

20

Government of the People's Republic of Bangladesh  
Ministry of Labour and Employment  
International Organizations (IO)-2  
[www.mole.gov.bd](http://www.mole.gov.bd)

Subject: Minutes of the 1<sup>st</sup> Meeting of the Project Coordination Committee (PCC) of “Social Dialogue and Harmonious Industrial Relations in the Bangladesh Ready-Made Garment Industry” (SDIR) Project held on 11<sup>th</sup> May 2017.

The first meeting of the Project Coordination Committee (PCC) of the “Social Dialogue and Harmonious Industrial Relations in the Bangladesh Ready-Made Garment Industry” (SDIR) Project was held on 11<sup>th</sup> May 2017 in the conference room of the Ministry of Labour and Employment (MOLE). Mr. Khondaker Mostan Hossain, Joint Secretary (IO), MoLE chaired the meeting. The list of participants present in the meeting is attached (Annex A).

2. The Chairperson welcomed the members of the PCC for attending the meeting. In his opening remarks, he emphasized on the importance of the project in promoting social dialogue in the RMG sector. Mr. Mahandra Naidoo, Chief Technical Adviser (CTA) of the Project presented an overview of the project, as well as progress and future activities of the project.

3. Mr. Naidoo provided the details of the project objectives, outcome and output. He presented updates of the project as given below:

- The BGMEA and the BKMEA have voluntarily nominated 54 factories for piloting project activities.
- Thirty officials from the Industrial Relations Institutes (IRIs) (under the Department of Labour (DoL), and DoL, 24 officials of BGMEA and 2 officials of BKMEA have been trained as Master Trainers on workplace cooperation by ITC in Dhaka (3 to 7 April 2017).
- A standard operating procedure (SoP) for union registration has been drafted and submitted to the Ministry of Labour and Employment for approval.
- A proposal to establish an election committee (excluding representatives from the respective employers), on pilot-basis, for nomination of workers representatives to the Participation Committee (for factories/establishments having no CBA or trade union) has been submitted to the Ministry of Labour and Employment for approval.
- The formation of the Tripartite Consultative Council for RMG sector (RMG TCC) has been facilitated.
- A mapping of the current dispute resolution system and areas for further legislative alignment/amendments has been developed and submitted to the Ministry of Labour and Employment for its consideration.
- Sixty members including 30 lawyers practicing labour laws in labour courts, and in the Supreme Court of Bangladesh, and 30 judges and judicial officers have been trained on International Labour Standards (ILS), three-day course, respectively from 21 to 23 April, 25 to 27 April 2017.
- The CEBAI (Center of Excellence for the Bangladesh Apparel Industry) has been negotiated in expanding its services to the employers' organizations.
- The development of a Training of Trainers (ToT) course on grievance procedure has been initiated.
- The drafting of a trust deed for the Workers' Resource Center (WRC) is at final stage.

The following activities were prioritized for 2017:

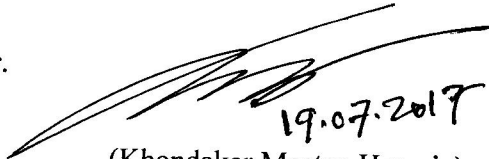
- Factory-level trainings on workplace cooperation (2<sup>nd</sup> Quarter).
- ToT on grievance procedure and roll-out of factory-level trainings (3<sup>rd</sup> Quarter).
- ToT on collective bargaining and roll-out of factory-level training (3<sup>rd</sup> Quarter).
- Training on standard operating procedures for union registration (2<sup>nd</sup> Quarter).
- Support to the RMG TCC (2<sup>nd</sup> Quarter onwards).
- Training of conciliators of labour disputes and investigators (for unfair labour practices) (4<sup>th</sup> Quarter).
- Capacity enhancement activities for employers and workers organizations (3<sup>rd</sup> Quarter onwards).

4. Mr. Farooq Ahmed, Secretary-General of Bangladesh Employers Federation opined that involvement of CEBAI in capacity building activities of employers' organizations would need further consideration. Mr. Kutubuddin Ahmed, Secretary General of the Industrial Bangladesh Council (IBC) emphasized the importance of the project's grievance handling activities. He also stated that although worker organizations were not happy with the renaming of the "Trade Union Hubs" to "Workers Resource Center," the WRCs were a step in the right direction, and must be supported to be sustainable. Mr. Chowdhury Ashiqul Alam, Member-Secretary of the National Coordination Committee for Workers Education (NCCWE) appreciated that the initiatives for harmonizing industrial relations under the SDIR project. The representative from the IMED advised that progress updates should preferably be made under each outcome of the work plan, and should also include a budget expenditure update. He advised the project to submit IMED reports regularly. The chair appreciated the recently concluded training on ILS for lawyers and judges. He requested the CTA of the project to submit the Annual Work Plan of the project and to arrange regular meetings of the PCC and Project Advisory Committee (PAC). The Chair also requested to complete the procedure to support the Project Coordination Unit on urgent basis.

5. Upon discussions the following decisions were taken up:

- a) Involvement of CEBAI in capacity building activities of employers' organizations should be further examined.
- b) The CTA will submit the Annual Work Plan of the project containing physical and financial targets based on which progress may be reviewed. All sorts of reports required by the government should be timely submitted to MoLE by CTA.
- c) Meetings of the PCC and PAC should be arranged on regular basis.
- d) The procedure to support the Project Coordination Unit should be completed on urgent basis.

The meeting concluded with a vote of thanks from the chair.

  
19.07.2017  
(Khondaker Mostan Hossain)  
Joint Secretary (IO), MoLE  
and Chairperson of the PCC