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Government of the People's Republic of Bangladesh
Ministry of Labour and Employment (MoLE)
International Organizations (IO)-2
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Subject: Minutes of 5th meeting of the Project Advisory Committee (PAC) of the "Promoting Social Dialogue and Harmonious Industrial Relations in Bangladesh Ready-Made Garment Industry (SDIR) Project"

The 5th meeting of the Project Advisory Committee (PAC) of the "Promoting Social Dialogue and Harmonious Industrial Relations in Bangladesh Ready-Made Garment Industry (SDIR) Project" was held on 8th February 2022 via zoom app. Mr. Md. Ehsan-E-Elahi, Secretary, Ministry of Labour and Employment (MoLE) chaired the meeting. A list of participants attended in the meeting is attached herewith in Annexure A.

2. The meeting started with the welcome note from the Chair. Being requested by the Chair, the Joint Secretary (IO), Ministry of Labour and Employment presented the agenda of the meeting. Thereafter he proposed for adoption of the minutes of the 4th PAC meeting if no modifications were required. After unanimous adoption of the minutes, SDIR Project was requested to present the implementation status of the last meeting's decision. SDIR Project colleagues shared the progresses following the decisions of the last (4th PAC) meeting.

3. Presentation and Discussions

3.1 With permission of the Chair, the SDIR Project colleagues shared a presentation on the progresses of the Project until December 2021. The presentation started with the update of SDIR's Covid-19 response work. In terms of Covid-19 response work, SDIR already achieved the target. SDIR also achieved the factory enrolment target. Following the presentation, the Chair appreciated the SDIR Project colleagues for achieving a very good progress. The Chair wanted to know the current status of development of the National Labour Relations Guideline and also have emphasized on finalizing this guideline. Programme Officer, SDIR mentioned that if the project can have the agreed contents from MoLE then the Project will be able to finalize the document. The Joint Secretary (IO), MoLE responded that MoLE will share the agreed contents with SDIR.

3.2 Programme Officer of SDIR informed the meeting that to avoid duplication of activities, Workplace Cooperation training will not be resumed as the content of this training is covered by Managing Labour Relations training which have been conducted for 420 factories. The Chair raised that WRC developed ten guidebooks but they didn't share those guidebooks with MoLE. The Chair requested WRC to share those guidebooks with MoLE. In addition to that the Chair emphasized that every Project documents including training materials and publications should be shared with MoLE. The NCCWE representatives shared the summary of WRC sustainability plan. One of the key highlight of WRC sustainability plan is it is going to national level from sectoral level.



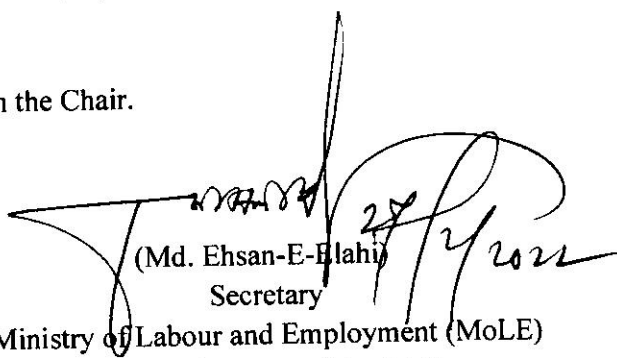
3.3 The Joint Secretary (IO), MoLE raised that in the RTAPP there is no activity related to the SDIR's planned ToT on GBV and Harassment against men and women in the Workplace. As this activity is not part of the RTAPP so it cannot be mentioned here. Otherwise it requires another RTAPP revision which is not possible considering the time constraint. The Chair informed that MoLE is hopeful regarding the approval of RTAPP by Planning Commission. However, the Chair requested the Project to keep in mind that the Project may not get approval beyond June 2022. The Joint Secretary (IO), MoLE asked whether it will be possible to complete all the planned activities by the end of June 2022. The SDIR Project responded that they are not confident on completing all activities before June 2022 as there are lots of activities that goes beyond June 2022. Moreover, many of the Project's activities are very much aligned with both the Roadmap and EU-NAP action points which are time-bound activities that goes beyond June 2022. Therefore, the SDIR Project will highly appreciate the RTAPP approval until December 2022. The ILO CO Dhaka requested for necessary support and intervention from MoLE in getting this approval. At the last part of the meeting, the project officials presented progress of the project both in terms of financial and physical progress. These progresses, both financial and physical, were highly appreciated by the Chair of the meeting.

The Chair mentioned that the SDIR Project is a very important in relation to activities under the National Action Plan that is bringing effective results for MoLE; therefore the Chair will communicate with the Planning Commission to get the RTAPP approval.

4. Upon discussion, following decisions were taken:

- 1) MoLE will share agreed content on National Labour Relations Guideline with SDIR
- 2) SDIR will transform the agreed contents in the prescribed templates by MoLE to give the National Labour Relations Guideline a final shape
- 3) WRC will share 10 guidebooks with MoLE
- 4) The SDIR project will share with MOLE all project documents, training material and publications developed by the project

The meeting concluded with vote of thanks from the Chair.


(Md. Ehsan-E-Elahi)
Secretary
Ministry of Labour and Employment (MoLE)
And Chairperson of the PAC