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Government of the People's Republic of Bangladesh  
Ministry of Labour and Employment  
International Organizations (IO)-2  
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Subject: Minutes of the 2<sup>nd</sup> Project Advisory Committee (PAC) Meeting of the “Promoting Social Dialogue and Harmonious Industrial Relations in the Bangladesh Ready-Made Garment Industry (SDIR)” Project.

The 2<sup>nd</sup> Project Advisory Committee (PAC) meeting of the “Promoting Social Dialogue and Harmonious Industrial Relations in the Bangladesh Ready-Made Garment Industry (SDIR)” Project was held on 22 May 2019 in the conference room of Ministry of Labour and Employment (MOLE). Ms. Ummul Hasna, Secretary-in-Charge, Ministry of Labour and Employment (MoLE) chaired the meeting. A list of participants present in the meeting is attached (Annex A).

2. The meeting started with the welcome note from the Chair followed by self introductions by the participants. Being requested by the Chair, Additional Secretary (IO), Ministry of Labour and Employment presented the agenda of the meeting and explained the reasons for not being able to conduct the meeting in due time. Thereafter he proposed for adoption of the minutes of the 1<sup>st</sup> meeting of the PAC if no modifications were required. After unanimous adoption of the minutes, the implementation status consequent to last meeting's decisions was presented. Regarding the pilot election process for election of workers representatives to participation committee for the establishment where there is no collective bargaining agent or trade union, it was informed by ILO that out of proposed eight factories, pilot elections were held in two factories conducted by all-workers committee. It was informed in the meeting that according to the Rule 188 of the Bangladesh Labour Rules (BLR), 2015, the said election committee is to be consisted of five member representing worker and employer (3:2). The ILO Committee of Experts on Application of Convention and Recommendations (CEACR) has made observation to amend this provision. The representative of BGMEA informed that on this issue concerns were also raised in various forum. In this context the concept of piloting participation committee was included in the project. The representative of the Legislative and Drafting Division mentioned that the concept of piloting participation committee is not in line with the existing labour law, it should follow the existing law and steps could be taken to amend the law or incorporate it into the rules. The representative of ILO mentioned that the recent (2018) amendments of BLA, 2006 will require amendment of the

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BLR, 2015 during which the Rule 188 might be considered for revision. The Chair mentioned that it will require tripartite consensus. The representative of the workers' organization mentioned that participation committee is an interim arrangement and in line with the convention 87 and 98, freedom of association and collective bargaining should be promoted. It was informed in the meeting that participation committee is not a substitution of trade union. According to the provisions of the recent (2018) amendments of BLA, 2006 if trade union exists in an enterprise formation of participation committee will not be required. She requested ILO to share a report on the piloting experience to the MOLE.

3. With the permission from the Chair, the Chief Technical Adviser (CTA) of the project presented the progress and work plan of the project covering activities which include promotion of workplace cooperation, social dialogue, labour dispute resolution as well as capacity development of the employers and workers organizations. After the presentation the floor was opened for discussion. The Additional Secretary (IO), MOLE commented that the work plan submitted by the ILO was not time bound and there were no physical and financial targets. He added that the progress should be presented against targets of each activities of the project for easy comparison and monitoring of the project. Regarding the work plan, the representative of Legislative and Drafting Division mentioned that we should have plan for where we want to go. The Chair requested ILO to prepare SMART work plan containing quarterly physical and financial targets of the project activities and send it to MoLE to discuss in the next Project Coordination Committee (PCC) meeting. Referring to the provision to conduct baseline survey of the project, the representative of Economic Relation Division (ERD) opined that the report should be shared in the PAC meeting. It was informed in the meeting that with the assistance of ITC-ILO, the project has prepared a 5-year training plan. The Committee came to consensus that the plan will be helpful to monitor the progress of training activities conducted under the project. The ILO was requested to share training plan in the next PCC meeting. In the meeting a representative of ILO shared the experience of training programmes conducted by CEBAI. He mentioned that training programme are planned by CEBAI based on nominations received from the factories. However, in some instances the factories informed non-availability of the nominated participants on the meeting dates. Responding to him a representative of BKMEA mentioned that some factories are not familiar with the CEBAI. He proposed to request nomination of participants for training through BKMEA or BGMEA. The meeting agreed to this proposal. It was also mentioned in the meeting that as Project Coordinator the Additional Secretary, MOLE should also be informed. On this point the representative of the Legislative and Drafting Division mentioned that the problems of project implementation and way forward

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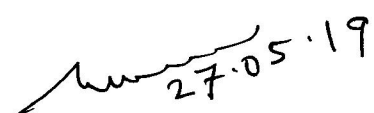
might be presented in the meeting so that appropriate recommendations can be made to overcome those. Conducting regular meetings of the PAC and PCC were emphasized. Moreover, the chair advised to review the implementation status of this meeting in the PCC.

4. On the miscellaneous agenda it was mentioned in the meeting that making communications with the workers' organization by the Ministry of Labour and Employment is sometimes problematic since the presidency of the NCCWE is changed in every six month and there is no single contact address. Responding to this a representative of ILO mentioned that the change in the presidency of the NCCWE is communicated to ILO on regular basis. The same can be communicated to the MOLE.

5. Upon discussions the following decisions were taken:

- 1) ILO will share a report on the pilot election of election process of the participation committee in the next PAC meeting;
- 2) ILO will prepare SMART work plan containing quarterly physical and financial targets of the project activities and send it to MoLE to discuss in the next PCC meeting;
- 3) The draft baseline report prepared by the project will be shared in the next meeting;
- 4) The ILO will present the detail training plan in the next PCC meeting;
- 5) When CEBAI send nomination letter to the factory, they should give copy to BGMEA and BKMEA for collection of the participants from the factories for training program and the National Project Coordinator (NPC) will be kept informed.
- 6) The project team should identify the problems of project implementation and way forward and will present in the next meeting;
- 7) The meetings of the PAC and PCC should be arranged on regular basis;
- 8) Any change in the presidency of the NCCWE should be simultaneously communicated to ILO and MoLE.

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

  
27.05.19

(Ummul Hasna)  
Secretary-in-Charge  
Ministry of Labour and Employment  
and Chairperson of the PAC