

Strategic Sector Cooperation: “Improving the Health and Safety of Workers in Bangladesh through the Strengthening of Labour Authorities” (phase 3)

<p>Key results:</p> <ul style="list-style-type: none"> - Improve the health and safety of workers in Bangladesh, supporting ILO’s Decent Work agenda and SDG 8 on Decent Work and Economic Growth. Strengthening the Ministry of Labour and Employment, MoLE/Department for Inspection of Factories, DIFE, capacity to enforce rules and regulations for health and safety for workers in Bangladesh. - Ensure progress and enforce the social elements of the triple bottom line of the Danish Action Plan for Economic Diplomacy. - Contribute to improve the competitiveness of Danish companies sourcing in Bangladesh. <p>Justification for support:</p> <ul style="list-style-type: none"> - Poor working conditions have and are still overshadowing the ready-made garments (RMG) sector. Game changer was the tragic event in 2013, the “Rana Plaza” disaster. An eight story commercial building, which housed several shops, a bank and five garment factories collapsed and caused the death of 1,138 workers and injured 2,500. - The RMC sector is important in the Bangladeshi economy. The sector constitutes more than 80% of the country’s total export and employs approximately 4 million people. - Continued need to strengthen national capacity to monitor, advice, enforce laws and best practice ensuring safe and healthy working conditions in line with international standards. <p>Major risks and challenges:</p> <ul style="list-style-type: none"> - It is assumed that DIFE will largely be able to contribute with manpower, to plan activities themselves and to maintain and develop the outgoing teams. Nevertheless, there is a continued need for working on organization, management, responsibilities and priorities. - The planned national training centre could be further delayed. To mitigate this, there is a mutual understanding with MoLE and DIFE, that the centre is not a campus but an “institution”, and the activities can take place elsewhere. 	File No.	2023-8553						
	Country	Bangladesh						
	Responsible Unit	GDK						
	Sector	16020 - Occupational safety and health.						
	Partner	The Bangladesh Department for Inspection of Factories, DIFE and the Ministry of Labour and Employment, MoLE. The Danish Ministry of Employment (DMoE). The Danish Working Environment Authority, DWEA.						
		<i>DKK million</i>	2023	2024	2025	20xx	20xx	Total
	Commitment		3.25	3.24	2.03	-	-	8,53
	Projected disbursement		3.25	3.24	2.03	-	-	8.53
	Duration	2023-2025						
	Previous grants	DKK 13.5 mio. (Phase 1+2).						
	Finance Act code	§06.38.02.14						
	Head of unit	Karin Poulsen						
	Desk officer	Fin Poulsen						
	Reviewed by CFO	Rasmus Tvorup Ewald						
	Relevant SDG							

Strategic objective

The long term goal of the project is to improve the health and safety of workers as stated in ILO’s Decent Work agenda and SDG 8 on Decent Work and Economic Growth.

Environment and climate targeting - Principal objective (100%); Significant objective (50%)

	Climate adaptation	Climate mitigation	Biodiversity	Other green/environment
Indicate 0, 50% or 100%	0	0	0	0
Total green budget (DKK)	0	0	0	0

Justification for choice of partner:

The Bangladesh Department for Inspection of Factories is the natural and only partner for this kind of government-to-government cooperation. It is first and foremost the responsibility of Ministry of Labour and Employment/The Bangladesh Department for Inspection of Factories to enforce the Labour Act regarding Health and Safety and to provide the labour market with the necessary information to enable the factories and other workplaces to work strategically with ensuring healthy and safe work conditions. Clear and practical enforcement strategies will be jointly development and institutionalised.

Summary:

The project supports the SDG 8 and to some extent SDG 3, 12 and 16. The crosscutting nature of working with occupational health and safety includes working with health issues, responsible production and consumption and elements of green and sustainable transition, it is not only working with labour rights. The third phase will focus on consolidating the achievements obtained since the beginning of the cooperation in 2015. The inputs from Danish Working Environment Authority will mainly focus on the organizational support to enforcement and guidance on occupational health and safety.

Budget (engagement as defined in FMI):

DEA experts	4.255.540
Travel and reimbursable	1.967.656
Activities	1.105.500
Consultancies	300.000
Unallocated funds	901.304
Total	8.530.000

Checklist

This checklist must be used when presenting grant proposals with a budget up to DKK 39 million for approval by the Under-secretary for Development Policy. The checklist is intended as a help for the Under-secretary to determine whether or not the relevant documents are included.

Documentation required for approval of a programme /project

Document/annex:	Included:	Comments:
Cover page	X	
Programme document	X	SSC project doc. template
Annex 1 - Context Analysis	X	SSC updated background study (see Annex C)
Annex 2 – Partner Assessment	X	Included in the Project Document
Annex 3 – Theory of Change, Scenario and Results Framework	X	Results framework and work plan (template 4) (see Annex A)
Annex 4 – Risk Management	X	Included in the Project Document
Annex 5 – Budget Details	X	See Annex C
Annex 6 – List of supplementary Materials		n/a
Annex 7 – Plan for Communication of Results		n/a
Annex 8 – Process Action Plan		n/a
Annex 9 – Quality Assurance Checklist	X	Signed

MFA File No:

2023-8553

**Project Document for
Strategic Sector Cooperation in
The Labour Market**

between

Denmark and Bangladesh

Phase 3

Guidelines for Strategic Sector Cooperation 2020, **TEMPLATE 3**

General information		MFA File no.
Project Title	Improving the Health and Safety of Workers in Bangladesh through the Strengthening of Labour Authorities	
Partner Country	Bangladesh	
Project duration (years/months)¹	3 years	
Total budget (DKK)	8.530.000 DKK Annex D: Planning and budgeting	
Thematic focus	Occupational Safety and Health in Bangladesh	
Partner Public Authority Contact person and contact details	The Bangladesh Ministry of Labour and Employment (MoLE). Mr. Inspector General Md. Nasir Uddin Ahmed, Department of Inspection for Factories and Establishments. E-mail: chiefdife@gmail.com	
Responsible Danish Public Authority Contact person and contact data	The Danish Ministry of Employment (DMoE). Contact person is project manager (PM) Mrs. Elsebeth Jarmbaek, Danish Working Environment Authority (DWEA), Executive Secretariat. E-mail: elja@at.dk	
Danish Embassy Head of Representation Sector Counsellor	Ambassador Ms. Winnie Estrup Petersen. E-mail: winpet@um.dk A new Sector Counsellor will take office in start 2023	

¹ Project start will be date of Danish MFA approval

<p>Summary of background analysis and key strategic choices (max 2 pages)</p>	<p>Bangladesh’s economy has grown on an average of 5-6 % per year over the last couple of decades and the ready-made garments (RMG) sector has been a significant contributor. The sector first started to create an impact in the early 1980s with the establishment of a number of export-oriented factories. Today, the RMG sector constitutes more than 80 % of the county’s total export – mainly to Europe and North America.</p> <p>The RMG sector employs approximately 4 million people with 50-55 % of the workforce being women, a figure which is difficult to establish with certainty. These women, with limited or no education at all, are now able to earn a living for themselves and are less dependent on others for their livelihood. Thus, the sector has played an important role in poverty reduction and in empowering women. The pandemic affected the RMG sector, but it seems to recover rapidly, and it is expected that the production will maintain the current level or even grow in the years to come. However, the success of the RMG sector, has had its costs.</p> <p>Especially the collapse of the factory building Rana Plaza in 2013 was a game changer for all investors in the textile and garment industry. Danish buyers appreciate, and in many instances demand, a sustainable production. International producers, traders, trade unions, and national and international organizations made agreements, with common commitments to work to ensure better working conditions in the sector. Examples was the European “Accord on Fire and Building Safety” and the US “Alliance for Bangladesh Worker Safety” – a kind of private labour inspectorates which were signed by more than 150 international textile companies, including a number of Danish companies, and 20 of the biggest North American clothing importers, respectively. The activities of “The Accord” have been taken over by RMG Sustainability Counsel RSC that – like Accord – has a board of equal representation from employers, brands and unions. However, most of original signatories of Accord have signed a new Accord agreement (operated from ACCORD headquarters in Netherlands) for supervision of the RSC. The activities of “The Alliance” are now transferred to the National Tripartite Action Plan (NAP).</p> <p>The cessation of the Accord and the Alliance in their original form, and the establishment of RSC, places increased pressure on the Department for Inspection of Factories and Establishments, DIFE, under the Ministry of Labour and Employment, MOLE, to be a reliable institution, able to enforce the Labour Act. Since the purpose of this project is to strengthen the labour authorities in the country, MoLE/DIFE was the obvious project partner when starting up in 2016. Denmark and the international community were already at that time in close dialogue with MoLE about the challenges of working conditions in the country, and this ongoing dialogue is a good platform for the cooperation in the project.</p>
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DIFE, has undergone dramatic improvements since 2013 with expansion of staff to now (September 2022) 712 designated inspectors, but because of vacancies, the real number is 366 – an increase of 16% compared to 2018. Out of these 76 are women (20 %). There are many new offices and new equipment/systems such as the LIMA system, which is a digital inspection tool. Mostly due to the SSC project, there has been a significant upgrade on OSH knowledge in DIFE. However, there is still a way to go before Bangladesh has a fully efficient and sufficient labour inspection authority. Therefore, the international community, especially the EU and the ILO, maintain an ongoing demand for improvements, the EU being backed by Bangladesh’s EBA access to the European market. The SSC activities encompasses this and support the Government’s Action Plans and Roadmaps.

The legal basis for DIFE is the Labour Act from 2006, amended in 2013, with new rules and regulations adopted in 2015. The legislation is created with assistance from the ILO and, even though it is not completely according to European standards, it is rather good, if the rules are enforced.

A huge number of international initiatives, including Danish projects, are directed towards the RMG sector, but only the present SSC project and the ILO (The International Labour Organization) and GIZ (Die Deutsche Gesellschaft für Internationale Zusammenarbeit) are working directly with the authorities. For that reason, the project plans have been developed in close cooperation with the ILO and the GIZ to gain synergies and avoid overlaps, and this cooperation will continue in phase 3.

Bangladesh is a very important trade partner to the Danish textile and fashion sector. All the large and several of the medium sized Danish brands source from Bangladesh; Bangladesh is the second largest producer of garment for the Danish fashion and textile industry and the value of the import from Bangladesh is about 5.5 billion DKK/year (2020).

The SSC project has maintained strategic relations and communication with the Danish brands with commercial interests in Bangladesh, both as companies and through their organisations, such as Dansk Erhverv DE, Dansk Mode & Tekstil DM&T, Danish Fashion Institute DAFI and Dansk Initiativ for Etisk Handel DIEH. A number of them have also been involved in various projects. During phase 1 and 2 the project has had regular meetings and contact with Danish brands and Danish projects –including Aalborg University AAU and The Federation of Danish Workers 3F, with the Sector Counsellor in a coordinating role.

The SSC project and related activities on the Decent Work agenda, support the Trade Council in Dhaka’s work with the so-

	<p>cial leg of the triple bottom line of the Danish Government's Action Plan for Economic Diplomacy both in the RMG and other sectors. Placing Denmark as a strong player on OSH and green transition in the RMG sector in Bangladesh has created a strong local network, for the benefit of the project as well as TC activities.</p> <p>Upon request from the Danish private sector, the project has furthermore carried out a number of OSH seminars for Danish brands, their local staff, supplier factories etc. and for Trade Union representatives. DIFE and DWEA experts have been responsible for these events in cooperation with the project. These activities are envisaged to be continued.</p> <p>The project has continuously kept internal and external stakeholders informed by a quarterly newsletter, and has taken part in information initiatives led by MFA. The project will also in the future place great emphasis on communication. Strategic communication seeks to draw a picture of Bangladesh as a sustainable and green trade partner, in benefit of Bangladesh and in benefit of the Danish private sector.</p>
<p>Sustainable Development and the Sustainable Development Goals (SDGs)²</p>	<p>The project supports the SDG 8 and to some extent SDG 3, 12 and 16. The relevance for many SDG's underlines, that working with the working environment is linking to not only labour rights, but also to public health and to the green transition. In particular:</p> <ul style="list-style-type: none"> • 8.5: Achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value. • 8.8: Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment • 3.9 Substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination • 12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle • 16.3 Promote the rule of law at the national and international levels and ensure equal access to justice for all • 16.6 Develop effective, accountable and transparent institutions at all levels

² **Sustainable development** meets the needs of the present without compromising the ability of future generations to meet their own needs. The SDGs (adopted 2015) is a plan of 17 interlinked and integrated goals to achieve sustainable development

<p>Project Logic (Theory of Change) ½-1 page</p>	<p>The long term goal of the project is to improve the health and safety of workers as stated in ILO’s Decent Work agenda and SDG 8 on Decent Work and Economic Growth.</p> <p>It is first and foremost the responsibility of MOLE/DIFE to enforce the Labour Act regarding Health and Safety and to provide the labour market with the necessary information to enable the factories and other workplaces to work strategically with prevention.</p> <p>Based on an analysis of enforcement steps and demands from DIFE, it was originally agreed to focus on the following main topics in order to build the capacity of MOLE/DIFE to fulfill their role:</p> <ul style="list-style-type: none"> • DIFE’s professional OSH knowledge, and the ability to maintain, distribute and develop the knowledge on their own • Inspection methods, especially regarding the role of the authority, dialogue and activation of Safety Committees • Ability and willingness to enforce the law • Ability to guide companies • Planning, priorities and management <p>In the autumn of 2022, the Analysis was repeated – it is now in the phase for comments from the stakeholders. The report will be taken in consideration when implementing Phase 3.</p> <p><u>Exit strategy</u></p> <p>Phase 3 will be preparing for the project exit. During the first two phases, DIFE has built up a considerable knowledge about OSH, and the project has changed focus to ensuring that the knowledge is applied.</p> <p>The third phase will focus on consolidating the achievements. DWEA’s input will mainly focus on the organizational support to enforcement and guidance on OSH. By the end, the OSH Teams, a cornerstone of the project, shall be able to work independently by setting up work plans, initiate activities and give OSH support to the organization. DWEA will follow their work and each team will get expert assistance from DWEA. A managerial anchoring of the OSH teams is approved by DIFE, and the project will assist with determination of responsibilities, description of tasks and development of working routines and procedures for the teams.</p> <p>As a part of this, some activities will take place under the auspices of the National OSH Institute (NOHSTRI) – a prestigious project for MOLE/DIFE, which is meant to be the focal point for OSH in the organization. Regarding the NOHSTRI Training Wing, the OSH Teams will play a role in development of relevant OSH courses for the labour market (this is already initiated in Phase 2), and the assistance from DWEA will aim on making them able</p>
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	<p>to plan and perform a similar activities on their own. Regarding the NOHSTRI Research Wing, DWEA and NFA (The National Research Center for the Working Environment) will assist DIFE in gradually building up a network on OSH research. This will be in synergy with DFC Fellows Network and with the DFC Triple Helix Project, which will gather researchers, RMG companies and authorities for mutual exchange of knowledge and development of initiatives.</p> <p>The work on NOHSTRI is greatly helped by DIFE staff members, who have got their MSC in Denmark due to 2-year scholarships from DFC. Four already graduated, five will graduate in June 2023 and 3 more will enter the program September 2023. These young people are now in managing and coordinating positions regarding OSH, and are playing an important role in DIFE. Currently two of them are active in the development and implementation of sector oriented training activities under the auspices of NOHSTRI, and one is coordinating the SSC project implementation on the Bangladeshi side.</p> <p>The project will also follow and support the implementation of the Help Line Action Plan, developed and approved in Phase 2 after DIFE took over the Help Line in December 2020.</p> <p>Enforcement, which has been high on the agenda from Phase 1, will also have a focus in Phase 3 since enforcement is the core task of an authority. This will depend on the establishment of a Legal Team.</p> <p>As a part of the Exit Strategy, DIFE will take over a major part of the planning, and the activities will take place in their premises and not in external venues paid by the project.</p>
<p>Main objective of SSC project</p>	<p>The main objective of the project is to improve the health and safety for workers in Bangladesh through the strengthening of the MoLE and DIFE. The embassy is working on clarifying the deliverables to the Danish companies on the social element of the triple bottom line of the Danish Action Plan for Economic Diplomacy. In addition, based on the network created through the project the SSC is also assisting TC with Danish solutions to the green transition for the RMG and leather sector. Finally, the SSC is expected to contribute to improving the competitiveness of Danish companies sourcing in Bangladesh, which express satisfaction with the initiatives. The embassy is steadily working for an improved synergy between the Sector Counselor and Trade, who recently contracted a Supply Chain Specialist. A current example is, that the Embassy is anchor point for a Triple Helix project, working on solving problems in the society by cooperation between research institutions, the private sector and the public sector.</p>

	<p><u>Direct impact of Phase 3</u></p> <ul style="list-style-type: none"> • Ensure the transition of the DIFE OSH expert teams from being project structures to being integrated part of the general operation of DIFE at the earliest possible in the third phase. • The DIFE OSH expert teams are contributing to enhanced capacity by the implementation of internal training of inspectors, development of guidelines, taking inspection initiatives regarding their field of operation, acting on orders from MoLE and bringing information of OSH issues back to MoLE etc. • DIFE will have routines for maintenance of the OSH teams, with replacement and on- boarding of new members. • A fully operational help line established with a professional management on a daily basis, an increased number of calls and a professional handling of calls, handling workers complaints correctly and solving most issues by relevant information, guidance and conflict solving. • A website, which will support the help line with information and guidance to the labour market. • Consolidation of a set of basic NOHSTRI trainings – if the campus is ready in Rajshahi – if not in other venues. Denmark is, in cooperation with especially GIZ and ILO, pushing and assisting the process of development of a sustainable business plan etc. for the institute. The ambition is that NOHSTRI as an integrated part of DIFE will be the focus for OSH internally in DIFE and on the labour market. • Regarding research, NOHSTRI will become part of a national research network, and will have developed a strategy for a future role as a research institute. • Support to a team of legal officers, if established by MOLE/DIFE. <p>Annex A: Work plan</p>
<p>Outcome A – OSH teams</p>	<p>DIFE’s OSH teams work across the organization with maintenance, development and handling of OSH in the organization, including inspection.</p>
<p>Output A.1</p>	<p>The framework of the OSH teams is in place: Each OSH team is under supervision by a JIG in DIFE and has a coordinator. Guidelines for responsibilities, tasks and way of working are developed.</p>

Guidelines for Strategic Sector Cooperation 2020, **TEMPLATE 3**

Output A.2	<p>The OSH teams are:</p> <ul style="list-style-type: none"> – providing internal training and development of guidelines for inspections – acting on orders from MoLE and bringing information of OSH issues back to MoLE – reacting on new OSH challenges and ensure input to NOHSTRI – taking action on data from LIMA – contributing to NOHSTRI
Outcome B - NOHSTRI	The national OSH institute NOHSTRI is a significant provider of OSH knowledge in Bangladesh.
Output B.1	<p>Relevant courses and materials have been developed and training teams formed.</p> <ul style="list-style-type: none"> – The training plays a role in upgrading of workers and employers to be motivated and able to work systematically with OSH. – Training of inspectors increase their knowledge and ability to act adequately on OSH when doing inspections.
Output B.2	Cooperation with one or more International OSH Research institutes has been established and at national level research cooperation around NOHSTRI is established. Plans for further development of an actual Research Wing have been formulated. The institute acts as collector and centre of knowledge within OSH.
Outcome C – Help line	DIFE’s helpline is a significant provider of guidance and information on Labour Act issues.
Output C.1	A stable composition of qualified and engaged staff and a clear and well-functioning management structure (both overall and day-to-day) have been established.
Output C.2	<p>The help line:</p> <ul style="list-style-type: none"> – has increased the number of calls considerably – is handling complaints from workers in an efficient manner using Lima – is providing guidance and information to workers and employers in order to increase the health and safety and to mitigate conflicts in the companies – is using the DIFE website as a tool in the information and guidance of companies

Guidelines for Strategic Sector Cooperation 2020, **TEMPLATE 3**

Outcome D - Enforcement	DIFE is considered by the society to be an efficient institution regarding the enforcement of law and regulations on OSH.
Output D.1	DIFE has improved the enforcement of law and regulations on OSH by efficient use of own lawyers.
Outcome E – Private sector	Increased Danish commercial relations with Bangladesh, both as regards sourcing in the RMG and selling Danish solutions
Output E.1	SSC creates leads for Danish companies and TC, through its network.
Assumptions and risks ½-1 page	<p><u>Resources</u></p> <p>It is assumed that DIFE will largely be able to contribute with manpower, to plan activities themselves and to maintain and develop the OSH teams.</p> <p>Nevertheless, there is a continued need for working on organization, management, responsibilities and priorities. This has been discussed with the partner during Phase 2 and there is a common desire to work on these issues.</p> <p><u>NOHSTRI</u></p> <p>Regarding NOHSTRI, the campus is still not completed, but it is close. Furthermore, staff is not in place. There is thus a major risk, that the initiation of the centre will be seriously delayed. To mitigate this, there is a mutual understanding with MoLE and DIFE, that NOHSTRI is not a campus but an “institution”, and the activities can take place elsewhere. On the other hand, when the campus is in function, the project will help it come to live by using it as venue. GIZ is involved in the construction, the infrastructure, the business plan etc. and will thus ensure the long term establishment of the campus.</p> <p><u>Managerial ownership and commitment</u></p> <p>A further risk is, that the top management, Director General (DIFE) and Secretary (MoLE), are replaced, which is likely to happen. Based on an active involvement with the management layer below Inspector General, the project will try to improve the continuity. This may be a good way forward because three out of four Joint Inspector Generals (JIG’s) have recently been replaced with young colleagues, who already are involved with the project.</p>
Management set-up	<p>The management of the SCC Project has worked very efficiently and smoothly until now, and the intention is to maintain the management set-up.</p> <p><u>A SSC Steering Committee is set up between the Embassy/SC,</u></p>

	<p>MoLE/DIFE and MoE/DWEA. Terms of Reference for the Steering Committee has been approved by the committee.</p> <p>The Steering Committee has biannual meetings to follow progress in the SSC implementation and decide on adjustments, as needed. The Steering Committee once a year approves the yearly work plan and progress reports for the SSC project. General meetings takes place regularly both as video conferences, physical meetings in Bangladesh but also in when delegations have visits to Denmark.</p> <p><u>A SSC Coordinating Group</u> is set up between the Embassy/SC and the DWEA. The Coordinating Group meets a few weeks before the Steering Committee meetings.</p> <p>The Ministry of Labour and Employment has appointed a Focal Point, who is the permanent link to the SSC project.</p> <p>DIFE has appointed a “SSC coordination officer” who is coordinating the project implementation.</p> <p>The daily management is in the hands of the project manager and the sector counsellor.</p>
<p>Contributions from Danish Public Authority</p>	<p>The DWEA will first and foremost contribute with OSH expertise and manpower.</p> <p>DWEA delivers logistical support for the DWEA staff, including international travel, local travel in Bangladesh, hotels and DSA.</p> <p>DWEA will provide local and international consultants.</p> <p>DWEA will provide experts for technical issues, who will deliver training and other activities that will upgrade the Bangladeshi colleagues in OSH topics.</p> <p>DWEA will pay for reimbursable costs e.g. venue, food during training, photocopying of training materials, in some cases accommodation and alike, when described in the work plan.</p> <p>DWEA cannot pay for services provided by the Bangladeshi government.</p> <p>DWEA can only pay for services provided by third party suppliers, who are able to issue a bill to the Danish Embassy, and receive payment to a bank account after the services have been delivered.</p> <p>DWEA will provide planning capacity in cooperation with the sector counsellor.</p> <p>DWEA will manage the day to day running of the project, plan the activities, prepare the Steering Committee and in general be proactive in the management of the project implementation.</p>

Guidelines for Strategic Sector Cooperation 2020, **TEMPLATE 3**

	Annex A: Workplan
Contributions from partner authority	<p>DIFE delivers first and foremost the personnel necessary for the project activities.</p> <p>DIFE delivers venue, transportation, food, materials etc. for its own staff when described in the work plan.</p> <p>DIFE provides the necessary personal protective equipment for its own staff.</p> <p>DIFE provides plans for activities when described in the work plan.</p> <p>DIFE participates in the day to day running and the long term planning together with the sector counsellor and the project manager. DIFE will appoint one or two officials who are responsible for the planning.</p>
Budget	8.5300.000 DKK

For and behalf of
The Ministry of Labour and Employment
The Peoples Republic of Bangladesh

For and behalf of
The Ministry of Employment
The Kingdom of Denmark

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Md. Ehsan-E-Elahi
Secretary

.....
Søren Kryhmand
Permanent Secretary

Date

Date

**Annex A: Results Framework and Work Plan
(Annual and Final Report)**

for

SSC project in Occupational Safety and Health

between

Denmark and Bangladesh

Phase 3

Guidelines for Strategic Sector Cooperation 2022, **TEMPLATE 4**

Results Framework and Work Plan for SSC Project in labour marked between Bangladesh and Denmark

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Project period:

Updated: [date]

<p>OBJECTIVE of SSC project:</p> <p>Improving the Health and Safety of Workers in Bangladesh through the Strengthening of Labour Authorities</p>	<p>Status at project completion:</p> <p>Achieved Partly achieved – explain Not achieved – why</p>
<p>OUTCOME A – OSH Teams:</p> <p>DIFE’s OSH teams work across the organization with maintenance, development and handling of OSH in the organization, including inspection.</p>	<p>Status at project completion (if earlier year: ____):</p> <p>Achieved Partly achieved – explain Not achieved – why</p>
<p>Output A.1:</p> <p>The framework of the OSH teams is in place: Each OSH team is under supervision by a JIG in DIFE and has a coordinator. Guidelines for responsibilities, tasks and way of working are developed.</p>	<p>Status at project completion (if earlier year: ____):</p> <p>Achieved Partly achieved – explain Not achieved - why</p>
<p>Output A.1 indicator:</p> <p>An approved description of organization and function of the OSH teams are available.</p>	<p>Status at project completion: (if earlier year: ____):</p>

Guidelines for Strategic Sector Cooperation 2022, **TEMPLATE 4**

Activity	Purpose – content - product	Partners and resources involved	Timing	Status year _____:
A.1.1 Workshop with the Safety Section	<p>Purpose: To develop a description of organization and function of the OSH teams</p> <p>Content: In workshops with JIG', DIG's and other staff from Safety Section.</p> <p>Product:</p> <ul style="list-style-type: none"> – Proposal for the organization of the OSH Teams – Proposal for the tasks for the OSH Teams – Proposal for the way of working for the OSH Teams 	<p>Initiative by DK</p> <p>HR:</p> <ul style="list-style-type: none"> - DK 2 days - BD 3-6 days <p>DK: Venue and food</p> <p>BD: Other logistics</p>	Q1 2023	<p>Activity implemented as planned</p> <p>Activity postponed / changed due to ...and will be</p> <p>Activity contributed to the achievement of output A.1 (and possibly outcome and objective) as follows:</p>
A.1.2 Meetings with the DIFE top management	<p>Purpose:</p> <p>Approval of decisions made in workshop.</p> <p>Selection of members and coordinators of OSH teams.</p> <p>Content:</p> <p>Presentation of workshop results</p>	<p>Initiative by DK</p> <p>Top management resources only</p>	Q1 2023	

Guidelines for Strategic Sector Cooperation 2022, **TEMPLATE 4**

	Decisions of members and coordinators Product: A list of the OSH teams including names.			
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Output A.2: The OSH teams are: <ul style="list-style-type: none"> - providing internal training and development of guidelines for inspections - acting on orders from MoLE and bringing information of OSH issues back to MoLE - reacting on new OSH challenges - taking action on data from LIMA - contributing to NOHSTRI 	Status at project completion (if earlier year: ____):
Output A.2 indicator: Each team presents real life case stories covering 3 of the 5 points.	Status at project completion (if earlier year: ____):

Activity	Purpose – content - product	Partners and resources involved	Timing	Status (year: ____):
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Guidelines for Strategic Sector Cooperation 2022, **TEMPLATE 4**

<p>A.2.1 Joint 5 days start-up residential workshop for OSH teams.</p> <p>DWEA participation</p>	<p>Purpose: Achievement of a common understanding of organization and tasks. On-boarding of new team members Development of work plans for the teams.</p> <p>Content: Alternating between work in teams and plenum.</p> <p>Product: A work plan for each OSH team.</p>	<p>Planned by DK</p> <p>HR: - DK 16 weeks (2 experts per team) - BD 48 weeks</p> <p>DK: Venue, accommodation and food BD: Other logistics</p>	<p>Q1 2023</p>	
<p>A.2.2 Half-yearly 1 week work sessions with each OSH team</p> <p>DWEA participation</p>	<p>Purpose: To assist the OSH teams to plan, perform and evaluate and to follow up on their activities.</p> <p>Content: Depending on the need in the team.</p> <p>Product: Depending on the content of the week.</p>	<p>Planned by DK</p> <p>HR: 2023: 1 week per team - DK 8 week (1 expert per team) - BD 48 weeks</p> <p>2024: 2 weeks per team - DK 16 weeks (1 expert per mission) - BD 94 weeks</p> <p>2025: 1 week per team</p>	<p>1 x 8 sessions in 2023 2 x 8 sessions in 2024 1 x 8 sessions in 2025</p>	

Guidelines for Strategic Sector Cooperation 2022, **TEMPLATE 4**

		<ul style="list-style-type: none"> - DK 8 week (1 expert per team) - BD 48 weeks <p>Venue: DIFE premises</p> <p>DK: Food transportation etc.</p>		
<p>A.2.3 Work sessions for each OSH team according to the framework for the teams.</p> <p>No DWEA participation, but virtually or e-mail assistance when needed.</p>	<p>Purpose: To train independently working without assistance – and to get things worked out.</p> <p>Content: Depending on the plans made with DWEA.</p> <p>Product: Depending on the plans made with DWEA.</p>	<p>Initiative and planning by DIFE</p> <p>HR depending on the work plan for the teams.</p> <p>BD: All logistics</p>	<p>2023</p> <p>2024</p> <p>2025</p>	

<p>OUTCOME B - NOHSTRI:</p> <p>The national OSH institute NOHSTRI is a significant provider of OSH knowledge in Bangladesh.</p>	<p>Status at project completion (if earlier year: ____):</p>
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Guidelines for Strategic Sector Cooperation 2022, **TEMPLATE 4**

Output B.1 Relevant courses and materials have been developed and training teams formed. – The training plays a role in upgrading of workers and employers to be motivated and able to work systematically with OSH – Training of inspectors increase their knowledge and ability to act adequately on OSH when doing inspections.		Status at project completion (if earlier year: ____):		
Output B.1 indicator Minimum 10 OSH courses have been developed and performed under the auspices of NOHSTRI. Min. 80% of the participants were satisfied with the training (min. 7 on a “1 to 10 scale”).		Status at project completion (if earlier year: ____):		
Activity	Purpose – content - product	Partners and resources involved	Timing	Status (year: ____):
B.1.1 Half yearly meetings with the DIFE top management. DWEA participation	Purpose: To make - decisions on NOHSTRI training activities - evaluation of NOHSTRI training activities Contents:	Initiative by DK Only management resources	Q1 2023 Q4 2023 Q4 2024 Q4 2025	

Guidelines for Strategic Sector Cooperation 2022, **TEMPLATE 4**

	<p>Meetings with sector counsellor and project manager</p> <p>Product:</p> <p>Summaries</p>			
<p>B.1.2 Preparation of NOHSTRI courses DWEA participation</p>	<p>Purpose:</p> <p>Contribution to initiation of NOHSTRI training activities for the labour market.</p> <p>Contents:</p> <p>Formation of trainer teams and development of min. 6 OSH courses relevant for the labour market.</p> <p>Product:</p> <p>Trainer teams and training programs + materials.</p>	<p>Planned by DK:</p> <p>HR resources (3 courses per year). Per year: - DK 8 weeks BD 60 weeks (approx.)</p> <p>Venue: DIFE premises</p> <p>DK: Food, transportation for field trips etc.</p>	<p>2023</p> <p>2024</p> <p>2025</p>	
<p>B1.3 Execution of NOHSTRI courses No DWEA participation.</p>	<p>Purpose:</p> <p>To provide relevant OSH training to the labour market.</p> <p>Content:</p>	<p>Planned by DIFE</p> <p>HR and logistics paid by DIFE. Possible co-funding by other donors.</p>	<p>2023</p> <p>2024</p> <p>2025</p>	

Guidelines for Strategic Sector Cooperation 2022, **TEMPLATE 4**

	Execution of the developed courses. Venue may be the campus in Rajshahi, in district offices by DIFE or in other places. Product: Evaluation reports.			
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Output B.2 Cooperation with one or more International OSH Research institutes has been established and at national level, research cooperation around NOSHTRI is established. Plans for further development of an actual research wing have been formulated. The institute acts as collector and centre of knowledge within OSH.	Status at project completion (if earlier year: ____): Status
Output B.2 indicator: An approved plan for the further development of a Research Wing will be available. There has been min. 3 meetings involving min. 3 national and 1 national research institution.	

Guidelines for Strategic Sector Cooperation 2022, **TEMPLATE 4**

Activity	Purpose – content - product	Partners and resources involved	Timing	Status (year: ____):
<p>B.2.1 Participation of NOHSTRI/DIFE in meetings/events/lectures on OSH research with participation of other research institutions</p>	<p>Purpose: To put DIFE/NOHSTRI in contact with the national research community.</p> <p>Content: Organization of and/or participation of meetings/events/lectures</p> <p>Product: No.</p>	<p>Initiative by DK or DIFE</p> <p>HR: BD 8 days per year</p> <p>Logistics, if any, paid by DIFE</p>	<p>2023</p> <p>2024</p> <p>2025</p>	
<p>B.2.2 Two weeks study trip to The National Research Center for the Working Environment in Copenhagen (NFA) of two DIFE officials involved with the NOHSTRI Research Wing</p>	<p>Purpose: To achieve inspiration from NFA</p> <p>Content: Demonstration of/participation of the work of NFA</p> <p>Product: Travel report</p>	<p>Planned by DK</p> <p>HR: BD 4 weeks</p> <p>DK: All expenses incl. daily allowances.</p>	<p>Q2 2024</p>	
<p>B.2.3</p>	<p>Purpose:</p>	<p>Planned by DK</p>	<p>Q4 2024</p>	

Guidelines for Strategic Sector Cooperation 2022, **TEMPLATE 4**

<p>Development of strategy for a NOHSTRI Research Wing</p>	<p>Development of a strategy for the Research Wing</p> <p>Content:</p> <p>Assistance from NFA. To be planned in details.</p> <p>Product:</p> <p>A proposal for a strategy for the Research Wing</p>	<p>HR: BD 2-4 weeks</p> <p>Venue: DIFE premises</p> <p>DK: All costs related to NFA, food etc.</p>		
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<p>OUTCOME C – Help line:</p> <p>DIFE’s helpline is a significant provider of guidance and information on Labour Act issues.</p>	<p>Status at project completion (if earlier year: ____):</p>
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<p>Output C.1</p> <p>The help line:</p> <ul style="list-style-type: none"> – has increased the number of calls considerably – is handling complaints from workers in an efficient manner using Lima 	<p>Status at project completion (if earlier year: ____):</p> <p>Achieved</p> <p>Partly achieved – explain</p> <p>Not achieved - why</p>
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Guidelines for Strategic Sector Cooperation 2022, **TEMPLATE 4**

<ul style="list-style-type: none"> - is providing guidance and information to workers and employers in order to increase the health and safety and to mitigate conflicts in the companies - is using the DIFE website as a tool in the information and guidance of companies <p>Output C.1 indicator:</p> <p>The number of calls has increased by 500% compared to 2022 level.</p> <p>The complaints are handled using LIMA</p>		<p>Status at project completion: (if earlier year: ____):</p>		
Activity	Purpose – content - product	Partners and resources involved	Timing	Status (year: ____):
<p>C.1.1 Support to the implementation of the Help Line Action Plan</p>	<p>Purpose: To support the implementation of the Help Line Action Plan</p> <p>Content: 2 + 1 + 1 week of assistance in the help line</p> <p>Product: E.g.</p> <ul style="list-style-type: none"> - Description of requirements for new telephone system - Branding strategy for Help Line 	<p>Initiated by DK</p> <p>HR:</p> <ul style="list-style-type: none"> - BD few – there is a surplus of free time in the help line - DK 4 weeks <p>Venue: DIFE premises</p> <p>DK: Food etc.</p>	<p>Q2 2023</p> <p>Q3-4 2023</p> <p>Q1-2 2024</p>	

Guidelines for Strategic Sector Cooperation 2022, **TEMPLATE 4**

<p>C.1.2 Support to website</p>	<p>Purpose: To create an environment on the DIFE website which can support the activity of the help line.</p> <p>Content: DWEA expert working directly with communication staff for 2 weeks.</p> <p>Product: An environment on the DIFE website to support the help line.</p>	<p>Initiated by DK</p> <p>HR: - BD few – can be integrated in the current work with the help line - DK 2 weeks</p> <p>Venue: DIFE premises</p> <p>DK: Food etc.</p>	<p>Q2 2023</p>	
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<p>OUTCOME D – Enforcement: The enforcement of the Labour Act is strengthened.</p>	<p>Status at project completion (if earlier year: ____): Achieved Partly achieved – explain Not achieved – why</p>
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<p>Output D.1: DIFE is enforcing the Labour Act to a higher extend</p>	<p>Status at project completion (if earlier year: ____): Achieved Partly achieved – explain Not achieved - why</p>
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Guidelines for Strategic Sector Cooperation 2022, **TEMPLATE 4**

Output D.1 indicator: The number of filed cases has increased by 20%		Status at project completion: (if earlier year:____):		
Activity	Purpose – content - product	Partners and resources involved	Timing	Status year _____:
D.1.1 When (if) a team of legal staff has been formatted: Training and support to the Legal Team.	Purpose: To train the legal staff and to support the use of legal resources in DIFE. Content: Depending on the situation Product: Depending on the situation	Depending on the activity Venue: DIFE premises DK: Food etc.	Q2-2024	
D1.2 Study tour – Legal Team 4 persons/1 week	Purpose: To train the legal staff and to support the use of legal resources in DIFE. Content: Depending on the situation Product:	Planned by DK HR: BD 4 weeks DK: All expenses incl. daily allowances.	Q4-2024	

Guidelines for Strategic Sector Cooperation 2022, **TEMPLATE 4**

	No			
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OUTCOME E – Private sector: The Danish private sector, sourcing in Bangladesh, have access to information and support in their work to ensure a sustainable supply chain.	Status at project completion (if earlier year: ____): Achieved Partly achieved – explain Not achieved – why
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Output E.1: The Danish brands experience good support from the Danish Embassy and the project.	Status at project completion (if earlier year: ____): Achieved Partly achieved – explain Not achieved - why
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Output E.1 indicator: The brands find, that it has been easier to source in Bangladesh (interviews)	Status at project completion: (if earlier year: ____):
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Activity	Purpose – content - product	Partners and resources involved	Timing	Status year ____:
E.1.1 Yearly meetings with the brands.	Purpose: To keep the contact with the brands, to give them information about the situation for	Only DK HR: DK 6 days	Q3 2023 Q3 2024	

Guidelines for Strategic Sector Cooperation 2022, **TEMPLATE 4**

	<p>trading in Bangladesh and to meet with their wishes.</p> <p>Content:</p> <p>Physical and/or virtuel meetings with participation of the embassy in Dhaka.</p> <p>Product:</p> <p>Summaries</p>		Q3 2025	
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TEMPLATE 5A: Distribution of Activities/Workdays

Country: Bangladesh Sector: Working Environment MFA File No. : 2017-38193

	2023				2024				2025				2020	2021	2022	Total	
	March	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4					
Output A.1: Framework for OSH teams																	
A.1.1: Workshop with the Safety Section													0	0	0	0	
A.1.2: Meetings with the DIFE top management													0	0	0	0	
Total Output	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Output A.2: Support to OSH teams																	
A.2.1: Start-up workshop	160												160	0	0	160	16 experter á
A.2.2: Half-yearly work sessions				88		88		88				88				352	32 missions o
A.2.3: Independent work sessions for OSH teams													0	0	0	0	
Total Output	160	0	0	88	0	88	0	88	0	88	0	0	248	176	88	512	
Output B.1: NOHSTRI Training Wing																	
B.1.1: Half-yearly meetings with management													0	0	0	0	
B.1.2: Preparation of courses			38	38		38		38			38	38	76	76	76	228	6 missions of
B.1.3: Execution of courses													0	0	0	0	
Total Output	0	0	38	38	0	38	0	38	0	38	38	0	76	76	76	228	
Output B.2: NOHSTRI Research Wing																	
B.2.1: Research Network													0	0	0	0	
B.2.2: Study tour (NFA)													0	0	0	0	
B.2.3: Strategy work (NFA)													0	0	0	0	
Total Output	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Output C.1: Help line																	
C.1.1: Implementation of Action Plan		19		11		11							30	11	0	41	2 weeks (16+
C.1.2: Support to Website		19											19	0	0	19	2 weeks + 1 w
Total Output	0	38	0	11	0	11	0	0	0	0	0	0	49	11	0	60	
Output D.1: Enforcement																	
D.1.1: Support to Legal Team				38					19				38	0	19	57	2 weeks (2 ex
D.1.2: Study tour - Legal Team						10							0	10	0	10	
Total Output	0	0	0	38	0	10	0	0	19	0	0	0	38	10	19	67	
Output E.1: Private sector																	
E.1.1: Yearly meetings													0	0	0	0	
Total Output	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Project management																	
Project manager	8	23	23	23	23	23	23	23	23	23	23	23	77	92	92	261	
DWEA staff				16					32				16	32	0	48	
High level visit						5							0	5	0	5	Contribution
Closure event													0	0	0	0	
Total Output	8	23	23	39	23	28	23	55	23	23	23	23	93	129	92	314	
Total all Outputs	168	61	61	214	23	175	23	181	42	149	61	23	504	402	275	1181	

TEMPLATE 5.B: Distribution of Human Resources from Danish Authorities and Fee Budget

Country: Bangladesh Sector: Working Environment MFA File No.: 2017-38193

Human Resources (days)		2023		2024		2025		Total working days				
Human Ressource	DK Public Authority	TWP, days**	in DK, days	TWP, days**	in DK, days	TWP, days**	in DK, days	TWP	in DK	Total		
Project manager	DWEA	40	37	48	44	48	44	136	125	261		
DWEA staff activities	DWEA		16		32			0	48	48		
								0	0	0		
A.2 Support to OSH Teams	DWEA	192	56	128	48	64	24	384	128	512		
B.1 NOHSTRI Training Wing	DWEA	64	12	64	12	64	12	192	36	228		
C.1 Help line	DWEA	40	9	8	3			48	12	60		
D.1 Enforcement	DWEA	32	6	10		16	3	58	9	67		
								0	0	0		
								0	0	0		
High level visit				5				5	0	5		
Total		368	136	263	139	192	83	823	358	1181		
Total workdays - from Annex B.1, must be equal to TWP + in DK days		●	504	●	402	●	275	●	70%	●	30%	100%

1 week is 8 days + 3 days preparation

TEMPLATE 5.C: Reimbursables

Country: Bangladesh Sector: Working Environment MFA File No.: 2017-38193

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Team position	Subsistence allowance					Accommodation					International travel incl. Visum					Local travel					Total			Total DKK	
	Number of Days Abroad			Rate DKK*	Total DKK	Number of nights			Rate DKK	Total DKK	Number of trips			Rate DKK	Total DKK	Days of local travels			Rate DKK	Total DKK	2023	2024	2025		
	2023	2024	2025			2023	2024	2025			2023	2024	2025			2023	2024	2025							2023
Project manager	48	48	40	348	47.328	38	38	31	1.000	107.000	4	4	4	11.600	139.200				0	0	101.104	101.104	91.320	293.528	
DWEA staff activities	0			-	0					0				11.600	0				0	0	0	0	0	0	0
A.2 Support to OSH Teams	256	128	64	348	155.904	56	96	48	1.000	200.000	32	16	8	11.600	649.600	40	80	40	500	80.000	536.288	366.144	183.072	1.085.504	
B.1 NOHSTRI Training Wing	64	64	64	348	66.816	52	52	52	1.000	156.000	4	4	4	11.600	139.200	10	10	10	500	15.000	125.672	125.672	125.672	377.016	
C.1 Help line	40	8		348	16.704	32	6		1.000	38.000	3	1		11.600	46.400	15	5		500	10.000	88.220	22.884	0	111.104	
D.1 Enforcement	32		16	348	16.704	26		13	1.000	39.000	2		1	11.600	34.800	10		10	500	10.000	65.336	0	35.168	100.504	
High level visit	0			-	0					0				11.600	0				0	0	0	0	0	0	0
Total reimbursables	440	248	184		303.456	204	192	144		540.000	45	25	17		1.009.200	75	95	60		115.000	916.620	615.804	435.232	1.967.656	
1 week = 8 days / 2 weeks = 16 days					1 week = 6 nights / 2 weeks = 13 nights					Local travel = 700 DKK/work day/mission															
Type	Reference		Unit cost	Unit																					
Per Diem	Country specific rate according to "Moderniseringsstyrelsen"			DKK																					
Accommodation			1.000	DKK																					
Flights Copenhagen-Dhaka			11.000	DKK																					
Visa			600	DKK																					
Local travel (e.g. public transport, taxi)				DKK																					

TEMPLATE 5.D: Capacity Development

Country: Bangladesh

Sector: Working Environment

MFA File No. : 2017-38193

Activities	2023			Units
	Units	Rate DKK	Total	
Output A.1: Framework for OSH teams				
Venue workshop	8	500	4.000	
Output A.2: Support to OSH teams			0	
Start-up workshop	65	2.100	136.500	
Transportation (bus) Start-up workshoop	1	6.000		
Costs (not venue) half-yearly work sessions	8	10.000	80.000	16
Output B.1: NOHSTRI Training Wing			0	
Costs (not venue) course development	4	10.000	40.000	4
Output B.2: NOHSTRI Research Wing			0	
Study Tour			0	2
Output C.1: Help line			0	
Costs (not venue)	3	5.000	15.000	1
Output D.1: Enforcement			0	
Costs (not venue)	2	10.000	20.000	
Output E.1: Private sector			0	
			0	
Project management			0	
High level visit			0	5
DWEA staff preparation	16	1.000	16.000	16
Closure event			0	
			0	
			0	
Total			311.500	

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2024		2025			Total
Rate DKK	Total	Units	Rate DKK	Total	
	0			0	-
	0			0	4.000
	0			0	-
20.000	320.000	8	20.000	160.000	560.000
	0			0	-
10.000	40.000	4	10.000	40.000	120.000
	0			0	-
21.000	42.000			0	42.000
	0			0	-
5.000	5.000			0	20.000
	0			0	-
	0	2	10.000	20.000	40.000
	0			0	-
	0			0	-
	0			0	-
21.000	105.000			0	105.000
2.000	32.000			0	48.000
	0	1	30.000	30.000	30.000
	0			0	-
	0			0	-
	544.000			250.000	969.000

Fly 11.000,

Fly 11.000,

Template 5.E: Consultancies

Country: Bangladesh

Sector: Working Environment

MFA File No. : 2017-38193

Consultants	2023		
	Units	Rate DKK	Total
Output B.2: NOHSTRI Research Wing			0
			0
			0
			0
			0
			0
			0
			0
			0
			0
			0
			0
			0
			0
			0
			0
			0
			0
			0
Total			-

Template 5.F: Total budget

Country: Bangladesh

Sector: Working Environment

MFA File No. : 2017-38193

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MFA Grant

	2023	2024	2025	Total	
	DKK	DKK	DKK	DKK	% of grand total
Personnel – Danish Authority	1.727.271	1.484.314	1.043.955	4.255.540	49,9%
Reimbursable costs for Danish Authority Staff	916.620	615.804	435.232	1.967.656	23,1%
Activities, including Capacity development	311.500	544.000	250.000	1.105.500	13,0%
Consultancies (max 30% of grand total)	0	300.000	0	300.000	3,5%
Unallocated funds (max. 20% of grand total)	300.000	300.000	301.304	901.304	10,6%
Grand total	3.255.391	3.244.118	2.030.491	8.530.000	100%

Not applicat

Share paid by Danish authority

	2023	2024	2025	Total	
	DKK	DKK	DKK	DKK	% of total personnel
Personnel – Danish Authority	191.919	164.924	115.995	472.838	10,0%

SSC Project Bangladesh – Background Study

Draft – updated September 2022 – FINAL

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Introduction

The mapping in this report is carried out as a part of the preparation for the continuation of SSC project in Bangladesh. The first phase has been under implementation since January 2016, the second phase is expected to be finalised by the end of 2022. The baselines drawn out from the mapping are listed in the final chapter.

Bangladesh

Bangladesh is proud of its achievements since the independence from Pakistan in 1971. It has come a long way – first to become a lower-middle income country in 2016 according to World Bank indicators – and with a view to graduate to middle income country. The country has made significant progress in reducing poverty, controlling population growth, reducing child birth mortality and higher enrolment of girl children at schools. It has been able to achieve most of the millennium development goals that were set for itself and sometimes by exceeding expectations. This success was achieved with notable assistance from the world community, including Denmark. Denmark was one of the first countries to recognize Bangladesh in 1972 and it has been a DANIDA program cooperation country for a long time now.

A lot of the economic growth over the years is credited to a booming industrial sector in the country, especially the textile and ready-made garments sector. However, the speedy industrial growth has had considerable costs, particularly in the fields of environmental impact on natural resources and working environment. Further challenges also remain including the inability to build up sustainable infrastructures, and address new developmental challenges in a timely manner.

Garment Sector

Bangladesh's economy has grown on an average of 5-6 % per year over the last couple of decades and the ready-made garments (RMG) sector has been a significant contributor. The sector first started to create an impact in the early 1980s with the establishment of a number of export oriented factories. Today constitutes more than 80% of the county's total export – mainly to Europe and North America. It employs approximately 4 million people, a figure that has been stable for almost 10 years. The fast growth of the RMG sector in an open global market with increasing competition from countries like China, India, Pakistan, Vietnam and Cambodia did not come without a price. Due attention was not paid to the working conditions and workers' rights. Incidents of fire and accidental deaths of workers were not uncommon, resulting in the loss of hundreds of lives between 1990 and 2020. One major event that really shocked the garments industry was the Rana Plaza disaster that took place on 24 April 2013. Rana Plaza was an eight story commercial building located in Dhaka's outskirts Savar, which housed several shops, a bank and five garment factories. When it collapsed, it caused the death of 1,138 workers and injured a further 2,500. Many survivors remained trapped under the wreckage for days before they were rescued.

The inspections on building, fire and electrical safety, carried out by Accord, Alliance and NAP (see later) after the Rana Plaza accident, has revealed significant deficiencies in the major part of the exporting

garment factories – but also caused factory owners to improve conditions especially regarding fire, electricity and stability.

Women in the garment sector

The number of women working in the RMG sector is significant. It is difficult to estimate the exact figure; data from different development projects indicate that some 50-55% of the employees are women. These women, with limited or no education at all, are now able to earn a living for themselves and are less dependent on others for their livelihood. Thus the sector has also played a role in empowering women.

But the growing employment of women has its costs. The project group has met with Bangladesh trade union representatives in Copenhagen and in Dhaka, and they report about body wearing down because of highly repetitive work in fixed postures, as we know it from the textile industry in Denmark years ago (sewing machine syndrome). There are examples of women who have lost their work ability after ten years or so due to neck-, shoulder- and arm pain.

Trade unions have previously reported about problems with female workers exposed to confinement, physical and verbal violence and sexual harassment experienced at the work place. This reflects a cultural gender problem, but is an OSH problem since it is present in the working environment. – No such report of confinement of physical and sexual harassment is reported in any form to the Government authority.

The labour act has provisions about issues related to women's life: Pregnancy and motherhood. This includes rules about maternity benefits, prohibition of employment of women 8 weeks after delivery, restrictions in employment of pregnant workers the last 10 weeks before delivery (long time standing) and rules about children rooms. While doing inspections, DIFE are aware of these issues and ask the relevant questions.

Child Labour

Social norms and economic realities mean that child labour is allowed according to the Law with some conditions. Children are seen working from the age of 10/12, and are working mainly in the informal sector: Factory/ workshop, garbage/ recycling, transportation (rickshaws), brick making and breaking, and they work as domestic workers or in agriculture, livestock and fishery .

It is not possible to determine how many Bangladeshi children who are economically active. Official statistics from Bangladesh (2003) estimate 7.4 million working children, 93% in the informal sector. ILO recently estimated 10 million working children, but the state is not recognizing this number. To this is added an unknown number of working adolescents.

Child labour has serious consequences. Children and young people are exposed to accidents, with the risk of serious injuries or even loss of their lives, or they work under hazardous conditions leading to serious health problems for the rest of their life, e.g. brain damage, skin diseases or back injuries. Another consequence is that children and adolescents miss basic education, on which they should build up their adult life.

The Labour Act from 2006 defines a child as a person not attaining the age of 14 years, and an adolescent as a person who has attained the age of 14 but is below the age of 18 years.

- Children are not permitted to work in any occupation or establishment.
- Adolescents need a health certificate to work. The only restrictions in employment of adolescents according to Labour Act are regarding dangerous machines and underground and under-water work.

In 2010 the Ministry of Labour and Employment (MoLE) launched the National Child Labour Elimination Policy, deepening a number of issues. The policy was the start of a 5 year implementation plan running to 2015.

DIFE, the national Labour Inspection, has with support from ILO, the International Labour Organisation, actively focussed on reducing child labour- not least over the recent years. Child labour is not considered a problem in the official garment sector, tier 1. However, other sectors seems to still make use of child labourers in spite of a general successful reduction of the phenomenon.

In general, however, child labour is not very high on the OSH agenda in Bangladesh. This is probably because the exporting RMG sector takes all the focus.. We have never seen a child in factories visited by DIFE, but in the narrow streets of Old Dhaka working children are everywhere. The fact that 93% of the children work in the informal sector, and only the formal sector is under control of DIFE, means that they are beyond the radar of authorities.

Many NGO's are participating in the efforts to alleviate and eliminate children labour. Save the Children Denmark (SCD) has been co working on the national policy from 2010, and are running a social and educational program. Other national and international NGO's in the field are Nari Maître, Community Participation Development, (CPD), Society of Underprivileged Families (SUF), Social and Economic Enhancement Program (SEEP), INCIDIN Bangladesh, UDDIPAN, Bangladesh Institute of Theater Arts (BITA), Ain O' Shalish Kendra (ASK) and UCEP Bangladesh.

OSH

Definitions

There is not a single definition of occupational health and safety (OSH), but in general it is referred to as an area of safety, health and welfare of people engaged in work or employment, but can include family members, customers' or other who might be affected by a given workplace environment. The OSH term will often content as well physical, psychological as social factors.

WHO and ILO have a common definition of occupational health: *"The main focus in occupational health is on three different objectives: (i) the maintenance and promotion of workers' health and working capacity; (ii) the improvement of working environment and work to become conducive to safety and health and (iii) development of work organizations and working cultures in a direction which supports health and safety at work and in doing so also promotes a positive social climate and smooth operation and may enhance productivity of the undertakings"*

In Denmark the Working Environment Act is only including work and only physical and psychological working environment factors. This is because other actors, especially a well functioning health system and a labour market based on dialogue and agreements, are managing the rest. One might call it a narrow OSH definition.

In other countries it can be very relevant to have a wider definition of OSH.

OHS in Bangladesh

Ever since the labour sector started to receive attention on workers health and safety following the fatal accidents in garment factories, the general view on OSH in Bangladesh is similar to that of the garment industry and limited to building safety, fire and electrical hazards. The fact that private initiatives as the Accord and the Alliance are focusing exclusively on these issues is contributing to this view.

Building safety, fire and exposure to electrical hazards are very important to the workers safety in the Bangladeshi industry, but there are other safety risks, e.g. risks of falling down from heights or machinery safety. Furthermore it seems like the health aspects, e.g. exposure to chemicals or biological agents, manual load handling or noise, are completely absent when talking OSH in Bangladesh.

While the RMG industry is the biggest industrial sector in Bangladesh, the consideration of OSH should include other sectors as well as accidents and health injuries are present in all sectors. The next big accident might be an accident caused by chemicals in e.g. the leather sector or the ship recycling industry.

The Bangladesh Labour Act 2006, amended in 2013, and implementing rules from 2015 are covering many aspects of labour market issues including OSH. It says in the introduction that the Act is to “consolidate and amend the laws relating to...health, safety, welfare and working conditions of workers, and apprenticeship and matters ancillary thereto”.

The Department of Inspection for Factories and Establishments (DIFE) is focussing on a broad range of health and safety aspects and many different industries including the construction sector in their inspection plan for 2016, it is the latest published inspection plan. This is commendable and shows that DIFE is making an effort to widen the understanding of OSH. However, it is not very clear how the inspection plans are implemented or followed up.

Authorities

A part of the preparation project in 2015 was to explore possible partners for the project, and the logic choice was MoLE/DIFE. However, it will work in close cooperation with other bodies that DIFE works with including ILO and GIZ.

Bangladesh Ministry of Labour and Employment (MoLE)

The ministry has been functioning and endeavoring continuously to create employment opportunity and skilled manpower, ensure welfare of workers, implement labour-laws including setting minimum wages for labour, facilitate effective labour-management relations, collective bargaining and negotiation, and also

ensure prompt and efficient settlement of labour disputes through Labour Court in the industrial sectors of Bangladesh.

A cooperation with MoLE was formally established, when the (now retired) Secretary Mikail Shiphar and his Danish counterpart at the time, Peter Steensgaard Mørch, signed a letter of intent at the conference “Bangladesh – Framing the future” in Dhaka in March 2015 - organized by Danish Embassy in Dhaka in cooperation with Bangladesh Government. Meetings were arranged in the frames of the conference with the then State Minister Mujibul Haque, Secretary Mikail Shiphar and others. They expressed that the Labour Inspection process is making a lot of progress, including recruiting new staff and training them, but there is still a long way to go and expressed interest to run a Strategic Sector Cooperation project. This interest was re-iterated in the second half of 2017, where Secretary in charge Ms. Afroza Khan and the Permanent Secretary of the Danish Ministry of Employment Mr. Jakob Jensen signed a Letter of Intent which confirmed the partners’ interest in a continuation of the partnership.

Department of Inspection-For Factories and Establishments (DIFE)

DIFE is a department of MoLE, and has expanded considerably after the Rana Plaza accident. It is upgraded from a directorate to a department. Previously (June 2013) there were around 92 inspectors (5 were women, 5%), and around 92 vacancies. In March there was 315 inspectors, and the aim during phase 2 of the SSC project was to raise the number to 575, while a very ambitious organogram of several thousand employees was awaiting (it still is) approval from ministry of planning. Nevertheless in September 2022, the number of designated inspectors was 712, but because of vacancies, the number in real is 366 – an increase of 16% compared to 2018. Out of these 76 are women (20 %). This was the same as in 2018. The professional profile of the inspectors is as follows:

Are having a supervisory role? (Both M & F)	47 (IG, Addl. IG, 5 JIG, 9 HQ DIG, 31 Dist. DIG)
Are health inspectors? (Both M & F)	53 (Including 1 JIG, 1 DIG, 8 AIG, and 43 LI)
Are safety inspectors? (Both M & F)	66 (Including 1 JIG, 2 DIG, 24 AIG, and 39 LI)

For the moment there are 31 district offices – the smallest of them with a very small staff.

Enforcement

DIFE is from many sides (employers, trade unions, NGO’s) criticized for lack of enforcement. Anyway, the number of cases filed at the court is increasing:

2014	Fiscal year 2016/17	Fiscal year 2019/20	Fiscal year 2020/21
1110	1273	1667	1421 (corona)

If the inspectors see violations of the law, the inspectors issue an improvement notice. If the improvement notice is not adhered to by the enterprise, the final step for the DIFE is to refer the case to the Labour Court.

DIFE have not had any lawyers working with OSH among their staff, but recently one is recruited and another is underway. This is a little start of a Legal Unit, which was meant to be since 2016.

The key expert, the Sector Counselor and many DWEA experts have during Phase 1 and 2 participated in inspections with the inspectors of DIFE, the following is a very superficial impression from the inspections:

Examples of Issues addressed

- General personal health and hygiene issues like access to water, adequate first aid facilities.
- Children's facilities (kindergarten).
- Records of for example absenteeism, payments, leave etc..
- Firefighting equipment, escape routes, signposting of evacuation routes.
- Electrical equipment.
- Layout compliance with approved layouts.

Examples of issues not addressed before, but now little by little are included in the inspections as a result of the project focus, when doing inspections with DIFE experts trained by the project:

- Musculoskeletal disorders (ergonomics).
- Chemical hazards.
- General accident prevention
- Machinery safety
- Construction safety

Examples of issues not addressed:

- Indoor air climate.
- Psycho-social factors.
- Noise.

The inspectors are aware of their role as representatives of an authority. They take the lead of the visit and seem to be respected by the employers. They use a check list within the fields of fire safety, electrical safety, administrative information and others. After the introduction of the LIMA system, the answers from the checklist is filled into Lima – typically at the office after the inspection. Transmission of knowledge and dialogue especially with the workers representatives and the Safety Representatives is weak; hence activities regarding this are under development as a part of the SSC project.

Nevertheless, there are improvements, and there is more focus on OSH on inspections than in 2016. Unfortunately it seems like two years without DWEA's presence in Bangladesh the focus on OSH has been diluted.

OSH Unit

DIFE now have skilled staff, 40-45 have been trained during the first phases of this project. OSH is not anchored anywhere in DIFE's organisation. The establishment of an OSH Unit was part of the DIFE reform agenda, but never became an active unit. At the moment DIFE is working on a long-term plan to establish an OSH Academy that will conduct research and training. As an interim plan an OSH centre may be established in headquarters.

An ILO Rapid Assessment of the Labour Inspection System from June 2013 recommends the recruitment of labour and OSH inspectors. Further the Assessment recommends: "For promoting OSH in Bangladesh, and ensuring effectiveness and sustainability of relevant services, a specialised national institute/centre that is capable of providing advisory, training and research services, should be established. Such a centre would also provide a reliable source of reference information that would help decision makers taking sound OSH related decisions" Now DIFE is establishing an OSH Institute (NOHSTRI) in Rajshahi, funded by the government, and in the long run, NOHSTRI could play such a role.

Internal training

The main training of inspectors has been in the hands of ILO and to some extent GIZ, who has provided a 40 days long training of newly recruited inspectors. The training has focused on "inspection methods", labour law, check lists and basic OSH.

After the SSC Project Phase 1 and 2 DIFE has (at least) 40-45 officers with the ability to train other inspectors. The rest of the inspectors have been trained by these "master trainers" in Ergonomics, Chemical Safety, Machinery Safety and General Accident Prevention and some in Construction Safety as a part of the project Phase 2. The training has been planned and implemented by DIFE which is considered a major achievement both for DIFE and the SSC project. Unfortunately covid-19 interrupted the plans for internal training.

Inspection Guidelines on OSH issues

Inspection Guidelines on OSH issues are guidelines about how the authority should handle a given OSH issue; where to guide and where to demand improvements. DIFE has during Phase 1 developed 27 guidelines on OSH issues. The inspection guidelines – except a few pending ones -have been approved by the National OSH council. These guidelines have been printed in large numbers for DIFE's consumption.

Technical support of inspections

DIFE has some IT equipment available for inspections and reporting. Internet is available in the offices. The ILO and GIZ is supporting the implementation of a digitized system for inspection reporting based on the use of tablets, called Labour Inspection Management App. (LIMA). The use of LIMA will be mandatory from September 2022.

The ILO has assisted DIFE in other issues including providing motorcycles and computers. GIZ has also supported the DIFE procurement of equipment e.g. noise meters.

Information

The ILO has previously been developing an OSH Kit, which is a package of ten information brochures on different topics of OSH and related topics. Information materials made by other donors/institutions, is used in the SSC project, when relevant.

DIFE issues a quarterly Bulletin with the latest news and in relation to the annual OSH Day, DIFE takes charge of making a status and articles about the achievements of the year.

Registration of factories

There is supposed to be a central registration system at DIFE, but many companies are yet to register as per the regulation. DIFE should approve the factory layout before the factory starts activities. The requirement to use LIMA is expected to change this status.

National OSH Council

The Labour Act (Section 323) is about the National Council for Industrial Health and Safety, called the National OSH Council. The council is established and is meeting regularly (except the corona period).

Helpline

With assistance of the ILO, DIFE opened their own help line 31 December 2020. The help line shall receive complaints from workers, and provide information about Labour rights, broadly seen, to the “costumers”. Help line has only 4 staff members, working in two shifts, and receive very few calls – approx. 30 calls per day in 2022.

Bangladesh Export Processing Zone Authority (BEPZA) and Bangladesh Economic Zones Authority

In order to support the exporting companies, the government has established Export Processing Zones (EPZ's) in eight different locations. EPZ's are defined as territorial or economic enclaves in which goods may be imported and manufactured and reshipped with a reduction in duties and/or minimal intervention by custom officials (World Bank 1999). Economic Zones are similar, but the production needs not to be exported, economic zones can be very small in size, according to BEZA's WEB site, there are 66 economic zones in Bangladesh. The situation is different inside the EPZs and EZs, currently governed by two authorities under the Prime Minister's Office and by separate laws that does not necessarily comply with the Labour Act. However, the government has started to take steps to advance labour rights also in EPZs and EZs. For instance, the Cabinet has approved the draft Bangladesh EPZ Labour Bill 2014, which allows workers in EPZ to form welfare associations with the capacity to bargain for rights. The factories in the EPZs and EZs are considered to have better working environment than factories in general, even though this is difficult to verify. The international community including the ILO focusses on the EPZs and EZs. There is a demand that conditions should be the same inside and outside these zones. There should not be different conditions and less adherence to basic labour rights in specific areas of the country.

According to investor lists on the BEPZA website, there are no Danish investors in the EPZ's. It also appears that Danish brands are sourcing very little from EPZ's.

Rajdhani Unnayan Kartipakshya (RAJUK) and Chittagong Development Authority (CDA)

These authorities are responsible for regulation related to construction of buildings in Dhaka and Chittagong metropolitan area, and for giving licenses to companies to build. These authorities belong to Ministry of Housing and Public Works. These authorities have limited resources.

Department of Fire Service and Civil Defence under Ministry of Home Affairs

The fire service has been growing its capacity and workforce considerably since the Tazreen Fashion and Rana Plaza accident. They appear to engage in a process similar to DIFE. Its capacity building efforts are supported by the GIZ, with training and equipment.

Non formal authorities

Before the major accidents, international brands needed to prove to their stakeholders that they were sourcing from a sustainable supply chain, and that fundamental workers rights, social protection and working environment were in accordance with international standards and ILO Conventions. Many exporting RMG factories were monitored by Business Social Compliance Initiative (BSCI), founded in 2003 by the Foreign Trade Association. They offered western companies trading with developing countries, mainly China, India and Bangladesh, to navigate in those countries. Member companies signed a Code of Conduct, and BSCI monitored factories that were trade partners for its members. Some reports say that the Rana Plaza building was inspected by BSCI before the collapse.

After the Rana Plaza accident, a broad national initiative and two private initiatives were formed by the non-formal acting authorities in the export oriented RMG-sector:

The Bangladesh Accord on Fire and Building Safety (Accord)

The Accord was signed in May 2013. It was a five year independent, legally binding agreement between global brands - mostly European - and retailers and trade unions. The key component of the Accord was the independent inspection program supported by brands in which workers and trade unions are involved. This included public disclosure of all factory information, inspection reports, corrective action plans (CAP) as well as commitment by signatory brands to ensure sufficient funds, available for remediation. The Accord was signed by more than 200 apparel brands, retailers and importers (incl. 8 Danish) from over 20 countries in Europe, North America, Asia and Australia; two global trade unions; eight Bangladeshi trade unions and four NGO witnesses. More than 1,600 factories fell under the auspices of Accord inspections. Accord started the safety inspections in early 2014. All inspection reports and corrective action plans were published on their website.

The Accord started to make it a requirement to have Health and Safety Committees in their signatory factories. If there was no trade union in the factory, the Accord wanted to supervise the election of H&S representatives. However, the Bangladesh Garment Manufacturer and Export Association (BGMEA) authority raised its concerns over Accord activities, which they judged to be beyond of its mandate. Often, the Accord was under severe criticism from several top ministers of the Bangladesh government and local think tanks for its authoritative attitude and alleged activities beyond its jurisdiction.

The Accord was working together with national authorities to some point. The following is their experiences:

- o The RAJUK does not have the necessary competencies to evaluate a construction project. They don't have enough engineers or other resources.
- o DIFE suffers from lack of resources and knowledge as so many new inspectors has been recruited. There are substantial problems with enforcement, even though the law is relatively clear and good and gives DIFE mandate to act.

The Accord originally expired in June 2018. It was then decided by the signatories to continue the operation of the Accord for another 2 years

As per August 1, 2022, the Accord activities of monitoring and following up has been taken over by RMG Sustainability Counsel that – like Accord – has a board of equal representation from employers, brands and unions. However, most of original signatories of Accord have signed a new Accord agreement (operated from ACCORD headquarters in Netherlands), that makes it binding to follow the remediation plan (was not originally RSC's intention). As such Accord is still monitoring that RSC is functioning adequately. The new agreement, called the International Accord for Health and Safety in the Textile and Garment Industry, took effect on 1 September 2021

Alliance for Bangladesh Worker Safety (Alliance)

While most European buyers sourcing from Bangladesh supported the Accord, major US brands decided not to join, due to disagreement over the dispute resolution process and potential liability in the US courts. Walmart and Gap and 15 other North American companies established the Alliance on 10 July 2013. They ended up representing 29 brands and 666 factories, and over time the Alliance have worked with some 800 factories. The Alliance did not have direct participation of the unions in the same way as the Accord, but was set up to carry out inspections on all its direct and official subcontracting factories in a manner similar to the Accord. All inspection reports and corrective action plans were published on their website.

In 2018 all Alliance activities were transferred to the National Tripartite Action Plan NAP.

The National Tripartite Action Plan (NAP)

After the deadly fire at Tazreen Fashion Garments in November 2012, the Tripartite Partners (government, employers and unions) adopted a joint statement of commitment to work together to develop a National Tripartite Plan of Action (NAP) on Fire Safety. After Rana Plaza, the tripartite agreement was expanded to include a broader concept of workplace safety, including structural safety of buildings, and now it is named National Tripartite Plan of Action of Fire Safety and Structural integrity. NAP is supported by the ILO.

NAP includes plans within many fields. They are running an Integrated Action Plan focusing on six short and medium term steps aimed at improving structural integrity of RMG factories. They work on providing rehabilitation support for accident survivors, and implementing the 'Better Work' programme. NAP is also working with factory workers and managers on improving their understanding of Occupational Safety and Health (OSH) and improving quality of factory inspections.

NAP contracted two private sector companies, TUV-SUD Bangladesh Pvt Ltd and Veritas Engineering & Consultant, and the Bangladesh University of Engineering and Technology (BUET) to carry out inspections of export oriented RMG-companies. The public authority, Department for Inspections of Factories and Establishments (DIFE) was supposed to take over. This has proven difficult, therefore the ILO has established a Remediation Coordination Cell, which in the meantime is being transferred to RSC

The RMG Sustainability Council (RSC) was founded in 2020 as a private national tripartite initiative to carry forward the accomplishments made in workplace safety in Bangladesh. The RSC was set up by three incorporating members representing each of the three constituents from Industry, global fashion Brands and global and local Trade Unions.

The RSC conducts structural, electrical, fire & life safety and boiler safety inspections, supports and monitors remediation, conducts safety training, and operates an independent occupational safety & health complaints mechanism available to workers in covered RMG factories.

Broad international initiatives

Sustainability Compact

Following the disaster, the EU - together with the government and ILO - took action through a Sustainability Compact to promote better labour rights and more responsible supply chain management in the RMG sector in Bangladesh. USA and Canada also joined the Compact at a later stage. The Compact seeks to improve labour rights, occupational health and safety, as well as encourage responsible behaviour by businesses.

Regularly, the Compact partners review the implementation and progress. Normally it is agreed that progress is made in all the pillars of the Compact, but more needs to be done.

3+5+1 Group

The Group of 3+5+1 is a platform created to follow commitments on the Sustainability Compact arrangement and National Tripartite Plan of Action. Its members include the government, members of the international community and the ILO. The three BD government representatives are the secretaries from the Ministries of Labour, Commerce and Foreign Affairs. The international community is represented by the Ambassadors of USA, EU, Canada and one other EU country on a rotating basis as well as the chair of the local donor coordination group on private sector (currently Germany). The ILO has been added as a stakeholder in the group as they are implementing or facilitating a number of reforms under the Compact, the US Action Plan and NAP. The group meets on a regular basis to provide updates on implementation and discuss areas of concern.

ILO

ILO has played a key role in coordinating all initiatives and has been a neutral party and facilitator to the negotiations. ILO is implementing the Better Work program in Bangladesh and the very comprehensive RMG project.

The Better Work project is a cooperation between the International Finance Corporation (World Bank Group). This is doing interventions at the work place/enterprise level within OSH and also for example OSH committees. Better Work is not working directly with DIFE.

As ILO has been co-writer on the reform agenda and road map of DIFE, they have a good view of the possible gaps in the plan. ILO is generally closely cooperation with MoLE and DIFE and they have a certain influence on policy writing and revisions of laws.

Die Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ)

The focus of the GIZ (in relation to DIFE) is very much on hard core technical issues as building safety and fire. But they are also providing training in inspection and OSH. In the past GIZ has also provided furniture and IT equipment. GIZ has a very big program in Bangladesh that also addresses general chemical

Team Europe Initiative

The TEI has been formed by the EU delegation in close coordination with CO-Chairs Netherlands and Denmark in order to coordinate and strengthen initiatives from EU member states. It is expected that a joint project (including at least DK, SE, NL and EU as donors) on Labour Market will be initiated in 2023. Part of that project is a continuation of the Social Dialogue project funded by Denmark and Sweden (ending 31.12.22).

EU is an important player in Labour market development in Bangladesh as preferential trade conditions (GSP+) is linked to a number of requirements to the Bangladeshi Government. New trade conditions apply once Bangladesh graduates (to middle income country - expected 2026/2027).

Employers

Bangladesh Employers' Federation (BEF)

BEF is the national organization of employers. It represents all associations representing major industries in the country as well as established individual enterprises. The objectives of the Federation are to promote, encourage and project the interests of employers in industrial relations and, through such efforts, to establish good relations among employers and workers, which has a vital supporting role in the country's economic development.

The Federation, registered in 1998, is recognized by the government as the only representative organization of employers. Accordingly, it has been given representation on all national Bodies/Committees concerning labour-management relations. It is the constituent of the ILO. It is also represented on various bodies, such as National Tripartite Consultative Committee on Labour Matters, Governing Bodies of the Bangladesh Institute of Management (BIM), Industrial Relations Institute, Minimum Wages Board, Labour Courts, etc. In matters of representation at various international conferences and industrial seminars, symposia organized from time to time by the ILO and its attached units/agencies, the Federation is called upon to send representatives.

Bangladesh Garment Manufacturers Export Association (BGMEA)

BGMEA is the strongest and most powerful employers' organization in Bangladesh. It is representing the RMG sector and has a major say in how fast new acts and regulations in respect of workers' rights and safety are implemented in Bangladesh. BGMEA has 4500 active members.

BGMEA is a strong supporter of the RSC and has an extensive cooperation with many donors – not least Denmark. Recently a technology center was set up under BGMEA in order to develop, maintain and share knowledge related to Garment business and management.

Danish companies

Most of the Danish garment brands have outsourced the production. But there are Danish garment companies producing here, mostly as co owners. They are not organized under one umbrella but they know each other. Most of these factories seem more aware of the benefits of providing good working conditions (e.g. in lower sickness absence and staff flow) but they do also have concerns about trade unions. Danish companies also have close business relations to Bangladesh in other sectors such as wind power, pharmaceuticals, enzymes, IT, food stuff and many more.

National Trade Unions

In the months after Rana Plaza, Bangladesh experienced a growing number of trade union registrations in its RMG sector. Today there are 1045 (according to MoLE, November 2021) In 2013 there were 132 unions registered. Since one trade union only covers one factory, trade unions in approximately 4500 RMG factories means that a bit more than 20% of the factories have trade unions.

The unions are part of 52 federations which are the “umbrella organizations”. Lack of knowledge and policies are challenges within the trade unions in general and especially with the smaller ones. United Federation of Garment Workers, Bangladesh Garment and Industrial Workers Federation, Bangladesh Independent Garment Workers Union Federation and Sommilito Garments Sromik Federation, are some of important federations in the garment sector.

In order for the union movement in Bangladesh to grow and create real impact, established unions must prove to workers that they can represent the interests of members, with the on-going solidarity and support of the international movement. At the same time, employers need to change their attitude. Many factory owners in Bangladesh continue to perceive unions as a potential threat.

International Trade Unions

United Federation of Danish Workers (3F)

3F has had an office in Dhaka since May 2014. They work mainly with support to trade union federations and training of key persons. Their work is partly funded by Danida. 3F has newly formed a partnership with Ulandssekretariatet and DI regarding development activities. The future set up is not yet determined.

EF Metall

EF Metall is a Swedish Metal Workers Trade Union Confederation is establishing contacts in Bangladesh – they have been involved with 3F to comment on the existing Social Dialogue project (ILO).

Ulandssekretariatet (LOFTF council)

It is a joint effort of the Danish Confederation of Trade Unions (LO) and Confederation of Professional in Denmark (FTF). Ulandssekretariatet is working together with BILS (see below). Ulandssekretariatet does not have a permanent representation in Bangladesh. Ulandssekretariat, 3F and DI have formed a partnership with regards to development activities in Bangladesh.

Solidarity Centre of the USA

Solidarity Centre of the USA has activities in Bangladesh. They work on labour rights issues of RMG and Shrimp industry in Dhaka, Chittagong and Khulna, and provide technical and financial support to country-wide trade union bodies.

IndustriAll Global Union

IndustriALL Global Union represents workers in a wide range of sectors from extraction of oil and gas, mining, generation and distribution of electric power, to manufacturing of metals and metal products, shipbuilding, automotive, aerospace, mechanical engineering, electronics, chemicals, rubber, pulp and paper, building materials, textiles, garments, leather and footwear and environmental services.

Other organizations / projects / initiatives

The Initiatives for Ethical Trade

The “ethical trade initiatives” including IEH-Norway, Ethical Trade Initiative and DIEH, had a common project in Bangladesh up till the end of 2017, called Joint Ethical Trade Initiative (JETI). JETI is conducting a pilot project on social dialogue at the work place level. The project continues without the funding from Denmark.

Productivity and Occupational Health and Safety in the garment industry in Bangladesh (POSH) – now NIPOSH

A project between Aalborg University, BGMEA University of Fashion and Textile and Ahsanullah University of Science and Technology with focus on the link between OSH/LEAN and productivity. The project

ended January 2019, but a new somewhat similar project (however more focus on implementation) NIPOSH, was established in 2020 (ending Q4, 2022) on local grant from the Danish Embassy.

The Occupational Safety and Health Foundation (OSHE)

OSHE is an umbrella for different national industrial trade unions working together on workplace problems and development issues based on common understanding, beyond any individual or specific group interest. Their mission is to promote human rights at workplaces with special focus to workplace safety, workers health and environment. Their resources are coming from ILO, FNV, International Labour Foundation for Sustainable Development (Sustainlabour), and Center for Corporate Accountability (UK), Tokyo Occupational Safety and Health Center and The Institute for Science of Labour (Japan).

Bangladesh Institute of Labour Studies (BILS)

BILS was established in 1995 by the trade union movement of Bangladesh as a Non-government organization to provide training, undertake study and research and share information on labour and related subjects with a view to promote harmonious industrial relations and social justice.

Workers of informal economy, women and child labour and unorganized and organized workforce in the industrial, commercial, governmental and service sectors are the main focus of BILS. Capacity building of trade unions is the principal means of action. 13 major National Trade Union Federations are associated with BILS.

Safety and Rights Society

Safety and Rights Society is an NGO, which is working with labour issues. They publish an annual report on fatal occupational accidents. The report is based on information from the newspapers, since there is no reliable statistics on occupational accidents. Further they perform training and research on OSH issues.

CSR Centre Bangladesh

It was established by private funding. Along with the Bangladesh Enterprise Institute (BEI), the CSR Centre is the joint focal point for United Nations Global Compact (UNGC) in Bangladesh. The Centre is the principal promoter of the UNGC and its principles in the country. The Centre is also a member of a regional CSR platform called South Asian Network on Sustainability and Responsibility (SANSAR). Currently, SANSAR has five member countries including Bangladesh, India, Nepal, Pakistan and Afghanistan. Denmark has supported the CSR centre in their development of a CSR national guide lines. These are not yet adopted by the government.

Initiatives by Danish and Bangladesh branch organizations

Danida has been funding two CSR projects linked to Danish Fashion and Textile (DMoGT), Step Up and Step Up+. It was a cooperation between Bangladeshi factories and Danish branch organisations, Danish Fashion Institute (DAFI), WEAR and Danish Fashion and Textiles in partnership with the BGMEA. Focus was the link between improved working conditions and productivity. Both these projects were finalised at the end of 2018.

Institute for Sustainable Communities (ISC)

Provides training for mainly middle management. They provide training in environmental issues, OSH and environmental management.

National Coordination Committee for Workers' Education (NCCWE)

It is a forum of national Trade Union Federations in Bangladesh. NCCWA is recognized as the body to represent the workers (trade unions) on a national level by the ILO. The actual representation is limited.

Environmental Health and Safety Center (EHS+ Center)

It is a part of the North South University, a leading private university in Bangladesh. They are affiliated with the ISC.

Stakeholders in Denmark

Dansk Industri (DI)

Less than 20 companies within DI are active in Bangladesh, some are even established in Bangladesh or doing research related to the Bangladesh market. Many are related to energy sector and water supply. As an organisation DI is not very much interested in Bangladesh, but they have been helpful by receiving Bangladeshi guests, when they have been asked. They have formed a partnership with 3F and Ulandssekretariatet regarding development activities.

Dansk Erhverv (DE) (Chamber of Commerce)

As the main employers' organization in the garment sector, Dansk Erhverv has extensive interests in Bangladesh. DE has initiated an agreement with Danish brands, the Danish Government, NGO's and trade unions on a concrete partnership to improve the working conditions in Bangladesh. They are active members of Dansk Mode og Textil with whom they have an ongoing CSR project directed to garment factories.

Trade organizations: Dansk Mode & Tekstil and Danish Fashion Institute

As part of the six-point plan to promote sustainable global value chains presented in September 2014 there is a continued focus on promoting responsible production within the textile sector. As a key part of the six-point plan an international conference to place CSR and responsible value chains higher up on the international agenda was held in Copenhagen on March 10 2015 in partnership with DI and World Bank. DAFI also received a CSR grant in 2013 to promote greater awareness about sustainability and responsible supply chain management among Danish companies, including establishing a database of factories with sustainable production. This is now finalised.

Dansk Initiativ for Etisk Handel (DIEH)

The Danish Initiative for Ethical Trading (DIEH) was founded in 2008, years before Rana Plaza. Its members are private companies, public institutions, business organizations and networks, trade unions and NGO's. Following the Rana Plaza disaster, the Danish government initiated a partnership with the Danish fashion and textiles industry to contribute to addressing the challenges in the sector and ensure responsible production. The partnership is administered by (DIEH) and focuses on improving workers' safety and rights in Bangladesh and ensures that Danish companies sourcing from Bangladesh comply with the UN Guiding Principles on Business and Human Rights.

DIEH used to be a part of the JETI project together with the British Ethical Trade Initiative and the Norwegian Initiativ for Etisk Handel. The JETI project was partially funded by DANIDA.

3F

3F is implementing a project to support trade union confederations in Bangladesh. The SSC project has a cooperation with the 3F project; it conducts workshops on OSH for the 3F partners.

Other trade unions

Other trade unions/federations e.g. LO should be considered as stakeholders in Denmark.

Danish brands

Danish brands sourcing from Bangladesh should be considered as stakeholders e.g. Bestseller, WPT Group, IC Company, Coop, Dansk Supermarked and others. Not all brands or importers that import from Bangladesh are known in public. There is no reliable information about the number of workers in Bangladesh who are engaged in the production of garment for the Danish market.

ANNEX 9: QUALITY ASSURANCE CHECKLIST¹

File number/F2 reference: **2023-8553**

Programme/Project name: **Strategic Sector Cooperation - Labour Market in Bangladesh**

Programme/Project period: **2023 – 2025**

Budget: **DKK 8,530,000 million**

Presentation of quality assurance process:

The preparation of Phase I projects under the Strategic Sector Cooperation Facility follows the SSC guidelines. The preparation and decision making process consist of three steps: 1) A DMOE consultation with ministry of Foreign Affairs (MFA)/GDK and the embassy which entails an assessment of lessons learned during phase II and strategic choices for phase III 2) Preparation of the required project document, annual work plans, budget and an updated background study, which includes a context analysis and a basic base line assessment. Prior to the official submission of the signed project document a quality assessment dialogue takes place between the MFA/GDK and the Danish authority, 3) Approval of the project document, which is signed by the local authority and DMOE. The MFA/GDK validates that the required information and analysis is included as per the SSC guidelines. The project has an accumulated total value of more than 10 million DKK and is approved by the Minister for Development Cooperation and Global Climate Policy.

☒ The design of the programme/project has been appraised by someone independent who has not been involved in the development of the programme/project.

Comments: NA and according to the SSC guidelines. The project has been reviewed internally in GDK by a colleague not involved in the cooperation with the Danish Ministry of Employment.

☒ The recommendations of the appraisal has been reflected upon in the final design of the programme/project.

Comments: The comments from the internal GDK review has been reflected in the project document.

☒ The programme/project complies with Danida policies and Aid Management Guidelines, including the fundamental principles of Doing Development Differently.

Comments: The project complies with the Guidelines for Strategic Sector Cooperation. The SSC guidelines draw on the overall principles and concepts of the Aid Management Guidelines.

☒ The programme/project addresses relevant challenges and provides adequate responses.

¹ This Quality Assurance Checklist should be used by the responsible MFA unit to document the quality assurance process of appropriations, where development specialists from either ELQ or other units are not involved in the process; i.e. (i) internal appraisal of appropriations up to DKK 10 Million; (ii) external appraisals of appropriations between DKK 10 – 39 million and (iii) appraisal in exceptional cases. The checklist aims to help the responsible MFA unit ensure that key questions regarding the quality of the programme/project are asked and that the answers to these questions are properly documented and communicated to the approving authority.

Comments: yes – and the project is a continuation of the long term sector cooperation between Bangladesh and Denmark, which started in 2016. The long term focus is to improve the health and safety of workers as stated in ILO's Decent Work agenda and SDG 8 on Decent Work and Economic Growth.

☒ Issues related to HRBA, LNOB, Gender, Youth, Climate Change, Green Growth and Environment have been addressed sufficiently in relation to content of the project/programme.

Comments: Improved health and safety of workers in accordance with ILO standards on Decent Work agenda and SDG 8 on Decent Work and Economic Growth is the main development goal of the project. This include a direct impact on HRBA, Gender and youth as well as an expected impact on LNOB.

☒ Comments from the Danida Programme Committee have been addressed (if applicable).

Comments: N.A

☒ The programme/project outcome(s) are found to be sustainable and in line with the partner's development policies and strategies. Implementation modalities are well described and justified.

Comments: Yes. Ministry of Labour and Employment (MoLE) has built up a considerable knowledge about occupational health and safety, and the project has ensured that the knowledge is being applied. The third phase will focus on consolidating the achievements.

☒ The theory of change, results framework, indicators and monitoring framework of the programme/project provide an adequate basis for monitoring results and outcome.

Comments: Yes.

☒ The programme/project is found sound budget-wise.

Comments: Yes

☒ The programme/project is found realistic in its time-schedule.

Comments: Yes – the project is designed as a flexible instrument for cooperation with the energy partners in Bangladesh.

☒ Other donors involved in the same programme/project have been consulted, and possible harmonised common procedures for funding and monitoring have been explored.

Comments: During project implementation of phase 1+2 the MoLE has coordinated with relevant partners which in phase three is GIZ and ILO.

☒ Key programme/project stakeholders have been identified, the choice of partner has been justified and criteria for selection have been documented.

Comments: The partners to the project is ministries and agencies that due to their mandate are natural partners to a government- to government cooperation.

☒ The implementing partner(s) is/are found to have the capacity to properly manage, implement and report on the funds for the programme/project and lines of management responsibility are clear.

Comments: MoLE/DIFE has for year's implemented projects for development cooperation and has an acceptable track record demonstrating the fine capacity to manage, implement and report on projects – and to adjust and develop when need be.

Implementing partner(s) has/have been informed about Denmark's zero-tolerance policies towards (i) Anti-corruption; (ii) Child labour; (iii) Sexual exploitation, abuse and harassment (SEAH); and, (iv) Anti-terrorism.

Comments: Yes

Risks involved have been considered and risk management integrated in the programme/project document.

Comments: Yes

In conclusion, the programme/project can be recommended for approval: *yes*

Date and signature of Desk Officer: Fin Poulsen

Date and signature of QA colleague: Lone Bøge Jensen



23-01-2023

Strategic Sector Cooperation: “Improving the Health and Safety of Workers in Bangladesh through the Strengthening of Labour Authorities” (phase 3)

<p>Key results:</p> <ul style="list-style-type: none"> - Improve the health and safety of workers in Bangladesh, supporting ILO’s Decent Work agenda and SDG 8 on Decent Work and Economic Growth. Strengthening the Ministry of Labour and Employment, MoLE/Department for Inspection of Factories, DIFE, capacity to enforce rules and regulations for health and safety for workers in Bangladesh. - Ensure progress and enforce the social elements of the triple bottom line of the Danish Action Plan for Economic Diplomacy. - Contribute to improve the competitiveness of Danish companies sourcing in Bangladesh. <p>Justification for support:</p> <ul style="list-style-type: none"> - Poor working conditions have and are still overshadowing the ready-made garments (RMG) sector. Game changer was the tragic event in 2013, the “Rana Plaza” disaster. An eight story commercial building, which housed several shops, a bank and five garment factories collapsed and caused the death of 1,138 workers and injured 2,500. - The RMC sector is important in the Bangladeshi economy. The sector constitutes more than 80% of the country’s total export and employs approximately 4 million people. - Continued need to strengthen national capacity to monitor, advice, enforce laws and best practice ensuring safe and healthy working conditions in line with international standards. <p>Major risks and challenges:</p> <ul style="list-style-type: none"> - It is assumed that DIFE will largely be able to contribute with manpower, to plan activities themselves and to maintain and develop the outgoing teams. Nevertheless, there is a continued need for working on organization, management, responsibilities and priorities. - The planned national training centre could be further delayed. To mitigate this, there is a mutual understanding with MoLE and DIFE, that the centre is not a campus but an “institution”, and the activities can take place elsewhere. 	File No.	2023-8553						
	Country	Bangladesh						
	Responsible Unit	GDK						
	Sector	16020 - Occupational safety and health.						
	Partner	The Bangladesh Department for Inspection of Factories, DIFE and the Ministry of Labour and Employment, MoLE. The Danish Ministry of Employment (DMoE). The Danish Working Environment Authority, DWEA.						
		<i>DKK million</i>	2023	2024	2025	20xx	20xx	Total
	Commitment		3.25	3.24	2.03	-	-	8,53
	Projected disbursement		3.25	3.24	2.03	-	-	8.53
	Duration	2023-2025						
	Previous grants	DKK 13.5 mio. (Phase 1+2).						
	Finance Act code	§06.38.02.14						
	Head of unit	Karin Poulsen						
	Desk officer	Fin Poulsen						
	Reviewed by CFO	Rasmus Tvorup Ewald						
	Relevant SDG							

Strategic objective

The long term goal of the project is to improve the health and safety of workers as stated in ILO’s Decent Work agenda and SDG 8 on Decent Work and Economic Growth.

Environment and climate targeting - Principal objective (100%); Significant objective (50%)

	Climate adaptation	Climate mitigation	Biodiversity	Other green/environment
Indicate 0, 50% or 100%	0	0	0	0
Total green budget (DKK)	0	0	0	0

Justification for choice of partner:

The Bangladesh Department for Inspection of Factories is the natural and only partner for this kind of government-to-government cooperation. It is first and foremost the responsibility of Ministry of Labour and Employment/The Bangladesh Department for Inspection of Factories to enforce the Labour Act regarding Health and Safety and to provide the labour market with the necessary information to enable the factories and other workplaces to work strategically with ensuring healthy and safe work conditions. Clear and practical enforcement strategies will be jointly development and institutionalised.

Summary:

The project supports the SDG 8 and to some extent SDG 3, 12 and 16. The crosscutting nature of working with occupational health and safety includes working with health issues, responsible production and consumption and elements of green and sustainable transition, it is not only working with labour rights. The third phase will focus on consolidating the achievements obtained since the beginning of the cooperation in 2015. The inputs from Danish Working Environment Authority will mainly focus on the organizational support to enforcement and guidance on occupational health and safety.

Budget (engagement as defined in FMI):

DEA experts	4.255.540
Travel and reimbursable	1.967.656
Activities	1.105.500
Consultancies	300.000
Unallocated funds	901.304
Total	8.530.000

