



Governing Body

344th Session, Geneva, March 2022

Institutional Section

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Report by the Government of Bangladesh on progress made on the implementation of the road map taken to address all outstanding issues mentioned in the complaint concerning alleged non-observance of Conventions Nos 81, 87 and 98

1. At its 337th Session (October–November 2019), the Governing Body had before it a report of the Officers regarding a complaint concerning non-observance by the Government of Bangladesh of the Labour Inspection Convention, 1947 (No. 81), the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), and the Right to Organise and Collective Bargaining Convention, 1949 (No. 98), submitted under article 26 of the ILO Constitution by several Workers' delegates to the 108th Session (June 2019) of the International Labour Conference.¹
2. Having considered that the complaint was receivable insofar as it met the conditions established in article 26 of the ILO Constitution, the Governing Body requested the Director-General to forward the complaint to the Government of Bangladesh, inviting it to communicate its observations on the complaint by 30 January 2020, and to include this item on the agenda of the 338th Session of the Governing Body (March 2020), a meeting which was further postponed due to the COVID-19 pandemic.

¹ GB.337/INS/13/1.

3. At its 340th Session (November 2020), in view of the information communicated by the Government of Bangladesh on the situation of freedom of association in the country and taking due note both of its commitment to continue to further improve the overall situation and to address the outstanding issues before the supervisory bodies, the Governing Body requested the Government to develop, with the support of the Office and of the secretariat of the Workers' and Employers' groups, and in full consultation with the social partners concerned, a time-bound road map of actions with tangible outcomes to address all the outstanding issues mentioned in the complaint submitted under article 26 to the 108th Session (2019) of the International Labour Conference.
4. At its 341st Session (March 2021), the Governing Body took note of the progress made by the Government with regard to the development of a time-bound road map and requested the Government to submit the final road map for the information of the Governing Body in June 2021. It also requested the Government to report on progress made with the timely implementation of the road map to its 343rd Session (November 2021) and deferred the decision on further action in respect of the complaint to that session.
5. At its 343rd Session (November 2021), the Governing Body took note of the road map of actions submitted by the Government in May 2021,² which was developed around four priority areas: (1) labour law reform; (2) trade union registration; (3) labour inspection and enforcement; and (4) addressing acts of anti-union discrimination/unfair labour practices and violence against workers. It also took note of the report on progress made in its implementation, submitted in September 2021.³ The Governing Body requested the Government to inform it of the progress made in the implementation of the road map at its 344th Session (March 2022) and deferred the decision on further action in respect of the complaint to its 346th Session (November 2022).⁴
6. On 4 February 2022, the Government submitted a progress report on the implementation of the road map (see the appendix), providing updates on the four priority areas of the road map. The report noted advances in tripartite discussions for the finalization of the Bangladesh Labour Rules and the elaboration of the Export Processing Zones Labour Rules. It also highlighted, among others, the completion of the digitalization of trade union registration, activation of the publicly accessible online database on registration, continued recruitment and training of labour inspectors and an increase in the number of safety committees in factories across the country, as well as consultation meetings conducted with the ILO to develop standard operating procedures for conciliation and arbitration of industrial disputes. The Government indicated that the progress report had been shared with tripartite constituents and discussed at the Tripartite Implementation and Monitoring Committee (TIMC) meeting in February 2022.
7. In accordance with article 26 of the Constitution, it is for the Governing Body to take the necessary decisions concerning future action on this complaint.

² GB.342/INS/INF/2(Rev.1).

³ GB.343/INS/10(Rev.2).

⁴ GB.343/INS/10(Rev.2)/Decision.

► Draft decision

- 8. The Governing Body, on the recommendation of its Officers:**
 - (a) took note of the Report by the Government of Bangladesh on progress made on the timely implementation of the road map intended to address all outstanding issues mentioned in the complaint concerning alleged non-observance of the Labour Inspection Convention, 1947 (No. 81), the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), and the Right to Organise and Collective Bargaining Convention, 1949 (No. 98);**
 - (b) requested the Government of Bangladesh to report on further progress made at the 346th Session (November 2022) of the Governing Body; and**
 - (c) decided to defer the decision on further action in respect of the complaint to that session.**

► Appendix

Report of the Government of Bangladesh on progress made with the timely implementation of the road map developed in response to the decision made by the Governing Body at its 343rd Session (November 2021)

Background

1. The road map on the Labour Sector in Bangladesh (2021–2026) is a commitment of the Government of Bangladesh to uphold labour rights and workplace safety in the country. The road map contains specific actions on legal and administrative reforms as well as enforcement of laws and training and promotional activities.
2. Accordingly, the road map had been developed under four priority areas with a series of specific actions set against timelines. These four priority areas are: (1) Labour Law Reform; (2) Trade Union Registration; (3) Labour Inspection and Enforcement; and (4) Addressing Acts of Anti-union Discrimination/Unfair Labour Practices and Violence Against Workers.
3. The first progress report on the road map was subsequently submitted to ILO on 30 September 2021 and was discussed at the 343rd session of the ILO Governing Body on 6 November 2021. The report presented below highlights the progress made since the submission of the last report. The report was shared with tripartite constituents for discussions at the Tripartite Implementation and Monitoring Committee (TIMC) at its meeting held on 2 February 2022 under the Chair of Secretary, Ministry of Labour and Employment.

Progress made on the actions under each priority area of the road map

Action point 1. Labour law reform

Action point 1.1. Amendment of Bangladesh Labour Rules (BLR), 2015

- Since the submission of the first report, the draft amendment proposals of the Bangladesh Labour Rules were placed before the meeting of the National Tripartite Consultative Council (NTCC), held on 13 December 2021 under the Chair of the Hon'ble State Minister in charge of the Ministry of Labour and Employment.
- At the NTCC meeting, the social partners asked for further discussions on the draft amendment proposals within the Tripartite Working Group (TWG). Accordingly, the amendment proposals were discussed in TWG on 20 January 2022.
- TWG will again submit the draft amendment proposals for onward transmission to NTCC following the endorsement by the Tripartite Technical Committee.
- It may be reiterated that in course of the amendment process, the observations of the ILO Committee of Experts on the Application of Conventions and Recommendations (CEACR) would continue to be taken into due consideration.
- Subject to approval by the next meeting of NTCC on 9 February, 2022, it is expected that the process will be concluded by March 2022.

Action point 1.2. Amend the Bangladesh Labour Act, 2006 (as amended in 2018)

- The Tripartite Working Group (TWG) under the Tripartite Labour Law Review Committee (TLRC) continues to work on compiling the amendment proposals received so far from eleven government, employers' and workers' organizations.
- TLRC will have further discussions on the compiled recommendations to be forwarded to it by TWG.
- It is expected that upon completion of the work by TWG and TLRC, NTCC will be in a position to take up the issue of the BLA, 2006 amendments.
- It is envisaged that the national consultations on the draft amendments will be held during the May–June 2022 period.

Action point 1.4. Adoption of Export Processing Zone (EPZ) Labour Rules

- Since the submission of the first report, three additional consultative meetings were held on the draft EPZ Labour Rules during October–November 2021, involving the investors, workers' associations and the relevant government authorities.
- Meanwhile, a 9-member Tripartite Standing Committee was formed under the Chair of Member (Investment), Bangladesh Export Processing Zone Authority (BEPZA), on 10 November 2021.
- Later, the Tripartite Standing Committee co-opted two additional members each from BEPZA, employers and workers to work on the draft Rules.
- All amendment proposals were discussed in two meetings of the Tripartite Standing Committee, held on 07 December and 23 December 2021, where consensus was reached on most part of the proposed Rules.
- A final meeting of the Tripartite Committee was held on 16 January 2022, where consensus was also reached on the remaining two issues of the proposed Rules. The Executive Chairman, BEPZA presided over this meeting.
- The proposed draft Rules contain 15 Chapters, 319 Rules, 4 Schedules and 106 Forms. It includes, among other issues, provisions related to anti-union discrimination and investigation on anti-union activities, formation of Workers' Federation, formation of Employers' Association, DIFE inspection in EPZs and gender-based violence and harassment.
- The draft Rules are now in the process of being forwarded to the Legislative and Parliamentary Affairs Division, Ministry of Law, Justice and Parliamentary Affairs for vetting.

Action point 1.5. Amendment of Bangladesh EPZ Labour Act, 2019

- Following the work on the Bangladesh EPZ Labour Rules and its impact analysis, the work on amending the Bangladesh EPZ Labour Act, 2019, will start in July 2023. It is envisaged that the whole exercise will be completed by June 2025.
- The Tripartite Standing Committee (reference Action 1.4 above) is also expected to work on the Bangladesh EPZ Labour Act, 2019.

Action Point 2. Trade union registration

Action point 2.1. Explore and implement ways of further simplifying the registration process through tripartite consultations

2.1.1. Overhaul the existing online Registration System

- Since the submission of the first report, the digitization of the trade union registration process under the Department of Labour (DOL) has been completed on 27 October 2021. This simplification process has been undertaken under myGov Platform, which is an integrated system encompassing a wide range of government or public services. It is expected that the digitized system would be made active for users at an early date, depending on the backup support to be provided from the a2i (Access to Innovation) Programme, ICT Division, which is in charge of the myGov Platform.
- Meanwhile, DOL is taking preparations for conducting training on the digitized systems for its relevant officials from the Headquarters and its regional offices.

2.1.2. Establish a pre-application service at the Department of Labour (DOL)

- A pre-application service desk was established in every office of the Registrar of Trade Union (RTU) under DOL in January 2021 to ensure smooth registration through quality applications.
- Since the submission of the first report, the number of trade unions registered increased from 209 up to September 2021 to 368 up to December 2021, while the success rate increased from 88.19 per cent to 94.85 per cent during the same period.

2.1.3. Continuing with the provision for offline registration system

- Since the submission of the first report, the number of trade union registration accorded under the offline trade union registration system increased from 8710 up to September 2021 to 8864 up to 15 January 2022. In the RMG sector, the number of trade unions increased from 1045 up to August 2021 to 1093 up to 31 January 2022.
- Based on regular feedback from the social partners, discussions are ongoing to explore the possibility of further simplifying both online and offline registration systems.

Action point 2.2. Training workers and employers on Trade Union Registration Process

- Since the submission of the first report, an additional 4734 trainees comprising workers, management staff and government officials were trained by DOL through its four Industrial Relations Institutes (IRIs) and 32 Labour Welfare Centres (LWCs) during the July–December 2021 period. The percentage of female participants stood at nearly 45%.
- As projected in the last report, DOL has organized a refreshers' training session for its officials on SOPs on trade union registration from 27 to 29 November 2021, with support from ILO. Similar training sessions will continue in the coming months and years.

Action point 2.3. Publicly accessible online database on registration to be made fully operational and regularly updated

- Since the submission of the first report, the Publicly Accessible Online Database has been activated on 30 September 2021 on the DOL website (www.dol.gov.bd). The Hon'ble State Minister for Labour and Employment inaugurated the database.

- This database has consolidated 11 areas, namely status of trade union application, registration, rejection, and filing; the number of national and sector-wise Trade Union Federations, Participation Committees, CBAs; and information on unfair labour practices/ anti-union discrimination as well as conciliation of labour disputes. This should enhance transparency with the trade union registration process and will continue to be updated with relevant information.

Action Point 3. Labour Inspection and Enforcement

Action point 3.1. Provide for new labour inspectors and ensure full functionality of labour inspectorate

3.1.1. Filling vacant posts of Labour Inspectors

- Since the submission of the first report, a total of 85 labour inspectors-designate, recommended for the Department of Inspection for Factories and Establishments (DIFE) by the Bangladesh Public Service Commission (BPSC), are undergoing police verification and medical check-ups towards their final appointment. Appointment letters have already been issued for five amongst them; while appointment letters for an additional 49 will be issued soon by DIFE.
- In parallel, the process for recruiting another 54 labour inspectors against the vacant posts is continuing.
- Meanwhile, work is ongoing towards filling up a fixed number of vacant posts through promotion, i.e.:
 - The gradation list for promotion to the posts of Joint Inspector General was finalized and then circulated through a Gazette Notification issued by MOLE on 6 January 2022;
 - Simultaneously, the gradation list for promotion to the posts of Deputy Inspector General was prepared on 19 May 2021. After holding a hearing on the draft within DIFE, the gradation list will be sent to MOLE for approval and circulation;
 - Likewise, DIFE is processing the gradation lists for promotion to the posts of Assistant Inspector General;
 - Proposal for promotion of 11 staff members to the posts of Labour Inspector (General) has already been sent to BPSC by MOLE.

3.1.2. Creation of new posts and recruitment of Labour Inspectors

- A proposal for creating new posts for DIFE was sent to the Ministry of Public Administration (MOPA) on 18 August 2021 for approval. The concerned authorities, i.e., MOLE, DIFE, and MOPA, held a meeting on 31 August 2021 to assess the proposal.
- Since the submission of the first report, MOPA gave its consent to create 345 posts (comprising 175 inspectors) on 28 November 2021. Upon this, MOLE and DIFE started engaging further with MOPA on additional posts to be created.
- Based on the outcome of these engagements, the matter will be referred to BPSC for initiating the recruitment process.

3.1.3. Full application of LIMA digitalized labour inspection system

- All the 23 district offices of DIFE are now using the Labour Inspection Management Application (LIMA) system.
- Under the supervision of a Committee and with the support from ILO and GIZ, the technical issues involving SMS and Automated Payment Integration within LIMA have already been resolved.
- The User Acceptance testing continues to be carried out.
- Starting from March 2018 up to 31 January 2022, a total of 29288 inspections were carried out using LIMA system. From 1 January 2021 to 31 December 2021, a total of 7268 inspections were carried out using this web-based application system.

3.1.4. Developing competencies of Labour Inspection staff through regular trainings and capacity building measures and creating more senior positions

- Since the submission of the first report, a Foundation Training programme for 30 inspectors has been completed during 2021–2022.
- In addition, 12 in-house training programmes with 301 inspectors (each inspector attended more than one training programme) were also conducted.
- A proposal recommending the creation of four Additional Inspectors General (Add IG), 12 Joint Inspectors General (JIG), 51 Deputy Inspectors General (DIG), and 288 Assistant Inspectors General was submitted to MOPA. If approved, this will create more promotion opportunities for Labour Inspectors and make the profession as a viable career option.

3.1.5. Promote an effective labour inspection process

- Since the submission of the first report, the prioritization of sectors for the Labour Inspectors, in consideration of safety issues and targeting establishments, was completed in December 2021.
- About 5 to 8 sectors were prioritized depending on different safety issues, accident rates, and other factors relevant for each district level office of DIFE.
- In addition, a yearly Strategic Inspection Plan targeting the priority sectors was also developed. This will help identify the non-compliance issues in these sectors and monitor the progress of remedial measures on a regular basis.
- For the purpose of monitoring, a database has also been created to track the efficiency of the labour inspections conducted.

3.1.6. Formulating DIFE inspection modalities for EPZs

- Since the submission of the last report, the issue of DIFE inspection in EPZs has been incorporated into the draft EPZ Labour Rules (reference Action 1.4 above).
- Meanwhile, as mentioned in the last report, BEPZA and DIFE had another round of meeting on 30 November 2021 to discuss the DIFE inspection modalities for EPZs.
- In parallel, DIFE is carrying out inspections within EPZs, including by the DIFE Inspector General himself in one instance.

3.1.8. Promote effective functioning of National Occupational Safety and Health (OSH) Council and of Safety Committees

- Since the submission of the first report, all concerned actors are being sensitized about the decisions taken by the last meeting of the National OSH Council held on 14 September 2021 (the previous report inadvertently mentioned 18 September 2021).
- Again, since the submission of the first report, the number of safety committees formed in factories across the country has increased to 5555 as of 31 January 2022.
- In addition, to monitor the effective functioning of the Safety Committees, a special checklist developed by DIFE has been sent out to all its district-level offices on 30 September 2021.

3.1.9. Development of a framework for coordination with RMG Sustainability Council (RSC)

- Since the submission of the first report, as per the conditions stipulated in the License issued in favour of RSC as well as Article 41 of RSC's Articles of Association, a Government Coordination Council (GCC) has been formed under the Ministry of Commerce.
- GCC is headed by Additional Secretary (Export), Ministry of Commerce, and comprises of representatives from MOLE, Ministry of Foreign Affairs, Ministry of Jute & Textile, Ministry of Industries, BEPZA and Bangladesh Economic Zones Authority (BEZA).
- GCC held its first meeting on 23 December 2021 and discussed its future course of action. The second meeting of GCC was held virtually on 1 February 2022, where representatives from RSC and DIFE also attended.
- MOLE and DIFE will hold separate meetings with the RSC management soon to further discuss the operational coordination issues.

Action Point 3.2. Set up an efficient system to follow up on workers' complaints received through helpline

3.2.1. Continuation of the helpline (16357) under revenue budget of DIFE

- The helpline continues to operate and receive complaints that are now managed through a database (reference Action 3.3.3 below). A pool of 3 (three) Labour Inspectors are assigned to attend to the helpline.
- A total of 313 complaints have been received in January 2022. Among these, 47 complaints were received through the online website, helpline and emails, while the remaining 266 complaints were received through the conventional process. There also remained 61 unresolved complaints from the previous year/s.
- Out of a total of 374 complaints, 318 complaints have been resolved in January 2022. The rest are being worked upon.

3.2.2. Establishment of a complaint management cell to follow up the cases directly by the labour inspectors

- As mentioned in the first report, a Complaint Management Cell has been established at DIFE, with an update on 23 January 2022, consisting of eight Labour Inspectors to monitor the complaints received and addressed, update the number of complaints received and resolved, and to arrange training for Labour Inspectors. The Cell is authorised to co-opt

additional members based on requirements, and will execute additional responsibilities as directed by the higher authorities.

3.2.3. Develop a database of the complaints covering information including the following elements

- Since the submission of the first report, a database of the complaints received via the helpline has been developed in December 2021. The database includes information, received online and offline. As of 31 January 2022, the database includes relevant information concerning 47 complaints (reference Action 3.2.1 above).

3.2.4. Organize regular training programme for all service personnel/officials receiving complaints

- Since the submission of the first report, a day-long training program was organized on 1 February 2022 for the 16 Labour Inspectors including 3 responsible for receiving complaints via the helpline.

3.2.5. Establishment of the Helpline for all workers in EPZs

- Since the submission of the first report, a total of 2340 calls through the EPZ helpline detailing complaints were received up to December 2021. Out of these, 2286 have been resolved, while the remaining 54 are in the process of being addressed.
- The complaints so far received via the helpline revolved around issues concerning arrears of wages/salary, provident fund, earned leave encashment, leave & holidays, etc.

Action Point 3.3. Eliminate the backlog of cases at Labour Courts

3.3.1. Take steps to make the three newly established Labour Courts fully functional

- Since the submission of the last report, recruitment of support staff members for Sylhet Labour Court under the revenue budget has been completed, while those for the other two courts in Rangpur and Barishal remain under process.
- For the training of the newly recruited court officials, MOLE is currently working on the administrative procedures for allocating the budget. Training for court officials may be organized abroad as well, with the support of ILO and development partners.
- It may be recalled in this context that there are at present ten Labour Courts in the country. To expedite labour-related cases and clear backlogs, three new Labour Courts were established in 2019 in Sylhet, Barishal, and Rangpur. Following setting up offices, recruitment of Judges, and getting nominations of representatives from employers and workers, the new courts are functional now. The issue of recruiting support staff remains under process, as mentioned above.
- In addition, eight different Labour Courts are assigned through Gazette Notification to serve as EPZ Labour Tribunals, while the Labour Appellate Tribunal based in Dhaka functions additionally as the EPZ Labour Appellate Tribunal.
- Previously, 30 judges and 30 lawyers were trained on international labour standards at the International Training Centre of ILO in Turin, Italy.

3.3.2. Establishment of new Labour Courts in Narayangonj, Gazipur, Cumilla, and Faridpur districts

- Since the submission of the first report, the proposal for the establishment of Labour Courts in **Narayangonj, Gazipur and Cumilla** was approved by the “Secretaries Committee for the Administrative Development” on 15 December 2021.
- Subsequently, the Hon’ble Prime Minister, Government of Bangladesh has given approval to setting up the three new Labour Courts on 1 February, 2022.
- The proposal on setting up a full-fledged Labour Court in Faridpur has not been approved at this stage. The matter may be pursued at a later date.

3.3.3. Deployment of one Additional Judge (Member) to the Labour Appellate Tribunal

- Since the submission of the last report, consent has been received from the Law and Justice Division, Ministry of Law, Justice and Parliamentary Affairs, on 29 November 2021 regarding the creation of a post of a Member of the Labour Appellate Tribunal. The MOLE is working on further administrative processes regarding this issue.

3.3.4. Establish pilot processes to classify cases in consultation with the Judges of the Labour Courts with a view to addressing case backlogs

- Since the submission of the first report, a workshop involving the Judges of the Labour Courts was slated to be held in the last week of December 2021, but had to be postponed due to the latest wave of COVID-19 infections.

3.3.5. Continue to work on improving the court facilities and premises

- All the Labour Courts are now located in hired premises/structures, thus limiting the scope for major renovation work. MOLE is, therefore, exploring options to improve the court facilities and to provide space for the Courts in Dhaka and Chattogram in the existing office spaces of DOL and DIFE.

Action Point 3.4. Promoting effective conciliation and independent arbitration system as a means of Alternative Dispute Resolution (ADR)

3.4.1. Establish a Conciliation and Arbitration Cell at DOL to provide secretarial service and monitor individual cases

- As mentioned in the first report, a three-member Conciliation and Arbitration Cell was established by DOL on 29 September 2021. The Cell stands ready to extend secretariat service to the conciliators and the panel of arbitrators.

3.4.2. Develop a SOP for conciliation system through tripartite consultations

- Since the submission of the first report, a number of consultation meetings (virtually on 22 August 2021 and 6 September 2021, and in-person on 30 September 2021, 10 October 2021, 27 November 2021, and 13 December 2021) took place between DOL and ILO towards developing a Standard Operating Procedure (SOP) for Conciliation of Industrial Disputes.
- Moreover, DOL and ILO will jointly consult with social partners upon preparing the initial draft of the SOP on Conciliation. The final draft will be sent to MoLE for approval and official notification.

3.4.3. Appointment of conciliators through gazette notification

- Since the submission of the first report, DOL has prepared a list of 15 conciliators for designated areas and submitted it to MOLE for further consideration. Upon review of the list, MoLE will arrange for its final approval and gazette notification.

3.4.4. Develop an SOP for arbitration system through tripartite consultations

- At the same Consultation meetings mentioned under Action 3.4.2 above, DOL and ILO discussed developing an SOP on Arbitration by the second quarter of 2022.
- While developing the draft SOP, DOL and ILO will jointly consult with the social partners. The final draft will be sent to MOLE for approval and official notification.

3.4.5. Establish an arbitrators' panel

- Tripartite consultative sessions will be organized with a view to establishing an arbitrators' panel comprising experienced lawyers and retired judges, among others, by December 2022.

3.4.6. Promote conciliation and arbitration system as ADR

- In general, DOL continues to provide training on conciliation, among other issues, to its pool of master trainers, who in turn disseminate such training to workers, DOL officials, and factory managers.
- Upon finalization of the SOP on conciliation, a refreshers' training session for the conciliators to be appointed will be conducted with ILO's support.

3.4.7. Provide information sessions on the conciliation and arbitration system to workers, employers and DOL officials

- The COVID-19 situation permitting, two information sessions/focus group discussions on conciliation and arbitration for trade union leaders, employers and DOL officials are expected to be conducted in the first and third quarters of 2022.

Action Point 4. Addressing acts of Anti-union Discrimination/Unfair Labour Practices and Violence against Workers**Action Point 4.1. Preventive measures****4.1.1. Conduct regular training for awareness-raising for responsible factory security staff, police, and employers to prevent violence, harassment, unfair labour practices and anti-union acts**

- The training programmes mentioned under Action Point 2.2.1 above generally include topics (but not limited to) violence, harassment, unfair labour practices, and anti-union discrimination in the workplace. As previously noted, nearly 45% of the trainees happen to be women.
- The Industrial Police has trained 1389 of its personnel so far concerning prevention of violence, unfair labour practices and anti-union acts as part of its broader training programmes.

4.1.2. Develop and regularly update (online) databases to provide an overview of the number and nature of training programmes as well as the number of trainees among factory security staff, police, employers and workers

- Since the submission of the first report, DOL has had preliminary discussions with an ICT service vendor to develop a publicly accessible database on training, incorporating relevant information of the trainees (segregated by name, designation, factory/trade union, age, sex etc.) to be collected from the IRIs and LWCs.
- Further discussions are required to explore the possibility of including information on Industrial Police training in the proposed online database.

4.1.3. Develop a compendium in Bangla language of all existing and relevant laws, rules and regulations (including the use of minimum force and applicable sanctions or penalties for any proven violation) in order to train and raise awareness among industrial police and relevant law enforcement agencies (LEAs)

- Since the submission of the first report, a mapping exercise has been initiated to identify the relevant laws, rules and regulations available in Bangla language as a first step towards developing the proposed compendium.

4.1.4. Continue to train and provide clear instructions to the industrial police and relevant LEAs on the use of minimum force, respect of human rights and labour rights, including on trade union rights and civil liberties during labour protests

- DOL has been conducting four weeks of IR training in its four IRIs (Gazipur, Chattogram, Rajshahi and Khulna) for representatives of workers, management and government agencies, including those from Industrial Police and other relevant law enforcement agencies.
- Otherwise, Bangladesh Police provides regular training on these issues to its personnel across the board. Discussions may be held with MOLE and ILO on further updating the training curricula for Industrial Police, with added features concerning labour rights and trade union activities.

Action Point 4.2. Investigation of violence and harassment against workers, anti-union discrimination and unfair labour practices

4.2.1. Continue to provide regular training and clear instructions (including monitoring of instructions) for all DOL staff handling complaints on how to comply with the SOPs on anti-union discrimination and unfair labour practices against workers

- Since the submission of the first report, a further training programme on the SOPs on Unfair Labour Practices and Anti-Union Discrimination had been organized from 12 to 14 October 2021.
- The three-day intensive residential training programme was attended by 30 DOL officials, with particular focus on facilitating both investigation and resolution of cases related to unfair labour practices and anti-union discrimination.

4.2.2. Continue to provide regular information to all workers on their rights and to complain and access legal support in case those rights are violated/abused

- The DOL officials are responsible for providing regular information to workers on labour rights by attending the Trade Unions' general meetings. Such information include ways and means to lodge complaints and legal redress in case of alleged violation/abuse.
- DOL will be further updating its information checklist with ILO's technical support, if required.

4.2.3. Continue to sensitize managers/employers, security staff on how they can support the investigations

- DOL has taken the initiatives to provide training to the security staff, managers/employers of factories through IRIs and LWCs. Such training includes basic information concerning complaint management and investigations. The number of training programmes conducted by IRIs and LWCs have been furnished above.
- In addition, Industrial Police continues to engage with employers and factory management to sensitize their respective security personnel about prevention of violence and supporting investigations in case of alleged violence and harassment.

4.2.4. Continue to provide regular training and clear instructions (including monitoring of instructions) for all personnel handling cases of alleged acts of violence and harassment against workers, including in cases of protests

- The concerned Ministries, i.e. MOLE, Ministry of Home Affairs and Ministry of Law, Justice and Parliamentary Affairs continue to provide instructions to their subsidiary agencies regarding handling of cases, including those involving alleged acts of violence and harassment against workers.
- The judiciary, prosecutorial services and law enforcement agencies receive regular training on these issues as part of their mandate. Further customized training may be provided based on specific needs and with ILO's technical support.
- Both DOL and DIFE are entrusted with monitoring the case proceedings and management, including for those concerning alleged acts of violence and harassment against workers.

4.2.5. Rapid and thorough investigation of alleged cases of violence and harassment of the police against workers, including in cases of legal protests

- It remains under consideration to set up a dedicated Cell within an appropriate Ministry/ agency to ensure and monitor proper investigation of such alleged cases as part of yet another confidence-building measure.

Action Point 4.3. Ensure timely and dissuasive sanctions/convictions and related information

4.3.2. Compile and regularly update statistics on complaints received and of alleged incidents of violence and harassment, their follow-up including remedies for victims and sanctions/convictions imposed

- The full record of proceedings of unfair labour practices and anti-union discrimination is maintained in the publicly accessible database managed by DOL.

- From 2013 to December 2021, a total of 196 complaints on anti-union discrimination and unfair labour practices were submitted to DOL. Of all the complaints, 186 have been settled (173 complaints have been amicably disposed of, and 13 cases were filed in Labour Courts).
- Investigations are ongoing on the remaining complaints. Records of these complaints are available in the database.

Action Point 4.4. Promoting Social Dialogue

4.4.1. Work on developing an evidence-based National Wage Policy through tripartite consultations and exchange of views with other relevant stakeholders

- An initial tripartite consultation meeting for the purpose is slated to be organized by February 2022, under the Chair of Secretary, MOLE.

4.4.2. Developing institutional mechanism and capacity building for national and sectoral Tripartite Consultative Councils (TCCs)

- The Bangladesh Government has formed a 60-member National Tripartite Consultative Council (NTCC) with equal representation from workers, employers and government to deal with the national level labour issues through meetings at regular intervals. Moreover, an RMG Tripartite Consultative Council (TCC) has been formed with equal representation from workers, employers and government in order to address various issues related to the country's RMG sector with a special focus on industrial relations.
- The government is working to further develop institutional mechanisms and capacity building for national and sectoral TCCs, with ILO's technical support as required.

4.4.3. Develop and implement a roadmap on social partners' awareness and capacity building for social dialogue and collective bargaining at all levels, including sectoral and national levels

- DOL has been in discussion with ILO through the August–December 2021 period to develop a roadmap on social partners' awareness and capacity building for social dialogue and collective bargaining at all levels. The roadmap will include training sessions, workshops, focus group discussions, information sessions etc.
- The awareness-raising and capacity building events will be held in tripartite settings with the support of ILO.

4.4.4. Work on finalizing the project proposal on introducing Employment Injury Insurance Scheme through tripartite consultations and piloting the project in collaboration with ILO, towards possible scaling up at the national level

- To finalize the project design, scope and financing for piloting of Employment Injury Insurance Scheme (EIIS), a 14-member Tripartite Technical Committee, with a representative from ILO, was formed on 18 February 2021. The first meeting of the Technical Committee was held virtually on 6 July 2021.
- Since the submission of the first report, a 10-member Tripartite Working Group (TWG), along with one representative each from ILO Country Office and GIZ, Bangladesh, has been formed on 29 September 2021.
- During 2–4 December 2021, a tripartite workshop was held to discuss the framework of EIIS. Based on the discussion in the workshop, ILO and GIZ are working on revisiting the draft

framework. It is likely that there will be discussions involving the ILO Headquarters officials in preparing the draft.

- To implement the EIIS on a pilot basis, a project document to be signed between Bangladesh and ILO has been prepared. The document has been shared with the concerned Ministries of the Government on 21 September 2021 for comments. However, based on the discussions in the aforementioned workshop, the project document also needs to be revisited in line with EIIS framework.

Supplementary information

- As reported in the first progress report, MOLE set up six sub-committees on six thematic areas to monitor implementation of the present roadmap and corresponding commitments.
- On 1 February 2022, MOLE issued a notification concerning the formation of a 12-member Reform Implementation Coordination Unit (RICU) to support the work of TIMC and the six subcommittees mentioned above. Secretary, MOLE will act as the Advisor to RICU, while an Additional Secretary will remain in charge of overall coordination.