

ACTIVITIES RELATED TO RMG SECTOR:

Various initiatives have been taken in order to improve labour law compliance in the RMG sector in Bangladesh.

Building, Fire and Electricity Assessments:

- 920 assessments have been conducted under the National Initiative up to December 2014 by BUET covering 471 factory buildings.
- Two private sector firms (TUV-SUD and VEC) have been contracted in January 2015 which have commenced operations to assess the remaining some 1,300 factories by April 2015.
- Coordination mechanism with BGMEA, BKMEA and DIFE on facilitation of this expanded assessments process has been established.
- NTC endorsed remediation protocol outline and TOR in December 2014. Two Task Forces have been established for remediation and oversight (one for building safety and the other for fire and electrical safety) to oversee the post-inspection activities.
- List of eligible consultancy companies to produce corrective action plans including DEAs is to be established by DIFE.
- ILO is facilitating the establishment of a process for systematic and comprehensive follow up of fire and structural inspections of RMG factories by the Department of Inspections of Factories and Establishments (DIFE).

Labour Inspection and OSH:

- Support provided to DIFE to develop a LI Road map including capacity building plan for training for the new patch of labour inspectors (jointly with GIZ) expected to join Q1/2015 and a National Policy and National LI Plan.
- To implement the roadmap, DIFE formed 6 working committees in October 2014: (a) Training and capacity building; (b) database and information management, (c) inspection reporting, (d) Labour Inspection Policy, (e) Standard Operating Procedures; and (f) transparency, accountability & monitoring.
- In addition to the above committees DIFE is in the process to establish an OSH unit, review OSH profile and establish a capacity building plan on OSH focusing on RMG sector.
- Technical work related to post establishment of the implementation rules for the amended Labour Law 2006 ongoing (OSH committee guidelines,

orientation to the implementing rules to Employers and Workers and establishment of LL Guidelines).

Employer and Workers Organizations and OSH:

- Employer and Workers Organization Capacity building on OSH continued and further developed through collaboration with BEF, BGMEA and BKMEA with Employers and NCCWE and IBC Federations with Workers.
- In the first phase, the BEF, BGMEA and BKMEA programme will train 100 senior master trainers. These 100 master trainers will train 7,500 supervisors and subsequently the supervisors will train an estimated 300,000 to 500,000 workers depending on the modality of training delivery. The first phase is expected to end by Q1/2015.
- Trade Union trainers and women union leaders/organizers group has been organized under the auspice of the NCCWE (covering 13 federations) intended to increase participation of workers in Safety Committees and to enhance women workers participation at factory level. Similar program is being developed together with IBC (covering 9 federations).

Fire Safety:

- Department of Fire Service and Civil Defense (FSCD) underwent advanced training on Fire Inspections and Emergency Evacuation in October and November 2014. FSCD inspectors participating transferred knowledge to 140 inspectors with a plan to transfer knowledge to a total of 268 FSCD inspectors posted throughout the country.
- Further capacity building activities are being jointly planned for 2015 with coordination with GIZ

Rana Plaza Victim Support:

- A Coordination Unit on Rehabilitation of Victims of Rana Plaza has serviced over 1,700 persons. The Coordination Cell has communicated with more than 4,231 victims (2,605 female, 1,626 including the relatives of deceased/missing workers, survivors, rescue workers and other related people to explore their specific needs and linking them various services including to the claim administration office as necessary.

- Vulnerability assessment of 822 Rana Plaza 822 family members of deceased and 30 injured survivors took part in a vulnerability assessment and received career, financial and family counselling during November 2014 (jointly organized with IOM, Gano-Shahajjo Shangstha (GK) and BILS.
- The Rana Plaza Coordination cell will continue its activities until December 2015 to provide support to the victims by linking them to medical and rehabilitation services. 300 injured workers have received skills and livelihoods rehabilitation.
- Disability inclusion policy advocacy and practical guidance on how to integrate workers with disability to various factory occupation through the RMG programmes such as Better Work initiative has been developed and is being finalized.

Better Work Program:

- Better Work Bangladesh is operational
- Seventeen factories have registered for the Better Work program with three more in the pipeline with a target of 300 by 2016. A learning seminar was organized on January 17 for these factories.

Dispute Resolution and Trade Union Registration:

- GoB will pilot a support line/ grievance mechanism for addressing labor related grievances at the end of January 2015 amongst a small cluster of factories. The efforts will be subsequently scaled up based on the lessons learned from the pilot.
- Capacity building training on mediation and conciliation was organized in December 2015
- Support to DOL on Trade Union registration and establishment of SOP for the information management and registration process are underway

Workers Education and Trade Union Rights:

- Through initiatives funded by the US Department of Labor and Norway ILO is providing training to new trade union officials and organizers on rights and responsibilities. Worker education programmes are targeting 4,000 workers

from the RMG, shrimp and leather sectors while an information, education and outreach campaign will take place in key cluster areas for these industries.

Skills Development in the RMG Sector:

- H&M and Swedish Government supported skills programme has assisted in establishment of Center of Excellence (CoE) for Skills in RMG sector that was soft launched during the opening of the December Apparel Summit by the Hon'ble Prime Minister.
- The CoE is expected to be officially registered by end of Q1 /2015 and resume operations in earnest after testing period soon after.
- Enterprise Based Training on up-gradation of skills is in the process of being established.