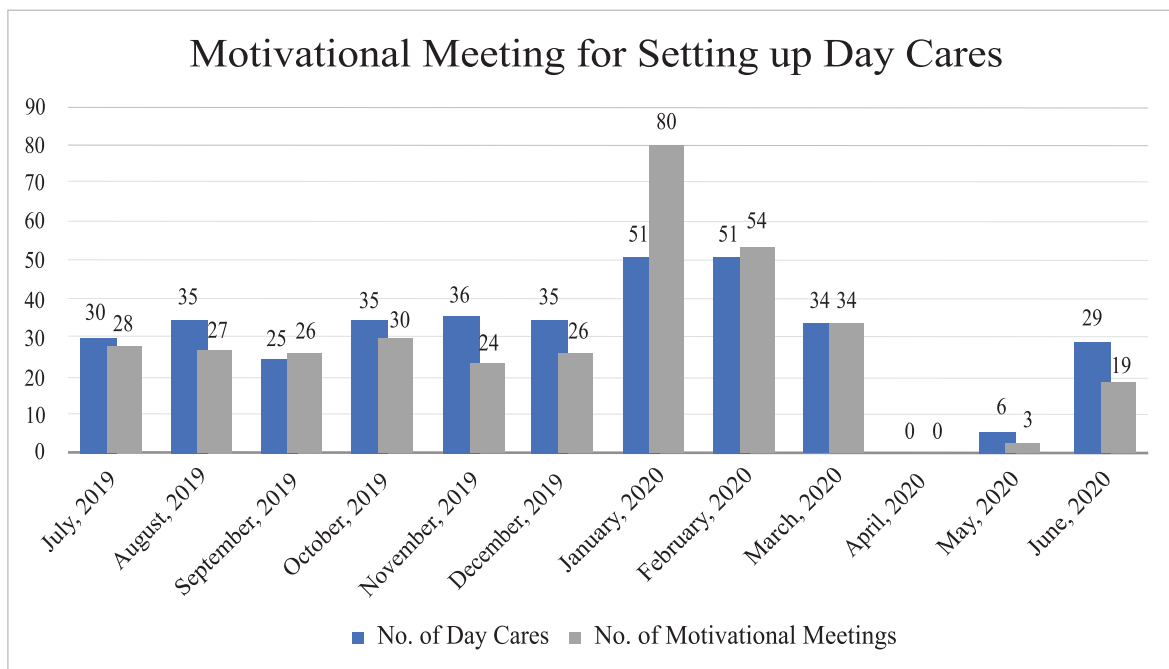


Figure 17: Number of Day Care Established and Motivational Meeting for Setting up Day Care

2.17 Eradication of Child Labour

At the beginning of the fiscal year 2019-2020, 4 sectors were selected for eradication of child labour. They are:

1. Engineering workshop
2. Bakery
3. Plastic
4. Hotel and Restaurant

Through surveys by Labour Inspectors 2110 child workers were found in 1490 factories. In one fiscal year (2019-2020), it has been possible to withdraw 1142 children from 954 factories through the offices of 23 Deputy Inspector Generals of the Department of Inspection for Factories and Establishments. In order to eradicate child labour, 436 motivational meetings and 105 cases have been filed by the offices of 23 Deputy Inspector Generals.

2.18 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 512 people in the financial year 2019-2020.

2.19 Gender Related Actions

2.19.1 Gender Roadmap (GRM):

DIFE started preparing a Gender Roadmap to guide its gender mainstreaming activities. The Dissemination and validation workshop of the GRM took place in 2019, during the reporting period. DIFE and other stakeholders validated the data and findings shared. The finalisation of DIFE's GRM has been progressing with plans to incorporate COVID-19 response initiatives before its approval and adoption of comprehensive edit/data updates, design and web publication. The GRM includes two sections i.e. narrative and matrix which lays out the major outputs to be achieved from 2020 to 2030 in line with the Government's targets for SDGs.

2.19.2 International Women Day (IWD) Observation:

DIFE with support from ILO observed International Women Day 2020. A TV talk show was organized on women workers' rights (<https://www.ntvbd.com/video/special-day/womens-day/special-talk-show-womens-day>). The talk show was hosted and telecast by NTV, a renowned national TV channel on 8 March 2020. The theme for the talk show was in line with this year's IWD theme, "Realizing Women Workers Rights for Gender Equality in 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 Government of Bangladesh shifted the focus on remediation implementation. The factory owners were gradually contacted and requested to implement the corrective actions as suggested in the initial assessment reports. To monitor the remediation activities in factories under National Initiative, Remediation Coordination Cell (RCC) was formed in 2017.

Vision:

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

Mission:

To ensure safety in RMG factories through sustainable remediation

Objective:

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

3.2 Factories Under RCC

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



Snapshot: Distribution of Factories Under RCC

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	324	40	0	64	220
2	Narayanganj	299	117	34	2	20	126
3	Gazipur	372	104	25	0	72	171
4	Chattogram	193	63	4	9	3	115
5	Other districts	37	12	1	1	9	19
6	Total	1549	620	104	12	168	651

Table14: Current Status of 1549 Factories Under NI

Besides these, 1113 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 247 Alliance factories with remediation ongoing. In total, considering Accord & Alliance factories, 2662 factories are currently under RCC's jurisdiction.

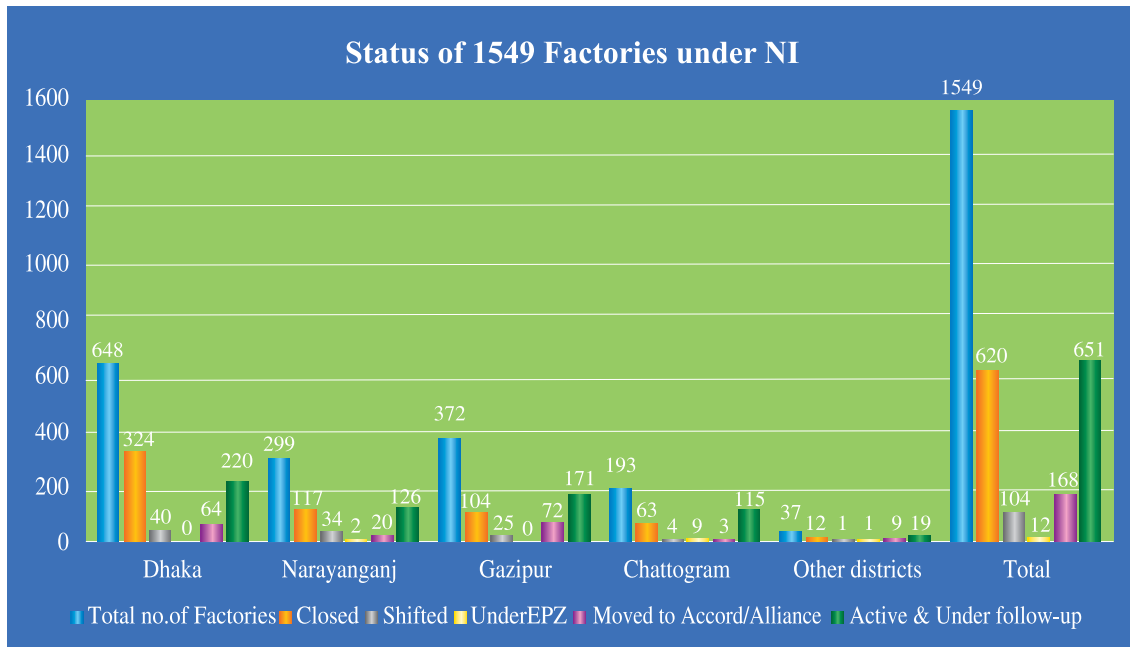


Figure 18: Graphical Presentation of 1549 NI Factories in District Wise

3.3 Remediation Process

The remediation activities under RCC areas 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. Resources of RCC

4.1 Human Resource

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-RMG 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.

4.2 Training

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

4.3 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 3 professors from BUET, members from Accord, Alliance, BGMEA, BKMEA & trade unions and the committee is chaired by the Inspector General, DIFE.

4.4 Task Force

To ensure the structural, electrical & fire-related safety measures for factories, three Task-forces have 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. RCC's 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. After that from July'2018 to June'2020 RCC Engineers successfully completed 5669 visits to 1346 factories under National Initiative. Among them 617 factories are inspected three or more times. In addition the NI factories, RCC Engineers visited 81 Accord handed-over factories, 94 factories out of 1346 Alliance factories.

5.2 CAP Follow-up Progress

Since RCC's inception, as of June 2020, 39% have been completed out of 2862 Structural CAPs, 41% have been completed out of 17,857 Electrical CAPs and 38% have been completed out of 13542 Fire-related CAPs and in progress.

5.3 Design Review Progress

In order to complete remediation implementation activities, 1024 design/drawings from different factories have been collected /received.

5.4 Structural Task Force

314 DEA/design drawings have been submitted so far, among which 44 DEA/design drawings have been approved by the Structural Taskforce and 227 DEA/design drawing documents have been returned to the factories after initial review for further correction.

5.5 Electrical Task Force

As of June 2020, 374 electrical design/drawings have been submitted to RCC, among which 119 have been approved by the Electrical Taskforce and 239 design/drawings have been returned to factories for correction.

5.6 Fire Task Force

So far (Until June 2020), 336 fire safety-related design/drawings have been submitted to RCC, among which 251 design/drawings were returned to factory managements for revision and 74 design/drawings have been fully approved by Fire Task-force.

5.7 Overall Progress

As of June 2020, Among active factories, 371 factories have completed less than 50% remediation works, 67 factories have remediation progress between 50%-70% and 111 factories have achieved more than 70-80% progress. 15 factories have achieved more than 90% progress in different category safety issues and 1 factory has completed 100% remediation activities. Currently the overall progress of RCC is 40 % (as of June'2020), 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 for 3(three) months, among which BGMEA has cancelled UD license for 51 factories. Additionally a letter was sent to BGMEA to cancel the UD's of 181 factories among which BGMEA cancelled only 84 factories UD's.

6. Challenges for RCC

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

7. Future Plans

- ▶ To strengthen the capacity of DIFE engineers a planned training schedule has already 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 RCC.



Begum Monnujan Sufian, MP; Honorable State Minister, Ministry of Labour and Employment, unveiled the Annual Report 2019-2020 of the Department of Inspection for Factories and Establishments.



Honorable State Minister, Ministry of Labour and Employment, Begum Monnujan Sufian, MP; is addressing the trainees on the Labour Inspection Management Application (LIMA).

Labour Inspection Report 2019-2020

“As a man, what concerns mankind concerns me. As a Bengalee, I am deeply involved in all that concerns Bengalees. This abiding involvement is born of and nourished by love, enduring love, which gives meaning to my politics and my very being.”

Bangabandhu Sheikh Mujibur Rahman



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Ministry of Labour and Employment

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